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Area Wage Survey

The Kansas City, Missouri–Kansas, Metropolitan Area

September 1968

Bulletin No. 1625-17

UNITED STATES DEPARTMENT OF LABOR

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January 1969

UNITED STATES DEPARTMENT OF LABOR
Willard Wirtz, Secretary

BUREAU OF LABOR STATISTICS
Ben Burdetsky, Acting Commissioner

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Preface

The Bureau of Labor Statistics program of annual occupational wage surveys in metropolitan areas is designed to provide data on occupational earnings, and establishment practices and supplementary wage provisions. It yields detailed data by selected industry division for each of the areas studied, for geographic regions, and for the United States. A major consideration in the program is the need for greater insight into (1) the movement of wages by occupational category and skill level, and (2) the structure and level of wages among areas and industry divisions.

At the end of each survey, an individual area bulletin presents survey results for each area studied. After completion of all of the individual area bulletins for a round of surveys, a two-part summary bulletin is issued. The first part brings data for each of the metropolitan areas studied into one bulletin. The second part presents information which has been projected from individual metropolitan area data to relate to geographic regions and the United States.

Ninety areas currently are included in the program. In each area, information on occupational earnings is collected annually and on establishment practices and supplementary wage provisions biennially.

This bulletin presents results of the survey in Kansas City, Mo.–Kans., in September 1968. The Standard Metropolitan Statistical Area, as defined by the Bureau of the Budget through January 1968, consists of Cass, Clay, Jackson, and Platte Counties, Mo.; and Johnson and Wyandotte Counties, Kans. This study was conducted by the Bureau's regional office in Kansas City, Mo., under the general direction of Edward Chaiken, Assistant Regional Director for Operations.

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* NOTE: Similar tabulations are available for other areas. (See inside back cover.)

A current report on earnings in the Kansas City area is also available for selected food service occupations (September 1968). Union scales, indicative of prevailing pay levels, are available for building construction; printing; local-transit operating employees; and motortruck drivers, helpers, and allied occupations.

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Area Wage Survey—

The Kansas City, Mo.—Kans., Metropolitan Area

Introduction

This area is 1 of 90 in which the U.S. Department of Labor's Bureau of Labor Statistics conducts surveys of occupational earnings and related benefits on an areawide basis.[1] In this area, data were obtained by personal visits of Bureau field economists to representative establishments within six broad industry divisions: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Major industry groups excluded from these studies are government operations and the construction and extractive industries. Establishments having fewer than a prescribed number of workers are omitted because they tend to furnish insufficient employment in the occupations studied to warrant inclusion. Separate tabulations are provided for each of the broad industry divisions which meet publication criteria.

These surveys are conducted on a sample basis because of the unnecessary cost involved in surveying all establishments. To obtain optimum accuracy at minimum cost, a greater proportion of large than of small establishments is studied. In combining the data, however, all establishments are given their appropriate weight. Estimates based on the establishments studied are presented, therefore, as relating to all establishments in the industry grouping and area, except for those below the minimum size studied.

Occupations and Earnings

The occupations selected for study are common to a variety of manufacturing and nonmanufacturing industries, and are of the following types: (1) Office clerical; (2) professional and technical; (3) maintenance and powerplant; and (4) custodial and material movement. Occupational classification is based on a uniform set of job descriptions designed to take account of interestablishment variation in duties within the same job. The occupations selected for study are listed and described in the appendix. The earnings data following the job titles are for all industries combined. Earnings data for some of the occupations listed and described, or for some industry divisions within occupations, are not presented in the A-series tables, because either (1) employment in the occupation is too small to provide enough data to merit presentation, or (2) there is possibility of disclosure of individual establishment data.

Occupational employment and earnings data are shown for full-time workers, i.e., those hired to work a regular weekly schedule in the given occupational classification. Earnings data exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Nonproduction bonuses are excluded, but cost-of-living allowances and incentive earnings are included. Where weekly hours are reported, as for office clerical occupations, reference is to the standard workweek (rounded to the nearest half hour) for which employees receive their regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates). Average weekly earnings for these occupations have been rounded to the nearest half dollar.

The averages presented reflect composite, areawide estimates. Industries and establishments differ in pay level and job staffing and, thus, contribute differently to the estimates for each job. The pay relationship obtainable from the averages may fail to reflect accurately the wage spread or differential maintained among jobs in individual establishments. Similarly, differences in average pay levels for men and women in any of the selected occupations should not be assumed to reflect differences in pay treatment of the sexes within individual establishments. Other possible factors which may contribute to differences in pay for men and women include: Differences in progression within established rate ranges, since only the actual rates paid incumbents are collected; and differences in specific duties performed, although the workers are classified appropriately within the same survey job description. Job descriptions used in classifying employees in these surveys are usually more generalized than those used in individual establishments and allow for minor differences among establishments in the specific duties performed.

Occupational employment estimates represent the total in all establishments within the scope of the study and not the number actually surveyed. Because of differences in occupational structure among establishments, the estimates of occupational employment obtained from the sample of establishments studied serve only to indicate the relative importance of the jobs studied. These differences in occupational structure do not affect materially the accuracy of the earnings data.

Establishment Practices and Supplementary Wage Provisions

Information is presented (in the B-series tables) on selected establishment practices and supplementary wage provisions as they relate to plant and office workers. Administrative, executive, and professional employees, and construction workers who are utilized as a separate work force are excluded. "Plant workers" include

[1] Included in the 90 areas are four studies conducted under contract with the New York State Department of Labor. These areas are Binghamton (New York portion only); Rochester (office occupations only); Syracuse; and Utica—Rome. In addition, the Bureau conducts more limited area studies in 91 areas at the request of the Wage and Hour and Public Contracts Divisions of the U.S. Department of Labor.

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working foremen and all nonsupervisory workers (including leadmen and trainees) engaged in nonoffice functions. "Office workers" include working supervisors and nonsupervisory workers performing clerical or related functions. Cafeteria workers and routemen are excluded in manufacturing industries, but included in nonmanufacturing industries.

Minimum entrance salaries for women office workers (table B-1) relate only to the establishments visited. Because of the optimum sampling techniques used, and the probability that large establishments are more likely to have formal entrance rates for workers above the subclerical level than small establishments, the table is more-representative of policies in medium and large establishments.

Shift differential data (table B-2) are limited to plant workers in manufacturing industries. This information is presented both in terms of (1) establishment policy,[2] presented in terms of total plant worker employment, and (2) effective practice, presented in terms of workers actually employed on the specified shift at the time of the survey. In establishments having varied differentials, the amount applying to a majority was used or, if no amount applied to a majority, the classification "other" was used. In establishments in which some late-shift hours are paid at normal rates, a differential was recorded only if it applied to a majority of the shift hours.

The scheduled weekly hours (table B-3) of a majority of the first-shift workers in an establishment are tabulated as applying to all of the plant or office workers of that establishment. Scheduled weekly hours are those which full-time employees were expected to work, whether they were paid for at straight-time or overtime rates.

Paid holidays; paid vacations; health, insurance, and pension plans; and frequency of wage payment (tables B-4 through B-7) are treated statistically on the basis that these are applicable to all plant or office workers if a majority of such workers are eligible or may eventually qualify for the practices listed. Sums of individual items in tables B-2 through B-7 may not equal totals because of rounding.

Data on paid holidays (table B-4) are limited to data on holidays granted annually on a formal basis; i.e., (1) are provided for in written form, or (2) have been established by custom. Holidays ordinarily granted are included even though they may fall on a nonworkday and the worker is not granted another day off. The first part of the paid holidays table presents the number of whole and half holidays actually granted. The second part combines whole and half holidays to show total holiday time.

The summary of vacation plans (table B-5) is limited to a statistical measure of vacation provisions. It is not intended as a measure of the proportion of workers actually receiving specific benefits. Provisions of an establishment for all lengths of service were tabulated as applying to all plant or office workers of the establishment, regardless of length of service. Provisions for payment on other than a time basis were converted to a time basis; for example, a payment of 2 percent of annual earnings was considered as the equivalent of 1 week's pay. Estimates exclude vacation-savings plans and those which offer "extended" or "sabbatical" benefits beyond basic plans to workers with qualifying lengths of service. Typical of such exclusions are plans in the steel, aluminum, and can industries.

Data on health, insurance, and pension plans (table B-6) include those plans for which the employer pays at least a part of the cost. Such plans include those underwritten by a commercial insurance company and those provided through a union fund or paid directly by the employer out of current operating funds or from a fund set aside for this purpose. An establishment was considered to have a plan if the majority of employees was eligible to be covered under the plan, even if less than a majority elected to participate because employees were required to contribute toward the cost of the plan. Legally required plans, such as workmen's compensation, social security, and railroad retirement were excluded.

Sickness and accident insurance is limited to that type of insurance under which predetermined cash payments are made directly to the insured during illness or accident disability. Information is presented for all such plans to which the employer contributes. However, in New York and New Jersey, which have enacted temporary disability insurance laws which require employer contributions,[3] plans are included only if the employer (1) contributes more than is legally required, or (2) provides the employee with benefits which exceed the requirements of the law. Tabulations of paid sick leave plans are limited to formal plans[4] which provide full pay or a proportion of the worker's pay during absence from work because of illness. Separate tabulations are presented according to (1) plans which provide full pay and no waiting period, and (2) plans which provide either partial pay or a waiting period. In addition to the presentation of the proportions of workers who are provided sickness and accident insurance or paid sick leave, an unduplicated total is shown of workers who receive either or both types of benefits.

[2] An establishment was considered as having a policy if it met either of the following conditions: (1) Operated late shifts at the time of the survey, or (2) had formal provisions covering late shifts. An establishment was considered as having formal provisions if it (1) had operated late shifts during the 12 months prior to the survey, or (2) had provisions in written form for operating late shifts.

[3] The temporary disability laws in California and Rhode Island do not require employer contributions.

[4] An establishment was considered as having a formal plan if it established at least the minimum number of days of sick leave available to each employee. Such a plan need not be written, but informal sick leave allowances, determined on an individual basis, were excluded.

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Catastrophe insurance, sometimes referred to as major medical insurance, includes those plans which are designed to protect employees in case of sickness and injury involving expenses beyond the normal coverage of hospitalization, medical, and surgical plans. Medical insurance refers to plans providing for complete or partial payment of doctors' fees. Such plans may be underwritten by commercial insurance companies or nonprofit organizations or they may be paid for by the employer out of a fund set aside for this purpose. Tabulations of retirement pension plans are limited to those plans that provide regular payments for the remainder of the worker's life.

Method of wage determination (table B-7) relates to basic types of rate structure for workers paid under various time and incentive systems. Under a single rate structure the same rate is paid to all experienced workers in the same job classification. An individual worker occasionally may be paid above or below the single rate for special reasons, but such payments are exceptions. A range-of-rates plan specifies the minimum and/or maximum rate paid experienced workers for the same job. Information also is provided on the method of progression through the range. In the absence of a formal rate structure, the qualifications of the individual worker determine the pay rate. Information on types of incentive plans is provided only for plant workers because of the low incidence of such plans for office workers. Under a piecework system, a predetermined rate is paid for each unit of output. Production bonuses are based on production over a quota or completion of a job in less than standard time. Compensation on a commission basis represents payments based on a percentage of value of sales, or on a combination of a stated salary plus a percentage.

Data on frequency of wage payment also are provided in table B-7.

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Table 1. Establishments and Workers Within Scope of Survey and Number Studied in Kansas City, Mo.–Kans.,[1] by Major Industry Division,[2] September 1968

Industry division	Minimum employment in establishments in scope of study	Number of establishments		Workers in establishments				
		Within scope of study[3]	Studied	Within scope of study				Studied
				Total[4]		Plant	Office	Total[4]
				Number	Percent			
All establishments								
All divisions	-	972	212	263,300	100	165,700	49,500	153,470
Manufacturing	50	348	83	120,400	46	88,800	14,900	79,300
Nonmanufacturing	-	624	129	142,900	54	76,900	34,600	74,170
Transportation, communication, and other public utilities[5]	50	98	36	41,300	15	21,100	8,000	32,570
Wholesale trade	50	129	20	20,900	8	(6)	(6)	7,120
Retail trade	50	186	29	49,700	19	(6)	(6)	22,840
Finance, insurance, and real estate	50	96	19	15,800	6	(7)	(6)	6,050
Services[8]	50	115	25	15,200	6	(6)	(6)	5,590
Large establishments								
All divisions	-	96	72	144,100	100	95,000	26,100	125,380
Manufacturing	500	38	33	72,600	50	53,200	9,300	68,720
Nonmanufacturing	-	58	39	71,500	50	41,800	16,800	56,660
Transportation, communication, and other public utilities[5]	500	14	13	27,900	20	14,200	6,100	27,440
Wholesale trade	500	8	5	6,000	4	(6)	(6)	4,020
Retail trade	500	28	14	32,100	22	(6)	(6)	20,410
Finance, insurance, and real estate	500	6	5	4,200	3	(7)	(6)	3,530
Services[8]	500	2	2	1,300	1	(6)	(6)	1,260

[1] The Kansas City Standard Metropolitan Statistical Area, as defined by the Bureau of the Budget through January 1968, consists of Cass, Clay, Jackson, and Platte Counties, Mo.; and Johnson and Wyandotte Counties, Kans. The "workers within scope of study" estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the survey. The estimates are not intended, however, to serve as a basis of comparison with other employment indexes for the area to measure employment trends or levels since (1) planning of wage surveys requires the use of establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the survey.

[2] The 1967 edition of the Standard Industrial Classification Manual was used in classifying establishments by industry division.

[3] Includes all establishments with total employment at or above the minimum limitation. All outlets (within the area) of companies in such industries as trade, finance, auto repair service, and motion picture theaters are considered as 1 establishment.

[4] Includes executive, professional, and other workers excluded from the separate plant and office categories.

[5] Taxicabs and services incidental to water transportation were excluded.

[6] This industry division is represented in estimates for "all industries" and "nonmanufacturing" in the Series A tables, and for "all industries" in the Series B tables. Separate presentation of data for this division is not made for one or more of the following reasons: (1) Employment in the division is too small to provide enough data to merit separate study, (2) the sample was not designed initially to permit separate presentation, (3) response was insufficient or inadequate to permit separate presentation, and (4) there is possibility of disclosure of individual establishment data.

[7] Workers from this entire industry division are represented in estimates for "all industries" and "nonmanufacturing" in the Series A tables, but from the real estate portion only in estimates for "all industries" in the Series B tables. Separate presentation of data for this division is not made for one or more of the reasons given in footnote 6 above.

[8] Hotels and motels; laundries and other personal services; business services; automobile repair, rental, and parking; motion pictures; nonprofit membership organizations (excluding religious and charitable organizations); and engineering and architectural services.

Almost one-half of the workers within scope of the survey in the Kansas City area were employed in manufacturing firms. The following presents the major industry groups and specific industries as a percent of all manufacturing:

Industry groups		Specific industries	
Electrical equipment and supplies	15	Motor vehicles and equipment	12
Transportation equipment	13	Electronic components and accessories	7
Food and kindred products	11	Communication equipment	6
Printing and publishing	9	Small arms ammunition	6
Machinery, except electrical	8	Greeting card publishing	5
Chemicals and allied products	7	Blast furnace and basic steel products	4
Ordnance and accessories	6		
Apparel and other textile products	5		
Fabricated metal products	5		
Primary metal industries	5		

This information is based on estimates of total employment derived from universe materials compiled prior to actual survey. Proportions in various industry divisions may differ from proportions based on the results of the survey as shown in table 1 above.

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Wage Trends for Selected Occupational Groups

Presented in table 2 are indexes and percentages of change in average salaries of office clerical workers and industrial nurses, and in average earnings of selected plant worker groups. The indexes are a measure of wages at a given time, expressed as a percent of wages during the base period (date of the area survey conducted between July 1960 and June 1961). Subtracting 100 from the index yields the percentage change in wages from the base period to the date of the index. The percentages of change or increase relate to wage changes between the indicated dates. These estimates are measures of change in averages for the area; they are not intended to measure average pay changes in the establishments in the area.

Method of Computing

Each of the selected key occupations within an occupational group was assigned a weight based on its proportionate employment in the occupational group. These constant weights reflect base year employments wherever possible. The average (mean) earnings for each occupation were multiplied by the occupational weight, and the products for all occupations in the group were totaled. The aggregates for 2 consecutive years were related by dividing the aggregate for the later year by the aggregate for the earlier year. The resultant relative, less 100 percent, shows the percentage change. The index is the product of multiplying the base year relative (100) by the relative for the next succeeding year and continuing to multiply (compound) each year's relative by the previous year's index. Average earnings for the following occupations were used in computing the wage trends:

Office clerical (men and women):
- Bookkeeping-machine operators, class B
- Clerks, accounting, classes A and B
- Clerks, file, classes A, B, and C
- Clerks, order
- Clerks, payroll
- Comptometer operators
- Keypunch operators, classes A and B
- Office boys and girls

Office clerical (men and women)— Continued
- Secretaries
- Stenographers, general
- Stenographers, senior
- Switchboard operators, classes A and B
- Tabulating-machine operators, class B
- Typists, classes A and B

Industrial nurses (men and women):
- Nurses, industrial (registered)

Skilled maintenance (men):
- Carpenters
- Electricians
- Machinists
- Mechanics
- Mechanics (automotive)
- Painters
- Pipefitters
- Tool and die makers

Unskilled plant (men):
- Janitors, porters, and cleaners
- Laborers, material handling

For office clerical workers and industrial nurses, the wage trends relate to regular weekly salaries for the normal workweek, exclusive of earnings for overtime. For plant worker groups, they measure changes in average straight-time hourly earnings, excluding premium pay for overtime and for work on weekends, holidays, and late shifts. The percentages are based on data for selected key occupations and include most of the numerically important jobs within each group.

Limitations of Data

The indexes and percentages of change, as measures of change in area averages, are influenced by: (1) general salary and wage changes, (2) merit or other increases in pay received by individual workers while in the same job, and (3) changes in average wages due to changes in the labor force resulting from labor turnover, force expansions, force reductions, and changes in the proportions of workers employed by establishments with different pay levels. Changes in the labor force can cause increases or decreases in the occupational averages without actual wage changes. It is conceivable that even though all establishments in an area gave wage increases, average wages may have declined because lower-paying establishments entered the area or expanded their work forces. Similarly, wages may have remained relatively constant, yet the averages for an area may have risen considerably because higher-paying establishments entered the area.

The use of constant employment weights eliminates the effect of changes in the proportion of workers represented in each job included in the data. The percentages of change reflect only changes in average pay for straight-time hours. They are not influenced by changes in standard work schedules, as such, or by premium pay for overtime. Where necessary, data were adjusted to remove from the indexes and percentages of change any significant effect caused by changes in the scope of the survey.

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Table 2. Indexes of Standard Weekly Salaries and Straight-Time Hourly Earnings for Selected Occupational Groups in Kansas City, Mo.–Kans., September 1968 and November 1967, and Percents of Increase for Selected Periods

Industry and occupational group	Indexes (November 1960=100)		Percents of increase				
	September 1968	November 1967	November 1967 to September 1968	November 1966 to November 1967	November 1965 to November 1966	November 1964 to November 1965	November 1963 to November 1964
All industries:							
Office clerical (men and women)	131.2	124.7	5.2	4.8	3.5	4.3	1.9
Industrial nurses (men and women)	143.4	133.5	7.4	7.1	4.8	5.6	.9
Skilled maintenance (men)	136.6	130.8	4.4	5.4	3.9	4.9	2.3
Unskilled plant (men)	136.3	131.2	4.0	7.7	5.0	4.1	2.6
Manufacturing:							
Office clerical (men and women)	127.4	122.6	3.9	4.7	3.4	3.6	1.4
Industrial nurses (men and women)	142.0	132.1	7.5	5.8	5.7	6.5	.5
Skilled maintenance (men)	135.7	131.0	3.6	5.4	4.4	4.9	1.9
Unskilled plant (men)	134.3	129.1	4.0	6.4	4.6	7.0	1.1

	November 1962 to November 1963	November 1961 to November 1962	November 1960 to November 1961	January 1960 to November 1960
All industries:				
Office clerical (men and women)	1.4	2.6	4.0	3.3
Industrial nurses (men and women)	4.9	4.1	2.1	4.4
Skilled maintenance (men)	3.6	2.8	4.6	2.5
Unskilled plant (men)	2.8	1.1	4.5	6.3
Manufacturing:				
Office clerical (men and women)	1.4	2.5	3.7	2.9
Industrial nurses (men and women)	4.9	3.6	1.6	4.3
Skilled maintenance (men)	3.3	2.5	5.1	2.4
Unskilled plant (men)	2.8	1.0	3.3	4.0

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A. Occupational Earnings

Table A-1. Office Occupations—Men and Women

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis by industry division, Kansas City, Mo.–Kans., September 1968)

Sex, occupation, and industry division	Number of workers	Average weekly hours[1] (standard)	Weekly earnings[1] (standard) Mean[2]	Median[2]	Middle range[2]	Number of workers receiving straight-time weekly earnings of— Under $60	$60 and under 65	$65 – 70	$70 – 75	$75 – 80	$80 – 85	$85 – 90	$90 – 95	$95 – 100	$100 – 105	$105 – 110	$110 – 115	$115 – 120	$120 – 130	$130 – 140	$140 – 150	$150 – 160	$160 – 170	$170 – 180	$180 – 190	$190 and over
MEN																										
CLERKS, ACCOUNTING, CLASS A	403	40.0	$132.50	$132.50	$121.00–147.00	–	–	–	–	–	–	16	14	5	16	11	2	33	83	80	56	49	29	5	2	2
MANUFACTURING	158	40.0	138.50	134.00	123.00–157.50	–	–	–	–	–	–	–	3	2	7	1	2	18	28	26	17	25	24	1	2	2
NONMANUFACTURING	245	40.0	129.00	131.00	119.00–142.50	–	–	–	–	–	–	16	11	3	9	10	–	15	55	54	39	24	5	4	–	–
PUBLIC UTILITIES[3]	72	40.0	141.00	139.50	134.50–147.50	–	–	–	–	–	–	–	–	–	–	–	–	–	9	29	20	11	3	–	–	–
CLERKS, ACCOUNTING, CLASS B	152	40.0	112.00	110.00	97.00–129.50	–	–	–	2	7	14	4	6	13	16	14	12	11	17	25	4	3	1	3	–	–
NONMANUFACTURING	120	40.0	110.50	109.50	95.00–130.00	–	–	–	2	4	14	4	6	6	12	14	6	7	16	25	1	3	–	–	–	–
CLERKS, ORDER	186	40.0	105.50	105.50	88.00–119.00	–	–	–	–	–	3	75	1	2	11	16	30	3	29	7	3	2	4	–	–	–
NONMANUFACTURING	147	40.0	102.00	90.00	87.50–113.50	–	–	–	–	–	2	72	–	–	8	16	19	–	25	–	1	1	3	–	–	–
CLERKS, PAYROLL	63	40.0	134.50	137.00	129.00–144.00	–	–	–	–	–	–	2	–	2	1	–	3	5	4	19	16	7	3	1	–	–
NONMANUFACTURING:																										
PUBLIC UTILITIES[3]	37	40.0	139.00	141.00	134.50–144.00	–	–	–	–	–	–	–	–	–	–	–	–	2	–	14	16	5	–	–	–	–
OFFICE BOYS	263	39.5	74.50	71.50	66.00– 81.00	–	56	59	60	20	14	42	2	–	1	6	2	–	1	–	–	–	–	–	–	–
MANUFACTURING	88	40.0	72.50	71.50	65.00– 79.00	–	23	15	22	9	11	6	2	–	–	–	–	–	–	–	–	–	–	–	–	–
NONMANUFACTURING	175	39.5	75.50	71.50	66.00– 85.50	–	33	44	38	11	3	36	–	–	1	6	2	–	1	–	–	–	–	–	–	–
PUBLIC UTILITIES[3]	31	40.0	84.50	74.50	72.50–106.50	–	–	–	17	2	2	1	–	–	–	6	2	–	1	–	–	–	–	–	–	–
TABULATING-MACHINE OPERATORS, CLASS A	75	40.0	140.00	136.00	127.00–145.00	–	–	–	–	–	–	–	–	–	–	2	–	5	23	22	8	5	–	4	1	5
NONMANUFACTURING	55	40.0	134.00	136.00	126.50–140.00	–	–	–	–	–	–	–	–	–	–	2	–	5	15	20	8	4	–	1	–	–
TABULATING-MACHINE OPERATORS, CLASS B	98	40.0	110.00	106.00	100.50–119.00	–	–	–	–	–	–	5	7	10	25	13	7	9	16	–	2	2	2	–	–	–
NONMANUFACTURING	76	40.0	105.50	103.50	99.00–114.00	–	–	–	–	–	–	5	7	9	24	12	1	7	11	–	–	–	–	–	–	–
WOMEN																										
BILLERS, MACHINE (BILLING MACHINE)	67	40.0	87.00	84.00	71.00– 90.00	3	2	10	8	1	13	14	2	1	1	–	–	–	6	6	–	–	–	–	–	–
BILLERS, MACHINE (BOOKKEEPING MACHINE)	56	40.0	83.00	80.00	73.50– 90.00	–	5	5	6	13	6	8	–	1	7	1	1	1	2	–	–	–	–	–	–	–
BOOKKEEPING-MACHINE OPERATORS, CLASS A	216	39.5	101.50	97.00	91.00–110.50	–	–	–	2	9	3	29	63	6	35	13	28	2	2	8	16	–	–	–	–	–
MANUFACTURING	100	40.0	97.50	94.00	91.50–104.50	–	–	–	–	–	–	10	48	–	20	10	10	1	–	1	–	–	–	–	–	–
NONMANUFACTURING	116	39.5	105.00	101.50	89.00–114.50	–	–	–	2	9	3	19	15	6	15	3	18	1	2	7	16	–	–	–	–	–
BOOKKEEPING-MACHINE OPERATORS, CLASS B	309	40.0	85.50	83.50	76.00– 93.50	–	–	23	44	44	60	22	55	34	–	–	6	6	13	1	1	–	–	–	–	–
NONMANUFACTURING	271	40.0	85.00	83.00	75.50– 93.50	–	–	20	44	36	57	18	44	31	–	–	3	6	12	–	–	–	–	–	–	–
CLERKS, ACCOUNTING, CLASS A	810	40.0	114.50	113.00	103.00–127.50	–	–	–	7	7	5	11	71	62	63	127	82	67	137	121	34	10	5	1	–	–
MANUFACTURING	287	40.0	111.50	111.00	101.50–122.50	–	–	–	3	–	5	3	33	18	32	42	46	13	65	12	8	1	5	1	–	–
NONMANUFACTURING	523	40.0	116.00	116.00	105.00–131.00	–	–	–	4	7	–	8	38	44	31	85	36	54	72	109	26	9	–	–	–	–
PUBLIC UTILITIES[3]	196	40.0	129.00	132.00	119.00–135.00	–	–	–	–	–	–	–	2	6	7	9	3	28	13	96	23	9	–	–	–	–
CLERKS, ACCOUNTING, CLASS B	1,594	39.5	87.50	85.50	77.50– 95.50	–	26	102	165	197	279	231	189	111	102	44	47	41	42	16	2	–	–	–	–	–
MANUFACTURING	362	40.0	94.00	90.00	81.00–107.50	–	–	9	28	48	32	64	50	19	19	6	23	25	28	9	2	–	–	–	–	–
NONMANUFACTURING	1,232	39.5	86.00	84.50	77.00– 94.00	–	26	93	137	149	247	167	139	92	83	38	24	16	14	7	–	–	–	–	–	–
PUBLIC UTILITIES[3]	128	40.0	98.00	95.00	86.50–110.00	–	–	–	4	4	17	22	18	5	13	14	13	8	7	3	–	–	–	–	–	–

See footnotes at end of table.

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Table A-1. Office Occupations—Men and Women—Continued

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis by industry division, Kansas City, Mo.–Kans., September 1968)

Sex, occupation, and industry division	Number of workers	Average weekly hours[1] (standard)	Weekly earnings[1] (standard) Mean[2]	Median[2]	Middle range[2]	Number of workers receiving straight-time weekly earnings of— Under $60	$60 and under 65	65–70	70–75	75–80	80–85	85–90	90–95	95–100	100–105	105–110	110–115	115–120	120–130	130–140	140–150	150–160	160–170	170–180	180–190	190 and over
WOMEN – CONTINUED																										
CLERKS, FILE, CLASS A	163	39.5	$97.00	$94.50	$83.00–111.50	–	–	–	11	22	13	6	33	28	8	–	6	21	6	9	–	–	–	–	–	–
NONMANUFACTURING	154	39.5	97.00	95.00	82.00–112.50	–	–	–	11	22	13	3	29	27	8	–	6	21	6	8	–	–	–	–	–	–
PUBLIC UTILITIES[3]	47	40.0	116.00	117.00	111.00–126.00	–	–	–	–	–	–	1	2	4	4	–	6	16	6	8	–	–	–	–	–	–
CLERKS, FILE, CLASS B	642	39.5	79.00	74.50	70.50– 85.50	–	20	116	202	78	60	59	35	8	29	3	14	6	12	–	–	–	–	–	–	–
MANUFACTURING	85	40.0	72.50	71.50	68.00– 74.00	–	3	29	41	5	5	–	–	1	–	1	–	–	–	–	–	–	–	–	–	–
NONMANUFACTURING	557	39.5	80.50	76.00	71.00– 87.00	–	17	87	161	73	55	59	35	7	29	2	14	6	12	–	–	–	–	–	–	–
PUBLIC UTILITIES[3]	43	41.0	98.00	93.00	85.50–112.50	–	–	–	–	3	7	9	5	4	2	2	2	–	9	–	–	–	–	–	–	–
CLERKS, FILE, CLASS C	896	39.5	70.50	69.50	66.00– 73.50	1	143	329	283	79	54	3	–	2	2	–	–	–	–	–	–	–	–	–	–	–
NONMANUFACTURING	868	39.5	70.50	69.50	66.00– 73.50	1	143	328	256	79	54	3	–	2	2	–	–	–	–	–	–	–	–	–	–	–
PUBLIC UTILITIES[3]	40	40.0	79.50	77.50	73.50– 83.50	–	1	–	13	12	7	3	–	2	2	–	–	–	–	–	–	–	–	–	–	–
CLERKS, ORDER	345	40.0	87.00	90.00	74.50– 95.50	–	4	42	46	47	25	9	82	37	9	14	7	9	6	4	1	–	2	1	–	–
MANUFACTURING	128	39.5	95.00	96.00	80.00–107.00	–	–	–	28	4	8	4	16	24	7	13	7	9	3	1	1	–	2	1	–	–
NONMANUFACTURING	217	40.0	82.00	80.50	72.50– 92.50	–	4	42	18	43	17	5	66	13	2	1	–	–	3	3	–	–	–	–	–	–
CLERKS, PAYROLL	379	40.0	103.50	102.50	88.00–116.50	–	–	8	7	13	52	24	25	33	52	21	42	31	28	31	9	–	1	–	2	–
MANUFACTURING	166	40.0	100.50	100.50	87.00–113.50	–	–	1	6	–	28	17	16	11	33	4	13	17	8	7	2	–	1	–	2	–
NONMANUFACTURING	213	40.0	105.50	106.50	91.00–119.50	–	–	7	1	13	24	7	9	22	19	17	29	14	20	24	7	–	–	–	–	–
PUBLIC UTILITIES[3]	53	40.0	119.00	125.50	110.50–132.00	–	–	–	–	3	1	1	–	–	3	4	11	1	12	16	1	–	–	–	–	–
COMPTOMETER OPERATORS	455	40.0	92.50	89.00	81.50–100.50	–	2	3	23	69	65	79	64	35	30	21	18	8	20	3	15	–	–	–	–	–
MANUFACTURING	134	40.0	98.50	92.50	84.50–109.00	–	–	–	4	16	16	16	32	14	1	3	6	3	6	2	15	–	–	–	–	–
NONMANUFACTURING	321	40.0	90.00	88.00	80.50–100.00	–	2	3	19	53	49	63	32	21	29	18	12	5	14	1	–	–	–	–	–	–
KEYPUNCH OPERATORS, CLASS A	877	39.5	98.00	96.00	89.00–107.00	–	–	–	–	2	172	60	192	71	121	115	74	24	29	13	–	4	–	–	–	–
MANUFACTURING	162	40.0	100.00	96.00	87.50–111.00	–	–	–	–	2	23	31	22	15	23	4	10	11	17	–	–	4	–	–	–	–
NONMANUFACTURING	715	39.5	97.50	96.00	90.00–106.50	–	–	–	–	–	149	29	170	56	98	111	64	13	12	13	–	–	–	–	–	–
KEYPUNCH OPERATORS, CLASS B	1,369	40.0	86.50	83.50	77.00– 91.50	–	–	37	222	222	290	212	155	64	31	25	20	6	68	13	4	–	–	–	–	–
MANUFACTURING	325	40.0	91.00	87.00	81.50– 96.00	–	–	–	14	43	81	63	38	25	12	8	9	5	16	7	4	–	–	–	–	–
NONMANUFACTURING	1,044	39.5	85.00	82.50	75.50– 90.00	–	–	37	208	179	209	149	117	39	19	17	11	1	52	6	–	–	–	–	–	–
PUBLIC UTILITIES[3]	117	40.0	107.00	115.00	90.50–123.50	–	–	–	1	10	11	7	6	7	4	3	10	–	52	6	–	–	–	–	–	–
OFFICE GIRLS	230	39.5	73.00	71.00	67.50– 75.50	–	23	76	72	30	14	2	4	3	–	4	2	–	–	–	–	–	–	–	–	–
NONMANUFACTURING	192	39.5	73.50	71.00	67.50– 75.50	–	17	65	60	25	11	2	4	3	–	3	2	–	–	–	–	–	–	–	–	–
SECRETARIES[4]	2,809	39.5	112.00	109.00	96.50–124.00	–	–	8	17	18	135	196	282	154	381	280	240	276	299	256	120	51	51	27	10	8
MANUFACTURING	920	40.0	114.50	112.00	101.50–125.00	–	–	–	2	7	60	35	63	26	113	119	84	125	96	84	40	21	23	15	4	3
NONMANUFACTURING	1,889	39.5	110.50	107.00	94.50–123.50	–	–	8	15	11	75	161	219	128	268	161	156	151	203	172	80	30	28	12	6	5
PUBLIC UTILITIES[3]	429	40.0	128.00	126.50	112.50–140.00	–	–	–	–	–	3	2	2	22	22	21	66	41	70	73	53	18	16	11	6	3
SECRETARIES, CLASS A	255	40.0	125.00	125.50	110.50–137.50	–	–	–	–	–	–	–	23	1	13	25	28	20	49	48	19	10	12	3	1	3
MANUFACTURING	90	40.0	125.50	123.50	115.50–138.00	–	–	–	–	–	–	–	–	–	–	10	12	14	25	11	16	–	1	–	1	–
NONMANUFACTURING	165	40.0	124.50	126.50	106.50–137.50	–	–	–	–	–	–	–	23	1	13	15	16	6	24	37	3	10	11	3	–	3
SECRETARIES, CLASS B	642	39.5	116.50	112.50	102.00–128.50	–	–	–	2	–	25	41	28	24	109	69	43	89	63	59	22	25	23	8	7	5
MANUFACTURING	171	40.0	124.00	118.50	106.00–139.00	–	–	–	–	–	–	8	2	1	27	23	6	28	14	24	9	14	11	–	1	3
NONMANUFACTURING	471	39.5	114.00	110.00	100.50–123.50	–	–	–	2	–	25	33	26	23	82	46	37	61	49	35	13	11	12	8	6	2
PUBLIC UTILITIES[3]	51	40.0	157.00	160.00	136.00–173.50	–	–	–	–	–	–	–	–	–	–	1	–	–	4	11	4	6	9	8	6	2
SECRETARIES, CLASS C	1,152	39.5	111.50	108.00	98.00–122.50	–	–	–	1	6	32	69	139	66	184	128	111	53	131	92	63	11	12	12	2	–
MANUFACTURING	364	40.0	115.00	110.50	103.00–124.50	–	–	–	1	5	11	5	31	11	46	67	43	29	44	37	8	5	8	11	2	–
NONMANUFACTURING	788	39.5	110.00	105.50	95.50–121.50	–	–	–	–	1	21	64	108	55	138	61	68	64	87	55	55	6	4	1	–	–
PUBLIC UTILITIES[3]	213	40.0	125.50	122.50	113.50–141.00	–	–	–	–	–	3	–	–	2	15	4	45	33	24	33	44	6	3	1	–	–

See footnotes at end of table.

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Table A-1. Office Occupations—Men and Women—Continued

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis by industry division, Kansas City, Mo.–Kans., September 1968)

Sex, occupation, and industry division	Number of workers	Average weekly hours[1] (standard)	Weekly earnings[1] (standard) Mean[2]	Median[2]	Middle range[2]	Number of workers receiving straight-time weekly earnings of— Under $60	$60 and under 65	$65–70	$70–75	$75–80	$80–85	$85–90	$90–95	$95–100	$100–105	$105–110	$110–115	$115–120	$120–130	$130–140	$140–150	$150–160	$160–170	$170–180	$180–190	$190 and over
WOMEN - CONTINUED																										
SECRETARIES[4] - CONTINUED			$	$	$ $																					
SECRETARIES, CLASS D	760	40.0	104.50	102.00	89.50–117.00	–	–	8	14	12	78	86	92	63	75	58	58	74	56	57	16	5	4	4	–	–
MANUFACTURING	295	40.0	105.50	104.00	90.00–117.00	–	–	–	1	2	49	22	30	14	40	19	23	54	13	12	7	2	3	4	–	–
NONMANUFACTURING	465	39.5	103.50	100.00	89.50–116.50	–	–	8	13	10	29	64	62	49	35	39	35	20	43	45	9	3	1	–	–	–
PUBLIC UTILITIES[3]	145	40.0	118.50	119.50	107.00–130.50	–	–	–	–	–	–	2	2	20	7	14	21	8	33	29	5	3	1	–	–	–
STENOGRAPHERS, GENERAL	863	40.0	94.50	91.00	85.00–101.50	–	–	1	51	46	112	200	145	81	42	35	15	76	37	21	1	–	–	–	–	–
MANUFACTURING	408	40.0	96.50	93.00	87.50–104.00	–	–	1	3	5	31	122	76	49	25	18	5	62	5	5	1	–	–	–	–	–
NONMANUFACTURING	455	40.0	93.00	88.50	81.50– 99.00	–	–	–	48	41	81	78	69	32	17	17	10	14	32	16	–	–	–	–	–	–
PUBLIC UTILITIES[3]	122	40.0	107.00	105.50	88.00–126.00	–	–	–	1	6	12	19	7	9	7	4	2	10	29	16	–	–	–	–	–	–
STENOGRAPHERS, SENIOR	812	39.5	107.00	104.50	94.00–118.50	–	–	2	11	8	39	66	92	85	121	49	71	88	87	53	34	4	2	–	–	–
MANUFACTURING	337	40.0	112.50	113.00	102.50–122.00	–	–	2	1	5	9	4	17	16	64	25	45	51	51	23	20	4	–	–	–	–
NONMANUFACTURING	475	39.5	103.00	99.00	91.00–115.00	–	–	–	10	3	30	62	75	69	57	24	26	37	36	30	14	–	2	–	–	–
PUBLIC UTILITIES[3]	105	40.0	116.00	125.50	96.00–133.00	–	–	–	–	3	1	1	18	19	–	–	5	4	17	22	13	–	2	–	–	–
SWITCHBOARD OPERATORS, CLASS A	116	40.0	103.00	105.00	87.50–117.50	1	–	–	14	5	4	10	7	6	11	10	9	22	8	4	4	1	–	–	–	–
NONMANUFACTURING	77	40.0	100.00	105.00	85.00–117.00	1	–	–	14	2	2	10	3	3	4	6	5	20	4	2	1	–	–	–	–	–
SWITCHBOARD OPERATORS, CLASS B	358	40.0	76.50	77.50	57.50– 92.00	[5]98	47	16	7	24	29	35	32	22	11	5	13	12	7	–	–	–	–	–	–	–
MANUFACTURING	50	40.0	93.50	92.00	82.50–108.00	–	–	6	–	2	9	7	4	1	7	4	–	10	–	–	–	–	–	–	–	–
NONMANUFACTURING	308	40.0	74.00	70.00	54.50– 90.00	98	47	10	7	22	20	28	28	21	4	1	13	2	7	–	–	–	–	–	–	–
PUBLIC UTILITIES[3]	25	40.0	111.00	112.50	110.00–116.00	–	–	–	–	–	1	1	–	–	3	1	13	2	4	–	–	–	–	–	–	–
SWITCHBOARD OPERATOR-RECEPTIONISTS	461	39.5	89.50	87.50	79.00– 96.50	–	4	23	38	62	55	103	48	41	27	14	6	3	28	7	2	–	–	–	–	–
MANUFACTURING	179	40.0	90.50	88.00	80.50– 99.50	–	–	14	18	10	22	45	14	13	5	14	4	1	18	–	1	–	–	–	–	–
NONMANUFACTURING	282	39.5	88.50	87.00	78.50– 95.50	–	4	9	20	52	33	58	34	28	22	–	2	2	10	7	1	–	–	–	–	–
PUBLIC UTILITIES[3]	42	40.0	94.00	84.00	77.00–124.00	–	–	9	–	4	11	4	–	–	–	–	–	–	7	7	–	–	–	–	–	–
TABULATING-MACHINE OPERATORS, CLASS B	68	40.0	100.50	101.00	87.50–113.00	–	–	–	–	5	1	23	3	–	10	2	13	4	4	3	–	–	–	–	–	–
NONMANUFACTURING	51	40.0	99.50	93.50	87.00–113.00	–	–	–	–	5	1	18	3	–	7	–	8	4	2	3	–	–	–	–	–	–
TRANSCRIBING-MACHINE OPERATORS, GENERAL	412	39.0	85.00	84.00	80.50– 89.50	–	–	7	34	53	147	77	45	16	22	7	3	–	1	–	–	–	–	–	–	–
MANUFACTURING	67	40.0	90.50	89.50	86.00–100.50	–	–	–	–	3	7	28	7	4	14	2	1	–	1	–	–	–	–	–	–	–
NONMANUFACTURING	345	38.5	84.00	83.00	79.50– 88.00	–	–	7	34	50	140	49	38	12	8	5	2	–	–	–	–	–	–	–	–	–
TYPISTS, CLASS A	527	39.5	93.00	92.00	83.50– 99.00	–	–	2	30	28	101	67	80	109	34	24	10	14	23	1	1	3	–	–	–	–
MANUFACTURING	155	40.0	94.00	95.00	84.50– 99.50	–	–	–	2	5	36	10	24	46	14	9	1	3	1	–	1	3	–	–	–	–
NONMANUFACTURING	372	39.5	92.50	91.00	83.00– 99.00	–	–	2	28	23	65	57	56	63	20	15	9	11	22	1	–	–	–	–	–	–
PUBLIC UTILITIES[3]	112	40.0	102.50	99.50	91.00–115.00	–	–	–	–	1	12	11	17	17	12	6	9	7	19	1	–	–	–	–	–	–
TYPISTS, CLASS B	1,703	39.5	77.50	76.00	71.50– 81.50	–	25	241	519	414	273	114	37	21	30	11	5	9	2	–	2	–	–	–	–	–
MANUFACTURING	382	40.0	80.00	78.00	75.00– 83.00	–	4	24	65	160	58	41	12	3	2	7	–	3	1	–	2	–	–	–	–	–
NONMANUFACTURING	1,321	39.0	76.50	74.50	71.00– 81.00	–	21	217	454	254	215	73	25	18	28	4	5	6	1	–	–	–	–	–	–	–
PUBLIC UTILITIES[3]	84	40.0	88.00	84.00	79.00– 96.00	–	–	–	–	28	18	15	2	4	6	4	–	6	1	–	–	–	–	–	–	–

[1] Standard hours reflect the workweek for which employees receive their regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates), and the earnings correspond to these weekly hours.

[2] The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median designates position—half of the employees surveyed receive more than the rate shown; half receive less than the rate shown. The middle range is defined by 2 rates of pay; a fourth of the workers earn less than the lower of these rates and a fourth earn more than the higher rate.

[3] Transportation, communication, and other public utilities.

[4] May include workers other than those presented separately.

[5] Workers were distributed as follows: 13 at $45 to $50; 68 at $50 to $55; and 17 at $55 to $60.

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Table A-1a. Office Occupations—Large Establishments—Men and Women

(Average straight-time weekly hours and earnings for selected occupations studied in establishments employing 500 workers or more, by industry division, Kansas City, Mo.–Kans., September 1968)

Sex, occupation, and industry division	Number of workers	Average weekly hours[1] (standard)	Weekly earnings[1] (standard) Mean[2]	Median[2]	Middle range[2]	Number of workers receiving straight-time weekly earnings of— Under $60	$60 and under 65	65–70	70–75	75–80	80–85	85–90	90–95	95–100	100–105	105–110	110–115	115–120	120–130	130–140	140–150	150–160	160–170	170–180	180–190	190 and over
MEN																										
CLERKS, ACCOUNTING, CLASS A	226	40.0	$142.00	$141.50	$129.00–156.00	–	–	–	–	–	–	–	–	4	2	1	–	12	43	43	48	36	29	4	2	2
MANUFACTURING	93	40.0	144.50	146.00	127.00–162.50	–	–	–	–	–	–	–	–	2	–	1	–	8	19	8	14	12	24	1	2	2
NONMANUFACTURING	133	40.0	140.00	140.00	130.50–150.00	–	–	–	–	–	–	–	–	2	2	–	–	4	24	35	34	24	5	3	–	–
PUBLIC UTILITIES[3]	59	40.0	142.00	142.00	135.00–150.00	–	–	–	–	–	–	–	–	–	–	–	–	–	9	16	20	11	3	–	–	–
CLERKS, ACCOUNTING, CLASS B	115	40.0	119.50	118.00	105.00–136.00	–	–	–	2	2	1	–	–	12	12	14	10	9	17	25	4	3	1	3	–	–
OFFICE BOYS	111	40.0	75.00	72.50	66.50– 81.00	–	22	19	29	11	13	10	2	–	–	4	1	–	–	–	–	–	–	–	–	–
MANUFACTURING	53	40.0	75.50	76.00	69.00– 83.00	–	8	7	10	9	11	6	2	–	–	–	–	–	–	–	–	–	–	–	–	–
NONMANUFACTURING	58	40.0	74.50	71.00	65.50– 75.00	–	14	12	19	2	2	4	–	–	–	4	1	–	–	–	–	–	–	–	–	–
TABULATING-MACHINE OPERATORS, CLASS B	67	40.0	110.50	106.50	100.00–119.50	–	–	–	–	–	–	5	2	10	13	12	1	9	9	–	2	2	2	–	–	–
NONMANUFACTURING	51	40.0	104.00	104.00	98.50–110.00	–	–	–	–	–	–	5	2	9	12	11	1	7	4	–	–	–	–	–	–	–
WOMEN																										
BOOKKEEPING-MACHINE OPERATORS, CLASS B	51	40.0	102.50	111.50	85.00–122.00	–	–	5	3	4	1	5	3	3	–	–	6	6	13	1	1	–	–	–	–	–
CLERKS, ACCOUNTING, CLASS A	388	40.0	120.00	121.50	106.50–132.50	–	–	–	1	1	2	8	16	33	25	40	17	43	65	95	29	7	5	1	–	–
MANUFACTURING	103	40.0	120.50	124.00	105.00–129.50	–	–	–	–	–	2	3	9	9	3	4	1	7	42	10	6	1	5	1	–	–
NONMANUFACTURING	285	40.0	119.50	119.50	106.50–133.00	–	–	–	1	1	–	5	7	24	22	36	16	36	23	85	23	6	–	–	–	–
CLERKS, ACCOUNTING, CLASS B	771	40.0	93.50	91.50	83.00–103.00	–	15	15	33	58	114	115	111	65	84	29	44	38	36	12	2	–	–	–	–	–
MANUFACTURING	189	40.0	100.50	99.00	85.00–118.00	–	–	9	14	6	19	23	20	5	7	2	23	25	28	6	2	–	–	–	–	–
NONMANUFACTURING	582	40.0	91.50	90.50	83.00–100.50	–	15	6	19	52	95	92	91	60	77	27	21	13	8	6	–	–	–	–	–	–
PUBLIC UTILITIES[3]	117	40.0	96.50	94.00	86.50–108.00	–	–	–	3	4	17	20	18	5	13	14	13	5	2	3	–	–	–	–	–	–
CLERKS, FILE, CLASS A	57	40.0	111.50	116.00	99.50–120.00	–	–	–	–	–	1	3	6	5	8	–	2	19	4	9	–	–	–	–	–	–
NONMANUFACTURING	51	40.0	112.50	116.50	102.00–120.00	–	–	–	–	–	1	3	2	4	8	–	2	19	4	8	–	–	–	–	–	–
CLERKS, FILE, CLASS B	270	40.0	82.50	79.00	69.50– 92.50	–	17	55	44	24	20	40	6	8	29	3	14	6	4	–	–	–	–	–	–	–
NONMANUFACTURING	247	40.0	83.50	81.00	70.00– 95.50	–	17	47	37	19	19	40	6	7	29	2	14	6	4	–	–	–	–	–	–	–
PUBLIC UTILITIES[3]	32	40.0	93.50	90.50	85.50– 99.50	–	–	–	–	–	7	9	5	4	2	2	2	–	1	–	–	–	–	–	–	–
CLERKS, FILE, CLASS C	141	40.0	73.50	73.00	70.50– 77.00	–	7	18	73	24	12	3	–	2	2	–	–	–	–	–	–	–	–	–	–	–
NONMANUFACTURING	116	40.0	74.00	73.50	70.50– 78.00	–	7	17	49	24	12	3	–	2	2	–	–	–	–	–	–	–	–	–	–	–
PUBLIC UTILITIES[3]	39	40.0	80.00	78.00	74.00– 83.50	–	–	–	13	12	7	3	–	2	2	–	–	–	–	–	–	–	–	–	–	–
CLERKS, ORDER	112	39.5	94.50	92.00	78.50–107.50	–	–	11	5	18	10	4	19	6	8	7	1	9	6	4	1	–	2	1	–	–
NONMANUFACTURING	63	40.0	85.00	82.00	75.50– 93.00	–	–	11	4	14	8	–	17	1	2	–	–	–	3	3	–	–	–	–	–	–
CLERKS, PAYROLL	154	40.0	109.50	109.00	95.50–123.50	–	–	1	6	5	8	7	10	14	21	7	12	19	16	16	9	–	1	–	2	–
MANUFACTURING	66	40.0	112.50	116.50	97.00–126.00	–	–	1	6	–	2	4	3	2	4	1	6	17	8	7	2	–	1	–	2	–
NONMANUFACTURING	88	40.0	107.50	103.50	95.50–122.50	–	–	–	–	5	6	3	7	12	17	6	6	2	8	9	7	–	–	–	–	–
COMPTOMETER OPERATORS	272	40.0	95.00	91.00	84.00–104.00	–	2	–	12	30	29	53	45	21	16	17	8	8	13	3	15	–	–	–	–	–
MANUFACTURING	65	40.0	110.00	100.00	91.50–137.50	–	–	–	4	–	–	8	15	6	1	3	2	3	6	2	15	–	–	–	–	–
NONMANUFACTURING	207	40.0	90.50	89.00	82.00– 99.00	–	2	–	8	30	29	45	30	15	15	14	6	5	7	1	–	–	–	–	–	–
KEYPUNCH OPERATORS, CLASS A	621	40.0	100.00	99.50	91.50–108.00	–	–	–	–	2	84	28	145	56	94	94	66	9	29	10	–	4	–	–	–	–
MANUFACTURING	78	40.0	105.50	101.50	91.50–121.50	–	–	–	–	2	3	11	12	9	9	1	7	3	17	–	–	4	–	–	–	–
NONMANUFACTURING	543	40.0	99.00	99.50	91.50–107.50	–	–	–	–	–	81	17	133	47	85	93	59	6	12	10	–	–	–	–	–	–

See footnotes at end of table.

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Table A-1a. Office Occupations—Large Establishments—Men and Women—Continued

(Average straight-time weekly hours and earnings for selected occupations studied in establishments employing 500 workers or more, by industry division, Kansas City, Mo.–Kans., September 1968)

Sex, occupation, and industry division	Number of workers	Average weekly hours[1] (standard)	Weekly earnings[1] (standard) Mean[2]	Median[2]	Middle range[2]	Number of workers receiving straight-time weekly earnings of— Under $ 60	$ 60 and under 65	$ 65 - 70	$ 70 - 75	$ 75 - 80	$ 80 - 85	$ 85 - 90	$ 90 - 95	$ 95 - 100	$ 100 - 105	$ 105 - 110	$ 110 - 115	$ 115 - 120	$ 120 - 130	$ 130 - 140	$ 140 - 150	$ 150 - 160	$ 160 - 170	$ 170 - 180	$ 180 - 190	$ 190 and over
WOMEN - CONTINUED																										
KEYPUNCH OPERATORS, CLASS B	699	40.0	$ 87.00	$ 84.50	$ 79.00- 92.50	-	-	1	97	97	174	115	78	41	23	13	20	6	23	7	4	-	-	-	-	-
MANUFACTURING	177	40.0	96.50	90.00	84.00-108.50	-	-	-	8	10	35	36	13	16	10	8	9	5	16	7	4	-	-	-	-	-
NONMANUFACTURING	522	40.0	84.00	83.00	77.50- 90.00	-	-	1	89	87	139	79	65	25	13	5	11	1	7	-	-	-	-	-	-	-
PUBLIC UTILITIES[3]	50	40.0	95.50	92.50	81.50-112.50	-	-	-	-	10	8	5	5	4	1	-	10	-	7	-	-	-	-	-	-	-
OFFICE GIRLS	128	40.0	75.00	73.50	69.50- 78.50	-	9	27	43	25	12	2	4	-	-	4	2	-	-	-	-	-	-	-	-	-
NONMANUFACTURING	98	40.0	76.00	74.00	71.00- 79.00	-	3	16	36	23	9	2	4	-	-	3	2	-	-	-	-	-	-	-	-	-
SECRETARIES[4]	1,335	40.0	118.00	114.50	102.50-130.00	-	-	-	5	4	25	81	69	84	126	131	161	133	178	150	77	30	36	27	10	8
MANUFACTURING	427	40.0	118.00	114.50	102.50-130.50	-	-	-	2	3	14	32	24	14	37	42	50	42	58	46	19	10	12	15	4	3
NONMANUFACTURING	908	40.0	117.50	114.50	102.50-130.00	-	-	-	3	1	11	49	45	70	89	89	111	91	120	104	58	20	24	12	6	5
PUBLIC UTILITIES[3]	348	40.0	130.00	127.50	113.50-145.50	-	-	-	-	-	-	2	2	9	13	19	57	33	55	58	49	15	16	11	6	3
SECRETARIES, CLASS B	257	40.0	127.50	122.50	113.00-137.50	-	-	-	2	-	-	9	3	7	9	14	36	39	44	35	13	12	14	8	7	5
MANUFACTURING	70	40.0	121.50	117.50	107.00-131.00	-	-	-	-	-	-	8	2	1	4	7	6	15	9	6	3	3	2	-	1	3
NONMANUFACTURING	187	40.0	130.00	125.00	114.00-140.50	-	-	-	2	-	-	1	1	6	5	7	30	24	35	29	10	9	12	8	6	2
PUBLIC UTILITIES[3]	51	40.0	157.00	160.00	136.00-173.50	-	-	-	-	-	-	-	-	-	-	1	-	-	4	11	4	6	9	8	6	2
SECRETARIES, CLASS C	653	40.0	116.50	113.50	104.00-127.00	-	-	-	1	2	4	22	27	42	81	79	95	77	83	61	45	11	9	12	2	-
MANUFACTURING	239	40.0	119.00	114.50	105.50-127.00	-	-	-	1	1	1	5	11	11	26	27	41	27	38	23	3	5	6	11	2	-
NONMANUFACTURING	414	40.0	115.50	113.00	103.00-127.00	-	-	-	-	1	3	17	16	31	55	52	54	50	45	38	42	6	3	1	-	-
PUBLIC UTILITIES[3]	169	40.0	128.00	126.00	114.00-145.00	-	-	-	-	-	-	-	-	2	6	4	36	25	18	28	40	6	3	1	-	-
SECRETARIES, CLASS D	381	39.5	109.50	106.00	92.50-125.50	-	-	-	2	2	21	50	39	34	36	37	30	15	47	43	12	5	4	4	-	-
MANUFACTURING	100	40.0	110.00	102.00	87.50-134.00	-	-	-	1	2	13	19	11	2	7	7	3	-	7	12	7	2	3	4	-	-
NONMANUFACTURING	281	39.5	109.00	107.00	95.50-124.00	-	-	-	1	-	8	31	28	32	29	30	27	15	40	31	5	3	1	-	-	-
PUBLIC UTILITIES[3]	122	40.0	119.50	120.00	109.50-129.50	-	-	-	-	-	-	2	2	7	7	14	21	8	33	19	5	3	1	-	-	-
STENOGRAPHERS, GENERAL	519	40.0	97.00	91.50	86.00-111.50	-	-	1	12	22	71	140	52	42	21	25	15	73	31	13	1	-	-	-	-	-
MANUFACTURING	316	40.0	97.00	91.50	87.00-110.00	-	-	1	3	5	22	114	39	32	13	9	5	62	5	5	1	-	-	-	-	-
NONMANUFACTURING	203	40.0	97.00	90.50	82.50-112.50	-	-	-	9	17	49	26	13	10	8	16	10	11	26	8	-	-	-	-	-	-
PUBLIC UTILITIES[3]	93	40.0	106.50	106.00	89.50-124.00	-	-	-	1	6	10	7	7	8	7	4	2	10	23	8	-	-	-	-	-	-
STENOGRAPHERS, SENIOR	368	40.0	111.50	111.00	96.00-126.00	-	-	2	1	5	12	19	48	27	36	24	44	31	43	42	30	4	-	-	-	-
MANUFACTURING	193	40.0	116.00	114.00	106.00-126.00	-	-	2	1	5	4	4	2	5	20	23	37	24	25	17	20	4	-	-	-	-
NONMANUFACTURING	175	39.5	106.50	99.50	92.50-126.50	-	-	-	-	-	8	15	46	22	16	1	7	7	18	25	10	-	-	-	-	-
PUBLIC UTILITIES[3]	76	40.0	115.50	119.50	95.00-133.00	-	-	-	-	-	1	1	18	10	-	-	5	4	9	19	9	-	-	-	-	-
SWITCHBOARD OPERATORS, CLASS A	69	40.0	106.50	106.00	92.50-118.00	-	-	-	1	5	3	6	5	3	11	4	6	14	2	4	4	1	-	-	-	-
SWITCHBOARD OPERATORS, CLASS B	118	40.0	89.50	90.00	77.50-110.50	[5]14	1	1	7	13	14	9	16	1	11	1	11	12	7	-	-	-	-	-	-	-
NONMANUFACTURING	85	40.0	86.00	86.50	74.00-107.50	14	1	1	7	11	7	7	12	-	4	1	11	2	7	-	-	-	-	-	-	-
TRANSCRIBING-MACHINE OPERATORS, GENERAL	115	39.5	89.00	90.50	82.50- 95.00	-	-	1	10	11	14	17	34	10	10	4	3	-	1	-	-	-	-	-	-	-
NONMANUFACTURING	101	39.5	88.00	90.00	81.50- 94.50	-	-	1	10	11	12	16	30	9	8	2	2	-	-	-	-	-	-	-	-	-
TYPISTS, CLASS A	285	40.0	96.50	95.00	86.50-102.00	-	-	-	4	20	37	31	48	63	28	12	7	14	16	1	1	3	-	-	-	-
MANUFACTURING	117	40.0	96.00	96.50	89.50-100.00	-	-	-	2	5	17	6	15	43	14	6	1	3	1	-	1	3	-	-	-	-
NONMANUFACTURING	168	40.0	96.50	93.50	86.00-104.00	-	-	-	2	15	20	25	33	20	14	6	6	11	15	1	-	-	-	-	-	-
PUBLIC UTILITIES[3]	99	40.0	101.50	98.50	91.00-111.50	-	-	-	-	1	10	11	16	17	12	6	6	7	12	1	-	-	-	-	-	-
TYPISTS, CLASS B	618	40.0	79.50	78.00	74.00- 83.50	-	3	37	140	216	102	50	28	14	11	11	-	3	1	-	2	-	-	-	-	-
MANUFACTURING	283	40.0	80.50	78.00	75.50- 82.00	-	1	12	48	136	42	14	12	3	2	7	-	3	1	-	2	-	-	-	-	-
NONMANUFACTURING	335	40.0	79.00	78.00	73.00- 84.50	-	2	25	92	80	60	36	16	11	9	4	-	-	-	-	-	-	-	-	-	-
PUBLIC UTILITIES[3]	68	40.0	86.50	84.50	79.50- 90.00	-	-	-	-	19	18	15	2	4	6	4	-	-	-	-	-	-	-	-	-	-

[1] Standard hours reflect the workweek for which employees receive their regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates), and the earnings correspond to these weekly hours.
[2] For definition of terms, see footnote 2, table A-1.
[3] Transportation, communication, and other public utilities.
[4] May include workers other than those presented separately.
[5] Workers were distributed as follows: 13 at $45 to $50; and 1 at $55 to $60.

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Table A-2. Professional and Technical Occupations—Men and Women

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis by industry division, Kansas City, Mo.–Kans., September 1968)

Sex, occupation, and industry division	Number of workers	Average weekly hours[1] (standard)	Weekly earnings[1] (standard)			Number of workers receiving straight-time weekly earnings of—																				
			Mean[2]	Median[2]	Middle range[2]	$ 80 and under 85	$ 85 – 90	$ 90 – 95	$ 95 – 100	$ 100 – 105	$ 105 – 110	$ 110 – 115	$ 115 – 120	$ 120 – 125	$ 125 – 130	$ 130 – 135	$ 135 – 140	$ 140 – 145	$ 145 – 150	$ 150 – 155	$ 155 – 160	$ 160 – 170	$ 170 – 180	$ 180 – 190	$ 190 – 200	$ 200 – 210
MEN																										
DRAFTSMEN, CLASS A	317	40.0	$ 157.50	$ 154.50	$ 147.00–166.50	–	–	–	–	–	–	–	–	–	8	28	18	16	22	77	39	42	23	21	13	10
MANUFACTURING	219	40.0	152.00	152.50	140.50–159.50	–	–	–	–	–	–	–	–	–	8	28	18	13	20	46	35	27	10	9	4	1
NONMANUFACTURING	98	40.0	169.00	165.50	153.00–183.00	–	–	–	–	–	–	–	–	–	–	–	–	3	2	31	4	15	13	12	9	9
DRAFTSMEN, CLASS B	379	40.0	136.00	135.50	119.00–153.00	–	–	–	–	26	17	20	40	31	21	29	44	11	27	31	19	46	17	–	–	–
MANUFACTURING	255	40.0	135.50	132.00	117.50–154.50	–	–	–	–	10	17	19	33	22	18	24	6	9	15	22	12	37	11	–	–	–
NONMANUFACTURING	124	40.0	137.00	138.00	124.00–150.50	–	–	–	–	16	–	1	7	9	3	5	38	2	12	9	7	9	6	–	–	–
DRAFTSMEN, CLASS C	195	40.0	107.50	104.50	97.50–118.50	10	9	15	29	40	3	33	11	23	15	6	–	–	–	–	–	1	–	–	–	–
MANUFACTURING	117	40.0	104.50	102.00	96.00–116.00	2	8	15	19	38	3	1	11	6	10	4	–	–	–	–	–	–	–	–	–	–
NONMANUFACTURING	78	40.0	111.50	113.00	102.00–122.00	8	1	–	10	2	–	32	–	17	5	2	–	–	–	–	–	1	–	–	–	–
WOMEN																										
NURSES, INDUSTRIAL (REGISTERED)	116	40.0	137.50	136.50	128.50–148.50	–	–	–	–	1	3	4	3	11	10	19	23	7	10	3	13	8	1	–	–	–
MANUFACTURING	89	40.0	137.00	136.50	128.50–147.50	–	–	–	–	1	3	2	2	11	5	16	19	5	7	3	6	8	1	–	–	–

[1] Standard hours reflect the workweek for which employees receive their regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates), and the earnings correspond to these weekly hours.
[2] For definition of terms, see footnote 2, table A-1.

Table A-2a. Professional and Technical Occupations—Large Establishments—Men and Women

(Average straight-time weekly hours and earnings for selected occupations studied in establishments employing 500 workers or more, by industry division, Kansas City, Mo.–Kans., September 1968)

Sex, occupation, and industry division	Number of workers	Average weekly hours[1] (standard)	Weekly earnings[1] (standard)			Number of workers receiving straight-time weekly earnings of—																				
			Mean[2]	Median[2]	Middle range[2]	$ 80 and under 85	$ 85 – 90	$ 90 – 95	$ 95 – 100	$ 100 – 105	$ 105 – 110	$ 110 – 115	$ 115 – 120	$ 120 – 125	$ 125 – 130	$ 130 – 135	$ 135 – 140	$ 140 – 145	$ 145 – 150	$ 150 – 155	$ 155 – 160	$ 160 – 170	$ 170 – 180	$ 180 – 190	$ 190 – 200	$ 200 – 210
MEN																										
DRAFTSMEN, CLASS A	144	40.0	$ 153.00	$ 150.00	$ 137.50–167.50	–	–	–	–	–	–	–	–	–	8	20	17	12	15	20	7	14	16	10	4	1
MANUFACTURING	135	40.0	151.50	148.50	137.00–163.00	–	–	–	–	–	–	–	–	–	8	20	17	12	15	20	7	14	10	7	4	1
DRAFTSMEN, CLASS B	214	40.0	134.50	129.50	117.50–151.00	–	–	–	–	10	17	9	34	21	18	12	6	9	23	13	10	19	13	–	–	–
MANUFACTURING	169	40.0	129.00	124.00	116.00–141.50	–	–	–	–	10	17	9	33	20	18	12	6	9	11	4	3	10	7	–	–	–
DRAFTSMEN, CLASS C	126	40.0	108.50	104.00	97.00–122.00	2	7	15	19	26	3	2	11	23	11	6	–	–	–	–	–	1	–	–	–	–
MANUFACTURING	103	40.0	105.00	102.00	96.00–117.50	2	6	15	19	26	3	1	11	6	10	4	–	–	–	–	–	–	–	–	–	–
WOMEN																										
NURSES, INDUSTRIAL (REGISTERED)	108	40.0	137.50	136.50	129.00–148.50	–	–	–	–	1	3	4	3	8	10	19	22	7	7	3	12	8	1	–	–	–
MANUFACTURING	84	40.0	137.00	136.50	130.00–147.50	–	–	–	–	1	3	2	2	8	5	16	19	5	6	3	5	8	1	–	–	–

[1] Standard hours reflect the workweek for which employees receive their regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates), and the earnings correspond to these weekly hours.
[2] For definition of terms, see footnote 2, table A-1.

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Table A-3. Office, Professional, and Technical Occupations—Men and Women Combined

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis by industry division, Kansas City, Mo.–Kans., September 1968)

Occupation and industry division	Number of workers	Average: Weekly hours[1] (standard)	Average: Weekly earnings[1] (standard)
OFFICE OCCUPATIONS			
			$
BILLERS, MACHINE (BILLING MACHINE)	115	40.0	105.00
NONMANUFACTURING	76	40.0	117.00
PUBLIC UTILITIES[2]	60	40.0	130.00
BILLERS, MACHINE (BOOKKEEPING MACHINE)	56	40.0	83.00
BOOKKEEPING-MACHINE OPERATORS, CLASS A	216	39.5	101.50
MANUFACTURING	100	40.0	97.50
NONMANUFACTURING	116	39.5	105.00
BOOKKEEPING-MACHINE OPERATORS, CLASS B	309	40.0	85.50
NONMANUFACTURING	271	40.0	85.00
CLERKS, ACCOUNTING, CLASS A	1,213	40.0	120.50
MANUFACTURING	445	40.0	121.00
NONMANUFACTURING	768	40.0	120.00
PUBLIC UTILITIES[2]	268	40.0	132.00
CLERKS, ACCOUNTING, CLASS B	1,746	39.5	90.00
MANUFACTURING	394	40.0	95.50
NONMANUFACTURING	1,352	39.5	88.00
PUBLIC UTILITIES[2]	155	40.0	99.00
CLERKS, FILE, CLASS A	177	39.5	99.00
NONMANUFACTURING	168	39.5	99.00
PUBLIC UTILITIES[2]	57	40.0	118.00
CLERKS, FILE, CLASS B	680	39.5	80.00
MANUFACTURING	92	40.0	72.50
NONMANUFACTURING	588	39.5	81.00
PUBLIC UTILITIES[2]	58	40.5	100.50
CLERKS, FILE, CLASS C	926	39.5	70.50
NONMANUFACTURING	885	39.5	71.00
PUBLIC UTILITIES[2]	41	40.0	79.50
CLERKS, ORDER	531	40.0	93.50
MANUFACTURING	167	40.0	100.00
NONMANUFACTURING	364	40.0	90.50
CLERKS, PAYROLL	442	40.0	108.00
MANUFACTURING	189	40.0	104.00
NONMANUFACTURING	253	40.0	110.50
PUBLIC UTILITIES[2]	90	40.0	127.00
COMPTOMETER OPERATORS	455	40.0	92.50
MANUFACTURING	134	40.0	98.50
NONMANUFACTURING	321	40.0	90.00
OFFICE OCCUPATIONS - CONTINUED			
			$
KEYPUNCH OPERATORS, CLASS A	885	39.5	98.50
MANUFACTURING	162	40.0	100.00
NONMANUFACTURING	723	39.5	98.00
KEYPUNCH OPERATORS, CLASS B	1,395	40.0	86.50
MANUFACTURING	325	40.0	91.00
NONMANUFACTURING	1,070	39.5	85.50
PUBLIC UTILITIES[2]	127	40.0	108.50
OFFICE BOYS AND GIRLS	493	39.5	74.00
MANUFACTURING	126	40.0	72.50
NONMANUFACTURING	367	39.5	74.50
PUBLIC UTILITIES[2]	50	40.0	84.00
SECRETARIES[3]	2,818	39.5	112.00
MANUFACTURING	920	40.0	114.50
NONMANUFACTURING	1,898	39.5	111.00
PUBLIC UTILITIES[2]	438	40.0	128.50
SECRETARIES, CLASS A	255	40.0	125.00
MANUFACTURING	90	40.0	125.50
NONMANUFACTURING	165	40.0	124.50
SECRETARIES, CLASS B	645	39.5	117.00
MANUFACTURING	171	40.0	124.00
NONMANUFACTURING	474	39.5	114.50
PUBLIC UTILITIES[2]	54	40.0	157.00
SECRETARIES, CLASS C	1,156	39.5	111.50
MANUFACTURING	364	40.0	115.00
NONMANUFACTURING	792	39.5	110.00
PUBLIC UTILITIES[2]	217	40.0	126.00
SECRETARIES, CLASS D	762	40.0	104.50
MANUFACTURING	295	40.0	105.50
NONMANUFACTURING	467	39.5	104.00
PUBLIC UTILITIES[2]	147	40.0	119.00
STENOGRAPHERS, GENERAL	874	40.0	95.00
MANUFACTURING	408	40.0	96.50
NONMANUFACTURING	466	40.0	93.50
PUBLIC UTILITIES[2]	133	40.0	108.50
STENOGRAPHERS, SENIOR	816	39.5	107.00
MANUFACTURING	337	40.0	112.50
NONMANUFACTURING	479	39.5	103.50
PUBLIC UTILITIES[2]	108	40.0	116.50
SWITCHBOARD OPERATORS, CLASS A	116	40.0	103.00
NONMANUFACTURING	77	40.0	100.00
OFFICE OCCUPATIONS - CONTINUED			
			$
SWITCHBOARD OPERATORS, CLASS B	358	40.0	76.50
MANUFACTURING	50	40.0	93.50
NONMANUFACTURING	308	40.0	74.00
PUBLIC UTILITIES[2]	25	40.0	111.00
SWITCHBOARD OPERATOR-RECEPTIONISTS	461	39.5	89.50
MANUFACTURING	179	40.0	90.50
NONMANUFACTURING	282	39.5	88.50
PUBLIC UTILITIES[2]	42	40.0	94.00
TABULATING-MACHINE OPERATORS, CLASS A	103	40.0	136.50
NONMANUFACTURING	77	40.0	131.50
TABULATING-MACHINE OPERATORS, CLASS B	166	40.0	106.00
NONMANUFACTURING	127	40.0	103.00
TRANSCRIBING-MACHINE OPERATORS, GENERAL	413	39.0	85.00
MANUFACTURING	67	40.0	90.50
NONMANUFACTURING	346	39.0	84.00
TYPISTS, CLASS A	536	39.5	93.50
MANUFACTURING	155	40.0	94.00
NONMANUFACTURING	381	39.5	93.50
PUBLIC UTILITIES[2]	121	40.0	104.50
TYPISTS, CLASS B	1,707	39.5	77.50
MANUFACTURING	382	40.0	80.00
NONMANUFACTURING	1,325	39.0	76.50
PUBLIC UTILITIES[2]	88	40.0	88.00
PROFESSIONAL AND TECHNICAL OCCUPATIONS			
DRAFTSMEN, CLASS A	322	40.0	157.50
MANUFACTURING	223	40.0	152.00
NONMANUFACTURING	99	40.0	169.00
DRAFTSMEN, CLASS B	389	40.0	136.00
MANUFACTURING	260	40.0	135.50
NONMANUFACTURING	129	40.0	137.00
DRAFTSMEN, CLASS C	202	40.0	107.50
MANUFACTURING	122	40.0	104.50
NONMANUFACTURING	80	40.0	111.50
NURSES, INDUSTRIAL (REGISTERED)	117	40.0	137.50
MANUFACTURING	90	40.0	137.00

[1] Standard hours reflect the workweek for which employees receive their regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates), and the earnings correspond to these weekly hours.
[2] Transportation, communication, and other public utilities.
[3] May include workers other than those presented separately.

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Table A-3a. Office, Professional, and Technical Occupations—Large Establishments--Men and Women Combined

(Average straight-time weekly hours and earnings for selected occupations studied in establishments employing 500 workers or more, by industry division, Kansas City, Mo.–Kans., September 1968)

Occupation and industry division	Number of workers	Average: Weekly hours[1] (standard)	Average: Weekly earnings[1] (standard)
OFFICE OCCUPATIONS			
			$
BOOKKEEPING-MACHINE OPERATORS, CLASS B	51	40.0	102.50
CLERKS, ACCOUNTING, CLASS A	614	40.0	128.00
MANUFACTURING	196	40.0	132.00
NONMANUFACTURING	418	40.0	126.00
PUBLIC UTILITIES[2]	222	40.0	132.00
CLERKS, ACCOUNTING, CLASS B	886	40.0	97.00
MANUFACTURING	212	40.0	103.00
NONMANUFACTURING	674	40.0	95.00
PUBLIC UTILITIES[2]	144	40.0	98.00
CLERKS, FILE, CLASS A	66	40.0	112.00
NONMANUFACTURING	60	40.0	113.50
PUBLIC UTILITIES[2]	48	40.0	117.00
CLERKS, FILE, CLASS B	292	40.0	82.00
NONMANUFACTURING	262	40.0	83.00
PUBLIC UTILITIES[2]	39	40.0	92.00
CLERKS, FILE, CLASS C	155	40.0	73.00
NONMANUFACTURING	117	40.0	74.00
PUBLIC UTILITIES[2]	40	40.0	80.00
CLERKS, ORDER	146	39.5	102.00
MANUFACTURING	75	39.5	112.00
NONMANUFACTURING	71	40.0	91.50
CLERKS, PAYROLL	185	40.0	114.00
MANUFACTURING	84	40.0	117.50
NONMANUFACTURING	101	40.0	111.00
PUBLIC UTILITIES[2]	31	40.0	125.50
COMPTOMETER OPERATORS	272	40.0	95.00
MANUFACTURING	65	40.0	110.00
NONMANUFACTURING	207	40.0	90.50
KEYPUNCH OPERATORS, CLASS A	621	40.0	100.00
MANUFACTURING	78	40.0	105.50
NONMANUFACTURING	543	40.0	99.00
OFFICE OCCUPATIONS - CONTINUED			
			$
KEYPUNCH OPERATORS, CLASS B	701	40.0	87.50
MANUFACTURING	177	40.0	96.50
NONMANUFACTURING	524	40.0	84.00
PUBLIC UTILITIES[2]	52	40.0	97.00
OFFICE BOYS AND GIRLS	239	40.0	75.00
MANUFACTURING	83	40.0	74.00
NONMANUFACTURING	156	40.0	75.50
PUBLIC UTILITIES[2]	37	40.0	83.50
SECRETARIES[3]	1,344	40.0	118.00
MANUFACTURING	427	40.0	118.00
NONMANUFACTURING	917	40.0	118.00
PUBLIC UTILITIES[2]	357	40.0	130.50
SECRETARIES, CLASS B	260	40.0	128.00
MANUFACTURING	70	40.0	121.50
NONMANUFACTURING	190	40.0	130.50
PUBLIC UTILITIES[2]	54	40.0	157.00
SECRETARIES, CLASS C	657	40.0	117.00
MANUFACTURING	239	40.0	119.00
NONMANUFACTURING	418	40.0	116.00
PUBLIC UTILITIES[2]	173	40.0	128.50
SECRETARIES, CLASS D	383	39.5	109.50
MANUFACTURING	100	40.0	110.00
NONMANUFACTURING	283	39.5	109.50
PUBLIC UTILITIES[2]	124	40.0	119.50
STENOGRAPHERS, GENERAL	523	40.0	97.50
MANUFACTURING	316	40.0	97.00
NONMANUFACTURING	207	40.0	98.00
PUBLIC UTILITIES[2]	97	40.0	108.00
STENOGRAPHERS, SENIOR	371	40.0	111.50
MANUFACTURING	193	40.0	116.00
NONMANUFACTURING	178	39.5	107.00
PUBLIC UTILITIES[2]	78	40.0	116.00
SWITCHBOARD OPERATORS, CLASS A	69	40.0	106.50
OFFICE OCCUPATIONS - CONTINUED			
			$
SWITCHBOARD OPERATORS, CLASS B	118	40.0	89.50
NONMANUFACTURING	85	40.0	86.00
TABULATING-MACHINE OPERATORS, CLASS B	102	40.0	109.50
NONMANUFACTURING	82	40.0	105.50
TRANSCRIBING-MACHINE OPERATORS, GENERAL	116	39.5	89.50
NONMANUFACTURING	102	39.5	88.50
TYPISTS, CLASS A	286	40.0	96.50
MANUFACTURING	117	40.0	96.00
NONMANUFACTURING	169	40.0	96.50
PUBLIC UTILITIES[2]	100	40.0	101.50
TYPISTS, CLASS B	621	40.0	79.50
MANUFACTURING	283	40.0	80.50
NONMANUFACTURING	338	40.0	79.00
PUBLIC UTILITIES[2]	71	40.0	86.00
PROFESSIONAL AND TECHNICAL OCCUPATIONS			
DRAFTSMEN, CLASS A	149	40.0	153.00
MANUFACTURING	139	40.0	151.50
DRAFTSMEN, CLASS B	224	40.0	134.50
MANUFACTURING	174	40.0	129.00
DRAFTSMEN, CLASS C	133	40.0	108.00
MANUFACTURING	108	40.0	105.00
NURSES, INDUSTRIAL (REGISTERED)	109	40.0	137.50
MANUFACTURING	85	40.0	137.00

[1] Standard hours reflect the workweek for which employees receive their regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates), and the earnings correspond to these weekly hours.
[2] Transportation, communication, and other public utilities.
[3] May include workers other than those presented separately.

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Table A-4. Maintenance and Powerplant Occupations

(Average straight-time hourly earnings for men in selected occupations studied on an area basis by industry division, Kansas City, Mo.–Kans., September 1968)

Occupation and industry division	Number of workers	Hourly earnings[1]			Number of workers receiving straight-time hourly earnings of—																					
		Mean[2]	Median[2]	Middle range[2]	Under $2.40	$2.40 and under 2.50	$2.50 – 2.60	$2.60 – 2.70	$2.70 – 2.80	$2.80 – 2.90	$2.90 – 3.00	$3.00 – 3.10	$3.10 – 3.20	$3.20 – 3.30	$3.30 – 3.40	$3.40 – 3.50	$3.50 – 3.60	$3.60 – 3.70	$3.70 – 3.80	$3.80 – 3.90	$3.90 – 4.00	$4.00 – 4.10	$4.10 – 4.20	$4.20 – 4.40	$4.40 – 4.60	$4.60 – 4.80	$4.80 and over
CARPENTERS, MAINTENANCE	226	$3.95	$3.88	$3.74– $4.20	–	–	–	–	–	–	6	8	9	2	–	3	1	10	48	34	8	21	21	4	19	31	1
MANUFACTURING	148	3.89	3.85	3.75– 4.12	–	–	–	–	–	–	6	–	–	2	–	3	–	–	48	31	3	15	21	4	14	1	–
NONMANUFACTURING	78	4.06	4.06	3.62– 4.74	–	–	–	–	–	–	–	8	9	–	–	–	1	10	–	3	5	6	–	–	5	30	1
ELECTRICIANS, MAINTENANCE	764	4.14	4.08	3.89– 4.53	–	–	–	–	–	–	–	–	11	7	18	31	16	9	49	58	83	131	53	6	132	158	2
MANUFACTURING	667	4.11	4.06	3.88– 4.47	–	–	–	–	–	–	–	–	10	2	17	30	14	9	43	56	78	127	51	6	107	115	2
NONMANUFACTURING	97	4.34	4.58	4.04– 4.68	–	–	–	–	–	–	–	–	1	5	1	1	2	–	6	2	5	4	2	–	25	43	–
ENGINEERS, STATIONARY	407	3.81	4.01	3.65– 4.13	12	–	–	–	2	–	18	16	–	–	18	4	4	55	57	13	–	86	70	9	35	8	–
MANUFACTURING	266	4.01	4.07	3.78– 4.18	–	–	–	–	–	–	–	9	–	–	4	–	–	15	51	6	–	69	61	9	35	7	–
NONMANUFACTURING	141	3.45	3.63	3.05– 3.79	12	–	–	–	2	–	18	7	–	–	14	4	4	40	6	7	–	17	9	–	–	1	–
FIREMEN, STATIONARY BOILER	93	3.08	3.33	1.90– 3.80	32	–	–	–	–	–	–	7	1	6	4	4	7	9	–	–	10	2	4	2	5	–	–
MANUFACTURING	75	3.12	3.38	1.88– 3.95	[3] 24	–	–	–	–	–	–	5	–	6	4	4	–	9	–	–	10	2	4	2	5	–	–
HELPERS, MAINTENANCE TRADES	279	3.08	3.25	2.81– 3.45	25	12	23	4	5	14	16	13	13	31	–	111	9	3	–	–	–	–	–	–	–	–	–
MANUFACTURING	251	3.07	3.25	2.72– 3.45	23	12	23	4	5	14	2	13	13	31	–	108	–	3	–	–	–	–	–	–	–	–	–
MACHINE-TOOL OPERATORS, TOOLROOM	188	3.82	3.65	3.54– 4.14	–	–	–	1	–	–	–	–	–	8	–	4	80	3	9	–	–	5	78	–	–	–	–
MANUFACTURING	188	3.82	3.65	3.54– 4.14	–	–	–	1	–	–	–	–	–	8	–	4	80	3	9	–	–	5	78	–	–	–	–
MACHINISTS, MAINTENANCE	514	4.11	4.13	3.87– 4.52	–	–	–	–	–	1	–	11	–	3	14	14	6	19	11	67	26	68	58	39	173	4	–
MANUFACTURING	505	4.11	4.13	3.87– 4.51	–	–	–	–	–	1	–	11	–	3	12	14	6	19	11	67	26	64	58	39	173	1	–
MECHANICS, AUTOMOTIVE (MAINTENANCE)	849	3.79	3.90	3.56– 3.99	–	6	10	–	5	14	3	3	24	3	42	68	59	54	55	76	253	51	27	16	60	20	–
MANUFACTURING	196	3.89	3.78	3.50– 4.42	–	–	–	–	–	–	–	–	3	3	2	42	9	–	52	24	–	5	–	2	34	20	–
NONMANUFACTURING	653	3.77	3.92	3.57– 3.98	–	6	10	–	5	14	3	3	21	–	40	26	50	54	3	52	253	46	27	14	26	–	–
PUBLIC UTILITIES[4]	574	3.76	3.91	3.57– 3.97	–	5	10	–	5	13	3	3	21	–	40	10	50	45	3	52	243	4	27	14	26	–	–
MECHANICS, MAINTENANCE	1,033	3.76	3.82	3.46– 3.99	–	9	11	22	9	–	11	70	12	49	12	85	18	4	160	281	24	76	40	9	–	129	2
MANUFACTURING	919	3.70	3.80	3.44– 3.89	–	8	11	22	9	–	11	70	12	41	12	85	7	–	160	277	21	67	26	9	–	71	–
NONMANUFACTURING	114	4.23	4.61	3.93– 4.66	–	1	–	–	–	–	–	–	–	8	–	–	11	4	–	4	3	9	14	–	–	58	2
MILLWRIGHTS	371	4.09	4.05	3.79– 4.44	–	–	–	–	–	–	–	–	–	–	–	12	2	3	76	32	31	56	7	7	139	6	–
MANUFACTURING	365	4.08	4.05	3.80– 4.44	–	–	–	–	–	–	–	–	–	–	–	12	2	3	76	32	31	56	7	7	139	–	–
OILERS	90	3.10	2.99	2.86– 3.29	–	–	–	–	5	28	14	–	8	14	3	8	7	–	1	1	–	1	–	–	–	–	–
MANUFACTURING	90	3.10	2.99	2.86– 3.29	–	–	–	–	5	28	14	–	8	14	3	8	7	–	1	1	–	1	–	–	–	–	–
PAINTERS, MAINTENANCE	195	3.96	4.04	3.75– 4.42	–	–	6	–	–	1	–	4	4	–	13	–	1	1	38	14	1	35	7	14	55	1	–
MANUFACTURING	133	3.90	3.89	3.74– 4.33	–	–	6	–	–	–	–	–	3	–	11	–	–	–	36	12	1	21	7	13	23	–	–
NONMANUFACTURING	62	4.11	4.41	4.01– 4.48	–	–	–	–	–	1	–	4	1	–	2	–	1	1	2	2	–	14	–	1	32	1	–
PIPEFITTERS, MAINTENANCE	428	4.06	4.05	3.84– 4.42	–	–	–	–	–	–	–	–	–	3	4	–	11	6	42	106	3	79	44	7	123	–	–
MANUFACTURING	419	4.07	4.06	3.85– 4.42	–	–	–	–	–	–	–	–	–	3	4	–	2	6	42	106	3	79	44	7	123	–	–
SHEET-METAL WORKERS, MAINTENANCE	102	4.04	4.08	3.86– 4.35	–	–	–	–	–	–	–	–	–	12	–	–	2	–	3	14	1	25	13	10	22	–	–
MANUFACTURING	98	4.03	4.07	3.86– 4.37	–	–	–	–	–	–	–	–	–	12	–	–	2	–	3	14	1	25	13	6	22	–	–
TOOL AND DIE MAKERS	435	4.06	4.07	3.81– 4.30	–	–	–	–	–	–	–	–	–	–	22	15	11	26	33	40	57	21	22	83	31	74	–
MANUFACTURING	435	4.06	4.07	3.81– 4.30	–	–	–	–	–	–	–	–	–	–	22	15	11	26	33	40	57	21	22	83	31	74	–

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
[2] For definition of terms, see footnote 2, table A-1.
[3] All workers were at $1.80 to $1.90.
[4] Transportation, communication, and other public utilities.

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Table A-4a. Maintenance and Powerplant Occupations—Large Establishments

(Average straight-time hourly earnings for men in selected occupations studied in establishments employing 500 workers or more, by industry division, Kansas City, Mo.–Kans., September 1968)

Occupation and industry division	Number of workers	Hourly earnings[1]			Number of workers receiving straight-time hourly earnings of—																				
		Mean[2]	Median[2]	Middle range[2]	Under $ 2.80	$ 2.80 and under 2.90	$ 2.90 – 3.00	$ 3.00 – 3.10	$ 3.10 – 3.20	$ 3.20 – 3.30	$ 3.30 – 3.40	$ 3.40 – 3.50	$ 3.50 – 3.60	$ 3.60 – 3.70	$ 3.70 – 3.80	$ 3.80 – 3.90	$ 3.90 – 4.00	$ 4.00 – 4.10	$ 4.10 – 4.20	$ 4.20 – 4.30	$ 4.30 – 4.40	$ 4.40 – 4.50	$ 4.50 – 4.60	$ 4.60 – 4.70	$ 4.70 – 4.80	$ 4.80 and over
CARPENTERS, MAINTENANCE	180	$ 3.86	$ 3.83	$ 3.73– 4.11	–	–	–	8	9	–	–	3	1	10	48	34	–	21	21	4	–	17	2	–	1	1
MANUFACTURING	137	3.94	3.86	3.77– 4.13	–	–	–	–	–	–	–	3	–	–	48	31	–	15	21	4	–	14	–	–	1	–
ELECTRICIANS, MAINTENANCE	670	4.18	4.09	3.93– 4.53	–	–	–	–	–	5	9	11	10	9	49	46	83	128	53	5	1	79	46	115	19	2
MANUFACTURING	598	4.17	4.08	3.94– 4.49	–	–	–	–	–	–	8	10	8	9	43	44	78	124	51	5	1	79	21	115	–	2
ENGINEERS, STATIONARY	189	3.96	4.07	4.00– 4.21	12	–	–	2	–	–	8	4	–	–	10	8	–	77	21	9	–	17	13	7	1	–
MANUFACTURING	141	4.14	4.10	4.04– 4.41	–	–	–	–	–	–	4	–	–	–	4	6	–	60	21	9	–	17	13	7	–	–
FIREMEN, STATIONARY BOILER	55	3.71	3.66	3.45– 3.99	–	–	–	7	1	–	4	4	7	9	–	–	10	2	4	–	2	5	–	–	–	–
HELPERS, MAINTENANCE TRADES	208	3.27	3.41	3.12– 3.46	10	11	16	13	13	31	–	111	–	3	–	–	–	–	–	–	–	–	–	–	–	–
MANUFACTURING	191	3.30	3.41	3.19– 3.46	10	11	2	13	13	31	–	108	–	3	–	–	–	–	–	–	–	–	–	–	–	–
MACHINE-TOOL OPERATORS, TOOLROOM	107	4.00	4.13	4.06– 4.17	–	–	–	–	–	8	–	4	–	3	9	–	–	5	78	–	–	–	–	–	–	–
MANUFACTURING	107	4.00	4.13	4.06– 4.17	–	–	–	–	–	8	–	4	–	3	9	–	–	5	78	–	–	–	–	–	–	–
MACHINISTS, MAINTENANCE	445	4.16	4.16	3.91– 4.53	–	–	–	–	–	–	14	3	6	9	11	67	23	58	55	17	22	10	146	4	–	–
MANUFACTURING	440	4.16	4.16	3.91– 4.53	–	–	–	–	–	–	12	3	6	9	11	67	23	58	55	17	22	10	146	1	–	–
MECHANICS, AUTOMOTIVE (MAINTENANCE)	287	3.96	3.86	3.69– 4.43	–	–	–	–	3	–	40	4	14	11	52	31	11	6	19	14	2	34	26	20	–	–
MANUFACTURING	144	4.05	3.86	3.76– 4.46	–	–	–	–	3	–	–	4	–	–	52	24	–	5	–	–	2	34	–	20	–	–
NONMANUFACTURING	143	3.87	3.89	3.39– 4.24	–	–	–	–	–	–	40	–	14	11	–	7	11	1	19	14	–	–	26	–	–	–
PUBLIC UTILITIES[3]	124	3.88	3.89	3.38– 4.27	–	–	–	–	–	–	40	–	14	2	–	7	1	1	19	14	–	–	26	–	–	–
MECHANICS, MAINTENANCE	669	4.01	3.87	3.80– 4.10	–	–	–	–	2	2	–	25	–	4	123	271	–	76	26	9	–	–	–	129	–	2
MANUFACTURING	592	3.95	3.85	3.80– 4.04	–	–	–	–	2	2	–	25	–	–	123	267	–	67	26	9	–	–	–	71	–	–
MILLWRIGHTS	363	4.09	4.05	3.79– 4.44	–	–	–	–	–	–	–	12	–	3	76	32	31	56	7	2	5	130	9	–	–	–
MANUFACTURING	363	4.09	4.05	3.79– 4.44	–	–	–	–	–	–	–	12	–	3	76	32	31	56	7	2	5	130	9	–	–	–
OILERS	63	3.22	3.23	2.97– 3.44	–	6	14	–	8	14	3	8	7	–	1	1	–	1	–	–	–	–	–	–	–	–
MANUFACTURING	63	3.22	3.23	2.97– 3.44	–	6	14	–	8	14	3	8	7	–	1	1	–	1	–	–	–	–	–	–	–	–
PAINTERS, MAINTENANCE	147	3.97	4.01	3.75– 4.37	–	–	–	4	–	–	13	–	1	–	38	14	1	23	7	–	14	23	8	–	1	–
MANUFACTURING	124	3.98	4.01	3.76– 4.34	–	–	–	–	–	–	11	–	–	–	36	12	1	21	7	–	13	23	–	–	–	–
PIPEFITTERS, MAINTENANCE	425	4.07	4.05	3.84– 4.42	–	–	–	–	–	–	4	–	11	6	42	106	3	79	44	1	6	105	18	–	–	–
MANUFACTURING	416	4.08	4.06	3.85– 4.42	–	–	–	–	–	–	4	–	2	6	42	106	3	79	44	1	6	105	18	–	–	–
SHEET-METAL WORKERS, MAINTENANCE	90	4.14	4.10	4.01– 4.40	–	–	–	–	–	–	–	–	2	–	3	14	1	25	13	4	6	14	8	–	–	–
MANUFACTURING	86	4.13	4.09	4.01– 4.41	–	–	–	–	–	–	–	–	2	–	3	14	1	25	13	–	6	14	8	–	–	–
TOOL AND DIE MAKERS	264	4.24	4.26	4.02– 4.61	–	–	–	–	–	–	4	5	2	15	20	–	17	21	2	73	–	28	3	74	–	–
MANUFACTURING	264	4.24	4.26	4.02– 4.61	–	–	–	–	–	–	4	5	2	15	20	–	17	21	2	73	–	28	3	74	–	–

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
[2] For definition of terms, see footnote 2, table A-1.
[3] Transportation, communication, and other public utilities.

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Table A-5. Custodial and Material Movement Occupations

(Average straight-time hourly earnings for selected occupations studied on an area basis by industry division, Kansas City, Mo.–Kans., September 1968)

Occupation[1] and industry division	Number of workers	Hourly earnings[2]			Number of workers receiving straight-time hourly earnings of—																							
		Mean[3]	Median[3]	Middle range[3]	$ 1.10 and under 1.20	$ 1.20 – 1.30	$ 1.30 – 1.40	$ 1.40 – 1.50	$ 1.50 – 1.60	$ 1.60 – 1.70	$ 1.70 – 1.80	$ 1.80 – 1.90	$ 1.90 – 2.00	$ 2.00 – 2.10	$ 2.10 – 2.20	$ 2.20 – 2.30	$ 2.30 – 2.40	$ 2.40 – 2.50	$ 2.50 – 2.60	$ 2.60 – 2.80	$ 2.80 – 3.00	$ 3.00 – 3.20	$ 3.20 – 3.40	$ 3.40 – 3.60	$ 3.60 – 3.80	$ 3.80 – 4.00	$ 4.00 and over
GUARDS AND WATCHMEN	1,116	$ 2.38	$ 1.92	$ 1.67– $ 3.29	9	–	–	–	–	401	120	27	9	10	3	14	18	19	19	29	35	54	233	94	18	4	–
MANUFACTURING	482	3.12	3.31	3.04– 3.39	–	–	–	–	–	25	–	16	–	6	–	–	11	7	17	6	23	39	220	94	18	–	–
NONMANUFACTURING	634	1.82	1.68	1.64– 1.78	9	–	–	–	–	376	120	11	9	4	3	14	7	12	2	23	12	15	13	–	–	4	–
GUARDS:																											
MANUFACTURING	361	3.31	3.34	3.26– 3.51	–	–	–	–	–	1	–	–	–	2	–	–	–	5	8	1	20	19	203	90	12	–	–
WATCHMEN:																											
MANUFACTURING	121	2.52	2.54	1.84– 3.09	–	–	–	–	–	24	–	16	–	4	–	–	11	2	9	5	3	20	17	4	6	–	–
JANITORS, PORTERS, AND CLEANERS	3,252	2.30	2.22	1.91– 2.83	109	139	3	24	42	171	141	120	537	136	185	107	132	81	107	354	341	341	153	17	2	–	10
MANUFACTURING	1,409	2.71	2.77	2.42– 3.10	–	–	–	–	–	42	44	34	14	46	56	54	50	72	34	295	215	283	149	9	2	–	10
NONMANUFACTURING	1,843	1.99	1.96	1.72– 2.22	109	139	3	24	42	129	97	86	523	90	129	53	82	9	73	59	126	58	4	8	–	–	–
PUBLIC UTILITIES[4]	254	2.74	2.85	2.54– 2.96	–	–	–	–	–	–	–	4	–	8	24	9	4	3	28	10	121	31	4	8	–	–	–
JANITORS, PORTERS, AND CLEANERS (WOMEN)	419	2.00	1.87	1.80– 2.14	–	5	13	–	–	11	71	161	15	31	22	1	33	4	–	16	9	26	1	–	–	–	–
MANUFACTURING	81	2.50	2.38	2.17– 3.03	–	–	–	–	–	3	8	–	–	3	9	–	23	4	–	–	4	26	1	–	–	–	–
NONMANUFACTURING	338	1.89	1.85	1.79– 1.93	–	5	13	–	–	8	63	161	15	28	13	1	10	–	–	16	5	–	–	–	–	–	–
PUBLIC UTILITIES[4]	45	2.43	2.39	2.08– 2.77	–	–	–	–	–	–	–	–	–	14	–	–	10	–	–	16	5	–	–	–	–	–	–
LABORERS, MATERIAL HANDLING	3,490	2.94	3.04	2.74– 3.19	–	–	–	–	–	13	51	62	27	76	105	103	56	94	91	245	749	1012	422	240	102	19	23
MANUFACTURING	1,521	2.95	2.97	2.67– 3.36	–	–	–	–	–	13	39	28	16	13	62	34	3	22	75	132	362	139	310	240	7	3	23
NONMANUFACTURING	1,969	2.94	3.11	2.80– 3.17	–	–	–	–	–	–	12	34	11	63	43	69	53	72	16	113	387	873	112	–	95	16	–
PUBLIC UTILITIES[4]	895	3.13	3.14	3.10– 3.17	–	–	–	–	–	–	–	1	–	1	–	1	–	2	–	–	165	672	53	–	–	–	–
ORDER FILLERS	1,849	2.88	3.04	2.60– 3.25	–	–	–	–	–	28	–	101	77	41	90	75	25	6	19	51	221	524	415	118	51	–	7
MANUFACTURING	447	3.07	3.01	2.86– 3.42	–	–	–	–	–	9	–	3	–	–	10	–	–	2	12	23	159	97	9	116	–	–	7
NONMANUFACTURING	1,402	2.81	3.04	2.25– 3.24	–	–	–	–	–	19	–	98	77	41	80	75	25	4	7	28	62	427	406	2	51	–	–
PACKERS, SHIPPING	978	2.95	2.90	2.75– 3.35	–	–	–	–	–	20	22	17	9	22	50	5	14	1	7	136	202	41	406	14	2	2	8
MANUFACTURING	225	2.96	3.03	2.73– 3.33	–	–	–	–	–	–	6	–	3	–	21	4	–	1	3	57	16	37	51	14	2	2	8
NONMANUFACTURING	753	2.95	2.89	2.76– 3.35	–	–	–	–	–	20	16	17	6	22	29	1	14	–	4	79	186	4	355	–	–	–	–
PACKERS, SHIPPING (WOMEN)	466	2.33	2.23	1.96– 2.48	–	–	–	–	–	26	35	43	22	16	58	126	15	12	1	53	12	–	5	9	4	9	20
MANUFACTURING	231	2.50	2.25	2.20– 2.30	–	–	–	–	–	–	6	21	14	6	9	120	–	–	–	–	11	–	2	9	4	9	20
NONMANUFACTURING	235	2.17	2.15	1.82– 2.49	–	–	–	–	–	26	29	22	8	10	49	6	15	12	1	53	1	–	3	–	–	–	–
RECEIVING CLERKS	455	3.08	3.13	2.83– 3.51	–	–	–	–	–	–	–	2	2	3	3	14	9	–	27	42	65	114	29	136	8	–	1
MANUFACTURING	222	3.21	3.32	2.97– 3.55	–	–	–	–	–	–	–	–	–	–	3	–	–	–	22	6	33	35	18	102	2	–	1
NONMANUFACTURING	233	2.95	3.04	2.73– 3.19	–	–	–	–	–	–	–	2	2	3	–	14	9	–	5	36	32	79	11	34	6	–	–
SHIPPING CLERKS	142	3.05	3.09	2.88– 3.33	–	–	–	–	–	–	–	–	–	–	8	–	–	–	19	1	23	53	13	13	9	1	2
MANUFACTURING	116	3.02	3.05	2.81– 3.34	–	–	–	–	–	–	–	–	–	–	8	–	–	–	19	1	23	31	13	13	6	–	2
SHIPPING AND RECEIVING CLERKS	403	2.86	2.92	2.38– 3.31	–	–	–	–	–	–	6	1	–	12	28	36	23	14	17	4	101	32	59	39	21	10	–
MANUFACTURING	139	2.99	3.17	2.90– 3.33	–	–	–	–	–	–	–	–	–	12	3	–	–	14	2	3	21	20	38	19	7	–	–
NONMANUFACTURING	264	2.79	2.85	2.30– 3.10	–	–	–	–	–	–	6	1	–	–	25	36	23	–	15	1	80	12	21	20	14	10	–
TRUCKDRIVERS[5]	3,661	3.47	3.61	3.20– 3.77	–	–	–	–	–	1	13	3	39	14	6	50	15	10	2	18	255	506	538	333	1181	638	39
MANUFACTURING	620	3.49	3.44	3.24– 3.80	–	–	–	–	–	–	13	3	–	–	3	3	–	9	–	10	37	24	183	99	84	113	39
NONMANUFACTURING	3,041	3.47	3.65	3.18– 3.77	–	–	–	–	–	1	–	–	39	14	3	47	15	1	2	8	218	482	355	234	1097	525	–
PUBLIC UTILITIES[4]	1,240	3.59	3.73	3.55– 3.76	–	–	–	–	–	–	–	–	–	–	3	2	1	1	1	–	107	109	–	159	857	–	–
TRUCKDRIVERS, LIGHT (UNDER 1-1/2 TONS)	364	2.71	2.93	2.23– 3.11	–	–	–	–	–	1	13	3	39	14	6	50	15	1	2	16	33	96	48	24	3	–	–
MANUFACTURING	115	2.95	3.23	2.77– 3.30	–	–	–	–	–	–	13	3	–	–	3	3	–	–	–	10	15	–	45	23	–	–	–
NONMANUFACTURING	249	2.60	2.74	2.21– 3.05	–	–	–	–	–	1	–	–	39	14	3	47	15	1	2	6	18	96	3	1	3	–	–
PUBLIC UTILITIES[4]	28	2.85	2.99	2.53– 3.15	–	–	–	–	–	–	–	–	–	–	3	2	1	1	1	–	7	13	–	–	–	–	–

See footnotes at end of table.

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Table A-5. Custodial and Material Movement Occupations—Continued

(Average straight-time hourly earnings for selected occupations studied on an area basis by industry division, Kansas City, Mo.–Kans., September 1968)

Occupation[1] and industry division	Number of workers	Hourly earnings[2]			Number of workers receiving straight-time hourly earnings of—																							
		Mean[3]	Median[3]	Middle range[3]	$ 1.10 and under 1.20	$ 1.20 - 1.30	$ 1.30 - 1.40	$ 1.40 - 1.50	$ 1.50 - 1.60	$ 1.60 - 1.70	$ 1.70 - 1.80	$ 1.80 - 1.90	$ 1.90 - 2.00	$ 2.00 - 2.10	$ 2.10 - 2.20	$ 2.20 - 2.30	$ 2.30 - 2.40	$ 2.40 - 2.50	$ 2.50 - 2.60	$ 2.60 - 2.80	$ 2.80 - 3.00	$ 3.00 - 3.20	$ 3.20 - 3.40	$ 3.40 - 3.60	$ 3.60 - 3.80	$ 3.80 - 4.00	$ 4.00 and over
TRUCKDRIVERS[5] – CONTINUED																												
TRUCKDRIVERS, MEDIUM (1-1/2 TO AND INCLUDING 4 TONS)	748	$ 3.44	$ 3.30	$ 3.05- $ 3.75	-	-	-	-	-	-	-	-	-	-	-	-	-	9	-	2	127	186	63	11	304	7	39
MANUFACTURING	228	3.66	3.62	3.23- 3.77	-	-	-	-	-	-	-	-	-	-	-	-	-	9	-	-	19	16	55	11	79	-	[6]39
NONMANUFACTURING	520	3.35	3.18	3.03- 3.74	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	108	170	8	-	225	7	-
PUBLIC UTILITIES[4]	396	3.39	3.70	2.98- 3.75	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	100	96	-	-	200	-	-
TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE)	843	3.58	3.64	3.54- 3.73	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	35	14	93	194	497	10	-
MANUFACTURING	110	3.41	3.37	3.31- 3.55	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	8	59	25	5	10	-
NONMANUFACTURING	733	3.61	3.66	3.57- 3.73	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	32	6	34	169	492	-	-
PUBLIC UTILITIES[4]	433	3.68	3.72	3.57- 3.76	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	153	280	-	-
TRUCKERS, POWER (FORKLIFT)	1,768	3.17	3.19	2.97- 3.42	-	-	-	-	-	-	-	-	-	-	12	24	-	25	45	46	357	402	310	446	83	9	9
MANUFACTURING	1,350	3.19	3.26	3.02- 3.44	-	-	-	-	-	-	-	-	-	-	12	24	-	25	45	46	156	303	232	422	83	1	1
NONMANUFACTURING	418	3.11	3.10	2.89- 3.22	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	201	99	78	24	-	8	8
TRUCKERS, POWER (OTHER THAN FORKLIFT)	179	3.27	3.18	2.90- 3.37	-	-	-	-	-	-	-	-	-	-	2	-	1	-	6	29	32	24	60	6	1	1	[7]17
MANUFACTURING	123	3.43	3.34	2.96- 3.39	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	16	16	-	60	6	1	1	[7]17
NONMANUFACTURING	56	2.92	2.97	2.79- 3.14	-	-	-	-	-	-	-	-	-	-	2	-	1	-	-	13	16	24	-	-	-	-	-
PUBLIC UTILITIES[4]	48	2.98	3.03	2.79- 3.15	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	13	11	24	-	-	-	-	-

[1] Data limited to men workers except where otherwise indicated.
[2] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
[3] For definition of terms, see footnote 2, table A-1.
[4] Transportation, communication, and other public utilities.
[5] Includes all drivers, as defined, regardless of size and type of truck operated.
[6] Workers were distributed as follows: 12 at $4 to $4.20; and 27 at $5.40 to $5.60.
[7] Workers were distributed as follows: 16 at $4.80 to $5; and 1 at $5 to $5.20.

Table A-5a. Custodial and Material Movement Occupations—Large Establishments

(Average straight-time hourly earnings for selected occupations studied in establishments employing 500 workers or more, by industry division, Kansas City, Mo.–Kans., September 1968)

Occupation[1] and industry division	Number of workers	Hourly earnings[2]			Number of workers receiving straight-time weekly earnings of—																							
		Mean[3]	Median[3]	Middle range[3]	Under $ 1.60	$ 1.60 and under 1.70	$ 1.70 - 1.80	$ 1.80 - 1.90	$ 1.90 - 2.00	$ 2.00 - 2.10	$ 2.10 - 2.20	$ 2.20 - 2.30	$ 2.30 - 2.40	$ 2.40 - 2.50	$ 2.50 - 2.60	$ 2.60 - 2.70	$ 2.70 - 2.80	$ 2.80 - 2.90	$ 2.90 - 3.00	$ 3.00 - 3.10	$ 3.10 - 3.20	$ 3.20 - 3.30	$ 3.30 - 3.40	$ 3.40 - 3.60	$ 3.60 - 3.80	$ 3.80 - 4.00	$ 4.00 and over
GUARDS AND WATCHMEN	522	$ 3.11	$ 3.29	$ 2.90- $ 3.39	3	9	4	-	2	6	3	4	18	19	19	15	11	17	17	30	23	70	141	89	18	4	-
MANUFACTURING	424	3.25	3.33	3.20- 3.42	-	1	-	-	-	2	-	-	11	7	17	2	4	12	11	24	15	70	141	89	18	-	-
NONMANUFACTURING	98	2.52	2.60	2.22- 2.90	3	8	4	-	2	4	3	4	7	12	2	13	7	5	6	6	8	-	-	-	-	4	-
GUARDS:																												
MANUFACTURING	356	3.31	3.34	3.25- 3.50	-	1	-	-	-	2	-	-	-	5	8	-	1	9	11	4	15	62	141	85	12	-	-
WATCHMEN:																												
MANUFACTURING	68	2.92	3.02	2.55- 3.22	-	-	-	-	-	-	-	-	11	2	9	2	3	3	-	20	-	8	-	4	6	-	-

See footnotes at end of table.

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Table A-5a. Custodial and Material Movement Occupations—Large Establishments—Continued

(Average straight-time hourly earnings for selected occupations studied in establishments employing 500 workers or more, by industry division, Kansas City, Mo.–Kans., September 1968)

Occupation[1] and industry division	Number of workers	Hourly earnings[2]			Number of workers receiving straight-time weekly earnings of—																						
		Mean[3]	Median[3]	Middle range[3]	Under $1.60	$1.60 and under 1.70	$1.70 – 1.80	$1.80 – 1.90	$1.90 – 2.00	$2.00 – 2.10	$2.10 – 2.20	$2.20 – 2.30	$2.30 – 2.40	$2.40 – 2.50	$2.50 – 2.60	$2.60 – 2.70	$2.70 – 2.80	$2.80 – 2.90	$2.90 – 3.00	$3.00 – 3.10	$3.10 – 3.20	$3.20 – 3.30	$3.30 – 3.40	$3.40 – 3.60	$3.60 – 3.80	$3.80 – 4.00	$4.00 and over
JANITORS, PORTERS, AND CLEANERS ---	1,721	$2.61	$2.72	$2.13– 3.07	10	51	50	50	175	74	78	32	108	31	76	112	80	153	138	112	221	136	13	9	2	–	10
MANUFACTURING ----------	897	2.94	3.01	2.73– 3.17	–	–	–	–	–	22	17	–	34	31	8	95	66	86	85	94	189	136	13	9	2	–	10
NONMANUFACTURING ----------	824	2.25	2.14	1.93– 2.59	10	51	50	50	175	52	61	32	74	–	68	17	14	67	53	18	32	–	–	–	–	–	–
PUBLIC UTILITIES[4]----------	164	2.86	2.89	2.83– 2.97	–	–	–	–	–	–	–	–	–	–	24	–	1	65	51	–	23	–	–	–	–	–	–
JANITORS, PORTERS, AND CLEANERS (WOMEN) ----------	260	2.10	1.89	1.82– 2.33	–	2	46	87	12	17	22	1	33	4	–	–	–	7	2	26	–	–	1	–	–	–	–
MANUFACTURING ----------	70	2.62	2.41	2.33– 3.04	–	–	–	–	–	3	9	–	23	4	–	–	–	3	1	26	–	–	1	–	–	–	–
NONMANUFACTURING ----------	190	1.91	1.85	1.80– 1.97	–	2	46	87	12	14	13	1	10	–	–	–	–	4	1	–	–	–	–	–	–	–	–
LABORERS, MATERIAL HANDLING -------	1,811	3.04	3.11	2.90– 3.34	–	–	12	21	12	68	28	39	16	19	19	66	3	141	262	160	353	55	233	240	38	3	23
MANUFACTURING ----------	918	3.19	3.31	2.94– 3.42	–	–	–	–	1	5	9	4	–	2	3	46	3	106	120	109	–	32	205	240	7	3	23
NONMANUFACTURING ----------	893	2.88	3.08	2.67– 3.16	–	–	12	21	11	63	19	35	16	17	16	20	–	35	142	51	353	23	28	–	31	–	–
ORDER FILLERS ----------	828	2.92	3.19	2.20– 3.38	–	–	–	42	49	41	76	15	13	4	7	14	16	45	37	20	38	90	145	118	51	–	7
MANUFACTURING ----------	265	3.24	3.19	2.97– 3.47	–	–	–	–	–	–	10	–	–	–	–	2	–	27	37	20	37	3	6	116	–	–	7
NONMANUFACTURING ----------	563	2.77	2.89	2.11– 3.34	–	–	–	42	49	41	66	15	13	4	7	12	16	18	–	–	1	87	139	2	51	–	–
PACKERS, SHIPPING (WOMEN) ---------	191	2.58	2.31	1.89– 2.89	–	13	15	22	8	10	21	6	15	12	1	1	8	12	–	–	–	–	5	9	4	9	20
NONMANUFACTURING ----------	136	2.11	2.10	1.83– 2.35	–	13	15	22	8	10	21	6	15	12	1	1	8	1	–	–	–	–	3	–	–	–	–
RECEIVING CLERKS ----------	307	3.19	3.19	2.99– 3.53	–	–	–	2	2	–	–	2	–	–	–	21	3	21	26	33	51	2	16	124	3	–	1
NONMANUFACTURING ----------	164	3.02	3.09	2.87– 3.19	–	–	–	2	2	–	–	2	–	–	–	19	3	19	5	33	45	2	9	22	1	–	–
SHIPPING AND RECEIVING CLERKS -----	91	3.30	3.33	3.19– 3.47	–	–	–	–	–	–	–	–	–	–	3	–	–	–	–	7	14	18	14	26	9	–	–
MANUFACTURING ----------	61	3.28	3.26	3.17– 3.49	–	–	–	–	–	–	–	–	–	–	2	–	–	–	–	4	14	18	–	16	7	–	–
TRUCKDRIVERS[5] ----------	676	3.53	3.57	3.30– 3.67	–	–	3	3	1	–	3	3	1	1	1	–	–	2	22	3	16	115	86	90	287	–	39
MANUFACTURING ----------	329	3.54	3.36	3.25– 3.59	–	–	3	3	–	–	–	–	–	–	–	–	–	1	14	–	2	114	44	68	41	–	39
NONMANUFACTURING:																											
PUBLIC UTILITIES[4]----------	50	3.31	3.59	2.95– 3.75	–	–	–	–	–	–	3	2	1	1	1	–	–	1	8	3	–	–	–	6	24	–	–
TRUCKDRIVERS, LIGHT (UNDER 1-1/2 TONS) ----------	88	3.07	3.25	3.03– 3.30	–	–	3	3	1	–	3	3	1	1	1	–	–	1	5	–	3	42	4	17	–	–	–
MANUFACTURING ----------	69	3.19	3.27	3.23– 3.40	–	–	3	3	–	–	–	–	–	–	–	–	–	1	–	–	–	41	4	17	–	–	–
TRUCKDRIVERS, MEDIUM (1-1/2 TO AND INCLUDING 4 TONS) ----------	185	3.74	3.52	3.24– 3.78	–	–	–	–	–	–	–	–	–	–	–	–	–	1	17	3	5	52	11	11	46	–	39
MANUFACTURING ----------	155	3.81	3.58	3.25– 4.01	–	–	–	–	–	–	–	–	–	–	–	–	–	–	14	–	–	52	3	11	36	–	[6] 39
TRUCKERS, POWER (FORKLIFT) --------	1,131	3.29	3.36	3.13– 3.46	–	–	–	–	–	–	–	–	–	1	2	3	34	9	107	65	183	79	129	434	83	1	1
MANUFACTURING ----------	1,069	3.30	3.37	3.14– 3.46	–	–	–	–	–	–	–	–	–	1	2	3	34	9	79	65	181	71	129	410	83	1	1
NONMANUFACTURING ----------	62	3.18	3.22	2.96– 3.44	–	–	–	–	–	–	–	–	–	–	–	–	–	–	28	–	2	8	–	24	–	–	–
TRUCKERS, POWER (OTHER THAN FORKLIFT) ----------	135	3.35	3.33	2.83– 3.39	–	–	–	–	–	–	2	–	1	–	–	15	14	6	10	2	–	–	60	6	1	1	[7] 17
MANUFACTURING ----------	101	3.55	3.36	3.32– 3.45	–	–	–	–	–	–	–	–	–	–	–	15	1	–	–	–	–	–	60	6	1	1	17
NONMANUFACTURING:																											
PUBLIC UTILITIES[4]----------	26	2.83	2.85	2.75– 2.96	–	–	–	–	–	–	–	–	–	–	–	–	13	1	10	2	–	–	–	–	–	–	–

[1] Data limited to men workers except where otherwise indicated.
[2] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
[3] For definition of terms, see footnote 2, table A-1.
[4] Transportation, communication, and other public utilities.
[5] Includes all drivers, as defined, regardless of size and type of truck operated.
[6] Workers were distributed as follows: 12 at $4 to $4.20; and 27 at $5.40 to $5.60.
[7] Workers were distributed as follows: 16 at $4.80 to $5; and 1 at $5 to $5.20.

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B. Establishment Practices and Supplementary Wage Provisions

Table B-1. Minimum Entrance Salaries for Women Office Workers

(Distribution of establishments studied in all industries and in industry divisions by minimum entrance salary for selected categories of inexperienced women office workers, Kansas City, Mo.–Kans., September 1968)

Minimum weekly straight-time salary[1]	Inexperienced typists					Other inexperienced clerical workers[2]				
	All industries	Manufacturing		Nonmanufacturing		All industries	Manufacturing		Nonmanufacturing	
		Based on standard weekly hours[3] of—					Based on standard weekly hours[3] of—			
		All schedules	40	All schedules	40		All schedules	40	All schedules	40
Establishments studied	212	83	xxx	129	xxx	212	83	xxx	129	xxx
Establishments having a specified minimum	78	37	35	41	33	93	42	40	51	40
$62.50 and under $65.00	9	1	1	8	5	23	4	4	19	14
$65.00 and under $67.50	6	3	3	3	3	8	3	3	5	4
$67.50 and under $70.00	15	5	5	10	6	14	6	6	8	6
$70.00 and under $72.50	8	5	5	3	3	8	6	6	2	1
$72.50 and under $75.00	12	4	3	8	8	11	6	4	5	5
$75.00 and under $77.50	5	3	3	2	1	4	2	2	2	1
$77.50 and under $80.00	5	1	1	4	4	6	-	-	6	5
$80.00 and under $82.50	4	2	1	2	2	3	2	2	1	1
$82.50 and under $85.00	2	2	2	-	-	3	3	3	-	-
$85.00 and under $87.50	2	2	2	-	-	2	2	2	-	-
$87.50 and under $90.00	-	-	-	-	-	-	-	-	-	-
$90.00 and under $92.50	2	2	2	-	-	1	1	1	-	-
$92.50 and under $95.00	-	-	-	-	-	-	-	-	-	-
$95.00 and under $97.50	1	1	1	-	-	1	1	1	-	-
$97.50 and under $100.00	2	1	1	1	1	2	1	1	1	1
$100.00 and under $102.50	1	1	1	-	-	1	1	1	-	-
$102.50 and under $105.00	-	-	-	-	-	-	-	-	-	-
$105.00 and under $107.50	-	-	-	-	-	-	-	-	-	-
$107.50 and under $110.00	3	3	3	-	-	4	3	3	1	1
$110.00 and over	1	1	1	-	-	2	1	1	1	1
Establishments having no specified minimum	59	26	xxx	33	xxx	71	29	xxx	42	xxx
Establishments which did not employ workers in this category	75	20	xxx	55	xxx	48	12	xxx	36	xxx

[1] These salaries relate to formally established minimum starting (hiring) regular straight-time salaries that are paid for standard workweeks.
[2] Excludes workers in subclerical jobs such as messenger or office girl.
[3] Data are presented for all standard workweeks combined, and for the most common standard workweek reported.

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Table B-2. Shift Differentials

(Late shift pay provisions for manufacturing plant workers by type of amount of pay differential, Kansas City, Mo.–Kans., September 1968)

(All plant workers in manufacturing = 100 percent)

Late shift pay provision	Percent of manufacturing plant workers—			
	In establishments having provisions[1] for late shifts		Actually working on late shifts	
	Second shift	Third or other shift	Second shift	Third or other shift
Total	90.6	83.8	16.0	6.0
No pay differential for work on late shift	0.3	0.3	([2])	([2])
Pay differential for work on late shift	90.2	83.4	15.9	6.0
Type and amount of differential:				
Uniform cents (per hour)	57.8	41.3	9.6	3.2
5 cents	5.5	.9	.3	-
6 cents	.3	-	.1	-
7 cents	3.2	-	.6	-
7½ or 8 cents	1.8	.8	.2	-
9 cents	3.1	-	.7	-
10 cents	20.4	6.2	2.7	.1
10½ cents	.5	-	.1	-
12 cents	8.6	3.1	2.1	.3
12½ or 13 cents	.6	3.2	.2	.6
14 cents	2.6	1.3	.6	.1
15 cents	6.7	16.0	1.1	.7
15½ cents	-	.5	-	.1
16 cents	1.2	-	.2	-
18 cents	1.4	4.7	.1	1.0
20 cents	2.0	1.9	.4	.2
21 cents	-	.6	-	([2])
23 or 27½ cents	-	2.0	-	.1
Uniform percentage	30.9	30.9	5.8	2.2
5 percent	22.8	-	4.1	-
7½ percent	3.4	-	.7	-
8 percent	-	.9	-	-
10 percent	3.9	29.2	.8	2.2
15 percent	.8	.8	.2	-
Other formal pay differential	1.5	[3] 11.2	.5	.6

[1] Includes all plant workers in establishments currently operating late shifts, and establishments whose formal provisions cover late shifts even though the establishments were not currently operating late shifts.
[2] Less than 0.05 percent.
[3] Primarily combination plans providing for full day's pay for reduced hours plus cents-per-hour differential.

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Table B-3. Scheduled Weekly Hours

(Percent distribution of plant and office workers in all industries and in industry divisions by scheduled weekly hours[1] of first-shift workers, Kansas City, Mo.–Kans., September 1968)

Weekly hours	Plant workers			Office workers		
	All industries[2]	Manufacturing	Public utilities[3]	All industries[4]	Manufacturing	Public utilities[3]
All workers	100	100	100	100	100	100
Under 35 hours	([5])	-	-	-	-	-
35 hours	2	3	-	([5])	-	-
Over 35 and under 37½ hours	-	-	-	1	-	-
37½ hours	2	3	-	6	1	-
Over 37½ and under 40 hours	1	-	-	5	3	-
40 hours	90	90	96	87	95	99
Over 40 and under 45 hours	2	2	2	([5])	([5])	-
45 hours	1	1	3	([5])	-	1
Over 45 hours	2	1	-	([5])	([5])	-

[1] Scheduled hours are the weekly hours which a majority of the full-time workers were expected to work, whether they were paid for at straight-time or overtime rates.
[2] Includes data for wholesale trade, retail trade, real estate, and services, in addition to those industry divisions shown separately.
[3] Transportation, communication, and other public utilities.
[4] Includes data for wholesale trade; retail trade; finance, insurance, and real estate; and services, in addition to those industry divisions shown separately.
[5] Less than 0.5 percent.

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Table B-4. Paid Holidays

(Percent distribution of plant and office workers in all industries and in industry divisions by number of paid holidays provided annually, Kansas City, Mo.–Kans., September 1968)

Item	Plant workers			Office workers		
	All industries[1]	Manufacturing	Public utilities[2]	All industries[3]	Manufacturing	Public utilities[2]
All workers	100	100	100	100	100	100
Workers in establishments providing paid holidays	98	100	100	99	100	100
Workers in establishments providing no paid holidays	2	-	-	(4)	-	-
Number of days						
Less than 6 holidays	1	-	-	-	-	-
6 holidays	26	10	14	25	12	7
6 holidays plus 1 half day	1	1	-	1	3	-
6 holidays plus 2 half days	1	2	-	1	2	-
7 holidays	20	21	12	16	20	7
7 holidays plus 2 half days	1	2	-	2	2	-
7 holidays plus 3 half days	-	-	-	(4)	-	-
8 holidays	24	23	62	37	21	73
8 holidays plus 1 half day	1	2	-	1	4	-
9 holidays	11	20	-	10	26	-
9 holidays plus 1 half day	(4)	(4)	-	1	3	-
10 holidays	10	16	11	5	7	13
11 holidays	-	-	-	1	-	-
12 holidays	1	2	-	(4)	1	-
Total holiday time[5]						
12 days	1	2	-	(4)	1	-
11 days or more	1	2	-	1	1	-
10 days or more	11	18	11	6	8	13
9½ days or more	11	18	11	7	10	13
9 days or more	22	38	11	17	36	13
8½ days or more	23	40	11	19	41	13
8 days or more	49	65	73	58	63	86
7 days or more	70	88	86	74	85	93
6½ days or more	71	90	86	75	88	93
6 days or more	97	100	100	99	100	100
2 days or more	97	100	100	99	100	100
1 day or more	98	100	100	99	100	100

[1] Includes data for wholesale trade, retail trade, real estate, and services, in addition to those industry divisions shown separately.
[2] Transportation, communication, and other public utilities.
[3] Includes data for wholesale trade; retail trade; finance, insurance, and real estate; and services, in addition to those industry divisions shown separately.
[4] Less than 0.5 percent.
[5] All combinations of full and half days that add to the same amount are combined; for example, the proportion of workers receiving a total of 9 days includes those with 9 full days and no half days, 8 full days and 2 half days, 7 full days and 4 half days, and so on. Proportions then were cumulated.

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Table B-5. Paid Vacations[1]

(Percent distribution of plant and office workers in all industries and in industry divisions by vacation pay provisions, Kansas City, Mo.–Kans., September 1968)

Vacation policy	Plant workers			Office workers		
	All industries[2]	Manufacturing	Public utilities[3]	All industries[4]	Manufacturing	Public utilities[3]
All workers	100	100	100	100	100	100
Method of payment						
Workers in establishments providing paid vacations	100	100	100	100	100	100
Length-of-time payment	95	91	99	99	100	99
Percentage payment	5	9	1	(5)	-	1
Other	-	-	-	-	-	-
Workers in establishments providing no paid vacations	-	-	-	-	-	-
Amount of vacation pay[6]						
After 6 months of service						
Under 1 week	7	9	7	3	4	7
1 week	18	8	46	32	37	62
Over 1 and under 2 weeks	1	-	-	9	3	-
2 weeks	-	-	-	(5)	-	-
After 1 year of service						
1 week	69	73	50	28	24	38
Over 1 and under 2 weeks	3	6	-	-	-	-
2 weeks	28	21	50	67	76	62
Over 2 and under 3 weeks	(5)	-	-	1	-	-
3 weeks	-	-	-	3	-	-
After 2 years of service						
1 week	43	49	36	7	7	7
Over 1 and under 2 weeks	4	7	-	2	(5)	14
2 weeks	53	43	64	86	93	78
Over 2 and under 3 weeks	(5)	-	-	1	(5)	-
3 weeks	(5)	-	-	3	-	-
After 3 years of service						
1 week	4	4	2	1	1	-
Over 1 and under 2 weeks	11	21	-	(5)	(5)	-
2 weeks	83	73	98	91	92	100
Over 2 and under 3 weeks	1	1	-	4	4	-
3 weeks	(5)	(5)	-	4	2	-
After 4 years of service						
1 week	2	1	2	1	1	-
Over 1 and under 2 weeks	11	21	-	(5)	(5)	-
2 weeks	84	76	94	90	92	94
Over 2 and under 3 weeks	2	1	4	5	4	6
3 weeks	(5)	(5)	-	4	3	-

See footnotes at end of table.

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Table B-5. Paid Vacations[1]—Continued

(Percent distribution of plant and office workers in all industries and in industry divisions by vacation pay provisions, Kansas City, Mo.–Kans., September 1968)

Vacation policy	Plant workers			Office workers		
	All industries[2]	Manufacturing	Public utilities[3]	All industries[4]	Manufacturing	Public utilities[3]
Amount of vacation pay[6]—Continued						
After 5 years of service						
1 week	([5])	-	-	-	-	-
Over 1 and under 2 weeks	([5])	1	-	([5])	([5])	-
2 weeks	82	81	96	77	83	94
Over 2 and under 3 weeks	4	6	4	4	([5])	6
3 weeks	13	12	-	15	16	-
Over 3 and under 4 weeks	-	-	-	3	-	-
After 10 years of service						
1 week	([5])	-	-	-	-	-
2 weeks	23	20	12	23	15	6
Over 2 and under 3 weeks	12	21	4	2	1	6
3 weeks	59	49	84	61	73	88
Over 3 and under 4 weeks	1	1	-	6	4	-
4 weeks	5	8	-	7	8	-
Over 5 and under 6 weeks	-	-	-	1	-	-
After 12 years of service						
1 week	([5])	-	-	-	-	-
2 weeks	19	17	3	21	9	3
Over 2 and under 3 weeks	11	20	4	3	4	6
3 weeks	61	51	93	61	71	90
Over 3 and under 4 weeks	2	2	-	7	9	-
4 weeks	6	11	-	7	8	-
Over 5 and under 6 weeks	-	-	-	1	-	-
After 15 years of service						
1 week	([5])	-	-	-	-	-
2 weeks	14	11	3	8	5	3
3 weeks	62	65	53	64	68	57
Over 3 and under 4 weeks	1	2	-	5	5	-
4 weeks	23	22	44	22	22	40
Over 4 and under 5 weeks	-	-	-	([5])	([5])	-
Over 5 and under 6 weeks	-	-	-	1	-	-
After 20 years of service						
1 week	([5])	-	-	-	-	-
2 weeks	13	10	3	8	5	3
3 weeks	34	43	12	37	35	11
Over 3 and under 4 weeks	2	4	-	3	-	-
4 weeks	42	28	85	42	51	85
Over 4 and under 5 weeks	1	1	-	-	-	-
5 weeks	7	13	-	9	9	-
Over 5 and under 6 weeks	-	-	-	1	([5])	-

See footnotes at end of table.

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Table B-5. Paid Vacations[1]—Continued

(Percent distribution of plant and office workers in all industries and in industry divisions by vacation pay provisions, Kansas City, Mo.–Kans., September 1968)

Vacation policy	Plant workers			Office workers		
	All industries[2]	Manufacturing	Public utilities[3]	All industries[4]	Manufacturing	Public utilities[3]
Amount of vacation pay[6]—Continued						
After 25 years of service						
1 week	(5)	-	-	-	-	-
2 weeks	13	10	3	8	5	3
3 weeks	26	31	6	26	18	4
Over 3 and under 4 weeks	2	4	-	-	-	-
4 weeks	47	34	84	49	56	69
Over 4 and under 5 weeks	1	1	-	1	4	-
5 weeks	10	17	7	15	16	23
Over 5 and under 6 weeks	-	-	-	1	(5)	-
6 weeks	1	3	-	-	-	-
After 30 years of service						
1 week	(5)	-	-	-	-	-
2 weeks	13	10	3	8	5	3
3 weeks	26	31	6	26	18	4
Over 3 and under 4 weeks	2	4	-	-	-	-
4 weeks	47	34	84	48	56	69
Over 4 and under 5 weeks	1	1	-	-	-	-
5 weeks	10	17	7	17	20	23
Over 5 and under 6 weeks	-	-	-	1	(5)	-
6 weeks	1	3	-	-	-	-
Maximum vacation available						
1 week	(5)	-	-	-	-	-
2 weeks	13	10	3	8	5	3
3 weeks	26	31	6	26	18	4
Over 3 and under 4 weeks	2	4	-	-	-	-
4 weeks	46	34	81	48	56	68
Over 4 and under 5 weeks	1	1	-	(5)	-	(5)
5 weeks	7	9	10	16	17	24
Over 5 and under 6 weeks	-	-	-	1	(5)	-
6 weeks	5	10	-	1	3	-

[1] Includes basic plans only. Excludes plans such as vacation-savings and those plans which offer "extended" or "sabbatical" benefits beyond basic plans to workers with qualifying lengths of service. Typical of such exclusions are plans in the steel, aluminum, and can industries.
[2] Includes data for wholesale trade, retail trade, real estate, and services, in addition to those industry divisions shown separately.
[3] Transportation, communication, and other public utilities.
[4] Includes data for wholesale trade; retail trade; finance, insurance, and real estate; and services, in addition to those industry divisions shown separately.
[5] Less than 0.5 percent.
[6] Includes payments other than "length of time," such as percentage of annual earnings or flat-sum payments, converted to an equivalent time basis; for example, a payment of 2 percent of annual earnings was considered as 1 week's pay. Periods of service were chosen arbitrarily and do not necessarily reflect the individual provisions for progression. For example, the changes in proportions indicated at 10 years' service include changes in provisions occurring between 5 and 10 years. Estimates are cumulative. Thus, the proportion eligible for 3 weeks' pay or more after 10 years includes those eligible for 3 weeks' pay or more after fewer years of service.

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Table B-6. Health, Insurance, and Pension Plans

(Percent of plant and office workers in all industries and in industry divisions employed in establishments providing health, insurance, or pension benefits,[1] Kansas City, Mo.–Kans., September 1968)

Type of benefit	Plant workers			Office workers		
	All industries[2]	Manufacturing	Public utilities[3]	All industries[4]	Manufacturing	Public utilities[3]
All workers	100	100	100	100	100	100
Workers in establishments providing at least 1 of the benefits shown below	98	98	99	98	97	99
Life insurance	93	93	98	91	95	97
Accidental death and dismemberment insurance	59	65	70	64	72	63
Sickness and accident insurance or sick leave or both[5]	86	94	77	91	95	92
Sickness and accident insurance	69	82	51	49	67	42
Sick leave (full pay and no waiting period)	18	12	46	56	55	71
Sick leave (partial pay or waiting period)	12	12	15	16	20	19
Hospitalization insurance	95	98	96	95	96	99
Surgical insurance	95	98	96	95	96	99
Medical insurance	87	91	95	89	94	99
Catastrophe insurance	58	45	82	76	68	92
Retirement pension	73	81	69	77	83	73

[1] Includes those plans for which at least a part of the cost is borne by the employer, except those legally required, such as workmen's compensation, social security, and railroad retirement.
[2] Includes data for wholesale trade, retail trade, real estate, and services, in addition to those industry divisions shown separately.
[3] Transportation, communication, and other public utilities.
[4] Includes data for wholesale trade; retail trade; finance, insurance, and real estate; and services, in addition to those industry divisions shown separately.
[5] Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately below. Sick leave plans are limited to those which definitely establish at least the minimum number of days' pay that can be expected by each employee. Informal sick leave allowances determined on an individual basis are excluded.

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Table B-7. Method of Wage Determination and Frequency of Payment

(Percent distribution of plant and office workers in all industries and in industry divisions by method of wage determination[1] and frequency of wage payment, Kansas City, Mo.–Kans., September 1968)

Item	Plant workers			Office workers		
	All industries[2]	Manufacturing	Public utilities[3]	All industries[4]	Manufacturing	Public utilities[3]
All workers	100	100	100	100	100	100
Method of wage determination[1]						
Paid time rates	93	91	100	100	100	100
Formal rate policy	86	87	96	68	72	89
Single rate	29	40	36	4	3	20
Range of rates	58	47	60	64	69	68
Progression based on automatic advancement according to length of service	26	24	42	4	4	11
Progression based on merit review	13	4	7	35	38	15
Progression based on a combination of length of service and merit review	19	19	12	25	27	42
No formal rate policy	7	3	4	32	28	11
Paid by incentive methods	7	9	-	-	-	-
Piece rate	4	7	-			
Individual	1	3	-			
Group	2	4	-			
Production bonus	1	3	-	Method of determining incentive pay of office workers not presented		
Individual	([5])	([5])	-			
Group	1	2	-			
Commission	2	-	-			
Frequency of wage payment						
Weekly	79	89	61	22	21	28
Biweekly	15	10	18	33	25	38
Semimonthly	5	([5])	22	43	49	35
Monthly	-	-	-	2	5	-
Other frequency	-	-	-	-	-	-

[1] For a description of the methods of wage determination, see Introduction.
[2] Includes data for wholesale trade, retail trade, real estate, and services, in addition to those industry divisions shown separately.
[3] Transportation, communication, and other public utilities.
[4] Includes data for wholesale trade; retail trade; finance, insurance, and real estate; and services, in addition to those industry divisions shown separately.
[5] Less than 0.5 percent.

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Appendix. 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; and handicapped, part-time, temporary, and probationary workers.

OFFICE

BILLER, MACHINE

Prepares statements, bills, and invoices on a machine other than an ordinary or electromatic typewriter. May also keep records as to billings or shipping charges or perform other clerical work incidental to billing operations. For wage study purposes, billers, machine, are classified by type of machine, as follows:

Biller, machine (billing machine). Uses a special billing machine (Moon Hopkins, Elliott Fisher, Burroughs, etc., which are combination typing and adding machines) to prepare bills and invoices from customers' purchase orders, internally prepared orders, shipping memorandums, etc. Usually involves application of predetermined discounts and shipping charges, and entry of necessary extensions, which may or may not be computed on the billing machine, and totals which are automatically accumulated by machine. The operation usually involves a large number of carbon copies of the bill being prepared and is often done on a fanfold machine.

Biller, machine (bookkeeping machine). Uses a bookkeeping machine (Sundstrand, Elliott Fisher, Remington Rand, etc., which may or may not have typewriter keyboard) to prepare customers' bills as part of the accounts receivable operation. Generally involves the simultaneous entry of figures on customers' ledger record. The machine automatically accumulates figures on a number of vertical columns and computes, and usually prints automatically the debit or credit balances. Does not involve a knowledge of bookkeeping. Works from uniform and standard types of sales and credit slips.

BOOKKEEPING-MACHINE OPERATOR

Operates a bookkeeping machine (Remington Rand, Elliott Fisher, Sundstrand, Burroughs, National Cash Register, with or without a typewriter keyboard) to keep a record of business transactions.

Class A. Keeps a set of records requiring a knowledge of and experience in basic bookkeeping principles, and familiarity with the structure of the particular accounting system used. Determines proper records and distribution of debit and credit items to be used in each phase of the work. May prepare consolidated reports, balance sheets, and other records by hand.

Class B. Keeps a record of one or more phases or sections of a set of records usually requiring little knowledge of basic bookkeeping. Phases or sections include accounts payable, payroll, customers' accounts (not including a simple type of billing described under biller, machine), cost distribution, expense distribution, inventory control, etc. May check or assist in preparation of trial balances and prepare control sheets for the accounting department.

CLERK, ACCOUNTING

Class A. Under general direction of a bookkeeper or accountant, has responsibility for keeping one or more sections 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 assignations and allocations. May assist in preparing, adjusting, and closing journal entries; and may direct class B accounting clerks.

Class B. Under supervision, performs one or more routine accounting operations such as posting simple journal vouchers or accounts payable vouchers, 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, 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 lead 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.

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, ORDER

Receives customers' orders for material or merchandise by mail, phone, or personally. Duties involve any combination of the following: Quoting prices to customers; making out an order sheet listing the items to make up the order; checking prices and quantities of items on order sheet; and distributing order sheets to respective departments to be filled. May check with credit department to determine credit rating of customer, acknowledge receipt of orders from customers, follow up orders to see that they have been filled, keep file of orders received, and check shipping invoices with original orders.

CLERK, PAYROLL

Computes wages of company employees and enters the necessary data on the payroll sheets. Duties involve: Calculating workers' earnings based on time or production records; and posting calculated data on payroll sheet, showing information such as worker's name, working days, time, rate, deductions for insurance, and total wages due. May make out paychecks and assist paymaster in making up and distributing pay envelopes. May use a calculating machine.

COMPTOMETER OPERATOR

Primary duty is to operate a Comptometer to perform mathematical computations. This job is not to be confused with that of statistical or other type of clerk, which may involve frequent use of a Comptometer but, in which, use of this machine is incidental to performance of other duties.

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.

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KEYPUNCH OPERATOR—Continued

Class B. Under close supervision or following specific procedures or 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.

OFFICE BOY OR GIRL

Performs various routine duties such as running errands, operating minor office machines such as sealers or mailers, opening and distributing mail, and other minor clerical work.

SECRETARY

Assigned as personal secretary, normally to one individual. Maintains a close and highly responsive relationship to the day-to-day work activities of the supervisor. Works fairly independently receiving a minimum of detailed supervision and guidance. Performs varied clerical and secretarial duties, usually including most of the following: (a) Receives telephone calls, personal callers, and incoming mail, answers routine inquiries, and routes the technical inquiries to the proper persons; (b) establishes, maintains, and revises the supervisor's files; (c) maintains the supervisor's calendar and makes appointments as instructed; (d) relays messages from supervisor to subordinates; (e) reviews correspondence, memoranda, and reports prepared by others for the supervisor's signature to assure procedural and typographic accuracy; and (f) performs stenographic and typing work.

May also perform other clerical and secretarial tasks of comparable nature and difficulty. The work typically requires knowledge of office routine and understanding of the organization, programs, and procedures related to the work of the supervisor.

Exclusions

Not all positions that are titled "secretary" possess the above characteristics. Examples of positions which are excluded from the definition are as follows: (a) Positions which do not meet the "personal" secretary concept described above; (b) stenographers not fully trained in secretarial type duties: (c) stenographers serving as office assistants to a group of professional, technical, or managerial persons; (d) secretary positions in which the duties are either substantially more routine or substantially more complex and responsible than those characterized in the definition; and (e) assistant type positions which involve more difficult or more responsible technical, administrative, supervisory, or specialized clerical duties which are not typical of secretarial work.

NOTE: The term "corporate officer," used in the level definitions following, refers to those officials who have a significant corporate-wide policymaking role with regard to major company activities. The title "vice president," though normally indicative of this role, does not in all cases identify such positions. Vice presidents whose primary responsibility is to act personally on individual cases or transactions (e.g., approve or deny individual loan or credit actions; administer individual trust accounts; directly supervise a clerical staff) are not considered to be "corporate officers" for purposes of applying the following level definitions.

Class A

a. Secretary to the chairman of the board or president of a company that employs, in all, over 100 but fewer than 5,000 persons; or

b. Secretary to a corporate officer (other than the chairman of the board or president) of a company that employs, in all, over 5,000 but fewer than 25,000 persons; or

c. Secretary to the head (immediately below the corporate officer level) of a major segment or subsidiary of a company that employs, in all, over 25,000 persons.

Class B

a. Secretary to the chairman of the board or president of a company that employs, in all, fewer than 100 persons; or

b. Secretary to a corporate officer (other than chairman of the board or president) of a company that employs, in all, over 100 but fewer than 5,000 persons; or

c. Secretary to the head (immediately below the officer level) over either a major corporate-wide functional activity (e.g., marketing, research, operations, industrial relations, etc.) or a major geographic or organizational segment (e.g., a regional headquarters; a major division) of a company that employs, in all, over 5,000 but fewer than 25,000 employees; or

SECRETARY—Continued

d. Secretary to the head of an individual plant, factory, etc. (or other equivalent level of official) that employs, in all, over 5,000 persons; or

e. Secretary to the head of a large and important organizational segment (e.g., a middle management supervisor of an organizational segment often involving as many as several hundred persons) of a company that employs, in all, over 25,000 persons.

Class C

a. Secretary to an executive or managerial person whose responsibility is not equivalent to one of the specific level situations in the definition for class B, but whose subordinate staff normally numbers at least several dozen employees and is usually divided into organizational segments which are often, in turn, further subdivided. In some companies, this level includes a wide range of organizational echelons; in others, only one or two; or

b. Secretary to the head of an individual plant, factory, etc. (or other equivalent level of official) that employs, in all, fewer than 5,000 persons.

Class D

a. Secretary to the supervisor or head of a small organizational unit (e.g., fewer than about 25 or 30 persons); or

b. Secretary to a nonsupervisory staff specialist, professional employee, administrative officer, or assistant, skilled technician or expert. (NOTE: Many companies assign stenographers, rather than secretaries as described above, to this level of supervisory or nonsupervisory worker.)

STENOGRAPHER, GENERAL

Primary duty is to take dictation involving a normal routine vocabulary from one or more persons either in shorthand or by Stenotype or similar machine; and transcribe dictation. 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. (See transcribing-machine operator.)

STENOGRAPHER, SENIOR

Primary duty is to take dictation involving a varied technical or specialized vocabulary such as in legal briefs or reports on scientific research from one or more persons either in shorthand or by Stenotype or similar machine; and transcribe dictation. 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 stenographers, general as evidenced by the following: Work requires high degree of stenographic speed and accuracy; and a thorough working knowledge of general business and office procedures 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, letters, etc.; composing simple letters from general instructions; reading and routing incoming mail; and answering routine questions, etc. Does not include transcribing-machine work.

SWITCHBOARD OPERATOR

Class A. Operates a single- or multiple-position telephone switchboard handling incoming, outgoing, intraplant or office calls. Performs full telephone information service or handles complex calls, such as conference, collect, overseas, or similar calls, either in addition to doing routine work as described for switchboard operator, class B, or as a full-time assignment. ("Full" telephone information service occurs when the establishment has varied functions that are not readily understandable for telephone information purposes, e.g., because of overlapping or interrelated functions, and consequently present frequent problems as to which extensions are appropriate for calls.)

Class B. Operates a single- or multiple-position telephone switchboard handling incoming, outgoing, intraplant or office calls. May handle routine long distance calls and record tolls. May perform limited telephone information service. ("Limited" telephone information service occurs if the functions of the establishment serviced are readily understandable for telephone information purposes, or if the requests are routine, e.g., giving extension numbers when specific names are furnished, or if complex calls are referred to another operator.)

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SWITCHBOARD OPERATOR-RECEPTIONIST

In addition to performing duties of operator on a single-position or monitor-type switchboard, acts as receptionist and may also type or perform routine clerical work as part of regular duties. This typing or clerical work may take the major part of this worker's time while at switchboard.

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.

TABULATING-MACHINE OPERATOR—Continued

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.

TRANSCRIBING-MACHINE OPERATOR, GENERAL

Primary duty is to transcribe dictation involving a normal routine vocabulary from transcribing-machine records. May also type from written copy and do simple clerical work. Workers transcribing dictation involving a varied technical or specialized vocabulary such as legal briefs or reports on scientific research are not included. A worker who takes dictation in shorthand or by Stenotype or similar machine is classified as a stenographer, general.

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 words 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: Copy typing from rough or clear drafts; routine typing of forms, insurance policies, etc.; and setting up simple standard tabulations, or copying more complex tables already setup and spaced properly.

PROFESSIONAL AND TECHNICAL

DRAFTSMAN

Class A. Plans the graphic presentation of complex items having distinctive design features that differ significantly from established drafting precedents. Works in close support with the design originator, and may recommend minor design changes. Analyzes the effect of each change on the details of form, function, and positional relationships of components and parts. Works with a minimum of supervisory assistance. Completed work is reviewed by design originator for consistency with prior engineering determinations. May either prepare drawings, or direct their preparation by lower level draftsmen.

Class B. Performs nonroutine and complex drafting assignments that require the application of most of the standardized drawing techniques regularly used. Duties typically involve such work as: Prepares working drawings of subassemblies with irregular shapes, multiple functions, and precise positional relationships between components; prepares architectural drawings for construction of a building including detail drawings of foundations, wall sections, floor plans, and roof. Uses accepted formulas and manuals in making necessary computations to determine quantities of materials to be used, load capacities, strengths, stresses, etc. Receives initial instructions, requirements, and advice from supervisor. Completed work is checked for technical adequacy.

Class C. Prepares detail drawings of single units or parts for engineering, construction, manufacturing, or repair purposes. Types of drawings prepared include isometric projections (depicting three dimensions in accurate scale) and sectional views to clarify positioning of

DRAFTSMAN—Continued

components and convey needed information. Consolidates details from a number of sources and adjusts or transposes scale as required. Suggested methods of approach, applicable precedents, and advice on source materials are given with initial assignments. Instructions are less complete when assignments recur. Work may be spot-checked during progress.

DRAFTSMAN-TRACER

Copies plans and drawings prepared by others by placing tracing cloth or paper over drawings and tracing with pen or pencil. (Does not include tracing limited to plans primarily consisting of straight lines and a large scale not requiring close delineation.)

and/or

Prepares simple or repetitive drawings of easily visualized items. Work is closely supervised during progress.

NURSE, INDUSTRIAL (REGISTERED)

A registered nurse who gives nursing service under general medical direction to ill or injured employees or other persons who become ill or suffer an accident on the premises of a factory or other establishment. Duties involve a combination of the following: Giving first aid to the ill or injured; attending to subsequent dressing of employees' injuries; keeping records of patients treated; preparing accident reports for compensation or other purposes; assisting in physical examinations and health evaluations of applicants and employees; and planning and carrying out programs involving health education, accident prevention, evaluation of plant environment, or other activities affecting the health, welfare, and safety of all personnel.

MAINTENANCE AND POWERPLANT

CARPENTER, MAINTENANCE

Performs the carpentry duties necessary to construct and maintain in good repair building woodwork and equipment such as bins, cribs, counters, benches, partitions, doors, floors, stairs, casings, and trim made of wood in an establishment. Work involves most of the following: Planning and laying out of work from blueprints, drawings, models, or verbal instructions using a variety of carpenter's handtools, portable power tools, and standard measuring instruments;

CARPENTER, MAINTENANCE—Continued

making standard shop computations relating to dimensions of work; and selecting materials necessary for the work. In general, the work of the maintenance carpenter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

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ELECTRICIAN, MAINTENANCE

Performs a variety of electrical trade functions such as the installation, maintenance, or repair of equipment for the generation, distribution, or utilization of electric energy in an establishment. Work involves most of the following: Installing or repairing any of a variety of electrical equipment such as generators, transformers, switchboards, controllers, circuit breakers, motors, heating units, conduit systems, or other transmission equipment; working from blueprints, drawings, layouts, or other specifications; locating and diagnosing trouble in the electrical system or equipment; working standard computations relating to load requirements of wiring or electrical equipment; and using a variety of electrician's handtools and measuring and testing instruments. In general, the work of the maintenance electrician requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

ENGINEER, STATIONARY

Operates and maintains and may also supervise the operation of stationary engines and equipment (mechanical or electrical) to supply the establishment in which employed with power, heat, refrigeration, or air-conditioning. Work involves: Operating and maintaining equipment such as steam engines, air compressors, generators, motors, turbines, ventilating and refrigerating equipment, steam boilers and boiler-fed water pumps; making equipment repairs; and keeping a record of operation of machinery, temperature, and fuel consumption. May also supervise these operations. Head or chief engineers in establishments employing more than one engineer are excluded.

FIREMAN, STATIONARY BOILER

Fires stationary boilers to furnish the establishment in which employed with heat, power, or steam. Feeds fuels to fire by hand or operates a mechanical stoker, or gas or oil burner; and checks water and safety valves. May clean, oil, or assist in repairing boilerroom equipment.

HELPER, MAINTENANCE TRADES

Assists one or more workers in the skilled maintenance trades, by performing specific or general duties of lesser skill, such as keeping a worker supplied with materials and tools; cleaning working area, machine, and equipment; assisting journeyman by holding materials or tools; and performing other unskilled tasks as directed by journeyman. The kind of work the helper is permitted to perform varies from trade to trade: In some trades the helper is confined to supplying, lifting, and holding materials and tools and cleaning working areas; and in others he is permitted to perform specialized machine operations, or parts of a trade that are also performed by workers on a full-time basis.

MACHINE-TOOL OPERATOR, TOOLROOM

Specializes in the operation of one or more types of machine tools, such as jig borers, cylindrical or surface grinders, engine lathes, or milling machines, in the construction of machine-shop tools, gages, jigs, fixtures, or dies. Work involves most of the following: Planning and performing difficult machining operations; processing items requiring complicated setups or a high degree of accuracy; using a variety of precision measuring instruments; selecting feeds, speeds, tooling, and operation sequence; and making necessary adjustments during operation to achieve requisite tolerances or dimensions. May be required to recognize when tools need dressing, to dress tools, and to select proper coolants and cutting and lubricating oils. For cross-industry wage study purposes, machine-tool operators, toolroom, in tool and die jobbing shops are excluded from this classification.

MACHINIST, MAINTENANCE

Produces replacement parts and new parts in making repairs of metal parts of mechanical equipment operated in an establishment. Work involves most of the following: Interpreting written instructions and specifications; planning and laying out of work; using a variety of machinist's handtools and precision measuring instruments; setting up and operating standard machine tools; shaping of metal parts to close tolerances; making standard shop computations relating to dimensions of work, tooling, feeds, and speeds of machining; knowledge of the working properties of the common metals; selecting standard materials, parts, and equipment required for his work; and fitting and assembling parts into mechanical equipment. In general, the machinist's work normally requires a rounded training in machine-shop practice usually acquired through a formal apprenticeship or equivalent training and experience.

MECHANIC, AUTOMOTIVE (MAINTENANCE)

Repairs automobiles, buses, motortrucks, and tractors of an establishment. Work involves most of the following: Examining automotive equipment to diagnose source of trouble; disassembling equipment and performing repairs that involve the use of such handtools as wrenches, gages, drills, or specialized equipment in disassembling or fitting parts; replacing broken or defective parts from stock; grinding and adjusting valves; reassembling and installing

MECHANIC, AUTOMOTIVE (MAINTENANCE)—Continued

the various assemblies in the vehicle and making necessary adjustments; and alining wheels, adjusting brakes and lights, or tightening body bolts. In general, the work of the automotive mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

MECHANIC, MAINTENANCE

Repairs machinery or mechanical equipment of an establishment. Work involves most of the following: Examining machines and mechanical equipment to diagnose source of trouble; dismantling or partly dismantling machines and performing repairs that mainly involve the use of handtools in scraping and fitting parts; replacing broken or defective parts with items obtained from stock; ordering the production of a replacement part by a machine shop or sending of the machine to a machine shop for major repairs; preparing written specifications for major repairs or for the production of parts ordered from machine shop; reassembling machines; and making all necessary adjustments for operation. In general, the work of a maintenance mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Excluded from this classification are workers whose primary duties involve setting up or adjusting machines.

MILLWRIGHT

Installs new machines or heavy equipment, and dismantles and installs machines or heavy equipment when changes in the plant layout are required. Work involves most of the following: Planning and laying out of the work; interpreting blueprints or other specifications; using a variety of handtools and rigging; making standard shop computations relating to stresses, strength of materials, and centers of gravity; alining and balancing of equipment; selecting standard tools, equipment, and parts to be used; and installing and maintaining in good order power transmission equipment such as drives and speed reducers. In general, the millwright's work normally requires a rounded training and experience in the trade acquired through a formal apprenticeship or equivalent training and experience.

OILER

Lubricates, with oil or grease, the moving parts or wearing surfaces of mechanical equipment of an establishment.

PAINTER, MAINTENANCE

Paints and redecorates walls, woodwork, and fixtures of an establishment. Work involves the following: Knowledge of surface peculiarities and types of paint required for different applications; preparing surface for painting by removing old finish or by placing putty or filler in nail holes and interstices; and applying paint with spray gun or brush. May mix colors, oils, white lead, and other paint ingredients to obtain proper color or consistency. In general, the work of the maintenance painter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

PIPEFITTER, MAINTENANCE

Installs or repairs water, steam, gas, or other types of pipe and pipefittings in an establishment. Work involves most of the following: Laying out of work and measuring to locate position of pipe from drawings or other written specifications; cutting various sizes of pipe to correct lengths with chisel and hammer or oxyacetylene torch or pipe-cutting machine; threading pipe with stocks and dies; bending pipe by hand-driven or power-driven machines; assembling pipe with couplings and fastening pipe to hangers; making standard shop computations relating to pressures, flow, and size of pipe required; and making standard tests to determine whether finished pipes meet specifications. In general, the work of the maintenance pipefitter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Workers primarily engaged in installing and repairing building sanitation or heating systems are excluded.

PLUMBER, MAINTENANCE

Keeps the plumbing system of an establishment in good order. Work involves: Knowledge of sanitary codes regarding installation of vents and traps in plumbing system; installing or repairing pipes and fixtures; and opening clogged drains with a plunger or plumber's snake. In general, the work of the maintenance plumber requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

SHEET-METAL WORKER, MAINTENANCE

Fabricates, installs, and maintains in good repair the sheet-metal equipment and fixtures (such as machine guards, grease pans, shelves, lockers, tanks, ventilators, chutes, ducts, metal roofing) of an establishment. Work involves most of the following: Planning and laying out all types of sheet-metal maintenance work from blueprints, models, or other specifications; setting up and operating all available types of sheet-metal working machines; using a variety of

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SHEET-METAL WORKER, MAINTENANCE—Continued

handtools in cutting, bending, forming, shaping, fitting, and assembling; and installing sheet-metal articles as required. In general, the work of the maintenance sheet-metal worker requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

TOOL AND DIE MAKER

(Die maker; jig maker; tool maker; fixture maker; gage maker)

Constructs and repairs machine-shop tools, gages, jigs, fixtures or dies for forgings, punching, and other metal-forming work. Work involves most of the following: Planning and laying out of work from models, blueprints, drawings, or other oral and written specifications; using a variety of tool and die maker's handtools and precision measuring instruments; understanding of the working properties of common metals and alloys; setting up and operating of machine tools and related equipment; making necessary shop computations relating to dimensions of work, speeds, feeds, and tooling of machines; heat-treating of metal parts during fabrication as well as of finished tools and dies to achieve required qualities; working to close tolerances; fitting and assembling of parts to prescribed tolerances and allowances; and selecting appropriate materials, tools, and processes. In general, the tool and die maker's work requires a rounded training in machine-shop and toolroom practice usually acquired through a formal apprenticeship or equivalent training and experience.

For cross-industry wage study purposes, tool and die makers in tool and die jobbing shops are excluded from this classification.

CUSTODIAL AND MATERIAL MOVEMENT

GUARD AND WATCHMAN

Guard. Performs routine police duties, either at fixed post or on tour, maintaining order, using arms or force where necessary. Includes gatemen who are stationed at gate and check on identity of employees and other persons entering.

Watchman. Makes rounds of premises periodically in protecting property against fire, theft, and illegal entry.

JANITOR, PORTER, OR CLEANER

(Sweeper; charwoman; janitress)

Cleans and keeps in an orderly condition factory working areas and washrooms, or premises of an office, apartment house, or commercial or other establishment. Duties involve a combination of the following: Sweeping, mopping or scrubbing, and polishing floors; removing chips, trash, and other refuse; dusting equipment, furniture, or fixtures; polishing metal fixtures or trimmings; providing supplies and minor maintenance services; and cleaning lavatories, showers, and restrooms. Workers who specialize in window washing are excluded.

LABORER, MATERIAL HANDLING

(Loader and unloader; handler and stacker; shelver; trucker; stockman or stock helper; warehouseman or warehouse helper)

A worker employed in a warehouse, manufacturing plant, store, or other establishment whose duties involve one or more of the following: Loading and unloading various materials and merchandise on or from freight cars, trucks, or other transporting devices; unpacking, shelving, or placing materials or merchandise in proper storage location; and transporting materials or merchandise by handtruck, car, or wheelbarrow. Longshoremen, who load and unload ships are excluded.

ORDER, FILLER

(Order picker; stock selector; warehouse stockman)

Fills shipping or transfer orders for finished goods from stored merchandise in accordance with specifications on sales slips, customers' orders, or other instructions. May, in addition to filling orders and indicating items filled or omitted, keep records of outgoing orders, requisition additional stock or report short supplies to supervisor, and perform other related duties.

PACKER, SHIPPING

Prepares finished products for shipment or storage by placing them in shipping containers, the specific operations performed being dependent upon the type, size, and number of units to be packed, the type of container employed, and method of shipment. Work requires the placing of items in shipping containers and may involve one or more of the following: Knowledge of various items of stock in order to verify content; selection of appropriate type and size of container; inserting enclosures in container; using excelsior or other material to prevent breakage or damage; closing and sealing container; and applying labels or entering identifying data on container. Packers who also make wooden boxes or crates are excluded.

SHIPPING AND RECEIVING CLERK

Prepares merchandise for shipment, or receives and is responsible for incoming shipments of merchandise or other materials. Shipping work involves: A knowledge of shipping procedures, practices, routes, available means of transportation, and rate; and preparing records of the goods shipped, making up bills of lading, posting weight and shipping charges, and keeping a file of shipping records. May direct or assist in preparing the merchandise for shipment. Receiving work involves: Verifying or directing others in verifying the correctness of shipments against bills of lading, invoices, or other records; checking for shortages and rejecting damaged goods; routing merchandise or materials to proper departments; and maintaining necessary records and files.

For wage study purposes, workers are classified as follows:

Receiving clerk
Shipping clerk
Shipping and receiving clerk

TRUCKDRIVER

Drives a truck within a city or industrial area to transport materials, merchandise, equipment, or men between various types of establishments such as: Manufacturing plants, freight depots, warehouses, wholesale and retail establishments, or between retail establishments and customers' houses or places of business. May also load or unload truck with or without helpers, make minor mechanical repairs, and keep truck in good working order. Driver-salesmen and over-the-road drivers are excluded.

For wage study purposes, truckdrivers are classified by size and type of equipment, as follows: (Tractor-trailer should be rated on the basis of trailer capacity.)

Truckdriver (combination of sizes listed separately)
Truckdriver, light (under $1\frac{1}{2}$ tons)
Truckdriver, medium ($1\frac{1}{2}$ to and including 4 tons)
Truckdriver, heavy (over 4 tons, trailer type)
Truckdriver, heavy (over 4 tons, other than trailer type)

TRUCKER, POWER

Operates a manually controlled gasoline- or electric-powered truck or tractor to transport goods and materials of all kinds about a warehouse, manufacturing plant, or other establishment.

For wage study purposes, workers are classified by type of truck, as follows:

Trucker, power (forklift)
Trucker, power (other than forklift)

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Available On Request—

The eighth annual report on salaries for accountants, auditors, attorneys, chemists, engineers, engineering technicians, draftsmen, tracers, job analysts, directors of personnel, managers of office services, buyers, and clerical employees.

Order as BLS Bulletin 1585, National Survey of Professional, Administrative, Technical, and Clerical Pay, June 1967. Fifty cents a copy.

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Area Wage Surveys

A list of the latest available bulletins is presented below. A directory of area wage studies including more limited studies conducted at the request of the Wage and Hour and Public Contracts Divisions of the Department of Labor is available on request. Bulletins may be purchased from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C., 20402, or from any of the BLS regional sales offices shown on the inside front cover.

Area	Bulletin number and price
Akron, Ohio, July 1968	1575-84, 35 cents
Albany–Schenectady–Troy, N.Y., Apr. 1968[1]	1575-68, 30 cents
Albuquerque, N. Mex., Apr. 1968[1]	1575-58, 30 cents
Allentown–Bethlehem–Easton, Pa.–N.J., June 1968[1]	1575-86, 40 cents
Atlanta, Ga., May 1968[1]	1575-71, 35 cents
Baltimore, Md., Oct. 1967	1575-18, 25 cents
Beaumont–Port Arthur–Orange, Tex., May 1968[1]	1575-75, 30 cents
Binghamton, N.Y., July 1968[1]	1625-3, 35 cents
Birmingham, Ala., Apr. 1968	1575-59, 30 cents
Boise City, Idaho, July 1968[1]	1625-6, 35 cents
Boston, Mass., Sept. 1968[1]	1625-15, 50 cents
Buffalo, N.Y., Dec. 1967	1575-41, 30 cents
Burlington, Vt., Mar. 1968	1575-48, 20 cents
Canton, Ohio, June 1968[1]	1575-65, 30 cents
Charleston, W. Va., Apr. 1968[1]	1575-63, 30 cents
Charlotte, N.C., Apr. 1968[1]	1575-57, 30 cents
Chattanooga, Tenn.–Ga., Sept. 1968[1]	1625-14, 35 cents
Chicago, Ill., Apr. 1968	1575-81, 50 cents
Cincinnati, Ohio–Ky.–Ind., Mar. 1968[1]	1575-62, 30 cents
Cleveland, Ohio, Sept. 1967	1575-14, 25 cents
Columbus, Ohio, Oct. 1967	1575-23, 25 cents
Dallas, Tex., Nov. 1967	1575-20, 25 cents
Davenport–Rock Island–Moline, Iowa–Ill., Oct. 1968	1625-16, 30 cents
Dayton, Ohio, Jan. 1968[1]	1575-51, 30 cents
Denver, Colo., Dec. 1967[1]	1575-38, 25 cents
Des Moines, Iowa, Feb. 1968[1]	1575-52, 30 cents
Detroit, Mich., Jan. 1968[1]	1575-45, 35 cents
Fort Worth, Tex., Nov. 1967	1575-22, 25 cents
Green Bay, Wis., July 1968[1]	1625-7, 35 cents
Greenville, S.C., May 1968[1]	1575-66, 30 cents
Houston, Tex., June 1968[1]	1575-82, 45 cents
Indianapolis, Ind., Dec. 1967[1]	1575-36, 30 cents
Jackson, Miss., Feb. 1968[1]	1575-49, 30 cents
Jacksonville, Fla., Jan. 1968	1575-33, 20 cents
Kansas City, Mo.–Kans., Sept. 1968[1]	1625-17, 45 cents
Lawrence–Haverhill, Mass.–N.H., June 1968[1]	1575-74, 30 cents
Little Rock–North Little Rock, Ark., July 1968[1]	1625-11, 35 cents
Los Angeles–Long Beach and Anaheim–Santa Ana–Garden Grove, Calif., Mar. 1968	1575-64, 30 cents
Louisville, Ky.–Ind., Feb. 1968	1575-50, 30 cents
Lubbock, Tex., June 1968[1]	1575-77, 30 cents
Manchester, N.H., July 1968[1]	1625-4, 35 cents
Memphis, Tenn.–Ark., Jan. 1968[1]	1575-32, 25 cents
Miami, Fla., Dec. 1967[1]	1575-28, 25 cents
Midland and Odessa, Tex., June 1968[1]	1575-72, 30 cents
Milwaukee, Wis., Apr. 1968	1575-67, 30 cents
Minneapolis–St. Paul, Minn., Jan. 1968	1575-47, 30 cents
Muskegon–Muskegon Heights, Mich., May 1968[1]	1575-60, 30 cents
Newark and Jersey City, N.J., Feb. 1968[1]	1575-54, 35 cents
New Haven, Conn., Jan. 1968[1]	1575-34, 25 cents
New Orleans, La., Feb. 1968	1575-46, 30 cents
New York, N.Y., Apr. 1968	1575-78, 50 cents
Norfolk–Portsmouth and Newport News–Hampton, Va., June 1968	1575-85, 30 cents
Oklahoma City, Okla., July 1968	1625-9, 30 cents
Omaha, Nebr.–Iowa, Oct. 1967[1]	1575-21, 25 cents
Paterson–Clifton–Passaic, N.J., May 1968[1]	1575-83, 40 cents
Philadelphia, Pa.–N.J., Nov. 1967[1]	1575-40, 30 cents
Phoenix, Ariz., Mar. 1968[1]	1575-55, 30 cents
Pittsburgh, Pa., Jan. 1968	1575-44, 30 cents
Portland, Maine, Nov. 1967[1]	1575-16, 25 cents
Portland, Oreg.–Wash., May 1968[1]	1575-80, 40 cents
Providence–Pawtucket–Warwick, R.I.–Mass., May 1968	1575-61, 30 cents
Raleigh, N.C., Aug. 1968[1]	1625-13, 35 cents
Richmond, Va., Nov. 1967[1]	1575-27, 25 cents
Rochester, N.Y. (office occupations only), July 1968[1]	1625-2, 35 cents
Rockford, Ill., May 1968[1]	1575-70, 30 cents
St. Louis, Mo.–Ill., Jan. 1968	1575-39, 30 cents
Salt Lake City, Utah, Dec. 1967	1575-35, 20 cents
San Antonio, Tex., June 1968	1575-69, 30 cents
San Bernardino–Riverside–Ontario, Calif., Aug. 1967[1]	1575-10, 30 cents
San Diego, Calif., Nov. 1967	1575-19, 20 cents
San Francisco–Oakland, Calif., Jan. 1968	1575-37, 25 cents
San Jose, Calif., Sept. 1967[1]	1575-15, 25 cents
Savannah, Ga., May 1968[1]	1575-73, 30 cents
Scranton, Pa., July 1968[1]	1625-12, 35 cents
Seattle–Everett, Wash., Nov. 1967[1]	1575-29, 25 cents
Sioux Falls, S. Dak., Oct. 1967[1]	1575-17, 25 cents
South Bend, Ind., Mar. 1968[1]	1575-56, 30 cents
Spokane, Wash., June 1968	1575-79, 30 cents
Syracuse, N.Y., July 1968[1]	1625-5, 35 cents
Tampa–St. Petersburg, Fla., Aug. 1968	1625-10, 30 cents
Toledo, Ohio–Mich., Feb. 1968	1575-43, 30 cents
Trenton, N.J., Nov. 1967	1575-24, 20 cents
Utica–Rome, N.Y., July 1968[1]	1625-1, 35 cents
Washington, D.C.–Md.–Va., Sept. 1967	1575-11, 25 cents
Waterbury, Conn., Apr. 1968[1]	1575-53, 30 cents
Waterloo, Iowa, Nov. 1967	1575-26, 20 cents
Wichita, Kans., Dec. 1967	1575-31, 20 cents
Worcester, Mass., June 1968[1]	1575-76, 30 cents
York, Pa., Feb. 1968[1]	1575-42, 30 cents
Youngstown–Warren, Ohio, Nov. 1967[1]	1575-25, 25 cents

[1] Data on establishment practices and supplementary wage provisions are also presented.

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