

# Occupational Compensation Survey: Pay and Benefits

Portland–Salem, OR–WA,  
Consolidated Metropolitan Area,  
July 1996



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U.S. Department of Labor  
Bureau of Labor Statistics

Bulletin 3085-28

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## Preface

This bulletin provides results of a July 1996 survey of occupational pay and employee benefits in the Portland–Salem, OR–WA 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

# Portland–Salem, OR–WA, Consolidated Metropolitan Area, July 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 Portland–Salem, OR–WA Consolidated Metropolitan Statistical Area (Clackamas, Columbia, Marion, Multnomah, Polk, Washington, and Yamhill Counties, OR; and Clark County, WA) 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, Portland-Salem, OR-WA, July 1996**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																					
			Mean	Median	Middle range	350 and under 400	400 - 450	450 - 500	500 - 550	550 - 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 and over	
<b>PROFESSIONAL OCCUPATIONS</b>																											
<b>Accountants</b> .....	1,576	40.0	\$726	\$678	\$577 - \$842	-	-	8	12	11	23	14	13	10	4	3	1	1	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	
Private industry .....	1,212	39.9	734	692	573 - 852	-	-	9	12	13	17	14	14	11	4	3	1	1	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	
Goods-producing industries .....	603	40.0	754	727	573 - 942	-	-	11	10	17	7	17	9	17	5	5	1	1	-	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	
Manufacturing .....	561	40.0	758	727	573 - 942	-	-	12	10	16	5	18	8	18	5	5	1	2	-	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	
Service-producing industries .....	609	39.9	715	666	577 - 819	-	-	7	15	9	26	11	18	5	4	1	1	1	( <sup>3</sup> )	-	-	-	-	-	-	-	
Transportation and utilities .....	30	40.0	781	-	-	-	-	23	7	-	-	7	43	7	7	-	-	7	-	-	-	-	-	-	-	-	
State and local government .....	364	40.0	696	663	601 - 744	-	-	4	11	7	45	13	9	5	2	2	-	-	( <sup>3</sup> )	-	-	-	-	-	-	-	
Level 1 .....	160	40.0	518	508	481 - 540	-	-	39	41	11	9	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	142	40.0	523	508	490 - 548	-	-	32	45	12	10	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	74	40.0	520	-	-	-	-	34	45	7	14	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	74	40.0	520	-	-	-	-	34	45	7	14	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 2 .....	623	40.0	602	587	538 - 645	-	-	10	19	25	33	10	3	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	460	40.0	599	581	538 - 646	-	-	14	18	29	23	11	4	-	-	-	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	232	40.0	593	581	538 - 629	-	-	17	11	41	13	16	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	204	40.0	588	579	538 - 629	-	-	20	12	40	9	18	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	228	39.9	604	586	519 - 651	-	-	11	26	17	33	7	7	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	163	40.0	613	631	574 - 645	-	-	-	22	13	59	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 3 .....	640	40.0	800	808	700 - 885	-	-	-	( <sup>3</sup> )	1	23	24	27	20	4	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	491	39.9	818	833	727 - 933	-	-	-	( <sup>3</sup> )	1	16	24	29	24	5	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	214	40.0	863	865	744 - 942	-	-	-	-	-	-	29	24	43	3	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	200	40.0	864	872	744 - 942	-	-	-	-	-	-	31	19	45	3	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	277	39.9	783	798	666 - 862	-	-	-	( <sup>3</sup> )	1	29	19	33	9	7	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	149	40.0	739	713	694 - 794	-	-	-	1	3	44	26	19	5	-	-	-	-	-	-	-	-	-	-	-	-	
Level 4 .....	96	39.9	1,045	1,026	952 - 1,125	-	-	-	-	-	-	1	10	28	32	16	7	3	2	-	-	-	-	-	-	-	
Private industry .....	63	39.9	1,066	-	-	-	-	-	-	-	-	-	8	24	37	13	11	5	3	-	-	-	-	-	-	-	
State and local government .....	33	40.0	1,004	990	913 - 1,098	-	-	-	-	-	-	3	15	36	24	21	-	-	-	-	-	-	-	-	-	-	
Level 5 .....	57	39.8	1,284	-	-	-	-	-	-	-	-	-	-	-	-	46	7	25	14	7	2	-	-	-	-	-	
Private industry .....	56	39.8	1,280	-	-	-	-	-	-	-	-	-	-	-	-	46	7	25	13	7	2	-	-	-	-	-	
<b>Accountants, Public:</b>																											
Level 2 .....	43	40.0	563	548	519 - 612	-	-	-	56	12	33	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	43	40.0	563	548	519 - 612	-	-	-	56	12	33	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	43	40.0	563	548	519 - 612	-	-	-	56	12	33	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 4 .....	33	40.0	1,038	1,019	981 - 1,115	-	-	-	-	-	-	-	18	9	39	24	9	-	-	-	-	-	-	-	-	-	-
Private industry .....	33	40.0	1,038	1,019	981 - 1,115	-	-	-	-	-	-	-	18	9	39	24	9	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	33	40.0	1,038	1,019	981 - 1,115	-	-	-	-	-	-	-	18	9	39	24	9	-	-	-	-	-	-	-	-	-	-
<b>Attorneys</b> .....																											
Private industry .....	87	40.0	1,350	1,240	1,000 - 1,596	-	-	-	-	-	( <sup>3</sup> )	4	14	12	11	8	15	14	6	6	4	2	1	1	( <sup>3</sup> )	( <sup>3</sup> )	
Service-producing industries .....	69	40.0	1,259	-	-	-	-	-	-	-	-	-	8	15	9	11	8	2	9	13	6	5	5	5	2	2	
State and local government .....	332	40.0	1,165	1,175	942 - 1,330	-	-	-	-	-	( <sup>3</sup> )	5	16	11	12	7	17	17	5	5	4	2	1	-	-	-	
Level 1:																											
State and local government .....	10	40.0	797	-	-	-	-	-	-	-	10	40	40	10	-	-	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

**Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Portland-Salem, OR-WA, July 1996 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																						
			Mean	Median	Middle range	350 and under 400	400 - 450	450 - 500	500 - 550	550 - 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 and over		
Level 2 .....	145	40.0	\$950	\$942	\$876 - \$1,018	-	-	-	-	-	-	8	33	25	21	12	1	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	122	40.0	938	901	876 - 1,018	-	-	-	-	-	-	9	39	19	19	13	1	-	-	-	-	-	-	-	-	-	-	
Level 3 .....	204	40.0	1,289	1,297	1,207 - 1,363	-	-	-	-	-	-	-	-	7	8	8	30	28	8	6	4	-	-	-	-	-	-	
State and local government .....	187	40.0	1,297	1,308	1,217 - 1,363	-	-	-	-	-	-	-	-	7	9	4	29	29	9	7	5	-	-	-	-	-	-	
Level 4:																												
State and local government .....	12	40.0	1,676	-	- - -	-	-	-	-	-	-	-	-	-	-	-	-	-	-	17	33	42	8	-	-	-	-	
<b>Engineers</b> .....	5,875	40.0	1,091	1,050	877 - 1,254	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	4	9	13	16	13	12	10	8	5	3	2	2	1	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	
Private industry .....	4,871	40.0	1,135	1,102	933 - 1,299	-	-	-	( <sup>3</sup> )	1	2	7	11	16	13	13	12	9	6	4	2	2	1	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	
Goods-producing industries .....	4,574	40.0	1,137	1,105	935 - 1,300	-	-	-	( <sup>3</sup> )	1	2	6	11	16	13	13	12	9	6	4	3	2	1	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	
Manufacturing .....	4,556	40.0	1,136	1,104	933 - 1,301	-	-	-	( <sup>3</sup> )	1	2	6	11	16	13	13	12	9	6	4	3	2	1	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	
Service-producing industries .....	297	40.0	1,104	1,087	914 - 1,252	-	-	-	-	1	1	11	10	15	14	14	12	9	5	2	1	1	1	( <sup>3</sup> )	1	( <sup>3</sup> )	( <sup>3</sup> )	
State and local government .....	1,004	40.0	880	857	743 - 974	-	-	( <sup>3</sup> )	1	2	14	23	26	14	9	7	1	3	1	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	
Level 1 .....	342	40.0	706	718	629 - 778	-	-	1	6	13	24	41	16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	296	40.0	719	739	673 - 788	-	-	-	5	9	22	45	19	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	280	40.0	722	744	673 - 788	-	-	-	5	9	22	45	19	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	280	40.0	722	744	673 - 788	-	-	-	5	9	22	45	19	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	46	40.0	618	613	598 - 679	-	-	4	11	35	39	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 2 .....	935	40.0	804	797	743 - 880	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	16	37	26	20	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	566	40.0	844	861	760 - 913	-	-	-	-	-	5	27	35	31	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	551	40.0	845	864	760 - 914	-	-	-	-	-	6	27	35	31	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	548	40.0	845	865	760 - 914	-	-	-	-	-	6	27	35	31	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	369	40.0	744	743	674 - 792	-	-	-	( <sup>3</sup> )	1	31	53	12	3	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 3 .....	1,546	40.0	954	961	873 - 1,023	-	-	-	-	-	1	4	27	37	24	8	1	-	-	-	-	-	-	-	-	-	-	
Private industry .....	1,153	40.0	971	969	912 - 1,038	-	-	-	-	-	1	3	17	43	27	9	1	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	1,070	40.0	977	971	922 - 1,039	-	-	-	-	-	1	1	17	43	29	9	1	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	1,066	40.0	977	971	922 - 1,039	-	-	-	-	-	1	2	17	43	28	9	1	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	83	40.0	900	905	864 - 946	-	-	-	-	-	-	22	27	47	4	1	-	-	-	-	-	-	-	-	-	-	-	
Transportation and utilities .....	32	40.0	952	-	- - -	-	-	-	-	-	-	-	13	75	9	3	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	393	40.0	903	860	857 - 964	-	-	-	-	-	1	7	54	19	15	4	-	-	-	-	-	-	-	-	-	-	-	
Level 4 .....	1,444	40.0	1,159	1,160	1,096 - 1,229	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	7	20	34	28	9	1	( <sup>3</sup> )	-	-	-	-	-	-	-	
Private industry .....	1,294	40.0	1,169	1,172	1,100 - 1,235	-	-	-	-	-	-	-	( <sup>3</sup> )	4	20	35	31	9	1	( <sup>3</sup> )	-	-	-	-	-	-	-	
Goods-producing industries .....	1,165	40.0	1,170	1,172	1,103 - 1,235	-	-	-	-	-	-	-	( <sup>3</sup> )	4	19	35	33	8	1	( <sup>3</sup> )	-	-	-	-	-	-	-	
Manufacturing .....	1,154	40.0	1,169	1,172	1,102 - 1,235	-	-	-	-	-	-	-	( <sup>3</sup> )	4	19	35	32	8	1	( <sup>3</sup> )	-	-	-	-	-	-	-	
State and local government .....	150	40.0	1,073	1,064	972 - 1,147	-	-	-	-	-	-	1	3	33	19	32	2	10	-	-	-	-	-	-	-	-	-	
Level 5 .....	842	40.0	1,380	1,376	1,298 - 1,442	-	-	-	-	-	-	-	-	( <sup>3</sup> )	6	19	35	25	12	2	2	-	-	-	-	-	-	
Private industry .....	799	40.0	1,379	1,373	1,298 - 1,439	-	-	-	-	-	-	-	-	( <sup>3</sup> )	6	19	35	25	11	2	2	-	-	-	-	-	-	
Goods-producing industries .....	757	40.0	1,377	1,368	1,297 - 1,437	-	-	-	-	-	-	-	-	( <sup>3</sup> )	7	19	35	24	11	2	2	-	-	-	-	-	-	
Manufacturing .....	757	40.0	1,377	1,368	1,297 - 1,437	-	-	-	-	-	-	-	-	( <sup>3</sup> )	7	19	35	24	11	2	2	-	-	-	-	-	-	
State and local government .....	43	40.0	1,395	1,391	1,331 - 1,478	-	-	-	-	-	-	-	-	-	9	12	35	21	23	-	-	-	-	-	-	-	-	
Level 7 .....	53	40.0	1,999	-	- - -	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	11	45	21	17	
Private industry .....	53	40.0	1,999	-	- - -	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	11	45	21	17		

See footnotes at end of table.

**Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Portland-Salem, OR-WA, July 1996 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																						
			Mean	Median	Middle range	350 and under 400	400 - 450	450 - 500	500 - 550	550 - 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 and over		
<b>Scientists:</b>																												
Private industry:																												
Service-producing industries .....	2,441	40.0	\$856	\$801	\$687 - \$928	-	-	-	2	4	21	23	21	7	6	8	2	1	2	1	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	
State and local government .....	484	40.0	744	728	689 - 801	-	-	2	4	4	23	32	29	6	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	
Level 1:																												
State and local government .....	46	40.0	567	567	512 - 631	-	-	24	24	9	41	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 2 .....	759	40.1	788	788	709 - 865	-	-	-	1	2	17	35	31	14	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	575	40.1	821	826	769 - 877	-	-	-	-	-	10	31	40	18	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	352	40.1	793	797	753 - 846	-	-	-	-	-	14	41	38	6	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	184	40.0	686	695	663 - 709	-	-	-	5	7	40	47	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 3 .....	1,297	40.0	887	848	795 - 970	-	-	-	-	-	4	23	34	17	18	3	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	
Private industry .....	1,081	40.0	904	886	801 - 1,000	-	-	-	-	-	3	21	29	20	22	4	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	749	40.0	855	823	795 - 904	-	-	-	-	-	5	30	40	13	11	1	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	216	40.0	799	801	763 - 859	-	-	-	-	-	8	31	60	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 4 .....	1,083	40.0	1,127	1,135	1,053 - 1,231	-	-	-	-	-	-	3	7	9	12	36	19	8	4	( <sup>3</sup> )	-	-	-	-	-	-	-	
Private industry .....	1,045	40.0	1,134	1,142	1,067 - 1,234	-	-	-	-	-	-	3	7	7	12	38	20	9	4	( <sup>3</sup> )	-	-	-	-	-	-	-	
Service-producing industries .....	488	40.1	1,043	1,106	923 - 1,108	-	-	-	-	-	-	7	15	13	15	37	6	3	5	-	-	-	-	-	-	-	-	
Level 5 .....	424	40.0	1,420	1,394	1,334 - 1,492	-	-	-	-	-	-	-	-	-	-	3	13	36	25	13	6	3	1	-	-	-	-	
Private industry .....	424	40.0	1,420	1,394	1,334 - 1,492	-	-	-	-	-	-	-	-	-	-	3	13	36	25	13	6	3	1	-	-	-	-	
Goods-producing industries .....	351	40.0	1,418	1,390	1,336 - 1,481	-	-	-	-	-	-	-	-	-	-	2	14	37	25	12	5	4	1	-	-	-	-	
Manufacturing .....	351	40.0	1,418	1,390	1,336 - 1,481	-	-	-	-	-	-	-	-	-	-	2	14	37	25	12	5	4	1	-	-	-	-	
<b>Scientists, Computer/Engineering .....</b>	<b>2,242</b>	<b>40.0</b>	<b>1,120</b>	<b>1,106</b>	<b>912 - 1,308</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>5</b>	<b>8</b>	<b>11</b>	<b>12</b>	<b>15</b>	<b>13</b>	<b>11</b>	<b>10</b>	<b>7</b>	<b>4</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>(<sup>3</sup>)</b>	<b>(<sup>3</sup>)</b>	<b>(<sup>3</sup>)</b>	<b>(<sup>3</sup>)</b>	
Private industry .....	2,238	40.0	1,121	1,107	913 - 1,309	-	-	-	-	-	5	7	11	12	15	13	11	10	7	4	2	1	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	
Level 2 .....	365	40.0	859	865	829 - 913	-	-	-	-	-	1	19	50	28	1	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	365	40.0	859	865	829 - 913	-	-	-	-	-	1	19	50	28	1	-	-	-	-	-	-	-	-	-	-	-	-	
Level 3 .....	478	40.0	1,009	1,019	951 - 1,067	-	-	-	-	-	-	1	7	32	50	9	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	
Private industry .....	475	40.0	1,011	1,019	952 - 1,067	-	-	-	-	-	-	( <sup>3</sup> )	7	32	50	9	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	
Level 4 .....	671	40.1	1,213	1,199	1,142 - 1,269	-	-	-	-	-	-	-	( <sup>3</sup> )	1	13	36	30	13	7	1	-	-	-	-	-	-	-	
Private industry .....	670	40.1	1,214	1,199	1,142 - 1,269	-	-	-	-	-	-	-	-	1	13	36	30	13	7	1	-	-	-	-	-	-	-	
Level 5 .....	394	40.0	1,421	1,394	1,337 - 1,492	-	-	-	-	-	-	-	-	-	-	2	13	36	25	13	7	3	1	-	-	-	-	
Private industry .....	394	40.0	1,421	1,394	1,337 - 1,492	-	-	-	-	-	-	-	-	-	-	2	13	36	25	13	7	3	1	-	-	-	-	
<b>Scientists, Physical/Biological .....</b>	<b>2,298</b>	<b>40.0</b>	<b>790</b>	<b>795</b>	<b>683 - 844</b>	<b>-</b>	<b>-</b>	<b>(<sup>3</sup>)</b>	<b>3</b>	<b>5</b>	<b>23</b>	<b>28</b>	<b>24</b>	<b>7</b>	<b>2</b>	<b>7</b>	<b>(<sup>3</sup>)</b>	<b>1</b>	<b>(<sup>3</sup>)</b>	<b>(<sup>3</sup>)</b>	<b>(<sup>3</sup>)</b>	<b>(<sup>3</sup>)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	
State and local government .....	480	40.0	743	728	688 - 801	-	-	2	4	4	23	31	29	6	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	
Level 1:																												
State and local government .....	46	40.0	567	567	512 - 631	-	-	24	24	9	41	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 2 .....	394	40.1	722	709	684 - 771	-	-	-	2	3	32	50	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	210	40.2	754	764	684 - 797	-	-	-	-	-	25	53	22	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	184	40.0	686	695	663 - 709	-	-	-	5	7	40	47	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.







**Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Portland-Salem, OR-WA, July 1996 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																				
			Mean	Median	Middle range	350 and under 400	400 - 450	450 - 500	500 - 550	550 - 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 and over
<b>Personnel Specialists</b> .....	1,207	40.0	\$821	\$777	\$635 - \$958	-	4	2	3	7	22	13	19	10	8	4	4	4	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-
Private industry .....	994	39.9	815	750	613 - 927	-	5	2	3	8	24	13	17	6	7	3	4	4	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-
Goods-producing industries .....	473	40.0	863	808	651 - 1,000	-	( <sup>3</sup> )	2	1	4	24	12	25	6	9	3	7	3	2	1	1	-	-	-	-	-
Manufacturing .....	460	40.0	863	802	637 - 1,020	-	( <sup>3</sup> )	2	2	4	25	12	23	6	9	3	7	3	2	1	1	-	-	-	-	-
Service-producing industries:																										
Transportation and utilities .....	107	40.0	818	713	700 - 904	-	-	-	8	7	6	34	21	9	4	2	5	6	-	-	-	-	-	-	-	-
State and local government .....	213	40.0	845	816	740 - 983	-	-	1	( <sup>3</sup> )	3	16	11	27	26	11	4	-	-	-	-	-	-	-	-	-	-
Level 2 .....	376	40.0	585	600	530 - 635	-	13	7	9	22	44	6	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	333	40.0	578	598	519 - 635	-	14	7	10	23	41	5	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	139	40.0	611	613	580 - 635	-	-	7	5	13	71	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	139	40.0	611	613	580 - 635	-	-	7	5	13	71	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	43	40.0	640	640	608 - 667	-	-	5	2	14	65	9	5	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 3 .....	535	39.9	815	808	707 - 891	-	-	-	-	1	19	24	35	14	7	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	421	39.9	801	800	700 - 880	-	-	-	-	1	23	26	33	11	6	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	189	40.0	828	802	769 - 887	-	-	-	-	-	7	29	52	8	4	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	176	40.0	824	802	769 - 891	-	-	-	-	-	8	31	48	9	5	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	232	39.9	779	713	673 - 877	-	-	-	-	1	35	24	18	13	8	-	-	-	-	-	-	-	-	-	-	-
Transportation and utilities .....	74	40.0	783	713	700 - 865	-	-	-	-	-	8	49	30	14	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	114	40.0	867	816	808 - 988	-	-	-	-	-	5	14	43	26	11	-	-	-	-	-	-	-	-	-	-	-
Level 4 .....	207	39.9	1,054	1,058	901 - 1,158	-	-	-	-	-	( <sup>3</sup> )	2	16	19	25	17	14	4	-	1	-	-	-	-	-	-
Private industry .....	151	39.9	1,089	1,075	997 - 1,231	-	-	-	-	-	1	18	9	28	17	20	6	-	1	-	-	-	-	-	-	-
Goods-producing industries .....	105	39.9	1,081	1,075	962 - 1,167	-	-	-	-	-	-	-	19	12	32	12	20	2	-	2	-	-	-	-	-	-
Manufacturing .....	105	39.9	1,081	1,075	962 - 1,167	-	-	-	-	-	-	-	19	12	32	12	20	2	-	2	-	-	-	-	-	-
Service-producing industries .....	46	40.0	1,108	-	-	-	-	-	-	-	2	2	15	-	17	28	20	15	-	-	-	-	-	-	-	-
State and local government .....	56	40.0	959	901	901 - 1,039	-	-	-	-	-	-	7	13	46	18	16	-	-	-	-	-	-	-	-	-	-
Level 5 .....	77	40.0	1,355	-	-	-	-	-	-	-	-	-	-	1	-	10	17	44	21	1	4	1	-	-	-	-
Private industry .....	77	40.0	1,355	-	-	-	-	-	-	-	-	-	-	1	-	10	17	44	21	1	4	1	-	-	-	-
<b>Director of Personnel:</b>																										
State and local government .....	25	40.0	1,505	1,539	1,431 - 1,602	-	-	-	-	-	-	-	-	4	-	-	-	4	28	16	48	-	-	-	-	-
Level 2:																										
State and local government .....	23	40.0	1,535	1,602	1,431 - 1,602	-	-	-	-	-	-	-	-	-	-	-	-	30	17	52	-	-	-	-	-	-

See footnotes at end of table.

**Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Portland-Salem, OR-WA, July 1996 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																					
			Mean	Median	Middle range	350 and under 400	400 - 450	450 - 500	500 - 550	550 - 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 and over	
<b>Tax Collectors</b> .....	172	40.0	\$495	\$499	\$417 - \$547	20	9	41	10	1	17	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	172	40.0	495	499	417 - 547	20	9	41	10	1	17	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 1 .....	120	40.0	450	475	393 - 499	28	13	59	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	120	40.0	450	475	393 - 499	28	13	59	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 2 .....	47	40.0	583	601	547 - 601	-	-	-	38	2	60	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	47	40.0	583	601	547 - 601	-	-	-	38	2	60	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

<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: 9 percent at \$2,100 and under \$2,200; 4 percent at \$2,200 and under \$2,300; 2 percent at \$2,300 and under \$2,400; and 2 percent at \$2,400 and under \$2,500.

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, Portland-Salem, OR-WA, July 1996**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																				
			Mean	Median	Middle range	300 and under 325	325 - 350	350 - 375	375 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1050	1050 - 1100	1100 - 1150	1150 - 1200	1200 and over
<b>TECHNICAL OCCUPATIONS</b>																										
<b>Computer Operators</b> .....	577	40.5	\$515	\$499	\$459 - \$576	1	1	2	12	8	32	9	17	10	6	1	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-
Private industry .....	479	40.6	515	500	459 - 579	1	1	2	12	8	27	10	20	10	6	1	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-
Goods-producing industries .....	101	39.6	572	567	565 - 585	-	-	-	-	4	5	11	56	15	5	4	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	101	39.6	572	567	565 - 585	-	-	-	-	4	5	11	56	15	5	4	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	378	40.9	500	492	441 - 564	1	1	2	16	9	33	10	10	9	7	( <sup>3</sup> )	1	1	-	-	-	-	-	-	-	-
State and local government .....	98	40.0	513	499	476 - 510	-	-	-	9	9	56	4	2	8	5	1	5	-	-	-	-	-	-	-	-	-
Level 2 .....	249	40.5	473	489	442 - 499	-	-	2	6	18	63	10	( <sup>3</sup> )	-	1	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	177	40.7	474	488	442 - 500	-	-	2	3	20	60	12	1	-	1	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	167	40.8	474	488	442 - 500	-	-	2	3	20	62	10	1	-	1	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	72	40.0	471	498	424 - 499	-	-	-	13	13	69	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 3 .....	210	40.9	582	571	550 - 616	-	-	-	-	-	13	12	41	22	6	3	2	-	-	-	-	-	-	-	-	-
Private industry .....	184	41.0	576	567	546 - 610	-	-	-	-	-	13	14	46	21	4	3	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	73	39.5	583	-	-	-	-	-	-	-	3	4	68	18	1	5	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	73	39.5	583	-	-	-	-	-	-	-	3	4	68	18	1	5	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	111	42.0	571	579	523 - 610	-	-	-	-	19	20	31	23	6	1	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	26	40.0	630	615	588 - 681	-	-	-	-	19	-	8	31	19	4	19	-	-	-	-	-	-	-	-	-	-
<b>Drafters</b> .....	395	40.0	553	539	486 - 629	-	1	3	-	16	11	27	13	6	19	3	1	-	1	( <sup>3</sup> )	-	-	-	-	-	-
Private industry .....	389	40.0	554	539	486 - 640	-	1	3	-	16	11	26	13	6	20	3	1	-	1	( <sup>3</sup> )	-	-	-	-	-	-
Goods-producing industries .....	375	40.0	557	540	486 - 656	-	1	3	-	16	8	27	13	7	20	3	1	-	1	( <sup>3</sup> )	-	-	-	-	-	-
Manufacturing .....	367	40.0	554	539	486 - 640	-	1	3	-	16	8	28	14	7	21	2	( <sup>3</sup> )	-	1	( <sup>3</sup> )	-	-	-	-	-	-
<b>Engineering Technicians</b> .....	1,214	40.0	705	658	577 - 785	-	-	( <sup>3</sup> )	( <sup>3</sup> )	2	4	6	18	17	12	7	11	5	3	2	3	2	1	2	2	1
Private industry .....	1,214	40.0	705	658	577 - 785	-	-	( <sup>3</sup> )	( <sup>3</sup> )	2	4	6	18	17	12	7	11	5	3	2	3	2	1	2	2	1
Goods-producing industries .....	1,159	40.0	704	658	572 - 788	-	-	( <sup>3</sup> )	1	2	4	6	19	17	13	8	9	5	4	3	3	2	1	2	2	1
Manufacturing .....	1,158	40.0	704	658	572 - 788	-	-	( <sup>3</sup> )	1	2	4	6	19	17	13	8	9	5	4	3	3	2	1	2	2	1
Level 2 .....	113	40.0	511	510	480 - 555	-	-	-	-	15	29	27	26	3	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	113	40.0	511	510	480 - 555	-	-	-	-	15	29	27	26	3	-	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	113	40.0	511	510	480 - 555	-	-	-	-	15	29	27	26	3	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	113	40.0	511	510	480 - 555	-	-	-	-	15	29	27	26	3	-	-	-	-	-	-	-	-	-	-	-	-
Level 3 .....	503	40.0	611	607	570 - 640	-	-	-	( <sup>3</sup> )	1	8	36	35	12	3	4	1	-	-	-	-	-	-	-	-	-
Private industry .....	503	40.0	611	607	570 - 640	-	-	-	( <sup>3</sup> )	1	8	36	35	12	3	4	1	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	460	40.0	603	605	565 - 640	-	-	-	( <sup>3</sup> )	1	8	38	35	13	4	( <sup>3</sup> )	1	-	-	-	-	-	-	-	-	-
Manufacturing .....	459	40.0	603	605	565 - 640	-	-	-	( <sup>3</sup> )	1	8	38	35	13	4	( <sup>3</sup> )	1	-	-	-	-	-	-	-	-	-
Level 4 .....	337	40.0	727	729	673 - 780	-	-	-	-	-	( <sup>3</sup> )	4	10	25	20	25	13	3	( <sup>3</sup> )	-	-	-	-	-	-	-
Private industry .....	337	40.0	727	729	673 - 780	-	-	-	-	-	( <sup>3</sup> )	4	10	25	20	25	13	3	( <sup>3</sup> )	-	-	-	-	-	-	-
Goods-producing industries .....	325	40.0	724	724	673 - 775	-	-	-	-	-	( <sup>3</sup> )	4	10	26	20	24	11	3	( <sup>3</sup> )	-	-	-	-	-	-	-
Manufacturing .....	325	40.0	724	724	673 - 775	-	-	-	-	-	( <sup>3</sup> )	4	10	26	20	24	11	3	( <sup>3</sup> )	-	-	-	-	-	-	-
Level 5 .....	149	40.0	892	894	827 - 970	-	-	-	-	-	-	-	-	-	2	3	16	9	21	19	19	7	1	3	-	-
Private industry .....	149	40.0	892	894	827 - 970	-	-	-	-	-	-	-	-	-	2	3	16	9	21	19	19	7	1	3	-	-
Goods-producing industries .....	149	40.0	892	894	827 - 970	-	-	-	-	-	-	-	-	-	2	3	16	9	21	19	19	7	1	3	-	-
Manufacturing .....	149	40.0	892	894	827 - 970	-	-	-	-	-	-	-	-	-	2	3	16	9	21	19	19	7	1	3	-	-

See footnotes at end of table.

**Table A-2. All establishments: Weekly hours and pay of technical and protective service occupations, Portland-Salem, OR-WA, July 1996 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																					
			Mean	Median	Middle range	300 and under 325	325 - 350	350 - 375	375 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1050	1050 - 1100	1100 - 1150	1150 - 1200	1200 and over	
<b>Engineering Technicians, Civil</b> .....	827	40.0	\$674	\$659	\$567 - \$793	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	2	7	9	13	14	9	13	13	11	2	3	( <sup>3</sup> )	2	-	-	-	-	
State and local government .....	786	40.0	670	659	567 - 793	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	2	7	9	13	15	9	13	12	11	2	3	1	2	-	-	-	-	
Level 1 .....	7	40.0	405	-	- - -	29	14	-	-	-	57	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
State and local government .....	7	40.0	405	-	- - -	29	14	-	-	-	57	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Level 2 .....	125	40.0	528	541	478 - 568	-	-	1	1	8	27	27	27	8	1	-	-	-	-	-	-	-	-	-	-		
State and local government .....	122	40.0	529	541	478 - 568	-	-	1	1	8	27	26	28	8	1	-	-	-	-	-	-	-	-	-	-		
Level 3 .....	305	40.0	616	628	554 - 700	-	-	-	-	3	6	12	21	20	18	20	-	-	-	-	-	-	-	-	-		
State and local government .....	304	40.0	616	628	554 - 700	-	-	-	-	3	6	13	20	20	18	20	-	-	-	-	-	-	-	-	-		
Level 4 .....	304	40.0	735	756	687 - 797	-	-	-	-	-	1	1	4	15	7	13	36	21	1	-	-	-	-	-	-		
State and local government .....	275	40.0	737	771	687 - 797	-	-	-	-	-	1	1	3	17	7	15	34	22	1	-	-	-	-	-	-		
Level 5:																											
State and local government .....	60	40.0	886	858	822 - 988	-	-	-	-	-	-	-	-	-	-	5	2	42	17	5	7	23	-	-	-		
Level 6 .....	18	40.0	914	918	918 - 918	-	-	-	-	-	-	-	-	-	-	-	-	6	-	94	-	-	-	-	-		
State and local government .....	18	40.0	914	918	918 - 918	-	-	-	-	-	-	-	-	-	-	-	-	6	-	94	-	-	-	-	-		
<b>PROTECTIVE SERVICE OCCUPATIONS</b>																											
<b>Corrections Officers</b> .....	1,036	40.0	678	652	604 - 814	-	-	-	-	( <sup>3</sup> )	13	8	4	23	14	4	1	33	-	-	-	-	-	-	-	-	
State and local government .....	1,036	40.0	678	652	604 - 814	-	-	-	-	( <sup>3</sup> )	13	8	4	23	14	4	1	33	-	-	-	-	-	-	-	-	
<b>Firefighters</b> .....	1,094	50.8	768	749	610 - 897	-	-	-	-	-	-	-	14	16	10	11	2	5	22	10	9	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	
State and local government .....	1,094	50.8	768	749	610 - 897	-	-	-	-	-	-	-	14	16	10	11	2	5	22	10	9	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	
<b>Police Officers</b> .....	2,052	40.0	801	814	754 - 883	-	-	-	-	( <sup>3</sup> )	-	1	-	4	6	7	25	26	31	( <sup>3</sup> )	-	-	-	-	-	-	
State and local government .....	2,052	40.0	801	814	754 - 883	-	-	-	-	( <sup>3</sup> )	-	1	-	4	6	7	25	26	31	( <sup>3</sup> )	-	-	-	-	-	-	
Level 1 .....	2,045	40.0	800	814	754 - 883	-	-	-	-	( <sup>3</sup> )	-	1	-	4	6	7	25	26	31	-	-	-	-	-	-		
State and local government .....	2,045	40.0	800	814	754 - 883	-	-	-	-	( <sup>3</sup> )	-	1	-	4	6	7	25	26	31	-	-	-	-	-	-		
Level 2 .....	7	40.0	875	-	- - -	-	-	-	-	-	-	-	-	-	-	-	-	14	57	29	-	-	-	-	-		
State and local government .....	7	40.0	875	-	- - -	-	-	-	-	-	-	-	-	-	-	-	-	14	57	29	-	-	-	-	-		

<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, Portland-Salem, OR-WA, July 1996**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>				Percent of workers receiving straight-time weekly pay (in dollars) of—																				
			Mean	Median	Middle range		225 and under 250	250 - 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	
<b>Clerks, Accounting</b> .....	3,523	39.9	\$435	\$420	\$380	—	\$481	—	( <sup>3</sup> )	1	4	4	11	14	19	4	12	10	12	6	1	—	( <sup>3</sup> )	—	—	—	—
Private industry .....	2,833	39.9	422	415	376	—	464	—	( <sup>3</sup> )	1	5	4	13	17	21	5	11	7	9	4	( <sup>3</sup> )	( <sup>3</sup> )	—	—	—	—	—
Goods-producing industries .....	1,023	40.0	432	420	380	—	486	—	1	2	8	2	5	16	19	8	11	8	14	7	( <sup>3</sup> )	—	—	—	—	—	—
Manufacturing .....	988	40.0	431	420	380	—	490	—	1	2	8	2	5	16	19	5	12	8	14	7	( <sup>3</sup> )	—	—	—	—	—	—
Service-producing industries .....	1,810	39.9	416	406	370	—	458	—	( <sup>3</sup> )	1	4	6	18	17	23	3	11	7	7	3	( <sup>3</sup> )	—	( <sup>3</sup> )	—	—	—	—
Transportation and utilities .....	116	40.0	447	463	350	—	504	—	—	—	—	16	16	—	11	—	28	2	10	17	—	—	—	—	—	—	
State and local government .....	690	40.0	490	475	454	—	534	—	—	—	1	1	3	4	8	4	15	19	24	15	5	—	—	—	—	—	—
Level 2 .....	1,331	40.0	387	388	354	—	414	—	—	3	11	7	23	18	20	6	4	8	1	( <sup>3</sup> )	—	—	—	—	—	—	—
Private industry .....	1,223	40.0	384	380	354	—	413	—	—	3	12	7	25	19	18	5	2	8	1	—	—	—	—	—	—	—	—
Goods-producing industries .....	391	40.0	383	389	346	—	424	—	—	5	20	4	14	17	15	15	1	7	2	—	—	—	—	—	—	—	—
Manufacturing .....	360	40.0	378	380	320	—	413	—	—	6	21	5	15	19	16	9	1	7	2	—	—	—	—	—	—	—	—
Service-producing industries .....	832	39.9	385	380	360	—	406	—	—	2	8	8	30	20	19	1	3	8	( <sup>3</sup> )	—	—	—	—	—	—	—	—
Transportation and utilities .....	37	40.0	349	—	—	—	—	—	—	—	—	51	49	—	—	—	—	—	—	—	—	—	—	—	—	—	—
State and local government .....	108	40.0	420	421	412	—	452	—	—	—	7	6	2	4	41	11	21	6	1	1	—	—	—	—	—	—	—
Level 3 .....	2,026	39.9	458	458	415	—	504	—	—	—	( <sup>3</sup> )	2	4	13	20	4	18	12	18	9	1	—	—	—	—	—	—
Private industry .....	1,478	39.9	444	427	400	—	479	—	—	—	( <sup>3</sup> )	2	5	16	26	4	20	7	14	5	( <sup>3</sup> )	—	—	—	—	—	—
Goods-producing industries .....	549	39.9	455	459	414	—	503	—	—	—	—	—	—	17	24	4	21	9	17	8	( <sup>3</sup> )	—	—	—	—	—	—
Manufacturing .....	545	39.9	455	459	414	—	501	—	—	—	—	—	—	17	24	4	21	9	17	8	( <sup>3</sup> )	—	—	—	—	—	—
Service-producing industries .....	929	39.9	437	420	393	—	472	—	—	—	1	4	8	15	28	4	19	6	11	4	( <sup>3</sup> )	—	—	—	—	—	—
Transportation and utilities .....	71	40.0	487	469	458	—	549	—	—	—	—	—	—	18	—	—	45	3	11	23	—	—	—	—	—	—	—
State and local government .....	548	40.0	497	486	473	—	536	—	—	—	( <sup>3</sup> )	3	4	2	3	15	23	29	19	1	—	—	—	—	—	—	—
Level 4 .....	152	39.9	561	553	523	—	591	—	—	—	—	—	—	—	—	—	7	41	30	21	—	—	—	—	—	—	—
Private industry .....	118	39.9	549	540	522	—	565	—	—	—	—	—	—	—	—	—	8	47	36	5	—	—	—	—	—	—	—
<b>Clerks, General</b> .....	4,641	40.0	399	402	332	—	439	( <sup>3</sup> )	2	8	10	12	10	7	13	15	5	4	14	( <sup>3</sup> )	( <sup>3</sup> )	—	—	—	—	—	—
Private industry .....	1,953	40.0	372	360	304	—	430	( <sup>3</sup> )	5	16	12	13	10	6	7	11	8	5	6	( <sup>3</sup> )	( <sup>3</sup> )	—	—	—	—	—	—
Goods-producing industries .....	573	40.0	396	397	340	—	448	1	1	11	3	16	11	9	12	12	9	8	6	1	( <sup>3</sup> )	—	—	—	—	—	—
Manufacturing .....	478	40.0	398	405	344	—	453	1	1	13	3	10	12	9	11	14	11	9	7	( <sup>3</sup> )	—	—	—	—	—	—	—
State and local government .....	2,688	40.0	419	413	362	—	472	( <sup>3</sup> )	3	7	11	9	7	18	17	3	4	20	( <sup>3</sup> )	( <sup>3</sup> )	—	—	—	—	—	—	—
Level 2 .....	1,150	40.0	327	322	290	—	362	—	8	24	19	19	19	3	5	2	1	1	—	—	—	—	—	—	—	—	—
Private industry .....	805	40.0	321	309	282	—	340	—	12	25	21	21	8	3	6	2	1	1	—	—	—	—	—	—	—	—	—
Goods-producing industries .....	228	40.0	344	340	296	—	365	—	—	28	4	32	14	5	11	4	—	1	—	—	—	—	—	—	—	—	—
Manufacturing .....	147	40.0	333	331	290	—	362	—	—	44	5	18	16	7	6	4	—	—	—	—	—	—	—	—	—	—	—
Service-producing industries .....	577	40.0	312	304	282	—	328	—	17	24	28	17	6	2	4	1	1	1	—	—	—	—	—	—	—	—	—
State and local government .....	345	40.0	341	362	305	—	362	—	—	22	12	14	42	4	2	3	1	—	—	—	—	—	—	—	—	—	—
Level 3 .....	3,179	40.0	420	413	362	—	470	( <sup>3</sup> )	3	7	10	7	8	16	19	5	5	18	( <sup>3</sup> )	( <sup>3</sup> )	—	—	—	—	—	—	—
Private industry:																											
Goods-producing industries .....	196	40.0	416	408	371	—	463	—	—	—	4	10	16	18	13	10	8	13	6	2	1	—	—	—	—	—	—
Manufacturing .....	182	40.0	410	398	371	—	458	—	—	—	4	11	18	18	13	11	8	14	3	1	—	—	—	—	—	—	—
State and local government .....	2,299	40.0	429	422	380	—	484	—	—	—	7	11	5	8	21	20	3	4	23	—	—	—	—	—	—	—	—
Level 4 .....	303	40.0	459	455	423	—	503	—	—	—	1	2	7	16	19	18	11	23	2	1	—	—	—	—	—	—	—
Private industry .....	260	40.0	450	449	422	—	480	—	—	—	1	2	8	17	23	20	11	17	1	—	—	—	—	—	—	—	—
Service-producing industries .....	118	40.0	440	433	404	—	479	—	—	—	3	4	16	21	16	11	11	16	2	—	—	—	—	—	—	—	—
State and local government .....	43	40.0	513	521	496	—	521	—	—	—	—	—	—	7	—	—	9	12	60	7	5	—	—	—	—	—	—

See footnotes at end of table.

**Table A-3. All establishments: Weekly hours and pay of clerical occupations, Portland-Salem, OR-WA, July 1996 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																			
			Mean	Median	Middle range	225 and under 250	250 - 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950
<b>Key Entry Operators</b> .....	813	40.2	\$368	\$360	\$320 - \$398	-	5	9	21	10	17	14	8	6	2	1	1	7	-	-	-	-	-	-	-
Private industry .....	670	40.2	375	360	320 - 402	-	6	2	23	12	13	16	9	7	3	-	1	8	-	-	-	-	-	-	-
Goods-producing industries .....	169	40.0	339	320	317 - 392	-	21	-	39	-	-	15	22	1	-	-	1	-	-	-	-	-	-	-	-
Manufacturing .....	169	40.0	339	320	317 - 392	-	21	-	39	-	-	15	22	1	-	-	1	-	-	-	-	-	-	-	-
State and local government .....	143	40.0	335	332	279 - 362	-	-	40	9	4	31	6	3	1	1	5	-	-	-	-	-	-	-	-	-
Level 1 .....	550	40.0	341	332	317 - 385	-	7	12	22	14	18	14	10	( <sup>3</sup> )	( <sup>3</sup> )	1	-	-	-	-	-	-	-	-	-
Private industry .....	407	40.0	343	332	320 - 389	-	10	2	27	17	14	17	13	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	143	40.0	335	332	279 - 362	-	-	40	9	4	31	6	3	1	1	5	-	-	-	-	-	-	-	-	-
Level 2:																									
Private industry:																									
Service-producing industries .....	188	40.7	453	444	377 - 554	-	-	2	1	4	18	6	4	23	10	-	5	28	-	-	-	-	-	-	-
<b>Personnel Assistants</b> .....	347	40.0	508	485	456 - 565	-	-	-	2	2	2	4	5	9	18	11	17	16	7	2	( <sup>3</sup> )	4	-	-	-
Private industry .....	296	40.0	489	475	436 - 545	-	-	-	2	3	2	5	6	11	21	12	17	17	2	2	( <sup>3</sup> )	1	-	-	-
Goods-producing industries .....	92	40.0	520	516	470 - 563	-	-	-	-	-	1	3	11	3	11	7	34	16	7	7	1	-	-	-	-
Manufacturing .....	92	40.0	520	516	470 - 563	-	-	-	-	-	1	3	11	3	11	7	34	16	7	7	1	-	-	-	-
Service-producing industries .....	204	40.0	475	473	434 - 514	-	-	-	3	4	2	6	3	14	25	14	9	17	( <sup>3</sup> )	-	-	1	-	-	-
State and local government .....	51	40.0	617	608	548 - 624	-	-	-	-	-	-	-	-	-	4	4	20	12	37	-	-	24	-	-	-
Level 2 .....	112	40.0	440	434	420 - 485	-	-	-	2	5	5	8	13	26	13	18	4	5	-	-	-	-	-	-	-
Private industry .....	110	40.0	440	434	420 - 485	-	-	-	2	5	5	8	14	26	12	17	5	5	-	-	-	-	-	-	-
Service-producing industries .....	79	40.0	437	-	-	-	-	-	3	8	6	8	6	34	6	20	3	6	-	-	-	-	-	-	-
Level 3 .....	181	40.0	526	520	473 - 577	-	-	-	-	-	-	1	1	2	27	9	29	20	10	-	-	1	-	-	-
Private industry .....	155	40.0	515	500	473 - 559	-	-	-	-	-	-	1	1	2	32	10	27	23	2	-	-	1	-	-	-
Service-producing industries .....	111	40.0	509	476	473 - 563	-	-	-	-	-	-	2	2	2	42	12	14	23	1	-	-	2	-	-	-
State and local government .....	26	40.0	590	615	545 - 624	-	-	-	-	-	-	-	-	-	-	-	38	-	62	-	-	-	-	-	-
Level 4:																									
State and local government .....	23	40.0	659	754	552 - 754	-	-	-	-	-	-	-	-	-	4	4	-	26	13	-	-	52	-	-	-
<b>Secretaries</b> .....	2,471	40.0	544	542	468 - 616	-	-	-	-	( <sup>3</sup> )	2	3	7	6	9	7	22	17	15	8	3	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
Private industry .....	1,737	40.0	531	524	457 - 600	-	-	-	-	( <sup>3</sup> )	2	4	9	7	12	6	19	15	10	8	4	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
Goods-producing industries .....	572	39.9	544	524	462 - 604	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	13	6	14	5	21	16	5	8	10	1	1	( <sup>3</sup> )	( <sup>3</sup> )
Manufacturing .....	559	39.9	544	523	462 - 600	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	13	6	14	5	21	15	5	8	10	1	1	( <sup>3</sup> )	( <sup>3</sup> )
Service-producing industries .....	1,165	40.0	524	524	450 - 596	-	-	-	-	( <sup>3</sup> )	3	6	7	8	12	7	18	14	13	8	2	2	( <sup>3</sup> )	( <sup>3</sup> )	-
State and local government .....	734	40.0	576	575	526 - 623	-	-	-	-	-	( <sup>3</sup> )	1	2	1	8	28	21	27	8	( <sup>3</sup> )	3	( <sup>3</sup> )	-	-	-
Level 1 .....	68	39.7	426	-	-	-	-	-	-	4	24	10	12	3	16	25	-	6	-	-	-	-	-	-	-
Private industry .....	68	39.7	426	-	-	-	-	-	-	4	24	10	12	3	16	25	-	6	-	-	-	-	-	-	-
Service-producing industries .....	61	39.7	429	-	-	-	-	-	-	5	26	11	2	3	18	28	-	7	-	-	-	-	-	-	-
Level 2 .....	673	40.1	470	460	424 - 504	-	-	-	-	-	2	7	18	14	22	10	11	16	( <sup>3</sup> )	( <sup>3</sup> )	-	( <sup>3</sup> )	-	-	-
Private industry .....	563	40.1	460	459	423 - 481	-	-	-	-	-	3	8	21	15	25	8	8	10	-	1	-	( <sup>3</sup> )	-	-	-
Goods-producing industries .....	199	40.0	476	467	424 - 510	-	-	-	-	-	1	1	34	6	27	6	6	22	-	-	-	-	-	-	-
Manufacturing .....	198	40.0	476	467	424 - 510	-	-	-	-	-	1	1	34	6	27	6	6	22	-	-	-	-	-	-	-
Service-producing industries .....	364	40.1	451	447	415 - 474	-	-	-	-	-	4	13	14	20	25	9	10	4	-	1	-	1	-	-	-
State and local government .....	110	40.0	524	532	483 - 559	-	-	-	-	-	-	-	-	-	6	3	23	25	43	1	-	-	-	-	-

See footnotes at end of table.

**Table A-3. All establishments: Weekly hours and pay of clerical occupations, Portland-Salem, OR-WA, July 1996 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																			
			Mean	Median	Middle range	225 and under 250	250 - 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950
Level 3 .....	1,193	40.0	\$548	\$546	\$514 - \$592	-	-	-	-	-	1	1	3	4	4	6	36	20	19	4	( <sup>3</sup> )	1	( <sup>3</sup> )	-	-
Private industry .....	729	40.0	536	539	500 - 577	-	-	-	-	-	1	2	4	5	6	5	36	22	11	6	( <sup>3</sup> )	-	( <sup>3</sup> )	-	-
Goods-producing industries .....	246	39.9	527	523	485 - 558	-	-	-	-	-	-	-	9	11	7	43	19	6	4	-	-	-	-	-	-
Manufacturing .....	234	39.9	523	523	481 - 553	-	-	-	-	-	-	-	9	12	8	45	18	5	4	-	-	-	-	-	-
Service-producing industries .....	483	40.0	541	549	506 - 577	-	-	-	-	-	2	3	6	3	4	4	32	24	14	7	1	-	( <sup>3</sup> )	-	-
State and local government .....	464	40.0	567	559	526 - 616	-	-	-	-	-	-	( <sup>3</sup> )	1	2	1	7	37	17	31	( <sup>3</sup> )	( <sup>3</sup> )	3	-	-	-
Level 4 .....	493	39.9	642	652	613 - 692	-	-	-	-	-	-	-	-	1	3	2	5	10	28	28	15	7	1	( <sup>3</sup> )	-
Private industry .....	359	39.9	642	653	604 - 705	-	-	-	-	-	-	-	-	2	4	3	6	8	27	23	20	7	1	1	-
Goods-producing industries .....	116	39.8	698	705	656 - 715	-	-	-	-	-	-	-	-	-	-	-	-	1	13	29	48	3	3	2	-
Manufacturing .....	116	39.8	698	705	656 - 715	-	-	-	-	-	-	-	-	-	-	-	-	1	13	29	48	3	3	2	-
Service-producing industries .....	243	39.9	615	624	557 - 660	-	-	-	-	-	-	-	-	2	7	4	8	11	33	20	7	8	-	-	-
State and local government .....	134	40.0	641	644	620 - 654	-	-	-	-	-	-	-	-	-	-	3	15	33	40	-	9	-	-	-	-
<b>Switchboard-Operator-Receptionists</b> .....	1,575	39.9	358	359	320 - 392	( <sup>3</sup> )	8	6	18	14	16	17	10	6	2	2	1	( <sup>3</sup> )	-	-	-	-	-	-	-
Private industry .....	1,511	39.9	355	356	320 - 392	( <sup>3</sup> )	8	6	18	14	17	16	11	5	1	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-
Goods-producing industries .....	477	40.0	352	345	320 - 400	-	10	-	28	19	6	10	25	1	1	1	-	-	-	-	-	-	-	-	-
Manufacturing .....	397	40.0	342	345	312 - 374	-	12	-	33	23	8	12	11	1	1	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	1,034	39.8	356	360	320 - 392	1	7	9	14	12	21	19	4	7	1	3	1	( <sup>3</sup> )	-	-	-	-	-	-	-
Transportation and utilities .....	48	40.0	320	333	277 - 333	-	4	40	-	48	-	-	-	4	-	4	-	-	-	-	-	-	-	-	-
State and local government .....	64	40.0	432	438	378 - 450	-	-	-	-	-	-	34	-	25	27	3	11	-	-	-	-	-	-	-	-
<b>Word Processors</b> .....	407	39.6	419	410	349 - 500	-	9	10	1	12	3	14	3	16	( <sup>3</sup> )	5	13	10	( <sup>3</sup> )	2	-	-	-	-	-
Private industry .....	288	39.4	417	382	293 - 520	-	13	14	1	13	2	15	2	3	1	5	15	14	( <sup>3</sup> )	3	-	-	-	-	-
Service-producing industries .....	286	39.4	416	382	293 - 518	-	13	14	1	13	2	15	2	3	1	5	15	13	-	3	-	-	-	-	-
State and local government .....	119	40.0	423	431	393 - 431	-	-	-	1	11	5	13	7	49	-	6	8	1	-	-	-	-	-	-	-
Level 2 .....	239	40.0	416	413	375 - 431	-	-	-	-	20	4	23	5	28	-	5	13	1	-	-	-	-	-	-	-
Private industry .....	126	40.0	407	382	349 - 447	-	-	-	-	29	4	33	4	7	-	4	17	2	-	-	-	-	-	-	-
Service-producing industries .....	126	40.0	407	382	349 - 447	-	-	-	-	29	4	33	4	7	-	4	17	2	-	-	-	-	-	-	-
State and local government .....	113	40.0	425	431	393 - 431	-	-	-	-	10	4	12	7	51	-	6	9	-	-	-	-	-	-	-	-

<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, Portland-Salem, OR-WA, July 1996**

Occupation and level	Number of workers	Hourly pay (in dollars) <sup>1</sup>			Percent of workers receiving straight-time hourly pay (in dollars) of—																								
		Mean	Median	Middle range	6.50 and under 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 11.00	11.00 - 12.00	12.00 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 - 21.00	21.00 - 22.00	22.00 - 23.00	23.00 - 24.00	24.00 - 25.00	25.00 and over		
					( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )
<b>General Maintenance Workers</b>	1,855	\$11.59	\$11.38	\$9.40 - \$13.49	( <sup>2</sup> )	3	( <sup>2</sup> )	5	6	12	6	11	13	8	19	8	4	4	1	-	-	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-
Private industry	1,436	10.92	10.15	9.11 - 12.43	( <sup>2</sup> )	4	( <sup>2</sup> )	6	7	15	8	13	15	8	12	7	1	3	-	-	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-	-
Goods-producing industries	489	12.09	12.25	9.50 - 13.80	-	-	-	1	10	2	17	8	8	10	23	12	2	7	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	489	12.09	12.25	9.50 - 13.80	-	-	-	1	10	2	17	8	8	10	23	12	2	7	-	-	-	-	( <sup>2</sup> )	-	-	-	-	-	
Service-producing industries	947	10.31	10.00	9.00 - 11.41	1	6	1	8	6	22	3	16	19	6	7	4	( <sup>2</sup> )	1	-	-	-	1	-	-	-	-	-	-	-
State and local government	419	13.92	13.49	13.05 - 15.10	-	-	-	( <sup>2</sup> )	-	( <sup>2</sup> )	1	5	3	9	43	12	12	8	6	-	-	-	-	-	-	-	-	-	
<b>Level 1</b>	1,334	10.51	10.00	9.11 - 11.82	( <sup>2</sup> )	4	( <sup>2</sup> )	7	8	16	8	16	17	7	10	5	1	-	-	-	-	-	-	-	-	-	-	-	-
Private industry	1,132	10.04	9.74	9.00 - 11.00	( <sup>2</sup> )	5	( <sup>2</sup> )	8	9	19	10	17	19	7	2	4	-	-	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries	264	10.32	9.50	9.50 - 11.68	-	-	-	2	18	3	31	14	15	11	1	4	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	264	10.32	9.50	9.50 - 11.68	-	-	-	2	18	3	31	14	15	11	1	4	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries	868	9.96	9.74	9.00 - 11.00	1	7	1	9	6	24	3	18	20	5	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government	202	13.12	13.49	12.74 - 13.87	-	-	-	( <sup>2</sup> )	-	( <sup>2</sup> )	( <sup>2</sup> )	8	7	10	55	14	4	-	-	-	-	-	-	-	-	-	-	-	-
<b>Level 2</b>	521	14.37	13.80	13.00 - 15.86	-	-	-	-	-	-	1	( <sup>2</sup> )	1	10	41	15	11	14	5	-	-	1	( <sup>2</sup> )	-	-	-	-	-	-
Private industry	304	14.16	13.50	13.00 - 14.91	-	-	-	-	-	-	-	-	2	12	48	18	4	14	-	-	-	2	( <sup>2</sup> )	-	-	-	-	-	-
Goods-producing industries	225	14.17	13.80	13.00 - 14.91	-	-	-	-	-	-	-	-	-	10	48	21	4	16	-	-	-	-	( <sup>2</sup> )	-	-	-	-	-	-
Manufacturing	225	14.17	13.80	13.00 - 14.91	-	-	-	-	-	-	-	-	-	10	48	21	4	16	-	-	-	-	( <sup>2</sup> )	-	-	-	-	-	-
Service-producing industries	79	14.12	-	-	-	-	-	-	-	-	-	-	8	16	47	9	5	8	-	-	-	8	-	-	-	-	-	-	-
State and local government	217	14.66	14.38	13.05 - 16.57	-	-	-	-	-	-	2	1	-	9	31	10	20	15	12	-	-	-	-	-	-	-	-	-	-
<b>Maintenance Electricians</b>	314	18.66	18.00	16.69 - 20.13	-	-	-	-	-	-	-	-	-	-	3	18	11	15	11	8	19	2	3	3	-	-	-	6	
Private industry	233	18.51	18.00	16.69 - 20.02	-	-	-	-	-	-	-	-	-	-	1	22	13	13	14	11	12	3	1	3	-	-	-	8	
Goods-producing industries	175	19.13	18.80	17.00 - 20.02	-	-	-	-	-	-	-	-	-	-	2	3	18	15	16	14	16	3	-	2	-	-	-	10	
Manufacturing	174	19.16	18.80	17.00 - 20.02	-	-	-	-	-	-	-	-	-	-	1	3	18	16	16	14	16	3	-	2	-	-	-	310	
State and local government	81	19.07	20.13	17.36 - 20.13	-	-	-	-	-	-	-	-	-	-	9	6	2	22	4	-	41	1	10	5	-	-	-	-	
<b>Maintenance Electronics Technicians</b>	787	16.64	17.31	13.70 - 18.85	-	-	-	-	-	-	-	2	8	8	8	5	11	5	6	25	9	10	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	1	
Private industry	703	16.73	17.63	13.94 - 18.85	-	-	-	-	-	-	-	2	6	9	8	6	10	5	5	28	10	9	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	1	
Service-producing industries	419	18.03	18.85	17.47 - 19.31	-	-	-	-	-	-	-	1	5	2	2	( <sup>2</sup> )	9	3	6	43	14	15	-	-	-	-	-	-	
Transportation and utilities	276	17.76	18.85	16.22 - 18.85	-	-	-	-	-	-	-	2	8	3	3	1	9	-	9	41	7	17	-	-	-	-	-	-	
State and local government	84	15.93	15.76	11.92 - 20.03	-	-	-	-	-	-	-	1	25	4	7	1	17	4	15	-	-	21	-	4	-	1	-	-	
<b>Level 1:</b>																													
State and local government	7	14.55	-	-	-	-	-	-	-	-	-	14	14	-	14	14	-	-	43	-	-	-	-	-	-	-	-	-	-
<b>Level 2</b>	497	17.39	18.42	15.73 - 18.85	-	-	-	-	-	-	-	-	4	3	4	6	12	7	7	38	14	4	-	1	( <sup>2</sup> )	-	-	-	
Private industry	426	17.65	18.70	16.15 - 18.85	-	-	-	-	-	-	-	-	-	3	3	7	11	7	8	44	17	1	-	( <sup>2</sup> )	-	-	-	-	
Service-producing industries	290	18.52	18.85	18.41 - 18.85	-	-	-	-	-	-	-	-	-	-	-	6	4	8	61	20	1	-	-	-	-	-	-	-	
State and local government	71	15.82	15.58	11.89 - 20.03	-	-	-	-	-	-	-	-	28	4	7	-	20	4	7	-	-	25	-	4	-	-	-	-	
<b>Level 3</b>	94	20.26	20.86	18.71 - 20.86	-	-	-	-	-	-	-	-	-	-	-	6	9	7	4	-	64	-	-	-	-	-	1	9	
<b>Maintenance Machinists</b>	156	17.09	15.75	15.75 - 17.24	-	-	-	-	-	-	-	-	-	-	1	2	52	1	23	1	-	19	-	-	1	-	-	-	
Private industry	150	17.13	15.75	15.75 - 17.24	-	-	-	-	-	-	-	-	-	-	1	-	54	1	22	1	-	20	-	-	1	-	-	-	
Goods-producing industries	67	18.80	-	-	-	-	-	-	-	-	-	-	-	-	1	-	3	46	1	-	45	-	-	3	-	-	-	-	
Manufacturing	67	18.80	-	-	-	-	-	-	-	-	-	-	-	-	1	-	3	46	1	-	45	-	-	3	-	-	-	-	
<b>Maintenance Mechanics, Machinery</b>	515	16.25	16.69	15.60 - 17.24	-	-	-	-	-	-	-	-	-	5	7	4	27	15	30	10	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-	
Private industry	509	16.22	16.60	15.60 - 17.24	-	-	-	-	-	-	-	-	-	5	7	4	28	15	31	9	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-	
Goods-producing industries	509	16.22	16.60	15.60 - 17.24	-	-	-	-	-	-	-	-	-	5	7	4	28	15	31	9	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-	
Manufacturing	509	16.22	16.60	15.60 - 17.24	-	-	-	-	-	-	-	-	-	5	7	4	28	15	31	9	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-	

See footnotes at end of table.

**Table A-4. All establishments: Hourly pay of maintenance and toolroom occupations, Portland-Salem, OR-WA, July 1996 — Continued**

Occupation and level	Number of workers	Hourly pay (in dollars) <sup>1</sup>			Percent of workers receiving straight-time hourly pay (in dollars) of—																								
		Mean	Median	Middle range	6.50 and under 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 11.00	11.00 - 12.00	12.00 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 - 21.00	21.00 - 22.00	22.00 - 23.00	23.00 - 24.00	24.00 - 25.00	25.00 and over		
<b>Maintenance Mechanics, Motor Vehicle ...</b>	535	\$16.25	\$16.58	\$14.44 - \$17.50	-	-	-	-	-	-	-	-	-	5	12	14	13	22	17	1	8	6	( <sup>2</sup> )	1	( <sup>2</sup> )	-	-	-	-
Private industry .....	351	16.06	15.75	14.15 - 16.73	-	-	-	-	-	-	-	-	-	5	17	19	13	23	-	2	10	9	( <sup>2</sup> )	2	1	-	-	-	-
Goods-producing industries .....	124	15.77	14.44	13.80 - 20.47	-	-	-	-	-	-	-	-	-	-	26	47	2	-	-	-	-	24	-	-	2	-	-	-	-
Manufacturing .....	111	16.03	14.44	14.15 - 20.47	-	-	-	-	-	-	-	-	-	-	18	51	2	-	-	-	-	-	27	-	2	-	-	-	-
Service-producing industries .....	227	16.23	16.10	15.10 - 16.73	-	-	-	-	-	-	-	-	-	8	12	3	19	35	-	3	15	-	( <sup>2</sup> )	3	-	-	-	-	-
Transportation and utilities .....	138	16.09	15.75	13.20 - 18.73	-	-	-	-	-	-	-	-	-	14	14	-	32	12	-	5	18	-	1	5	-	-	-	-	-
State and local government .....	184	16.62	17.11	15.97 - 17.62	-	-	-	-	-	-	-	-	-	4	3	4	14	21	48	-	5	-	-	-	-	-	-	-	-
<b>Tool and Die Makers .....</b>	174	21.14	21.26	19.35 - 24.07	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	7	7	20	10	28	-	-	28	1	
Private industry .....	174	21.14	21.26	19.35 - 24.07	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	7	7	20	10	28	-	-	28	1	
Goods-producing industries .....	174	21.14	21.26	19.35 - 24.07	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	7	7	20	10	28	-	-	28	1	
Manufacturing .....	174	21.14	21.26	19.35 - 24.07	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	7	7	20	10	28	-	-	28	1	

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

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

<sup>3</sup> Workers were distributed as follows: 9 percent at \$26.00 and under \$27.00 and 1 percent at \$28.00 and under \$29.00.

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, Portland-Salem, OR-WA, July 1996**

Occupation and level	Number of workers	Hourly pay (in dollars) <sup>1</sup>			Percent of workers receiving straight-time hourly pay (in dollars) of—																						
		Mean	Median	Middle range	5.00 and under 5.50	5.50	6.00	6.50	7.00	7.50	8.00	8.50	9.00	9.50	10.00	10.50	11.00	11.50	12.00	13.00	14.00	15.00	16.00	17.00	18.00	19.00	
						6.00	6.50	7.00	7.50	8.00	8.50	9.00	9.50	10.00	10.50	11.00	11.50	12.00	13.00	14.00	15.00	16.00	17.00	18.00	19.00	20.00	
<b>Guards</b> .....	534	\$9.81	\$9.45	\$8.23 – \$11.63	–	1	1	3	15	–	10	9	14	9	4	2	6	4	11	11	–	–	–	–	–	–	–
Private industry .....	405	9.18	8.95	7.25 – 9.80	–	1	1	4	20	–	13	12	16	12	3	1	5	1	3	10	–	–	–	–	–	–	–
Goods-producing industries .....	158	8.22	8.36	7.14 – 9.36	–	4	–	–	42	–	14	4	11	22	2	–	1	–	–	–	–	–	–	–	–	–	–
Manufacturing .....	158	8.22	8.36	7.14 – 9.36	–	4	–	–	42	–	14	4	11	22	2	–	1	–	–	–	–	–	–	–	–	–	–
Service-producing industries .....	247	9.80	9.00	8.23 – 11.39	–	–	2	6	6	–	12	17	18	5	3	1	8	1	4	16	–	–	–	–	–	–	–
State and local government .....	129	11.79	12.14	11.02 – 12.28	–	–	–	–	–	–	–	–	9	–	9	7	9	15	36	16	–	–	–	–	–	–	–
Level 1 .....	417	9.26	9.00	7.25 – 9.80	–	1	1	4	19	–	12	9	18	12	2	1	3	5	9	6	–	–	–	–	–	–	–
Private industry .....	318	8.42	8.50	7.16 – 9.28	–	2	1	5	25	–	15	12	20	15	2	1	1	–	1	1	–	–	–	–	–	–	–
Goods-producing industries .....	158	8.22	8.36	7.14 – 9.36	–	4	–	–	42	–	14	4	11	22	2	–	1	–	–	–	–	–	–	–	–	–	–
Manufacturing .....	158	8.22	8.36	7.14 – 9.36	–	4	–	–	42	–	14	4	11	22	2	–	1	–	–	–	–	–	–	–	–	–	–
Service-producing industries .....	160	8.61	8.88	8.00 – 9.11	–	–	2	9	9	–	16	19	28	8	1	2	2	–	1	1	–	–	–	–	–	–	–
State and local government .....	99	11.95	12.28	11.45 – 12.67	–	–	–	–	–	–	–	–	12	–	4	–	9	19	34	21	–	–	–	–	–	–	–
Level 2 .....	117	11.79	11.85	10.78 – 13.63	–	–	–	–	–	–	3	10	–	–	11	8	16	3	18	32	–	–	–	–	–	–	–
<b>Janitors</b> .....	5,845	7.93	7.24	6.00 – 9.08	( <sup>2</sup> )	22	14	7	8	8	5	5	7	5	4	4	2	1	5	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	–	–	–
Private industry .....	4,630	7.30	6.56	5.92 – 8.00	1	28	18	9	9	9	5	5	3	3	3	2	( <sup>2</sup> )	( <sup>2</sup> )	1	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	–	–	–
Goods-producing industries .....	398	9.77	9.65	7.00 – 11.42	–	–	12	–	14	2	12	7	1	18	1	7	5	3	5	8	–	3	1	2	–	–	–
Manufacturing .....	398	9.77	9.65	7.00 – 11.42	–	–	12	–	14	2	12	7	1	18	1	7	5	3	5	8	–	3	1	2	–	–	–
Service-producing industries .....	4,232	7.07	6.50	5.92 – 7.71	1	31	18	9	9	10	5	4	1	4	2	( <sup>2</sup> )	–	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	–	–	–	–
State and local government .....	1,215	10.30	9.89	9.07 – 11.99	–	–	–	3	4	3	2	6	22	13	4	8	6	5	22	3	–	–	–	–	–	–	–
<b>Material Movement and Storage Workers</b> .....	7,532	11.42	11.00	9.17 – 14.35	–	( <sup>2</sup> )	3	2	3	3	9	3	4	11	5	7	10	3	7	3	15	2	10	–	( <sup>2</sup> )	( <sup>2</sup> )	
Private industry .....	7,473	11.40	11.00	9.03 – 14.35	–	( <sup>2</sup> )	3	2	3	3	9	3	4	11	5	7	10	3	7	3	15	2	10	–	( <sup>2</sup> )	( <sup>2</sup> )	
Goods-producing industries .....	3,141	10.32	9.90	8.00 – 12.07	–	–	7	4	7	6	7	5	8	11	5	4	5	6	4	4	9	4	3	–	–	1	
Manufacturing .....	3,088	10.33	9.90	7.90 – 12.09	–	–	7	5	7	7	7	5	8	10	5	4	5	7	5	4	10	4	3	–	–	1	
Service-producing industries .....	4,332	12.17	11.10	9.92 – 14.67	–	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	–	10	2	1	11	4	9	14	( <sup>2</sup> )	8	3	19	( <sup>2</sup> )	16	–	( <sup>2</sup> )	–	
State and local government .....	59	13.98	14.78	12.24 – 15.58	–	–	–	–	–	–	–	–	–	5	2	3	8	5	10	–	20	46	–	–	–	–	
Level 1:																											
Private industry:																											
Goods-producing industries .....	645	7.88	7.53	6.60 – 9.90	–	–	23	19	5	18	2	4	–	27	–	( <sup>2</sup> )	–	–	–	1	–	–	–	–	–	–	–
Manufacturing .....	643	7.88	7.53	6.60 – 9.90	–	–	23	19	5	18	2	4	–	27	–	( <sup>2</sup> )	–	–	–	1	–	–	–	–	–	–	–
Level 2 .....	5,186	11.38	11.00	9.00 – 14.35	–	–	1	( <sup>2</sup> )	4	2	12	4	5	5	7	6	12	4	7	3	21	3	3	–	–	( <sup>2</sup> )	
Private industry .....	5,127	11.35	11.00	9.00 – 14.35	–	–	1	( <sup>2</sup> )	4	2	12	4	5	6	7	6	13	4	7	3	21	2	3	–	–	( <sup>2</sup> )	
Goods-producing industries .....	2,417	10.88	10.20	8.67 – 12.84	–	–	3	1	8	4	8	5	10	8	7	4	6	8	5	2	12	5	4	–	–	1	
Manufacturing .....	2,366	10.89	10.34	8.63 – 12.93	–	–	3	1	8	4	8	5	10	6	7	4	7	8	5	2	12	5	4	–	–	1	
Service-producing industries .....	2,710	11.77	11.00	10.33 – 14.46	–	–	–	( <sup>2</sup> )	–	–	16	3	( <sup>2</sup> )	4	7	8	18	1	9	4	30	( <sup>2</sup> )	2	–	–	–	
State and local government .....	59	13.98	14.78	12.24 – 15.58	–	–	–	–	–	–	–	–	–	5	2	3	8	5	10	–	20	46	–	–	–	–	
Forklift Operators .....	1,137	12.17	12.88	9.00 – 14.67	–	–	–	–	4	5	6	9	8	1	5	1	2	6	7	7	31	–	7	–	–	2	
Private industry .....	1,137	12.17	12.88	9.00 – 14.67	–	–	–	–	4	5	6	9	8	1	5	1	2	6	7	7	31	–	7	–	–	2	

See footnotes at end of table.

**Table A-5. All establishments: Hourly pay of material movement and custodial occupations, Portland-Salem, OR-WA, July 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	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 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 10.50	10.50 - 11.00	11.00 - 11.50	11.50 - 12.00	12.00 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00
<b>Truckdrivers</b> .....	5,199	\$13.23	\$13.35	\$12.00 - \$15.06	-	-	-	-	1	( <sup>2</sup> )	3	1	1	( <sup>2</sup> )	1	3	2	8	24	21	7	22	1	1	2	-
Private industry .....	5,166	13.23	13.35	12.00 - 15.06	-	-	-	-	1	( <sup>2</sup> )	3	1	1	( <sup>2</sup> )	1	3	2	9	24	21	7	23	1	1	2	-
Goods-producing industries .....	1,303	12.49	12.50	11.15 - 13.80	-	-	-	-	5	-	12	-	-	( <sup>2</sup> )	( <sup>2</sup> )	7	4	5	25	26	1	3	2	-	9	-
Manufacturing .....	986	11.68	12.34	10.60 - 13.40	-	-	-	-	7	-	16	-	-	( <sup>2</sup> )	( <sup>2</sup> )	9	5	5	30	20	-	3	3	-	2	-
Service-producing industries .....	3,863	13.47	13.35	12.00 - 15.07	-	-	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	2	1	( <sup>2</sup> )	1	2	2	10	23	19	9	29	( <sup>2</sup> )	1	-	-
Transportation and utilities .....	2,420	13.84	13.35	12.85 - 15.21	-	-	-	-	-	-	-	-	-	-	2	( <sup>2</sup> )	3	2	19	31	2	41	( <sup>2</sup> )	( <sup>2</sup> )	-	-
State and local government .....	33	13.58	14.47	12.95 - 14.48	-	-	-	-	-	-	-	-	-	9	-	-	3	18	3	67	-	-	-	-	-	-
<b>Light Truck</b> .....	331	8.54	8.30	7.95 - 9.23	-	-	-	-	21	5	26	21	15	3	3	-	-	( <sup>2</sup> )	4	-	1	-	-	-	-	-
Private industry .....	321	8.40	8.30	7.93 - 8.65	-	-	-	-	22	5	27	21	16	3	3	-	-	-	2	-	-	-	-	-	-	-
Service-producing industries .....	162	8.92	8.65	8.65 - 9.23	-	-	-	-	-	10	4	43	31	5	6	-	-	-	1	-	-	-	-	-	-	-
<b>Medium Truck:</b>																										
Private industry:																										
Goods-producing industries:																										
Manufacturing .....	65	14.41	-	- - -	-	-	-	-	-	-	-	-	-	-	-	-	14	-	11	34	-	-	42	-	-	-
<b>Tractor Trailer</b> .....	2,787	13.28	13.35	12.02 - 14.81	-	-	-	-	-	-	3	-	-	-	1	4	2	4	25	31	9	19	( <sup>2</sup> )	( <sup>2</sup> )	1	-
Private industry .....	2,783	13.28	13.35	12.02 - 14.81	-	-	-	-	-	-	3	-	-	-	1	4	2	4	25	32	9	19	( <sup>2</sup> )	( <sup>2</sup> )	1	-
Goods-producing industries .....	847	12.27	12.34	11.50 - 13.60	-	-	-	-	-	-	9	-	-	-	-	11	5	8	37	25	-	4	-	-	2	-
Manufacturing .....	746	12.20	12.34	11.15 - 13.40	-	-	-	-	-	-	10	-	-	-	-	12	6	6	38	22	-	4	-	-	2	-
Service-producing industries .....	1,936	13.72	13.35	12.68 - 15.06	-	-	-	-	-	-	-	-	-	-	2	( <sup>2</sup> )	1	3	20	34	13	26	( <sup>2</sup> )	( <sup>2</sup> )	-	-
Transportation and utilities .....	1,430	13.52	13.35	12.40 - 15.48	-	-	-	-	-	-	-	-	-	-	3	1	1	( <sup>2</sup> )	23	46	-	25	( <sup>2</sup> )	( <sup>2</sup> )	-	-

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

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

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, Portland-Salem, OR-WA, July 1996**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																			
			Mean	Median	Middle range	350 and under 400	400 - 450	450 - 500	500 - 550	550 - 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
<b>PROFESSIONAL OCCUPATIONS</b>																									
<b>Accountants</b> .....	828	40.0	\$738	\$692	\$590 -- \$837	-	-	5	11	10	30	14	11	8	5	2	1	2	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-
Private industry .....	484	40.0	774	729	586 -- 889	-	-	5	11	11	18	14	16	9	7	2	3	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	
Goods-producing industries .....	201	40.0	850	837	624 -- 1,024	-	-	3	9	7	14	11	12	16	14	5	3	4	-	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	
Manufacturing .....	200	40.0	850	835	621 -- 1,030	-	-	3	9	7	14	11	12	15	14	5	3	4	-	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	
Service-producing industries .....	283	39.9	719	683	577 -- 819	-	-	6	12	14	22	16	19	4	1	1	1	2	1	-	-	-	-	-	
State and local government .....	344	40.0	688	657	601 -- 738	-	-	5	12	8	47	14	4	6	2	2	-	-	( <sup>3</sup> )	-	-	-	-	-	
Level 1 .....	116	40.0	530	519	486 -- 559	-	-	34	38	15	12	1	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	98	40.0	539	519	500 -- 577	-	-	24	43	17	14	1	-	-	-	-	-	-	-	-	-	-	-	-	
Level 2 .....	304	40.0	629	630	577 -- 657	-	-	-	15	19	54	10	3	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	141	40.0	647	629	586 -- 698	-	-	-	6	26	48	14	6	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	96	40.0	646	634	585 -- 692	-	-	-	5	28	51	9	6	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	163	40.0	613	631	574 -- 645	-	-	-	22	13	59	6	-	-	-	-	-	-	-	-	-	-	-	-	
Level 3 .....	289	40.0	785	771	694 -- 863	-	-	-	1	2	26	30	25	13	3	( <sup>3</sup> )	-	-	-	-	-	-	-	-	
Private industry .....	160	40.0	835	833	769 -- 891	-	-	-	1	1	5	29	40	18	6	1	-	-	-	-	-	-	-	-	
Goods-producing industries .....	57	40.0	894	-	-	-	-	-	-	-	-	19	32	35	12	2	-	-	-	-	-	-	-	-	
Manufacturing .....	56	40.0	894	-	-	-	-	-	-	-	-	20	32	34	13	2	-	-	-	-	-	-	-	-	
Service-producing industries .....	103	39.9	802	808	738 -- 858	-	-	-	1	1	8	35	45	9	2	-	-	-	-	-	-	-	-	-	
State and local government .....	129	40.0	723	694	687 -- 744	-	-	-	2	4	51	30	7	6	-	-	-	-	-	-	-	-	-	-	
Level 4 .....	90	39.9	1,033	1,014	949 -- 1,098	-	-	-	-	-	1	11	30	34	13	8	-	2	-	-	-	-	-	-	
Private industry .....	57	39.9	1,050	-	-	-	-	-	-	-	-	9	26	40	9	12	-	4	-	-	-	-	-	-	
State and local government .....	33	40.0	1,004	990	913 -- 1,098	-	-	-	-	-	3	15	36	24	21	-	-	-	-	-	-	-	-	-	
<b>Attorneys</b> .....	392	40.0	1,199	1,207	952 -- 1,330	-	-	-	-	( <sup>3</sup> )	4	15	13	9	9	15	15	6	4	5	2	2	1	1	
Private industry .....	84	40.0	1,355	1,274	1,000 -- 1,624	-	-	-	-	-	-	8	15	10	12	5	2	10	13	6	5	5	5	2	
Service-producing industries .....	66	40.0	1,262	-	-	-	-	-	-	-	-	11	20	12	12	6	3	9	9	8	3	5	-	3	
State and local government .....	308	40.0	1,156	1,175	906 -- 1,330	-	-	-	-	( <sup>3</sup> )	5	17	12	9	8	18	18	6	1	4	2	1	-	-	
Level 1:																									
State and local government .....	10	40.0	797	-	-	-	-	-	-	10	40	40	10	-	-	-	-	-	-	-	-	-	-	-	
Level 2 .....	133	40.0	944	901	876 -- 1,015	-	-	-	-	-	8	36	27	14	14	1	-	-	-	-	-	-	-	-	
State and local government .....	110	40.0	929	876	858 -- 1,015	-	-	-	-	-	10	44	21	10	15	1	-	-	-	-	-	-	-	-	
Level 3 .....	189	40.0	1,274	1,297	1,207 -- 1,330	-	-	-	-	-	-	-	7	8	8	31	30	9	1	5	-	-	-	-	
State and local government .....	175	40.0	1,280	1,297	1,207 -- 1,330	-	-	-	-	-	-	-	8	9	5	31	31	10	1	5	-	-	-	-	
Level 4:																									
State and local government .....	12	40.0	1,676	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	17	33	42	8	-	-	

See footnotes at end of table.

**Table A-6. Establishments employing 500 workers or more: Weekly hours and pay of professional and administrative occupations, Portland-Salem, OR-WA, July 1996 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																				
			Mean	Median	Middle range	350 and under 400	400 - 450	450 - 500	500 - 550	550 - 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 and over
<b>Engineers</b> .....	4,742	40.0	\$1,113	\$1,087	\$887 - \$1,295	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	4	10	11	14	11	12	12	9	6	4	2	2	1	1	( <sup>3</sup> )	( <sup>3</sup> )
Private industry .....	3,918	40.0	1,162	1,138	941 - 1,333	-	-	-	( <sup>3</sup> )	2	7	9	14	12	13	14	10	6	4	3	2	1	1	( <sup>3</sup> )	1	
Goods-producing industries .....	3,721	40.0	1,166	1,145	941 - 1,336	-	-	-	( <sup>3</sup> )	2	7	9	14	12	13	14	10	7	5	3	2	1	1	( <sup>3</sup> )	1	
Manufacturing .....	3,703	40.0	1,166	1,144	940 - 1,336	-	-	-	( <sup>3</sup> )	2	7	9	14	12	13	14	10	7	5	3	2	1	1	( <sup>3</sup> )	1	
State and local government .....	824	40.0	882	860	743 - 996	-	-	( <sup>3</sup> )	1	2	17	23	20	14	9	7	1	4	1	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	
Level 1 .....	297	40.0	722	739	673 - 786	-	-	1	2	8	27	44	18	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	251	40.0	741	755	681 - 789	-	-	-	-	3	25	51	22	-	-	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	245	40.0	745	761	692 - 790	-	-	-	-	1	25	52	22	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	245	40.0	745	761	692 - 790	-	-	-	-	1	25	52	22	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	46	40.0	618	613	598 - 679	-	-	4	11	35	39	11	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 2 .....	775	40.0	809	797	743 - 900	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	16	35	23	24	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	
Private industry .....	478	40.0	857	870	789 - 923	-	-	-	-	-	3	23	36	36	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	472	40.0	858	870	792 - 923	-	-	-	-	-	3	23	36	37	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	
Manufacturing .....	469	40.0	858	870	793 - 923	-	-	-	-	-	3	23	36	37	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	
State and local government .....	297	40.0	733	743	674 - 743	-	-	-	( <sup>3</sup> )	1	38	53	3	4	-	-	-	-	-	-	-	-	-	-	-	
Level 3 .....	1,160	40.0	962	962	880 - 1,039	-	-	-	-	( <sup>3</sup> )	5	24	32	27	10	1	-	-	-	-	-	-	-	-	-	
Private industry .....	863	40.0	982	977	917 - 1,056	-	-	-	-	-	4	15	38	31	11	1	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	807	40.0	987	987	920 - 1,062	-	-	-	-	-	2	15	37	33	12	1	-	-	-	-	-	-	-	-	-	
Manufacturing .....	803	40.0	987	987	919 - 1,062	-	-	-	-	-	2	15	37	33	12	1	-	-	-	-	-	-	-	-	-	
Service-producing industries:																										
Transportation and utilities .....	32	40.0	952	-	- - -	-	-	-	-	-	-	13	75	9	3	-	-	-	-	-	-	-	-	-	-	
State and local government .....	297	40.0	904	860	860 - 964	-	-	-	-	2	9	51	17	16	6	-	-	-	-	-	-	-	-	-	-	
Level 4 .....	1,274	40.0	1,161	1,169	1,096 - 1,229	-	-	-	-	-	( <sup>3</sup> )	1	8	17	34	30	9	1	( <sup>3</sup> )	-	-	-	-	-	-	
Private industry .....	1,136	40.0	1,172	1,178	1,108 - 1,235	-	-	-	-	-	-	( <sup>3</sup> )	5	17	35	33	8	1	( <sup>3</sup> )	-	-	-	-	-	-	
Goods-producing industries .....	1,041	40.0	1,176	1,185	1,111 - 1,236	-	-	-	-	-	-	( <sup>3</sup> )	5	15	35	35	9	1	( <sup>3</sup> )	-	-	-	-	-	-	
Manufacturing .....	1,030	40.0	1,175	1,184	1,110 - 1,236	-	-	-	-	-	-	( <sup>3</sup> )	5	16	35	34	9	1	( <sup>3</sup> )	-	-	-	-	-	-	
State and local government .....	138	40.0	1,066	1,064	972 - 1,147	-	-	-	-	-	1	3	36	21	26	2	11	-	-	-	-	-	-	-	-	
Level 5 .....	803	40.0	1,379	1,377	1,305 - 1,439	-	-	-	-	-	-	-	-	( <sup>3</sup> )	4	20	36	25	12	2	1	-	-	-	-	
Private industry .....	760	40.0	1,378	1,375	1,305 - 1,437	-	-	-	-	-	-	-	-	( <sup>3</sup> )	4	20	36	26	11	2	1	-	-	-	-	
Goods-producing industries .....	728	40.0	1,378	1,372	1,305 - 1,437	-	-	-	-	-	-	-	-	( <sup>3</sup> )	4	20	36	25	11	2	1	-	-	-	-	
Manufacturing .....	728	40.0	1,378	1,372	1,305 - 1,437	-	-	-	-	-	-	-	-	( <sup>3</sup> )	4	20	36	25	11	2	1	-	-	-	-	
State and local government .....	43	40.0	1,395	1,391	1,331 - 1,478	-	-	-	-	-	-	-	-	-	9	12	35	21	23	-	-	-	-	-	-	
<b>Scientists</b> .....	2,338	40.0	1,093	1,089	862 - 1,288	-	-	( <sup>3</sup> )	1	1	5	11	12	11	11	13	11	10	6	4	2	1	1	( <sup>3</sup> )	( <sup>3</sup> )	
Private industry .....	1,854	40.0	1,184	1,174	992 - 1,350	-	-	-	-	1	5	8	12	13	16	14	13	8	5	2	2	1	1	( <sup>3</sup> )	( <sup>3</sup> )	
State and local government .....	484	40.0	744	728	689 - 801	-	-	2	4	4	23	32	29	6	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	
Level 1:																										
State and local government .....	46	40.0	567	567	512 - 631	-	-	24	24	9	41	-	2	-	-	-	-	-	-	-	-	-	-	-	-	
Level 2 .....	411	40.0	783	775	695 - 883	-	-	-	2	3	20	30	24	20	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	
State and local government .....	184	40.0	686	695	663 - 709	-	-	-	5	7	40	47	1	-	-	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

**Table A-6. Establishments employing 500 workers or more: Weekly hours and pay of professional and administrative occupations, Portland-Salem, OR-WA, July 1996 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																						
			Mean	Median	Middle range	350 and under 400	400 - 450	450 - 500	500 - 550	550 - 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 and over		
Level 3 .....	570	40.0	\$931	\$946	\$801 - \$1,039	-	-	-	-	-	3	12	27	23	28	6	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-
Private industry .....	354	40.0	1,012	1,019	958 - 1,060	-	-	-	-	-	-	1	7	36	45	10	1	1	-	-	-	-	-	-	-	-	-	-
State and local government .....	216	40.0	799	801	763 - 859	-	-	-	-	-	8	31	60	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 4 .....	696	40.0	1,189	1,192	1,129 - 1,254	-	-	-	-	-	-	( <sup>3</sup> )	1	6	12	36	30	11	3	1	-	-	-	-	-	-	-	
Private industry .....	658	40.0	1,204	1,194	1,139 - 1,257	-	-	-	-	-	-	-	-	2	12	38	31	12	4	1	-	-	-	-	-	-	-	
Level 5 .....	422	40.0	1,419	1,394	1,334 - 1,488	-	-	-	-	-	-	-	-	-	3	13	36	25	13	6	3	1	-	-	-	-	-	
Private industry .....	422	40.0	1,419	1,394	1,334 - 1,488	-	-	-	-	-	-	-	-	-	3	13	36	25	13	6	3	1	-	-	-	-	-	
Goods-producing industries .....	351	40.0	1,418	1,390	1,336 - 1,481	-	-	-	-	-	-	-	-	-	2	14	37	25	12	5	4	1	-	-	-	-	-	
Manufacturing .....	351	40.0	1,418	1,390	1,336 - 1,481	-	-	-	-	-	-	-	-	-	2	14	37	25	12	5	4	1	-	-	-	-	-	
<b>Scientists, Computer/Engineering</b> .....	1,782	40.0	1,183	1,173	992 - 1,348	-	-	-	-	-	1	5	8	12	14	16	14	12	8	5	2	1	1	( <sup>3</sup> )	( <sup>3</sup> )	1		
Private industry .....	1,778	40.0	1,183	1,173	992 - 1,349	-	-	-	-	-	1	5	8	12	14	16	14	12	8	5	2	1	1	( <sup>3</sup> )	( <sup>3</sup> )	1		
Level 4 .....	629	40.0	1,206	1,195	1,141 - 1,258	-	-	-	-	-	-	-	( <sup>3</sup> )	1	12	38	32	12	4	1	-	-	-	-	-	-	-	
Private industry .....	628	40.0	1,207	1,196	1,142 - 1,259	-	-	-	-	-	-	-	-	1	12	38	32	12	4	1	-	-	-	-	-	-	-	
Level 5 .....	394	40.0	1,421	1,394	1,337 - 1,492	-	-	-	-	-	-	-	-	-	2	13	36	25	13	7	3	1	-	-	-	-	-	
Private industry .....	394	40.0	1,421	1,394	1,337 - 1,492	-	-	-	-	-	-	-	-	-	2	13	36	25	13	7	3	1	-	-	-	-	-	
<b>Scientists, Physical/Biological</b> .....	556	40.0	805	763	694 - 883	-	-	2	4	3	21	28	25	8	1	2	2	3	1	1	-	1	-	-	-	-		
Private industry .....	76	40.0	1,191	-	-	-	-	-	-	-	4	4	-	21	4	16	14	18	9	4	-	5	-	-	-	-		
State and local government .....	480	40.0	743	728	688 - 801	-	-	2	4	4	23	31	29	6	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-		
Level 1 .....	46	40.0	567	567	512 - 631	-	-	24	24	9	41	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-		
State and local government .....	46	40.0	567	567	512 - 631	-	-	24	24	9	41	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-		
Level 2 .....	189	40.0	686	695	661 - 709	-	-	-	5	7	41	47	1	-	-	-	-	-	-	-	-	-	-	-	-	-		
State and local government .....	184	40.0	686	695	663 - 709	-	-	-	5	7	40	47	1	-	-	-	-	-	-	-	-	-	-	-	-	-		
Level 3 .....	224	40.0	805	801	763 - 883	-	-	-	-	8	29	58	6	-	-	-	-	-	-	-	-	-	-	-	-	-		
State and local government .....	213	40.0	799	801	763 - 859	-	-	-	-	8	30	61	1	-	-	-	-	-	-	-	-	-	-	-	-	-		
Level 4 .....	67	40.0	1,022	-	-	-	-	-	-	-	1	9	48	9	16	12	4	-	-	-	-	-	-	-	-	-		
<b>ADMINISTRATIVE OCCUPATIONS</b>																												
<b>Budget Analysts</b> .....	62	40.0	858	-	-	-	-	-	-	18	11	37	13	8	13	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	42	40.0	883	820	801 - 1,055	-	-	-	-	14	10	38	10	10	19	-	-	-	-	-	-	-	-	-	-	-	-	
Level 3: .....																												
State and local government .....	37	40.0	890	801	763 - 1,055	-	-	-	-	16	11	30	11	11	22	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Buyer/Contracting Specialists</b> .....	482	40.0	782	762	633 - 929	( <sup>3</sup> )	-	8	3	5	23	18	13	12	11	4	1	1	-	-	-	-	-	-	-	-		
Private industry .....	393	40.0	810	796	655 - 978	-	-	7	1	5	20	18	12	15	14	5	1	1	-	-	-	-	-	-	-	-		
Goods-producing industries .....	306	40.0	851	849	700 - 1,000	-	-	4	1	2	18	19	13	17	16	7	2	1	-	-	-	-	-	-	-	-		
Manufacturing .....	298	40.0	850	849	700 - 1,000	-	-	3	1	2	19	19	13	18	15	7	2	1	-	-	-	-	-	-	-	-		
Service-producing industries .....	87	40.0	670	655	562 - 795	-	-	21	3	14	28	15	8	7	5	-	-	-	-	-	-	-	-	-	-	-		
Transportation and utilities .....	32	40.0	667	-	-	-	-	50	-	6	19	-	6	19	6	-	-	-	-	-	-	-	-	-	-	-		
State and local government .....	89	40.0	654	652	563 - 757	1	-	11	11	8	35	17	17	-	-	-	-	-	-	-	-	-	-	-	-	-		

See footnotes at end of table.





**Table A-6. Establishments employing 500 workers or more: Weekly hours and pay of professional and administrative occupations, Portland-Salem, OR-WA, July 1996 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																						
			Mean	Median	Middle range	350 and under 400	400 - 450	450 - 500	500 - 550	550 - 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 and over		
Level 3 .....	343	39.9	\$1,101	\$1,108	\$1,033 - \$1,172	-	-	-	-	-	-	-	4	14	30	38	12	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
Private industry .....	300	39.9	1,115	1,116	1,053 - 1,173	-	-	-	-	-	-	-	1	12	30	40	14	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	109	40.0	1,123	1,129	1,060 - 1,190	-	-	-	-	-	-	-	4	10	26	37	19	4	1	-	-	-	-	-	-	-	-	-
Manufacturing .....	109	40.0	1,123	1,129	1,060 - 1,190	-	-	-	-	-	-	-	4	10	26	37	19	4	1	-	-	-	-	-	-	-	-	-
Service-producing industries .....	191	39.8	1,110	1,111	1,050 - 1,166	-	-	-	-	-	-	-	-	13	33	42	10	2	-	-	-	-	-	-	-	-	-	-
State and local government .....	43	40.0	1,006	993	925 - 1,086	-	-	-	-	-	-	-	21	30	28	21	-	-	-	-	-	-	-	-	-	-	-	-
<b>Computer Systems Analyst Supervisors/Managers</b> .....	126	39.9	1,237	1,218	1,110 - 1,319	-	-	-	-	-	-	-	-	5	13	22	29	17	6	4	2	-	-	-	-	1	-	-
Private industry .....	109	39.8	1,240	1,219	1,106 - 1,319	-	-	-	-	-	-	-	-	6	16	22	25	17	6	5	3	-	-	-	-	1	-	-
Service-producing industries .....	94	39.8	1,209	1,211	1,106 - 1,310	-	-	-	-	-	-	-	-	6	15	24	29	18	4	3	-	-	-	-	-	-	-	-
State and local government .....	17	40.0	1,219	1,208	1,201 - 1,244	-	-	-	-	-	-	-	-	-	-	24	59	18	-	-	-	-	-	-	-	-	-	-
Level 1 .....	74	39.8	1,162	-	- - -	-	-	-	-	-	-	-	-	8	23	27	26	16	-	-	-	-	-	-	-	-	-	
Private industry .....	57	39.8	1,145	-	- - -	-	-	-	-	-	-	-	-	11	30	28	16	16	-	-	-	-	-	-	-	-	-	
State and local government .....	17	40.0	1,219	1,208	1,201 - 1,244	-	-	-	-	-	-	-	-	-	-	24	59	18	-	-	-	-	-	-	-	-	-	-
Level 2 .....	51	39.9	1,329	-	- - -	-	-	-	-	-	-	-	-	-	-	16	35	20	14	10	6	-	-	-	-	-	-	-
Private industry .....	51	39.9	1,329	-	- - -	-	-	-	-	-	-	-	-	-	-	16	35	20	14	10	6	-	-	-	-	-	-	-
<b>Personnel Specialists</b> .....	656	40.0	882	852	688 - 1,022	-	( <sup>3</sup> )	1	4	4	19	13	20	13	8	5	5	4	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	
Private industry .....	469	39.9	900	856	684 - 1,067	-	( <sup>3</sup> )	1	5	4	19	13	19	9	7	5	7	5	3	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1	-	-	-	
Goods-producing industries .....	265	39.9	942	891	737 - 1,120	-	( <sup>3</sup> )	-	3	1	17	14	22	8	8	5	10	6	3	1	1	-	-	-	-	-	-	
Manufacturing .....	265	39.9	942	891	737 - 1,120	-	( <sup>3</sup> )	-	3	1	17	14	22	8	8	5	10	6	3	1	1	-	-	-	-	-	-	
Service-producing industries .....	204	39.9	845	771	621 - 946	-	-	2	9	8	22	11	15	9	4	5	4	4	3	-	-	1	1	-	-	-	-	
State and local government .....	187	40.0	839	816	705 - 964	-	-	1	1	3	18	13	24	24	12	5	-	-	-	-	-	-	-	-	-	-	-	
Level 2 .....	151	40.0	624	635	554 - 671	-	-	-	4	17	15	52	9	3	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	108	40.0	617	608	548 - 673	-	-	-	4	23	15	47	9	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	63	39.9	602	-	- - -	-	-	-	6	29	22	32	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	43	40.0	640	640	608 - 667	-	-	-	5	2	14	65	9	5	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 3 .....	295	40.0	826	816	740 - 895	-	-	-	-	1	15	22	39	15	7	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	207	39.9	812	812	737 - 891	-	-	-	-	1	18	24	39	13	4	-	-	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	120	40.0	831	818	752 - 894	-	-	-	-	-	12	28	46	7	7	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	120	40.0	831	818	752 - 894	-	-	-	-	-	12	28	46	7	7	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	87	39.9	786	808	689 - 881	-	-	-	-	3	28	17	30	21	1	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	88	40.0	860	816	788 - 964	-	-	-	-	-	7	18	40	20	15	-	-	-	-	-	-	-	-	-	-	-	-	
Level 4 .....	143	39.9	1,054	1,039	901 - 1,167	-	-	-	-	1	3	8	27	22	17	15	4	-	1	-	-	-	-	-	-	-	-	
Private industry .....	87	39.9	1,115	1,115	1,015 - 1,233	-	-	-	-	-	1	1	6	15	25	18	24	7	-	2	-	-	-	-	-	-	-	
Goods-producing industries .....	60	39.8	1,128	-	- - -	-	-	-	-	-	-	-	2	22	23	22	25	3	-	3	-	-	-	-	-	-	-	
Manufacturing .....	60	39.8	1,128	-	- - -	-	-	-	-	-	-	-	2	22	23	22	25	3	-	3	-	-	-	-	-	-	-	
State and local government .....	56	40.0	959	901	901 - 1,039	-	-	-	-	-	7	13	46	18	16	-	-	-	-	-	-	-	-	-	-	-	-	
Level 5 .....	61	40.0	1,347	-	- - -	-	-	-	-	-	-	-	-	2	-	13	21	30	26	2	5	2	-	-	-	-	-	
Private industry .....	61	40.0	1,347	-	- - -	-	-	-	-	-	-	-	-	2	-	13	21	30	26	2	5	2	-	-	-	-	-	

See footnotes at end of table.

**Table A-6. Establishments employing 500 workers or more: Weekly hours and pay of professional and administrative occupations, Portland-Salem, OR-WA, July 1996 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																					
			Mean	Median	Middle range	350 and under 400	400 - 450	450 - 500	500 - 550	550 - 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 and over	
<b>Director of Personnel</b> .....	76	40.0	\$1,576	—	— — —	—	—	—	—	—	—	—	—	—	1	8	11	3	12	12	14	16	—	—	17	—	7
Private industry .....	51	40.0	1,611	—	— — —	—	—	—	—	—	—	—	—	—	—	12	16	4	16	4	14	—	—	—	25	—	410
State and local government .....	25	40.0	1,505	\$1,539	\$1,431 — \$1,602	—	—	—	—	—	—	—	—	—	4	—	—	4	28	16	48	—	—	—	—	—	—
Level 2 .....	57	40.0	1,501	—	— — —	—	—	—	—	—	—	—	—	—	5	11	4	12	16	14	21	—	—	18	—	—	—
State and local government .....	23	40.0	1,535	1,602	1,431 — 1,602	—	—	—	—	—	—	—	—	—	—	—	—	—	30	17	52	—	—	—	—	—	—
<b>Tax Collectors</b> .....	172	40.0	495	499	417 — 547	20	9	41	10	1	17	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
State and local government .....	172	40.0	495	499	417 — 547	20	9	41	10	1	17	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Level 1 .....	120	40.0	450	475	393 — 499	28	13	59	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
State and local government .....	120	40.0	450	475	393 — 499	28	13	59	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Level 2 .....	47	40.0	583	601	547 — 601	—	—	—	38	2	60	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
State and local government .....	47	40.0	583	601	547 — 601	—	—	—	38	2	60	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—

<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: 2 percent at \$2,100 and under \$2,200; 4 percent at \$2,500 and under \$2,600; and 4 percent at \$3,500 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-7. Establishments employing 500 workers or more: Weekly hours and pay of technical and protective service occupations, Portland-Salem, OR-WA, July 1996**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																					
			Mean	Median	Middle range	300 and under 325	325 - 350	350 - 375	375 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1050	1050 - 1100	1100 - 1150	1150 - 1200	1200 and over	
<b>TECHNICAL OCCUPATIONS</b>																											
<b>Computer Operators</b> .....	331	39.8	\$533	\$510	\$476 -- \$613	2	2	2	4	9	31	11	13	11	11	2	2	1	--	--	--	--	--	--	--	--	
Private industry .....	233	39.8	542	541	478 -- 625	2	2	2	2	9	20	14	17	13	13	2	1	1	--	--	--	--	--	--	--	--	
Goods-producing industries .....	66	39.4	574	--	-- --	--	--	--	--	6	8	17	33	23	8	6	--	--	--	--	--	--	--	--	--	--	
Manufacturing .....	66	39.4	574	--	-- --	--	--	--	--	6	8	17	33	23	8	6	--	--	--	--	--	--	--	--	--	--	
Service-producing industries .....	167	39.9	529	518	459 -- 632	3	3	3	3	11	25	13	11	9	16	1	2	1	--	--	--	--	--	--	--	--	
State and local government .....	98	40.0	513	499	476 -- 510	--	--	--	9	9	56	4	2	8	5	1	5	--	--	--	--	--	--	--	--	--	
Level 2 .....	139	39.9	470	479	415 -- 499	--	--	--	10	21	53	14	1	--	1	--	--	--	--	--	--	--	--	--	--	--	
Private industry .....	67	39.9	468	--	-- --	--	--	--	7	30	36	22	1	--	3	--	--	--	--	--	--	--	--	--	--	--	
Service-producing industries .....	57	39.9	465	--	-- --	--	--	--	9	32	37	18	2	--	4	--	--	--	--	--	--	--	--	--	--	--	
State and local government .....	72	40.0	471	498	424 -- 499	--	--	--	13	13	69	6	--	--	--	--	--	--	--	--	--	--	--	--	--	--	
Level 3 .....	128	39.7	585	577	536 -- 625	--	--	--	--	--	22	12	25	23	10	5	4	--	--	--	--	--	--	--	--	--	
Private industry .....	102	39.6	574	568	533 -- 625	--	--	--	--	--	23	15	29	21	8	5	--	--	--	--	--	--	--	--	--	--	
Service-producing industries .....	64	39.9	559	--	-- --	--	--	--	--	--	33	19	23	13	11	2	--	--	--	--	--	--	--	--	--	--	
State and local government .....	26	40.0	630	615	588 -- 681	--	--	--	--	--	19	--	8	31	19	4	19	--	--	--	--	--	--	--	--	--	
<b>Engineering Technicians</b> .....	1,046	40.0	722	683	593 -- 804	--	--	--	( <sup>3</sup> )	1	2	4	7	12	15	12	9	12	6	4	3	3	2	2	2	2	2
Private industry .....	1,046	40.0	722	683	593 -- 804	--	--	--	( <sup>3</sup> )	1	2	4	7	12	15	12	9	12	6	4	3	3	2	2	2	2	2
Goods-producing industries .....	991	40.0	722	680	590 -- 809	--	--	--	( <sup>3</sup> )	1	2	4	7	13	14	13	9	10	6	4	3	4	2	2	2	2	2
Manufacturing .....	990	40.0	722	680	590 -- 809	--	--	--	( <sup>3</sup> )	1	2	4	7	13	14	13	9	11	6	4	3	4	2	2	2	2	2
Level 2 .....	113	40.0	511	510	480 -- 555	--	--	--	--	15	29	27	26	3	--	--	--	--	--	--	--	--	--	--	--	--	--
Private industry .....	113	40.0	511	510	480 -- 555	--	--	--	--	15	29	27	26	3	--	--	--	--	--	--	--	--	--	--	--	--	--
Goods-producing industries .....	113	40.0	511	510	480 -- 555	--	--	--	--	15	29	27	26	3	--	--	--	--	--	--	--	--	--	--	--	--	--
Manufacturing .....	113	40.0	511	510	480 -- 555	--	--	--	--	15	29	27	26	3	--	--	--	--	--	--	--	--	--	--	--	--	--
Level 3 .....	354	40.0	620	610	576 -- 658	--	--	--	--	( <sup>3</sup> )	2	11	25	33	17	5	6	1	--	--	--	--	--	--	--	--	--
Private industry .....	354	40.0	620	610	576 -- 658	--	--	--	--	( <sup>3</sup> )	2	11	25	33	17	5	6	1	--	--	--	--	--	--	--	--	--
Goods-producing industries .....	311	40.0	609	607	570 -- 652	--	--	--	--	( <sup>3</sup> )	2	12	27	32	19	5	( <sup>3</sup> )	1	--	--	--	--	--	--	--	--	--
Manufacturing .....	310	40.0	609	607	570 -- 652	--	--	--	--	( <sup>3</sup> )	2	12	27	32	19	5	( <sup>3</sup> )	1	--	--	--	--	--	--	--	--	--
Level 4 .....	318	40.0	730	734	675 -- 782	--	--	--	--	--	( <sup>3</sup> )	4	11	21	21	26	14	3	( <sup>3</sup> )	--	--	--	--	--	--	--	--
Private industry .....	318	40.0	730	734	675 -- 782	--	--	--	--	--	( <sup>3</sup> )	4	11	21	21	26	14	3	( <sup>3</sup> )	--	--	--	--	--	--	--	--
Goods-producing industries .....	306	40.0	728	732	673 -- 781	--	--	--	--	--	( <sup>3</sup> )	4	11	22	22	26	12	3	( <sup>3</sup> )	--	--	--	--	--	--	--	--
Manufacturing .....	306	40.0	728	732	673 -- 781	--	--	--	--	--	( <sup>3</sup> )	4	11	22	22	26	12	3	( <sup>3</sup> )	--	--	--	--	--	--	--	--
Level 5 .....	149	40.0	892	894	827 -- 970	--	--	--	--	--	--	--	--	--	2	3	16	9	21	19	19	7	1	3	--	--	
Private industry .....	149	40.0	892	894	827 -- 970	--	--	--	--	--	--	--	--	--	2	3	16	9	21	19	19	7	1	3	--	--	
Goods-producing industries .....	149	40.0	892	894	827 -- 970	--	--	--	--	--	--	--	--	--	2	3	16	9	21	19	19	7	1	3	--	--	
Manufacturing .....	149	40.0	892	894	827 -- 970	--	--	--	--	--	--	--	--	--	2	3	16	9	21	19	19	7	1	3	--	--	

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, Portland-Salem, OR-WA, July 1996 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																					
			Mean	Median	Middle range	300 and under 325	325 - 350	350 - 375	375 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1050	1050 - 1100	1100 - 1150	1150 - 1200	1200 and over	
<b>Engineering Technicians, Civil</b> .....	668	40.0	\$679	\$670	\$555 - \$793	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	3	9	8	13	12	11	7	16	12	3	4	1	2	-	-	-	-	
State and local government .....	634	40.0	675	659	554 - 793	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	3	9	9	12	12	12	8	15	12	2	3	1	2	-	-	-	-	
Level 1 .....	7	40.0	405	-	- - -	29	14	-	-	57	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	7	40.0	405	-	- - -	29	14	-	-	57	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 2 .....	98	40.0	518	528	478 - 541	-	-	1	1	10	34	33	10	10	1	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	98	40.0	518	528	478 - 541	-	-	1	1	10	34	33	10	10	1	-	-	-	-	-	-	-	-	-	-	-	
Level 3 .....	220	40.0	611	605	554 - 691	-	-	-	-	4	9	8	28	10	25	17	-	-	-	-	-	-	-	-	-	-	
State and local government .....	220	40.0	611	605	554 - 691	-	-	-	-	4	9	8	28	10	25	17	-	-	-	-	-	-	-	-	-	-	
Level 4 .....	257	40.0	735	773	610 - 797	-	-	-	-	1	2	5	18	7	4	42	20	2	-	-	-	-	-	-	-	-	
State and local government .....	231	40.0	736	773	610 - 797	-	-	-	-	1	2	3	20	8	4	40	21	1	-	-	-	-	-	-	-	-	
Level 5:																											
State and local government .....	60	40.0	886	858	822 - 988	-	-	-	-	-	-	-	-	-	5	2	42	17	5	7	23	-	-	-	-	-	
Level 6 .....	18	40.0	914	918	918 - 918	-	-	-	-	-	-	-	-	-	-	-	6	-	94	-	-	-	-	-	-	-	
State and local government .....	18	40.0	914	918	918 - 918	-	-	-	-	-	-	-	-	-	-	-	6	-	94	-	-	-	-	-	-	-	
<b>PROTECTIVE SERVICE OCCUPATIONS</b>																											
<b>Corrections Officers</b> .....	1,036	40.0	678	652	604 - 814	-	-	-	-	( <sup>3</sup> )	13	8	4	23	14	4	1	33	-	-	-	-	-	-	-	-	-
State and local government .....	1,036	40.0	678	652	604 - 814	-	-	-	-	( <sup>3</sup> )	13	8	4	23	14	4	1	33	-	-	-	-	-	-	-	-	-
<b>Firefighters</b> .....	510	51.5	907	897	897 - 910	-	-	-	-	-	-	-	-	-	-	5	-	6	47	21	20	1	( <sup>3</sup> )	-	-	-	
State and local government .....	510	51.5	907	897	897 - 910	-	-	-	-	-	-	-	-	-	5	-	6	47	21	20	1	( <sup>3</sup> )	-	-	-	-	
<b>Police Officers</b> .....	1,388	40.0	825	844	799 - 897	-	-	-	-	( <sup>3</sup> )	-	1	-	( <sup>3</sup> )	4	10	12	27	46	( <sup>3</sup> )	-	-	-	-	-	-	
State and local government .....	1,388	40.0	825	844	799 - 897	-	-	-	-	( <sup>3</sup> )	-	1	-	( <sup>3</sup> )	4	10	12	27	46	( <sup>3</sup> )	-	-	-	-	-	-	
Level 1 .....	1,381	40.0	825	844	785 - 897	-	-	-	-	( <sup>3</sup> )	-	1	-	( <sup>3</sup> )	4	10	12	27	46	-	-	-	-	-	-	-	
State and local government .....	1,381	40.0	825	844	785 - 897	-	-	-	-	( <sup>3</sup> )	-	1	-	( <sup>3</sup> )	4	10	12	27	46	-	-	-	-	-	-	-	
Level 2 .....	7	40.0	875	-	- - -	-	-	-	-	-	-	-	-	-	-	-	14	57	29	-	-	-	-	-	-	-	
State and local government .....	7	40.0	875	-	- - -	-	-	-	-	-	-	-	-	-	-	-	14	57	29	-	-	-	-	-	-	-	

<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, Portland-Salem, OR-WA, July 1996**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>				Percent of workers receiving straight-time weekly pay (in dollars) of—																				
			Mean	Median	Middle range		225 and under 250	250 - 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	
<b>Clerks, Accounting</b> .....	1,178	39.9	\$470	\$475	\$413	—	\$525	—	1	—	2	1	7	9	10	8	13	15	18	13	3	—	( <sup>3</sup> )	—	—	—	—
Private industry .....	632	39.9	452	456	399	—	503	—	2	—	—	1	9	12	12	10	12	11	20	8	( <sup>3</sup> )	( <sup>3</sup> )	—	—	—	—	
Goods-producing industries .....	320	39.8	469	475	427	—	525	—	3	—	( <sup>3</sup> )	( <sup>3</sup> )	4	8	8	11	15	13	25	12	1	—	—	—	—	—	
Manufacturing .....	316	39.8	469	474	427	—	525	—	3	—	( <sup>3</sup> )	( <sup>3</sup> )	4	8	8	11	15	12	25	12	1	—	—	—	—	—	
Service-producing industries .....	312	40.0	435	420	386	—	486	—	1	—	3	2	15	16	17	8	8	10	15	4	—	—	1	—	—	—	
State and local government .....	546	40.0	491	475	452	—	559	—	—	—	1	2	4	5	8	5	14	20	16	19	6	—	—	—	—	—	
Level 2 .....	269	40.0	409	412	378	—	445	—	—	—	7	5	10	22	22	13	10	6	5	—	—	—	—	—	—	—	
Private industry .....	176	40.0	403	394	373	—	429	—	—	—	6	4	15	31	16	13	2	6	7	—	—	—	—	—	—	—	
Goods-producing industries .....	88	40.0	414	409	381	—	434	—	—	—	1	1	14	30	19	15	3	7	10	—	—	—	—	—	—	—	
Manufacturing .....	85	40.0	412	404	381	—	434	—	—	—	1	1	14	31	20	14	4	5	11	—	—	—	—	—	—	—	
State and local government .....	93	40.0	418	413	412	—	464	—	—	—	9	8	2	4	32	13	25	6	1	—	—	—	—	—	—	—	
Level 3 .....	751	39.9	479	475	440	—	521	—	—	—	( <sup>3</sup> )	7	5	8	7	16	20	19	15	1	—	—	—	—	—	—	
Private industry .....	332	39.8	456	460	418	—	493	—	—	—	—	—	10	5	15	12	21	15	18	3	1	—	—	—	—	—	
Goods-producing industries .....	149	39.7	483	474	455	—	506	—	—	—	—	—	—	—	6	15	30	18	21	7	1	—	—	—	—	—	
Manufacturing .....	148	39.7	482	473	454	—	506	—	—	—	—	—	—	—	6	16	30	18	22	7	1	—	—	—	—	—	
Service-producing industries .....	183	40.0	434	428	398	—	481	—	—	—	—	—	17	10	22	9	13	13	15	—	—	—	—	—	—	—	
State and local government .....	419	40.0	498	480	472	—	561	—	—	—	( <sup>3</sup> )	4	5	3	4	13	24	20	24	2	—	—	—	—	—	—	
Level 4 .....	144	40.0	558	551	522	—	583	—	—	—	—	—	—	—	—	—	—	7	42	31	18	—	2	—	—	—	
Private industry .....	110	40.0	544	537	521	—	562	—	—	—	—	—	—	—	—	—	—	9	50	38	—	—	3	—	—	—	
<b>Clerks, General</b> .....	3,719	40.0	406	413	346	—	446	( <sup>3</sup> )	1	7	8	12	10	8	16	15	4	4	15	( <sup>3</sup> )	( <sup>3</sup> )	—	—	—	—	—	
Private industry .....	1,051	40.0	374	368	312	—	430	( <sup>3</sup> )	3	18	9	12	10	10	10	10	8	6	2	( <sup>3</sup> )	( <sup>3</sup> )	—	—	—	—	—	
Goods-producing industries .....	391	40.0	412	422	367	—	458	1	1	5	4	12	5	12	13	17	14	11	4	1	( <sup>3</sup> )	( <sup>3</sup> )	—	—	—	—	
Manufacturing .....	373	40.0	409	420	367	—	454	1	1	5	4	12	5	12	14	18	14	11	3	( <sup>3</sup> )	( <sup>3</sup> )	—	—	—	—	—	
Service-producing industries .....	660	40.0	351	337	294	—	392	—	4	26	12	12	13	10	7	6	5	3	1	( <sup>3</sup> )	( <sup>3</sup> )	—	—	—	—	—	
State and local government .....	2,668	40.0	419	413	362	—	472	—	( <sup>3</sup> )	3	7	11	9	7	18	17	3	4	21	( <sup>3</sup> )	( <sup>3</sup> )	—	—	—	—	—	
Level 2 .....	634	40.0	339	344	296	—	362	—	3	25	11	18	27	6	5	4	1	1	—	—	—	—	—	—	—	—	
Private industry .....	289	40.0	337	331	291	—	372	—	8	28	10	22	9	8	8	4	2	2	—	—	—	—	—	—	—	—	
Goods-producing industries .....	89	40.0	356	340	320	—	397	—	—	20	10	30	6	11	11	8	—	3	—	—	—	—	—	—	—	—	
Service-producing industries .....	200	40.0	329	324	280	—	360	—	11	31	9	18	10	6	7	2	2	1	—	—	—	—	—	—	—	—	
State and local government .....	345	40.0	341	362	305	—	362	—	—	22	12	14	42	4	2	3	1	—	—	—	—	—	—	—	—	—	
Level 3 .....	2,804	40.0	417	413	358	—	463	—	( <sup>3</sup> )	4	8	11	6	9	18	17	3	4	19	( <sup>3</sup> )	( <sup>3</sup> )	—	—	—	—	—	
Private industry .....	525	40.0	366	355	306	—	413	—	( <sup>3</sup> )	21	14	12	14	12	6	7	6	5	2	1	( <sup>3</sup> )	( <sup>3</sup> )	—	—	—	—	
Goods-producing industries .....	173	40.0	421	420	380	—	464	—	—	—	5	12	8	19	13	12	9	14	6	2	1	—	—	—	—	—	
Manufacturing .....	163	40.0	415	415	374	—	463	—	—	—	5	12	8	20	14	12	9	15	4	1	—	—	—	—	—	—	
State and local government .....	2,279	40.0	429	422	380	—	485	—	—	—	7	11	5	8	21	19	3	4	23	—	—	—	—	—	—	—	
Level 4 .....	272	40.0	453	450	422	—	482	—	—	—	—	1	2	8	17	22	20	13	15	2	1	—	—	—	—	—	
Private industry .....	229	40.0	442	440	418	—	468	—	—	—	—	1	3	9	19	26	22	13	6	1	—	—	—	—	—	—	
Service-producing industries .....	107	40.0	433	430	398	—	468	—	—	—	—	3	5	18	23	18	12	12	7	2	—	—	—	—	—	—	
State and local government .....	43	40.0	513	521	496	—	521	—	—	—	—	—	—	—	7	—	9	12	60	7	5	—	—	—	—	—	

See footnotes at end of table.



**Table A-8. Establishments employing 500 workers or more: Weekly hours and pay of clerical occupations, Portland-Salem, OR-WA, July 1996 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																			
			Mean	Median	Middle range	225 and under 250	250 - 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950
<b>Switchboard-Operator-Receptionists</b> .....	225	39.8	\$386	\$380	\$348 - \$410	-	1	3	8	14	14	29	8	9	8	3	3	-	-	-	-	-	-	-	-
Private industry .....	186	39.8	378	380	346 - 403	-	1	3	10	17	17	24	10	9	8	2	-	-	-	-	-	-	-	-	-
Service-producing industries .....	146	39.7	373	372	337 - 397	-	1	4	12	15	20	24	6	9	6	2	-	-	-	-	-	-	-	-	-
State and local government .....	39	40.0	424	378	378 - 470	-	-	-	-	-	-	56	-	10	10	5	18	-	-	-	-	-	-	-	-
<b>Word Processors</b> .....	177	40.0	430	431	393 - 467	-	-	2	2	7	6	11	7	38	1	9	14	1	1	-	-	-	-	-	-
Private industry .....	58	40.0	445	-	- - -	-	-	5	5	-	9	9	9	16	3	16	26	2	2	-	-	-	-	-	-
Service-producing industries .....	56	40.0	439	-	- - -	-	-	5	5	-	9	9	9	16	4	16	27	-	-	-	-	-	-	-	-
State and local government .....	119	40.0	423	431	393 - 431	-	-	-	1	11	5	13	7	49	-	6	8	1	-	-	-	-	-	-	-
<b>Level 2</b> .....	156	40.0	433	431	395 - 447	-	-	-	-	7	6	12	8	43	-	8	16	-	-	-	-	-	-	-	-
State and local government .....	113	40.0	425	431	393 - 431	-	-	-	-	10	4	12	7	51	-	6	9	-	-	-	-	-	-	-	-

<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, Portland-Salem, OR-WA, July 1996**

Occupation and level	Number of workers	Hourly pay (in dollars) <sup>1</sup>			Percent of workers receiving straight-time hourly pay (in dollars) of—																								
		Mean	Median	Middle range	8.00 and under 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 11.00	11.00 - 12.00	12.00 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 - 21.00	21.00 - 22.00	22.00 - 23.00	23.00 - 24.00	24.00 - 25.00	25.00 - 26.00	26.00 - 27.00	27.00 - 28.00	28.00 - 29.00		
<b>General Maintenance Workers</b> .....	497	\$13.56	\$13.69	\$11.91 - \$15.44	( <sup>2</sup> )	1	2	2	11	9	12	18	16	13	8	5	-	-	1	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-
Private industry .....	216	12.82	12.25	10.80 - 14.67	-	3	4	3	17	15	17	7	23	6	3	-	-	-	3	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-
Service-producing industries .....	83	13.78	14.67	11.60 - 14.67	-	7	-	1	8	16	4	4	41	5	7	-	-	-	7	-	-	-	-	-	-	-	-	-	
State and local government .....	281	14.13	14.01	13.04 - 15.86	( <sup>2</sup> )	-	( <sup>2</sup> )	2	7	5	9	26	11	19	12	9	-	-	-	-	-	-	-	-	-	-	-	-	
Level 1 .....	217	12.01	11.82	10.64 - 13.81	( <sup>2</sup> )	3	4	3	24	19	18	6	19	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	153	11.87	11.75	10.31 - 12.98	-	4	5	4	24	18	21	4	21	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	64	12.33	11.87	10.78 - 14.01	2	-	2	2	27	22	11	9	14	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 2 .....	280	14.76	14.50	13.05 - 16.49	-	-	-	1	1	2	8	27	14	20	14	9	-	-	2	( <sup>2</sup> )	-	-	-	-	-	-	-	-	
Private industry .....	63	15.10	-	- -	-	-	-	-	-	10	6	14	27	21	11	-	-	10	2	-	-	-	-	-	-	-	-	-	
State and local government .....	217	14.66	14.38	13.05 - 16.57	-	-	-	2	1	-	9	31	10	20	15	12	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Maintenance Electricians</b> .....	265	18.69	18.00	16.56 - 20.13	-	-	-	-	-	-	-	-	3	21	12	11	10	10	16	3	4	4	-	-	6	-	-	1	
Private industry .....	184	18.53	17.60	15.75 - 19.14	-	-	-	-	-	-	-	-	1	28	17	5	13	14	5	3	1	3	-	-	9	-	-	1	
Goods-producing industries .....	126	19.40	18.12	16.69 - 20.30	-	-	-	-	-	-	-	-	2	5	25	6	15	19	7	5	-	3	-	-	13	-	-	2	
Manufacturing .....	126	19.40	18.12	16.69 - 20.30	-	-	-	-	-	-	-	-	2	5	25	6	15	19	7	5	-	3	-	-	13	-	-	2	
State and local government .....	81	19.07	20.13	17.36 - 20.13	-	-	-	-	-	-	-	-	9	6	2	22	4	-	41	1	10	5	-	-	-	-	-	-	
<b>Maintenance Electronics Technicians</b> .....	610	16.39	16.51	13.50 - 18.85	-	-	-	-	2	7	10	10	7	11	5	5	26	12	3	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	1	-	-	-	
Private industry .....	538	16.56	17.01	13.83 - 18.85	-	-	-	-	3	4	10	10	7	10	5	3	30	13	3	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	1	-	-	-	
Service-producing industries .....	254	18.51	18.85	18.81 - 19.14	-	-	-	-	2	-	-	-	1	8	1	2	57	23	6	-	-	-	-	-	-	-	-	-	
State and local government .....	72	15.17	15.05	11.89 - 17.16	-	-	-	-	1	29	4	8	1	19	4	18	-	-	8	-	4	-	1	-	-	-	-	-	
Level 1:																													
State and local government .....	7	14.55	-	- -	-	-	-	-	14	14	-	14	14	-	-	43	-	-	-	-	-	-	-	-	-	-	-	-	
Level 2 .....	410	17.27	18.81	15.47 - 18.85	-	-	-	-	-	5	4	4	7	12	6	4	37	17	2	-	1	( <sup>2</sup> )	-	-	-	-	-	-	
Private industry .....	351	17.68	18.85	15.96 - 18.85	-	-	-	-	-	-	4	4	8	10	6	3	43	20	1	-	-	1	-	-	-	-	-	-	
Service-producing industries .....	215	18.87	18.85	18.85 - 19.14	-	-	-	-	-	-	-	-	4	1	1	65	27	1	-	-	-	-	-	-	-	-	-	-	
State and local government .....	59	14.87	15.04	11.89 - 16.11	-	-	-	-	-	34	5	8	-	24	5	8	-	-	10	-	5	-	-	-	-	-	-	-	
<b>Maintenance Machinists</b> .....	156	17.09	15.75	15.75 - 17.24	-	-	-	-	-	-	-	1	2	52	1	23	1	-	19	-	-	1	-	-	-	-	-	-	
Private industry .....	150	17.13	15.75	15.75 - 17.24	-	-	-	-	-	-	-	1	-	54	1	22	1	-	20	-	-	1	-	-	-	-	-	-	
Goods-producing industries .....	67	18.80	-	- -	-	-	-	-	-	-	-	1	-	-	3	46	1	-	45	-	-	3	-	-	-	-	-	-	
Manufacturing .....	67	18.80	-	- -	-	-	-	-	-	-	-	1	-	-	3	46	1	-	45	-	-	3	-	-	-	-	-	-	
<b>Maintenance Mechanics, Machinery</b> .....	281	17.15	17.24	16.69 - 17.80	-	-	-	-	-	-	1	3	3	9	17	47	19	1	1	-	-	-	-	-	-	-	-	-	
Private industry .....	275	17.13	17.24	16.69 - 17.80	-	-	-	-	-	-	1	3	3	9	17	48	17	1	1	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	275	17.13	17.24	16.69 - 17.80	-	-	-	-	-	-	1	3	3	9	17	48	17	1	1	-	-	-	-	-	-	-	-	-	
Manufacturing .....	275	17.13	17.24	16.69 - 17.80	-	-	-	-	-	-	1	3	3	9	17	48	17	1	1	-	-	-	-	-	-	-	-	-	
<b>Maintenance Mechanics, Motor Vehicle</b> .....	305	17.36	16.74	16.58 - 18.73	-	-	-	-	-	-	2	2	7	14	26	23	2	11	10	( <sup>2</sup> )	2	1	-	-	-	-	-	-	
Private industry .....	178	17.84	16.58	16.58 - 19.72	-	-	-	-	-	-	-	-	7	17	35	-	4	14	17	1	4	1	-	-	-	-	-	-	
Service-producing industries .....	138	17.35	16.58	15.95 - 18.73	-	-	-	-	-	-	-	-	5	20	46	-	5	18	-	1	5	-	-	-	-	-	-	-	
Transportation and utilities .....	68	18.28	18.73	15.75 - 19.72	-	-	-	-	-	-	-	-	-	41	-	-	10	37	-	1	10	-	-	-	-	-	-	-	
State and local government .....	127	16.69	17.31	15.76 - 17.66	-	-	-	-	-	-	6	4	6	10	12	54	-	8	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.



**Table A-9. Establishments employing 500 workers or more: Hourly pay of maintenance and toolroom occupations, Portland-Salem, OR-WA, July 1996 — Continued**

Occupation and level	Number of workers	Hourly pay (in dollars) <sup>1</sup>			Percent of workers receiving straight-time hourly pay (in dollars) of—																							
		Mean	Median	Middle range	8.00 and under 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 11.00	11.00 - 12.00	12.00 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 - 21.00	21.00 - 22.00	22.00 - 23.00	23.00 - 24.00	24.00 - 25.00	25.00 - 26.00	26.00 - 27.00	27.00 - 28.00	28.00 - 29.00	
<b>Tool and Die Makers</b> .....	153	\$21.36	\$21.26	\$19.47 - \$24.07	-	-	-	-	-	-	-	-	-	-	-	8	4	18	11	27	-	-	31	1	-	-	-	-
Private industry .....	153	21.36	21.26	19.47 - 24.07	-	-	-	-	-	-	-	-	-	-	-	8	4	18	11	27	-	-	31	1	-	-	-	-
Goods-producing industries .....	153	21.36	21.26	19.47 - 24.07	-	-	-	-	-	-	-	-	-	-	-	8	4	18	11	27	-	-	31	1	-	-	-	-
Manufacturing .....	153	21.36	21.26	19.47 - 24.07	-	-	-	-	-	-	-	-	-	-	-	8	4	18	11	27	-	-	31	1	-	-	-	-

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

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

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

**Table A-10. Establishments employing 500 workers or more: Hourly pay of material movement and custodial occupations, Portland-Salem, OR-WA, July 1996**

Occupation and level	Number of workers	Hourly pay (in dollars) <sup>1</sup>			Percent of workers receiving straight-time hourly pay (in dollars) of—																					
		Mean	Median	Middle range	5.50 and under 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 10.50	10.50 - 11.00	11.00 - 11.50	11.50 - 12.00	12.00 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	
<b>Guards</b> .....	280	\$11.38	\$11.45	\$9.80 - \$12.67	-	-	-	-	-	2	7	13	5	8	4	11	8	20	21	-	-	-	-	-	-	-
Private industry .....	151	11.03	10.60	9.25 - 13.11	-	-	-	-	-	3	13	15	10	7	2	14	2	7	26	-	-	-	-	-	-	-
Service-producing industries .....	105	11.76	11.85	10.44 - 13.83	-	-	-	-	-	3	12	5	-	8	3	19	3	10	37	-	-	-	-	-	-	-
State and local government .....	129	11.79	12.14	11.02 - 12.28	-	-	-	-	-	-	-	9	-	9	7	9	15	36	16	-	-	-	-	-	-	-
Level 1 .....	163	11.09	11.45	9.45 - 12.28	-	-	-	-	-	1	5	21	9	6	2	8	12	22	14	-	-	-	-	-	-	-
Private industry .....	64	9.75	-	- - -	-	-	-	-	-	3	13	36	23	8	5	6	-	3	3	-	-	-	-	-	-	-
State and local government .....	99	11.95	12.28	11.45 - 12.67	-	-	-	-	-	-	-	12	-	4	-	9	19	34	21	-	-	-	-	-	-	-
Level 2 .....	117	11.79	11.85	10.78 - 13.63	-	-	-	-	-	3	10	-	-	11	8	16	3	18	32	-	-	-	-	-	-	-
<b>Janitors</b> .....	1,634	10.11	9.89	8.78 - 11.60	1	-	2	5	7	3	8	18	7	11	8	4	4	15	5	-	1	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-
Private industry .....	614	9.89	10.18	8.24 - 10.55	4	-	1	6	12	4	10	6	3	24	12	4	2	-	8	-	2	( <sup>2</sup> )	1	-	-	-
Goods-producing industries .....	121	12.50	11.60	10.60 - 13.91	-	-	-	1	-	1	17	2	-	3	2	17	10	-	27	-	11	2	7	-	-	-
Manufacturing .....	121	12.50	11.60	10.60 - 13.91	-	-	-	1	-	1	17	2	-	3	2	17	10	-	27	-	11	2	7	-	-	-
Service-producing industries .....	493	9.24	9.87	7.85 - 10.33	5	-	1	7	15	5	8	6	4	29	15	1	-	4	-	-	-	-	-	-	-	-
State and local government .....	1,020	10.24	9.53	9.05 - 12.16	-	-	3	5	3	2	7	25	9	4	6	4	6	24	3	-	-	-	-	-	-	-
<b>Material Movement and Storage Workers</b> .....	3,416	12.58	12.49	9.92 - 15.58	( <sup>2</sup> )	2	4	1	1	2	2	2	14	4	7	6	2	7	3	16	4	23	-	( <sup>2</sup> )	1	-
Private industry .....	3,357	12.55	12.31	9.92 - 15.90	( <sup>2</sup> )	2	4	1	1	2	2	2	14	4	7	6	2	7	3	16	3	23	-	( <sup>2</sup> )	1	-
Goods-producing industries .....	1,104	11.13	10.75	8.31 - 13.35	-	6	10	1	2	6	5	6	6	5	5	4	6	10	5	5	8	8	-	-	2	-
Manufacturing .....	1,098	11.13	10.74	8.27 - 13.27	-	6	10	1	2	6	5	6	6	5	5	4	6	10	4	5	8	8	-	-	2	-
State and local government .....	59	13.98	14.78	12.24 - 15.58	-	-	-	-	-	-	-	-	5	2	3	8	5	10	-	20	46	-	-	-	-	-
Level 2 .....	1,587	12.93	14.15	10.35 - 14.75	-	-	1	( <sup>2</sup> )	1	3	3	4	5	9	4	4	5	6	4	34	7	9	-	-	1	-
Private industry .....	1,528	12.89	14.15	10.33 - 14.75	-	-	1	( <sup>2</sup> )	1	4	3	4	5	9	4	4	5	6	4	34	6	9	-	-	1	-
Goods-producing industries .....	844	12.10	11.57	9.65 - 14.81	-	-	1	( <sup>2</sup> )	2	6	6	7	8	7	6	7	11	4	5	10	11	11	-	-	2	-
Manufacturing .....	840	12.08	11.57	9.65 - 14.81	-	-	1	( <sup>2</sup> )	2	6	6	7	8	7	6	6	7	11	4	5	10	11	-	-	2	-
Service-producing industries .....	684	13.88	14.67	14.15 - 14.67	-	-	1	-	-	-	-	( <sup>2</sup> )	1	12	1	1	2	( <sup>2</sup> )	4	70	( <sup>2</sup> )	7	-	-	-	-
State and local government .....	59	13.98	14.78	12.24 - 15.58	-	-	-	-	-	-	-	-	5	2	3	8	5	10	-	20	46	-	-	-	-	-
Forklift Operators:																										
Private industry:																										
Goods-producing industries .....	205	14.91	14.81	11.70 - 16.69	-	-	-	-	-	-	-	3	-	3	3	11	6	6	-	20	-	40	-	-	10	-
Manufacturing .....	205	14.91	14.81	11.70 - 16.69	-	-	-	-	-	-	-	3	-	3	3	11	6	6	-	20	-	40	-	-	10	-
Shipping/Receiving Clerks:																										
Private industry:																										
Goods-producing industries .....	55	14.92	-	- - -	-	-	-	-	-	-	-	-	4	5	2	-	5	5	-	4	58	16	-	-	-	-
Manufacturing .....	55	14.92	-	- - -	-	-	-	-	-	-	-	-	4	5	2	-	5	5	-	4	58	16	-	-	-	-

See footnotes at end of table.

**Table A-10. Establishments employing 500 workers or more: Hourly pay of material movement and custodial occupations, Portland-Salem, OR-WA, July 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	5.50 and under 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 10.50	10.50 - 11.00	11.00 - 11.50	11.50 - 12.00	12.00 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00		
<b>Truckdrivers:</b>																											
Private industry:																											
Goods-producing industries .....	74	\$15.47	-	- - -	-	-	-	-	-	-	-	-	-	1	1	-	-	15	20	-	5	36	-	20	-		
Manufacturing .....	74	15.47	-	- - -	-	-	-	-	-	-	-	-	-	1	1	-	-	15	20	-	5	36	-	20	-		
State and local government .....	33	13.58	\$14.47	\$12.95 - \$14.48	-	-	-	-	-	-	-	-	-	9	-	-	3	18	3	67	-	-	-	-	-		
Tractor Trailer .....	509	15.06	15.50	14.47 - 15.62	-	-	-	-	-	-	-	-	-	-	2	-	1	5	17	1	71	1	( <sup>2</sup> )	3	-		

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

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

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

**Table B-1. Annual paid holidays for full-time workers, Portland-Salem, OR-WA, July 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	1	1	-	8	8	8	9	-
In establishments providing paid holidays .....	99	99	99	99	100	92	92	92	91	100
Number of holidays:										
6 half days .....	( <sup>1</sup> )	( <sup>1</sup> )	-	1	-	-	-	-	-	-
7 half days .....	( <sup>1</sup> )	( <sup>1</sup> )	-	1	-	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-
2 holidays .....	( <sup>1</sup> )	1	-	1	-	1	2	-	3	-
4 holidays .....	2	2	-	3	-	1	2	-	3	-
5 holidays .....	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-	( <sup>1</sup> )	( <sup>1</sup> )	-	1	-
6 holidays .....	16	20	8	24	-	11	12	7	18	-
7 holidays .....	8	11	15	9	-	21	23	26	20	-
8 holidays .....	12	15	15	14	( <sup>1</sup> )	13	14	16	12	-
Plus 1 half day .....	1	1	-	1	-	-	-	-	-	-
9 holidays .....	18	20	25	18	9	12	12	16	8	6
10 holidays .....	26	16	14	17	67	13	9	7	11	56
Plus 1 half day .....	1	-	-	-	6	-	-	-	-	-
11 holidays .....	10	9	15	7	17	11	9	11	7	31
Plus 1 half day .....	-	-	-	-	-	1	-	-	-	7
12 holidays .....	2	2	1	2	( <sup>1</sup> )	4	5	3	7	1
13 holidays .....	1	1	3	-	-	1	1	2	-	-
14 holidays .....	1	1	3	-	-	2	3	5	-	-
Total paid holiday time <sup>2</sup>										
2 days or more .....	99	99	99	99	100	92	92	92	91	100
3 days or more .....	99	98	99	98	100	91	90	92	87	100
4 days or more .....	98	97	99	97	100	91	90	92	87	100
5 days or more .....	96	95	99	93	100	89	88	92	84	100
6 days or more .....	96	95	99	93	100	89	88	92	83	100
7 days or more .....	80	75	91	69	100	78	76	86	65	100
8 days or more .....	71	64	76	60	100	57	53	60	45	100
9 days or more .....	59	49	61	44	99	44	39	44	33	100
10 days or more .....	41	29	35	26	91	33	27	28	25	94
11 days or more .....	13	13	22	9	17	20	18	21	14	38
12 days or more .....	3	4	7	2	( <sup>1</sup> )	8	9	10	7	1
13 days or more .....	1	2	6	-	-	4	4	7	-	-
14 days or more .....	1	1	3	-	-	2	3	5	-	-
Average number of paid holidays where provided (in days) .....	8.7	8.3	9.0	8.0	10.1	8.6	8.4	8.8	7.8	10.4

<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, Portland-Salem, OR-WA, July 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> )	-	1	-	3	4	5	2	-
In establishments providing paid vacations .....	99	99	100	99	100	97	96	95	98	100
Length-of-time payment .....	99	99	100	99	100	94	94	90	98	100
Percentage payment .....	-	-	-	-	-	2	2	5	-	-
By vacation pay provisions for: <sup>2</sup>										
Six months of service:										
Under 1 week .....	5	6	7	5	-	6	6	9	3	-
1 week .....	41	42	25	49	35	33	31	29	33	59
Over 1 and under 2 weeks .....	21	11	26	6	62	4	1	2	( <sup>1</sup> )	33
2 weeks .....	1	1	( <sup>1</sup> )	1	2	2	3	4	1	-
Over 2 and under 3 weeks .....	2	3	-	4	-	1	1	1	1	-
3 weeks .....	1	1	-	1	-	-	-	-	-	-
4 weeks .....	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-	-	-	-	-	-
1 year of service:										
1 week .....	18	23	26	22	-	45	50	51	49	-
Over 1 and under 2 weeks .....	1	1	-	1	( <sup>1</sup> )	2	2	( <sup>1</sup> )	5	4
2 weeks .....	52	57	41	63	33	42	40	40	40	57
Over 2 and under 3 weeks .....	15	3	1	4	65	4	1	2	( <sup>1</sup> )	35
3 weeks .....	9	11	29	5	-	2	2	2	2	-
Over 3 and under 4 weeks .....	1	1	4	( <sup>1</sup> )	-	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	4
4 weeks .....	1	1	-	1	2	-	-	-	-	-
Over 4 and under 5 weeks .....	2	2	-	3	-	( <sup>1</sup> )	( <sup>1</sup> )	-	1	-
5 weeks .....	( <sup>1</sup> )	( <sup>1</sup> )	-	1	-	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-
2 years of service:										
1 week .....	7	8	9	8	-	17	19	10	30	-
Over 1 and under 2 weeks .....	1	1	1	1	-	3	3	1	5	-
2 weeks .....	61	69	56	73	31	67	69	78	57	55
Over 2 and under 3 weeks .....	16	4	1	4	67	7	3	4	3	41
3 weeks .....	9	11	30	4	-	2	2	2	2	-
Over 3 and under 4 weeks .....	2	3	4	3	-	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	4
4 weeks .....	1	1	-	1	2	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-
Over 4 and under 5 weeks .....	2	2	-	3	-	( <sup>1</sup> )	( <sup>1</sup> )	-	1	-
5 weeks .....	( <sup>1</sup> )	( <sup>1</sup> )	-	1	-	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-
3 years of service:										
1 week .....	1	1	3	( <sup>1</sup> )	-	7	7	7	7	-
Over 1 and under 2 weeks .....	1	1	-	1	-	3	3	2	5	-
2 weeks .....	61	72	59	76	19	73	77	77	77	37
Over 2 and under 3 weeks .....	16	3	1	3	69	8	4	6	3	48
3 weeks .....	14	15	32	9	11	5	4	3	6	11
Over 3 and under 4 weeks .....	2	3	1	4	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	4
4 weeks .....	1	1	-	1	2	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-
Over 4 and under 5 weeks .....	3	3	4	3	-	( <sup>1</sup> )	( <sup>1</sup> )	-	1	-
5 weeks .....	( <sup>1</sup> )	( <sup>1</sup> )	-	1	-	( <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, Portland-Salem, OR-WA, July 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>										
4 years of service:										
1 week .....	( <sup>1</sup> )	1	2	-	-	6	6	6	6	-
Over 1 and under 2 weeks .....	1	1	-	1	-	3	3	2	5	-
2 weeks .....	60	70	61	73	18	74	78	77	79	36
Over 2 and under 3 weeks .....	16	2	1	3	69	8	4	6	1	48
3 weeks .....	17	18	32	13	11	6	5	4	6	12
Over 3 and under 4 weeks .....	2	3	1	4	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	4
4 weeks .....	1	1	-	1	2	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-
Over 4 and under 5 weeks .....	1	1	4	( <sup>1</sup> )	-	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-
5 weeks .....	( <sup>1</sup> )	( <sup>1</sup> )	-	1	-	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-
Over 5 and under 6 weeks .....	2	2	-	3	-	( <sup>1</sup> )	( <sup>1</sup> )	-	1	-
5 years of service:										
1 week .....	( <sup>1</sup> )	( <sup>1</sup> )	1	-	-	5	5	6	4	-
Over 1 and under 2 weeks .....	-	-	-	-	-	2	2	-	4	-
2 weeks .....	20	25	39	20	-	43	47	50	44	-
Over 2 and under 3 weeks .....	4	3	3	4	4	7	6	11	1	7
3 weeks .....	63	56	44	60	94	38	34	26	43	84
Over 3 and under 4 weeks .....	3	4	1	5	1	1	( <sup>1</sup> )	-	1	8
4 weeks .....	6	7	8	6	2	1	1	1	1	-
Over 4 and under 5 weeks .....	1	1	4	( <sup>1</sup> )	-	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-
5 weeks .....	1	1	-	1	-	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-
Over 5 and under 6 weeks .....	2	2	-	3	-	( <sup>1</sup> )	( <sup>1</sup> )	-	1	-
8 years of service:										
1 week .....	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	-	-	3	3	2	4	-
Over 1 and under 2 weeks .....	-	-	-	-	-	2	2	-	4	-
2 weeks .....	14	17	21	16	-	26	29	38	17	-
Over 2 and under 3 weeks .....	3	4	3	4	( <sup>1</sup> )	6	6	9	2	5
3 weeks .....	66	63	63	63	80	55	53	43	64	75
Over 3 and under 4 weeks .....	4	3	-	4	7	2	1	( <sup>1</sup> )	2	9
4 weeks .....	8	8	9	7	11	3	3	2	3	7
Over 4 and under 5 weeks .....	2	2	4	1	2	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	4
5 weeks .....	1	1	-	1	-	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-
Over 5 and under 6 weeks .....	2	2	-	3	-	( <sup>1</sup> )	( <sup>1</sup> )	-	1	-
10 years of service:										
1 week .....	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	-	-	3	3	2	4	-
Over 1 and under 2 weeks .....	-	-	-	-	-	2	2	-	4	-
2 weeks .....	7	8	8	8	-	6	7	10	3	-
Over 2 and under 3 weeks .....	3	4	-	5	-	2	3	2	4	-
3 weeks .....	37	46	52	43	-	61	66	67	64	5
Over 3 and under 4 weeks .....	15	( <sup>1</sup> )	-	( <sup>1</sup> )	77	5	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	60
4 weeks .....	29	33	36	32	12	16	15	14	17	27
Over 4 and under 5 weeks .....	4	3	-	4	9	1	( <sup>1</sup> )	-	( <sup>1</sup> )	8
5 weeks .....	2	2	-	3	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	( <sup>1</sup> )
Over 5 and under 6 weeks .....	1	1	4	( <sup>1</sup> )	2	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-
6 weeks .....	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-
Over 6 and under 7 weeks .....	2	2	-	3	-	( <sup>1</sup> )	( <sup>1</sup> )	-	1	-

See footnotes at end of table.

**Table B-2. Annual paid vacation provisions for full-time workers, Portland-Salem, OR-WA, July 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>										
12 years of service:										
1 week .....	(1)	(1)	(1)	-	-	3	3	2	4	-
Over 1 and under 2 weeks .....	-	-	-	-	-	2	2	-	4	-
2 weeks .....	6	8	5	8	-	6	7	10	3	-
Over 2 and under 3 weeks .....	2	3	-	4	-	2	2	2	4	-
3 weeks .....	34	43	51	40	-	56	61	62	60	1
Over 3 and under 4 weeks .....	15	1	2	1	73	6	1	2	-	61
4 weeks .....	32	37	37	37	14	20	20	18	21	28
Over 4 and under 5 weeks .....	4	2	-	3	11	1	(1)	-	(1)	5
5 weeks .....	2	2	1	3	(1)	(1)	(1)	-	(1)	(1)
Over 5 and under 6 weeks .....	1	1	4	-	2	(1)	-	-	-	4
6 weeks .....	1	1	-	2	-	(1)	(1)	-	(1)	-
Over 6 and under 7 weeks .....	2	2	-	3	-	(1)	(1)	-	1	-
15 years of service:										
1 week .....	(1)	(1)	(1)	-	-	3	3	2	4	-
Over 1 and under 2 weeks .....	-	-	-	-	-	2	2	-	4	-
2 weeks .....	5	6	4	7	-	4	4	6	3	-
Over 2 and under 3 weeks .....	1	2	-	2	-	1	1	2	-	-
3 weeks .....	19	23	30	20	-	38	41	45	37	1
Over 3 and under 4 weeks .....	1	1	1	(1)	-	1	2	3	-	-
4 weeks .....	48	56	57	56	14	37	38	33	44	32
Over 4 and under 5 weeks .....	16	2	-	2	75	4	(1)	-	(1)	44
5 weeks .....	5	4	4	4	9	6	5	5	5	19
Over 5 and under 6 weeks .....	1	1	4	(1)	2	(1)	(1)	-	(1)	4
6 weeks .....	2	2	-	3	-	(1)	(1)	-	(1)	-
Over 6 and under 7 weeks .....	2	2	-	3	-	(1)	(1)	-	1	-
20 years of service:										
1 week .....	(1)	(1)	(1)	-	-	3	3	2	4	-
Over 1 and under 2 weeks .....	-	-	-	-	-	2	2	-	4	-
2 weeks .....	5	6	4	7	-	4	4	6	3	-
Over 2 and under 3 weeks .....	1	2	-	2	-	1	1	2	-	-
3 weeks .....	13	16	21	14	-	24	27	27	26	1
Over 3 and under 4 weeks .....	(1)	(1)	-	(1)	-	1	2	3	-	-
4 weeks .....	47	58	60	57	3	44	47	45	49	8
Over 4 and under 5 weeks .....	18	2	-	2	84	5	(1)	-	(1)	57
5 weeks .....	10	9	8	10	11	10	8	5	10	30
Over 5 and under 6 weeks .....	1	1	4	(1)	(1)	(1)	(1)	-	(1)	(1)
6 weeks .....	3	3	3	3	-	3	3	5	(1)	-
Over 6 and under 7 weeks .....	2	2	-	3	2	1	(1)	-	1	4

See footnotes at end of table.

**Table B-2. Annual paid vacation provisions for full-time workers, Portland-Salem, OR-WA, July 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>										
25 years of service:										
1 week .....	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	-	-	3	3	2	4	-
Over 1 and under 2 weeks .....	-	-	-	-	-	2	2	-	4	-
2 weeks .....	5	6	4	7	-	4	4	6	3	-
Over 2 and under 3 weeks .....	1	2	-	2	-	1	1	2	-	-
3 weeks .....	11	14	16	14	-	21	23	21	26	1
Over 3 and under 4 weeks .....	-	-	-	-	-	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	-	-
4 weeks .....	41	50	53	49	3	42	46	49	42	8
Over 4 and under 5 weeks .....	17	2	-	3	75	5	1	3	( <sup>1</sup> )	44
5 weeks .....	18	17	17	17	20	14	11	9	15	42
Over 5 and under 6 weeks .....	1	1	4	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	( <sup>1</sup> )
6 weeks .....	3	4	6	3	-	4	4	5	3	-
Over 6 and under 7 weeks .....	2	2	-	3	2	1	( <sup>1</sup> )	-	1	4
7 weeks .....	1	1	-	2	-	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-
30 years of service:										
1 week .....	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	-	-	3	3	2	4	-
Over 1 and under 2 weeks .....	-	-	-	-	-	2	2	-	4	-
2 weeks .....	4	5	2	7	-	4	4	6	3	-
Over 2 and under 3 weeks .....	1	2	-	2	-	1	1	2	-	-
3 weeks .....	12	15	18	14	-	21	23	21	26	1
Over 3 and under 4 weeks .....	-	-	-	-	-	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	-	-
4 weeks .....	35	43	53	39	3	40	43	49	37	8
Over 4 and under 5 weeks .....	17	2	-	3	75	5	1	3	( <sup>1</sup> )	44
5 weeks .....	24	24	17	27	20	16	14	9	20	42
Over 5 and under 6 weeks .....	1	1	4	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	( <sup>1</sup> )
6 weeks .....	3	4	6	3	-	4	4	5	3	-
Over 6 and under 7 weeks .....	2	2	-	3	2	1	( <sup>1</sup> )	-	1	4
7 weeks .....	1	1	-	2	-	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	-
Maximum vacation available:										
1 week .....	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	-	-	3	3	2	4	-
Over 1 and under 2 weeks .....	-	-	-	-	-	2	2	-	4	-
2 weeks .....	4	5	2	7	-	4	4	6	3	-
Over 2 and under 3 weeks .....	1	2	-	2	-	1	1	2	-	-
3 weeks .....	12	15	18	14	-	21	23	21	26	1
Over 3 and under 4 weeks .....	-	-	-	-	-	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	-	-
4 weeks .....	35	42	53	38	3	40	43	49	37	8
Over 4 and under 5 weeks .....	17	2	-	3	75	5	1	3	( <sup>1</sup> )	44
5 weeks .....	24	24	17	27	20	16	14	9	20	42
Over 5 and under 6 weeks .....	1	1	4	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	( <sup>1</sup> )
6 weeks .....	3	4	6	3	-	4	4	5	3	-
Over 6 and under 7 weeks .....	2	2	-	3	2	1	( <sup>1</sup> )	-	1	4
7 weeks .....	1	1	-	2	-	( <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, Portland-Salem, OR-WA, July 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	100	99	100	100	100	100	100	100
Life insurance .....	95	93	98	92	99	83	81	86	75	99
Wholly employer financed .....	90	88	90	87	99	76	74	79	68	99
Accidental death and dismemberment insurance .....	85	83	86	82	93	75	74	79	67	90
Wholly employer financed .....	65	70	77	68	42	65	64	71	56	67
Sickness and accident insurance or sick leave or both .....	94	93	94	92	100	80	78	77	79	100
Sickness and accident insurance .....	42	51	56	49	5	47	51	54	47	6
Wholly employer financed .....	40	49	54	46	5	38	42	47	35	6
Sick leave (full pay, no waiting period) .....	84	81	88	78	100	59	55	46	65	100
Sick leave (partial pay or waiting period) .....	5	7	2	8	-	4	4	2	6	-
Long-term disability insurance .....	64	70	77	67	39	43	41	41	40	69
Wholly employer financed .....	55	60	68	57	39	34	31	33	28	69
Hospitalization, surgical, and medical insurance .....	80	75	67	78	99	70	67	66	67	98
Wholly employer financed .....	50	38	32	41	97	38	33	41	24	91
Health maintenance organizations .....	85	81	90	78	100	80	78	85	70	100
Wholly employer financed .....	56	45	53	42	98	41	36	51	18	93
Dental care .....	97	97	96	97	100	95	95	94	96	100
Wholly employer financed .....	61	52	62	48	98	51	46	62	28	93
Vision care .....	77	73	82	69	92	75	73	80	66	92
Wholly employer financed .....	51	42	50	39	88	37	33	47	16	74
Hearing care .....	42	48	59	43	21	48	49	55	41	45
Wholly employer financed .....	29	31	41	27	19	23	21	33	8	38
Alcohol and drug abuse treatment .....	99	99	98	99	100	97	97	98	95	100
Wholly employer financed .....	64	55	64	52	98	51	46	61	29	93
Retirement benefits <sup>2</sup> .....	89	86	86	86	100	84	83	85	80	100
Wholly employer financed .....	59	55	56	54	76	56	55	60	51	67
Defined benefit .....	55	45	51	43	97	49	44	50	37	99
Wholly employer financed .....	49	43	47	41	74	44	42	49	34	66
Defined contribution .....	57	69	72	68	8	56	61	61	62	3
Wholly employer financed .....	13	16	24	13	2	13	14	13	17	1

<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 Portland–Salem, OR-WA 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 Portland–Salem, OR–WA Consolidated Metropolitan Statistical Area (June 1994). Establishments with 50 workers or more during the sampling frame's reference period were included in the survey sample even if they employed fewer than 50 workers at the time of the survey.

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

### Survey design

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

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

### Data collection and payroll reference

Data for the survey were obtained primarily by personal visits of the Bureau's field economists to a sample of establishments within the Portland–Salem, OR–WA Consolidated Metropolitan Statistical Area. Collection for the survey was from May 1996 through September 1996 and reflects an average payroll reference month of July 1996. Data obtained for a payroll period prior to the end of July 1996 were updated to include general wage changes, if granted, scheduled to be effective through that date.

### Occupational pay

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

Unless otherwise indicated, the pay data following the job titles are for all industries combined. Pay data for some of the occupations for all industries combined (or for some industry divisions within the scope of the survey) are not presented in the A-series tables because either (1) data did not provide statistically

reliable results, or (2) there was the possibility of disclosure of individual establishment data. Pay data not shown separately for industry divisions are included in data for all industries combined.

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

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

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

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

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

### Survey nonresponse

Data were not available from 14.6 percent of the sample establishments (representing 99,236 employees covered by the survey). An additional 2.8 percent of the sample establishments (representing 15,051 employees) were either out of business or outside the scope of the survey.

If data were not provided by a sample member, the weights (based on the probability of selection in the sample) of responding sample establishments were

adjusted to account for the missing data. The weights for establishments which were out of business or outside the scope of the survey were changed to zero.

Some sampled establishments had a policy of not disclosing salary data for certain employees. No adjustments were made to pay estimates for the survey as a result of these missing data. The proportion of employees for whom pay data were not available was less than 5 percent.

### Reliability of estimates

The data in this bulletin are estimates from a scientifically selected probability sample. There are two types of errors possible in an estimate based on a sample survey—sampling and nonsampling.

*Sampling errors* occur because observations come only from a sample, not the entire population. The particular sample used in this survey is one of a number of all possible samples of the same size that could have been selected using the sample design. Estimates derived from the different samples would differ from each other.

A measure of the variation among these differing estimates is called the standard error or sampling error. It indicates the precision with which an estimate from a particular sample approximates the average result of all possible samples. The relative standard error (RSE) is the standard error divided by the estimate. For example, if the estimated average weekly salary of Secretaries Level IV is \$500 and the standard error is \$8, the RSE is 1.6 percent, or  $\$8/\$500 \times 100 = 1.6\%$ .

Estimates of relative standard errors for this survey vary among the occupational work levels depending on such factors as the frequency with which the job occurs, the dispersion of salaries for the job, and the survey design. The distribution of published work levels for one relative standard error was as follows:

<i>Relative standard error</i>	<i>Percent of published occupational work levels</i>
Less than 1 percent	7.6
1 and under 3 percent	59.1
3 and under 5 percent	25.8
5 percent and over	7.6

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, Portland-Salem, OR-WA<sup>1</sup>, July 1996**

Industry division <sup>2</sup>	Number of establishments		Workers in establishments				Studied <sup>4</sup>
	Within scope of survey <sup>3</sup>	Studied	Within scope of survey				
			Total <sup>4</sup>		Full-time white-collar workers	Full-time blue-collar workers	
			Number	Percent			
<b>ALL ESTABLISHMENTS</b>							
All divisions .....	2,329	201	579,554	100	225,180	170,701	170,091
Private industry .....	2,176	177	467,064	81	180,445	155,493	110,429
Goods producing .....	705	54	139,684	24	49,510	84,132	39,437
Manufacturing .....	576	43	124,296	21	46,597	72,315	36,843
Mining <sup>5</sup> .....	4	4	615	( <sup>6</sup> )	253	328	615
Construction <sup>5</sup> .....	125	7	14,773	3	2,660	11,489	1,979
Service producing .....	1,471	123	327,380	56	130,935	71,361	70,992
Transportation, communication, electric, gas, and sanitary services <sup>7</sup> .....	153	16	32,932	6	14,342	15,788	10,689
Wholesale trade <sup>8</sup> .....	225	7	26,707	5	14,128	9,686	1,653
Retail trade <sup>8</sup> .....	336	15	98,056	17	16,439	26,531	10,781
Finance, insurance, and real estate <sup>8</sup> .....	130	11	39,060	7	27,607	3,379	13,184
Services <sup>8</sup> .....	627	74	130,625	23	58,419	15,977	34,685
State and local government .....	153	24	112,490	19	44,735	15,208	59,662
<b>ESTABLISHMENTS EMPLOYING 500 WORKERS OR MORE</b>							
All divisions .....	218	77	303,960	100	122,073	72,002	150,196
Private industry .....	174	61	211,773	70	80,086	60,029	91,995
Goods producing .....	55	21	58,988	19	26,943	27,987	33,781
Manufacturing .....	52	19	57,372	19	26,703	26,647	32,673
Service producing .....	119	40	152,785	50	53,143	32,042	58,214
Transportation, communication, electric, gas, and sanitary services <sup>7</sup> .....	20	8	18,357	6	6,801	10,155	9,681
Retail trade <sup>8</sup> .....	39	7	54,093	18	7,450	18,185	9,414
Finance, insurance, and real estate <sup>8</sup> .....	11	6	21,492	7	17,893	94	12,380
Services <sup>8</sup> .....	43	18	52,135	17	17,405	2,612	25,621
State and local government .....	44	16	92,187	30	41,987	11,973	58,201

<sup>1</sup> The Portland-Salem Consolidated Metropolitan Statistical Area, as defined by the Office of Management and Budget through June 1994, consists of Clackamas, Columbia, Marion, Multnomah, Polk, Washington, and Yamhill Counties, OR; and Clark County, WA. 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, Portland-Salem, OR-WA, July 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	100
Majority of workers covered .....	13	5	-	7	45	35	29	32	26	100
None or Minority of workers covered .....	87	95	100	93	55	65	71	68	74	-

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