

# Occupational Compensation Survey: Pay Only

Riverside—San Bernardino,  
California, Metropolitan Area,  
April 1995



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U.S. Department of Labor  
Bureau of Labor Statistics

Bulletin 3080-23

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## Preface

This bulletin provides results of an April 1995 survey of occupational pay in the Riverside—San Bernardino, CA Metropolitan Statistical Area. This survey was conducted as part of the U.S. Bureau of Labor Statistics Occupational Compensation Survey Program. Data from this program are for use in implementing the Federal Employees Pay Comparability Act of 1990. The survey was conducted by the Bureau's regional office in San Francisco under the direction of Caryl L. O'Keefe, Assistant Regional Commissioner for Operations.

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

For additional information regarding this survey or similar surveys conducted in this regional area, please contact the BLS San Francisco Regional Office at (415) 744-6600. You may also write to the Bureau of Labor Statistics at: Division of Occupational Pay and Employee Benefits, 2 Massachusetts Avenue, NE, Washington, D.C. 20212-0001 or call the Occupational Compensation Survey Program information line at (202) 606-6220.

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# Occupational Compensation Survey: Pay Only

# Riverside—San Bernardino, California, Metropolitan Area, April 1995



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

Bureau of Labor Statistics  
Katharine G. Abraham,  
Commissioner

October 1995

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# Introduction

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

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

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

technical, and protective service occupations in the tables specific to State and local governments.

## Pay

The A-series tables provide estimates of straight-time weekly or hourly pay by occupation. Tables A-1 through A-5 provide data for selected white- and blue-collar occupations common to a variety of industries. Tables A-6 and A-7 provide separate occupational pay for the health services industry.

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

## Appendixes

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

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

**Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Riverside-San Bernardino, CA, April 1995**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																							
			Mean	Median	Middle range	400 and under 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 1900	1900 - 2000	2000 and over			
<b>PROFESSIONAL OCCUPATIONS</b>																													
<b>Accountants</b>																													
Level I:																													
State and local government .....	10	40.0	\$511	-	- - -	-	20	70	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	220	40.0	653	\$658	\$605 - \$704	-	3	5	16	21	25	23	5	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	121	40.0	629	635	577 - 677	-	6	8	20	29	22	8	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	81	39.9	622	640	577 - 658	-	9	7	14	35	27	6	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	99	40.0	682	699	652 - 710	-	-	1	12	11	27	41	3	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	301	40.0	818	798	738 - 891	-	-	-	( <sup>3</sup> )	2	12	13	23	26	17	6	1	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	198	39.9	812	786	727 - 892	-	-	-	1	3	14	15	22	21	17	6	2	-	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	124	40.0	797	769	720 - 884	-	-	-	1	3	15	15	25	20	17	2	2	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	122	40.0	797	766	720 - 884	-	-	-	1	3	15	16	25	20	16	2	2	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	74	39.9	836	-	- - -	-	-	-	-	1	14	15	18	23	16	14	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	103	40.0	831	832	762 - 878	-	-	-	-	1	7	9	25	35	17	7	-	-	-	-	-	-	-	-	-	-	-	-	
Level IV .....	87	40.0	1,067	1,077	960 - 1,174	-	-	-	-	-	-	-	3	7	25	18	29	16	-	1	-	-	-	-	-	-	-	-	
Private industry .....	57	40.0	1,051	-	- - -	-	-	-	-	-	-	-	5	7	33	19	12	21	-	2	-	-	-	-	-	-	-	-	
State and local government .....	30	40.0	1,097	1,119	1,011 - 1,174	-	-	-	-	-	-	-	-	7	10	17	60	7	-	-	-	-	-	-	-	-	-	-	
<b>Attorneys</b>																													
Level II:																													
State and local government .....	17	40.0	1,052	1,077	954 - 1,181	-	-	-	-	-	-	-	12	6	24	12	35	6	6	-	-	-	-	-	-	-	-	-	-
Level III:																													
State and local government .....	21	40.0	1,232	1,076	1,076 - 1,466	-	-	-	-	-	-	-	-	-	-	57	-	5	10	5	24	-	-	-	-	-	-	-	
Level IV:																													
State and local government .....	63	40.0	1,540	-	- - -	-	-	-	-	-	-	-	-	-	-	5	3	8	5	57	6	16	-	-	-	-	-	-	
State and local government .....	61	40.0	1,536	1,538	1,538 - 1,544	-	-	-	-	-	-	-	-	-	-	5	3	8	5	59	3	16	-	-	-	-	-	-	
Level V:																													
State and local government .....	15	40.0	1,773	1,790	1,608 - 1,875	-	-	-	-	-	-	-	-	-	-	-	-	7	7	7	20	27	20	-	-	-	13		

See footnotes at end of table.

**Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Riverside-San Bernardino, CA, April 1995 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																						
			Mean	Median	Middle range	400 and under 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 1900	1900 - 2000	2000 and over		
<b>Engineers</b>																												
Level II .....	174	40.0	\$803	\$788	\$713 - \$899	-	-	8	6	1	7	20	13	24	7	10	5	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	98	40.0	748	743	703 - 799	-	-	-	10	2	11	33	19	21	3	-	-	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	67	40.0	747	-	- - -	-	-	-	15	1	7	30	19	22	4	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	66	40.0	745	-	- - -	-	-	-	15	2	8	30	20	23	3	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	76	40.0	873	899	776 - 1,001	-	-	18	-	-	1	3	5	26	12	22	12	-	-	-	-	-	-	-	-	-	-	-
Level III .....	725	40.0	956	962	885 - 1,025	-	-	-	-	( <sup>3</sup> )	1	4	7	18	41	14	13	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
Private industry .....	354	39.9	920	920	846 - 1,005	-	-	-	-	( <sup>3</sup> )	-	8	8	28	29	19	5	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	271	40.0	930	923	847 - 1,038	-	-	-	-	-	1	8	7	30	26	20	7	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
Manufacturing .....	251	40.0	920	906	846 - 1,010	-	-	-	-	-	1	8	7	31	27	21	3	1	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	83	39.8	889	918	813 - 960	-	-	-	-	-	1	2	8	11	20	40	16	1	-	-	-	-	-	-	-	-	-	-
State and local government .....	371	40.0	989	988	940 - 1,056	-	-	-	-	-	-	-	7	9	52	10	19	2	-	-	-	-	-	-	-	-	-	-
Level IV .....	635	40.0	1,089	1,085	993 - 1,162	-	-	-	-	-	-	-	2	8	15	34	20	13	3	4	-	-	-	-	-	-	-	-
Private industry .....	393	40.0	1,062	1,051	959 - 1,154	-	-	-	-	-	-	-	( <sup>3</sup> )	13	23	26	22	8	5	3	-	-	-	-	-	-	-	-
Goods-producing industries .....	284	40.0	1,064	1,058	952 - 1,160	-	-	-	-	-	-	-	-	14	23	23	23	11	4	2	-	-	-	-	-	-	-	-
Manufacturing .....	280	40.0	1,061	1,056	948 - 1,154	-	-	-	-	-	-	-	-	15	23	23	23	10	4	2	-	-	-	-	-	-	-	-
State and local government .....	242	40.0	1,132	1,090	1,085 - 1,273	-	-	-	-	-	-	-	6	( <sup>3</sup> )	3	47	15	22	2	6	-	-	-	-	-	-	-	-
Level V .....	369	40.0	1,287	1,259	1,213 - 1,359	-	-	-	-	-	-	-	-	-	1	6	14	44	16	14	3	2	1	-	-	-	-	-
Private industry .....	246	40.0	1,270	1,250	1,200 - 1,352	-	-	-	-	-	-	-	-	-	1	9	14	39	21	11	2	3	-	-	-	-	-	-
State and local government .....	123	40.0	1,320	1,273	1,249 - 1,408	-	-	-	-	-	-	-	-	-	-	-	13	55	5	20	4	1	2	-	-	-	-	
Level VI .....	115	40.0	1,541	1,532	1,446 - 1,613	-	-	-	-	-	-	-	-	-	-	-	1	17	22	33	16	9	-	1	3	-	-	
State and local government .....	20	40.0	1,489	1,376	1,373 - 1,671	-	-	-	-	-	-	-	-	-	-	-	-	55	10	10	-	20	-	5	-	-	-	
<b>Registered Nurses</b>																												
Level I .....	135	40.0	668	673	570 - 747	7	4	2	13	18	13	21	8	11	3	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	115	40.0	665	665	558 - 758	9	5	3	15	18	6	18	10	13	3	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	115	40.0	665	665	558 - 758	9	5	3	15	18	6	18	10	13	3	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	4,866	37.8	727	730	658 - 805	( <sup>3</sup> )	( <sup>3</sup> )	5	10	9	19	16	15	20	6	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	3,698	37.7	711	697	623 - 783	( <sup>3</sup> )	( <sup>3</sup> )	6	13	10	22	15	11	15	8	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	3,694	37.7	711	697	623 - 783	( <sup>3</sup> )	( <sup>3</sup> )	6	13	10	22	15	11	15	8	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	1,168	38.1	775	794	735 - 808	-	-	-	( <sup>3</sup> )	5	8	20	30	35	2	-	-	-	-	-	-	-	-	-	-	-	-	
Level II specialists .....	207	37.0	807	769	769 - 847	-	-	-	-	( <sup>3</sup> )	2	3	55	29	8	3	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	207	37.0	807	769	769 - 847	-	-	-	-	( <sup>3</sup> )	2	3	55	29	8	3	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	207	37.0	807	769	769 - 847	-	-	-	-	( <sup>3</sup> )	2	3	55	29	8	3	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	231	38.2	915	907	846 - 1,010	-	-	-	-	1	3	6	6	32	27	19	6	1	-	-	-	-	-	-	-	-	-	-
Private industry .....	210	38.1	914	902	838 - 1,010	-	-	-	-	1	3	7	6	33	24	19	7	1	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	210	38.1	914	902	838 - 1,010	-	-	-	-	1	3	7	6	33	24	19	7	1	-	-	-	-	-	-	-	-	-	-
State and local government .....	21	40.0	924	928	918 - 940	-	-	-	-	-	-	5	-	19	62	14	-	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

**Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Riverside-San Bernardino, CA, April 1995 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																				
			Mean	Median	Middle range	400 and under 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 1900	1900 - 2000	2000 and over
<b>ADMINISTRATIVE OCCUPATIONS</b>																										
<b>Budget Analysts</b>																										
Level III:																										
State and local government .....	12	40.0	\$753	-	- - -	-	-	-	-	-	50	42	8	-	-	-	-	-	-	-	-	-	-	-	-	-
Level IV:																										
State and local government .....	10	40.0	929	-	- - -	-	-	-	-	-	-	-	30	40	30	-	-	-	-	-	-	-	-	-	-	-
<b>Buyers/Contracting Specialists</b>																										
Level II .....																										
Private industry .....	144	40.0	672	\$675	\$600 - 712	1	-	3	16	22	19	15	7	12	-	5	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	110	40.0	681	675	600 - 712	-	-	1	17	25	25	19	2	2	-	8	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	109	40.0	681	675	600 - 712	-	-	1	17	26	25	19	2	2	-	8	-	-	-	-	-	-	-	-	-	-
State and local government .....	45	40.0	751	732	637 - 856	-	-	4	2	22	13	13	-	44	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....																										
Private industry .....	63	40.0	830	-	- - -	-	-	-	-	-	4	18	13	47	9	8	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	58	40.0	836	-	- - -	-	-	-	-	-	5	21	11	48	6	10	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	57	40.0	833	-	- - -	-	-	-	-	-	2	23	11	49	7	9	-	-	-	-	-	-	-	-	-	-
State and local government .....	13	40.0	833	-	- - -	-	-	-	-	-	8	23	46	23	-	-	-	-	-	-	-	-	-	-	-	-
<b>Computer Programmers</b>																										
Level II .....																										
Private industry .....	50	39.9	600	-	- - -	-	13	4	28	34	13	-	1	6	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	18	40.0	650	612	555 - 794	-	17	-	28	17	11	-	6	22	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....																										
State and local government .....	45	40.0	801	800	758 - 832	-	-	-	3	10	8	14	26	27	10	3	-	-	-	-	-	-	-	-	-	-
Level IV:																										
State and local government .....	27	40.0	979	1,013	916 - 1,038	-	-	-	-	-	-	-	-	22	4	74	-	-	-	-	-	-	-	-	-	-
<b>Computer Systems Analysts</b>																										
Level I .....																										
State and local government .....	33	40.0	809	769	703 - 896	-	-	-	5	-	3	39	9	36	6	6	-	-	-	-	-	-	-	-	-	-
Level II .....																										
Private industry .....	84	40.0	886	880	755 - 1,000	-	-	-	-	2	10	11	13	17	23	17	6	2	-	-	-	-	-	-	-	-
Goods-producing industries .....	53	40.0	916	-	- - -	-	-	-	-	2	11	6	9	15	23	21	9	4	-	-	-	-	-	-	-	-
Manufacturing .....	52	40.0	913	-	- - -	-	-	-	-	2	12	6	10	15	23	19	10	4	-	-	-	-	-	-	-	-
State and local government .....	158	40.0	943	954	910 - 954	-	-	-	-	-	-	1	3	21	60	12	2	1	-	-	-	-	-	-	-	-
Level III .....																										
Private industry .....	83	40.0	1,024	1,027	948 - 1,067	-	-	-	-	-	-	1	1	9	21	41	23	3	1	1	-	-	-	-	-	-
Service-producing industries .....	52	40.0	1,008	-	- - -	-	-	-	-	-	-	-	-	12	37	40	12	-	-	-	-	-	-	-	-	-
State and local government .....	55	40.0	1,073	1,061	1,039 - 1,145	-	-	-	-	-	-	2	2	4	5	44	4	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

**Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Riverside-San Bernardino, CA, April 1995 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																						
			Mean	Median	Middle range	400 and under 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 1900	1900 - 2000	2000 and over		
<b>Personnel Specialists</b>																												
Level II .....	66	40.0	\$620	-	- - -	-	6	14	18	27	14	21	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	65	40.0	621	-	- - -	-	6	12	18	28	14	22	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	47	40.0	624	-	- - -	-	9	15	13	21	17	26	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	210	40.0	800	\$798	\$735 - \$865	-	-	-	( <sup>3</sup> )	4	14	9	24	38	10	2	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	159	40.0	788	791	735 - 864	-	-	-	1	5	15	8	27	37	7	1	-	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	54	40.0	802	-	- - -	-	-	-	-	7	6	6	20	48	11	2	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	54	40.0	802	-	- - -	-	-	-	-	7	6	6	20	48	11	2	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	105	39.9	781	784	700 - 865	-	-	-	1	4	20	9	30	31	5	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	51	40.0	839	858	776 - 874	-	-	-	-	-	12	12	14	39	18	6	-	-	-	-	-	-	-	-	-	-	-	-
Level IV .....	116	40.0	1,001	962	931 - 1,068	-	-	-	-	-	-	3	2	16	45	14	12	6	1	3	-	-	-	-	-	-	-	-
Private industry .....	72	40.0	1,022	-	- - -	-	-	-	-	-	-	-	-	8	56	13	10	8	1	4	-	-	-	-	-	-	-	-
Goods-producing industries .....	57	40.0	1,031	-	- - -	-	-	-	-	-	-	-	-	9	54	11	12	7	2	5	-	-	-	-	-	-	-	-
Manufacturing .....	56	40.0	1,027	-	- - -	-	-	-	-	-	-	-	-	9	55	11	13	5	2	5	-	-	-	-	-	-	-	-
State and local government .....	44	40.0	967	981	880 - 1,030	-	-	-	-	-	-	7	5	27	27	16	16	2	-	-	-	-	-	-	-	-	-	-
<b>Tax Collectors</b>																												
Level III .....	32	40.0	774	816	691 - 831	-	-	-	-	-	31	9	3	56	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	32	40.0	774	816	691 - 831	-	-	-	-	-	31	9	3	56	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

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

compute means, medians, and middle ranges.

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

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



**Table A-2. All establishments: Weekly hours and pay of technical and protective service occupations, Riverside-San Bernardino, CA, April 1995**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																						
			Mean	Median	Middle range	175 and under 200	200 - 225	225 - 250	250 - 300	300 - 350	350 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1050	1050 - 1100	1100 - 1150		
<b>TECHNICAL OCCUPATIONS</b>																												
<b>Computer Operators</b>																												
Level II:																												
Private industry:																												
Service-producing industries .....	56	40.0	\$492	-	- - -	-	-	-	-	16	18	34	5	4	7	-	-	-	-	5	-	11	-	-	-	-	-	-
State and local government .....	40	40.0	518	\$526	\$473 - \$526	-	-	-	-	-	-	10	25	52	5	5	-	-	-	-	-	-	-	-	-	-	-	
Level III .....																												
Private industry .....	76	40.0	601	-	- - -	-	-	-	-	-	-	1	5	21	18	30	21	3	1	-	-	-	-	-	-	-	-	
Service-producing industries .....	63	40.0	605	-	- - -	-	-	-	-	-	-	-	10	22	11	35	13	6	3	-	-	-	-	-	-	-	-	
State and local government .....	58	40.0	611	602	581 - 684	-	-	-	-	-	-	2	2	16	22	28	31	-	-	-	-	-	-	-	-	-	-	
<b>Drafters</b>																												
Level II .....																												
Private industry .....	86	40.0	551	532	500 - 609	-	-	-	-	-	-	2	22	30	20	15	6	5	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	68	40.0	552	-	- - -	-	-	-	-	-	-	1	28	31	10	16	7	6	-	-	-	-	-	-	-	-	-	
Manufacturing .....	65	40.0	552	-	- - -	-	-	-	-	-	-	2	29	31	8	17	8	6	-	-	-	-	-	-	-	-	-	
State and local government .....	16	40.0	617	617	601 - 644	-	-	-	-	-	-	-	6	13	-	63	6	13	-	-	-	-	-	-	-	-	-	
Level III .....																												
Private industry .....	68	39.9	643	-	- - -	-	-	-	-	-	-	-	-	3	36	9	19	18	4	10	-	-	-	-	-	-	-	
State and local government .....	9	40.0	768	-	- - -	-	-	-	-	-	-	-	-	-	-	-	33	-	-	67	-	-	-	-	-	-	-	
<b>Engineering Technicians</b>																												
Level III .....																												
Private industry .....	61	40.0	626	-	- - -	-	-	-	-	-	-	-	-	10	39	7	23	13	8	-	-	-	-	-	-	-	-	
Goods-producing industries .....	60	40.0	625	-	- - -	-	-	-	-	-	-	-	-	10	40	7	22	13	8	-	-	-	-	-	-	-	-	
Manufacturing .....	60	40.0	625	-	- - -	-	-	-	-	-	-	-	-	10	40	7	22	13	8	-	-	-	-	-	-	-	-	
Level IV .....																												
Private industry .....	117	40.0	747	732	662 - 812	-	-	-	-	-	-	-	-	2	-	12	18	23	9	16	11	5	1	2	-	-	2	
Goods-producing industries .....	102	40.0	754	733	662 - 836	-	-	-	-	-	-	-	-	-	-	13	22	20	10	17	13	6	1	-	-	-	-	
Manufacturing .....	102	40.0	754	733	662 - 836	-	-	-	-	-	-	-	-	-	-	13	22	20	10	17	13	6	1	-	-	-	-	
<b>Engineering Technicians, Civil</b>																												
Level I .....																												
State and local government .....	43	40.0	429	425	342 - 499	-	-	-	-	33	-	26	33	9	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	43	40.0	429	425	342 - 499	-	-	-	-	33	-	26	33	9	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....																												
State and local government .....	110	39.9	617	602	555 - 704	-	-	-	-	1	2	3	15	20	22	9	28	-	-	-	-	-	-	-	-	-	-	
State and local government .....	104	40.0	626	602	564 - 704	-	-	-	-	-	-	2	14	21	23	10	30	-	-	-	-	-	-	-	-	-	-	
Level III .....																												
State and local government .....	198	40.0	690	726	669 - 726	-	-	-	-	7	-	-	-	1	2	7	25	50	-	1	5	-	-	-	-	-	-	
State and local government .....	198	40.0	690	726	669 - 726	-	-	-	-	7	-	-	-	1	6	26	54	-	1	6	-	-	-	-	-	-	-	
Level IV .....																												
State and local government .....	190	40.0	786	794	754 - 825	-	-	-	-	-	-	-	-	7	1	3	17	30	33	3	1	4	-	-	-	-	-	
State and local government .....	190	40.0	786	794	754 - 825	-	-	-	-	-	-	-	-	7	-	1	16	31	37	3	1	4	-	-	-	-	-	
Level V .....																												
State and local government .....	73	40.0	933	974	832 - 1,015	-	-	-	-	-	-	-	-	-	-	-	-	1	25	25	3	4	23	15	7	-		
State and local government .....	73	40.0	933	974	832 - 1,015	-	-	-	-	-	-	-	-	-	-	-	-	1	30	11	4	27	18	8	-	-		

See footnotes at end of table.

**Table A-2. All establishments: Weekly hours and pay of technical and protective service occupations, Riverside-San Bernardino, CA, April 1995 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																						
			Mean	Median	Middle range	175 and under 200	200 - 225	225 - 250	250 - 300	300 - 350	350 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1050	1050 - 1100	1100 - 1150		
<b>Licensed Practical Nurses</b>																												
Level II .....	1,600	39.1	\$489	\$490	\$447 - \$529	-	-	-	-	( <sup>3</sup> )	5	21	34	26	13	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	1,418	39.0	487	484	445 - 523	-	-	-	-	( <sup>3</sup> )	5	22	32	26	12	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	1,418	39.0	487	484	445 - 523	-	-	-	-	( <sup>3</sup> )	5	22	32	26	12	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	182	39.8	501	496	483 - 537	-	-	-	-	-	3	10	45	26	16	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Nursing Assistants</b>																												
Level II .....	3,181	38.6	265	248	221 - 299	7	19	25	25	12	11	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	2,940	38.5	258	244	216 - 287	7	21	27	26	11	8	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	2,940	38.5	258	244	216 - 287	7	21	27	26	11	8	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	241	39.8	342	363	314 - 372	-	-	-	21	22	58	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>PROTECTIVE SERVICE OCCUPATIONS</b>																												
<b>Corrections Officers</b>																												
Level II .....	2,830	40.0	767	843	599 - 885	-	-	-	-	-	-	-	-	7	22	4	2	5	2	8	50	-	-	-	-	-	-	
State and local government .....	2,830	40.0	767	843	599 - 885	-	-	-	-	-	-	-	-	7	22	4	2	5	2	8	50	-	-	-	-	-	-	
<b>Firefighters</b>																												
Level II .....	254	53.0	817	788	751 - 831	-	-	-	-	-	-	-	-	-	15	2	6	43	9	2	4	1	3	2	14	-		
State and local government .....	254	53.0	817	788	751 - 831	-	-	-	-	-	-	-	-	-	15	2	6	43	9	2	4	1	3	2	14	-		
<b>Police Officers</b>																												
Level I .....	2,337	40.0	833	846	796 - 885	-	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	7	5	14	24	44	3	1	-	-	-		
State and local government .....	2,337	40.0	833	846	796 - 885	-	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	7	5	14	24	44	3	1	-	-	-		
Level II .....	21	40.0	972	956	933 - 1,033	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	38	29	33	-	-		
State and local government .....	21	40.0	972	956	933 - 1,033	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	38	29	33	-	-		

<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, Riverside-San Bernardino, CA, April 1995**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																						
			Mean	Median	Middle range	200 and under 225	225 - 250	250 - 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 525	525 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900		
<b>Clerks, Accounting</b>																												
Level II .....	674	40.0	\$400	\$393	\$360 - \$430	-	( <sup>3</sup> )	-	1	4	12	19	15	23	9	6	3	8	-	1	-	-	-	-	-	-	-	-
Private industry .....	476	39.9	384	381	350 - 411	-	( <sup>3</sup> )	-	2	5	16	21	20	17	8	6	1	1	-	1	-	-	-	-	-	-	-	
Goods-producing industries .....	197	40.0	386	372	360 - 410	-	1	-	-	3	11	37	15	14	11	7	2	1	-	-	-	-	-	-	-	-	-	
Manufacturing .....	184	40.0	383	372	360 - 404	-	-	-	-	3	11	39	15	15	8	5	2	1	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	279	39.9	382	382	340 - 411	-	-	-	3	8	20	11	23	20	6	5	1	1	-	1	-	-	-	-	-	-	-	
Transportation and utilities .....	32	40.0	371	-	- - -	-	-	-	22	6	16	13	-	16	28	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	198	40.0	441	421	421 - 489	-	-	-	-	-	2	12	4	35	10	8	6	23	-	-	-	-	-	-	-	-	-	
Level III .....	1,029	40.0	447	449	409 - 476	-	-	-	-	5	4	6	6	15	14	9	24	5	2	8	1	-	-	-	-	-	-	
Private industry .....	431	39.9	427	433	373 - 460	-	-	-	-	12	1	12	7	10	27	12	9	3	3	2	3	-	-	-	-	-	-	
Goods-producing industries .....	156	40.0	444	447	400 - 490	-	-	-	-	-	3	19	3	12	15	20	13	4	6	4	1	-	-	-	-	-	-	
Manufacturing .....	154	40.0	444	444	400 - 490	-	-	-	-	-	3	19	3	12	16	19	13	5	6	5	1	-	-	-	-	-	-	
Service-producing industries .....	275	39.9	417	432	372 - 442	-	-	-	-	19	( <sup>3</sup> )	8	10	8	33	7	7	2	1	1	4	-	-	-	-	-	-	
State and local government .....	598	40.0	461	476	409 - 477	-	-	-	-	-	7	2	5	19	4	7	35	7	2	12	-	-	-	-	-	-	-	
Level IV .....	331	40.0	513	516	483 - 537	-	-	-	-	-	-	-	1	2	3	10	26	23	20	9	6	( <sup>3</sup> )	-	-	-	-	-	
Private industry .....	73	40.0	537	-	- - -	-	-	-	-	-	-	-	-	1	1	-	23	22	22	7	22	1	-	-	-	-	-	
State and local government .....	258	40.0	506	516	483 - 537	-	-	-	-	-	-	-	1	2	3	13	27	24	19	10	2	-	-	-	-	-	-	
<b>Clerks, General</b>																												
Level II .....	456	39.8	350	340	306 - 392	-	2	7	14	21	18	7	12	11	1	4	-	-	-	3	-	-	-	-	-	-	-	
Private industry .....	314	39.8	332	314	297 - 346	-	2	10	18	30	21	4	7	2	1	2	-	-	-	4	-	-	-	-	-	-	-	
Service-producing industries .....	279	39.7	332	311	297 - 346	-	2	9	19	32	21	4	4	2	1	2	-	-	-	5	-	-	-	-	-	-	-	
Transportation and utilities .....	30	40.0	419	-	- - -	-	-	23	13	7	13	-	-	-	-	-	-	-	-	43	-	-	-	-	-	-	-	
State and local government .....	142	40.0	388	395	357 - 414	-	-	-	5	1	13	15	23	31	1	10	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	2,121	40.0	431	421	390 - 481	-	-	( <sup>3</sup> )	-	1	6	13	6	25	14	9	22	( <sup>3</sup> )	-	2	( <sup>3</sup> )	1	-	-	-	-	-	
Private industry .....	363	40.0	434	400	366 - 471	-	-	3	-	4	12	16	9	21	5	6	5	1	-	9	3	7	-	-	-	-	-	
Goods-producing industries .....	96	40.0	405	400	382 - 434	-	-	-	-	1	13	8	11	40	10	6	6	4	-	-	-	-	-	-	-	-	-	
Manufacturing .....	61	40.0	407	-	- - -	-	-	-	-	2	20	13	18	8	15	8	10	7	-	-	-	-	-	-	-	-	-	
Service-producing industries:																												
Transportation and utilities .....	106	40.0	551	578	471 - 615	-	-	-	-	-	23	-	-	-	7	7	-	-	30	9	25	-	-	-	-	-	-	
State and local government .....	1,758	40.0	430	426	406 - 482	-	-	-	-	-	5	12	6	26	16	10	25	-	-	-	-	-	-	-	-	-	-	
Level IV .....	1,094	40.0	495	464	464 - 544	-	-	-	-	-	( <sup>3</sup> )	3	6	7	43	5	6	7	19	4	1	-	-	1	-	-	-	
Private industry .....	106	40.0	568	557	513 - 603	-	-	-	-	-	-	-	-	2	2	1	4	18	21	8	40	-	-	-	6	-	-	
State and local government .....	988	40.0	487	464	464 - 532	-	-	-	-	-	( <sup>3</sup> )	3	7	7	47	5	4	6	20	-	1	-	-	-	-	-	-	
<b>Clerks, Order</b>																												
Level I .....	72	40.0	403	-	- - -	-	-	-	7	3	3	26	25	8	3	4	13	1	-	6	1	-	-	-	-	-	-	
Private industry .....	72	40.0	403	-	- - -	-	-	-	7	3	3	26	25	8	3	4	13	1	-	6	1	-	-	-	-	-	-	
Level II .....	133	40.0	433	424	397 - 451	-	-	-	2	2	-	9	20	20	19	16	2	-	1	4	5	1	-	-	-	-	-	
Private industry .....	133	40.0	433	424	397 - 451	-	-	-	2	2	-	9	20	20	19	16	2	-	1	4	5	1	-	-	-	-	-	
Goods-producing industries .....	67	40.0	450	-	- - -	-	-	-	4	4	-	18	3	-	24	22	3	-	1	7	10	1	-	-	-	-	-	
Manufacturing .....	66	40.0	451	-	- - -	-	-	-	5	5	-	18	2	-	24	23	3	-	2	8	11	2	-	-	-	-	-	

See footnotes at end of table.

**Table A-3. All establishments: Weekly hours and pay of clerical occupations, Riverside-San Bernardino, CA, April 1995 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																						
			Mean	Median	Middle range	200 and under 225	225 - 250	250 - 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 525	525 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900		
<b>Key Entry Operators</b>																												
Level I:																												
Private industry:																												
Goods-producing industries .....	50	40.0	\$350	-	- - -	-	2	2	-	20	30	24	2	20	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	7	40.0	414	-	- - -	-	-	-	-	14	14	14	14	-	29	14	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....																												
Private industry .....	80	40.0	425	\$420	\$389 - \$476	-	-	-	1	11	7	11	28	11	6	17	5	2	-	1	-	-	-	-	-	-	-	-
Service-producing industries .....	54	40.0	438	-	- - -	-	-	-	2	-	9	7	31	20	2	17	6	2	-	4	-	-	-	-	-	-	-	-
State and local government .....	62	40.0	429	420	389 - 476	-	-	-	-	8	6	13	31	5	11	24	-	2	-	-	-	-	-	-	-	-	-	-
<b>Personnel Assistants (Employment)</b>																												
Level II .....																												
Private industry .....	55	39.2	428	-	- - -	-	-	-	-	9	5	13	35	2	4	31	2	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	43	40.0	440	454	411 - 458	-	-	-	-	-	5	16	7	9	49	14	-	-	-	-	-	-	-	-	-	-	-	-
Level III:																												
State and local government .....	25	40.0	534	526	508 - 615	-	-	-	-	-	-	4	4	8	8	-	16	24	-	36	-	-	-	-	-	-	-	-
<b>Secretaries</b>																												
Level I .....																												
Private industry .....	128	39.3	385	394	342 - 415	-	-	-	2	5	21	5	21	39	5	1	1	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	93	39.1	382	394	340 - 415	-	-	-	2	8	29	-	12	46	1	1	1	-	-	-	-	-	-	-	-	-	-	-
Level II .....																												
Private industry .....	422	39.5	492	466	430 - 550	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	2	3	10	9	21	7	12	14	15	6	1	-	-	-	-	-	-
Service-producing industries .....	374	39.5	494	466	430 - 555	-	-	-	-	1	( <sup>3</sup> )	3	5	14	11	21	6	6	8	14	10	2	-	-	-	-	-	-
State and local government .....	264	40.0	508	510	465 - 535	-	-	-	-	-	-	-	-	3	6	20	8	22	23	16	( <sup>3</sup> )	-	-	-	-	-	-	-
Level III .....																												
Private industry .....	333	40.0	552	543	509 - 600	-	-	-	-	-	-	-	1	2	3	2	5	9	14	18	18	17	11	( <sup>3</sup> )	-	-	-	-
Goods-producing industries .....	92	40.0	541	534	506 - 589	-	-	-	-	-	-	-	-	2	2	5	5	21	27	22	15	-	-	-	-	-	-	-
Manufacturing .....	91	40.0	540	534	505 - 589	-	-	-	-	-	-	-	-	2	2	5	5	21	27	22	14	-	-	-	-	-	-	-
Service-producing industries .....	241	39.9	557	550	510 - 612	-	-	-	-	-	-	-	2	3	2	5	10	12	15	17	17	16	( <sup>3</sup> )	-	-	-	-	
Transportation and utilities .....	27	40.0	582	-	- - -	-	-	-	-	-	-	-	4	-	22	-	19	-	7	-	48	-	-	-	-	-	-	
State and local government .....	278	40.0	569	567	559 - 596	-	-	-	-	-	-	-	-	( <sup>3</sup> )	1	6	7	8	55	21	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	
Level IV .....																												
Private industry .....	107	39.9	652	660	600 - 711	-	-	-	-	-	-	-	2	-	-	-	3	3	18	24	21	21	9	1	-	-	-	
Service-producing industries .....	79	39.9	649	-	- - -	-	-	-	-	-	-	-	3	-	-	-	3	3	20	22	18	22	10	1	-	-	-	
State and local government .....	238	40.0	631	623	615 - 645	-	-	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	5	3	71	16	5	-	-	-	-	-	
Level V .....																												
State and local government .....	42	40.0	755	766	684 - 791	-	-	-	-	-	-	-	-	-	-	-	-	-	2	7	19	-	-	-	-	-	-	
<b>Switchboard Operator-Receptionists</b>																												
Private industry .....	561	39.9	336	325	280 - 384	1	8	11	16	12	16	7	8	10	5	2	1	2	( <sup>3</sup> )	1	-	( <sup>3</sup> )	-	-	-	-	-	
Goods-producing industries .....	202	40.0	326	323	280 - 360	3	3	15	13	22	15	8	1	15	1	( <sup>3</sup> )	1	1	-	-	-	-	-	-	-	-	-	
Manufacturing .....	188	40.0	324	320	280 - 360	3	3	15	13	24	13	8	2	16	1	1	1	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	359	39.9	342	332	280 - 388	1	11	9	18	7	16	6	12	6	7	3	1	2	1	2	-	( <sup>3</sup> )	-	-	-	-	-	
State and local government .....	83	40.0	426	436	390 - 473	-	-	2	1	4	8	1	24	5	19	16	12	-	7	-	-	-	-	-	-	-	-	

See footnotes at end of table.

**Table A-3. All establishments: Weekly hours and pay of clerical occupations, Riverside-San Bernardino, CA, April 1995 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																					
			Mean	Median	Middle range	200 and under 225	225 - 250	250 - 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 525	525 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	
<b>Word Processors</b>																											
Level II .....	136	40.0	\$502	\$518	\$487 - \$530	-	-	-	-	-	-	1	1	5	4	2	7	16	20	32	11	-	-	-	-	-	-
State and local government .....	102	40.0	\$515	\$521	\$492 - \$530	-	-	-	-	-	-	-	-	-	3	2	6	20	22	37	11	-	-	-	-	-	-

<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, Riverside-San Bernardino, CA, April 1995**

Occupation and level	Number of workers	Hourly pay (in dollars) <sup>1</sup>			Percent of workers receiving straight-time hourly pay (in dollars) of—																								
		Mean	Median	Middle range	6.00 and under 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 - 26.00	26.00 and over				
<b>General Maintenance Workers</b> .....	491	\$11.28	\$11.00	\$9.50 - \$13.11	1	4	11	11	21	12	14	14	8	3	( <sup>2</sup> )	1	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	358	10.69	10.68	9.00 - 12.00	1	6	15	13	28	9	13	7	7	( <sup>2</sup> )	( <sup>2</sup> )	1	-	-	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	80	10.50	10.13	8.80 - 11.00	-	5	26	11	30	5	7	1	11	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	80	10.50	10.13	8.80 - 11.00	-	5	26	11	30	5	7	1	11	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	278	10.75	10.75	9.26 - 12.00	1	6	12	14	28	10	14	9	6	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	133	12.86	13.11	11.94 - 13.90	-	-	-	7	3	20	18	32	9	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Maintenance Electricians</b> .....	469	17.13	17.05	15.63 - 18.90	-	-	-	-	-	( <sup>2</sup> )	2	4	4	26	12	20	12	11	3	1	2	-	-	-	-	-	-	1	
Private industry .....	322	17.06	17.03	15.63 - 18.97	-	-	-	-	-	-	2	2	2	30	12	14	16	15	4	1	-	-	-	-	-	-	-	-	
Goods-producing industries .....	216	17.68	18.14	16.51 - 19.06	-	-	-	-	-	-	1	2	4	12	10	20	24	21	6	1	-	-	-	-	-	-	-	-	
Manufacturing .....	205	17.66	18.14	16.50 - 19.06	-	-	-	-	-	-	1	2	4	12	11	19	22	22	6	1	-	-	-	-	-	-	-	-	
State and local government .....	147	17.28	17.09	15.83 - 17.73	-	-	-	-	-	1	2	6	9	18	12	31	4	3	1	-	7	-	-	-	-	-	-	5	
<b>Maintenance Electronics Technicians</b>																													
Level II .....	312	19.02	19.52	17.56 - 21.07	-	-	-	-	-	-	-	( <sup>2</sup> )	3	9	5	17	4	27	1	34	( <sup>2</sup> )	-	-	-	-	-	-	-	
Private industry .....	255	19.35	19.52	17.65 - 21.07	-	-	-	-	-	-	-	( <sup>2</sup> )	1	8	4	16	1	27	1	41	( <sup>2</sup> )	-	-	-	-	-	-	-	
Goods-producing industries .....	224	19.54	19.52	19.52 - 21.07	-	-	-	-	-	-	-	( <sup>2</sup> )	1	9	3	7	1	30	( <sup>2</sup> )	47	-	-	-	-	-	-	-	-	
State and local government .....	57	17.55	17.32	16.30 - 19.34	-	-	-	-	-	-	-	-	11	12	9	23	16	30	-	-	-	-	-	-	-	-	-	-	
Level III .....	122	19.50	18.97	17.82 - 20.85	-	-	-	-	-	-	-	-	-	1	3	23	36	5	11	7	9	-	-	-	2	3	-	-	
Private industry .....	59	18.41	-	-	-	-	-	-	-	-	-	-	-	-	3	27	69	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	63	20.53	20.81	18.52 - 22.26	-	-	-	-	-	-	-	-	-	2	3	19	5	10	21	14	17	-	-	3	6	-	-	-	
<b>Maintenance Machinists</b> .....	322	15.88	15.63	13.90 - 18.28	-	-	-	-	-	-	-	34	2	29	7	3	21	1	2	-	( <sup>2</sup> )	-	-	-	-	-	-	-	
Private industry .....	320	15.88	15.63	13.90 - 18.29	-	-	-	-	-	-	-	34	2	29	7	3	22	1	2	-	( <sup>2</sup> )	-	-	-	-	-	-	-	
<b>Maintenance Mechanics, Machinery</b> .....	713	16.61	16.22	15.83 - 18.24	-	-	-	-	1	( <sup>2</sup> )	2	5	7	27	20	11	12	12	3	( <sup>2</sup> )	-	-	-	-	-	-	-	-	
Private industry .....	710	16.61	16.22	15.75 - 18.24	-	-	-	-	1	( <sup>2</sup> )	2	5	7	27	20	11	12	12	3	( <sup>2</sup> )	-	-	-	-	-	-	-	-	
Goods-producing industries .....	702	16.66	16.22	15.83 - 18.24	-	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	1	5	7	27	21	11	12	12	3	( <sup>2</sup> )	-	-	-	-	-	-	-	-	
Manufacturing .....	644	16.65	16.22	15.83 - 18.24	-	-	-	-	-	-	1	5	7	30	23	8	10	14	3	( <sup>2</sup> )	-	-	-	-	-	-	-	-	
<b>Maintenance Mechanics, Motor Vehicle</b> ...	736	16.63	16.76	15.34 - 18.38	-	-	-	2	2	1	2	6	8	16	16	5	29	10	( <sup>2</sup> )	3	-	-	-	-	-	-	-	-	
Private industry .....	474	17.07	18.38	15.60 - 18.41	-	-	-	4	-	( <sup>2</sup> )	2	5	7	11	8	4	45	9	( <sup>2</sup> )	5	-	-	-	-	-	-	-	-	
Goods-producing industries .....	124	16.20	16.13	15.26 - 17.00	-	-	-	-	-	-	-	9	8	31	25	14	5	6	2	-	-	-	-	-	-	-	-	-	
Manufacturing .....	123	16.19	16.00	15.25 - 17.00	-	-	-	-	-	-	-	9	8	32	24	14	5	7	2	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	350	17.38	18.38	17.82 - 18.48	-	-	-	5	-	( <sup>2</sup> )	2	4	7	4	2	1	59	9	-	7	-	-	-	-	-	-	-		
Transportation and utilities .....	318	17.97	18.38	18.20 - 18.48	-	-	-	-	-	( <sup>2</sup> )	1	5	8	3	( <sup>2</sup> )	1	64	10	-	7	-	-	-	-	-	-	-		
State and local government .....	262	15.81	16.06	15.07 - 16.48	-	-	-	-	5	1	2	8	8	25	30	6	2	13	-	-	-	-	-	-	-	-	-		
<b>Tool and Die Makers</b> .....	94	18.35	18.00	16.10 - 20.30	-	-	-	-	-	-	-	1	9	5	24	9	6	-	35	3	7	-	-	-	-	-	-	-	
Private industry .....	94	18.35	18.00	16.10 - 20.30	-	-	-	-	-	-	-	1	9	5	24	9	6	-	35	3	7	-	-	-	-	-	-	-	
Goods-producing industries .....	94	18.35	18.00	16.10 - 20.30	-	-	-	-	-	-	-	1	9	5	24	9	6	-	35	3	7	-	-	-	-	-	-	-	
Manufacturing .....	94	18.35	18.00	16.10 - 20.30	-	-	-	-	-	-	-	1	9	5	24	9	6	-	35	3	7	-	-	-	-	-	-	-	

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

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

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

**Table A-5. All establishments: Hourly pay of material movement and custodial occupations, Riverside-San Bernardino, CA, April 1995**

Occupation and level	Number of workers	Hourly pay (in dollars) <sup>1</sup>			Percent of workers receiving straight-time hourly pay (in dollars) of—																							
		Mean	Median	Middle range	4.25 and under 4.50	4.50 - 4.75	4.75 - 5.00	5.00 - 5.50	5.50 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 11.00	11.00 - 12.00	12.00 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	
<b>Forklift Operators</b> .....	1,071	\$11.23	\$11.10	\$9.50 - \$14.20	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	1	1	1	3	8	2	4	19	5	25	1	4	17	6	-	3	-	-	
Private industry .....	1,071	11.23	11.10	9.50 - 14.20	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	1	1	1	3	8	2	4	19	5	25	1	4	17	6	-	3	-	-	
Goods-producing industries .....	502	10.09	9.61	8.60 - 10.80	-	-	-	( <sup>2</sup> )	1	2	1	3	5	13	4	5	36	9	1	( <sup>2</sup> )	8	12	1	-	-	-	-	
Manufacturing .....	502	10.09	9.61	8.60 - 10.80	-	-	-	( <sup>2</sup> )	1	2	1	3	5	13	4	5	36	9	1	( <sup>2</sup> )	8	12	1	-	-	-	-	
Service-producing industries .....	569	12.23	11.10	11.10 - 14.20	-	-	-	1	-	1	-	-	1	3	1	4	3	2	46	2	( <sup>2</sup> )	21	11	-	5	-	-	
<b>Guards</b>																												
Level I .....	1,923	6.15	5.75	5.22 - 6.37	2	6	7	24	17	20	3	5	3	2	4	2	1	1	2	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	
Private industry .....	1,919	6.14	5.75	5.22 - 6.37	2	6	7	24	17	20	3	5	3	2	4	2	1	1	2	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	
Service-producing industries .....	1,865	6.10	5.65	5.20 - 6.25	2	6	7	25	17	20	3	4	3	2	4	2	1	1	2	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	
Level II .....	138	10.29	10.94	8.98 - 11.44	-	-	-	-	-	4	2	2	14	2	1	4	38	17	12	-	2	1	-	-	-	-	-	
Private industry .....	104	10.17	10.74	8.00 - 11.44	-	-	-	-	-	6	1	-	19	-	1	3	32	23	15	-	-	-	-	-	-	-	-	
Service-producing industries .....	91	10.03	10.39	8.00 - 11.15	-	-	-	-	-	7	1	-	22	-	1	3	32	16	18	-	-	-	-	-	-	-	-	
State and local government .....	34	10.66	10.97	9.90 - 10.97	-	-	-	-	-	-	-	6	9	-	9	-	6	59	-	-	-	9	3	-	-	-	-	
<b>Janitors</b> .....	4,761	8.54	8.91	6.00 - 10.56	2	3	2	8	8	6	5	4	4	3	9	5	9	11	13	7	1	( <sup>2</sup> )	( <sup>2</sup> )	-	( <sup>2</sup> )	-	-	
Private industry .....	2,712	6.91	6.48	5.30 - 8.43	3	4	4	15	14	11	8	8	6	4	14	4	3	2	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	1	( <sup>2</sup> )	-	1	-	-	
Goods-producing industries .....	239	8.37	8.20	6.00 - 9.15	-	3	( <sup>2</sup> )	8	10	10	3	2	8	13	10	14	1	1	-	3	4	7	3	-	-	-	-	
Manufacturing .....	228	8.28	8.20	6.00 - 9.11	-	3	( <sup>2</sup> )	8	11	11	4	2	9	13	7	15	1	1	-	1	4	7	3	-	-	-	-	
Service-producing industries .....	2,473	6.77	6.25	5.25 - 8.10	3	5	4	15	14	11	8	8	5	3	14	3	3	2	( <sup>2</sup> )	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	1	-	-	
State and local government .....	2,049	10.70	10.89	9.59 - 11.59	-	-	-	-	( <sup>2</sup> )	1	( <sup>2</sup> )	3	1	2	7	17	22	29	16	2	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	
<b>Material Handling Laborers</b> .....	210	7.94	7.44	6.50 - 9.35	-	-	( <sup>2</sup> )	2	3	17	19	10	4	9	8	9	3	5	9	( <sup>2</sup> )	2	-	-	-	-	-	-	
Private industry .....	207	7.89	7.35	6.50 - 9.35	-	-	( <sup>2</sup> )	2	3	17	19	10	4	9	8	9	3	5	8	( <sup>2</sup> )	2	-	-	-	-	-	-	
Goods-producing industries .....	98	8.33	8.00	6.50 - 9.35	-	-	1	2	3	9	26	2	-	11	10	15	-	2	14	-	4	-	-	-	-	-	-	
Manufacturing .....	98	8.33	8.00	6.50 - 9.35	-	-	1	2	3	9	26	2	-	11	10	15	-	2	14	-	4	-	-	-	-	-	-	
<b>Order Fillers</b> .....	864	9.62	9.09	7.70 - 10.80	-	-	-	3	1	3	5	7	25	3	1	15	4	9	( <sup>2</sup> )	6	1	6	11	-	-	-	-	
Private industry .....	864	9.62	9.09	7.70 - 10.80	-	-	-	3	1	3	5	7	25	3	1	15	4	9	( <sup>2</sup> )	6	1	6	11	-	-	-	-	
<b>Shipping/Receiving Clerks:</b>																												
Private industry:																												
Goods-producing industries .....	323	9.98	9.75	8.47 - 12.00	-	-	-	-	3	1	3	4	8	6	6	13	7	19	3	20	2	1	2	-	1	-	1	
Manufacturing .....	319	9.91	9.74	8.47 - 12.00	-	-	-	-	3	1	3	4	8	6	6	13	7	19	3	20	2	1	2	-	1	-	-	

See footnotes at end of table.

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

Occupation and level	Number of workers	Hourly pay (in dollars) <sup>1</sup>			Percent of workers receiving straight-time hourly pay (in dollars) of—																							
		Mean	Median	Middle range	4.25 and under 4.50	4.50	4.75	5.00	5.50	6.00	6.50	7.00	7.50	8.00	8.50	9.00	9.50	10.00	11.00	12.00	13.00	14.00	15.00	16.00	17.00	18.00	19.00	
						4.75	5.00	5.50	6.00	6.50	7.00	7.50	8.00	8.50	9.00	9.50	10.00	11.00	12.00	13.00	14.00	15.00	16.00	17.00	18.00	19.00	20.00	
<b>Truckdrivers</b>																												
Light Truck:																												
Private industry:																												
Service-producing industries .....	412	\$5.81	\$5.65	\$4.25 – \$6.50	34	–	–	1	22	17	5	10	1	6	( <sup>2</sup> )	–	1	2	–	–	–	–	–	–	–	–	–	–
State and local government .....	27	11.83	12.14	11.09 – 12.46	–	–	–	–	–	–	–	–	–	–	–	–	–	19	19	56	7	–	–	–	–	–	–	
Medium Truck .....	1,128	15.82	16.03	13.69 – 18.94	–	–	–	–	1	( <sup>2</sup> )	–	1	2	2	( <sup>2</sup> )	–	4	5	7	2	3	15	11	–	–	46	–	
Private industry .....	1,123	15.84	16.03	13.94 – 18.94	–	–	–	–	1	( <sup>2</sup> )	–	1	2	2	( <sup>2</sup> )	–	4	5	7	2	3	15	11	–	–	46	–	
Goods-producing industries:																												
Manufacturing .....	56	8.85	–	–	–	–	–	–	20	–	–	20	25	–	–	–	13	9	5	7	–	2	–	–	–	–	–	
Service-producing industries .....	968	16.67	18.89	15.19 – 18.94	–	–	–	–	–	( <sup>2</sup> )	–	–	1	3	( <sup>2</sup> )	–	4	2	1	2	3	18	12	–	–	53	–	
Heavy Truck .....	2,541	11.64	11.50	9.85 – 12.35	–	–	–	–	–	–	1	1	1	–	3	19	16	13	25	7	4	2	6	( <sup>2</sup> )	–	( <sup>2</sup> )	–	
Private industry .....	2,445	11.63	11.50	10.00 – 12.35	–	–	–	–	–	–	1	1	1	–	3	17	17	14	26	8	4	1	6	( <sup>2</sup> )	–	( <sup>2</sup> )	–	
Goods-producing industries:																												
Manufacturing .....	409	13.16	13.00	11.80 – 13.60	–	–	–	–	–	–	–	–	–	–	–	–	3	22	14	37	8	8	4	( <sup>2</sup> )	–	3	–	
Service-producing industries .....	361	12.80	13.00	11.50 – 13.25	–	–	–	–	–	–	–	–	–	–	–	–	3	25	16	36	9	9	1	( <sup>2</sup> )	–	–	–	
Transportation and utilities .....	2,036	11.32	11.15	9.70 – 12.00	–	–	–	–	–	–	1	2	2	–	3	21	19	12	29	2	3	–	7	–	–	–	–	
State and local government .....	1,688	10.87	10.90	9.60 – 12.00	–	–	–	–	–	–	1	2	2	–	3	24	20	13	33	1	1	1	–	–	–	–	–	
Tractor Trailer .....	96	12.00	9.71	9.71 – 14.96	–	–	–	–	–	–	–	–	–	–	–	58	–	–	1	19	11	9	–	–	–	–	–	
Tractor Trailer .....	1,686	14.69	15.27	12.00 – 17.00	–	–	–	–	–	–	–	–	4	–	1	2	5	12	8	8	3	11	19	22	( <sup>2</sup> )	5	–	
Private industry .....	1,672	14.72	15.27	12.31 – 17.00	–	–	–	–	–	–	–	–	–	4	–	1	2	5	12	8	9	3	11	19	22	( <sup>2</sup> )	5	
Goods-producing industries:																												
Manufacturing .....	426	13.03	12.00	11.60 – 14.00	–	–	–	–	–	–	–	–	–	( <sup>2</sup> )	–	–	1	11	37	15	10	7	2	7	3	( <sup>2</sup> )	7	
Service-producing industries .....	382	12.38	11.60	11.60 – 13.20	–	–	–	–	–	–	–	–	–	( <sup>2</sup> )	–	–	1	13	41	17	11	7	1	8	1	( <sup>2</sup> )	–	
Transportation and utilities .....	1,246	15.30	16.20	13.55 – 17.69	–	–	–	–	–	–	–	–	5	–	2	2	2	3	6	8	1	14	24	28	–	5	–	
State and local government .....	628	17.29	17.69	16.20 – 17.99	–	–	–	–	–	–	–	–	–	–	–	–	–	–	( <sup>2</sup> )	( <sup>2</sup> )	4	38	49	–	–	9	–	
<b>Warehouse Specialists</b>																												
Private industry .....	2,832	13.34	12.78	10.15 – 17.86	–	–	–	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	1	7	7	2	3	15	8	11	3	6	3	1	25	7	( <sup>2</sup> )	–	
Goods-producing industries .....	2,638	13.44	12.78	10.15 – 17.93	–	–	–	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	1	7	8	2	3	14	8	10	3	6	3	1	27	7	( <sup>2</sup> )	–	
Manufacturing .....	397	11.92	11.86	9.37 – 14.38	–	–	–	2	1	2	1	–	4	9	9	4	17	5	10	11	3	10	1	12	–	1	–	
State and local government .....	384	11.87	11.86	9.37 – 14.38	–	–	–	2	1	2	1	–	4	9	9	3	18	5	10	11	3	10	( <sup>2</sup> )	13	–	–	–	
Transportation and utilities .....	194	11.92	12.17	10.51 – 13.54	–	–	–	–	–	–	–	–	5	2	3	2	25	9	28	11	13	3	–	–	–	–	–	

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

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

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



**Table A-6. Health services: Weekly hours and pay of professional, administrative, technical, protective service, and clerical occupations, Riverside-San Bernardino, CA, April 1995**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																							
			Mean	Median	Middle range	175 and under 200	200 - 250	250 - 300	300 - 350	350 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1050	1050 - 1100	1100 - 1150	1150 and over			
<b>PROFESSIONAL OCCUPATIONS</b>																													
<b>Accountants</b>																													
Level II .....	23	40.0	\$611	\$622	\$583 - \$635	-	-	-	-	-	-	-	9	26	52	9	-	4	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	21	40.0	617	622	583 - 635	-	-	-	-	-	-	5	24	57	10	-	5	-	-	-	-	-	-	-	-	-	-	-	-
Hospitals .....	23	40.0	611	622	583 - 635	-	-	-	-	-	-	9	26	52	9	-	4	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	21	40.0	617	622	583 - 635	-	-	-	-	-	-	5	24	57	10	-	5	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	37	40.0	848	802	694 - 959	-	-	-	-	-	-	-	-	-	3	24	11	8	16	-	8	5	-	24	-	-	-	-	
Private industry .....	34	40.0	857	822	694 - 1,078	-	-	-	-	-	-	-	-	-	-	26	12	9	12	-	9	6	-	26	-	-	-	-	
Hospitals .....	23	40.0	784	790	692 - 822	-	-	-	-	-	-	-	-	-	4	26	17	4	26	-	13	9	-	-	-	-	-	-	
Private industry .....	20	40.0	790	768	693 - 890	-	-	-	-	-	-	-	-	-	-	30	20	5	20	-	15	10	-	-	-	-	-	-	
Level IV .....	7	40.0	1,088	-	- - -	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	14	-	43	-	14	29	-		
Private industry .....	6	40.0	1,102	-	- - -	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	17	-	33	-	17	33	-		
Hospitals .....	7	40.0	1,088	-	- - -	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	14	-	43	-	14	29	-		
Private industry .....	6	40.0	1,102	-	- - -	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	17	-	33	-	17	33	-		
<b>Registered Nurses</b>																													
Level I .....	105	40.0	679	691	570 - 762	-	-	-	-	10	-	2	15	18	7	20	10	5	10	3	1	-	-	-	-	-	-	-	
Private industry .....	105	40.0	679	691	570 - 762	-	-	-	-	10	-	2	15	18	7	20	10	5	10	3	1	-	-	-	-	-	-	-	
Level II .....	4,404	37.6	721	714	647 - 808	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	5	11	10	20	16	10	13	7	6	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-		
Private industry .....	3,633	37.7	711	697	622 - 783	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	6	13	10	22	15	10	10	5	6	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-		
State and local government .....	771	37.1	770	789	702 - 808	-	-	-	-	-	-	-	( <sup>3</sup> )	8	12	22	9	29	18	2	-	-	-	-	-	-	-		
Hospitals .....	4,082	37.4	721	710	647 - 808	-	-	-	-	-	-	6	11	9	21	16	10	13	7	6	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-		
Private industry .....	3,311	37.5	709	697	622 - 783	-	-	-	-	-	-	7	14	9	23	14	10	10	5	6	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-		
State and local government .....	771	37.1	770	789	702 - 808	-	-	-	-	-	-	-	( <sup>3</sup> )	8	12	22	9	29	18	2	-	-	-	-	-	-	-		
Level III .....	210	38.1	912	902	838 - 1,010	-	-	-	-	-	-	-	-	1	3	7	6	11	22	15	9	9	11	7	-	-			
Private industry .....	208	38.0	911	900	838 - 1,010	-	-	-	-	-	-	-	-	1	3	7	6	11	22	15	9	8	12	7	-	-			
Hospitals .....	196	37.9	899	885	828 - 970	-	-	-	-	-	-	-	-	1	3	7	7	12	23	16	10	9	10	2	-	-			
Private industry .....	194	37.9	898	885	827 - 970	-	-	-	-	-	-	-	-	1	3	7	7	12	24	16	10	8	10	2	-	-			
<b>ADMINISTRATIVE OCCUPATIONS</b>																													
<b>Buyers/Contracting Specialists</b>																													
Level II .....	17	40.0	576	561	561 - 602	-	-	-	-	12	-	-	53	24	12	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	17	40.0	576	561	561 - 602	-	-	-	-	12	-	-	53	24	12	-	-	-	-	-	-	-	-	-	-	-	-		
<b>Computer Programmers</b>																													
Level III .....	10	40.0	715	-	- - -	-	-	-	-	-	-	-	-	30	20	20	20	10	-	-	-	-	-	-	-	-	-		
Private industry .....	9	40.0	702	-	- - -	-	-	-	-	-	-	-	-	33	22	22	22	-	-	-	-	-	-	-	-	-	-		
Hospitals .....	8	40.0	726	-	- - -	-	-	-	-	-	-	-	-	38	-	25	25	13	-	-	-	-	-	-	-	-	-		
Private industry .....	7	40.0	711	-	- - -	-	-	-	-	-	-	-	-	43	-	29	29	-	-	-	-	-	-	-	-	-	-		
<b>Computer Systems Analysts</b>																													
Level II .....	8	40.0	882	-	- - -	-	-	-	-	-	-	-	-	-	-	25	25	-	-	13	-	25	13	-	-	-	-		
Private industry .....	8	40.0	882	-	- - -	-	-	-	-	-	-	-	-	-	-	25	25	-	-	13	-	25	13	-	-	-	-		
Hospitals .....	8	40.0	882	-	- - -	-	-	-	-	-	-	-	-	-	-	25	25	-	-	13	-	25	13	-	-	-	-		
Private industry .....	8	40.0	882	-	- - -	-	-	-	-	-	-	-	-	-	-	25	25	-	-	13	-	25	13	-	-	-	-		

See footnotes at end of table.

**Table A-6. Health services: Weekly hours and pay of professional, administrative, technical, protective service, and clerical occupations, Riverside-San Bernardino, CA, April 1995 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																						
			Mean	Median	Middle range	175 and under 200	200 - 250	250 - 300	300 - 350	350 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	1000 - 1050	1050 - 1100	1100 - 1150	1150 and over			
<b>Personnel Specialists</b>																												
Level II .....	8	40.0	\$608	-	-	-	-	-	-	-	-	-	13	38	25	13	13	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	7	40.0	617	-	-	-	-	-	-	-	-	-	-	43	29	14	14	-	-	-	-	-	-	-	-	-	-	-
Hospitals .....	8	40.0	608	-	-	-	-	-	-	-	-	-	13	38	25	13	13	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	7	40.0	617	-	-	-	-	-	-	-	-	-	-	43	29	14	14	-	-	-	-	-	-	-	-	-	-	-
Level III .....	43	40.0	752	\$740	\$676	-	\$784	-	-	-	-	-	-	-	7	42	5	28	2	7	2	7	-	-	-	-	-	-
Private industry .....	39	40.0	742	695	676	-	784	-	-	-	-	-	-	8	44	5	28	3	8	3	3	-	-	-	-	-	-	-
Hospitals .....	26	40.0	758	678	676	-	864	-	-	-	-	-	-	8	50	-	12	4	12	4	12	-	-	-	-	-	-	-
Private industry .....	22	40.0	741	678	676	-	820	-	-	-	-	-	-	9	55	-	9	5	14	5	5	-	-	-	-	-	-	-
Level IV .....	11	40.0	948	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	18	27	36	9	9	-	-	-	
Hospitals .....	11	40.0	948	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	18	27	36	9	9	-	-	-	
<b>TECHNICAL OCCUPATIONS</b>																												
<b>Computer Operators</b>																												
Level III .....	16	40.0	511	515	491	-	525	-	-	-	6	25	56	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Licensed Practical Nurses</b>																												
Level II .....	1,429	39.0	489	490	445	-	529	-	-	( <sup>3</sup> )	5	21	31	26	14	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	1,347	38.9	488	488	445	-	527	-	-	( <sup>3</sup> )	5	22	32	26	12	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	82	39.5	500	529	457	-	556	-	-	-	6	13	22	22	37	-	-	-	-	-	-	-	-	-	-	-	-	-
Hospitals .....	457	38.4	485	480	440	-	532	-	-	-	4	35	21	22	14	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	375	38.2	481	474	438	-	529	-	-	-	4	40	21	22	10	2	1	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	82	39.5	500	529	457	-	556	-	-	-	6	13	22	22	37	-	-	-	-	6	-	-	-	-	-	-	-	-
<b>Nursing Assistants</b>																												
Level II .....	2,838	38.4	255	242	216	-	282	7	49	26	10	6	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	2,747	38.4	254	240	216	-	278	8	51	25	9	7	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	91	39.3	304	298	284	-	329	-	-	55	40	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hospitals .....	531	38.3	313	311	277	-	341	-	3	40	37	17	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	440	38.1	315	317	276	-	344	-	3	37	37	20	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	91	39.3	304	298	284	-	329	-	-	55	40	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	219	39.3	389	388	363	-	400	-	-	-	7	61	26	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	219	39.3	389	388	363	-	400	-	-	-	7	61	26	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hospitals .....	121	38.8	378	378	360	-	400	-	-	-	12	56	31	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	121	38.8	378	378	360	-	400	-	-	-	12	56	31	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>CLERICAL OCCUPATIONS</b>																												
<b>Clerks, Accounting</b>																												
Level II .....	56	39.7	396	402	352	-	423	-	-	-	21	23	32	18	5	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	53	39.7	391	402	352	-	422	-	-	-	23	25	32	19	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Hospitals .....	34	40.0	397	399	352	-	418	-	-	-	15	38	35	3	9	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	31	40.0	389	387	352	-	418	-	-	-	16	42	35	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

**Table A-6. Health services: Weekly hours and pay of professional, administrative, technical, protective service, and clerical occupations, Riverside-San Bernardino, CA, April 1995 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																					
			Mean	Median	Middle range	175 and under 200	200 - 250	250 - 300	300 - 350	350 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1050	1050 - 1100	1100 - 1150	1150 and over	
Level III .....	30	40.0	\$526	\$568	\$443 - \$623	-	-	-	-	3	37	7	-	20	33	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	25	40.0	523	464	437 - 623	-	-	-	-	4	40	8	-	8	40	-	-	-	-	-	-	-	-	-	-	-	
Hospitals .....	17	40.0	498	462	448 - 572	-	-	-	-	6	41	12	-	35	6	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	12	40.0	479	-	- - -	-	-	-	-	8	50	17	-	17	8	-	-	-	-	-	-	-	-	-	-	-	
<b>Clerks, General</b>																											
Level II .....	94	39.6	335	337	306 - 346	-	-	9	70	15	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	94	39.6	335	337	306 - 346	-	-	9	70	15	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	110	40.0	402	400	360 - 465	-	-	9	10	29	26	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	59	40.0	360	375	320 - 400	-	-	17	14	39	27	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Hospitals .....	79	40.0	424	433	375 - 493	-	-	-	14	25	24	37	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	28	40.0	376	375	342 - 415	-	-	-	29	39	25	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Key Entry Operators</b>																											
Level I .....	52	40.0	331	320	290 - 368	-	-	31	33	25	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	50	40.0	331	320	290 - 367	-	-	32	32	24	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II:																											
Hospitals .....	10	40.0	460	-	- - -	-	-	-	-	30	20	10	40	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	10	40.0	460	-	- - -	-	-	-	-	30	20	10	40	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Secretaries</b>																											
Level II .....	74	40.0	448	445	405 - 480	-	-	-	4	14	38	26	12	7	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	71	40.0	446	444	400 - 480	-	-	-	4	14	37	27	13	6	-	-	-	-	-	-	-	-	-	-	-	-	
Hospitals .....	60	40.0	461	457	420 - 497	-	-	-	-	12	33	32	15	8	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	57	40.0	459	460	420 - 497	-	-	-	-	12	32	33	16	7	-	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	97	40.0	562	558	509 - 612	-	-	-	-	-	1	20	22	25	21	11	1	-	-	-	-	-	-	-	-	-	
Private industry .....	88	40.0	564	558	517 - 612	-	-	-	-	-	1	19	19	26	20	13	1	-	-	-	-	-	-	-	-	-	
Hospitals .....	71	40.0	563	558	520 - 612	-	-	-	-	-	1	11	27	28	28	3	1	-	-	-	-	-	-	-	-	-	
Private industry .....	62	40.0	566	558	527 - 612	-	-	-	-	-	2	10	24	31	29	3	2	-	-	-	-	-	-	-	-	-	
Level IV .....	26	40.0	676	676	641 - 704	-	-	-	-	-	-	-	-	12	15	46	15	12	-	-	-	-	-	-	-	-	
Private industry .....	25	40.0	677	676	641 - 704	-	-	-	-	-	-	-	-	12	16	44	16	12	-	-	-	-	-	-	-	-	
Hospitals .....	26	40.0	676	676	641 - 704	-	-	-	-	-	-	-	-	12	15	46	15	12	-	-	-	-	-	-	-	-	
Private industry .....	25	40.0	677	676	641 - 704	-	-	-	-	-	-	-	-	12	16	44	16	12	-	-	-	-	-	-	-	-	
<b>Switchboard Operator-Receptionists:</b>																											
Hospitals .....	36	40.0	317	309	300 - 347	-	-	19	72	6	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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

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

compute means, medians, and middle ranges.

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

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

**Table A-7. Health services: Hourly pay of maintenance, toolroom, material movement, and custodial occupations, Riverside-San Bernardino, CA, April 1995**

Occupation and level	Number of workers	Hourly pay (in dollars) <sup>1</sup>			Percent of workers receiving straight-time hourly pay (in dollars) of—																							
		Mean	Median	Middle range	4.50 and under 5.00	5.00 - 5.50	5.50 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 11.00	11.00 - 12.00	12.00 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 - 21.00	21.00 - 22.00	
<b>MAINTENANCE AND TOOLROOM OCCUPATIONS</b>																												
<b>General Maintenance Workers</b> .....	98	\$11.53	\$11.00	\$9.50 - \$13.84	-	-	-	1	-	4	4	-	4	5	11	15	9	14	11	13	7	-	-	-	-	-	-	-
Private industry .....	88	11.20	11.00	9.50 - 13.25	-	-	-	1	-	5	5	-	5	6	11	17	9	16	11	15	-	-	-	-	-	-	-	
State and local government .....	10	14.44	-	-	-	-	-	-	-	-	-	-	-	-	10	-	10	-	10	-	70	-	-	-	-	-	-	
Hospitals .....	41	11.99	11.00	10.46 - 13.80	-	-	-	-	-	-	-	-	10	-	24	22	7	15	2	17	-	-	-	-	-	-	-	
Private industry .....	31	11.20	11.00	10.46 - 12.48	-	-	-	-	-	-	-	-	13	-	-	32	26	10	16	3	-	-	-	-	-	-	-	
State and local government .....	10	14.44	-	-	-	-	-	-	-	-	-	-	-	-	10	-	10	-	10	-	70	-	-	-	-	-	-	
<b>Maintenance Electricians</b> .....	10	17.27	-	-	-	-	-	-	-	-	-	-	-	-	-	-	20	-	-	-	10	10	40	20	-	-	-	
Private industry .....	7	16.57	-	-	-	-	-	-	-	-	-	-	-	-	-	-	29	-	-	-	14	14	14	29	-	-	-	
Hospitals .....	10	17.27	-	-	-	-	-	-	-	-	-	-	-	-	-	-	20	-	-	-	10	10	40	20	-	-	-	
Private industry .....	7	16.57	-	-	-	-	-	-	-	-	-	-	-	-	-	-	29	-	-	-	14	14	14	29	-	-	-	
<b>Maintenance Electronics Technicians</b>																												
Level II .....	32	17.39	17.34	15.92 - 18.44	-	-	-	-	-	-	-	-	-	-	-	-	-	3	6	16	3	44	6	13	3	6		
Private industry .....	30	17.48	17.34	17.10 - 18.45	-	-	-	-	-	-	-	-	-	-	-	-	-	3	7	13	-	47	7	13	3	7		
Hospitals .....	32	17.39	17.34	15.92 - 18.44	-	-	-	-	-	-	-	-	-	-	-	-	-	3	6	16	3	44	6	13	3	6		
Private industry .....	30	17.48	17.34	17.10 - 18.45	-	-	-	-	-	-	-	-	-	-	-	-	-	3	7	13	-	47	7	13	3	7		
<b>MATERIAL MOVEMENT AND CUSTODIAL OCCUPATIONS</b>																												
<b>Guards</b>																												
Level I .....	69	9.91	9.74	8.73 - 11.13	-	-	-	-	-	4	4	4	19	10	13	16	28	1	-	-	-	-	-	-	-	-	-	
Private industry .....	69	9.91	9.74	8.73 - 11.13	-	-	-	-	-	4	4	4	19	10	13	16	28	1	-	-	-	-	-	-	-	-		
Hospitals .....	45	10.03	9.94	9.17 - 10.72	-	-	-	-	-	-	-	7	16	9	20	24	22	2	-	-	-	-	-	-	-	-		
Private industry .....	45	10.03	9.94	9.17 - 10.72	-	-	-	-	-	-	-	7	16	9	20	24	22	2	-	-	-	-	-	-	-	-		
<b>Janitors</b> .....	1,164	7.06	6.82	5.50 - 8.36	8	16	12	8	12	9	7	5	6	5	6	5	2	-	-	-	-	-	-	-	-	-		
Private industry .....	1,030	6.82	6.51	5.25 - 7.97	9	18	14	9	12	9	6	5	6	3	5	5	-	-	-	-	-	-	-	-	-	-		
State and local government .....	134	8.91	9.24	7.60 - 9.81	-	-	-	1	13	6	22	7	1	16	13	4	19	-	-	-	-	-	-	-	-	-		
Hospitals .....	602	8.18	8.29	6.98 - 9.35	-	-	9	5	11	11	12	8	11	9	11	8	4	-	-	-	-	-	-	-	-	-		
Private industry .....	468	7.97	7.98	6.90 - 9.05	-	-	12	6	11	12	9	9	14	7	11	9	-	-	-	-	-	-	-	-	-	-		
State and local government .....	134	8.91	9.24	7.60 - 9.81	-	-	-	1	13	6	22	7	1	16	13	4	19	-	-	-	-	-	-	-	-	-		
<b>Shipping/Receiving Clerks</b> .....	27	8.33	7.77	7.20 - 9.63	-	-	-	-	4	41	7	7	-	11	26	4	-	-	-	-	-	-	-	-	-	-		
Private industry .....	27	8.33	7.77	7.20 - 9.63	-	-	-	-	4	41	7	7	-	11	26	4	-	-	-	-	-	-	-	-	-	-		
Hospitals .....	27	8.33	7.77	7.20 - 9.63	-	-	-	-	4	41	7	7	-	11	26	4	-	-	-	-	-	-	-	-	-	-		
Private industry .....	27	8.33	7.77	7.20 - 9.63	-	-	-	-	4	41	7	7	-	11	26	4	-	-	-	-	-	-	-	-	-	-		

See footnotes at end of table.

**Table A-7. Health services: Hourly pay of maintenance, toolroom, material movement, and custodial occupations, Riverside-San Bernardino, CA, April 1995 — Continued**

Occupation and level	Number of workers	Hourly pay (in dollars) <sup>1</sup>			Percent of workers receiving straight-time hourly pay (in dollars) of—																																	
		Mean	Median	Middle range	4.50 and under 5.00	5.00 - 5.50	5.50 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 11.00	11.00 - 12.00	12.00 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 - 21.00	21.00 - 22.00											
<b>Truckdrivers</b>																																						
Light Truck .....	40	\$7.34	\$7.44	\$7.05 — \$7.56	—	—	5	15	5	50	10	10	5	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
Private industry .....	40	7.34	7.44	7.05 — 7.56	—	—	5	15	5	50	10	10	5	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
<b>Warehouse Specialists</b> .....	16	12.69	12.76	11.31 — 14.07	—	—	—	—	—	—	—	—	—	—	6	13	31	—	6	25	19	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
Private industry .....	9	11.18	—	—	—	—	—	—	—	—	—	—	—	—	—	11	22	56	—	11	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
Hospitals .....	14	13.07	—	—	—	—	—	—	—	—	—	—	—	—	7	—	36	—	7	29	21	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
Private industry .....	7	11.51	—	—	—	—	—	—	—	—	—	—	—	—	—	14	—	71	—	14	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	

<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.

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 Riverside—San Bernardino, 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 service industries, including health services); and State and local governments.<sup>1</sup> Private households, agriculture, the Federal Government, and the self-employed were excluded from the survey. Table 1 in this appendix shows the estimated number of establishments and workers within scope of the survey and the number actually included in the survey sample.

### Sampling frame

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

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

### Survey design

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

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

### Data collection and payroll reference

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

### Occupational pay

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

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

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

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

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

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

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

### Survey nonresponse

Data were not available from 12.8 percent of the sample establishments (representing 64,652 employees covered by the survey). An additional 7.6 percent of the sample establishments (representing 20,101 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 salary estimates for the survey as a result of these missing data which affected one of the occupational work levels published in this bulletin. The proportion of employees for whom salary data were not available was less than 5 percent. The one job was Personnel Specialists II (7.0 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 pay 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 pay 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	8.8
1 and under 3 percent	66.7
3 and under 5 percent	21.4
5 percent and over	3.1

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 8 percent of the 432 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 and Benefits, Riverside—San Bernardino, CA*, BLS Bulletin 3075-21.

<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, Riverside-San Bernardino, CA<sup>1</sup>, April 1995**

Industry division <sup>2</sup>	Number of establishments		Workers in establishments		
	Within scope of survey <sup>3</sup>	Studied	Within scope of survey <sup>4</sup>		Studied
			Number	Percent	
All divisions .....	1,583	374	432,838	100	200,434
Private industry .....	1,447	343	303,912	70	128,434
Goods producing .....	447	113	70,751	16	30,111
Manufacturing .....	340	94	60,328	14	27,505
Mining <sup>5</sup> .....	6	5	749	( <sup>6</sup> )	671
Construction <sup>5</sup> .....	101	14	9,674	2	1,935
Service producing .....	1,000	230	233,161	54	98,323
Transportation, communication, electric, gas, and sanitary services <sup>7</sup> .....	98	29	19,722	5	10,434
Wholesale trade <sup>8</sup> .....	90	25	17,519	4	6,734
Retail trade <sup>8</sup> .....	308	36	91,929	21	30,031
Finance, insurance, and real estate <sup>8</sup> .....	71	22	13,075	3	6,795
Services <sup>8</sup> .....	433	118	90,916	21	44,329
State and local government .....	136	31	128,926	30	72,000
Health services <sup>9</sup> .....	139	41	48,972	11	27,923
Private industry .....	135	37	45,207	10	24,158
State and local government .....	4	4	3,765	1	3,765
Hospitals .....	33	19	33,564	8	23,777
Private industry .....	29	15	29,799	7	20,012
State and local government .....	4	4	3,765	1	3,765

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

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

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

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

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

<sup>6</sup> Less than 0.5 percent.

<sup>7</sup> Abbreviated to "Transportation and utilities" in the A-series tables. This division is represented in the "all industries" and "service producing" estimates.

<sup>8</sup> Separate data for this division are not shown in the A-series tables, but the division is represented in the "all industries" and "service producing" estimates.

<sup>9</sup> Health services includes establishments primarily engaged in furnishing medical, surgical, and other health services to persons.

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