

UNITED STATES DEPARTMENT OF LABOR

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BUREAU OF LABOR STATISTICS

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Earnings of Bank Employees Spring and Summer of 1943

Prepared by

DIVISION OF WAGE ANALYSIS

Robert J. Myers, Chief



Bulletin No. 774

[Reprinted from the *Monthly Labor Review*,
April 1944, with additional data]

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Letter of Transmittal

UNITED STATES DEPARTMENT OF LABOR,
BUREAU OF LABOR STATISTICS,
Washington, D. C., April 19, 1944.

The SECRETARY OF LABOR:

I have the honor to transmit herewith a report on earnings of bank employees, spring and summer of 1943. This report was prepared by Harold R. Hosea in the Bureau's Division of Wage Analysis.

A. F. HINRICHS, *Acting Commissioner.*

HON. FRANCES PERKINS,
Secretary of Labor.



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*Bulletin No. 774 of the
United States Bureau of Labor Statistics*

[Reprinted from the Monthly Labor Review, April 1944, with additional data]

Earnings of Bank Employees, Spring and Summer of 1943

Summary

THE straight-time hourly earnings of 18,657 bank tellers employed in 1,312 institutions studied by the Bureau of Labor Statistics in 1943 averaged 92.5 cents. Tellers in cities of less than 50,000 population earned an average of 84.8 cents per hour, while the corresponding figure for cities of 250,000 and over was 94.2 cents. The earnings of note tellers exceeded those of all-round tellers by 14.6 cents an hour. The 3,056 stenographers studied earned an average of 79.8 cents an hour; clerk-typists averaged 58.4 cents an hour. The rate for bookkeeping-machine operators (66.3 cents) was slightly above that for bookkeepers, who received an average of 64.9 cents. The total earnings for these workers are somewhat above these averages as a result of overtime premiums and bonuses; the latter sometimes amount to as much as 10 percent of yearly salaries.

Method and Scope of Study

This analysis of earnings in banks is based on a study of more than 28,000 employees of 1,312 banks, trust companies, and savings and loan associations in 144 communities. The areas studied were selected principally on the basis of the needs of the National War Labor Board for wage data to be used in connection with the stabilization program. Although these areas are widely scattered and of many different types, they do not necessarily constitute a representative cross section of all American communities, since they were not selected with any such purpose in mind. Despite this limitation, the data collected constitute a large and important addition to the available information on earnings which, for this type of worker, has heretofore been somewhat scanty.

The establishments selected for study within each of the 144 wage areas constitute all or a representative sample of the local banking institutions. The types of banks studied include National, State, industrial, mutual and private savings banks, trust companies, building and loan associations, and, in many areas, personal credit or finance companies.

The wage data on which this analysis is based were compiled from pay rolls by trained field representatives of the Bureau of Labor Statistics who visited each bank and classified the employees in accordance with a set of standard job descriptions. The wage data

reflect the rates in effect during the spring and summer of 1943. The employees covered by this study do not include all of those working in the entire group of banks. Differences in size as well as in scope and type of operations among institutions give rise to rather marked variations in occupational patterns. It was necessary, therefore, to limit the study to workers in jobs which can be defined in reasonably specific terms and are found in nearly every type of establishment covered by the survey. A few occupations have been omitted because of their comparative numerical unimportance. This summary is thus based primarily on the earnings of tellers and of women employed as bookkeepers, bookkeeping-machine operators, calculating-machine operators, file and general clerks, stenographers, and clerk-typists. The numbers of men employed in jobs other than that of teller were insufficient to warrant detailed study.

It should be noted also that the scope of this survey differed somewhat among the occupations covered. For example, earnings data are available for tellers in the entire 144 communities studied, but the information on general office occupations is limited to 116 areas, as noted below.

Although the majority of bank employees are paid by the week, half month, or month, the earnings data have been reduced to an hourly basis to permit comparisons among banks with differing pay periods and between bank wage scales and those for other industries in which substantial proportions of the workers are customarily paid in terms of hourly rates. The rates for bank employees have been computed by dividing their standard pay (exclusive of any overtime premiums or bonuses except cost-of-living adjustments) for the pay period by the scheduled or regular hours. The averages shown do not, consequently, reflect "take-home" pay. Payment for overtime work at premium rates in these banks was by no means universal at the time of the survey,¹ but the total earnings of some employees were increased by such extra amounts.

Even more important, perhaps, is the widespread practice of paying various types of bonuses in amounts which may be related to the productivity of the employee or to company earnings, volume of business, or profits.² These bonuses, often paid at Christmas, sometimes amount to 10 percent or more of the employees' annual earnings, but the great variety of provisions governing these payments makes any systematic tabulation of the amounts involved virtually impossible. Consequently, no precise estimate of the effect of bonus payments on earnings can be made, but it is apparent that the general averages would be increased appreciably if it were possible to take account of these amounts.

Earnings of Tellers

The 18,657 tellers included in this survey earned an average of 92.5 cents per hour, exclusive of overtime premiums and bonuses, during the pay-roll periods studied (table 1). In the 40-hour week

¹ Because of differences in the nature of their operations, there is considerable variation among banks in the proportions of these institutions which are subject to the provisions of the Fair Labor Standards Act. It should also be noted that the method of computing pay for overtime typical of industrial establishments is not used in many banks. Some institutions compute overtime on the basis of varying workweeks; in this case the total hours worked by an employee in any given week are divided into his basic weekly salary thus giving the average hourly rate for that particular week. The overtime premium is then computed by multiplying one-half the hourly rate by the number of hours worked in excess of 40.

² Amounts paid as a result of cost-of-living adjustments are included in the earnings data shown, even though the payments are, in some cases, in the form of a bonus.

common in banking, their average straight-time earnings would amount to about \$37.

The average of 93.6 cents for the 15,200 tellers employed in northern banks exceeds the corresponding figure for southern institutions (87.9 cents) by less than 6 cents per hour. It should be noted, however, that this comparison must be interpreted as only a rough approximation, since the northern and southern cities studied do not constitute a completely representative cross section of the communities within these two broad regions.

TABLE 1.—*Straight-Time Average Hourly Earnings¹ of Bank Tellers, by Region, Sex, and City Size, Spring and Summer 1943*

Region, sex, and city size	Number of cities studied	Number of establishments studied	Number of tellers	Hourly earnings		
				General average	Lowest city average	Highest city average
<i>Males and females</i>						
All cities combined.....	144	1,312	18,657	\$0.925	\$0.502	\$1.151
Under 50,000 population.....	31	190	857	.848	.700	1.081
50,000 and under 100,000.....	31	193	1,182	.876	.602	1.146
100,000 and under 250,000.....	48	378	3,449	.898	.753	1.077
250,000 and over.....	34	551	13,169	.942	.773	1.151
North.....	97	935	15,200	.936	.502	1.151
Under 50,000 population.....	22	127	555	.853	.700	1.081
50,000 and under 100,000.....	20	130	708	.877	.602	1.146
100,000 and under 250,000.....	31	241	2,314	.915	.753	1.077
250,000 and over.....	24	437	11,503	.948	.844	1.151
South.....	47	377	3,457	.879	.706	1.076
Under 50,000 population.....	9	63	302	.838	.724	1.069
50,000 and under 100,000.....	11	63	414	.875	.706	1.076
100,000 and under 250,000.....	17	137	1,135	.864	.753	1.001
250,000 and over.....	10	114	1,606	.899	.773	1.040
<i>Males</i>						
All cities combined.....	143	1,308	11,662	1.053	.720	1.305
Under 50,000 population.....	31	190	487	.986	.720	1.161
50,000 and under 100,000.....	30	189	708	1.010	.760	1.305
100,000 and under 250,000.....	48	378	2,055	1.038	.871	1.239
250,000 and over.....	34	551	8,432	1.064	.905	1.243
North.....	96	931	9,536	1.064	.720	1.305
Under 50,000 population.....	22	127	287	.985	.720	1.161
50,000 and under 100,000.....	19	126	434	1.024	.760	1.305
100,000 and under 250,000.....	31	241	1,399	1.053	.897	1.239
250,000 and over.....	24	437	7,416	1.071	.960	1.243
South.....	47	377	2,126	1.004	.778	1.152
Under 50,000 population.....	9	63	180	.972	.778	1.080
50,000 and under 100,000.....	11	63	274	.987	.823	1.134
100,000 and under 250,000.....	17	137	656	1.007	.871	1.135
250,000 and over.....	10	114	1,016	1.013	.905	1.152
<i>Females</i>						
All cities combined.....	141	1,298	6,995	.713	.472	.995
Under 50,000 population.....	30	186	390	.682	.565	.995
50,000 and under 100,000.....	30	188	474	.677	.472	.870
100,000 and under 250,000.....	47	373	1,394	.692	.613	.860
250,000 and over.....	34	551	4,737	.725	.631	.837
North.....	96	930	5,664	.721	.502	.995
Under 50,000 population.....	22	127	268	.701	.565	.995
50,000 and under 100,000.....	20	130	334	.687	.502	.807
100,000 and under 250,000.....	30	236	915	.704	.646	.829
250,000 and over.....	24	437	4,147	.728	.641	.837
South.....	45	368	1,331	.680	.472	.864
Under 50,000 population.....	8	59	122	.640	.598	.864
50,000 and under 100,000.....	10	58	140	.655	.472	.742
100,000 and under 250,000.....	17	137	479	.670	.613	.860
250,000 and over.....	10	114	590	.703	.631	.804

¹ Exclusive of bonuses (except when based on cost-of-living adjustments) and premium payments for overtime work.

As might be expected, the earnings of tellers tend to be higher in the larger centers. For the country as a whole, they range from 84.8 cents in places with less than 50,000 population to 94.2 cents in cities with 250,000 or more inhabitants, in which roughly 70 percent of the tellers studied were employed.

A similar relationship between earnings and size of city is generally apparent when the northern and southern cities are considered separately; but, especially in the case of the South, the data are probably not entirely conclusive because of the distribution of the areas studied.

WAGE DIFFERENCES, BY SEX

Nearly 40 percent (6,995) of the tellers whose earnings were studied were women, and their straight-time hourly average of 71.3 cents was 34 cents below the corresponding figure for men. The city averages for men ranged from 72.0 cents per hour in a small northern area to \$1.305 for a city in the size group 50,000 to 100,000 population. One southern area showed an average as low as 47.2 cents per hour for female tellers; the highest was 99.5 cents, for a small northern community. The relationship between earnings and size of city is clearly discernible in the case of the men studied; for women it is apparent though less marked. The general North-South difference was about 6 percent for both men and women.

The substantial difference of 34 cents per hour in the average earnings of men and women can by no means be interpreted as an accurate measure of sex differences in basic rates. Several factors tend to exaggerate these differences. In the first place, the widespread employment of women as bank tellers is a comparatively recent development, and their average length of service is presumably somewhat shorter than that of the typical male employee, despite the increased turnover among the latter occasioned by the war. Since the wage scales of most banks provide for automatic salary increases based on length of service on a given job, there is a tendency for the women to be concentrated in the lower salary brackets. Detailed data on length of service were not compiled in the course of the present survey, hence it is not possible to make a precise estimate of the importance of this factor. There is, nevertheless, adequate evidence to indicate that the sex differential of 34 cents per hour referred to above is a substantial overstatement of any differences in basic wage rates for men and women.

A second factor to be considered has been reported by many of the Bureau's field representatives. Principally because of their longer average experience, the male tellers in many banks are assigned to cages in which the volume of business is heaviest; in other cases, men wait on customers for a relatively larger proportion of the working day. Such differences in duties, although insufficient to warrant separate occupational classifications, may nevertheless be reflected in the differences in salary rates for men and women.

WAGE DIFFERENCES, BY TYPE OF WORK

Note tellers, who constituted about a seventh of the 18,657 studied, earned a straight-time average of \$1.020 per hour, or nearly 10 cents more than the average for the entire group (table 2). The lowest average (87.4 cents) was that for all-round tellers, while paying and receiving tellers, by far the largest of the three groups, showed an average of 92.5 cents per hour. The relationships between earnings and type of work follow the same general pattern when the data for men and women are considered separately. An examination of the information for individual areas and city-size groups reveals a similar set of differences. It should also be noted that the average for all-round tellers is affected to a greater degree than the other two groups by the relatively lower earnings of women; nearly half the all-round tellers found were women, whereas the corresponding proportions for note and paying and receiving tellers were a third or less.

TABLE 2.—Average Hourly Earnings¹ of Bank Tellers in 144 Areas, by Type of Work and Sex, Spring and Summer 1943

Occupation	All workers		Men		Women	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
All tellers.....	18, 657	\$0. 925	11, 662	\$1. 053	6, 995	\$0. 713
All-round tellers.....	5, 161	. 874	2, 671	1. 035	2, 490	. 703
Note tellers.....	2, 679	1. 020	1, 913	1. 125	768	. 761
Paying and receiving tellers.....	10, 817	. 925	7, 078	1. 040	3, 739	. 710

¹ Exclusive of bonuses (except when based on cost-of-living adjustments) and premium pay for overtime work.

Earnings of Clerical Workers

As previously noted, data on earnings of clerical workers are available for 116 of the areas and approximately 1,100 of the banks included in this survey. Of the seven occupational groups studied in detail, the 3,056 class A stenographers, who earned an average of 79.8 cents per hour, constituted the largest and the highest paid (table 3). The average for the northern cities (80.7 cents) exceeded that for the southern areas (75.9 cents) by about 5 cents per hour. As might be expected, the North-South differences were somewhat smaller in the large cities than those found in the less densely populated communities. Although there is a noticeable relationship between earnings and size of city for these workers, it is not uniform; this may be, to some extent, a reflection of the fact that the communities in various size groups are not proportionately represented in the study.

The lowest-paid group was that made up of general clerks who earned an average of 53.7 cents per hour. No striking variations in the pattern of North-South differences appear except in the case of the bookkeeping-machine operators. Among these workers, the averages for southern cities of 100,000 or more population are above those in the North.

TABLE 3.—Average Hourly Earnings¹ of Women Workers in Selected Occupations in Banks, 116 Areas, By Region and Size of City, Spring and Summer 1943

Region and size of city	Bookkeepers		Bookkeeping-machine operators		Calculating-machine operators	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
All cities.....	1,812	\$.649	1,487	\$.663	266	\$.664
Under 50,000 population.....	103	.682	70	.618	-----	-----
50,000 and under 100,000.....	142	.645	96	.643	16	.676
100,000 and under 250,000.....	379	.617	273	.635	83	.626
250,000 and over.....	1,188	.665	1,048	.676	167	.681
North.....	1,287	.668	1,230	.662	196	.676
Under 50,000 population.....	43	.639	68	.621	-----	-----
50,000 and under 100,000.....	53	.668	51	.688	7	.774
100,000 and under 250,000.....	143	.623	215	.624	42	.642
250,000 and over.....	1,048	.676	896	.672	147	.682
South.....	525	.601	257	.671	70	.629
Under 50,000 population.....	60	.640	2	(?)	-----	-----
50,000 and under 100,000.....	89	.631	45	.592	9	.600
100,000 and under 250,000.....	236	.613	58	.674	41	.610
250,000 and over.....	140	.589	152	.695	20	.681

Region and size of city	File clerks, class A		General clerks		Stenographers, class A		Clerk-typists	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
All cities.....	460	\$.670	871	\$.537	3,056	\$.798	2,145	\$.534
Under 50,000 population.....	4	.500	9	.463	65	.721	41	.552
50,000 and under 100,000.....	5	.540	89	.547	151	.756	59	.575
100,000 and under 250,000.....	62	.625	198	.570	596	.750	367	.562
250,000 and over.....	389	.680	575	.526	2,244	.816	1,678	.590
North.....	374	.671	673	.551	2,514	.807	1,756	.586
Under 50,000 population.....	4	.500	9	.463	40	.741	34	.541
50,000 and under 100,000.....	4	.570	89	.547	70	.802	56	.575
100,000 and under 250,000.....	31	.618	198	.570	386	.753	195	.581
250,000 and over.....	335	.679	377	.545	2,018	.818	1,471	.588
South.....	86	.663	198	.490	542	.759	389	.573
Under 50,000 population.....	-----	-----	-----	-----	25	.688	7	.610
50,000 and under 100,000.....	1	(?)	-----	-----	81	.716	3	(?)
100,000 and under 250,000.....	31	.633	-----	-----	210	.745	172	.540
250,000 and over.....	54	.685	198	.490	226	.796	207	.598

¹ Exclusive of bonuses (except when based on cost-of-living adjustments) and premium pay for overtime work.

² Number of establishments and/or workers insufficient to warrant presentation of an average.

Earnings in Individual Areas

The data for individual areas shown in table 4 are limited to the occupations in which significant numbers of workers were found in most of the areas studied. As has been pointed out, variations in size of establishment and type of business are reflected in appreciable differences among individual banks in occupational patterns. Thus, for example, in a small institution a stenographer may also do most of the general clerical work and filing, and the two tellers may divide most of the bookkeeping duties. In such cases, which are numerous, no specialized file clerks, general clerks and typists, or (frequently) bookkeepers, are found. Calculating-machine operators are, of course, ordinarily found only in the larger institutions; any such work in the typical small bank is performed by a clerk or other employee, and these duties may account for a relatively small proportion of the working day.

Even in the case of bookkeepers, bookkeeping-machine operators, class A stenographers, and clerk-typists—jobs for which data are shown in table 4—the numbers of workers in some areas are insufficient to warrant the presentation of averages. This circumstance is also the result of variations in organization of the work in individual institutions. In many cases employees were found to be dividing their time among several jobs to an extent that made it impossible to classify them in terms of any of the standard job descriptions. Such workers, whose numbers were substantial, were omitted in order to preserve a reasonable degree of comparability among institutions and areas.

Information on the earnings of tellers is presented for each of the 144 communities; the data on clerical employees are limited to 116. It will be noted that some of the cities referred to are designated as "areas." In such cases the banks included in the study were not limited to those within the city proper but include all or a representative sample of those in the local labor-market or metropolitan area.

TABLE 4.—Average Hourly Earnings¹ of Bank Employees in Specified Occupations in 144 Areas, Spring and Summer, 1943

Area	Number of establishments	Tellers						Office occupations (females)							
		All tellers		Males		Females		Bookkeepers		Bookkeeping-machine operators		Stenographers, class A		Clerk-typists	
		Number	Average hourly earnings	Number	Average hourly earnings	Number	Average hourly earnings	Number	Average hourly earnings	Number	Average hourly earnings	Number	Average hourly earnings	Number	Average hourly earnings
All areas.....	1,312	18,657	\$0.925	11,662	\$1.053	6,995	\$0.713	1,812	\$0.649	1,487	\$0.663	3,056	\$0.798	2,145	\$0.584
Alabama: Birmingham.....	5	59	.857	24	1.021	35	.745	3	(?)	3	(?)	30	.760	3	(?)
Arizona:															
Phoenix area.....	4	65	.819	25	1.010	40	.700	7	.690	69	.560	6	.740		
Tucson area.....	6	52	.856	15	1.029	37	.785			16	.640	2	(?)		
Arkansas: Little Rock.....	5	28	1.020	28	1.020										
California:															
Los Angeles area.....	33	1,201	.832	699	.999	502	.719	66	.671	5	.770	59	.836	159	.607
Orange County.....	6	30	.910	20	.980	10	.770								
San Diego area.....	6	93	.798	49	.927	44	.656	23	.510	5	.700	16	.720	7	.600
San Jose area.....	4	29	.820	12	.970	17	.714	2	(?)	4	(?)	6	.770	2	(?)
San Francisco Bay area.....	16	874	1.011	406	1.223	468	.828	366	.650	112	.760	297	.841		
Santa Barbara area.....	5	22	1.015	12	1.160	10	.840			12	.670	9	.980	5	.670
Stockton area.....	4	31	1.031	25	1.070	6	.870	5	.720			2	(?)		
Colorado:															
Colorado Springs.....	4	28	.822	22	.884	6	.594			26	.548	3	(?)		
Denver.....	9	198	.950	156	1.011	42	.724			72	.620	10	.780	12	.570
Rocky Ford area.....	6	16	.742	5	.856	11	.690								
Connecticut:															
Bridgeport.....	8	82	1.024	45	1.239	37	.763					25	.830	20	.610
Hartford.....	11	146	1.077	96	1.206	50	.829	6	1.030	18	.790	29	1.050	2	(?)
New Haven.....	12	109	1.057	89	1.121	20	.771	3	(?)	21	(?)	15	.820	5	.649
Waterbury.....	6	39	1.146	26	1.305	13	.827			28	.720	12	.920	6	.740
Florida:															
Jacksonville.....	4	25	.941	16	1.023	9	.797								
Miami.....	7	121	.779	57	.871	64	.698	23	.640			10	.760	14	.580
Tampa.....	5	41	.926	27	1.057	14	.675	10	.480	9	.640	8	.850	6	.420
Georgia:															
Atlanta.....	12	153	.773	48	.967	105	.684			7	.690	18	.710		
Savannah.....	5	63	.747	28	.894	35	.629	31	.740			7	.690		
Idaho: Lewiston.....	4	6	.773	2	(?)	4	(?)			4	(?)				
Illinois:															
Aurora.....	5	20	.977	13	1.082	7	.783	4	(?)	2	(?)	3	(?)	3	(?)
Chicago.....	37	2,375	.919	1,615	1.020	760	.705	215	.680	140	.740	575	.750	320	.550
Peoria area.....	15	87	.786	39	.953	48	.650	11	.630			15	.740	2	(?)

Indiana:					
Evansville.....	10	48	.955	29	1.120
Fort Wayne.....	6	46	1.044	34	1.147
Gary area.....	11	106	.793	39	.977
Indianapolis.....	12	116	.900	84	.975
South Bend.....	8	60	.753	17	1.018
Iowa:					
Cedar Rapids.....	5	13	.711	9	.760
Des Moines.....	5	52	.924	42	.970
Sioux City.....	5	32	.794	25	.840
Kansas:					
Hutchinson.....	4	17	.718	7	.900
Topeka.....	6	30	.913	17	1.022
Wichita.....	4	40	.853	26	.897
Kentucky:					
Lexington area.....	10	29	.951	24	.969
Louisville area.....	20	186	.804	113	.905
Louisiana:					
New Orleans.....	11	186	.936	165	.969
Shreveport area.....	5	64	1.001	47	1.135
Maine:					
Lewiston and Auburn.....	8	42	.947	25	1.128
Portland.....	5	39	.746	17	.857
Maryland:					
Baltimore.....	10	240	.935	172	1.045
Hagerstown.....	4	11	1.069	11	1.069
Massachusetts:					
Boston.....	17	188	.944	109	1.135
Worcester.....	8	79	.861	47	1.006
Michigan:					
Adrian.....	4	15	.700	6	.880
Battle Creek.....	4	55	.805	17	1.036
Bay City and Saginaw.....	6	51	1.051	41	1.127
Detroit.....	18	1,484	.971	874	1.135
Flint.....	4	91	.864	37	1.120
Grand Rapids.....	7	104	.897	70	1.008
Jackson.....	5	30	.732	3	(?)
Kalamazoo.....	5	36	.844	21	.966
Lansing.....	6	59	.844	33	.965
Muskegon.....	4	20	1.081	15	1.148
Minnesota:					
Minneapolis and St. Paul.....	52	417	.897	259	1.026
Rochester.....	4	20	.833	16	.869
St. Cloud.....	5	11	.740	5	.950
Mississippi: Jackson.....	7	47	.740	15	.880
Missouri:					
Kansas City.....	19	290	.872	194	.960
St. Louis.....	18	594	.937	434	1.046

See footnotes at end of table

19	.703	4	(?)					7	.500
12	.752	1	(?)	2	(?)	1	(?)	4	(?)
67	.686	12	.600	5	.670	12	.760	5	.460
32	.736	8	(?)	4	(?)	1	(?)	36	.590
43	.648	8	.780	1	(?)	1	(?)	12	.600
4	(?)								
10	.730								
7	.630								
10	.590								
13	.770								
14	.770								
5	.864								
73	.648	53	.580	12	.620	33	.710	10	.470
21	.677	7	.610	12	.690	6	.770	14	.550
17	.632	8	.580	1	(?)	6	.790	2	(?)
17	.681			1	(?)	2	(?)	3	(?)
22	.660	6	.780			4	(?)		
68	.657	24	.610	30	.620			72	.560
				2	(?)				
79	.681	15	.880	3	(?)	38	.890	11	.590
32	.648	2	(?)	13	.559	4	(?)	4	(?)
9	.580								
38	.702								
10	.740								
610	.736	38	.760	50	.780	116	.910	338	.620
54	.689								
34	.670								
27	.677	10	.630			5	.780		
15	.674								
26	.691								
5	.880	5	.760			5	.710	4	(?)
158	.684	27	.650	3	(?)	92	.790	106	.620
4	(?)	1	(?)						
6	.565	6	.520					1	(?)
32	.674	2	(?)	16	.570	16	.750		
96	.693								
160	.641								

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TABLE 4.—Average Hourly Earnings¹ of Bank Employees in Specified Occupations in 144 Areas, Spring and Summer 1943—Continued

Area	Number of establishments	Tellers						Office occupations (females)							
		All tellers		Males		Females		Bookkeepers		Bookkeeping-machine operators		Stenographers, class A		Clerk-typists	
		Number	Average hourly earnings	Number	Average hourly earnings	Number	Average hourly earnings	Number	Average hourly earnings	Number	Average hourly earnings	Number	Average hourly earnings	Number	Average hourly earnings
Nebraska:															
Lincoln.....	4	15	\$0.502			15	\$0.502	3	(?)						
Omaha.....	5	76	.970	76	\$0.970							58	\$0.650		
New Hampshire:															
Dover area.....	12	49	.694	11	.993	38	.607	9	\$0.670	2	(?)	3	(?)		
Manchester.....	6	39	1.011	25	1.137	14	.787	3	(?)	1	(?)	3	(?)		
New Jersey: Trenton.....	4	72	.905	42	1.017	30	.747			8	(?)	4	.590		
New York:															
Buffalo.....	9	105	.900	67	1.036	38	.660	19	.690	20	.590	64	.710	15	\$0.560
Rochester.....	8	312	.922	170	1.123	142	.681	70	.670	242	.550	76	1.030		
Utica.....	3	31	.933	23	1.027	8	.660	2	(?)			15	.730	15	.490
North Carolina:															
Asheville area.....	5	30	.801	18	.870	12	.697	9	.550			10	.700		
Charlotte.....	11	108	.834	52	1.016	54	.660	45	.570	8	.640	25	.770	33	.510
Kinston and Goldsboro.....	5	23	.724	17	.793	11	.617	16	.490			3	(?)		
Raleigh and Durham.....	10	61	.803	31	.970	30	.631	18	.810			15	.670	18	.520
Rocky Mount.....	6	30	.875	20	1.014	10	.598	10	.460			2	(?)		
Wilmington.....	4	31	.895	20	1.036	11	.639	12	.530					7	.610
Winston-Salem.....	12	78	.930	62	1.005	16	.640	11	.600	3	(?)	28	.710		
North Dakota: Fargo area.....	6	25	.782	12	.885	13	.688	2	(?)	2	(?)	7	.670		
Ohio:															
Akron.....	7	117	.933	82	1.029	35	.707	13	.560	11	.650	28	.830	15	.610
Canton area.....	16	104	.846	46	1.012	58	.715								
Cincinnati area.....	21	352	.919	290	.961	62	.725	8	.640	55	.700	17	.680	39	(?)
Cleveland.....	12	525	1.009	332	1.145	193	.775	11	.720	24	.750	145	.840	70	.630
Columbus.....	17	169	.882	100	1.021	69	.682	4	(?)	24	.580	12	.790	16	.550
Dayton.....	11	94	.997	62	1.144	32	.713	2	(?)	2	(?)	13	.760	39	.640
Hamilton area.....	10	55	.880	31	1.059	24	.648								
Mansfield area.....	7	27	.930	21	1.023	6	.607								
Marion.....	11	42	.811	19	(?)	23	(?)	1	(?)	1	(?)			2	(?)
Sandusky area.....	11	37	.907	17	1.161	20	.692	4	(?)	2	(?)	3	(?)	1	(?)
Springfield area.....	6	45	.804	18	1.020	27	.660	6	.530	3	(?)	6	.700		
Toledo.....	9	116	.844	55	1.054	61	.655	1	(?)	3	(?)	20	.750	17	.530
Warren area.....	5	36	.942	17	1.115	19	.786								
Youngstown.....	9	96	.989	65	1.130	31	.693	9	.670	12	.590	8	.680	3	(?)
Zanesville.....	6	31	.833	21	.939	10	.612			1	(?)	1	(?)	2	(?)

Oklahoma:					
Muskogee.....	4	25	1.022	23	1.051
Oklahoma City.....	9	69	.995	53	1.044
Tulsa.....	8	43	.967	32	1.004
Oregon: Portland.....	16	210	.877	82	1.057
Pennsylvania:					
Allentown area.....	14	74	1.151	69	1.181
Erie.....	6	50	.943	40	1.014
Harrisburg.....	10	49	.932	34	.989
Lancaster.....	5	43	.942	38	.975
Lebanon.....	6	23	.814	18	.863
Philadelphia.....	14	616	.912	436	1.014
Pittsburgh.....	14	426	1.083	354	1.160
Reading area.....	10	75	.863	55	.927
Scranton-Wilkes-Barre area.....	19	123	1.046	103	1.117
York.....	8	49	.938	42	.990
Rhode Island: Providence.....	11	150	1.053	116	1.154
South Carolina: Greenville.....	5	44	.845	28	.947
Tennessee:					
Chattanooga.....	5	54	.984	42	1.088
Knoxville.....	7	39	.823	26	.912
Memphis.....	4	93	.850	54	1.009
Nashville.....	4	28	.806	12	1.000
Texas:					
Beaumont and Port Arthur.....	5	39	.956	22	1.125
Corpus Christi.....	4	24	.812	12	.882
Dallas.....	15	180	.844	111	.975
Fort Worth.....	6	61	.868	43	.969
Galveston.....	5	17	.947	13	1.088
Houston.....	17	138	1.040	116	1.097
San Antonio.....	10	93	.910	85	.933
Waco.....	4	15	.706	10	.823
Virginia:					
Bristol (Tenn.-Va.).....	6	27	.731	20	.778
Charlottesville.....	10	40	.758	17	.968
Danville.....	11	62	.785	24	1.080
Norfolk.....	13	132	.877	67	1.065
Richmond.....	13	121	.753	52	.939
Washington:					
Everett area.....	7	19	.978	13	1.063
Seattle.....	13	288	1.019	129	1.243
Spokane.....	6	88	.865	40	1.044
Tacoma.....	7	57	1.046	34	1.234
Wenatchee area.....	8	23	.858	11	.996
West Virginia:					
Charleston.....	7	43	1.076	37	1.134
Huntington area.....	9	49	.836	34	.932
Parkersburg area.....	7	44	.924	27	1.020
Wheeling area.....	16	82	.828	43	.988

See footnotes at end of table.

2	(?)	2	(?)			3	(?)	3	(?)
16	.831	24	.590	1	(?)	1	(?)		
11	.860	6	.750	12	.770	12	.890	9	.690
128	.783	81	.690	36	.740	70	.830	53	.620
5	.748	4	(?)			10	.770	13	.500
10	.660	17	.590			1	(?)	15	.630
15	.803			1	(?)	5	.780	16	.610
5	.694					2	(?)	6	.550
5	.638	2	(?)						
180	.665					56	.707	60	.575
72	.706	36	.756	24	.863	198	.895	105	.529
20	.687	2	(?)	3	(?)	8	.700	5	.540
20	.683	15	.620	19	.560	24	.730	24	.490
7	.630	3	(?)			5	.740	3	(?)
34	.708	21	.640	24	.650	24	.910	2	(?)
16	.665	24	.510	15	.600	8	.620		
12	.623	3	(?)			12	.910		
13	.645	10	.590			3	(?)	19	.560
39	.631			3	(?)				
16	.660					14	.690		
17	.736	10	.660			4	(?)		
12	.742	2	(?)	2	(?)	1	(?)		
69	.633	7	.600	3	(?)	23	.780	18	.500
18	.627	7	.670	4	(?)	9	.860	12	.540
4	(?)	8	.560	1	(?)	5	.760		
22	.735	5	.800	15	.710	62	.810	15	.560
8	.668	41	.550	25	.610	2	(?)	11	.640
5	.472			8	.500	3	(?)		
7	.599					4	(?)		
23	.603	3	(?)			3	(?)		
38	.599	19	.620			13	.710		
65	.683	23	.620	23	.640	36	.740	31	.560
69	.613	49	.580			55	.650	28	.530
6	.793	3	(?)	7	.610	7	.700		
169	.837	24	.735	18	.810	54	.887	49	.725
48	.715			7	.750	51	.720	6	.590
23	.770					21	.830	8	.610
12	.732	6	.660					16	.580
6	.717								
15	.619								
17	.772								
39	.652								

TABLE 4.—Average Hourly Earnings ¹ of Bank Employees in Specified Occupations in 144 Areas, Spring and Summer, 1943—Continued

Area	Number of establishments	Tellers						Office occupations (females)							
		All tellers		Males		Females		Bookkeepers		Bookkeeping-machine operators		Stenographers, class A		Clerk-typists	
		Number	Average hourly earnings	Number	Average hourly earnings	Number	Average hourly earnings	Number	Average hourly earnings	Number	Average hourly earnings	Number	Average hourly earnings	Number	Average hourly earnings
Wisconsin:															
Duluth and Superior (Minn.-Wis.)	15	80	\$0.823	44	\$0.968	36	\$0.646	19	\$0.500	1	(²)	19	\$0.690	13	\$0.430
Eau Claire	7	24	.808	9	1.040	15	.668	8	.560	1	(²)	7	.630	5	.500
Madison	9	58	.800	24	.977	34	.675	4	(²)	3	(²)	12	.720	10	.480
Milwaukee area	29	360	1.070	233	1.163	77	.726	19	.630	18	\$0.730	60	.810	26	.510
Racine and Kenosha	7	49	.930	31	1.055	18	.716	4	(²)	1	(²)	10	.750	13	.490
Wyoming: Kammerer area	4	8	1.086	6	1.010	2	(²)	1	(²)	6	.710	2	(²)	-----	-----
Washington, D. C.	10	278	.964	128	1.152	150	.804	-----	-----	42	.800	52	.890	64	.700

¹ Earnings shown are exclusive of bonuses (except cost-of-living adjustments) and premium pay for overtime work. Data for office occupations are based on a study of 1,102 establishments in 116 areas.

² Number of establishments and/or employees insufficient to warrant presentation of an average.