Occupational Compensation Survey

National Summary, 1996



U.S. Department of Labor Bureau of Labor Statistics

Bulletin 2497

Preface

This bulletin presents pay data from the 1996 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 1996. 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, June 1996," presents 1996 national and regional estimates of pay based on April 1995–November 1996 surveys. "Part II Pay Comparisons, 1996," provides relative pay levels which compare broad occupational groups in localities primarily surveyed in 1996¹ to the national estimates. "Part III Locality Pay, 1996," presents the occupational pay averages for localities surveyed by the Bureau in 1996.

The Bureau's Office of Compensation and Working Conditions developed and produced this bulletin. Gayle Griffith managed the project. Denis Gusty, Sidney Samuel, Matt Napolitano, Jeff Westphal, and Gayle Griffith of the Office of Compensation and Working Conditions prepared the tables and text. 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.

Material in this bulletin is in the public domain and, with appropriate credit, may be reproduced without permission. 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 1995 or early 1997 to provide a broader examination of pay differences among areas.

Occupational Compensation Survey

National Summary, 1996



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

Bureau of Labor Statistics Katharine G. Abraham, Commissioner

March 1998

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Introduction

This bulletin provides 1996 estimates of occupational pay for full-time workers in the Nation (excluding Alaska and Hawaii in part I) and its census regions. Pay data are derived from 159 locality pay surveys, with reference dates ranging from April 1995 to November 1996; some areas with an earlier reference month were aged using the Employment Cost Index. (See appendix A for more details.) BLS surveys occupational pay in many different localities each year. The reports generated by these surveys may differ in occupational content and reference month. For example, some reports may contain wage and salary data for several dozen occupations, others may cover fewer or more occupations, making it difficult to make comparisons among localities.

Part I. Pay in the United States and Regions, June 1996

Tables A-1 through E-5 provide pay data for selected white- and blue-collar occupations common to a variety of industries. The **A-series** tables provide U. S. estimates of straight-time weekly or hourly pay by occupation, along with pay distributions for 128 publishable occupational levels. The **B-series** tables compare national estimates of average straight-time pay for establishments in four size classifications—under 500 employees, 500-999 employees, 1,000-2,499 employees, and 2,500 employees or more. The **C-series** tables show regional differences in average pay, for all establishments, and for those located in metropolitan areas, along with national estimates for nonmetropolitan areas. The **D-series** tables provide occupational pay averages for a variety of goodsproducing industries, while the **E-series** tables present averages for several service-producing industries.

Part I does not include national pay data for Order Fillers and Warehouse Specialists. These jobs were not surveyed in all localities that comprise the national data.

Part II. Pay Comparisons, 1996

To facilitate pay comparisons, the Bureau developed measures of relative pay for broad occupational groups. These measures, or pay relatives, express pay levels as a percent of the national pay level. In other words, an area pay relative is the result of dividing pay for an occupational group in a particular locality by the corresponding national pay level, and multiplying by 100. For example, a pay relative of 105 indicates that pay rates in the locality averaged 5 percent above national pay levels.

Part II presents separate pay relatives for all industries, private industry, and State and local government for all areas covered by the survey, where available.

Because industrial coverage varied among survey areas, some areas may not appear on each table. Pay relatives are calculated for all areas surveyed in 1996 and some areas surveyed in either November 1995, December 1995, January 1997, or February 1997. Areas included from 1995 and 1997 were not surveyed in 1996.

Pay relatives in the **F-series** tables show how locality pay levels compare to the national estimates (as summarized in tables A-1 through A-5 of part I). Pay relatives in the **G-series** tables contrast national data for establishments with certain characteristics against national data for all establishments.

All tables show relative pay levels for the following broad occupational groups: Professional, administrative, technical, clerical, maintenance, material movement; and janitors. In addition, the all industries and State and local government tables display pay relatives for the protective service occupational group.

Part III. Locality Pay, 1996

BLS published 83 Occupational Compensation Survey area bulletins and summaries with a 1996 reference date. In addition to pay averages (means), each area publication presented other pay data such as medians, interquartile ranges, and horizontal distributions of pay, by occupation. The tables in part III summarize previously published pay averages from all survey areas with a 1996 month of reference.

The tables present straight-time average weekly pay by locality for professional and administrative occupations, technical and protective service jobs, and clerical occupations, and straight-time average hourly pay for maintenance and toolroom jobs, and material movement and custodial occupations. Straight-time weekly pay for white-collar workers relates to regular average (mean) straight-time salaries that are paid for standard work weeks.

The **H-series** tables present all-industry occupational pay averages, by area. The **I-series** tables provide private industry pay data, and the **J-series** tables show State and local government averages.

Industrial coverage

Throughout this bulletin, unless otherwise noted, private and all industries estimates represent all private industry with the exception of agriculture, forestry, and fishing, and private households. Because industrial coverage varied among survey areas, each table does not necessarily contain all areas. See appendix table 4 (pages A–11 through A–12), for details about industrial coverage. In addition, some of the locality surveys reported in parts II and III had less comprehensive

industrial coverage in the private sector. These surveys did not cover the following industry groups:

	Standard Industrial
Industry group	Classification Code(s)
Mining	101-149
Construction	152-179
Taxi cabs	412
Services incidental to water transportation.	449
Miscellaneous repair services	762-769
Amusement and recreation services	791-799
Health services	801-809
Legal services	811
Educational services	821-829
Social services	832-839
Museums, art galleries, and botanical	
and zoological gardens	841-842
Religious organizations	866

Occupational coverage

Beginning in January 1995, the job definitions for attorneys, engineers, and personnel assistants were revised for a number of surveys used in the National Summary. The job definitions were expanded so that attorneys now include prosecuting attorneys and public defenders, engineers include industrial engineers and quality control engineers, and personnel assistants are no longer limited to those working in employment. Thus, data for these occupations are not comparable to those in the 1994 National Summary.

The bulletin does not present data for the nursing occupations (Registered Nurses, Licensed Practical Nurses, and Nursing Assistants). These jobs were not surveyed in 1996.

Appendixes

Appendix A describes the concepts, methods, and coverage used in the Occupational Compensation Survey Program.

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

NOTE: This is the last National Summary publication under the Occupational Compensation Program. The next national wage survey will be produced with data from the National Compensation Survey (NCS). The NCS program supersedes the Occupational Compensation Survey. For more information on the new NCS, please see https://www.bls.gov/ocs/#data on the Internet or call (202) 606-6220.

Part I. Pay in the United States and Regions, June 1996

Table A-1. Pay distributions, professional and administrative occupations, United States, June 1996

		Average			v earnings ollars) ²						Pe	cent of	workers	s receiv	ing stra	ight-time	e weekl	y earnin	ıgs (in d	ollars) o	of—					
Occupation and level	Number of workers	weekly hours ¹ (stan- dard)	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 - 1400	1400 - 1600	1600 - 1800	1800 - 2000	2000 - 2200	2200 - 2400	2400 - 2600	2600 - 2800	2800 - 3000	3000 - 3200	3200 and over
Professional Occupations																										
Accountants Level I Private industry Goods producing Manufacturing Service producing Transportation and utilities State and local government	18,508 14,779 4,241 3,958 10,538 1,293 3,729	39.5 39.6 39.8 39.8 39.4 40.0 39.3	\$523 520 546 540 509 538 535	\$512 510 538 535 500 515 529	\$460 - \$577 462 - 566 462 - 620 462 - 617 460 - 544 482 - 577 454 - 602	(3) - - - - - (3)	5 4 5 6 4 1 7	38 39 29 29 43 43 32	39 40 37 38 41 37 36	14 13 22 22 22 10 14 19	4 3 6 6 2 5 7	(3) (3) (3) (3) (3) (3) (3)	(3) (3) (3) (3) (-	(3) (3) (3) - - -	- - - - -	- - - - -	- - - - -	- - - - -	- - - - -			- - - -		- - - - -	- - - - -	- - - - - -
Level II Private industry Goods producing Manufacturing Service producing Transportation and utilities State and local government	63,756 54,067 19,769 18,145 34,298 3,605 9,689	39.5 39.6 39.8 39.8 39.5 39.9 39.2	626 627 647 642 616 637 621	619 619 642 636 610 633 616	555 - 688 558 - 684 568 - 713 567 - 709 550 - 673 556 - 699 539 - 704	(3) - - - - (3)	1 1 1 1 (³) -	8 7 7 7 7 9	34 35 29 29 39 30 29	36 37 36 36 37 37 37	16 15 17 17 14 16 18	4 4 7 7 2 7 6	1 1 2 1 1 2	(3) (3) 1 1 (3) (3) (3)	(3) (3) (3) (3) (3) (3) (3) (3)	(3) (3) (3) (3) (3) (3)	- - - - -	- - - - -	- - - - -			- - - -		- - - - -	- - - - -	- - - - - -
Level III	74,331 61,621 28,155 24,933 33,466 4,753 12,710	39.5 39.6 39.8 39.8 39.5 39.9 39.2	811 819 832 828 808 847 774	800 808 826 824 791 842 762	718 - 892 727 - 896 736 - 911 736 - 906 712 - 885 757 - 919 691 - 853	- - - - -	- - - - -	1 (3) (3) (3) (3) (3) (3) (3)	3 3 1 2 3 1 6	16 15 13 13 17 10 21	30 30 29 29 31 29 28	27 28 29 30 26 27 24	15 15 18 18 13 22 12	6 6 6 6 6 4	2 2 2 1 2 3 1	1 1 2 1 1 1 (³)	(3) (3) (3) (3) (3) (3) (3)	- - - - -	- - - -			- - - -		- - - - -	- - - - -	- - - - -
Level IV	36,246 30,376 14,775 13,193 15,601 2,407 5,870	39.6 39.6 39.8 39.8 39.4 39.8 39.4	1,041 1,055 1,073 1,058 1,038 1,070 968	1,026 1,039 1,049 1,043 1,023 1,059 955	919 - 1,147 930 - 1,164 944 - 1,195 934 - 1,166 919 - 1,145 948 - 1,192 873 - 1,075	- - - - -	- - - - -	(3) - - - - - (3)	(3) (3) - (3) (3) (3)	1 (3) (3) (3) (3) (3) (3) (3) (3)	4 4 2 2 6 4 7	15 14 12 13 15 12 21	24 23 23 25 23 20 28	22 23 23 22 24 20 19	16 16 15 15 16 20 17	15 17 21 19 13 21	2 3 4 3 2 2 (³)	(3) (3) (3) (3) (3) (3) (1)	(3) (3) (3) - (3) -			- - - -		- - - - -	- - - - -	- - - - -
Level V	8,610 7,767 3,730 3,389 4,037 699 843	39.5 39.6 39.8 39.8 39.5 39.5 38.5	1,375 1,396 1,376 1,359 1,414 1,371 1,183	1,347 1,370 1,359 1,352 1,385 1,356 1,210	1,208 - 1,500 1,231 - 1,532 1,223 - 1,519 1,208 - 1,481 1,237 - 1,543 1,252 - 1,498 1,063 - 1,290	- - - - -	- - - - -	- - - - -		(3) - - - - - (3)	(3) (3) - (3) - (3) - 3	2 2 3 3 (³) (³) 6	3 2 1 1 2 3 9	6 5 6 6 4 4 12	13 13 12 13 13 13 9	35 34 36 37 33 44 43	25 27 27 26 27 28 8	11 12 10 9 13 11 2	4 4 5 4 4 1 (³)	(³) 1 (³) - 1 1	(3) (3) (3) - 1 -	(3) (3) - (3) - (3)	(3) (3) - - 1 -	(3) (3) - - 1	- - - - -	- - - - - -
Level VI	1,124 1,045 511 464 534 177	39.5 39.5 39.4 39.4 39.5 40.0	1,734 1,763 1,779 1,750 1,747 1,803	1,721 1,735 1,738 1,728 1,731 1,827	1,534 - 1,931 1,586 - 1,942 1,608 - 1,902 1,582 - 1,858 1,556 - 1,956 1,674 - 1,942	- - - - -	- - - - -	- - - - -	- - - - -	- - - - -	(³) - - - -	- - - - -	(3) (3) - - (3) 1	(3) (3) - - (3)	1 (3) (3) (3) (3) 1	9 6 3 3 8 3	19 20 22 24 17 14	30 32 32 35 31 25	26 28 25 25 31 46	8 9 6 7 6	3 6 5 1 2	1 2 2 1 1 3	1 1 1 1 1	- - - - -	- - - - -	- - - - -

Table A-1. Pay distributions, professional and administrative occupations, United States, June 1996 — Continued

		Average			y earnings dollars) ²						Pe	cent of	workers	s receiv	ing stra	ight-tim	e weekl	/ earnin	ıgs (in d	ollars) o	of—					
Occupation and level	Number of workers	weekly hours ¹ (stan- dard)	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 - 1400	1400 - 1600	1600 - 1800	1800 - 2000	2000 - 2200	2200 - 2400	2400 - 2600	2600 - 2800	2800 - 3000	3000 - 3200	3200 and over
Accountants, Public Level I Private industry Service producing	6,075 6,075 6,075	39.5 39.5 39.5	\$594 594 594	\$577 577 577	\$554 - \$621 554 - 621 554 - 621	_ _ _	(3) (3) (3)	6 6 6	60 60 60	25 25 25	5 5 5	3 3 3	(3) (3) (3)	1 1 1	_ _ _	_ _ _	_ _ _	- - -	_ _ _	- - -	_ _ _	_ _ _	- - -	- - -	- - -	- - -
Level II	9,142 9,142 9,142	39.5 39.5 39.5	641 641 641	625 625 625	587 - 674 587 - 674 587 - 674	ı	- - -	2 2 2	31 31 31	47 47 47	17 17 17	1 1 1	(³) (³) (³)	1 1 1	(³) (³) (³)	(3) (3) (3)	- - -	- - -	- - -	- - -	- - -	- - -	- - -	- - -	- - -	- - -
Level III Private industry Service producing	10,133 10,133 10,133	39.5 39.5 39.5	747 747 747	721 721 721	663 - 803 663 - 803 663 - 803	3 -	- - -	_ _ _	7 7 7	33 33 33	33 33 33	17 17 17	6 6 6	1 1 1	1 1 1	(3) (3) (3)	(3) (3) (3)	(³) (³) (³)	(³) (³) (³)	- - -	- - -	 - -	_ _ _	_ _ _	_ _ _	_ _ _
Level IV Private industry Service producing	4,794 4,794 4,794	39.5 39.5 39.5	977 977 977	954 954 954	861 - 1,058 861 - 1,058 861 - 1,058	3 -	- - -	_ _ _	_ _ _	3 3 3	11 11 11	22 22 22	22 22 22	22 22 22	8 8 8	7 7 7	2 2 2	(3) (3) (3)	1 1 1	(3) (3) (3)	(³) (³) (³)	(3) (3) (3)	- - -	(3) (3) (3)	- - -	=
Attorneys Level I	3,956 524 500 3,432	39.2 39.3 39.3 39.2	700 841 830 679	682 829 820 673	601 - 776 738 - 924 738 - 906 594 - 749	- -	(3) - - (3)	1 - - 1	24 1 1 28	31 15 16 33	22 20 21 23	14 35 36 11	6 19 19 3	1 5 6 1	1 2 1 (³)	(³) 2 (³)	(3) (3) (3)	- - -	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -
Level II	9,425 3,074 308 261 2,766 142 6,351	38.9 39.0 39.9 39.9 38.9 39.8 38.9	952 1,103 1,147 1,123 1,098 1,153 879	923 1,058 1,154 1,120 1,054 1,154 850	802 — 1,065 933 — 1,242 876 — 1,305 836 — 1,275 940 — 1,222 1,116 — 1,211 759 — 993	2 - 3 - 	- - - - -	(3) - - - - - (3)	3 - - - - - 4	6 - - - - 9	16 3 1 2 3 - 22	22 15 24 28 14 1 25	16 18 9 7 19 11	17 21 7 8 22 13	9 14 14 16 14 42 6	8 20 26 24 19 33 3	3 7 14 14 7 - (³)	1 2 2 (³) 2 - (³)	(3) (3) 2 2 (3) - (3)	(3) (3) (3) - -	- - - - -	- - - - -	- - - - -	- - - - -		- - - - -
Level III Private industry Goods producing Manufacturing Service producing Transportation and utilities State and local government	13,077 5,851 1,088 947 4,763 413 7,226	38.9 39.1 39.8 39.8 38.9 39.8 38.8	1,260 1,411 1,548 1,516 1,380 1,401 1,138	1,236 1,365 1,538 1,528 1,341 1,387 1,098	1,077 - 1,410 1,240 - 1,555 1,378 - 1,656 1,378 - 1,646 1,224 - 1,510 1,264 - 1,515 1,009 - 1,267	5 - 3 - 3 - 0 -	- - - - -	- - - - -	- - - - -	1 - - - - 1	1 (³) - (³) - 2	5 (³) - (³) - 9	7 2 (³) (³) 2 (³) 11	17 4 (³) (³) 5 1 27	13 11 1 1 13 12 16	29 38 30 32 40 37 22	16 24 29 31 23 38 9	7 14 33 33 10 8 2	2 4 2 1 5 3 (³)	(3) 1 1 1 1 (3) (3)	(3) 1 1 1 (3) -	(3) 1 2 - (3) -	- - - - -	- - - - -	- - - -	- - - - -
Level IV	10,864 6,406 1,753 1,589 4,653 630 4,458	39.3 39.2 39.7 39.7 39.0 39.6 39.4	1,647 1,775 1,812 1,790 1,761 1,827 1,464	1,633 1,738 1,790 1,774 1,731 1,804 1,395	1,395 - 1,841 1,572 - 1,942 1,539 - 2,047 1,502 - 2,023 1,574 - 1,900 1,668 - 1,988 1,272 - 1,643		- - - - -	- - - - -	- - - - -	- - - - -	- - - -	(3) - - - - - (3)	1 (3) - (3) - (3) - 2	2 (³) - (³) (³) 6	3 (³) - - 1 (³) 7	19 8 13 14 6 2 36	21 21 16 18 22 15 21	25 31 22 21 34 33 17	15 20 20 19 21 29 7	8 12 19 18 9 14 3	3 5 7 7 4 6 (³)	1 2 1 1 2 1 (³)	1 1 2 2 (³) - (³)	(3) (3) (3) (3) (3) (3) (3) (3)	(3) (3) - - 1 -	(3) (3) (3) (3) - -

Table A-1. Pay distributions, professional and administrative occupations, United States, June 1996 — Continued

		Average			/ earnings lollars) ²						Pei	rcent of	workers	s receivi	ing stra	ight-time	e weekl	y earnin	ngs (in d	ollars) o	of—					
Occupation and level	Number of workers	weekly hours ¹ (stan- dard)	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 - 1400	1400 - 1600	1600 - 1800	1800 - 2000	2000 - 2200	2200 - 2400	2400 - 2600	2600 - 2800	2800 - 3000	3000 - 3200	3200 and over
Attorneys-Continued Level V Private industry Goods producing Manufacturing Service producing Transportation and utilities State and local government	4,706 3,014 1,079 976 1,935 281 1,692	39.4 39.1 39.6 39.6 38.9 39.4 39.9	\$1,994 2,190 2,182 2,152 2,154 2,182 1,645	\$1,933 2,129 2,108 2,064 2,135 2,172 1,608	\$1,635 - \$2,237 1,917 - 2,422 1,901 - 2,404 1,901 - 2,375 1,933 - 2,431 1,902 - 2,317 1,546 - 1,693	- - - - -				- - - - - -	- - - - -	- - - - -	(3) - - - - - (3)	(3) - - - - - (3)	1 - - - - - 3	2 (³) - (³) - (³)	8 1 - - 2 1 22	27 11 10 11 11 5 57	17 22 31 33 17 31 6	17 24 17 17 28 15 4	11 15 16 15 15 26 3	7 11 12 11 10 6	5 8 9 9 8 9 (³)	3 5 1 1 6 7	1 2 1 1 2 -	1 1 3 2 1 -
Level VI	1,008 662 283	39.3 39.0 38.9	2,415 2,713 2,631	2,375 2,605 2,603	1,836 - 2,702 2,368 - 2,885 2,392 - 2,805	- - -	- - -	1 1 1	- - -	- - -	- - -	- - -	- - -	- - -	- - -	- - -	1 - -	23 (³) (³)	8 2 3	5 6 4	14 19 18	14 20 25	14 21 25	8 12 12	5 8 5	8 ⁴ 12 8
Engineers Level I Private industry Goods producing Manufacturing Service producing Transportation and utilities State and local government	29,624 19,193 18,501	39.9 40.0 40.0 40.0 40.0 40.0 38.6	675 677 689 688 654 731 658	673 673 689 690 644 740 649	604 - 748 605 - 749 618 - 756 618 - 755 577 - 724 677 - 781 599 - 714	- - - -	(³) (³)	3 4 2 2 7 - 2	20 19 17 17 24 9 25	36 35 35 34 37 23 41	30 30 34 35 23 51 27	9 10 10 11 9 15 4	1 1 2 1 1 1	(3) (3) (3) (3) (3) (3) (3) (3)	(3) (3) - (3) - (3)	(3) (3) - (3) - (3)	- - - - -	- - - - -	- - - - -	- - - - -	- - - - -	- - - - -	- - - - -	- - - - - -	- - - - -	- - - - - -
Level II Private industry Goods producing Manufacturing Service producing Transportation and utilities State and local government	84,295 72,857 53,539 52,465 19,318 4,608 11,438	39.8 40.0 40.0 40.0 39.9 40.0 38.9	805 808 811 811 799 873 785	800 803 808 808 789 851 787	730 - 875 731 - 877 737 - 880 737 - 880 716 - 866 799 - 929 710 - 857	- - -		(3) (3) (3) (3) (3) (3) -	3 2 2 2 2 (³) 6	15 14 13 13 18 3	33 32 32 32 32 33 22 35	31 32 34 34 28 40 24	14 14 15 15 13 23 13	4 4 3 3 4 8 4	1 1 1 1 5 (³)	(3) (3) (3) (3) (3) (3) (3) (3)	(3) (3) (3) (3) (-	- - - - -	- - - - -	- - - - -	- - - - -	- - - - -	- - - - -	- - - - -	- - - -	- - - - -
Level III Private industry Goods producing Manufacturing Service producing Transportation and utilities State and local government	157,500 119,072	39.9 40.0 40.0 40.0 40.0 40.0 39.3	959 960 958 958 964 1,021 957	950 950 946 945 960 1,020 956	867 - 1,039 870 - 1,039 872 - 1,034 872 - 1,033 865 - 1,052 947 - 1,101 848 - 1,057		- - - -	(³) - - - - (³)	(3) (3) (3) (3) (3) (3) -	2 2 2 2 1 (³)	8 8 7 8 9 3	24 24 25 25 23 12 21	30 31 32 32 27 27 25	21 21 21 21 23 33 15	10 9 9 9 12 19	5 4 4 4 4 6 9	(3) (3) (3) (3) (3) (3) (3)	(3) (3) (3) (3) (3) (3)	(3) (3) (3) (3) (-	- - - - -	- - - - -	- - - - -	- - - - -	- - - - -	- - - -	- - - - -
Level IV	180,019 134,313	39.9 40.0 40.0 40.0 39.9 39.9 39.6	1,167 1,173 1,169 1,166 1,185 1,217 1,107	1,154 1,165 1,158 1,155 1,185 1,219 1,085	1,058 - 1,269 1,063 - 1,273 1,060 - 1,267 1,058 - 1,261 1,077 - 1,288 1,133 - 1,300 1,001 - 1,194	- - - -	- - - - -		(3) (3) - (3) (3) (3) (3)	(3) (3) - (3) (3) (3)	1 (3) (3) (3) (3) (3) (3) (3)	3 2 2 2 2 2 1 6	11 10 10 10 10 5 16	22 21 22 22 17 12 33	24 25 25 26 24 24 18	32 34 32 32 38 50 17	7 7 7 6 9 7 6	1 1 1 1 1 (³)	(3) (3) (3) (3) (3) (3)	(3) (3) (3) (3) 	- - - - -	- - - - -	- - - - -	- - - - - -	- - - - -	- - - - - -

Table A-1. Pay distributions, professional and administrative occupations, United States, June 1996 — Continued

		Average			/ earnings ollars) ²						Pe	rcent of	worker	s receiv	ing strai	ight-time	e weekl	y earnin	ıgs (in d	ollars)	of—					
Occupation and level	Number of workers	weekly hours ¹ (stan- dard)	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 - 1400	1400 - 1600	1600 - 1800	1800 - 2000	2000 - 2200	2200 - 2400	2400 - 2600	2600 - 2800	2800 - 3000	3000 - 3200	3200 and over
	127,674 120,046 89,592 86,363 30,454 5,038 7,628	39.9 39.9 40.0 40.0 39.8 39.9 39.6	\$1,411 1,420 1,422 1,414 1,414 1,405 1,276	\$1,398 1,405 1,405 1,400 1,404 1,402 1,249	\$1,274 - \$1,533 1,286 - 1,538 1,288 - 1,538 1,284 - 1,529 1,281 - 1,539 1,331 - 1,483 1,189 - 1,361	- - - - -	- - - - -	- - - - -	- - - - -	- - - - -	(3) (3) - (3) (3) (3)	(3) (3) (3) (3) (3) (3) (3) (3)	1 1 (³) (³) 1 (³) 4	3 3 2 2 3 1 6	9 8 8 8 8 4 15	38 37 38 39 36 44 51	33 34 34 34 34 44 17	13 14 14 13 14 7	3 3 3 2 (³) 2	(3) (3) (3) (3) (3) 1	(3) (3) (3) (3) (-	- - - - -	- - - - -	- - - - -	- - - - - -	- - - - -
Level VI	48,103 45,568 33,911 32,609 11,657 1,051 2,535	39.9 39.9 40.0 40.0 39.9 39.8 38.7	1,659 1,676 1,687 1,678 1,643 1,653 1,367	1,648 1,659 1,671 1,663 1,624 1,625 1,372	1,495 - 1,813 1,514 - 1,822 1,526 - 1,828 1,520 - 1,817 1,471 - 1,803 1,551 - 1,753 1,229 - 1,441	- - - - -	- - - - -	- - - - -	- - - - -	- - - - -	(³) (³)	(3) (3) (3) (3) (3) -	(3) (3) (3) (3) (3) (3) (3) (4)	(3) (3) (3) (3) (3) (3) -	2 1 1 1 2 (³)	11 9 8 9 12 2 47	28 29 28 29 30 41 17	31 33 33 34 30 39 11	19 19 20 20 18 14 3	7 7 7 6 7 3	2 2 2 2 1 (³)	(3) (3) (3) (3) (3) (3) (3)	(3) (3) (3) (3) 	- - - - -	- - - - -	- - - - -
Level VII		40.0 40.0 40.1 40.1 39.8	1,962 1,970 2,003 1,995 1,889	1,927 1,935 1,972 1,962 1,842	1,744 - 2,158 1,751 - 2,162 1,797 - 2,189 1,791 - 2,166 1,682 - 2,084	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -	(3) (3) - - (3)	- - - -	(3) (3) (3) (3) (3)	1 1 1 1 2	8 7 5 6 10	22 23 19 19 33	27 27 29 29 24	19 20 22 22 13	12 13 13 12 11	7 8 8 8 6	2 2 2 2 1	(3) (3) (3) (3) (3) (3)	(3) (3) (3) (3) -	(3) (3) (3) (3) -
Level VIII Private industry Goods producing Manufacturing Service producing	1,359 1,351 998 989 353	40.0 40.0 40.0 40.0 40.0	2,343 2,346 2,366 2,365 2,289	2,268 2,269 2,297 2,290 2,229	2,034 - 2,559 2,040 - 2,561 2,058 - 2,585 2,052 - 2,586 2,002 - 2,308	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -	(3) (3) (3) (3) (3)	(3) (3) (3) (3) (3)	1 1 1 1	6 5 4 4 10	15 15 15 15 15	19 19 20 20 17	23 23 19 19 36	14 14 17 16 5	7 7 9 9 4	5 5 6 6 2	4 4 5 5 2	6 6 6 6 8
Administrative Occupations																										
Budget Analysts Level I Private industry Service producing	641 191 105	39.8 39.6 39.5	585 534 533	577 532 507	510 - 684 495 - 577 495 - 587	_ _ _	1 - -	20 32 36	35 53 50	26 13 12	17 2 2	(³) - -	- - -	- - -	- - -	- - -	- - -	- - -	- - -	- - -	- - -	- - -	- - -	- - -	- - -	- - -
Level II Private industry Goods producing Manufacturing Service producing State and local government	2,805 1,491 446 415 1,045 1,314	39.1 39.2 39.7 39.6 39.0 39.0	667 656 669 666 651 680	655 639 650 646 636 664	588 - 731 585 - 706 585 - 723 584 - 724 585 - 701 593 - 766	- - -	(3) - - - - 1	3 2 - - 3 4	26 29 30 31 29 23	37 41 38 38 42 33	21 20 20 20 20 21 22	8 5 9 9 4 11	4 2 2 2 1 7	(3) 1 1 1 (3) (3)	(3) (3) (3) (3) (-	- - - -	- - - - -	- - - -	- - - - -	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -
Level III	4,218 1,698 571 538 1,127 246 2,520	39.5 39.4 39.5 39.5 39.3 39.9 39.5	858 839 855 845 831 888 871	859 826 828 822 823 882 882	760 - 955 756 - 910 770 - 923 768 - 923 749 - 897 796 - 980 770 - 955	_	- - - - -	(3) - - - - - (3)	1 2 (³) (³) 2 -	10 10 9 10 11 9	24 30 26 27 32 18 20	26 31 31 31 31 31 31 23	25 15 18 18 14 20 31	11 9 13 11 8 16 12	2 2 2 1 2 4 2	(³) 1 1 1 (³) 1 (³)	- - - - -	- - - - -	- - - - -	- - - - -	- - - - -	- - - - -	- - - - -	- - - - -	- - - - -	- - - - -

Table A-1. Pay distributions, professional and administrative occupations, United States, June 1996 — Continued

		Average			/ earnings lollars) ²						Pe	rcent of	worker	s receiv	ing stra	ight-tim	e weekl	y earnir	ıgs (in d	lollars) o	of—					
Occupation and level	Number of workers	weekly hours ¹ (stan- dard)	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 - 1400	1400 - 1600	1600 - 1800	1800 - 2000	2000 - 2200	2200 - 2400	2400 - 2600	2600 - 2800	2800 - 3000	3000 - 3200	3200 and over
Budget Analysts-Continued Level IV	1,721	39.6 39.7 39.9 39.8 39.6 39.3	\$964 943 955 937 929 1,005	\$962 954 954 954 950 1,011	\$840 - \$1,074 817 - 1,043 850 - 1,048 838 - 1,028 794 - 1,041 871 - 1,102	- - -	- - - -	1 1 1 1 1	(³) - - - (³)	5 6 4 5 8 2	14 16 14 14 19 9	17 17 17 18 17	23 26 31 32 20 17	24 23 23 23 23 23 25	12 7 5 6 10 20	4 3 3 2 3 8	1 1 2 (³) (³)	(3) (3) 1 - -	(3) (3) (3) - -	- - - - -		- - - - -	- - - - -	- - - - -	- - - - -	- - - - -
Buyers/Contracting Specialists Level I Private industry Goods producing Manufacturing Service producing State and local government	5,587 3,397	39.7 39.8 39.9 39.9 39.7 39.2	522 526 532 531 517 501	515 516 519 519 508 498	472 - 575 476 - 577 480 - 580 480 - 578 461 - 565 435 - 571	(3) (3) (3)	7 5 4 4 7 17	35 34 35 35 34 35	40 42 41 42 42 42 34	14 15 15 14 15	3 4 5 5 2 1	(³) 1 1 1 (³) (³) (³)	(3) (3) (3) (3) (3)	(3) (3) (3) (3) (3) (3)	- - - -	- - - -	- - - -	- - - -	- - - - -	- - - -		- - - -	- - - -	- - - - -	- - - -	- - - -
Level II Private industry Goods producing Manufacturing Service producing Transportation and utilities State and local government	32,301 28,045 20,147 19,285 7,898 923 4,256	39.7 39.8 39.9 39.9 39.6 40.0 39.1	662 664 665 663 664 700 645	651 652 654 653 647 688 643	577 - 736 582 - 736 582 - 738 582 - 734 578 - 735 600 - 801 552 - 736	- - - -	(3) (3) (3) (3) (- - 2	6 5 5 5 4 11	25 25 24 24 26 21 27	34 35 34 34 36 28 26	24 24 25 25 20 22 22	8 8 8 8 9 21	2 2 2 2 2 2 2 2	1 1 1 1 1 1 (³)	(3) (3) (3) (3) (3) (3) (3)	(3) (3) - (3) - (3)	- - - - -	- - - - -	- - - - -	- - - - -		- - - - -	- - - - -	- - - - -	- - - - -	- - - - -
Level III	22,709 20,746 16,592 16,087 4,154 1,431 1,963	39.8 39.9 39.9 39.9 39.8 40.0 39.2	889 896 896 893 893 937 818	872 878 877 874 884 958 804	788 - 983 797 - 987 799 - 981 798 - 976 792 - 997 810 - 1,044 696 - 927	- - - -	- - - -	(3) (3) (3) (3) (3) (3) (3)	1 (3) (3) (3) 1 2 7	7 6 6 6 8 3 18	20 19 19 19 19 15 24	29 30 31 31 26 20 20	21 22 22 22 22 23 23 23	14 14 13 13 17 23 16	5 6 6 6 5 10 2	3 3 3 2 4 (³)	(3) (3) (3) (3) (3) (3)	- - - - -	- - - - -	- - - - -		- - - - -	- - - - -	- - - - -	- - - - -	- - - - -
Level IV Private industry Goods producing	6,753	39.9 39.9 39.9 39.9 39.8 39.8 39.2	1,085 1,090 1,084 1,072 1,112 1,111 1,019	1,063 1,065 1,054 1,050 1,095 1,124 1,009	969 - 1,179 973 - 1,178 969 - 1,173 966 - 1,163 994 - 1,204 1,006 - 1,204 871 - 1,213	- - - -	- - - -		(3) (3) (3) (3) (3) (3) (3)	1 (3) (3) (3) (3) 1 1	3 2 2 3 1 2	10 9 9 10 6 5	20 20 21 21 18 15	26 27 27 27 28 23 18	19 20 20 20 21 29 9	17 16 15 15 21 22 25	4 4 3 3 4 4 2	1 1 1 1 1 (³)	(3) (3) (3) (3) (3) (3)	(3) (3) (3) - - -	(3) (3) (3) - - -	- - - - -	- - - - -	- - - - -	- - - - -	- - - - -
Computer Programmers Level I	6,640 1,411 1,364 5,229	39.7 39.7 39.8 39.8 39.7 39.5	543 548 553 548 547 509	531 538 546 540 538 504	481 - 602 485 - 609 491 - 602 491 - 600 481 - 611 458 - 550	- - -	2 2 1 1 2 5	31 30 30 31 29 41	41 41 42 43 40 41	22 24 20 20 25 10	3 4 6 5 3 3	1 1 1 1 1 (³)	(3) (3) (3) - -	- - - - -	- - - - -	- - - - -	- - - - -	- - - - -	- - - - -	- - - - -	11111	- - - - -	- - - - -	- - - - -	- - - - -	- - - - -

Table A-1. Pay distributions, professional and administrative occupations, United States, June 1996 — Continued

		Average			/ earnings lollars) ²						Pe	cent of	workers	s receiv	ing stra	ight-tim	e weekl	y earnin	ıgs (in d	ollars) o	of—					
Occupation and level	Number of workers	weekly hours ¹ (stan- dard)	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 - 1400	1400 - 1600	1600 - 1800	1800 - 2000	2000 - 2200	2200 - 2400	2400 - 2600	2600 - 2800	2800 - 3000	3000 - 3200	3200 and over
Computer Programmers—Continued Level II Private industry Goods producing Manufacturing Service producing Transportation and utilities State and local government	34,410 29,494 7,739 7,565 21,755 1,749 4,916	39.6 39.6 39.7 39.7 39.6 39.6 39.2	\$639 644 661 659 638 666 608	\$631 635 654 654 627 655 594	\$577 - \$699 577 - 701 580 - 727 581 - 724 577 - 692 615 - 711 524 - 673	- - - -	(3) (3) - (3) - (3) - 2	5 3 3 4 2 15	32 31 27 27 33 19 35	38 40 36 37 41 50 28	19 19 24 24 17 21 15	5 6 8 8 5 6 4	1 1 1 1 1 1	(3) (3) (3) (3) (3) (3) - (3)	(3) (3) (3) (3) (3) (3)	- - - - -	- - - - -	- - - - -			- - - - -	- - - - -				
Level III	42,575 35,729 8,847 8,568 26,882 1,921 6,846	39.5 39.6 39.7 39.6 39.5 39.7 39.3	788 793 792 789 794 800 760	775 780 787 777 780 794 756	701 - 858 708 - 860 705 - 865 702 - 862 710 - 855 731 - 845 662 - 844	- - - -	(3) (3) - (3) - (3)	(3) (3) (3) (3) (3) (3) -	4 2 1 1 2 1	20 20 23 23 19 13 22	33 34 30 30 35 38 29	27 28 30 29 27 31 21	11 11 12 12 10 11	3 4 3 4 4 3	1 1 1 1 1 1	1 (3) (3) (3) 1 (3)	(3) (3) - (3) - (3)	- - - - -	- - - -		- - - - -	- - - - -				
Level IV	19,312 18,329 5,242 5,213 13,087 983	39.5 39.5 39.9 39.9 39.4 39.1	945 945 937 936 949 940	932 932 924 924 938 934	865 - 1,017 865 - 1,017 875 - 1,002 874 - 1,001 863 - 1,027 804 - 1,079	- - -	- - - -	(3) (3) - (3) -	(3) (3) - - (3) 4	1 1 1 1 1 8	8 8 3 10 13	28 28 32 33 27 18	31 32 38 38 30 22	21 21 21 21 21 21 14	6 6 4 3 7 9	4 3 2 2 4 14	(3) (3) - (3) -	(3) (3) - (3) -			- - - -	- - - - -				
Level V Private industry Service producing	7,561 7,399 2,431	39.8 39.8 39.4	1,095 1,096 1,145	1,079 1,079 1,128	1,015 - 1,144 1,016 - 1,143 1,045 - 1,196	-	- - -	- - -	- - -	(³) - -	(3) (3) (3)	1 1 1	18 18 14	38 39 23	29 29 36	11 10 19	2 2 3	1 1 2	(³) (³) (³)	(3) (3) (3)	- - -	- - -	-	- - -	-	
Computer Systems Analysts Level I Private industry Goods producing Manufacturing Service producing Transportation and utilities State and local government	8,458 8,197 23,034 2,597	39.7 39.7 39.9 39.9 39.7 39.8 39.7	779 784 785 781 783 835 755	771 777 779 773 777 819 739	696 - 855 704 - 858 698 - 864 694 - 857 705 - 856 741 - 907 647 - 832	- - - - -	- - - - -	1 (3) (3) (3) (3) (3) - 3	5 3 4 4 3 (³)	20 20 22 22 22 20 10 20	33 34 29 30 36 35 27	26 28 28 28 27 27 19	11 12 12 12 11 18 8	3 3 4 3 2 8 4	1 1 1 1 (³) 2 4	(3) (3) (3) (3) (3) (3) (3) (3)	(3) (3) (3) (3) (3) (3) (3)	- - - - - -	- - - - -		- - - - - -	- - - - - -				
Level II	100,593 82,995 21,778 20,968 61,217 7,265 17,598	39.6 39.8 39.8 39.5 39.6 39.8	940 945 960 957 939 1,000 921	937 937 952 949 931 984 945	851 - 1,014 854 - 1,025 864 - 1,046 860 - 1,045 850 - 1,016 898 - 1,096 833 - 1,003	- - - - -	- - - - -	(3) (3) (3) (3) (3) (3) (3)	(3) (3) (3) (3) (3) (3) (3)	3 2 2 2 2 (³) 6	10 10 9 9 11 5	25 26 24 24 26 21 22	29 30 28 28 31 29 21	22 20 22 22 19 22 33	7 8 9 9 8 15 4	3 4 5 5 3 9 2	(3) (3) (3) (3) (3) (3) (3) (3)	(3) (3) (3) (3) (3) (-	(3) (3) - - (3) -		- - - - - -	- - - - - -	- - - -	- - - - -		- - - - -

Table A-1. Pay distributions, professional and administrative occupations, United States, June 1996 — Continued

		Average			y earnings dollars)²						Pe	rcent of	workers	s receiv	ing strai	ight-time	e weekl	y earnin	ıgs (in d	lollars) o	of—					
Occupation and level	Number of workers	weekly hours ¹ (stan- dard)	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 - 1400	1400 - 1600	1600 - 1800	1800 - 2000	2000	2200 - 2400	2400 - 2600	2600 - 2800	2800 - 3000	3000 - 3200	3200 and over
Computer Systems Analysts-Continued Level III	64,514 58,210 16,587 15,736 41,623 4,578 6,304	39.5 39.5 39.8 39.8 39.4 39.9 39.7	\$1,111 1,120 1,157 1,153 1,106 1,164 1,026	\$1,096 1,105 1,146 1,140 1,094 1,138 1,049	\$1,009 - \$1,205 1,015 - 1,212 1,045 - 1,258 1,039 - 1,251 1,002 - 1,194 1,059 - 1,270 958 - 1,093	- - - -	- - - - -	- - - - -	(3) (3) - (3) (3) (3)	(3) (3) - (3) (3) (3)	1 (3) (3) (3) 1 (3) 8	6 5 4 5 6 2 10	15 15 11 11 17 8 15	29 27 23 24 29 27 41	23 24 24 24 24 24 26 11	22 23 30 29 21 28 12	4 4 6 6 3 8 (³)	(3) (3) 1 1 (3) (3) (3)	(3) (3) (3) (3) (3) (3)	(3) (3) (3) (3) 	- - - - -	- - - - -	- - - - -	- - - - -	- - - - -	- - - - -
Level IV	16,319 15,764 5,303 5,018 10,461	39.4 39.4 39.6 39.6 39.3	1,321 1,325 1,356 1,344 1,310	1,305 1,311 1,347 1,337 1,296	1,196 - 1,433 1,201 - 1,437 1,224 - 1,459 1,217 - 1,442 1,189 - 1,422	- - -	- - - -	- - - -		(3) (3) - - (3)	- - - -	2 2 (³) (³) 2	2 2 2 2 2	7 6 6 6 7	16 15 11 12 16	44 45 44 46 45	22 23 27 26 21	6 7 7 6 6	1 1 1 1	(3) (3) (3) (3) (3) (3)	(3) (3) (3) (3) (3)	(3) (3) (3) (3) (3) (3)	- - - -	- - - -	(3) (3) - - (3)	- - - -
Level V	1,697 1,697 1,346	39.2 39.2 39.0	1,527 1,527 1,522	1,510 1,510 1,500	1,402 - 1,656 1,402 - 1,656 1,398 - 1,650	-	- - -	- - -	- - -	- - -	$\binom{3}{3}$	(³) (³) (³)	1 1 1	1 1 (³)	2 2 2	21 21 21	40 40 40	26 26 25	9 9 9	1 1 1	- - -	 - -	- - -	- - -	- - -	- - -
Computer Systems Analyst Supervisors/Managers Level I Private industry Goods producing Manufacturing Service producing Transportation and utilities State and local government	9,879 7,913 1,478 1,430 6,435 553 1,966	39.6 39.6 39.6 39.6 39.5 40.0 39.7	1,202 1,218 1,279 1,273 1,204 1,244 1,137	1,195 1,208 1,247 1,244 1,192 1,254 1,119	1,081 - 1,319 1,092 - 1,327 1,129 - 1,385 1,129 - 1,376 1,082 - 1,316 1,165 - 1,326 1,036 - 1,256	- - - -	- - - - -	- - - - -	(3) (3) - - (3) -	(3) (3) - (3) - (3)	1 (³) - - (³) - 2	3 1 (³) (³) 1 (³)	6 6 1 1 7 2 8	18 19 17 18 20 9	22 21 15 16 22 24 28	36 37 43 43 36 53 30	11 13 16 16 12 11	2 3 7 6 2 (³)	(3) (3) (3) - (3) -	(3) (3) (3) (3) (3) -	- - - - -	- - - - -	- - - - -	- - - - -	- - - - -	- - - - -
Level II Private industry Goods producing Manufacturing Service producing Transportation and utilities State and local government	9,130 8,272 1,850 1,699 6,422 494 858	39.4 39.4 39.5 39.5 39.3 39.4 39.9	1,408 1,421 1,493 1,490 1,400 1,521 1,283	1,388 1,398 1,482 1,477 1,385 1,448 1,232	1,269 - 1,520 1,287 - 1,538 1,333 - 1,635 1,327 - 1,635 1,271 - 1,501 1,311 - 1,657 1,194 - 1,422	- - - -	- - - - -	- - - - -			- - - - -	(3) (3) - - (3) - 1	1 (3) (3) (3) 1 1 2	3 3 1 2 4 2 5	10 9 6 6 10 6 19	38 37 30 31 40 34 45	32 33 34 31 33 24 28	11 12 22 23 9 16	3 4 5 5 3 10 (³)	1 1 2 1 1 5	(3) (3) 1 1 (3) 1	(3) (3) - (3) (3) 1	- - - - -	- - - - -	- - - - - -	- - - - -
Level III Private industry Goods producing Manufacturing Service producing	2,201 2,119 745 642 1,374	39.2 39.1 38.8 38.6 39.3	1,665 1,669 1,662 1,628 1,673	1,635 1,640 1,612 1,577 1,670	1,493 - 1,796 1,493 - 1,795 1,466 - 1,747 1,457 - 1,731 1,510 - 1,811		- - - -	- - - -	- - - -	- - -	- - - -	- - - -	- - - -	(3) (3) - - (3)	1 (³) (³) (³) 1	10 10 7 8 11	31 31 42 47 25	34 34 31 29 36	16 16 10 10	5 5 4 2 5	2 2 2 1 2	1 1 2 1 1	(3) (3) 1 1	(3) (3) (3) (3) (3)	(3) (3) (3) (3) (3)	- - - -
Personnel Specialists Level I	4,266 3,253 684 658 2,569 195 1,013	39.7 39.7 39.9 39.9 39.6 40.0 39.7	515 510 550 546 500 497 530	500 500 535 524 487 482 523	457 - 550 458 - 538 467 - 625 467 - 619 456 - 529 440 - 565 450 - 594	- - - -	4 3 (³) (³) 3 7 9	44 47 34 34 51 55 34	38 39 38 39 39 28 35	10 8 21 21 4 7 15	4 3 5 5 3 3 5	1 (³) 1 (³) (³) - 2	(3) (3) (3) (3) (3) -	- - - - -	- - - - - -	- - - - - -	- - - - - -	- - - - - -	- - - - - -	- - - - -	- - - - -	- - - - -	- - - - -	- - - - - -	- - - - - -	- - - - -

Table A-1. Pay distributions, professional and administrative occupations, United States, June 1996 — Continued

		Average			/ earnings lollars) ²						Pe	cent of	workers	s receivi	ing stra	ight-time	e weekl	y earnin	ıgs (in d	ollars) o	of—					
Occupation and level	Number of workers	weekly hours ¹ (stan- dard)	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 - 1400	1400 - 1600	1600 - 1800	1800 - 2000	2000 - 2200	2200 - 2400	2400 - 2600	2600 - 2800	2800 - 3000	3000 - 3200	3200 and over
Personnel Specialists-Continued Level II Private industry Goods producing Manufacturing Service producing Transportation and utilities State and local government	34,333 29,179 9,962 9,733 19,217 1,319 5,154	39.7 39.7 39.9 39.9 39.7 39.9 39.4	\$611 608 621 620 601 654 630	\$598 596 606 605 594 636 616	\$538 - \$670 538 - 661 546 - 673 546 - 673 538 - 654 577 - 725 546 - 707	- - - - -	1 (3) (3) - 1 - 2	12 12 14 14 11 3	38 39 34 35 42 33 32	31 31 32 31 31 28 29	13 12 12 12 12 12 26 17	4 4 6 6 3 7 6	1 1 2 2 (³) 2 3	(3) (3) 1 1 (3) 1 (3)	(3) (3) (3) (3) (3) -	(3) (3) (3) - -	- - - - -	- - - - -	- - - - -	- - - - -	- - - - -	- - - - -				- - - - -
Level III	47,601 39,060 16,155 15,525 22,905 2,592 8,541	39.6 39.6 39.9 39.9 39.5 39.5	804 801 818 816 789 861 819	799 794 808 808 779 851 824	707 - 886 705 - 880 730 - 893 724 - 891 698 - 865 763 - 946 715 - 940	- - - - -	(3) (3) - - (3) -	1 (³) - - 1 - 2	5 5 3 3 6 5 4	17 18 17 17 18 6 16	27 28 26 26 30 23 22	27 28 32 32 25 30 25	15 13 14 14 12 20 22	5 5 5 4 11 6	2 2 2 2 1 3 2	1 1 1 1 1 2 (³)	(3) (3) (3) - (3) -	- - - - -	- - - - -	- - - - -	- - - - -	- - - - -		-		- - - - -
Level IV	30,209 25,979 12,090 11,612 13,889 2,357 4,230	39.6 39.6 39.9 39.9 39.4 39.9 39.2	1,045 1,052 1,058 1,054 1,047 1,096 1,003	1,029 1,034 1,025 1,019 1,038 1,087 1,001	928 - 1,153 936 - 1,154 940 - 1,162 940 - 1,154 925 - 1,154 995 - 1,200 888 - 1,115	- - - - -	- - - - -	- - - - -	(3) (3) - (3) - (3)	1 (3) (3) (3) 1 (3) 3	4 3 2 2 4 2 9	14 13 13 13 14 7	23 23 26 27 21 17 21	23 24 24 24 23 28 22	16 17 15 15 18 22 14	16 16 17 16 15 23 13	2 2 3 2 2 2	(3) (3) (3) (3) (3) (3)	(3) (3) (3) (3) (3) (3)	- - - - -	- - - - -	- - - - -		- - - -		- - - - -
Level V	8,202 7,523 4,162 4,014 3,361 653 679	39.6 39.6 39.8 39.8 39.3 39.9 39.3	1,362 1,378 1,417 1,413 1,330 1,354 1,183	1,342 1,347 1,385 1,381 1,315 1,307 1,201	1,204 - 1,499 1,224 - 1,502 1,250 - 1,565 1,247 - 1,547 1,192 - 1,455 1,204 - 1,494 984 - 1,333	- - - - -	- - - - -	- - - - -	- - - - -	- - - - -	(3) (3) (3) (3) (3) -	2 1 (³) (³) 2 - 12	3 2 2 2 3 2 18	6 6 4 4 8 8	13 13 12 13 14 14 10	36 36 34 34 39 39 39	25 26 27 26 25 21 17	11 11 15 14 7 14	3 4 5 5 2 3	1 1 1 1 (³)	(3) (3) 1 1 (3) -	(3) (3) (3) (3) 	(3) (3) - (3) - (3)	(3) (3) - - (3) -		- - - - -
Level VI	1,038 1,034 780 731 254	39.7 39.7 39.8 39.9 39.3	1,784 1,787 1,796 1,789 1,759	1,779 1,779 1,768 1,752 1,808	1,624 - 1,927 1,627 - 1,932 1,624 - 1,931 1,615 - 1,923 1,635 - 1,940	- - - -	- - - -	- - - -	- - - -	- - - -		- - -	(³) - - - -	(3) (3) - - (3)	(3) (3) - - 1	5 5 3 3 9	16 16 17 18 10	31 31 34 35 23	31 31 29 27 37	13 13 11 11 11	2 2 3 3 -	1 1 2 2 1	1 1 1 1	- - -	- - - -	- - - -
Personnel Supervisors/Managers Level I Private industry Goods producing Manufacturing Service producing State and local government	3,418 2,851 1,083 1,058 1,768 567	39.7 39.8 40.0 40.0 39.6 39.1	1,160 1,180 1,223 1,220 1,154 1,058	1,154 1,165 1,202 1,202 1,142 1,059	1,053 - 1,272 1,078 - 1,283 1,133 - 1,330 1,133 - 1,330 1,053 - 1,247 936 - 1,190	- - - -	- - - - -	- - - - -	(³) - - - - 1	1 (³) - (³) 4	3 1 (³) (³) 2 11	3 2 3 3 2 6	10 10 4 4 13 13	21 21 11 12 26 23	22 23 27 28 20 19	31 34 45 46 28 18	6 7 8 6 6 4	1 1 1 1 1	1 1 1 2 1	(3) (3) - - (3) -	- - - - -	- - - - -	- - - -	-	- - - -	- - - - -

Table A-1. Pay distributions, professional and administrative occupations, United States, June 1996 — Continued

		Average			y earnings dollars) ²						Pe	cent of	workers	s receiv	ing strai	ight-time	e weekl	y earnin	ıgs (in d	ollars) o	of—					
Occupation and level	Number of workers	weekly hours ¹ (stan- dard)	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 - 1400	1400 - 1600	1600 - 1800	1800 - 2000	2000 - 2200	2200 - 2400	2400 - 2600	2600 - 2800	2800 - 3000	3000 - 3200	3200 and over
Personnel Supervisors/Managers–Continued Level II Private industry Goods producing Manufacturing Service producing Transportation and utilities State and local government	1,443 1,385	39.5 39.5 39.8 39.8 39.4 39.9 39.5	\$1,460 1,490 1,511 1,516 1,474 1,506 1,248	\$1,465 1,492 1,500 1,508 1,481 1,440 1,234	\$1,325 - \$1,598 1,348 - 1,608 1,369 - 1,619 1,385 - 1,622 1,340 - 1,608 1,348 - 1,673 1,065 - 1,413	- - - - -	- - - - -	- - - - -	- - - - -	(3) - - - - - (3)	(³) - - - - - 1	1 (³) - - (³) - 5	1 (³) (³) (³) (³) - 6	4 2 1 1 3 5 18	7 6 5 5 6 3 14	25 25 25 23 26 26 26 23	38 40 42 42 39 36 27	17 19 19 20 19 19	5 5 6 6 5 10 2	1 1 1 1 1 2	(³) 1 1 1 - -	(3) (3) (3) - (3) -	(3) (3) - - (3) -	11111		- - - - -
Level III	1,972 1,764 986 908 778 208	39.7 39.7 39.8 39.9 39.5 39.8	1,788 1,842 1,794 1,781 1,902 1,330	1,756 1,787 1,731 1,724 1,867 1,128	1,589 - 1,960 1,635 - 1,999 1,637 - 1,928 1,635 - 1,923 1,623 - 2,129 1,128 - 1,562	- - - -	- - - -	- - - -	- - - -	- - - - -	11111	(³) - - - - 3	1 - - - 9	1 (³) - - (³) 7	4 (3) (3) (3) (3) (3) (3) 33	5 4 3 3 4 16	16 17 17 18 17	28 30 36 38 22 13	22 24 27 27 27 21 7	11 12 8 6 16	6 7 5 4 10	3 3 3 4 -	2 3 1 1 5	(3) (3) - - (3)		- - - - -
Level IV	456 454 317 302 137	39.6 39.6 39.6 39.6 39.5	2,253 2,253 2,225 2,211 2,319	2,233 2,233 2,192 2,178 2,346	2,023 - 2,404 2,023 - 2,404 2,012 - 2,373 2,012 - 2,342 2,115 - 2,492	- - - -	- - - -	- - - -	- - - -	- - - -		- - - -	- - -		- - - -	(3) (3) - - 1	1 1 1 1 3	4 4 5 5 4	15 15 17 18 9	25 24 28 29 16	28 28 26 24 32	13 13 10 9 20	9 9 10 10 7	3 3 2 4	(³) (³) - 1	2 2 1 1 4
Tax Collectors Level I State and local government Level II State and local government	932 932 3,213 3,213	39.5 39.5 39.1 39.1	513 513 588 588	502 502 587 587	425 - 594 425 - 594 504 - 676 504 - 676	2 2 2 2	18 18 3 3	30 30 18 18	27 27 31 31	18 18 25 25	5 5 17 17	- - 3 3	- (3)	- (3)	- - -	- - -	- - -	- - -	- - -	- - -	- - -	- - -	- - -			_ _ _
Level III	2,742	39.5 39.5	771 771	762 762	713 – 831 713 – 831	- -	- -	1 1	1	20 20	36 36	39 39	3 3	1 1	(³)	_ _	_ _	- -	_ _	_ _		_ _	_ _	1 1		- -

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.

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.

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: 4 percent at \$3,200 and under \$3,400; 3 percent at \$3,400 and under \$3,600; 1 percent at \$3,600 and under \$3,800; 1 percent at \$3,800 and under \$4,000; and 3 percent at \$4,000 and over.

Table A-2. Pay distributions, technical and protective service occupations, United States, June 1996

		Average			y earnings Iollars) ²						Pe	rcent of	worker	s receiv	ing stra	ight-tim	e weekl	y earnin	ngs (in c	dollars)	of—					
Occupation and level	Number of workers	weekly hours ¹ (stan- dard)	Mean	Median	Middle range	200 and under 250	250 - 300	300 - 350	350 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1050	1050 - 1100	1100 - 1200	1200 - 1300	1300 and over
Technical Occupations																										
Computer Operators Level I	4,250 3,632 695 693 2,937 618	39.7 39.7 39.8 39.8 39.7 39.7	\$357 352 350 350 353 381	\$352 352 355 355 355 352 351	\$310 - \$388 310 - 381 302 - 367 302 - 367 311 - 386 304 - 466	1 - - 1	15 15 19 19 14 18	31 32 24 24 24 34 26	31 34 44 44 32 13	11 12 7 7 14 6	6 4 4 4 5 18	2 1 2 2 1 8	1 (3) 1 1 1 (3) 5	(3) (3) (3) (3) (3)	(3) (3) (3) (3) (3)	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -	- - - - -	- - - -	- - - -
Level II Private industry Goods producing Manufacturing Service producing Transportation and utilities State and local government	32,975 27,515 6,974 6,714 20,541 1,432 5,460	39.5 39.5 39.7 39.7 39.5 39.5 39.3	448 445 449 447 443 498 462	440 438 434 432 438 506 454	386 - 497 385 - 491 391 - 484 391 - 481 384 - 493 432 - 563 393 - 521	(3) - - (3) (3)	1 1 (³) (³) 2 1	11 10 10 10 11 2	19 19 18 18 20 9	24 25 29 28 24 19 20	21 22 24 24 21 17 18	12 11 11 11 12 14 16	7 7 4 4 8 31 10	2 2 3 3 2 3 3	1 1 1 1 1 4 2	(3) (3) (3) (3) (3) (3) (3)	(3) (3) (3) (3) (3) (3) -	(3) (3) 1 1 (3) (3) (3)	(3) (3) - (3) - (3) - (3)	(3) (3) - (3) - (3) - (3)	(3) (3) 1 1 - -	- - - - -	- - - - -	- - - - -	- - - - -	- - - - -
Level III	23,849 19,001 5,688 5,585 13,313 2,003 4,848	39.3 39.4 39.6 39.5 39.4 39.9 39.0	576 575 587 586 570 638 578	569 566 572 570 562 629 583	508 - 634 505 - 635 519 - 647 518 - 647 501 - 632 578 - 728 515 - 629	- - - -	- - - - -	(3) (3) - - (3) - 1	2 (3) (3) (3) 2 (3) 3	8 8 7 7 8 1	13 14 13 13 14 5	18 20 18 18 20 10	21 21 22 22 22 21 28 20	17 15 17 17 15 18 24	10 10 10 10 10 10 11	6 5 6 5 5 14 6	3 3 4 4 2 6 3	1 1 1 1 1 5 (³)	1 1 1 1 1 3 1	(3) (3) 1 1 (3) (3) (3) (3)	(3) (3) (3) (3) (3) (3) (3) (3)	(3) - - - - - (3)	- - - - -	- - - - -	- - - - -	- - - - -
Level IV	4,888 4,118 1,210 1,196 2,908 223 770	39.3 39.3 39.4 39.4 39.3 39.9 39.1	689 690 719 717 678 728 684	681 681 704 702 669 725 675	611 - 749 613 - 745 642 - 785 641 - 777 607 - 739 644 - 805 591 - 756	- - - -	- - - - -	- - - - -	- - - - -	(3) (3) - - (3) - 1	2 2 3 3 1 - 3	5 5 3 4 6 (³)	14 13 9 9 15 10	16 18 11 11 21 16 9	17 17 21 21 15 17 20	20 21 20 20 21 19 16	11 10 13 12 9 12 14	6 6 6 6 9 6	5 5 6 4 11 5	2 2 4 4 1 5 3	1 1 1 1 1 (3) 1 (3)	(3) (3) (3) 1 (3) -	(3) (3) - (3) - (3)	1 1 2 2 - -	(3) (3) (3) (3) (3)	- - - - -
Level V Private industry	393 299	39.1 38.8	820 806	804 767	731 – 911 717 – 888	-	- -	- -	- -	 - -	_ _	-	- -	2 3	13 17	20 26	15 13	13 11	7 8	16 6	7 9	2 3	4 5	1	- -	-
Drafters Level I Private industry Goods producing Manufacturing Service producing Transportation and utilities State and local government	8,436 7,957 5,576 5,292 2,381 1,027 479	39.9 39.9 39.9 39.9 39.8 39.5 39.2	408 409 386 387 463 529 380	403 403 389 390 449 544 357	361 - 440 366 - 440 353 - 413 357 - 413 400 - 544 522 - 562 328 - 429	1 2 2	5 5 6 6 2 - 11	15 14 17 16 7 1 33	27 27 32 33 14 2	31 32 34 33 28 13 20	8 8 8 8 9 2 10	8 8 1 1 25 55 3	4 4 (³) (³) 14 26	1 1 1 1 1 1 2	(3) (3) - (3) (3) (3)	(3) (3) - - (3) -	- - - - -	- - - - -	- - - - -	- - - - -	- - - - -	- - - - -	- - - - -	- - - - -	- - - - -	- - - - -

Table A-2. Pay distributions, technical and protective service occupations, United States, June 1996 — Continued

		Average			/ earnings lollars) ²						Pe	cent of	workers	s receiv	ing stra	ight-tim	e weekl	y earnir	ngs (in c	dollars)	of—					
Occupation and level	Number of workers	weekly hours ¹ (stan- dard)	Mean	Median	Middle range	200 and unde 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 - 1200	1200 - 1300	1300 and over
Drafters-Continued Level II	25,647 23,583 15,649 14,589 7,934 2,128 2,064	39.9 39.9 40.0 40.0 39.8 39.3 39.5	\$504 501 492 490 519 611 534	\$485 483 476 476 520 574 521	448 – 5° 562 – 7°	57 (3) 38 – 30 – 74 (3)	(3) (3) (3) - (3) - (3)	2 2 1 1 4 - 3	6 6 4 4 8 3 14	19 20 23 23 13 4 13	27 28 33 34 17 4	17 17 15 16 20 10	16 16 15 14 18 36 13	6 6 5 4 7 6	3 2 2 2 4 10 5	3 3 1 1 7 25 2	1 (3) (3) (3) (3) 1 3 11	(3) (3) (3) (3) (3) (3) (3) (3)	(3) (3) (3) (3) (3) - -	(3) (3) (3) (3) (3) -	(3) - - - - - (3)	- - - - - -	- - - - - -	- - - - -	- - - - -	- - - - -
Level III	26,923 24,739 17,075 15,315 7,664 1,408 2,184	39.9 40.0 40.0 40.0 40.0 39.9 39.6	640 636 620 616 670 746 693	629 622 601 599 668 763 711	537 - 66 589 - 74	99 – 95 – 86 – 47 –	- - - - -	- - - - -	(3) (3) (3) (3) (3) (3) (3)	3 2 3 3 2 - 4	6 7 7 4 1 9	14 15 18 20 8 4 5	18 19 20 20 15 6	14 14 14 14 16 12 11	14 15 13 13 19 17 7	12 12 11 9 13 8 11	8 8 8 7 14 10	7 6 4 4 11 22 18	3 2 1 2 3 8 11	1 (3) (3) (3) (3) (3) 1 3 2	1 (3) (3) (3) 2 6 2	(3) (3) (3) (3) (3) (3) (3) (3)	(3) - - - - - (3)	(3) - - - - - (3)	- - - - -	- - - - -
Level IV	13,079 12,592 9,077 8,775 3,515 518 487	39.9 39.9 39.9 39.9 39.9 40.0 39.7	816 814 830 830 770 839 878	796 796 807 803 769 828 897	707 - 9: 695 - 9: 712 - 8: 792 - 9	97 – 27 – 27 – 28 –	- - - - -	- - - - -	- - - - -	- - - - -		1 (3) (3) (3) 2 (3) -	1 1 1 1 3 (³)	8 8 10 11 4 3 6	13 13 14 14 12 4 6	12 12 10 9 19 11 6	16 16 14 14 22 8 1	16 16 13 12 23 35 9	8 8 9 9 5 4 31	9 8 9 9 6 24 18	4 4 4 4 2 6 13	4 3 4 4 2 5 8	3 3 4 5 (³)	4 4 6 6 1 (³) 2	1 1 2 2 - -	(3) (3) (3) (3) (3)
Engineering Technicians Level I Private industry Goods producing Service producing	3,443 3,259 2,778 481	39.8 39.9 39.9 39.9	390 398 399 396	393 397 397 400	348 - 4 346 - 4		9 10 11 5	16 16 15 22	23 24 25 22	23 25 22 37	15 16 17 10	6 6 7 1	2 2 2 1	1 1 (³) 2	(3) (3) (3) -	- - -	- - -	- - - -	- - -	- - -	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -
Level II Private industry Goods producing Manufacturing Service producing	14,772 14,524 12,232 11,948 2,292	39.8 39.8 39.8 39.8 39.8	518 519 515 516 536	510 510 509 510 530	468 – 56 467 – 56 468 – 56	68 – 68 – 65 – 65 –	(3) (3) (3) (3) (3)	1 1 1 1 2	4 4 4 4 5	11 11 12 11	29 29 31 31 21	22 22 22 22 22 20	18 18 19 19	8 8 8 7 10	4 4 3 3 8	2 2 1 1 5	(3) (3) (3) (3) (3)	(3) (3) (3) (3) (3) (3)	- - - -	(3) (3) - - (3)	(3) (3) (3) - (3)	- - - -	- - - -	- - - -	- - - -	- - - -
Level III	31,704 31,091 24,688 24,198 6,403 1,912 613	40.0 40.0 40.0 40.0 39.9 39.9 39.8	650 649 648 648 655 709 665	640 639 639 638 650 736 680	577 - 7 577 - 7 572 - 7 572 - 7 572 - 7 586 - 7 629 - 7 551 - 7	17 – 14 – 14 – 30 –	- - - - -	(3) - - - - - 1	(3) (3) (3) (3) (3) (3) (3) (3)	1 1 1 1 1 - 5	6 6 7 7 4 2 8	10 10 10 10 8 4 9	17 17 17 17 19 13	19 19 19 20 19 9	16 16 16 16 17 8	13 13 11 11 21 43 28	8 8 9 9 5 6 4	4 4 4 4 6 2	4 3 4 4 1 3 14	1 1 1 1 1 2 (³)	(3) (3) (3) (3) (3) (3) (3)	(3) (3) - - 1 4 (3)	- - - - -	(3) (3) (3) (3) 	- - - - -	- - - - -

Table A-2. Pay distributions, technical and protective service occupations, United States, June 1996 — Continued

		Average			/ earnings ollars 2						Pe	cent of	workers	s receiv	ing stra	ight-time	e weekl	/ earnin	ıgs (in d	lollars) o	of—					
Occupation and level	Number of workers	weekly hours ¹ (stan- dard)	Mean	Median	Middle range	200 and under 250	250 - 300	300 - 350	350 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1050	1050 - 1100	1100 - 1200	1200 - 1300	1300 and over
Engineering Technicians-Continued Level IV Private industry Goods producing Manufacturing Service producing Transportation and utilities State and local government	39,273 38,776 30,610 29,681 8,166 2,656 497	40.0 40.0 40.0 40.0 40.0 40.0 39.9	\$781 781 775 774 803 855 834	\$777 776 767 767 805 828 867	\$701 - \$856 700 - 856 697 - 852 697 - 854 729 - 869 805 - 911 786 - 952	- - - - -	- - - -		(3) (3) (3) (3) (3) - (3)	(3) (3) (3) (3) (3) - (3)	(3) (3) (3) (3) (3) - 5	1 1 1 1 1 - 2	3 3 3 3 1 2	8 8 8 8 6 1 2	13 13 14 14 14 8 2	16 16 17 17 14 5 3	16 17 17 17 15 11	15 15 13 13 23 23 38 9	12 12 12 12 13 15 30	8 8 9 9 7 8 4	5 4 4 4 5 9 27	2 2 1 1 4 8	1 1 (³) (³) 1 2 (³)	(3) (3) (3) (3) (3) (3) (3)	(3) (3) (3) - - -	- - - - - -
Level V	23,450 23,009 17,000 16,674 6,009 1,609	40.0 40.0 40.0 40.0 40.0 40.0	898 895 873 869 955 965	886 883 861 858 947 948	795 - 979 792 - 977 780 - 955 777 - 952 856 - 1,046 900 - 1,051	- - - -	- - - -		- - - -	- - - -	1 1 1 1	(3) (3) (3) (3) -	(3) (3) (3) (3) (3)	1 1 1 1 1	3 3 3 4 1	11 11 13 14 3 2	12 12 14 14 6 6	14 14 14 15 13 6	13 13 14 14 10 10	14 14 13 13 17 26	11 11 10 10 13 15	8 8 7 7 10 9	6 6 4 4 9 10	7 6 4 4 11 13	1 1 1 1 3 2	(3) (3) (3) (3) (3) 1 (3)
Level VI Private industry Goods producing Manufacturing Service producing	5,656 5,646 3,825 3,802 1,821	40.0 40.0 40.0 40.0 40.0	1,070 1,070 1,030 1,029 1,155	1,058 1,058 1,009 1,009 1,201	939 - 1,187 939 - 1,187 923 - 1,131 923 - 1,129 1,024 - 1,284	- - - -	- - - -		- - - -	- - - -		- - - -	- - - -	(3) (3) - - (3)	(³) - - -	(3) (3) (3) (3) (3)	1 1 1 1 2	4 4 4 4 3	11 11 12 12 9	10 10 13 13 5	13 13 18 18 3	9 8 10 10 5	11 11 13 13 6	18 18 20 19 16	15 14 7 7 30	9 9 3 2 ⁴ 21
Engineering Technicians, Civil Level I Private industry Service producing State and local government	2,005	39.7 40.0 40.0 39.4	356 319 319 379	339 300 300 359	294 - 404 290 - 340 290 - 340 330 - 425	3 6 6 2	23 42 43 11	31 29 28 33	16 14 13 18	14 5 5 19	6 3 3 9	4 1 1 6	(3) (3) (3) (3) (3)	1 - - 1	(3) (3) (3) (3)	(3) - - (3)	1 1 1	- - -	- - -	- - -	- - - -	- - -	- - -		- - -	- - -
Level II Private industry Service producing State and local government	10,104 2,399 2,099 7,705	39.5 40.0 40.0 39.4	489 455 453 499	460 440 440 469	398 - 550 380 - 520 383 - 521 408 - 563	(3) - - (3)	1 1 1 (³)	4 6 7 4	21 27 26 19	21 20 20 21	16 15 17 16	13 14 12 13	9 7 8 10	8 8 9 8	2 (³) (³) 2	1 1 (³) 2	1 - - 1	2 - - 3	(3) - - (3)	1 - - 2	(3) - - (3)	- - -	- - -		- - -	- - -
Level III Private industry Service producing State and local government	20,292 3,659 3,314 16,633	39.5 40.0 40.0 39.4	593 606 596 590	572 604 591 564	501 - 663 521 - 680 520 - 666 499 - 658	- - -	- - -	(3) - - (3)	2 4 4 2	9 9 10 9	12 6 6 14	19 15 16 20	13 14 15 12	14 18 19 14	10 13 14 10	9 12 8 8	2 3 3 2	3 2 2 3	2 (³) (³) 2	2 2 2 2	1 1 1	(3) - - (3)	- - -	- - -	- - -	
Level IV Private industry Service producing State and local government	15,940 3,098 2,714 12,842	39.6 39.9 40.0 39.5	730 759 756 723	715 744 743 704	616 - 828 681 - 823 680 - 820 605 - 829	- - -	- - -		(3) - - (3)	1 (³) (³) 1	4 - - 5	6 1 1 8	9 2 2 11	13 10 10 14	13 18 18 11	13 22 23 11	12 16 18 11	8 12 10 7	7 9 9 7	5 4 3 5	5 2 2 5	2 1 2 2	2 1 2 2	1 1 1 2	- - -	
Level V Private industry Service producing State and local government	5,327 1,465 1,311 3,862	39.8 40.0 40.0 39.8	865 941 941 836	860 913 913 802	700 - 1,033 840 - 1,063 840 - 1,045 680 - 1,022	- - -	- - -		- - -	- - -	(³) - (³)	1 - - 1	6 - - 8	8 1 1 1	11 1 1 14	7 6 6 7	8 7 5 9	7 13 14 5	10 19 19 6	8 13 13 6	6 8 8 6	12 7 7 13	7 11 7 6	8 11 12 7	2 5 6 1	1 - - 1
Level VI	780	39.7	1,081	1,071	946 – 1,229	-	-	-	-	-	-	-	-	(3)	1	1	1	6	6	10	9	8	11	20	16	⁵ 11

Table A-2. Pay distributions, technical and protective service occupations, United States, June 1996 — Continued

		Average			/ earnings ollars) ²							Pe	cent of	workers	s receiv	ing strai	ight-tim	e weekl	y earnin	ıgs (in d	lollars) o	of—					
Occupation and level	Number of workers	weekly hours ¹ (stan- dard)	Mean	Median	Middle ra	ange	200 and under 250	250 - 300	300 - 350	350 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1050	1050 - 1100	1100 - 1200	1200 - 1300	and
Protective Service Occupations																											
Corrections Officers State and local government	248,517 231,249	39.9 39.8	\$529 547	\$507 531	\$378 – 401 –	\$661 670	(³)	7 1	9 9	13 14	12 13	8 9	7 7	8 9	9 9	7 8	8 9	2 2	4 5	2 3	2 2	(³)	(³)	(³)	(³)	_ _	-
Firefighters State and local government		48.7 48.8	690 691	684 684	548 – 547 –	837 841	(³)	1 1	2 2	4 4	6 6	5 5	8 8	7 6	10 10	12 12	9 10	9 9	5 5	10 10	2 2	3 3	3 4	3 3	1 1	(³)	(³)
Police Officers Level I	1,619 1,584	40.0 39.9 39.8 40.0	700 571 570 701	692 593 584 693	561 - 478 - 477 - 562 -	849 643 644 849	(3) - - (3)	(3) (3) (3) (3)	1 2 2 1	3 5 6 3	5 7 8 5	6 13 14 6	8 10 11 8	9 11 12 9	10 30 29 10	10 10 10 10	9 7 7 9	8 1 1 8	6 (³) (³) 6	10 - - 10	4 (³) (³) 4	5 1 1 5	2 - - 2	1 - - 1	2 - - 2	(³) - - (³)	(3) - - (3)
Level IIState and local government	12,340 12,315	40.0 40.0	930 931	957 957	787 – 787 –	1,080 1,080	- -	1 1	1 1	(³)	1 1	2 2	2 2	1 1	2 2	12 12	3 3	4 4	8 8	6 6	7 7	10 10	5 5	15 15	20 20	3 3	1 1

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.

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.

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.

Workers were distributed as follows: 15 percent at \$1,300 and under \$1,400; and 6 percent at \$1,400 and under \$1,500.

Workers were distributed as follows: All workers were at \$1,300 and under \$1,400.

Table A-3. Pay distributions, clerical occupations, United States, June 1996

		Average			earnings ollars) ²						Pei	cent of	workers	s receivi	ing stra	ight-time	e weekl	y earnir	ngs (in c	lollars) o	of—					
Occupation and level	Number of workers	weekly hours ¹ (stan- dard)	Mean	Median	Middle range	Unde 200	r 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	8,705 1,457 1,322	39.7 39.8 39.8 39.8 39.8 40.0 39.5	\$320 318 306 309 321 382 324	\$308 305 299 299 308 330 319	277 - : 276 - : 277 - : 280 - : 289 - :	343 (3) 340 (3) 335 1 335 - 340 (3) 546 - 373 (3)	1 1 2 1 1 1 3	5 5 8 9 5 2 5	38 40 41 40 40 25 30	33 34 30 33 35 37 27	14 11 14 14 10 4 28	4 3 2 2 3 1 5	1 (³) (³) (³) (³) (³) 2	4 5 1 1 6 29 (³)	(3) (3) (3) (3) (3) - (3)	- - - - -	- - - - -	- - - - -	- - - - -	- - - - -	- - - - -	- - - - -	- - - - -	- - - - -		- - - - - -
Level II Private industry Goods producing Manufacturing Service producing Transportation and utilities State and local government	146,230 48,999 44,277 97,231 11,087	39.6 39.7 39.8 39.8 39.7 39.9 39.3	379 374 376 375 372 393 404	370 364 370 366 362 378 394	320 - 4 331 - 4 331 - 4 320 - 4	120 – 112 – 113 – 111 – 112 – 135 – 165 –	(3) (3) (3) (3) (3) (3) (3)	1 1 1 1 1 3 1	11 11 9 9 12 10	27 28 27 27 29 21 20	27 28 30 30 27 30 22	18 18 21 21 16 14	9 8 7 7 9 6	5 4 4 4 3 7 13	2 2 1 1 2 9	(3) (3) 1 1 (3) (3) (3)	(3) (3) (3) (3) (3) (3) (3)	(3) (3) (3) (3) (3) (3) (3) (3)	- - - - -	- - - - -	- - - - -	- - - - -	- - - - -	- - - - -		- - - - -
Level III	99,489 35,611 31,534 63,878	39.5 39.6 39.7 39.7 39.5 39.8 39.2	464 458 472 470 450 486 480	459 450 465 461 440 473 487	399 - 8 408 - 8 405 - 8 392 - 4	520 – 506 – 521 – 519 – 497 – 549 –	(3) - - - - - (3)	(3) (3) - (3) (3) (3) (3)	1 1 (³) (³) 1 1 2	7 7 5 5 8 4 6	16 18 15 16 19 11	22 25 23 23 26 24 16	21 23 23 24 22 21 18	15 14 17 16 13 15	11 7 10 10 6 7 20	4 4 3 3 4 13 3	2 2 3 2 1 2	1 1 1 1 (³) (³)	(3) (3) (3) (3) (3) (3) (3) (3)	(3) (3) (3) (1) (3) (3) (3)	(3) (3) (3) - (3) -	(3) (3) - (3) (3) (3)	- - - - -	- - - - -		- - - - -
Level IV	22,952 8,993 8,353 13,959	39.3 39.5 39.7 39.8 39.3 39.6 39.0	549 553 572 568 541 603 541	542 541 561 556 533 610 543	481 - (498 - (496 - (472 - (528 - (496 - (49	608 - 614 - 624 - 622 - 602 - 661 - 602 -	- - - - -	- - - - -	(3) - - - - - (3)	1 (3) - (3) - (3) - 3	4 4 2 2 5 2 4	9 10 6 6 12 6 9	18 18 18 19 19 12 17	20 21 20 21 21 21 12	20 18 20 19 17 16 23	15 14 17 17 13 24 15	7 7 9 9 7 17 5	3 3 3 4 6 4	2 2 2 2 1 1 2	1 1 2 2 (³) 1 (³)	(3) (3) 1 (3) (3) (3) - (3)	(3) 1 1 1 (3) 1	(3) (3) (3) (3) (3) (3) (3)	(3) (3) - (3) 3		- - - - -
Clerks, General Level I	9,229 1,533 1,463 7,696	39.2 39.4 39.8 39.8 39.3 38.9	289 274 284 285 272 313	280 269 282 282 264 299	241 – 2 270 – 2 272 – 2 240 – 2	318 2 297 1 298 – 298 – 297 1 353 2	10 14 10 10 15 4	16 16 9 7 18 14	40 46 57 59 43 30	19 16 19 20 15 23	8 5 4 4 6 12	3 1 1 1 1 6	3 (³) 1 (³) (³) 8	(3) (3) - (3) (3)	(3) (3) - (3) (3)	(3) - - - - (3)	- - - - -	- - - -	- - - -	- - - -	- - - -	- - - -	- - - - -	- - - -		- - - - -
Level II		39.5 39.6 39.7 39.7 39.6 40.0 39.3	342 326 330 331 325 363 361	343 318 321 325 316 319 348	286 - : 290 - : 291 - : 284 - : 300 -	370 (3) 360 (3) 361 (3) 362 (3) 360 (3) 407 — 388 (3)	1 2 3 4 1 -	4 6 2 3 7 1 3	21 29 28 27 29 23 13	38 34 35 34 34 36 42	20 19 20 21 19 11 20	8 7 7 7 7 9 11	3 2 1 1 2 7 5	3 1 2 2 1 5 4	1 1 1 1 1 4	(3) (3) (3) - (3) 3 (3)	(3) (3) (3) - (3) 1 (3)	(3) (3) - (3) (3) (3)	(3) (3) (3) (3) 	(3) - - - - (3)	- - - - -	(3) - - - - (3)	- - - - -	- - - - -		- - - - - -

Table A-3. Pay distributions, clerical occupations, United States, June 1996 — Continued

		Average			earnings ollars) ²							Per	cent of	workers	s receiv	ing stra	ight-tim	e weekl	y earnir	ngs (in d	lollars)	of—					
Occupation and level	Number of workers	weekly hours ¹ (stan- dard)	Mean	Median	Middle range		Jnder 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
Private industry	186,245 77,623 20,276 17,511 57,347 10,410 108,622	39.2 39.6 39.9 39.9 39.4 39.9 39.0	\$429 423 450 455 413 489 433	\$424 408 416 419 401 497 435	\$367 - \$ 355 - 372 - 373 - 349 - 432 - 380 -	\$478 469 489 490 467 559 483		(3) (3) - (3) - (3)	1 (3) (3) (3) (3) (3) (3)	4 5 3 2 5 3 4	14 18 13 13 20 8 11	19 24 24 25 23 8 15	24 22 24 25 21 14 26	21 14 13 13 14 17 27	9 8 6 6 9 23 10	3 4 5 4 4 16 2	2 2 3 3 2 5	1 1 2 2 1 2 2	1 1 (³) (³) 1 3	1 2 6 7 (³) (³) (³)	(3) (3) (3) (1) (3) (3) (3) (3)	(3) (3) (3) (3) (3) -	(3) (3) - (3) (3) (3)	- - - - -	- - - - -	- - - - -	- - - - - -
Level IV Private industry Goods producing Manufacturing Service producing Transportation and utilities State and local government	93,344 32,522 8,179 7,287 24,343 8,147 60,822	39.4 39.5 40.0 40.0 39.4 40.0 39.3	493 515 535 536 509 578 481	494 508 525 525 502 590 487	427 – 442 – 457 – 452 – 436 – 558 – 420 –	566 584 600 601 578 620 558		(³) - - - - (³)	(³) - - - - - (³)	3 (³) - (³) - 5	7 3 2 2 4 1 9	8 8 5 6 9 2 8	13 16 16 17 16 4 11	22 19 18 17 19 10 24	17 15 19 17 14 6	18 16 16 14 16 29 20	7 14 11 11 15 40 3	3 4 6 6 3 5 2	1 2 3 3 2 4 (³)	1 1 5 5 (³) (³)	1 (3) 1 1 (3) (3) (3) (3)	(3) (3) - (3) (3) (3) (3)	(3) (3) - (3) (3) (3) (3)	- - - - -	- - - - -	- - - -	- - - - -
Clerks, Order Level I Private industry Goods producing Manufacturing Service producing	43,531 43,531 13,777 13,753 29,754	39.7 39.7 39.7 39.7 39.7	345 345 371 371 333	342 342 360 360 332	289 – 289 – 312 – 312 – 280 –	393 393 406 406 382	5 5 - 8	1 (³) (³) 2	2 2 1 1 3	22 22 15 15 26	21 21 28 28 28	26 26 28 28 28 25	13 13 14 14 13	5 5 8 8 4	1 1 2 2 1	1 1 2 2 (³)	1 1 1 1 1	1 1 1 1	(3) (3) (3) (3) (3) (3)	(3) (3) - - (3)	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -
Level II	18,431 18,431 11,061 11,044 7,370	39.7 39.7 39.7 39.7 39.7	477 477 469 469 489	460 460 455 455 473	410 – 410 – 404 – 404 – 413 –	526 526 517 518 572		- - -	- - - -	(3) (3) (3) (3) (3)	4 4 5 5 2	16 16 16 16 15	26 26 27 27 25	21 21 22 22 22 18	13 13 16 16 9	7 7 6 6 8	10 10 5 5 18	1 1 1 1	1 1 1 1	1 1 (³) (³) 2	(3) (3) (3) (3)	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -
Key Entry Operators Level I Private industry Goods producing Manufacturing Service producing Transportation and utilities	64,939 48,091 10,296 10,107 37,795 2,828	39.5 39.4 39.8 39.8 39.4 39.9	353 333 344 344 330 368	335 323 340 340 320 330	290 – 285 – 300 – 300 – 281 – 304 –	370 374 373	(3) (3) (3) (3) (3)	2 3 1 1 3 (³)	4 4 1 1 5 5	24 28 23 23 29 16	27 31 30 30 31 37	18 19 30 30 17 14	11 10 9 9 10	6 3 4 4 3 4	8 1 1 1 1 4	1 1 (³) (³) (³) 1 3	(3) (3) (3) (3) (3) (3) (3)	(3) (3) - (3) - (3)	(3) (3) - (3) (3)	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -	- - - - -
Level II	37,627 29,294 6,561 6,463 22,733 8,333	39.3 39.4 39.8 39.8 39.3 38.8	414 410 426 426 405 428	406 400 414 413 400 434	360 - 358 - 371 - 371 - 351 - 369 -	454 463 463 448	(³) - - - (³)	(³) - - - (³)	(3) (3) - (3) (3) (3)	5 6 2 2 7 5	15 16 12 12 17 11	25 26 28 28 28 26 22	24 25 25 25 25 25 21	16 14 17 17 13 24	7 7 9 9 6 8	4 3 4 4 3 6	1 1 2 2 1	(3) (3) (3) (3) (3) (3) (3)	(3) (3) - (3) (3) (3)	(3) (3) (3) (3) (3) (3) (3)	(3) (3) 1 1 (3)	- - - -	- - - -	- - - -	- - - -	- - - -	- - - - -
Personnel Assistants Level I Private industry Goods producing Manufacturing Service producing State and local government	3,207 2,537 1,319 1,318 1,218 670	39.8 39.9 39.9 39.9 39.8 39.7	332 319 311 311 328 382	318 318 318 318 320 345	292 – 292 – 292 – 292 – 300 – 298 –	363 351 351 351 350 470		7 8 15 15 1 (³)	3 2 4 4 (³) 7	18 17 11 11 24 21	41 46 41 41 51 23	20 23 28 28 17 11	3 2 2 2 2 3 8	3 1 - 2 13	4 1 (³) (³) 1 15	(3) (3) - (3) - (3)	- - - - -	(3) - - - - 1	(3) - - - - 1	- - - - -	- - - - -	- - - - -	- - - - -	- - - -	- - - -	- - - -	- - - - -

Table A-3. Pay distributions, clerical occupations, United States, June 1996 — Continued

		Average			y earnings lollars) ²						Pe	rcent of	worker	s receiv	ing stra	ight-tim	e weekl	y earnir	gs (in d	lollars) d	of—					
Occupation and level	Number of workers	weekly hours ¹ (stan- dard)	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 Private industry Goods producing Manufacturing Service producing Transportation and utilities State and local government	16,168 13,185 6,476 6,382 6,709 793 2,983	39.8 39.8 39.9 39.9 39.7 40.0 39.5	\$409 397 398 397 396 399 461	\$396 393 395 395 388 372 447	\$356 - \$452 350 - 440 360 - 440 360 - 440 342 - 439 316 - 475 387 - 544	- - - -	(3) (3) - (3) - (3)	- - - - -	5 6 7 7 4 6 4	17 19 14 14 24 37 8	29 31 33 33 29 15	23 24 26 26 22 10	14 14 16 16 11 11	6 4 3 3 6 6	4 2 1 1 3 15	1 (3) (3) (3) (3) (3) (3) (3) 6	(3) (3) (3) (3) (3) (3) (3)	(3) (3) (3) (3) (3) -	(³) - - - - - 1	- - - - -		- - - - -			- - - -	
Level III Private industry Goods producing Manufacturing Service producing Transportation and utilities State and local government	16,756 12,261 5,101 4,944 7,160 722 4,495	39.7 39.8 40.0 40.0 39.7 39.7 39.6	508 490 501 496 483 525 554	495 480 483 482 474 532 566	435 - 579 428 - 544 435 - 549 434 - 546 425 - 534 440 - 616 473 - 645	- - - -	- - - - -	- - - - -	1 1 2 2 (³)	2 2 1 1 3 11 2	8 10 8 8 11 9 5	19 23 21 21 25 8 9	20 22 23 23 22 13	17 19 21 21 18 19	11 9 7 7 11 13	15 7 9 9 6 10 35	4 3 5 4 2 8 4	1 2 2 1 1 9	(³) 1 1 1 (³) 1 (³) (³)	(3) (3) (3) (3) 	(³) - - - - - 1	(³) - - - - - 1		-	- - - - -	- - - - -
Level IV	4,741 2,921 1,532 1,479 1,389 1,820	39.7 39.7 39.9 39.9 39.4 39.7	596 575 584 582 565 631	590 561 577 577 545 656	520 - 682 495 - 635 495 - 659 495 - 656 492 - 616 552 - 697	- - -	- - - -	- - - - -	- - - -	(3) (3) - - 1 (3)	(3) (3) - (3) (3) (3)	5 7 9 10 5	15 21 17 17 26 4	17 20 19 19 21 11	17 16 13 13 19 20	12 14 15 15 12 10	18 8 9 9 8 33	9 7 9 10 3 13	4 5 7 7 4	1 1 1 1 2	1 (³) (³) (³) 1 1	(3) (3) (3) - - (3)			- - - -	- - - - -
Secretaries Level I Private industry Goods producing Manufacturing Service producing Transportation and utilities State and local government	40,241	39.4 39.6 39.9 39.8 39.5 40.0 39.2	385 395 437 437 385 423 371	374 384 417 417 373 414 360	327 - 426 338 - 435 378 - 480 381 - 478 334 - 423 360 - 476 312 - 417	`-' - -	(3) (3) - (3) - (3)	2 (³) - - 1 - 3	11 7 2 3 9 3	25 24 12 12 27 15 27	25 27 26 25 28 26 26 22	20 21 25 25 20 19	9 10 14 15 9 21 7	4 5 7 7 4 10 4	3 2 5 6 2 3	1 1 3 3 1 1	1 1 4 4 1 1 (³)	(3) (3) 1 1 (3) 1 -	(³) (³)	- - - - -		- - - - -				- - - - -
Level II Private industry Goods producing Manufacturing Service producing Transportation and utilities State and local government	136,726 82,413 17,263 16,241 65,150 4,767 54,313	39.4 39.3 39.8 39.8 39.2 39.9 39.4	476 487 508 508 482 510 459	469 480 495 494 477 501 453	410 - 537 425 - 539 439 - 565 437 - 564 422 - 534 441 - 560 379 - 530	- - - -	(3) (3) - (3) - (3)	(3) (3) - (3) - (3)	2 (³) (³) (³) 1 1 5	6 3 1 1 3 1	14 11 8 8 12 7 17	19 21 22 22 21 21 17	22 24 21 21 25 20 19	16 19 18 18 19 22 13	12 11 12 11 11 13 12	5 6 10 10 5 7 5	2 2 4 4 2 6	1 1 2 2 1 3 2	1 1 1 2 1 1 (³)	(3) (3) 1 1 (3) (3) (3) (3)	(3) (3) (3) (3) (3) (3)	- - - - -			- - - - -	- - - - -
Level III Private industry Goods producing Manufacturing Service producing Transportation and utilities State and local government	111,507 37,032 35,355 74,475 8,226	39.3 39.3 39.8 39.7 39.1 39.8 39.0	557 564 583 581 554 581 536	550 556 570 568 548 577 529	483 - 624 494 - 628 512 - 645 509 - 641 485 - 616 515 - 648 452 - 609	- - - -	- - - - - -	- - - - - -	(3) (3) (3) (3) (3) (3) (3)	2 (³) (³) (³) 1 1 5	4 3 1 1 4 2 8	9 9 7 7 9 5	15 15 13 13 16 12 16	20 21 20 20 21 19 17	18 19 19 19 19 20	13 14 16 16 13 16 11	9 10 11 10 9 12 7	5 5 6 6 4 7 4	2 3 4 4 2 4 1	2 1 2 2 1 1 4	(3) (3) 1 1 (3) (3) (3)	(3) (3) (3) (3) (3) (3) (3)	(3) (3) (3) - (3) - (3)	(3) (3) - (3) - (3) - (3)	(3) (3) (3) (3) - - (3)	- - - - - -

Table A-3. Pay distributions, clerical occupations, United States, June 1996 — Continued

		Average			/ earnings lollars) ²						Pe	rcent of	worker	s receivi	ing strai	ight-time	e weekl	y earnir	ıgs (in d	ollars) o	of—					
Occupation and level	Number of workers	weekly hours ¹ (stan- dard)	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 Private industry Goods producing Manufacturing Service producing Transportation and utilities State and local government	61,817 48,353 18,945 18,296 29,408 3,642 13,464	39.2 39.2 39.5 39.5 39.0 39.6 39.2	\$665 674 685 683 668 695 631	\$656 665 680 679 658 693 639	\$591 - \$734 596 - 742 606 - 755 604 - 754 593 - 732 631 - 766 549 - 701	- - - -	- - - - -	- - - - -	- - - - -	(3) (3) - (3) (3) (3)	1 (3) - (3) (3) (3) (2)	1 1 (3) (3) (3) 1 1 4	3 3 1 1 4 2 6	9 8 7 7 9 6	14 14 15 15 14 8 12	17 17 17 17 17 17 14	19 18 16 16 19 24 21	15 15 17 17 14 16 12	10 11 14 14 9 13	6 6 7 7 6 8 4	3 3 3 4 6 2	2 2 1 1 2 1	1 1 1 1 1 1	(3) (3) (3) (3) (3) (3) (3)	(3) (3) (3) (3) (3) (3) (3) (3)	(3) (3) (3) (3) (3)
Level V Private industry Goods producing Manufacturing Service producing Transportation and utilities State and local government	11,742 10,581 4,505 4,418 6,076 880 1,161	39.0 38.9 39.4 39.4 38.6 39.6 39.4	809 815 816 814 814 838 751	795 801 803 800 801 825 730	714 - 891 721 - 897 724 - 900 722 - 890 718 - 891 749 - 925 643 - 821	- - - -	- - - - -	- - - - -	- - - - -	- - - - -	- - - - -	(3) (3) - (3) (3) (3)	(3) (3) (3) (3) (3) (3) (1)	1 1 1 1 1 1 2	3 2 1 1 3 1 7	6 5 5 5 6 3 16	11 11 10 10 11 5	14 14 15 15 13 16 19	16 17 17 18 16 15	14 15 15 15 15 15 13	11 12 11 11 12 11 6	9 9 9 9 9 17 4	7 7 8 8 6 7	4 4 6 5 3 3	1 2 1 1 2 2 (³)	2 2 1 1 3 5
Private industry	106,501 98,226 31,748 27,472 66,478 4,509 8,275	39.6 39.6 39.8 39.8 39.5 39.5 39.1	355 354 354 354 354 353 361	340 340 340 340 340 340 348	298 - 396 300 - 396 304 - 392 306 - 391 296 - 400 305 - 385 290 - 417	$\begin{pmatrix} 3 \\ 3 \\ 3 \\ 3 \\ 3 \\ 3 \\ 3 \\ 3 \\ 3 \end{pmatrix}$	2 2 1 1 2 (³)	4 3 2 2 4 2 5	20 20 18 19 20 16 24	28 29 33 33 27 36 21	22 22 23 23 21 24 19	12 12 12 13 12 12 14	6 6 5 5 7 6 7	4 4 4 4 4 2 5	1 1 (³) (³) 2 (³) 2	1 1 (3) (3) (3) 1 1 (3)	(3) (3) (3) (3) (3) (3) (3)	(3) (3) (3) (3) (3) (3) (3)	(3) (3) (3) (3) (3) (3)	(3) (3) - (3) -	- - - - -	- - - - -	- - - - -	1 1 1 1 1 1	- - - - -	- - - - -
Word Processors Level I Private industry Goods producing Manufacturing Service producing State and local government	13,410 7,395 695 674 6,700 6,015	38.8 39.3 39.5 39.5 39.2 38.3	389 384 358 356 387 395	374 369 342 342 370 387	332 - 437 335 - 425 298 - 392 298 - 385 338 - 427 327 - 445	- - -	- - - - -	1 - - - 2	11 9 25 26 7 15	22 26 35 36 25 17	27 32 21 20 33 20	19 17 10 9 18 22	9 9 5 5 9	6 4 4 4 4 9	4 2 - - 2 6	1 1 - 1 (³)	(3) - - - - (3)	(3) - - - (3)	(3) - - - (3)	- - - - -	(3) - - - - (3)	- - - - -	- - - - -		- - - - -	- - - - -
Level II Private industry Goods producing Manufacturing Service producing State and local government	24,647 12,073 1,594 1,307 10,479 12,574	39.1 39.2 39.8 39.7 39.1 39.1	496 493 469 473 496 498	504 485 472 472 489 515	443 - 536 425 - 560 395 - 521 395 - 532 428 - 564 461 - 530		- - - - -	(3) - - - (3)	1 (3) - (3) (3)	5 5 10 11 5 4	8 12 18 18 11 5	14 18 12 12 19 10	22 21 25 25 20 23	30 17 17 13 17 43	13 16 8 9 17 9	4 6 5 6 6 2	3 3 5 6 3 2	1 1 (³) (³) 1 1	(3) (3) (3) (3) (3) 1	(³) 1 - - 1	(3) (3) - - (3)	- - - - -	- - - - -		- - - - -	- - - - -

Table A-3. Pay distributions, clerical occupations, United States, June 1996 — Continued

		Average			earnings ollars) ²							Pe	rcent of	worker	s receiv	ing strai	ight-time	e weekl	y earnin	ıgs (in d	lollars) o	of—					
Occupation and level	Number of workers	weekly hours ¹ (stan- dard)	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
Word Processors-Continued																											
Level III	5,180	38.0	\$610	\$604	\$517	- \$692	-	-	-	(3)	1	2	4	10	17	16	14	15	8	8	4	1	(3)	(3)	_	-	-
Private industry		38.3	640	644	00-1	- 720	-	-	-	-	_	(3)	3	7	12	15	15	17	12	11	6	1	1	(3)	_	-	-
Goods producing	423	39.8	627	611	548	- 711	-	-	_	-	_	_	4	6	17	20	12	11	15	13	1	(3)	(3)	-	_	-	-
Manufacturing		39.8	630	620	0.70	- 712	-	-	-	-	-	-	4	6	18	19	10	12	16	14	2	(3)	(3)	-	-	-	-
Service producing		38.1	642	646	000	- 720	-	-	-	_	_	(3)	3	7	11	14	16	17	11	11	6	2	1	(3)	_	-	-
State and local government	1,446	37.3	532	512	485	- 597	-	-	-	(3)	4	5	4	16	32	19	10	10	1	(3)	-	(3)	-	-	-	_	-

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.

methods used to compute means, medians, and middle ranges.

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.

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

³ Less than 0.5 percent.

Table A-4. Pay distributions, maintenance and toolroom occupations, United States, June 1996

				earnings lollars) ¹							Pe	cent of	worker	s receiv	ring stra	ight-tim	e hourly	earnin	gs (in d	ollars) c	of—						
Occupation and level	Number of workers	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	-	11.00 - 12.00	12.00 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	-	17.00 - 18.00	18.00 - 19.00	-	-	-	22.00 - 23.00	-	24.00 - 25.00	-	26.00 and over
General Maintenance Workers Private industry	133,419 98,339 27,140 26,792 71,199 2,607 35,080	\$10.48 10.06 10.31 10.29 9.97 11.27 11.65	\$10.00 9.71 10.00 10.00 9.50 9.50 11.29	\$8.50 - \$12.04 8.25 - 11.50 9.00 - 11.65 9.00 - 11.65 8.00 - 11.36 9.50 - 12.69 9.32 - 13.40	2 1 1 2 (²)	2 2 (²) (²) 3 -	3 4 2 2 4 1	11 12 8 8 14 5	15 17 12 12 19 9	17 19 26 26 16 44 14	14 15 17 17 14 7	11 10 13 13 9 5	9 8 12 12 6 5	5 4 4 4 4 6 7	3 3 2 2 3 2 4	4 4 2 2 5 3 3	2 1 (²) (²) 1 2 5	2 1 (²) (²) 1 1 7	(2) (2) (2) (2) (2) (2) (2) 5	(2) (2) (2) (2) (2) (2) (2) (2)	(2) (2) (2) (2) (2) (2) (2) (2)	(2) (2) - (2) 3 (2)	(²) - - - - (²)	(²) - - - - - (²)	- - - - -	- - - - -	- - - - -
Maintenance Electricians Private industry	113,746 98,852 82,902 79,028 15,950 7,198 14,894	18.74 18.79 18.84 18.83 18.50 20.42 18.44	19.11 19.38 19.80 19.38 18.52 21.12 17.77	15.41 - 22.13 15.47 - 22.13 15.35 - 22.19 15.31 - 22.30 15.75 - 21.76 19.00 - 22.55 14.81 - 22.19	- - - -		- - - - -	(2) (2) - (2) - (2) - (2)	(2) (2) (2) - - (2)	(2) (2) (2) (2) (2) (2) -	1 1 1 2 - 2	2 2 2 2 1 (²) 3	4 4 4 3 (²) 6	8 8 9 9 3 (²) 6	6 5 5 5 6 1 9	9 9 8 8 15 16 9	7 7 7 7 7 4 8	6 6 5 5 8 (²) 7	6 6 6 6 3 8	5 5 5 5 5 7	8 9 8 5 12 19 6	10 12 12 13 8 10	20 22 23 24 16 28 4	4 4 4 5 3 6 6	1 (²) (²) (²) 3 5 4	1 1 1 1 1 1 4	1 (²) (²) (²) (²) - 7
Maintenance Electronics Technicians Level I Private industry Goods producing Manufacturing Service producing Transportation and utilities State and local government	9,647 8,650 3,571 3,533 5,079 1,581 997	11.89 11.86 11.63 11.62 12.03 12.75 12.09	11.41 11.43 11.08 11.08 11.83 13.26 11.35	10.55 - 13.24 10.55 - 13.21 10.73 - 12.55 10.73 - 12.52 10.49 - 13.50 11.13 - 13.85 10.32 - 13.69	- - - -		(2) (2) - - (2) - (2)	(²) 1 (²) (²) 1 1 (²)	4 4 4 4 3 1 6	10 10 3 3 15 8 12	20 19 22 22 17 14 28	24 26 39 39 16 10	12 12 9 9 14 9	14 14 13 13 15 34 12	10 10 5 5 13 16 8	3 3 2 2 2 3 4 4	1 1 1 1 1 1 2	(2) (2) (2) (2) (2) (2) (2) -	1 1 (²) (²) (²) 1 3 4	(2) (2) (2) (2) (2) (2) (2) (2)	(2) (2) (2) (2) (2) (2) (2)	(2) (2) - - (2) -	- - - - -	- - - - -	- - - - -	- - - - -	- - - - -
Level II	75,642 70,109 26,021 25,252 44,088 34,744 5,533	18.14 18.24 17.52 17.45 18.66 19.36 16.98	18.53 18.68 17.53 17.46 18.85 19.30 16.54	15.90 - 20.34 16.08 - 20.34 14.71 - 20.00 14.71 - 20.00 17.30 - 20.35 18.21 - 20.68 13.89 - 19.06	- - - - -		(²) - - - - - (²)		(2) (2) (2) (2) (2) (2) (2) (2)	(²) (²) - (²) (²)	1 (2) (2) (2) (2) (2) (2) (2) (2)	1 1 1 1 1 (²) 5	3 3 4 4 2 (²) 7	5 4 5 6 3 1	11 11 24 24 4 3 8	5 5 6 6 5 2 9	7 7 5 6 8 6	7 6 8 8 6 4 8	16 16 6 6 22 24 11	15 15 16 15 15 15	12 12 6 6 16 20 2	12 12 16 16 10 13 4	4 3 1 1 5 6 4	2 2 1 1 2 3 6	(2) (2) (2) (2) (2) (2) (2) (2)	(2) (2) (2) (2) (2) (2) (2) (2)	(2) (2) (2) (2) (2) (2) (2) (2)
Level III Private industry	14,978 12,881 4,510 4,482 8,371 4,708 2,097	20.56 20.62 19.99 19.96 20.96 21.29 20.21	20.47 20.56 19.91 19.91 20.72 21.66 19.76	18.42 - 22.34 18.71 - 22.28 18.08 - 22.08 18.08 - 21.98 18.84 - 22.60 19.26 - 22.52 17.19 - 22.40	- - -		- - - - -		- - - - -	- - - - -	(²) - - - - (²)	(2) (2) - (2) - (2) -	1 (²) - (²) (²) 2	2 1 2 2 1 1 3	1 (2) (2) (2) 1 (2) 3	4 4 7 7 2 1 4	6 5 4 4 6 1 9	8 8 11 11 7 2 10	15 14 13 13 15 19	11 12 16 16 9 7 6	10 11 9 9 12 14 8	15 16 13 13 19 27 9	8 8 10 10 6 7 12	8 9 11 10 8 10	4 3 2 2 4 3 6	3 2 1 1 3 4 5	6 6 2 2 8 4 7
Maintenance Machinists Private industry Goods producing Manufacturing Service producing Transportation and utilities State and local government	30,630 29,409 23,993 23,722 5,416 3,467 1,221	17.10 16.93 16.80 16.82 17.50 17.50 21.17	16.37 16.10 16.17 16.19 16.10 15.75 20.82	14.60 - 19.58 14.38 - 19.50 13.80 - 19.50 13.80 - 19.50 15.75 - 18.26 15.75 - 20.04 19.05 - 24.42	- - - -	- - - - -	- - - - -	(²) - - - - - (²)	- - - - -	1 1 1 (²) - (²)	1 1 1 - - (²)	3 4 4 (²) -	7 7 9 9 1 - 2	9 10 12 12 2 (²) 1	6 6 7 7 3 (²) 2	19 20 15 16 41 59 3	8 8 8 8 10 3	6 6 7 7 1 (²) 5	9 9 6 6 20 1 9	7 7 7 7 6 3 5	8 8 8 8 6 10 22	7 7 7 8 4 5 6	4 4 3 4 5 8 3	1 1 1 1 (²) 1 2	3 1 1 1 2 4 35	1 1 1 1 (²) (²)	(2) (2) 1 1 (2) -

Table A-4. Pay distributions, maintenance and toolroom occupations, United States, June 1996 — Continued

				earnings ollars) ¹							Pe	rcent of	worker	s receiv	ing stra	ight-tim	e hourly	earnin	gs (in d	ollars) c	of—						
Occupation and level	Number of workers	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	-	13.00 - 14.00	-	-	-	-	18.00 - 19.00	-	-	-	-	-	24.00 - 25.00	-	26.00 and over
Maintenance Mechanics, Machinery Private industry Goods producing Manufacturing Service producing Transportation and utilities State and local government	147,699 129,249	\$16.70 16.71 16.40 16.39 18.91 20.93 16.13	\$15.94 15.94 15.64 15.60 20.19 20.91 15.91	\$13.65 - \$19.98 13.65 - 20.04 13.42 - 19.11 13.42 - 19.11 15.84 - 21.42 20.19 - 22.58 14.04 - 17.06	- - -			- - - - -	(2) (2) (2) (2) (2) 	1 1 1 1 (²) - (²)	4 4 5 5 (²) (²) 2	6 6 6 6 2 (²) 3	8 8 9 9 3 (²) 7	9 9 10 10 2 (²)	11 11 11 11 8 4 18	11 11 11 11 16 1	7 7 7 7 3 1 22	7 7 7 7 4 2 6	5 5 5 4 2 4	6 6 6 5 8 2	6 6 3 3 25 36 1	6 6 6 10 12 7	10 10 9 9 14 27 2	3 2 2 2 3 6 4	(2) (2) (2) (2) (2) (2) 2 (2)	1 1 1 1 (²) (²)	(2) (2) (2) (2) (2)
Maintenance Mechanics, Motor Vehicle Private industry Goods producing Manufacturing Service producing Transportation and utilities State and local government	65,976 19,406	15.91 16.07 15.99 15.89 16.10 16.82 15.60	15.50 15.79 15.40 15.26 15.91 17.78 15.31	13.03 - 18.66 13.21 - 18.89 12.89 - 19.76 12.89 - 19.26 13.35 - 18.66 14.15 - 19.53 12.79 - 17.89	- - - -	- - - - -	- - - - -	(²) 1 2 2 (²) (²) (²)	1 1 (²) - 1 1	2 2 2 1 2 3 3	5 4 4 4 3 6	7 6 9 9 5 4 8	9 9 10 10 9 7 9	10 10 12 13 10 6	10 9 9 9 7 12	10 10 7 7 11 9	8 7 6 8 7 6 9	6 6 4 5 7 7	9 11 5 5 13 19 6	7 9 13 4 8 10 4	5 5 2 3 6 7 4	5 5 9 12 4 6 5	3 4 5 6 3 4 2	1 1 1 (²) 1 1	1 (²) (²) (²) (²) (²) 1 3	(2) (2) (2) (2) (2) (2) (2) (2)	(2) (2) (2) (2) (2) - - (2)
	23,587 21,577	20.52 20.60 20.74 20.85 19.03 19.27	21.65 21.65 21.65 21.65 21.65 18.90 17.94	19.76 - 22.27 19.89 - 22.27 20.37 - 22.27 20.45 - 22.27 16.49 - 22.24 15.54 - 23.66	- - - -	- - - -	- - - - -	- - - - -	- - - - -	(²) (²) - - 1	(²) (²) - (²) 1	(²) (²) (²) (²) 2 1	1 (²) (²) (²) (²) 4	2 2 1 1 2 5	3 3 2 4 7	4 3 2 2 7 22	4 4 3 3 12 10	2 2 1 1 12 2	5 5 4 4 16 3	7 7 7 7 7 4	13 13 14 15 6 8	24 25 27 26 2	31 33 35 37 8 6	2 2 (²) (²) 18 3	1 (2) (2) (2) (2) (2) (2)	1 (2) (2) (2) (2) (2) (2)	1 (²) - - 1 ³ 12
Private industry	55,604 55,475	19.05 19.04 19.05 19.05	19.11 19.11 19.11 19.11	16.13 - 22.19 16.13 - 22.19 16.13 - 22.19 16.13 - 22.19	-	- - -	- - -	- - - -	- - -	- - -	(²) (²) (²) (²)	(²) (²) (²) (²)	2 2 2 2	6 6 6	6666	10 10 10 10	8 8 8 8	11 11 11 11	5 5 5 5	7 7 7 7	3 3 3 3	12 12 12 12	28 29 29 29	1 1 1	1 (²) (²) (²)	(2) (2) (2) (2) (2)	(2) (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.

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.

² Less than 0.5 percent.

³ Workers were distributed as follows: 3 percent at \$26 and under \$27; 8 percent at \$27 and under \$28; 1 percent at \$29 and under \$30; and 1 percent at \$30 and under \$31.

Table A-5. Pay distributions, material movement and custodial occupations, United States, June 1996

				earnings ollars) ¹							Pe	rcent of	worker	s receiv	ing stra	ight-tim	e hourly	/ earnin	gs (in d	ollars) c	of—						
Occupation and level	Number of workers	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	-	12.00 - 13.00	-	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 Private industry Goods producing Manufacturing Service producing Transportation and utilities	189,030	\$11.49 11.49 11.39 11.39 11.77 11.51	\$11.01 11.01 10.75 10.75 11.55 10.55	\$9.10 - \$13.05 9.10 - 13.05 9.24 - 12.40 9.24 - 12.36 9.00 - 14.07 8.50 - 14.58	(2) - - (2)	(2) (2) (2) (2) (2) (2)	(2) (2) (2) (2) (2) 1	(2) (2) (2) (2) (2) 1	1 1 1 1 2 6	2 2 2 2 2 3 3	3 3 3 3 2	3 3 2 2 5 5	12 12 12 12 12 12 22	12 12 13 13 8 8	15 15 17 17 17 8	18 18 20 20 12 5	7 7 6 6 10 7	4 4 4 4 6 4	7 7 4 4 15 8	3 3 3 3 2 (²)	2 2 2 2 2 2	3 3 2 2 5 6	3 3 2 2 6 13	3 3 4 4 1	(2) (2) (2) (2) (2)	(2) (2) (2) (2) (2)	- - - - -
Guards Level I Private industry Goods producing Manufacturing Service producing Transportation and utilities State and local government	304,755 14,830 14,632 289,925 745	7.11 6.99 9.10 9.10 6.88 10.19 10.02	6.60 6.50 8.89 8.89 6.49 8.90 9.74	5.69 - 8.00 5.65 - 7.84 7.14 - 10.45 7.14 - 10.41 5.63 - 7.75 8.00 - 11.95 8.15 - 11.76	3 2 2 3 3	6 6 (²) (²) 7 1 (²)	11 12 1 1 1 12 1	10 11 2 2 11 1	17 17 9 8 18 5	10 10 7 7 10 3 4	10 10 9 9 10 9	8 8 7 7 8 7	10 10 14 14 10 25 16	5 5 20 21 4 5 15	3 8 8 2 12	3 3 8 8 3 8	1 1 3 3 1 3 1	1 1 2 2 1 1 4	(²) (²) 3 3 (²) 5 1	(²) (²) 2 2 (²) 1 4	(²) (²) 1 1 (²) 11	(2) (2) (2) (2) (2) (2) (1) (2)	(2) (2) (2) (2) (2) (2) (2) (2)	(2) (2) (2) (2) (2) (2)	(2) (2) (2) (2) (2) -	(²) (²) (²) (²) - -	(2) (2) (2) (2) (2)
Level II	38,132	12.14 12.04 13.98 14.02 11.78 12.67	12.01 12.00 14.70 14.70 11.83 12.29	10.25 - 13.63 10.20 - 13.21 11.39 - 16.69 11.41 - 16.69 10.16 - 12.57 10.57 - 14.75	- - - -	(2) (2) - - (2) (2)	(2) (2) - - (2) (2)	(2) (2) - - (2) (2)	(2) (2) - - (2) 1	(2) (2) 1 1 (2) (2)	1 1 - - 2 (²)	2 (²) 1 2 2	7 7 (²) (²) 7 8	11 12 18 18 11 7	11 11 4 4 11 13	16 16 4 3 18 15	22 24 9 9 26 11	7 6 10 10 6 11	8 9 10 10 8 7	3 2 9 9 2 7	4 4 16 16 2 6	5 4 13 14 3 8	1 1 4 4 1 1	1 1 2 2 (²)	(2) (2) (2) (2) (2) (2) (2)	(2) (2) - - (2) (2)	(2) (2) (2) (2) (2) ————————————————————
Janitors Private industry Goods producing Manufacturing Service producing Transportation and utilities State and local government	646,163 62,534 61,888 583,629 5,471	7.97 7.30 10.44 10.44 6.97 10.69 9.65	7.09 6.37 9.14 9.12 6.17 9.94 9.58	5.55 - 9.68 5.25 - 8.22 7.31 - 12.81 7.31 - 12.81 5.24 - 7.94 7.00 - 14.11 7.49 - 11.41	7 1 1 7	6 8 1 1 8 1 2	1 15 6 6 16 1	9 10 3 3 11 5 4	10 12 5 5 13 7 4	7 8 4 4 8 8 5	6 7 8 8 6 8 6	5 5 6 6 5 3 6	10 9 13 13 9 9	7 5 11 11 4 9	7 3 8 8 3 7 15	5 2 5 5 2 4 11	4 2 3 3 2 7 9	3 2 4 5 1 6 5	3 3 2 2 2 3 11 2	1 (2) 2 2 (2) 4 2	1 (2) 1 1 (2) 4 1	(2) (2) 1 1 (2) 4 (2)	1 14 13 (²) 3 (²)	(2) (2) 1 1 - (2)	(2) (2) (2) (2) (2) ————————————————————	(²) - - - - (²)	- - - - -
Material Handling Laborers Private industry Service producing Transportation and utilities State and local government		8.85 8.85 8.93 11.53 8.65	7.85 7.85 7.72 8.82 7.95	6.50 - 10.07 6.50 - 10.07 6.50 - 9.91 6.95 - 17.62 6.68 - 10.07	1 (2)	3 3 1 -	5 5 4 (²) (²)	5 5 5 1 6	9 9 11 1 9	13 13 15 27 17	9 9 9 7 9	8 8 8 3 8	15 15 15 11 11	8 8 7 4 14	7 7 5 2 10	4 4 3 1 7	3 3 1 1 3	2 2 2 4 2	2 2 4 6 (²)	1 1 1 5 3	(2) (2) (2) (2) 1 (2)	(2) (2) 1 2 (2)	3 3 5 19 –	2 2 1 5	(2) (2) - -	- - - -	- - - -
Shipping/Receiving Clerks Private industry Goods producing Manufacturing Service producing Transportation and utilities State and local government		10.48 10.47 10.62 10.60 10.29 8.47 10.85	9.94 9.92 10.10 10.07 9.75 7.67 10.72	8.30 - 12.08 8.30 - 12.06 8.66 - 12.09 8.66 - 12.05 8.00 - 12.00 7.17 - 8.71 8.65 - 12.25	- - - -	- - - - -	(2) (2) (2) (2) (2) 1 - (2)	1 (2) (2) (2) 2 (2) 1	2 2 2 2 3 2 4	4 4 3 3 5 15 4	6 5 5 8 31 6	6 5 5 7 8 5	15 15 14 14 17 27 9	15 16 19 19 11 4 10	14 14 16 16 12 2 13	10 9 9 9 1 16	8 8 9 9 8 4 15	5 5 6 6 5 (²) 4	3 3 3 4 3 2	2 2 3 2 2 1 6	2 2 2 2 2 1 (²)	1 1 1 1 1 (²)	1 1 1 1 - (²)	2 2 2 2 2 (²) 4	(2) (2) (2) (2) (2) 	(2) (2) (2) (2) (2) (2) -	(2) (2) (2) (2) (2) (2) (2)

Table A-5. Pay distributions, material movement and custodial occupations, United States, June 1996 — Continued

				earnings ollars) ¹							Pe	rcent of	worker	s receiv	ing stra	ight-tim	e hourly	earnin	gs (in d	ollars) o	f—						
Occupation and level	Number of workers	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	-	-	-	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	-	19.00 - 20.00	20.00 - 21.00	-	22.00 and over
Truckdrivers Light Truck Private industry Goods producing Manufacturing Service producing Transportation and utilities State and local government	57,673 53,875 7,436 6,101 46,439 16,819 3,798	\$8.53 8.44 9.77 9.88 8.22 8.94 9.89	\$7.60 7.50 8.76 8.77 7.25 7.25 10.20	\$6.36 - \$9.86 6.25 - 9.66 7.50 - 11.33 7.32 - 11.6 6.16 - 9.27 6.25 - 11.11 7.11 - 11.90	(2) - (2) (2) (2)	2 2 - 3 6 -	6 6 (²) (²) 7 2 (²)	7 7 1 1 8 10	11 12 4 4 13 13	9 9 10 10 8 6 17	13 12 10 11 13 17	6 6 7 8 6 6 2	13 14 22 19 12 6 5	8 8 9 9 8 3 5	7 7 8 9 6 4 15	4 3 9 7 2 4 13	3 3 4 3 2 4 7	2 2 3 4 2 2 6	2 1 3 3 1 2 6	3 3 10 12 2 5 1	1 1 (²) (²) 1 2	1 1 (²) (²) 1 2 (²)	1 1 - 2 4 1	(²) (²) 1 1 (²) (²)		(2) (2) - (2) - (2)	- - - - -
Medium Truck Private industry Goods producing Manufacturing Service producing Transportation and utilities State and local government	19,078 16,955	14.81 14.93 12.76 13.17 15.30 17.44 12.15	15.07 15.26 12.25 12.75 15.72 19.33 11.68	11.36 - 19.41 11.51 - 19.42 9.00 - 15.70 9.28 - 15.70 12.23 - 19.42 15.23 - 19.85 10.17 - 13.88) –) – 2 – 5 –	- - - - -	(²) (²) - (²) -	(²) (²) - - 1 (²) (²)	1 1 2 2 1 (²)	2 2 3 2 1 (²)	2 4 3 2 (²) 1	2 2 5 5 2 1 4	6 5 11 10 5 1	5 5 9 7 4 (²) 5	6 5 6 6 5 1 20	5 5 8 9 4 1	7 7 10 11 6 6	6 5 4 4 6 4 15	8 9 3 3 10 9 4	9 9 17 19 7 10 6	5 5 2 3 6 6 5	3 3 4 4 3 4	3 3 4 3 3 4 1	25 26 1 1 31 45	5 5 5 5 8	(2) (2) (2) (2) (2) (2) (2)	(2) (2) 3 3 (2) (2) (2)
Goods producing Manufacturing Service producing Transportation and utilities	109,271 46,185 30,535 63,086 41,837	13.38 13.29 13.93 14.40 12.83 12.79 13.74	12.94 12.88 13.92 14.10 12.08 11.86 13.10	10.80 - 16.25 10.86 - 15.73 10.69 - 16.51 11.75 - 16.55 11.00 - 15.02 11.20 - 13.77 10.27 - 19.42	3 - - - - - -	- - - - -	(2) (2) - (2) (2) (2) (2)	(²) (²) 1 (²) (²) (²)	1 3 (²) (²) (²)	2 1 2 1 1 (²) 3	2 2 2 (²) 1 1 3	2 2 1 1 2 1 2	5 5 5 3 4 3 7	6 6 6 7 8 5	8 9 8 10 9 9	15 16 8 11 22 30 9	10 10 4 5 13 10	10 11 10 8 11 13 8	8 8 15 22 4 4 6	5 5 5 3 5 3 5	8 10 6 8 12 6 4	3 3 4 6 3 3	2 2 1 1 2 2	8 4 8 1 1 1 23	1 1 (²) 2 2 1	3 4 9 13 1 1	1 1 1 2 (²) (²)
Tractor Trailer Private industry Goods producing Manufacturing Service producing Transportation and utilities State and local government	186,984 42,442 36,628	14.24 14.22 13.04 13.02 14.57 15.06 16.84	14.40 14.32 12.45 12.45 14.80 15.79 15.96	11.84 - 17.25 11.83 - 17.25 10.60 - 15.00 10.85 - 14.53 11.99 - 17.70 12.00 - 18.40 14.47 - 18.72		- - - - -	- - - - -	- - - -	(2) (2) (2) (2) (2) (2) (2)	(2) (2) (2) (2) (2) (2) (2) (2)	1 (²) (²) 1 1	2 2 2 1 3 4 (²)	7 7 6 5 7 10 3	5 5 8 8 4 1 5	5 5 10 11 4 3 2	7 7 9 9 7 4 4	10 10 17 20 8 8 5	9 9 11 11 9 7 4	10 10 10 11 10 6 21	9 9 8 8 10 9 6	6 6 7 6 6	9 9 3 2 11 9	7 7 4 3 7 12 10	6 7 1 1 8 12 2	3 3 2 2 3 6 4	(2) (2) (2) (2) (2) (2) 1	1 (²) (²) 1 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.

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.

² Less than 0.5 percent.

³ Workers were distributed as follows: 2 percent at \$22 and under \$23; 1 percent at \$23 and under \$24; 1 percent at \$27 and under \$28; and 9 percent at \$30 and under \$31.

Table B-1. Average weekly pay by size of establishment, professional and administrative occupations, United States, June 1996

		.II								
Occupation and level		hments	Less than 5	00 workers	500 - 999	9 workers	1000 - 249	99 workers	2500 work	ers or more
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Professional Occupations										
Accountants										
Level I	\$523	\$512	\$489	\$481	\$516	\$513	\$540	\$526	\$550	\$541
Private industry	520	510	490	481	520	515	541	527	556	541
Goods producing	546	538	509	508	544	531	580	596	576	573
Manufacturing	540	535	505	508	544	531	575	596	549	556
Service producing	509	500	484	481	492	490	526	518	551	538
Transportation and utilities	538	515	_	_		_	_			_
State and local government	535	529	_	-	-	-	-	-	544	541
Level II	626	619	609	604	628	615	640	625	657	647
Private industry	627	619	610	607	630	616	641	628	682	664
Goods producing	647	642	617	616	647	635	673	669	750	733
Manufacturing	642	636	616	616	633	623	665	657	744	727
Service producing	616	610	607	600	611	606	626	616	650	635
Transportation and utilities	637	633	589	575	682	663	676	662	736	740
State and local government	621	616	576	566	605	592	626	618	631	625
Level III	811	800	805	792	818	808	830	822	807	800
Private industry	819	808	808	794	823	809	828	822	845	831
Goods producing	832	826	814	808	830	817	859	865	883	872
Manufacturing	828	824	814	808	820	808	848	857	875	865
Service producing	808	791	804	788	814	801	805	788	820	808
Transportation and utilities	847	842	804	788	873	888	873	867	894	886
State and local government	774	762	754	747	778	777	844	825	767	762
Level IV	1,041	1,026	1,046	1,030	1,050	1,038	1,059	1,035	1,018	1,003
Private industry	1,055	1,039	1,047	1,030	1,055	1,039	1,058	1,032	1,074	1,058
Goods producing	1,073	1,049	1,065	1,048	1,068	1,046	1,073	1,041	1,101	1,090
Manufacturing	1,058	1,043	1,056	1,047	1,045	1,038	1,057	1,026	1,081	1,076
Service producing	1,038	1,023	1,032	1,019	1,033	1,009	1,044	1,026	1,050	1,031
Transportation and utilities	1,070	1,059	1,002	981	1,128	1,185	1,045	1,042	1,119	1,137
State and local government	968	955	-	-	988	963	1,078	1,068	954	955
Level V	1,375	1,347	1,451	1,440	1,361	1,348	1,369	1,340	1,314	1,300
Private industry	1,396	1,370	1,451	1,441	1,362	1,352	1,371	1,343	1,365	1,348
Goods producing	1,376	1,359	1,370	1,385	1,383	1,383	1,371	1,346	1,379	1,361
Manufacturing	1,359	1,352	1,369	1,376	1,359	1,352	1,354	1,346	1,352	1,351
Service producing	1,414	1,385	1,501	1,462	1,314	1,300	1,370	1,321	1,354	1,339
Transportation and utilities	1,371	1,356	_	-	_				1,400	1,374
State and local government	1,183	1,210	-	-	_	-	-	_	1,172	1,210
Level VI	1,734	1,721	_	_	_	_	1,788	1,728	1,665	1,677
Private industry	1,763	1,735	_	_	-	-	1,788	1,728	1,726	1,717
Goods producing	1,779	1,738	_	-	_	-	_	-	1,774	1,750
Manufacturing	1,750	1,728	_	_	_	-	_	l –	1,738	1,732
Service producing	1,747	1,731	_	-	_	-	1,739	1,708	1,662	1,679
Transportation and utilities	1,803	1,827	_	-	_	-				_
.,	,	,-								

Table B-1. Average weekly pay by size of establishment, professional and administrative occupations, United States, June 1996 — Continued

Occupation and level		all shments	Less than 5	500 workers	500 - 999	9 workers	1000 - 249	99 workers	2500 work	ers or more
Cocapation and love	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Accountants. Public										
Level I	\$594	\$577	\$570	\$567	_	_	_	_	_	_
Private industry	594	577	570	567	_	-	_	-	-	_
Service producing	594	577	570	567	_	-	-	-	-	-
Level II	641	625	626	620	_	_	_	_	_	_
Private industry	641	625	626	620	_	-	_	-	_	_
Service producing	641	625	626	620	-	-	-	_	-	-
Level III	747	721	736	721	_	_	_	_	_	_
Private industry	747	721	736	721	_	-	_	-	-	_
Service producing	747	721	736	721	_	-	_	_	-	_
Level IV	977	954	963	941	_	_	_	_	_	_
Private industry	977	954	963	941	_	-	_	-	-	_
Service producing	977	954	963	941	_	-	_	_	-	_
Attorneys										
Level I	700	682	649	615	\$694	\$685	\$694	\$646	\$730	\$708
Private industry	841	829	_	-	_	-	_	_	_	_
Service producing	830	820 673	_	-	_	_	647	614	723	704
State and local government	679	0/3	_	_	_	_	047	014	123	704
Level II	952	923	936	906	955	932	1,038	1,007	922	900
Private industry	1,103	1,058	1,018	999	1,024	1,031	1,216	1,195	1,195	1,205
Goods producing	1,147	1,154	_	-	_	_	_	_	-	_
Manufacturing	1,123 1.098	1,120 1.054	1.019	1.000	_	_	4 244	4 400	4 4 4 0	1.150
Service producing Transportation and utilities	1,153	1,054	1,019	1,000	_		1,211	1,192	1,149	1,156
State and local government	879	850	803	790	892	867	878	817	892	875
Laval III	4.000	4.000	4.000	4 000	4.000	4.040	4.000	4.007	4.040	4.470
Level III Private industry	1,260 1.411	1,236 1,365	1,330 1,406	1,292 1,346	1,223 1.368	1,248 1,309	1,332 1,388	1,297 1,342	1,210 1,462	1,173 1,438
Goods producing	1,411	1,505	1,597	1,567	1,300	1,309	1,500	1,509	1,462	1,430
Manufacturing	1,546	1,528	1,557	1,507	Ξ	_	1,498	1,483	_	l <u> </u>
Service producing	1,380	1,341	1,369	1,306	1,318	1,308	1,365	1,329	1,435	1,400
Transportation and utilities	1,401	1,387	-		-		-			
State and local government	1,138	1,098	1,091	1,098	1,085	1,015	1,216	1,191	1,140	1,113
Level IV	1,647	1,633	1,777	1,745	1,633	1,599	1,709	1,663	1,590	1,563
Private industry	1,775	1,738	1,824	1,777	1,660	1,621	1,728	1,670	1,816	1,788
Goods producing	1,812	1,790	1,915	1,790	1,620	1,506	1,871	1,923	1,944	1,980
Manufacturing	1,790	1,774	_	_	1,616	1,498	1,860	1,903	1,932	1,958
Service producing	1,761	1,731	1,809	1,749	1,718	1,682	1,685	1,652	1,769	1,737
Transportation and utilities	1,827	1,804	_	-	_	-	I . -		1,824	1,792
State and local government	1,464	1,395	_	_	_	-	1,618	1,583	1,464	1,395

Table B-1. Average weekly pay by size of establishment, professional and administrative occupations, United States, June 1996 — Continued

Occupation and level	establis	ll hments	Less than 5	500 workers	500 - 999	9 workers	1000 - 249	99 workers	2500 work	ers or more
Cocapanon and 1010.	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Attorneys-Continued										
Level V	\$1.994	\$1,933	\$2,258	\$2,135	\$2.011	\$1,901	\$2,197	\$2,151	\$1,875	\$1,703
Private industry	2,190	2,129	2,258	2,135	2,048	1,923	2,205	2,156	2,199	2,158
Goods producing	2,182	2,108			_,-				2,248	2,208
Manufacturing	2,152	2.064	_	_	_	l _	l _	_	2,242	2.187
Service producing	2,194	2,135	2.194	2,115	_	l _	2,226	2,190	2,177	2,147
Transportation and utilities	2,182	2,172	2,104	2,110	_	l _		2,100		2,147
State and local government	1,645	1,608	_	_	-	_	_	_	_	_
Level VI	2.415	2,375	_	_	_	_	_	_	2.270	2.277
Private industry	2,713	2,605	_	_	_	l _	l _	l _	2,678	2.645
Service producing	2,631	2,603	-	-	-	_	_	_	2,581	2,605
Engineers										
Level I	675	673	635	620	673	663	718	722	719	730
Private industry	677	673	635	620	675	663	722	723	742	749
Goods producing	689	689	629	615	675	663	728	725	742	750
Manufacturing	688	690	619	607	675	663	728	725	742	750
Service producing	654	644	640	625	677	684	699	712	736	739
Transportation and utilities	731	740		023	-				130	100
State and local government	658	649	_	_	_	_	_	_	659	654
Level II	805	800	765	757	803	803	833	822	834	827
Private industry	808	803	766	758	805	803	835	824	851	840
Goods producing	811	808	761	753	807	806	823	814	851	843
Manufacturing	811	808	759	751	807	806	823	813	851	842
Service producing	799	789	772	761	795	794	866	865	848	824
	873	769 851	844	839	795	794	934	925	849	825
Transportation and utilities					-	750				
State and local government	785	787	746	733	755	753	819	810	788	787
Level III	959	950	931	924	961	960	991	971	970	960
Private industry	960	950	933	925	964	962	972	962	980	962
Goods producing	958	946	930	923	958	954	964	955	977	958
Manufacturing	958	945	927	921	957	951	964	954	977	958
Service producing	964	960	939	932	988	1,000	996	999	1,000	1,000
Transportation and utilities	1,021	1,020	981	962	1,045	1,020	1,036	1,031	1,017	1,018
State and local government	957	956	890	881	917	927	1,123	1,161	935	941
Level IV	1,167	1,154	1,165	1,152	1,152	1,149	1,197	1,189	1,159	1,149
Private industry	1,173	1,165	1,164	1,150	1,155	1,151	1,191	1,186	1,178	1,171
Goods producing	1,169	1,158	1,168	1,152	1,145	1,136	1,178	1,161	1,174	1,165
Manufacturing	1,166	1,155	1,159	1,142	1,140	1,132	1,176	1,160	1,173	1,165
Service producing	1,185	1,185	1,160	1,146	1,188	1,197	1,218	1,223	1,209	1,207
Transportation and utilities	1,217	1,219	1,170	1,158	1,240	1,230	1,228	1,233	1,207	1,209
State and local government	1,107	1,085	1,175	1,202	1,102	1,124	1,301	1,373	1,071	1,085
Level V	1,411	1,398	1,428	1,414	1,405	1,392	1,426	1,412	1,397	1,388
Private industry	1,420	1,405	1,431	1,414	1,406	1,393	1,425	1,410	1,415	1,40
Goods producing	1,422	1,405	1,473	1,455	1,396	1,379	1,430	1,407	1,409	1,400
Manufacturing	1,414	1,400	1,449	1,438	1,386	1,371	1,424	1,401	1,408	1,399
Service producing	1,414	1,404	1,389	1,377	1,432	1,428	1,412	1,423	1,475	1,442
Transportation and utilities	1,405	1,402	1,380	1,405	-,	',5	1,377	1,363	1,415	1,407
State and local government	1,403	1,402	1,286	1,299	_	_	1,447	1,478	1,243	1,249
Clate and local government	1,210	1,273	1,200	1,200		I -	1,777	1,710	1,273	1,24

Table B-1. Average weekly pay by size of establishment, professional and administrative occupations, United States, June 1996 — Continued

Cocupation and level Engineers-Continued Level VI	Mean \$1,659	Median	Mean	Median						
Level VIPrivate industry				ivieulari	Mean	Median	Mean	Median	Mean	Median
Private industry										
	4.070	\$1,648	\$1,661	\$1,626	\$1,656	\$1,636	\$1,693	\$1,679	\$1,643	\$1,646
Goods producing	1,676	1,659	1,661	1,626	1,662	1,637	1,692	1,678	1,678	1,671
	1,687	1,671	1,755	1,754	1,666	1,636	1,703	1,681	1,669	1,667
Manufacturing	1,678	1,663	1,731	1,729	1,642	1,608	1,697	1,670	1,668	1,666
Service producing	1,643	1,624	1,600	1,582	1,647	1,646	1,657	1,663	1,767	1,720
Transportation and utilities	1,653	1,625	_	_	_	_	_	<u>-</u>	_	_
State and local government	1,367	1,372	-	-	_	_	_	_	1,337	1,372
Level VII	1,962	1,927	1,956	1,875	1,944	1,902	1,977	1,970	1,957	1,929
Private industry	1,970	1,935	1,956	1,875	1,944	1,905	1,977	1,970	1,981	1,943
Goods producing	2,003	1,972	_	-	1,934	1,857	1,991	1,972	1,974	1,942
Manufacturing	1,995	1,962		-	1,915	1,837	1,988	1,972	1,973	1,941
Service producing	1,889	1,842	1,794	1,744	_	_	1,930	1,950		_
Level VIII	2,343	2,268	_	-	_	_	-	_	2,409	2,325
Private industry	2,346	2,269	_	-	_	_	-	-	2,416	2,327
Goods producing	2,366	2,297	_	-	_	_	_	-	2,402	2,310
Manufacturing	2,365	2,290	_	-	_	_	-		2,402	2,310
Service producing	2,289	2,229	-	-	_	_	_	_	-	-
Administrative Occupations										
Budget Analysts										
Level I	585	577	_	-	-	_	_	-	602	613
Private industry	534	532	_	-	_	_	_	-	-	i –
Service producing	533	507	-	-	_	_	_	-	-	_
Level II	667	655	633	633	603	596	653	655	687	667
Private industry	656	639	_	-	615	596	655	651	680	662
Goods producing	669	650	_	-	_	_	_	-	-	_
Manufacturing	666	646	_	-	-	_	-	-	-	-
Service producing	651	636	_	-	_	_	642	637	685	671
State and local government	680	664	_	-	_	_	_	_	692	674
Level III	858	859	810	792	834	826	858	846	870	873
Private industry	839	826	831	806	835	823	825	827	853	845
Goods producing	855	828	_	-	_	-	_	-	_	_
Manufacturing	845	822	_	-	_	_	_	-	-	-
Service producing	831	823	_	-	796	796	812	800	866	858
Transportation and utilities	888	882	_	-	_	_	_	-	-	-
State and local government	871	882	-	-	_	_	935	996	875	892
Level IV	964	962	-	-	1,010	984	924	933	966	962
Private industry	943	954	-	-	_	_	_	-	948	936
Goods producing	955	954	-	-	_	_	_	-	-	-
Manufacturing	937	954	-	-	_	-	_	-	I	
Service producing	929	950	-	-	_	_	_	-	1,004	992
State and local government	1,005	1,011	_	-	-	_	_	-	988	992

Table B-1. Average weekly pay by size of establishment, professional and administrative occupations, United States, June 1996 — Continued

Occupation and level	A establis		Less than 5	500 workers	500 - 999	9 workers	1000 - 249	99 workers	2500 work	ers or more
Cocapation and lots.	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Buyers/Contracting Specialists										
Level I	\$522	\$515	\$512	\$503	\$534	\$524	\$527	\$518	\$544	\$538
Private industry	526	516	514	505	537	531	534	532	577	570
Goods producing	532	519	516	512	545	540	579	586	638	627
Manufacturing	531	519	515	512	546	540	578	584	638	627
Service producing	517	508	509	501	520	521	502	502	551	552
State and local government	501	498	-	-	_	-	477	461	513	503
Level II	662	651	646	636	667	666	695	680	676	671
Private industry	664	652	646	636	671	667	700	685	698	687
Goods producing	665	654	645	639	668	667	719	712	721	719
Manufacturing	663	653	642	638	668	667	716	708	719	715
Service producing	664	647	648	622	680	673	679	653	671	665
Transportation and utilities	700	688	_	_	_	-	_	-	_	_
State and local government	645	643	658	641	630	635	666	674	639	643
Level III	889	872	870	852	872	850	923	919	901	883
Private industry	896	878	871	853	873	849	919	914	932	916
Goods producing	896	877	869	853	872	848	927	915	944	920
Manufacturing	893	874	866	850	866	847	926	915	941	918
Service producing	893	884	883	854	883	879	902	899	900	901
Transportation and utilities	937	958	_	_	_	-	986	992	946	981
State and local government	818	804	_	-	_	_	951	1,021	776	776
Level IV	1,085	1,063	1,110	1,112	1,116	1,105	1,125	1,097	1,052	1,024
Private industry	1,090	1,065	1,110	1,112	1,116	1,105	1,120	1,088	1,062	1,030
Goods producing	1,084	1,054	1,103	1,100	1,101	1,081	1,118	1,085	1,060	1,024
Manufacturing	1,072	1,050	1,093	1,100	1,091	1,069	1,115	1,080	1,043	1,019
Service producing	1,112	1,095	_	-	_	-	1,127	1,096	1,071	1,058
Transportation and utilities	1,111	1,124	_	-	_	_	_	-	-	-
State and local government	1,019	1,009	_	-	_	_	_	_	957	909
Computer Programmers	543	531	E14	502	E10	519	F77	E77	572	577
Level I			514		518		577	577		
Private industry	548 553	538 546	515	502	521	519	581 _	577	595	606
Manufacturing	553 548	546 540	_		_	_	_	_	1 =	_
Service producing	547	538	517	502	513	517	577	577	588	598
State and local government	509	504		- 502	-		-		510	512
Level II	639	631	618	603	626	618	660	654	655	650
Private industry	644	635	620	612	630	621	663	654	675	666
Goods producing	661	654	610	588	654	647	679	671	713	720
Manufacturing	659	654	610	588	651	647	672	667	713	720
Service producing	638	627	623	615	617	606	657	649	659	650
Transportation and utilities	666	655	616	603	_	-		-		_
State and local government	608	594	585	584	565	558	627	620	613	608

Table B-1. Average weekly pay by size of establishment, professional and administrative occupations, United States, June 1996 — Continued

Occupation and level	A establis		Less than 5	00 workers	500 - 999	workers	1000 - 249	99 workers	2500 worke	ers or more
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Computer Programmers-Continued										
Level III	\$788	\$775	\$777	\$770	\$765	\$751	\$797	\$786	\$805	\$793
Private industry	793	780	779	771	770	759	797	783	831	808
Goods producing	792	787	758	750	781	758	827	826	842	842
Manufacturing	789	777	752	740	780	758	826	823	841	838
Service producing	794	780	786	775	764	759	788	771	828	800
Transportation and utilities	800	794	779	773	_	_	_			_
State and local government	760	756	726	735	718	718	797	799	758	757
Level IV	945	932	970	969	917	899	966	936	924	916
Private industry	945	932	971	971	916	898	958	933	927	917
Goods producing	937	924	_	-	939	909	_	_	_	_
Manufacturing	936	924	_	_	939	909	_	-	_	-
Service producing	949	938	967	962	905	881	958	933	933	925
State and local government	940	934	-	-	-	-	_	-	894	910
Level V	1,095	1,079	_	-	_	-	-	-	_	-
Private industry	1,096	1,079	_	-	_	-	_	_	-	_
Service producing	1,145	1,128	_	-	_	-	_	_	_	-
Computer Systems Analysts										
Level I	779	771	772	769	772	761	797	784	776	769
Private industry	784	777	774	769	779	767	789	781	793	788
Goods producing	785	779	749	741	763	765	833	823	798	796
Manufacturing	781	773	746	741	758	759	826	816	796	794
Service producing	783	777	780	779	792	767	776	773	790	786
Transportation and utilities	835	819	_	_	-	-	-	-		-
State and local government	755	739	_	_	694	709	883	885	744	732
Level II	940	937	939	935	935	921	958	952	934	935
Private industry	945	937	940	937	937	922	956	951	943	933
Goods producing	960	952	967	948	922	910	979	977	965	957
Manufacturing	957	949	963	944	916	900	978	976	964	955
Service producing	939	931	934	933	945	923	949	943	934	923
Transportation and utilities	1,000	984	897	889	_	-	990	981	982	962
State and local government	921	945	-	-	883	915	980	995	918	947
Level III	1,111	1,096	1,123	1,111	1,096	1,064	1,129	1,113	1,101	1,087
Private industry	1,120	1,105	1,123	1,111	1,096	1,064	1,129	1,112	1,122	1,110
Goods producing	1,157	1,146	1,177	1,193	1,117	1,088	1,166	1,154	1,158	1,145
Manufacturing	1,153	1,140	1,171	1,191	1,114	1,086	1,162	1,146	1,154	1,140
Service producing	1,106	1,094	1,114	1,107	1,089	1,058	1,114	1,099	1,100	1,092
Transportation and utilities	1,164	1,138	_	-	_	_	1,130	1,116	1,138	1,126
State and local government	1,026	1,049	_	-	_	_	1,126	1,215	1,011	1,049
Level IV	1,321	1,305	1,329	1,327	1,328	1,303	1,315	1,295	1,317	1,304
Private industry	1,325	1,311	1,329	1,327	1,328	1,303	1,315	1,295	1,328	1,315
Goods producing	1,356	1,347	_	-	_	_	1,367	1,369	1,360	1,347
Manufacturing	1,344	1,337	l	. -		l	1,356	1,362	1,352	1,341
Service producing	1,310	1,296	1,330	1,331	1,327	1,306	1,293	1,263	1,295	1,284
Level V	1,527	1,510	_	-	_	-	_	_	_	_
		1.510								_
Private industry Service producing	1,527 1,522	1,510	_	_	_	_	_	_	_	_

Table B-1. Average weekly pay by size of establishment, professional and administrative occupations, United States, June 1996 — Continued

Occupation and level	A establis	.ll hments	Less than 5	000 workers	500 - 999	9 workers	1000 - 249	99 workers	2500 work	ers or more
,	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Computer Systems Analyst										
Supervisors/Managers										
Level I	\$1,202	\$1,195	\$1,216	\$1,192	\$1,186	\$1,192	\$1,266	\$1,251	\$1,171	\$1,164
Private industry	1,218	1,208	1,216	1,192	1,188	1,195	1,265	1,256	1,203	1,191
Goods producing	1,279	1,247	_	_	1,203	1,224	1,281	1,268	-	_
Manufacturing	1,273	1,244	_	_	1,203	1,219	1,281	1,268	_	_
Service producing	1.204	1.192	1,203	1,177	1,178	1,185	1,257	1,251	1.189	1.177
Transportation and utilities	1,244	1,254	_		_					_
State and local government	1,137	1,119	_	-	-	_	_	_	1,115	1,102
Level II	1,408	1,388	1,432	1,431	1,373	1,375	1,460	1,417	1,376	1,360
Private industry	1,421	1,398	1,432	1,431	1,372	1,367	1,461	1,413	1,402	1,385
Goods producing	1,493	1,482	_	_	_	-	1,530	1,529	1,460	1,413
Manufacturing	1,490	1,477	_	-	_	-	1,534	1,539	1,443	1,405
Service producing	1,400	1,385	1,427	1,417	1,324	1,329	1,437	1,391	1,388	1,380
Transportation and utilities	1,521	1,448	_	_	_	_	_	_	_	_
State and local government	1,283	1,232	-	-	=	-	-	-	1,257	1,210
Level III	1,665	1,635	_	-	1,637	1,672	1,727	1,684	1,638	1,570
Private industry	1,669	1,640	_	-	1,637	1,672	1,730	1,686	1,646	1,584
Goods producing	1,662	1,612	_	-	_	-	_	-	_	_
Manufacturing	1,628	1,577	_	-	_	-	_	l –		_
Service producing	1,673	1,670	-	-	=	-	-	-	1,672	1,670
Personnel Specialists										
Level I	515	500	488	475	497	481	554	528	530	527
Private industry	510	500	488	475	494	481	554	535	536	533
Goods producing	550	535	_	-	_	-	_	-	_	_
Manufacturing	546	524	_	-	_	-	_	-	-	_
Service producing	500	487	485	476	480	462	531	512	518	519
Transportation and utilities	497	482	_	-	_	-	_	-		_
State and local government	530	523	_	-	_	_	_	_	527	527
Level II	611	598	589	577	603	600	629	614	663	648
Private industry	608	596	588	577	607	603	629	614	674	654
Goods producing	621	606	588	579	624	610	703	687	753	735
Manufacturing	620	605	586	577	623	606	701	687	751	733
Service producing	601	594	589	577	596	596	605	596	646	638
Transportation and utilities	654	636	615	596	645	628	689	700	711	706
State and local government	630	616	592	578	577	576	628	617	651	641
Level III	804	799	780	779	780	777	843	824	843	844
Private industry	801	794	780	778	785	780	839	823	853	844
Goods producing	818	808	798	801	784	782	888	880	913	901
Manufacturing	816	808	794	798	781	776	889	880	911	899
Service producing	789	779	766	763	787	779	821	809	823	813
Transportation and utilities	861	851	798	811	860	849	895	869	934	923

Table B-1. Average weekly pay by size of establishment, professional and administrative occupations, United States, June 1996 — Continued

Occupation and level		dl shments	Less than 5	500 workers	500 - 999	9 workers	1000 - 249	99 workers	2500 work	ers or more
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Personnel Specialists-Continued										
Level IV	\$1,045	\$1,029	\$1,040	\$1,019	\$1,046	\$1,021	\$1,074	\$1,061	\$1,037	\$1,031
Private industry	1,052	1,034	1,040	1,019	1,047	1,019	1,073	1,061	1,070	1,058
Goods producing	1,058	1,025	1,024	1,000	1,068	1,038	1,109	1,112	1,106	1,086
Manufacturing	1,054	1.019	1,020	1.000	1,060	1.021	1,106	1.104	1,102	1.085
Service producing	1.047	1.038	1.054	1,053	1.017	1.001	1,046	1,029	1.047	1.038
Transportation and utilities	1,096	1.087	1.090	1,091	1.092	1.057	1,102	1,102	1,100	1.090
State and local government	1,003	1,001	1,022	1,028	1,036	1,043	1,077	1,058	979	961
Level V	1,362	1,342	1,450	1,438	1,332	1,319	1,357	1,327	1,309	1,288
Private industry	1,378	1,347	1,451	1,438	1,340	1,323	1,357	1,323	1,344	1,311
Goods producing	1,417	1,385	1,506	1,460	1,360	1,362	1,400	1,361	1,396	1,373
Manufacturing	1,413	1,381	1,503	1,442	1,357	1,358	1,394	1,349	1,391	1,365
Service producing	1,330	1,315	1,404	1,409	1,303	1,276	1,299	1,298	1,272	1,261
Transportation and utilities	1,354	1,307	_	_	_	-	-	_	_	_
State and local government	1,183	1,201	-	-	-	-	-	-	1,169	1,182
Level VI	1,784	1,779	_	_	-	_	_	_	1,773	1,767
Private industry	1,787	1,779	_	-	_	-	-	-	1,780	1,768
Goods producing	1,796	1,768	_	-	_	-	-	-	-	_
Manufacturing	1,789	1,752	_	_	_	_	-	-	-	_
Service producing	1,759	1,808	_	-	_	-	-	-	-	-
Personnel Supervisors/Managers										
Level I	1,160	1,154	1,168	1,171	1,135	1,142	1,203	1,160	1,142	1,141
Private industry	1,180	1,165	1,171	1,202	1,151	1,142	1,210	1,159	1,186	1,172
Goods producing	1,223	1,202	_	-	_	-	-	-	1,209	1,205
Manufacturing	1,220	1,202	_	-	_	-	. -		1,209	1,205
Service producing	1,154	1,142	_	_	_	-	1,171	1,147	1,161	1,134
State and local government	1,058	1,059	-	_	_	_	_	-	1,053	1,063
Level II	1,460	1,465	1,486	1,500	1,500	1,433	1,507	1,500	1,413	1,423
Private industry	1,490	1,492	1,486	1,500	1,506	1,446	1,516	1,520	1,468	1,454
Goods producing	1,511	1,500	_	-	1,509	1,465	1,561	1,560	1,513	1,500
Manufacturing	1,516	1,508	_	-	1,522	1,484	1,566	1,560	1,511	1,500
Service producing	1,474	1,481	_	-	1,504	1,433	1,477	1,450	1,430	1,417
Transportation and utilities	1,506	1,440	_	-	_	_	_	-	1,507	1,442
State and local government	1,248	1,234	_	_	_	_	_	-	1,207	1,179
Level III	1,788	1,756	_	_	1,873	1,706	1,893	1,868	1,649	1,654
Private industry	1,842	1,787	_	_	1,873	1,706	1,896	1,868	1,741	1,715
Goods producing	1,794	1,731	_	-	_		1,924	1,923	1,727	1,699
Manufacturing	1,781	1,724	_	_	_	_	1,908	1,882	1,726	1,699
Service producing	1,902	1,867	_	_	_	_	1,855	1,824	1,764	1,753
State and local government	1,330	1,128	-	-	-	_	-		1,283	1,128
Level IV	2,253	2,233	_	_	_	_	_	_	2,198	2,149
Private industry	2,253	2,233	_	-	_	-	-	-	2,198	2,149
Goods producing	2,225	2,192	_	_	_	-	-	-		_
Goods producing										
Manufacturing	2,211	2,178	_	_	_	_	_	_	_	_

Table B-1. Average weekly pay by size of establishment, professional and administrative occupations, United States, June 1996 — Continued

			I						1	
Occupation and level	establis		Less than 5	500 workers	500 - 999	9 workers	1000 - 249	99 workers	2500 works	ers or more
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Tax Collectors										
Level I	\$513	\$502	_	_	-	-	_	-	\$527	\$518
State and local government	513	502	_	_	-	-	_	-	527	518
Level II	588 588	587 587	_	_	-	_	_	_	612 612	607 607
State and local government	300	367	_	_	_	_	_	_	012	607
Level III	771	762	_	_	-	_	_	_	_	-
State and local government	771	762	-	_	-	-	_	-	_	_

Table B-2. Average weekly pay by size of establishment, technical and protective service occupations, United States, June 1996

Occupation and level	A establis	ll hments	Less than 5	500 workers	500 - 999	9 workers	1000 - 249	99 workers	2500 worke	ers or more
Cocapation and love	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Technical Occupations										
Computer Operators										
Level I	\$357	\$352	\$339	\$345	\$350	\$355	\$352	\$338	\$387	\$370
Private industry	352	352	341	349	351	355	352	338	380	370
Goods producing	350	355	_	_	_	-	_	-	-	_
Manufacturing	350	355	_	_	_	-	_	-	_	_
Service producing	353	352	345	350	356	356	350	337	373	369
State and local government	381	351	_	-	_	_	_	_	395	376
Level II	448	440	430	426	436	428	460	448	477	470
Private industry	445	438	429	425	440	432	457	450	482	470
Goods producing	449	434	426	425	449	432	482	473	530	480
Manufacturing	447	432	423	422	448	432	481	468	527	473
Service producing	443	438	430	426	432	426	452	445	475	469
Transportation and utilities	498	506	434	424	_	-	_	-	-	_
State and local government	462	454	443	439	409	393	472	440	471	471
Level III	576	569	571	561	551	540	587	576	586	587
Private industry	575	566	570	561	553	540	584	574	593	580
Goods producing	587	572	599	592	537	532	605	598	643	641
Manufacturing	586	570	599	592	536	532	605	598	642	640
Service producing	570	562	559	550	569	565	575	564	583	578
Transportation and utilities	638	629	_	_	_	-	686	672	-	_
State and local government	578	583	-	-	535	518	604	583	577	589
Level IV	689	681	688	675	653	628	704	699	690	687
Private industry	690	681	688	675	652	628	697	692	700	693
Goods producing	719	704	_	_	_	-	704	685	772	749
Manufacturing	717	702	_	_	_	-	703	683	771	749
Service producing	678	669	681	660	667	644	695	693	667	669
Transportation and utilities	728	725	_	_	_	-	_	-	-	-
State and local government	684	675	-	-	_	_	-	_	670	674
Level V	820	804	_	-	_	_	-	_	_	_
Private industry	806	767	_	-	_	_	-	_	_	_
Drafters	400	400				070	470	470	400	- 10
Level I	408	403	386	394	411	379	476	478	483	540
Private industry	409	403	386	394	420	391	482	503	_	_
Goods producing	386	389	376	389	-	-	-	-	-	_
Manufacturing	387	390	375	389	_	-	_	-	-	_
Service producing	463	449	421	416	_	_	_	-	_	_
Transportation and utilities	529	544	_	-	-	_	_	_		- 400
State and local government	380	357	_	_	_	_	_	_	398	403
Level II	504	485	492	479	487	481	543	530	563	552
Private industry	501	483	493	479	494	482	543	531	560	554
Goods producing	492	476	487	475	488	481	500	485	-	_
Manufacturing	490	476	484	475	489	481	499	482	-	-
			1			1	500	FC0	1 =0.4	
	519	520	503	500	_	-	586	562	591	566
Service producing	519 611 534	520 574 521	503 606	500 574	_	_	586 - 537	- 490	591 - 566	566 - 540

Table B-2. Average weekly pay by size of establishment, technical and protective service occupations, United States, June 1996 — Continued

Occupation and level	establis	ll hments	Less than 5	00 workers	500 - 999	workers	1000 - 249	99 workers	2500 works	ers or mor
,	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Prafters-Continued										
Level III	\$640	\$629	\$620	\$600	\$610	\$603	\$696	\$678	\$702	\$707
Private industry	636	622	620	600	615	608	660	639	711	713
Goods producing	620	601	595	577	604	601	623	609	711	714
	616	599	587	563		597	619	608	710	714
Manufacturing					595					
Service producing	670	668	661	664	692	677	703	688	710	697
Transportation and utilities	746	763	_	-	_	_	_	_		
State and local government	693	711	_	-	_	_	_	_	675	688
_evel IV	816	796	748	731	792	811	797	799	920	897
Private industry	814	796	749	731	791	811	781	789	922	899
Goods producing	830	807	747	712	791	804	761	763	924	899
Manufacturing	830	803	741	677	_	_	760	764	924	899
Service producing	770	769	751	752	_	_	_	_	_	_
Transportation and utilities	839	828	_	-	_	_	_	_	_	_
State and local government	878	897	_	-	_	-	-	-	_	-
ngineering Technicians										
Level I	390	393	397	397	_	_	426	421	_	_
Private industry	398	397	397	397	_	_	426	421	_	_
Goods producing	399	397	_	_	_	_	439	434	l _	_
Manufacturing	-		_	_	_	_	437	434	_	
Service producing	396	400	_	_	_	_	-	-	_	_
Level II	518	510	518	500	513	510	509	511	527	52
Private industry	519	510	518	500	513	510	509	510	532	52
										519
Goods producing	515	509	509	490	513	510	519	520	525	
Manufacturing	516	510	511	492	511	510	518	520	525	519
Service producing	536	530	552	552	_	_	_	-	-	_
Level III	650	640	625	618	613	618	641	640	710	70
Private industry	649	639	626	619	613	617	636	638	712	707
Goods producing	648	639	620	610	609	616	623	625	712	707
Manufacturing	648	638	619	610	607	613	622	625	712	707
Service producing	655	650	639	635	_	_	664	689	-	_
Transportation and utilities	709	736	_	-	_	_	_	_	_	_
State and local government	665	680	_	-	_	_	_	-	_	-
_evel IV	781	777	764	763	746	733	762	765	826	83
Private industry	781	776	764	763	746	733	759	760	827	83
Goods producing	775	767	757	748	729	725	753	749	820	82
Manufacturing	774	767	757	748	727	724	750	747	820	82
Service producing	803	805	780	786	834	824	779	810	_ 520	- 02
Transportation and utilities	855	828	700	700	034	024	119	010	_	_
State and local government	834	828 867	_	-	_	_	_	_	_	_
, and the second								l		
Level V	898	886	870	876	959	947	906	902	895	86
Private industry	895	883	870	876	959	947	890	889	895	86
Goods producing	873	861	839	804	916	921	877	873	880	85
Manufacturing	869	858	833	784	912	915	870	872	879	85
	0==	0.47	004	920		1	1	1	1	
Service producing	955	947	921	920	_	_	_	_	_	_

Table B-2. Average weekly pay by size of establishment, technical and protective service occupations, United States, June 1996 — Continued

Occupation and level	establis		Less than 5	00 workers	500 - 999	workers	1000 - 249	99 workers	2500 work	ers or more
,	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Engineering Technicians-Continued										
Level VI	\$1.070	\$1,058	_	_	_	_	_	_	_	_
Private industry	1.070	1.058	_	_	_	_	_	_	_	_
Goods producing	1,030	1,009	_	_	_	_	_	_	_	_
Manufacturing	1,029	1,009	_	_	_	_	_	_	_	_
Service producing	1,155	1,201	_	-	_	-	-	-	-	-
Engineering Technicians, Civil										
Level I	356	339	\$328	\$312	_	_	_	_	\$382	\$363
Private industry	319	300	318	300	_	_	_	_	_	_
Service producing	319	300	318	300	_	_	_	_	_	_
State and local government	379	359	_	-	_	-	_	-	382	363
Level II	489	460	459	438	\$454	\$451	\$511	\$485	522	488
Private industry	455	440	452	440	_	_	_	_	_	_
Service producing	453	440	449	437	_	_	_	_	_	_
State and local government	499	469	470	438	455	451	510	481	523	488
Level III	593	572	595	585	566	547	649	638	586	559
Private industry	606	604	598	600	_	_	_	_	_	_
Service producing	596	591	589	587	_	_	_	_	_	_
State and local government	590	564	591	566	560	544	647	633	584	558
Level IV	730	715	737	724	718	725	759	728	722	704
Private industry	759	744	749	740	_	_	_	_	_	_
Service producing	756	743	745	732	_	_	_	_	_	_
State and local government	723	704	720	694	705	689	753	720	720	700
Level V	865	860	883	892	_	_	_	_	865	857
Private industry	941	913	910	894	_	_	_	_	_	_
Service producing	941	913	899	892	_	_	_	_	_	_
State and local government	836	802	_	-	_	-	_	_	855	850
Level VI	1,081	1,071	-	-	_	_	-	-	-	_
Protective Service Occupations										
Corrections Officers	529	507	338	294	496	453	_	_	628	636
State and local government	547	531	394	364	496	453	_	-	628	636
Firefighters	690	684	582	556	687	694	677	691	771	768
State and local government	691	684	581	553	687	691	677	691	773	772
Police Officers										
Level I	700	692	608	575	679	632	700	674	755	737
Private industry	571	593	_	-	_	_	_	_	_	_
Service producing	570	584	-	_	_	_	_	-	-	_
State and local government	701	693	608	575	680	633	703	680	755	740
Level II	930	957	_	_	_	_	_	_	_	_
State and local government	931	957	l –	_	_	l _	l _	l _	l _	l _

Table B-3. Average weekly pay by size of establishment, clerical occupations, United States, June 1996

Occupation and level		ll hments	Less than 5	00 workers	500 - 999	workers	1000 - 249	99 workers	2500 work	ers or more
·	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Clerks, Accounting										
Level I	\$320	\$308	\$294	\$294	\$322	\$330	\$318	\$309	\$369	\$341
Private industry	318	305	295	294	316	328	315	309	412	377
Goods producing	306	299	284	277	-					
Manufacturing	309	299	290	277	_	_	l _	l _	_	_
Service producing	321	308	297	294	_	_	312	306	411	377
Transportation and utilities	382	330			_	_				
State and local government	324	319	_	_	-	-	_	_	328	319
Level II	379	370	367	360	386	380	389	377	418	406
Private industry	374	364	367	360	383	376	384	372	414	400
Goods producing	374	370	372	363	381	376	401	383	429	400
Manufacturing	375	366	370	361	380	374	401	383	427	400
Service producing	373	362	365	357	384	378	379	364	412	399
Transportation and utilities	393	378	365	358	-	370	460	456	476	540
State and local government	404	394	366	358	406	409	416	420	419	415
-	404	450			407	450		407	405	400
Level III	464	459	451	443	467	456	475	467	485	488
Private industry	458	450	451	443	466	454	470	460	479	467
Goods producing	472	465	462	460	471	462	496	486	546	520
Manufacturing	470	461	459	457	469	459	495	485	533	501
Service producing	450	440	445	436	457	448	456	442	464	458
Transportation and utilities State and local government	486 480	473 487	456 448	446 444	503 472	475 464	554 490	549 489	490 487	488 496
State and local government	400	407	140		712	704	130	100		130
Level IV	549	542	550	543	529	514	547	539	554	551
Private industry	553	541	555	547	522	499	545	532	570	556
Goods producing	572	561	555	541	534	508	586	582	625	593
Manufacturing	568	556	549	536	530	508	587	582	616	591
Service producing	541	533	555	548	502	494	521	501	538	528
Transportation and utilities	603	610	_	_	_	_	-	-	-	_
State and local government	541	543	520	511	545	552	550	558	543	541
Clerks, General										
Level I	289	280	262	264	279	273	289	274	318	309
Private industry	274	269	260	264	271	265	287	270	300	292
Goods producing	284	282	_	_	_	_	-	-	_	_
Manufacturing	285	282	_	_	_	_	-	-	_	_
Service producing	272	264	256	260	261	254	282	267	299	292
State and local government	313	299	_	-	-	_	-	-	325	315
Level II	342	343	320	314	329	314	348	344	367	348
Private industry	326	318	316	311	317	304	338	330	367	354
Goods producing	330	321	313	311	336	324	377	368		_
Manufacturing	331	325	312	311	337	324	368	360	_	_
Service producing	325	316	316	310	306	303	333	325	362	347
Transportation and utilities	363	319	322	309	_	-	_	-	-	
transportation and utilities										

Table B-3. Average weekly pay by size of establishment, clerical occupations, United States, June 1996 — Continued

Occupation and level		ll hments	Less than 5	500 workers	500 - 999	9 workers	1000 - 249	99 workers	2500 work	ers or more
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Clerks, General-Continued										
Level III	\$429	\$424	\$406	\$396	\$400	\$390	\$434	\$424	\$445	\$442
Private industry	423	408	407	400	418	398	425	410	462	434
Goods producing	450	416	404	399	423	416	484	474	618	616
Manufacturing	455	419	404	398	419	407	474	466	619	626
Service producing	413	401	404	400	416	390	411	397	425	414
Transportation and utilities	489	497	462	464	547	561	533	542	496	538
State and local government	433	435	402	381	382	381	445	439	441	444
State and local government	433	700	402	301	302	301	++5	455	1	777
Level IV	493	494	488	481	462	458	512	499	494	496
Private industry	515	508	505	497	499	490	527	532	521	522
Goods producing	535	525	487	469	500	494	576	570	568	557
Manufacturing	536	525	479	457	_		577	570	570	560
Service producing	509	502	512	502	498	488	500	499	511	512
Transportation and utilities	578	590	569	590		-	561	563	595	606
State and local government	481	487	444	448	438	430	499	484	486	494
Clerks. Order										
Level I	345	342	359	353	349	319	_	_	_	_
Private industry	345	342	359	353	349	319	_	_	_	_
Goods producing	371	360	373	367	342	322	_	_	_	_
Manufacturing	371	360	373	367	342	322	_	_	_	_
Service producing	333	332	351	340	_	_	_	_	-	-
Level II	477	460	477	455	475	473	_			
Private industry	477	460	477	455	475	473	_	_	_	_
Goods producing	469	455	465	448	477	476	_			
Manufacturing	469	455	465	448	477	476	_	_	1 -	_
Service producing	489	473	491	474			_	_	_	_
Kov Entry Operators										
Key Entry Operators Level I	353	335	330	323	332	317	332	322	419	436
Private industry	333	323	331	323	336	319	327	316	365	345
Goods producing	344	340	344	343	336	331	350	350		_
Manufacturing	344	340	345	343	336	331	350	350		_
Service producing	330	320	327	320	336	314	325	313	362	340
Transportation and utilities	368	330	328	320	_				_	_
State and local government	-	-	325	314	314	300	376	357	_	_
		400	440	400	405	404	440		40.4	404
Level II	414	406	410	400	405	404	416	412	424	421
Private industry	410	400	409	400 400	401	399	409	405	422	406
Goods producing	426	414	419	400	414	420	448	419	506	487
Manufacturing	426 405	413 400	419 407	400	413 392	420 383	448 402	419 392	506 411	487 400
Service producing	405	400	366	350	392	363	402	392	411	400
Transportation and utilities State and local government	428	434	428	416	_	_	449	461	426	430
<u> </u>	3		,							
Personnel Assistants		0.45					0.55		076	
Level I	332	318	307	311	341	347	352	330	373	345
Private industry	319	318	307	314	343	351	345	330	324	317
Goods producing	311	318	-	_	_	-	-	-	-	-
Manufacturing	311	318	-		_	-				-
Service producing	328	320	318	314	_	-	343	330	332	320
State and local government	382	345	_	_	_	-	-	_	-	_
l		L		L	L				1	L

Table B-3. Average weekly pay by size of establishment, clerical occupations, United States, June 1996 — Continued

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Occupation and level		All shments	Less than 5	000 workers	500 - 999	9 workers	1000 - 249	99 workers	2500 work	ers or more
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Personnel Assistants–Continued										
Level II	\$409	\$396	\$386	\$382	\$407	\$405	\$435	\$420	\$454	\$435
Private industry	397	393	384	382	405	406	424	408	421	410
Goods producing	398	395	385	385	408	416	451	443	423	416
Manufacturing	397	395	384	385	408	417	448	442	423	416
Service producing	396	388	384	367	399	396	412	402	421	408
Transportation and utilities	399	372	_	_	_	_				_
State and local government	461	447	-	-	418	396	468	447	480	481
Level III	508	495	482	471	497	491	530	510	544	559
Private industry	490	480	482	473	494	486	506	491	501	495
Goods producing	501	483	488	479	487	476	555	541	538	521
Manufacturing	496	482	483	475	487	476	546	537	534	520
Service producing	483	474	477	473	499	508	481	471	477	470
Transportation and utilities	525	532		_	-					
State and local government	554	566	475	468	521	505	587	572	567	600
Level IV	596	590	575	543	565	528	599	595	626	645
Private industry	575	561	577	547	547	510	583	587	603	582
Goods producing	584	577					606	605	_	
Manufacturing	582	577	_	_	_	_	605	602	_	_
Service producing	565	545	566	538	556	492	564	583	571	573
State and local government	631	656	-	-	-	-	-	-	635	664
Secretaries										
Level I	385	374	377	368	380	379	385	374	397	382
Private industry	395	384	379	369	393	386	399	386	436	417
Goods producing	437	417	407	400	400	386	472	457	548	550
Manufacturing	437	417	403	400	399	386	470	455	548	550
Service producing	385	373	373	358	387	382	389	380	410	402
Transportation and utilities	423	414	407	380	_	_	-	-	_	_
State and local government	371	360	374	365	367	362	364	352	373	359
Level II	476	469	475	469	465	456	498	493	470	465
Private industry	487	480	482	477	466	458	509	502	486	478
Goods producing	508	495	493	483	468	453	562	553	509	516
Manufacturing	508	494	490	480	467	451	561	549	509	516
Service producing	482	477	480	475	465	461	493	493	481	473
Transportation and utilities	510	501	502	503	508	506	511	497	_	_
State and local government	459	453	456	455	463	454	470	464	457	448
Level III	557	550	560	555	556	548	560	551	553	544
Private industry	564	556	561	557	548	544	559	552	578	567
Goods producing	583	570	564	559	546	540	598	588	616	610
Manufacturing	581	568	558	556	544	539	595	585	616	610
Service producing	554	548	560	555	549	548	543	537	557	547
Transportation and utilities	581	577	566	560	571	566	607	601	576	579
State and local government	536	529	552	543	586	565	562	541	513	504
g				2.3						

Table B-3. Average weekly pay by size of establishment, clerical occupations, United States, June 1996 — Continued

Occupation and level		ll hments	Less than 5	500 workers	500 - 999	9 workers	1000 - 249	99 workers	2500 work	ers or more
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Secretaries-Continued										
Level IV	\$665	\$656	\$691	\$692	\$666	\$664	\$665	\$657	\$649	\$646
Private industry	674	665	694	692	666	667	665	658	667	651
Goods producing	685	680	708	713	664	664	684	672	681	666
Manufacturing	683	679	704	710	664	664	684	672	680	665
Service producing	668	658	688	675	669	672	654	652	658	646
Transportation and utilities	695	693	708	705	706	696	685	675	689	685
State and local government	631	639	665	669	664	647	660	654	614	630
Level V	809	795	865	829	804	800	802	794	793	779
Private industry	815	801	864	831	803	801	807	801	803	789
Goods producing	816	803	855	824	775	765	813	814	819	802
Manufacturing	814	800	846	824	774	764	812	809	818	801
Service producing	814	801	868	832	827	831	800	786	792	782
Transportation and utilities	838	825	_	-	_	-	_	-	836	825
State and local government	751	730	_	-	-	_	_	_	731	712
Switchboard Operator-Receptionists	355	340	352	338	370	361	376	366	362	349
Private industry	354	340	352	338	370	360	376	369	355	340
Goods producing	354	340	351	338	364	358	412	404	_	_
Manufacturing	354	340	351	338	364	358	411	400	-	_
Service producing	354	340	352	339	373	365	366	358	366	361
Transportation and utilities	353	340	349	338	378	371	_	-	-	_
State and local government	361	348	351	333	374	364	373	357	371	356
Word Processors										
Level I	389	374	372	362	354	342	401	400	407	397
Private industry	384	369	372	363	358	342	429	415	390	382
Goods producing	358	342	_	-	-	-	_	-	-	_
Manufacturing	356	342	_	-	-	-	_	-	-	_
Service producing	387	370	374	365	360	350	430	419	389	382
State and local government	395	387	_	-	-	_	_	-	409	404
Level II	496	504	486	475	474	464	500	491	503	528
Private industry	493	485	487	476	468	471	493	477	534	584
Goods producing	469	472	_	_	_	_	_	-	-	_
Manufacturing	473	472	_	-	-	-	_	-	-	_
Service producing	496	489	490	480	487	486	490	476	534	584
State and local government	498	515	-	-	_	-	509	506	498	518
Level III	610	604	645	646	638	649	621	619	557	540
Private industry	640	644	646	646	648	665	627	611	620	620
Goods producing	627	611	_	-	_	-	_	-	_	_
Manufacturing	630	620	_	-	_	-	_	-	-	-
Service producing	642	646	647	646	652	669	_	-	591	594
State and local government	532	512	_	_	-	-	_	-	529	512

Table B-4. Average hourly pay by size of establishment, maintenance and toolroom occupations, United States, June 1996

Occupation and level	establis	all Shments	Less than 5	000 workers	500 - 999	9 workers	1000 - 249	99 workers	2500 work	ers or more
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
General Maintenance Workers	\$10.48	\$10.00	\$9.82	\$9.60	\$10.74	\$10.35	\$12.22	\$ 12.19	\$12.88	\$12.57
Private industry	10.06	9.71	9.60	9.50	10.32	10.00	12.42	12.35	13.08	12.49
Goods producing	10.31	10.00	10.16	9.84	10.45	10.32	12.41	12.24	_	
Manufacturing	10.29	10.00	10.14	9.84	10.45	10.32	12.41	12.24	_	_
Service producing	9.97	9.50	9.38	9.10	10.20	9.84	12.42	12.58	13.10	12.55
Transportation and utilities	11.27	9.50	10.10	9.50	_		_			
State and local government	11.65	11.29	10.83	10.39	11.87	11.71	11.77	11.55	12.81	12.57
Maintenance Electricians	18.74	19.11	16.68	16.35	17.43	16.76	18.99	19.17	20.93	22.10
Private industry	18.79	19.38	16.68	16.35	17.58	16.77	19.02	19.25	21.39	22.12
Goods producing	18.84	19.80	16.31	15.74	17.54	16.65	19.35	20.60	21.66	22.30
Manufacturing	18.83	19.38	15.86	15.30	17.54	16.62	19.36	20.62	21.66	22.30
Service producing	18.50	18.52	18.26	18.95	17.88	17.51	18.03	16.43	19.52	20.33
Transportation and utilities	20.42	21.12	20.42	20.82	_	-	18.67	15.86	_	_
State and local government	18.44	17.77	16.65	17.02	16.02	16.24	18.87	17.88	19.18	18.76
Maintenance Electronics Technicians										
Level I	11.89	11.41	11.59	11.08	12.15	11.59	11.98	11.46	12.68	12.25
Private industry	11.86	11.43	11.58	11.07	12.03	11.56	12.11	11.50	13.05	12.86
Goods producing	11.63	11.08	_	_	_	-	_	_	_	-
Manufacturing	11.62	11.08	-	-	-	-	-	-	-	-
Service producing	12.03	11.83	11.88	12.28	_	_	12.18	11.46	13.10	12.96
Transportation and utilities	12.75	13.26	_	_	_	_		_	10.15	11.00
State and local government	12.09	11.35	_	_	_	_	_	_	12.15	11.02
Level II	18.14	18.53	17.55	18.21	17.60	17.21	18.03	18.67	19.14	19.76
Private industry	18.24	18.68	17.53	18.21	17.62	17.31	18.10	18.85	19.59	20.20
Goods producing	17.52	17.53	16.15	15.84	16.49	14.71	17.27	17.48	_	_
Manufacturing	17.45	17.46	15.75	15.43	16.49	14.71	17.17	17.48	_	_
Service producing	18.66	18.85	17.95	18.21	19.80	20.07	18.47	19.37	19.39	19.76
Transportation and utilities	19.36	19.30	18.41	18.29	_	-	20.01	20.17	19.85	20.33
State and local government	16.98	16.54	-	-	_	-	17.22	15.89	16.79	16.54
Level III	20.56	20.47	20.62	19.37	20.08	20.01	20.38	20.27	20.71	21.34
Private industry	20.62	20.56	20.63	19.34	20.08	20.01	20.17	20.09	21.03	21.66
Goods producing	19.99	19.91	18.35	18.11	_	-	19.85	19.62	21.44	21.34
Manufacturing	19.96	19.91	18.34	18.11	_	-	19.85	19.62	21.41	21.34
Service producing	20.96	20.72	21.17	20.05	21.15	20.41	20.52	20.62	20.72	21.66
Transportation and utilities	21.29	21.66	20.68	19.99	_	-	_	_		
State and local government	20.21	19.76	_	-	-	_	_	_	19.92	19.37
Maintenance Machinists	17.10	16.37	15.74	15.53	17.08	16.83	17.23	15.75	20.67	20.85
Private industry	16.93	16.10	15.74	15.53	17.07	16.83	17.16	15.75	20.52	20.85
Goods producing	16.80	16.17	15.27	15.14	17.02	16.83	18.01	17.80	20.52	20.71
Manufacturing	16.82	16.19	15.28	15.14	17.02	16.83	18.00	17.80	20.52	20.71
Service producing	17.50	16.10	_	-	_	-	_	_	-	_
Transportation and utilities	17.50	15.75	_	-	-	-	_	_	-	-
State and local government	21.17	20.82	_	_	_	-	_	_	21.29	21.27

Table B-4. Average hourly pay by size of establishment, maintenance and toolroom occupations, United States, June 1996 — Continued

Occupation and level		.ll hments	Less than 5	500 workers	500 - 999	9 workers	1000 - 249	99 workers	2500 work	ers or more
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Maintenance Mechanics, Machinery	\$16.70	\$15.94	\$14.81	\$14.55	\$16.84	\$15.86	\$17.56	\$17.08	\$20.51	\$21.77
Private industry	16.71	15.94	14.78	14.55	16.89	15.94	17.49	17.08	20.73	21.79
Goods producing	16.40	15.64	14.42	14.19	16.72	15.82	17.43	16.89	21.10	21.99
Manufacturing	16.39	15.60	14.37	14.04	16.73	15.82	17.39	16.89	21.10	21.99
Service producing	18.91	20.19	17.77	19.00	20.13	20.91	18.87	18.58	19.80	20.82
Transportation and utilities	20.93	20.91	_	_	_	-	_	_	_	_
State and local government	16.13	15.91	_	_	_	_	_	-	15.43	15.31
Maintenance Mechanics, Motor										
Vehicle	15.91	15.50	14.83	14.50	15.67	15.45	16.93	17.11	18.10	18.46
Private industry	16.07	15.79	14.98	14.73	16.44	17.92	18.27	18.98	19.86	20.50
Goods producing	15.99	15.40	14.93	14.25	14.41	13.61	17.69	16.90	20.25	21.13
Manufacturing	15.89	15.26	13.95	13.51	14.09	13.61	17.69	16.90	20.25	21.13
Service producing	16.10	15.91	15.00	14.85	17.27	18.26	18.48	19.50	19.61	19.98
Transportation and utilities	16.82	17.78	15.44	15.38	17.57	18.26	18.91	19.53	20.29	20.30
State and local government	15.60	15.31	14.15	13.71	14.52	14.37	15.72	15.51	16.99	16.37
Maintenance Pipefitters	20.52	21.65	19.44	20.45	18.73	19.89	20.19	20.62	21.44	22.27
Private industry	20.60	21.65	19.44	20.45	18.73	19.89	20.30	20.76	21.67	22.27
Goods producing	20.74	21.65	19.45	20.45	19.01	19.89	20.39	20.96	21.71	22.27
Manufacturing	20.85	21.65	19.53	20.45	19.01	19.89	20.39	20.96	21.71	22.27
Service producing	19.03	18.90	_		_				20.01	19.65
State and local government	19.27	17.94	-	-	_	-	-	-	19.46	16.95
Tool and Die Makers	19.05	19.11	16.56	16.60	17.59	17.37	19.60	21.25	22.16	22.62
Private industry	19.04	19.11	16.56	16.60	17.59	17.37	19.60	21.25	22.16	22.62
Goods producing	19.05	19.11	16.57	16.60	17.59	17.37	19.61	21.29	22.16	22.62
Manufacturing	19.05	19.11	16.57	16.60	17.59	17.37	19.61	21.29	22.16	22.62

Table B-5. Average hourly pay by size of establishment, material movement and custodial occupations, United States, June 1996

Occupation and level	establis	.ll hments	Less than 5	500 workers	500 - 999	9 workers	1000 - 249	99 workers	2500 work	ers or more
- Coocapation and toron	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Forklift Operators	\$11.49	\$11.01	\$10.53	\$10.29	\$11.48	\$11.33	\$12.59	\$11.85	\$16.94	\$17.88
Private industry	11.49	11.01	10.53	10.29	11.48	11.33	12.57	11.85	16.95	17.92
Goods producing	11.39	10.75	10.42	10.21	11.09	11.22	12.53	11.60	17.69	18.81
Manufacturing	11.39	10.75	10.42	10.21	11.09	11.22	12.49	11.60	17.69	18.81
Service producing	11.77	11.55	10.80	10.75	13.82	13.65	12.72	12.86	15.19	14.76
Transportation and utilities	11.51	10.55	10.44	9.26	_	-	-	-	-	-
Guards										
Level I	7.11	6.60	6.39	6.11	7.39	7.10	8.26	7.70	9.87	9.22
Private industry	6.99	6.50	6.38	6.09	7.36	7.00	8.16	7.59	9.54	8.59
Goods producing	9.10	8.89	8.32	8.59	8.39	7.69	10.28	10.24	11.52	11.25
Manufacturing	9.10	8.89	8.30	8.59	8.39	7.69	10.28	10.24	11.52	11.25
Service producing	6.88	6.49	6.30	6.00	7.31	7.00	8.00	7.50	9.22	8.47
Transportation and utilities	10.19	8.90	_	-	_	-	-	-	_	_
State and local government	10.02	9.74	8.09	7.88	9.55	9.52	10.07	9.74	10.46	10.32
Level II	12.14	12.01	11.67	11.90	11.56	11.26	12.11	12.01	13.12	13.14
Private industry	12.04	12.00	11.67	12.02	11.61	11.26	11.98	11.83	13.24	13.16
Goods producing	13.98	14.70	-	_	_	-	_	-	16.05	16.66
Manufacturing	14.02	14.70	l	-	l . -	. .	l . -	16.05	16.66
Service producing	11.78	11.83	11.61	11.90	11.61	11.26	11.83	11.43	12.34	12.34
State and local government	12.67	12.29	_	_	_	_	12.78	12.39	12.92	12.74
Janitors	7.97	7.09	6.96	6.18	8.24	7.43	8.72	8.03	9.85	9.51
Private industry	7.30	6.37	6.57	6.00	7.33	6.58	8.09	7.30	10.45	9.35
Goods producing	10.44	9.14	8.16	7.91	9.53	9.45	11.36	10.72	16.07	18.54
Manufacturing	10.44	9.12	8.12	7.89	9.55	9.45	11.33	10.67	16.07	18.54
Service producing	6.97	6.17 9.94	6.42	5.93 7.92	7.10	6.44	7.85	7.09	8.97	8.77 12.47
Transportation and utilities	10.69 9.65		9.13 9.28	9.02	12.00	12.45	13.27 10.10	13.49 10.02	12.12 9.46	9.65
State and local government	9.00	9.58	9.28	9.02	10.20	10.23	10.10	10.02	9.46	9.65
Material Handling Laborers	8.85	7.85	7.92	7.21	9.04	7.85	11.44	9.75	13.10	12.00
Private industry	8.85 -	7.85 –	7.92 7.78	7.21 7.22	9.06 8.79	7.86 8.29	11.44 12.65	9.75 11.89	13.48 16.20	13.05 18.74
Goods producing	_	_	7.78	7.22		8.29	12.65	11.89		18.74
Manufacturing Service producing	8.93	- 7.72	8.11	7.22	8.79 9.49	7.50	10.91	9.23	16.20 10.49	9.60
Transportation and utilities	11.53	8.82	9.28	7.42	9.49	7.50	10.91	9.23	10.49	9.60
State and local government	8.65	7.95	-	-	_	_	_	_	8.99	8.96
Shipping/Receiving Clerks	10.48	9.94	10.08	9.64	10.79	10.33	11.24	10.60	12.86	12.22
Private industry	10.48	9.92	10.08	9.64	10.78	10.33	11.24	10.60	13.14	12.47
Goods producing	10.47	10.10	10.00	9.70	10.76	10.30	12.55	11.62	15.60	17.28
Manufacturing	10.60	10.10	10.03	9.67	10.95	10.42	12.55	11.62	15.61	17.28
Service producing	10.29	9.75	10.06	9.30	10.38	9.04	10.51	10.11	11.57	11.48
Transportation and utilities	8.47	7.67	8.26	7.66	-	- 5.04	- 10.51	- 10.11	-	-
State and local government	10.85	10.72	-	-	_	_	_	_	10.62	10.70
g										

Table B-5. Average hourly pay by size of establishment, material movement and custodial occupations, United States, June 1996 — Continued

Occupation and level		ll hments	Less than 5	500 workers	500 - 999	workers	1000 - 24	99 workers	2500 work	ers or more
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Truckdrivers										
Light Truck	\$8.53	\$7.60	\$8.27	\$7.38	_	_	\$10.18	\$10.61	\$11.20	\$11.29
Private industry	8.44	7.50	8.27	7.42	_	_	11.07	10.86	11.47	11.53
Goods producing	9.77	8.76	9.51	8.50	\$10.24	\$11.42		_		_
Manufacturing	9.88	8.77	9.56	8.50	-		_	_	_	_
Service producing	8.22	7.25	8.07	7.18	_	_	10.57	10.53	10.84	10.15
Transportation and utilities	8.94	7.25	_		_	_		_	_	_
State and local government	9.89	10.20	-	-	-	_	_	-	10.93	11.12
Medium Truck	14.81	15.07	13.08	12.55	15.07	15.21	17.24	18.42	18.11	19.40
Private industry	14.93	15.26	13.12	12.75	15.53	15.21	17.35	18.42	18.62	19.42
Goods producing	12.76	12.25	11.10	10.57	13.36	14.32	15.68	15.99	_	-
Manufacturing	13.17	12.75	11.38	11.47	13.72	14.32	15.66	15.99	_	_
Service producing	15.30	15.72	13.56	13.15	15.68	15.60	17.58	18.69	18.45	19.42
Transportation and utilities	17.44	19.33	16.55	17.12	_	-	17.92	18.69	-	-
State and local government	12.15	11.68	-	-	_	_	_	_	13.32	13.76
Heavy Truck	13.38	12.94	12.71	12.34	13.10	12.43	_	_	16.82	19.42
Private industry	13.29	12.88	12.84	12.40	13.88	12.94	-	-	20.11	19.39
Goods producing	13.93	13.92	13.15	13.86	13.30	12.75	-	-	-	-
Manufacturing	14.40	14.10	13.20	13.67	_	-	-	-	-	-
Service producing	12.83	12.08	12.61	11.86	_	-	-	-	-	-
Transportation and utilities	12.79	11.86	12.42	11.76			-	_		
State and local government	13.74	13.10	11.42	10.87	11.31	11.50	_	_	16.59	19.42
Tractor Trailer	14.24	14.40	13.37	13.25	15.43	15.86	16.98	17.41	17.54	18.78
Private industry	14.22	14.32	13.36	13.25	15.42	15.86	17.01	17.41	17.52	18.86
Goods producing	13.04	12.45	12.51	12.18	14.09	15.48	12.96	12.24	19.02	19.22
Manufacturing	13.02	12.45	12.36	12.18	14.21	15.48	12.96	12.24	19.03	19.22
Service producing	14.57	14.80	13.62	13.52	16.07	17.01	17.44	17.70	17.27	17.78
Transportation and utilities	15.06	15.79	14.05	14.00	16.30	17.29	18.60	19.39	19.41	19.60
State and local government	16.84	15.96	_		_			_	17.69	16.99

Table C-1. Average weekly pay by type of area, professional and administrative occupations, United States, June 1996

		United State	s	Norti	neast	So	uth	Mid	west	W	est
Occupation and level	Total	Metro- politan	Nonmetro- politan	Total	Metro- politan	Total	Metro- politan	Total	Metro- politan	Total	Metro- politan
Professional Occupations											
Accountants	\$523	\$527	_	\$539	\$540	\$504	\$503	\$510	\$526	\$573	\$574
Level I Private industry	\$523 520	524	_	ұ 539 534	534	φ504 506	ანია 505	ຸ ລວາບ 511	\$526 527	φο <i>τ</i> ο 557	φ574 558
Goods producing	546	550		527	527	514	514	571	585	575	575
Manufacturing	540	544		527	527	495	493	574	589	574	574
Service producing	509	514		535	535	502	502	483	496	545	546
Transportation and utilities	538	538	_	_	_	526	526	-	-	_	
State and local government	535	539	-	576	577	498	495	508	523	610	612
Level II	626	632	\$571	639	642	600	607	624	631	659	660
Private industry	627	633	567	638	640	606	614	623	630	654	655
Goods producing	647	656	585	647	647	621	637	661	674	666	667
Manufacturing	642	652	585	646	647	601	614	662	676	667	668
Service producing	616	621	539	634	638	599	604	598	604	646	646
Transportation and utilities	637	658	-	691	691	606	642	655	655	675	675
State and local government	621	626	589	647	657	574	574	626	632	683	683
Level III	811	815	762	815	817	792	795	794	804	848	849
Private industry	819	822	775	818	820	810	812	798	807	855	854
Goods producing	832	837	791	828	829	829	832	813	826	867	865
Manufacturing		834	791	828	829	812	814	820	834	865	864
Service producing	808 847	811 846	732	812 884	815 884	795 825	797 822	782 850	788 848	846 862	846 862
Transportation and utilities State and local government	774	781	707	795	799	625 696	702	756	774	831	833
· ·											
Level IV	1,041	1,045	979	1,067	1,066	1,027	1,034	1,024	1,034	1,053	1,052
Private industry	1,055	1,060	989	1,077	1,077	1,048	1,057	1,027	1,037	1,081	1,077
Goods producing		1,084	989	1,072	1,070	1,090	1,112	1,051	1,069	1,078	1,075
Manufacturing	1,058 1.038	1,069 1.039	981	1,072	1,070	1,047	1,065	1,051	1,071 1.003	1,069	1,069
Service producing Transportation and utilities	1,038	1,039	_	1,081	1,081	1,010 1,029	1,015 1,029	1,000 1,059	1,003	1,083	1,079
State and local government	968	972	_	966	966	876	873	988	996	_	_
Level	4.075	4 275		4 440	4 400	4 274	4.070	4.000	4.000	4 240	4 220
Level V	1,375	1,375	_	1,418	1,420	1,374	1,376	1,362	1,368	1,349	1,338
Private industry	1,396 1,376	1,397 1,381		1,468 1,364	1,472 1,367	1,386 1,376	1,388 1,381	1,372 1,394	1,379 1,410	1,370 1,363	1,357 1,363
Manufacturing	1,376	1,364		1,363	1,366	1,376	1,320	1,394	1,410	1,366	1,366
Service producing	1,414	1,411		1,564	1,566	1,394	1,320	1,354	1,350	1,377	1,350
Transportation and utilities	1.371	1.371	_	-	1,500	1,370	1,370	1,360	1,360	1,577	1,551
State and local government	1,183	1,183	_	_	_	1,102	1,102	-	-	1,262	1,262
Level VI	1,734	1,732	_	1,679	1,679	1,764	1,764	1,819	1,818	1,624	1,624
Private industry	1,763	1,761	_	1,683	1,683	1,791	1,791	1,822	1,822	1,689	1,689
Goods producing	1,779	1,777	_	_		-	-			-	
Manufacturing	1,750	1,747	_	_	_	_	_	_	_	_	_
Service producing		1,747	-	-	_	-	-	1,837	1,837	_	-
Transportation and utilities	1.803	1,803	_	_	l _	_	_	_	_		

Table C-1. Average weekly pay by type of area, professional and administrative occupations, United States, June 1996 — Continued

		United State	s	Norti	neast	So	uth	Mid	west	W	est
Occupation and level	Total	Metro- politan	Nonmetro- politan	Total	Metro- politan	Total	Metro- politan	Total	Metro- politan	Total	Metro- politan
Accountants, Public											
Level I	\$594	\$594	_	_	_	\$585	\$585	_	_	_	l _
Private industry	594	594	_	_	_	585	585	_	_	_	l _
Service producing	594	594	-	_	-	585	585	-	-	-	-
Level II	641	641	_	_	_	643	643	_	_	_	_
Private industry	641	641	-	_	-	643	643	_	_	_	-
Service producing	641	641	-	-	_	643	643	_	_	_	-
Level III	747	747	-	\$768	\$768	759	759	_	-	_	_
Private industry	747	747	-	768	768	759	759	_	_	_	-
Service producing	747	747	-	768	768	759	759	-	-	_	-
Level IV	977	977	-	-	_	946	946	_	-	_	-
Private industry	977	977	-	-	-	946	946	_	_	_	-
Service producing	977	977	-	_	-	946	946	_	_	_	_
Attorneys											
Level I	700	724	-	721	729	636	667	\$704	\$721	\$778	\$812
Private industry	841	841	-	_	_	_	-	_	-	_	_
Service producing	830	830	-		-	-					-
State and local government	679	701	-	718	_	614	643	685	700	751	-
Level II	952	967	-	975	984	868	877	942	966	1,070	1,098
Private industry	1,103	1,103	-	1,129	1,134	1,084	1,084	1,026	1,026	1,191	1,191
Goods producing	1,147	1,147	-	-	-	_	-	_	_	_	-
Manufacturing	1,123	1,123	-	_		-	-	-	-	-	_
Service producing	1,098	1,098	_	1,126	1,131	1,064	1,064	1,009	1,009	1,223	1,223
Transportation and utilities	1,153 879	1,153 892	_	933	941	787	- 795	885	910	987	1.023
State and local government	679	092	_	933	941	101	793	000	910	907	1,023
Level III	1,260	1,275	\$1,086	1,304	1,308	1,161	1,164	1,252	1,285	1,345	1,372
Private industry	1,411	1,416	-	1,438	1,440	1,376	1,390	1,341	1,342	1,509	1,509
Goods producing	1,548	1,559	-	_	_	1,549	1,557	1,449	1,472	_	_
Manufacturing	1,516	1,527	-				. -	1,459			
Service producing	1,380	1,384	-	1,432	1,433	1,330	1,344	1,317	1,317	1,459	1,459
Transportation and utilities	1,401	1,401	-	_	-	-	-		-	-	
State and local government	1,138	1,148	-	1,165	1,167	1,012	1,012	1,141	1,180	1,253	1,283
Level IV	1,647	1,655	-	1,731	1,730	1,672	1,680	1,613	1,627	1,595	1,603
Private industry	1,775	1,775	-	1,817	1,818	1,811	1,811	1,682	1,682	1,753	1,753
Goods producing	1,812	1,812	-	1,807	1,807	1,964	1,964	1,812	1,812	1,703	1,703
Manufacturing	1,790	1,790	-	1,808	1,808		. –	1,816	1,816	1,672	1,672
Service producing	1,761	1,761	-	1,820	1,821	1,761	1,761	1,646	1,646	1,796	1,796
Transportation and utilities	1,827	1,827	-	_	l	1,819	1,819	_	_	l .=	
State and local government	1,464	1,473	-	1,446	1,440	1,370	1,372	_	_	1,512	1,522

Table C-1. Average weekly pay by type of area, professional and administrative occupations, United States, June 1996 — Continued

	ı	United State	s	Nort	heast	So	uth	Mid	west	W	est
Occupation and level	Total	Metro- politan	Nonmetro- politan	Total	Metro- politan	Total	Metro- politan	Total	Metro- politan	Total	Metro- politan
Attorneys-Continued											
Level V	\$1.994	\$1,995	_	\$2,196	\$2,196	\$2,027	\$2,027	\$2,108	\$2,113	\$1,844	\$1,846
Private industry	2.190	2.190	_	2,215	2,215	2,213	2,213	2,150	2,150	2,162	2,162
Goods producing	2,182	2,182	_	_,							
Manufacturing	2,152	2,152		_	_	_	_	_	_	_	_
Service producing	2,194	2,194	_	2,217	2,217	2,172	2,172	2,093	2,093	2,262	2,262
Transportation and utilities	2,182	2,182	_		2,217	2,172	2,172	2,033	2,033	2,202	2,202
State and local government	1,645		_	_	_	_	_	_	_	_	_
Level VI	2.415	2,415	_	_	_	_	_	_	_	2,128	2,128
Private industry	2,713	2,713		_	_	_	_	_	_	2,120	2,120
Service producing	2,713	2,713		_	_	I _		_	_	_	_
Service producing	2,031	2,031		_	_	_	_			_	_
Engineers											
Level I	675	685	\$614	671	679	649	657	691	705	702	710
Private industry	677	687	615	668	678	650	659	692	708	710	713
Goods producing	689	699	641	677	696	677	676	691	714	711	715
Manufacturing	688	700	630	677	697	669	673	693	717	713	718
Service producing	654	666	-	653	653	619	639	693	693	709	709
Transportation and utilities	731	730	-	_	_	714	708	_	_	-	-
State and local government	658	666	-	_	_	629	628	675	678	643	674
Level II	805	810	765	794	800	793	796	808	816	826	830
Private industry	808	812	774	799	806	801	803	811	818	823	823
Goods producing	811	817	772	794	805	808	811	809	818	830	830
Manufacturing	811	817	770	795	806	807	810	809	819	831	832
Service producing	799	799		808	808	783	786	818	816	799	797
Transportation and utilities	873	876	_			847	844	884	889		_
State and local government	785	796	714	778	778	730	733	766	779	836	858
Level III	959	967	883	960	964	940	949	952	958	995	1,002
Private industry	960	966	893	960	964	950	959	954	961	985	986
Goods producing	958	965	894	951	956	948	957	952	960	990	992
Manufacturing	958	965	892	951	956	947	957	953	960	988	991
Service producing	964	969		986	986	953	964	965	965	966	966
Transportation and utilities	1,021	1,025		1,082	1,082	1,004	1,003	1,044	1.052	974	973
State and local government	957	972	820	958	960	843	847	905	909	1,025	1,052
Level IV	1.167	1,170	1.124	1.161	1,163	1.162	1,162	1,160	1.164	1.183	1.188
Private industry	1,173	1,170	1,124	1,161	1,165	1,174	1,173	1,163	1,164	1,103	1,196
	1,173	1,173	1,126	1,142	1,145	1,168	1,173	1,163	1,167	1,193	1,190
Goods producing	1,169										
Manufacturing		1,169	1,117	1,141 1.204	1,143 1,204	1,159	1,161	1,165	1,169	1,195	1,198
Service producing	1,185	1,183	-			1,187	1,182	1,162	1,163	1,184	1,181
Transportation and utilities	1,217	1,217	074	1,250	1,250	1,205	1,194	1,196	1,203	1,215	1,209
State and local government	1,107	1,119	974	1,147	1,146	988	988	1,083	1,101	1,144	1,160
Level V	1,411	1,414	1,332	1,387	1,389	1,408	1,408	1,410	1,416	1,434	1,438
Private industry	1,420	1,421	1,374	1,389	1,391	1,419	1,418	1,414	1,418	1,451	1,453
Goods producing	1,422	1,424	1,353	1,372	1,374	1,413	1,412	1,431	1,437	1,456	1,458
Manufacturing	1,414	1,417	1,314	1,370	1,373	1,387	1,388	1,431	1,437	1,454	1,456
Service producing	1,414	1,414		1,424	1,424	1,430	1,430	1,334	1,333	1,428	1,428
					1						1
Transportation and utilities	1,405	1,400	-	_	_	1,409	1,393	1,393	1,399	_	_

 $\textit{Table C-1. Average weekly pay by type of area, professional and administrative occupations, United States, June 1996 — Continued \\$

		United State	s	Nort	heast	So	uth	Mid	west	W	est
Occupation and level	Total	Metro- politan	Nonmetro- politan	Total	Metro- politan	Total	Metro- politan	Total	Metro- politan	Total	Metro- politan
Engineers-Continued											
Level VI	\$1,659	\$1,663	_	\$1,635	\$1,635	\$1,686	\$1,690	\$1,609	\$1,610	\$1,676	\$1,683
Private industry	1,676	1,677	_	1,657	1,657	1,699	1,702	1,611	1,612	1,698	1,699
Goods producing	1,687	1,688	_	1,664	1,665	1,730	1,732	1,606	1,608	1,707	1,708
Manufacturing		1,680	_	1.664	1,665	1,697	1,698	1,607	1,609	1,705	1.705
Service producing		1,644	_	1,638	1,638	1,652	1,655	1,630	1,627	1,641	1,641
Transportation and utilities		1,664	_	_		1,621		_	_	_	_
State and local government	1,367	1,385	_	_	-	1,267	1,259	_	_	1,426	-
Level VII	1,962	1,961	_	1,963	1,963	1,873	1,871	1,967	1,966	2,020	2,020
Private industry	1,970	1,970	_	1,964	1,964	1,874	1,872	1,968	1,967	2,042	2,042
Goods producing	2,003	2,003	_	1,976	1,976	1,921	1,921	_	_	2,043	2,043
Manufacturing	1,995	1,995	_	1,977	1,977	1,878	1,878	_	_	2,041	2,042
Service producing		1,886	-	1,951	1,951	1,812	1,804	_	_	_	_
Level VIII		2,343	-	2,253	2,253	_	_	_	_	2,303	2,303
Private industry	2,346	2,346	-	2,253	2,253	_	_	_	_	2,309	2,309
Goods producing	2,366	2,366	_	_	_	_	_	_	_	_	-
Manufacturing	2,365	2,365	-	_	-	_	_	_	_	-	-
Service producing	2,289	2,289	-	_	_	_	_	_	_	_	-
Administrative Occupations											
Budget Analysts											
Level I	585	585	-	_	_	521	521	_	_	-	-
Private industry		532	_	_	_	_	_	_	_	_	_
Service producing	533	-	_	_	_	_	_	_	_	_	_
Level II		667	-	679	681	626	626	706	715	682	673
Private industry		658	-	676	677	639	640	635	_	663	663
Goods producing		669	_	_	_	_	_	_	_	-	-
Manufacturing		666	-	-	-	-	-	_	_	-	_
Service producing		653	_	673	674	625	626	_	_	700	_
State and local government	680	678	_	_	_	612	610	_	_	709	_
Level III	858	859	_	861	859	805	805	880	880	897	902
Private industry	839	838	_	840	837	830	830	826	826	867	867
Goods producing	855	855	_	_	_	_	_	_	_	_	_
Manufacturing		845	_	_	_	_	_	_	_	-	-
Service producing		829	-	837	834	825	825	802	802	863	863
Transportation and utilities		888	-	_	-	_	_	_	_	-	-
State and local government	871	873	_	_	_	785	785	_	_	_	_
Level IV		967	_	1,000	1,016	941	941	990	990	967	969
Private industry		944	-	981	989	935	934	_	_	-	-
Goods producing		955	-	_	-	_	_	_	_	-	-
Manufacturing		937	-	_		_	_	_	_	-	-
Service producing		929	-	991	1,005	-	-	_	_		
State and local government	1.005	1.014	_	_	-	958	958	_	_	1.042	1.057

Table C-1. Average weekly pay by type of area, professional and administrative occupations, United States, June 1996 — Continued

		United State	s	North	neast	So	uth	Mid	west	W	est
Occupation and level	Total	Metro- politan	Nonmetro- politan	Total	Metro- politan	Total	Metro- politan	Total	Metro- politan	Total	Metro- politan
Buyers/Contracting Specialists Level I	\$522 526 532 531 517 501	\$526 529 537 536 518 510	\$504 	\$543 543 544 546 541	\$546 547 552 554 540	\$498 508 516 516 495 463	\$497 504 514 514 495 474	\$524 521 519 519 527 547	\$526 523 520 520 520 530 547	\$555 554 572 567 527 565	\$559 557 572 567 533 569
Level II Private industry Goods producing Manufacturing Service producing Transportation and utilities State and local government	662 664 665 663 664 700 645	672 675 679 678 666 682 651	610 611 607 602 -	687 682 672 671 702 – 723	698 694 688 686 703 - 727	640 651 655 647 641 712 590	639 652 657 651 641 671 585	653 655 655 654 655 – 629	677 680 688 688 657 - 636	682 679 684 687 666 –	685 681 687 688 666 - 712
Level III Private industry Goods producing Manufacturing Service producing Transportation and utilities State and local government	889 896 896 893 893 937 818	897 905 908 906 894 945 822	826 829 824 824 - -	886 893 880 879 936 – 817	898 906 896 895 936 — 818	858 868 865 851 874 923 757	866 877 880 863 867 912 763	911 915 919 921 887 937 778	924 930 937 939 892 952 771	903 909 911 913 899 - 872	905 910 911 913 905 – 875
Level IV Private industry Goods producing Manufacturing Service producing Transportation and utilities State and local government	1,085 1,090 1,084 1,072 1,112 1,111 1,019	1,085 1,089 1,084 1,071 1,111 1,107 1,019	- - - -	1,081 1,084 1,072 1,071 - -	1,081 1,084 1,072 1,071 - -	1,072 1,085 1,071 1,018 1,118 -	1,071 1,083 1,068 1,013 1,118	1,111 1,114 1,118 1,118 1,090 —	1,115 1,118 1,123 1,123 1,090 —	1,082 1,080 1,076 1,077 1,098	1,081 1,077 1,075 1,077 1,088 —
Computer Programmers Level I	543 548 553 548 547 509	547 552 560 554 549 515	- - - -	549 552 - - 544 -	550 552 - - 545	553 566 598 578 561 483	554 567 615 - 561 484	534 535 526 525 540	539 538 532 532 540	525 - - - - -	553 539 - - 518
Level II Private industry Goods producing Manufacturing Service producing Transportation and utilities State and local government	639 644 661 659 638 666 608	641 645 666 665 638 666 615	591 - - - - -	657 656 690 690 643 – 659	661 660 708 708 643 – 669	626 641 677 672 631 647 560	628 641 681 676 631 647 560	637 635 630 630 637 680 654	640 637 632 632 638 680 672	656 658 665 664 656 - 642	656 657 665 664 653 - 654

 $\textit{Table C-1. Average weekly pay by type of area, professional and administrative occupations, United States, June 1996 — Continued \\$

	ı	Jnited State	s	North	neast	So	uth	Mid	west	W	est
Occupation and level	Total	Metro- politan	Nonmetro- politan	Total	Metro- politan	Total	Metro- politan	Total	Metro- politan	Total	Metro- politan
Computer Programmers-Continued											
Level III	\$788	\$793	\$706	\$832	\$833	\$769	\$776	\$770	\$772	\$812	\$814
Private industry	793	797	Ψ/ 00	836	837	781	789	770	771	804	805
Goods producing	792	805		830	831	783	809	770	773	814	816
Manufacturing	789	802	-	830	832	780	805	770	772	805	807
Service producing	794	795		838	839	780	783	770	770	800	800
Transportation and utilities	800	800		030	- 039	774	774	770	770	800	_ 500
State and local government	760	766	_	788	793	711	714	769	775	830	839
Level IV	945	946	_	939	939	944	946	918	918	1.000	1.000
Private industry	945	946	_	939	939	951	954	920	920	985	985
Goods producing	937	940	_	_	_	_	_	_			_
Manufacturing	936	939	_	_	_	_	_	_	_	_	-
Service producing	949	949	_	950	950	962	962	918	918	_	-
State and local government	940	940	-	-	-	-	-	-	-	_	_
Level V	1,095	1,095	-	_	-	-	-	-	-	-	_
Private industry	1,096	1,096	-	-	_	-	-	-	-	_	-
Service producing	1,145	1,145	-	-	-	-	-	=	-	-	-
Computer Systems Analysts											
Level I	779	781	-	773	773	732	735	799	799	806	807
Private industry	784	785	-	770	770	754	755	798	799	805	806
Goods producing	785	788	-	735	734	786	790	798	800	792	794
Manufacturing	781	783	-	735	733	773	777	798	800	788	789
Service producing	783	784	-	779	779	740	742	798	798	812	812
Transportation and utilities	835	835	-	_	_	-	-	-	-	-	-
State and local government	755	760	-	_	_	659	664	809	812	807	810
Level II	940	942	877	954	954	906	906	948	948	962	966
Private industry	945	945	-	953	953	918	918	950	951	970	970
Goods producing	960	962	-	964	965	949	951	980	983	947	947
Manufacturing	957	959	-	964	965	942	944	980	983	942	942
Service producing	939	939	-	951	950	906	907	939	940	983	983
Transportation and utilities	1,000	1,000	-	-	_	964	962	960	960	1,044	1,044
State and local government	921	928	-	985	989	823	821	903	906	_	-
Level III	1,111	1,112	-	1,115	1,115	1,080	1,080	1,119	1,120	1,143	1,148
Private industry	1,120	1,120	-	1,115	1,115	1,095	1,095	1,123	1,123	1,168	1,168
Goods producing	1,157	1,157	-	1,134	1,134	1,129	1,130	1,210	1,210	1,162	1,162
Manufacturing	1,153	1,153	-	1,134	1,134	1,117	1,118	1,210	1,210	1,156	1,156
Service producing	1,106	1,105	-	1,109	1,109	1,084	1,084	1,088	1,088	1,172	1,172
Transportation and utilities	1,164	1,163	-	-	-	1,099	1,095	1,146	1,146	_	-
State and local government	1,026	1,031	-	_	-	927	925	1,000	1,000	1,072	1,083
Level IV	1,321	1,321	-	1,329	1,329	1,303	1,303	1,325	1,325	1,340	1,344
Private industry	1,325	1,325	-	1,329	1,329	1,303	1,303	1,329	1,329	1,378	1,377
Goods producing	1,356	1,356	-	1,274	1,274	1,392	1,392	_	_	1,384	1,383
Manufacturing	1,344	1,344	-	1,274	1,274	1,366	1,366	_		1,374	1,372
Service producing	1,310	1,310	-	1,353	1,353	1,268	1,268	1,276	1,276	1,370	1,370
1 11/	1.527	1.527	_	_	_	_	_	_	1	l _	l _
Level V					_	_			_		
Private industry	1,527 1,527 1,522	1,527 1,527 1,522	_	_	_	_	_	_	_	_	-

Table C-1. Average weekly pay by type of area, professional and administrative occupations, United States, June 1996 — Continued

	-	United State	s	Norti	heast	So	uth	Mid	west	w	est
Occupation and level	Total	Metro- politan	Nonmetro- politan	Total	Metro- politan	Total	Metro- politan	Total	Metro- politan	Total	Metro- politan
Computer Systems Analyst											
Supervisors/Managers											
Level I	\$1,202	\$1,202	-	\$1,239	\$1,240	\$1,172	\$1,172	\$1,195	\$1,195	\$1,208	\$1,208
Private industry	1,218	1,219	_	1,239	1,240	1,225	1,227	1,195	1,194	1,226	1,226
Goods producing	1,279	1,284	-	-	-	1,322	1,354	1,275	1,272	-	-
Manufacturing	1,273	1,278	-	_	-	1,300	_	1,275	1,272	-	-
Service producing	1,204	1,204	-	1,232	1,233	1,199	1,199	1,179	1,179	1,224	1,224
Transportation and utilities	1,244	1,244	-	_	-	_	_	_	_	-	-
State and local government	1,137	1,136	-	-	_	1,046	1,035	_	_	1,179	1,179
Level II	1,408	1,408	_	1,446	1,446	1,378	1,378	1,389	1,389	1,417	1,417
Private industry	1,421	1,421	_	1,447	1,447	1,386	1,386	1,396	1,396	1,486	1,486
Goods producing	1,493	1,493	-	1,495	1,495	1,441	1,441	1,509	1,509	1,519	1,519
Manufacturing	1,490	1,490	-	1,495	1,495	1,400	1,400	1,509	1,509	-	-
Service producing	1,400	1,400	-	1,436	1,436	1,374	1,374	1,368	1,368	1,454	1,454
Transportation and utilities	1,521	1,521	-	_	_	-	_	_	_	-	-
State and local government	1,283	1,283	-	-	_	-	_	_	_	_	-
Level III	1,665	1,665	_	1,640	1,640	1,618	1,618	1,741	1,741	1,699	1,699
Private industry	1,669	1,669	_	1,640	1,640	1,620	1,620	1,744	1,744	_	_
Goods producing	1,662	1,662	_	_	_	-	_	_	_	_	_
Manufacturing	1,628	1,628	_	_	_	_	_	_	_	-	-
Service producing	1,673	1,673	-	1,688	1,688	-	-	1,712	1,712	-	-
Personnel Specialists											
Level I	515	517	_	535	535	497	498	510	514	588	588
Private industry	510	511	-	524	524	499	499	492	495	577	577
Goods producing	550	551	-	-	_	-	_	507	507	-	_
Manufacturing	546	547	-	_	-	_	_	507	507	-	-
Service producing	500	501	-	518	518	492	492	485	488	549	549
Transportation and utilities	497	497	-	_	_	-	_	_	_	-	-
State and local government	530	535	-	-	_	492	496	563	572	_	-
Level II	611	617	\$568	631	633	592	596	611	623	631	632
Private industry	608	614	559	624	626	592	598	606	618	623	623
Goods producing	621	641	561	645	651	591	605	632	666	648	651
Manufacturing	620	640	560	645	650	587	599	632	666	647	650
Service producing	601	603	-	616	618	593	595	590	593	611	611
Transportation and utilities	654	654	-	_	-	630	629	669	669	-	-
State and local government	630	635	605	703	717	589	589	650	663	668	680
Level III	804	810	759	815	818	775	779	794	804	845	849
Private industry	801	807	761	814	817	786	791	795	805	820	823
Goods producing	818	829	777	834	835	813	818	810	834	826	834
Manufacturing	816	827	774	833	834	806	809	811	837	824	833
Service producing	789	793	724	805	810	767	775	780	784	815	815
Transportation and utilities	861	873		802	870	864	864	885	891	866	866
Transportation and attitude	819	827	749	822	828			787		894	902

Table C-1. Average weekly pay by type of area, professional and administrative occupations, United States, June 1996 — Continued

		United State	s	Nort	heast	So	uth	Mid	west	W	est
Occupation and level	Total	Metro- politan	Nonmetro- politan	Total	Metro- politan	Total	Metro- politan	Total	Metro- politan	Total	Metro- politan
Personnel Specialists-Continued											
Level IV	\$1,045	\$1,053	\$977	\$1.071	\$1.071	\$1.015	\$1,023	\$1.039	\$1.048	\$1.072	\$1.078
Private industry	1.052	1.060	980	1.077	1.077	1.032	1.045	1.041	1.049	1.074	1.076
Goods producing	1,058	1,074	990	1,093	1,093	1,039	1,058	1,051	1,071	1,077	1.079
Manufacturing	1.054	1,068	990	1,093	1,093	1,023	1,036	1,051	1,071	1.076	1.078
Service producing	1.047	1.050	_	1,069	1.069	1,025	1,035	1,029	1.030	1,071	1.072
Transportation and utilities	1.096	1.096	_	1,127	1,127	1.061	1.061	1,111	1,111	1,114	1,114
State and local government	1,003	1,008	-	1,018	1,017	924	917	1,008	1,021	1,067	1,085
Level V	1,362	1,370	_	1,384	1,386	1,299	1,304	1,382	1,392	1,389	1,407
Private industry	1,378	1,382	_	1,386	1,388	1,328	1,330	1,389	1,400	1,417	1,414
Goods producing	1,417	1,424	_	1,395	1,397	1,382	1,388	1,434	1,454	1,450	1,445
Manufacturing	1.413	1,420	_	1,391	1,392	1,367	1,372	1.434	1.454	1,448	1,443
Service producing	1,330	1,331	_	1,377	1,380	1,270	1,270	1,308	1,307	1,370	1,370
Transportation and utilities	1,354	1,355	_								
State and local government	1,183	1,228	-	_	-	1,056	1,075	_	-	-	-
Level VI	1,784	1,790	_	_	_	_	_	1,822	1,839	_	_
Private industry	1,787	1,793	_	_	_	_	_	1,826	_	_	_
Goods producing	1,796	1,804	_	_	_	_	_	_	_	_	_
Manufacturing	1,789	1,797	_	_	_	_	_	_	_	_	-
Service producing	1,759	1,759	-	-	-	-	-	-	-	-	-
Personnel Supervisors/Managers											
Level I	1,160	1,159	-	1,185	1,191	1,127	1,125	1,201	1,194	1,161	1,161
Private industry	1,180	1,181	-	1,199	1,209	1,152	1,154	1,223	1,217	1,168	1,168
Goods producing	1,223	1,227	-	_	-	1,186	1,186	_	_	_	_
Manufacturing	1,220	1,224	-	_	-	1,172	1,172	_	_	_	_
Service producing	1,154	1,152	-	1,149	1,153	1,142	1,142	1,195	1,172	1,161	1,161
State and local government	1,058	1,056	-	_	_	998	989	_	_	1,139	1,139
Level II	1,460	1,459	_	1,485	1,485	1,435	1,430	1,480	1,480	1,463	1,463
Private industry	1,490	1,489	-	1,487	1,487	1,474	1,471	1,496	1,496	1,519	1,519
Goods producing	1,511	1,510	-	1,571	1,573	1,446	1,434	1,559	1,559	1,544	1,544
Manufacturing	1,516	1,515	-	1,571	1,573	1,448	1,435	1,559	1,559	1,553	1,553
Service producing	1,474	1,474	-	1,460	1,460	1,497	1,497	1,443	1,443	1,487	1,487
Transportation and utilities	1,506	1,506	-	_	_			_	_		l
State and local government	1,248	1,248	_	_	-	1,139	1,139	_	_	1,311	1,311
Level III	1,788	1,820	_	1,888	1,888	1,806	1,806	1,806	1,806	1,717	1,806
Private industry	1,842	1.842	_	1,889	1,889	1,836	1,836	1,814	1,814	1,838	1,838
Goods producing	1.794	1,794	_	1.826	1,826	1.742	1.742	-	-	1,796	1.796
Manufacturing	1,781	1,781	_	1,826	1,826			_	_	1,788	1,788
Service producing	1,902	1,902	_	1,940	1,940	_	_	1,773	1,773		-
State and local government	1,330	1,497	-	_	_	_	_	_	_	_	_
Level IV	2,253	2,253	_	_	_	_	_	_	_	_	_
Private industry	2,253	2,253	-	_	_	_	_	_	_	_	-
Goods producing	2,225	2,225	_	_	_	_	_	_	_	_	-
	2,211	2,211		_	_	_	l _	l –	l –	l –	I –
Manufacturing	2,211	_,_,									

Table C-1. Average weekly pay by type of area, professional and administrative occupations, United States, June 1996 — Continued

	United States			Nortl	neast	So	uth	Midwest		West	
Occupation and level	Total	Metro- politan	Nonmetro- politan	Total	Metro- politan	Total	Metro- politan	Total	Metro- politan	Total	Metro- politan
Tax Collectors Level I State and local government	\$513 513	\$497 497	- -	- -	<u>-</u> -	- -	<u>-</u> -	_ _ _	_ _ _	- - -	_ _ _
Level IIState and local government	588 588	585 585	- -	- -	- -	\$510 510	\$498 498	- -	- -	- -	_ _
Level IIIState and local government	771 771	- -	- -	_ _	- -	- -	- -	_ _	_ _	- -	_ _

Table C-2. Average weekly pay by type of area, technical and protective service occupations, United States, June 1996

	, , ,,			•			•		,		
		United State	s	Nortl	heast	So	uth	Mid	west	W	est
Occupation and level	Total	Metro- politan	Nonmetro- politan	Total	Metro- politan	Total	Metro- politan	Total	Metro- politan	Total	Metro- politan
Technical Occupations											
Computer Operators											
Level I	\$357	\$358	_	\$358	\$358	\$342	\$344	\$375	\$378	\$364	\$364
Private industry	352	353	_	355	355	348	349	359	362	352	352
Goods producing	350	350	_	_	_	_	-	_	_	_	-
Manufacturing	350	350	-	-	_	_	-	_	_	-	_
Service producing	353	354	-	358	358	348	349	356	361	358	358
State and local government	381	387	-	_	_	314	318	_	_	_	-
Level II	448	452	\$398	471	475	428	432	441	445	478	481
Private industry	445	449	398	467	470	429	435	437	440	467	468
Goods producing	449	459	-	467	475	431	445	447	453	508	508
Manufacturing	447	458	-	469	478	430	443	447	453	498	497
Service producing	443	446	-	466	469	429	431	432	434	460	461
Transportation and utilities	498	498	-	-	-	506	506	-	-	-	-
State and local government	462	466	-	512	513	422	423	482	488	516	527
Level III	576	578	517	601	601	549	551	566	566	598	602
Private industry	575	576	-	599	599	559	559	565	566	584	588
Goods producing	587	587	_	615	616	597	599	559	557	599	599
Manufacturing	586	586	-	615	616	595	598	559	557	598	598
Service producing	570	572	-	595	594	548	548	569	571	577	582
Transportation and utilities	638	638	-	_	-	588	588	666	666	-	-
State and local government	578	583	-	609	609	515	521	570	570	626	631
Level IV	689	690	_	728	730	649	649	684	684	688	688
Private industry	690	691	-	730	733	660	660	682	682	679	679
Goods producing	719	720	-	772	772	_	-	683	683	703	703
Manufacturing	717	718	-	772	772	_	-	683	683	702	702
Service producing	678	679	-	701	705	663	663	681	681	670	670
Transportation and utilities	728	728	-	-	_	_	-	_	_	-	_
State and local government	684	684	-	_	-	_	_	_	-	-	-
Level V	820	820	-	-	-	-	-	-	-	_	-
Private industry	806	806	-	_	_	_	_	_	_	_	_
Drafters			1						1		
Level I	408	413	-	409	418	408	415	404	408	419	419
Private industry	409	414	-	410	419	413	418	404	407	414	414
Goods producing	386	388	-	_	_	367	364	397	-	-	-
Manufacturing	387	388	-	_	-	367	364	400	_	-	-
Service producing	463	463	-	-	_	487	487	_	_	_	-
Transportation and utilities	529	529	-	_	_	_	_	_	_	-	-
State and local government	380	395	-	_	-	_	_	_	_	_	_
Level II	504	510	471	564	566	479	492	492	491	544	539
Private industry	501	507	475	566	568	482	495	492	490	520	511
Goods producing	492	492	492	501	502	483	484	488	485	517	515
Manufacturing	490	490	490	497	498	482	484	489	487	512	509
Service producing	519	538		637	637	481	522	502	502	527	497
Transportation and utilities	611	613	_		-	543	543	_	-	-	-
State and local government	534	550	_	_	-	444	461	506	509	660	666
Ĭ											

Table C-2. Average weekly pay by type of area, technical and protective service occupations, United States, June 1996 — Continued

Occupation and level Drafters—Continued Level III	\$640 636 620 616 670 746 693 816 814 830 830 770 839 878	\$651 645 635 630 666 738 710 820 817 837 837 770 839	Nonmetro- politan \$558 559	\$634 632 602 600 693 - - 832 830	Metro-politan \$651 650 624 622 693 -	\$626 634 628 624 644 652	\$635 640 637 631 644	\$618 618 604 604 654	Metro- politan \$632 632 621 618	Total \$706 685 667 665	Metro- politan \$705 681 671
Level III Private industry Goods producing Manufacturing Service producing Transportation and utilities State and local government Level IV Private industry Goods producing Manufacturing Service producing Transportation and utilities	636 620 616 670 746 693 816 814 830 830 770 839	645 635 630 666 738 710 820 817 837 837 770	559 - - - - - -	632 602 600 693 - - 832	650 624 622 693	634 628 624 644	640 637 631	618 604 604	632 621 618	685 667 665	681 671
Private industry Goods producing Manufacturing Service producing Transportation and utilities State and local government Level IV Goods producing Manufacturing Service producing Transportation and utilities	636 620 616 670 746 693 816 814 830 830 770 839	645 635 630 666 738 710 820 817 837 837 770	559 - - - - - -	632 602 600 693 - - 832	650 624 622 693	634 628 624 644	640 637 631	618 604 604	632 621 618	685 667 665	681 671
Private industry Goods producing Manufacturing Service producing Transportation and utilities State and local government Level IV Goods producing Manufacturing Service producing Transportation and utilities	620 616 670 746 693 816 814 830 830 770 839	635 630 666 738 710 820 817 837 837 770	559 - - - - - -	602 600 693 - - 832	624 622 693 -	634 628 624 644	637 631	604 604	621 618	667 665	67
Goods producing Manufacturing Service producing Transportation and utilities State and local government Level IV Private industry Goods producing Manufacturing Service producing Transportation and utilities	616 670 746 693 816 814 830 830 770 839	630 666 738 710 820 817 837 837 770	- - - -	600 693 - - 832	622 693 -	624 644	631	604	618	665	
Manufacturing Service producing Transportation and utilities State and local government Level IV Private industry Goods producing Manufacturing Service producing Transportation and utilities	670 746 693 816 814 830 830 770 839	820 817 837 837 837 770	- - - -	693 - - 832	693 -	644					67
Service producing Transportation and utilities State and local government Level IV Private industry Goods producing Manufacturing Service producing Transportation and utilities	670 746 693 816 814 830 830 770 839	820 817 837 837 837 770	- - -	693 - - 832	693 -	644		654			
Transportation and utilities	746 693 816 814 830 830 770 839	738 710 820 817 837 837 770	- - -	- - 832	_		• • • •		654	726	70
State and local government	693 816 814 830 830 770 839	710 820 817 837 837 770		832	-		_	_	_	_	-
Level IV	816 814 830 830 770 839	820 817 837 837 770				547	572	_	_	778	78
Private industry	814 830 830 770 839	817 837 837 770	-			547	312			770	"
Goods producing	830 830 770 839	837 837 770	1 1	830	832	796	797	817	822	823	82
Manufacturing	830 770 839	837 770	-		830	797	799	817	823	805	80
Service producing Transportation and utilities	770 839	770		824	824	811	816	837	847	838	83
Transportation and utilities	839		-	823	823	807	814	837	847	-	-
		839	-	855	855	773	773	-	-	-	-
	878	1 000	- 1	-	_	-	-	-	-	-	-
State and local government		-	-	-	-	-	-	-	-	-	-
ngineering Technicians											ĺ
Level I	390	392	_	_	_	344	345	403	413	444	44
Private industry	398	401	_	_	_	358	_	403	413	443	44
Goods producing	399	402	_	_	_	_	_	_		445	44
Manufacturing	_	402	_	_	_	_	_	_	_	445	44
Service producing	396	396	_	_	-	_	_	-	-	-	
LovelII	518	520	_	526	531	498	499	524	531	532	53
Level II	519	520		526	531	502	502	524 524	531	530	53
Private industry			-								
Goods producing	515	519	- 1	524	529	493	494	517	524	534	53
Manufacturing	516	519	-	524	529	490	491	521	528	534	53
Service producing	536	535	-	_	_	532	529	_	-	-	_
Level III	650	658	577	671	685	629	641	653	662	644	64
Private industry	649	658	577	671	685	631	644	653	662	640	64
Goods producing	648	659	575	672	689	630	649	645	655	644	64
Manufacturing	648	659	575	672	689	626	645	646	656	644	64
Service producing	655	655	-	669	669	634	634	686	686	618	61
Transportation and utilities	709	711	-	_	-	_	-	-	-	_	-
State and local government	665	665	-	-	-	-	-	-	-	-	-
Level IV	781	783	_	762	766	775	776	797	800	783	78
Private industry	781	782	_	762	766	776	777	797	800	780	77
Goods producing	775	777	_	752	756	764	767	792	795	780	78
Manufacturing	774	776		752 751	756 756	758	760	795	798	780	78
Service producing	803	802	-	803	803	800	798	819	819	779	75
Transportation and utilities	855	860	-	- 003	- 603	-	790	019	019	119	'3
			-	_	_		_	_	_	_	
State and local government	834	834	-	_		_	-	_	-	-	_
Level V	898	897	-	875	875	907	904	880	878	930	93
Private industry	895	893	-	875	875	907	903	880	878	919	92
Goods producing	873	871	-	862	862	851	843	854	849	922	92
Manufacturing	869	867	-	861	861	833	822	853	849	922	92
Service producing	955	956	-	_	_	1,004	1,007	978	978	-	- 1
Transportation and utilities	965		-	_	_	_	_	_			_

Table C-2. Average weekly pay by type of area, technical and protective service occupations, United States, June 1996 — Continued

		United State	s	Norti	heast	So	uth	Mid	west	W	est
Occupation and level	Total	Metro- politan	Nonmetro- politan	Total	Metro- politan	Total	Metro- politan	Total	Metro- politan	Total	Metro- politan
Engineering Technicians-Continued											
Level VI	\$1,070	\$1,070	_	_	_	_	_	-	_	\$1,096	\$1,096
Private industry	1,070	1,070	_	_	_	_	_	_	_	_	_
Goods producing	1,030	1,030	_	_	_	_	_	_	_	-	_
Manufacturing	1,029	1,029	_	_	_	_	_	-	_	-	_
Service producing	1,155	1,155	-	-	-	-	-	-	-	-	-
Engineering Technicians, Civil											
Level I	356	364	-	_	-	\$331	\$328	\$378	\$378	451	459
Private industry	319	336	_	_	_	_	_	_	_	-	_
Service producing	319	335	-	-	-	_	-	_	_	-	-
State and local government	379	378	-	-	-	352	337	-	-	-	-
Level II	489	499	\$446	\$511	\$511	430	429	504	506	576	630
Private industry	455	455	-	-	-	422	422	_	_	-	-
Service producing	453	453	_	_	_	425	425	_	_	-	_
State and local government	499	518	445	512	510	433	433	511	514	584	657
Level III	593	605	539	584	584	525	531	616	617	690	733
Private industry	606	622	-	-	_	551	583	-	_	_	_
Service producing	596	619	_	_	_	544	576	_	_	-	_
State and local government	590	601	543	567	566	518	517	614	621	691	743
Level IV	730	740	660	731	733	631	633	743	752	833	850
Private industry	759	759	-	778	780	728	728	_	_	802	801
Service producing	756	757	-	-	_	725	725	-	_	798	798
State and local government	723	734	653	706	708	613	611	746	759	838	857
Level V	865	872	_	981	982	707	703	858	859	951	968
Private industry	941	943	-	-	_	_	-	-	_	_	_
Service producing	941	944	-	-	_	_	-	-	_	_	_
State and local government	836	844	-	_	_	692	686	_	_	946	966
Level VI	1,081	1,081	-	-	-	-	-	-	-	_	_
Protective Service Occupations											
Corrections Officers	529	590	448	682	687	400	452	527	532	694	723
State and local government	547	591	479	682	687	420	453	527	532	694	723
ŭ								-			
Firefighters	690	715	478	771	773	558	590	679	690	848	882
State and local government	691	715	478	771	773	555	587	679	690	850	885
Police Officers											
Level I	700	726	530	792	795	570	594	678	702	827	854
Private industry	571	571	-	_	_	_	-	-	_	-	-
Service producing	570	570	-				-	-		<u> </u>	<u> </u>
State and local government	701	727	530	793	797	570	595	678	703	827	855
Level II	930	945	_	_	_	_	_	_	_	_	-
State and local government	931	946	-	_	-	-	-	_	l –	l –	l –

Table C-3. Average weekly pay by type of area, clerical occupations, United States, June 1996

	ı	United State	s	Norti	heast	So	uth	Mid	west	We	est
Occupation and level	Total	Metro- politan	Nonmetro- politan	Total	Metro- politan	Total	Metro- politan	Total	Metro- politan	Total	Metro- politan
Olarka Association											
Clerks, Accounting Level I	\$320	\$321	_	\$323	\$324	\$323	\$325	\$315	\$319	\$319	\$317
Private industry	318	321	_	яз 2 3 326	328	327	328	312	315	312	315
Goods producing	306	307		320	320	301	304	293	313	312	313
Manufacturing	309	310		_	_	307	310	293	_	_	_
Service producing	321	324		324	327	334	334	317	320	310	313
Transportation and utilities	382	382	_	- 524	527	_	-	517	320	_ 510	_ 515
State and local government	324	324	-	_	_	314	316	_	_	-	_
Level II	379	385	\$341	403	406	361	366	365	374	406	410
Private industry	374	380	335	400	403	360	366	362	370	391	394
Goods producing	376	384	349	410	414	365	375	368	372	389	397
Manufacturing	375	383	349	409	413	363	373	369	372	386	394
Service producing	372	377	314	397	399	358	362	357	368	392	393
Transportation and utilities	393	403	-	419	419	378	398	420	424	390	390
State and local government	404	417	361	428	435	362	367	389	421	450	460
Level III	464	469	418	484	490	436	442	450	455	489	491
Private industry	458	462	413	482	485	444	447	444	448	469	471
Goods producing	472	479	428	503	507	455	466	454	458	488	489
Manufacturing	470	476	427	503	508	445	456	458	458	482	485
Service producing	450	453	382	471	474	438	438	438	443	459	462
Transportation and utilities	486	486		516	516	458	458	525	525	455	455
State and local government	480	492	425	495	509	419	429	476	485	526	532
Level IV	549	553	490	575	579	525	533	539	543	561	563
Private industry	553	554		578	579	549	550	534	536	558	558
Goods producing	572	573	_	557	557	582	585	568	571	577	577
Manufacturing	568	569	_	556	556	565	568	569	572	577	577
Service producing	541	542	-	592	593	530	531	511	513	545	545
Transportation and utilities	603	606	-	_	-	566	570	626	626	-	_
State and local government	541	552	488	569	579	477	491	552	567	567	571
Clerks, General											
Level I	289	292	-	323	341	266	265	314	314	284	286
Private industry	274	276	-	280	296	263	259	294	294	263	264
Goods producing	284	286	-	_	_	-	-	_	_	-	_
Manufacturing	285	286	-				-	-			
Service producing	272	274	-	274	290	259	258	297	297	260	259
State and local government	313	316	-	_	_	269	271	361	363	_	_
Level II	342	345	319	362	365	324	327	339	344	373	376
Private industry	326	330	303 289	340	342	311	315	327 322	333	339	337
Goods producing	330 331	338	289	338	340	326	339	322 324	330	343	346 349
Manufacturing	331	340 328	_	340 341	341 343	325 307	340 310	324 328	334 334	346 338	349
Service producing Transportation and utilities	363	326	_	341	343	307	331	326 410	415	395	334
State and local government	361	363	341	392	399	325	334	363	366	422	438
Ciaio and local government	301	505	"	332	333	333	354	505	300	722	700

Table C-3. Average weekly pay by type of area, clerical occupations, United States, June 1996 — Continued

	ι	United States	s	Norti	heast	So	uth	Mid	west	W	est
Occupation and level	Total	Metro- politan	Nonmetro- politan	Total	Metro- politan	Total	Metro- politan	Total	Metro- politan	Total	Metro- politan
Clerks, General-Continued											
Level III	\$429	\$434	\$385	\$439	\$439	\$383	\$388	\$422	\$429	\$459	\$460
Private industry	423	427	385	436	435	409	416	423	430	429	429
Goods producing	450	468	389	443	428	416	450	471	502	453	452
Manufacturing	455	473	392	442	425	421	451	477	511	450	453
Service producing	413	415		434	436	407	408	402	404	421	421
Transportation and utilities	489	492	_	516	516	480	484	490	491	500	500
State and local government	433	439	384	440	441	360	361	420	429	470	472
Level IV	493	500	433	495	493	428	440	492	500	529	532
Private industry	515	517	_	502	497	525	525	510	524	520	517
Goods producing	535	548	_	-	_	550	554	520	561	535	536
Manufacturing	536	550	-	-	-	550	555	519	566	537	538
Service producing	509	508	-	491	491	519	519	506	508	513	508
Transportation and utilities	578	577	-	_	-	564	564	605	611	-	-
State and local government	481	490	422	490	491	368	370	471	475	532	538
Clerks, Order											
Level I	345	348	_	395	409	335	339	330	330	332	332
Private industry	345	348	-	395	409	335	339	330	330	332	332
Goods producing	371	385	-	439	452	342	359	352	358	373	374
Manufacturing	371	385	-	439	452	342	359	352	358	373	374
Service producing	333	334	_	365	378	_	_	313	313	326	326
Level II	477	483	-	483	484	438	440	469	476	517	517
Private industry	477	483	-	483	484	438	440	469	476	517	517
Goods producing	469	478		478	480	442	450	465	474	506	506
Manufacturing	469	478	_	478	480	442	450	465	474	506	506
Service producing	489	489	_	_	_	_	_	_	_	_	_
Key Entry Operators Level I	353	357	310	370	371	315	316	327	331	417	420
Private industry	333	336	300	364	365	314	316	322	326	353	354
Goods producing	344	346	300	381	387	323	321	339	337	372	373
Manufacturing	344	346	_	382	388	322	320	339	338	373	374
Service producing	330	334	_	360	361	311	314	316	323	349	351
Transportation and utilities	368	368	_	_	_	373	373	350	350		
State and local government	-	416	_	421	424	316	315	373	376	_	_
Level II	414	418	380	446	449	383	389	416	416	429	432
Private industry	410	414	372	440	443	386	394	406	406	421	423
Goods producing	426	430	_	430	442	411	412	418	413	456	466
Manufacturing	426	430	_	429	441	411	412	418	412	456	466
Service producing	405	410	-	444	444	383	392	401	404	412	413
Transportation and utilities	-	430	-	_	_	353	404	-	_	-	-
State and local government	428	431	-	467	472	375	374	455	456	463	472
Personnel Assistants	200	0.45				005	0.15	005		405	
Level I	332	342	-	_	_	305	310	339	337	420	434
Private industry	319	327	-	-	_	303	311	339	337	-	-
Goods producing	311	329		_	_	_	_	_	_	_	-
Manufacturing	311	329	-	_	_	-	-	-	-	_	-
Service producing	328 382	326 381	_	_	_	314 313	314 306	330	330	_	_
State and local government	302	301	-	_	-	313	306	_	_	-	I -
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Table C-3. Average weekly pay by type of area, clerical occupations, United States, June 1996 — Continued

	ι	Jnited State	s	North	neast	So	uth	Mid	west	W	est
Occupation and level	Total	Metro- politan	Nonmetro- politan	Total	Metro- politan	Total	Metro- politan	Total	Metro- politan	Total	Metro- politan
Personnel Assistants-Continued											
Level II	\$409	\$424	\$373	\$433	\$445	\$385	\$401	\$397	\$408	\$459	\$466
Private industry	397	411	367	427	440	383	401	393	401	421	423
Goods producing	398	415	377	_	_	385	407	398	417	418	421
Manufacturing	397	414	378	_	_	383	405	398	417	417	420
Service producing	396	408	_	422	436	381	398	383	389	423	423
Transportation and utilities	399	442	-	_	_	_	-	_	_	_	_
State and local government	461	474	-	_	-	395	398	458	478	534	-
Level III	508	518	465	528	536	466	472	487	493	567	571
Private industry	490	498	463	522	531	466	473	480	485	531	529
Goods producing	501	527	446	513	545	460	491	508	528	581	575
Manufacturing	496	525	436	513	545	456	485	508	528	571	574
Service producing	483	482	-	526	527	471	461	454	456	501	501
Transportation and utilities	525	534	-	_	_	_	_	_	_	_	-
State and local government	554	566	-	-	-	464	470	517	527	_	-
Level IV	596	607	_	564	618	570	575	592	606	618	619
Private industry	575	586	-	553	606	578	583	555	563	590	590
Goods producing	584	599	_	_		610	613			588	588
Manufacturing	582	598	-	_	_	609	612	_	_	_	_
Service producing	565	572	_	572	589	551	557	538	547	592	592
State and local government	631	641	-	-	-	532	-	-	_	648	652
Secretaries											
Level I	385	393	352	416	426	371	377	399	418	389	392
Private industry	395	405	342	423	434	389	393	396	423	386	386
Goods producing	437	448	-	449	457	411	421	478	489	_	_
Manufacturing	437	448	-	450	458	408	415	485	498	_	_
Service producing	385	394	- 1	415	426	383	386	375	401	379	379
Transportation and utilities	423	423	-	_	-	421	421	-	_	_	_
State and local government	371	376	359	404	409	356	360	407	409	-	-
Level II	476	481	432	500	503	440	446	471	474	529	530
Private industry	487	488	454	498	500	469	471	471	471	522	521
Goods producing	508	511	-	518	518	490	492	490	492	542	543
Manufacturing	508	510	-	518	518	484	486	491	492	545	546
Service producing	482	483	- 1	495	497	464	466	465	465	514	513
Transportation and utilities	510	508	- 1	_	_	500	502	530	530	506	490
State and local government	459	467	427	504	514	413	417	472	480	541	546
Level III	557	560	498	584	587	522	525	555	560	580	580
Private industry	564	566	509	583	584	545	546	556	560	575	575
Goods producing	583	586	515	595	595	574	577	582	592	584	584
Manufacturing	581	584	515	595	596	566	568	582	592	583	584
Service producing	554	556	504	578	580	530	532	541	543	569	568
		580	1	639	639		547	608	608		563
Transportation and utilities	581	560	-	639	639	548	547	000	600	569	J 203

Table C-3. Average weekly pay by type of area, clerical occupations, United States, June 1996 — Continued

	1	United State	s	Norti	heast	So	uth	Mid	west	w.	est
Occupation and level	Total	Metro- politan	Nonmetro- politan	Total	Metro- politan	Total	Metro- politan	Total	Metro- politan	Total	Metro- politan
Secretaries-Continued											
Level IV	\$665	\$667	\$615	\$691	\$693	\$621	\$623	\$643	\$644	\$680	\$681
Private industry	674	675	_	691	692	646	647	650	651	689	689
Goods producing	685	686	_	693	693	666	669	650	651	708	708
Manufacturing	683	684	_	692	693	660	662	649	651	708	708
Service producing	668	668	_	690	691	636	637	649	651	676	676
Transportation and utilities	695	695	_	744	744	647	647	724	724	697	697
State and local government	631	633	609	691	701	545	547	610	609	660	662
Level V	809	810	_	825	828	754	754	821	822	812	812
Private industry	815	817	_	826	829	767	767	825	825	820	820
Goods producing	816	817	_	802	804	764	764	867	868	833	833
Manufacturing	814	815		802	804	745	745	867	868	829	829
Service producing	814	816		844	848	768	768	772	773	812	812
Transportation and utilities	838	838	_	_		772	772				
State and local government	751	751	_	814	816	705	705	_	_	772	772
Clate and local government	701	/01		014	010	700	700				''-
Switchboard Operator-Receptionists	355	360	315	390	396	332	335	344	348	369	374
Private industry	354	359	313	389	394	333	336	342	346	366	370
Goods producing	354	362	318	390	398	334	340	350	357	355	362
Manufacturing	354	362	317	390	398	332	339	351	358	353	360
Service producing	354	357	307	388	392	333	335	337	340	371	374
Transportation and utilities	353	356	_	350	358	340	340	365	365	360	369
State and local government	361	381	319	410	420	315	323	368	390	415	456
Word Processors											
Level I	389	392	_	415	415	344	345	387	395	423	442
Private industry	384	389	_	414	413	376	376	369	376	390	404
Goods producing	358	385	_	_	_	_	_	_	_	_	-
Manufacturing	356	384	_	_	_	_	_	_	_	_	_
Service producing	387	389	_	413	413	376	376	378	378	390	403
State and local government	395	396	-	_	_	312	312	_	-	_	_
Level II	496	496	_	523	523	431	432	505	507	509	509
Private industry	493	493	_	544	544	448	448	510	510	481	481
Goods producing	469	469	_					484	484		
Manufacturing	473	473	_	_	_	_	_			_	_
Service producing	496	496	_	543	543	456	456	514	514	480	480
State and local government	498	499	-	501	501	381	383	498	-	-	-
Level III	610	610	_	606	606	552	552	636	638	636	636
Private industry	640	640	_	659	659	585	585	656	656	644	644
Goods producing	627	627		_		_	_	_	_	l	
Manufacturing	630	630		_	_	_	_	_	_	l _	l _
Service producing	642	642		666	666	589	589	652	652	643	643
State and local government	532	532		_		_ 505	_ 505	- 032	- 032		
State and local government	332	332	-	_	-	-	_	_	_	-	-

Table C-4. Average hourly pay by type of area, maintenance and toolroom occupations, United States, June 1996

	United States			Norti	neast	So	uth	Mid	west	We	est
Occupation and level	Total	Metro- politan	Nonmetro- politan	Total	Metro- politan	Total	Metro- politan	Total	Metro- politan	Total	Metro- politan
General Maintenance Workers	\$10.48	\$10.88	\$9.29	\$12.65	\$12.96	\$8.98	\$9.20	\$10.35	\$10.72	\$10.71	\$10.89
Private industry	10.06	10.38	8.96	11.94	12.15	8.87	9.02	10.03	10.32	10.27	10.41
Goods producing	10.31	10.97	9.19	11.59	11.83	9.29	9.98	10.52	11.01	10.99	11.08
Manufacturing	10.29	10.96	9.19	11.64	11.89	9.27	9.96	10.52	11.01	10.89	10.97
Service producing	9.97	10.21	8.77	12.03	12.24	8.71	8.84	9.68	9.89	10.14	10.29
Transportation and utilities	11.27	12.65	-	_	-	_	9.61	12.80	13.07	-	_
State and local government	11.65	12.56	9.89	14.07	14.85	9.34	9.83	11.52	12.36	11.85	12.95
Maintenance Electricians	18.74	19.27	15.76	19.01	19.11	16.63	17.35	19.84	20.32	19.36	19.86
Private industry	18.79	19.36	15.82	18.88	18.90	16.91	17.77	19.86	20.34	18.99	19.47
Goods producing	18.84	19.52	15.51	18.87	18.76	16.98	18.06	19.85	20.35	18.84	19.67
Manufacturing	18.83	19.54	15.32	18.92	18.81	17.00	18.15	19.85	20.35	18.22	19.33
Service producing	18.50	18.56	-	18.90	19.27	16.65	16.83	19.92	20.20	19.59	18.73
Transportation and utilities	20.42	20.24	-	_	-	18.51	18.50	21.31	21.51	-	_
State and local government	18.44	18.74	15.09	19.52	19.87	14.73	14.80	19.62	20.02	20.38	20.60
Maintenance Electronics Technicians											
Level I	11.89	12.07	-	12.27	12.36	11.15	11.33	12.59	12.51	12.77	12.76
Private industry	11.86	12.06	-	12.20	12.30	11.19	11.40	12.56	12.43	12.58	12.58
Goods producing	11.63	12.18	-	_	-	_	-	-	-	-	_
Manufacturing	11.62	12.18	-	_	-	-	-	-	-	-	_
Service producing	12.03	12.00	-	12.35	-	10.97	10.94	12.81	12.56	_	_
Transportation and utilities	12.75	12.69	-	_	-	_	-	-	-	-	_
State and local government	12.09	12.18	-	_	-	10.93	10.99	-	-	-	_
Level II	18.14	18.53	15.97	18.58	18.70	18.27	18.45	17.52	18.62	18.36	18.54
Private industry	18.24	18.63	16.07	18.60	18.71	18.55	18.67	17.61	18.80	18.14	18.24
Goods producing	17.52	18.28	_	17.09	17.17	18.35	18.67	_	18.29	17.95	17.96
Manufacturing	17.45	18.26	_	17.09	17.17	18.26	_	_	18.29	17.94	17.95
Service producing	18.66	18.81	_	19.17	19.29	18.66	18.68	18.78	19.02	18.22	18.44
Transportation and utilities	19.36	19.57	_	_	-	19.41	19.42	19.56	19.72	18.39	18.78
State and local government	16.98	17.33	-	-	-	14.56	14.81	15.72	15.86	19.95	20.15
Level III	20.56	20.68	_	21.78	21.86	19.46	19.71	19.68	19.63	21.30	21.35
Private industry	20.62	20.73	_	22.20	22.29	19.91	20.15	19.78	19.73	20.90	20.95
Goods producing	19.99	20.31	_			19.33	19.95	-	-	20.61	20.95
Manufacturing	19.96	20.29	_	_	_	19.33	19.95	_	_	20.56	20.90
Service producing	20.96	20.95	_	_	_	20.25	20.25	19.89	19.83	21.07	20.96
Transportation and utilities	21.29	21.29	_	_	_	21.82	21.82	-	-		
State and local government	20.21	20.35	-	-	-	16.08	-	-	-	22.84	22.87
Maintenance Machinists	17.10	17.36	14.46	17.44	17.86	15.57	15.91	18.19	18.17	18.43	18.52
Private industry	16.93	17.19	-	17.19	17.61	15.53	15.86	17.97	17.94	18.30	18.39
Goods producing	16.80	17.16	_	17.05	17.47	15.42	15.84	17.77	17.86	18.48	18.64
Manufacturing	16.82	17.17	_	17.04	17.47	15.43	15.82	17.77	17.86	18.51	18.68
Service producing	17.50	17.30	_	-		-	-		-	-	-
Transportation and utilities	17.50	17.15	_	_	_	_	_	_	_	_	_
State and local government	21.17	21.12	_	_	_	_	_	22.21	22.13	_	_
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Table C-4. Average hourly pay by type of area, maintenance and toolroom occupations, United States, June 1996 — Continued

	l	Jnited State	s	Norti	neast	So	uth	Mid	west	We	est
Occupation and level	Total	Metro- politan	Nonmetro- politan	Total	Metro- politan	Total	Metro- politan	Total	Metro- politan	Total	Metro- politan
Maintenance Mechanics, Machinery Private industry Goods producing	\$16.70 16.71 16.40	\$17.41 17.44 17.18	\$13.49 13.48 13.39	\$16.58 16.61 16.42	\$16.64 16.67 16.48	\$14.91 14.91 14.57	\$15.81 15.83 15.50	\$18.03 18.08 17.97	\$18.81 18.87 18.80	\$18.17 18.13 17.13	\$18.35 18.28 17.30
Manufacturing	16.39 18.91 20.93 16.13	17.18 18.96 20.98 16.45	13.35 - - - -	16.43 18.06 – –	16.49 18.06 – –	14.50 17.68 - 14.90	15.46 17.73 - 15.04	17.96 19.43 - 15.14	18.79 19.60 – –	17.12 20.17 – –	17.29 20.17 – –
Maintenance Mechanics, Motor Vehicle Private industry Goods producing Manufacturing Service producing Transportation and utilities State and local government	15.91 16.07 15.99 15.89 16.10 16.82 15.60	16.33 16.24 16.04 16.41 16.30 16.93 16.52	13.57 14.80 - - - - - 12.35	16.61 16.27 16.68 16.44 16.20 17.12	17.01 16.59 17.32 17.37 16.48 17.12	14.14 14.63 13.59 14.06 15.04 15.75 13.23	14.70 14.98 13.87 14.36 15.40 16.13 14.00	16.26 16.66 16.74 16.94 16.61 17.41 15.31	16.62 16.85 17.30 17.54 16.62 17.42 15.96	17.72 17.57 17.89 16.62 17.38 17.63 17.96	17.83 17.22 17.09 17.08 17.27 17.46 18.71
Maintenance Pipefitters Private industry Goods producing Manufacturing Service producing State and local government	20.52 20.60 20.74 20.85 19.03 19.27	20.58 20.64 20.80 20.92 19.03 19.55	- - - - -	19.97 20.43 20.91 20.88 17.55 17.57	19.66 20.03 20.62 20.57 17.55 18.00	19.82 19.99 20.32 20.35 –	19.90 20.07 20.42 20.46 —	21.16 21.09 21.06 21.04 - 23.27	21.28 21.21 21.19 21.18 - 23.30	19.38 19.19 - - - -	19.38 19.19 - - - -
Tool and Die Makers Private industry Goods producing Manufacturing	19.05 19.04 19.05 19.05	19.64 19.63 19.64 19.64	16.07 16.07 16.07 16.07	19.15 19.15 19.19 19.19	19.05 19.05 19.09 19.09	17.26 17.26 17.25 17.25	18.09 18.09 18.09 18.09	19.82 19.82 19.82 19.82	20.59 20.59 20.59 20.59	19.35 19.27 19.29 19.29	19.64 19.55 19.57 19.57

Table C-5. Average hourly pay by type of area, material movement and custodial occupations, United States, June 1996

	ı	Jnited State	s	Norti	heast	So	uth	Mid	west	W	est
Occupation and level	Total	Metro- politan	Nonmetro- politan	Total	Metro- politan	Total	Metro- politan	Total	Metro- politan	Total	Metro- politan
Forklift Operators Private industry Goods producing Manufacturing Service producing Transportation and utilities	\$11.49 11.49 11.39 11.39 11.77 11.51	\$11.87 11.86 11.89 11.88 11.79 12.28	\$10.40 10.40 10.21 10.21 -	\$12.57 12.57 12.41 12.40 12.78	\$12.48 12.48 12.64 12.63 12.22	\$10.40 10.39 10.26 10.23 10.73	\$10.83 10.81 10.68 10.64 11.11	\$12.11 12.11 12.14 12.14 11.98	\$12.68 12.68 12.83 12.83 12.03	\$11.16 11.15 10.63 10.63 12.19	\$11.36 11.35 10.69 10.69 12.24
Guards Level I	7.11 6.99 9.10 9.10 6.88 10.19 10.02	7.04 6.91 9.62 9.63 6.80 10.19 10.27	7.92 7.90 - - - - -	7.79 7.60 11.03 11.21 7.51 – 11.39	7.76 7.58 10.91 11.12 7.50 –	6.78 6.71 8.37 8.36 6.58 - 8.35	6.60 6.52 9.14 9.14 6.37 - 8.46	6.99 6.88 10.30 10.30 6.71 - 9.94	6.88 6.76 10.71 10.71 6.59 - 10.38	6.99 6.86 8.76 8.68 6.78 —	7.00 6.87 8.90 8.81 6.79 –
Level II	12.14 12.04 13.98 14.02 11.78 12.67	12.12 11.97 14.38 14.43 11.61 12.88	- - - - -	13.73 13.54 - - 13.42 14.40	13.82 13.60 - - 13.47	11.67 11.78 - - 11.68 10.10	11.36 11.49 - - 11.30 10.05	11.54 11.44 13.65 13.65 10.82 11.89	11.59 11.44 - - 10.64 12.13	12.44 11.88 - - 11.13 14.15	12.43 11.88 - - 11.13 14.19
Janitors Private industry Goods producing Manufacturing Service producing Transportation and utilities State and local government	7.97 7.30 10.44 10.44 6.97 10.69 9.65	8.08 7.38 11.17 11.19 7.03 10.84 10.12	7.27 6.68 7.99 7.89 6.37 - 8.02	9.88 9.17 10.74 10.75 9.06 12.89 11.63	9.98 9.24 10.86 10.86 9.13 12.89 11.90	6.43 5.99 8.40 8.39 5.76 8.23 7.47	6.42 5.97 9.36 9.36 5.76 8.76 7.73	8.25 7.49 12.49 12.52 6.61 11.64 10.37	8.41 7.66 13.35 13.39 6.66 11.22 10.79	8.03 7.09 8.90 8.79 6.94 –	8.06 7.12 8.85 8.85 6.98 – 10.90
Material Handling Laborers Private industry Goods producing Manufacturing Service producing Transportation and utilities State and local government	8.85 8.85 - - 8.93 11.53 8.65	9.50 9.50 9.86 9.90 9.23 12.89 9.15	7.20 7.20 7.30 7.30 - -	10.22 10.22 10.15 10.15 10.29	10.59 10.58 10.45 10.45 10.67	7.52 7.51 7.17 7.17 8.04	8.38 8.38 8.59 8.61 8.21	10.81 10.82 11.61 11.66 9.99	11.14 11.14 11.82 11.90 10.53	7.67 7.67 7.83 7.86 7.57	7.68 7.68 7.80 7.82 7.60
Shipping/Receiving Clerks Private industry Goods producing Manufacturing Service producing Transportation and utilities State and local government	10.48 10.47 10.62 10.60 10.29 8.47 10.85	10.69 10.68 10.92 10.92 10.45 9.02 11.05	9.41 9.41 9.71 9.63 - -	10.81 10.80 11.00 11.00 10.57 -	10.90 10.89 11.05 11.05 10.71 —	9.82 9.83 9.72 9.71 10.00 - 9.37	10.21 10.23 10.14 10.12 10.34 - 9.29	10.95 10.95 11.57 11.59 10.06 - 11.54	10.99 10.98 11.70 11.72 10.11 - 11.54	10.72 10.68 10.69 10.57 10.67 - 12.38	10.76 10.71 10.69 10.69 10.72 - 12.95

Table C-5. Average hourly pay by type of area, material movement and custodial occupations, United States, June 1996 — Continued

	United States			Norti	heast	So	uth	Mid	west	W	est
Occupation and level	Total	Metro- politan	Nonmetro- politan	Total	Metro- politan	Total	Metro- politan	Total	Metro- politan	Total	Metro- politan
Truckdrivers											
Light Truck	\$8.53	\$8.55	-	\$10.66	\$10.63	\$7.92	\$7.96	\$8.82	\$8.85	\$7.86	\$7.86
Private industry		8.44	-	10.55	10.54	7.94	7.94	8.66	8.69	7.64	7.64
Goods producing	9.77	9.85	_	10.57	10.51	9.12	9.19	10.90	11.10	8.11	8.10
Manufacturing		9.97	-	10.41	10.34	9.32	9.46	11.05	11.28	7.93	7.93
Service producing	8.22	8.23	-	10.55	10.55	7.80	7.80	8.21	8.22	7.57	7.57
Transportation and utilities	8.94	8.94	_	_	_	_	_	_	_	_	-
State and local government	9.89	10.96	-	-	-	7.66	8.46	11.93	11.92	11.92	12.28
Medium Truck	14.81	14.76	_	15.75	15.85	13.36	13.43	15.72	15.40	14.77	14.88
Private industry	14.93	14.86	_	15.87	15.98	13.54	13.59	15.83	15.49	14.78	14.88
Goods producing	12.76	13.06	_	15.21	15.26	10.18	10.22	13.35	15.01	12.85	12.74
Manufacturing	13.17	13.59	_	16.07	16.14	10.89	11.00	13.40	15.11	12.78	12.78
Service producing	15.30	15.16	_	15.96	16.09	14.01	14.04	16.23	15.56	15.28	15.44
Transportation and utilities	17.44	17.28	_	17.63	17.63	17.40	17.40	17.71	17.18	-	-
State and local government	12.15	12.27	-	-	-	9.61	9.45	-	-	-	-
Heavy Truck	13.38	13.41	\$13.04	15.36	15.38	10.78	10.97	13.55	13.68	14.30	13.92
Private industry	13.29	13.13	_	14.64	14.65	11.17	11.12	13.25	13.26	14.28	13.82
Goods producing	13.93	13.60	_	17.99	18.02	10.67	10.53	13.64	13.65	16.19	15.12
Manufacturing	14.40	14.51	_	_	_	11.21	10.98	13.22	13.22	15.18	15.25
Service producing	12.83	12.83	-	12.90	12.90	11.75	11.75	12.82	12.82	13.40	13.40
Transportation and utilities	12.79	12.79	_	_	_	11.65	11.65	-	_	_	-
State and local government	13.74	14.74	9.69	-	-	9.51	10.27	14.72	-	14.49	15.06
Tractor Trailer	14.24	14.74	10.22	15.54	15.71	12.28	13.35	15.07	15.06	15.16	15.24
Private industry	14.22	14.71	10.21	15.46	15.63	12.29	13.37	15.07	15.06	15.13	15.21
Goods producing	13.04	13.29	_	14.02	14.26	11.12	11.16	13.97	14.00	14.08	14.30
Manufacturing	13.02	13.29	_	13.81	14.00	11.40	11.51	13.65	13.67	13.92	14.13
Service producing	14.57	15.10	_	15.78	15.88	12.64	14.00	15.41	15.37	15.45	15.47
Transportation and utilities	15.06	16.05	_	17.26	17.26	12.75	15.08	16.65	16.58	15.70	15.75
State and local government	16.84	16.95	-	_	_	_	_	_	_	_	-

Table D-1. Average weekly pay in goods-producing industries, professional and administrative occupations, United States, June 1996

			Manufacturing										
								Manufacturin	9	I			
	All					Durable	goods	1	1		Nondural	ble goods	
Occupation and level	goods- producing	Construc- tion	All manu- facturing	All durable goods	Fabricated metal products	Industrial and commer- cial machinery	Electronic equipment	Transpor- tation equipment	Measuring instru- ments	All nondurable goods	Food and kindred products	Printing and publishing	Chemicals and allied products
Professional Occupations													
Accountants	647 832 1,073 1,376	- \$613 794 1,107 -	\$540 642 828 1,058 1,359 1,750	\$533 655 828 1,055 1,355 1,740	_ \$654 790 1,019 _ _	\$535 652 817 1,007 1,340	\$501 638 839 1,093 1,370	\$513 693 845 1,049 1,335	- \$675 827 1,096 1,354 -	\$556 627 829 1,064 1,365	- \$616 822 1,024 - -	- \$585 783 1,045 - -	\$621 692 908 1,121 1,406
Attorneys Level II Level III Level IV Level V	1,147 1,548 1,812 2,182	- - - -	1,123 1,516 1,790 2,152	_ 1,503 1,806 2,210	- - - -	- - - -	- - - -	- - - -	- - - -	_ 1,524 1,779 2,110	- - - -	- - - -	- - - -
Engineers Level I Level II Level III Level IV Level V Level VI Level VIII	811 958 1,169 1,422 1,687 2,003	- 776 959 1,172 - - -	688 811 958 1,166 1,414 1,678 1,995 2,365	681 805 956 1,161 1,413 1,675 1,985 2,362	- 741 918 1,128 1,329 - - -	669 799 960 1,152 1,428 1,768 2,081	717 825 965 1,190 1,451 1,698 2,090	675 810 939 1,145 1,388 1,608 1,885	676 812 966 1,155 1,372 1,648 1,882	743 848 971 1,199 1,426 1,711 –	- 941 1,156 1,422 - - -	- - - - - - -	767 - 1,005 1,203 1,405 - -
Administrative Occupations													
Budget Analysts Level II Level III Level IV		- - -	666 845 937	- - -	- - -	- - -	- - -	- - -	- - -	- 849 -	- - -	- - -	- - -
Buyers/Contracting Specialists Level I Level II Level III Level IV	665 896	- 666 - -	531 663 893 1,072	527 657 887 1,057	- 639 867 -	509 652 867 984	556 665 915 1,070	578 689 895 1,076	538 705 870 1,047	538 680 925 1,154	- 668 892 -	- 653 - -	585 735 937 1,185
Computer Programmers Level I		- - - -	548 659 789 936	541 657 790 924	- - - -	- 723 824 -	- 630 796 -	- 666 794 -	- 686 819 -	556 663 788 -	- - - -	- 652 764 -	- 718 826 -

Table D-1. Average weekly pay in goods-producing industries, professional and administrative occupations, United States, June 1996 — Continued

							N	Manufacturin	g				
						Durable	e goods				Nondural	ole goods	
Occupation and level	All goods- producing	Construc- tion	All manu- facturing	All durable goods	Fabricated metal products	Industrial and commer- cial machinery	Electronic equipment	Transpor- tation equipment	Measuring instru- ments	All nondurable goods	Food and kindred products	Printing and publishing	Chemicals and allied products
Computer Systems Analysts Level I	\$785 960 1,157 1,356	- - - -	\$781 957 1,153 1,344	\$775 944 1,132 1,312	- - - -	\$730 925 1,133	\$763 950 1,131	\$822 947 1,155	\$792 937 1,087	\$791 975 1,186 1,396	_ \$948 _ _	\$775 950 1,141 –	\$844 1,013 1,210
Computer Systems Analyst Supervisors/Managers Level I Level II Level III	1,279 1,493 1,662	- - -	1,273 1,490 1,628	1,265 1,477 –	- - -	- - -	- - -	- - -	- - -	1,281 1,501 –	- - -	- - -	- - -
Personnel Specialists Level I	550 621 818 1,058 1,417 1,796	- - \$812 - - -	546 620 816 1,054 1,413 1,789	541 641 831 1,046 1,374	- \$639 809 1,007 -	- 595 809 1,033 1,265	- 673 839 1,039 1,398	- 701 895 1,092 1,401 -	- 682 843 1,102 1,398	- 597 794 1,065 1,486	- 575 771 1,004 - -	- 622 758 1,051 - -	- 698 883 1,131 1,488
Personnel Supervisors/Managers Level I Level II Level III Level IV	1,223 1,511 1,794 2,225	- - - -	1,220 1,516 1,781 2,211	1,219 1,520 1,737 –	- - - -	- - - -	- - - -	1,226 1,537 - -	- - - -	– 1,505 1,835 –	 	- - - -	- - - -

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, June 1996

							N	Manufacturin	g				
	A.II					Durable	e goods				Nondural	ble goods	
Occupation and level	All goods- producing	Construc- tion	All manu- facturing	All durable goods	Fabricated metal products	Industrial and commer- cial machinery	Electronic equipment	Transpor- tation equipment	Measuring instru- ments	All nondurable goods	Food and kindred products	Printing and publishing	Chemicals and allied products
Technical Occupations													
Computer Operators Level I	449 587	- - - -	\$350 447 586 717	\$365 448 576 723	- - - -	_ \$447 573 _	_ \$442 588 _	- - \$595 -	_ \$432 591 _	- \$446 597 709	- \$478 553 -	_ \$441 598 _	- \$489 641 -
Drafters Level I Level II Level III Level IV	492 620	- \$498 653 -	387 490 616 830	388 489 612 827	- \$488 616 -	– 479 598 –	- 487 622 808	- 504 649 -	- 486 653 -	- 510 674 -	- - -	- - - -	- - - -
Engineering Technicians Level I Level II Level III Level IV Level V	515 648 775 873	- - - - -	- 516 648 774 869 1,029	398 515 647 773 866 1,035	- - - - -	_ 503 614 757 848 _	_ 511 669 777 894 _	_ 539 680 793 913 –	_ 543 638 741 810	- - 654 796 -	- - - - -	- - - - -	- - - - -

Table D-3. Average weekly pay in goods-producing industries, clerical occupations, United States, June 1996

							ı	Manufacturin	g				
						Durable	e goods				Nondural	ole goods	
Occupation and level	All goods- producing	Construc- tion	All manu- facturing	All durable goods	Fabricated metal products	Industrial and commer- cial machinery	Electronic equipment	Transpor- tation equipment	Measuring instru- ments	All nondurable goods	Food and kindred products	Printing and publishing	Chemicals and allied products
Clerks, Accounting Level I Level II Level III Level IV	376 472	- \$384 468 -	\$309 375 470 568	\$301 372 469 568	_ \$384 456 _	- \$370 462 554	- \$384 472 570	- \$360 467 617	- \$382 483 580	\$322 378 471 567	- \$369 450 542	- \$383 451 543	_ \$411 545 618
Clerks, General Level I Level II Level III Level IV	330 450	- 314 389 -	285 331 455 536	– 345 482 554	- - - -	- 350 416 -	- - 598 -	- 352 550 612	_ 339 424 _	- 321 418 502	- 321 379 -	- 324 444 -	- - - -
Clerks, Order Level I		_ _ _	371 469	359 460	 - -	- -	_ _	_ _	_ _	385 481	369 -	 - -	- -
Key Entry Operators Level I	344 426	_ _	344 426	340 427	_ _	_ _ _	_ _	_ _	_ _	347 425	355 422	349 407	_ _
Personnel Assistants Level I Level II Level III Level IV	398	- - - -	311 397 496 582	306 407 503 582	- - - -	- - - -	- - 487 -	- - 523 -	- - - -	- 382 488 581	- 355 444 -	- - - -	- - - -
Secretaries Level I	508 583 685	- - 599 665 -	437 508 581 683 814	453 513 582 683 819	- - 501 - -	- - 550 674 -	- 463 589 690	- 506 615 687 861	- 528 595 703 780	416 500 579 683 808	- 473 535 650 -	- 506 556 695 -	- 522 612 696 -
Switchboard Operator-Receptionists	354	355	354	349	354	352	339	343	393	360	361	366	400
Word Processors Level I Level III	469	- - -	356 473 630	- 463 641	- - -	- - -	- - -	- - -	- - -	- 486 -	- - -	- - -	- - -

Table D-4. Average hourly pay in goods-producing industries, maintenance and toolroom occupations, United States, June 1996

							ľ	Manufacturin	g				
						Durable	e goods				Nondural	ble goods	
Occupation and level	All goods- producing	Construc- tion	All manu- facturing	All durable goods	Fabricated metal products	Industrial and commer- cial machinery	Electronic equipment	Transpor- tation equipment	Measuring instru- ments	All nondurable goods	Food and kindred products	Printing and publishing	Chemicals and allied products
General Maintenance Workers	\$10.31	_	\$10.29	\$10.77	\$12.05	\$10.43	\$10.60	\$10.99	\$11.28	\$9.84	\$9.59	\$10.97	\$10.64
Maintenance Electricians	18.84	-	18.83	19.19	18.02	17.77	-	21.47	18.76	17.59	16.12	20.51	19.60
Maintenance Electronics Technicians Level I Level II Level III	11.63 17.52 19.99	- - -	11.62 17.45 19.96	11.42 16.24 20.45	- - -	- 15.81 -	- - -	- - -	- - -	- - 18.58	- - -	- - -	- - -
Maintenance Machinists	16.80	-	16.82	16.10	15.39	14.61	16.06	20.17	16.69	18.26	18.55	21.12	19.00
Maintenance Mechanics, Machinery	16.40	_	16.39	17.00	16.02	16.46	16.46	20.18	16.27	15.47	14.74	16.04	17.51
Maintenance Mechanics, Motor Vehicle	15.99	\$14.66	15.89	16.74	_	-	_	20.24	_	14.77	13.96	_	_
Maintenance Pipefitters	20.74	_	20.85	21.35	_	_	_	21.82	_	19.49	-	_	_
Tool and Die Makers	19.05	-	19.05	19.23	17.18	16.94	19.52	21.64	18.84	16.87	-	_	_

Table D-5. Average hourly pay in goods-producing industries, material movement and custodial occupations, United States, June 1996

							1	Manufacturin	g				
						Durable	e goods				Nondural	ble goods	
Occupation and level	All goods- producing	Construc- tion	All manu- facturing	All durable goods	Fabricated metal products	Industrial and commer- cial machinery	Electronic equipment	Transpor- tation equipment	Measuring instru- ments	All nondurable goods	Food and kindred products	Printing and publishing	Chemicals and allied products
Forklift Operators	\$11.39	_	\$11.39	\$11.80	\$11.59	\$10.98	\$11.58	\$15.87	_	\$10.80	\$11.23	\$11.17	\$12.21
Guards Level ILevel II	9.10 13.98	_ _	9.10 14.02	9.25 14.09	_ _	_ _ _	8.90 –	_ _	_ _	8.96 13.86	7.95 -	10.59 –	_ _
Janitors	10.44	_	10.44	11.43	9.09	8.92	11.60	15.41	\$10.33	8.80	9.75	9.47	10.66
Material Handling Laborers	_	_	_	10.55	_	_	11.31	11.92	_	7.74	-	_	_
Shipping/Receiving Clerks	10.62	_	10.60	10.61	10.62	10.68	11.03	11.88	10.59	10.59	10.79	10.83	12.36
Truckdrivers Light Truck Medium Truck Heavy Truck Tractor Trailer	12.76	\$9.27 9.11 11.41 14.17	9.88 13.17 14.40 13.02	10.34 10.79 13.15 13.26	- - - -	- - - -	- - - -	- - - 17.93	- - - -	9.37 14.23 18.18 12.94	- 12.93 14.03 13.14	8.78 16.90 – –	- - - -

Table E-1. Average weekly pay in service-producing industries, professional and administrative occupations, United States, June 1996

			tation and utilities			Finance, in	surance, and	I real estate			Services		
Occupation and level	All service- producing	All	Communi- cations	Wholesale trade	Retail trade	All	Depository institutions	Insurance carriers	All	Business services	Health services	Education- al services	Engineer- ing and manage- ment services
Professional Occupations													
Accountants	616 808 1,038	\$538 637 847 1,070 1,371 1,803	- \$633 812 1,016 -	\$511 613 838 1,043 —	\$508 605 800 1,029 1,418	\$514 629 806 1,037 1,469	\$502 601 759 1,022 1,302	\$525 638 794 1,017 1,352	\$493 604 788 1,024 1,352	\$534 615 818 1,015 1,315	\$502 603 752 1,003 1,384	\$472 598 780 994 -	\$502 636 823 1,073 1,340
Accountants, Public Level I Level II Level III Level IV	641 747	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -	- - - -	594 641 747 977	- - - -	- - - -	- - - -	594 641 747 977
Attorneys Level I	1,098 1,380 1,761 2,194	- 1,153 1,401 1,827 2,182 -	- - - -	- - - - -	- - - -	870 1,124 1,394 1,705 2,203	- 1,385 1,714 - -	_ 1,133 1,358 1,606 _ _	- 979 1,358 1,895 2,291 -	- - - -	- 1,302 - - -	- - - -	_ _ _ 1,932 _ _ _
Engineers	799 964 1,185 1,414 1,643 1,889	731 873 1,021 1,217 1,405 1,653 -	- 983 1,188 - - - -	- 938 1,157 - - - -	- - - - - -	- - - - - - -	- - - - - -	- - - - - -	648 774 941 1,170 1,415 1,645 1,885	- 978 1,182 1,394 - -	- - - - - -	- - - - - -	647 770 936 1,169 1,417 1,639 1,879
Administrative Occupations Budget Analysts													
Level II Level IV	651 831	- - 888 -	- - -	- - - -	- - -	- - - -	- - - -	- - - -	- 639 804 867	- - - -	- 665 780 -	- - - -	- - - -
Buyers/Contracting Specialists Level I Level II Level III Level IV	664	_ 700 937 1,111	- - - -	- 655 - -	1 1 1	541 687 856 –	- 640 - -	- 690 - -	505 652 867 1,117	- 678 917 -	498 637 829 –	- 643 - -	508 666 843 1,103

Table E-1. Average weekly pay in service-producing industries, professional and administrative occupations, United States, June 1996 — Continued

			tation and utilities			Finance, in	surance, and	f real estate			Services		
Occupation and level	All service- producing	All	Communi- cations	Wholesale trade	Retail trade	All	Depository institutions	Insurance carriers	All	Business services	Health services	Education- al services	Engineer- ing and manage- ment services
Computer Programmers Level I	\$547 638 794 949 1,145	- \$666 800 -	- - - -	- \$634 811 - -	- \$605 767 - -	\$551 637 805 924 –	\$545 640 784 - -	\$548 621 750 - -	\$552 639 787 962 1,136	\$539 637 784 959	- \$628 777 945 -	- \$603 729 - -	- \$678 831 - -
Computer Systems Analysts Level I	783 939 1,106 1,310 1,522	835 1,000 1,164 —	_ \$981 1,118 _ _	793 965 1,164 – –	751 914 1,083 – –	772 939 1,097 1,320	770 921 1,122 –	752 928 1,078 1,316	784 922 1,094 1,289	790 922 1,091 1,288	767 923 1,096 —	741 886 1,087 —	781 921 1,115 1,298
Computer Systems Analyst Supervisors/Managers Level I Level II Level III	1,204 1,400 1,673	1,244 1,521 –	- - -	- - -	- - -	1,204 1,402 1,717	- - -	1,207 1,387 –	1,179 1,363 1,608	1,146 1,357 1,606	1,297 - -	- - -	- - -
Personnel Specialists Level II Level III Level IV Level V Level VI	500 601 789 1,047 1,330 1,759	497 654 861 1,096 1,354	- 669 858 1,079 -	- 608 791 1,069 -	- 571 800 1,036 -	504 608 781 1,022 1,274	485 599 753 1,023 1,304	- 611 809 1,029 1,219	495 596 774 1,040 1,355	- 621 818 1,052 1,366	497 584 749 997 1,356	_ 591 754 1,004 _ _	- 626 805 1,111 1,360
Personnel Supervisors/Managers Level I Level II Level III Level IV	1,154 1,474 1,902 2,319	_ 1,506 _ _	- - - -	- - - -	1 1 1	1,112 1,460 1,950 –	_ 1,378 _ _ _	- 1,394 - -	1,149 1,439 1,817 –	- - - -	1,125 1,450 – –	- - - -	- - - -

Table E-2. Average weekly pay in service-producing industries, technical and protective service occupations, United States, June 1996

			tation and utilities			Finance, in	surance, and	I real estate			Services		
Occupation and level	All service- producing	All	Communi- cations	Wholesale trade	Retail trade	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	443 570	_ \$498 638 728	_ \$513 645 _	_ \$440 580 _	_ \$441 572 -	\$350 443 557 662	\$351 415 539	- \$482 561 672	\$354 437 552 676	\$355 443 546 673	_ \$435 545 _	_ \$438 531 -	_ \$421 589 _
Drafters	519 670	529 611 746 839	- 621 - -	- - - -	- - - -	- - - -	- - - -	- - - -	414 483 653 758	- - - -	- - - -	- - - -	415 481 653 758
Engineering Technicians Level I	536 655 803 955	- 709 855 965	- - - - -	- - - - -	- - - - -	- - - - -	- - - -	- - - -	- 516 632 781 956 1,136	- - - - -	- - - - -	- - - -	- 493 631 782 959
Engineering Technicians, Civil Level I	319 453 596 756	- - - - -	- - - -	- - - -	- - - - -	- - - -	- - - -	- - - -	317 451 594 756 949	- - - - -	- - - - -	- - - -	317 451 594 757 949
Protective Service Occupations Police Officers Level I	570	_	_	_	_	_	_	-	568	_	_	551	_

Table E-3. Average weekly pay in service-producing industries, clerical occupations, United States, June 1996

			tation and utilities			Finance, in	surance, and	real estate			Services		
Occupation and level	All service- producing	All	Communi- cations	Wholesale trade	Retail trade	All	Depository institutions	Insurance carriers	All	Business services	Health services	Education- al services	Engineer- ing and manage- ment services
Clerks, Accounting Level I Level II Level III	372 450	\$382 393 486 603	_ \$444 490 _	\$302 379 440 558	\$309 355 426 530	\$304 373 450 499	\$295 350 417 472	_ \$371 476 511	\$307 372 455 548	_ \$397 463 564	_ \$359 452 529	_ \$355 425 527	_ \$385 476 547
Clerks, General Level I Level II Level III Level IV	325 413	- 363 489 578	- - 530 591	- 336 397 -	- 306 392 484	292 330 389 469	288 327 373 451	- 328 391 -	257 317 403 476	- 297 384 -	272 323 418 463	- 321 377 -	- 339 430 525
Clerks, Order Level I Level II	333 489	- -	- -	361 466	- -	- -	- -	- -	- -	- -	- -	- -	- -
Key Entry Operators Level I Level II		368 -	_ _	351 413	317 423	336 408	312 362	351 417	320 399	319 389	331 401	328 372	311 405
Personnel Assistants Level I Level II Level III	396 483	- 399 525 -	- - - -	- - - -	- 390 496 -	- 413 468 568	- 407 473 -	- 461 494 -	317 389 482 559	- 430 449 -	312 382 462 535	- 389 488 -	- 405 511 -
Secretaries Level I Level II Level III Level IV Level V	482 554 668	423 510 581 695 838	- 507 579 681	390 484 570 655 855	391 474 534 636	401 498 553 668 815	368 464 526 659 785	421 517 546 654 810	373 467 549 666 796	406 464 566 671 812	375 471 539 639 725	350 432 511 623	443 505 577 725 841
Switchboard Operator-Receptionists Word Processors Level I Level II		353 - - -	357 - - -	349 - - -	322 - - -	381 387 453 569	348 361 405 –	421 388 443 –	357 378 516 657	371 - 490 -	330 - 468 -	342 - - -	401 394 493 610

Table E-4. Average hourly pay in service-producing industries, maintenance and toolroom occupations, United States, June 1996

			tation and utilities			Finance, in	surance, and	I real estate			Services		
Occupation and level	All service- producing	All	Communi- cations	Wholesale trade	Retail trade	All	Depository institutions	Insurance carriers	All	Business services	Health services	Education- al services	Engineer- ing and manage- ment services
General Maintenance Workers	\$9.97	\$11.27	\$11.36	\$11.09	\$10.14	\$9.71	\$10.15	\$9.97	\$9.88	-	\$10.01	\$10.83	\$12.27
Maintenance Electricians	18.50	20.42	_	-	-	18.75	_	-	16.86	-	15.87	16.42	18.43
Maintenance Electronics Technicians Level I Level II Level III	12.03 18.66 20.96	12.75 19.36 21.29	_ 19.35 20.88	- - -	- - -	- - -	- - -	- - -	11.54 15.89 19.13	- \$15.60 -	12.04 16.44 19.49	- - -	- - -
Maintenance Machinists	17.50	17.50	_	-	-	_	-	-	-	-	-	_	-
Maintenance Mechanics, Machinery	18.91	20.93	_	14.82	_	_	_	_	17.66	_	16.68	_	_
Maintenance Mechanics, Motor Vehicle	16.10	16.82	19.05	14.40	16.60	_	_	-	14.12	-	_	14.34	_
Maintenance Pipefitters	19.03	-	_	-	-	-	_	-	19.65	-	-	_	-

Table E-5. Average hourly pay in service-producing industries, material movement and custodial occupations, United States, June 1996

			tation and utilities			Finance, in	surance, and	real estate			Services		
Occupation and level	All service- producing	All	Communi- cations	Wholesale trade	Retail trade	All	Depository institutions	Insurance carriers	All	Business services	Health services	Education- al services	Engineer- ing and manage- ment services
Forbill On section	044.77	044.54		044.07	640.00				#0.00				
Forklift Operators	\$11.77	\$11.51	_	\$11.67	\$12.69	_	_	_	\$9.23	_	_	_	-
Guards Level I Level II	6.88 11.78	10.19 –	_ _	8.43 -	8.73 -	\$8.41 10.59	\$9.71 -	- -	6.77 11.64	\$6.44 12.00	\$8.85 11.60	\$10.18 11.03	_ _
Janitors	6.97	10.69	\$11.70	8.92	7.31	9.44	7.53	-	6.77	6.21	7.36	8.68	\$9.65
Material Handling Laborers	8.93	11.53	_	8.10	7.98	_	_	_	7.55	7.24	9.19	_	-
Shipping/Receiving Clerks	10.29	8.47	_	11.08	10.06	9.56	-	-	9.64	10.10	9.38	_	10.52
Truckdrivers Light Truck Medium Truck Heavy Truck Tractor Trailer	15.30	8.94 17.44 12.79 15.06	- - - -	8.30 11.43 12.26 13.52	7.03 9.45 - 14.74	10.04 - - -	- - - -	- - -	9.01 10.98 10.10 13.05	8.52 - - -	8.84 13.35 – –	- - - -	- - - -

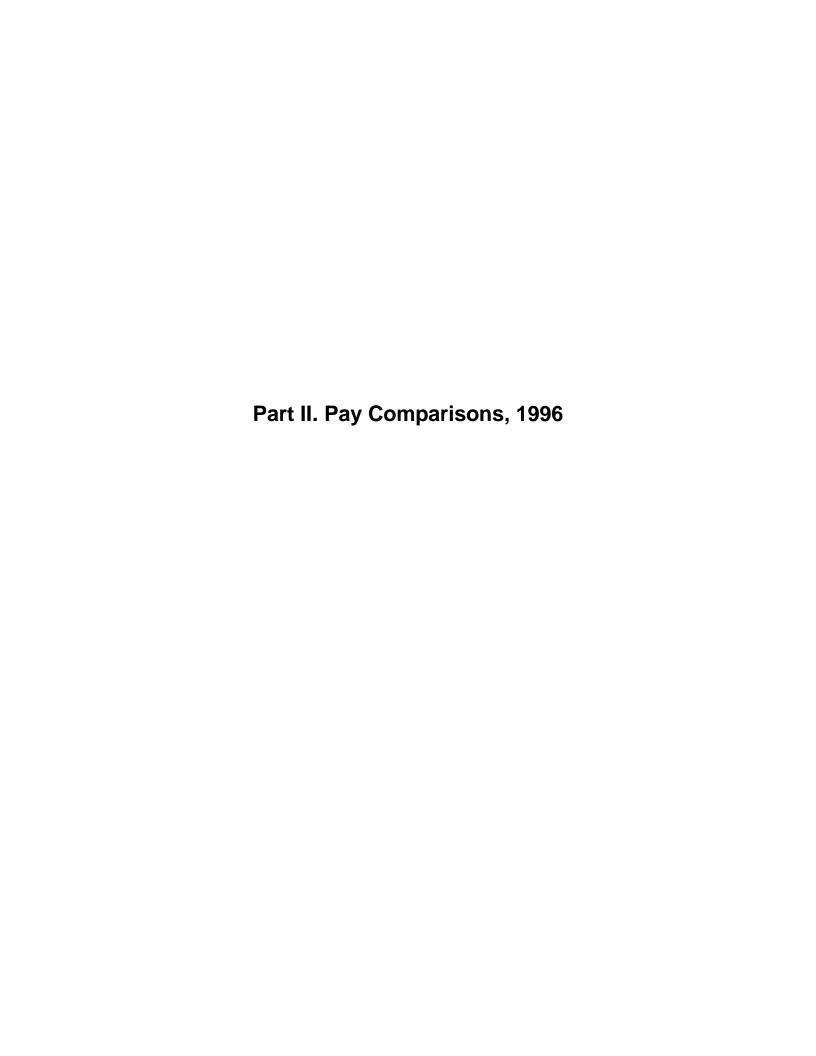


Table F-1. Pay relatives for occupational groups, all industries, selected areas, 1996

						0	ccupational gro	up					
State and area		Professional			Administrative			Beets of the	Cle	erical		Martarial	
	Overall	Accountants	Engineers	Overall	Programmers	Systems Analysts	Technical	Protective service	Overall	Secretaries	Maintenance	Material movement	Janitors
Alabama Huntsville	-	92	-	94	100	94	99	73	92	92	103	-	73
Alaska Statewide Alaska Anchorage	119 120	118 116	120 120	119 116	_ _	117 117	_ _	156 164	122 -	_ _	136	- -	136 109
Arizona Phoenix	98	95	99	97	_	98	_	_	87	86	96	-	81
California Los Angeles-Long Beach Sacramento-Yolo CMSA San Diego San Francisco-Oakland-San Jose CMSA	103 98 95 110	107 101 102 112	103 97 93 109	106 102 101 113	- - -	107 100 102 115	108 106 - 110	137 126 123 143	113 110 101 120	115 107 104 121	- 107 102 119	_ 100 _ _	98 112 105 –
Colorado Denver-Boulder-Greeley CMSA	103	102	103	102	106	103	97	107	101	103	100	-	97
Connecticut Hartford New London–Norwich	102 -	100 103	103 -	_ _	_ _	<u>-</u> -	99 -	110 -	106 —	107 -	107	- -	_ 117
District of Columbia Washington	102	104	102	100	103	98	102	105	108	109	109	-	96
Florida Miami–Ft. Lauderdale CMSA [†]	105 102 96 –	98 95 96 103	106 103 96 –	99 91 98 –	101 91 - -	100 90 99 –	- - - -	114 - - 105	96 89 88 95	98 94 91 94	89 - 84 84	- 85 86 -	87 94 78 89
Georgia Atlanta Decatur County	96 -	98 -	96 -	97 -	96 -	96 -	97 -	75 -	101 —	97 -	100	102 -	83 76
lawaii Statewide Hawaii Honolulu	88 87	89 89	87 86	87 87	85 85	84 85	_ _	94 96	104 103	110 110	97 -	- -	100 96
Ilinois Chicago–Gary–Kenosha CMSA ¹	103	99	104	103	107	103	103	117	105	109	108	111	115
n diana Indianapolis	95	97	93	96	_	96	_	87	93	93	106	-	100
Wassachusetts Boston-Worcester-Lawrence CMSA ¹ Springfield	101 -	100 99	101 -	101 -	97 -	102 -	105 -	_ _ _	107 -	106 95	104	- -	114 122

Table F-1. Pay relatives for occupational groups, all industries, selected areas, 1996 — Continued

						0	ccupational gro	up					
State and area		Professional			Administrative			Don't a still a	Cle	rical		Marrial	
	Overall	Accountants	Engineers	Overall	Programmers	Systems Analysts	Technical	Protective service	Overall	Secretaries	Maintenance	Material movement	Janitors
Michigan Detroit	104	105	104	105	104	103	108	106	107	111	113	-	117
Minnesota Minneapolis-St. Paul	99	100	99	100	99	102	-	-	103	98	106	-	106
Mississippi Jackson	94	_	95	87	_	85	_	68	89	85	_	-	67
Missouri Kansas City St. Louis	92 -	97 96	90 -	99 -	103 -	101 -	98 96	85 89	94 95	95 97	96 105	98 112	96 85
Nebraska Omaha	100	95	101	98	96	99	-	97	94	94	-	-	96
New York Nassau-Suffolk	99	105	97	108	112	107	_	151	111	112	112	_	136
North Dakota Ward County	_	_	-	_	-	_	_	_	_	_	_	_	94
Ohio Cincinnati Cincinnati—Hamilton CMSA ¹ Cleveland Cleveland—Akron CMSA ¹ Columbus Dayton—Springfield	101	97 98 97 96 97	98 99 94 94 103 97	104 106 97 96 99	- 102 97 94 103	108 111 96 96 98 97	98 98 - 95 - 97	96 95 96 96 103 101	97 96 99 98 101 94	97 95 101 98 100 96	103 100 104 102 94 105	- 101 106 110 - -	96 97 91 96 104 107
Oregon Portland–Salem CMSA ¹	99	98	99	98	-	97	-	117	98	99	99	-	99
Pennsylvania Philadelphia	102 102 95 95 95	102 101 98 93 93	102 103 93 95 96	101 101 95 – –	100 102 93 -	102 102 95 - -	103 105 99 -	109 108 105 - -	102 103 95 99 86	98 101 97 94 83	100 102 94 99 85	105 102 113 - 97	115 112 100 124 102
Puerto Rico San Juan-Caguas-Arecibo CMSA	78	73	80	75	76	73	_	_	69	74	62	60	62
rennessee Nashville	90	91	90	92	_	89	94	_	90	91	86	102	84
Texas Dallas-Ft. Worth CMSA Houston Houston-Galveston-Brazoria CMSA ¹	100 107 107	102 110 110	100 106 106	98 109 109	102 110 109	98 110 109	95 109 108	89 87 86	96 105 103	99 105 104	90 101 102	85 - -	– 68 68

Table F-1. Pay relatives for occupational groups, all industries, selected areas, 1996 — Continued

						0	ccupational gro	up					
State and area		Professional			Administrative				Cle	rical			
	Overall	Accountants	Engineers	Overall	Programmers	Systems Analysts	Technical	Protective service	Overall	Secretaries	Maintenance	Material movement	Janitors
Virginia Richmond-Petersburg	99	99	99	98	-	98	_	-	-	100	103	96	81
Washington Seattle-Tacoma-Bremerton CMSA	-	101	-	97	-	94	-	120	103	100	114	-	114
Wisconsin													
Juneau County	-		-	l	-	I	, - .	107
Milwaukee	97 97	99 99	97 97	100 100	102 102	99 99	100 99	103 103	100 100	102 101	106 105	112 112	103 104
Wyoming													
Lincoln County	_	_	_	_	-	_	_	_	_	_	_	-	118

¹ These areas had a change in area definition in 1996 and are not comparable to similar areas presented in the 1995 National Summary.

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Table F-2. Pay relatives for occupational groups, private industry, selected areas, 1996

						0	ccupational gro	up					
State and area		Professional			Administrative			5	Cle	rical			
	Overall	Accountants	Engineers	Overall	Programmers	Systems Analysts	Technical	Protective service	Overall	Secretaries	Maintenance	Material movement	Janitors
Alabama Birmingham¹ Gadsden and Anniston¹ Huntsville Mobile¹ Montgomery¹	<u>-</u> -	- - 92 - -	- - - -	- - 94 - -	- 100 - 80	- - 94 - -	- - - -	- - - - -	97 - 97 90 93	99 - 94 97 95	92 77 105 85 78	- - - -	69 108 73 68 71
Alaska Statewide Alaska Anchorage	123 123	_ _	124 124	_ _ _	<u>-</u> -	115 113	- -	- -	115 112	117 -	130 -	<u>-</u> -	132 116
Arizona Phoenix	99	96	99	100	-	102	-	-	91	88	97	-	79
California Fresno-Visalia¹ Los Angeles-Long Beach Sacramento-Yolo CMSA Salinas¹ San Diego San Francisco-Oakland-San Jose CMSA		- 105 101 - 103 110	- 101 99 - 92 108	_ 106 98 _ _ _ 113	- - - -	_ 107 96 _ 102 115	- 106 - - - 109	- - - - -	94 109 102 - 100 116	94 109 102 - 102 116	- 106 100 - 101 116	- 100 - - -	81 95 104 110 97
Colorado Colorado Springs and Pueblo¹ Denver–Boulder–Greeley CMSA	_ 102	_ 101	_ 103	_ 103	_ 105	_ 104	_ 97	_ _ _	92 102	90 101	_ 98	_ _	89 97
Connecticut Hartford New London–Norwich	102 -	101 104	103 -	- -	<u>-</u>	- -	99 -	- -	106 -	105 -	108 -	- -	103 120
District of Columbia Washington	102	104	102	100	103	97	102	_	108	105	_	_	98
Florida Gainesville¹	- 106 - 102 96 -	- 97 - 96 96 106	- 108 - 103 96 -	- 98 - 91 - -	- 100 - 91 - -	- 99 - 90 99	- - - -	- - - - -	- 97 - 93 89 94	- 96 - 94 90 92	- 86 - - 83	- - - 85 86 -	84 85 81 102 76 95
Georgia Atlanta Augusta–Aiken, Columbia and Sumter¹ Columbus¹		98 - -	97 - -	98 - -	98 - -	96 88 –	98 - -	- - -	104 94 –	101 93 89	101 94 81	- 97 -	85 81 79
Hawaii Statewide HawaiiHonolulu	98 -	99 99	98 -	96 96	<u>-</u>	94 94	- -	- -	105 105	103 104	- -	<u>-</u> -	100 97

Table F-2. Pay relatives for occupational groups, private industry, selected areas, 1996 — Continued

						0	ccupational gro	up					
State and area		Professional			Administrative				Cle	rical			
	Overall	Accountants	Engineers	Overall	Programmers	Systems Analysts	Technical	Protective service	Overall	Secretaries	Maintenance	Material movement	Janitors
Illinois Central Illinois¹ Chicago–Gary–Kenosha CMSA ²	_ 103	_ 98	_ 104	_ 103	_ 106	_ 102	_ 103	<u>-</u> -	97 104	96 106	_ 106		102 113
Indiana Indianapolis	96	101	95	98	-	97	-	-	95	89	108	-	99
Kansas Wichita ¹	-	_	-	-	-	-	-	-	97	96	106	-	97
Kentucky Lexington-Fayette ¹ Louisville ¹	- -	_ _	- -	_ _	_ 94	- -	- -	- -	– 96	92 99	91 98	108 -	82 89
Louisiana Shreveport–Bossier City ¹	-	_	-	_	-	-	_	-	89	_	90	-	-
Massachusetts Boston-Worcester-Lawrence CMSA ²	100	99	100	101	97	101	105	-	106	104	101	-	113
Michigan Detroit	105	107	104	106	104	103	108	-	-	107	113	-	116
Minnesota Minneapolis-St. Paul	98	98	98	99	98	101	_	-	100	95	105	-	108
Mississippi Biloxi–Gulfport–Pascagoula ¹ Columbus ¹ Jackson	- - -	- - -	- - -	- - -	91 - -	94 - -	- - -	- - -	- - 94	87 - 93	83 - -	76 - -	95 78 71
Missouri Kansas City St. Louis	92 -	97 96	91 -	100 97	104 -	100 99	99 97	- -	98 96	95 95	98 107	98 -	89 84
Nebraska Omaha	99	94	101	97	95	98	-	-	93	92	-	-	90
New York Buffalo-Niagara Falls¹ Nassau-Suffolk	– 96	_ 101	– 96	_ 106	_ 110	92 105	_ _	- -	94 107	95 101	_ 111	120 _	121 117
North Carolina Greensboro–Winston-Salem–High Point ¹	-	_	-	_	94	101	-	-	98	96	89	92	74
Ohio Cincinnati Cincinnati—Hamilton CMSA ² Cleveland Cleveland—Akron CMSA ² Columbus	98 98 94 94 101	96 96 96 96 96	98 99 94 94 102	103 106 97 96 97	- 102 96 93 100	108 111 95 96 96	98 98 95 95 -	1111	96 95 97 97 99	96 96 97 97 98	103 101 104 102 98	- 106 - -	96 96 92 97 97

Table F-2. Pay relatives for occupational groups, private industry, selected areas, 1996 — Continued

						0	ccupational gro	up					
State and area		Professional			Administrative			Desta etias	Cle	rical		Manadal	
	Overall	Accountants	Engineers	Overall	Programmers	Systems Analysts	Technical	Protective service	Overall	Secretaries	Maintenance	Material movement	Janitors
Ohio Dayton-Springfield	96	96	97	98	-	96	97	-	93	93	106	_	109
Oklahoma Oklahoma City ¹	-	_	-	_	_	_	94	-	96	95	95	87	87
Oregon Portland–Salem CMSA ²	99	98	100	99	_	99	_	-	97	96	98	-	100
Pennsylvania Harrisburg-Lebanon-Carlisle ¹	_ 103 103 94 96	- 102 102 98 92	- 103 103 93 97	_ 101 101 95 _	- 100 102 93 -	87 102 102 95 –	103 106 100	- - - 94 -	94 102 102 95 85	90 98 99 95 80	97 100 102 93 84	97 105 102 113 99	113 116 113 93 100
Puerto Rico San Juan-Caguas-Arecibo CMSA	83	78	84	79	_	78	_	_	73	75	63	61	66
Tennessee Nashville	93	95	93	94	_	91	_	_	91	88	_	_	90
Texas Dallas-Ft. Worth CMSA Houston Houston-Galveston-Brazoria CMSA ² Northwest Texas ¹ San Antonio ¹		102 111 111 - -	100 106 106 –	98 110 110 — —	97 111 110 - -	98 110 110 - -	95 110 109 - -	- - - -	99 108 107 93 90	99 107 106 97 90	91 103 104 95	- - - 73 -	- 68 68 74 73
Vermont Statewide Vermont ¹	-	_	_	_	_	89	_	_	97	92	85	78	106
Virgin Islands Virgin Islands of the U.S. ¹	_	_	_	_	_	_	_	_	_	93	_	_	90
Virginia Norfolk-Virginia Beach-Newport News¹ Richmond-Petersburg		_ 100	_ 103	_ 100	93 -	90 98	- -	- -	90 -	90 –	89 105	– 98	80 81
Washington Seattle-Tacoma-Bremerton CMSA	-	101	-	96	_	95	-	-	103	98	114	-	112

Table F-2. Pay relatives for occupational groups, private industry, selected areas, 1996 — Continued

						O	ccupational gro	up					
State and area		Professional			Administrative				Cle	rical			
	Overall	Accountants	Engineers	Overall	Programmers	Systems Analysts	Technical	Protective service	Overall	Secretaries	Maintenance	Material movement	Janitors
Wisconsin Juneau County Milwaukee Milwaukee-Racine CMSA ² Wyoming Statewide Wyoming ¹	97 97	- 98 98	- 97 97	_ 100 100	_ 101 102	- 99 99	- - -	- - -	_ 99 98	_ 98 98	- 106 105	- 112 112	119 104 104

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 private industry. See appendix A-4 for more details.

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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.

² These areas had a change in area definition in 1996 and are not comparable to similar areas presented in the 1995

Table F-3. Pay relatives for occupational groups, State and local government, selected areas, 1996

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

						0	ccupational gro	up					
State and area		Professional			Administrative			Desta etia	Cle	rical		Martarial	
	Overall	Accountants	Engineers	Overall	Programmers	Systems Analysts	Technical	Protective service	Overall	Secretaries	Maintenance	Material movement	Janitors
Alabama Huntsville	-	_	94	-	98	90	-	72	85	92	82	-	72
Alaska Statewide Alaska Anchorage	114 _	125 -	111 -	125 -	126 -	121 123	- -	154 162	_ _	_ _	146 _	- -	152 133
Arizona Phoenix	93	91	92	93	97	90	95	98	79	79	93	103	93
California Los Angeles-Long Beach Sacramento-Yolo CMSA San Diego San Francisco-Oakland-San Jose CMSA	116 101 103 123	115 105 104 127	115 101 98 120	112 108 105 117	119 - - -	110 106 105 113	120 112 106 130	136 124 121 142	124 112 103 130	133 116 110 138	127 118 111 131	124 - - -	112 116 112 135
Colorado Denver-Boulder-Greeley CMSA	107	109	104	104	117	100	104	105	102	106	104	-	97
Connecticut Hartford New London-Norwich	<u>-</u> -	_ _	- -	- -	_ _	- -	- -	109 103	_ _	109 —	110 —	- -	126 130
District of Columbia Washington	102	106	102	109	108	112	_	103	104	115	104	_	109
Florida Miami–Ft. Lauderdale CMSA [†]	104 - 96 -	104 89 93 89	100 - 96 -	103 90 91 –	108 91 92 –	105 90 91 –	102 - - -	112 88 - 103	94 83 90 92	103 91 95 97	93 83 85 85	- - 95 -	84 80 82 78
Georgia Atlanta Decatur County	91 -	96 —	86 -	91 -	90 -	93 -	_ _	74 -	89 -	93 -	91 —	- -	85 61
Hawaii Statewide Hawaii Honolulu	81 79	84 82	80 78	82 -	87 87	81 79	91 91	93 94	<u>-</u> -	119 119	_ _	86 -	100 100
Illinois Chicago–Gary–Kenosha CMSA ¹	103	109	101	107	-	111	108	115	110	117	_	136	128
ndiana Indianapolis	81	82	81	84	81	87	-	86	84	89	85	85	97
Massachusetts Boston-Worcester-Lawrence CMSA ¹	-	102	_	_	_	_	_	_	_	109	_	-	116
Michigan Detroit	91	97	83	98	106	101	104	104	115	124	110	_	134

Table F-3. Pay relatives for occupational groups, State and local government, selected areas, 1996 — Continued

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

						0	ccupational gro	up					
State and area		Professional			Administrative			Destantina	Cle	rical		Matarial	
	Overall	Accountants	Engineers	Overall	Programmers	Systems Analysts	Technical	Protective service	Overall	Secretaries	Maintenance	Material movement	Janitors
Minnesota Minneapolis-St. Paul	105	109	103	104	107	103	112	111	112	105	114	-	123
Mississippi Jackson	_	-	-	-	-	-	-	67	_	79	70	-	62
Missouri Kansas CitySt. Louis	94 92	98 97	90 90	92 -	89 95	93 94	- -	83 86	87 93	94 101	84 96	- -	98 108
Nebraska Omaha	-	-	108	-	-	-	-	96	102	-	99	-	99
New York Nassau-Suffolk	119	129	116	-	133	-	126	142	-	_	119	-	155
Ohio Cincinnati Cincinnati—Hamilton CMSA ¹ Cleveland Cleveland—Akron CMSA ¹ Columbus Dayton—Springfield	104 104 99 99 103	108 106 93 92 98	105 104 100 100 105 –	- 99 96 107	107 107 104 101 108	- 97 93 105 -	- - - 97 104 -	95 94 95 95 101 100	102 100 104 101 102 98	97 95 106 102 104 107	97 95 103 101 91	- 82 105 105 - -	99 98 108 108 109
Oregon Portland–Salem CMSA ¹	100	98	97	96	-	91	-	115	103	108	107	-	106
Pennsylvania Philadelphia Philadelphia-Wilmington-Atlantic City CMSA ¹ Pittsburgh Scranton-Wilkes-Barre-Hazleton	94 95 - -	98 98 — —	93 93 - -	102 98 - -	105 100 - -	101 96 - -	- - - -	106 106 104 99	107 107 - -	109 106 104 –	107 108 103 87	110 111 - -	127 124 118 104
Puerto Rico San Juan-Caguas-Arecibo CMSA	_	-	-	-	-	-	-	-	-	-	_	-	57
Tennessee Nashville	_	_	82	-	_	_	-	74	_	_	87	-	78
Texas Dallas-Ft. Worth CMSA Houston Houston-Galveston-Brazoria CMSA 1	86 87 87	93 92 94	79 82 81	92 91 91	103 93 93	90 89 88	91 - 84	87 85 85	86 - 88	92 95 95	81 88 88	74 66 69	79 83 80
Virginia Richmond-Petersburg	-	-	-	=	-	-	-	90	_	-	87	-	77
Washington Seattle-Tacoma-Bremerton CMSA	99	100	98	99	-	95	-	119	104	104	118	115	116

Table F-3. Pay relatives for occupational groups, State and local government, selected areas, 1996 — Continued

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

						O	ccupational gro	up					
State and area		Professional			Administrative				Cle	rical			
	Overall	Accountants	Engineers	Overall	Programmers	Systems Analysts	Technical	Protective service	Overall	Secretaries	Maintenance	Material movement	Janitors
Wisconsin Juneau County Milwaukee Milwaukee-Racine CMSA 1 Wyoming Lincoln County	100 101	_ 103 103	- 94 94	_ 104 103 _	_ 100 99 _	_ 103 103	-	- 102 102	- 112 112	_ 117 115	_ 109 110	1 1 1	86 120 121

¹ These areas had a change in area definition in 1996 and are not comparable to similar areas presented in the 1995 National Summary.

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, 1996

						0	ccupational gro	up					
Establishment characteristic		Professional			Administrative				Cle	rical			
	Overall	Accountants	Engineers	Overall	Programmers	Systems Analysts	Technical	Protective service	Overall	Secretaries	Maintenance	Material movement	Janitors
Industry													
All industries	100	100	100	100	100	100	100	100	100	100	100	100	100
Private industry	101	101	100	100	100	101	100	-	100	102	100	100	92
Goods producing	102	103	101	102	101	103	99	-	103	106	99	97	131
Construction	- .	100	I		-	. . .			<u>-</u> .	. .
Manufacturing	101	102	100	102	101	102	99	-	103	106	99	98	131
Durable goods	101	102	100	101	100	101	99	_	104	107	101	97	143
Nondurable goods	103	102	102	103	102	105	102	_	101	104	94	101	110
Service producing	101	99	100	100	101	100	102 111	-	99	100	103	101	87
Transportation and utilities	104	103	104	105	-	106	111	-	107	106	112	105	134
Wholesale trade	_	101 98	_	102	_	103 97	_	_	99 95	101 98	_	93 93	112 92
Retail tradeFinance, insurance, and real estate	_	100	_	99	100	97 99	_	_	95 98	102	_	93	118
Services	99	97	99	99	100	99	100	_	98 97	99	95	84	85
State and local government	94	96	94	96	97	96	105	101	100	96	100	103	121
Region													
Northeast	100	102	99	102	103	101	102	117	105	105	104	110	124
South	99	98	99	97	98	97	97	80	93	94	91	88	81
Midwest	99	99	99	100	98	101	99	98	98	99	103	106	104
West	102	104	102	103	103	103	103	123	106	105	105	101	101
Area classification													
Metropolitan	100	101	100	100	100	100	101	106	101	101	103	102	101
Nonmetropolitan	94	93	94	-	-	-	-	77	90	91	85	85	91
Establishments employing													
Less than 500 workers	99	99	99	99	99	100	97	80	98	101	92	93	87
500-999 workers	100	100	99	99	97	99	98	97	98	99	98	103	103
1,000-2,499 workers	103	102	102	103	102	102	102	-	102	101	105	116	109
2,500 workers or more	100	100	100	100	101	99	106	112	103	99	115	131	124

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, 1996

						0	ccupational gro	up					
Establishment characteristic		Professional			Administrative			Destanting	Cle	rical		Matadal	
	Overall	Accountants	Engineers	Overall	Programmers	Systems Analysts	Technical	Protective service	Overall	Secretaries	Maintenance	Material movement	Janitors
Industry Private industry Goods producing Construction Manufacturing Durable goods Nondurable goods Service producing Transportation and utilities Wholesale trade Retail trade	100 101 - 100 100 100 102 100 103 - -	100 102 99 101 101 101 99 102 100 98	100 100 - 100 99 102 100 103 -	100 102 - 101 101 103 99 105 101	100 101 - 100 100 101 100 - -	100 102 - 102 100 104 99 105 103 97	100 99 - 99 99 102 103 111 -	100 - - - - - 100 - -	100 103 - 103 103 102 99 106 100 95	100 104 - 104 104 102 99 104 100 96	100 99 - 99 100 94 103 112 -	100 96 - 97 97 100 101 105 94 93	100 143 - 143 157 121 95 146 122 100
Finance, insurance, and real estate	98	99 96	99	99 98	100 100	99 98	100	99	99 98	100 97	95	- 84	129 93
Northeast	99 99 99 102	101 98 98 103	99 100 99 102	101 98 100 103	103 100 98 102	100 97 101 103	102 98 100 102	- - - -	105 96 98 103	103 96 98 103	103 92 104 104	109 89 106 100	126 82 103 97
Area classification Metropolitan Nonmetropolitan	100 95	101 93	100 96	100 -	100 -	100 -	101 -	100 -	101 90	100 91	103 85	102 -	101 92
Establishments employing 50-499 workers 500-999 workers 1,000-2,499 workers 2,500 workers or more	99 99 101 102	99 100 101 104	99 99 101 101	99 99 102 102	99 97 102 103	100 99 101 100	97 98 101 107	- - - -	99 99 102 105	100 97 101 102	92 99 106 118	93 104 117 136	90 100 111 143

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, 1996

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

						0	ccupational gro	ир					
Establishment characteristic		Professional			Administrative			5	Cle	rical			
	Overall	Accountants	Engineers	Overall	Programmers	Systems Analysts	Technical	Protective service	Overall	Secretaries	Maintenance	Material movement	Janitors
Industry State and local government	100	100	100	100	100	100	100	100	100	100	100	100	100
Region Northeast South Midwest West	102 90 98 106	103 91 99 109	102 90 97 105	– 91 100 –	105 93 104 108	- 89 99 -	- 87 - 112	116 80 97 121	106 86 100 111	110 90 103 113	112 83 100 110	- 72 108 100	121 77 107 108
Area classification Metropolitan Nonmetropolitan	101 -	101 -	101 88	101 -	101 -	101 -	101 -	105 78	102 91	101 93	105 82	106 -	105 83
Establishments employing Less than 500 workers 500-999 workers 1,000-2,499 workers 2,500 workers or more	98 98 111 99	- 100 107 100	99 97 115 98	– 94 107 99	96 94 104 100	– 95 109 99	- - - 101	82 96 – 110	96 97 103 101	102 104 103 98	91 95 101 106	- - - 117	96 106 105 98

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

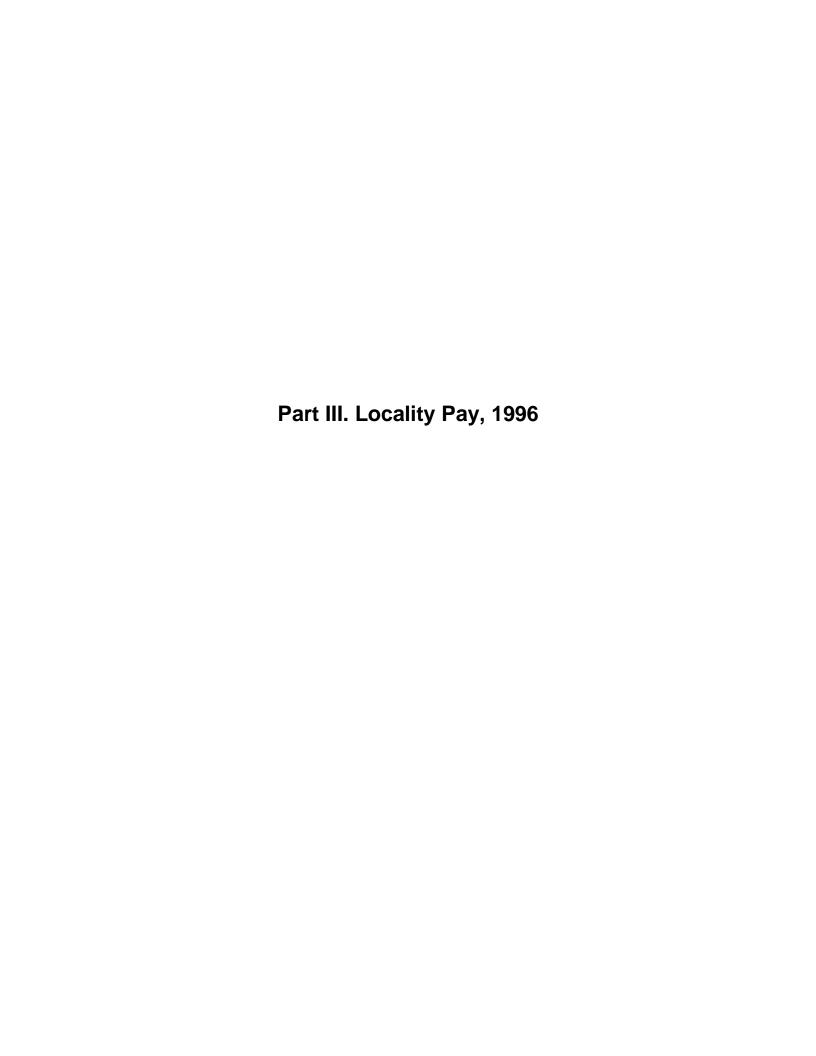


Table H-1. Average weekly pay¹ in all industries, professional and administrative occupations,² selected areas, 1996

							Pr	ofession	al						
State, area, and reference month			Accou	ıntants			А	ccountar	nts, Publi	С			Attorneys	3	
	I	II	III	IV	V	VI	-	II	Ш	IV	-	II	III	IV	V
Alabama Huntsville (March)	-	\$562	\$727	\$1,005	-	-	-	-	_	-	ı	_	_	_	-
Alaska Statewide Alaska (July) Anchorage (July)	<u>-</u> -	760 746	958 972	1,198 1,116	- -	- -	- -	- -	<u>-</u>	<u>-</u>	-	- -	\$1,282 -	\$1,569 -	_ _ _
Arizona Phoenix (April)	\$506	603	750	977	\$1,384	-	\$553	\$568	_	-	-	-	1,347	1,464	-
California Sacramento-Yolo CMSA (March) San Diego (July) San Francisco-Oakland-San Jose CMSA (March)	586 - 637	674 655 700	804 842 907	978 1,055 1,153	1,263 1,304 1,389	- - \$1,807	- - -	- - -	- - -	- - -	-	- \$1,106 1,245	1,227 1,333 1,523	1,397 1,676 1,802	- - \$2,094
Colorado Denver-Boulder-Greeley CMSA (January)	546	638	808	1,039	_	-	-	-	_	_	\$765	1,020	1,322	1,681	_
Connecticut Hartford (March) New London–Norwich (January)	<u>-</u> -	628 584	804 862	1,050 1,072	1,326 -	- -	- -	<u>-</u>	<u>-</u>	- -		997 -	1,298 -	1,681 –	2,026
District of Columbia Washington (February)	514	632	845	1,077	1,362	-	-	631	_	\$944	759	998	1,265	1,715	_
Florida Miami–Ft. Lauderdale CMSA (November) ³ Orlando (April) Tampa–St. Petersburg–Clearwater (July) West Palm Beach–Boca Raton (February)	520 454 - -	629 601 613 669	804 763 759 829	1,029 1,009 1,025 1,018	1,371 - 1,330 -	- - -	629 - 644 -	699 - 706 -	\$823 - 839 -	1,086 - 1,116 -	- - -	1,012 - - -	1,386 - 1,255 -	2,057 - - -	- - - -
Georgia Atlanta (March) Decatur County (February)	499 -	609 -	789 -	1,015 –	1,271 –	- -	- -	- -	<u>-</u>	<u>-</u>	1 -	- -	1,158 –	1,516 –	_ _ _
Hawaii Statewide Hawaii (August) Honolulu (August)	- -	603 596	753 759	885 885	927 923	- -	- -	623 623	729 729	1,027 1,027	-	- -	- -	- -	- -
Illinois Chicago-Gary-Kenosha CMSA (June) ³	542	637	781	1,035	1,348	1,955	593	644	752	1,037	-	934	1,281	1,693	_
Indiana Indianapolis (August)	485	622	785	1,001	1,418	_	_	-	-	_	-	1,058	1,385	1,659	_
Massachusetts Boston-Worcester-Lawrence CMSA (June) ³	545	628	803	1,021	1,424	1,857	-	607	707	_	-	-	1,441	1,975	_
Michigan Detroit (January)	514	684	840	1,054	1,364	1,785		-	-	-	894	1,057	1,357	1,574	2,039

Table H-1. Average weekly pay¹ in all industries, professional and administrative occupations,² selected areas, 1996 — Continued

				Profes	ssional									Ad	ministrat	ive					
State, area, and reference month				Engi	neers					Budget /	Analysts		Buyers	/Contrac	ting Spe	cialists		Comput	er Progra	ammers	
	I	II	III	IV	V	VI	VII	VIII	I	II	III	IV	I	II	III	IV	I	II	III	IV	V
Alabama Huntsville (March)	\$635	-	\$923	_	_	_	\$1,718	-	_	-	-	-	\$447	\$578	\$768	\$944	\$549	\$627	\$782	-	_
Alaska Statewide Alaska (July) Anchorage (July)	892 -	\$971 948	1,124 1,125	\$1,423 1,436	\$1,696 1,732	\$1,960 1,994	_ _	- -	- -	<u>-</u>	<u>-</u>	- -	- -	836 741	1,080 1,087	- -	- -	764 739	878 856	<u>-</u>	_ _
Arizona Phoenix (April)	742	839	969	1,149	1,311	_	1,989	-	_	_	\$892	-	516	621	788	1,042	_	632	736	_	_
California Sacramento-Yolo CMSA (March) San Diego (July)	744 - 751	837 799 842	985 893 1,056	1,101 1,087 1,257	1,300 1,313 1,532	1,499 1,517 1,814	1,670 1,833 2,153	- - \$2,426	- - -	- -	922 - 924	\$1,076 - -	- 528 610	670 670 749	949 886 972	- - 1,184	- - -	642 - 723	846 810 862	- - -	- - -
Colorado Denver-Boulder-Greeley CMSA (January)	690	808	956	1,183	1,435	1,675	2,078	-	_	_	846	-	508	654	849	_	_	681	817	\$968	_
Connecticut Hartford (March) New London–Norwich (January)	658 -	790 –	958 -	1,219 1,107	1,425 1,327	1,724 1,599	_ _	- -	- -	_	-	- -	- 514	675 -	920 807	1,140 –	- -	628 -	_	_ _	_ _
District of Columbia Washington (February)	631	781	963	1,169	1,439	1,717	1,967	-	_	\$706	855	1,017	559	677	833	956	-	653	800	966	_
Florida Miami–Ft. Lauderdale CMSA (November) ³ Orlando (April) Tampa–St. Petersburg–Clearwater (July) West Palm Beach–Boca Raton (February)	662 647 627	840 787 783 745	1,053 963 983 956	1,257 1,220 1,142 –	1,517 1,455 1,281	1,841 1,805 1,523	- - 1,601 -	- - -	- - -	- - -	- 747 - -	- - -	524 - 496 -	678 637 673 –	850 - 863 -	- - -	- - 568 -	618 551 - 666	805 696 - 682	1,039 958 - -	- - - -
Georgia Atlanta (March) Decatur County (February)	613 -	772 -	942 788	1,103 -	1,301 –	1,634 –	- -	- -	\$530 -	638 -	832 -	- -	- -	654 -	855 -	1,040 –	556 -	591 -	778 -	910 -	\$947 -
Hawaii Statewide Hawaii (August) Honolulu (August)	567 -	- -	870 853	1,037 1,037	1,236 1,235	1,346 1,326	_ 1,374	- -	- -	<u>-</u>	- -	- -	548 549	661 672	740 735	- -	- -	569 570	671 672	783 783	- -
Illinois Chicago-Gary-Kenosha CMSA (June) ³	733	834	987	1,203	1,461	1,749	2,111	-	_	656	816	-	508	693	859	1,090	593	681	818	1,048	_
Indiana Indianapolis (August)	641	772	908	1,084	_	_	_	-	_	551	-	-	504	630	910	-	_	606	_	918	_
Massachusetts Boston-Worcester-Lawrence CMSA (June) ³	684	809	995	1,162	1,391	1,681	1,909	2,505	_	657	791	1,095	556	695	890	1,038	559	647	750	906	_
Michigan Detroit (January)	-	829	958	1,186	1,460	1,792	-	-	532	685	828	-	538	734	971	1,206	595	672	804	935	_

Table H-1. Average weekly pay¹ in all industries, professional and administrative occupations,² selected areas, 1996 — Continued

									Adminis	strative								
State, area, and reference month	Comp	outer Sys	stems Ana	alysts		puter Sys Analyst /isors/Ma			Persor	nnel Spec	cialists			Personne visors/Ma		Ta	x Collecto	ors
		II	III	IV	ı	II	III	ı	II	Ш	IV	V	ı	II	III	I	II	III
Alabama Huntsville (March)	\$755	\$890	\$1,053	\$1,034	_	_	_	_	\$571	\$779	\$977	-	_	_	_	-	_	_
Alaska Statewide Alaska (July) Anchorage (July)	976 978	1,108 1,101	1,262 1,260	_ _	_ _ _	_ _ _	_ _	- -	803 -	979 946	1,294 1,295	- -	_ _ _	_ _ _	- -	- -	- -	_ _
Arizona Phoenix (April)	778	911	1,089	1,227	\$1,170	\$1,433	_	-	603	782	1,000	-	-	\$1,288	_	\$383	\$492	\$628
California Sacramento-Yolo CMSA (March) San Diego (July) San Francisco-Oakland-San Jose CMSA (March)	813 778 885	960 954 1,071	1,071 1,150 1,276	1,200 - 1,451	1,173 - 1,312	1,235 - 1,571	- - -	- - \$687	652 619 687	903 819 910	1,031 1,076 1,140	- \$1,285 1,467	- - \$1,347	1,280 - 1,604	- - \$1,928	568 - 532	611 - 664	767 800 795
Colorado Denver-Boulder-Greeley CMSA (January)	796	958	1,119	1,339	1,163	1,317	_	-	630	816	1,016	_	1,104	1,398	-	-	717	802
Connecticut Hartford (March) New London–Norwich (January)	- -	_	_ _	_ _	_ _	_ _	-	- -	643 -	- 772	1,094 1,081	1,255 –	_ _	_ _	- -	648 -	754 -	878 -
District of Columbia Washington (February)	768	928	1,070	1,195	1,223	1,402	_	502	649	810	1,080	1,416	1,175	1,390	_	460	557	768
Florida Miami–Ft. Lauderdale CMSA (November)³ Orlando (April) Tampa–St. Petersburg–Clearwater (July) West Palm Beach–Boca Raton (February)	780 667 774 –	943 828 925 946	1,148 1,034 1,116	1,353 - - -	- - 1,248 -	- - - -	- - -	513 - 500 -	618 541 582 586	783 720 757 765	1,000 953 1,001	1,313 - - -	- - - -	- - - -	- - -	475 - - -	593 - 447 -	- - -
Georgia Atlanta (March) Decatur County (February)	729 -	892 -	1,055 –	1,269 -	1,130 –	1,342 –	_ _	481 -	607 -	786 -	1,050 –	1,190 –	1,182 –	_ _ _	- -	- -	558 -	784 -
Hawaii Statewide Hawaii (August) Honolulu (August)	750 744	829 831	847 850	_ _	970 970	1,013 1,013	- -	513 516	640 641	797 796	854 851	1,191 1,190	- -	_ _ _	- -	- -	542 531	639 639
Illinois Chicago–Gary–Kenosha CMSA (June) ³	834	969	1,132	_	1,254	1,504	_	527	635	814	1,070	1,471	1,054	1,547	2,124	616	_	846
Indiana Indianapolis (August)	789	918	1,036	1,233	1,027	_	_	-	601	806	1,038	_	_	_	_	_	_	_
Massachusetts Boston-Worcester-Lawrence CMSA (June) ³	792	964	1,120	1,333	1,258	1,419	\$1,596	-	630	814	1,105	1,341	1,159	1,503	1,754	-	-	_
Michigan Detroit (January)	-	940	1,157	1,370	1,148	1,421	-	-	691	842	1,069	1,441	1,043	1,363	-	-	-	_

Table H-1. Average weekly pay¹ in all industries, professional and administrative occupations,² selected areas, 1996 — Continued

							Pr	ofession	al						
State, area, and reference month			Accou	ntants			А	.ccountar	nts, Publi	С			Attorneys	3	
	_	II	III	IV	V	VI	ı	II	Ш	IV	I	II	III	IV	V
Minnesota Minneapolis-St. Paul (February)	\$536	\$609	\$812	\$1,006	\$1,346	-	_	_	_	-	_	\$978	\$1,338	\$1,714	\$2,211
Mississippi Jackson (April)	-	609	762	-	_	-	-	_	_	-	-	-	1,015	-	_
Missouri Kansas City (September) St. Louis (March)	510 504	622 593	805 760	1,015 1,021	1,307 –	- -	- -	\$611 608	\$746 666	- \$868	_ \$648	- 860	1,285 1,254	1,703 –	_ 2,066
Nebraska Omaha (April)	443	586	758	1,006	1,351	-	-	-	-	-	-	839	1,219	1,626	_
New York Nassau-Suffolk (January)	521	661	807	1,130	_	_	_	_	_	-	788	1,078	1,198	_	_
Ohio Cincinnati (May) Cincinnati-Hamilton CMSA (May) ³ Cleveland (July) Cleveland-Akron CMSA (August) ³ Columbus (January) Dayton-Springfield (March)	509 509 - 500 510 527	636 643 628 636 610 583	755 759 787 789 774 785	1,021 1,020 996 982 977 1,025	- 1,286 1,258 1,259 1,191	- - - -	\$564 564 - - - -	593 593 - - - -	676 676 - - -		- 717 - - 731	839 843 - 962 954	- 1,293 1,286 1,158	- - - 1,671 1,437	_ _ _ _ 2,192 _ _
Oregon Portland–Salem CMSA (July) ³	518	602	800	1,045	1,284	_	-	563	_	1,038	_	950	1,289	_	_
Pennsylvania Philadelphia (November) Philadelphia-Wilmington-Atlantic City CMSA (November) ³ Pittsburgh (May) Reading (January) Scranton-Wilkes-Barre-Hazleton (March)	529 525 469 - 472	651 650 594 617 575	820 816 790 718 746	1,097 1,104 1,088 924 960	1,424 1,423 - - -	- - - -	566 566 - -	686 686 - -	825 825 - -	1,028 1,028 - - -	644 644 - -	901 924 - -	1,281 1,194 –	1,560 1,697 1,644 -	- 1,901 2,106 - -
Puerto Rico San Juan-Caguas-Arecibo CMSA (October)	310	429	595	887	_	_	_	_	_	-	-	797	830	_	_
Tennessee Nashville (May)	479	568	746	936	_	_	-	-	_	-	-	-	1,072	1,477	_
Texas Dallas–Ft. Worth CMSA (March) Houston (March) Houston–Galveston–Brazoria CMSA (April) ³	514 575 574	628 670 670	831 881 888	1,053 1,166 1,170	1,362 1,544 1,544	\$1,737 - -	595 - -	641 - -	719 - -	965 - -	682 - -	865 1,172 1,163	1,183 1,430 1,411	1,639 1,843 1,845	2,039 2,286 2,286

Table H-1. Average weekly pay¹ in all industries, professional and administrative occupations,² selected areas, 1996 — Continued

				Profes	ssional									Adı	ministrat	ive					
State, area, and reference month				Engi	neers					Budget /	Analysts		Buyers	/Contrac	ting Spe	cialists		Comput	er Progra	ımmers	
	ı	II	III	IV	V	VI	VII	VIII	I	II	III	IV	ı	II	Ш	IV	I	II	III	IV	V
Minnesota Minneapolis–St. Paul (February)	\$696	\$804	\$946	\$1,141	\$1,350	\$1,606	\$1,897	_	_	-	-	-	\$519	\$656	\$816	\$1,026	\$589	\$652	\$754	\$905	_
Mississippi Jackson (April)	-	806	912	1,090	1,297	-	-	_	-	-	\$721	\$898	-	539	-	-	-	542	694	-	_
Missouri Kansas City (September) St. Louis (March)	627 -	758 738	900 859	1,083	1,236 –	1,396 –	- -	- -	- -	- -	782 760	- -	488 477	655 619	800 803	1,012 990	- -	677 601	811 720	975 -	-
Nebraska Omaha (April)	648	825	994	1,155	1,418	_	-	_	-	-	-	-	-	603	914	_	502	594	746	949	_
New York Nassau-Suffolk (January)	-	840	936	1,129	1,306	1,512	-	_	_	-	911	-	552	673	891	_	_	711	870	1,052	_
Ohio Cincinnati (May)	718 721 652 662 680 690	876 878 760 773 801 741	980 979 931 933 983 934	1,138 1,151 1,122 1,112 1,180 1,134	1,286 1,306 1,293 1,291 - 1,324	1,548 1,561 1,497 1,583	- - - 1,958 - -	- - - -	- - - - \$664	- - - -	- - - - 997 -		500 514 - 465 551 516	662 663 647 647 643 645	894 908 831 859 790 881	- 1,100 1,081 - -	- 631 - 501 559 602	658 679 613 609 662 705	775 768 771 755 785	- 920 891 -	- - - - - -
Oregon Portland–Salem CMSA (July) ³	706	804	954	1,159	1,380	_	1,999	_	-	-	-	-	572	648	892	1,086	-	644	797	-	_
Pennsylvania Philadelphia (November) Philadelphia-Wilmington-Atlantic City CMSA (November) ³ Pittsburgh (May) Reading (January) Scranton-Wilkes-Barre-Hazleton (March)		812 817 730 786 689	1,023 1,026 909 911 910	1,210 1,210 1,070 1,097 1,150	1,455 1,464 - 1,291 1,318	- - - -	- 2,112 - - -	- - - -	- - - -	\$646 641 627 -	839 839 - - -	-	560 567 536 –	682 679 650 682 619	907 910 789 845	- 1,060 - -	569 569 499 - 475	645 673 597 660 573	788 798 725 –	983 983 877 -	- - - -
Puerto Rico San Juan–Caguas–Arecibo CMSA (October)	587	663	769	934	_	-	-	_	-	478	_	-	319	-	755	_	383	485	621	-	_
Tennessee Nashville (May)	630	712	876	1,062	1,227	_	-	_	_	-	-	-	455	607	863	_	_	539	_	-	-
Texas Dallas–Ft. Worth CMSA (March) Houston (March) Houston–Galveston–Brazoria CMSA (April) ³	705 699 712	792 848 852	939 985 994	1,137 1,218 1,221	1,411 1,523 1,519	1,735 1,768 1,771	1,985 2,154 2,149	- - -	- - -	- 684 682	813 862 878	- 1,248 1,248	529 529 528	652 722 723	864 954 961	1,031 1,317 1,312	526 608 608	637 703 706	752 877 877	1,074 977 977	- - \$1,155

Table H-1. Average weekly pay¹ in all industries, professional and administrative occupations,² selected areas, 1996 — Continued

									Adminis	strative								
State, area, and reference month	Comp	outer Sys	stems An	alysts		puter Sys Analyst /isors/Ma			Persor	nnel Spe	cialists			Personne visors/Ma		Ta	c Collecto	ors
	Ι	II	III	IV	ı	II	III	I	II	III	IV	V	ı	II	III	I	II	III
Minnesota Minneapolis-St. Paul (February)	\$795	\$958	\$1,087	_	\$1,157	\$1,364	_	\$532	\$634	\$768	\$1,020	\$1,244	_	\$1,461	\$1,899	\$571	\$650	\$753
Mississippi Jackson (April)	670	831	890	_	989	-	-	-	564	750	984	-	_	-	-	-	572	-
Missouri Kansas City (September) St. Louis (March)	783 765	958 -	1,127 1,109	_ _	_ 1,158	1,400 1,426	_ _ _	- 491	604 581	816 731	1,041 1,026	1,291 –	- -	_ 1,387	- 1,683	424 -	492 -	- -
Nebraska Omaha (April)	766	929	1,081	_	_	1,332	_	_	576	817	1,051	-	_	_	_	-	_	_
New York Nassau-Suffolk (January)	-	1,024	1,113	\$1,419	_	_	_	-	680	869	1,072	_	_	_	_	-	622	752
Ohio Cincinnati (May) Cincinnati—Hamilton CMSA (May)³ Cleveland (July) Cleveland–Akron CMSA (August)³ Columbus (January) Dayton–Springfield (March)	852 870 783 789 801 786	1,014 1,013 899 905 906 885	1,189 1,193 1,071 1,073 1,060 1,066	- 1,743 1,228 1,200 1,210 1,268	1,204 1,300 1,138 1,144 - 1,124	1,328 1,326 1,306 1,321 1,258	- - - - \$1,455	_ 541 _ 500 _ _	619 622 624 632 656 587	831 833 832 809 780 795	1,029 1,036 1,035 1,022 1,063 1,003	1,344 1,365 1,320 1,326 1,277	- - - -	- - - - -	- - - - -	- - - 533 - -	- - 581 - 510	- - - - -
Oregon Portland–Salem CMSA (July) ³	755	908	1,087	_	1,170	1,329	-	-	585	815	1,054	1,355	_	_	-	450	583	_
Pennsylvania Philadelphia (November) Philadelphia-Wilmington-Atlantic City CMSA (November) ³ Pittsburgh (May) Reading (January) Scranton-Wilkes-Barre-Hazleton (March)	828 831 740 765	990 983 894 890	1,109 1,121 1,060 - 982	- 1,327 - - -	1,250 1,244 1,160 -	1,411 1,412 1,321 - -	- - - -	-	638 638 617 583 520	806 796 756 765 735	1,036 1,030 1,016 983 904	1,369 1,389 1,225 1,236	- - - -	1,345 - - -	- - - -		571 571 555 - 700	-
Puerto Rico San Juan–Caguas–Arecibo CMSA (October)	523	685	853	_	_	_	_	322	422	586	984	-	\$868	1,034	_	-	-	_
Tennessee Nashville (May)	659	838	987	_	_	_	-	-	584	769	1,137	_	_	_	_	447	501	_
Texas Dallas-Ft. Worth CMSA (March) Houston (March) Houston-Galveston-Brazoria CMSA (April) ³	747 835 846	909 1,021 1,020	1,086 1,198 1,197	1,292 1,503 1,503	1,086 1,345 1,335	1,350 1,455 1,451	1,577 - -	527 558 562	612 658 656	783 877 872	983 1,135 1,139	1,262 1,386 1,412	1,051 - -	1,379 1,416 1,416	1,669 1,948 1,956	1 1 1	437 446 536	512 502 502

Table H-1. Average weekly pay¹ in all industries, professional and administrative occupations,² selected areas, 1996 — Continued

							Pi	ofession	al						
State, area, and reference month			Accou	ıntants			Α	.ccountar	ıts, Publi	С			Attorneys	5	
	I	II	III	IV	V	VI	I	II	Ш	IV	Ţ	II	III	IV	V
Virginia Richmond-Petersburg (August) Washington Seattle-Tacoma-Bremerton CMSA (November) Wisconsin Juneau County (March) Milwaukee (August) Milwaukee-Racine CMSA (August) ³	\$539 521 - 543 542	\$611 633 - 608 607	\$809 843 - 811 811	\$1,036 1,055 - 1,047 1,052	- - - -	- - - - -	- \$533 - - -	- \$618 - - -	- \$785 - - -	- \$1,049 - - -	- \$739 - - -	- \$973 - - -	\$1,048 1,254 - 1,340 1,339	\$1,630 - - -	- - - -
Wyoming Lincoln County (April)	-	-	-	-	-	_	-	-	-	-	-	-	_	-	_

Table H-1. Average weekly pay¹ in all industries, professional and administrative occupations,² selected areas, 1996 — Continued

				Profes	ssional									Ad	ministrati	ive					
State, area, and reference month				Engi	neers					Budget	Analysts		Buyer	s/Contrac	ting Spe	cialists		Comput	er Progra	ammers	
	ı	II	III	IV	V	VI	VII	VIII	ı	II	III	IV	ı	II	Ш	IV	I	II	III	IV	V
Virginia Richmond-Petersburg (August) Washington Seattle-Tacoma-Bremerton CMSA (November)	\$703 -	\$784 -	\$976 -	\$1,177 -	\$1,384 -	\$1,612 -	-	-	-	- \$652	- \$841	-	-	\$700 700	\$925 -	-	-	\$609 622	\$740 792	-	-
Wisconsin Juneau County (March)	- 685 679	811 804 804 779	989 988 876	_ 1,121 1,118 _	_ 1,292 1,292 _	- 1,656 1,647 -	- - -	- 682 681	- 914 906	- - -	- \$605 605	- 663 662	- 794 794	- - -	- - -						

Table H-1. Average weekly pay¹ in all industries, professional and administrative occupations,² selected areas, 1996 — Continued

									Admini	strative								
State, area, and reference month	Comp	outer Sys	stems An	alysts		puter Sys Analyst visors/Ma			Persor	nnel Spe	cialists			Personne isors/Ma		Ta	x Collect	ors
	I	=	III	IV	ı	II	III	ı	=	III	IV	V	ı	II	III	ı	Ш	III
Virginia Richmond-Petersburg (August) Washington Seattle-Tacoma-Bremerton CMSA (November)	\$844 780	\$911 896	\$1,075 1,043	\$1,288 -	\$1,157 1,200	\$1,379 1,350	_ _	-	\$630 615	\$781 809	\$1,067 1,072	-	- \$1,155	-	_ _	- \$521	- \$635	- \$733
Wisconsin Juneau County (March) Milwaukee (August) Milwaukee–Racine CMSA (August) ³	- 818 816	- 940 940	_ 1,093 1,092	- - -	_ 1,244 1,241	- - -	- - -	-	- 589 591	- 828 820	- 1,047 1,042	- - -	- - -	- - -	- - -	- 549 549	- - -	- 651 653
Wyoming Lincoln County (April)	-	_	_	_	_	_	_	-	-	_	-	_	_	-	_	-	_	_

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.

pay data: Attorneys VI averaged \$2,237 in San Francisco-Oakland-San Jose, CA; Computer Systems Analysts V averaged \$1,579 in Dallas-Ft. Worth, TX; and Personnel Specialists VI averaged \$1,547 in Philadelphia-Wilmington-Atlantic City, PA-DE-NJ.

³ These areas had a change in area definition in 1996 and are not comparable to similar areas presented in the 1995 National Summary.

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.

² Pay data for the following occupational levels did not meet publication criteria in any area: Buyers/Contracting Specialists V, Computer Systems Analysts Supervisors/Managers IV, and Personnel Supervisors/Managers IV and V. In addition, for three occupations, only a single area published average

Table H-2. Average weekly pay¹ in all industries, technical and protective service occupations,² selected areas, 1996

						Tech	nnical					
State, area, and reference month		Computer	Operators			Draf	fters			Engineering	Technicians	
	I	II	III	IV	I	II	III	IV	I	II	III	IV
Alabama Huntsville (March)	\$334	\$430	\$573	-	-	\$484	\$569	-	-	-	\$630	\$838
Alaska Statewide Alaska (July) Anchorage (July)	-	544 544	884 681	<u>-</u> -	- -	- -	887 859	\$850 -	<u>-</u> -	-	- -	<u>-</u> -
Arizona Phoenix (April)	-	451	519	\$623	-	-	595	-	-	\$517	_	770
California Sacramento-Yolo CMSA (March) San Diego (July) San Francisco-Oakland-San Jose CMSA (March)	- - -	499 471 598	604 552 655	711 - 695	- - -	558 545 573	729 766 -	862 - 826	- - -	- 489 567	634 - 680	776 752 818
Colorado Denver-Boulder-Greeley CMSA (January)	-	450	582	637	-	454	-	-	\$424	525	616	750
Connecticut Hartford (March) New London–Norwich (January)	-	483 -	590 533	680 -	- -	<u>-</u> -	601 -	807 -	<u>-</u> -	- -	673 -	728 -
District of Columbia Washington (February)	404	456	587	-	-	-	667	-	408	540	650	746
Florida Miami–Ft. Lauderdale CMSA (November) ³ Orlando (April) Tampa–St. Petersburg–Clearwater (July) West Palm Beach–Boca Raton (February)	- - - -	454 402 404 467	571 495 491 607	634 - - -	- - \$393 -	523 498 478 –	611 605 626	- - - -	- - - -	- 475 - -	624 547 593 -	- - - -
Georgia Atlanta (March) Decatur County (February)	- -	469 -	539 -	695 -	448 -	558 -	603 -	<u>-</u> -	- -	- -	601 -	698 -
Hawaii Statewide Hawaii (August) Honolulu (August)	-	469 473	560 553	- -	- -	- -	615 -	628 -	- -	- -	_ _	830 -
Illinois Chicago-Gary-Kenosha CMSA (June) ³	416	473	576	691	-	509	631	-	-	557	672	812
Indiana Indianapolis (August)	-	467	599	-	-	490	632	-	-	-	642	_
Massachusetts Boston-Worcester-Lawrence CMSA (June) ³	-	466	584	728	-	494	-	912	-	-	705	814
Michigan Detroit (January)	-	470	607	761	405	480	623	904	-	-	730	851
Minnesota Minneapolis-St. Paul (February)	419	-	561	680	-	538	-	731	-	507	623	757

Table H-2. Average weekly pay¹ in all industries, technical and protective service occupations,² selected areas, 1996 — Continued

				Tech	nical					Protectiv	e service	
State, area, and reference month	Engineering	Technicians			Engineering Te	chnicians, Civil			Corrections	Firefields	Police (Officers
	V	VI	I	II	III	IV	V	VI	Officers	Firefighters	I	II
Alabama Huntsville (March)	-	-	-	\$395	\$509	_	_	_	\$385	\$462	\$513	\$681
Alaska Statewide Alaska (July) Anchorage (July)	<u>-</u> -	- -	\$593 -	658 556	751 -	\$891 914	- -	<u>-</u> -	901 914	901 1,114	1,102 1,131	- -
Arizona Phoenix (April)	\$880	-	-	448	579	706	\$805	-	-	682	734	718
California Sacramento-Yolo CMSA (March) San Diego (July) San Francisco-Oakland-San Jose CMSA (March)	- - 936	- - \$1,152	- 517 593	567 590 775	649 694 878	799 796 974	- 986 -	- - \$1,218	829 695 823	691 818 -	825 840 955	925 - 1,074
Colorado Denver-Boulder-Greeley CMSA (January)	834	-	446	500	634	-	-	-	566	751	733	890
Connecticut Hartford (March) New London–Norwich (January)	868 -	<u>-</u> -	- -	- -	<u>-</u> -		_ _ _	_ _	577 562	- -	767 -	<u>-</u> -
District of Columbia Washington (February)	918	-	-	541	597	725	839	684	604	684	698	-
Florida Miami–Ft. Lauderdale CMSA (November)³ Orlando (April) Tampa–St. Petersburg–Clearwater (July) West Palm Beach–Boca Raton (February)	- - - -	- - -	351 - - -	- - 477 -	- - 602 -	- - 684 482	- - - -	- - - -	614 518 - 623	837 - 573 751	790 - 665 669	- 662 - 892
Georgia Atlanta (March) Decatur County (February)	_ _	_ _	- -	414 -	536 -	632 -	_ _ _	_ _	391 283	532 300	521 -	<u>-</u> -
Hawaii Statewide Hawaii (August) Honolulu (August)	- -	- -	- -	- -	545 -	660 -	736 -	_ _	551 555	607 604	649 660	700 -
Illinois Chicago-Gary-Kenosha CMSA (June) ³	-	-	-	-	627	-	933	-	623	-	816	972
Indiana Indianapolis (August)	_	-	-	431	490	-	-	-	401	639	645	777
Massachusetts Boston-Worcester-Lawrence CMSA (June) ³	955	-	-	-	574	-	-	-	-	639	638	-
Michigan Detroit (January)	976	-	457	517	632	747	_	_	618	672	698	-
Minnesota Minneapolis-St. Paul (February)	844	-	494	603	705	805	916	_	_	763	775	885

Table H-2. Average weekly pay¹ in all industries, technical and protective service occupations,² selected areas, 1996 — Continued

						Tech	nical					
State, area, and reference month		Computer	Operators			Draf	ters			Engineering	Technicians	
	I	II	III	IV	I	II	III	IV	I	II	III	IV
ississippi												
Jackson (April)	-	\$433	\$504	-	-	\$468	-	-	-	-	_	_
issouri Kansas City (September)		430	542	\$652	\$481	499	\$631	_	-	\$571	\$676	\$75
St. Louis (March)	\$339	418	581	-	381	500	590	_	-	-	562	76
ebraska Omaha (April)	_	404	-	-	381	503	580	-	-	-	-	75:
w York Nassau–Suffolk (January)	345	491	627	725	-	-	750	\$807	-	-	_	77 [.]
orth Dakota Ward County (February)	_	-	-	_	-	-	-	_	-	-	_	_
hio												
Cincinnati (May)	_	488	531	-	-	477	645	_	_	546	584	74
Cincinnati-Hamilton CMSA (May) ³ Cleveland (July)	- 321	489 -	554 550	- 649	_	477 482	645 604	<u>-</u>	-	543 -	584 607	74 74
Cleveland–Akron CMSA (August) ³	320	415	552	652	_	498	608	- 696	_	_ 510	631	74
Columbus (January)	404	478	534	600	_	-	-	-	_	-	-	_
Dayton-Springfield (March)	-	443	562	651	-	489	601	-	-	483	663	70
regon												
Portland–Salem CMSA (July) ³	_	473	582	-	-	-	_	_	-	511	611	72
ennsylvania												
Philadelphia (November)	_	457	613	_	-	575	647	890	_	-	679	78
Philadelphia–Wilmington–Atlantic City CMSA (November) ³	_	455	599	654	_	568	643	881	_	_	693	83
Pittsburgh (May)	_	403	604	-	450	-	683	-	_	_	644	76
Reading (January)	_	466	567	-	_	-	_	_	-	_	_	73
Scranton-Wilkes-Barre-Hazleton (March)	-	404	-	_	-	469	_	_	_	-	_	_
erto Rico												
San Juan-Caguas-Arecibo CMSA (October)	-	302	418	-	288	390	-	_	\$341	432	518	_

Table H-2. Average weekly pay¹ in all industries, technical and protective service occupations,² selected areas, 1996 — Continued

				Tech	nical					Protective	service	
State, area, and reference month	Engineering	Technicians			Engineering Te	chnicians, Civil			Corrections	F. 6.1.	Police (Officers
	٧	VI	I	II	Ш	IV	V	VI	Officers	Firefighters	I	II
Aississippi Jackson (April)		_			\$489				\$371	\$440	\$471	
() /	_	_	_	_	φ403	_	_		φ3/1	9440	φ471	_
Alssouri Kansas City (September) St. Louis (March)	_ \$894	- -	\$352 -	\$423 442	537 579	\$677 741	\$813 -	- -	424 477	605 -	616 610	- -
ebraska Omaha (April)	_	-	-	-	577	-	917	-	408	-	745	-
lew York Nassau-Suffolk (January)	_	-	-	613	589	-	-	-	852	-	1,017	\$752
orth Dakota Ward County (February)	_	-	-	-	-	532	-	-	_	-	499	_
Cincinnati (May) Cincinnati-Hamilton CMSA (May) ³ Cleveland (July) Cleveland-Akron CMSA (August) ³ Columbus (January) Dayton-Springfield (March)	892 892 858 881 -	- - - -	443 434 - - - -	523 519 - 470 515 454	639 634 603 608 615 590	735 729 744 734 676 675	893 893 - - 726	- - - - -	465 465 428 467 538 516	719 700 738 727 743 746	682 676 704 692 692 699	799 799 - - - -
regon Portland–Salem CMSA (July) ³	892	_	405	528	616	735	_	\$914	678	768	800	875
Philadelphia (November)	934	-	-	553	599	738	834	-	653	-	729	-
(November) ³	1,009 855 –	- - -	452 - -	538 - -	585 - -	723 679 –	832 - -	- - -	612 581 -	757 741 619	744 710 702	- - -
Scranton–Wilkes-Barre–Hazleton (March)uerto Rico	_	-	-	-	529	-	-	_	-	639	_	_
San Juan–Caguas–Arecibo CMSA (October)	-	-	-	-	-	-	-	-	_	-	_	-

Table H-2. Average weekly pay¹ in all industries, technical and protective service occupations,² selected areas, 1996 — Continued

	Technical											
State, area, and reference month		Computer	Operators			Draf	fters			Engineering	Technicians	
	I	II	Ш	IV	I	II	III	IV	ļ	II	Ш	IV
Tennessee Nashville (May)	-	\$427	\$513	-	-	\$474	\$604	_	_	\$457	\$639	\$721
Texas Dallas–Ft. Worth CMSA (March) Houston (March) Houston–Galveston–Brazoria CMSA (April) ³	\$370 389 403	459 453 455	568 565 567	- \$720 720	\$430 441 443	466 - -	595 734 726	\$750 817 813	_ \$473 476	515 580 558	590 689 664	691 837 821
Virginia Richmond-Petersburg (August)	-	-	599	-	-	-	622	-	-	-	-	-
Washington Seattle-Tacoma-Bremerton CMSA (November)	-	487	592	-	-	525	-	-	-	_	-	-
Wisconsin Juneau County (March) Milwaukee (August) Milwaukee–Racine CMSA (August) ³	- - -	- 464 460	- 576 576	- - -	- 381 381	- - -	- 638 636	- - -	- - -	- - -	- 647 647	- 799 793
Wyoming Lincoln County (April)	-	-	-	-	-	-	-	-	_	-	-	-

Table H-2. Average weekly pay¹ in all industries, technical and protective service occupations,² selected areas, 1996 — Continued

	Technical									Protective	e service	
State, area, and reference month	Engineering	Technicians			Engineering Te	chnicians, Civil			Corrections	E: # 1.	Police	Officers
	V	VI	I	II	III	IV	V	VI	Officers	Firefighters	I	Ш
Tennessee Nashville (May)	_	_	-	\$452	\$580	-	_	_	_	\$537	\$556	\$503
Texas Dallas–Ft. Worth CMSA (March) Houston (March) Houston–Galveston–Brazoria CMSA (April) ³	- \$1,083 1,078	- \$1,220 1,220	\$339 - -	408 - -	508 532 529	\$557 581 581	\$630 631 632	- - -	\$417 441 442	616 617 617	647 603 602	- - -
Virginia Richmond-Petersburg (August)	-	-	-	-	488	-	-	=	-	-	643	844
Washington Seattle-Tacoma-Bremerton CMSA (November)	-	-	-	697	775	814	930	\$1,116	624	918	854	918
Wisconsin Juneau County (March) Milwaukee (August) Milwaukee–Racine CMSA (August) ³	875	- - -	- 403 403	- 521 521	- 717 716	- 783 783	- 928 928	- - -	- 547 528	- 724 739	501 735 743	– 797 797
Wyoming Lincoln County (April)	-	_	-	-	_	-	_	_	_	-	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 Computer Operators V did not meet publication criteria in any area.

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.

³ These areas had a change in area definition in 1996 and are not comparable to similar areas presented in the 1995 National Summary.

Table H-3. Average weekly pay in all industries, clerical occupations, selected areas, 1996

Chata area and reference month		Clerks, A	ccounting			Clerks,	General		Clerks	, Order	Key Entry	Operators
State, area, and reference month	I	II	III	IV	I	II	III	IV	I	II	I	II
Alabama		****	4	4								****
Huntsville (March)	-	\$360	\$432	\$633	_	\$329	\$339	\$485	=	_	\$312	\$389
Alaska	_	439	F24	654	_	470	550	E00			250	447
Statewide Alaska (July) Anchorage (July)	-	450	531 510	607	-	470 456	558 494	582 583	_ _	_ _	359 -	447 -
Arizona Phoenix (April)	-	359	411	457	\$256	309	364	384	\$340	-	310	364
California												
Sacramento-Yolo CMSA (March)	_	455 392	530 456	550 _	_	369 319	452 414	530 505	- 366	_ \$513	490 339	459 424
San Diego (July) San Francisco–Oakland–San Jose CMSA (March)	-	454	533	622	-	396	511	594	-	— 4 513	-	494
Colorado Denver–Boulder–Greeley CMSA (January)	\$350	399	478	565	311	-	396	458	_	_	362	391
Connecticut												
Hartford (March) New London–Norwich (January)	-	397 368	479 450	599 -	-	372 -	449 477	507 479	_ _	477 -	363 -	455 -
District of Columbia Washington (February)	343	414	494	565	284	370	416	542	359	-	346	459
Florida												
Miami–Ft. Lauderdale CMSA (November) ²	-	380	468	558 472	285	-	397	441	344	-	336 317	409
Orlando (April) Tampa–St. Petersburg–Clearwater (July)	308 294	352 357	428 407	526	_ _	283	331 354	351 382	_	396	284	- 357
West Palm Beach–Boca Raton (February)	-	376	415	541	-	368	394	-	-	-	-	392
Georgia												
Atlanta (March) Decatur County (February)	335 -	413 365	462 -	534 -	- -	332 -	_ _	504 -	_ _	_ _	351 -	_ _
Hawaii												
Statewide Hawaii (August)	-	421 422	454 454	569 578	_	334 332	403 398	- 447	418 419	-	352 353	431 424
Honolulu (August)	-	422	404	376	_	332	396	447	419	_	333	424
Illinois Chicago-Gary-Kenosha CMSA (June) ²	-	406	462	610	310	356	434	524	_	469	347	435
Indiana Indianapolis (August)	299	362	445	536	289	315	377	481	_	_	326	376
Massachusetts												
Boston-Worcester-Lawrence CMSA (June) ²	-	421	491	595	_	-	438	_	_	503	380	448
Michigan Detroit (January)	309	382	475	607	318	-	433	542	_	-	349	_
Minnesota Minnesota	224	400	404	540	250	404	420	407	207	507	254	440
Minneapolis-St. Paul (February)	331	402	461	513	356	401	439	497	387	527	354	410

Table H-3. Average weekly pay¹ in all industries, clerical occupations, selected areas, 1996 — Continued

State area and reference month		Personnel	Assistants				Secretaries			Switchboard Operator-
State, area, and reference month	1	П	III	IV	I	II	III	IV	V	Receptionists
Alabama										
Huntsville (March)	-	\$387	\$452	-	\$368	\$416	\$518	\$590	_	\$294
Alaska Statewide Alaska (July)Anchorage (July)	<u>-</u> -	479 -	636 608	\$739 -	_ _ _	_ _	714 -	_ _	_ _	427 424
Arizona Phoenix (April)	-	_	-	-	380	430	449	543	\$639	310
California										
Sacramento-Yolo CMSA (March) San Diego (July)	_	548	617 518	621	434 426	547 503	578 585	642 666	760 790	368 351
San Francisco-Oakland-San Jose CMSA (March)	_	_	638	700	-	600	668	748	840	438
Colorado										
Denver-Boulder-Greeley CMSA (January)	-	452	506	618	400	508	553	639	750	357
Connecticut			F 47		454	544	504	074	700	005
Hartford (March) New London–Norwich (January)	_	424	547 -	_	451 414	514 -	581 565	671 658	793 739	385 357
District of Columbia										
Washington (February)	-	421	521	_	459	525	586	699	816	412
Florida										
Miami-Ft. Lauderdale CMSA (November) ²	\$306	423	520 440	_	398	490	547 519	645	762	335
Orlando (April) Tampa-St. Petersburg-Clearwater (July)	<u> </u>	383 413	514	_	364 369	446 430	519	613 596	_	340 320
West Palm Beach–Boca Raton (February)	_	395	445	_	356	440	518	-	_	339
Georgia										
Atlanta (March)	_	442	554	_	389	448	551	621	771	372
Decatur County (February)	-	_	-	_	363	_	_	_	_	_
Hawaii Statewide Hawaii (August)	_	429	501	545	434	541	611	721	822	394
Honolulu (August)	-	433	502	542	-	547	610	726	822	391
Illinois	_	425	F20	600	455	F22	500	000	700	264
Chicago-Gary-Kenosha CMSA (June) ²	_	425	528	609	455	533	593	699	798	361
ndiana Indianapolis (August)	_	-	-	-	381	430	491	697	-	363
Massachusetts Boston-Worcester-Lawrence CMSA (June) ²	-	437	522	646	447	511	581	677	798	402
Michigan Detroit (January)	-	435	492	-	500	510	620	628	873	-
Minnesota Minneapolis-St. Paul (February)	=	438	517	608	-	475	535	619	768	382

Table H-3. Average weekly pay $^{\mbox{\tiny I}}$ in all industries, clerical occupations, selected areas, 1996 — Continued

Clate area and reference results	١	Nord Processors	3
State, area, and reference month	I	Ш	III
Alabama			
Huntsville (March)	-	\$394	_
Alaska			
Statewide Alaska (July) Anchorage (July)	-	-	=
Arizona	0.440		# 400
Phoenix (April)	\$416	399	\$429
California Sacramento-Yolo CMSA (March)		511	615
San Diego (July)	380	488	586
San Francisco-Oakland-San Jose CMSA (March)	-	589	711
Colorado			
Denver-Boulder-Greeley CMSA (January)	-	_	_
Connecticut Hartford (March)	386	550	_
New London–Norwich (January)	-	-	_
District of Columbia			
Washington (February)	413	486	583
Florida	362	456	
Miami-Ft. Lauderdale CMSA (November) ² Orlando (April)	383	421	_
Tampa-St. Petersburg-Clearwater (July)	326	413	_
West Palm Beach–Boca Raton (February)	-	366	_
Georgia			
Ātlanta (March) Decatur County (February)	_	_	_
Hawaii Statewide Hawaii (August)	_	432	_
Honolulu (August)	-	432	_
Ilinois			
Chicago-Gary-Kenosha CMSA (June) ²	_	538	584
ndiana		424	
Indianapolis (August)	_	424	_
Massachusetts Boston-Worcester-Lawrence CMSA (June) ²	-	497	_
Michigan			
Detroit (January)	420	480	638
Minnesota	454		
Minneapolis-St. Paul (February)	451	_	_

Table H-3. Average weekly pay in all industries, clerical occupations, selected areas, 1996 — Continued

		Clerks, A	ccounting			Clerks,	General		Clerks	, Order	Key Entry	Operators
State, area, and reference month	_	Ш	Ш	IV	ı	Ш	III	IV	ı	II	ı	II
Mississippi	_	\$338	\$443	\$461	_	\$305		_			\$337	\$347
Jackson (April)	_	ф336	Ф443	\$461	_	\$305	_	_	-	_	\$337	\$347
Missouri Kansas City (September)	_ \$392	381 355	436 428	493 527	_ \$238	338 333	\$381 388	\$462 466	\$331 319	_ _	312 323	404 374
Nebraska Omaha (April)	315	359	421	518	291	332	-	537	-	-	300	367
New York Nassau–Suffolk (January)	-	445	528	580	-	372	447	457	431	-	368	470
North Dakota Ward County (February)	-	307	-	-	-	277	336	_	-	-	_	-
Ohio Cincinnati (May)	- 308 316 314 -	370 366 389 387 379 348	445 452 457 460 464 432	534 511 563 567 546 482	- - 255 249 - -	- - 335 336 350 324	414 410 410 435 429 383	498 489 482 498 454 477	- - - 333 - 329	- - - \$454 - -	330 333 300 302 364 324	400 398 379 391 425 421
Oregon Portland–Salem CMSA (July) ²	-	387	458	561	-	327	420	459	-	-	341	=
Pennsylvania Philadelphia (November) Philadelphia–Wilmington–Atlantic City CMSA	336	424	480	606	-	378	419	_	_	_	369	446
(November) ² Pittsburgh (May) Reading (January) Scranton-Wilkes-Barre-Hazleton (March)	336 293 - 271	423 - 400 350	484 437 441 397	586 574 - -	316 281 –	378 326 369 296	423 400 401 377	513 459 –	366 - 312	- - -	357 322 367 291	440 331 383 352
Puerto Rico San Juan–Caguas–Arecibo CMSA (October)	222	251	322	-	186	211	_	304	295	_	248	312
Tennessee Nashville (May)	=	351	418	491	263	289	341	-	332	-	314	383
Texas Dallas–Ft. Worth CMSA (March)	396 409 406	383 406 401	442 493 494	533 580 581	302 328 311	319 349 344	401 479 465	402 442 429	338 - -	- - -	305 341 341	377 396 396
Virginia Richmond-Petersburg (August)	-	382	444	-	-	341	-	523	-	_	-	478

Table H-3. Average weekly pay¹ in all industries, clerical occupations, selected areas, 1996 — Continued

Olaha ang and antanan ang th		Personnel	Assistants				Secretaries			Switchboard
State, area, and reference month	I	Ш	III	IV	ı	II	III	IV	V	Operator- Receptionists
Mississippi Jackson (April)	-	\$389	\$440	-	\$337	\$374	\$487	\$587	_	\$340
Missouri Kansas City (September) St. Louis (March)	_ \$323	422 385	474 495	- -	393 377	453 451	538 532	615 647	_ \$805	353 322
Nebraska Omaha (April)	335	372	456	-	360	428	515	659	-	331
New York Nassau–Suffolk (January)	-	437	595	-	421	544	627	672	794	391
North Dakota Ward County (February)	-	-	_	-	-	-	-	-	-	286
Ohio Cincinnati (May)	- - - - -	429 426 - 408 - 381	452 456 - - - 482 501	- - - - \$612 -	374 371 386 383 391 367	451 452 506 490 485 456	545 532 569 556 551 534	639 637 628 615 613 636	- 689 742 768 - -	337 335 364 354 342 321
Oregon Portland–Salem CMSA (July) ²	_	440	526	-	426	470	548	642	-	358
Pennsylvania Philadelphia (November) Philadelphia-Wilmington-Atlantic City CMSA (November)² Pittsburgh (May) Reading (January) Scranton-Wilkes-Barre-Hazleton (March)	- - - -	- 463 - 466 406	552 537 - 523	- - - -	- 441 474 - 334	472 472 435 466 380	564 570 530 513 471	661 664 606 582 512	744 757 708 706	396 392 319 375 296
Puerto Rico San Juan-Caguas-Arecibo CMSA (October)	243	333	423	-	312	345	421	-	-	256
Tennessee Nashville (May)	-	-	451	458	371	446	495	577	-	354
Texas Dallas–Ft. Worth CMSA (March) Houston (March) Houston–Galveston–Brazoria CMSA (April) ²	324 - -	401 408 396	477 - -	586 - -	432 429 425	468 496 495	529 573 572	632 676 671	779 808 808	337 363 361
Virginia Richmond-Petersburg (August)	-	-	-	-	388	476	570	641	-	-

Table H-3. Average weekly pay $^{\mbox{\tiny I}}$ in all industries, clerical occupations, selected areas, 1996 — Continued

	,	Nord Processors	s
State, area, and reference month	I	Ш	III
Mississippi Jackson (April)	_	\$413	_
Missouri Kansas City (September) St. Louis (March)	\$376 -	456 413	_ \$525
Nebraska Omaha (April)	338	394	-
New York Nassau–Suffolk (January)	_	553	-
North Dakota Ward County (February)	_	-	_
Ohio Cincinnati (May) Cincinnati-Hamilton CMSA (May)² Cleveland (July) Cleveland-Akron CMSA (August)² Columbus (January) Dayton-Springfield (March)		456 455 496 485 506 460	- - - 545 - -
Oregon Portland–Salem CMSA (July) ²	-	416	_
Pennsylvania Philadelphia (November) Philadelphia-Wilmington-Atlantic City CMSA (November) ² Pittsburgh (May) Reading (January) Scranton-Wilkes-Barre-Hazleton (March)	-	464 465 – 466	555 553 - - -
Puerto Rico San Juan–Caguas–Arecibo CMSA (October)	211	290	_
Tennessee Nashville (May)	_	473	_
Texas Dallas–Ft. Worth CMSA (March) Houston (March) Houston–Galveston–Brazoria CMSA (April) ²	- 392 392	486 477 474	- 626 620
Virginia Richmond-Petersburg (August)	-	445	-

Table H-3. Average weekly pay in all industries, clerical occupations, selected areas, 1996 — Continued

		Clerks, A	ccounting			Clerks,	General		Clerks	, Order	Key Entry Operators	
State, area, and reference month	I	II	III	IV	I	II	III	IV	ı	II	I	II
Washington Seattle-Tacoma-Bremerton CMSA (November) Wisconsin Juneau County (March) Milwaukee (August) Milwaukee-Racine CMSA (August)² Wyoming Lincoln County (April)	- - -	\$406 - 401 400	\$477 - 447 446	\$588 - 574 572	\$369 - 296 296	\$363 - 361 358 -	\$445 366 428 424	\$510 - 476 479 -	- \$377 375 -	- - - \$457	\$402 - 316 -	\$438 - 361 361 -

Table H-3. Average weekly pay¹ in all industries, clerical occupations, selected areas, 1996 — Continued

		Personnel	Assistants				Secretaries			Switchboard
State, area, and reference month	I	II	III	IV	I	II	III	IV	V	Operator- Receptionists
Washington Seattle-Tacoma-Bremerton CMSA (November)	-	\$439	\$529	\$591	\$431	\$491	\$563	\$629	\$766	\$400
Wisconsin Juneau County (March) Milwaukee (August) Milwaukee–Racine CMSA (August)²	- - -	- - 426	- - 557	- - -	- 451 449	- 477 476	424 542 542	- 701 695	- - -	- 367 367
Wyoming Lincoln County (April)	-	_	_	_	397	_	_	_	_	_

Table H-3. Average weekly pay¹ in all industries, clerical occupations, selected areas, 1996 — Continued

Otata and of an areath	١	Word Processors	3
State, area, and reference month	1	II	III
Washington Seattle-Tacoma-Bremerton CMSA (November)	\$433	\$476	\$615
Wisconsin Juneau County (March)			
Milwaukee (August)	380	517	_
Milwaukee-Racine CMSA (August) ²	381	516	_
Wyoming			
Lincoln County (April)	_	_	_

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.

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.

² These areas had a change in area definition in 1996 and are not comparable to similar areas presented in the 1995 National Summary.

Table H-4. Average hourly pay¹ in all industries, maintenance and toolroom occupations, selected areas, 1996

State, area, and reference month	General Maintenance	Maintenance Electricians		ice Electronics T	I	Maintenance Machinists	Maintenance Mechanics,	Maintenance Mechanics,	Maintenance Pipefitters	Tool and Die Makers
	Workers	Licotriolario	I	II	III	Widominoto	Machinery	Motor Vehicle	1 ipoliticio	Wakers
Alabama										
Huntsville (March)	\$9.35	\$19.91	\$11.37	\$16.18	-	\$16.55	\$20.02	\$14.31	-	\$20.69
Alaska	45.05	22.50		07.70	¢20.40		22.00	40.00		
Statewide Alaska (July) Anchorage (July)	15.05 11.32	22.56	_ _	27.76 28.12	\$30.10 -	-	23.88	19.98 18.59	_	_
Arizona										
Phoenix (April)	9.34	18.96	_	15.21	20.44	21.41	15.40	15.69	_	18.64
California Sacramento-Yolo CMSA (March)	10.04	21.21	11.75	17.18	21.37	_	18.67	17.18	_	_
San Diego (July)	9.53	18.25	-	17.48	20.45	_	19.28	16.25	_	20.41
San Francisco-Oakland-San Jose CMSA (March)	10.69	22.43	_	19.83	21.71	19.37	20.78	20.55	_	-
Colorado	44.00	40.44	44.00	40.70	00.40	47.70	40.40	40.00		47.00
Denver–Boulder–Greeley CMSA (January)	11.20	18.41	11.83	16.70	20.18	17.73	16.16	16.00	_	17.32
Connecticut	11.81	18.69	_	19.69	_	47.40	40.04	46.00	\$16.93	17.99
Hartford (March) New London–Norwich (January)		19.61	_	14.90	_	17.12	18.91 -	16.93 18.27	16.30	- 17.99
District of Columbia										
Washington (February)	10.71	18.36	13.44	19.80	22.00	20.79	19.82	17.97	15.79	-
Florida		45.05		40.00		40.00	45.07		45.50	45.04
Miami-Ft. Lauderdale CMSA (November) ² Orlando (April)		15.65 14.74	11.47	19.02 14.97	_	16.68	15.27	14.44 13.40	15.58	15.21
Tampa–St. Petersburg–Clearwater (July)		-	10.63	14.09	16.97	13.93	13.92	14.02	_	16.04
West Palm Beach–Boca Raton (February)		15.24	-	16.99	_	-	13.48	12.09	-	-
Georgia	40.00			40.50	40.00	47.70	44.00	4-4-		
Atlanta (March) Decatur County (February)	10.68 9.57	_	_	18.58	18.93	17.73	14.92	17.17 11.93	_	_
Hawaii										
Statewide Hawaii (August)	11.65	15.82	_	_	20.18	17.51	15.04	17.53	_	_
Honolulu (August)		16.03	-	-	20.18	18.90	15.37	-	-	-
Illinois	40.00	00.07		40.70		40.40	40.45	40.00		40.47
Chicago-Gary-Kenosha CMSA (June) ²	10.32	20.07	_	19.78	_	18.13	18.15	18.28	23.90	19.47
Indiana Indianapolis (August)	10.18	20.14	_	19.16	_	16.36	18.89	16.83	_	20.55
	10.10	20.14		13.10		10.50	10.03	10.03		20.55
Massachusetts Boston-Worcester-Lawrence CMSA (June) ²	11.95	19.10	_	16.48	_	16.90	17.42	17.52	19.57	17.66
Michigan										
Detroit (January)	11.24	21.24	_	17.89	21.32	18.51	20.00	17.80	21.24	20.32
Minnesota										
Minneapolis-St. Paul (February)	11.30	20.92	12.03	_	19.38	18.50	16.50	16.77	20.84	18.16
Mississippi Jackson (April)	9.13	18.88	_	16.76	_	_	_	14.66	_	_
σασισστί (Αριιι)	9.13	10.00	_	10.70	_		_	14.00		_

Table H-4. Average hourly pay¹ in all industries, maintenance and toolroom occupations, selected areas, 1996 — Continued

Otata and afairment	General	Maintenance	Maintenan	ce Electronics T	echnicians	Maintenance	Maintenance	Maintenance	Maintenance	Tool and Die
State, area, and reference month	Maintenance Workers	Electricians	ı	II	III	Machinists	Mechanics, Machinery	Mechanics, Motor Vehicle	Pipefitters	Makers
Missouri										
Kansas City (September)	\$9.27	\$19.67	_	\$18.36	\$18.80	\$16.51	\$15.36	_	\$20.73	\$20.83
St. Louis (March)	9.86	20.51	-	18.02	19.99	19.69	17.38	\$17.32	20.52	21.07
Nebraska										
Omaha (April)	9.34	15.98	-	16.69	-	17.70	-	13.84	_	-
New York										
Nassau-Suffolk (January)	13.31	18.98	-	_	-	_	18.34	18.16	18.15	_
North Dakota										
Ward County (February)	9.84	_	-	_	_	_	_	12.53	_	_
Ohio	40.00	40.40			40.70	4400	40.40	40.44	40.44	47.00
Cincinnati (May) Cincinnati-Hamilton CMSA (May) ²	10.63 10.66	19.19	_	40.00	19.73	14.82	18.12	16.14	19.44	17.03 17.03
Cleveland (July)	10.66	18.97 19.59	_	18.38 16.45	18.30 20.11	14.96 18.40	17.13 18.53	15.87 16.71	19.06 21.07	17.03
Cleveland (July)	10.72	19.59	_	15.56	19.97	18.39	18.03	16.71	20.31	17.16
Columbus (January)	10.79	16.83	_	15.42	19.59	15.92	16.03	14.30	20.31	18.44
Dayton–Springfield (March)	11.11	-	\$11.88	16.86	17.61	- 15.92	19.35	15.37	_	19.95
Oregon										
Portland–Salem CMSA (July) ²	10.51	18.66	-	17.39	20.26	17.09	16.25	16.25	_	21.14
Pennsylvania										
Philadelphia (November)Philadelphia-Wilmington-Atlantic City CMSA	11.78	17.75	-	18.65	19.08	18.57	16.92	16.37	18.04	17.73
(November) ²	12.16	18.47	_	19.00	19.08	18.41	16.87	16.33	19.33	18.27
Pittsburgh (May)	10.52	16.49	_	16.22	16.23	16.69	15.59	16.61	16.84	19.66
Reading (January)	11.98	17.19	_	16.41	_	15.27	16.62	15.06	_	
Scranton-Wilkes-Barre-Hazleton (March)	10.17	15.17	-	15.55	-	13.61	13.30	13.43	-	14.34
Puerto Rico										
San Juan-Caguas-Arecibo CMSA (October)	6.43	10.06	9.41	11.88	-	10.81	11.59	9.99	_	12.01
Tennessee										
Nashville (May)	9.50	15.48	_	_	-	-	13.95	14.34	_	16.04
Texas										
Dallas-Ft. Worth CMSA (March)	8.74	15.49	11.96	18.62	19.92	_	14.06	15.66	_	17.27
Houston (March)	9.22	18.67	11.88	18.51	20.99	-	18.46	14.63	-	17.22
Houston-Galveston-Brazoria CMSA (April) ²	9.18	18.86	11.88	19.08	20.99	19.86	18.62	14.59	19.39	17.61

Table H-4. Average hourly pay in all industries, maintenance and toolroom occupations, selected areas, 1996 — Continued

	General	Maintenance	Maintenan	ce Electronics T	echnicians	Maintenance	Maintenance	Maintenance	Maintenance	Tool and Die
State, area, and reference month	Maintenance Workers	Electricians	I	II	III	Machinists	Mechanics, Machinery	Mechanics, Motor Vehicle	Pipefitters	Makers
Virginia Richmond-Petersburg (August)	\$9.62	\$20.05	-	-	-	\$17.39	\$19.54	\$13.73	-	_
Washington Seattle-Tacoma-Bremerton CMSA (November)	11.53	21.59	-	\$19.19	\$23.23	20.26	20.12	19.22	\$21.68	-
Wisconsin Juneau County (March) Milwaukee (August) Milwaukee–Racine CMSA (August) ²	11.44	_ 20.51 20.27	- - \$12.26	- 18.28 18.25	- - -	- - -	12.38 17.95 17.72	- 16.47 16.54	21.13 21.03	- \$20.43 19.61

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.

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.

 $^{^2}$ These areas had a change in area definition in 1996 and are not comparable to similar areas presented in the 1995 National Summary.

Table H-5. Average hourly pay¹ in all industries, material movement and custodial occupations, selected areas, 1996

	Forklift	Gua	ards		Material		Shipping/		Truck	drivers		Warehouse
State, area, and reference month	Operators	I	II	Janitors	Handling Laborers	Order Fillers	Receiving Clerks	Light Truck	Medium Truck	Heavy Truck	Tractor Trailer	Specialists
Alabama Huntsville (March)	\$10.76	_	_	\$5.74	\$7.65	_	\$10.72	_	_	\$9.97	_	_
Alaska Statewide Alaska (July) Anchorage (July)	<u>-</u> -	_ _	_ _	10.86 8.68	_ _	_ _	17.63 -	_ _	- -	15.85 –	\$16.51 17.11	- -
Arizona Phoenix (April)	10.51	\$6.67	\$10.29	6.43	6.69	\$10.29	8.99	-	_	13.01	-	\$10.38
California Sacramento-Yolo CMSA (March) San Diego (July) San Francisco-Oakland-San Jose CMSA (March)	12.14 - -	6.81 6.31 7.81	14.76 12.41 12.92	8.85 8.38 –	8.19 - 7.41	- - -	9.58 7.92 11.80	- \$7.54 -	\$13.07 - -	- - -	15.44 - -	- - -
Colorado Denver-Boulder-Greeley CMSA (January)	-	6.49	-	7.62	7.50	-	9.30	8.73	-	12.79	15.98	-
Connecticut Hartford (March) New London–Norwich (January)	10.74 –	_ _	<u>-</u>	_ 9.15	_ _	- -	11.43 11.99	_ _	15.89 —	_ _ _	16.27 -	- -
District of Columbia Washington (February)	-	-	11.09	7.54	-	11.82	11.76	-	-	12.68	17.42	-
Florida Miami-Ft. Lauderdale CMSA (November) ² Orlando (April) Tampa-St. Petersburg-Clearwater (July) West Palm Beach-Boca Raton (February)	_ 10.10 8.94 _	6.06 7.61 5.78 7.02	- - - -	6.99 7.45 6.26 6.99	_ 7.65 9.47 _	- - - -	9.10 8.94 9.20 10.88	- 6.64 6.14 -	11.94 — —	11.83 - - -	12.20 12.06	- - 8.56 -
Georgia Atlanta (March) Decatur County (February)	10.60 -	6.62 -	_ _	6.58 5.96	_ _	10.08	_ _ _	7.52 -	14.38	14.45 –	15.59 –	- -
Hawaii Statewide Hawaii (August) Honolulu (August)	- -	7.89 7.75	_ 12.72	8.02 7.71	9.06	- -	_ 10.10	9.13 9.01	_ _	11.91 11.87	13.82 14.11	- -
Illinois Chicago-Gary-Kenosha CMSA (June) ²	-	6.84	12.08	9.19	9.01	_	10.15	_	15.45	18.16	15.66	_
Indiana Indianapolis (August)	14.06	6.98	11.63	8.03	14.66	_	_	11.27	16.73	_	-	12.79
Massachusetts Boston-Worcester-Lawrence CMSA (June) ²	-	8.04	11.98	9.08	-	-	_	10.04	_	12.30	14.71	_
Michigan Detroit (January)	15.74	6.75	13.58	9.21	14.34	_	13.05	_	_	_	15.42	_
Minnesota Minneapolis-St. Paul (February)	13.20	7.60	10.63	8.34	-	11.10	_	-	14.12	13.72	15.23	15.69
Mississippi Jackson (April)	8.08	5.47	-	5.34	9.68	-	8.06	-	_	_	-	-

Table H-5. Average hourly pay in all industries, material movement and custodial occupations, selected areas, 1996 — Continued

	Forklift	Gua	ards		Material		Shipping/		Truck	drivers		Warehouse
State, area, and reference month	Operators	I	II	Janitors	Handling Laborers	Order Fillers	Receiving Clerks	Light Truck	Medium Truck	Heavy Truck	Tractor Trailer	Specialists
Missouri Kansas City (September) St. Louis (March)	\$11.61 13.74	\$6.56 -	\$10.54 13.22	\$7.68 6.72	\$9.57 -	\$11.09 -	\$9.80 11.04	\$9.99 8.21	\$11.58 -	- \$12.72	\$14.95 17.31	\$13.67 —
Nebraska Omaha (April)	10.27	6.22	_	7.63	9.88	_	9.94	_	_	_	_	_
New York Nassau–Suffolk (January)	12.67	8.15	13.83	10.66	_	12.70	11.54	10.82	_	_	_	13.01
North Dakota Ward County (February)	-	_	_	7.40	-	_	_	_	_	_	_	_
Ohio Cincinnati (May)	_	7.04	12.35	7.59	10.41	_	10.86	_	15.80	11.71	_	11.99
Cincinnati-Hamilton CMSA (May) ² Cleveland (July)	11.41 12.68	7.09 6.69	12.35 11.34	7.69 7.25	10.40	9.28 -	10.90 11.29	– 9.54	15.63 16.05	11.59 13.31	- 14.93	11.97 11.72
Cleveland–Akron CMSA (August) ²	13.39 12.01 –	6.57 - 6.92	11.63 10.75 11.56	7.65 8.18 8.44	_ _ 12.97	_ _ _	11.44 12.83 10.22	9.27 8.94 8.43	_ _ 12.44	13.55 - 11.61	15.89 16.43 –	13.38 - 13.33
Oregon Portland–Salem CMSA (July) ²	40.47	9.26	11.79		_	_	_	8.54	_	_	42.20	
	12.17	9.20	11.79	7.93	_	_	-	6.54	_	_	13.28	-
Pennsylvania Philadelphia (November) Philadelphia–Wilmington–Atlantic City CMSA	12.33	7.74	11.71	9.23	12.25	_	10.59	_	15.87	14.15	13.33	14.04
(November) ² Pittsburgh (May)	12.43 12.62	8.03 6.02	11.72 12.07	9.01 7.98	_ 12.19	11.74 14.28	10.66	_ _	16.23 15.22	14.05 15.28	13.38 15.68	14.16 10.55
Reading (January) Scranton–Wilkes-Barre–Hazleton (March)	11.70 10.53	9.14 6.38	_ _	9.74 8.06	8.45		9.45 9.26	9.96	11.77 15.35	_ 10.48	_ 15.09	_
Puerto Rico San Juan-Caguas-Arecibo CMSA (October)	7.15	4.80	5.01	4.96	5.88	_	7.98	5.41	_	6.19	8.40	-
Tennessee Nashville (May)	10.12	6.60	13.12	6.66	-	_	10.73	7.56	12.88	-	17.97	_
Texas Dallas-Ft. Worth CMSA (March)	9.95	6.79	14.01	_	7.65	_	10.02	7.53	12.92	9.05	_	_
Houston (March)Houston–Galveston–Brazoria CMSA (April) ²	- -	6.55 6.59	10.17 10.33	5.34 5.40	-	8.19 8.19	10.94 10.59	_ _	15.02	10.09 10.25	13.30 13.26	- -

Table H-5. Average hourly pay in all industries, material movement and custodial occupations, selected areas, 1996 — Continued

	Forklift	Gua	ards		Material		Shipping/		Trucko	drivers		Warehouse
State, area, and reference month	Operators	Į.	Ш	Janitors	Handling Laborers	Order Fillers	Receiving Clerks	Light Truck	Medium Truck	Heavy Truck	Tractor Trailer	Specialists
Virginia Richmond-Petersburg (August)	\$13.17	_	\$10.72	\$6.44	\$10.59	_	\$10.60	\$6.98	\$9.63	\$10.83	\$15.37	\$11.57
Washington Seattle-Tacoma-Bremerton CMSA (November)	-	\$6.76	13.89	9.21	-	-	-	-	-	15.22	14.35	-
Wisconsin Juneau County (March) Milwaukee (August) Milwaukee–Racine CMSA (August) ²	- 14.08 13.87	- 7.34 7.30	- - -	8.43 8.26 8.32	– 9.56 9.56	- \$11.13 11.19	- 11.66 11.67	- - -	- 14.21 14.53	- - -	- 16.96 16.94	- - -
Wyoming Lincoln County (April)	-	-	-	9.38	-	-	_	_	-	_	_	-

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 These areas had a change in area definition in 1996 and are not comparable to similar areas presented in the 1995

National Summary.

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.

Table I-1. Average weekly pay¹ in private industries, professional and administrative occupations,² selected areas, 1996

											Profes	ssional										
State, area, and reference month			Accou	untants			А	ccountar	nts, Publi			Attor	neys					Engi	neers			
	ı	II	III	IV	V	VI	I	II	III	IV	II	III	IV	V	ı	II	Ш	IV	V	VI	VII	VIII
Alabama																						
Birmingham (June) ³	_	_ CEC4	_ ©704	-	_	-	-	-	-	_	-	_	_	-	_ 	-	_ *00F	-	_	_	- 64 740	-
Huntsville (March) Mobile (June) ³	_	\$561 -	\$731 _	\$1,008	-	_	_	_	_	_	-	-	_	_	\$636	_	\$925 _	_	-	_	\$1,718	-
Montgomery (May) ³	-	-	_	-	-	-	-	-	-	_	-	-	_	-	-	-	_	_	-	-	-	-
Alaska																						
Statewide Alaska (July)		703 703	962 977	-	_ _	- -	-	_	_	_	_ _	_ _	_ _	- -	893 -	\$979 -	1,146 1,154	\$1,460 1,458	\$1,793 1,799	\$2,110 2,083	-	_ _
Arizona Phoenix (April)	ı	608	766	1,010	\$1,435	-	\$553	\$568	_	_	_	\$1,439	-	-	745	843	988	1,153	1,312	_	1,989	_
California																						
Fresno-Visalia (April) ³	-	-	-	_	-	-	-	-	-	_	-	-	_	-	-	-	_	-	-	-	-	-
Sacramento-Yolo CMSA (March) San Diego (July)	_	667 655	803 853	1,034	1,328 1,300	_	-	_	-	_	-	-	_	_	750 _	848 799	981 868	1,116 1,095	1,326 1,318	1,632 1,517	1,835	_
San Francisco–Oakland–San Jose CMSA (March)	\$614	692	895	1,149		\$1,847	-	_	_	_	-	1,613	\$2,010	\$2,299	- 750	833	1,019	1,251	1,535	1,817		\$2,428
Colorado																						
Colorado Springs and Pueblo (August) ³	_	_	_	_	_	_	_	_	_	_	_	_	_	_	_	_	_	_	_	_	_	_
Denver-Boulder-Greeley CMSA (January)	540	633	806	1,041	-	-	-	-	-	-	-	1,346	_	-	688	803	955	1,187	1,443	1,689	2,078	-
Connecticut																						
Hartford (March)	-	627	817	1,082	1,345	-	-	-	-	_	-	1,388	_	2,030	629	791	964	1,221	1,436	1,724	-	-
New London-Norwich (January)	-	580	885	1,081	-	-	-	-	-	-	-	-	_	-	-	-	-	1,106	1,327	1,599	-	-
District of Columbia																						
Washington (February)	508	625	848	1,099	1,409	-	-	631	-	\$944	\$1,040	1,319	_	-	631	778	963	1,174	1,453	1,728	1,993	-
Florida																						
Gainesville (June) ³	-	-	-	_	-	-	-	-	-	_	-	-	_	-	-	-	_	-	-	-	-	-
Miami–Ft. Lauderdale CMSA (November) ⁴	501	601	798	1,049	1,415	-	629	699	\$823	1,086	1,000	-	-	-	-	851	1,071	1,265	1,536	1,852	-	-
Orlando (April) Tampa–St. Petersburg–Clearwater (July)	464	610 617	772 769	1,013 1,041	1,348	_	- 644	- 706	- 839	- 1,116	_	-	_	-	647 624	788 786	967 996	1,226 1,145	1,290	1,813 1,520	1,601	_
West Palm Beach–Boca Raton (February)	_	689	853	1,041	1,346	_	-	-	-	-	_	_	_	_	- 024	-	-	1,145	1,290	1,520	- 1,601	_
, , ,																						
Georgia Atlanta (March)	499	610	798	1,024	1,301	_	_	_	_	_	_	1,340	1,525	_	617	788	958	1,126	1,314	1,659	_	_
Augusta–Aiken, Columbia and Sumter (October) ³	-	-	- 730	-	- 1,501	_	_	_	_	_	_	- 1,540	- 1,525	-	-	-	-	- 1,120	1,514	- 1,055	_	-
Columbus (June) ³	-	-	-	-	-	-	-	-	-	-	-	-	_	-	-	-	_	_	_	-	_	-
Decatur County (February)	-	-	-	_	-	-	-	-	-	-	-	-	-	-	-	-	788	-	_	-	_	-
Hawaii																						
Statewide Hawaii (August)	-	606	819	1,058	-	-	-	623	729	1,027	-	-	-	-	-	-	951	1,112	1,425	1,709	_	-
Honolulu (August)	-	599	839	1,058	-	-	-	623	729	1,027	-	-	-	-	-	-	945	1,112	-	-	_	-

Table I-1. Average weekly pay¹ in private industries, professional and administrative occupations,² selected areas, 1996 — Continued

											Adminis	strative										
State, area, and reference month	Budget	Analysts	Buyers	s/Contract	ting Spec	cialists	Сог	mputer P	rogramm	ers	Comp	outer Sys	stems An	alysts		puter Sys Analyst visors/Ma			Persor	inel Spe	cialists	
	II	III	ı	II	III	IV	ı	II	III	IV	I	II	III	IV	ı	II	III	ı	II	III	IV	V
Alabama Birmingham (June) ³ Huntsville (March) Mobile (June) ³ Montgomery (May) ³	_ _	- - - -	- \$450 - -	_ \$579 _ -	_ \$768 _ _	- \$944 - -	_ \$549 _ 390	\$694 633 - 521	\$780 783 - 641	- - -	\$788 765 - -	\$908 892 807 821	- \$1,051 - -	- \$1,034 - -	- - - -	- - - -	- - - -	- - -	_ \$587 _ -	_ \$788 _ _	- \$1,002 - -	- - - -
Alaska Statewide Alaska (July) Anchorage (July)	_ _	 - -	- -	731 -	<u> </u>	- -	- -	-	826 826	<u>-</u>	- -	1,118 1,090	1,240 1,234	_ _	_ _	_ _	_ _	- -	737 -	923 926	1,350 1,310	- -
Arizona Phoenix (April)	_	_	532	634	871	1,078	-	641	736	_	802	942	1,154	_	_	_	_	_	597	795	999	_
California Fresno-Visalia (April) ³ Sacramento-Yolo CMSA (March) San Diego (July) San Francisco-Oakland-San Jose CMSA (March)	_ _	- - -	- - - 610	- 668 666 744	- 889 891 972	- - - 1,182	- - -	- 639 - 718	811 - 822 848	- - -	- 763 - 891	934 891 952 1,082	_ 1,086 1,157 1,286	_ 1,240 _ 1,452	- - - -	- - - \$1,608	- - -	- - -	- 618 615 668	- 819 812 894	- 1,018 1,078 1,126	- \$1,267 1,469
Colorado Colorado Springs and Pueblo (August) ³ Denver–Boulder–Greeley CMSA (January)	 - -	 - -	- 504	- 653	- 846	- -	<u>-</u>	657 680	- 805	_ \$965	787 796	939 966	_ 1,140	_ 1,341	_ \$1,165	_ _	_ _	- -	- 617	- 815	_ 1,018	_ _
Connecticut Hartford (March) New London–Norwich (January)		 - -	_ 514	672 -	932 -	1,151 –	- -	622 -	- -	_ _	- -	- -	_ _	_ _	_ _ _	_ _	_ _	- -	645 -	_ 770	1,133 1,094	1,236 -
District of Columbia Washington (February)	_	\$861	547	675	844	980	_	652	799	972	756	922	1,070	1,195	1,211	1,421	_	\$496	639	807	1,084	1,443
Florida Gainesville (June)³	- - -	- - - -	- 493 - 498 -	- 680 661 683 -	- 859 - 863		- - - 588 -	- 600 552 -	- 810 695 - -	- 1,037 961 - -	- 768 688 - -	861 930 824 935	_ 1,154 1,034 1,120 _	_ 1,353 _ _ _ _	- - - -	- - - -	- - - -	- - - -	- 608 534 589 581	- 774 718 771 771	- 1,013 962 1,003 -	_ 1,313 _ _ _ _
Georgia Atlanta (March) Augusta-Aiken, Columbia and Sumter (October) ³ Columbus (June) ³ Decatur County (February)	_ _	- - - -	- - -	673 - - -	870 - - -	1,041 - - -	563 - - -	595 582 - -	789 697 667 –	927 - - -	739 751 – –	895 840 – –	1,064 976 – –	1,269 - - -	1,171 - - -	1,352 - - -	- - - -	490 - - -	615 - - -	799 - - -	1,072 - - -	1,211 - - -
Hawaii Statewide Hawaii (August) Honolulu (August)	 - -	 - -	- -	669 676	_ _	- -	<u>-</u>	569 569	714 713	_ _	759 756	883 883	1,075 1,075	_ _	_ _	_ _	_ _		650 654	845 849	1,050 1,048	_ _

Table I-1. Average weekly pay $^{\rm i}$ in private industries, professional and administrative occupations, $^{\rm 2}$ selected areas, 1996 — Continued

		Administrative	
State, area, and reference month	Personn	el Supervisors/M	lanagers
	I	II	III
Alabama			
Birmingham (June) ³	_	_	_
Huntsville (March)	_	_	_
Mobile (June) ³	-	-	_
Montgomery (May) ³	-	_	-
Alaska			
Statewide Alaska (July)	_	-	_
Anchorage (July)	-	_	-
Arizona			
Phoenix (April)	-	-	-
California			
Fresno-Visalia (April) ³	-	-	_
Sacramento-Yolo CMSA (March)	_	-	_
San Diego (July)	-	· ·	<u></u>
San Francisco-Oakland-San Jose CMSA (March)	-	\$1,612	\$1,931
Colorado			
Colorado Springs and Pueblo (August) ³	_		_
Denver-Boulder-Greeley CMSA (January)	_	1,415	-
Connecticut			
Hartford (March)	-	-	_
New London-Norwich (January)	-	_	_
District of Columbia			
Washington (February)	\$1,172	1,405	-
Florida			
Gainesville (June) ³	-	_	-
Miami–Ft. Lauderdale CMSA (November) ⁴	-	_	-
Orlando (April) Tampa–St. Petersburg–Clearwater (July)	_	_	_
West Palm Beach–Boca Raton (February)	_	_	
Georgia			
Atlanta (March)	_	_	l –
Augusta–Aiken, Columbia and Sumter (October) ³	_	_	_
Columbus (June) ³	-	_	_
Decatur County (February)	-	-	_
Hawaii			
Statewide Hawaii (August)	-	_	_
Honolulu (August)	-	_	_

Table I-1. Average weekly pay¹ in private industries, professional and administrative occupations,² selected areas, 1996 — Continued

											Profes	ssional										
State, area, and reference month			Accou	ıntants			Å	Accountar	nts, Publi	С		Attor	neys					Engi	neers			
	ı	II	III	IV	V	VI	ı	II	III	IV	II	III	IV	V	ı	II	III	IV	V	VI	VII	VIII
Illinois Central Illinois (March) ³ Chicago–Gary–Kenosha CMSA (June) ⁴	_ \$539	- \$632	- \$772	_ \$1,037	_ \$1,349	- \$1,957	_ \$593	_ \$644	- \$752	_ \$1,037	_ _	_ \$1,478	_ \$1,747	- -	_ \$732	_ \$834	_ \$993	_ \$1,207	_ \$1,465	_ \$1,751	_ \$2,114	- -
Indiana Indianapolis (August)	605	668	813	1,010	1,441	-	-	-	-	-	_	1,414	1,659	-	645	785	938	1,093	_	_	_	-
Kansas Wichita (July) ³	_	-	_	_	-	-	_	_	-	-	_	_	-	-	-	-	-	-	_	_	_	-
Kentucky Lexington–Fayette (August) ³ Louisville (September) ³	_ _	-	_ _	_ _	_ _	- -	- -	- -	<u> </u>	_ _	_ _	_ _	_ _	- -	<u>-</u>	- -	_ _	_ _	_ _	_ _	_ _	- -
Louisiana Shreveport–Bossier City (April) ³	-	-	_	_	-	-	-	-	-	-	_	-	-	-	-	-	-	-	_	_	_	-
Massachusetts Boston-Worcester-Lawrence CMSA (June) ⁴	524	626	804	1,025	1,425	1,857	-	607	707	-	\$1,130	1,539	1,975	-	686	810	999	1,164	1,393	1,681	1,909	\$2,505
Michigan Detroit (January)	520	693	856	1,076	1,418	-	_	-	_	-	1,099	1,402	1,632	\$2,063	-	832	964	1,189	1,464	1,823	_	-
Minnesota Minneapolis–St. Paul (February)	525	590	803	996	1,367	-	_	-	_	-	_	1,345	1,723	2,211	699	807	947	1,139	1,348	1,606	1,897	-
Mississippi Biloxi–Gulfport–Pascagoula (August) ³ Columbus (June) ³ Jackson (April)	- - -	- - 618	- - 764	- - -	- - -	- - -	- - -	- - -	- - -	- - -	- - -	- - -	- - -	- - -	- - -	- - 794	- - 907	- - 1,105	- - -	- - -	- - -	- - -
Missouri Kansas City (September) St. Louis (March)	512 504	623 592	811 761	1,015 1,023	1,307 1,382	- -	- -	611 608	746 666	- 868	_ _	1,334 1,293	- 1,806	_ 2,086	632 -	759 740	907 861	1,085	1,237	_ _	_ _	- -
Nebraska Omaha (April)	443	585	756	1,003	1,366	-	-	-	_	_	_	_	_	-	636	815	991	1,128	1,449	_	_	_
New York Buffalo-Niagara Falls (April) ³ Nassau-Suffolk (January)	- 503	- 622	- 782	_ 1,117	_ _	- -	- -	- -	- -	_ _	_ _	_ _	- -	- -	<u>-</u>	- 785	– 914	_ 1,120	_ 1,303	_ 1,507	_ _	- -
North Carolina Greensboro–Winston-Salem–High Point (July) ³	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	_

Table I-1. Average weekly pay¹ in private industries, professional and administrative occupations,² selected areas, 1996 — Continued

											Admini	strative										
State, area, and reference month	Budget	Analysts	Buyers	s/Contract	ting Spe	cialists	Co	mputer P	rogramm	ers	Comp	outer Sys	items An	alysts		puter Sys Analyst /isors/Ma			Persor	nel Spe	cialists	
	II	III	ı	II	III	IV	I	II	III	IV	I	II	III	IV	ı	II	III	I	II	III	IV	V
Illinois Central Illinois (March) ³ Chicago–Gary–Kenosha CMSA (June) ⁴	_ _ _	_ \$820	_ \$504	_ \$695	_ \$862	_ \$1,101	_ \$600	\$698 681	\$800 819	_ \$1,050	\$747 843	\$943 967	_ \$1,129	_ _ _	_ \$1,255	_ \$1,504	_ _ _	_ \$525	_ \$633	_ \$812	_ \$1,072	_ \$1,472
Indiana Indianapolis (August)	-	-	507	659	946	-	-	619	-	918	808	946	1,035	\$1,233	_	_	_	-	618	822	1,045	-
Kansas Wichita (July) ³	-	-	-	-	_	-	-	643	760	-	765	946	-	-	_	_	_	-	-	_	-	-
Kentucky Lexington–Fayette (August) ³ Louisville (September) ³	_ _	_ _	- -	- -		- -	- 511	- 631	787 733	- -	- 812	882 923	_ _	_ _	_ _	_ _	_ _	- -	- -		_ _	_ _
Louisiana Shreveport–Bossier City (April) ³	-	_	-	-	_	-	-	-	-	-	-	863	_	-	_	-	-	-	-	_	-	-
Massachusetts Boston-Worcester-Lawrence CMSA (June) ⁴	\$667	799	555	697	909	1,038	551	645	753	906	791	963	1,119	1,333	1,258	1,419	\$1,596	-	620	813	1,107	1,341
Michigan Detroit (January)	-	_	537	749	979	1,214	604	672	805	936	-	940	1,162	1,371	1,152	1,430	-	-	696	862	1,091	1,457
Minnesota Minneapolis-St. Paul (February)	-	_	510	653	813	1,026	597	649	740	903	794	960	1,090	-	1,175	1,380	-	517	617	753	1,011	1,254
Mississippi Biloxi–Gulfport–Pascagoula (August) ³ Columbus (June) ³ Jackson (April)	-	- - -	- - -	- - -	- - -	- - -	528 - -	709 - 562	627 810 694	- -	750 - 703	862 1,033 890	1,106 - -	- - -	- - -	- - -	- - -	- - -	- - 566	- - 813	- - 1,083	- - -
Missouri Kansas City (September) St. Louis (March)	_ _	797 -	481 476	659 617	796 804	1,014 990	- -	682 601	821 720	986 -	788 765	961 928	1,128 1,110	- -	_ 1,158	1,400 1,427	- -	- 487	609 579	818 729	1,051 1,032	1,291 –
Nebraska Omaha (April)	_	_	_	571	_	-	499	592	736	950	764	927	1,081	-	_	1,332	_	-	570	817	1,045	_
New York Buffalo-Niagara Falls (April) ³ Nassau-Suffolk (January)	_ _	_ _	- 538	- 657	- 892	- -	<u>-</u>	568 681	723 858	_ 1,052	695 -	860 1,008	1,049 1,104	_ 1,402	_ _	_ _	- -	- -	_ 669	_ 859	_ 1,057	_ _
North Carolina Greensboro-Winston-Salem-High Point (July) ³	_	-	-	-	-	-	549	619	736	-	811	963	1,125	-	_	-	-	-	-	-	-	-

Table I-1. Average weekly pay $^{\rm i}$ in private industries, professional and administrative occupations, $^{\rm 2}$ selected areas, 1996 — Continued

		Administrative	
State, area, and reference month	Personn	el Supervisors/M	lanagers
	ļ	II	III
Illinois Central Illinois (March) ³ Chicago–Gary–Kenosha CMSA (June) ⁴	- -	_ \$1,548	_ _ _
Indiana Indianapolis (August)	-	-	_
Kansas Wichita (July) ³	-	-	-
Kentucky Lexington–Fayette (August) ³ Louisville (September) ³	<u>-</u> -	- -	_ _ _
Louisiana Shreveport–Bossier City (April) ³	-	-	-
Massachusetts Boston-Worcester-Lawrence CMSA (June) ⁴	-	1,503	\$1,754
Michigan Detroit (January)	\$1,104	-	-
Minnesota Minneapolis–St. Paul (February)	-	1,490	1,910
Mississippi Biloxi–Gulfport–Pascagoula (August) ³ Columbus (June) ³	- - -	- - -	- - -
Missouri Kansas City (September) St. Louis (March)	<u>-</u> -	_ 1,407	_ 1,683
Nebraska Omaha (April)	-	-	_
New York Buffalo-Niagara Falls (April) ³ Nassau-Suffolk (January)	<u>-</u> -	- -	_ _ _
North Carolina Greensboro–Winston-Salem–High Point (July)³	-	-	

Table I-1. Average weekly pay¹ in private industries, professional and administrative occupations,² selected areas, 1996 — Continued

											Profes	ssional										
State, area, and reference month			Accou	ntants			A	ccountar	nts, Publi	С		Atto	rneys					Engi	neers			
	ı	II	III	IV	V	VI	I	II	III	IV	II	III	IV	V	I	II	III	IV	V	VI	VII	VIII
Ohio Cincinnati (May) Cincinnati—Hamilton CMSA (May) ⁴ Cleveland (July) Cleveland—Akron CMSA (August) ⁴ Columbus (January) Dayton—Springfield (March)	\$501 501 - 500 509 531	\$625 635 631 643 608 593	\$752 756 790 795 779 789	\$1,013 1,016 998 985 978 1,024	- - \$1,288 1,262 1,259 1,188	1 1 1 1 1	\$564 564 - - -	\$593 593 - - - -	\$676 676 - - -	- - - - -	- - - - -	- \$1,303 1,294 1,243	- - - - \$1,570	- - - \$2,192 - -	\$715 724 655 664 681 691	\$882 885 753 768 802 741	\$978 977 929 929 969 934	\$1,139 1,152 1,123 1,113 1,179 1,134	\$1,285 1,305 1,293 1,291 - 1,325	- - \$1,497 1,583 - -	- - - \$1,958 - -	- - - - -
Oklahoma Oklahoma City (July) ³	_	_	_	_	-	_	_	_	_	_	_	_	_	_	_	_	_	_	_	_	_	_
Oregon Portland–Salem CMSA (July) ⁴	523	599	818	1,066	1,280	-	_	563	-	\$1,038	_	_	_	_	719	844	971	1,169	1,379	_	1,999	_
Pennsylvania Harrisburg-Lebanon-Carlisle (August) ³ Philadelphia (November) Philadelphia-Wilmington-Atlantic City CMSA (November) ⁴ Pittsburgh (May) Scranton-Wilkes-Barre-Hazleton (March)	- 531 528 468 470	- 654 653 595 569	- 821 818 793 744	- 1,117 1,126 1,099 962	- 1,486 1,463 - -	- - -	- 566 566 -	- 686 686 -	- 825 825 - -	1,028 1,028 - -	- - - -	- - - 1,284	1,598 1,750 1,667	1,909 2,106	- 665 668 642 -	- 819 826 736 685	- 1,031 1,035 915 932	- 1,218 1,218 1,071 1,170	- 1,462 1,470 - 1,335	- - - -	- - 2,112 - -	- - - -
Puerto Rico San Juan–Caguas–Arecibo CMSA (October)	331	450	625	984	-	-	_	_	-	_	\$821	_	_	_	594	669	797	1,003	1,242	_	_	_
South Carolina Charleston–North Charleston (September) ³	-	_	_	_	-	_	_	_	_	_	_	_	_	_	_	_	_	_	_	_	_	_
Tennessee Nashville (May)	479	585	779	1,002	ı	-	_	-	_	_	_	1,260	_	-	639	700	910	1,096	1,310	_	_	_
Texas Dallas—Ft. Worth CMSA (March) Houston (March) Houston—Galveston—Brazoria CMSA (April) ⁴ Northwest Texas (September) ³ San Antonio (August) ³	519 587 587 –	631 678 680 –	838 892 900 –	1,058 1,176 1,179 –	1,369 1,548 1,548 - -	\$1,737 - - - -	595 - - - -	641 - - - -	719 - - - -	965 - - - -	957 1,289 1,289 – –	1,375 1,542 1,542 – –	1,733 1,921 1,921 – –	2,167 2,286 2,286 – –	710 703 716 –	801 852 856 –	945 990 1,000 – –	1,143 1,229 1,232 – –	1,416 1,530 1,526 –	1,746 1,775 1,778 - -	1,985 2,154 2,149 – –	- - - -

Table I-1. Average weekly pay¹ in private industries, professional and administrative occupations,² selected areas, 1996 — Continued

											Admini	istrative										
State, area, and reference month	Budget /	Analysts	Buyers	s/Contrac	ting Spe	cialists	Cor	mputer Pi	rogramm	ers	Com	puter Sys	stems An	alysts		puter Sys Analyst visors/Ma			Persor	nel Spe	cialists	
	II	III	I	II	Ш	IV	I	II	Ш	IV	ı	II	III	IV	I	II	III	ı	П	Ш	IV	V
Ohio Cincinnati (May)	- - -	- - - - -	\$498 512 - - 535 514	\$663 664 650 650 647 671	\$893 907 831 861 827 881	- - \$1,099 1,081 - -	- \$641 - 497 551 602	\$656 681 608 600 635 707	\$771 763 770 755 779	- - \$914 883 -	\$852 870 785 793 745 790	\$1,019 1,021 899 907 901 887	\$1,192 1,196 1,072 1,079 1,058 1,066	- \$1,743 1,228 1,228 1,207 1,268	- \$1,343 - 1,141 - 1,125	\$1,328 1,326 1,305 1,320 1,237	- - - - \$1,455	- \$533 - 497 -	\$616 619 612 626 613 578	\$812 820 839 813 756 800	\$1,028 1,037 1,039 1,023 1,052 1,013	1,326 1,273
Oklahoma Oklahoma City (July) ³	-	_	_	_	_	-	_	586	749	_	_	907	_	_	_	_	_	_	_	_	_	_
Oregon Portland–Salem CMSA (July) ⁴	-	-	575	644	898	1,086	_	662	794	_	772	942	1,096	-	1,157	1,329	-	_	578	801	1,089	1,355
Pennsylvania Harrisburg-Lebanon-Carlisle (August) ³ Philadelphia (November) Philadelphia-Wilmington-Atlantic City CMSA (November) ⁴ Pittsburgh (May) Scranton-Wilkes-Barre-Hazleton (March)	- \$669 667 632	- - - -	- 557 565 541 -	- 673 672 655 618	- 916 918 789	- - 1,060	- 568 568 517 473	616 644 674 602 564	754 787 800 725	988 988 877	- 835 840 741	818 992 989 895	996 1,111 1,123 1,062 980	- - 1,327 - -	1,252 1,254 1,160	1,411 1,412 1,324	- - - -	- - - -	- 629 631 601 495	- 806 801 754 709	1,033 1,029 1,021 904	1,386 1,225
Puerto Rico San Juan–Caguas–Arecibo CMSA (October)	-	-	442	_	_	-	_	498	641	_	596	702	942	-	_	_	_	-	434	600	993	_
South Carolina Charleston–North Charleston (September) ³	-	-	-	_	_	-	_	-	-	_	_	965	_	-	_	_	_	_	_	_	_	_
Tennessee Nashville (May)	_	_	468	630	860	-	_	549	-	_	681	885	987	_	_	_	_	_	589	788	1,166	_
Texas Dallas-Ft. Worth CMSA (March) Houston (March) Houston-Galveston-Brazoria CMSA (April) ⁴ Northwest Texas (September) ³ San Antonio (August) ³	_ _	- - - -	539 532 532 – –	664 738 744 –	876 969 976 –	1,031 1,317 1,312 – –	541 615 615 - -	637 713 717 – 645	750 887 887 790 733	- 979 979 - -	752 849 867 –	912 1,028 1,031 867 946	1,091 1,200 1,202 –	1,292 1,503 1,503 - -	1,085 1,349 1,339 - -	1,351 1,455 1,455 – –	1,577 - - - -	- 564 569 - -	613 666 670 –	792 889 886 –	990 1,145 1,153 – –	1,390

Table I-1. Average weekly pay $^{\rm i}$ in private industries, professional and administrative occupations, $^{\rm 2}$ selected areas, 1996 — Continued

		Administrative	
State, area, and reference month	Personn	el Supervisors/M	1anagers
	I	П	III
Ohio Cincinnati (May) Cincinnati—Hamilton CMSA (May) ⁴	<u>-</u>	- -	_ _ _
Cleveland (July)	- - -	- - -	- - -
Dayton–Springfield (March)	-	-	-
Oklahoma City (July) ³	-	-	_
Oregon Portland–Salem CMSA (July) ⁴	-	-	_
Pennsylvania Harrisburg-Lebanon-Carlisle (August) ³ Philadelphia (November) PhiladelphiaWilmingtonAtlantic City CMSA (November) ⁴ Pittsburgh (May) ScrantonWilkes-BarreHazleton (March)	- - - -	- - - -	- - - -
Puerto Rico San Juan–Caguas–Arecibo CMSA (October)	\$986	-	-
South Carolina Charleston–North Charleston (September) ³	-	-	-
Tennessee Nashville (May)	-	-	-
Texas Dallas–Ft. Worth CMSA (March)	1,062 - - - -	\$1,403 1,459 1,459 - -	\$1,672 1,948 1,956 -

Table I-1. Average weekly pay¹ in private industries, professional and administrative occupations,² selected areas, 1996 — Continued

											Profes	ssional										
State, area, and reference month			Accou	ıntants			F	Accountar	nts, Publi	ic		Atto	rneys					Engi	neers			
	I	II	III	IV	V	VI	ı	II	III	IV	II	III	IV	V	I	II	III	IV	V	VI	VII	VIII
Vermont Statewide Vermont (August) ³ Virginia Norfolk–Virginia Beach–Newport News (April) ³ Richmond–Petersburg (August)	_	- - \$606	- - \$828	- - \$1,086		- - -		- - -	- - \$707	- - \$854	- - \$1,043	- \$1,230	- - \$1,390		- - -	- - -						
Washington Seattle-Tacoma-Bremerton CMSA (November)	518	645	859	1,060	\$1,308	_	\$533	\$618	\$785	\$1,049	_	\$1,446	\$1,835	-	-	-	-	_	_	_	_	_
Wisconsin Juneau County (March) Milwaukee (August) Milwaukee–Racine CMSA (August) ⁴	535	- 599 599	- 816 817	- 1,050 1,055	- - -	- - -	- - -	- - -		- - -	1 1 1	- - -	- - -	1 1 1	- 691 683	811 805 806	- 997 996	- 1,128 1,124	- 1,294 1,294	- \$1,656 1,647	- - -	- - -

Table I-1. Average weekly pay¹ in private industries, professional and administrative occupations,² selected areas, 1996 — Continued

											Adminis	strative										
State, area, and reference month	Budget	Analysts	Buyers	s/Contrac	ting Spe	cialists	Cor	mputer P	rogramm	ers	Comp	outer Sys	stems An	alysts		puter Sys Analyst visors/Ma			Persor	nnel Spe	cialists	
	II	III	ı	II	III	IV	I	П	III	IV	ı	II	III	IV	I	П	Ш	ı	П	III	IV	V
Vermont Statewide Vermont (August) ³ Virginia Norfolk–Virginia Beach–Newport News (April) ³ Richmond–Petersburg (August)	_	- - -		- - \$746	- - \$994	- - -	- \$535 -	\$606 605 613	- \$724 753	- - -	- \$703 845	\$832 812 923	\$1,013 1,036 1,096	- - \$1,288		- - -		- - -	- - \$589	- - \$788	- \$1,108	- - -
Washington Seattle-Tacoma-Bremerton CMSA (November)	_	_	\$555	697	-	-	-	624	789	_	802	903	1,043	-	\$1,199	\$1,345	-	-	602	787	1,065	-
Wisconsin Juneau County (March) Milwaukee (August) Milwaukee–Racine CMSA (August) ⁴	-	- - -	- - -	- 679 678	- 921 913	- - -	- 605 605	- 662 663	- 796 796	- - -	- 809 807	- 941 941	_ 1,098 1,098	- - -	- 1,245 1,242	- - -	1 1	- - -	- 583 586	- 823 816	- 1,035 1,031	- - -

Table I-1. Average weekly pay¹ in private industries, professional and administrative occupations,² selected areas, 1996 — Continued

		Administrative	
State, area, and reference month	Personn	el Supervisors/M	lanagers
	I	II	III
Vermont Statewide Vermont (August) ³	-	-	_
Virginia Norfolk-Virginia Beach-Newport News (April) ³ Richmond-Petersburg (August)		- -	- -
Washington Seattle-Tacoma-Bremerton CMSA (November)	\$1,159	-	-
Wisconsin Juneau County (March) Milwaukee (August) Milwaukee–Racine CMSA (August) ⁴	-	- - -	- - -

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.

Programmers V averaged \$1,155 in Houston-Galveston-Brazoria, TX; Computer Systems Analysts V averaged \$1,579 in Dallas-Ft. Worth, TX; and Personnel Specialists VI averaged \$1,547 in Philadelphia-Wilmington-Atlantic City, PA-DE-NJ.

- 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 private industries. See appendix A-4 for more details.
- ⁴ These areas had a change in area definition in 1996 and are not comparable to similar areas presented in the 1995 National Summary.

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.

² Pay data for the following occupational levels did not meet publication criteria in any area: Budget Analysts I and IV, Buyers/Contracting Specialists V, Computer Systems Analyst Supervisors/Managers IV, Personnel Supervisors/Managers IV and V, and Tax Collectors I, II, and III. In addition, for five occupations, only a single area published average pay data: Attorneys I averaged \$2,626 in San Francisco-Oakland-San Jose, CA; Computer

Table I-2. Average weekly pay¹ in private industries, technical and protective service occupations,² selected areas, 1996

							Tech	nical						
State, area, and reference month	С	omputer	Operator	s		Draf	ters			Eng	ineering	Technici	ans	
	ı	II	III	IV	1	II	Ш	IV	I	II	Ш	IV	٧	VI
Alabama Birmingham (June) ³ Gadsden and Anniston (June) ³ Huntsville (March) Mobile (June) ³ Montgomery (May) ³	- - -	\$437 429 428 - 347	\$513 - - - 548	- - - -	- - - - \$368	\$504 - 484 - 473	\$572 560 569 562 602	- - - -		- - - -	- - \$632 - 597	- - \$838 - -	-	- - - -
Alaska Statewide Alaska (July) Anchorage (July)		535 535	935 -	- -	-	-	- -	\$831 -	- -	-	_ _	-	- -	_ _
Arizona Phoenix (April)	-	437	522	\$665	-	-	574	-	-	\$517	-	770	\$880	_
California Fresno-Visalia (April) ³ Sacramento-Yolo CMSA (March) San Diego (July) San Francisco-Oakland-San Jose CMSA (March)	_ _	- 490 454 563	- 577 535 642	- - - 693		427 - - -	616 611 - 705	- - - 791	- - -	- - 489 565	524 586 - 678	- 725 752 818	- - - 936	_ _ _ \$1,152
Colorado Colorado Springs and Pueblo (August) ³ Denver–Boulder–Greeley CMSA (January)		- 444	- 576	- 636		526 453	_ 598	- -	- \$423	470 524	613 612	729 747	- 834	_ _
Connecticut Hartford (March) New London–Norwich (January)		474 -	583 533	681 -	1 1	- -	594 -	807 -	- -	- -	673 -	728 -	868 -	_ _
District of Columbia Washington (February)	\$403	451	583	_	-	_	679	_	408	540	650	745	918	_
Florida Gainesville (June) ³	- - -	- 448 - 382 -	- 542 - 488 -	- 629 - -	- - - - 393	- 524 546 495 488	508 611 - 607 642	- - - -	- - -	- - - 475 -	- 626 - 550 600			- - - -
Georgia Atlanta (March) Augusta–Aiken, Columbia and Sumter (October) ³ Columbus (June) ³	_	469 417 405	538 528 468	- - -	456 365 -	571 497 -	617 649 –	- - -	- - -	- 582 -	601 695 –	698 - -		- - -
Hawaii Statewide Hawaii (August) Honolulu (August)		469 473	574 556	- -		- -	- -	- -	- -	- -	<u>-</u>	830 -	<u>-</u>	 - -
Illinois Central Illinois (March) ³ Chicago–Gary–Kenosha CMSA (June) ⁴		427 469	605 563	- 682	1 1	474 508	641 630	748 -	- -	_ 557	- 672	- 813	- -	 - -
Indiana Indianapolis (August)	-	480	603	-	_	505	632	_	-	-	642	_	-	_

Table I-2. Average weekly pay $^{\scriptscriptstyle 1}$ in private industries, technical and protective service occupations, $^{\scriptscriptstyle 2}$ selected areas, 1996 — Continued

							Tech	nical						
State, area, and reference month	С	omputer	Operator	s		Draf	ters			Eng	gineering	Technicia	ans	
	_	II	Ш	IV	I	II	Ш	IV	I	II	III	IV	V	VI
Kansas Wichita (July) ³	_	\$468	\$582	_	-	-	_	-	_	_	\$737	\$780	-	_
Kentucky Lexington–Fayette (August)³ Louisville (September)³	_	409 462	- 579	- -	- -	\$439 471	_ \$762	- -	- -	- -	536 -	- -	- -	- -
Louisiana Shreveport–Bossier City (April) ³	_	379	-	-	-	-	-	-	_	-	-	-	_	_
Massachusetts Boston-Worcester-Lawrence CMSA (June) ⁴	_	461	580	\$727	-	494	-	\$912	_	-	705	814	\$955	-
Michigan Detroit (January)	_	467	611	772	\$404	478	624	905	_	-	731	851	976	_
Minnesota Minneapolis-St. Paul (February)	_	-	551	674	-	536	-	731	_	\$507	623	757	844	-
Mississippi Biloxi–Gulfport–Pascagoula (August) ³ Columbus (June) ³	_ _ _	369 - 465	- 511 520	- - -	- - -	415 - -	- - -	- - -	- - -	- - -	- - -	- - -	- - -	- - -
Missouri Kansas City (September) St. Louis (March)	_ \$332	428 416	540 585	652 -	487 380	503 500	649 588	- -	<u>-</u>	571 -	676 562	754 764	- 894	- -
Nebraska Omaha (April)	_	402	-	-	-	481	570	-	_	-	-	-	-	_
New York Buffalo-Niagara Falls (April) ³ Nassau-Suffolk (January)	<u>-</u>	444 471	_ 597	- 679	- -	473 -	671 749	_ 789	<u>-</u>	- -	659 -	819 771	<u>-</u>	_ _
North Carolina Greensboro-Winston-Salem-High Point (July) ³	_	430	512	_	-	515	576	-	_	_	-	834	_	_
Ohio Cincinnati (May) Cincinnati-Hamilton CMSA (May) ⁴ Cleveland (July) Cleveland-Akron CMSA (August) ⁴ Columbus (January) Dayton-Springfield (March)	- 321 320 353	477 479 - 410 437 438	532 559 547 551 531 563	- 647 650 600 651		473 473 480 499 - 483	646 646 604 605 - 602	- - - 696 -	- - - - -	546 542 - 505 - 483	581 581 607 630 –	743 743 747 751 – 709	892 892 858 881 –	- - - - -
Oklahoma Oklahoma City (July) ³	_	409	526	_	_	433	571	-	_	534	626	751	_	_
Oregon Portland-Salem CMSA (July) ⁴	_	474	576	-	-	-	-	-	_	511	611	727	892	_

Table I-2. Average weekly pay¹ in private industries, technical and protective service occupations,² selected areas, 1996 — Continued

							Tech	nical						
State, area, and reference month	C	omputer	Operator	's		Draf	ters			Eng	gineering	Technici	ans	
	I	II	Ш	IV	I	II	III	IV	I	II	III	IV	V	VI
Pennsylvania Harrisburg-Lebanon-Carlisle (August) ³ Philadelphia (November) Philadelphia-Wilmington-Atlantic City CMSA (November) ⁴ Pittsburgh (May) Scranton-Wilkes-Barre-Hazleton (March)	_	\$450 450 448 406 401	\$527 614 602 611 -	11111	- - - \$450 -	\$490 575 566 - -	\$608 648 644 677 -	- \$899 889 - -	11111	11111	\$613 680 694 644 –	\$696 786 838 766	_ \$935 1,010 855 _	- - - -
Puerto Rico San Juan-Caguas-Arecibo CMSA (October)	_	313	415	-	_	401	-	-	_	\$399	521	-	_	-
South Carolina Charleston–North Charleston (September) ³	-	-	-	-	_	532	-	-	_	-	-	-	-	-
Tennessee Nashville (May)	_	436	518	-	_	506	604	-	_	_	625	-	_	-
Texas Dallas-Ft. Worth CMSA (March) Houston (March) Houston-Galveston-Brazoria CMSA (April) ⁴ Northwest Texas (September) ³ San Antonio (August) ³	\$374 397 417 -	464 464 468 345	568 572 576 – 532	- \$722 722 - -	430 441 443 –	466 - - 445 452	601 735 730 – 601	750 819 815 –	- \$473 476 - -	515 580 559 –	590 689 664 –	691 837 822 –	- 1,083 1,078 - -	- \$1,220 1,220 - -
Vermont Statewide Vermont (August) ³	-	449	535	-	-	460	599	-	-	-	551	-	-	-

Table I-2. Average weekly pay¹ in private industries, technical and protective service occupations,² selected areas, 1996 — Continued

							Tech	nical						
State, area, and reference month	C	Computer	Operator	s		Draf	fters			Eng	gineering	Technicia	ans	
	ı	П	Ш	IV	I	Ш	Ш	IV	_	II	III	IV	V	VI
Virginia Norfolk–Virginia Beach–Newport News (April) ³ Richmond–Petersburg (August) Washington Seattle–Tacoma–Bremerton CMSA (November)		\$425 - 473	- \$694 575	- -	- - -	\$474 - 525	\$663 -	- -	-	- -	-	-	-	
Wisconsin Milwaukee (August) Milwaukee–Racine CMSA (August) ⁴	- -	457 454	579 577	<u>-</u> -	- -	- -	634 633	<u>-</u> -	-	- -	\$647 647	\$799 793	\$875 875	_

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.

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.

² Pay data for the following occupational levels did not meet publication criteria in any area: Computer Operater V, Civil Engineering Technicians I, II, III and V, Correction Officers, Firefighters, and Police Officers II. In addition, for two occupations, only a single area published average pay data: Civil Engineering Technicians IV averaged \$830

in Statewide Alaska and Police Officers I averaged \$534 in Pittsburgh, PA.

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 private industries. See appendix A-4 for more details.

⁴ These areas had a change in area definition in 1996 and are not comparable to similar areas presented in the 1995 National Summary.

Table I-3. Average weekly pay in private industries, clerical occupations, selected areas, 1996

State, area, and reference month	ı											
		II	III	IV	I	II	III	IV	I	II	I	II
labama												
Birmingham (June) ²	\$251	\$353	\$508	_	\$250	\$255	\$377	_	\$356	_	\$317	_
Gadsden and Anniston (June) ²	ψ251 -	305	396	_	φ230 _	289	398	_	φ550 -	_	288	_
Liveteville (March)	_	360	419	- \$660	_	335	485	- \$624	_	_	317	\$389
Huntsville (March)				\$660					_	_		\$389
Mobile (June) ²		314	423	_		300	338	_	_	_		
Montgomery (May) ²	262	355	455	_	244	280	350	-	-	-	287	376
laska												
Statewide Alaska (July)	-	430	501	-	-	-	528	583	-	_	355	440
Anchorage (July)	-	444	505	635	-	379	494	583	-	-	-	-
rizona												
Phoenix (April)	-	359	410	489	-	310	381	474	340	_	309	364
alifornia												
Fresno-Visalia (April) ²	_	342	421	584	-	342	344	_	_	_	341	_
Sacramento–Yolo CMSA (March)		391	457	551	_	336	396	460	_		366	432
Salinas (April) ²		-	438	501	_	-	_	-	_	_	-	-52
San Diego (July)	_	387	448	001	_	307	385	_	366	\$513	328	417
San Francisco–Oakland–San Jose CMSA (March)	_	436	519	603		385	466	570	-	φ515 -	-	489
,			0.0			555		0.0				
olorado Colorado Springs and Pueblo (August) ²	_	366	420		_	317	404	_	_		_	376
Denver–Boulder–Greeley CMSA (January)				-	_			494	_	_	357	
Denver-Boulder-Greeley CMSA (January)	348	392	475	555	_	316	393	494	_	_	357	385
onnecticut												
Hartford (March)		397	477	605	-	351	416	_	-	477	360	436
New London-Norwich (January)	_	_	446	_	-	-	-	_	_	_	_	-
strict of Columbia												
Washington (February)	340	410	489	579	-	376	441	570	359	-	344	-
orida												
Gainesville (June) ²	_	334	457	_	_	_	_	_	_	_	_	_
Miami-Ft. Lauderdale CMSA (November) ³		375	472	559	267	312	409	495	344	_	302	400
Northwestern Florida (May) ²		321	497	_		268	361	-	-	_	297	-
Orlando (April)		344	434	_	_	311	332	_	_	_	322	_
Tampa–St. Petersburg–Clearwater (July)		352	406	544	_	011	360	417	_	396	281	
West Palm Beach–Boca Raton (February)		375	425	541	_	301	375	- '	_	-	-	_
eorgia												
Albany (June) ²	_	346	_	_	_	_	_	_	_		_	
					l .					_		_
Atlanta (March)	-	416	471	554	-	340	-	_	-	_	359	_
Augusta-Aiken, Columbia and Sumter (October)2		350	429	540	-	366		_	319	-	324	329
Columbus (June) ²	-	333	433	_	-	-	340	-	-	_	-	_
waii												
Statewide Hawaii (August)		421	459	598	-	334	418	_	418	-	352	446
Honolulu (August)	-	422	458	599	_	332	412	_	419	_	353	435
nois												
Central Illinois (March) ²		360	482	589	250	305	406	477	-	_	296	38
Chicago-Gary-Kenosha CMSA (June)3	_	402	459	607	277	337	417	_	-	469	344	434

Table I-3. Average weekly pay in private industries, clerical occupations, selected areas, 1996 — Continued

State, area, and reference month		Personnel	Assistants				Secretaries			Switchboard Operator-
State, area, and reference month	1	II	III	IV	I	II	III	IV	V	Receptionists
Alabama										
Birmingham (June) ²	_	_	_	_	\$431	\$465	\$551	\$688	_	\$338
Gadsden and Anniston (June)2		_	-	-	_	_	484	_	_	306
Huntsville (March)	-	_	\$440	-	369	432	532	635	_	289
Mobile (June) ²	_	_	-	_	402	465	541	_	_	290
Montgomery (May) ²	-	-	-	-	349	450	542	660	-	332
Alaska										
Statewide Alaska (July)	-	\$474	-	_	-	517	681	829	_	419
Anchorage (July)	-	_	-	-	_	491	606	_	-	425
Arizona										
Phoenix (April)	-	_	-	-	364	_	500	577	\$683	308
California										
Fresno-Visalia (April) ²	_	-	-	_	-	478	522	590	_	325
Sacramento-Yolo CMSA (March)	_	_	500	\$552	434	507	571	621	_	365
Salinas (April) ²	_	_	-	_	-	414	_	650	_	376
San Diego (July)	_	-	-	_	424	499	579	662	786	348
San Francisco-Oakland-San Jose CMSA (March)	-	464	623	687	_	598	645	744	838	433
Colorado										
Colorado Springs and Pueblo (August) ²	_	-	-	_	354	431	513	625	_	297
Denver-Boulder-Greeley CMSA (January)	-	448	492	622	412	509	554	635	748	356
Connecticut										
Hartford (March)	_	-	554	_	451	509	590	674	792	385
New London-Norwich (January)	_	-	-	_	405	_	566	655	_	355
District of Columbia	_	415	E20		_	E24	E77	698	804	412
Washington (February)	_	415	530	_	_	521	577	698	804	412
Florida						400				005
Gainesville (June) ²	-			_	-	430	474			285
Miami-Ft. Lauderdale CMSA (November) ³	\$306	420	510	-		498	540	639	756	334
Northwestern Florida (May) ²	_	_		-	361		521	-	_	268
Orlando (April)		377	435	_	385	457	524	612	_	340
Tampa–St. Petersburg–Clearwater (July)	<u>-</u> -	-	- 448	_	366 367	429	517	597	_	320
West Palm Beach–Boca Raton (February)	-	400	448	-	367	435	509	_	_	332
Georgia						_			_	200
Albany (June) ²	-		_	_	420		- 574	644		309 377
Atlanta (March) Augusta–Aiken, Columbia and Sumter (October) ²	_	442	562 -	_	439 384	477 445	574 521	644 671	771 –	377
Columbus (June) ²	_	_	_	_	373	445	477	671	_	324
Hawaii										
		440	519	619	418	483	591	714		394
Statewide Hawaii (August) Honolulu (August)	_	440 445	519 520	619 627	418	483 490	591 592	714 720	-	394
Illinois										
Central Illinois (March) ²	_	_	_	_	_	427	550	673	_	307
Chicago-Gary-Kenosha CMSA (June) ³	_	410	526	595	459	537	583	700	798	359
Chicago Cary Romonia Civior (Gario)		1 7.0	1 020	000	1	1	1	1 700	1 , , ,	1 555

Table I-3. Average weekly pay $^{\scriptscriptstyle 1}$ in private industries, clerical occupations, selected areas, 1996 — Continued

Ctata and advance and the	V	Vord Processors	
State, area, and reference month	I	II	III
Alabama			
Birmingham (June) ²			
Gadsden and Anniston (June) ²	_	_	_
Huntsville (March)	_	\$401	_
Mobile (June) ²	_		_
Montgomery (May) ²	-	-	-
Alaska			
Statewide Alaska (July)	-	-	-
Anchorage (July)	-	-	_
Arizona			
Phoenix (April)	-	450	-
California			
Fresno-Visalia (April) ²	-	- 479	_
Salinas (April) ²	-	479	_
San Diego (July)	_	479	_
San Francisco-Oakland-San Jose CMSA (March)	_	-	\$717
Colorado			
Colorado Springs and Pueblo (August) ²	_	473	_
Denver-Boulder-Greeley CMSA (January)	-	- 1	-
Connecticut			
Hartford (March)	\$386	552	-
New London-Norwich (January)	-	-	-
District of Columbia			
Washington (February)	413	486	613
Florida			
Gainesville (June) ²	372	408	_
Miami-Ft. Lauderdale CMSA (November)3	-	-	-
Northwestern Florida (May) ²	-	-	-
Orlando (April)	-	-	-
Tampa–St. Petersburg–Clearwater (July) West Palm Beach–Boca Raton (February)	_	464 -	_
Georgia			
Albany (June) ²	_	_	_
Atlanta (March)	_	_	_
Augusta–Aiken, Columbia and Sumter (October) ²	_	376	_
Columbus (June) ²	-	-	-
Hawaii			
Statewide Hawaii (August)	-	432	-
Honolulu (August)	-	432	-
Illinois			
Central Illinois (March) ²	-	464	_
Chicago-Gary-Kenosha CMSA (June) ³	-	546	586

Table I-3. Average weekly pay in private industries, clerical occupations, selected areas, 1996 — Continued

		Clerks, Ad	counting			Clerks,	General		Clerks	, Order	Key Entry	Operators
State, area, and reference month	I	II	III	IV	I	II	III	IV	I	II	ļ	II
Indiana Indianapolis (August)	\$322	\$369	\$455	\$535	\$305	\$326	\$384	\$503	_	_	\$340	\$385
Kansas Wichita (July) ²	-	369	441	-	-	337	448	-	-	-	290	-
Kentucky Lexington-Fayette (August) ² Louisville (September) ²	<u>-</u> -	355 353	407 465	_ 568	- -	_ 327	_ 394	- -	- -	_ \$467	339 294	_ 283
Louisiana Shreveport–Bossier City (April) ²	-	343	390	-	-	298	334	-	_	_	303	-
Massachusetts Boston-Worcester-Lawrence CMSA (June) ³	-	417	487	599	-	-	422	546	_	503	379	429
Michigan Detroit (January)	307	379	452	-	-	-	401	_	_	_	347	-
Minnesota Minneapolis-St. Paul (February)	-	388	444	493	311	351	408	462	\$387	527	340	394
Mississippi Biloxi-Gulfport-Pascagoula (August)² Columbus (June)² Jackson (April) Meridian (July)²	- - - -	331 334 334 335	409 419 440 410	- - 461 -	- - - -	266 299 314 –	- - - -	457 - - -	- - - -	- - - -	- - 373 -	- - - -
Missouri Kansas City (September)	_ 393	383 355	441 427	494 530	_ 234	353 325	421 411	532 497	331 319	_ _ _	311 320	430 -
Nebraska Omaha (April)	315	359	417	511	-	317	-	536	-	-	300	367
New York Buffalo-Niagara Falls (April) ² Nassau-Suffolk (January)	<u>-</u> -	335 444	390 503	_ 549	252 -	326 348	409 416	_ _ _	- 431	_ _ _	340 343	- 458
North Carolina Greensboro–Winston-Salem–High Point (July) ²	-	392	430	570	-	-	452	-	385	400	331	356
North Dakota Ward County (February)	-	308	-	-	-	277	-	-	-	-	-	-

Table I-3. Average weekly pay in private industries, clerical occupations, selected areas, 1996 — Continued

		Personnel	Assistants				Secretaries			Switchboard
State, area, and reference month	I	II	III	IV	ļ	II	III	IV	V	Operator- Receptionists
Indiana Indianapolis (August)	-	-	_	-	\$384	\$435	\$492	_	=	\$366
Kansas Wichita (July) ²	-	-	-	-	354	475	543	\$657	-	323
Kentucky Lexington–Fayette (August) ² Louisville (September) ²	- -	- -	- -	- -	418 390	436 496	517 551	- 679	_ _	333 315
Louisiana Shreveport–Bossier City (April) ²	-	-	-	-	-	455	516	-	_	290
Massachusetts Boston-Worcester-Lawrence CMSA (June) ³	-	\$414	\$523	\$640	436	505	588	682	\$798	400
Michigan Detroit (January)	-	418	456	-	460	492	627	618	886	_
Minnesota Minneapolis-St. Paul (February)	-	439	477	-	_	463	534	619	768	381
Mississippi Biloxi-Gulfport-Pascagoula (August)² Columbus (June)² Jackson (April) Meridian (July)²	- -	- - 396 -	- - - -	- - - -	309 - 364 -	420 423 396	507 491 542 –	- - 670 -	- - - -	274 290 344 –
Missouri Kansas City (September) St. Louis (March)	- -	428 375	477 496	<u>-</u> -	406 369	481 449	537 533	618 651	_ 806	353 322
Nebraska Omaha (April)	\$335	368	450	-	361	428	508	658	_	329
New York Buffalo-Niagara Falls (April) ² Nassau-Suffolk (January)	- -	- 431	– 590	- -	- 393	480 479	519 572	623 644	– 791	335 388
North Carolina Greensboro-Winston-Salem-High Point (July) ²	-	_	_	_	452	485	506	651	_	343
North Dakota Ward County (February)	-	_	_	-	-	_	-	_	_	284

Table I-3. Average weekly pay $^{\scriptscriptstyle 1}$ in private industries, clerical occupations, selected areas, 1996 — Continued

Olaha asaa asalaafaasaa asaath	,	Nord Processors	3
State, area, and reference month	I	II	III
Indiana Indianapolis (August)	_	\$425	-
Kansas Wichita (July) ²	_	-	-
Kentucky Lexington–Fayette (August) ² Louisville (September) ²	- -	- -	- -
Louisiana Shreveport–Bossier City (April) ²	_	-	-
Massachusetts Boston-Worcester-Lawrence CMSA (June) ³	-	513	-
Michigan Detroit (January)	-	458	-
Minnesota Minneapolis–St. Paul (February)	\$464	-	-
Mississippi Biloxi-Gulfport-Pascagoula (August)² Columbus (June)² Jackson (April) Meridian (July)²	_ _	380 - - -	- - - -
Missouri Kansas City (September) St. Louis (March)		463 401	_ \$532
Nebraska Omaha (April)	336	399	-
New York Buffalo-Niagara Falls (April) ² Nassau-Suffolk (January)	_ _ _	- 479	_ _ _
North Carolina Greensboro–Winston-Salem–High Point (July) ²	_	-	-
North Dakota Ward County (February)	_	-	-

Table I-3. Average weekly pay in private industries, clerical occupations, selected areas, 1996 — Continued

Q.,		Clerks, Ac	counting			Clerks, 0	General		Clerks,	Order	Key Entry Operators	
State, area, and reference month	I	П	III	IV	ı	П	III	IV	I	II	I	II
phio												
Cincinnati (May)	-	\$370	\$441	\$518	-	\$304	\$385	\$485	-	-	\$327	\$370
Cincinnati-Hamilton CMSA (May) ³	\$309	363	449	500	_	306	387	482	-	_	331	36
Cleveland (July)	292	385	450	561	\$255	319	389	-	_		289	37
Cleveland–Akron CMSA (August) ³	298	383	453	567	249	319		499	\$333	\$454	292	37
Columbus (January)	-	372	427	511	-	329	432	457	-	-	347	39
Dayton-Springfield (March)	-	340	422	486	-	317	380	480	329	-	318	424
klahoma												
Oklahoma City (July) ²	-	353	432	576	-	360	472	549	-	-	290	-
regon												
Portland–Salem CMSA (July) ³	-	384	444	549	-	321	-	450	-	_	343	_
ennsylvania												
Harrisburg-Lebanon-Carlisle (August) ²	303	390	450	-	_	287	_	_	_	_	321	_
Philadelphia (November)	336	423	475	617	_	344	395	498	_	_	367	44
Philadelphia-Wilmington-Atlantic City CMSA												
(November) ³	336	421	479	591	308	351	402	492	_	_	355	440
Pittsburgh (May)	293	-	440	573	263	320	395	459	366	_	321	331
Scranton-Wilkes-Barre-Hazleton (March)	280	337	397	-	-	268	371	-	312	-	291	352
uerto Rico												
San Juan-Caguas-Arecibo CMSA (October)	211	260	359	-	200	233	301	406	292	-	242	318
outh Carolina												
Charleston–North Charleston (September) ²	-	369	441	-	-	-	-	-	-	-	-	_
ennessee												
Nashville (May)	-	359	439	507	-	-	327	-	332	-	316	38
exas												
Dallas–Ft. Worth CMSA (March)	399	384	442	539	_	323	429	472	338	_	304	_
Houston (March)	419	408	498	587	350	352	483	549	-	_	355	40
Houston–Galveston–Brazoria CMSA (April) ³	416	404	499	590	325	353	478	550	_	_	354	40
Northwest Texas (September) ²	_	320	378	-	_	304	487	-	_	_	_	_
San Antonio (August) ²	286	344	404	_	_	301	395	_	314	_	_	_

Table I-3. Average weekly pay in private industries, clerical occupations, selected areas, 1996 — Continued

		Personnel	Assistants				Secretaries			Switchboard
State, area, and reference month	ı	II	III	IV	ı	II	III	IV	V	Operator- Receptionists
DLI.										
Ohio Cincinnati (May)	_	_	\$440	_	\$390	\$458	\$548	\$642	_	\$335
Cincinnati–Hamilton CMSA (May) ³	_	_	444	_	385	458	547	639	_	332
Cleveland (July)	_	_		_	381	_	566	631	\$745	361
Cleveland–Akron CMSA (August) ³	_	\$407	_	_	377	496	555	621	772	353
Columbus (January)	_	_	462	\$540	395	487	533	642		338
Dayton-Springfield (March)	-	372	491	-	351	443	529	619	-	316
Oklahoma										
Oklahoma City (July) ²	-	-	-	-	394	468	534	619	-	300
Dregon										
Portland–Salem CMSA (July) ³	_	440	515	_	426	460	536	642	_	355
ennsylvania										
Harrisburg-Lebanon-Carlisle (August) ²	-			-	367	437	504	627		356
Philadelphia (November)Philadelphia-Wilmington-Atlantic City CMSA	-	442	524	-	435	470	560	665	743	394
(November) ³	_	441	508	_	436	470	568	670	757	389
Pittsburgh (May)	_	_	_	_	475	437	529	606	707	312
Scranton-Wilkes-Barre-Hazleton (March)	-	406	-	_	353	360	471	496	_	294
Puerto Rico										
San Juan-Caguas-Arecibo CMSA (October)	\$244	327	391	-	297	347	430	546	-	242
South Carolina										
Charleston–North Charleston (September) ²	-	-	-	-	_	460	542	_	-	337
ennessee										
Nashville (May)	_	_	456	_	349	418	502	578	_	355
exas										
Dallas-Ft. Worth CMSA (March)	323	397	480	600	452	470	543	645	781	337
Houston (March)	_		-	_	432	515	596	710	810	363
Houston-Galveston-Brazoria CMSA (April) ³	_	413	-	_	432	515	596	710	810	362
Northwest Texas (September) ²	-	_	-	_	349	519	535	-	_	310
San Antonio (August) ²	_	_	-	_	381	437	500	619	_	301

Table I-3. Average weekly pay $^{\scriptscriptstyle 1}$ in private industries, clerical occupations, selected areas, 1996 — Continued

	V	Vord Processors	;
State, area, and reference month	I	II	III
Ohio			
Cincinnati (May)	=	\$419	_
Cincinnati-Hamilton CMSA (May) ³		414	_
Cleveland (July)	\$373	487	_
Cleveland–Akron CMSA (August) ³	368	481	-
Columbus (January)	_	461	_
Dayton-Springfield (March)	-	451	_
Oklahoma			
Oklahoma City (July) ²	_	-	-
Oregon			
Portland-Salem CMSA (July) ³	_	407	_
(,,			
Pennsylvania			
Harrisburg-Lebanon-Carlisle (August) ²	350	399	_
Philadelphia (November)	414	474	_
Philadelphia–Wilmington–Atlantic City CMSA		475	
(November) ³	415	475	_
Pittsburgh (May)	-	-	_
Scranton-Wilkes-Barre-Hazleton (March)	-	-	_
Puerto Rico			
San Juan-Caguas-Arecibo CMSA (October)	-	308	_
South Carolina			
Charleston–North Charleston (September) ²	_	-	_
Tennessee			
Nashville (May)	_	476	_
Texas		500	
Dallas-Ft. Worth CMSA (March)	-	500	_
Houston (March)	-	492	\$661
Houston–Galveston–Brazoria CMSA (April) ³	-	487	652
Northwest Texas (September) ²	-	-	_
San Antonio (August) ²	-	-	_

Table I-3. Average weekly pay in private industries, clerical occupations, selected areas, 1996 — Continued

Otata		Clerks, A	ccounting			Clerks,	General		Clerks	, Order	Key Entry	Operators
State, area, and reference month	1	II	Ш	IV	ı	II	III	IV	I	II	1	П
Vermont Statewide Vermont (August) ²	\$244	\$389	\$429	\$532	_	\$316	\$449	_	\$358	\$468	\$329	\$398
Virginia Norfolk-Virginia Beach-Newport News (April) ² Richmond-Petersburg (August)		324 380	424 451	- 562	- -	295 326	420 422	- -	296 -	_ _ _	- -	– 485
Washington Seattle-Tacoma-Bremerton CMSA (November)	-	405	472	585	_	358	436	\$519	_	_	405	462
Wisconsin Milwaukee (August) Milwaukee–Racine CMSA (August) ³		397 395	427 427	576 575	\$279 279	345 341	410 406	469 472	377 375	– 457	315 315	355 355
Wyoming Statewide Wyoming (May) ²	ı	315	420	-	_	310	502	-	-	-	-	-

Table I-3. Average weekly pay in private industries, clerical occupations, selected areas, 1996 — Continued

		Personnel	Assistants				Secretaries			Switchboard
State, area, and reference month	1	П	III	IV	I	П	III	IV	V	Operator- Receptionists
Vermont Statewide Vermont (August) ²	_	_	_	_	\$411	\$430	\$508	\$639	_	\$371
Virginia Norfolk–Virginia Beach–Newport News (April) ² Richmond–Petersburg (August)	- -	- -	- -	_ _	371 381	442 481	492 -	602 646	_ _ _	294
Washington Seattle-Tacoma-Bremerton CMSA (November)	-	\$438	\$525	\$656	429	487	560	647	\$761	399
Wisconsin Milwaukee (August) Milwaukee–Racine CMSA (August) ³	<u>-</u> -	- 425	- -	_ _ _	430 428	469 469	533 533	703 693	_ _ _	363 362
Wyoming Statewide Wyoming (May) ²	-	-	-	_	-	-	568	-	_	287

Table I-3. Average weekly pay¹ in private industries, clerical occupations, selected areas, 1996 — Continued

	,	Nord Processors	3
State, area, and reference month	I	=	Ш
Vermont Statewide Vermont (August) ²	-	-	=
Virginia Norfolk-Virginia Beach-Newport News (April) ² Richmond-Petersburg (August)		_ \$442	- -
Washington Seattle–Tacoma–Bremerton CMSA (November)	431	475	\$617
Wisconsin Milwaukee (August) Milwaukee–Racine CMSA (August) ³		- -	- -
Wyoming Statewide Wyoming (May) 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.

Programmers and Systems Analysts were the only professional and administrative occupations studied in private industries. See appendix A-4 for more details.

³ These areas had a change in area definition in 1996 and are not comparable to similar areas presented in the 1995 National Summary.

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.

² The limited industry scope for this survey excluded mining, construction, and selected service-producing industries. In addition,

Table I-4. Average hourly pay¹ in private industries, maintenance and toolroom occupations, selected areas, 1996

State, area, and reference month	General Maintenance	Maintenance	Maintenar	nce Electronics T	echnicians	Maintenance	Maintenance Mechanics,	Maintenance Mechanics.	Maintenance	Tool and Die
State, area, and reference month	Workers	Electricians	I	II	Ш	Machinists	Machinery	Motor Vehicle	Pipefitters	Makers
Alabama										
Birmingham (June) ²		\$14.02	_	\$17.32	_	\$15.90	\$16.95	\$16.04	_	_
Gadsden and Anniston (June) ²	8.28	14.53	_	13.22	_	13.59	11.90	13.70	_	\$12.97
Huntsville (March)		20.30	\$11.75	16.06	_	16.55	20.06	15.09	-	20.69
Mobile (June) ²	6.91	15.93	_	18.41	\$18.81	_	14.11	13.37	_	_
Montgomery (May) ²	8.98	12.94	-	-	_	_	12.89	13.29	-	16.68
Alaska										
Statewide Alaska (July)	11.79	22.19	_	27.63	30.16	_	22.96	19.04	_	_
Anchorage (July)	11.03	-	-	-	_	_	_	17.44	-	_
Arizona										
Phoenix (April)	9.28	19.69	-	14.93	19.09	21.32	15.38	15.84	_	18.64
California										
Fresno-Visalia (April) ²	8.74	_	_	_	_	_	15.03	14.35	_	_
Sacramento-Yolo CMSA (March)		17.34	_	15.96	20.94	_	18.67	16.38	_	_
San Diego (July)		18.13	_	17.44	_	_	19.28	14.83	_	20.41
San Francisco-Oakland-San Jose CMSA (March)		20.55	_	19.64	20.37	19.37	20.68	20.29	-	-
Colorado										
Colorado Springs and Pueblo (August) ²	8.41	_	_	16.99	_	_	14.28	15.16	_	_
Denver–Boulder–Greeley CMSA (January)		18.59	_	16.69	20.09	17.68	15.85	15.99	_	17.32
Connecticut										
Hartford (March)	11.40	19.02	_	19.80	_	17.12	18.91	16.87	\$16.93	17.99
New London–Norwich (January)		19.73	_	14.86	_	-	- 10.91	-	φ10.93 -	-
District of Columbia										
Washington (February)	10.60	19.18	13.29	20.01	22.41	21.08	_	18.15	_	_
Florida										
Gainesville (June) ²	7.38			15.11				10.00		
Miami–Ft. Lauderdale CMSA (November) ³		14.27	_	13.11	_	16.48	15.34	14.24		15.21
Northwestern Florida (May) ²		14.27		18.63	_	10.40	15.54	14.44	_	15.21
Orlando (April)		15.21	11.50	14.97	_	_	_	13.38	_	_
Tampa–St. Petersburg–Clearwater (July)		13.21	11.50	13.58	17.70	13.90	13.89	14.50	_	16.04
West Palm Beach–Boca Raton (February)		_	_			13.90			_	10.04
west Pain Beach-Boca Raton (February)	8.79	_	_	16.94	_	_	13.48	11.89	_	_
Georgia								40.00		
Albany (June) ²		_	_	10.05	_	47.00	14.70	16.09	_	_
Atlanta (March)				19.05	_	17.80	14.78	18.25	_	47.00
Augusta-Aiken, Columbia and Sumter (October)2		15.84	_	18.00	_	15.56	15.68	17.06	_	17.00
Columbus (June) ²	10.68	13.23	_	_	_	12.63	13.07	13.24	_	_
Hawaii	44.00	40.04				17.05	40.40			
Statewide Hawaii (August)		16.64	_	-	_	17.65	16.16	-	_	_
Honolulu (August)	11.36	17.07	_	-	_	_	_	_	_	_
Illinois										
Central Illinois (March) ²	8.70	-	_	-	_	_	19.86	18.95	_	16.44
Chicago-Gary-Kenosha CMSA (June) ³	10.22	19.31	_	19.83	_	17.39	18.14	18.04	20.93	19.47
Indiana										
Indianapolis (August)	10.13	20.73	_	19.33	_	16.36	19.00	17.79	_	20.55
				1			I	I		

Table I-4. Average hourly pay¹ in private industries, maintenance and toolroom occupations, selected areas, 1996 — Continued

State, area, and reference month	General Maintenance	Maintenance	Maintenar	ce Electronics T	echnicians	Maintenance	Maintenance Mechanics,	Maintenance Mechanics,	Maintenance	Tool and Die
Cidio, died, and follows month	Workers	Electricians	ı	II	III	Machinists	Machinery	Motor Vehicle	Pipefitters	Makers
Kansas										
Wichita (July) ²	\$9.14	\$19.45	-	\$16.94	-	-	\$19.31	\$18.75	-	\$19.93
Kentucky		40.04		47.07			40.00	44.07		40.40
Lexington–Fayette (August) ² Louisville (September) ²	7.79 7.62	16.31 18.99	_ _	17.37 17.91			16.36 17.57	14.67 16.50	_ _	18.49 –
Louisiana Shreveport–Bossier City (April) ²	7.28	_	-	17.72	_	\$17.35	14.90	14.47	_	18.66
Massachusetts Boston-Worcester-Lawrence CMSA (June) ³	10.71	19.01	-	16.01	_	16.91	17.11	18.20	\$18.79	17.66
Michigan Detroit (January)	10.14	21.31	-	17.96	\$21.44	18.55	20.16	18.82	21.26	20.32
Minnesota Minneapolis–St. Paul (February)	11.01	20.41	\$12.02	_	_	18.53	16.50	16.21	20.57	18.16
Mississippi										
Biloxi-Gulfport-Pascagoula (August) ²	7.29 7.64 9.38	16.45 15.64 –	- - -	15.73 15.82 –	18.77 – –	13.34	14.63 - -	12.25 13.88 15.97	- - -	- - -
Missouri										
Kansas City (September)St. Louis (March)	9.10 9.42	20.61 20.80	_ _	18.95 18.04	19.13 19.85	16.65 19.74	15.27 17.51	- 18.90	20.88 20.49	20.83 21.07
Nebraska Omaha (April)	9.08	15.33	_	16.69	_	17.18	_	_	_	_
New York	0.00	10.00		10.00		17.10				
Buffalo–Niagara Falls (April) ² Nassau–Suffolk (January)	10.24 12.00	21.81 19.51	- -	- -	- -	15.94 -	_ 18.34	18.51 17.36	- -	_ _
North Carolina Greensboro–Winston-Salem–High Point (July) ²	10.27	14.98	-	15.38	-	17.40	14.69	14.58	22.37	16.14
Ohio										
Cincinnati (May) Cincinnati-Hamilton CMSA (May) ³ Cleveland (July)	10.57 10.65 10.48	19.35 19.11 19.52	- - -	- 18.43 15.91	19.78 18.32 20.11	14.82 14.96 18.58	18.15 17.15 18.55	16.33 16.04 17.31	19.42 19.04 21.03	17.03 17.03 17.16
Cleveland–Akron CMSA (August) ³	10.45 10.09 10.97	19.64 17.12 –	- - 11.86	15.18 17.21 16.88	20.08 19.59 17.60	18.52 15.92 —	18.04 16.69 19.52	17.57 - 15.24	20.31 - -	17.11 18.44 19.95
Oklahoma Oklahoma City (July) ²	9.84	_	_	18.91	_	19.04	15.20	13.41	_	19.52
Oregon Portland–Salem CMSA (July) ³	10.04	18.51	-	17.65	_	17.13	16.22	16.06	_	21.14

Table I-4. Average hourly pay¹ in private industries, maintenance and toolroom occupations, selected areas, 1996 — Continued

State, area, and reference month	General Maintenance	Maintenance	Maintenan	ce Electronics T	echnicians	Maintenance	Maintenance Mechanics.	Maintenance Mechanics.	Maintenance	Tool and Die
State, area, and reference month	Workers	Electricians	1	II	III	Machinists	Machinery	Motor Vehicle	Pipefitters	Makers
Pennsylvania										
Harrisburg-Lebanon-Carlisle (August) ²	\$8.87	\$17.90	_	_	_	\$15.97	\$17.15	\$15.47	-	_
Philadelphia (November)	11.51	17.70	_	\$18.76	_	18.64	16.99	15.88	\$18.64	\$17.72
Philadelphia-Wilmington-Atlantic City CMSA										
(November) ³	11.77	18.62	_	19.11		18.46	16.92	16.13	19.75	18.27
Pittsburgh (May)	9.83	16.54	_	16.22	\$16.23	16.69	15.59	16.98	16.62	19.66
Scranton-Wilkes-Barre-Hazleton (March)	9.41	15.31	_	15.55	_	13.61	13.25	13.56	_	14.34
Puerto Rico										
San Juan-Caguas-Arecibo CMSA (October)	6.19	10.14	\$9.02	11.80	-	10.81	11.58	-	-	12.10
South Carolina										
Charleston–North Charleston (September) ²	9.89	-	-	-	-	-	13.58	-	-	_
Tennessee										
Nashville (May)	9.53	15.71	_	_	-	-	-	14.17	_	16.04
Texas										
Dallas-Ft. Worth CMSA (March)	8.69	15.77	12.10	18.86	20.05	_	14.10	16.45	_	17.27
Houston (March)	9.02	19.39	11.88	18.66	21.72	-	18.48	14.70	-	17.22
Houston-Galveston-Brazoria CMSA (April) ³	8.99	19.51	11.88	19.22	21.72	19.86	18.64	14.69	19.39	17.61
Northwest Texas (September) ²	7.48	17.74	_	19.03	_	18.03	16.23	16.19	_	_
San Antonio (August) ²	8.03	14.31	_	19.00	_	_	_	12.98	_	_
Vermont										
Statewide Vermont (August) ²	9.75	14.54	_	16.04	18.00	15.26	14.21	13.88	_	17.94
Virginia										
Norfolk-Virginia Beach-Newport News (April) ²	8.71	17.60	_	13.03	-	_	16.18	13.53	_	_

Table I-4. Average hourly pay in private industries, maintenance and toolroom occupations, selected areas, 1996 — Continued

	General	Maintenance	Maintenan	ce Electronics T	echnicians	Maintenance	Maintenance	Maintenance	Maintenance	Tool and Die
State, area, and reference month	Maintenance Workers	Electricians	I	II	III	Machinists	Mechanics, Machinery	Mechanics, Motor Vehicle	Pipefitters	Makers
Virginia Richmond-Petersburg (August)	\$9.26	\$20.34	_	_	-	\$17.42	\$19.54	\$13.86	_	-
Washington Seattle-Tacoma-Bremerton CMSA (November)	11.30	21.86	-	\$18.70	-	19.99	19.98	19.05	\$21.88	=
Wisconsin Milwaukee (August) Milwaukee-Racine CMSA (August) ³	11.17 11.09	20.42 20.15	- -	18.54 18.55	- -	- -	18.05 17.82	16.43 16.41	_ 20.66	\$20.43 19.61
Wyoming Statewide Wyoming (May) ²	7.59	19.48	_	_	_	18.54	19.77	14.65	_	-

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.

and administrative occupations studied in private industries. See appendix 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.

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

³ These areas had a change in area definition in 1996 and are not comparable to similar areas presented in the 1995 National Summary.

Table I-5. Average hourly pay¹ in private industries, material movement and custodial occupations, selected areas, 1996

State area and reference month	Forklift	Gu	ards	lon:toro	Material Handling	Order Fillers	Shipping/		Truck	drivers		Warehouse
State, area, and reference month	Operators	I	II	Janitors	Laborers	Order Fillers	Receiving Clerks	Light Truck	Medium Truck	Heavy Truck	Tractor Trailer	Specialists
alabama												
Birmingham (June) ²	\$9.43	\$5.55	_	\$5.04	\$5.87	_	_	_	_	_	\$13.93	_
Gadsden and Anniston (June) ²	8.72	-	_	7.89	8.15	_	\$7.80	_	\$8.77	_	-	_
Huntsville (March)	10.76	_	_	5.29	7.65	_	10.72	_	_	_	_	_
Mobile (June) ²	9.71	4.88	_	4.94	_	_	9.83	_	7.99	_	9.64	_
Montgomery (May) ²	9.48	4.86	-	5.18	7.32	-	8.80	\$5.77	_	\$8.76	-	-
aska												
Statewide Alaska (July)	-	_	_	9.67	_	_	17.84	_	_	15.63	16.51	_
Anchorage (July)	-	_	-	8.49	_	-	_	_	_	_	17.11	_
izona												
Phoenix (April)	10.51	6.65	-	5.70	6.69	\$10.29	8.83	_	_	_	_	\$10.29
alifornia												
Fresno-Visalia (April) ²	9.69	5.58	_	5.86	7.37	_	8.31	_	_	-	11.96	_
Sacramento-Yolo CMSA (March)	12.14	6.53	_	7.52	8.14	_	9.58	_	13.03	_	15.44	_
Salinas (April) ²	10.05	7.36	_	8.00	_	_	_	_	_	_	_	_
San Diego (July)	_	6.28	_	7.11	_	_	7.87	6.98	_	_	_	_
San Francisco-Oakland-San Jose CMSA (March)	-	7.75	\$12.27	_	7.41	-	11.79	_	_	_	17.43	_
olorado												
Colorado Springs and Pueblo (August) ²	-	6.13	_	6.54	8.19	_	8.20	7.76	_	_	_	_
Denver-Boulder-Greeley CMSA (January)	-	6.38	-	6.99	7.50	-	9.22	8.66	_	-	15.98	_
onnecticut												
Hartford (March)	10.74	_	_	7.45	-	_	11.43	_	15.89	_	16.26	_
New London-Norwich (January)	-	-	-	8.61	-	-	11.99	_	_	-	-	_
istrict of Columbia												
Washington (February)	-	-	11.07	7.03	-	11.82	11.77	_	_	12.62	17.41	_
orida												
Gainesville (June) ²	-	_	-	6.11	_	_	8.08	-	13.70	_	-	_
Miami-Ft. Lauderdale CMSA (November)3	-	5.99	_	6.26	_	_	9.10	_	_	_	-	_
Northwestern Florida (May) ²	11.17	5.05	-	5.92	_	_	10.80	-	_	_	-	11.43
Orlando (April)	10.10	7.60	-	7.39	7.65	_	8.88	6.55	11.94	_	12.20	_
Tampa-St. Petersburg-Clearwater (July)	8.94	5.53	-	5.57	9.52	_	9.12	5.96	_	_	12.31	8.52
West Palm Beach-Boca Raton (February)	-	6.98	-	6.86	-	-	10.88	-	_	_	_	_
eorgia												
Ālbany (June) ²	8.53	5.06	_	_	_	-	8.99	_	-	_	10.08	11.10
Atlanta (March)	10.60	6.52	-	6.15	_	10.08	_	_	14.38	14.45	15.59	_
Augusta-Aiken, Columbia and Sumter (October)2	11.40	5.56	-	5.93	7.62	_	10.33	_	14.95	_	14.16	_
Columbus (June) ²	8.64	4.71	-	5.79	7.59	10.85	9.44	-	_	7.73	-	9.82
waii												
Statewide Hawaii (August)	-	7.88	-	7.36	9.06	_	_	9.01	_	11.93	14.06	_
Honolulu (August)	-	7.74	-	7.08		_	10.10	8.93	-	11.88	14.44	_
nois												
Central Illinois (March) ²	12.08	6.94	_	7.36	8.87	_	9.49	_	_	-	14.90	11.94
Chicago-Gary-Kenosha CMSA (June) ³	-	6.80	11.53	8.26	8.89	-	10.14	_	15.18	_	15.66	
diana												
Indianapolis (August)	14.06	6.92	12.23	7.26	_	_	_	_	_	_	_	12.81
mulanapolis (August)	14.00	0.52	12.23	1.20	ı –		_	1 -	_	_	_	12

Table I-5. Average hourly pay¹ in private industries, material movement and custodial occupations, selected areas, 1996 — Continued

	Forklift	Gua	ards		Material		Shipping/		Trucko	drivers		Warehouse
State, area, and reference month	Operators	ı	II	Janitors	Handling Laborers	Order Fillers	Receiving Clerks	Light Truck	Medium Truck	Heavy Truck	Tractor Trailer	Specialists
Kansas	¢42.00	PC FC	P4.4.42	67.07	Φ7.4E		\$40.0F				\$44.0F	
Wichita (July) ²	\$12.60	\$6.56	\$14.43	\$7.07	\$7.45	-	\$12.85	_	_	_	\$11.85	_
Kentucky Lexington-Fayette (August) ² Louisville (September) ²	11.07 13.74	6.90 6.66	_ 12.88	6.03 6.50	12.13 7.57	- -	9.08 12.59	_ _	\$16.48 14.63	- -	16.32 -	_ _
Louisiana Shreveport–Bossier City (April) ²	9.80	4.96	_	-	7.82	-	9.50	-	-	-	10.43	-
Massachusetts Boston-Worcester-Lawrence CMSA (June) ³	-	7.90	12.05	8.26	-	-	-	\$10.03	-	\$12.40	14.71	-
Michigan Detroit (January)	15.74	6.59	13.58	8.32	14.34	-	13.05	-	-	-	15.42	_
Minnesota Minneapolis–St. Paul (February)	13.20	7.51	10.32	7.81	-	\$11.10	-	-	14.08	13.72	15.23	\$15.78
Mississippi Biloxi–Gulfport–Pascagoula (August)² Columbus (June)² Jackson (April) Meridian (July)²	8.64 8.33 8.08 8.51	5.57 6.65 5.24	11.25 - - -	6.94 5.70 5.15 –	- 7.50 9.89 -	- - -	8.37 10.33 8.06	6.51 - - -	11.70 - - -	8.77 - - -	11.20 - - -	- - - 7.59
Missouri Kansas City (September) St. Louis (March)	11.61 13.74	6.51 -	10.48 13.28	6.52 6.09	9.57 —	11.09 -	9.81 11.04	10.16	11.58 -	<u>-</u> -	14.95 17.31	13.75 –
Nebraska Omaha (April)	10.27	6.10	_	6.56	9.99	-	9.92	_	-	_	-	_
New York Buffalo-Niagara Falls (April) ² Nassau-Suffolk (January)	16.44 12.67	6.81 6.68	_ 12.73	8.76 8.39	10.93 –	_ 12.70	9.90 11.54	_ 10.28	- -	15.28 -	15.88 -	_ 12.76
North Carolina Greensboro–Winston-Salem–High Point (July) ²	11.18	6.30	-	5.43	8.25	-	9.65	-	11.95	11.91	13.76	_
Ohio Cincinnati (May) Cincinnati-Hamilton CMSA (May)³ Cleveland (July) Cleveland-Akron CMSA (August)³ Columbus (January) Dayton-Springfield (March)	- 11.41 12.68 13.39 12.01	6.97 7.03 6.38 6.28 – 6.74	12.71 12.71 12.05 12.43 11.81 11.54	6.97 7.01 6.75 7.12 6.94 7.91	10.41 10.41 - - - 12.97	9.28 - - - -	10.86 10.89 11.29 11.43 12.82 10.21	- 9.49 9.22 - 8.31	- 16.07 - - 12.45	11.99 11.81 12.98 - - 11.19	- 14.93 15.89 16.43	12.00 11.98 11.68 13.42 –
Oklahoma Oklahoma City (July) ²	10.53	6.40	_	6.39	6.58	-	7.97	6.94	14.50	9.70	13.51	_
Oregon Portland–Salem CMSA (July) ³	12.17	8.42	_	7.30	_	-	_	8.40	-	-	13.28	-

Table I-5. Average hourly pay¹ in private industries, material movement and custodial occupations, selected areas, 1996 — Continued

	Forklift	Gua	ards		Material		Shipping/		Trucko	drivers		Warehouse
State, area, and reference month	Operators	I	11	Janitors	Handling Laborers	Order Fillers	Receiving Clerks	Light Truck	Medium Truck	Heavy Truck	Tractor Trailer	Specialists
Pennsylvania												
Harrisburg-Lebanon-Carlisle (August) ²	\$12.65 12.33	\$6.72 7.61	- -	\$8.28 8.57	\$10.82 12.25		\$10.31 10.55	-	\$10.59 15.87	\$11.13 -	\$14.45 13.32	- \$14.11
(November) ³	12.43 12.61	7.92 5.98	\$11.56 -	8.34 6.79	_ 12.19	\$11.74 14.28	10.63 -	_ 	16.23 15.23	13.69 15.19	13.37 15.83	14.23 10.30
Scranton–Wilkes-Barre–Hazleton (March) Puerto Rico	10.53	_	-	7.20	8.43	_	9.26	\$9.96	_	_	15.09	-
San Juan–Caguas–Arecibo CMSA (October)	7.13	4.78	-	4.83	5.84	-	7.86	5.36	-	6.78	8.39	-
South Carolina Charleston–North Charleston (September) ²	-	_	-	-	_	_	11.06	_	-	-	12.36	-
Tennessee Nashville (May)	10.12	6.50	13.12	6.56	-	-	10.73	-	12.92	=	17.97	-
Fexas Dallas-Ft. Worth CMSA (March)	9.95	6.69	15.07	-	7.66		10.04	7.19	12.96	-	_	_
Houston (March) Houston–Galveston–Brazoria CMSA (April) ³ Northwest Texas (September) ²	- - 11.22	6.47 6.50 6.87	10.34 -	4.90 4.92 5.43	– – 8.50	8.19 8.19 –	11.03 10.66 8.45	_ _ _	15.06 7.00	10.34 10.50 –	13.30 13.26 8.66	- - -
San Antonio (August) ²	8.22	5.68	-	5.36	_	_	7.44	_	10.77	-	11.12	-
Statewide Vermont (August) ²	10.59	9.97	-	7.76	_	-	10.27	9.10	9.47	10.11	9.29	-
/irginia Norfolk-Virginia Beach-Newport News (April) ² Richmond-Petersburg (August)	8.27 13.17	5.58 -	- -	5.81 5.90	7.49 10.93	- -	7.94 10.60	- 6.82	_ 9.63	_ 10.99	10.04 15.37	_ 11.66

Table I-5. Average hourly pay in private industries, material movement and custodial occupations, selected areas, 1996 — Continued

	Forklift	Gua	ards		Material		Shipping/		Truck	drivers		Warehouse
State, area, and reference month	Operators	ı	II	Janitors	Handling Laborers	Order Fillers	Receiving Clerks	Light Truck	Medium Truck	Heavy Truck	Tractor Trailer	Specialists
Washington Seattle-Tacoma-Bremerton CMSA (November)	-	\$6.64	\$14.08	\$8.27	_	_	-	-	_	_	\$14.27	-
Wisconsin Juneau County (March) Milwaukee (August) Milwaukee–Racine CMSA (August) ³	\$14.08	- 7.24 7.21	- - -	8.62 7.60 7.60	_ \$9.46 9.46	- \$11.13 11.19	- \$11.60 11.62	- - -	- \$14.19 14.52	- - -	- 16.96 16.94	- - -
Wyoming Statewide Wyoming (May) ²	10.76	-	_	5.83	-	_	8.00	-	_	-	_	-

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

industries. See appendix A-4 for more details.

³ These areas had a change in area definition in 1996 and are not comparable to similar areas presented in the 1995 National Summary.

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.

addition, Programmers and Systems Analysts were the only professional and administrative occupations studied in private

Table J-1. Average weekly pay¹ in State and local government, professional and administrative occupations,² selected areas, 1996

								Р	rofession	al									Ad	lministrati	ve	
State, area, and reference month		A	ccountan	nts				Attorneys	S				ı	Engineers	5				Budget /	Analysts		Buyers- /Contr- acting Specia- lists
	I	II	Ш	IV	V	I	II	III	IV	V	ı	II	III	IV	V	VI	VII	ı	II	III	IV	ı
Alabama Huntsville (March)	_	\$563	-	_	_	_	_	_	_	_	-	_	\$823	\$1,024	\$1,431	_	_	-	_	_	_	_
Alaska Statewide Alaska (July) Anchorage (July)	- -	844 860	\$954 963	\$1,166 —	\$1,455 -	- -	- -	\$1,271 -	\$1,560 -	_ _	- -	\$965 -	1,100 –	1,204 –	1,299 –	_ _ _	- -	- -	<u>-</u> -	\$1,117 -	_ _	_ _ _
Arizona Phoenix (April)	\$493	587	691	883	-	-	_	1,156	1,285	\$1,938	\$596	682	789	1,101	1,236	\$1,429	_	-	\$783	969	-	\$469
California Sacramento-Yolo CMSA (March) San Diego (July) San Francisco-Oakland-San Jose CMSA (March)	600 541 759	682 659 823	805 813 976	971 985 1,174	1,205 1,371 1,257	- - \$937	\$905 - 1,177	1,077 1,443 1,455	1,377 1,681 1,676	1,610 1,834 1,855	- 697 825	808 800 942	987 935 1,184	1,096 1,049 1,299	1,282 1,275 1,438	- 1,515 1,649	- - -	- - -	668 - 760	922 899 1,005	\$1,076 1,017 1,245	- 564 630
Colorado Denver-Boulder-Greeley CMSA (January)	589	696	817	1,032	1,353	769	1,049	1,285	1,577	-	719	850	974	1,135	1,316	1,486	_	_	692	857	1,088	532
Connecticut Hartford (March)	-	-	_	_	_	-	_	1,244	_	_	_	_	918	1,149	_	_	_	_	_	_	1,106	_
District of Columbia Washington (February)	552	694	823	974	1,169	708	949	1,139	1,359	_	_	815	960	1,111	1,288	1,486	_	_	720	849	1,015	590
Florida Miami–Ft. Lauderdale CMSA (November) ³ Orlando (April) Tampa–St. Petersburg–Clearwater (July) West Palm Beach–Boca Raton (February)	551 426 - 441	721 530 595 544	845 721 697 703	885 - 925 -	- - -	- - -	- - - -	- - 1,247 -	2,112 - - -	- - - -	687 - 648 -	805 - 770 -	924 - 919 -	1,180 - 1,095 1,053	1,340 - 1,169 -	- - - -	- - -	- - -	- - - 705	- 708 837 -	_ 1,084 _ _	575 - 480 -
Georgia Atlanta (March)	506	607	738	900	_	735	956	1,010	1,491	_	583	714	798	943	1,077	_	_	\$530	618	748	857	_
Hawaii Statewide Hawaii (August) Honolulu (August)	542 -	587 563	639 634	741 743	845 838	- -	- -	_ _ _	- -	_ _	535 535	655 599	758 743	896 891	992 968	1,145 1,133	\$1,374 1,374	- -	- -	644 644	741 741	_ _ _
Illinois Chicago-Gary-Kenosha CMSA (June) ³	565	674	885	972	1,301	659	880	1,183	1,464	_	787	836	897	1,113	1,358	1,491	_	_	_	808	_	_
Indiana Indianapolis (August)	399	485	624	913	_	-	_	_	_	_	_	596	724	951	1,184	_	_	_	551	683	851	486
Massachusetts Boston-Worcester-Lawrence CMSA (June) ³	-	638	799	964	-	-	_	1,255	-	_	_	_	_	_	_	_	_	-	_	-	_	_
Michigan Detroit (January)	474	606	753	956	985	743	918	1,275	1,459	1,621	539	623	753	937	1,122	1,159	-	532	669	805	-	-

Table J-1. Average weekly pay¹ in State and local government, professional and administrative occupations,² selected areas, 1996 — Continued

											Admini	strative										
State, area, and reference month	Buye S	rs/Contra Specialist	cting	Сог	mputer Pi	rogramm	ers		outer Sys Analysts		Syst Ana Super	lyst		Persor	nnel Spe	cialists		Super	onnel visors/ agers	Tax	< Collecto	prs
	II	III	IV	I	II	III	IV	I	II	III	ı	II	I	II	III	IV	V	ı	II	ı	II	III
Alabama Huntsville (March)	_	_	_	_	\$555	\$773	_	\$656	\$839	-	_	_	_	\$505	\$747	_	_	_	-	-	-	_
Alaska Statewide Alaska (July) Anchorage (July)	\$921 -	1 -	- -	- -	772 -	956 971	- -	-	1,103 1,112	\$1,289 1,337	- -	- -	_ _	889 837	1,041 –	\$1,180 _	_ _	_ _	- -	- -	- -	- -
Arizona Phoenix (April)	581	\$661	-	-	587	737	-	708	834	867	\$1,056	-	_	644	739	1,005	\$1,194	_	\$1,086	\$383	\$492	\$628
California Sacramento-Yolo CMSA (March) San Diego (July) San Francisco-Oakland-San Jose CMSA (March)	691 687 800	991 774 968	- - -		- - -	859 790 915	- - \$1,114	828 773 860	971 958 1,019	1,064 1,126 1,186	1,199 - 1,272	\$1,239 1,314 1,405	- - \$800	691 776 817	924 846 975	1,049 1,065 1,203	- - 1,426	- \$1,107 1,322	1,282 1,298 1,508	568 - 532	611 - 664	767 800 795
Colorado Denver-Boulder-Greeley CMSA (January)	663	867	-	\$671	694	895	994	793	895	1,046	-	1,181	_	717	820	1,008	_	1,144	-	-	717	802
Connecticut Hartford (March)	_	845	-	-	-	-	_	-	-	-	_	-	_	625	810	_	_	_	_	648	754	878
District of Columbia Washington (February)	687	808	\$934	530	676	818	907	888	1,034	1,081	_	1,248	_	741	841	1,068	_	_	_	460	557	768
Florida Miami-Ft. Lauderdale CMSA (November) ³ Orlando (April)Clearwater (July) Tampa-St. Petersburg-Clearwater (July) West Palm Beach-Boca Raton (February)	670 540 617 –	828 - - -	- - -	- - 503 -	729 549 572 660	796 698 688 –	- - -	808 606 734 679	979 858 835 –	1,104 - 915 -	_ _ 1,167 _	- - -	506 - - -	659 557 554 614	828 736 700 737	963 - - 906	- - - -	- - - -	- - -	475 - - -	593 - 447 -	- - - -
Georgia Atlanta (March)	596	754	_	_	569	688	721	697	852	_	_	_	_	578	710	924	_	_	_	_	558	784
Hawaii Statewide Hawaii (August) Honolulu (August)	586 -	666 -	_ _	<u> </u>	568 572	651 652	776 776	700 -	754 757	762 762	- -	- -	523 522	588 -	647 -	759 -	1,004 -	965 -	- -	- -	542 531	639 639
Illinois Chicago-Gary-Kenosha CMSA (June) ³	643	776	963	545	695	_	_	735	1,029	1,228	1,224	1,491	537	663	836	1,025	_	1,032	_	616	_	846
Indiana Indianapolis (August)	499	640	_	_	505	620	_	657	818	-	938	_	_	493	663	955	_	_	_	_	_	_
Massachusetts Boston-Worcester-Lawrence CMSA (June) ³	672	746	_	_	-	692	_	_	-	_	_	_	_	684	829	_	_	_	_	_	_	_
Michigan Detroit (January)	611	746	860	-	673	778	-	768	945	987	-	1,195	532	614	716	888	1,000	895	1,144	-	-	_

Table J-1. Average weekly pay¹ in State and local government, professional and administrative occupations,² selected areas, 1996 — Continued

								Р	rofession	al									Ad	ministrati	ve	
State, area, and reference month		A	ccountar	its				Attorneys	:				l	Engineer	s				Budget /	Analysts		Buyers- /Contr- acting Specia- lists
	I	II	Ш	IV	V	ı	Ш	Ш	IV	V	ı	П	Ш	IV	V	VI	VII	ı	II	Ш	IV	ı
Minnesota Minneapolis–St. Paul (February)	\$595	\$681	\$841	\$1,056	\$1,202	-	\$978	_	-	-	\$649	\$770	\$944	\$1,169	\$1,418	-	_	_	_	\$749	\$970	\$569
Mississippi Jackson (April)	_	479	_	_	_	-	777	_	_	_	_	_	-	_	_	-	_	_	_	721	898	-
Missouri Kansas City (September) St. Louis (March)	498 498	609 612	758 744	1,018 –	_ _	\$662 648	851 820	\$1,159 1,062	\$1,591 –	_ _	- -	753 700	830 826	1,021 1,007	1,211 1,195	- -	_ _	_ _	<u>-</u>	702 -	855 -	- -
Nebraska Omaha (April)	_	-	775	_	_	-	839	_	-	_	-	847	1,000	1,242	-	-	_	-	-	-	-	_
New York Nassau–Suffolk (January)	635	825	993	1,249	_	779	1,078	1,295	1,630	_	-	-	1,074	1,297	1,486	_	_	-	-	-	-	707
Ohio Cincinnati (May) Cincinnati-Hamilton CMSA (May) ³ Cleveland (July) Cleveland-Akron CMSA (August) ³ Columbus (January) Dayton-Springfield (March)	529 529 - - - -	686 685 550 557 617 527	811 796 729 728 741 753	1,099 1,052 927 913 949	- - - - -	- 717 - 698 729	834 839 945 900 939	1,080 1,080 1,228 1,228 1,128		- - - - -	733 707 - 630 -	847 841 820 812 795	1,008 999 979 974 1,026 937	1,131 1,124 1,076 1,095 1,192	1,362 1,362 - 1,311 1,218 -	-	- - - -	- \$585 585 664 -	- \$652 659 798 692	934 921 842 856 1,011	-	- 491 514 578 542
Oregon Portland–Salem CMSA (July) ³	_	613	739	1,004	_	797	938	1,297	1,676	_	618	744	903	1,073	1,395	_	_	_	_	890	_	563
Pennsylvania Philadelphia (November) Philadelphia-Wilmington-Atlantic City CMSA (November) ³ Pittsburgh (May) Scranton-Wilkes-Barre-Hazleton (March)	- - - -	617 624 - -	809 800 726	903 918 - -	1,151 1,151 — —	644 644 –	852 852 738	1,088 1,088 - -	1,417 1,417 – –	- - - -	- 616 - -	758 754 – –	892 895 868	1,064 1,069 1,050	- - - -	-	- - - -	- - -	592 588 607 -	- 809 -	985 985 – –	- - - -
Puerto Rico San Juan-Caguas-Arecibo CMSA (October)	250	-	450	-	-	-	-	729	-	-	-	-	_	-	-	-	-	-	-	-	-	_

Table J-1. Average weekly pay¹ in State and local government, professional and administrative occupations,² selected areas, 1996 — Continued

											Admini	strative										
State, area, and reference month		ers/Contra Specialist		Cor	mputer Pi	rogramm	ers		outer Sys Analysts		Com Syst Ana Super Mana	tems alyst visors/		Persor	nnel Spe	cialists		Super	onnel visors/ agers	Tax	c Collecto	ors
	Ш	III	IV	ı	II	III	IV	I	Ш	Ш	ı	II	I	П	Ш	IV	V	ı	II	ı	П	III
Minnesota Minneapolis–St. Paul (February)	\$683	_	_	\$551	\$671	\$798	-	\$807	\$941	\$1,030	\$1,114	\$1,238	-	\$728	\$851	\$1,089	\$1,138	_	_	\$571	\$650	\$753
Mississippi Jackson (April)	-	-	_	-	-	_	-	-	714	-	_	-	-	-	627	780	_	_	_	-	572	-
Missouri Kansas City (September) St. Louis (March)	– 656	\$866 -	_ _	- -	566 596	682 711	- -	710 739	847 850	1,056 –	_ _	_ _	\$519 -	577 597	- 770	918 -	_ _	_ _	_ _	424 -	492 -	_ _
Nebraska Omaha (April)	-	_	_	_	-	862	_	_	_	-	_	_	-	-	_	_	_	_	_	-	-	-
New York Nassau-Suffolk (January)	760	-	_	-	836	980	-	-	1,233	-	_	-	-	-	930	1,258	_	_	_	-	622	752
Ohio Cincinnati (May)	644 644 612 609 605 512	925 925 826 804 608	- - - - -	- - - 521 - -	668 663 643 645 718	804 804 794 762 791	- - - - \$857	- 737 749 892	916 885 895 861 929	- 1,001 938 - -	- 1,168 1,166 - -	- - - - -	- - - -	707 692 723 679 753 749	940 912 790 783 852 771	1,040 1,028 993 1,004 1,141	- - - -	- - - -	- - - - -	- - - 533 - -	- 581 - 510 -	- - - - -
Oregon Portland–Salem CMSA (July) ³	687	-	_	_	-	_	_	692	818	1,006	1,219	_	-	640	867	959	_	_	_	450	583	_
Pennsylvania Philadelphia (November) Philadelphia-Wilmington-Atlantic City CMSA (November) ³ Pittsburgh (May) Scranton-Wilkes-Barre-Hazleton (March)	747 742 565	833 833 –	- - - -	- - 432 -	662 661 - 645	802 743 -	- - - -	749 736 –	956 888 871 –	1,048 1,048 – –	1,236 1,184 – –	- - - -	- - - -	744 720 – –	802 768 - -	1,060 1,042 944 –	- - - -	- - - -	- - - -	- - - -	571 571 555 700	- - - -
Puerto Rico San Juan-Caguas-Arecibo CMSA (October)	-	-	-	_	-	-	-	-	-	-	-	-	-	379	531	-	-	-	-	-	268	

Table J-1. Average weekly pay¹ in State and local government, professional and administrative occupations,² selected areas, 1996 — Continued

								Р	rofession	al									Ad	ministrati	ve	
State, area, and reference month		A	ccountan	ts				Attorneys	S				E	Engineers	S				Budget A	Analysts		Buyers- /Contr- acting Specia- lists
	I	=	III	IV	V	ı	II	III	IV	٧	ı	=	III	IV	V	VI	VII	ı	II	≡	IV	ı
Tennessee Nashville (May)	_	_	-	-	_	-	-	\$949	\$1,249	_	\$616	\$761	\$756	\$905	\$958	_	_	-	-	_	-	-
Texas Dallas-Ft. Worth CMSA (March) Houston (March) Houston-Galveston-Brazoria CMSA (April) ³	\$485 475 490	\$589 592 595	\$719 703 710	\$900 889 929	\$1,076 - -	\$673 719 722	\$832 884 883	1,045 1,010 1,050	1,409 1,460 1,477	\$1,615 - -	608 - -	589 679 676	779 787 786	861 888 896	1,015 1,005 1,000	\$985 - 995	- - -	\$530 - -	\$610 614 608	\$740 734 721	\$832 897 897	\$482 516 509
Virginia Richmond-Petersburg (August)	_	-	731	-	-	-	-	967	-	-	-	-	-	-	-	-	_	-	-	-	-	_
Washington Seattle-Tacoma-Bremerton CMSA (November)	-	610	787	1,004	1,338	739	969	1,213	1,515	-	692	809	946	1,081	1,286	_	_	_	646	822	899	591
Wisconsin Milwaukee (August) Milwaukee-Racine CMSA (August) ³	592 588	690 687	780 777	984 984	_ _	- -	1,157 1,161	1,326 1,327	1,645 1,645	<u>-</u>	- -	793 793	876 883	1,035 1,038	1,248 1,248	<u>-</u>	<u>-</u>	- -	- -	809 809	_	_ _

Table J-1. Average weekly pay in State and local government, professional and administrative occupations, selected areas, 1996 — Continued

											Admini	strative										
State, area, and reference month		rs/Contra Specialist		Cor	mputer P	rogramm	ers		outer Sys Analysts		Ana Super	ems alyst		Persor	nnel Spec	cialists		Pers Super Mana		Ta	c Collecto	ors
	П	III	IV	ı	II	III	IV	ı	II	III	ı	II	ı	II	Ш	IV	V	ı	Ш	I	II	III
Tennessee Nashville (May) Texas Dallas-Ft. Worth CMSA (March)	- \$572	- \$700	-	-	- \$638	- \$778	- \$897	- \$666	- \$833	- \$919	\$1,018 1,088	_	-	- \$591	- \$705	\$857 945	- \$1,170	-	- \$1,000	\$447 _	\$501 437	- \$512
Houston (March)		751 749	_ _	\$512 510	590 590	676 676	— —	674 682	807 800	917 907		_ _	- -	604 589	765 761	967 933	- -	\$979 973	1,160 1,160	- -	446 536	502 502
Virginia Richmond–Petersburg (August)	-	-	_	-	_	-	-	-	-	-	_	_	_	_	-	_	-	-	_	-	-	-
Washington Seattle-Tacoma-Bremerton CMSA (November)	716	816	_	-	616	-	-	740	870	1,044	_	-	_	679	850	1,111	-	1,122	1,380	521	635	733
Wisconsin Milwaukee (August) Milwaukee–Racine CMSA (August) ³	738 732	779 782	1 1	- -	664 655	734 734	908 908	918 918	908 908	<u> </u>	_ _	_ _	\$575 575	702 702	873 855	1,168 1,141	<u>-</u>		- -	549 549	- -	651 653

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: Accountant VI, Public

Systems Analyst Supervisor/Managers III averaged \$1,629 in San Francisco-Oakland-San Jose, CA; and Personnel Supervisors/Managers III averaged \$1,478 in Sacramento-Yolo, CA.

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.

² Pay data for the following occupational levels did not meet publication criteria in any area: Accountant VI, Public Accountants I-IV, Attorneys VI, Engineers VIII, Buyers/Contracting Specialists V, Computer Programmers V, Computer Systems Analysts IV and V, Computer Systems Analysts Supervisors/Managers IV, Personnel Specialists VI, and Personnel Supervisors/Managers IV and V. In addition, for two occupations, only a single area published average pay data: Computer

³ These areas had a change in area definition in 1996 and are not comparable to similar areas presented in the 1995 National Summary.

Table J-2. Average weekly pay¹ in State and local government, technical and protective service occupations,² selected areas, 1996

						Technical					
State, area, and reference month		Computer	Operators			Dra	fters		Engir	neering Techn	icians
	I	II	III	IV	I	II	III	IV	II	III	IV
Alabama Huntsville (March)	-	\$440	_	_	-	-	-	-	-	-	=
Alaska Statewide Alaska (July) Anchorage (July)	_ _	- -	\$764 -	- -	- -	- -	\$896 -	- -	_ _	_ _	- -
Arizona Phoenix (April)	_	478	513	_	-	\$483	650	-	_	_	-
California Sacramento-Yolo CMSA (March) San Diego (July) San Francisco-Oakland-San Jose CMSA (March)	- - -	535 517 661	615 599 694	\$732 - -	- - -	- 599 727	793 682 850	- - -	_ _ _	- - \$862	- - -
Colorado Denver-Boulder-Greeley CMSA (January)	-	500	618	643	-	497	713	-	_	_	-
Connecticut Hartford (March) New London–Norwich (January)	- -	_ _ _	_ _ _	_ _ _	- -	_ _ _	- -	- -	_ _	_ _	- -
District of Columbia Washington (February)	_	487	616	702	-	_	-	-	_	_	-
Florida Miami–Ft. Lauderdale CMSA (November) ³ Orlando (April) Tampa–St. Petersburg–Clearwater (July) West Palm Beach–Boca Raton (February)	- - - -	491 443 436 –	658 516 541 –	- - - -	- - - -	519 - 451 -	611 - - -	- - - -	- - - -	- - - -	- - - -
Georgia Atlanta (March) Decatur County (February)	- -	471 -	545 -	- -	- -	- -	538 -	- -	_ _	_ _	<u>-</u> -
Hawaii Statewide Hawaii (August) Honolulu (August)	- -	475 479	541 550	636 -	- -	468 -	538 516	\$628 631	_ _	_ _	- -
Illinois Chicago-Gary-Kenosha CMSA (June) ³	\$517	549	636	_	-	526	648	-	_	_	\$756
Indiana Indianapolis (August)	_	396	540	_	-	_	_	-	_	_	-
Massachusetts Boston-Worcester-Lawrence CMSA (June) ³	_	-	616	_	-	_	_	-	_	_	_
Michigan Detroit (January)	_	509	581	676	\$438	527	_	-	_	_	-
Minnesota Minneapolis-St. Paul (February)	476	524	599	_	-	645	778	-	_	_	_

Table J-2. Average weekly pay¹ in State and local government, technical and protective service occupations,² selected areas, 1996 — Continued

			Tech	nical				Protective	e service	
State, area, and reference month		Е	ngineering Te	chnicians, Civ	/il		Corrections	Finafinkton.	Police (Officers
	I	II	III	IV	V	VI	Officers	Firefighters	I	Ш
Alabama Huntsville (March)	\$315	\$395	\$509	-	-	-	\$385	\$462	\$513	\$681
Naska Statewide Alaska (July) Anchorage (July)	593 -	658 556	769 791	\$947 1,008	- -	- -	901 914	901 1,114	1,102 1,131	- -
Arizona Phoenix (April)	326	448	601	673	\$792	\$914	465	685	734	718
California Sacramento-Yolo CMSA (March) San Diego (July) San Francisco-Oakland-San Jose CMSA (March)	- 517 593	566 590 776	650 694 878	812 796 976	966 986 1,086	- - 1,218	829 695 823	691 818 1,021	825 841 955	925 - 1,074
Colorado Denver-Boulder-Greeley CMSA (January)	446	499	636	779	767	-	566	751	733	890
Connecticut Hartford (March) New London–Norwich (January)	<u>-</u> -	518 -	701 -	775 -	- -	_ _	577 562	744 696	775 725	- -
District of Columbia Washington (February)	_	536	579	722	839	684	604	684	702	865
Florida Miami–Ft. Lauderdale CMSA (November) ³	351 - 376 -	- - 446 -	645 - 569 -	- 528 655 482	- - -	- - - -	614 518 - 623	837 606 536 751	790 595 665 669	- 662 - 892
Georgia Atlanta (March) Decatur County (February)	362 -	441 -	533 -	605 -	- -	_ _	391 283	527 300	523 -	- -
Hawaii Statewide Hawaii (August) Honolulu (August)	- -	461 -	530 499	624 581	705 707	_ _	551 555	607 604	649 660	700 -
Ilinois Chicago-Gary-Kenosha CMSA (June) ³	448	_	727	801	933	_	623	_	816	972
ndiana Indianapolis (August)	283	357	440	576	-	_	401	639	647	777
Massachusetts Boston-Worcester-Lawrence CMSA (June) ³	_	_	644	846	_	_	_	638	637	_
flichigan Detroit (January)	457	521	636	747	799	_	618	672	700	_
linnesota Minneapolis–St. Paul (February)	494	603	705	830	917	_	616	763	775	888

Table J-2. Average weekly pay¹ in State and local government, technical and protective service occupations,² selected areas, 1996 — Continued

						Technical					
State, area, and reference month		Computer	Operators			Draf	ters		Engir	eering Techn	icians
	1	II	III	IV	I	II	III	IV	II	III	IV
Mississippi											
Jackson (April)	_	\$368	-	-	-	-	-	-	-	-	-
Missouri											
Kansas City (September)	-	446 448	\$554 516	_ _	-	-	\$544 -	_	_	_ _	_ _
Nebraska Omaha (April)	-	-	-	-	-	-	-	-	_	-	_
New York Nassau–Suffolk (January)	-	605	752	_	-	\$644	766	-	_	_	_
North Dakota Ward County (February)	-	_	_	_	-	-	-	-	_	_	_
Ohio											
Cincinnati (May)	-	537	-	-	-	-	-	-	_	_	-
Cincinnati-Hamilton CMSA (May) ³	_	537	528	_	-	-	-	-	_	_	_
Cleveland (July) Cleveland–Akron CMSA (August) ³	_	468 467	582 564	_	- \$427	488 494	-	-	_	- \$636	_
Columbus (January)	_	551	543	_	φ427 408	494	_	_	_	\$636	_
Dayton–Springfield (March)	_	-	-	_	- 406	-	-	_	_	_	_
Oregon											
Portland–Salem CMSA (July) ³	_	471	630	-	-	-	-	_	-	-	_
Pennsylvania											
Philadelphia (November) Philadelphia-Wilmington-Atlantic City CMSA	-	520	608	_	-	-	607	-	_	-	_
(November) ³	_	519	590	_	-	-	607	_	_	_	_
Pittsburgh (May)	_	384	507	_	-	-	-	-	-	-	-
Scranton-Wilkes-Barre-Hazleton (March)	-	422	-	-	-	-	-	-	-	_	_
Tennessee											
Nashville (May)	_	362	-	_	-	-	-	_	-	_	_
Texas											
Dallas-Ft. Worth CMSA (March)	\$345	427	562	_	-	473	522	_	_	-	-
Houston (March)	366	399	480	_	-	-		-	-	-	_
Houston–Galveston–Brazoria CMSA (April) ³	362	397	474	_	-	-	560	-	-	_	_

Table J-2. Average weekly pay¹ in State and local government, technical and protective service occupations,² selected areas, 1996 — Continued

			Tech	nical				Protective	service	
State, area, and reference month		Er	ngineering Te	chnicians, Civ	/il		Corrections	F. 6.1.	Police (Officers
	ı	II	III	IV	V	VI	Officers	Firefighters	I	II
ississippi										
Jackson (April)	\$308	\$431	\$489	\$579	\$685	-	\$371	\$440	\$471	_
issouri										
Kansas City (September)	337	425	526	693	852	-	424	604	615	-
St. Louis (March)	-	-	580	750	-	-	477	570	610	_
ebraska										
Omaha (April)	-	446	626	778	917	-	408	-	745	-
ew York										
Nassau-Suffolk (January)	-	613	589	754	-	-	852	807	1,017	\$75
orth Dakota										
Ward County (February)	-	-	-	532	-	-	-	-	499	-
hio										
Cincinnati (May)	443	579	644	745	893	_	465	719	682	79
Cincinnati–Hamilton CMSA (May) ³	434	570	639	737	893	_	465	700	676	79
Cleveland (July)		505	624	717	_	_	428	738	706	_
Cleveland-Akron CMSA (August)3	448	499	623	701	_	_	467	727	693	_
Columbus (January)	451	522	619	646	726	_	538	743	692	_
Dayton–Springfield (March)	-	-	605	-	-	-	516	746	700	-
regon										
Portland–Salem CMSA (July) ³	405	529	616	737	886	\$914	678	768	800	8
ennsylvania										
Philadelphia (November)	478	554	596	738	880	_	653	701	729	_
Philadelphia-Wilmington-Atlantic City CMSA			000		000				.20	
(November) ³	458	539	579	721	870	_	612	757	744	_
Pittsburgh (May)		_	568	754	842	_	581	741	718	_
Scranton-Wilkes-Barre-Hazleton (March)	-	-	529	-		-	583	639	680	_
nnessee										
Nashville (May)	-	452	580	648	-	-	341	537	556	5
xas										
Dallas–Ft. Worth CMSA (March)	339	408	508	546	630	_	417	616	647	_
Houston (March)	378	415	493	566	631	_	441	611	604	_
Houston–Galveston–Brazoria CMSA (April) ³	376	415	492	567	632	_	442	611	603	

Table J-2. Average weekly pay¹ in State and local government, technical and protective service occupations,² selected areas, 1996 — Continued

						Technical					
State, area, and reference month		Computer	Operators			Dra	fters		Engir	neering Techn	icians
	1	ll ll	III	IV	1	II	III	IV	П	III	IV
Virginia Richmond-Petersburg (August)	-	_	_	_	_	_	_	_	_	_	_
Washington Seattle-Tacoma-Bremerton CMSA (November)	-	\$519	\$667	_	_	_	_	_	_	\$708	\$819
Wisconsin (March)											
Juneau County (March)	-	529 529	555 568	- - -	- - -	- - -	- - \$718	- - -	_ _ _	- - -	- - -
Wyoming Lincoln County (April)	-	_	_	_	_	_	_	_	_	_	-

Table J-2. Average weekly pay in State and local government, technical and protective service occupations, selected areas, 1996 — Continued

			Tech	nical				Protective	e service	
State, area, and reference month		E	ngineering Te	chnicians, Civ	/il		Corrections	E	Police (Officers
	1	П	III	IV	٧	VI	Officers	Firefighters	1	П
Virginia Richmond-Petersburg (August)	-	\$411	\$485	\$606	-	_	\$444	\$738	\$644	\$844
Washington Seattle–Tacoma–Bremerton CMSA (November)	-	697	788	825	\$941	\$1,086	624	925	854	918
Wisconsin Juneau County (March) Milwaukee (August) Milwaukee–Racine CMSA (August) ³	- \$403 403	- 521 521	- 710 709	- 790 790	- 928 928	_ _ _ _	- 547 528	- 724 739	501 735 743	– 797 797
Wyoming Lincoln County (April)	-	_	_	_	-	_	_	-	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.

Pay data for the following occupational levels did not meet publication criteria in any

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.

area: Computer Operater V, and Engineering Technicians I, V and VI.

³ These areas had a change in area definition in 1996 and are not comparable to similar areas presented in the 1995 National Summary.

Table J-3. Average weekly pay in State and local government, clerical occupations, selected areas, 1996

Ctata avec and reference month		Clerks, A	ccounting			Clerks,	General		Key Entry	Operators
State, area, and reference month	1	II	III	IV	1	П	III	IV	1	П
Alabama Huntsville (March)	_	\$366	\$443	_	-	\$326	\$294	_	\$297	_
Alaska Statewide Alaska (July) Anchorage (July)	_ _	493 -	617 549	\$649 -	\$427 -	480 477	_ _	_ _	_ _	_ _
Arizona Phoenix (April)	=	355	412	398	-	301	324	\$343	_	\$358
California Sacramento-Yolo CMSA (March) San Diego (July) San Francisco-Oakland-San Jose CMSA (March)	- - -	487 412 539	553 493 594	550 577 670	- - 400	406 352 445	461 421 535	537 504 611	- 469 524	504 435 554
Colorado Denver-Boulder-Greeley CMSA (January)	=	444	490	574	338	406	404	447	383	434
Connecticut Hartford (March) New London–Norwich (January)	- -	- -	488 467	<u>-</u> -	- -	_ _ _	459 440	504 482	<u>-</u>	464 -
District of Columbia Washington (February)	_	442	507	533	280	360	397	476	379	459
Florida Miami–Ft. Lauderdale CMSA (November) ³ Orlando (April) Tampa–St. Petersburg–Clearwater (July) West Palm Beach–Boca Raton (February)	- - \$311 -	423 398 394 –	461 407 408 388	554 463 514 -	- - 309 -	- - 333 387	373 328 349 400	403 322 - 380	385 292 - -	521 435 396 –
Georgia Atlanta (March) Decatur County (February)	_ _	388 380	431 -	- -	- -	313 -	377 -	385 -	325 -	389 -
Hawaii Statewide Hawaii (August)	<u>-</u> -	- -	408 392	467 466	- -	_ _ _	379 375	398 399	_ _	408 409
Illinois Chicago-Gary-Kenosha CMSA (June) ³	=	452	486	638	346	392	457	-	371	442
Indiana Indianapolis (August)	_	347	404	_	-	301	349	411	289	322
Massachusetts Boston-Worcester-Lawrence CMSA (June) ³	=	464	512	_	-	405	-	_	_	463
Michigan Detroit (January)	_	475	537	556	318	374	491	494	_	559
Minnesota Minneapolis–St. Paul (February)	_	497	521	579	421	451	489	511	419	501
Mississippi Jackson (April)	_	349	485	_	-	274	_	_	302	_

Table J-3. Average weekly pay¹ in State and local government, clerical occupations,² selected areas, 1996 — Continued

State, area, and reference month	Pe	ersonnel Assistar	nts			Secretaries	T	r	Switchboard Operator-	,	Word Processor	S
otate, area, and reference month	II	III	IV	1	II	III	IV	V	Receptionists	1	II	III
Alabama Huntsville (March)	-	_	-	\$366	\$407	\$484	_	-	\$332	-	_	-
Alaska Statewide Alaska (July) Anchorage (July)	<u>-</u> -	\$672 670	\$745 -	- -	- -	- -	_ _ _	_ _	534 -	<u>-</u> -	- -	- -
Arizona Phoenix (April)	_	-	-	-	390	397	\$478	\$540	362	-	\$364	-
California Sacramento-Yolo CMSA (March) San Diego (July) San Francisco-Oakland-San Jose CMSA (March)	\$564 - 608	629 - 691	665 - 733	- - 614	570 509 612	592 603 722	650 679 773	702 797 857	452 503 549	- - -	512 493 594	- - -
Colorado Denver-Boulder-Greeley CMSA (January)	497	550	-	373	499	540	707	-	408	-	467	_
Connecticut Hartford (March) New London–Norwich (January)	<u>-</u> -	_ _	<u>-</u>	- -	520 -	564 563	652 -	_ _		<u>-</u> -	_ _	_ _
District of Columbia Washington (February)	-	510	-	437	528	617	701	861	433	-	473	\$503
Florida Miami–Ft. Lauderdale CMSA (November) ³	- 406 431 -	546 - 535 -	- - -	397 326 372 342	481 407 431 448	561 500 513 531	656 623 593	773 - - -	371 324 318 -	\$355 283 - -	454 - - 366	- - - -
Georgia Atlanta (March) Decatur County (February)	444 -	517 -	<u>-</u> -	368 -	429 -	488 -	531 -	_ _	332 -	<u>-</u>	_ _ _	- -
Hawaii Statewide Hawaii (August)Honolulu (August)	<u>-</u>	480 478	526 522	- -	566 569	639 636	730 735	846 -		- -	_ _	- -
Ilinois Chicago-Gary-Kenosha CMSA (June) ³	517	578	654	447	522	650	692	-	_	390	-	_
ndiana Indianapolis (August)	-	-	-	339	408	486	574	-	317	-	-	_
Massachusetts Boston-Worcester-Lawrence CMSA (June) ³	-	-	-	-	527	559	640	-	431	-	-	_
flichigan Detroit (January)	526	620	_	571	568	590	675	_	506	439	_	_
linnesota Minneapolis–St. Paul (February)	_	607	650	-	502	541	617	_	426	_	_	_
Mississippi Jackson (April)	369	_	_	317	357	412	-	_	299	-	-	_

Table J-3. Average weekly pay in State and local government, clerical occupations, selected areas, 1996 — Continued

		Clerks, A	ccounting			Clerks,	General		Key Entry	Operators
State, area, and reference month	I	II	III	IV	1	П	III	IV	I	II
Missouri										
Kansas City (September)St. Louis (March)	-	\$353 363	\$405 430	\$487 -	- -	\$321 343	\$351 374	\$416 416	\$366 356	\$374 369
Nebraska Omaha (April)	-	-	448	-	-	395	428	540	-	-
New York Nassau-Suffolk (January)	-	453	590	633	-	451	458	-	490	526
North Dakota Ward County (February)	-	-	_	-	-	-	323	-	-	_
Ohio		005	400	004		200	400	507	070	450
Cincinnati (May) Cincinnati-Hamilton CMSA (May) ³	_	395 412	462 462	601 552	_ _	392 386	462 441	507 493	372 370	450 449
Cleveland (July)	\$388	430	506	581	_	365	441	503	380	413
Cleveland–Akron CMSA (August) ³	377	418	490	566	_	370	436	497	380	447
Columbus (January)	-	438	516	577	_	364	425	453	404	462
Dayton-Springfield (March)	-	407	457	476	_	332	398	466	368	-
Oregon Portland–Salem CMSA (July) ³	_	420	497	_		341	429	513	335	
Portiand-Salem CiviSA (July)-	_	420	497	_	_	341	429	515	333	_
Pennsylvania										
Philadelphia (November)	-	441	497	533	_	420	462	_	453	532
Philadelphia–Wilmington–Atlantic City CMSA		445	500	500		440	450	000	000	440
(November) ³ Pittsburgh (May)	_	445 474	500	538	_	416 346	456 410	602	399 365	440
Scranton–Wilkes-Barre–Hazleton (March)	-	420	418	_	_	-	393	-	-	_
Puerto Rico										
San Juan–Caguas–Arecibo CMSA (October)	-	-	248	-	\$173	187	230	249	-	-
Tennessee Nashville (May)	-	_	_	466	-	_	-	_	_	389
Texas										
Dallas–Ft. Worth CMSA (March)	_	367	435	426	261	313	361	343	309	354
Houston (March)	369	381	432	434	_	342	_	-	328	384
Houston–Galveston–Brazoria CMSA (April) ³	368	371	436	425	305	330	393	308	329	382

Table J-3. Average weekly pay¹ in State and local government, clerical occupations,² selected areas, 1996 — Continued

State, area, and reference month	II	Ш										
		""	IV	1	II	III	IV	V	Operator- Receptionists	I	II	III
ssouri	0000			0004	0447	A 550	# 504		0000		A 404	
Kansas City (September)St. Louis (March)	\$399 -	-	-	\$384 415	\$417 472	\$550 518	\$524 584	_	\$360 -	-	\$421 -	_
ebraska												
Omaha (April)	-	-	-	-	426	552	-	_	347	-	-	_
ew York Nassau–Suffolk (January)	_	_	_	_	_	733	734	\$806	462	_	595	_
orth Dakota												
Ward County (February)	-	-	-	345	-	-	-	-	-	-	-	_
nio				004	444	500	000		005			
Cincinnati (May)Cincinnati-Hamilton CMSA (May) ³	_	- \$516	- \$551	334 345	444 447	536 503	609 609	_	365 367	- \$424	- 475	_
Cleveland (July)	_	520	φου ·	_	500	581	613	_	398	Ψ ⁻	-	_
Cleveland-Akron CMSA (August) ³	-	523	662	-	487	559	587	_	371	451	486	\$49
Columbus (January)	-	508	652	381	485	576	569	_	401	474	518	-
Dayton-Springfield (March)	-	524	-	411	489	552	677	-	350	-	465	_
egon Portland–Salem CMSA (July) ³	_	590	659	_	524	567	641	_	432	_	425	
` ''	-	590	659	_	524	367	041	_	432	_	425	_
nnsylvania												
Philadelphia (November)	476	600	-	491	492	575	638	_	423	-	454	47
Philadelphia–Wilmington–Atlantic City CMSA (November) ³	476	591		447	482	576	635				455	48
Pittsburgh (May)	- 470	-	_	463	431	555	-	_	430	_	-	-
Scranton–Wilkes-Barre–Hazleton (March)	-	-	-	315	434	-	-	-	311	-	-	-
erto Rico												
San Juan-Caguas-Arecibo CMSA (October)	-	-	-	-	-	406	-	-	-	-	-	-
nnessee					-10							
Nashville (May)	-	419	-	381	512	-	-	_	326	-	-	-
xas Dallas–Ft. Worth CMSA (March)	429	459	488	389	459	434	488	_	344	_	411	
Houston (March)	367	405	400	420	459 451	444	525	_	338	_	- 411	50
Houston–Galveston–Brazoria CMSA (April) ³	362	411	_	406	455	456	521	_	336	_	_	50

Table J-3. Average weekly pay in State and local government, clerical occupations, selected areas, 1996 — Continued

		Clerks, A	ccounting			Clerks,	General		Key Entry	Operators
State, area, and reference month	I	II	III	IV	I	II	III	IV	I	II
Virginia Richmond-Petersburg (August)	-	-	-	-	-	-	-	-	\$383	-
Washington Seattle-Tacoma-Bremerton CMSA (November)	-	\$457	\$497	\$591	\$371	\$397	\$460	\$509	386	\$419
Wisconsin Milwaukee (August) Milwaukee–Racine CMSA (August) ³	- -	464 463	514 514	_ _	334 334	425 425	463 461	_ _	- -	511 511
Wyoming Lincoln County (April)	-	-	_	_	_	_	_	_	_	-

Table J-3. Average weekly pay in State and local government, clerical occupations, selected areas, 1996 — Continued

	Pe	ersonnel Assistar	nts			Secretaries			Switchboard	,	Word Processor	S
State, area, and reference month	II	III	IV	I	II	III	IV	٧	Operator- Receptionists	I	II	III
Virginia Richmond-Petersburg (August)	_	_	-	\$407	_	\$536	\$571	_	\$349	_	_	_
Washington Seattle-Tacoma-Bremerton CMSA (November)	-	\$541	\$574	_	\$500	573	596	-	416	\$446	\$479	-
Wisconsin Milwaukee (August) Milwaukee–Racine CMSA (August) ³	_ _ _	550 550	- 609	497 496	539 530	587 589	- 705	_ _	474 469	- 406	_ _	_ _ _
Wyoming Lincoln County (April)	_	_	-	397	_	_	-	_	_	_	_	_

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.

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.

but not bonuses, under cost-of-living clauses, and incentive payments, however, are included.

Pay data for the following occupational levels did not meet publication criteria in any area: Order Clerks I and II, and Personnel Assistants I.

³ These areas had a change in area definition in 1996 and are not comparable to similar areas presented in the 1995 National Summary.

Table J-4. Average hourly pay¹ State and local government, maintenance and toolroom occupations,² selected areas, 1996

	General	Maintenance	Maintenan	ce Electronics T	echnicians	Maintenance	Maintenance	Maintenance	Maintenance
State, area, and reference month	Maintenance Workers	Electricians	I	II	III	Machinists	Mechanics, Machinery	Mechanics, Motor Vehicle	Pipefitters
Alabama Huntsville (March)	\$10.20	\$12.36	\$10.61	_				\$13.28	
	\$10.20	ψ12.30	\$10.01	_	_		_	φ13.20	_
Alaska Statewide Alaska (July) Anchorage (July)	17.87 -	24.74 -	<u>-</u> -	\$28.45 -	_ _	_ _	- -	22.37 21.93	- -
Arizona Phoenix (April)	9.70	16.65	-	16.75	\$23.97	\$21.81	-	15.08	-
California									
Sacramento-Yolo CMSA (March) San Diego (July)	12.89 13.90	22.15 18.41	_	21.69 17.76	22.83 19.70	_	-	18.83 17.56	-
San Francisco–Oakland–San Jose CMSA (March)	14.37	23.91	17.13	21.97	27.06	_	\$22.19	21.27	_
Colorado									
Denver-Boulder-Greeley CMSA (January)	12.99	17.47	12.67	16.85	-	18.12	_	16.03	_
Connecticut									
Hartford (March) New London–Norwich (January)	14.16 -	17.20 -	- -	_ _	_ _	_ _	_ _	17.09 15.21	_ _
District of Columbia Washington (February)	11.59	17.16	-	-	18.84	19.49	15.51	17.83	\$15.87
Florida Miami-Ft. Lauderdale CMSA (November) ³	10.46 10.11 10.79 9.28	16.99 12.99 13.54 16.53	13.19 10.89 11.96	18.57 - 15.37	- - - -	- - - -	- - - -	15.00 13.53 13.26 13.43	15.58 - - -
Georgia Atlanta (March) Decatur County (February)		14.93 -	10.95 -	15.67 -	_ _ _		16.12 —	14.37 -	_ _ _
Hawaii Statewide Hawaii (August) Honolulu (August)		13.54 -	- -	15.96 —	_ _ _	_ _	13.06 -	13.52 13.44	_ _ _
Illinois Chicago-Gary-Kenosha CMSA (June) ³	-	24.09	-	18.50	-	23.79	-	19.19	26.97
Indiana Indianapolis (August)	10.38	14.51	-	13.31	-	-	14.05	13.59	_
Massachusetts Boston-Worcester-Lawrence CMSA (June) ³	-	-	-	_	_	_	_	14.81	_
Michigan Detroit (January)	14.65	20.22	12.68	17.05	18.28	17.95	15.92	15.84	19.28
Minnesota Minneapolis–St. Paul (February)	13.77	22.04	-	16.99	18.36	17.87	_	17.50	21.18
Mississippi Jackson (April)	8.57	-	-	11.16	-	_	_	10.65	_

See footnotes at end of table.

Table J-4. Average hourly pay¹ State and local government, maintenance and toolroom occupations,² selected areas, 1996 — Continued

Chate area and reference month	General	Maintenance	Maintenar	ce Electronics T	echnicians	Maintenance	Maintenance Mechanics.	Maintenance	Maintenance
State, area, and reference month	Maintenance Workers	Electricians	I	П	III	Machinists	Machinery	Mechanics, Motor Vehicle	Pipefitters
Missouri									
Kansas City (September)		\$15.02 16.68	_ _	\$13.35 16.85	\$16.11 -	\$12.52 -	<u>-</u> -	\$13.76 15.21	- -
Nebraska									
Omaha (April)	10.80	19.52	-	-	-	-	-	15.51	_
New York Nassau–Suffolk (January)	15.43	17.07	_	_	-	_	_	18.82	\$16.90
North Dakota Ward County (February)	10.74	_	_	_	_	-	-	_	_
Ohio									
Cincinnati (May)	11.10	17.73	_	16.11	_	_	_	15.24	-
Cincinnati-Hamilton CMSA (May) ³	10.75	17.58		16.11	_	_	-	15.17	-
Cleveland (July)	11.35	20.94	\$15.06	17.68	_	_	-	15.87	.
Cleveland–Akron CMSA (August) ³		19.02	14.64	17.17	_	_	_	15.75	20.42
Columbus (January) Dayton–Springfield (March)	11.18 11.82	15.10	_	_	_	_	_	14.24 15.66	_
Dayton-Springileid (March)	11.62	_	_	_	_	_	_	15.66	_
Oregon									
Portland–Salem CMSA (July) ³	13.12	19.07	14.55	15.82	-	-	_	16.62	_
Pennsylvania									
Philadelphia (November)	13.92	17.90	-	17.14	18.07	17.77	-	16.89	-
Philadelphia–Wilmington–Atlantic City CMSA									
(November) ³		17.82	-	17.14	18.07	17.77	-	16.57	-
Pittsburgh (May)		15.66	_	_	_	_	_	15.71	-
Scranton-Wilkes-Barre-Hazleton (March)	11.78	14.23	-	-	-	-	_	12.49	-
Puerto Rico									
San Juan-Caguas-Arecibo CMSA (October)	7.33	-	-	-	-	_	_	8.53	-
Tennessee									
Nashville (May)	9.36	14.05	-	13.85	_	_	\$14.00	15.46	-
Texas									
Dallas-Ft. Worth CMSA (March)	9.18	13.85	10.22	14.11	_	_	12.75	13.25	-
Houston (March)	9.77	15.06	_	15.60	_	-	_	14.51	-
Houston-Galveston-Brazoria CMSA (April)3	9.74	15.02	_	15.51	l _	1 _	_	14.42	l _

See footnotes at end of table.

Table J-4. Average hourly pay¹ State and local government, maintenance and toolroom occupations,² selected areas, 1996 — Continued

	General	Maintenance	Maintenan	ce Electronics T	echnicians	Maintenance	Maintenance	Maintenance	Maintenance
State, area, and reference month	Maintenance Workers	Electricians	I	П	III	Machinists	Mechanics, Machinery	Mechanics, Motor Vehicle	Pipefitters
Virginia Richmond-Petersburg (August)	\$11.11	\$14.47	-	-	_	_	-	\$13.41	-
Washington Seattle-Tacoma-Bremerton CMSA (November)	13.37	21.32	-	\$20.58	\$23.58	\$20.88	\$21.19	19.34	-
Wisconsin Milwaukee (August) Milwaukee-Racine CMSA (August) ³	13.71 13.63	20.99 21.03	- -	16.19 16.62	- -	20.40 20.40	14.54 14.26	16.60 16.95	\$23.35 23.39
Wyoming Lincoln County (April)	_	-	-	-	_	_	-	11.95	-

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.

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.

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

 $^{^3}$ These areas had a change in area definition in 1996 and are not comparable to similar areas presented in the 1995 National Summary.

Table J-5. Average hourly pay¹ in State and local government, material movement and custodial occupations,² selected areas, 1996

Otata anno and reference month	Gu	ards	1	Material	Shipping/		Truckdrivers		Warehouse
State, area, and reference month	I	II	Janitors	Handling Laborers	Receiving Clerks	Light Truck	Medium Truck	Heavy Truck	Specialists
Alabama									
Huntsville (March)	\$8.33	_	\$6.90	_	-	-	_	\$10.13	-
Alaska	_		44.00						
Statewide Alaska (July)	-	_	14.66 12.83	_	_	_	-	_ _	_
Arizona Phoenix (April)	8.53	_	8.92	_	\$10.84	\$9.83	_	14.16	\$11.65
California									
Sacramento-Yolo CMSA (March)	11.71	\$15.03	11.14	_	_	_	-	-	_
San Diego (July)	10.64	12.83	10.88	-	12.42	-	-	_	12.19
San Francisco-Oakland-San Jose CMSA (March)	13.23	15.26	12.96	_	13.07	_	_	=	_
Colorado Denver-Boulder-Greeley CMSA (January)	9.83	_	9.32	_	12.00	_	_	_	_
Connecticut									
Hartford (March) New London–Norwich (January)	_	_ _	12.08 12.43	_ _	_ _	_ _	_ _	_ _	_
District of Columbia Washington (February)	8.88	12.67	10.45	_	_	_	\$13.08	_	13.16
• , .,	0.00	12.07	10.43		_	_	\$13.00	_	13.10
Florida Miami-Ft. Lauderdale CMSA (November) ³	9.14	_	8.25	_	_	_	_	13.79	_
Orlando (April)	-	_	7.70	_	_	_	_	-	_
Tampa–St. Petersburg–Clearwater (July) West Palm Beach–Boca Raton (February)	8.97 -	_ _	7.92 7.44		9.70 -	_ _	_ _	13.09 -	10.18 –
Georgia									
Atlanta (March)	8.72	_	8.22	_	8.73	_	_	_	10.62
Decatur County (February)	=	-	5.85	-	-	-	-	=	-
Hawaii			0.00				44.00		
Statewide Hawaii (August) Honolulu (August)	<u> </u>	_	9.69 9.69	_	_ _	_ _	11.26 –	11.71 –	_
Illinois Chicago-Gary-Kenosha CMSA (June) ³	10.70	13.86	12.36	_	11.82	10.76	_	19.27	_
Indiana									
Indiana Indianapolis (August)	8.04	10.01	9.42	-	-	13.28	-	11.02	11.86
Massachusetts Boston-Worcester-Lawrence CMSA (June) ³	-	-	11.18	-	_	-	-	-	_
Michigan Detroit (January)	11.35	13.57	12.79	_	_	11.79	15.38	_	12.54
Minnesota									
Minneapolis-St. Paul (February)	11.78	13.19	11.84	\$12.71	-	12.83	15.03	-	14.82

See footnotes at end of table.

Table J-5. Average hourly pay¹ in State and local government, material movement and custodial occupations,² selected areas, 1996 — Continued

Otata and outside and outside	Gu	ards		Material	Shipping/		Truckdrivers		Warehous
State, area, and reference month	I	II	Janitors	Handling Laborers	Receiving Clerks	Light Truck	Medium Truck	Heavy Truck	Specialist
Mississippi									
Jackson (April)	\$7.78	-	\$6.00	_	-	-	-	_	-
Missouri									
Kansas City (September)	9.09 10.07	\$10.67 11.90	9.55 10.42	_ _		_ _		\$10.61 -	\$10.71 –
lebraska									
Omaha (April)	9.69	_	9.55	_	_	_	_	_	_
lew York									
Nassau-Suffolk (January)	14.44	14.74	14.84	_	_	_	-	_	_
Phio									
Cincinnati (May)	9.20	_	9.56	_	<u> </u>	- .	\$13.51	. .	_
Cincinnati-Hamilton CMSA (May) ³	9.20		9.45	_	\$11.09	\$9.59	13.48	10.29	
Cleveland (July)	11.37	10.87	10.47	_	_	_	13.88	14.21	12.41
Cleveland–Akron CMSA (August) ³	11.37	10.91	10.45		_	12.68	12.73	14.22	12.42
Columbus (January)	11.17	9.04	10.42	\$9.93	_	12.39	_	-	_
Dayton-Springfield (March)	10.11	_	10.48	_	_	_	_	_	-
regon									
Portland–Salem CMSA (July) ³	11.95	-	10.30	_	_	_	-	-	-
Pennsylvania									
Philadelphia (November)	12.90	12.11	12.42	_	_	14.57	_	14.79	_
Philadelphia-Wilmington-Atlantic City CMSA									
(November) ³	12.03	11.95	12.09	_	_	14.57	_	14.94	_
Pittsburgh (May)	10.80	_	11.33	_	_	_	_	15.79	_
Scranton-Wilkes-Barre-Hazleton (March)	9.26	_	9.98	_	_	_	-	11.57	_
uerto Rico									
San Juan-Caguas-Arecibo CMSA (October)	5.11	-	5.56	_	_	_	-	_	_
ennessee									
Nashville (May)	-	-	7.54	_	_	_	-	-	-
exas									
Dallas-Ft. Worth CMSA (March)	9.61	10.80	7.60	_	8.74	10.69	_	9.57	_
Houston (March)	8.46	10.00	8.02	_	8.93	7.91		8.82	9.75
Houston–Galveston–Brazoria CMSA (April) ³	8.49	_	7.73	_	8.84	7.91		9.25	8.63
Houston Galveston Brazona Givion (April)	0.49	_	1.13	_	0.04	1.91	_] 3.23	0.03

See footnotes at end of table.

Table J-5. Average hourly pay¹ in State and local government, material movement and custodial occupations,² selected areas, 1996 — Continued

	Gua	ards	1	Material	Shipping/		Truckdrivers		Warehouse
State, area, and reference month	1	II	Janitors	Handling Laborers	Receiving Clerks	Light Truck	Medium Truck	Heavy Truck	Specialists
Virginia Richmond-Petersburg (August)	-	-	\$7.44	-	-	-	_	\$9.78	\$10.19
Washington Seattle-Tacoma-Bremerton CMSA (November)	\$11.10	\$13.14	11.37	-	\$18.48	\$13.05	\$14.32	15.60	-
Wisconsin Juneau County (March) Milwaukee (August)	_ 11.01 11.01	- - -	8.29 11.66 11.77	- - -	- 12.83 12.83	- 13.45 13.45	- - -	- - -	- - 13.15
Wyoming Lincoln County (April)	-	_	8.75	_	_	_	_	_	_

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 year-end borduses, and other incipiodation borduses. Pay incleases, but not borduses, 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:

average pay data: Truckdrivers, Tractor Trailer averaged \$17.31 in Seattle-Tacoma-Bremerton,

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.

Forklift Operators and Order Fillers. In addition, for one occupation, only a single area published

WA.

These areas had a change in area definition in 1996 and are not comparable to similar areas

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 1996 reference month as well as surveys with a reference month in November and December 1995 and January and February 1997. Published occupational pay averages from all 1996 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.

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.

The Bureau develops sampling frames from State unemployment insurance reports for the 48 contiguous States and the District of Columbia². 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:

 $^{^2}$ Although survey data are presented separately, Alaska and Hawaii were not used for the national and regional estimates.

- Maintenance and toolroom;
- Material movement and custodial.

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 Technical Reinterview Program 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 June 1996 national and regional estimates in part I are based on occupational compensation surveys conducted in 1996 by the Bureau of Labor Statistics.³ 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 89 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) 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.

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

Wyoming.

The 1996 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

³ 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

update has reduced respondent burden. There were 71 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 1996 national estimates is June.

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 5,999,046 employees covered by the survey). An additional 5.3 percent of the sample establishments (representing 1,612,401 employees) were either out of business or outside the scope of the survey.

Sampling error

Estimates of relative errors for the 1996 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	Percent of published
standard error	occupational work levels
Less than 1 percent	25.5
1 and under 3 percent	63.8
3 and under 5 percent	9.4
5 percent and over	1.4

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 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 June 1996.

Reference month adjustment. Because data collection for localities in the OCS occurred throughout 1996, 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

 Σ (US workers $_i$ * Comparison mean $_i$) * 100

 Σ (US workers $_{i}$ * US mean $_{i}$ * ECI factor)

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 pay relative for programmers in Seattle, WA, because national employment for the programmers occupation which met publication criteria in Seattle is just 69 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 (type 1, 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

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, Nassau-Suffolk, NY, and San Diego, CA, had pay relatives of 101 and 102 respectively for private industry secretaries (table F-2). However, in 1996, the average work week

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

groups involves the same procedure as above, but no reference month adjustment is needed.

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 for secretaries was up to 3.3 hours shorter in Nassau-Suffolk than in San Diego. When based on hourly pay, the San Diego private industry pay relative for secretaries remains at 102, while the Nassau-Suffolk pay relative rises to 107. Consult individual area bulletins and summaries for standard work week data.

Part III. Locality Pay

Data collection and payroll reference

BLS published 83 occupational compensation surveys with a 1996 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 the 1996 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.

Appendix table 1. Establishments and workers within scope of survey and number studied, United States, June 1996

	Numb establisl		Wor	Workers in establishments				
Industry division ²	Within scope	Otrodical	Within scope	Otrodica d				
	of survey ³	Studied	Number	Percent	Studied			
All establishments	269,373	16,313	64,431,435	100	14,067,456			
Private industry	242,661	14,375	50,975,720	79	9,535,310			
Goods-producing industries	74,436	3.711	15,776,998	24	2,366,697			
Mining ⁵	1.546	152	183.337	$(\frac{6}{})$	40.543			
Construction ⁵	11.365	599	1.081.814	` ź	101,373			
Manufacturing	61,525	2,960	14,511,847	23	2,224,781			
Durable goods	32,258	1,541	8,535,686	13	1,552,323			
Fabricated metal products, except machinery and								
transportation equipment ⁷	5,696	202	983,977	2	66,884			
Industrial and commercial machinery and computer								
equipment ⁸	5,921	272	1,512,690	2	201,639			
Electronic and other electrical equipment and								
components, except computer equipment ⁹	4,392	241	1,657,445	3	252,249			
Transportation equipment	3,376	218	1,507,746	2	602,521			
Measuring, analyzing, and controlling instruments; photographic, medical and optical goods; watches								
and clocks ¹⁰	1.986	161	593.787	1	219.448			
Nondurable goods	29,267	1,419	5,976,160	9	672,458			
Food and kindred products	7,254	364	1,573,905	2	155,662			
Printing, publishing, and allied industries ¹¹	4,662	280	911,913	1	160,270			
Chemicals and allied products	2,886	204	964,184	1	154,928			

See footnotes at end of table.

Appendix table 1. Establishments and workers within scope of survey and number studied, United States,1 June 1996 — Continued

	Numb establisl		Wor	Workers in establishments				
Industry division ²	Within scope	Q	Within scope	Q. II. I				
	of survey ³	Studied	Number	Percent	Studied			
Service-producing industries Transportation, communication, electric, gas, and sanitary	168,225	10,664	35,198,722	55	7,163,613			
services ¹²	14,327	1,279	3,541,721	5	1,112,304			
Communications		280	818,585	1	291,897			
Wholesale trade ¹³	15,578	770	1,766,450	3	179,239			
Retail trade ¹³		1,389	9,893,216	15	1,259,586			
Finance, insurance, and real estate ¹³		1,032	3,606,261	6	913,251			
Depository institutions		320	1,495,090	2	486,242			
Insurance carriers		264	1,026,122	2	254,685			
Services ¹³		6,194	16,391,074	25	3,689,233			
Business services	17,512	1,644	3,555,394	6	727,424			
Educational services		495	1,457,945	2	567,744			
Health services	20,550	1.741	6,379,575	10	1,544,347			
Engineering, accounting, research, management,	20,000	.,	3,5.3,5.3		.,0,0			
and related services ¹⁴	5,963	784	975,053	2	266,480			
State and local government	26,712	1,938	13,455,715	21	4,537,146			
Health services	1,788	199	786,287	1	229,869			

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.

tables, but the division is represented in the all industries and goods-producing estimates.

- ⁶ Less than 0.5 percent.
- 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.
- 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
- 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.

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.

Includes all workers in all establishments with at least 50 total employees.
 Separate data for this division are not shown in the A-, B-, and C-series

Appendix table 2. Establishments and workers within scope of survey and number studied, United States, June 1996

		ber of shments	Wor	kers in establishm	ents
Establishment characteristics	Within scope	0. "	Within scope	Otandia d	
	of survey ²	Studied	Number	Percent	Studied
All establishments	269,373	16,313	64,431,435	100	14,067,456
Region ⁴ : Northeast South Midwest West	92,869 71,450	3,653 5,394 3,823 3,443	13,069,748 22,040,330 16,080,207 13,241,150	20 34 25 21	3,127,764 4,244,949 3,270,539 3,424,204
Area classification: Metropolitan areas Nonmetropolitan areas	· '	15,378 935	54,861,984 9,569,451	85 15	13,776,537 290,919
Establishments employing: 50-499 workers	13,169 6,627	11,538 2,009 1,615 1,151	31,384,393 9,037,050 9,683,586 14,326,406	49 14 15 22	1,914,376 1,403,236 2,460,865 8,288,979

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.

locations of a government entity.

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

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.

NORTHEAST	SOUTH-Continue	d	SOUTH-Continued		MIDWEST-Continued		MIDWEST-Continued
Connecticut	Alabama-Continued		North Carolina		Indiana-Continued	Wiscons	sin-Continued
DanburyPMSA	Hunstville	MSA	Charlotte-Gastonia-		JeffersonNM	T Milwaul	kee PMSA
HartfordMSA	Mobile		Rock HillN	/ISA	KokomoMS	Sauk	NMET
Maine	Arkansas		CravenN	IMET	MarshallNM	Т	WEST
PortlandMSA	Little Rock–North		MooreN	IMET	South Bend-Mishawaka MS		WEST
	Little Rock	Men	PolkN		lawa	A:	
Massachusetts	Pope		South Carolina		lowa NM	Arizona	
BostonPMSA	Prairie		CharlestonN	1C A	ClintonNM		x MSA
Lawrence-HaverhillPMSA	St. Francis				Davenport–Rock Island–	Yavapa	i NMET
Worcester MSA	3t. Francis	INIVIE I	Florence		Moline MS	_ Californ	ia
New Hampshire	Delaware		GeorgetownN		Des MoinesNM	Ananeii	m-Santa Ana PMSA
CheshireNMET	Wilmington	PMSA	GreenwoodN	IIVIE I	TamaNM	I Fresno	MSA
GraftonNMET	=		Tennessee		Michigan		geles-Long Beach PMSA
	District of Columbia	N 40 A	BradleyN	IMET	DetroitPM		de-San Bernardino PMSA
New Jersey	Washington	MSA	MemphisN		DeltaNM		nentoCMSA
Bergen-PassaicPMSA	Florida		NashvilleN	1SA	Minnesoto		ego MSA
Middlesex-Somerset-	Bradenton	MSA	WayneN	IMET	Minnesota	San Era	ancisco-Oakland-
Hunterdon PMSA	Citrus	NMET	•		FreebornNM	l San	Jose CMSA
Monmouth-Ocean PMSA	Gainesville	MSA	Texas		GoodhueNM		-Tulare-Porterville MSA
NewarkPMSA	Miami-Ft. Lauderdale	CMSA	AndrewsN		Minneapolis-St. Paul MS/		
TrentonPMSA	Orlando	MSA	AustinN	/ISA	St. Cloud MS	Colorad	
New York	Tampa-St. Petersburg-		Corpus ChristiN	1SA	Missouri		nne NMET
BuffaloMSA	Clearwater	MSA	Dallas–Fort WorthC	MSA	Kansas CityMS	Denver	-Boulder-Greeley CMSA
ClintonNMET	Georgia		GillespieN	IMET	LewisNM	⊺ Idaho	
ColumbiaNMET	Atlanta	MSA	HoustonP		St. LouisMS		:k NMET
Nassau-Suffolk PMSA	Augusta		Longview-MarshallN	/ISA			City MSA
New York PMSA	Decatur		Palo PintoN	IMET	Nebraska		•
PoughkeepsieMSA	Liberty		PanolaN	IMET	LoganNM		
Rochester MSA	Tattnall		San AngeloN	/ISA	MadisonNM		MSA
St. LawrenceNMET	Washington		San AntonioN	1SA	OmahaMS		NMET
Donneydyonia	=	INIVIL I	Virginia		SewardNM	l Nevada	
Pennsylvania NorthumberlandNMET	Kentucky		FranklinN	INACT	North Dakota	Carson	City NMET
	Harrison					_	•
PhiladelphiaPMSA	Louisville		MontgomeryN		GriggsNM WardNM		NIMET
PittsburghPMSA	Taylor	NMET	Richmond–PetersburgN	ISA	WaruINW	0.0.00	NMET
Scranton-Wilkes-BarreMSA	Lauisiana		MIDWEST		Ohio		NMET
YorkMSA	Louisiana	MCA	Illinois		CincinnatiPM		d-SalemCMSA
Rhode Island	New Orleans		Champaign–Urbana–		ClevelandPM		NMET
Pawtucket-Woonsocket-	Shreveport		RantoulN	1C A	ColumbusMS	Utah	
AttleboroPMSA	Vermilion	NIVIE I			MonroeNM	т Salt Lal	ke City-Ogden MSA
Vermont	Maryland		ChicagoP		SenecaNM		rton
OrangeNMET	Baltimore	MSA	DecaturN			•	d-Kennewich-
OrangeIVIVIL	Dorchester	NMET	JolietP		Toledo MS		
SOUTH	Mississippi		HendersonN		WayneNM		:o MSA
	Jackson	MSA	MorganN	IIVIE I	Wisconsin		-Tacoma-
Alabama	Lee		Indiana		Appleton-Oshkosh-Neenah MS/		nertonCMSA
ChoctawNMET	Tunica		Elkhart-GoshenN		Fond Du LacNM	Г ^{Skagit}	NMET
HenryNMET	Winston		Gary-HammondP	PMSA	Green LakeNM	T Wyomin	g
	v v ii i 3tOl I	INIVIL I	IndianapolisN	/ISA	JuneauNM	T Lincoln	NMET

NOTE: Area designations are defined as Metropolitan Statistical Areas (MSA), Primary Metropolitan Statistical Areas (PMSA), and Consolidated Metropolitan Statistical Areas (CMSA), as defined by the Office of Management and Budget (OMB), 1984; and nonmetropolitan counties (NMET). Some surveys used the 1994 OMB definitions.

Some MSA's and PMSA's cross State lines; in these instances the area is listed under the State where the central city is located. Full area titles appear in appendix table 4.

Appendix table 4: Occupational Compensation Survey (OCS) publications, calendar year 1996

State and area Publi	cation ¹	Industrial coverage ²	Benefits ³	Industrial State and area Publication¹ coverage² Benefits³
Alabama				Illinois
Birmingham	SUM	2	YES	Central IllinoisSUM 2 YES
Gadsden and Anniston	SUM	2	YES	Chicago-Gary-Kenosha3085-33 1 YES
Huntsville	3085-6	1	YES	Indiana
Mobile	SUM	2	YES	
Montgomery	SUM	2	YES	Indianapolis3085-31 1 NO
Alaska				Kansas
	2005 22	4	NO	WichitaSUM 2 YES
State of Alaska		1 1	NO	Kentucky
Anchorage	3065-30	1	NO	Lexington–FayetteSUM 2 NO
Arizona				LouisvilleSUM 2 YES
Phoenix	3085-22	1	NO	LOUISVIIIESOIVI Z 1ES
Colifornia				Louisiana
California				Shreveport–Bossier CitySUM 2 YES
Fresno and Visalia-	CLIM	0	VEC	Massachusetts
Tulare-Porterville		2	YES	
Sacramento-Yolo		1	YES	Boston–Worcester–Lawrence3085-29 1 NO
Salinas		2	YES	Michigan
San Diego		1	NO	Detroit3085-7 1 NO
San Francisco-Oakland-San Jose	3085-18	1	YES	Minnesota
Colorado				
Colorado Springs and Pueblo	SUM	2	YES	Minneapolis-St Paul3085-13 1 NO
Denver–Boulder–Greeley		1	YES	Mississippi
•	0000 1	•	120	•••
Connecticut				a a final and a fi
Hartford		1	NO	
New London-Norwich	3085-3	1	NO	
District of Columbia				MeridianSUM 2 NO
Washington	3085-8	1	NO	Missouri
· ·	3003-0	•	NO	Kansas City3085-41 1 NO
Florida				St. Louis
Gainesville		2	YES	Makasaka
Miami-Ft. Lauderdale		1	YES	Nebraska
Northwestern Florida	SUM	2	NO	Omaha3085-14 1 YES
Orlando	3085-20	1	YES	New York
Tampa–St Petersburg–Clearwater	3085-39	1	NO	Buffalo-Niagara FallsSUM 2 YES
West Palm Beach-Boca Raton	3085-10	1	NO	Nassau–SuffolkSUM 1 NO
Georgia				North Couling
Albany	CLIM	2	NO	North Carolina
•		1	NO NO	Greensboro-Winston-Salem-
Atlanta	3000-20	1	NO	High PointSUM 2 NO
Augusta–Aiken, Columbia,	CLIM	2	VEC	North Dakota
and Sumter		2 2	YES	Ward CountySUM 1 NO
Columbus			NO	•
Decatur County	OUN	1	NO	Ohio
Hawaii				Cincinnati
State of Hawaii	3085-37	1	NO	Cincinnati–Hamilton3085-27 1 NO
Honolulu	3085-34	1	NO	Cleveland
	-			Cleveland–Akron3085-42 1 NO
				Columbus
				Dayton–Springfield3085-16 1 NO

Appendix table 4: Occupational Compensation Survey (OCS) publications, calendar year 1996-Continued

State and area Pu	ublication1	Industrial coverage ²	Benefits ³	Industrial State and area Publication¹ coverage² Benefits³
Oklahoma				Texas-Continued
Oklahoma City	SHM	2	YES	Houston3085-21 1 NO
Oklarionia Oity	30101	2	ILO	Houston–Galveston–Brazoria3085-24 1 NO
Oregon				Northwest TexasSUM 2 NO
Portland–Salem	3085-28	1	YES	San AntonioSUM 2 YES
Pennsylvania				Vermont
Harrisburg-Lebanon-Carlisle	SUM	2	YES	Statewide VermontSUM 2 YES
Philadelphia	3085-45	1	NO	
Philadelphia-Wilmington-Atlantic				Virginia
City	3085-46	1	NO	Norfolk–Virginia Beach–
Pittsburgh		1	NO	Newport NewsSUM 2 YES
Reading		1	NO	Richmond–Petersburg3085-36 1 NO
Scranton-Wilkes-Barre-Hazleton		1	YES	Washington
Puerto Rico				Seattle-Tacoma-Bremerton3085-48 1 NO
San Juan-Caguas-Arecibo	3085-44	1	NO	Wisconsin
ŭ	0000 44	•	110	Juneau CountySUM 1 NO
South Carolina				Milwaukee
Charleston–North Charleston	SUM	2	YES	Milwaukee-Racine3085-43 1 NO
Tennessee				
Nashville	3085-15	1	YES	Wyoming
		•		Statewide WyomingSUM 2 YES
Texas				Lincoln CountySUM 1 NO
Dallas-Fort Worth	3085-9	1	YES	

¹ "SUM" indicates that a free survey summary is available from Regional Offices, listed on the back cover of this publication. Otherwise, bulletin numbers identify those locality pay surveys which are available for a nominal fee from the Government Printing Office (GPO), Washington, DC 20402, GPO Bookstores, or the Bureau of Labor Statistics Publications Sales Center, PO Box 2145, Chicago, IL 60690.

Survey type 1 ("Full") industrial scope covers all private industries. These surveys also include State and local government operations of all SIC's, 011-972.

Type 2 ("Limited") industrial scope covers all private industries except for mining industries (SIC's 101-149), construction industries (SIC's 152-179), selected transportation, communications, electric, gas, and sanitary services (SIC's 412 and 449); and selected services (SIC's 762-769, 791-842, and 866).

² All types of Occupational Compensation Surveys exclude agriculture, forestry and fishing (Standard Industrial Classification codes (SIC's) 011-097), the US Postal Service (SIC 431), private households (SIC 881), and federal, foreign, and international governments.

³ Benefit data include paid holidays and vacations; and health insurance, retirement and other benefit plan provisions for full-time employees.

State and area	Area type¹	Definition
Alabama		
Birmingham	MSA	Blount, Jefferson, St. Clair and Shelby Counties
Gadsden and Anniston	2MSA's	
Huntsville	MSA	Madison and Limestone Counties
Mobile	MSA	Baldwin and Mobile Counties
Montgomery	MSA	Autauga, Elmore, and Montgomery Counties
Alaska		
State of Alaska	STATE	
Anchorage	MSA	Anchorage Borough
Arizona		
Phoenix	MSA	Maricopa and Pinal Counties
California		
Fresno and Visalia-Tulare Porterville	2MSA's	Fresno, Madera and Tulare Counties
Sacramento-Yolo	CMSA	El Dorado, Placer, Sacramento, and Yolo Counties
Salinas	MSA	Monterey County
San Diego		
San Francisco-Oakland-San Jose	CMSA	Alameda, Contra Costa, Marin, Napa, Santa Clara, San Francisco, and San Mateo , Santa Cruz, Solano, and
Colorado		Sonoma Counties
Colorado Springs and Pueblo	2MSA'c	El Paca and Puebla Counties
•		
Connecticut		
Hartford	MSA	
New London	MSA	
District of Columbia		
Washington	MSA	District of Columbia; Calvert, Charles, Frederick, Montgomery, and Prince Georges Counties, MD; Cities of Alexandria, Fairfax, Falls Church, Manassas, and Manassas Park,VA; and Arlington, Fairfax, Loudoun, Prince William, and Stafford Counties, VA
Florida		
Gainesville		,
Miami-Fort Lauderdale		
		Bay, Escambia, Holmes, Okaloosa, Santa Rosa, Walton, and Washington Counties
Orlando	MSA	Lake, Orange, Osceola, and Seminole Counties

State and area	Area type¹	Definition
Florida-Continued		
Tampa-St Petersburg-		
West Palm Beach–Boca Raton	MSA	Palm Beach County
Georgia		
Albany		
Atlanta	MSA	Barrow, Butts, Cherokee, Clayton, Cobb, Coweta, De Kalb, Douglas, Fayette, Forsyth, Fulton, Gwinnett, Henry, Newton, Paulding, Rockdale, Spalding, and Walton Counties
Augusta-Aiken, Columbia, and Sumter	3MSA's	
Columbus	MSA	
Decatur County		
Hawaii		
State of Hawaii	STATE	
Honolulu	MSA	
Illinois		
	ESA	
Chicago-Gary-Kenosha	CMSA	
Indiana		
Indianapolis	MSA	Boone, Hamilton, Hancock, Hendricks, Johnson, Marion, Morgan, and Shelby Counties
Kansas		
Wichita	MSA	Butler, Harvey and Sedgwick Counties
Kentucky		
Lexington-Fayette		Bourbon, Clark, Fayette, Jessamine, Scott, and Woodford Counties
Louisville	MSA	Bullitt, Jefferson, and Oldham Counties, KY; Clark, Floyd, Harrison and Scott Counties, IN
Louisiana		
Shreveport–Bossier City	MSA	Bossier, Caddo, and Webster Parishes
Massachusetts		
Boston-Worcester-Lawrence	CMSA	Essex County, Middlesex County, Norfolk County, Plymouth County, Suffolk County, 12 communities in Bristol County, 1 in Hampden County, and 52 in Worcester County, MA; 18 in Hillsborough County, 2 in Merrimack County, 34 in Rockingham County, and 10 in Strafford County, NH; 5 in York County, ME; and 1 in Windham County, CT
Michigan		
Detroit	PMSA	Lapeer, Macomb, Monroe, Oakland, St. Clair, and Wayne Counties
Minnesota		
Minneapolis-St Paul	MSA	

_	Area	
State and area	type ¹	Definition
Mississippi		
		Hancock, Harrison and Jackson Counties
Columbus		
Jackson	MSA	Hinds, Madison, and Rankin Counties
Meridian	MSA	Lauderdale County
Missouri		
Kansas City	PMSA	
		Wyandotte Counties, KS
St. Louis	MSA	Clinton, Jersey, Madison, Monroe, and St. Clair Counties, IL; St. Louis city, and Sullivan city in Crawford
		County, Franklin, Jefferson, Lincoln, St. Charles, St. Louis, and Warren Counties, MO
Nebraska		
Omaha	MSA	Cass, Douglas, Sarpy, and Washington Counties, NE; and Pottawattamie County, IA
New York		
Buffalo–Niagara Falls	MCA	Frie and Nicgary Counting
Nassau–Suffolk		
	PIVIOA	
North Carolina		
Greensboro–Winston-Salem–High Point	MSA	Alamance, Davidson, Davie, Forsyth, Guilford, Randolph, Stokes and Yadkin Counties
North Dakota		
Ward County	ESA	Ward County
Ohio		
Cincinnati	PMSA	
		County, IN
Cincinnati-Hamilton	CMSA	Brown, Butler, Clermont, Hamilton, and Warren Counties, OH; Boone, Campbell, Gallatin, Grant, Kenton, and
		Pendleton Counties, KY: Dearborn, and Ohio Counties, IN
Cleveland	PMSA	
Cleveland-Akron	CMSA	Ashtabula, Cuyahoga, Geauga, Lake, Lorain, Medina, Portage, and Summit Counties
		Delaware, Fairfield, Franklin, Licking, Madison and Pickaway, Counties
Dayton-Springfield	MSA	
Oklahoma		
Oklahoma City	MSA	
Oregon		
Portland-Salem	CMSA	
Totalia Calomini		WA
Pennsylvania		
	МЅД	Cumberland, Dauphin, Lebanon, and Perry Counties
		Bucks, Chester, Delaware, Montgomery, and Philadelphia Counties, PA; and Burlington, Camden, Gloucester
i ililadelpilla	1 1010/4	Counties, NJ
Philadelphia-Wilmington-Atlantic City	CMSA	Bucks, Chester, Delaware, Montgomery, and Philadelphia Counties, PA; Atlantic, Burlington, Camden, Cape
Timacopina Willington Adamic Oity	ONIOA	May, Cumberland, Gloucester, and Salem Counties, NJ; New Castle County, DE; and Cecil County, MD
Pittshurah	MSA	
Reading		
Coramon Wilkes Dane Hazieton	IVIO/\	

State and area	Area type¹	Definition
Puerto Rico		
San Juan–Caguas–Arecibo	CMSA	Aguas Buenas, Arecibo, Barceloneta, Bayamon, Caguas, Camuy, Canovanas, Carolina, Catano, Cayey, Ceiba, Cidra, Comerio, Corozal, Dorado, Fajardo, Florida, Guaynabo, Gurabo, Hatillo, Humacao, Juncos, Las Piedras, Loiza, Luquillo, Manati, Morovis, Naguabo, Naranjito, Rio Grande, San Juan, San Lorenzo, Toa Alta, Toa Baja, Trujillo Alto, Vega Alta, Vega Baja, and Yabucoa Municipios
South Carolina		
Charleston-North Charleston	ESA	Berkeley, Charleston, and Dorchester Counties
Tennessee		
Nashville	MSA	
Texas		
		Fort Bend, Harris, Liberty, Montgomery, and Waller Counties
		Brazoria, Chambers, Fort Bend, Galveston, Harris, Liberty, Montgomery, and Waller Counties
Northwest Texas	ESA	
San Antonio	MSA	Bexar, Comal, Guadalupe and Wilson Counties
Vermont Statewide Vermont	FSΔ	Vermont
	LOA	······································
Virginia Norfolk–Virginia Beach–Newport News	MSA	
Richmond–Petersburg	MSA	
Washington		
	CMSA	Island, King, Kitsap, Pierce, Snohomish, and Thurston Counties
Wisconsin		
Juneau County	ESA	Juneau County
Milwaukee-Racine	CMSA	Milwaukee, Ozaukee, Racine, Washington and Waukesha Counties
Wyoming		
Statewide Wyoming	FSA	

¹Area designations are: consolidated metropolitan statistical areas (CMSA), metropolitan statistical areas (MSA) and primary metropolitan statistical areas (PMSA), as defined by the Office of Management and Budget; nonmetropolitan counties and additional areas surveyed for the Employment Standards Administration (ESA) for use in administering

the Service Contract Act; and STATE areas surveyed for the Office of Personnel Management. Some MSA's and PMSA's cross State lines; in these instances, the area is listed under the State where the central city is located.

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 (type 2 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:

- 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;
- 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:

- 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;
- 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 res orientation and training are those describe	Completion of law school with an L.L.B. or J.D. degree plus admission to the bar.	
II	D-1 or	R-2	Sufficient professional experience (at least 1 year, usually more) at the "D-1" level to
	D-2	R-1	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	R-3	Extensive professional experience at the "D-2" or a higher level.
	D-3	R-2	of a figure level.
V	D-2	R-4	Extensive professional experience at the "D-3" or "R-3" levels.
	D-3	R-3	OI K-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:

 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;
- 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;
- reviewing and advising on the implications of new or revised laws affecting the organization;
- 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:
- 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:

- 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.
- 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

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.
- 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:

- 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:

- 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.

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;
- Financial analysts evaluating the financial operations, transactions, practices and structure of an organization; and
- 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;
- 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:

- 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.
- 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:

- 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;
- 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 subjectmatter 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:

- 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;
- Supervisory positions having base levels below Computer Systems Analyst II or Computer Programmer IV; and
- 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
- n. 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;
- 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
- 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		Level of supervisor	
specialist definition	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		
Ţ				
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.

- 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:

- 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;
- 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;
- 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:

- Designers using technical knowledge and judgment to conceive, plan, or modify designs;
- b. Illustrators or graphic artists using artistic ability to prepare illustrations;

- Office drafters preparing charts, diagrams, and room arrangements to depict statistical and administrative data;
- 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:

- 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.
- 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.

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
- 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:

- Supervisory positions;
- b. Criminal investigators;

- Police detectives and specialists performing duties above those described for Police Officer II:
- d. Positions requiring the operation of an aircraft: and
- 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 keyoperated 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:

- Workers who primarily compute and process payrolls or compute and/or respond to questions on benefits or retirement claims;
- Workers who receive additional pay primarily for maintaining and safeguarding personnel record files;
- 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:

- Clerks or secretaries working under the direction of secretaries or administrative assistants as described in e:
- b. Stenographers not fully performing secretarial duties;
- 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:
- 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.
 - 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.

- 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	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:

- 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;
- 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
- 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;
- Skilled craft workers required to demonstrate proficiency in one or more trades;
- 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:

- 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;
- Workers required to disassemble and assemble equipment in order to clean machinery; and
- 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
- 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).