

INDUSTRY WAGE SURVEY

Life Insurance

OCTOBER—NOVEMBER 1966

1569
Bulletin No. ~~1569~~

UNITED STATES DEPARTMENT OF LABOR
BUREAU OF LABOR STATISTICS



INDUSTRY WAGE SURVEY

Life Insurance

OCTOBER—NOVEMBER 1966

Bulletin No. 1569

October 1967

UNITED STATES DEPARTMENT OF LABOR
Willard Wirtz, Secretary



BUREAU OF LABOR STATISTICS
Arthur M. Ross, Commissioner

For sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402 - Price 30 cents

Preface

This bulletin summarizes the results of a Bureau of Labor Statistics survey of wages and supplementary benefits for employees in home offices and regional head offices of the life insurance industry in October-November 1966.

Separate releases for the following areas were issued earlier, usually within a few months of the payroll period studied: Atlanta, Baltimore, Boston, Chicago, Dallas, Des Moines, Houston, Jacksonville, Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove, Minneapolis-St. Paul, New York and Newark, and Philadelphia. Copies of these releases are available from the Bureau of Labor Statistics, Washington, D.C., 20212, or any of its regional offices.

This study was conducted in the Bureau's Office of Wages and Industrial Relations by the Division of Occupational Pay. The analysis was prepared by Charles E. Scott, Jr., under the immediate supervision of L. Earl Lewis. Field work for the survey was directed by the Assistant Regional Directors for Wages and Industrial Relations.

Other reports available from the Bureau's program of industry wage studies, as well as the addresses of the Bureau's six regional offices, are listed at the end of this bulletin.

Contents

	Page
Summary	1
Industry characteristics	1
Occupational earnings	2
Establishment practices and supplementary wage provisions	3
Scheduled weekly hours and shift practices	3
Paid holidays	3
Paid vacations	4
Health, insurance, and pension plans	4
Nonproduction bonuses	4
Free lunches	4
Tables:	
Average weekly earnings:	
1. Selected occupations	5
Occupational earnings:	
2. Atlanta, Ga	11
3. Baltimore, Md	12
4. Boston, Mass	13
5. Chicago, Ill	14
6. Dallas, Tex	16
7. Des Moines, Iowa	17
8. Houston, Tex	18
9. Jacksonville, Fla	19
10. Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove, Calif	20
11. Minneapolis-St. Paul, Minn	21
12. New York and Newark, N. Y.-N. J	22
13. Philadelphia, Pa.-N. J	24
Establishment practices and supplementary wage provisions:	
14. Scheduled weekly hours	25
15. Paid holidays	26
16. Paid vacations	27
17. Health, insurance, and pension plans	29
18. Nonproduction bonuses	31
Appendixes:	
A. Scope and method of survey	32
B. Occupational descriptions	35

Industry Wage Survey—

Life Insurance, October—November 1966

Summary

Average (mean) weekly salaries of employees in 34 representative occupations in life insurance offices in October–November 1966 ranged from \$332 for actuaries (class A), performing highly complex studies, to \$63 for routine file clerks (class C). Men substantially outnumbered women in each of the occupations with weekly averages of more than \$125. Women, predominant in most of the clerical jobs studied, accounted for three-fourths of the 112,000 nonsupervisory office employees in establishments covered by the Bureau's study.¹

Occupational averages tended to be highest in the Middle Atlantic region, the largest region in terms of employment, and lowest in the Middle West. Among the 12 areas surveyed separately, highest earnings were usually recorded in the New York and Newark area and lowest in Dallas.²

Paid holidays and paid vacations were provided by all of the establishments visited during the survey. Various types of employee health, insurance, and pension plans were also widespread in the industry.

Industry Characteristics

Life insurance companies employed 480,000 workers in October–November 1966. Approximately one-third of this employment was in home and regional head offices covered by this survey.³

The Middle Atlantic region accounted for one-third of the 112,000 nonsupervisory office employees within scope of the survey. Proportions in other regions included one-fifth in the Great Lakes, one-sixth in New England, and one-tenth or less in each of the others. Home offices and regional head offices of life insurance companies are located almost exclusively in metropolitan areas.⁴ The 12

areas studied separately accounted for three-fifths of the total nonsupervisory office employment. The large majority of the 31,500 workers employed in the combined area of New York and Newark were located in New York City. Employment levels in the remaining areas ranged from 7,600 in Boston to about 700 in Baltimore. The only major life insurance area not studied separately is Hartford, Conn.

Home offices accounted for more than nine-tenths of the employees covered by the survey. The proportions of employees in regional head offices amounted to one-fifth in the Pacific, one-sixth in the Southwest, slightly more than one-eighth in the Southeast, and one-tenth or less in the remaining regions.

Mutual companies—those owned by policyholders—accounted for three-fifths of the office employment covered by the survey. Such companies accounted for more than nine-tenths of the employees in the Middle Atlantic region, two-thirds in New England, and nearly three-fifths in the Great Lakes. Most of the employees in the Border States, Southeast, and Southwest were employed by stock companies. In the Middle West and Pacific regions, employment was about equally divided between the two types of companies.

Four-fifths of the office employees were in companies which handled other types of insurance (e.g., accident, hospitalization, fire) in addition to life insurance. Offices of companies dealing exclusively in life insurance comprised nearly two-fifths of the work force in the Great Lakes and Middle West, one-fourth in the Border States, one-sixth in the Middle Atlantic region, and one-tenth or less in the other regions.

Home and regional head offices of life insurance companies varied greatly in employment size. Two-fifths of the offices covered by the survey had fewer than 100 workers, three-tenths employed between 100 and 250, and one-eighth, between 250 and 500. Slightly less than 10 percent had more than 1,000 employees; a few of these employed more than 5,000.

Establishments with collective bargaining agreements covering a majority of their nonsupervisory office employees accounted for less than 5 percent of the industry's office

¹ See appendix A for scope and method of survey and appendix B for occupational descriptions.

² For definitions of regions, see footnote 1, appendix A table; and for definitions of areas, footnote 1, tables 2 through 13.

³ *Employment and Earnings*, BLS, Vol. 13, Nos. 7 and 8, 1967. Life insurance companies have large numbers of sales personnel who are usually not employed in home offices and regional head offices.

⁴ Standard Metropolitan Statistical Areas, as defined by the U.S. Bureau of the Budget through March 1965.

employment. These establishments, located almost entirely within the Great Lakes, Southwest, Middle Atlantic, and New England regions, accounted for less than one-tenth of the employment in each region.

Formal systems providing a range of rates for specified occupations were the basis of wage payment for seven-eighths of the office employees. Earnings for virtually all of the remaining office workers were determined primarily in relation to the qualifications of the individual. Formal rate-range systems applied to over nine-tenths of the employees in the New England, Middle Atlantic, Middle West, and Pacific regions. In the remaining regions, the proportions were four-fifths in the Great Lakes, about seven-tenths in the Border States and Southeast, and three-fifths in the Southwest.

A large majority of the employees in life insurance offices have clerical jobs. These occupations include secretaries, stenographers, typists, general clerks, and operators of bookkeeping or other kinds of office machines found in most offices. Others have jobs unique to the insurance industry, such as policywriters (typists), policy change clerks, and insurance checkers. Some are in positions of considerable responsibility which require extensive knowledge of one or more phases of the life insurance business, such as underwriters and claims adjusters.

Professional workers account for comparatively few of the jobs in life insurance offices. One profession for which data are provided in this report is actuaries. These workers make statistical studies relating to various kinds of risks to determine the premium charge on each type of policy.

Insurance companies were among the first business firms to use electronic computers. A few companies installed such equipment in the first half of the 1950's; by 1963, the overwhelming majority of life insurance companies had installed electronic-data processing equipment (EDP) and applied it to various functions and operations. The application of computers has been directed to most of the large volume insurance operations, such as premium billing and accounting, commission accounting, and related recordkeeping, which formerly required large numbers of clerical employees. Increases in employment in occupations related to EDP have been accompanied by employment declines in such clerical jobs as tabulating-machine operators, calculating-machine operators, and routine clerical and recordkeeping personnel.⁵

⁵ Impact of Office Automation in the Insurance Industry, BLS Bulletin 1468, 1966.

This general pattern is revealed, to some extent, in a comparison of occupational employment levels between the Bureau's October–November 1966 and May–July 1961⁶ industry wage surveys of life insurance offices. Although the two surveys do not provide a precise measure of the magnitude of changes in occupational employments, some general observations on the direction of the changes can be made. Substantial increases were noted in the number of console operators and programmers, and smaller increases were recorded in the number of systems analysts and keypunch operators. The numbers of assemblers, tabulating-machine operators, premium acceptors, and clerks in every category studied (i.e., accounting, correspondence, file, policy evaluation, and premium ledger card), declined. Employment of actuaries, stenographers, typists, and underwriters increased or remained virtually unchanged.

Occupational Earnings

The 34 occupations studied, accounting for about 34,000 employees, were selected to represent salary levels for the various types of activities performed by employees in home offices and regional head offices. Average salaries for a large majority of these occupations were 15 to 25 percent higher in October–November 1966 than in May–July 1961, when the Bureau conducted a similar study.⁷

Nationwide average weekly salaries in October–November 1966 for jobs predominantly staffed by men ranged from \$332 for class A actuaries to \$76 for class C tabulating-machine operators (table 1). Averages above \$125 a week were recorded for most of the jobs in which men were in the majority, including actuaries, class A claim approvers, electronic-data processing programmers, systems analysts, and underwriters. Women, on the other hand, were predominant in the clerical occupations studied. Numerically important clerical jobs included: Class C file clerks (\$63), class B typists (\$66.50), class B keypunch operators (\$70.50), and general stenographers (\$74.50).

Among the jobs for which data are presented in all regions, averages were usually highest in the Middle Atlantic and lowest in the Middle West. There were, however, some notable exceptions to this pattern. Averages for clerical jobs in the Pacific, for example, frequently exceeded those recorded in the

⁶ Industry Wage Survey: Life Insurance, May–July 1961, BLS Bulletin 1324, 1962.

⁷ Ibid.

Middle Atlantic region, and in several instances, job averages in the Southeast and Southwest were lower than those in the Middle West.

Among the 12 areas selected for separate study, earnings were highest in New York and Newark and lowest in Dallas (tables 2 through 13). As indicated in the following tabulation, earnings in the highest paid area were nearly 22 percent above those in the lowest.⁸

	Relative pay levels (United States=100)
New York and Newark-----	112
Los Angeles-Long Beach and Anaheim- Santa Ana-Garden Grove-----	105
Boston-----	104
Chicago-----	103
Baltimore-----	101
Houston-----	101
Philadelphia-----	100
Atlanta-----	97
Minneapolis-St. Paul-----	96
Jacksonville-----	94
Des Moines-----	93
Dallas-----	92

Interarea differences in average earnings varied substantially by occupation. To illustrate, class B typists in Chicago averaged 21 percent more than those in Dallas, whereas the corresponding spread was only 4 percent for general stenographers.

Several of the occupations selected for separate study were staffed almost entirely by either men or women. Among those occupations in which both men and women were employed, men usually averaged more than women, even when comparisons were limited to the same area. Differences in average earnings for men and women in the same area and occupational classification may be due to several factors, including variation in the distribution of the sexes among establishments having different pay levels and possible minor differences in assigned duties. Job descriptions used to classify workers in wage surveys are usually more general than those used in individual establishments in order to allow for minor differences in duties that may exist among establishments. Also, to the extent that individual pay rates are adjusted on the basis of length of service, longer average service for one sex can result in higher average pay when both sexes are employed within the same rate range.

⁸ These comparisons are based on occupations for which earnings data were available in each area. In each area, average weekly earnings for men in 10 jobs and for women in 15 jobs were multiplied by the nationwide employment in the respective occupations, and the products were totaled. The totals are expressed as percentages of the similar total for the Nation.

Earnings of individuals varied substantially within the same job and locality. In many instances, weekly earnings of the highest paid employees exceeded those of the lowest paid in the same job and area by \$50 or more. Some employees in comparatively low-paid jobs earned more than those in jobs which averaged significantly higher. For example, the following tabulation reveals considerable overlapping of individual salaries for women employed as class A correspondence clerks and class A keypunch operators in New York and Newark, despite a \$36 difference in the weekly averages for the two jobs.

Average weekly earnings	Number of women employed as—	
	Class A correspondence clerks	Class A keypunch operators
Under \$85-----	-	109
\$85 and under \$90-----	-	84
\$90 and under \$95-----	1	33
\$95 and under \$100-----	4	41
\$100 and under \$110-----	22	34
\$110 and under \$120-----	31	3
\$120 and over-----	36	-
Total number of workers--	94	304
Average weekly earnings-----	\$125	\$89

Establishment Practices and Supplementary Wage Provisions

Data were also obtained on weekly work schedules and selected supplementary benefits, including paid holidays and vacations and health, insurance, and pension plans for non-supervisory office employees.

Scheduled Weekly Hours and Shift Practices. Weekly work schedules of 37.5 hours or less were in effect at the time of the study in establishments accounting for about four-fifths of the nonsupervisory office employees (table 14). The Southwest, Middle West, and Pacific regions were the only regions in which a majority of the employees were scheduled to work longer than 37.5 hours a week. Average weekly schedules in the three major regions were 36.0 hours in the Middle Atlantic, 37.0 in New England, and 37.5 in the Great Lakes.

Very few office workers (about 1½ percent) were employed on late shifts in October–November 1966; practically all of these were electronic data processing or related employees.

Paid Holidays. All of the establishments visited during the study granted paid holidays to nonsupervisory office employees (table 15). The number of paid holidays provided annually

varied substantially among and within the selected regions. Most common provisions among the three major regions were 12 or 13 days annually in the Middle Atlantic, 10 or 11 days in New England, and 6 or 7 days in the Great Lakes. Provisions for half holidays (in addition to full holidays), were reported by establishments accounting for at least one-tenth of the office employment in most regions.

Paid Vacations. Paid vacations were provided to all nonsupervisory office employees after qualifying periods of service (table 16). Provisions applying to a majority of the employees included: 2 weeks of vacation pay after 1 year, 3 weeks after 10 years, and 4 weeks after 20 years of service. Provisions tended to be more liberal in the Middle Atlantic than in the other regions, particularly after longer qualifying periods of service.

Health, Insurance, and Pension Plans. Life, hospitalization, surgical, medical, and catastrophe insurance, financed at least in part by the employer, were available to more than nine-tenths of the office employees (table 17). Sick leave (mostly at full pay with no waiting period) was provided to two-thirds of the employees. Accidental death

and dismemberment insurance applied to slightly more than half of the employees and sickness and accident insurance, to slightly over two-fifths. The incidence of certain benefits varied somewhat by region. The proportions of employees in establishments providing accidental death and dismemberment insurance, for example, ranged from nearly two-fifths in the Border States to two-thirds in New England.

Pensions—providing regular lifetime payments to the employee on retirement, in addition to Federal social security benefits—applied to nearly all employees.

Nonproduction Bonuses. Nonproduction bonuses, typically paid at Christmas or year-end, were provided by establishments employing slightly more than one-third of the office employees (table 18). The proportions of employees provided such bonuses ranged from about three-fifths in the Southwest and Middle West to one-sixth in the Pacific.

Free Lunches. Establishments employing three-tenths of the employees provided free lunches. Although this benefit was most prevalent in the Middle Atlantic region, it was reported by some establishments in nearly all the regions.

Table 1. Average Weekly Earnings: Selected Occupations

(Number and average straight-time weekly earnings¹ of employees in selected occupations in home offices and regional head offices of life insurance companies, United States and selected regions, October–November 1966)

Occupation and sex	United States ²				New England				Middle Atlantic			
	Number of employees	Weekly earnings ¹			Number of employees	Weekly earnings ¹			Number of employees	Weekly earnings ¹		
		Mean ³	Median ³	Middle range ³		Mean ³	Median ³	Middle range ³		Mean ³	Median ³	Middle range ³
Actuaries, class A (188 men and 2 women).....	190	\$332.00	\$313.00	\$277.50–\$381.50	41	\$336.00	\$326.00	\$297.50–\$374.00	79	\$354.50	\$326.50	\$301.00–\$403.50
Actuaries, class B (311 men and 16 women)....	327	220.00	221.00	195.50– 244.00	72	224.50	223.00	204.00– 246.50	95	235.50	233.50	220.50– 247.50
Assemblers (1,002 women and 44 men).....	1,046	68.50	66.00	63.00– 74.00	64	67.50	65.50	63.50– 67.50	-	-	-	-
Card-tape-converter operators (110 men and 17 women).....	127	108.00	110.00	99.00– 122.00	-	-	-	-	62	116.50	116.00	108.50– 127.00
Claim approvers, class A.....	229	152.50	150.00	120.50– 182.50	28	152.50	154.50	140.00– 170.00	34	177.00	169.00	150.50– 215.00
Men.....	160	169.50	168.50	144.00– 201.00	16	169.00	170.00	163.00– 178.00	28	187.50	183.00	166.00– 216.50
Claim approvers, class B.....	500	120.50	115.50	92.50– 146.50	51	123.50	122.00	112.50– 146.50	93	165.00	170.00	145.00– 189.00
Men.....	231	145.00	144.50	123.50– 167.50	-	-	-	-	76	167.00	169.00	148.50– 190.50
Women.....	269	99.50	98.00	80.00– 115.50	-	-	-	-	-	-	-	-
Clerks, accounting, class A.....	1,073	97.50	95.00	83.00– 109.50	109	97.50	97.50	83.50– 110.00	151	102.50	99.00	83.50– 116.00
Men.....	198	113.50	110.00	98.00– 128.50	16	103.50	102.50	92.00– 115.50	29	123.00	116.00	105.50– 145.00
Women.....	875	94.00	92.50	81.00– 105.00	93	96.50	97.00	83.00– 109.50	122	98.00	96.50	83.50– 110.50
Clerks, accounting, class B.....	1,907	73.00	71.50	63.50– 82.00	232	71.50	70.50	63.00– 79.00	174	82.00	77.00	70.50– 86.50
Men.....	1,827	72.50	71.00	63.00– 81.00	229	71.50	70.00	63.00– 79.00	148	81.00	77.00	70.00– 88.00
Women.....	123	118.50	113.00	97.00– 143.00	11	121.50	-	-	172	137.50	130.50	114.50– 163.50
Clerks, correspondence, class A.....	244	142.00	146.00	121.00– 161.50	-	-	-	-	73	155.50	161.00	144.00– 173.00
Men.....	479	106.50	104.00	89.00– 119.00	-	-	-	-	99	124.50	118.00	109.00– 132.50
Women.....	1,113	96.50	91.00	75.00– 113.50	47	93.50	87.00	79.50– 103.00	297	120.50	125.00	98.00– 145.00
Clerks, correspondence, class B.....	183	122.50	124.50	103.00– 139.50	7	119.00	-	-	-	-	-	-
Men.....	930	91.00	86.00	75.00– 104.00	40	89.00	85.00	78.00– 96.00	211	116.50	119.00	94.50– 139.00
Women.....	405	80.00	76.00	69.00– 88.50	-	-	-	-	81	95.00	98.00	85.00– 107.00
Clerks, file, class B (1,483 women and 20 men).....	1,503	67.00	65.00	60.00– 72.50	198	67.50	63.50	63.50– 73.50	200	77.00	77.00	68.00– 84.00
Clerks, file, class C (2,617 women and 68 men).....	2,685	63.00	62.50	58.00– 67.00	284	65.00	62.00	61.00– 70.00	1,065	66.50	65.00	63.00– 70.00
Clerks, policy evaluation.....	1,134	82.00	79.00	69.00– 92.50	67	81.00	80.00	69.00– 92.00	278	88.00	84.00	74.00– 100.00
Women.....	1,045	81.00	78.50	69.00– 92.00	61	80.50	79.00	68.00– 92.00	243	88.00	85.00	75.00– 100.00
Clerks, premium-ledger-card (780 women and 16 men).....	796	70.00	70.00	61.00– 77.50	-	-	-	-	-	-	-	-
Console operators.....	470	116.00	112.00	98.00– 130.00	87	110.50	109.00	100.00– 122.50	98	137.00	139.00	112.50– 157.00
Men.....	417	118.00	113.00	100.00– 131.50	80	112.00	111.00	101.50– 125.00	94	138.00	141.50	113.50– 158.00
Keypunch operators, class A (1,212 women and 4 men).....	1,216	85.00	84.00	78.00– 91.00	128	87.00	85.00	78.50– 97.00	345	88.00	87.00	83.00– 92.50
Keypunch operators, class B (2,277 women and 1 man).....	2,278	70.50	69.00	63.00– 76.00	191	74.50	76.00	68.00– 80.00	695	72.50	71.00	65.00– 77.00
Premium acceptors (518 women and 9 men)....	527	74.50	70.00	64.50– 84.00	38	76.00	69.50	61.50– 90.00	89	81.00	82.00	68.00– 90.00
Programers, electronic data processing, class A.....	532	163.00	161.50	144.50– 182.50	58	162.50	159.00	147.00– 173.00	124	181.00	184.00	172.50– 192.50
Men.....	430	167.00	167.50	150.00– 184.00	37	167.00	159.00	149.00– 176.50	107	180.50	184.00	172.50– 188.50
Women.....	102	146.50	143.00	124.50– 164.00	21	155.00	152.00	138.00– 164.50	17	186.00	184.50	171.00– 201.50
Programers, electronic data processing, class B.....	834	133.50	134.00	115.50– 153.00	101	130.50	126.50	119.00– 144.00	236	157.00	156.50	148.00– 168.50
Men.....	581	138.50	138.00	120.00– 154.00	69	133.50	132.50	121.00– 145.00	169	158.50	158.50	150.50– 170.00
Women.....	253	122.50	122.50	104.00– 142.00	32	123.00	121.00	117.50– 131.50	67	153.50	153.00	142.00– 163.00
Stenographers, general (all women).....	2,310	74.50	74.00	67.00– 82.00	154	73.00	72.50	69.00– 77.00	691	79.50	79.00	73.00– 85.00
Stenographers, senior (1,557 women and 16 men).....	1,573	89.50	90.00	80.00– 98.00	253	85.50	85.00	79.00– 92.50	-	-	-	-
Systems analysts, class A (223 men and 19 women).....	242	193.00	193.50	178.00– 214.00	27	194.00	192.50	185.00– 201.50	50	211.50	206.50	178.50– 231.00
Systems analysts, class B.....	308	172.50	170.50	148.00– 199.50	61	154.50	156.50	138.00– 169.50	138	158.50	158.50	148.00– 188.50
Men.....	247	176.50	175.50	152.50– 202.00	38	158.50	162.50	144.00– 170.50	-	-	-	-
Women.....	61	156.00	148.00	130.50– 174.50	23	148.00	144.00	130.50– 165.00	-	-	-	-
Tabulating-machine operators, class A.....	417	113.00	111.00	102.00– 121.00	48	106.50	104.50	100.50– 110.00	123	112.50	113.00	103.00– 120.00
Men.....	292	115.00	113.00	102.50– 124.00	31	105.00	102.00	99.50– 108.00	77	112.00	113.00	102.00– 120.00
Women.....	125	108.50	110.00	100.50– 114.00	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 1. Average Weekly Earnings: Selected Occupations—Continued

(Number and average straight-time weekly earnings¹ of employees in selected occupations in home offices and regional head offices of life insurance companies, United States and selected regions, October–November 1966)

Occupation and sex	United States ²				New England				Middle Atlantic				
	Number of employees	Weekly earnings ¹			Number of employees	Weekly earnings ¹			Number of employees	Weekly earnings ¹			
		Mean ³	Median ³	Middle range ³		Mean ³	Median ³	Middle range ³		Mean ³	Median ³	Middle range ³	
Tabulating-machine operators, class B.....	843	\$94.00	\$94.50	\$86.00–\$101.00	86	\$93.00	\$92.00	\$85.50–\$98.50	-	-	-	-	-
Men.....	373	97.00	95.00	86.50–106.50	62	92.50	90.50	85.50–98.00	-	-	-	-	-
Women.....	470	92.00	94.50	84.00–100.00	24	95.00	95.50	88.00–100.00	-	-	-	-	-
Tabulating-machine operators, class C.....	627	76.00	75.00	68.50–84.00	62	83.00	82.50	79.00–87.00	272	\$77.50	\$76.00	\$70.00–\$84.00	
Men.....	327	76.00	75.00	69.00–83.00	42	83.00	82.50	79.00–85.50	150	73.00	70.50	66.00–78.00	
Women.....	300	76.00	76.00	67.00–84.50	20	82.50	84.00	76.50–91.50	122	83.00	82.50	77.00–88.00	
Tape librarians (39 women and 32 men).....	71	101.50	101.00	85.00–116.00	12	101.50	-	-	-	-	-	-	-
Typists, class A (1,817 women and 2 men).....	1,819	78.00	77.00	70.50–84.00	146	79.50	78.50	71.50–86.50	436	82.50	82.00	77.00–86.00	
Typists, class B (all women).....	4,697	66.50	65.00	60.00–71.50	423	68.00	67.50	63.00–74.00	1,396	71.00	70.00	65.00–75.00	
Underwriters, class A.....	367	185.50	182.00	158.00–211.50	68	167.50	177.00	153.50–188.50	51	227.00	218.50	211.50–249.50	
Men.....	328	189.00	185.00	163.00–214.00	59	168.50	179.50	153.50–190.00	50	226.50	218.50	211.00–249.50	
Women.....	39	156.00	152.00	126.00–183.50	9	164.00	-	-	-	-	-	-	-
Underwriters, class B.....	463	156.50	153.50	134.00–174.00	92	150.00	146.00	134.00–165.00	60	186.50	191.50	169.50–200.50	
Men.....	348	161.00	159.50	136.50–181.50	61	152.00	150.50	134.00–167.00	55	186.00	191.50	169.50–200.50	
Women.....	115	143.50	140.50	123.00–159.00	31	145.50	144.50	134.50–154.50	-	-	-	-	-
Underwriters, class C.....	737	130.00	127.50	107.50–151.50	95	121.50	122.50	110.50–134.00	200	162.00	167.00	141.00–179.50	
Men.....	481	140.00	133.00	115.50–163.00	63	121.50	121.00	109.50–131.50	-	-	-	-	-
Women.....	256	111.50	114.50	87.50–135.50	32	122.00	125.00	112.00–133.50	54	137.11	142.00	125.50–153.00	

See footnotes at end of table.

Table 1. Average Weekly Earnings: Selected Occupations—Continued

(Number and average straight-time weekly earnings¹ of employees in selected occupations in home offices and regional head offices of life insurance companies, United States and selected regions, October–November 1966)

Occupation and sex	Border States				Southeast				Southwest			
	Number of employees	Weekly earnings ¹			Number of employees	Weekly earnings ¹			Number of employees	Weekly earnings ¹		
		Mean ³	Median ³	Middle range ³		Mean ³	Median ³	Middle range ³		Mean ³	Median ³	Middle range ³
Actuaries, class A.....	-	-	-	-	8	\$306.50	-	-	7	\$285.50	-	-
Actuaries, class B.....	9	\$281.50	-	-	19	193.50	\$198.00	\$177.50–\$207.00	24	166.50	\$161.50	\$132.00–\$193.50
Assemblers.....	-	-	-	-	93	62.00	60.00	57.50– 66.00	64	63.50	61.00	59.00– 67.00
Card-tape-converter operators.....	-	-	-	-	23	100.50	104.00	93.00– 111.00	-	-	-	-
Claim approvers, class A.....	-	-	-	-	20	157.50	158.50	142.50– 200.50	30	147.00	153.00	92.50– 179.00
Men.....	-	-	-	-	15	180.00	173.00	155.00– 202.00	22	167.00	158.00	145.50– 202.50
Claim approvers, class B.....	20	116.50	\$126.00	\$92.00–\$140.00	61	108.00	104.00	78.50– 138.00	45	98.00	97.00	66.00– 115.00
Men.....	11	127.00	-	-	28	142.00	140.50	124.00– 158.00	16	137.00	127.00	111.00– 169.00
Women.....	9	103.50	-	-	33	79.00	78.50	63.50– 92.50	29	76.50	66.00	60.00– 98.50
Clerks, accounting, class A.....	54	97.50	98.00	86.50– 109.00	124	93.50	90.50	81.00– 100.00	123	92.00	90.00	83.00– 102.50
Men.....	-	-	-	-	19	110.50	104.50	98.00– 128.00	26	97.00	100.00	86.50– 104.50
Women.....	50	96.00	94.00	85.50– 108.50	105	90.50	87.50	81.00– 97.50	97	91.00	90.00	83.00– 99.50
Clerks, accounting, class B.....	143	75.00	75.00	68.50– 82.00	243	66.50	64.50	60.00– 71.00	263	71.50	68.00	60.50– 81.00
Women.....	135	74.50	74.00	67.50– 80.00	238	66.00	64.50	60.00– 71.00	251	71.00	68.00	60.00– 80.00
Clerks, correspondence, class A.....	11	115.00	-	-	86	95.00	81.00	79.50– 96.00	87	99.00	91.00	83.50– 106.00
Men.....	-	-	-	-	18	135.50	143.00	98.00– 174.00	10	148.00	-	-
Women.....	7	116.00	-	-	68	84.00	81.00	79.50– 84.00	77	93.00	91.00	83.00– 104.50
Clerks, correspondence, class B.....	21	90.00	100.50	67.00– 104.00	77	77.00	75.00	69.00– 84.00	133	74.50	72.50	67.00– 80.50
Men.....	-	-	-	-	-	-	-	-	13	106.00	-	-
Women.....	14	86.00	-	-	75	76.00	75.00	68.50– 82.00	120	71.00	71.50	64.00– 77.50
Clerks, file, class A.....	13	85.50	-	-	18	76.50	71.50	69.00– 77.50	52	70.50	68.00	60.50– 75.00
Clerks, file, class B.....	61	66.00	67.00	62.00– 69.00	144	64.50	63.00	57.50– 67.50	149	62.50	61.00	55.00– 67.00
Clerks, file, class C.....	65	60.00	58.00	54.00– 66.00	473	59.50	58.00	55.50– 64.00	180	57.00	57.00	53.00– 60.50
Clerks, policy evaluation.....	70	78.00	75.50	65.00– 86.00	123	74.50	74.00	62.00– 84.00	100	83.00	81.00	69.00– 92.00
Women.....	69	78.00	75.00	65.00– 85.00	119	74.50	74.00	62.00– 84.00	88	82.00	81.00	71.50– 90.00
Clerks, premium-ledger-card.....	72	76.50	78.50	69.50– 83.00	156	65.50	67.00	54.00– 74.00	65	62.50	60.00	57.00– 68.00
Console operators.....	23	99.50	98.00	85.00– 111.00	54	110.00	108.00	93.00– 124.50	45	112.50	113.50	93.50– 128.50
Men.....	21	100.50	98.00	86.50– 111.50	42	112.00	109.00	97.00– 124.50	45	112.50	113.50	93.50– 128.50
Keypunch operators, class A.....	34	86.00	87.00	76.50– 92.50	210	79.50	81.00	72.00– 85.50	80	81.00	80.00	72.50– 90.00
Keypunch operators, class B.....	103	71.50	72.00	64.00– 76.50	415	64.50	64.50	58.50– 69.00	204	69.50	69.00	61.00– 75.00
Premium acceptors.....	10	69.50	-	-	48	70.50	69.00	56.50– 84.00	60	78.00	69.50	63.00– 78.50
Programmers, electronic data processing, class A.....	23	130.50	130.00	116.00– 134.50	65	162.50	158.00	139.50– 185.00	68	154.00	160.00	138.50– 173.00
Men.....	13	137.00	-	-	54	166.00	163.00	147.00– 185.00	54	161.50	161.50	148.00– 180.50
Women.....	10	122.00	-	-	-	-	-	-	14	126.00	-	-
Programmers, electronic data processing, class B.....	29	105.50	108.50	95.00– 115.50	134	113.00	115.50	94.50– 129.00	81	124.00	127.00	115.00– 138.50
Men.....	20	110.50	115.00	106.00– 115.50	77	126.50	121.00	109.50– 138.50	51	128.00	127.00	115.50– 139.50
Women.....	9	94.00	-	-	-	-	-	-	30	117.00	121.00	108.00– 135.00
Stenographers, general.....	92	76.50	74.00	64.50– 84.00	308	67.00	66.00	59.00– 74.00	221	70.50	70.00	60.00– 78.50
Stenographers, senior.....	15	85.00	84.50	76.00– 93.00	175	84.50	83.00	74.00– 94.00	109	90.50	91.50	81.50– 100.50
Systems analysts, class A.....	7	142.50	-	-	18	199.50	207.50	190.50– 211.50	27	192.00	181.50	181.50– 208.00
Systems analysts, class B.....	-	-	-	-	26	147.50	144.00	132.50– 165.50	17	144.50	152.50	132.50– 152.50
Men.....	-	-	-	-	-	-	-	-	16	148.00	152.50	137.00– 157.50
Women.....	-	-	-	-	-	-	-	-	-	-	-	-
Tabulating-machine operators, class A.....	17	112.50	114.50	103.50– 120.50	67	108.00	106.50	93.50– 116.00	25	120.00	115.50	107.00– 150.00
Men.....	10	112.50	-	-	47	113.00	111.50	96.00– 121.00	19	125.50	123.50	104.50– 151.00
Women.....	7	112.50	-	-	20	97.00	100.00	88.00– 111.50	-	-	-	-

See footnotes at end of table.

Table 1. Average Weekly Earnings: Selected Occupations—Continued

(Number and average straight-time weekly earnings¹ of employees in selected occupations in home offices and regional head offices of life insurance companies, United States and selected regions, October–November 1966)

Occupation and sex	Border States			Southeast			Southwest					
	Number of employees	Weekly earnings ¹			Number of employees	Weekly earnings ¹			Number of employees	Weekly earnings ¹		
		Mean ³	Median ³	Middle range ³		Mean ³	Median ³	Middle range ³		Mean ³	Median ³	Middle range ³
Tabulating-machine operators, class B.....	32	\$93.50	\$95.50	\$88.00–\$103.00	96	\$83.50	\$83.00	\$77.50–\$92.50	63	\$89.50	\$86.50	\$77.50–\$96.00
Men.....	19	100.00	97.00	94.50–107.00	34	85.50	92.50	78.50–97.00	40	95.50	87.50	81.00–113.00
Women.....	13	84.00	-	-	62	82.00	82.50	77.50–89.00	23	79.00	77.50	74.00–86.50
Tabulating-machine operators, class C.....	35	74.00	74.00	63.50–82.50	66	67.50	67.00	64.00–72.50	44	68.00	67.00	60.00–74.00
Men.....	10	73.00	-	-	17	68.50	65.00	60.00–72.50	17	74.00	71.50	69.00–75.00
Women.....	25	74.00	74.00	64.00–81.00	49	67.00	67.50	64.50–70.00	27	64.00	63.50	57.50–68.00
Tape librarians.....	-	-	-	-	6	91.50	-	-	8	105.50	-	-
Typists, class A.....	39	74.50	74.00	66.50–76.00	132	68.50	64.50	61.00–74.50	230	72.50	72.00	66.00–77.50
Typists, class B.....	233	68.00	68.00	59.00–74.00	423	60.00	59.00	55.50–63.50	456	62.00	61.00	57.50–66.00
Underwriters, class A.....	6	232.00	-	-	21	202.00	204.00	176.50–214.00	40	174.00	173.00	138.00–211.50
Men.....	6	232.00	-	-	19	206.00	204.50	179.50–214.00	37	175.00	173.00	144.50–211.50
Women.....	-	-	-	-	-	-	-	-	-	-	-	-
Underwriters, class B.....	18	163.00	159.50	154.00–179.00	37	169.50	173.00	146.00–187.50	32	163.50	138.50	127.00–198.00
Men.....	12	169.50	-	-	32	168.50	171.50	145.00–185.50	25	172.50	156.00	132.50–198.00
Women.....	6	150.50	-	-	-	-	-	-	7	130.50	-	-
Underwriters, class C.....	44	126.50	125.50	109.50–144.50	115	110.50	113.00	87.50–134.50	60	116.50	114.50	96.50–134.50
Men.....	32	130.50	136.00	109.50–153.00	68	128.50	128.00	111.00–145.50	30	129.00	119.50	107.50–156.00
Women.....	12	116.00	-	-	47	84.00	72.00	59.00–105.50	30	103.50	102.00	87.00–117.50

See footnotes at end of table.

Table 1. Average Weekly Earnings: Selected Occupations—Continued

(Number and average straight-time weekly earnings¹ of employees in selected occupations in home offices and regional head offices of life insurance companies, United States and selected regions, October–November 1966)

Occupation and sex	Great Lakes				Middle West				Pacific			
	Number of employees	Weekly earnings ¹			Number of employees	Weekly earnings ¹			Number of employees	Weekly earnings ¹		
		Mean ³	Median ³	Middle range ³		Mean ³	Median ³	Middle range ³		Mean ³	Median ³	Middle range ³
Actuaries, class A.....	38	\$317.50	\$297.50	\$237.00–\$375.00	-	-	-	-	6	\$275.00	-	-
Actuaries, class B.....	70	225.00	219.50	189.50–248.00	23	\$163.50	\$165.50	\$122.50–\$196.00	15	245.00	\$241.00	\$221.00–\$262.50
Assemblers.....	147	66.00	62.50	59.00–71.00	35	68.00	68.00	65.00–71.00	-	-	-	-
Card-tape-converter operators.....	18	97.50	99.00	87.50–107.50	-	-	-	-	-	-	-	-
Claim approvers, class A.....	72	150.50	150.00	119.50–176.00	15	178.00	183.50	128.00–217.50	11	134.00	-	-
Men.....	52	163.00	158.50	131.00–184.50	12	191.50	-	-	-	-	-	-
Claim approvers, class B.....	158	109.00	107.50	92.50–125.00	-	-	-	-	16	140.50	127.50	115.00–157.00
Men.....	55	123.00	124.50	111.50–136.50	-	-	-	-	14	142.50	-	-
Women.....	103	101.50	103.50	86.50–113.00	-	-	-	-	-	-	-	-
Clerks, accounting, class A.....	310	99.50	98.00	81.00–113.50	108	89.50	89.00	79.50–100.50	71	111.00	109.50	97.00–123.50
Men.....	78	119.00	115.00	101.50–132.50	9	104.50	-	-	15	118.50	112.00	96.50–132.50
Women.....	232	93.00	93.50	77.50–108.50	99	88.50	89.00	79.50–96.50	56	109.50	107.50	97.00–123.00
Clerks, accounting, class B.....	424	75.50	75.00	65.50–85.00	243	69.50	69.00	61.00–77.50	91	87.00	86.50	76.00–95.00
Women.....	410	75.00	75.00	64.50–84.00	240	69.50	69.00	61.00–76.50	82	87.50	86.00	76.00–97.00
Clerks, correspondence, class A.....	183	118.50	112.00	100.00–144.00	92	118.50	108.50	99.00–135.00	74	127.00	126.50	115.50–139.50
Men.....	70	139.00	145.50	127.00–150.50	46	131.00	126.50	104.00–157.50	17	134.50	132.50	127.50–146.00
Women.....	113	105.50	104.00	95.00–112.00	46	106.50	103.00	96.50–115.50	57	124.50	121.00	109.50–139.00
Clerks, correspondence, class B.....	314	91.00	90.00	76.00–105.00	114	92.50	90.50	72.00–107.50	88	94.50	91.50	85.00–103.00
Men.....	42	114.00	115.50	102.50–124.50	-	-	-	-	-	-	-	-
Women.....	272	87.50	85.00	75.00–100.50	96	86.50	86.50	69.00–96.00	80	91.50	90.00	80.00–98.50
Clerks, file, class A.....	87	80.00	78.00	70.50–85.50	72	73.00	70.50	66.50–78.00	-	-	-	-
Clerks, file, class B.....	454	66.50	66.00	60.00–72.00	144	62.00	61.00	56.50–66.00	90	70.00	69.00	64.50–72.00
Clerks, file, class C.....	336	60.50	60.00	56.50–65.00	139	56.50	55.50	53.00–59.00	137	64.50	64.00	59.00–69.00
Clerks, policy evaluation.....	342	81.50	79.50	68.00–91.00	73	72.00	71.50	62.50–79.00	67	88.50	83.00	77.00–99.00
Women.....	312	79.50	77.50	67.00–88.00	73	72.00	71.50	62.50–79.00	66	88.50	83.00	77.00–99.00
Clerks, premium-ledger-card.....	148	71.50	69.00	63.50–77.50	42	67.50	65.50	60.00–72.00	64	72.50	72.50	67.50–75.00
Console operators.....	96	112.00	113.00	98.00–124.00	50	106.50	101.00	91.50–115.00	17	128.00	112.00	112.00–138.50
Men.....	73	116.00	115.50	101.50–129.00	45	107.00	102.00	92.00–115.50	17	128.00	112.00	112.00–138.50
Keypunch operators, class A.....	246	84.50	85.00	77.50–92.50	83	80.50	81.00	75.00–86.00	80	90.50	89.00	83.00–97.00
Keypunch operators, class B.....	408	70.50	68.50	63.50–78.50	133	63.00	62.50	56.50–67.00	104	79.00	79.00	70.50–86.50
Premium acceptors.....	205	72.50	70.00	65.00–79.00	36	68.00	64.50	60.00–78.00	18	87.50	84.00	78.50–102.00
Programers, electronic data processing, class A.....	96	154.00	151.00	138.50–170.00	42	146.50	144.00	138.50–158.00	56	178.00	167.50	151.00–203.00
Men.....	77	159.00	156.00	144.50–175.00	35	150.00	148.50	138.50–161.50	53	178.00	167.50	150.00–203.00
Women.....	19	132.50	124.50	123.50–144.50	7	128.50	-	-	-	-	-	-
Programers, electronic data processing, class B.....	167	129.50	129.00	118.50–143.50	47	122.50	120.00	115.50–132.50	39	141.00	126.50	121.00–169.50
Men.....	134	132.50	131.00	120.50–144.50	32	123.50	119.00	114.00–134.50	29	144.50	126.50	121.00–174.50
Women.....	33	118.50	121.00	112.00–131.50	15	119.50	121.00	115.50–123.50	10	131.00	-	-
Stenographers, general.....	496	73.00	72.50	67.00–78.50	149	70.00	69.00	66.00–75.00	144	86.00	86.50	81.00–92.50
Stenographers, senior.....	342	83.50	81.00	75.50–88.00	149	85.00	85.00	78.00–92.50	45	101.50	104.00	92.00–109.50
Systems analysts, class A.....	63	182.50	197.50	179.00–208.00	25	182.50	181.00	167.50–187.00	25	201.50	210.00	184.50–220.50
Systems analysts, class B.....	36	159.50	158.00	150.00–175.00	10	155.00	-	-	26	168.50	176.00	163.50–186.50
Men.....	32	160.50	160.00	150.00–177.50	10	155.00	-	-	-	-	-	-
Women.....	-	-	-	-	-	-	-	-	-	-	-	-
Tabulating-machine operators, class A.....	91	114.00	112.00	103.00–123.00	12	111.00	-	-	-	-	-	-
Men.....	71	117.50	115.00	105.00–129.00	10	111.00	-	-	-	-	-	-
Women.....	20	103.00	100.50	98.50–111.00	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 1. Average Weekly Earnings: Selected Occupations—Continued

(Number and average straight-time weekly earnings¹ of employees in selected occupations in home offices and regional head offices of life insurance companies, United States and selected regions, October–November 1966)

Occupation and sex	Great Lakes				Middle West				Pacific			
	Number of employees	Weekly earnings ¹			Number of employees	Weekly earnings ¹			Number of employees	Weekly earnings ¹		
		Mean ³	Median ³	Middle range ³		Mean ³	Median ³	Middle range ³		Mean ³	Median ³	Middle range ³
Tabulating-machine operators, class B.....	101	\$87.00	\$87.00	\$75.00–\$97.00	44	\$86.50	\$83.00	\$81.00–\$92.50	48	\$99.50	\$97.50	\$92.50–\$110.00
Men.....	43	94.50	93.00	79.50–100.50	12	91.50	-	-	42	98.50	96.50	91.50–108.00
Women.....	58	81.50	83.50	67.50–93.50	32	84.50	82.00	80.00–88.50	6	107.00	-	-
Tabulating-machine operators, class C.....	77	79.50	80.00	71.50–86.50	24	71.50	71.50	64.50–74.50	-	-	-	-
Men.....	50	80.00	80.00	71.50–86.50	8	75.50	-	-	-	-	-	-
Women.....	27	78.00	80.00	69.50–34.00	16	69.50	70.00	63.50–72.00	-	-	-	-
Tape librarians.....	12	94.00	-	-	-	-	-	-	-	-	-	-
Typists, class A.....	506	77.50	75.50	69.00–85.50	132	74.00	72.50	68.00–79.50	191	81.00	80.00	75.50–85.50
Typists, class B.....	1,330	64.50	65.00	59.00–69.00	222	62.00	60.50	57.50–65.50	178	71.00	70.50	68.00–74.00
Underwriters, class A.....	109	182.00	186.00	161.50–202.50	31	162.00	161.50	139.00–179.00	38	179.50	168.50	152.50–202.50
Men.....	95	187.00	189.50	165.00–202.50	25	170.50	171.00	156.00–179.00	-	-	-	-
Women.....	14	147.00	-	-	-	-	-	-	-	-	-	-
Underwriters, class B.....	141	145.00	143.00	126.00–164.00	29	144.50	138.50	135.00–154.50	51	152.00	150.00	126.00–172.00
Men.....	109	148.00	145.00	132.50–165.00	17	155.50	154.00	151.50–163.50	34	154.00	151.00	124.00–172.00
Women.....	32	133.50	124.50	115.50–153.50	12	129.00	-	-	17	148.50	149.00	139.00–165.00
Underwriters, class C.....	114	121.00	123.00	109.50–133.00	52	103.00	109.00	82.50–124.50	54	129.00	130.50	107.50–143.50
Men.....	81	122.50	124.00	110.00–131.00	28	119.50	119.50	114.00–126.00	30	135.00	130.50	107.50–143.00
Women.....	33	118.00	118.00	100.50–133.00	24	84.00	76.00	64.00–105.00	24	121.50	130.50	100.00–142.50

¹ Earnings relate to regular straight-time salaries that are paid for standard workweeks. Means, medians, and middle ranges of earnings are rounded to the nearest half dollar.² Includes data for the Mountain region in addition to those regions shown separately. For definition of regions shown in this and subsequent tables, see footnote 1, appendix A table.³ The mean for each occupation is computed by multiplying each rate by the number of employees receiving the rate; the sum of these products is divided by the number of employees in the job. The median designates position, that is, half of the employees surveyed received more than the rate shown and half received less. The middle range is defined by 2 rates of pay; a fourth of the employees earned less than the lower of these rates and a fourth earned more than the higher rate. Medians and middle ranges are omitted for occupations that had fewer than 15 employees in a region.

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

Table 2. Occupational Earnings: Atlanta, Ga.¹

(Number and average straight-time weekly hours and earnings² of employees in selected occupations in home offices and regional head offices of life insurance companies, October 1966)

Occupation and sex	Number of workers	Average (mean)		Number of workers receiving straight-time weekly earnings of—																			
		Weekly hours ² (Standard)	Weekly earnings ² (Standard)	\$50 and under \$55	\$55 \$60	\$60 \$65	\$65 \$70	\$70 \$75	\$75 \$80	\$80 \$85	\$85 \$90	\$90 \$95	\$95 \$100	\$100 \$105	\$105 \$110	\$110 \$115	\$115 \$120	\$120 \$125	\$125 \$130	\$130 \$140	\$140 \$150	\$150 \$160	\$160 and over
Clerks, accounting, class A-----	34	38.0	\$94.50	-	-	-	-	1	-	5	10	4	5	6	1	-	-	-	-	2	-	-	-
Women-----	30	38.0	90.50	-	-	-	-	1	-	5	10	4	5	5	-	-	-	-	-	-	-	-	-
Clerks, accounting, class B-----	36	37.5	76.00	-	1	1	7	11	8	5	1	-	-	-	-	-	1	1	-	-	-	-	-
Women-----	34	37.5	74.00	-	1	1	7	11	8	5	-	-	-	-	-	1	-	-	-	-	-	-	-
Clerks, correspondence, class B (33 women and 1 man)-----	34	37.5	76.00	-	-	2	1	4	22	1	1	2	-	1	-	-	-	-	-	-	-	-	-
Clerks, file, class B (13 women and 1 man)-----	14	38.0	70.50	-	-	3	5	2	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Clerks, file, class C (5 women and 4 men)-----	9	39.0	59.00	2	3	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Clerks, policy evaluation (14 women and 1 man)-----	15	38.5	85.00	-	2	1	1	-	-	1	2	3	4	-	-	-	1	-	-	-	-	-	-
Clerks, premium-ledger-card (all women)-----	14	38.0	77.00	-	-	-	1	2	7	2	2	-	-	-	-	-	-	-	-	-	-	-	-
Console operators (all men)-----	11	38.0	118.50	-	-	-	-	-	-	-	-	1	1	-	2	1	-	2	1	2	1	-	-
Keypunch operators, class A (50 women and 4 men)-----	54	37.5	85.00	-	-	-	-	3	1	34	2	8	1	1	4	-	-	-	-	-	-	-	-
Keypunch operators, class B (all women)-----	37	37.5	70.50	1	-	2	18	9	5	1	1	-	-	-	-	-	-	-	-	-	-	-	-
Premium acceptors (all women)-----	11	37.5	85.00	-	-	-	-	3	2	3	-	-	1	1	1	-	-	-	-	-	-	-	-
Programers, electronic data processing, class A (all men)-----	7	37.5	171.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	3	3
Stenographers, general (all women)-----	42	38.0	81.50	-	-	-	1	6	14	6	7	5	2	1	-	-	-	-	-	-	-	-	-
Stenographers, senior (all women)-----	27	37.5	86.50	-	-	-	1	-	1	11	1	9	4	-	-	-	-	-	-	-	-	-	-
Tabulating-machine operators, class A (all men)-----	13	37.5	121.00	-	-	-	-	-	-	-	-	-	1	1	-	-	6	1	-	4	-	-	-
Typists, class B (all women)-----	67	38.0	66.50	-	4	28	16	8	9	1	1	-	-	-	-	-	-	-	-	-	-	-	-
Underwriters, class C-----	17	37.5	115.00	-	-	-	-	-	-	-	4	1	1	-	1	1	2	-	3	1	1	1	1
Men-----	14	37.5	115.00	-	-	-	-	-	-	-	4	1	1	-	-	-	2	-	2	1	1	1	1

¹ The Atlanta Standard Metropolitan Statistical Area consists of Clayton, Cobb, DeKalb, Fulton, and Gwinnett Counties.

² Standard hours reflect the workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours. Average weekly hours are rounded to the nearest half hour and average weekly earnings to the nearest half dollar.

³ Workers were distributed as follows: 2 at \$185 to \$190; and 1 at \$225 to \$230.

Table 3. Occupational Earnings: Baltimore, Md.¹(Number and average straight-time weekly hours and earnings² of employees in selected occupations in home offices and regional head offices of life insurance companies, October 1966)

Occupation and sex	Number of workers	Average (mean)		Number of workers receiving straight-time weekly earnings of—																
		Weekly hours ² (Standard)	Weekly earnings ² (Standard)	\$50 and under \$55	\$55 \$60	\$60 \$65	\$65 \$70	\$70 \$75	\$75 \$80	\$80 \$85	\$85 \$90	\$90 \$95	\$95 \$100	\$100 \$105	\$105 \$110	\$110 \$115	\$115 \$120	\$120 \$125	\$125 \$130	\$130 \$135
Claim approvers, class B (5 men and 1 woman).....	6	38.0	\$143.00	-	-	-	-	-	-	-	-	-	-	1	-	-	1	-	1	³ 3
Clerks, accounting, class A.....	11	37.5	101.50	-	-	-	-	-	-	2	2	1	-	-	3	1	-	1	-	1
Women.....	9	37.0	97.50	-	-	-	-	-	-	2	2	1	-	-	2	1	-	1	-	-
Keypunch operators, class B (all women).....	27	38.5	73.50	-	1	1	4	10	8	2	1	-	-	-	-	-	-	-	-	-
Stenographers, general (all women).....	38	37.0	68.00	-	1	18	4	7	3	2	2	1	-	-	-	-	-	-	-	-
Tabulating-machine operators, class C (5 women and 4 men).....	9	38.5	82.50	-	-	-	-	1	3	1	3	-	1	-	-	-	-	-	-	-
Typists, class B (all women).....	58	38.5	64.50	3	16	14	13	7	3	1	1	-	-	-	-	-	-	-	-	-
Underwriters, class C (7 men and 5 women).....	12	37.0	121.50	-	-	-	-	-	-	-	-	2	-	-	4	-	1	1	-	⁴ 4

¹ The Baltimore Standard Metropolitan Statistical Area consists of the city of Baltimore; and the counties of Anne Arundel, Baltimore, Carroll, and Howard.² Standard hours reflect the workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours. Average weekly hours are rounded to the nearest half hour and average weekly earnings to the nearest half dollar.³ Workers were distributed as follows: 1 at \$150 to \$155; 1 at \$170 to \$175; and 1 at \$185 to \$190.⁴ Workers were distributed as follows: 1 at \$140 to \$145; 2 at \$150 to \$155; and 1 at \$165 to \$170.

Table 4. Occupational Earnings: Boston, Mass.¹

(Number and average straight-time weekly hours and earnings² of employees in selected occupations in home offices and regional head offices of life insurance companies, October 1966)

Occupation and sex	Number of workers	Average (mean)		Number of workers receiving straight-time weekly earnings of—																		
		Weekly hours ² (Standard)	Weekly earnings ² (Standard)	Under \$65	\$65 and under \$70	\$70	\$75	\$80	\$90	\$100	\$110	\$120	\$130	\$140	\$150	\$160	\$170	\$180	\$190	\$200	\$220 and over	
Actuaries, class B.....	26	37.0	\$228.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	7	3 16
Men.....	25	37.0	227.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	7	15
Claim approvers, class A (10 men and 9 women).....	19	37.5	158.00	-	-	-	-	-	-	-	-	3	1	-	-	-	-	-	-	-	-	-
Clerks, accounting, class A.....	44	37.0	99.50	-	-	2	6	4	9	10	11	-	2	-	-	-	-	-	-	-	-	-
Women.....	36	37.5	98.50	-	-	2	6	3	7	7	10	-	1	-	-	-	-	-	-	-	-	-
Men.....	8	36.5	105.00	-	-	-	-	1	2	3	1	-	1	-	-	-	-	-	-	-	-	-
Clerks, accounting, class B.....	92	37.0	72.50	21	19	23	8	16	5	-	-	-	-	-	-	-	-	-	-	-	-	-
Women.....	90	37.0	72.00	21	19	22	8	15	5	-	-	-	-	-	-	-	-	-	-	-	-	-
Clerks, file, class B.....	106	37.5	67.00	61	26	6	6	6	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Women.....	102	37.5	67.00	59	26	6	4	6	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Clerks, file, class C.....	165	37.0	64.00	4 118	30	10	4	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women.....	163	37.0	64.00	118	28	10	4	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Clerks, policy evaluation (21 women and 5 men).....	26	37.0	87.50	-	1	3	2	11	6	2	1	-	-	-	-	-	-	-	-	-	-	-
Keypunch operators, class A (all women).....	29	37.0	80.00	-	-	3	10	16	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Keypunch operators, class B (all women).....	48	37.0	74.50	3	13	9	14	8	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Programers, electronic data processing, class A.....	18	37.0	159.50	-	-	-	-	-	-	-	-	-	-	1	8	7	2	-	-	-	-	-
Men.....	12	37.0	159.00	-	-	-	-	-	-	-	-	-	-	1	7	2	2	-	-	-	-	-
Programers, electronic data processing, class B.....	32	37.0	145.00	-	-	-	-	-	-	1	-	4	3	11	10	3	-	-	-	-	-	-
Men.....	28	37.0	144.50	-	-	-	-	-	-	1	-	4	2	10	8	3	-	-	-	-	-	-
Stenographers, general (all women).....	69	37.5	72.50	1	23	20	17	7	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Stenographers, senior (all women).....	195	37.0	87.00	-	-	7	32	84	56	16	-	-	-	-	-	-	-	-	-	-	-	-
Systems analysts, class A (6 men and 3 women).....	9	37.5	199.00	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	5	3	-
Systems analysts, class B.....	33	37.5	155.00	-	-	-	-	-	-	-	1	2	5	5	4	9	4	3	-	-	-	-
Men.....	20	37.5	156.00	-	-	-	-	-	-	-	1	-	4	2	3	6	2	2	-	-	-	-
Tabulating-machine operators, class A:																						
Men.....	22	37.5	105.00	-	-	-	-	-	5	12	3	2	-	-	-	-	-	-	-	-	-	-
Typists, class A (all women).....	79	37.0	78.50	-	18	15	9	28	5	4	-	-	-	-	-	-	-	-	-	-	-	-
Typists, class B (all women).....	237	37.0	68.00	97	53	49	35	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Underwriters, class A.....	29	37.0	185.50	-	-	-	-	-	-	-	-	-	-	-	-	3	6	11	5	4	-	-
Men.....	26	37.0	187.00	-	-	-	-	-	-	-	-	-	-	-	-	2	4	11	5	4	-	-
Underwriters, class B.....	35	37.5	155.50	-	-	-	-	-	-	-	1	6	9	4	10	2	1	-	-	2	-	-
Men.....	19	37.0	164.50	-	-	-	-	-	-	-	1	2	-	2	9	2	1	-	-	2	-	-
Underwriters, class C.....	25	37.0	131.00	-	-	-	-	-	1	-	3	6	11	3	1	-	-	-	-	-	-	-
Men.....	12	37.0	133.00	-	-	-	-	-	-	-	1	4	5	2	-	-	-	-	-	-	-	-

¹ The Boston Standard Metropolitan Statistical Area consists of Suffolk County, 15 communities in Essex County, 30 in Middlesex County, 20 in Norfolk County, and 9 in Plymouth County.

² Standard hours reflect the workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours. Average weekly hours are rounded to the nearest half hour and average weekly earnings to the nearest half dollar.

³ Workers were distributed as follows: 8 at \$220 to \$240; 6 at \$240 to \$260; 1 at \$260 to \$280; and 1 at \$280 to \$300.

⁴ Includes 1 worker at \$55 to \$60.

Table 5. Occupational Earnings: Chicago, Ill.—Continued

(Number and average straight-time weekly hours and earnings² of employees in selected occupations in home offices and regional head offices of life insurance companies, October 1966)

Occupation and sex	Number of workers	Average (mean)		Number of workers receiving straight-time weekly earnings of—																			
		Weekly hours ² (Standard)	Weekly earnings ² (Standard)	\$55 and under \$60	\$60 \$65	\$65 \$70	\$70 \$75	\$75 \$80	\$80 \$85	\$85 \$90	\$90 \$95	\$95 \$100	\$100 \$110	\$110 \$120	\$120 \$130	\$130 \$140	\$140 \$150	\$150 \$160	\$160 \$180	\$180 \$200	\$200 \$220	\$220 \$240	\$240 and over
Typists, class A (all women)-----	171	37.5	\$87.50	-	-	-	4	42	22	24	38	24	16	1	-	-	-	-	-	-	-	-	-
Typists, class B (all women)-----	320	37.5	73.00	-	27	100	72	73	31	7	8	2	-	-	-	-	-	-	-	-	-	-	
Underwriters, class A (28 men and 2 women)-----	30	37.5	182.50	-	-	-	-	-	-	-	-	-	-	-	-	2	3	1	10	4	8	2	-
Underwriters, class B-----	26	37.5	138.50	-	-	-	-	-	-	-	-	-	3	6	2	5	-	4	3	3	-	-	-
Men-----	18	37.5	148.50	-	-	-	-	-	-	-	-	-	-	1	2	-	5	4	3	3	-	-	-
Women-----	8	37.5	115.50	-	-	-	-	-	-	-	-	-	2	4	2	-	-	-	-	-	-	-	-
Underwriters, class C-----	15	37.5	132.00	-	-	-	2	-	-	-	-	2	-	-	3	-	2	1	5	-	-	-	-
Men-----	9	37.0	135.50	-	-	-	-	-	-	-	-	2	-	-	2	-	2	1	2	-	-	-	-
Women-----	6	37.5	127.00	-	-	-	2	-	-	-	-	-	-	-	1	-	-	-	3	-	-	-	-

¹ The Chicago Standard Metropolitan Statistical Area consists of Cook, DuPage, Kane, Lake, McHenry, and Will Counties. In 1961 the area was limited to Cook County.

² Standard hours reflect the workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours. Average weekly hours are rounded to the nearest half hour and average weekly earnings to the nearest half dollar.

³ Workers were distributed as follows: 3 at \$240 to \$260; 2 at \$260 to \$280; 2 at \$300 to \$320; 1 at \$320 to \$340; and 2 at \$340 and over.

⁴ Includes 2 workers at \$40 to \$45.

Table 6. Occupational Earnings: Dallas, Tex.¹

(Number and average straight-time weekly hours and earnings² of employees in selected occupations in home offices and regional head offices of life insurance companies, October 1966)

Occupation and sex	Number of workers	Average (mean)		Number of workers receiving straight-time weekly earnings of—																				
		Weekly hours ² (Standard)	Weekly earnings ² (Standard)	\$50 and under \$55	\$55 \$60	\$60 \$65	\$65 \$70	\$70 \$75	\$75 \$80	\$80 \$85	\$85 \$90	\$90 \$95	\$95 \$100	\$100 \$110	\$110 \$120	\$120 \$130	\$130 \$140	\$140 \$150	\$150 \$160	\$160 \$170	\$170 \$180	\$180 \$190	\$190 \$200	\$200 and over
Assemblers.....	51	39.5	\$62.00	1	17	23	8	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women.....	48	39.5	62.00	1	15	23	7	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Claim approvers, class B (16 women and 5 men).....	21	39.0	90.50	-	-	3	9	-	-	-	-	-	2	2	1	2	-	-	-	-	2	-	-	-
Clerks, accounting, class A.....	40	38.5	89.00	-	-	-	1	5	6	6	3	8	2	6	3	-	-	-	-	-	-	-	-	-
Women.....	28	38.5	85.50	-	-	-	1	4	5	4	2	7	2	3	-	-	-	-	-	-	-	-	-	-
Men.....	12	39.0	96.00	-	-	-	-	1	1	2	1	1	-	3	3	-	-	-	-	-	-	-	-	-
Clerks, accounting, class B.....	99	39.0	66.50	-	25	30	18	9	4	4	3	4	2	-	-	-	-	-	-	-	-	-	-	-
Women.....	94	39.0	66.00	-	25	30	17	8	4	3	3	3	1	-	-	-	-	-	-	-	-	-	-	-
Clerks, correspondence, class A (35 women and 2 men).....	37	38.5	95.00	-	-	-	-	2	3	9	6	4	1	4	5	1	1	-	-	1	-	1	-	-
Clerks, correspondence, class B.....	47	38.5	78.00	-	8	4	11	5	3	4	5	1	2	-	2	-	-	-	-	-	2	-	-	-
Women.....	37	38.5	69.00	-	8	4	11	5	3	2	4	-	-	-	-	-	-	-	-	-	-	-	-	-
Men.....	10	38.5	110.00	-	-	-	-	-	2	1	1	2	-	2	-	-	-	-	-	-	2	-	-	-
Clerks, file, class A (all women).....	10	39.0	77.50	-	-	1	3	-	4	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-
Clerks, file, class B (all women).....	56	38.5	63.50	12	4	22	10	4	2	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-
Clerks, file, class C (all women).....	74	39.0	56.50	33	26	12	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Clerks, policy evaluation.....	30	39.0	85.50	-	-	1	5	7	3	1	1	4	3	1	2	-	2	-	-	-	-	-	-	-
Women.....	27	39.5	80.50	-	-	1	5	7	3	1	1	4	3	1	1	-	-	-	-	-	-	-	-	-
Clerks, premium-ledger-card (all women).....	13	40.0	67.00	-	-	7	1	2	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Console operators (all men).....	20	39.0	107.50	-	-	-	-	-	1	2	3	1	2	4	1	4	-	-	-	-	2	-	-	-
Keypunch operators, class A (all women).....	30	39.0	80.00	-	-	1	3	4	12	2	-	6	2	-	-	-	-	-	-	-	-	-	-	-
Keypunch operators, class B (all women).....	82	39.0	67.00	-	20	21	14	11	10	2	2	2	-	-	-	-	-	-	-	-	-	-	-	-
Premium acceptors (21 women and 2 men).....	23	39.0	70.50	-	3	7	7	-	2	2	-	-	-	1	-	1	-	-	-	-	-	-	-	-
Programers, electronic data processing, class A.....	16	39.0	167.50	-	-	-	-	-	-	-	-	-	-	-	-	2	1	1	-	4	2	2	3	1
Men.....	11	39.0	178.00	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	2	2	2	3	1
Programers, electronic data processing, class B.....	20	39.0	114.50	-	-	-	1	-	-	1	1	-	-	5	-	7	5	-	-	-	-	-	-	-
Women.....	6	39.0	104.00	-	-	-	1	-	-	-	-	-	-	3	-	2	-	-	-	-	-	-	-	-
Men.....	14	39.5	119.00	-	-	-	-	-	-	1	1	-	-	2	-	5	5	-	-	-	-	-	-	-
Stenographers, general (all women).....	19	39.0	78.00	-	-	2	6	3	3	-	3	-	-	-	2	-	-	-	-	-	-	-	-	-
Stenographers, senior (all women).....	30	39.0	88.00	-	-	-	4	1	4	4	3	7	1	5	1	-	-	-	-	-	-	-	-	-
Tabulating-machine operators, class A (5 men and 1 woman).....	6	38.5	112.00	-	-	-	-	-	-	-	-	-	-	3	2	1	-	-	-	-	-	-	-	-
Tabulating-machine operators, class B.....	16	39.0	83.00	-	-	-	-	2	3	4	5	1	-	1	-	-	-	-	-	-	-	-	-	-
Men.....	13	39.5	82.00	-	-	-	-	2	3	4	2	1	-	1	-	-	-	-	-	-	-	-	-	-
Typists, class A (all women).....	110	39.0	72.50	-	-	18	24	25	30	7	-	6	-	-	-	-	-	-	-	-	-	-	-	-
Typists, class B (all women).....	152	39.0	60.50	7	52	80	11	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Underwriters, class A (18 men and 2 women).....	20	39.0	154.00	-	-	-	-	-	-	-	-	-	-	-	2	3	3	2	1	3	3	2	-	1
Underwriters, class B (5 men and 5 women).....	10	38.5	140.00	-	-	-	-	-	-	-	-	-	-	2	2	2	2	-	-	-	-	-	-	3 ²
Underwriters, class C.....	19	38.5	98.50	-	-	-	-	3	2	2	2	1	5	2	1	1	-	-	-	-	-	-	-	-
Women.....	11	38.5	94.50	-	-	-	-	3	2	1	-	-	3	2	-	-	-	-	-	-	-	-	-	-
Men.....	8	38.5	105.00	-	-	-	-	-	-	1	2	1	2	-	1	1	-	-	-	-	-	-	-	-

¹ The Dallas Standard Metropolitan Statistical Area consists of Collin, Dallas, Denton, and Ellis Counties.

² Standard hours reflect the workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours. Average weekly hours are rounded to the nearest half hour and average weekly earnings to the nearest half dollar.

³ Workers were at \$220 to \$230.

Table 7. Occupational Earnings: Des Moines, Iowa¹

(Number and average straight-time weekly hours and earnings² of employees in selected occupations in home offices and regional head offices of life insurance companies, October 1966)

Occupation and sex	Number of workers	Average (mean)		Number of workers receiving straight-time weekly earnings of—																					
		Weekly hours ² (Standard)	Weekly earnings ² (Standard)	\$50 and under \$55	\$55 \$60	\$60 \$65	\$65 \$70	\$70 \$75	\$75 \$80	\$80 \$85	\$85 \$90	\$90 \$95	\$95 \$100	\$100 \$110	\$110 \$120	\$120 \$130	\$130 \$140	\$140 \$150	\$150 \$160	\$160 \$170	\$170 \$180	\$180 \$190	\$190 \$200	\$200 \$210 and over	
Claim approvers, class B (9 men and 1 woman)-----	10	39.0	\$154.00	-	-	-	-	-	-	-	-	-	-	-	-	2	-	2	3	2	-	-	-	1	-
Clerks, accounting, class B (all women)-----	44	39.0	68.00	-	11	13	4	5	3	7	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Clerks, correspondence, class A-----	19	38.5	124.00	-	-	-	-	-	-	2	-	-	4	3	1	2	1	2	2	-	1	-	-	-	1
Men-----	8	38.0	150.00	-	-	-	-	-	-	-	-	-	-	-	1	1	1	2	1	-	1	-	-	-	1
Women-----	11	39.0	105.00	-	-	-	-	-	-	2	-	-	4	3	-	1	-	1	-	-	-	-	-	-	-
Clerks, correspondence, class B (27 men and 1 woman)---	28	38.5	80.00	-	-	5	5	5	3	1	3	2	-	1	2	1	-	-	-	-	-	-	-	-	-
Clerks, file, class A (all women)-----	10	38.0	79.50	-	-	-	-	4	3	2	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-
Clerks, file, class B (all women)-----	47	38.5	62.00	1	17	18	9	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Clerks, file, class C (all women)-----	26	38.0	55.00	13	12	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Clerks, policy evaluation (all women)-----	16	37.5	76.50	-	-	5	2	2	1	1	2	2	-	1	-	-	-	-	-	-	-	-	-	-	-
Console operators (17 men and 3 women)-----	20	38.5	98.00	-	-	-	-	-	-	4	3	4	1	1	7	-	-	-	-	-	-	-	-	-	-
Keypunch operators, class A (all women)-----	21	38.5	83.00	-	-	-	-	-	7	7	4	2	-	1	-	-	-	-	-	-	-	-	-	-	-
Keypunch operators, class B (all women)-----	34	38.0	66.00	3	3	10	5	8	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Programers, electronic data processing, class A (11 men and 3 women)-----	14	38.0	146.50	-	-	-	-	-	-	-	-	-	-	2	1	1	2	2	2	2	-	1	-	1	-
Programers, electronic data processing, class B (all men)---	6	39.0	141.50	-	-	-	-	-	-	-	-	-	1	-	-	-	2	-	2	1	-	-	-	-	-
Stenographers, general (all women)-----	42	39.0	67.50	-	4	10	16	5	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Systems analysts, class A (all men)-----	6	39.0	197.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	4	-	-	1
Tabulating-machine operators, class B (14 men and 2 women)---	16	38.5	81.50	-	-	-	-	3	4	4	3	1	-	1	-	-	-	-	-	-	-	-	-	-	-
Typists, class A (all women)-----	19	39.0	72.00	-	-	2	5	4	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Underwriters, class A (6 men and 1 woman)-----	7	39.0	157.50	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	2	2	-	-	1	-	-
Underwriters, class C (5 men and 4 women)-----	9	38.0	104.50	-	-	-	-	-	-	1	1	1	-	4	1	-	-	1	-	-	-	-	-	-	-

¹ The Des Moines Standard Metropolitan Statistical Area consists of Polk County.

² Standard hours reflect the workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours. Average weekly hours are rounded to the nearest half hour and average weekly earnings to the nearest half dollar.

Table 8. Occupational Earnings: Houston, Tex.¹(Number and average straight-time weekly hours and earnings² of employees in selected occupations in home offices and regional head offices of life insurance companies, October 1966)

Occupation and sex	Number of workers	Average (mean)		Number of workers receiving straight-time weekly earnings of—																							
		Weekly hours ² (Standard)	Weekly earnings ² (Standard)	\$50 and under \$55	\$55 \$60	\$60 \$65	\$65 \$70	\$70 \$75	\$75 \$80	\$80 \$85	\$85 \$90	\$90 \$95	\$95 \$100	\$100 \$105	\$105 \$110	\$110 \$120	\$120 \$130	\$130 \$140	\$140 \$150	\$150 \$160	\$160 \$170	\$170 \$180	\$180 \$190	\$190 \$200	\$200 and over		
Claim approvers, class A (all men).....	6	37.5	\$229.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	3	5
Claim approvers, class B (5 men and 2 women).....	7	37.5	159.50	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	1	3	1	-	-	-	-	-
Clerks, accounting, class B (all women).....	50	38.5	80.00	-	2	4	5	8	9	7	2	5	5	1	-	2	-	-	-	-	-	-	-	-	-	-	-
Clerks, correspondence, class B (all women).....	12	38.5	75.50	-	-	1	2	4	2	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Clerks, file, class C (all women).....	48	37.5	62.50	2	9	30	3	2	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Clerks, policy evaluation (all women).....	24	38.0	95.50	1	-	2	-	-	2	2	3	1	1	2	2	8	-	-	-	-	-	-	-	-	-	-	-
Clerks, premium-ledger-card (all women).....	11	39.5	69.00	-	-	2	5	1	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Console operators (all men).....	13	37.5	124.00	-	-	-	-	-	-	-	-	-	-	1	-	3	8	1	-	-	-	-	-	-	-	-	-
Keypunch operators, class A (all women).....	19	38.0	90.00	-	-	-	-	-	2	4	4	4	3	1	-	1	-	-	-	-	-	-	-	-	-	-	-
Keypunch operators, class B (31 women and 1 man).....	32	37.5	74.50	-	-	6	8	7	3	2	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Programers, electronic data processing, class A (15 men and 1 woman).....	16	37.5	165.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	4	4	1	2	2	-	-	-	-
Programers, electronic data processing, class B.....	15	37.5	133.00	-	-	-	-	-	-	-	-	-	-	1	1	3	1	3	2	4	-	-	-	-	-	-	-
Men.....	11	38.0	136.00	-	-	-	-	-	-	-	-	-	-	1	1	1	-	3	2	3	-	-	-	-	-	-	-
Stenographers, general (all women).....	41	39.0	79.50	-	-	-	5	12	3	10	7	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stenographers, senior (all women).....	31	37.5	94.00	-	-	-	-	-	4	5	4	4	4	3	2	5	-	-	-	-	-	-	-	-	-	-	-
Typists, class A (all women).....	52	37.0	74.50	-	-	4	15	5	13	8	5	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Typists, class B (all women).....	46	37.0	66.50	-	7	18	9	3	7	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Underwriters, class A (13 men and 1 woman).....	14	38.0	212.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	1	1	10
Underwriters, class B (6 men and 1 woman).....	7	37.5	178.50	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	2	1	3	-	-	-
Underwriters, class C.....	9	38.0	140.50	-	-	-	-	-	-	-	-	-	-	-	1	3	-	-	-	2	3	-	-	-	-	-	-
Men.....	7	38.0	142.50	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	1	3	-	-	-	-	-	-

¹ The Houston Standard Metropolitan Statistical Area consists of Harris County.² Standard hours reflect the workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours. Average weekly hours are rounded to the nearest half hour and average weekly earnings to the nearest half dollar.³ Workers were distributed as follows: 1 at \$200 to \$210; 1 at \$210 to \$220; 1 at \$220 to \$230; 1 at \$240 to \$250; and 1 at \$280 to \$290.⁴ Workers were distributed as follows: 7 at \$210 to \$220; 1 at \$220 to \$230; and 2 at \$250 to \$260.

Table 9. Occupational Earnings: Jacksonville, Fla.¹

(Number and average straight-time weekly hours and earnings² of employees in selected occupations in home offices and regional head offices of life insurance companies, October 1966)

Occupation and sex	Number of workers	Average (mean)		Number of workers receiving straight-time weekly earnings of—																					
		Weekly hours ² (Standard)	Weekly earnings ² (Standard)	\$45 and under	\$50	\$55	\$60	\$65	\$70	\$75	\$80	\$85	\$90	\$95	\$100	\$110	\$120	\$130	\$140	\$150	\$160	\$170	\$180	\$190	\$200 and over
				\$50	\$55	\$60	\$65	\$70	\$75	\$80	\$85	\$90	\$95	\$100	\$110	\$120	\$130	\$140	\$150	\$160	\$170	\$180	\$190	\$200	over
Claim approvers, class B.....	9	37.5	\$115.50	-	-	-	-	-	2	-	-	1	-	2	-	1	-	-	-	1	-	2	-	-	-
Women.....	6	38.0	96.00	-	-	-	-	-	2	-	-	1	-	2	-	1	-	-	-	1	-	-	-	-	-
Clerks, accounting, class A (4 women and 2 men).....	6	37.0	92.50	-	-	-	-	-	-	1	-	2	1	-	2	-	-	-	-	-	-	-	-	-	-
Clerks, accounting, class B.....	25	37.0	62.00	-	7	-	9	4	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women.....	22	37.5	61.50	-	7	-	6	4	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Clerks, correspondence, class B (15 women and 1 man).....	16	37.5	77.50	-	-	-	2	5	3	1	1	1	1	1	-	-	-	1	-	-	-	-	-	-	-
Clerks, file, class B (all women).....	19	37.5	64.50	2	3	1	4	3	2	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Clerks, policy evaluation.....	17	36.5	79.00	-	2	-	2	1	1	1	2	4	2	1	1	1	-	-	-	-	-	-	-	-	-
Women.....	14	37.0	84.00	-	-	-	1	1	1	1	2	4	2	1	1	-	-	-	-	-	-	-	-	-	-
Clerks, premium-ledger-card (all women).....	24	37.0	68.00	5	2	-	1	3	4	2	3	1	3	-	-	-	-	-	-	-	-	-	-	-	-
Console operators.....	17	37.0	118.50	-	-	-	-	-	-	-	-	-	-	1	4	4	4	3	1	-	-	-	-	-	-
Men.....	14	37.5	118.00	-	-	-	-	-	-	-	-	-	-	1	4	3	2	3	1	-	-	-	-	-	-
Keypunch operators, class B (all women).....	66	37.0	68.00	6	1	5	16	9	10	9	3	5	2	-	-	-	-	-	-	-	-	-	-	-	-
Programers, electronic data processing, class A.....	16	37.5	174.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	3	1	2	3	4	1
Men.....	14	37.5	174.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	1	2	3	3	1
Programers, electronic data processing, class B.....	19	37.5	124.00	-	-	-	-	-	-	1	-	-	-	1	3	2	4	5	1	2	-	-	-	-	-
Men.....	16	37.5	128.00	-	-	-	-	-	-	-	-	-	-	1	2	2	3	5	1	2	-	-	-	-	-
Stenographers, general (all women).....	55	37.0	65.00	1	7	5	14	12	7	5	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Tabulating-machine operators, class B (25 women and 4 men).....	29	36.5	82.00	-	2	1	-	2	1	3	5	6	6	3	-	-	-	-	-	-	-	-	-	-	-
Typists, class B (all women).....	116	37.0	60.50	-	4	57	31	11	9	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Underwriters, class C (17 men and 5 women).....	22	37.0	137.00	-	-	-	-	-	-	-	-	-	-	-	2	4	3	2	4	-	7	-	-	-	-

¹ The Jacksonville Standard Metropolitan Statistical Area consists of Duval County.

² Standard hours reflect the workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours. Average weekly hours are rounded to the nearest half hour and average weekly earnings to the nearest half dollar.

Table 10. Occupational Earnings: Los Angeles—Long Beach and Anaheim—Santa Ana—Garden Grove, Calif.¹

(Number and average straight-time weekly hours and earnings² of employees in selected occupations in home offices and regional head offices of life insurance companies, October 1966)

Occupation and sex	Number of workers	Average (mean)		Number of workers receiving straight-time weekly earnings of—																	
		Weekly hours ² (Standard)	Weekly earnings ² (Standard)	\$60 and under	\$65	\$70	\$75	\$80	\$85	\$90	\$95	\$100	\$110	\$120	\$130	\$140	\$150	\$160	\$170	\$180	
				\$65	\$70	\$75	\$80	\$85	\$90	\$95	\$100	\$110	\$120	\$130	\$140	\$150	\$160	\$170	\$180	and over	
Claim approvers, class B:																					
Men.....	8	39.0	\$126.50	-	-	-	-	-	-	-	-	-	2	2	1	-	1	2	-	-	-
Clerks, accounting, class A.....	39	38.0	106.00	-	-	-	-	1	3	10	3	8	2	8	4	-	-	-	-	-	-
Women.....	29	38.0	106.00	-	-	-	-	1	3	6	3	5	1	8	2	-	-	-	-	-	-
Men.....	10	37.5	106.50	-	-	-	-	-	-	4	-	3	1	-	2	-	-	-	-	-	-
Clerks, accounting, class B.....	49	38.0	80.50	-	-	12	15	7	9	3	3	-	-	-	-	-	-	-	-	-	-
Women.....	44	38.5	80.50	-	-	11	14	7	6	3	3	-	-	-	-	-	-	-	-	-	-
Clerks, correspondence, class A.....	32	38.0	122.50	-	-	-	-	-	-	-	-	7	6	9	6	4	-	-	-	-	-
Women.....	28	38.0	121.00	-	-	-	-	-	-	-	-	7	6	7	5	3	-	-	-	-	-
Clerks, correspondence, class B.....	57	38.0	92.50	-	-	-	7	3	15	9	10	12	-	1	-	-	-	-	-	-	-
Women.....	56	38.0	92.00	-	-	-	7	3	15	9	10	12	-	-	-	-	-	-	-	-	-
Clerks, file, class B.....	63	38.0	68.00	23	27	7	4	1	1	-	-	-	-	-	-	-	-	-	-	-	-
Women.....	62	38.0	68.00	23	26	7	4	1	1	-	-	-	-	-	-	-	-	-	-	-	-
Console operators (all men)	7	38.0	145.00	-	-	-	-	-	-	-	-	-	1	1	2	-	-	2	1	-	-
Programers, electronic data processing, class A.....	31	38.5	185.50	-	-	-	-	-	-	-	-	-	-	-	2	-	3	6	8	3	12
Men.....	28	38.5	186.00	-	-	-	-	-	-	-	-	-	-	-	2	-	2	6	8	10	-
Programers, electronic data processing, class B (4 women and 3 men)	7	39.0	136.50	-	-	-	-	-	-	-	-	-	1	2	1	2	1	-	-	-	-
Stenographers, senior (all women)	16	37.5	103.00	-	-	-	2	-	1	2	1	5	3	2	-	-	-	-	-	-	-
Tabulating-machine operators, class B.....	34	38.0	99.00	-	-	-	-	-	3	9	10	8	4	-	-	-	-	-	-	-	-
Men.....	31	38.0	98.50	-	-	-	-	-	3	8	10	6	4	-	-	-	-	-	-	-	-
Typists, class A.....	110	38.0	82.00	-	1	23	30	18	17	11	5	5	-	-	-	-	-	-	-	-	-
Women.....	109	37.5	82.00	-	1	23	29	18	17	11	5	5	-	-	-	-	-	-	-	-	-
Typists, class B (all women)	125	38.0	70.50	4 ⁷	49	49	16	3	-	1	-	-	-	-	-	-	-	-	-	-	-
Underwriters, class B.....	38	38.5	141.00	-	-	-	-	-	-	-	-	-	6	10	5	3	5	3	6	-	-
Women.....	15	38.0	143.50	-	-	-	-	-	-	-	-	-	1	4	3	1	3	1	2	-	-
Men.....	23	38.5	139.00	-	-	-	-	-	-	-	-	-	5	6	2	2	2	2	4	-	-
Underwriters, class C.....	22	37.5	126.00	-	-	-	-	-	-	-	-	6	3	2	7	4	-	-	-	-	-
Men.....	10	37.5	121.50	-	-	-	-	-	-	-	-	3	2	1	4	-	-	-	-	-	-

¹ The Los Angeles—Long Beach and Anaheim—Santa Ana—Garden Grove Standard Metropolitan Statistical Areas consist of Los Angeles and Orange Counties.

² Standard hours reflect the workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours. Average weekly hours are rounded to the nearest half hour and average weekly earnings to the nearest half dollar.

³ Workers were distributed as follows: 2 at \$180 to \$190; 1 at \$190 to \$200; 2 at \$200 to \$210; 1 at \$210 to \$220; 3 at \$220 to \$230; 1 at \$240 to \$250; 1 at \$250 to \$260; and 1 at \$260 to \$270.

⁴ Includes 2 workers at \$50 to \$55; and 1 at \$55 to \$60.

Table 11. Occupational Earnings: Minneapolis—St. Paul, Minn.¹

(Number and average straight-time weekly hours and earnings² of employees in selected occupations in home offices and regional head offices of life insurance companies, October 1966)

Occupation and sex	Number of workers	Average (mean)		Number of workers receiving straight-time weekly earnings of—																								
		Weekly hours ² (Standard)	Weekly earnings ² (Standard)	\$50 and under \$55	\$55-\$60	\$60-\$65	\$65-\$70	\$70-\$75	\$75-\$80	\$80-\$85	\$85-\$90	\$90-\$100	\$100-\$110	\$110-\$120	\$120-\$130	\$130-\$140	\$140-\$150	\$150-\$160	\$160-\$170	\$170-\$180	\$180-\$190	\$190-\$200	\$200-\$220	\$220-\$240	\$240 and over			
Actuaries, class A (all men)-----	7	37.5	\$346.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	35
Actuaries, class B (all men)-----	10	38.0	238.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	1	2	2	43	
Claim approvers, class B (8 women and 4 men)-----	12	37.5	107.50	-	-	-	-	-	2	-	2	3	1	-	1	1	-	2	-	-	-	-	-	-	-	-	-	-
Clerks, accounting, class A (all women)-----	38	38.5	82.00	-	-	2	6	6	10	-	2	7	4	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Clerks, accounting, class B (all women)-----	82	37.5	73.00	1	-	23	18	8	9	11	8	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Clerks, correspondence, class A (18 women and 2 men)-----	20	38.5	102.50	-	-	-	-	-	-	-	4	7	4	3	1	-	-	-	1	-	-	-	-	-	-	-	-	-
Clerks, correspondence, class B (47 women and 1 man)-----	48	38.5	87.00	-	-	-	6	2	13	3	7	9	4	1	1	2	-	-	-	-	-	-	-	-	-	-	-	-
Clerks, file, class A (all women)-----	9	38.0	75.00	-	3	-	-	1	-	2	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Clerks, file, class B (29 women and 1 man)-----	30	38.0	69.50	-	2	10	2	6	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Clerks, file, class C (42 women and 5 men)-----	47	38.5	58.00	16	16	15	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Clerks, policy evaluation (32 women and 2 men)-----	34	38.0	83.00	-	-	4	7	4	3	4	-	5	2	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Console operators (21 men and 10 women)-----	31	38.5	109.00	-	-	-	-	-	-	2	1	8	4	8	5	3	-	-	-	-	-	-	-	-	-	-	-	-
Key punch operators, class A (all women)-----	24	37.5	79.00	-	-	4	1	1	6	4	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Key punch operators, class B (all women)-----	61	38.0	65.50	-	3	35	14	4	1	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Programers, electronic data processing, class A (10 men and 7 women)-----	17	38.0	139.00	-	-	-	-	-	-	-	-	-	4	-	1	4	1	5	1	1	-	-	-	-	-	-	-	-
Stenographers, general (all women)-----	41	38.0	73.00	-	-	4	15	6	10	-	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stenographers, senior (all women)-----	25	37.5	88.00	-	-	-	-	-	5	2	10	6	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Systems analysts, class A (12 men and 2 women)-----	14	38.0	204.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-	1	7	2	-	-	-	-
Tabulating-machine operators, class B (5 men and 4 women)-----	9	38.0	87.00	-	-	-	-	-	5	-	2	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Typists, class A (all women)-----	45	38.0	67.50	-	-	20	12	9	3	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Typists, class B (all women)-----	107	38.0	62.50	2	34	43	19	4	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Underwriters, class A (16 men and 4 women)-----	20	38.0	198.00	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	6	7	1	5	-	-	-	-	-
Underwriters, class B-----	22	38.0	147.50	-	-	-	-	-	-	-	3	-	-	-	-	1	1	6	1	6	1	3	-	-	-	-	-	-
Men-----	13	38.0	156.00	-	-	-	-	-	-	-	-	-	-	-	-	1	1	4	1	3	-	3	-	-	-	-	-	-
Women-----	9	37.5	136.00	-	-	-	-	-	-	-	3	-	-	-	-	-	2	-	3	1	-	-	-	-	-	-	-	-
Underwriters, class C-----	24	38.0	126.00	-	-	-	-	-	-	-	-	-	4	4	9	4	1	-	2	-	-	-	-	-	-	-	-	-
Men-----	13	38.0	130.50	-	-	-	-	-	-	-	-	-	-	3	6	2	-	-	2	-	-	-	-	-	-	-	-	-
Women-----	11	38.0	120.50	-	-	-	-	-	-	-	-	-	4	1	3	2	-	-	-	-	-	-	-	-	-	-	-	-

¹ The Minneapolis—St. Paul Standard Metropolitan Statistical Area consists of Anoka, Dakota, Hennepin, Ramsey, and Washington Counties.

² Standard hours reflect the workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours. Average weekly hours are rounded to the nearest half hour and average weekly earnings to the nearest half dollar.

³ Workers were distributed as follows: 1 at \$300 to \$320; 2 at \$360 to \$380; and 2 at \$480 to \$500.

⁴ Workers were distributed as follows: 1 at \$280 to \$300; 1 at \$320 to \$340; and 1 at \$340 to \$360.

Table 12. Occupational Earnings: New York and Newark, N.Y.—N.J.¹

(Number and average straight-time weekly hours and earnings² of employees in selected occupations in home offices and regional head offices of life insurance companies, November 1966)

Occupation and sex	Number of workers	Average (mean)		Number of workers receiving straight-time weekly earnings of—																								
		Weekly hours ² (Standard)	Weekly earnings ² (Standard)	Under \$60	\$60 and under \$65	\$65-\$70	\$70-\$75	\$75-\$80	\$80-\$85	\$85-\$90	\$90-\$95	\$95-\$100	\$100-\$110	\$110-\$120	\$120-\$130	\$130-\$140	\$140-\$150	\$150-\$160	\$160-\$180	\$180-\$200	\$200-\$220	\$220-\$240	\$240-\$260	\$260-\$280	\$280 and over			
Actuaries, class A	78	36.5	\$355.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	6	370	
Men	77	36.5	356.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	6	69
Actuaries, class B	83	36.0	237.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	14	31	15	14	3	-	-	-	
Men	81	36.0	237.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	13	30	15	14	3	-	-	-	
Card-tape-converter operators	61	36.5	117.50	-	-	-	-	-	-	-	5	13	15	21	5	2	-	-	-	-	-	-	-	-	-	-	-	-
Men	60	36.5	117.00	-	-	-	-	-	-	-	5	13	15	21	5	1	-	-	-	-	-	-	-	-	-	-	-	-
Claim approvers, class A	28	36.0	181.00	-	-	-	-	-	-	-	-	-	-	1	1	3	2	6	-	-	6	7	-	-	-	-	-	-
Men	22	36.5	195.00	-	-	-	-	-	-	-	-	-	-	-	-	1	2	6	-	-	6	7	-	-	-	-	-	-
Claim approvers, class B	86	36.0	166.50	-	-	-	-	-	-	-	-	2	3	2	2	15	8	29	15	10	-	-	-	-	-	-	-	-
Men	69	36.0	169.50	-	-	-	-	-	-	-	-	2	-	-	-	15	8	21	13	10	-	-	-	-	-	-	-	-
Clerks, accounting, class A	95	35.0	105.00	-	-	-	2	22	7	3	16	12	6	16	3	1	4	3	-	-	-	-	-	-	-	-	-	-
Women	79	35.0	101.50	-	-	-	2	21	5	3	13	11	4	15	2	1	2	-	-	-	-	-	-	-	-	-	-	-
Men	16	35.5	122.50	-	-	-	-	1	2	-	3	1	2	1	1	-	2	3	-	-	-	-	-	-	-	-	-	-
Clerks, accounting, class B	128	35.5	86.00	6	3	7	23	28	17	7	4	12	7	4	2	3	5	-	-	-	-	-	-	-	-	-	-	-
Women	102	35.5	85.50	6	3	6	20	19	9	6	4	12	7	3	2	2	3	-	-	-	-	-	-	-	-	-	-	-
Men	26	35.0	87.50	-	-	1	3	9	8	1	-	-	-	1	-	1	2	-	-	-	-	-	-	-	-	-	-	-
Clerks, correspondence, class A	164	35.5	138.50	-	-	-	-	-	-	-	1	4	29	34	8	12	9	19	42	6	-	-	-	-	-	-	-	-
Women	94	35.5	125.00	-	-	-	-	-	-	-	1	4	22	31	7	9	3	6	11	-	-	-	-	-	-	-	-	-
Men	70	35.5	157.00	-	-	-	-	-	-	-	-	-	7	3	1	3	6	13	31	6	-	-	-	-	-	-	-	-
Clerks, correspondence, class B	249	35.5	124.50	-	-	2	12	2	10	4	12	17	10	20	31	38	64	22	5	-	-	-	-	-	-	-	-	-
Women	166	35.5	121.00	-	-	2	10	2	8	3	11	12	7	14	20	27	36	14	-	-	-	-	-	-	-	-	-	-
Clerks, file, class A	61	35.5	101.50	-	-	-	4	1	5	5	12	21	9	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women	60	35.5	101.50	-	-	-	4	1	5	5	12	20	9	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Clerks, file, class B	185	35.5	77.50	-	30	14	18	35	46	23	16	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women	180	35.5	78.00	-	27	14	16	35	46	23	16	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Clerks, file, class C	921	36.0	67.50	2	396	266	108	67	78	-	2	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women	891	36.0	67.50	2	385	255	102	66	77	-	2	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Clerks, policy evaluation	226	36.0	90.50	3	2	32	11	24	25	16	23	21	43	19	4	1	1	-	-	-	1	-	-	-	-	-	-	-
Men	30	36.5	90.00	-	-	10	3	2	6	-	-	-	1	2	4	1	-	-	-	-	1	-	-	-	-	-	-	-
Console operators (all men)	77	35.5	145.50	-	-	-	-	-	-	-	-	7	7	8	7	11	16	18	3	-	-	-	-	-	-	-	-	-
Keypunch operators, class A (all women)	304	36.0	89.00	-	2	-	3	19	85	84	33	41	34	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Keypunch operators, class B (all women)	610	36.0	73.00	4	58	202	129	106	53	19	13	18	7	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-
Premium acceptors	51	36.0	87.00	4	1	-	2	5	6	7	14	2	8	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Women	50	36.0	87.00	4	1	-	2	5	6	6	14	2	8	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Programers, electronic data processing, class A	113	36.5	183.50	-	-	-	-	-	-	-	-	-	-	-	-	2	6	33	56	13	3	-	-	-	-	-	-	-
Women	13	36.0	193.00	-	-	-	-	-	-	-	-	-	-	-	-	-	1	3	4	3	2	-	-	-	-	-	-	-
Men	100	36.5	182.50	-	-	-	-	-	-	-	-	-	-	-	-	2	5	30	52	10	1	-	-	-	-	-	-	-
Programers, electronic data processing, class B	216	36.0	158.50	-	-	-	-	-	-	-	-	1	2	3	11	39	65	74	21	-	-	-	-	-	-	-	-	-
Women	59	36.0	155.00	-	-	-	-	-	-	-	-	-	-	3	2	16	19	15	4	-	-	-	-	-	-	-	-	-
Men	157	36.0	159.50	-	-	-	-	-	-	-	-	1	2	-	9	23	46	59	17	-	-	-	-	-	-	-	-	-
Stenographers, general (all women)	587	36.0	80.00	-	-	84	90	107	141	101	41	15	2	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Systems analysts, class A	42	35.5	217.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	10	3	9	10	6	1	3	-	-	-	-
Men	38	36.0	220.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	3	7	10	6	1	3	-	-	-	-
Tabulating-machine operators, class A	109	35.5	112.50	-	-	-	-	-	-	1	2	5	35	39	19	6	2	-	-	-	-	-	-	-	-	-	-	-
Men	67	35.5	113.50	-	-	-	-	-	-	-	2	4	21	20	15	3	2	-	-	-	-	-	-	-	-	-	-	-
Tabulating-machine operators, class B	91	36.0	107.00	-	-	-	1	1	1	8	18	6	16	21	15	1	3	-	-	-	-	-	-	-	-	-	-	-
Men																												

See footnotes at end of table.

Table 12. Occupational Earnings: New York and Newark, N.Y.—N.J.¹—Continued

(Number and average straight-time weekly hours and earnings² of employees in selected occupations in home offices and regional head offices of life insurance companies, November 1966)

Occupation and sex	Number of workers	Average (mean)		Number of workers receiving straight-time weekly earnings of—																						
		Weekly hours ² (Standard)	Weekly earnings ² (Standard)	Under \$60	\$60 and under \$65	\$65-\$70	\$70-\$75	\$75-\$80	\$80-\$85	\$85-\$90	\$90-\$95	\$95-\$100	\$100-\$110	\$110-\$120	\$120-\$130	\$130-\$140	\$140-\$150	\$150-\$160	\$160-\$180	\$180-\$200	\$200-\$220	\$220-\$240	\$240-\$260	\$260-\$280	and over	
Tabulating-machine operators, class C.....	259	36.0	\$77.50	1	37	26	52	38	41	37	17	1	7	1	1	-	-	-	-	-	-	-	-	-	-	-
Men.....	141	36.0	72.50	-	37	23	38	18	8	11	3	-	1	1	1	-	-	-	-	-	-	-	-	-	-	-
Typists, class A (all women).....	402	36.0	83.50	4	3	10	46	67	130	66	34	13	24	3	-	-	2	-	-	-	-	-	-	-	-	-
Typists, class B (all women).....	1,285	36.0	71.00	3	294	341	284	182	103	53	17	7	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Underwriters, class A.....	44	36.0	234.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	4	15	3	15	4	2	-	
Men.....	43	36.0	234.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	4	15	3	14	4	2	-	
Underwriters, class B.....	51	36.0	189.50	-	-	-	-	-	-	-	-	-	-	-	-	-	3	10	19	17	2	-	-	-	-	
Men.....	46	36.0	189.50	-	-	-	-	-	-	-	-	-	-	-	-	-	2	10	18	14	2	-	-	-	-	
Underwriters, class C.....	177	36.0	165.50	-	-	-	-	-	-	-	-	-	9	2	6	17	19	24	54	18	14	14	-	-	-	
Women.....	50	35.5	137.50	-	-	-	-	-	-	-	-	-	9	-	3	10	11	12	5	-	-	-	-	-	-	

¹ The New York and Newark Standard Metropolitan Statistical Areas consist of New York City and Nassau, Rockland, Suffolk, and Westchester Counties, N.Y.; and Essex, Morris, and Union Counties, N.J.

² Standard hours reflect the workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours. Average weekly hours are rounded to the nearest half hour and average weekly earnings to the nearest half dollar.

³ Workers were distributed as follows: 28 at \$280 to \$320; 14 at \$320 to \$360; 7 at \$360 to \$400; 11 at \$400 to \$440; 3 at \$440 to \$480; 1 at \$480 to \$520; and 6 at \$520 and over.

Table 13. Occupational Earnings: Philadelphia, Pa.—N.J.¹(Number and average straight-time weekly hours and earnings² of employees in selected occupations in home offices and regional head offices of life insurance companies, October 1966)

Occupation and sex	Number of workers	Average (mean)		Number of workers receiving straight-time weekly earnings of—																				
		Weekly hours ² (Standard)	Weekly earnings ² (Standard)	\$55	\$60	\$65	\$70	\$75	\$80	\$85	\$90	\$95	\$100	\$110	\$120	\$130	\$140	\$150	\$160	\$170	\$180	\$190	\$200	\$210
				and under \$60	\$65	\$70	\$75	\$80	\$85	\$90	\$95	\$100	\$110	\$120	\$130	\$140	\$150	\$160	\$170	\$180	\$190	\$200	\$210	and over
Actuaries, class B (all men)	10	36.5	\$227.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	38
Clerks, accounting, class A	39	35.5	96.50	-	-	-	2	2	11	2	-	6	6	7	3	-	-	-	-	-	-	-	-	-
Women	33	35.5	94.00	-	-	-	2	2	11	2	-	5	4	4	3	-	-	-	-	-	-	-	-	-
Clerks, accounting, class B (all women)	16	36.0	73.50	-	2	5	3	2	1	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Clerks, file, class A (7 women and 2 men)	9	36.5	83.00	-	-	-	1	2	2	2	1	1	-	-	-	-	-	-	-	-	-	-	-	-
Clerks, file, class B (all women)	15	36.0	66.50	-	6	5	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Clerks, policy evaluation	38	36.0	74.50	1	1	3	15	10	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women	33	36.0	74.00	1	1	3	14	8	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Clerks, premium-ledger-card	9	35.5	67.00	-	4	3	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women	7	35.5	68.50	-	2	3	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Keypunch operators, class A (all women)	37	36.5	82.00	-	-	3	4	7	10	8	2	3	-	-	-	-	-	-	-	-	-	-	-	-
Keypunch operators, class B (all women)	45	35.0	70.00	-	12	12	11	4	1	3	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Premium acceptors (all women)	16	35.5	78.50	-	-	2	1	9	1	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stenographers, general (all women)	75	37.5	75.50	1	6	15	16	15	16	2	3	1	-	-	-	-	-	-	-	-	-	-	-	-
Tabulating-machine operators, class A (4 men and 4 women)	8	35.0	124.50	-	-	-	-	-	-	-	-	-	2	-	3	-	3	-	-	-	-	-	-	-
Tabulating-machine operators, class B	20	35.5	94.50	-	-	-	-	-	1	2	5	5	7	-	-	-	-	-	-	-	-	-	-	-
Men	14	36.0	96.00	-	-	-	-	-	-	2	2	4	6	-	-	-	-	-	-	-	-	-	-	-
Tabulating-machine operators, class C (4 men and 3 women)	7	36.0	77.50	-	1	-	1	2	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Underwriters, class B (all men)	9	37.0	167.00	-	-	-	-	-	-	-	-	-	1	-	-	2	-	-	-	1	1	-	-	42
Underwriters, class C	20	37.0	134.50	-	-	-	-	-	2	-	-	2	2	3	2	1	3	-	1	-	1	2	-	1
Men	17	37.0	137.00	-	-	-	-	-	-	-	-	2	2	3	2	1	3	-	1	-	1	1	-	1

¹ The Philadelphia Standard Metropolitan Statistical Area consists of Bucks, Chester, Delaware, Montgomery, and Philadelphia Counties, Pa., and Burlington, Camden, and Gloucester Counties, N. J.² Standard hours reflect the workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours. Average weekly hours are rounded to the nearest half hour and average weekly earnings to the nearest half dollar.³ Workers were distributed as follows: 2 at \$220 to \$230; 2 at \$230 to \$240; 3 at \$240 to \$250; and 1 at \$250 to \$260.⁴ Workers were distributed as follows: 1 at \$210 to \$220; and 1 at \$220 to \$230.

Table 14. Scheduled Weekly Hours

(Percent of nonsupervisory office employees in home offices and regional head offices of life insurance companies by scheduled weekly hours, ¹ United States, selected regions and areas, October–November 1966)

Weekly hours ¹	United States ²	Regions											
		New England	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Pacific				
All nonsupervisory office employees.....	100	100	100	100	100	100	100	100	100				
Under 35 hours.....	(³)	-	(³)	(³)	2	-	-	-	-				
35 hours.....	11	-	21	20	21	1	3	4	2				
Over 35 and under 36 ¹ / ₄ hours.....	12	-	37	1	4	-	-	-	-				
36 ¹ / ₄ hours.....	11	17	15	15	11	7	5	5	-				
Over 36 ¹ / ₄ and under 37 ¹ / ₂ hours.....	11	24	9	6	14	-	14	-	-				
37 ¹ / ₂ hours.....	38	60	18	28	36	41	57	23	41				
Over 37 ¹ / ₂ and under 38 ³ / ₄ hours.....	1	-	-	-	4	2	-	5	-				
38 ³ / ₄ hours.....	7	-	-	16	2	13	8	32	25				
Over 38 ³ / ₄ and under 40 hours.....	2	-	1	-	-	15	3	2	-				
40 hours.....	8	-	(³)	13	6	21	9	29	32				
Average weekly hours.....	37.5	37.0	36.0	37.0	36.5	38.5	37.5	38.5	38.0				
		Selected areas											
		Atlanta	Baltimore	Boston	Chicago	Dallas	Des Moines	Houston	Jacksonville	Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove	Minneapolis-St. Paul	New York and Newark	Philadelphia
All nonsupervisory office employees.....	100	100	100	100	100	100	100	100	100	100	100	100	
Under 35 hours.....	-	2	-	-	-	-	-	-	-	-	-	4	
35 hours.....	5	20	-	-	-	-	-	2	3	-	19	24	
Over 35 and under 36 ¹ / ₄ hours.....	-	6	-	-	-	-	-	-	-	-	42	-	
36 ¹ / ₄ hours.....	-	-	4	12	-	-	16	15	-	-	17	-	
Over 36 ¹ / ₄ and under 37 ¹ / ₂ hours.....	-	30	12	3	-	-	-	-	-	4	3	62	
37 ¹ / ₂ hours.....	41	3	84	84	22	45	54	80	49	67	19	-	
Over 37 ¹ / ₂ and under 38 ³ / ₄ hours.....	32	-	-	-	6	-	-	-	-	-	-	-	
38 ³ / ₄ hours.....	12	-	-	-	21	6	14	3	44	28	-	-	
Over 38 ³ / ₄ and under 40 hours.....	-	-	-	-	33	-	-	-	-	-	-	11	
40 hours.....	9	39	-	1	18	49	15	-	4	-	-	-	

¹ Data relate to the predominant work schedule for full-time day-shift employees in each establishment.

² Includes data for the Mountain region in addition to those regions shown separately.

³ Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal 100.

Table 15. Paid Holidays

(Percent of nonsupervisory office employees in home offices and regional head offices of life insurance companies with formal provisions for paid holidays, United States, selected regions and areas, October–November 1966)

Number of paid holidays	United States ¹	Regions											
		New England	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Pacific				
All nonsupervisory office workers.....	100	100	100	100	100	100	100	100	100	100			
Employees in establishments providing paid holidays.....	100	100	100	100	100	100	100	100	100	100			
5 days.....	2	-	-	-	9	13	-	-	-	-			
5 days plus 1 or 2 half days.....	1	-	-	-	4	7	-	-	-	-			
6 days.....	11	-	-	23	16	44	17	24	-	-			
6 days plus 1 or 2 half days.....	4	-	-	-	9	2	15	1	-	-			
7 days.....	12	-	-	8	32	8	20	61	4	-			
7 days plus 1, 2, 3, or more half days.....	3	-	(²)	(²)	10	-	9	-	-	-			
8 days.....	8	-	1	38	3	15	12	14	21	-			
8 days plus 1 or 2 half days.....	2	-	-	6	1	-	3	-	7	-			
9 days.....	2	5	-	21	1	-	4	-	-	-			
9 days plus 1 or 2 half days.....	3	9	(²)	4	-	-	7	-	5	-			
10 days.....	11	38	(²)	-	14	11	6	-	19	-			
11 days.....	9	37	(²)	(²)	-	-	5	-	25	-			
11 days plus 1 half day.....	2	7	2	-	-	-	1	-	-	-			
12 days.....	16	-	48	-	-	-	-	-	19	-			
12 days plus 1 or 2 half days.....	2	3	6	-	-	-	-	-	-	-			
13 days.....	12	1	37	-	-	-	-	-	-	-			
		Selected areas											
		Atlanta	Baltimore	Boston	Chicago	Dallas	Des Moines	Houston	Jacksonville	Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove	Minneapolis-St. Paul	New York and Newark	Philadelphia
All nonsupervisory office employees.....	100	100	100	100	100	100	100	100	100	100	100	100	100
Employees in establishments providing paid holidays.....	100	100	100	100	100	100	100	100	100	100	100	100	100
5 days.....	7	-	-	-	20	-	-	3	-	-	-	-	-
5 days plus 1 half day.....	12	-	-	-	13	-	-	2	-	-	-	-	-
6 days.....	8	-	-	9	63	14	20	-	-	4	-	-	-
6 days plus 1 or 2 half days.....	-	-	-	-	4	-	1	-	-	7	-	-	-
7 days.....	32	-	-	21	-	77	25	29	7	28	-	-	-
7 days plus 1, 2, or 3 half days.....	5	3	-	39	-	-	-	-	-	-	-	-	-
8 days.....	26	36	-	-	-	8	-	-	13	19	5	-	-
8 days plus 1 or 2 half days.....	9	-	-	7	-	-	-	-	3	-	-	-	-
9 days.....	-	39	-	-	-	-	-	3	-	3	-	-	-
9 days plus 1 or 2 half days.....	-	20	-	5	-	-	-	-	39	-	-	-	4
10 days.....	-	-	-	-	-	-	54	62	33	-	-	-	-
11 days.....	-	2	83	20	-	-	-	-	44	-	2	9	-
11 days plus 1 half day.....	-	-	16	-	-	-	-	-	-	-	2	26	-
12 days.....	-	-	-	-	-	-	-	-	-	-	50	-	62
12 days plus 1 or 2 half days.....	-	-	-	-	-	-	-	-	-	-	-	-	-
13 days.....	-	-	2	-	-	-	-	-	-	-	42	-	-

¹ Includes data for the Mountain region in addition to those regions shown separately.

² Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 16. Paid Vacations

(Percent of nonsupervisory office employees in home offices and regional head offices of life insurance companies with formal provisions for paid vacations after selected periods of service, United States, selected regions and areas, October–November 1966)

Vacation policy	United States ¹	Regions							
		New England	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Pacific
All nonsupervisory office employees.....	100	100	100	100	100	100	100	100	100
<u>Method of payment</u>									
Employees in establishments providing paid vacations.....	100	100	100	100	100	100	100	100	100
Length-of-time payment.....	100	100	100	100	100	100	100	100	100
<u>Amount of vacation pay²</u>									
<u>After 1 year of service</u>									
1 week.....	4	-	1	3	18	1	5	3	5
Over 1 and under 2 weeks.....	1	-	1	-	-	-	-	2	-
2 weeks.....	94	100	93	97	82	99	95	95	95
Over 2 weeks.....	1	-	4	-	-	-	-	-	-
<u>After 2 years of service</u>									
1 week.....	1	-	(³)	(³)	6	1	-	-	5
2 weeks.....	96	100	94	99	94	99	94	98	95
Over 2 weeks.....	3	-	6	-	-	-	6	2	-
<u>After 5 years of service</u>									
2 weeks.....	59	68	18	73	85	87	79	81	72
Over 2 and under 3 weeks.....	38	27	77	24	14	13	16	16	28
3 weeks or more.....	4	5	5	3	1	-	4	3	(³)
<u>After 10 years of service</u>									
2 weeks.....	20	9	2	39	53	71	14	42	11
Over 2 and under 3 weeks.....	6	20	1	18	2	9	1	19	-
3 weeks.....	72	71	92	43	45	21	85	37	89
Over 3 weeks.....	1	-	4	-	-	-	-	2	(³)
<u>After 15 years of service</u>									
2 weeks.....	5	1	-	11	17	23	5	6	(³)
Over 2 and under 3 weeks.....	5	20	-	1	3	12	-	10	-
3 weeks.....	66	64	54	72	65	52	83	77	79
Over 3 and under 4 weeks.....	20	7	40	13	14	11	11	-	21
4 weeks or more.....	4	7	6	3	-	2	2	6	(³)
<u>After 20 years of service</u>									
2 weeks.....	4	1	-	5	13	19	5	3	(³)
Over 2 and under 3 weeks.....	2	11	-	-	2	1	-	-	-
3 weeks.....	32	41	3	55	45	42	34	79	48
Over 3 and under 4 weeks.....	1	-	-	-	1	7	4	-	-
4 weeks.....	59	47	93	40	39	31	57	17	51
Over 4 weeks.....	1	-	4	-	-	-	-	2	-
<u>After 25 years of service</u>									
2 weeks.....	4	1	-	5	13	19	5	3	(³)
Over 2 and under 3 weeks.....	(³)	-	-	-	2	1	-	-	-
3 weeks.....	13	1	2	30	18	34	19	44	7
Over 3 and under 4 weeks.....	1	-	-	-	-	-	4	-	-
4 weeks.....	61	86	56	65	53	34	61	51	73
Over 4 weeks.....	21	11	42	-	14	11	11	2	19

See footnotes at end of table.

Table 16. Paid Vacations—Continued

(Percent of nonsupervisory office employees in home offices and regional head offices of life insurance companies with formal provisions for paid vacations after selected periods of service, United States, selected regions and areas, October–November 1966)

Vacation policy	Selected areas											
	Atlanta	Baltimore	Boston	Chicago	Dallas	Des Moines	Houston	Jacksonville	Los Angeles—Long Beach and Anaheim—Santa Ana—Garden Grove	Minneapolis—St. Paul	New York and Newark	Philadelphia
All nonsupervisory office employees.....	100	100	100	100	100	100	100	100	100	100	100	100
<u>Method of payment:</u>												
Employees in establishments providing paid vacations.....	100	100	100	100	100	100	100	100	100	100	100	100
Length-of-time payment.....	100	100	100	100	100	100	100	100	100	100	100	100
<u>Amount of vacation pay²</u>												
<u>After 1 year of service</u>												
1 week.....	9	5	-	2	-	8	-	17	-	4	-	9
Over 1 and under 2 weeks.....	-	-	-	-	-	-	-	-	-	-	-	16
2 weeks.....	91	95	100	98	100	92	100	83	100	96	95	75
Over 2 weeks.....	-	-	-	-	-	-	-	-	-	-	5	-
<u>After 2 years of service</u>												
1 week.....	9	3	-	-	-	-	-	2	-	-	-	-
2 weeks.....	91	97	100	82	100	100	100	98	100	100	94	100
Over 2 weeks.....	-	-	-	18	-	-	-	-	-	-	6	-
<u>After 5 years of service</u>												
2 weeks.....	95	80	72	57	100	75	46	38	50	61	8	87
Over 2 and under 3 weeks.....	-	20	16	42	-	25	54	62	49	39	87	4
3 weeks or more.....	5	-	12	1	-	-	-	-	(³)	-	5	9
<u>After 10 years of service</u>												
2 weeks.....	95	41	2	8	73	66	37	3	3	7	1	3
Over 2 and under 3 weeks.....	-	-	-	3	20	20	-	2	-	-	1	4
3 weeks.....	5	59	98	89	7	14	63	95	97	93	93	93
Over 3 weeks.....	-	-	-	-	-	-	-	-	(³)	-	5	-
<u>After 15 years of service</u>												
2 weeks.....	36	5	-	1	17	8	6	3	-	-	-	-
Over 2 and under 3 weeks.....	-	6	-	-	20	-	16	2	-	-	-	-
3 weeks.....	64	89	72	70	63	92	14	33	64	61	48	100
Over 3 and under 4 weeks.....	-	-	16	20	-	-	54	62	36	39	46	-
4 weeks or more.....	-	-	12	9	-	-	9	-	(³)	-	6	-
<u>After 20 years of service</u>												
2 weeks.....	36	3	-	1	14	8	6	3	-	-	-	-
Over 2 and under 3 weeks.....	-	-	-	-	-	-	-	-	-	-	-	-
3 weeks.....	64	28	5	34	48	87	30	17	60	23	2	13
Over 3 and under 4 weeks.....	-	-	-	-	20	-	-	-	-	7	-	-
4 weeks.....	-	70	95	64	17	4	63	80	40	70	94	87
Over 4 weeks.....	-	-	-	-	-	-	-	-	-	-	5	-
<u>After 25 years of service</u>												
2 weeks.....	36	3	-	1	14	8	6	3	-	-	-	-
Over 2 and under 3 weeks.....	-	-	-	-	-	-	-	-	-	-	-	-
3 weeks.....	31	8	-	13	48	83	16	17	3	4	1	13
Over 3 and under 4 weeks.....	-	-	-	-	-	-	-	-	-	7	-	-
4 weeks.....	32	89	84	66	37	8	24	18	64	50	52	87
Over 4 weeks.....	-	-	16	20	-	-	54	62	33	39	47	-

¹ Includes data for the Mountain region in addition to those regions shown separately.

² Periods of service were arbitrarily chosen and do not necessarily reflect the individual establishment provisions for progression. For example, the changes in proportions indicated at 10 years of service may include changes in provisions occurring between 5 and 10 years of service.

³ Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 17. Health, Insurance, and Pension Plans

(Percent of nonsupervisory office employees in home offices and regional head offices of life insurance companies with specified health, insurance, and pension plans, United States, selected regions and areas, October–November 1966)

Type of plan ¹	United States ²	Regions							
		New England	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Pacific
All nonsupervisory office employees.....	100	100	100	100	100	100	100	100	100
Employees in establishments providing:									
Life insurance.....	99	100	99	100	99	99	98	100	100
Employer financed.....	44	74	27	63	26	24	64	54	41
Jointly financed.....	55	26	73	37	73	75	33	46	59
Accidental death and dismemberment insurance.....	55	66	46	38	64	48	60	48	64
Employer financed.....	16	31	9	17	8	6	16	23	36
Jointly financed.....	39	35	37	21	55	41	44	25	28
Sickness and accident insurance or sick leave or both ³	87	75	96	84	83	83	81	83	99
Sickness and accident insurance.....	43	44	49	27	18	38	44	11	87
Employer financed.....	18	40	11	12	11	9	23	3	26
Jointly financed.....	25	4	38	15	7	29	21	9	61
Sick leave (full pay, no waiting period).....	66	67	52	84	74	70	71	72	78
Sick leave (partial pay or waiting period).....	15	-	37	-	-	-	5	11	22
Hospitalization insurance.....	97	100	99	86	94	93	97	93	100
Employer financed.....	25	47	14	42	22	17	32	34	5
Jointly financed.....	73	53	86	44	72	75	65	59	95
Surgical insurance.....	96	100	99	86	94	93	92	93	100
Employer financed.....	24	47	14	42	22	17	28	29	5
Jointly financed.....	73	53	86	44	72	75	63	64	95
Medical insurance.....	94	100	99	78	91	93	82	93	100
Employer financed.....	23	47	14	42	22	17	21	34	5
Jointly financed.....	71	53	85	36	70	75	60	59	95
Catastrophe insurance.....	94	97	98	91	89	93	88	90	96
Employer financed.....	21	44	9	53	20	17	25	29	5
Jointly financed.....	73	53	89	39	69	75	63	61	91
Retirement pension.....	97	100	99	93	95	88	96	100	98
Employer financed.....	56	90	44	23	55	54	58	43	62
Jointly financed.....	41	10	55	69	40	34	39	57	36
No plans.....	(⁴)	-	(⁴)	-	-	-	-	-	-

See footnotes at end of table.

Table 17. Health, Insurance, and Pension Plans—Continued

(Percent of nonsupervisory office employees in home offices and regional head offices of life insurance companies with specified health, insurance, and pension plans, United States, selected regions and areas, October–November 1966)

Type of plan ¹	Selected areas											
	Atlanta	Baltimore	Boston	Chicago	Dallas	Des Moines	Houston	Jacksonville	Los Angeles— Long Beach and Anaheim— Santa Ana— Garden Grove	Minneapolis— St. Paul	New York and Newark	Philadelphia
All nonsupervisory office employees.....	100	100	100	100	100	100	100	100	100	100	100	100
Employees in establishments providing:												
Life insurance.....	100	100	100	93	98	100	100	100	100	96	100	100
Employer financed.....	35	76	84	43	16	18	6	20	46	47	19	91
Jointly financed.....	65	24	16	49	83	82	94	80	54	49	81	9
Accidental death and dismemberment												
Insurance.....	91	44	86	76	33	53	64	82	84	46	49	11
Employer financed.....	26	-	70	7	4	-	9	17	44	-	9	-
Jointly financed.....	65	44	16	69	29	53	55	65	40	46	39	11
Sickness and accident insurance												
or sick leave or both ³	100	55	86	93	60	51	100	100	100	89	99	74
Sickness and accident insurance.....	29	2	84	55	40	4	6	18	97	42	54	-
Employer financed.....	14	-	84	-	2	-	6	18	36	39	12	-
Jointly financed.....	15	2	-	55	38	4	-	-	61	3	42	-
Sick leave (full pay, no												
waiting period).....	93	55	68	90	47	51	94	85	100	47	48	74
Sick leave (partial pay or												
waiting period).....	-	-	-	3	-	-	-	-	-	3	42	-
Hospitalization insurance.....	91	91	100	99	97	92	100	100	100	100	100	96
Employer financed.....	59	70	70	5	20	24	6	-	3	23	9	53
Jointly financed.....	32	22	30	94	78	67	94	100	97	77	91	43
Surgical insurance.....	91	91	100	92	97	92	100	100	100	100	100	96
Employer financed.....	59	70	70	5	20	24	6	-	3	23	9	52
Jointly financed.....	32	22	30	87	78	67	94	100	97	77	91	43
Medical insurance.....	91	91	100	92	97	92	100	94	100	100	99	96
Employer financed.....	59	70	70	5	20	24	6	-	3	23	9	52
Jointly financed.....	32	22	30	87	78	67	94	94	97	77	90	43
Catastrophe insurance.....	91	95	100	78	97	100	99	100	100	96	99	92
Employer financed.....	59	76	70	5	20	24	6	-	3	19	5	49
Jointly financed.....	32	20	30	73	78	76	94	100	97	77	95	43
Retirement pension.....	87	94	100	98	96	100	94	95	97	100	99	96
Employer financed.....	9	-	98	40	61	28	85	91	90	69	39	87
Jointly financed.....	78	94	2	57	34	72	9	3	7	31	60	9
No plans.....	-	-	-	-	-	-	-	-	-	-	(⁴)	-

¹ Includes only those plans for which at least part of the cost is borne by the employer and excludes legally required plans, such as workmen's compensation and social security; however, plans required by State temporary disability insurance laws are included if the employer contributes more than is legally required or the employees receive benefits in excess of the legal requirements.

² Includes data for the Mountain region in addition to those regions shown separately.

³ Unduplicated total of employees receiving sick leave or sickness and accident insurance shown separately.

⁴ Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 18. Nonproduction Bonuses

(Percent of nonsupervisory office employees in home offices and regional head offices of life insurance companies with specified types of nonproduction bonuses, United States, selected regions and areas, October–November 1966)

Type of bonus	United States ¹	Regions											
		New England	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Pacific				
All nonsupervisory office employees.....	100	100	100	100	100	100	100	100	100				
Employees in establishments with nonproduction bonuses.....	35	33	19	32	44	56	51	55	16				
Christmas or yearend.....	23	19	1	32	42	54	38	52	10				
Profit sharing.....	3	14	1	-	2	-	3	3	5				
Other.....	8	-	17	-	-	3	10	-	-				
Employees in establishments with no nonproduction bonuses.....	65	67	81	68	56	44	49	45	84				
		Selected areas											
		Atlanta	Baltimore	Boston	Chicago	Dallas	Des Moines	Houston	Jacksonville	Los Angeles—Long Beach and Anaheim—Santa Ana—Garden Grove	Minneapolis—St. Paul	New York and Newark	Philadelphia
All nonsupervisory office employees.....	100	100	100	100	100	100	100	100	100	100	100	100	
Employees in establishments with nonproduction bonuses.....	67	52	2	28	54	45	37	-	5	54	20	8	
Christmas or yearend.....	67	52	2	21	54	37	37	-	5	47	1	(²)	
Profit sharing.....	-	-	-	-	-	8	-	-	-	7	-	8	
Other.....	-	-	-	7	-	-	-	-	-	-	19	-	
Employees in establishments with no nonproduction bonuses.....	33	48	98	72	46	55	63	100	95	46	80	92	

¹ Includes data for the Mountain region in addition to those regions shown separately.

² Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Appendix A. Scope and Method of Survey

Scope of Survey

The study covered home offices and regional head offices of life insurance companies (part of industry group 631 as defined in the 1957 edition of the Standard Industrial Classification Manual and the 1963 Supplement, prepared by the U.S. Bureau of the Budget).

The establishments studied were selected from those employing 50 employees or more at the time of reference of the data used in compiling the universe lists.

The number of establishments and employees actually studied by the Bureau as well as the number estimated to be within the scope of the survey during the payroll period studied are shown in the following table:

Estimated Number of Establishments and Employees Within Scope of Survey and Number Studied,
Life Insurance Industry, October–November 1966

Region ¹ and area ²	Number of establishments ³		Employees in establishments		
	Within scope of study	Studied	Within scope of survey		Studied
			Total ⁴	Nonsupervisory office employees	Total
United States ⁵ -----	393	217	157,547	112,255	138,396
New England-----	20	16	22,074	17,017	21,694
Boston-----	8	6	10,020	7,634	9,840
Middle Atlantic-----	52	27	51,815	35,815	49,057
New York and Newark-----	26	13	45,372	31,556	43,644
Philadelphia-----	14	9	5,000	3,424	4,420
Border States-----	31	21	6,107	3,792	5,403
Baltimore-----	8	6	1,483	694	1,383
Southeast-----	67	36	16,132	12,384	12,871
Atlanta-----	9	7	1,904	1,500	1,614
Jacksonville-----	6	6	3,374	2,840	3,374
Southwest-----	60	33	11,900	8,254	9,479
Dallas-----	16	12	3,987	2,916	3,577
Houston-----	8	6	2,581	1,742	2,426
Great Lakes-----	91	43	28,949	20,128	22,543
Chicago-----	21	13	8,389	4,600	7,363
Minneapolis-St. Paul-----	10	7	3,986	3,068	3,480
Middle West-----	37	23	8,374	5,975	7,064
Des Moines-----	8	7	2,404	1,850	2,342
Pacific-----	25	15	10,724	7,835	9,727
Los Angeles-Long Beach and Anaheim-----					
Santa Ana-Garden Grove-----	7	7	6,638	4,488	6,638

¹ The regions used in this study include: New England—Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont; Middle Atlantic—New Jersey, New York, and Pennsylvania; Border States—Delaware, District of Columbia, Kentucky, Maryland, Virginia, and West Virginia; Southeast—Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, and Tennessee; Southwest—Arkansas, Louisiana, Oklahoma, and Texas; Great Lakes—Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin; Middle West—Iowa, Kansas, Missouri, Nebraska, North Dakota, and South Dakota; and Pacific—California, Nevada, Oregon, and Washington.

² Standard Metropolitan Statistical Areas as defined by the U.S. Bureau of the Budget through March 1965, except New York and Newark and Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove, which are combinations of 2 SMSA's.

³ Includes only establishments with 50 employees or more at the time of reference of the universe data.

⁴ Includes executive, professional, and other employees excluded from the nonsupervisory office employee category.

⁵ Includes data for the Mountain region in addition to the regions shown separately. Alaska and Hawaii were not included in the study.

Method of Study

Data were obtained by personal visits of Bureau field economists under the direction of the Bureau's Assistant Regional Directors for Wages and Industrial Relations. The survey was conducted on a sample basis. To obtain appropriate accuracy at minimum cost,

a greater proportion of large rather than small establishments was studied. In combining the data, however, all establishments were given their appropriate weight. All estimates are presented, therefore, as relating to all establishments in the industry group, excluding only those below the minimum size at the time of reference of the universe data.

Establishment Definition

An establishment, for purposes of this study, is defined as a single physical location where the operations of the home office or a regional head office are performed. A regional head office is defined as one having all or nearly all of the normal life insurance administrative functions, including underwriting. An establishment is not necessarily identical with the company, which may consist of one or more establishments.

Employment

The estimates of the number of employees within the scope of the study are intended as a general guide to the size and composition of the labor force included in the survey. The advance planning necessary to make a wage survey requires the use of lists of establishments assembled considerably in advance of the payroll period studied.

Nonsupervisory Office Employees

The term "nonsupervisory office employees," as used in this bulletin, includes all nonsupervisory employees of the establishment, except those engaged in custodial, maintenance, and related work. Administrative and executive employees were excluded.

Occupations Selected for Study

Occupational classification was based on a uniform set of job descriptions designed to take account of interestablishment and inter-area variations in duties within the same job. (See appendix B for these descriptions.) The occupations were chosen for their numerical importance, and their representativeness of the entire job scale in the industry. Working supervisors, apprentices, learners, beginners, trainees, the handicapped, part-time, temporary, and probationary workers were not reported in the selected occupations.

Wage Data

Average weekly hours were rounded to the nearest half hour and average weekly earnings to the nearest half dollar. Standard hours reflect the workweek for which employees receive their regular straight-time salaries; earnings correspond to these weekly hours. Cost-of-living allowances were included as part of the employee's regular salary, but nonproduction bonus payments, such as Christmas or yearend bonuses, were excluded.

Average (mean) weekly earnings for each occupation were calculated by weighting each rate (or weekly earnings) by the number of workers receiving the rate, totaling, and dividing by the combined number of observations. The median designates position—half of the employees surveyed received more than the rate shown and half received less than the rate shown. The middle range is defined by two rates of pay; a fourth of the employees earned less than the lower of these rates and a fourth earned more than the higher rate.

Scheduled Weekly Hours

Data refer to the predominant work schedule for full-time nonsupervisory office workers employed on the day shift.

Supplementary Wage Provisions

Supplementary benefits were treated statistically on the basis that if formal provisions were applicable to half or more of the nonsupervisory office employees in an establishment, the benefits were considered applicable to all such employees. Similarly, if fewer than half were covered, the benefits were considered nonexistent in the establishment. Because of length-of-service and other eligibility requirements, the proportion of employees receiving the benefits may be smaller than estimated.

Paid Holidays. Paid holiday provisions relate to full-day and half-day holidays provided annually.

Paid Vacations. The summary of vacation plans is limited to formal arrangements, excluding informal plans whereby time off with pay is granted at the discretion of the employer or the supervisor. The periods of service for which data are presented were selected as representative of the most common practices, but they do not necessarily reflect individual establishment provisions for progressions. For example, the changes in proportions indicated at 5 years of service include changes in provisions which may have occurred after 4 years.

Health, Insurance, and Pension Plans. Data are presented for health, insurance, and pension plans for which all or a part of the cost is borne by the employer, excluding programs required by law, such as workmen's compensation and social security. Among the plans included are those underwritten by a commercial insurance company, and those paid directly by the employer from his current operating funds or from a fund set aside for this purpose.

Death benefits are included as a form of life insurance. Sickness and accident insurance is limited to that type of insurance under which predetermined cash payments are made directly to the insured on a weekly or monthly basis during illness or accident disability. Information is presented for all such plans to which the employer contributes at least a part of the cost. However, in New York and New Jersey, where temporary disability insurance laws require employer contributions,⁹ plans are included only if the employer (1) contributes more than is legally required or (2) provides the employees with benefits which exceed the requirements of the law.

Tabulations of paid sick leave plans are limited to formal plans which provide full pay or a proportion of the employee's pay during absence from work because of illness; informal arrangements have been omitted. Separate tabulations are provided according to

⁹ The temporary disability insurance laws in California and Rhode Island do not require employer contributions.

(1) plans which provide full pay and no waiting period, and (2) plans providing either partial pay or a waiting period.

Medical insurance refers to plans providing for complete or partial payment of doctors' fees. Such plans may be underwritten by a commercial insurance company or a nonprofit organization, or they may be self-insured.

Catastrophe insurance, sometimes referred to as extended medical insurance, includes the plans designed to cover employees in case of sickness or injury involving an expense which goes beyond the normal coverage of hospitalization, medical, and surgical plans.

Tabulations of retirement pensions are limited to plans which provide regular payments upon retirement for the remainder of the employee's life.

Nonproduction Bonuses. Nonproduction bonuses are defined for this study as bonuses that depend on factors other than the output of the individual employee or of a group of employees. Plans that defer payments beyond 1 year were excluded.

Appendix B. Occupational Descriptions

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

ACTUARY

Performs life insurance actuarial studies and assignments, applying actuarial theory and practice. Work involves any or a combination of the following: Determines actuarial bases for premium rates, dividends, reserves, and nonforfeiture benefits; conducts mortality, statistical, underwriting, or expense allocation studies; prepares gain and loss exhibits; and drafts and files insurance and annuity contract forms. Do not include company officers.

For wage study purposes, actuaries are to be classified as follows:

Class A. Performs highly complex and specialized actuarial studies, including the development of new life insurance products. Provides technical instruction and advice to lower level actuaries. May lead a group of actuaries in accomplishing actuarial projects. Position requires attainment of Fellow in the Society of Actuaries.

Class B. Performs complex actuarial studies and projects such as mortality investigations, competitive comparisons, loading and expense studies, etc. Provides technical assistance and advice to lower level actuaries and clerks. Position requires attainment of Associate in the Society of Actuaries.

ASSEMBLER

Assembles applications, forms, status information, correspondence, and other necessary data to be used by others.

CARD-TAPE-CONVERTER OPERATOR

Operates a series of machines that automatically transcribe data from punch cards to reels of magnetic tape, or a series of machines that perform the reverse operation, for use in automatic data-processing equipment. Has a full knowledge of converter operations for all basic jobs processed. Work consists of most of the following: Wires plug board, making circuit connection according to prepared diagrams, to print data in desired format; mounts reels of tape on spindles and places stacks of punch cards in hopper of reading and recording machines, and starts machines; observes operation of machines and reports malfunctioning to supervisor; marks identification on magnetized reels of tape or drawers of punched cards at end of run; and maintains control sheet. May also operate standard punched-card equipment. Do not include trainees that do not have a full knowledge of converter operations.

CLAIM APPROVER

Reviews life insurance claims to determine the extent of the company's liability and approves or disapproves claims in accordance with policy provisions; and compares data on application, death certificate, or physician's statement with policy file and other company records to ascertain completeness and validity of claim.

For wage study purposes, claim approvers are to be classified as follows:

Class A. Reviews and approves death claims (other than double indemnity) which normally do not exceed \$50,000; reviews and recommends approval of claims above these limits; and position usually requires at least 2 years of life insurance experience.

Class B. Reviews and approves death claims (other than double indemnity) which are clear cut and do not exceed \$25,000; and may review death claims above \$25,000 and recommend approval by an approver at a higher level.

CLERK, ACCOUNTING

Class A. Under general direction of a bookkeeper or accountant, has responsibility for keeping one section or more of a complete set of books or records relating to one phase of an establishment's business transactions. Work involves posting and balancing subsidiary ledger or ledgers, such as accounts receivable or accounts payable; examining and coding invoices or vouchers with proper accounting distribution; and requires judgment and experience in making proper assignments and allocations. May assist in preparing, adjusting, and closing journal entries; and may direct class B accounting clerks.

Class B. Under supervision, performs one routine accounting operation or more, such as posting simple journal vouchers or accounts payable vouchers, and entering vouchers in voucher registers; reconciling bank accounts; and posting subsidiary ledgers controlled by general ledgers, or posting simple cost accounting data. This job does not require a knowledge of accounting and bookkeeping principles but is found in offices in which the more routine accounting work is subdivided on a functional basis among several workers.

CLERK, CORRESPONDENCE

Composes and writes letters to policyholders, other individuals, or other business establishments in reply to correspondence received or to requests for information.

Class A. Conducts correspondence with policyholders, field representatives, lawyers, doctors, and other individuals regarding complaints, inquiries relating to various branches of the insurance business, contractual provisions, and other related matters. Work requires detailed knowledge of policy contracts and interpretation of company policy.

Class B. Conducts correspondence with policyholders and field representatives regarding inquiries of various kinds; and quotes values and issues instructions regarding the completion of forms for surrenders, loans, policy changes, reinstatements, claims, and other related matters. Work requires knowledge of standard company practices and regulations regarding policy contracts that are embodied in manuals or other written materials.

CLERK, FILE

Class A. In an established filing system containing a number of varied subject matter files, classifies and indexes file material such as correspondence, reports, technical documents, etc. May also file this material. May keep records of various types in conjunction with the files. May supervise a small group of lower level file clerks.

Class B. Sorts, codes, and files unclassified material by simple (subject matter) headings or partly classified material by finer subheadings. Prepares simple related index and cross-reference aids. As requested, locates clearly identified material in files and forwards material. May perform related clerical tasks required to maintain and service files.

CLERK, FILE—Continued

Class C. Performs routine filing of material that has already been classified or which is easily classified in a simple serial classification system (e.g., alphabetical, chronological, or numerical). As requested, locates readily available material in files and forwards material; and may fill out withdrawal charge. Performs simple clerical and manual tasks required to maintain and service files.

CLERK, POLICY EVALUATION

Calculates cash surrender and loan value of policies. Work involves; Determining the kind of insurance and record of payments made from card file; looking up rate in book and making calculations; and entering amount on a special form. In addition, may handle reinsurance data.

CLERK, PREMIUM-LEDGER CARD

Keeps card records or other records of all premium transactions and changes in type of policy. Work involves; Transcribing premium payments from daily listings, and keeping a check on the due date so as to put through records of cancellation if premiums are not paid. May check and send out premium payments. General clerks are excluded.

CONSOLE OPERATOR

Monitors and controls a large-scale electronic computer by operating a central control unit known as a console. Has a general knowledge of programing. Work consists of most of the following: Studies program instruction sheet to determine equipment setup; mounts reels of tape on designated magnetic tape units which extract in-put or record out-put data; switches auxiliary equipment into circuit to close loop and effect feedback of data; starts and operates electronic computer that reads and processes data; makes corrections to computer to overcome operating problems or special conditions; reviews machine error messages, and reports machine malfunctioning to supervisor; and maintains operating records. May assist programmer in testing and debugging program.

KEYPUNCH OPERATOR

Class A. Operates a numerical and/or alphabetical or combination keypunch machine to transcribe data from various source documents to keypunch tabulating cards. Performs same tasks as lower level keypunch operator but, in addition, work requires application of coding skills and the making of some determinations; for example, locates on the source document the items to be punched, extracts information from several documents, and searches for and interprets information on the document to determine information to be punched. May train inexperienced operators.

Class B. Under close supervision or following specific instructions, transcribes data from source documents to punched cards. Operates a numerical and/or alphabetical or combination keypunch machine to keypunch tabulating cards. May verify cards. Working from various standardized source documents, follows specified sequences which have been coded or prescribed in detail and require little or no selecting, coding, or interpreting of data to be punched. Problems arising from erroneous items or codes, missing information, etc., are referred to supervisor.

PREMIUM ACCEPTOR

Accepts, records, and proves remittances received from policyholders and the field offices in connection with premiums, interest on policy loans, or to cancel or reduce policy loans. Endorses checks, issues receipts, and maintains records of remittances held pending adjustments. May conduct correspondence with field offices regarding such remittances.

PROGRAMER, ELECTRONIC DATA PROCESSING

Class A. Under general supervision, prepares difficult and complex programs for solutions of problems or processing of business data by means of an electronic computer. May act as leader over subordinate programers. Work consists of most of the following: Analyzes problems outlined by superior or systems analyst, and designs detailed

PROGRAMER, ELECTRONIC DATA PROCESSING—Continued

programs, flow chart, and diagrams indicating mathematical computations and sequence of machine operations necessary to copy and process data and print solution; codes, tests, and debugs programs; corrects program errors by revising instructions or altering sequence of operations; and prepares instruction sheet to guide computer operator during run. Position usually requires 3 years of programing experience.

Class B. Under supervision, prepares comparatively simple programs or single phase of complex programs for solution by means of an electronic computer. Prepares flow charts and diagrams; and codes, tests, and debugs programs. Position usually requires a college degree, preferably in mathematics, or equivalent experience. Does not include workers with less than 1 year programing experience.

STENOGRAPHER, GENERAL

Primary duty is to take and transcribe dictation from one person or more, either in shorthand or by Stenotype or similar machine, involving a normal routine vocabulary. May also type from written copy. May maintain files, keep simple records or perform other relatively routine clerical tasks. May operate from a stenographic pool. Does not include transcribing-machine work.

STENOGRAPHER, SENIOR

Primary duty is to take and transcribe dictation from one person or more, either in shorthand or by Stenotype or similar machine, involving a varied technical or specialized vocabulary such as in legal briefs or reports on scientific research. May also type from written copy. May also set up and maintain files, keep records, etc.

or

Performs stenographic duties requiring significantly greater independence and responsibility than stenographer, general, as evidenced by the following: Work requires high degree of stenographic speed and accuracy; a thorough working knowledge of general business and office procedure and of the specific business operations, organization, policies, procedures, files, workflow, etc. Uses this knowledge in performing stenographic duties and responsible clerical tasks such as, maintaining followup files; assembling material for reports, memorandums, and letters; composing simple letters from general instructions; reading and routing incoming mail; and answering routine questions, etc. Does not include transcribing-machine work.

NOTE: This job is distinguished from that of a secretary in that the secretary normally works in a confidential relationship to only one manager or executive, and performs more responsible and discretionary tasks as described in that job definition.

SYSTEMS ANALYST

Primarily responsible for devising computer system requirements and layout, and developing procedures to process data by means of an electronic computer system. Work consists of most of the following: Confers with other technical personnel to determine problem and type of data to be processed. Analyses problem in terms of equipment capacity to determine technique and formulate computer system requirements most feasible for processing data. Prepares definition of problem together with recommendations for equipment needed for its solution from which programmer prepares flow charts and computer instructions. Directs and coordinates installation of computer system. Devises data verification methods, and establishes standards for preparation of operating instructions. May schedule data processing activities and supervise preparation of program. Do not include workers primarily engaged in programing. (See programmer.)

For wage study purposes, systems analysts are to be classified as follows:

Class A. Responsible for complex projects which usually include several computer programs.

Class B. Under supervision, responsible for less complex projects or segments of complex projects.

TABULATING-MACHINE OPERATOR

Class A. Operates a variety of tabulating or electrical accounting machines, typically including such machines as the tabulator, calculator, interpreter, collator, and others. Performs complete reporting assignments without close supervision, and performs difficult wiring as required. The complete reporting and tabulating assignments typically involve a variety of long and complex reports which often are of irregular or nonrecurring type requiring some planning and sequencing of steps to be taken. As a more experienced operator, is typically involved in training new operators in machine operations, or partially trained operators in wiring from diagrams and operating sequences of long and complex reports. Does not include working supervisors performing tabulating-machine operations and day-to-day supervision of the work and production of a group of tabulating-machine operators.

Class B. Operates more difficult tabulating or electrical accounting machines such as the tabulator and calculator, in addition to the sorter, reproducer, and collator. This work is performed under specific instructions and may include the performance of some wiring from diagrams. The work typically involves, for example, tabulations involving a repetitive accounting exercise, a complete but small tabulating study, or parts of a longer and more complex report. Such reports and studies are usually of a recurring nature where the procedures are well established. May also include the training of new employees in the basic operation of the machine.

Class C. Operates simple tabulating or electrical accounting machines such as the sorter, reproducing punch, collator, etc., with specific instructions. May include simple wiring from diagrams and some filing work. The work typically involves portions of a work unit, for example, individual sorting or collating runs, or repetitive operations.

TAPE LIBRARIAN

Maintains library of reels of magnetic or punched paper tape used for automatic data-processing purposes. Work consists of most of the following: Classifies and catalogs reels of tape in accordance with such factors as content of data and type of routine; assigns code conforming with standardized system; prepares record for file reference; stores reels according to classification and catalog designation; issues reels and maintains charge-out records; and inspects returned reels to determine if tape needs replacing due to wear or damage. May perform minor repair to damaged tape.

TYPIST

Uses a typewriter to make copies of various material or to make out bills after calculations have been made by another person. May include typing of stencils, mats, or similar materials for use in duplicating processes. May do clerical work involving little special training, such as keeping simple records, filing records and reports, or sorting and distributing incoming mail.

Class A. Performs one or more of the following: Typing material in final form when it involves combining material from several sources, or responsibility for correct spelling, syllabication, punctuation, etc., of technical or unusual work or foreign language material; and planning layout and typing of complicated statistical tables to maintain uniformity and balance in spacing. May type routine form letters varying details to suit circumstances.

Class B. Performs one or more of the following: Types copy from rough or clear drafts; routine typing of forms, insurance policies, etc.; and setting up simple standard tabulations, or copying more complex tables already set up and spaced properly.

UNDERWRITER

Reviews, evaluates, and takes action to approve or decline applications for new insurance, changes of plan, and reinstatement of benefits where no major medical impairment is involved.

UNDERWRITER—Continued

For wage study purposes, underwriters are classified as follows:

Class A. Reviews and approves life insurance applications which normally do not exceed \$75,000 (other than double indemnity); reviews and recommends approval on applications above these limits; and recommends declination on applications to \$75,000 and concurs on lower level declinations. Answers insurance inquiries from the field offices. May determine extra premium rate for out-of-ordinary applications. Position usually requires at least 5 years' life insurance experience and may require successful completion of several insurance courses given by HOLU or LOMA. May also direct work of underwriters at lower classifications.

Class B. Reviews and approves life insurance applications which normally do not exceed \$50,000 (other than double indemnity); and reviews and recommends approval on applications above these limits. Declinations must be concurred in by another underwriter. May determine extra premium rate for out-of-ordinary applications. Position usually requires at least 2 years' life insurance experience and successful completion of at least two specialized courses given by HOLU or LOMA.

Class C. Reviews and approves life insurance applications which are clear cut and do not exceed \$25,000 (other than double indemnity). May review applications above \$25,000 and recommend approval. Declinations require concurrence by another underwriter, generally at a higher level. Do not include trainees with less than 6 months' experience in underwriting.

Industry Wage Studies

The most recent reports for industries included in the Bureau's program of industry wage surveys since January 1950 are listed below. Those for which a price is shown are available from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C., 20402, or any of its regional sales offices. Those for which a price is not shown may be obtained free as long as a supply is available, from the Bureau of Labor Statistics, Washington, D.C., 20212, or from any of the regional offices shown on the inside back cover.

I. Occupational Wage Studies

Manufacturing

Basic Iron and Steel, 1962. BLS Bulletin 1358 (30 cents).
Candy and Other Confectionery Products, 1965. BLS Bulletin 1520 (30 cents).
*Canning and Freezing, 1957. BLS Report 136.
Cigar Manufacturing, 1964. BLS Bulletin 1436 (30 cents).
Cigarette Manufacturing, 1965. BLS Bulletin 1472 (20 cents).
Cotton Textiles, 1965. BLS Bulletin 1506 (40 cents).
Distilled Liquors, 1952. Series 2, No. 88.

Fabricated Structural Steel, 1964. BLS Bulletin 1463 (30 cents).
Fertilizer Manufacturing, 1966. BLS Bulletin 1531 (30 cents).
Flour and Other Grain Mill Products, 1961. BLS Bulletin 1337 (30 cents).
Fluid Milk Industry, 1964. BLS Bulletin 1464 (30 cents).
Footwear, 1965. BLS Bulletin 1503 (50 cents).
Hosiery, 1964. BLS Bulletin 1456 (45 cents).

Industrial Chemicals, 1965. BLS Bulletin 1529 (40 cents).
Iron and Steel Foundries, 1962. BLS Bulletin 1386 (40 cents).
Leather Tanning and Finishing, 1963. BLS Bulletin 1378 (40 cents).
Machinery Manufacturing, 1966. BLS Bulletin 1563 (70 cents).
Meat Products, 1963. BLS Bulletin 1415 (75 cents).
Men's and Boys' Shirts (Except Work Shirts) and Nightwear, 1964.
BLS Bulletin 1457 (40 cents).
Men's and Boys' Suits and Coats, 1963. BLS Bulletin 1424 (65 cents).
Miscellaneous Plastics Products, 1964. BLS Bulletin 1439 (35 cents).
Miscellaneous Textiles, 1953. BLS Report 56.
Motor Vehicles and Motor Vehicle Parts, 1963. BLS Bulletin 1393 (45 cents).

Nonferrous Foundries, 1965. BLS Bulletin 1498 (40 cents).
Paints and Varnishes, 1965. BLS Bulletin 1524 (40 cents).
Paperboard Containers and Boxes, 1964. BLS Bulletin 1478 (70 cents).
Petroleum Refining, 1965. BLS Bulletin 1526 (30 cents).
Pressed or Blown Glass and Glassware, 1964. BLS Bulletin 1423 (30 cents).
*Processed Waste, 1957. BLS Report 124.
Pulp, Paper, and Paperboard Mills, 1962. BLS Bulletin 1341 (40 cents).
Radio, Television, and Related Products, 1951. Series 2, No. 84.
Railroad Cars, 1952. Series 2, No. 86.
*Raw Sugar, 1957. BLS Report 136.

Southern Sawmills and Planing Mills, 1965. BLS Bulletin 1519 (30 cents).
Structural Clay Products, 1964. BLS Bulletin 1459 (45 cents).
Synthetic Fibers, 1966. BLS Bulletin 1540 (30 cents).
Synthetic Textiles, 1965. BLS Bulletin 1509 (40 cents).
Textile Dyeing and Finishing, 1965-66. BLS Bulletin 1527 (45 cents).

* Studies of the effects of the \$1 minimum wage.

I. Occupational Wage Studies—Continued

Manufacturing—Continued

- *Tobacco Stemming and Redrying, 1957. BLS Report 136.
- West Coast Sawmilling, 1964. BLS Bulletin 1455 (30 cents).
- Women's and Misses' Coats and Suits, 1965. BLS Bulletin 1508 (25 cents).
- Women's and Misses' Dresses, 1966. BLS Bulletin 1538 (30 cents).
- Wood Household Furniture, Except Upholstered, 1965. BLS Bulletin 1496 (40 cents).
- *Wooden Containers, 1957. BLS Report 126.
- Wool Textiles, 1966. BLS Bulletin 1551 (45 cents).
- Work Clothing, 1964. BLS Bulletin 1440 (35 cents).

Nonmanufacturing

- Auto Dealer Repair Shops, 1964. BLS Bulletin 1452 (30 cents).
- Banking, 1964. BLS Bulletin 1466 (30 cents).
- Bituminous Coal Mining, 1962. BLS Bulletin 1383 (45 cents).
- Communications, 1965. BLS Bulletin 1521 (20 cents).
- Contract Cleaning Services, 1965. BLS Bulletin 1507 (30 cents).
- Crude Petroleum and Natural Gas Production, 1960. BLS Report 181.
- Department and Women's Ready-to-Wear Stores, 1950. Series 2, No. 78.
- Eating and Drinking Places, 1963. BLS Bulletin 1400 (40 cents).
- Electric and Gas Utilities, 1962. BLS Bulletin 1374 (50 cents).
- Hospitals, 1966. BLS Bulletin 1553 (70 cents).
- Hotels and Motels, 1963. BLS Bulletin 1406 (40 cents).
- Laundry and Cleaning Services, 1966. BLS Bulletin 1544 (60 cents).
- Life Insurance, 1961. BLS Bulletin 1324 (30 cents).
- Motion Picture Theaters, 1966. BLS Bulletin 1542 (35 cents).
- Nursing Homes and Related Facilities, 1965. BLS Bulletin 1492 (45 cents).

II. Earnings Distributions Studies

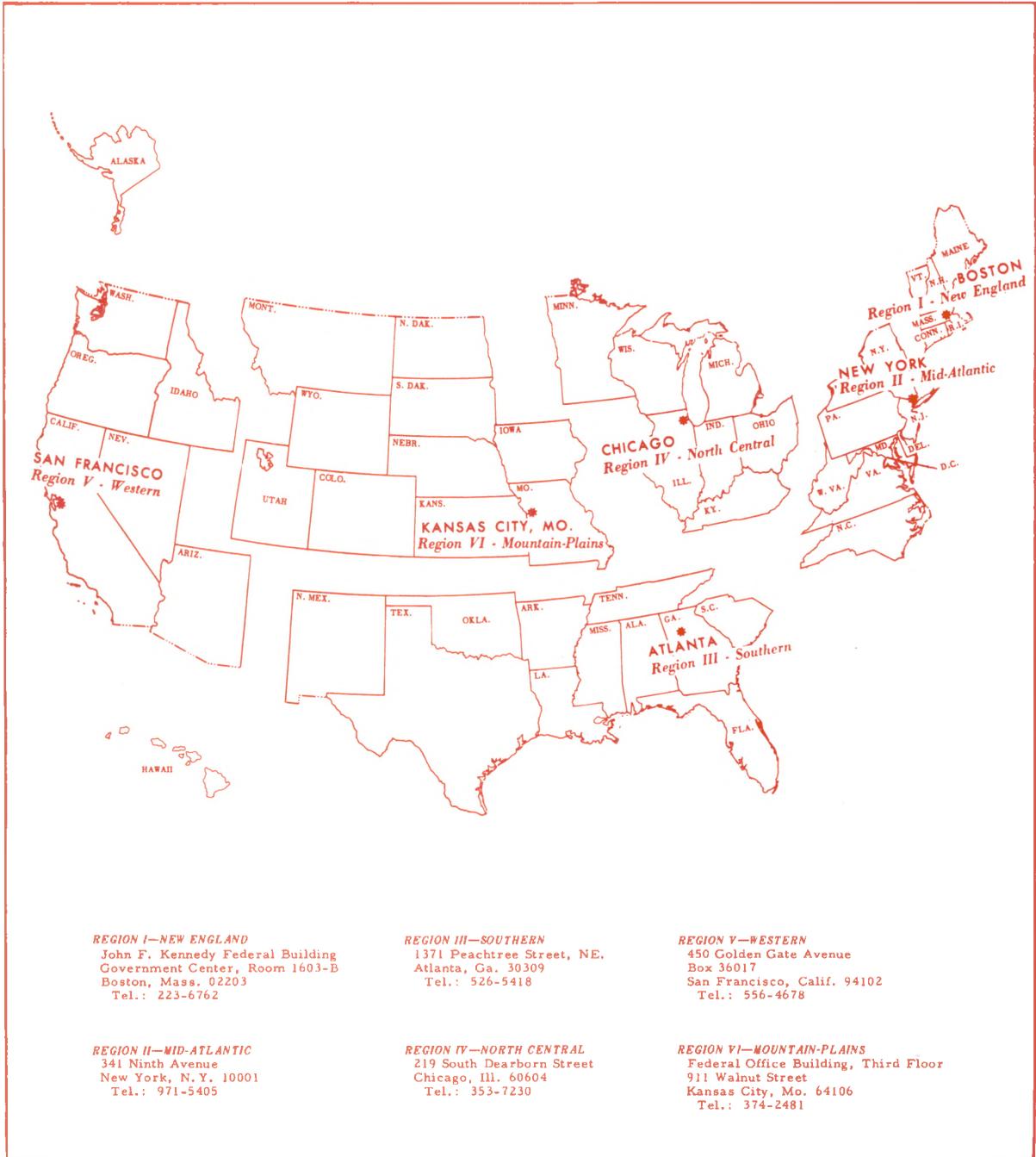
- Factory Workers' Earnings—Distribution by Straight-Time Hourly Earnings, 1958. BLS Bulletin 1252 (40 cents).
- Factory Workers' Earnings—Selected Manufacturing Industries, 1959. BLS Bulletin 1275 (35 cents).

- Employees Earnings and Hours, June 1965—
 - Retail Trade. BLS Bulletin 1501 (50 cents).
 - Building Materials, Hardware, and Farm Equipment Dealers. BLS Bulletin 1501-1 (25 cents).
 - General Merchandise Stores. BLS Bulletin 1501-2 (40 cents).
 - Food Stores. BLS Bulletin 1501-3 (30 cents).
 - Automotive Dealers and Gasoline Service Stations. BLS Bulletin 1501-4 (40 cents).
 - Apparel and Accessory Stores. BLS Bulletin 1501-5 (45 cents).
 - Furniture, Home Furnishings, and Household Appliance Stores. BLS Bulletin 1501-6 (40 cents).
 - Miscellaneous Stores. BLS Bulletin 1501-7 (30 cents).

- Employee Earnings and Hours in Nonmetropolitan Areas of the South and North Central Regions, 1965. BLS Bulletin 1552 (50 cents).
- Employee Earnings and Hours in Eight Metropolitan Areas of the South, 1965. BLS Bulletin 1533 (40 cents).

* Studies of the effects of the \$1 minimum wage.

BUREAU OF LABOR STATISTICS REGIONAL OFFICES



REGION I—NEW ENGLAND
 John F. Kennedy Federal Building
 Government Center, Room 1603-B
 Boston, Mass. 02203
 Tel.: 223-6762

REGION III—SOUTHERN
 1371 Peachtree Street, N.E.
 Atlanta, Ga. 30309
 Tel.: 526-5418

REGION V—WESTERN
 450 Golden Gate Avenue
 Box 36017
 San Francisco, Calif. 94102
 Tel.: 556-4678

REGION II—MID-ATLANTIC
 341 Ninth Avenue
 New York, N. Y. 10001
 Tel.: 971-5405

REGION IV—NORTH CENTRAL
 219 South Dearborn Street
 Chicago, Ill. 60604
 Tel.: 353-7230

REGION VI—MOUNTAIN-PLAINS
 Federal Office Building, Third Floor
 911 Walnut Street
 Kansas City, Mo. 64106
 Tel.: 374-2481