

# **Occupational Compensation Survey: Pay Only**

**Detroit, Michigan,  
Metropolitan Area,  
January 1996**



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U.S. Department of Labor  
Bureau of Labor Statistics

Bulletin 3085-7

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## Preface

This bulletin provides results of a January 1996 survey of occupational pay in the Detroit, MI Primary Metropolitan Statistical Area. This survey was conducted as part of the U.S. Bureau of Labor Statistics Occupational Compensation Survey Program. Data from this program are for use in implementing the Federal Employees Pay Comparability Act of 1990. The survey was conducted by the Bureau's regional office in Chicago, under the direction of Ronald H. Pritzlaff, 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 Chicago Regional Office at (312) 353-1880. 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

## Detroit, Michigan, Metropolitan Area, January 1996



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

Bureau of Labor Statistics  
Katharine G. Abraham,  
Commissioner

July 1996

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# Introduction

This survey of occupational pay in the Detroit, MI Primary Metropolitan Statistical Area (Lapeer, Macomb, Monroe, Oakland, St. Clair, and Wayne Counties) was conducted as part of the U.S. Bureau of Labor Statistics Occupational Compensation Survey Program. The survey is one of a number conducted annually in metropolitan areas throughout the United States. (See listing of reports for other surveys at the end of this bulletin.)

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

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

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

## Pay

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

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

## Appendixes

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

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

**Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Detroit, MI, January 1996**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>				Percent of workers receiving straight-time weekly pay (in dollars) of—																										
			Mean	Median	Middle range		300 and under 400	400 - 500	500 - 600	600 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 1900	1900 - 2000	2000 - 2100	2100 - 2200	2200 - 2300	2300 and over						
PROFESSIONAL OCCUPATIONS																																	
Accountants																																	
Level I .....	379	39.9	\$514	\$516	\$488 -	\$539	-	36	59	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Private industry .....	331	39.9	520	525	497 -	539	-	31	64	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Service-producing industries .....	228	39.9	509	500	488 -	538	-	43	54	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
State and local government .....	48	39.5	474	461	441 -	506	-	75	25	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Level II .....	1,014	39.9	684	646	577 -	762	( <sup>3</sup> )	5	27	36	11	8	6	5	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Private industry .....	911	39.9	693	663	577 -	773	1	5	24	37	11	9	7	5	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Goods-producing industries .....	310	40.0	819	794	684 -	968	2	-	5	27	16	13	17	15	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Manufacturing .....	307	40.0	820	801	684 -	972	2	-	5	27	16	13	17	16	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Service-producing industries .....	601	39.8	628	624	565 -	684	-	8	33	42	8	6	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
State and local government .....	103	39.6	606	577	538 -	644	-	-	60	20	13	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Level III .....	1,551	39.9	840	826	717 -	927	-	-	2	15	28	21	23	6	3	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-				
Private industry .....	1,303	40.0	856	855	761 -	942	-	-	2	12	24	24	24	7	3	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-				
Goods-producing industries .....	750	40.0	906	904	796 -	982	-	-	1	6	20	20	32	10	6	4	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-				
Manufacturing .....	744	40.0	907	908	796 -	982	-	-	1	6	20	20	32	10	6	4	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-				
Service-producing industries .....	553	39.9	789	779	700 -	875	-	-	4	20	29	30	14	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
State and local government .....	248	39.8	753	715	660 -	798	-	-	1	30	47	5	14	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Level IV .....	849	39.8	1,054	1,042	912 -	1,185	-	-	-	1	6	16	18	20	12	5	4	( <sup>3</sup> )	1	-	-	-	-	-	-	-	-	-	-				
Private industry .....	688	39.9	1,076	1,060	923 -	1,210	-	-	-	( <sup>3</sup> )	4	10	22	21	16	14	6	5	1	1	-	-	-	-	-	-	-	-	-				
Goods-producing industries .....	349	40.0	1,170	1,193	1,036 -	1,282	-	-	-	( <sup>3</sup> )	9	11	16	16	25	11	9	1	1	-	-	-	-	-	-	-	-	-	-				
Manufacturing .....	343	40.0	1,172	1,195	1,036 -	1,287	-	-	-	( <sup>3</sup> )	9	11	14	16	26	11	10	1	1	-	-	-	-	-	-	-	-	-	-				
Service-producing industries .....	339	39.8	980	980	904 -	1,060	-	-	-	1	9	10	33	26	17	3	1	-	-	-	-	-	-	-	-	-	-	-	-				
State and local government .....	161	39.2	956	856	832 -	1,140	-	-	-	2	11	42	3	6	34	-	1	-	-	-	-	-	-	-	-	-	-	-	-				
Level V .....	169	40.0	1,364	1,346	1,240 -	1,457	-	-	-	-	-	1	10	2	6	19	17	24	8	5	5	-	4	-	-	-	-	-	-				
Private industry .....	148	40.0	1,418	1,412	1,253 -	1,497	-	-	-	-	-	1	-	-	7	22	19	27	9	5	6	-	5	-	-	-	-	-	-				
Goods-producing industries .....	83	40.0	1,481	1,455	1,317 -	1,589	-	-	-	-	-	-	-	-	2	18	11	39	6	10	6	-	8	-	-	-	-	-	-				
Manufacturing .....	83	40.0	1,481	1,455	1,317 -	1,589	-	-	-	-	-	-	-	-	2	18	11	39	6	10	6	-	8	-	-	-	-	-	-				
Service-producing industries .....	65	39.9	1,338	-	-	-	-	-	-	-	-	2	-	-	12	26	29	12	12	-	6	-	-	-	-	-	-	-	-				
State and local government .....	21	40.0	985	967	936 -	967	-	-	-	-	-	-	81	14	-	-	5	-	-	-	-	-	-	-	-	-	-	-	-				
Level VI .....	50	40.0	1,785	-	-	-	-	-	-	-	-	-	-	-	4	-	-	6	6	8	28	12	30	-	2	4	-	-	-				
Attorneys																																	
Level I .....	63	40.0	894	-	-	-	-	-	-	11	14	44	6	10	8	6	-	-	-	-	-	-	-	-	-	-	-	-	-				
Private industry .....	52	40.0	926	-	-	-	-	-	-	8	6	52	6	12	10	8	-	-	-	-	-	-	-	-	-	-	-	-	-				
State and local government .....	11	40.0	743	-	-	-	-	-	-	27	55	9	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Level II .....	99	39.5	1,057	1,008	808 -	1,250	-	-	-	-	4	30	9	12	7	22	8	2	5	-	-	-	-	-	-	-	-	-	-				
Private industry .....	76	39.4	1,099	-	-	-	-	-	-	-	32	7	4	9	29	11	3	7	-	-	-	-	-	-	-	-	-	-	-				
State and local government .....	23	40.0	918	941	812 -	1,007	-	-	-	-	17	26	17	39	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Level III .....	247	39.8	1,357	1,358	1,240 -	1,475	-	-	-	-	-	-	3	6	14	11	21	25	13	6	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-				
Private industry .....	159	39.9	1,402	1,423	1,277 -	1,517	-	-	-	-	-	-	3	4	13	8	20	21	19	9	3	1	1	-	-	-	-	-	-				
Service-producing industries .....	112	39.9	1,354	1,355	1,172 -	1,485	-	-	-	-	-	-	4	5	18	7	23	21	15	7	-	-	-	-	-	-	-	-	-				
State and local government .....	88	39.6	1,275	1,307	1,172 -	1,410	-	-	-	-	-	-	3	9	17	16	22	33	-	-	-	-	-	-	-	-	-	-	-				

See footnotes at end of table.

**Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Detroit, MI, January 1996 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>				Percent of workers receiving straight-time weekly pay (in dollars) of—																						
			Mean	Median	Middle range		300 and under 400	400 - 500	500 - 600	600 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 1900	1900 - 2000	2000 - 2100	2100 - 2200	2200 - 2300	2300 and over		
Level IV .....	190	39.9	\$1,574	\$1,535	\$1,433	—	\$1,715	—	—	—	—	—	—	—	—	6	9	21	23	15	15	4	5	2	1	—	—		
Private industry .....	126	39.9	1,632	1,629	1,452	—	1,779	—	—	—	—	—	—	—	—	3	7	21	13	17	22	6	7	2	2	—	—		
Goods-producing industries .....	50	40.0	1,746	—	—	—	—	—	—	—	—	—	—	—	—	—	—	20	2	6	38	12	16	2	4	—	—		
Manufacturing .....	50	40.0	1,746	—	—	—	—	—	—	—	—	—	—	—	—	—	—	20	2	6	38	12	16	2	4	—	—		
Service-producing industries .....	76	39.9	1,557	—	—	—	—	—	—	—	—	—	—	—	—	5	12	21	20	24	12	3	1	3	—	—	—		
State and local government .....	64	39.8	1,459	1,508	1,397	—	1,510	—	—	—	—	—	—	—	—	11	14	20	42	13	—	—	—	—	—	—	—		
Level V .....	129	39.9	2,039	2,019	1,889	—	2,175	—	—	—	—	—	—	—	—	—	—	—	2	5	9	12	19	15	16	9	13		
Private industry .....	122	39.9	2,063	2,051	1,903	—	2,181	—	—	—	—	—	—	—	—	—	—	—	—	2	1	9	12	20	16	17	414		
State and local government .....	7	40.0	1,621	—	—	—	—	—	—	—	—	—	—	—	—	—	—	14	71	14	—	—	—	—	—	—	—		
Engineers																													
Level I:																													
Private industry:																													
Service-producing industries .....	167	40.0	721	720	677	—	760	—	—	8	28	46	18	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
State and local government .....	16	40.0	539	549	527	—	558	—	19	81	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—		
Level II .....	2,975	40.0	829	830	779	—	897	—	—	2	7	26	41	21	3	1	—	—	—	—	—	—	—	—	—	—	—		
Private industry .....	2,938	40.0	832	831	780	—	897	—	—	1	7	26	41	21	3	1	—	—	—	—	—	—	—	—	—	—	—		
Goods-producing industries .....	2,193	40.0	850	841	789	—	908	—	—	1	3	25	42	24	4	1	—	—	—	—	—	—	—	—	—	—	—		
Manufacturing .....	2,169	40.0	852	841	793	—	909	—	—	1	3	25	43	24	4	1	—	—	—	—	—	—	—	—	—	—	—		
Service-producing industries .....	745	40.0	778	798	715	—	848	—	—	3	17	29	38	12	—	—	—	—	—	—	—	—	—	—	—	—	—		
State and local government .....	37	40.0	623	577	567	—	659	—	—	51	38	5	3	3	—	—	—	—	—	—	—	—	—	—	—	—	—		
Level III .....	7,844	40.0	958	942	871	—	1,036	—	—	( <sup>3</sup> )	3	4	27	33	19	10	4	1	—	—	—	—	—	—	—	—	—		
Private industry .....	7,597	40.0	964	946	878	—	1,039	—	—	—	1	3	27	34	19	11	4	1	—	—	—	—	—	—	—	—	—		
Goods-producing industries .....	5,779	40.0	975	955	885	—	1,049	—	—	—	( <sup>3</sup> )	1	28	35	18	12	5	1	—	—	—	—	—	—	—	—	—		
Manufacturing .....	5,672	40.0	978	959	889	—	1,051	—	—	—	( <sup>3</sup> )	1	28	35	18	12	5	1	—	—	—	—	—	—	—	—	—		
Service-producing industries .....	1,818	40.0	929	934	856	—	1,000	—	—	—	5	8	23	34	23	6	1	( <sup>3</sup> )	—	—	—	—	—	—	—	—	—		
State and local government .....	247	39.9	753	690	671	—	828	—	—	5	50	18	15	2	8	2	—	—	—	—	—	—	—	—	—	—	—		
Level IV .....	13,706	40.0	1,186	1,180	1,090	—	1,269	—	—	—	—	( <sup>3</sup> )	1	7	19	28	24	12	5	2	( <sup>3</sup> )	—	—	—	—	—	—		
Private industry .....	13,588	40.0	1,189	1,180	1,092	—	1,269	—	—	—	—	( <sup>3</sup> )	7	19	28	25	12	5	2	( <sup>3</sup> )	—	—	—	—	—	—	—		
Goods-producing industries .....	11,356	40.0	1,194	1,189	1,090	—	1,284	—	—	—	—	( <sup>3</sup> )	8	19	26	24	14	6	2	1	—	—	—	—	—	—	—		
Manufacturing .....	11,249	40.0	1,196	1,190	1,092	—	1,285	—	—	—	—	( <sup>3</sup> )	8	19	26	24	14	6	3	1	—	—	—	—	—	—	—		
Service-producing industries .....	2,232	40.0	1,160	1,159	1,099	—	1,220	—	—	—	( <sup>3</sup> )	1	4	20	39	27	5	3	( <sup>3</sup> )	—	—	—	—	—	—	—	—		
State and local government .....	118	39.8	937	945	832	—	1,012	—	—	—	—	9	38	27	9	11	3	2	—	—	—	—	—	—	—	—	—		
Level V .....	6,518	40.0	1,460	1,444	1,335	—	1,580	—	—	—	—	—	( <sup>3</sup> )	1	4	14	21	22	16	12	7	2	2	—	—	—	—		
Private industry .....	6,434	40.0	1,464	1,445	1,341	—	1,582	—	—	—	—	—	—	1	3	14	21	22	16	12	7	2	2	—	—	—	—		
Goods-producing industries .....	5,538	40.0	1,485	1,469	1,357	—	1,603	—	—	—	—	—	—	1	4	9	20	23	18	13	8	2	2	—	—	—	—		
Manufacturing .....	5,508	40.0	1,487	1,469	1,359	—	1,604	—	—	—	—	—	—	1	3	9	20	23	18	14	8	2	2	—	—	—	—		
Service-producing industries .....	896	40.0	1,331	1,320	1,240	—	1,400	—	—	—	—	—	—	1	2	40	31	18	5	2	1	—	—	—	—	—	—		
State and local government .....	84	39.9	1,122	1,116	967	—	1,250	—	—	—	—	—	—	32	8	30	13	17	—	—	—	—	—	—	—	—	—		
Level VI .....	365	40.0	1,792	1,835	1,660	—	1,935	—	—	—	—	—	—	3	—	2	2	4	8	10	14	25	18	7	7	2	—		
Private industry .....	348	40.0	1,823	1,846	1,696	—	1,941	—	—	—	—	—	—	—	—	—	2	4	8	11	14	26	18	7	7	2	—		
State and local government .....	17	40.0	1,159	1,080	1,080	—	1,208	—	—	—	—	—	—	—	59	—	35	—	—	—	6	—	—	—	—	—	—		

See footnotes at end of table.

**Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Detroit, MI, January 1996 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>					Percent of workers receiving straight-time weekly pay (in dollars) of—																					
			Mean	Median	Middle range			300 and under 400	400 - 500	500 - 600	600 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 1900	1900 - 2000	2000 - 2100	2100 - 2200	2200 - 2300	2300 and over	
ADMINISTRATIVE OCCUPATIONS																													
Budget Analysts																													
Level I .....	14	38.8	\$532	—	—	—	—	—	36	64	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
State and local government .....	14	38.8	532	—	—	—	—	—	36	64	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Level II .....	50	39.6	685	—	—	—	—	—	—	28	30	28	—	4	10	—	—	—	—	—	—	—	—	—	—	—	—	—	—
State and local government .....	20	39.0	669	\$706	\$616	—	\$713	—	—	20	20	60	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Level III .....	54	39.6	828	—	—	—	—	—	—	—	19	37	22	7	9	4	2	—	—	—	—	—	—	—	—	—	—	—	—
State and local government .....	31	39.7	805	793	726	—	898	—	—	—	19	45	16	6	13	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Buyers/Contracting Specialists																													
Level I .....	191	40.0	538	502	481	—	580	1	43	40	12	2	2	1	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Private industry .....	186	40.0	537	500	481	—	571	1	44	38	12	2	2	1	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Goods-producing industries .....	159	40.0	523	481	481	—	520	—	52	40	4	1	2	1	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Manufacturing .....	159	40.0	523	481	481	—	520	—	52	40	4	1	2	1	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Level II .....	596	40.0	734	704	644	—	788	—	1	14	34	27	11	6	4	3	—	—	—	—	—	—	—	—	—	—	—	—	—
Private industry .....	532	40.0	749	745	644	—	823	—	1	11	31	30	13	7	4	3	—	—	—	—	—	—	—	—	—	—	—	—	—
Goods-producing industries .....	379	40.0	793	770	663	—	833	—	—	2	25	39	14	10	6	4	—	—	—	—	—	—	—	—	—	—	—	—	—
Manufacturing .....	376	40.0	793	770	663	—	834	—	—	2	25	39	14	10	6	5	—	—	—	—	—	—	—	—	—	—	—	—	—
Service-producing industries .....	153	40.0	641	625	577	—	688	—	5	33	47	7	9	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
State and local government .....	64	39.8	611	620	557	—	664	—	—	39	55	6	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Level III .....	1,029	40.0	971	991	854	—	1,075	—	—	—	5	7	24	18	27	13	6	( <sup>3</sup> )	—	—	—	—	—	—	—	—	—	—	—
Private industry .....	995	40.0	979	991	863	—	1,077	—	—	—	3	7	24	18	28	13	7	1	—	—	—	—	—	—	—	—	—	—	—
Goods-producing industries .....	836	40.0	994	1,005	880	—	1,081	—	—	—	3	4	22	19	29	14	8	1	—	—	—	—	—	—	—	—	—	—	—
Manufacturing .....	836	40.0	994	1,005	880	—	1,081	—	—	—	3	4	22	19	29	14	8	1	—	—	—	—	—	—	—	—	—	—	—
Service-producing industries .....	159	39.9	898	854	822	—	1,013	—	—	—	2	21	36	14	19	8	—	—	—	—	—	—	—	—	—	—	—	—	—
State and local government .....	34	39.7	746	680	641	—	897	—	—	—	56	15	15	9	6	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Level IV .....	489	40.0	1,206	1,175	1,076	—	1,322	—	—	—	( <sup>3</sup> )	1	1	8	22	22	17	15	8	6	1	—	—	—	—	—	—	—	—
Private industry .....	478	40.0	1,214	1,185	1,076	—	1,328	—	—	—	—	—	( <sup>3</sup> )	7	23	23	17	15	8	6	1	—	—	—	—	—	—	—	—
Goods-producing industries .....	460	40.0	1,216	1,182	1,076	—	1,337	—	—	—	—	—	—	7	23	22	17	15	8	6	2	—	—	—	—	—	—	—	—
Manufacturing .....	460	40.0	1,216	1,182	1,076	—	1,337	—	—	—	—	—	—	7	23	22	17	15	8	6	2	—	—	—	—	—	—	—	—
State and local government .....	11	40.0	860	—	—	—	—	—	—	—	9	27	27	36	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Computer Programmers																													
Level I .....	192	40.0	595	540	528	—	691	—	6	58	14	20	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Private industry .....	180	40.0	604	562	538	—	692	—	2	60	15	22	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Service-producing industries .....	104	40.0	595	538	538	—	687	—	4	61	16	19	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Level II .....	808	39.9	672	660	600	—	733	—	3	22	39	28	5	2	( <sup>3</sup> )	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Private industry .....	773	40.0	672	660	600	—	732	—	3	21	40	27	6	3	( <sup>3</sup> )	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Goods-producing industries .....	150	40.0	666	660	580	—	720	—	9	19	37	23	5	5	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Manufacturing .....	150	40.0	666	660	580	—	720	—	9	19	37	23	5	5	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Service-producing industries .....	623	40.0	674	673	611	—	744	—	1	22	41	28	6	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
State and local government .....	35	38.9	673	708	586	—	755	—	—	37	11	49	3	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—

See footnotes at end of table.

Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Detroit, MI, January 1996 — Continued

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>				Percent of workers receiving straight-time weekly pay (in dollars) of—																							
			Mean	Median	Middle range		300 and under 400	400 - 500	500 - 600	600 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 1900	1900 - 2000	2000 - 2100	2100 - 2200	2200 - 2300	2300 and over			
Level III .....	917	39.9	\$804	\$800	\$769	—	\$849	—	—	1	11	35	43	8	2	( <sup>3</sup> )	—	—	—	—	—	—	—	—	—	—	—	—		
Private industry .....	883	39.9	805	800	769	—	850	—	—	1	10	34	44	8	2	( <sup>3</sup> )	—	—	—	—	—	—	—	—	—	—	—	—		
Goods-producing industries .....	170	39.9	818	800	796	—	853	—	—	—	11	15	62	7	5	1	—	—	—	—	—	—	—	—	—	—	—	—		
Manufacturing .....	170	39.9	818	800	796	—	853	—	—	—	11	15	62	7	5	1	—	—	—	—	—	—	—	—	—	—	—	—		
Service-producing industries .....	713	39.9	801	799	769	—	850	—	—	1	10	39	40	9	1	—	—	—	—	—	—	—	—	—	—	—	—	—		
State and local government .....	34	39.6	778	784	718	—	825	—	—	—	24	50	21	6	—	—	—	—	—	—	—	—	—	—	—	—	—	—		
Level IV .....	231	39.9	935	925	864	—	1,002	—	—	—	3	5	28	39	16	9	—	1	—	—	—	—	—	—	—	—	—	—		
Private industry .....	217	40.0	936	927	872	—	1,000	—	—	—	3	6	26	41	15	10	—	1	—	—	—	—	—	—	—	—	—	—		
Goods-producing industries .....	86	40.0	963	970	900	—	1,093	—	—	—	—	2	22	43	8	22	—	2	—	—	—	—	—	—	—	—	—	—		
Manufacturing .....	86	40.0	963	970	900	—	1,093	—	—	—	—	2	22	43	8	22	—	2	—	—	—	—	—	—	—	—	—	—		
Service-producing industries .....	131	39.9	919	923	868	—	981	—	—	—	5	8	28	39	19	2	—	—	—	—	—	—	—	—	—	—	—	—		
Computer Systems Analysts																														
Level I:																														
State and local government .....	69	39.7	768	715	715	—	805	—	—	—	12	57	17	10	4	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
Level II .....	3,614	39.9	940	942	854	—	1,019	—	—	—	2	10	25	33	21	8	1	( <sup>3</sup> )	—	—	—	—	—	—	—	—	—	—	—	
Private industry .....	3,515	40.0	940	942	853	—	1,019	—	—	—	2	10	25	33	21	8	2	( <sup>3</sup> )	—	—	—	—	—	—	—	—	—	—	—	
Service-producing industries .....	2,990	40.0	921	928	846	—	996	—	—	—	3	11	28	33	19	5	( <sup>3</sup> )	—	—	—	—	—	—	—	—	—	—	—	—	
State and local government .....	99	38.5	945	960	864	—	1,035	—	—	—	—	1	34	35	28	1	—	—	—	—	—	—	—	—	—	—	—	—	—	
Level III .....	2,294	39.9	1,157	1,139	1,038	—	1,258	—	—	—	—	( <sup>3</sup> )	2	14	23	24	17	11	5	2	1	—	—	—	—	—	—	—	—	
Private industry .....	2,234	40.0	1,162	1,146	1,044	—	1,261	—	—	—	—	( <sup>3</sup> )	2	13	23	25	18	11	5	3	1	—	—	—	—	—	—	—	—	
Goods-producing industries .....	1,026	40.0	1,245	1,234	1,131	—	1,354	—	—	—	—	—	—	5	14	21	24	19	11	5	2	—	—	—	—	—	—	—	—	
Manufacturing .....	1,026	40.0	1,245	1,234	1,131	—	1,354	—	—	—	—	—	—	5	14	21	24	19	11	5	2	—	—	—	—	—	—	—	—	
Service-producing industries .....	1,208	39.9	1,091	1,080	1,000	—	1,179	—	—	—	—	( <sup>3</sup> )	4	19	31	28	12	4	1	1	—	—	—	—	—	—	—	—	—	
State and local government .....	60	39.4	987	926	926	—	1,018	—	—	—	—	—	2	57	32	3	3	3	—	—	—	—	—	—	—	—	—	—	—	
Level IV .....	726	39.9	1,370	1,336	1,227	—	1,479	—	—	—	—	—	—	( <sup>3</sup> )	4	14	23	22	14	11	7	2	1	2	—	—	—	—	—	
Private industry .....	724	39.9	1,371	1,337	1,227	—	1,480	—	—	—	—	—	—	—	4	14	23	22	14	11	7	2	1	2	—	—	—	—	—	
Computer Systems Analyst Supervisors/Managers																														
Level I .....																														
Private industry .....	357	40.0	1,148	1,119	997	—	1,280	—	—	—	—	( <sup>3</sup> )	6	19	20	22	9	12	6	2	3	( <sup>3</sup> )	—	—	—	—	—	—	—	—
Private industry .....	339	40.0	1,152	1,127	1,010	—	1,288	—	—	—	—	( <sup>3</sup> )	6	17	21	22	9	12	6	2	3	( <sup>3</sup> )	—	—	—	—	—	—	—	—
Service-producing industries .....	339	40.0	1,152	1,127	1,010	—	1,288	—	—	—	—	( <sup>3</sup> )	6	17	21	22	9	12	6	2	3	( <sup>3</sup> )	—	—	—	—	—	—	—	—
Level II .....																														
Private industry .....	302	39.9	1,421	1,385	1,226	—	1,592	—	—	—	—	( <sup>3</sup> )	1	6	13	14	19	14	9	10	3	6	4	—	—	—	—	—	—	—
Private industry .....	290	40.0	1,430	1,391	1,246	—	1,598	—	—	—	—	( <sup>3</sup> )	1	5	12	14	19	15	9	11	3	7	4	—	—	—	—	—	—	—
Service-producing industries .....	270	40.0	1,418	1,373	1,231	—	1,585	—	—	—	—	( <sup>3</sup> )	1	6	13	15	19	14	9	9	3	6	4	—	—	—	—	—	—	—
State and local government .....	12	38.8	1,195	—	—	—	—	—	—	—	—	—	—	—	33	25	25	8	—	8	—	—	—	—	—	—	—	—	—	—

See footnotes at end of table.

**Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Detroit, MI, January 1996 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>				Percent of workers receiving straight-time weekly pay (in dollars) of—																						
			Mean	Median	Middle range		300 and under 400	400 - 500	500 - 600	600 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 1900	1900 - 2000	2000 - 2100	2100 - 2200	2200 - 2300	2300 and over		
<b>Personnel Specialists</b>																													
Level I:																													
State and local government .....	8	40.0	\$532	—	—	—	—	25	75	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
Level II .....																													
Private industry .....	840	39.9	691	\$615	\$577	—	\$800	—	4	36	26	9	9	8	6	2	—	—	—	—	—	—	—	—	—	—	—	—	
Goods-producing industries .....	786	39.9	696	615	577	—	811	—	4	33	27	9	9	9	6	2	—	—	—	—	—	—	—	—	—	—	—	—	
Manufacturing .....	365	40.0	784	739	577	—	954	—	3	30	8	12	12	18	13	5	—	—	—	—	—	—	—	—	—	—	—	—	
Service-producing industries .....	362	40.0	785	753	577	—	955	—	3	30	7	12	12	18	13	5	—	—	—	—	—	—	—	—	—	—	—	—	
State and local government .....	421	39.9	620	615	568	—	626	—	5	36	43	7	7	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
Level III .....																													
Private industry .....	54	39.2	614	570	566	—	665	—	—	67	15	13	6	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
Goods-producing industries .....	922	40.0	842	801	720	—	961	—	—	3	17	30	18	16	9	5	3	1	—	—	—	—	—	—	—	—	—	—	
Manufacturing .....	798	40.0	862	819	731	—	971	—	—	1	14	27	20	18	10	5	4	1	—	—	—	—	—	—	—	—	—	—	
Service-producing industries .....	358	40.0	957	954	808	—	1,062	—	—	—	5	9	22	33	11	9	8	3	—	—	—	—	—	—	—	—	—	—	
State and local government .....	358	40.0	957	954	808	—	1,062	—	—	—	5	9	22	33	11	9	8	3	—	—	—	—	—	—	—	—	—	—	
Level IV .....																													
Private industry .....	440	40.0	784	754	700	—	840	—	—	2	22	42	18	5	8	2	—	—	—	—	—	—	—	—	—	—	—	—	
Goods-producing industries .....	124	39.8	716	733	660	—	788	—	—	13	31	45	6	2	2	—	—	—	—	—	—	—	—	—	—	—	—	—	
Manufacturing .....	770	39.8	1,069	1,058	933	—	1,208	—	—	—	( <sup>3</sup> )	4	18	12	29	10	13	8	3	1	—	—	—	—	—	—	—	—	
Service-producing industries .....	685	39.8	1,091	1,080	973	—	1,220	—	—	—	—	4	12	13	32	11	15	9	4	1	—	—	—	—	—	—	—	—	
State and local government .....	246	40.0	1,161	1,165	1,039	—	1,313	—	—	—	—	1	13	6	18	17	17	20	5	4	—	—	—	—	—	—	—	—	
Level V .....																													
Private industry .....	246	40.0	1,161	1,165	1,039	—	1,313	—	—	—	—	1	13	6	18	17	17	20	5	4	—	—	—	—	—	—	—	—	
Service-producing industries .....	439	39.7	1,053	1,058	946	—	1,129	—	—	—	6	11	16	39	8	14	3	3	—	—	—	—	—	—	—	—	—	—	
State and local government .....	85	39.7	888	856	856	—	875	—	—	—	4	4	73	4	12	2	—	—	—	—	—	—	—	—	—	—	—	—	
Level I .....																													
Private industry .....	610	40.0	1,441	1,426	1,240	—	1,635	—	—	—	—	—	3	5	11	17	11	15	9	10	7	6	6	—	—	—	—	—	
Service-producing industries .....	589	40.0	1,457	1,440	1,265	—	1,648	—	—	—	—	—	1	4	11	17	12	15	9	11	7	6	6	—	—	—	—	—	
State and local government .....	130	39.9	1,238	1,238	1,144	—	1,283	—	—	—	—	—	4	12	18	45	10	6	4	2	—	—	—	—	—	—	—	—	
Level II .....																													
State and local government .....	21	40.0	1,000	1,032	936	—	1,032	—	—	—	—	—	48	48	5	—	—	—	—	—	—	—	—	—	—	—	—	—	
<b>Personnel Supervisors/Managers</b>																													
Level I .....																													
Private industry .....	116	40.0	1,043	1,063	945	—	1,136	—	—	—	—	11	1	31	22	19	11	5	—	—	—	—	—	—	—	—	—	—	
State and local government .....	82	40.0	1,104	1,103	1,027	—	1,190	—	—	—	—	2	1	16	30	27	16	7	—	—	—	—	—	—	—	—	—	—	
Level II .....																													
State and local government .....	34	40.0	895	936	779	—	955	—	—	—	—	32	—	68	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
Level III .....																													
State and local government .....	55	40.0	1,363	—	—	—	—	—	—	—	—	2	—	16	7	7	25	15	9	18	—	—	—	—	—	—	—	—	
Level IV .....																													
State and local government .....	15	39.8	1,144	1,036	1,032	—	1,264	—	—	—	—	—	—	60	13	7	7	13	—	—	—	—	—	—	—	—	—	—	

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

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

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

<sup>4</sup> Workers were distributed as follows: 5 percent at \$2,300 and under \$2,400; 5 percent at \$2,400 and under \$2,500; 2 percent at \$2,500 and under \$2,600; and 2 percent at \$2,600 and under \$2,700.

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, Detroit, MI, January 1996**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>				Percent of workers receiving straight-time weekly pay (in dollars) of—																					
			Mean	Median	Middle range		200 and under 250	250 - 300	300 - 350	350 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1050	1050 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	
TECHNICAL OCCUPATIONS																												
Computer Operators																												
Level II .....	533	39.8	\$470	\$461	\$400 -	\$519	-	7	3	4	33	21	13	11	4	1	2	2	-	-	-	-	-	-	-	-	-	-
Private industry .....	494	39.8	467	457	400 -	517	-	7	3	4	34	20	14	8	4	1	2	2	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	448	39.8	462	461	400 -	515	-	8	3	3	33	22	14	9	4	1	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-
State and local government .....	39	38.9	509	496	465 -	567	-	-	-	-	21	31	5	38	5	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	406	39.7	607	594	522 -	663	-	-	-	2	( <sup>3</sup> )	11	23	16	19	15	3	2	1	2	4	( <sup>3</sup> )	-	-	-	-	-	-
Private industry .....	355	39.9	611	594	520 -	663	-	-	-	2	1	12	23	14	16	17	4	2	1	3	5	1	-	-	-	-	-	-
Service-producing industries .....	304	40.0	587	575	519 -	662	-	-	-	3	1	14	26	11	17	19	3	2	1	-	2	1	-	-	-	-	-	-
State and local government .....	51	38.7	581	577	566 -	628	-	-	-	-	-	4	20	31	41	2	-	2	-	-	-	-	-	-	-	-	-	-
Level IV .....	309	39.9	761	743	702 -	856	-	-	-	-	-	( <sup>3</sup> )	9	8	7	27	10	8	24	3	2	2	2	-	-	-	-	-
Private industry .....	274	40.0	772	773	702 -	865	-	-	-	-	-	-	8	9	4	24	11	9	27	3	2	2	-	-	-	-	-	-
Service-producing industries .....	240	40.0	754	745	702 -	856	-	-	-	-	-	-	10	10	4	28	12	8	28	( <sup>3</sup> )	-	-	-	-	-	-	-	-
State and local government .....	35	39.0	676	673	673 -	734	-	-	-	-	-	3	17	-	31	49	-	-	-	-	-	-	-	-	-	-	-	-
Drafters																												
Level I .....	252	40.0	405	400	373 -	440	-	-	20	24	36	16	4	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	245	40.0	404	400	373 -	435	-	-	20	24	34	16	4	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	7	39.6	438	-	-	-	-	-	-	14	86	-	-	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	942	40.0	480	500	388 -	560	1	4	14	8	7	15	25	13	9	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1	( <sup>3</sup> )	-	-	-	-	-	-	-
Private industry .....	917	40.0	478	500	388 -	560	1	4	15	8	7	16	23	13	10	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1	( <sup>3</sup> )	-	-	-	-	-	-	-
Goods-producing industries .....	299	40.0	529	500	460 -	580	-	-	9	-	7	22	22	20	11	4	1	( <sup>3</sup> )	1	2	1	-	-	-	-	-	-	-
Manufacturing .....	265	40.0	533	500	451 -	580	-	-	10	-	8	25	12	22	13	4	2	( <sup>3</sup> )	1	3	1	-	-	-	-	-	-	-
Service-producing industries .....	618	40.0	454	480	360 -	540	1	6	17	12	7	12	24	10	9	2	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	25	40.0	527	521	521 -	521	-	-	-	-	-	12	80	-	-	8	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	1,625	40.0	623	628	540 -	710	-	-	-	-	6	6	19	10	15	17	13	6	7	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-
Private industry .....	1,604	40.0	624	631	540 -	710	-	-	-	-	6	6	20	9	15	17	13	6	7	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-
Goods-producing industries .....	610	40.0	671	669	600 -	724	-	-	-	-	-	1	12	11	15	25	17	7	10	1	1	-	-	-	-	-	-	-
Manufacturing .....	610	40.0	671	669	600 -	724	-	-	-	-	-	1	12	11	15	25	17	7	10	1	1	-	-	-	-	-	-	-
Service-producing industries .....	994	40.0	594	580	508 -	680	-	-	-	-	10	9	24	7	14	13	11	6	6	-	-	-	-	-	-	-	-	-
Level IV .....	2,655	40.0	904	865	740 -	1,093	-	-	-	-	-	-	2	2	3	8	14	8	10	7	3	3	5	10	17	6	1	
Private industry .....	2,650	40.0	905	865	740 -	1,093	-	-	-	-	-	-	2	2	3	8	14	8	10	8	3	3	5	10	17	6	1	
Engineering Technicians																												
Level III .....	948	40.0	730	725	646 -	824	-	-	-	-	-	-	1	10	14	14	16	13	18	12	1	-	-	-	-	-	-	-
Private industry .....	937	40.0	731	729	657 -	824	-	-	-	-	-	-	1	10	14	14	16	13	18	12	1	-	-	-	-	-	-	-
Goods-producing industries .....	785	40.0	749	762	673 -	830	-	-	-	-	-	-	1	8	8	15	15	15	22	15	1	-	-	-	-	-	-	-
Manufacturing .....	785	40.0	749	762	673 -	830	-	-	-	-	-	-	1	8	8	15	15	15	22	15	1	-	-	-	-	-	-	-
Level IV .....	2,478	40.0	851	865	762 -	932	-	-	-	-	-	-	-	-	2	6	11	12	11	21	17	14	4	( <sup>3</sup> )	( <sup>3</sup> )	-	-	
Private industry .....	2,472	40.0	851	865	764 -	932	-	-	-	-	-	-	-	-	2	6	11	12	11	21	17	14	4	( <sup>3</sup> )	( <sup>3</sup> )	-	-	
Goods-producing industries .....	2,260	40.0	858	874	773 -	937	-	-	-	-	-	-	-	-	3	6	11	10	10	22	18	15	5	( <sup>3</sup> )	( <sup>3</sup> )	-	-	
Manufacturing .....	2,260	40.0	858	874	773 -	937	-	-	-	-	-	-	-	-	3	6	11	10	10	22	18	15	5	( <sup>3</sup> )	( <sup>3</sup> )	-	-	

See footnotes at end of table.

**Table A-2. All establishments: Weekly hours and pay of technical and protective service occupations, Detroit, MI, January 1996 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																				
			Mean	Median	Middle range	200 and under 250	250 - 300	300 - 350	350 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1050	1050 - 1100	1100 - 1200	1200 - 1300	1300 - 1400
Level V .....	1,972	40.0	\$976	\$1,000	\$913 - \$1,064	-	-	-	-	-	-	-	-	1	1	3	4	4	8	15	13	22	14	14	1	-
Private industry .....	1,971	40.0	976	1,000	913 - 1,064	-	-	-	-	-	-	-	-	1	1	3	4	4	8	15	13	22	14	14	1	-
Goods-producing industries .....	1,521	40.0	967	987	891 - 1,063	-	-	-	-	-	-	-	-	2	1	4	5	5	8	14	12	19	14	15	-	-
Manufacturing .....	1,521	40.0	967	987	891 - 1,063	-	-	-	-	-	-	-	-	2	1	4	5	5	8	14	12	19	14	15	-	-
<b>Engineering Technicians, Civil</b>																										
Level I .....	35	40.0	457	466	418 - 514	-	-	17	6	14	23	40	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	35	40.0	457	466	418 - 514	-	-	17	6	14	23	40	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	74	40.0	517	-	- - -	-	-	-	-	4	31	47	14	3	1	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	70	40.0	521	519	486 - 544	-	-	-	-	1	30	50	14	3	1	-	-	-	-	-	-	-	-	-	-	-
Level III .....	215	40.0	632	656	582 - 656	-	-	-	-	-	1	8	33	6	37	6	3	6	-	-	-	-	-	-	-	-
State and local government .....	209	40.0	636	656	582 - 656	-	-	-	-	-	( <sup>3</sup> )	7	33	6	38	6	3	6	-	-	-	-	-	-	-	-
Level IV .....	59	40.0	747	736	722 - 750	-	-	-	-	-	-	-	-	-	2	64	20	14	-	-	-	-	-	-	-	-
State and local government .....	59	40.0	747	736	722 - 750	-	-	-	-	-	-	-	-	-	2	64	20	14	-	-	-	-	-	-	-	-
Level V:																										
State and local government .....	13	40.0	799	-	- - -	-	-	-	-	-	-	-	-	-	-	85	15	-	-	-	-	-	-	-	-	-
<b>PROTECTIVE SERVICE OCCUPATIONS</b>																										
<b>Corrections Officers</b> .....	978	40.0	618	662	540 - 662	-	-	-	-	4	5	21	15	2	42	-	9	3	-	-	-	-	-	-	-	-
State and local government .....	978	40.0	618	662	540 - 662	-	-	-	-	4	5	21	15	2	42	-	9	3	-	-	-	-	-	-	-	-
<b>Firefighters</b> .....	1,516	50.2	672	701	628 - 736	-	-	-	1	3	-	9	9	9	11	53	2	3	-	-	-	-	-	-	-	-
State and local government .....	1,510	50.3	672	701	628 - 736	-	-	-	1	3	-	9	9	9	11	53	2	3	-	-	-	-	-	-	-	-
<b>Police Officers</b>																										
Level I .....	6,587	40.0	698	736	600 - 775	-	-	-	-	5	2	5	11	9	2	39	11	5	8	2	-	-	-	-	-	-
State and local government .....	6,489	40.0	700	736	600 - 778	-	-	-	-	5	2	5	10	9	2	40	11	5	8	2	-	-	-	-	-	-

<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, Detroit, MI, January 1996**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>					Percent of workers receiving straight-time weekly pay (in dollars) of—																									
			Mean	Median	Middle range		225 and under 250	250 - 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 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						
<b>Clerks, Accounting</b>																																	
Level I .....	425	39.6	\$309	\$300	\$280	—	\$327	3	11	36	24	19	2	( <sup>3</sup> )	5	1	—	—	—	—	—	—	—	—	—	—	—	—	—				
Private industry .....	412	39.6	307	293	280	—	327	3	11	37	22	19	1	( <sup>3</sup> )	5	1	—	—	—	—	—	—	—	—	—	—	—	—	—				
Service-producing industries .....	404	39.6	308	296	280	—	327	3	10	37	23	20	1	( <sup>3</sup> )	5	1	—	—	—	—	—	—	—	—	—	—	—	—	—				
Level II .....	2,759	39.8	382	375	331	—	425	1	3	4	14	13	14	11	21	10	5	1	—	( <sup>3</sup> )	—	—	—	—	—	—	—	—	—				
Private industry .....	2,665	39.8	379	370	330	—	416	1	3	4	15	13	14	11	21	10	4	( <sup>3</sup> )	2	—	( <sup>3</sup> )	—	—	—	—	—	—	—	—				
Goods-producing industries .....	1,138	39.9	374	360	326	—	412	1	2	7	14	18	11	7	26	10	3	1	( <sup>3</sup> )	—	—	—	—	—	—	—	—	—	—				
Service-producing industries .....	1,527	39.7	383	375	330	—	422	1	4	3	15	9	17	15	18	10	5	( <sup>3</sup> )	2	—	( <sup>3</sup> )	—	—	—	—	—	—	—	—				
State and local government .....	94	38.7	475	514	402	—	530	—	—	—	—	2	11	11	15	7	38	16	—	—	—	—	—	—	—	—	—	—	—				
Level III .....	1,841	39.6	475	479	405	—	544	—	—	—	1	6	5	10	22	13	18	18	7	—	—	—	—	—	—	—	—	—	—				
Private industry .....	1,334	39.7	452	440	384	—	510	—	—	—	1	8	6	12	28	16	14	10	4	—	—	—	—	—	—	—	—	—	—				
Goods-producing industries .....	548	39.8	466	442	420	—	514	—	—	—	—	—	7	7	41	12	17	17	( <sup>3</sup> )	—	—	—	—	—	—	—	—	—	—				
Manufacturing .....	548	39.8	466	442	420	—	514	—	—	—	—	—	7	7	41	12	17	17	( <sup>3</sup> )	—	—	—	—	—	—	—	—	—	—				
Service-producing industries .....	786	39.7	442	425	379	—	496	—	—	—	2	14	6	17	19	20	11	6	6	—	—	—	—	—	—	—	—	—	—				
State and local government .....	507	39.3	537	560	515	—	570	—	—	—	—	—	1	3	8	6	30	37	14	—	—	—	—	—	—	—	—	—	—				
Level IV .....	490	39.8	607	569	472	—	660	—	—	—	—	—	( <sup>3</sup> )	10	8	13	14	19	7	4	4	1	3	16	—	—	—	—	—				
Private industry:																																	
Service-producing industries .....	223	39.9	485	471	423	—	548	—	—	—	—	—	1	22	17	18	22	12	6	2	—	—	—	—	—	—	—	—	—				
State and local government .....	107	39.1	556	587	501	—	591	—	—	—	—	—	—	—	1	23	16	48	1	11	—	—	—	—	—	—	—	—	—				
<b>Clerks, General</b>																																	
Level I .....	140	39.5	318	300	298	—	335	1	1	46	19	16	8	2	6	—	—	—	—	—	—	—	—	—	—	—	—	—	—				
State and local government .....	91	39.5	318	298	298	—	335	—	—	60	7	18	8	1	7	—	—	—	—	—	—	—	—	—	—	—	—	—	—				
Level II:																																	
Private industry:																																	
Goods-producing industries .....	161	40.0	300	280	280	—	312	7	—	58	22	7	—	2	2	—	—	—	—	—	—	1	—	—	—	—	—	—	—				
Manufacturing .....	127	40.0	306	290	280	—	312	9	—	47	28	9	—	3	2	—	—	—	—	—	—	2	—	—	—	—	—	—	—				
State and local government .....	266	39.5	374	350	338	—	407	—	—	—	5	43	20	5	17	7	2	—	—	—	—	—	—	—	—	—	—	—	—				
Level III .....	4,447	39.6	433	419	342	—	498	—	—	2	4	21	5	8	21	18	9	6	4	1	( <sup>3</sup> )	1	( <sup>3</sup> )	—	—	—	—	—	—				
Private industry .....	2,881	39.9	401	378	332	—	423	—	—	3	6	32	7	10	21	9	2	1	4	1	( <sup>3</sup> )	2	( <sup>3</sup> )	—	—	—	—	—	—				
State and local government .....	1,566	39.0	491	498	449	—	515	—	—	—	—	1	2	4	20	34	21	16	2	—	—	—	—	—	—	—	—	—	—				
Level IV .....	1,973	39.9	542	512	466	—	638	—	—	—	—	—	5	4	12	27	12	9	8	11	5	6	1	( <sup>3</sup> )	—	—	—	—	—				
Private industry:																																	
Goods-producing industries .....	406	40.0	629	634	530	—	763	—	—	—	—	—	—	—	9	9	15	12	8	9	10	27	2	—	—	—	—	—	—				
Manufacturing .....	406	40.0	629	634	530	—	763	—	—	—	—	—	—	—	9	9	15	12	8	9	10	27	2	—	—	—	—	—	—				
Service-producing industries .....	910	40.0	538	533	419	—	654	—	—	—	—	—	11	7	14	13	10	6	12	18	7	1	( <sup>3</sup> )	( <sup>3</sup> )	—	—	—	—	—				
State and local government .....	657	39.8	494	477	477	—	514	—	—	—	—	—	—	2	11	58	13	12	3	1	—	—	—	—	—	—	—	—	—				
<b>Key Entry Operators</b>																																	
Level I .....	369	39.9	349	339	320	—	379	—	1	7	27	23	12	8	20	1	—	—	—	—	—	—	—	—	—	—	—	—	—				
Private industry .....	356	40.0	347	339	317	—	379	—	1	8	27	23	12	8	21	( <sup>3</sup> )	—	—	—	—	—	—	—	—	—	—	—	—	—				
Service-producing industries .....	294	40.0	348	339	324	—	379	—	2	9	23	24	15	10	18	( <sup>3</sup> )	—	—	—	—	—	—	—	—	—	—	—	—	—				
Level II:																																	
State and local government .....	138	40.0	559	560	560	—	560	—	—	—	—	—	—	—	—	2	3	92	3	—	—	—	—	—	—	—	—	—	—				

See footnotes at end of table.

Table A-3. All establishments: Weekly hours and pay of clerical occupations, Detroit, MI, January 1996 — Continued

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																						
			Mean	Median	Middle range	225 and under 250	250 - 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 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		
<b>Personnel Assistants (Employment)</b>																												
Level II .....	145	39.7	\$435	\$404	\$372 - \$473	-	-	-	-	14	14	9	20	26	9	3	3	1	1	-	-	-	-	-	-	-	-	
Private industry .....	122	40.0	418	400	372 - 473	-	-	-	-	17	17	8	23	29	2	2	-	1	1	-	-	-	-	-	-	-	-	
State and local government .....	23	37.9	526	531	482 - 598	-	-	-	-	-	-	13	4	9	43	13	17	-	-	-	-	-	-	-	-	-	-	
Level III .....	99	39.7	492	477	424 - 501	-	-	-	-	-	2	9	23	32	18	-	4	5	6	-	-	-	-	-	-	-	-	
Private industry .....	77	40.0	456	-	- -	-	-	-	-	-	3	12	29	35	22	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	71	40.0	457	-	- -	-	-	-	-	-	3	13	23	38	24	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	22	38.8	620	654	491 - 730	-	-	-	-	-	-	-	5	23	5	-	18	23	27	-	-	-	-	-	-	-	-	
<b>Secretaries</b>																												
Level I .....	1,081	39.7	500	501	417 - 587	-	-	-	( <sup>3</sup> )	2	3	15	19	11	12	34	2	3	( <sup>3</sup> )	-	-	-	-	-	-	-	-	
Private industry .....	693	39.5	460	442	395 - 501	-	-	-	( <sup>3</sup> )	3	4	23	26	17	15	4	3	4	1	-	-	-	-	-	-	-	-	
Goods-producing industries .....	270	40.0	519	516	438 - 584	-	-	-	-	-	-	9	21	13	27	10	7	10	1	-	-	-	-	-	-	-	-	
Manufacturing .....	270	40.0	519	516	438 - 584	-	-	-	-	-	-	9	21	13	27	10	7	10	1	-	-	-	-	-	-	-	-	
Service-producing industries .....	423	39.1	422	415	385 - 459	-	-	-	( <sup>3</sup> )	5	7	31	30	20	7	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	388	40.0	571	587	586 - 587	-	-	-	-	-	-	-	6	1	7	86	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	2,078	39.6	510	510	457 - 552	-	-	-	( <sup>3</sup> )	1	( <sup>3</sup> )	4	17	20	33	10	13	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	
Private industry .....	1,583	39.8	492	500	451 - 523	-	-	-	1	1	( <sup>3</sup> )	4	19	25	36	8	5	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	1,549	39.8	491	499	451 - 523	-	-	-	1	1	( <sup>3</sup> )	4	19	26	36	8	5	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	
State and local government .....	495	39.1	568	579	521 - 628	-	-	-	-	-	( <sup>3</sup> )	3	11	4	20	16	39	6	2	-	-	-	-	-	-	-	-	
Level III .....	2,960	39.4	620	606	528 - 729	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	6	12	12	16	14	9	9	13	8	-	-	-	-	-	-	
Private industry .....	2,426	39.6	627	605	522 - 748	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	6	12	14	14	10	8	10	15	10	-	-	-	-	-	-	
Goods-producing industries .....	1,273	40.0	684	725	575 - 763	-	-	-	-	( <sup>3</sup> )	-	( <sup>3</sup> )	2	8	10	7	8	9	11	25	18	-	-	-	-	-	-	
Manufacturing .....	1,273	40.0	684	725	575 - 763	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	2	8	10	7	8	9	11	25	18	-	-	-	-	-	-	
Service-producing industries .....	1,153	39.3	563	554	487 - 630	-	-	-	( <sup>3</sup> )	1	( <sup>3</sup> )	( <sup>3</sup> )	11	16	18	22	11	6	9	4	1	-	-	-	-	-	-	
State and local government .....	534	38.4	590	608	568 - 618	-	-	-	-	-	-	-	7	9	6	23	37	14	2	2	-	-	-	-	-	-	-	
Level IV .....	1,061	39.6	628	627	552 - 682	-	-	-	-	-	-	-	1	6	17	16	14	24	11	3	7	( <sup>3</sup> )	-	-	-	-	-	
Private industry .....	869	39.7	618	612	540 - 671	-	-	-	-	-	-	-	2	7	20	19	9	24	8	3	7	-	-	-	-	-	-	
Goods-producing industries .....	62	39.2	666	-	- -	-	-	-	-	-	-	-	-	-	35	5	5	2	34	6	13	-	-	-	-	-	-	
Manufacturing .....	62	39.2	666	-	- -	-	-	-	-	-	-	-	-	-	35	5	5	2	34	6	13	-	-	-	-	-	-	
Service-producing industries .....	807	39.7	614	606	538 - 653	-	-	-	-	-	-	-	2	8	19	20	10	26	6	3	6	-	-	-	-	-	-	
State and local government .....	192	39.1	675	652	627 - 739	-	-	-	-	-	-	-	-	-	3	6	35	23	24	1	7	1	-	-	-	-	-	
Level V .....	348	40.0	873	898	736 - 972	-	-	-	-	-	-	-	-	-	-	1	5	12	7	7	18	31	13	3	-	2		
Private industry .....	330	40.0	886	904	774 - 975	-	-	-	-	-	-	-	-	-	-	1	2	13	7	7	19	33	14	3	-	2		
Service-producing industries .....	102	39.9	755	718	698 - 809	-	-	-	-	-	-	-	-	-	-	2	4	34	19	12	21	8	1	-	-	-	-	
<b>Switchboard Operator-Receptionists:</b>																												
Private industry:																												
Goods-producing industries .....	315	40.0	369	355	320 - 400	-	-	-	31	9	12	15	23	7	3	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	291	40.0	373	378	320 - 400	-	-	-	30	5	13	16	25	7	3	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	83	39.6	506	507	494 - 552	-	-	-	-	2	-	-	14	17	41	25	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

**Table A-3. All establishments: Weekly hours and pay of clerical occupations, Detroit, MI, January 1996 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																				
			Mean	Median	Middle range	225 and under 250	250 - 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 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
Word Processors																										
Level I .....	51	39.9	\$420	—	— — —	—	—	—	—	6	12	6	65	10	2	—	—	—	—	—	—	—	—	—	—	—
State and local government .....	13	40.0	439	—	— — —	—	—	—	—	—	23	8	23	38	8	—	—	—	—	—	—	—	—	—	—	—
Level II .....	191	39.7	480	\$526	\$363 — \$560	—	3	—	3	11	14	4	6	6	16	23	7	6	1	1	—	—	—	—	—	—
Private industry .....	143	39.5	458	417	354 — 526	—	4	—	4	15	18	5	8	3	20	3	10	8	1	1	—	—	—	—	—	—
Service-producing industries .....	105	39.4	397	363	334 — 483	—	6	—	6	20	25	7	11	3	23	—	—	—	—	—	—	—	—	—	—	—
Level III .....	123	40.0	638	670	555 — 733	—	—	—	—	—	—	—	12	6	6	15	2	24	15	18	2	—	—	—	—	—

<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, Detroit, MI, January 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	6.00 and under 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 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> .....	973	\$11.24	\$11.06	\$8.00 - \$13.74	2	7	1	4	16	9	8	9	13	10	8	5	5	3	-	-	-	-	-	-	-	-	-
Private industry .....	736	10.14	9.82	8.00 - 12.22	3	10	2	5	21	13	10	11	10	11	1	4	-	1	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	88	11.96	11.00	10.88 - 13.27	-	-	-	-	-	-	47	14	-	24	-	16	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	88	11.96	11.00	10.88 - 13.27	-	-	-	-	-	-	47	14	-	24	-	16	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	237	14.65	14.15	13.86 - 16.84	-	-	-	-	-	-	-	1	22	8	32	11	19	8	-	-	-	-	-	-	-	-	-
<b>Maintenance Electricians</b> .....	4,031	21.24	21.92	21.90 - 21.98	-	-	-	-	-	-	-	-	-	1	( <sup>2</sup> )	1	3	2	4	5	4	67	10	2	-	-	-
Private industry .....	3,780	21.31	21.98	21.90 - 21.98	-	-	-	-	-	-	-	-	-	1	1	1	3	2	4	4	4	70	11	( <sup>2</sup> )	-	-	-
Goods-producing industries .....	3,531	21.44	21.98	21.90 - 21.98	-	-	-	-	-	-	-	-	-	1	( <sup>2</sup> )	1	3	1	1	3	4	74	11	-	-	-	-
Manufacturing .....	3,531	21.44	21.98	21.90 - 21.98	-	-	-	-	-	-	-	-	-	1	( <sup>2</sup> )	1	3	1	1	3	4	74	11	-	-	-	-
Service-producing industries .....	249	19.40	18.97	18.36 - 21.20	-	-	-	-	-	-	-	-	-	-	1	2	2	10	47	8	-	22	2	3	-	-	-
State and local government .....	251	20.22	19.69	19.47 - 21.84	-	-	-	-	-	-	-	-	-	5	( <sup>2</sup> )	6	6	1	1	33	5	18	3	21	-	-	-
<b>Maintenance Electronics Technicians</b>																											
Level I:																											
State and local government .....	13	12.68	-	- - -	-	-	-	-	-	-	15	38	8	15	8	8	-	8	-	-	-	-	-	-	-	-	-
Level II .....	642	17.89	18.77	17.06 - 19.30	-	-	-	-	-	-	-	1	1	4	7	6	6	20	7	44	4	( <sup>2</sup> )	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-
Private industry .....	590	17.96	19.19	17.31 - 19.30	-	-	-	-	-	-	-	1	2	4	6	5	5	21	5	47	4	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-
Service-producing industries .....	273	16.79	17.15	14.89 - 19.19	-	-	-	-	-	-	-	2	3	8	13	11	11	15	10	26	( <sup>2</sup> )	-	-	-	-	-	-
State and local government .....	52	17.05	16.55	15.47 - 18.77	-	-	-	-	-	-	-	-	-	4	15	17	13	6	29	12	2	2	-	-	-	-	-
Level III .....	187	21.32	20.33	19.23 - 23.02	-	-	-	-	-	-	-	-	-	-	-	1	3	4	14	18	12	19	4	4	-	4	17
Private industry .....	180	21.44	20.59	19.23 - 23.02	-	-	-	-	-	-	-	-	-	-	-	1	2	4	12	19	13	19	4	4	-	4	18
Service-producing industries .....	139	21.60	20.88	18.97 - 25.35	-	-	-	-	-	-	-	-	-	-	-	1	3	6	16	9	17	13	5	6	-	4	<sup>3</sup> 22
State and local government .....	7	18.28	-	- - -	-	-	-	-	-	-	-	-	-	-	-	-	29	-	57	-	-	14	-	-	-	-	-
<b>Maintenance Machinists</b> .....	285	18.51	19.18	15.23 - 21.77	-	-	-	-	-	-	-	-	-	-	1	42	3	4	-	8	2	27	14	-	-	-	-
Private industry .....	268	18.55	19.28	15.23 - 21.77	-	-	-	-	-	-	-	-	-	-	1	45	3	-	-	6	2	29	15	-	-	-	-
Goods-producing industries .....	215	17.97	15.23	15.23 - 21.77	-	-	-	-	-	-	-	-	-	-	1	56	-	-	-	5	-	36	3	-	-	-	-
Manufacturing .....	215	17.97	15.23	15.23 - 21.77	-	-	-	-	-	-	-	-	-	-	1	56	-	-	-	5	-	36	3	-	-	-	-
State and local government .....	17	17.95	17.01	17.01 - 19.18	-	-	-	-	-	-	-	-	-	-	-	-	-	59	-	41	-	-	-	-	-	-	-
<b>Maintenance Mechanics, Machinery</b> .....	2,923	20.00	21.77	17.84 - 21.90	-	-	-	-	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	4	3	5	4	15	2	4	1	62	1	-	-	-	-
Private industry .....	2,807	20.16	21.77	17.91 - 21.90	-	-	-	-	-	-	-	-	-	4	3	5	2	15	1	4	1	64	1	-	-	-	-
Goods-producing industries .....	2,665	20.24	21.88	17.91 - 21.90	-	-	-	-	-	-	-	-	-	4	3	5	2	14	( <sup>2</sup> )	2	1	67	1	-	-	-	-
Manufacturing .....	2,665	20.24	21.88	17.91 - 21.90	-	-	-	-	-	-	-	-	-	4	3	5	2	14	( <sup>2</sup> )	2	1	67	1	-	-	-	-
Service-producing industries .....	142	18.75	18.16	17.66 - 19.82	-	-	-	-	-	-	-	-	-	-	-	6	-	34	15	35	-	10	-	-	-	-	-
State and local government .....	116	15.92	16.37	15.72 - 16.37	-	-	-	-	-	-	-	1	12	2	5	15	48	3	14	-	-	-	-	-	-	-	-
<b>Maintenance Mechanics, Motor Vehicle</b> .....	3,701	17.80	17.50	15.45 - 19.82	-	-	-	-	-	-	1	( <sup>2</sup> )	-	3	1	27	14	8	15	6	( <sup>2</sup> )	22	2	-	-	-	-
Private industry .....	2,431	18.82	18.19	16.75 - 21.65	-	-	-	-	-	-	2	( <sup>2</sup> )	-	4	1	4	14	8	20	10	1	34	3	-	-	-	-
Goods-producing industries .....	912	20.07	21.65	18.65 - 21.68	-	-	-	-	-	-	-	-	-	2	( <sup>2</sup> )	9	4	5	9	5	-	65	1	-	-	-	-
Manufacturing .....	780	20.58	21.65	21.65 - 21.68	-	-	-	-	-	-	-	-	-	3	( <sup>2</sup> )	5	1	5	3	6	-	76	1	-	-	-	-
Service-producing industries .....	1,519	18.08	18.19	16.25 - 19.82	-	-	-	-	-	-	3	1	-	5	1	1	20	10	27	12	1	15	4	-	-	-	-
State and local government .....	1,270	15.84	15.45	15.42 - 16.12	-	-	-	-	-	-	-	-	-	-	2	72	14	7	5	( <sup>2</sup> )	-	-	-	-	-	-	-
<b>Maintenance Pipefitters</b> .....	1,860	21.24	21.65	21.65 - 21.73	-	-	-	-	-	-	-	-	-	-	1	-	( <sup>2</sup> )	( <sup>2</sup> )	6	10	( <sup>2</sup> )	77	5	-	-	-	-
Private industry .....	1,844	21.26	21.65	21.65 - 21.73	-	-	-	-	-	-	-	-	-	-	1	-	( <sup>2</sup> )	-	6	10	( <sup>2</sup> )	78	5	-	-	-	-
Goods-producing industries .....	1,833	21.27	21.65	21.65 - 21.73	-	-	-	-	-	-	-	-	-	-	1	-	-	-	6	10	( <sup>2</sup> )	78	5	-	-	-	-
Manufacturing .....	1,767	21.23	21.65	21.65 - 21.73	-	-	-	-	-	-	-	-	-	-	1	-	-	-	6	11	( <sup>2</sup> )	81	1	-	-	-	-
State and local government .....	16	19.28	18.20	18.20 - 22.30	-	-	-	-	-	-	-	-	-	-	-	-	6	13	50	-	-	-	31	-	-	-	-

See footnotes at end of table.

**Table A-4. All establishments: Hourly pay of maintenance and toolroom occupations, Detroit, MI, January 1996 — Continued**

Occupation and level	Number of workers	Hourly pay (in dollars) <sup>1</sup>			Percent of workers receiving straight-time hourly pay (in dollars) of—																									
		Mean	Median	Middle range	6.00 and under 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 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>Tool and Die Makers .....</b>	4,336	\$20.32	\$21.98	\$19.07 – \$21.99	–	–	–	–	–	–	–	–	–	( <sup>2</sup> )	6	1	3	11	1	15	–	62	( <sup>2</sup> )	–	–	–	–			
Private industry .....	4,335	20.32	21.98	19.07 – 21.99	–	–	–	–	–	–	–	–	–	( <sup>2</sup> )	6	1	3	11	1	15	–	62	( <sup>2</sup> )	–	–	–	–			
Goods-producing industries .....	4,335	20.32	21.98	19.07 – 21.99	–	–	–	–	–	–	–	–	–	( <sup>2</sup> )	6	1	3	11	1	15	–	62	( <sup>2</sup> )	–	–	–	–			
Manufacturing .....	4,335	20.32	21.98	19.07 – 21.99	–	–	–	–	–	–	–	–	–	( <sup>2</sup> )	6	1	3	11	1	15	–	62	( <sup>2</sup> )	–	–	–	–			

<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-5. All establishments: Hourly pay of material movement and custodial occupations, Detroit, MI, January 1996**

Occupation and level	Number of workers	Hourly pay (in dollars) <sup>1</sup>			Percent of workers receiving straight-time hourly pay (in dollars) of—																						
		Mean	Median	Middle range	4.25 and under 4.50	4.50 - 5.00	5.00 - 5.50	5.50 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 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 and over
<b>Forklift Operators</b> .....	5,708	\$15.74	\$18.66	\$12.50 – \$18.81	–	–	1	–	( <sup>2</sup> )	2	5	1	6	4	1	2	5	1	5	6	6	–	36	19	( <sup>2</sup> )	–	–
Private industry .....	5,708	15.74	18.66	12.50 – 18.81	–	–	1	–	( <sup>2</sup> )	2	5	1	6	4	1	2	5	1	5	6	6	–	36	19	( <sup>2</sup> )	–	–
Goods-producing industries .....	4,622	15.83	18.66	13.33 – 18.81	–	–	1	–	( <sup>2</sup> )	1	6	1	6	5	–	–	5	1	6	6	8	–	31	24	( <sup>2</sup> )	–	–
Manufacturing .....	4,622	15.83	18.66	13.33 – 18.81	–	–	1	–	( <sup>2</sup> )	1	6	1	6	5	–	–	5	1	6	6	8	–	31	24	( <sup>2</sup> )	–	–
Service-producing industries .....	1,086	15.39	18.81	11.22 – 18.81	–	–	( <sup>2</sup> )	–	–	6	3	–	5	1	4	12	2	1	2	8	–	–	57	–	–	–	–
<b>Guards</b> .....																											
Level I .....	5,195	6.75	6.00	5.50 – 7.00	( <sup>2</sup> )	7	9	30	19	8	5	3	5	3	3	4	1	1	( <sup>2</sup> )	( <sup>2</sup> )	1	–	–	( <sup>2</sup> )	–	–	–
Private industry .....	5,019	6.59	6.00	5.50 – 6.75	( <sup>2</sup> )	7	10	31	20	8	6	3	6	3	2	2	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	1	–	–	( <sup>2</sup> )	–	–	–
Service-producing industries .....	4,962	6.49	6.00	5.50 – 6.50	( <sup>2</sup> )	7	10	32	20	8	6	3	6	3	2	2	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	–	–	–	–	–	–	–
State and local government .....	176	11.35	11.42	10.98 – 11.66	–	–	–	–	–	–	–	–	1	2	31	60	2	5	–	–	–	–	–	–	–	–	–
Level II .....	1,043	13.58	13.80	12.05 – 14.60	–	–	–	–	–	–	–	–	2	5	3	10	17	15	26	12	7	1	2	–	( <sup>2</sup> )	( <sup>2</sup> )	–
Private industry .....	804	13.58	13.80	12.13 – 15.53	–	–	–	–	–	–	–	–	2	6	4	12	13	19	16	15	9	1	2	–	( <sup>2</sup> )	( <sup>2</sup> )	–
Service-producing industries .....	744	13.41	13.80	11.95 – 14.57	–	–	–	–	–	–	–	–	3	7	4	13	14	20	17	8	9	1	2	–	1	( <sup>2</sup> )	–
State and local government .....	239	13.57	14.14	12.05 – 14.48	–	–	–	–	–	–	–	–	–	–	( <sup>2</sup> )	4	31	2	62	–	–	–	–	–	–	–	–
<b>Janitors</b> .....	19,421	9.21	8.00	5.95 – 11.89	2	6	12	6	9	4	4	6	10	7	7	1	1	7	5	1	3	( <sup>2</sup> )	7	( <sup>2</sup> )	–	–	–
Private industry .....	15,548	8.32	7.00	5.50 – 9.10	2	7	16	8	11	5	5	7	13	9	3	1	( <sup>2</sup> )	( <sup>2</sup> )	1	1	1	( <sup>2</sup> )	9	( <sup>2</sup> )	–	–	–
Goods-producing industries .....	2,459	14.46	18.29	8.75 – 18.32	–	–	–	( <sup>2</sup> )	–	–	4	13	8	6	1	2	2	3	3	( <sup>2</sup> )	2	–	55	1	–	–	–
Manufacturing .....	2,459	14.46	18.29	8.75 – 18.32	–	–	–	( <sup>2</sup> )	–	–	4	13	8	6	1	2	2	3	3	( <sup>2</sup> )	2	–	55	1	–	–	–
Service-producing industries .....	13,089	7.16	6.33	5.25 – 8.55	3	8	18	9	13	6	5	6	14	9	3	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	1	1	1	( <sup>2</sup> )	1	–	–	–	–
State and local government .....	3,873	12.79	13.18	10.80 – 14.46	–	–	–	–	–	–	( <sup>2</sup> )	2	1	1	25	3	5	35	18	( <sup>2</sup> )	9	–	–	–	–	–	–
<b>Material Handling Laborers</b> .....	1,948	14.34	15.97	10.20 – 18.48	–	–	–	2	( <sup>2</sup> )	4	9	2	7	1	2	1	1	1	14	24	–	–	32	( <sup>2</sup> )	–	–	–
Private industry .....	1,948	14.34	15.97	10.20 – 18.48	–	–	–	2	( <sup>2</sup> )	4	9	2	7	1	2	1	1	1	14	24	–	–	32	( <sup>2</sup> )	–	–	–
Goods-producing industries .....	756	15.78	18.48	11.40 – 18.82	–	–	–	–	–	9	5	–	7	–	1	3	1	( <sup>2</sup> )	1	–	–	–	71	1	–	–	–
Manufacturing .....	756	15.78	18.48	11.40 – 18.82	–	–	–	–	–	9	5	–	7	–	1	3	1	( <sup>2</sup> )	1	–	–	–	71	1	–	–	–
<b>Shipping/Receiving Clerks</b> .....	1,966	13.05	12.25	10.00 – 18.92	–	–	–	–	( <sup>2</sup> )	( <sup>2</sup> )	8	6	6	2	13	5	24	2	2	6	1	–	6	20	( <sup>2</sup> )	( <sup>2</sup> )	–
Private industry .....	1,954	13.05	12.25	10.00 – 18.92	–	–	–	–	( <sup>2</sup> )	( <sup>2</sup> )	8	6	6	2	13	5	24	2	2	5	1	–	6	20	( <sup>2</sup> )	( <sup>2</sup> )	–
Goods-producing industries .....	1,577	13.33	12.25	10.00 – 18.92	–	–	–	–	–	9	6	4	1	14	5	23	2	3	2	( <sup>2</sup> )	–	7	24	( <sup>2</sup> )	( <sup>2</sup> )	–	–
Manufacturing .....	1,577	13.33	12.25	10.00 – 18.92	–	–	–	–	–	9	6	4	1	14	5	23	2	3	2	( <sup>2</sup> )	–	7	24	( <sup>2</sup> )	( <sup>2</sup> )	–	–
Service-producing industries .....	377	11.87	12.84	9.05 – 15.49	–	–	–	–	1	1	2	7	14	5	10	5	28	2	–	20	5	–	–	–	–	–	–
<b>Truckdrivers</b> .....																											
Light Truck:																											
Private industry:																											
Goods-producing industries .....	414	8.51	8.50	8.00 – 8.65	–	–	–	–	–	–	7	7	63	8	15	–	–	–	–	–	–	–	–	–	–	–	–
Manufacturing .....	414	8.51	8.50	8.00 – 8.65	–	–	–	–	–	–	7	7	63	8	15	–	–	–	–	–	–	–	–	–	–	–	–
State and local government .....	63	11.79	11.57	10.35 – 12.19	–	–	–	–	–	–	–	–	–	3	25	43	10	2	14	3	–	–	–	–	–	–	–
Medium Truck:																											
Private industry:																											
Goods-producing industries .....	845	12.71	12.50	11.00 – 15.00	–	–	–	–	–	–	–	–	–	–	13	7	23	9	–	16	31	–	–	–	–	–	–
Manufacturing .....	845	12.71	12.50	11.00 – 15.00	–	–	–	–	–	–	–	–	–	–	13	7	23	9	–	16	31	–	–	–	–	–	–
State and local government .....	100	15.38	14.48	14.46 – 17.55	–	–	–	–	–	–	–	–	–	–	–	–	–	20	44	–	8	28	–	–	–	–	–

See footnotes at end of table.

**Table A-5. All establishments: Hourly pay of material movement and custodial occupations, Detroit, MI, January 1996 — Continued**

Occupation and level	Number of workers	Hourly pay (in dollars) <sup>1</sup>			Percent of workers receiving straight-time hourly pay (in dollars) of—																							
		Mean	Median	Middle range	4.25 and under 4.50	4.50 - 5.00	5.00 - 5.50	5.50 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 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 and over	
Tractor Trailer .....	8,727	\$15.42	\$15.79	\$13.25 – \$16.75	—	—	—	—	—	—	—	—	( <sup>2</sup> )	8	2	6	3	13	( <sup>2</sup> )	41	3	2	1	3	17	( <sup>2</sup> )	( <sup>2</sup> )	
Private industry .....	8,726	15.42	15.79	13.25 – 16.75	—	—	—	—	—	—	—	—	( <sup>2</sup> )	8	2	6	3	13	( <sup>2</sup> )	41	3	2	1	3	17	( <sup>2</sup> )	( <sup>2</sup> )	
Goods-producing industries .....	810	16.97	16.75	15.34 – 20.00	—	—	—	—	—	—	—	—	—	—	4	10	—	—	4	11	25	9	4	2	28	( <sup>2</sup> )	1	
Manufacturing .....	711	17.16	16.75	16.25 – 20.48	—	—	—	—	—	—	—	—	—	—	4	12	—	—	—	8	28	6	5	3	32	1	1	
Service-producing industries .....	7,916	15.26	15.79	13.25 – 15.86	—	—	—	—	—	—	—	—	( <sup>2</sup> )	9	2	5	3	14	( <sup>2</sup> )	44	1	1	1	3	16	—	—	
Warehouse Specialists:																												
Private industry:																												
Goods-producing industries .....	1,777	13.41	13.25	9.00 – 18.66	—	—	—	—	9	—	2	2	11	7	10	4	4	2	5	1	16	—	21	6	—	—	—	
Manufacturing .....	1,699	13.42	13.25	8.80 – 18.92	—	—	—	—	10	—	2	2	12	7	10	4	3	2	2	1	17	—	22	7	—	—	—	
Service-producing industries .....	466	12.53	12.09	10.11 – 15.38	—	—	—	—	3	3	5	3	5	6	10	15	22	2	—	8	—	( <sup>2</sup> )	20	—	—	—	—	
State and local government .....	95	12.54	13.21	10.49 – 14.23	—	—	—	—	—	—	—	—	—	—	40	2	5	25	27	—	—	—	—	—	—	—	—	

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

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

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

**Table A-6. Establishments employing 500 workers or more: Weekly hours and pay of professional and administrative occupations, Detroit, MI, January 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 and over		
PROFESSIONAL OCCUPATIONS																												
Accountants																												
Level I .....	114	39.8	\$507	\$514	\$442 – \$554	–	46	44	10	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
Private industry .....	66	39.9	531	–	– – –	–	26	58	17	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
State and local government .....	48	39.5	474	461	441 – 506	–	75	25	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
Level II .....	603	39.9	729	687	600 – 837	1	2	22	29	17	9	10	8	2	–	–	–	–	–	–	–	–	–	–	–	–	–	
Private industry .....	500	40.0	754	721	623 – 896	1	2	14	31	18	9	12	10	3	–	–	–	–	–	–	–	–	–	–	–	–	–	
Goods-producing industries .....	264	40.0	835	837	684 – 996	2	–	6	21	15	13	20	18	5	–	–	–	–	–	–	–	–	–	–	–	–	–	
Manufacturing .....	264	40.0	835	837	684 – 996	2	–	6	21	15	13	20	18	5	–	–	–	–	–	–	–	–	–	–	–	–	–	
Service-producing industries .....	236	39.9	664	641	597 – 738	–	4	23	42	22	6	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
State and local government .....	103	39.6	606	577	538 – 644	–	–	60	20	13	7	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
Level III .....	1,140	39.9	856	849	728 – 952	–	–	1	12	28	21	23	9	4	3	( <sup>3</sup> )	–	–	–	–	–	–	–	–	–	–	–	
Private industry .....	918	40.0	884	875	774 – 970	–	–	1	7	23	25	26	10	5	3	( <sup>3</sup> )	–	–	–	–	–	–	–	–	–	–	–	
Service-producing industries .....	308	39.9	799	779	716 – 860	–	–	( <sup>3</sup> )	15	39	30	11	5	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
State and local government .....	222	39.9	742	715	648 – 793	–	–	1	34	46	5	10	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
Level IV .....	536	39.7	1,100	1,130	934 – 1,234	–	–	–	1	5	15	9	15	24	15	9	6	1	1	–	–	–	–	–	–	–	–	
Private industry .....	375	39.9	1,162	1,188	1,041 – 1,282	–	–	–	1	3	4	11	18	19	21	12	9	1	1	–	–	–	–	–	–	–	–	
Goods-producing industries .....	261	40.0	1,226	1,227	1,127 – 1,321	–	–	–	–	( <sup>3</sup> )	( <sup>3</sup> )	8	14	17	29	15	13	2	2	–	–	–	–	–	–	–	–	
Manufacturing .....	261	40.0	1,226	1,227	1,127 – 1,321	–	–	–	–	( <sup>3</sup> )	( <sup>3</sup> )	8	14	17	29	15	13	2	2	–	–	–	–	–	–	–	–	
Service-producing industries .....	114	39.8	1,016	1,041	921 – 1,120	–	–	–	2	9	12	18	28	23	4	4	–	–	–	–	–	–	–	–	–	–	–	
State and local government .....	161	39.2	956	856	832 – 1,140	–	–	–	2	11	42	3	6	34	–	1	–	–	–	–	–	–	–	–	–	–	–	
Level V .....	136	40.0	1,357	1,317	1,202 – 1,500	–	–	–	–	–	1	13	2	7	18	21	12	10	6	7	–	5	–	–	–	–	–	
Private industry .....	115	40.0	1,425	1,347	1,252 – 1,558	–	–	–	–	–	1	–	–	9	21	23	14	11	7	8	–	6	–	–	–	–	–	
Service-producing industries .....	65	39.9	1,338	–	– – –	–	–	–	–	–	2	–	–	12	26	29	12	12	–	6	–	–	–	–	–	–	–	
State and local government .....	21	40.0	985	967	936 – 967	–	–	–	–	–	–	81	14	–	–	5	–	–	–	–	–	–	–	–	–	–	–	
Attorneys																												
Level I:																												
State and local government .....	11	40.0	743	–	– – –	–	–	–	27	55	9	9	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
Level II .....	80	40.0	1,116	1,121	961 – 1,269	–	–	–	–	5	14	11	15	9	27	10	2	6	–	–	–	–	–	–	–	–	–	
Private industry .....	57	40.0	1,196	–	– – –	–	–	–	–	–	9	9	5	12	39	14	4	9	–	–	–	–	–	–	–	–	–	
State and local government .....	23	40.0	918	941	812 – 1,007	–	–	–	–	17	26	17	39	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
Level III .....	235	39.8	1,360	1,385	1,250 – 1,475	–	–	–	–	–	–	3	6	11	11	22	26	12	6	2	–	( <sup>3</sup> )	–	–	–	–	–	
Private industry .....	147	39.9	1,412	1,440	1,308 – 1,517	–	–	–	–	–	–	3	4	8	8	22	22	20	10	3	–	1	–	–	–	–	–	
Service-producing industries .....	104	39.9	1,369	1,389	1,250 – 1,485	–	–	–	–	–	–	4	6	12	8	25	22	16	8	–	–	–	–	–	–	–	–	
State and local government .....	88	39.6	1,275	1,307	1,172 – 1,410	–	–	–	–	–	–	3	9	17	16	22	33	–	–	–	–	–	–	–	–	–	–	
Level IV .....	167	39.9	1,565	1,521	1,415 – 1,649	–	–	–	–	–	–	–	–	–	7	11	17	26	17	10	5	5	2	1	–	–	–	
Private industry .....	103	39.9	1,630	1,628	1,476 – 1,733	–	–	–	–	–	–	–	–	–	–	4	9	16	16	20	16	8	3	2	–	–	–	
Service-producing industries .....	76	39.9	1,557	–	– – –	–	–	–	–	–	–	–	–	–	–	5	12	21	20	24	12	3	1	3	–	–	–	
State and local government .....	64	39.8	1,459	1,508	1,397 – 1,510	–	–	–	–	–	–	–	–	–	–	11	14	20	42	13	–	–	–	–	–	–	–	
Level V .....	122	39.9	2,031	2,013	1,865 – 2,175	–	–	–	–	–	–	–	–	–	–	–	–	–	5	10	12	20	13	16	8	13		
Private industry .....	115	39.9	2,056	2,046	1,894 – 2,179	–	–	–	–	–	–	–	–	–	–	–	–	2	1	10	13	21	14	17	9	14		
State and local government .....	7	40.0	1,621	–	– – –	–	–	–	–	–	–	–	–	–	–	–	–	14	71	14	–	–	–	–	–	–	–	

See footnotes at end of table.

**Table A-6. Establishments employing 500 workers or more: Weekly hours and pay of professional and administrative occupations, Detroit, MI, January 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		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 and over					
<b>Engineers</b>																																
Level I:																																
State and local government .....	16	40.0	\$539	\$549	\$527	—	\$558	—	19	81	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—			
Level II .....																																
State and local government .....	37	40.0	623	577	567	—	659	—	—	51	38	5	3	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—			
Level III .....																																
Private industry .....	5,341	40.0	974	961	889	—	1,054	—	—	( <sup>3</sup> )	2	4	22	33	21	11	5	1	—	—	—	—	—	—	—	—	—	—	—			
Goods-producing industries .....	5,106	40.0	984	967	898	—	1,058	—	—	—	( <sup>3</sup> )	3	22	35	22	12	6	1	—	—	—	—	—	—	—	—	—	—	—			
Manufacturing .....	4,210	40.0	992	969	901	—	1,071	—	—	—	( <sup>3</sup> )	2	23	35	20	13	7	1	—	—	—	—	—	—	—	—	—	—	—			
Service-producing industries .....	4,210	40.0	992	969	901	—	1,071	—	—	—	( <sup>3</sup> )	2	23	35	20	13	7	1	—	—	—	—	—	—	—	—	—	—	—			
State and local government .....	896	40.0	948	960	880	—	1,022	—	—	—	( <sup>3</sup> )	9	21	34	31	4	( <sup>3</sup> )	—	—	—	—	—	—	—	—	—	—	—	—			
State and local government .....	235	39.9	748	690	671	—	797	—	—	5	53	19	11	3	9	2	—	—	—	—	—	—	—	—	—	—	—	—	—			
Level IV .....																																
Private industry .....	10,681	40.0	1,189	1,180	1,084	—	1,280	—	—	—	—	( <sup>3</sup> )	1	9	19	26	23	12	6	2	1	—	—	—	—	—	—	—	—			
Goods-producing industries .....	10,563	40.0	1,192	1,182	1,087	—	1,281	—	—	—	—	( <sup>3</sup> )	( <sup>3</sup> )	8	20	27	24	12	6	2	1	—	—	—	—	—	—	—	—			
Manufacturing .....	9,404	40.0	1,197	1,189	1,085	—	1,292	—	—	—	—	—	( <sup>3</sup> )	9	20	24	23	13	7	3	1	—	—	—	—	—	—	—	—			
Service-producing industries .....	9,404	40.0	1,197	1,189	1,085	—	1,292	—	—	—	—	—	( <sup>3</sup> )	9	20	24	23	13	7	3	1	—	—	—	—	—	—	—	—			
State and local government .....	1,159	40.0	1,152	1,155	1,098	—	1,207	—	—	—	—	( <sup>3</sup> )	1	5	19	46	25	3	1	—	—	—	—	—	—	—	—	—	—			
State and local government .....	118	39.8	937	945	832	—	1,012	—	—	—	—	9	38	27	9	11	3	2	—	—	—	—	—	—	—	—	—	—	—			
Level V .....																																
Private industry .....	4,976	40.0	1,491	1,480	1,360	—	1,616	—	—	—	—	—	—	1	1	3	10	19	20	18	14	9	3	2	—	—	—	—	—			
Service-producing industries .....	4,892	40.0	1,497	1,485	1,365	—	1,618	—	—	—	—	—	—	—	1	3	10	19	21	19	15	9	3	2	—	—	—	—	—			
State and local government .....	491	40.0	1,357	1,360	1,304	—	1,411	—	—	—	—	—	—	2	3	17	44	26	5	2	( <sup>3</sup> )	—	—	—	—	—	—	—	—			
State and local government .....	84	39.9	1,122	1,116	967	—	1,250	—	—	—	—	—	—	32	8	30	13	17	—	—	—	—	—	—	—	—	—	—	—			
Level VI .....																																
Private industry .....	335	40.0	1,801	1,843	1,681	—	1,932	—	—	—	—	—	—	3	—	2	1	3	7	11	14	27	19	7	4	2	—	—				
State and local government .....	318	40.0	1,835	1,852	1,744	—	1,937	—	—	—	—	—	—	—	—	—	1	3	7	12	15	28	20	8	4	3	—	—				
State and local government .....	17	40.0	1,159	1,080	1,080	—	1,208	—	—	—	—	—	—	—	59	—	35	—	—	—	6	—	—	—	—	—	—	—	—			
<b>ADMINISTRATIVE OCCUPATIONS</b>																																
<b>Budget Analysts</b>																																
Level I .....																																
State and local government .....	14	38.8	532	—	—	—	—	—	36	64	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—			
Level II .....																																
State and local government .....	20	39.0	669	706	616	—	713	—	—	20	20	60	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—			
Level III .....																																
State and local government .....	31	39.7	805	793	726	—	898	—	—	—	19	45	16	6	13	—	—	—	—	—	—	—	—	—	—	—	—	—	—			
<b>Buyers/Contracting Specialists</b>																																
Level I .....																																
Private industry .....	81	40.0	604	580	520	—	655	2	—	59	27	4	4	2	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—			
Goods-producing industries .....	54	40.0	597	—	—	—	—	—	—	76	11	2	6	4	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—			
Manufacturing .....	54	40.0	597	—	—	—	—	—	—	76	11	2	6	4	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—			

See footnotes at end of table.

**Table A-6. Establishments employing 500 workers or more: Weekly hours and pay of professional and administrative occupations, Detroit, MI, January 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		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 and over						
Level II .....	323	40.0	\$750	\$706	\$615	—	\$874	—	2	20	27	16	11	11	7	5	—	—	—	—	—	—	—	—	—	—	—	—	—				
Private industry .....	271	40.0	779	755	625	—	925	—	3	15	24	18	13	14	8	6	—	—	—	—	—	—	—	—	—	—	—	—	—				
Goods-producing industries .....	176	40.0	866	845	753	—	994	—	—	3	14	22	18	21	13	10	—	—	—	—	—	—	—	—	—	—	—	—	—				
Manufacturing .....	176	40.0	866	845	753	—	994	—	—	3	14	22	18	21	13	10	—	—	—	—	—	—	—	—	—	—	—	—	—				
Service-producing industries .....	95	40.0	616	615	567	—	660	—	7	36	42	11	4	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—				
State and local government .....	52	39.8	598	600	557	—	627	—	—	48	44	8	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—				
Level III .....	564	40.0	1,019	1,049	920	—	1,138	—	—	—	5	9	9	14	27	23	12	1	—	—	—	—	—	—	—	—	—	—	—				
Private industry .....	530	40.0	1,036	1,058	961	—	1,146	—	—	—	2	8	9	15	28	25	12	1	—	—	—	—	—	—	—	—	—	—	—				
Service-producing industries .....	102	39.9	921	943	758	—	1,071	—	—	—	3	32	11	12	30	12	—	—	—	—	—	—	—	—	—	—	—	—	—				
State and local government .....	34	39.7	746	680	641	—	897	—	—	—	56	15	15	9	6	—	—	—	—	—	—	—	—	—	—	—	—	—	—				
Level IV .....	426	40.0	1,226	1,224	1,096	—	1,350	—	—	—	( <sup>3</sup> )	1	1	9	15	21	19	17	9	6	2	—	—	—	—	—	—	—	—				
Private industry .....	415	40.0	1,236	1,227	1,103	—	1,354	—	—	—	—	( <sup>3</sup> )	8	16	21	20	17	17	9	7	2	—	—	—	—	—	—	—	—				
Goods-producing industries .....	397	40.0	1,239	1,232	1,103	—	1,357	—	—	—	—	—	—	8	16	21	20	17	10	7	2	—	—	—	—	—	—	—	—				
Manufacturing .....	397	40.0	1,239	1,232	1,103	—	1,357	—	—	—	—	—	—	8	16	21	20	17	10	7	2	—	—	—	—	—	—	—	—				
State and local government .....	11	40.0	860	—	—	—	—	—	—	—	9	27	27	36	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—				
Computer Programmers																																	
Level I .....	144	39.9	617	580	538	—	715	—	8	44	19	27	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—				
Private industry .....	132	40.0	630	620	540	—	719	—	3	45	20	30	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—				
Service-producing industries .....	56	40.0	649	—	—	—	—	—	7	27	30	36	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—				
Level II .....	389	39.9	700	685	615	—	762	—	2	17	35	29	11	5	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—				
Private industry .....	354	40.0	703	685	619	—	762	—	2	15	38	27	12	6	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—				
Service-producing industries .....	251	40.0	698	685	615	—	769	—	3	15	39	24	14	5	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—				
State and local government .....	35	38.9	673	708	586	—	755	—	—	37	11	49	3	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—				
Level III .....	331	39.8	823	817	768	—	874	—	—	1	11	30	40	13	5	( <sup>3</sup> )	—	—	—	—	—	—	—	—	—	—	—	—	—				
Private industry .....	297	39.8	829	826	769	—	884	—	—	1	9	27	43	14	6	( <sup>3</sup> )	—	—	—	—	—	—	—	—	—	—	—	—	—				
Goods-producing industries .....	74	39.7	832	—	—	—	—	—	—	—	23	18	31	16	11	1	—	—	—	—	—	—	—	—	—	—	—	—	—				
Manufacturing .....	74	39.7	832	—	—	—	—	—	—	—	23	18	31	16	11	1	—	—	—	—	—	—	—	—	—	—	—	—	—				
Service-producing industries .....	223	39.8	828	820	779	—	872	—	—	1	4	30	47	13	4	—	—	—	—	—	—	—	—	—	—	—	—	—	—				
State and local government .....	34	39.6	778	784	718	—	825	—	—	—	24	50	21	6	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—				
Level IV .....	217	39.9	924	923	864	—	981	—	—	—	3	6	29	41	17	3	—	1	—	—	—	—	—	—	—	—	—	—	—				
Private industry .....	203	40.0	925	923	866	—	981	—	—	—	3	6	28	43	16	3	—	1	—	—	—	—	—	—	—	—	—	—	—				
Service-producing industries .....	131	39.9	919	923	868	—	981	—	—	—	5	8	28	39	19	2	—	—	—	—	—	—	—	—	—	—	—	—	—				
Computer Systems Analysts																																	
Level I .....	593	40.0	841	831	763	—	919	—	—	1	5	33	32	20	9	1	—	—	—	—	—	—	—	—	—	—	—	—	—				
Private industry .....	524	40.0	851	845	780	—	924	—	—	1	4	30	33	21	10	1	—	—	—	—	—	—	—	—	—	—	—	—	—				
Service-producing industries .....	383	40.0	835	830	776	—	900	—	—	1	5	33	34	19	7	—	—	—	—	—	—	—	—	—	—	—	—	—	—				
State and local government .....	69	39.7	768	715	715	—	805	—	—	—	12	57	17	10	4	—	—	—	—	—	—	—	—	—	—	—	—	—	—				
Level II .....	2,301	39.9	928	921	842	—	1,004	—	—	—	3	13	27	31	16	8	2	( <sup>3</sup> )	—	—	—	—	—	—	—	—	—	—	—				
Private industry .....	2,202	39.9	928	920	840	—	1,004	—	—	—	3	13	27	31	15	8	2	( <sup>3</sup> )	—	—	—	—	—	—	—	—	—	—	—				
Service-producing industries .....	1,767	39.9	898	897	816	—	971	—	—	—	4	16	32	32	11	5	1	—	—	—	—	—	—	—	—	—	—	—	—				
State and local government .....	99	38.5	945	960	864	—	1,035	—	—	—	—	1	34	35	28	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, Detroit, MI, January 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	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 and over
Level III .....	2,130	39.9	\$1,161	\$1,145	\$1,038 - \$1,267	-	-	-	-	( <sup>3</sup> )	2	14	23	23	18	12	6	2	1	-	-	-	-	-	-	-
Private industry .....	2,070	40.0	1,166	1,152	1,046 - 1,271	-	-	-	-	( <sup>3</sup> )	2	13	23	23	18	12	6	2	1	-	-	-	-	-	-	-
Service-producing industries .....	1,070	39.9	1,088	1,080	1,000 - 1,172	-	-	-	-	( <sup>3</sup> )	4	19	31	27	12	5	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-
State and local government .....	60	39.4	987	926	926 - 1,018	-	-	-	-	-	2	57	32	3	3	3	-	-	-	-	-	-	-	-	-	-
Level IV .....	723	39.9	1,370	1,337	1,227 - 1,481	-	-	-	-	-	( <sup>3</sup> )	4	14	23	22	14	11	7	2	1	2	-	-	-	-	-
Private industry .....	721	39.9	1,371	1,338	1,228 - 1,481	-	-	-	-	-	-	4	14	23	22	14	11	7	2	1	2	-	-	-	-	-
<b>Computer Systems Analyst Supervisors/Managers</b>																										
Level I .....	309	40.0	1,163	1,131	1,004 - 1,318	-	-	-	-	( <sup>3</sup> )	6	17	18	20	10	14	7	3	3	( <sup>3</sup> )	-	-	-	-	-	-
Level II .....	296	39.9	1,418	1,381	1,224 - 1,591	-	-	-	-	( <sup>3</sup> )	1	6	13	15	19	14	9	9	3	6	4	-	-	-	-	-
Private industry .....	284	40.0	1,428	1,389	1,236 - 1,592	-	-	-	-	( <sup>3</sup> )	1	5	13	14	19	15	9	10	4	7	4	-	-	-	-	-
Service-producing industries .....	267	40.0	1,417	1,373	1,226 - 1,585	-	-	-	-	( <sup>3</sup> )	1	6	13	15	19	14	9	9	3	6	4	-	-	-	-	-
State and local government .....	12	38.8	1,195	-	- - -	-	-	-	-	-	-	33	25	25	8	-	8	-	-	-	-	-	-	-	-	-
<b>Personnel Specialists</b>																										
Level I:																										
State and local government .....	8	40.0	532	-	- - -	-	25	75	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	525	39.9	747	705	580 - 905	-	6	23	20	11	14	14	9	3	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	484	39.9	757	731	587 - 919	-	7	20	20	10	15	15	10	4	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	237	39.8	642	615	569 - 718	-	10	34	30	12	12	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	41	39.8	627	566	560 - 668	-	-	56	20	17	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	683	39.9	864	827	726 - 985	-	-	2	16	27	16	17	11	6	4	1	-	-	-	-	-	-	-	-	-	-
Private industry .....	559	40.0	897	877	748 - 1,022	-	-	-	12	23	18	20	13	8	5	2	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	255	40.0	1,007	983	922 - 1,115	-	-	-	2	7	13	34	16	13	11	4	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	255	40.0	1,007	983	922 - 1,115	-	-	-	2	7	13	34	16	13	11	4	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	304	39.9	806	756	703 - 874	-	-	-	20	37	22	8	10	3	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	124	39.8	716	733	660 - 788	-	-	13	31	45	6	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Level IV .....	571	39.9	1,076	1,058	933 - 1,209	-	-	-	1	2	19	15	23	14	12	8	4	2	-	-	-	-	-	-	-	-
Private industry .....	486	39.9	1,109	1,087	977 - 1,236	-	-	-	2	10	17	24	16	14	9	5	2	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	202	40.0	1,167	1,162	1,039 - 1,315	-	-	-	1	10	7	17	21	15	17	6	5	-	-	-	-	-	-	-	-	-
Manufacturing .....	202	40.0	1,167	1,162	1,039 - 1,315	-	-	-	1	10	7	17	21	15	17	6	5	-	-	-	-	-	-	-	-	-
Service-producing industries .....	284	39.9	1,067	1,058	949 - 1,178	-	-	-	2	10	25	30	12	13	4	4	-	-	-	-	-	-	-	-	-	-
State and local government .....	85	39.7	888	856	856 - 875	-	-	-	4	4	73	4	12	2	-	2	-	-	-	-	-	-	-	-	-	-
Level V .....	557	40.0	1,438	1,408	1,230 - 1,633	-	-	-	-	-	3	6	12	18	10	12	10	9	7	6	7	-	-	-	-	-
Private industry .....	536	40.0	1,455	1,424	1,250 - 1,650	-	-	-	-	-	1	4	12	19	10	13	10	9	8	7	7	-	-	-	-	-
Service-producing industries .....	129	39.9	1,239	1,239	1,144 - 1,283	-	-	-	-	-	4	12	17	46	10	6	4	2	-	-	-	-	-	-	-	-
State and local government .....	21	40.0	1,000	1,032	936 - 1,032	-	-	-	-	-	48	48	5	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

**Table A-6. Establishments employing 500 workers or more: Weekly hours and pay of professional and administrative occupations, Detroit, MI, January 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	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 and over
<b>Personnel Supervisors/Managers</b>																										
Level I .....	116	40.0	\$1,043	\$1,063	\$945 - \$1,136	-	-	-	-	11	1	31	22	19	11	5	-	-	-	-	-	-	-	-	-	-
Private industry .....	82	40.0	1,104	1,103	1,027 - 1,190	-	-	-	-	2	1	16	30	27	16	7	-	-	-	-	-	-	-	-	-	-
State and local government .....	34	40.0	895	936	779 - 955	-	-	-	-	32	-	68	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	55	40.0	1,363	-	- - -	-	-	-	-	-	2	-	16	7	7	25	15	9	18	-	-	-	-	-	-	-
State and local government .....	15	39.8	1,144	1,036	1,032 - 1,264	-	-	-	-	-	-	-	60	13	7	7	13	-	-	-	-	-	-	-	-	-

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

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

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

<sup>4</sup> Workers were distributed as follows: 5 percent at \$2,300 and under \$2,400; 4 percent at \$2,400 and under \$2,500; 2 percent at \$2,500 and under \$2,600; and 3 percent at \$2,600 and under \$2,700.

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, Detroit, MI, January 1996**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>				Percent of workers receiving straight-time weekly pay (in dollars) of—																	
			Mean	Median	Middle range		250 and under 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 - 1100	1100 - 1200	
TECHNICAL OCCUPATIONS																								
Computer Operators																								
Level II .....	383	39.8	\$499	\$487	\$442	—	\$552	5	1	5	17	29	16	14	5	1	2	3	—	—	—	—	—	—
Private industry .....	344	39.9	498	485	442	—	542	5	1	6	17	29	18	12	6	1	3	3	—	—	—	—	—	—
Service-producing industries .....	312	39.9	491	485	444	—	538	6	1	4	16	32	18	13	6	2	3	( <sup>3</sup> )	—	—	—	—	—	—
State and local government .....	39	38.9	509	496	465	—	567	—	—	—	21	31	5	38	5	—	—	—	—	—	—	—	—	—
Level III .....	268	39.6	631	601	541	—	675	—	—	1	1	3	22	19	22	11	5	3	1	3	7	1	—	—
Private industry .....	217	39.9	642	612	540	—	699	—	—	1	1	3	23	17	18	13	6	4	1	4	8	1	—	—
Service-producing industries .....	182	40.0	608	588	530	—	657	—	—	1	1	4	26	19	20	15	5	3	1	—	3	1	—	—
State and local government .....	51	38.7	581	577	566	—	628	—	—	—	—	4	20	31	41	2	—	2	—	—	—	—	—	—
Level IV .....	130	39.7	752	734	673	—	830	—	—	—	—	—	1	10	6	16	28	11	7	7	6	4	5	—
State and local government .....	35	39.0	676	673	673	—	734	—	—	—	—	—	3	17	—	31	49	—	—	—	—	—	—	—
Drafters																								
Level I .....	124	40.0	424	400	396	—	448	—	6	23	48	12	9	—	1	—	—	—	—	—	—	—	—	—
State and local government .....	7	39.6	438	—	—	—	—	—	—	14	86	—	—	—	—	—	—	—	—	—	—	—	—	—
Level II:																								
State and local government .....	25	40.0	527	521	521	—	521	—	—	—	—	12	80	—	—	8	—	—	—	—	—	—	—	—
Level III .....	545	40.0	698	694	651	—	752	—	—	—	—	—	—	12	13	27	21	18	7	1	1	—	—	—
Private industry .....	524	40.0	702	697	655	—	754	—	—	—	—	—	—	9	14	28	22	18	7	1	1	—	—	—
Engineering Technicians																								
Level III .....	780	40.0	746	762	664	—	831	—	—	—	—	—	1	7	14	9	14	16	22	15	1	—	—	—
Private industry .....	769	40.0	748	762	669	—	832	—	—	—	—	—	1	7	14	9	14	16	22	15	1	—	—	—
Level IV .....	1,703	40.0	878	900	815	—	952	—	—	—	—	—	—	—	2	4	6	10	11	17	25	19	7	( <sup>3</sup> )
Private industry .....	1,697	40.0	879	901	816	—	952	—	—	—	—	—	—	—	2	4	6	10	11	17	25	19	7	( <sup>3</sup> )
Level V .....	1,389	40.0	996	1,010	930	—	1,073	—	—	—	—	—	—	—	( <sup>3</sup> )	—	3	3	6	5	13	14	41	16
Engineering Technicians, Civil																								
Level I .....	35	40.0	457	466	418	—	514	—	17	6	14	23	40	—	—	—	—	—	—	—	—	—	—	—
State and local government .....	35	40.0	457	466	418	—	514	—	17	6	14	23	40	—	—	—	—	—	—	—	—	—	—	—
Level II .....	74	40.0	517	—	—	—	—	—	—	—	4	31	47	14	3	1	—	—	—	—	—	—	—	—
State and local government .....	70	40.0	521	519	486	—	544	—	—	—	1	30	50	14	3	1	—	—	—	—	—	—	—	—
Level III .....	203	40.0	636	656	582	—	656	—	—	—	—	1	8	30	6	39	6	3	6	—	—	—	—	—
State and local government .....	197	40.0	640	656	582	—	656	—	—	—	—	1	8	29	7	40	6	4	6	—	—	—	—	—
Level IV .....	59	40.0	747	736	722	—	750	—	—	—	—	—	—	—	—	2	64	20	14	—	—	—	—	—
State and local government .....	59	40.0	747	736	722	—	750	—	—	—	—	—	—	—	—	2	64	20	14	—	—	—	—	—
Level V .....	13	40.0	799	—	—	—	—	—	—	—	—	—	—	—	—	—	—	85	15	—	—	—	—	—
State and local government .....	13	40.0	799	—	—	—	—	—	—	—	—	—	—	—	—	—	—	85	15	—	—	—	—	—

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, Detroit, MI, January 1996 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (stand-ard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																	
			Mean	Median	Middle range	250 and under 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 - 1100	1100 - 1200	
PROTECTIVE SERVICE OCCUPATIONS																							
Corrections Officers .....	978	40.0	\$618	\$662	\$540 - \$662	-	-	-	4	5	21	15	2	42	-	9	3	-	-	-	-	-	-
State and local government .....	978	40.0	618	662	540 - 662	-	-	-	4	5	21	15	2	42	-	9	3	-	-	-	-	-	-
Firefighters:																							
State and local government .....	852	49.3	689	736	664 - 736	-	-	2	1	-	1	13	7	18	59	-	-	-	-	-	-	-	-
Police Officers																							
Level I .....	4,909	40.0	691	736	600 - 736	-	-	-	7	2	4	11	10	1	49	2	1	11	2	-	-	-	-
State and local government .....	4,811	40.0	693	736	600 - 736	-	-	-	7	2	3	9	10	1	50	2	1	11	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-8. Establishments employing 500 workers or more: Weekly hours and pay of clerical occupations, Detroit, MI, January 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 - 350	350 - 400	400 - 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	
<b>Clerks, Accounting</b>																										
Level II .....	781	39.7	\$368	\$360	\$318 - \$397	-	2	8	5	27	33	12	6	5	1	( <sup>3</sup> )	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-
Private industry .....	714	39.9	359	358	312 - 392	-	2	9	6	29	33	11	6	2	1	( <sup>3</sup> )	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-
Goods-producing industries .....	142	39.7	388	360	341 - 423	-	-	-	4	32	39	12	1	8	4	1	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	142	39.7	388	360	341 - 423	-	-	-	4	32	39	12	1	8	4	1	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	572	39.9	352	351	308 - 391	-	2	11	6	29	32	11	7	1	-	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
State and local government .....	67	38.6	458	466	394 - 530	-	-	-	-	3	27	18	10	37	4	-	-	-	-	-	-	-	-	-	-	-
Level III .....	987	39.7	494	506	420 - 560	-	-	-	-	3	12	17	16	20	24	9	-	-	-	-	-	-	-	-	-	-
Private industry .....	569	39.9	464	468	400 - 512	-	-	-	-	5	18	21	22	16	15	3	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	419	39.9	453	450	394 - 496	-	-	-	-	7	21	22	26	14	6	4	-	-	-	-	-	-	-	-	-	-
State and local government .....	418	39.5	534	560	515 - 560	-	-	-	-	-	4	10	7	24	37	17	-	-	-	-	-	-	-	-	-	-
Level IV .....	395	39.7	629	579	490 - 682	-	-	-	-	-	1	10	17	13	24	6	6	1	1	4	19	-	-	-	-	-
Private industry .....	288	39.9	656	579	478 - 928	-	-	-	-	-	1	13	14	12	15	8	3	1	1	5	26	-	-	-	-	-
Service-producing industries .....	151	39.9	499	490	448 - 548	-	-	-	-	-	3	25	27	23	17	3	3	-	-	-	-	-	-	-	-	-
State and local government .....	107	39.1	556	587	501 - 591	-	-	-	-	-	-	1	23	16	48	1	11	-	-	-	-	-	-	-	-	-
<b>Clerks, General</b>																										
Level I .....	134	39.5	319	300	298 - 335	-	1	1	44	37	10	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	91	39.5	318	298	298 - 335	-	-	-	60	24	9	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	1,661	39.8	362	311	303 - 366	-	1	2	4	61	14	4	2	1	3	5	2	1	( <sup>3</sup> )	-	-	-	-	-	-	-
State and local government .....	242	39.5	370	345	338 - 395	-	-	-	-	53	22	14	8	2	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	2,331	39.7	441	422	332 - 515	-	-	-	( <sup>3</sup> )	32	11	19	9	12	11	2	1	( <sup>3</sup> )	3	( <sup>3</sup> )	-	-	-	-	-	-
Private industry .....	1,330	39.9	401	342	332 - 416	-	-	-	( <sup>3</sup> )	54	12	17	6	1	( <sup>3</sup> )	1	2	1	5	1	-	-	-	-	-	-
Goods-producing industries .....	214	40.0	592	600	433 - 753	-	-	-	-	1	10	22	8	5	2	4	9	4	29	5	-	-	-	-	-	-
Manufacturing .....	214	40.0	592	600	433 - 753	-	-	-	-	1	10	22	8	5	2	4	9	4	29	5	-	-	-	-	-	-
State and local government .....	1,001	39.5	494	510	436 - 560	-	-	-	-	1	9	21	14	27	24	3	-	-	-	-	-	-	-	-	-	-
Level IV .....	1,906	39.9	543	512	466 - 640	-	-	-	-	-	9	12	28	12	9	8	11	6	6	1	( <sup>3</sup> )	-	-	-	-	-
Private industry .....	1,274	40.0	567	560	453 - 676	-	-	-	-	-	13	12	12	11	8	10	16	8	9	1	( <sup>3</sup> )	-	-	-	-	-
Goods-producing industries .....	396	40.0	635	641	539 - 763	-	-	-	-	-	-	7	9	15	12	8	10	10	27	2	-	-	-	-	-	-
Manufacturing .....	396	40.0	635	641	539 - 763	-	-	-	-	-	-	7	9	15	12	8	10	10	27	2	-	-	-	-	-	-
Service-producing industries .....	878	40.0	537	519	417 - 658	-	-	-	-	-	18	14	14	9	6	11	19	8	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-
State and local government .....	632	39.8	493	477	476 - 514	-	-	-	-	-	2	12	59	14	11	3	1	-	-	-	-	-	-	-	-	-
<b>Key Entry Operators</b>																										
Level I .....	125	39.7	339	331	300 - 351	-	-	4	22	46	12	14	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	112	39.9	334	330	299 - 348	-	-	4	24	48	9	13	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	112	39.9	334	330	299 - 348	-	-	4	24	48	9	13	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	462	40.0	459	454	370 - 560	-	-	-	-	8	24	17	17	4	28	2	1	-	( <sup>3</sup> )	-	-	-	-	-	-	-
Private industry .....	324	40.0	416	414	361 - 455	-	-	-	-	11	34	24	23	4	1	1	1	-	( <sup>3</sup> )	-	-	-	-	-	-	-
Service-producing industries .....	315	40.0	413	408	361 - 454	-	-	-	-	12	34	24	23	4	1	1	1	-	-	-	-	-	-	-	-	-
State and local government .....	138	40.0	559	560	560 - 560	-	-	-	-	-	-	-	2	3	92	3	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

**Table A-8. Establishments employing 500 workers or more: Weekly hours and pay of clerical occupations, Detroit, MI, January 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 - 350	350 - 400	400 - 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		
<b>Personnel Assistants (Employment)</b>																												
Level II .....	82	39.4	\$466	\$447	\$400	—	\$525	—	—	—	—	—	16	35	20	16	6	5	1	1	—	—	—	—	—	—	—	—
Private industry .....	59	40.0	443	—	—	—	—	—	—	—	—	—	17	47	24	5	3	—	2	2	—	—	—	—	—	—	—	—
State and local government .....	23	37.9	526	531	482	—	598	—	—	—	—	—	13	4	9	43	13	17	—	—	—	—	—	—	—	—	—	—
Level III .....	99	39.7	492	477	424	—	501	—	—	—	—	—	11	23	32	18	—	4	5	6	—	—	—	—	—	—	—	—
Private industry .....	77	40.0	456	—	—	—	—	—	—	—	—	—	14	29	35	22	—	—	—	—	—	—	—	—	—	—	—	—
Service-producing industries .....	71	40.0	457	—	—	—	—	—	—	—	—	—	15	23	38	24	—	—	—	—	—	—	—	—	—	—	—	—
State and local government .....	22	38.8	620	654	491	—	730	—	—	—	—	—	—	5	23	5	—	18	23	27	—	—	—	—	—	—	—	—
<b>Secretaries</b>																												
Level I .....	868	40.0	521	543	433	—	587	—	—	—	—	( <sup>3</sup> )	12	15	10	15	42	2	3	( <sup>3</sup> )	—	—	—	—	—	—	—	—
Private industry .....	480	40.0	480	468	404	—	534	—	—	—	—	1	22	22	17	22	6	4	6	1	—	—	—	—	—	—	—	—
Service-producing industries .....	250	40.0	429	421	387	—	462	—	—	—	—	2	33	35	18	12	( <sup>3</sup> )	—	—	—	—	—	—	—	—	—	—	—
State and local government .....	388	40.0	571	587	586	—	587	—	—	—	—	—	—	6	1	7	86	—	—	—	—	—	—	—	—	—	—	—
Level II .....	1,540	39.8	508	502	450	—	553	—	—	—	—	1	4	21	23	26	9	14	2	1	—	—	—	—	—	—	—	—
Private industry .....	1,211	40.0	489	490	446	—	523	—	—	—	—	1	3	22	28	33	10	2	1	—	—	—	—	—	—	—	—	—
Service-producing industries .....	1,199	40.0	490	491	448	—	523	—	—	—	—	1	3	22	29	33	10	2	1	—	—	—	—	—	—	—	—	—
State and local government .....	329	39.0	579	628	485	—	628	—	—	—	—	—	5	16	5	2	5	56	9	3	—	—	—	—	—	—	—	—
Level III .....	2,318	39.6	631	608	531	—	754	—	—	—	—	1	( <sup>3</sup> )	6	10	13	14	14	8	8	16	10	—	—	—	—	—	—
Private industry .....	1,877	39.9	642	640	529	—	763	—	—	—	—	1	( <sup>3</sup> )	6	10	14	11	10	7	10	19	12	—	—	—	—	—	—
Service-producing industries .....	714	39.8	557	542	490	—	615	—	—	—	—	1	1	12	15	23	18	13	4	6	6	1	—	—	—	—	—	—
State and local government .....	441	38.2	585	600	564	—	608	—	—	—	—	—	—	8	8	7	25	33	12	3	3	—	—	—	—	—	—	—
Level IV .....	881	39.7	622	627	556	—	673	—	—	—	—	—	2	7	15	15	17	29	9	3	3	( <sup>3</sup> )	—	—	—	—	—	—
Private industry .....	689	39.9	607	613	540	—	650	—	—	—	—	—	2	9	18	17	12	31	5	4	2	—	—	—	—	—	—	—
Service-producing industries .....	652	40.0	603	612	538	—	650	—	—	—	—	—	2	10	17	18	12	32	3	4	2	—	—	—	—	—	—	—
State and local government .....	192	39.1	675	652	627	—	739	—	—	—	—	—	—	—	3	6	35	23	24	1	7	1	—	—	—	—	—	—
Level V .....	325	40.0	883	906	778	—	975	—	—	—	—	—	—	—	—	2	6	6	7	7	20	33	14	3	—	—	2	—
Private industry:																												
Service-producing industries .....	81	39.9	769	763	704	—	850	—	—	—	—	—	—	—	—	2	5	17	23	15	26	10	1	—	—	—	—	—
<b>Switchboard Operator-Receptionists</b>																												
Level II .....	206	39.8	394	400	327	—	494	2	1	4	8	18	15	23	7	17	4	—	—	—	—	—	—	—	—	—	—	—
Private industry .....	148	40.0	347	350	300	—	400	3	2	6	11	25	21	31	1	—	—	—	—	—	—	—	—	—	—	—	—	—
Goods-producing industries .....	57	40.0	382	—	—	—	—	—	—	—	—	16	32	53	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Manufacturing .....	57	40.0	382	—	—	—	—	—	—	—	—	16	32	53	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Service-producing industries .....	91	39.9	325	320	280	—	370	4	3	10	19	31	14	18	1	—	—	—	—	—	—	—	—	—	—	—	—	—
State and local government .....	58	39.4	514	507	494	—	545	—	—	—	—	—	—	2	24	59	16	—	—	—	—	—	—	—	—	—	—	—

See footnotes at end of table.

**Table A-8. Establishments employing 500 workers or more: Weekly hours and pay of clerical occupations, Detroit, MI, January 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 - 350	350 - 400	400 - 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
<b>Word Processors</b>																											
Level I:																											
State and local government .....	13	40.0	\$439	—	—	—	—	—	—	—	31	23	38	8	—	—	—	—	—	—	—	—	—	—	—	—	—
Level II .....	113	39.9	541	\$560	\$470	—	\$596	—	—	—	—	10	11	10	6	39	12	10	1	2	—	—	—	—	—	—	—
Private industry .....	65	39.8	538	—	—	—	—	—	—	—	17	18	6	8	8	22	17	2	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-9. Establishments employing 500 workers or more: Hourly pay of maintenance and toolroom occupations, Detroit, MI, January 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	8.00 and under 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	23.00 - 24.00	24.00 and over	
<b>General Maintenance Workers</b> .....	394	\$13.18	\$13.19	\$12.34 – \$14.15	3	1	2	5	1	8	3	1	7	18	2	18	14	1	11	5	–	–	–	–	–	–	–	–
Private industry .....	205	11.88	12.58	10.50 – 13.74	6	1	3	10	2	15	4	2	1	22	3	27	2	1	–	–	–	–	–	–	–	–	–	
Service-producing industries .....	203	11.84	12.58	10.50 – 13.74	6	1	3	10	2	15	4	2	1	23	3	27	2	–	–	–	–	–	–	–	–	–	–	
State and local government .....	189	14.59	14.15	12.73 – 16.84	–	–	–	–	–	–	1	1	14	14	1	8	27	1	24	10	–	–	–	–	–	–	–	
<b>Maintenance Electricians</b> .....	3,412	21.75	21.98	21.90 – 21.99	–	–	–	–	–	–	–	–	–	–	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	1	1	2	3	( <sup>2</sup> )	79	12	2	–	
Private industry .....	3,161	21.87	21.98	21.90 – 21.99	–	–	–	–	–	–	–	–	–	–	–	–	( <sup>2</sup> )	–	( <sup>2</sup> )	1	2	1	–	83	13	( <sup>2</sup> )	–	
Goods-producing industries .....	2,998	22.00	21.98	21.90 – 21.99	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	87	13	–	–	
Manufacturing .....	2,998	22.00	21.98	21.90 – 21.99	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	87	13	–	–	
Service-producing industries .....	163	19.48	18.77	18.16 – 21.75	–	–	–	–	–	–	–	–	–	–	–	–	2	–	4	16	32	12	–	26	4	5	–	
State and local government .....	251	20.22	19.69	19.47 – 21.84	–	–	–	–	–	–	–	–	–	–	( <sup>2</sup> )	5	( <sup>2</sup> )	6	6	1	1	33	5	18	3	21	–	
<b>Maintenance Electronics Technicians</b>																												
Level I:																												
State and local government .....	13	12.68	–	– – –	–	–	–	–	–	15	23	15	8	–	8	8	8	8	–	8	–	–	–	–	–	–	–	
Level II .....	613	17.84	18.77	17.15 – 19.30	–	–	–	–	–	–	( <sup>2</sup> )	( <sup>2</sup> )	1	( <sup>2</sup> )	3	1	7	6	6	21	7	46	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	
Private industry .....	561	17.91	19.11	17.31 – 19.30	–	–	–	–	–	–	( <sup>2</sup> )	( <sup>2</sup> )	1	1	3	1	6	5	6	22	5	49	( <sup>2</sup> )	–	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	
Service-producing industries .....	265	16.88	17.24	14.89 – 19.19	–	–	–	–	–	–	( <sup>2</sup> )	1	2	1	6	3	13	10	12	15	11	27	( <sup>2</sup> )	–	–	–		
State and local government .....	52	17.05	16.55	15.47 – 18.77	–	–	–	–	–	–	–	–	–	–	2	2	15	17	13	6	29	12	2	2	–	–	–	
Level III .....	113	19.90	19.98	18.46 – 21.14	–	–	–	–	–	–	–	–	–	–	–	–	–	1	5	7	23	16	20	17	6	2	3	
Private industry .....	106	20.01	20.08	18.65 – 21.14	–	–	–	–	–	–	–	–	–	–	–	–	–	1	4	8	21	17	22	17	7	2	3	
Service-producing industries .....	97	19.78	20.18	18.49 – 21.14	–	–	–	–	–	–	–	–	–	–	–	–	–	1	4	8	23	12	24	19	7	2	–	
State and local government .....	7	18.28	–	– – –	–	–	–	–	–	–	–	–	–	–	–	–	–	–	29	–	57	–	–	14	–	–	–	
<b>Maintenance Machinists</b> .....	273	18.51	17.01	15.23 – 21.77	–	–	–	–	–	–	–	–	–	–	–	–	–	44	3	4	–	4	2	28	15	–	–	
Private industry .....	256	18.55	18.21	15.23 – 21.77	–	–	–	–	–	–	–	–	–	–	–	–	–	47	3	–	–	2	2	30	16	–	–	
State and local government .....	17	17.95	17.01	17.01 – 19.18	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	59	–	41	–	–	–	–	–	
<b>Maintenance Mechanics, Machinery</b> .....	2,111	21.31	21.90	21.77 – 21.98	–	–	–	–	–	–	–	( <sup>2</sup> )	1	–	( <sup>2</sup> )	–	( <sup>2</sup> )	1	3	2	2	2	1	85	1	–	–	
Private industry .....	1,995	21.62	21.90	21.77 – 21.98	–	–	–	–	–	–	–	–	–	–	–	–	–	( <sup>2</sup> )	1	2	1	3	1	90	2	–	–	
Goods-producing industries .....	1,897	21.75	21.90	21.77 – 21.98	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	2	–	–	1	94	2	–	–	
Manufacturing .....	1,897	21.75	21.90	21.77 – 21.98	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	2	–	–	1	94	2	–	–	
State and local government .....	116	15.92	16.37	15.72 – 16.37	–	–	–	–	–	–	–	1	12	–	2	–	5	15	48	3	14	–	–	–	–	–	–	
<b>Maintenance Mechanics, Motor Vehicle</b> ...	2,252	18.06	16.51	15.45 – 21.65	–	–	–	–	–	–	–	–	–	–	–	( <sup>2</sup> )	1	43	7	3	4	11	1	31	( <sup>2</sup> )	–	–	
Private industry .....	1,123	20.38	21.65	19.82 – 21.68	–	–	–	–	–	–	–	–	–	–	–	( <sup>2</sup> )	–	5	7	2	2	21	2	62	1	–	–	
Goods-producing industries .....	720	20.95	21.68	21.65 – 21.68	–	–	–	–	–	–	–	–	–	–	–	–	–	6	–	3	2	7	–	82	1	–	–	
Manufacturing .....	720	20.95	21.68	21.65 – 21.68	–	–	–	–	–	–	–	–	–	–	–	–	–	6	–	3	2	7	–	82	1	–	–	
Service-producing industries .....	403	19.36	19.82	19.59 – 21.56	–	–	–	–	–	–	–	–	–	–	–	–	( <sup>2</sup> )	–	3	19	1	( <sup>2</sup> )	46	4	25	–	–	
State and local government .....	1,129	15.74	15.45	15.42 – 15.45	–	–	–	–	–	–	–	–	–	–	–	–	2	81	7	3	6	1	–	–	–	–	–	

See footnotes at end of table.

**Table A-9. Establishments employing 500 workers or more: Hourly pay of maintenance and toolroom occupations, Detroit, MI, January 1996 — Continued**

Occupation and level	Number of workers	Hourly pay (in dollars) <sup>1</sup>			Percent of workers receiving straight-time hourly pay (in dollars) of—																							
		Mean	Median	Middle range	8.00 and under 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	23.00 - 24.00	24.00 and over	
Maintenance Pipefitters .....	1,586	\$21.48	\$21.73	\$21.65 – \$21.73	–	–	–	–	–	–	–	–	–	–	–	–	–	( <sup>2</sup> )	( <sup>2</sup> )	7	–	( <sup>2</sup> )	91	2	–	–		
Private industry .....	1,570	21.50	21.73	21.65 – 21.73	–	–	–	–	–	–	–	–	–	–	–	–	–	( <sup>2</sup> )	7	–	( <sup>2</sup> )	91	1	–	–			
Goods-producing industries .....	1,559	21.52	21.73	21.65 – 21.73	–	–	–	–	–	–	–	–	–	–	–	–	–	–	7	–	( <sup>2</sup> )	92	1	–	–			
Manufacturing .....	1,559	21.52	21.73	21.65 – 21.73	–	–	–	–	–	–	–	–	–	–	–	–	–	–	7	–	( <sup>2</sup> )	92	1	–	–			
State and local government .....	16	19.28	18.20	18.20 – 22.30	–	–	–	–	–	–	–	–	–	–	–	–	–	6	13	50	–	–	–	31	–	–		
Tool and Die Makers .....	3,244	21.50	21.98	21.92 – 21.99	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	( <sup>2</sup> )	16	–	83	1	–	–		
Private industry .....	3,243	21.51	21.98	21.92 – 21.99	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	16	–	83	1	–	–		
Goods-producing industries .....	3,243	21.51	21.98	21.92 – 21.99	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	16	–	83	1	–	–		
Manufacturing .....	3,243	21.51	21.98	21.92 – 21.99	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	16	–	83	1	–	–		

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

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

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

**Table A-10. Establishments employing 500 workers or more: Hourly pay of material movement and custodial occupations, Detroit, MI, January 1996**

Occupation and level	Number of workers	Hourly pay (in dollars) <sup>1</sup>				Percent of workers receiving straight-time hourly pay (in dollars) of—																							
		Mean	Median	Middle range		4.25 and under 4.50	4.50 - 5.00	5.00 - 5.50	5.50 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 10.00	10.00 - 11.00	11.00 - 12.00	12.00 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 - 21.00	21.00 - 22.00	
<b>Forklift Operators</b> .....	4,138	\$17.57	\$18.81	\$18.66	—	\$19.63	—	—	1	—	( <sup>2</sup> )	( <sup>2</sup> )	1	( <sup>2</sup> )	( <sup>2</sup> )	3	5	( <sup>2</sup> )	—	( <sup>2</sup> )	1	1	4	8	—	49	27	( <sup>2</sup> )	—
Private industry .....	4,138	17.57	18.81	18.66	—	19.63	—	—	1	—	( <sup>2</sup> )	( <sup>2</sup> )	1	( <sup>2</sup> )	( <sup>2</sup> )	3	5	( <sup>2</sup> )	—	( <sup>2</sup> )	1	1	4	8	—	49	27	( <sup>2</sup> )	—
Goods-producing industries .....	3,363	17.51	18.66	18.66	—	19.63	—	—	1	—	( <sup>2</sup> )	( <sup>2</sup> )	1	( <sup>2</sup> )	( <sup>2</sup> )	3	5	—	—	1	( <sup>2</sup> )	2	10	—	42	33	( <sup>2</sup> )	—	
Manufacturing .....	3,363	17.51	18.66	18.66	—	19.63	—	—	1	—	( <sup>2</sup> )	( <sup>2</sup> )	1	( <sup>2</sup> )	( <sup>2</sup> )	3	5	—	—	1	( <sup>2</sup> )	2	10	—	42	33	( <sup>2</sup> )	—	
<b>Guards</b>																													
Level I:																													
State and local government .....	176	11.35	11.42	10.98	—	11.66	—	—	—	—	—	—	—	1	—	2	31	60	2	5	—	—	—	—	—	—	—	—	—
Level II .....	1,043	13.58	13.80	12.05	—	14.60	—	—	—	—	—	—	—	1	1	5	3	10	17	15	26	12	7	1	2	—	( <sup>2</sup> )	( <sup>2</sup> )	
Private industry .....	804	13.58	13.80	12.13	—	15.53	—	—	—	—	—	—	—	1	1	6	4	12	13	19	16	15	9	1	2	—	( <sup>2</sup> )	( <sup>2</sup> )	
Service-producing industries .....	744	13.41	13.80	11.95	—	14.57	—	—	—	—	—	—	—	1	2	7	4	13	14	20	17	8	9	1	2	—	1	( <sup>2</sup> )	
State and local government .....	239	13.57	14.14	12.05	—	14.48	—	—	—	—	—	—	—	—	—	( <sup>2</sup> )	4	31	2	62	—	—	—	—	—	—	—	—	
<b>Janitors</b> .....	10,165	10.90	9.87	7.85	—	14.17	( <sup>2</sup> )	( <sup>2</sup> )	12	5	2	1	2	4	3	9	13	13	1	2	8	5	2	4	( <sup>2</sup> )	14	( <sup>2</sup> )	—	—
Private industry .....	7,156	10.16	8.87	6.00	—	12.38	( <sup>2</sup> )	( <sup>2</sup> )	17	7	2	2	2	4	4	12	17	5	1	1	( <sup>2</sup> )	( <sup>2</sup> )	3	1	1	20	( <sup>2</sup> )	—	—
Goods-producing industries .....	1,608	17.23	18.29	18.29	—	18.32	—	—	—	—	—	—	—	3	—	—	7	—	—	1	( <sup>2</sup> )	—	( <sup>2</sup> )	2	—	84	2	—	—
Manufacturing .....	1,608	17.23	18.29	18.29	—	18.32	—	—	—	—	—	—	—	3	—	—	7	—	—	1	( <sup>2</sup> )	—	( <sup>2</sup> )	2	—	84	2	—	—
Service-producing industries .....	5,548	8.12	8.50	5.57	—	9.37	( <sup>2</sup> )	( <sup>2</sup> )	22	10	3	3	3	4	5	16	20	7	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	3	( <sup>2</sup> )	1	1	—	—	—
State and local government .....	3,009	12.66	13.51	10.77	—	14.54	—	—	—	—	—	( <sup>2</sup> )	2	1	( <sup>2</sup> )	1	32	3	5	28	15	—	12	—	—	—	—	—	
<b>Material Handling Laborers</b> .....	654	17.35	18.53	18.48	—	18.82	—	—	—	1	1	( <sup>2</sup> )	—	2	( <sup>2</sup> )	3	2	5	—	—	( <sup>2</sup> )	1	—	—	—	85	1	—	—
Private industry .....	654	17.35	18.53	18.48	—	18.82	—	—	—	1	1	( <sup>2</sup> )	—	2	( <sup>2</sup> )	3	2	5	—	—	( <sup>2</sup> )	1	—	—	—	85	1	—	—
<b>Shipping/Receiving Clerks:</b>																													
Private industry:																													
Service-producing industries .....	265	11.22	10.40	8.32	—	15.49	—	—	—	—	2	1	3	10	14	6	7	14	8	5	2	—	29	—	—	—	—	—	—
<b>Truckdrivers</b>																													
Light Truck .....	296	11.99	12.04	10.35	—	14.16	—	—	—	—	—	1	( <sup>2</sup> )	7	( <sup>2</sup> )	5	15	21	24	( <sup>2</sup> )	16	8	—	2	—	—	—	—	—
Private industry .....	233	12.04	12.06	10.07	—	14.37	—	—	—	—	—	1	( <sup>2</sup> )	9	( <sup>2</sup> )	6	12	15	28	—	16	10	—	2	—	—	—	—	—
Service-producing industries .....	233	12.04	12.06	10.07	—	14.37	—	—	—	—	—	1	( <sup>2</sup> )	9	( <sup>2</sup> )	6	12	15	28	—	16	10	—	2	—	—	—	—	—
State and local government .....	63	11.79	11.57	10.35	—	12.19	—	—	—	—	—	—	—	—	—	3	25	43	10	2	14	3	—	—	—	—	—	—	—
Tractor Trailer .....	1,816	16.37	15.86	15.70	—	19.60	—	—	—	—	—	—	—	—	—	—	2	12	( <sup>2</sup> )	3	( <sup>2</sup> )	47	4	2	3	14	13	—	—
Private industry .....	1,815	16.37	15.86	15.70	—	19.60	—	—	—	—	—	—	—	—	—	—	2	12	( <sup>2</sup> )	3	( <sup>2</sup> )	47	4	2	3	14	13	—	—
Goods-producing industries .....	376	17.37	20.00	11.00	—	20.67	—	—	—	—	—	—	—	—	—	—	7	23	—	—	—	—	4	4	—	3	60	—	—
Manufacturing .....	376	17.37	20.00	11.00	—	20.67	—	—	—	—	—	—	—	—	—	—	7	23	—	—	—	—	4	4	—	3	60	—	—
<b>Warehouse Specialists</b> .....	1,176	15.37	16.13	12.70	—	18.92	—	—	—	1	1	2	1	( <sup>2</sup> )	2	2	7	6	13	5	5	5	( <sup>2</sup> )	( <sup>2</sup> )	40	10	—	—	
Private industry .....	1,081	15.61	18.10	12.80	—	18.92	—	—	—	1	1	2	1	( <sup>2</sup> )	2	2	4	6	13	3	3	5	( <sup>2</sup> )	( <sup>2</sup> )	44	11	—	—	
Service-producing industries .....	386	12.69	12.80	9.39	—	15.38	—	—	—	3	3	6	3	1	5	7	12	1	26	—	—	9	—	1	24	—	—	—	—
State and local government .....	95	12.54	13.21	10.49	—	14.23	—	—	—	—	—	—	—	—	—	—	40	2	5	25	27	—	—	—	—	—	—	—	—

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

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

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

# Appendix A.

## Scope and Method of Survey

### Scope

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

### Sampling frame

The list of establishments from which the survey sample was selected (the sampling frame) was developed from the State unemployment insurance reports for the Detroit, MI Primary Metropolitan Statistical Area (December 1991). 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 Detroit, MI Primary Metropolitan Statistical Area. Collection for the survey was from October 1995 through April 1996 and reflects an average payroll reference month of January 1996. Data obtained for a payroll period prior to the end of January 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 11.4 percent of the sample establishments (representing 158,814 employees covered by the survey). An additional 6.6 percent of the sample establishments (representing 53,331 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	10.6
1 and under 3 percent	64.4
3 and under 5 percent	20.0
5 percent and over	5.0

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 4 percent of the 917 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 1993, see *Occupational Compensation Survey: Pay Only, Detroit, MI*, BLS Bulletin 3070-75.

<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, Detroit, MI<sup>1</sup>, January 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	
ALL ESTABLISHMENTS					
All divisions .....	3,910	256	1,254,262	100	461,755
Private industry .....	3,663	224	1,064,582	85	368,154
Goods producing .....	1,092	65	369,625	29	178,067
Manufacturing .....	961	58	356,098	28	177,008
Construction <sup>5</sup> .....	131	7	13,527	1	1,059
Service producing .....	2,571	159	694,957	55	190,087
Transportation, communication, electric, gas, and sanitary services <sup>6</sup> .....	184	19	62,525	5	18,563
Wholesale trade <sup>7</sup> .....	338	13	43,351	3	4,809
Retail trade <sup>7</sup> .....	686	26	186,857	15	57,679
Finance, insurance, and real estate <sup>7</sup> .....	236	19	81,865	7	33,455
Services <sup>7</sup> .....	1,127	82	320,359	26	75,581
State and local government .....	247	32	189,680	15	93,601
ESTABLISHMENTS EMPLOYING 500 WORKERS OR MORE					
All divisions .....	313	81	747,081	100	431,012
Private industry .....	237	66	593,944	80	340,802
Goods producing .....	57	14	202,844	27	167,852
Manufacturing .....	57	14	202,844	27	167,852
Service producing .....	180	52	391,100	52	172,950
Transportation, communication, electric, gas, and sanitary services <sup>6</sup> .....	14	6	36,052	5	15,957
Retail trade <sup>7</sup> .....	54	12	124,391	17	56,116
Finance, insurance, and real estate <sup>7</sup> .....	22	7	57,626	8	31,840
Services <sup>7</sup> .....	83	25	164,729	22	65,390
State and local government .....	76	15	153,137	20	90,210

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

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

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

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

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

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

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

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

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