

WAGE INDEXES

Long-Term Trend Data For Selected Occupations and Metropolitan Areas, 1907-66

Bulletin No. 1505



UNITED STATES DEPARTMENT OF LABOR
W. Willard Wirtz, Secretary

BUREAU OF LABOR STATISTICS
Arthur M. Ross, Commissioner

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Preface

This bulletin is an assembly of various wage and salary indexes, with supporting charts, compiled by the Bureau of Labor Statistics. Some of these indexes were derived from data collected by the Bureau; others were developed from secondary source material. 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 the time series prepared and published by the Bureau. For example, the tables do not provide information on hourly and weekly earnings for the many manufacturing and nonmanufacturing industries and industry groups for which data are compiled monthly by the Division of Industry Employment Statistics. These data are published monthly in "Employment and Earnings" and by month in Employment and Earnings Statistics for the United States, 1909-65 (BLS Bulletin 1312-3, 1966).

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

To supplement the indexes, the bulletin includes information on general wage changes in major collective bargaining situations.

Indexes of union wage scales and related statistical analyses are prepared in the Division of National Wage and Salary Income. Data on 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 of government employees (including Federal classified employees, public school teachers, policemen, and firemen) and the series on wage changes in major collective bargaining situations. Data used in preparing the indexes of factory workers' earnings are compiled by the Division of Industry Employment Statistics.

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

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Wage Indexes—

Long-Term Trend Data for Selected Occupations and Metropolitan Areas, 1907–66

Scope and Method of Index Construction

Union Wage Scales

The wage scale indexes in table 1 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, 1965, the indexes were based on union scales in effect for approximately 860,000 journeymen, helpers, and laborers in 33 building construction classifications, 63,000 local-transit operating employees, 105,000 workers in 20 newspaper and job printing crafts, and 340,000 local motortruck drivers and helpers.¹ 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.

The estimated index numbers shown in table 2 are constructed in the same manner as those for the building trades in table 1, but differ from them in two important respects: (1) data are collected and index numbers are computed quarterly, and (2) the index is computed from movements in base rates negotiated by union locals representing seven major trades. Only union membership data reported at the base rate in July of each year are used as weights to estimate the quarterly index. The seven classifications for which base rates are collected are: Bricklayers, carpenters, electricians, painters, plasterers, plumbers, and building laborers.

¹ 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, 1964, and Trend 1929–64 (Bulletin 1431); Union Wages and Hours: Building Trades, July 1, 1964, and Trend 1907–64 (Bulletin 1432); Union Wages and Hours: Motortruck Drivers and Helpers, July 1, 1964, and Trend 1936–64 (Bulletin 1433); and Union Wages and Hours: Printing Industry, July 1, 1964, and Trend 1907–64 (Bulletin 1434).

Table 1. Union Wage Scales

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

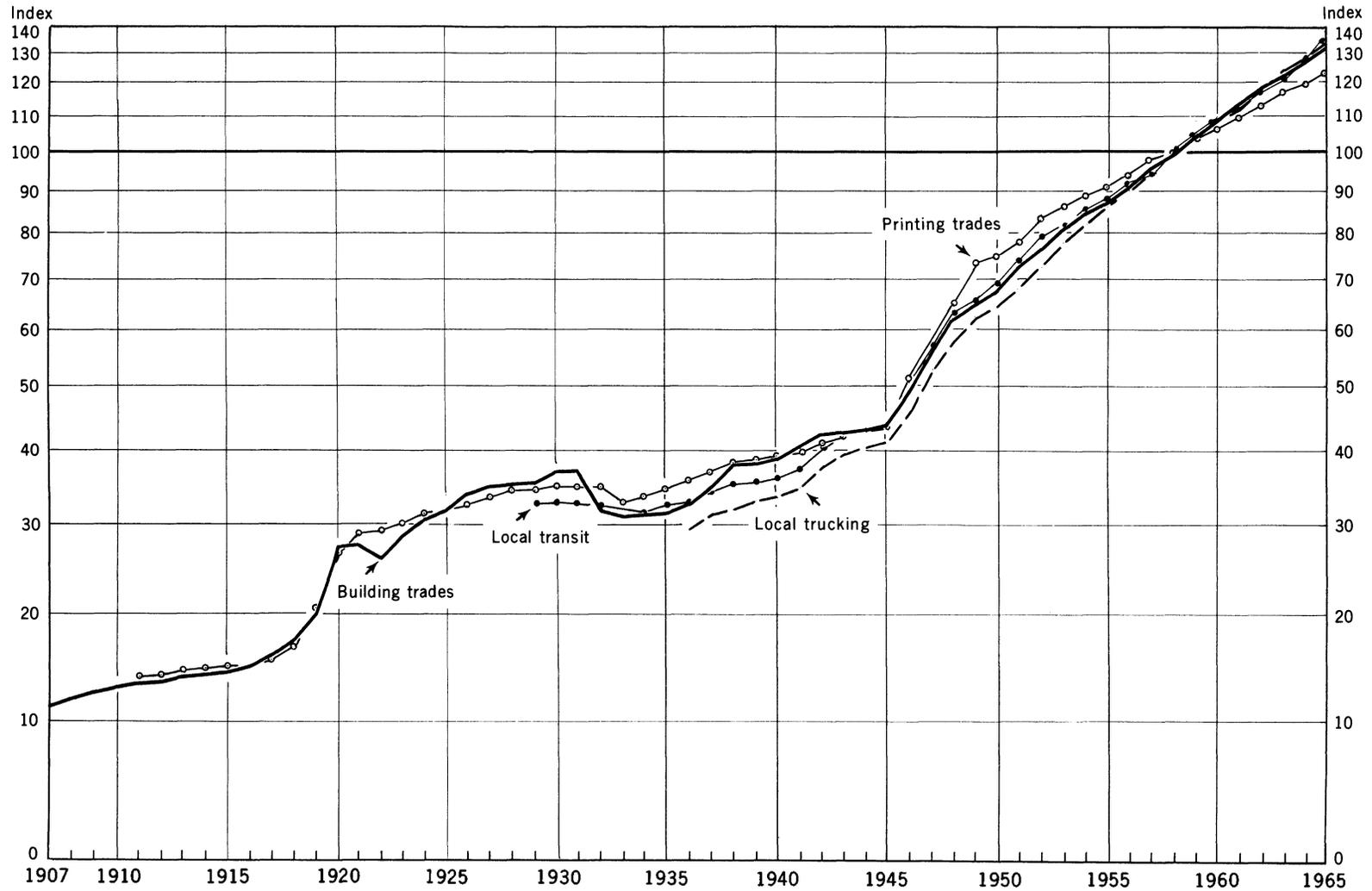
(1957-59 = 100)

Period	Building trades				Printing trades							Local transit	Local trucking				
	All trades	Jour- ney- men	Labor- ers	All print- ing	Book and job				Newspapers			Oper- ating em- ployees	Drivers and helpers	Drivers	Helpers		
					All trades	Compos- itors, hand	Press assist- ants and feeders	Bindery women	All trades	Compos- itors, hand	Mailers						
May 15:																	
1907	11.2	11.8	8.3	-	10.4	12.6	8.9	-	13.8	14.4	-	-	-	-	-	-	-
1908	11.9	12.6	8.7	-	11.5	12.6	9.9	-	14.5	15.2	-	-	-	-	-	-	-
1909	12.5	13.2	8.9	-	12.3	12.6	10.0	-	15.1	16.0	-	-	-	-	-	-	-
1910	13.0	13.8	9.2	-	13.0	13.2	10.2	-	15.6	16.7	-	-	-	-	-	-	-
1911	13.2	14.0	9.3	13.9	13.3	13.5	10.6	-	15.9	17.0	-	-	-	-	-	-	-
1912	13.5	14.3	9.3	14.1	13.5	13.8	10.8	-	16.2	17.4	-	-	-	-	-	-	-
1913	13.8	14.6	9.6	14.4	13.8	14.0	11.0	-	16.5	17.7	-	-	-	-	-	-	-
1914	14.1	15.0	9.7	14.6	14.1	14.4	11.4	-	16.7	17.9	-	-	-	-	-	-	-
1915	14.3	15.1	9.8	14.8	14.2	14.4	11.4	11.0	16.8	18.0	-	-	-	-	-	-	-
1916	14.7	15.6	10.1	14.9	14.4	14.7	11.6	11.2	16.8	18.0	-	-	-	-	-	-	-
1917	15.6	16.5	11.2	15.4	14.8	15.0	12.2	12.0	17.3	18.5	-	-	-	-	-	-	-
1918	17.3	18.2	12.9	16.7	16.5	16.6	14.3	13.3	18.1	19.3	-	-	-	-	-	-	-
1919	19.9	20.8	14.9	20.5	20.3	20.3	18.4	17.3	21.9	23.2	-	-	-	-	-	-	-
1920	26.8	27.8	21.7	26.3	26.5	26.7	25.2	23.9	26.7	28.2	-	-	-	-	-	-	-
1921	27.3	28.4	21.9	28.8	29.1	30.6	27.3	27.8	29.1	30.7	-	-	-	-	-	-	-
1922	25.6	26.7	19.9	29.1	29.3	31.1	26.4	26.9	29.4	31.5	-	-	-	-	-	-	-
1923	28.3	29.5	21.1	29.9	30.5	31.9	29.6	28.2	29.7	31.8	-	-	-	-	-	-	-
1924	30.5	31.8	22.8	31.4	31.7	33.3	29.3	28.6	31.5	33.4	-	-	-	-	-	-	-
1925	31.7	33.0	23.6	31.9	32.0	33.1	31.0	28.9	32.1	33.6	-	-	-	-	-	-	-
1926	33.8	35.2	25.7	32.6	32.7	33.8	31.3	28.4	32.8	34.4	-	-	-	-	-	-	-
1927	35.0	36.4	26.2	33.6	33.6	34.4	31.7	29.0	33.7	35.6	-	-	-	-	-	-	-
1928	35.2	35.7	26.5	34.2	34.0	34.9	31.9	29.2	34.5	36.3	-	-	-	-	-	-	-
1929	35.6	37.1	26.9	34.7	34.5	35.1	32.2	29.4	35.2	36.9	-	32.7	-	-	-	-	-
1930	37.1	38.7	28.3	35.2	35.1	35.9	32.6	29.6	35.5	37.3	-	33.0	-	-	-	-	-
1931	37.2	38.8	28.1	35.4	35.3	36.0	32.8	29.7	35.6	37.3	-	33.0	-	-	-	-	-
1932	31.8	33.2	24.0	35.2	34.9	35.9	31.4	29.0	35.5	36.9	-	32.4	-	-	-	-	-
1933	30.9	32.3	22.9	33.1	33.0	33.8	29.3	27.8	33.3	34.4	-	-	-	-	-	-	-
1934	31.2	32.5	23.6	33.8	33.9	34.1	30.4	29.3	33.7	35.0	-	31.5	-	-	-	-	-
1935	31.5	32.9	23.7	35.0	34.7	34.7	31.0	29.5	35.7	37.3	-	32.6	-	-	-	-	-
1936	32.6	34.0	25.1	35.9	35.6	35.8	32.1	30.1	36.2	37.9	-	32.9	29.4	-	-	-	-
1937	34.9	36.3	27.3	37.0	36.8	37.1	33.7	30.6	37.6	39.5	31.7	34.5	31.3	31.8	31.8	28.5	-
June 1:																	
1938	38.0	39.5	30.1	38.2	38.1	38.3	35.5	32.1	38.6	40.3	32.5	35.5	32.4	32.9	32.9	29.5	-
1939	38.3	39.7	30.3	38.6	38.3	38.5	35.7	32.5	39.1	40.6	32.8	35.7	33.1	33.6	33.6	30.2	-
1940	38.9	40.3	30.9	39.1	38.7	39.2	35.9	32.7	39.9	41.5	33.8	36.1	33.8	34.3	34.3	30.9	-
1941	40.3	41.7	32.4	39.6	39.1	39.8	36.3	33.4	40.4	42.0	35.1	37.5	35.2	35.6	35.6	32.4	-
July 1:																	
1942	42.8	44.1	35.6	41.3	40.8	41.2	38.5	35.4	42.2	43.8	37.8	40.2	37.7	38.0	38.0	35.2	-
1943	43.1	44.3	36.0	42.5	41.9	42.4	39.7	36.5	44.0	45.6	39.4	42.8	39.7	40.1	40.1	37.2	-
1944	43.5	44.6	36.4	43.6	43.0	43.8	40.6	38.3	45.0	46.5	39.9	43.1	40.6	41.0	41.0	38.3	-
1945	44.4	45.4	38.1	44.2	43.6	44.3	41.1	39.1	45.6	47.1	40.6	43.6	41.5	41.9	41.9	39.2	-
1946	49.5	50.3	44.3	51.7	51.2	51.7	49.7	47.5	52.9	53.9	49.4	51.1	46.2	46.6	46.6	44.0	-
1947	56.6	57.4	51.8	-	-	-	-	-	-	-	-	157.7	53.3	53.8	53.8	50.4	-
1948	62.6	63.3	58.4	² 65.7	² 65.1	² 66.4	² 65.0	² 62.3	² 67.0	² 69.2	² 62.9	163.5	58.0	58.5	58.5	55.9	-
1949	65.2	66.0	60.6	73.6	73.0	74.6	72.1	68.4	75.1	76.2	71.7	166.1	62.7	63.3	63.3	60.2	-
1950	68.0	68.8	63.9	75.1	74.7	75.8	73.9	70.7	76.3	77.2	72.9	169.2	64.9	65.4	65.4	62.8	-
1951	72.4	73.1	68.2	78.3	77.4	78.4	77.1	73.7	80.1	80.7	76.9	173.8	68.6	69.0	69.0	66.4	-
1952	76.9	77.5	72.7	82.7	82.4	83.2	81.4	78.6	83.6	84.2	81.6	179.3	72.4	72.6	72.6	70.9	-
1953	80.9	81.3	77.7	86.0	85.6	86.5	84.9	82.2	86.9	87.3	85.1	181.1	78.1	78.3	78.3	76.5	-
1954	83.8	84.3	81.0	88.5	88.1	88.7	87.5	85.6	89.5	89.7	88.0	185.1	81.4	81.5	81.5	80.5	-
1955	86.8	87.1	84.5	91.0	90.7	91.4	90.5	88.6	91.6	91.6	90.4	187.6	86.0	86.1	86.1	85.1	-
1956	90.8	91.0	89.6	93.4	93.2	93.7	93.1	91.2	93.9	94.0	93.0	191.1	90.2	90.3	90.3	89.8	-
1957	95.5	95.6	94.8	96.7	96.6	97.1	96.5	96.2	96.9	97.0	96.2	194.9	95.1	95.1	95.1	95.0	-
1958	99.8	99.9	99.4	100.0	99.9	100.0	100.1	99.5	100.1	100.0	100.0	100.6	100.1	100.1	100.1	100.2	-
1959	104.7	104.5	105.7	103.3	103.5	102.8	103.4	104.2	103.1	102.9	103.8	104.4	104.8	104.9	104.9	104.7	-
1960	109.0	108.6	110.6	106.3	106.9	106.4	106.6	108.6	105.4	105.1	106.5	108.4	109.3	109.3	109.3	109.3	-
1961	113.3	112.8	115.9	109.7	110.6	109.9	110.5	113.1	108.4	107.7	110.1	112.5	113.4	113.4	113.4	113.4	-
1962	117.5	117.1	120.1	112.9	114.0	113.3	113.7	117.1	111.3	110.8	113.4	117.1	117.8	117.8	117.8	117.9	-
1963	121.7	121.3	124.4	116.2	117.4	116.7	117.3	121.3	114.4	113.9	116.8	121.5	123.1	123.1	123.6	123.6	-
1964	126.2	125.7	129.7	119.3	120.7	119.7	121.3	125.3	117.1	117.0	118.1	126.4	127.7	127.7	128.2	128.2	-
1965	131.4	130.7	135.8	122.7	124.4	123.8	124.6	129.7	120.1	119.9	122.0	131.7	132.2	132.2	132.2	133.1	-

¹ Oct. 1.² Jan. 2.

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

Chart 1. Trends of Union Wage Scales, 1907-65
(1957-59=100)



Source: Table 1.

Table 2. Union Wage Scales in the Building Trades

(Indexes for selected trades in the construction industry by quarter, 1950-66)

		(1957-59 = 100)	
Year and month	All trades	Year and month	All trades
1950: January	66.0	1959: January	101.1
April	66.2	April	101.4
July	68.0	July	104.7
October	69.2	October	105.0
1951: January	70.4	1960: January	105.6
April	71.0	April	105.8
July	72.4	July	109.0
October	72.9	October	109.5
1952: January	73.6	1961: January	110.2
April	74.0	April	110.6
July	76.9	July	113.3
October	77.9	October	113.7
1953: January	78.3	1962: January	114.2
April	78.5	April	114.5
July	80.9	July	117.5
October	81.4	October	118.0
1954: January	81.9	1963: January	118.5
April	82.1	April	118.9
July	83.8	July	121.7
October	84.5	October	122.0
1955: January	84.7	1964: January	122.5
April	84.8	April	122.7
July	86.8	July	126.2
October	87.3	October	126.5
1956: January	87.8	1965: January	127.2
April	88.5	April	127.7
July	90.8	July	131.4
October	91.2	October	131.8
1957: January	92.1	1966: January	132.2
April	92.5	April	132.7
July	95.5	July	136.4
October	95.7	October	
1958: January	96.4		
April	96.9		
July	99.8		
October	100.1		

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 employees² or more in 21 major areas of machinery production (table 3). In 1965, these areas accounted for nearly two-fifths of the 1.7 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 Standard Industrial Classification Manual. 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 3. Hourly Earnings: Machinery Manufacturing

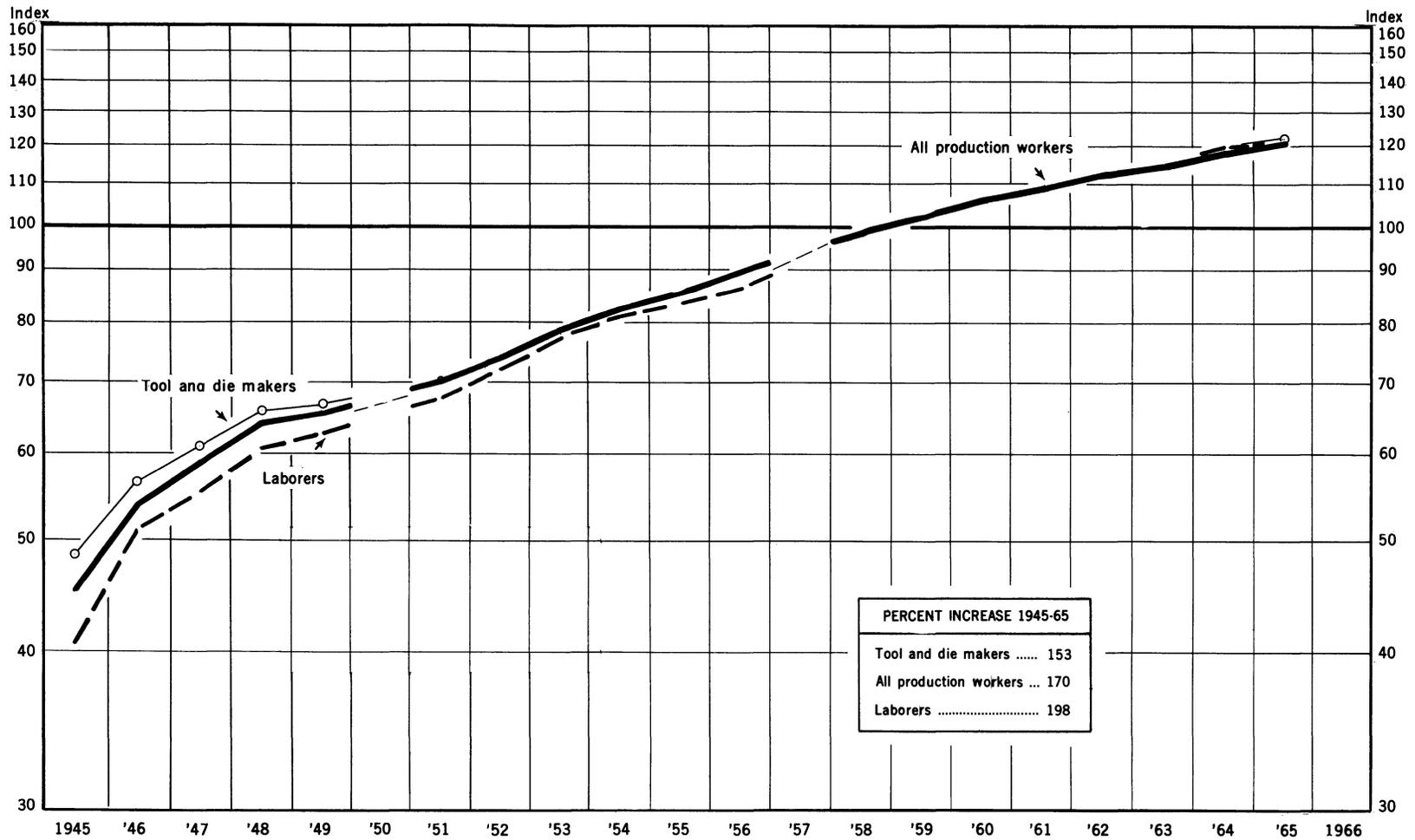
(Indexes of average straight-time hourly earnings of men in selected production occupations, selected metropolitan areas, 1945-65¹)(1958-59 = 100)²

Period	Selected occupations		Production workers in—											
	Laborers, material handling	Tool and die makers (other than jobbing)	All areas combined ³	Balti-more	Boston	Buffalo	Chicago	Cleve-land	Dallas	Denver	Detroit	Hart-ford	Houston	
1945: January	40.7	48.4	45.0	43.9	45.4	47.0	44.3	48.0	51.4	-	48.6	44.5	47.1	
1946: October	51.0	56.6	53.8	52.2	53.4	57.5	53.7	55.7	58.2	-	55.3	52.8	52.9	
1947: November	55.1	61.0	59.0	57.5	59.4	57.4	59.5	63.6	62.6	-	60.3	58.2	58.8	
1948: November	60.8	65.3	64.1	62.6	66.6	64.7	65.5	66.5	67.0	-	63.0	64.8	65.8	
1949: November	62.5	66.5	65.1	62.2	69.6	63.4	65.3	67.1	69.5	-	64.4	63.7	66.2	
1951: January	67.4	70.0	70.0	66.2	72.6	68.1	71.6	72.3	74.4	-	69.2	68.9	70.4	
1952: January	72.0	73.5	73.8	67.9	75.2	72.5	74.4	76.0	76.8	-	73.5	72.3	73.7	
1953: January	77.1	77.9	78.7	73.6	79.7	78.9	79.9	79.6	81.1	-	77.7	78.6	78.1	
1954: January	80.7	82.7	82.6	76.8	83.7	-	83.6	83.6	85.9	(⁴)	81.9	82.2	81.6	
1955: January	83.7	85.1	85.2	82.9	86.4	83.5	86.6	85.7	87.4	80.7	84.2	84.6	84.7	
1956: January	86.7	89.2	89.3	87.8	89.1	88.5	90.0	90.4	89.8	84.7	88.7	88.5	89.2	
1958: January	97.7	98.0	98.4	97.0	97.7	98.6	98.2	98.9	98.3	98.9	98.9	98.4	99.6	
1959: January	102.3	102.0	101.6	103.0	102.2	101.3	101.8	101.1	101.7	101.1	101.1	101.5	100.4	
1960: January	105.7	105.9	105.8	105.8	107.4	104.8	106.2	108.0	104.8	104.8	105.3	106.3	107.9	
1961: March-May	109.9	109.7	109.0	110.4	112.1	109.0	107.8	110.3	108.0	108.2	108.2	111.3	107.6	
1962: March-June	112.5	112.7	112.1	112.5	115.4	111.1	111.1	114.5	110.9	109.4	110.4	114.0	109.9	
1963: March-May	115.8	115.4	115.1	118.0	118.7	114.9	114.6	117.6	113.8	112.2	113.0	117.7	112.0	
1964: March-May	119.6	119.2	118.2	121.5	120.4	118.6	118.8	120.5	118.4	115.1	115.4	122.3	113.5	
1965: April-June	122.0	122.4	121.1	124.7	122.9	122.3	121.4	123.6	121.9	118.4	118.4	125.1	116.0	
			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			48.7	41.4	45.3	46.7	47.6	44.7	40.1	-	40.7	46.4	-	
1946: October			56.3	52.9	53.8	55.8	56.1	54.2	49.5	-	48.0	53.0	-	
1947: November			60.5	57.7	58.7	61.5	59.7	57.9	53.2	-	56.9	57.6	-	
1948: November			64.3	62.6	64.1	66.0	66.5	63.8	60.1	-	61.2	61.9	-	
1949: November			65.1	62.5	66.9	70.7	68.1	66.4	59.7	-	62.3	62.3	-	
1951: January			69.9	67.6	70.3	75.5	71.4	70.1	67.6	-	65.6	64.4	-	
1952: January			73.2	73.4	74.6	76.7	76.3	73.8	68.5	-	69.9	70.5	-	
1953: January			79.0	78.7	80.3	81.4	81.0	80.8	73.2	-	74.3	72.8	-	
1954: January			81.8	81.8	84.4	85.3	83.4	85.0	78.7	(⁴)	81.7	77.8	(⁴)	
1955: January			85.0	84.3	87.1	88.6	85.9	87.7	80.3	85.6	84.9	80.0	84.8	
1956: January			89.1	88.4	90.6	91.4	90.1	91.1	87.1	88.5	89.6	80.9	90.4	
1958: January			98.7	98.4	98.7	99.3	97.9	97.6	97.3	98.4	98.3	95.9	98.3	
1959: January			101.2	101.6	101.3	100.7	102.1	102.4	102.7	101.6	101.7	104.1	101.6	
1960: January			105.2	105.5	105.2	103.6	103.6	106.6	105.5	110.8	105.5	106.7	103.5	
1961: March-May			110.4	109.2	111.4	107.8	107.9	110.0	108.5	113.1	110.1	109.9	108.9	
1962: March-June			111.8	112.5	113.6	111.8	111.1	112.7	110.3	117.0	115.7	112.6	111.8	
1963: March-May			115.2	115.3	116.4	115.1	114.1	114.1	111.0	120.4	119.7	116.3	115.9	
1964: March-May			116.5	118.2	121.2	118.6	119.4	116.8	112.3	124.1	122.2	119.6	118.3	
1965: April-June			120.9	119.7	124.1	120.4	121.4	119.8	114.2	129.1	126.0	126.0	122.1	

¹ Data for the periods shown as January 1951-60 cover various months, generally winter, of the year.² Machinery survey was not conducted in 1957; base period limited to 2 years.³ The all-area average for the years 1945 through 1953 was made up of the areas shown and Providence, Syracuse, Atlanta, Chattanooga, Tulsa, Cincinnati, Indianapolis, and Seattle-Tacoma.⁴ 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.

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

Chart 2. Trends of Occupational Wage Rates, Machinery Manufacturing, Selected Periods, 1945-65
(1958-59=100)



Source: Table 3.

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 Industry Wage Survey: Machinery Manufacturing, March-May 1964 (BLS Bulletin 1429, 1965).

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 8.4 million workers were included in the 1964-65 survey from an estimated universe of more than 66,000 establishments employing about 18.1 million within the scope of the studies in all metropolitan areas.

Tables 4 through 7 present indexes of earnings for selected occupations, in 23 major metropolitan areas, for workers in manufacturing and all industries. The indexes in table 4 represent hourly earnings for men in unskilled plant occupations; table 5 presents indexes of hourly earnings of skilled plant maintenance men; tables 6 and 7, respectively, present weekly earnings of men and women office workers, and weekly earnings of men and women nurses.⁴ 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 1 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.⁵ 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 8 presents national and regional indexes of the occupations represented in the preceding 4 tables, spanning the years 1960 to 1965, 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, 1963-64 (BLS Bulletin 1385-82, 1965), pp. 71-72.

Table 4. 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, 1952-66)

Year ¹	(1961 = 100)											
	All industries											
	Atlanta	Balti- more	Boston	Buffalo	Chicago	Cincin- nati	Cleve- land	Dallas	Detroit	Houston	Kansas City	Los Angeles- Long Beach
1952	65.3	-	68.8	64.8	68.7	-	65.6	-	-	-	-	65.5
1953	69.9	63.4	71.7	70.0	72.1	-	68.4	72.8	-	-	69.8	70.7
1954	74.0	-	75.4	-	76.2	-	-	75.4	-	-	-	75.0
1955	75.4	73.0	77.2	75.3	78.9	-	76.3	77.9	-	-	-	77.6
1956	85.7	-	-	-	82.5	-	-	81.6	-	-	-	80.3
1957	89.9	-	82.1	82.7	85.8	-	85.3	84.8	-	-	86.7	84.6
1958	94.9	88.7	85.9	-	90.0	-	92.0	89.9	-	-	-	89.0
1959	95.8	91.0	92.0	92.7	94.2	-	-	95.0	-	-	-	93.6
1960	97.4	96.0	95.6	95.7	96.5	94.4	97.2	97.6	95.4	98.9	94.1	96.7
1961	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1962	106.4	104.2	102.8	102.3	102.5	104.8	102.3	102.7	101.8	107.3	104.5	103.2
1963	108.9	105.1	106.2	105.9	106.4	107.8	105.5	105.7	105.2	108.3	106.5	107.1
1964	110.5	109.6	109.2	108.4	109.2	111.1	108.5	110.3	109.1	114.3	108.6	110.9
1965	115.6	112.4	110.6	112.3	112.3	113.9	110.3	113.0	109.6	118.2	111.4	115.7
1966	116.7	115.1	110.9	114.1	116.5	120.2	113.3	116.3	114.5	119.8	116.0	118.9
1967												
Year ¹	All industries											
	Mil- waukee	Minne- apolis- St. Paul	Newark and Jersey City	New York	Pater- son- Clifton- Passaic	Phila- delphia	Pitts- burgh	St. Louis	San Fran- cisco- Oakland	Seattl- Everett	Washing- ton	
	1952	65.3	62.1	64.6	67.8	-	64.7	-	66.8	64.2	-	-
1953	71.8	67.1	69.1	71.0	-	69.4	-	69.8	68.6	-	-	
1954	75.1	71.4	74.0	74.9	-	72.5	-	75.7	72.8	-	-	
1955	-	74.9	77.0	76.8	-	75.7	-	77.9	75.0	-	-	
1956	79.7	78.6	81.7	80.6	-	80.2	-	81.4	77.6	-	-	
1957	-	83.6	-	85.0	-	83.9	-	-	81.9	-	-	
1958	90.7	87.9	88.7	88.9	-	88.9	-	89.0	86.3	-	-	
1959	94.2	92.2	93.2	92.6	-	93.4	-	91.8	91.5	-	-	
1960	96.5	95.7	96.0	96.7	94.0	97.7	97.0	95.5	95.4	95.8	96.1	
1961	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
1962	102.4	104.0	101.9	103.8	103.7	103.0	103.3	103.6	103.0	103.5	102.1	
1963	106.3	106.7	106.0	108.2	108.9	105.9	105.7	107.2	107.6	109.2	106.7	
1964	109.1	110.9	109.0	112.0	110.4	110.1	107.4	109.6	111.4	115.0	110.9	
1965	112.0	115.3	113.0	117.7	113.5	114.0	108.9	112.4	115.0	118.4	112.8	
1966	114.0	119.1	113.8	121.2	120.3	118.3	112.8	118.1	117.9	123.6	114.9	
1967												
Year ¹	Manufacturing											
	1952	64.9	65.2	61.3	66.4	-	64.4	-	66.5	64.6	-	-
	1953	71.7	69.9	66.3	69.0	-	70.4	-	69.7	69.1	-	-
1954	75.8	73.9	71.4	73.4	-	72.7	-	74.9	72.0	-	-	
1955	-	77.5	74.4	76.1	-	75.9	-	76.8	75.0	-	-	
1956	81.4	80.7	79.6	79.0	-	80.1	-	80.3	77.2	-	-	
1957	-	85.0	-	85.0	-	83.7	-	-	81.9	-	-	
1958	91.4	88.5	87.6	89.6	-	88.6	-	88.3	86.3	-	-	
1959	94.3	93.4	92.5	93.0	-	92.9	-	92.0	92.3	-	-	
1960	96.6	96.5	95.7	95.0	94.9	98.2	96.2	96.4	95.7	96.9	-	
1961	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	-	
1962	102.3	104.0	101.6	104.2	104.7	103.5	103.6	103.7	102.7	103.2	-	
1963	106.9	106.1	105.0	107.0	107.1	105.7	107.1	107.3	106.5	106.9	-	
1964	110.5	110.3	108.7	109.9	109.2	110.0	107.9	109.9	111.1	113.3	-	
1965	112.0	114.2	111.6	114.5	112.9	113.7	109.1	113.1	114.0	117.5	-	
1966	115.9	117.7	113.4	116.4	118.6	117.5	113.8	117.6	116.1	125.2	-	
1967											-	

¹ Year ending June 30.

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

Table 5. 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, 1952-66)

(1961 = 100)

Year ¹	All industries											
	Atlanta	Balti- more	Boston	Buffalo	Chicago	Cincin- nati	Cleve- land	Dallas	Detroit	Houston	Kansas City	Los Angeles- Long Beach
1952	65.7	-	67.7	65.5	65.9	-	65.3	-	-	-	-	66.2
1953	70.6	66.0	71.0	70.4	70.2	-	69.4	70.6	-	-	68.7	70.3
1954	74.3	-	74.8	-	74.6	-	-	74.8	-	-	-	74.1
1955	76.5	76.3	76.2	75.1	77.1	-	76.4	77.6	-	-	-	76.4
1956	80.5	-	-	-	81.1	-	-	81.2	-	-	-	80.7
1957	84.1	-	82.7	84.1	85.2	-	84.6	84.3	-	-	85.7	83.9
1958	89.2	88.7	87.0	-	89.6	-	90.6	87.7	-	-	-	88.3
1959	92.8	93.4	91.7	92.4	93.8	-	-	93.0	-	-	-	93.1
1960	96.5	96.7	95.5	95.8	96.5	95.1	96.9	97.1	95.8	97.2	97.6	96.1
1961	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1962	104.1	103.8	102.2	102.5	103.5	101.6	102.5	104.7	101.9	104.0	104.6	103.2
1963	107.3	105.7	105.8	104.5	105.7	105.6	106.0	106.7	104.8	106.1	107.5	105.9
1964	111.0	108.3	109.1	106.3	109.3	108.3	109.3	110.6	107.7	108.2	111.4	109.2
1965	116.2	112.3	111.7	109.5	112.6	111.1	110.5	115.7	109.4	110.3	113.9	112.8
1966	120.4	115.7	116.3	113.7	116.0	115.3	114.2	119.7	113.4	116.5	119.5	115.9
1967												
Year ¹	Manufacturing											
	Atlanta	Balti- more	Boston	Buffalo	Chicago	Cincin- nati	Cleve- land	Dallas	Detroit	Houston	Kansas City	Los Angeles- Long Beach
1952	67.5	-	67.2	65.8	66.4	-	65.5	-	-	-	-	65.7
1953	72.1	65.3	70.4	70.5	70.4	-	69.5	73.3	-	-	69.0	70.1
1954	75.6	-	74.3	-	74.5	-	-	78.5	-	-	-	74.2
1955	78.0	76.2	75.7	75.2	76.7	-	76.5	81.2	-	-	-	76.3
1956	81.9	-	-	-	81.2	-	-	84.0	-	-	-	80.8
1957	85.1	-	82.4	84.3	85.6	-	84.8	87.5	-	-	86.1	84.0
1958	90.8	89.1	86.9	-	90.2	-	90.5	91.3	-	-	-	88.6
1959	93.9	93.9	91.5	92.4	94.3	-	-	95.0	-	-	-	93.0
1960	96.8	96.9	95.4	95.9	96.8	95.2	97.0	99.0	95.7	98.4	97.7	96.0
1961	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1962	103.5	103.8	101.1	102.3	103.4	101.3	102.8	104.4	101.9	103.1	105.1	102.8
1963	106.9	105.0	104.6	104.3	105.4	105.3	106.3	106.4	104.9	104.5	107.7	105.9
1964	109.9	107.2	107.8	105.9	108.7	108.1	109.4	110.5	107.7	106.2	111.2	108.6
1965	114.9	111.7	110.2	109.0	111.9	110.5	110.4	115.7	109.5	108.1	113.4	111.7
1966	118.6	114.9	114.2	113.2	115.3	114.3	114.2	120.0	113.5	113.1	119.0	114.0
1967												
Year ¹	All industries											
	Mil- waukee	Minne- apolis- St. Paul	Newark and Jersey City	New York	Pater- son- Clifton- Passaic	Phila- delphia	Pitts- burgh	St. Louis	San Fran- cisco- Oakland	Seattle- Everett	Washing- ton	
1952	64.4	65.2	67.8	67.6	-	66.7	-	66.0	67.4	-	-	
1953	69.2	70.3	70.4	71.7	-	70.0	-	69.4	71.3	-	-	
1954	73.2	75.0	74.3	74.9	-	75.1	-	74.4	74.1	-	-	
1955	-	77.5	77.1	78.6	-	78.4	-	76.7	75.9	-	-	
1956	78.1	81.2	81.2	81.3	-	81.5	-	81.5	78.7	-	-	
1957	-	85.6	-	84.3	-	85.8	-	-	84.5	-	-	
1958	88.7	89.1	89.7	87.9	-	90.2	-	89.6	89.5	-	-	
1959	92.1	93.3	93.1	91.8	-	93.1	-	93.3	94.2	-	-	
1960	96.6	96.4	96.7	95.7	96.2	97.8	96.0	97.3	96.9	97.6	95.0	
1961	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
1962	102.6	103.5	102.6	104.3	104.1	103.5	102.9	103.7	103.2	102.7	103.5	
1963	106.6	107.7	105.7	108.8	106.4	106.4	103.6	106.4	106.6	105.2	108.8	
1964	109.5	111.6	109.6	112.2	110.4	109.8	103.8	109.9	110.4	110.1	111.6	
1965	112.2	114.8	112.5	116.1	114.1	113.0	105.1	112.9	111.9	114.3	115.4	
1966	116.0	118.7	116.0	120.8	119.2	116.9	111.7	115.7	117.4	118.4	123.2	
1967												
Year ¹	Manufacturing											
	Mil- waukee	Minne- apolis- St. Paul	Newark and Jersey City	New York	Pater- son- Clifton- Passaic	Phila- delphia	Pitts- burgh	St. Louis	San Fran- cisco- Oakland	Seattle- Everett	Washing- ton	
1952	64.3	65.4	67.5	67.2	-	67.3	-	66.5	65.5	-	-	
1953	68.7	71.6	70.3	71.0	-	70.7	-	69.8	69.3	-	-	
1954	73.0	76.4	74.2	74.6	-	75.8	-	74.7	72.1	-	-	
1955	-	77.4	76.9	77.8	-	78.7	-	76.8	73.7	-	-	
1956	78.0	81.6	81.3	80.3	-	81.8	-	81.6	76.7	-	-	
1957	-	85.7	-	84.7	-	86.2	-	-	83.3	-	-	
1958	88.5	89.6	89.7	88.1	-	90.6	-	89.7	88.6	-	-	
1959	92.2	93.2	92.9	92.2	-	93.5	-	93.4	93.2	-	-	
1960	96.6	96.3	96.6	95.7	96.4	98.2	96.3	97.6	95.2	97.2	-	
1961	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	-	
1962	102.1	103.8	102.3	104.8	104.0	103.4	103.0	103.6	102.9	102.1	-	
1963	106.0	107.2	105.2	107.7	106.7	106.5	103.5	105.8	105.9	104.4	-	
1964	108.6	111.0	109.4	110.7	110.1	110.0	103.3	109.1	110.2	109.3	-	
1965	111.3	114.5	112.1	114.5	114.0	113.1	104.1	112.0	111.5	113.7	-	
1966	115.0	117.7	114.8	118.7	118.6	117.0	110.8	115.2	116.7	118.3	-	
1967											-	

¹ Year ending June 30.

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

Table 6. 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, 1952-66)

Year ¹	(1961 = 100)											
	All industries											
	Atlanta	Balti- more	Boston	Buffalo	Chicago	Cincin- nati	Cleve- land	Dallas	Detroit	Houston	Kansas City	Los Angeles- Long Beach
1952	69.0	-	67.9	66.8	69.3	-	65.3	-	-	-	-	66.1
1953	72.8	69.2	70.8	73.0	73.2	-	70.3	72.0	-	-	70.2	70.8
1954	75.0	-	74.5	-	77.4	-	-	76.0	-	-	-	74.0
1955	76.6	78.2	76.6	76.8	80.1	-	77.6	79.8	-	-	-	76.7
1956	81.4	-	-	-	83.7	-	-	83.0	-	-	-	80.3
1957	84.2	-	82.8	84.1	88.2	-	85.8	87.0	-	-	86.7	85.3
1958	88.9	89.8	87.6	-	92.3	-	92.8	91.6	-	-	-	88.0
1959	92.4	92.9	92.2	93.8	95.1	-	-	94.7	-	-	-	92.2
1960	96.5	96.6	95.3	96.5	97.8	97.4	96.2	97.5	97.0	96.9	96.8	96.0
1961	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1962	103.1	103.1	103.9	102.2	103.2	103.6	102.6	103.3	102.5	102.3	104.0	103.3
1963	107.4	105.9	106.4	105.4	105.6	106.7	105.3	105.5	105.6	105.6	106.7	106.7
1964	110.5	109.7	109.5	107.7	108.2	109.2	107.9	108.5	108.7	107.2	108.2	109.5
1965	115.1	114.0	112.5	110.7	111.1	112.3	109.4	112.5	111.9	109.9	110.2	112.7
1966	120.1	117.9	117.9	114.6	114.3	114.9	112.8	115.6	115.1	114.3	114.9	116.5
1967												
	Manufacturing											
1952	68.0	-	68.8	65.4	68.6	-	64.7	-	-	-	-	65.3
1953	72.2	66.4	72.6	71.3	72.2	-	69.5	75.0	-	-	68.9	70.8
1954	75.0	-	75.8	-	76.7	-	-	77.5	-	-	-	74.5
1955	76.4	75.8	77.5	75.8	79.3	-	77.4	81.3	-	-	-	77.1
1956	79.8	-	-	-	82.6	-	-	84.5	-	-	-	80.5
1957	83.8	-	83.2	83.2	87.1	-	85.9	89.2	-	-	84.9	85.1
1958	89.5	87.7	88.3	-	91.9	-	93.6	93.3	-	-	-	88.8
1959	91.7	92.4	92.5	94.4	94.6	-	-	95.6	-	-	-	92.8
1960	97.1	96.0	96.1	96.5	97.0	97.1	97.1	98.5	96.3	96.9	97.1	96.7
1961	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1962	104.4	101.6	103.3	102.1	103.0	103.3	102.4	102.3	102.0	102.9	103.7	103.4
1963	107.6	104.7	106.5	105.1	105.6	106.1	104.8	103.6	105.5	108.5	106.3	107.2
1964	110.5	108.4	109.6	106.8	109.3	108.4	107.5	107.2	108.7	109.0	107.7	110.8
1965	115.0	110.0	113.7	110.1	112.1	110.7	108.0	110.7	111.2	111.3	109.2	113.7
1966	118.9	111.6	117.4	114.4	114.7	113.5	111.2	113.6	114.3	112.1	113.2	117.5
1967												
	All industries											
	Mil- waukee	Minne- apolis- St. Paul	Newark and Jersey City	New York	Pater- son- Clifton- Passaic	Phila- delphia	Pitts- burgh	St. Louis	San Fran- cisco- Oakland	Seattle- Everett	Washing- ton	
1952	68.3	67.9	67.0	68.6	-	66.7	-	67.9	68.7	-	-	
1953	72.7	72.5	71.7	72.4	-	69.7	-	72.2	72.3	-	-	
1954	76.0	77.1	75.8	75.5	-	74.7	-	76.3	75.5	-	-	
1955	-	79.7	78.8	78.1	-	77.3	-	79.5	77.8	-	-	
1956	80.0	82.8	81.8	82.7	-	79.9	-	82.8	81.5	-	-	
1957	-	88.0	-	87.0	-	85.1	-	-	85.5	-	-	
1958	90.9	90.7	89.7	90.1	-	89.9	-	89.5	89.2	-	-	
1959	93.5	93.7	92.7	92.8	-	93.5	-	93.0	93.4	-	-	
1960	97.0	96.7	97.3	96.5	97.6	96.6	95.8	97.1	96.0	97.5	96.2	
1961	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
1962	102.3	103.3	104.2	103.6	103.9	103.1	102.9	103.0	103.0	103.9	103.3	
1963	105.8	106.3	107.4	106.6	106.7	106.0	104.4	105.7	106.3	107.5	106.7	
1964	108.7	108.9	109.3	110.4	110.0	109.1	105.5	109.0	109.6	111.2	110.3	
1965	111.8	111.2	112.4	113.7	113.5	111.6	107.7	111.4	113.3	113.8	114.7	
1966	113.6	114.1	116.2	117.3	116.7	114.8	110.8	114.3	116.7	117.8	119.7	
1967												
	Manufacturing											
1952	65.8	67.9	67.2	67.1	-	66.7	-	65.0	67.7	-	-	
1953	70.3	74.1	71.4	70.9	-	70.2	-	69.9	72.4	-	-	
1954	74.2	78.4	75.7	74.5	-	74.9	-	75.1	75.7	-	-	
1955	-	81.2	78.4	78.1	-	78.4	-	77.0	77.5	-	-	
1956	79.2	83.9	81.4	82.2	-	80.5	-	80.5	81.7	-	-	
1957	-	88.4	-	87.0	-	84.6	-	-	85.5	-	-	
1958	89.5	91.0	90.2	89.6	-	89.8	-	88.6	89.0	-	-	
1959	92.8	93.8	94.3	92.7	-	93.6	-	92.3	93.6	-	-	
1960	96.1	97.0	97.2	96.6	98.0	96.5	94.7	96.7	96.0	96.3	-	
1961	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
1962	102.5	104.2	103.5	102.8	105.6	103.2	103.1	103.5	102.6	103.3	-	
1963	106.0	106.8	106.6	106.0	108.6	105.4	104.9	105.6	105.1	106.9	-	
1964	109.1	108.7	109.1	109.9	111.5	108.6	105.6	109.3	108.8	111.1	-	
1965	111.4	110.6	112.3	112.4	115.0	111.8	105.1	111.8	112.4	114.3	-	
1966	113.2	112.9	117.1	116.1	118.0	114.9	107.0	115.3	114.2	117.4	-	
1967												

¹ Year ending June 30.

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

Table 7. Weekly Earnings: Industrial Nurses

(Indexes of average straight-time weekly earnings of men and women industrial nurses, all industries and manufacturing, selected metropolitan areas, 1952-66)

Year ¹	(1961 = 100)											
	All industries											
	Atlanta	Balti- more	Boston	Buffalo	Chicago	Cincin- nati	Cleve- land	Dallas	Detroit	Houston	Kansas City	Los Angeles- Long Beach
1952	65.3	-	67.7	64.3	65.8	-	61.5	-	-	-	-	67.7
1953	69.0	66.3	70.5	69.3	69.4	-	66.5	74.2	-	-	67.0	71.6
1954	72.6	-	75.0	-	73.5	-	-	73.6	-	-	-	75.5
1955	75.8	77.7	76.2	74.8	76.5	-	74.5	79.2	-	-	-	77.4
1956	82.6	-	-	-	81.1	-	-	81.4	-	-	-	80.8
1957	85.8	-	82.9	81.2	85.2	-	83.0	87.1	-	-	84.8	85.6
1958	90.5	88.1	86.9	-	90.8	-	91.9	91.0	-	-	-	89.9
1959	94.7	92.2	92.0	91.1	93.9	-	-	94.4	-	-	-	93.3
1960	99.0	96.9	96.0	94.6	97.0	95.0	97.0	96.6	95.8	95.3	-	97.1
1961	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1962	104.7	106.7	104.5	102.0	103.0	101.0	103.0	103.4	103.3	101.9	102.1	103.8
1963	107.9	110.9	108.5	104.0	105.6	104.5	106.1	107.8	106.1	103.7	106.3	108.6
1964	113.2	112.4	111.4	105.9	110.2	106.5	109.6	110.0	109.4	106.1	111.5	112.4
1965	118.4	114.0	115.9	109.4	113.2	110.6	110.6	110.0	110.8	107.0	112.6	117.2
1966	122.1	115.5	121.6	114.3	117.8	112.6	115.1	117.9	116.4	111.7	118.9	120.6
1967	-	-	-	-	-	-	-	-	-	-	-	-
	Manufacturing											
1952	63.0	-	68.1	64.4	66.1	-	61.3	-	-	-	-	66.7
1953	67.5	65.0	71.0	68.8	69.1	-	66.8	77.2	-	-	67.4	70.5
1954	-	-	76.1	-	73.1	-	-	74.9	-	-	-	75.3
1955	73.5	76.0	76.7	74.1	76.2	-	74.9	82.3	-	-	-	77.2
1956	80.0	-	-	-	80.7	-	-	83.4	-	-	-	80.5
1957	84.0	-	83.5	80.9	84.8	-	82.9	89.7	-	-	82.4	84.8
1958	89.0	86.9	86.9	-	90.4	-	92.4	94.3	-	-	-	89.5
1959	93.5	91.5	92.6	90.7	93.4	-	-	97.2	-	-	-	93.3
1960	98.5	95.0	96.0	94.1	97.0	94.9	97.0	98.9	94.9	93.8	95.9	97.1
1961	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1962	106.0	106.0	104.0	101.5	103.6	101.0	103.0	104.6	102.3	100.9	101.6	103.3
1963	109.0	109.5	108.5	103.4	105.6	104.1	106.0	108.6	105.5	104.0	105.2	108.1
1964	112.5	111.5	110.8	105.4	109.6	106.6	109.6	-	108.3	107.1	110.4	112.4
1965	117.5	112.5	117.0	108.8	113.2	110.7	110.6	-	109.2	107.1	110.9	116.7
1966	121.0	114.0	122.2	113.6	116.7	113.8	115.1	-	115.2	113.7	118.1	120.0
1967	-	-	-	-	-	-	-	-	-	-	-	-
	All industries											
	Mil- waukee	Minne- apolis- St. Paul	Newark and Jersey City	New York	Pater- son- Clifton- Passaic	Phila- delphia	Pitts- burgh	St. Louis	San Fran- cisco- Oakland	Seattle- Everett	Washing- ton	
1952	64.2	64.8	67.3	67.3	-	65.2	-	62.3	61.7	-	-	
1953	67.9	68.6	70.5	70.3	-	68.5	-	66.5	66.0	-	-	
1954	71.6	75.1	74.2	73.3	-	73.3	-	70.7	68.8	-	-	
1955	-	78.4	77.4	77.3	-	75.5	-	72.9	73.2	-	-	
1956	78.1	81.1	78.4	81.2	-	78.8	-	77.7	75.1	-	-	
1957	-	85.4	-	85.1	-	83.7	-	-	79.9	-	-	
1958	89.3	88.6	88.9	89.2	-	89.1	-	85.6	85.1	-	-	
1959	93.0	91.9	93.2	92.1	-	92.4	-	90.4	89.9	-	-	
1960	95.2	95.1	96.3	95.5	94.9	97.3	97.5	94.7	92.3	101.5	95.6	
1961	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
1962	104.3	102.7	104.2	104.5	105.1	103.2	103.4	104.3	102.4	103.6	103.3	
1963	108.0	106.5	110.5	107.9	111.2	106.5	105.9	106.9	106.2	107.2	106.1	
1964	111.7	108.6	113.6	110.9	112.7	109.7	106.9	110.1	109.1	111.9	-	
1965	113.3	111.4	117.3	113.9	116.2	112.9	108.4	113.8	111.5	118.6	-	
1966	117.0	115.1	123.0	119.4	119.3	115.5	110.3	119.7	114.8	119.1	117.2	
1967	-	-	-	-	-	-	-	-	-	-	-	
	Manufacturing											
1952	63.4	65.4	67.5	61.6	-	65.4	-	62.3	60.7	-	-	
1953	67.6	69.2	70.1	65.4	-	68.7	-	66.5	65.4	-	-	
1954	71.3	75.7	73.8	70.6	-	74.1	-	70.2	68.7	-	-	
1955	-	79.5	77.0	75.8	-	76.2	-	72.9	73.0	-	-	
1956	77.7	81.1	78.0	79.6	-	80.0	-	77.7	74.9	-	-	
1957	-	85.4	-	83.4	-	84.9	-	-	80.1	-	-	
1958	88.9	89.2	88.5	87.7	-	89.8	-	85.6	85.3	-	-	
1959	92.6	92.5	92.7	91.9	-	92.0	-	90.4	90.1	-	-	
1960	95.2	95.2	95.8	95.3	94.9	97.3	98.0	94.7	92.4	101.0	-	
1961	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	-	
1962	104.3	101.6	103.6	103.8	105.1	103.2	103.9	104.3	102.4	103.5	-	
1963	108.0	104.8	110.9	108.5	111.6	106.5	106.4	106.9	106.6	107.6	-	
1964	111.7	107.0	113.0	111.4	115.7	109.1	106.9	110.6	110.0	112.1	-	
1965	113.3	109.1	116.2	113.3	118.2	112.3	108.4	114.9	112.3	119.7	-	
1966	116.5	112.4	122.9	119.6	120.7	115.4	111.3	120.2	115.2	118.7	-	
1967	-	-	-	-	-	-	-	-	-	-	-	

¹ Year ending June 30.

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

Table 8. Hourly and Weekly Earnings:¹ 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 1960-66)

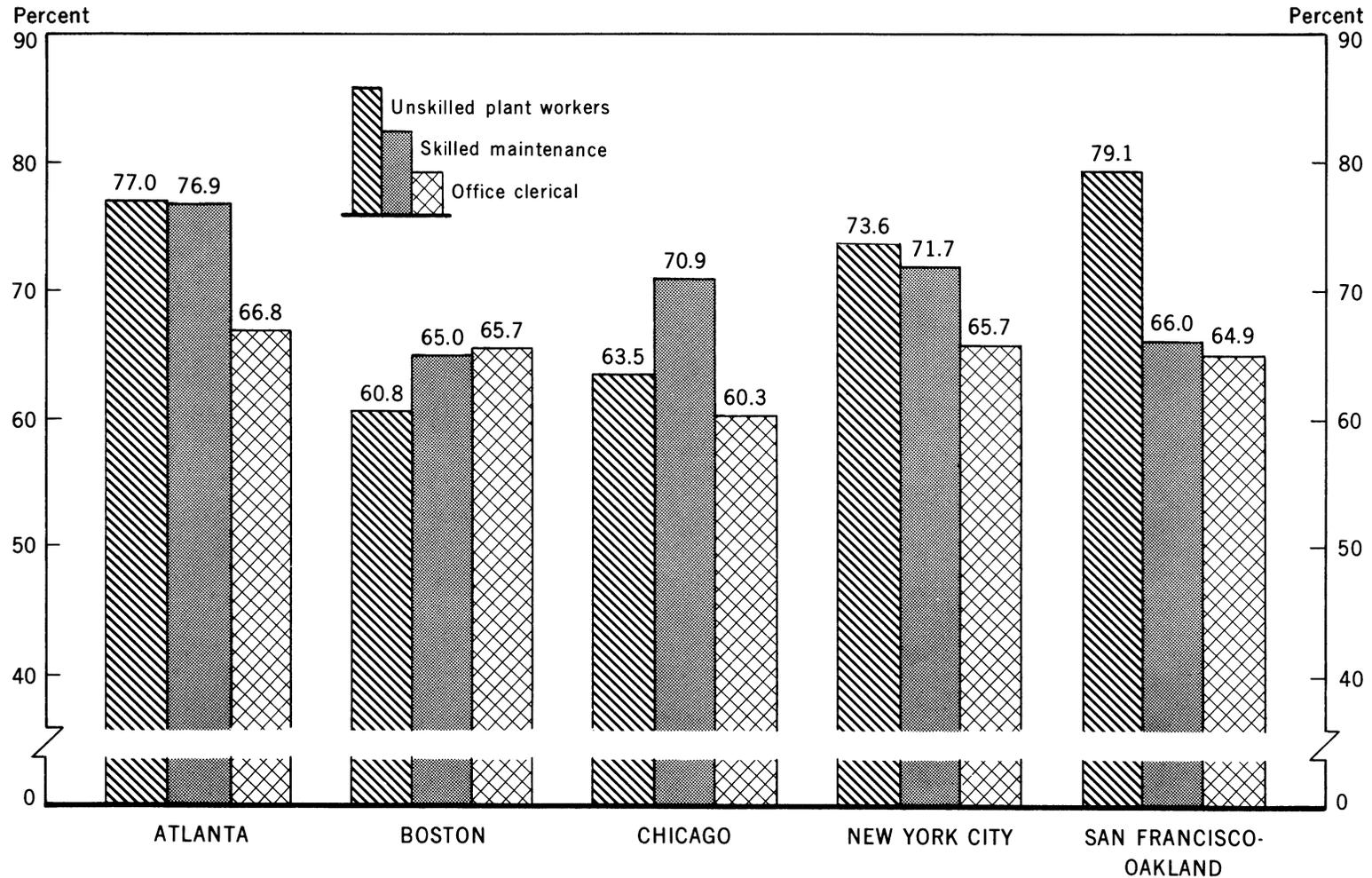
Period and area	(February 1961 = 100)							
	All industries				Manufacturing			
	Weekly earnings indexes		Hourly earnings indexes		Weekly earnings indexes		Hourly earnings indexes	
	Office clerical (men and women)	Industrial nurses (men and women)	Skilled maintenance trades (men)	Unskilled plant workers (men)	Office clerical (men and women)	Industrial nurses (men and women)	Skilled maintenance trades (men)	Unskilled plant workers (men)
<u>February 1960</u>								
United States	96.8	96.4	96.5	96.5	96.7	96.4	96.5	96.5
Northeast	96.5	96.5	96.4	96.6	96.4	96.7	96.5	96.4
South	96.9	96.4	96.6	97.4	96.6	96.3	96.8	97.1
North Central	97.3	96.3	95.5	96.1	96.9	96.1	96.5	96.2
West	96.4	96.7	96.6	96.5	96.7	96.8	96.3	96.7
<u>February 1962</u>								
United States	103.3	103.6	103.1	103.2	103.2	103.4	102.9	103.2
Northeast	103.4	104.0	103.2	103.1	103.3	103.8	103.1	103.2
South	103.4	103.3	103.4	104.5	103.2	103.2	103.1	104.2
North Central	103.1	103.3	102.9	102.8	103.1	103.2	102.8	103.0
West	103.3	103.6	103.3	103.2	103.2	103.3	102.8	102.6
<u>February 1963</u>								
United States	106.2	107.0	105.9	106.6	106.0	106.8	105.5	106.0
Northeast	106.3	107.7	105.9	106.8	106.1	107.5	105.5	106.0
South	106.7	106.6	106.2	106.9	106.2	106.2	105.6	106.4
North Central	105.7	106.3	105.7	106.1	105.7	106.1	105.4	106.0
West	106.8	108.1	106.1	107.5	106.6	108.0	105.6	106.0
<u>February 1964</u>								
United States	109.2	110.1	108.8	110.0	109.0	109.8	108.2	109.1
Northeast	109.4	110.3	108.5	110.1	109.0	110.0	107.9	109.1
South	109.8	109.1	108.6	110.6	108.3	108.8	107.9	109.8
North Central	108.3	109.7	108.7	109.3	108.5	109.2	108.2	108.8
West	110.0	111.7	110.0	111.0	110.5	112.1	109.6	109.9
<u>February 1965</u>								
United States	112.3	112.8	111.4	113.2	111.6	112.3	110.5	112.0
Northeast	112.4	113.5	111.4	113.9	111.6	113.0	110.5	112.1
South	113.4	111.0	111.4	114.2	111.8	110.2	110.4	113.7
North Central	111.0	112.0	111.0	111.7	110.8	111.5	110.4	111.0
West	113.3	115.9	112.6	115.0	113.7	115.8	111.6	113.8
<u>February 1966</u>								
United States	115.9	117.2	115.5	116.8	115.0	116.7	114.5	115.4
Northeast	116.2	118.2	115.8	116.9	115.2	118.0	114.8	115.3
South	117.5	115.1	115.7	117.6	115.2	114.3	114.3	117.6
North Central	114.2	116.2	114.9	115.9	113.9	115.6	114.4	114.7
West	117.0	119.6	116.4	118.3	117.1	119.5	115.0	115.7

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 week-ends, holidays, and late shifts.

² Data for the February 1964, 1965, and 1966 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. Data for the 188 areas exclude Alaska and Hawaii.

³ The regions are defined as follows: Northeast—Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South—Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; North Central—Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; and West—Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

Chart 3. Percentage Increase in Hourly or Weekly Earnings in Specified Plant and Office Occupations, 1952-65 (All Industries, Selected Metropolitan Areas)



Source: Based on Tables 3-6.

Government Employees

The three groups of government employees for which indexes of salary changes are presented account, together, for approximately $1\frac{3}{4}$ 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 360,000 public school teachers,⁷ and 200,000 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: 48 percent in the cities with 500,000 population or more; 24 percent in cities with 250,000 to 500,000; and 28 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 Department in the United States, Philadelphia, annual; also see data published annually by the International City Managers Association, in the Municipal Yearbook.

Table 9. 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, 1924-65)

(1957-59 = 100)

Year ¹	City public school teachers			Urban fire-fighters and police patrolmen ³	Federal classified employees											
	All teachers ²	Teachers in cities of—			All employees			Minimum and average salary rates in selected general schedule grades								
		500,000 or more	100,000 and less than 250,000		Basic salary scales ⁴	Average salary rate ⁴	Average salary ⁴	Grade 2		Grade 4		Grade 7		Grade 15		
								Minimum	Average	Minimum	Average	Minimum	Average	Minimum	Average	
1924	-	-	-	38	-	-	-	-	-	-	-	-	-	-	-	-
1925	37	40	33	-	-	-	-	-	-	-	-	-	-	-	-	-
1927	38	40	35	-	-	-	-	-	-	-	-	-	-	-	-	-
1929	40	42	37	42	-	-	-	-	-	-	-	-	-	-	-	-
1931	41	45	37	-	-	-	-	-	-	-	-	-	-	-	-	-
1932	-	-	-	43	-	-	-	-	-	-	-	-	-	-	-	-
1933	38	43	34	-	-	-	-	-	-	-	-	-	-	-	-	-
1934	-	-	-	42	-	-	-	-	-	-	-	-	-	-	-	-
1935	37	41	33	-	-	-	-	-	-	-	-	-	-	-	-	-
1937	39	43	35	-	-	-	-	-	-	-	-	-	-	-	-	-
1938	-	-	-	45	-	-	-	-	-	-	-	-	-	-	-	-
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	-	-	-	45	-	-	-	-	-	-	-	-	-	-	-	-
1941	42	47	38	45	-	-	-	-	-	-	-	-	-	-	-	-
1942	-	-	-	46	-	-	-	-	-	-	-	-	-	-	-	-
1943	44	48	40	47	-	-	-	-	-	-	-	-	-	-	-	-
1944	-	-	-	49	-	-	-	-	-	-	-	-	-	-	-	-
1945	48	50	45	52	52.4	49.5	-	45.6	-	49.4	-	53.9	-	64.6	-	-
1946	-	-	-	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	-	-	-	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	74.2	65.7	72.3	71.4	74.8	72.4	77.2	76.0	83.2	79.3	-
1950	-	-	-	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	-	-	-	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	-	-	-	85	87.1	86.4	81.0	87.1	87.2	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	-	-	-	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	-
1958	-	-	-	101	103.2	103.5	103.5	103.1	103.3	103.1	103.2	103.1	103.3	103.1	103.8	-
1959	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	-	-	-	108	111.1	⁵ 111.0	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	⁵ 110.8	116.8	110.9	110.8	110.9	111.4	110.9	111.2	110.9	110.6	-
1962	-	-	-	118	111.1	⁵ 110.7	⁵ 118.2	110.9	109.6	110.9	111.1	110.9	111.1	110.9	110.2	-
1963	121	119	122	123	117.3	⁵ 117.0	⁵ 127.8	112.8	113.6	112.9	116.9	114.7	116.2	117.6	120.4	-
1964	-	-	-	128	⁵ 127.5	⁵ 124.6	⁵ 138.9	⁵ 116.6	⁵ 117.9	⁵ 123.0	⁵ 127.1	⁵ 125.3	⁵ 125.1	⁵ 132.9	⁵ 136.3	-
1965	128	125	130	134	⁶ 132.1	⁶ 129.1	⁶ 143.9	120.8	122.1	127.4	131.7	129.8	129.6	137.7	141.2	-

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 of the year shown 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.

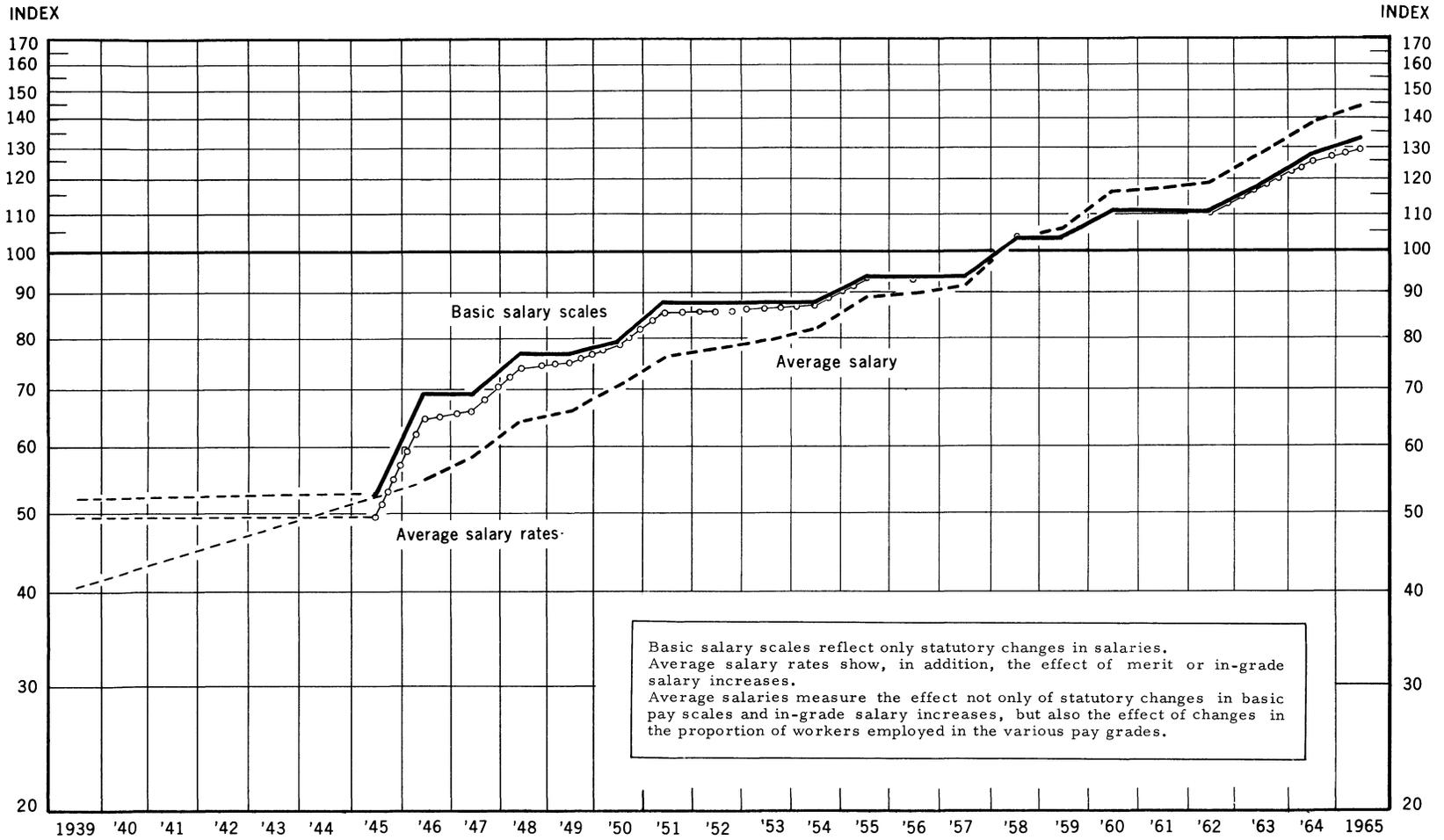
⁴ Basic salary scales reflect only statutory changes in salaries; average salary rates measure the effect of statutory changes and merit or in-grade salary increases; average salaries measure the effect of statutory changes, in-grade increases, and changes in the proportion of employees in the various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

⁵ Revised.

⁶ Oct. 1965.

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

Chart 4. Trends of Annual Salaries, Federal Classification Act Employees, 1939-65
(1957-59=100)



Basic salary scales reflect only statutory changes in salaries.
Average salary rates show, in addition, the effect of merit or in-grade salary increases.
Average salaries measure the effect not only of statutory changes in basic pay scales and in-grade salary increases, but also the effect of changes in the proportion of workers employed in the various pay grades.

Source: Table 9.

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.⁹ 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.¹⁰ 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.

Urban Public School Teachers. The basic unit used in constructing the indexes for school teachers, shown in table 9, 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, 1939-64 (BLS Bulletin 1444, 1965).

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.¹¹ 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 23 percent of total municipal employment.

The indexes for these employees, presented in table 9, 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.

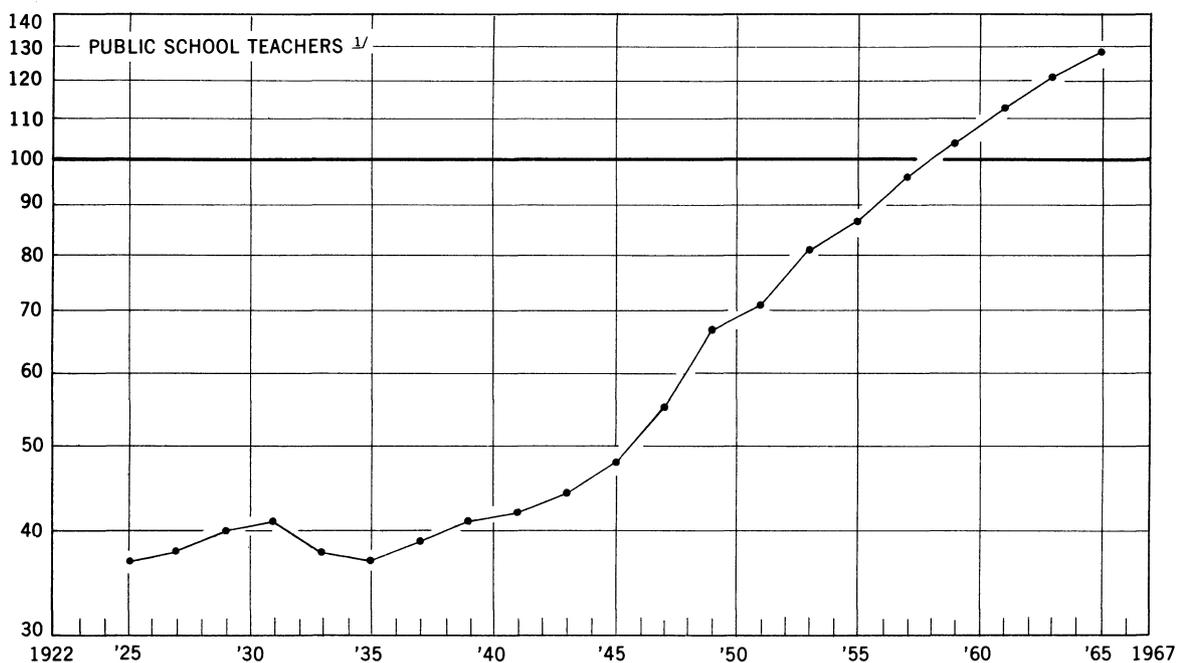
A comparison of changes in maximum rates of policemen and firemen with changes in average rates for those periods for which both types of information were available indicates that movements of the two types of measures generally were closely parallel. Any effect on the indexes of the shift from use of 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.

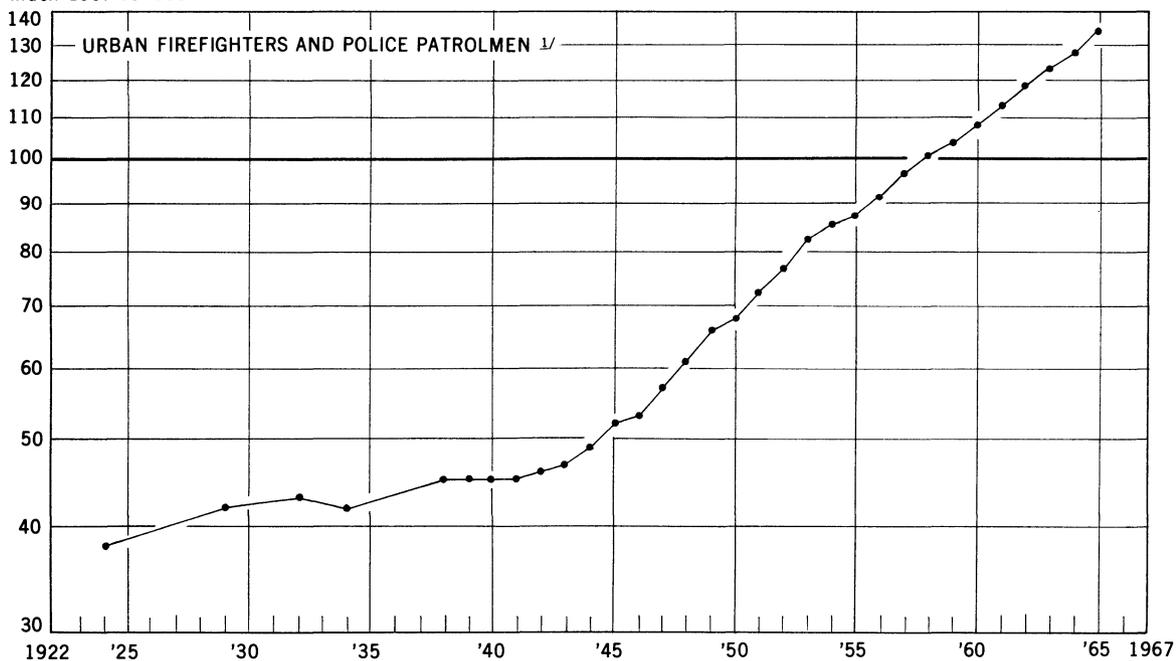
¹¹ This procedure is explained in Salary Trends: City Public School Teachers, 1925-63 (BLS Bulletin 1448, 1965), p. 34.

Chart 5. Trends of Average Annual Salaries of Public School Teachers, 1925-65, and Maximum Salary Scales of Urban Firefighters and Police Patrolmen, 1924-65

Index 1957-59=100



Index 1957-59=100



^{1/} 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 9.

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, 1924-64 (BLS Bulletin 1445, 1965).

Factory Workers' Earnings

A detailed discussion of the methodology, concepts, and coverage of the earnings series in table 10 is contained in a report on Measurement of Employment, Hours and Earnings in Nonagricultural Industries (revised July 1966), which is available on request. A more limited discussion is provided in the "Technical Note" of Employment and Earnings Statistics for the United States, 1909-64, BLS Bulletin 1312-2, pages 655-659. For an explanation of the effects of the 1961 revision of the earnings series, see "The 1961 Revision of the BLS Payroll Employment Statistics," Monthly Labor Review, January 1962, pages 59-62. This latest revision is discussed in Dorothy Hinton, "BLS Establishment Employment Estimates Revised to March 1963 Benchmark Levels," Employment and Earnings, December 1964, pages iii to vi.

Average Hourly Earnings Excluding Overtime and Interindustry Shifts.

These indexes are compiled by assigning constant weights to the earnings figures excluding premium pay for overtime for each industry. Except for a relatively small number of industry groups in which there are several important industries to which separate constant weights have been assigned, the indexes exclude the effects of shifts among 2-digit SIC groups, but are affected by any shifts among industries within these groups.

The indexes for months prior to January 1961 were compiled by using the earnings series based on the 1945 Standard Industrial Classification and average 1954 production man-hours; the only industry groups within which constant weights were assigned to exclude the effects on earnings of interindustry shifts were transportation equipment and electrical machinery. Within these two industry groups, man-hours were held constant for each 3-digit SIC classification. Beginning in January 1961, the weights used were average 1958-59 production man-hours, and shifts in employment and man-hours among industries were removed in four industry groups: Primary metals, transportation equipment, food, and apparel. Within each of these four industry groups, man-hours were held constant for each 3-digit SIC classification.

To form a continuous series, the index for January 1961, derived from the new earnings data and new weights, was linked to the index for the same month computed on the previous basis. It was decided not to recompute the series for earlier years, since tests made for January 1958 indicate that use of the new weights and revised earnings series would have changed the index by only 0.15 of 1 index point.

Table 10. Factory Workers' Earnings

(Indexes of selected measures of weekly and hourly earnings of factory workers, 1939-65)

Year	(1957-59 = 100)				
	Gross average weekly earnings		Average hourly earnings		
	Actual	Real	Gross	Excluding overtime	Excluding overtime and inter-industry shifts
1939	28.1	58.1	29.6	30.6	32.2
1940	29.6	60.7	30.9	(¹)	(¹)
1941	35.0	68.2	34.2	33.7	(¹)
1942	43.6	76.8	40.1	38.7	(¹)
1943	51.2	84.9	45.1	43.0	(¹)
1944	54.3	88.6	47.7	45.5	(¹)
1945	52.5	83.7	47.9	46.3	(¹)
1946	51.5	75.7	50.7	50.5	(¹)
1947	58.4	75.1	57.4	57.6	57.8
1948	63.1	75.3	62.6	62.9	63.2
1949	64.0	77.1	65.0	65.4	66.1
1950	69.3	82.7	67.9	67.8	68.2
1951	75.2	83.1	73.6	73.7	73.6
1952	79.8	86.3	77.8	77.6	77.4
1953	83.7	89.8	82.1	82.0	81.6
1954	83.7	89.4	84.0	84.4	84.3
1955	89.9	96.4	87.7	87.3	86.9
1956	93.6	98.8	92.0	92.2	91.5
1957	96.9	98.9	96.7	97.1	96.2
1958	98.2	97.5	99.5	100.0	100.2
1959	104.8	103.3	103.3	103.3	103.5
1960	106.6	103.4	106.6	106.9	106.6
1961	109.7	105.3	109.4	109.6	109.6
1962	114.7	108.8	112.7	112.5	112.3
1963	118.3	110.9	116.0	115.6	115.2
1964	122.8	113.6	119.8	118.9	118.3
1965	127.7	116.2	123.2	121.9	121.0
1966					

¹ Not available.

General Wage Changes

Table 11 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, and 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 on union agreements on file with the Bureau of Labor Statistics.

The data summarized in table 12 are limited to union and nonunion manufacturing establishments that as a matter of policy adjust workers' basic rates through general wage changes. This table includes the major manufacturing situations for which data are shown in table 11, as well as nonunion and small union situations. The information for nonunion and small union situations is collected in a semiannual sample survey and combined with the information for major situations to derive an all-manufacturing average.

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.

In both tables, the general wage changes shown represent the average for all workers covered by a collective bargaining agreement or employed in a nonunion establishment. 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 11. Average (Median) General Wage Changes in Major Collective Bargaining Situations

(Wage changes negotiated in each year, 1954-66)

Year	All industries				Manufacturing				Selected nonmanufacturing industries			
	Median adjustment		Median increase		Median adjustment		Median increase		Median adjustment		Median increase	
	Cents	Percent	Cents	Percent	Cents	Percent	Cents	Percent	Cents	Percent	Cents	Percent
1954	5.6	-	5.7	-	5.6	-	5.7	-	5.6	-	3.6	-
1955	10.1	-	10.3	-	9.4	-	9.5	-	13.3	-	13.9	-
1956	10.7	-	10.7	-	10.7	-	10.7	-	10.5	-	10.6	-
1957	10.1	-	10.4	-	9.9	-	10.4	-	10.4	-	10.4	-
1958	8.6	-	8.8	-	7.1	-	7.2	-	9.7	-	9.8	-
1959	8.8	3.9	8.8	3.9	7.3	3.5	7.4	3.7	8.8	4.0	8.9	4.0
1960	8.5	3.2	8.7	3.2	8.7	3.2	8.9	3.2	7.4	3.3	7.5	3.3
1961	6.9	2.8	7.0	2.9	6.0	2.4	6.5	2.5	9.0	3.6	10.0	3.6
1962	7.0	2.9	8.0	3.6	5.0	2.4	6.8	2.9	10.2	4.0	10.2	4.1
1963	7.4	3.0	8.5	3.4	6.8	2.5	8.0	3.0	8.5	3.4	9.5	3.5
1964	9.0	3.2	9.0	3.3	6.0	2.0	6.0	2.2	10.0	3.6	10.0	3.6
1965	10.0	3.9	10.1	4.0	10.0	4.0	10.0	4.1	11.0	3.8	11.0	3.8
1966 (first 6 months) ¹	12.0	3.8	12.0	3.8	10.0	3.9	10.0	3.9	12.5	3.8	12.5	3.8

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 or data that do not meet publication criteria.

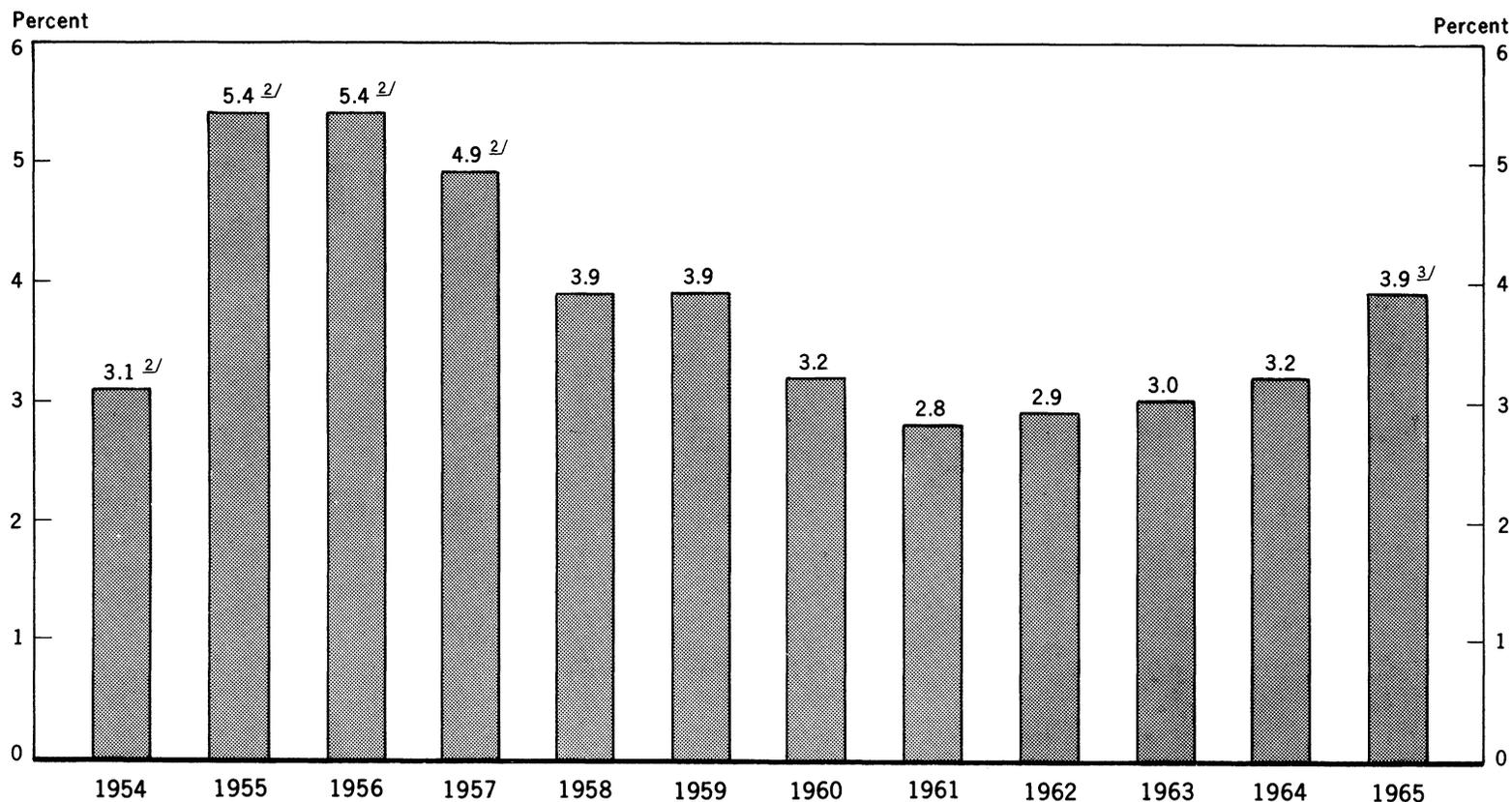
Table 12. Average (Median) General Wage Changes, All Manufacturing

(General wage adjustments in union and nonunion establishments, 1959-65)

Year	Median adjustment								Median increase							
	All manu- facturing		All union		Major union		Nonunion		All manu- facturing		All union		Major union		Nonunion	
	Cents	Per- cent	Cents	Per- cent	Cents	Per- cent	Cents	Per- cent	Cents	Per- cent	Cents	Per- cent	Cents	Per- cent	Cents	Per- cent
1959	-	3.5	-	-	-	-	-	-	-	3.8	-	-	-	-	-	-
1960	-	3.2	-	-	-	-	-	-	-	3.6	-	-	-	-	-	-
1961	6.0	2.5	5.8	2.7	6.9	2.7	2.0	1.0	7.0	3.0	7.0	3.0	8.0	3.0	7.0	3.3
1962	5.4	2.5	6.0	2.6	6.5	2.6	3.0	1.6	7.1	3.0	7.5	3.0	8.0	3.0	6.6	3.2
1963	6.5	2.7	7.0	2.6	7.5	2.7	6.0	2.8	7.8	3.1	7.9	3.0	9.0	3.2	7.5	3.7
1964	5.5	2.1	5.5	2.2	5.5	2.0	4.6	2.0	7.0	2.7	6.9	2.6	7.0	2.6	7.0	3.2
1965	-	-	-	-	10.0	4.0	-	-	-	-	-	-	10.0	4.1	-	-
1966	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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 or data that do not meet publication criteria.

Chart 6. Negotiated Wage-Rate Adjustments,^{1/} All Industries, 1954-65



^{1/} Average negotiated wage-rate adjustments effective within 12 months in major collective bargaining situations.

These are median adjustments, including no wage changes, decreases in wages, and increases in wages, but excluding cost of fringe benefits. Medians are computed by distributing all workers affected by a settlement according to the average wage rate provided by the settlement.

^{2/} Estimated.

^{3/} Preliminary.

Note: Percent of average hourly earnings, adjusted to exclude the effect of premium pay for overtime work.

