

Occupational Compensation Survey: Pay Only

**Honolulu, Hawaii,
Metropolitan Area,
August 1996**



U.S. Department of Labor
Bureau of Labor Statistics

Bulletin 3085-34

Preface

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

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

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

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Occupational Compensation Survey: Pay Only

Honolulu, Hawaii,
Metropolitan Area,
August 1996



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

Bureau of Labor Statistics
Katharine G. Abraham,
Commissioner

December 1996

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Introduction

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

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

The Program develops information that is used for a variety of purposes, including wage and salary administration, collective bargaining, and assistance in determining business or plant location. Survey results also are used by the U.S. Department of Labor in making wage determinations under the Service Contract Act, and by the President's Pay Agent (the Secretary of Labor and Directors of the U.S. Office of Personnel Management and the U.S. Office of Management and Budget) in determining local pay adjustments under the Federal Employee Pay Comparability Act of 1990. This latter requirement resulted in: (1) Expanding the survey's industrial coverage to include all private nonfarm establishments (except households) employing 50 workers or more and to State and local governments and (2) adding more professional, administrative, technical, and protective service occupations to the surveys.

Pay

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

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

Appendixes

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

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

Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Honolulu, HI, August 1996

Occupation and level	Number of workers	Average weekly hours ¹ (standard)	Weekly pay (in dollars) ²			Percent of workers receiving straight-time weekly pay (in dollars) of—																					
			Mean	Median	Middle range	400 and under 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 and over	
PROFESSIONAL OCCUPATIONS																											
Accountants	718	40.0	\$756	\$706	\$602 – \$857	–	2	6	13	16	10	10	9	8	8	3	3	6	4	2	1	(³)	(³)	(³)	–	(³)	
Private industry	444	40.0	789	755	596 – 923	–	3	7	16	10	7	7	6	11	8	3	3	9	6	2	1	(³)	(³)	(³)	–	(³)	
Goods-producing industries	49	39.7	871	923	596 – 1,064	–	–	–	27	2	6	8	2	–	4	4	4	33	6	2	–	–	2	–	–	–	
Manufacturing	26	39.5	785	–	–	–	–	–	46	4	8	4	4	–	4	4	4	8	8	4	–	–	4	–	–	–	
Service-producing industries	395	40.0	779	746	593 – 884	–	4	8	15	11	7	7	6	12	9	3	3	7	6	3	1	1	–	(³)	–	(³)	
State and local government	274	40.0	703	677	626 – 793	–	–	3	8	27	15	16	14	4	7	3	2	1	–	–	–	–	–	–	–	–	
Level 2	211	40.0	596	588	558 – 615	–	7	16	41	18	8	7	2	1	(³)	(³)	–	–	–	–	–	–	–	–	–	–	
Private industry	191	40.0	599	590	558 – 619	–	7	16	37	20	8	7	2	1	1	1	–	–	–	–	–	–	–	–	–	–	
Service-producing industries	177	40.0	598	588	544 – 619	–	8	18	33	21	8	8	2	1	–	1	–	–	–	–	–	–	–	–	–	–	
State and local government	20	40.0	563	560	557 – 579	–	–	15	85	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
Level 3	256	40.0	759	744	626 – 841	–	–	–	2	29	12	10	5	18	13	4	1	7	–	–	–	–	–	–	–	–	
Private industry	156	40.0	839	827	775 – 889	–	–	–	–	3	9	10	9	29	21	6	2	12	–	–	–	–	–	–	–	–	
Goods-producing industries	26	39.7	968	–	–	–	–	–	–	–	4	15	–	–	4	8	8	62	–	–	–	–	–	–	–	–	
Service-producing industries	130	40.0	813	808	775 – 865	–	–	–	–	3	10	9	11	35	25	5	1	2	–	–	–	–	–	–	–	–	
State and local government	100	40.0	634	626	602 – 651	–	–	–	4	70	16	9	–	1	–	–	–	–	–	–	–	–	–	–	–	–	
Level 4	180	40.0	885	824	706 – 1,056	–	–	–	–	2	14	16	16	2	7	3	6	14	14	4	–	–	–	–	–	–	
Private industry	81	39.9	1,058	1,056	989 – 1,155	–	–	–	–	–	–	–	9	–	2	5	12	30	32	10	–	–	–	–	–	–	
Service-producing industries	76	40.0	1,057	1,056	989 – 1,155	–	–	–	–	–	–	–	8	–	3	5	13	32	30	9	–	–	–	–	–	–	
State and local government	99	40.0	743	733	677 – 793	–	–	–	–	4	26	29	22	4	11	1	1	1	–	–	–	–	–	–	–	–	
Level 5	58	40.0	923	857	793 – 964	–	–	–	–	–	–	10	29	9	12	12	7	3	–	5	7	3	2	–	–	–	
State and local government	48	40.0	838	812	762 – 927	–	–	–	–	–	–	13	35	10	15	15	8	4	–	–	–	–	–	–	–	–	
Accountants, Public:																											
Level 2	18	40.0	623	625	612 – 633	–	–	–	11	78	11	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
Private industry	18	40.0	623	625	612 – 633	–	–	–	11	78	11	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
Service-producing industries	18	40.0	623	625	612 – 633	–	–	–	11	78	11	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
Level 3	52	40.0	729	715	692 – 773	–	–	–	2	2	27	38	15	13	2	–	–	–	–	–	–	–	–	–	–	–	
Private industry	52	40.0	729	715	692 – 773	–	–	–	2	2	27	38	15	13	2	–	–	–	–	–	–	–	–	–	–	–	
Service-producing industries	52	40.0	729	715	692 – 773	–	–	–	2	2	27	38	15	13	2	–	–	–	–	–	–	–	–	–	–	–	
Level 4	37	40.0	1,027	1,000	850 – 1,154	–	–	–	–	–	–	–	5	16	11	–	14	16	16	22	–	–	–	–	–	–	
Private industry	37	40.0	1,027	1,000	850 – 1,154	–	–	–	–	–	–	–	5	16	11	–	14	16	16	22	–	–	–	–	–	–	
Service-producing industries	37	40.0	1,027	1,000	850 – 1,154	–	–	–	–	–	–	–	5	16	11	–	14	16	16	22	–	–	–	–	–	–	
Attorneys	364	40.0	1,127	1,104	916 – 1,284	–	–	–	–	–	–	2	7	5	9	7	5	13	14	13	7	7	5	3	1	1	
Private industry	29	40.0	1,422	–	–	–	–	–	–	–	–	–	–	–	–	–	3	10	17	7	7	7	14	14	14	7	
Service-producing industries	26	40.0	1,388	–	–	–	–	–	–	–	–	–	–	–	–	–	4	12	19	8	8	4	15	15	15	–	

See footnotes at end of table.

Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Honolulu, HI, August 1996 — Continued

Occupation and level	Number of workers	Average weekly hours ¹ (standard)	Weekly pay (in dollars) ²					Percent of workers receiving straight-time weekly pay (in dollars) of—																			
			Mean	Median	Middle range		400 and under 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 and over
Engineers	1,602	40.0	\$988	\$942	\$769	—	\$1,154	—	—	1	3	3	3	24	4	4	5	7	14	11	3	3	2	9	(³)	(³)	1
State and local government	535	40.0	935	923	793	—	1,057	—	—	1	1	2	8	6	9	7	10	9	9	17	13	1	2	3	—	—	—
Level 1:																											
State and local government	6	40.0	535	—	—	—	—	—	—	100	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Level 2:																											
State and local government	11	40.0	599	—	—	—	—	—	—	—	64	27	—	9	—	—	—	—	—	—	—	—	—	—	—	—	—
Level 3	292	40.0	853	857	745	—	961	—	—	—	—	3	15	6	9	12	9	8	19	18	—	—	—	—	—	—	—
Private industry	159	40.0	945	961	923	—	1,000	—	—	—	—	—	—	—	8	7	3	14	35	33	—	—	—	—	—	—	—
State and local government	133	40.0	743	733	651	—	824	—	—	—	—	8	34	14	11	17	17	—	—	—	—	—	—	—	—	—	—
Level 4	282	40.0	1,037	1,039	935	—	1,154	—	—	—	—	—	—	5	—	4	7	11	5	28	35	4	(³)	(³)	—	—	—
Private industry	187	40.0	1,112	1,138	1,039	—	1,154	—	—	—	—	—	—	—	—	—	—	2	42	51	5	1	1	—	—	—	—
State and local government	95	40.0	891	906	824	—	942	—	—	—	—	—	—	14	—	13	22	32	12	2	4	2	—	—	—	—	—
Level 5	398	40.0	1,235	1,258	1,003	—	1,514	—	—	—	—	—	—	8	1	1	5	10	18	3	7	8	4	35	(³)	—	—
State and local government	176	40.0	968	996	923	—	1,043	—	—	—	—	—	—	18	2	3	10	22	40	2	1	1	—	—	—	—	—
Level 6	120	40.0	1,326	1,173	1,128	—	1,592	—	—	—	—	—	—	—	—	4	—	—	13	52	2	—	3	2	4	3	⁴ 17
State and local government	84	40.0	1,133	1,157	1,124	—	1,187	—	—	—	—	—	—	—	—	6	—	—	18	74	2	—	—	—	—	—	—
Level 7	30	40.0	1,374	1,399	1,321	—	1,435	—	—	—	—	—	—	—	—	—	—	—	3	3	10	33	50	—	—	—	—
State and local government	30	40.0	1,374	1,399	1,321	—	1,435	—	—	—	—	—	—	—	—	—	—	—	3	3	10	33	50	—	—	—	—
Scientists	196	40.0	804	733	626	—	856	—	—	2	7	21	15	14	8	7	6	1	3	6	2	2	2	1	2	—	1
State and local government	141	40.0	695	677	602	—	733	—	—	1	9	30	20	18	10	4	5	1	2	1	—	1	—	—	—	—	—
Level 2	42	40.0	664	602	602	—	733	—	—	—	19	40	12	5	7	17	—	—	—	—	—	—	—	—	—	—	—
State and local government	29	40.0	614	602	602	—	626	—	—	—	24	59	10	3	3	—	—	—	—	—	—	—	—	—	—	—	—
Level 3	67	40.0	681	651	626	—	733	—	—	—	6	37	25	16	3	3	6	—	3	—	—	—	—	—	—	—	—
State and local government	57	40.0	650	626	602	—	677	—	—	—	7	44	30	16	4	—	—	—	—	—	—	—	—	—	—	—	—
Level 4	52	40.0	820	762	712	—	857	—	—	—	—	—	15	29	21	6	10	2	2	10	4	—	2	—	—	—	—
State and local government	44	40.0	761	733	705	—	793	—	—	—	—	—	18	34	25	7	11	2	2	—	—	—	—	—	—	—	—
Scientists, Physical/Biological	162	40.0	710	677	602	—	769	—	—	2	8	26	19	16	10	9	6	1	2	2	—	1	1	—	—	—	—
State and local government	141	40.0	695	677	602	—	733	—	—	1	9	30	20	18	10	4	5	1	2	1	—	1	—	—	—	—	—
Level 2	42	40.0	664	602	602	—	733	—	—	—	19	40	12	5	7	17	—	—	—	—	—	—	—	—	—	—	—
State and local government	29	40.0	614	602	602	—	626	—	—	—	24	59	10	3	3	—	—	—	—	—	—	—	—	—	—	—	—
Level 3	61	40.0	663	651	626	—	677	—	—	—	7	41	28	15	3	3	3	—	—	—	—	—	—	—	—	—	—
State and local government	57	40.0	650	626	602	—	677	—	—	—	7	44	30	16	4	—	—	—	—	—	—	—	—	—	—	—	—
Level 4:																											
State and local government	44	40.0	761	733	705	—	793	—	—	—	—	—	18	34	25	7	11	2	2	—	—	—	—	—	—	—	—

See footnotes at end of table.

Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Honolulu, HI, August 1996 — Continued

Occupation and level	Number of workers	Average weekly hours ¹ (standard)	Weekly pay (in dollars) ²				Percent of workers receiving straight-time weekly pay (in dollars) of—																							
			Mean	Median	Middle range		400 and under 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 and over			
ADMINISTRATIVE OCCUPATIONS																														
Budget Analysts	77	40.0	\$736	\$733	\$651	—	\$793	—	—	—	4	17	18	21	26	3	6	—	—	3	3	—	—	—	—	—	—	—	—	
State and local government	53	40.0	722	733	651	—	793	—	—	—	4	8	25	26	30	—	8	—	—	—	—	—	—	—	—	—	—	—	—	
Level 3:																														
State and local government	7	40.0	644	—	—	—	—	—	—	—	—	57	29	—	14	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Level 4:																														
State and local government	44	40.0	741	733	684	—	793	—	—	—	—	—	25	32	34	—	9	—	—	—	—	—	—	—	—	—	—	—	—	—
Buyer/Contracting Specialists	140	40.0	684	651	602	—	739	3	1	8	12	24	14	16	10	3	5	2	—	1	1	1	—	—	—	—	—	—	—	—
Private industry	103	40.0	696	664	588	—	776	4	1	8	15	18	10	17	9	4	7	3	—	1	2	2	—	—	—	—	—	—	—	—
Goods-producing industries	39	39.9	751	—	—	—	—	—	—	—	—	36	3	38	—	5	10	—	—	—	3	5	—	—	—	—	—	—	—	—
Service-producing industries	64	40.0	663	644	554	—	776	6	2	13	23	8	14	5	14	3	5	5	—	2	2	—	—	—	—	—	—	—	—	—
Level 1	26	40.0	549	—	—	—	—	15	—	31	35	12	8	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Level 2	58	40.0	672	651	623	—	739	—	2	5	14	28	12	29	—	3	5	2	—	—	—	—	—	—	—	—	—	—	—	—
Private industry	56	40.0	676	651	623	—	739	—	2	5	11	29	13	30	—	4	5	2	—	—	—	—	—	—	—	—	—	—	—	—
Service-producing industries	28	40.0	662	—	—	—	—	—	4	11	21	11	25	11	—	7	7	4	—	—	—	—	—	—	—	—	—	—	—	—
Level 3	53	40.0	735	706	640	—	793	—	—	—	—	26	19	9	26	4	8	4	—	2	2	—	—	—	—	—	—	—	—	—
Computer Programmers	252	40.0	642	619	565	—	694	4	3	12	15	27	16	7	4	6	4	2	(³)	—	—	—	—	—	—	—	—	—	—	—
Private industry	111	39.9	618	577	529	—	697	8	7	20	19	17	7	5	2	9	5	—	1	—	—	—	—	—	—	—	—	—	—	—
Service-producing industries	108	40.0	611	577	529	—	681	8	7	20	19	18	7	5	2	8	4	—	1	—	—	—	—	—	—	—	—	—	—	—
State and local government	141	40.0	662	640	616	—	677	—	—	5	13	34	23	9	6	4	3	4	—	—	—	—	—	—	—	—	—	—	—	—
Level 2	73	40.0	570	560	530	—	582	—	7	27	45	11	5	4	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Private industry	53	40.0	569	558	529	—	577	—	9	36	32	9	8	6	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Service-producing industries	53	40.0	569	558	529	—	577	—	9	36	32	9	8	6	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
State and local government	20	40.0	572	560	560	—	582	—	—	5	80	15	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Level 3	128	39.9	672	645	616	—	698	—	—	2	5	45	24	8	2	8	6	—	—	—	—	—	—	—	—	—	—	—	—	—
Private industry	42	39.8	713	697	623	—	808	—	—	5	10	33	10	5	2	21	14	—	—	—	—	—	—	—	—	—	—	—	—	—
Service-producing industries	39	40.0	701	—	—	—	—	—	—	5	10	36	10	5	3	21	10	—	—	—	—	—	—	—	—	—	—	—	—	—
State and local government	86	40.0	652	640	616	—	677	—	—	—	2	51	31	9	2	1	2	—	—	—	—	—	—	—	—	—	—	—	—	—
Level 4	31	40.0	783	—	—	—	—	—	—	—	—	3	19	13	23	19	6	13	3	—	—	—	—	—	—	—	—	—	—	—
State and local government	28	40.0	776	793	684	—	824	—	—	—	—	4	21	14	21	18	7	14	—	—	—	—	—	—	—	—	—	—	—	—
Computer Systems Analysts	576	40.0	824	793	706	—	902	—	—	—	(³)	4	11	19	18	14	9	6	6	9	2	1	1	—	—	—	—	—	—	—
Private industry	297	39.9	889	877	774	—	999	—	—	—	(³)	3	5	10	14	10	11	11	10	17	3	2	2	—	—	—	—	—	—	—
Service-producing industries	294	39.9	889	878	774	—	999	—	—	—	(³)	3	5	11	14	11	11	11	10	17	3	2	2	—	—	—	—	—	—	—
State and local government	279	40.0	756	761	702	—	824	—	—	—	—	4	17	28	22	17	7	1	2	1	—	—	—	—	—	—	—	—	—	—
Level 1	96	39.9	744	720	669	—	794	—	—	—	1	14	18	25	20	8	8	2	4	—	—	—	—	—	—	—	—	—	—	—
Private industry	86	39.9	756	730	702	—	806	—	—	—	1	9	14	28	22	9	9	2	5	—	—	—	—	—	—	—	—	—	—	—
Service-producing industries	84	39.9	756	722	693	—	819	—	—	—	1	10	14	29	20	10	10	2	5	—	—	—	—	—	—	—	—	—	—	—

See footnotes at end of table.

Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Honolulu, HI, August 1996 — Continued

Occupation and level	Number of workers	Average weekly hours ¹ (standard)	Weekly pay (in dollars) ²			Percent of workers receiving straight-time weekly pay (in dollars) of—																				
			Mean	Median	Middle range	400 and under 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 and over
Level 2	246	40.0	\$831	\$813	\$734 - \$912	-	-	-	-	3	5	20	18	13	11	12	11	8	-	-	-	-	-	-	-	-
Private industry	145	39.9	883	894	802 - 976	-	-	-	-	1	3	5	14	14	14	19	17	13	-	-	-	-	-	-	-	-
Service-producing industries	145	39.9	883	894	802 - 976	-	-	-	-	1	3	5	14	14	14	19	17	13	-	-	-	-	-	-	-	-
State and local government	101	40.0	757	734	706 - 793	-	-	-	-	6	8	41	23	12	7	1	3	-	-	-	-	-	-	-	-	-
Level 3	234	40.0	850	824	703 - 964	-	-	-	-	(³)	15	16	18	16	7	2	2	15	4	3	2	-	-	-	-	-
Private industry	66	39.9	1,075	1,056	1,038 - 1,165	-	-	-	-	-	-	-	3	3	8	5	2	48	15	9	8	-	-	-	-	-
Service-producing industries	65	39.9	1,073	1,054	1,038 - 1,154	-	-	-	-	-	-	-	3	3	8	5	2	49	15	8	8	-	-	-	-	-
State and local government	168	40.0	762	761	702 - 824	-	-	-	-	1	21	23	23	21	7	1	2	2	-	-	-	-	-	-	-	-
Computer Systems Analyst Supervisors/Managers	65	40.0	999	904	856 - 1,137	-	-	-	-	-	-	-	3	22	25	8	11	6	8	5	8	5	2	-	-	-
Level 1	27	40.0	970	-	- - -	-	-	-	-	-	-	-	4	37	4	-	26	7	11	7	-	4	-	-	-	-
Level 2	37	39.9	1,013	-	- - -	-	-	-	-	-	-	-	3	11	41	14	-	5	5	-	14	5	3	-	-	-
Personnel Specialists	665	39.9	789	733	651 - 914	(³)	2	4	5	13	17	13	10	5	5	6	5	8	2	2	1	(³)	-	2	-	-
Private industry	392	39.8	825	750	651 - 961	1	3	3	4	14	13	7	8	7	6	8	6	9	3	2	1	1	-	3	-	-
Goods-producing industries	40	39.8	889	1,019	615 - 1,089	-	2	-	2	25	-	-	2	2	2	10	-	47	5	-	-	-	-	-	-	-
Manufacturing	39	39.7	897	-	- - -	-	3	-	3	23	-	-	3	3	3	10	-	49	5	-	-	-	-	-	-	-
Service-producing industries	352	39.8	818	750	654 - 923	1	3	4	4	13	15	8	9	7	7	8	7	5	3	2	1	1	-	4	-	-
State and local government	273	40.0	736	705	651 - 793	-	1	5	7	12	21	21	12	2	4	4	3	5	1	1	(³)	-	-	-	-	-
Level 1	30	40.0	516	-	- - -	3	30	50	10	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government	12	40.0	522	-	- - -	-	17	75	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 2	192	39.9	641	625	602 - 692	1	2	6	15	31	24	9	11	2	-	-	-	-	-	-	-	-	-	-	-	-
Private industry	158	39.9	654	655	615 - 702	1	3	4	9	28	29	11	13	2	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries	144	39.9	656	660	615 - 702	1	2	5	9	24	32	12	14	1	-	-	-	-	-	-	-	-	-	-	-	-
Level 3	166	39.8	796	808	673 - 901	-	-	-	2	16	12	10	7	14	13	10	8	7	1	-	-	-	-	-	-	-
Private industry	124	39.7	849	864	771 - 923	-	-	-	-	6	5	9	10	19	17	14	10	10	1	-	-	-	-	-	-	-
Service-producing industries	110	39.7	829	827	768 - 922	-	-	-	-	6	5	10	11	22	19	13	12	2	-	-	-	-	-	-	-	-
Level 4	224	39.9	851	778	706 - 964	-	-	-	-	-	20	23	14	1	4	11	7	13	6	3	(³)	-	-	-	-	-
Private industry	71	39.8	1,048	1,079	925 - 1,114	-	-	-	-	-	-	-	-	-	6	21	14	34	15	8	1	-	-	-	-	-
Service-producing industries	59	39.8	1,045	1,060	925 - 1,114	-	-	-	-	-	-	-	-	-	5	24	17	25	17	10	2	-	-	-	-	-
Level 5	53	39.9	1,190	1,096	958 - 1,471	-	-	-	-	-	-	-	4	6	11	4	8	21	4	8	6	6	-	25	-	-

See footnotes at end of table.

Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Honolulu, HI, August 1996 — Continued

Occupation and level	Number of workers	Average weekly hours ¹ (standard)	Weekly pay (in dollars) ²			Percent of workers receiving straight-time weekly pay (in dollars) of—																				
			Mean	Median	Middle range	400 and under 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 and over
Personnel Supervisors/Managers	40	39.9	\$1,259	\$1,198	\$1,069 – \$1,442	–	–	–	–	–	–	–	–	–	–	15	2	22	10	5	13	17	7	–	5	2
Tax Collectors:																										
Level 2	17	40.0	531	514	514 – 535	–	12	65	18	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
State and local government	17	40.0	531	514	514 – 535	–	12	65	18	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Level 3	17	40.0	639	626	601 – 676	–	–	–	18	41	18	24	–	–	–	–	–	–	–	–	–	–	–	–	–	–
State and local government	17	40.0	639	626	601 – 676	–	–	–	18	41	18	24	–	–	–	–	–	–	–	–	–	–	–	–	–	–

¹ 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.

² 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.

³ Less than 0.5 percent.

⁴ Workers were distributed as follows: 6 percent at \$1,800 and under \$1,900 and 11 percent at \$1,900 and under \$2,000.

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, Honolulu, HI, August 1996

Occupation and level	Number of workers	Average weekly hours ¹ (standard)	Weekly pay (in dollars) ²					Percent of workers receiving straight-time weekly pay (in dollars) of—																						
			Mean	Median	Middle range		325 and under 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 525	525 - 550	550 - 575	575 - 600	600 - 625	625 - 650	650 - 675	675 - 700	700 - 725	725 - 750	750 - 800	800 - 850	850 - 900	900 - 950			
TECHNICAL OCCUPATIONS																														
Computer Operators	245	40.0	\$505	\$495	\$441	—	\$556	5	4	10	3	7	12	15	10	7	6	5	5	2	3	4	—	2	1	1	—	—		
Private industry	187	40.0	491	478	413	—	544	6	5	13	3	7	14	12	7	8	4	6	3	3	1	3	—	1	1	2	—	—		
Service-producing industries	180	39.9	483	473	395	—	533	7	5	13	3	8	15	12	8	8	4	6	3	2	1	3	—	—	1	—	—	—		
State and local government	58	40.0	550	514	495	—	601	—	—	—	3	3	3	22	19	3	12	2	10	2	10	5	—	3	—	—	—	—		
Level 2	99	40.0	473	460	423	—	499	12	3	3	7	13	21	16	9	3	4	—	2	1	—	—	—	—	2	—	3	—	—	
Private industry	90	39.9	473	463	420	—	499	13	3	3	6	12	21	18	9	2	4	—	2	—	—	—	—	—	2	—	3	—	—	
Service-producing industries	84	39.9	454	457	415	—	499	14	4	4	6	13	23	18	10	2	5	—	2	—	—	—	—	—	—	—	—	—	—	
State and local government	9	40.0	479	—	—	—	—	—	—	—	22	22	22	—	11	11	—	—	—	11	—	—	—	—	—	—	—	—	—	
Level 3	101	40.0	553	533	495	—	601	—	—	—	—	2	6	18	16	14	10	9	7	4	7	8	—	—	—	—	—	—	—	
Private industry	58	39.9	556	543	513	—	608	—	—	—	—	3	10	9	10	22	5	14	7	7	3	9	—	—	—	—	—	—	—	
Service-producing industries	57	39.9	555	542	513	—	598	—	—	—	—	4	11	9	11	23	5	14	7	5	4	9	—	—	—	—	—	—	—	
State and local government	43	40.0	550	514	495	—	601	—	—	—	—	—	—	30	23	2	16	2	7	—	12	7	—	—	—	—	—	—	—	
Drafters:																														
State and local government	82	40.0	597	578	514	—	704	—	—	1	5	1	5	10	6	10	9	10	2	2	9	2	7	10	11	—	—	—	—	
Level 3:																														
State and local government	16	40.0	516	495	457	—	570	—	—	—	13	6	25	13	6	13	—	6	—	—	13	6	—	—	—	—	—	—	—	—
Level 4:																														
State and local government	60	40.0	631	626	556	—	732	—	—	—	—	—	—	7	7	10	12	12	2	3	8	2	10	13	15	—	—	—	—	
Engineering Technicians, Civil	89	40.0	628	592	504	—	761	—	4	1	6	1	2	7	12	1	10	7	3	1	8	3	2	2	8	7	10	3	—	
State and local government	65	40.0	604	578	514	—	704	—	2	2	3	2	3	9	12	2	14	9	5	2	6	5	3	3	11	9	—	—	—	
Level 3:																														
State and local government	17	40.0	499	514	475	—	514	—	—	—	12	6	6	24	35	6	—	—	12	—	—	—	—	—	—	—	—	—	—	—
Level 4:																														
State and local government	19	40.0	581	556	514	—	651	—	—	—	—	—	5	11	11	—	32	11	—	5	11	5	5	—	5	—	—	—	—	—
Level 5:																														
State and local government	26	40.0	707	732	592	—	792	—	—	—	—	—	—	—	—	—	12	15	—	—	8	8	4	8	23	23	—	—	—	

See footnotes at end of table.

Table A-2. All establishments: Weekly hours and pay of technical and protective service occupations, Honolulu, HI, August 1996 — Continued

Occupation and level	Number of workers	Average weekly hours ¹ (standard)	Weekly pay (in dollars) ²			Percent of workers receiving straight-time weekly pay (in dollars) of—																					
			Mean	Median	Middle range	325 and under 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 525	525 - 550	550 - 575	575 - 600	600 - 625	625 - 650	650 - 675	675 - 700	700 - 725	725 - 750	750 - 800	800 - 850	850 - 900	900 - 950	
PROTECTIVE SERVICE OCCUPATIONS																											
Corrections Officers	533	40.0	\$555	\$580	\$534 – \$580	–	–	–	–	–	(³)	10	14	13	2	59	2	(³)	–	–	–	–	–	–	–	–	–
State and local government	533	40.0	555	580	534 – 580	–	–	–	–	–	(³)	10	14	13	2	59	2	(³)	–	–	–	–	–	–	–	–	–
Firefighters	459	53.0	604	569	569 – 616	–	–	–	–	–	–	–	–	–	61	3	13	5	3	11	(³)	4	–	–	–	–	–
State and local government	459	53.0	604	569	569 – 616	–	–	–	–	–	–	–	–	–	61	3	13	5	3	11	(³)	4	–	–	–	–	–
Police Officers:																											
Level 1	1,136	40.0	660	637	589 – 718	–	–	–	–	–	–	–	–	–	–	26	21	13	4	7	10	6	2	10	–	–	
State and local government	1,136	40.0	660	637	589 – 718	–	–	–	–	–	–	–	–	–	–	26	21	13	4	7	10	6	2	10	–	–	

¹ 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.

² 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.

³ 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, Honolulu, HI, August 1996

Occupation and level	Number of workers	Average weekly hours ¹ (standard)	Weekly pay (in dollars) ²				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	950 - 1000				
Clerks, Accounting	2,362	40.0	\$496	\$480	\$415	—	\$574	—	—	—	(³)	6	4	7	13	8	11	5	15	17	6	6	2	—	—	—	—	—			
Private industry	2,147	40.0	501	491	415	—	577	—	—	—	(³)	6	4	6	11	8	11	4	15	18	7	6	3	—	—	—	—	—			
Goods-producing industries:																															
Manufacturing	63	40.0	547	549	487	—	658	—	—	—	3	—	—	5	2	—	10	14	22	17	—	22	5	—	—	—	—	—			
Service-producing industries	1,955	40.0	501	490	415	—	577	—	—	—	(³)	5	4	7	12	8	12	4	13	20	7	6	3	—	—	—	—	—			
State and local government	215	40.0	446	423	423	—	475	—	—	—	—	3	3	16	31	9	9	10	10	5	4	—	—	—	—	—	—	—			
Level 2	449	40.0	422	415	367	—	463	—	—	—	2	20	5	11	18	5	25	6	4	—	—	3	—	—	—	—	—	—			
Private industry	449	40.0	422	415	367	—	463	—	—	—	2	20	5	11	18	5	25	6	4	—	—	3	—	—	—	—	—	—			
Service-producing industries	428	40.0	415	414	367	—	463	—	—	—	1	21	5	11	19	5	26	7	4	—	—	—	—	—	—	—	—	—			
Level 3	906	40.0	454	440	410	—	514	—	—	—	—	1	7	13	18	16	11	6	25	3	—	—	(³)	—	—	—	—	—			
Private industry	847	40.0	458	440	415	—	525	—	—	—	(³)	7	10	19	17	12	6	26	3	—	—	(³)	—	—	—	—	—	—			
Goods-producing industries	105	40.0	529	525	525	—	548	—	—	—	—	—	2	2	—	4	10	69	10	—	—	3	—	—	—	—	—	—			
Service-producing industries	742	40.0	448	439	415	—	485	—	—	—	(³)	8	11	22	19	13	5	20	2	—	—	—	—	—	—	—	—	—			
State and local government	59	40.0	392	376	376	—	391	—	—	—	—	10	12	54	8	3	—	8	3	—	—	—	—	—	—	—	—	—			
Level 4	961	40.0	578	577	525	—	627	—	—	—	—	—	—	(³)	7	2	4	3	11	39	16	13	6	—	—	—	—	—			
Private industry	805	40.0	599	577	559	—	627	—	—	—	—	—	—	—	(³)	—	2	2	10	46	18	16	7	—	—	—	—	—			
Service-producing industries	785	40.0	599	577	559	—	627	—	—	—	—	—	—	—	(³)	—	2	2	10	47	18	14	7	—	—	—	—	—			
State and local government	156	40.0	466	439	423	—	495	—	—	—	—	—	—	1	39	12	13	11	13	6	5	—	—	—	—	—	—	—			
Clerks, General	2,472	40.0	423	391	376	—	457	(³)	1	3	—	3	7	9	32	14	5	4	3	10	1	8	(³)	—	—	—	—	—			
State and local government	1,398	40.0	396	376	376	—	407	—	—	—	(³)	7	8	52	18	5	3	4	3	3	(³)	—	—	—	—	—	—	—			
Level 2	336	40.0	332	333	294	—	358	1	6	21	18	20	24	2	5	1	2	—	—	—	—	—	—	—	—	—	—	—			
Private industry	330	40.0	332	334	291	—	358	1	6	22	18	20	24	2	5	1	2	—	—	—	—	—	—	—	—	—	—	—			
Service-producing industries	327	40.0	332	335	291	—	358	1	6	21	17	20	24	2	5	1	2	—	—	—	—	—	—	—	—	—	—	—			
Level 3	410	39.7	398	390	362	—	423	—	—	—	3	18	12	25	19	7	6	5	3	2	(³)	(³)	—	—	—	—	—	—			
Private industry	253	39.5	412	404	375	—	440	—	—	—	5	8	11	19	26	9	8	5	4	3	(³)	(³)	—	—	—	—	—	—			
Service-producing industries	223	39.5	413	404	372	—	444	—	—	—	5	9	12	22	17	11	9	6	4	4	(³)	(³)	—	—	—	—	—	—			
State and local government	157	40.0	375	376	348	—	376	—	—	—	1	33	15	35	6	3	3	4	1	—	—	—	—	—	—	—	—	—			
Level 4	1,726	40.0	447	407	376	—	515	—	—	—	—	3	5	40	15	5	3	3	13	1	12	(³)	—	—	—	—	—	—			
State and local government	1,235	40.0	399	391	376	—	407	—	—	—	—	4	7	54	20	5	3	4	3	(³)	—	—	—	—	—	—	—	—			
Clerks, Order	133	40.0	419	440	370	—	463	—	—	—	5	16	11	—	1	25	44	—	—	—	—	—	—	—	—	—	—	—			
Private industry	133	40.0	419	440	370	—	463	—	—	—	5	16	11	—	1	25	44	—	—	—	—	—	—	—	—	—	—	—			
Level 1	131	40.0	419	440	370	—	463	—	—	—	5	16	11	—	—	25	44	—	—	—	—	—	—	—	—	—	—	—			
Private industry	131	40.0	419	440	370	—	463	—	—	—	5	16	11	—	—	25	44	—	—	—	—	—	—	—	—	—	—	—			

See footnotes at end of table.

Table A-3. All establishments: Weekly hours and pay of clerical occupations, Honolulu, HI, August 1996 — Continued

Occupation and level	Number of workers	Average weekly hours ¹ (standard)	Weekly pay (in dollars) ²				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	950 - 1000
Key Entry Operators	261	40.0	\$382	\$381	\$312 – \$423	—	—	10	17	5	7	19	18	4	13	6	(³)	—	1	—	—	—	—	—	—	—	—
Private industry	218	40.0	376	379	304 – 419	—	—	12	20	5	8	15	16	3	14	5	(³)	—	1	—	—	—	—	—	—	—	—
Service-producing industries	196	40.0	372	374	301 – 424	—	—	14	22	5	9	8	17	4	16	6	—	—	—	—	—	—	—	—	—	—	—
State and local government	43	40.0	409	407	376 – 439	—	—	—	—	5	5	40	26	9	7	9	—	—	—	—	—	—	—	—	—	—	—
Level 1	157	40.0	353	349	301 – 392	—	—	17	28	6	11	15	8	1	14	—	—	—	—	—	—	—	—	—	—	—	—
Private industry	157	40.0	353	349	301 – 392	—	—	17	28	6	11	15	8	1	14	—	—	—	—	—	—	—	—	—	—	—	—
Level 2	104	40.0	424	419	391 – 457	—	—	—	—	3	2	25	32	10	12	14	1	—	2	—	—	—	—	—	—	—	—
Private industry	61	40.0	435	420	400 – 457	—	—	—	—	2	—	15	36	10	15	18	2	—	3	—	—	—	—	—	—	—	—
Service-producing industries	58	40.0	427	419	400 – 457	—	—	—	—	2	—	16	38	10	16	19	—	—	—	—	—	—	—	—	—	—	—
State and local government	43	40.0	409	407	376 – 439	—	—	—	—	5	5	40	26	9	7	9	—	—	—	—	—	—	—	—	—	—	—
Personnel Assistants	406	39.9	502	475	457 – 552	—	—	—	(³)	(³)	3	5	10	6	18	17	14	12	7	4	1	1	1	—	—	—	—
Private industry	189	39.8	511	492	460 – 552	—	—	—	1	1	5	3	7	5	20	13	18	11	7	3	2	2	2	—	—	—	—
Service-producing industries	180	39.8	509	490	460 – 553	—	—	—	1	1	6	3	7	4	21	13	17	11	8	3	2	2	2	—	—	—	—
State and local government	217	40.0	494	475	439 – 535	—	—	—	—	—	(³)	6	13	7	17	21	11	12	6	5	—	1	—	—	—	—	—
Level 2	76	39.8	433	414	391 – 473	—	—	—	—	1	11	24	20	8	13	11	9	4	—	—	—	—	—	—	—	—	—
Private industry	54	39.8	445	444	402 – 487	—	—	—	—	2	13	7	19	11	19	13	11	6	—	—	—	—	—	—	—	—	—
Service-producing industries	50	39.8	440	440	402 – 477	—	—	—	—	2	14	8	20	10	20	12	10	4	—	—	—	—	—	—	—	—	—
Level 3	183	39.8	502	475	457 – 542	—	—	—	—	—	2	1	13	8	18	20	17	10	7	1	2	2	—	—	—	—	—
Private industry	104	39.7	520	493	462 – 552	—	—	—	—	—	3	2	2	3	26	17	21	10	9	1	4	3	—	—	—	—	—
Service-producing industries	99	39.7	518	492	462 – 552	—	—	—	—	—	3	2	2	3	27	17	19	10	9	1	3	3	—	—	—	—	—
State and local government	79	40.0	478	475	423 – 514	—	—	—	—	—	—	—	27	14	8	24	11	11	4	1	—	—	—	—	—	—	—
Level 4	142	40.0	542	516	457 – 601	—	—	—	—	—	—	—	1	3	21	18	13	18	11	11	—	2	2	—	—	—	—
Private industry	26	40.0	627	—	— – —	—	—	—	—	—	—	—	—	—	—	—	15	31	19	19	—	4	12	—	—	—	—
Service-producing industries	26	40.0	627	—	— – —	—	—	—	—	—	—	—	—	—	—	—	15	31	19	19	—	4	12	—	—	—	—
State and local government	116	40.0	522	495	457 – 573	—	—	—	—	—	—	—	2	3	26	22	12	16	9	9	—	2	—	—	—	—	—
Secretaries	1,678	40.0	617	615	531 – 690	—	—	—	—	(³)	(³)	(³)	1	2	4	9	13	14	18	14	10	10	1	2	1	(³)	(³)
Private industry	778	40.0	602	594	512 – 694	—	—	—	—	1	1	1	3	4	6	6	17	13	16	8	7	16	1	1	(³)	(³)	(³)
Goods-producing industries	60	40.0	597	618	540 – 668	—	—	—	—	—	—	2	—	3	2	2	30	10	27	22	2	2	—	—	—	—	—
Service-producing industries	718	40.0	603	593	509 – 703	—	—	—	—	1	1	1	3	4	7	7	15	13	16	7	8	17	1	1	(³)	(³)	(³)
State and local government	900	40.0	630	626	556 – 676	—	—	—	—	—	—	—	—	1	1	11	10	14	20	18	12	5	1	4	2	(³)	(³)
Level 2	627	40.0	547	535	475 – 626	—	—	—	—	1	(³)	1	1	4	8	21	18	12	19	15	—	—	—	—	—	—	—
Private industry	175	40.0	490	480	456 – 530	—	—	—	—	3	2	2	5	10	22	19	26	1	11	—	—	—	—	—	—	—	—
Service-producing industries	170	40.0	489	480	456 – 525	—	—	—	—	3	2	2	5	9	22	19	27	1	10	—	—	—	—	—	—	—	—
State and local government	452	40.0	569	578	495 – 626	—	—	—	—	—	—	—	—	2	3	21	15	16	22	21	—	—	—	—	—	—	—
Level 3	608	40.0	610	602	556 – 675	—	—	—	—	—	—	—	—	2	1	3	17	22	25	13	13	3	(³)	—	—	—	—
Private industry	357	40.0	592	583	540 – 636	—	—	—	—	—	—	—	—	3	2	4	22	25	25	10	2	6	1	—	—	—	—
Service-producing industries	306	40.0	590	580	538 – 624	—	—	—	—	—	—	—	—	4	3	4	20	28	25	7	2	7	1	—	—	—	—
State and local government	251	40.0	636	626	578 – 704	—	—	—	—	—	—	—	—	—	—	1	10	17	25	18	29	—	—	—	—	—	—

See footnotes at end of table.

Table A-3. All establishments: Weekly hours and pay of clerical occupations, Honolulu, HI, August 1996 — Continued

Occupation and level	Number of workers	Average weekly hours ¹ (standard)	Weekly pay (in dollars) ²				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	950 - 1000	
Level 4	354	40.0	\$726	\$741	\$676	—	\$761	—	—	—	—	—	—	(³)	—	—	(³)	1	5	9	14	22	38	4	6	1	—	
Private industry	207	39.9	720	749	682	—	759	—	—	—	—	—	—	(³)	—	—	(³)	2	4	9	14	21	47	2	(³)	(³)	—	
Service-producing industries	204	39.9	720	750	682	—	759	—	—	—	—	—	—	(³)	—	—	(³)	2	3	9	14	21	47	2	(³)	(³)	—	
State and local government	147	40.0	735	732	676	—	792	—	—	—	—	—	—	—	—	—	—	—	7	10	14	23	27	6	13	1	—	
Level 5	68	40.0	822	856	761	—	926	—	—	—	—	—	—	—	—	—	—	1	3	1	9	9	19	3	25	24	6	
Switchboard-Operator-Receptionists	325	40.0	391	399	340	—	429	—	2	3	15	14	8	10	21	10	8	3	2	4	—	—	—	—	—	—	—	
Private industry	325	40.0	391	399	340	—	429	—	2	3	15	14	8	10	21	10	8	3	2	4	—	—	—	—	—	—	—	
Goods-producing industries	42	40.0	349	310	302	—	423	—	—	—	64	2	2	—	7	21	—	—	—	2	—	—	—	—	—	—	—	
Manufacturing	28	40.0	369	—	—	—	—	—	—	—	50	4	4	—	7	32	—	—	—	4	—	—	—	—	—	—	—	
Service-producing industries	283	40.0	397	404	344	—	429	—	2	3	8	15	9	12	23	9	9	3	2	5	—	—	—	—	—	—	—	
Word Processors	47	40.0	458	438	372	—	520	—	—	—	4	6	15	6	13	9	15	—	19	—	—	13	—	—	—	—	—	
Private industry	47	40.0	458	438	372	—	520	—	—	—	4	6	15	6	13	9	15	—	19	—	—	13	—	—	—	—	—	
Service-producing industries	46	40.0	457	437	372	—	520	—	—	—	4	7	15	7	13	9	15	—	17	—	—	13	—	—	—	—	—	
Level 2	26	40.0	432	—	—	—	—	—	—	—	—	8	27	12	—	15	4	—	35	—	—	—	—	—	—	—	—	
Private industry	26	40.0	432	—	—	—	—	—	—	—	—	8	27	12	—	15	4	—	35	—	—	—	—	—	—	—	—	
Service-producing industries	25	40.0	429	—	—	—	—	—	—	—	—	8	28	12	—	16	4	—	32	—	—	—	—	—	—	—	—	

¹ 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.

² 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.

³ 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, Honolulu, HI, August 1996

Occupation and level	Number of workers	Hourly pay (in dollars) ¹			Percent of workers receiving straight-time hourly pay (in dollars) of—																							
		Mean	Median	Middle range	Under 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 10.50	10.50 - 11.00	11.00 - 11.50	11.50 - 12.00	12.00 - 12.50	12.50 - 13.00	13.00 - 13.50	13.50 - 14.00	14.00 - 14.50	14.50 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 - 21.00	21.00 - 22.00	22.00 - 23.00	23.00 - 24.00	24.00 and over	
General Maintenance Workers	594	\$13.52	\$12.94	\$11.64 – \$16.25	3	5	2	5	3	3	11	9	20	5	4	2	(²)	3	8	5	10	3	–	–	–	–	–	
Private industry	494	13.63	12.52	11.50 – 16.70	4	5	3	5	4	3	13	10	4	6	5	2	(²)	3	10	5	12	3	–	–	–	–	–	
Service-producing industries	465	13.45	12.44	11.44 – 16.25	4	6	3	6	4	3	14	11	4	6	6	3	(²)	3	5	6	13	4	–	–	–	–	–	
Level 1	289	11.36	11.65	10.14 – 12.44	7	9	5	9	6	5	19	17	6	8	7	1	–	–	(²)	–	–	–	–	–	–	–	–	
Private industry	289	11.36	11.65	10.14 – 12.44	7	9	5	9	6	5	19	17	6	8	7	1	–	–	(²)	–	–	–	–	–	–	–	–	
Service-producing industries	288	11.34	11.65	10.14 – 12.44	7	9	5	9	6	5	19	17	6	8	7	1	–	–	–	–	–	–	–	–	–	–	–	
Level 2	297	15.52	15.53	12.94 – 18.02	–	–	–	–	1	(²)	3	1	34	1	2	3	1	5	14	8	21	6	–	–	–	–	–	
Private industry	197	16.83	17.25	15.53 – 18.85	–	–	–	–	1	1	5	1	1	2	4	4	1	8	21	13	31	9	–	–	–	–	–	
Service-producing industries	169	16.88	17.87	15.53 – 18.91	–	–	–	–	1	1	5	1	1	2	4	5	1	9	9	15	36	10	–	–	–	–	–	
Maintenance Electricians	118	16.03	14.66	13.44 – 16.90	–	–	–	–	–	–	–	–	–	29	–	–	39	2	8	2	–	13	3	–	–	–	5	
Private industry	84	17.07	14.66	14.66 – 19.71	–	–	–	–	–	–	–	–	–	–	–	–	55	2	11	2	–	18	5	–	–	–	7	
Maintenance Electronics Technicians	318	19.50	21.09	17.45 – 21.09	–	–	–	–	–	8	–	–	–	–	–	–	–	(²)	7	13	2	4	13	44	3	3	3	
Private industry	301	19.69	21.09	18.15 – 21.09	–	–	–	–	–	9	–	–	–	–	–	–	–	(²)	1	14	2	4	14	47	3	3	3	
Service-producing industries	299	19.67	21.09	18.06 – 21.09	–	–	–	–	–	9	–	–	–	–	–	–	–	(²)	1	14	2	4	14	47	2	3	3	
Level 3	40	20.18	19.83	16.19 – 23.24	–	–	–	–	–	–	–	–	–	–	–	–	–	–	42	–	–	20	2	–	7	10	³ 17	
Maintenance Machinists	31	18.90	–	– – –	–	–	–	–	–	–	–	–	–	–	3	–	29	23	–	–	–	–	26	–	–	–	⁴ 19	
Maintenance Mechanics, Machinery	38	15.37	–	– – –	–	–	–	5	–	–	–	–	55	–	–	–	–	–	–	–	32	–	3	–	–	5	–	
Maintenance Mechanics, Motor Vehicle: State and local government	50	13.44	13.44	13.44 – 13.44	–	–	–	–	–	–	–	–	–	100	–	–	–	–	–	–	–	–	–	–	–	–	–	
Skilled Multi-Craft Maintenance Workers	170	18.42	17.25	16.30 – 18.96	–	–	–	–	–	–	–	–	5	–	1	6	–	–	26	19	17	–	–	–	19	–	5	
Private industry	160	18.75	17.25	16.65 – 22.81	–	–	–	–	–	–	–	–	–	–	–	7	–	–	28	21	18	–	–	–	21	–	6	
Service-producing industries	144	18.35	17.25	16.65 – 18.96	–	–	–	–	–	–	–	–	–	–	–	8	–	–	26	23	20	–	–	–	23	–	–	

¹ 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.

² Less than 0.5 percent.

³ Workers were distributed as follows: 2 percent at \$25.00 and under \$26.00; 2 percent at \$26.00 and under \$27.00; 5 percent at

\$27.00 and under \$28.00; 5 percent at \$28.00 and under \$29.00; and 2 percent at \$29.00 and under \$30.00.

⁴ Workers were distributed as follows: 16 percent at \$26.00 and under \$27.00 and 3 percent at \$29.00 and under \$30.00.

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, Honolulu, HI, August 1996

Occupation and level	Number of workers	Hourly pay (in dollars) ¹			Percent of workers receiving straight-time hourly pay (in dollars) of—																						
		Mean	Median	Middle range	5.25 and under 5.50	5.50 - 5.75	5.75 - 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 and over
Guards	2,383	\$7.96	\$7.50	\$6.75 - \$9.00	16	-	(²)	5	4	20	14	10	5	1	1	7	5	3	1	4	2	(²)	(²)	(²)	-	-	-
Private industry	2,324	7.87	7.50	6.75 - 8.50	17	-	(²)	5	4	21	15	10	5	1	1	7	5	2	1	3	2	(²)	(²)	(²)	-	-	-
Service-producing industries	2,322	7.87	7.50	6.75 - 8.50	17	-	(²)	5	4	21	15	10	5	1	1	7	5	2	1	3	2	(²)	(²)	(²)	-	-	-
Level 1	2,278	7.75	7.50	6.60 - 8.50	17	-	(²)	5	4	21	15	10	5	1	1	8	6	2	(²)	3	1	(²)	-	-	-	-	-
Private industry	2,268	7.74	7.50	6.50 - 8.50	17	-	(²)	5	4	21	15	10	5	1	1	8	5	2	(²)	3	1	(²)	-	-	-	-	-
Service-producing industries	2,266	7.74	7.50	6.50 - 8.50	17	-	(²)	5	4	21	15	10	5	1	1	8	5	2	(²)	3	1	(²)	-	-	-	-	-
Level 2	91	12.72	12.36	11.89 - 13.08	-	-	-	-	-	-	-	-	-	-	-	-	4	16	19	35	12	4	1	8	-	-	-
Janitors	5,876	7.71	7.50	5.35 - 9.69	28	7	4	5	3	3	2	2	4	2	26	3	5	4	1	(²)	(²)	(²)	(²)	-	-	-	-
Private industry	4,454	7.08	5.75	5.30 - 8.67	37	9	5	7	4	4	3	3	5	2	3	3	7	6	1	(²)	1	(²)	(²)	-	-	-	-
Service-producing industries	4,431	7.07	5.75	5.30 - 8.67	37	9	5	7	4	4	3	3	5	2	3	3	7	6	1	(²)	1	-	(²)	-	-	-	-
State and local government	1,422	9.69	9.69	9.69 - 9.69	-	-	-	-	-	-	-	-	-	(²)	99	(²)	(²)	-	-	-	-	-	-	-	-	-	-
Material Movement and Storage Workers	1,501	10.85	10.25	8.97 - 12.10	-	-	-	-	2	4	3	7	9	7	6	15	2	3	10	12	6	10	(²)	1	-	2	(²)
Private industry	1,489	10.85	10.25	8.92 - 12.11	-	-	-	-	2	4	3	7	10	7	6	15	2	3	10	12	6	10	(²)	1	-	2	(²)
Goods-producing industries	176	13.24	13.90	11.19 - 14.50	-	-	-	-	-	-	-	-	-	-	-	1	15	18	-	1	36	23	1	5	-	-	1
Service-producing industries	1,313	10.53	10.00	8.82 - 12.08	-	-	-	-	2	5	3	8	11	8	7	16	1	1	11	14	2	8	(²)	(²)	-	3	(²)
Level 2	1,327	11.08	10.70	9.25 - 12.18	-	-	-	-	2	5	2	4	9	6	4	17	3	3	11	14	7	11	(²)	1	-	2	(²)
Private industry	1,315	11.08	10.70	9.20 - 12.18	-	-	-	-	2	5	2	4	9	6	4	16	3	3	11	14	7	11	(²)	1	-	3	(²)
Goods-producing industries	175	13.23	13.90	11.19 - 14.50	-	-	-	-	-	-	-	-	-	-	-	1	15	18	-	1	36	23	-	5	-	-	1
Service-producing industries	1,140	10.75	10.00	8.92 - 12.08	-	-	-	-	2	6	2	5	10	7	4	19	1	1	13	16	2	9	(²)	(²)	-	3	(²)
Shipping/Receiving Clerks	83	10.10	11.28	8.82 - 12.10	-	-	-	-	-	23	-	-	23	2	-	-	-	23	1	14	13	-	-	-	-	-	-
Private industry	83	10.10	11.28	8.82 - 12.10	-	-	-	-	-	23	-	-	23	2	-	-	-	23	1	14	13	-	-	-	-	-	-
Service-producing industries	69	9.85	8.82	7.00 - 12.22	-	-	-	-	-	28	-	-	28	3	-	-	-	7	1	17	16	-	-	-	-	-	-
Truckdrivers	2,214	11.94	11.71	10.37 - 14.00	-	-	-	3	2	3	1	3	4	2	2	12	7	10	7	10	10	12	2	11	(²)	(²)	(²)
Private industry	2,049	11.95	11.50	10.37 - 14.00	-	-	-	3	2	3	1	3	4	2	2	13	7	10	4	7	11	13	2	12	(²)	(²)	(²)
Goods-producing industries	474	12.61	10.37	10.37 - 16.00	-	-	-	-	-	-	-	3	6	-	(²)	46	3	-	-	-	-	7	4	31	-	(²)	(²)
Manufacturing	473	12.59	10.37	10.37 - 16.00	-	-	-	-	-	-	-	3	6	-	(²)	46	3	-	-	-	-	7	4	31	-	(²)	-
Service-producing industries	1,575	11.75	11.73	10.40 - 13.85	-	-	-	4	3	4	1	3	3	3	2	3	8	13	5	10	15	15	2	6	(²)	(²)	(²)
Light Truck	133	9.01	8.74	8.00 - 9.25	-	-	-	2	-	5	12	24	32	7	5	5	-	1	-	1	2	2	1	-	-	1	1
Private industry	126	8.93	8.62	8.00 - 8.90	-	-	-	2	-	6	13	25	33	7	6	-	-	1	-	1	2	2	1	-	-	1	1
Service-producing industries	83	9.13	8.25	7.65 - 9.25	-	-	-	2	-	8	19	22	17	11	7	-	-	1	-	1	4	4	1	-	-	1	1
Heavy Truck	894	11.87	11.10	10.37 - 13.36	-	-	-	-	-	-	-	1	2	3	-	26	15	4	17	6	9	11	(²)	6	(²)	-	(²)
Private industry	817	11.88	10.95	10.37 - 13.36	-	-	-	-	-	-	-	1	2	3	-	28	16	5	9	7	10	12	7	(²)	-	(²)	-
Service-producing industries	540	12.02	11.73	10.92 - 13.36	-	-	-	-	-	-	-	1	3	4	-	3	24	7	13	11	15	16	1	(²)	1	-	-
Tractor Trailer	418	14.11	13.00	12.60 - 15.15	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	27	31	17	1	22	1	1	1
Private industry	357	14.44	14.73	13.00 - 16.75	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	14	36	20	1	26	1	1	1
Service-producing industries	262	13.60	13.00	13.00 - 14.73	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	19	49	28	-	1	2	1	1

¹ 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.

² 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, Honolulu, HI, August 1996

Occupation and level	Number of workers	Average weekly hours ¹ (standard)	Weekly pay (in dollars) ²				Percent of workers receiving straight-time weekly pay (in dollars) of—																					
			Mean	Median	Middle range		400 and under 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 and over	
PROFESSIONAL OCCUPATIONS																												
Accountants	403	40.0	\$742	\$705	\$619	—	\$801	—	(³)	4	11	20	11	15	12	5	8	3	1	2	1	2	1	(³)	—	(³)	—	(³)
Private industry	147	39.9	817	762	622	—	890	—	1	7	16	7	4	14	10	7	10	4	2	3	4	5	3	1	—	1	—	1
Service-producing industries	139	40.0	806	748	619	—	880	—	1	7	16	7	4	15	10	8	11	4	1	1	4	5	3	1	—	1	—	1
Level 2	81	40.0	618	590	560	—	683	—	1	15	48	6	6	15	5	2	—	1	—	—	—	—	—	—	—	—	—	—
Private industry	62	40.0	635	596	571	—	721	—	2	16	35	8	8	19	6	3	—	2	—	—	—	—	—	—	—	—	—	—
Service-producing industries	62	40.0	635	596	571	—	721	—	2	16	35	8	8	19	6	3	—	2	—	—	—	—	—	—	—	—	—	—
Level 3	145	40.0	702	642	616	—	762	—	—	—	3	49	10	12	3	7	10	3	2	2	—	—	—	—	—	—	—	—
Private industry	51	39.9	830	841	744	—	884	—	—	—	—	8	2	18	8	18	27	8	6	6	—	—	—	—	—	—	—	—
Service-producing industries	46	40.0	812	828	744	—	880	—	—	—	—	9	2	20	9	20	30	9	2	—	—	—	—	—	—	—	—	—
Level 4	111	40.0	792	733	677	—	824	—	—	—	—	4	23	24	23	4	9	1	—	3	5	5	—	—	—	—	—	—
Level 5	55	40.0	911	824	762	—	964	—	—	—	—	—	—	11	31	9	13	11	5	4	—	5	7	4	—	—	—	—
Attorneys	364	40.0	1,127	1,104	916	—	1,284	—	—	—	—	—	—	2	7	5	9	7	5	13	14	13	7	7	5	3	1	1
Private industry	29	40.0	1,422	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	3	10	17	7	7	7	14	14	14	7
Service-producing industries	26	40.0	1,388	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	4	12	19	8	8	4	15	15	15	—
ADMINISTRATIVE OCCUPATIONS																												
Budget Analysts	66	40.0	747	733	651	—	793	—	—	—	3	6	21	24	30	3	8	—	—	2	3	—	—	—	—	—	—	—
Level 3:																												
State and local government	7	40.0	644	—	—	—	—	—	—	—	—	57	29	—	14	—	—	—	—	—	—	—	—	—	—	—	—	—
Level 4:																												
State and local government	44	40.0	741	733	684	—	793	—	—	—	—	—	25	32	34	—	9	—	—	—	—	—	—	—	—	—	—	—
Buyer/Contracting Specialists	97	40.0	686	651	584	—	776	3	1	11	14	20	15	4	14	3	5	3	—	1	2	2	—	—	—	—	—	—
Private industry	60	40.0	708	663	568	—	820	5	2	13	20	8	10	—	15	5	8	5	—	2	3	3	—	—	—	—	—	—
Service-producing industries	54	40.0	671	625	557	—	782	6	2	15	22	9	11	—	17	4	6	6	—	2	2	—	—	—	—	—	—	—
Level 3	49	40.0	731	706	626	—	782	—	—	—	—	29	18	8	29	2	6	4	—	2	2	—	—	—	—	—	—	—
Computer Programmers	211	40.0	643	623	577	—	677	—	4	11	17	29	19	7	3	5	4	2	—	—	—	—	—	—	—	—	—	—
Private industry	80	39.9	621	593	530	—	681	—	10	20	22	20	10	5	1	5	6	—	—	—	—	—	—	—	—	—	—	—
Service-producing industries	77	40.0	612	591	530	—	649	—	10	21	23	21	10	5	1	4	4	—	—	—	—	—	—	—	—	—	—	—
Level 2	61	40.0	570	560	529	—	582	—	8	25	48	8	7	5	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Private industry	42	40.0	570	558	523	—	577	—	12	33	33	5	10	7	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Service-producing industries	42	40.0	570	558	523	—	577	—	12	33	33	5	10	7	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Level 3	116	39.9	663	640	616	—	677	—	—	2	5	48	27	7	2	3	6	—	—	—	—	—	—	—	—	—	—	—
Private industry	33	39.8	688	—	—	—	—	—	—	6	12	42	12	3	—	9	15	—	—	—	—	—	—	—	—	—	—	—
Service-producing industries	30	40.0	670	—	—	—	—	—	—	7	13	47	13	3	—	7	10	—	—	—	—	—	—	—	—	—	—	—

See footnotes at end of table.

Table A-6. Establishments employing 500 workers or more: Weekly hours and pay of professional and administrative occupations, Honolulu, HI, August 1996 — Continued

Occupation and level	Number of workers	Average weekly hours ¹ (standard)	Weekly pay (in dollars) ²				Percent of workers receiving straight-time weekly pay (in dollars) of—																				
			Mean	Median	Middle range		400 and under 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 and over
Computer Systems Analysts	468	40.0	\$822	\$793	\$720 -	\$889	-	-	-	-	3	11	19	19	15	9	6	6	7	2	1	1	-	-	-	-	-
Private industry	192	39.9	919	902	807 -	1,000	-	-	-	-	1	2	7	14	13	13	13	12	15	5	3	3	-	-	-	-	-
Service-producing industries	189	39.9	919	902	808 -	1,000	-	-	-	-	1	2	7	13	13	13	13	12	15	5	3	3	-	-	-	-	-
Level 2	205	40.0	824	813	733 -	904	-	-	-	-	3	5	21	17	14	12	11	10	6	-	-	-	-	-	-	-	-
Private industry	105	39.9	887	902	813 -	966	-	-	-	-	-	3	4	11	15	16	21	17	12	-	-	-	-	-	-	-	-
Service-producing industries	105	39.9	887	902	813 -	966	-	-	-	-	-	3	4	11	15	16	21	17	12	-	-	-	-	-	-	-	-
Level 3	204	40.0	833	791	703 -	857	-	-	-	-	(³)	17	19	19	18	5	(³)	1	9	5	3	2	-	-	-	-	-
Private industry	38	39.8	1,152	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	42	26	16	13	-	-	-	-	-
Service-producing industries	37	39.8	1,149	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	43	27	14	14	-	-	-	-	-
Computer Systems Analyst Supervisors/Managers	56	40.0	985	892	845 -	1,078	-	-	-	-	-	-	-	2	25	29	7	11	7	2	2	9	5	2	-	-	-
Level 2	35	39.9	1,013	-	-	-	-	-	-	-	-	-	-	3	11	43	11	-	6	3	-	14	6	3	-	-	-
Personnel Specialists	441	39.8	767	733	651 -	857	(³)	1	5	6	13	18	16	10	5	5	5	4	6	3	2	1	1	-	-	-	-
Private industry	169	39.6	816	775	654 -	929	1	1	4	4	14	13	9	6	10	7	7	6	7	6	2	2	2	-	-	-	-
Service-producing industries	164	39.6	815	772	654 -	927	1	1	4	4	13	13	9	5	10	7	7	6	7	5	2	2	2	-	-	-	-
Level 2	84	39.8	622	613	579 -	655	1	1	6	24	37	20	5	2	4	-	-	-	-	-	-	-	-	-	-	-	-
Private industry	50	39.7	649	654	615 -	679	2	2	2	10	32	34	8	4	6	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries	47	39.8	644	654	615 -	669	2	2	2	11	32	36	9	2	4	-	-	-	-	-	-	-	-	-	-	-	-
Level 3	99	39.7	725	712	640 -	814	-	-	-	3	24	19	17	8	14	8	6	-	-	-	-	-	-	-	-	-	-
Private industry	57	39.4	786	788	731 -	848	-	-	-	-	9	9	19	14	25	14	11	-	-	-	-	-	-	-	-	-	-
Service-producing industries	56	39.4	784	788	731 -	846	-	-	-	-	9	9	20	14	25	14	9	-	-	-	-	-	-	-	-	-	-
Level 4	195	39.9	822	762	705 -	931	-	-	-	-	-	23	26	16	1	4	8	7	8	6	2	1	-	-	-	-	-
Private industry	42	39.6	1,045	1,064	962 -	1,114	-	-	-	-	-	-	-	-	-	7	14	21	26	21	7	2	-	-	-	-	-
Service-producing industries	41	39.6	1,043	1,060	962 -	1,114	-	-	-	-	-	-	-	-	-	7	15	22	27	20	7	2	-	-	-	-	-
Level 5	40	39.9	1,052	1,028	857 -	1,212	-	-	-	-	-	-	-	5	7	15	5	10	27	5	10	7	7	-	-	-	-
Personnel Supervisors/Managers	39	39.9	1,246	-	-	-	-	-	-	-	-	-	-	-	-	-	15	3	23	10	5	13	18	8	-	3	3
Tax Collectors:																											
Level 2	17	40.0	531	514	514 -	535	-	12	65	18	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government	17	40.0	531	514	514 -	535	-	12	65	18	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 3	17	40.0	639	626	601 -	676	-	-	-	18	41	18	24	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government	17	40.0	639	626	601 -	676	-	-	-	18	41	18	24	-	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ 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.

² 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.

³ Less than 0.5 percent.

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

Table A-7. Establishments employing 500 workers or more: Weekly hours and pay of technical and protective service occupations, Honolulu, HI, August 1996

Occupation and level	Number of workers	Average weekly hours ¹ (stan- dard)	Weekly pay (in dollars) ²				Percent of workers receiving straight-time weekly pay (in dollars) of—																					
			Mean	Median	Middle range		325 and under 350	350	375	400	425	450	475	500	525	550	575	600	625	650	675	700	725	750	775	800	825	
								- 375	- 400	- 425	- 450	- 475	- 500	- 525	- 550	- 575	- 600	- 625	- 650	- 675	- 700	- 725	- 750	- 775	- 800	- 825	- 850	
TECHNICAL OCCUPATIONS																												
Computer Operators	172	39.9	\$520	\$514	\$459	—	\$579	7	3	2	4	5	11	13	11	8	8	6	7	3	5	2	—	2	1	—	2	—
Private industry	116	39.9	505	492	436	—	560	10	5	3	4	6	16	8	8	9	6	8	5	3	2	—	2	2	—	3	—	
Service-producing industries	110	39.9	491	491	425	—	556	11	5	4	5	6	16	8	8	10	6	8	5	3	2	—	—	2	—	—	—	
Level 2	67	39.9	481	463	413	—	517	18	—	3	10	10	18	4	13	4	6	—	3	1	—	—	—	3	—	—	4	—
Private industry	59	39.9	481	463	402	—	517	20	—	3	8	8	19	5	14	3	7	—	3	—	—	—	3	—	—	5	—	
Service-producing industries	54	39.9	453	462	389	—	515	22	—	4	9	9	20	6	15	4	7	—	4	—	—	—	—	—	—	—	—	
Level 3	82	39.9	552	544	495	—	601	—	—	—	—	1	6	21	12	12	10	9	5	9	4	—	—	—	—	—	—	
Private industry	40	39.9	554	550	501	—	602	—	—	—	—	2	13	10	2	22	7	17	10	10	5	—	—	—	—	—	—	
Service-producing industries	39	39.9	552	—	—	—	—	—	—	—	—	3	13	10	3	23	8	18	10	8	5	—	—	—	—	—	—	
Engineering Technicians, Civil:																												
Level 3	15	40.0	498	514	457	—	514	—	—	—	13	7	7	20	40	—	—	—	13	—	—	—	—	—	—	—	—	—
State and local government	15	40.0	498	514	457	—	514	—	—	—	13	7	7	20	40	—	—	—	13	—	—	—	—	—	—	—	—	—
Level 4	18	40.0	576	556	514	—	626	—	—	—	—	—	6	11	11	—	33	11	—	6	11	—	6	—	6	—	—	—
State and local government	18	40.0	576	556	514	—	626	—	—	—	—	—	6	11	11	—	33	11	—	6	11	—	6	—	6	—	—	—
Level 5	22	40.0	704	732	592	—	761	—	—	—	—	—	—	—	—	—	14	14	—	—	9	9	—	9	23	—	23	—
State and local government	22	40.0	704	732	592	—	761	—	—	—	—	—	—	—	—	—	14	14	—	—	9	9	—	9	23	—	23	—
PROTECTIVE SERVICE OCCUPATIONS																												
Corrections Officers	533	40.0	555	580	534	—	580	—	—	—	—	—	(³)	10	14	13	2	59	2	(³)	—	—	—	—	—	—	—	—
State and local government	533	40.0	555	580	534	—	580	—	—	—	—	—	(³)	10	14	13	2	59	2	(³)	—	—	—	—	—	—	—	—
Firefighters	459	53.0	604	569	569	—	616	—	—	—	—	—	—	—	—	—	61	3	13	5	3	11	(³)	4	—	—	—	—
State and local government	459	53.0	604	569	569	—	616	—	—	—	—	—	—	—	—	—	61	3	13	5	3	11	(³)	4	—	—	—	—
Police Officers:																												
Level 1	1,136	40.0	660	637	589	—	718	—	—	—	—	—	—	—	—	—	26	21	13	4	7	10	6	—	2	5	5	
State and local government	1,136	40.0	660	637	589	—	718	—	—	—	—	—	—	—	—	—	26	21	13	4	7	10	6	—	2	5	5	

¹ 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.

² 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.

³ 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, Honolulu, HI, August 1996

Occupation and level	Number of workers	Average weekly hours ¹ (standard)	Weekly pay (in dollars) ²				Percent of workers receiving straight-time weekly pay (in dollars) of—																					
			Mean	Median	Middle range		250 and under 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 525	525 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	
Clerks, Accounting	435	40.0	\$472	\$459	\$423	—	\$524	—	—	(³)	3	3	11	20	7	9	11	11	9	8	6	1	1	—	—	—	—	—
Private industry	223	39.9	497	508	440	—	530	—	—	(³)	4	3	8	9	4	9	11	14	17	11	7	3	1	—	—	—	—	—
Service-producing industries	214	39.9	496	509	442	—	530	—	—	(³)	4	2	7	9	4	9	11	14	17	11	7	3	—	—	—	—	—	—
Level 2	41	39.8	435	462	360	—	512	—	—	2	20	10	12	2	—	10	10	32	2	—	—	—	—	—	—	—	—	—
Private industry	41	39.8	435	462	360	—	512	—	—	2	20	10	12	2	—	10	10	32	2	—	—	—	—	—	—	—	—	—
Service-producing industries	38	39.8	439	—	—	—	—	—	—	3	21	8	8	3	—	11	11	34	3	—	—	—	—	—	—	—	—	—
Level 3	206	40.0	462	468	390	—	527	—	—	—	3	4	21	11	5	7	12	9	17	8	—	—	1	—	—	—	—	—
Private industry	148	39.9	490	500	443	—	530	—	—	—	—	1	8	12	6	10	14	11	24	11	—	—	2	—	—	—	—	—
Service-producing industries	142	39.9	485	500	442	—	530	—	—	—	—	1	8	12	6	11	13	12	25	12	—	—	—	—	—	—	—	—
Level 4	188	40.0	491	457	423	—	551	—	—	—	—	—	1	34	10	10	10	9	3	9	13	3	—	—	—	—	—	—
Private industry	34	40.0	604	—	—	—	—	—	—	—	—	—	—	6	—	—	3	3	3	21	47	18	—	—	—	—	—	—
Service-producing industries	34	40.0	604	—	—	—	—	—	—	—	—	—	—	6	—	—	3	3	3	21	47	18	—	—	—	—	—	—
Clerks, General	1,571	39.9	399	391	376	—	423	—	(³)	1	7	8	47	18	6	4	4	2	2	1	(³)	(³)	—	—	—	—	—	—
Private industry	192	39.4	420	419	369	—	464	—	4	5	9	10	14	14	13	13	5	4	5	4	1	1	—	—	—	—	—	—
Service-producing industries	191	39.4	421	419	369	—	464	—	3	5	9	10	14	14	13	13	5	4	5	4	1	1	—	—	—	—	—	—
Level 3	256	39.5	385	376	348	—	407	—	—	4	25	16	28	11	5	5	3	1	1	1	(³)	(³)	—	—	—	—	—	—
Private industry	110	38.9	401	389	356	—	425	—	—	8	13	16	20	18	7	7	3	2	2	2	1	1	—	—	—	—	—	—
Service-producing industries	110	38.9	401	389	356	—	425	—	—	8	13	16	20	18	7	7	3	2	2	2	1	1	—	—	—	—	—	—
Level 4	1,296	40.0	403	391	376	—	423	—	—	—	3	7	52	19	6	4	4	2	2	1	(³)	—	—	—	—	—	—	—
Key Entry Operators	121	40.0	386	381	316	—	430	—	7	20	3	10	18	15	8	12	5	1	—	—	2	—	—	—	—	—	—	—
Private industry	79	40.0	372	360	301	—	430	—	10	30	4	13	6	9	8	14	3	1	—	—	3	—	—	—	—	—	—	—
Service-producing industries	73	40.0	363	355	301	—	426	—	11	33	4	14	3	10	8	15	3	—	—	—	—	—	—	—	—	—	—	—
Level 2	63	40.0	428	423	391	—	457	—	—	—	3	3	27	21	14	17	10	2	—	—	3	—	—	—	—	—	—	—
Personnel Assistants	355	39.9	497	475	439	—	554	—	—	1	(³)	2	6	12	6	16	18	8	5	12	8	5	(³)	1	—	—	—	—
Private industry	140	39.7	500	492	439	—	555	—	—	1	1	5	4	9	6	16	13	9	6	13	10	4	1	1	—	—	—	—
Service-producing industries	136	39.7	499	492	439	—	555	—	—	1	1	5	4	10	6	16	13	10	6	13	10	4	—	1	—	—	—	—
Level 2	68	39.8	432	412	391	—	473	—	—	—	1	7	26	22	9	10	12	6	3	3	—	—	—	—	—	—	—	—
Private industry	46	39.7	445	440	404	—	487	—	—	—	2	9	9	22	13	15	15	7	4	4	—	—	—	—	—	—	—	—
Service-producing industries	44	39.7	444	440	403	—	490	—	—	—	2	9	9	23	11	16	14	7	5	5	—	—	—	—	—	—	—	—
Level 3	145	39.8	494	475	439	—	535	—	—	—	—	2	1	16	9	14	21	8	6	12	8	1	1	—	—	—	—	—
Private industry	67	39.6	511	493	460	—	565	—	—	—	4	3	3	4	22	16	12	6	12	13	1	1	—	—	—	—	—	—
Service-producing industries	65	39.6	507	493	460	—	564	—	—	—	—	5	3	3	5	23	17	12	5	12	14	2	—	—	—	—	—	—
Level 4	137	40.0	535	514	457	—	578	—	—	—	—	—	—	1	3	22	18	8	4	18	12	11	—	2	—	—	—	—

See footnotes at end of table.

Table A-8. Establishments employing 500 workers or more: Weekly hours and pay of clerical occupations, Honolulu, HI, August 1996 — Continued

Occupation and level	Number of workers	Average weekly hours ¹ (standard)	Weekly pay (in dollars) ²				Percent of workers receiving straight-time weekly pay (in dollars) of—																				
			Mean	Median	Middle range		250 and under 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 525	525 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000
Secretaries	1,284	40.0	\$622	\$626	\$535 -	\$683	—	—	—	(³)	(³)	(³)	(³)	2	3	9	6	6	14	19	16	12	6	1	3	1	(³)
Private industry	401	39.9	606	610	525 -	693	—	—	—	(³)	1	(³)	1	3	7	5	6	9	13	18	10	13	8	1	1	(³)	(³)
Service-producing industries	390	39.9	608	610	525 -	694	—	—	—	1	1	(³)	2	3	7	5	7	9	13	19	10	13	8	2	1	1	(³)
Level 2	548	40.0	554	556	479 -	626	—	—	—	(³)	1	(³)	1	4	7	20	9	7	13	20	18	—	—	—	—	—	—
Private industry	103	40.0	491	479	454 -	524	—	—	—	2	3	1	5	13	24	14	17	10	—	13	—	—	—	—	—	—	—
Service-producing industries	100	40.0	492	479	454 -	525	—	—	—	2	3	1	5	11	24	14	17	10	—	13	—	—	—	—	—	—	—
Level 3	401	40.0	620	619	573 -	676	—	—	—	—	—	—	(³)	1	2	6	7	22	27	14	19	(³)	(³)	—	—	—	—
Private industry	158	40.0	595	591	545 -	630	—	—	—	—	—	—	—	1	3	3	6	13	29	30	9	4	1	1	—	—	—
Service-producing industries	151	40.0	597	593	545 -	631	—	—	—	—	—	—	—	1	3	3	6	14	27	30	9	5	1	1	—	—	—
Level 4	267	39.9	718	732	669 -	761	—	—	—	—	—	(³)	—	—	(³)	—	1	6	10	16	27	24	5	7	1	—	—
Private industry	122	39.9	700	708	657 -	752	—	—	—	—	—	—	1	—	—	1	—	3	5	11	20	33	21	3	1	1	—
Service-producing industries	121	39.9	700	707	657 -	752	—	—	—	—	—	—	1	—	—	1	—	3	5	12	20	32	21	3	1	1	—
Level 5	66	40.0	822	856	760 -	926	—	—	—	—	—	—	—	—	—	—	2	3	2	9	9	18	3	24	24	6	—
Switchboard-Operator-Receptionists	41	39.9	400	397	340 -	433	5	—	12	10	10	15	20	15	—	5	—	7	2	—	—	—	—	—	—	—	—
Private industry	41	39.9	400	397	340 -	433	5	—	12	10	10	15	20	15	—	5	—	7	2	—	—	—	—	—	—	—	—
Service-producing industries	40	39.9	395	397	339 -	433	5	—	13	10	10	15	20	15	—	5	—	7	—	—	—	—	—	—	—	—	—

¹ 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.

² 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.

³ 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, Honolulu, HI, August 1996

Occupation and level	Number of workers	Hourly pay (in dollars) ¹			Percent of workers receiving straight-time hourly pay (in dollars) of—																						
		Mean	Median	Middle range	9.50 and under 10.00	10.00 - 10.50	10.50 - 11.00	11.00 - 11.50	11.50 - 12.00	12.00 - 12.50	12.50 - 13.00	13.00 - 13.50	13.50 - 14.00	14.00 - 14.50	14.50 - 15.00	15.00 - 15.50	15.50 - 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
General Maintenance Workers	291	\$15.06	\$13.45	\$12.94 - \$18.02	1	-	1	2	3	7	35	2	3	3	1	2	(²)	4	9	21	6	-	-	-	-	-	-
Private industry	191	16.18	17.25	13.45 - 18.85	1	-	2	4	4	10	1	3	5	5	1	3	1	6	14	32	9	-	-	-	-	-	-
Service-producing industries	190	16.18	17.25	13.45 - 18.85	1	-	2	4	4	11	1	3	5	5	1	3	1	5	14	32	9	-	-	-	-	-	-
Level 1	33	12.21	-	- - -	6	-	3	18	-	55	-	6	6	3	-	-	-	3	-	-	-	-	-	-	-	-	-
Private industry	33	12.21	-	- - -	6	-	3	18	-	55	-	6	6	3	-	-	-	3	-	-	-	-	-	-	-	-	-
Service-producing industries	32	12.08	-	- - -	6	-	3	19	-	56	-	6	6	3	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 2	250	15.37	13.99	12.94 - 18.85	-	-	1	(²)	3	1	41	2	3	3	1	2	(²)	2	10	24	7	-	-	-	-	-	-
Private industry	150	17.00	18.02	15.00 - 18.91	-	-	1	1	5	1	1	3	5	5	1	4	1	3	17	41	11	-	-	-	-	-	-
Service-producing industries	150	17.00	18.02	15.00 - 18.91	-	-	1	1	5	1	1	3	5	5	1	4	1	3	17	41	11	-	-	-	-	-	-
Maintenance Electricians	59	16.86	13.44	13.44 - 19.74	-	-	-	-	-	-	-	58	-	-	-	-	-	-	3	-	25	3	-	-	-	-	10
Private industry	25	21.50	-	- - -	-	-	-	-	-	-	-	-	-	-	-	-	-	8	-	60	8	-	-	-	-	-	³ 24
Maintenance Electronics Technicians	107	17.91	18.00	11.26 - 21.15	-	-	-	25	-	-	-	-	-	-	-	-	1	19	5	6	11	6	6	6	7	3	7
Private industry	90	18.23	19.72	11.26 - 22.07	-	-	-	30	-	-	-	-	-	-	-	-	1	3	6	7	13	7	7	7	9	3	8
Service-producing industries	90	18.23	19.72	11.26 - 22.07	-	-	-	30	-	-	-	-	-	-	-	-	1	3	6	7	13	7	7	7	9	3	8
Level 2	52	16.12	11.26	11.18 - 21.61	-	-	-	52	-	-	-	-	-	-	-	-	-	8	-	2	6	10	10	8	6	-	-
Private industry	52	16.12	11.26	11.18 - 21.61	-	-	-	52	-	-	-	-	-	-	-	-	-	8	-	2	6	10	10	8	6	-	-
Service-producing industries	52	16.12	11.26	11.18 - 21.61	-	-	-	52	-	-	-	-	-	-	-	-	-	8	-	2	6	10	10	8	6	-	-
Level 3	38	20.07	-	- - -	-	-	-	-	-	-	-	-	-	-	-	-	45	-	-	21	3	-	3	11	-	-	⁴ 18
Skilled Multi-Craft Maintenance Workers	111	19.61	18.82	16.65 - 22.84	-	-	-	-	-	6	-	2	-	-	-	-	-	18	10	26	-	-	-	30	-	-	8
Private industry	102	20.18	18.96	17.16 - 22.84	-	-	-	-	-	-	-	-	-	-	-	-	-	20	11	28	-	-	-	32	-	-	9
Service-producing industries	93	19.49	18.82	17.16 - 22.84	-	-	-	-	-	-	-	-	-	-	-	-	-	22	12	31	-	-	-	35	-	-	-

¹ 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.

² Less than 0.5 percent.

³ Workers were distributed as follows: 12 percent at \$26.00 and under \$27.00; 4 percent at \$27.00 and under \$28.00; and 8

percent at \$29.00 and under \$30.00.

⁴ Workers were distributed as follows: 3 percent at \$25.00 and under \$26.00; 3 percent at \$26.00 and under \$27.00; 5 percent at \$27.00 and under \$28.00; 5 percent at \$28.00 and under \$29.00; and 3 percent at \$29.00 and under \$30.00.

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-10. Establishments employing 500 workers or more: Hourly pay of material movement and custodial occupations, Honolulu, HI, August 1996

Occupation and level	Number of workers	Hourly pay (in dollars) ¹			Percent of workers receiving straight-time hourly pay (in dollars) of—																						
		Mean	Median	Middle range	5.25 and under 5.50	5.50 - 5.75	5.75 - 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 and over
Guards	368	\$11.61	\$11.42	\$10.81 – \$12.39	—	—	—	—	—	—	—	1	1	2	3	1	35	9	9	24	12	2	(²)	(²)	—	—	—
Private industry	309	11.58	11.18	10.81 – 12.39	—	—	—	—	—	—	—	2	1	2	4	(²)	39	6	6	25	12	3	(²)	(²)	—	—	—
Service-producing industries	309	11.58	11.18	10.81 – 12.39	—	—	—	—	—	—	—	2	1	2	4	(²)	39	6	6	25	12	3	(²)	(²)	—	—	—
Level 1	269	11.31	10.81	10.81 – 12.09	—	—	—	—	—	—	—	2	1	3	4	1	46	6	(²)	22	12	1	—	—	—	—	—
Private industry	259	11.36	10.81	10.81 – 12.09	—	—	—	—	—	—	—	2	2	2	4	(²)	46	7	(²)	22	12	2	—	—	—	—	—
Service-producing industries	259	11.36	10.81	10.81 – 12.09	—	—	—	—	—	—	—	2	2	2	4	(²)	46	7	(²)	22	12	2	—	—	—	—	—
Janitors	3,450	8.48	9.69	5.35 – 9.69	29	3	(²)	(²)	1	1	1	1	1	1	42	3	8	7	1	(²)	1	(²)	1	—	—	—	—
Private industry	2,035	7.64	5.50	5.25 – 10.76	49	5	(²)	1	1	1	1	1	2	1	2	5	13	12	2	1	1	(²)	1	—	—	—	—
Service-producing industries	2,027	7.62	5.50	5.25 – 10.76	49	5	(²)	1	1	1	1	1	2	1	2	5	13	12	2	1	1	—	1	—	—	—	—
Material Movement and Storage Workers	358	11.52	10.78	8.71 – 13.75	—	—	—	—	1	2	4	10	12	8	8	4	3	4	3	10	8	14	1	(²)	—	9	(²)
Private industry	346	11.55	10.80	8.70 – 14.67	—	—	—	—	1	2	4	10	12	8	8	2	3	3	3	10	8	14	1	(²)	—	10	(²)
Service-producing industries	343	11.55	10.75	8.65 – 14.67	—	—	—	—	1	2	4	10	13	8	8	2	3	3	3	10	8	15	1	(²)	—	10	(²)
Level 2	245	12.67	12.49	9.90 – 14.67	—	—	—	—	1	1	(²)	4	7	7	6	4	4	4	2	12	11	20	1	(²)	—	13	(²)
Private industry	233	12.76	12.65	9.70 – 14.67	—	—	—	—	1	1	(²)	4	7	8	6	2	3	2	3	12	12	21	1	(²)	—	14	(²)
Service-producing industries	230	12.78	13.08	9.65 – 14.67	—	—	—	—	1	1	(²)	4	7	8	6	2	3	2	3	12	12	22	1	(²)	—	14	(²)
Shipping/Receiving Clerks	28	12.33	—	— – —	—	—	—	—	—	—	—	—	—	7	—	—	7	4	43	39	—	—	—	—	—	—	—
Private industry	28	12.33	—	— – —	—	—	—	—	—	—	—	—	—	7	—	—	7	4	43	39	—	—	—	—	—	—	—
Service-producing industries	28	12.33	—	— – —	—	—	—	—	—	—	—	—	—	7	—	—	7	4	43	39	—	—	—	—	—	—	—
Truckdrivers	224	12.28	11.71	11.71 – 12.19	—	—	—	—	—	—	—	—	—	2	3	5	(²)	9	35	30	4	5	1	1	1	1	2
Private industry	59	13.66	13.64	10.22 – 15.16	—	—	—	—	—	—	—	—	—	8	12	7	2	2	—	10	15	19	3	5	5	5	7
Service-producing industries	59	13.66	13.64	10.22 – 15.16	—	—	—	—	—	—	—	—	—	8	12	7	2	2	—	10	15	19	3	5	5	5	7
Medium Truck	45	11.01	11.25	9.90 – 11.25	—	—	—	—	—	—	—	—	—	11	16	9	2	42	2	11	4	2	—	—	—	—	—
Heavy Truck	92	12.22	11.71	11.71 – 11.71	—	—	—	—	—	—	—	—	—	—	—	—	—	—	84	—	4	8	1	—	3	—	—

¹ 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.

² Less than 0.5 percent.

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

Appendix A.

Scope and Method of Survey

Scope

This survey of the Honolulu, HI 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.¹ 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 Honolulu, HI 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 Honolulu, HI Metropolitan Statistical Area. Collection for the survey was from July 1996 through October 1996 and reflects an average payroll reference month of August 1996. Data obtained for a payroll period prior to the end of August 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 13.1 percent of the sample establishments (representing 35,386 employees covered by the survey). An additional 1.9 percent of the sample establishments (representing 2,226 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	3.4
1 and under 3 percent	62.4
3 and under 5 percent	26.5
5 percent and over	7.7

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.

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

Appendix table 1. Establishments and workers within scope of survey and number studied, Honolulu, HI¹, August 1996

Industry division ²	Number of establishments		Workers in establishments		
	Within scope of survey ³	Studied	Within scope of survey ⁴		Studied
			Number	Percent	
ALL ESTABLISHMENTS					
All divisions	935	177	231,533	100	121,949
Private industry	932	174	186,178	80	76,594
Goods producing	141	22	17,270	7	4,735
Manufacturing	58	13	8,794	4	2,442
Construction ⁵	82	8	8,425	4	2,242
Service producing	791	152	168,908	73	71,859
Transportation, communication, electric, gas, and sanitary services ⁶	96	20	23,955	10	7,996
Wholesale trade ⁷	70	5	5,914	3	460
Retail trade ⁷	225	30	51,162	22	19,278
Finance, insurance, and real estate ⁷	87	8	16,522	7	6,209
Services ⁷	313	89	71,355	31	37,916
State and local government	3	3	45,355	20	45,355
ESTABLISHMENTS EMPLOYING 500 WORKERS OR MORE					
All divisions	73	47	129,518	100	101,448
Private industry	71	45	84,515	65	56,445
Goods producing	3	3	2,129	2	2,129
Service producing	68	42	82,386	64	54,316
Transportation, communication, electric, gas, and sanitary services ⁶	10	4	14,754	11	5,258
Retail trade ⁷	23	13	24,763	19	16,660
Finance, insurance, and real estate ⁷	7	4	9,174	7	5,485
Services ⁷	28	21	33,695	26	26,913

¹ The Honolulu, HI Metropolitan Statistical Area, as defined by the Office of Management and Budget through June 1994, consists of Honolulu County. The "workers within scope of survey" estimates provide a reasonably accurate description of the size and composition of the labor force included in the survey. Estimates are not intended, however, for comparison with other statistical series to measure employment trends or levels since (1) planning of wage surveys requires establishment data compiled considerably in advance of the payroll period studied, and (2) establishments employing fewer than 50 workers are excluded from the scope of the survey.

² The *Standard Industrial Classification Manual* was used in classifying establishments by industry.

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

as all locations of a government entity.

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

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

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

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

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