

Occupational Compensation Survey: Pay Only

**Milwaukee—Racine, WI
Consolidated Metropolitan Area,
August 1996**



U.S. Department of Labor
Bureau of Labor Statistics

Bulletin 3085-43

Preface

This bulletin provides results of an August 1996 survey of occupational pay in the Milwaukee—Racine, WI Consolidated Metropolitan Statistical Area, which combines the Milwaukee, WI and the Racine, WI Primary Metropolitan Statistical Areas. A bulletin providing results of the survey for only the Milwaukee, WI Primary Metropolitan Statistical Area has been published as Bulletin 3085-38. This survey was conducted as part of the U.S. Bureau of Labor Statistics Occupational Compensation Survey Program. Data from this program are for use in implementing the Federal Employees Pay Comparability Act of 1990. The survey was conducted by the Bureau's regional office in Chicago region, under the direction of Ronald H. Pritzlaff, Assistant Regional Commissioner for Operations.

The survey could not have been conducted without the cooperation of the many private firms and government jurisdictions that provided pay

data included in this bulletin. The Bureau thanks these respondents for their cooperation.

For additional information regarding this survey or similar surveys conducted in this regional area, please contact the BLS Chicago Regional Office at (312) 353-1880. You may also write to the Bureau of Labor Statistics at: 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

Milwaukee—Racine, WI Consolidated Metropolitan Area, August 1996



U.S. Department of Labor

Bureau of Labor Statistics
Katharine G. Abraham,
Commissioner

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Introduction

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

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

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

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

Pay

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

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

Appendixes

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

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

Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Milwaukee-Racine, WI, 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 - 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		
PROFESSIONAL OCCUPATIONS																												
Accountants																												
Level I	135	40.0	\$542	\$529	\$500 - \$561	-	16	53	14	7	6	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry	114	40.0	534	519	500 - 534	-	19	61	4	7	6	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries	64	40.0	551	-	- - -	-	5	69	3	9	9	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing	64	40.0	551	-	- - -	-	5	69	3	9	9	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government	21	40.0	588	569	556 - 583	-	-	14	67	5	5	5	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II	444	40.0	607	587	538 - 634	1	4	21	29	24	3	7	6	4	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry	405	40.0	599	587	533 - 621	1	5	23	31	24	2	5	6	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries	246	40.0	614	587	529 - 621	-	-	28	29	20	3	8	8	4	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing	246	40.0	614	587	529 - 621	-	-	28	29	20	3	8	8	4	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries	159	40.0	576	576	538 - 612	4	12	14	34	30	1	1	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government	39	39.9	687	679	611 - 716	-	-	8	5	28	18	21	5	15	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level III	358	39.9	811	808	712 - 889	-	-	-	4	17	12	13	35	17	3	1	-	-	-	-	-	-	-	-	-	-	-	
Private industry	306	39.9	817	810	727 - 889	-	-	-	3	17	10	13	36	17	4	1	-	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries	136	39.8	862	860	798 - 953	-	-	-	1	8	4	15	38	28	6	1	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing	136	39.8	862	860	798 - 953	-	-	-	1	8	4	15	38	28	6	1	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries	170	40.0	781	777	698 - 842	-	-	-	4	24	15	11	35	8	2	1	-	-	-	-	-	-	-	-	-	-	-	
Transportation and utilities	34	40.0	836	-	- - -	-	-	-	9	6	12	6	32	29	3	3	-	-	-	-	-	-	-	-	-	-	-	
State and local government	52	40.0	777	754	697 - 823	-	-	-	10	17	21	12	25	15	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level IV	227	40.0	1,052	1,058	945 - 1,096	-	-	-	-	-	1	-	12	17	45	12	6	4	1	1	-	-	-	-	-	-		
Private industry	217	40.0	1,055	1,058	961 - 1,096	-	-	-	-	-	1	-	12	17	47	11	6	4	1	1	-	-	-	-	-	-		
Goods-producing industries	168	40.0	1,064	1,058	970 - 1,119	-	-	-	-	-	1	-	11	14	46	14	4	5	2	2	-	-	-	-	-	-		
Manufacturing	152	40.0	1,067	1,058	932 - 1,119	-	-	-	-	-	1	-	13	16	41	16	4	6	2	2	-	-	-	-	-	-		
State and local government	10	40.0	984	-	- - -	-	-	-	-	-	-	-	30	20	20	30	-	-	-	-	-	-	-	-	-	-		
Attorneys																												
Level II:																												
State and local government	19	39.7	1,161	1,133	1,083 - 1,244	-	-	-	-	-	-	-	-	-	47	11	32	11	-	-	-	-	-	-	-	-		
Level III	78	40.0	1,339	-	- - -	-	-	-	-	-	-	-	5	5	4	12	18	17	17	6	5	10	1	-	-	-		
State and local government	68	40.0	1,327	1,325	1,195 - 1,448	-	-	-	-	-	-	-	6	6	3	12	19	18	18	3	4	12	-	-	-	-		
Level IV:																												
State and local government	8	40.0	1,645	-	- - -	-	-	-	-	-	-	-	-	-	-	-	25	13	25	-	-	25	-	-	13			
Engineers																												
Level I	320	40.0	679	692	615 - 732	-	-	4	16	16	23	23	13	4	-	-	-	-	-	-	-	-	-	-	-	-		
Private industry	299	40.0	683	692	615 - 732	-	-	5	12	16	24	25	14	4	-	-	-	-	-	-	-	-	-	-	-	-		
Goods-producing industries	291	40.0	683	692	615 - 732	-	-	5	12	16	25	25	13	4	-	-	-	-	-	-	-	-	-	-	-	-		
Manufacturing	243	40.0	687	705	637 - 735	-	-	6	14	12	17	30	16	5	-	-	-	-	-	-	-	-	-	-	-	-		
Level II	942	40.0	804	802	750 - 864	-	-	-	3	13	8	25	38	12	1	-	-	-	-	-	-	-	-	-	-	-		
Private industry	844	40.0	806	802	750 - 856	-	-	-	2	14	8	25	39	11	2	-	-	-	-	-	-	-	-	-	-	-		
Goods-producing industries	811	40.0	805	798	750 - 864	-	-	-	2	14	8	26	38	11	1	-	-	-	-	-	-	-	-	-	-	-		
Manufacturing	763	40.0	807	802	745 - 874	-	-	-	2	15	8	23	38	11	2	-	-	-	-	-	-	-	-	-	-	-		
State and local government	98	40.0	793	807	718 - 879	-	-	-	-	11	7	11	19	30	21	-	-	-	-	-	-	-	-	-	-	-		

See footnotes at end of table.

Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Milwaukee-Racine, WI, 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 - 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		
Level III	687	40.0	\$794	\$804	\$738 - \$860	-	-	-	2	3	10	11	22	39	13	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry	658	40.0	796	805	745 - 862	-	-	-	2	3	10	10	22	39	13	-	-	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries	136	40.0	796	790	731 - 856	-	-	-	-	-	11	15	24	42	8	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing	136	40.0	796	790	731 - 856	-	-	-	-	-	11	15	24	42	8	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries	522	40.0	797	808	750 - 862	-	-	-	2	3	10	9	22	39	15	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government	29	40.0	734	743	674 - 811	-	-	-	10	14	10	17	17	28	3	-	-	-	-	-	-	-	-	-	-	-	-	
Level IV:																												
State and local government	10	40.0	908	-	- - -	-	-	-	-	-	-	-	10	40	40	10	-	-	-	-	-	-	-	-	-	-	-	
Computer Systems Analysts																												
Level I	281	40.0	816	785	748 - 881	-	-	-	-	4	1	21	26	26	20	2	-	-	-	-	-	-	-	-	-	-	-	
Private industry	258	40.0	807	785	748 - 856	-	-	-	-	4	2	22	28	27	16	1	-	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries	82	40.0	852	833	785 - 950	-	-	-	-	2	5	4	26	30	29	4	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing	82	40.0	852	833	785 - 950	-	-	-	-	2	5	4	26	30	29	4	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries	176	40.0	786	770	735 - 827	-	-	-	-	5	-	30	30	26	10	-	-	-	-	-	-	-	-	-	-	-	-	
Transportation and utilities	39	40.0	845	-	- - -	-	-	-	-	-	-	26	15	23	36	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government	23	39.6	918	940	875 - 990	-	-	-	-	-	-	17	-	13	61	9	-	-	-	-	-	-	-	-	-	-	-	
Level II	1,548	40.0	940	931	865 - 1,027	-	-	-	-	(³)	2	3	6	28	32	20	9	1	-	-	-	-	-	-	-	-	-	
Private industry	1,507	40.0	941	929	865 - 1,027	-	-	-	-	-	1	2	6	29	33	19	8	1	-	-	-	-	-	-	-	-	-	
Goods-producing industries	258	39.9	928	923	865 - 990	-	-	-	-	-	1	-	8	34	33	19	5	(³)	-	-	-	-	-	-	-	-	-	
Manufacturing	258	39.9	928	923	865 - 990	-	-	-	-	-	1	-	8	34	33	19	5	(³)	-	-	-	-	-	-	-	-	-	
Service-producing industries	1,249	40.0	944	931	865 - 1,029	-	-	-	-	-	1	3	5	28	33	19	9	1	-	-	-	-	-	-	-	-	-	
State and local government	41	40.0	908	959	695 - 1,090	-	-	-	-	10	17	7	7	2	15	22	12	7	-	-	-	-	-	-	-	-	-	
Level III	538	40.0	1,092	1,096	1,002 - 1,158	-	-	-	-	-	-	(³)	(³)	8	14	30	28	12	2	5	-	-	-	-	-	-	-	
Private industry	527	40.0	1,098	1,096	1,006 - 1,164	-	-	-	-	-	-	(³)	-	6	15	31	28	13	2	5	-	-	-	-	-	-	-	
Goods-producing industries	80	40.0	1,089	1,033	973 - 1,189	-	-	-	-	-	-	-	-	9	19	32	19	10	7	4	-	-	-	-	-	-	-	
Manufacturing	80	40.0	1,089	1,033	973 - 1,189	-	-	-	-	-	-	-	-	9	19	32	19	10	7	4	-	-	-	-	-	-	-	
Service-producing industries	447	40.0	1,100	1,096	1,009 - 1,154	-	-	-	-	-	-	(³)	-	6	14	30	30	13	1	5	-	-	-	-	-	-	-	
Transportation and utilities	34	40.0	1,141	-	- - -	-	-	-	-	-	-	-	-	-	-	26	56	9	3	6	-	-	-	-	-	-	-	
Computer Systems Analyst Supervisors/Managers																												
Level I	153	40.0	1,241	1,192	1,100 - 1,337	-	-	-	-	-	-	-	-	-	-	24	28	21	5	8	14	-	-	-	-	-	-	
Private industry	150	40.0	1,242	1,192	1,100 - 1,337	-	-	-	-	-	-	-	-	-	-	24	27	21	4	9	15	-	-	-	-	-	-	
Service-producing industries	125	40.0	1,269	1,215	1,154 - 1,471	-	-	-	-	-	-	-	-	-	-	17	27	25	3	10	18	-	-	-	-	-	-	
Personnel Specialists																												
Level I:																												
State and local government	8	40.0	575	-	- - -	-	-	38	25	25	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II	297	40.0	591	550	539 - 610	3	10	27	22	16	9	6	3	5	1	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry	282	40.0	586	550	538 - 604	3	10	28	21	17	8	6	2	5	-	-	-	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries	107	40.0	634	599	550 - 735	-	-	14	44	-	13	11	6	12	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing	107	40.0	634	599	550 - 735	-	-	14	44	-	13	11	6	12	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries	175	40.0	556	544	529 - 604	5	17	37	7	27	5	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government	15	40.0	702	689	558 - 779	-	-	-	33	-	27	13	7	7	13	-	-	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

Table A-2. All establishments: Weekly hours and pay of technical and protective service occupations, Milwaukee-Racine, WI, 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 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1050			
TECHNICAL OCCUPATIONS																													
Computer Operators																													
Level II	280	39.9	\$460	\$450	\$424 - \$479	-	-	(³)	1	1	3	21	20	26	7	11	6	1	1	(³)	1	-	-	-	-	-	-	-	-
Private industry	255	39.9	454	444	420 - 471	-	-	(³)	1	1	3	24	22	29	8	9	1	(³)	1	(³)	1	-	-	-	-	-	-	-	-
Goods-producing industries	69	40.0	469	-	- - -	-	-	-	-	1	-	13	16	58	1	-	-	1	3	1	4	-	-	-	-	-	-	-	
Manufacturing	69	40.0	469	-	- - -	-	-	-	-	1	-	13	16	58	1	-	-	1	3	1	4	-	-	-	-	-	-	-	
Service-producing industries	186	39.9	448	440	412 - 474	-	-	-	1	2	1	4	27	24	18	10	12	2	-	-	-	-	-	-	-	-	-	-	
State and local government	25	39.8	529	550	525 - 555	-	-	-	-	-	8	-	4	-	-	32	52	4	-	-	-	-	-	-	-	-	-	-	
Level III	146	39.9	576	560	502 - 625	-	-	-	-	-	-	2	3	6	32	23	13	15	-	4	1	1	-	-	-	-	-	-	
Private industry	127	39.9	577	560	502 - 637	-	-	-	-	-	-	2	3	3	36	23	11	15	-	5	2	1	-	-	-	-	-	-	
Goods-producing industries	64	40.0	595	-	- - -	-	-	-	-	-	-	3	5	3	22	22	11	28	-	2	3	2	-	-	-	-	-	-	
Manufacturing	64	40.0	595	-	- - -	-	-	-	-	-	-	3	5	3	22	22	11	28	-	2	3	2	-	-	-	-	-	-	
Service-producing industries	63	39.8	558	-	- - -	-	-	-	-	-	-	-	2	3	51	24	11	2	-	8	-	-	-	-	-	-	-	-	
State and local government	19	40.0	568	587	493 - 608	-	-	-	-	-	-	5	-	26	5	21	26	16	-	-	-	-	-	-	-	-	-	-	
Drafters																													
Level I	106	40.0	381	438	312 - 438	10	10	10	10	-	-	3	52	3	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III	572	40.0	636	640	582 - 691	-	-	-	-	-	-	-	-	(³)	12	20	30	20	13	3	2	-	-	-	-	-	-	-	
Private industry	547	40.0	633	640	580 - 691	-	-	-	-	-	-	-	-	(³)	12	20	30	21	13	1	3	-	-	-	-	-	-	-	
Goods-producing industries	399	40.0	631	644	594 - 691	-	-	-	-	-	-	-	-	1	17	11	32	26	14	-	-	-	-	-	-	-	-	-	
Manufacturing	399	40.0	631	644	594 - 691	-	-	-	-	-	-	-	-	1	17	11	32	26	14	-	-	-	-	-	-	-	-	-	
State and local government	25	40.0	718	751	646 - 798	-	-	-	-	-	-	-	-	-	4	8	20	4	12	52	-	-	-	-	-	-	-	-	
Engineering Technicians																													
Level III	253	39.7	647	640	599 - 698	-	-	-	-	-	-	-	-	-	6	23	30	19	15	4	2	(³)	-	-	-	-	-	-	
Private industry	253	39.7	647	640	599 - 698	-	-	-	-	-	-	-	-	-	6	23	30	19	15	4	2	(³)	-	-	-	-	-	-	
Goods-producing industries	231	39.7	636	640	596 - 673	-	-	-	-	-	-	-	-	-	7	25	33	20	14	(³)	(³)	-	-	-	-	-	-	-	
Manufacturing	231	39.7	636	640	596 - 673	-	-	-	-	-	-	-	-	-	7	25	33	20	14	(³)	(³)	-	-	-	-	-	-	-	
Level IV	564	40.0	793	778	733 - 863	-	-	-	-	-	-	-	-	-	-	1	2	13	23	20	13	7	15	7	-	-	-		
Private industry	564	40.0	793	778	733 - 863	-	-	-	-	-	-	-	-	-	-	1	2	13	23	20	13	7	15	7	-	-	-		
Goods-producing industries	467	40.0	771	764	725 - 806	-	-	-	-	-	-	-	-	-	-	2	3	15	28	22	12	8	7	3	-	-	-		
Manufacturing	467	40.0	771	764	725 - 806	-	-	-	-	-	-	-	-	-	-	2	3	15	28	22	12	8	7	3	-	-	-		
Level V	89	40.0	875	886	742 - 961	-	-	-	-	-	-	-	-	-	-	-	-	-	27	6	4	22	3	30	7	-	-		
Private industry	89	40.0	875	886	742 - 961	-	-	-	-	-	-	-	-	-	-	-	-	-	-	27	6	4	22	3	30	7	-		
Goods-producing industries	74	40.0	865	-	- - -	-	-	-	-	-	-	-	-	-	-	-	-	-	-	32	4	-	27	4	32	-	-		
Manufacturing	74	40.0	865	-	- - -	-	-	-	-	-	-	-	-	-	-	-	-	-	-	32	4	-	27	4	32	-	-		
Engineering Technicians, Civil																													
Level I	25	40.0	403	362	362 - 476	-	-	-	-	60	8	-	-	-	28	4	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government	25	40.0	403	362	362 - 476	-	-	-	-	60	8	-	-	-	28	4	-	-	-	-	-	-	-	-	-	-	-	-	
Level II	39	40.0	521	540	436 - 571	-	-	-	-	-	21	-	5	3	-	26	28	18	-	-	-	-	-	-	-	-	-	-	
State and local government	39	40.0	521	540	436 - 571	-	-	-	-	-	21	-	5	3	-	26	28	18	-	-	-	-	-	-	-	-	-	-	
Level III	129	40.0	716	718	643 - 811	-	-	-	-	-	-	-	-	2	-	4	5	19	12	14	10	34	-	-	-	-	-		
State and local government	121	40.0	709	710	643 - 811	-	-	-	-	-	-	-	-	2	-	4	5	21	13	15	11	30	-	-	-	-	-		

See footnotes at end of table.

Table A-2. All establishments: Weekly hours and pay of technical and protective service occupations, Milwaukee-Racine, WI, 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 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1050	
Level IV	75	40.0	\$783	—	— — —	—	—	—	—	—	—	—	—	—	—	—	5	16	11	4	17	12	17	17	—	—	
State and local government	69	40.0	790	\$826	\$698 — \$880	—	—	—	—	—	—	—	—	—	—	3	17	12	4	13	13	19	19	—	—		
Level V	21	40.0	928	903	903 — 957	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	14	5	48	14	19	
State and local government	21	40.0	928	903	903 — 957	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	14	5	48	14	19	
PROTECTIVE SERVICE OCCUPATIONS																											
Corrections Officers	785	40.3	528	525	496 — 556	—	—	—	—	—	—	5	5	4	18	34	24	3	2	3	—	—	—	—	—	—	
State and local government	785	40.3	528	525	496 — 556	—	—	—	—	—	—	5	5	4	18	34	24	3	2	3	—	—	—	—	—	—	
Firefighters	1,221	51.5	739	766	722 — 796	—	—	—	—	—	—	—	—	3	2	3	8	2	5	17	49	1	10	—	—	—	
State and local government	1,221	51.5	739	766	722 — 796	—	—	—	—	—	—	—	—	3	2	3	8	2	5	17	49	1	10	—	—	—	
Police Officers																											
Level I	3,510	39.9	743	796	712 — 796	—	—	—	—	—	—	—	—	—	1	5	9	6	3	7	57	9	2	—	—	—	
State and local government	3,510	39.9	743	796	712 — 796	—	—	—	—	—	—	—	—	—	1	5	9	6	3	7	57	9	2	—	—	—	
Level II	64	40.0	797	817	817 — 817	—	—	—	—	—	—	—	—	—	—	—	—	—	—	13	2	8	78	—	—	—	
State and local government	64	40.0	797	817	817 — 817	—	—	—	—	—	—	—	—	—	—	—	—	—	—	13	2	8	78	—	—	—	

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, Milwaukee-Racine, WI, 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	200 and under 225	225 - 250	250 - 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 and over			
Clerks, Accounting																													
Level II	1,715	39.9	\$400	\$400	\$360 - \$437	-	-	(³)	2	7	14	14	12	20	10	8	6	6	1	-	-	-	-	-	-	-	-	-	-
Private industry	1,595	39.9	395	390	352 - 430	-	-	(³)	2	7	15	15	13	20	10	8	4	5	1	-	-	-	-	-	-	-	-	-	-
Goods-producing industries	577	40.0	418	420	400 - 464	-	-	-	4	2	11	3	2	34	15	12	2	13	-	-	-	-	-	-	-	-	-	-	
Manufacturing	547	40.0	418	420	400 - 464	-	-	-	4	3	12	3	2	32	16	13	2	13	-	-	-	-	-	-	-	-	-	-	
Service-producing industries	1,018	39.8	382	377	346 - 404	-	-	(³)	2	10	17	21	19	12	8	6	5	(³)	1	-	-	-	-	-	-	-	-	-	
Transportation and utilities	161	40.0	372	360	332 - 400	-	-	1	1	13	25	22	9	21	2	-	-	6	-	-	-	-	-	-	-	-	-	-	
State and local government	120	39.9	463	480	420 - 491	-	-	-	-	-	6	2	27	8	3	32	16	6	-	-	-	-	-	-	-	-	-	-	
Level III	794	39.9	446	441	387 - 500	-	-	-	-	(³)	6	14	9	15	9	13	9	18	6	2	1	-	-	-	-	-	-	-	
Private industry	620	40.0	427	419	371 - 474	-	-	-	-	(³)	7	18	11	18	10	11	10	13	1	(³)	1	-	-	-	-	-	-	-	-
Goods-producing industries	219	39.9	438	432	395 - 480	-	-	-	-	-	2	18	9	12	15	17	18	6	1	(³)	(³)	-	-	-	-	-	-	-	-
Manufacturing	184	39.8	436	431	380 - 491	-	-	-	-	-	2	21	11	15	9	11	22	7	2	1	1	-	-	-	-	-	-	-	
Service-producing industries	401	40.0	421	404	369 - 455	-	-	-	(³)	10	17	12	20	7	8	5	16	1	-	1	-	-	-	-	-	-	-	-	
State and local government	174	39.8	514	512	472 - 555	-	-	-	-	-	-	-	-	5	3	19	7	36	24	7	-	-	-	-	-	-	-	-	
Level IV	292	40.0	572	573	528 - 603	-	-	-	-	-	-	-	-	2	3	3	9	15	42	13	6	4	1	2	-	-	-	-	
Private industry	255	40.0	575	573	528 - 613	-	-	-	-	-	-	-	-	2	4	3	8	14	42	13	7	4	1	2	-	-	-	-	
Goods-producing industries	150	40.0	581	585	523 - 626	-	-	-	-	-	-	-	-	2	2	3	9	19	26	17	12	7	1	1	-	-	-	-	
Manufacturing	150	40.0	581	585	523 - 626	-	-	-	-	-	-	-	-	2	2	3	9	19	26	17	12	7	1	1	-	-	-	-	
Service-producing industries	105	40.0	566	573	573 - 573	-	-	-	-	-	-	-	-	2	7	3	6	7	65	6	-	-	2	4	-	-	-	-	
Clerks, General																													
Level I	170	39.1	296	294	281 - 311	2	16	-	39	21	12	1	6	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry	117	38.6	279	281	242 - 299	3	24	-	57	9	3	1	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries	117	38.6	279	281	242 - 299	3	24	-	57	9	3	1	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government	53	40.0	334	330	301 - 339	-	-	-	-	47	32	2	19	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II	943	40.0	358	354	313 - 388	1	1	2	11	18	10	18	23	5	5	(³)	-	5	1	-	-	-	-	-	-	-	-	-	
Private industry	759	40.0	341	340	312 - 385	2	1	3	14	23	12	19	17	6	4	-	(³)	1	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries	197	40.0	339	366	280 - 388	7	-	-	29	1	7	7	49	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing	197	40.0	339	366	280 - 388	7	-	-	29	1	7	7	49	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries	562	40.0	342	335	313 - 355	-	1	4	8	30	14	24	5	8	5	-	(³)	1	-	-	-	-	-	-	-	-	-	-	
State and local government	184	40.0	425	383	383 - 504	-	-	-	-	-	5	10	49	-	10	1	-	25	-	-	-	-	-	-	-	-	-	-	
Level III	866	40.0	424	420	368 - 482	-	-	-	1	1	12	12	12	18	8	5	23	5	(³)	2	(³)	-	-	-	-	-	-	-	
Private industry	585	39.9	406	396	359 - 439	-	-	-	1	2	16	17	16	16	9	4	12	6	-	(³)	1	-	-	-	-	-	-	-	
Goods-producing industries	194	40.0	397	402	362 - 420	-	-	-	-	3	2	21	22	39	7	6	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing	182	40.0	396	402	362 - 420	-	-	-	-	3	2	23	21	41	4	5	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries	391	39.9	410	396	348 - 482	-	-	-	2	1	24	15	12	5	10	4	18	9	-	(³)	1	-	-	-	-	-	-	-	
State and local government	281	40.0	461	484	420 - 487	-	-	-	-	-	3	2	5	22	6	7	45	2	1	4	-	-	-	-	-	-	-	-	
Level IV	313	40.0	479	476	430 - 520	-	-	-	-	-	-	5	9	10	15	12	12	19	14	1	3	-	(³)	-	-	-	-		
Private industry	292	40.0	472	473	417 - 516	-	-	-	-	-	-	5	9	11	16	13	13	21	10	-	3	-	(³)	-	-	-	-		
Service-producing industries	218	40.0	462	438	410 - 515	-	-	-	-	-	-	7	12	13	21	7	6	21	13	-	-	-	(³)	-	-	-	-	-	
Clerks, Order																													
Level I	292	40.0	375	370	360 - 377	-	-	-	-	12	1	61	3	11	11	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry	292	40.0	375	370	360 - 377	-	-	-	-	12	1	61	3	11	11	-	-	-	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries	196	40.0	364	364	360 - 374	-	-	-	-	18	2	67	5	4	5	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing	196	40.0	364	364	360 - 374	-	-	-	-	18	2	67	5	4	5	-	-	-	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

Table A-3. All establishments: Weekly hours and pay of clerical occupations, Milwaukee-Racine, WI, 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	200 and under 225	225 - 250	250 - 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 and over	
Level II	160	40.0	\$457	\$461	\$390 - \$498	-	-	-	-	9	4	12	6	6	3	25	18	9	1	-	1	4	2	-	-	-	
Private industry	160	40.0	457	461	390 - 498	-	-	-	-	9	4	12	6	6	3	25	18	9	1	-	1	4	2	-	-	-	
Goods-producing industries	151	40.0	464	461	398 - 498	-	-	-	-	9	-	13	4	7	3	26	19	9	1	-	1	4	3	-	-	-	
Manufacturing	151	40.0	464	461	398 - 498	-	-	-	-	9	-	13	4	7	3	26	19	9	1	-	1	4	3	-	-	-	
Key Entry Operators																											
Level I:																											
Private industry	302	38.4	315	289	260 - 346	-	1	30	32	10	3	7	3	1	9	1	(³)	2	2	-	-	-	-	-	-	-	
Service-producing industries	289	38.4	314	289	260 - 344	-	-	31	34	9	1	8	3	1	9	(³)	(³)	2	2	-	-	-	-	-	-	-	
Level II	303	39.7	361	357	320 - 388	-	-	-	7	31	(³)	33	10	9	3	-	4	2	(³)	-	-	-	-	-	-	-	
Private industry	292	39.7	355	356	320 - 385	-	-	-	8	32	(³)	34	10	10	3	-	2	1	-	-	-	-	-	-	-	-	
Service-producing industries	255	39.6	348	354	320 - 372	-	-	-	9	37	(³)	33	12	5	4	-	-	1	-	-	-	-	-	-	-	-	
State and local government	11	40.0	511	-	- - -	-	-	-	-	-	-	-	-	-	9	-	45	36	9	-	-	-	-	-	-	-	
Personnel Assistants (Employment)																											
Level II	67	40.0	426	-	- - -	-	-	-	3	-	6	7	24	25	10	9	4	1	3	3	3	-	-	-	-	-	
Private industry	64	40.0	425	-	- - -	-	-	-	3	-	6	8	25	25	9	9	5	-	3	3	3	-	-	-	-	-	
Level III	55	40.0	557	-	- - -	-	-	-	-	-	-	-	-	-	2	-	4	53	16	22	4	-	-	-	-	-	
State and local government	24	40.0	550	540	540 - 540	-	-	-	-	-	-	-	-	-	-	-	83	8	-	8	-	-	-	-	-	-	
Level IV:																											
State and local government	8	40.0	609	-	- - -	-	-	-	-	-	-	-	-	-	-	-	-	13	13	63	-	13	-	-	-	-	
Secretaries																											
Level I	335	39.9	449	416	390 - 511	-	-	-	-	1	4	6	19	26	3	10	5	12	7	2	5	-	-	-	-	-	
Private industry	228	40.0	428	410	390 - 417	-	-	-	-	1	6	8	25	37	3	7	-	2	-	4	7	-	-	-	-	-	
Service-producing industries	158	40.0	424	390	385 - 416	-	-	-	-	1	8	12	36	22	3	4	-	2	-	2	10	-	-	-	-	-	
State and local government	107	39.8	496	511	466 - 526	-	-	-	-	-	2	-	6	2	3	15	16	34	23	-	-	-	-	-	-	-	
Level II	1,024	39.9	476	462	422 - 529	-	-	-	-	-	1	4	9	13	14	15	11	18	8	3	2	1	(³)	(³)	-	-	
Private industry	894	39.9	469	460	417 - 502	-	-	-	-	-	1	5	10	14	15	17	12	14	5	2	2	1	(³)	(³)	-	-	
Goods-producing industries	199	40.0	524	496	462 - 555	-	-	-	-	-	-	1	1	3	16	23	8	17	15	7	4	6	2	1	-	-	
Manufacturing	199	40.0	524	496	462 - 555	-	-	-	-	-	-	1	1	3	16	23	8	17	15	7	4	6	2	1	-	-	
Service-producing industries	695	39.8	453	444	408 - 480	-	-	-	-	-	2	6	13	17	15	15	13	13	3	1	1	(³)	-	-	-	-	
Transportation and utilities	31	39.8	619	-	- - -	-	-	-	-	-	-	-	-	3	-	-	3	32	26	32	3	-	-	-	-	-	
State and local government	130	39.9	530	539	516 - 556	-	-	-	-	-	-	-	1	3	6	5	3	47	28	7	-	-	-	-	-	-	
Level III	1,080	39.9	542	534	490 - 588	-	-	-	-	-	-	-	1	4	5	7	12	27	26	10	5	2	1	1	(³)	-	
Private industry	909	39.8	533	520	479 - 567	-	-	-	-	-	-	-	-	1	5	5	8	14	27	25	7	4	2	1	1	(³)	-
Goods-producing industries	335	39.9	578	562	543 - 615	-	-	-	-	-	-	-	-	-	4	2	4	4	20	34	15	7	4	3	1	(³)	-
Manufacturing	335	39.9	578	562	543 - 615	-	-	-	-	-	-	-	-	-	4	2	4	4	20	34	15	7	4	3	1	(³)	-
Service-producing industries	574	39.8	507	503	474 - 550	-	-	-	-	-	-	-	-	1	5	7	11	19	31	20	2	1	1	-	(³)	-	
Transportation and utilities	31	39.8	548	-	- - -	-	-	-	-	-	-	-	-	-	52	-	-	-	-	-	-	23	23	-	3	-	-
State and local government	171	40.0	589	588	534 - 640	-	-	-	-	-	-	-	-	-	-	-	-	32	28	26	13	-	-	-	-	-	

See footnotes at end of table.

Table A-3. All establishments: Weekly hours and pay of clerical occupations, Milwaukee-Racine, WI, 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	200 and under 225	225 - 250	250 - 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 and over	
Level IV	226	39.9	\$695	\$693	\$635 - \$747	-	-	-	-	-	-	-	-	-	(³)	(³)	(³)	(³)	5	10	18	16	27	8	7	3	4
Private industry	196	39.9	693	692	635 - 736	-	-	-	-	-	-	-	-	-	1	1	1	1	6	9	19	15	25	10	7	3	5
Goods-producing industries	121	40.0	719	710	645 - 774	-	-	-	-	-	-	-	-	-	-	1	1	-	2	7	18	13	26	10	12	4	7
Manufacturing	121	40.0	719	710	645 - 774	-	-	-	-	-	-	-	-	-	-	1	1	-	2	7	18	13	26	10	12	4	7
Service-producing industries	75	39.8	652	-	- - -	-	-	-	-	-	-	-	-	-	1	-	-	1	12	13	21	17	23	9	-	-	1
State and local government	30	40.0	705	720	656 - 747	-	-	-	-	-	-	-	-	-	-	-	-	-	-	13	10	27	40	-	3	7	-
Switchboard Operator-Receptionists	1,146	39.9	367	360	317 - 423	-	1	6	7	24	11	9	10	9	9	4	8	2	-	(³)	(³)	-	-	-	-	-	-
Private industry	1,097	39.9	362	340	317 - 420	-	1	6	8	25	12	9	10	8	9	3	9	(³)	-	(³)	(³)	-	-	-	-	-	-
Goods-producing industries	381	40.0	360	347	317 - 421	-	-	13	3	14	21	18	5	8	6	7	4	1	-	(³)	(³)	-	-	-	-	-	-
Manufacturing	356	40.0	357	340	317 - 385	-	-	14	3	15	23	17	5	4	7	8	4	1	-	(³)	(³)	-	-	-	-	-	
Service-producing industries	716	39.8	364	340	312 - 420	-	1	2	10	31	7	4	13	8	11	1	11	(³)	-	-	-	-	-	-	-	-	-
Transportation and utilities	88	39.9	399	400	366 - 423	-	-	-	-	-	22	13	14	28	-	1	22	1	-	-	-	-	-	-	-	-	-
State and local government	49	39.9	469	474	421 - 506	-	-	-	-	4	-	6	-	20	-	33	2	35	-	-	-	-	-	-	-	-	-
Word Processors																											
Level I	82	40.0	381	370	360 - 396	-	-	-	2	2	6	46	22	16	-	1	-	4	-	-	-	-	-	-	-	-	-
Private industry	75	40.0	379	-	- - -	-	-	-	3	3	7	51	19	15	-	-	-	4	-	-	-	-	-	-	-	-	-
Service-producing industries	58	40.0	380	-	- - -	-	-	-	3	3	-	60	19	9	-	-	-	5	-	-	-	-	-	-	-	-	-
State and local government	7	40.0	406	-	- - -	-	-	-	-	-	-	-	57	29	-	14	-	-	-	-	-	-	-	-	-	-	-
Level II	124	40.0	516	531	465 - 549	-	-	-	-	-	-	-	4	2	9	11	13	46	6	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-4. All establishments: Hourly pay of maintenance and toolroom occupations, Milwaukee-Racine, WI, 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 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	20.00 - 21.00	21.00 - 22.00	22.00 - 23.00	23.00 - 24.00	24.00 - 25.00	25.00 - 26.00		
General Maintenance Workers	916	\$11.35	\$11.35	\$9.50 - \$12.88	4	1	6	12	13	10	2	2	12	14	9	6	4	3	-	-	-	1	-	-	-	-	-	-	
Private industry	822	11.09	10.42	9.48 - 12.25	5	1	7	13	14	11	1	1	13	15	7	7	(²)	4	-	-	-	1	-	-	-	-	-	-	
Goods-producing industries	307	11.69	11.54	9.50 - 12.35	(²)	-	(²)	9	18	-	-	-	24	26	5	18	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing	307	11.69	11.54	9.50 - 12.35	(²)	-	(²)	9	18	-	-	-	24	26	5	18	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries	515	10.74	10.00	9.35 - 11.80	7	2	10	16	13	18	2	1	6	8	8	-	(²)	6	-	-	-	2	-	-	-	-	-	-	
Transportation and utilities	33	14.34	-	-	-	-	-	-	18	-	-	-	-	9	45	-	-	-	-	-	-	27	-	-	-	-	-	-	
State and local government	94	13.63	13.76	11.35 - 15.90	-	-	1	2	1	2	10	12	4	2	27	-	39	-	-	-	-	-	-	-	-	-	-		
Maintenance Electricians	1,071	20.27	20.64	18.50 - 22.10	-	-	-	-	-	-	-	-	-	(²)	1	5	7	7	8	9	17	8	32	4	1	1	-		
Private industry	919	20.15	20.48	18.00 - 22.10	-	-	-	-	-	-	-	-	-	(²)	1	6	8	8	9	11	7	9	35	4	(²)	-	-		
Goods-producing industries	799	19.76	20.47	17.95 - 22.10	-	-	-	-	-	-	-	-	-	(²)	2	7	10	9	10	13	8	10	32	-	-	-	-		
Manufacturing	799	19.76	20.47	17.95 - 22.10	-	-	-	-	-	-	-	-	-	(²)	2	7	10	9	10	13	8	10	32	-	-	-	-		
State and local government	152	21.03	20.64	20.64 - 20.64	-	-	-	-	-	-	-	-	-	-	1	-	1	1	-	-	76	1	11	-	5	5	-		
Maintenance Electronics Technicians																													
Level I	76	12.26	-	-	-	-	-	-	5	-	11	43	13	5	1	-	8	8	5	-	-	-	-	-	-	-	-		
Level II	449	18.25	18.40	17.10 - 20.17	-	-	-	-	-	-	-	-	1	1	7	2	6	23	21	4	33	1	1	-	-	-	-		
Private industry	379	18.55	18.40	17.32 - 20.17	-	-	-	-	-	-	-	-	-	(²)	7	1	2	24	21	4	39	1	1	-	-	-	-		
Goods-producing industries	366	18.48	18.40	17.32 - 20.17	-	-	-	-	-	-	-	-	-	(²)	7	1	2	25	22	4	38	1	-	-	-	-	-		
State and local government	70	16.62	16.42	15.64 - 18.36	-	-	-	-	-	-	-	-	4	4	7	10	30	19	21	4	-	-	-	-	-	-	-		
Maintenance Machinists:																													
State and local government	6	20.40	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	17	67	-	17	-	-	-		
Maintenance Mechanics, Machinery	1,336	17.72	16.65	15.85 - 20.47	-	-	-	-	-	-	-	(²)	(²)	1	3	14	20	13	14	1	2	19	4	9	-	-	-		
Private industry	1,298	17.82	17.06	15.87 - 20.47	-	-	-	-	-	-	-	(²)	(²)	(²)	2	13	21	13	14	1	2	20	4	10	-	-	-		
Goods-producing industries	1,291	17.83	17.06	15.87 - 20.47	-	-	-	-	-	-	-	(²)	(²)	(²)	2	13	21	13	14	1	2	20	4	10	-	-	-		
Manufacturing	1,291	17.83	17.06	15.87 - 20.47	-	-	-	-	-	-	-	(²)	(²)	(²)	2	13	21	13	14	1	2	20	4	10	-	-	-		
State and local government	38	14.26	14.00	12.78 - 14.15	-	-	-	-	-	-	-	-	3	29	13	39	-	-	-	-	16	-	-	-	-	-	-		
Maintenance Mechanics, Motor Vehicle	629	16.54	16.64	14.96 - 17.60	-	-	-	-	-	-	-	1	3	10	5	8	10	18	25	8	7	(²)	3	1	-	-	-		
Private industry	481	16.41	16.90	14.25 - 17.58	-	-	-	-	-	-	-	1	5	12	6	9	9	10	26	6	9	(²)	5	2	-	-	-		
Goods-producing industries	52	16.65	-	-	-	-	-	-	-	-	-	8	-	13	-	-	44	8	-	-	2	10	15	-	-	-	-		
Service-producing industries	429	16.39	17.58	14.25 - 17.58	-	-	-	-	-	-	-	-	5	12	7	10	4	10	29	7	10	(²)	4	-	-	-	-		
Transportation and utilities	369	16.50	17.58	14.25 - 17.58	-	-	-	-	-	-	-	6	14	4	12	3	3	34	8	12	(²)	5	-	-	-	-	-		
State and local government	148	16.95	16.53	16.19 - 17.98	-	-	-	-	-	-	-	-	-	1	3	14	45	22	15	1	-	-	-	-	-	-	-		
Maintenance Pipefitters	269	21.03	21.65	18.97 - 22.10	-	-	-	-	-	-	-	-	-	-	-	2	6	10	8	-	-	38	17	11	8	-	-		
Private industry	233	20.66	21.65	18.18 - 22.10	-	-	-	-	-	-	-	-	-	-	-	3	7	12	9	-	-	39	19	12	-	-	-		
Goods-producing industries	232	20.67	21.65	18.18 - 22.10	-	-	-	-	-	-	-	-	-	-	-	3	7	12	9	-	-	39	19	12	-	-	-		
Manufacturing	232	20.67	21.65	18.18 - 22.10	-	-	-	-	-	-	-	-	-	-	-	3	7	12	9	-	-	39	19	12	-	-	-		
State and local government	36	23.39	24.04	21.99 - 24.04	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	31	-	8	61	-	-		
Tool and Die Makers	1,348	19.61	20.00	17.50 - 22.19	-	-	-	-	-	-	-	-	-	(²)	(²)	3	11	19	9	6	19	2	30	-	-	-	-		
Private industry	1,348	19.61	20.00	17.50 - 22.19	-	-	-	-	-	-	-	-	-	(²)	(²)	3	11	19	9	6	19	2	30	-	-	-	-		
Goods-producing industries	1,348	19.61	20.00	17.50 - 22.19	-	-	-	-	-	-	-	-	-	(²)	(²)	3	11	19	9	6	19	2	30	-	-	-	-		
Manufacturing	1,348	19.61	20.00	17.50 - 22.19	-	-	-	-	-	-	-	-	-	(²)	(²)	3	11	19	9	6	19	2	30	-	-	-	-		

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-5. All establishments: Hourly pay of material movement and custodial occupations, Milwaukee-Racine, WI, 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 5.00	5.00 - 5.50	5.50 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 10.50	10.50 - 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	
Forklift Operators	1,835	\$13.87	\$13.56	\$12.55 - \$14.67	-	-	-	-	(²)	(²)	(²)	(²)	4	4	1	3	1	3	27	23	12	2	-	2	10	9	-	
Private industry	1,835	13.87	13.56	12.55 - 14.67	-	-	-	-	(²)	(²)	(²)	(²)	4	4	1	3	1	3	27	23	12	2	-	2	10	9	-	
Goods-producing industries	1,243	13.36	13.25	12.40 - 13.98	-	-	-	-	(²)	-	(²)	-	5	4	1	4	1	5	28	30	9	-	-	-	-	13	-	
Manufacturing	1,243	13.36	13.25	12.40 - 13.98	-	-	-	-	(²)	-	(²)	-	5	4	1	4	1	5	28	30	9	-	-	-	-	13	-	
Service-producing industries	592	14.96	14.34	12.90 - 18.00	-	-	-	-	(²)	1	1	1	2	-	-	-	1	24	8	18	6	-	6	32	-	-		
Guards																												
Level I	1,465	7.30	6.90	6.25 - 7.50	1	3	12	17	19	23	7	5	4	1	1	1	2	3	1	-	(²)	-	3	-	-	-	-	
Private industry	1,428	7.21	6.75	6.15 - 7.43	1	3	12	17	19	24	7	5	4	1	1	(²)	1	2	1	-	-	-	3	-	-	-	-	
Service-producing industries	1,365	6.86	6.75	6.00 - 7.30	1	3	13	18	20	25	8	5	4	1	1	(²)	1	1	(²)	-	-	-	-	-	-	-	-	
State and local government	37	11.01	11.12	10.57 - 11.32	-	-	-	-	-	-	-	-	3	3	-	14	27	43	8	-	3	-	-	-	-	-	-	
Janitors	6,449	8.32	7.29	6.14 - 10.29	(²)	7	10	18	9	7	6	6	6	4	1	2	5	4	4	7	2	(²)	2	(²)	-	-	-	
Private industry	5,331	7.60	6.70	6.00 - 8.50	(²)	8	12	21	11	9	6	6	6	4	1	1	3	3	1	3	(²)	(²)	3	-	-	-	-	
Goods-producing industries	740	11.22	11.11	9.10 - 13.50	-	-	-	-	-	1	5	6	12	9	-	(²)	17	18	7	18	1	-	7	-	-	-	-	
Manufacturing	740	11.22	11.11	9.10 - 13.50	-	-	-	-	-	1	5	6	12	9	-	(²)	17	18	7	18	1	-	7	-	-	-	-	
Service-producing industries	4,591	7.01	6.50	6.00 - 7.75	(²)	10	14	25	13	10	6	6	5	3	1	1	1	1	(²)	-	-	(²)	2	-	-	-	-	
State and local government	1,118	11.77	12.24	10.53 - 13.23	-	-	-	-	(²)	1	3	5	5	1	3	5	11	10	15	30	11	-	-	(²)	-	-	-	
Material Handling Laborers	556	9.56	8.55	7.73 - 11.48	-	-	-	5	3	4	15	21	3	3	4	11	(²)	13	8	4	(²)	2	1	1	-	-	-	
Private industry	546	9.46	8.55	7.73 - 11.48	-	-	-	5	3	5	15	21	3	3	5	11	(²)	14	8	4	(²)	-	1	1	-	-	-	
Service-producing industries	283	9.13	8.36	7.50 - 11.10	-	-	-	10	6	9	11	20	6	5	6	1	-	5	14	7	-	-	1	-	-	-	-	
Order Fillers	652	11.19	11.20	9.50 - 12.97	-	-	-	-	(²)	1	(²)	8	9	7	10	3	8	14	29	6	-	3	2	-	-	-	-	
Private industry	652	11.19	11.20	9.50 - 12.97	-	-	-	-	(²)	1	(²)	8	9	7	10	3	8	14	29	6	-	3	2	-	-	-	-	
Shipping/Receiving Clerks	1,049	11.67	11.75	8.77 - 14.36	-	-	-	-	(²)	2	2	14	10	1	3	8	4	10	6	7	19	11	2	-	-	-	-	
Private industry	1,002	11.62	11.55	8.75 - 14.36	-	-	-	-	(²)	2	2	15	11	1	3	8	4	10	5	6	20	11	2	-	-	-	-	
Goods-producing industries	603	11.39	11.55	8.97 - 14.09	-	-	-	-	1	1	1	14	13	(²)	3	13	2	8	9	9	24	(²)	2	-	-	-	-	
Manufacturing	603	11.39	11.55	8.97 - 14.09	-	-	-	-	1	1	1	14	13	(²)	3	13	2	8	9	9	24	(²)	2	-	-	-	-	
Service-producing industries	399	11.97	11.75	8.75 - 15.75	-	-	-	-	5	3	17	8	1	3	1	8	13	-	(²)	15	27	1	-	-	-	-		
State and local government	47	12.83	12.94	12.39 - 13.68	-	-	-	-	-	-	-	4	4	-	2	4	2	34	34	-	15	-	-	-	-	-	-	
Truckdrivers																												
Light Truck:																												
State and local government	21	13.45	13.13	13.13 - 13.13	-	-	-	-	-	-	-	5	-	-	-	-	-	-	-	76	-	19	-	-	-	-	-	
Medium Truck	1,378	14.53	14.74	10.25 - 20.15	-	-	-	-	-	-	-	20	-	-	(²)	9	5	3	5	5	3	(²)	5	13	1	-	29	
Private industry	1,356	14.52	14.62	10.25 - 20.15	-	-	-	-	-	-	-	21	-	-	(²)	9	5	4	5	5	2	(²)	5	13	1	-	30	
Service-producing industries	1,092	13.93	12.05	8.48 - 20.15	-	-	-	-	-	-	-	26	-	-	-	12	7	4	6	7	1	-	-	-	1	-	37	
Heavy Truck:																												
Private industry:																												
Goods-producing industries	227	12.53	12.65	11.75 - 13.00	-	-	-	-	-	-	-	-	-	-	(²)	7	3	16	46	18	6	2	2	-	-	-	-	
Manufacturing	151	12.41	12.50	11.00 - 13.50	-	-	-	-	-	-	-	-	-	-	1	11	4	24	22	27	9	-	3	-	-	-	-	
Tractor Trailer	1,032	16.94	16.86	15.65 - 18.06	-	-	-	-	-	-	-	-	-	(²)	(²)	(²)	(²)	(²)	5	3	1	-	21	42	(²)	3	-	23
Private industry	1,032	16.94	16.86	15.65 - 18.06	-	-	-	-	-	-	-	-	-	(²)	(²)	(²)	(²)	(²)	5	3	1	-	21	42	(²)	3	-	23
Service-producing industries	900	17.17	16.86	16.10 - 19.63	-	-	-	-	-	-	-	-	-	-	-	-	-	6	4	1	-	12	49	1	3	-	25	

See footnotes at end of table.

Table A-6. Establishments employing 500 workers or more: Weekly hours and pay of professional and administrative occupations, Milwaukee-Racine, WI, 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 - 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		
PROFESSIONAL OCCUPATIONS																												
Accountants																												
Level I	90	40.0	\$556	\$533	\$502 - \$577	-	17	42	17	10	9	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry	73	40.0	548	-	- - -	-	21	48	7	11	10	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government	17	40.0	589	556	556 - 569	-	-	18	59	6	6	6	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II	193	40.0	658	637	577 - 731	-	1	13	16	28	6	12	15	8	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry	161	40.0	652	635	577 - 731	-	1	14	18	27	5	12	16	6	-	-	-	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries	73	39.9	709	-	- - -	-	-	7	5	14	10	25	27	12	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing	73	39.9	709	-	- - -	-	-	7	5	14	10	25	27	12	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries	88	40.0	605	600	557 - 636	-	1	20	28	39	1	2	7	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government	32	39.8	685	656	611 - 770	-	-	9	6	34	13	13	6	19	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level III	268	39.9	820	810	728 - 917	-	-	-	-	4	10	15	15	29	21	4	1	-	-	-	-	-	-	-	-	-	-	
Private industry	216	39.9	830	810	741 - 923	-	-	-	-	3	8	14	16	30	23	5	1	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries	109	39.8	859	838	794 - 980	-	-	-	-	1	10	5	18	26	32	7	1	-	-	-	-	-	-	-	-	-	-	
Manufacturing	109	39.8	859	838	794 - 980	-	-	-	-	1	10	5	18	26	32	7	1	-	-	-	-	-	-	-	-	-	-	
Service-producing industries	107	40.0	800	800	727 - 842	-	-	-	-	6	7	23	13	35	13	3	1	-	-	-	-	-	-	-	-	-	-	
Transportation and utilities	31	40.0	849	-	- - -	-	-	-	-	10	-	10	6	35	32	3	3	-	-	-	-	-	-	-	-	-	-	
State and local government	52	40.0	777	754	697 - 823	-	-	-	-	10	17	21	12	25	15	-	-	-	-	-	-	-	-	-	-	-	-	
Level IV	133	40.0	1,089	1,066	996 - 1,154	-	-	-	-	-	-	2	-	8	17	33	20	9	7	2	2	-	-	-	-	-		
Private industry	123	40.0	1,098	1,066	1,000 - 1,154	-	-	-	-	-	-	2	-	7	16	34	20	10	7	2	2	-	-	-	-	-		
Goods-producing industries	87	40.0	1,133	1,119	1,039 - 1,177	-	-	-	-	-	-	2	-	2	8	36	28	7	10	3	3	-	-	-	-	-		
Manufacturing	87	40.0	1,133	1,119	1,039 - 1,177	-	-	-	-	-	-	2	-	2	8	36	28	7	10	3	3	-	-	-	-	-		
State and local government	10	40.0	984	-	- - -	-	-	-	-	-	-	-	-	30	20	20	30	-	-	-	-	-	-	-	-	-		
Attorneys																												
Level II:																												
State and local government	19	39.7	1,161	1,133	1,083 - 1,244	-	-	-	-	-	-	-	-	-	47	11	32	11	-	-	-	-	-	-	-	-	-	
Level III	74	40.0	1,345	-	- - -	-	-	-	-	-	-	-	-	5	5	4	12	14	18	18	7	5	11	1	-	-		
State and local government	64	40.0	1,333	1,334	1,178 - 1,456	-	-	-	-	-	-	-	-	6	6	3	13	14	19	19	3	5	13	-	-	-		
Level IV:																												
State and local government	8	40.0	1,645	-	- - -	-	-	-	-	-	-	-	-	-	-	-	-	25	13	25	-	-	25	-	13	-		
Engineers																												
Level I	208	40.0	700	713	669 - 758	-	-	-	16	8	21	28	21	6	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry	187	40.0	708	715	692 - 760	-	-	-	11	8	22	31	22	6	-	-	-	-	-	-	-	-	-	-	-	-		
Goods-producing industries	185	40.0	707	715	692 - 758	-	-	-	11	8	22	31	21	6	-	-	-	-	-	-	-	-	-	-	-	-		
Manufacturing	185	40.0	707	715	692 - 758	-	-	-	11	8	22	31	21	6	-	-	-	-	-	-	-	-	-	-	-	-		
Level II	694	40.0	816	816	770 - 879	-	-	-	4	8	9	21	42	14	2	-	-	-	-	-	-	-	-	-	-	-		
Private industry	603	39.9	821	820	779 - 879	-	-	-	3	8	8	21	45	14	2	-	-	-	-	-	-	-	-	-	-	-		
Goods-producing industries	577	39.9	819	816	775 - 881	-	-	-	3	9	8	21	43	14	2	-	-	-	-	-	-	-	-	-	-	-		
Manufacturing	577	39.9	819	816	775 - 881	-	-	-	3	9	8	21	43	14	2	-	-	-	-	-	-	-	-	-	-	-		
State and local government	91	40.0	787	779	713 - 879	-	-	-	-	12	8	12	21	27	20	-	-	-	-	-	-	-	-	-	-	-		

See footnotes at end of table.

Table A-6. Establishments employing 500 workers or more: Weekly hours and pay of professional and administrative occupations, Milwaukee-Racine, WI, 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 - 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		
Level IV	178	40.0	\$1,114	\$1,079	\$1,000 - \$1,217	-	-	-	-	-	-	-	-	-	2	24	28	17	17	10	1	1	-	-	-	-	-	-
Private industry	150	40.0	1,109	1,079	999 - 1,200	-	-	-	-	-	-	-	-	-	3	25	27	19	19	6	1	1	-	-	-	-	-	-
Goods-producing industries	88	40.0	1,161	1,180	1,006 - 1,269	-	-	-	-	-	-	-	-	-	1	20	16	20	30	9	2	1	-	-	-	-	-	-
Manufacturing	88	40.0	1,161	1,180	1,006 - 1,269	-	-	-	-	-	-	-	-	-	1	20	16	20	30	9	2	1	-	-	-	-	-	-
Service-producing industries	62	40.0	1,035	-	- - -	-	-	-	-	-	-	-	-	-	5	31	44	16	3	2	-	-	-	-	-	-	-	-
State and local government	28	40.0	1,141	1,090	1,017 - 1,326	-	-	-	-	-	-	-	-	-	-	18	32	11	7	32	-	-	-	-	-	-	-	-
Tax Collectors																												
Level I	7	40.0	549	-	- - -	-	14	57	-	14	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government	7	40.0	549	-	- - -	-	14	57	-	14	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III	32	40.0	653	663	627 - 663	-	-	-	-	34	59	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government	32	40.0	653	663	627 - 663	-	-	-	-	34	59	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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, Milwaukee-Racine, WI, 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	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 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1050				
TECHNICAL OCCUPATIONS																														
Computer Operators																														
Level II	154	39.9	\$473	\$458	\$424 -- \$520	3	1	6	17	16	19	5	10	7	8	2	1	1	1	2	--	--	--	--	--	--	--	--		
Private industry	129	39.9	463	454	424 -- 478	3	2	5	20	19	22	6	12	3	--	2	--	1	2	1	2	--	--	--	--	--	--	--		
Service-producing industries	94	39.8	453	452	424 -- 480	4	1	7	18	18	20	7	16	4	--	3	--	--	--	--	--	--	--	--	--	--	--	--		
State and local government	25	39.8	529	550	525 -- 555	--	--	8	--	4	--	--	4	28	52	--	4	--	--	--	--	--	--	--	--	--	--	--		
Level III	102	39.9	594	586	518 -- 654	--	--	--	--	3	4	9	13	8	8	9	11	6	22	--	6	2	1	--	--	--	--	--		
Private industry	83	39.9	600	586	518 -- 657	--	--	--	--	2	5	5	14	10	7	8	7	7	23	--	7	2	1	--	--	--	--	--		
Goods-producing industries	62	40.0	597	--	--	--	--	--	--	3	5	3	15	8	10	10	5	6	29	--	2	3	2	--	--	--	--	--		
Manufacturing	62	40.0	597	--	--	--	--	--	--	3	5	3	15	8	10	10	5	6	29	--	2	3	2	--	--	--	--	--		
State and local government	19	40.0	568	587	493 -- 608	--	--	--	--	5	--	26	5	--	11	11	26	--	16	--	--	--	--	--	--	--	--	--		
Drafters																														
Level II	66	40.0	533	--	--	--	--	--	15	15	14	5	2	15	9	--	24	2	--	--	--	--	--	--	--	--	--	--	--	
Level III	139	40.0	664	657	612 -- 739	--	--	--	--	--	--	1	7	1	6	8	14	11	21	9	12	10	--	--	--	--	--	--	--	
Private industry	114	40.0	653	632	594 -- 692	--	--	--	--	--	--	2	8	1	8	8	16	10	25	8	4	12	--	--	--	--	--	--	--	
Goods-producing industries	92	40.0	621	622	575 -- 678	--	--	--	--	--	--	2	10	1	10	10	20	12	29	7	--	--	--	--	--	--	--	--	--	
Manufacturing	92	40.0	621	622	575 -- 678	--	--	--	--	--	--	2	10	1	10	10	20	12	29	7	--	--	--	--	--	--	--	--	--	
State and local government	25	40.0	718	751	646 -- 798	--	--	--	--	--	--	4	--	--	--	8	4	16	4	12	52	--	--	--	--	--	--	--	--	
Engineering Technicians																														
Level III	251	39.7	647	640	599 -- 698	--	--	--	--	--	--	2	4	8	14	6	24	19	15	4	2	(³)	--	--	--	--	--	--	--	
Private industry	251	39.7	647	640	599 -- 698	--	--	--	--	--	--	2	4	8	14	6	24	19	15	4	2	(³)	--	--	--	--	--	--	--	
Goods-producing industries	231	39.7	636	640	596 -- 673	--	--	--	--	--	--	2	5	9	16	7	26	20	14	(³)	(³)	--	--	--	--	--	--	--	--	
Manufacturing	231	39.7	636	640	596 -- 673	--	--	--	--	--	--	2	5	9	16	7	26	20	14	(³)	(³)	--	--	--	--	--	--	--	--	
Level IV	560	40.0	794	780	733 -- 872	--	--	--	--	--	--	--	--	--	--	1	1	1	13	22	20	13	7	15	7	--	--	--	--	
Private industry	560	40.0	794	780	733 -- 872	--	--	--	--	--	--	--	--	--	--	1	1	1	13	22	20	13	7	15	7	--	--	--	--	
Goods-producing industries	463	40.0	771	764	725 -- 806	--	--	--	--	--	--	--	--	--	--	2	2	1	16	27	22	13	8	7	3	--	--	--	--	
Manufacturing	463	40.0	771	764	725 -- 806	--	--	--	--	--	--	--	--	--	--	2	2	1	16	27	22	13	8	7	3	--	--	--	--	
Level V	50	40.0	837	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	48	6	--	18	6	10	12	--	--	--	--
Private industry	50	40.0	837	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	48	6	--	18	6	10	12	--	--	--	--
Engineering Technicians, Civil																														
Level I	25	40.0	403	362	362 -- 476	--	60	8	--	--	--	28	--	4	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
State and local government	25	40.0	403	362	362 -- 476	--	60	8	--	--	--	28	--	4	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Level II	39	40.0	521	540	436 -- 571	--	--	21	--	5	3	--	13	13	28	--	--	18	--	--	--	--	--	--	--	--	--	--	--	--
State and local government	39	40.0	521	540	436 -- 571	--	--	21	--	5	3	--	13	13	28	--	--	18	--	--	--	--	--	--	--	--	--	--	--	--
Level III	83	40.0	689	701	622 -- 774	--	--	--	--	--	2	--	4	2	2	5	10	11	12	22	16	14	--	--	--	--	--	--	--	--
State and local government	83	40.0	689	701	622 -- 774	--	--	--	--	--	2	--	4	2	2	5	10	11	12	22	16	14	--	--	--	--	--	--	--	--
Level IV	41	40.0	815	842	751 -- 922	--	--	--	--	--	--	--	--	--	--	5	--	--	10	7	22	22	2	32	--	--	--	--	--	--
State and local government	41	40.0	815	842	751 -- 922	--	--	--	--	--	--	--	--	--	--	5	--	--	10	7	22	22	2	32	--	--	--	--	--	--
Level V	21	40.0	928	903	903 -- 957	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	14	5	48	14	19	--	--	--	--
State and local government	21	40.0	928	903	903 -- 957	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	14	5	48	14	19	--	--	--	--

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, Milwaukee-Racine, WI, 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	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 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1050		
PROTECTIVE SERVICE OCCUPATIONS																												
Corrections Officers	785	40.3	\$528	\$525	\$496 - \$556	-	-	-	5	5	4	18	12	22	16	8	2	1	2	3	-	-	-	-	-	-	-	-
State and local government	785	40.3	528	525	496 - 556	-	-	-	5	5	4	18	12	22	16	8	2	1	2	3	-	-	-	-	-	-	-	
Firefighters	815	50.8	747	796	722 - 796	-	-	-	-	-	5	2	-	5	-	7	1	1	1	7	55	1	15	-	-	-	-	
State and local government	815	50.8	747	796	722 - 796	-	-	-	-	-	5	2	-	5	-	7	1	1	1	7	55	1	15	-	-	-	-	
Police Officers																												
Level I	2,557	40.1	734	795	657 - 796	-	-	-	-	-	-	2	2	4	1	7	1	7	3	8	51	10	3	-	-	-	-	
State and local government	2,557	40.1	734	795	657 - 796	-	-	-	-	-	-	2	2	4	1	7	1	7	3	8	51	10	3	-	-	-	-	
Level II	64	40.0	797	817	817 - 817	-	-	-	-	-	-	-	-	-	-	-	-	-	13	2	8	78	-	-	-	-		
State and local government	64	40.0	797	817	817 - 817	-	-	-	-	-	-	-	-	-	-	-	-	-	13	2	8	78	-	-	-	-		

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, Milwaukee-Racine, WI, 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 - 525	525 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 and over					
Clerks, Accounting																															
Level II	358	39.9	\$423	\$422	\$362 - \$484	-	-	5	7	7	11	8	13	10	8	16	8	3	4	-	-	-	-	-	-	-	-	-			
Private industry	241	40.0	402	392	347 - 457	-	-	7	11	10	15	10	6	11	10	7	7	1	4	-	-	-	-	-	-	-	-	-			
Goods-producing industries	100	40.0	434	446	378 - 485	-	-	4	6	1	13	4	5	18	18	12	16	3	-	-	-	-	-	-	-	-	-	-			
Manufacturing	100	40.0	434	446	378 - 485	-	-	4	6	1	13	4	5	18	18	12	16	3	-	-	-	-	-	-	-	-	-	-			
Service-producing industries	141	39.9	380	370	336 - 410	-	-	9	14	16	16	15	7	6	5	4	1	-	6	-	-	-	-	-	-	-	-	-			
State and local government	117	39.9	465	480	420 - 491	-	-	-	-	-	3	2	28	9	3	32	10	6	6	-	-	-	-	-	-	-	-	-			
Level III	401	39.8	475	480	417 - 520	-	-	-	(³)	2	7	5	13	8	12	15	13	7	12	3	2	-	-	-	-	-	-	-			
Private industry	227	39.9	445	430	393 - 493	-	-	-	(³)	3	13	10	19	11	7	21	5	3	3	(³)	3	-	-	-	-	-	-	-	-		
Goods-producing industries	105	39.7	467	480	436 - 493	-	-	-	-	4	7	4	7	11	12	38	8	5	3	1	1	-	-	-	-	-	-	-	-		
Manufacturing	105	39.7	467	480	436 - 493	-	-	-	-	4	7	4	7	11	12	38	8	5	3	1	1	-	-	-	-	-	-	-	-		
Service-producing industries	122	40.0	426	404	387 - 430	-	-	-	1	2	19	15	30	11	3	6	3	2	2	-	5	-	-	-	-	-	-	-	-		
State and local government	174	39.8	514	512	472 - 555	-	-	-	-	-	-	-	5	3	19	7	24	11	24	7	-	-	-	-	-	-	-	-	-		
Level IV	230	40.0	572	567	506 - 624	-	-	-	-	-	-	-	2	4	4	11	7	12	27	16	8	5	1	2	-	-	-	-	-		
Private industry	193	40.0	575	568	502 - 624	-	-	-	-	-	-	-	3	5	4	10	8	11	23	17	9	6	2	3	-	-	-	-	-	-	
Goods-producing industries	150	40.0	581	585	523 - 626	-	-	-	-	-	-	-	2	2	3	9	9	11	26	17	12	7	1	1	-	-	-	-	-	-	
Manufacturing	150	40.0	581	585	523 - 626	-	-	-	-	-	-	-	2	2	3	9	9	11	26	17	12	7	1	1	-	-	-	-	-	-	
Clerks, General																															
Level I	102	40.0	321	307	299 - 339	-	-	30	35	21	2	11	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government	53	40.0	334	330	301 - 339	-	-	-	47	32	2	19	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II	403	40.0	389	383	332 - 428	1	3	2	12	13	11	24	8	12	(³)	-	1	11	1	-	-	-	-	-	-	-	-	-	-	-	-
Private industry	219	40.0	358	338	318 - 410	2	6	4	21	19	11	4	15	13	-	-	(³)	-	3	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries	219	40.0	358	338	318 - 410	2	6	4	21	19	11	4	15	13	-	-	(³)	-	3	-	-	-	-	-	-	-	-	-	-	-	-
State and local government	184	40.0	425	383	383 - 504	-	-	-	-	5	10	49	-	10	1	-	2	23	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III	559	40.0	435	439	393 - 482	-	-	1	1	9	9	8	18	9	7	35	(³)	-	(³)	2	1	-	-	-	-	-	-	-	-	-	-
Private industry	301	40.0	413	409	354 - 473	-	-	1	3	16	15	9	12	11	7	23	1	-	(³)	1	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries	255	40.0	413	414	354 - 482	-	-	2	1	19	18	7	8	10	5	27	1	-	(³)	1	-	-	-	-	-	-	-	-	-	-	-
State and local government	258	40.0	462	484	420 - 487	-	-	-	-	1	2	5	24	7	7	48	-	(³)	5	-	-	-	-	-	-	-	-	-	-	-	-
Level IV	217	40.0	470	459	411 - 502	-	-	-	-	-	7	12	7	16	11	17	12	2	9	2	5	-	(³)	-	-	-	-	-	-	-	-
Private industry	196	40.0	459	458	406 - 494	-	-	-	-	-	8	14	8	17	12	19	13	2	2	-	5	-	-	1	-	-	-	-	-	-	-
Service-producing industries	153	40.0	444	430	396 - 494	-	-	-	-	-	10	18	10	22	10	8	17	3	2	-	-	-	-	-	1	-	-	-	-	-	-
Key Entry Operators																															
Level I	85	40.0	416	442	377 - 455	-	1	6	8	5	5	9	2	34	14	8	5	1	1	-	-	-	-	-	-	-	-	-	-	-	-
Private industry	66	40.0	403	-	-	-	2	8	11	6	6	12	3	41	2	2	6	2	2	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries	64	40.0	406	-	-	-	2	8	8	6	6	13	3	42	2	2	6	2	2	-	-	-	-	-	-	-	-	-	-	-	-
Personnel Assistants (Employment)																															
Level III:																															
State and local government	8	40.0	569	-	-	-	-	-	-	-	-	-	-	-	-	-	38	13	25	-	25	-	-	-	-	-	-	-	-	-	-
Level IV:																															
State and local government	8	40.0	609	-	-	-	-	-	-	-	-	-	-	-	-	-	-	13	13	63	-	13	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table A-8. Establishments employing 500 workers or more: Weekly hours and pay of clerical occupations, Milwaukee-Racine, WI, 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 - 525	525 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 and over
Secretaries																										
Level I	210	39.9	\$478	\$481	\$409 - \$525	-	-	-	1	6	7	6	10	5	14	8	18	1	12	4	8	-	-	-	-	-
Private industry	103	40.0	460	423	371 - 516	-	-	-	2	11	15	7	17	7	14	-	5	-	-	8	16	-	-	-	-	-
Goods-producing industries	82	40.0	451	406	364 - 516	-	-	-	2	13	18	9	20	5	6	-	4	-	-	4	20	-	-	-	-	-
State and local government	107	39.8	496	511	466 - 526	-	-	-	-	2	-	6	2	3	15	16	31	3	23	-	-	-	-	-	-	-
Level II	801	40.0	479	462	418 - 537	-	-	-	-	(³)	4	10	13	17	10	7	7	12	9	4	2	1	(³)	(³)	-	-
Private industry	683	40.0	469	445	413 - 515	-	-	-	-	(³)	5	12	16	20	11	8	5	9	6	3	2	2	(³)	(³)	-	-
Goods-producing industries	180	40.0	530	514	465 - 567	-	-	-	-	-	1	1	3	17	15	9	8	11	16	8	4	6	2	1	-	-
Manufacturing	180	40.0	530	514	465 - 567	-	-	-	-	-	1	1	3	17	15	9	8	11	16	8	4	6	2	1	-	-
Service-producing industries	503	40.0	448	433	404 - 479	-	-	-	-	(³)	7	17	20	20	9	8	4	8	2	2	2	(³)	-	-	-	-
State and local government	118	39.8	537	539	516 - 556	-	-	-	-	-	-	-	4	6	3	19	29	31	8	-	-	-	-	-	-	-
Level III	727	40.0	552	548	500 - 596	-	-	-	-	-	1	3	5	8	7	11	16	27	12	6	2	1	1	(³)	-	-
Private industry	600	40.0	546	545	486 - 594	-	-	-	-	-	1	4	6	9	8	13	10	27	10	5	2	1	1	(³)	-	-
Goods-producing industries	317	39.9	580	566	543 - 620	-	-	-	-	-	-	4	3	4	4	4	11	36	16	8	4	3	2	(³)	-	-
Manufacturing	317	39.9	580	566	543 - 620	-	-	-	-	-	-	4	3	4	4	4	11	36	16	8	4	3	2	(³)	-	-
Service-producing industries	283	40.0	509	503	462 - 542	-	-	-	-	-	3	4	9	16	13	23	10	16	3	2	(³)	-	(³)	-	-	-
State and local government	127	40.0	581	588	534 - 640	-	-	-	-	-	-	-	-	-	-	2	42	25	23	9	-	-	-	-	-	-
Level IV	202	39.9	692	686	635 - 736	-	-	-	-	-	-	(³)	(³)	(³)	(³)	3	1	10	20	18	21	8	7	3	4	
Private industry	184	39.9	694	692	635 - 744	-	-	-	-	-	-	1	1	1	1	4	2	9	20	15	23	9	8	3	5	
Goods-producing industries	121	40.0	719	710	645 - 774	-	-	-	-	-	-	-	1	1	-	2	-	7	18	13	26	10	12	4	7	
Manufacturing	121	40.0	719	710	645 - 774	-	-	-	-	-	-	-	1	1	-	2	-	7	18	13	26	10	12	4	7	
Service-producing industries	63	39.8	645	-	-	-	-	-	-	-	2	-	-	2	8	5	14	24	19	17	8	-	-	-	2	
State and local government	18	40.0	678	666	613 - 693	-	-	-	-	-	-	-	-	-	-	-	22	17	44	-	-	-	-	-	-	
Switchboard Operator-Receptionists																										
Level I	135	39.9	360	346	300 - 421	-	10	14	19	13	6	6	12	8	1	3	5	1	-	1	1	-	-	-	-	-
Private industry	117	39.9	348	337	280 - 399	-	11	16	21	15	7	7	5	9	2	3	2	1	-	1	1	-	-	-	-	-
Goods-producing industries	55	39.8	377	-	-	-	-	9	25	20	-	11	2	20	2	4	4	-	2	2	-	-	-	-	-	-
Manufacturing	55	39.8	377	-	-	-	-	9	25	20	-	11	2	20	2	4	4	-	2	2	-	-	-	-	-	-
Service-producing industries	62	40.0	323	-	-	-	-	21	23	16	11	13	3	8	-	2	2	-	2	-	-	-	-	-	-	-
State and local government	18	39.7	436	421	421 - 500	-	-	-	11	-	-	-	56	-	-	6	28	-	-	-	-	-	-	-	-	-
Word Processors																										
Level I:																										
State and local government	7	40.0	406	-	-	-	-	-	-	-	-	57	29	-	14	-	-	-	-	-	-	-	-	-	-	-
Level II	112	40.0	523	549	487 - 549	-	-	-	-	-	-	2	2	10	6	13	5	46	6	11	-	-	-	-	-	-

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, Milwaukee-Racine, WI, 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 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	20.00 - 21.00	21.00 - 22.00	22.00 - 23.00	23.00 - 24.00	24.00 - 25.00	25.00 - 26.00		
General Maintenance Workers	192	\$13.54	\$13.05	\$11.35 - \$15.95	4	2	3	3	3	3	6	7	2	13	15	-	20	17	-	-	-	5	-	-	-	-	-	-	
Private industry	122	13.51	13.05	12.16 - 16.68	6	2	3	2	3	2	2	2	-	19	22	-	1	26	-	-	-	7	-	-	-	-	-		
Service-producing industries	92	13.75	13.46	10.28 - 16.68	8	3	4	3	4	3	3	3	-	10	12	-	1	35	-	-	-	10	-	-	-	-	-		
State and local government	70	13.59	15.66	11.29 - 15.90	-	-	1	3	1	3	13	16	6	3	1	-	53	-	-	-	-	-	-	-	-	-	-		
Maintenance Electricians	863	21.06	21.31	20.28 - 22.19	-	-	-	-	-	-	-	-	-	-	(²)	(²)	(²)	3	4	7	8	21	10	39	5	1	1		
Private industry	711	21.06	22.10	19.85 - 22.38	-	-	-	-	-	-	-	-	-	-	(²)	(²)	(²)	4	5	8	10	9	12	46	6	(²)	-		
Goods-producing industries	591	20.73	21.31	19.80 - 22.10	-	-	-	-	-	-	-	-	-	-	(²)	(²)	(²)	4	6	9	12	11	14	44	-	-	-		
Manufacturing	591	20.73	21.31	19.80 - 22.10	-	-	-	-	-	-	-	-	-	-	(²)	(²)	(²)	4	6	9	12	11	14	44	-	-	-		
State and local government	152	21.03	20.64	20.64 - 20.64	-	-	-	-	-	-	-	-	-	-	-	1	-	1	1	-	-	76	1	11	-	5	5		
Maintenance Electronics Technicians																													
Level II	120	17.39	17.45	15.64 - 19.14	-	-	-	-	-	-	-	-	-	2	3	13	9	14	23	6	13	11	2	2	-	-	-		
Private industry	74	18.13	-	- - -	-	-	-	-	-	-	-	-	-	-	1	14	5	11	20	5	18	18	4	4	-	-	-		
Service-producing industries	61	17.58	-	- - -	-	-	-	-	-	-	-	-	-	-	2	16	7	13	25	7	18	8	5	-	-	-	-		
State and local government	46	16.19	16.37	15.23 - 17.45	-	-	-	-	-	-	-	-	-	7	7	11	15	20	28	7	7	-	-	-	-	-	-		
Maintenance Machinists	143	20.68	22.23	19.22 - 22.23	-	-	-	-	-	-	-	-	-	-	-	3	-	3	1	17	15	6	3	53	-	-	-		
Private industry	137	20.69	22.23	19.22 - 22.23	-	-	-	-	-	-	-	-	-	-	-	3	-	4	1	18	15	3	3	55	-	-	-		
Goods-producing industries	137	20.69	22.23	19.22 - 22.23	-	-	-	-	-	-	-	-	-	-	-	3	-	4	1	18	15	3	3	55	-	-	-		
Manufacturing	137	20.69	22.23	19.22 - 22.23	-	-	-	-	-	-	-	-	-	-	-	3	-	4	1	18	15	3	3	55	-	-	-		
State and local government	6	20.40	-	- - -	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	17	67	-	17	-	-	-		
Maintenance Mechanics, Machinery	798	19.07	20.47	16.41 - 20.66	-	-	-	-	-	-	-	-	(²)	2	1	3	18	4	14	1	4	32	7	16	-	-	-		
Private industry	760	19.31	20.47	17.61 - 20.66	-	-	-	-	-	-	-	-	-	(²)	(²)	1	19	5	15	1	3	33	7	16	-	-	-		
Goods-producing industries	753	19.35	20.47	17.61 - 20.66	-	-	-	-	-	-	-	-	-	-	-	1	18	5	15	1	3	34	7	17	-	-	-		
Manufacturing	753	19.35	20.47	17.61 - 20.66	-	-	-	-	-	-	-	-	-	-	-	1	18	5	15	1	3	34	7	17	-	-	-		
State and local government	38	14.26	14.00	12.78 - 14.15	-	-	-	-	-	-	-	-	3	29	13	39	-	-	-	-	16	-	-	-	-	-	-		
Maintenance Mechanics, Motor Vehicle	321	18.00	17.58	16.53 - 18.94	-	-	-	-	-	-	-	-	-	-	(²)	2	11	14	40	10	14	1	7	2	-	-	-		
Private industry	227	18.51	17.58	17.58 - 19.83	-	-	-	-	-	-	-	-	-	-	-	6	2	55	4	19	1	10	4	-	-	-	-		
State and local government	94	16.78	16.53	15.89 - 18.04	-	-	-	-	-	-	-	-	-	-	1	5	21	45	2	23	2	-	-	-	-	-	-		
Maintenance Pipefitters	269	21.03	21.65	18.97 - 22.10	-	-	-	-	-	-	-	-	-	-	-	2	6	10	8	-	-	38	17	11	8	-	-		
Private industry	233	20.66	21.65	18.18 - 22.10	-	-	-	-	-	-	-	-	-	-	-	3	7	12	9	-	-	39	19	12	-	-	-		
Goods-producing industries	232	20.67	21.65	18.18 - 22.10	-	-	-	-	-	-	-	-	-	-	-	3	7	12	9	-	-	39	19	12	-	-	-		
Manufacturing	232	20.67	21.65	18.18 - 22.10	-	-	-	-	-	-	-	-	-	-	-	3	7	12	9	-	-	39	19	12	-	-	-		
State and local government	36	23.39	24.04	21.99 - 24.04	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	31	-	8	61	-	-		
Tool and Die Makers	770	20.88	22.19	20.47 - 22.19	-	-	-	-	-	-	-	-	-	-	(²)	1	1	6	-	7	1	30	-	53	-	-	-		
Private industry	770	20.88	22.19	20.47 - 22.19	-	-	-	-	-	-	-	-	-	-	(²)	1	1	6	-	7	1	30	-	53	-	-	-		
Goods-producing industries	770	20.88	22.19	20.47 - 22.19	-	-	-	-	-	-	-	-	-	-	(²)	1	1	6	-	7	1	30	-	53	-	-	-		
Manufacturing	770	20.88	22.19	20.47 - 22.19	-	-	-	-	-	-	-	-	-	-	(²)	1	1	6	-	7	1	30	-	53	-	-	-		

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-10. Establishments employing 500 workers or more: Hourly pay of material movement and custodial occupations, Milwaukee-Racine, WI, 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	5.00 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 - 12.50	12.50 - 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
Forklift Operators	563	\$14.76	\$14.34	\$12.83 - \$19.01	-	-	-	-	(²)	1	1	1	1	2	2	2	1	3	3	9	12	32	-	-	-	-	29
Private industry	563	14.76	14.34	12.83 - 19.01	-	-	-	-	(²)	1	1	1	1	2	2	2	1	3	3	9	12	32	-	-	-	-	29
Goods-producing industries	466	15.18	14.20	12.83 - 19.01	-	-	-	-	-	-	-	-	1	2	2	2	4	3	11	14	24	-	-	-	-	35	
Manufacturing	466	15.18	14.20	12.83 - 19.01	-	-	-	-	-	-	-	-	1	2	2	2	4	3	11	14	24	-	-	-	-	35	
Guards																											
Level I:																											
State and local government	37	11.01	11.12	10.57 - 11.32	-	-	-	-	-	-	-	3	3	-	14	27	35	8	3	5	-	3	-	-	-	-	
Janitors	3,057	9.09	8.46	6.55 - 10.71	1	11	10	6	8	6	7	8	4	3	3	8	5	1	2	1	8	2	(²)	5	(²)	-	
Private industry	2,395	8.54	7.81	6.15 - 10.08	2	15	12	8	9	7	7	8	5	2	2	5	5	1	-	(²)	5	(²)	(²)	6	-	-	
Goods-producing industries	427	12.35	11.48	10.60 - 13.50	-	-	-	-	-	1	-	-	1	-	(²)	29	22	4	-	2	27	1	-	13	-	-	
Manufacturing	427	12.35	11.48	10.60 - 13.50	-	-	-	-	-	1	-	-	1	-	(²)	29	22	4	-	2	27	1	-	13	-	-	
Service-producing industries	1,968	7.71	7.18	6.00 - 8.60	2	18	15	10	12	8	8	9	6	3	3	(²)	2	-	-	-	-	(²)	4	-	-	-	
State and local government	662	11.10	10.83	9.70 - 13.23	-	-	-	-	2	5	8	8	2	5	7	17	3	4	8	4	19	8	-	-	(²)	-	
Material Handling Laborers	310	9.99	9.51	8.00 - 11.48	-	-	9	6	8	2	11	5	6	8	3	(²)	18	6	3	1	8	(²)	3	1	3	-	
Private industry	300	9.83	9.50	7.94 - 11.48	-	-	9	6	8	2	11	6	6	8	3	(²)	19	6	3	(²)	8	(²)	-	1	3	-	
Service-producing industries	203	8.88	8.36	7.01 - 9.94	-	-	13	9	12	3	17	8	7	8	1	-	6	-	4	-	10	-	-	1	-	-	
Shipping/Receiving Clerks	321	12.17	12.97	10.05 - 14.34	-	-	-	-	1	5	7	4	3	6	5	3	2	3	7	7	19	27	2	1	-	-	
Private industry	274	12.05	12.97	9.79 - 14.34	-	-	-	-	1	5	8	4	3	7	5	3	3	3	2	8	16	32	-	1	-	-	
Goods-producing industries	193	12.53	13.17	11.00 - 14.48	-	-	-	-	-	3	7	3	1	4	6	1	4	4	3	11	23	33	-	-	-	-	
Manufacturing	193	12.53	13.17	11.00 - 14.48	-	-	-	-	-	3	7	3	1	4	6	1	4	4	3	11	23	33	-	-	-	-	
Service-producing industries	81	10.92	9.90	8.49 - 14.34	-	-	-	-	2	12	11	7	6	12	5	7	-	1	-	-	1	31	-	2	-	-	
State and local government	47	12.83	12.94	12.39 - 13.68	-	-	-	-	-	-	-	4	4	-	2	4	-	2	32	2	34	-	15	-	-	-	
Truckdrivers																											
Heavy Truck	134	16.61	16.65	16.65 - 17.48	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	3	1	4	63	27	-	-	
Warehouse Specialists:																											
State and local government	16	13.15	12.81	11.32 - 15.49	-	-	-	-	-	-	-	-	-	-	6	6	19	6	6	13	19	-	-	13	13	-	

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 Milwaukee—Racine 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.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 Milwaukee—Racine, WI Consolidated Metropolitan Statistical Area (September 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 Milwaukee—Racine Consolidated Metropolitan Statistical Area. Collection for the survey was from June 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 12.7 percent of the sample establishments (representing 75,589 employees covered by the survey). An additional 2.2 percent of the sample establishments (representing 8,123 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	2.7
1 and under 3 percent	59.4
3 and under 5 percent	32.4
5 percent and over	5.4

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, Milwaukee-Racine, WI¹, 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	2,385	263	531,740	100	165,624
Private industry	2,262	236	453,505	85	113,593
Goods producing	764	70	166,178	31	36,755
Manufacturing	672	58	155,577	29	34,439
Construction ⁵	92	12	10,601	2	2,316
Service producing	1,498	166	287,327	54	76,838
Transportation, communication, electric, gas, and sanitary services ⁶	123	23	28,215	5	11,762
Wholesale trade ⁷	171	9	17,752	3	1,987
Retail trade ⁷	441	18	84,516	16	14,135
Finance, insurance, and real estate ⁷	156	17	21,814	4	8,050
Services ⁷	607	99	135,030	25	40,904
State and local government	123	27	78,235	15	52,031
ESTABLISHMENTS EMPLOYING 500 WORKERS OR MORE					
All divisions	185	71	243,533	100	134,848
Private industry	159	58	183,096	75	85,238
Goods producing	61	21	71,221	29	28,467
Manufacturing	60	20	70,638	29	27,884
Service producing	98	37	111,875	46	56,771
Transportation, communication, electric, gas, and sanitary services ⁶	7	5	10,743	4	9,043
Retail trade ⁷	36	7	37,726	15	12,678
Finance, insurance, and real estate ⁷	3	3	6,333	3	6,333
Services ⁷	48	21	53,265	22	27,765
State and local government	26	13	60,437	25	49,610

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

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.