

# Occupational Compensation Survey: Pay and Benefits

**San Francisco–Oakland–San Jose, CA,  
Consolidated Metropolitan Area,  
March 1996**



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U.S. Department of Labor  
Bureau of Labor Statistics

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## Preface

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

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

For additional information regarding this survey or similar surveys conducted in this regional area, please contact the BLS San Francisco Regional Office at (415) 975-4350. You may also write to the Bureau of Labor Statistics at: Office of Compensation Levels and Trends, 2 Massachusetts Avenue, NE, Room 4175, Washington, D.C. 20212-0001 or call the Occupational Compensation Survey Program information line at (202) 606-6220.

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# Occupational Compensation Survey: Pay and Benefits

# San Francisco–Oakland–San Jose, CA, Consolidated Metropolitan Area, March 1996



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

Bureau of Labor Statistics  
Katharine G. Abraham,  
Commissioner

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# Introduction

This survey of occupational pay and employee benefits in the San Francisco–Oakland–San Jose, CA Consolidated Metropolitan Statistical Area (Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Santa Cruz, Solano, and Sonoma 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.

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.

## **Establishment practices and benefit tables**

The B-series tables provide information on paid holidays; paid vacations; and insurance, health, and retirement plan provisions for full-time, white- and blue-collar employees.

## **Appendixes**

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

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

**Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, San Francisco-Oakland-San Jose, CA, March 1996**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																						
			Mean	Median	Middle range	400 and under 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 - 2400	2400 - 2600	2600 and over		
<b>PROFESSIONAL OCCUPATIONS</b>																												
<b>Accountants</b> .....	12,095	39.9	\$887	\$847	\$712 - \$1,029	1	7	15	21	16	13	10	8	5	3	1	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	( <sup>3</sup> )	-	-	
Private industry .....	10,653	39.9	874	835	695 - 1,006	1	8	16	21	16	12	8	6	5	3	1	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	( <sup>3</sup> )	-	-	
Service-producing industries .....	5,601	39.9	846	800	673 - 953	1	11	18	19	18	9	8	7	3	3	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1	( <sup>3</sup> )	-	-	-	-	-	
State and local government .....	1,442	39.8	988	987	845 - 1,129	-	( <sup>3</sup> )	2	16	16	17	19	19	4	4	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	( <sup>3</sup> )	-	-	-	
Level 1 .....	707	39.9	637	654	571 - 710	10	28	35	28	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	594	39.8	614	635	540 - 673	12	33	41	15	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	113	40.0	759	767	767 - 767	-	2	4	95	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 2 .....	4,063	40.0	700	712	640 - 752	( <sup>3</sup> )	17	31	39	11	3	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	3,793	39.9	692	700	635 - 740	( <sup>3</sup> )	18	32	40	8	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	2,052	39.9	668	670	596 - 731	( <sup>3</sup> )	28	37	29	5	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	270	40.0	823	870	771 - 870	-	-	8	19	61	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 3 .....	4,567	39.9	907	910	838 - 987	-	( <sup>3</sup> )	5	14	30	27	17	7	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	3,887	39.9	895	890	832 - 945	-	( <sup>3</sup> )	5	15	33	27	14	6	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	2,195	39.8	884	865	808 - 962	-	( <sup>3</sup> )	8	16	36	17	16	7	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	680	39.8	976	987	927 - 1,057	-	-	1	11	9	29	35	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 4 .....	1,981	39.9	1,153	1,171	1,050 - 1,254	-	-	-	( <sup>3</sup> )	6	8	19	28	27	11	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
Private industry .....	1,655	39.9	1,149	1,163	1,048 - 1,254	-	-	-	-	6	8	21	23	29	11	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
Service-producing industries .....	755	39.8	1,146	1,173	1,024 - 1,278	-	-	-	-	13	7	16	25	19	17	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
State and local government .....	326	39.8	1,174	1,184	1,117 - 1,281	-	-	-	( <sup>3</sup> )	1	6	9	51	17	14	1	-	-	-	-	-	-	-	-	-	-	-	-
Level 5 .....	526	40.0	1,389	1,355	1,315 - 1,470	-	-	-	-	-	-	1	15	8	35	17	13	6	3	1	-	( <sup>3</sup> )	-	-	-	-	-	
Private industry .....	484	40.0	1,400	1,355	1,346 - 1,504	-	-	-	-	-	-	( <sup>3</sup> )	13	7	35	18	14	6	4	1	-	( <sup>3</sup> )	-	-	-	-	-	
Service-producing industries .....	162	39.9	1,365	1,404	1,154 - 1,494	-	-	-	-	-	-	1	32	7	9	26	12	6	5	1	-	1	-	1	-	-	-	
State and local government .....	42	40.0	1,257	1,212	1,184 - 1,377	-	-	-	-	-	-	5	36	24	31	2	2	-	-	-	-	-	-	-	-	-	-	
Level 6 .....	91	40.0	1,807	1,903	1,629 - 1,981	-	-	-	-	-	-	-	-	-	3	18	-	12	9	5	42	5	-	5	-	5	-	
Private industry .....	80	40.0	1,847	1,938	1,700 - 1,981	-	-	-	-	-	-	-	-	-	-	13	-	13	10	6	47	6	-	5	-	5	-	
<b>Attorneys</b> .....	3,239	39.9	1,695	1,643	1,418 - 1,925	-	-	-	( <sup>3</sup> )	2	3	3	2	4	10	8	13	9	15	4	8	5	3	5	3	5	4	3
Private industry .....	1,547	39.8	1,819	1,779	1,553 - 2,122	-	-	-	-	2	4	1	( <sup>3</sup> )	2	10	3	10	12	6	6	10	7	6	7	6	7	7	6
State and local government .....	1,692	40.0	1,582	1,584	1,395 - 1,767	-	-	-	( <sup>3</sup> )	1	2	4	3	5	9	13	16	7	23	2	6	3	1	2	1	2	1	-
Level 1:																												
State and local government .....	74	40.0	937	926	833 - 973	-	-	-	9	27	41	9	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 2 .....	284	39.7	1,245	1,327	1,059 - 1,346	-	-	-	-	4	3	21	5	11	47	4	3	( <sup>3</sup> )	-	2	-	-	-	-	-	-	-	-
State and local government .....	133	40.0	1,177	1,212	1,021 - 1,336	-	-	-	-	2	7	31	9	14	38	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 3 .....	769	39.8	1,523	1,559	1,418 - 1,643	-	-	-	-	-	-	2	2	10	7	21	23	19	12	4	( <sup>3</sup> )	-	-	-	-	-	-	-
Private industry .....	330	39.7	1,613	1,643	1,577 - 1,658	-	-	-	-	-	-	-	-	7	4	3	22	45	10	8	1	-	-	-	-	-	-	-
State and local government .....	439	39.9	1,455	1,437	1,350 - 1,581	-	-	-	-	-	-	3	4	12	9	34	23	( <sup>3</sup> )	14	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

**Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, San Francisco-Oakland-San Jose, CA, March 1996 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																					
			Mean	Median	Middle range	400 and under 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 - 2400	2400 - 2600	2600 and over	
Level 4 .....	1,205	40.0	\$1,802	\$1,790	\$1,609 - \$1,975	-	-	-	-	-	-	-	1	2	5	3	13	6	26	6	18	8	5	4	1	1	
Private industry .....	457	40.0	2,010	1,988	1,902 - 2,122	-	-	-	-	-	-	-	-	-	-	-	7	7	10	27	19	12	11	4	2		
State and local government .....	748	40.0	1,676	1,746	1,563 - 1,790	-	-	-	-	-	-	2	3	8	6	21	5	38	4	12	1	( <sup>3</sup> )	-	-	-		
Level 5 .....	487	39.7	2,094	2,116	1,703 - 2,403	-	-	-	-	-	-	-	-	-	2	4	3	14	5	4	6	10	9	16	14	11	
Private industry .....	262	39.5	2,299	2,308	2,094 - 2,519	-	-	-	-	-	-	-	-	-	-	2	2	6	5	5	5	11	18	24	21		
Service-producing industries .....	176	39.3	2,211	2,201	1,940 - 2,481	-	-	-	-	-	-	-	-	-	-	3	3	8	7	8	7	8	13	16	23	411	
State and local government .....	225	40.0	1,855	1,703	1,608 - 2,073	-	-	-	-	-	-	-	-	-	4	9	5	28	5	2	8	16	8	14	2	-	
Level 6 .....	129	39.9	2,237	2,313	1,778 - 2,596	-	-	-	-	-	-	-	-	-	-	-	-	4	31	6	-	1	1	10	26	21	
Private industry .....	56	39.8	2,626	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	9	43	548	
State and local government .....	73	40.0	1,939	1,778	1,778 - 2,186	-	-	-	-	1,939	-	-	-	-	-	-	7	55	11	-	1	1	11	14	-	-	
<b>Engineers .....</b>	<b>58,226</b>	<b>40.0</b>	<b>1,337</b>	<b>1,294</b>	<b>1,046 - 1,588</b>	( <sup>3</sup> )	( <sup>3</sup> )	1	5	7	8	9	9	11	10	8	7	6	5	4	3	2	2	2	1	( <sup>3</sup> )	
Private industry .....	52,582	40.0	1,348	1,312	1,041 - 1,615	( <sup>3</sup> )	( <sup>3</sup> )	2	5	7	7	8	9	10	9	9	7	6	6	4	3	2	2	2	1	( <sup>3</sup> )	
State and local government .....	5,644	39.9	1,232	1,246	1,069 - 1,375	-	-	( <sup>3</sup> )	1	3	12	20	10	16	20	5	8	3	1	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	
Level 1 .....	2,639	40.0	751	778	669 - 833	3	7	19	35	36	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	2,591	40.0	750	777	665 - 833	3	7	19	35	36	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	48	40.0	825	841	760 - 884	-	-	2	42	44	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 2 .....	4,945	40.0	842	835	760 - 928	-	( <sup>3</sup> )	6	32	29	26	6	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	4,530	40.0	833	817	750 - 919	-	( <sup>3</sup> )	7	35	29	25	4	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	415	39.8	942	975	869 - 987	-	-	5	30	42	23	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 3 .....	11,567	40.0	1,056	1,046	952 - 1,154	-	-	-	2	12	24	24	23	9	6	1	-	-	-	-	-	-	-	-	-	-	
Private industry .....	8,933	40.0	1,019	1,015	929 - 1,115	-	-	-	3	16	26	25	24	5	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	2,246	40.0	984	952	865 - 1,115	-	-	8	22	30	13	22	4	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	2,634	39.9	1,184	1,186	1,060 - 1,314	-	-	-	1	17	17	17	20	24	3	-	-	-	-	-	-	-	-	-	-	-	
Level 4 .....	15,115	40.0	1,257	1,256	1,138 - 1,361	-	-	-	-	( <sup>3</sup> )	3	16	16	25	21	11	4	2	-	-	-	-	-	-	-	-	
Private industry .....	13,118	40.0	1,251	1,254	1,148 - 1,350	-	-	-	-	( <sup>3</sup> )	4	14	18	27	21	12	3	1	-	-	-	-	-	-	-	-	
Service-producing industries .....	2,851	40.0	1,223	1,231	1,137 - 1,304	-	-	-	-	1	4	17	19	34	15	7	3	-	-	-	-	-	-	-	-	-	
State and local government .....	1,997	39.9	1,299	1,303	1,085 - 1,438	-	-	-	-	( <sup>3</sup> )	3	28	6	9	22	8	15	8	-	-	-	-	-	-	-	-	
Level 5 .....	14,410	40.0	1,532	1,526	1,396 - 1,664	-	-	-	-	-	-	1	3	9	13	20	19	14	12	5	2	1	( <sup>3</sup> )	-	-	-	
Private industry .....	13,964	40.0	1,535	1,532	1,402 - 1,664	-	-	-	-	-	-	1	3	8	13	20	19	15	12	5	2	1	( <sup>3</sup> )	-	-	-	
Service-producing industries .....	1,910	40.0	1,526	1,502	1,397 - 1,613	-	-	-	-	-	-	( <sup>3</sup> )	1	4	20	23	24	16	4	1	-	4	2	-	-	-	
State and local government .....	446	39.9	1,438	1,389	1,249 - 1,569	-	-	-	-	-	-	( <sup>3</sup> )	3	44	2	9	26	1	1	10	3	-	-	-	-	-	
Level 6 .....	6,635	40.0	1,814	1,793	1,663 - 1,952	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	3	9	18	19	18	12	8	7	5	-	-		
Private industry .....	6,541	40.0	1,817	1,795	1,663 - 1,952	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	3	9	18	19	18	12	8	7	5	-	-		
Service-producing industries .....	527	40.0	1,700	1,697	1,589 - 1,769	-	-	-	-	-	-	1	-	1	5	19	23	28	10	6	2	2	1	-	-		
State and local government .....	94	40.0	1,649	1,793	1,376 - 1,816	-	-	-	-	-	-	-	-	-	44	1	-	-	26	13	1	16	-	-	-		
Level 7 .....	2,562	40.0	2,153	2,132	1,968 - 2,333	-	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	1	3	10	15	14	17	20	16	3		
Private industry .....	2,553	40.0	2,155	2,132	1,970 - 2,337	-	-	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	1	3	10	15	14	17	20	16	3	
Level 8 .....	349	40.0	2,426	2,308	2,221 - 2,552	-	-	-	-	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	9	7	46	18	19	
Private industry .....	348	40.0	2,428	2,308	2,224 - 2,552	-	-	-	-	-	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	9	7	46	18	620

See footnotes at end of table.

**Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, San Francisco-Oakland-San Jose, CA, March 1996 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																				
			Mean	Median	Middle range	400 and under 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 - 2400	2400 - 2600	2600 and over
<b>Scientists</b> .....	36,457	40.0	\$1,291	\$1,268	\$1,010 - \$1,529	( <sup>3</sup> )	( <sup>3</sup> )	2	6	6	10	9	10	11	10	9	9	6	4	3	2	1	1	1	1	( <sup>3</sup> )
Private industry .....	35,308	40.0	1,297	1,274	1,013 - 1,537	( <sup>3</sup> )	( <sup>3</sup> )	2	6	6	9	8	9	11	10	9	10	6	4	3	2	1	1	1	1	( <sup>3</sup> )
Service-producing industries .....	18,765	39.9	1,337	1,346	1,060 - 1,557	( <sup>3</sup> )	1	2	4	6	9	6	8	11	12	10	11	6	5	4	2	2	1	1	1	( <sup>3</sup> )
State and local government .....	1,149	40.0	1,098	1,085	966 - 1,186	-	( <sup>3</sup> )	2	2	7	19	22	25	12	6	6	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
Level 2 .....	4,149	39.9	831	800	735 - 888	-	1	10	39	28	11	6	3	1	2	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	4,043	39.9	831	800	735 - 888	-	1	10	39	28	11	5	3	1	2	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	106	40.0	857	835	753 - 964	-	-	-	12	20	31	16	21	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 3 .....	6,830	39.9	1,021	1,002	944 - 1,094	-	-	-	1	10	36	29	17	5	2	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
Private industry .....	6,263	39.9	1,020	1,002	942 - 1,090	-	-	-	1	10	36	30	16	5	2	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
State and local government .....	567	40.0	1,039	1,062	955 - 1,129	-	-	-	1	7	31	24	34	3	-	-	-	-	-	-	-	-	-	-	-	-
Level 4 .....	9,572	40.0	1,268	1,261	1,173 - 1,360	-	-	-	-	1	3	8	20	30	20	11	6	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-
Private industry .....	9,270	40.0	1,272	1,262	1,176 - 1,365	-	-	-	-	1	2	8	20	30	20	11	6	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-
State and local government .....	302	40.0	1,155	1,127	1,049 - 1,277	-	-	-	-	2	6	31	25	31	5	-	-	-	-	-	-	-	-	-	-	-
Level 5 .....	7,384	40.0	1,543	1,538	1,427 - 1,640	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	5	14	20	26	17	9	5	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	
Private industry .....	7,224	40.0	1,547	1,538	1,434 - 1,646	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	4	14	20	27	18	10	5	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	
State and local government .....	160	40.0	1,363	1,379	1,286 - 1,481	-	-	-	-	-	-	2	11	19	31	38	-	-	-	-	-	-	-	-	-	
Level 6 .....	2,174	40.0	1,837	1,827	1,704 - 1,962	-	-	-	-	-	-	-	-	-	1	3	8	13	20	23	11	11	6	4	( <sup>3</sup> )	
Private industry .....	2,170	40.0	1,837	1,827	1,705 - 1,962	-	-	-	-	-	-	-	-	-	1	3	8	13	20	23	11	11	6	4	( <sup>3</sup> )	
Level 7 .....	606	40.0	2,107	2,092	1,923 - 2,268	-	-	-	-	-	-	-	-	-	-	1	2	8	10	12	17	17	17	11	4	
Private industry .....	603	40.0	2,110	2,094	1,923 - 2,268	-	-	-	-	-	-	-	-	-	-	1	2	8	10	12	18	17	17	11	4	
<b>Scientists, Computer/Engineering</b> .....	22,966	40.0	1,381	1,353	1,151 - 1,577	-	-	( <sup>3</sup> )	2	4	7	7	10	13	11	11	12	8	5	4	2	2	1	1	1	( <sup>3</sup> )
Private industry .....	22,966	40.0	1,381	1,353	1,151 - 1,577	-	-	( <sup>3</sup> )	2	4	7	7	10	13	11	11	12	8	5	4	2	2	1	1	1	( <sup>3</sup> )
Level 3 .....	3,354	40.0	1,031	1,018	963 - 1,099	-	-	-	( <sup>3</sup> )	7	34	34	21	3	1	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	3,354	40.0	1,031	1,018	963 - 1,099	-	-	-	( <sup>3</sup> )	7	34	34	21	3	1	-	-	-	-	-	-	-	-	-	-	-
Level 5 .....	5,719	40.0	1,545	1,541	1,442 - 1,639	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	5	13	19	29	19	8	5	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	
Private industry .....	5,719	40.0	1,545	1,541	1,442 - 1,639	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	5	13	19	29	19	8	5	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	
Level 7 .....	459	40.0	2,158	2,145	2,010 - 2,285	-	-	-	-	-	-	-	-	-	-	-	-	6	2	15	18	22	20	12	4	
<b>Scientists, Physical/Biological</b> .....	10,118	39.8	1,044	1,002	827 - 1,211	( <sup>3</sup> )	1	6	16	11	16	12	12	8	7	5	3	2	1	( <sup>3</sup> )	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	
Private industry .....	8,969	39.8	1,037	978	792 - 1,212	( <sup>3</sup> )	1	6	18	12	15	11	10	8	7	5	3	2	1	( <sup>3</sup> )	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	
Service-producing industries .....	4,511	39.7	1,057	962	843 - 1,261	( <sup>3</sup> )	2	6	12	15	20	6	5	11	7	5	4	2	1	( <sup>3</sup> )	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	
State and local government .....	1,149	40.0	1,098	1,085	966 - 1,186	-	( <sup>3</sup> )	2	2	7	19	22	25	12	6	6	( <sup>3</sup> )	-	-	-	-	-	-	-	-	
Level 2 .....	2,608	39.9	765	744	713 - 818	-	1	16	57	21	3	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	2,502	39.9	761	743	711 - 798	-	1	16	58	21	2	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	106	40.0	857	835	753 - 964	-	-	12	20	31	16	21	-	-	-	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.







**Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, San Francisco-Oakland-San Jose, CA, March 1996 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																					
			Mean	Median	Middle range	400 and under 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 - 2400	2400 - 2600	2600 and over	
Level 2 .....	384	39.5	\$1,571	\$1,576	\$1,446 - \$1,692	-	-	-	-	-	-	-	1	3	7	25	17	24	17	4	2	-	-	-	-	-	-
Private industry .....	315	39.3	1,608	1,635	1,503 - 1,712	-	-	-	-	-	-	-	1	3	3	16	19	29	21	5	2	-	-	-	-	-	-
State and local government .....	69	40.0	1,405	1,410	1,351 - 1,446	-	-	-	-	-	-	-	-	6	23	67	4	-	-	-	-	-	-	-	-	-	-
Level 3:																											
State and local government .....	17	40.0	1,629	1,634	1,634 - 1,634	-	-	-	-	-	-	-	-	-	-	-	6	94	-	-	-	-	-	-	-	-	-
<b>Personnel Specialists</b> .....	5,848	39.9	1,046	966	837 - 1,240	1	4	7	10	17	15	9	10	8	7	4	3	2	3	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-
Private industry .....	4,957	39.9	1,047	962	827 - 1,250	1	4	7	10	18	14	8	8	8	7	4	4	3	3	1	( <sup>3</sup> )	1	( <sup>3</sup> )	-	-	-	-
Service-producing industries .....	2,712	39.9	1,002	962	779 - 1,194	2	8	7	14	13	13	10	9	8	5	3	3	2	1	1	( <sup>3</sup> )	1	( <sup>3</sup> )	-	-	-	-
State and local government .....	891	39.8	1,040	1,038	896 - 1,157	-	-	5	8	14	18	13	22	10	4	4	2	-	-	-	-	-	-	-	-	-	-
Level 1 .....	109	40.0	687	644	640 - 714	-	5	63	18	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	25	40.0	800	864	711 - 864	-	-	8	32	60	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 2 .....	967	39.9	687	685	595 - 769	6	21	31	23	11	8	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	841	39.9	668	658	577 - 769	7	24	31	24	11	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	126	39.9	817	847	668 - 940	-	-	29	17	9	45	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 3 .....	2,007	39.9	910	894	821 - 981	-	( <sup>3</sup> )	1	16	40	23	10	8	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	1,593	39.9	894	890	819 - 928	-	( <sup>3</sup> )	1	18	45	23	8	4	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	749	39.7	869	885	787 - 925	-	1	3	30	32	26	7	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	414	39.9	975	987	831 - 1,102	-	-	1	10	22	22	20	25	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 4 .....	1,546	39.9	1,140	1,119	1,007 - 1,266	-	-	-	( <sup>3</sup> )	5	20	17	19	20	15	3	1	-	-	-	-	-	-	-	-	-	-
Private industry .....	1,257	39.9	1,126	1,118	962 - 1,250	-	-	-	( <sup>3</sup> )	5	23	19	17	18	15	1	2	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	738	39.9	1,105	1,115	988 - 1,212	-	-	-	-	8	18	24	22	20	8	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-
State and local government .....	289	39.8	1,203	1,229	1,115 - 1,277	-	-	-	( <sup>3</sup> )	2	5	11	29	31	12	10	-	-	-	-	-	-	-	-	-	-	-
Level 5 .....	936	40.0	1,467	1,459	1,319 - 1,634	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	7	14	15	18	18	13	1	( <sup>3</sup> )	-	-	-	-	-	-	-
Private industry .....	899	40.0	1,469	1,459	1,319 - 1,634	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	7	14	15	19	16	12	14	1	( <sup>3</sup> )	-	-	-	-	-	-
Service-producing industries .....	387	40.0	1,434	1,442	1,317 - 1,538	-	-	-	-	( <sup>3</sup> )	1	3	6	13	16	21	22	9	5	3	-	-	-	-	-	-	-
State and local government .....	37	39.8	1,426	1,556	1,204 - 1,556	-	-	-	-	-	-	3	19	8	3	11	57	-	-	-	-	-	-	-	-	-	-
<b>Personnel Supervisors/Managers</b> .....	830	40.0	1,750	1,731	1,506 - 1,923	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	4	5	13	14	9	16	8	10	3	4	7	4	1	1
Private industry .....	773	40.0	1,771	1,731	1,520 - 1,923	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	4	4	11	15	10	16	9	11	3	4	8	4	1	
State and local government .....	57	39.7	1,460	1,481	1,356 - 1,500	-	-	-	-	-	-	2	5	7	23	39	9	5	7	2	-	-	2	-	-	-	-
Level 1 .....	50	39.8	1,347	-	- - -	-	-	-	-	-	-	2	8	14	38	36	2	-	-	-	-	-	-	-	-	-	-
State and local government .....	20	39.5	1,322	1,352	1,241 - 1,377	-	-	-	-	-	-	5	10	15	55	15	-	-	-	-	-	-	-	-	-	-	-
Level 2 .....	387	40.0	1,604	1,599	1,481 - 1,731	-	-	-	-	-	( <sup>3</sup> )	1	1	1	4	22	26	13	20	6	5	1	-	-	-	-	
Private industry .....	354	40.0	1,612	1,599	1,481 - 1,731	-	-	-	-	-	( <sup>3</sup> )	1	1	1	4	19	27	14	21	6	5	1	-	-	-	-	
Service-producing industries .....	90	39.9	1,704	1,766	1,615 - 1,885	-	-	-	-	-	1	2	2	2	2	8	21	36	9	16	1	-	-	-	-	-	
State and local government .....	33	39.8	1,508	1,481	1,481 - 1,559	-	-	-	-	-	-	-	3	3	6	55	15	9	6	3	-	-	-	-	-	-	-
Level 3 .....	319	40.0	1,928	1,923	1,731 - 2,115	-	-	-	-	-	-	-	-	-	3	2	5	8	17	13	20	7	7	12	7	-	
Private industry .....	315	40.0	1,931	1,923	1,731 - 2,118	-	-	-	-	-	-	-	-	-	3	1	5	8	17	13	20	7	7	12	7	-	
Service-producing industries .....	120	40.0	1,997	2,083	1,759 - 2,293	-	-	-	-	-	-	-	-	-	8	2	7	2	7	13	2	16	11	21	10	-	

See footnotes at end of table.

**Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, San Francisco-Oakland-San Jose, CA, March 1996 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																				
			Mean	Median	Middle range	400 and under 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 - 2400	2400 - 2600	2600 and over
<b>Director of Personnel</b> .....	411	40.0	\$1,784	\$1,637	\$1,615 - \$2,115	-	-	-	-	-	1	-	( <sup>3</sup> )	2	13	3	-	33	5	( <sup>3</sup> )	16	-	3	21	1	1
State and local government .....	75	40.0	1,603	1,624	1,442 - 1,637	-	-	-	-	-	-	-	-	8	17	-	67	-	3	3	-	3	-	-	-	
<b>Level 2</b> .....	123	39.9	1,461	1,429	1,317 - 1,624	-	-	-	-	-	-	2	7	41	11	-	38	-	-	-	-	2	-	-	-	
State and local government .....	68	40.0	1,582	1,624	1,442 - 1,637	-	-	-	-	-	-	-	-	9	19	-	69	-	-	-	-	3	-	-	-	
<b>Level 3</b> .....	195	40.0	1,833	1,777	1,615 - 1,942	-	-	-	-	-	-	-	-	-	-	-	46	10	1	27	-	-	14	-	1	
<b>Tax Collectors:</b>																										
State and local government .....	256	40.0	694	664	620 - 762	2	18	42	14	20	-	5	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Level 1</b> .....	38	40.0	532	525	504 - 573	13	84	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	38	40.0	532	525	504 - 573	13	84	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Level 2</b> .....	121	40.0	664	639	639 - 670	-	11	82	-	-	-	7	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	121	40.0	664	639	639 - 670	-	11	82	-	-	-	7	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Level 3</b> .....	97	40.0	795	800	750 - 831	-	-	8	36	53	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	97	40.0	795	800	750 - 831	-	-	8	36	53	-	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.

<sup>4</sup> Workers were distributed as follows: 3 percent at \$2,600 and under \$2,800; 7 percent at \$2,800 and under \$3,000; and 1

percent at \$3,000 and under \$3,200.

<sup>5</sup> Workers were distributed as follows: 30 percent at \$2,600 and under \$2,800; 14 percent at \$2,800 and under \$3,000; 2 percent at \$3,000 and under \$3,200; and 2 percent at \$3,600 and under \$3,800.

<sup>6</sup> Workers were distributed as follows: 9 percent at \$2,600 and under \$2,800; 2 percent at \$2,800 and under \$3,000; 1 percent at \$3,000 and under \$3,200; 6 percent at \$3,200 and under \$3,400; and 2 percent at \$3,400 and under \$3,600.

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, San Francisco-Oakland-San Jose, CA, March 1996**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																				
			Mean	Median	Middle range	Under 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1050	1050 - 1100	1100 - 1150	1150 - 1200	1200 - 1250	1250 - 1300	1300 - 1350	1350 and over
<b>TECHNICAL OCCUPATIONS</b>																										
<b>Computer Operators</b> .....	1,727	39.9	\$639	\$629	\$598 - \$698	2	2	2	11	10	34	17	10	7	1	3	-	-	-	-	-	-	-	-	-	
Private industry .....	1,285	39.9	626	627	596 - 684	3	3	2	11	10	36	18	10	3	2	2	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	503	39.9	586	599	530 - 684	7	7	6	21	10	15	20	8	3	2	2	-	-	-	-	-	-	-	-	-	
State and local government .....	442	40.0	675	645	616 - 770	-	-	1	11	10	28	13	10	19	-	7	-	-	-	-	-	-	-	-	-	
Level 2 .....	473	40.0	598	601	536 - 641	2	4	4	25	10	34	8	4	10	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	303	40.0	563	565	536 - 620	3	7	5	32	11	37	5	1	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	147	40.0	531	536	487 - 574	7	12	7	46	5	18	4	1	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	170	39.9	661	641	601 - 779	-	-	3	12	9	28	12	9	26	-	-	-	-	-	-	-	-	-	-	-	
Level 3 .....	927	39.9	655	649	615 - 698	-	2	2	4	9	41	22	10	5	1	4	-	-	-	-	-	-	-	-	-	
Private industry .....	691	39.9	642	649	615 - 684	-	2	3	2	10	45	25	11	1	1	1	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	190	39.9	624	667	546 - 684	-	8	9	7	9	10	38	12	2	4	-	-	-	-	-	-	-	-	-	-	
State and local government .....	236	40.0	694	657	628 - 770	-	-	-	9	5	32	15	8	17	-	14	-	-	-	-	-	-	-	-	-	
Level 4 .....	270	39.9	695	702	619 - 755	-	-	-	9	9	15	17	24	13	5	8	-	-	-	-	-	-	-	-	-	
Private industry .....	258	39.8	693	697	616 - 755	-	-	-	9	10	16	17	21	14	5	9	-	-	-	-	-	-	-	-	-	
<b>Drafters:</b>																										
State and local government .....	495	40.0	868	882	818 - 906	-	( <sup>3</sup> )	-	-	-	1	3	2	15	15	36	9	12	6	-	-	-	-	-	-	
Level 2 .....	496	40.0	573	600	514 - 610	-	8	8	24	3	46	6	2	3	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	35	40.0	727	714	682 - 799	-	-	-	-	-	11	37	9	43	-	-	-	-	-	-	-	-	-	-	-	
Level 3:																										
Private industry .....	274	40.0	705	711	610 - 764	-	-	-	1	10	15	15	29	14	15	-	-	-	-	-	-	-	-	-	-	
State and local government .....	308	40.0	850	882	818 - 882	-	-	-	-	-	1	1	2	19	15	58	5	-	-	-	-	-	-	-	-	
Level 4 .....	652	40.0	826	804	727 - 910	-	-	-	-	-	-	1	24	17	27	4	7	13	5	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	
Private industry .....	501	40.0	791	789	727 - 812	-	-	-	-	-	-	2	32	23	30	5	3	5	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	
<b>Engineering Technicians</b> .....	10,289	40.0	808	820	673 - 934	( <sup>3</sup> )	2	3	4	7	6	8	8	9	7	12	11	7	6	3	2	2	1	1	( <sup>3</sup> )	( <sup>3</sup> )
Private industry .....	10,244	40.0	808	819	673 - 935	( <sup>3</sup> )	2	3	4	7	6	8	8	9	7	12	11	7	6	3	2	2	1	1	( <sup>3</sup> )	( <sup>3</sup> )
State and local government .....	45	40.0	825	825	810 - 895	-	-	-	-	2	7	2	9	-	33	38	2	7	-	-	-	-	-	-	-	
Level 2 .....	1,325	40.0	567	568	539 - 596	-	1	13	20	43	15	5	1	( <sup>3</sup> )	( <sup>3</sup> )	1	-	-	-	-	-	-	-	-	-	
Private industry .....	1,310	40.0	565	568	539 - 592	-	1	13	20	44	15	5	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	
Level 3 .....	1,811	40.0	680	681	632 - 728	( <sup>3</sup> )	-	1	5	7	20	25	19	16	4	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	
Private industry .....	1,789	40.0	678	681	630 - 726	( <sup>3</sup> )	-	1	5	7	20	26	20	16	4	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	
State and local government .....	22	40.0	862	874	851 - 895	-	-	-	-	-	-	-	5	-	14	77	5	-	-	-	-	-	-	-	-	
Level 4 .....	2,808	40.0	818	818	737 - 895	-	-	-	-	1	1	11	16	18	13	19	11	7	2	1	( <sup>3</sup> )	-	-	-	-	
Private industry .....	2,805	40.0	818	817	737 - 895	-	-	-	-	1	1	11	16	18	13	19	11	7	2	1	( <sup>3</sup> )	-	-	-	-	
Level 5 .....	3,400	40.0	936	927	871 - 1,002	-	-	-	-	( <sup>3</sup> )	1	1	5	8	20	23	14	16	6	2	2	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	
Private industry .....	3,400	40.0	936	927	871 - 1,002	-	-	-	-	( <sup>3</sup> )	1	1	5	8	20	23	14	16	6	2	2	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	
Level 6 .....	604	40.0	1,152	1,154	1,082 - 1,206	-	-	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	2	7	10	10	20	25	8	8	4	6
Private industry .....	604	40.0	1,152	1,154	1,082 - 1,206	-	-	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	2	7	10	10	20	25	8	8	4	6

See footnotes at end of table.

**Table A-2. All establishments: Weekly hours and pay of technical and protective service occupations, San Francisco-Oakland-San Jose, CA, March 1996 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																					
			Mean	Median	Middle range	Under 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1050	1050 - 1100	1100 - 1150	1150 - 1200	1200 - 1250	1250 - 1300	1300 - 1350	1350 and over	
<b>Engineering Technicians, Civil</b>	2,037	39.9	\$931	\$912	\$858 - \$1,000	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	2	3	1	4	12	10	25	16	5	4	8	6	1	-	-	-	
State and local government	2,028	39.9	932	912	858 - 1,000	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	2	3	1	4	12	10	25	16	5	4	8	6	1	-	-	-	
Level 1	38	40.0	593	611	611 - 611	-	8	-	11	5	63	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government	38	40.0	593	611	611 - 611	-	8	-	11	5	63	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 2	213	40.0	775	803	786 - 810	-	-	1	1	2	10	4	5	3	65	9	-	-	-	-	-	-	-	-	-	-	
State and local government	211	40.0	776	803	786 - 810	-	-	1	1	1	10	4	5	3	65	9	-	-	-	-	-	-	-	-	-	-	
Level 3	690	39.9	878	910	817 - 927	-	-	-	-	-	-	7	1	9	13	15	36	15	2	-	-	-	-	-	-	-	
State and local government	690	39.9	878	910	817 - 927	-	-	-	-	-	-	7	1	9	13	15	36	15	2	-	-	-	-	-	-	-	
Level 4	824	39.8	974	982	900 - 1,012	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	2	2	9	31	27	6	4	4	13	-	-	-	-	
State and local government	818	39.8	976	982	900 - 1,012	-	-	-	-	-	-	-	1	2	2	9	31	27	6	4	4	13	-	-	-	-	
Level 5:																											
State and local government	226	40.0	1,086	1,101	1,078 - 1,101	-	-	-	-	-	-	-	-	-	-	2	( <sup>3</sup> )	1	16	23	53	4	-	-	-	-	
Level 6	45	40.0	1,218	1,249	1,157 - 1,249	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	33	67	-	-	-	
State and local government	45	40.0	1,218	1,249	1,157 - 1,249	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	33	67	-	-	-	
<b>PROTECTIVE SERVICE OCCUPATIONS</b>																											
<b>Corrections Officers</b>	2,616	40.0	823	869	787 - 885	-	-	-	3	2	3	4	7	17	12	31	21	-	-	-	-	-	-	-	-	-	-
State and local government	2,616	40.0	823	869	787 - 885	-	-	-	3	2	3	4	7	17	12	31	21	-	-	-	-	-	-	-	-	-	-
<b>Firefighters:</b>																											
State and local government	4,127	51.8	1,021	1,043	985 - 1,080	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1	( <sup>3</sup> )	1	11	2	14	22	49	-	-	-	-	-	-	-
<b>Police Officers</b>	8,241	40.0	964	979	885 - 1,032	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1	2	4	7	15	7	24	20	11	7	1	-	-	-	-	
State and local government	8,224	40.0	964	979	885 - 1,032	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1	2	4	7	15	7	24	20	11	7	1	-	-	-	-	
Level 1	7,639	40.0	955	979	885 - 1,015	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1	2	5	7	16	8	25	20	10	6	-	-	-	-	-	
State and local government	7,622	40.0	955	979	885 - 1,015	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1	2	5	7	16	8	25	20	10	6	-	-	-	-	-	
Level 2	602	40.0	1,074	1,067	1,018 - 1,121	-	-	-	-	-	-	-	-	-	-	-	1	21	16	19	28	16	-	-	-	-	
State and local government	602	40.0	1,074	1,067	1,018 - 1,121	-	-	-	-	-	-	-	-	-	-	-	1	21	16	19	28	16	-	-	-	-	

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

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

compute means, medians, and middle ranges.

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

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

**Table A-3. All establishments: Weekly hours and pay of clerical occupations, San Francisco-Oakland-San Jose, CA, March 1996**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																								
			Mean	Median	Middle range	200 and under 250	250 - 300	300 - 350	350 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1050	1050 - 1100	1100 - 1150	1150 - 1200	1200 and over				
<b>Clerks, Accounting</b> .....	13,348	39.9	\$520	\$520	\$450 - \$594	-	1	6	7	11	14	23	14	11	8	3	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-		
Private industry .....	10,761	39.9	503	502	420 - 574	-	1	7	9	13	16	25	10	11	7	2	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-		
Service-producing industries .....	7,007	39.8	477	480	400 - 542	-	2	10	13	17	16	19	8	10	3	2	1	-	-	-	-	-	-	-	-	-	-	-		
State and local government .....	2,587	39.9	594	590	546 - 650	-	-	-	( <sup>3</sup> )	3	6	18	34	14	12	8	5	-	-	-	-	-	-	-	-	-	-	-		
<b>Level 2</b> .....	4,066	39.9	454	469	370 - 525	-	3	14	17	13	13	25	12	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-		
Private industry .....	3,334	39.8	436	430	360 - 510	-	3	18	21	14	15	22	6	( <sup>3</sup> )	( <sup>3</sup> )	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	2,443	39.8	413	390	346 - 475	-	5	22	28	18	8	12	6	( <sup>3</sup> )	( <sup>3</sup> )	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	732	40.0	539	533	510 - 590	-	-	-	( <sup>3</sup> )	8	8	41	38	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-		
<b>Level 3</b> .....	7,118	39.9	533	528	478 - 604	-	-	1	3	13	16	23	15	16	10	3	-	-	-	-	-	-	-	-	-	-	-	-		
Private industry .....	5,803	39.9	519	506	460 - 594	-	5	2	4	16	18	27	10	14	9	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	3,535	39.9	500	485	429 - 565	-	-	3	7	21	22	20	6	15	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	1,315	39.8	594	587	556 - 639	-	-	-	( <sup>3</sup> )	1	7	9	40	21	15	8	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Level 4</b> .....	1,919	39.8	622	615	546 - 683	-	-	-	-	1	7	20	16	16	19	9	11	1	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	1,381	39.8	603	594	539 - 659	-	1	-	-	2	9	24	17	18	19	4	7	1	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	832	39.6	573	553	525 - 615	-	-	-	-	3	16	30	22	17	4	1	7	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	538	39.8	670	685	598 - 745	-	-	-	-	( <sup>3</sup> )	1	9	15	14	19	20	22	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Clerks, General</b> .....	18,955	39.9	532	521	460 - 600	( <sup>3</sup> )	1	3	6	12	20	16	17	11	6	4	1	3	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	8,545	39.9	488	482	409 - 570	( <sup>3</sup> )	3	7	11	17	17	13	15	12	3	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	5,609	39.9	478	475	383 - 565	( <sup>3</sup> )	4	10	14	15	13	13	15	11	3	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	10,410	39.9	567	553	493 - 620	-	( <sup>3</sup> )	( <sup>3</sup> )	2	7	23	17	18	10	9	7	2	5	-	-	-	-	-	-	-	-	-	-	-	
<b>Level 1:</b>																														
State and local government .....	24	40.0	400	404	392 - 409	-	-	-	29	71	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Level 2</b> .....	2,627	39.8	396	383	346 - 446	-	7	19	29	24	11	5	4	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	2,142	39.9	385	371	330 - 412	-	9	23	31	24	2	5	5	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	1,856	39.9	383	360	330 - 412	-	10	25	31	21	1	5	5	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	485	39.8	445	455	414 - 479	-	1	1	17	26	50	5	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Level 3</b> .....	7,547	39.9	511	493	460 - 540	( <sup>3</sup> )	( <sup>3</sup> )	1	3	16	32	24	9	6	1	8	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	2,615	39.8	466	462	433 - 504	( <sup>3</sup> )	( <sup>3</sup> )	4	7	28	35	16	8	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	1,432	39.7	464	462	432 - 509	1	( <sup>3</sup> )	7	10	21	27	20	11	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	4,932	39.9	535	521	492 - 577	-	-	-	1	10	30	28	9	8	2	12	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Level 4</b> .....	8,624	40.0	594	584	536 - 636	-	-	( <sup>3</sup> )	1	3	13	12	29	19	13	2	2	6	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	3,655	40.0	570	570	520 - 636	-	-	( <sup>3</sup> )	2	4	13	17	27	26	8	3	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	2,257	39.9	567	568	519 - 636	-	-	( <sup>3</sup> )	2	5	15	15	26	25	7	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	4,969	40.0	611	590	562 - 668	-	-	-	( <sup>3</sup> )	2	13	8	29	14	17	2	4	10	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

**Table A-3. All establishments: Weekly hours and pay of clerical occupations, San Francisco-Oakland-San Jose, CA, March 1996 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																						
			Mean	Median	Middle range	200 and under 250	250 - 300	300 - 350	350 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1050	1050 - 1100	1100 - 1150	1150 - 1200	1200 and over		
<b>Key Entry Operators</b> .....	2,713	40.0	\$435	\$416	\$400 - \$474	( <sup>3</sup> )	( <sup>3</sup> )	2	23	47	13	7	3	4	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	2,491	40.0	427	416	397 - 420	( <sup>3</sup> )	1	3	25	51	12	3	2	4	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	222	40.0	530	530	518 - 547	-	-	-	-	2	19	56	19	3	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 1:																												
State and local government .....	176	40.0	524	530	496 - 530	-	-	-	-	2	23	54	21	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 2 .....	605	39.9	494	480	436 - 536	-	-	( <sup>3</sup> )	12	22	29	17	4	16	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	559	39.9	489	480	436 - 517	-	-	( <sup>3</sup> )	13	23	31	13	3	16	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	326	39.9	460	480	436 - 480	-	-	1	21	24	40	11	4	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	46	39.9	554	542	535 - 586	-	-	-	-	4	4	63	13	15	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Personnel Assistants</b> .....	1,961	39.9	605	615	537 - 682	-	( <sup>3</sup> )	-	7	9	2	11	11	22	16	14	4	1	2	2	-	-	-	-	-	-	-	
Private industry .....	1,504	39.9	583	606	510 - 669	-	( <sup>3</sup> )	-	9	11	2	12	12	21	17	11	5	1	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	678	39.9	563	558	510 - 642	-	1	-	7	11	3	24	18	14	9	8	5	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	
State and local government .....	457	39.8	678	661	633 - 727	-	-	-	-	4	2	7	8	27	12	24	2	-	8	7	-	-	-	-	-	-	-	
Level 2:																												
Private industry .....	346	39.8	464	440	410 - 520	-	2	-	14	45	5	20	10	2	2	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	133	39.9	608	640	539 - 703	-	-	-	-	15	5	14	5	14	18	29	-	-	-	-	-	-	-	-	-	-	-	
Level 3 .....	927	40.0	638	631	580 - 667	-	-	-	-	-	( <sup>3</sup> )	10	16	38	20	8	1	1	2	3	-	-	-	-	-	-	-	
Private industry .....	726	40.0	623	613	580 - 660	-	-	-	-	-	( <sup>3</sup> )	12	18	33	26	10	1	1	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	329	40.0	609	606	558 - 673	-	-	-	-	-	( <sup>3</sup> )	21	25	24	13	16	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	
State and local government .....	201	39.9	691	645	633 - 767	-	-	-	-	-	( <sup>3</sup> )	6	9	53	( <sup>3</sup> )	3	4	-	8	15	-	-	-	-	-	-	-	
Level 4 .....	416	39.9	700	704	676 - 740	-	-	-	-	-	-	8	4	7	20	37	17	1	5	-	-	-	-	-	-	-	-	
Private industry .....	294	40.0	687	704	658 - 750	-	-	-	-	-	-	11	2	11	19	31	24	2	-	-	-	-	-	-	-	-	-	
State and local government .....	122	39.5	733	727	697 - 740	-	-	-	-	-	-	-	7	-	23	52	-	-	18	-	-	-	-	-	-	-	-	
<b>Secretaries</b> .....	18,092	39.8	674	664	582 - 767	-	1	( <sup>3</sup> )	( <sup>3</sup> )	1	5	7	15	16	15	12	9	12	3	3	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	
Private industry .....	14,503	39.8	666	659	577 - 748	-	1	( <sup>3</sup> )	( <sup>3</sup> )	1	6	8	14	17	16	12	9	8	3	3	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	
Service-producing industries .....	9,138	39.6	649	644	558 - 731	-	1	( <sup>3</sup> )	( <sup>3</sup> )	2	8	10	15	16	15	10	6	6	3	4	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	
State and local government .....	3,589	39.9	705	719	597 - 811	-	-	-	1	1	3	4	18	12	9	11	6	28	3	3	1	( <sup>3</sup> )	-	-	-	-	-	
Level 1:																												
State and local government .....	99	40.0	614	630	560 - 645	-	-	-	-	-	-	8	20	72	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 2 .....	5,411	39.6	600	600	529 - 653	-	-	( <sup>3</sup> )	( <sup>3</sup> )	2	12	14	22	24	12	7	5	2	-	-	-	-	-	-	-	-	-	
Private industry .....	4,491	39.5	598	604	522 - 646	-	-	( <sup>3</sup> )	( <sup>3</sup> )	2	13	15	19	27	12	4	5	2	-	-	-	-	-	-	-	-	-	
State and local government .....	920	40.0	612	589	561 - 681	-	-	-	2	2	9	7	35	9	11	20	5	-	-	-	-	-	-	-	-	-	-	
Level 3 .....	5,931	39.8	668	666	595 - 740	-	-	-	( <sup>3</sup> )	1	3	6	19	17	19	13	5	18	( <sup>3</sup> )	-	-	-	-	-	-	-	-	
Private industry .....	4,180	39.8	645	646	580 - 694	-	-	-	( <sup>3</sup> )	1	3	7	20	20	25	14	5	5	( <sup>3</sup> )	-	-	-	-	-	-	-	-	
Service-producing industries .....	2,735	39.7	646	656	580 - 700	-	-	-	( <sup>3</sup> )	1	4	8	16	19	26	16	5	4	-	-	-	-	-	-	-	-	-	
State and local government .....	1,751	39.9	722	800	618 - 816	-	-	-	-	-	2	5	15	9	7	10	4	47	( <sup>3</sup> )	-	-	-	-	-	-	-	-	

See footnotes at end of table.

**Table A-3. All establishments: Weekly hours and pay of clerical occupations, San Francisco-Oakland-San Jose, CA, March 1996 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																				
			Mean	Median	Middle range	200 and under 250	250 - 300	300 - 350	350 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1050	1050 - 1100	1100 - 1150	1150 - 1200	1200 and over
Level 4 .....	4,829	39.9	\$748	\$745	\$675 - \$821	-	-	-	-	( <sup>3</sup> )	1	2	6	9	16	17	16	16	7	9	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-
Private industry .....	4,111	39.9	744	740	676 - 816	-	-	-	-	( <sup>3</sup> )	1	2	7	8	16	19	17	14	7	8	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-
Service-producing industries .....	2,587	39.9	736	731	672 - 821	-	-	-	-	( <sup>3</sup> )	1	3	7	9	20	15	14	14	7	9	1	-	( <sup>3</sup> )	-	-	-
State and local government .....	718	39.7	773	800	660 - 895	-	-	-	-	-	-	-	4	17	13	6	9	23	13	17	-	( <sup>3</sup> )	-	-	-	-
Level 5 .....	1,238	40.0	840	829	767 - 919	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	3	6	10	19	18	13	12	13	2	( <sup>3</sup> )	1	( <sup>3</sup> )	1	
Private industry .....	1,137	40.0	838	830	767 - 913	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	2	7	11	16	19	14	13	11	2	( <sup>3</sup> )	1	( <sup>3</sup> )	1	
Service-producing industries .....	632	40.0	844	850	748 - 927	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	4	9	11	11	13	13	21	8	3	1	2	( <sup>3</sup> )	2	
State and local government .....	101	40.0	857	800	797 - 986	-	-	-	-	-	-	-	3	-	7	46	-	8	1	36	-	-	-	-	-	
<b>Switchboard-Operator-Receptionists</b> .....	4,244	39.8	438	428	362 - 505	( <sup>3</sup> )	2	13	24	18	15	14	8	5	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-
Private industry .....	4,046	39.8	433	420	360 - 500	( <sup>3</sup> )	2	14	25	18	14	14	7	5	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	2,995	39.8	437	427	362 - 490	1	( <sup>3</sup> )	13	27	18	17	10	7	6	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	198	39.9	549	555	486 - 590	-	-	-	-	5	22	20	40	1	12	-	-	-	-	-	-	-	-	-	-	-
<b>Word Processors</b> .....	1,352	39.1	602	602	518 - 698	-	( <sup>3</sup> )	1	2	7	9	25	5	12	15	14	3	4	1	1	-	-	-	-	-	-
State and local government .....	485	40.0	594	537	530 - 653	-	-	-	-	2	6	45	1	8	19	19	-	-	-	-	-	-	-	-	-	-
Level 2 .....	703	39.8	589	550	530 - 653	-	-	( <sup>3</sup> )	( <sup>3</sup> )	6	7	37	3	10	21	16	-	-	-	-	-	-	-	-	-	-
Private industry:																										
Service-producing industries .....	255	39.4	579	602	508 - 664	-	-	1	1	13	9	16	8	20	23	9	-	-	-	-	-	-	-	-	-	-
State and local government .....	444	40.0	594	530	530 - 653	-	-	-	-	1	5	50	-	5	19	20	-	-	-	-	-	-	-	-	-	-
Level 3 .....	392	38.0	711	715	637 - 790	-	-	-	-	2	4	3	1	21	15	21	11	14	5	5	-	-	-	-	-	-
Private industry .....	363	37.8	717	727	640 - 790	-	-	-	-	2	4	3	( <sup>3</sup> )	18	14	23	12	15	5	5	-	-	-	-	-	-

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

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

compute means, medians, and middle ranges.

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

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



**Table A-4. All establishments: Hourly pay of maintenance and toolroom occupations, San Francisco-Oakland-San Jose, CA, March 1996**

Occupation and level	Number of workers	Hourly pay (in dollars) <sup>1</sup>			Percent of workers receiving straight-time hourly pay (in dollars) of—																											
		Mean	Median	Middle range	Under 7.00	7.00 - 8.00	8.00 - 9.00	9.00 - 10.00	10.00 - 11.00	11.00 - 12.00	12.00 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 - 21.00	21.00 - 22.00	22.00 - 23.00	23.00 - 24.00	24.00 - 26.00	26.00 - 28.00	28.00 - 30.00	30.00 - 32.00	32.00 - 34.00					
<b>General Maintenance Workers</b> .....	3,969	\$12.85	\$13.15	\$9.87 - \$15.50	4	4	8	9	9	5	9	8	10	16	6	5	3	2	2	-	-	-	( <sup>2</sup> )	-	-	-	-	-	-	-		
Private industry .....	3,330	12.21	12.03	9.75 - 14.90	5	5	9	10	10	6	10	9	12	12	4	3	2	1	1	-	-	-	( <sup>2</sup> )	-	-	-	-	-	-	-		
Service-producing industries .....	2,528	11.44	11.20	8.65 - 14.16	7	7	12	13	11	7	10	8	8	12	( <sup>2</sup> )	2	( <sup>2</sup> )	1	2	-	-	-	-	-	-	-	-	-	-	-		
State and local government .....	639	16.16	15.98	15.47 - 17.42	-	-	-	6	-	( <sup>2</sup> )	1	3	3	37	18	14	9	3	5	-	-	-	-	-	-	-	-	-	-	-		
Level 1 .....	2,213	10.69	10.13	8.63 - 12.17	8	8	14	16	15	9	6	7	5	8	1	( <sup>2</sup> )	1	1	-	-	-	-	-	-	-	-	-	-	-	-		
Private industry .....	2,000	10.29	10.02	8.32 - 11.66	9	9	15	16	17	10	6	7	6	4	( <sup>2</sup> )	( <sup>2</sup> )	-	1	-	-	-	-	-	-	-	-	-	-	-	-		
Service-producing industries .....	1,672	9.73	9.75	8.25 - 10.96	<sup>3</sup> 10	11	18	19	17	11	4	4	5	-	( <sup>2</sup> )	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-		
State and local government .....	213	14.37	15.19	13.68 - 15.72	-	-	-	19	-	( <sup>2</sup> )	3	10	1	51	7	-	9	-	-	-	-	-	-	-	-	-	-	-	-	-		
Level 2 .....	1,756	15.58	15.49	14.23 - 16.84	-	-	-	-	-	-	12	9	16	27	12	11	6	3	4	-	-	-	( <sup>2</sup> )	-	-	-	-	-	-	-		
Private industry .....	1,330	15.10	15.00	13.85 - 16.44	-	-	-	-	-	-	16	11	20	26	9	8	4	2	3	-	-	-	( <sup>2</sup> )	-	-	-	-	-	-	-		
State and local government .....	426	17.06	16.80	15.98 - 17.50	-	-	-	-	-	-	-	( <sup>2</sup> )	4	30	24	21	9	4	8	-	-	-	-	-	-	-	-	-	-	-		
<b>Maintenance Electricians</b> .....	1,193	22.43	23.34	18.72 - 24.51	-	-	-	-	-	-	-	-	-	-	1	2	4	23	3	2	12	2	22	14	14	1	1	( <sup>2</sup> )	( <sup>2</sup> )			
Private industry .....	527	20.55	18.72	18.29 - 21.76	-	-	-	-	-	-	-	-	-	-	-	3	8	43	3	2	19	1	5	12	-	-	3	1	-			
State and local government .....	666	23.91	23.85	23.23 - 26.50	-	-	-	-	-	-	-	-	-	-	1	-	1	7	2	3	7	2	35	15	25	2	-	-	-			
<b>Maintenance Electronics Technicians</b> .....	4,620	19.93	19.66	18.08 - 21.51	-	-	-	-	-	3	-	-	2	3	8	9	10	25	7	16	6	4	4	2	( <sup>2</sup> )	( <sup>2</sup> )	2	( <sup>2</sup> )	( <sup>2</sup> )			
Private industry .....	4,143	19.50	19.66	17.98 - 21.44	-	-	-	-	-	3	-	-	3	3	8	9	10	27	7	16	6	3	4	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )			
Service-producing industries .....	1,745	20.83	21.43	19.99 - 22.10	-	-	-	-	-	-	-	-	2	2	8	4	3	7	14	35	14	3	8	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-			
State and local government .....	477	23.64	23.85	19.23 - 26.50	-	-	-	-	-	-	-	-	( <sup>2</sup> )	2	3	5	13	4	5	9	5	10	8	17	( <sup>2</sup> )	( <sup>2</sup> )	19	-	-			
Level 1:																																
State and local government .....	15	17.13	17.53	16.59 - 17.53	-	-	-	-	-	-	-	-	-	20	7	53	20	-	-	-	-	-	-	-	-	-	-	-	-	-		
Level 2 .....	3,619	19.83	19.66	18.20 - 21.46	-	-	-	-	-	-	-	-	3	3	10	7	8	29	7	18	7	2	4	2	-	-	-	-	-			
Private industry .....	3,328	19.64	19.66	18.20 - 21.42	-	-	-	-	-	-	-	-	3	3	10	8	7	31	7	19	7	( <sup>2</sup> )	4	-	-	-	-	-	-	-		
State and local government .....	291	21.97	22.06	18.14 - 26.24	-	-	-	-	-	-	-	-	( <sup>2</sup> )	2	4	5	19	7	3	9	6	15	2	27	-	-	-	-	-			
Level 3 .....	854	21.71	20.56	18.11 - 23.12	-	-	-	-	-	-	-	-	-	-	-	15	21	10	6	9	2	16	6	1	1	1	12	( <sup>2</sup> )	( <sup>2</sup> )			
Private industry .....	683	20.37	19.00	18.08 - 23.03	-	-	-	-	-	-	-	-	-	-	-	19	25	13	6	10	2	19	2	1	1	2	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )			
State and local government .....	171	27.06	31.03	23.69 - 31.03	-	-	-	-	-	-	-	-	-	-	-	-	4	-	8	9	5	2	19	1	1	53	-	-	-			
<b>Maintenance Machinists</b> .....	2,092	19.37	18.26	18.26 - 19.26	-	-	-	-	-	-	-	-	-	-	3	-	66	10	( <sup>2</sup> )	8	1	12	-	-	-	-	1	-	-			
Private industry .....	2,091	19.37	18.26	18.26 - 19.26	-	-	-	-	-	-	-	-	-	-	3	-	66	10	( <sup>2</sup> )	7	1	12	-	-	-	-	1	-	-			
<b>Maintenance Mechanics, Machinery</b> .....	5,603	20.78	20.84	20.65 - 21.52	-	-	-	-	-	-	-	-	1	2	1	2	5	2	41	33	9	4	-	-	-	-	-	-	-			
Private industry .....	5,217	20.68	20.84	20.65 - 21.46	-	-	-	-	-	-	-	-	1	2	1	2	6	2	44	32	9	1	-	-	-	-	-	-	-			
State and local government .....	386	22.19	21.86	21.86 - 23.16	-	-	-	-	-	-	-	-	-	4	( <sup>2</sup> )	( <sup>2</sup> )	-	-	1	51	8	35	-	-	-	-	-	-	-			
<b>Maintenance Mechanics, Motor Vehicle</b> .....	2,001	20.55	20.76	20.16 - 21.80	-	-	-	-	-	-	-	-	1	2	4	5	6	32	23	14	5	( <sup>2</sup> )	1	-	-	-	-	-	-			
Private industry .....	1,461	20.29	20.76	20.16 - 21.34	-	-	-	-	-	-	-	-	1	1	4	2	3	6	7	41	26	8	( <sup>2</sup> )	1	-	-	-	-	-			
Service-producing industries .....	1,432	20.30	20.76	20.16 - 21.34	-	-	-	-	-	-	-	-	1	1	4	2	2	6	7	41	27	9	( <sup>2</sup> )	-	-	-	-	-	-			
State and local government .....	540	21.27	22.37	20.01 - 22.67	-	-	-	-	-	-	-	-	-	4	4	2	7	4	3	7	16	30	19	-	4	-	-	-	-			

See footnotes at end of table.

**Table A-4. All establishments: Hourly pay of maintenance and toolroom occupations, San Francisco-Oakland-San Jose, CA, March 1996 — Continued**

Occupation and level	Number of workers	Hourly pay (in dollars) <sup>1</sup>			Percent of workers receiving straight-time hourly pay (in dollars) of—																											
		Mean	Median	Middle range	Under 7.00	7.00 - 8.00	8.00 - 9.00	9.00 - 10.00	10.00 - 11.00	11.00 - 12.00	12.00 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 - 21.00	21.00 - 22.00	22.00 - 23.00	23.00 - 24.00	24.00 - 26.00	26.00 - 28.00	28.00 - 30.00	30.00 - 32.00	32.00 - 34.00					
<b>Skilled Multi-Craft Maintenance Workers</b>																																
Workers .....	1,873	\$23.10	\$23.74	\$21.16 - \$26.26	-	-	-	-	-	-	-	-	-	( <sup>2</sup> )	4	3	10	3	2	6	8	26	10	25	1	-	-	-				
Private industry .....	1,126	23.25	25.88	19.20 - 26.26	-	-	-	-	-	-	-	-	-	( <sup>2</sup> )	6	3	11	5	2	7	10	1	15	39	1	-	-	-				
Service-producing industries .....	964	23.22	25.88	19.00 - 26.26	-	-	-	-	-	-	-	-	-	( <sup>2</sup> )	7	4	12	6	1	7	4	( <sup>2</sup> )	15	44	-	-	-					
State and local government .....	747	22.87	23.16	22.61 - 23.74	-	-	-	-	-	-	-	-	-	( <sup>2</sup> )	-	2	10	( <sup>2</sup> )	3	6	7	64	2	3	3	-	-					

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

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

<sup>3</sup> Workers were distributed as follows: 3 percent at \$5.00 and under \$6.00 and 7 percent at \$6.00 and under \$7.00.

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, San Francisco-Oakland-San Jose, CA, March 1996**

Occupation and level	Number of workers	Hourly pay (in dollars) <sup>1</sup>			Percent of workers receiving straight-time hourly pay (in dollars) of—																								
		Mean	Median	Middle range	4.50 and under 5.00	5.00 - 5.50	5.50 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 8.00	8.00 - 9.00	9.00 - 10.00	10.00 - 11.00	11.00 - 12.00	12.00 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 - 21.00	21.00 - 22.00	22.00 - 23.00	23.00 - 24.00	24.00 - 25.00		
<b>Guards</b> .....	11,894	\$8.10	\$7.50	\$6.90 - \$8.62	-	( <sup>2</sup> )	1	11	14	30	23	9	4	2	4	( <sup>2</sup> )	1	1	1	-	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-	-
Private industry .....	11,629	7.96	7.50	6.86 - 8.50	-	( <sup>2</sup> )	1	11	15	31	23	9	4	1	4	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	1	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	10,972	7.75	7.50	6.75 - 8.25	-	( <sup>2</sup> )	1	12	15	32	24	8	3	1	2	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-
State and local government .....	265	14.37	14.61	12.59 - 15.56	-	-	-	-	-	-	-	-	( <sup>2</sup> )	14	18	12	19	19	11	-	2	4	-	-	-	-	-	-	
Level 1 .....	11,216	7.81	7.50	6.75 - 8.50	-	( <sup>2</sup> )	1	11	15	32	24	8	4	1	2	( <sup>2</sup> )	1	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-
Private industry .....	11,100	7.75	7.50	6.75 - 8.28	-	( <sup>2</sup> )	1	11	15	32	24	8	4	1	2	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	10,785	7.68	7.50	6.75 - 8.25	-	( <sup>2</sup> )	1	12	16	33	25	8	3	1	2	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	
State and local government .....	116	13.23	12.76	11.98 - 14.71	-	-	-	-	-	-	-	-	1	27	27	8	38	-	-	-	-	-	-	-	-	-	-	-	
Level 2 .....	678	12.92	12.18	11.80 - 15.20	-	-	-	-	-	-	-	13	2	10	43	4	1	10	14	-	1	1	-	-	-	-	-	-	
Private industry .....	529	12.27	12.18	11.45 - 12.50	-	-	-	-	-	-	-	17	3	11	51	1	1	3	13	-	-	-	-	-	-	-	-	-	
State and local government .....	149	15.26	15.20	13.59 - 16.76	-	-	-	-	-	-	-	-	-	3	12	16	5	34	20	-	3	7	-	-	-	-	-	-	
<b>Janitors:</b>																													
State and local government .....	5,019	12.96	12.83	11.87 - 14.26	-	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	5	7	14	26	21	6	21	-	-	-	-	-	-	-	-	-	-	-	-
<b>Material Movement and Storage Workers</b>																													
<b>Storage Workers</b> .....	18,874	12.13	12.56	9.00 - 15.46	2	1	3	4	1	3	10	9	6	5	10	7	13	6	17	( <sup>2</sup> )	1	1	( <sup>2</sup> )	( <sup>2</sup> )	-	-	( <sup>2</sup> )		
Private industry .....	18,054	11.94	12.56	8.93 - 14.97	2	1	3	4	1	3	11	9	7	5	10	6	13	6	17	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-	( <sup>2</sup> )		
State and local government .....	820	16.30	16.11	13.70 - 19.97	-	-	-	-	-	-	-	( <sup>2</sup> )	3	10	21	11	4	12	( <sup>2</sup> )	10	18	5	5	-	-	-	-		
Level 1 .....	3,214	7.41	8.09	6.25 - 8.55	11	1	12	9	8	8	37	11	2	1	1	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-		
Private industry .....	3,214	7.41	8.09	6.25 - 8.55	11	1	12	9	8	8	37	11	2	1	1	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-		
Level 2 .....	14,891	13.05	13.33	10.10 - 15.80	-	2	1	3	( <sup>2</sup> )	2	5	9	8	5	13	7	15	7	22	1	1	1	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-		
Private industry .....	14,104	12.87	13.33	10.00 - 15.66	-	2	1	3	( <sup>2</sup> )	2	6	9	8	5	13	6	15	7	22	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-		
Shipping/Receiving Clerks .....	3,450	11.80	11.73	10.00 - 13.03	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	1	7	14	15	17	21	8	6	10	1	1	( <sup>2</sup> )	-	-	-	-	-	-		
Private industry .....	3,412	11.79	11.73	10.00 - 13.03	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	1	7	14	15	17	20	8	6	10	1	1	( <sup>2</sup> )	-	-	-	-	-	-		
Service-producing industries .....	1,679	11.23	10.90	10.00 - 12.50	-	-	-	( <sup>2</sup> )	1	2	9	12	27	19	13	4	5	5	2	1	( <sup>2</sup> )	-	-	-	-	-	-		
State and local government .....	38	13.07	12.82	12.82 - 12.82	-	-	-	-	-	-	-	-	-	-	84	5	11	-	-	-	-	-	-	-	-	-	-		
Level 3 .....	769	14.13	13.95	12.11 - 15.00	-	-	-	-	-	-	-	-	-	21	9	22	21	14	3	2	1	-	( <sup>2</sup> )	3	-	-	3		
Private industry .....	736	13.89	13.95	12.11 - 14.75	-	-	-	-	-	-	-	-	-	22	9	23	22	14	3	2	1	-	( <sup>2</sup> )	-	-	-	3		
State and local government .....	33	19.52	21.01	16.75 - 21.01	-	-	-	-	-	-	-	-	-	-	-	6	15	6	-	-	-	-	-	-	73	-	-		
<b>Truckdrivers</b> .....	20,890	16.40	16.68	14.00 - 17.25	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	1	2	1	3	3	3	8	7	4	42	4	2	2	4	5	9	( <sup>2</sup> )	-		
Private industry .....	19,866	16.20	16.68	14.00 - 16.83	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	1	2	1	3	3	9	7	4	45	4	1	2	5	2	9	-	-			
Service-producing industries .....	19,232	16.29	16.68	14.00 - 16.83	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	1	2	1	3	3	7	7	4	46	4	1	2	5	2	9	-	-			
State and local government .....	1,024	20.27	21.51	18.72 - 21.51	-	-	-	-	-	-	-	-	-	( <sup>2</sup> )	3	3	( <sup>2</sup> )	2	( <sup>2</sup> )	1	20	6	3	45	6	10			
Tractor Trailer:																													
Private industry .....	7,143	17.43	16.77	14.00 - 22.38	-	-	-	-	-	-	-	-	-	3	3	7	14	5	32	5	1	4	-	1	25	-	-		

<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, San Francisco-Oakland-San Jose, CA, March 1996**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																				
			Mean	Median	Middle range	400 and under 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 - 2400	2400 - 2600	2600 and over
<b>PROFESSIONAL OCCUPATIONS</b>																										
<b>Accountants</b> .....	6,117	39.9	\$907	\$865	\$725 - \$1,045	( <sup>3</sup> )	6	14	18	17	14	11	7	3	5	1	1	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	( <sup>3</sup> )	-	-
Private industry .....	4,901	39.9	889	839	696 - 1,013	( <sup>3</sup> )	8	17	19	17	12	9	5	3	5	1	1	1	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	( <sup>3</sup> )	-	-
Service-producing industries .....	2,288	39.7	883	822	702 - 1,008	( <sup>3</sup> )	10	15	21	16	12	8	6	4	3	2	1	1	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-
State and local government .....	1,216	39.9	978	955	845 - 1,097	-	( <sup>3</sup> )	3	14	19	19	20	15	3	5	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	( <sup>3</sup> )	-	-	
Level 1 .....	621	39.8	654	672	595 - 716	( <sup>3</sup> )	31	38	31	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	508	39.8	631	635	575 - 673	( <sup>3</sup> )	37	45	17	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	113	40.0	759	767	767 - 767	-	2	4	95	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 2 .....	1,725	39.9	730	731	649 - 802	( <sup>3</sup> )	10	31	32	22	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	1,455	39.9	712	712	640 - 780	( <sup>3</sup> )	12	35	34	15	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	695	39.7	690	681	596 - 778	( <sup>3</sup> )	25	31	28	14	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	270	40.0	823	870	771 - 870	-	-	8	19	61	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 3 .....	2,149	39.8	916	923	832 - 1,004	-	( <sup>3</sup> )	3	14	30	27	19	6	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	1,577	39.8	887	883	817 - 948	-	( <sup>3</sup> )	3	18	37	26	13	3	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	729	39.7	885	871	805 - 947	-	( <sup>3</sup> )	2	22	33	26	12	5	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	572	39.8	996	1,023	947 - 1,057	-	-	2	3	11	31	38	17	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 4 .....	1,020	39.9	1,135	1,112	1,025 - 1,258	-	-	-	( <sup>3</sup> )	2	15	26	25	14	15	3	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-
Private industry .....	812	39.9	1,128	1,106	1,023 - 1,249	-	-	-	-	3	16	29	23	13	13	3	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-
Service-producing industries .....	424	39.7	1,157	1,146	1,041 - 1,278	-	-	-	-	4	12	24	21	21	13	4	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-
State and local government .....	208	40.0	1,162	1,137	1,064 - 1,281	-	-	-	( <sup>3</sup> )	2	10	14	35	14	23	1	-	-	-	-	-	-	-	-	-	-
Level 5 .....	379	40.0	1,404	1,355	1,346 - 1,504	-	-	-	-	-	-	1	10	8	45	11	10	8	5	2	-	( <sup>3</sup> )	-	-	-	
Private industry .....	337	40.0	1,422	1,355	1,346 - 1,505	-	-	-	-	-	-	1	7	7	47	12	11	9	5	2	-	( <sup>3</sup> )	-	-	-	
Service-producing industries .....	101	39.8	1,445	1,453	1,311 - 1,539	-	-	-	-	-	-	2	10	11	15	23	20	9	8	2	-	1	-	-	-	
State and local government .....	42	40.0	1,257	1,212	1,184 - 1,377	-	-	-	-	-	5	36	24	31	2	2	-	-	-	-	-	-	-	-	-	
Level 6 .....	63	40.0	1,741	-	-	-	-	-	-	-	-	-	-	-	5	25	-	17	13	8	16	8	-	8	-	
<b>Attorneys</b> .....	2,816	39.8	1,692	1,658	1,422 - 1,923	-	-	-	( <sup>3</sup> )	2	1	3	2	4	9	9	14	8	17	4	9	4	3	4	3	3
Private industry .....	1,124	39.7	1,859	1,834	1,577 - 2,106	-	-	-	-	3	-	2	( <sup>3</sup> )	1	9	4	12	9	8	7	13	7	5	6	6	8
Service-producing industries .....	663	39.4	1,775	1,670	1,416 - 2,115	-	-	-	-	5	-	3	( <sup>3</sup> )	2	14	6	14	6	4	8	6	5	6	6	7	7
State and local government .....	1,692	40.0	1,582	1,584	1,395 - 1,767	-	-	-	( <sup>3</sup> )	1	2	4	3	5	9	13	16	7	23	2	6	3	1	2	1	-
Level 1:																										
State and local government .....	74	40.0	937	926	833 - 973	-	-	-	9	27	41	9	14	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 2 .....	219	39.6	1,215	1,264	1,021 - 1,336	-	-	-	-	5	4	28	7	14	32	5	4	( <sup>3</sup> )	-	2	-	-	-	-	-	-
State and local government .....	133	40.0	1,177	1,212	1,021 - 1,336	-	-	-	-	2	7	31	9	14	38	-	-	-	-	-	-	-	-	-	-	-
Level 3 .....	627	39.8	1,502	1,509	1,418 - 1,631	-	-	-	-	-	-	2	3	9	9	26	25	10	15	1	( <sup>3</sup> )	-	-	-	-	-
State and local government .....	439	39.9	1,455	1,437	1,350 - 1,581	-	-	-	-	-	-	3	4	12	9	34	23	( <sup>3</sup> )	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, San Francisco-Oakland-San Jose, CA, March 1996 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																				
			Mean	Median	Middle range	400 and under 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 - 2400	2400 - 2600	2600 and over
Level 4 .....	1,108	40.0	\$1,770	\$1,767	\$1,589 - \$1,925	-	-	-	-	-	-	-	1	2	5	4	14	7	29	7	20	6	2	1	2	1
Private industry .....	360	40.0	1,966	1,923	1,841 - 2,057	-	-	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	9	9	13	35	19	4	4	5	3
State and local government .....	748	40.0	1,676	1,746	1,563 - 1,790	-	-	-	-	-	-	2	3	8	6	21	5	38	4	12	1	( <sup>3</sup> )	-	-	-	-
Level 5 .....	446	39.7	2,063	2,072	1,689 - 2,308	-	-	-	-	-	-	-	-	2	4	4	16	6	4	7	11	10	15	10	12	
Private industry .....	221	39.4	2,275	2,269	2,014 - 2,568	-	-	-	-	-	-	-	-	-	-	3	3	7	6	6	13	15	17	17	<sup>4</sup> 24	
State and local government .....	225	40.0	1,855	1,703	1,608 - 2,073	-	-	-	-	-	-	-	-	4	9	5	28	5	2	8	16	8	14	2	-	
Level 6 .....	116	39.9	2,197	2,263	1,778 - 2,561	-	-	-	-	-	-	-	-	-	-	-	4	34	7	-	1	1	11	18	<sup>5</sup> 23	
State and local government .....	73	40.0	1,939	1,778	1,778 - 2,186	-	-	-	-	-	-	-	-	-	-	-	7	55	11	-	1	1	11	14	-	
<b>Engineers .....</b>	<b>40,025</b>	<b>40.0</b>	<b>1,361</b>	<b>1,324</b>	<b>1,070 - 1,604</b>	-	( <sup>3</sup> )	1	4	6	8	10	9	11	10	9	7	7	5	4	3	2	2	1	( <sup>3</sup> )	
Private industry .....	35,463	40.0	1,378	1,346	1,073 - 1,635	-	( <sup>3</sup> )	1	4	6	8	9	8	10	9	10	7	5	5	3	2	2	2	1	( <sup>3</sup> )	
Service-producing industries .....	3,687	40.0	1,264	1,254	1,035 - 1,462	-	( <sup>3</sup> )	1	4	8	8	10	10	13	13	10	8	6	3	2	1	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	
State and local government .....	4,562	40.0	1,226	1,246	1,060 - 1,375	-	-	( <sup>3</sup> )	1	3	14	21	10	17	18	3	8	4	( <sup>3</sup> )	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	
Level 1 .....	1,138	40.0	757	750	725 - 796	-	1	15	64	19	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	1,090	40.0	754	750	720 - 792	-	1	16	65	18	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	48	40.0	825	841	760 - 884	-	-	2	42	44	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 2 .....	2,826	40.0	866	865	792 - 940	-	( <sup>3</sup> )	4	22	35	32	6	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	2,476	40.0	855	865	773 - 924	-	( <sup>3</sup> )	5	25	36	29	4	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	350	39.9	944	975	895 - 987	-	-	-	5	23	50	21	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 3 .....	7,589	40.0	1,062	1,038	952 - 1,171	-	-	-	2	13	26	24	14	10	9	1	-	-	-	-	-	-	-	-	-	
Private industry .....	5,114	40.0	999	994	910 - 1,073	-	-	-	2	19	31	28	13	5	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	771	40.0	978	958	875 - 1,058	-	-	-	6	27	27	21	9	7	2	1	-	-	-	-	-	-	-	-	-	
State and local government .....	2,475	40.0	1,192	1,246	1,060 - 1,375	-	-	-	-	1	17	16	16	22	25	4	-	-	-	-	-	-	-	-	-	
Level 4 .....	10,236	40.0	1,240	1,235	1,108 - 1,347	-	-	-	-	( <sup>3</sup> )	5	19	19	23	17	10	5	2	-	-	-	-	-	-	-	
Private industry .....	8,960	40.0	1,230	1,231	1,121 - 1,340	-	-	-	-	( <sup>3</sup> )	5	16	21	25	18	11	2	( <sup>3</sup> )	-	-	-	-	-	-	-	
Service-producing industries .....	1,358	40.0	1,222	1,221	1,124 - 1,328	-	-	-	-	1	4	16	22	26	21	8	2	-	-	-	-	-	-	-	-	
State and local government .....	1,276	40.0	1,309	1,275	1,085 - 1,595	-	-	-	-	( <sup>3</sup> )	4	37	4	7	9	1	24	13	( <sup>3</sup> )	-	-	-	-	-	-	
Level 5 .....	10,273	40.0	1,492	1,481	1,354 - 1,616	-	-	-	-	-	1	4	12	16	22	18	14	7	4	2	( <sup>3</sup> )	-	-	-	-	
Private industry .....	9,940	40.0	1,494	1,483	1,362 - 1,616	-	-	-	-	-	1	4	11	16	23	18	14	7	4	2	( <sup>3</sup> )	-	-	-	-	
Service-producing industries .....	859	40.0	1,466	1,462	1,365 - 1,558	-	-	-	-	-	( <sup>3</sup> )	2	8	20	27	25	12	4	1	-	( <sup>3</sup> )	-	-	-	-	
State and local government .....	333	40.0	1,435	1,249	1,249 - 1,569	-	-	-	-	-	1	5	47	2	12	13	1	2	14	5	-	-	-	-	-	
Level 6 .....	5,610	40.0	1,794	1,774	1,653 - 1,923	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	2	3	10	21	19	17	10	9	6	3	-	-	
Private industry .....	5,540	40.0	1,797	1,776	1,654 - 1,923	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	3	10	21	20	17	10	9	6	3	-	-	
State and local government .....	70	40.0	1,599	1,376	1,376 - 1,876	-	-	-	-	-	-	-	-	59	1	-	-	-	17	1	21	-	-	-	-	
Level 7 .....	2,132	40.0	2,099	2,089	1,943 - 2,237	-	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	1	1	4	12	18	16	19	18	9	2
Private industry .....	2,123	40.0	2,102	2,091	1,944 - 2,240	-	-	-	-	-	-	-	-	-	-	-	1	1	4	12	19	16	19	18	9	2
Level 8 .....	217	40.0	2,446	2,404	2,271 - 2,572	-	-	-	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	2	6	11	29	29	23	
Private industry .....	216	40.0	2,449	2,411	2,271 - 2,579	-	-	-	-	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	2	6	11	30	29	<sup>6</sup> 23

See footnotes at end of table.

**Table A-6. Establishments employing 500 workers or more: Weekly hours and pay of professional and administrative occupations, San Francisco-Oakland-San Jose, CA, March 1996 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																				
			Mean	Median	Middle range	400 and under 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 - 2400	2400 - 2600	2600 and over
<b>Scientists</b> .....	20,918	40.0	\$1,350	\$1,341	\$1,101 - \$1,575	( <sup>3</sup> )	( <sup>3</sup> )	1	3	5	8	8	10	11	10	11	10	7	5	4	2	2	1	1	( <sup>3</sup> )	( <sup>3</sup> )
Private industry .....	19,913	40.0	1,363	1,346	1,115 - 1,577	( <sup>3</sup> )	( <sup>3</sup> )	1	3	5	7	7	10	11	11	11	11	8	5	4	2	2	1	1	( <sup>3</sup> )	( <sup>3</sup> )
Service-producing industries .....	8,491	40.0	1,421	1,420	1,208 - 1,606	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1	3	5	6	10	11	12	13	14	8	6	5	2	2	1	1	( <sup>3</sup> )	( <sup>3</sup> )
State and local government .....	1,005	40.0	1,087	1,085	955 - 1,160	-	( <sup>3</sup> )	2	3	8	21	18	26	11	4	6	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
Level 1:																										
Private industry .....	659	40.0	747	763	692 - 808	( <sup>3</sup> )	3	24	45	28	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 2:																										
State and local government .....	106	40.0	857	835	753 - 964	-	-	12	20	31	16	21	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 3 .....	3,681	40.0	1,034	1,025	962 - 1,115	-	-	-	( <sup>3</sup> )	7	33	30	25	3	1	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	3,186	40.0	1,034	1,025	962 - 1,107	-	-	-	( <sup>3</sup> )	7	33	33	23	3	1	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	495	40.0	1,036	1,026	955 - 1,129	-	-	-	1	8	36	13	39	3	-	-	-	-	-	-	-	-	-	-	-	-
Level 4 .....	5,210	40.0	1,289	1,271	1,192 - 1,370	-	-	-	-	( <sup>3</sup> )	1	6	19	32	21	13	5	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-
Private industry .....	4,956	40.0	1,296	1,277	1,208 - 1,381	-	-	-	-	( <sup>3</sup> )	4	19	33	22	14	5	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-
State and local government .....	254	40.0	1,139	1,103	1,049 - 1,277	-	-	-	-	2	7	37	20	27	6	-	-	-	-	-	-	-	-	-	-	-
Level 5 .....	4,955	40.0	1,533	1,538	1,425 - 1,635	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	6	13	22	25	17	8	5	1	1	( <sup>3</sup> )	-	-	-	
Private industry .....	4,819	40.0	1,538	1,538	1,432 - 1,638	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	6	13	21	26	17	8	5	1	1	( <sup>3</sup> )	-	-	-	
Level 6 .....	1,727	40.0	1,836	1,817	1,698 - 1,962	-	-	-	-	-	-	-	-	-	1	3	6	16	20	20	12	11	7	4	( <sup>3</sup> )	-
Private industry .....	1,723	40.0	1,836	1,817	1,700 - 1,962	-	-	-	-	-	-	-	-	-	1	2	6	16	21	20	12	11	7	4	( <sup>3</sup> )	-
Level 7 .....	509	40.0	2,103	2,081	1,923 - 2,269	-	-	-	-	-	-	-	-	-	-	2	3	5	12	14	17	13	19	11	4	
Private industry .....	506	40.0	2,106	2,084	1,923 - 2,269	-	-	-	-	-	-	-	-	-	-	1	3	5	12	14	17	13	19	11	4	
<b>Scientists, Computer/Engineering</b> .....	18,005	40.0	1,379	1,365	1,146 - 1,589	-	-	1	2	5	7	7	9	12	11	11	12	8	5	4	2	2	1	1	( <sup>3</sup> )	( <sup>3</sup> )
Private industry .....	18,005	40.0	1,379	1,365	1,146 - 1,589	-	-	1	2	5	7	7	9	12	11	11	12	8	5	4	2	2	1	1	( <sup>3</sup> )	( <sup>3</sup> )
Level 3 .....	2,819	40.0	1,034	1,025	962 - 1,105	-	-	-	( <sup>3</sup> )	6	34	34	22	3	1	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	2,819	40.0	1,034	1,025	962 - 1,105	-	-	-	( <sup>3</sup> )	6	34	34	22	3	1	-	-	-	-	-	-	-	-	-	-	-
Level 4 .....	4,461	40.0	1,300	1,278	1,212 - 1,384	-	-	-	-	( <sup>3</sup> )	3	19	34	22	14	5	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-
Level 5 .....	4,588	40.0	1,542	1,538	1,438 - 1,638	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	5	13	21	27	17	8	5	1	1	( <sup>3</sup> )	-	-	-	
Private industry .....	4,588	40.0	1,542	1,538	1,438 - 1,638	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	5	13	21	27	17	8	5	1	1	( <sup>3</sup> )	-	-	-	
Level 6 .....	1,557	40.0	1,854	1,828	1,721 - 1,985	-	-	-	-	-	-	-	-	( <sup>3</sup> )	1	5	15	21	21	13	12	7	4	( <sup>3</sup> )	-	
Private industry .....	1,557	40.0	1,854	1,828	1,721 - 1,985	-	-	-	-	-	-	-	-	( <sup>3</sup> )	1	5	15	21	21	13	12	7	4	( <sup>3</sup> )	-	
<b>Scientists, Physical/Biological</b> .....	2,598	40.0	1,122	1,101	935 - 1,281	( <sup>3</sup> )	1	5	7	8	14	14	18	11	7	7	3	2	2	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	( <sup>3</sup> )	
Private industry .....	1,593	40.0	1,143	1,118	894 - 1,347	( <sup>3</sup> )	1	6	9	9	10	11	12	10	9	8	5	4	3	1	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	
State and local government .....	1,005	40.0	1,087	1,085	955 - 1,160	-	( <sup>3</sup> )	2	3	8	21	18	26	11	4	6	( <sup>3</sup> )	-	-	-	-	-	-	-	-	
Level 2 .....	394	40.0	843	835	753 - 924	-	1	16	21	29	19	14	1	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	106	40.0	857	835	753 - 964	-	-	12	20	31	16	21	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 3 .....	845	40.0	1,037	1,037	955 - 1,129	-	-	-	1	9	33	18	35	5	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	495	40.0	1,036	1,026	955 - 1,129	-	-	-	1	8	36	13	39	3	-	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

**Table A-6. Establishments employing 500 workers or more: Weekly hours and pay of professional and administrative occupations, San Francisco-Oakland-San Jose, CA, March 1996 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																					
			Mean	Median	Middle range	400 and under 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 - 2400	2400 - 2600	2600 and over	
Level 4 .....	718	40.0	\$1,223	\$1,227	\$1,096 - \$1,327	-	-	-	-	1	3	22	19	26	17	8	4	1	-	( <sup>3</sup> )	-	-	-	-	-	-	
State and local government .....	254	40.0	1,139	1,103	1,049 - 1,277	-	-	-	-	2	7	37	20	27	6	-	-	-	-	-	-	-	-	-	-	-	
Level 5 .....	306	40.0	1,436	1,442	1,320 - 1,492	-	-	-	-	-	-	1	8	14	18	34	8	8	5	3	-	-	-	-	-	-	
<b>ADMINISTRATIVE OCCUPATIONS</b>																											
<b>Budget Analysts</b> .....	134	39.9	985	929	770 - 1,157	-	1	7	30	11	8	11	16	3	2	11	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	101	39.9	1,035	1,042	825 - 1,157	-	1	6	17	13	11	14	20	2	2	15	-	-	-	-	-	-	-	-	-	-	-
Level 2:																											
State and local government .....	18	39.6	760	795	676 - 795	-	6	22	50	22	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 3 .....	74	40.0	924	-	- - -	-	-	5	35	11	12	15	22	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	46	40.0	1,005	1,073	882 - 1,157	-	-	4	9	13	20	22	33	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 4:																											
State and local government .....	34	39.9	1,245	1,287	1,042 - 1,465	-	-	-	3	9	6	12	15	6	6	44	-	-	-	-	-	-	-	-	-	-	-
<b>Buyer/Contracting Specialists</b> .....	2,301	40.0	904	885	758 - 1,023	( <sup>3</sup> )	5	9	23	15	18	15	6	4	2	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	( <sup>3</sup> )	-	-	-	-	-	-
Private industry .....	2,003	40.0	900	868	749 - 1,019	( <sup>3</sup> )	5	9	23	16	18	14	7	4	1	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	( <sup>3</sup> )	-	-	-	-	-	-
Service-producing industries .....	454	39.9	854	839	685 - 990	1	12	15	12	20	17	11	7	3	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	298	40.0	926	913	772 - 1,023	-	1	6	22	13	23	24	1	-	10	-	-	-	-	-	-	-	-	-	-	-	
Level 1 .....	191	40.0	630	625	587 - 654	3	39	43	8	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	178	40.0	630	625	587 - 654	3	39	42	8	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	13	40.0	630	-	- - -	-	31	62	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 2 .....	667	40.0	756	753	711 - 798	-	5	14	57	17	5	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	558	40.0	748	740	711 - 779	-	6	15	58	17	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	113	39.9	696	676	576 - 763	-	29	30	19	17	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	109	39.9	800	772	762 - 829	-	-	7	54	20	18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 3 .....	1,066	40.0	952	962	852 - 1,023	-	-	2	11	19	31	23	9	3	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	
Private industry .....	935	40.0	950	960	852 - 1,038	-	-	3	12	21	31	19	11	4	-	1	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	230	39.8	901	905	814 - 978	-	-	9	11	29	30	13	7	1	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	131	40.0	968	1,023	911 - 1,023	-	-	1	5	8	34	52	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 4 .....	375	40.0	1,170	1,135	1,015 - 1,309	-	-	-	2	5	16	24	13	14	15	4	3	3	1	-	1	-	-	-	-	-	
Private industry .....	330	40.0	1,167	1,124	1,015 - 1,275	-	-	-	2	4	17	26	15	16	8	5	3	3	2	-	2	-	-	-	-	-	
<b>Computer Programmers</b> .....	2,207	39.9	882	879	757 - 1,004	( <sup>3</sup> )	2	15	17	21	19	15	9	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	1,944	39.9	878	875	748 - 1,000	( <sup>3</sup> )	2	15	18	20	20	14	10	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	565	39.7	809	766	681 - 922	( <sup>3</sup> )	1	34	21	15	15	10	3	1	1	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	263	40.0	916	895	800 - 1,037	-	-	12	11	31	15	25	7	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 2 .....	668	39.7	723	707	674 - 770	-	6	37	40	15	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	627	39.7	718	707	673 - 766	-	6	37	42	12	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	300	39.4	703	697	637 - 748	-	1	58	32	5	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.





**Table A-6. Establishments employing 500 workers or more: Weekly hours and pay of professional and administrative occupations, San Francisco-Oakland-San Jose, CA, March 1996 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																				
			Mean	Median	Middle range	400 and under 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 - 2400	2400 - 2600	2600 and over
<b>Personnel Specialists</b> .....	3,530	39.9	\$1,047	\$1,019	\$837 - \$1,240	2	4	8	7	13	14	10	13	11	6	5	3	1	1	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-
Private industry .....	2,818	39.9	1,047	1,012	812 - 1,250	2	5	9	7	14	12	10	11	7	5	4	1	2	1	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-
Service-producing industries .....	1,423	39.9	1,011	985	766 - 1,212	4	9	7	7	12	13	11	12	10	5	3	1	2	2	2	( <sup>3</sup> )	1	( <sup>3</sup> )	-	-	-
State and local government .....	712	39.9	1,047	1,062	936 - 1,157	-	-	6	8	8	22	10	27	10	2	5	3	-	-	-	-	-	-	-	-	-
Level 1 .....	109	40.0	687	644	640 - 714	-	5	63	18	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	25	40.0	800	864	711 - 864	-	-	8	32	60	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 2 .....	693	40.0	692	687	594 - 792	8	18	28	21	13	12	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	567	40.0	665	668	549 - 748	10	22	28	22	14	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	365	40.0	616	606	519 - 717	15	34	22	19	6	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	126	39.9	817	847	668 - 940	-	-	29	17	9	45	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 3 .....	953	39.9	952	945	842 - 1,040	-	( <sup>3</sup> )	2	8	27	26	20	15	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	649	39.9	926	914	819 - 1,012	-	( <sup>3</sup> )	2	8	37	24	20	6	3	1	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	304	39.8	1,010	1,006	948 - 1,157	-	-	1	8	8	30	19	34	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-
Level 4 .....	924	39.9	1,136	1,154	1,005 - 1,250	-	-	-	( <sup>3</sup> )	8	17	14	24	23	8	4	2	-	-	-	-	-	-	-	-	-
Private industry .....	704	39.9	1,118	1,129	975 - 1,231	-	-	-	( <sup>3</sup> )	9	20	17	20	21	9	2	3	-	-	-	-	-	-	-	-	-
Service-producing industries .....	361	39.8	1,078	1,090	962 - 1,194	-	-	-	-	16	19	17	24	18	4	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
State and local government .....	220	39.9	1,196	1,182	1,115 - 1,277	-	-	-	( <sup>3</sup> )	3	6	4	38	30	6	14	-	-	-	-	-	-	-	-	-	-
Level 5 .....	621	40.0	1,394	1,381	1,264 - 1,521	-	-	-	-	( <sup>3</sup> )	1	2	11	21	19	20	15	3	6	2	1	-	-	-	-	-
Private industry .....	584	40.0	1,392	1,369	1,264 - 1,495	-	-	-	-	( <sup>3</sup> )	1	2	10	21	20	21	13	3	6	2	1	-	-	-	-	-
Service-producing industries .....	225	39.9	1,381	1,346	1,250 - 1,494	-	-	-	-	( <sup>3</sup> )	2	6	10	23	19	17	5	3	9	6	-	-	-	-	-	-
State and local government .....	37	39.8	1,426	1,556	1,204 - 1,556	-	-	-	-	-	3	19	8	3	11	57	-	-	-	-	-	-	-	-	-	-
<b>Personnel Supervisors/Managers</b> .....	787	40.0	1,730	1,697	1,500 - 1,923	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	4	6	14	15	10	17	7	10	2	4	6	4	1	
Private industry .....	730	40.0	1,751	1,731	1,520 - 1,923	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	4	4	12	16	10	17	8	11	2	4	6	4	1	
Service-producing industries .....	227	39.9	1,800	1,766	1,506 - 2,129	-	-	-	-	( <sup>3</sup> )	1	2	10	5	5	7	10	18	5	7	4	7	14	6	-	
State and local government .....	57	39.7	1,460	1,481	1,356 - 1,500	-	-	-	-	-	2	5	7	23	39	9	5	7	2	-	-	2	-	-	-	
Level 1 .....	50	39.8	1,347	-	-	-	-	-	-	-	2	8	14	38	36	2	-	-	-	-	-	-	-	-	-	
State and local government .....	20	39.5	1,322	1,352	1,241 - 1,377	-	-	-	-	-	5	10	15	55	15	-	-	-	-	-	-	-	-	-	-	
Level 2 .....	387	40.0	1,604	1,599	1,481 - 1,731	-	-	-	-	( <sup>3</sup> )	1	1	1	4	22	26	13	20	6	5	1	-	-	-	-	
Private industry .....	354	40.0	1,612	1,599	1,481 - 1,731	-	-	-	-	( <sup>3</sup> )	1	1	1	4	19	27	14	21	6	5	1	-	-	-	-	
Service-producing industries .....	90	39.9	1,704	1,766	1,615 - 1,885	-	-	-	-	1	2	2	-	2	2	8	21	36	9	16	1	-	-	-	-	
State and local government .....	33	39.8	1,508	1,481	1,481 - 1,559	-	-	-	-	-	-	3	3	6	55	15	9	6	3	-	-	-	-	-	-	
Level 3 .....	289	40.0	1,918	1,922	1,731 - 2,129	-	-	-	-	-	-	-	-	3	2	6	9	19	9	22	3	7	12	8	-	
Private industry .....	285	40.0	1,921	1,923	1,731 - 2,129	-	-	-	-	-	-	-	-	4	1	6	9	19	9	22	4	7	13	8	-	
<b>Director of Personnel</b> .....	206	39.9	1,824	1,923	1,624 - 2,115	-	-	-	-	2	-	1	4	10	6	-	14	10	1	22	-	6	20	2	1	
Private industry .....	155	39.9	1,902	1,923	1,777 - 2,221	-	-	-	-	3	-	1	6	9	-	-	1	13	-	28	-	6	26	3	2	
State and local government .....	51	40.0	1,587	1,624	1,429 - 1,624	-	-	-	-	-	-	-	-	12	25	-	51	-	4	4	-	4	-	-	-	
Level 2: State and local government .....	44	40.0	1,552	1,624	1,429 - 1,624	-	-	-	-	-	-	-	-	14	30	-	52	-	-	-	-	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, San Francisco-Oakland-San Jose, CA, March 1996 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																					
			Mean	Median	Middle range	400 and under 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 - 2400	2400 - 2600	2600 and over	
<b>Tax Collectors:</b>																											
State and local government .....	256	40.0	\$694	\$664	\$620 - \$762	2	18	42	14	20	-	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 1 .....	38	40.0	532	525	504 - 573	13	84	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	38	40.0	532	525	504 - 573	13	84	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 2 .....	121	40.0	664	639	639 - 670	-	11	82	-	-	-	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	121	40.0	664	639	639 - 670	-	11	82	-	-	-	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 3 .....	97	40.0	795	800	750 - 831	-	-	8	36	53	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	97	40.0	795	800	750 - 831	-	-	8	36	53	-	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.

<sup>4</sup> Workers were distributed as follows: 17 percent at \$2,600 and under \$2,800; 6 percent at \$2,800 and under \$3,000; and 1

percent at \$3,000 and under \$3,200.

<sup>5</sup> Workers were distributed as follows: 15 percent at \$2,600 and under \$2,800; 7 percent at \$2,800 and under \$3,000; 1 percent at \$3,000 and under \$3,200; and 1 percent at \$3,600 and under \$3,800.

<sup>6</sup> Workers were distributed as follows: 14 percent at \$2,600 and under \$2,800; 3 percent at \$2,800 and under \$3,000; 2 percent at \$3,000 and under \$3,200; and 4 percent at \$3,200 and under \$3,400.

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

**Table A-7. Establishments employing 500 workers or more: Weekly hours and pay of technical and protective service occupations, San Francisco-Oakland-San Jose, CA, March 1996**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																						
			Mean	Median	Middle range	350 and under 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1050	1050 - 1100	1100 - 1150	1150 - 1200	1200 - 1250	1250 - 1300	1300 - 1350	1350 and over		
<b>TECHNICAL OCCUPATIONS</b>																												
<b>Computer Operators</b> .....	1,205	39.9	\$647	\$640	\$595 - \$708	1	2	3	10	14	27	13	15	8	2	5	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	787	39.9	636	620	586 - 704	1	3	4	9	15	26	13	17	5	3	3	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	336	39.8	609	610	531 - 675	3	5	8	12	15	23	13	11	4	3	2	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	418	40.0	668	645	601 - 745	-	-	1	11	11	30	14	11	15	-	8	-	-	-	-	-	-	-	-	-	-	-	
Level 2 .....	380	40.0	615	620	572 - 644	3	1	5	13	12	42	8	5	12	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	210	40.0	579	601	541 - 620	5	1	7	15	13	53	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	64	40.0	552	-	- - -	16	-	16	5	13	41	9	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	170	39.9	661	641	601 - 779	-	-	3	12	9	28	12	9	26	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 3 .....	524	39.9	653	645	598 - 705	-	3	3	7	15	25	16	18	4	2	7	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	312	39.8	632	628	598 - 704	-	5	6	5	22	17	15	24	2	3	1	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	132	39.8	598	600	493 - 703	-	12	14	11	14	14	11	17	2	6	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	212	39.9	682	645	627 - 743	-	-	-	10	5	36	17	9	8	-	16	-	-	-	-	-	-	-	-	-	-	-	
Level 4 .....	270	39.9	695	702	619 - 755	-	-	-	9	9	15	17	24	13	5	8	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	258	39.8	693	697	616 - 755	-	-	-	9	10	16	17	21	14	5	9	-	-	-	-	-	-	-	-	-	-	-	
<b>Drafters</b> .....	731	40.0	841	880	793 - 882	-	( <sup>3</sup> )	-	1	2	2	5	6	13	19	28	8	10	5	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	
Private industry .....	236	40.0	783	806	704 - 850	-	-	-	3	6	4	11	14	10	27	11	6	4	1	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	
State and local government .....	495	40.0	868	882	818 - 906	-	( <sup>3</sup> )	-	-	-	1	3	2	15	15	36	9	12	6	-	-	-	-	-	-	-	-	
Level 2: .....	35	40.0	727	714	682 - 799	-	-	-	-	-	11	37	9	43	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	35	40.0	727	714	682 - 799	-	-	-	-	-	11	37	9	43	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 3 .....	388	40.0	835	882	800 - 882	-	-	-	1	-	1	1	5	19	22	46	4	-	-	-	-	-	-	-	-	-	-	
Private industry .....	80	40.0	778	806	741 - 838	-	-	-	5	-	2	4	16	20	52	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	308	40.0	850	882	818 - 882	-	-	-	-	-	1	1	2	19	15	58	5	-	-	-	-	-	-	-	-	-	-	
Level 4 .....	262	40.0	902	930	844 - 973	-	-	-	-	-	-	3	5	3	20	10	18	27	13	1	1	-	-	-	-	-	-	
Private industry .....	111	40.0	850	864	772 - 912	-	-	-	-	-	-	8	13	6	20	24	14	9	3	2	2	-	-	-	-	-	-	
<b>Engineering Technicians</b> .....	7,230	40.0	814	805	676 - 939	( <sup>3</sup> )	1	2	4	6	8	10	8	10	10	10	8	8	5	4	2	2	1	1	( <sup>3</sup> )	1		
Private industry .....	7,185	40.0	814	804	676 - 941	( <sup>3</sup> )	1	2	4	6	8	10	8	11	9	10	8	8	5	4	2	2	1	1	( <sup>3</sup> )	1		
State and local government .....	45	40.0	825	825	810 - 895	-	-	-	-	2	7	2	9	-	33	38	2	7	-	-	-	-	-	-	-	-		
Level 2 .....	830	40.0	580	578	539 - 608	-	2	7	23	32	24	9	1	( <sup>3</sup> )	( <sup>3</sup> )	2	-	-	-	-	-	-	-	-	-	-		
Private industry .....	815	40.0	576	577	538 - 608	-	2	7	24	33	25	9	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-		
Level 3 .....	1,371	40.0	672	664	619 - 721	( <sup>3</sup> )	-	2	5	10	25	25	14	14	4	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-		
Private industry .....	1,349	40.0	669	663	617 - 720	( <sup>3</sup> )	-	2	5	10	25	25	14	14	4	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-		
State and local government .....	22	40.0	862	874	851 - 895	-	-	-	-	-	-	-	5	-	14	77	5	-	-	-	-	-	-	-	-	-		
Level 4 .....	2,204	40.0	809	797	730 - 879	-	-	-	-	1	2	13	15	19	15	16	8	8	2	1	( <sup>3</sup> )	-	-	-	-	-		
Private industry .....	2,201	40.0	809	796	730 - 878	-	-	-	-	1	2	13	15	19	15	16	8	7	2	1	( <sup>3</sup> )	-	-	-	-	-		

See footnotes at end of table.

**Table A-7. Establishments employing 500 workers or more: Weekly hours and pay of technical and protective service occupations, San Francisco-Oakland-San Jose, CA, March 1996 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																					
			Mean	Median	Middle range	350 and under 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1050	1050 - 1100	1100 - 1150	1150 - 1200	1200 - 1250	1250 - 1300	1300 - 1350	1350 and over	
Level 5 .....	2,288	40.0	\$939	\$936	\$860 - \$1,013	-	-	-	-	-	( <sup>3</sup> )	1	2	6	12	17	16	16	12	8	3	3	1	1	( <sup>3</sup> )	( <sup>3</sup> )	
Private industry .....	2,288	40.0	939	936	860 - 1,013	-	-	-	-	-	( <sup>3</sup> )	1	2	6	12	17	16	16	12	8	3	3	1	1	( <sup>3</sup> )	( <sup>3</sup> )	
Level 6 .....	434	40.0	1,154	1,157	1,039 - 1,250	-	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	3	10	13	14	8	15	12	11	5	9		
Private industry .....	434	40.0	1,154	1,157	1,039 - 1,250	-	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	3	10	13	14	8	15	12	11	5	9		
<b>Engineering Technicians, Civil</b> .....	1,436	40.0	947	927	849 - 1,078	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	2	2	2	6	12	13	18	11	6	6	11	9	2	-	-		
State and local government .....	1,427	40.0	948	927	851 - 1,078	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	2	1	2	6	12	13	18	11	6	6	11	9	2	-	-		
Level 1 .....	14	40.0	561	-	- - -	-	21	-	29	14	-	36	-	-	-	-	-	-	-	-	-	-	-	-	-		
State and local government .....	14	40.0	561	-	- - -	-	21	-	29	14	-	36	-	-	-	-	-	-	-	-	-	-	-	-	-		
Level 2 .....	141	40.0	760	810	681 - 825	-	-	1	2	3	16	6	7	4	47	13	-	-	-	-	-	-	-	-	-		
State and local government .....	139	40.0	762	810	681 - 825	-	-	1	2	2	16	6	7	4	47	14	-	-	-	-	-	-	-	-	-		
Level 3 .....	481	40.0	883	895	811 - 933	-	-	-	-	-	-	2	2	13	19	17	22	22	3	-	-	-	-	-	-		
State and local government .....	481	40.0	883	895	811 - 933	-	-	-	-	-	-	2	2	13	19	17	22	22	3	-	-	-	-	-	-		
Level 4 .....	528	40.0	981	947	909 - 1,115	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	2	4	4	14	27	10	5	7	6	20	-	-	-	-		
State and local government .....	522	40.0	984	947	912 - 1,115	-	-	-	-	-	-	2	3	4	14	28	10	5	7	7	20	-	-	-	-		
Level 5:																											
State and local government .....	226	40.0	1,086	1,101	1,078 - 1,101	-	-	-	-	-	-	-	-	-	2	( <sup>3</sup> )	1	16	23	53	4	-	-	-	-		
Level 6 .....	45	40.0	1,218	1,249	1,157 - 1,249	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	33	67	-	-		
State and local government .....	45	40.0	1,218	1,249	1,157 - 1,249	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	33	67	-	-		
<b>PROTECTIVE SERVICE OCCUPATIONS</b>																											
<b>Corrections Officers</b> .....	2,616	40.0	823	869	787 - 885	-	-	-	3	2	3	4	7	17	12	31	21	-	-	-	-	-	-	-	-	-	
State and local government .....	2,616	40.0	823	869	787 - 885	-	-	-	3	2	3	4	7	17	12	31	21	-	-	-	-	-	-	-	-	-	
<b>Firefighters:</b>																											
State and local government .....	1,729	50.2	982	1,004	975 - 1,028	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1	2	1	2	4	4	33	52	-	-	-	-	-	-	-	
<b>Police Officers</b> .....	7,768	40.0	969	985	885 - 1,032	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1	2	4	6	14	5	26	21	12	8	1	-	-	-		
State and local government .....	7,751	40.0	969	985	885 - 1,032	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1	2	4	6	14	5	26	21	12	8	1	-	-	-		
Level 1 .....	7,166	40.0	960	979	885 - 1,015	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1	2	4	7	15	5	26	22	11	6	-	-	-	-		
State and local government .....	7,149	40.0	960	979	885 - 1,015	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1	2	4	7	15	5	26	22	11	6	-	-	-	-		
Level 2 .....	602	40.0	1,074	1,067	1,018 - 1,121	-	-	-	-	-	-	-	-	-	-	-	1	21	16	19	28	16	-	-	-		
State and local government .....	602	40.0	1,074	1,067	1,018 - 1,121	-	-	-	-	-	-	-	-	-	-	-	1	21	16	19	28	16	-	-	-		

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

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

compute means, medians, and middle ranges.

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

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

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

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																					
			Mean	Median	Middle range	200 and under 250	250 - 300	300 - 350	350 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1050	1050 - 1100	1100 - 1150	1150 - 1200	1200 and over	
<b>Clerks, Accounting</b> .....	5,411	39.8	\$567	\$560	\$514 - \$627	-	-	( <sup>3</sup> )	2	7	8	26	23	13	14	4	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
Private industry .....	3,362	39.8	554	546	500 - 618	-	-	1	4	9	10	30	17	12	16	2	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	
Service-producing industries .....	1,526	39.5	510	506	450 - 557	-	-	1	7	17	16	29	16	10	3	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	
State and local government .....	2,049	39.9	587	581	535 - 639	-	-	-	( <sup>3</sup> )	3	6	20	33	15	12	7	2	-	-	-	-	-	-	-	-	-	
Level 2 .....	1,292	39.8	510	521	485 - 546	-	-	1	5	13	12	47	20	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	
Private industry .....	761	39.7	498	520	447 - 538	-	-	2	8	15	13	46	12	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	426	39.5	483	499	429 - 541	-	-	4	12	22	16	27	16	3	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	
State and local government .....	531	40.0	528	533	510 - 590	-	-	-	( <sup>3</sup> )	10	10	48	31	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 3 .....	2,882	39.9	570	571	519 - 630	-	-	-	2	5	8	22	29	14	18	2	-	-	-	-	-	-	-	-	-	-	
Private industry .....	1,767	39.9	557	555	506 - 628	-	-	-	3	8	9	29	20	10	21	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	680	39.7	501	506	438 - 554	-	-	-	8	21	16	28	15	10	2	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	1,115	39.9	589	572	554 - 639	-	-	-	( <sup>3</sup> )	1	6	10	43	21	14	5	-	-	-	-	-	-	-	-	-	-	
Level 4 .....	1,067	39.7	632	638	576 - 692	-	-	-	-	2	5	13	12	22	24	13	8	( <sup>3</sup> )	-	-	-	-	-	-	-	-	
Private industry .....	666	39.5	616	623	552 - 675	-	-	-	-	3	7	13	14	24	24	8	6	1	-	-	-	-	-	-	-	-	
Service-producing industries .....	298	38.9	563	551	510 - 622	-	-	-	-	7	15	27	16	20	12	3	1	-	-	-	-	-	-	-	-	-	
State and local government .....	401	39.9	658	670	612 - 738	-	-	-	-	( <sup>3</sup> )	1	12	9	18	25	22	12	-	-	-	-	-	-	-	-	-	
<b>Clerks, General</b> .....	14,489	39.9	549	539	484 - 615	( <sup>3</sup> )	1	1	3	9	22	17	18	14	7	4	1	3	-	-	-	-	-	-	-	-	
Private industry .....	4,858	39.9	517	523	453 - 591	( <sup>3</sup> )	2	4	6	12	18	16	18	20	3	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	2,503	39.8	507	518	439 - 590	( <sup>3</sup> )	3	6	8	12	16	14	17	22	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	
State and local government .....	9,631	39.9	566	545	493 - 618	-	( <sup>3</sup> )	( <sup>3</sup> )	1	8	23	18	18	11	9	6	1	5	-	-	-	-	-	-	-	-	
Level 1: State and local government .....	24	40.0	400	404	392 - 409	-	-	-	29	71	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 2 .....	1,042	39.7	430	422	361 - 489	-	6	13	18	24	20	8	10	2	1	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	683	39.7	421	400	341 - 510	-	8	19	18	20	7	9	14	2	1	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	431	39.7	430	373	320 - 560	-	13	23	16	2	5	13	22	4	1	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	359	39.7	447	458	409 - 489	-	1	1	17	30	44	6	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 3 .....	5,783	39.9	518	498	470 - 540	( <sup>3</sup> )	( <sup>3</sup> )	1	3	13	33	26	7	7	1	9	-	-	-	-	-	-	-	-	-	-	
Private industry .....	1,340	39.8	474	480	436 - 510	1	( <sup>3</sup> )	3	8	19	37	17	10	3	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	670	39.7	465	466	415 - 514	1	1	6	12	21	27	13	13	4	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	
State and local government .....	4,443	39.9	532	514	486 - 579	-	-	-	2	12	32	29	6	8	2	11	-	-	-	-	-	-	-	-	-	-	
Level 4 .....	7,541	40.0	592	585	536 - 636	-	-	( <sup>3</sup> )	1	3	13	12	28	21	13	2	1	6	-	-	-	-	-	-	-	-	
Private industry .....	2,736	39.9	566	569	520 - 636	-	-	( <sup>3</sup> )	2	5	12	17	24	33	5	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	1,338	39.9	557	558	499 - 636	-	-	( <sup>3</sup> )	4	9	14	15	18	38	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	
State and local government .....	4,805	40.0	607	590	557 - 653	-	-	-	( <sup>3</sup> )	2	14	9	30	14	17	2	2	10	-	-	-	-	-	-	-	-	

See footnotes at end of table.

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

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																					
			Mean	Median	Middle range	200 and under 250	250 - 300	300 - 350	350 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1050	1050 - 1100	1100 - 1150	1150 - 1200	1200 and over	
<b>Key Entry Operators</b> .....	561	39.9	\$474	\$491	\$420 - \$530	2	2	4	9	15	23	33	10	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	339	39.8	438	440	392 - 482	3	4	6	15	24	25	18	3	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	99	39.6	407	398	323 - 509	10	9	8	24	8	11	22	6	-	1	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	222	40.0	530	530	518 - 547	-	-	-	-	2	19	56	19	3	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 1 .....	311	40.0	462	491	398 - 530	3	4	6	12	8	23	31	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	176	40.0	524	530	496 - 530	-	-	-	-	2	23	54	21	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 2 .....	250	39.7	490	482	420 - 535	-	-	1	6	24	22	36	6	6	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	204	39.7	475	482	420 - 517	-	-	1	7	28	26	29	5	3	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	56	39.2	476	-	-	-	-	4	18	9	20	39	9	-	2	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	46	39.9	554	542	535 - 586	-	-	-	-	4	4	63	13	15	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Personnel Assistants</b> .....	974	39.9	636	642	570 - 697	-	1	-	1	3	4	11	12	30	14	16	3	1	2	3	-	-	-	-	-	-	-
Private industry .....	584	39.9	607	615	550 - 669	-	1	-	1	6	5	13	14	29	15	12	4	2	-	-	-	-	-	-	-	-	-
Service-producing industries .....	325	39.7	575	575	510 - 644	-	2	-	1	10	7	18	18	22	10	10	2	1	-	-	-	-	-	-	-	-	-
State and local government .....	390	39.9	679	645	633 - 727	-	-	-	-	-	2	8	9	32	14	22	2	-	4	8	-	-	-	-	-	-	-
Level 2 .....	238	39.6	550	546	491 - 640	-	3	-	2	11	11	26	18	11	13	6	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	149	39.5	508	511	458 - 570	-	4	-	3	17	13	29	24	5	5	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	133	39.5	505	511	462 - 570	-	5	-	2	18	11	32	26	6	1	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	89	39.8	620	640	546 - 672	-	-	-	-	-	8	20	8	20	27	17	-	-	-	-	-	-	-	-	-	-	-
Level 3 .....	469	39.9	660	645	615 - 697	-	-	-	-	( <sup>3</sup> )	9	12	44	10	11	3	1	3	6	-	-	-	-	-	-	-	-
Private industry .....	269	40.0	637	640	600 - 683	-	-	-	-	( <sup>3</sup> )	11	14	37	17	16	2	2	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	138	40.0	628	640	575 - 669	-	-	-	-	1	12	15	40	13	19	1	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	200	39.9	692	645	633 - 767	-	-	-	-	( <sup>3</sup> )	5	9	53	( <sup>3</sup> )	3	4	-	8	15	-	-	-	-	-	-	-	-
Level 4 .....	213	40.0	695	707	659 - 733	-	-	-	-	-	-	8	15	26	41	8	3	-	-	-	-	-	-	-	-	-	-
Private industry .....	113	40.0	685	682	626 - 729	-	-	-	-	-	-	6	27	25	22	14	5	-	-	-	-	-	-	-	-	-	-
State and local government .....	100	40.0	706	718	697 - 740	-	-	-	-	-	-	9	-	28	63	-	-	-	-	-	-	-	-	-	-	-	-
<b>Secretaries</b> .....	12,744	39.8	675	655	587 - 760	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1	4	7	17	18	13	11	8	12	3	3	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
Private industry .....	9,914	39.7	669	653	584 - 749	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1	4	7	16	19	15	11	8	9	3	2	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
Service-producing industries .....	5,163	39.5	644	631	557 - 719	-	1	( <sup>3</sup> )	1	2	7	11	18	21	12	9	5	7	2	3	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
State and local government .....	2,830	39.9	697	707	591 - 811	-	-	-	-	( <sup>3</sup> )	4	5	22	14	4	13	6	24	3	4	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-
Level 1:																											
State and local government .....	99	40.0	614	630	560 - 645	-	-	-	-	-	8	20	72	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 2 .....	4,229	39.5	617	614	559 - 666	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	7	12	24	27	14	9	7	2	-	-	-	-	-	-	-	-	-
Private industry .....	3,502	39.4	617	620	558 - 660	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	7	12	20	31	14	6	7	2	-	-	-	-	-	-	-	-	-
State and local government .....	727	40.0	620	586	561 - 738	-	-	-	-	( <sup>3</sup> )	9	9	44	5	2	25	6	-	-	-	-	-	-	-	-	-	-
Level 3 .....	3,675	39.9	663	646	589 - 744	-	-	-	( <sup>3</sup> )	1	4	6	22	18	15	9	3	21	( <sup>3</sup> )	-	-	-	-	-	-	-	-
Private industry .....	2,350	39.8	638	635	578 - 688	-	-	-	( <sup>3</sup> )	1	5	6	24	21	22	9	5	8	( <sup>3</sup> )	-	-	-	-	-	-	-	-
Service-producing industries .....	959	39.6	631	635	569 - 682	-	-	-	( <sup>3</sup> )	4	7	9	16	23	21	8	3	10	-	-	-	-	-	-	-	-	-
State and local government .....	1,325	39.9	708	719	597 - 811	-	-	-	-	-	3	6	19	12	2	11	2	45	( <sup>3</sup> )	-	-	-	-	-	-	-	-

See footnotes at end of table.

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

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																				
			Mean	Median	Middle range	200 and under 250	250 - 300	300 - 350	350 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1050	1050 - 1100	1100 - 1150	1150 - 1200	1200 and over
Level 4 .....	3,352	39.9	\$732	\$730	\$650 - \$814	-	-	-	-	( <sup>3</sup> )	1	3	8	13	16	17	14	14	6	7	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-
Private industry .....	2,749	39.9	725	729	650 - 802	-	-	-	-	( <sup>3</sup> )	1	3	9	12	16	19	14	15	4	4	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-
Service-producing industries .....	1,485	39.8	695	692	623 - 760	-	-	-	-	( <sup>3</sup> )	2	6	11	15	19	18	12	13	2	1	1	-	( <sup>3</sup> )	-	-	-
State and local government .....	603	39.9	764	763	654 - 895	-	-	-	-	-	-	4	20	15	7	10	12	11	20	-	( <sup>3</sup> )	-	-	-	-	
Level 5 .....	1,079	40.0	837	832	762 - 906	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	3	7	12	13	20	15	12	13	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1	
Private industry .....	1,003	40.0	838	833	760 - 912	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	3	8	12	9	22	15	13	12	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1	
Service-producing industries .....	600	40.0	835	840	741 - 919	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	4	9	12	12	14	13	18	9	3	1	( <sup>3</sup> )	( <sup>3</sup> )	2	
State and local government .....	76	40.0	818	-	-	-	-	-	-	-	-	4	-	9	59	-	11	1	16	-	-	-	-	-	-	
<b>Switchboard-Operator-Receptionists</b> .....	1,173	39.7	481	483	420 - 537	-	1	1	16	14	26	25	13	5	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	1,043	39.7	474	482	409 - 529	-	1	1	18	14	27	26	8	6	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	651	39.5	487	482	450 - 523	-	1	1	9	13	33	23	11	8	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	130	39.9	537	555	483 - 590	-	-	-	-	8	18	12	61	1	-	-	-	-	-	-	-	-	-	-	-	
<b>Word Processors</b> .....	1,052	39.3	585	544	507 - 694	-	( <sup>3</sup> )	1	3	9	9	29	5	7	14	15	4	3	-	-	-	-	-	-	-	
Private industry .....	567	38.7	577	550	457 - 698	-	1	2	6	14	12	16	9	6	10	11	7	6	-	-	-	-	-	-	-	
Service-producing industries .....	542	38.7	573	548	453 - 698	-	1	2	6	15	13	16	10	5	8	11	8	6	-	-	-	-	-	-	-	
State and local government .....	485	40.0	594	537	530 - 653	-	-	-	-	2	6	45	1	8	19	19	-	-	-	-	-	-	-	-	-	
Level 2 .....	511	39.9	582	530	530 - 653	-	-	( <sup>3</sup> )	( <sup>3</sup> )	6	6	46	2	5	17	18	-	-	-	-	-	-	-	-	-	
State and local government .....	444	40.0	594	530	530 - 653	-	-	-	-	1	5	50	-	5	19	20	-	-	-	-	-	-	-	-	-	
Level 3 .....	284	38.6	692	698	636 - 756	-	-	-	-	2	5	4	1	17	21	23	15	12	-	-	-	-	-	-	-	

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

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

compute means, medians, and middle ranges.

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

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

**Table A-9. Establishments employing 500 workers or more: Hourly pay of maintenance and toolroom occupations, San Francisco-Oakland-San Jose, CA, March 1996**

Occupation and level	Number of workers	Hourly pay (in dollars) <sup>1</sup>			Percent of workers receiving straight-time hourly pay (in dollars) of—																											
		Mean	Median	Middle range	6.00 and under 7.00	7.00 - 8.00	8.00 - 9.00	9.00 - 10.00	10.00 - 11.00	11.00 - 12.00	12.00 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 - 21.00	21.00 - 22.00	22.00 - 23.00	23.00 - 24.00	24.00 - 26.00	26.00 - 28.00	28.00 - 30.00	30.00 - 32.00	32.00 - 34.00					
<b>General Maintenance Workers</b> .....	1,110	\$14.57	\$15.16	\$12.85 - \$16.44	1	2	3	1	8	4	7	8	13	22	16	8	3	3	1	-	-	-	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-
Private industry .....	705	13.65	14.23	11.20 - 16.44	1	3	5	2	12	7	9	10	17	4	18	7	3	1	( <sup>2</sup> )	-	-	-	1	-	-	-	-	-	-	-	-	
Service-producing industries .....	294	11.56	11.00	9.50 - 13.50	3	6	13	4	23	11	9	9	16	2	2	1	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	405	16.17	15.98	15.28 - 16.43	-	-	-	-	( <sup>2</sup> )	2	5	5	53	12	10	4	5	3	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 1 .....	435	12.29	12.17	10.35 - 15.10	2	4	9	3	20	11	7	14	2	23	5	1	-	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	300	11.07	10.92	9.50 - 12.50	3	6	13	4	29	15	7	13	2	3	3	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	228	10.58	10.60	8.71 - 11.70	4	8	17	6	29	14	9	9	2	-	3	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	135	15.00	15.19	15.10 - 15.72	-	-	-	-	-	1	5	16	1	67	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 2 .....	675	16.04	15.98	14.44 - 17.07	-	-	-	-	-	-	7	4	20	21	22	13	5	4	2	-	-	-	1	-	-	-	-	-	-	-	-	
Private industry .....	405	15.57	15.92	14.44 - 16.44	-	-	-	-	-	-	11	7	28	5	29	12	5	2	( <sup>2</sup> )	-	-	-	1	-	-	-	-	-	-	-	-	
State and local government .....	270	16.75	15.98	15.98 - 17.50	-	-	-	-	-	-	-	-	7	47	13	16	6	7	5	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Maintenance Electricians</b> .....	815	23.46	23.85	21.76 - 24.83	-	-	-	-	-	-	-	-	-	1	-	1	10	1	3	18	3	32	9	18	1	2	( <sup>2</sup> )	-	-	-	-	
Private industry .....	197	22.36	21.76	21.08 - 22.63	-	-	-	-	-	-	-	-	-	-	-	-	18	-	4	50	4	14	-	-	-	8	2	-	-	-		
State and local government .....	618	23.81	23.85	23.23 - 26.68	-	-	-	-	-	-	-	-	-	1	-	1	8	2	3	7	2	38	12	23	2	-	-	-	-	-		
<b>Maintenance Electronics Technicians</b> .....	2,934	21.20	20.95	19.66 - 21.62	-	-	-	-	-	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	1	3	5	35	9	25	10	2	6	( <sup>2</sup> )	( <sup>2</sup> )	3	( <sup>2</sup> )	-	-	-		
Private industry .....	2,529	20.89	20.95	19.66 - 21.52	-	-	-	-	-	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	3	3	39	10	27	10	1	6	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-		
State and local government .....	405	23.13	22.06	18.73 - 25.93	-	-	-	-	-	-	-	-	( <sup>2</sup> )	2	3	5	16	5	5	10	6	12	9	2	( <sup>2</sup> )	22	-	-	-	-		
Level 1 .....	15	17.13	17.53	16.59 - 17.53	-	-	-	-	-	-	-	-	-	20	7	53	20	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	15	17.13	17.53	16.59 - 17.53	-	-	-	-	-	-	-	-	-	20	7	53	20	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 2 .....	2,615	20.71	20.86	19.66 - 21.51	-	-	-	-	-	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	1	3	5	39	10	25	10	2	5	( <sup>2</sup> )	-	-	-	-	-	-		
Private industry .....	2,396	20.73	20.92	19.66 - 21.51	-	-	-	-	-	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	3	3	41	10	26	10	( <sup>2</sup> )	6	-	-	-	-	-	-	-		
State and local government .....	219	20.48	20.86	18.14 - 23.85	-	-	-	-	-	-	-	-	( <sup>2</sup> )	3	5	6	25	10	4	12	8	21	3	3	3	-	-	-	-	-		
Level 3 .....	304	25.66	24.24	21.93 - 31.03	-	-	-	-	-	-	-	-	-	-	-	3	-	5	26	7	4	15	2	3	34	1	-	-	-	-		
Private industry .....	133	23.87	21.93	21.68 - 25.32	-	-	-	-	-	-	-	-	-	-	-	2	-	2	49	9	7	11	5	5	9	2	-	-	-	-		
State and local government .....	171	27.06	31.03	23.69 - 31.03	-	-	-	-	-	-	-	-	-	-	-	4	-	8	9	5	2	19	1	1	53	-	-	-	-	-		
<b>Maintenance Mechanics, Machinery:</b>																																
State and local government .....	218	22.45	23.16	22.61 - 23.74	-	-	-	-	-	-	-	-	-	7	( <sup>2</sup> )	( <sup>2</sup> )	-	-	2	14	14	62	-	-	-	-	-	-	-	-	-	
<b>Maintenance Mechanics, Motor Vehicle</b> .....	735	20.79	21.64	19.72 - 22.62	-	-	-	-	-	-	-	2	2	3	5	3	3	11	17	13	25	14	1	-	-	-	-	-	-	-	-	
State and local government .....	448	21.47	22.62	20.92 - 22.67	-	-	-	-	-	-	-	-	-	5	2	3	4	4	8	19	31	23	-	-	-	-	-	-	-	-	-	
<b>Skilled Multi-Craft Maintenance Workers</b> .....	1,043	22.29	23.16	21.23 - 23.74	-	-	-	-	-	-	-	-	-	( <sup>2</sup> )	1	5	7	1	4	12	15	47	4	2	1	-	-	-	-	-		
Private industry .....	341	21.80	22.10	20.54 - 22.94	-	-	-	-	-	-	-	-	-	1	4	11	2	4	7	22	31	2	9	6	2	-	-	-	-	-		
State and local government .....	702	22.52	23.16	22.06 - 23.74	-	-	-	-	-	-	-	-	-	( <sup>2</sup> )	-	2	10	( <sup>2</sup> )	3	6	7	68	2	-	-	-	-	-	-	-		

<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, San Francisco-Oakland-San Jose, CA, March 1996**

Occupation and level	Number of workers	Hourly pay (in dollars) <sup>1</sup>			Percent of workers receiving straight-time hourly pay (in dollars) of—																								
		Mean	Median	Middle range	5.00 and under 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 - 23.00	23.00 - 24.00	24.00 - 25.00		
<b>Guards:</b>																													
State and local government .....	216	\$14.02	\$13.59	\$12.29 - \$14.81	-	-	-	-	-	-	-	-	( <sup>2</sup> )	16	23	15	24	12	3	-	2	5	-	-	-	-	-	-	
Level 1:																													
State and local government .....	116	13.23	12.76	11.98 - 14.71	-	-	-	-	-	-	-	-	1	27	27	8	38	-	-	-	-	-	-	-	-	-	-	-	
Level 2 .....	365	13.64	12.77	11.75 - 15.63	-	-	-	-	-	-	-	7	4	18	25	7	3	12	20	-	1	3	-	-	-	-	-	-	
Private industry .....	265	13.15	12.50	11.45 - 16.61	-	-	-	-	-	-	-	9	6	23	28	1	1	6	26	-	-	-	-	-	-	-	-	-	
State and local government .....	100	14.95	14.82	13.59 - 15.60	-	-	-	-	-	-	-	-	-	4	18	24	7	26	6	-	5	10	-	-	-	-	-	-	
<b>Janitors .....</b>	<b>8,820</b>	<b>12.16</b>	<b>12.51</b>	<b>10.93 - 13.77</b>	( <sup>2</sup> )	1	2	2	1	1	4	4	10	16	18	25	3	13	-	-	-	-	-	-	-	-	-	-	
Private industry .....	4,139	11.18	11.13	9.42 - 13.28	1	1	4	3	2	8	6	13	16	8	29	2	3	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	3,790	10.95	11.13	9.15 - 13.18	1	1	4	4	3	2	8	7	13	17	9	27	2	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	4,681	13.03	12.83	11.87 - 14.33	-	-	-	-	-	( <sup>2</sup> )	3	8	15	27	21	4	22	-	-	-	-	-	-	-	-	-	-		
<b>Material Movement and Storage Workers .....</b>	<b>7,309</b>	<b>12.82</b>	<b>13.00</b>	<b>9.93 - 15.66</b>	( <sup>2</sup> )	1	2	1	1	3	8	9	6	8	10	9	8	13	13	1	2	2	1	( <sup>2</sup> )	-	-	( <sup>2</sup> )		
Private industry .....	6,537	12.43	12.69	9.63 - 15.66	( <sup>2</sup> )	1	2	1	2	4	9	10	7	8	10	7	8	15	13	1	1	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	( <sup>2</sup> )		
Service-producing industries .....	3,092	12.61	13.01	9.50 - 16.38	( <sup>2</sup> )	3	4	2	3	2	9	5	7	6	8	8	7	5	26	2	2	-	-	-	-	-	1		
State and local government .....	772	16.10	15.38	13.67 - 19.97	-	-	-	-	-	-	-	-	( <sup>2</sup> )	3	11	22	11	4	13	( <sup>2</sup> )	8	19	6	2	-	-	-		
Level 2 .....	6,156	13.26	13.71	10.67 - 15.66	( <sup>2</sup> )	2	2	( <sup>2</sup> )	1	2	4	9	6	6	11	10	10	15	15	1	2	2	1	( <sup>2</sup> )	-	-	-		
Private industry .....	5,393	12.85	13.21	10.05 - 15.66	( <sup>2</sup> )	2	2	( <sup>2</sup> )	1	3	5	10	7	6	11	8	10	17	15	1	1	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-		
Service-producing industries .....	2,811	12.87	13.31	10.20 - 16.38	( <sup>2</sup> )	3	4	1	2	1	8	5	7	7	9	9	7	6	28	2	2	-	-	-	-	-	-		
State and local government .....	763	16.11	15.38	13.67 - 19.97	-	-	-	-	-	-	-	-	( <sup>2</sup> )	3	11	22	11	3	13	( <sup>2</sup> )	8	20	6	2	-	-	-		
Shipping/Receiving Clerks .....	1,658	12.59	12.75	10.85 - 14.70	-	-	( <sup>2</sup> )	1	-	1	6	6	12	12	23	7	8	18	3	1	( <sup>2</sup> )	-	-	-	-	-	-		
Private industry .....	1,620	12.58	12.75	10.76 - 14.70	-	-	( <sup>2</sup> )	1	-	1	6	6	13	13	22	7	8	19	3	1	( <sup>2</sup> )	-	-	-	-	-	-		
Service-producing industries .....	770	11.62	11.11	9.75 - 13.70	-	-	1	1	-	1	13	12	19	13	11	6	10	5	5	2	1	-	-	-	-	-	-		
State and local government .....	38	13.07	12.82	12.82 - 12.82	-	-	-	-	-	-	-	-	-	-	84	5	11	-	-	-	-	-	-	-	-	-	-		
Level 3:																													
State and local government .....	9	15.55	-	- - -	-	-	-	-	-	-	-	-	-	-	-	22	56	22	-	-	-	-	-	-	-	-	-		
<b>Truckdrivers .....</b>	<b>4,631</b>	<b>15.74</b>	<b>16.09</b>	<b>13.27 - 17.29</b>	-	-	-	-	( <sup>2</sup> )	3	2	5	3	8	12	10	6	19	13	2	2	1	10	1	2	-	-		
State and local government .....	928	20.42	21.51	19.84 - 21.51	-	-	-	-	-	-	-	-	( <sup>2</sup> )	4	3	( <sup>2</sup> )	2	( <sup>2</sup> )	1	11	6	4	50	6	11	-			

<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 B-1. Annual paid holidays for full-time workers, San Francisco-Oakland-San Jose, CA, March 1996**

Number of holidays	White-collar workers					Blue-collar workers				
	All industries	Private industry			State and local government	All industries	Private industry			State and local government
		Total	Goods-producing industries	Service-producing industries			Total	Goods-producing industries	Service-producing industries	
All full-time workers (in percent) .....	100	100	100	100	100	100	100	100	100	100
In establishments not providing paid holidays .....	1	1	( <sup>1</sup> )	1	-	7	8	4	10	-
In establishments providing paid holidays .....	99	99	99	99	100	93	92	96	90	100
Number of holidays:										
2 half days .....	-	-	-	-	-	1	1	-	1	-
7 half days .....	-	-	-	-	-	( <sup>1</sup> )	( <sup>1</sup> )	-	1	-
8 half days .....	-	-	-	-	-	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-
1 holiday .....	-	-	-	-	-	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-
2 holidays .....	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-	-	-	-	-	-
3 holidays .....	( <sup>1</sup> )	( <sup>1</sup> )	-	1	-	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-
4 holidays .....	-	( <sup>1</sup> )	-	-	1	( <sup>1</sup> )	( <sup>1</sup> )	-	-	( <sup>1</sup> )
5 holidays .....	1	1	-	2	-	1	1	-	2	-
6 holidays .....	2	3	-	4	-	6	7	-	12	-
7 holidays .....	2	3	-	4	-	3	3	( <sup>1</sup> )	6	-
Plus 1 half day .....	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	-	-	-	-	-	-	-
8 holidays .....	10	12	6	15	-	15	17	8	24	-
Plus 1 half day .....	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-	-	-	-	-	-
Plus 2 half days .....	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-
9 holidays .....	9	10	5	13	-	9	11	11	10	-
Plus 1 half day .....	2	2	-	3	-	1	1	-	2	-
Plus 2 half days .....	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-	-	-	-	-	-
10 holidays .....	32	36	47	30	2	28	32	46	23	1
11 holidays .....	16	17	21	15	12	9	9	20	2	6
Plus 1 half day .....	2	2	4	( <sup>1</sup> )	1	( <sup>1</sup> )	( <sup>1</sup> )	1	-	( <sup>1</sup> )
12 holidays .....	8	8	8	7	7	7	5	4	5	19
Plus 1 half day .....	1	( <sup>1</sup> )	-	( <sup>1</sup> )	6	2	-	-	-	12
13 holidays .....	9	4	8	2	39	6	2	6	( <sup>1</sup> )	28
Plus 1 half day .....	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-	-	-	-	-	-
14 holidays .....	3	( <sup>1</sup> )	-	( <sup>1</sup> )	20	3	( <sup>1</sup> )	-	( <sup>1</sup> )	21
Plus 1 half day .....	( <sup>1</sup> )	-	-	-	2	( <sup>1</sup> )	-	-	-	1
15 holidays .....	1	( <sup>1</sup> )	-	( <sup>1</sup> )	8	1	( <sup>1</sup> )	-	( <sup>1</sup> )	8
16 holidays .....	( <sup>1</sup> )	-	-	-	2	( <sup>1</sup> )	-	-	-	3
17 holidays .....	( <sup>1</sup> )	-	-	-	( <sup>1</sup> )	( <sup>1</sup> )	-	-	-	1
18 holidays .....	( <sup>1</sup> )	-	-	-	1	( <sup>1</sup> )	-	-	-	( <sup>1</sup> )

See footnotes at end of table.

**Table B-1. Annual paid holidays for full-time workers, San Francisco-Oakland-San Jose, CA, March 1996 — Continued**

Number of holidays	White-collar workers					Blue-collar workers				
	All industries	Private industry			State and local government	All industries	Private industry			State and local government
		Total	Goods-producing industries	Service-producing industries			Total	Goods-producing industries	Service-producing industries	
Total paid holiday time <sup>2</sup>										
2 days or more .....	99	99	99	99	100	92	91	96	88	100
3 days or more .....	99	99	99	99	100	92	91	96	88	100
4 days or more .....	99	99	99	98	100	92	91	96	87	100
5 days or more .....	99	99	99	98	100	92	90	96	87	100
6 days or more .....	98	98	99	96	100	91	89	96	86	100
7 days or more .....	96	95	99	92	100	85	82	96	74	100
8 days or more .....	93	92	99	88	100	82	79	95	68	100
9 days or more .....	83	81	93	74	100	67	61	88	44	100
10 days or more .....	72	68	88	57	100	56	49	76	31	100
11 days or more .....	40	31	41	26	98	28	17	30	8	99
12 days or more .....	22	13	16	11	85	19	7	10	6	93
13 days or more .....	14	5	8	3	71	11	2	6	( <sup>1</sup> )	62
14 days or more .....	5	( <sup>1</sup> )	-	1	33	5	( <sup>1</sup> )	-	( <sup>1</sup> )	34
15 days or more .....	2	( <sup>1</sup> )	-	1	11	2	( <sup>1</sup> )	-	( <sup>1</sup> )	12
16 days or more .....	1	( <sup>1</sup> )	-	( <sup>1</sup> )	3	1	( <sup>1</sup> )	-	( <sup>1</sup> )	4
17 days or more .....	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	1	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	1
18 days or more .....	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	1	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	( <sup>1</sup> )
19 days or more .....	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-
20 days or more .....	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-
Average number of paid holidays where provided (in days) .....	10.3	9.9	10.5	9.6	13.1	9.8	9.2	10.2	8.5	13.1

<sup>1</sup> Less than 0.5 percent.

<sup>2</sup> Full and half days are combined. For example, the proportion of workers receiving 10 or more days includes those receiving at least 10 full days, or 9 full days plus 2 half days, or 8 full days and 4 half days, and so on.

NOTE: Because of rounding, sums of individual items may not equal totals. Dashes indicate that no data were reported.

**Table B-2. Annual paid vacation provisions for full-time workers, San Francisco-Oakland-San Jose, CA, March 1996**

Item	White-collar workers					Blue-collar workers				
	All industries	Private industry			State and local government	All industries	Private industry			State and local government
		Total	Goods-producing industries	Service-producing industries			Total	Goods-producing industries	Service-producing industries	
All full-time workers (in percent) .....	100	100	100	100	100	100	100	100	100	100
In establishments not providing paid vacations .....	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-	4	5	3	6	-
In establishments providing paid vacations .....	99	99	100	99	100	96	95	97	94	100
Length-of-time payment .....	99	99	100	99	100	94	93	97	91	100
Percentage payment .....	-	-	-	-	-	1	1	( <sup>1</sup> )	1	-
Flat sum .....	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-	1	1	( <sup>1</sup> )	2	-
Other .....	-	-	-	-	-	( <sup>1</sup> )	( <sup>1</sup> )	1	-	-
By vacation pay provisions for: <sup>2</sup>										
Six months of service:										
Under 1 week .....	5	6	3	7	-	4	4	5	4	-
1 week .....	54	51	57	48	74	44	40	42	39	73
Over 1 and under 2 weeks .....	17	18	31	11	9	7	6	11	3	10
2 weeks .....	3	4	2	5	-	( <sup>1</sup> )	1	-	1	-
Over 2 and under 3 weeks .....	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-	( <sup>1</sup> )	( <sup>1</sup> )	1	( <sup>1</sup> )	-
3 weeks .....	1	1	-	1	-	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-
1 year of service:										
1 week .....	7	9	4	11	-	29	33	27	37	-
Over 1 and under 2 weeks .....	1	1	1	2	-	1	1	1	1	-
2 weeks .....	67	69	61	73	51	55	55	58	52	57
Over 2 and under 3 weeks .....	15	10	23	3	43	9	4	10	1	35
3 weeks .....	7	8	10	6	4	3	2	( <sup>1</sup> )	3	8
Over 3 and under 4 weeks .....	1	1	-	1	-	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-
4 weeks .....	1	2	-	2	-	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-
Over 4 and under 5 weeks .....	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	1	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	( <sup>1</sup> )
5 weeks .....	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-	-	-	-	-	-
Over 5 and under 6 weeks .....	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-	( <sup>1</sup> )	( <sup>1</sup> )	1	( <sup>1</sup> )	-
2 years of service:										
1 week .....	2	3	1	3	-	10	12	13	11	-
Over 1 and under 2 weeks .....	-	-	-	-	-	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	-
2 weeks .....	65	69	63	72	38	70	73	73	74	50
Over 2 and under 3 weeks .....	18	13	24	8	50	9	5	10	2	33
3 weeks .....	12	12	11	13	11	6	4	( <sup>1</sup> )	7	17
Over 3 and under 4 weeks .....	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-
4 weeks .....	2	2	1	3	-	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	-
Over 4 and under 5 weeks .....	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	1	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	( <sup>1</sup> )
5 weeks .....	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-	-	-	-	-	-
Over 5 and under 6 weeks .....	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-	( <sup>1</sup> )	( <sup>1</sup> )	1	( <sup>1</sup> )	-
Over 6 and under 7 weeks .....	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-

See footnotes at end of table.

**Table B-2. Annual paid vacation provisions for full-time workers, San Francisco-Oakland-San Jose, CA, March 1996 — Continued**

Item	White-collar workers					Blue-collar workers				
	All industries	Private industry			State and local government	All industries	Private industry			State and local government
		Total	Goods-producing industries	Service-producing industries			Total	Goods-producing industries	Service-producing industries	
By vacation pay provisions for: <sup>2</sup>										
3 years of service:										
1 week .....	(1)	(1)	1	(1)	-	3	3	3	4	-
Over 1 and under 2 weeks .....	-	-	-	-	-	(1)	(1)	-	(1)	-
2 weeks .....	57	61	54	65	32	69	75	79	73	33
Over 2 and under 3 weeks .....	11	9	13	8	23	8	4	7	2	33
3 weeks .....	28	25	31	22	45	15	12	8	15	33
Over 3 and under 4 weeks .....	1	1	-	1	-	(1)	(1)	-	(1)	-
4 weeks .....	2	2	1	3	-	(1)	(1)	(1)	(1)	-
Over 4 and under 5 weeks .....	(1)	(1)	-	1	1	(1)	(1)	-	(1)	(1)
5 weeks .....	(1)	(1)	-	(1)	-	-	-	-	-	-
Over 5 and under 6 weeks .....	(1)	(1)	-	(1)	-	(1)	(1)	1	(1)	-
Over 6 and under 7 weeks .....	(1)	(1)	-	(1)	-	(1)	(1)	-	(1)	-
4 years of service:										
1 week .....	(1)	(1)	1	(1)	-	3	3	3	4	-
Over 1 and under 2 weeks .....	-	-	-	-	-	(1)	(1)	-	(1)	-
2 weeks .....	46	49	35	57	24	64	69	77	64	27
Over 2 and under 3 weeks .....	11	9	13	7	23	8	4	7	2	33
3 weeks .....	33	31	38	27	47	19	16	5	23	40
Over 3 and under 4 weeks .....	7	7	12	4	3	2	2	4	1	(1)
4 weeks .....	2	2	1	3	2	(1)	(1)	(1)	(1)	-
Over 4 and under 5 weeks .....	1	1	-	1	1	(1)	(1)	-	(1)	(1)
5 weeks .....	(1)	(1)	-	(1)	-	-	-	-	-	-
Over 5 and under 6 weeks .....	-	-	-	-	-	(1)	(1)	1	-	-
Over 6 and under 7 weeks .....	(1)	(1)	-	(1)	-	(1)	(1)	-	(1)	-
5 years of service:										
1 week .....	-	-	-	-	-	(1)	(1)	-	1	-
2 weeks .....	8	9	7	10	2	20	23	18	26	5
Over 2 and under 3 weeks .....	3	2	2	3	7	2	1	2	(1)	12
3 weeks .....	69	69	74	67	70	65	66	71	62	60
Over 3 and under 4 weeks .....	9	8	12	6	17	4	2	4	(1)	19
4 weeks .....	8	9	4	12	3	3	3	1	4	4
Over 4 and under 5 weeks .....	1	1	-	2	1	(1)	(1)	-	(1)	(1)
5 weeks .....	(1)	(1)	1	(1)	-	(1)	(1)	(1)	-	-
Over 5 and under 6 weeks .....	-	-	-	-	-	(1)	(1)	1	-	-
Over 6 and under 7 weeks .....	(1)	(1)	-	(1)	-	(1)	(1)	-	(1)	-
Over 7 and under 8 weeks .....	(1)	(1)	-	(1)	-	(1)	(1)	-	(1)	-

See footnotes at end of table.

**Table B-2. Annual paid vacation provisions for full-time workers, San Francisco-Oakland-San Jose, CA, March 1996 — Continued**

Item	White-collar workers					Blue-collar workers				
	All industries	Private industry			State and local government	All industries	Private industry			State and local government
		Total	Goods-producing industries	Service-producing industries			Total	Goods-producing industries	Service-producing industries	
By vacation pay provisions for: <sup>2</sup>										
8 years of service:										
1 week .....	-	-	-	-	-	( <sup>1</sup> )	( <sup>1</sup> )	-	1	-
2 weeks .....	3	3	6	2	-	12	13	17	11	1
Over 2 and under 3 weeks .....	1	1	-	2	-	( <sup>1</sup> )	( <sup>1</sup> )	1	( <sup>1</sup> )	-
3 weeks .....	64	64	56	68	64	67	70	64	73	52
Over 3 and under 4 weeks .....	11	8	11	6	29	8	3	7	( <sup>1</sup> )	41
4 weeks .....	19	21	24	19	6	7	7	6	8	6
Over 4 and under 5 weeks .....	1	1	-	1	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	( <sup>1</sup> )
5 weeks .....	1	1	3	( <sup>1</sup> )	-	1	1	2	( <sup>1</sup> )	-
Over 5 and under 6 weeks .....	( <sup>1</sup> )	-	-	-	1	( <sup>1</sup> )	( <sup>1</sup> )	1	-	( <sup>1</sup> )
Over 6 and under 7 weeks .....	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-
Over 7 and under 8 weeks .....	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-
10 years of service:										
1 week .....	-	-	-	-	-	( <sup>1</sup> )	( <sup>1</sup> )	-	1	-
2 weeks .....	1	1	2	1	-	5	5	7	4	1
Over 2 and under 3 weeks .....	-	-	-	-	-	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	-	-
3 weeks .....	35	36	33	38	29	42	44	34	50	33
Over 3 and under 4 weeks .....	12	4	6	3	58	8	1	2	1	52
4 weeks .....	36	41	41	41	6	35	40	48	34	3
Over 4 and under 5 weeks .....	9	10	12	8	4	2	2	4	1	( <sup>1</sup> )
5 weeks .....	5	6	4	7	2	4	3	2	3	10
Over 5 and under 6 weeks .....	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	1	( <sup>1</sup> )	( <sup>1</sup> )	1	-	( <sup>1</sup> )
6 weeks .....	1	1	-	1	-	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-
Over 6 and under 7 weeks .....	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-
Over 8 and under 9 weeks .....	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-
12 years of service:										
1 week .....	-	-	-	-	-	( <sup>1</sup> )	( <sup>1</sup> )	-	1	-
2 weeks .....	1	1	1	1	-	4	4	4	4	1
Over 2 and under 3 weeks .....	( <sup>1</sup> )	( <sup>1</sup> )	1	-	-	1	1	3	-	-
3 weeks .....	31	33	32	33	18	38	41	33	46	18
Over 3 and under 4 weeks .....	12	5	6	4	57	9	1	2	1	58
4 weeks .....	38	41	40	42	15	35	39	47	34	12
Over 4 and under 5 weeks .....	11	12	16	10	4	2	3	6	1	1
5 weeks .....	6	6	4	7	4	5	5	2	7	10
Over 5 and under 6 weeks .....	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-	( <sup>1</sup> )	( <sup>1</sup> )	1	-	-
6 weeks .....	1	1	-	1	-	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-
Over 6 and under 7 weeks .....	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	1	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	( <sup>1</sup> )
Over 8 and under 9 weeks .....	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-

See footnotes at end of table.

**Table B-2. Annual paid vacation provisions for full-time workers, San Francisco-Oakland-San Jose, CA, March 1996 — Continued**

Item	White-collar workers					Blue-collar workers				
	All industries	Private industry			State and local government	All industries	Private industry			State and local government
		Total	Goods-producing industries	Service-producing industries			Total	Goods-producing industries	Service-producing industries	
By vacation pay provisions for: <sup>2</sup>										
15 years of service:										
1 week .....	-	-	-	-	-	( <sup>1</sup> )	( <sup>1</sup> )	-	1	-
2 weeks .....	1	1	1	1	-	4	4	4	4	1
Over 2 and under 3 weeks .....	( <sup>1</sup> )	( <sup>1</sup> )	1	-	-	1	1	3	-	-
3 weeks .....	10	12	5	16	-	18	21	12	27	-
Over 3 and under 4 weeks .....	3	2	2	2	6	2	( <sup>1</sup> )	( <sup>1</sup> )	1	15
4 weeks .....	65	63	69	59	77	54	55	66	47	53
Over 4 and under 5 weeks .....	9	8	5	10	10	4	1	1	1	21
5 weeks .....	11	12	16	10	4	12	12	10	13	10
Over 5 and under 6 weeks .....	1	( <sup>1</sup> )	-	( <sup>1</sup> )	3	( <sup>1</sup> )	( <sup>1</sup> )	1	-	-
6 weeks .....	1	1	-	1	-	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-
Over 6 and under 7 weeks .....	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	1	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	( <sup>1</sup> )
Over 8 and under 9 weeks .....	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-
20 years of service:										
1 week .....	-	-	-	-	-	( <sup>1</sup> )	( <sup>1</sup> )	-	1	-
2 weeks .....	1	1	1	1	-	4	4	4	4	1
Over 2 and under 3 weeks .....	( <sup>1</sup> )	( <sup>1</sup> )	1	-	-	1	1	3	-	-
3 weeks .....	7	8	1	11	-	14	16	3	24	-
Over 3 and under 4 weeks .....	1	2	2	1	-	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	1	-
4 weeks .....	48	51	49	52	33	41	42	61	29	38
Over 4 and under 5 weeks .....	14	7	4	9	56	6	1	1	1	38
5 weeks .....	25	28	35	23	7	26	27	22	30	17
Over 5 and under 6 weeks .....	1	1	1	( <sup>1</sup> )	-	1	( <sup>1</sup> )	1	-	5
6 weeks .....	2	3	5	2	-	3	3	2	4	-
Over 6 and under 7 weeks .....	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	3	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-
Over 7 and under 8 weeks .....	( <sup>1</sup> )	-	-	-	1	( <sup>1</sup> )	-	-	-	( <sup>1</sup> )
Over 8 and under 9 weeks .....	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-
25 years of service:										
1 week .....	-	-	-	-	-	( <sup>1</sup> )	( <sup>1</sup> )	-	1	-
2 weeks .....	1	1	1	1	-	4	4	4	4	1
Over 2 and under 3 weeks .....	( <sup>1</sup> )	( <sup>1</sup> )	1	-	-	1	1	3	-	-
3 weeks .....	6	7	1	11	-	14	16	3	24	-
Over 3 and under 4 weeks .....	1	2	2	1	-	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	1	-
4 weeks .....	41	42	45	40	33	33	32	45	25	38
Over 4 and under 5 weeks .....	14	8	4	10	56	6	1	1	1	38
5 weeks .....	29	32	40	28	6	24	25	30	22	12
Over 5 and under 6 weeks .....	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-	( <sup>1</sup> )	( <sup>1</sup> )	1	-	-
6 weeks .....	7	7	6	8	2	12	12	11	13	11
Over 6 and under 7 weeks .....	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	3	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-
7 weeks .....	-	-	-	-	-	2	2	-	4	-
Over 7 and under 8 weeks .....	( <sup>1</sup> )	-	-	-	1	( <sup>1</sup> )	-	-	-	( <sup>1</sup> )
Over 8 and under 9 weeks .....	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-

See footnotes at end of table.

**Table B-2. Annual paid vacation provisions for full-time workers, San Francisco-Oakland-San Jose, CA, March 1996 — Continued**

Item	White-collar workers					Blue-collar workers				
	All industries	Private industry			State and local government	All industries	Private industry			State and local government
		Total	Goods-producing industries	Service-producing industries			Total	Goods-producing industries	Service-producing industries	
By vacation pay provisions for: <sup>2</sup>										
30 years of service:										
1 week .....	-	-	-	-	-	( <sup>1</sup> )	( <sup>1</sup> )	-	1	-
2 weeks .....	1	1	1	1	-	4	4	4	4	1
Over 2 and under 3 weeks .....	( <sup>1</sup> )	( <sup>1</sup> )	1	-	-	1	1	3	-	-
3 weeks .....	6	7	1	11	-	14	16	3	24	-
Over 3 and under 4 weeks .....	1	2	2	1	-	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	1	-
4 weeks .....	40	42	45	40	32	33	32	45	25	34
Over 4 and under 5 weeks .....	14	7	4	9	55	6	1	1	1	38
5 weeks .....	28	31	37	28	6	23	25	30	22	12
Over 5 and under 6 weeks .....	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-	( <sup>1</sup> )	( <sup>1</sup> )	1	-	-
6 weeks .....	8	9	8	10	1	12	12	11	13	9
Over 6 and under 7 weeks .....	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	3	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-
7 weeks .....	( <sup>1</sup> )	-	-	-	2	1	-	-	-	5
Over 7 and under 8 weeks .....	( <sup>1</sup> )	-	-	-	1	( <sup>1</sup> )	-	-	-	( <sup>1</sup> )
8 weeks .....	-	-	-	-	-	2	2	-	4	-
Over 8 and under 9 weeks .....	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-
Maximum vacation available:										
1 week .....	-	-	-	-	-	( <sup>1</sup> )	( <sup>1</sup> )	-	1	-
2 weeks .....	1	1	1	1	-	4	4	4	4	1
Over 2 and under 3 weeks .....	( <sup>1</sup> )	( <sup>1</sup> )	1	-	-	1	1	3	-	-
3 weeks .....	6	7	1	11	-	14	16	3	24	-
Over 3 and under 4 weeks .....	1	2	2	1	-	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	1	-
4 weeks .....	40	42	45	40	32	33	32	45	25	34
Over 4 and under 5 weeks .....	14	7	4	9	55	6	1	1	1	38
5 weeks .....	28	31	37	27	6	23	25	30	22	12
Over 5 and under 6 weeks .....	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-	( <sup>1</sup> )	( <sup>1</sup> )	1	-	-
6 weeks .....	8	9	8	10	2	12	12	11	14	10
Over 6 and under 7 weeks .....	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	3	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-
7 weeks .....	( <sup>1</sup> )	-	-	-	2	1	-	-	-	5
Over 7 and under 8 weeks .....	( <sup>1</sup> )	-	-	-	1	( <sup>1</sup> )	-	-	-	( <sup>1</sup> )
8 weeks .....	-	-	-	-	-	2	2	-	4	-
Over 8 and under 9 weeks .....	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-

<sup>1</sup> Less than 0.5 percent.

<sup>2</sup> Payments other than "length of time" are converted to an equivalent time basis; for example, 2 percent of annual earnings was considered as 1 week's pay. Periods of service are chosen arbitrarily and do not necessarily reflect individual provisions for progression; for example, changes in proportions at 20 years include changes between 15 and 20 years. Estimates are cumulative. Thus, the proportion eligible for at least 3 weeks' pay for 20

years include those eligible for at least 3 weeks' pay after fewer years of service.

NOTE: Because of rounding, sums of individual items may not equal totals. Dashes indicate that no data were reported.



**Table B-3. Insurance, health, and retirement plans offered to full-time workers, San Francisco-Oakland-San Jose, CA, March 1996**

Type of plan	White-collar workers					Blue-collar workers				
	All industries	Private industry			State and local government	All industries	Private industry			State and local government
		Total	Goods-producing industries	Service-producing industries			Total	Goods-producing industries	Service-producing industries	
All full-time workers (in percent) .....	100	100	100	100	100	100	100	100	100	100
In establishments offering at least one of the benefits shown below <sup>1</sup> .....	99	99	99	99	100	98	97	97	97	100
Life insurance .....	95	97	99	96	84	88	89	96	84	84
Wholly employer financed .....	91	92	96	90	83	82	81	86	78	84
Accidental death and dismemberment insurance .....	84	89	95	85	57	76	77	76	78	68
Wholly employer financed .....	80	84	91	80	56	70	71	67	73	67
Sickness and accident insurance or sick leave or both .....	98	98	99	97	99	90	88	95	84	99
Sickness and accident insurance .....	33	30	21	35	47	35	36	45	30	30
Wholly employer financed .....	27	25	19	28	37	28	29	34	26	22
Sick leave (full pay, no waiting period) .....	94	93	99	90	99	74	70	78	64	99
Sick leave (partial pay or waiting period) .....	2	2	-	4	-	10	11	5	15	-
Long-term disability insurance .....	70	76	81	74	30	40	40	64	24	42
Wholly employer financed .....	62	68	76	63	25	33	33	55	18	37
Hospitalization, surgical, and medical insurance .....	92	92	92	92	94	83	83	94	76	85
Wholly employer financed .....	46	44	57	37	55	48	50	55	47	36
Health maintenance organizations .....	94	93	93	93	98	89	87	89	86	99
Wholly employer financed .....	54	52	68	43	68	58	57	65	53	62
Dental care .....	95	94	99	92	100	91	90	97	85	100
Wholly employer financed .....	60	55	71	47	91	63	59	63	55	88
Vision care .....	79	77	89	70	94	73	70	87	59	96
Wholly employer financed .....	48	45	63	35	71	49	46	56	39	70
Hearing care .....	44	40	41	40	71	40	39	42	36	51
Wholly employer financed .....	25	21	22	20	53	27	26	24	27	33
Alcohol and drug abuse treatment .....	99	99	99	99	100	95	95	97	93	100
Wholly employer financed .....	57	55	71	46	70	61	61	67	57	63
Retirement benefits <sup>2</sup> .....	93	92	95	90	100	87	85	89	83	100
Wholly employer financed .....	54	58	65	55	24	53	56	55	57	29
Defined benefit .....	47	40	46	36	97	57	52	49	54	91
Wholly employer financed .....	37	39	46	35	22	43	46	41	50	25
Defined contribution .....	73	84	90	80	3	47	53	79	37	9
Wholly employer financed .....	20	23	26	22	1	13	14	23	9	4

<sup>1</sup> Estimates listed after type of benefit are for all plans for which the employer pays at least part of the cost. Excluded are plans required by the Federal Government such as Social Security and Railroad Retirement.

<sup>2</sup> Establishments providing more than one type of retirement plan may cause the sum of the separate plans to be greater than the total for all retirement plans.

NOTE: Because of rounding, sums of individual items may not equal totals. Dashes indicate that no data were reported.

# Appendix A.

## Scope and Method of Survey

### Scope

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

### Sampling frame

The list of establishments from which the survey sample was selected (the sampling frame) was developed from the State unemployment insurance reports for the San Francisco–Oakland–San Jose, CA Consolidated Metropolitan Statistical Area (January 1994). Establishments with 50 workers or more during the sampling frame's reference period were included in the survey sample even if they employed fewer than 50 workers at the time of the survey.

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

### Survey design

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

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

### Data collection and payroll reference

Data for the survey were obtained primarily by personal visits of the Bureau's field economists to a sample of establishments within the San Francisco–Oakland–San Jose, CA Consolidated Metropolitan Statistical Area. Collection for the survey was from November 1995 through June 1996 and reflects an average payroll reference month of March 1996. Data obtained for a payroll period prior to the end of February 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 24.7 percent of the sample establishments (representing 400,826 employees covered by the survey). An additional 4.1 percent of the sample establishments (representing 52,613 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. In all but one of the occupational work levels published in this bulletin, the proportion of employees for whom pay data were not available was less than 5 percent. The one job was Personnel Specialists 4 (13.1 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	1.4
1 and under 3 percent	61.0
3 and under 5 percent	31.4
5 percent and over	6.2

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

from each sample would include the true population value approximately 95 percent of the time.

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

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

To measure and better control nonsampling errors that occur during data collection, a quality control procedure was applied to the survey design. The procedure, job match validation (JMV), is designed to identify the frequency, reasons for, and sources of incorrect decisions made by Bureau field economists in matching company jobs to survey occupations. Once identified, the problems are discussed promptly with the field economists while the data are still being collected. Subsequently, the JMV results are tallied, reported to BLS staff, and become the basis for remedial action for future surveys.

### **Establishment practices and employee benefits**

The incidence of selected establishment practices and employee benefits was studied for full-time white- and blue-collar workers. White-collar workers include professional, technical, and related occupations; executive, administrative, and managerial occupations; sales occupations; and administrative support jobs, including clerical. Blue-collar workers include precision production, craft, and repair occupations; machine operators, assemblers, and inspectors; transportation and material moving occupations; handlers, equipment cleaners, helpers, and laborers; and service jobs, except private households. Part-time, seasonal, and temporary employees are excluded from both the white- and blue-collar categories.

Employee benefit provisions which apply to a majority of the white- or blue-collar workers in an establishment are considered to apply to all white- or blue-collar workers in the establishment; a practice or provision is considered nonexistent when it applies to less than a majority. Benefits are considered applicable to employees currently eligible for the benefits. Retirement plans apply to employees currently eligible for participation and also to those who will eventually become eligible.

*Paid holidays (table B-1).* Holidays are included if workers who are not required to work are paid for the time off and those required to work receive premium pay or compensatory time off. They are included only if they are granted annually on a formal basis (provided for in written form or established by custom). Holidays are included even though in a particular year they fall on a nonworkday and employees are not granted another day off.

Data are tabulated to show the percent of workers who (1) are granted specific numbers of whole and half holidays and (2) are granted specified amounts of total holiday time (whole and half holidays are aggregated) during the year.

*Paid vacations (table B-2).* Establishments reported their method of calculating vacation pay (time basis, percent of annual pay, flat-sum payment, etc.) and the amount of vacation pay provided. Vacation bonuses, vacation-savings plans, and "extended" or "sabbatical" benefits beyond basic vacation plans were excluded.

Paid vacation provisions are expressed on a time basis. Vacation pay calculated on other than a time basis is converted to its equivalent time period. Two percent of annual pay, for example, is tabulated as 1 week's vacation pay. Paid vacation provisions by length-of-service relate to all white-collar or blue-collar workers in the establishment. Counts of these workers by actual length-of-service were not obtained in the survey.

*Insurance, health, and retirement plans (table B-3).* Insurance, health, and retirement plans include plans for which the employer pays either all or part of the cost. The benefits may be underwritten by an insurance company, paid directly by an employer or union, or provided by a health maintenance organization (HMO). Workers provided the option of an insurance plan or an HMO are reported under both types of plans. Federally required plans such as Social Security and Railroad Retirement are excluded. Benefit plans legally required by State governments, however, are included.

Life insurance includes formal plans providing indemnity (usually through an insurance policy) in case of death of the covered worker.

Accidental death and dismemberment insurance is limited to plans which provide benefit payments in case of death or loss of limb or sight as a direct result of an accident.

Sickness and accident insurance includes only those plans which provide that predetermined cash payments be made directly to employees who lose time from work because of illness or injury, e.g., \$200 week for up to 26 weeks of disability.

Sick leave plans are limited to formal plans<sup>2</sup> which provide for continuing an employee's pay during absence from work because of illness. Data collected distinguish between (1) plans which provide full pay with no waiting period, and (2) plans which either provide partial pay or require a waiting period.

Long-term disability insurance plans provide payments to totally disabled employees upon the expiration of their paid sick leave and/or sickness and accident insurance, or after a predetermined period of disability (typically 6 months). Payments are made until the end of the disability, a maximum age, or eligibility for retirement benefits. Full or partial payments are almost always reduced by Social Security, workers' disability compensation, and private pension benefits payable to the disabled employee.

Hospitalization, surgical, and medical insurance provide at least partial payment for: (1) Hospital room charges; (2) inpatient surgery; and (3) doctors' fees for hospital, office, or home visits. Such benefits may be provided through either independent health care providers or Preferred Provider Organizations (PPOs). Under PPOs, participants are free to choose any provider, but receive care at lower costs if treatment is provided by designated hospitals, physicians, or dentists. These plans typically cover other expenses such as outpatient surgery and prescription drugs.

An HMO provides comprehensive medical care in return for pre-established fees. Unlike insurance, HMOs cover routine preventive care as well as care required because of an illness and do not have deductibles or coinsurance (although there may be fixed copayments for selected services). HMOs may provide services through their own facilities; through contracts with hospitals, physicians, and other providers, such as individual practice associations (IPAs); or through a combination of methods.

Dental care plans provide at least partial payment for routine dental care, such as checkups and cleanings, fillings, and X-rays. Plans which provide benefits only for oral surgery or other dental care required as the result of an accident are not reported.

Vision care plans provide at least partial payment for routine eye examinations, eyeglasses, or both.

Hearing care plans provide at least partial payment for hearing examinations, hearing aids, or both.

Alcohol and drug abuse treatment plans provide at least partial payment for institutional treatment (in a hospital or specialized facility) for addiction to alcohol or drugs.

Retirement plans provide lifetime payments, a lump sum, or a limited number of payments. Included are defined benefit plans in which the employer, promising to pay the employee a specified amount at retirement, contributes at a rate sufficient to fund these future payments. Defined contribution plans are those in which the employer agrees to contribute a certain amount but does not guarantee how much the plan will pay at retirement.

### **Labor-management coverage**

This survey collected the percent of workers covered by labor-management agreements in this area. An establishment is considered to have an agreement covering all white- or blue-collar workers if a majority of such workers is covered by a labor-management agreement determining wages and salaries. Therefore, all other white- or blue-collar workers are employed in establishments that either do not have labor-management agreements in effect, or have agreements that apply to fewer than half of their white- or blue collar workers. Because establishments with fewer than 50 workers are excluded from the survey, estimates are not necessarily representative of the extent to which all workers in the area may be covered by the provisions of labor-management agreements.

<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.

<sup>2</sup> An establishment is considered as having a formal plan if it specifies at least the minimum number of days of sick leave available to each employee. Such a plan need not be written, but informal sick leave allowances determined on an individual basis are excluded.

**Appendix table 1. Establishments and workers within scope of survey and number studied, San Francisco-Oakland-San Jose, CA<sup>1</sup>, March 1996**

Industry division <sup>2</sup>	Number of establishments		Workers in establishments				
	Within scope of survey <sup>3</sup>	Studied	Within scope of survey				Studied <sup>4</sup>
			Total <sup>4</sup>		Full-time white-collar workers	Full-time blue-collar workers	
			Number	Percent			
<b>ALL ESTABLISHMENTS</b>							
All divisions .....	6,221	271	1,908,200	100	813,102	517,877	509,050
Private industry .....	5,885	236	1,564,384	82	691,296	438,955	325,166
Goods producing .....	1,506	53	433,357	23	243,808	167,227	77,146
Manufacturing .....	1,268	41	413,204	22	234,663	160,867	73,111
Mining <sup>5</sup> .....	9	4	3,713	( <sup>6</sup> )	3,574	135	3,266
Construction <sup>5</sup> .....	229	8	16,440	1	5,571	6,225	769
Service producing .....	4,379	183	1,131,027	59	447,488	271,728	248,020
Transportation, communication, electric, gas, and sanitary services <sup>7</sup> .....	273	13	104,847	5	40,301	50,523	35,255
Wholesale trade <sup>8</sup> .....	389	9	54,927	3	37,232	14,058	3,335
Retail trade <sup>8</sup> .....	1,090	31	309,675	16	58,912	94,092	45,017
Finance, insurance, and real estate <sup>8</sup> .....	425	14	115,693	6	91,086	6,136	38,550
Services <sup>8</sup> .....	2,202	116	545,885	29	219,957	106,919	125,863
State and local government .....	336	35	343,816	18	121,806	78,922	183,884
<b>ESTABLISHMENTS EMPLOYING 500 WORKERS OR MORE</b>							
All divisions .....	703	121	1,165,091	100	506,403	281,846	485,198
Private industry .....	566	97	855,583	73	393,066	214,741	303,272
Goods producing .....	184	26	239,108	21	146,177	86,891	72,817
Manufacturing .....	183	25	236,283	20	143,357	86,886	69,992
Service producing .....	382	71	616,475	53	246,889	127,850	230,455
Transportation, communication, electric, gas, and sanitary services <sup>7</sup> .....	22	6	74,160	6	26,444	36,071	33,902
Wholesale trade <sup>8</sup> .....	25	3	25,292	2	20,969	1,364	2,815
Retail trade <sup>8</sup> .....	115	11	169,887	15	34,983	47,108	41,888
Finance, insurance, and real estate <sup>8</sup> .....	23	5	67,881	6	55,263	2,288	37,159
Services <sup>8</sup> .....	197	46	279,255	24	109,230	41,019	114,691
State and local government .....	137	24	309,508	27	113,337	67,105	181,926

<sup>1</sup> The San Francisco-Oakland-San Jose Consolidated Metropolitan Statistical Area, as defined by the Office of Management and Budget through June 1994, consists of Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Santa Cruz, Solano, and Sonoma 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 manufacturing, 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 part-time, seasonal, temporary, and other workers excluded from separate white- and blue-collar categories.

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

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

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

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

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

**Appendix table 2. Percent of workers covered by labor-management agreements, San Francisco-Oakland-San Jose, CA, March 1996**

Labor-management status	White-collar workers					Blue-collar workers				
	All industries	Private industry			State and local government	All industries	Private industry			State and local government
		Total	Goods-producing industries	Service-producing industries			Total	Goods-producing industries	Service-producing industries	
All full-time workers (in percent) .....	100	100	100	100	-	100	100	100	100	100
Majority of workers covered .....	18	8	4	11	-	52	45	38	49	99
None or Minority of workers covered .....	82	92	96	89	-	48	55	62	51	1

NOTE: Because of rounding, sums of individual items may not equal totals. Dashes indicate that no data were reported.