Occupational Compensation Survey

National Summary, 1995

U.S. Department of Labor
Bureau of Labor Statistics

Bulletin 2487

Preface

This bulletin presents pay data from the 1995 Occupational Compensation Surveys (OCS) conducted by the Bureau of Labor Statistics. The Bureau publishes bulletins for most individual OCS localities; in addition to summarizing these locality survey results, this bulletin presents national and regional estimates of occupational pay for 1995. The Occupational Compensation Survey describes the level and distribution of occupational pay in a variety of the Nation's labor markets, using a consistent survey approach. It also provides information on the incidence of employee benefits among and within localities. Although this publication does not include benefits data, this information is published in locality bulletins (listed in appendix table 4, pages A–11 through A–12) when the locality is surveyed. OCS data, which assist in the implementation of the Federal Employees Pay Comparability Act of 1990 and the administration of the Service Contract Act of 1965, are used in the public and private sectors in, for example, wage and salary administration, collective bargaining, and facility site determination.

"Part I Pay in the United States and Regions, November 1995," presents 1995 national and regional estimates of pay based on April 1995–April 1996 surveys. "Part II Pay Comparisons, 1995," provides relative pay levels which compare broad occupational groups in localities primarily surveyed in 1995[1] to the national estimates. "Part III Locality Pay, 1995," presents the occupational pay averages for localities surveyed by the Bureau in 1995.

The Bureau's Office of Compensation and Working Conditions developed and produced this bulletin. Jim Houff and Gayle Griffith with the assistance of Bruce Bergman managed the project. Denis Gusty, Tom Burke, Matt Napolitano, and Gayle Griffith of the Office of Compensation and Working Conditions prepared the tables and text. Ronald Kidd, Richard S. Schildt, and Jon Virgin of the Directorate of Survey Processing coordinated the data file formation and tabulations. Joan Coleman, Christina L. Harpenau, Philip N. Selby, and Glenn Springer of the Statistical Methods Group provided the statistical analysis.

Field economists from the Bureau's eight regional offices, under the direction of the Assistant Regional Commissioners for Operations, collected the survey data. Without the cooperation of the many private firms and government jurisdictions that provided pay data, this report would not have been possible. The Bureau thanks all survey respondents for their cooperation. For further information on this program, please call (202) 606-6220.

 OCS published data are available on the Internet, http://stats.bls.gov/ocshome.htm. The compensation data in this bulletin also are available to sensory impaired individuals upon request. Voice phone: (202) 606-7828; TDD phone: (202) 606-5897; TDD message referral phone: 1-800-326-2577.

[1] Part II also contains data for localities surveyed in either late 1994 or early 1996 to provide a broader examination of pay differences among areas.

For sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, DC 20402, GPO bookstores, and the Publication Sales Center, Bureau of Labor Statistics, P.O. Box 2145, Chicago, IL 60690-2145.

Occupational Compensation Survey

National Summary, 1995

U.S. Department of Labor
Alexis M. Herman, Secretary

Bureau of Labor Statistics
Katharine G. Abraham, Commissioner

May 1997

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Table A-1. Pay distributions, professional and administrative occupations, United States, November 1995

Occupation and level	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[2]			Percent of workers receiving straight-time weekly earnings (in dollars) of—																				
			Mean	Median	Middle range	200 and under 300	300 - 400	400 - 500	500 - 600	600 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1600	1600 - 1800	1800 - 2000	2000 - 2200	2200 - 2400	2400 - 2600	2600 - 2800	2800 - 3000	3000 and over
Professional Occupations																										
Accountants																										
Level I	17,463	39.5	$511	$500	$449 – $565	(3)	6	43	36	11	3	(3)	(3)	(3)	–	–	–	–	–	–	–	–	–	–	–	–
Private industry	13,942	39.5	508	500	450 – 555	–	6	44	37	11	2	(3)	(3)	(3)	–	–	–	–	–	–	–	–	–	–	–	–
Goods producing	4,199	39.8	534	529	460 – 600	–	7	31	36	21	4	(3)	(3)	(3)	–	–	–	–	–	–	–	–	–	–	–	–
Manufacturing	3,931	39.8	530	529	457 – 600	–	7	31	36	21	4	(3)	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Service producing	9,743	39.4	497	488	442 – 534	–	5	50	37	6	1	(3)	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Transportation and utilities	1,031	39.9	537	510	481 – 583	–	4	42	34	14	7	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
State and local government	3,521	39.2	523	514	448 – 583	(3)	7	38	35	13	6	(3)	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Level II	62,911	39.5	617	611	545 – 673	–	1	10	35	35	14	4	1	(3)	(3)	(3)	(3)	–	–	–	–	–	–	–	–	–
Private industry	53,285	39.6	617	610	548 – 673	–	1	9	36	36	13	3	1	(3)	(3)	(3)	(3)	–	–	–	–	–	–	–	–	–
Goods producing	19,811	39.8	639	631	559 – 706	–	1	9	30	35	17	6	2	1	(3)	(3)	–	–	–	–	–	–	–	–	–	–
Manufacturing	18,057	39.8	633	625	555 – 696	–	1	9	30	35	17	6	1	1	(3)	(3)	–	–	–	–	–	–	–	–	–	–
Service producing	33,474	39.5	605	598	540 – 658	–	(3)	10	40	36	11	2	(3)	(3)	(3)	(3)	(3)	–	–	–	–	–	–	–	–	–
Transportation and utilities	3,904	39.9	621	615	538 – 683	–	(3)	16	29	35	13	6	2	–	(3)	(3)	(3)	–	–	–	–	–	–	–	–	–
State and local government	9,626	39.2	614	614	535 – 693	–	3	14	29	30	17	5	1	(3)	(3)	–	–	–	–	–	–	–	–	–	–	–
Level III	74,378	39.5	797	788	707 – 875	–	(3)	1	4	18	31	26	13	5	1	1	(3)	(3)	–	–	–	–	–	–	–	–
Private industry	61,786	39.6	803	789	712 – 879	–	(3)	(3)	4	17	32	26	14	5	2	1	(3)	(3)	–	–	–	–	–	–	–	–
Goods producing	28,810	39.8	819	808	727 – 894	–	–	(3)	3	13	30	29	16	5	2	1	(3)	(3)	–	–	–	–	–	–	–	–
Manufacturing	25,362	39.8	814	808	726 – 890	–	–	(3)	3	14	30	29	16	5	1	1	(3)	(3)	–	–	–	–	–	–	–	–
Service producing	32,976	39.5	789	771	700 – 865	–	(3)	(3)	5	20	33	24	12	5	1	(3)	(3)	(3)	–	–	–	–	–	–	–	–
Transportation and utilities	4,779	39.8	825	811	731 – 910	–	–	(3)	2	14	32	24	19	6	2	(3)	(3)	(3)	–	–	–	–	–	–	–	–
State and local government	12,592	39.2	766	757	682 – 840	–	–	3	7	22	28	24	11	4	1	(3)	–	–	–	–	–	–	–	–	–	–
Level IV	36,593	39.6	1,025	1,005	908 – 1,126	–	–	(3)	(3)	1	5	17	24	22	16	8	4	2	(3)	(3)	–	–	–	–	–	–
Private industry	30,712	39.6	1,037	1,020	913 – 1,144	–	–	–	(3)	1	5	17	23	22	16	9	5	2	(3)	(3)	–	–	–	–	–	–
Goods producing	15,366	39.8	1,057	1,041	923 – 1,172	–	–	–	–	(3)	3	17	21	22	16	12	5	3	(3)	(3)	–	–	–	–	–	–
Manufacturing	13,640	39.8	1,039	1,028	916 – 1,144	–	–	–	–	1	3	18	23	22	16	11	5	2	(3)	(3)	–	–	–	–	–	–
Service producing	15,346	39.4	1,016	1,000	904 – 1,119	–	–	–	(3)	1	7	17	25	23	16	6	4	2	(3)	(3)	–	–	–	–	–	–
Transportation and utilities	2,500	39.8	1,048	1,037	945 – 1,155	–	–	–	(3)	1	3	14	22	22	23	8	5	1	(3)	–	–	–	–	–	–	–
State and local government	5,881	39.4	962	955	871 – 1,065	–	–	(3)	1	2	8	21	29	18	16	3	1	(3)	–	–	–	–	–	–	–	–
Level V	8,746	39.5	1,352	1,331	1,183 – 1,490	–	–	–	–	(3)	(3)	2	3	7	14	19	17	23	10	3	(3)	(3)	(3)	1	–	–
Private industry	7,894	39.6	1,372	1,346	1,204 – 1,508	–	–	–	–	(3)	(3)	2	2	7	13	18	17	25	11	3	(3)	(3)	(3)	1	–	–
Goods producing	3,832	39.8	1,359	1,346	1,207 – 1,502	–	–	–	–	–	–	3	2	8	11	16	21	24	12	3	(3)	(3)	–	–	–	–
Manufacturing	3,414	39.8	1,334	1,343	1,192 – 1,459	–	–	–	–	–	–	3	2	9	12	17	22	24	10	2	–	–	–	–	–	–
Service producing	4,062	39.5	1,385	1,346	1,202 – 1,522	–	–	–	–	(3)	(3)	1	3	5	16	19	14	26	11	3	(3)	1	(3)	1	–	–
Transportation and utilities	762	39.9	1,318	1,304	1,213 – 1,418	–	–	–	–	–	(3)	(3)	3	3	14	28	22	22	5	1	(3)	–	–	–	–	–
State and local government	852	38.5	1,167	1,203	1,036 – 1,272	–	–	–	–	(3)	4	4	12	12	18	29	14	5	2	–	–	–	–	–	–	–
Level VI	1,175	39.5	1,694	1,681	1,493 – 1,885	–	–	–	–	–	(3)	(3)	(3)	(3)	1	2	9	23	29	24	7	3	(3)	(3)	–	(3)
Private industry	1,092	39.5	1,722	1,699	1,535 – 1,885	–	–	–	–	–	–	–	–	(3)	1	1	6	24	31	25	7	3	(3)	(3)	–	(3)
Goods producing	585	39.5	1,743	1,702	1,548 – 1,895	–	–	–	–	–	–	–	–	–	(3)	(3)	4	26	34	20	10	4	1	1	–	(3)
Manufacturing	494	39.4	1,681	1,654	1,495 – 1,806	–	–	–	–	–	–	–	–	–	(3)	(3)	5	31	38	17	6	2	–	–	–	–
Service producing	507	39.5	1,698	1,683	1,509 – 1,885	–	–	–	–	–	–	–	–	(3)	2	2	8	21	28	31	4	2	(3)	–	–	–
Transportation and utilities	152	40.0	1,788	1,826	1,608 – 1,942	–	–	–	–	–	–	–	–	1	1	1	2	16	24	47	4	4	–	–	–	–

See footnotes at end of table.

Table A-1. Pay distributions, professional and administrative occupations, United States, November 1995 — Continued

Occupation and level	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[2]			Percent of workers receiving straight-time weekly earnings (in dollars) of—																				
			Mean	Median	Middle range	200 and under 300	300 - 400	400 - 500	500 - 600	600 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1600	1600 - 1800	1800 - 2000	2000 - 2200	2200 - 2400	2400 - 2600	2600 - 2800	2800 - 3000	3000 and over
Accountants, Public																										
Level I	5,682	39.3	$583	$565	$542 – $615	–	([3])	8	65	19	6	2	([3])	–	–	–	–	–	–	–	–	–	–	–	–	–
Private industry	5,682	39.3	583	565	542 – 615	–	([3])	8	65	19	6	2	([3])	–	–	–	–	–	–	–	–	–	–	–	–	–
Service producing	5,682	39.3	583	565	542 – 615	–	([3])	8	65	19	6	2	([3])	–	–	–	–	–	–	–	–	–	–	–	–	–
Level II	8,536	39.4	626	610	577 – 658	–	–	2	41	43	11	1	1	1	([3])	([3])	–	–	–	–	–	–	–	–	–	–
Private industry	8,536	39.4	626	610	577 – 658	–	–	2	41	43	11	1	1	1	([3])	([3])	–	–	–	–	–	–	–	–	–	–
Service producing	8,536	39.4	626	610	577 – 658	–	–	2	41	43	11	1	1	1	([3])	([3])	–	–	–	–	–	–	–	–	–	–
Level III	9,345	39.4	728	706	654 – 773	–	–	–	6	41	33	14	3	1	1	([3])	([3])	([3])	([3])	([3])	–	–	–	–	–	–
Private industry	9,345	39.4	728	706	654 – 773	–	–	–	6	41	33	14	3	1	1	([3])	([3])	([3])	([3])	([3])	–	–	–	–	–	–
Service producing	9,345	39.4	728	706	654 – 773	–	–	–	6	41	33	14	3	1	1	([3])	([3])	([3])	([3])	([3])	–	–	–	–	–	–
Level IV	4,554	39.4	967	937	856 – 1,038	–	–	–	–	2	12	26	26	17	8	4	2	1	1	1	([3])	([3])	–	([3])	–	–
Private industry	4,554	39.4	967	937	856 – 1,038	–	–	–	–	2	12	26	26	17	8	4	2	1	1	1	([3])	([3])	–	([3])	–	–
Service producing	4,554	39.4	967	937	856 – 1,038	–	–	–	–	2	12	26	26	17	8	4	2	1	1	1	([3])	([3])	–	([3])	–	–
Attorneys																										
Level I	4,005	39.2	695	676	597 – 775	–	([3])	1	25	31	22	14	5	1	([3])	([3])	([3])	([3])	–	–	–	–	–	–	–	–
Private industry	557	39.2	826	812	712 – 891	–	–	–	1	20	22	33	16	5	1	1	([3])	([3])	–	–	–	–	–	–	–	–
Service producing	531	39.2	814	812	709 – 883	–	–	–	1	21	23	32	17	5	1	([3])	([3])	–	–	–	–	–	–	–	–	–
State and local government	3,448	39.2	674	666	590 – 739	–	([3])	1	29	33	22	11	3	1	([3])	–	–	–	–	–	–	–	–	–	–	–
Level II	9,652	38.9	945	919	799 – 1,066	–	–	([3])	3	6	17	21	20	14	9	5	3	3	([3])	([3])	–	–	–	–	–	–
Private industry	3,396	38.9	1,080	1,047	921 – 1,204	–	–	–	–	([3])	4	16	20	19	14	10	7	7	1	([3])	–	–	–	–	–	–
Goods producing	340	39.9	1,144	1,128	918 – 1,310	–	–	–	–	–	1	24	13	9	11	17	7	13	4	1	–	–	–	–	–	–
Manufacturing	270	39.9	1,092	1,086	836 – 1,269	–	–	–	–	–	1	30	11	10	11	18	7	9	([3])	2	–	–	–	–	–	–
Service producing	3,056	38.8	1,073	1,040	921 – 1,192	–	–	–	–	([3])	4	16	21	21	14	9	7	7	1	([3])	–	–	–	–	–	–
Transportation and utilities	159	39.9	1,146	1,154	1,088 – 1,212	–	–	–	–	–	1	3	14	10	43	16	9	3	–	–	–	–	–	–	–	–
State and local government	6,256	38.9	871	835	751 – 984	–	–	([3])	4	9	23	24	19	11	6	2	1	1	–	([3])	–	–	–	–	–	–
Level III	13,353	38.9	1,249	1,229	1,067 – 1,404	–	–	–	–	1	1	5	8	18	14	17	12	15	7	1	([3])	([3])	([3])	–	–	–
Private industry	6,198	39.0	1,393	1,346	1,233 – 1,538	–	–	–	–	–	–	([3])	2	4	12	22	18	23	14	3	1	1	([3])	–	–	–
Goods producing	1,146	39.8	1,533	1,523	1,338 – 1,643	–	–	–	–	–	–	–	([3])	([3])	3	13	20	29	28	3	2	2	2	–	–	–
Manufacturing	974	39.8	1,497	1,507	1,338 – 1,643	–	–	–	–	–	–	–	([3])	([3])	3	12	22	31	29	1	1	1	–	–	–	–
Service producing	5,052	38.9	1,362	1,318	1,215 – 1,485	–	–	–	–	–	–	([3])	2	5	14	24	18	22	11	3	1	([3])	–	–	–	–
Transportation and utilities	482	39.8	1,393	1,387	1,259 – 1,506	–	–	–	–	–	–	–	([3])	2	11	22	16	34	13	1	–	–	–	–	–	–
State and local government	7,155	38.8	1,124	1,089	1,000 – 1,232	–	–	–	–	1	3	8	13	29	15	13	7	9	2	([3])	–	–	–	–	–	–
Level IV	10,931	39.2	1,632	1,615	1,395 – 1,800	–	–	–	–	–	–	([3])	1	3	3	6	14	20	27	13	7	3	1	([3])	([3])	([3])
Private industry	6,507	39.1	1,755	1,731	1,558 – 1,923	–	–	–	–	–	–	–	–	([3])	([3])	3	6	21	32	19	11	4	2	([3])	([3])	([3])
Goods producing	1,818	39.7	1,790	1,779	1,500 – 2,014	–	–	–	–	–	–	–	–	–	–	5	9	19	20	20	17	6	2	1	([3])	([3])
Manufacturing	1,603	39.7	1,763	1,738	1,489 – 1,984	–	–	–	–	–	–	–	–	–	–	5	10	21	20	20	16	6	1	1	([3])	([3])
Service producing	4,689	38.9	1,741	1,719	1,565 – 1,885	–	–	–	–	–	–	–	–	([3])	([3])	2	5	22	37	19	8	4	2	([3])	1	–
Transportation and utilities	705	39.6	1,767	1,750	1,623 – 1,936	–	–	–	–	–	–	–	–	([3])	–	1	5	16	34	28	11	5	–	([3])	–	–
State and local government	4,424	39.4	1,451	1,395	1,264 – 1,632	–	–	–	–	–	–	1	2	7	8	12	25	19	19	5	3	([3])	([3])	([3])	([3])	([3])

See footnotes at end of table.

Table A-1. Pay distributions, professional and administrative occupations, United States, November 1995 — Continued

Occupation and level	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[2]			Percent of workers receiving straight-time weekly earnings (in dollars) of—																			
			Mean	Median	Middle range	200 and under 300	300 - 400	400 - 500	500 - 600	600 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1600	1600 - 1800	1800 - 2000	2000 - 2200	2200 - 2400	2400 - 2600	2600 - 2800	2800 - 3000	3000 and over
Attorneys–Continued																									
Level V	4,807	39.4	$1,966	$1,910	$1,608 – $2,201	–	–	–	–	–	–	–	(3)	(3)	1	(3)	1	9	30	17	16	9	8	4	2	1
Private industry	3,108	39.1	2,148	2,087	1,890 – 2,361	–	–	–	–	–	–	–	–	–	(3)	(3)	(3)	2	15	24	23	13	12	6	3	2
Goods producing	1,093	39.6	2,171	2,085	1,901 – 2,404	–	–	–	–	–	–	–	–	–	–	(3)	(3)	1	10	31	16	16	12	8	2	3
Manufacturing	956	39.6	2,132	2,019	1,892 – 2,361	–	–	–	–	–	–	–	–	–	–	(3)	(3)	1	11	35	15	15	11	8	1	3
Service producing	2,015	38.8	2,135	2,094	1,875 – 2,333	–	–	–	–	–	–	–	–	–	(3)	–	(3)	2	17	20	26	12	12	5	4	1
Transportation and utilities	363	39.5	2,128	2,000	1,865 – 2,288	–	–	–	–	–	–	–	–	–	–	–	–	1	16	33	14	17	9	3	5	2
State and local government	1,699	39.9	1,635	1,608	1,539 – 1,693	–	–	–	–	–	–	–	(3)	(3)	3	1	4	21	58	5	5	2	1	(3)	–	–
Level VI	1,023	39.3	2,411	2,402	1,836 – 2,692	–	–	–	–	–	–	–	–	–	–	–	(3)	(3)	22	7	5	14	18	13	8	12
Private industry	689	39.0	2,687	2,596	2,372 – 2,885	–	–	–	–	–	–	–	–	–	–	–	–	–	(3)	2	6	18	25	18	12	18
Goods producing	396	39.1	2,750	2,645	2,363 – 2,927	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	9	19	18	17	12	[4]24
Service producing	293	38.9	2,602	2,576	2,404 – 2,731	–	–	–	–	–	–	–	–	–	–	–	–	–	(3)	3	3	17	34	20	11	[5]10
Engineers																										
Level I	31,886	39.9	664	662	595 – 733	–	(3)	4	23	36	27	9	(3)	(3)	–	–	–	–	–	–	–	–	–	–	–	–
Private industry	28,690	40.0	666	663	595 – 737	–	–	4	23	35	28	9	1	(3)	–	–	–	–	–	–	–	–	–	–	–	–
Goods producing	18,351	40.0	679	676	614 – 748	–	–	3	20	35	32	10	1	(3)	–	–	–	–	–	–	–	–	–	–	–	–
Manufacturing	17,721	40.0	677	675	612 – 747	–	–	3	20	35	33	9	1	(3)	–	–	–	–	–	–	–	–	–	–	–	–
Service producing	10,339	40.0	644	635	577 – 712	–	–	7	29	36	20	8	(3)	(3)	–	–	–	–	–	–	–	–	–	–	–	–
Transportation and utilities	979	40.0	712	718	673 – 750	–	–	(3)	12	26	52	9	1	–	–	–	–	–	–	–	–	–	–	–	–	–
State and local government	3,196	38.6	650	641	584 – 710	–	(3)	2	26	46	23	3	(3)	(3)	–	–	–	–	–	–	–	–	–	–	–	–
Level II	84,690	39.8	790	788	719 – 858	–	–	(3)	3	17	35	30	11	3	1	(3)	(3)	–	–	–	–	–	–	–	–	–
Private industry	73,716	40.0	793	789	721 – 860	–	–	(3)	3	17	35	30	12	3	1	(3)	(3)	–	–	–	–	–	–	–	–	–
Goods producing	53,771	40.0	797	795	727 – 864	–	–	(3)	3	15	35	31	13	3	1	(3)	–	–	–	–	–	–	–	–	–	–
Manufacturing	52,498	40.0	796	795	727 – 863	–	–	(3)	3	15	34	32	12	3	1	(3)	–	–	–	–	–	–	–	–	–	–
Service producing	19,945	39.9	782	775	703 – 846	–	–	–	2	21	36	27	9	3	(3)	(3)	(3)	–	–	–	–	–	–	–	–	–
Transportation and utilities	4,705	40.0	843	835	778 – 888	–	–	–	(3)	4	32	41	15	6	1	(3)	–	–	–	–	–	–	–	–	–	–
State and local government	10,974	38.9	775	780	699 – 848	–	–	(3)	6	20	35	27	9	3	(3)	–	–	–	–	–	–	–	–	–	–	–
Level III	179,962	39.9	943	933	854 – 1,020	–	–	(3)	(3)	2	10	27	30	18	8	3	1	(3)	(3)	–	–	–	–	–	–	–
Private industry	158,011	40.0	943	931	856 – 1,020	–	–	–	(3)	2	9	28	31	19	8	3	1	(3)	(3)	–	–	–	–	–	–	–
Goods producing	119,585	40.0	941	927	857 – 1,014	–	–	–	(3)	2	9	29	32	18	8	2	1	(3)	(3)	–	–	–	–	–	–	–
Manufacturing	117,018	40.0	940	926	857 – 1,013	–	–	–	(3)	2	9	29	32	18	8	2	1	(3)	(3)	–	–	–	–	–	–	–
Service producing	38,426	40.0	949	945	852 – 1,031	–	–	–	1	1	11	25	28	22	9	3	(3)	(3)	–	–	–	–	–	–	–	–
Transportation and utilities	10,867	40.0	1,003	1,006	934 – 1,073	–	–	–	(3)	(3)	3	13	32	34	14	4	(3)	(3)	–	–	–	–	–	–	–	–
State and local government	21,951	39.3	946	941	832 – 1,045	–	–	(3)	1	7	11	21	28	15	9	4	3	(3)	–	–	–	–	–	–	–	–
Level IV	200,421	39.9	1,149	1,137	1,039 – 1,250	–	–	–	(3)	(3)	1	3	13	24	24	19	10	6	1	(3)	–	–	–	–	–	–
Private industry	180,955	40.0	1,155	1,147	1,045 – 1,250	–	–	–	(3)	(3)	(3)	3	12	23	25	20	10	6	1	(3)	–	–	–	–	–	–
Goods producing	134,194	40.0	1,152	1,140	1,042 – 1,250	–	–	–	–	(3)	(3)	3	12	24	25	19	10	6	1	(3)	–	–	–	–	–	–
Manufacturing	129,812	40.0	1,147	1,136	1,040 – 1,243	–	–	–	–	(3)	(3)	3	13	24	26	19	10	5	1	(3)	–	–	–	–	–	–
Service producing	46,761	39.9	1,163	1,160	1,058 – 1,259	–	–	–	(3)	(3)	(3)	3	10	19	25	23	11	7	(3)	(3)	–	–	–	–	–	–
Transportation and utilities	14,595	39.9	1,188	1,192	1,114 – 1,262	–	–	–	(3)	(3)	(3)	1	6	15	31	31	11	5	(3)	–	–	–	–	–	–	–
State and local government	19,466	39.6	1,095	1,085	984 – 1,178	–	–	–	(3)	1	3	6	18	35	14	9	8	6	1	–	–	–	–	–	–	–

See footnotes at end of table.

Table A-1. Pay distributions, professional and administrative occupations, United States, November 1995 — Continued

Occupation and level	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[2]			Percent of workers receiving straight-time weekly earnings (in dollars) of—																			
			Mean	Median	Middle range	200 and under 300	300 - 400	400 - 500	500 - 600	600 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1600	1600 - 1800	1800 - 2000	2000 - 2200	2200 - 2400	2400 - 2600	2600 - 2800	2800 - 3000	3000 and over
Engineers–Continued																									
Level V	128,122	39.9	$1,389	$1,373	$1,250 – $1,507	–	–	–	–	–	(3)	(3)	1	4	10	19	21	30	12	2	(3)	(3)	–	–	–	–
Private industry	120,501	39.9	1,397	1,382	1,264 – 1,514	–	–	–	–	–	(3)	(3)	1	4	10	18	22	31	12	2	(3)	(3)	–	–	–	–
Goods producing	89,151	40.0	1,400	1,383	1,265 – 1,517	–	–	–	–	–	–	(3)	1	4	10	18	22	31	13	3	(3)	(3)	–	–	–	–
Manufacturing	85,915	40.0	1,392	1,375	1,260 – 1,506	–	–	–	–	–	–	(3)	1	4	10	19	22	31	12	2	(3)	(3)	–	–	–	–
Service producing	31,350	39.8	1,388	1,380	1,262 – 1,500	–	–	–	–	–	(3)	(3)	1	4	9	17	22	32	11	2	(3)	–	–	–	–	–
Transportation and utilities	5,030	39.9	1,384	1,387	1,309 – 1,450	–	–	–	–	–	(3)	(3)	(3)	2	4	17	31	40	5	(3)	–	–	–	–	–	–
State and local government	7,621	39.6	1,264	1,249	1,176 – 1,340	–	–	–	–	–	(3)	3	4	7	16	39	12	16	2	2	–	–	–	–	–	–
Level VI	48,055	39.9	1,634	1,620	1,467 – 1,785	–	–	–	–	–	–	(3)	(3)	1	2	4	9	31	31	16	6	2	(3)	(3)	–	–
Private industry	45,513	40.0	1,650	1,634	1,490 – 1,792	–	–	–	–	–	–	(3)	(3)	(3)	1	3	8	32	32	16	6	2	(3)	(3)	–	–
Goods producing	33,409	40.0	1,664	1,649	1,503 – 1,806	–	–	–	–	–	–	(3)	(3)	(3)	1	3	7	30	33	17	6	2	(3)	(3)	–	–
Manufacturing	32,000	40.0	1,653	1,638	1,498 – 1,792	–	–	–	–	–	–	(3)	(3)	(3)	1	3	7	31	33	17	5	2	(3)	(3)	–	–
Service producing	12,104	39.9	1,610	1,588	1,448 – 1,750	–	–	–	–	–	–	(3)	(3)	(3)	2	4	11	36	28	13	5	1	(3)	–	–	–
Transportation and utilities	1,075	39.8	1,628	1,602	1,523 – 1,724	–	–	–	–	–	–	–	–	(3)	–	1	5	43	38	11	2	(3)	–	–	–	–
State and local government	2,542	38.7	1,349	1,372	1,205 – 1,433	–	–	–	–	–	–	1	5	5	13	13	35	14	10	3	1	–	–	–	–	–
Level VII	10,913	40.0	1,935	1,907	1,714 – 2,126	–	–	–	–	–	–	–	–	(3)	(3)	(3)	1	10	24	26	18	11	7	1	(3)	(3)
Private industry	10,663	40.0	1,943	1,915	1,730 – 2,132	–	–	–	–	–	–	–	–	(3)	(3)	(3)	1	8	25	26	19	12	7	2	(3)	(3)
Goods producing	7,628	40.1	1,983	1,950	1,767 – 2,173	–	–	–	–	–	–	–	–	(3)	(3)	(3)	1	7	20	28	21	13	8	2	(3)	(3)
Manufacturing	7,365	40.1	1,972	1,942	1,763 – 2,157	–	–	–	–	–	–	–	–	(3)	(3)	(3)	1	7	21	28	21	12	8	2	(3)	(3)
Service producing	3,035	39.8	1,843	1,798	1,664 – 2,017	–	–	–	–	–	–	–	–	–	–	1	2	12	36	23	14	9	3	(3)	–	–
Level VIII	1,386	40.0	2,323	2,250	2,000 – 2,557	–	–	–	–	–	–	–	–	–	(3)	–	(3)	2	7	16	18	23	12	8	5	9
Private industry	1,378	40.0	2,326	2,256	2,015 – 2,560	–	–	–	–	–	–	–	–	–	(3)	–	(3)	2	6	16	18	23	13	8	5	9
Goods producing	1,019	40.0	2,354	2,297	2,032 – 2,596	–	–	–	–	–	–	–	–	–	(3)	–	(3)	1	4	17	19	19	16	9	6	9
Manufacturing	973	40.0	2,348	2,273	2,021 – 2,596	–	–	–	–	–	–	–	–	–	(3)	–	(3)	1	4	18	19	18	15	9	6	[6]10
Service producing	359	40.0	2,245	2,212	1,942 – 2,308	–	–	–	–	–	–	–	–	–	–	–	(3)	5	12	12	17	34	4	4	2	9
Administrative Occupations																										
Budget Analysts																										
Level I	622	39.7	583	579	503 – 682	–	2	22	32	27	17	(3)	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Private industry	187	39.6	524	519	481 – 564	–	–	40	48	11	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Service producing	119	39.6	514	502	475 – 554	–	–	49	42	8	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Level II	2,691	39.1	659	644	580 – 722	–	(3)	5	25	38	21	7	3	(3)	(3)	–	–	–	–	–	–	–	–	–	–	–
Private industry	1,378	39.1	646	635	578 – 694	–	–	3	30	44	18	4	1	1	(3)	–	–	–	–	–	–	–	–	–	–	–
Goods producing	406	39.6	666	646	587 – 729	–	–	–	29	41	18	9	1	1	(3)	–	–	–	–	–	–	–	–	–	–	–
Manufacturing	390	39.6	659	644	584 – 708	–	–	–	30	42	18	7	1	1	(3)	–	–	–	–	–	–	–	–	–	–	–
Service producing	972	38.9	638	625	577 – 692	–	–	4	30	45	17	2	1	(3)	–	–	–	–	–	–	–	–	–	–	–	–
State and local government	1,313	39.0	672	658	586 – 756	–	1	8	20	32	24	10	6	(3)	–	–	–	–	–	–	–	–	–	–	–	–
Level III	4,167	39.5	846	842	753 – 955	–	–	(3)	2	11	26	24	25	10	1	(3)	(3)	–	–	–	–	–	–	–	–	–
Private industry	1,698	39.4	824	808	749 – 893	–	–	–	2	12	33	29	15	7	1	(3)	(3)	–	–	–	–	–	–	–	–	–
Goods producing	537	39.6	842	819	755 – 923	–	–	–	(3)	11	31	28	18	9	2	1	(3)	–	–	–	–	–	–	–	–	–
Manufacturing	520	39.6	835	808	755 – 923	–	–	–	(3)	11	31	29	18	9	2	(3)	–	–	–	–	–	–	–	–	–	–
Service producing	1,161	39.3	816	803	745 – 885	–	–	–	2	13	34	30	14	6	1	(3)	–	–	–	–	–	–	–	–	–	–
Transportation and utilities	247	39.9	875	862	796 – 958	–	–	–	–	7	19	36	19	17	2	(3)	–	–	–	–	–	–	–	–	–	–
State and local government	2,469	39.5	861	873	758 – 955	–	–	(3)	2	11	22	21	31	12	1	(3)	–	–	–	–	–	–	–	–	–	–

See footnotes at end of table.

Table A-1. Pay distributions, professional and administrative occupations, United States, November 1995 — Continued

Occupation and level	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[2]			Percent of workers receiving straight-time weekly earnings (in dollars) of—																				
			Mean	Median	Middle range	200 and under 300	300 - 400	400 - 500	500 - 600	600 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1600	1600 - 1800	1800 - 2000	2000 - 2200	2200 - 2400	2400 - 2600	2600 - 2800	2800 - 3000	3000 and over
Budget Analysts–Continued																										
Level IV	2,633	39.6	$951	$954	$838 – $1,053	–	–	–	(3)	5	14	18	25	22	10	3	1	2	(3)	–	–	–	–	–	–	–
Private industry	1,777	39.7	929	950	806 – 1,030	–	–	–	–	7	17	18	28	21	5	2	1	1	(3)	–	–	–	–	–	–	–
Goods producing	1,011	39.9	941	954	830 – 1,032	–	–	–	–	6	15	18	31	21	5	1	(3)	2	(3)	–	–	–	–	–	–	–
Manufacturing	972	39.9	923	954	822 – 1,015	–	–	–	–	6	15	18	33	21	5	1	(3)	(3)	–	–	–	–	–	–	–	–
Service producing	766	39.6	912	929	769 – 1,029	–	–	–	–	8	19	18	24	22	5	2	1	(3)	–	–	–	–	–	–	–	–
Transportation and utilities	184	39.6	1,023	1,036	951 – 1,096	–	–	–	–	–	1	17	23	40	13	3	3	1	–	–	–	–	–	–	–	–
State and local government	856	39.3	998	1,007	880 – 1,102	–	–	–	1	2	8	17	19	24	19	5	2	2	–	–	–	–	–	–	–	–
Buyers/Contracting Specialists																										
Level I	10,909	39.7	516	505	462 – 569	(3)	7	38	39	13	2	(3)	(3)	(3)	–	–	–	–	–	–	–	–	–	–	–	–
Private industry	9,211	39.8	520	511	462 – 573	(3)	4	39	40	13	3	(3)	(3)	(3)	–	–	–	–	–	–	–	–	–	–	–	–
Goods producing	5,866	39.9	526	519	478 – 575	(3)	3	37	42	13	3	1	(3)	(3)	–	–	–	–	–	–	–	–	–	–	–	–
Manufacturing	5,627	39.9	525	519	478 – 573	(3)	3	36	44	12	4	1	(3)	(3)	–	–	–	–	–	–	–	–	–	–	–	–
Service producing	3,345	39.7	508	501	454 – 562	(3)	7	42	37	13	1	(3)	(3)	–	–	–	–	–	–	–	–	–	–	–	–	–
State and local government	1,698	39.2	493	492	424 – 560	(3)	18	37	34	10	1	(3)	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Level II	32,573	39.7	651	640	575 – 725	–	1	6	27	34	23	7	2	1	(3)	–	–	–	–	–	–	–	–	–	–	–
Private industry	28,357	39.8	653	640	577 – 725	–	(3)	6	27	35	23	6	2	1	(3)	–	–	–	–	–	–	–	–	–	–	–
Goods producing	20,334	39.9	653	644	577 – 725	–	(3)	6	26	36	24	6	2	1	(3)	–	–	–	–	–	–	–	–	–	–	–
Manufacturing	19,461	39.9	651	642	577 – 723	–	(3)	6	26	37	23	6	2	1	(3)	–	–	–	–	–	–	–	–	–	–	–
Service producing	8,023	39.6	652	634	577 – 721	–	(3)	6	31	33	20	8	1	1	(3)	–	–	–	–	–	–	–	–	–	–	–
Transportation and utilities	968	39.9	691	673	592 – 794	–	1	1	30	23	23	19	3	(3)	–	–	–	–	–	–	–	–	–	–	–	–
State and local government	4,216	39.0	637	637	542 – 722	–	2	12	27	27	23	8	2	(3)	–	–	–	–	–	–	–	–	–	–	–	–
Level III	23,272	39.8	875	862	776 – 968	–	–	(3)	1	8	22	28	21	13	5	2	(3)	(3)	–	–	–	–	–	–	–	–
Private industry	21,341	39.9	881	865	780 – 970	–	–	(3)	1	7	22	28	22	13	5	2	(3)	(3)	–	–	–	–	–	–	–	–
Goods producing	17,361	39.9	880	865	779 – 964	–	–	(3)	1	7	23	29	22	12	5	2	(3)	(3)	–	–	–	–	–	–	–	–
Manufacturing	16,871	39.9	878	863	779 – 963	–	–	(3)	1	7	23	29	21	12	5	2	(3)	(3)	–	–	–	–	–	–	–	–
Service producing	3,980	39.8	888	879	792 – 990	–	–	(3)	1	9	18	27	23	16	5	1	(3)	(3)	–	–	–	–	–	–	–	–
Transportation and utilities	1,364	40.0	927	939	809 – 1,029	–	–	1	1	4	14	23	23	21	11	1	(3)	–	–	–	–	–	–	–	–	–
State and local government	1,931	39.2	810	797	694 – 919	–	–	3	6	17	24	19	13	16	2	(3)	(3)	–	–	–	–	–	–	–	–	–
Level IV	7,059	39.9	1,068	1,046	951 – 1,164	–	–	(3)	(3)	1	3	11	21	26	17	10	5	3	1	(3)	(3)	(3)	–	–	–	–
Private industry	6,616	39.9	1,072	1,047	957 – 1,163	–	–	(3)	(3)	(3)	3	11	22	27	18	10	5	3	1	(3)	(3)	(3)	–	–	–	–
Goods producing	5,308	39.9	1,069	1,041	951 – 1,161	–	–	–	(3)	(3)	3	12	22	26	18	9	4	4	1	(3)	(3)	(3)	–	–	–	–
Manufacturing	5,098	39.9	1,055	1,037	948 – 1,148	–	–	–	(3)	(3)	3	12	23	27	19	9	4	3	(3)	(3)	–	–	–	–	–	–
Service producing	1,308	39.9	1,085	1,066	971 – 1,184	–	–	(3)	(3)	1	1	7	21	29	18	13	7	3	(3)	(3)	–	–	–	–	–	–
Transportation and utilities	535	39.8	1,085	1,083	971 – 1,186	–	–	(3)	1	1	1	6	18	25	25	11	9	2	(3)	–	–	–	–	–	–	–
State and local government	443	39.2	1,013	1,009	863 – 1,213	–	–	–	2	5	9	21	10	21	5	17	9	2	–	–	–	–	–	–	–	–
Computer Programmers																										
Level I	7,477	39.7	534	525	471 – 583	–	4	34	42	16	4	1	(3)	–	–	–	–	–	–	–	–	–	–	–	–	–
Private industry	6,534	39.7	538	532	477 – 588	–	3	33	42	17	4	1	(3)	–	–	–	–	–	–	–	–	–	–	–	–	–
Goods producing	1,443	39.8	546	532	478 – 596	–	1	31	43	16	7	1	(3)	–	–	–	–	–	–	–	–	–	–	–	–	–
Manufacturing	1,379	39.8	540	532	478 – 583	–	1	33	44	15	7	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Service producing	5,091	39.7	536	531	476 – 587	–	4	34	42	17	3	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Transportation and utilities	327	39.4	572	595	450 – 659	–	3	27	22	41	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
State and local government	943	39.5	504	504	450 – 538	–	6	41	41	8	3	(3)	–	–	–	–	–	–	–	–	–	–	–	–	–	–

See footnotes at end of table.

Table A-1. Pay distributions, professional and administrative occupations, United States, November 1995 — Continued

Occupation and level	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[2]			Percent of workers receiving straight-time weekly earnings (in dollars) of—																				
			Mean	Median	Middle range	200 and under 300	300 - 400	400 - 500	500 - 600	600 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1600	1600 - 1800	1800 - 2000	2000 - 2200	2200 - 2400	2400 - 2600	2600 - 2800	2800 - 3000	3000 and over
Computer Programmers–Continued																										
Level II	34,224	39.6	$629	$620	$564 – $687	–	(3)	6	35	38	16	4	1	(3)	(3)	–	–	–	–	–	–	–	–	–	–	–
Private industry	29,221	39.6	634	623	572 – 692	–	(3)	4	34	40	17	4	1	(3)	(3)	–	–	–	–	–	–	–	–	–	–	–
Goods producing	8,148	39.7	651	644	577 – 713	–	–	3	29	39	21	6	1	(3)	(3)	–	–	–	–	–	–	–	–	–	–	–
Manufacturing	7,946	39.7	650	642	577 – 712	–	–	4	29	39	21	6	1	(3)	–	–	–	–	–	–	–	–	–	–	–	–
Service producing	21,073	39.6	628	618	570 – 680	–	(3)	5	37	40	15	3	1	(3)	(3)	–	–	–	–	–	–	–	–	–	–	–
Transportation and utilities	1,980	39.9	659	654	602 – 712	–	–	2	21	49	23	4	1	–	–	–	–	–	–	–	–	–	–	–	–	–
State and local government	5,003	39.2	599	585	516 – 666	–	2	16	37	28	12	4	1	(3)	–	–	–	–	–	–	–	–	–	–	–	–
Level III	43,003	39.5	774	766	691 – 842	–	(3)	(3)	5	23	34	24	9	3	1	(3)	(3)	(3)	–	–	–	–	–	–	–	–	–
Private industry	35,996	39.5	779	769	693 – 844	–	(3)	(3)	3	24	35	25	9	3	1	(3)	(3)	(3)	–	–	–	–	–	–	–	–	–
Goods producing	9,082	39.7	783	771	692 – 853	–	–	(3)	1	26	29	28	11	3	1	(3)	(3)	–	–	–	–	–	–	–	–	–
Manufacturing	8,569	39.6	777	769	689 – 850	–	–	(3)	2	28	30	27	10	3	1	(3)	(3)	–	–	–	–	–	–	–	–	–
Service producing	26,914	39.5	777	769	695 – 840	–	(3)	(3)	4	23	37	23	9	3	1	1	(3)	(3)	–	–	–	–	–	–	–	–
Transportation and utilities	2,124	39.8	790	786	712 – 842	–	–	–	2	17	38	28	10	4	1	(3)	–	–	–	–	–	–	–	–	–	–
State and local government	7,007	39.3	750	738	651 – 831	–	(3)	1	13	23	30	20	9	3	1	–	–	–	–	–	–	–	–	–	–	–
Level IV	19,571	39.5	925	914	848 – 1,000	–	–	(3)	(3)	2	10	32	31	18	4	2	(3)	(3)	(3)	–	–	–	–	–	–	–	–
Private industry	18,526	39.5	925	913	850 – 998	–	–	(3)	(3)	1	10	33	31	19	4	2	(3)	(3)	(3)	–	–	–	–	–	–	–	–
Goods producing	5,375	39.9	921	909	854 – 985	–	–	–	–	2	4	38	33	18	3	1	(3)	–	–	–	–	–	–	–	–	–
Manufacturing	5,326	39.9	920	909	855 – 985	–	–	–	–	2	4	38	33	18	2	1	(3)	–	–	–	–	–	–	–	–	–
Service producing	13,151	39.4	926	919	847 – 1,000	–	–	(3)	(3)	1	12	31	30	19	4	2	(3)	(3)	(3)	–	–	–	–	–	–	–	–
State and local government	1,045	39.1	923	916	795 – 1,048	–	–	–	4	9	13	20	20	12	12	9	–	–	–	–	–	–	–	–	–	–	–
Level V	8,046	39.7	1,070	1,052	989 – 1,125	–	–	–	–	–	(3)	3	26	38	24	5	3	1	1	(3)	–	–	–	–	–	–	–
Private industry	7,935	39.7	1,068	1,051	989 – 1,124	–	–	–	–	–	(3)	3	26	38	24	5	2	1	1	(3)	–	–	–	–	–	–	–
Service producing	2,961	39.4	1,105	1,092	1,000 – 1,170	–	–	–	–	–	(3)	5	19	28	30	9	5	2	2	(3)	–	–	–	–	–	–	–
Computer Systems Analysts																										
Level I	38,356	39.7	768	762	688 – 842	–	(3)	1	6	22	33	25	9	3	1	(3)	(3)	(3)	–	–	–	–	–	–	–	–
Private industry	32,035	39.7	772	767	692 – 846	–	(3)	(3)	4	23	34	26	10	2	(3)	(3)	(3)	(3)	–	–	–	–	–	–	–	–
Goods producing	8,810	39.9	772	766	687 – 844	–	–	(3)	5	25	29	27	9	3	1	(3)	(3)	(3)	–	–	–	–	–	–	–	–
Manufacturing	8,496	39.9	766	760	683 – 837	–	–	(3)	5	26	30	27	8	2	(3)	(3)	(3)	(3)	–	–	–	–	–	–	–	–
Service producing	23,225	39.6	772	768	695 – 846	–	(3)	(3)	4	22	36	25	10	2	(3)	(3)	–	–	–	–	–	–	–	–	–	–
Transportation and utilities	3,221	39.7	826	810	745 – 902	–	–	–	1	10	35	29	19	5	1	–	–	–	–	–	–	–	–	–	–	–
State and local government	6,321	39.7	748	727	638 – 831	–	–	3	16	20	28	18	7	4	4	(3)	(3)	–	–	–	–	–	–	–	–	–
Level II	99,218	39.6	926	923	838 – 1,003	–	–	(3)	(3)	3	13	27	28	21	6	2	(3)	(3)	(3)	(3)	–	–	–	–	–	–	–
Private industry	81,649	39.5	929	922	839 – 1,010	–	–	(3)	(3)	2	13	28	29	18	7	2	(3)	(3)	(3)	(3)	–	–	–	–	–	–	–
Goods producing	21,867	39.8	943	935	846 – 1,030	–	–	(3)	(3)	2	11	26	28	20	8	3	1	(3)	(3)	–	–	–	–	–	–	–	–
Manufacturing	20,946	39.8	938	928	844 – 1,024	–	–	(3)	(3)	2	12	27	27	20	7	3	1	(3)	–	–	–	–	–	–	–	–	–
Service producing	59,782	39.4	924	917	837 – 1,000	–	–	–	(3)	2	13	28	30	17	6	2	(3)	(3)	(3)	–	–	–	–	–	–	–	–
Transportation and utilities	8,066	39.4	989	985	898 – 1,060	–	–	–	(3)	(3)	6	19	28	28	12	6	1	(3)	–	–	–	–	–	–	–	–	–
State and local government	17,569	39.8	914	927	831 – 1,003	–	–	(3)	1	7	12	22	21	31	4	2	(3)	(3)	–	–	–	–	–	–	–	–	–

See footnotes at end of table.

Table A-1. Pay distributions, professional and administrative occupations, United States, November 1995 — Continued

Occupation and level	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[2]			Percent of workers receiving straight-time weekly earnings (in dollars) of—																			
			Mean	Median	Middle range	200 and under 300	300 - 400	400 - 500	500 - 600	600 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1600	1600 - 1800	1800 - 2000	2000 - 2200	2200 - 2400	2400 - 2600	2600 - 2800	2800 - 3000	3000 and over
Computer Systems Analysts –Continued																									
Level III	63,644	39.5	$1,092	$1,071	$993 – $1,182	–	–	–	(3)	(3)	2	7	18	31	21	12	6	3	(3)	(3)	(3)	–	–	–	–
Private industry	57,303	39.5	1,100	1,081	999 – 1,191	–	–	–	(3)	(3)	1	6	18	29	22	13	7	3	(3)	(3)	(3)	–	–	–	–
Goods producing	16,448	39.8	1,140	1,129	1,029 – 1,239	–	–	–	–	–	1	5	12	25	24	18	9	5	1	(3)	(3)	–	–	–	–
Manufacturing	15,518	39.8	1,135	1,121	1,023 – 1,232	–	–	–	–	–	1	5	13	25	24	17	9	5	1	(3)	(3)	–	–	–	–
Service producing	40,855	39.4	1,084	1,065	987 – 1,165	–	–	–	(3)	(3)	1	7	20	31	21	11	6	3	(3)	(3)	–	–	–	–	–
Transportation and utilities	4,506	39.9	1,157	1,139	1,056 – 1,265	–	–	–	(3)	(3)	(3)	3	10	27	25	18	11	7	–	(3)	–	–	–	–	–
State and local government	6,341	39.7	1,017	1,049	941 – 1,075	–	–	–	–	1	9	11	17	42	9	7	4	(3)	(3)	–	–	–	–	–	–
Level IV	16,094	39.4	1,296	1,281	1,177 – 1,406	–	–	–	–	(3)	(3)	2	2	8	18	25	19	21	4	1	(3)	(3)	(3)	–	(3)	–
Private industry	15,541	39.4	1,301	1,287	1,183 – 1,412	–	–	–	–	(3)	(3)	2	2	8	17	25	20	21	4	1	(3)	(3)	(3)	–	(3)	–
Goods producing	5,183	39.6	1,332	1,325	1,209 – 1,441	–	–	–	–	–	–	(3)	2	8	13	19	26	25	5	1	1	(3)	–	–	–	–
Manufacturing	4,885	39.6	1,322	1,317	1,200 – 1,427	–	–	–	–	–	–	(3)	2	8	14	20	26	23	4	1	1	(3)	–	–	–	–
Service producing	10,358	39.3	1,285	1,267	1,175 – 1,394	–	–	–	–	(3)	(3)	2	2	8	19	28	17	19	4	1	(3)	(3)	(3)	–	(3)	–
Level V	1,656	39.2	1,504	1,493	1,376 – 1,623	–	–	–	–	–	(3)	(3)	1	1	2	8	17	41	22	6	1	(3)	(3)	–	–	–
Private industry	1,656	39.2	1,504	1,493	1,376 – 1,623	–	–	–	–	–	(3)	(3)	1	1	2	8	17	41	22	6	1	(3)	(3)	–	–	–
Goods producing	355	40.0	1,535	1,522	1,403 – 1,632	–	–	–	–	–	–	–	–	3	(3)	6	13	46	20	9	1	1	(3)	–	–	–
Service producing	1,301	38.9	1,496	1,481	1,376 – 1,622	–	–	–	–	–	(3)	(3)	1	1	2	8	19	40	23	5	1	–	–	–	–	–
Computer Systems Analyst Supervisors/Managers																									
Level I	9,890	39.6	1,177	1,171	1,059 – 1,288	–	–	–	(3)	(3)	1	4	9	19	23	22	13	9	1	(3)	(3)	–	–	–	–
Private industry	7,910	39.5	1,190	1,185	1,069 – 1,292	–	–	–	(3)	(3)	(3)	2	9	20	21	23	13	9	2	(3)	(3)	–	–	–	–
Goods producing	1,421	39.6	1,265	1,242	1,110 – 1,383	–	–	–	–	–	–	(3)	1	22	13	26	14	16	6	(3)	(3)	–	–	–	–
Manufacturing	1,355	39.6	1,259	1,234	1,106 – 1,376	–	–	–	–	–	–	(3)	1	23	13	26	14	16	6	–	(3)	–	–	–	–
Service producing	6,489	39.5	1,173	1,168	1,058 – 1,277	–	–	–	(3)	(3)	1	3	11	19	23	23	12	7	1	–	–	–	–	–	–
Transportation and utilities	515	40.0	1,225	1,241	1,157 – 1,316	–	–	–	–	–	–	2	4	12	17	34	23	7	(3)	–	–	–	–	–	–
State and local government	1,980	39.7	1,128	1,102	1,024 – 1,239	–	–	–	–	(3)	2	12	9	15	29	15	11	7	–	–	–	–	–	–	–
Level II	8,958	39.4	1,385	1,365	1,250 – 1,496	–	–	–	–	–	–	(3)	1	4	11	18	23	30	9	3	1	(3)	(3)	–	–	–
Private industry	8,083	39.4	1,397	1,378	1,266 – 1,508	–	–	–	–	–	–	(3)	1	4	10	16	24	31	10	3	1	(3)	(3)	–	–	–
Goods producing	1,774	39.5	1,471	1,448	1,306 – 1,627	–	–	–	–	–	–	–	(3)	2	6	15	17	31	20	5	1	1	–	–	–	–
Manufacturing	1,633	39.5	1,464	1,444	1,292 – 1,629	–	–	–	–	–	–	–	(3)	3	6	16	18	30	21	5	1	1	–	–	–	–
Service producing	6,309	39.3	1,377	1,360	1,256 – 1,478	–	–	–	–	–	–	(3)	1	4	11	17	26	30	7	2	1	(3)	(3)	–	–	–
Transportation and utilities	545	39.5	1,496	1,455	1,334 – 1,590	–	–	–	–	–	–	1	(3)	2	7	9	22	35	11	7	4	1	1	–	–	–
State and local government	875	39.8	1,273	1,224	1,181 – 1,402	–	–	–	–	–	–	1	2	5	20	35	11	25	1	–	–	–	–	–	–	–
Level III	2,204	39.1	1,641	1,620	1,466 – 1,769	–	–	–	–	–	–	–	–	(3)	1	5	8	32	34	14	4	2	1	(3)	(3)	(3)
Private industry	2,125	39.1	1,644	1,620	1,468 – 1,769	–	–	–	–	–	–	–	–	(3)	1	4	8	32	33	14	4	2	1	(3)	(3)	(3)
Goods producing	762	38.8	1,658	1,605	1,462 – 1,748	–	–	–	–	–	–	–	–	–	(3)	2	7	40	31	10	4	3	2	1	(3)	(3)
Manufacturing	650	38.7	1,609	1,577	1,447 – 1,715	–	–	–	–	–	–	–	–	–	(3)	3	8	47	30	7	2	1	1	1	(3)	(3)
Service producing	1,363	39.3	1,637	1,635	1,481 – 1,780	–	–	–	–	–	–	–	–	1	1	6	9	27	34	17	4	2	(3)	–	–	–

See footnotes at end of table.

Table A-1. Pay distributions, professional and administrative occupations, United States, November 1995 — Continued

Occupation and level	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[2]			Percent of workers receiving straight-time weekly earnings (in dollars) of—																				
			Mean	Median	Middle range	200 and under 300	300 - 400	400 - 500	500 - 600	600 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1600	1600 - 1800	1800 - 2000	2000 - 2200	2200 - 2400	2400 - 2600	2600 - 2800	2800 - 3000	3000 and over
Personnel Specialists																										
Level I	4,230	39.7	$508	$495	$455 – $549	–	5	47	35	9	3	1	(3)	–	–	–	–	–	–	–	–	–	–	–	–	–
Private industry	3,215	39.7	504	490	456 – 535	–	4	50	35	8	3	(3)	(3)	–	–	–	–	–	–	–	–	–	–	–	–	–
Goods producing	732	40.0	536	524	455 – 599	–	4	40	31	19	5	1	(3)	–	–	–	–	–	–	–	–	–	–	–	–	–
Manufacturing	697	40.0	531	519	455 – 597	–	4	41	31	19	4	(3)	(3)	–	–	–	–	–	–	–	–	–	–	–	–	–
Service producing	2,483	39.6	494	481	456 – 522	–	4	53	36	5	2	(3)	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Transportation and utilities	186	40.0	494	463	423 – 565	–	7	49	28	12	2	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–
State and local government	1,015	39.7	523	514	447 – 588	–	10	35	36	14	4	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Level II	33,919	39.7	602	588	529 – 659	–	1	13	41	29	11	4	1	(3)	(3)	(3)	–	–	–	–	–	–	–	–	–	–
Private industry	28,855	39.7	599	584	529 – 652	–	1	13	43	28	10	4	1	(3)	(3)	(3)	–	–	–	–	–	–	–	–	–	–
Goods producing	10,111	39.9	611	591	536 – 669	–	(3)	14	38	29	10	5	2	1	(3)	(3)	–	–	–	–	–	–	–	–	–	–
Manufacturing	9,854	39.9	609	590	535 – 663	–	–	15	39	29	9	5	1	1	(3)	(3)	–	–	–	–	–	–	–	–	–	–
Service producing	18,744	39.6	592	577	525 – 642	–	1	12	45	28	11	3	(3)	(3)	(3)	–	–	–	–	–	–	–	–	–	–	–
Transportation and utilities	1,328	39.9	642	624	558 – 718	–	–	4	37	31	20	6	1	1	–	–	–	–	–	–	–	–	–	–	–	–
State and local government	5,064	39.4	622	602	538 – 691	–	2	11	33	30	16	5	3	(3)	–	–	–	–	–	–	–	–	–	–	–	–
Level III	47,496	39.6	791	787	693 – 873	–	(3)	1	6	19	28	26	12	4	2	1	(3)	(3)	–	–	–	–	–	–	–	–
Private industry	39,143	39.6	786	775	692 – 865	–	(3)	1	6	20	30	27	10	4	1	1	(3)	(3)	–	–	–	–	–	–	–	–
Goods producing	16,286	39.9	803	796	710 – 883	–	–	–	5	17	29	29	12	5	2	1	(3)	(3)	–	–	–	–	–	–	–	–
Manufacturing	15,572	39.9	801	794	707 – 880	–	–	–	5	18	29	29	12	5	1	1	(3)	–	–	–	–	–	–	–	–	–
Service producing	22,857	39.4	774	769	681 – 850	–	(3)	1	7	22	31	25	9	4	1	(3)	(3)	(3)	–	–	–	–	–	–	–	–
Transportation and utilities	2,586	39.9	843	835	747 – 935	–	–	(3)	5	8	24	30	19	10	3	1	(3)	–	–	–	–	–	–	–	–	–
State and local government	8,353	39.4	811	820	702 – 928	–	–	2	6	17	21	25	22	5	2	(3)	–	–	–	–	–	–	–	–	–	–
Level IV	30,237	39.6	1,027	1,010	914 – 1,132	–	–	–	(3)	1	4	16	25	23	16	9	4	2	(3)	(3)	–	–	–	–	–	–
Private industry	26,082	39.6	1,033	1,015	923 – 1,135	–	–	–	(3)	1	3	16	26	23	16	9	4	2	(3)	(3)	–	–	–	–	–	–
Goods producing	12,133	39.8	1,040	1,009	932 – 1,142	–	–	–	–	1	2	14	29	21	16	9	5	2	(3)	(3)	–	–	–	–	–	–
Manufacturing	11,692	39.8	1,034	1,000	927 – 1,135	–	–	–	–	1	2	15	30	21	15	9	5	2	(3)	(3)	–	–	–	–	–	–
Service producing	13,949	39.4	1,027	1,019	912 – 1,131	–	–	–	(3)	1	5	17	22	25	16	10	3	2	(3)	(3)	–	–	–	–	–	–
Transportation and utilities	2,286	39.9	1,073	1,058	971 – 1,171	–	–	–	–	(3)	2	9	24	25	21	13	5	1	(3)	–	–	–	–	–	–	–
State and local government	4,155	39.2	990	982	872 – 1,102	–	–	–	(3)	3	11	19	20	21	15	8	3	1	–	–	–	–	–	–	–	–
Level V	7,939	39.6	1,341	1,312	1,192 – 1,459	–	–	–	–	(3)	(3)	1	4	8	14	21	17	22	9	3	(3)	(3)	(3)	(3)	–	–
Private industry	7,267	39.6	1,357	1,325	1,202 – 1,470	–	–	–	–	–	(3)	(3)	2	8	14	21	18	23	10	3	(3)	(3)	(3)	(3)	–	–
Goods producing	4,089	39.8	1,392	1,350	1,222 – 1,529	–	–	–	–	–	(3)	(3)	2	6	14	20	17	23	13	4	1	1	(3)	–	–	–
Manufacturing	3,944	39.8	1,387	1,346	1,213 – 1,517	–	–	–	–	–	(3)	(3)	2	6	14	20	17	23	13	4	1	1	(3)	–	–	–
Service producing	3,178	39.3	1,311	1,292	1,186 – 1,442	–	–	–	–	–	(3)	(3)	3	10	15	23	18	22	6	2	(3)	(3)	(3)	(3)	–	–
Transportation and utilities	637	39.9	1,342	1,286	1,196 – 1,502	–	–	–	–	–	–	–	3	8	15	25	14	21	12	2	–	–	–	–	–	–
State and local government	672	39.3	1,170	1,182	984 – 1,325	–	–	–	–	(3)	1	13	18	8	13	19	13	15	1	–	–	–	–	–	–	–
Level VI	994	39.7	1,775	1,760	1,612 – 1,923	–	–	–	–	–	–	–	(3)	(3)	1	1	3	18	34	27	13	2	2	–	–	–
Private industry	991	39.7	1,777	1,761	1,612 – 1,923	–	–	–	–	–	–	–	(3)	–	1	1	3	18	34	27	13	2	2	–	–	–
Goods producing	755	39.8	1,787	1,767	1,601 – 1,923	–	–	–	–	–	–	–	–	–	–	–	4	19	32	28	11	3	3	–	–	–
Manufacturing	690	39.8	1,781	1,750	1,601 – 1,920	–	–	–	–	–	–	–	–	–	–	–	4	21	33	27	10	2	3	–	–	–
Service producing	236	39.3	1,745	1,750	1,625 – 1,923	–	–	–	–	–	–	–	(3)	–	3	5	(3)	12	38	22	19	1	–	–	–	–

See footnotes at end of table.

Table A-1. Pay distributions, professional and administrative occupations, United States, November 1995 — Continued

Occupation and level	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[2]			Percent of workers receiving straight-time weekly earnings (in dollars) of—																			
			Mean	Median	Middle range	200 and under 300	300 - 400	400 - 500	500 - 600	600 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1600	1600 - 1800	1800 - 2000	2000 - 2200	2200 - 2400	2400 - 2600	2600 - 2800	2800 - 3000	3000 and over
Personnel Supervisors/Managers																									
Level I	3,309	39.6	$1,144	$1,134	$1,039 – $1,254	–	–	–	(3)	1	3	3	11	28	18	20	10	5	1	1	–	–	–	–	–	–
Private industry	2,770	39.8	1,164	1,154	1,059 – 1,279	–	–	–	–	(3)	2	3	10	28	18	21	12	5	1	1	–	–	–	–	–	–
Goods producing	1,093	40.0	1,204	1,202	1,119 – 1,288	–	–	–	–	–	1	2	3	16	27	28	16	5	(3)	1	–	–	–	–	–	–
Manufacturing	1,047	40.0	1,198	1,200	1,113 – 1,288	–	–	–	–	–	1	2	3	17	28	28	16	3	(3)	2	–	–	–	–	–	–
Service producing	1,677	39.6	1,137	1,096	1,037 – 1,244	–	–	–	–	(3)	2	3	14	36	11	17	9	4	1	1	–	–	–	–	–	–
State and local government	539	39.1	1,045	1,058	912 – 1,184	–	–	–	1	4	11	7	14	24	19	11	4	4	1	–	–	–	–	–	–	–
Level II	3,992	39.6	1,436	1,442	1,308 – 1,559	–	–	–	–	(3)	(3)	1	2	5	6	10	17	38	15	4	1	–	(3)	(3)	–	–
Private industry	3,488	39.6	1,466	1,463	1,337 – 1,577	–	–	–	–	–	–	(3)	1	3	5	10	19	40	17	5	1	–	(3)	(3)	–	–
Goods producing	1,425	39.8	1,486	1,481	1,357 – 1,599	–	–	–	–	–	–	(3)	(3)	3	3	7	19	43	18	4	2	–	–	–	–	–
Manufacturing	1,385	39.8	1,487	1,492	1,360 – 1,599	–	–	–	–	–	–	(3)	(3)	3	3	8	18	43	18	4	2	–	–	–	–	–
Service producing	2,063	39.4	1,452	1,450	1,327 – 1,564	–	–	–	–	–	–	(3)	1	3	7	11	18	38	16	5	1	–	(3)	(3)	–	–
Transportation and utilities	431	39.9	1,457	1,409	1,294 – 1,580	–	–	–	–	–	–	–	1	6	4	16	22	29	15	8	1	–	–	–	–	–
State and local government	504	39.5	1,225	1,206	1,038 – 1,407	–	–	–	–	(3)	1	6	9	18	14	13	9	24	4	2	–	–	–	–	–	–
Level III	1,944	39.7	1,732	1,718	1,544 – 1,917	–	–	–	–	–	(3)	(3)	1	1	4	2	4	20	28	22	10	4	3	(3)	–	–
Private industry	1,729	39.7	1,783	1,734	1,596 – 1,923	–	–	–	–	–	–	–	(3)	–	(3)	2	4	21	30	24	11	5	3	(3)	–	–
Goods producing	969	39.9	1,765	1,731	1,603 – 1,914	–	–	–	–	–	–	–	–	–	(3)	1	4	19	35	27	8	4	2	(3)	–	–
Manufacturing	900	39.9	1,752	1,701	1,597 – 1,906	–	–	–	–	–	–	–	–	–	(3)	1	4	20	36	26	6	4	2	(3)	–	–
Service producing	760	39.4	1,807	1,761	1,579 – 2,011	–	–	–	–	–	–	–	(3)	–	(3)	2	4	23	24	20	15	6	5	–	–	–
Transportation and utilities	207	39.9	1,905	1,892	1,640 – 2,129	–	–	–	–	–	–	–	(3)	–	(3)	–	(3)	22	14	23	17	16	6	–	–	–
State and local government	215	39.8	1,319	1,150	1,128 – 1,550	–	–	–	–	–	2	1	10	6	33	5	10	10	12	7	3	–	–	–	–	–
Level IV	462	39.6	2,212	2,194	1,960 – 2,385	–	–	–	–	–	–	–	–	–	–	–	(3)	2	3	24	21	25	14	7	1	2
Private industry	460	39.6	2,212	2,194	1,960 – 2,389	–	–	–	–	–	–	–	–	–	–	–	(3)	2	3	24	21	25	14	7	1	2
Goods producing	324	39.6	2,182	2,139	1,950 – 2,373	–	–	–	–	–	–	–	–	–	–	–	–	1	5	29	22	21	11	8	1	1
Manufacturing	303	39.6	2,171	2,133	1,950 – 2,333	–	–	–	–	–	–	–	–	–	–	–	–	1	5	30	24	19	10	9	1	1
Service producing	136	39.6	2,283	2,346	2,102 – 2,428	–	–	–	–	–	–	–	–	–	–	–	1	4	1	13	18	33	20	5	1	4
Tax Collectors																										
Level I	787	39.4	520	535	434 – 607	2	16	23	32	21	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
State and local government	787	39.4	520	535	434 – 607	2	16	23	32	21	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Level II	3,216	39.1	577	586	500 – 667	2	5	17	33	26	15	1	–	(3)	–	–	–	–	–	–	–	–	–	–	–	–
State and local government	3,216	39.1	577	586	500 – 667	2	5	17	33	26	15	1	–	(3)	–	–	–	–	–	–	–	–	–	–	–	–	–
Level III	2,725	39.5	767	762	697 – 831	–	–	1	1	23	33	39	2	1	(3)	–	–	–	–	–	–	–	–	–	–	–
State and local government	2,725	39.5	767	762	697 – 831	–	–	1	1	23	33	39	2	1	(3)	–	–	–	–	–	–	–	–	–	–	–

[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: 8 percent at $3,000 and under $3,200; 6 percent at $3,200 and under $3,400; 2 percent at $3,400 and under $3,600; 2 percent at $3,600 and under $3,800; 1 percent at $3,800 and under $4,000; 1 percent at $4,200 and under $4,400; 2 percent at $4,400 and under $4,600; and 2 percent at $5,000 and under $5,200.

[5] Workers were distributed as follows: 5 percent at $3,000 and under $3,200; 3 percent at $3,200 and under $3,400; 1 percent at $3,400 and under $3,600; 1 percent at $3,600 and under $3,800; and 1 percent at $3,800 and over.

[6] Workers were distributed as follows: 5 percent at $3,000 and under $3,200; 3 percent at $3,200 and under $3,400; 1 percent at $3,400 and under $3,600; and 1 percent at $3,600 and under $3,800.

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 industry or industry levels may include data for categories not shown separately.

Table A-2. Pay distributions, technical and protective service occupations, United States, November 1995

Occupation and level	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[2]			Percent of workers receiving straight-time weekly earnings (in dollars) of—																				
			Mean	Median	Middle range	Under 250	250 and under 300	300 - 350	350 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1050	1050 - 1100	1100 - 1200	1200 - 1300	1300 and over
Technical Occupations																										
Computer Operators																										
Level I	3,816	39.7	$352	$341	$304 – $387	2	20	35	24	10	5	2	1	(3)	(3)	–	–	–	–	–	–	–	–	–	–	–
Private industry	3,207	39.7	347	341	304 – 379	1	20	37	27	10	3	1	(3)	(3)	(3)	–	–	–	–	–	–	–	–	–	–	–
Goods producing	653	39.9	336	341	290 – 343	(3)	30	46	16	4	2	2	–	(3)	(3)	–	–	–	–	–	–	–	–	–	–	–
Manufacturing	650	39.9	336	341	290 – 343	(3)	30	46	16	4	2	2	–	(3)	(3)	–	–	–	–	–	–	–	–	–	–	–
Service producing	2,554	39.6	350	346	306 – 386	2	18	35	30	11	4	1	(3)	–	–	–	–	–	–	–	–	–	–	–	–	–
State and local government	609	39.7	376	348	300 – 466	5	19	27	11	11	15	8	5	–	–	–	–	–	–	–	–	–	–	–	–	–
Level II	32,754	39.5	440	432	380 – 485	(3)	2	12	20	25	20	12	6	2	1	(3)	(3)	(3)	(3)	(3)	–	–	–	–	–	–
Private industry	27,172	39.5	437	430	379 – 481	(3)	2	11	21	26	21	11	5	2	1	(3)	(3)	(3)	(3)	(3)	–	–	–	–	–	–
Goods producing	7,177	39.7	438	427	379 – 477	(3)	(3)	11	21	31	20	8	4	2	1	(3)	1	–	–	1	–	–	–	–	–	–
Manufacturing	6,788	39.7	438	430	380 – 478	–	(3)	11	21	31	21	9	3	2	1	(3)	1	–	–	1	–	–	–	–	–	–
Service producing	19,995	39.4	436	431	379 – 484	–	2	11	21	24	21	12	6	1	1	(3)	(3)	(3)	(3)	(3)	–	–	–	–	–	–
Transportation and utilities	1,393	39.4	488	499	420 – 547	–	(3)	2	12	20	16	28	16	2	4	–	(3)	–	–	–	–	–	–	–	–	–
State and local government	5,582	39.3	454	442	386 – 511	–	1	13	17	21	18	15	8	3	2	1	1	(3)	(3)	(3)	–	–	–	–	–	–
Level III	24,201	39.3	566	558	500 – 629	–	(3)	(3)	3	8	13	22	19	17	9	5	2	1	(3)	(3)	(3)	(3)	–	–	–	–
Private industry	19,200	39.4	565	556	500 – 627	–	(3)	(3)	2	9	14	23	19	16	9	5	2	1	(3)	(3)	(3)	–	–	–	–	–
Goods producing	5,795	39.6	570	555	504 – 630	–	–	(3)	(3)	10	13	24	18	17	8	7	1	1	(3)	1	(3)	–	–	–	–	–
Manufacturing	5,630	39.5	570	554	504 – 630	–	–	(3)	(3)	10	13	24	18	16	8	7	1	1	(3)	1	(3)	–	–	–	–	–
Service producing	13,405	39.3	563	556	496 – 624	–	(3)	(3)	3	8	14	22	20	15	9	5	3	1	(3)	(3)	(3)	–	–	–	–	–
Transportation and utilities	2,029	39.9	631	608	568 – 737	–	–	–	(3)	1	5	12	30	16	9	14	9	3	(3)	(3)	(3)	–	–	–	–	–
State and local government	5,001	39.1	568	570	504 – 629	–	–	1	5	6	11	18	21	23	7	5	2	(3)	1	(3)	(3)	(3)	–	–	–	–
Level IV	4,988	39.3	679	675	602 – 741	–	–	–	–	(3)	2	9	13	17	18	18	10	5	4	1	(3)	(3)	(3)	1	–	–
Private industry	4,190	39.3	679	675	603 – 740	–	–	–	–	(3)	2	8	13	18	18	19	9	5	4	1	(3)	(3)	(3)	1	–	–
Goods producing	1,215	39.4	708	700	640 – 769	–	–	–	–	1	2	7	5	13	20	22	13	5	6	2	1	(3)	–	2	–	–
Manufacturing	1,192	39.4	706	700	639 – 763	–	–	–	–	1	2	8	5	14	20	22	12	6	5	2	1	1	–	2	–	–
Service producing	2,975	39.3	668	660	593 – 730	–	–	–	–	(3)	1	9	17	20	17	18	7	5	4	1	(3)	(3)	(3)	–	–	–
Transportation and utilities	223	40.0	719	712	644 – 790	–	–	–	–	–	–	1	11	15	19	24	8	6	13	3	1	–	–	–	–	–
State and local government	798	39.1	676	672	586 – 756	–	–	–	–	1	3	11	11	12	21	14	14	6	5	2	(3)	–	(3)	–	–	–
Level V	421	39.1	804	785	727 – 894	–	–	–	–	–	–	–	–	6	10	18	20	12	9	17	2	3	2	(3)	–	–
Private industry	327	38.9	787	766	715 – 862	–	–	–	–	–	–	–	–	8	13	24	19	9	9	9	3	3	2	(3)	–	–
Drafters																										
Level I	8,305	39.9	399	399	358 – 431	1	6	16	28	30	7	11	1	1	(3)	–	–	–	–	–	–	–	–	–	–	–
Private industry	7,825	39.9	401	400	360 – 432	1	5	15	28	31	7	12	1	(3)	(3)	–	–	–	–	–	–	–	–	–	–	–
Goods producing	5,451	39.9	378	380	346 – 400	2	7	17	34	33	6	1	(3)	(3)	–	–	–	–	–	–	–	–	–	–	–	–
Manufacturing	5,172	39.9	379	380	352 – 400	2	7	16	35	33	6	1	(3)	(3)	–	–	–	–	–	–	–	–	–	–	–	–
Service producing	2,374	39.8	453	442	394 – 538	(3)	2	9	15	25	10	35	2	1	(3)	–	–	–	–	–	–	–	–	–	–	–
Transportation and utilities	991	39.5	518	540	512 – 544	–	–	1	2	12	4	79	1	1	–	–	–	–	–	–	–	–	–	–	–	–
State and local government	480	39.2	375	354	319 – 425	–	11	37	17	19	10	3	–	2	–	–	–	–	–	–	–	–	–	–	–	–

See footnotes at end of table.

Table A-2. Pay distributions, technical and protective service occupations, United States, November 1995 — Continued

Occupation and level	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[2]			Percent of workers receiving straight-time weekly earnings (in dollars) of—																				
			Mean	Median	Middle range	Under 250	250 and under 300	300 - 350	350 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1050	1050 - 1100	1100 - 1200	1200 - 1300	1300 and over
Drafters–Continued																										
Level II	25,165	39.9	$494	$480	$435 – $547	(3)	(3)	3	7	22	26	19	12	5	4	1	1	(3)	(3)	(3)	–	–	–	–	–	–
Private industry	23,153	39.9	490	480	435 – 540	(3)	(3)	2	6	23	27	19	12	5	4	1	(3)	(3)	(3)	(3)	–	–	–	–	–	–
Goods producing	15,182	40.0	482	465	435 – 520	–	(3)	2	5	26	31	18	11	4	1	(3)	(3)	(3)	(3)	(3)	–	–	–	–	–	–
Manufacturing	14,052	40.0	479	465	435 – 515	–	–	2	6	26	33	18	11	3	1	(3)	(3)	(3)	(3)	(3)	–	–	–	–	–	–
Service producing	7,971	39.8	507	505	440 – 571	(3)	(3)	4	8	15	18	22	14	7	10	1	(3)	(3)	(3)	–	–	–	–	–	–	–
Transportation and utilities	2,113	39.2	596	573	547 – 680	–	–	–	1	5	3	24	23	6	33	2	1	(3)	–	–	–	–	–	–	–	–
State and local government	2,012	39.5	528	519	420 – 595	–	1	3	15	11	15	18	13	4	7	5	8	1	(3)	(3)	–	–	–	–	–	–
Level III	25,598	39.9	622	608	540 – 699	–	–	–	(3)	4	7	17	19	15	14	10	7	5	1	1	(3)	(3)	(3)	(3)	–	–
Private industry	23,370	40.0	617	600	538 – 690	–	–	–	(3)	3	7	18	20	15	15	10	7	4	(3)	1	(3)	(3)	–	(3)	–	–
Goods producing	16,066	40.0	600	581	530 – 670	–	–	–	(3)	4	8	22	22	14	13	9	6	2	(3)	(3)	(3)	(3)	–	–	–	–
Manufacturing	14,230	40.0	594	577	526 – 660	–	–	–	(3)	4	8	24	22	14	12	8	5	2	(3)	(3)	(3)	(3)	–	–	–	–
Service producing	7,304	40.0	653	654	574 – 719	–	–	–	(3)	2	4	10	17	16	19	14	9	7	1	2	(3)	(3)	–	(3)	–	–
Transportation and utilities	1,390	39.9	729	739	640 – 795	–	–	–	(3)	–	1	4	8	13	14	10	25	15	2	7	(3)	–	–	–	–	–
State and local government	2,228	39.6	683	700	564 – 818	–	–	–	1	8	7	5	13	12	5	9	10	17	10	2	1	–	(3)	–	–	–
Level IV	13,328	39.9	802	786	695 – 880	–	–	–	–	–	–	1	2	14	9	13	16	14	9	6	4	3	3	4	1	(3)
Private industry	12,826	39.9	799	782	692 – 873	–	–	–	–	–	–	1	2	14	9	14	17	14	9	5	3	3	3	4	1	(3)
Goods producing	9,229	39.9	809	788	682 – 894	–	–	–	–	–	–	(3)	1	18	8	11	15	13	9	7	4	3	4	5	2	(3)
Manufacturing	8,891	39.9	809	786	674 – 896	–	–	–	–	–	–	(3)	1	18	9	11	15	12	9	6	4	3	4	5	2	(3)
Service producing	3,597	39.9	774	763	704 – 818	–	–	–	–	–	–	2	3	5	11	20	22	18	8	3	2	1	1	1	1	(3)
Transportation and utilities	585	40.0	812	795	765 – 880	–	–	–	–	–	–	1	(3)	5	5	13	32	10	21	3	5	4	(3)	(3)	–	–
State and local government	502	39.7	874	897	820 – 947	–	–	–	–	–	–	–	–	7	5	7	2	9	31	18	13	6	(3)	2	–	–
Engineering Technicians																										
Level I	3,494	39.9	385	388	340 – 439	5	10	15	26	22	16	4	2	(3)	(3)	–	–	–	–	–	–	–	–	–	–	–
Private industry	3,310	40.0	393	390	349 – 442	(3)	10	16	27	24	17	4	2	(3)	(3)	–	–	–	–	–	–	–	–	–	–	–
Goods producing	2,794	40.0	393	390	348 – 447	1	11	15	27	22	18	5	2	(3)	(3)	–	–	–	–	–	–	–	–	–	–	–
Manufacturing	2,707	40.0	393	394	346 – 451	1	11	15	25	23	19	5	2	(3)	(3)	–	–	–	–	–	–	–	–	–	–	–
Service producing	516	39.9	390	395	349 – 420	–	6	20	31	30	8	3	2	(3)	–	–	–	–	–	–	–	–	–	–	–	–
Level II	15,053	39.8	511	507	464 – 560	–	(3)	1	4	13	29	22	17	8	3	1	(3)	(3)	(3)	(3)	(3)	–	–	–	–	–
Private industry	14,801	39.9	512	508	466 – 560	–	(3)	1	4	13	29	22	17	8	3	1	(3)	(3)	(3)	(3)	(3)	–	–	–	–	–
Goods producing	12,364	39.9	510	502	466 – 560	–	(3)	1	4	13	31	23	17	7	3	1	(3)	(3)	–	–	(3)	–	–	–	–	–
Manufacturing	12,027	39.9	510	505	466 – 559	–	(3)	1	4	12	31	23	17	7	3	1	(3)	(3)	–	–	–	–	–	–	–	–
Service producing	2,437	39.7	524	525	462 – 577	–	–	3	5	12	23	18	21	11	4	3	1	(3)	(3)	(3)	–	–	–	–	–	–
Level III	32,142	40.0	637	628	565 – 706	–	–	(3)	(3)	2	6	12	18	19	16	12	7	3	3	1	(3)	(3)	(3)	–	–	–
Private industry	31,527	40.0	637	628	565 – 704	–	–	–	(3)	2	6	12	19	19	16	12	8	3	3	1	(3)	(3)	(3)	–	–	–
Goods producing	25,044	40.0	636	625	561 – 702	–	–	–	(3)	2	7	12	18	19	16	10	8	3	4	1	(3)	(3)	(3)	–	–	–
Manufacturing	24,539	40.0	635	625	560 – 702	–	–	–	(3)	2	7	12	18	19	16	9	8	3	4	1	(3)	(3)	(3)	–	–	–
Service producing	6,483	39.9	641	636	576 – 706	–	–	–	(3)	1	4	11	21	19	15	19	4	4	1	(3)	1	–	–	–	–	–
Transportation and utilities	1,863	39.9	696	706	634 – 707	–	–	–	(3)	–	2	4	12	11	7	45	5	6	2	1	4	–	–	–	–	–
State and local government	615	39.8	664	697	551 – 748	–	–	1	2	5	8	9	6	12	9	27	3	2	15	(3)	(3)	–	–	–	–	–

See footnotes at end of table.

Table A-2. Pay distributions, technical and protective service occupations, United States, November 1995 — Continued

Occupation and level	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[2]			Percent of workers receiving straight-time weekly earnings (in dollars) of—																				
			Mean	Median	Middle range	Under 250	250 and under 300	300 - 350	350 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1050	1050 - 1100	1100 - 1200	1200 - 1300	1300 and over
Engineering Technicians–Continued																										
Level IV	39,626	40.0	$767	$762	$690 – $838	–	–	–	(3)	(3)	(3)	1	4	10	13	18	18	14	10	7	4	1	(3)	(3)	–	–
Private industry	39,121	40.0	766	761	690 – 837	–	–	–	(3)	(3)	(3)	1	4	10	14	18	18	14	10	7	3	1	(3)	(3)	–	–
Goods producing	30,931	40.0	761	753	683 – 833	–	–	–	(3)	(3)	(3)	1	4	11	15	18	17	13	10	7	3	1	(3)	(3)	–	–
Manufacturing	30,101	40.0	760	752	682 – 833	–	–	–	(3)	(3)	(3)	1	4	11	15	18	17	12	10	7	3	1	(3)	(3)	–	–
Service producing	8,190	40.0	787	790	716 – 850	–	–	–	–	–	(3)	1	4	6	9	16	21	18	9	7	5	3	1	(3)	–	–
Transportation and utilities	2,656	40.0	832	808	792 – 881	–	–	–	–	–	–	(3)	1	2	3	5	29	26	11	9	9	4	(3)	(3)	–	–
State and local government	505	39.9	831	867	784 – 952	–	–	–	(3)	(3)	5	3	1	2	2	4	14	5	30	3	29	(3)	–	(3)	–	–
Level V	24,340	40.0	888	879	786 – 976	–	–	–	–	–	–	(3)	(3)	1	5	9	13	14	12	15	9	8	5	6	1	(3)
Private industry	23,864	40.0	884	877	784 – 969	–	–	–	–	–	–	(3)	(3)	1	6	10	13	14	12	15	9	8	5	5	1	(3)
Goods producing	17,750	40.0	865	853	768 – 947	–	–	–	–	–	–	(3)	(3)	1	7	11	15	15	13	14	9	7	4	3	1	(3)
Manufacturing	17,448	40.0	861	851	767 – 943	–	–	–	–	–	–	(3)	(3)	1	7	12	15	15	13	14	9	7	4	3	(3)	(3)
Service producing	6,114	40.0	941	933	843 – 1,035	–	–	–	–	–	–	–	–	1	2	4	7	13	11	18	11	12	9	9	3	1
Transportation and utilities	1,731	40.0	943	946	874 – 1,019	–	–	–	–	–	–	–	–	(3)	2	3	6	6	13	27	10	14	8	8	(3)	(3)
Level VI	6,000	40.0	1,058	1,054	923 – 1,172	–	–	–	–	–	–	–	–	(3)	(3)	(3)	2	5	13	11	9	10	10	21	13	6
Private industry	5,984	40.0	1,058	1,054	923 – 1,173	–	–	–	–	–	–	–	–	(3)	–	(3)	2	5	13	11	9	9	10	21	13	6
Goods producing	3,882	40.0	1,019	1,004	907 – 1,116	–	–	–	–	–	–	–	–	–	–	(3)	1	5	17	14	12	12	12	18	6	3
Manufacturing	3,847	40.0	1,017	1,002	906 – 1,110	–	–	–	–	–	–	–	–	–	–	(3)	1	5	17	14	12	12	12	18	6	3
Service producing	2,102	40.0	1,130	1,165	1,020 – 1,246	–	–	–	–	–	–	–	–	(3)	–	1	2	4	6	5	4	5	6	27	27	[4]12
Engineering Technicians, Civil																										
Level I	4,911	39.6	355	334	300 – 406	4	21	33	15	15	8	3	(3)	1	(3)	–	–	–	–	–	–	–	–	–	–	–
State and local government	3,199	39.4	378	357	325 – 425	2	11	35	15	20	12	4	(3)	2	(3)	–	–	–	–	–	–	–	–	–	–	–
Level II	9,901	39.5	482	454	396 – 541	(3)	1	5	20	22	15	13	8	8	2	2	1	2	1	(3)	–	–	–	–	–	–
Private industry	2,172	39.9	444	434	370 – 505	(3)	1	11	23	24	13	13	6	8	(3)	1	–	–	–	–	–	–	–	–	–	–
Service producing	1,858	40.0	440	430	370 – 496	(3)	2	12	21	25	15	10	5	9	(3)	(3)	–	–	–	–	–	–	–	–	–	–
State and local government	7,729	39.4	492	464	402 – 554	(3)	1	3	20	21	16	13	9	8	2	2	1	2	2	(3)	–	–	–	–	–	–
Level III	20,329	39.5	582	564	488 – 653	–	–	(3)	4	9	16	18	15	13	9	8	3	2	2	2	1	(3)	–	–	–	–
Private industry	3,727	40.0	586	580	502 – 659	–	–	(3)	7	7	7	16	17	19	10	10	2	1	1	3	(3)	–	–	–	–	–
Service producing	3,356	40.0	575	566	500 – 640	–	–	(3)	8	7	8	17	18	20	10	6	2	(3)	1	3	–	–	–	–	–	–
State and local government	16,602	39.4	581	558	487 – 652	–	–	(3)	3	9	18	18	15	12	8	8	3	2	2	2	1	(3)	–	–	–	–
Level IV	15,882	39.6	719	699	609 – 819	–	–	–	(3)	1	4	6	11	12	15	13	8	9	6	4	4	2	1	1	–	–
Private industry	3,164	39.9	745	722	669 – 815	–	–	–	–	(3)	(3)	1	4	13	20	23	10	15	5	3	2	2	1	1	–	–
Goods producing	433	39.8	772	774	700 – 841	–	–	–	–	–	–	–	(3)	11	13	24	6	25	11	9	2	–	–	–	–	–
Service producing	2,731	40.0	740	717	666 – 800	–	–	–	–	(3)	(3)	1	4	13	21	23	11	13	4	3	2	2	1	1	–	–
State and local government	12,718	39.5	712	688	595 – 825	–	–	–	(3)	2	5	7	13	12	14	11	8	7	6	5	5	2	2	1	–	–
Level V	5,289	39.8	854	857	694 – 1,015	–	–	–	–	–	(3)	1	6	8	12	5	10	7	10	8	7	12	6	6	2	–
Private industry	1,496	40.0	927	900	826 – 1,037	–	–	–	–	–	–	–	(3)	(3)	1	4	12	13	18	13	9	10	7	7	5	–
Service producing	1,282	40.0	929	900	826 – 1,022	–	–	–	–	–	–	–	(3)	(3)	1	5	10	14	17	14	9	7	8	8	6	–
State and local government	3,793	39.8	826	797	672 – 1,010	–	–	–	–	–	(3)	2	8	11	16	5	8	5	7	6	6	13	5	6	1	–
Level VI	831	39.7	1,047	1,041	928 – 1,177	–	–	–	–	–	–	–	–	(3)	1	1	1	8	6	10	12	12	8	20	16	3

See footnotes at end of table.

Table A-2. Pay distributions, technical and protective service occupations, United States, November 1995 — Continued

Occupation and level	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[2]			Percent of workers receiving straight-time weekly earnings (in dollars) of—																				
			Mean	Median	Middle range	Under 250	250 and under 300	300 - 350	350 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1050	1050 - 1100	1100 - 1200	1200 - 1300	1300 and over
Protective Service Occupations																										
Corrections Officers	248,640	39.9	$517	$495	$368 – $642	([3])	8	11	14	11	7	7	8	9	7	7	5	1	4	1	([3])	([3])	([3])	([3])	–	–
State and local government	231,372	39.8	535	515	389 – 661	([3])	1	11	15	12	8	8	9	9	7	8	6	1	4	1	([3])	([3])	([3])	([3])	–	–
Firefighters	111,814	48.9	677	671	539 – 824	([3])	1	2	5	6	6	8	7	11	13	9	7	11	4	2	4	2	3	1	([3])	([3])
State and local government	110,161	48.9	678	672	537 – 829	([3])	1	2	5	6	6	8	7	11	13	9	7	12	4	2	4	2	3	1	([3])	([3])
Police Officers																										
Level I	345,834	40.0	688	673	551 – 832	([3])	([3])	1	3	6	6	8	9	11	11	8	8	10	6	4	3	1	2	2	([3])	([3])
Private industry	1,649	39.8	561	601	476 – 628	–	([3])	2	7	9	10	10	12	36	10	3	([3])	([3])	–	([3])	1	–	–	–	–	–
Service producing	1,589	39.8	558	586	469 – 628	–	([3])	3	7	9	10	10	12	34	10	3	([3])	([3])	–	([3])	1	–	–	–	–	–
State and local government	344,185	40.0	688	674	552 – 833	([3])	([3])	1	3	6	6	8	9	11	11	8	8	10	6	4	3	1	2	2	([3])	([3])
Level II	11,857	39.9	916	946	787 – 1,067	–	–	–	([3])	1	1	2	1	2	12	3	4	7	6	11	8	16	11	12	2	([3])
State and local government	11,832	39.9	916	946	787 – 1,067	–	–	–	([3])	1	1	2	1	2	11	3	4	7	6	11	8	16	11	13	2	([3])

[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: 10 percent at $1,300 and under $1,400; 2 percent at $1,400 and under $1,500; and 1 percent at $1,600 and under $1,700.

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

Table A-3. Pay distributions, clerical occupations, United States, November 1995

Occupation and level	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[2]			Percent of workers receiving straight-time weekly earnings (in dollars) of—																				
			Mean	Median	Middle range	Under 200	200 and under 225	225 - 250	250 - 300	300 - 350	350 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1050	1050 - 1100	1100 and over
Clerks, Accounting																										
Level I	11,521	39.7	$313	$303	$277 – $334	(3)	2	7	39	34	13	2	1	3	–	–	–	–	–	–	–	–	–	–	–	–
Private industry	9,268	39.7	312	301	276 – 330	(3)	1	7	40	36	9	2	(3)	4	–	–	–	–	–	–	–	–	–	–	–	–
Goods producing	1,485	39.8	303	299	266 – 325	–	4	6	41	32	13	2	1	1	–	–	–	–	–	–	–	–	–	–	–	–
Manufacturing	1,376	39.8	302	300	266 – 322	–	4	6	41	34	12	2	1	1	–	–	–	–	–	–	–	–	–	–	–	–
Service producing	7,783	39.7	314	303	277 – 330	(3)	1	7	40	36	9	2	(3)	5	–	–	–	–	–	–	–	–	–	–	–	–
Transportation and utilities	1,589	40.0	361	320	280 – 423	–	(3)	2	32	37	4	2	1	23	–	–	–	–	–	–	–	–	–	–	–	–
State and local government	2,253	39.4	318	311	279 – 371	(3)	3	5	33	25	27	4	1	(3)	–	–	–	–	–	–	–	–	–	–	–	–
Level II	173,548	39.6	372	360	320 – 412	(3)	(3)	2	12	29	26	16	7	5	2	(3)	(3)	(3)	–	–	–	–	–	–	–	–
Private industry	144,580	39.7	366	358	319 – 402	(3)	(3)	2	13	31	27	16	7	3	1	(3)	(3)	(3)	–	–	–	–	–	–	–	–
Goods producing	48,691	39.8	368	360	325 – 401	–	(3)	1	11	30	29	18	6	4	1	(3)	(3)	(3)	–	–	–	–	–	–	–	–
Manufacturing	44,015	39.8	367	359	324 – 400	–	(3)	1	11	31	29	17	5	3	1	(3)	(3)	(3)	–	–	–	–	–	–	–	–
Service producing	95,889	39.6	365	354	316 – 402	(3)	(3)	2	14	31	26	15	7	3	2	(3)	(3)	(3)	–	–	–	–	–	–	–	–
Transportation and utilities	11,517	39.9	386	370	324 – 428	–	(3)	2	10	25	29	13	5	7	8	(3)	(3)	(3)	–	–	–	–	–	–	–	–
State and local government	28,968	39.3	399	388	331 – 462	–	(3)	2	9	22	21	18	11	13	2	1	1	–	–	–	–	–	–	–	–	–
Level III	137,146	39.5	457	450	395 – 510	–	(3)	(3)	1	8	17	24	21	15	9	3	2	(3)	(3)	(3)	(3)	(3)	–	–	–	–
Private industry	99,321	39.6	451	442	392 – 499	–	–	(3)	1	8	18	26	22	13	6	3	2	(3)	(3)	(3)	(3)	(3)	–	–	–	–
Goods producing	35,338	39.7	463	453	402 – 508	–	–	(3)	(3)	6	16	25	22	16	8	3	2	(3)	1	(3)	–	–	–	–	–	–
Manufacturing	31,522	39.7	460	451	400 – 507	–	–	(3)	(3)	6	17	25	23	15	8	3	2	(3)	1	(3)	–	–	–	–	–	–
Service producing	63,983	39.5	444	436	385 – 490	–	–	(3)	1	9	20	27	21	12	5	4	1	(3)	(3)	(3)	(3)	(3)	–	–	–	–
Transportation and utilities	7,740	39.7	481	471	410 – 544	–	–	(3)	1	4	11	25	21	14	9	12	2	(3)	(3)	(3)	(3)	(3)	–	–	–	–
State and local government	37,825	39.2	474	478	405 – 546	–	(3)	(3)	2	8	12	17	19	18	18	3	2	1	(3)	(3)	–	–	–	–	–	–
Level IV	34,448	39.3	538	531	472 – 596	–	–	–	(3)	2	4	11	19	21	18	13	6	3	2	(3)	(3)	(3)	(3)	(3)	(3)	–
Private industry	22,775	39.5	542	530	471 – 600	–	–	–	–	1	4	12	20	21	17	14	6	3	1	1	(3)	(3)	(3)	(3)	(3)	–
Goods producing	8,993	39.8	559	549	482 – 608	–	–	–	–	1	1	8	21	20	21	14	7	3	2	2	(3)	1	(3)	(3)	(3)	–
Manufacturing	8,259	39.8	555	542	481 – 606	–	–	–	–	1	1	8	22	20	20	13	7	3	2	1	(3)	1	–	–	–	–
Service producing	13,782	39.3	530	520	462 – 592	–	–	–	–	(3)	5	15	19	23	15	14	5	3	1	(3)	(3)	(3)	(3)	–	–	–
Transportation and utilities	2,127	39.7	589	597	514 – 637	–	–	–	–	–	1	6	14	12	17	31	12	1	(3)	1	1	(3)	3	–	–	–
State and local government	11,673	39.0	532	532	473 – 592	–	–	–	(3)	4	5	9	18	21	21	12	5	3	2	(3)	–	–	–	–	–	–
Clerks, General																										
Level I	15,396	39.2	284	273	241 – 315	3	12	16	38	18	7	5	1	(3)	(3)	(3)	–	–	–	–	–	–	–	–	–	–
Private industry	9,361	39.4	268	266	236 – 290	3	17	15	45	15	5	1	(3)	(3)	(3)	–	–	–	–	–	–	–	–	–	–	–
Goods producing	1,566	39.8	279	273	265 – 296	–	11	8	59	18	2	1	1	(3)	–	–	–	–	–	–	–	–	–	–	–	–
Manufacturing	1,476	39.8	278	273	273 – 295	–	11	7	62	18	2	(3)	(3)	–	–	–	–	–	–	–	–	–	–	–	–	–
Service producing	7,795	39.3	266	260	231 – 289	4	18	17	42	14	5	1	(3)	(3)	(3)	–	–	–	–	–	–	–	–	–	–	–
State and local government	6,035	39.0	307	295	253 – 347	2	5	17	28	23	10	11	2	(3)	(3)	(3)	–	–	–	–	–	–	–	–	–	–
Level II	115,689	39.4	336	324	287 – 370	(3)	2	6	26	30	20	9	4	3	1	(3)	(3)	(3)	(3)	(3)	(3)	–	–	–	–	–
Private industry	68,636	39.6	320	310	280 – 352	(3)	2	7	30	34	17	6	2	1	(3)	(3)	(3)	(3)	(3)	–	–	–	–	–	–	–
Goods producing	14,916	39.7	322	317	282 – 350	(3)	3	3	30	36	18	5	1	2	1	(3)	(3)	–	(3)	–	–	–	–	–	–	–
Manufacturing	13,144	39.7	323	320	282 – 350	–	4	3	30	36	19	5	1	2	1	–	–	–	(3)	–	–	–	–	–	–	–
Service producing	53,720	39.5	320	310	280 – 352	(3)	2	8	30	34	17	6	2	1	(3)	(3)	(3)	(3)	–	–	–	–	–	–	–	–
Transportation and utilities	5,071	39.9	351	310	291 – 388	–	1	2	24	39	12	5	6	6	2	2	1	(3)	–	–	–	–	–	–	–	–
State and local government	47,053	39.1	359	352	300 – 402	(3)	1	4	20	24	25	13	6	6	1	(3)	(3)	(3)	–	(3)	(3)	–	–	–	–	–

See footnotes at end of table.

Table A-3. Pay distributions, clerical occupations, United States, November 1995 — Continued

Occupation and level	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[2]			Percent of workers receiving straight-time weekly earnings (in dollars) of—																				
			Mean	Median	Middle range	Under 200	200 and under 225	225 - 250	250 - 300	300 - 350	350 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1050	1050 - 1100	1100 and over
Clerks, General–Continued																										
Level III	186,633	39.2	$422	$419	$361 – $470	–	(3)	1	5	16	19	27	19	8	2	1	1	1	(3)	(3)	(3)	–	–	–	–	–
Private industry	78,523	39.5	417	400	350 – 462	–	(3)	(3)	5	20	23	22	12	9	3	2	1	2	(3)	(3)	(3)	–	–	–	–	–
Goods producing	21,034	39.9	439	409	362 – 475	–	–	(3)	3	17	23	25	10	6	4	3	1	6	1	(3)	(3)	–	–	–	–	–
Manufacturing	18,032	39.9	443	410	366 – 480	–	–	(3)	2	18	23	25	11	6	4	3	1	7	1	(3)	(3)	–	–	–	–	–
Service producing	57,489	39.4	410	400	346 – 459	–	(3)	(3)	5	21	23	21	13	10	3	2	1	(3)	(3)	(3)	(3)	–	–	–	–	–
Transportation and utilities	10,956	39.7	484	501	428 – 542	–	–	(3)	3	6	9	15	16	33	9	5	3	1	(3)	(3)	(3)	–	–	–	–	–
State and local government	108,110	39.0	425	426	374 – 476	–	–	1	5	12	16	30	24	6	2	1	2	1	(3)	–	–	–	–	–	–	–
Level IV	93,537	39.4	485	486	420 – 558	–	(3)	(3)	4	8	8	15	21	17	17	5	2	1	1	1	(3)	(3)	–	–	–	–
Private industry	32,352	39.5	502	492	430 – 566	–	–	–	(3)	5	10	17	21	16	14	10	4	2	1	(3)	(3)	(3)	–	–	–	–
Goods producing	8,635	40.0	526	518	444 – 591	–	–	–	–	5	5	15	18	18	15	10	6	3	5	1	–	–	–	–	–	–
Manufacturing	7,605	40.0	526	517	442 – 596	–	–	–	–	6	6	16	17	17	14	10	6	3	5	1	–	–	–	–	–	–
Service producing	23,717	39.4	494	486	423 – 558	–	–	–	(3)	4	12	18	22	15	14	10	3	1	(3)	(3)	(3)	(3)	–	–	–	–
Transportation and utilities	6,741	40.0	570	570	539 – 613	–	–	–	–	(3)	2	5	11	16	27	31	5	3	(3)	(3)	(3)	(3)	–	–	–	–
State and local government	61,185	39.3	475	479	409 – 550	–	(3)	(3)	6	9	7	14	22	17	19	3	2	(3)	(3)	1	(3)	–	–	–	–	–
Clerks, Order																										
Level I	48,325	39.8	334	332	280 – 384	5	1	7	23	22	22	13	4	1	1	1	(3)	(3)	(3)	–	–	–	–	–	–	–	–
Private industry	48,325	39.8	334	332	280 – 384	5	1	7	23	22	22	13	4	1	1	1	(3)	(3)	(3)	–	–	–	–	–	–	–	–
Goods producing	14,484	39.7	363	354	304 – 400	–	1	3	16	27	28	14	6	2	2	1	1	(3)	(3)	–	–	–	–	–	–	–	–
Manufacturing	14,460	39.7	363	354	304 – 400	–	1	3	16	27	28	14	6	2	2	1	1	(3)	(3)	–	–	–	–	–	–	–	–
Service producing	33,841	39.8	322	318	270 – 371	7	2	9	26	20	19	13	3	1	(3)	1	(3)	(3)	–	–	–	–	–	–	–	–	–
Level II	19,750	39.7	465	444	395 – 518	–	–	–	(3)	5	22	24	19	12	6	9	1	1	1	–	(3)	–	–	–	–	–	–
Private industry	19,750	39.7	465	444	395 – 518	–	–	–	(3)	5	22	24	19	12	6	9	1	1	1	–	(3)	–	–	–	–	–	–
Goods producing	11,775	39.7	458	442	393 – 500	–	–	–	(3)	5	22	26	22	13	6	5	1	1	1	–	(3)	–	–	–	–	–	–
Manufacturing	11,756	39.7	458	442	392 – 500	–	–	–	(3)	5	22	26	22	13	6	5	1	1	1	–	(3)	–	–	–	–	–	–
Service producing	7,975	39.8	475	456	397 – 547	–	–	–	(3)	4	22	22	15	11	6	16	1	2	1	–	–	–	–	–	–	–	–
Key Entry Operators																										
Level I	64,065	39.4	349	329	285 – 397	(3)	2	5	24	27	17	10	5	8	1	(3)	(3)	(3)	–	–	–	–	–	–	–	–
Private industry	47,527	39.4	328	320	280 – 364	(3)	3	5	28	31	19	9	3	1	1	(3)	(3)	(3)	–	–	–	–	–	–	–	–
Goods producing	10,479	39.8	338	332	296 – 365	(3)	1	3	22	33	28	8	3	2	(3)	(3)	–	–	–	–	–	–	–	–	–	–
Manufacturing	10,248	39.8	337	332	296 – 365	(3)	1	3	22	33	28	8	3	2	(3)	(3)	–	–	–	–	–	–	–	–	–	–
Service producing	37,048	39.3	325	318	280 – 363	(3)	4	6	29	31	16	10	3	1	1	(3)	(3)	(3)	–	–	–	–	–	–	–	–
Transportation and utilities	2,792	39.8	371	345	303 – 412	–	1	4	17	30	17	11	5	6	5	1	1	1	–	–	–	–	–	–	–	–
Level II	36,947	39.3	409	402	356 – 454	(3)	(3)	(3)	6	16	25	26	15	7	3	1	(3)	(3)	(3)	(3)	–	–	–	–	–	–
Private industry	28,675	39.4	405	400	354 – 447	–	(3)	(3)	6	17	27	27	13	6	3	1	(3)	(3)	(3)	(3)	–	–	–	–	–	–
Goods producing	6,617	39.8	420	406	370 – 462	–	–	–	2	14	25	29	17	5	4	2	(3)	–	1	–	–	–	–	–	–	–
Manufacturing	6,470	39.8	419	406	370 – 462	–	–	–	2	14	26	29	16	5	5	2	(3)	–	1	–	–	–	–	–	–	–
Service producing	22,058	39.3	400	394	350 – 442	–	(3)	(3)	7	18	27	26	13	6	2	1	(3)	(3)	(3)	(3)	–	–	–	–	–	–
State and local government	8,272	38.8	423	427	363 – 474	(3)	(3)	(3)	6	12	22	25	20	9	4	1	(3)	(3)	(3)	–	–	–	–	–	–	–	–
Personnel Assistants																										
Level I	3,133	39.8	327	309	292 – 352	–	7	4	20	42	16	4	3	4	(3)	–	(3)	–	–	–	–	–	–	–	–	–
Private industry	2,464	39.9	313	308	292 – 340	–	9	3	20	47	17	3	1	(3)	(3)	–	–	–	–	–	–	–	–	–	–	–
Goods producing	1,316	39.9	305	308	292 – 340	–	15	4	11	49	18	2	–	(3)	–	–	–	–	–	–	–	–	–	–	–	–
Manufacturing	1,315	39.9	305	308	292 – 340	–	15	4	11	49	18	2	–	(3)	–	–	–	–	–	–	–	–	–	–	–	–
Service producing	1,148	39.8	322	312	289 – 348	–	1	1	31	44	16	3	2	1	1	–	–	–	–	–	–	–	–	–	–	–
State and local government	669	39.7	380	345	298 – 470	–	(3)	8	20	23	11	7	13	15	–	–	2	–	–	–	–	–	–	–	–	–

See footnotes at end of table.

Table A-3. Pay distributions, clerical occupations, United States, November 1995 — Continued

Occupation and level	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[2]			Percent of workers receiving straight-time weekly earnings (in dollars) of—																				
			Mean	Median	Middle range	Under 200	200 and under 225	225 - 250	250 - 300	300 - 350	350 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1050	1050 - 1100	1100 and over
Personnel Assistants–Continued																										
Level II	15,963	39.7	$403	$393	$351 – $442	–	(3)	–	6	18	29	24	11	6	3	1	(3)	(3)	(3)	–	–	–	–	–	–	–
Private industry	12,946	39.8	391	388	343 – 429	–	(3)	–	6	21	31	25	11	4	1	(3)	(3)	(3)	–	–	–	–	–	–	–	–
Goods producing	6,539	39.9	392	393	360 – 430	–	–	–	8	16	32	28	12	3	1	(3)	(3)	(3)	–	–	–	–	–	–	–	–
Manufacturing	6,448	39.9	392	393	360 – 428	–	–	–	8	16	32	29	12	3	1	(3)	(3)	(3)	–	–	–	–	–	–	–	–
Service producing	6,407	39.7	389	381	340 – 429	–	(3)	–	4	26	31	22	9	6	1	(3)	(3)	–	–	–	–	–	–	–	–	–
Transportation and utilities	760	40.0	388	356	306 – 468	–	–	–	7	39	16	8	10	18	2	(3)	(3)	–	–	–	–	–	–	–	–	–
State and local government	3,017	39.4	456	445	381 – 534	–	–	–	5	8	21	21	13	12	13	6	1	1	(3)	–	–	–	–	–	–	–
Level III	16,084	39.7	502	489	428 – 571	–	–	–	1	3	9	20	20	16	11	14	3	2	(3)	(3)	(3)	(3)	–	–	–	–
Private industry	11,706	39.8	483	471	421 – 530	–	–	–	1	3	11	25	22	18	10	6	3	2	(3)	(3)	–	–	–	–	–	–
Goods producing	5,040	40.0	494	481	428 – 544	–	–	–	2	3	10	22	21	19	7	9	5	3	1	(3)	–	–	–	–	–	–
Manufacturing	4,857	40.0	488	481	424 – 536	–	–	–	2	3	10	22	22	20	7	9	4	1	1	(3)	–	–	–	–	–	–
Service producing	6,666	39.6	475	468	420 – 525	–	–	–	(3)	4	12	27	23	17	12	4	2	1	(3)	–	–	–	–	–	–	–
Transportation and utilities	689	39.8	517	512	440 – 613	–	–	–	–	12	8	7	19	18	9	9	8	9	(3)	–	–	–	–	–	–	–
State and local government	4,378	39.6	551	559	472 – 645	–	–	–	–	3	5	9	16	13	13	35	4	1	(3)	(3)	(3)	1	–	–	–	–
Level IV	4,779	39.7	589	579	514 – 677	–	–	–	–	(3)	(3)	6	15	17	17	12	19	8	4	1	1	(3)	–	–	–	–
Private industry	2,912	39.7	565	549	490 – 628	–	–	–	–	(3)	(3)	9	21	20	16	13	9	6	5	1	(3)	–	–	–	–	–
Goods producing	1,533	39.9	573	556	495 – 640	–	–	–	–	–	–	9	19	21	12	15	8	9	6	1	(3)	–	–	–	–	–
Manufacturing	1,478	39.9	571	549	495 – 637	–	–	–	–	–	–	10	19	21	11	15	8	9	6	(3)	–	–	–	–	–	–
Service producing	1,379	39.4	555	540	478 – 615	–	–	–	–	1	(3)	8	24	19	20	12	10	2	4	1	–	–	–	–	–	–
State and local government	1,867	39.7	626	643	552 – 697	–	–	–	–	(3)	(3)	3	5	13	20	10	35	10	1	(3)	1	(3)	–	–	–	–
Secretaries																										
Level I	73,793	39.4	379	368	322 – 421	(3)	(3)	2	13	25	25	19	8	4	2	1	1	(3)	(3)	–	–	–	–	–	–	–
Private industry	41,104	39.6	391	379	336 – 431	–	(3)	1	8	25	27	21	9	5	2	1	1	(3)	–	–	–	–	–	–	–	–
Goods producing	8,837	39.9	431	413	367 – 471	–	–	–	3	13	26	27	12	8	5	4	3	(3)	–	–	–	–	–	–	–	–
Manufacturing	7,819	39.8	430	413	368 – 464	–	–	–	3	12	27	27	12	7	4	3	4	(3)	–	–	–	–	–	–	–	–
Service producing	32,267	39.5	380	368	327 – 419	–	(3)	1	9	28	27	19	8	4	1	1	1	(3)	–	–	–	–	–	–	–	–
Transportation and utilities	2,531	39.9	416	410	356 – 466	–	–	–	4	18	23	23	19	8	3	1	(3)	1	–	–	–	–	–	–	–	–
State and local government	32,689	39.3	365	354	307 – 408	(3)	(3)	3	19	25	23	17	6	3	2	1	(3)	–	(3)	–	–	–	–	–	–	–
Level II	137,438	39.3	470	462	404 – 528	–	(3)	(3)	2	7	14	21	21	16	11	5	2	1	(3)	(3)	(3)	–	–	–	–	–
Private industry	83,543	39.3	480	473	420 – 531	–	(3)	(3)	1	3	13	23	22	19	11	5	2	1	1	(3)	(3)	–	–	–	–	–
Goods producing	17,967	39.8	499	483	428 – 551	–	–	–	(3)	1	9	24	21	19	11	7	4	1	1	1	(3)	–	–	–	–	–
Manufacturing	16,785	39.8	497	481	425 – 547	–	–	–	(3)	1	9	25	21	19	10	7	4	1	1	1	(3)	–	–	–	–	–
Service producing	65,576	39.2	475	469	416 – 525	–	(3)	(3)	1	4	14	22	23	19	11	5	2	1	(3)	(3)	(3)	–	–	–	–	–
Transportation and utilities	4,842	39.9	506	498	442 – 562	–	–	(3)	1	1	10	18	21	22	13	7	5	3	(3)	(3)	–	–	–	–	–	–
State and local government	53,895	39.4	454	445	376 – 522	–	–	(3)	5	11	17	18	18	12	12	4	1	1	(3)	(3)	–	–	–	–	–	–
Level III	147,865	39.3	547	539	476 – 611	–	–	–	(3)	2	5	10	17	21	17	13	8	4	2	1	(3)	(3)	(3)	(3)	(3)	–
Private industry	111,834	39.3	552	544	484 – 614	–	–	–	(3)	1	4	9	17	22	18	13	8	4	2	1	(3)	(3)	(3)	(3)	–	–
Goods producing	37,731	39.8	569	556	500 – 625	–	–	–	(3)	(3)	1	8	14	23	18	15	9	5	4	1	1	(3)	(3)	(3)	–	–
Manufacturing	35,747	39.8	567	554	500 – 623	–	–	–	(3)	(3)	1	8	15	23	18	15	9	5	4	1	1	(3)	–	(3)	–	–
Service producing	74,103	39.1	544	537	477 – 606	–	–	–	(3)	1	5	10	18	22	18	12	8	4	2	1	(3)	(3)	(3)	–	–	–
Transportation and utilities	8,395	39.8	571	562	505 – 639	–	–	–	(3)	1	2	6	14	21	20	14	12	7	3	1	(3)	(3)	–	–	–	–
State and local government	36,031	39.0	530	520	448 – 601	–	–	–	1	5	8	12	17	17	15	11	6	3	2	3	1	(3)	(3)	(3)	(3)	–

See footnotes at end of table.

Table A-3. Pay distributions, clerical occupations, United States, November 1995 — Continued

Occupation and level	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[2]			Percent of workers receiving straight-time weekly earnings (in dollars) of—																			
			Mean	Median	Middle range	Under 200	200 and under 225	225 - 250	250 - 300	300 - 350	350 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1050	1050 - 1100	1100 and over
Secretaries–Continued																									
Level IV	62,810	39.2	$651	$647	$577 – $720	–	–	–	(3)	(3)	1	2	4	11	15	18	18	14	8	5	2	1	(3)	(3)	(3)	(3)
Private industry	48,677	39.2	661	654	587 – 727	–	–	–	(3)	(3)	(3)	1	3	10	16	19	17	15	9	6	3	1	(3)	(3)	(3)	(3)
Goods producing	18,833	39.5	672	669	598 – 739	–	–	–	–	–	(3)	(3)	2	9	15	18	17	18	11	6	2	1	1	(3)	(3)	(3)
Manufacturing	18,016	39.5	670	665	597 – 736	–	–	–	–	–	(3)	(3)	2	9	15	18	17	18	11	6	2	1	1	(3)	(3)	(3)
Service producing	29,844	39.0	653	645	577 – 717	–	–	–	(3)	(3)	(3)	1	5	10	16	19	18	13	8	5	3	1	(3)	(3)	(3)	(3)
Transportation and utilities	3,675	39.5	682	674	619 – 754	–	–	–	(3)	(3)	(3)	1	2	5	10	18	22	15	12	9	4	1	(3)	(3)	–	–
State and local government	14,133	39.3	617	627	537 – 682	–	–	–	–	(3)	3	4	8	16	11	16	22	10	4	4	1	1	(3)	(3)	–	(3)
Level V	11,715	38.9	793	780	702 – 876	–	–	–	–	–	(3)	(3)	(3)	1	4	7	12	15	17	14	10	8	7	3	1	2
Private industry	10,591	38.9	799	785	707 – 882	–	–	–	–	–	–	(3)	(3)	1	3	6	12	15	17	14	10	9	7	3	1	2
Goods producing	4,560	39.4	804	788	715 – 885	–	–	–	–	–	–	(3)	(3)	1	2	5	12	16	18	14	10	9	8	4	1	1
Manufacturing	4,446	39.4	800	786	713 – 879	–	–	–	–	–	–	(3)	(3)	1	2	5	12	16	18	14	10	9	8	3	1	1
Service producing	6,031	38.5	796	783	700 – 879	–	–	–	–	–	–	(3)	(3)	1	5	7	12	14	16	15	10	8	6	2	1	2
Transportation and utilities	804	39.5	833	820	742 – 920	–	–	–	–	–	–	(3)	1	1	1	3	7	14	17	10	15	14	7	2	3	4
State and local government	1,124	39.4	736	715	628 – 800	–	–	–	–	–	(3)	1	(3)	4	5	17	12	20	16	7	5	3	8	1	(3)	(3)
Switchboard Operator-Receptionists	105,519	39.5	348	336	292 – 390	(3)	2	5	20	30	20	12	5	3	1	1	(3)	(3)	(3)	–	–	–	–	–	–	–
Private industry	97,334	39.6	348	335	293 – 389	(3)	2	5	20	30	20	12	5	3	1	1	(3)	(3)	(3)	–	–	–	–	–	–	–
Goods producing	31,759	39.8	347	335	300 – 385	(3)	1	2	19	36	21	11	5	3	(3)	(3)	(3)	(3)	–	–	–	–	–	–	–	–
Manufacturing	27,451	39.8	347	335	300 – 384	(3)	1	2	20	36	21	11	4	3	(3)	(3)	(3)	(3)	–	–	–	–	–	–	–	–
Service producing	65,575	39.5	348	334	289 – 392	(3)	3	6	21	28	20	12	6	3	2	1	(3)	(3)	(3)	–	–	–	–	–	–	–
Transportation and utilities	4,397	39.8	344	336	300 – 375	1	(3)	4	18	36	23	12	4	1	1	(3)	(3)	(3)	–	–	–	–	–	–	–	–
State and local government	8,185	39.1	357	346	288 – 410	(3)	1	7	23	21	20	14	6	5	2	(3)	(3)	–	–	–	–	–	–	–	–	–
Word Processors																									
Level I	13,665	38.8	385	372	330 – 434	–	(3)	1	12	23	25	21	9	7	2	1	(3)	(3)	–	(3)	–	–	–	–	–	–
Private industry	7,631	39.2	381	367	334 – 423	–	–	(3)	8	29	29	19	8	5	1	1	–	–	–	–	–	–	–	–	–	–
Goods producing	718	39.5	347	330	289 – 380	–	–	–	25	40	18	9	4	4	–	–	–	–	–	–	–	–	–	–	–	–
Manufacturing	686	39.5	344	319	288 – 379	–	–	–	27	41	16	7	4	4	–	–	–	–	–	–	–	–	–	–	–	–
Service producing	6,913	39.2	385	370	339 – 427	–	–	(3)	7	27	30	20	9	5	1	1	–	–	–	–	–	–	–	–	–	–
State and local government	6,034	38.2	390	379	327 – 448	–	(3)	2	17	15	20	23	9	10	4	(3)	(3)	(3)	–	(3)	–	–	–	–	–	–
Level II	24,732	39.1	489	494	436 – 530	–	–	(3)	1	5	9	17	21	29	11	3	3	1	(3)	(3)	(3)	–	–	–	–	–
Private industry	12,124	39.1	485	477	417 – 548	–	–	–	1	4	13	19	21	17	15	5	3	1	1	(3)	(3)	–	–	–	–	–
Goods producing	1,668	39.7	456	454	380 – 500	–	–	–	–	10	20	16	23	16	7	3	4	(3)	(3)	–	–	–	–	–	–	–
Manufacturing	1,396	39.7	460	454	380 – 512	–	–	–	–	10	20	13	26	13	8	4	4	(3)	(3)	–	–	–	–	–	–	–
Service producing	10,456	39.0	490	481	422 – 558	–	–	–	1	3	12	20	21	17	16	5	3	1	1	(3)	(3)	–	–	–	–	–
State and local government	12,608	39.1	492	509	450 – 530	–	–	(3)	1	5	5	14	21	40	8	1	2	1	(3)	–	–	–	–	–	–	–
Level III	5,132	38.2	597	590	506 – 669	–	–	–	(3)	1	1	6	15	14	15	15	14	7	6	4	1	(3)	–	–	–	–
Private industry	3,602	38.6	630	628	548 – 713	–	–	–	–	–	(3)	4	8	14	12	18	17	11	9	6	1	1	–	–	–	–
Goods producing	458	39.8	617	596	543 – 690	–	–	–	–	–	–	3	6	20	22	9	17	14	9	(3)	(3)	(3)	–	–	–	–
Manufacturing	426	39.8	621	608	540 – 700	–	–	–	–	–	–	3	6	20	19	8	19	15	9	(3)	(3)	(3)	–	–	–	–
Service producing	3,144	38.4	632	632	548 – 715	–	–	–	–	–	(3)	4	8	13	11	19	17	10	9	6	1	1	–	–	–	–
State and local government	1,530	37.4	517	504	471 – 582	–	–	–	(3)	4	4	9	32	15	20	8	8	–	(3)	(3)	–	–	–	–	–	–

[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 industry or industry levels may include data for categories not shown separately.

Table A-4. Pay distributions, maintenance and toolroom occupations, United States, November 1995

Occupation and level	Number of workers	Hourly earnings (in dollars)[1]			Percent of workers receiving straight-time hourly earnings (in dollars) of—																					
		Mean	Median	Middle range	Under 6.00	6.00 and under 6.50	6.50 - 7.00	7.00 - 8.00	8.00 - 9.00	9.00 - 10.00	10.00 - 11.00	11.00 - 12.00	12.00 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 - 21.00	21.00 - 22.00	22.00 - 23.00	23.00 - 24.00	24.00 - 25.00	25.00 - 26.00	26.00 and over
General Maintenance Workers	132,302	$10.31	$9.88	$8.36 – $11.86	2	2	3	11	16	17	14	11	8	4	5	2	1	2	1	(2)	(2)	(2)	(2)	(2)	–	–	–
Private industry	97,618	9.89	9.50	8.08 – 11.30	2	3	4	13	18	18	15	11	6	4	5	1	(2)	(2)	1	(2)	(2)	–	–	–	–	–	–
Goods producing	26,540	10.09	9.88	8.85 – 11.33	2	(2)	2	8	14	25	18	17	7	3	1	1	(2)	(2)	(2)	(2)	(2)	–	–	–	–	–	–
Manufacturing	26,055	10.09	9.90	8.90 – 11.33	2	(2)	2	8	14	26	18	18	7	3	1	1	(2)	(2)	(2)	(2)	(2)	–	–	–	–	–	–
Service producing	71,078	9.81	9.41	8.00 – 11.20	2	3	5	15	19	15	13	9	6	4	6	1	(2)	(2)	1	(2)	(2)	–	–	–	–	–	–
Transportation and utilities	2,609	11.07	9.50	9.50 – 12.50	(2)	1	1	7	8	44	8	4	5	5	2	5	1	4	2	1	3	–	–	–	–	–	–
State and local government	34,684	11.49	11.21	9.20 – 13.21	1	1	1	6	12	13	13	13	13	6	4	6	1	8	(2)	(2)	(2)	(2)	(2)	(2)	–	–	–
Maintenance Electricians	112,426	18.41	18.78	15.23 – 21.83	–	–	–	(2)	(2)	(2)	1	2	6	7	6	10	6	5	7	4	7	24	6	4	1	(2)	1
Private industry	97,497	18.44	19.11	15.30 – 21.83	–	–	–	(2)	(2)	(2)	1	2	6	7	6	10	6	5	7	4	8	27	7	4	1	(2)	(2)
Goods producing	80,917	18.47	19.25	15.23 – 21.83	–	–	–	–	(2)	(2)	1	2	6	8	6	9	6	4	7	4	7	30	5	4	(2)	(2)	(2)
Manufacturing	76,962	18.44	19.11	15.17 – 21.85	–	–	–	–	–	(2)	1	2	7	8	6	9	6	4	7	4	4	32	6	4	(2)	(2)	(2)
Service producing	16,580	18.30	18.49	15.75 – 21.30	–	–	–	(2)	–	(2)	2	1	3	4	5	16	7	8	6	7	11	10	14	3	1	(2)	(2)
Transportation and utilities	7,427	20.16	20.82	18.75 – 22.03	–	–	–	–	–	–	–	(2)	(2)	1	(2)	20	1	1	4	5	19	16	25	5	3	(2)	–
State and local government	14,929	18.20	17.65	14.64 – 22.02	–	–	–	(2)	(2)	1	2	4	6	7	8	9	7	8	8	4	5	3	3	7	7	(2)	7
Maintenance Electronics Technicians																											
Level I	9,279	11.82	11.50	10.50 – 13.25	–	–	(2)	(2)	4	11	19	24	13	18	7	2	1	1	(2)	(2)	–	–	–	–	–	–	–
Private industry	8,285	11.80	11.55	10.50 – 13.25	–	–	(2)	1	3	10	18	25	13	19	7	2	(2)	(2)	(2)	(2)	–	–	–	–	–	–	–
Goods producing	3,422	11.50	11.07	10.55 – 12.29	–	–	–	–	4	7	20	40	10	10	6	1	1	(2)	(2)	(2)	–	–	–	–	–	–	–
Manufacturing	3,384	11.49	11.07	10.55 – 12.26	–	–	–	–	4	7	20	40	11	10	5	1	1	(2)	(2)	(2)	–	–	–	–	–	–	–
Service producing	4,863	12.02	12.10	10.50 – 13.50	–	–	(2)	1	3	13	17	15	15	24	9	3	(2)	1	(2)	–	–	–	–	–	–	–	–
Transportation and utilities	1,641	12.77	13.35	11.25 – 13.89	–	–	–	1	3	6	13	6	9	38	18	3	(2)	2	1	–	–	–	–	–	–	–	–
State and local government	994	11.95	11.30	10.16 – 13.61	–	–	(2)	(2)	7	13	28	10	11	15	6	2	2	5	2	–	–	–	–	–	–	–	–
Level II	74,624	17.84	18.21	15.56 – 19.85	–	–	(2)	–	(2)	(2)	1	1	3	5	12	6	9	5	21	14	11	6	3	1	(2)	(2)	(2)
Private industry	69,202	17.92	18.29	15.86 – 19.85	–	–	–	–	(2)	(2)	(2)	1	3	4	12	5	9	5	22	15	12	6	3	1	(2)	(2)	(2)
Goods producing	26,426	17.26	17.37	14.71 – 19.89	–	–	–	–	–	–	1	1	4	6	23	6	9	6	10	13	15	4	1	1	(2)	(2)	(2)
Manufacturing	25,657	17.20	17.00	14.71 – 19.89	–	–	–	–	–	–	1	1	4	6	23	6	9	6	10	12	16	4	1	1	(2)	(2)	(2)
Service producing	42,776	18.33	18.55	16.83 – 19.85	–	–	–	–	(2)	(2)	(2)	1	2	3	5	5	10	4	29	15	10	8	5	1	(2)	(2)	(2)
Transportation and utilities	33,263	19.05	18.99	18.21 – 20.48	–	–	–	–	(2)	(2)	(2)	(2)	(2)	2	3	2	6	3	34	19	13	10	6	1	(2)	–	(2)
State and local government	5,422	16.77	16.37	13.77 – 19.02	–	–	(2)	–	(2)	2	3	6	8	8	10	8	10	11	8	6	2	7	5	2	(2)	(2)	4
Level III	15,226	20.30	20.13	18.24 – 22.12	–	–	–	–	–	–	(2)	(2)	1	1	2	3	7	8	15	11	12	14	8	7	4	1	6
Private industry	13,196	20.34	20.22	18.33 – 22.10	–	–	–	–	–	–	–	(2)	1	1	1	3	7	8	15	12	12	15	7	8	4	1	5
Goods producing	4,682	19.61	19.34	17.65 – 21.82	–	–	–	–	–	–	–	–	2	(2)	3	5	7	11	15	14	12	9	9	9	1	1	1
Manufacturing	4,654	19.59	19.34	17.63 – 21.68	–	–	–	–	–	–	–	–	2	(2)	3	5	7	11	15	15	12	9	9	9	1	1	1
Service producing	8,514	20.74	20.68	18.33 – 22.37	–	–	–	–	–	–	–	(2)	(2)	1	1	1	7	6	16	10	12	18	7	7	5	2	7
Transportation and utilities	5,080	20.95	21.07	19.26 – 22.22	–	–	–	–	–	–	–	–	–	1	(2)	1	2	3	18	9	14	25	8	9	6	1	4
State and local government	2,030	20.03	19.76	17.11 – 22.27	–	–	–	–	–	–	(2)	(2)	2	3	3	6	9	11	10	7	9	8	12	4	7	1	8
Maintenance Machinists	29,948	16.82	16.26	14.37 – 19.26	–	–	–	(2)	(2)	1	2	4	8	9	5	20	10	5	10	5	8	7	2	3	1	1	1
Private industry	28,698	16.64	16.04	14.25 – 18.98	–	–	–	–	–	1	2	4	8	9	5	20	10	5	10	5	7	6	3	1	1	1	1
Goods producing	23,159	16.46	16.15	13.39 – 19.06	–	–	–	–	–	1	2	5	10	11	6	14	12	6	7	5	8	7	2	1	1	1	1
Manufacturing	22,900	16.48	16.17	13.41 – 19.04	–	–	–	–	–	1	2	5	10	11	6	14	12	6	7	5	8	7	2	1	1	1	1
Service producing	5,539	17.42	15.75	15.75 – 18.26	–	–	–	–	–	(2)	–	(2)	(2)	1	4	45	3	1	23	6	6	3	5	1	1	(2)	(2)
Transportation and utilities	3,491	17.33	15.75	15.75 – 20.04	–	–	–	–	–	–	–	–	–	(2)	(2)	69	1	(2)	1	3	10	4	8	1	2	(2)	–
State and local government	1,250	20.80	20.64	19.05 – 23.80	–	–	–	(2)	(2)	(2)	(2)	1	1	1	2	3	2	8	6	5	23	9	1	34	3	(2)	1

See footnotes at end of table.

Table A-4. Pay distributions, maintenance and toolroom occupations, United States, November 1995 — Continued

Occupation and level	Number of workers	Hourly earnings (in dollars)[1]			Percent of workers receiving straight-time hourly earnings (in dollars) of—																				
		Mean	Median	Middle range	Under 6.00	6.00 and under 6.50	6.50 - 7.00	7.00 - 8.00	8.00 - 9.00	9.00 - 10.00	10.00 - 11.00	11.00 - 12.00	12.00 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 - 21.00	21.00 - 22.00	22.00 - 23.00	23.00 - 24.00	24.00 - 25.00	25.00 - 26.00	26.00 and over
Maintenance Mechanics, Machinery	149,579	$16.43	$15.84	$13.48 – $19.75	–	–	–	–	(2)	1	5	6	9	9	11	12	8	6	5	5	5	13	3	2	1	(2)	(2)
Private industry	145,773	16.44	15.84	13.43 – 19.87	–	–	–	–	(2)	1	5	6	9	9	11	12	7	6	5	5	5	13	3	2	1	(2)	(2)
Goods producing	126,914	16.09	15.46	13.12 – 19.04	–	–	–	–	(2)	1	5	6	10	10	11	11	8	6	5	5	3	13	1	2	1	(2)	(2)
Manufacturing	124,984	16.08	15.45	13.12 – 19.04	–	–	–	–	(2)	1	5	6	10	10	11	11	8	6	5	5	3	13	1	2	1	(2)	(2)
Service producing	18,859	18.78	20.04	15.84 – 21.40	–	–	–	–	–	(2)	(2)	2	3	3	7	15	3	4	5	8	21	13	11	3	1	(2)	–
Transportation and utilities	9,803	20.64	20.85	19.91 – 22.03	–	–	–	–	–	–	(2)	(2)	(2)	2	1	1	1	2	4	13	28	18	22	6	1	(2)	–
State and local government	3,806	16.07	15.73	13.82 – 17.07	–	–	–	–	–	(2)	2	3	8	16	13	11	21	6	4	1	1	8	2	4	1	–	–
Maintenance Mechanics, Motor Vehicle	101,964	15.69	15.42	12.90 – 18.32	–	–	–	1	1	3	5	7	10	9	10	10	8	8	8	8	4	5	2	2	(2)	(2)	(2)
Private industry	66,638	15.86	15.63	13.00 – 18.59	–	–	–	1	1	2	5	6	10	9	10	9	7	8	9	10	4	6	2	1	(2)	(2)	(2)
Goods producing	19,088	15.80	15.23	12.57 – 19.76	–	–	–	2	1	2	6	7	12	9	8	7	7	6	4	13	4	10	1	(2)	(2)	(2)	(2)
Manufacturing	13,686	15.65	15.16	12.50 – 18.81	–	–	–	2	–	1	6	7	14	8	8	8	8	7	4	3	6	14	1	(2)	(2)	(2)	(2)
Service producing	47,550	15.89	15.80	13.20 – 18.36	–	–	–	(2)	(2)	2	4	6	10	8	10	10	8	9	11	9	5	4	2	1	(2)	–	–
Transportation and utilities	31,321	16.65	17.78	14.00 – 19.33	–	–	–	(2)	1	3	3	4	7	6	7	6	7	12	16	12	5	5	3	1	(2)	–	–
State and local government	35,326	15.37	15.12	12.63 – 17.66	–	–	–	(2)	1	3	6	8	9	10	11	12	9	7	6	4	4	4	1	4	(2)	(2)	(2)
Maintenance Pipefitters	25,214	20.01	21.46	19.20 – 21.65	–	–	–	–	–	(2)	(2)	(2)	1	3	3	5	4	3	5	9	13	47	4	1	1	(2)	1
Private industry	23,682	20.08	21.48	19.32 – 21.65	–	–	–	–	–	(2)	(2)	(2)	1	3	3	3	4	3	5	10	13	50	4	(2)	1	(2)	(2)
Goods producing	21,513	20.24	21.51	19.91 – 21.65	–	–	–	–	–	–	–	(2)	1	3	3	2	4	2	4	10	14	55	2	(2)	1	(2)	–
Manufacturing	19,326	20.45	21.58	19.96 – 21.65	–	–	–	–	–	–	–	(2)	1	3	2	2	3	2	4	10	12	59	2	(2)	(2)	(2)	–
Service producing	2,169	18.50	18.29	16.09 – 21.70	–	–	–	–	–	1	(2)	2	(2)	4	2	14	11	12	15	7	5	6	19	(2)	(2)	–	1
State and local government	1,532	19.01	18.18	15.18 – 23.26	–	–	–	–	–	(2)	1	1	3	6	10	22	5	2	4	4	8	4	5	6	8	1	[3]11
Tool and Die Makers	55,162	18.75	19.08	16.00 – 21.99	–	–	–	–	–	–	(2)	1	3	7	6	8	8	11	5	7	3	22	18	(2)	(2)	(2)	(2)
Private industry	55,089	18.74	19.08	16.00 – 21.99	–	–	–	–	–	–	(2)	1	3	7	6	8	8	11	5	7	3	22	18	(2)	(2)	(2)	(2)
Goods producing	54,933	18.75	19.08	16.04 – 21.99	–	–	–	–	–	–	(2)	1	3	7	6	9	8	11	5	7	3	22	18	(2)	(2)	(2)	(2)
Manufacturing	54,933	18.75	19.08	16.04 – 21.99	–	–	–	–	–	–	(2)	1	3	7	6	9	8	11	5	7	3	22	18	(2)	(2)	(2)	(2)

[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: 10 percent at $26 and under $27; 1 percent at $27 and under $28; 1 percent at $28 and under $29; and 1 percent at $29 and under $30.

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 industry or industry levels may include data for categories not shown separately.

Table A-5. Pay distributions, material movement and custodial occupations, United States, November 1995

Occupation and level	Number of workers	Hourly earnings (in dollars)[1]			Percent of workers receiving straight-time hourly earnings (in dollars) of—																				
		Mean	Median	Middle range	4.25 and under 4.50	4.50 - 5.00	5.00 - 5.50	5.50 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 9.00	9.00 - 10.00	10.00 - 11.00	11.00 - 12.00	12.00 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 - 21.00	21.00 - 22.00	22.00 and over
Forklift Operators	186,415	$11.28	$10.66	$9.00 – $12.89	(2)	(2)	(2)	(2)	1	3	4	3	13	13	16	15	6	6	5	3	2	3	5	1	(2)	(2)	–
Private industry	186,158	11.28	10.66	9.00 – 12.88	(2)	(2)	(2)	(2)	1	3	4	3	13	13	16	15	6	6	5	3	2	3	5	1	(2)	(2)	–
Goods producing	142,409	11.19	10.64	9.02 – 12.15	–	(2)	(2)	(2)	1	3	3	3	13	15	19	17	5	3	4	3	2	2	5	1	(2)	(2)	–
Manufacturing	141,915	11.19	10.64	9.02 – 12.15	–	(2)	(2)	1	3	3	3	3	13	15	19	17	5	3	4	3	2	2	5	1	(2)	(2)	–
Service producing	43,749	11.54	11.22	8.52 – 13.75	(2)	(2)	1	1	2	4	5	4	13	8	9	8	8	14	6	2	2	9	4	(2)	–	–	–
Transportation and utilities	11,630	11.04	9.52	8.15 – 13.12	–	–	–	–	6	3	7	4	23	9	10	4	8	2	5	(2)	1	16	2	(2)	–	–	–
Guards																											
Level I	319,009	7.01	6.50	5.50 – 7.92	4	6	11	11	17	10	9	8	10	5	3	3	1	1	1	(2)	(2)	(2)	(2)	(2)	(2)	(2)	–
Private industry	306,386	6.89	6.50	5.50 – 7.70	4	6	12	11	17	10	9	8	10	5	3	3	1	1	(2)	(2)	(2)	(2)	(2)	(2)	(2)	(2)	–
Goods producing	14,961	8.98	8.85	6.98 – 10.29	2	–	1	2	13	6	5	7	26	10	8	7	3	3	2	3	1	(2)	(2)	(2)	(2)	(2)	–
Manufacturing	14,731	8.99	8.86	7.00 – 10.27	2	–	1	2	13	6	4	7	26	10	8	7	3	3	2	3	1	(2)	(2)	(2)	(2)	(2)	–
Service producing	291,425	6.78	6.33	5.50 – 7.50	4	6	12	11	17	11	10	8	9	5	2	3	1	1	(2)	(2)	(2)	(2)	(2)	–	–	–	–
Transportation and utilities	932	9.76	8.60	7.29 – 11.49	–	(2)	(2)	1	10	2	14	4	23	5	12	8	4	1	5	9	(2)	1	(2)	–	–	–	–
State and local government	12,623	9.89	9.64	8.01 – 11.66	–	(2)	1	2	5	4	5	8	15	15	13	13	9	3	4	2	1	(2)	(2)	–	–	–	–
Level II	47,467	11.86	11.73	9.76 – 13.19	–	(2)	(2)	(2)	(2)	(2)	2	2	10	12	10	16	21	6	7	3	6	2	(2)	1	(2)	(2)	(2)
Private industry	40,368	11.74	11.72	9.64 – 12.82	–	(2)	(2)	(2)	(2)	(2)	2	2	10	13	10	17	22	5	7	2	5	2	(2)	1	(2)	(2)	–
Goods producing	4,431	13.99	14.70	11.24 – 16.83	–	–	–	–	–	1	–	(2)	1	18	4	3	10	9	9	8	16	16	1	4	(2)	–	–
Manufacturing	4,403	13.99	14.70	11.20 – 16.83	–	–	–	–	–	1	–	(2)	1	18	4	3	10	9	9	8	16	16	1	4	(2)	–	–
Service producing	35,937	11.47	11.71	9.51 – 12.57	–	(2)	(2)	(2)	(2)	(2)	2	3	11	12	10	18	24	4	7	2	4	1	(2)	(2)	(2)	(2)	–
State and local government	7,099	12.49	12.14	10.54 – 14.60	–	(2)	(2)	(2)	(2)	(2)	1	2	8	7	15	14	12	11	7	9	10	2	1	1	(2)	(2)	(2)
Janitors	908,513	7.83	7.00	5.50 – 9.50	5	6	1	8	10	7	7	6	9	7	6	5	3	2	3	1	(2)	(2)	1	(2)	(2)	(2)	–
Private industry	654,211	7.18	6.25	5.20 – 8.05	7	8	1	10	12	8	7	6	8	5	4	2	1	2	3	(2)	(2)	(2)	1	(2)	–	–	–
Goods producing	63,540	10.25	8.98	7.25 – 12.70	1	1	6	4	5	4	9	5	14	10	8	4	3	4	2	2	1	1	14	(2)	–	–	–
Manufacturing	62,850	10.25	8.98	7.25 – 12.71	1	1	6	4	5	4	9	6	14	10	8	4	3	4	2	2	1	1	14	(2)	–	–	–
Service producing	590,671	6.85	6.00	5.10 – 7.77	8	9	(2)	11	13	8	6	6	7	4	3	2	1	1	3	(2)	(2)	(2)	(2)	–	–	–	–
Transportation and utilities	5,560	10.47	9.72	7.00 – 13.67	–	1	1	6	9	7	9	2	9	8	6	5	8	9	7	4	3	6	1	–	–	–	–
State and local government	254,302	9.50	9.40	7.37 – 11.29	1	2	3	4	5	5	6	6	13	13	14	10	8	4	2	2	1	(2)	(2)	(2)	(2)	(2)	–
Material Handling Laborers	123,808	8.84	7.75	6.50 – 10.30	1	3	5	6	9	12	9	7	14	7	7	5	3	2	2	1	1	2	3	1	(2)	–	–
Private industry	122,713	8.85	7.75	6.50 – 10.30	1	3	5	6	9	12	9	7	14	7	7	5	3	2	2	1	1	3	3	1	(2)	–	–
Service producing	55,613	9.07	7.75	6.50 – 10.53	(2)	1	3	5	12	12	10	9	12	7	5	4	2	2	4	1	(2)	5	2	1	–	–	–
State and local government	1,095	8.62	7.99	6.65 – 9.89	–	–	(2)	6	8	18	11	7	12	15	8	5	3	2	1	3	(2)	1	–	–	–	–	–
Shipping/Receiving Clerks	108,313	10.24	9.70	8.18 – 11.84	–	–	(2)	1	3	5	6	7	16	16	13	10	7	5	3	2	2	1	2	(2)	(2)	(2)	(2)
Private industry	106,894	10.24	9.68	8.17 – 11.83	–	–	(2)	1	3	5	6	7	16	16	13	10	7	5	3	2	2	1	2	(2)	(2)	(2)	(2)
Goods producing	60,529	10.42	9.90	8.50 – 11.92	–	–	(2)	1	2	4	4	6	16	18	15	10	9	6	3	2	2	1	2	1	(2)	(2)	(2)
Manufacturing	60,162	10.41	9.89	8.50 – 11.92	–	–	(2)	1	2	4	4	6	16	18	15	10	9	6	3	2	2	1	2	1	(2)	(2)	(2)
Service producing	46,365	10.00	9.28	7.74 – 11.58	–	–	1	2	3	6	9	8	17	12	10	10	6	5	4	3	2	1	2	(2)	–	(2)	–
Transportation and utilities	3,434	8.36	7.70	7.09 – 8.45	–	–	–	(2)	(2)	23	24	14	22	5	2	2	3	(2)	2	(2)	2	1	(2)	–	–	1	–
State and local government	1,419	10.61	10.52	8.53 – 11.96	–	–	(2)	1	3	5	6	5	11	10	14	21	8	3	6	2	(2)	1	3	(2)	–	–	–

See footnotes at end of table.

Table A-5. Pay distributions, material movement and custodial occupations, United States, November 1995 — Continued

Occupation and level	Number of workers	Hourly earnings (in dollars)[1]			Percent of workers receiving straight-time hourly earnings (in dollars) of—																					
		Mean	Median	Middle range	4.25 and under 4.50	4.50 - 5.00	5.00 - 5.50	5.50 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 9.00	9.00 - 10.00	10.00 - 11.00	11.00 - 12.00	12.00 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 - 21.00	21.00 - 22.00	22.00 and over
Truckdrivers																										
Light Truck	55,583	$8.56	$7.62	$6.35 – $10.00	1	3	4	8	11	9	12	7	13	8	7	4	3	2	1	3	1	4	(2)	(2)	(2)	–	–
Private industry	51,752	8.47	7.50	6.25 – 9.65	1	3	5	8	11	9	12	8	13	8	7	4	2	2	1	3	1	4	(2)	(2)	(2)	–	–
Goods producing	7,218	9.68	8.75	7.50 – 11.23	–	–	(2)	1	5	10	8	8	19	9	12	9	2	4	3	9	(2)	(2)	–	1	–	–	–
Manufacturing	6,007	9.82	9.00	7.35 – 11.45	–	–	(2)	1	5	10	9	7	16	10	11	7	3	5	4	11	(2)	(2)	–	1	–	–	–
Service producing	44,534	8.27	7.25	6.00 – 9.29	1	3	6	9	12	8	12	8	12	8	6	3	2	2	1	2	1	4	(2)	(2)	(2)	–	–
Transportation and utilities	16,602	9.14	7.25	6.25 – 11.00	1	7	2	10	10	6	18	7	6	3	4	4	3	2	1	4	2	11	(2)	–	–	–	–
State and local government	3,831	9.81	10.07	7.11 – 11.89	(2)	(2)	–	1	8	14	13	2	4	5	15	13	9	6	5	1	1	1	(2)	–	–	–	–
Medium Truck	137,370	14.64	14.98	11.24 – 19.31	–	–	(2)	1	2	2	2	2	5	5	5	5	7	6	8	7	5	2	6	26	2	(2)	(2)
Private industry	131,790	14.76	15.07	11.35 – 19.31	–	–	(2)	1	2	2	2	2	5	5	5	5	6	6	9	8	6	2	7	27	2	(2)	(2)
Goods producing	19,180	12.43	11.75	8.83 – 15.22	–	–	–	(2)	2	3	4	6	11	9	7	10	9	4	3	16	2	3	3	5	(2)	(2)	3
Manufacturing	17,145	12.76	12.25	9.00 – 15.22	–	–	–	–	2	2	3	6	11	7	7	11	9	4	4	17	3	3	3	6	(2)	(2)	3
Service producing	112,610	15.15	15.54	12.06 – 19.31	–	–	(2)	1	2	1	2	1	4	4	4	4	6	6	10	6	6	2	7	31	2	(2)	(2)
Transportation and utilities	77,533	17.21	18.92	15.05 – 19.42	–	–	–	(2)	(2)	(2)	(2)	(2)	1	1	1	1	6	4	10	7	8	3	11	45	3	–	(2)
State and local government	5,580	11.92	11.50	9.92 – 13.78	–	–	–	(2)	(2)	1	2	4	11	9	16	12	10	14	6	7	4	3	1	1	–	1	–
Heavy Truck	127,721	13.17	12.60	10.42 – 16.19	–	(2)	(2)	1	2	2	2	2	6	6	9	14	9	10	7	3	8	4	5	4	4	(2)	1
Private industry	100,764	13.08	12.55	10.42 – 16.00	–	(2)	(2)	(2)	2	1	2	2	6	7	10	16	8	10	7	3	9	4	1	4	5	(2)	1
Goods producing	42,684	13.65	13.50	10.30 – 17.69	–	–	–	1	4	1	2	1	6	5	11	9	6	11	9	3	5	5	2	9	10	(2)	1
Manufacturing	27,248	14.09	13.46	10.69 – 17.42	–	–	–	(2)	1	(2)	1	1	5	5	13	11	8	9	9	4	7	8	1	1	15	(2)	2
Service producing	58,080	12.65	12.00	10.58 – 14.93	–	(2)	(2)	(2)	(2)	1	2	3	6	8	9	22	10	10	6	3	13	4	1	1	2	1	(2)
Transportation and utilities	36,470	12.71	11.80	10.96 – 14.12	–	(2)	(2)	(2)	(2)	1	1	2	4	7	10	26	11	12	5	3	6	6	1	1	3	1	(2)
State and local government	26,957	13.50	13.03	10.16 – 18.93	–	–	(2)	2	2	3	2	2	8	5	7	8	10	8	6	4	3	1	20	6	1	1	(2)
Tractor Trailer	184,854	14.07	14.08	11.43 – 16.87	–	–	–	–	(2)	(2)	1	3	6	6	6	9	9	9	9	9	9	9	4	7	2	(2)	1
Private industry	183,372	14.05	14.08	11.38 – 16.86	–	–	–	–	(2)	(2)	1	3	6	6	6	9	9	9	9	9	9	9	4	7	2	(2)	1
Goods producing	42,455	12.74	12.17	10.50 – 14.81	–	–	–	–	(2)	(2)	1	1	7	9	11	19	11	12	4	11	4	2	5	1	1	(2)	(2)
Manufacturing	36,952	12.71	12.17	10.63 – 14.46	–	–	–	–	(2)	(2)	(2)	1	5	9	12	21	12	12	5	12	4	2	3	1	1	(2)	(2)
Service producing	140,917	14.44	14.80	11.80 – 17.52	–	–	–	–	(2)	(2)	1	4	6	5	5	6	8	8	11	9	11	11	4	9	3	(2)	1
Transportation and utilities	84,808	14.91	15.79	11.70 – 18.08	–	–	–	–	(2)	(2)	1	6	8	2	4	5	6	6	6	10	6	15	6	13	4	(2)	2
State and local government	1,482	16.92	16.59	14.01 – 18.72	–	–	–	–	(2)	(2)	(2)	1	3	5	3	2	6	3	14	6	13	13	11	1	6	(2)	[3]12

[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 $22 and under $23; 1 percent at $27 and under $28; and 10 percent at $29 and under $30.

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 industry or industry levels may include data for categories not shown separately.

Table B-1. Average weekly pay by size of establishment, professional and administrative occupations, United States, November 1995

Occupation and level	All establishments		Less than 500 workers		500 - 999 workers		1000 - 2499 workers		2500 workers or more	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Professional Occupations										
Accountants										
Level I	$511	$500	$479	$473	$508	$502	$532	$515	$537	$529
Private industry	508	500	479	475	512	508	534	518	543	532
Goods producing	534	529	501	500	534	531	568	592	558	558
Manufacturing	530	529	496	500	535	530	565	589	538	542
Service producing	497	488	473	471	481	473	516	504	539	528
Transportation and utilities	537	510	-	-	-	-	-	-	-	-
State and local government	523	514	-	-	-	-	517	510	531	527
Level II	617	611	598	593	618	613	632	617	648	638
Private industry	617	610	600	596	620	613	634	617	672	654
Goods producing	639	631	609	608	637	624	663	660	742	729
Manufacturing	633	625	607	606	624	615	656	653	735	716
Service producing	605	598	595	590	602	596	618	609	636	622
Transportation and utilities	621	615	572	565	638	626	681	662	701	700
State and local government	614	614	569	562	595	577	622	616	623	623
Level III	797	788	789	777	805	792	818	808	797	790
Private industry	803	789	792	779	808	793	815	808	831	817
Goods producing	819	808	801	792	818	806	844	848	874	858
Manufacturing	814	808	799	792	808	792	833	840	864	854
Service producing	789	771	783	769	795	781	793	773	801	790
Transportation and utilities	825	811	780	759	845	849	875	865	861	855
State and local government	766	757	743	736	776	782	836	814	759	757
Level IV	1,025	1,005	1,030	1,015	1,031	1,035	1,033	1,010	1,010	993
Private industry	1,037	1,020	1,030	1,013	1,036	1,036	1,031	1,009	1,060	1,046
Goods producing	1,057	1,041	1,047	1,037	1,045	1,038	1,051	1,020	1,102	1,091
Manufacturing	1,039	1,028	1,034	1,015	1,027	1,036	1,035	1,009	1,069	1,062
Service producing	1,016	1,000	1,015	1,000	1,020	1,002	1,013	999	1,021	1,006
Transportation and utilities	1,048	1,037	990	989	1,086	1,101	1,037	1,024	1,086	1,102
State and local government	962	955	1,025	1,068	972	942	1,061	1,054	947	955
Level V	1,352	1,331	1,427	1,404	1,325	1,317	1,351	1,335	1,292	1,269
Private industry	1,372	1,346	1,427	1,404	1,327	1,317	1,353	1,336	1,339	1,319
Goods producing	1,359	1,346	1,368	1,358	1,347	1,352	1,348	1,346	1,366	1,339
Manufacturing	1,334	1,343	1,337	1,346	1,335	1,352	1,334	1,343	1,330	1,320
Service producing	1,385	1,346	1,472	1,442	1,289	1,260	1,357	1,323	1,315	1,288
Transportation and utilities	1,318	1,304	-	-	-	-	1,302	1,274	1,339	1,309
State and local government	1,167	1,203	-	-	-	-	-	-	1,156	1,188
Level VI	1,694	1,681	-	-	-	-	1,695	1,687	1,657	1,638
Private industry	1,722	1,699	-	-	-	-	1,695	1,687	1,716	1,701
Goods producing	1,743	1,702	-	-	-	-	-	-	1,767	1,737
Manufacturing	1,681	1,654	-	-	-	-	-	-	1,702	1,699
Service producing	1,698	1,683	-	-	-	-	1,671	1,636	1,630	1,621
Transportation and utilities	1,788	1,826	-	-	-	-	-	-	-	-

See note at end of table.

Table B-1. Average weekly pay by size of establishment, professional and administrative occupations, United States, November 1995 — Continued

Occupation and level	All establishments		Less than 500 workers		500 - 999 workers		1000 - 2499 workers		2500 workers or more	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Accountants, Public										
Level I	$583	$565	$560	$558	-	-	-	-	-	-
Private industry	583	565	560	558	-	-	-	-	-	-
Service producing	583	565	560	558	-	-	-	-	-	-
Level II	626	610	611	600	-	-	-	-	-	-
Private industry	626	610	611	600	-	-	-	-	-	-
Service producing	626	610	611	600	-	-	-	-	-	-
Level III	728	706	715	702	-	-	-	-	-	-
Private industry	728	706	715	702	-	-	-	-	-	-
Service producing	728	706	715	702	-	-	-	-	-	-
Level IV	967	937	959	933	-	-	-	-	-	-
Private industry	967	937	959	933	-	-	-	-	-	-
Service producing	967	937	959	933	-	-	-	-	-	-
Attorneys										
Level I	695	676	646	615	$690	$680	$681	$628	$727	$703
Private industry	826	812	-	-	-	-	-	-	-	-
Service producing	814	812	-	-	-	-	-	-	-	-
State and local government	674	666	-	-	-	-	642	599	718	701
Level II	945	919	930	904	936	927	1,025	996	918	896
Private industry	1,080	1,047	1,002	970	993	997	1,177	1,170	1,198	1,172
Goods producing	1,144	1,128	-	-	-	-	-	-	-	-
Manufacturing	1,092	1,086	-	-	-	-	-	-	-	-
Service producing	1,073	1,040	1,001	970	1,015	1,034	1,175	1,169	1,137	1,138
Transportation and utilities	1,146	1,154	-	-	-	-	-	-	-	-
State and local government	871	835	793	790	881	865	871	811	885	864
Level III	1,249	1,229	1,306	1,256	1,216	1,231	1,313	1,269	1,206	1,163
Private industry	1,393	1,346	1,375	1,327	1,343	1,302	1,380	1,346	1,458	1,437
Goods producing	1,533	1,523	1,561	1,567	-	-	1,477	1,468	1,581	1,580
Manufacturing	1,497	1,507	-	-	-	-	1,456	1,431	1,532	1,538
Service producing	1,362	1,318	1,339	1,288	1,296	1,277	1,364	1,328	1,424	1,385
Transportation and utilities	1,393	1,387	-	-	-	-	1,375	1,358	-	-
State and local government	1,124	1,089	1,071	1,067	1,083	1,005	1,181	1,137	1,129	1,099
Level IV	1,632	1,615	1,751	1,731	1,604	1,561	1,689	1,654	1,579	1,553
Private industry	1,755	1,731	1,794	1,738	1,631	1,598	1,717	1,673	1,799	1,777
Goods producing	1,790	1,779	1,861	1,783	1,591	1,489	1,814	1,778	1,927	1,969
Manufacturing	1,763	1,738	-	-	1,586	1,489	1,807	1,731	1,901	1,942
Service producing	1,741	1,719	1,784	1,731	1,680	1,635	1,685	1,652	1,744	1,721
Transportation and utilities	1,767	1,750	-	-	-	-	-	-	1,787	1,786
State and local government	1,451	1,395	-	-	-	-	1,571	1,553	1,453	1,395
Level V	1,966	1,910	2,190	2,126	1,970	1,901	2,137	2,108	1,864	1,703
Private industry	2,148	2,087	2,190	2,126	1,998	1,901	2,145	2,115	2,189	2,142
Goods producing	2,171	2,085	-	-	-	-	-	-	2,252	2,220
Manufacturing	2,132	2,019	-	-	-	-	-	-	2,222	2,185
Service producing	2,135	2,094	2,125	2,038	-	-	2,160	2,115	2,155	2,115
Transportation and utilities	2,128	2,000	-	-	-	-	-	-	-	-
State and local government	1,635	1,608	-	-	-	-	-	-	-	-

See note at end of table.

Table B-1. Average weekly pay by size of establishment, professional and administrative occupations, United States, November 1995 — Continued

Occupation and level	All establishments		Less than 500 workers		500 - 999 workers		1000 - 2499 workers		2500 workers or more	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Attorneys–Continued										
Level VI	$2,411	$2,402	-	-	-	-	-	-	$2,266	$2,260
Private industry	2,687	2,596	-	-	-	-	-	-	2,666	2,635
Goods producing	2,750	2,645	-	-	-	-	-	-	-	-
Service producing	2,602	2,576	-	-	-	-	-	-	2,543	2,523
Engineers										
Level I	664	662	$626	$611	$662	$656	$706	$714	707	713
Private industry	666	663	626	610	664	656	709	715	728	731
Goods producing	679	676	619	600	663	654	718	715	730	732
Manufacturing	677	675	611	596	662	654	718	715	729	731
Service producing	644	635	630	616	673	677	680	692	716	711
Transportation and utilities	712	718	-	-	-	-	-	-	-	-
State and local government	650	641	-	-	-	-	-	-	651	643
Level II	790	788	752	745	792	792	818	808	817	808
Private industry	793	789	753	747	794	792	819	808	831	818
Goods producing	797	795	749	738	796	795	811	800	834	823
Manufacturing	796	795	747	737	796	796	811	799	833	821
Service producing	782	775	759	750	787	783	837	835	813	797
Transportation and utilities	843	835	828	837	-	-	897	886	809	797
State and local government	775	780	735	716	751	753	808	804	778	783
Level III	943	933	917	907	950	946	975	957	949	938
Private industry	943	931	919	909	952	947	956	948	957	940
Goods producing	941	927	915	904	944	935	951	940	954	935
Manufacturing	940	926	913	903	943	935	950	940	953	935
Service producing	949	945	925	920	984	991	973	975	978	978
Transportation and utilities	1,003	1,006	967	956	1,037	1,020	1,013	1,010	992	998
State and local government	946	941	881	881	897	898	1,115	1,161	922	929
Level IV	1,149	1,137	1,148	1,135	1,134	1,128	1,178	1,166	1,140	1,127
Private industry	1,155	1,147	1,147	1,135	1,137	1,130	1,172	1,163	1,157	1,149
Goods producing	1,152	1,140	1,151	1,135	1,129	1,119	1,160	1,146	1,154	1,145
Manufacturing	1,147	1,136	1,142	1,121	1,123	1,115	1,158	1,144	1,151	1,143
Service producing	1,163	1,160	1,142	1,132	1,162	1,165	1,194	1,195	1,178	1,182
Transportation and utilities	1,188	1,192	1,150	1,135	1,218	1,212	1,195	1,194	1,180	1,191
State and local government	1,095	1,085	1,168	1,198	1,079	1,109	1,286	1,342	1,058	1,084
Level V	1,389	1,373	1,409	1,385	1,376	1,369	1,414	1,401	1,371	1,358
Private industry	1,397	1,382	1,412	1,387	1,378	1,369	1,413	1,398	1,387	1,376
Goods producing	1,400	1,383	1,452	1,442	1,375	1,365	1,416	1,393	1,383	1,371
Manufacturing	1,392	1,375	1,427	1,416	1,365	1,358	1,411	1,386	1,380	1,369
Service producing	1,388	1,380	1,371	1,361	1,384	1,381	1,406	1,410	1,421	1,412
Transportation and utilities	1,384	1,387	1,368	1,381	-	-	1,351	1,340	1,393	1,400
State and local government	1,264	1,249	1,267	1,299	-	-	1,438	1,478	1,229	1,249
Level VI	1,634	1,620	1,641	1,599	1,619	1,598	1,696	1,677	1,606	1,610
Private industry	1,650	1,634	1,640	1,596	1,626	1,598	1,696	1,673	1,638	1,635
Goods producing	1,664	1,649	1,751	1,731	1,631	1,598	1,702	1,677	1,635	1,635
Manufacturing	1,653	1,638	1,721	1,719	1,607	1,583	1,698	1,667	1,630	1,632
Service producing	1,610	1,588	1,569	1,540	1,609	1,612	1,676	1,672	1,669	1,631
Transportation and utilities	1,628	1,602	-	-	-	-	-	-	-	-
State and local government	1,349	1,372	-	-	-	-	-	-	1,319	1,372

See note at end of table.

Table B-1. Average weekly pay by size of establishment, professional and administrative occupations, United States, November 1995 — Continued

Occupation and level	All establishments		Less than 500 workers		500 - 999 workers		1000 - 2499 workers		2500 workers or more	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Engineers–Continued										
Level VII	$1,935	$1,907	$1,933	$1,844	$1,887	$1,881	$1,971	$1,959	$1,923	$1,898
Private industry	1,943	1,915	1,933	1,844	1,887	1,881	1,971	1,960	1,945	1,919
Goods producing	1,983	1,950	2,152	2,132	1,869	1,827	1,990	1,972	1,946	1,920
Manufacturing	1,972	1,942	-	-	1,857	1,827	1,988	1,972	1,943	1,917
Service producing	1,843	1,798	1,769	1,735	-	-	1,896	1,872	-	-
Level VIII	2,323	2,250	-	-	-	-	2,305	2,319	2,365	2,272
Private industry	2,326	2,256	-	-	-	-	2,305	2,319	2,372	2,280
Goods producing	2,354	2,297	-	-	-	-	-	-	2,366	2,270
Manufacturing	2,348	2,273	-	-	-	-	-	-	2,362	2,259
Service producing	2,245	2,212	-	-	-	-	-	-	-	-
Administrative Occupations										
Budget Analysts										
Level I	583	579	-	-	-	-	-	-	601	610
Private industry	524	519	-	-	-	-	-	-	-	-
Service producing	514	502	-	-	-	-	-	-	-	-
Level II	659	644	628	615	580	573	643	639	679	663
Private industry	646	635	-	-	589	576	645	639	670	654
Goods producing	666	646	-	-	-	-	-	-	-	-
Manufacturing	659	644	-	-	-	-	-	-	-	-
Service producing	638	625	-	-	-	-	632	635	668	659
State and local government	672	658	-	-	-	-	-	-	684	667
Level III	846	842	802	789	814	805	837	827	860	869
Private industry	824	808	821	806	818	796	807	808	837	824
Goods producing	842	819	-	-	-	-	-	-	-	-
Manufacturing	835	808	-	-	-	-	-	-	-	-
Service producing	816	803	803	792	791	768	788	790	844	838
Transportation and utilities	875	862	-	-	-	-	-	-	-	-
State and local government	861	873	-	-	-	-	904	942	867	879
Level IV	951	954	-	-	998	954	913	933	955	951
Private industry	929	950	-	-	-	-	-	-	935	918
Goods producing	941	954	-	-	-	-	-	-	-	-
Manufacturing	923	954	-	-	-	-	-	-	-	-
Service producing	912	929	-	-	-	-	-	-	990	981
Transportation and utilities	1,023	1,036	-	-	-	-	-	-	-	-
State and local government	998	1,007	-	-	-	-	-	-	983	984

See note at end of table.

Table B-1. Average weekly pay by size of establishment, professional and administrative occupations, United States, November 1995 — Continued

Occupation and level	All establishments		Less than 500 workers		500 - 999 workers		1000 - 2499 workers		2500 workers or more	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Buyers/Contracting Specialists										
Level I	$516	$505	$505	$500	$523	$502	$523	$520	$535	$534
Private industry	520	511	508	500	527	517	529	526	566	558
Goods producing	526	519	511	500	538	529	575	580	621	607
Manufacturing	525	519	510	500	539	531	572	568	621	607
Service producing	508	501	502	490	506	482	490	487	542	544
State and local government	493	492	-	-	500	485	490	484	506	501
Level II	651	640	636	624	652	652	686	675	665	659
Private industry	653	640	636	623	656	653	690	676	684	673
Goods producing	653	644	636	633	654	653	707	700	705	701
Manufacturing	651	642	633	629	654	654	704	699	701	697
Service producing	652	634	635	609	663	654	670	647	662	656
Transportation and utilities	691	673	643	629	-	-	-	-	-	-
State and local government	637	637	647	637	617	627	665	665	630	633
Level III	875	862	861	846	859	844	909	907	880	863
Private industry	881	865	863	846	860	842	903	898	905	889
Goods producing	880	865	859	846	856	831	912	904	908	888
Manufacturing	878	863	857	842	855	833	910	902	904	887
Service producing	888	879	884	854	891	879	879	886	896	894
Transportation and utilities	927	939	-	-	-	-	957	955	944	981
State and local government	810	797	-	-	-	-	951	1,021	760	764
Level IV	1,068	1,046	1,098	1,096	1,083	1,066	1,096	1,075	1,045	1,015
Private industry	1,072	1,047	1,098	1,096	1,083	1,066	1,087	1,061	1,055	1,019
Goods producing	1,069	1,041	1,088	1,076	1,073	1,062	1,097	1,067	1,052	1,014
Manufacturing	1,055	1,037	1,081	1,076	1,075	1,069	1,094	1,061	1,027	1,005
Service producing	1,085	1,066	-	-	-	-	1,051	1,044	1,073	1,060
Transportation and utilities	1,085	1,083	-	-	-	-	-	-	-	-
State and local government	1,013	1,009	-	-	-	-	-	-	943	905
Computer Programmers										
Level I	534	525	506	492	509	504	571	565	557	558
Private industry	538	532	507	485	511	504	574	573	578	577
Goods producing	546	532	490	474	-	-	-	-	-	-
Manufacturing	540	532	-	-	-	-	-	-	-	-
Service producing	536	531	509	492	500	499	570	565	565	567
Transportation and utilities	572	595	-	-	-	-	-	-	-	-
State and local government	504	504	-	-	-	-	-	-	501	503
Level II	629	620	609	590	620	610	647	641	646	636
Private industry	634	623	611	596	624	612	651	643	666	654
Goods producing	651	644	602	577	637	626	671	661	707	711
Manufacturing	650	642	602	580	636	625	666	660	706	710
Service producing	628	618	613	597	617	604	644	635	647	637
Transportation and utilities	659	654	604	588	-	-	-	-	680	674
State and local government	599	585	580	584	563	558	616	618	604	600

See note at end of table.

Table B-1. Average weekly pay by size of establishment, professional and administrative occupations, United States, November 1995 — Continued

Occupation and level	All establishments		Less than 500 workers		500 - 999 workers		1000 - 2499 workers		2500 workers or more	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Computer Programmers–Continued										
Level III	$774	$766	$762	$759	$754	$736	$790	$775	$787	$774
Private industry	779	769	764	763	759	743	790	773	808	789
Goods producing	783	771	751	740	758	731	821	823	831	829
Manufacturing	777	769	741	729	757	730	819	817	829	825
Service producing	777	769	768	769	759	750	780	765	802	775
Transportation and utilities	790	786	765	751	-	-	-	-	-	-
State and local government	750	738	712	710	706	711	792	790	747	738
Level IV	925	914	948	948	896	874	938	912	910	900
Private industry	925	913	949	948	894	874	927	905	913	901
Goods producing	921	909	-	-	928	900	-	-	901	891
Manufacturing	920	909	-	-	928	900	-	-	-	-
Service producing	926	919	942	936	883	869	928	904	922	913
State and local government	923	916	-	-	-	-	-	-	877	890
Level V	1,070	1,052	-	-	-	-	-	-	1,052	1,039
Private industry	1,068	1,051	-	-	-	-	-	-	1,053	1,039
Service producing	1,105	1,092	-	-	-	-	-	-	-	-
Computer Systems Analysts										
Level I	768	762	761	760	758	750	781	766	770	766
Private industry	772	767	763	760	765	752	770	761	787	783
Goods producing	772	766	741	741	745	740	814	804	792	792
Manufacturing	766	760	737	738	741	731	811	802	784	784
Service producing	772	768	769	769	778	760	755	749	785	779
Transportation and utilities	826	810	-	-	-	-	-	-	-	-
State and local government	748	727	-	-	677	693	870	829	737	726
Level II	926	923	923	922	920	904	935	927	926	926
Private industry	929	922	924	923	923	904	934	925	932	923
Goods producing	943	935	947	930	900	885	964	962	951	943
Manufacturing	938	928	941	923	897	885	963	960	943	935
Service producing	924	917	918	922	933	915	923	915	925	917
Transportation and utilities	989	985	873	865	-	-	963	963	984	991
State and local government	914	927	-	-	864	885	957	967	914	940
Level III	1,092	1,071	1,099	1,083	1,089	1,053	1,100	1,082	1,085	1,067
Private industry	1,100	1,081	1,099	1,084	1,089	1,053	1,099	1,080	1,105	1,092
Goods producing	1,140	1,129	1,159	1,177	1,103	1,071	1,145	1,131	1,143	1,129
Manufacturing	1,135	1,121	1,150	1,168	1,102	1,071	1,142	1,125	1,137	1,121
Service producing	1,084	1,065	1,088	1,070	1,084	1,047	1,082	1,066	1,082	1,069
Transportation and utilities	1,157	1,139	-	-	-	-	1,115	1,099	1,135	1,134
State and local government	1,017	1,049	-	-	-	-	1,111	1,164	1,002	1,049
Level IV	1,296	1,281	1,296	1,296	1,307	1,275	1,283	1,269	1,299	1,285
Private industry	1,301	1,287	1,297	1,298	1,307	1,275	1,283	1,269	1,309	1,296
Goods producing	1,332	1,325	-	-	-	-	1,338	1,338	1,340	1,327
Manufacturing	1,322	1,317	-	-	-	-	1,329	1,332	1,330	1,319
Service producing	1,285	1,267	1,295	1,296	1,313	1,279	1,260	1,242	1,277	1,263
Level V	1,504	1,493	-	-	-	-	-	-	1,497	1,488
Private industry	1,504	1,493	-	-	-	-	-	-	1,497	1,488
Goods producing	1,535	1,522	-	-	-	-	-	-	-	-
Service producing	1,496	1,481	-	-	-	-	-	-	-	-

See note at end of table.

Table B-1. Average weekly pay by size of establishment, professional and administrative occupations, United States, November 1995 — Continued

Occupation and level	All establishments		Less than 500 workers		500 - 999 workers		1000 - 2499 workers		2500 workers or more	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Computer Systems Analyst Supervisors/Managers										
Level I	$1,177	$1,171	$1,176	$1,154	$1,167	$1,171	$1,231	$1,224	$1,155	$1,152
Private industry	1,190	1,185	1,177	1,154	1,168	1,177	1,226	1,221	1,183	1,177
Goods producing	1,265	1,242	-	-	1,171	1,195	1,273	1,260	-	-
Manufacturing	1,259	1,234	-	-	1,170	1,195	1,273	1,262	-	-
Service producing	1,173	1,168	1,161	1,154	1,167	1,177	1,205	1,211	1,167	1,167
Transportation and utilities	1,225	1,241	-	-	-	-	-	-	-	-
State and local government	1,128	1,102	-	-	-	-	-	-	1,106	1,102
Level II	1,385	1,365	1,409	1,413	1,351	1,346	1,434	1,396	1,355	1,340
Private industry	1,397	1,378	1,409	1,413	1,350	1,344	1,435	1,392	1,380	1,363
Goods producing	1,471	1,448	-	-	1,489	1,444	1,523	1,538	1,438	1,390
Manufacturing	1,464	1,444	-	-	-	-	1,523	1,541	1,415	1,381
Service producing	1,377	1,360	1,403	1,401	1,311	1,325	1,406	1,362	1,366	1,355
Transportation and utilities	1,496	1,455	-	-	-	-	-	-	-	-
State and local government	1,273	1,224	-	-	-	-	-	-	1,244	1,210
Level III	1,641	1,620	-	-	1,609	1,606	1,690	1,655	1,622	1,553
Private industry	1,644	1,620	-	-	1,609	1,606	1,690	1,656	1,628	1,556
Goods producing	1,658	1,605	-	-	-	-	-	-	-	-
Manufacturing	1,609	1,577	-	-	-	-	-	-	-	-
Service producing	1,637	1,635	-	-	-	-	1,672	1,614	1,626	1,615
Personnel Specialists										
Level I	508	495	480	475	495	485	545	521	525	521
Private industry	504	490	480	475	492	481	544	524	534	525
Goods producing	536	524	-	-	-	-	610	625	-	-
Manufacturing	531	519	-	-	-	-	-	-	-	-
Service producing	494	481	481	475	475	462	521	502	514	513
Transportation and utilities	494	463	-	-	-	-	-	-	-	-
State and local government	523	514	-	-	-	-	-	-	519	515
Level II	602	588	579	574	589	584	622	613	659	645
Private industry	599	584	579	574	591	585	622	612	670	654
Goods producing	611	591	577	577	607	596	691	674	754	735
Manufacturing	609	590	575	577	606	596	689	674	749	725
Service producing	592	577	580	572	580	577	598	588	639	630
Transportation and utilities	642	624	604	590	628	616	695	704	691	683
State and local government	622	602	580	573	575	577	621	616	644	631
Level III	791	787	767	769	759	752	830	813	833	832
Private industry	786	775	767	768	764	760	827	813	839	830
Goods producing	803	796	784	785	767	769	873	865	902	884
Manufacturing	801	794	781	781	766	769	871	862	897	882
Service producing	774	769	754	750	760	750	810	796	808	798
Transportation and utilities	843	835	782	788	829	821	893	876	901	898
State and local government	811	820	761	787	711	688	844	819	825	837

See note at end of table.

Table B-1. Average weekly pay by size of establishment, professional and administrative occupations, United States, November 1995 — Continued

Occupation and level	All establishments		Less than 500 workers		500 - 999 workers		1000 - 2499 workers		2500 workers or more	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Personnel Specialists–Continued										
Level IV	$1,027	$1,010	$1,021	$1,000	$1,020	$996	$1,049	$1,038	$1,028	$1,019
Private industry	1,033	1,015	1,022	1,000	1,020	996	1,045	1,032	1,063	1,048
Goods producing	1,040	1,009	1,009	981	1,042	1,001	1,079	1,075	1,098	1,070
Manufacturing	1,034	1,000	1,005	973	1,039	1,000	1,075	1,066	1,084	1,060
Service producing	1,027	1,019	1,033	1,035	992	973	1,020	1,000	1,040	1,031
Transportation and utilities	1,073	1,058	1,075	1,058	1,046	1,020	1,078	1,089	1,083	1,075
State and local government	990	982	1,003	973	1,021	1,040	1,069	1,069	965	946
Level V	1,341	1,312	1,420	1,394	1,312	1,303	1,336	1,306	1,292	1,273
Private industry	1,357	1,325	1,421	1,394	1,321	1,303	1,335	1,301	1,326	1,294
Goods producing	1,392	1,350	1,476	1,437	1,338	1,345	1,361	1,319	1,375	1,346
Manufacturing	1,387	1,346	1,475	1,425	1,337	1,343	1,355	1,317	1,367	1,339
Service producing	1,311	1,292	1,370	1,380	1,290	1,275	1,298	1,279	1,256	1,244
Transportation and utilities	1,342	1,286	-	-	-	-	-	-	-	-
State and local government	1,170	1,182	-	-	-	-	-	-	1,157	1,172
Level VI	1,775	1,760	-	-	-	-	-	-	1,767	1,767
Private industry	1,777	1,761	-	-	-	-	-	-	1,772	1,768
Goods producing	1,787	1,767	-	-	-	-	-	-	-	-
Manufacturing	1,781	1,750	-	-	-	-	-	-	-	-
Service producing	1,745	1,750	-	-	-	-	-	-	-	-
Personnel Supervisors/Managers										
Level I	1,144	1,134	1,162	1,173	1,097	1,096	1,189	1,152	1,126	1,122
Private industry	1,164	1,154	1,165	1,187	1,112	1,096	1,197	1,154	1,165	1,155
Goods producing	1,204	1,202	-	-	-	-	-	-	1,186	1,182
Manufacturing	1,198	1,200	-	-	-	-	-	-	1,183	1,182
Service producing	1,137	1,096	-	-	-	-	1,152	1,096	1,144	1,120
State and local government	1,045	1,058	-	-	-	-	-	-	1,039	1,046
Level II	1,436	1,442	1,477	1,500	1,475	1,409	1,478	1,471	1,388	1,394
Private industry	1,466	1,463	1,477	1,500	1,480	1,412	1,488	1,500	1,443	1,441
Goods producing	1,486	1,481	-	-	1,493	1,419	1,518	1,514	1,493	1,495
Manufacturing	1,487	1,492	-	-	1,505	1,449	1,523	1,514	1,491	1,494
Service producing	1,452	1,450	-	-	1,473	1,409	1,462	1,423	1,402	1,391
Transportation and utilities	1,457	1,409	-	-	-	-	-	-	1,455	1,427
State and local government	1,225	1,206	-	-	-	-	-	-	1,181	1,154
Level III	1,732	1,718	-	-	1,856	1,706	1,804	1,779	1,622	1,617
Private industry	1,783	1,734	-	-	1,856	1,706	1,804	1,769	1,711	1,683
Goods producing	1,765	1,731	-	-	-	-	1,869	1,808	1,710	1,671
Manufacturing	1,752	1,701	-	-	-	-	1,855	1,777	1,705	1,664
Service producing	1,807	1,761	-	-	-	-	1,722	1,743	1,713	1,710
Transportation and utilities	1,905	1,892	-	-	-	-	-	-	-	-
State and local government	1,319	1,150	-	-	-	-	-	-	1,271	1,128
Level IV	2,212	2,194	-	-	-	-	-	-	2,153	2,115
Private industry	2,212	2,194	-	-	-	-	-	-	2,152	2,115
Goods producing	2,182	2,139	-	-	-	-	-	-	-	-
Manufacturing	2,171	2,133	-	-	-	-	-	-	-	-
Service producing	2,283	2,346	-	-	-	-	-	-	-	-

See note at end of table.

Table B-1. Average weekly pay by size of establishment, professional and administrative occupations, United States, November 1995 — Continued

Occupation and level	All establishments		Less than 500 workers		500 - 999 workers		1000 - 2499 workers		2500 workers or more	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Tax Collectors										
Level I	$520	$535	-	-	-	-	-	-	$540	$549
State and local government	520	535	-	-	-	-	-	-	540	549
Level II	577	586	-	-	-	-	-	-	598	592
State and local government	577	586	-	-	-	-	-	-	598	592
Level III	767	762	-	-	-	-	-	-	-	-
State and local government	767	762	-	-	-	-	-	-	-	-

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall industry or industry levels may include data for categories not shown separately.

Table B-2. Average weekly pay by size of establishment, technical and protective service occupations, United States, November 1995

Occupation and level	All establishments		Less than 500 workers		500 - 999 workers		1000 - 2499 workers		2500 workers or more	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Technical Occupations										
Computer Operators										
Level I	$352	$341	$329	$331	$345	$341	$351	$340	$385	$370
Private industry	347	341	330	336	346	341	350	338	381	370
Goods producing	336	341	-	-	-	-	-	-	-	-
Manufacturing	336	341	-	-	-	-	-	-	-	-
Service producing	350	346	334	338	362	356	348	337	375	369
State and local government	376	348	-	-	-	-	-	-	390	369
Level II	440	432	420	417	430	424	453	442	470	464
Private industry	437	430	419	416	433	427	450	444	478	469
Goods producing	438	427	412	411	438	432	474	467	526	484
Manufacturing	438	430	413	411	438	432	473	467	522	476
Service producing	436	431	421	420	428	423	444	435	471	468
Transportation and utilities	488	499	437	419	-	-	-	-	-	-
State and local government	454	442	438	438	407	402	466	433	460	461
Level III	566	558	557	544	542	530	577	566	578	578
Private industry	565	556	556	544	544	530	573	564	586	578
Goods producing	570	555	582	566	522	514	585	581	627	618
Manufacturing	570	554	585	568	521	514	583	581	627	618
Service producing	563	556	546	538	567	565	569	562	577	576
Transportation and utilities	631	608	582	558	-	-	677	676	633	632
State and local government	568	570	567	551	524	504	596	579	567	576
Level IV	679	675	673	675	642	626	696	686	682	680
Private industry	679	675	672	675	640	625	689	681	693	683
Goods producing	708	700	-	-	-	-	706	697	755	743
Manufacturing	706	700	-	-	-	-	706	697	754	743
Service producing	668	660	665	640	658	636	682	675	661	662
Transportation and utilities	719	712	-	-	-	-	-	-	-	-
State and local government	676	672	-	-	-	-	-	-	661	660
Level V	804	785	-	-	-	-	-	-	-	-
Private industry	787	766	-	-	-	-	-	-	-	-
Drafters										
Level I	399	399	377	385	407	380	474	492	466	510
Private industry	401	400	377	385	415	390	481	511	504	540
Goods producing	378	380	366	378	408	381	-	-	-	-
Manufacturing	379	380	365	378	410	382	-	-	-	-
Service producing	453	442	412	410	-	-	-	-	-	-
Transportation and utilities	518	540	-	-	-	-	-	-	-	-
State and local government	375	354	-	-	-	-	-	-	394	403
Level II	494	480	482	466	481	471	536	531	559	547
Private industry	490	480	482	465	488	480	537	535	557	547
Goods producing	482	465	476	460	482	471	495	481	548	532
Manufacturing	479	465	472	460	483	471	493	481	547	532
Service producing	507	505	493	490	539	527	577	560	572	547
Transportation and utilities	596	573	595	573	-	-	-	-	-	-
State and local government	528	519	-	-	-	-	528	489	561	540

See note at end of table.

Table B-2. Average weekly pay by size of establishment, technical and protective service occupations, United States, November 1995 — Continued

Occupation and level	All establishments		Less than 500 workers		500 - 999 workers		1000 - 2499 workers		2500 workers or more	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Drafters–Continued										
Level III	$622	$608	$601	$580	$599	$590	$689	$677	$676	$678
Private industry	617	600	601	580	604	595	657	643	680	681
Goods producing	600	581	576	560	591	587	627	611	681	683
Manufacturing	594	577	566	551	582	580	613	600	680	680
Service producing	653	654	642	640	684	677	694	703	679	673
Transportation and utilities	729	739	-	-	-	-	-	-	-	-
State and local government	683	700	-	-	-	-	-	-	666	677
Level IV	802	786	734	727	813	797	789	795	893	865
Private industry	799	782	735	727	813	797	772	786	894	862
Goods producing	809	788	728	686	769	779	762	764	898	864
Manufacturing	809	786	724	658	764	778	755	758	898	864
Service producing	774	763	745	745	-	-	-	-	-	-
Transportation and utilities	812	795	-	-	-	-	-	-	-	-
State and local government	874	897	-	-	-	-	-	-	-	-
Engineering Technicians										
Level I	385	388	395	396	-	-	417	416	-	-
Private industry	393	390	395	396	-	-	417	415	-	-
Goods producing	393	390	398	400	-	-	429	427	-	-
Manufacturing	393	394	400	400	-	-	429	427	-	-
Service producing	390	395	-	-	-	-	-	-	-	-
Level II	511	507	509	488	508	510	505	506	521	519
Private industry	512	508	509	488	508	510	504	503	525	522
Goods producing	510	502	502	484	508	510	515	516	519	513
Manufacturing	510	505	503	485	508	510	514	515	518	512
Service producing	524	525	534	538	-	-	-	-	-	-
Level III	637	628	614	609	605	606	628	630	693	687
Private industry	637	628	614	609	605	606	623	626	695	690
Goods producing	636	625	609	598	599	605	613	612	695	692
Manufacturing	635	625	607	596	598	603	613	612	695	692
Service producing	641	636	628	626	-	-	645	683	-	-
Transportation and utilities	696	706	-	-	-	-	-	-	-	-
State and local government	664	697	-	-	-	-	-	-	-	-
Level IV	767	762	751	743	732	720	746	749	808	813
Private industry	766	761	751	743	732	720	742	745	808	813
Goods producing	761	753	743	736	716	713	732	727	804	807
Manufacturing	760	752	740	735	715	709	732	727	804	807
Service producing	787	790	771	776	811	802	771	790	842	843
Transportation and utilities	832	808	-	-	-	-	-	-	-	-
State and local government	831	867	-	-	-	-	-	-	-	-
Level V	888	879	862	876	940	947	906	895	883	859
Private industry	884	877	862	876	940	947	888	884	883	857
Goods producing	865	853	834	802	907	914	863	860	874	843
Manufacturing	861	851	824	772	903	913	862	860	872	843
Service producing	941	933	916	907	-	-	-	-	-	-
Transportation and utilities	943	946	-	-	-	-	-	-	-	-

See note at end of table.

Table B-2. Average weekly pay by size of establishment, technical and protective service occupations, United States, November 1995 — Continued

Occupation and level	All establishments		Less than 500 workers		500 - 999 workers		1000 - 2499 workers		2500 workers or more	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Engineering Technicians–Continued										
Level VI	$1,058	$1,054	-	-	-	-	-	-	$1,029	$1,012
Private industry	1,058	1,054	-	-	-	-	-	-	-	-
Goods producing	1,019	1,004	-	-	-	-	-	-	-	-
Manufacturing	1,017	1,002	-	-	-	-	-	-	-	-
Service producing	1,130	1,165	-	-	-	-	-	-	-	-
Engineering Technicians, Civil										
Level I	355	334	$323	$300	-	-	-	-	383	363
State and local government	378	357	-	-	-	-	-	-	383	363
Level II	482	454	450	430	$449	$438	$513	$502	512	480
Private industry	444	434	438	425	-	-	-	-	-	-
Service producing	440	430	434	421	-	-	-	-	-	-
State and local government	492	464	467	438	450	438	511	499	511	480
Level III	582	564	582	566	553	538	644	632	575	554
Private industry	586	580	578	568	-	-	-	-	-	-
Service producing	575	566	567	562	-	-	-	-	-	-
State and local government	581	558	586	566	546	535	643	630	574	551
Level IV	719	699	723	710	706	717	752	710	711	686
Private industry	745	722	732	715	-	-	-	-	-	-
Goods producing	772	774	-	-	-	-	-	-	-	-
Service producing	740	717	727	714	-	-	-	-	-	-
State and local government	712	688	711	685	694	679	742	701	709	686
Level V	854	857	869	880	-	-	-	-	852	850
Private industry	927	900	896	892	-	-	-	-	-	-
Service producing	929	900	888	892	-	-	-	-	-	-
State and local government	826	797	-	-	-	-	-	-	843	839
Level VI	1,047	1,041	-	-	-	-	-	-	-	-
Protective Service Occupations										
Corrections Officers	517	495	337	299	485	447	-	-	620	635
State and local government	535	515	388	367	485	447	-	-	620	635
Firefighters	677	671	575	546	667	674	665	666	760	772
State and local government	678	672	574	544	667	672	666	666	762	774
Police Officers										
Level I	688	673	598	567	666	618	680	651	743	736
Private industry	561	601	-	-	-	-	-	-	-	-
Service producing	558	586	-	-	-	-	-	-	-	-
State and local government	688	674	598	567	667	619	682	652	744	736
Level II	916	946	-	-	-	-	-	-	-	-
State and local government	916	946	-	-	-	-	-	-	-	-

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall industry or industry levels may include data for categories not shown separately.

Table B-3. Average weekly pay by size of establishment, clerical occupations, United States, November 1995

Occupation and level	All establishments		Less than 500 workers		500 - 999 workers		1000 - 2499 workers		2500 workers or more	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Clerks, Accounting										
Level I	$313	$303	$291	$291	$313	$320	$314	$306	$358	$328
Private industry	312	301	292	291	307	315	311	304	397	366
Goods producing	303	299	281	267	312	308	-	-	-	-
Manufacturing	302	300	281	267	-	-	-	-	-	-
Service producing	314	303	295	294	306	320	308	302	396	360
Transportation and utilities	361	320	-	-	-	-	-	-	-	-
State and local government	318	311	-	-	-	-	-	-	321	314
Level II	372	360	359	350	378	370	384	375	413	402
Private industry	366	358	359	350	375	368	379	368	409	394
Goods producing	368	360	363	358	374	366	395	380	429	402
Manufacturing	367	359	361	354	372	365	395	379	426	394
Service producing	365	354	357	346	375	369	374	363	407	394
Transportation and utilities	386	370	359	347	-	-	467	472	465	521
State and local government	399	388	361	349	397	398	411	408	415	410
Level III	457	450	443	438	458	446	470	462	479	482
Private industry	451	442	443	438	456	443	465	456	472	462
Goods producing	463	453	452	448	460	446	491	485	538	511
Manufacturing	460	451	449	444	458	445	490	484	526	496
Service producing	444	436	438	428	451	442	452	442	459	454
Transportation and utilities	481	471	453	444	492	479	551	542	487	493
State and local government	474	478	442	437	462	455	482	481	483	493
Level IV	538	531	538	531	518	507	537	529	545	539
Private industry	542	530	542	535	509	487	536	519	558	548
Goods producing	559	549	538	534	512	483	587	581	617	591
Manufacturing	555	542	533	520	512	487	587	581	608	591
Service producing	530	520	544	535	502	488	509	490	526	519
Transportation and utilities	589	597	-	-	-	-	-	-	603	611
State and local government	532	532	514	515	535	547	541	543	533	535
Clerks, General										
Level I	284	273	258	260	276	276	277	266	313	304
Private industry	268	266	256	260	269	264	273	260	298	288
Goods producing	279	273	-	-	-	-	-	-	-	-
Manufacturing	278	273	-	-	-	-	-	-	-	-
Service producing	266	260	252	255	261	250	270	258	296	288
State and local government	307	295	-	-	-	-	-	-	319	311
Level II	336	324	313	308	321	307	345	339	368	360
Private industry	320	310	309	304	308	303	335	327	364	349
Goods producing	322	317	304	302	328	320	372	357	394	375
Manufacturing	323	320	304	300	330	320	367	355	-	-
Service producing	320	310	310	306	299	294	328	320	360	343
Transportation and utilities	351	310	312	300	-	-	-	-	456	460
State and local government	359	352	335	333	341	336	357	352	370	361

See note at end of table.

Table B-3. Average weekly pay by size of establishment, clerical occupations, United States, November 1995 — Continued

Occupation and level	All establishments		Less than 500 workers		500 - 999 workers		1000 - 2499 workers		2500 workers or more	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Clerks, General–Continued										
Level III	$422	$419	$399	$390	$391	$382	$433	$423	$438	$436
Private industry	417	400	400	394	409	388	429	420	455	433
Goods producing	439	409	396	390	408	400	472	465	593	600
Manufacturing	443	410	395	390	405	400	468	463	601	614
Service producing	410	400	402	396	409	382	417	401	422	412
Transportation and utilities	484	501	455	452	542	521	518	535	495	521
State and local government	425	426	396	381	376	374	436	426	433	436
Level IV	485	486	478	478	449	443	506	493	485	493
Private industry	502	492	493	482	479	475	527	539	503	494
Goods producing	526	518	477	461	481	464	569	567	558	547
Manufacturing	526	517	467	442	-	-	570	567	561	551
Service producing	494	486	499	487	478	483	501	501	490	481
Transportation and utilities	570	570	568	579	-	-	564	558	586	610
State and local government	475	479	441	442	431	417	490	470	480	493
Clerks, Order										
Level I	334	332	344	340	341	314	-	-	-	-
Private industry	334	332	344	340	341	314	-	-	-	-
Goods producing	363	354	363	356	334	319	-	-	-	-
Manufacturing	363	354	363	356	334	319	-	-	-	-
Service producing	322	318	333	327	-	-	-	-	-	-
Level II	465	444	469	451	465	461	-	-	-	-
Private industry	465	444	469	451	465	461	-	-	-	-
Goods producing	458	442	454	438	469	473	-	-	-	-
Manufacturing	458	442	454	438	469	473	-	-	-	-
Service producing	475	456	486	467	-	-	-	-	-	-
Key Entry Operators										
Level I	349	329	324	320	327	315	326	320	418	436
Private industry	328	320	324	320	331	318	321	310	365	346
Goods producing	338	332	338	330	329	320	346	339	-	-
Manufacturing	337	332	338	330	329	320	346	339	-	-
Service producing	325	318	320	316	332	313	318	306	363	344
Transportation and utilities	371	345	329	320	-	-	-	-	476	513
State and local government	-	-	322	310	309	298	371	352	-	-
Level II	409	402	403	398	399	400	423	416	417	415
Private industry	405	400	402	398	395	396	418	410	411	397
Goods producing	420	406	413	402	408	411	440	416	505	499
Manufacturing	419	406	412	402	407	411	440	416	505	498
Service producing	400	394	399	394	385	379	412	407	401	393
Transportation and utilities	-	-	363	360	-	-	-	-	-	-
State and local government	423	427	421	416	-	-	441	449	421	426

See note at end of table.

Table B-3. Average weekly pay by size of establishment, clerical occupations, United States, November 1995 — Continued

Occupation and level	All establishments		Less than 500 workers		500 - 999 workers		1000 - 2499 workers		2500 workers or more	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Personnel Assistants										
Level I	$327	$309	$301	$308	$333	$340	$342	$322	$372	$345
Private industry	313	308	300	308	335	340	333	322	321	308
Goods producing	305	308	-	-	-	-	-	-	-	-
Manufacturing	305	308	-	-	-	-	-	-	-	-
Service producing	322	312	314	301	-	-	330	321	331	320
State and local government	380	345	-	-	-	-	-	-	-	-
Level II	403	393	379	374	402	400	428	412	450	432
Private industry	391	388	378	370	401	402	416	404	417	406
Goods producing	392	393	379	380	405	406	441	428	422	406
Manufacturing	392	393	378	380	405	406	440	428	422	406
Service producing	389	381	377	362	393	385	405	390	414	406
Transportation and utilities	388	356	-	-	-	-	-	-	-	-
State and local government	456	445	-	-	408	394	461	435	476	469
Level III	502	489	474	465	490	484	521	504	541	548
Private industry	483	471	475	465	487	483	496	481	497	485
Goods producing	494	481	482	470	479	476	539	526	540	520
Manufacturing	488	481	476	466	479	476	538	526	522	503
Service producing	475	468	468	462	493	505	475	469	468	461
Transportation and utilities	517	512	-	-	-	-	-	-	-	-
State and local government	551	559	472	466	511	495	581	568	565	600
Level IV	589	579	566	540	556	528	591	591	619	631
Private industry	565	549	566	540	541	510	573	577	588	574
Goods producing	573	556	-	-	-	-	590	581	-	-
Manufacturing	571	549	-	-	-	-	588	578	-	-
Service producing	555	540	553	537	546	478	561	577	563	565
State and local government	626	643	-	-	-	-	-	-	630	661
Secretaries										
Level I	379	368	373	362	373	370	381	369	391	378
Private industry	391	379	375	362	387	385	394	384	431	415
Goods producing	431	413	403	397	398	386	461	443	532	529
Manufacturing	430	413	395	392	397	386	459	440	534	532
Service producing	380	368	368	352	379	374	384	375	406	399
Transportation and utilities	416	410	402	390	-	-	-	-	-	-
State and local government	365	354	368	359	357	350	362	352	367	353
Level II	470	462	466	460	454	445	495	492	465	460
Private industry	480	473	472	462	454	446	507	503	482	476
Goods producing	499	483	482	480	457	440	551	536	504	510
Manufacturing	497	481	476	470	457	440	550	534	501	506
Service producing	475	469	470	462	451	450	494	497	477	470
Transportation and utilities	506	498	494	490	512	504	534	535	-	-
State and local government	454	445	450	451	454	445	466	459	452	441

See note at end of table.

Table B-3. Average weekly pay by size of establishment, clerical occupations, United States, November 1995 — Continued

Occupation and level	All establishments		Less than 500 workers		500 - 999 workers		1000 - 2499 workers		2500 workers or more	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Secretaries–Continued										
Level III	$547	$539	$548	$540	$545	$537	$550	$541	$545	$537
Private industry	552	544	550	542	535	532	550	542	565	554
Goods producing	569	556	550	545	533	531	577	567	604	599
Manufacturing	567	554	544	540	532	530	575	565	603	597
Service producing	544	537	550	541	537	536	537	529	545	535
Transportation and utilities	571	562	556	537	555	549	605	598	569	573
State and local government	530	520	539	526	580	561	553	536	509	498
Level IV	651	647	676	675	650	646	654	649	635	632
Private industry	661	654	679	676	652	652	655	649	653	641
Goods producing	672	669	691	700	653	655	672	660	669	656
Manufacturing	670	665	687	696	653	655	671	659	667	654
Service producing	653	645	673	662	650	649	643	639	643	634
Transportation and utilities	682	674	695	690	681	673	698	687	670	667
State and local government	617	627	652	657	640	627	652	649	601	611
Level V	793	780	851	824	789	780	786	780	778	763
Private industry	799	785	850	824	789	780	790	786	787	773
Goods producing	804	788	842	812	761	752	800	800	807	788
Manufacturing	800	786	833	789	760	751	798	796	804	787
Service producing	796	783	854	828	811	812	781	774	772	760
Transportation and utilities	833	820	-	-	-	-	-	-	822	808
State and local government	736	715	-	-	-	-	718	716	717	712
Switchboard Operator-Receptionists	348	336	345	330	360	351	380	374	359	346
Private industry	348	335	344	330	358	348	382	376	354	340
Goods producing	347	335	344	330	357	348	402	391	-	-
Manufacturing	347	335	344	330	357	349	401	390	-	-
Service producing	348	334	344	329	359	350	376	371	364	360
Transportation and utilities	344	336	340	327	366	360	-	-	-	-
State and local government	357	346	346	328	371	364	371	350	369	357
Word Processors										
Level I	385	372	366	356	346	340	400	408	403	397
Private industry	381	367	367	356	350	337	431	424	389	382
Goods producing	347	330	-	-	-	-	-	-	-	-
Manufacturing	344	319	-	-	-	-	-	-	-	-
Service producing	385	370	369	359	353	343	432	424	389	381
State and local government	390	379	-	-	-	-	-	-	405	404
Level II	489	494	482	473	458	449	490	484	496	518
Private industry	485	477	483	475	450	447	486	466	515	550
Goods producing	456	454	439	454	-	-	-	-	520	523
Manufacturing	460	454	-	-	-	-	-	-	520	523
Service producing	490	481	488	478	465	462	484	473	514	555
State and local government	492	509	-	-	-	-	496	491	493	518
Level III	597	590	635	635	629	637	613	602	543	524
Private industry	630	628	637	636	638	646	618	596	609	605
Goods producing	617	596	-	-	-	-	-	-	-	-
Manufacturing	621	608	-	-	-	-	-	-	-	-
Service producing	632	632	637	636	640	650	-	-	582	582
State and local government	517	504	-	-	-	-	-	-	514	495

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall industry or industry levels may include data for categories not shown separately.

Table B-4. Average hourly pay by size of establishment, maintenance and toolroom occupations, United States, November 1995

Occupation and level	All establishments		Less than 500 workers		500 - 999 workers		1000 - 2499 workers		2500 workers or more	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
General Maintenance Workers	$10.31	$9.88	$9.63	$9.43	$10.67	$10.36	$11.96	$11.87	$12.73	$12.45
Private industry	9.89	9.50	9.41	9.30	10.26	10.00	12.12	12.02	13.18	12.67
Goods producing	10.09	9.88	9.94	9.74	10.24	10.03	12.43	11.87	-	-
Manufacturing	10.09	9.90	9.94	9.75	10.24	10.03	12.43	11.87	-	-
Service producing	9.81	9.41	9.20	8.86	10.27	10.00	12.09	12.30	13.21	12.68
Transportation and utilities	11.07	9.50	9.93	9.50	-	-	-	-	-	-
State and local government	11.49	11.21	10.69	10.33	11.72	11.58	11.61	11.38	12.58	12.40
Maintenance Electricians	18.41	18.78	16.53	15.89	16.98	16.00	18.53	18.67	20.56	21.83
Private industry	18.44	19.11	16.53	15.89	17.10	15.97	18.51	18.73	20.98	21.83
Goods producing	18.47	19.25	16.15	15.72	17.04	15.68	18.78	19.24	21.24	21.83
Manufacturing	18.44	19.11	15.70	15.30	17.05	15.69	18.80	19.25	21.24	21.83
Service producing	18.30	18.49	18.14	18.75	17.51	16.99	17.80	16.12	19.32	20.33
Transportation and utilities	20.16	20.82	20.28	20.82	-	-	18.54	15.75	-	-
State and local government	18.20	17.65	16.54	17.38	15.86	16.14	18.65	17.67	18.94	18.69
Maintenance Electronics Technicians										
Level I	11.82	11.50	11.55	11.07	12.26	11.83	11.73	11.40	12.46	12.05
Private industry	11.80	11.55	11.55	11.07	12.16	11.56	11.83	11.41	12.76	12.50
Goods producing	11.50	11.07	11.08	11.02	-	-	-	-	-	-
Manufacturing	11.49	11.07	11.06	11.02	-	-	-	-	-	-
Service producing	12.02	12.10	11.94	12.10	-	-	11.62	11.20	12.76	12.92
Transportation and utilities	12.77	13.35	12.55	13.35	-	-	-	-	-	-
State and local government	11.95	11.30	-	-	-	-	-	-	12.01	10.94
Level II	17.84	18.21	17.23	18.03	17.31	16.59	17.90	18.67	18.83	19.58
Private industry	17.92	18.29	17.22	18.03	17.32	16.59	17.96	18.84	19.27	19.76
Goods producing	17.26	17.37	15.96	15.63	16.37	14.71	17.19	17.46	-	-
Manufacturing	17.20	17.00	15.63	15.38	16.37	14.71	17.08	17.25	-	-
Service producing	18.33	18.55	17.62	18.21	19.35	19.29	18.27	19.18	19.15	19.58
Transportation and utilities	19.05	18.99	18.19	18.21	20.24	21.20	19.58	19.66	19.64	19.76
State and local government	16.77	16.37	-	-	16.28	15.90	17.25	15.95	16.50	16.27
Level III	20.30	20.13	20.43	19.45	19.76	19.81	19.95	19.68	20.47	21.07
Private industry	20.34	20.22	20.44	19.39	19.77	19.81	19.74	19.57	20.73	21.07
Goods producing	19.61	19.34	18.36	18.08	-	-	19.33	19.03	20.97	20.74
Manufacturing	19.59	19.34	18.35	18.08	-	-	19.33	19.03	20.93	20.74
Service producing	20.74	20.68	20.98	20.00	-	-	20.17	20.40	20.54	21.07
Transportation and utilities	20.95	21.07	20.42	19.98	-	-	-	-	-	-
State and local government	20.03	19.76	-	-	-	-	-	-	19.77	19.44
Maintenance Machinists	16.82	16.26	15.47	15.25	16.64	16.56	16.97	15.75	20.37	20.59
Private industry	16.64	16.04	15.46	15.25	16.61	16.56	16.89	15.75	20.25	20.59
Goods producing	16.46	16.15	14.86	14.63	16.55	16.56	17.59	17.24	20.27	20.46
Manufacturing	16.48	16.17	14.87	14.63	16.55	16.56	17.58	17.05	20.27	20.46
Service producing	17.42	15.75	18.28	18.26	-	-	-	-	19.94	21.23
Transportation and utilities	17.33	15.75	-	-	-	-	-	-	-	-
State and local government	20.80	20.64	-	-	-	-	-	-	20.88	20.84

See note at end of table.

Table B-4. Average hourly pay by size of establishment, maintenance and toolroom occupations, United States, November 1995 — Continued

Occupation and level	All establishments		Less than 500 workers		500 - 999 workers		1000 - 2499 workers		2500 workers or more	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Maintenance Mechanics, Machinery	$16.43	$15.84	$14.63	$14.40	$16.39	$15.30	$17.04	$16.37	$20.30	$21.62
Private industry	16.44	15.84	14.61	14.40	16.44	15.33	16.94	16.37	20.50	21.76
Goods producing	16.09	15.46	14.25	13.95	16.26	15.20	16.84	16.37	20.84	21.81
Manufacturing	16.08	15.45	14.20	13.95	16.26	15.20	16.78	16.26	20.84	21.81
Service producing	18.78	20.04	17.67	18.75	19.51	20.44	18.62	18.58	19.66	20.81
Transportation and utilities	20.64	20.85	-	-	-	-	-	-	-	-
State and local government	16.07	15.73	-	-	-	-	-	-	15.19	15.05
Maintenance Mechanics, Motor Vehicle	15.69	15.42	14.66	14.42	15.35	15.45	16.66	16.90	17.83	18.32
Private industry	15.86	15.63	14.82	14.58	16.10	17.78	17.92	18.85	19.51	20.04
Goods producing	15.80	15.23	14.82	14.00	14.06	13.19	17.00	16.32	20.01	20.54
Manufacturing	15.65	15.16	13.80	13.45	13.76	13.19	17.01	16.30	20.01	20.54
Service producing	15.89	15.80	14.82	14.70	16.96	17.92	18.28	19.09	19.22	19.82
Transportation and utilities	16.65	17.78	15.26	15.10	17.29	18.08	18.77	19.12	19.88	19.94
State and local government	15.37	15.12	13.92	13.57	14.25	14.24	15.59	15.59	16.73	16.28
Maintenance Pipefitters	20.01	21.46	19.09	20.25	18.27	19.89	19.27	20.12	21.01	21.58
Private industry	20.08	21.48	19.09	20.25	18.25	19.89	19.33	20.12	21.23	21.58
Goods producing	20.24	21.51	19.10	20.37	18.55	19.89	19.57	20.37	21.25	21.58
Manufacturing	20.45	21.58	19.38	20.45	18.55	19.89	19.87	20.73	21.25	21.58
Service producing	18.50	18.29	-	-	-	-	-	-	20.18	19.70
State and local government	19.01	18.18	-	-	-	-	-	-	19.14	16.90
Tool and Die Makers	18.75	19.08	16.41	16.30	17.41	17.37	19.16	19.50	21.68	21.99
Private industry	18.74	19.08	16.41	16.30	17.41	17.37	19.16	19.50	21.68	21.99
Goods producing	18.75	19.08	16.42	16.30	17.41	17.37	19.17	19.56	21.68	21.99
Manufacturing	18.75	19.08	16.42	16.30	17.41	17.37	19.17	19.56	21.68	21.99

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall industry or industry levels may include data for categories not shown separately.

Table B-5. Average hourly pay by size of establishment, material movement and custodial occupations, United States, November 1995

Occupation and level	All establishments		Less than 500 workers		500 - 999 workers		1000 - 2499 workers		2500 workers or more	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Forklift Operators	$11.28	$10.66	$10.28	$10.00	$11.29	$11.03	$12.36	$11.57	$16.66	$17.57
Private industry	11.28	10.66	10.28	10.00	11.29	11.03	12.34	11.57	16.66	17.63
Goods producing	11.19	10.64	10.23	10.02	10.87	10.87	12.26	11.54	17.44	18.66
Manufacturing	11.19	10.64	10.23	10.02	10.87	10.87	12.22	11.48	17.44	18.66
Service producing	11.54	11.22	10.40	9.70	13.61	12.70	12.67	12.40	14.91	14.36
Transportation and utilities	11.04	9.52	10.00	8.99	-	-	-	-	-	-
Guards										
Level I	7.01	6.50	6.31	6.00	7.30	7.00	8.13	7.60	9.60	9.07
Private industry	6.89	6.50	6.29	6.00	7.26	7.00	8.03	7.50	9.24	8.50
Goods producing	8.98	8.85	8.24	8.82	8.13	7.35	10.08	9.96	11.49	11.20
Manufacturing	8.99	8.86	8.23	8.82	8.13	7.36	10.08	9.96	11.49	11.22
Service producing	6.78	6.33	6.22	6.00	7.22	7.00	7.87	7.35	8.90	8.26
Transportation and utilities	9.76	8.60	-	-	-	-	-	-	-	-
State and local government	9.89	9.64	8.00	7.88	9.53	9.52	9.93	9.57	10.33	10.19
Level II	11.86	11.73	11.30	11.72	11.18	11.20	12.06	11.71	12.97	12.86
Private industry	11.74	11.72	11.29	11.72	11.24	11.26	11.93	11.71	13.14	12.87
Goods producing	13.99	14.70	-	-	-	-	-	-	16.02	16.61
Manufacturing	13.99	14.70	-	-	-	-	-	-	16.02	16.61
Service producing	11.47	11.71	11.22	11.72	11.20	11.26	11.75	11.71	12.18	12.13
State and local government	12.49	12.14	-	-	-	-	12.73	12.20	12.70	12.69
Janitors	7.83	7.00	6.82	6.00	8.07	7.27	8.59	7.95	9.76	9.45
Private industry	7.18	6.25	6.44	5.98	7.20	6.50	7.95	7.18	10.46	9.49
Goods producing	10.25	8.98	8.03	7.80	9.30	9.16	11.09	10.49	15.85	18.22
Manufacturing	10.25	8.98	8.00	7.77	9.31	9.16	11.06	10.49	15.85	18.22
Service producing	6.85	6.00	6.29	5.75	6.98	6.25	7.70	6.95	9.03	8.85
Transportation and utilities	10.47	9.72	8.84	7.33	11.90	12.12	12.97	13.26	12.18	12.64
State and local government	9.50	9.40	9.12	8.85	10.04	10.03	9.97	9.81	9.30	9.41
Material Handling Laborers	8.84	7.75	7.91	7.20	9.26	8.00	11.16	9.52	13.12	12.21
Private industry	8.85	7.75	7.91	7.20	9.28	8.00	11.16	9.51	13.52	13.00
Goods producing	-	-	7.66	7.20	8.70	8.04	12.29	11.29	15.84	18.40
Manufacturing	-	-	7.66	7.20	8.70	8.04	12.30	11.29	15.84	18.40
Service producing	9.07	7.75	8.27	7.25	10.11	7.55	10.64	8.78	10.69	9.76
Transportation and utilities	-	-	9.58	7.95	-	-	-	-	-	-
State and local government	8.62	7.99	-	-	-	-	-	-	8.96	8.90
Shipping/Receiving Clerks	10.24	9.70	9.82	9.33	10.56	10.15	11.06	10.50	12.84	12.36
Private industry	10.24	9.68	9.82	9.33	10.56	10.10	11.08	10.51	13.14	12.55
Goods producing	10.42	9.90	9.93	9.56	10.70	10.42	12.11	11.29	15.60	17.75
Manufacturing	10.41	9.89	9.91	9.56	10.69	10.42	12.11	11.29	15.61	17.75
Service producing	10.00	9.28	9.65	8.95	10.23	8.85	10.50	10.07	11.59	11.55
Transportation and utilities	8.36	7.70	8.06	7.66	-	-	-	-	-	-
State and local government	10.61	10.52	-	-	-	-	-	-	10.56	10.59

See note at end of table.

Table B-5. Average hourly pay by size of establishment, material movement and custodial occupations, United States, November 1995 — Continued

Occupation and level	All establishments		Less than 500 workers		500 - 999 workers		1000 - 2499 workers		2500 workers or more	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Truckdrivers										
Light Truck	$8.56	$7.62	$8.31	$7.35	-	-	$9.93	$10.32	$11.17	$11.41
Private industry	8.47	7.50	8.31	7.46	-	-	10.74	10.00	11.55	11.81
Goods producing	9.68	8.75	9.43	8.50	$10.03	$11.25	-	-	-	-
Manufacturing	9.82	9.00	9.52	8.50	-	-	-	-	-	-
Service producing	8.27	7.25	8.12	7.22	-	-	10.24	9.81	11.02	10.56
Transportation and utilities	9.14	7.25	9.25	7.25	-	-	-	-	-	-
State and local government	9.81	10.07	-	-	10.57	10.80	9.29	10.61	10.80	11.06
Medium Truck	14.64	14.98	12.80	12.41	15.03	15.27	17.05	18.42	18.00	19.40
Private industry	14.76	15.07	12.84	12.50	15.56	15.73	17.16	18.42	18.51	19.42
Goods producing	12.43	11.75	10.83	10.28	12.55	13.23	15.39	15.99	-	-
Manufacturing	12.76	12.25	11.05	11.00	12.86	13.80	15.38	16.00	-	-
Service producing	15.15	15.54	13.29	13.10	15.77	16.03	17.39	18.46	18.38	19.42
Transportation and utilities	17.21	18.92	16.11	16.04	-	-	17.68	18.53	18.52	19.42
State and local government	11.92	11.50	-	-	-	-	-	-	13.02	13.41
Heavy Truck	13.17	12.60	12.48	11.95	12.76	12.10	-	-	16.60	18.93
Private industry	13.08	12.55	12.62	12.00	13.41	12.60	-	-	19.99	18.58
Goods producing	13.65	13.50	12.81	12.90	13.11	12.75	-	-	-	-
Manufacturing	14.09	13.46	12.73	12.38	-	-	-	-	-	-
Service producing	12.65	12.00	12.47	11.75	-	-	-	-	-	-
Transportation and utilities	12.71	11.80	12.37	11.65	-	-	-	-	-	-
State and local government	13.50	13.03	11.20	10.65	11.16	11.45	-	-	16.34	18.93
Tractor Trailer	14.07	14.08	13.17	13.06	15.19	15.83	16.83	16.94	17.27	18.27
Private industry	14.05	14.08	13.16	13.05	15.18	15.83	16.83	16.94	17.27	18.55
Goods producing	12.74	12.17	12.22	11.80	13.77	14.94	12.81	11.87	18.66	18.62
Manufacturing	12.71	12.17	12.06	11.80	13.86	15.00	12.81	11.87	18.69	18.62
Service producing	14.44	14.80	13.47	13.52	15.93	16.86	17.30	17.70	17.06	17.79
Transportation and utilities	14.91	15.79	13.84	14.00	16.59	17.73	18.39	19.39	19.23	19.54
State and local government	16.92	16.59	-	-	-	-	-	-	17.19	16.59

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall industry or industry levels may include data for categories not shown separately.

Table C-1. Average weekly pay by type of area, professional and administrative occupations, United States, November 1995

Occupation and level	United States			Northeast		South		Midwest		West	
	Total	Metro-politan	Nonmetro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan
Professional Occupations											
Accountants											
Level I	$511	$516	-	$524	$525	$486	$485	$502	$516	$566	$566
Private industry	508	513	-	518	519	491	490	502	515	548	549
Goods producing	534	538	-	510	510	504	504	557	570	571	571
Manufacturing	530	534	-	510	510	489	487	559	574	570	570
Service producing	497	502	-	521	521	484	484	479	490	532	533
Transportation and utilities	537	537	-	-	-	529	529	-	-	-	-
State and local government	523	527	-	562	563	474	470	505	520	605	607
Level II	617	622	$563	625	628	593	601	612	618	650	650
Private industry	617	623	557	624	626	599	608	611	617	644	645
Goods producing	639	648	577	634	634	618	636	648	658	661	662
Manufacturing	633	643	577	632	632	597	612	648	659	662	663
Service producing	605	609	527	620	623	588	594	588	593	633	632
Transportation and utilities	621	640	-	672	672	584	613	647	647	679	679
State and local government	614	619	582	634	643	566	566	618	624	678	677
Level III	797	801	751	795	797	778	781	780	788	837	837
Private industry	803	806	764	797	799	796	798	783	790	842	841
Goods producing	819	824	781	810	810	819	822	800	811	853	852
Manufacturing	814	819	781	808	809	800	801	806	817	852	850
Service producing	789	792	717	790	793	775	777	764	769	832	833
Transportation and utilities	825	824	-	861	861	802	799	825	823	844	844
State and local government	766	773	703	780	784	687	693	748	765	826	827
Level IV	1,025	1,029	965	1,039	1,038	1,019	1,027	1,005	1,014	1,039	1,038
Private industry	1,037	1,041	974	1,047	1,047	1,040	1,050	1,008	1,016	1,060	1,057
Goods producing	1,057	1,067	975	1,047	1,045	1,081	1,103	1,031	1,047	1,064	1,061
Manufacturing	1,039	1,048	967	1,047	1,045	1,030	1,046	1,031	1,048	1,056	1,056
Service producing	1,016	1,018	-	1,048	1,048	996	1,001	982	984	1,055	1,053
Transportation and utilities	1,048	1,048	-	-	-	1,006	1,006	1,039	1,039	1,121	1,121
State and local government	962	965	-	953	953	870	868	975	983	-	-
Level V	1,352	1,353	-	1,380	1,383	1,361	1,363	1,334	1,340	1,330	1,321
Private industry	1,372	1,374	-	1,429	1,433	1,373	1,375	1,344	1,350	1,350	1,339
Goods producing	1,359	1,365	-	1,338	1,341	1,367	1,371	1,370	1,386	1,352	1,352
Manufacturing	1,334	1,340	-	1,333	1,336	1,286	1,289	1,371	1,387	1,354	1,354
Service producing	1,385	1,382	-	1,510	1,512	1,378	1,378	1,318	1,318	1,348	1,324
Transportation and utilities	1,318	1,318	-	-	-	1,289	1,289	1,328	1,328	-	-
State and local government	1,167	1,167	-	-	-	1,094	1,094	1,143	1,143	1,250	1,250
Level VI	1,694	1,693	-	1,646	1,646	1,729	1,729	1,752	1,751	1,607	1,607
Private industry	1,722	1,721	-	1,649	1,649	1,766	1,766	1,755	1,754	1,666	1,666
Goods producing	1,743	1,742	-	-	-	-	-	-	-	-	-
Manufacturing	1,681	1,677	-	-	-	-	-	-	-	-	-
Service producing	1,698	1,698	-	-	-	-	-	1,769	1,769	-	-
Transportation and utilities	1,788	1,788	-	-	-	-	-	-	-	-	-

See note at end of table.

Table C-1. Average weekly pay by type of area, professional and administrative occupations, United States, November 1995 — Continued

Occupation and level	United States			Northeast		South		Midwest		West	
	Total	Metro-politan	Nonmetro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan
Accountants, Public											
Level I	$583	$583	-	$602	$602	$569	$569	-	-	-	-
Private industry	583	583	-	602	602	569	569	-	-	-	-
Service producing	583	583	-	602	602	569	569	-	-	-	-
Level II	626	626	-	654	654	620	620	$613	$613	-	-
Private industry	626	626	-	654	654	620	620	613	613	-	-
Service producing	626	626	-	654	654	620	620	613	613	-	-
Level III	728	728	-	752	752	719	719	703	703	-	-
Private industry	728	728	-	752	752	719	719	703	703	-	-
Service producing	728	728	-	752	752	719	719	703	703	-	-
Level IV	967	967	-	977	977	961	961	-	-	-	-
Private industry	967	967	-	977	977	961	961	-	-	-	-
Service producing	967	967	-	977	977	961	961	-	-	-	-
Attorneys											
Level I	695	718	-	710	719	639	672	698	714	$766	$795
Private industry	826	826	-	-	-	-	-	819	819	-	-
Service producing	814	814	-	-	-	-	-	-	-	-	-
State and local government	674	696	-	705	-	616	647	682	697	738	-
Level II	945	960	-	957	964	871	881	938	962	1,061	1,091
Private industry	1,080	1,081	-	1,051	1,053	1,074	1,074	1,019	1,019	1,165	1,165
Goods producing	1,144	1,144	-	-	-	-	-	-	-	-	-
Manufacturing	1,092	1,092	-	-	-	-	-	-	-	-	-
Service producing	1,073	1,073	-	1,038	1,040	1,048	1,048	1,007	1,007	1,193	1,193
Transportation and utilities	1,146	1,146	-	-	-	-	-	-	-	-	-
State and local government	871	884	-	915	923	786	795	886	912	982	1,021
Level III	1,249	1,264	$1,072	1,282	1,285	1,171	1,175	1,234	1,267	1,333	1,360
Private industry	1,393	1,398	-	1,407	1,408	1,379	1,391	1,315	1,316	1,494	1,494
Goods producing	1,533	1,544	-	-	-	1,543	1,550	1,422	1,445	1,652	1,652
Manufacturing	1,497	1,508	-	-	-	-	-	1,433	1,460	-	-
Service producing	1,362	1,366	-	1,401	1,402	1,332	1,344	1,294	1,294	1,444	1,444
Transportation and utilities	1,393	1,393	-	-	-	1,399	1,399	-	-	-	-
State and local government	1,124	1,135	-	1,148	1,149	1,019	1,019	1,126	1,170	1,234	1,263
Level IV	1,632	1,639	-	1,697	1,697	1,669	1,677	1,593	1,606	1,583	1,591
Private industry	1,755	1,755	-	1,784	1,785	1,805	1,805	1,655	1,655	1,739	1,739
Goods producing	1,790	1,790	-	1,755	1,755	1,942	1,942	1,777	1,777	1,688	1,688
Manufacturing	1,763	1,763	-	1,764	1,764	-	-	1,780	1,780	1,658	1,658
Service producing	1,741	1,741	-	1,790	1,791	1,754	1,754	1,620	1,620	1,783	1,783
Transportation and utilities	1,767	1,767	-	-	-	1,732	1,732	-	-	-	-
State and local government	1,451	1,460	-	1,415	1,409	1,352	1,354	-	-	1,502	1,511
Level V	1,966	1,967	-	2,111	2,111	2,007	2,007	2,085	2,089	1,833	1,834
Private industry	2,148	2,148	-	2,127	2,127	2,182	2,182	2,125	2,125	2,161	2,161
Goods producing	2,171	2,171	-	-	-	2,318	2,318	-	-	-	-
Manufacturing	2,132	2,132	-	-	-	-	-	-	-	-	-
Service producing	2,135	2,135	-	2,126	2,126	2,119	2,119	2,058	2,058	2,259	2,259
Transportation and utilities	2,128	2,128	-	-	-	-	-	-	-	-	-
State and local government	1,635	-	-	-	-	-	-	-	-	-	-

See note at end of table.

Table C-1. Average weekly pay by type of area, professional and administrative occupations, United States, November 1995 — Continued

Occupation and level	United States			Northeast		South		Midwest		West	
	Total	Metro-politan	Nonmetro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan
Attorneys–Continued											
Level VI	$2,411	$2,411	-	-	-	-	-	-	-	$2,126	$2,126
Private industry	2,687	2,687	-	-	-	-	-	-	-	-	-
Goods producing	2,750	2,750	-	-	-	-	-	-	-	-	-
Service producing	2,602	2,602	-	-	-	-	-	-	-	-	-
Engineers											
Level I	664	674	$605	$659	$668	$638	$647	$681	$694	694	702
Private industry	666	676	605	657	668	639	649	682	696	702	705
Goods producing	679	688	633	661	681	668	667	685	707	698	703
Manufacturing	677	688	623	662	683	660	663	685	709	700	705
Service producing	644	657	-	649	649	605	627	671	671	710	710
Transportation and utilities	712	711	-	-	-	698	693	-	-	-	-
State and local government	650	657	-	-	-	624	623	664	666	641	669
Level II	790	795	755	775	781	779	783	794	800	813	817
Private industry	793	796	764	779	786	787	789	796	801	808	807
Goods producing	797	801	763	775	786	797	799	795	803	812	812
Manufacturing	796	802	760	776	786	795	797	796	804	813	814
Service producing	782	783	-	787	787	765	769	800	797	794	792
Transportation and utilities	843	843	-	-	-	803	799	856	857	-	-
State and local government	775	786	708	761	761	718	722	753	765	833	857
Level III	943	950	871	940	944	925	935	934	939	981	987
Private industry	943	949	880	941	944	935	944	936	941	969	970
Goods producing	941	947	884	932	936	934	942	932	939	972	974
Manufacturing	940	946	882	932	936	932	941	933	939	970	972
Service producing	949	954	-	965	965	936	949	954	954	957	956
Transportation and utilities	1,003	1,006	-	1,058	1,058	989	991	1,017	1,022	955	951
State and local government	946	961	813	939	941	832	837	896	899	1,016	1,042
Level IV	1,149	1,152	1,106	1,134	1,136	1,148	1,149	1,140	1,144	1,169	1,173
Private industry	1,155	1,156	1,126	1,135	1,137	1,160	1,160	1,143	1,146	1,180	1,181
Goods producing	1,152	1,154	1,109	1,120	1,122	1,156	1,157	1,143	1,147	1,182	1,184
Manufacturing	1,147	1,150	1,100	1,119	1,121	1,141	1,143	1,144	1,148	1,180	1,182
Service producing	1,163	1,162	-	1,165	1,165	1,168	1,166	1,142	1,142	1,173	1,170
Transportation and utilities	1,188	1,189	-	1,212	1,212	1,178	1,175	1,172	1,176	1,195	1,186
State and local government	1,095	1,107	969	1,121	1,120	978	978	1,068	1,084	1,132	1,147
Level V	1,389	1,392	1,313	1,352	1,354	1,389	1,390	1,387	1,392	1,420	1,424
Private industry	1,397	1,398	1,354	1,354	1,355	1,400	1,399	1,390	1,394	1,437	1,438
Goods producing	1,400	1,402	1,330	1,341	1,343	1,395	1,394	1,407	1,412	1,440	1,442
Manufacturing	1,392	1,395	1,293	1,340	1,342	1,365	1,366	1,407	1,413	1,438	1,439
Service producing	1,388	1,387	-	1,379	1,379	1,408	1,408	1,315	1,313	1,420	1,420
Transportation and utilities	1,384	1,377	-	-	-	1,390	1,374	1,372	1,375	-	-
State and local government	1,264	1,282	-	1,276	1,285	1,164	1,180	1,228	1,263	1,302	1,318
Level VI	1,634	1,638	-	1,600	1,600	1,668	1,671	1,574	1,575	1,657	1,664
Private industry	1,650	1,651	-	1,621	1,621	1,680	1,682	1,576	1,577	1,679	1,680
Goods producing	1,664	1,666	-	1,635	1,635	1,717	1,719	1,572	1,574	1,689	1,690
Manufacturing	1,653	1,655	-	1,635	1,635	1,675	1,676	1,572	1,574	1,686	1,687
Service producing	1,610	1,610	-	1,589	1,589	1,626	1,628	1,589	1,586	1,620	1,620
Transportation and utilities	1,628	1,634	-	-	-	1,605	1,615	-	-	-	-
State and local government	1,349	1,365	-	-	-	1,249	1,243	-	-	1,416	-

See note at end of table.

Table C-1. Average weekly pay by type of area, professional and administrative occupations, United States, November 1995 — Continued

Occupation and level	United States			Northeast		South		Midwest		West	
	Total	Metro-politan	Nonmetro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan
Engineers–Continued											
Level VII	$1,935	$1,934	-	$1,908	$1,908	$1,856	$1,854	$1,917	$1,915	$2,006	$2,006
Private industry	1,943	1,943	-	1,909	1,909	1,857	1,855	1,918	1,916	2,028	2,029
Goods producing	1,983	1,984	-	1,953	1,953	1,905	1,905	1,968	1,966	2,032	2,032
Manufacturing	1,972	1,972	-	1,954	1,954	1,846	1,846	1,968	1,966	2,030	2,031
Service producing	1,843	1,840	-	1,871	1,871	1,785	1,776	-	-	-	-
Level VIII	2,323	2,323	-	2,190	2,190	-	-	-	-	2,300	2,300
Private industry	2,326	2,326	-	2,190	2,190	-	-	-	-	2,307	2,307
Goods producing	2,354	2,354	-	-	-	-	-	-	-	-	-
Manufacturing	2,348	2,348	-	-	-	-	-	-	-	-	-
Service producing	2,245	2,245	-	-	-	-	-	-	-	-	-
Administrative Occupations											
Budget Analysts											
Level I	583	583	-	-	-	514	514	-	-	-	-
Private industry	524	522	-	-	-	-	-	-	-	-	-
Service producing	514	511	-	-	-	-	-	-	-	-	-
Level II	659	658	-	669	670	616	616	701	709	677	668
Private industry	646	648	-	667	667	627	628	626	629	658	658
Goods producing	666	666	-	-	-	-	-	-	-	-	-
Manufacturing	659	659	-	-	-	-	-	-	-	-	-
Service producing	638	639	-	667	668	608	609	-	-	-	-
State and local government	672	670	-	-	-	605	603	-	-	701	684
Level III	846	846	-	842	840	788	788	874	874	888	-
Private industry	824	823	-	824	822	816	816	820	820	844	844
Goods producing	842	842	-	-	-	-	-	-	-	-	-
Manufacturing	835	835	-	-	-	-	-	-	-	-	-
Service producing	816	815	-	822	819	805	805	797	797	844	844
Transportation and utilities	875	875	-	-	-	-	-	-	-	-	-
State and local government	861	863	-	-	-	766	766	-	-	-	-
Level IV	951	954	-	970	985	933	932	976	976	956	958
Private industry	929	929	-	948	955	924	922	1,002	1,002	-	-
Goods producing	941	941	-	-	-	-	-	-	-	-	-
Manufacturing	923	923	-	-	-	-	-	-	-	-	-
Service producing	912	911	-	958	973	-	-	-	-	-	-
Transportation and utilities	1,023	1,054	-	-	-	-	-	-	-	-	-
State and local government	998	1,007	-	-	-	955	955	-	-	1,037	1,050

See note at end of table.

Table C-1. Average weekly pay by type of area, professional and administrative occupations, United States, November 1995 — Continued

Occupation and level	United States			Northeast		South		Midwest		West	
	Total	Metro-politan	Nonmetro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan
Buyers/Contracting Specialists											
Level I	$516	$519	$500	$532	$535	$493	$492	$519	$521	$544	$547
Private industry	520	522	-	532	536	503	500	516	517	543	546
Goods producing	526	531	-	535	542	513	513	514	514	560	560
Manufacturing	525	530	-	538	545	513	513	514	514	556	556
Service producing	508	509	-	528	527	487	487	522	526	518	523
State and local government	493	502	-	-	-	458	469	541	540	555	559
Level II	651	660	601	674	685	629	629	641	663	673	676
Private industry	653	663	601	670	681	639	641	642	665	671	672
Goods producing	653	667	598	663	678	642	643	642	672	676	679
Manufacturing	651	665	593	661	676	633	636	641	672	678	679
Service producing	652	655	-	683	684	633	635	642	643	658	658
Transportation and utilities	691	677	-	-	-	686	653	-	-	-	-
State and local government	637	643	-	708	712	582	577	624	630	684	700
Level III	875	883	817	874	886	848	856	896	907	884	885
Private industry	881	890	820	881	895	857	866	901	913	886	887
Goods producing	880	890	815	869	886	853	867	904	919	883	883
Manufacturing	878	888	815	868	885	842	854	906	921	885	885
Service producing	888	888	-	919	919	870	864	875	880	901	907
Transportation and utilities	927	936	-	-	-	913	904	919	933	-	-
State and local government	810	814	-	803	803	748	754	764	758	867	870
Level IV	1,068	1,067	-	1,064	1,064	1,055	1,053	1,096	1,099	1,064	1,060
Private industry	1,072	1,071	-	1,066	1,066	1,066	1,065	1,099	1,102	1,059	1,055
Goods producing	1,069	1,068	-	1,057	1,057	1,060	1,057	1,104	1,108	1,052	1,051
Manufacturing	1,055	1,054	-	1,057	1,057	1,006	1,001	1,103	1,106	1,053	1,051
Service producing	1,085	1,082	-	-	-	1,083	1,083	1,062	1,062	1,087	1,075
Transportation and utilities	1,085	1,078	-	-	-	-	-	-	-	-	-
State and local government	1,013	1,013	-	-	-	-	-	-	-	-	-
Computer Programmers											
Level I	534	538	-	540	540	549	550	520	523	517	548
Private industry	538	541	-	542	543	562	563	519	522	505	529
Goods producing	546	552	-	-	-	597	615	514	520	-	-
Manufacturing	540	546	-	-	-	575	-	513	518	-	-
Service producing	536	538	-	528	529	557	557	522	522	-	513
Transportation and utilities	572	572	-	-	-	-	-	-	-	-	-
State and local government	504	509	-	-	-	473	474	-	-	-	-
Level II	629	631	585	647	651	617	619	628	630	643	643
Private industry	634	635	-	647	651	632	632	625	626	645	643
Goods producing	651	655	-	687	702	660	663	621	623	653	653
Manufacturing	650	654	-	687	702	657	660	620	622	652	652
Service producing	628	628	-	629	629	624	624	627	628	640	638
Transportation and utilities	659	659	-	-	-	640	640	679	679	-	-
State and local government	599	606	-	647	655	552	553	648	663	635	645

See note at end of table.

Table C-1. Average weekly pay by type of area, professional and administrative occupations, United States, November 1995 — Continued

Occupation and level	United States			Northeast		South		Midwest		West	
	Total	Metro-politan	Nonmetro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan
Computer Programmers–Continued											
Level III	$774	$778	$695	$806	$807	$758	$766	$760	$761	$793	$795
Private industry	779	782	-	810	811	771	779	759	760	781	782
Goods producing	783	796	-	828	829	773	801	755	757	802	804
Manufacturing	777	790	-	828	830	763	790	755	757	793	795
Service producing	777	778	-	806	806	770	772	761	761	773	773
Transportation and utilities	790	790	-	-	-	763	763	-	-	-	-
State and local government	750	756	-	768	771	700	703	762	768	825	833
Level IV	925	925	-	917	917	917	919	910	910	988	988
Private industry	925	925	-	917	917	925	927	911	911	972	972
Goods producing	921	923	-	-	-	-	-	927	927	-	-
Manufacturing	920	923	-	-	-	-	-	-	-	-	-
Service producing	926	926	-	926	926	933	933	909	909	947	947
State and local government	923	923	-	-	-	811	811	-	-	-	-
Level V	1,070	1,070	-	-	-	1,062	1,062	-	-	-	-
Private industry	1,068	1,068	-	-	-	-	-	-	-	-	-
Service producing	1,105	1,105	-	-	-	-	-	-	-	-	-
Computer Systems Analysts											
Level I	768	769	-	756	756	730	733	785	786	796	798
Private industry	772	773	-	753	753	751	753	784	785	793	794
Goods producing	772	774	-	719	719	772	775	783	785	781	783
Manufacturing	766	768	-	717	716	758	761	783	785	777	778
Service producing	772	772	-	762	762	743	744	784	784	800	800
Transportation and utilities	826	826	-	-	-	784	785	818	818	-	-
State and local government	748	753	-	-	-	650	656	800	802	802	804
Level II	926	928	864	929	929	897	898	931	932	953	957
Private industry	929	929	-	928	928	910	910	933	934	957	957
Goods producing	943	945	-	942	944	935	938	959	961	934	933
Manufacturing	938	940	-	941	942	923	925	959	961	928	927
Service producing	924	924	-	924	924	901	901	924	924	970	970
Transportation and utilities	989	989	-	1,024	1,024	967	967	952	952	1,043	1,043
State and local government	914	921	-	962	966	815	814	894	897	-	-
Level III	1,092	1,093	-	1,086	1,086	1,063	1,064	1,103	1,103	1,128	1,132
Private industry	1,100	1,100	-	1,085	1,085	1,078	1,078	1,107	1,107	1,149	1,149
Goods producing	1,140	1,140	-	1,112	1,112	1,112	1,114	1,184	1,184	1,155	1,155
Manufacturing	1,135	1,136	-	1,111	1,111	1,099	1,101	1,184	1,184	1,149	1,148
Service producing	1,084	1,084	-	1,078	1,078	1,066	1,066	1,072	1,072	1,146	1,146
Transportation and utilities	1,157	1,157	-	-	-	1,116	-	1,123	1,123	-	-
State and local government	1,017	1,023	-	-	-	917	916	992	992	1,066	1,076
Level IV	1,296	1,297	-	1,297	1,297	1,279	1,279	1,303	1,303	1,331	1,335
Private industry	1,301	1,300	-	1,297	1,297	1,279	1,279	1,306	1,306	1,372	1,371
Goods producing	1,332	1,332	-	1,249	1,249	1,353	1,353	1,421	1,421	1,373	1,372
Manufacturing	1,322	1,322	-	1,249	1,249	1,333	1,333	1,421	1,421	1,363	1,361
Service producing	1,285	1,285	-	1,319	1,319	1,250	1,250	1,247	1,247	1,369	1,369
Level V	1,504	1,504	-	-	-	-	-	-	-	-	-
Private industry	1,504	1,504	-	-	-	-	-	-	-	-	-
Goods producing	1,535	1,535	-	-	-	-	-	-	-	-	-
Service producing	1,496	1,496	-	-	-	-	-	-	-	-	-

See note at end of table.

Table C-1. Average weekly pay by type of area, professional and administrative occupations, United States, November 1995 — Continued

Occupation and level	United States			Northeast		South		Midwest		West	
	Total	Metro-politan	Nonmetro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan
Computer Systems Analyst Supervisors/Managers											
Level I	$1,177	$1,178	-	$1,203	$1,204	$1,143	$1,143	$1,179	$1,178	$1,187	$1,187
Private industry	1,190	1,190	-	1,203	1,204	1,191	1,194	1,176	1,175	1,193	1,193
Goods producing	1,265	1,272	-	-	-	1,310	1,348	1,264	1,262	-	-
Manufacturing	1,259	1,266	-	-	-	1,289	-	1,264	1,263	-	-
Service producing	1,173	1,173	-	1,194	1,195	1,160	1,160	1,158	1,158	1,185	1,185
Transportation and utilities	1,225	1,225	-	-	-	-	-	-	-	-	-
State and local government	1,128	1,127	-	-	-	1,037	1,028	-	-	1,175	1,175
Level II	1,385	1,385	-	1,409	1,409	1,360	1,360	1,377	1,377	1,397	1,397
Private industry	1,397	1,397	-	1,409	1,409	1,369	1,369	1,383	1,383	1,456	1,456
Goods producing	1,471	1,471	-	1,452	1,452	1,440	1,440	1,489	1,489	1,497	1,497
Manufacturing	1,464	1,464	-	1,451	1,451	1,395	1,395	1,489	1,489	1,501	1,501
Service producing	1,377	1,377	-	1,400	1,400	1,354	1,354	1,356	1,356	1,423	1,423
Transportation and utilities	1,496	1,496	-	-	-	-	-	-	-	-	-
State and local government	1,273	1,273	-	-	-	-	-	-	-	1,278	1,278
Level III	1,641	1,641	-	1,590	1,590	1,652	1,652	1,699	1,699	1,672	1,672
Private industry	1,644	1,644	-	1,590	1,590	1,652	1,652	1,702	1,702	-	-
Goods producing	1,658	1,658	-	-	-	-	-	-	-	-	-
Manufacturing	1,609	1,609	-	-	-	-	-	-	-	-	-
Service producing	1,637	1,637	-	1,605	1,605	1,610	1,610	1,667	1,667	-	-
Personnel Specialists											
Level I	508	510	-	523	523	491	492	503	505	586	586
Private industry	504	504	-	512	512	492	492	486	488	577	577
Goods producing	536	536	-	-	-	-	-	496	496	-	-
Manufacturing	531	532	-	-	-	-	-	496	496	-	-
Service producing	494	495	-	515	515	485	485	481	483	551	551
Transportation and utilities	494	494	-	-	-	-	-	-	-	-	-
State and local government	523	528	-	-	-	486	490	-	-	-	-
Level II	602	608	$560	616	618	585	590	603	614	623	623
Private industry	599	605	550	609	611	586	592	597	609	614	615
Goods producing	611	631	551	630	634	584	599	621	655	640	642
Manufacturing	609	628	551	630	634	579	591	620	656	639	641
Service producing	592	594	-	601	603	587	589	582	585	602	603
Transportation and utilities	642	642	-	-	-	616	616	664	664	642	642
State and local government	622	626	600	689	702	580	580	643	655	667	680
Level III	791	796	748	797	800	763	767	779	787	834	839
Private industry	786	792	749	796	798	774	778	779	788	807	810
Goods producing	803	813	767	819	821	798	801	794	814	815	823
Manufacturing	801	811	764	819	821	791	792	793	815	813	822
Service producing	774	779	709	785	789	756	765	765	768	802	801
Transportation and utilities	843	853	-	779	834	841	841	869	873	860	860
State and local government	811	818	742	807	813	713	713	780	787	890	898

See note at end of table.

Table C-1. Average weekly pay by type of area, professional and administrative occupations, United States, November 1995 — Continued

Occupation and level	United States			Northeast		South		Midwest		West	
	Total	Metro-politan	Nonmetro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan
Personnel Specialists–Continued											
Level IV	$1,027	$1,033	$968	$1,048	$1,048	$1,000	$1,007	$1,019	$1,025	$1,054	$1,059
Private industry	1,033	1,040	970	1,053	1,053	1,015	1,028	1,020	1,027	1,056	1,057
Goods producing	1,040	1,053	980	1,070	1,070	1,021	1,039	1,031	1,048	1,059	1,061
Manufacturing	1,034	1,047	980	1,068	1,069	1,005	1,016	1,031	1,047	1,058	1,060
Service producing	1,027	1,030	-	1,044	1,044	1,009	1,019	1,008	1,009	1,054	1,055
Transportation and utilities	1,073	1,073	-	1,091	1,091	1,040	1,041	1,086	1,086	1,102	1,102
State and local government	990	994	-	1,006	1,005	912	904	993	1,004	1,049	1,065
Level V	1,341	1,349	-	1,348	1,350	1,284	1,290	1,356	1,364	1,378	1,396
Private industry	1,357	1,360	-	1,348	1,349	1,315	1,317	1,363	1,372	1,407	1,403
Goods producing	1,392	1,398	-	1,358	1,359	1,354	1,359	1,409	1,427	1,440	1,434
Manufacturing	1,387	1,393	-	1,354	1,355	1,335	1,339	1,409	1,427	1,439	1,433
Service producing	1,311	1,312	-	1,339	1,340	1,268	1,268	1,280	1,280	1,362	1,362
Transportation and utilities	1,342	1,343	-	-	-	-	-	-	-	-	-
State and local government	1,170	1,214	-	-	-	1,037	1,057	-	-	1,228	1,341
Level VI	1,775	1,781	-	-	-	-	-	1,815	1,831	-	-
Private industry	1,777	1,783	-	-	-	-	-	1,818	1,835	-	-
Goods producing	1,787	1,795	-	-	-	-	-	-	-	-	-
Manufacturing	1,781	1,789	-	-	-	-	-	-	-	-	-
Service producing	1,745	1,745	-	-	-	-	-	-	-	-	-
Personnel Supervisors/Managers											
Level I	1,144	1,145	-	1,160	1,165	1,115	1,118	1,183	1,175	1,145	1,145
Private industry	1,164	1,166	-	1,175	1,184	1,139	1,145	1,205	1,197	1,153	1,153
Goods producing	1,204	1,207	-	-	-	1,186	1,186	-	-	-	-
Manufacturing	1,198	1,201	-	-	-	1,163	1,163	-	-	-	-
Service producing	1,137	1,137	-	1,121	1,125	1,123	1,128	1,192	1,167	1,152	1,152
State and local government	1,045	1,042	-	-	-	990	978	-	-	1,120	1,120
Level II	1,436	1,435	-	1,456	1,456	1,413	1,410	1,454	1,454	1,441	1,441
Private industry	1,466	1,466	-	1,458	1,458	1,452	1,450	1,468	1,468	1,501	1,501
Goods producing	1,486	1,486	-	1,544	1,548	1,424	1,415	1,506	1,506	1,532	1,532
Manufacturing	1,487	1,487	-	1,544	1,548	1,421	1,411	1,505	1,505	1,540	1,540
Service producing	1,452	1,452	-	1,428	1,428	1,471	1,471	1,438	1,438	1,464	1,464
Transportation and utilities	1,457	1,457	-	-	-	-	-	-	-	-	-
State and local government	1,225	1,225	-	-	-	1,119	1,119	-	-	1,280	1,280
Level III	1,732	1,762	-	1,835	1,835	1,691	1,691	1,751	1,751	1,704	1,790
Private industry	1,783	1,783	-	1,837	1,837	1,724	1,724	1,758	1,758	1,824	1,824
Goods producing	1,765	1,765	-	1,797	1,797	1,705	1,705	-	-	1,783	1,783
Manufacturing	1,752	1,752	-	1,797	1,797	-	-	-	-	1,775	1,775
Service producing	1,807	1,807	-	1,869	1,869	1,759	1,759	1,720	1,720	-	-
Transportation and utilities	1,905	1,905	-	-	-	-	-	-	-	-	-
State and local government	1,319	1,469	-	-	-	-	-	-	-	-	-
Level IV	2,212	2,212	-	-	-	-	-	-	-	-	-
Private industry	2,212	2,212	-	-	-	-	-	-	-	-	-
Goods producing	2,182	2,182	-	-	-	-	-	-	-	-	-
Manufacturing	2,171	2,171	-	-	-	-	-	-	-	-	-
Service producing	2,283	2,283	-	-	-	-	-	-	-	-	-

See note at end of table.

Table C-1. Average weekly pay by type of area, professional and administrative occupations, United States, November 1995 — Continued

Occupation and level	United States			Northeast		South		Midwest		West	
	Total	Metro-politan	Nonmetro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan
Tax Collectors											
Level I	$520	$505	-	-	-	-	-	-	-	-	-
State and local government	520	505	-	-	-	-	-	-	-	-	-
Level II	577	573	-	-	-	$501	$491	-	-	-	-
State and local government	577	573	-	-	-	501	491	-	-	-	-
Level III	767	-	-	-	-	-	-	-	-	-	-
State and local government	767	-	-	-	-	-	-	-	-	-	-

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall industry or industry levels may include data for categories not shown separately.

Table C-2. Average weekly pay by type of area, technical and protective service occupations, United States, November 1995

Occupation and level	United States			Northeast		South		Midwest		West	
	Total	Metro-politan	Nonmetro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan
Technical Occupations											
Computer Operators											
Level I	$352	$353	-	$357	$357	$338	$340	$365	$368	$359	$359
Private industry	347	348	-	354	354	345	346	347	350	345	345
Goods producing	336	336	-	-	-	-	-	-	-	-	-
Manufacturing	336	336	-	-	-	-	-	-	-	-	-
Service producing	350	351	-	359	359	349	350	345	349	351	351
State and local government	376	383	-	-	-	309	313	-	-	-	-
Level II	440	444	$393	463	467	421	425	433	436	466	469
Private industry	437	441	392	458	462	422	427	428	430	455	456
Goods producing	438	447	-	455	462	421	433	435	440	495	494
Manufacturing	438	449	-	457	465	425	439	435	440	485	484
Service producing	436	439	-	459	462	422	425	425	426	448	449
Transportation and utilities	488	488	-	-	-	495	495	-	-	-	-
State and local government	454	458	-	507	508	416	418	473	478	509	520
Level III	566	567	511	587	586	541	543	557	558	585	588
Private industry	565	566	-	585	585	551	552	557	557	570	574
Goods producing	570	570	-	595	596	569	571	547	544	588	588
Manufacturing	570	570	-	595	596	572	574	547	544	587	587
Service producing	563	564	-	581	581	546	546	563	566	562	567
Transportation and utilities	631	631	-	-	-	575	575	660	660	-	-
State and local government	568	573	-	596	595	508	513	561	562	615	620
Level IV	679	679	-	711	713	639	638	680	680	680	680
Private industry	679	680	-	712	715	650	649	677	677	670	670
Goods producing	708	708	-	750	750	-	-	675	675	696	696
Manufacturing	706	707	-	750	750	-	-	675	675	695	695
Service producing	668	668	-	686	690	649	649	678	678	659	659
Transportation and utilities	719	719	-	-	-	-	-	-	-	-	-
State and local government	676	676	-	-	-	-	-	-	-	-	-
Level V	804	804	-	-	-	-	-	-	-	-	-
Private industry	787	787	-	-	-	-	-	-	-	-	-
Drafters											
Level I	399	405	-	393	401	402	408	395	398	415	415
Private industry	401	405	-	394	402	407	411	395	398	411	411
Goods producing	378	379	-	-	-	364	360	388	-	-	-
Manufacturing	379	380	-	-	-	363	359	390	-	-	-
Service producing	453	453	-	446	446	469	469	423	423	-	-
Transportation and utilities	518	518	-	-	-	-	-	-	-	-	-
State and local government	375	390	-	-	-	-	-	-	-	-	-
Level II	494	500	463	546	548	471	485	482	480	531	526
Private industry	490	496	466	547	549	473	488	481	479	508	499
Goods producing	482	481	486	486	487	475	475	477	473	505	502
Manufacturing	479	478	485	481	482	472	473	479	475	499	495
Service producing	507	527	-	611	611	471	515	495	495	516	489
Transportation and utilities	596	596	-	-	-	533	533	-	-	-	-
State and local government	528	545	-	-	-	437	457	493	495	646	651

See note at end of table.

Table C-2. Average weekly pay by type of area, technical and protective service occupations, United States, November 1995 — Continued

Occupation and level	United States			Northeast		South		Midwest		West	
	Total	Metro-politan	Nonmetro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan
Drafters–Continued											
Level III	$622	$632	$552	$617	$634	$611	$619	$606	$619	$679	$675
Private industry	617	625	553	615	633	619	624	606	619	646	636
Goods producing	600	613	-	587	609	612	621	590	604	626	630
Manufacturing	594	606	-	586	608	603	610	590	601	610	615
Service producing	653	648	-	670	670	630	630	650	650	687	653
Transportation and utilities	729	719	-	-	-	630	632	-	-	-	-
State and local government	683	698	-	-	-	535	559	-	-	767	774
Level IV	802	806	-	809	809	802	805	802	808	794	796
Private industry	799	803	-	808	808	803	806	803	808	762	762
Goods producing	809	815	-	803	803	800	806	821	831	758	758
Manufacturing	809	815	-	803	803	796	803	821	831	-	-
Service producing	774	774	-	823	823	806	806	735	735	-	-
Transportation and utilities	812	812	-	-	-	-	-	-	-	-	-
State and local government	874	887	-	-	-	-	-	-	-	-	-
Engineering Technicians											
Level I	385	387	-	-	-	338	339	398	406	436	436
Private industry	393	395	-	-	-	-	-	398	406	435	435
Goods producing	393	396	-	-	-	-	-	398	-	436	436
Manufacturing	393	397	-	-	-	-	-	-	-	436	436
Service producing	390	390	-	-	-	-	-	-	-	-	-
Level II	511	514	-	517	523	496	497	513	519	525	525
Private industry	512	515	-	517	523	500	501	513	519	523	524
Goods producing	510	513	-	515	522	492	494	507	514	527	527
Manufacturing	510	513	-	515	522	489	490	511	518	527	528
Service producing	524	523	-	-	-	523	521	-	-	-	-
Level III	637	646	569	656	669	621	633	639	646	633	633
Private industry	637	645	569	656	669	623	635	639	646	628	628
Goods producing	636	646	567	655	671	623	641	633	641	632	632
Manufacturing	635	646	567	655	671	619	637	634	642	632	632
Service producing	641	641	-	660	660	623	622	662	662	606	606
Transportation and utilities	696	698	-	-	-	-	-	-	-	-	-
State and local government	664	664	-	-	-	-	-	-	-	-	-
Level IV	767	769	-	746	750	764	765	780	784	772	770
Private industry	766	768	-	745	750	764	766	780	783	768	766
Goods producing	761	763	-	737	742	751	753	776	779	768	768
Manufacturing	760	763	-	737	742	743	746	778	782	768	768
Service producing	787	785	-	780	780	788	787	799	799	771	743
Transportation and utilities	832	833	-	-	-	-	-	-	-	-	-
State and local government	831	831	-	-	-	-	-	-	-	-	-
Level V	888	887	-	856	856	899	897	869	868	926	927
Private industry	884	884	-	856	856	899	897	870	868	914	915
Goods producing	865	863	-	843	843	847	839	846	843	916	917
Manufacturing	861	859	-	842	842	828	819	846	843	916	917
Service producing	941	942	-	-	-	988	993	960	960	-	-
Transportation and utilities	943	945	-	-	-	-	-	-	-	-	-

See note at end of table.

Table C-2. Average weekly pay by type of area, technical and protective service occupations, United States, November 1995 — Continued

Occupation and level	United States			Northeast		South		Midwest		West	
	Total	Metro-politan	Nonmetro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan
Engineering Technicians–Continued											
Level VI	$1,058	$1,058	-	-	-	-	-	-	-	$1,064	$1,064
Private industry	1,058	1,058	-	-	-	-	-	-	-	1,064	1,064
Goods producing	1,019	1,019	-	-	-	-	-	-	-	-	-
Manufacturing	1,017	1,017	-	-	-	-	-	-	-	-	-
Service producing	1,130	1,130	-	-	-	-	-	-	-	-	-
Engineering Technicians, Civil											
Level I	355	368	-	-	-	$328	$330	$379	$379	449	456
Private industry	-	338	-	-	-	-	-	-	-	-	-
Service producing	-	338	-	-	-	-	-	-	-	-	-
State and local government	378	379	-	-	-	348	334	-	-	454	465
Level II	482	492	$441	$500	$500	424	424	494	495	563	608
Private industry	444	444	-	-	-	413	413	-	-	-	-
Service producing	440	440	-	-	-	412	412	-	-	-	-
State and local government	492	510	441	501	499	428	430	505	508	576	644
Level III	582	593	534	569	569	514	521	610	610	676	713
Private industry	586	600	-	-	-	527	559	620	572	653	653
Service producing	575	597	-	-	-	520	552	571	571	-	-
State and local government	581	591	538	553	553	511	510	608	615	680	729
Level IV	719	728	653	716	718	624	626	727	735	819	834
Private industry	745	744	-	769	772	718	718	705	705	779	776
Goods producing	772	769	-	-	-	-	-	-	-	-	-
Service producing	740	741	-	-	-	713	713	-	-	772	772
State and local government	712	723	646	689	691	604	601	734	746	826	844
Level V	854	861	-	949	950	693	690	853	854	942	959
Private industry	927	928	-	-	-	-	-	-	-	-	-
Service producing	929	932	-	-	-	-	-	-	-	-	-
State and local government	826	834	-	-	-	680	675	-	-	941	962
Level VI	1,047	1,047	-	-	-	-	-	-	-	-	-
Protective Service Occupations											
Corrections Officers	517	576	441	669	670	391	441	520	524	690	720
State and local government	535	576	470	669	670	409	443	520	524	690	720
Firefighters	677	701	474	753	755	547	578	669	679	836	871
State and local government	678	702	474	753	755	544	576	670	679	840	875
Police Officers											
Level I	688	713	524	775	778	556	580	668	691	814	840
Private industry	561	561	-	-	-	-	-	-	-	-	-
Service producing	558	558	-	-	-	-	-	-	-	-	-
State and local government	688	713	524	776	780	557	581	668	692	814	840
Level II	916	930	-	-	-	-	-	-	-	-	-
State and local government	916	931	-	-	-	-	-	-	-	-	-

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall industry or industry levels may include data for categories not shown separately.

Table C-3. Average weekly pay by type of area, clerical occupations, United States, November 1995

Occupation and level	United States			Northeast		South		Midwest		West	
	Total	Metro-politan	Nonmetro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan
Clerks, Accounting											
Level I	$313	$314	-	$309	$311	$318	$320	$310	$313	$312	$309
Private industry	312	314	-	312	313	323	324	306	308	305	308
Goods producing	303	304	-	-	-	304	307	289	288	-	-
Manufacturing	302	303	-	-	-	302	304	290	289	-	-
Service producing	314	316	-	309	310	328	328	311	314	304	307
Transportation and utilities	361	361	-	-	-	-	-	-	-	-	-
State and local government	318	316	-	-	-	308	309	-	-	-	-
Level II	372	378	$336	395	398	354	359	357	365	400	403
Private industry	366	372	329	392	395	353	359	354	361	384	386
Goods producing	368	376	343	398	402	359	370	359	360	384	391
Manufacturing	367	375	343	397	400	357	368	359	360	380	387
Service producing	365	370	309	390	392	350	354	350	361	384	385
Transportation and utilities	386	396	-	406	406	373	394	416	420	382	382
State and local government	399	412	356	418	424	357	362	385	417	446	455
Level III	457	462	414	475	480	430	436	443	447	484	486
Private industry	451	454	408	472	475	438	441	436	439	463	465
Goods producing	463	469	424	490	495	446	456	444	446	481	481
Manufacturing	460	466	422	489	494	437	447	448	447	475	478
Service producing	444	447	378	463	466	433	434	431	435	453	456
Transportation and utilities	481	481	-	507	507	459	459	516	516	453	453
State and local government	474	485	420	486	499	412	423	474	483	522	527
Level IV	538	542	486	560	563	513	522	532	536	549	550
Private industry	542	543	-	562	563	539	540	527	528	544	544
Goods producing	559	560	-	540	540	571	574	560	562	562	561
Manufacturing	555	557	-	539	539	554	558	561	564	562	562
Service producing	530	531	-	576	577	520	520	503	504	533	533
Transportation and utilities	589	591	-	-	-	553	556	615	615	-	-
State and local government	532	541	485	557	565	470	484	549	563	557	559
Clerks, General											
Level I	284	287	-	314	330	261	260	307	307	282	285
Private industry	268	271	-	274	289	259	255	286	286	260	263
Goods producing	279	282	-	-	-	-	-	-	-	-	-
Manufacturing	278	280	-	-	-	-	-	-	-	-	-
Service producing	266	269	-	270	285	255	254	288	288	256	257
State and local government	307	309	-	-	-	263	264	354	356	-	-
Level II	336	339	314	355	358	311	314	333	337	364	367
Private industry	320	324	297	336	338	306	311	320	326	329	327
Goods producing	322	329	285	329	330	322	335	313	319	334	336
Manufacturing	323	331	-	332	333	320	336	314	321	338	340
Service producing	320	322	-	338	340	301	304	323	328	328	324
Transportation and utilities	351	363	-	331	342	314	318	405	410	351	351
State and local government	359	362	338	383	389	318	318	357	360	415	429

See note at end of table.

Table C-3. Average weekly pay by type of area, clerical occupations, United States, November 1995 — Continued

Occupation and level	United States			Northeast		South		Midwest		West	
	Total	Metro-politan	Nonmetro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan
Clerks, General–Continued											
Level III	$422	$427	$380	$431	$431	$379	$384	$416	$423	$451	$452
Private industry	417	421	381	431	430	408	415	416	422	421	420
Goods producing	439	454	385	431	413	408	439	459	484	442	441
Manufacturing	443	457	388	432	413	406	433	464	493	438	440
Service producing	410	411	-	431	433	408	409	397	400	412	412
Transportation and utilities	484	486	-	516	516	474	477	486	487	495	495
State and local government	425	431	380	431	432	353	354	415	423	462	464
Level IV	485	491	429	484	483	413	423	486	495	521	524
Private industry	502	504	-	492	487	502	502	502	516	508	505
Goods producing	526	538	-	545	515	544	547	511	553	526	526
Manufacturing	526	540	-	549	-	546	551	511	557	528	528
Service producing	494	493	-	483	483	491	491	498	500	501	495
Transportation and utilities	570	569	-	-	-	547	547	598	603	-	-
State and local government	475	483	418	479	480	361	363	468	472	525	531
Clerks, Order											
Level I	334	337	-	395	409	328	332	302	302	330	330
Private industry	334	337	-	395	409	328	332	302	302	330	330
Goods producing	363	376	-	427	439	337	353	345	349	366	366
Manufacturing	363	376	-	427	439	337	353	345	349	366	366
Service producing	322	322	-	372	386	-	-	286	286	324	324
Level II	465	470	-	472	473	430	434	459	464	495	495
Private industry	465	470	-	472	473	430	434	459	464	495	495
Goods producing	458	466	-	467	468	433	442	452	459	499	499
Manufacturing	458	466	-	467	468	432	442	452	459	499	499
Service producing	475	475	-	-	-	-	-	-	-	-	-
Key Entry Operators											
Level I	349	353	308	363	364	310	311	322	326	410	412
Private industry	328	331	297	357	359	310	312	317	321	343	344
Goods producing	338	339	-	369	375	320	317	331	329	368	370
Manufacturing	337	339	-	369	375	319	316	331	329	369	370
Service producing	325	329	-	355	355	307	310	312	318	339	340
Transportation and utilities	371	371	-	-	-	369	369	354	354	-	-
State and local government	-	415	-	412	415	310	308	369	371	-	-
Level II	409	412	374	435	437	381	388	409	409	422	425
Private industry	405	409	365	428	430	385	395	399	399	415	417
Goods producing	420	424	-	423	434	409	412	408	402	455	466
Manufacturing	419	423	-	422	433	407	409	407	402	455	466
Service producing	400	405	-	429	429	381	393	395	398	404	405
Transportation and utilities	-	431	-	-	-	347	401	-	-	-	-
State and local government	423	425	-	459	464	370	368	451	452	456	464

See note at end of table.

Table C-3. Average weekly pay by type of area, clerical occupations, United States, November 1995 — Continued

Occupation and level	United States			Northeast		South		Midwest		West	
	Total	Metro-politan	Nonmetro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan
Personnel Assistants											
Level I	$327	$338	-	-	-	$300	$306	$333	$332	$416	$432
Private industry	313	322	-	-	-	298	308	332	330	-	-
Goods producing	305	324	-	-	-	-	-	-	-	-	-
Manufacturing	305	324	-	-	-	-	-	-	-	-	-
Service producing	322	321	-	-	-	311	311	326	326	-	-
State and local government	380	379	-	-	-	309	302	-	-	-	-
Level II	403	418	$368	$426	$439	378	395	392	401	455	463
Private industry	391	404	362	421	434	376	395	388	394	415	417
Goods producing	392	409	372	-	-	380	403	393	406	412	416
Manufacturing	392	409	372	-	-	379	402	393	406	411	415
Service producing	389	401	-	418	431	371	389	379	384	417	417
Transportation and utilities	388	433	-	-	-	-	-	-	-	-	-
State and local government	456	469	-	-	-	389	392	458	477	530	-
Level III	502	513	459	517	525	456	463	484	489	565	569
Private industry	483	492	455	512	520	457	464	476	480	527	524
Goods producing	494	520	441	502	532	456	488	500	515	578	572
Manufacturing	488	516	431	502	532	448	477	500	515	568	571
Service producing	475	475	-	516	517	458	447	452	455	495	495
Transportation and utilities	517	527	-	-	-	-	-	-	-	-	-
State and local government	551	563	-	-	-	452	458	515	524	-	-
Level IV	589	599	-	551	604	555	559	587	600	614	614
Private industry	565	576	-	539	593	561	565	548	555	586	586
Goods producing	573	589	-	-	-	593	596	-	-	583	583
Manufacturing	571	587	-	-	-	592	594	-	-	-	-
Service producing	555	562	-	559	576	531	537	536	545	591	591
State and local government	626	635	-	-	-	526	-	-	-	642	645
Secretaries											
Level I	379	388	347	405	415	368	374	394	411	380	381
Private industry	391	401	338	412	422	387	391	391	415	381	381
Goods producing	431	441	-	435	442	412	421	467	476	426	426
Manufacturing	430	439	-	437	444	403	408	474	485	-	-
Service producing	380	390	-	404	415	380	383	370	394	375	375
Transportation and utilities	416	416	-	-	-	415	415	442	442	-	-
State and local government	365	369	353	393	398	350	355	401	404	-	-
Level II	470	474	427	489	493	436	441	465	467	523	523
Private industry	480	481	448	488	490	466	468	463	463	516	515
Goods producing	499	500	-	503	503	483	486	479	480	536	536
Manufacturing	497	499	-	503	503	474	475	480	481	538	539
Service producing	475	476	-	485	487	461	463	458	458	508	507
Transportation and utilities	506	503	-	-	-	491	493	515	515	517	500
State and local government	454	461	421	494	504	407	411	469	477	534	539
Level III	547	550	491	570	573	511	514	546	551	574	575
Private industry	552	554	502	569	570	532	534	547	551	565	564
Goods producing	569	572	507	579	580	557	559	571	581	571	571
Manufacturing	567	570	507	579	579	549	551	571	581	571	571
Service producing	544	546	497	565	567	519	521	533	535	560	560
Transportation and utilities	571	570	-	624	624	539	538	600	600	558	551
State and local government	530	536	479	575	587	465	466	544	551	601	606

See note at end of table.

Table C-3. Average weekly pay by type of area, clerical occupations, United States, November 1995 — Continued

Occupation and level	United States			Northeast		South		Midwest		West	
	Total	Metro-politan	Nonmetro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan
Secretaries–Continued											
Level IV	$651	$652	$608	$673	$675	$606	$609	$633	$634	$671	$671
Private industry	661	661	-	672	673	636	637	639	640	678	678
Goods producing	672	673	-	676	677	658	661	641	641	697	697
Manufacturing	670	671	-	676	677	648	650	639	641	697	697
Service producing	653	654	-	670	671	624	625	637	639	666	667
Transportation and utilities	682	683	-	730	730	636	636	709	709	700	700
State and local government	617	618	605	677	686	534	535	606	605	654	655
Level V	793	794	-	805	808	740	740	809	811	800	800
Private industry	799	800	-	806	808	753	753	813	814	809	809
Goods producing	804	804	-	787	788	763	763	861	862	819	819
Manufacturing	800	801	-	787	788	733	733	861	862	815	815
Service producing	796	798	-	820	823	747	747	758	759	803	803
Transportation and utilities	833	833	-	-	-	759	759	-	-	-	-
State and local government	736	737	-	795	798	684	684	-	-	759	759
Switchboard Operator-Receptionists	348	353	310	381	386	326	330	336	340	363	368
Private industry	348	352	309	380	384	328	330	334	337	360	365
Goods producing	347	355	313	379	386	328	334	343	349	350	357
Manufacturing	347	355	312	380	387	325	333	344	350	349	356
Service producing	348	350	302	380	384	327	329	329	331	365	368
Transportation and utilities	344	347	-	344	350	329	329	356	356	352	363
State and local government	357	377	316	401	410	312	321	363	383	411	450
Word Processors											
Level I	385	388	-	405	406	347	347	380	388	420	439
Private industry	381	386	-	402	402	381	381	361	369	391	406
Goods producing	347	371	-	-	-	-	-	-	-	-	-
Manufacturing	344	369	-	-	-	-	-	-	-	-	-
Service producing	385	387	-	401	401	382	382	371	372	391	406
State and local government	390	390	-	-	-	308	308	-	-	-	-
Level II	489	489	-	512	512	424	425	496	497	505	505
Private industry	485	485	-	529	529	443	443	497	497	478	478
Goods producing	456	456	-	-	-	412	412	465	465	-	-
Manufacturing	460	460	-	-	-	-	-	500	500	-	-
Service producing	490	490	-	528	528	451	451	502	502	480	480
State and local government	492	492	-	492	492	377	378	493	-	-	-
Level III	597	597	-	584	584	543	543	622	624	634	634
Private industry	630	630	-	641	641	577	577	640	640	649	649
Goods producing	617	617	-	-	-	-	-	-	-	-	-
Manufacturing	621	621	-	-	-	-	-	-	-	-	-
Service producing	632	632	-	649	649	577	577	637	637	650	650
State and local government	517	517	-	-	-	-	-	-	-	-	-

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall industry or industry levels may include data for categories not shown separately.

Table C-4. Average hourly pay by type of area, maintenance and toolroom occupations, United States, November 1995

Occupation and level	United States			Northeast		South		Midwest		West	
	Total	Metro-politan	Nonmetro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan
General Maintenance Workers	$10.31	$10.69	$9.22	$12.43	$12.73	$8.82	$9.02	$10.16	$10.45	$10.59	$10.76
Private industry	9.89	10.18	8.89	11.74	11.94	8.73	8.87	9.81	10.02	10.13	10.26
Goods producing	10.09	10.74	9.04	11.40	11.63	9.09	9.82	10.28	10.70	10.83	10.93
Manufacturing	10.09	10.76	9.04	11.45	11.69	9.10	9.88	10.27	10.70	10.73	10.82
Service producing	9.81	10.02	8.76	11.83	12.02	8.60	8.70	9.49	9.63	10.01	10.15
Transportation and utilities	11.07	12.31	-	15.19	15.19	-	9.46	12.51	12.75	-	-
State and local government	11.49	12.37	9.82	13.79	14.53	9.11	9.55	11.42	12.19	11.73	12.76
Maintenance Electricians	18.41	18.90	15.65	18.58	18.63	16.26	16.97	19.46	19.90	19.16	19.62
Private industry	18.44	18.97	15.70	18.46	18.42	16.53	17.39	19.47	19.90	18.77	19.22
Goods producing	18.47	19.11	15.38	18.47	18.29	16.51	17.59	19.45	19.92	18.61	19.39
Manufacturing	18.44	19.13	15.18	18.51	18.34	16.53	17.70	19.45	19.92	17.90	18.91
Service producing	18.30	18.33	-	18.42	18.75	16.63	16.79	19.61	19.81	19.43	18.58
Transportation and utilities	20.16	19.94	-	-	-	18.41	18.40	20.90	21.01	-	-
State and local government	18.20	18.49	14.97	19.06	19.37	14.46	14.53	19.39	19.76	20.19	20.40
Maintenance Electronics Technicians											
Level I	11.82	12.02	-	12.04	12.12	11.19	11.45	12.49	12.38	12.68	12.68
Private industry	11.80	12.02	-	11.97	12.05	11.24	11.57	12.45	12.29	12.50	12.50
Goods producing	11.50	12.09	-	-	-	-	-	-	-	-	-
Manufacturing	11.49	12.08	-	-	-	-	-	-	-	-	-
Service producing	12.02	11.99	-	12.12	12.10	11.23	11.22	12.90	12.67	-	-
Transportation and utilities	12.77	12.71	-	-	-	-	-	-	-	-	-
State and local government	11.95	12.04	-	-	-	10.86	10.91	-	-	-	-
Level II	17.84	18.19	15.93	18.31	18.42	17.88	18.06	17.20	18.14	18.25	18.38
Private industry	17.92	18.27	16.03	18.33	18.44	18.15	18.28	17.27	18.29	18.04	18.10
Goods producing	17.26	17.96	-	16.79	16.88	18.02	18.34	-	17.95	17.62	17.63
Manufacturing	17.20	17.93	-	16.79	16.88	17.94	18.30	-	17.95	17.61	17.62
Service producing	18.33	18.44	-	18.94	19.04	18.24	18.25	18.24	18.44	18.21	18.41
Transportation and utilities	19.05	19.23	-	20.24	20.24	19.02	19.02	19.24	19.38	18.37	18.70
State and local government	16.77	17.13	-	-	-	14.12	14.33	15.67	15.81	19.75	19.93
Level III	20.30	20.40	-	21.56	21.64	19.29	19.54	19.44	19.36	21.00	21.04
Private industry	20.34	20.44	-	21.94	22.04	19.68	19.91	19.54	19.46	20.60	20.63
Goods producing	19.61	19.92	-	-	-	18.84	19.44	19.28	19.28	20.27	20.57
Manufacturing	19.59	19.90	-	-	-	18.84	19.44	19.28	19.28	20.21	20.51
Service producing	20.74	20.72	-	22.94	22.98	20.13	20.13	19.68	19.57	20.80	20.67
Transportation and utilities	20.95	20.93	-	-	-	21.34	21.34	-	-	-	-
State and local government	20.03	20.18	-	-	-	15.92	15.87	-	-	22.59	22.62
Maintenance Machinists	16.82	17.07	14.28	16.96	17.35	15.26	15.60	17.97	17.94	18.18	18.25
Private industry	16.64	16.90	-	16.72	17.10	15.21	15.54	17.73	17.69	18.06	18.14
Goods producing	16.46	16.82	-	16.54	16.92	15.01	15.42	17.52	17.62	18.19	18.34
Manufacturing	16.48	16.82	-	16.54	16.92	15.01	15.39	17.52	17.62	18.23	18.38
Service producing	17.42	17.21	-	-	-	-	-	-	-	-	-
Transportation and utilities	17.33	16.97	-	-	-	-	-	-	-	-	-
State and local government	20.80	20.75	-	-	-	-	-	21.78	21.68	-	-

See note at end of table.

Table C-4. Average hourly pay by type of area, maintenance and toolroom occupations, United States, November 1995 — Continued

Occupation and level	United States			Northeast		South		Midwest		West	
	Total	Metro-politan	Nonmetro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan
Maintenance Mechanics, Machinery	$16.43	$17.12	$13.38	$16.27	$16.32	$14.65	$15.55	$17.74	$18.47	$17.88	$18.05
Private industry	16.44	17.14	13.37	16.30	16.35	14.65	15.56	17.79	18.53	17.82	17.95
Goods producing	16.09	16.84	13.28	16.11	16.15	14.27	15.18	17.65	18.43	16.72	16.85
Manufacturing	16.08	16.84	13.24	16.12	16.16	14.19	15.13	17.65	18.43	16.70	16.84
Service producing	18.78	18.82	-	17.69	17.69	17.54	17.59	19.34	19.49	20.15	20.15
Transportation and utilities	20.64	20.67	-	-	-	19.72	19.72	-	-	-	-
State and local government	16.07	16.39	-	-	-	14.70	14.84	15.04	-	-	-
Maintenance Mechanics, Motor Vehicle	15.69	16.09	13.44	16.26	16.63	13.92	14.50	15.99	16.31	17.50	17.55
Private industry	15.86	16.01	14.70	15.91	16.21	14.44	14.81	16.33	16.49	17.39	17.00
Goods producing	15.80	15.82	-	16.15	16.75	13.37	13.68	16.50	17.03	17.69	16.72
Manufacturing	15.65	16.16	-	15.83	16.66	13.85	14.18	16.71	17.28	16.31	16.69
Service producing	15.89	16.08	-	15.87	16.12	14.87	15.25	16.25	16.26	17.21	17.09
Transportation and utilities	16.65	16.78	-	16.75	16.75	15.62	16.05	17.22	17.23	17.58	17.42
State and local government	15.37	16.26	12.19	16.85	17.38	12.98	13.75	15.15	15.75	17.68	18.37
Maintenance Pipefitters	20.01	20.04	-	19.61	19.18	19.01	19.08	20.74	20.85	19.21	19.21
Private industry	20.08	20.09	-	20.09	19.56	19.14	19.21	20.65	20.77	19.04	19.04
Goods producing	20.24	20.27	-	20.56	20.12	19.51	19.60	20.62	20.75	-	-
Manufacturing	20.45	20.50	-	20.53	20.06	19.90	20.02	20.61	20.74	-	-
Service producing	18.50	18.50	-	17.20	17.20	-	-	-	-	-	-
State and local government	19.01	19.27	-	17.20	17.58	-	-	22.94	22.96	-	-
Tool and Die Makers	18.75	19.31	15.96	18.77	18.65	17.08	17.97	19.53	20.25	18.66	18.90
Private industry	18.74	19.30	15.96	18.77	18.65	17.08	17.97	19.53	20.25	18.55	18.79
Goods producing	18.75	19.31	15.96	18.80	18.68	17.09	17.98	19.53	20.25	18.57	18.81
Manufacturing	18.75	19.31	15.96	18.80	18.68	17.09	17.98	19.53	20.25	18.57	18.81

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall industry or industry levels may include data for categories not shown separately.

Table C-5. Average hourly pay by type of area, material movement and custodial occupations, United States, November 1995

Occupation and level	United States			Northeast		South		Midwest		West	
	Total	Metro-politan	Nonmetro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan
Forklift Operators	$11.28	$11.64	$10.25	$12.29	$12.21	$10.20	$10.63	$11.89	$12.41	$10.96	$11.19
Private industry	11.28	11.63	10.26	12.30	12.21	10.19	10.62	11.89	12.41	10.95	11.18
Goods producing	11.19	11.66	10.08	12.15	12.37	10.11	10.53	11.90	12.52	10.43	10.51
Manufacturing	11.19	11.65	10.08	12.15	12.37	10.08	10.49	11.90	12.52	10.43	10.51
Service producing	11.54	11.57	-	12.51	11.90	10.41	10.82	11.85	11.90	12.04	12.09
Transportation and utilities	11.04	11.78	-	-	-	-	-	-	-	-	-
Guards											
Level I	7.01	6.95	7.74	7.67	7.64	6.69	6.54	6.89	6.76	6.89	6.89
Private industry	6.89	6.83	7.71	7.48	7.46	6.63	6.46	6.77	6.64	6.76	6.76
Goods producing	8.98	9.51	-	10.85	10.77	8.18	8.92	10.15	10.53	8.88	9.06
Manufacturing	8.99	9.53	-	11.02	10.98	8.18	8.93	10.15	10.53	8.81	8.98
Service producing	6.78	6.72	-	7.39	7.39	6.51	6.33	6.61	6.48	6.67	6.68
Transportation and utilities	9.76	9.76	-	-	-	-	-	-	-	-	-
State and local government	9.89	10.14	-	11.16	11.35	8.22	8.33	9.82	10.23	11.89	12.05
Level II	11.86	11.79	-	13.35	13.43	11.41	11.03	11.34	11.35	12.17	12.17
Private industry	11.74	11.62	-	13.14	13.19	11.51	11.13	11.20	11.18	11.63	11.63
Goods producing	13.99	14.39	-	-	-	-	-	13.46	14.63	-	-
Manufacturing	13.99	14.39	-	-	-	-	-	13.45	-	-	-
Service producing	11.47	11.24	-	13.00	13.04	11.39	10.92	10.63	10.45	10.73	10.73
State and local government	12.49	12.67	-	14.12	-	10.00	9.94	11.79	12.01	13.95	13.97
Janitors	7.83	7.93	7.19	9.69	9.79	6.31	6.30	8.10	8.24	7.91	7.93
Private industry	7.18	7.25	6.60	9.01	9.08	5.89	5.88	7.34	7.48	6.97	6.99
Goods producing	10.25	10.94	7.90	10.50	10.59	8.29	9.22	12.19	12.99	8.92	8.87
Manufacturing	10.25	10.96	7.80	10.50	10.60	8.27	9.22	12.22	13.03	8.81	8.87
Service producing	6.85	6.91	6.28	8.90	8.98	5.66	5.66	6.49	6.53	6.81	6.84
Transportation and utilities	10.47	10.63	-	12.68	12.68	7.86	8.33	11.54	11.17	-	-
State and local government	9.50	9.95	7.94	11.40	11.66	7.31	7.57	10.27	10.67	10.34	10.79
Material Handling Laborers	8.84	9.55	7.12	10.05	10.43	7.57	8.60	10.71	11.02	7.58	7.58
Private industry	8.85	9.56	7.13	10.05	10.43	7.57	8.61	10.71	11.02	7.57	7.58
Goods producing	-	9.71	7.24	9.85	10.11	7.14	8.56	11.38	11.53	7.77	7.73
Manufacturing	-	9.74	7.24	9.86	10.11	7.14	8.58	11.43	11.60	7.81	7.76
Service producing	9.07	9.44	-	10.23	10.64	8.32	8.64	10.03	10.56	7.45	7.48
Transportation and utilities	-	13.20	-	-	-	-	-	-	-	-	-
State and local government	8.62	9.12	-	-	-	-	-	-	-	-	-
Shipping/Receiving Clerks	10.24	10.45	9.22	10.62	10.71	9.51	9.88	10.73	10.74	10.55	10.58
Private industry	10.24	10.45	9.22	10.61	10.70	9.51	9.89	10.73	10.74	10.52	10.54
Goods producing	10.42	10.72	9.52	10.69	10.74	9.59	10.08	11.33	11.42	10.52	10.50
Manufacturing	10.41	10.72	9.43	10.69	10.74	9.59	10.08	11.34	11.43	10.39	10.49
Service producing	10.00	10.16	-	10.50	10.66	9.38	9.67	9.84	9.89	10.52	10.57
Transportation and utilities	8.36	-	-	-	-	-	-	-	-	-	-
State and local government	10.61	10.80	-	-	-	9.37	9.32	11.24	11.24	11.87	12.41

See note at end of table.

Table C-5. Average hourly pay by type of area, material movement and custodial occupations, United States, November 1995 — Continued

Occupation and level	United States			Northeast		South		Midwest		West	
	Total	Metro-politan	Nonmetro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan
Truckdrivers											
Light Truck	$8.56	$8.58	-	$11.25	$11.23	$7.90	$7.95	$8.67	$8.68	$8.03	$8.03
Private industry	8.47	8.47	-	11.16	11.16	7.93	7.93	8.51	8.53	7.80	7.79
Goods producing	9.68	9.76	-	10.57	10.51	9.07	9.16	10.58	10.75	8.16	8.15
Manufacturing	9.82	9.91	-	10.55	10.49	9.33	9.49	10.78	10.99	8.02	8.02
Service producing	8.27	8.28	-	11.29	11.30	7.81	7.81	8.08	8.09	7.73	7.73
Transportation and utilities	9.14	9.14	-	-	-	-	-	-	-	-	-
State and local government	9.81	10.84	-	-	-	7.62	8.42	11.86	11.85	11.62	11.95
Medium Truck	14.64	14.60	-	15.60	15.70	13.06	13.13	15.53	15.28	14.56	14.66
Private industry	14.76	14.71	-	15.72	15.83	13.25	13.31	15.64	15.37	14.57	14.66
Goods producing	12.43	12.70	-	14.70	14.74	10.07	10.12	12.99	14.65	12.46	12.35
Manufacturing	12.76	13.15	-	15.52	15.57	10.68	10.78	13.00	14.72	12.40	12.40
Service producing	15.15	15.03	-	15.86	15.98	13.73	13.76	16.04	15.46	15.12	15.27
Transportation and utilities	17.21	17.07	-	17.44	17.44	17.14	17.14	17.32	16.86	16.83	16.83
State and local government	11.92	12.02	-	-	-	9.37	9.21	-	-	-	-
Heavy Truck	13.17	13.19	$12.94	14.93	14.95	10.49	10.68	13.22	13.35	14.39	14.00
Private industry	13.08	12.89	-	14.21	14.21	10.85	10.80	12.77	12.78	14.40	13.92
Goods producing	13.65	13.26	-	17.51	17.54	10.42	10.29	13.17	13.19	15.80	14.65
Manufacturing	14.09	14.21	-	-	-	10.82	10.56	12.43	12.43	14.70	14.76
Service producing	12.65	12.66	-	12.40	12.40	11.40	11.40	12.50	12.50	13.63	13.63
Transportation and utilities	12.71	12.71	-	12.84	12.84	11.55	11.55	-	-	12.94	12.94
State and local government	13.50	14.49	9.60	-	-	9.35	10.10	14.68	-	14.30	14.85
Tractor Trailer	14.07	14.58	10.00	15.68	15.93	11.95	12.98	14.92	14.92	15.09	15.17
Private industry	14.05	14.56	9.99	15.59	15.84	11.96	12.99	14.92	14.93	15.06	15.14
Goods producing	12.74	12.97	-	13.77	14.09	10.84	10.84	13.63	13.65	13.89	14.09
Manufacturing	12.71	12.95	-	13.53	13.78	11.07	11.11	13.30	13.31	13.73	13.93
Service producing	14.44	15.00	-	16.01	16.16	12.31	13.64	15.33	15.30	15.42	15.45
Transportation and utilities	14.91	15.93	-	17.19	17.19	12.34	14.56	16.60	16.54	15.92	15.99
State and local government	16.92	17.06	-	-	-	-	-	-	-	-	-

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall industry or industry levels may include data for categories not shown separately.

Table D-1. Average weekly pay in goods-producing industries, professional and administrative occupations, United States, November 1995

Occupation and level	All goods-producing	Construction	Manufacturing										
			All manufacturing	Durable goods						Nondurable goods			
				All durable goods	Fabricated metal products	Industrial and commercial machinery	Electronic equipment	Transportation equipment	Measuring instruments	All nondurable goods	Food and kindred products	Printing and publishing	Chemicals and allied products
Professional Occupations													
Accountants													
Level I	$534	-	$530	$526	-	$532	$494	$510	$531	$538	-	-	$609
Level II	639	$609	633	645	$640	646	633	682	653	619	$607	$585	684
Level III	819	791	814	814	781	802	829	835	804	814	810	768	891
Level IV	1,057	1,098	1,039	1,033	999	994	1,082	1,026	1,058	1,048	1,020	1,017	1,106
Level V	1,359	-	1,334	1,332	-	1,332	1,380	1,316	1,288	1,336	-	-	1,370
Level VI	1,743	-	1,681	1,665	-	-	-	-	-	-	-	-	-
Attorneys													
Level II	1,144	-	1,092	-	-	-	-	-	-	-	-	-	-
Level III	1,533	-	1,497	1,486	-	-	-	-	-	1,504	-	-	-
Level IV	1,790	-	1,763	1,766	-	-	-	-	-	1,762	-	-	-
Level V	2,171	-	2,132	2,177	-	-	-	-	-	2,100	-	-	-
Level VI	2,750	-	-	-	-	-	-	-	-	-	-	-	-
Engineers													
Level I	679	-	677	670	-	656	702	669	664	723	-	-	738
Level II	797	744	796	791	737	788	807	796	795	830	-	-	-
Level III	941	942	940	937	891	949	945	924	947	956	930	-	987
Level IV	1,152	1,155	1,147	1,143	1,103	1,135	1,169	1,130	1,138	1,173	1,142	-	1,173
Level V	1,400	-	1,392	1,390	1,281	1,406	1,425	1,368	1,355	1,401	1,412	-	1,375
Level VI	1,664	-	1,653	1,651	-	1,744	1,684	1,570	1,630	1,683	-	-	-
Level VII	1,983	-	1,972	1,966	-	2,067	2,089	1,846	1,882	-	-	-	-
Level VIII	2,354	-	2,348	2,345	-	-	-	-	-	-	-	-	-
Administrative Occupations													
Budget Analysts													
Level II	666	-	659	-	-	-	-	-	-	-	-	-	-
Level III	842	-	835	831	-	-	-	-	-	842	-	-	-
Level IV	941	-	923	-	-	-	-	-	-	-	-	-	-
Buyers/Contracting Specialists													
Level I	526	-	525	524	-	503	549	571	532	528	-	-	580
Level II	653	661	651	646	630	641	653	678	683	667	649	638	711
Level III	880	-	878	872	846	858	904	869	861	909	884	-	924
Level IV	1,069	-	1,055	1,040	-	966	1,056	1,058	1,040	1,131	-	-	1,152
Computer Programmers													
Level I	546	-	540	533	-	-	-	-	-	549	-	-	-
Level II	651	-	650	648	-	710	624	682	671	652	-	639	710
Level III	783	-	777	781	-	805	785	807	796	773	-	749	807
Level IV	921	-	920	906	-	-	-	-	-	-	-	-	-

See note at end of table.

Table D-1. Average weekly pay in goods-producing industries, professional and administrative occupations, United States, November 1995 — Continued

Occupation and level	All goods-producing	Construction	Manufacturing										
			All manufacturing	Durable goods						Nondurable goods			
				All durable goods	Fabricated metal products	Industrial and commercial machinery	Electronic equipment	Transportation equipment	Measuring instruments	All nondurable goods	Food and kindred products	Printing and publishing	Chemicals and allied products
Computer Systems Analysts													
Level I	$772	-	$766	$761	-	$722	$753	$805	$790	$776	-	$749	$824
Level II	943	-	938	925	$889	902	940	932	913	957	$940	927	989
Level III	1,140	-	1,135	1,119	-	1,116	1,122	1,150	1,068	1,160	-	1,111	1,185
Level IV	1,332	-	1,322	1,293	-	1,245	-	-	-	1,370	-	-	-
Level V	1,535	-	-	-	-	-	-	-	-	-	-	-	-
Computer Systems Analyst Supervisors/Managers													
Level I	1,265	-	1,259	1,251	-	-	-	-	-	1,266	-	-	-
Level II	1,471	-	1,464	1,442	-	-	-	-	-	1,485	-	-	-
Level III	1,658	-	1,609	1,632	-	-	-	-	-	-	-	-	-
Personnel Specialists													
Level I	536	-	531	521	-	-	-	-	-	558	-	-	-
Level II	611	-	609	630	629	587	659	692	658	588	567	606	698
Level III	803	$803	801	816	795	796	827	886	813	779	762	746	858
Level IV	1,040	-	1,034	1,027	993	1,010	1,032	1,066	1,069	1,045	989	1,027	1,101
Level V	1,392	-	1,387	1,352	-	1,242	1,391	1,385	1,370	1,452	-	-	1,444
Level VI	1,787	-	1,781	-	-	-	-	-	-	-	-	-	-
Personnel Supervisors/Managers													
Level I	1,204	-	1,198	1,193	-	-	-	1,197	-	-	-	-	-
Level II	1,486	-	1,487	1,494	-	-	-	1,510	-	1,469	-	-	-
Level III	1,765	-	1,752	1,704	-	-	-	-	-	1,813	-	-	-
Level IV	2,182	-	2,171	-	-	-	-	-	-	-	-	-	-

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

Table D-2. Average weekly pay in goods-producing industries, technical occupations, United States, November 1995

Occupation and level	All goods-producing	Construction	Manufacturing										
			All manufacturing	Durable goods						Nondurable goods			
				All durable goods	Fabricated metal products	Industrial and commercial machinery	Electronic equipment	Transportation equipment	Measuring instruments	All nondurable goods	Food and kindred products	Printing and publishing	Chemicals and allied products
Technical Occupations													
Computer Operators													
Level I	$336	-	$336	$347	-	-	-	-	-	-	-	-	-
Level II	438	-	438	441	-	$442	$439	-	$429	$436	$469	$427	$474
Level III	570	-	570	565	-	562	585	$582	570	576	545	574	618
Level IV	708	-	706	714	-	-	-	-	-	696	-	-	-
Drafters													
Level I	378	-	379	381	-	-	-	-	-	-	-	-	-
Level II	482	$489	479	478	$476	468	480	494	471	506	-	-	-
Level III	600	644	594	589	581	584	613	601	624	660	-	-	-
Level IV	809	-	809	805	-	-	791	-	794	886	-	-	-
Engineering Technicians													
Level I	393	-	393	391	-	-	419	-	-	-	-	-	-
Level II	510	-	510	509	-	502	500	525	541	-	-	-	-
Level III	636	-	635	635	602	606	654	661	627	644	-	-	-
Level IV	761	-	760	760	745	748	766	776	730	767	-	-	-
Level V	865	-	861	857	-	834	886	910	808	930	-	-	-
Level VI	1,019	-	1,017	1,019	-	-	-	-	-	-	-	-	-
Engineering Technicians, Civil													
Level IV	772	-	-	-	-	-	-	-	-	-	-	-	-

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

Table D-3. Average weekly pay in goods-producing industries, clerical occupations, United States, November 1995

Occupation and level	All goods-producing	Construction	Manufacturing										
			All manufacturing	Durable goods						Nondurable goods			
				All durable goods	Fabricated metal products	Industrial and commercial machinery	Electronic equipment	Transportation equipment	Measuring instruments	All nondurable goods	Food and kindred products	Printing and publishing	Chemicals and allied products
Clerks, Accounting													
Level I	$303	-	$302	$293	-	-	-	-	-	$318	-	-	-
Level II	368	$377	367	363	$367	$362	$379	$356	$371	372	$362	$375	$405
Level III	463	457	460	460	444	454	468	457	471	461	446	440	531
Level IV	559	-	555	558	-	545	559	599	578	553	531	525	605
Clerks, General													
Level I	279	-	278	-	-	-	-	-	-	-	-	-	-
Level II	322	302	323	338	-	340	365	342	333	313	314	316	-
Level III	439	383	443	469	397	405	578	524	427	408	374	428	-
Level IV	526	-	526	546	-	-	-	591	-	490	-	-	-
Clerks, Order													
Level I	363	-	363	350	-	-	-	-	-	378	358	-	-
Level II	458	-	458	453	-	-	-	-	-	464	-	-	-
Key Entry Operators													
Level I	338	-	337	333	-	332	-	-	-	341	348	347	-
Level II	420	-	419	417	-	-	421	-	462	421	420	398	-
Personnel Assistants													
Level I	305	-	305	300	-	-	-	-	-	-	-	-	-
Level II	392	-	392	403	-	-	419	-	-	375	348	-	-
Level III	494	-	488	492	-	480	482	510	-	483	439	-	-
Level IV	573	-	571	567	-	-	-	-	-	575	-	-	-
Secretaries													
Level I	431	-	430	446	-	400	-	483	445	407	374	-	-
Level II	499	-	497	502	-	-	458	493	509	489	470	490	505
Level III	569	578	567	569	494	538	578	603	580	563	527	544	591
Level IV	672	652	670	669	-	658	687	672	688	671	640	677	684
Level V	804	-	800	802	-	-	-	848	760	797	-	-	-
Switchboard Operator-Receptionists	347	346	347	342	345	348	337	336	372	353	354	359	394
Word Processors													
Level I	347	-	344	349	-	-	-	-	-	-	-	-	-
Level II	456	-	460	452	-	-	-	-	-	471	-	-	-
Level III	617	-	621	630	-	-	-	-	-	-	-	-	-

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

Table D-4. Average hourly pay in goods-producing industries, maintenance and toolroom occupations, United States, November 1995

Occupation and level	All goods-producing	Construction	Manufacturing										
			All manufacturing	Durable goods						Nondurable goods			
				All durable goods	Fabricated metal products	Industrial and commercial machinery	Electronic equipment	Transportation equipment	Measuring instruments	All nondurable goods	Food and kindred products	Printing and publishing	Chemicals and allied products
General Maintenance Workers	$10.09	-	$10.09	$10.56	$12.01	$10.36	$10.48	$10.71	$10.94	$9.65	$9.46	$10.98	$10.49
Maintenance Electricians	18.47	-	18.44	18.82	17.60	17.53	-	21.08	18.45	17.13	15.80	19.92	19.05
Maintenance Electronics Technicians													
Level I	11.50	-	11.49	11.29	-	-	-	-	-	-	-	-	-
Level II	17.26	-	17.20	16.09	-	15.89	-	16.66	15.74	-	15.86	17.82	-
Level III	19.61	-	19.59	20.05	-	-	-	-	-	18.28	-	-	-
Maintenance Machinists	16.46	-	16.48	15.76	14.66	14.32	15.99	20.02	16.20	17.80	18.22	20.55	18.45
Maintenance Mechanics, Machinery	16.09	-	16.08	16.70	15.44	16.29	16.20	19.70	15.94	15.16	14.48	15.62	16.90
Maintenance Mechanics, Motor Vehicle	15.80	$14.49	15.65	16.49	-	-	-	19.89	-	14.51	13.78	-	-
Maintenance Pipefitters	20.24	-	20.45	20.89	-	-	-	21.41	-	19.13	-	-	-
Tool and Die Makers	18.75	-	18.75	18.93	17.01	16.92	19.15	21.23	18.50	16.67	-	-	-

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

Table D-5. Average hourly pay in goods-producing industries, material movement and custodial occupations, United States, November 1995

Occupation and level	All goods-producing	Construction	Manufacturing										
			All manufacturing	Durable goods						Nondurable goods			
				All durable goods	Fabricated metal products	Industrial and commercial machinery	Electronic equipment	Transportation equipment	Measuring instruments	All nondurable goods	Food and kindred products	Printing and publishing	Chemicals and allied products
Forklift Operators	$11.19	-	$11.19	$11.58	$11.25	$10.84	$11.50	$15.46	-	$10.65	$11.01	$11.00	$12.18
Guards													
Level I	8.98	-	8.99	9.26	-	-	8.95	9.48	$11.56	8.74	7.77	10.66	10.35
Level II	13.99	-	13.99	14.12	-	-	-	-	-	13.73	-	-	-
Janitors	10.25	$8.78	10.25	11.26	8.89	8.77	11.35	15.14	10.24	8.62	9.51	9.23	10.32
Material Handling Laborers	-	-	-	10.40	-	-	11.29	12.00	-	7.67	-	-	-
Shipping/Receiving Clerks	10.42	-	10.41	10.37	10.41	10.45	10.69	11.70	10.19	10.47	10.56	10.56	12.30
Truckdrivers													
Light Truck	9.68	8.98	9.82	10.31	-	-	-	-	-	9.30	-	8.75	-
Medium Truck	12.43	9.23	12.76	10.47	-	-	-	-	-	13.79	12.62	16.26	-
Heavy Truck	13.65	11.24	14.09	12.71	-	-	-	-	-	17.38	13.82	-	-
Tractor Trailer	12.74	14.01	12.71	12.89	-	-	-	17.83	-	12.64	12.84	-	-

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

Table E-1. Average weekly pay in service-producing industries, professional and administrative occupations, United States, November 1995

Occupation and level	All service-producing	Transportation and public utilities		Wholesale trade	Retail trade	Finance, insurance, and real estate			Services				
		All	Communi-cations			All	Depository institutions	Insurance carriers	All	Business services	Health services	Education-al services	Engineer-ing and manage-ment services
Professional Occupations													
Accountants													
Level I	$497	$537	-	$491	$498	$503	$490	$527	$479	$501	$500	$463	$493
Level II	605	621	$611	596	594	620	586	631	593	602	594	586	625
Level III	789	825	790	808	780	792	738	788	770	805	737	761	806
Level IV	1,016	1,048	979	1,017	1,007	1,019	989	993	999	997	983	948	1,048
Level V	1,385	1,318	-	1,404	1,385	1,448	1,269	1,347	1,332	1,321	1,356	-	1,324
Level VI	1,698	1,788	-	-	-	-	-	-	-	-	-	-	-
Accountants, Public													
Level I	583	-	-	-	-	-	-	-	583	-	-	-	583
Level II	626	-	-	-	-	-	-	-	626	-	-	-	626
Level III	728	-	-	-	-	-	-	-	728	-	-	-	728
Level IV	967	-	-	-	-	-	-	-	967	-	-	-	967
Attorneys													
Level I	814	-	-	-	-	846	-	805	-	-	-	-	-
Level II	1,073	1,146	-	-	-	1,092	-	1,081	975	-	-	-	-
Level III	1,362	1,393	-	-	-	1,371	1,367	1,338	1,345	-	1,299	-	-
Level IV	1,741	1,767	-	-	-	1,694	1,688	1,610	1,864	-	-	-	1,864
Level V	2,135	2,128	-	-	-	2,134	2,131	2,019	2,270	-	-	-	-
Level VI	2,602	-	-	-	-	-	-	-	-	-	-	-	-
Engineers													
Level I	644	712	-	-	-	-	-	-	638	-	-	-	637
Level II	782	843	-	-	-	-	-	-	763	-	-	-	759
Level III	949	1,003	964	930	-	-	-	-	926	975	-	-	920
Level IV	1,163	1,188	1,169	1,145	-	-	-	-	1,150	1,176	-	-	1,146
Level V	1,388	1,384	-	-	-	-	-	-	1,388	1,389	-	-	1,388
Level VI	1,610	1,628	-	-	-	-	-	-	1,610	-	-	-	1,601
Level VII	1,843	-	-	-	-	-	-	-	1,838	-	-	-	1,831
Level VIII	2,245	-	-	-	-	-	-	-	-	-	-	-	-
Administrative Occupations													
Budget Analysts													
Level I	514	-	-	-	-	-	-	-	-	-	-	-	-
Level II	638	-	-	-	-	-	-	-	625	-	653	-	-
Level III	816	875	-	-	-	821	-	-	790	-	767	-	-
Level IV	912	1,023	-	-	-	-	-	-	852	-	-	-	-
Buyers/Contracting Specialists													
Level I	508	-	-	-	-	532	-	-	498	-	489	-	509
Level II	652	691	-	642	-	679	637	682	641	662	627	624	663
Level III	888	927	-	-	-	847	-	-	861	903	835	-	842
Level IV	1,085	1,085	-	-	-	-	-	-	1,085	-	-	-	1,085

See note at end of table.

Table E-1. Average weekly pay in service-producing industries, professional and administrative occupations, United States, November 1995 — Continued

Occupation and level	All service-producing	Transportation and public utilities		Wholesale trade	Retail trade	Finance, insurance, and real estate			Services				
		All	Communi-cations			All	Depository institutions	Insurance carriers	All	Business services	Health services	Education-al services	Engineer-ing and manage-ment services
Computer Programmers													
Level I	$536	$572	-	-	-	$528	$531	$527	$549	$538	$535	-	-
Level II	628	659	-	$616	$602	624	627	614	629	624	613	$596	$674
Level III	777	790	-	779	753	785	767	729	773	771	760	715	814
Level IV	926	-	-	941	-	906	-	-	938	937	935	-	-
Level V	1,105	-	-	-	-	-	-	-	1,116	-	-	-	-
Computer Systems Analysts													
Level I	772	826	-	766	738	752	749	743	778	788	756	716	772
Level II	924	989	$979	936	900	916	899	910	910	912	908	870	909
Level III	1,084	1,157	-	1,110	1,060	1,071	1,100	1,055	1,076	1,072	1,074	1,065	1,098
Level IV	1,285	-	-	-	-	1,287	-	1,286	1,267	1,265	-	-	1,276
Level V	1,496	-	-	-	-	-	-	-	-	-	-	-	-
Computer Systems Analyst Supervisors/Managers													
Level I	1,173	1,225	-	-	-	1,171	-	1,170	1,145	1,112	1,258	-	-
Level II	1,377	1,496	-	-	-	1,379	-	1,367	1,342	1,337	-	-	-
Level III	1,637	-	-	-	-	1,665	-	-	1,584	-	-	-	-
Personnel Specialists													
Level I	494	494	-	-	-	500	479	-	486	-	487	-	-
Level II	592	642	655	603	566	603	588	604	584	614	576	573	612
Level III	774	843	834	771	785	769	733	802	760	811	735	737	787
Level IV	1,027	1,073	1,040	1,046	1,030	999	1,003	1,007	1,022	1,041	985	972	1,097
Level V	1,311	1,342	-	1,308	-	1,265	1,276	1,239	1,327	1,334	1,324	-	1,335
Level VI	1,745	-	-	-	-	-	-	-	-	-	-	-	-
Personnel Supervisors/Managers													
Level I	1,137	-	-	-	-	-	-	-	1,128	-	1,103	-	-
Level II	1,452	1,457	-	-	-	1,453	1,373	1,398	1,413	-	1,426	-	-
Level III	1,807	1,905	-	-	-	1,822	-	-	1,735	-	-	-	-
Level IV	2,283	-	-	-	-	-	-	-	-	-	-	-	-

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

Table E-2. Average weekly pay in service-producing industries, technical and protective service occupations, United States, November 1995

Occupation and level	All service-producing	Transportation and public utilities		Wholesale trade	Retail trade	Finance, insurance, and real estate			Services				
		All	Communi-cations			All	Depository institutions	Insurance carriers	All	Business services	Health services	Education-al services	Engineer-ing and manage-ment services
Technical Occupations													
Computer Operators													
Level I	$350	-	-	-	-	$349	$348	-	$350	$356	-	-	-
Level II	436	$488	$502	$430	$435	434	408	$463	432	442	$430	$428	$411
Level III	563	631	639	571	554	549	531	552	546	545	535	511	580
Level IV	668	719	-	-	-	656	-	663	664	662	-	-	-
Drafters													
Level I	453	518	-	-	-	-	-	-	408	-	-	-	408
Level II	507	596	606	-	-	-	-	-	474	-	-	-	471
Level III	653	729	-	-	-	-	-	-	634	-	-	-	634
Level IV	774	812	-	-	-	-	-	-	766	-	-	-	766
Engineering Technicians													
Level I	390	-	-	-	-	-	-	-	-	-	-	-	-
Level II	524	-	-	-	-	-	-	-	501	-	-	-	481
Level III	641	696	-	-	-	-	-	-	619	-	-	-	617
Level IV	787	832	-	-	-	-	-	-	768	-	-	-	770
Level V	941	943	-	-	-	-	-	-	945	-	-	-	948
Level VI	1,130	-	-	-	-	-	-	-	1,117	-	-	-	1,119
Engineering Technicians, Civil													
Level II	440	-	-	-	-	-	-	-	434	-	-	-	434
Level III	575	-	-	-	-	-	-	-	571	-	-	-	571
Level IV	740	-	-	-	-	-	-	-	736	-	-	-	736
Level V	929	-	-	-	-	-	-	-	937	-	-	-	937
Protective Service Occupations													
Police Officers													
Level I	558	-	-	-	-	-	-	-	558	-	-	540	-

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

Table E-3. Average weekly pay in service-producing industries, clerical occupations, United States, November 1995

Occupation and level	All service-producing	Transportation and public utilities		Wholesale trade	Retail trade	Finance, insurance, and real estate			Services				
		All	Communi-cations			All	Depository institutions	Insurance carriers	All	Business services	Health services	Education-al services	Engineer-ing and manage-ment services
Clerks, Accounting													
Level I	$314	$361	-	$299	$298	$306	$299	-	$302	-	$297	-	-
Level II	365	386	$440	368	347	367	347	$370	365	$395	354	$351	$379
Level III	444	481	490	433	421	442	409	470	448	460	445	416	471
Level IV	530	589	-	550	517	493	467	509	533	545	518	509	538
Clerks, General													
Level I	266	-	-	-	-	286	288	281	251	-	273	-	275
Level II	320	351	413	328	301	324	316	325	314	294	321	317	332
Level III	410	484	518	398	384	383	363	387	399	385	409	379	420
Level IV	494	570	576	-	475	460	441	456	465	482	453	-	515
Clerks, Order													
Level I	322	-	-	352	-	-	-	-	-	-	-	-	-
Level II	475	-	-	459	-	-	-	-	-	-	-	-	-
Key Entry Operators													
Level I	325	371	-	343	308	328	309	338	315	314	330	324	307
Level II	400	-	-	408	411	406	357	420	391	386	389	362	399
Personnel Assistants													
Level I	322	-	-	-	-	-	-	-	314	-	310	-	-
Level II	389	388	-	-	383	405	394	453	384	431	376	380	404
Level III	475	517	-	-	485	460	454	488	472	437	450	479	506
Level IV	555	-	-	-	-	549	-	-	550	-	528	-	-
Secretaries													
Level I	380	416	396	389	379	396	365	415	369	413	371	344	431
Level II	475	506	496	480	468	494	453	514	459	451	467	424	496
Level III	544	571	568	554	524	541	512	535	541	562	529	504	568
Level IV	653	682	678	638	632	649	642	635	655	668	628	601	712
Level V	796	833	-	829	-	788	762	781	789	819	713	-	824
Switchboard Operator-Receptionists	348	344	344	342	317	374	337	413	350	364	326	330	391
Word Processors													
Level I	385	-	-	-	-	388	353	393	372	-	-	-	383
Level II	490	-	-	-	-	451	400	444	505	493	449	-	486
Level III	632	-	-	-	-	566	-	-	647	-	-	-	591

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

Table E-4. Average hourly pay in service-producing industries, maintenance and toolroom occupations, United States, November 1995

Occupation and level	All service-producing	Transportation and public utilities		Wholesale trade	Retail trade	Finance, insurance, and real estate			Services				
		All	Communi-cations			All	Depository institutions	Insurance carriers	All	Business services	Health services	Education-al services	Engineer-ing and manage-ment services
General Maintenance Workers	$9.81	$11.07	$11.02	$10.70	$10.00	$9.47	$10.10	$9.97	$9.76	-	$10.01	$10.62	$12.01
Maintenance Electricians	18.30	20.16	-	-	-	18.61	-	-	16.68	-	15.79	16.09	18.12
Maintenance Electronics Technicians													
Level I	12.02	12.77	12.55	-	-	-	-	-	11.31	-	11.93	-	-
Level II	18.33	19.05	19.00	-	-	-	-	-	15.58	$15.00	16.31	-	14.52
Level III	20.74	20.95	20.56	-	-	-	-	-	18.85	-	19.54	-	-
Maintenance Machinists	17.42	17.33	-	-	-	-	-	-	-	-	-	-	-
Maintenance Mechanics, Machinery	18.78	20.64	-	14.53	-	-	-	-	17.52	-	16.37	-	-
Maintenance Mechanics, Motor Vehicle	15.89	16.65	18.71	14.49	16.08	-	-	-	14.05	-	-	13.85	-
Maintenance Pipefitters	18.50	-	-	-	-	-	-	-	18.76	-	-	-	-

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

Table E-5. Average hourly pay in service-producing industries, material movement and custodial occupations, United States, November 1995

Occupation and level	All service-producing	Transportation and public utilities		Wholesale trade	Retail trade	Finance, insurance, and real estate			Services				
		All	Communi-cations			All	Depository institutions	Insurance carriers	All	Business services	Health services	Education-al services	Engineer-ing and manage-ment services
Forklift Operators	$11.54	$11.04	-	$11.52	$12.53	-	-	-	$9.18	-	-	-	-
Guards													
Level I	6.78	9.76	-	8.07	8.49	$8.24	$9.61	-	6.68	$6.35	$8.67	$9.96	-
Level II	11.47	-	-	-	-	10.46	-	-	11.34	11.82	11.42	10.79	-
Janitors	6.85	10.47	$11.19	8.49	7.27	9.50	7.51	-	6.65	6.11	7.26	8.49	$9.54
Material Handling Laborers	9.07	-	-	8.30	7.87	-	-	-	7.62	-	9.21	-	-
Shipping/Receiving Clerks	10.00	8.36	-	10.62	9.92	9.63	-	-	9.50	9.97	9.23	-	10.43
Truckdrivers													
Light Truck	8.27	9.14	-	7.75	7.17	10.12	-	-	8.86	8.39	8.73	-	-
Medium Truck	15.15	17.21	-	11.26	9.23	-	-	-	10.45	-	13.13	-	-
Heavy Truck	12.65	12.71	-	11.98	-	-	-	-	9.93	-	-	-	-
Tractor Trailer	14.44	14.91	-	13.51	14.40	-	-	-	12.94	-	-	-	-

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

Table F-1. Pay relatives for occupational groups, all industries, selected areas, 1995

(For each occupational group, average pay level for all industries in the United States = 100)

State and area	Occupational group												
	Professional			Administrative			Technical	Protective service	Clerical		Maintenance	Material movement	Janitors
	Overall	Accountants	Engineers	Overall	Programmers	Systems analysts			Overall	Secretaries			
Alabama													
Huntsville	95	96	95	92	96	91	96	75	93	90	91	85	76
Arizona													
Apache County	–	–	–	–	–	–	–	–	–	–	–	–	98
Phoenix	98	98	98	96	–	97	97	–	87	87	96	101	80
Arkansas													
Little Rock–North Little Rock	–	–	–	–	–	–	–	–	90	83	85	–	70
California													
Anaheim–Santa Ana	106	106	105	106	107	105	105	151	111	111	109	100	87
Los Angeles–Long Beach	103	106	102	106	–	107	108	137	113	115	–	–	98
Oakland	111	113	111	112	–	113	112	139	117	113	116	121	128
Riverside–San Bernardino	99	106	98	101	–	101	–	131	104	104	103	101	111
Sacramento	95	99	94	102	101	100	108	–	108	104	107	108	120
San Diego	96	102	94	100	–	101	98	123	101	103	103	98	97
San Francisco	109	113	108	113	112	113	110	145	120	119	–	–	146
Santa Barbara–Santa Maria–Lompac	104	104	104	–	–	94	107	123	106	105	102	–	106
Colorado													
Denver	103	100	103	98	103	96	101	108	97	98	101	108	92
Connecticut													
Danbury	–	–	–	–	–	102	–	–	105	107	–	–	109
New London–Norwich	–	103	–	–	–	–	–	–	–	–	–	–	116
Delaware													
Wilmington	–	–	–	–	–	–	111	–	106	107	110	114	100
District of Columbia													
Washington	101	104	100	102	105	100	103	106	109	110	107	110	93
Florida													
Miami–Hialeah	101	101	100	101	101	102	–	113	94	96	92	87	78
Tampa–St. Petersburg–Clearwater	99	97	99	101	106	100	96	92	89	93	86	87	78
West Palm Beach	–	103	–	–	–	–	–	105	95	93	83	–	89
Georgia													
Atlanta	95	99	93	98	97	98	101	77	101	99	95	–	80
Decatur	–	–	–	–	–	–	–	–	–	–	–	–	76
Idaho													
Bannock County	–	99	–	–	–	–	–	–	–	–	–	–	85

See footnotes at end of table.

Table F-1. Pay relatives for occupational groups, all industries, selected areas, 1995 — Continued

(For each occupational group, average pay level for all industries in the United States = 100)

State and area	Occupational group												
	Professional			Administrative			Technical	Protective service	Clerical		Maintenance	Material movement	Janitors
	Overall	Accountants	Engineers	Overall	Programmers	Systems analysts			Overall	Secretaries			
Illinois													
Chicago	103	104	103	105	106	106	103	124	107	110	113	118	106
Vermilion County	–	93	–	–	–	–	–	92	94	–	–	–	85
Indiana													
Elkhart-Goshen	–	–	–	–	–	–	–	–	93	96	88	90	104
Gary–Hammond	–	–	–	–	–	98	–	–	101	103	105	103	109
Indianapolis	97	96	97	95	–	95	99	87	95	96	103	109	93
Iowa													
Carroll County	–	–	–	–	–	–	–	–	–	–	–	–	91
Davenport–Rock Island–Moline	–	–	–	–	–	–	–	–	101	–	99	103	105
Kentucky													
Louisville	–	–	–	–	–	90	–	–	94	98	93	93	86
Louisiana													
New Orleans	103	95	105	97	–	98	102	–	89	92	90	84	67
Maryland													
Baltimore	98	97	98	97	–	96	99	97	98	96	97	105	91
Cumberland	–	–	–	–	–	–	–	86	92	91	–	–	109
Massachusetts													
Boston	100	100	100	102	101	101	103	110	107	106	106	114	109
Springfield	–	98	–	–	–	–	–	–	–	95	–	–	122
Michigan													
Detroit	103	104	103	103	103	101	107	–	107	111	111	126	122
Upper Peninsula[1]	–	–	–	–	–	–	–	–	102	101	89	96	124
Minnesota													
Minneapolis–St. Paul	99	100	98	100	99	101	100	112	104	99	105	112	108
Missouri													
Kansas City	95	98	94	100	–	101	99	85	96	95	101	108	96
St. Louis	93	97	90	98	94	98	98	94	96	96	100	118	89
Nebraska													
Scotts Bluff County	–	–	–	–	–	–	–	69	–	–	–	–	88
New Jersey													
Bergen–Passaic	103	106	102	–	109	–	–	169	109	111	107	111	99
New York													
Nassau-Suffolk	101	105	100	106	107	105	105	151	110	110	110	130	146
New York	103	108	102	109	115	107	–	123	115	119	120	121	159
Rochester	–	–	–	–	94	95	–	–	106	106	104	111	105
North Carolina													
Charlotte–Gastonia–Rock Hill	98	98	98	97	96	93	–	81	98	100	86	84	84

See footnotes at end of table.

Table F-1. Pay relatives for occupational groups, all industries, selected areas, 1995 — Continued

(For each occupational group, average pay level for all industries in the United States = 100)

State and area	Occupational group												
	Professional			Administrative			Technical	Protective service	Clerical		Maintenance	Material movement	Janitors
	Overall	Accountants	Engineers	Overall	Programmers	Systems analysts			Overall	Secretaries			
North Dakota													
Ward	–	–	–	–	–	–	–	–	–	–	–	–	94
Ohio													
Cincinnati	96	95	97	105	–	109	98	97	98	97	101	–	94
Cleveland	95	97	95	97	96	95	94	97	98	101	105	103	94
Columbus	100	96	102	99	102	98	–	103	100	100	94	–	104
Dayton–Springfield	96	100	96	97	95	96	97	101	95	98	103	105	100
Gallia County	–	–	–	–	–	–	–	–	–	91	–	–	99
Mercer County	–	–	–	–	–	–	–	–	–	–	–	–	115
Oregon													
Portland	100	100	100	99	–	96	97	127	99	99	99	108	105
Pennsylvania													
Philadelphia	102	100	103	101	104	100	101	107	103	101	100	109	116
Pittsburgh	97	99	95	96	93	95	103	104	96	95	96	111	104
Reading	95	92	95	–	–	–	–	–	98	94	98	–	124
Tennessee													
Memphis	98	100	97	98	101	97	–	80	93	94	97	–	71
Texas													
Corpus Christi	99	90	101	96	–	98	–	86	81	86	92	–	75
Dallas–Fort Worth	99	99	98	99	100	100	94	90	100	102	96	91	74
Houston	108	108	107	109	111	111	110	87	103	106	101	–	67
Panola County	–	–	–	–	–	–	–	–	–	–	–	–	69
Utah													
Salt Lake City–Ogden	95	96	95	98	100	99	92	87	89	92	93	96	85
Vermont													
Burlington	–	96	–	–	–	–	–	–	–	87	83	–	104
Virginia													
Richmond–Petersburg	101	100	101	99	–	99	–	91	98	96	106	94	78
Washington													
Seattle–Tacoma–Bremerton	–	99	–	97	–	95	–	122	102	100	114	–	117
West Virginia													
Parkersburg–Marietta	–	100	100	–	–	–	–	–	88	93	88	–	82
Wisconsin													
Milwaukee	95	96	93	97	100	96	98	101	99	100	105	–	100
Wyoming													
Sweetwater County	102	112	100	–	–	–	–	–	–	–	120	–	125

[1] The limited industry scope for this survey excluded mining, construction, and selected service-producing industries. In addition, programmers and systems analysts were the only professional and administrative occupations studied in all industries. See Appendix table A-4 for more details.

NOTE: Dashes indicate no data or that data did not meet publication criteria. Areas do not appear on this table if they had no publishable data for these occupational groups or for this level of industry detail.

Table F-2. Pay relatives for occupational groups, private industry, selected areas, 1995

(For each occupational group, average pay level for private industry in the United States = 100)

State and area	Occupational group												
	Professional			Administrative			Technical	Protective service	Clerical		Maintenance	Material movement	Janitors
	Overall	Accountants	Engineers	Overall	Programmers	Systems analysts			Overall	Secretaries			
Alaska													
Statewide Alaska [1]	–	–	–	–	–	–	–	–	108	104	–	–	112
Alabama													
Huntsville	95	96	94	92	96	91	97	–	95	91	92	–	76
Arizona													
Apache County	–	–	–	–	–	–	–	–	–	–	–	–	103
Phoenix	98	99	98	99	–	101	96	–	92	91	96	101	79
Arkansas													
Fort Smith[1]	–	–	–	–	–	–	–	–	–	81	83	–	111
Little Rock–North Little Rock	–	–	–	–	–	–	–	–	96	97	84	–	73
California													
Anaheim–Santa Ana	104	103	104	105	106	104	105	–	109	108	106	100	87
Bakersfield [1]	–	–	–	–	–	–	–	–	97	92	98	–	96
Los Angeles–Long Beach	101	104	100	105	–	107	105	–	108	109	105	–	95
Oakland	109	111	109	112	–	113	108	178	115	107	113	121	127
Riverside–San Bernardino	96	103	95	–	–	96	–	–	103	102	103	101	98
Sacramento	96	98	96	100	101	96	–	–	102	100	102	107	111
San Diego	95	102	94	99	–	101	98	–	100	99	104	97	91
San Francisco	108	111	107	111	109	113	–	–	117	111	–	–	150
Santa Barbara–Santa Maria–Lompac	103	102	103	–	–	–	107	–	101	99	103	–	94
Stockton–Lodi[1]	–	–	–	–	–	–	–	–	99	99	100	–	109
Colorado													
Denver	102	100	103	98	103	96	101	–	98	95	101	–	92
Connecticut													
Danbury	–	–	–	–	–	101	–	–	105	106	–	–	100
New London–Norwich	–	103	–	–	–	–	–	–	–	–	–	–	119
Delaware													
Wilmington	–	–	–	–	–	–	112	–	108	108	112	114	99
District of Columbia													
Washington	100	103	100	101	105	99	103	–	110	108	–	110	94
Florida													
Daytona Beach[1]	–	–	–	–	–	–	–	–	–	–	79	–	90
Fort Lauderdale–Hollywood[1]	–	–	–	–	–	101	–	–	97	94	91	101	–
Jacksonville[1]	–	–	–	–	–	–	–	–	92	93	98	91	76
Melbourne–Titusville–Palm Bay[1]	–	–	–	–	–	–	–	–	92	89	–	–	146
Miami–Hialeah	103	99	104	100	–	100	–	–	94	92	93	86	77
Tampa–St. Petersburg–Clearwater	99	98	99	101	107	100	97	–	90	91	87	86	76
West Palm Beach	–	105	–	–	–	–	–	–	94	91	–	–	95
Georgia													
Atlanta	95	98	94	98	98	98	102	–	104	102	97	–	82
Macon–Warner Robins[1]	–	–	–	–	–	–	–	–	–	99	97	–	73

See footnotes at end of table.

Table F-2. Pay relatives for occupational groups, private industry, selected areas, 1995 — Continued

(For each occupational group, average pay level for private industry in the United States = 100)

State and area	Occupational group												
	Professional			Administrative			Technical	Protective service	Clerical		Maintenance	Material movement	Janitors
	Overall	Accountants	Engineers	Overall	Programmers	Systems analysts			Overall	Secretaries			
Idaho													
Bannock County	–	–	–	–	–	–	–	–	–	–	–	–	82
Illinois													
Chicago	102	103	102	105	106	105	103	–	106	107	109	116	102
Joliet	110	–	109	–	–	–	–	–	98	97	109	–	117
Peoria–Pekin[1]	–	–	–	–	–	–	–	–	–	–	–	86	79
Vermilion County	–	93	–	–	–	–	–	–	–	–	–	–	–
Indiana													
Elkhart-Goshen	–	–	–	–	–	–	–	–	93	–	88	90	103
Gary–Hammond	–	–	–	–	–	98	–	–	103	105	106	111	110
Indianapolis	98	98	98	97	–	96	100	–	96	93	107	–	95
Kokomo–Logansport[1]	–	–	–	–	–	–	–	–	–	–	115	107	191
Iowa													
Carroll County	–	–	–	–	–	–	–	–	–	–	–	–	90
Davenport–Rock Island–Moline	–	–	–	–	–	–	–	–	102	–	99	102	93
Des Moines[1]	–	–	–	–	92	95	–	–	92	92	93	–	90
Northeastern Iowa[1]	–	–	–	–	–	95	–	–	92	–	97	–	92
Kentucky													
Evansville–Clarksville[1]	–	–	–	–	–	–	97	–	92	90	94	–	122
Louisville	–	–	–	–	–	89	–	–	96	99	95	93	88
Louisiana													
Central Louisiana[1]	–	–	–	–	–	–	–	–	86	87	78	90	79
New Orleans	104	98	106	98	–	99	105	–	97	97	95	84	71
Maine													
Statewide Maine[1]	–	–	–	–	–	96	92	–	91	89	87	88	109
Maryland													
Baltimore	98	100	98	98	–	97	99	–	103	101	99	–	86
Cumberland	–	–	–	–	–	–	–	–	–	–	–	–	108
Hagerstown–Cumberland[1]	–	–	–	–	–	–	–	–	–	–	88	95	108
Massachusetts													
Boston	99	99	99	101	100	100	103	110	108	104	104	114	112
Southeastern Massachusetts[1]	–	–	–	–	–	97	–	–	101	98	99	90	120
Michigan													
Ann Arbor[1]	–	–	–	–	–	100	–	–	–	–	118	–	124
Detroit	103	105	102	103	103	100	107	101	106	107	112	127	120
Kalamazoo–Battle Creek	–	–	–	–	–	–	–	–	101	105	109	–	112
Northern Lower Peninsula[1]	–	–	–	–	–	–	–	–	–	–	83	88	111
Saginaw–Bay City–Midland	100	106	99	–	–	–	–	–	–	–	–	–	136
Upper Peninsula[1]	–	–	–	–	–	–	–	–	89	84	86	–	114
Minnesota													
Minneapolis–St. Paul	98	98	98	99	97	100	99	–	102	97	105	111	111

See footnotes at end of table.

Table F-2. Pay relatives for occupational groups, private industry, selected areas, 1995 — Continued

(For each occupational group, average pay level for private industry in the United States = 100)

State and area	Occupational group												
	Professional			Administrative			Technical	Protective service	Clerical		Maintenance	Material movement	Janitors
	Overall	Accountants	Engineers	Overall	Programmers	Systems analysts			Overall	Secretaries			
Missouri													
Kansas City	95	98	94	100	–	100	100	–	98	95	102	108	88
St. Louis	–	97	–	97	93	98	99	–	97	94	101	119	88
Southern Missouri[1]	–	–	–	–	–	–	–	–	86	86	81	93	89
Nebraska													
Central Nebraska[1]	–	–	–	–	–	–	–	–	–	–	–	–	98
Scotts Bluff County	–	–	–	–	–	–	–	–	–	–	–	–	82
New Hampshire													
Statewide New Hampshire[1]	–	–	–	–	–	91	95	–	97	97	91	101	97
New Jersey													
Bergen–Passaic	102	105	102	–	108	–	–	–	109	107	107	111	94
Middlesex–Somerset–Hunterdon	–	–	–	–	–	102	–	–	111	110	116	110	106
Newark	–	–	–	–	–	–	–	–	–	–	–	–	138
New York													
Albany[1]	–	–	–	–	–	96	–	–	100	100	102	111	95
Nassau-Suffolk	99	102	98	104	–	102	104	–	106	103	111	129	131
New York	105	108	104	109	118	106	–	–	118	116	114	118	180
Northern New York[1]	–	–	–	–	–	–	–	–	–	–	93	–	132
Rochester	–	–	–	–	93	94	–	–	103	102	105	118	105
Utica–Rome	89	–	89	–	–	–	–	–	84	83	91	–	86
Nevada													
Las Vegas[1]	–	–	–	–	–	98	–	–	98	95	107	113	132
North Carolina													
Asheville[1]	–	–	–	–	–	–	–	–	96	95	79	–	103
Charlotte–Gastonia–Rock Hill	98	99	97	97	96	93	–	–	101	100	86	84	88
Raleigh–Durham[1]	–	–	–	–	–	98	–	–	98	96	94	94	79
Southeastern North Carolina[1]	–	–	–	–	–	–	–	–	93	89	93	72	106
North Dakota													
Statewide North Dakota[1]	–	–	–	–	–	–	–	–	87	–	98	–	89
Ohio													
Cincinnati	95	93	96	104	–	109	98	–	96	96	101	–	93
Cleveland	95	97	94	96	96	95	94	–	96	97	107	102	93
Columbus	100	96	102	97	100	96	–	–	98	98	97	–	96
Dayton–Springfield	96	100	95	97	95	96	97	–	94	94	105	106	102
Gallia County	–	–	–	–	–	–	–	–	–	–	–	–	84
Lima[1]	–	–	–	–	–	–	–	–	–	–	–	–	105
Mercer County	–	–	–	–	–	–	–	–	–	–	–	–	109
Portsmouth–Chillicothe–Gallipolis[1]	–	–	–	–	–	–	–	–	–	–	90	87	122
Oklahoma													
Tulsa[1]	–	–	–	–	–	94	103	–	96	97	97	–	78

See footnotes at end of table.

Table F-2. Pay relatives for occupational groups, private industry, selected areas, 1995 — Continued

(For each occupational group, average pay level for private industry in the United States = 100)

State and area	Occupational group												
	Professional			Administrative			Technical	Protective service	Clerical		Maintenance	Material movement	Janitors
	Overall	Accountants	Engineers	Overall	Programmers	Systems analysts			Overall	Secretaries			
Oregon													
Eugene–Springfield–Medford–Roseburg[1]	–	–	–	–	–	–	–	–	–	–	86	–	96
Portland	99	99	100	98	–	96	96	–	98	96	97	108	106
Pennsylvania													
Philadelphia	102	101	103	100	103	99	101	–	102	98	100	109	118
Pittsburgh	96	98	95	96	93	95	103	93	95	93	94	111	103
Puerto Rico													
Puerto Rico[1]	–	–	–	–	–	74	–	–	74	76	60	60	67
South Dakota													
Statewide South Dakota[1]	–	–	–	–	–	–	–	–	86	81	77	–	96
Tennessee													
Chattanooga[1]	–	–	–	–	–	–	–	–	97	95	82	89	81
Memphis	97	100	97	97	97	96	–	–	93	92	98	–	75
Northeastern Tennessee–Western Virginia[1]	–	–	–	–	–	–	–	–	–	88	83	91	101
Texas													
Austin	–	–	–	–	–	100	–	–	95	94	90	87	76
Beaumont–Port Arthur–Lake Charles [1]	–	–	–	–	–	104	–	–	106	110	100	93	67
Corpus Christi	103	93	104	–	–	99	–	–	–	92	95	–	75
Dallas–Fort Worth	98	99	98	98	100	98	94	–	103	102	98	–	75
El Paso–Las Cruces–Alamogordo [1]	–	–	–	–	–	94	–	–	85	89	–	75	75
Houston	107	108	107	110	111	111	111	–	106	107	103	–	67
Waco & Killeen–Temple[1]	–	–	–	–	–	–	–	–	91	96	86	71	86
Wichita Falls–Lawton–Altus[1]	–	–	–	–	–	–	–	–	–	–	–	–	96
Utah													
Salt Lake City–Ogden	95	97	95	98	98	99	92	–	92	91	94	97	85
Virginia													
Richmond–Petersburg	105	101	106	100	–	100	–	–	100	96	109	96	81
Southwest Virginia[1]	–	–	–	–	–	85	–	–	95	91	89	92	97
Virgin Islands													
Virgin Islands [1]	–	–	–	–	–	–	–	–	–	95	–	–	89
Washington													
Seattle–Tacoma–Bremerton	–	99	–	–	–	94	–	–	101	98	114	–	115
Spokane [1]	–	–	–	–	–	–	–	–	88	87	–	–	84
Yakima–Richland–Kennewick–Pasco[1]	–	–	–	–	–	–	–	–	94	94	102	94	154
West Virginia													
Parkersburg–Marietta	–	100	–	–	–	–	–	–	89	–	88	–	84
Wisconsin													
Eau Claire–La Crosse–Rochester[1]	–	–	–	–	–	92	–	–	84	82	93	–	103
Milwaukee	93	95	93	97	100	95	98	–	97	96	103	–	100

See footnotes at end of table.

Table F-2. Pay relatives for occupational groups, private industry, selected areas, 1995 — Continued

(For each occupational group, average pay level for private industry in the United States = 100)

State and area	Occupational group												
	Professional			Administrative			Technical	Protective service	Clerical		Maintenance	Material movement	Janitors
	Overall	Accountants	Engineers	Overall	Programmers	Systems analysts			Overall	Secretaries			
Wyoming													
Sweetwater County	–	112	–	–	–	–	–	–	–	–	–	–	144

[1] The limited industry scope for this survey excluded mining, construction, and selected service-producing industries. In addition, programmers and systems analysts were the only professional and administrative occupations studied in all industries. See Appendix table A-4 for more details.

NOTE: Dashes indicate no data or that data did not meet publication criteria. Areas do not appear on this table if they had no publishable data for these occupational groups or for this level of industry detail.

Table F-3. Pay relatives for occupational groups, State and local government, selected areas, 1995

(For each occupational group, average pay level for State and local government in United States = 100)

State and area	Occupational group												
	Professional			Administrative			Technical	Protective service	Clerical		Maintenance	Material movement	Janitors
	Overall	Accountants	Engineers	Overall	Programmers	Systems analysts			Overall	Secretaries			
Alabama													
Huntsville	–	–	98	–	–	–	–	74	88	89	85	–	71
Arizona													
Phoenix	92	92	91	93	96	89	93	99	80	83	95	103	94
Arkansas													
Little Rock–North Little Rock	–	87	–	–	79	–	–	72	–	–	73	–	63
California													
Anaheim–Santa Ana	120	125	112	115	–	112	129	149	120	125	124	–	124
Los Angeles–Long Beach	116	116	115	112	120	110	121	137	125	134	127	125	112
Oakland	123	125	122	114	–	113	130	138	122	126	138	–	129
Riverside–San Bernardino	110	112	108	106	110	107	114	130	107	111	106	93	115
Sacramento	100	104	100	107	–	107	112	124	111	111	116	110	116
San Diego	103	105	98	104	105	103	106	121	104	112	111	–	114
San Francisco	117	124	112	121	133	113	–	144	131	141	141	–	145
Santa Barbara–Santa Maria–Lompac	109	114	106	–	–	90	–	122	109	109	107	–	116
Colorado													
Denver	105	105	102	101	106	99	103	107	98	104	103	108	99
Connecticut													
Danbury	–	–	–	–	–	–	–	112	–	112	113	–	129
New London–Norwich	–	–	–	–	–	–	–	105	–	–	–	–	130
Delaware													
Wilmington	–	–	–	–	–	–	–	100	–	104	95	–	106
District of Columbia													
Washington	103	107	102	109	111	111	102	105	106	115	102	–	110
Florida													
Miami–Hialeah	105	105	94	106	103	107	–	112	–	104	93	–	82
Tampa–St. Petersburg–Clearwater	95	92	94	92	92	94	92	91	89	98	87	95	85
West Palm Beach	–	90	–	–	–	–	–	104	92	98	85	–	78
Georgia													
Atlanta	94	99	88	91	93	91	96	76	91	94	89	–	82
Decatur	–	–	–	–	–	–	–	–	–	–	–	–	61
Idaho													
Bannock County	–	–	–	–	–	–	–	–	–	–	–	–	74

See footnotes at end of table.

Table F-3. Pay relatives for occupational groups, State and local government, selected areas, 1995 — Continued

(For each occupational group, average pay level for State and local government in United States = 100)

State and area	Occupational group												
	Professional			Administrative			Technical	Protective service	Clerical		Maintenance	Material movement	Janitors
	Overall	Accountants	Engineers	Overall	Programmers	Systems analysts			Overall	Secretaries			
Illinois													
Chicago	105	108	103	103	106	102	107	123	111	118	126	136	128
Vermilion County	–	–	–	–	–	–	–	91	–	–	–	–	99
Indiana													
Elkhart-Goshen	–	–	–	–	–	–	–	–	–	–	–	–	108
Gary–Hammond	–	–	–	–	–	–	–	83	91	96	93	–	102
Indianapolis	85	83	83	83	81	86	–	86	85	91	84	77	90
Iowa													
Carroll County	–	–	–	–	–	–	–	–	–	–	–	–	91
Davenport–Rock Island–Moline	–	–	–	–	–	–	–	91	99	–	97	–	113
Kentucky													
Louisville	90	–	93	89	86	92	–	74	87	93	81	–	88
Louisiana													
New Orleans	81	72	85	–	–	–	75	–	76	81	67	–	63
Maryland													
Baltimore	95	92	99	96	106	95	95	97	94	96	93	97	105
Cumberland	–	–	–	–	–	–	–	85	90	–	85	–	97
Massachusetts													
Boston	–	–	–	–	–	105	–	109	105	110	110	–	128
Michigan													
Detroit	91	98	83	97	105	98	102	106	115	123	109	–	134
Upper Peninsula[1]	–	–	–	–	–	–	–	–	107	113	92	–	119
Minnesota													
Minneapolis–St. Paul	105	110	102	107	109	104	110	111	110	103	112	–	123
Missouri													
Kansas City	91	92	87	–	95	89	–	84	86	93	88	–	–
St. Louis	92	97	89	–	–	94	–	93	94	102	95	93	97
Nebraska													
Scotts Bluff County	–	–	–	–	–	–	–	69	–	–	–	–	84
New Jersey													
Bergen–Passaic	–	–	–	–	–	–	–	167	–	123	115	–	134
New York													
Nassau-Suffolk	118	126	117	–	126	140	123	143	126	130	119	–	154
New York	103	104	101	111	106	119	–	122	110	117	141	135	116
Rochester	103	–	107	–	–	–	–	111	109	112	99	–	101
North Carolina													
Charlotte–Gastonia–Rock Hill	–	93	94	–	–	–	–	80	91	96	83	80	79

See footnotes at end of table.

Table F-3. Pay relatives for occupational groups, State and local government, selected areas, 1995 — Continued

(For each occupational group, average pay level for State and local government in United States = 100)

State and area	Occupational group												
	Professional			Administrative			Technical	Protective service	Clerical		Maintenance	Material movement	Janitors
	Overall	Accountants	Engineers	Overall	Programmers	Systems analysts			Overall	Secretaries			
Ohio													
Cincinnati	106	110	106	104	101	–	–	97	103	100	98	–	102
Cleveland	–	–	96	98	101	97	–	97	103	107	101	110	114
Columbus	104	98	106	107	109	105	105	102	103	105	92	–	109
Dayton–Springfield	103	–	104	–	–	92	–	101	98	109	98	–	109
Gallia County	–	–	–	–	–	–	–	–	–	–	–	–	101
Mercer County	–	–	–	–	–	–	–	–	–	–	–	–	99
Oregon													
Portland	105	104	100	102	–	97	–	126	107	111	109	–	117
Pennsylvania													
Philadelphia	95	98	94	100	–	99	–	105	106	110	106	110	126
Pittsburgh	–	–	89	–	–	93	–	104	100	102	108	–	118
Tennessee													
Memphis	98	–	101	100	112	100	–	80	90	94	100	–	76
Texas													
Corpus Christi	–	86	–	–	–	–	–	85	77	84	75	–	68
Dallas–Fort Worth	89	95	83	93	95	95	96	90	87	95	84	79	78
Houston	90	94	83	93	96	89	–	87	90	96	89	68	83
Panola County	–	–	–	–	–	–	–	–	–	–	–	–	54
Utah													
Salt Lake City–Ogden	92	93	93	98	103	–	–	86	85	96	90	74	91
Virginia													
Richmond–Petersburg	92	–	89	–	–	–	–	90	–	101	88	75	74
Washington													
Seattle–Tacoma–Bremerton	101	100	99	99	–	95	–	121	106	106	118	119	119
West Virginia													
Parkersburg–Marietta	–	–	–	–	–	–	–	–	–	100	77	–	90
Wisconsin													
Milwaukee	101	103	93	103	99	103	104	100	112	118	114	–	123
Wyoming													
Sweetwater County	–	–	–	–	–	–	–	–	–	–	102	–	99

[1] The limited industry scope for this survey excluded mining, construction, and selected service-producing industries. In addition, programmers and systems analysts were the only professional and administrative occupations studied in all industries. See Appendix table A-4 for more details.

NOTE: Dashes indicate no data or that data did not meet publication criteria. Areas do not appear on this table if they had no publishable data for these occupational groups or for this level of industry detail.

Table G-1. Pay relatives for occupational groups, all industries, establishment characteristics, 1995

(For each occupational group, average pay level for all industries in the United States = 100)

Establishment characteristic	Occupational group												
	Professional			Administrative			Technical	Protective service	Clerical		Maintenance	Material movement	Janitors
	Overall	Accountants	Engineers	Overall	Programmers	Systems analysts			Overall	Secretaries			
Industry													
All industries	100	100	100	100	100	100	100	100	100	100	100	100	100
Private industry	101	101	100	100	100	100	100	–	100	102	100	100	92
Goods producing	102	103	101	102	101	103	99	–	103	106	99	96	131
Construction	–	101	–	–	–	–	–	–	–	–	–	–	112
Manufacturing	101	102	100	102	101	102	99	–	103	105	99	97	131
Durable goods	101	102	100	101	101	101	98	–	104	106	101	96	144
Nondurable goods	103	102	102	103	101	104	103	–	101	104	94	100	110
Service producing	100	99	100	100	100	100	102	–	99	100	103	101	87
Transportation and utilities	103	102	103	106	103	107	111	–	107	106	112	102	134
Wholesale trade	–	100	–	100	100	101	–	–	99	101	–	93	108
Retail trade	–	98	–	–	–	97	–	–	95	98	–	93	93
Finance, insurance, and real estate	–	100	–	99	100	99	–	–	98	102	–	–	121
Services	99	97	99	99	101	99	100	–	97	99	95	84	85
State and local government	94	96	94	97	97	96	106	101	100	96	101	103	121
Region													
Northeast	99	101	98	101	102	100	101	117	105	104	104	111	124
South	99	98	99	97	99	97	98	79	93	94	90	87	81
Midwest	99	98	99	100	99	101	99	98	98	100	103	106	103
West	103	104	103	103	103	103	103	124	106	106	106	101	101
Area classification													
Metropolitan	100	101	100	100	100	100	101	106	101	101	103	102	101
Nonmetropolitan	94	93	95	–	–	–	–	78	91	91	85	85	92
Establishments employing													
Less than 500 workers	99	99	99	99	99	100	97	80	98	101	92	92	87
500-999 workers	100	100	99	99	98	100	98	96	98	99	98	103	103
1,000-2,499 workers	103	102	103	102	102	101	102	–	102	102	104	116	110
2,500 workers or more	100	101	100	101	101	100	106	112	104	99	115	131	125

NOTE: Dashes indicate no data or that data did not meet publication criteria.

Table G-2. Pay relatives for occupational groups, private industry, establishment characteristics, 1995

(For each occupational group, average pay level for private industry in the United States = 100)

Establishment characteristic	Occupational group												
	Professional			Administrative			Technical	Protective service	Clerical		Maintenance	Material movement	Janitors
	Overall	Accountants	Engineers	Overall	Programmers	Systems analysts			Overall	Secretaries			
Industry													
Private industry	100	100	100	100	100	100	100	100	100	100	100	100	100
Goods producing	101	102	100	102	101	102	99	–	103	104	99	96	143
Construction	–	101	–	–	–	–	–	–	–	–	–	–	122
Manufacturing	100	101	100	101	100	102	99	–	102	103	99	96	143
Durable goods	100	101	99	101	100	100	99	–	103	104	100	96	157
Nondurable goods	102	101	102	102	101	104	103	–	102	102	94	99	120
Service producing	99	98	100	99	100	99	103	99	99	99	104	101	95
Transportation and utilities	102	101	103	105	103	106	111	–	106	104	113	102	146
Wholesale trade	–	99	–	100	100	101	–	–	99	100	–	93	118
Retail trade	–	97	–	–	–	96	–	–	95	96	–	93	101
Finance, insurance, and real estate	–	100	–	99	99	98	–	–	99	100	–	–	132
Services	98	96	98	99	100	98	100	99	98	97	96	84	93
Region													
Northeast	99	101	98	100	102	99	101	–	105	103	102	110	125
South	100	99	100	98	100	98	99	–	97	97	92	88	82
Midwest	99	98	99	100	98	101	100	–	98	98	104	106	102
West	103	104	103	102	102	104	101	–	103	103	104	101	97
Area classification													
Metropolitan	100	101	100	100	100	100	101	100	101	100	103	102	101
Nonmetropolitan	96	93	96	–	–	–	–	–	91	91	86	–	92
Establishments employing													
50-499 workers	99	99	99	99	99	100	97	–	99	100	92	92	90
500-999 workers	99	100	99	99	97	99	99	–	99	97	98	104	100
1,000-2,499 workers	102	101	102	101	102	100	101	–	103	101	105	116	111
2,500 workers or more	101	104	101	102	103	101	107	–	105	102	119	136	146

NOTE: Dashes indicate no data or that data did not meet publication criteria.

Table G-3. Pay relatives for occupational groups, State and local governments, establishment characteristics, 1995

(For each occupational group, average pay level for State and local governments in United States = 100)

Establishment characteristic	Occupational group												
	Professional			Administrative			Technical	Protective service	Clerical		Maintenance	Material movement	Janitors
	Overall	Accountants	Engineers	Overall	Programmers	Systems analysts			Overall	Secretaries			
Industry													
State and local government	100	100	100	100	100	100	100	100	100	100	100	100	100
Region													
Northeast	101	102	100	–	104	–	–	116	105	109	111	–	120
South	90	91	90	91	92	89	87	80	85	90	82	72	77
Midwest	98	99	97	101	104	99	–	97	101	104	100	110	108
West	107	109	105	–	109	–	112	122	111	114	110	107	109
Area classification													
Metropolitan	101	101	101	101	101	101	101	105	101	101	105	106	105
Nonmetropolitan	–	–	88	–	–	–	–	78	91	93	82	–	84
Establishments employing													
Less than 500 workers	98	98	99	–	96	–	–	82	96	101	91	–	96
500-999 workers	98	100	97	94	94	94	–	95	96	103	95	85	106
1,000-2,499 workers	111	107	115	107	105	108	–	–	102	103	102	–	105
2,500 workers or more	99	100	98	100	100	99	101	111	101	98	106	117	98

NOTE: Dashes indicate no data or that data did not meet publication criteria.

Table H-1. Average weekly pay[1] in all industries, professional and administrative occupations,[2] selected areas, 1995

State, area, and reference month	Professional																							
	Accountants						Accountants, Public				Attorneys						Engineers							
	I	II	III	IV	V	VI	I	II	III	IV	I	II	III	IV	V	VI	I	II	III	IV	V	VI	VII	VIII
Alabama																								
Huntsville (March)	$453	$591	$750	$964	–	–	–	–	–	–	–	–	–	–	–	–	$644	$743	$862	$1,099	$1,283	$1,492	$1,654	–
Arizona																								
Phoenix (April)	505	592	759	995	$1,311	–	$514	$551	$621	$871	–	–	$1,362	$1,474	–	–	700	790	901	1,106	1,290	–	1,928	–
California																								
Anaheim–Santa Ana (August)	584	641	847	1,063	1,317	–	–	–	–	–	–	$1,403	1,440	1,804	–	–	706	832	1,014	1,215	1,414	1,574	1,802	–
Los Angeles–Long Beach (December)	607	669	860	1,040	1,351	–	–	–	–	–	–	–	–	1,648	–	–	656	834	999	1,181	1,394	1,635	1,792	–
Oakland (January)	568	694	881	1,135	1,312	–	–	–	–	–	–	–	1,461	1,752	–	–	721	872	1,031	1,250	1,475	1,738	–	–
Riverside–San Bernardino (April)	–	653	818	1,067	–	–	–	–	–	–	–	–	–	1,540	–	–	–	803	956	1,089	1,287	1,541	–	–
Sacramento (January)	557	632	758	942	1,159	–	–	–	–	–	–	867	1,136	1,364	$1,540	$1,708	680	806	904	1,040	1,241	1,389	1,588	–
San Diego (October)	545	641	810	1,035	1,313	–	574	649	793	1,031	–	1,128	1,403	1,715	–	–	650	771	909	1,069	1,275	1,509	1,765	–
San Francisco (April)	707	691	861	1,130	1,407	–	586	677	–	1,062	–	–	1,433	1,705	1,934	2,000	729	862	989	1,217	1,466	1,713	2,019	–
Santa Barbara–Santa Maria–Lompac (May)	–	667	810	1,017	–	–	–	–	–	–	–	–	–	1,659	–	–	–	861	921	1,153	1,453	1,796	–	–
Connecticut																								
Danbury (April)	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
District of Columbia																								
Washington (March)	544	622	811	1,039	1,340	–	569	601	699	886	$715	996	1,210	1,617	2,351	–	609	757	917	1,138	1,370	1,630	1,864	–
Florida																								
Miami–Hialeah (October)	463	650	784	1,054	–	–	620	673	772	1,063	–	–	1,398	2,041	–	–	643	743	959	1,177	1,339	–	–	–
Tampa–St. Petersburg–Clearwater (July)	469	608	737	1,011	–	–	633	683	769	1,025	–	–	1,314	1,633	–	–	652	782	979	1,147	1,305	1,505	1,610	–
Georgia																								
Atlanta (May)	490	604	772	1,003	1,266	–	–	–	–	–	–	1,046	1,390	1,817	–	–	586	718	866	1,049	1,277	1,528	–	–
Illinois																								
Chicago (June)	534	635	805	1,052	1,363	$1,841	573	619	719	–	–	983	1,296	1,635	2,230	–	705	798	964	1,171	1,383	1,654	–	–
Indiana																								
Gary–Hammond (February)	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Indianapolis (September)	444	590	765	976	1,347	–	–	676	713	998	–	1,053	1,279	–	–	–	673	778	902	1,071	–	1,707	–	–
Iowa																								
Davenport–Rock Island–Moline (February)	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Kentucky																								
Louisville (June)	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Louisiana																								
New Orleans (July)	458	558	751	1,010	–	–	529	–	676	988	–	868	1,129	1,544	–	–	711	836	954	1,193	1,455	1,758	–	–

See footnotes at end of table.

Table H-1. Average weekly pay[1] in all industries, professional and administrative occupations,[2] selected areas, 1995 — Continued

State, area, and reference month	Professional					Administrative											
	Registered Nurses					Budget Analysts				Buyers/Contracting Specialists				Computer Programmers			
	I	II	II Specialists	III	III Anesthetists	I	II	III	IV	I	II	III	IV	I	II	III	IV
Alabama																	
Huntsville (March)	–	$616	–	–	–	–	–	–	–	$463	$561	$750	$936	$495	$578	$740	–
Arizona																	
Phoenix (April)	$513	656	–	–	–	–	–	–	–	483	616	760	980	–	586	726	–
California																	
Anaheim–Santa Ana (August)	635	827	$901	$1,051	–	–	–	–	–	574	700	873	1,036	–	646	834	$993
Los Angeles–Long Beach (December)	–	–	–	–	–	–	$644	$861	$979	597	666	863	1,020	–	677	848	–
Oakland (January)	–	1,034	–	1,238	–	–	–	–	–	608	724	892	–	–	663	861	–
Riverside–San Bernardino (April)	668	727	807	915	–	–	–	–	–	–	691	831	–	–	613	780	–
Sacramento (January)	–	858	–	1,154	–	–	–	–	1,015	513	666	874	1,088	–	624	749	940
San Diego (October)	–	–	–	–	–	–	–	873	–	531	674	843	1,021	–	617	774	–
San Francisco (April)	–	1,042	–	1,256	–	–	–	–	–	566	709	915	1,116	–	731	879	901
Santa Barbara–Santa Maria–Lompac (May)	–	740	–	–	–	–	–	–	–	–	698	943	–	–	–	–	–
Connecticut																	
Danbury (April)	–	832	–	–	–	–	–	–	–	–	–	–	–	–	–	822	–
District of Columbia																	
Washington (March)	732	805	877	986	–	–	655	805	958	569	677	855	970	574	667	793	930
Florida																	
Miami–Hialeah (October)	–	–	–	–	–	–	–	–	955	552	652	–	–	–	604	780	997
Tampa–St. Petersburg–Clearwater (July)	498	636	716	842	–	–	–	–	–	491	652	859	–	–	678	794	986
Georgia																	
Atlanta (May)	530	673	–	817	–	–	615	803	–	491	620	858	986	589	596	737	876
Illinois																	
Chicago (June)	–	767	796	971	$1,280	–	–	875	–	536	691	858	1,082	591	666	780	1,004
Indiana																	
Gary–Hammond (February)	–	691	–	–	–	–	–	–	–	–	–	–	–	–	651	–	–
Indianapolis (September)	–	–	–	–	–	–	536	–	–	503	610	853	–	–	601	675	–
Iowa																	
Davenport–Rock Island–Moline (February)	–	567	–	–	–	–	–	–	–	–	–	–	–	–	659	–	–
Kentucky																	
Louisville (June)	–	681	–	–	–	–	–	–	–	–	–	–	–	–	584	704	–
Louisiana																	
New Orleans (July)	598	756	821	1,057	–	–	–	–	–	–	580	838	–	–	573	706	–

See footnotes at end of table.

Table H-1. Average weekly pay[1] in all industries, professional and administrative occupations,[2] selected areas, 1995 — Continued

State, area, and reference month	Administrative																		
	Computer Systems Analysts					Computer Systems Analyst Supervisors/Managers			Personnel Specialists					Personnel Supervisors/Managers			Tax Collectors		
	I	II	III	IV	V	I	II	III	I	II	III	IV	V	I	II	III	I	II	III
Alabama																			
Huntsville (March)	$676	$836	$977	$1,155	–	–	–	–	–	$557	$720	$948	–	–	–	–	–	–	–
Arizona																			
Phoenix (April)	736	874	1,051	1,181	–	$1,077	$1,345	–	–	576	764	1,011	–	–	$1,222	–	$340	$433	$640
California																			
Anaheim–Santa Ana (August)	833	986	1,092	1,321	–	–	1,525	–	$580	637	876	1,101	$1,345	–	–	–	–	649	764
Los Angeles–Long Beach (December)	803	1,002	1,166	1,339	–	1,323	1,575	–	–	663	829	1,074	1,353	–	1,337	$1,700	703	777	809
Oakland (January)	840	1,020	1,219	–	–	–	–	–	–	665	856	1,122	1,411	–	–	–	524	610	749
Riverside–San Bernardino (April)	794	923	1,043	–	–	–	–	–	–	620	800	1,001	–	–	–	–	–	–	774
Sacramento (January)	798	927	1,024	1,160	–	1,079	1,183	–	–	626	864	1,059	1,251	–	–	–	552	585	741
San Diego (October)	758	932	1,119	–	–	–	1,342	–	–	608	773	1,016	1,177	–	–	–	–	–	785
San Francisco (April)	–	1,021	1,221	1,407	–	1,301	1,547	–	–	713	899	1,130	1,443	–	1,460	–	–	992	811
Santa Barbara–Santa Maria–Lompac (May)	747	846	1,007	–	–	–	–	–	–	643	780	992	–	–	–	–	–	–	–
Connecticut																			
Danbury (April)	762	937	1,085	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
District of Columbia																			
Washington (March)	737	921	1,082	1,213	–	1,174	1,379	$1,478	495	623	797	1,030	1,358	$1,089	1,392	–	452	562	781
Florida																			
Miami–Hialeah (October)	766	954	1,093	–	–	–	–	–	–	606	778	1,068	–	–	–	–	466	502	–
Tampa–St. Petersburg–Clearwater (July)	774	912	1,102	1,205	–	–	–	–	471	587	744	1,026	–	–	–	–	–	466	–
Georgia																			
Atlanta (May)	763	922	1,010	1,207	–	1,070	1,335	–	500	614	771	1,008	1,204	–	–	–	–	562	709
Illinois																			
Chicago (June)	829	969	1,110	–	–	1,262	1,481	–	516	618	812	1,048	1,348	1,221	1,481	1,912	566	–	838
Indiana																			
Gary–Hammond (February)	805	888	1,015	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Indianapolis (September)	729	863	1,037	–	–	–	1,167	–	445	611	781	970	–	–	–	–	–	–	–
Iowa																			
Davenport–Rock Island–Moline (February)	717	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Kentucky																			
Louisville (June)	738	824	938	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Louisiana																			
New Orleans (July)	688	905	1,082	–	–	–	–	–	427	580	777	989	–	–	–	–	273	337	453

See footnotes at end of table.

Table H-1. Average weekly pay[1] in all industries, professional and administrative occupations,[2] selected areas, 1995 — Continued

State, area, and reference month	Professional																							
	Accountants						Accountants, Public				Attorneys						Engineers							
	I	II	III	IV	V	VI	I	II	III	IV	I	II	III	IV	V	VI	I	II	III	IV	V	VI	VII	VIII
Maryland																								
Baltimore (May)	$526	$612	$755	$941	–	–	$576	$627	$701	$979	–	$957	$1,267	$1,215	$1,240	–	$659	$777	$922	$1,106	$1,330	$1,565	–	–
Cumberland (March)	–	–	758	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Massachusetts																								
Boston (May)	528	616	776	1,001	$1,321	–	565	597	657	–	–	–	1,331	1,814	2,134	–	670	785	916	1,104	1,371	1,655	$2,001	$2,405
Springfield (December)	–	614	767	1,041	–	–	–	–	–	–	–	–	–	–	–	–	–	–	902	1,095	–	–	–	–
Michigan																								
Detroit (February)	506	665	810	1,013	1,317	–	612	–	–	928	–	1,007	1,289	1,550	–	–	714	805	929	1,146	1,392	1,671	1,953	–
Upper Peninsula (September)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Minnesota																								
Minneapolis–St. Paul (February)	540	612	785	980	1,263	–	571	607	710	1,022	–	943	1,303	1,589	2,057	–	660	764	909	1,106	1,327	1,564	1,853	–
Missouri																								
Kansas City (September)	483	622	779	988	1,255	–	–	–	–	–	$667	987	1,256	1,652	–	–	611	751	899	1,068	1,284	–	–	–
St. Louis (March)	497	595	756	992	1,227	$1,522	558	600	698	878	–	928	1,245	1,628	2,010	–	635	711	825	1,008	–	–	–	2,025
New Jersey																								
Bergen–Passaic (April)	532	636	828	1,064	–	–	–	–	–	–	–	–	1,511	–	–	–	638	759	934	1,183	1,397	–	–	–
New York																								
New York (May)	561	655	831	1,103	–	–	676	731	871	1,188	–	953	1,289	1,810	2,349	–	664	760	972	1,182	1,389	1,458	1,870	–
North Carolina																								
Charlotte–Gastonia–Rock Hill (October)	525	602	778	1,000	–	–	–	–	–	–	–	–	–	–	–	–	684	747	910	1,128	1,372	1,578	–	–
Ohio																								
Cincinnati (June)	507	599	731	962	1,266	–	–	585	660	–	–	832	–	–	–	–	673	819	936	1,085	1,233	–	1,937	–
Cleveland (August)	496	605	773	986	1,253	–	529	–	737	977	–	–	1,263	1,614	–	–	649	752	924	1,077	1,257	1,479	–	–
Dayton–Springfield (March)	519	609	768	1,019	–	–	–	–	–	–	–	–	–	–	–	–	634	732	880	1,077	1,330	1,481	–	–
Gallia (January)	–	–	652	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Mercer (February)	–	–	652	851	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Oregon																								
Portland (July)	519	596	803	1,024	1,311	–	502	555	653	962	–	–	1,286	1,611	–	–	694	807	949	1,128	1,355	1,582	–	–
Pennsylvania																								
Philadelphia (October)	502	636	788	1,025	1,349	–	548	664	805	1,002	649	933	1,300	1,609	1,790	–	674	785	997	1,176	1,399	1,668	–	–
Pittsburgh (May)	472	592	773	1,023	–	–	–	621	814	1,207	–	1,010	1,203	1,553	1,908	–	659	732	926	1,036	–	–	–	–
Texas																								
Corpus Christi (September)	411	561	735	884	–	–	–	–	–	–	–	702	–	–	–	–	693	790	936	1,182	1,417	1,559	–	–
Dallas (February)	492	580	787	1,013	1,289	1,572	586	623	–	826	–	1,045	1,281	1,650	2,053	–	669	761	908	1,098	1,315	1,583	1,855	–
Houston (May)	543	641	833	1,143	1,455	1,949	–	–	–	–	–	1,234	1,466	1,834	2,121	$2,719	665	824	961	1,211	1,484	1,752	2,096	2,486

See footnotes at end of table.

Table H-1. Average weekly pay[1] in all industries, professional and administrative occupations,[2] selected areas, 1995 — Continued

State, area, and reference month	Professional					Administrative											
	Registered Nurses					Budget Analysts				Buyers/Contracting Specialists				Computer Programmers			
	I	II	II Specialists	III	III Anesthetists	I	II	III	IV	I	II	III	IV	I	II	III	IV
Maryland																	
Baltimore (May)	$626	$731	$924	$989	–	–	$606	$798	–	–	$662	$826	$955	–	$597	$750	–
Cumberland (March)	–	621	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Massachusetts																	
Boston (May)	672	919	995	1,190	–	–	655	800	$996	$536	666	859	1,091	$534	626	760	$923
Springfield (December)	–	–	–	–	–	–	–	–	–	–	653	–	–	–	–	–	–
Michigan																	
Detroit (February)	–	743	883	856	$1,760	$510	–	836	–	577	720	944	1,171	531	647	763	941
Upper Peninsula (September)[3]	–	641	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Minnesota																	
Minneapolis–St. Paul (February)	538	783	897	952	1,385	–	–	–	–	505	651	818	1,020	545	636	738	859
Missouri																	
Kansas City (September)	551	690	885	908	–	–	–	771	–	542	641	804	970	529	645	–	–
St. Louis (March)	–	661	725	872	1,500	–	–	–	–	498	635	858	963	502	585	703	860
New Jersey																	
Bergen–Passaic (April)	736	917	–	–	–	–	–	–	–	530	720	905	–	–	646	827	1,034
New York																	
New York (May)	742	980	–	1,060	–	–	689	895	1,114	561	731	926	1,127	505	675	948	1,009
North Carolina																	
Charlotte–Gastonia–Rock Hill (October)	–	–	–	–	–	–	–	–	–	–	658	840	–	546	605	738	–
Ohio																	
Cincinnati (June)	579	670	–	–	–	–	–	–	–	506	624	872	–	–	636	738	–
Cleveland (August)	590	734	872	918	1,494	588	–	–	–	469	634	827	1,047	–	604	747	862
Dayton–Springfield (March)	–	667	836	–	–	–	–	–	–	506	649	924	–	518	636	691	842
Gallia (January)	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Mercer (February)	–	621	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Oregon																	
Portland (July)	–	754	–	998	–	–	–	–	958	557	668	864	–	–	609	–	–
Pennsylvania																	
Philadelphia (October)	–	–	–	–	–	–	622	824	–	540	665	896	1,190	576	673	775	962
Pittsburgh (May)	615	721	–	917	1,228	–	–	–	–	536	669	874	1,030	517	590	701	834
Texas																	
Corpus Christi (September)	–	–	–	–	–	–	–	–	–	–	714	873	–	–	564	720	–
Dallas (February)	–	655	–	875	–	–	–	774	–	543	638	849	1,020	499	642	746	887
Houston (May)	577	720	760	787	–	–	–	840	–	546	700	921	1,246	613	686	840	–

See footnotes at end of table.

Table H-1. Average weekly pay[1] in all industries, professional and administrative occupations,[2] selected areas, 1995 — Continued

State, area, and reference month	Administrative																		
	Computer Systems Analysts					Computer Systems Analyst Supervisors/Managers			Personnel Specialists					Personnel Supervisors/Managers			Tax Collectors		
	I	II	III	IV	V	I	II	III	I	II	III	IV	V	I	II	III	I	II	III
Maryland																			
Baltimore (May)	$738	$861	$1,055	$1,226	–	$1,263	–	–	–	$614	$749	$957	$1,039	–	–	–	$434	$534	–
Cumberland (March)	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Massachusetts																			
Boston (May)	742	918	1,093	1,323	–	1,222	$1,455	$1,654	$506	618	797	1,039	1,273	–	$1,435	$1,636	–	662	–
Springfield (December)	–	–	–	–	–	–	–	–	–	599	767	–	–	–	–	–	–	–	–
Michigan																			
Detroit (February)	784	889	1,092	1,296	$1,433	1,080	1,364	1,468	510	665	821	1,037	1,373	$1,021	1,365	–	–	557	–
Upper Peninsula (September)[3]	657	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Minnesota																			
Minneapolis–St. Paul (February)	790	916	1,062	1,206	–	1,142	1,356	–	532	624	754	969	1,234	–	1,322	1,811	540	623	$731
Missouri																			
Kansas City (September)	775	937	1,079	–	–	–	1,364	–	–	580	805	1,012	–	–	1,365	–	409	466	–
St. Louis (March)	764	885	1,048	1,243	–	1,169	1,334	–	492	597	763	1,004	1,298	–	1,350	–	–	–	–
New Jersey																			
Bergen–Passaic (April)	–	–	1,111	1,393	–	–	1,391	–	–	647	835	1,082	1,360	–	–	–	–	–	–
New York																			
New York (May)	811	991	1,132	1,311	–	–	1,569	–	–	654	813	1,090	1,477	–	1,541	–	–	639	780
North Carolina																			
Charlotte–Gastonia–Rock Hill (October)	730	870	987	–	–	–	–	–	473	622	830	1,047	1,348	–	–	–	–	–	–
Ohio																			
Cincinnati (June)	819	970	1,133	1,723	–	1,238	1,363	–	–	624	786	996	–	–	–	–	–	–	–
Cleveland (August)	732	874	1,045	1,193	–	1,120	1,298	–	–	614	790	1,005	1,316	–	–	–	–	565	–
Dayton–Springfield (March)	781	863	1,019	1,189	–	1,062	1,329	–	–	560	753	966	–	–	–	–	–	–	–
Gallia (January)	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Mercer (February)	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Oregon																			
Portland (July)	729	872	1,053	–	–	1,194	–	–	–	613	791	1,025	–	–	–	–	–	595	–
Pennsylvania																			
Philadelphia (October)	800	927	1,055	–	–	1,216	1,334	–	–	616	785	1,034	1,266	–	1,341	–	–	553	–
Pittsburgh (May)	725	865	1,025	–	–	1,057	1,238	–	–	598	769	1,008	1,295	–	–	–	–	575	–
Texas																			
Corpus Christi (September)	–	862	1,132	–	–	–	–	–	–	572	693	964	–	–	–	–	–	–	–
Dallas (February)	810	886	1,058	1,244	–	1,110	1,316	1,591	520	595	752	979	1,210	–	1,277	1,558	–	531	600
Houston (May)	811	1,011	1,182	1,471	1,828	1,244	1,417	1,904	549	633	845	1,077	1,431	–	1,372	1,859	–	441	533

See footnotes at end of table.

Table H-1. Average weekly pay[1] in all industries, professional and administrative occupations,[2] selected areas, 1995 — Continued

State, area, and reference month	Professional																							
	Accountants						Accountants, Public				Attorneys						Engineers							
	I	II	III	IV	V	VI	I	II	III	IV	I	II	III	IV	V	VI	I	II	III	IV	V	VI	VII	VIII
Utah																								
Salt Lake City–Ogden (August)	$505	$587	$758	$979	$1,184	–	–	–	–	–	–	$843	$1,065	$1,290	–	–	$645	$763	$912	$1,081	$1,270	$1,559	$1,778	–
Vermont																								
Burlington (July)	–	593	746	971	–	–	–	–	–	–	–	–	–	–	–	–	–	705	–	–	–	–	–	–
Virginia																								
Richmond–Petersburg (August)	502	626	786	983	1,436	–	$548	$587	$656	$918	–	–	–	1,492	–	–	655	773	982	1,160	1,398	1,534	–	–
Washington																								
Seattle–Tacoma–Bremerton (November)	488	615	810	976	1,268	–	–	–	–	–	$698	957	1,230	1,570	–	–	–	–	–	–	–	–	–	–
West Virginia																								
Parkersburg–Marietta (August)	–	599	809	1,021	–	–	–	–	–	–	–	–	–	–	–	–	683	790	956	1,123	–	–	–	–
Wisconsin																								
Milwaukee (September)	512	584	763	989	1,233	–	–	–	–	–	–	1,140	1,425	1,628	–	–	642	764	902	1,044	1,256	1,547	–	–

See footnotes at end of table.

Table H-1. Average weekly pay[1] in all industries, professional and administrative occupations,[2] selected areas, 1995 — Continued

State, area, and reference month	Professional					Administrative											
	Registered Nurses					Budget Analysts				Buyers/Contracting Specialists				Computer Programmers			
	I	II	II Specialists	III	III Anesthetists	I	II	III	IV	I	II	III	IV	I	II	III	IV
Utah																	
Salt Lake City–Ogden (August)	–	$664	–	$900	–	–	$608	$800	–	$510	$640	$828	$985	$532	$640	$745	$925
Vermont																	
Burlington (July)	–	–	–	–	–	–	–	–	–	–	616	–	–	–	–	654	–
Virginia																	
Richmond–Petersburg (August)	$593	708	–	–	–	–	–	–	–	554	640	927	–	–	605	717	–
Washington																	
Seattle–Tacoma–Bremerton (November)	–	–	–	–	–	–	–	809	–	–	675	–	–	525	–	747	–
West Virginia																	
Parkersburg–Marietta (August)	532	592	–	–	–	–	–	–	–	–	587	–	–	–	–	673	–
Wisconsin																	
Milwaukee (September)	–	–	–	–	–	–	–	–	–	587	650	850	–	575	645	755	920

See footnotes at end of table.

Table H-1. Average weekly pay[1] in all industries, professional and administrative occupations,[2] selected areas, 1995 — Continued

State, area, and reference month	Administrative																		
	Computer Systems Analysts					Computer Systems Analyst Supervisors/Managers			Personnel Specialists					Personnel Supervisors/Managers			Tax Collectors		
	I	II	III	IV	V	I	II	III	I	II	III	IV	V	I	II	III	I	II	III
Utah																			
Salt Lake City–Ogden (August)	$762	$898	$1,099	–	–	$1,010	–	–	$485	$584	$743	$970	$1,346	–	–	–	$423	$548	–
Vermont																			
Burlington (July)	–	849	–	–	–	–	–	–	–	550	720	923	–	–	–	–	–	–	–
Virginia																			
Richmond–Petersburg (August)	798	880	1,062	$1,402	–	1,157	$1,358	–	549	612	756	1,006	1,329	–	–	–	–	584	–
Washington																			
Seattle–Tacoma–Bremerton (November)	761	875	1,016	–	–	1,116	1,315	–	–	597	802	1,022	–	$1,147	–	–	539	609	$734
West Virginia																			
Parkersburg–Marietta (August)	–	–	–	–	–	–	–	–	–	653	715	1,189	–	–	–	–	–	–	–
Wisconsin																			
Milwaukee (September)	780	899	1,025	1,074	–	1,171	1,237	–	–	582	771	1,019	–	–	–	–	497	–	648

[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.

[2] Pay data for the following occupational levels did not meet publication criteria in any area: Computer Programmers V, Computer Systems Analysts Supervisors/Managers IV, and Personnel Supervisors/Managers IV and V. For two occupations, only a single area published average pay data: Registered Nurses IV averaged $969 in Detroit, MI; and Personnel Specialists VI averaged $1,738 in Detroit, MI.

[3] The limited industry scope for this survey excluded mining, construction, and selected service-producing industries. In addition, Programmers and Systems Analysts were the only professional and administrative occupations studied in all industries; in a number of areas surveyed through June 1995, Registered Nurses were also studied. See appendix table A-4 for more details.

NOTE: Dashes indicate that collected data, if any, did not meet publication criteria. Areas and occupations do not appear on this table if they had no publishable data. Some areas used a slightly different job list, see appendix table A-6 for more details.

Table H-2. Average weekly pay[1] in all industries, technical and protective service occupations,[2] selected areas, 1995

State, area, and reference month	Technical																			
	Computer Operators				Drafters				Engineering Technicians						Engineering Technicians, Civil					
	I	II	III	IV	I	II	III	IV	I	II	III	IV	V	VI	I	II	III	IV	V	VI
Alabama																				
Huntsville (March)	–	$408	$556	–	–	$495	$593	–	–	–	$565	$720	$850	–	–	$411	$511	–	–	–
Arizona																				
Phoenix (April)	–	416	504	$598	–	505	565	–	$457	$501	623	740	812	–	–	437	539	$668	$874	–
California																				
Anaheim–Santa Ana (August)	–	494	604	737	–	531	–	–	–	535	632	792	904	–	–	607	805	904	1,012	–
Los Angeles–Long Beach (December)	–	497	598	679	–	641	709	–	–	560	654	803	891	–	$639	–	775	949	–	$1,124
Oakland (January)	–	521	619	632	–	644	739	$887	–	525	652	803	909	$1,074	–	–	791	944	1,053	–
Riverside–San Bernardino (April)	–	–	605	–	–	562	657	–	–	–	646	759	–	–	429	617	681	784	921	–
Sacramento (January)	$382	478	586	636	–	580	686	836	–	–	615	–	944	–	–	536	671	799	–	–
San Diego (October)	–	464	538	–	–	492	644	–	–	471	595	729	898	–	524	599	694	794	–	–
San Francisco (April)	–	540	613	672	–	–	710	–	–	–	681	810	907	–	–	732	827	950	–	–
Santa Barbara–Santa Maria–Lompac (May)	–	471	536	–	–	–	605	852	–	591	648	869	–	–	–	673	770	894	–	–
Connecticut																				
Danbury (April)	–	423	559	–	–	–	–	–	–	–	657	776	–	–	–	–	–	–	–	–
District of Columbia																				
Washington (March)	409	480	582	653	–	–	603	754	474	548	640	750	–	–	–	537	577	691	824	–
Florida																				
Miami–Hialeah (October)	–	440	583	–	–	535	617	–	–	–	–	–	–	–	–	–	–	–	–	–
Tampa–St. Petersburg–Clearwater (July)	–	400	488	–	$400	481	588	–	–	539	610	735	–	–	–	461	565	645	–	–
Georgia																				
Atlanta (May)	–	490	550	658	396	537	592	–	–	533	636	725	862	–	–	421	545	631	–	–
Illinois																				
Chicago (June)	–	467	565	655	–	523	638	–	–	508	642	751	928	–	408	–	–	–	–	–
Indiana																				
Gary–Hammond (February)	–	397	623	–	–	479	640	–	–	–	–	–	–	–	–	–	–	–	–	–
Indianapolis (September)	–	434	548	–	404	456	624	761	422	474	630	787	–	–	–	373	475	644	–	–
Iowa																				
Davenport–Rock Island–Moline (February)	–	436	578	–	–	452	645	–	–	–	–	705	949	–	–	–	–	–	–	–
Kentucky																				
Louisville (June)	–	387	505	–	432	467	553	–	–	–	–	655	–	–	–	–	–	–	–	–
Louisiana																				
New Orleans (July)	–	403	465	–	425	506	–	720	–	–	644	829	991	–	–	–	430	–	–	–
Maryland																				
Baltimore (May)	358	461	539	544	399	500	627	748	–	497	644	728	812	–	–	440	558	644	710	–
Cumberland (March)	–	–	–	–	–	–	–	–	–	–	–	–	–	–	314	421	536	596	675	–

See footnotes at end of table.

Table H-2. Average weekly pay[1] in all industries, technical and protective service occupations,[2] selected areas, 1995 — Continued

State, area, and reference month	Technical						Protective service			
	Licensed Practical Nurses			Nursing Assistants			Corrections Officers	Firefighters	Police Officers	
	I	II	III	I	II	III			I	II
Alabama										
Huntsville (March)	–	$382	–	–	$222	–	$395	$492	$494	$618
Arizona										
Phoenix (April)	–	487	–	–	282	–	–	680	714	714
California										
Anaheim–Santa Ana (August)	–	573	–	–	298	$425	832	869	1,045	1,024
Los Angeles–Long Beach (December)	–	–	–	–	–	–	746	–	928	1,068
Oakland (January)	–	653	–	–	367	–	710	905	938	1,049
Riverside–San Bernardino (April)	–	489	–	–	265	–	767	817	833	972
Sacramento (January)	–	538	–	–	294	414	–	713	801	898
San Diego (October)	–	–	–	–	–	–	687	775	819	–
San Francisco (April)	–	687	–	–	–	480	824	923	943	1,024
Santa Barbara–Santa Maria–Lompac (May)	–	557	–	–	312	–	686	726	828	891
Connecticut										
Danbury (April)	–	–	–	–	–	–	–	–	–	–
District of Columbia										
Washington (March)	–	569	–	–	327	419	607	662	681	831
Florida										
Miami–Hialeah (October)	–	–	–	–	–	–	573	864	756	974
Tampa–St. Petersburg–Clearwater (July)	–	470	–	–	268	–	513	572	617	566
Georgia										
Atlanta (May)	–	447	–	$225	278	334	396	514	514	–
Illinois										
Chicago (June)	–	523	–	–	299	–	668	–	818	964
Indiana										
Gary–Hammond (February)	–	–	–	–	–	–	–	–	–	–
Indianapolis (September)	–	–	–	–	–	–	393	620	623	738
Iowa										
Davenport–Rock Island–Moline (February)	–	–	–	–	–	–	–	–	–	–
Kentucky										
Louisville (June)	–	–	–	–	–	–	–	–	–	–
Louisiana										
New Orleans (July)	$397	463	$502	196	218	303	–	423	413	–
Maryland										
Baltimore (May)	–	531	598	284	308	322	536	643	630	–
Cumberland (March)	–	441	–	–	294	–	494	–	535	–

See footnotes at end of table.

Table H-2. Average weekly pay[1] in all industries, technical and protective service occupations,[2] selected areas, 1995 — Continued

State, area, and reference month	Technical																			
	Computer Operators				Drafters				Engineering Technicians						Engineering Technicians, Civil					
	I	II	III	IV	I	II	III	IV	I	II	III	IV	V	VI	I	II	III	IV	V	VI
Massachusetts																				
Boston (May)	–	$463	$564	$713	$401	$494	$702	$851	–	$532	$647	$758	$861	$963	–	–	$651	$801	$950	$1,014
Michigan																				
Detroit (February)	$360	441	591	701	396	476	621	806	$429	546	700	835	941	–	$429	$508	590	719	–	–
Upper Peninsula (September)[3]	–	–	–	–	–	429	552	–	–	–	587	697	–	–	–	–	–	–	–	–
Minnesota																				
Minneapolis–St. Paul (February)	–	458	552	670	399	503	627	704	437	498	619	740	819	–	–	568	672	785	876	–
Missouri																				
Kansas City (September)	–	427	572	692	472	492	608	720	–	529	625	754	–	–	332	421	521	668	861	–
St. Louis (March)	332	419	553	–	451	523	613	691	–	465	553	726	931	–	–	435	557	704	–	–
New Jersey																				
Bergen–Passaic (April)	–	480	596	739	–	589	711	870	–	–	–	–	–	–	–	–	–	–	–	–
New York																				
New York (May)	–	498	629	–	–	692	–	–	–	–	–	–	–	–	464	513	622	754	–	–
North Carolina																				
Charlotte–Gastonia–Rock Hill (October)	–	467	575	–	–	453	622	–	–	–	–	813	–	–	–	–	–	–	–	–
Ohio																				
Cincinnati (June)	–	461	527	–	–	454	634	–	–	583	572	737	841	–	471	518	623	–	–	–
Cleveland (August)	319	–	539	644	–	444	585	–	–	485	573	726	852	–	–	–	585	651	–	–
Dayton–Springfield (March)	–	425	517	642	418	505	590	781	–	483	640	719	760	–	–	426	572	657	–	–
Gallia (January)	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Mercer (February)	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Oregon																				
Portland (July)	–	456	549	–	–	499	594	–	–	501	578	702	844	–	474	459	591	734	870	914
Pennsylvania																				
Philadelphia (October)	–	458	593	644	–	–	612	789	–	–	632	756	905	–	–	554	576	713	844	–
Pittsburgh (May)	–	417	563	–	446	486	657	–	–	–	682	752	–	–	–	–	544	727	–	–
Texas																				
Corpus Christi (September)	–	390	–	–	–	522	627	–	–	–	–	–	–	–	–	–	452	–	631	–
Dallas (February)	383	444	542	633	461	456	573	–	–	495	557	647	–	–	330	383	544	603	652	–
Houston (May)	389	–	547	730	469	517	691	872	422	552	649	841	1,045	1,219	–	473	506	625	–	–
Panola (October)	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Utah																				
Salt Lake City–Ogden (August)	–	399	583	–	347	461	586	–	–	475	570	689	769	–	–	361	501	602	741	–
Vermont																				
Burlington (July)	–	386	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–

See footnotes at end of table.

Table H-2. Average weekly pay[1] in all industries, technical and protective service occupations,[2] selected areas, 1995 — Continued

State, area, and reference month	Technical						Protective service			
	Licensed Practical Nurses			Nursing Assistants			Corrections Officers	Firefighters	Police Officers	
	I	II	III	I	II	III			I	II
Massachusetts										
Boston (May)	$575	$635	–	$426	$384	$394	$656	$678	$694	–
Michigan										
Detroit (February)	–	539	–	–	292	498	–	671	678	–
Upper Peninsula (September)[3]	–	–	–	–	–	–	–	–	–	–
Minnesota										
Minneapolis–St. Paul (February)	–	478	–	–	336	389	580	745	748	$845
Missouri										
Kansas City (September)	–	462	–	232	270	333	419	593	594	–
St. Louis (March)	–	471	–	282	271	318	475	623	630	–
New Jersey										
Bergen–Passaic (April)	–	631	$798	–	357	431	963	–	1,075	1,201
New York										
New York (May)	–	575	–	250	410	–	748	809	752	973
North Carolina										
Charlotte–Gastonia–Rock Hill (October)	–	–	–	–	–	–	404	569	557	–
Ohio										
Cincinnati (June)	–	506	–	–	277	310	450	708	678	787
Cleveland (August)	–	510	–	–	305	–	426	727	692	–
Dayton–Springfield (March)	–	498	–	–	274	–	499	688	681	–
Gallia (January)	–	444	–	–	–	–	–	–	495	–
Mercer (February)	–	–	–	–	–	–	–	478	508	–
Oregon										
Portland (July)	–	528	–	–	327	403	757	864	789	826
Pennsylvania										
Philadelphia (October)	–	–	–	–	–	–	601	–	698	–
Pittsburgh (May)	–	475	–	299	342	364	584	680	680	603
Texas										
Corpus Christi (September)	–	–	–	–	–	–	403	658	595	–
Dallas (February)	–	487	–	201	254	288	400	614	645	–
Houston (May)	422	464	–	201	248	295	402	632	606	–
Panola (October)	–	–	–	–	–	–	–	–	531	–
Utah										
Salt Lake City–Ogden (August)	–	406	–	–	266	–	458	609	581	708
Vermont										
Burlington (July)	–	–	–	–	–	–	–	–	–	–

See footnotes at end of table.

Table H-2. Average weekly pay[1] in all industries, technical and protective service occupations,[2] selected areas, 1995 — Continued

State, area, and reference month	Technical																			
	Computer Operators				Drafters				Engineering Technicians						Engineering Technicians, Civil					
	I	II	III	IV	I	II	III	IV	I	II	III	IV	V	VI	I	II	III	IV	V	VI
Virginia																				
Richmond–Petersburg (August)	–	$434	$543	–	–	$482	$590	–	–	–	–	$816	–	–	–	$420	$477	$596	–	–
Washington																				
Seattle–Tacoma–Bremerton (November)	–	452	556	–	–	499	595	–	–	–	$642	765	–	–	–	617	729	802	$908	$1,066
West Virginia																				
Parkersburg–Marietta (August)	–	365	–	–	–	–	–	–	–	–	–	–	–	–	$428	436	577	661	–	–
Wisconsin																				
Milwaukee (September)	–	438	565	–	$367	493	597	$699	–	$534	631	756	–	–	391	487	641	741	–	–

See footnotes at end of table.

Table H-2. Average weekly pay[1] in all industries, technical and protective service occupations,[2] selected areas, 1995 — Continued

State, area, and reference month	Technical						Protective service			
	Licensed Practical Nurses			Nursing Assistants			Corrections Officers	Firefighters	Police Officers	
	I	II	III	I	II	III			I	II
Virginia										
Richmond–Petersburg (August)	–	$452	–	$231	$265	$337	$436	$731	$606	$674
Washington										
Seattle–Tacoma–Bremerton (November)	–	–	–	–	–	–	603	858	851	896
West Virginia										
Parkersburg–Marietta (August)	–	409	–	–	263	–	–	475	502	–
Wisconsin										
Milwaukee (September)	–	–	–	–	–	–	528	699	689	762

[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.

[2] Pay data for the following occupational levels did not meet publication criteria in any area: Computer Operator V, and Nursing Assistants IV.

[3] The limited industry scope for this survey excluded mining, construction, and selected service-producing industries. In addition, Programmers and Systems Analysts were the only professional and administrative occupations studied in all industries; in a number of areas surveyed through June 1995, Registered Nurses were also studied. See appendix table A-4 for more details.

NOTE: Dashes indicate that collected data, if any, did not meet publication criteria. Areas and occupations do not appear on this table if they had no publishable data. Some areas used a slightly different job list, see appendix table A-6 for more details.

Table H-3. Average weekly pay[1] in all industries, clerical occupations,[2] selected areas, 1995

State, area, and reference month	Clerks, Accounting				Clerks, General				Clerks, Order		Key Entry Operators	
	I	II	III	IV	I	II	III	IV	I	II	I	II
Alabama												
Huntsville (March)	$267	$336	$413	$635	–	$315	$399	$477	–	–	$309	$354
Arizona												
Phoenix (April)	310	346	397	450	$267	292	345	357	$321	$458	283	367
California												
Anaheim–Santa Ana (August)	–	418	503	595	–	364	454	542	453	518	354	456
Los Angeles–Long Beach (December)	–	444	506	559	–	–	482	524	–	461	–	447
Oakland (January)	–	437	517	599	–	413	490	582	417	533	363	439
Riverside–San Bernardino (April)	–	400	447	513	–	350	431	495	403	433	–	426
Sacramento (January)	–	441	489	541	–	347	440	526	–	479	363	–
San Diego (October)	–	385	452	515	–	317	412	493	364	460	326	420
San Francisco (April)	–	463	538	614	–	397	498	579	362	546	–	482
Santa Barbara–Santa Maria–Lompac (May)	–	390	462	539	–	382	451	514	–	–	320	387
Connecticut												
Danbury (April)	–	388	446	532	–	344	411	503	–	531	366	430
District of Columbia												
Washington (March)	338	410	481	557	294	353	409	539	379	–	383	432
Florida												
Miami–Hialeah (October)	–	367	435	501	286	306	382	391	311	–	344	415
Tampa–St. Petersburg–Clearwater (July)	321	349	404	516	–	–	345	379	–	405	279	353
Georgia												
Atlanta (May)	338	402	459	520	259	317	435	432	–	389	342	405
Illinois												
Chicago (June)	316	390	470	549	337	364	437	528	–	477	329	414
Indiana												
Gary–Hammond (February)	258	369	445	583	–	312	411	520	–	–	308	397
Indianapolis (September)	291	353	432	564	262	306	378	466	261	–	325	–
Iowa												
Davenport–Rock Island–Moline (February)	–	330	520	619	–	330	413	463	348	492	298	493
Kentucky												
Louisville (June)	–	353	426	540	259	305	364	428	–	–	268	316
Louisiana												
New Orleans (July)	273	341	407	453	209	272	362	451	292	–	282	325
Maryland												
Baltimore (May)	323	394	448	547	276	344	389	430	–	462	305	399
Cumberland (March)	–	355	456	–	–	277	364	402	–	–	–	–
Massachusetts												
Boston (May)	–	414	468	556	–	341	419	477	394	462	389	447
Springfield (December)	–	380	433	–	–	–	386	–	–	–	–	–

See footnotes at end of table.

Table H-3. Average weekly pay[1] in all industries, clerical occupations,[2] selected areas, 1995 — Continued

State, area, and reference month	Personnel Assistants			Secretaries					Switchboard Operator-Receptionists	Word Processors		
	II	III	IV	I	II	III	IV	V		I	II	III
Alabama												
Huntsville (March)	$353	–	–	$362	$397	$487	$574	–	$298	–	$372	–
Arizona												
Phoenix (April)	418	–	–	335	412	462	534	$650	309	–	393	–
California												
Anaheim–Santa Ana (August)	–	$609	–	406	548	608	675	820	380	–	517	$613
Los Angeles–Long Beach (December)	472	–	–	414	576	637	700	821	371	–	528	–
Oakland (January)	–	–	–	420	516	620	686	805	407	$448	524	611
Riverside–San Bernardino (April)	433	–	–	393	498	560	638	752	348	–	502	–
Sacramento (January)	430	499	–	442	501	540	605	702	364	397	497	–
San Diego (October)	443	494	–	420	482	559	651	750	335	391	483	588
San Francisco (April)	492	–	–	516	565	622	686	834	442	–	560	717
Santa Barbara–Santa Maria–Lompac (May)	–	550	–	489	474	567	615	719	364	–	508	–
Connecticut												
Danbury (April)	–	–	–	–	511	570	673	–	380	–	–	–
District of Columbia												
Washington (March)	459	516	$614	455	511	581	667	765	409	423	477	583
Florida												
Miami–Hialeah (October)	–	–	–	386	460	508	627	746	315	362	457	607
Tampa–St. Petersburg–Clearwater (July)	404	513	–	367	437	494	596	–	303	311	399	–
Georgia												
Atlanta (May)	442	530	–	389	467	539	591	723	385	–	–	–
Illinois												
Chicago (June)	416	558	–	449	513	585	681	823	372	385	488	601
Indiana												
Gary–Hammond (February)	–	–	–	406	452	564	–	–	315	–	–	–
Indianapolis (September)	389	–	–	385	443	492	683	–	354	–	417	–
Iowa												
Davenport–Rock Island–Moline (February)	–	–	–	363	418	–	673	–	334	–	474	–
Kentucky												
Louisville (June)	–	–	–	396	428	521	663	–	321	–	–	–
Louisiana												
New Orleans (July)	–	–	–	347	415	500	604	–	302	267	366	–
Maryland												
Baltimore (May)	430	497	–	404	455	509	558	653	348	362	447	–
Cumberland (March)	–	–	–	353	435	463	–	–	313	–	–	–
Massachusetts												
Boston (May)	–	530	–	442	503	557	653	765	408	–	491	594
Springfield (December)	–	478	–	376	446	513	620	–	355	–	–	–

See footnotes at end of table.

Table H-3. Average weekly pay[1] in all industries, clerical occupations,[2] selected areas, 1995 — Continued

State, area, and reference month	Clerks, Accounting				Clerks, General				Clerks, Order		Key Entry Operators	
	I	II	III	IV	I	II	III	IV	I	II	I	II
Michigan												
Detroit (February)	$286	$379	$463	$606	$304	$332	$437	$507	–	–	$350	$436
Upper Peninsula (September)[3]	–	343	426	600	–	377	426	658	$336	–	289	432
Minnesota												
Minneapolis–St. Paul (February)	321	405	462	543	346	370	426	493	362	$476	365	405
Missouri												
Kansas City (September)	316	364	425	496	280	321	389	458	333	424	349	391
St. Louis (March)	333	364	440	520	244	315	382	459	325	387	312	364
New Jersey												
Bergen–Passaic (April)	–	411	–	587	–	339	418	466	–	–	385	455
New York												
New York (May)	354	449	511	573	–	384	440	479	–	–	418	462
North Carolina												
Charlotte–Gastonia–Rock Hill (October)	305	373	448	503	299	327	397	431	378	–	334	407
Ohio												
Cincinnati (June)	–	357	439	521	–	323	413	481	327	–	329	393
Cleveland (August)	301	365	437	538	254	330	392	471	–	460	–	378
Dayton–Springfield (March)	–	359	413	518	–	318	363	443	323	445	308	397
Gallia (January)	–	292	–	–	–	–	377	–	–	–	–	–
Mercer (February)	–	–	380	–	–	297	393	–	–	–	–	–
Oregon												
Portland (July)	–	379	451	503	–	310	405	443	390	504	328	377
Pennsylvania												
Philadelphia (October)	313	410	467	542	313	377	421	489	–	–	360	406
Pittsburgh (May)	278	–	437	526	278	308	415	475	338	–	329	338
Texas												
Corpus Christi (September)	278	318	389	457	245	278	304	315	–	–	294	345
Dallas (February)	–	377	446	539	286	324	384	438	334	435	328	382
Houston (May)	406	381	464	573	308	345	451	425	–	–	331	393
Panola (October)	–	–	–	–	–	–	–	–	–	–	–	–
Utah												
Salt Lake City–Ogden (August)	293	344	421	479	256	302	336	393	–	390	302	374
Vermont												
Burlington (July)	–	344	407	–	–	–	381	–	–	–	–	–

See footnotes at end of table.

Table H-3. Average weekly pay[1] in all industries, clerical occupations,[2] selected areas, 1995 — Continued

State, area, and reference month	Personnel Assistants			Secretaries					Switchboard Operator-Receptionists	Word Processors		
	II	III	IV	I	II	III	IV	V		I	II	III
Michigan												
Detroit (February)	$437	$510	–	$486	$499	$601	$637	$817	$369	$370	$504	–
Upper Peninsula (September)[3]	–	–	–	512	476	484	–	–	321	–	–	–
Minnesota												
Minneapolis–St. Paul (February)	–	515	$608	402	462	520	603	756	371	404	481	$533
Missouri												
Kansas City (September)	416	471	–	387	440	517	606	–	342	371	454	–
St. Louis (March)	408	471	–	381	445	515	593	733	341	361	–	543
New Jersey												
Bergen–Passaic (April)	–	554	–	427	528	594	668	–	420	–	534	–
New York												
New York (May)	454	536	579	531	549	619	725	864	428	413	532	612
North Carolina												
Charlotte–Gastonia–Rock Hill (October)	399	481	–	387	485	526	–	–	352	–	488	–
Ohio												
Cincinnati (June)	407	509	–	375	449	526	602	–	325	386	445	–
Cleveland (August)	417	–	–	398	483	543	634	734	335	377	463	–
Dayton–Springfield (March)	–	–	–	397	446	525	608	–	314	366	442	–
Gallia (January)	–	–	–	375	421	459	–	–	–	–	–	–
Mercer (February)	–	–	–	408	–	–	–	–	–	–	–	–
Oregon												
Portland (July)	422	–	–	–	475	529	618	–	361	365	437	–
Pennsylvania												
Philadelphia (October)	456	524	–	424	463	550	634	702	385	389	463	481
Pittsburgh (May)	–	–	–	445	438	499	556	661	317	361	507	–
Texas												
Corpus Christi (September)	333	392	–	327	433	437	–	–	270	–	–	–
Dallas (February)	384	488	–	404	478	538	631	746	360	–	445	–
Houston (May)	395	534	–	442	499	551	659	810	337	369	453	572
Panola (October)	305	–	–	–	–	–	–	–	–	–	–	–
Utah												
Salt Lake City–Ogden (August)	379	444	–	378	430	489	579	–	317	–	441	–
Vermont												
Burlington (July)	–	469	–	350	403	436	605	–	366	–	–	–

See footnotes at end of table.

Table H-3. Average weekly pay[1] in all industries, clerical occupations,[2] selected areas, 1995 — Continued

State, area, and reference month	Clerks, Accounting				Clerks, General				Clerks, Order		Key Entry Operators	
	I	II	III	IV	I	II	III	IV	I	II	I	II
Virginia												
Richmond–Petersburg (August)	$316	$371	$443	$503	$287	$339	$390	$507	$355	–	$353	$408
Washington												
Seattle–Tacoma–Bremerton (November)	–	382	466	560	346	333	428	494	–	$420	396	437
West Virginia												
Parkersburg–Marietta (August)	221	338	417	–	–	269	343	387	–	–	272	–
Wisconsin												
Milwaukee (September)	320	370	449	551	284	355	402	476	336	442	323	367

See footnotes at end of table.

Table H-3. Average weekly pay[1] in all industries, clerical occupations,[2] selected areas, 1995 — Continued

State, area, and reference month	Personnel Assistants			Secretaries					Switchboard Operator-Receptionists	Word Processors		
	II	III	IV	I	II	III	IV	V		I	II	III
Virginia												
Richmond–Petersburg (August)	$390	–	–	$382	$465	$522	$564	$700	$329	–	$458	–
Washington												
Seattle–Tacoma–Bremerton (November)	433	$525	$589	405	489	544	612	738	384	–	470	$590
West Virginia												
Parkersburg–Marietta (August)	–	–	–	388	445	471	–	–	301	–	–	–
Wisconsin												
Milwaukee (September)	431	485	–	435	466	524	621	–	345	$358	454	–

[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.

[2] Pay data for Personnel Assistants I did not meet publication criteria in any area.

[3] The limited industry scope for this survey excluded mining, construction, and selected service-producing industries. In addition, Programmers and Systems Analysts were the only professional and administrative occupations studied in all industries; in a number of areas surveyed through June 1995, Registered Nurses were also studied. See appendix table A-4 for more details.

NOTE: Dashes indicate that collected data, if any, did not meet publication criteria. Areas and occupations do not appear on this table if they had no publishable data. Some areas used a slightly different job list, see appendix table A-6 for more details.

Table H-4. Average hourly pay[1] in all industries, maintenance and toolroom occupations, selected areas, 1995

State, area, and reference month	General Maintenance Workers	Maintenance Electricians	Maintenance Electronics Technicians			Maintenance Machinists	Maintenance Mechanics, Machinery	Maintenance Mechanics, Motor Vehicle	Maintenance Pipefitters	Tool and Die Makers
			I	II	III					
Alabama										
Huntsville (March)	$8.92	$15.95	$10.09	$15.66	$16.30	–	$15.66	$13.98	–	$15.11
Arizona										
Phoenix (April)	8.86	17.40	–	17.69	20.19	$18.74	14.84	15.48	–	17.24
California										
Anaheim–Santa Ana (August)	11.17	19.60	14.12	17.54	20.51	19.49	17.83	18.03	–	17.88
Los Angeles–Long Beach (December)	–	20.30	–	19.22	20.96	–	18.05	18.70	–	19.21
Oakland (January)	11.37	20.43	12.51	19.90	22.49	19.87	18.19	19.98	$20.26	–
Riverside–San Bernardino (April)	11.28	17.13	–	19.02	19.50	15.88	16.61	16.63	–	18.35
Sacramento (January)	10.83	18.52	–	17.62	21.02	19.22	16.75	17.47	–	–
San Diego (October)	10.07	19.48	10.94	16.58	20.43	20.05	16.65	17.59	–	19.16
San Francisco (April)	10.46	24.56	–	–	–	–	–	20.15	–	–
Santa Barbara–Santa Maria–Lompac (May)	10.62	17.60	–	16.73	20.18	–	17.84	15.86	–	–
Connecticut										
Danbury (April)	11.43	–	–	18.67	–	17.15	–	17.12	–	18.87
District of Columbia										
Washington (March)	10.25	17.93	12.93	19.18	21.21	18.61	18.45	17.56	15.67	–
Florida										
Miami–Hialeah (October)	8.82	16.30	–	18.30	–	–	15.60	14.46	15.06	–
Tampa–St. Petersburg–Clearwater (July)	8.89	14.90	11.40	14.48	17.32	14.68	14.35	14.07	–	15.97
Georgia										
Atlanta (May)	9.85	16.57	12.98	16.80	19.96	15.84	14.57	16.52	–	18.67
Illinois										
Chicago (June)	11.52	21.17	11.08	–	20.78	19.95	17.24	18.95	22.66	20.80
Indiana										
Gary–Hammond (February)	9.04	18.07	–	18.22	–	18.90	18.68	16.12	–	–
Indianapolis (September)	9.37	19.58	–	16.73	–	16.45	19.24	15.05	20.21	20.38
Iowa										
Davenport–Rock Island–Moline (February)	9.39	18.04	–	17.34	–	–	16.64	15.19	17.81	18.97
Kentucky										
Louisville (June)	8.30	18.17	–	17.25	18.22	–	13.95	16.01	–	18.29
Louisiana										
New Orleans (July)	8.58	15.74	–	–	–	17.83	15.73	13.05	–	–
Maryland										
Baltimore (May)	10.01	17.19	12.21	17.96	18.32	16.58	16.10	14.43	18.97	18.51
Cumberland (March)	9.58	14.21	–	16.23	–	–	–	12.87	–	–
Massachusetts										
Boston (May)	11.66	19.82	12.14	16.50	18.97	18.01	17.35	16.94	18.85	18.64
Springfield (December)	11.31	16.09	–	–	–	–	–	–	–	–

See footnotes at end of table.

Table H-4. Average hourly pay[1] in all industries, maintenance and toolroom occupations, selected areas, 1995 — Continued

State, area, and reference month	General Maintenance Workers	Maintenance Electricians	Maintenance Electronics Technicians			Maintenance Machinists	Maintenance Mechanics, Machinery	Maintenance Mechanics, Motor Vehicle	Maintenance Pipefitters	Tool and Die Makers
			I	II	III					
Michigan										
Detroit (February)	$11.16	$20.56	–	$16.71	$19.45	$18.40	$19.19	$17.42	$20.64	$20.47
Upper Peninsula (September)[2]	9.25	14.97	–	–	–	17.15	14.47	14.52	17.61	–
Minnesota										
Minneapolis–St. Paul (February)	10.86	19.51	$10.69	18.07	19.35	17.40	16.34	16.23	20.42	17.62
Missouri										
Kansas City (September)	8.65	19.96	–	18.40	18.02	16.76	16.76	–	20.66	20.71
St. Louis (March)	10.36	19.26	–	17.14	19.13	18.96	15.21	15.17	19.31	–
New Jersey										
Bergen–Passaic (April)	12.77	18.30	–	–	–	15.60	17.19	16.33	20.35	17.73
New York										
New York (May)	14.65	22.55	–	–	–	20.94	16.15	19.99	19.80	–
North Carolina										
Charlotte–Gastonia–Rock Hill (October)	9.44	14.54	–	15.82	18.50	14.85	13.78	14.69	15.29	14.35
Ohio										
Cincinnati (June)	9.75	18.30	–	–	19.11	14.40	17.38	16.19	18.58	17.44
Cleveland (August)	10.29	18.96	–	–	20.16	16.85	18.11	16.43	20.55	17.48
Dayton–Springfield (March)	10.52	–	11.23	16.31	16.98	13.83	19.07	15.08	–	–
Gallia (January)	9.92	–	–	–	–	–	–	–	–	–
Mercer (February)	9.67	–	–	–	–	–	–	12.57	–	–
Oregon										
Portland (July)	9.94	18.49	–	15.55	–	16.96	16.30	16.04	–	18.54
Pennsylvania										
Philadelphia (October)	11.18	16.98	–	18.34	18.35	17.63	16.44	16.20	17.31	17.45
Pittsburgh (May)	11.04	16.20	–	16.62	17.54	16.64	15.67	15.37	16.46	–
Texas										
Corpus Christi (September)	7.76	16.80	–	–	–	18.04	18.15	11.23	–	–
Dallas (February)	9.60	15.78	11.37	17.06	19.37	16.79	15.56	15.44	–	16.12
Houston (May)	8.67	18.07	11.86	18.20	22.15	19.48	17.80	14.59	18.01	17.02
Panola (October)	–	–	–	–	–	–	–	9.35	–	–
Utah										
Salt Lake City–Ogden (August)	9.70	15.36	11.28	16.94	19.77	15.73	15.20	15.24	–	16.78
Vermont										
Burlington (July)	9.08	14.92	–	13.00	–	–	13.38	14.09	–	–

See footnotes at end of table.

Table H-4. Average hourly pay[1] in all industries, maintenance and toolroom occupations, selected areas, 1995 — Continued

State, area, and reference month	General Maintenance Workers	Maintenance Electricians	Maintenance Electronics Technicians			Maintenance Machinists	Maintenance Mechanics, Machinery	Maintenance Mechanics, Motor Vehicle	Maintenance Pipefitters	Tool and Die Makers
			I	II	III					
Virginia										
Richmond–Petersburg (August)	$10.01	$19.48	$10.90	$18.49	$19.22	–	$20.69	$13.23	$20.80	–
Washington										
Seattle–Tacoma–Bremerton (November)	11.16	21.01	–	18.81	22.85	$20.31	19.39	18.69	–	–
West Virginia										
Parkersburg–Marietta (August)	9.47	14.38	–	17.37	–	–	14.24	–	–	–
Wisconsin										
Milwaukee (September)	11.41	20.14	–	17.31	–	19.01	16.06	16.49	20.80	$19.10

[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.

[2] The limited industry scope for this survey excluded mining, construction, and selected service-producing industries. In addition, Programmers and Systems Analysts were the only professional and administrative occupations studied in all industries; in a number of areas surveyed through June 1995, Registered Nurses were also studied. See appendix table A-4 for more details.

NOTE: Dashes indicate that collected data, if any, did not meet publication criteria. Areas and occupations do not appear on this table if they had no publishable data. Some areas used a slightly different job list, see appendix table A-6 for more details.

Table H-5. Average hourly pay[1] in all industries, material movement and custodial occupations, selected areas, 1995

State, area, and reference month	Forklift Operators	Guards		Janitors	Material Handling Laborers	Order Fillers	Shipping/ Receiving Clerks	Truckdrivers				Warehouse Specialists
		I	II					Light Truck	Medium Truck	Heavy Truck	Tractor Trailer	
Alabama												
Huntsville (March)	$10.18	$7.17	–	$5.87	–	–	$10.00	$7.21	–	$10.05	$10.83	$10.98
Arizona												
Phoenix (April)	11.04	6.35	–	6.15	$10.14	–	–	–	$14.07	12.77	13.86	10.29
California												
Anaheim–Santa Ana (August)	10.74	6.58	$13.08	6.78	–	$9.02	10.56	7.66	15.03	–	14.36	–
Los Angeles–Long Beach (December)	–	6.85	11.83	7.70	6.57	–	10.72	–	14.74	–	15.67	13.47
Oakland (January)	14.49	7.35	13.24	9.79	–	10.26	12.01	11.80	15.53	–	16.31	11.42
Riverside–San Bernardino (April)	11.23	6.15	10.29	8.54	7.94	9.62	–	–	15.82	11.64	14.69	13.34
Sacramento (January)	12.96	6.90	14.23	9.20	8.45	14.69	10.50	8.67	14.08	14.65	14.97	11.60
San Diego (October)	10.89	6.85	11.41	7.60	8.78	–	8.74	8.19	–	13.26	14.28	10.71
San Francisco (April)	15.93	7.68	12.97	11.26	–	11.73	12.43	–	–	18.58	19.61	14.41
Santa Barbara–Santa Maria–Lompac (May)	–	5.78	–	8.19	–	–	9.40	7.85	–	–	14.87	11.62
Connecticut												
Danbury (April)	–	–	–	8.41	9.70	–	12.25	–	–	–	17.08	10.19
District of Columbia												
Washington (March)	–	7.75	10.53	7.16	9.11	12.76	10.54	10.27	15.57	12.50	16.87	–
Florida												
Miami–Hialeah (October)	8.89	6.28	8.68	6.08	–	8.88	9.18	7.55	–	10.35	13.76	9.57
Tampa–St. Petersburg–Clearwater (July)	9.17	5.73	–	6.08	8.70	7.21	9.54	–	–	10.06	12.61	–
Georgia												
Atlanta (May)	–	6.59	11.43	6.21	–	–	10.44	8.28	15.70	–	14.60	13.78
Illinois												
Chicago (June)	11.93	7.02	12.01	8.21	–	9.36	11.60	–	16.46	17.11	17.26	13.18
Indiana												
Gary–Hammond (February)	13.10	6.11	10.53	8.34	10.43	10.25	12.78	9.84	10.46	–	13.03	–
Indianapolis (September)	13.58	6.65	10.62	7.28	–	–	10.19	–	15.32	12.49	15.99	11.70
Iowa												
Davenport–Rock Island–Moline (February)	11.58	5.23	12.10	8.04	9.29	8.37	9.64	–	–	11.43	15.60	14.63
Kentucky												
Louisville (June)	12.47	6.27	9.77	6.68	8.98	–	12.31	7.34	9.94	9.98	12.74	–
Louisiana												
New Orleans (July)	9.80	5.66	–	5.24	–	7.78	8.68	6.90	12.63	8.91	12.21	10.13

See footnotes at end of table.

Table H-5. Average hourly pay[1] in all industries, material movement and custodial occupations, selected areas, 1995 — Continued

State, area, and reference month	Forklift Operators	Guards		Janitors	Material Handling Laborers	Order Fillers	Shipping/ Receiving Clerks	Truckdrivers				Warehouse Specialists
		I	II					Light Truck	Medium Truck	Heavy Truck	Tractor Trailer	
Maryland												
Baltimore (May)	$12.48	$6.62	$10.76	$7.04	$11.17	$11.98	$11.52	–	$12.69	$13.48	$13.94	$12.70
Cumberland (March)	–	–	–	8.41	–	–	–	$8.99	–	–	–	10.66
Massachusetts												
Boston (May)	13.10	7.37	11.95	8.46	10.78	–	11.73	–	15.99	14.80	15.37	12.76
Springfield (December)	–	–	–	9.57	–	–	11.37	–	–	–	–	–
Michigan												
Detroit (February)	15.90	6.43	12.53	9.33	13.01	–	12.50	–	–	14.87	15.12	13.88
Upper Peninsula (September)[2]	11.17	–	–	9.65	8.47	–	10.47	–	–	12.72	12.79	–
Minnesota												
Minneapolis–St. Paul (February)	12.77	7.25	10.10	8.30	10.23	8.98	12.84	8.09	–	15.25	13.60	14.18
Missouri												
Kansas City (September)	11.94	6.48	10.37	7.47	10.57	11.00	10.02	–	14.98	–	15.64	13.84
St. Louis (March)	13.89	6.61	11.98	6.84	14.70	–	10.31	8.55	16.67	12.46	15.93	10.68
New Jersey												
Bergen–Passaic (April)	12.38	8.29	12.26	7.61	–	–	12.29	10.97	14.99	15.15	14.58	–
New York												
New York (May)	13.54	8.09	13.04	12.32	–	–	11.41	12.31	15.55	–	17.90	12.47
North Carolina												
Charlotte–Gastonia–Rock Hill (October)	10.58	6.39	14.14	6.54	7.25	–	9.54	7.10	8.41	–	12.91	–
Ohio												
Cincinnati (June)	11.24	6.62	11.59	7.28	–	9.78	10.47	–	–	11.96	–	10.98
Cleveland (August)	11.99	6.52	11.18	7.33	–	–	10.40	9.10	14.60	13.80	14.03	11.35
Dayton–Springfield (March)	13.85	6.24	11.86	7.70	12.04	9.44	10.06	8.90	12.37	11.14	14.45	13.07
Gallia (January)	–	–	–	7.58	–	–	–	–	–	–	–	12.38
Mercer (February)	9.50	–	–	8.81	–	–	–	–	–	–	–	–
Oregon												
Portland (July)	13.85	6.83	11.36	8.14	7.03	12.37	10.71	9.88	15.45	13.67	15.60	12.88
Pennsylvania												
Philadelphia (October)	11.97	7.73	11.04	9.04	–	–	–	11.58	16.84	13.85	14.66	13.32
Pittsburgh (May)	12.06	6.06	11.44	8.05	12.89	–	10.05	–	15.23	13.51	15.69	–

See footnotes at end of table.

Table H-5. Average hourly pay[1] in all industries, material movement and custodial occupations, selected areas, 1995 — Continued

State, area, and reference month	Forklift Operators	Guards		Janitors	Material Handling Laborers	Order Fillers	Shipping/ Receiving Clerks	Truckdrivers				Warehouse Specialists
		I	II					Light Truck	Medium Truck	Heavy Truck	Tractor Trailer	
Texas												
Corpus Christi (September)	–	$6.01	–	$5.84	–	–	$10.41	–	$8.04	–	–	–
Dallas (February)	$9.87	6.52	$11.20	5.64	–	$8.13	9.49	–	12.30	$10.22	$14.28	$9.94
Houston (May)	–	6.24	14.05	5.21	$7.77	7.44	8.47	–	–	9.43	12.60	11.60
Panola (October)	–	–	–	5.37	–	–	–	–	–	–	–	–
Utah												
Salt Lake City–Ogden (August)	9.76	5.99	9.62	6.64	10.45	8.03	8.49	–	–	11.28	14.73	10.96
Vermont												
Burlington (July)	11.84	8.67	–	8.10	8.12	–	9.38	–	–	–	–	–
Virginia												
Richmond–Petersburg (August)	12.90	–	10.77	6.09	11.17	9.57	11.23	$7.00	9.97	9.30	–	11.25
Washington												
Seattle–Tacoma–Bremerton (November)	13.74	6.45	15.09	9.17	–	–	–	–	–	14.49	14.55	–
West Virginia												
Parkersburg–Marietta (August)	–	–	–	6.38	–	–	9.05	–	–	–	–	–
Wisconsin												
Milwaukee (September)	12.82	7.26	13.05	7.81	–	10.62	10.98	–	–	11.40	15.60	–

[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.

[2] The limited industry scope for this survey excluded mining, construction, and selected service-producing industries. In addition, Programmers and Systems Analysts were the only professional and administrative occupations studied in all industries; in a number of areas surveyed through June 1995, Registered Nurses were also studied. See appendix table A-4 for more details.

NOTE: Dashes indicate that collected data, if any, did not meet publication criteria. Areas and occupations do not appear on this table if they had no publishable data. Some areas used a slightly different job list, see appendix table A-6 for more details.

Table I-1. Average weekly pay[1] in private industry, professional and administrative occupations,[2] selected areas, 1995

State, area, and reference month	Professional																					
	Accountants						Accountants, Public				Attorneys				Engineers							
	I	II	III	IV	V	VI	I	II	III	IV	II	III	IV	V	I	II	III	IV	V	VI	VII	VIII
Alaska																						
Statewide Alaska (July)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Alabama																						
Huntsville (March)	–	$598	$751	$964	–	–	–	–	–	–	–	–	–	–	$644	$745	$862	$1,100	$1,281	$1,492	$1,654	–
Arizona																						
Phoenix (April)	$538	597	772	1,027	$1,360	–	$514	$551	$621	$871	–	$1,450	–	–	704	790	916	1,118	1,291	–	1,928	–
California																						
Anaheim–Santa Ana (August)	582	621	833	1,049	1,316	–	–	–	–	–	–	1,514	$1,898	–	706	825	1,014	1,214	1,416	1,575	1,804	–
Los Angeles–Long Beach (December)	565	657	856	1,031	1,345	–	–	–	–	–	–	–	1,671	–	647	799	966	1,166	1,389	1,640	–	–
Oakland (January)	561	681	862	1,140	1,315	–	–	–	–	–	–	–	1,822	–	718	830	992	1,235	1,480	1,751	–	–
Riverside–San Bernardino (April)	–	629	812	1,051	–	–	–	–	–	–	–	–	–	–	–	748	920	1,062	1,270	–	–	–
Sacramento (January)	519	616	765	938	–	–	–	–	–	–	–	–	–	–	683	809	920	1,016	–	1,516	1,827	–
San Diego (October)	–	639	815	1,049	1,311	–	574	649	793	1,031	–	1,337	–	–	646	762	905	1,080	1,282	1,510	1,777	–
San Francisco (April)	660	672	853	1,146	1,431	–	586	677	–	1,062	–	1,476	1,828	$2,339	–	826	954	1,231	1,511	1,743	2,047	–
Santa Barbara–Santa Maria–Lompac (May)	–	650	810	991	–	–	–	–	–	–	–	–	–	–	–	830	915	1,156	1,465	1,796	–	–
Stockton–Lodi (May)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Connecticut																						
Danbury (April)	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
District of Columbia																						
Washington (March)	539	617	812	1,052	1,368	–	569	601	699	886	$1,051	1,266	–	2,368	608	748	916	1,142	1,378	1,639	1,871	–
Florida																						
Fort Lauderdale–West Palm Beach–Boca Raton (May)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Jacksonville (March)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Melbourne–Titusville–Palm Bay (February)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Miami–Hialeah (October)	481	609	773	1,086	–	–	620	673	772	1,063	–	–	–	–	647	758	978	1,218	1,467	–	–	–
Tampa–St. Petersburg–Clearwater (July)	477	617	751	1,024	–	–	633	683	769	1,025	–	–	–	–	650	785	991	1,156	1,322	1,506	1,610	–
Georgia																						
Atlanta (May)	491	602	776	1,009	1,304	–	–	–	–	–	–	1,440	1,855	–	585	719	876	1,065	1,286	1,552	–	–
Macon–Warner Robins (February)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Illinois																						
Chicago (June)	527	632	805	1,056	1,369	$1,842	573	619	719	–	1,011	1,319	1,636	2,252	705	798	970	1,172	1,386	1,655	–	–
Joliet (August)	–	688	891	–	–	–	–	–	–	–	–	–	–	–	–	834	1,036	1,250	1,533	–	–	–
Peoria–Pekin (March)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Indiana																						
Gary–Hammond (February)	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Indianapolis (September)	–	621	788	984	1,364	–	–	676	713	998	–	1,290	–	–	675	787	929	1,080	–	1,707	–	–
Kokomo–Logansport (April)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–

See footnotes at end of table.

Table I-1. Average weekly pay[1] in private industry, professional and administrative occupations,[2] selected areas, 1995 — Continued

State, area, and reference month	Professional					Administrative										
	Registered Nurses					Budget Analysts			Buyers/Contracting Specialists				Computer Programmers			
	I	II	II Specialists	III	III Anesthetists	II	III	IV	I	II	III	IV	I	II	III	IV
Alaska																
Statewide Alaska (July)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Alabama																
Huntsville (March)	–	–	–	–	–	–	–	–	$452	$566	$750	$936	$499	$600	$734	–
Arizona																
Phoenix (April)	$528	$654	–	–	–	–	–	–	494	631	843	1,037	–	593	728	–
California																
Anaheim–Santa Ana (August)	635	822	$901	–	–	–	–	–	566	681	873	1,033	–	645	832	$993
Los Angeles–Long Beach (December)	–	–	–	–	–	–	$845	–	593	657	859	1,018	–	670	845	–
Oakland (January)	–	1,016	–	–	–	–	–	–	600	717	889	–	–	663	865	–
Riverside–San Bernardino (April)	665	711	807	$914	–	–	–	–	–	672	830	–	–	600	–	–
Sacramento (January)	–	858	–	–	–	–	–	–	501	679	869	–	–	629	767	914
San Diego (October)	–	–	–	–	–	–	–	–	505	673	847	1,019	–	616	773	–
San Francisco (April)	–	1,015	–	1,171	–	–	–	–	563	694	921	–	–	707	866	901
Santa Barbara–Santa Maria–Lompac (May)	–	730	–	–	–	–	–	–	–	697	941	–	–	–	–	–
Stockton–Lodi (May)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Connecticut																
Danbury (April)	–	887	–	–	–	–	–	–	–	–	–	–	–	–	–	–
District of Columbia																
Washington (March)	–	812	878	1,015	–	$615	756	$930	567	674	873	1,011	578	668	792	928
Florida																
Fort Lauderdale–West Palm Beach–Boca Raton (May)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	676	716	–
Jacksonville (March)[3]	–	–	–	–	–	–	–	–	–	–	–	–	528	596	–	–
Melbourne–Titusville–Palm Bay (February)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	637	–	–
Miami–Hialeah (October)	–	–	–	–	–	–	–	–	–	655	–	–	–	616	773	–
Tampa–St. Petersburg–Clearwater (July)	498	637	717	–	–	–	–	–	494	669	860	–	–	690	820	983
Georgia																
Atlanta (May)	530	691	–	902	–	–	–	–	493	623	868	989	596	601	743	901
Macon–Warner Robins (February)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Illinois																
Chicago (June)	–	757	797	959	$1,257	–	921	–	536	693	862	1,100	593	665	781	1,011
Joliet (August)	–	–	–	–	–	–	–	–	–	–	971	–	–	–	–	–
Peoria–Pekin (March)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Indiana																
Gary–Hammond (February)	–	691	–	–	–	–	–	–	–	–	–	–	–	659	–	–
Indianapolis (September)	–	–	–	–	–	–	–	–	–	633	896	–	–	627	716	–
Kokomo–Logansport (April)[3]	–	655	–	–	–	–	–	–	–	–	–	–	–	532	–	–

See footnotes at end of table.

Table I-1. Average weekly pay[1] in private industry, professional and administrative occupations,[2] selected areas, 1995 — Continued

State, area, and reference month	Administrative															
	Computer Systems Analysts					Computer Systems Analyst Supervisors/Managers			Personnel Specialists					Personnel Supervisors/Managers		
	I	II	III	IV	V	I	II	III	I	II	III	IV	V	I	II	III
Alaska																
Statewide Alaska (July)[3]	$793	$1,005	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Alabama																
Huntsville (March)	675	835	$974	$1,155	–	–	–	–	–	$570	$725	$963	–	–	–	–
Arizona																
Phoenix (April)	764	912	1,104	–	–	–	$1,386	–	–	567	780	1,012	–	–	–	–
California																
Anaheim–Santa Ana (August)	820	985	1,092	1,321	–	–	1,546	–	$580	625	860	1,093	$1,348	–	–	–
Los Angeles–Long Beach (December)	802	998	1,175	1,397	–	$1,350	1,641	–	–	662	812	1,068	1,335	–	$1,420	$1,696
Oakland (January)	857	1,025	1,223	–	–	–	–	–	–	657	837	1,126	1,438	–	–	–
Riverside–San Bernardino (April)	–	886	1,024	–	–	–	–	–	–	621	788	1,022	–	–	–	–
Sacramento (January)	750	868	1,029	1,200	–	–	–	–	–	583	806	1,084	–	–	–	–
San Diego (October)	751	931	1,122	–	–	–	–	–	–	600	758	1,016	1,156	–	–	–
San Francisco (April)	–	1,033	1,224	1,410	–	1,297	1,557	–	–	666	886	1,122	1,446	–	1,439	–
Santa Barbara–Santa Maria–Lompac (May)	739	882	–	–	–	–	–	–	–	636	785	1,000	–	–	–	–
Stockton–Lodi (May)[3]	–	824	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Connecticut																
Danbury (April)	762	937	1,085	–	–	–	–	–	–	–	–	–	–	–	–	–
District of Columbia																
Washington (March)	729	918	1,082	1,213	–	1,164	1,384	$1,478	490	616	794	1,028	1,387	$1,074	1,412	–
Florida																
Fort Lauderdale–West Palm Beach–Boca Raton (May)[3]	749	923	1,098	–	–	–	–	–	–	–	–	–	–	–	–	–
Jacksonville (March)[3]	719	829	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Melbourne–Titusville–Palm Bay (February)[3]	804	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Miami–Hialeah (October)	770	932	1,080	–	–	–	–	–	–	588	762	1,074	–	–	–	–
Tampa–St. Petersburg–Clearwater (July)	776	921	1,104	1,205	–	–	–	–	491	597	757	1,031	–	–	–	–
Georgia																
Atlanta (May)	777	926	1,017	1,207	–	1,097	1,347	–	521	621	783	1,030	1,235	–	–	–
Macon–Warner Robins (February)[3]	–	956	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Illinois																
Chicago (June)	831	970	1,111	–	–	1,263	1,482	–	509	615	812	1,048	1,349	1,227	1,482	1,912
Joliet (August)	–	–	–	–	–	–	–	–	–	–	809	1,065	–	–	–	–
Peoria–Pekin (March)[3]	638	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Indiana																
Gary–Hammond (February)	810	887	1,015	–	–	–	–	–	–	–	–	–	–	–	–	–
Indianapolis (September)	775	887	1,036	–	–	–	–	–	–	627	793	973	–	–	–	–
Kokomo–Logansport (April)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–

See footnotes at end of table.

Table I-1. Average weekly pay[1] in private industry, professional and administrative occupations,[2] selected areas, 1995 — Continued

State, area, and reference month	Professional																					
	Accountants						Accountants, Public				Attorneys				Engineers							
	I	II	III	IV	V	VI	I	II	III	IV	II	III	IV	V	I	II	III	IV	V	VI	VII	VIII
Iowa																						
Davenport–Rock Island–Moline (February)	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Des Moines (June)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Northeastern Iowa (May)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Kentucky																						
Evansville–Clarksville (April)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Louisville (June)	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Louisiana																						
New Orleans (July)	$499	$591	$783	$1,031	–	–	$529	–	$676	$988	$1,070	$1,319	$1,594	–	$724	$840	$958	$1,202	$1,477	$1,774	–	–
Maine																						
Statewide Maine (February)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Maryland																						
Baltimore (May)	546	610	787	1,013	–	–	576	$627	701	979	–	1,449	–	–	669	782	922	1,109	1,332	1,568	–	–
Cumberland (March)	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Hagerstown–Cumberland (April)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Massachusetts																						
Boston (May)	507	614	775	1,007	$1,321	–	565	597	657	–	1,002	1,384	1,836	$2,134	670	777	917	1,109	1,376	1,656	$2,002	$2,405
Southeastern Massachusetts (May)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Michigan																						
Ann Arbor (July)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Detroit (February)	507	673	822	1,030	1,364	–	612	–	–	928	–	1,338	1,627	–	716	807	934	1,147	1,397	1,688	1,958	–
Kalamazoo–Battle Creek (May)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Saginaw–Bay City–Midland (June)	–	603	850	1,140	–	–	–	–	–	–	–	–	–	–	–	848	919	1,137	1,340	–	–	–
Upper Peninsula (September)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Minnesota																						
Minneapolis–St. Paul (February)	530	597	779	970	1,271	–	571	607	710	1,022	–	1,309	1,586	2,057	663	766	908	1,105	1,326	1,563	1,853	–
Missouri																						
Kansas City (September)	490	627	788	994	1,254	–	–	–	–	–	1,078	1,317	1,669	–	617	758	907	1,072	1,286	–	–	–
St. Louis (March)	498	596	759	998	1,230	$1,522	558	600	698	878	–	1,307	1,689	–	637	712	827	–	–	–	–	2,025
Southern Missouri (June)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Nebraska																						
Central Nebraska (August)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
New Hampshire																						
Statewide New Hampshire (August)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
New Jersey																						
Bergen–Passaic (April)	533	636	829	1,068	–	–	–	–	–	–	–	1,596	–	–	638	759	936	1,185	1,393	–	–	–
Middlesex–Somerset–Hunterdon (March)	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–

See footnotes at end of table.

Table I-1. Average weekly pay[1] in private industry, professional and administrative occupations,[2] selected areas, 1995 — Continued

State, area, and reference month	Professional					Administrative										
	Registered Nurses					Budget Analysts			Buyers/Contracting Specialists				Computer Programmers			
	I	II	II Specialists	III	III Anesthetists	II	III	IV	I	II	III	IV	I	II	III	IV
Iowa																
Davenport–Rock Island–Moline (February)	–	$570	–	–	–	–	–	–	–	–	–	–	–	$663	–	–
Des Moines (June)[3]	–	–	–	–	–	–	–	–	–	–	–	–	$531	593	$692	–
Northeastern Iowa (May)[3]	–	631	–	–	–	–	–	–	–	–	–	–	–	594	739	–
Kentucky																
Evansville–Clarksville (April)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	496	654	–
Louisville (June)	–	676	–	–	–	–	–	–	–	–	–	–	–	593	–	–
Louisiana																
New Orleans (July)	–	758	$807	–	–	–	–	–	–	$601	$838	–	–	590	732	–
Maine																
Statewide Maine (February)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	565	678	–
Maryland																
Baltimore (May)	$627	735	924	$1,024	–	$587	–	–	–	666	848	$955	–	590	747	–
Cumberland (March)	–	621	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Hagerstown–Cumberland (April)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	–	702	–
Massachusetts																
Boston (May)	677	923	–	1,215	–	664	$798	$993	$536	666	872	1,092	526	623	761	$923
Southeastern Massachusetts (May)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	–	810	–
Michigan																
Ann Arbor (July)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Detroit (February)	–	744	883	863	$1,760	–	–	–	579	726	949	1,176	532	650	763	946
Kalamazoo–Battle Creek (May)[3]	–	672	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Saginaw–Bay City–Midland (June)	–	705	–	–	–	–	–	–	–	711	999	–	–	–	–	–
Upper Peninsula (September)[3]	–	641	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Minnesota																
Minneapolis–St. Paul (February)	–	766	880	–	1,398	–	–	–	497	649	816	1,019	546	632	727	857
Missouri																
Kansas City (September)	–	692	–	938	–	–	–	–	549	643	801	970	530	653	–	–
St. Louis (March)	–	664	725	873	1,497	–	–	–	500	635	859	963	503	584	702	855
Southern Missouri (June)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	515	615	–
Nebraska																
Central Nebraska (August)[3]	–	574	–	–	–	–	–	–	–	–	–	–	–	–	698	–
New Hampshire																
Statewide New Hampshire (August)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	559	699	–
New Jersey																
Bergen–Passaic (April)	754	914	–	–	–	–	–	–	547	720	902	–	–	647	829	1,034
Middlesex–Somerset–Hunterdon (March)	–	820	–	–	–	–	–	–	–	–	–	–	–	–	–	905

See footnotes at end of table.

Table I-1. Average weekly pay[1] in private industry, professional and administrative occupations,[2] selected areas, 1995 — Continued

State, area, and reference month	Administrative															
	Computer Systems Analysts					Computer Systems Analyst Supervisors/Managers			Personnel Specialists					Personnel Supervisors/Managers		
	I	II	III	IV	V	I	II	III	I	II	III	IV	V	I	II	III
Iowa																
Davenport–Rock Island–Moline (February)	$717	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Des Moines (June)[3]	725	$876	$1,022	–	–	–	–	–	–	–	–	–	–	–	–	–
Northeastern Iowa (May)[3]	674	908	997	–	–	–	–	–	–	–	–	–	–	–	–	–
Kentucky																
Evansville–Clarksville (April)[3]	681	841	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Louisville (June)	735	826	937	–	–	–	–	–	–	–	–	–	–	–	–	–
Louisiana																
New Orleans (July)	717	913	1,087	–	–	–	–	–	–	$592	$815	$1,044	–	–	–	–
Maine																
Statewide Maine (February)[3]	716	891	1,021	–	–	–	–	–	–	–	–	–	–	–	–	–
Maryland																
Baltimore (May)	734	886	1,056	$1,226	–	$1,272	–	–	–	614	774	1,031	$1,244	–	–	–
Cumberland (March)	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Hagerstown–Cumberland (April)[3]	–	–	994	–	–	–	–	–	–	–	–	–	–	–	–	–
Massachusetts																
Boston (May)	740	918	1,092	1,323	–	1,222	$1,455	$1,654	$506	606	797	1,039	1,273	–	$1,437	$1,636
Southeastern Massachusetts (May)[3]	–	880	1,053	–	–	–	–	–	–	–	–	–	–	–	–	–
Michigan																
Ann Arbor (July)[3]	802	878	1,135	–	–	–	–	–	–	–	–	–	–	–	–	–
Detroit (February)	786	889	1,095	1,297	$1,433	1,082	1,372	1,475	509	667	837	1,054	1,392	$1,070	1,417	–
Kalamazoo–Battle Creek (May)[3]	744	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Saginaw–Bay City–Midland (June)	–	–	–	–	–	–	–	–	–	551	806	1,037	–	–	–	–
Upper Peninsula (September)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Minnesota																
Minneapolis–St. Paul (February)	791	914	1,065	1,206	–	1,150	1,373	–	524	607	742	956	1,241	–	1,336	1,816
Missouri																
Kansas City (September)	780	940	1,081	–	–	–	1,364	–	–	588	808	1,026	–	–	–	–
St. Louis (March)	766	886	1,049	1,244	–	–	1,335	–	487	594	764	1,007	1,298	–	1,357	–
Southern Missouri (June)[3]	677	803	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Nebraska																
Central Nebraska (August)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
New Hampshire																
Statewide New Hampshire (August)[3]	–	852	978	–	–	–	–	–	–	–	–	–	–	–	–	–
New Jersey																
Bergen–Passaic (April)	–	–	1,111	1,393	–	–	1,391	–	–	646	834	1,081	1,362	–	–	–
Middlesex–Somerset–Hunterdon (March)	755	940	1,078	1,325	–	–	–	–	–	–	–	–	–	–	–	–

See footnotes at end of table.

Table I-1. Average weekly pay[1] in private industry, professional and administrative occupations,[2] selected areas, 1995 — Continued

State, area, and reference month	Professional																					
	Accountants						Accountants, Public				Attorneys				Engineers							
	I	II	III	IV	V	VI	I	II	III	IV	II	III	IV	V	I	II	III	IV	V	VI	VII	VIII
New York																						
Albany (May)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
New York (May)	$562	$657	$850	$1,110	–	–	$676	$731	$871	$1,188	–	$1,552	$2,032	$2,373	$664	$790	$990	$1,193	$1,402	$1,640	–	–
Utica–Rome (August)	–	544	709	–	–	–	–	–	–	–	–	–	–	–	572	753	859	1,008	1,213	–	–	–
Nevada																						
Las Vegas (March)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
North Carolina																						
Asheville (March)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Charlotte–Gastonia–Rock Hill (October)	533	612	784	1,025	–	–	–	–	–	–	–	–	1,761	–	694	747	911	1,129	1,372	1,578	–	–
Raleigh–Durham (May)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Southeastern North Carolina (April)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
North Dakota																						
Statewide North Dakota (July)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Ohio																						
Cincinnati (June)	497	584	725	955	$1,270	–	–	585	660	–	–	–	–	–	662	819	933	1,084	1,231	–	$1,937	–
Cleveland (August)	496	608	775	988	1,258	–	529	–	737	977	–	1,281	1,614	–	653	749	927	1,079	1,258	1,479	–	–
Dayton–Springfield (March)	525	611	772	1,017	–	–	–	–	–	–	–	–	–	–	634	731	877	1,075	1,332	1,487	–	–
Mercer (February)	–	–	652	851	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Portsmouth–Chillicothe–Gallipolis (April)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Oklahoma																						
Tulsa (August)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Oregon																						
Eugene–Springfield–Medford–Roseburg (March)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Portland (July)	498	586	812	1,028	1,310	–	502	555	653	962	–	–	–	–	–	813	949	1,134	1,363	1,582	–	–
Pennsylvania																						
Philadelphia (October)	502	641	788	1,047	1,410	–	548	664	805	1,002	–	1,346	1,664	1,794	677	792	1,004	1,184	1,405	1,673	–	–
Pittsburgh (May)	472	592	774	1,028	–	–	–	621	814	1,207	$1,093	1,262	1,591	1,908	667	743	935	1,038	–	–	–	–
Puerto Rico																						
Puerto Rico (October)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
South Dakota																						
Statewide South Dakota (May)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Tennessee																						
Chattanooga (August)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Northeastern Tennessee–Western Virginia (March)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–

See footnotes at end of table.

Table I-1. Average weekly pay[1] in private industry, professional and administrative occupations,[2] selected areas, 1995 — Continued

State, area, and reference month	Professional					Administrative										
	Registered Nurses					Budget Analysts			Buyers/Contracting Specialists				Computer Programmers			
	I	II	II Specialists	III	III Anesthetists	II	III	IV	I	II	III	IV	I	II	III	IV
New York																
Albany (May)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	$562	$756	–
New York (May)	–	$1,001	–	–	–	$679	$851	–	$589	$751	$961	$1,127	–	682	978	$1,010
Utica–Rome (August)	–	–	–	–	–	–	–	–	–	580	–	–	–	576	669	–
Nevada																
Las Vegas (March)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	612	–	–
North Carolina																
Asheville (March)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	–	683	–
Charlotte–Gastonia–Rock Hill (October)	–	–	–	–	–	–	–	–	–	665	846	–	$551	601	746	–
Raleigh–Durham (May)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	–	723	–
Southeastern North Carolina (April)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	583	715	–
North Dakota																
Statewide North Dakota (July)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	499	634	–
Ohio																
Cincinnati (June)	$582	663	–	–	–	–	–	–	503	621	871	–	–	641	738	–
Cleveland (August)	–	732	$871	$921	$1,493	–	–	–	465	638	827	1,045	–	605	747	860
Dayton–Springfield (March)	–	667	–	–	–	–	–	–	505	660	928	–	518	634	694	851
Mercer (February)	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Portsmouth–Chillicothe–Gallipolis (April)[3]	–	668	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Oklahoma																
Tulsa (August)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	611	753	–
Oregon																
Eugene–Springfield–Medford–Roseburg (March)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Portland (July)	–	749	–	1,019	–	–	–	–	558	664	866	–	–	610	–	–
Pennsylvania																
Philadelphia (October)	–	–	–	–	–	657	833	–	537	656	902	–	582	674	776	969
Pittsburgh (May)	638	721	–	917	1,228	–	–	–	540	670	873	1,030	525	593	701	834
Puerto Rico																
Puerto Rico (October)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	443	602	–
South Dakota																
Statewide South Dakota (May)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	548	–	–
Tennessee																
Chattanooga (August)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	598	738	–
Northeastern Tennessee–Western Virginia (March)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	–	674	–

See footnotes at end of table.

Table I-1. Average weekly pay[1] in private industry, professional and administrative occupations,[2] selected areas, 1995 — Continued

State, area, and reference month	Administrative															
	Computer Systems Analysts					Computer Systems Analyst Supervisors/Managers			Personnel Specialists					Personnel Supervisors/Managers		
	I	II	III	IV	V	I	II	III	I	II	III	IV	V	I	II	III
New York																
Albany (May)[3]	$723	$898	$1,030	–	–	–	–	–	–	–	–	–	–	–	–	–
New York (May)	810	988	1,131	$1,310	–	–	$1,568	–	$557	$649	$813	$1,103	$1,476	–	$1,539	–
Utica–Rome (August)	–	–	–	–	–	–	–	–	–	580	669	–	–	–	–	–
Nevada																
Las Vegas (March)[3]	816	912	982	–	–	–	–	–	–	–	–	–	–	–	–	–
North Carolina																
Asheville (March)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Charlotte–Gastonia–Rock Hill (October)	730	876	992	–	–	–	–	–	474	626	838	1,053	1,362	–	–	–
Raleigh–Durham (May)[3]	769	904	1,032	–	–	–	–	–	–	–	–	–	–	–	–	–
Southeastern North Carolina (April)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
North Dakota																
Statewide North Dakota (July)[3]	–	793	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Ohio																
Cincinnati (June)	819	974	1,134	1,723	–	–	1,368	–	–	623	769	996	–	–	–	–
Cleveland (August)	731	874	1,046	1,193	–	$1,120	1,301	–	–	605	793	1,011	1,318	–	–	–
Dayton–Springfield (March)	783	864	1,020	1,188	–	1,062	1,329	–	–	556	753	962	–	–	–	–
Mercer (February)	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Portsmouth–Chillicothe–Gallipolis (April)[3]	–	824	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Oklahoma																
Tulsa (August)[3]	682	858	1,037	1,302	–	–	–	–	–	–	–	–	–	–	–	–
Oregon																
Eugene–Springfield–Medford–Roseburg (March)[3]	–	877	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Portland (July)	736	877	1,053	–	–	1,206	–	–	–	601	780	1,022	–	–	–	–
Pennsylvania																
Philadelphia (October)	808	927	1,056	–	–	1,221	1,333	–	–	610	784	1,035	1,264	–	1,340	–
Pittsburgh (May)	728	865	1,026	–	–	1,057	1,240	–	–	572	768	1,004	1,295	–	–	–
Puerto Rico																
Puerto Rico (October)[3]	678	647	817	–	–	–	–	–	–	–	–	–	–	–	–	–
South Dakota																
Statewide South Dakota (May)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Tennessee																
Chattanooga (August)[3]	–	863	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Northeastern Tennessee–Western Virginia (March)[3]	–	828	–	–	–	–	–	–	–	–	–	–	–	–	–	–

See footnotes at end of table.

Table I-1. Average weekly pay[1] in private industry, professional and administrative occupations,[2] selected areas, 1995 — Continued

State, area, and reference month	Professional																					
	Accountants						Accountants, Public				Attorneys				Engineers							
	I	II	III	IV	V	VI	I	II	III	IV	II	III	IV	V	I	II	III	IV	V	VI	VII	VIII
Texas																						
Austin (August)	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Beaumont–Port Arthur–Lake Charles (March)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Corpus Christi (September)	–	$569	$765	$920	–	–	–	–	–	–	–	–	–	–	$693	$829	$972	$1,214	$1,456	$1,668	–	–
Dallas (February)	$494	581	789	1,020	$1,296	$1,572	$586	$623	–	$826	$1,158	$1,343	$1,674	$2,060	671	769	912	1,103	1,318	1,589	$1,855	–
El Paso–Las Cruces–Alamogordo (March)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Houston (May)	561	645	840	1,149	1,462	1,963	–	–	–	–	1,334	1,538	1,874	2,121	668	827	967	1,220	1,489	1,757	2,096	$2,486
Waco & Killeen–Temple (June)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Utah																						
Salt Lake City–Ogden (August)	513	603	773	989	1,201	–	–	–	–	–	–	–	–	–	663	769	919	1,086	1,278	1,573	1,778	–
Virginia																						
Richmond–Petersburg (August)	493	626	811	1,029	1,438	–	548	587	$656	918	–	1,355	–	–	655	839	1,061	1,210	1,409	–	–	–
Southwest Virginia (June)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Virgin Islands																						
Virgin Islands (March)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Washington																						
Seattle–Tacoma–Bremerton (November)	479	618	826	979	1,267	–	–	–	–	–	–	1,395	–	–	–	–	–	–	–	–	–	–
Spokane (May)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
West Virginia																						
Parkersburg–Marietta (August)	–	599	809	1,021	–	–	–	–	–	–	–	–	–	–	–	829	946	1,125	–	–	–	–
Wisconsin																						
Eau Claire–La Crosse–Rochester (June)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Milwaukee (September)	505	572	764	992	1,230	–	–	–	–	–	–	–	1,617	–	646	765	904	1,049	1,256	1,546	–	–

See footnotes at end of table.

Table I-1. Average weekly pay[1] in private industry, professional and administrative occupations,[2] selected areas, 1995 — Continued

State, area, and reference month	Professional					Administrative										
	Registered Nurses					Budget Analysts			Buyers/Contracting Specialists				Computer Programmers			
	I	II	II Specialists	III	III Anesthetists	II	III	IV	I	II	III	IV	I	II	III	IV
Texas																
Austin (August)	–	$722	–	–	–	–	–	–	–	–	–	–	–	$653	$785	–
Beaumont–Port Arthur–Lake Charles (March)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	736	793	–
Corpus Christi (September)	–	–	–	–	–	–	–	–	–	–	$910	–	–	–	688	–
Dallas (February)	–	669	–	–	–	–	–	–	$548	$643	863	$1,024	–	644	749	$893
El Paso–Las Cruces–Alamogordo (March)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	608	706	–
Houston (May)	$568	729	$751	–	–	–	–	–	551	707	936	1,246	$618	690	845	–
Waco & Killeen–Temple (June)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	–	784	–
Utah																
Salt Lake City–Ogden (August)	–	660	–	$904	–	–	–	–	497	649	841	985	522	645	731	925
Virginia																
Richmond–Petersburg (August)	601	700	–	–	–	–	–	–	–	640	986	–	–	625	753	–
Southwest Virginia (June)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	584	712	–
Virgin Islands																
Virgin Islands (March)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Washington																
Seattle–Tacoma–Bremerton (November)	–	–	–	–	–	–	–	–	–	668	–	–	539	–	744	–
Spokane (May)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	–	636	–
West Virginia																
Parkersburg–Marietta (August)	521	599	–	–	–	–	–	–	–	591	–	–	–	–	703	–
Wisconsin																
Eau Claire–La Crosse–Rochester (June)[3]	–	716	–	–	–	–	–	–	–	–	–	–	426	–	608	–
Milwaukee (September)	–	–	–	–	–	–	–	–	590	647	853	–	576	644	760	–

See footnotes at end of table.

Table I-1. Average weekly pay[1] in private industry, professional and administrative occupations,[2] selected areas, 1995 — Continued

State, area, and reference month	Administrative															
	Computer Systems Analysts					Computer Systems Analyst Supervisors/Managers			Personnel Specialists					Personnel Supervisors/Managers		
	I	II	III	IV	V	I	II	III	I	II	III	IV	V	I	II	III
Texas																
Austin (August)	$804	$908	$1,107	–	–	–	–	–	–	–	–	–	–	–	–	–
Beaumont–Port Arthur–Lake Charles (March)[3]	–	958	1,098	–	–	–	–	–	–	–	–	–	–	–	–	–
Corpus Christi (September)	–	887	1,132	–	–	–	–	–	–	$573	$711	$974	–	–	–	–
Dallas (February)	–	887	1,062	$1,244	–	$1,112	$1,319	$1,591	–	596	758	993	$1,210	–	$1,308	$1,584
El Paso–Las Cruces–Alamogordo (March)[3]	–	862	1,009	–	–	–	–	–	–	–	–	–	–	–	–	–
Houston (May)	825	1,019	1,183	1,471	$1,828	–	1,417	1,904	$554	638	852	1,085	1,437	–	1,391	1,876
Waco & Killeen–Temple (June)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Utah																
Salt Lake City–Ogden (August)	768	888	1,103	–	–	–	–	–	–	585	765	997	1,349	–	–	–
Virginia																
Richmond–Petersburg (August)	798	895	1,091	1,402	–	1,174	1,382	–	–	585	765	1,031	–	–	–	–
Southwest Virginia (June)[3]	690	785	898	–	–	–	–	–	–	–	–	–	–	–	–	–
Virgin Islands																
Virgin Islands (March)[3]	–	777	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Washington																
Seattle–Tacoma–Bremerton (November)	–	880	1,018	–	–	1,115	1,311	–	–	589	789	1,048	–	$1,150	–	–
Spokane (May)[3]	–	834	–	–	–	–	–	–	–	–	–	–	–	–	–	–
West Virginia																
Parkersburg–Marietta (August)	–	–	–	–	–	–	–	–	–	626	765	1,189	–	–	–	–
Wisconsin																
Eau Claire–La Crosse–Rochester (June)[3]	765	765	1,067	–	–	–	–	–	–	–	–	–	–	–	–	–
Milwaukee (September)	775	899	1,032	1,088	–	1,171	1,240	–	–	575	767	1,011	–	–	–	–

[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.

[2] Pay data for the following occupational levels did not meet publication criteria in any area: Budget Analysts I, Computer Programmers V, Computer Systems Analyst Supervisors/Managers IV, and Personnel Supervisors/Managers IV and V. In addition, for three occupations, only a single area published average pay data: Attorneys I averaged $738 in Washington, DC; Attorneys VI averaged $2,719 in Houston, TX; and Registered Nurses IV averaged $969 in Detroit, MI.

[3] The limited industry scope for this survey excluded mining, construction, and selected service-producing industries. In addition, Programmers and Systems Analysts were the only professional and administrative occupations studied in all industries; in a number of areas surveyed through June 1995, Registered Nurses were also studied. See appendix table A-4 for more details.

NOTE: Dashes indicate that collected data, if any, did not meet publication criteria. Areas and occupations do not appear on this table if they had no publishable data. Some areas used a slightly different job list, see appendix table A-6 for more details.

Table I-2. Average weekly pay[1] in private industry, technical and protective service occupations,[2] selected areas, 1995

State, area, and reference month	Technical													
	Computer Operators				Drafters				Engineering Technicians					
	I	II	III	IV	I	II	III	IV	I	II	III	IV	V	VI
Alaska														
Statewide Alaska (July)[3]	–	$522	$924	–	–	–	–	–	–	–	–	–	–	–
Alabama														
Huntsville (March)	–	403	569	–	–	$510	$595	–	–	–	$567	$718	$850	–
Arizona														
Phoenix (April)	–	406	513	–	–	–	552	–	$457	$501	623	740	812	–
California														
Anaheim–Santa Ana (August)	–	468	601	$736	–	524	669	–	–	535	631	792	904	–
Bakersfield (May)[3]	–	–	–	–	–	–	665	–	–	–	–	–	–	–
Los Angeles–Long Beach (December)	–	492	579	666	–	–	691	–	–	560	654	803	891	–
Oakland (January)	–	497	606	631	–	–	675	–	–	525	648	803	909	$1,074
Riverside–San Bernardino (April)	–	–	601	–	–	551	643	–	–	–	626	747	–	–
Sacramento (January)	–	461	576	623	–	–	604	–	–	–	–	–	–	–
San Diego (October)	–	456	528	–	–	468	637	–	–	471	595	729	898	–
San Francisco (April)	–	533	604	–	–	–	–	–	–	–	664	810	907	–
Santa Barbara–Santa Maria–Lompac (May)	–	457	530	–	–	–	606	$852	–	591	648	869	–	–
Connecticut														
Danbury (April)	–	423	554	–	–	–	–	–	–	–	657	776	–	–
District of Columbia														
Washington (March)	$410	480	579	–	–	–	616	758	474	548	640	750	–	–
Florida														
Daytona Beach (April)[3]	–	–	–	–	–	486	615	–	–	–	–	–	–	–
Fort Lauderdale–West Palm Beach–Boca Raton (May)[3]	–	464	528	–	–	–	–	–	–	–	–	–	–	–
Jacksonville (March)[3]	–	391	494	–	–	–	–	–	–	–	–	–	–	–
Melbourne–Titusville–Palm Bay (February)[3]	–	425	591	–	–	555	615	–	–	–	–	–	–	–
Miami–Hialeah (October)	–	437	569	–	–	541	629	–	–	–	–	–	–	–
Tampa–St. Petersburg–Clearwater (July)	–	399	474	–	$401	485	621	–	–	539	617	749	–	–
Georgia														
Atlanta (May)	–	493	550	683	403	545	607	–	–	533	636	728	862	–
Macon–Warner Robins (February)[3]	–	–	–	–	–	527	–	–	–	–	–	–	–	–
Illinois														
Chicago (June)	–	465	554	638	–	523	638	–	–	509	642	750	928	–
Peoria–Pekin (March)[3]	–	376	–	–	–	–	–	–	–	–	–	–	–	–

See footnotes at end of table.

Table I-2. Average weekly pay[1] in private industry, technical and protective service occupations,[2] selected areas, 1995 — Continued

State, area, and reference month	Technical								Protective service
	Engineering Technicians, Civil				Licensed Practical Nurses	Nursing Assistants			Police Officers
	II	III	IV	V	II	I	II	III	I
Alaska									
Statewide Alaska (July)[3]	–	–	–	–	–	–	–	–	–
Alabama									
Huntsville (March)	–	–	–	–	–	–	–	–	–
Arizona									
Phoenix (April)	–	–	$732	–	$490	–	$280	–	–
California									
Anaheim–Santa Ana (August)	–	$803	875	$1,012	573	–	293	$425	–
Bakersfield (May)[3]	–	–	–	–	–	–	–	–	–
Los Angeles–Long Beach (December)	–	–	–	–	–	–	–	–	–
Oakland (January)	–	–	–	–	652	–	361	–	$976
Riverside–San Bernardino (April)	–	–	–	–	487	–	258	–	–
Sacramento (January)	–	751	858	–	538	–	294	414	–
San Diego (October)	–	–	–	–	–	–	–	–	–
San Francisco (April)	–	–	–	–	664	–	–	448	–
Santa Barbara–Santa Maria–Lompac (May)	–	–	–	–	557	–	312	–	–
Connecticut									
Danbury (April)	–	–	–	–	–	–	–	–	–
District of Columbia									
Washington (March)	$552	613	685	–	574	–	322	378	–
Florida									
Daytona Beach (April)[3]	–	–	–	–	–	–	–	–	–
Fort Lauderdale–West Palm Beach–Boca Raton (May)[3]	–	–	–	–	–	–	–	–	–
Jacksonville (March)[3]	–	–	–	–	–	–	–	–	–
Melbourne–Titusville–Palm Bay (February)[3]	–	–	–	–	–	–	–	–	–
Miami–Hialeah (October)	–	–	–	–	–	–	–	–	–
Tampa–St. Petersburg–Clearwater (July)	–	626	–	–	472	–	268	–	–
Georgia									
Atlanta (May)	417	–	–	–	444	–	274	–	–
Macon–Warner Robins (February)[3]	–	–	–	–	–	–	–	–	–
Illinois									
Chicago (June)	–	–	–	–	520	–	276	–	–
Peoria–Pekin (March)[3]	–	–	–	–	–	–	–	–	–

See footnotes at end of table.

Table I-2. Average weekly pay[1] in private industry, technical and protective service occupations,[2] selected areas, 1995 — Continued

State, area, and reference month	Technical													
	Computer Operators				Drafters				Engineering Technicians					
	I	II	III	IV	I	II	III	IV	I	II	III	IV	V	VI
Indiana														
Gary–Hammond (February)	–	$395	$635	–	–	$479	$640	–	–	–	–	–	–	–
Indianapolis (September)	–	449	550	–	$403	475	624	$761	$422	$474	$630	$787	–	–
Kokomo–Logansport (April)[3]	–	573	515	–	–	474	–	–	356	–	–	–	–	–
Iowa														
Davenport–Rock Island–Moline (February)	–	437	580	–	–	452	650	–	–	–	–	705	$949	–
Des Moines (June)[3]	–	421	497	$603	–	439	–	–	–	–	–	–	–	–
Northeastern Iowa (May)[3]	–	367	532	–	–	454	617	–	–	–	596	731	–	–
Kentucky														
Evansville–Clarksville (April)[3]	–	403	552	–	–	462	586	–	–	477	616	735	–	–
Louisville (June)	–	385	509	–	435	463	553	–	–	–	–	–	–	–
Louisiana														
Central Louisiana (May)[3]	–	–	–	–	–	–	541	–	–	–	–	–	–	–
New Orleans (July)	–	410	–	–	425	513	653	720	–	–	654	829	991	–
Maine														
Statewide Maine (February)[3]	–	403	530	–	–	436	594	–	–	–	569	662	779	–
Maryland														
Baltimore (May)	$362	465	549	–	400	501	628	748	–	497	644	728	815	–
Cumberland (March)	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Hagerstown–Cumberland (April)[3]	–	444	–	–	–	431	526	–	–	–	657	702	–	–
Massachusetts														
Boston (May)	–	455	564	713	401	494	702	851	–	532	647	758	861	$963
Southeastern Massachusetts (May)[3]	–	397	537	–	–	–	–	–	–	–	598	663	–	–
Michigan														
Ann Arbor (July)[3]	–	–	511	–	–	–	–	–	–	–	–	811	–	–
Detroit (February)	360	439	594	714	395	474	621	806	–	547	700	836	941	–
Kalamazoo–Battle Creek (May)[3]	–	–	–	–	–	513	586	–	–	497	614	698	–	–
Northern Lower Peninsula (July)[3]	–	–	–	–	–	467	558	–	–	–	544	–	–	–
Saginaw–Bay City–Midland (June)	–	432	562	–	–	–	–	–	–	–	–	–	–	–
Upper Peninsula (September)[3]	–	–	–	–	–	426	542	–	–	–	585	–	–	–
Minnesota														
Minneapolis–St. Paul (February)	–	447	546	668	399	501	624	703	437	498	619	740	819	–
Missouri														
Kansas City (September)	–	425	574	692	475	500	631	720	–	529	625	754	–	–
St. Louis (March)	325	417	556	–	452	526	616	691	–	465	553	726	931	–
Southern Missouri (June)[3]	–	363	–	–	405	407	554	–	–	–	–	–	–	–

See footnotes at end of table.

Table I-2. Average weekly pay[1] in private industry, technical and protective service occupations,[2] selected areas, 1995 — Continued

State, area, and reference month	Technical								Protective service
	Engineering Technicians, Civil				Licensed Practical Nurses	Nursing Assistants			Police Officers
	II	III	IV	V	II	I	II	III	I
Indiana									
Gary–Hammond (February)	–	–	–	–	–	–	–	–	–
Indianapolis (September)	$416	$566	–	–	–	–	–	–	–
Kokomo–Logansport (April)[3]	–	–	–	–	–	–	–	–	–
Iowa									
Davenport–Rock Island–Moline (February)	–	–	–	–	–	–	–	–	–
Des Moines (June)[3]	–	–	–	–	–	–	–	–	–
Northeastern Iowa (May)[3]	–	–	–	–	–	–	–	–	–
Kentucky									
Evansville–Clarksville (April)[3]	–	–	–	–	–	–	–	–	–
Louisville (June)	–	–	–	–	–	–	–	–	–
Louisiana									
Central Louisiana (May)[3]	–	–	–	–	–	–	–	–	–
New Orleans (July)	–	–	–	–	$463	$195	$211	–	–
Maine									
Statewide Maine (February)[3]	–	–	–	–	–	–	–	–	–
Maryland									
Baltimore (May)	–	583	$672	–	536	277	290	$320	–
Cumberland (March)	–	–	–	–	418	–	281	–	–
Hagerstown–Cumberland (April)[3]	–	–	–	–	–	–	–	–	–
Massachusetts									
Boston (May)	–	640	–	–	637	–	374	394	$607
Southeastern Massachusetts (May)[3]	–	–	–	–	–	–	–	–	–
Michigan									
Ann Arbor (July)[3]	–	–	–	–	–	–	–	–	–
Detroit (February)	–	–	–	–	535	–	291	393	557
Kalamazoo–Battle Creek (May)[3]	–	–	–	–	–	–	–	–	–
Northern Lower Peninsula (July)[3]	–	–	–	–	–	–	–	–	–
Saginaw–Bay City–Midland (June)	–	–	–	–	462	–	284	–	–
Upper Peninsula (September)[3]	–	–	–	–	–	–	–	–	–
Minnesota									
Minneapolis–St. Paul (February)	–	–	719	–	473	–	334	389	–
Missouri									
Kansas City (September)	445	580	–	$869	463	232	268	339	–
St. Louis (March)	–	–	–	–	475	–	261	309	–
Southern Missouri (June)[3]	–	–	–	–	–	–	–	–	–

See footnotes at end of table.

Table I-2. Average weekly pay[1] in private industry, technical and protective service occupations,[2] selected areas, 1995 — Continued

State, area, and reference month	Technical													
	Computer Operators				Drafters				Engineering Technicians					
	I	II	III	IV	I	II	III	IV	I	II	III	IV	V	VI
New Hampshire														
Statewide New Hampshire (August)[3]	–	$380	$515	–	–	–	$578	–	–	$483	$662	$723	$827	–
New Jersey														
Bergen–Passaic (April)	–	481	591	$739	–	$593	711	$870	–	–	–	–	–	–
Middlesex–Somerset–Hunterdon (March)	–	517	602	687	–	–	–	–	–	626	–	–	–	–
New York														
Albany (May)[3]	–	399	528	–	–	–	–	–	–	–	–	–	–	–
New York (May)	–	493	633	–	–	–	–	–	–	–	–	–	–	–
Utica–Rome (August)	–	369	514	–	–	–	–	–	–	–	–	–	–	–
Nevada														
Las Vegas (March)[3]	–	444	585	–	–	543	–	–	–	–	694	712	–	–
North Carolina														
Asheville (March)[3]	–	396	–	–	–	519	–	–	–	–	583	–	–	–
Charlotte–Gastonia–Rock Hill (October)	–	468	581	–	–	451	620	–	–	–	–	813	–	–
Raleigh–Durham (May)[3]	–	383	546	615	–	547	–	–	–	–	–	–	–	–
Southeastern North Carolina (April)[3]	–	434	–	–	$415	–	–	–	–	–	–	–	–	–
North Dakota														
Statewide North Dakota (July)[3]	–	382	–	–	–	474	604	–	–	–	–	–	–	–
Ohio														
Cincinnati (June)	–	448	534	–	–	453	636	–	–	583	562	737	841	–
Cleveland (August)	$319	–	537	641	–	440	585	–	–	485	574	726	852	–
Dayton–Springfield (March)	–	419	518	642	414	504	590	781	–	483	640	719	760	–
Gallia (January)	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Oklahoma														
Tulsa (August)[3]	–	410	548	–	453	505	596	724	–	–	647	878	–	–
Oregon														
Eugene–Springfield–Medford–Roseburg (March)[3]	–	–	482	–	–	–	–	–	–	–	–	–	–	–
Portland (July)	–	451	541	–	–	500	594	–	–	501	578	702	844	–
Pennsylvania														
Philadelphia (October)	–	453	597	–	–	–	613	792	–	–	632	756	906	–
Pittsburgh (May)	–	416	564	–	446	486	655	–	–	–	682	752	–	–
Puerto Rico														
Puerto Rico (October)[3]	–	317	458	–	–	338	471	–	–	–	479	–	–	–

See footnotes at end of table.

Table I-2. Average weekly pay[1] in private industry, technical and protective service occupations,[2] selected areas, 1995 — Continued

State, area, and reference month	Technical								Protective service
	Engineering Technicians, Civil				Licensed Practical Nurses	Nursing Assistants			Police Officers
	II	III	IV	V	II	I	II	III	I
New Hampshire									
Statewide New Hampshire (August)[3]	–	–	–	–	–	–	–	–	–
New Jersey									
Bergen–Passaic (April)	–	–	–	–	$641	–	$348	$411	–
Middlesex–Somerset–Hunterdon (March)	–	–	–	–	–	–	–	–	–
New York									
Albany (May)[3]	–	–	–	–	–	–	–	–	–
New York (May)	–	–	–	–	575	$249	409	–	–
Utica–Rome (August)	–	–	–	–	–	–	–	–	–
Nevada									
Las Vegas (March)[3]	–	–	–	–	–	–	–	–	–
North Carolina									
Asheville (March)[3]	–	–	–	–	–	–	–	–	–
Charlotte–Gastonia–Rock Hill (October)	–	–	–	–	–	–	–	–	–
Raleigh–Durham (May)[3]	–	–	–	–	–	–	–	–	–
Southeastern North Carolina (April)[3]	–	–	–	–	–	–	–	–	–
North Dakota									
Statewide North Dakota (July)[3]	–	–	–	–	–	–	–	–	–
Ohio									
Cincinnati (June)	–	–	–	–	504	–	277	–	–
Cleveland (August)	–	–	–	–	511	–	305	–	–
Dayton–Springfield (March)	–	–	–	–	495	–	273	–	–
Gallia (January)	–	–	–	–	400	–	–	–	–
Oklahoma									
Tulsa (August)[3]	–	–	–	–	–	–	–	–	–
Oregon									
Eugene–Springfield–Medford–Roseburg (March)[3]	–	–	–	–	–	–	–	–	–
Portland (July)	–	–	–	–	530	–	326	374	–
Pennsylvania									
Philadelphia (October)	–	–	–	–	–	–	–	–	–
Pittsburgh (May)	–	$572	$727	–	475	248	325	351	$517
Puerto Rico									
Puerto Rico (October)[3]	–	–	–	–	–	–	–	–	–

See footnotes at end of table.

Table I-2. Average weekly pay[1] in private industry, technical and protective service occupations,[2] selected areas, 1995 — Continued

State, area, and reference month	Technical													
	Computer Operators				Drafters				Engineering Technicians					
	I	II	III	IV	I	II	III	IV	I	II	III	IV	V	VI
South Dakota														
Statewide South Dakota (May)[3]	–	$362	–	–	$319	$411	–	–	–	–	$558	–	–	–
Tennessee														
Chattanooga (August)[3]	–	388	$481	–	–	526	–	–	–	–	–	–	–	–
Northeastern Tennessee–Western Virginia (March)[3]	–	402	471	–	–	508	$572	–	–	–	–	–	–	–
Texas														
Austin (August)	–	407	564	$618	–	520	600	–	–	–	609	$743	–	–
Beaumont–Port Arthur–Lake Charles (March)[3]	–	–	–	–	401	–	649	–	–	–	663	823	–	–
Corpus Christi (September)	–	354	–	–	–	522	655	–	–	–	–	–	–	–
Dallas (February)	$386	445	540	634	461	454	578	–	–	$495	557	647	–	–
El Paso–Las Cruces–Alamogordo (March)[3]	–	386	467	–	–	–	599	–	–	–	–	–	–	–
Houston (May)	–	–	558	733	469	518	692	$875	$422	552	649	841	$1,045	$1,219
Waco & Killeen–Temple (June)[3]	–	416	547	–	–	420	574	–	–	–	–	679	–	–
Wichita Falls–Lawton–Altus (February)[3]	–	381	–	–	–	–	–	–	–	–	–	–	–	–
Utah														
Salt Lake City–Ogden (August)	–	384	583	–	347	460	586	–	–	475	570	689	769	–
Virginia														
Richmond–Petersburg (August)	–	449	588	–	–	–	596	–	–	–	–	816	–	–
Southwest Virginia (June)[3]	–	380	547	–	378	458	–	–	–	–	590	659	–	–

See footnotes at end of table.

Table I-2. Average weekly pay[1] in private industry, technical and protective service occupations,[2] selected areas, 1995 — Continued

State, area, and reference month	Technical								Protective service
	Engineering Technicians, Civil				Licensed Practical Nurses	Nursing Assistants			Police Officers
	II	III	IV	V	II	I	II	III	I
South Dakota									
Statewide South Dakota (May)[3]	–	–	–	–	–	–	–	–	–
Tennessee									
Chattanooga (August)[3]	–	–	–	–	–	–	–	–	–
Northeastern Tennessee–Western Virginia (March)[3]	–	–	–	–	–	–	–	–	–
Texas									
Austin (August)	–	–	–	–	–	–	–	–	–
Beaumont–Port Arthur–Lake Charles (March)[3]	–	–	–	–	–	–	–	–	–
Corpus Christi (September)	–	–	–	–	–	–	–	–	–
Dallas (February)	–	–	–	–	$502	$201	$254	$310	–
El Paso–Las Cruces–Alamogordo (March)[3]	–	–	–	–	–	–	–	–	–
Houston (May)	–	–	–	–	462	201	243	312	–
Waco & Killeen–Temple (June)[3]	–	–	–	–	–	–	–	–	–
Wichita Falls–Lawton–Altus (February)[3]	–	–	–	–	–	–	–	–	–
Utah									
Salt Lake City–Ogden (August)	–	–	–	–	403	–	263	–	–
Virginia									
Richmond–Petersburg (August)	–	–	–	–	449	–	251	–	–
Southwest Virginia (June)[3]	–	–	–	–	–	–	–	–	–

See footnotes at end of table.

Table I-2. Average weekly pay[1] in private industry, technical and protective service occupations,[2] selected areas, 1995 — Continued

State, area, and reference month	Technical													
	Computer Operators				Drafters				Engineering Technicians					
	I	II	III	IV	I	II	III	IV	I	II	III	IV	V	VI
Washington														
Seattle–Tacoma–Bremerton (November)	–	$444	$547	–	–	$499	$595	–	–	–	$640	$763	–	–
Spokane (May)[3]	–	402	487	–	–	412	–	–	–	–	–	–	–	–
Yakima–Richland–Kennewick–Pasco (March)[3]	–	–	–	–	–	452	618	–	–	–	–	–	–	–
West Virginia														
Parkersburg–Marietta (August)	–	365	–	–	–	–	–	–	–	–	–	–	–	–
Wisconsin														
Eau Claire–La Crosse–Rochester (June)[3]	–	382	499	–	$414	436	558	$690	–	–	564	–	–	–
Milwaukee (September)	–	432	569	–	363	475	588	691	–	$534	631	756	–	–

See footnotes at end of table.

Table I-2. Average weekly pay[1] in private industry, technical and protective service occupations,[2] selected areas, 1995 — Continued

State, area, and reference month	Technical								Protective service
	Engineering Technicians, Civil				Licensed Practical Nurses	Nursing Assistants			Police Officers
	II	III	IV	V	II	I	II	III	I
Washington									
Seattle–Tacoma–Bremerton (November)	–	–	–	–	–	–	–	–	–
Spokane (May)[3]	–	–	–	–	–	–	–	–	–
Yakima–Richland–Kennewick–Pasco (March)[3]	–	–	–	–	–	–	–	–	–
West Virginia									
Parkersburg–Marietta (August)	–	–	–	–	$411	–	$263	–	–
Wisconsin									
Eau Claire–La Crosse–Rochester (June)[3]	–	–	–	–	–	–	–	–	–
Milwaukee (September)	–	–	–	–	–	–	–	–	–

[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.

[2] Pay data for the following occupational levels did not meet publication criteria in any area: Computer Operators V, Engineering Technicians, Civil VI, Licensed Practical Nurses III, Nursing Assistants IV, Corrections Officers, Firefighters, and Police Officers II. In addition, for two occupations, only a single area published average pay data: Engineering Technicians, Civil I averaged $333 in Kansas City, MO; and Licensed Practical Nurses I averaged $400 in New Orleans, LA.

[3] The limited industry scope for this survey excluded mining, construction, and selected service-producing industries. In addition, Programmers and Systems Analysts were the only professional and administrative occupations studied in all industries; in a number of areas surveyed through June 1995, Registered Nurses were also studied. See appendix table A-4 for more details.

NOTE: Dashes indicate that collected data, if any, did not meet publication criteria. Areas and occupations do not appear on this table if they had no publishable data. Some areas used a slightly different job list, see appendix table A-6 for more details.

Table I-3. Average weekly pay[1] in private industry, clerical occupations,[2] selected areas, 1995

State, area, and reference month	Clerks, Accounting				Clerks, General				Clerks, Order		Key Entry Operators	
	I	II	III	IV	I	II	III	IV	I	II	I	II
Alaska												
Statewide Alaska (July)[3]	–	$388	$488	–	–	$332	$502	–	–	–	$348	$447
Alabama												
Huntsville (March)	–	334	393	$651	–	314	438	$600	–	–	303	350
Arizona												
Phoenix (April)	$309	346	401	483	$265	289	375	430	$321	$458	283	370
California												
Anaheim–Santa Ana (August)	–	415	488	555	–	351	425	494	453	518	353	415
Bakersfield (May)[3]	–	363	410	573	–	–	412	–	–	–	332	–
Los Angeles–Long Beach (December)	–	424	487	552	–	345	449	514	–	461	–	442
Oakland (January)	–	432	510	581	–	422	471	–	417	533	363	429
Riverside–San Bernardino (April)	–	384	427	537	–	332	434	568	403	433	–	425
Sacramento (January)	–	395	427	522	–	314	412	499	–	479	344	–
San Diego (October)	–	380	445	–	–	308	409	492	364	460	319	422
San Francisco (April)	–	460	528	603	–	382	456	565	362	546	–	–
Santa Barbara–Santa Maria–Lompac (May)	–	380	453	–	–	329	404	505	–	–	318	366
Stockton–Lodi (May)[3]	–	364	446	–	–	312	401	–	–	537	–	–
Connecticut												
Danbury (April)	–	388	445	530	–	344	391	–	–	531	362	415
District of Columbia												
Washington (March)	339	407	476	560	292	352	418	562	379	–	383	430
Florida												
Daytona Beach (April)[3]	–	347	425	–	–	–	–	–	–	–	–	–
Fort Lauderdale–West Palm Beach–Boca Raton (May)[3]	292	357	412	–	–	331	465	438	–	–	337	393
Jacksonville (March)[3]	–	329	389	–	–	253	369	403	375	–	317	401
Melbourne–Titusville–Palm Bay (February)[3]	–	338	420	–	–	338	353	–	–	–	316	351
Miami–Hialeah (October)	–	361	433	497	269	–	–	431	311	–	315	410
Tampa–St. Petersburg–Clearwater (July)	–	343	414	521	–	–	356	400	–	405	277	–
Georgia												
Atlanta (May)	336	404	470	544	–	321	–	475	–	389	350	408
Macon–Warner Robins (February)[3]	–	356	468	–	–	286	–	–	–	–	–	–
Illinois												
Chicago (June)	316	387	469	544	297	346	436	538	–	477	324	406
Joliet (August)	–	347	434	–	–	337	444	–	–	–	–	–
Peoria–Pekin (March)[3]	–	320	389	511	–	270	–	–	–	–	291	449
Indiana												
Gary–Hammond (February)	252	370	465	584	–	315	424	522	–	–	310	397
Indianapolis (September)	306	358	437	574	–	315	386	483	261	–	338	–
Kokomo–Logansport (April)[3]	–	308	373	–	–	272	579	–	–	–	282	494

See footnotes at end of table.

Table I-3. Average weekly pay[1] in private industry, clerical occupations,[2] selected areas, 1995 — Continued

State, area, and reference month	Personnel Assistants			Secretaries					Switchboard Operator-Receptionists	Word Processors		
	II	III	IV	I	II	III	IV	V		I	II	III
Alaska												
Statewide Alaska (July)[3]	–	–	–	–	$520	$560	$650	–	$394	–	$604	–
Alabama												
Huntsville (March)	–	–	–	$353	419	495	611	–	293	–	385	–
Arizona												
Phoenix (April)	$399	–	–	372	437	497	564	$688	307	–	482	–
California												
Anaheim–Santa Ana (August)	–	$570	–	406	540	603	672	822	377	–	504	$637
Bakersfield (May)[3]	–	–	–	–	401	525	599	–	360	–	–	–
Los Angeles–Long Beach (December)	455	–	–	414	539	612	689	808	369	–	–	–
Oakland (January)	–	–	–	–	501	594	666	812	401	–	531	614
Riverside–San Bernardino (April)	428	–	–	385	492	552	652	–	336	–	–	–
Sacramento (January)	–	541	–	442	465	542	597	728	360	–	487	–
San Diego (October)	–	–	–	424	463	549	649	737	334	$387	488	585
San Francisco (April)	460	623	–	455	519	614	682	834	441	–	579	724
Santa Barbara–Santa Maria–Lompac (May)	–	560	–	–	458	566	615	719	361	–	515	–
Stockton–Lodi (May)[3]	–	–	–	–	464	556	625	–	320	–	–	–
Connecticut												
Danbury (April)	–	–	–	–	512	573	670	–	373	–	–	–
District of Columbia												
Washington (March)	460	523	–	471	514	579	665	753	409	423	478	595
Florida												
Daytona Beach (April)[3]	–	–	–	304	–	465	–	–	279	–	–	–
Fort Lauderdale–West Palm Beach–Boca Raton (May)[3]	–	–	–	404	463	495	604	686	334	–	–	–
Jacksonville (March)[3]	–	–	–	389	442	517	567	588	327	–	404	–
Melbourne–Titusville–Palm Bay (February)[3]	–	–	–	–	442	481	524	–	293	–	–	–
Miami–Hialeah (October)	–	–	–	387	454	488	600	757	314	–	475	–
Tampa–St. Petersburg–Clearwater (July)	385	–	–	370	445	488	594	–	300	334	–	–
Georgia												
Atlanta (May)	450	–	–	–	508	560	621	724	–	–	–	–
Macon–Warner Robins (February)[3]	–	–	–	378	488	514	–	–	347	–	–	–
Illinois												
Chicago (June)	403	546	–	439	509	584	685	823	369	382	489	616
Joliet (August)	394	–	–	379	456	532	–	–	313	–	–	–
Peoria–Pekin (March)[3]	–	–	–	–	422	497	–	–	307	–	–	–
Indiana												
Gary–Hammond (February)	–	–	–	437	464	579	–	–	318	–	–	–
Indianapolis (September)	387	–	–	387	453	496	–	–	358	–	–	–
Kokomo–Logansport (April)[3]	–	–	–	–	538	–	–	–	324	–	–	–

See footnotes at end of table.

Table I-3. Average weekly pay[1] in private industry, clerical occupations,[2] selected areas, 1995 — Continued

State, area, and reference month	Clerks, Accounting				Clerks, General				Clerks, Order		Key Entry Operators	
	I	II	III	IV	I	II	III	IV	I	II	I	II
Iowa												
Davenport–Rock Island–Moline (February)	–	$326	$536	–	–	$311	$460	–	$348	$492	$298	$507
Des Moines (June)[3]	–	349	404	$489	–	–	335	–	–	–	276	384
Northeastern Iowa (May)[3]	–	337	430	572	–	298	403	$452	–	–	275	378
Kentucky												
Evansville–Clarksville (April)[3]	–	347	415	–	–	269	384	–	–	–	–	374
Louisville (June)	–	352	432	–	$276	305	385	461	–	–	267	–
Louisiana												
Central Louisiana (May)[3]	–	289	408	–	–	255	387	–	–	–	–	–
New Orleans (July)	–	349	419	–	–	302	450	539	292	–	292	375
Maine												
Statewide Maine (February)[3]	–	320	395	454	–	294	357	–	307	419	301	400
Maryland												
Baltimore (May)	$299	394	450	569	–	342	406	523	–	462	305	418
Hagerstown–Cumberland (April)[3]	–	339	483	–	–	279	378	–	321	–	283	–
Massachusetts												
Boston (May)	–	413	464	554	–	336	431	481	394	462	388	456
Southeastern Massachusetts (May)[3]	–	393	462	493	–	329	376	–	–	410	332	364
Michigan												
Ann Arbor (July)[3]	–	390	421	–	–	339	–	–	–	–	–	–
Detroit (February)	283	371	445	621	302	328	416	541	–	–	350	–
Kalamazoo–Battle Creek (May)[3]	301	364	463	602	–	288	388	–	–	–	–	–
Northern Lower Peninsula (July)[3]	–	336	426	–	–	287	420	–	–	485	–	–
Saginaw–Bay City–Midland (June)	–	336	383	–	–	313	430	–	–	–	–	–
Upper Peninsula (September)[3]	–	322	408	–	–	346	386	–	336	–	277	360
Minnesota												
Minneapolis–St. Paul (February)	315	400	451	535	289	316	396	483	362	476	356	389
Missouri												
Kansas City (September)	316	365	429	498	–	328	429	510	333	424	348	407
St. Louis (March)	333	364	443	523	241	306	400	494	325	387	311	361
Southern Missouri (June)[3]	–	319	362	–	–	280	367	468	276	–	282	306
Nebraska												
Central Nebraska (August)[3]	–	307	370	–	–	279	328	–	–	–	262	375
New Hampshire												
Statewide New Hampshire (August)[3]	–	352	431	–	–	311	366	–	–	518	339	401
New Jersey												
Bergen–Passaic (April)	–	409	–	581	–	331	412	462	–	–	367	450
Middlesex–Somerset–Hunterdon (March)	–	385	492	578	–	338	432	561	420	596	336	382
Newark (February)	–	–	–	–	–	–	–	–	–	–	–	–

See footnotes at end of table.

Table I-3. Average weekly pay[1] in private industry, clerical occupations,[2] selected areas, 1995 — Continued

State, area, and reference month	Personnel Assistants			Secretaries					Switchboard Operator-Receptionists	Word Processors		
	II	III	IV	I	II	III	IV	V		I	II	III
Iowa												
Davenport–Rock Island–Moline (February)	–	–	–	$342	$393	–	$676	–	$331	–	$476	–
Des Moines (June)[3]	–	–	–	374	405	$507	625	–	344	$343	396	–
Northeastern Iowa (May)[3]	–	–	–	–	–	477	–	–	299	–	385	–
Kentucky												
Evansville–Clarksville (April)[3]	–	–	–	351	396	504	–	–	323	–	–	–
Louisville (June)	–	–	–	416	444	535	662	–	322	–	–	–
Louisiana												
Central Louisiana (May)[3]	–	–	–	323	419	472	–	–	267	–	–	–
New Orleans (July)	–	–	–	361	455	537	656	–	302	–	524	–
Maine												
Statewide Maine (February)[3]	–	–	–	372	425	465	572	–	332	362	446	–
Maryland												
Baltimore (May)	–	–	–	421	490	550	630	$761	348	–	464	–
Hagerstown–Cumberland (April)[3]	–	–	–	–	–	499	–	–	302	–	–	–
Massachusetts												
Boston (May)	–	$530	–	445	506	559	654	766	407	–	503	$594
Southeastern Massachusetts (May)[3]	–	–	–	383	452	548	624	–	374	–	–	–
Michigan												
Ann Arbor (July)[3]	–	–	–	–	–	628	–	–	352	–	–	–
Detroit (February)	$429	–	–	450	483	603	633	825	360	–	499	–
Kalamazoo–Battle Creek (May)[3]	–	–	–	333	494	600	–	–	330	–	–	–
Northern Lower Peninsula (July)[3]	–	–	–	–	384	493	–	–	326	–	–	–
Saginaw–Bay City–Midland (June)	–	–	–	–	–	592	631	–	307	–	–	–
Upper Peninsula (September)[3]	–	–	–	327	401	461	–	–	285	–	–	–
Minnesota												
Minneapolis–St. Paul (February)	–	477	–	402	458	522	602	756	368	405	481	526
Missouri												
Kansas City (September)	424	472	–	396	449	524	609	–	342	373	459	–
St. Louis (March)	393	471	–	374	444	515	595	733	340	347	–	549
Southern Missouri (June)[3]	–	–	–	323	396	487	–	–	287	–	–	–
Nebraska												
Central Nebraska (August)[3]	–	–	–	–	–	397	–	–	289	–	–	–
New Hampshire												
Statewide New Hampshire (August)[3]	–	–	–	411	453	537	607	–	351	–	–	–
New Jersey												
Bergen–Passaic (April)	–	547	–	–	521	583	663	–	418	–	–	–
Middlesex–Somerset–Hunterdon (March)	–	–	–	497	501	593	690	798	419	–	497	–
Newark (February)	–	–	–	–	–	–	–	797	399	492	530	595

See footnotes at end of table.

Table I-3. Average weekly pay[1] in private industry, clerical occupations,[2] selected areas, 1995 — Continued

State, area, and reference month	Clerks, Accounting				Clerks, General				Clerks, Order		Key Entry Operators	
	I	II	III	IV	I	II	III	IV	I	II	I	II
New York												
Albany (May)[3]	–	$402	$456	–	–	$301	$379	–	–	–	$284	$377
New York (May)	$354	448	512	$598	–	379	469	$490	–	–	418	463
Northern New York (September)[3]	–	323	422	–	–	–	–	–	$336	–	–	–
Utica–Rome (August)	–	326	382	426	–	261	328	–	–	–	288	331
Nevada												
Las Vegas (March)[3]	–	337	414	481	–	335	463	470	–	–	332	458
North Carolina												
Asheville (March)[3]	–	357	419	–	–	346	340	–	–	–	278	–
Charlotte–Gastonia–Rock Hill (October)	–	373	449	502	–	332	419	531	378	–	334	405
Raleigh–Durham (May)[3]	–	387	443	500	–	312	–	449	–	–	289	356
Southeastern North Carolina (April)[3]	–	321	429	–	–	388	378	–	–	–	–	–
North Dakota												
Statewide North Dakota (July)[3]	–	334	368	–	–	310	356	–	–	–	305	362
Ohio												
Cincinnati (June)	–	357	431	499	–	316	394	470	327	–	326	364
Cleveland (August)	281	358	429	533	$253	307	377	–	–	$460	275	375
Dayton–Springfield (March)	–	353	396	517	–	307	365	445	323	445	303	393
Gallia (January)	–	301	–	–	–	–	377	–	–	–	–	–
Lima (August)[3]	–	405	432	–	–	–	–	–	–	–	–	–
Mercer (February)	–	–	370	–	–	–	399	–	–	–	–	–
Portsmouth–Chillicothe–Gallipolis (April)[3]	–	376	501	–	–	282	392	–	–	–	299	–
Oklahoma												
Tulsa (August)[3]	311	373	441	508	–	291	409	502	312	418	289	353
Oregon												
Eugene–Springfield–Medford–Roseburg (March)[3]	–	331	406	–	–	274	351	–	–	–	250	–
Portland (July)	–	374	441	487	–	303	369	414	390	504	322	377
Pennsylvania												
Philadelphia (October)	313	409	464	–	–	–	404	496	–	–	358	404
Pittsburgh (May)	278	–	435	525	271	304	419	476	338	–	325	334
Puerto Rico												
Puerto Rico (October)[3]	–	251	359	454	196	218	319	–	–	–	218	297
South Dakota												
Statewide South Dakota (May)[3]	–	320	383	–	–	297	361	–	303	363	294	350
Tennessee												
Chattanooga (August)[3]	–	363	428	–	–	325	433	–	303	–	313	–
Northeastern Tennessee–Western Virginia (March)[3]	–	343	415	–	–	–	–	–	318	–	326	–

See footnotes at end of table.

Table I-3. Average weekly pay[1] in private industry, clerical occupations,[2] selected areas, 1995 — Continued

State, area, and reference month	Personnel Assistants			Secretaries					Switchboard Operator-Receptionists	Word Processors		
	II	III	IV	I	II	III	IV	V		I	II	III
New York												
Albany (May)[3]	–	–	–	–	$483	$553	$613	–	$351	–	–	–
New York (May)	$447	$536	$564	$535	553	619	729	$864	427	$404	$596	$695
Northern New York (September)[3]	–	–	–	–	–	–	–	–	322	–	–	–
Utica–Rome (August)	–	–	–	351	406	457	507	–	292	–	–	–
Nevada												
Las Vegas (March)[3]	–	–	–	377	438	519	602	741	335	347	–	–
North Carolina												
Asheville (March)[3]	–	–	–	363	473	496	–	–	338	–	–	–
Charlotte–Gastonia–Rock Hill (October)	396	485	–	382	505	530	–	–	354	–	492	–
Raleigh–Durham (May)[3]	–	–	–	443	461	492	610	–	359	–	411	–
Southeastern North Carolina (April)[3]	–	–	–	336	381	518	–	–	306	–	–	–
North Dakota												
Statewide North Dakota (July)[3]	–	–	–	–	410	445	–	–	291	303	–	–
Ohio												
Cincinnati (June)	403	–	–	388	446	529	604	–	323	–	425	–
Cleveland (August)	407	–	–	381	–	535	637	739	332	342	446	–
Dayton–Springfield (March)	–	–	–	395	433	518	582	–	311	355	–	–
Gallia (January)	–	–	–	–	379	–	–	–	–	–	–	–
Lima (August)[3]	–	–	–	–	492	606	–	–	296	–	–	–
Mercer (February)	–	–	–	–	–	–	–	–	–	–	–	–
Portsmouth–Chillicothe–Gallipolis (April)[3]	–	–	–	–	–	–	–	–	334	–	–	–
Oklahoma												
Tulsa (August)[3]	–	–	–	373	468	527	–	–	315	–	471	–
Oregon												
Eugene–Springfield–Medford–Roseburg (March)[3]	–	–	–	–	–	473	–	–	327	–	–	–
Portland (July)	422	–	–	–	473	525	614	–	357	–	430	–
Pennsylvania												
Philadelphia (October)	–	503	–	410	462	552	637	703	382	388	466	542
Pittsburgh (May)	–	–	–	446	439	499	554	659	313	358	507	–
Puerto Rico												
Puerto Rico (October)[3]	–	–	–	297	307	482	463	–	243	–	–	–
South Dakota												
Statewide South Dakota (May)[3]	–	–	–	321	374	440	–	–	300	–	–	–
Tennessee												
Chattanooga (August)[3]	–	–	–	376	450	520	–	–	316	–	–	–
Northeastern Tennessee–Western Virginia (March)[3]	–	–	–	329	441	463	–	–	301	–	–	–

See footnotes at end of table.

Table I-3. Average weekly pay[1] in private industry, clerical occupations,[2] selected areas, 1995 — Continued

State, area, and reference month	Clerks, Accounting				Clerks, General				Clerks, Order		Key Entry Operators	
	I	II	III	IV	I	II	III	IV	I	II	I	II
Texas												
Austin (August)	–	$363	$442	$464	–	$268	$387	–	–	–	$294	$458
Beaumont–Port Arthur–Lake Charles (March)[3]	–	354	428	707	–	347	475	–	–	–	–	–
Corpus Christi (September)	–	312	387	–	–	274	–	–	–	–	268	–
Dallas (February)	–	378	448	546	–	334	413	$498	$334	$435	329	390
El Paso–Las Cruces–Alamogordo (March)[3]	$238	311	394	–	–	266	326	–	–	–	212	–
Houston (May)	422	382	467	584	$308	349	459	519	–	–	334	396
Waco & Killeen–Temple (June)[3]	–	313	400	–	–	324	360	–	–	–	274	–
Wichita Falls–Lawton–Altus (February)[3]	–	343	–	–	–	–	–	–	–	–	–	–
Utah												
Salt Lake City–Ogden (August)	–	342	423	479	258	305	373	415	–	390	303	374
Virginia												
Richmond–Petersburg (August)	322	369	472	633	–	323	426	–	355	–	354	406
Southwest Virginia (June)[3]	–	382	426	–	–	298	387	–	–	–	309	455
Virgin Islands												
Virgin Islands (March)[3]	–	346	438	–	–	296	–	–	–	–	–	455
Washington												
Seattle–Tacoma–Bremerton (November)	–	381	458	552	–	–	415	464	–	420	396	453
Spokane (May)[3]	–	315	407	–	–	–	355	–	–	–	316	–
Yakima–Richland–Kennewick–Pasco (March)[3]	–	344	405	535	–	309	363	–	–	–	351	–
West Virginia												
Parkersburg–Marietta (August)	–	334	408	–	–	258	389	–	–	–	272	–
Wisconsin												
Eau Claire–La Crosse–Rochester (June)[3]	245	302	377	506	229	264	318	426	–	342	289	313
Milwaukee (September)	318	361	427	547	265	330	385	469	336	442	323	363

See footnotes at end of table.

Table I-3. Average weekly pay[1] in private industry, clerical occupations,[2] selected areas, 1995 — Continued

State, area, and reference month	Personnel Assistants			Secretaries					Switchboard Operator-Receptionists	Word Processors		
	II	III	IV	I	II	III	IV	V		I	II	III
Texas												
Austin (August)	–	–	–	$357	$479	$517	$554	–	$325	–	–	–
Beaumont–Port Arthur–Lake Charles (March)[3]	–	–	–	431	478	647	649	–	312	–	–	–
Corpus Christi (September)	$338	$399	–	342	447	505	–	–	264	–	–	–
Dallas (February)	380	495	–	411	487	553	646	$751	361	–	$452	–
El Paso–Las Cruces–Alamogordo (March)[3]	–	–	–	315	414	500	–	–	246	–	–	–
Houston (May)	406	558	–	450	519	566	677	812	336	–	477	$612
Waco & Killeen–Temple (June)[3]	–	–	–	408	472	501	–	–	285	–	–	–
Wichita Falls–Lawton–Altus (February)[3]	–	–	–	–	–	551	–	–	272	–	–	–
Utah												
Salt Lake City–Ogden (August)	379	440	–	356	429	495	611	–	315	–	441	–
Virginia												
Richmond–Petersburg (August)	–	–	–	391	475	519	633	697	327	–	457	–
Southwest Virginia (June)[3]	–	–	–	398	427	491	576	–	319	–	–	–
Virgin Islands												
Virgin Islands (March)[3]	–	–	–	330	446	532	–	–	288	–	–	–
Washington												
Seattle–Tacoma–Bremerton (November)	432	516	$646	403	485	538	631	732	382	–	473	615
Spokane (May)[3]	–	–	–	–	394	473	596	–	311	–	410	–
Yakima–Richland–Kennewick–Pasco (March)[3]	–	–	–	–	449	516	580	–	311	–	–	–
West Virginia												
Parkersburg–Marietta (August)	–	–	–	–	435	469	–	–	293	–	–	–
Wisconsin												
Eau Claire–La Crosse–Rochester (June)[3]	–	–	–	311	356	492	506	–	315	$380	–	–
Milwaukee (September)	432	–	–	426	456	513	620	–	340	354	412	–

[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.

[2] Pay data for Personnel Assistants I did not meet publication criteria in any area.

[3] The limited industry scope for this survey excluded mining, construction, and selected service-producing industries. In addition, Programmers and Systems Analysts were the only professional and administrative occupations studied in all industries; in a number of areas surveyed through June 1995, Registered Nurses were also studied. See appendix table A-4 for more details.

NOTE: Dashes indicate that collected data, if any, did not meet publication criteria. Areas and occupations do not appear on this table if they had no publishable data. Some areas used a slightly different job list, see appendix table A-6 for more details.

Table I-4. Average hourly pay[1] in private industry, maintenance and toolroom occupations, selected areas, 1995

State, area, and reference month	General Maintenance Workers	Maintenance Electricians	Maintenance Electronics Technicians			Maintenance Machinists	Maintenance Mechanics, Machinery	Maintenance Mechanics, Motor Vehicle	Maintenance Pipefitters	Tool and Die Makers
			I	II	III					
Alaska										
Statewide Alaska (July)[2]	$11.02	–	–	–	–	–	–	$21.05	–	–
Alabama										
Huntsville (March)	8.57	$16.57	$10.00	$15.60	–	–	$15.62	14.28	–	$15.11
Arizona										
Phoenix (April)	8.70	18.03	–	–	$18.62	$17.87	14.83	15.53	–	17.24
California										
Anaheim–Santa Ana (August)	10.45	19.66	13.96	17.29	20.71	19.46	17.76	16.82	–	17.88
Bakersfield (May)[2]	8.49	17.23	–	–	–	–	17.02	15.88	–	–
Los Angeles–Long Beach (December)	–	19.14	–	18.29	20.83	–	17.95	16.76	–	19.21
Oakland (January)	10.83	19.38	12.43	19.89	22.44	19.71	17.88	19.70	$19.99	–
Riverside–San Bernardino (April)	10.69	17.06	–	19.35	18.41	15.88	16.61	17.07	–	18.35
Sacramento (January)	9.81	16.54	–	17.83	–	17.12	16.67	17.69	–	–
San Diego (October)	9.60	19.87	10.87	16.48	21.99	20.35	16.59	18.05	–	19.16
San Francisco (April)	9.97	–	–	–	–	–	–	19.73	–	–
Santa Barbara–Santa Maria–Lompac (May)	9.86	17.81	–	–	20.25	–	17.84	15.42	–	–
Stockton–Lodi (May)[2]	11.28	16.95	–	17.34	–	16.00	16.54	15.48	–	–
Connecticut										
Danbury (April)	10.37	–	–	18.67	–	17.15	–	17.84	–	18.87
District of Columbia										
Washington (March)	10.25	18.53	12.78	19.27	21.44	19.07	–	17.92	–	–
Florida										
Daytona Beach (April)[2]	6.82	13.42	–	16.73	–	14.44	12.67	12.21	–	–
Fort Lauderdale–West Palm Beach–Boca Raton (May)[2]	8.69	16.03	–	17.09	–	16.30	13.89	15.20	–	–
Jacksonville (March)[2]	9.83	17.77	–	17.59	–	19.12	15.12	14.20	–	–
Melbourne–Titusville–Palm Bay (February)[2]	9.26	–	–	17.04	–	17.00	–	13.67	–	–
Miami–Hialeah (October)	8.69	15.55	–	18.48	–	–	15.84	14.64	–	–
Tampa–St. Petersburg–Clearwater (July)	8.46	15.50	11.29	15.00	18.26	14.72	14.36	14.64	–	15.97
Georgia										
Atlanta (May)	9.66	–	13.53	17.16	20.12	15.88	14.54	17.45	–	18.67
Macon–Warner Robins (February)[2]	9.63	16.71	–	15.66	–	–	16.50	15.62	–	–
Illinois										
Chicago (June)	10.72	19.92	11.06	–	20.83	18.13	17.22	18.88	20.83	20.81
Joliet (August)	9.66	19.36	–	–	–	16.57	19.99	15.20	–	–
Peoria–Pekin (March)[2]	8.02	–	–	–	–	–	19.65	15.04	–	19.70

See footnotes at end of table.

Table I-4. Average hourly pay[1] in private industry, maintenance and toolroom occupations, selected areas, 1995 — Continued

State, area, and reference month	General Maintenance Workers	Maintenance Electricians	Maintenance Electronics Technicians			Maintenance Machinists	Maintenance Mechanics, Machinery	Maintenance Mechanics, Motor Vehicle	Maintenance Pipefitters	Tool and Die Makers
			I	II	III					
Indiana										
Gary–Hammond (February)	$8.70	$18.08	–	$18.25	–	$18.90	$18.68	$16.50	–	–
Indianapolis (September)	9.31	20.38	–	17.18	–	16.47	19.42	–	$20.21	$20.38
Kokomo–Logansport (April)[2]	9.87	21.49	–	15.84	–	16.71	20.97	19.04	–	19.29
Iowa										
Davenport–Rock Island–Moline (February)	9.00	18.09	–	17.31	–	–	16.66	15.51	17.77	18.97
Des Moines (June)[2]	10.19	16.41	–	–	–	15.45	15.07	14.10	–	–
Northeastern Iowa (May)[2]	9.20	18.42	–	16.49	–	17.57	15.43	15.34	19.57	17.43
Kentucky										
Evansville–Clarksville (April)[2]	8.68	17.01	–	16.19	–	15.63	15.08	15.56	–	16.08
Louisville (June)	8.64	18.73	–	17.35	$18.23	–	13.85	16.80	–	18.29
Louisiana										
Central Louisiana (May)[2]	7.24	15.50	–	–	–	–	12.41	11.19	–	–
New Orleans (July)	8.84	17.03	–	–	–	18.09	15.79	14.13	–	–
Maine										
Statewide Maine (February)[2]	9.52	15.32	–	13.41	17.52	14.08	14.40	13.99	15.95	16.35
Maryland										
Baltimore (May)	9.70	18.15	$12.23	18.10	19.00	16.59	16.32	14.68	19.36	18.51
Cumberland (March)	8.91	–	–	–	–	–	–	–	–	–
Hagerstown–Cumberland (April)[2]	8.93	15.81	–	16.25	–	–	13.63	13.79	–	15.61
Massachusetts										
Boston (May)	11.46	18.55	12.06	16.13	18.97	17.24	17.37	17.08	–	18.64
Southeastern Massachusetts (May)[2]	11.79	17.28	–	–	–	15.63	15.87	16.13	13.96	15.86
Michigan										
Ann Arbor (July)[2]	8.94	21.28	–	–	–	18.11	20.68	20.47	–	20.31
Detroit (February)	10.32	20.60	–	16.68	19.48	18.49	19.31	18.57	20.67	20.47
Kalamazoo–Battle Creek (May)[2]	9.47	18.22	–	–	–	–	19.67	17.65	19.22	–
Northern Lower Peninsula (July)[2]	7.91	14.39	–	13.85	–	16.13	13.25	14.66	–	16.29
Saginaw–Bay City–Midland (June)	12.15	–	–	–	–	–	–	–	–	–
Upper Peninsula (September)[2]	8.13	14.95	–	–	–	17.15	14.42	–	17.61	–
Minnesota										
Minneapolis–St. Paul (February)	10.54	19.18	10.59	18.72	–	17.40	16.35	16.22	20.46	17.61
Missouri										
Kansas City (September)	8.49	20.37	–	18.79	18.18	16.82	16.71	–	20.80	20.71
St. Louis (March)	10.17	19.59	–	17.23	19.06	18.99	15.27	15.42	19.26	–
Southern Missouri (June)[2]	8.43	14.41	–	–	–	14.10	12.91	13.20	–	13.39
Nebraska										
Central Nebraska (August)[2]	8.04	–	–	15.27	–	–	13.08	13.10	–	15.31

See footnotes at end of table.

Table I-4. Average hourly pay[1] in private industry, maintenance and toolroom occupations, selected areas, 1995 — Continued

State, area, and reference month	General Maintenance Workers	Maintenance Electricians	Maintenance Electronics Technicians			Maintenance Machinists	Maintenance Mechanics, Machinery	Maintenance Mechanics, Motor Vehicle	Maintenance Pipefitters	Tool and Die Makers
			I	II	III					
New Hampshire										
Statewide New Hampshire (August)[2]	$9.55	$15.72	–	$14.74	$20.63	$15.64	$14.54	$16.63	–	$15.91
New Jersey										
Bergen–Passaic (April)	12.55	18.86	–	–	–	15.60	17.19	16.01	–	17.73
Middlesex–Somerset–Hunterdon (March)	16.70	18.78	–	–	–	19.14	16.99	17.69	$19.68	–
Newark (February)	14.11	20.03	–	–	–	19.18	–	16.92	20.06	16.87
New York										
Albany (May)[2]	9.48	16.32	–	17.35	–	16.41	17.76	18.40	–	–
New York (May)	13.86	20.55	–	–	–	20.25	16.14	18.47	–	–
Northern New York (September)[2]	8.80	16.05	–	17.42	–	14.80	15.82	15.08	16.85	14.99
Utica–Rome (August)	9.81	14.42	–	15.89	–	–	15.35	15.60	–	–
Nevada										
Las Vegas (March)[2]	9.12	18.61	–	16.79	–	–	18.87	18.37	–	–
North Carolina										
Asheville (March)[2]	7.58	13.05	–	16.34	–	13.78	12.52	11.36	–	–
Charlotte–Gastonia–Rock Hill (October)	9.30	14.63	–	15.99	18.65	14.85	13.78	14.93	15.29	14.35
Raleigh–Durham (May)[2]	8.84	17.51	–	17.26	–	–	14.84	15.05	–	–
Southeastern North Carolina (April)[2]	7.89	16.54	–	17.61	–	15.63	15.67	13.66	–	15.28
North Dakota										
Statewide North Dakota (July)[2]	8.32	19.63	–	19.44	20.08	18.50	15.63	12.18	–	–
Ohio										
Cincinnati (June)	9.49	18.45	–	–	19.16	14.40	17.41	16.58	18.53	17.44
Cleveland (August)	10.05	18.87	–	–	20.16	17.04	18.13	17.80	20.48	17.48
Dayton–Springfield (March)	10.34	–	$11.19	16.32	17.01	13.83	19.23	15.35	–	–
Gallia (January)	9.91	–	–	–	–	–	–	–	–	–
Lima (August)[2]	8.53	–	–	16.77	–	–	19.02	16.99	–	–
Mercer (February)	9.52	–	–	–	–	–	–	–	–	–
Portsmouth–Chillicothe–Gallipolis (April)[2]	9.69	15.89	–	–	–	17.49	13.84	14.26	–	12.99
Oklahoma										
Tulsa (August)[2]	8.47	19.45	–	19.63	–	–	14.74	14.27	–	–
Oregon										
Eugene–Springfield–Medford–Roseburg (March)[2]	9.93	14.93	–	15.23	–	13.93	13.36	12.91	–	–
Portland (July)	9.48	17.98	–	15.47	–	16.96	16.28	15.60	–	18.54
Pennsylvania										
Philadelphia (October)	10.92	16.88	–	18.47	18.79	17.68	16.51	16.06	18.15	17.45
Pittsburgh (May)	9.97	16.26	–	16.60	17.54	16.61	15.67	14.63	16.23	–
Puerto Rico										
Puerto Rico (October)[2]	5.92	10.36	9.83	10.94	–	10.43	10.03	8.97	–	12.22
South Dakota										
Statewide South Dakota (May)[2]	8.32	14.53	–	11.77	–	–	12.60	11.95	–	15.32

See footnotes at end of table.

Table I-4. Average hourly pay[1] in private industry, maintenance and toolroom occupations, selected areas, 1995 — Continued

State, area, and reference month	General Maintenance Workers	Maintenance Electricians	Maintenance Electronics Technicians			Maintenance Machinists	Maintenance Mechanics, Machinery	Maintenance Mechanics, Motor Vehicle	Maintenance Pipefitters	Tool and Die Makers
			I	II	III					
Tennessee										
Chattanooga (August)[2]	$8.74	$14.31	–	–	–	–	$13.22	$13.52	–	–
Northeastern Tennessee–Western Virginia (March)[2]	9.22	14.37	–	$14.42	–	–	13.56	12.35	–	$13.66
Texas										
Austin (August)	8.39	17.77	–	16.49	–	–	13.47	15.03	–	–
Beaumont–Port Arthur–Lake Charles (March)[2]	6.70	17.38	–	17.87	–	$19.62	18.37	14.53	$19.81	–
Corpus Christi (September)	7.79	17.15	–	–	–	18.04	18.18	10.87	–	–
Dallas (February)	9.67	16.54	$11.34	17.27	$19.52	16.88	15.56	16.71	–	16.12
El Paso–Las Cruces–Alamogordo (March)[2]	8.02	–	–	–	–	15.44	13.77	14.96	–	16.43
Houston (May)	8.33	18.78	11.80	18.39	23.65	19.48	17.81	14.92	18.01	17.02
Waco & Killeen–Temple (June)[2]	8.44	15.73	–	–	–	–	14.38	12.38	–	14.31
Wichita Falls–Lawton–Altus (February)[2]	–	18.68	–	15.94	–	16.40	15.33	–	–	16.33
Utah										
Salt Lake City–Ogden (August)	9.55	15.97	–	17.33	19.96	15.80	15.20	15.79	–	16.79
Virginia										
Richmond–Petersburg (August)	9.77	19.67	–	18.91	22.18	–	20.71	13.31	20.80	–
Southwest Virginia (June)[2]	8.44	15.79	–	17.56	–	14.40	14.42	13.81	15.50	15.28
Virgin Islands										
Virgin Islands (March)[2]	8.39	–	–	–	–	–	–	11.99	–	–
Washington										
Seattle–Tacoma–Bremerton (November)	10.84	21.28	–	18.53	–	20.26	19.13	18.57	–	–
Spokane (May)[2]	9.14	16.49	–	16.38	–	–	–	15.64	–	–
Yakima–Richland–Kennewick–Pasco (March)[2]	8.30	19.45	–	17.71	–	19.42	16.12	16.47	20.78	–
West Virginia										
Parkersburg–Marietta (August)	9.41	14.68	–	17.41	–	–	14.24	–	–	–
Wisconsin										
Eau Claire–La Crosse–Rochester (June)[2]	9.55	16.84	–	15.52	–	14.49	15.96	13.92	–	16.12
Milwaukee (September)	10.74	20.02	–	17.16	–	18.77	16.04	16.58	20.39	19.10

[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.

[2] The limited industry scope for this survey excluded mining, construction, and selected service-producing industries. In addition, Programmers and Systems Analysts were the only professional and administrative occupations studied in all industries; in a number of areas surveyed through June 1995, Registered Nurses were also studied. See appendix table A-4 for more details.

NOTE: Dashes indicate that collected data, if any, did not meet publication criteria. Areas and occupations do not appear on this table if they had no publishable data. Some areas used a slightly different job list, see appendix table A-6 for more details.

Table I-5. Average hourly pay[1] in private industry, material movement and custodial occupations, selected areas, 1995

State, area, and reference month	Forklift Operators	Guards		Janitors	Material Handling Laborers	Order Fillers	Shipping/ Receiving Clerks	Truckdrivers				Warehouse Specialists
		I	II					Light Truck	Medium Truck	Heavy Truck	Tractor Trailer	
Alaska												
Statewide Alaska (July)[2]	–	$8.61	–	$7.96	–	–	$10.36	$9.64	–	–	$16.37	–
Alabama												
Huntsville (March)	$10.18	7.15	–	5.38	–	–	10.00	7.21	–	–	10.83	$11.12
Arizona												
Phoenix (April)	11.04	6.32	–	5.60	$10.14	–	–	–	$14.10	–	13.86	10.24
California												
Anaheim–Santa Ana (August)	10.74	6.52	$13.04	6.22	–	$9.02	10.55	7.44	15.04	–	14.31	–
Bakersfield (May)[2]	7.14	–	–	6.84	–	–	8.45	–	–	$13.51	11.07	10.40
Los Angeles–Long Beach (December)	–	6.65	11.33	6.83	6.56	–	10.66	–	14.69	–	15.59	13.46
Oakland (January)	14.49	7.31	12.56	8.88	–	10.26	11.99	11.48	15.55	–	16.31	11.34
Riverside–San Bernardino (April)	11.23	6.14	10.17	6.91	7.89	9.62	–	–	15.84	11.63	14.72	13.44
Sacramento (January)	12.96	6.65	–	7.80	8.25	14.69	10.50	8.62	14.13	14.60	14.97	–
San Diego (October)	10.89	6.81	–	6.54	8.73	–	8.72	7.56	–	12.96	14.30	10.50
San Francisco (April)	15.93	7.61	12.92	10.63	–	11.73	–	–	–	18.59	19.61	14.34
Santa Barbara–Santa Maria–Lompac (May)	–	5.73	–	6.69	–	–	9.40	–	–	–	14.78	11.58
Stockton–Lodi (May)[2]	13.61	5.82	–	7.73	9.51	–	13.87	–	–	–	12.83	12.80
Connecticut												
Danbury (April)	–	–	–	7.10	9.70	–	12.25	–	–	–	17.08	10.19
District of Columbia												
Washington (March)	–	7.71	10.47	6.63	9.09	12.76	10.54	10.23	15.59	12.45	16.86	–
Florida												
Daytona Beach (April)[2]	7.13	4.77	–	6.37	6.02	–	8.87	–	13.88	–	–	–
Fort Lauderdale–West Palm Beach–Boca Raton (May)[2]	11.76	5.56	–	–	7.99	–	9.76	6.91	15.33	10.76	15.86	–
Jacksonville (March)[2]	10.20	5.45	–	5.33	6.68	8.09	8.45	–	12.14	–	14.35	11.96
Melbourne–Titusville–Palm Bay (February)[2]	–	6.45	–	10.28	–	–	9.53	–	12.90	9.05	–	11.76
Miami–Hialeah (October)	8.89	6.23	8.55	5.55	–	8.88	9.18	7.54	–	9.32	13.76	9.60
Tampa–St. Petersburg–Clearwater (July)	9.17	5.57	–	5.45	8.70	7.21	9.46	–	–	8.37	12.61	–
Georgia												
Atlanta (May)	–	6.48	11.46	5.83	–	–	10.43	8.28	15.87	–	14.60	13.85
Macon–Warner Robins (February)[2]	10.47	–	–	5.12	9.48	–	–	7.14	–	–	11.27	14.35
Illinois												
Chicago (June)	11.92	6.95	11.54	7.28	–	9.35	11.60	–	16.34	16.16	17.26	13.17
Joliet (August)	10.76	–	–	8.35	–	–	9.71	–	–	–	–	–
Peoria–Pekin (March)[2]	10.65	6.45	–	5.59	–	–	9.34	9.94	8.02	–	12.58	–
Indiana												
Gary–Hammond (February)	13.10	6.04	10.32	7.76	10.43	10.25	12.78	8.30	–	–	13.03	–
Indianapolis (September)	13.58	6.59	11.44	6.81	–	–	10.19	–	15.60	–	16.01	11.71
Kokomo–Logansport (April)[2]	10.49	7.34	–	13.54	9.07	–	10.67	–	–	12.41	17.27	–

See footnotes at end of table.

Table I-5. Average hourly pay[1] in private industry, material movement and custodial occupations, selected areas, 1995 — Continued

State, area, and reference month	Forklift Operators	Guards		Janitors	Material Handling Laborers	Order Fillers	Shipping/ Receiving Clerks	Truckdrivers				Warehouse Specialists
		I	II					Light Truck	Medium Truck	Heavy Truck	Tractor Trailer	
Iowa												
Davenport–Rock Island–Moline (February)	$11.58	$5.22	$12.10	$6.57	$9.29	$8.37	$9.64	–	–	$9.58	$15.60	$14.64
Des Moines (June)[2]	9.62	5.90	–	6.39	–	9.96	9.28	–	–	–	13.27	9.31
Northeastern Iowa (May)[2]	12.80	6.13	14.05	6.53	10.71	–	9.30	–	–	–	11.14	–
Kentucky												
Evansville–Clarksville (April)[2]	9.42	5.47	–	8.62	10.88	9.57	9.71	–	–	–	12.63	12.07
Louisville (June)	12.47	6.22	10.08	6.25	8.98	–	12.31	$6.92	$10.03	9.96	12.76	–
Louisiana												
Central Louisiana (May)[2]	9.07	5.06	–	5.60	7.26	–	9.98	8.57	–	–	13.00	–
New Orleans (July)	9.80	5.54	–	5.04	–	7.78	8.70	6.91	–	8.91	12.21	11.01
Maine												
Statewide Maine (February)[2]	10.10	6.40	12.87	7.63	9.08	8.05	9.36	6.88	–	9.67	11.21	11.51
Maryland												
Baltimore (May)	12.48	6.43	10.76	6.12	–	11.98	11.55	–	–	13.50	13.95	12.77
Cumberland (March)	–	–	–	7.60	–	–	–	–	–	–	–	–
Hagerstown–Cumberland (April)[2]	12.04	–	–	7.61	10.33	9.45	10.06	–	14.06	9.25	11.32	10.50
Massachusetts												
Boston (May)	13.10	7.28	11.70	7.97	10.78	–	11.73	–	15.99	14.80	15.37	12.62
Southeastern Massachusetts (May)[2]	11.49	8.64	–	8.52	7.46	14.01	10.38	–	9.82	–	12.80	9.95
Michigan												
Ann Arbor (July)[2]	15.43	–	–	8.83	–	–	12.00	–	–	–	–	–
Detroit (February)	15.90	6.29	12.50	8.45	13.01	–	12.50	–	–	14.87	15.12	13.94
Kalamazoo–Battle Creek (May)[2]	12.51	5.94	–	7.92	–	–	11.62	–	10.23	–	14.74	–
Northern Lower Peninsula (July)[2]	9.18	–	–	7.92	8.52	–	10.06	–	–	9.65	12.60	–
Saginaw–Bay City–Midland (June)	–	–	–	9.71	–	–	11.33	–	–	–	14.89	–
Upper Peninsula (September)[2]	11.17	–	–	8.17	8.47	–	10.47	–	–	–	12.79	–
Minnesota												
Minneapolis–St. Paul (February)	12.77	7.15	–	7.81	–	8.98	12.85	7.92	–	15.26	13.60	14.24
Missouri												
Kansas City (September)	11.94	6.42	–	6.30	10.57	11.00	10.03	–	15.00	–	15.64	13.91
St. Louis (March)	13.89	6.39	14.50	6.22	14.89	–	10.30	8.50	16.78	12.49	15.93	10.68
Southern Missouri (June)[2]	9.45	5.12	–	6.30	10.12	9.23	9.00	7.00	–	–	13.25	10.27
Nebraska												
Central Nebraska (August)[2]	10.82	–	–	6.98	7.98	–	8.25	–	–	–	–	–
New Hampshire												
Statewide New Hampshire (August)[2]	12.15	6.31	–	6.95	8.96	–	10.29	–	15.20	12.51	13.16	11.17

See footnotes at end of table.

Table I-5. Average hourly pay[1] in private industry, material movement and custodial occupations, selected areas, 1995 — Continued

State, area, and reference month	Forklift Operators	Guards		Janitors	Material Handling Laborers	Order Fillers	Shipping/ Receiving Clerks	Truckdrivers				Warehouse Specialists
		I	II					Light Truck	Medium Truck	Heavy Truck	Tractor Trailer	
New Jersey												
Bergen–Passaic (April)	$12.38	$7.40	$11.65	$6.66	–	–	$12.29	$10.97	$14.99	$15.40	$14.58	–
Middlesex–Somerset–Hunterdon (March)	12.47	7.58	–	7.50	$9.28	$9.86	11.74	–	–	10.65	16.69	$10.98
Newark (February)	–	7.65	–	9.72	13.59	–	10.32	11.10	14.28	–	16.73	–
New York												
Albany (May)[2]	12.29	6.63	–	6.72	11.83	12.70	11.38	–	13.90	–	15.85	12.94
New York (May)	13.54	7.95	12.10	12.74	–	–	11.41	12.30	15.68	–	16.67	12.45
Northern New York (September)[2]	11.95	8.64	–	9.43	–	–	–	–	–	–	12.15	–
Utica–Rome (August)	10.26	5.48	11.60	6.15	6.95	–	9.45	–	–	–	–	–
Nevada												
Las Vegas (March)[2]	–	6.41	11.47	9.29	9.81	–	9.40	7.32	16.32	16.95	16.09	–
North Carolina												
Asheville (March)[2]	9.15	–	–	7.28	7.45	–	8.76	–	8.84	–	–	–
Charlotte–Gastonia–Rock Hill (October)	10.58	6.34	–	6.32	7.21	–	9.54	7.10	8.32	–	12.92	–
Raleigh–Durham (May)[2]	10.39	–	–	5.58	–	–	9.22	7.07	14.53	10.19	13.89	10.43
Southeastern North Carolina (April)[2]	9.67	–	–	7.53	6.47	–	8.14	–	7.48	–	9.99	–
North Dakota												
Statewide North Dakota (July)[2]	10.96	–	–	6.31	9.42	–	9.57	–	–	–	11.96	12.86
Ohio												
Cincinnati (June)	11.24	6.56	12.13	6.62	–	9.78	10.47	–	–	11.89	–	10.98
Cleveland (August)	11.99	6.21	11.73	6.65	–	–	10.40	8.98	14.70	13.15	14.03	11.32
Dayton–Springfield (March)	13.85	6.12	12.05	7.17	12.04	9.44	10.06	8.35	12.37	10.97	14.45	13.10
Gallia (January)	–	–	–	5.88	–	–	–	–	–	–	–	12.38
Lima (August)[2]	14.08	–	–	7.51	–	–	11.55	–	–	–	11.71	–
Mercer (February)	9.50	–	–	7.66	–	–	–	–	–	–	–	–
Portsmouth–Chillicothe–Gallipolis (April)[2]	11.57	–	–	8.63	10.37	–	10.85	–	9.65	9.87	10.08	–
Oklahoma												
Tulsa (August)[2]	11.36	5.74	–	5.54	10.59	–	9.60	7.69	7.00	–	–	–
Oregon												
Eugene–Springfield–Medford–Roseburg (March)[2]	10.91	5.26	–	6.76	7.58	–	10.58	–	–	–	10.69	9.54
Portland (July)	13.85	6.49	11.43	7.54	7.03	12.37	10.70	9.65	15.46	13.67	15.60	12.87
Pennsylvania												
Philadelphia (October)	11.97	7.61	10.70	8.43	–	–	–	11.14	16.84	13.73	14.67	13.37
Pittsburgh (May)	12.06	6.02	–	7.34	12.79	–	9.95	–	15.25	13.32	15.82	–
Puerto Rico												
Puerto Rico (October)[2]	5.88	4.35	5.21	4.79	5.62	–	5.98	5.87	9.10	6.23	9.90	–
South Dakota												
Statewide South Dakota (May)[2]	9.59	–	–	6.79	8.91	–	8.46	–	–	–	–	8.87
Tennessee												
Chattanooga (August)[2]	9.28	5.49	–	5.80	6.45	–	8.70	–	–	11.98	13.87	–
Northeastern Tennessee–Western Virginia (March)[2]	9.39	6.35	–	7.14	8.99	9.39	10.07	–	–	13.02	11.34	10.47

See footnotes at end of table.

Table I-5. Average hourly pay[1] in private industry, material movement and custodial occupations, selected areas, 1995 — Continued

State, area, and reference month	Forklift Operators	Guards		Janitors	Material Handling Laborers	Order Fillers	Shipping/ Receiving Clerks	Truckdrivers				Warehouse Specialists
		I	II					Light Truck	Medium Truck	Heavy Truck	Tractor Trailer	
Texas												
Austin (August)	$10.75	$6.26	–	$5.42	$7.15	–	$8.65	$7.24	$14.25	–	$10.52	–
Beaumont–Port Arthur–Lake Charles (March)[2]	13.49	6.67	–	4.73	–	–	11.05	7.81	–	$8.42	10.32	–
Corpus Christi (September)	–	5.98	–	5.35	–	–	10.41	–	–	–	9.69	–
Dallas (February)	9.87	6.47	$11.39	5.26	–	$8.13	9.51	–	12.44	–	14.28	$9.93
El Paso–Las Cruces–Alamogordo (March)[2]	8.84	4.88	–	5.28	5.45	–	8.86	5.56	10.45	–	10.06	–
Houston (May)	–	6.21	–	4.75	7.77	7.44	8.46	–	–	9.55	12.60	11.64
Waco & Killeen–Temple (June)[2]	8.33	–	–	6.13	7.32	–	8.45	–	11.94	8.03	7.75	–
Wichita Falls–Lawton–Altus (February)[2]	13.08	5.17	–	6.72	–	–	9.25	–	7.42	–	10.98	10.05
Utah												
Salt Lake City–Ogden (August)	9.75	5.96	9.81	6.08	10.51	8.03	8.44	–	–	11.39	14.75	11.04
Virginia												
Richmond–Petersburg (August)	12.90	–	12.26	5.77	11.69	9.57	11.24	6.86	9.98	9.23	–	11.40
Southwest Virginia (June)[2]	11.08	5.69	–	6.88	6.90	7.35	9.29	9.53	–	11.03	12.93	11.24
Virgin Islands												
Virgin Islands (March)[2]	–	6.08	6.26	6.29	6.64	–	–	–	–	–	–	–
Washington												
Seattle–Tacoma–Bremerton (November)	13.74	6.32	15.43	8.26	–	–	–	–	–	14.26	14.50	–
Spokane (May)[2]	13.43	6.13	–	5.93	–	14.44	10.41	–	15.26	–	14.34	10.37
Yakima–Richland–Kennewick–Pasco (March)[2]	9.83	–	–	10.86	–	–	10.29	–	11.77	14.71	13.01	11.92
West Virginia												
Parkersburg–Marietta (August)	–	–	–	5.97	–	–	9.05	–	–	–	–	–
Wisconsin												
Eau Claire–La Crosse–Rochester (June)[2]	11.49	–	–	7.35	–	–	9.04	–	–	10.42	10.74	–
Milwaukee (September)	12.82	7.22	–	7.17	–	10.62	10.92	–	–	11.38	15.60	–

[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.

[2] The limited industry scope for this survey excluded mining, construction, and selected service-producing industries. In addition, Programmers and Systems Analysts were the only professional and administrative occupations studied in all industries; in a number of areas surveyed through June 1995, Registered Nurses were also studied. See appendix table A-4 for more details.

NOTE: Dashes indicate that collected data, if any, did not meet publication criteria. Areas and occupations do not appear on this table if they had no publishable data. Some areas used a slightly different job list, see appendix table A-6 for more details.

Table J-1. Average weekly pay[1] in State and local government, professional and administrative occupations,[2] selected areas, 1995

State, area, and reference month	Professional															
	Accountants					Attorneys					Engineers					
	I	II	III	IV	V	I	II	III	IV	V	I	II	III	IV	V	VI
Alabama																
Huntsville (March)	–	$548	–	–	–	–	–	–	–	–	–	–	$855	$1,008	$1,457	–
Arizona																
Phoenix (April)	$453	574	$680	$855	–	–	–	$1,173	$1,288	–	$568	$754	755	993	1,216	$1,240
California																
Anaheim–Santa Ana (August)	–	810	935	1,146	–	–	$1,490	1,376	1,744	$2,118	–	960	1,008	1,224	1,384	1,473
Los Angeles–Long Beach (December)	662	725	875	1,080	$1,377	–	1,179	1,263	1,624	–	797	922	1,095	1,249	1,433	1,583
Oakland (January)	598	780	949	1,107	–	–	–	1,466	1,684	1,773	–	1,003	1,085	1,325	1,446	–
Riverside–San Bernardino (April)	511	682	831	1,097	–	–	1,052	1,232	1,536	1,773	–	873	989	1,132	1,320	1,489
Sacramento (January)	571	655	756	942	1,154	–	867	1,081	1,339	1,540	671	793	896	1,059	1,209	1,316
San Diego (October)	529	668	798	974	1,333	–	–	1,453	1,681	1,803	680	822	917	1,028	1,229	1,484
San Francisco (April)	734	843	902	1,052	1,213	–	1,114	1,392	1,630	1,631	759	926	1,029	1,182	1,322	1,487
Santa Barbara–Santa Maria–Lompac (May)	–	728	811	1,092	–	–	–	–	1,659	–	–	904	963	1,121	1,296	–
Connecticut																
Danbury (April)	–	586	–	–	–	–	–	–	–	–	–	–	959	1,208	–	–
District of Columbia																
Washington (March)	574	673	799	953	1,161	$681	908	1,076	1,314	–	–	826	936	1,078	1,253	1,405
Florida																
Miami–Hialeah (October)	442	719	833	919	1,036	–	1,025	1,457	2,114	–	–	723	878	1,051	–	–
Tampa–St. Petersburg–Clearwater (July)	451	587	672	–	–	–	–	1,192	–	–	659	763	887	996	1,119	–
Georgia																
Atlanta (May)	483	610	749	937	973	–	867	1,164	1,503	1,764	592	712	804	929	1,057	–
Illinois																
Chicago (June)	575	653	808	985	–	740	903	1,197	–	–	700	806	903	1,146	1,294	–
Indiana																
Gary–Hammond (February)	–	–	–	–	–	–	–	–	–	–	–	–	778	–	–	–
Indianapolis (September)	–	473	612	905	–	–	–	1,211	–	–	–	593	725	935	1,194	–
Iowa																
Davenport–Rock Island–Moline (February)	–	–	–	–	–	–	–	–	–	–	–	–	970	–	–	–
Kentucky																
Louisville (June)	–	540	640	–	–	506	765	866	–	–	709	695	839	1,015	1,138	–
Louisiana																
New Orleans (July)	380	446	530	–	–	–	686	796	1,024	–	563	741	775	919	1,003	–

See footnotes at end of table.

Table J-1. Average weekly pay[1] in State and local government, professional and administrative occupations,[2] selected areas, 1995 — Continued

State, area, and reference month	Professional				Administrative														
	Registered Nurses				Budget Analysts				Buyers/Contracting Specialists				Computer Programmers				Computer Systems Analysts		
	I	II	II Specialists	III	I	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III
Alabama																			
Huntsville (March)	–	$634	–	–	–	–	–	–	–	$517	–	–	–	$524	–	–	$680	–	–
Arizona																			
Phoenix (April)	–	676	–	$776	–	$727	$931	–	$445	571	$626	–	–	542	$715	–	662	$801	$856
California																			
Anaheim–Santa Ana (August)	–	848	–	1,027	–	–	1,004	–	621	761	887	–	–	–	846	–	872	990	1,173
Los Angeles–Long Beach (December)	–	–	–	–	–	767	929	$1,213	640	738	906	$1,040	–	750	872	$1,141	804	1,013	1,144
Oakland (January)	–	1,091	–	1,237	–	759	948	1,079	643	776	903	–	–	–	826	–	793	993	1,165
Riverside–San Bernardino (April)	–	775	–	924	–	–	753	929	–	751	833	–	–	650	801	979	809	943	1,073
Sacramento (January)	–	860	–	1,065	–	–	889	1,018	571	642	882	1,123	–	–	747	–	871	936	1,021
San Diego (October)	–	–	–	–	–	697	883	992	571	677	764	–	–	631	779	–	768	935	–
San Francisco (April)	–	1,059	–	1,285	–	–	910	–	–	820	895	–	–	831	943	–	850	985	1,170
Santa Barbara–Santa Maria–Lompac (May)	–	–	–	–	–	–	–	–	–	701	–	–	–	–	–	–	–	776	973
Connecticut																			
Danbury (April)	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
District of Columbia																			
Washington (March)	$609	739	–	908	$532	697	841	1,008	576	693	801	925	$513	664	812	964	851	983	1,075
Florida																			
Miami–Hialeah (October)	–	–	–	–	–	740	973	955	567	642	–	–	–	579	785	1,051	759	971	1,139
Tampa–St. Petersburg–Clearwater (July)	–	594	–	–	–	–	819	–	478	576	–	–	514	564	661	–	751	830	–
Georgia																			
Atlanta (May)	–	610	–	–	530	598	745	873	471	605	767	–	–	566	676	748	642	841	840
Illinois																			
Chicago (June)	–	854	–	988	–	595	750	805	536	668	785	–	–	688	731	976	753	886	1,091
Indiana																			
Gary–Hammond (February)	–	–	–	–	–	–	–	–	–	–	–	–	–	600	–	–	–	–	–
Indianapolis (September)	–	–	–	–	–	536	623	667	458	493	599	–	–	507	589	–	636	790	–
Iowa																			
Davenport–Rock Island–Moline (February)	–	553	–	–	–	–	–	–	–	–	–	–	–	619	–	–	–	–	–
Kentucky																			
Louisville (June)	–	708	–	–	–	–	–	–	–	577	–	–	–	535	606	–	751	793	–
Louisiana																			
New Orleans (July)	589	751	$844	1,057	–	–	–	–	–	–	–	–	–	–	–	–	536	–	–

See footnotes at end of table.

Table J-1. Average weekly pay[1] in State and local government, professional and administrative occupations,[2] selected areas, 1995 — Continued

State, area, and reference month	Administrative												
	Computer Systems Analyst Supervisors/Managers		Personnel Specialists					Personnel Supervisors/Managers			Tax Collectors		
	I	II	I	II	III	IV	V	I	II	III	I	II	III
Alabama													
Huntsville (March)	–	–	–	$506	$697	–	–	–	–	–	–	–	–
Arizona													
Phoenix (April)	$1,029	$1,138	–	636	703	$998	–	–	$984	–	$340	$433	$640
California													
Anaheim–Santa Ana (August)	1,083	–	–	765	985	1,191	–	–	–	–	–	649	764
Los Angeles–Long Beach (December)	1,125	1,463	–	672	910	1,093	$1,407	–	1,245	–	703	777	809
Oakland (January)	–	–	–	–	932	1,103	1,190	–	1,468	–	524	610	749
Riverside–San Bernardino (April)	–	–	–	–	839	967	–	–	–	–	–	–	774
Sacramento (January)	1,103	1,168	–	687	883	1,018	1,208	–	1,208	$1,409	552	585	741
San Diego (October)	–	1,248	–	708	834	1,016	1,331	$1,060	1,272	–	–	–	785
San Francisco (April)	1,313	–	–	896	975	1,211	–	–	1,622	–	–	992	811
Santa Barbara–Santa Maria–Lompac (May)	–	–	–	684	–	944	–	–	–	–	–	–	–
Connecticut													
Danbury (April)	–	–	–	–	–	–	–	–	–	–	–	–	–
District of Columbia													
Washington (March)	–	–	–	713	823	1,035	1,235	–	1,310	–	452	562	781
Florida													
Miami–Hialeah (October)	–	–	–	650	836	1,026	–	1,288	1,435	–	466	502	–
Tampa–St. Petersburg–Clearwater (July)	–	–	$442	550	691	–	–	–	–	–	–	466	–
Georgia													
Atlanta (May)	–	–	–	578	711	868	–	–	–	–	–	562	709
Illinois													
Chicago (June)	1,214	–	542	661	818	1,003	–	–	–	–	566	–	838
Indiana													
Gary–Hammond (February)	–	–	–	–	–	–	–	–	–	–	–	–	–
Indianapolis (September)	908	–	–	486	657	907	–	–	–	–	–	–	–
Iowa													
Davenport–Rock Island–Moline (February)	–	–	–	–	–	–	–	–	–	–	–	–	–
Kentucky													
Louisville (June)	–	–	–	523	662	901	–	–	–	–	–	–	–
Louisiana													
New Orleans (July)	–	–	–	505	650	–	–	–	–	–	273	337	453

See footnotes at end of table.

Table J-1. Average weekly pay[1] in State and local government, professional and administrative occupations,[2] selected areas, 1995 — Continued

State, area, and reference month	Professional															
	Accountants					Attorneys					Engineers					
	I	II	III	IV	V	I	II	III	IV	V	I	II	III	IV	V	VI
Maryland																
Baltimore (May)	$483	$620	$669	$800	–	–	$835	$1,029	$1,087	$1,174	–	$750	$926	$1,040	$1,236	$1,398
Cumberland (March)	–	–	656	–	–	–	–	–	–	–	–	–	–	–	–	–
Massachusetts																
Boston (May)	598	649	–	–	–	–	–	1,130	–	–	–	821	–	–	–	–
Michigan																
Detroit (February)	499	593	741	924	$951	$687	918	1,217	1,408	1,544	$557	620	734	923	1,048	1,109
Upper Peninsula (September)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Minnesota																
Minneapolis–St. Paul (February)	580	669	809	1,041	1,166	–	942	–	–	–	619	733	920	1,112	1,370	–
Missouri																
Kansas City (September)	464	594	703	848	–	660	832	–	1,517	–	589	682	821	950	–	–
St. Louis (March)	–	581	730	916	–	652	835	1,049	–	–	614	693	785	960	1,138	–
New Jersey																
Bergen–Passaic (April)	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
New York																
New York (May)	559	644	762	998	1,077	794	893	1,103	1,394	1,817	673	737	931	1,113	1,274	1,229
North Carolina																
Charlotte–Gastonia–Rock Hill (October)	–	556	719	–	1,129	–	–	–	–	–	–	743	892	1,027	–	–
Ohio																
Cincinnati (June)	530	665	822	1,072	–	–	816	–	–	–	720	817	977	1,120	1,317	–
Cleveland (August)	–	541	–	–	1,183	–	926	1,171	–	–	–	789	885	1,022	–	–
Dayton–Springfield (March)	–	580	721	–	–	–	–	–	–	–	636	784	948	1,153	1,261	–
Oregon																
Portland (July)	–	646	763	1,013	–	838	1,049	1,304	1,541	–	–	764	948	1,078	1,224	–
Pennsylvania																
Philadelphia (October)	–	603	788	873	1,077	636	838	1,072	1,372	–	–	729	875	1,045	–	–
Pittsburgh (May)	–	–	738	877	–	–	776	–	–	–	–	672	820	974	1,094	–
Texas																
Corpus Christi (September)	441	525	656	–	–	–	702	809	–	–	–	608	–	–	–	–
Dallas (February)	469	574	735	876	880	–	862	1,120	1,471	–	–	631	799	822	1,080	–
Houston (May)	470	578	701	884	1,082	721	903	1,130	1,489	–	–	671	773	871	1,020	–
Utah																
Salt Lake City–Ogden (August)	488	551	700	910	–	688	803	984	1,141	–	–	728	867	1,002	1,150	–

See footnotes at end of table.

Table J-1. Average weekly pay[1] in State and local government, professional and administrative occupations,[2] selected areas, 1995 — Continued

State, area, and reference month	Professional				Administrative														
	Registered Nurses				Budget Analysts				Buyers/Contracting Specialists				Computer Programmers				Computer Systems Analysts		
	I	II	II Specialists	III	I	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III
Maryland																			
Baltimore (May)	–	$670	–	$827	–	$728	$792	$859	$517	$648	$727	–	–	$621	$777	–	$756	$786	$1,047
Cumberland (March)	–	624	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Massachusetts																			
Boston (May)	$651	872	–	1,086	–	611	808	–	538	662	742	–	–	–	–	–	765	938	–
Michigan																			
Detroit (February)	–	684	–	833	$510	632	763	–	–	606	740	$852	$503	620	769	–	712	886	944
Upper Peninsula (September)[3]	–	641	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Minnesota																			
Minneapolis–St. Paul (February)	–	843	$907	995	–	789	–	949	573	684	–	–	534	671	770	–	786	936	999
Missouri																			
Kansas City (September)	568	685	–	780	–	–	–	–	–	–	–	–	–	549	726	–	691	804	–
St. Louis (March)	–	606	–	–	–	–	–	–	–	–	–	–	–	592	–	–	–	829	973
New Jersey																			
Bergen–Passaic (April)	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
New York																			
New York (May)	761	838	–	946	–	695	922	1,117	516	647	767	–	513	654	756	–	–	1,037	1,255
North Carolina																			
Charlotte–Gastonia–Rock Hill (October)	–	–	–	–	–	–	–	–	–	–	699	–	–	–	709	–	–	785	–
Ohio																			
Cincinnati (June)	–	703	–	–	–	–	922	–	540	692	899	–	–	612	736	$861	–	885	–
Cleveland (August)	616	760	881	–	588	626	796	–	480	586	–	–	–	602	752	878	761	872	969
Dayton–Springfield (March)	–	666	971	–	–	631	861	–	523	553	–	–	–	654	–	–	728	803	–
Oregon																			
Portland (July)	–	788	–	960	–	–	842	958	543	713	808	–	–	607	–	–	701	848	1,049
Pennsylvania																			
Philadelphia (October)	–	–	–	–	–	573	795	957	–	714	802	–	–	–	759	–	733	909	1,011
Pittsburgh (May)	589	757	–	–	–	619	–	–	–	626	–	–	432	–	–	–	636	848	–
Texas																			
Corpus Christi (September)	–	–	–	–	–	–	–	–	–	–	–	–	–	584	–	–	–	756	–
Dallas (February)	–	605	–	854	–	580	697	903	520	590	764	–	–	552	703	825	701	848	938
Houston (May)	–	690	–	693	–	608	696	887	515	617	743	–	492	594	689	852	633	778	952
Utah																			
Salt Lake City–Ogden (August)	–	675	–	873	–	608	732	–	535	602	–	–	–	619	765	–	–	961	–

See footnotes at end of table.

Table J-1. Average weekly pay[1] in State and local government, professional and administrative occupations,[2] selected areas, 1995 — Continued

State, area, and reference month	Administrative												
	Computer Systems Analyst Supervisors/Managers		Personnel Specialists					Personnel Supervisors/Managers			Tax Collectors		
	I	II	I	II	III	IV	V	I	II	III	I	II	III
Maryland													
Baltimore (May)	$1,164	–	–	$615	$680	$813	–	$1,021	$1,188	–	$434	$534	–
Cumberland (March)	–	–	–	–	–	–	–	–	–	–	–	–	–
Massachusetts													
Boston (May)	–	–	–	695	–	–	–	–	–	–	–	662	–
Michigan													
Detroit (February)	–	$1,146	$517	620	701	862	$968	868	1,066	–	–	557	–
Upper Peninsula (September)[3]	–	–	–	–	–	–	–	–	–	–	–	–	–
Minnesota													
Minneapolis–St. Paul (February)	1,105	1,213	585	723	822	1,070	1,147	1,125	1,230	–	540	623	$731
Missouri													
Kansas City (September)	–	–	–	529	–	–	–	–	–	–	409	466	–
St. Louis (March)	–	–	526	626	756	–	–	1,007	–	–	–	–	–
New Jersey													
Bergen–Passaic (April)	–	–	–	–	–	–	–	–	–	–	–	634	–
New York													
New York (May)	–	–	678	746	810	982	–	1,058	–	–	–	639	780
North Carolina													
Charlotte–Gastonia–Rock Hill (October)	–	–	–	–	735	–	–	–	–	–	–	–	–
Ohio													
Cincinnati (June)	–	–	–	637	906	992	–	–	–	–	–	–	–
Cleveland (August)	1,123	–	–	686	776	960	–	–	–	–	–	565	–
Dayton–Springfield (March)	–	–	–	714	752	1,001	–	–	–	–	–	–	–
Oregon													
Portland (July)	1,128	–	–	723	858	1,046	–	–	–	–	–	595	–
Pennsylvania													
Philadelphia (October)	1,180	–	–	–	794	1,023	–	–	–	–	–	553	–
Pittsburgh (May)	–	–	–	701	774	1,064	–	–	–	–	–	575	–
Texas													
Corpus Christi (September)	–	–	–	–	654	–	–	–	–	–	–	–	–
Dallas (February)	1,064	1,118	474	580	691	867	–	–	1,048	–	–	531	600
Houston (May)	–	–	–	588	764	951	–	957	1,143	–	–	441	533
Utah													
Salt Lake City–Ogden (August)	–	–	–	578	693	874	–	–	–	–	423	548	–

See footnotes at end of table.

Table J-1. Average weekly pay[1] in State and local government, professional and administrative occupations,[2] selected areas, 1995 — Continued

State, area, and reference month	Professional															
	Accountants					Attorneys					Engineers					
	I	II	III	IV	V	I	II	III	IV	V	I	II	III	IV	V	VI
Virginia																
Richmond–Petersburg (August)	$511	–	$724	–	–	–	$949	–	–	–	–	$685	$813	$966	$1,189	$1,211
Washington																
Seattle–Tacoma–Bremerton (November)	–	$610	766	$955	$1,284	$698	945	$1,178	$1,488	$1,789	–	797	925	1,058	1,291	–
West Virginia																
Parkersburg–Marietta (August)	–	–	–	–	–	–	–	–	–	–	–	646	991	–	–	–
Wisconsin																
Milwaukee (September)	567	693	760	916	–	–	1,172	1,403	1,755	–	–	757	871	967	1,231	–

See footnotes at end of table.

Table J-1. Average weekly pay[1] in State and local government, professional and administrative occupations,[2] selected areas, 1995 — Continued

State, area, and reference month	Professional				Administrative														
	Registered Nurses				Budget Analysts				Buyers/Contracting Specialists				Computer Programmers				Computer Systems Analysts		
	I	II	II Specialists	III	I	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III
Virginia																			
Richmond–Petersburg (August)	–	$719	–	–	–	–	–	–	–	–	$747	–	–	$567	–	–	–	–	–
Washington																			
Seattle–Tacoma–Bremerton (November)	–	–	–	–	$589	$644	$809	$910	$585	$709	811	–	–	595	–	–	$726	$855	$990
West Virginia																			
Parkersburg–Marietta (August)	$564	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Wisconsin																			
Milwaukee (September)	–	–	–	–	–	659	804	–	–	705	774	–	–	665	$694	$905	866	904	–

See footnotes at end of table.

Table J-1. Average weekly pay[1] in State and local government, professional and administrative occupations,[2] selected areas, 1995 — Continued

State, area, and reference month	Administrative												
	Computer Systems Analyst Supervisors/Managers		Personnel Specialists					Personnel Supervisors/Managers			Tax Collectors		
	I	II	I	II	III	IV	V	I	II	III	I	II	III
Virginia													
Richmond–Petersburg (August)	$1,143	–	$553	–	–	$935	–	$988	–	–	–	$584	–
Washington													
Seattle–Tacoma–Bremerton (November)	–	–	–	$703	$838	947	–	1,115	$1,149	–	$539	609	$734
West Virginia													
Parkersburg–Marietta (August)	–	–	–	–	–	–	–	–	–	–	–	–	–
Wisconsin													
Milwaukee (September)	–	–	–	–	827	1,095	–	–	–	–	497	–	648

[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.

[2] Pay data for the following occupational levels did not meet publication criteria in any area: Accountants VI, Engineers VIII, Registered Nurses IV, Computer Programmers V, Computer Systems Analysts V, Computer Systems Analyst Supervisors/Managers IV, Personnel Specialists VI, and Personnnel Supervisors/Managers IV and V. In addition, for five occupations, only a single area published average pay data: Attorneys VI averaged $1,708 in Sacramento, CA; Engineers VII averaged $1,843 in New York, NY; Registered Nurses III Anesthetists averaged $1,330 in Minneapolis, MN; Computer Systems Analysts IV averaged $1,247 in Los Angeles-Long Beach, CA; and Computer Systems Analyst Supervisors/Managers III averaged $1,750 in Los Angeles-Long Beach, CA.

[3] The limited industry scope for this survey excluded mining, construction, and selected service-producing industries. In addition, Programmers and Systems Analysts were the only professional and administrative occupations studied in all industries; in a number of areas surveyed through June 1995, Registered Nurses were also studied. See appendix table A-4 for more details.

NOTE: Dashes indicate that collected data, if any, did not meet publication criteria. Areas and occupations do not appear on this table if they had no publishable data. Some areas used a slightly different job list, see appendix table A-6 for more details.

Table J-2. Average weekly pay[1] in State and local government, technical and protective service occupations,[2] selected areas, 1995

State, area, and reference month	Technical													
	Computer Operators				Drafters		Engineering Technicians		Engineering Technicians, Civil					
	I	II	III	IV	II	III	III	V	I	II	III	IV	V	VI
Alabama														
Huntsville (March)	–	$414	–	–	–	–	–	–	–	$411	$511	–	–	–
Arizona														
Phoenix (April)	–	441	$477	–	$546	$583	–	–	$386	439	542	$631	$830	$880
California														
Anaheim–Santa Ana (August)	–	672	618	–	649	905	–	–	–	728	807	922	1,015	–
Los Angeles–Long Beach (December)	–	539	654	$722	754	857	–	–	639	797	855	972	1,090	1,124
Oakland (January)	–	608	660	–	767	824	–	–	–	662	823	956	1,060	1,134
Riverside–San Bernardino (April)	–	518	611	–	617	768	–	–	429	626	690	786	933	–
Sacramento (January)	–	518	591	–	598	744	–	$989	–	546	652	784	964	–
San Diego (October)	–	502	607	–	574	657	–	–	524	599	712	793	979	–
San Francisco (April)	–	569	648	721	–	–	–	–	621	745	843	1,042	979	–
Santa Barbara–Santa Maria–Lompac (May)	–	–	–	–	–	–	–	–	–	673	770	894	–	–
Connecticut														
Danbury (April)	–	–	–	–	–	–	–	–	–	–	–	–	–	–
District of Columbia														
Washington (March)	–	480	605	685	523	528	–	–	–	518	559	693	803	–
Florida														
Miami–Hialeah (October)	–	481	624	–	462	–	–	–	339	427	590	690	–	–
Tampa–St. Petersburg–Clearwater (July)	–	416	551	–	452	553	–	–	346	440	536	620	–	–
Georgia														
Atlanta (May)	–	469	548	589	–	525	–	–	361	428	538	606	–	–
Illinois														
Chicago (June)	–	491	628	748	526	624	–	–	408	472	591	757	899	–
Indiana														
Gary–Hammond (February)	–	–	–	–	–	–	–	–	–	429	–	–	–	–
Indianapolis (September)	–	389	529	–	–	–	–	–	286	341	427	578	735	–
Iowa														
Davenport–Rock Island–Moline (February)	–	–	–	–	–	–	–	–	–	–	547	675	–	–
Kentucky														
Louisville (June)	–	–	473	–	488	–	–	–	–	473	477	502	–	–
Louisiana														
New Orleans (July)	–	368	439	–	328	432	–	–	–	332	421	483	–	–
Maryland														
Baltimore (May)	$336	452	517	541	497	616	–	–	397	448	539	636	705	985
Cumberland (March)	–	–	–	–	–	–	–	–	314	421	536	596	675	–

See footnotes at end of table.

Table J-2. Average weekly pay[1] in State and local government, technical and protective service occupations,[2] selected areas, 1995 — Continued

State, area, and reference month	Technical						Protective service			
	Licensed Practical Nurses			Nursing Assistants			Corrections Officers	Firefighters	Police Officers	
	I	II	III	I	II	III			I	II
Alabama										
Huntsville (March)	–	–	–	–	–	–	$395	$492	$494	$618
Arizona										
Phoenix (April)	–	$443	–	–	–	–	439	683	714	714
California										
Anaheim–Santa Ana (August)	–	575	–	–	$404	–	832	869	1,047	1,024
Los Angeles–Long Beach (December)	–	–	–	–	–	–	746	986	929	1,068
Oakland (January)	–	656	–	–	513	–	710	905	937	1,049
Riverside–San Bernardino (April)	–	501	–	–	342	–	767	817	833	972
Sacramento (January)	–	540	–	–	–	–	753	713	801	898
San Diego (October)	–	–	–	–	–	–	687	779	821	–
San Francisco (April)	–	711	–	–	678	$501	824	923	943	1,024
Santa Barbara–Santa Maria–Lompac (May)	–	–	–	–	–	–	686	726	828	891
Connecticut										
Danbury (April)	–	–	–	–	–	–	568	760	756	–
District of Columbia										
Washington (March)	–	495	$518	–	395	460	607	662	687	831
Florida										
Miami–Hialeah (October)	–	–	–	–	–	–	573	864	756	974
Tampa–St. Petersburg–Clearwater (July)	–	402	–	–	–	–	513	553	617	566
Georgia										
Atlanta (May)	–	–	–	–	–	–	396	509	517	–
Illinois										
Chicago (June)	–	535	–	–	442	–	668	821	819	964
Indiana										
Gary–Hammond (February)	–	–	–	–	–	–	440	515	565	–
Indianapolis (September)	–	–	–	–	–	–	393	620	624	738
Iowa										
Davenport–Rock Island–Moline (February)	–	–	–	–	–	–	512	591	587	–
Kentucky										
Louisville (June)	–	469	–	–	283	–	392	397	528	–
Louisiana										
New Orleans (July)	$354	462	491	$204	248	302	–	421	414	–
Maryland										
Baltimore (May)	–	498	–	–	400	–	536	643	630	–
Cumberland (March)	–	470	–	–	329	–	494	–	535	–

See footnotes at end of table.

Table J-2. Average weekly pay[1] in State and local government, technical and protective service occupations,[2] selected areas, 1995 — Continued

State, area, and reference month	Technical													
	Computer Operators				Drafters		Engineering Technicians		Engineering Technicians, Civil					
	I	II	III	IV	II	III	III	V	I	II	III	IV	V	VI
Massachusetts														
Boston (May)	–	$527	$564	–	–	–	–	–	$481	$587	$663	–	$978	$1,014
Michigan														
Detroit (February)	–	486	568	$650	$521	$599	–	–	457	509	613	$702	779	–
Minnesota														
Minneapolis–St. Paul (February)	–	501	584	684	602	736	–	–	454	577	687	816	879	–
Missouri														
Kansas City (September)	–	434	549	–	–	521	–	–	326	397	502	652	822	–
St. Louis (March)	–	455	506	–	–	576	–	–	341	432	557	709	–	–
New Jersey														
Bergen–Passaic (April)	–	459	–	–	–	–	–	–	–	–	704	–	–	–
New York														
New York (May)	–	523	607	–	–	–	–	–	464	513	598	714	1,038	1,195
North Carolina														
Charlotte–Gastonia–Rock Hill (October)	–	–	513	–	493	–	–	–	–	–	601	–	–	–
Ohio														
Cincinnati (June)	–	535	502	–	–	–	–	–	471	558	634	744	869	–
Cleveland (August)	–	461	556	–	462	–	–	–	–	478	580	636	–	–
Dayton–Springfield (March)	–	485	–	–	–	–	–	–	–	508	586	659	–	–
Gallia (January)	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Mercer (February)	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Oregon														
Portland (July)	–	507	630	–	–	593	–	–	474	482	596	753	871	914
Pennsylvania														
Philadelphia (October)	–	510	575	617	–	–	$659	–	484	555	575	717	854	–
Pittsburgh (May)	–	–	547	–	–	–	–	–	–	–	528	731	795	–
Texas														
Corpus Christi (September)	–	441	–	–	–	–	–	–	–	401	452	505	631	–
Dallas (February)	–	441	564	–	487	531	–	–	342	400	529	569	652	–
Houston (May)	$357	421	469	–	–	–	–	–	382	429	488	546	635	–
Panola (October)	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Utah														
Salt Lake City–Ogden (August)	327	459	585	–	–	–	–	–	–	352	486	588	712	–

See footnotes at end of table.

Table J-2. Average weekly pay[1] in State and local government, technical and protective service occupations,[2] selected areas, 1995 — Continued

State, area, and reference month	Technical						Protective service			
	Licensed Practical Nurses			Nursing Assistants			Corrections Officers	Firefighters	Police Officers	
	I	II	III	I	II	III			I	II
Massachusetts										
Boston (May)	$575	$625	–	$427	$457	–	$656	$678	$696	–
Michigan										
Detroit (February)	–	570	–	–	376	–	602	671	683	–
Minnesota										
Minneapolis–St. Paul (February)	–	573	–	–	418	–	580	745	748	$845
Missouri										
Kansas City (September)	–	452	$531	–	291	$303	419	593	593	–
St. Louis (March)	–	429	–	–	347	–	475	626	631	–
New Jersey										
Bergen–Passaic (April)	–	609	–	–	–	–	963	–	1,075	1,201
New York										
New York (May)	544	579	–	–	429	–	748	809	752	973
North Carolina										
Charlotte–Gastonia–Rock Hill (October)	–	–	–	–	–	–	404	569	558	–
Ohio										
Cincinnati (June)	–	544	–	–	376	–	450	708	678	787
Cleveland (August)	–	501	–	–	317	–	426	727	694	–
Dayton–Springfield (March)	–	538	–	–	–	–	499	691	687	–
Gallia (January)	–	–	–	–	–	–	–	–	495	–
Mercer (February)	–	–	–	–	–	–	–	478	508	–
Oregon										
Portland (July)	–	–	–	–	–	–	757	864	789	826
Pennsylvania										
Philadelphia (October)	–	–	–	–	–	–	601	689	699	–
Pittsburgh (May)	–	478	–	–	402	–	584	680	690	603
Texas										
Corpus Christi (September)	–	–	–	–	–	–	403	658	595	–
Dallas (February)	–	415	–	–	255	–	400	614	645	–
Houston (May)	420	473	–	–	275	–	402	629	607	–
Panola (October)	–	–	–	–	–	–	–	–	531	–
Utah										
Salt Lake City–Ogden (August)	–	452	–	–	–	–	458	613	581	708

See footnotes at end of table.

Table J-2. Average weekly pay[1] in State and local government, technical and protective service occupations,[2] selected areas, 1995 — Continued

State, area, and reference month	Technical													
	Computer Operators				Drafters		Engineering Technicians		Engineering Technicians, Civil					
	I	II	III	IV	II	III	III	V	I	II	III	IV	V	VI
Virginia														
Richmond–Petersburg (August)	–	$416	$512	–	–	–	–	–	$354	$421	$477	$596	$696	–
Washington														
Seattle–Tacoma–Bremerton (November)	–	512	583	–	–	–	$684	$904	563	665	758	804	885	$1,037
West Virginia														
Parkersburg–Marietta (August)	–	–	–	–	–	–	–	–	428	436	577	661	–	–
Wisconsin														
Milwaukee (September)	–	506	541	–	$559	$727	–	–	391	493	657	764	907	–

See footnotes at end of table.

Table J-2. Average weekly pay[1] in State and local government, technical and protective service occupations,[2] selected areas, 1995 — Continued

State, area, and reference month	Technical						Protective service			
	Licensed Practical Nurses			Nursing Assistants			Corrections Officers	Firefighters	Police Officers	
	I	II	III	I	II	III			I	II
Virginia										
Richmond–Petersburg (August)	–	$464	–	–	$307	–	$436	$731	$606	$674
Washington										
Seattle–Tacoma–Bremerton (November)	–	–	–	–	–	–	603	866	851	896
West Virginia										
Parkersburg–Marietta (August)	–	–	–	–	–	–	–	475	502	–
Wisconsin										
Milwaukee (September)	–	–	–	–	–	–	528	699	689	762

[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.

[2] Pay data for the following occupational levels did not meet publication criteria in any area: Computer Operators V, Drafters I and IV, Engineering Technicians I, II, and VI, and Nursing Assistants IV. In addition, for one occupation, only a single area published average pay data: Engineering Technicians IV averaged $788 in Seattle, Washington.

NOTE: Dashes indicate that collected data, if any, did not meet publication criteria. Areas and occupations do not appear on this table if they had no publishable data. Some areas used a slightly different job list, see appendix table A-6 for more details.

Table J-3. Average weekly pay[1] in State and local government, clerical occupations,[2] selected areas, 1995

State, area, and reference month	Clerks, Accounting				Clerks, General				Key Entry Operators		Personnel Assistants		
	I	II	III	IV	I	II	III	IV	I	II	II	III	IV
Alabama													
Huntsville (March)	–	$352	$449	–	–	$317	$356	$393	$321	–	$362	–	–
Arizona													
Phoenix (April)	–	351	384	$394	$283	304	305	331	–	$351	455	–	–
California													
Anaheim–Santa Ana (August)	–	506	542	622	–	443	468	567	–	533	686	$646	$858
Los Angeles–Long Beach (December)	–	588	592	582	–	484	492	528	537	535	515	553	–
Oakland (January)	–	467	543	635	–	386	501	584	–	518	555	–	591
Riverside–San Bernardino (April)	–	441	461	506	–	388	430	487	414	429	440	534	–
Sacramento (January)	–	466	523	548	–	383	444	529	–	482	–	–	–
San Diego (October)	–	398	485	567	–	349	413	493	–	417	480	499	–
San Francisco (April)	–	493	575	648	–	485	523	590	514	–	614	–	–
Santa Barbara–Santa Maria–Lompac (May)	–	432	479	517	–	393	464	516	–	–	–	–	–
Connecticut													
Danbury (April)	–	–	–	–	–	–	442	–	–	–	–	–	–
District of Columbia													
Washington (March)	–	433	496	548	297	357	397	467	392	445	455	497	–
Florida													
Miami–Hialeah (October)	–	434	438	521	–	351	–	–	371	–	–	–	–
Tampa–St. Petersburg–Clearwater (July)	–	395	390	513	328	329	335	360	297	370	423	531	–
Georgia													
Atlanta (May)	–	385	420	447	287	310	372	389	319	400	423	519	–
Illinois													
Chicago (June)	–	433	489	601	375	391	439	502	376	438	477	–	–
Indiana													
Gary–Hammond (February)	–	359	388	–	–	307	370	–	–	–	–	–	–
Indianapolis (September)	–	336	397	428	–	295	338	394	282	310	–	446	–
Iowa													
Davenport–Rock Island–Moline (February)	–	–	441	–	–	363	383	437	–	396	–	–	–
Kentucky													
Louisville (June)	–	371	399	–	253	306	340	380	296	–	–	–	–
Louisiana													
New Orleans (July)	–	310	373	412	196	255	303	329	235	286	–	–	–
Maryland													
Baltimore (May)	$384	390	437	515	–	346	382	402	300	392	–	500	–
Cumberland (March)	–	360	437	–	–	302	373	387	–	–	–	–	–
Massachusetts													
Boston (May)	–	439	501	588	–	360	398	471	–	433	–	–	–

See footnotes at end of table.

Table J-3. Average weekly pay[1] in State and local government, clerical occupations,[2] selected areas, 1995 — Continued

State, area, and reference month	Secretaries					Switchboard Operator-Receptionists	Word Processors		
	I	II	III	IV	V		I	II	III
Alabama									
Huntsville (March)	$371	$364	$470	$489	–	$347	–	–	–
Arizona									
Phoenix (April)	323	375	411	471	$566	369	–	$340	–
California									
Anaheim–Santa Ana (August)	–	593	636	710	807	476	–	526	–
Los Angeles–Long Beach (December)	–	629	715	740	927	487	$535	572	–
Oakland (January)	–	545	679	750	789	516	–	517	–
Riverside–San Bernardino (April)	–	508	569	631	755	426	–	515	–
Sacramento (January)	–	530	537	610	677	–	–	–	–
San Diego (October)	–	514	600	659	769	459	–	481	–
San Francisco (April)	580	644	684	730	832	–	–	516	–
Santa Barbara–Santa Maria–Lompac (May)	–	494	568	612	–	432	–	505	–
Connecticut									
Danbury (April)	–	507	557	709	–	–	–	–	–
District of Columbia									
Washington (March)	432	508	592	681	837	414	–	464	$478
Florida									
Miami–Hialeah (October)	385	466	538	665	733	–	360	450	–
Tampa–St. Petersburg–Clearwater (July)	364	430	511	602	–	332	297	371	–
Georgia									
Atlanta (May)	366	417	484	527	719	336	–	426	–
Illinois									
Chicago (June)	471	524	599	650	–	447	–	476	–
Indiana									
Gary–Hammond (February)	358	431	466	–	–	292	–	–	–
Indianapolis (September)	351	403	476	557	–	302	–	–	–
Iowa									
Davenport–Rock Island–Moline (February)	382	506	–	–	–	–	–	–	–
Kentucky									
Louisville (June)	357	400	479	–	–	–	–	–	–
Louisiana									
New Orleans (July)	319	353	415	496	–	305	259	311	–
Maryland									
Baltimore (May)	389	431	479	513	617	347	–	–	–
Cumberland (March)	–	436	462	–	–	–	–	–	–
Massachusetts									
Boston (May)	430	491	543	634	–	–	–	–	–

See footnotes at end of table.

Table J-3. Average weekly pay[1] in State and local government, clerical occupations,[2] selected areas, 1995 — Continued

State, area, and reference month	Clerks, Accounting				Clerks, General				Key Entry Operators		Personnel Assistants		
	I	II	III	IV	I	II	III	IV	I	II	II	III	IV
Michigan													
Detroit (February)	–	$491	$520	$534	$310	$359	$471	$469	–	$531	$483	$602	–
Upper Peninsula (September)[3]	–	416	441	–	–	400	438	–	–	468	–	–	–
Minnesota													
Minneapolis–St. Paul (February)	$343	470	501	570	391	433	467	495	$407	478	–	591	$619
Missouri													
Kansas City (September)	–	341	395	483	–	311	342	390	–	349	–	–	–
St. Louis (March)	–	361	427	494	–	331	366	406	341	374	–	–	–
New Jersey													
Bergen–Passaic (April)	–	–	517	630	–	388	–	–	465	–	–	–	–
New York													
New York (May)	–	–	501	541	–	391	432	477	–	460	–	–	–
North Carolina													
Charlotte–Gastonia–Rock Hill (October)	–	375	444	–	316	325	363	409	335	–	410	458	–
Ohio													
Cincinnati (June)	–	376	463	587	–	358	446	489	368	421	455	536	–
Cleveland (August)	392	424	486	557	–	361	418	470	385	401	494	557	604
Dayton–Springfield (March)	–	394	450	521	–	341	355	438	361	409	–	523	–
Gallia (January)	–	–	–	–	–	–	–	–	–	–	–	–	–
Mercer (February)	–	–	–	–	–	–	–	–	–	–	–	–	–
Oregon													
Portland (July)	–	448	506	584	–	345	428	517	430	–	–	–	–
Pennsylvania													
Philadelphia (October)	–	412	478	517	–	394	443	–	424	496	460	571	–
Pittsburgh (May)	–	461	462	–	305	330	395	–	362	–	–	–	–
Texas													
Corpus Christi (September)	289	340	393	–	245	284	295	305	–	358	–	376	441
Dallas (February)	–	350	413	453	–	306	350	338	273	359	400	463	–
Houston (May)	350	375	421	458	–	337	391	309	328	388	360	411	485
Utah													
Salt Lake City–Ogden (August)	301	351	417	–	–	290	309	361	–	–	–	–	–

See footnotes at end of table.

Table J-3. Average weekly pay[1] in State and local government, clerical occupations,[2] selected areas, 1995 — Continued

State, area, and reference month	Secretaries					Switchboard Operator-Receptionists	Word Processors		
	I	II	III	IV	V		I	II	III
Michigan									
Detroit (February)	$556	$537	$583	$652	$630	$474	–	–	–
Upper Peninsula (September)[3]	540	495	505	–	–	395	–	–	–
Minnesota									
Minneapolis–St. Paul (February)	–	473	511	606	–	458	–	$482	–
Missouri									
Kansas City (September)	374	414	476	–	–	345	–	413	–
St. Louis (March)	400	450	522	574	–	370	–	434	–
New Jersey									
Bergen–Passaic (April)	437	557	636	722	–	472	–	524	–
New York									
New York (May)	447	501	606	693	877	621	–	472	$547
North Carolina									
Charlotte–Gastonia–Rock Hill (October)	407	401	500	–	–	340	–	–	–
Ohio									
Cincinnati (June)	–	453	518	583	–	359	–	460	–
Cleveland (August)	–	483	568	621	–	379	–	–	–
Dayton–Springfield (March)	405	480	547	673	–	353	–	457	–
Gallia (January)	–	463	–	–	–	–	–	–	–
Mercer (February)	419	–	–	–	–	–	–	–	–
Oregon									
Portland (July)	–	525	555	637	–	423	–	464	–
Pennsylvania									
Philadelphia (October)	514	471	543	616	–	–	–	457	458
Pittsburgh (May)	420	435	500	–	–	380	–	–	–
Texas									
Corpus Christi (September)	307	419	388	–	–	306	–	–	–
Dallas (February)	388	431	453	511	674	337	–	400	413
Houston (May)	407	442	435	529	–	345	–	409	438
Utah									
Salt Lake City–Ogden (August)	390	432	482	545	–	351	–	–	–

See footnotes at end of table.

Table J-3. Average weekly pay[1] in State and local government, clerical occupations,[2] selected areas, 1995 — Continued

State, area, and reference month	Clerks, Accounting				Clerks, General				Key Entry Operators		Personnel Assistants		
	I	II	III	IV	I	II	III	IV	I	II	II	III	IV
Virginia													
Richmond–Petersburg (August)	–	–	–	$488	$288	$342	$381	–	$346	$425	$393	–	–
Washington													
Seattle–Tacoma–Bremerton (November)	–	$453	$493	568	365	393	449	$499	391	417	455	$553	$575
West Virginia													
Parkersburg–Marietta (August)	–	364	–	–	–	277	–	376	–	–	–	–	–
Wisconsin													
Milwaukee (September)	–	456	505	590	338	420	435	538	–	476	–	524	–

See footnotes at end of table.

Table J-3. Average weekly pay[1] in State and local government, clerical occupations,[2] selected areas, 1995 — Continued

State, area, and reference month	Secretaries					Switchboard Operator-Receptionists	Word Processors		
	I	II	III	IV	V		I	II	III
Virginia									
Richmond–Petersburg (August)	$371	$458	$553	$514	$720	$359	–	–	–
Washington									
Seattle–Tacoma–Bremerton (November)	–	496	569	583	769	422	–	$463	–
West Virginia									
Parkersburg–Marietta (August)	384	467	479	–	–	–	–	–	–
Wisconsin									
Milwaukee (September)	456	529	603	–	–	447	–	510	–

[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.

[2] Pay data for the following occupational levels did not meet publication criteria in any area: Order Clerks I and II. In addition, for one occupation, only a single area published average pay data: Personnel Assistants I averaged $332 in Charlotte, NC.

[3] The limited industry scope for this survey excluded mining, construction, and selected service-producing industries. In addition, Programmers and Systems Analysts were the only professional and administrative occupations studied in all industries; in a number of areas surveyed through June 1995, Registered Nurses were also studied. See appendix table A-4 for more details.

NOTE: Dashes indicate that collected data, if any, did not meet publication criteria. Areas and occupations do not appear on this table if they had no publishable data. Some areas used a slightly different job list, see appendix table A-6 for more details.

Table J-4. Average hourly pay[1] in State and local government, maintenance and toolroom occupations,[2] selected areas, 1995

State, area, and reference month	General Maintenance Workers	Maintenance Electricians	Maintenance Electronics Technicians			Maintenance Machinists	Maintenance Mechanics, Machinery	Maintenance Mechanics, Motor Vehicle	Maintenance Pipefitters
			I	II	III				
Alabama									
Huntsville (March)	$9.25	$12.48	–	$16.94	–	–	–	$13.67	–
Arizona									
Phoenix (April)	10.25	15.81	–	15.88	–	$20.80	–	15.20	–
California									
Anaheim–Santa Ana (August)	15.43	19.23	–	19.25	–	–	–	19.34	–
Los Angeles–Long Beach (December)	14.50	21.85	$17.24	20.62	$22.31	22.61	–	20.63	–
Oakland (January)	15.92	23.07	–	20.08	23.17	–	$23.38	21.24	–
Riverside–San Bernardino (April)	12.86	17.28	–	17.55	20.53	–	–	15.81	–
Sacramento (January)	13.91	20.01	–	16.68	21.43	–	–	17.25	–
San Diego (October)	13.66	18.30	–	17.06	19.58	–	–	17.19	–
San Francisco (April)	15.87	25.57	–	19.78	29.59	–	–	21.59	–
Santa Barbara–Santa Maria–Lompac (May)	13.08	17.23	–	17.30	19.16	–	–	16.28	–
Connecticut									
Danbury (April)	14.91	17.12	–	–	–	–	–	16.22	–
District of Columbia									
Washington (March)	10.21	17.15	–	17.17	18.20	17.69	16.42	17.23	$15.47
Florida									
Miami–Hialeah (October)	10.23	17.00	–	17.78	–	–	–	14.25	15.53
Tampa–St. Petersburg–Clearwater (July)	11.18	13.10	11.71	13.49	–	–	–	13.03	–
Georgia									
Atlanta (May)	10.32	14.09	10.92	15.15	–	–	15.14	13.99	–
Illinois									
Chicago (June)	13.67	23.94	–	20.31	–	23.69	–	19.13	26.81
Indiana									
Gary–Hammond (February)	10.50	17.39	–	–	–	–	–	13.54	–
Indianapolis (September)	9.70	13.86	–	13.44	–	–	14.39	13.27	–
Iowa									
Davenport–Rock Island–Moline (February)	11.46	–	–	–	–	–	–	14.05	–
Kentucky									
Louisville (June)	7.52	14.42	9.92	15.85	–	–	–	13.49	–
Louisiana									
New Orleans (July)	8.21	11.45	–	11.67	–	–	–	9.91	–
Maryland									
Baltimore (May)	11.78	14.10	11.81	14.46	16.11	–	–	14.01	–
Cumberland (March)	11.13	–	–	–	–	–	–	11.24	–
Massachusetts									
Boston (May)	12.52	–	–	–	–	–	–	16.65	19.81

See footnotes at end of table.

Table J-4. Average hourly pay[1] in State and local government, maintenance and toolroom occupations,[2] selected areas, 1995 — Continued

State, area, and reference month	General Maintenance Workers	Maintenance Electricians	Maintenance Electronics Technicians			Maintenance Machinists	Maintenance Mechanics, Machinery	Maintenance Mechanics, Motor Vehicle	Maintenance Pipefitters
			I	II	III				
Michigan									
Detroit (February)	$13.93	$19.88	–	$17.04	–	$16.89	$15.67	$15.28	$18.47
Upper Peninsula (September)[3]	11.05	–	–	–	–	–	–	13.58	–
Minnesota									
Minneapolis–St. Paul (February)	13.55	20.94	$14.12	16.30	$17.92	17.48	–	16.27	20.36
Missouri									
Kansas City (September)	9.89	16.37	–	13.84	–	–	–	13.53	–
St. Louis (March)	10.97	15.87	–	16.03	–	–	14.53	14.68	–
New Jersey									
Bergen–Passaic (April)	14.64	16.98	–	–	–	–	–	17.31	–
New York									
New York (May)	16.24	24.49	–	22.86	–	23.59	–	22.08	19.39
North Carolina									
Charlotte–Gastonia–Rock Hill (October)	10.35	13.23	–	13.51	–	–	14.10	12.70	–
Ohio									
Cincinnati (June)	11.38	17.29	–	15.98	–	–	–	14.80	–
Cleveland (August)	10.89	20.54	14.37	17.10	–	–	15.09	15.13	–
Dayton–Springfield (March)	11.46	16.73	–	–	–	–	–	14.68	–
Gallia (January)	9.92	–	–	–	–	–	–	–	–
Oregon									
Portland (July)	12.21	19.84	14.92	16.30	–	–	–	17.00	–
Pennsylvania									
Philadelphia (October)	13.34	17.28	–	16.77	17.38	17.20	–	16.37	–
Pittsburgh (May)	13.41	15.31	–	–	–	–	–	16.75	–
Texas									
Corpus Christi (September)	7.70	14.50	–	–	–	–	–	12.06	–
Dallas (February)	9.10	13.87	12.30	14.08	–	–	–	13.38	–
Houston (May)	9.64	14.77	–	14.25	17.21	–	14.97	14.22	–
Panola (October)	7.52	–	–	–	–	–	–	–	–
Utah									
Salt Lake City–Ogden (August)	11.01	14.05	–	13.66	–	–	–	14.21	–
Virginia									
Richmond–Petersburg (August)	10.80	–	–	13.05	–	–	–	13.04	–

See footnotes at end of table.

Table J-4. Average hourly pay[1] in State and local government, maintenance and toolroom occupations,[2] selected areas, 1995 — Continued

State, area, and reference month	General Maintenance Workers	Maintenance Electricians	Maintenance Electronics Technicians			Maintenance Machinists	Maintenance Mechanics, Machinery	Maintenance Mechanics, Motor Vehicle	Maintenance Pipefitters
			I	II	III				
Washington									
Seattle–Tacoma–Bremerton (November)	$13.04	$20.67	–	$19.88	$23.23	$20.38	$21.07	$18.77	–
West Virginia									
Parkersburg–Marietta (August)	9.71	–	–	–	–	–	–	10.91	–
Wisconsin									
Milwaukee (September)	14.53	20.68	–	18.41	–	21.08	–	16.11	$22.74

[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.

[2] Pay data for Tool and Die Makers did not meet publication criteria in any area.

[3] The limited industry scope for this survey excluded mining, construction, and selected service-producing industries. In addition, Programmers and Systems Analysts were the only professional and administrative occupations studied in all industries; in a number of areas surveyed through June 1995, Registered Nurses were also studied. See appendix table A-4 for more details.

NOTE: Dashes indicate that collected data, if any, did not meet publication criteria. Areas and occupations do not appear on this table if they had no publishable data. Some areas used a slightly different job list, see appendix table A-6 for more details.

Table J-5. Average hourly pay[1] in State and local government, material movement and custodial occupations,[2] selected areas, 1995

State, area, and reference month	Guards		Janitors	Material Handling Laborers	Shipping/ Receiving Clerks	Truckdrivers				Warehouse Specialists
	I	II				Light Truck	Medium Truck	Heavy Truck	Tractor Trailer	
Alabama										
Huntsville (March)	$7.64	–	$6.63	–	–	–	–	$10.81	–	–
Arizona										
Phoenix (April)	8.78	–	8.81	–	$10.28	$8.85	–	13.84	–	$10.96
California										
Anaheim–Santa Ana (August)	12.02	–	11.66	–	–	–	–	–	–	13.13
Los Angeles–Long Beach (December)	13.37	$14.58	10.71	–	–	12.93	$15.71	16.84	$17.53	13.68
Oakland (January)	–	14.01	11.98	–	–	15.08	–	–	–	15.13
Riverside–San Bernardino (April)	–	10.66	10.70	–	–	11.83	–	12.00	–	11.92
Sacramento (January)	11.01	14.61	10.78	–	–	9.69	12.65	14.74	–	13.40
San Diego (October)	11.86	11.21	10.80	–	–	12.87	–	–	–	11.85
San Francisco (April)	11.65	13.21	13.51	–	–	–	–	–	–	14.98
Santa Barbara–Santa Maria–Lompac (May)	–	–	10.85	–	–	–	–	–	–	11.96
Connecticut										
Danbury (April)	–	–	12.01	–	–	–	–	–	–	–
District of Columbia										
Washington (March)	9.17	12.67	10.28	$9.57	–	–	–	13.10	–	13.31
Florida										
Miami–Hialeah (October)	8.38	–	7.81	–	–	–	–	13.33	–	9.26
Tampa–St. Petersburg–Clearwater (July)	8.65	–	7.96	–	10.13	–	–	12.65	–	10.13
Georgia										
Atlanta (May)	8.85	–	7.64	–	–	–	9.91	–	–	9.57
Illinois										
Chicago (June)	10.59	12.73	11.99	–	11.76	–	–	18.29	–	13.43
Indiana										
Gary–Hammond (February)	8.28	–	9.54	–	–	–	–	–	–	–
Indianapolis (September)	8.23	8.88	8.48	6.66	–	12.57	–	9.62	–	10.65
Iowa										
Davenport–Rock Island–Moline (February)	–	–	10.48	–	–	–	–	–	–	–
Kentucky										
Louisville (June)	7.62	8.61	8.30	–	–	–	–	–	–	–
Louisiana										
New Orleans (July)	6.93	–	5.96	–	–	–	9.38	–	–	7.17
Maryland										
Baltimore (May)	9.34	–	9.82	10.11	10.47	9.87	12.99	12.45	–	11.05
Cumberland (March)	–	–	9.04	–	–	–	–	–	–	–
Massachusetts										
Boston (May)	10.97	–	11.95	–	12.53	12.92	–	–	–	–

See footnotes at end of table.

Table J-5. Average hourly pay[1] in State and local government, material movement and custodial occupations,[2] selected areas, 1995 — Continued

State, area, and reference month	Guards		Janitors	Material Handling Laborers	Shipping/ Receiving Clerks	Truckdrivers				Warehouse Specialists
	I	II				Light Truck	Medium Truck	Heavy Truck	Tractor Trailer	
Michigan										
Detroit (February)	$11.30	$12.61	$12.48	–	–	$11.55	$14.78	–	–	$12.28
Upper Peninsula (September)[3]	–	–	11.23	–	–	–	–	–	–	–
Minnesota										
Minneapolis–St. Paul (February)	11.36	–	11.42	$11.84	–	12.59	14.61	–	–	13.06
Missouri										
Kansas City (September)	8.86	11.45	–	–	–	–	–	–	–	11.09
St. Louis (March)	9.87	8.96	9.05	10.70	–	9.73	–	$12.17	–	10.58
New Jersey										
Bergen–Passaic (April)	10.20	–	12.52	–	–	–	–	–	–	–
New York										
New York (May)	11.36	15.47	10.86	–	–	–	14.05	18.14	$26.12	–
North Carolina										
Charlotte–Gastonia–Rock Hill (October)	8.79	11.38	7.52	–	–	–	9.11	10.81	–	–
Ohio										
Cincinnati (June)	8.90	–	9.59	–	$10.44	10.78	–	–	–	–
Cleveland (August)	10.58	10.82	10.78	–	–	13.04	11.92	14.64	–	12.03
Dayton–Springfield (March)	11.52	–	10.16	–	–	–	–	–	–	11.20
Gallia (January)	–	–	9.38	–	–	–	–	–	–	–
Mercer (February)	–	–	9.21	–	–	–	–	–	–	–
Oregon										
Portland (July)	12.92	–	11.04	–	–	12.22	–	–	–	13.37
Pennsylvania										
Philadelphia (October)	12.50	11.76	11.95	–	–	14.94	–	14.21	–	–
Pittsburgh (May)	9.07	–	11.08	–	–	–	–	14.78	–	12.83
Texas										
Corpus Christi (September)	6.49	7.07	6.46	–	–	–	–	–	–	–
Dallas (February)	9.30	10.56	7.28	–	8.32	11.60	7.50	10.21	–	10.48
Houston (May)	8.52	12.35	7.79	–	8.78	7.37	8.42	8.83	–	10.20
Panola (October)	–	–	5.15	–	–	–	–	–	–	–
Utah										
Salt Lake City–Ogden (August)	7.11	9.41	8.56	–	9.53	–	–	9.88	–	9.34
Virginia										
Richmond–Petersburg (August)	7.81	–	6.98	–	–	7.70	–	9.95	–	–

See footnotes at end of table.

Table J-5. Average hourly pay[1] in State and local government, material movement and custodial occupations,[2] selected areas, 1995 — Continued

State, area, and reference month	Guards		Janitors	Material Handling Laborers	Shipping/ Receiving Clerks	Truckdrivers				Warehouse Specialists
	I	II				Light Truck	Medium Truck	Heavy Truck	Tractor Trailer	
Washington										
Seattle–Tacoma–Bremerton (November)	$11.06	–	$11.30	–	$16.05	$12.44	$14.92	$15.82	$16.23	–
West Virginia										
Parkersburg–Marietta (August)	–	–	8.52	–	–	–	–	–	–	–
Wisconsin										
Milwaukee (September)	11.27	–	11.60	–	12.44	12.00	–	–	–	$12.65

[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.

[2] Pay data for Folklift Operators, and Order Fillers did not meet publication criteria in any area.

[3] The limited industry scope for this survey excluded mining, construction, and selected service-producing industries. In addition, Programmers and Systems Analysts were the only professional and administrative occupations studied in all industries; in a number of areas surveyed through June 1995, Registered Nurses were also studied. See appendix table A-4 for more details.

NOTE: Dashes indicate that collected data, if any, did not meet publication criteria. Areas and occupations do not appear on this table if they had no publishable data. Some areas used a slightly different job list, see appendix table A-6 for more details.

Appendix A.
Scope and Methodology

The Occupational Compensation Survey program

The data in this report are based on Occupational Compensation Surveys (OCS) conducted by the Bureau of Labor Statistics. Surveys cover establishments employing 50 workers or more, but exclude private households, agriculture, the Federal Government, and the self-employed.[1]

The Bureau conducts these surveys throughout the year on a sample basis. Individual survey area bulletins and summaries (listed in appendix table 4) provide detailed survey information for each area, including industrial coverage and sample size.

In addition to individual survey area bulletins, the Bureau uses locality data to estimate national and regional pay levels and distributions. These estimates, published in part I of this bulletin, provide the basis for computing the nationwide average used for comparing locality pay levels for different occupational groups to an identical group of employees throughout the Nation. Part II of this bulletin presents these pay comparisons, or pay relatives, for each surveyed locality with a 1995 reference month as well as surveys with a reference month in November and December 1994 and January and February 1996. Published occupational pay averages from all 1995 OCS localities appear in part III.

Establishment samples

To present compensation data on a locality basis, BLS statisticians draw establishment samples for each area surveyed. Sampling design involves: Organizing the sampling frame (the list of all area establishments) into strata based on industry and employment size; determining the size of the sample for each stratum; and selecting an establishment sample from each stratum.

The Bureau develops sampling frames from State unemployment insurance reports for the 48 contiguous States and the District of Columbia. Establishments with 50 workers or more during the sampling frame's reference period are included in the survey sampling frame, even if they employ fewer than 50 workers at the time of the survey. Prior to survey collection, review of the sampling frame uncovers any necessary corrections, which typically involve adding missing establishments, removing out-of-business and out-of-scope units, and updating addresses, employment levels, industry classification, and other information.

The expected number of employees to be found (based on previous occupational pay surveys) in professional, administrative, technical, protective service, and clerical occupations determines the establishment sample size in a stratum. In other words, the larger the number of employees expected to be found in designated occupations, the larger the establishment sample in that stratum. Upward adjustments to establishment sample size are necessary in strata expected to have relatively high sampling error for certain occupations, based on previous survey experiences.

After sample size determination, the Bureau selects a probability sample, with each establishment having a predetermined chance of selection. To obtain optimum accuracy at minimum cost, the Bureau selects a greater proportion of large than small establishments. Combining the data from each establishment, weighted according to its probability of selection, results in the formation of unbiased estimates.

Survey occupations

The survey's occupations are common to a variety of public and private industries. In this bulletin, occupations are presented in five groups:

- Professional and administrative;
- Technical and protective service;
- Clerical;
- Maintenance and toolroom;
- Material movement and custodial.

[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 or nonmetropolitan county are usually considered an establishment. In government, an establishment is usually defined as all locations of a government entity.

Occupational classification involves the use of a uniform set of job descriptions which were designed to take account of interestablishment variation in duties within the same job. Appendix B lists and describes the occupations selected for study, along with corresponding occupational codes and titles from the 1980 edition of the *Standard Occupational Classification Manual* (SOC), issued by the U.S. Department of Commerce, Office of Federal Statistical Policy and Standards.

Occupational pay

Occupational Compensation Survey data correspond to full-time workers. The data exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Also excluded are bonuses and lump-sum payments 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.

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 salaries (exclusive of pay for overtime at regular and/or premium rates). Average weekly earnings for these occupations are rounded to the nearest dollar. A-series tables provide distributions of workers by earnings intervals.

The *mean* (average) is computed for each job by totaling 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.

The average pay data presented in this report reflect nationwide, regional, and locality estimates. Industries and establishments differ in pay levels and job staffing, and thus contribute differently to the estimates for each job. Therefore, average pay does not necessarily reflect the pay differential among jobs within individual establishments.

For some occupations, pay data may not be available at the industry or all-industry (overall) level because either (1) data do not provide statistically reliable results, or (2) data possibly disclose individual establishment data. All-industry estimates combine data from each industry, even though pay data may not appear separately for each industry division.

Survey nonresponse

If a sample establishment refuses to participate or cannot provide data, BLS adjusts the weights (based on the probability of selection in the sample) of responding sample establishments to account for the missing data. Weights for establishments which were out of business or outside the scope of the survey change to zero.

Some sampled establishments have a policy of not disclosing salary data for certain employees. No adjustments were made to pay estimates to account for these missing data. The proportion of employees for whom pay data were not available was less than 2 percent. Individual survey bulletins with full industrial coverage (type 1 in appendix table 4) provide exact measurements of data not available on a locality basis.

Reliability of the estimates—sampling errors

Two types of error, sampling and nonsampling affect the reliability of OCS estimates. Sampling errors occur because observations are from a sample, not the entire population. The particular sample used in this survey was one of a number of all possible samples of the same size that could have been selected using the same sample design. Estimates derived from different samples differ from each other. A measure of the variation among differing estimates is called the standard error or sampling error.

This measure indicates the precision with which an estimate from a particular sample approximates the average result of all possible samples. The relative standard error is the standard error divided by the estimate. The smaller the relative error, the greater the reliability of the estimate. This information is available in selected individual survey area bulletins.

Reliability of the estimates—nonsampling errors

Nonsampling errors may originate in collection, response, coverage, and estimation of data. Typical sources of nonsampling error include the inability to obtain information from some establishments; difficulties in interpreting and applying survey occupational definitions; failure of respondents to provide correct information; and inaccuracies in recording or coding the collected data. Although not specifically measured, the survey's nonsampling errors are expected to be minimal due to high response rates; the extensive and continuous training of field economists; careful screening of data at several levels of review; periodic evaluations of job definition suitability; and thorough field testing of new or revised job definitions.

The OCS Job Match Validation process helps measure and control nonsampling errors occurring during data collection. This quality control procedure identifies the frequency, reasons for, and sources of incorrect decisions made by Bureau field economists in matching establishment occupations to OCS occupations. Reviewers examine data from a sample of survey participants and reinterview the original respondents to verify the accuracy of the job match decisions. Among areas surveyed, the process typically results in data changes for less than 10 percent of all sampled job match decisions.

Part I. Pay in the United States and Regions

Survey coverage

The November 1995 national and regional estimates in part I are based on occupational compensation surveys conducted in 1995 by the Bureau of Labor Statistics.[2] Surveys 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.

Tables 1 and 2 in this appendix show the estimated number of establishments and workers covered by the survey's scope along with the number actually included in the survey samples used to develop national estimates.

Area sample

To permit presentation of national and regional data in part I, the Bureau developed a sample consisting of 90 metropolitan areas and 70 nonmetropolitan counties. These localities represent the Nation's 326 metropolitan statistical areas (as defined by the Office of Management and Budget in 1984) and the remaining portions of the 48 contiguous States. Table 3 of this appendix lists the locality surveys which were used to obtain national and regional estimates. All of the nonmet areas in the sample are new; four Consolidated Metropolitan Statistical Areas (CMSA's) replaced Primary Metropolitan Statistical Areas (PMSAs).

The area sample involves the selection of areas from strata (groups) of similar areas. Criteria for area stratification (grouping) are nonagricultural employment level, geographic region, and type of industrial activity. For estimates of all areas combined, data from each area are weighted by the ratio of total nonagricultural employment in the stratum to that in the sample area. For example, if total nonagricultural employment in a stratum is 500,000 and the sample area has employment of 100,000, the sample area would be assigned a weight of 5.

Updating area data

The 1995 estimates include updated survey data from earlier surveys. Faced with budget constraints, the Bureau used the Employment Cost Index to age selected locality data by 12 months. In addition to conserving collection resources, the update has reduced respondent burden. There were 29 areas for which all-industry or private, non-health services industry, and local government data were updated.

Data collection and payroll reference

Bureau field economists obtain survey data from a sample of establishments throughout the United States, primarily by personal visit. The combined average payroll reference month for all surveys (including those updated) which contributed to the 1995 national estimates is November.

Data limitations

Survey occupations in part I are limited to employees meeting the specific criteria in each job definition. Estimates of occupational employment do not include employees whose salary data are not available or for whom there is no satisfactory basis for classification by work level. For these reasons, and because occupational structures among establishments differ, OCS estimates of occupational employment derived from an establishment sample serve only as a general guide to the size and composition of the labor force, rather than a precise measurement of employment.

Survey nonresponse

Data were not available from 14.1 percent of the sample establishments (representing 5,859,150 employees covered by the survey). An additional 5.3 percent of the sample establishments (representing 1,557,754 employees) were either out of business or outside the scope of the survey.

Sampling error

Estimates of relative errors for the 1995 national and regional estimates in part I of this bulletin vary among the occupational work levels depending on such factors as the frequency with which the job occurred, the dispersion of salaries for the job, and survey design. For the 128 publishable work levels, the distribution of one relative standard error is as follows:

Relative standard error	*Percent of published occupational work levels*
Less than 1 percent	27.5
1 and under 3 percent	61.2
3 and under 5 percent	9.8
5 percent and over	1.5

Computation of the standard error aids in the determination of a "confidence interval" around a sample estimate. A 95 percent confidence interval is centered around a sample estimate and includes all values within 2 times the estimate's standard error. If all possible samples were selected to estimate the population

[2] The regions are defined as follows: **Northeast**--Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; **South**--Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; **Midwest**--Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; **West**--Arizona, California, Colorado, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

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

Part II. Pay Comparisons

Description

The Bureau designed pay relatives to facilitate pay comparisons for broad occupational groups. Pay relatives express pay levels as a percent of the national pay level. In other words, pay relatives are the result of dividing pay for an occupational group in a particular area or for a particular industry by the corresponding national pay level, and multiplying by 100.

F-series tables show area pay relatives, comparing each surveyed area to the national estimates; the G-series tables show establishment characteristics pay relatives, contrasting national data for establishments with certain characteristics against national data for all establishments.

Interarea pay relative computation

The following procedure, which reduces the effect of differing occupational composition as a factor in pay levels, is the method of pay relative construction:

Numerator computation (comparison base). Multiplying average pay ("comparison mean") for each publishable occupational level in a comparison area or characteristic, such as industry, with the corresponding national employment ("US workers"), results in aggregate pay levels. The sum of these products for each occupation ("j") included in the occupational group equals the comparison base (numerator) for that occupational group.

Denominator computation (national base). National average pay ("US mean") for comparable occupational levels multiplied by the corresponding national employment ("US workers") results in aggregate pay levels. Summing the products of these jobs produces a national base (denominator) for each occupational group. The national estimates represent the aggregation of data from a statistically representative area sample, and reflect an average payroll reference month of November 1995.

Reference month adjustment. Because data collection for localities in the OCS occurred throughout 1995, average payroll reference months differ among localities. The use of appropriate Employment Cost Index components ("ECI factor") may be necessary to adjust the national base to match the reference month of the locality being compared in an area comparison.

Pay relative computation. Dividing the comparison base by the corresponding national base and multiplying the result by 100 yields the area pay relative. The national pay relative corresponds to 100. If, for example, an area pay relative is 90, this indicates that the area's average pay for an occupational group is 90 percent of the nationwide pay level, or 10 percent below the national average.

Pay Relative Definition

A percentage measure relating average pay levels for an occupational group to national pay for the same levels

$$\frac{\Sigma\,(\text{US workers}_i * \text{Comparison mean}_i)}{\Sigma\,(\text{US workers}_i * \text{US mean}_i * \text{ECI factor})} * 100$$

where j = published occupations in comparison (area or characteristic)

Part II tables show pay relatives only if the national employment which corresponds to the comparison's published occupations equals at least 70 percent of the national total employment of the entire occupational group. For example, table F-1 does not include a programmers pay relative for Phoenix, AZ, because national employment for the programmers occupations which met publication criteria in Phoenix is just 68 percent of national employment for the entire occupational group.

Industry-specific data

The F-series tables present pay relatives for private industry, State and local government, and all industries, combined. Table footnotes make a further distinction between types of survey coverage, whether full or limited (see appendix table 4). Area pay for an occupational group and industry level is divided by national pay for the same occupational group *and* industry level, for all areas. Thus, numerators and denominators, used to calculate pay relatives, may differ from each other in the tables.

For some areas, pay relatives may not be available at the industry or all-industries level because (1) the data do not provide statistically reliable results, (2) the data possibly disclose individual establishment data, or (3) the survey has a limited industrial scope. All-industries estimates used for pay relatives combine data from private industry with State and local governments, in selected areas (types 1 and 2, as indicated in appendix table 4), even though pay data may not appear separately for each industry division.

Establishment characteristics

The G-series tables present pay relatives which compare the national occupational estimates for specific industries, establishment employments, regions, and area classifications (metropolitan and nonmetropolitan) to the national estimates for all areas. This is essentially a comparison of data from the B- through E- series tables in part I to the A-series tables. Here, computing pay relatives for occupational groups involves the same procedure as above, but no reference month adjustment is needed.

Part II. Pay comparisons--occupational groups

Pay relatives for specific occupational groups comprise average pay data for the following occupations, when available:

Occupational group	*Occupational levels*	*Occupational group*	*Occupational levels*
Professional	Accountants - 6 levels	*Protective service*	Corrections officers - 1 level
	Accountants, public - 4 levels		Firefighters - 1 level
	Attorneys - 6 levels		Police officers- 2 levels
	Engineers - 8 levels		
Administrative	Budget analysts - 4 levels	*Maintenance*	General maintenance worker - 1 level
	Buyers/contracting specialists - 5 levels		Maintenance electricians - 1 level
	Computer programmers - 5 levels		Maintenance electronics technicians - 3 levels
	Computer systems analysts - 5 levels		Maintenance machinists - 1 level
	Computer systems analyst supervisors/managers - 4 levels		Maintenance mechanics, machinery - 1 level
			Maintenance mechanics, motor vehicle - 1 level
	Personnel specialists- 6 levels		Maintenance pipefitters - 1 level
	Personnel specialist supervisors/managers - 5 levels		
Technical	Computer operators - 5 levels	*Material movement*	Forklift operators - 1 level
	Drafters - 4 levels		Material handling laborers - 1 level
	Engineering technicians - 6 levels		Order fillers - 1 level
			Shipping/receiving clerks - 1 level
Clerical	Clerks, accounting - 4 levels		Truckdrivers - 4 levels
	Clerks, general - 4 levels		Warehouse specialists - 1 level
	Clerks, order - 2 levels		
	Key entry operators - 2 levels	*Janitors*	Janitors - 1 level
	Secretaries - 5 levels		
	Switchboard operator-receptionists - 1 level		
	Word processors - 3 levels		

Data limitations

Weekly pay data used in computing pay relatives for white-collar and protective service occupations refer to the standard work week (rounded to the nearest tenth of an hour) for which employees receive regular straight-time salaries (exclusive of overtime pay at regular and/or premium rates). Hourly pay differentials may be more significant than reflected in the weekly averages. For example, New York, NY, and Houston, TX, had pay relatives of 109 for administrative occupations in all industries (table F-1). However, in 1995, the average work week for administrative occupations was up to 2.8 hours shorter in New York than in Houston. When based on hourly pay, the Houston all-industries pay relative for administrative occupations remains at 109, while the New York pay relative rises to 116. Consult individual area bulletins and summaries for standard work week data.

Part III. Locality Pay

Data collection and payroll reference

BLS published 108 occupational compensation surveys with a 1995 month of reference. Published survey data reflect an average payroll reference month, and the typical collection period for each area is 2 to 6 months. Part III tables identify the survey reference month alongside the locality name. Bureau field economists obtained survey data from a sample of establishments within each OCS survey area (as defined in appendix table 5), by personal visit, mail, or telephone. Data obtained for a payroll period prior to the end of the reference month include general wage changes which became effective through that date.

Data limitations

The pay data in part III reflect locality averages. Industries and establishments differ in pay levels and job staffing, and thus contribute differently to the estimates for each job. Therefore, average pay does not necessarily reflect the pay differential among jobs within individual establishments.

Weekly pay data for white-collar and protective services workers refer to the standard workweek for which employees receive regular straight-time salaries. Hourly pay differentials may be more or less significant than those reflected in the weekly averages. Consult individual area bulletins and summaries for standard work week data.

Occupations

The job list used to collect pay data was updated during 1995, and occupational definitions were changed for several jobs. Some areas listed in part III used the new job list; however, information is only provided for those jobs which had the same definition on both lists. Individual surveys, with the updated jobs and a description of the definition changes, are available upon request.

NOTE

For educational services, the number of establishments and workers within scope of survey and studied that were reported in appendix table 1 in September 1994 were erroneous. The correct numbers are as follows:

	Number of establishments	Workers in establishments
Within scope of survey	3,824	1,257,308
Studied	515	461,249

Appendix table 1. Establishments and workers within scope of survey and number studied, United States,[1] November 1995

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	267,494	17,899	64,098,451	100	14,642,070
Private industry	241,137	15,847	50,667,508	79	9,974,518
Goods-producing industries	73,967	4,204	15,746,000	25	2,555,343
Mining[5]	1,569	168	194,620	([6])	51,500
Construction[5]	11,088	645	1,050,763	2	109,999
Manufacturing	61,310	3,391	14,500,617	23	2,393,844
Durable goods	32,067	1,783	8,491,801	13	1,655,875
Fabricated metal products, except machinery and transportation equipment[7]	5,501	239	925,869	1	76,810
Industrial and commercial machinery and computer equipment[8]	5,847	319	1,493,962	2	216,042
Electronic and other electrical equipment and components, except computer equipment[9]	4,507	287	1,686,869	3	273,577
Transportation equipment	3,344	242	1,503,966	2	624,598
Measuring, analyzing, and controlling instruments; photographic, medical and optical goods; watches and clocks[10]	2,120	201	623,690	1	244,313
Nondurable goods	29,243	1,608	6,008,816	9	737,969
Food and kindred products	7,287	395	1,576,997	2	166,979
Printing, publishing, and allied industries[11]	4,748	311	930,469	1	168,659
Chemicals and allied products	2,953	232	954,019	1	168,551

See footnotes at end of table.

Appendix table 1. Establishments and workers within scope of survey and number studied, United States,[1] November 1995 — Continued

Industry division[2]	Number of establishments		Workers in establishments		
	Within scope of survey[3]	Studied	Within scope of survey[4]		Studied
			Number	Percent	
Service-producing industries	167,170	11,643	34,921,508	54	7,419,175
Transportation, communication, electric, gas, and sanitary services[12]	14,309	1,396	3,516,810	5	1,156,326
Communications	2,733	310	810,632	1	295,709
Wholesale trade[13]	15,302	914	1,766,800	3	202,820
Retail trade[13]	48,599	1,457	9,794,799	15	1,332,151
Finance, insurance, and real estate[13]	14,979	1,149	3,593,541	6	975,832
Depository institutions	4,959	339	1,467,111	2	498,637
Insurance carriers	2,901	307	1,041,553	2	278,799
Services[13]	73,981	6,727	16,249,558	25	3,752,046
Business services	17,396	1,813	3,514,516	5	757,983
Educational services	4,525	514	1,422,660	2	508,337
Health services	20,447	1,862	6,370,595	10	1,582,376
Engineering, accounting, research, management, and related services[14]	5,864	871	965,830	2	284,335
State and local government	26,357	2,052	13,430,943	21	4,667,552
Health services	1,794	210	805,972	1	246,603

[1] 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 industries, 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 typically defined as all locations of a government entity.

[4] Includes all workers in all establishments with at least 50 total employees.

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

[6] Less than 0.5 percent.

[7] Abbreviated to "Fabricated metal products" in the D-series tables.

[8] Abbreviated to "Industrial and commercial machinery" in the D-series tables.

[9] Abbreviated to "Electronic equipment" in the D-series tables.

[10] Abbreviated to "Measuring instruments" in the D-series tables.

[11] Abbreviated to "Printing and publishing" in the D-series tables.

[12] Abbreviated to "Transportation and utilities" in the A-, B-, C-, and E-series tables. This division is represented in the all industries and service-producing estimates.

[13] Separate data for this division are not shown in the A-, B-, and C-series tables, but the division is represented in the all industries and service-producing estimates.

[14] Abbreviated to "Engineering and management services" in the E-series tables.

Appendix table 2. Establishments and workers within scope of survey and number studied, United States,[1] November 1995

Establishment characteristics	Number of establishments		Workers in establishments		
	Within scope of survey[2]	Studied	Within scope of survey[3]		Studied
			Number	Percent	
All establishments	267,494	17,899	64,098,451	100	14,642,070
Region[4]:					
Northeast	52,907	3,839	13,123,614	21	3,234,787
South	91,396	5,917	21,799,265	34	4,404,117
Midwest	71,514	4,318	16,122,839	25	3,469,516
West	51,677	3,825	13,052,733	20	3,533,650
Area classification:					
Metropolitan areas	210,094	16,964	54,529,000	85	14,351,151
Nonmetropolitan areas	57,400	935	9,569,451	15	290,919
Establishments employing:					
50-499 workers	245,512	12,821	31,239,407	49	2,139,211
500-999 workers	13,116	2,164	9,005,366	14	1,505,303
1,000-2,499 workers	6,515	1,734	9,598,356	15	2,652,215
2,500 workers or more	2,351	1,180	14,255,322	22	8,345,341

[1] 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] Includes all establishments with at least 50 total employees. In goods-producing industries, 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 defined as all locations of a government entity.

[3] Includes all workers in establishments with at least 50 total employees.

[4] The regions are defined as follows: Northeast--Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South--Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest--Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West--Arizona, California, Colorado, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

Appendix B.
Occupational Descriptions

The primary purpose of preparing job descriptions for the Bureau's occupational pay surveys is to assist its field economists in classifying into appropriate occupations workers who are employed under a variety of payroll titles and different work arrangements from establishment to establishment and from area to area. This permits grouping of occupational wage rates representing comparable job content. Because of this emphasis on comparability of occupational content, the Bureau's job descriptions may differ significantly from those in use in individual establishments or those prepared for other purposes. In applying these job descriptions, the Bureau's field economists are instructed to exclude working supervisors; apprentices; learners, beginners, and trainees; and part-time, temporary, and probationary workers, unless specifically included in the job description. Handicapped workers whose earnings are reduced because of their handicap are also excluded.

The titles and numeric codes below the job titles in this appendix are taken from the 1980 edition of the *Standard Occupational Classification Manual* (SOC), issued by the U.S. Department of Commerce, Office of Federal Statistical Policy and Standards.

In general, the occupational descriptions of the Bureau of Labor Statistics are much more specific than those found in the SOC manual. The BLS occupation, "Attorney," for example, excludes workers engaged in patent work; the SOC occupation (code 211) includes patent lawyers.

Thus, in comparing the results of this survey with other sources, factors such as differences in occupational definitions and survey scope should be taken into consideration.

For surveys with limited industrial coverage (types 2 and 3 on appendix table 4), the Bureau publishes private industry pay data for the shaded occupations, only.

Professional

ACCOUNTANT

(1412: Accountant and auditor)

Performs professional operating or cost accounting work requiring knowledge of the theory and practice of recording, classifying, examining, and analyzing the data and records of financial transactions. The work generally requires a bachelor's degree in accounting or, in rare instances, equivalent experience and education combined. Positions covered by this definition are characterized by the inclusion of work that is analytical, creative, evaluative, and advisory in nature. The work *draws* upon and *requires* a thorough knowledge of the fundamental doctrines, theories, principles, and terminology of accountancy, and often entails some understanding of such related fields as business law, statistics, and general management. (See also chief accountant.)

Professional responsibilities in accountant positions above levels I and II include several such duties as:

Analyzing the effects of transactions upon account relationships;

Evaluating alternative means of treating transactions;

Planning the manner in which account structures should be developed or modified;

Assuring the adequacy of the accounting system as the basis for reporting to management;

Considering the need for new or changed controls;

Projecting accounting data to show the effects of proposed plans on capital investments, income, cash position, and overall financial condition;

Interpreting the meaning of accounting records, reports, and statements;

Advising operating officials on accounting matters; and

Recommending improvements, adaptations, or revisions in the accounting system and procedures.

Accountant I and II positions provide opportunity to develop ability to perform professional duties such as those enumerated above.

In addition to such professional work, most accountants are also responsible for

assuring the proper recording and documentation of transactions in the accounts. They, therefore, frequently direct nonprofessional personnel in the actual day-to-day maintenance of books of accounts, the accumulation of cost or other comparable data, the preparation of standard reports and statements, and similar work. (Positions involving such supervisory work but not including professional duties as described above are not included in this description.)

Some accountants use electronic data processing equipment to process, record, and report accounting data. In some such cases the machine unit is a subordinate segment of the accounting system; in others it is a separate entity or is attached to some other organization. In either instance, provided that the primary responsibility of the position is professional accounting work of the type otherwise included, the use of data processing equipment of any type does not of itself exclude a position from the accountant description nor does it change its level.

Excluded are:

a. Top technical experts in accounting, for an organization, who are *responsible* for the overall direction of an entire accounting program which includes general accounting and at least one other major accounting activity such as cost, property, sales, or tax accounting;

b. Accountants above level VI who are more concerned with administrative, budgetary, and policy matters than the day-to-day supervision of an operating accounting program; and

c. Accountants primarily responsible for 1) designing and improving accounting systems or 2) performing nonoperating staff work such as budget or financial analysis, financial analysis, or tax advising.

Accountant I

General characteristics. At this beginning professional level, the accountant learns to apply the principles, theories, and concepts of accounting to a specific system. The position is distinguishable from nonprofessional positions by the variety of assignments; rate and scope of development expected; and the existence, implicit or explicit, of a planned training program designed to give the entering accountant practical experience. (Terminal positions are excluded.)

Direction received. Works under close supervision of an experienced accountant whose guidance is directed primarily to the development of the trainee's professional ability and to the evaluation of advancement potential. Limits of assignments are clearly defined, methods of procedure are specified, and kinds of items to be noted and referred to supervisor are identified.

Typical duties and responsibilities. Performs a variety of accounting tasks such as: examining a variety of financial statements for completeness, internal accuracy, and conformance with uniform accounting classifications or other specific accounting requirements; reconciling reports and financial data with financial statements already on file, and pointing out apparent inconsistencies or errors; carrying out assigned steps in an accounting analysis, such as computing standard ratios; assembling and summarizing accounting literature on a given subject; preparing relatively simple financial statements not involving problems of analysis or presentation; and preparing charts, tables, and other exhibits to be used in reports. In addition, may also perform some nonprofessional tasks for training purposes.

Responsibility for the direction of others. Usually none.

Accountant II

General characteristics. At this level, the accountant makes practical application of technical accounting practices and concepts beyond the mere application of detailed rules and instructions. Initial assignments are designed to expand practical experience and to develop professional judgment in the application of basic accounting techniques to simple problems. Is expected to be competent in the application of standard procedures and requirements to routine transactions, to raise questions about unusual or questionable items, and to suggest solutions.

Direction received. Work is reviewed to verify general accuracy and coverage of unusual problems, and to insure conformance with required procedures and special instructions.

Typical duties and responsibilities. Performs a variety of accounting tasks, e.g., prepares routine working papers, schedules, exhibits, and summaries indicating the extent of the examination and presenting and supporting findings and recommendations. Examines a variety of accounting documents to verify accuracy of computations and to ascertain that all transactions are properly supported, are in accordance with pertinent policies and procedures, and are classified and recorded according to acceptable accounting standards.

Responsibility for the direction of others. Usually none, although sometimes responsible for supervision of a few clerks.

Accountant III

General characteristics. The accountant at this level applies well established accounting principles, theories, concepts, and practices to moderately difficult problems. Receives detailed instructions concerning the overall accounting system and

its objectives, the policies and procedures under which it is operated, and the nature of changes in the system or its operation. Characteristically, the accounting system or assigned segment is stable and well established (i.e., the basic chart of accounts, classifications, the nature of the cost accounting system, the report requirements, and the procedures are changed infrequently).

Depending upon the work load involved, the accountant may have such assignments as supervision of the *day-to-day* operation of: (a) the entire system of a relatively small organization; (b) a major segment (e.g., general accounting, cost accounting, financial statements and reports) of a somewhat larger system; or (c) in a complex system, may be assigned to a relatively narrow and specialized segment dealing with some problem, function, or portion of work which is appropriate for this level.

Direction received. A higher level professional accountant normally is available to furnish advice and assistance as needed. Work is reviewed for technical accuracy, adequacy of professional judgment, and compliance with instructions through spot checks, appraisal of results, subsequent processing, analysis of reports and statements, and other appropriate means.

Typical duties and responsibilities. The primary responsibility of most positions at this level is to assure that the assigned day-to-day operations are carried out in accordance with established accounting principles, policies, and objectives. The accountant performs such professional work as: developing nonstandard reports and statements (e.g., those containing cash forecasts reflecting the interrelations of accounting, cost budgeting, or comparable information); interpreting and pointing out trends or deviations from standards; projecting data into the future; predicting the effects of changes in operating programs; or identifying management informational needs, and refining account structures or reports accordingly.

Within the limits of delegated responsibility, makes day-to-day decisions concerning the accounting treatment of financial transactions. In expected to recommend solutions to moderately difficult problems and propose changes in the accounting system for approval at higher levels. Such recommendations are derived from personal knowledge of the application of well-established principles and practices.

Responsibility for the direction of others. In most instances is responsible for supervision of a subordinate nonprofessional staff; may coordinate the work of lower level professional accountants.

Accountant IV

General characteristics. At this level the accountant applies well-established accounting principles, theories, concepts, and practices to a wide variety of difficult problems. Receives instructions concerning the objectives and operation of the overall accounting system. Compared with level III, the accounting system or assigned segment is more complex, i.e., (a) is relatively unstable, (b) must adjust to new or the need to provide and coordinate separate or specialized accounting treatment and reporting (e.g., cost accounting using standard cost, process cost, and job order techniques) for different internal operations or divisions.

Depending upon the work load and degree of coordination involved, the accountant IV may have such assignments as the supervision of the day-to-day operation of: (a) an entire accounting system which has a few relatively stable accounting segments; (b) a major segment (e.g., general accounting, cost accounting, or financial statements and reports) of an accounting system serving a larger and more complex organization; or (c) in a complex system, may be assigned to a relatively narrow and specialized segment dealing with some problem, function, or portion of work which is of the level of difficulty characteristic of this level.

Direction received. A higher level accountant normally is available to furnish advice and assistance as needed. Work is reviewed by spot checks and appraisal of results for adequacy of professional judgment, compliance with instructions, and overall accuracy and quality.

Typical duties and responsibilities. As at level III, a primary characteristic of most positions at this level is the responsibility of operating an accounting system or major segment of a system in the intended manner.

The accountant IV exercises professional judgment in making frequent, appropriate recommendations for: new accounts; revisions in the account structure; new types of ledgers; revisions in the reporting system or subsidiary records; changes in instructions regarding the use of accounts, new or refined account classifications or definitions; etc. Also makes day-to-day decisions concerning the accounting treatment of financial transactions and is expected to recommend solutions to complex problems beyond incumbent's scope of responsibility.

Responsibility for the direction of others. Accounting staff supervised, if any, may include professional accountants.

Accountant V

General characteristics. The accountant V applies accounting principles, theories, concepts, and practices to the solution of problems for which no clear precedent exists or performs work which is of greater than average responsibility due to the nature or magnitude of the assigned work. Responsibilities at this level, in contrast to accountants at level IV, extend beyond accounting system maintenance to the solution of more complex technical and managerial problems. Work of accountants V is more directly concerned with what the accounting system (or segment) should be, what operating policies and procedures should be established or revised, and what is the managerial as well as the accounting meaning of the data included in the reports and statements for which they are responsible.

Examples of assignments characteristic of this level are supervision of the *day-to-day operation* of: (a) an entire accounting system which has a few relatively complex accounting segments; (b) a major segment of a larger and more complex accounting system; (c) an entire accounting system (or major segment) that is relatively stable and conventional when the work includes significant responsibility for accounting system design and development; or (d) in a complex system, may be assigned to a relatively narrow and specialized segment dealing with some problem, function, or portion of work which is itself of the level of difficulty characteristic of this level.

Direction received. An accountant of higher level normally is available to furnish advice and assistance as needed. Work is reviewed for adequacy of professional judgment, compliance with instructions, and overall quality.

Typical duties and responsibilities. The accountant V performs such professional work as: participating in the development and coordinating the implementation of new or revised accounting systems, and initiating necessary instructions and procedures; assuring that accounting reporting systems and procedures are in compliance with established administrative policies, regulations, and acceptable accounting practices; providing technical advice and services to operating managers, interpreting accounting reports and statements, and identifying problem areas; and evaluating complete assignments for conformance with applicable policies, regulations, and tax laws.

Responsibility for the direction of others. Accounting staff supervised generally includes professional accountants.

Accountant VI

General characteristics. At this level, the accountant applies accounting principles, theories, concepts, and practices to specialized, unique, or nonrecurring complex problems (e.g., implementation of specialized automated accounting systems). The work is substantially more difficult and of greater responsibility than level V because of the unusual nature, magnitude, importance, or overall impact of the work on the accounting program.

At this level the accounting system or segment is usually complex, i.e., (a) is generally unstable, (b) must adjust to the frequent changing needs of the organization, or (c) is complicated by the need to provide specialized or individualized reports.

Examples of assignments at this level are the supervision of the day-to-day operation of: (a) a large and complex accounting system; or (b) a major segment (e.g., general accounting, property accounting, etc.) of an unusually complex accounting system requiring technical expertise in a particular accounting field (e.g., cost accounting, tax accounting, etc.).

Direction received. A higher level professional accountant is normally available to furnish advice as needed. Work is reviewed for adequacy of professional judgment, compliance with instructions and policies, and overall quality.

Typical duties and responsibilities. Accountants at this level are delegated complete responsibility from higher authority to establish and implement new or revised accounting policies and procedures. Typically, accountants VI participate in decision-making sessions with operating managers who have policy-making authority for their subordinate organizations or establishments; recommend management actions or alternatives which can be taken when accounting data disclose unfavorable trends, situations, or deviations; and assist management officials in applying financial data and information to the solution of administrative and operating problems.

Responsibility for the direction of others. Accounting staff supervised generally includes professional accountants.

ACCOUNTANT, PUBLIC

(1412: Accountant and auditor)

Performs professional auditing work in a public accounting firm. Work requires at least a bachelor's degree in accounting. Participates in or conducts audits to ascertain the fairness of financial representations made by client companies. May also assist the client in improving accounting procedures and operations.

Examines financial reports, accounting records, and related documents and practices of clients. Determines whether all important matters have been disclosed and whether procedures are consistent and conform to acceptable practices. Samples and tests transactions, internal controls, and other elements of the accounting system(s) as needed to render the accounting firm's final written opinion.

Excluded are positions which do not require full professional accounting training. Also excluded are specialist positions in tax or management advisory services.

Accountant, Public I

General characteristics. As an entry level public accountant, serves as a junior member of an audit team. Receives classroom and on-the-job training to provide practical experience in applying the principles, theories, and concepts of accounting and auditing to specific situations. (Positions held by trainee public accountants with advanced degrees, such as MBA's are excluded at this level.)

Direction received. Complete instructions are furnished and work is reviewed to verify its accuracy, conformance with required procedures and instructions, and usefulness in

facilitating the accountant's professional growth. Any technical problems not covered by instructions are brought to the attention of a superior.

Typical duties and responsibilities. Carries out basic audit tests and procedures, such as: verifying reports against source accounts and records; reconciling bank and other accounts; and examining cash receipts and disbursements, payroll records, requisitions, receiving reports, and other accounting documents in detail to ascertain that transactions are properly supported and recorded. Prepares selected portions of audit working papers.

Accountant, Public II

General characteristics. At this level, the public accountant carries out routine audit functions and detail work with relative independence. Serves as a member of an audit team on assignments planned to provide exposure to a variety of client organizations and audit situations. Specific assignments depend upon the difficulty and complexity of the audit and whether the client has been previously audited by the firm. On moderately complex audits where there is previous audit experience by the firm, accomplishes complete segments of the audit (i.e., functional work areas such as cash, receivables, etc.). When assigned to more complicated audits, carries out activities similar to public accountant I.

Direction received. Works under the supervision of a higher level public accountant who provides instructions and continuing direction as necessary. Work is spot checked in progress and reviewed upon completion to determine the adequacy of procedures, soundness of judgment, compliance with professional standards, and adherence to clearly established methods and techniques. All interpretations are subject to close professional review.

Typical duties and responsibilities. Carries out a variety of sampling and testing procedures in accordance with the prescribed audit program, including the examination of transactions and verification of accounts, the analysis and evaluation of accounting practices and internal controls, and other detail work. Prepares a share of the audit working papers and participates in drafting reports. In moderately complex audits, may assist in selecting appropriate tests, samples, and methods commonly applied by the firm and may serve as primary assistant to the accountant in charge. In more complicated audits concentrates on detail work. Occasionally may be in charge of small, uncomplicated audits which require only one or two other subordinate accountants. Personal contacts usually involve only the exchange of factual technical information and are usually limited to the client's operating accounting staff and department heads.

Accountant, Public III

General characteristics. At this level the public accountant is in charge of a complete audit and may lead a team of several subordinates. Audits are usually accomplished one at a time and are typically carried out at a single location. The firms audited are typically moderately complex, and there is usually previous audit experience by the firm. The audit conforms to standard procedural guidelines, but is often tailored to fit the client's business activities. Routine procedures and techniques are sometimes inadequate and require adaptation. Necessary data are not always readily available. When assigned to more difficult and complex audits (see level IV), the accountant may run the audit of a major component or serve as the primary assistant to the accountant in charge.

Direction received. Works under the general supervision of a higher level public accountant who oversees the operation of the audit. Work is performed independently, applying generally accepted accounting principles and auditing standards, but assistance on difficult technical matters is available. Work may be checked occasionally during progress for appropriateness and adherence to time requirements, but routine analyses, methods, techniques, and procedures applied at the work site are expected to be correct.

Typical duties and responsibilities. Is responsible for carrying out the technical features of the audit, leading team members and personally performing the most difficult work. Carries out field work in accordance with the general format prescribed in the audit program, but selects specific methods and types and sizes of samples and tests. Assigns work to team members, furnishes guidance, and adjusts work loads to accommodate daily priorities. Thoroughly reviews work performed for technical accuracy and adequacy. Resolves anticipated problems with established guidelines and priorities but refers problems of unusual difficulty to superiors for discussion and advice. Drafts financial statements, final reports, management letters, and other closing memoranda. Discusses significant recommendations with superiors and may serve as technical resource at "closing" meetings with clients. Personal contacts are usually with accounting directors and assistant controllers of medium size companies and divisions of large corporations to explain and interpret policies and procedures governing the audit process.

Accountant, Public IV

General characteristics. At this level, the public accountant directs field work including difficult audits--e.g., those involving initial audits of new clients, acquisitions, or stock registration--and may oversee a large audit team split between several locations. The audit team usually includes one or more level III public accountants who handle major components of the audit. The audits are complex and clients typically include those engaged in projects which span accounting periods; highly regulated industries which have various external reporting requirements; publicly held corporations; or businesses with very high dollar or transaction volume. Clients are frequently large with a variety of operations which may have different accounting systems. Guidelines may be general or lacking and audit programs are intricate, often requiring extensive tailoring to meet atypical or novel situations.

Direction received. Works under general supervision. The supervisor sets overall technical phases of the audit. Issues not covered by guidelines or known precedents are discussed with the supervisor, but the accountant's recommended approaches and courses of action are normally approved. Work is reviewed for soundness of approach, completeness, and conformance with established policies of the firm.

Typical duties and responsibilities. Is responsible for carrying out the operational and technical features of the audit, directing the work of team members, and personally performing the most difficult work. Often participates in the development of the audit scope, and drafts complicated audit programs with a large number of concurrently executed phases. Independently develops audit steps and detailed procedures, deviating from traditional methods to the extent required. Makes program adjustments as necessary once an audit has begun; selects specific methods, types and sizes of samples, the extent to which discrepancies need to be investigated, and the depth of required analyses. Resolves most operational difficulties and unanticipated problems.

Assigns work to team members; reviews work for appropriateness, conformance to time requirements, and adherence to generally accepted accounting principles and auditing standards. Consolidates working papers, draft reports, and findings; and prepares financial statements, management letters, and other closing memoranda for management approval. Participates in "closing" meetings as a technical resource and may be called upon to sell or defend controversial and critical observations and recommendations. Personal contacts are extensive and typically include top executives of smaller clients and mid- to upper-level financial and management officers of large corporations, e.g., assistant controllers and controllers. Such contacts involve coordinating and advising on work efforts and resolving operating problems.

Note: *Excluded* from this level are public accountants who direct field work associated with the complete range of audits undertaken by the firm, lead the largest and most difficult audits, and who frequently oversee teams performing concurrent audits. This type of work requires extensive knowledge of one or more industries to make subjective determinations on questions of tax, law, accounting, and business practices. Audits may be complicated by such factors as: the size and diversity of the client organizations (e.g., multinational corporations and conglomerates with a large number of separate and distinct subsidiaries); accounting issues where precedents are lacking or in conflict; and, in some cases, clients who are encountering substantial financial difficulties. They perform most work without technical supervision and completed audits are reviewed mainly for propriety of recommendations and conformance with general policies of the firm. Also excluded are public accountants whose principal function is to manage, rather than perform accounting work, and the equity owners of the firm who have final approval authority.

ATTORNEY

(211: Lawyer)

Performs consultation and advisory work and carries out the legal processes necessary to effect the rights, privileges, and obligations of the organization. The work performed requires completion of law school with an L.L.B. degree (or the equivalent) and admission to the bar. *Responsibilities or functions include one or more of the following or comparable duties:*

Preparing and reviewing various legal instruments and documents, such as contracts, leases, licenses, purchases, sales, real estate, etc.;

Acting as agent of the organization in its transactions;

Examining material (e.g., advertisements, publications, etc.) for legal implications; advising officials of proposed legislation which might affect the organization;

Applying for patents, copyrights, or registration of the organization's products, processes, devices, and trademarks; advising whether to initiate or defend law suits;

Conducting pretrial preparations; defending the organization in lawsuits; and

Advising officials on tax matters, government regulations, and/or legal rights.

Excluded are:

a. Patent work which requires professional training in addition to legal training (typically, a degree in engineering or in a science);

b. Claims examining, claims investigating, or similar *work for which professional legal training and bar membership is not essential*;

c. Attorneys, frequently titled "general counsel" or "attorney general" (and their immediate full associates or deputies), who are responsible for participating in the *management and formulation of policy for the overall organization in addition to directing its legal work*. (The duties and responsibilities of such positions exceed level VI as described below);

d. Attorneys in legal firms; and,

e. Attorneys primarily responsible for: drafting legislation or planning and producing legal publications.

Attorney jobs which meet the above definitions are to be classified and coded in accordance with the chart below.

Criteria for matching attorneys by level

Level	Difficulty level of legal work	Responsibility level of job	Experience required
I	This is the entry level. The duties and responsibilities after initial orientation and training are those described in D-1 and R-1.		Completion of law school with an L.L.B. or J.D. degree plus admission to the bar.
II	D-1 *or* D-2	R-2 *or* R-1	Sufficient professional experience (at least 1 year, usually more) at the "D-1" level to assure competence as an attorney.
III	D-2	R-2	At least 1 year, usually more, of professional experience at the "D-2" level.
IV	D-2 *or* D-3	R-3 *or* R-2	Extensive professional experience at the "D-2" or a higher level.
V	D-2 *or* D-3	R-4 *or* R-3	Extensive professional experience at the "D-3" or "R-3" levels.
VI	D-3	R-4	Extensive professional experience at the "D-3" and "R-3" levels.

D-1, -2, and -3, and R-1, -2, -3, and -4 are explained on the following pages.

Difficulty

D-1

Legal questions are characterized by: facts that are well-established; clearly applicable legal precedents; *and* matters not of substantial importance to the organization. (Usually relatively limited sums of money, e.g., a few thousand dollars, are involved.)

Examples of D-1 work are:

a. legal investigation, negotiation, and research preparatory to defending the organization in potential or actual lawsuits involving alleged negligence where the facts can be firmly established and there are precedent cases directly applicable to the situation;

b. searching case reports, legal documents, periodicals, textbooks, and other legal references, and preparing draft opinions on employee compensation or benefit questions where there is a substantial amount of clearly applicable statutory, regulatory, and case material; and

c. drawing up contracts and other legal documents in connection with real property

transactions requiring the development of detailed information but *not* involving serious questions regarding titles to property or other major factual or legal issues.

D-2

Legal work is regularly difficult by reason of one or more of the following: the absence of clear and directly applicable legal precedents; the different possible interpretations that can be placed on the facts, the laws, or the precedents involved; the substantial importance of the legal matters to the organization (e.g., sums as large as $100,000 are generally directly or indirectly involved); or the matter is being strongly pressed or contested in formal proceedings or in negotiations by the individuals, corporations, or government agencies involved.

Examples of D-2 work are:

a. advising on the legal implications of advertising representations when the facts supporting the representations and the applicable precedent cases are subject to different interpretations;

b. reviewing and advising on the implications of new or revised laws affecting the organization;

c. presenting the organization's defense in court in a negligence lawsuit which is strongly pressed by counsel for an organized group; and

d. providing legal counsel on tax questions complicated by the absence of precedent decisions that are directly applicable to the organization's situation.

D-3

Legal work is typically complex and difficult because of one or more of the following: the questions are unique and require a high order of original and creative legal endeavor for their solution; the questions require extensive research and analysis and the obtaining and evaluation of expert testimony regarding controversial issues in a scientific, financial, corporate organization, engineering, or other highly technical area; the legal matter is of critical importance to the organization and is being vigorously pressed or contested (e.g., sums such as $1 million or more are generally directly or indirectly involved.)

Examples of D-3 work are:

a. advising on the legal aspects and implications of Federal antitrust laws to projected greatly expanded marketing operations involving joint ventures with several other organizations;

b. planning legal strategy and representing a utility company in rate or government franchise cases involving a geographic area including parts or all of several States;

c. preparing and presenting a case before an appellate court where the case is highly important to the future operation of the organization and is vigorously contested by very distinguished (e.g., having a broad regional or national reputation) legal talent;

d. serving as the principal counsel to the officers and staff of an insurance company on the legal problems in the sale, underwriting, and administration of group contracts involving nationwide or multi-state coverages and laws; and

e. performing the principal legal work in nonroutine, major revision of a company's charter or in effectuating new major financing steps.

Responsibility

R-1

Responsibility for final action is usually limited to matters covered by legal precedents and in which little deviation from standard practice is involved. Any decisions or actions having a significant bearing on the organization's business are reviewed. Is given guidance in the initial states of assignment, e.g., in planning and organizing level research and studies. Assignments are then carried out with moderate independence, although guidance is generally available and is sought from time to time on problem points.

R-2

Usually works independently in investigating the facts, searching legal precedents, defining the legal and factual issues, drafting the necessary legal documents, and developing conclusions and recommendations. Decisions having an important bearing on the organization's business are reviewed. Receives information from supervisor regarding unusual circumstances or important policy considerations pertaining to a legal problem. If trials are involved, may receive guidance from a supervisor regarding presentation, line of approach, possible line of opposition to be encountered, etc. In the case of nonroutine written presentations, the final product is reviewed carefully, but primarily for overall soundness of legal reasoning and consistency with organization policy. Some, but not all, attorneys make assignments to one or more lower level attorneys, aides, or clerks.

R-3

Carries out assignments independently and makes final legal determination in matters of substantial importance to the organization. Such determinations are subject to review

only for consistency with organization policy, possible precedent effect, and overall effectiveness. To carry out assignments, deals regularly with officers of the organization and top level management officials and confers or negotiates regularly with senior attorneys and officials in other organizations on various aspects of assigned work. Receives little or no preliminary instruction on legal problems and a minimum of technical legal supervision. May assign and review work of a few attorneys, but this is not a primary responsibility.

R-4

Carries out assignments which entail independently planning investigations and negotiations on legal problems of the highest importance to the organization and developing completed brief, opinions, contracts, or other legal products. To carry out assignments, represents the organization at conferences, hearings, or trials, and personally confers and negotiates with top attorneys and top-ranking officials in other organizations. On various aspects of assigned work, may give advice directly and personally to organization officials and top level managers, or (in extremely large and complex organizations) may work through a higher level attorney in advising officials. Generally receives no preliminary instructions on legal problems. On matters requiring the concentrated efforts of several attorneys or other specialists, is responsible for directing, coordinating, and reviewing the work of the attorneys involved.

OR

As a primary responsibility, directs the work of a staff of attorneys, one, but usually more, of who regularly perform either D-3 or R-3 legal work. With respect to the work directed, gives advice directly to organization officials and top managers, or (in extremely large and complex organizations) may give such advice through counsel. Receives guidance as to organization policy but not technical supervision or assistance except when requesting advice from or briefing by a higher level attorney on the overall approach to the most difficult, novel, or important legal questions.

ENGINEER

(162-3: Engineer)

Performs professional work in research, development, design, testing, analysis, production, construction, maintenance, operation, planning, survey, estimating, application, or standardization of engineering facilities, systems, structures, processes, equipment, devices, or materials, requiring knowledge of the science and art by which materials, natural resources, and power are made useful. Work typically requires a B.S. degree in engineering or, in rare instances, equivalent education and experience combined. (Excluded are: safety engineers, sales engineers, and engineers whose primary responsibility is to be in charge of nonprofessional maintenance work.)

Engineer I

General characteristics. At this beginning professional level, performs assignments designed to develop professional work knowledge and abilities. May also receive formal classroom or seminar-type training. (Terminal positions are excluded.)

Direction received. Works under close supervision. Receives specific and detailed instructions as to required tasks and results expected. Work is checked during progress and is reviewed for accuracy upon completion.

Typical duties and responsibilities. Performs a variety of routine tasks that are planned to provide experience and familiarization with the engineering staff, methods, practices, and programs of the employer.

Responsibility for the direction of others. Usually none.

Engineer II

General characteristics. Performs routine engineering work requiring application of standard techniques, procedures, and criteria in carrying out a sequence of related engineering tasks. Limited exercise of judgment is required on details of work and in making preliminary selections and adaptations of engineering alternatives. Requires work experience acquired in an entry level position, or appropriate graduate level study. For training and developmental purposes, assignments may include some work that is typical of a higher level.

Direction received. Supervisor screens assignments for unusual or difficult problems and selects techniques and procedures to be applied on non-routine work. Receives close supervision on new aspects of assignments.

Typical duties and responsibilities. Using prescribed methods, performs specific and limited portions of a broader assignment of an experienced engineer. Applies standard practices and techniques in specific situations, adjusts and correlates data, recognizes discrepancies in results, and follows operations through a series of related detailed steps or processes.

Responsibility for the direction of others. May be assisted by a few aids or technicians.

Engineer III

General characteristics. Independently evaluates, selects. and applies standard engineering techniques, procedures, and criteria, using judgment in making minor

adaptations and modifications. Assignments have clear and specified objectives and require the investigation of a limited number of variables. Performance at this level requires developmental experience in a professional position, or equivalent graduate level education.

Direction received. Receives instructions on specific assignment objectives, complex features, and possible solutions. Assistance is furnished on unusual problems and work is reviewed for application of sound professional judgment.

Typical duties and responsibilities. Performs work which involves conventional types of plans, investigations, surveys, structures, or equipment with relatively few complex features for which there are precedents. Assignments usually include one or more of the following: equipment design and development, test of materials, preparation of specifications, process study, research investigations, report preparation, and other activities of limited scope requiring knowledge of principles and techniques commonly employed in the specific narrow area of assignments.

Responsibility for the direction of others. May supervise or coordinate the work of drafters, technicians, and others who assist in specific assignments.

Engineer IV

General characteristics. As a fully competent engineer in all conventional aspects of the subject matter or the functional area of the assignments, plans and conducts work requiring judgment in the independent evaluation, selection, and substantial adaptation and modification of standard techniques, procedures, and criteria. Devises new approaches to problems encountered. Requires sufficient professional experience to assure competence as a fully trained worker; or, for positions primarily of a research nature, completion of all requirements for a doctoral degree may be substituted for experience.

Direction received. Independently performs most assignments with instructions as to the general results expected. Receives technical guidance on unusual or complex problems and supervisory approval on proposed plans for projects.

Typical duties and responsibilities. Plans, schedules, conducts, or coordinates detailed phases of the engineering work in a part of a major project or in a total project of moderate scope. Performs work which involves conventional engineering practice but may include a variety of complex features such as conflicting design requirements, unsuitability of standard materials, and difficult coordination requirements. Work requires a broad knowledge of precedents in the specialty area and a good knowledge of principles and practices of related specialties.

Responsibility for the direction of others. May supervise a few engineers or technicians on assigned work.

Engineer V

General characteristics. Applies intensive and diversified knowledge of engineering principles and practices in broad areas of assignments and related fields. Makes decisions independently on engineering problems and methods and represents the organization in conferences to resolve important questions and to plan and coordinate work. Requires the use of advanced techniques and the modification and extension of theories, precepts, and practices of the field and related sciences and disciplines. The knowledge and expertise required for this level of work usually result from progressive experience, including work comparable to engineer IV.

Direction received. Supervision and guidance relate largely to overall objectives, critical issues, new concepts, and policy matters. Consults with supervisor concerning unusual problems and developments.

Typical duties and responsibilities include one or more of the following:

1. In a supervisory capacity, plans, develops, coordinates, and directs a large and important engineering project or a number of small projects with many complex features. A substantial portion of the work supervised is comparable to that described for engineer IV.

2. As individual researcher or worker, carries out complex or novel assignments requiring the development of new or improved techniques and procedures. Work is expected to result in the development of new or refined equipment, materials, processes, products, and/or scientific methods.

3. As staff specialist, develops and evaluates plans and criteria for a variety of projects and activities to be carried out by others. Assesses the feasibility and soundness of proposed engineering evaluation tests, products, or equipment when necessary data are insufficient or confirmation by testing is advisable. Usually performs as a staff advisor and consultant in a technical specialty, a type of facility or equipment, or a program function.

Responsibility for the direction of others. Supervises, coordinates, and reviews the work of a small staff of engineers and technicians; estimates personnel needs and schedules and assigns work to meet completion date. Or, as individual researcher or staff specialist, may be assisted on projects by other engineers or technicians.

Engineer VI

General characteristics. Has full technical responsibility for interpreting, organizing, executing, and coordinating assignments. Plans and develops engineering projects major programs. This involves exploration of subject area, definition of scope and selection of problems for investigation, and development of novel concepts and

approaches. Maintains liaison with individuals and units within or outside the organization with responsibility for acting independently on technical matters pertaining to the field. Work at this level usually requires extensive progressive experience including work comparable to engineer V.

Direction received. Supervision received is essentially administrative, with assignments given in terms of broad general objectives and limits.

Typical duties and responsibilities include one or more of the following:

1. In a supervisory capacity, a) plans, develops, coordinates, and directs a number of large and important projects or a project of major scope and importance, or b) is responsible for the entire engineering program of a company or government agency when the program is of limited complexity and scope. Extent of responsibilities generally requires a few (3 to 5) subordinate supervisors or team leaders with at least one in a position comparable to level V.

2. As individual researcher or worker, conceives, plans, and conducts research in problem areas of considerable scope and complexity. The problems must be approached through a series of complete and conceptually related studies, are difficult to define, require unconventional or novel approaches, and require sophisticated research techniques. Available guides and precedents contain critical gaps, are only partially related to the problem, or may be largely lacking due to the novel character of the project. At this level, the individual researcher generally will have contributed inventions, new designs, or techniques which are of material significance in the solution of important problems.

3. As a staff specialist, serves as the technical specialist for the organization in the application of advanced theories, concepts, principles, and processes for an assigned area of responsibility (i.e., subject matter, function, type of facility or equipment, or product). Keeps abreast of new scientific methods and developments affecting the organization for the purpose of recommending changes in emphasis of programs or new programs warranted by such developments.

Responsibility for the direction of others. Plans, organizes, and supervises the work of a staff of engineers and technicians. Evaluates progress of the staff and results obtained, and recommends major changes to achieve overall objectives. Or, as individual researcher or staff specialist, may be assisted on individual projects by other engineers or technicians.

Engineer VII

General characteristics. Makes decisions and recommendations that are recognized as authoritative and have an important impact on extensive engineering activities. Initiates and maintains extensive contacts with key engineers and officials of other organizations, requiring skill in persuasion and negotiation of critical issues. At this level, individuals will have demonstrated creativity, foresight, and mature engineering judgment in anticipating and solving unprecedented engineering problems, determining program objectives and requirements, organizing programs and projects, and developing standards and guides for diverse engineering activities.

Direction received. Receives general administrative direction.

Typical duties and responsibilities include one or both of the following:

1. In a supervisory capacity, is responsible for a) an important segment of the engineering program of a company or government agency with extensive and diversified engineering requirements, or b) the entire engineering program of a company or agency when it is more limited in scope. The overall engineering program contains critical problems the solution of which requires major technological advances and opens the way for extensive related development. Extent of responsibilities generally requires several subordinate organizational segments or teams. Recommends facilities, personnel, and funds required to carry out programs which are directly related to and directed toward fulfillment of overall objectives.

2. As individual researcher and consultant, is a recognized leader and authority in the company or government agency in a broad area of specialization or in a narrow but intensely specialized field. Selects research problems to further program objectives. Conceives and plans investigations of broad areas of considerable novelty and importance, for which engineering precedents are lacking in areas critical to the overall engineering program. Is consulted extensively by associates and others, with a high degree of reliance placed on incumbent's scientific interpretations and advice. Typically, will have contributed inventions, new designs, or techniques which are regarded as major advances in the field.

Responsibility for the direction of others. Directs several subordinate supervisors or team leaders, some of who are in positions comparable to engineer VI; or as individual researcher and consultant, may be assisted on individual projects by other engineers and technicians.

Engineer VIII

General characteristics. Makes decisions and recommendations that are recognized as authoritative and have a far-reaching impact on extensive engineering and related activities of the company or government agency. Negotiates critical and controversial issues with top level engineers and officers of other organizations. Individuals at this

level demonstrate a high degree of creativity, foresight, and mature judgment in planning, organizing, and guiding extensive engineering programs and activities of outstanding novelty and importance.

Direction received. Receives general administrative direction.

Typical duties and responsibilities include one or both of the following:

1. In supervisory capacity, is responsible for a) an important segment of a very extensive and highly diversified engineering program of a company or government agency, or b) the entire engineering program of a company or agency when the program is of moderate scope. The programs are of such complexity and scope that they are of critical importance to overall objectives, include problems of extraordinary difficulty that often have resisted solution, and consist of several segments requiring subordinate supervisors. Decides the kind and extent of engineering and related programs needed to accomplish the objectives of the company or agency, chooses scientific approaches, plans and organizes facilities and programs, and interprets results.

2. As individual researcher and consultant, formulates and guides the attack on problems of exceptional difficulty and marked importance to the company, industry, or government. Problems are characterized by their lack of scientific precedents and source material, or lack of success of prior research and analysis so that their solution would represent an advance of great significance and importance. Performs advisory and consulting work as a recognized authority for broad program areas or in an intensely specialized area of considerable novelty and importance.

Responsibility for the direction of others. Supervises several subordinate supervisors or team leaders, some of whose positions are comparable to engineer VII, or individual researchers some of whose positions are comparable to engineer VII and sometimes engineer VIII. As an individual researcher and consultant may be assisted on individual projects by other engineers or technicians.

Note: Individuals in charge of an engineering program may match any of several of the survey job levels, depending on the program's size and complexity. Excluded from the definition are: 1) engineers in charge of programs so extensive and complex (e.g., consisting of research and development on a variety of complex products or systems with numerous performing at level VIII; 2) individuals whose decisions have direct and substantial effect on setting policy for the organization (included, however, are supervisors deciding the "kind and extent of engineering and related programs" within broad guidelines set at higher levels); and 3) individual researchers and consultants who are recognized as national and/or international authorities and scientific leaders in very broad areas of scientific interest and investigation.

REGISTERED NURSE (RN)

(29: Registered nurse)

Provides professional nursing care to patients in hospitals, nursing homes, clinics, health units, private residences, and community health organizations. (Visiting nurses are included.) Assists physicians with treatment; assesses patient health problems and needs; develops and implements nursing care plans; maintains medical records; and assists patients in complying with prescribed medical regimen. May specialize, e.g., operating room nurse, psychiatric nurse, nurse anesthetist, industrial nurse, nurse practitioner, and clinical nurse specialist. May supervise LPN's and nursing assistants.

Excluded are:

a. Nurse midwives;

b. Nursing instructors, researchers, and consultants *who do not provide nursing care to patients*;

c. Nursing supervisors and managers, e.g., head nurses, nursing coordinators, directors of nursing; and

d. RN trainees primarily performing such entry level nursing care as: recording case histories; measuring temperature, pulse, respiration, height, weight, and blood pressure; and testing vision and hearing.

Registered Nurse I

Provides comprehensive general nursing care to patients whose conditions and treatment are normally uncomplicated. Follows established procedures, standing orders, and doctor's instructions. Uses judgment in selecting guidelines appropriate to changing patient conditions. Routine duties are performed independently; variations from established routines are performed under specific instructions. Typical assignments include:

Staff. Prepares hospital or nursing home patients for tests, examinations, or treatment; assists in responding to emergencies; records vital signs and effects of medication and treatment in patient charts; and administers prescribed medications and intravenous feedings.

Operating Room. Assists in surgical procedures by preparing patients for less complex operations (e.g., appendectomies); sterilizes instruments and other supplies; handles instruments; and assists in operating room, recovery room, and intensive care ward.

Psychiatric. Provides routine nursing care to psychiatric patients. May observe and record patient behavior.

Health Unit/Clinic. Administers immunizations, inoculations, allergy treatments, and medications in a clinic or employer health unit; performs first aid for minor burns, cuts, bruises, and sprains; obtains patient histories; and keeps records, writes reports, and maintains supplies and equipment.

Registered Nurse II

Plans and provides comprehensive nursing care in accordance with professional nursing standards. Uses judgment in assessing patient conditions, interprets guidelines, and modifies patient care as necessary. Recognizes and determines proper action for medical emergencies, e.g., calls physician or takes preplanned emergency measures. Typical assignments include:

Staff. In addition to the duties described at level I, usually performs more complex procedures, such as: administering blood transfusions; managing nasal-pharyngeal, gastric suction, and other drainage tubes; using special equipment such as ventilator devices, resuscitators, and hypothermic units; or closely monitoring postoperative and seriously ill patients.

Operating Room. Provides nursing service for surgical operations, including those involving complex and extensive surgical procedures. Confers with surgeons concerning instruments, sutures, prosthesis, and special equipment; cares for physical and psychological needs of patients; assists in the care and handling of supplies and equipment; assures accurate care and handling of specimens; and assumes responsibility for aseptic technique maintenance and adequacy of supplies during surgery.

Psychiatric. Provides comprehensive nursing care for psychiatric patients. In addition to observing patients, evaluates and records significant behavior and reaction patterns and participates in group therapy sessions.

Health Unit/Clinical. Provides a range of nursing services, including preventive health care counseling. Coordinates health care needs and makes referrals to medical specialists; assesses and treats minor health problems; advises whether employees should return to work, or be referred to physician; administers emergency treatment; performs limited portions of physical examinations; manages the stable phases of common chronic illnesses; and provides individual and family counseling.

Community Health. Provides a broad range of nursing services including adult and child health care, chronic and communicable disease control, health teaching, counseling, referrals, and follow-up.

Registered Nurse II Specialist

Plans and provides highly specialized patient care in a difficult specialty area, such as intensive care or critical care. In comparison with registered nurse II, pay typically reflects advanced specialized training, experience, and certification. May assist higher level nurses in developing, evaluating, and revising nursing plans. May provide advice to lower level nursing staff in area of specialty.

Registered Nurse III

Plans and performs specialized and advanced nursing assignments of considerable difficulty. Uses expertise in assessing patient conditions and develops nursing plans which serve as a role model for others. Evaluation and observation skills are relied upon by physicians in developing and modifying treatment. Work extends beyond patient care to the evaluation of concepts, procedures, and program effectiveness. Typical assignments include:

Specialists. Provides specialized hospital nursing care to patients having illnesses and injuries that require adaptation of established nursing procedures. Renders expertise in caring for patients who are seriously ill; are not responding to normal treatment; have undergone unique surgical operations; or are receiving infrequently used medication. Duties may require knowledge of special drugs or the ability to provide pulmonary ventilation.

Psychiatric Specialist. Provides nursing expertise on an interdisciplinary treatment team which defines policies and develops total care programs for psychiatric patients.

Practitioner. Provides primary health care and nursing services in clinics, schools, employer health units, or community health organizations. Assesses, diagnoses, and treats minor illnesses and manages chronic health problems. Other services may include: providing primary care for trauma cases, including suturing; planning and conducting a clinic, school, or employer health program; or studying and appraising community health services.

Registered Nurse III Anesthetist

Recommends and administers general anesthetics intravenously, topically, by inhalation, or by endotracheal intubation; induces patient anesthesia, and manages proper states of patient narcosis throughout prolonged surgeries. Determines the need for and administers parenteral fluids, including plasma and blood; administers stimulants as directed. May also administer local anesthetics, as needed.

Registered Nurse IV

Plans, researches, develops, and implements new or modified techniques, methods, practices, and approaches in nursing care. Acts as consultant in area of specialization and is considered an expert or leader within specialty area. Consults with supervisor to develop decisions and coordinates with other medical staff and community. Typical assignments include:

Specialist/Consultant. Provides expert and complex hospital nursing and health care to a specialized group of patients. Develops and monitors the implementation of new nursing techniques, policies, procedures and programs; instructs nursing and medical staff in specialty; represents the specialty to outside organizations; and evaluates, interprets, and integrates research findings into nursing practices.

Practitioner. Serves as primary health advisor in clinics and community health organizations and provides full range of health care services. Manages clinic and is responsible for formulating nursing and health care standards and policies, including developing and teaching new techniques or practices and establishing or revising criteria for care. Collaborates with physician in planning, evaluating, coordinating, and revising program and determines conditions, resources and policies essential to delivery of health care services.

Administrative

BUDGET ANALYST

(141: Accountant, auditor, and other financial specialist)

Formulates and analyzes and/or administers and monitors an organization's budget. Typical duties include: Preparing budget estimates to support programs; presenting and justifying budget estimates; administering approved budgets and determining funding requirements within authorized limits; evaluating and administering requests for funds and monitoring and controlling obligations and expenditures; and developing and interpreting budget policies.

In addition to the technical responsibilities described in levels I through IV, budget analysts may also supervise subordinate staff members. At levels I and II, the subordinate staff typically consists of clerical and paraprofessional employees; level III may also coordinate the work of lower level analysts; and level IV may supervise one or two analysts. Positions responsible for supervising three or more budget analysts and support staff should typically be matched to the budget analyst supervisor definition.

Excluded are:

a. Budget clerks and assistants performing clerical work in support of budget analysts;

b. Program analysts evaluating the success of an organization's operating programs;

c. Financial analysts evaluating the financial operations, transactions, practices and structure of an organization; and

d. Budget analysts (above level IV) responsible for analyzing and administering highly complex budgets requiring frequent reprogramming and evaluating the impact of complicated legislation or policy decisions on the organization's budget.

Budget Analyst I

As a trainee, performs a variety of clearly-defined tasks assigned to increase the employee's knowledge and understanding of budget concepts, principles, practices, and procedures. Assists in the development of budgets by comparing projected costs to schedules; or assists in budget administration by examining and highlighting obvious deviations in reports listing the status of financial obligations and expenditures. (Terminal positions are excluded.)

Work is performed under close supervision. Assignments are clearly defined, methods are specified, and items to be noted and referred to supervisor are identified.

Budget Analyst II

Performs routine and recurring budget analysis duties which typically facilitate more complex review and analysis performed by supervisors or higher-level budget analysts. Initial assignments are designed to expand practical experience and to develop judgment in applying basic budget analysis techniques. Follows specific guidelines and previous budget reports in analyzing budgets for operating programs which are uniform and repetitive. Typical duties include:

Budget development: Assisting operating officials in preparing budget requests and justifications by gathering, extracting, reviewing, verifying, and consolidating a variety of narrative and statistical data; examining budget requests for accuracy and conformance with procedures and regulations; and comparing budget requests with prior year estimates and current operating reports; and/or

Budget administration: Screening requests for allocations of approved budgets and recommending approval, disapproval, or modification based on availability of funds and conformance with regulations; analyzing operating reports to monitor program expenditures and obligations; and summarizing narrative and statistical data in budget forms and reports.

Applies previously learned skills to perform routine work independently. Supervisor provides information regarding budgetary actions to be performed, organizational functions to be covered, and specific instructions for unfamiliar work or complex problems.

Budget Analyst III

Uses a knowledge of commonly used budgetary procedures and practices, regulations, and organizational policies to analyze budgets for relatively stable operations (e.g., minor budget reprogramming is required two or three times a year). Forecasts funding needs for operating programs with varying annual requirements for goods, services, equipment, and personnel. Typical duties include:

Budget development: Reviews and verifies budget data for consistency with financial and program objectives; formulates and revises budget estimates; validates justifications through comparisons with operating reports; and explores funding alternatives based on precedents and guidelines; and/or

Budget administration: Certifies obligations and expenditures, monitors trends in spending, and anticipates funding and reprogramming needs; within established limits, recommends transfer of funds within accounts to cover increased expenditures; assembles data for use in preparing budget and program evaluations; and recommends the approval of or revises requests for allotments.

Carries out assignments independently in accordance with standard procedures and practices. Supervisor provides assistance on unfamiliar or unusual problems. May perform more complex assignments to assist supervisor or higher level analyst.

Budget Analyst IV

Provides analytical support for budgets which require annual modifications due to changing work processes, resource needs, funding requirements, or fluctuating revenue. Interprets guidelines and precedents and advises operating managers concerning budgeting policies. May recommend new budgeting techniques. Typical duties include:

Budget development: Performs in-depth analysis of budget requests using techniques such as cost-benefit analysis and program trade-offs, and by exploring alternative methods of funding; writes and edits justifications for higher level approval; coordinates the compilation and evaluation of information required for executive level budget meetings; confers on modifications to budget requests; and interprets, revises, and develops procedures and instructions for preparing and presenting budget requests; and/or

Budget administration: Prepares a variety of reports detailing the status of funds, expenses, and obligations; identifies trends and recommends adjustments in program spending; advises management on budgeting deadlines and alternative means of accomplishing budgetary objectives; and serves as budgeting liaison between managers and staff of various organizational programs.

Participates with supervisor in determining deadlines for assigned projects, which are linked to the budget cycle and typically require more than a year for completion. Works independently for several months at a time, with little review, while work progresses.

BUYER/CONTRACTING SPECIALIST

(1449: Purchasing agent and buyer, not elsewhere classified)

Purchases materials, supplies, equipment, and services (e.g., utilities, maintenance, and repair) and/or administers purchase contracts (assuring compliance after contract is awarded). In some instances items purchased are of types that must be specially designed, produced, or modified by the vendor in accordance with drawings or engineering specifications.

Solicits bids, analyzes quotations received, and selects or recommends suppliers. At levels III and higher, formal contract negotiation methods are typically used where knowledge of market trends and conditions is required. May interview prospective vendors.

Purchases items and services or negotiates contracts at the most favorable price consistent with quality, quantity, specification requirements, and other factors. Prepares or supervises preparation of purchase orders from requisitions. May expedite delivery and visit vendors' offices and plants.

Normally, purchases are unreviewed when they are consistent with past experience and are in conformance with established rules and policies. Proposed purchase transactions that deviate from the usual or from past experience in terms of prices, quality of items, quantities, etc., or that may set precedents for future purchases, are reviewed by higher authority prior to final action.

Contract administration includes determining allowable costs, monitoring contractor compliance with contract terms, resolving problems concerning obligations of the parties, explaining and renegotiating contract terms, and ensuring satisfactory contract completion.

In addition to work described above, some (but not all) buyers or contracting specialists direct the work of one or a few clerks who perform routine aspects of the work. As a secondary and subsidiary duty, some buyers may also sell or dispose of surplus, salvage, or used materials, equipment, or supplies.

Note: Some buyers or contracting specialists are responsible for the purchasing or contract administration of a variety of items and materials. When the variety includes items and work described at more than one of the following levels, the position should be considered to equal the highest level that characterizes at least a substantial portion of the buyer's time.

Excluded are:

a. Buyers of items for direct sale, either wholesale or retail;

b. Brokers and dealers buying for clients or for investment purposes;

c. Positions that specifically require professional education and qualifications in a physical science or in engineering (e.g., chemist, mechanical engineer);

d. Buyers who specialize in purchasing a single or a few related items of highly variable quality such as raw cotton or wool, tobacco, cattle, or leather for shoe uppers, etc. Expert personal knowledge of the item is required to judge the relative value of the goods offered, and to decide the quantity, quality, and price of each purchase in terms of its probable effect on the organization's profit and competitive status;

e. Buyers or contracting specialists whose principal responsibility is the supervision of a purchasing or contracting program;

f. Persons whose major duties consist of ordering, reordering, or requisitioning items under existing contracts;

g. Positions restricted to clerical functions or to purchase expediting work;

h. Positions not requiring: 1) three years of administrative, technical, or substantive clerical experience; 2) a bachelor's degree in any field; or 3) any equivalent combination of experience and education yielding basic skills in problem analysis and communication; and

i. Contracting specialists above level V having broad responsibilities for resolving critical problems on major long-term purchases, developing new approaches or innovative acquisition plans, and/or developing procurement policies and procedures. These specialists use extensive judgment and originality to plan procurement strategies for large scale acquisition programs or systems.

Buyer/Contracting Specialist I

Purchases "off-the-shelf" types of readily available, commonly used materials, supplies, tools, furniture, services, etc.

Transactions usually involve local retailers, wholesalers, jobbers, and manufacturers' sales representatives.

Quantities purchased are generally small amounts, e.g., those available from local sources.

Examples of items purchased include: common stationery and office supplies; standard types of office furniture and fixtures; standard nuts, bolts, screws; janitorial and common building maintenance supplies; or common utility services or office machine repair services.

OR

As a trainee, performs various clearly defined procurement tasks designed to increase the employee's knowledge and understanding of procurement and contracting concepts, principles, practices, and procedures. Examples of duties include: assisting in the preparation of solicitation documents; analyzing prices, discounts, and delivery dates; making procurement recommendations; and drafting simple contract provisions and supporting documentation. Work is performed under close supervision.

Buyer/Contracting Specialist II

Purchases "off-the-shelf" types of standard, generally available technical items, materials, and services. Transactions may involve occasional modification of standard and common usage items, materials, and services, and include a few stipulations about unusual packing, marking, shipping, etc.

Transactions usually involve dealing directly with manufacturers, distributors, jobbers, etc. Limited contract negotiation techniques may be used, primarily for developmental purposes to increase employee's skill and knowledge. Quantities of items and materials purchased may be relatively large, particularly in the case of contracts for continuing supply over a period of time.

May be responsible for locating or promoting possible new sources of supply. Usually is expected to keep abreast of market trends, changes in business practices in the assigned markets, new or altered types of materials entering the market, etc.

Examples of items purchased *or under contract include*: standard industrial types of hand tools, gloves, and safety equipment; standard electronic parts, components, and component test instruments; electric motors; gasoline service station equipment; PBX

or other specialized telephone services; special purpose printing services; custodial services for a large building; and routine purchases of common raw materials such as standard grades and sizes of steel bars, rods, and angles.

Also included at this level are buyers of materials of the types described for Buyer I when the quantities purchased are large, so that local sources of supply are generally inadequate and the buyer must deal directly with manufacturers on a broader than local scale.

OR

In a developmental position, assists higher level buyers or contracting specialists in purchasing, and/or negotiating contracts for items, materials, or services of a technical and specialized nature. Assigned work is designed to provide diversified experience, as a background for future higher level work. Examples of duties include: reviewing requisitions and drafting solicitations; evaluating bids and the dependability of suppliers; meeting with commercial representatives; and monitoring the progress of contractors. Supervisor provides general instructions, monitors work, and reviews recommendations. Standard or routine aspects of work are performed with greater independence.

Buyer/Contracting Specialist III

Purchases items, materials, or services of a technical and specialized nature, usually by negotiating a standard contract based on reimbursement of costs and expenses or a fixed price ceiling. May be responsible for overseeing the postaward (contract administration) functions (e.g., monitoring contract compliance, recommending action on problem situations, and negotiating extensions of delivery schedules) of such contracts. The items, while of a common general type, are usually made, altered, or customized to meet the user's specific needs and specifications.

The number of potential vendors is likely to be small and price differentials often reflect important factors (quality, delivery dates and places, etc.) that are difficult to evaluate.

The quantities purchased of any item or service may be large.

Many of the purchases involve one or more such complications as: specifications that detail, in technical terms, the required physical, chemical, electrical, or other comparable properties; special testing prior to acceptance; grouping of items for lot bidding and awards; specialized processing, packing, or packaging requirements; export packs; overseas port differentials; etc.

Is expected to keep abreast of market and product developments. May be required to locate new sources of supply.

Some positions may involve *assisting* in the training or supervision of lower level buyers or clerks.

Examples of items purchased include: castings; special extruded shapes of normal size and material; special formula paints; electric motors of special shape or speeds; production equipment; special packaging of items; raw materials in substantial quantities or with special characteristics; and protective services where security presents an especially significant problem.

Buyer/Contracting Specialist IV

Negotiates and/or administers purchase contracts for complex and highly technical items, materials, or services, frequently specially designed and manufactured exclusively for the purchaser.

Transactions require dealing with manufacturers and often involve persuading potential vendors to undertake the manufacture of custom designed items according to complex and rigid specifications. Negotiation techniques are also frequently involved with convincing the vendor to reduce costs.

Quantities of items and materials purchased are often large in order to satisfy the requirements for an entire large organization for an extended period of time. Complex schedules of delivery are often involved. Contracting specialists determine appropriate quantities to be contracted for at any given period of time and negotiate with vendors to establish or adjust delivery schedules.

Negotiations and contract administration are often complicated by the following: requirements for spare parts, preproduction samples and testing, or technical literature; patent and royalty provisions; or renegotiation of contract terms. In reviewing contract proposals, extensive cost analysis is required to evaluate the cost of such factors as 1) numerous technical specifications, and 2) potential changes in manufacturing processes that might affect projected cost figures. These complications result in the incorporation of numerous special provisions and incentives in renegotiated contracts.

In addition to the work described above, a few positions may also require supervision of a few lower level buyers, contracting specialists or clerks. (No position is included in this level solely because supervisory duties are performed.)

Examples of items purchased include: special purpose high-cost machine tools and production facilities; specialized condensers, boilers, and turbines; raw materials of critically important characteristics or quality; and parts, subassemblies, components, etc., specially designed and made to order (e.g., communications equipment for installation in aircraft being manufactured; component assemblies for missiles and rockets; and motor vehicle frames).

Buyer/Contracting Specialist V

Performs one of the following:

1. Serves as lead negotiator or contract administrator for: new or unique equipment; extensive technical or professional services; or complex construction projects where there is a lack of previous experience or competition, extensive subcontracting, or similar complications. Examples of contracts include prototype development of sophisticated research and testing equipment, software systems development, scientific studies involving waste and transportation systems, facilities for production of weapons systems, and research laboratories requiring special equipment.

2. Performs large-scale centralized purchasing or contract administration for a multi-unit organization or large establishment that requires either items with unique requirements as to construction, testing, durability, or quality characteristics, or organization-wide services. Examples of contracts include organization-wide software or communication systems, and industry-specific testing equipment with unique specifications.

May persuade suppliers to expand their plants or convert facilities to the production of new items or services.

Transactions are often complicated by technological changes, urgent needs to override normal production, great volume of production, commodity shortages, and lack of competition among vendors. Frequent technological changes require delays or modifications to contract proposals or to existing contracts. In-depth cost analysis is required, often with little pricing precedent due to the unique aspects of the products.

Contracts are usually long-term (exceeding 2 years) and involve numerous subcontracts and special provisions that must be changed and renegotiated throughout the duration of the contract.

COMPUTER PROGRAMMER

(397: Programmer)

Performs programming services for establishments or for outside organizations who may contract for services. Converts specifications (precise descriptions) about business or scientific problems into a sequence of detailed instructions to solve problems by electronic data processing (EDP) equipment, i.e., digital computers. Draws program flow charts to describe the processing of data and develops the precise steps and processing logic which, when entered into the computer in coded language (COBOL, FORTRAN, or other programming language), cause the manipulation of data to achieve desired results. Tests and corrects programs and prepares instructions for operators who control the computer during runs. Modifies programs to increase operating efficiency or to respond to changes in work processes; maintains records to document program development and revisions.

At levels I, II, and III, computer programmers *may also perform* programming analysis such as: gathering facts from users to define their business or scientific problems and to investigate the feasibility of solving problems through new or modified computer programs; developing specifications for data inputs, flow, actions, decisions, and outputs; and participating on a continuing basis in the overall program planning along with other EDP personnel and users.

In contrast, at levels IV and V, some programming analysis must be performed as part of the programming assignment. The analysis duties are identified in a separate paragraph at levels I, II, III, and IV, and are part of each alternative described at level V. However, the systems requirements are defined by systems analysts or scientists.

Excluded are:

a. Positions which require a bachelor's degree in a specific scientific field (other than computer science), such as an engineering, mathematics, physics, or chemistry degree; however, positions are potential matches where the required degree may be from any of several possible scientific fields;

b. Positions responsible for developing and modifying computer systems;

c. Computer programmers who perform level IV or V duties but who perform no programming analysis;

d. Workers who primarily analyze and evaluate problems concerning computer equipment or its selection or utilization;

e. Computer systems programmers or analysts who primarily write programs or analyze problems concerning the system software, e.g., operating systems, compilers, assemblers, system utility routines, etc., which provide basic services for the use of all programs and provide for the scheduling of the execution of programs; however, positions matching this definition may develop a "total package which includes not only writing programs to process data but also selecting the computer equipment and system software required;

f. Employees who have significant responsibility for the management or supervision of workers (e.g., systems analysts) whose positions are *not* covered in this definition; or employees with significant responsibility for *other functions* such as computer operations, data entry, system software, etc.; and

g. Positions *not* requiring: 1) three years of administrative, technical, or *substantive* clerical experience; 2) a bachelor's degree in any field; or 3) any equivalent

combination of experience and education yielding basic skills in problem analysis and communication.

Positions are classified into levels based on the following definitions.

Computer Programmer I

At this trainee level, assignments are usually planned to develop basic programming skills because incumbents are typically inexperienced in applying such skills on the job. Assists higher level staff by performing elementary programming tasks which concern limited and simple data items and steps which closely follow patterns of previous work done in the organization, e.g., drawing flow charts, writing operator instructions, or coding and testing routines to accumulate counts, tallies, or summaries. May perform routine programming assignments (as described in level II) under close supervision.

In addition, as training and to assist higher level staff, *may perform* elementary fact finding concerning a specified work process, e.g., a file of clerical records which is treated as a unit (invoices, requisitions, or purchase orders, etc.); reports findings to higher level staff.

Receives classroom and/or on-the-job training in computer programming concepts, methods, and techniques and in the basic requirements of the subject matter area. May receive training in elementary fact-finding. Detailed, step-by-step instructions are given for each task and any deviation must be authorized by a supervisor. Work is closely monitored in progress and reviewed in detail upon completion.

Computer Programmer II

At this level, initial assignments are designed to develop competence in applying established programming procedures to routine problems. Performs routine programming assignments that do not require skilled background experience but do require knowledge of established programming procedures and data processing requirements. Works according to clear-cut and complete specifications. The data are refined and the format of the final product is very similar to that of the input or is well defined when significantly different, i.e., there are few, if any, problems with interrelating varied records and outputs.

Maintains and modifies routine programs. Makes approved changes by amending program flow charts, developing detailed processing logic, and coding changes. Tests and documents modifications and writes operator instructions. May write routine new programs using prescribed specifications; may confer with EDP personnel to clarify procedures, processing logic, etc.

In addition, and as continued training, may evaluate simple interrelationships in the immediate programming area, e.g., whether a contemplated change in one part of a simple program would cause unwanted results in a related part; confers with user representatives to gain an understanding of the situation sufficient to formulate the needed change; and implements the change upon approval of the supervisor or higher level staff. The incumbent is provided with charts, narrative descriptions of the functions performed, an approved statement of the product desired (e.g., a change in a local establishment report), and the inputs, outputs, and record formats.

Reviews objectives and assignment details with higher level staff to insure thorough understanding; uses judgment in selecting among authorized procedures and seeks assistance when guidelines are inadequate, significant deviations are proposed, or when unanticipated problems arise. Work is usually monitored in progress; all work is reviewed upon completion for accuracy and compliance with standards.

Computer Programmer III

As a fully qualified computer programmer, applies standard programming procedures and detailed knowledge of pertinent subject matter (e.g., work processes, governing rules, clerical procedures, etc.) in a programming area such as: a recordkeeping operation (supply, personnel and payroll, inventory, purchasing, insurance payments, depositor accounts, etc.); a well-defined statistical or scientific problem; or other standardized operation or problem. Works according to approved statements of requirements and detailed specifications. While the data are clear cut, related, and equally available, there may be substantial interrelationships of a variety of records and several varied sequences of formats are usually produced. The programs developed or modified typically are linked to several other programs in that the output of one becomes the input for another. Recognizes probable interactions of other related programs with the assigned program(s) and is familiar with related system software and computer equipment. Solves conventional programming problems. (In small organizations, may maintain programs which concern or combine several operations, i.e., users, or develop programs where there is one primary user and the others give input.)

Performs such duties as: develops, modifies, and maintains assigned programs; designs and implements modifications to the interrelation of files and records within programs in consultation with higher level staff; monitors the operation of assigned programs and responds to problems by diagnosing and correcting errors in logic and coding; and implements and/or maintains assigned portions of a scientific programming project, applying established scientific programming techniques to well-defined mathematical, statistical, engineering, or other scientific problems usually requiring the translation of mathematical notation into processing logic and code. (Scientific programming includes assignments such as: using predetermined physical laws expressed in mathematical terms to relate one set of data to another; the routine storage and retrieval of field test data; and using procedures for real-time command and control, scientific data reduction, signal processing, or similar areas.) Tests and documents work and writes and maintains operator instructions for assigned programs. Confers with

other EDP personnel to obtain or provide factual data. In addition, may carry out fact-finding and programming analysis of a single activity or routine problem, applying established procedures where the nature of the program, feasibility, computer equipment, and programming language have already been decided. May analyze present performance of the program and take action to correct deficiencies based on discussion with the user and consultation with and approval of the supervisor or higher level staff. May assist in the review and analysis of detailed program specifications and in program design to meet changes in work processes.

Works independently under specified objectives; applies judgment in devising program logic and in selecting and adapting standard programming procedures; resolves problems and deviations according to established practices; and obtains advice where precedents are unclear or not available. Completed work is reviewed for conformance to standards, timeliness, and efficiency. May guide or instruct lower level programmers; may supervise technicians and others who assist in specific assignments.

OR

Works on complex programs (as described in level IV) under close direction of higher level staff or supervisor. May assist higher level staff by independently performing moderately complex tasks assigned, and performing complex tasks under close supervision.

Computer Programmer IV

Applies expertise in programming procedures to complex programs; recommends the redesign of programs, investigates and analyzes feasibility and program requirements, and develops programming specifications. Assigned programs typically affect a broad multi-user computer system which meets the data processing needs of a broad area (e.g., manufacturing, logistics planning, finance management, human resources, or material management) or a computer system for a project in engineering, research, accounting, statistics, etc. Plans the full range of programming actions to produce several interrelated but different products from numerous and diverse data elements which are usually from different sources; solves difficult programming problems. Uses knowledge of pertinent system software, computer equipment, work processes, regulations, and management practices.

Performs such duties as: develops, modifies, and maintains complex programs; designs and implements the interrelations of files and records within programs which will effectively fit into the overall design of the project; working with problems or concepts, develops programs for the solution to major scientific computational problems requiring the analysis and development of logical or mathematical descriptions of functions to be programmed; and develops occasional special programs, e.g., a critical path analysis program to assist in managing a special project. Tests, documents, and writes operating instructions for all work. Confers with other EDP personnel to secure information, investigate and resolve problems, and coordinate work efforts.

In addition, performs such programming analysis as: investigating the feasibility of alternate program design approaches to determine the best balanced solution, e.g., one that will best satisfy immediate user needs, facilitate subsequent modification, and conserve resources; on typical maintenance projects and smaller scale, limited new projects, assisting user personnel in defining problems or needs and determining work organization, the necessary files and records, and their interrelation with the program; or on large or more complicated projects, participating as a team member along with other EDP personnel and users and having responsibility for a portion of the project.

Works independently under overall objectives and direction, apprising the supervisor about progress and unusual complications. Modifies and adapts precedent solutions and proven approaches. Guidelines include constraints imposed by the related programs with which the incumbent's programs must be meshed. Completed work is reviewed for timeliness, compatibility with other work, and effectiveness in meeting requirements. May function as team leader or supervise a few lower level programmers or technicians on assigned work.

Computer Programmer V

At level V, workers are typically either supervisors, team leaders, staff specialists, or consultants. Some programming analysis is included as a part of the programming assignment. Supervision and review are similar to level IV.

Typical duties and responsibilities include one or more of the following:

1. *In a supervisory capacity,* plans, develops, coordinates, and directs a large and important programming project (finance, manufacturing, sales/marketing, human resources, or other broad area) or a number of small programming projects with complex features. A substantial portion of the work supervised (usually 2 to 3 workers) is comparable to that described for level IV. Supervises, coordinates, and reviews the work of a small staff, normally not more than 15 programmers and technicians; estimates personnel needs and schedules, assigns and reviews work to meet completion date. These day-to-day supervisors evaluate performance, resolve complaints, and make recommendations on hiring and firing. They do not make final decisions on curtailing projects, reorganizing, or reallocating resources.

2. *As team leader, staff specialist, or consultant*, defines complex scientific problems (e.g., computational) or other highly complex programming problems (e.g., generating overall forecasts, projections, or other new data fields widely different from the source data or untried at the scale proposed) and directs the development of computer programs for their solution; or designs improvements in complex programs where existing precedents provide little guidance, such as an

interrelated group of mathematical/statistical programs which support health insurance, natural resources, marketing trends, or other research activities. In conjunction with users (scientists or specialists), defines major problems in the subject-matter area. Contacts co-workers and user personnel at various locations to plan and coordinate project and gather data; devises ways to obtain data not previously available; arbitrates differences between various program users when conflicting requirements arise. May perform simulation studies to determine effects of changes in computer equipment or system software or may assess the feasibility and soundness of proposed programming projects which are novel and complex. Typically develops programming techniques and procedures where few precedents exist. May be assisted on projects by other programmers or technicians.

COMPUTER SYSTEMS ANALYST

(1712: Computer systems analyst)

Analyzes business or scientific problems for resolution through electronic data processing. Gathers information from users, defines work problems, and, if feasible, designs a system of computer programs and procedures to resolve the problems. Develops complete specifications to enable computer programmers to prepare required programs: analyzes subject-matter operations to be automated; specifies number and types of records, files, and documents to be used and outputs to be produced; prepares work diagrams and data flow charts; coordinates tests of the system and participates in trial runs of new and revised systems; and recommends computer equipment changes to obtain more effective operations. May also write the computer programs.

Excluded are:

a. Trainees who receive detailed directives and work plans, select authorized procedures for use in specific situations, and seek assistance for deviations and problems;

b. Positions which require a bachelor's degree in a specific scientific field (other than computer science), such as an engineering, mathematics, physics, or chemistry degree; however, positions are potential matches where the required degree may be from any of several possible scientific fields;

c. Computer programmers who write computer programs and solve user problems not requiring systems modification;

d. Workers who primarily analyze and evaluate problems concerning *computer equipment* or its selection or utilization; and

e. Computer systems programmers or analysts who primarily write programs or analyze problems concerning the system software, e.g., operating systems, compilers, assemblers, system utility routines, etc., which provide basic services for the use of all programs and provide for the scheduling or the execution of programs; however, positions matching this definition may develop a "total package" which includes not only analyzing work problems to be processed but also selecting the computer equipment and system software required.

Positions are classified into levels on the basis of the following definitions.

Computer Systems Analyst I

At this level, *initial assignments* are designed to expand practical experience in applying systems analysis techniques and procedures. Provides *several phases* of the required systems analysis where the nature of the system is predetermined. Uses established fact finding approaches, knowledge of pertinent work processes and procedures, and familiarity with related computer programming practices, system software, and computer equipment.

Carries out fact finding and analysis as assigned, usually of a single activity or a routine problem; applies established procedures where the nature of the system, feasibility, computer equipment, and programming language have already been decided; may assist a higher level systems analyst by preparing the detailed specifications required by computer programmers from information developed by the higher level analyst; may research routine user problems and solve them by modifying the existing system when the solutions follow clear precedents. When cost and deadline estimates are required, results receive close review.

The supervisor defines objectives, priorities, and deadlines. Incumbents work independently; adapt guides to specific situations; resolve problems and deviations according to established practices; and obtain advice where precedents are unclear or not available. Completed work is reviewed for conformance to requirements, timeliness, and efficiency. May supervise technicians and others who assist in specific assignments.

Computer Systems Analyst II

Applies systems analysis and design skills in an area such as a recordkeeping or scientific operation. A system of several varied sequences or formats is usually developed, e.g., systems for maintaining depositor accounts in a bank, maintaining accounts receivable in a retail establishment, maintaining inventory accounts in a manufacturing or wholesale establishment, or processing a limited problem in a scientific project. Requires competence in most phases of system analysis and knowledge of pertinent system software and computer equipment and of the work processes, applicable regulations, work load, and practices of the assigned subject-matter area. Recognizes probable interactions of related computer systems and predicts impact of a change in assigned system.

Reviews proposals which consist of objectives, scope, and user expectations; gathers facts, analyzes data, and prepares a project synopsis which compares alternatives in terms of cost, time, availability of equipment and personnel, and recommends a course of action; and upon approval of synopsis, prepares specifications for development of computer programs. Determines and resolves data processing problems and coordinates the work with program, users, etc.; orients user personnel on new or changed procedures. May conduct special projects such as data element and code standardization throughout a broad system, working under specific objectives and bringing to the attention of the supervisor any unusual problems or controversies.

Works independently under overall project objectives and requirements; apprises supervisor about progress and unusual complications. Guidelines usually include existing systems and the constraints imposed by related systems with which the incumbent's work must be meshed. Adapts design approaches successfully used in precedent systems. Completed work is reviewed for timeliness, compatibility with other work, and effectiveness in meeting requirements. May provide functional direction to lower level assistants on assigned work.

OR

Works on a segment of a complex data processing scheme or broad system, as described for computer systems analyst level III. Works independently on routine assignments and receives instructions and guidance on complex assignments. Work is reviewed for accuracy of judgment, compliance with instructions, and to insure proper alignment with the overall system.

Computer Systems Analyst III

Applies systems analysis and design techniques to complex computer systems in a *broad* area such as manufacturing; finance management; engineering, accounting, or statistics; logistics planning; material management, etc. Usually, there are multiple users of the system; however, there may be complex one-user systems, e.g., for engineering or research projects. Requires competence in all phases of systems analysis techniques, concepts, and methods and knowledge of available system software, computer equipment, and the regulations, structure, techniques, and management practices of one or more subject-matter areas. Since *input data usually come from diverse sources*, is responsible for recognizing probable conflicts and integrating diverse data elements and sources. Produces innovative solutions for a variety of complex problems.

Maintains and modifies complex systems or develops new subsystems such as an integrated production scheduling, inventory control, cost analysis, or sales analysis record in which every item of each type is automatically processed through the full system of records. Guides users in formulating requirements; advises on alternatives and on the implications of new or revised data processing systems; analyzes resulting user project proposals, identifies omissions and errors in requirements, and conducts feasibility studies; recommends optimum approach and develops system design for approved projects. Interprets information and informally arbitrates between system users when conflicts exist. May serve as lead analyst in a design subgroup, directing and integrating the work of one or two lower level analysts, each responsible for several programs.

Supervision and nature of review are similar to level II; existing systems provide precedents for the operation of new subsystems.

Computer Systems Analyst IV

Applies expert systems analysis and design techniques to complex *system development* in a specialized design area and/or resolves unique or unyielding problems in existing complex systems by *applying new technology*. Work requires a broad knowledge of data sources and flow, interactions of existing complex systems in the organization, and the capabilities and limitations of the systems software and computer equipment. Objectives and overall requirements are defined in the organization's EDP policies and standards; the primary constraints typically are those imposed by the need for compatibility with existing systems or processes. Supervision and nature of review are similar to levels II and III.

Typical duties and responsibilities include one or more of the following:

1. As team or project leader, provides systems design *in a specialized and highly complex design area*, e.g., interrelated business statistics and/or projections, scientific systems, mathematical models, or similar unprecedented computer systems. *Establishes the framework of new computer systems* from feasibility studies to post-implementation evaluation. Devises new sources of data and develops new approaches and techniques for use by others. May serve as technical authority for a design area. At least one or two team members perform work at level III; one or two team members may also perform work as a level IV staff specialist or consultant as described below.

2. As staff specialist or consultant, with expertise in a specialty area (e.g., data security, telecommunications, systems analysis techniques, EDP standards development, etc.), plans and conducts analyses of unique or unyielding problems in a broad system. Identifies problems and specific issues in assigned area and prepares overall project recommendations from an EDP standpoint including feasible advancements in EDP technology; upon acceptance, determines a design strategy that anticipates directions of change; designs and monitors necessary testing and implementation plans. Performs work such as: studies broad areas of projected work processes which cut across the organization's established EDP systems; conducts continuing review of computer technological developments applicable to system design and prepares long range forecasts; develops EDP

standards where new and improved approaches are needed; or develops recommendations for a management information system where new concepts are required.

Computer Systems Analyst V

As *a top technical expert, develops broad unprecedented computer systems and/or conducts critical studies central to the success of large organizations having extensive technical or highly diversified computer requirements.* Considers such requirements as broad organization policy, and the diverse user needs of several organizational levels and locations. Works under general administrative direction.

Typical duties and responsibilities include one or more of the following:

1. As team or project leader, guides the development of broad unprecedented computer systems. The information requirements are complex and voluminous. Devises completely new ways to locate and develop data sources; establishes new factors and criteria for making subject-matter decisions. Coordinates fact finding, analysis, and design of the system and applies the most recent developments in data processing technology and computer equipment. Guidelines consist of state-of-the-art technology and general organizational policy. *At least one team member performs work at level IV.*

2. As staff specialist or consultant, is a recognized leader and authority in a large organization (as defined above). Performs at least two of the following: a) has overall responsibility for evaluating the significance of technological advancement and developing EDP standards where new and improved approaches are needed, e.g., programming techniques; b) conceives and plans exploratory investigations critical to the overall organization where useful precedents do not exist and new concepts are required, e.g., develops recommendations regarding a comprehensive management information system; or c) evaluates existing EDP organizational policy for effectiveness, devising and formulating changes in the organization's position on broad policy issues. May be assisted on individual projects by other analysts.

COMPUTER SYSTEMS ANALYST SUPERVISOR/MANAGER

(1712: Computer systems analyst)

Supervises three or more employees, two of whom perform systems analysis. Work requires substantial and recurring use of systems analysis skills in directing staff. May also supervise programmers and related clerical and technical support personnel.

Excluded are:

a. Positions also having significant responsibility for the management or supervision of functional areas (e.g., system software development, data entry, or computer operations) *not* related to the Computer Systems Analyst and Computer Programmer definitions;

b. Supervisory positions having base levels below Computer Systems Analyst II or Computer Programmer IV; and

c. Managers who supervise two or more subordinates performing at Computer Systems Analyst Supervisor/Manager level IV.

Classification by level

Supervisory jobs are matched at one of four levels according to two factors: a) base level of work supervised; and b) level of supervision. The table following the explanations of these factors indicates the level of the supervisor for each combination of factors.

Base level of work

The base level of work is the highest level of *nonsupervisory* work under the direct or indirect supervision of the supervisor/manager which (when added to the nonsupervisory levels above it) represents at least 25 percent of the total nonsupervisory, nonclerical staff and at least two of the full-time positions supervised.

To determine the base level of nonsupervisory, nonclerical work: 1) array the positions by level of difficulty; 2) determine the number of workers in each position; and 3) count down from the highest level (if necessary) until at least 25 percent of the total nonsupervisory, nonclerical staff are represented.

Level of supervision

Supervisors and managers should be matched at one of the three LS levels below which best describes their supervisory responsibility.

LS-1 Plans, coordinates, and evaluates the work of a small staff, normally not more than 15 programmers, systems analysts, and technicians; estimates personnel needs and schedules, assigns, and reviews work to meet completion date; interviews candidates for own unit and recommends hires, promotions, or reassignments; resolves complaints and refers group grievances and more serious unresolved complaints to higher level supervisors; may reprimand employees.

LS-2 Directs a sizable staff (normally 15-30 employees), typically divided into sub-units controlled by subordinate supervisors; advises higher level management on work problems of own unit and the impact on broader programs; collaborates with heads of other units to negotiate and/or coordinate work changes; makes decisions on work or training problems presented by

subordinate supervisors; evaluates subordinate supervisors and reviews their evaluations of other employees; selects nonsupervisors (higher level approval is virtually assured) and recommends supervisory selections; hears group grievances and serious or unresolved complaints. May shift resources among projects and perform long range budget planning.

Note: In *rare instances*, supervisory positions responsible for directing a sizable staff (e.g., 20-30 employees) may not have subordinate supervisors, but *have all other LS-2 responsibilities*. Such positions should be matched to LS-2.

LS-3 Directs two subordinate supervisory levels and the work force managed typically includes substantially more than 30 employees. Makes major decisions and recommendations (listed below) which have a direct, important, and substantial effect on own organization and work. Performs *at least three* of the following:

- decides what programs and projects should be initiated, dropped, expanded, or curtailed;
- determines long range plans in response to program changes, evaluates program goals, and redefines objectives;
- determines changes to be made in organizational structure, delegation of authority, coordination of units, etc.;
- decides what compromises to make in operations in view of public relations implications and need for support from various groups;
- decides on the means to substantially reduce operating costs without impairing overall operations; justifies major equipment expenditures; and
- resolves differences between key subordinate officials; decides, or significantly affects final decisions, on personnel actions for supervisors and other key officials.

CRITERIA FOR MATCHING COMPUTER SYSTEMS ANALYST SUPERVISORS/MANAGERS

Base level of nonsupervisory job(s)		Level of supervisor		
Matched in the Computer Programmer Definition	Matched in the Computer Systems Analyst Definition	LS-1	LS-2	LS-3
IV	II	I	II	III
V	III	II	III	IV
-	IV	III	IV	Exclude
-	V	IV	Exclude	Exclude

PERSONNEL SPECIALIST

(143: Personnel, training, and labor relations specialist)

Plans, administers, advises on, or performs professional work in *one or more* personnel specialties, such as:

Job Analysis/Evaluation: Analyzing, evaluating, and defining occupations or positions based on duties, responsibilities, and qualification requirements in order to establish or maintain a framework for equitable compensation.

Salary and Benefit Administration: Analyzing and evaluating compensation practices, participating in compensation surveys, and recommending pay and benefit adjustments.

Recruitment and Placement: Recruiting applicants through various sources (e.g., schools, colleges, employment agencies, newspapers, professional societies); evaluating applicants using qualification ratings, test scores, interviews, and reference checks; and recommending applicant placement.

Employee Development: Planning, evaluating, and administering employee training and development programs to achieve both organizational goals and personnel management objectives.

Employee Relations and Services: Providing guidance, advice, and assistance on such matters as employee services and benefits; management-employee communications; performance appraisals, grievances and appeals; equal employment opportunity; and employee conduct and discipline.

Equal Employment Opportunity: Planning, evaluating, and administering equal opportunity provisions.

Labor Relations: Advising and assisting management on a variety of labor relations matters, and negotiating and administering labor agreements on behalf of management.

In addition to the technical responsibilities described in levels I through VI, personnel specialists may also *manage personnel functions* and supervise subordinate staff. At levels I and II, the subordinate staff typically consists of clerks and paraprofessionals; level III may coordinate the work of lower level specialists; and levels IV and above may supervise subordinate specialists. Positions which are *primarily supervisory*, rather than technical, in nature (i.e., they are not readily matchable to the level-to-level distinctions in this definition) should be matched to the personnel supervisor/manager definition.

This broad, generic occupation includes specialists: (1) working in personnel *operations*; (2) reviewing and evaluating the quality of personnel programs; and (3) developing and revising personnel programs and procedures.
Excluded are:

a. Positions matched to the personnel supervisor/manager definition;

b. Directors of personnel, who service more than 250 employees and have significant responsibility for administering all three of the following functions: Job evaluation, employment and placement, and employee relations and services. In addition, workers in these excluded positions serve top management of their organization as *the* source of advice on personnel matters and problems;

c. Clerical and paraprofessional positions;

d. Labor relations specialists who negotiate with labor unions as the *principal* representative of their *overall* organization;

e. Specialists with matchable titles (e.g., labor relations specialist, equal opportunity specialist) which are *not* part of the establishment's personnel program;

f. Specialists in other occupations (e.g., nursing, organizational development, payroll, safety and health, security, and training), *even if* these positions are part of the establishment's personnel program;

g. Positions not requiring: (1) three years of administrative, technical, or substantive clerical experience; (2) a bachelor's degree in any field; or (3) any equivalent combination of experience and education yielding basic skills in problem analysis and communication; and

h. Positions employed by personnel supply service establishments (S.I.C. 736).

Classification by level

Establishment positions which meet the above criteria are matched at one of six levels. *Primary leveling concepts* are presented for each of the three options: (1) operations, (2) program evaluation, and (3) program development. These leveling *concepts take precedent over typical duties and responsibilities* in determining the level of a match. Job duties that are "moderately complex" in one establishment may be "procedural" in another establishment.

Personnel Specialist I (operations only)

As a trainee, receives classroom and/or on-the-job training in the principles, procedures, and regulations of the personnel program and in the programs, policies, and objectives of the employing organization. Assignments provide experience in applying of uncomplicated tasks under close supervision.

Personnel Specialist II

Operations. Performs *standard procedural duties* which require the use of personnel management principles and techniques to identify and analyze personnel problems. Provides limited advice to management, such as informing departmental supervisors of typical duty patterns which comprise an occupational level or of types of candidates available for a particular type of job. Receives specific instructions with each new assignment.

Program evaluation and development. Assists higher level specialists in preliminary phases of evaluation or development. Receives increasingly difficult assignments under close supervisory guidance and review.

Typical duties include: analyzing and evaluating nonexempt jobs using standard procedures; participating in recruitment or compensation surveys for nonexempt jobs; rating applicants using established guides; explaining established policies, procedures, or regulations to employees or management; and performing limited tasks to assist higher level specialists in employee development, employee relations, and labor relations programs.

Personnel Specialist III

Operations. Performs moderately complex assignments following established policies and guidelines. Work requires experience both in a personnel specialty and in the organization serviced. Advises management on the solution to personnel problems of limited scope for which there are precedents. Renders advice concerning own specialty, but discusses impact on other personnel areas. Works independently under specified objectives; closer supervision is provided for complex assignments, precedent-setting actions, and actions that impact either other functional areas or key working relationships.

Program evaluation and development. Assists higher level specialists or managers by studying less complex aspects of personnel programs (e.g., merit promotions, incentive awards), resolving problems of average difficulty, and reporting findings to be included in evaluation reports.

Typical duties include: analyzing, evaluating, and defining both exempt and nonexempt jobs in various occupational groups using established procedures; participating in surveys of broad compensation areas; recruiting and screening applicants for both exempt and nonexempt jobs, checking references and recommending placement; assisting in identifying training needs and arranging training, initiating personnel actions or awards, and interpreting established personnel policy, regulations, and precedents; or participating in preparing for and conducting labor negotiations.

Personnel Specialist IV

Operations. Applies to three different work situations. In situation (1), specialists use technical knowledge, skills, and judgment to solve complex technical problems. Advisory services to management are similar to those described at level III. Situation (2) combines typical level III operating skills with comprehensive management advisory services. Advisory services require high technical skills, along with broad personnel knowledge, to solve problems from a total personnel management perspective. In situations (1) and (2), specialists plan and complete work following established program goals and objectives. Their judgments and recommendations are relied on for management decisions.

Situation (3) applies to specialists who are *solely* responsible for performing moderately complex assignments (as described in level III) and for rendering *final decisions* on assigned personnel matters under general administrative supervision. Responsibilities include planning and scheduling work and coordinating and integrating program(s) with other personnel, management, and operational activities.

Program evaluation. Conducts on-site review of personnel actions in several organizational units; determines factual basis for personnel actions, evaluates actions for consistency with established guidelines, and reports significant findings.

Program development. Independently develops supplemental guidelines for existing procedures.

Typical duties include: analyzing, evaluating, and defining difficult exempt jobs, i.e., those in research and development, administration, law, and computer science; planning and conducting broad compensation surveys and recommending pay and benefit adjustments; developing training plans and procedures for an organizational segment; participating in complex employee-management relations issues such as controversies, poor morale, and high turnover; or developing plans and procedures for labor negotiations in a moderately complex organization.

Personnel Specialist V

Operations. Applies to two different work situations. In situation (1), specialists solve unusually complex and unprecedented problems which require creative solutions. In situation (2), specialists are assigned complex technical problems (as described in level IV - situation (1) combined with responsibility for providing comprehensive advice to management. Management advisory services are complicated by jobs and organizations that are complex, new, or dynamic, and by the abstract nature of the work processes. Supervision and guidance relate largely to program goals and time schedules. Specialists are authorized to make decisions for their organizations and consult with their supervisors concerning unusual problems and developments.

Program evaluation. Independently evaluates personnel programs to determine the degree to which they are achieving goals and objectives, ascertaining weaknesses in programs and guidelines, and making recommendations for improvements. Conclusions are reported to top management.

Program development. Applies expertise in modifying procedures and guidelines. Projects are usually narrow in scope, i.e., limited to an occupational field or to a specific program area. May have full technical responsibility for personnel projects, studies, policies, or programs that are less complex than described at level VI.

Typical duties include: Participating in the development of personnel policies and procedures; analyzing, evaluating, and defining unusually difficult jobs, e.g., those in emerging occupations which lack applicable guidelines, or in organizations so complex and dynamic that it is difficult to determine the extent of a position's responsibility; recruiting candidates for one-of-a-kind jobs; participating in employee-management relations where the underlying issues are difficult to identify; planning and administering a comprehensive employee development program; or performing labor relations assignments for a large conglomerate.

Personnel Specialist VI

Program evaluation. Applies to three different work situations. In situation (1), specialists evaluate the personnel management program of large, complex organizations. Such evaluations require broad understanding and sensitivity both to the interrelationships between different personnel programs and to complex organizational and management relationships. In situation (2), specialists provide advice to management in improving personnel programs in unusually complex organizations. Such expertise extends beyond knowledge of guidelines, precedents, and technical principles into areas of program management and administration. In situation (3), specialists serve as evaluation experts assigned to uniquely difficult and sensitive personnel problems, e.g., solutions are unusually controversial; specialists are required to persuade and motivate key officials to change major personnel policies or procedures; or problems include serious complaints where facts are vague.

Program development. Specialists have full technical responsibility for unusually complex personnel projects, studies, policies, or programs. The scope and impact of these assignments are broad and are of considerable importance to organizational management.

Supervision received is essentially administrative, with assignments given in terms of broad general objectives and limits.

PERSONNEL SUPERVISOR/MANAGER

(143: Personnel, training, and labor relations specialist)

Supervises three or more personnel specialists and/or clerks and paraprofessionals. Although the work is supervisory in nature, it requires substantial knowledge of personnel policies, procedures, and practices.

Excluded are:

a. Positions matched to the personnel specialist definition:

b. Directors of personnel, who service more than 250 employees and have significant responsibility for administering all three of the following functions: Job evaluation, employment and placement, and employee relations and services. In addition, workers in these excluded positions serve top management of their organization as *the* source of advice on personnel matters and problems;

c. Labor relations positions which are primarily responsible for negotiating with labor unions as the principal representative of their *overall* organization;

d. Supervisory positions having both a base level below personnel specialist III *and* requiring technical expertise *below* personnel specialist IV; and

e. Positions also having significant responsibility for functional areas beyond personnel (e.g., payroll, purchasing, or administration).

Classification by Level

Supervisory jobs are matched at one of five levels according to two factors: a) base level of work supervised, and b) level of supervision. The table following the explanations of these factors indicates the level of the supervisor for each combination of factors.

Base Level of Work

Conceptually, the base level of work is the highest level of *nonsupervisory* work under the direct or indirect supervision of the supervisor/manager which (when added to the nonsupervisory levels above it) represents at least 25 percent of the total nonsupervisory, nonclerical staff and at least *two* of the full-time positions supervised.

To determine the base level of nonsupervisory, nonclerical work: 1) array the positions by level of difficulty; 2) determine the number of workers in each position; and 3) count down from the highest level (if necessary) until at least 25 percent of the total nonsupervisory, nonclerical staff are represented.

Establishment supervisory positions matched in the personnel specialist series should be counted as "non-supervisory" in computing the base level for personnel supervisor/ manager matches.

Due to the unique nature of this particular occupation series, the mechanics of the base level concept are often not applicable in determining the appropriate job level of a personnel supervisor/manager. See Alternative Criteria For Matching Personnel Supervisors/Managers at the end of this definition for assistance in assuring correct job matches.

Level of Supervision

Supervisors and managers should be matched at one of the three LS levels below which best describes their supervisory responsibility.

LS-1 Plans, coordinates, and evaluates the work of a small staff, normally not more than 10 personnel specialists, paraprofessionals, and clerks; estimates staffing needs for personnel unit and schedules, assigns, and reviews work to meet completion date; interviews candidates for own unit and recommends hires, promotions, or reassignments; and resolves complaints, referring group grievances and more serious unresolved complaints to higher level supervisors; may reprimand employees.

LS-2 Directs a sizable staff (normally 10-20 employees), typically divided into sub-units controlled by subordinate supervisors; advises higher level management on work problems of own unit and the impact on broader programs; collaborates with heads of other units to negotiate and/or coordinate work changes; makes decisions on work or training problems presented by subordinate supervisors; evaluates subordinate supervisors and reviews their evaluations of their employees; selects nonsupervisors (higher level approval is virtually assured) and recommends supervisory selections; and hears group grievances and serious or unresolved complaints. May shift resources among projects and perform long range budget planning.

Note: In *rare instances*, supervisory positions responsible for directing a sizable staff (e.g., 10-20 professional employees) may not have subordinate supervisors, but *have all other LS-2 responsibilities*. Such positions should be matched to LS-2.

LS-3 Directs 2 subordinate supervisory levels and the work force managed typically includes substantially more than 20 employees. Makes major decisions and recommendations (listed below) which have a direct, important, and substantial effect on own organization and work. Performs *at least three* of the following:

- decides what programs and projects should be initiated, dropped, expanded, or curtailed;
- determines long range plans in response to program changes, evaluates program goals, and redefines objectives;
- determines changes to be made in organizational structure, delegation of authority, coordination of units, etc.;
- decides what compromises to make in program operations in view of public relations implications and need for support from various groups;
- decides on the means to substantially reduce program operating costs without impairing overall operations; justifies major equipment expenditures; and
- resolves differences between key subordinate officials; decides, or supervisors and other key subordinates.

Table B-2. Criteria for matching personnel supervisors/managers

Base level of nonsupervisory job(s) matched in the personnel specialist definition	Level of supervisor		
	LS-1	LS-2	LS-3
III	I	II	III
IV	II	III	IV
V	III	IV	V
VI	IV	V	Exclude

Table B-3. Level equivalents of personnel professional occupations

Personnel Specialist	Personnel Supervisor/Manager	Director of Personnel
I		
II		
III		
IV	I	I
V	II	II
VI	III	III
	IV	IV
	V	V

Alternative criteria for matching Personnel Supervisor/Managers

a. *Base level artificially low*. The leanness of subordinate staff often combines with the appropriate LS level to produce a level of supervisor/manager which is below the supervisor/manager's level of technical expertise, as measured by the personnel specialist definition. In these instances, raise the level of the supervisor/manager match to correlate to the equivalent level of personnel specialist (see chart above).

TAX COLLECTOR

(1139: Officials and administrators, public administration, not elsewhere classified)

Collects *delinquent* taxes, canvasses for unreported taxes due, secures delinquent tax returns, and counsels taxpayers on filing and paying obligations. Tax collection typically begins after office examination of tax returns and financial records and subsequent notices of tax liability fail to collect full payment. Obtains and analyzes financial information, selects appropriate administrative or judicial remedy, and liquidates tax liability through such measures as compromise, installment agreements, and seizure and sale of property or other assets. Establishes liability for and imposes various penalties under State or County revenue codes. Serves summonses, takes testimony under oath, and testifies in court.

Work typically requires at least three years experience in general business or financial practices or the equivalent in education and experience combined. Level I is primarily for training and development. Level II is the full working level for tax collectors who follow standard procedures and level III includes specialists, team leaders, and quasi-supervisors solving moderately complex tax collection problems.

Tax collection involves two overlapping functions - *returns investigation* and *collection of delinquent taxes*. Returns investigations involve analyzing financial records, examining taxpayer's situation or business operations, and counseling taxpayers on statutory requirements and preparation of delinquent returns. Tax collectors primarily performing returns investigation work are not typically found above level II.

Collection of delinquent taxes involves analyzing a taxpayer's financial worth and ability to pay. In resolving delinquency, tax collectors evaluate (or use appraisers to evaluate): market value of assets; equity shares of other creditors; liens and ownership rights; taxpayer earning capacity; and the potential of taxpayer businesses. If bankruptcy is imminent, tax collectors file notices of lien to give their agency priority over subsequent creditors. If necessary, collectors take action for seizure and make arrangements for selling property. However, before resorting to enforced collection procedures, they may recommend alternatives such as installment payments, appointing escrow agents, or accepting collateral or mortgage arrangements to protect their agency's equity.

Excluded are:

a. Tax collection supervisors. Incumbents in these full supervisory positions typically assign, coordinate, and review work; estimate personnel needs and schedules; evaluate performance; resolve complaints; and make recommendations for hiring and firing; and

b. Tax auditors responsible for determining taxpayer liability.

Tax Collector I

Receives formal training in: internal revenue laws, regulations, and procedures; collection enforcement techniques and laws of evidence and procedures; and business fundamentals. On-the-job training is provided and progressively broader assignments are given for development purposes. Most assignments are simple, although more difficult work such as that encountered at level II may be performed under close supervision and guidance. Individuals hired typically have 1-2 years experience in accounting, loan, collection, or related area or equivalent education in accounting, business law, or related field of study.

Tax Collector II

Follows standard procedures to collect delinquent tax accounts and secure delinquent returns. Receives specific assignments from supervisor and works out details independently. Explains to tax debtors sanctions which may be used in the event of nonpayment and procedures for appealing tax bills or assessments. Compiles prescribed records and reports. Refers problems to supervisor which cannot be resolved by applying standard procedures.

Tax Collector III

As a tax collection specialist, team leader, or quasi-supervisor, conducts moderately complex investigations to detect or verify suspected tax violations according to established rules, regulations, and tax ordinances. Selects methods of approach, resolves problems referred by lower level tax collectors, and applies all remedies available to collect delinquent taxes. Prepares comprehensive records and reports. Trains lower level tax collectors and assists them in uniformly enforcing tax laws. May also assign, review, and coordinate work of lower level tax collectors.

Technical

COMPUTER OPERATOR

(4612: Computer operator)

Monitors and operates the control console of either a mainframe digital computer or a group of minicomputers, in accordance with operating instructions, to process data. Work is characterized by the following:

- Studies operating instructions to determine equipment setup needed;
- Loads equipment with required items (tapes, cards, paper, etc.);
- Switches necessary auxiliary equipment into system;
- Starts and operates control console;
- Diagnoses and corrects equipment malfunctions;
- Reviews error messages and makes corrections during operation or refers problems;
- Maintains operating record.

May test run new or modified programs and *assist* in modifying systems or programs. Included within the scope of this definition are fully qualified computer operators, trainees working to become fully qualified operators, and lead operators providing *technical* assistance to lower level positions.

Excluded are:

a. Workers operating small computer systems where there is little or no opportunity for operator intervention in program processing and few requirements to correct equipment malfunctions;

b. Peripheral equipment operators and remote terminal or computer operators who do not run the *control console* of either a mainframe digital computer or a group of minicomputers;

c. Workers using the computer for scientific, technical, or mathematical work when a knowledge of the subject matter is required; and

d. Positions above level V; in addition to level V responsibilities, workers in these excluded positions use a knowledge of program language, computer features, and software systems to assist in (1) maintaining, modifying, and developing operating systems or programs; (2) developing operating instructions and techniques to cover problem situations; and (3) switching to emergency backup procedures.

Computer Operator I

Receives on-the-job training in operating the control console (sometimes augmented by classroom training). Works under close personal supervision and is provided detailed written or oral guidance before and during assignments. As instructed, resolves common operating problems. May serve as an assistant operator working under close supervision or performing a portion of a more senior operator's work.

Computer Operator II

Processes scheduled routines which present few difficult operating problems (e.g., infrequent or easily resolved error conditions). In response to computer output instructions or error conditions, applies standard operating or corrective procedure. Refers problems which do not respond to preplanned procedure. May serve as an assistant operator, working under general supervision.

Computer Operator III

Processes a range of scheduled routines. In addition to operating the system and resolving common error conditions, diagnoses and acts on machine stoppage and error conditions not fully covered by existing procedures and guidelines (e.g., resetting switches and other controls or making mechanical adjustments to maintain or restore equipment operations). In response to computer output instructions or error conditions, may deviate from standard procedures if standard procedures do not provide a solution. Refers problems which do not respond to corrective procedures.

Computer Operator IV

Adapts to a variety of nonstandard problems which require extensive operator intervention (e.g., frequent introduction of new programs, applications, or procedures). In response to computer output instructions or error conditions, chooses or devises a course of action from among several alternatives and alters or deviates from standard procedures if standard procedures do not provide a solution (e.g., reassigning equipment in order to work around faulty equipment or transfer channels); then refers problems. Typically, completed work is submitted to users without supervisory review.

Computer Operator V

Resolves a variety of difficult operating problems (e.g., making unusual equipment connections and rarely used equipment and channel configurations to direct processing through or around problems in equipment, circuits, or channels or reviewing test run requirements and developing unusual system configurations that will allow test programs to process without interfering with on-going job requirements). In response to computer output instructions and error conditions or to avoid loss of information or to conserve computer time, operator deviates from standard procedures. Such actions may materially alter the computer unit's production plans. May spend considerable time away from the control station providing technical assistance to lower level operators and assisting programmers, systems analysts, and subject matter specialists in resolving problems.

DRAFTER

(372: Drafting occupation)

Performs drafting work, manually or using a computer, requiring knowledge and skill in drafting methods, procedures, and techniques. Prepares drawings of structures, facilities, land profiles, water systems, mechanical and electrical equipment, pipelines, duct systems, and similar equipment, systems, and assemblies. Drawings are used to communicate engineering ideas, designs, and information. Uses recognized systems of symbols, legends, shadings, and lines having specific meanings in drawings.

Excluded are:

a. Designers using technical knowledge and judgment to conceive, plan, or modify designs;

b. Illustrators or graphic artists using artistic ability to prepare illustrations;

c. Office drafters preparing charts, diagrams, and room arrangements to depict statistical and administrative data;

d. Cartographers preparing maps and charts primarily using a technical knowledge of cartography;

e. Positions below level I; workers in these trainee positions either (1) trace or copy finished drawings under close supervision or (2) receive instruction in the elementary methods and techniques of drafting; and

f. Supervisors.

Positions are classified into levels based on the following definitions.

Drafter I

Prepares drawings of simple, easily visualized structures, systems, parts or equipment from sketches or marked-up prints. Selects appropriate templates or uses a compass and other equipment needed to complete assignments. Drawings fit familiar patterns and present few technical problems. Supervisor provides detailed instructions on new assignments, gives guidance when questions arise, and reviews completed work for accuracy. Typical assignments include:

From marked-up prints, revises the original drawings of a plumbing system by increasing pipe diameters.

From sketches, draws building floor plans, determining size, spacing, and arrangement of freehand lettering according to scale.

Draws simple land profiles from predetermined structural dimensions and reduced survey notes. Traces river basin maps and enters symbols to denote stream sampling locations, municipal and industrial waste discharges, and water supplies.

Drafter II

Prepares various drawings of such units as construction projects or parts and assemblies, including various views, sectional profiles, irregular or reverse curves, hidden lines, and small or intricate details. Work requires use of most of the conventional drafting techniques and a working knowledge of the terms and procedures of the occupation. Makes arithmetic computations using standard formulas. Familiar or recurring work is assigned in general terms. Unfamiliar assignments include information on methods, procedures, sources of information, and precedents to follow. Simple revisions to existing drawings may be assigned with a verbal explanation of the desired results. More complex revisions are produced from sketches or specifications which clearly depict the desired product. Typical assignments include:

From a layout and manual references, prepares several views of a simple gear system. Obtains dimensions and tolerances from manuals and by measuring the layout.

Draws base and elevation views, sections, and details of new bridges or other structures; revises complete sets of roadway drawings for highway construction projects; or prepares block maps, indicating water and sewage line locations.

Prepares and revises detail and design drawings for such projects as the construction and installation of electrical or electronic equipment, plant wiring, and the manufacture and assembly of printed circuit boards. Drawings typically include details of mountings, frames, guards, or other accessories; conduit layouts; or wiring diagrams indicating transformer sizes, conduit locations and mountings.

Drafter III

Prepares complete sets of complex drawings which include multiple views, detail drawings, and assembly drawings. Drawings include complex design features that require considerable drafting skill to visualize and portray. Assignments regularly require the use of mathematical formulas to draw land contours or to compute weights, center of gravity, load capacities, dimensions, quantities of material, etc. Works from sketches, models, and verbal information supplied by an engineer, architect, or designer to determine the most appropriate views, detail drawings, and supplementary information needed to complete assignments. Selects required information from precedents, manufacturers' catalogs, and technical guides. Independently resolves most of the problems encountered. Supervisor or design originator may suggest methods of approach or provide advice on unusually difficult problems. Typical assignments include:

From layouts or sketches, prepares complete sets of drawings of test equipment to be manufactured. Several cross-sectional and subassembly drawings are required. From information supplied by the design originator and from technical handbooks and manuals, describes dimensions, tolerances, fits, fabrication techniques, and standard parts to use in manufacturing the equipment.

From electronic schematics, information as to maximum size, and manuals giving dimensions of standard parts, determines the arrangement and prepares drawings of printed circuit boards.

From precedents, drafting standards, and established practices, prepares final construction drawings for floodgates, navigation locks, dams, bridges, culverts, levees, channel excavations, dikes, and berms; prepares boring

profiles, typical cross-sections, and land profiles; and delineates related topographical details as required.

Prepares final drawings for street paving and widening or for water and sewer lines having complex trunk lines; reduces field notes and calculates true grades. From engineering designs, lays out plan, profile and detail appurtenances required; notifies supervisor of conflicting details in design.

Note: *Excludes* drafters performing work of similar difficulty to that described at this level but who provide support for a variety of organizations which have widely differing functions or requirements.

Drafter IV

Works closely with design originators, preparing drawings of *unusual, complex, or original designs which require a high degree of precision*. Performs unusually difficult assignments requiring considerable initiative, resourcefulness, and drafting expertise. Assures that anticipated problems in manufacture, assembly, installation, and operation are resolved by the drawings produced. Exercises independent judgment in selecting and interpreting data based on a knowledge of the design intent. Although working primarily as a drafter, may occasionally interpret general designs prepared by others to complete minor details. May provide advice and guidance to lower level drafters or serve as coordinator and planner for large and complex drafting projects.

ENGINEERING TECHNICIAN

(371: Engineering technologist and technicians)

To be covered by these definitions, employees must meet *all* of the following criteria:

1. Provides semiprofessional technical support for engineers working in such areas as research, design, development, testing, or manufacturing process improvement.

2. Work pertains to electrical, electronic, or mechanical components or equipment.

3. Required to have some practical knowledge of science or engineering; some positions may also require a practical knowledge of mathematics or computer science.

Included are workers who prepare design drawings and assist with the design, evaluation, and/or modification of machinery and equipment.

Excluded are:

a. Production and maintenance workers, including workers engaged in calibrating, repairing, or maintaining electronic equipment (see Maintenance Electronics Technician);

b. Model makers and other craft workers;

c. Quality control technicians and testers;

d. Chemical and other non-engineering laboratory technicians;

e. Civil engineering technicians and drafters;

f. Positions (below level I) which are limited to simple tasks such as: Measuring items or regular shapes with a caliper and computing cross-sectional areas; identifying, weighing, and marking easy-to identify items; or recording simple instrument readings at specified intervals; and

g. Engineers required to apply a professional knowledge of engineering theory and principles.

Engineering Technician I

Performs simple routine tasks under close supervision or from detailed procedures. Work is checked in progress or on completion. Performs one or a combination of such typical duties as:

Assembles or installs equipment or parts requiring simple wiring, soldering, or connecting.

Performs simple or routine tasks or tests such as tensile or hardness tests; operates and adjusts simple test equipment; records test data.

Gathers and maintains specified records of engineering data such as tests, drawings, etc.; performs computations by substituting numbers in specified formulas; plots data and draws simple curves and graphs.

Engineering Technician II

Performs standardized or prescribed assignments involving a sequence of related operations. Follows standard work methods on recurring assignments but receives explicit instructions on unfamiliar assignments. May become familiar with the operation and design of equipment and with maintenance procedures and standards. Technical adequacy of routine work is reviewed on completion; nonroutine work may also be reviewed in progress. Performs at this level one or a combination of such typical duties as:

Following specific instructions, assembles or constructs simple or standard equipment or parts; may service or repair simple instruments or equipment;

Conducts a variety of tests using established methods. Prepares test specimens, adjusts and operates equipment, and records test data, pointing out deviations resulting from equipment malfunction or observational errors.

Extracts engineering data from various prescribed but nonstandardized sources; processes the data following well-defined methods including elementary algebra and geometry; presents the data in prescribed form.

Engineering Technician III

Performs assignments that are not completely standardized or prescribed. Selects or adapts standard procedures or equipment, using precedents that are not fully applicable. Receives initial instruction, equipment requirements, and advice from supervisor or engineer as needed; performs recurring work independently; work is reviewed for technical adequacy or conformity with instructions. Performs at this level one or a combination of such typical duties as:

Constructs components, subunits, or simple models and adapts standard equipment. May troubleshoot and correct malfunctions requiring simple solutions.

Follows specific layout and scientific diagrams to construct and package simple devices and subunits of equipment.

Conducts various tests or experiments which may require minor modifications in test setups or procedures as well as subjective judgments in measurement; selects, sets up, and operates standard test equipment and records test data.

Extracts and compiles a variety of engineering data from field notes, manuals, lab reports, etc.; processes data, identifying errors or inconsistencies; selects methods of data presentation.

Assists in design modification by compiling data related to designs, specifications, and materials which are pertinent to specific items of equipment or component parts. Develops information concerning previous operational failures and modifications. Uses judgment and initiative to recognize inconsistencies or gaps in data and seek sources to clarify information.

Engineering Technician IV

Performs nonroutine assignments of substantial variety and complexity, using operational precedents which are not fully applicable. Such assignments, which are typically parts of broader assignments, are screened to eliminate unusual design problems. May also plan such assignments. Receives technical advice from supervisor or engineer; work is reviewed for technical adequacy (or conformity with instructions). May be assisted by lower level technicians and have frequent contact with professionals and others within the establishment. Performs at this level one or a combination of such typical duties as:

Develops or reviews designs by extracting and analyzing a variety of engineering data. Applies conventional engineering practices to develop, prepare, or recommend schematics, designs, specifications, electrical drawings, and parts lists. Examples of designs include: detailed circuit diagrams; hardware fittings or test equipment involving a variety of mechanisms; conventional piping systems; and building site layouts.

Conducts tests or experiments requiring selection and adaptation or modification of a wide variety of critical test equipment and test procedures; sets up and operates equipment; records data, measures and records problems of significant complexity that sometimes require resolution at a higher level; and analyzes data and prepares test reports.

Applies methods outlined by others to limited segments of research and development projects; constructs experimental or prototype models to meet engineering requirements; conducts tests or experiments and redesigns as necessary; and records and evaluates data and reports findings.

Engineering Technician V

Performs nonroutine and complex assignments involving responsibility for planning and conducting a complete project of relatively limited scope or a portion of a larger and more diverse project. Selects and adapts plans, techniques, designs, or layouts. Contacts personnel in related activities to resolve problems and coordinate the work; reviews, analyzes, and integrates the technical work of others. Supervisor or professional engineer outlines objectives, requirements, and design approaches; completed work is reviewed for technical adequacy and satisfaction of requirements. May train and be assisted by lower level technicians. Performs at this level one or a combination of such typical duties as:

Designs, develops, and constructs major units, devices, or equipment; conducts tests or experiments; analyzes results and redesigns or modifies equipment to improve performance; and reports results.

From general guidelines and specifications (e.g., size or weight requirements), develops designs for equipment without critical performance requirements which are difficult to satisfy such as engine parts, research instruments, or special purpose circuitry. Analyzes technical data to determine applicability to design problems; selects from several possible design layouts; calculates design data; and prepares layouts, detailed specifications, parts lists, estimates, procedures, etc. May check and analyze drawings or equipment to determine adequacy of drawings and design.

Plans or assists in planning tests to evaluate equipment performance. Determines test requirements, equipment modification, and test procedures; conducts tests using all types of instruments, analyzes and evaluates test results, and prepares reports on findings and recommendations.

Engineering Technician VI

Independently plans and accomplishes complete projects or studies of broad scope and complexity. Or serves as an expert in a narrow aspect of a particular field of engineering, e.g., environmental factors affecting electronic engineering. Complexity of assignments typically requires considerable creativity and judgment to devise approaches to accomplish work, resolve design and operational problems, and make decisions in situations where standard engineering methods, procedures, and techniques may not be applicable. Supervisor or professional engineer provides advice on unusual or controversial problems or policy matters; completed work is reviewed for compliance with overall project objectives. May supervise or train and be assisted by lower level technicians. Performs, at this level, one or a combination of such typical duties as:

Prepares designs and specifications for various complex equipment or systems (e.g., a heating system in an office building, or new electronic components such as solid state devices for instrumentation equipment). Plans approach to solve design problems; conceives and recommends new design techniques; resolves design problems with contract personnel, and assures compatibility of design with other parts of the system.

Designs and coordinates test set ups and experiments to prove or disprove the feasibility of preliminary design; uses untried and untested measurement techniques; and improves the performance of the equipment. May advise equipment users on redesign to solve unique operational deficiencies.

Plans approach and conducts various experiments to develop equipment or systems characterized by (a) difficult performance requirements because of conflicting attributes such as versatility, size, and ease of operation; or (b) unusual combination of techniques or components. Arranges for fabrication of pilot models and determines test procedures and design of special test equipment.

ENGINEERING TECHNICIAN, CIVIL OR SURVEY TECHNICIAN/CONSTRUCTION INSPECTOR

(1472: Construction inspector)
(3733: Surveying technician)

Provides semiprofessional support to engineers or related professionals engaged in the planning, design, management, or supervision of the construction (or alteration) of such structures as buildings, streets and highways, airports, sanitary systems, or flood control systems. Applies knowledge of the methods, equipment, and techniques of several of the following support functions:

Data compilation and analysis/design and specification - gathering, tabulating and/or analyzing hydrologic and meteorological information, quantities of materials required, traffic patterns, or other engineering data; preparing detailed site layouts and specifications; and reviewing and analyzing design drawings for feasibility, performance, safety, durability, and design content.

Testing - measuring the physical characteristics of soil, rock, concrete or other construction materials to determine methods and quantities required or to comply with safety and quality standards;

Surveying - measuring or determining distances, elevations, areas, angles, land boundaries or other features of the earth's surface; or

Construction inspection and monitoring - performing on-site inspection of construction projects to determine conformance with contract specifications and building codes. Levels V and VI include positions responsible for monitoring and controlling construction projects.

Excluded are building, electrical, and mechanical inspectors; construction, maintenance, and craft workers; chemical or other physical science technicians; engineers required to apply professional rather than technical knowledge of engineering to their work; and technicians not primarily concerned with civil or construction engineering.

Also *excluded* are technicians below level I whose work is limited to very simple and routine tasks, such as identifying, weighing and marking easy-to-identify items or recording simple instrument readings at specified intervals.

Positions are classified into levels on the basis of the following definitions.

Engineering Technician, Civil or Survey Technician/Construction Inspector I

Performs simple, routine tasks under close supervision or from detailed procedures. Work is checked in progress and on completion. Performs a variety of such typical duties as:

Data compilation - compiles engineering data from tests, drawings, specifications or field notes; performs arithmetic computations by substituting values in specified formulas; plots data and draws simple curves and graphs.

Testing - conducts simple or repetitive tests on soils, concrete and aggregates; e.g. sieve analysis, slump tests and moisture content determination.

Surveying - performs routine and established functions such as holding range poles or rods where special procedures are required or directing the placement of surveyor's chain or tape and selecting measurement points.

Construction inspection - makes simple measurements and observations; may make preliminary recommendations concerning the acceptance of materials or workmanship in clear-cut situations.

Engineering Technician, Civil or Survey Technician/Construction Inspector II

Performs standard or prescribed assignments involving a sequence of related operations. Follows standard work methods and receives detailed instructions on unfamiliar assignments. Technical adequacy of routine work is assessed upon completion; nonroutine work is reviewed in progress. Performs a variety of such typical duties as:

Data compilation and analysis - compiles and examines a variety of data required by engineers for project planning (e.g., hydrologic and sedimentation data; earthwork quantities), applying simple algebraic or geometric formulas.

Testing - conducts a variety of standard tests on soils, concrete and aggregates, e.g., determines the liquid and plastic limits of soils or the flexural and compressive strength, air content and elasticity of concrete. Examines test results and explains unusual findings.

Surveying - applies specialized knowledge, skills or judgment to a varied and complex sequence of standard operations, e.g., surveys small land areas using rod, tape and hand level to estimate volume to be excavated; or records data requiring numerous calculations.

Construction inspection - Applies a variety of techniques in inspecting less complex projects, e.g., the quality, quantity, and placement of gravel for road construction; excavations; and concrete footings for structures. Determines compliance with plans and specifications. May assist in inspecting more complex projects.

Engineering Technician, Civil or Survey Technician/Construction Inspector III

Performs assignments which include nonstandard applications, analyses or tests; or the use of complex instruments. Selects or adapts standard procedures using fully applicable precedents. Receives initial instructions, requirements and advice as needed; performs recurring work independently. Work is reviewed for technical adequacy and conformance with instructions. Performs a variety of such typical duties as:

Data compilation and analysis - applies knowledge and judgment in selecting sources, evaluating data and adapting methods, e.g., computes, from file notes, quantities of materials required for roads which include retaining walls and culverts; plots profiles, cross sections and drainage areas for a small earthwork dam.

Design and specification - assists in preparing plans and layouts for modifying specific structures, systems, or components by compiling pertinent design, specifications, and survey data. From detailed notes and instructions, prepares simple sketches or drawings for excavation, embankment, or structures to assist survey team in staking out work and in computing quantities.

Testing - conducts tests for which established procedures and equipment require either adaptation or the construction of auxiliary devices. Uses judgment to interpret precise test results.

Surveying - uses a variety of complex instruments to measure angles and elevations, applying judgment and skill in selecting and describing field information. Assignments include: recording complete and detailed descriptive data and providing sketches of relief, drainage and culture; or running short traverse lines from specified points along unobstructed routes.

Construction inspection - independently inspects standard procedures, items or operations of limited difficulty, e.g., slope, embankment, grading, moisture content, earthwork compaction, concrete forms, reinforcing rods or simple batching and placement of concrete on road construction.

Engineering Technician, Civil or Survey Technician/Construction Inspector IV

Plans and performs nonroutine assignments of substantial variety and complexity. Selects appropriate guidelines to resolve problems which are not fully covered by precedents. Performs recurring work independently, receiving technical advice as needed. Performs a variety of such typical duties as:

Design and specification - prepares site layouts for projects from such information as design criteria, soil conditions, existing buildings, topography and survey data; sketches plans for grading sites; and makes preliminary cost estimates from established unit prices. OR Reviews and develops plans, specifications, and cost estimates for standard modifications to the interior system (e.g. electrical) of a small, conventional building.

Testing - conducts tests which require the selection and substantial modification of equipment and procedures. Recognizes and interprets subtle, i.e., fluctuating, test reactions.

Surveying - makes exacting measurements under difficult conditions e.g., leads detached observing unit on surveys involving unusually heavy urban, rail or highway traffic; serves as party chief on conventional construction, property, topographical, hydrographic or geodetic surveys. Excluded are party chiefs responsible for unusually difficult or complex surveys.

Construction inspection - performs inspections for a variety of complete projects of limited size and complexity or a phase of a larger project, e.g., conventional one or two story concrete and steel buildings; park and forest road construction limited to clearing, grading and drainage. Interprets plans and specifications, resolves differences between plans and specifications, and approves minor deviations in methods which conform to established precedents.

Engineering Technician, Civil or Survey Technician/Construction Inspector V

Performs nonroutine and complex assignments involving responsibility for planning and conducting a complete project of limited scope or a portion of a larger, more complex project. Selects and adapts techniques, designs, or layouts. Reviews, analyzes and interprets the technical work of others. Completed work is reviewed for technical adequacy. Recommendations for major changes or costly alterations to basic designs are approved by supervisor. Performs a variety of such typical duties as:

Design and specification - prepares plans and specifications for major projects such as roads and airport runways, bridge spans, highway structures, or electrical distribution systems. Applies established engineering practice; calculates dimensions, elevations, and quantities; and selects and adapts precedents to meet specific requirements. Applies applicable standards and guidelines in resolving design problems; refers difficult or novel requirements to supervisor.

Construction inspection - Inspects projects of unusual difficulty and complexity, e.g., large multi-story hospitals or laboratories which include sophisticated electrical and mechanical equipment; airport runways for jet aircraft with exacting requirements. Independently interprets plans and specifications to resolve complex construction problems.

Construction monitoring - Monitors progress of specialized phases of construction projects. For example, develops or revises specifications for clearing land for excavation; and building access roads, utilities, construction offices, testing facilities, and maintenance and storage facilities. OR Investigates prospective contractor's capabilities, operating methods, and equipment; or reviews contractor's cost estimates and operating reports for use in computing periodic payments.

Engineering Technician, Civil or Survey Technician/Construction Inspector VI

Independently plans and accomplishes complete conventional projects or serves as an expert in a narrow aspect of a civil engineering field. Applies creativity and judgment to plan projects, resolve design problems, and adapt equipment, procedures, or techniques. Recommendations, plans, designs, and reports are reviewed for general adequacy and soundness of engineering judgment. Supervisor provides advice on unusual or controversial problems or policy matters. May direct or train lower level technicians.

Design and specification - Develops cost estimates for competitive bidding for a variety of multiple-use construction projects. Determines the construction processes involved, along with coordination and scheduling requirements. Compares types and capacities of construction equipment and calculates detailed cost estimates. OR Prepares designs and specifications for various utility systems of complex facilities; resolves design problems by adapting precedents or developing new design features.

Construction inspection and monitoring - Inspects and monitors progress of multi-use construction projects typically requiring more than a year for completion. Uses a knowledge of construction systems, practices, and processes to determine if projects are progressing according to contract requirements and organizational policies.

LICENSED PRACTICAL NURSE (LPN)

(366: Licensed practical nurse)

LPN's are licensed to provide practical or vocational nursing care to patients in hospitals, nursing homes, clinics, health units, homes, and community health

organizations. They typically work under the supervision of a registered nurse or physician, and may supervise unlicensed nursing assistants.

LPN I

Provides standard nursing care requiring some latitude for independent judgment and initiative to perform recurring duties. Supervisor provides additional instructions for unusual or difficult tasks. Deviations from specific guidelines must be authorized by the supervisor. Typical assignments include:

Hospitals/nursing homes. As part of a nursing team, assists patients in attending to their personal hygiene; measures and labels routine specimens; records vital signs; provides routine treatments such as compresses, enemas, sterile dressings, and sitz baths; prepares and administers commonly prescribed medications; observes and reports on patient conditions; and teaches patient self care, repeating instructions previously provided by professional staff.

Mental health/resident care. As part of a nursing team, makes rounds of assigned area to count patients; observes patients for changes in behavior and checks for cleanliness; encourages patients to participate in recreational activities; maintains standard records of patients and medications; and administers first aid.

Clinics/community health organizations. Performs routine nursing procedures such as taking and recording height, weight, measurements, and vital signs. Performs vision, hearing, urine, and tuberculin skin tests; records test results. Administers medications ad immunizations under supervision of an RN; observes, records, and reports signs of illness or changes in patient condition; and assists physician with physical examination. May provide routine nursing care to the sick at home, reinforcing physician's instructions, checking medication and eating and sleeping habits, and inquiring about additional problems.

LPN II

Provides nursing care requiring an understanding of diseases and illnesses sufficient to enhance communication with physicians, registered nurses, and patients. Follows general instructions in addition to established policies, practices, and procedures. Uses judgment to vary sequence of procedures based on patient's condition and previous instructions. Supervisory approval for requested deviations is given routinely. Guidance is provided for unusual occurrences.

Hospital/nursing homes. As a responsible member of a nursing team, cares for patients in various stages of dependency (e.g., raging from those receiving general medical care to a selected few who are critically ill). Provides appropriate verbal and written information for patient care plans. In addition to the tasks described at level I, assignments may include more complex duties such as: catheterizing, irrigating, or suctioning patients; observing and reporting intravenous fluids; and assisting in resuscitation procedures.

Mental health/resident care. Provides input into nursing team conferences by interpreting patient nursing care needs and responses to therapy. In addition to the tasks described at level I, serves as a role model by performing and teaching self care; participates in therapy sessions by promoting self care and self worth; and records progress treatment plans.

Clinics/community health organizations. In addition to the duties described at level I, uses experience and judgment to perform more complex procedures such as: screening patients for health problems such as hypertension and diabetes, using judgment in deciding to refer patients to RN or physician; providing patient's treatment plan; coordinating selected clinic operations; giving irrigations and catheterizations, suctioning tracheotomies, and conducting electrocardiograms; or recertifying applicants for supplemental food programs when test results indicate nutritional deficiencies.

Employer health units. Uses judgment to perform moderately complex procedures such as: treating employees for minor illnesses and work related injuries, and referring difficult cases to RN or physician; observing reactions to drugs and treatments and reporting irregularities; assisting physicians with examinations and treatments; and maintaining records of occupational illnesses and injuries as required by Federal and State regulations.

LPN III

This level applies to two different work situations. In situation 1), LPN's provide nursing care for patients in various stages of dependency, setting priorities and deadlines for patient care, and modifying nursing care as necessary prior to notifying the supervisor. In situation 2), LPN's are assigned to a selected group of critically ill patients, e.g., in hospital intensive care or coronary care units. These assignments require LPN's to immediately recognize and respond to serious situations, sometimes prior to notifying and RN. However, their overall independence and authority is more limited than that described in situation 1 and supervisory approval is required for proposed deviations from established guidelines.

Hospitals. Under direct supervision of an RN, provides nursing care to critically ill patients in such areas as intensive care or coronary care. Duties, while similar to the more complex responsibilities described at level II, are performed under stressful conditions requiring special techniques and procedures in reacting to life-threatening situations and in providing basic patient care. Evaluates appropriateness of planned treatment, given the patient's condition, and proposes modifications to RN.

Mental health/resident care/nursing homes. Duties are similar to those described at level II. However, these LPN's are authorized to adapt, if necessary nursing care methods and procedures to meet changing patients needs.

Exclude LPN's above level III. Such positions not only provides difficult nursing care to a selected group of critically ill patients, but also set priorities and deadlines for patient care, and modify nursing care prior to notifying the supervisor.

NURSING ASSISTANT

(523: Nursing aide, orderly, and attendant)

Provides personal and nursing care to patients in hospitals, nursing homes, resident care facilities, clinics, private homes, and community health organizations. Duties include maintaining patient hygiene and supporting doctors and nurses in diagnostic procedures, technical treatments, patient charting and patient teaching. Work does not require a State license. Supervisory positions are excluded.

Nursing Assistant I

Performs simple personal care and housekeeping tasks requiring no previous training. Typical tasks include: bathing, dressing, feeding, lifting, escorting, and, transporting patients; collecting laundry carts and food trays; taking and recording temperatures; and changing bed linen and cleaning patient's room. Follows detailed and specific instructions.

Nursing Assistant II

In addition to providing personal care, performs common nursing procedures such as observing and reporting on patient conditions; taking and recording vital signs; collecting and labeling specimens; sterilizing equipment; listening to and encouraging patients; giving sitz baths and enemas; applying and changing compresses and non-sterile dressings; checking and replenishing supplies; securing admission data from patients; an assisting in controlling aggressive or disruptive behavior. Follows specific instructions; matters not covered are verified with the supervisor.

Note: Positions receiving additional pay for performing the above duties and responsibilities in *forensic* units of metal health institutions should be matched at level III. Workers in such positions must regularly use skill in influencing and communications with patients who display abusive or resistant behavior.

Nursing Assistant III

Performs a variety of common nursing procedures as described at level II. Work requires prior experience or training to perform these procedures with some latitude for exercising independent initiative *or* limited judgment. May also: perform several procedures sequentially; chart patient care; administer prescribed medication and simple treatments; teach patient self care; and lead lower level nursing assistants.

Note: Positions receiving additional pay for performing the above duties and responsibilities in *forensic* units of metal health institutions should be matched at level IV. (See Note for level II.)

Nursing Assistant IV

Applies advanced patient or resident care principles, procedures and techniques which require considerable training and experience. In addition to the work described at level III, typical duties include: assisting professional staff in planning and evaluating patient or resident care; recognizing subtle changes in patient's condition and behavior and varying nursing care accordingly; catheterizing, irrigating, and suctioning patients; monitoring IV fluids and alerting registered nurse when system needs attention; and performing minor operative and diagnostic procedures in a clinic. Supervisor describes limitations or priorities of work.

Excluded are nursing assistant above level IV. Workers in these excluded positions typically participate (rather than assist) in planning and modifying patient or resident care; function as co-therapists in mental health therapy sessions; or coordinate treatment activities with patients, families, an faculty staff. *Also excluded* are positions receiving additional pay for performing level IV duties and responsibilities in *forensic* units of mental health institutions. (See Note for level II.)

Protective Service

CORRECTIONS OFFICER

(5133: Correctional institution officer)

Maintains order among inmates in a State prison or local jail. Performs routine duties in accordance with established policies, regulations, and procedures to guard and supervise inmates in cells, at meals, during recreation, and on work assignments. May, if necessary, employ weapons or force to maintain discipline and order. Typical duties include: Taking periodic inmate counts; searching inmates and cells for contraband articles; inspecting locks, window bars, grills, doors, and grates for tampering; aiding in prevention of escapes and taking part in searches for escaped inmates; and escorting inmates to and from different areas for questioning, medical treatment, work, and meals. May act as outside or wall guard, usually on rotation.

Excluded are:

a. Workers receiving on-the-job training in basic correctional officer activities; and

b. Positions responsible for providing counseling or rehabilitation services to inmates.

FIREFIGHTER

(5123: Firefighting occupation)

As a full-time paid member of the fire department, combats, extinguishes, and prevents fires and performs rescue operations in structural and airfield environments. Performs maintenance on own equipment and quarters. Wears protective clothing and breathing devices; drives fire and crash equipment; and operates a variety of firefighting equipment such as hoses, extinguishers, ladders and axes. May hold national certification as an Emergency Medical Technician.

Excluded are:

a. Fire academy cadets;

b. Positions receiving *additional compensation* for driving and operating structural pumpers and crash vehicles; and

c. Work leaders and supervisors.

POLICE OFFICER

(5132: Police and detective, public service)

Enforces laws established for the protection of persons and property, by detaining, arresting, interrogating, and incarcerating suspected violators, and appearing as a witness at trials. Work is performed in uniform or civilian clothes and officers are typically armed.

Excluded are:

a. Supervisory positions;

b. Criminal investigators;

c. Police detectives and specialists performing duties above those described for Police Officer II;

d. Positions requiring the operation of an aircraft: and

e. Police academy cadets and positions receiving on-the-job training and experience in basic police activities.

Police Officer I

Carries out general and specific assignments from superior officers in accordance with established rules and procedures. Maintains order, enforces laws and ordinances, and protects life and property in an assigned patrol district or beat by performing a combination of such duties as: patrolling a specific area on foot or in a vehicle; directing traffic; issuing traffic summonses; investigating accidents; apprehending and arresting suspects; processing prisoners; and protecting scenes of major crimes. May participate with detectives or investigators in conducting surveillance operations.

Police Officer II

In addition to the basic police duties described at level I, receives additional compensation to specialize in one or more activities, such as: canine patrol; special reaction teams (e.g., special weapons assault team, special operations reaction team); juvenile cases; hostage negotiations; and participating in investigations (e.g., stakeout, surveillance) or other enforcement activities requiring specialized training and skills.

Clerical

CLERK, ACCOUNTING

(4712: Bookkeeper and accounting and auditing clerk)

Performs one or more accounting tasks, such as posting to registers and ledgers; balancing and reconciling accounts; verifying the internal consistency, completeness, and mathematical accuracy of accounting documents; assigning prescribed accounting distribution codes; examining and verifying the clerical accuracy of various types of reports, lists, calculations, postings, etc.; preparing journal vouchers; or making entries or adjustments to accounts.

Levels I and II require a basic knowledge of routine clerical methods and office practices and procedures as they relate to the clerical processing and recording of transactions and accounting information. Levels III and IV require a knowledge and understanding of the established and standardized bookkeeping and accounting procedures and techniques used in an accounting system, or a segment of an accounting system, where there are few variations in the types of transactions handled. In addition, some jobs at each level may require a basic knowledge and understanding of the terminology, codes, and processes used in an automated accounting system.

Clerk, Accounting I

Performs very simple and routine accounting clerical operations, for example, recognizing and comparing easily identified numbers and codes on similar and repetitive accounting documents, verifying mathematical accuracy, and identifying discrepancies and bringing them to the supervisor's attention. Supervisor gives clear and detailed instructions for specific assignments. Employee refers to supervisor all matters not covered by instructions. Work is closely controlled and reviewed in detail for accuracy, adequacy, and adherence to instructions.

Clerk, Accounting II

Performs one or more routine accounting clerical operations, such as: examining, verifying, and correcting accounting transactions to ensure completeness and accuracy of data and proper identification of accounts, and checking that expenditures will not exceed obligations in specified accounts; totaling, balancing, and reconciling collection vouchers; posting data to transaction sheets where employee identifies proper accounts and items to be posted; and coding documents in accordance with a chart (listing) of accounts. Employee follows specific and detailed accounting procedures. Completed work is reviewed for accuracy and compliance with procedures.

Clerk, Accounting III

Uses a knowledge of double entry bookkeeping in performing one or more of the following: posts actions to journals, identifying subsidiary accounts affected and debit and credit entries to be made and assigning proper codes; reviews computer printouts against manually maintained journals, detecting and correcting erroneous postings, and preparing documents to adjust accounting classifications and other data; or reviews lists of transactions rejected by an automated system, determining reasons for rejections, and preparing necessary correcting material. On routine assignments, employee selects and applies established procedures and techniques. Detailed instructions are provided for difficult or unusual assignments. Completed work and methods used are reviewed for technical accuracy.

Clerk, Accounting IV

Maintains journals or subsidiary ledgers of an accounting system and balances and reconciles accounts. Typical duties include one or both of the following: reviews invoices and statements (verifying information, ensuring sufficient funds have been obligated, and if questionable, resolving with the submitting unit, determining accounts involved, coding transactions, and processing material through data processing for application in the accounting system); and/or analyzes and reconciles computer printouts with operating unit reports (contacting units and researching causes of discrepancies, and taking action to ensure that accounts balance). Employee resolves problems in recurring assignments in accordance with previous training and experience. Supervisor provides suggestions for handling unusual or nonrecurring transactions. Conformance with requirements and technical soundness of completed work are reviewed by the supervisor or are controlled by mechanisms built into the accounting system.

Note: *Excluded* from level IV are positions responsible for maintaining either a general ledger or a general ledger in combination with subsidiary accounts.

CLERK, GENERAL

(463: General office occupation)

Performs a *combination of clerical tasks* to support office, business, or administrative operations, such as: maintaining records; receiving, preparing, or verifying documents; searching for and compiling information and data; responding to routine requests with standard answers (by phone, in person, or by correspondence). The work requires a basic knowledge of proper office procedures. Workers at levels I, II, and III follow prescribed procedures or steps to process paperwork; they may perform other routine office support work, (e.g., typing, filing, or operating a keyboard controlled data entry device to transcribe data into a form suitable for data processing). Workers at level IV are also required to make decisions about the adequacy and content of transactions handled in addition to following proper procedures.

Clerical work is controlled (e.g., through spot checks, complete review, or subsequent processing) for both quantity and quality. Supervisors (or other employees) are available to assist and advise clerks on difficult problems and to approve their suggestions for significant deviations from existing instructions.

Excluded from this definition are: workers whose pay is *primarily* based on the performance of a *single* clerical duty such as typing, stenography, office machine operation, or filing; and other workers, such as secretaries, messengers, receptionists or public information specialists who perform general clerical tasks incidental to their primary duties.

Clerk, General I

Follows a few clearly detailed procedures in performing simple repetitive tasks in the same sequence, such as filing precoded documents in a chronological file or operating office equipment, e.g., mimeograph, photocopy, addressograph or mailing machine.

Clerk, General II

Follows a number of specific procedures in completing several repetitive clerical steps performed in a prescribed or slightly varied sequence, such as coding and filing

documents in an extensive alphabetical file, simple posting to individual accounts, opening mail, running mail through metering machines, and calculating and posting charges to departmental accounts. Little or no subject-matter knowledge is required, but the clerk needs to choose the proper procedure for each task.

Clerk, General III

Work requires a familiarity with the terminology of the office unit. Selects appropriate methods from a wide variety of procedures or makes simple adaptations and interpretations of a limited number of substantive guides and manuals. The clerical steps often vary in type or sequence, depending on the task. Recognized problems are referred to others.

Typical duties include a combination of the following: maintaining time and material records, taking inventory of equipment and supplies, answering questions on departmental services and functions, operating a variety of office machines, posting to various books, balancing a restricted group of accounts to controlling accounts, and assisting in preparation of budgetary requests. May oversee work of lower level clerks.

Clerk, General IV

Uses some subject-matter knowledge and judgment to complete assignments consisting of numerous steps that vary in nature and sequence. Selects from alternative methods and refers problems not solvable by adapting or interpreting substantive guides, manuals, or procedures.

Typical duties include: assisting in a variety of administrative matters; maintaining a wide variety of financial or other records; verifying statistical reports for accuracy and completeness; and handling and adjusting complaints. May also direct lower level clerks.

Positions above level IV are *excluded*. Such positions (which may include supervisory responsibility over lower level clerks) require workers to use a thorough knowledge of an office's work and routine to: 1) choose among widely varying methods and procedures to process complex transactions; and 2) select or devise steps necessary to complete assignments. Typical jobs covered by this exclusion include administrative assistants, clerical supervisors, and office managers.

CLERK, ORDER

(4664: Order clerk)

Receives written or verbal customers' purchase orders for material or merchandise from customers or sales people. Work typically involves some combination of the following duties: quoting prices; determining availability of ordered items and suggesting substitutes when necessary; advising expected delivery date and method of delivery; recording order and customer information on order sheets; checking order sheets for accuracy and adequacy of information recorded; ascertaining credit rating of customer; furnishing customer with acknowledgment of receipt of order; following up to see that order is delivered by the specified date or to let customer know of a delay in delivery; maintaining order file; checking shipping invoice against original order. *Exclude workers paid on a commission basis or whose duties include any of the following:* receiving orders for services rather than for material or merchandise; providing customers with consultative advice using knowledge gained from engineering or extensive technical training; emphasizing selling skills; handling material or merchandise as an integral part of the job.

Positions are classified into levels according to the following definitions:

Clerk, Order I

Handles orders involving items which have readily identified uses and applications. May refer to a catalog, manufacturer's manual, or similar document to insure that proper item is supplied or to verify price of ordered item.

Clerk, Order II

Handles orders that involve making judgments such as choosing which specific product or material from the establishment's product lines will satisfy the customer's needs, or determining the price to be quoted when pricing involves more than merely referring to a price list or making some simple mathematical calculations.

KEY ENTRY OPERATOR

(4793: Data entry keyer)

Operates keyboard-controlled data entry device such as keypunch machine or key-operated magnetic tape or disc encoder to transcribe data into a form suitable for computer processing. Work requires skill in operating an alphanumeric keyboard and an understanding of transcribing procedures and relevant data entry equipment.

Positions are classified into levels on the basis of the following definitions:

Key Entry Operator I

Work is routine and repetitive. Under close supervision or following specific procedures or detailed instructions, works from various standardized source documents which have been coded and require little or no selecting, coding, or interpreting of data to be entered. Refers to supervisor problems arising from erroneous items, codes, or missing information.

Key Entry Operator II

Work requires the application of experience and judgment in selecting procedures to be followed and in searching for, interpreting, selecting, or coding items to be entered from a variety of source documents. On occasion may also perform routine work as described for level I.

Note: *Excluded* are operators above level II using the key entry controls to access, read, and evaluate the substance of specific records to take substantive actions, or to make entries requiring a similar level of knowledge.

PERSONNEL ASSISTANT

(4692: Personnel clerk, except payroll and timekeeper)

Personnel assistants (employment) provide clerical and technical support to personnel professionals or managers in internal matters relating to recruiting, hiring, transfer, change in pay status, and termination of employees. At the lower levels, assistants primarily provide basic information to current and prospective employees, maintain personnel records and information listings, and prepare and process papers on personnel actions (hires, transfers, changes in pay, etc.). At the higher levels, assistants may perform limited aspects of a personnel professional's work, e.g., interviewing candidates, recommending placements, and preparing personnel reports. Final decisions on personnel actions are made by personnel professionals or managers. Some assistants may perform a limited amount of work in other specialties, such as benefits, compensation, or employee relations. Typing may be required at any level.

Excluded are:

a. Workers who primarily compute and process payrolls or compute and/or respond to questions on benefits or retirement claims;

b. Workers who receive additional pay primarily for maintaining and safeguarding personnel record files;

c. Workers whose duties do not require a knowledge of personnel rules and procedures, such as receptionists, messengers, typists, or stenographers;

d. Workers in positions requiring a bachelor's degree;

e. Positions above level IV. Workers in these excluded positions perform duties which are similar to level IV, but which are more complicated because they include limited aspects of professional personnel work for a variety of conventional and stable occupations.

Positions are classified into levels on the basis of the following definitions. The work described is essentially at a responsible clerical level at the low levels and progresses to a staff assistant or technician level. At level III, which is transitional, both types of work are described. Jobs which match either type of work described at level III, or which are combinations of the two, can be matched.

Personnel Assistant I

Performs routine tasks which require a knowledge of personnel procedures and rules, such as: providing simple employment information and appropriate lists and forms to applicants or employees on types of jobs being filled, procedures to follow, and where to obtain additional information; ensuring that the proper forms are completed for name changes, locator information, applications, etc. and reviewing completed forms for signatures and proper entries; or maintaining personnel records, contacting appropriate sources to secure any missing items, and posting items such as dates of promotions, transfer, and hire, or rates of pay or personal data. (If this information is computerized, skill in coding or entering information may be needed as a minor duty.) May answer outside inquiries for simple factual information, such as verification of dates of employment in response to telephone credit checks on employees. Some receptionist or other clerical duties may be performed. May be assigned work to provide training for a higher level position.

Detailed rules and procedures are available for all assignments. Guidance and assistance on unusual questions are available at all times. Work is spot checked, often on a daily basis.

Personnel Assistant II

Examines and/or processes personnel action documents using experience in applying personnel procedures and policies. Ensures that information is complete and consistent and determines whether further discussion with applicants or employees is needed or whether personnel information must be checked against additional files or listings. Selects appropriate precedents, rules, or procedures from a number of alternatives. Responds to varied questions from applicants, employees, or managers for readily available information which can be obtained from file material or manuals; responses require skill to secure cooperation in correcting improperly completed personnel documents or to explain regulations and procedures. May provide information to managers on availability of applicants and status of hiring actions; may verify employment dates and places supplied on job applications; may maintain personnel records; and may administer typing and stenography tests.

Completes routine assignments independently. Detailed guidance is available for situations which deviate from established precedents. Clerks/assistants are relied upon to alert higher level clerks/assistants or supervisor to such situations. Work may be spot checked periodically.

Personnel Assistant III

Type A

Serves as a clerical expert in independently processing the most complicated types of personnel actions, e.g., temporary employment, rehires, and dismissals and in providing information when it is necessary to consolidate data from a number of sources, often with short deadlines. Screens applications for obvious rejections. Resolves conflicts in computer listings or other sources of employee information. Locates lost documents or reconstructs information using a number of sources. May check references of applicants when information in addition to dates and places of past work is needed, and judgment is required to ask appropriate routine follow-up questions. May provide guidance to lower level clerks. Supervisory review is similar to level II.

AND/OR

Type B

Performs routine personnel assignments beyond the clerical level, such as: orienting new employees to programs, facilities, rules on time and attendance, and leave policies; computing basic statistical information for reports on manpower profiles, EEO progress and accomplishments, hiring activities, attendance and leave profiles, turnover, etc.; and screening applicants for well-defined positions, rejecting those who do not qualify for available openings for clear cut reasons, referring others to appropriate employment interviewer. Guidance is provided on possible sources of information, methods of work, and types of reports needed. Completed written work receives close technical review from higher level personnel office employees; other work may be checked occasionally.

Personnel Assistant IV

Performs work in support of personnel professionals which requires a good working knowledge of personnel procedures, guides, and precedents. In representative assignments: interviews applicants, obtains references, and recommends placement of applicants in a few well-defined occupations (trades or clerical) within a stable organization or unit; conducts post-placement or exit interviews to identify job adjustment problems or reasons for leaving the organization; performs routine statistical analyses related to manpower, EEO, hiring, or other employment concerns, e.g., compares one set of data to another set as instructed; and requisitions applicants through employment agencies for clerical or blue-collar jobs. At this level, assistants typically have a range of personal contacts within and outside the organization and with applicants, and must be tactful and articulate. May perform some clerical work in addition to the above duties. Supervisor reviews completed work against stated objectives.

SECRETARY

(4622: Secretary)

Provides principal secretarial support in an office, usually to one individual, and, in some cases, also to the subordinate staff of that individual. Maintains a close and highly responsive relationship to the day-to-day activities of the supervisor and staff. Works fairly independently receiving a minimum of detailed supervision and guidance. Performs varied clerical and secretarial duties requiring a knowledge of office routine and an understanding of the organization, programs, and procedures related to the work of the office.

Exclusions. Not all positions titled "secretary" possess the above characteristics. Examples of positions which are excluded from the definition are as follows:

a. Clerks or secretaries working under the direction of secretaries or administrative assistants as described in e;

b. Stenographers not fully performing secretarial duties;

c. Stenographers or secretaries assigned to two or more professional, technical, or managerial persons of equivalent rank;

d. Assistants or secretaries performing any kind of technical work, e.g., personnel, accounting, or legal work;

e. Administrative assistants or supervisors performing duties which are more difficult or more responsible than the secretarial work described in LR-1 through LR-4;

f. Secretaries receiving additional pay primarily for maintaining confidentiality of payroll records or other sensitive information;

g. Secretaries performing routine receptionist, typing, and filing duties following detailed instructions and guidelines; these duties are less responsible than those described in LR-1 below; and

h. Trainees.

Classification by level

Secretary jobs which meet the required characteristics are matched at one of five levels according to two factors: (a) level of the secretary's supervisor within the overall organizational structure, and (b) level of the secretary's responsibility. The table following the explanations of these factors indicates the level of the secretary for each combination of factors.

Level of secretary's supervisor (LS)

Secretaries should be matched at one of the three LS levels below best describing the organization of the secretary's supervisor.

LS-1 Organizational structure is not complex and internal procedures and administrative controls are simple and informal; supervisor directs staff through face-to-face meetings.

LS-2 Organizational structure is complex and is divided into *subordinate groups that usually differ from each other as to subject-matter, function, etc.*; supervisor usually directs staff through intermediate supervisors; and internal procedures and administrative controls are formal. An entire organization (e.g., division, subsidiary, or parent organization) may contain a variety of subordinate groups which meet the LS-2 definition. Therefore, it is not unusual for one LS-2 supervisor to report to another LS-2 supervisor.

The presence of subordinate supervisors does not by itself mean LS-2 applies, e.g., a clerical processing organization divided into several units, each performing very similar work is placed in LS-1.

In smaller organizations or industries such as retail trade, with relatively few organizational levels, the supervisor may have an impact on the policies and major programs of the entire organization, and may deal with important outside contacts, as described in LS-3.

LS-3 Organizational structure is divided into two or more subordinate supervisory levels (of which at least one is a managerial level) with several subdivisions at each level. Executive's program(s) are usually inter-locked on a direct and continuing basis with other major organizational segments, requiring constant attention to extensive formal coordination, clearances, and procedural controls. Executive typically has: financial decision making authority for assigned program(s); considerable impact on the entire organization's financial position or public image; and responsibility for, or has staff specialists in, such areas as personnel and administration for assigned organization. Executive plays an important role in determining the policies and major programs of the entire organization, and spends considerable time dealing with outside parties actively interested in assigned program(s) and current or controversial issues.

Level of secretary's responsibility (LR)

This factor evaluates the nature of the work relationship between the secretary and the supervisor or staff, and the extent to which the secretary is expected to exercise initiative and judgment. Secretaries should be matched at the level best describing their level of responsibility. When the position's duties span more than one LR level, the introductory paragraph at the beginning of each LR level should be used to determine which of the levels best matches the position. (Typically, secretaries performing at the higher levels of responsibility also perform duties described at the lower levels.)

LR-1 Carries out *recurring* office procedures independently. Selects the guideline or reference which fits the specific case. Supervisor provides specific instructions on new assignments and checks completed work for accuracy. Performs varied duties including or comparable to the following:

a. Responds to routine telephone requests which have standard answers; refers calls and visitors to appropriate staff. Controls mail and assures timely staff response; may send form letters.

b. As instructed, maintains supervisor's calendar, makes appointments, and arranges for meeting rooms.

c. Reviews materials prepared for supervisor's approval for typographical accuracy and proper format.

d. Maintains recurring internal reports, such as: time and leave records, office equipment listings, correspondence controls, training plans, etc.

e. Requisitions supplies, printing, maintenance, or other services. Types, takes and transcribes dictation, and establishes and maintains office files.

LR-2 Handles differing situations, problems, and deviations in the work of the office according to the supervisor's general instructions, priorities, duties, policies, and program goals. Supervisor may assist secretary with special assignments. Duties include or are comparable to the following:

a. Screens telephone calls, visitors, and incoming correspondence; personally responds to requests for information concerning office procedures; determines which requests should be handled by the supervisor, appropriate staff member, or other offices. May prepare and sign routine, non-technical correspondence in own or supervisor's name.

b. Schedules tentative appointments without prior clearance. Makes arrangements for conferences and meetings and assembles established background materials, as directed. May attend meetings and record and report on the proceedings.

c. Reviews outgoing materials and correspondence for internal consistency and conformance with supervisor's procedures; assures that proper clearances have been obtained, when needed.

d. Collects information from the files or staff for routine inquires on office program(s) or periodic reports. Refers nonroutine requests to supervisor or staff.

e. Explains to subordinate staff supervisor's requirements concerning office procedures. Coordinates personnel and administrative forms for the office and forwards for processing.

LR-3 Uses greater judgment and initiative to determine the approach or action to take in nonroutine situations. Interprets and adapts guidelines, including unwritten policies, precedents, and practices, which are not always completely applicable to changing situations. Duties include or are comparable to the following:

a. Based on a knowledge of the supervisor's views, composes correspondence on own initiative about administrative matters and general office policies for supervisor's approval.

b. Anticipates and prepares materials needed by the supervisor for conferences, correspondence, appointments, meetings, telephone calls, etc., and informs supervisor on matters to be considered.

c. Reads publications, regulations, and directives and takes action or refers those that are important to the supervisor and staff.

d. Prepares special or one-time reports, summaries, or replies to inquires, selecting relevant information from a variety of sources such as reports, documents, correspondence, other offices, etc., under general direction.

e. Advises secretaries in subordinate offices on new procedures; requests information needed from the subordinate office(s) for periodic or special conferences, reports, inquires, etc. Shifts clerical staff to accommodate work load needs.

LR-4 Handles a wide variety of situations and conflicts involving the clerical or administrative functions of the office which often cannot be brought to the attention of the executive. The executive sets the overall objectives of the work. Secretary may participate in developing the work deadlines. Duties include or are comparable to the following:

a. Composes correspondence requiring some understanding of technical matters; may sign for executive when technical or policy content has been authorized.

b. Notes commitments made by executive during meetings and arranges for staff implementation. On own initiative, arranges for staff member to represent organization at conferences and meetings, establishes appointment priorities, or reschedules or refuses appointments or invitations.

c. Reads outgoing correspondence for executive's approval and alerts writers to any conflict with the file or departure from policies or executive's viewpoints; gives advice to resolve the problems.

d. Summarizes the content of incoming materials, specially gathered information, or meetings to assist executive; coordinates the new information with background office sources; draws attention to important parts or conflicts.

e. In the executive's absence, ensures that requests for action or information are relayed to the appropriate staff member; as needed, interprets request and helps implement action; makes sure that information is furnished in timely manner; decides whether executive should be notified of important or emergency matters.

Exclude secretaries performing any of the following duties:

a. Acts as office manager for the executive's organization, e.g., determines when new procedures are needed for changing situations and devises and implements alternatives; revises or clarifies procedures to eliminate conflict or duplication; identifies and resolves various problems that affect the orderly flow of work in transactions with parties outside the organization.

b. Prepares agenda for conferences; explains discussion topics to participants; drafts introductions and develops background information and prepares outlines for executive or staff member(s) to use in writing speeches.

c. Advises individuals outside the organization on the executive's views on major policies or current issues facing the organization; contacts or responds to contacts from high-ranking outside officials (e.g., city or State officials, Member of Congress, presidents of national unions or large national or international firms, etc.) in unique situations. These officials may be relatively inaccessible, and each contact typically must be handled differently, using judgment and discretion.

Criteria for matching secretaries by level

Level of secretary's supervisor	Level of secretary's responsibility			
	LR-1	LR-2	LR-3	LR-4
LS-1	I*	II	III	IV
LS-2	I*	III	IV	V
LS-3	I*	IV	V	V

*Regardless of LS level.

SWITCHBOARD OPERATOR-RECEPTIONIST

(4645: Receptionist)

Operates a single-position telephone switchboard or console, used with a private branch exchange (PBX) system to relay incoming, outgoing, and intrasystem calls *and* acts as a receptionist greeting visitors, determining nature of visits and directing visitors to appropriate persons. Work may also involve other duties such as recording and transmitting messages; keeping records of calls placed; providing information to callers and visitors; making appointments; keeping a log of visitors; and issuing visitor passes. May also type and perform other routine clerical work, usually while at the switchboard or console, which may occupy the major portion of the worker's time.

WORD PROCESSOR

(4624: Typist)

Uses automated systems, such as word processing equipment, or personal computers or work stations linked to a larger computer or local area network, to produce a variety of documents, such as correspondence, memos, publications, forms, reports, tables and graphs. Uses one or more word processing software packages. May also perform routine clerical tasks, such as operating copiers, filing, answering telephones, and sorting and distributing mail.

Excluded are:

a. Typists using automatic or manual typewriters with limited or no text-editing capabilities; workers in these positions are not typically required to use word processing software packages;

b. Key entry operators, accounting clerks, inventory control clerks, sales clerks, supply clerks, and other clerks who may use automated word processing equipment for purposes other than typing composition; and

c. Positions requiring subject-matter knowledge to prepare and edit text using automated word processing equipment.

Word Processor I

Produces a variety of standard documents, such as correspondence, form letters, reports, tables and other printed materials. Work requires skill in typing; a knowledge of grammar, punctuation, and spelling; and ability to use reference guides and equipment manuals. Performs familiar, routine assignments following standard procedures. Seeks further instructions for assignments requiring deviations from established procedures.

Word Processor II

Uses a knowledge of varied and advanced functions of one software type, a knowledge of varied functions of different types of software, or a knowledge of specialized or technical terminology to perform such typical duties as:

- Editing and reformatting written or electronic drafts. Examples include: Correcting function codes; adjusting spacing and formatting; and standardizing headings, margins, and indentations.

- Transcribing scientific reports, lab analyses, legal proceedings, or similar material from voice tapes or handwritten drafts. Work requires knowledge of specialized, technical, or scientific terminology.

Work requires familiarity with office terminology and practices; incumbent corrects copy and questions originator of document concerning missing information, improper formatting, or discrepancies in instructions. Supervisor sets priorities and deadlines on continuing assignments, furnishes general instructions for recurring work, and provides specific instructions for new or unique projects. May lead lower level word processors.

Word Processor III

Requires both a comprehensive knowledge of word processing software applications and office practices and a high degree of skill in applying software functions to prepare complex and detailed documents. For example, processes complex and lengthy technical reports which include tables, graphs, charts, or multiple columns. Uses either different word processing packages or many different style macros or special command functions. Independently completes assignments and resolves problems.

Maintenance and Toolroom

GENERAL MAINTENANCE WORKER

(6179: Mechanic and repairer, not elsewhere classified)

Performs general maintenance and repair of equipment and buildings requiring practical skill and knowledge (but not proficiency) in such trades as painting, carpentry, plumbing, masonry, and electrical work. Work involves a variety of the following duties: Replacing electrical receptacles, switches, fixtures, wires, and motors; using plaster or compound to patch minor holes and cracks in walls and ceilings; repairing or replacing sinks, water coolers, and toilets; painting structures and equipment; repairing or replacing concrete floors, steps, and sidewalks; replacing damaged paneling and floor tiles; hanging doors and installing door locks; replacing broken window panes; and performing general maintenance on equipment and machinery.

Excluded are:

a. Craft workers included in a formal apprenticeship or progression program based on training and experience;

b. Skilled craft workers required to demonstrate proficiency in one or more trades; and

c. Workers performing simple maintenance duties not requiring practical skill and knowledge of a trade (e.g., changing light bulbs and replacing faucet washers).

MAINTENANCE ELECTRICIAN

(615: Electrical and electronic equipment repairer)
(6432: Electrician)

Performs a variety of electrical trade functions such as the installation, maintenance, or repair of equipment for the generation, distribution, or utilization of electric energy. Work involves *most of the following*: installing or repairing any of a variety of electrical equipment such as generators, transformers, switchboards, controllers, circuit breakers, motors, heating units, conduit systems, or other transmission equipment; working from blueprints, drawings, layouts, or other specifications; locating and diagnosing trouble in the electrical system or equipment; working standard computations relating to load requirements of wiring or electrical equipment; and using a variety of electrician's handtools and measuring and testing instruments. In general, the work of the maintenance electrician requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

MAINTENANCE ELECTRONICS TECHNICIAN

(615: Electrical and electronic equipment repairer)

Maintains, repairs, and installs various types of electronic equipment and related devices such as electronic transmitting and receiving equipment (e.g., radar, radio, television, telecommunication, sonar, and navigational aids); personal and mainframe computers and terminals; industrial, medical, measuring, and controlling equipment; satellite equipment; and industrial robotic devices. Applies technical knowledge of electronics principles in determining equipment malfunctions, and applies skill in restoring equipment operations.

Excluded are:

a. Repairers of such standard electronic equipment as household radio and television sets, and common office machines and telecommunication equipment such as typewriters, calculators, facsimile machines, telephones, and telephone answering machines;

b. Production assemblers and testers;

c. Workers primarily responsible for servicing electronic test instruments; and

d. Workers providing technical support for engineers working in such areas as research, design, development, testing, or manufacturing process improvement (see Engineering Technician).

Maintenance Electronics Technician I

Applies technical knowledge to perform simple or routine tasks following detailed instructions. Performs such tasks as replacing components and wiring circuits; repairing simple electronic equipment; and taking test readings using common instruments such as digital multimeters, signal generators, semiconductor testers, curve tracers, and oscilloscopes. Receives technical guidance, as required, from supervisor or higher level technician. Work is spot-checked for accuracy.

Maintenance Electronics Technician II

Applies comprehensive technical knowledge to solve complex problems by interpreting manufacturers' manuals or similar documents. Work requires familiarity with the interrelationships of circuits and judgment in planning work sequence and in selecting tools and testing instruments.

Receives technical guidance, as required, from supervisor or higher level technician, and work is reviewed for compliance with accepted practices. May provide technical guidance to lower level technicians.

Maintenance Electronics Technician III

Applies advanced technical knowledge to solve unusually complex problems that typically cannot be solved solely by referencing manufacturers' manuals or similar documents. Examples of such problems include determining the location and density of circuitry, evaluating electromagnetic radiation, isolating malfunctions, and incorporating engineering changes.

Work typically requires a detailed understanding of the interrelationships of circuits. Exercises independent judgment in performing such tasks as making circuit analyses, calculating wave forms, and tracing relationships in signal flow. Uses complex test instruments such as high frequency pulse generators, frequency synthesizers, distortion analyzers, and complex computer control equipment.

Work may be reviewed by supervisor for general compliance with accepted practices. May provide technical guidance to lower level technicians.

MAINTENANCE MACHINIST

(613: Industrial machinery repairer)

Produces replacement parts and new parts in making repairs of metal parts of mechanical equipment. Work involves *most of the following*: interpreting written instructions and specifications; planning and laying out of work; using a variety of machinist's handtools and precision measuring instruments; setting up and operating standard machine tools; shaping of metal parts to close tolerances; making standard shop computations relating to dimensions of work, tooling, feeds, and speeds of machining; knowledge of the working properties of the common metals; selecting standard materials, parts, and equipment required for this work; and fitting and assembling parts into mechanical equipment. In general, the machinist's work normally requires a rounded training in machine-shop practice usually acquired through a formal apprenticeship or equivalent training and experience.

MAINTENANCE MECHANIC, MACHINERY

(613: Industrial machinery repairer)

Repairs machinery or mechanical equipment. Work involves *most of the following*: examining machines and mechanical equipment to diagnose source of trouble; dismantling or partly dismantling machines and performing repairs that mainly involve the use of handtools in scraping and fitting parts; replacing broken or defective parts with items obtained from stock; ordering the production of a replacement part by a machine shop or sending the machine to a machine shop for major repairs; preparing written specifications for major repairs or for the production of parts ordered from machine shops; reassembling machines; and making all necessary adjustments for operation. In general, the work of a machinery maintenance mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Excluded from this classification are workers whose *primary duties* involve setting up or adjusting machines.

MAINTENANCE MECHANIC, MOTOR VEHICLE

(611: Vehicle and mobile equipment mechanics and repairers)

Repairs, rebuilds, or overhauls major assemblies of internal combustion automobiles, buses, trucks, or tractors. Work involves most of the following: Diagnosing the source of trouble and determining the extent of repairs required; replacing worn or broken parts such as piston rings, bearings, or other engine parts; grinding and adjusting valves; rebuilding carburetors; overhauling transmissions; and repairing fuel injection, lighting, and ignition systems. In general, the work of the motor vehicle mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

This classification does not include mechanics who repair customers' vehicles or who only perform minor repair and tune-up of motor vehicles. It does, however, include fully qualified journeymen mechanics even though most of their time may be spent on minor repairs and tune-ups.

MAINTENANCE PIPEFITTER

(645: Plumber, pipefitter, and steamfitter)

Installs or repairs water, steam, gas, or other types of pipe and pipefittings. Work involves *most of the following*: laying out work and measuring to locate position of pipe from drawings or other written specifications; cutting various sizes of pipe to correct lengths with chisel and hammer or oxyacetylene torch or pipe-cutting machines; threading pipe with stocks and dies; bending pipe by hand-driven or power-driven machines; assembling pipe with couplings and fastening pipe to hangers; making standard shop computations relating to pressures, flow, and size of pipe required; and making standard tests to determine whether finished pipes meet specifications. In general, the work of the maintenance pipefitter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. *Workers primarily engaged in installing and repairing building sanitation or heating systems are excluded.*

TOOL AND DIE MAKER

(6811: Tool and die maker)

Constructs and repairs jigs, fixtures, cutting tools, gauges, or metal dies or molds used in shaping or forming metal or nonmetallic material (e.g., plastic, plaster, rubber, glass). *Work typically involves*: planning and laying out work according to models,

blueprints, drawings, or other written or oral specifications; understanding the working properties of common metals and alloys; selecting appropriate materials, tools, and processes required to complete task; making necessary shop computations; setting up and operating various machine tools and related equipment; using various tool and die maker's handtools and precision measuring instruments; working to very close tolerances; heat-treating metal parts and finished tools and dies to achieve required qualities; fitting and assembling parts to prescribed tolerances and allowances. In general, the tool and die maker's work requires rounded training in machine-shop and toolroom practice usually acquired through formal apprenticeship or equivalent training and experience.

For cross-industry wage study purposes, this classification does not include tool and die makers who (1) are employed in tool and die jobbing shops or (2) produce forging dies (die sinkers).

Material Movement and Custodial

FORKLIFT OPERATOR

(8318: Industrial truck and tractor equipment operator)

Operates a manually controlled gasoline, electric or liquid propane gas powered forklift to transport goods and materials of all kinds about a warehouse, manufacturing plant, or other establishment.

GUARD

(5144: Guard and police, except public service)

Protects property from theft or damage, or persons from hazards or interference. Duties involve serving at a fixed post, making rounds on foot or by motorized vehicle, or escorting persons or property. May be deputized to make arrests. May also help visitors and customers by answering questions and giving directions. May be required to demonstrate 1) proficiency in the use of firearms and other special weapons and 2) continuing physical fitness.

Guard I

Carries out instructions primarily oriented toward insuring that emergencies and security violations are readily discovered and reported to appropriate authority. Intervenes directly only in situations that require minimal action to safeguard property or persons. Duties require minimal training.

Guard II

Enforces regulations designed to prevent breaches of security. Exercises judgment and uses discretion in dealing with emergencies and security violations encountered. Determines whether first response should be to intervene directly (asking for assistance when deemed necessary and time allows), to keep situation under surveillance, or to report situation so that it can be handled by appropriate authority. Duties require specialized training in methods and techniques of protecting security areas.

JANITOR

(5244: Janitor and cleaner)

Cleans and keeps in an orderly condition factory working areas and washrooms, or premises of an office, apartment house, or commercial or other establishment. Duties involve *a combination of the following*: Sweeping, mopping or scrubbing, and polishing floors; removing chips, trash, and other refuse; dusting equipment, furniture, or fixtures; polishing metal fixtures or trimmings; providing supplies and minor maintenance services; and cleaning lavatories, showers, and restrooms.

Excluded are:

a. Workers who specialize in window washing;

b. Housekeeping staff who make beds and change linens as a primary responsibility;

c Workers required to disassemble and assemble equipment in order to clean machinery; and

d. Workers who receive additional compensation to maintain sterile facilities or equipment.

MATERIAL HANDLING LABORER

(8726: Freight, stock, and material mover, not elsewhere classified)

Performs physical tasks to transport or store materials or merchandise. Duties involve *one or more of the following*: manually loading or unloading freight cars, trucks, or other transporting devices; unpacking, shelving, or placing items in proper storage locations; or transporting goods by handtruck, cart, or wheelbarrow.
Excluded from this definition are workers whose primary function involves:

a. participating directly in the production of goods (e.g., moving items from one production station to another or placing them on or removing them from the production process);

b. stocking merchandise for sale;

c. counting or routing merchandise;

d. operating a crane or heavy-duty motorized vehicle such as forklift or truck;

e. loading and unloading ships (longshore workers); or

f. traveling on trucks beyond the establishment's physical location to load or unload merchandise.

ORDER FILLER

(4754: Stock and inventory clerk)

Fills shipping or transfer orders for finished goods from stored merchandise in accordance with specifications on sales slips, customers' orders, or other instructions. May, in addition to filling orders and indicating items filled or omitted, keep records of outgoing orders, requisition additional stock or report short supplies to supervisor, and perform other related duties.

SHIPPING/RECEIVING CLERK

(4753: Traffic, shipping and receiving clerk)

Performs *clerical and physical* tasks in connection with shipping goods of the establishment in which employed *and/or* receiving incoming shipments. In performing day-to-day, routine tasks, follows established guidelines. In handling unusual nonroutine problems, receives specific guidance from supervisor or other officials. May direct and coordinate the activities of other workers engaged in handling goods to be shipped or being received.

Shipping duties typically involve the following: Verifying that orders are accurately filled by comparing items and quantities of goods gathered for shipment against documents; insuring that shipments are properly packaged, identified with shipping information, and loaded into transporting vehicles; and preparing and keeping records of goods shipped, e.g., manifests, bills of lading.

Receiving duties typically involve the following: Verifying the correctness of incoming shipments by comparing items and quantities unloaded against bills of lading, invoices, manifests, storage receipts, or other records; checking for damaged goods; insuring that goods are appropriately identified for routing to departments within the establishment; and preparing and keeping records of goods received.

TRUCKDRIVER

(821: Motor vehicle operator)

Drives a truck within a city or industrial area to transport materials, merchandise, equipment, or workers between various types of establishments such as: Manufacturing plants, freight depots, warehouses, wholesale and retail establishments, or between retail establishments and customers' houses or places of business. May also load or unload truck with or without helpers, make minor mechanical repairs, and keep truck in good working order. *Routesales and over-the-road drivers are excluded.*

For wage study purposes, truckdrivers are classified by type and rated capacity of truck, as follows:

Truckdriver, light truck
(straight truck, under 1 1/2 tons, usually 4 wheels)

Truckdriver, medium truck
(straight truck, 1 1/2 to 4 tons inclusive, usually 6 wheels)

Truckdriver, heavy truck
(straight truck, over 4 tons, usually 10 wheels)
Truckdriver, tractor-trailer

WAREHOUSE SPECIALIST

(4754: Stock and inventory clerk)

As directed, performs a variety of warehousing duties which require an *understanding of the establishment's storage plan. Work involves most of the following*: Verifying materials (or merchandise) against receiving documents, noting and reporting discrepancies and obvious damages; routing materials to prescribed storage locations; storing, stacking, or palletizing materials in accordance with prescribed storage methods; rearranging and taking inventory of stored materials; examining stored materials and reporting deterioration and damage; removing material from storage and preparing it for shipment. May operate hand or power trucks in performing warehousing duties.

Exclude workers whose *primary* duties involve shipping and receiving work (see Shipping/Receiving Clerk), order filling (see Order Filler), or operating forklifts (see Forklift Operator).