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WAGE INDEXES DOCUMENT COLLECTION

Long-Term Trend Data
For Selected Occupations
and Metropolitan Areas

Bulletin No. 1427



UNITED STATES DEPARTMENT OF LABOR W. Willard Wirtz, Secretary

BUREAU OF LABOR STATISTICS

Ewan Clague, Commissioner

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Preface

This bulletin is an assembly of various wage and salary indexes compiled by the Bureau of Labor Statistics. Some of these indexes were developed from secondary source material; others were derived from data collected by the Bureau. The text is intended to be only a summary explanation of the scope of the indexes and the methodology used in their construction, since detailed expositions are available in the original sources. References to the source publications are contained in the text.

The time period covered is not the same in the various series. Each series is presented from the initial date of the compilation of that particular index. The earliest indexes date from 1907; some begin in the 1920's; and those derived from community wage surveys start in 1952.

The material included in this report does not exhaust the data on earnings currently incorporated in time series prepared and published by the Bureau. For example, the tables do not provide information on hourly or weekly earnings compiled monthly by the Division of Industry Employment Statistics. Changes in various measures of hourly and weekly earnings of factory production workers during 1939-64 are presented as absolutes and indexes in the Summary of Manufacturing Earnings Series (BLS Report 229, Rev. 1964), and quarterly supplements to that report; absolute levels are published monthly in employment and earnings, and by month in Employment and Earnings Statistics for the United States, 1909-62 (BLS Bulletin 1312-1, 1963).

The occupations and industries included in the indexes are not intended to be representative of all wage and salaried workers; consequently, overall trends for all workers cannot be obtained by combining the indexes.

Information on general wage changes in major collective bargaining situations is included to supplement the indexes.

Indexes of union wage scales and related statistical analyses are prepared in the Division of National Wage and Salary Income; those of occupational wages in machinery manufacturing industries and occupational earnings in selected metropolitan areas are summarized in indexes constructed by the Division of Occupational Pay. The Division of Wage Economics maintains indexes of annual salaries for government employees, including Federal classified employees, public school teachers, policemen, and firemen, as well as the series on wage changes in major collective bargaining situations.

This bulletin was compiled in the Division of Wage Economics, Lily Mary David, Chief.

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Long-Term Trend Data for Selected Occupations and Metropolitan Areas

Scope and Method of Index Construction

Union Wage Scales

The wage scale indexes in table I represent the basic hourly rates of pay resulting from collective bargaining. These rates are basic (minimum) wage scales exclusive of holiday, vacation, or other benefit payments regularly made or credited to the worker each pay period. Rates in excess of the negotiated minimum, which may be paid for special qualifications, or other reasons, are also excluded.

As of July 1, 1964, the indexes were based on union scales in effect for approximately 835,000 journeymen, helpers, and laborers in 33 building construction crafts, 63,000 local-transit operating employees, 107,000 workers in 20 newspaper and job printing crafts, and 344,000 local motortruck drivers and helpers. Union officials in 68 cities furnished the data for the printing trades; information for the other trades was gathered from officials in 67 cities.

Only cities having a population of 100,000 or more were covered in the surveys. All cities of 500,000 or more, and most cities in the 250,000 to 500,000 range were included. Those in the 100,000 to 250,000 category represent a wide geographical dispersion. To compensate for cities not surveyed, data for selected cities were weighted according to separate geographic regions to obtain national industry and occupational indexes.

The procedure for deriving long-term indexes of union wage scales involves calculating average wage scales in 2 successive years, computing the percentage change (or relative) and applying that percentage to the previous index. Average hourly wage scales for a year are computed by weighting the individual hourly scale by the number of union members receiving that scale during the year. A comparable average for the preceding year is obtained by applying the current membership weights to the wage scales for the identical occupational classifications in the former period. The year-to-year percentage change (relative) is calculated and applied to the index for the earlier year to obtain a current index figure.

l For a list of the occupations included in each index, as well as a description of the number of trades and cities included in earlier indexes, see the following Bureau of Labor Statistics bulletins: Union Wages and Hours: Local-Transit Operating Employees, July 1, 1963 and Trend 1929-63 (Bulletin 1396); Union Wages and Hours: Building Trades, July 1, 1963 and Trend 1907-63 (Bulletin 1397); Union Wages and Hours: Motortruck Drivers and Helpers, July 1, 1963 and Trend 1936-63 (Bulletin 1398); and Union Wages and Hours: Printing Industry, July 1, 1963 and Trend 1907-63 (Bulletin 1399).

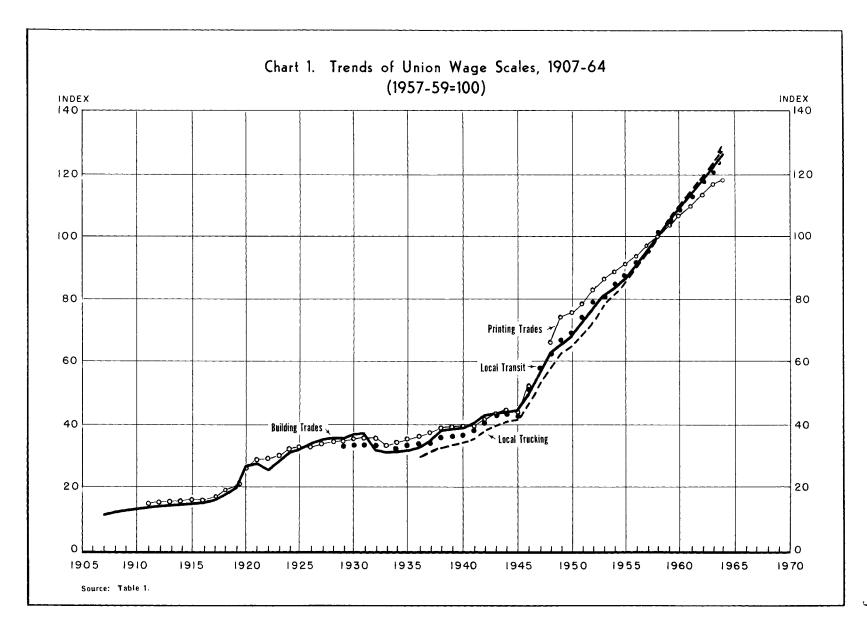
Table 1. Union Wage Scales

(Indexes for selected trades in building, printing, local transit, and local trucking industries, 1907-65)

(1957-59 = 100)

	· - · ·					(195	7-59 = 10					Local			
	Bui	lding tra	ades				Printin	g trades	,			transit	Lo	cal trucki	ng
Period	All trades	Jour- ney- men	Labor- ers	All print- ing	All trades	Compos- itors, hand	Press assist-	Bindery women	All	Vewspape Compos- itors, hand	rs Mailers	Opera- ting em- ployees	Drivers and helpers	Drivers	Helpers
May 15 of:															
1907	11.2 11.9 12.5 13.0 13.2	11.8 12.6 13.2 13.8 14.0	8.3 8.7 8.9 9.2 9.3	13.9	10, 4 11, 5 12, 3 13, 0 13, 3	12.6 12.6 12.6 13.2 13.5	8. 9 9. 9 10. 0 10. 2 10. 6	-	13.8 14.5 15.1 15.6 15.9	14.4 15.2 16.0 16.7 17.0	-	-	-	-	-
1912 1913 1914 1915	13.5 13.8 14.1 14.3 14.7	14.3 14.6 15.0 15.1 15.6	9.3 9.6 9.7 9.8 10.1	14. 1 14. 4 14. 6 14. 8 14. 9	13.5 13.8 14.1 14.2 14.4	13.8 14.0 14.4 14.4 14.7	10.8 11.0 11.4 11.4 11.6	11.0 11.2	16. 2 16. 5 16. 7 16. 8 16. 8	17.4 17.7 17.9 18.0 18.0	-	-	-		-
1917	15.6 17.3 19.9 26.8 27.3	16.5 18.2 20.8 27.8 28.4	11.2 12.9 14.9 21.7 21.9	15. 4 16. 7 20. 5 26. 3 28. 8	14.8 16.5 20.3 26.5 29.1	15.0 16.6 20.3 26.7 30.6	12. 2 14. 3 18. 4 25. 2 27. 3	12.0 13.3 17.3 23.9 27.8	17.3 18.1 21.9 26.7 29.1	18.5 19.3 23.2 28.2 30.7	-	-	-	-	-
1922 1923 1924 1925	25.6 28.3 30.5 31.7 33.8	26.7 29.5 31.8 33.0 35.2	19.9 21.1 22.8 23.6 25.7	29.1 29.9 31.4 31.9 32.6	29.3 30.5 31.7 32.0 32.7	31.1 31.9 33.3 33.1 33.8	26. 4 29. 6 29. 3 31. 0 31. 3	26. 9 28. 2 28. 6 28. 9 28. 4	29.4 29.7 31.5 32.1 32.8	31.5 31.8 33.4 33.6 34.4	-	-	-	-	-
1927	35.0 35.2 35.6 37.1 37.2	36. 4 36. 7 37. 1 38. 7 38. 8	26. 2 26. 5 26. 9 28. 3 28. 1	33.6 34.2 34.7 35.2 35.4	33.6 34.0 34.5 35.1 35.3	34.4 34.9 35.1 35.9 36.0	31.7 31.9 32.2 32.6 32.8	29.0 29.2 29.4 29.6 29.7	33.7 34.5 35.2 35.5 35.6	35. 6 36. 3 36. 9 37. 3 37. 3	-	32. 7 33. 0 33. 0	-	-	-
1932	31.8 30.9 31.2 31.5 32.6 34.9	33. 2 32. 3 32. 5 32. 9 34. 0 36. 3	24.0 22.9 23.6 23.7 25.1 27.3	35.2 33.1 33.8 35.0 35.9 37.0	34.9 33.0 33.9 34.7 35.6 36.8	35.9 33.8 34.1 34.7 35.8 37.1	31.4 29.3 30.4 31.0 32.1 33.7	29.0 27.8 29.3 29.5 30.1 30.6	35.5 33.3 33.7 35.7 36.2 37.6	36. 9 34. 4 35. 0 37. 3 37. 9 39. 5	31.7	32.4 31.5 32.6 32.9 34.5	29. 4 31. 3	31.8	28.5
June 1 of:															
1938 1939 1940 1941	38.0 38.3 38.9 40.3	39.5 39.7 40.3 41.7	30.1 30.3 30.9 32.4	38. 2 38. 6 39. 1 39. 6	38. 1 38. 3 38. 7 39. 1	38.3 38.5 39.2 39.8	35.5 35.7 35.9 36.3	32.1 32.5 32.7 33.4	38.6 39.1 39.9 40.4	40, 3 40, 6 41, 5 42, 0	32. 5 32. 8 33. 8 35. 1	35.5 35.7 36.1 37.5	32. 4 33. 1 33. 8 35. 2	32. 9 33. 6 34. 3 35. 6	29. 5 30. 2 30. 9 32. 4
July 1 of: 1942 1943 1944 1945 1946	42.8 43.1 43.5 44.4 49.5	44.1 44.3 44.6 45.4 50.3	35.6 36.0 36.4 38.1 44.3	41.3 42.5 43.6 44.2 51.7	40.8 41.9 43.0 43.6 51.2	41.2 42.4 43.8 44.3 51.7	38.5 39.7 40.6 41.1 49.7	35.4 36.5 38.3 39.1 47.5	42. 2 44. 0 45. 0 45. 6 52. 9	43.8 45.6 46.5 47.1 53.9	37.8 39.4 39.9 40.6 49.4	40. 2 42. 8 43. 1 43. 6 51. 1	37.7 39.7 40.6 41.5 46.2	38.0 40.1 41.0 41.9 46.6	35. 2 37. 2 38. 3 39. 2 44. 0
1947	56.6 62.6 65.2 68.0 72.4 76.9	57. 4 63. 3 66. 0 68. 8 73. 1 77. 5	51.8 58.4 60.6 63.9 68.2 72.7	2 65. 7 73. 6 75. 1 78. 3 82. 7	2 65. 1 73. 0 74. 7 77. 4 82. 4	² 66. 4 74. 6 75. 8 78. 4 83. 2	265.0 72.1 73.9 77.1 81.4	2 62.3 68.4 70.7 73.7 78.6	267. 0 75. 1 76. 3 80. 1 83. 6	² 69. 2 76. 2 77. 2 80. 7 84. 2	² 62.9 71.7 72.9 76.9 81.6	1 57.7 1 63.5 1 66.1 1 69.2 1 73.8 1 79.3	53.3 58.0 62.7 64.9 68.6 72.4	53. 8 58. 5 63. 3 65. 4 69. 0 72. 6	50. 4 55. 9 60. 2 62. 8 66. 4 70. 9
1953	80.9 83.8 86.8 90.8 95.5 99.8	81.3 84.3 87.1 91.0 95.6 99.9	77.7 81.0 84.5 89.6 94.8 99.4	86.0 88.5 91.0 93.4 96.7 100.0	85.6 88.1 90.7 93.2 96.6 99.9	88.7 91.4	84.9 87.5 90.5 93.1 96.5 100.1	82. 2 85. 6 88. 6 91. 2 96. 2 99. 5	86.9 89.5 91.6 93.9 96.9 100.1	87.3 89.7 91.6 94.0 97.0 100.0	85.1 88.0 90.4 93.0 96.2 100.0	81.1 85.1 87.6 91.1 94.9 100.6	78. 1 81. 4 86. 0 90. 2 95. 1 100. 1	78.3 81.5 86.1 90.3 95.1 100.1	76.5 80.5 85.1 89.8 95.0 100.2
1959	109.0 113.3 117.5	104.5 108.6 112.8 117.1 121.3 125.7	115.9 120.1 124.4	103.3 106.3 109.7 112.9 116.2 119.3	103.5 106.9 110.6 114.0 117.4 120.7	102.8 106.4 109.9 113.3 116.7	103.4 106.6 110.5 113.7 117.3 121.3	121.3	105.4	102.9 105.1 107.7 110.8 113.9 117.4	103.8 106.5 110.1 113.4 116.8 118.1	104. 4 108. 4 112. 5 117. 1 121. 5 126. 4	104.8 109.3 113.4 117.8 123.1 127.7	104.9 109.3 113.4 117.8 123.1 127.7	104.7 109.3 113.4 117.9 123.6 128.2

Oct. 1.
Jan. 2.
Preliminary.



Production Workers in Machinery Manufacturing, Major Metropolitan Areas; Maintenance, Unskilled Workers, Office Clerical Workers, and Industrial Nurses, All Industries, Selected Metropolitan Areas

Data for the indexes were compiled by the Division of Occupational Pay from data obtained in the Bureau's industry wage surveys and the annual occupational wage surveys in selected metropolitan areas.

The information refers to straight-time average hourly earnings, excluding premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive pay is included as part of regular pay, but nonproduction bonuses are excluded. Weekly earnings for office clerical and industrial nurses refer to the straight-time salary corresponding to the workers normal weekly work schedule excluding overtime.

Data were obtained from a sample of establishments by personal visit, or, in the case of some machinery establishments, by mail in alternate years. To obtain appropriate accuracy at minimum cost, a greater proportion of large than small establishments was studied. In combining the data, however, all establishments were given their appropriate weight. Occupational classification was based on a uniform set of job descriptions designed to take into account minor interestablishment variation in duties within the same job.

Machinery Manufacturing Production Workers. The indexes of wage trends in the machinery industry represent establishments with 20 employees or more in 21 major areas of machinery production (table 2). In 1964, these areas accounted for nearly two-fifths of the 1.6 million workers in the Nation's nonelectrical machinery manufacturing industries.

Only selected occupations chosen for their numerical importance, their usefulness in collective bargaining, or because they are representative of the industrial wage scale structure were studied.

Over the period covered by these indexes, there have been changes in occupational and industrial coverage. The indexes for 1945, 1946, and 1947, are based on "miscellaneous machinery," which consists of all types of machinery except electrical, and machine tools and accessories. In 1949, and successive years, machine tools and machine-tool accessories were added to miscellaneous machinery.

The 1959 and subsequent surveys were based on a revised definition of the machinery industries group as provided in the 1957 edition of the <u>Standard Industrial Classification Manual</u>. A linking procedure was used to minimize the effect on the index of the change in industry definitions. This was accomplished by computing the percent of change from 1958 to 1959 for those establishments included in both surveys, and applying the percentage change to the 1958 index (computed with reference to the previous definition of the industry) to obtain the 1959 index.

Before 1952, coverage of machine-tool operations was limited to certain types of machines. In 1952, the occupational coverage of the survey was increased to include, with minor exceptions, all machine-tool operators, classes A, B, and C. The indexes since 1952 have been computed on the basis of the broader occupational coverage.

² The index also includes establishments with 8 to 19 workers engaged primarily in the manufacture of special dies and tools, die sets, jigs and fixtures, or machine-tool accessories and measuring devices.

Table 2. Hourly Earnings: Machinery Manufacturing

(Indexes of average straight-time hourly earnings of men in selected production occupations, selected metropolitan areas, 1945–64 $^{\rm L})$

 $(1958-59 = 100^{2})$

				(1958-59 =	100 ²)							
	Selected o	ccupations					Production	on worke	rs in				
Period	Laborers, material handling	Tool and die makers (other than jobbing)	All areas com- bined ³	Balti- more	Boston	Buffalo	Chicago	Cleve- land	Dallas	Denver	Detroit	Hart- ford	Houston
1945: January 1946: October 1948: November 1948: November 1951: January 1952: January 1954: January 1955: January 1955: January 1956: January 1956: January 1960: January 1960: January 1960: January 1961: March—May 1962: March—May 1964: March—May 1964: March—May 1964: March—May	40. 7 51. 0 55. 1 60. 8 62. 5 67. 4 72. 0 77. 1 80. 7 86. 7 97. 7 102. 3 105. 7 109. 9 112. 5 115. 8	48. 4 56. 6 61. 0 65. 3 66. 5 70. 0 73. 5 77. 9 82. 7 85. 1 89. 2 98. 0 102. 0 105. 9 109. 7 112. 7	45.0 53.8 59.0 64.1 65.1 70.0 73.8 78.7 82.6 85.2 89.3 98.4 101.6 105.8 109.0 112.1 115.1	43. 9 52. 2 57. 5 62. 6 62. 2 66. 2 67. 9 73. 6 76. 8 82. 9 87. 0 103. 0 105. 0 110. 4 112. 5 118. 0 121. 5	45, 4 53, 4 59, 6 66, 6 72, 6 75, 2 79, 7 83, 7 86, 4 89, 1 97, 7 102, 2 107, 4 112, 1 115, 4 118, 4	47. 0 57. 5 57. 4 64. 7 63. 4 68. 1 72. 5 78. 9 83. 5 88. 5 98. 6 101. 3 104. 8 109. 0 111. 1 114. 9	44.3 53.7 59.5 65.5 65.3 71.6 74.4 79.9 83.6 80.0 98.2 101.8 106.2 107.8 111.1 i14.6	48. 0 55. 7 63. 6 66. 5 67. 1 72. 3 76. 0 79. 6 83. 6 85. 7 90. 4 98. 9 101. 1 108. 0 110. 3 114. 5 117. 6 120. 5	51. 4 58. 2 62. 6 67. 0 69. 5 74. 4 76. 8 81. 1 85. 9 87. 4 89. 8 98. 3 101. 7 104. 8 108. 0 110. 9 113. 8 118. 4	(4) 80. 7 84. 7 98. 9 101. 1 104. 8 108. 2 109. 4 112. 2	48. 6 55. 3 60. 3 63. 0 64. 4 69. 2 73. 5 77. 7 81. 9 84. 2 88. 7 98. 9 101. 1 105. 3 110. 4 113. 0	44.5 52.8 58.2 64.8 63.7 68.9 72.3 78.6 82.2 84.6 88.5 98.4 101.5 106.3 111.3 114.0 117.7	47. 1 52. 9 58. 8 65. 8 66. 2 70. 4 73. 7 78. 1 81. 6 84. 7 89. 2 99. 6 100. 4 107. 6 109. 9 112. 0
	L		Los Angeles- Long Beach	Mil- waukee	Minne- apolis— St. Paul	New York City	Newark and Jersey City	Phila- delphia	Pitts - burgh	Port- land (Oreg.)	St. Louis	San Fran- cisco- Oakland	Worces- ter
1945: January 1946: October 1947: November 1948: November 1949: November 1951: January 1952: January 1953: January 1955: January 1958: January 1958: January 1958: January 1959: January 1960: January 1961: March-May 1962: March-May 1963: March-May 1964: March-May 1964: March-May			48. 7 56. 3 60. 5 64. 3 65. 1 69. 9 73. 2 79. 0 81. 8 85. 0 89. 1 98. 7 101. 2 105. 2 110. 4 111. 8 115. 2 116. 5	41. 4 52. 9 57. 7 62. 6 62. 6 67. 6 73. 4 78. 7 81. 8 84. 3 88. 4 101. 6 105. 5 115. 3 118. 2	45. 3 53. 8 58. 7 64. 1 66. 9 70. 3 74. 6 80. 3 84. 4 87. 1 90. 6 98. 7 101. 3 105. 2 111. 4 113. 6 116. 4	46. 7 55. 8 61. 5 66. 0 70. 7 75. 5 76. 7 81. 4 85. 3 88. 6 91. 4 99. 3 100. 7 103. 6 107. 8 111. 8 115. 1	47.6 56.1 59.7 66.5 68.1 71.4 76.3 81.0 83.4 85.9 90.1 97.9 102.1 103.6 107.9 111.1 114.1	44. 7 54. 2 57. 9 63. 8 66. 4 70. 1 73. 8 80. 8 85. 0 87. 7 91. 1 97. 6 102. 4 106. 6 110. 0 112. 7 114. 1	40. 1 49. 5 53. 2 60. 1 59. 7 67. 6 68. 5 73. 2 78. 7 80. 3 87. 1 97. 3 102. 7 105. 5 110. 3 111. 0	(4) 85. 6 88. 5 98. 4 101. 6 110. 8 113. 1 117. 0 120. 4 124. 1	40. 7 48. 0 56. 9 61. 2 62. 3 65. 6 69. 9 74. 3 81. 7 84. 9 89. 6 9. 3 101. 7 105. 5 110. 1 115. 7	46. 4 53. 0 57. 6 61. 9 62. 3 64. 4 70. 5 72. 8 80. 0 80. 9 91. 1 106. 7 109. 9 112. 6	(4) 84, 8 90, 4 98, 3 101, 6 103, 5 108, 9 111, 8 115, 9

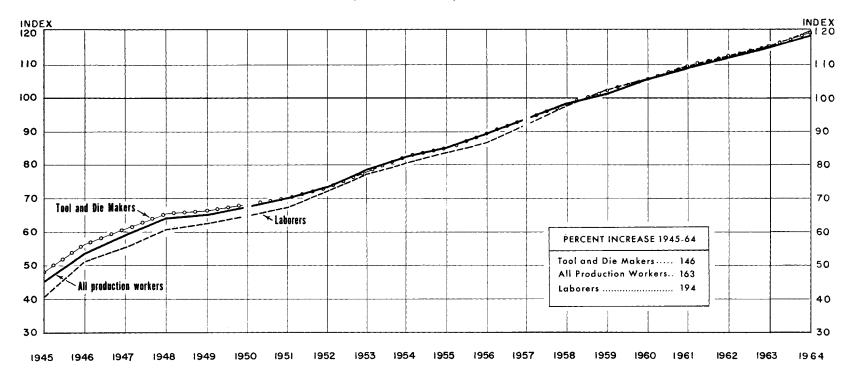
Data for the periods shown as January 1951-60 cover various months, generally winter, of the year.

Machinery survey was not conducted in 1957; base period limited to 2 years.

The all area average for the years 1945 through 1953 was made up of the areas shown and Providence, Syracuse, Atlanta, Chattanooga, Tuisa, Cincinnati, Indianapolis, and Seattle-Tacoma.

Data for 1954 and earlier years were not sufficiently comparable with information for subsequent years to show here, but these data were included in the total for all areas studied.

Chart 2. Trends of Occupational Wage Rates, Machinery Manufacturing, Selected Periods, 1945-64 (1958-59=100)



Source: Table 2.

Definitions for production and toolroom machine tool-operators and tool and die makers were revised in 1960. In computing the percent of change from 1959 to 1960 in areas affected by the changes, the average earnings used in these jobs, for index construction purposes, in both years, were based on earnings of workers classified in accordance with the revised definitions.

Individual area indexes, with constant area weights since 1953, were constructed in order to minimize the effects of changes in the occupational composition of the work force, or any changes in an area's relative industry importance. The composite index for all combined areas has also been computed with constant area weights since 1953. From 1953 through 1961, the constant weights were based on the average employment for 1953—54; since 1962, the weights have been based on the 1960—61 average employment.

Prior to 1953, area indexes were computed by weighting the selected job earnings in a 2-year period with the job employment recorded for the second year. Composite indexes were compiled in the same manner, but total average earnings were weighted by total employment for the second year in each area. All indexes have been converted to a 1958-59 base by dividing each index by the average of the indexes for 1958-59. ³

Skilled Plant Maintenance and Unskilled Workers, Office Clerical Workers, and Industrial Nurses, in Selected Metropolitan Areas. The Bureau of Labor Statistics conducts annual surveys of occupational earnings and related practices in selected metropolitan areas. Earnings data are published for the following types of occupations: (a) Office clerical; (b) professional and technical; (c) maintenance and powerplant; and (d) custodial and material movement. Of these occupations, indexes for office clerical, industrial nurses, skilled plant maintenance workers, and unskilled workers, are represented in this report.

Prior to 1960, the community wage surveys were limited to approximately 17 metropolitan areas. In 1960, the program was expanded to 60 areas, and in the following year to 80 areas. These areas were selected to represent all Standard Metropolitan Statistical Areas in the United States by choosing one area from a stratum of similar areas. All the areas were classified by size, region, and type of industrial activity. Probability sampling was used to choose most of the areas, each area having a chance of selection proportionate to its total nonagricultural employment. The 37 areas that were certain of inclusion because of their size (as measured by the 1960 Census of Population) or because of the unusual nature of their industrial composition, represented themselves; each of the 43 other areas was weighted by the ratio of total nonagricultural employment in the stratum that it represented to that in the sample area when preparing estimates for all areas combined. Within each area a sample of establishments was taken to obtain firms representative of each broad industrial grouping included in the survey.

Data were obtained from representative establishments within six broad industry divisions: (1) Manufacturing; (2) transportation, communication, and other public utilities; (3) wholesale trade; (4) retail trade; (5) finance, insurance, and real estate; and (6) selected services. Excluded from the scope of the surveys were the construction and extractive industries, as well as government institutions.

³ For further detail concerning procedures, see <u>Industry Wage Survey: Machinery Manufacturing</u>, <u>March-May 1963</u> (BLS Bulletin 1388, 1964).

Establishments of a preselected size were surveyed. In 12 of the largest areas, only establishments with 100 employees or more were studied in manufacturing, public utilities, and retail trade. In other areas and industries, the lower limit was 50 employees. Smaller establishments were omitted because in these firms representation of the occupations studied tended to be insufficient to warrant inclusion.

Over 12,000 establishments employing 8.3 million workers were included in the 1963-64 survey from an estimated universe of more than 64,000 establishments employing about 17.6 million within the scope of the studies in all metropolitan areas.

Tables 3 through 6 present indexes of earnings for selected occupations, in 23 major metropolitan areas, for workers in manufacturing and all industries. The indexes in table 3 represent hourly earnings for men in unskilled plant occupations; table 4 presents indexes of hourly earnings of skilled plant maintenance men; tables 5 and 6, respectively, presents weekly earnings of men and women office workers, and weekly earnings of men and women nurses. These 23 areas include the 22 largest Standard Metropolitan Statistical Areas, and Atlanta, which was selected because of geographical considerations. Except for San Diego, all areas with over one million population were included.

In computing the indexes, average weekly salaries or hourly earnings for each of the selected occupations of an occupational group were multiplied by a constant weight consisting of the average of 1953 and 1954 employment. These weighted earnings were totaled for each occupational group and compared with the corresponding aggregate of the previous year to arrive at the percentage change in earnings, which is then applied to the previous year's index to arrive at the current year's index. The use of constant occupational employment weights eliminates the effects of changes in the proportion of workers represented in each job.

Table 7 presents national and regional indexes of the occupations represented in the preceding 4 tables, spanning the years 1960 to 1964, with 1961 as the base period. This series is also based on 1961 employment weights.

About one-third of the office employees within the scope of the survey were employed in occupations represented in the office worker's index, and nearly half of all industrial nurses in the United States were included in the indexes for that occupational group. The skilled workers included in the index comprise eight maintenance occupations: Carpenters, electricians, machinists, mechanics, mechanics (automotive), painters, pipefitters, and tool and die makers. The unskilled category consists of custodial workers and laborers (material handling).

Changes in the index measure, primarily, the effects of (1) general salary and wage changes; (2) increases in pay received by individual workers while on their same jobs; and (3) changes in average wages due to changes in the labor force and resulting from labor turnover, force expansions, and reductions, as well as changes in the proportion of workers employed by establishments at different levels of pay. It should be noted that trends in the indexes do not necessarily reflect changes in earnings among production workers generally or in the area covered. 6

⁴ Indexes for office workers and industrial nurses represent women workers through 1959 and men and women thereafter.

⁵ Indexes from 1960 on are based on 1961 employment weights.

⁶ For further elaboration on these indexes, see Wages and Related Benefits, Part II: Metropolitan Areas, United States and Regional Summaries, 1962-63 (BLS Bulletin 1345-83, 1964), pp. 43-45.

Table 3. Hourly Earnings: Unskilled Plant Workers

(Indexes of average straight-time hourly earnings for men in selected unskilled plant occupations, all industries and manufacturing, selected metropolitan areas, 1952—64)

	,				(1961 =	100) All indu	etries					
Year 1	Atlanta	Balti- more	Boston	Buffalo	Chicago	Cincin- nati	Cleve- land	Dallas	Detroit	Houston	Kansas City	Los Angeles- Long Beach
1952	65. 3 69. 9 74. 0 75. 4 85. 7 89. 9 94. 9 95. 8 97. 4 100. 0 106. 4 108. 9 110. 5	63.4 73.0 	68. 8 71. 7 75. 4 77. 2 82. 1 85. 9 92. 0 95. 6 100. 0 102. 8 106. 2 109. 2	64.8 70.0 - 75.3 82.7 92.7 95.7 100.0 102.3 105.9 108.4	68. 7 72. 1 76. 2 78. 9 82. 5 85. 8 90. 0 94. 2 96. 5 100. 0 102. 5 106. 4 109. 2	94.4 100.0 104.8 107.8	65. 6 68. 4 - 76. 3 - 85. 3 92. 0 - 97. 2 100. 0 102. 3 105. 5 108. 5	72.8 75.4 77.9 81.6 84.8 89.9 95.0 97.6 100.0 102.7 105.7	95. 4 100. 0 101. 8 105. 2 109. 1	98.9 100.0 107.3 108.3 114.3	69.8 	65.5 70.7 75.0 77.6 80.3 84.6 89.0 93.6 96.7 100.0 103.2 107.1 110.9
		L		<u> </u>	<u> </u>	Manufac	turing	L	L	L	L	1
1952	64. 5 69. 9 73. 3 74. 6 83. 1 88. 6 95. 1 97. 0 96. 1 100. 0 107. 6 107. 9 109. 3	61. 2 71. 6 86. 2 89. 2 94. 4 100. 0 103. 6 105. 9 110. 2	69. 3 71. 7 75. 6 78. 0 81. 9 85. 6 92. 3 95. 6 100. 0 100. 7 102. 9 105. 3	64.3 69.3 74.7 82.4 91.9 96.1 100.0 101.9 105.0 107.7	68. 2 72. 7 76. 2 78. 2 82. 1 86. 1 90. 6 94. 0 96. 8 100. 0 103. 2 105. 8 107. 5	93.8 100.0 104.8 108.0 110.6	65. 6 69. 1 - 75. 3 - 83. 8 89. 7 - 95. 9 100. 0 102. 2 104. 8 108. 4	73.2 80.2 83.3 84.2 89.0 92.9 95.6 97.2 100.0 106.7 107.4 112.9	95.5 100.0 101.8 105.4 108.4	97.8 100.0 108.0 109.7 114.0	68. I - - 86. 0 - 96. 2 100. 0 103. 3 104. 3 107. 2	66. 7 71. 8 75. 3 78. 0 81. 1 84. 7 89. 3 93. 0 97. 0 100. 0 101. 9 105. 6 108. 4
	L		1	1	·	All indu	stries		L	J	L	<u> </u>
		Mil- waukee	Minne- apolis- St. Paul	Newark and Jersey City	New York City	Pater- son- Clifton- Passaic	Phila- delphia	Pitts- burgh	St. Louis	San Fran- cisco- Oakland	Seattle	Washing- ton
1952		65. 3 71. 8 75. 1 79. 7 90. 7 94. 2 96. 5 100. 0 102. 4 106. 3 109. 1	62. 1 67. 1 71. 4 74. 9 78. 6 83. 6 87. 9 92. 2 95. 7 100. 0 104. 0 106. 7 110. 9	64.6 69.1 74.0 77.0 81.7 - 88.7 93.2 96.0 100.0 101.9 106.0 109.0	67. 8 71. 0 74. 9 76. 8 80. 6 85. 0 88. 9 92. 6 96. 7 100. 0 103. 8 108. 2 112. 0	94.0 100.0 103.7 108.9 110.4	64. 7 69. 4 72. 5 75. 7 80. 2 83. 9 93. 4 97. 7 100. 0 103. 0 105. 9 110. 1	97.0 100.0 103.3 105.7	66. 8 69. 8 75. 7 77. 9 81. 4 - 89. 0 91. 8 95. 5 100. 0 103. 6 107. 2 109. 6	64. 2 68. 6 72. 8 75. 0 77. 6 81. 9 86. 3 91. 5 95. 4 100. 0 103. 0 107. 6 111. 4	95. 8 100. 0 103. 5 109. 2 115. 0	96. 1 100. 0 102. I 106. 7 110. 9
						Manufac	turing		γ			
1952		64.9 71.7 75.8 81.4 91.4 94.3 96.6 100.0 102.3 106.9 110.5	65. 2 69. 9 73. 9 77. 5 80. 7 85. 0 88. 5 93. 4 96. 5 100. 0 104. 0 106. 1 110. 3	61.3 66.3 71.4 74.4 79.6 87.6 92.5 95.7 100.0 101.6 105.0 108.7	66. 4 69. 0 73. 4 76. 1 79. 0 85. 0 89. 6 93. 0 95. 0 100. 0 104. 2 107. 0	94.9 100.0 104.7 107.1	64. 4 70. 4 72. 7 75. 9 80. 1 83. 7 88. 6 92. 9 98. 2 100. 0 103. 5 105. 7 110. 0	96.2 100.0 103.6 107.1	66. 5 69. 7 74. 9 76. 8 80. 3 - 88. 3 92. 0 96. 4 100. 0 103. 7 107. 3 109. 9	64.6 69.1 72.0 75.0 77.2 81.9 86.3 92.3 95.7 100.0 102.7 106.5	96. 9 100. 0 103. 2 106. 9 113. 3	

Year ending June 30.

Table 4. Hourly Earnings: Skilled Maintenance Trades

(Indexes of average straight-time hourly earnings of men in selected skilled maintenance trades, all industries and manufacturing, selected metropolitan areas, 1952—64)

					(1961 =	100)						
						All indu	stries					
Year 1	Atlanta	Balti- more	Boston	Buffalo	Chicago	Cincin- nati	Cleve- land	Dallas	Detroit	Houston	Kansas City	Los Angeles— Long Beach
1952	65.7 70.6 74.3 76.5	66.0	67. 7 71. 0 74. 8 76. 2	65. 5 70. 4 75. 1	65. 9 70. 2 74. 6 77. 1	-	65.3 69.4 76.4	70.6 74.8 77.6	-	-	68.7	66. 2 70. 3 74. I 76. 4
1956	80.5 84.1 89.2 92.8 96.5	88.7 93.4 96.7 100.0	82.7 87.0 91.7 95.5 100.0	92.4 95.8 100.0	81. I 85. 2 89. 6 93. 8 96. 5	95.1 100.0	84. 6 90. 6 96. 9 100. 0	81.2 84.3 87.7 93.0 97.1	- - - 95.8 100.0	97.2	85.7 - 97.6 100.0	80.7 83.9 88.3 93.1 96.1 100.0
1962	104.1 107.3 111.0	103.8 105.7 108.3	102. 2 105. 8 109. 1	102.5 104.5 106.3	103.5 105.7 109.3	101.6 105.6 108.3	102. 5 106. 0 109. 3	104.7 106.7 110.6	101.9 104.8 107.7	104. 0 106. 1 108. 2	104.6 107.5 111.4	103. 2 105. 9 109. 2
						Manufac	turing					
1952	67.5 72.1 75.6 78.0 81.9 85.1	65.3 76.2	67. 2 70. 4 74. 3 75. 7	65.8 70.5 75.2 84.3	66.4 70.4 74.5 76.7 81.2 85.6	- - - -	65. 5 69. 5 76. 5	73.3 78.5 81.2 84.0 87.5		-	69.0	65.7 70.1 74.2 76.3 80.8 84.0
1958	90.8 93.9 96.8 100.0 103.5 106.9	89.1 93.9 96.9 100.0 103.8 105.0	86. 9 91. 5 95. 4 100. 0 101. 1 104. 6 107. 8	92.4 95.9 100.0 102.3 104.3	90. 2 94. 3 96. 8 100. 0 103. 4 105. 4 108. 7	95. 2 100. 0 101. 3 105. 3 108. 1	90.5 - 97.0 100.0 102.8 106.3	91.3 95.0 99.0 100.0 104.4 106.4	95.7 100.0 101.9 104.9 107.7	98.4 100.0 103.1 104.5	97.7 100.0 105.1 107.7	88.6 93.0 96.0 100.0 102.8 105.9 108.6
1965												
				Nousit		All indu	stries					,
		Mil- waukee	Minne- apolis- St. Paul	Newark and Jersey City	New York City	Pater- son- Clifton- Passaic	Phila- delphia	Pitts- burgh	St. Louis	San Fran- cisco- Oakland	Seattle	Washing- ton
1952		64.4 69.2 73.2 78.1 - 88.7 92.1 96.6 100,0	65. 2 70. 3 75. 0 77. 5 81. 2 85. 6 89. 1 93. 3 96. 4 100. 0	67. 8 70. 4 74. 3 77. 1 81. 2 - 89. 7 93. 1 96. 7 100. 0	67.6 71.7 74.9 78.6 81.3 84.3 87.9 91.8 95.7	96. 2 100. 0	66.7 70.0 75.1 78.4 81.5 85.8 90.2 93.1 97.8 100.0	96. 0 100. 0	66. 0 69. 4 74. 4 76. 7 81. 5 89. 6 93. 3 97. 3 100. 0	67. 4 71. 3 74. 1 75. 9 78. 7 84. 5 89. 5 94. 2 96. 9 100. 0	97.6	95.0
1962		102.6 106.6 109.5	103.5 107.7 111.6	102.6 105.7 109.6	104.3 108.8 112.2	104.1 106.4 110.4	103.5 106.4 109.8	102.9 103.6 103.8	103.7 106.4 109.9	103. 2 106. 6 110. 4	102.7 105.2 110.1	103.5 108.8 111.6
				1		Manufac	turing			,	Г	,
1952		64.3 68.7 73.0 	65. 4 71. 6 76. 4 77. 4 81. 6 85. 7 89. 6 93. 2 96. 3 100. 0 103. 8 107. 2 111. 0	67.5 70.3 74.2 76.9 81.3 - 89.7 92.9 96.6 100.0 102.3 105.2	67. 2 71. 0 74. 6 77. 8 80. 3 84. 7 88. 1 92. 2 95. 7 100. 0 104. 8 107. 7	96.4 100.0 104.0 106.7 110.1	67. 3 70. 7 75. 8 78. 7 81. 8 86. 2 90. 6 93. 5 98. 2 100. 0 103. 4 106. 5 110. 0	96.3 100.0 103.0 103.5 103.5	66. 5 69. 8 74. 7 76. 8 81. 6 89. 7 93. 4 97. 6 100. 0 103. 6 105. 8 109. 1	65.5 69.3 72.1 73.7 76.7 83.3 88.6 93.2 95.2 100.0 102.9 105.9 110.2	97. 2 100. 0 102. 1 104. 4 109. 3	-

¹ Year ending June 30.

Table 5. Weekly Earnings: Office Workers

(Indexes of average straight-time weekly earnings of men and women in selected office clerical occupations, all industries and manufacturing, selected metropolitan areas, 1952—64)

					(1961 =	100)							
						All indus	tries						
Year 1	Atlanta	Balti- more	Boston	Buffalo	Chicago	Cincin- nati	Cleve- land	Dallas	Detroit	Houston	Kansas City	Los Angeles— Long Beach	
1952	69. 0 72. 8 75. 0 76. 6 81. 4 84. 2 88. 9 92. 4 96. 5 100. 0 103. 1 107. 4 110. 5	69. 2 78. 2 	67. 9 70. 8 74. 5 76. 6 	66.8 73.0 76.8 84.1 93.8 96.5 100.0 102.2 105.4 107.7	69. 3 73. 2 77. 4 80. 1 83. 7 88. 2 92. 3 95. 1 97. 8 100. 0 103. 2 105. 6 108. 2	97.4 100.0 103.6 106.7	65. 3 70. 3 77. 6 85. 8 92. 8 96. 2 100. 0 102. 6 105. 3 107. 9	72.0 76.0 79.8 83.0 87.8 91.6 94.7 97.5 100.0 103.3 105.5	97. 0 100. 0 102. 5 105. 6 108. 7	96. 9 100. 0 102. 3 105. 6 107. 2	70. 2 	66. 1 70. 8 74. 0 76. 7 80. 3 85. 3 88. 0 92. 2 96. 0 100. 0 103. 3 106. 7 109. 5	
						Manufact	turing						
1952	68. 0 72. 2 75. 0 76. 4 79. 8 83. 8 89. 5 91. 7 97. 1 100. 0 104. 4 107. 6 110. 5	87.7 92.4 96.0 100.0 101.6 104.7 108.4	68. 8 72. 6 75. 8 77. 5 83. 2 88. 3 92. 5 96. 1 100. 0 103. 3 106. 5 109. 6	65. 4 71. 3 75. 8 83. 2 94. 4 96. 5 100. 0 102. 1 105. 1 106. 8	68. 6 72. 2 76. 7 79. 3 82. 6 87. 1 91. 9 94. 6 97. 0 100. 0 103. 0 105. 6 109. 3	97.1 100.0 103.3 106.1 108.4	64. 7 69. 5 77. 4 85. 9 93. 6 97. 1 100. 0 102. 4 104. 8 107. 5	75.0 77.5 81.3 84.5 89.2 93.3 95.6 98.5 100.0 102.3 103.6 107.2	96. 3 100. 0 102. 0 105. 5 108. 7	96. 9 100. 0 102. 9 108. 5 109. 0	68.9 	65.3 70.8 74.5 77.1 80.5 85.1 88.8 92.8 96.7 100.0 103.4 107.2	
		All industries											
		Mil- waukee	Minne- apolis- St. Paul	Newark and Jersey City	New York City	Pater- son- Clifton- Passaic	Phila- delphia	Pitts- burgh	St. Louis	San Fran- cisco- Oakland	Seattle	Washing- ton	
1952 1953 1954 1955 1956 1956 1957 1958 1959 1960 1961 1961 1962		68. 3 72. 7 76. 0 80. 0 90. 9 93. 5 97. 0 100. 0 102. 3 105. 8 108. 7	67. 9 72. 5 77. 1 79. 7 82. 8 88. 0 90. 7 93. 7 96. 7 100. 0 103. 3 106. 3 108. 9	67. 0 71. 7 75. 8 78. 8 81. 8 89. 7 92. 7 97. 3 100. 0 104. 2 107. 4 109. 3	68.6 72.4 75.5 78.1 82.7 87.0 90.1 92.8 96.5 100.0 103.6 110.4	97.6 100.0 103.9 106.7 110.0	66. 7 69. 7 74. 7 77. 3 79. 9 85. 1 89. 9 93. 5 96. 6 100. 0 103. 1 106. 0 109. 1	95.8 100.0 102.9 104.4 105.5	67. 9 72. 2 76. 3 79. 5 82. 8 89. 5 93. 0 97. 1 100. 0 103. 0 105. 7 109. 0	68. 7 72. 3 75. 5 77. 8 81. 5 85. 5 89. 2 93. 4 96. 0 100. 0 103. 0 106. 3 109. 6	97.5 100.0 103.9 107.5 111.2	96. 2 100.0 103. 3 106. 7 110. 3	
			L	<u>. </u>	l	Manufac	turing	I	±. <u>–</u> .		1		
1952		65. 8 70. 3 74. 2 79. 2 89. 5 92. 8 96. 1 100. 0 102. 5 106. 0 109. 1	67. 9 74. 1 78. 4 81. 2 83. 9 88. 4 91. 0 93. 8 97. 0 100. 0 104. 2 106. 8 108. 7	67. 2 71. 4 75. 7 78. 4 81. 4 90. 2 94. 3 97. 2 100. 0 103. 5 106. 6 109. 1	67, 1 70, 9 74, 5 78, 1 82, 2 87, 0 89, 6 92, 7 96, 6 100, 0 102, 8 106, 0 109, 9	98.0 100.0 105.6 108.6 111.5	66. 7 70. 2 74. 9 78. 4 80. 5 84. 6 89. 8 93. 6 96. 5 100. 0 103. 2 105. 4 108. 6	94.7 100.0 103.1 104.9 105.6	65. 0 69. 9 75. 1 77. 0 80. 5 88. 6 92. 3 96. 7 100. 0 103. 5 105. 6 109. 3	67. 7 72. 4 75. 7 77. 5 81. 7 85. 5 89. 0 93. 6 96. 0 100. 0 102. 6 105. 1 108. 8	96. 3 100. 0 103. 3 106. 9	-	

Year ending June 30.

Table 6. Weekly Earnings: Industrial Nurses

(Indexes of average straight-time weekly earnings of men and women industrial nurses, all industries and manufacturing, selected metropolitan areas, 1952-64)

(196I = 100)All industries Los Year 1 Balti-Cleve-Kansas Angeles-Atlanta Boston Buffalo Chicago Dallas Detroit Houston more nati land City Long Beach 1952 -----67.7 70.5 75.0 76.2 65 3 64.3 61.5 66.5 67.7 69.0 72.6 75.8 69. 4 73. 5 76. 5 74. 2 73. 6 79. 2 81. 4 87. 1 91. 0 1953 ------66.3 69.3 67.0 71.6 75.5 77.4 1955 -----77.7 74.8 74.5 1956 -----82.6 81.1 80.8 82.9 86.9 92.0 96.0 100.0 104.5 108.5 85.8 90.5 94.7 1957 -----81.2 85 2 83.0 84.8 88.1 92.2 90.8 91.9 89.9 91.1 94.6 100.0 1959 -----93. 9 97. 0 94.4 96.6 93.3 96.9 100.0 106.7 110.9 1960 ----95.0 100.0 95.8 95.3 95.8 100.0 101.9 103.7 100.0 100.0 103.3 100.0 102.1 100.0 103.8 1961 -----100.0 100.0 100.0 104.7 102.0 103.0 105.6 101.0 103.0 103.4 1963 -----104.0 104.5 106.5 106.1 107.8 106.1 106.3 111.5 108.6 1964 ----113.2 112.4 111.4 105.9 110.2 109.6 110.0 109.4 106.1 112.4 1965 -----Manufacturing 66.7 70.5 75.3 77.2 1952 -----63.0 67.5 64.4 68.8 71.0 76.1 69. 1 73. 1 76. 2 77. 2 74. 9 82. 3 1953 -----65.0 66.8 67.4 73.5 76.0 74.1 74.9 1955 76.7 1956 ------80.0 84.0 83.4 89.7 83.5 80.9 82.9 82.4 84.8 84.8 86. 9 92. 6 96. 0 90. 4 93. 4 97. 0 89.0 93.5 86.9 91.5 94.3 97.2 1958 92.4 89.5 90.7 93.3 97. 0 94.9 100.0 102.3 105.5 93.8 100.0 100.9 1960 -----98.5 95.0 94.1 94.9 100.0 98.9 95.9 100.0 97.1 100.0 100.0 100.0 100.0 100.0 106.0 101.5 101.0 1962 -----106.0 103.6 103.0 104.6 101.6 103.3 1963 ------109.5 108.5 110.8 103.4 105.4 105.6 104.1 108.6 104.0 112.5 106.6 109.6 108, 3 112.4 107.1 110.4 1965 -----All industries Newark Pater-Minne-New St. Louis Mil-Phila-Pitts -Washingapolis-St. Paul and York Jersey delphia burgh waukee Cliftonciscoton City City Oakland Passaic 65.2 68.5 73.3 75.5 62.3 66.5 70.7 72.9 77.7 1952 -----64.2 67.3 67.3 70.5 74.2 77.4 70.3 73.3 77.3 66.0 68.8 73.2 1953 67.9 71.6 68. 6 75. 1 78.4 81.1 1955 ------78.1 79.9 85.1 1957 -----85.4 85.1 83.7 85.6 90.4 94.7 100.0 104.3 106.9 110.1 89.3 93.0 88. 6 91. 9 88.9 93.2 89. 2 92, 1 89. 1 92. 4 89.9 92.3 1959 -----94.9 100.0 105.1 111.2 112.7 1960 -----95 2 95 1 96.3 95 5 97 3 97.5 101.5 95.6 100. 0 102. 7 100.0 103.4 105.9 100.0 100.0 100.0 100.0 100.0 100.0 100.0 102.4 106.2 109.1 104.2 110.5 104.5 107.9 110.9 103.2 106.5 103.6 1962 104.3 106.5 107.2 106.1 106.9 113.6 111.7 109.7 Manufacturing 63.4 67.6 71.3 65.4 67.5 62.3 1952 -----61.6 69. 2 75. 7 79. 5 81. 1 70.1 73.8 77.0 68. 7 74. 1 76. 2 66.5 70.2 72.9 77.7 65. 4 70. 6 68.7 1955 75 8 78.0 80.0 77.7 85.4 89.2 92.5 83.4 87.7 91.9 84. 9 89. 8 92. 0 1957 -----80.1 85.3 88.9 92.6 95.2 100.0 88.5 85.6 92.7 95.8 100.0 90. 4 94. 7 100. 0 1959 ----90.1 94.9 100.0 105.1 111.6 115.7 95. 2 100. 0 101. 6 104. 8 98.0 100.0 103.9 106.4 95.3 100.0 97. 3 100. 0 92. 4 100. 0 1960 -----101.0 100.0 104.3 108.0 111.7 103.6 110.9 103.8 108.5 103. Z 106. 5 104.3 106.9 102.4 106.6 103.5 107.6 1962 -----1963 -----

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

107.0

113.0

111.4

109.1

106.9

110.6

110.0

112.1

Year ending June 30.

Table 7. Hourly and Weekly Earnings: Selected Occupational Groups, All Metropolitan Areas

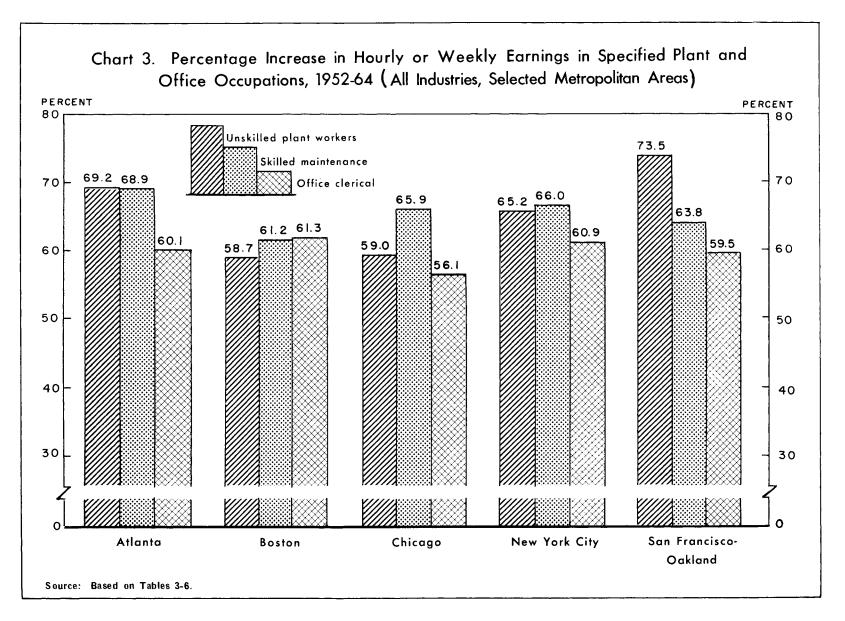
(Indexes of hourly and weekly earnings of selected occupational groups, all industries and manufacturing, all metropolitan areas, 2 United States and regions, 3 February of 1960 \leftarrow 64)

	All indu									
	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	stries		Manufacturing						
Weekly earni	ngs indexes	Hourly earnin	gs indexes	Weekly earnin	gs indexes	Hourly earnings indexes				
fice clerical (men and women)	Industrial nurses (men and women)	Skilled maintenance trades (men)	Unskilled plant workers (men)	Office clerical (men and women)	Industrial nurses (men and women)	Skilled maintenance trades (men)	Unskilled plant workers (men)			
96.8 96.5 96.9 97.3 96.4	96. 4 96. 5 96. 4 96. 3 96. 7	96. 5 96. 4 96. 6 95. 5 96. 6	96.5 96.6 97.4 96.1 96.5	96. 7 96. 4 96. 6 96. 9 96. 7	96. 4 96. 7 96. 3 96. 1 96. 8	96.5 96.5 96.8 96.5 96.3	96. 5 96. 4 97. 1 96. 2 96. 7			
103.3 103.4 103.4 103.1 103.3	103.6 104.0 103.3 103.3 103.6	103.1 103.2 103.4 102.9 103.3	103. 2 103. 1 104. 5 102. 8 103. 2	103.2 103.3 103.2 103.1 103.2	103.4 103.8 103.2 103.2 103.3	102.9 103.1 103.1 102.8 102.8	103.2 103.2 104.2 103.0 102.6			
106. 2 106. 3 106. 7 105. 7 106. 8	107.0 107.7 106.6 106.3 108.1	105. 9 105. 9 106. 2 105. 7 106. 1	106. 6 106. 8 106. 9 106. 1 107. 5	106. 0 106. 1 106. 2 105. 7 106. 6	106. 8 107. 5 106. 2 106. 1 108. 0	105.5 105.5 105.6 105.4 105.6	106.0 106.0 106.4 106.0 106.0			
109. 2 109. 4 109. 8 108. 3 110. 0	110. 1 110. 3 109. 1 109. 7 111. 7	108.8 108.5 108.6 108.7 110.0	110.0 110.1 110.6 109.3 111.0	109.0 109.0 108.3 108.5 110.5	109. 8 110. 0 108. 8 109. 2 112. 1	108. 2 107. 9 107. 9 108. 2 109. 6	109.1 109.1 109.8 108.8 109.9			
	106. 3 106. 7 105. 7 106. 8 109. 2 109. 4 109. 8 108. 3	106.3 107.7 106.7 106.6 105.7 106.3 106.8 108.1 109.2 110.1 109.4 110.3 109.8 109.7	106. 3 107. 7 105. 9 106. 7 106. 6 106. 2 105. 7 106. 8 108. 1 106. 1 106. 1 109. 2 110. 1 108. 8 109. 4 110. 3 108. 5 109. 8 109. 1 108. 6 108. 3 109. 7 108. 6	106. 3 107. 7 105. 9 106. 8 106. 7 106. 6 106. 2 106. 9 105. 7 106. 3 105. 7 106. 1 106. 8 108. 1 106. 1 107. 5 109. 2 110. 1 108. 8 110. 0 109. 4 110. 3 108. 5 110. 1 109. 8 109. 1 108. 6 110. 6 108. 3 109. 7 108. 7 109. 3	106. 3 107. 7 105. 9 106. 8 106. 1 106. 7 106. 6 106. 2 106. 9 106. 2 105. 7 106. 3 105. 7 106. 1 105. 7 106. 8 108. 1 106. 1 107. 5 106. 6 109. 2 110. 1 108. 8 110. 0 109. 0 109. 4 110. 3 108. 5 110. 1 109. 0 109. 8 109. 1 108. 6 110. 6 108. 3 108. 3 109. 7 108. 7 109. 3 108. 5	106. 3 107. 7 105. 9 106. 8 106. 1 107. 5 106. 7 106. 6 106. 2 106. 9 106. 2 106. 2 105. 7 106. 3 105. 7 106. 1 105. 7 106. 1 106. 8 108. 1 106. 1 107. 5 106. 6 108. 0 109. 2 110. 1 108. 8 110. 0 109. 0 109. 8 109. 4 110. 3 108. 5 110. 1 109. 0 110. 0 109. 8 109. 1 108. 6 110. 6 108. 3 108. 8 108. 3 109. 7 108. 7 109. 3 108. 5 109. 2	106. 3 107. 7 105. 9 106. 8 106. 1 107. 5 105. 5 106. 7 106. 6 106. 2 106. 9 106. 2 106. 2 105. 5 105. 7 106. 3 105. 7 106. 1 105. 7 106. 1 105. 4 106. 8 108. 1 106. 1 107. 5 106. 6 108. 0 105. 4 109. 2 110. 1 108. 8 110. 0 109. 0 109. 8 108. 2 109. 4 110. 3 108. 5 110. 1 109. 0 110. 0 107. 9 109. 8 109. 1 108. 6 110. 6 108. 3 108. 8 107. 9 108. 3 109. 7 108. 7 109. 3 108. 5 109. 2 108. 2			

¹ Earnings of office clerical workers and industrial nurses relate to regular straight-time salaries that are paid for standard workweeks. Earnings of skilled maintenance and unskilled plant workers relate to hourly earnings excluding premium pay for overtime and work on weekends, holidays, and late shifts.

² Data for the February 1964 indexes relate to all 212 Standard Metropolitan Statistical Areas in the United States as established by the Bureau of the Budget through 1961. Data for earlier indexes relate to 188 areas as established through 1959.

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, Tenessee, Texas, Virginia, and West Virginia; North Central—Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; and West—Arizona, California, Colorado, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.



Government Employees

The three groups of government employees for which indexes of salary changes are presented account, together, for approximately $1^3/_4$ million workers, or roughly 17 percent of all nonmilitary government employees in the United States in July 1963. Included are 1.1 million employees whose salaries are set by the Federal Classification Act; about 318,000 public school teachers, and 193,000 policemen and firemen, both in cities of 100,000 inhabitants or more.

The indexes for the three groups of workers differ by source from each other and from other indexes in this report. The basic information on pay of Federal Government employees is compiled by the United States Civil Service Commission; that on urban public school teachers, is collected by the National Education Association; that on policemen and firemen is obtained from the Fraternal Order of Policemen and the International Association of Firefighters, respectively. 8

Federal Classified Employees. The Federal employees covered by the indexes presented here are the per annum workers whose salaries are subject to the Federal classification acts. These workers are engaged mainly in clerical, administrative, and professional functions, but subprofessionals who work directly with employees in professional and protective jobs are also included. Excluded are (1) members of the Armed Forces; (2) clerical-mechanical hourly employees of the Bureau of Engraving and Printing and other blue-collar workers whose wages are fixed by wage board action; (3) postal employees; and (4) per diem employees who were covered by the Classification Act of 1923 but are not subject to the current act.

A worker under the Federal Classification Act is classified into one of a series of salary grades in accordance with his duties. Each salary grade has a minimum rate and a series of additional pay steps into which workers, who meet certain standards of performance, may move after specified periods of time.

Three types of indexes are presented for Federal Classified employees: Basic salary scales, which reflect statutory changes in basic salaries; average salary rates, which reflect merit or in-grade increases as well as statutory changes; and average salaries, which measure the effect, not only of statutory changes and in-grade increases, but also changes in the distribution of employees among pay grades.

Prior to 1955, there were two schedules under the Classification Act—a general schedule and a crafts, protective, and custodial schedule. Separate indexes were compiled for each. In July 1955, the wage schedule for the latter group was abolished, and two-thirds of the employees under it were transferred

⁷ The proportion of these teachers in the various city size groups studied was as follows: 51 percent in the cities with 500,000 population or more; 23 percent in cities with 250,000 to 500,000; and 26 percent in cities with 100,000 to 250,000.

⁸ The pertinent references for firemen and policemen include: The International Association of Firefighters (AFL-CIO): Fire Department Salaries and Working Conditions in the United States and Canada, Washington, D. C., annual; the Fraternal Order of Police, A Survey of Salaries and Working Conditions of the Police Departments in the United States, Philadelphia, annual; also see data published annually by the International City Managers Association, in the Municipal Yearbook.

Table 8. Annual Salaries of Government Employees

(Indexes of annual salaries of city public school teachers, maximum salary scales of urban firefighters and police patrolmen, and salaries of Federal classified employees, 1924-64)

(1957-59 = 100)

	City public school teachers			Urban				Federal classified employees								
Year 1	All		ers in of—	fire- fighters and	Al	l employe	ees	Minimum and average salary rates in selected general schedule grades								
	teach-	500,000 or	100,000 and less	police	Basic	Average		Gra	ide 2	Gra	ade 4	Gra	de 7	Gra	de 15	
	ers	more	than 250,000	patrol- men ³	salary scales	rate4	age salary	Mini - mum	Aver- age	Mini- mum	Aver- age	Mini- mum	Aver- age	Mini- mum	Aver-	
1924	_	-	_	38	_	_	_	_	l -	_	_	_	_	١.		
1925	37	40	33	_	_				_	١ .			-		-	
1927	38	40	35	_	_	١ .	l _	_		_	١.	_	_		١ ـ	
1929	40	42	37	42	_	_							_	_		
1931	41	45	37				1 _	_	1	i _	1 -	· []		_		
1932	"	"]	"	43	_	1 -			_	1			_			
1933	38	43	34	43	_	_	-	-	1 -	1 -	-	-	-	-	-	
1934	-	1	l i	42	1 -	ı -					! -	-	-		-	
1935	37	41	33	76	_	-	-	-	-	-	_	•	-	-	_	
1937				-	-	-	-	-	-	-	-	-	-	-	-	
	39	43	35		-	-	-	-	-	-	-	- 1	-	-	-	
1938			-	45			-		i	-			- .		l	
1939	41	46	37	45	52.3	49.5	40.4	45.6	44.0	49.4	46.7	53.9	51.1	64.6	65.0	
1940	-	-	- 1	45	-	-	-	-	1 -	-	-	- (-	-	-	
1941	42	47	38	45	-	-	-		- ا	-		[- [-	-	-	
1942 '	-) -		46	-	-	-	-	-	-	-	- 1		-	-	
1943	44	48	40	47	-	-	l -	-	i -	_	١ -	l - 1	_			
1944	_			49	_	١ -	l _	_		í -	1 _	- 1	_	_	١ ـ	
1945	48	50	45	52	52.4	49.5	_	45.6		49.4		53.9		64.6	_	
1946	-	1		53	69.0	64.8	55.0	61.9	59.5	65.7	61.9	70.4	66.6	80.6	76.7	
1947	55	58	51	57	69.0	66.0	58.2	61.9	60 6	65.7	63.2	70.4	68.3	80.6	76.7	
1948		30	1	61	76.2	73.9	64.8	72.3	71.1	74.8	72.0	77.2	75.8	83.2	79.3	
1949	67	68	65	66	76.2		65.7	72.3	71.4	74.8	72.4	77. 2	76.0	83.2	79.3	
		00				74.2										
1950	_:		l <u>-</u>	68	79.3	78.1	70.6	77.6	77.9	78.9	77.6	79.2	78.5	84.8	81.2	
1951	71	72	70	72	87.1	84.8	75.8	87.1	84.5	87.2	85.0	87.1	84.9	87.2	86.3	
1952		1	-	77	87. 1	84.9	77.4	87.1	85.2	87.2	85.0	87, 1	85.0	87. 2	85,8	
1953	81	82	79	82	87.1	85.7	79.4	87.1	86.3	87.2	85.8	87.1	85.7	87.2	85.9	
1954	-	1 -) - 1	85	87.1	86.4	81.0	87.1	87. Z	87.2	86.6	87.1	86.4	87.2	86.0	
1955	87	87	86	87	93.7	93.2	88.2	93.8	94.1	93.8	93.5	93.7	93.7	93.8	92, 4	
1956	-		1	91	93.7	93.1	89.2	93.8	93.2	93.8	93.4	93.7	93.8	93.8	92.5	
1957	96	98	95	96	93.7	93.2	91.1	93.8	93, 2	93.8	93.4	93.7	93.8	93.8	92.9	
958			'-	101	103.2	103.5	103.5	103.1	103.3	103.1	103.2	103.1	103.3	103.1	103.8	
959	104	103	106	104	103.2	103.2	105.4	103.1	103.5	103.1	103.4	103.1	102.9	103.1	103.4	
1960	-01	1 772		108	111.1	111.1	115.4	110.9	111.1	110.9	111.4	110.9	111.3	110.9	110.9	
1961	113	113	114	113	111.1	111.1	116.8	110.9	110.8	110.9	111.4		111,2	110.9	110.6	
1962	-	**3	***	118	111.1	111.0			109.6		111.1	110.9		110.9	110.2	
1963	121	1,10	122	123			118.1	110.9							120.4	
		119	3 I		117.3	117.8				112.9	116.9		116.2	117.6		
1964	-	-	1 - 1	128	5127.2	5127.7	5142.7	116.6	117.9	123.0	7127.1	125.3	125.1	2132.9	136.3	
1965		1	1			l	1	i .	!		l			- [

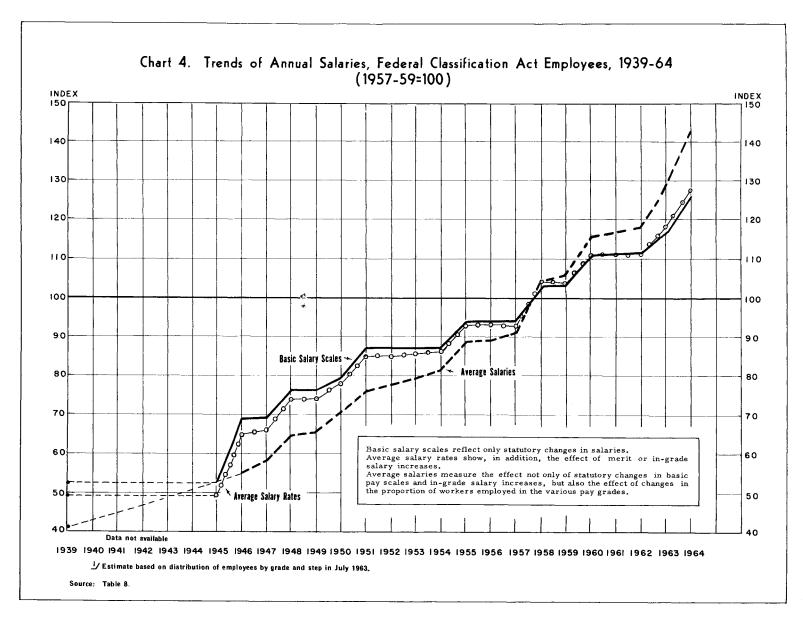
¹ For teachers, period covered is school year ending 1925, 1926, etc.; for firefighters and patrolmen, the period covered by the data for 1924-38 varies from year to year; subsequent years for firefighters refer to January; for police patrolmen to either January, or to December of the year preceding that for which the data are shown. The period for Federal classified employees is approximately midyear.

2 Cities of 100,000 population and over in 1963; 50,000 and over before 1963.

3 Cities of 100,000 population and over.

4 Basic salary scales reflect only statutory changes in salaries; average salary rates measure the effect of statutory changes and merit or ingrade salary increases; average salaries measure the effect of statutory changes, in-grade increases, and changes in the proportion of employees in the various grades.

3 1964 indexes computed using July 1963 employment data.



to wage-board jurisdictions; their pay since that time has been determined by various wage-boards. Adjustment of the general schedule indexes for 1955 to include the remaining 35,000 former CPC (Craft, Protective and Custodial) workers affected the general schedule indexes only slightly.

Until 1963, the effect of changes in occupational or grade structure on the average salary rate indexes was minimized by a linking procedure. Averages for each grade were computed for each period by weighting each pay step within the grade by the number of people employed at that step in the grade. Next, an average for all grades combined was computed for each year; the individual grade averages for each pair of successive years were multiplied by the number of people in the grade in the later year. Finally, the percentage relationship between the overall averages for each pair of years was computed and linked to the index for the preceding period. This procedure shows the effect of in-grade raises and any changes in basic pay structure that may have occurred, but minimizes the effect of shifts among grades.

In computing the average salary indexes, which reflect the effect of employment shifts among grades, each salary rate (including all in-grade steps) was multiplied by the number of people at that rate in each period to produce an overall average for the period. This average was then divided by the overall average for the base period to arrive at an index. Federal Classification Act employees stationed in Alaska and Hawaii were included for the first time in the 1960 indexes. Since the distribution of employment at the various grades was changed little by the addition of a total of 15,676 workers in Alaska and Hawaii, the 1960 index of average salary rates was increased only 0.1 percent by their inclusion.

Shifts in the distribution of employment by grade since 1939 necessitated some modification of procedures used in compiling the index of basic salary scales. The indexes for July 1963 and July 1964 were based on minimum rates in each grade, weighted by the number of employees in the grade in the later of the two periods compared. The original method of computation will be used in future index construction. Beginning with the 1963 index, moreover, it was decided to use constant employment weights by grade and step for the indexes. The weights will represent the distribution of employment as of July 1963.

<u>Urban Public School Teachers</u>. The basic unit used in constructing the indexes for school teachers, shown in table 8, is the average annual salary for a specific teacher in an urban school system. High school, junior high, elementary, kindergarten and, prior to 1959, teachers of atypical elementary school class are represented in the indexes. Nonclassroom officials, such as principals, administrators, and supervisors are excluded.

The indexes are representative of all cities of 50,000 population prior to 1963 and of all cities of 100,000 beginning in that year; but the indexes are not based on data for all these cities. Statistics were not available for some cities in the 100,000-250,000 group. In addition, the number of communities of 50,000-250,000 made it necessary to use information for only some of these cities in

⁹ Longevity steps are treated in the same manner as regular pay steps in the computation of average salary rate indexes.

¹⁰ Additional information is provided in Salary Trends: Federal Classified Employees, 1939-60 (BLS Report 200, 1961), and Supplement to BLS Report 200, Salary Trends: Federal Classified Employees, July 1960-July 1961.

order to reduce the workload. When data for a given city-size group were combined with other size groups, they were weighted to represent the missing cities; thus, each population group had its appropriate influence on the totals.

Because of changes in population, the cities classified in each size group change from decade to decade. It was decided to eliminate representation of cities in the 50,000-100,000 group because the 1960 Census of Population substantially changed the cities classified in this size group.

The method of index construction was designed to minimize the effect on the indexes of changes in population and in the number of different types of teachers from one period to another. It consists of computing average salaries for a group of cities, for each pair of successive years, by first multiplying the individual city average in the first year by the number of teachers in the city in the second of the 2 years, adding the resulting products for each city, and dividing the sum by the total number of teachers in the second year. This procedure is followed for the same cities in the second year, using average salaries and employment in the latter year. Ratios of the second year composite average salaries to the first year are then computed and converted to index numbers by multiplication with the index number of the preceding year.

Policemen and Firemen. Municipal employees performing functions other than educational, constitute a substantial proportion of all full-time government employees. In cities with a population of 100,000 or more, the workers engaged in police and firefighting functions comprise about 22 percent of total municipal employment.

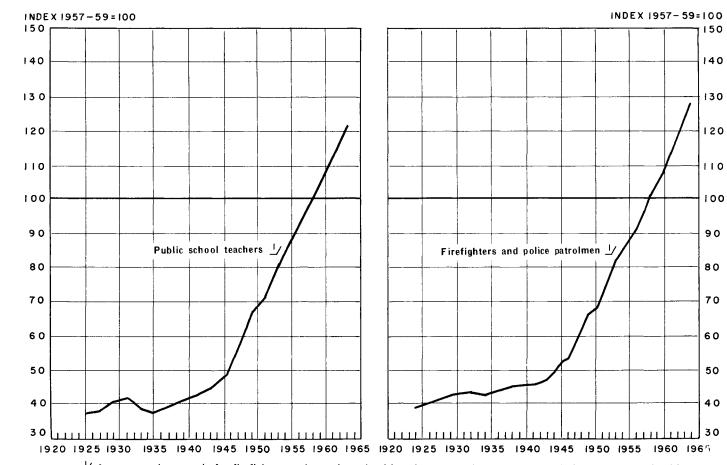
The indexes for these employees, presented in table 8, are based on maximum annual salary scales (excluding longevity increases) in cities of 100,000 or more, for the post-1938 period, and on the average of salaries actually paid prior to that period. The form in which the data are available dictated the type of measure utilized. However, these two measures (average and maximum scales) are probably closely related because of the relatively brief time required to qualify for the maximum rate in many metropolitan communities. It is possible that in some periods, notably during World War II, changes in averages of rates may have differed significantly from changes in maximum salary scales because of changes in both the rate of turnover and the rate of advancement to the maximum salary rate.

A comparison of changes in maximum rates of policemen and firemen with changes in average rates for those periods for which both types of information were available indicates that movements of the two types of measures generally were closely parallel. Any effect on the indexes of the shift from use of average salary rates to data on maximum pay scales has been eliminated by linking the series for 1924—38 and the subsequent series.

The pay period covered by the data for 1924 through 1938 varied from year to year. Subsequent data for policemen refer to the first of the year or, in some cases, to the last of the year preceding that for which information is shown; those for firemen refer to January 1 of each year.

¹¹ This procedure is explained in Salary Trends: City Public School Teachers, 1925-59 (BLS Report 194, 1961), p. 24.

Chart 5. Trends of Average Annual Salaries of Public School Teachers, 1925-63, and Maximum Salary Scales of Urban Firefighters and Police Patrolmen, 1924-64



Average maximum scale for firefighters and patrolmen in cities of 100,000 and over; average salaries for teachers in cities of 50,000 and over before 1963, 100,000 and over in 1963.

Source: Table 8.

The indexes of policemen's salaries are based on maximum salary scales (excluding longevity rates) for policemen engaged in general police duties in the prevention of crime or in law enforcement, patrolmen assigned to specific areas, those engaged in traffic control and those making criminal investigations. Chauffeurs, policewomen, and detectives were excluded. The salary data pertaining to firemen were limited to firefighters, and excluded drivers and engineers.

All information refers to annual salary rates, rather than to actual earnings which may be influenced by absences, promotions, and other factors. No attempt has been made to adjust the indexes to reflect the effect on hourly earnings of the reduction in hours that has occurred since 1924.

Two methods of index construction have been used over the time span of the series. The present method involves a computation of average maximum salary scales for all cities combined in each of 2 successive years, using the number of policemen and firemen employed in the latter year to weight individual city averages. Only those cities reporting in both years are included in the computation. The percentage change between these averages is derived and applied to the preceding year's index figure to obtain the latest figure.

Prior to the computation of the index for 1951, constant (1949) weights were used in combining cities in order to eliminate the effect of changes in relative importance in terms of employment from year to year. From the 1950-51 indexes to the present, the use of the linking method has minimized the effect of this employment shift and has facilitated index construction despite changes in the cities included over the period of the series. 12

¹² For additional explanation and analyses of the indexes presented here, see Salary Trends: Firemen and Policemen, 1924-61 (BLS Report 233, 1962).

General Wage Changes

Table 9 summarizes information on general wage changes negotiated for production and related workers by unions with individual employers, groups of employers, or associations. It includes information on agreements that apply to individual establishments with 1,000 workers or more, as well as those covering several plants or firms that together employ more than 1,000 workers under collective bargaining but that individually may be smaller.

The information in this table is based largely on newspaper reports, and other secondary sources, or union agreements on file with the Bureau of Labor Statistics.

General wage changes are defined as adjustments—increases or decreases—that affect 10 percent or more of the production and related workers covered by a collective bargaining agreement at any one time. Cost-of-living increases are included, but merit and automatic length-of-service increases are excluded. Adjustments include situations where wages were not changed or were increased or decreased; increases include only those situations where wage rates were increased.

The general wage changes shown represent the average for all workers covered by a collective bargaining agreement. To obtain the "cents" and "percent" adjustments and increases, general wage changes were converted from cents an hour into percentages, or from percentages into cents, by using estimated average hourly earnings excluding premium pay for overtime.

Table 9. Average (Median) General Wage Changes in Major Collective Bargaining Situations

(Wage changes negotiated in each year, 1954-64)

		All indu	ıstries			Manufac	turing		Selected nonmanufacturing industries				
Year	Median adjustment		Median increase		Median adjustment		Median increase		Median adjustment		Median increase		
	Cents	Percent	Cents	Percent	Cents	Percent	Cents	Percent	Cents	Percent	Cents	Percen	
954	5,6		5.7	_	5, 6	-	5.7	1 -	5.6		3,6	Τ.	
955	10.1	1 - 1	10.3	-	9.4		9.5	l -	13.3	-	13.9	l -	
956	10.7	1 - 1	10.7	l -	10.7	l -	10.7	-	10.5	i -	10.6	-	
957	10.1	1 - 1	10.4		9.9	-	10.4	-	10.4	l -	10.4	-	
958	8.6	1 - 1	8.8	-	7.1	1 -	7.2	-	9.7		9.8	-	
959	8.8	3.9	8.8	3.9	7.3	3.5	7.4	3.7	8.8	4.0	8, 9	4.0	
960	8.5	3.2	8.7	3.2	8.7	3.2	8.9	3.2	7.4	3.3	7.5	3.3	
961	6.9	2.8	7,0	2.9	6.0	2.4	6.5	2,5	9.0	3,6	10.0	3.6	
962	7.0	2.9	8.0	3.6	5.0	2.4	6.8	2.9	10.2	4.0	10. Z	4.1	
963	7.4	3.0	8,5	3, 4	6.8	2.5	8.0	3,0	8.5	3.4	9.5	3,5	
964 1	9.0	3.2	9.0	3.3	6.0	2.0	6.0	2, 2	10.0	3.6	10.0	3.6	
965													

¹ Preliminary.

NOTE: Adjustments include situations where wages were not changed or were increased or decreased; increases include only those situations where wages were increased. Dashes indicate no data.

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