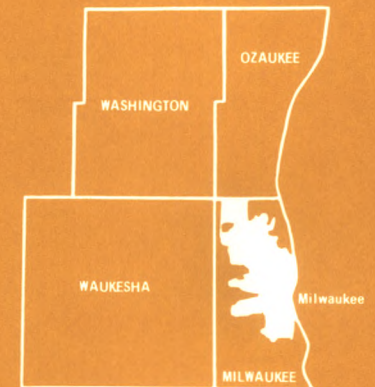


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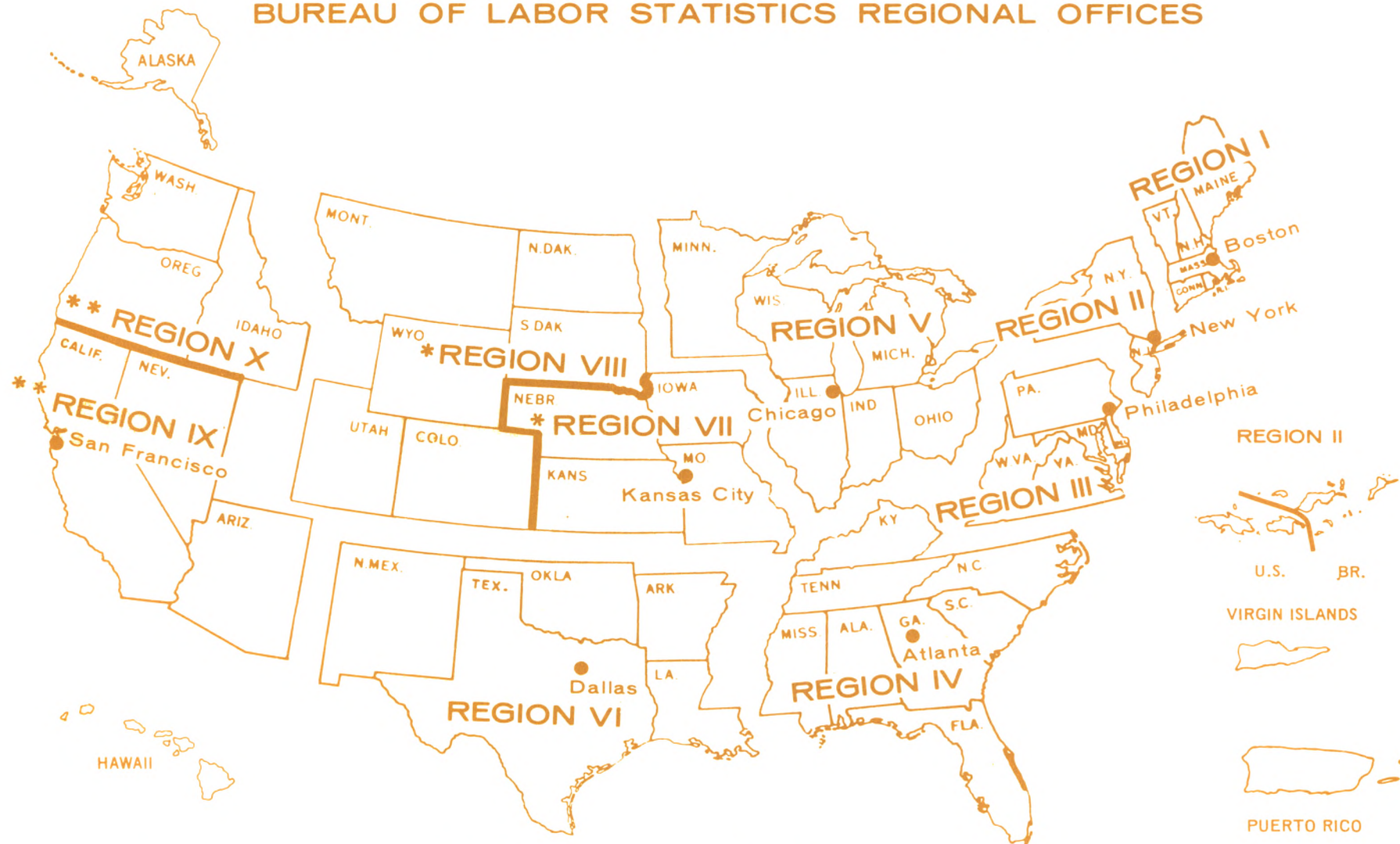
# AREA WAGE SURVEY

The Milwaukee, Wisconsin, Metropolitan Area,  
May 1971

Bulletin 1685-76



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**Geoffrey H. Moore, Commissioner**

# AREA WAGE SURVEY

The Milwaukee, Wisconsin, Metropolitan Area,  
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August 1971





## 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 the survey results. After completion of all of the individual area bulletins for a round of surveys, two summary bulletins are issued. The first brings data for each of the metropolitan areas

studied into one bulletin. The second 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 Milwaukee, Wis., in May 1971. The Standard Metropolitan Statistical Area, as defined by the Bureau of the Budget through January 1968, consists of Milwaukee, Ozaukee, Washington, and Waukesha Counties. This study was conducted by the Bureau's regional office in Chicago, Ill., under the general direction of Lois L. Orr, Assistant Regional Director for Operations.

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

Current reports on occupational earnings and supplementary wage provisions in the Milwaukee area are also available for banking (November 1969), nonferrous foundries (June 1970), and the paperboard containers and boxes industry (March 1970). Union scales, indicative of prevailing pay levels, are available for building construction; printing; local-transit operating employees; and local truckdrivers and helpers.

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## 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.<sup>1</sup>

This bulletin presents current occupational employment and earnings information obtained largely by mail from the establishments visited by Bureau field economists in the last previous survey for occupations reported in that earlier study. Personal visits were made to nonrespondents and to those respondents reporting unusual changes since the previous survey.

In each area, data are obtained from 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

<sup>1</sup> 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 77 areas at the request of the Wage and Hour Division of the U.S. Department of Labor.

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. Earnings data not shown separately for industry divisions are included in all industries combined data, where shown. Likewise, data are included in the overall classification when a subclassification of secretaries or truckdrivers is not shown or information to subclassify is not available.

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.

These surveys measure the level of occupational earnings in an area at a particular time. Comparisons of individual occupational averages over time may not reflect expected wage changes. The averages for individual jobs are affected by changes in wages and employment patterns. For example, proportions of workers employed by high- or low-wage firms may change or high-wage workers may advance to better jobs and be replaced by new workers at lower rates. Such shifts in employment could decrease an occupational average even though most establishments in an area increase wages during the year. Trends in earnings of occupational groups, shown in table 2, are better indicators of wage trends than individual jobs within the groups.

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

Tabulations on selected establishment practices and supplementary wage provisions (B-series tables) are not presented in this bulletin. Information for these tabulations is collected biennially. These tabulations on minimum entrance salaries for inexperienced women office workers; shift differentials; scheduled weekly hours; paid holidays; paid vacations; and health, insurance, and pension plans are presented (in the B-series tables) in previous bulletins for this area.

Table 1. Establishments and workers within scope of survey and number studied in Milwaukee, Wis.,<sup>1</sup>  
by major industry division,<sup>2</sup> May 1971

Industry division	Minimum employment in establishments in scope of study	Number of establishments		Workers in establishments		
		Within scope of study <sup>3</sup>	Studied	Within scope of study <sup>4</sup>		Studied
				Number	Percent	
<u>All establishments</u>						
All divisions.....	-	1,090	210	288,799	100	169,813
Manufacturing.....	50	507	97	179,072	62	107,384
Nonmanufacturing.....	-	583	113	109,727	38	62,429
Transportation, communication, and other public utilities <sup>5</sup> .....	50	73	23	23,979	8	18,946
Wholesale trade <sup>6</sup> .....	50	110	17	10,429	4	3,433
Retail trade <sup>6</sup> .....	50	203	32	43,876	15	26,545
Finance, insurance, and real estate <sup>6</sup> .....	50	84	17	16,833	6	9,519
Services <sup>6,7</sup> .....	50	113	24	14,610	5	3,986
<u>Large establishments</u>						
All divisions.....	-	97	73	163,988	100	145,498
Manufacturing.....	500	70	48	114,179	70	97,239
Nonmanufacturing.....	-	27	25	49,809	30	48,259
Transportation, communication, and other public utilities <sup>5</sup> .....	500	7	7	16,466	10	16,466
Wholesale trade <sup>6</sup> .....	500	2	2	1,234	1	1,234
Retail trade <sup>6</sup> .....	500	13	11	24,805	15	23,255
Finance, insurance, and real estate <sup>6</sup> .....	500	5	5	7,304	4	7,304
Services <sup>6,7</sup> .....	500	-	-	-	-	-

<sup>1</sup> The Milwaukee Standard Metropolitan Statistical Area, as defined by the Bureau of the Budget through January 1968, consists of Milwaukee, Ozaukee, Washington, and Waukesha Counties. 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.

<sup>2</sup> The 1967 edition of the Standard Industrial Classification Manual was used in classifying establishments by industry division.

<sup>3</sup> 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.

<sup>4</sup> Includes all workers in all establishments with total employment (within the area) at or above the minimum limitation.

<sup>5</sup> Abbreviated to "public utilities" in the A-series tables. Taxicabs and services incidental to water transportation were excluded.

<sup>6</sup> This industry division is represented in estimates for "all industries" and "nonmanufacturing" in the Series A 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.

<sup>7</sup> 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.

Over three-fifths of the workers within scope of the survey in the Milwaukee 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	
Machinery, except electrical.....	31	Engines and turbines.....	9
Electrical equipment and supplies.....	14	Construction and related machinery.....	8
Food and kindred products.....	9	Electrical industrial apparatus.....	8
Primary metal industries.....	9	Farm machinery.....	6
Fabricated metal products.....	8	Motor vehicles and equipment.....	6
Transportation equipment.....	7		
Printing and publishing.....	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.



## 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. 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. Annual rates of increase, where shown, reflect the amount of increase for 12 months when the time period between surveys was other than 12 months. These computations were based on the assumption that wages increased at a constant rate between surveys. 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 following key occupations within an occupational group was assigned a constant weight based on its proportionate employment in the occupational group:

Office clerical (men and women):	Office clerical (men and women)—	Skilled maintenance (men):
Bookkeeping-machine operators, class B	Continued	Carpenters
Clerks, accounting, classes A and B	Secretaries	Electricians
Clerks, file, classes A, B, and C	Stenographers, general	Machinists
Clerks, order	Stenographers, senior	Mechanics (automotive)
Clerks, payroll	Switchboard operators, classes A and B	Painters
Comptometer operators	Tabulating-machine operators, class B	Pipefitters
Keypunch operators, classes A and B	Typists, classes A and B	Tool and die makers
Office boys and girls	Industrial nurses (men and women):	Unskilled plant (men):
	Nurses, industrial (registered)	Janitors, porters, and cleaners
		Laborers, material handling

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.

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.



**Table 2. Indexes of standard weekly salaries and straight-time hourly earnings for selected occupational groups in Milwaukee, Wis., May 1970 and May 1971, and percents of increase for selected periods**

Period	All industries				Manufacturing			
	Office clerical (men and women)	Industrial nurses (men and women)	Skilled maintenance trades (men)	Unskilled plant workers (men)	Office clerical (men and women)	Industrial nurses (men and women)	Skilled maintenance trades (men)	Unskilled plant workers (men)
Indexes (April 1967=100)								
May 1970 .....	116.8	126.9	120.7	119.0	116.9	126.9	121.1	121.2
May 1971 .....	123.8	137.8	130.4	129.0	123.2	137.8	129.9	131.4
Indexes (April 1961=100)								
April 1967 .....	119.2	126.6	121.8	122.0	117.0	126.6	120.9	120.5
May 1971 .....	147.6	174.5	158.8	157.5	144.1	174.5	157.1	158.3
Percents of increase								
April 1960 to April 1961 .....	3.1	5.0	3.5	3.6	4.0	5.0	3.6	3.5
April 1961 to April 1962 .....	2.3	4.3	2.6	2.4	2.5	4.3	2.1	2.3
April 1962 to April 1963 .....	3.4	3.6	3.9	3.8	3.4	3.6	3.8	4.6
April 1963 to April 1964 .....	2.7	3.4	2.7	2.6	3.0	3.4	2.4	3.4
April 1964 to April 1965 .....	2.9	1.4	2.4	1.4	2.1	1.4	2.5	1.3
April 1965 to April 1966 .....	1.6	3.3	3.4	3.1	1.7	2.8	3.3	3.5
April 1966 to April 1967 .....	5.0	8.2	5.0	7.0	3.3	8.7	5.2	4.0
April 1967 to April 1968 .....	4.8	6.7	6.2	5.0	4.8	8.0	6.1	4.4
April 1968 to April 1969 .....	5.3	9.4	5.6	6.7	5.0	8.2	5.8	6.7
April 1969 to May 1970:								
13-month increase .....	5.8	8.6	7.7	6.2	6.3	8.6	7.9	8.7
Annual rate of increase .....	5.3	7.9	7.1	5.7	5.8	7.9	7.3	8.0
May 1970 to May 1971 .....	6.0	8.6	8.0	8.4	5.4	8.6	7.3	8.4

NOTE: Most previously published indexes for the Milwaukee area used April 1961 as the base period. They can be converted to the new base period by dividing them by the corresponding index numbers for April 1967 on the April 1961 base period as shown in the table. (The result should be multiplied by 100.)

## 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, Milwaukee, Wis., May 1971)

Sex, occupation, and industry division	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly earnings <sup>1</sup> (standard)			Number of workers receiving straight-time weekly earnings of—																							
			Mean <sup>2</sup>	Median <sup>2</sup>	Middle range <sup>2</sup>	\$ 60 and under	\$ 65	\$ 70	\$ 75	\$ 80	\$ 85	\$ 90	\$ 95	\$ 100	\$ 105	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210 and over			
						65	70	75	80	85	90	95	100	105	110	120	130	140	150	160	170	180	190	200	210	over			
MEN																													
CLERKS, ACCOUNTING, CLASS A -----	327	39.0	\$ 152.00	\$ 147.50	\$ 131.00-174.00	-	-	-	-	-	-	-	-	16	-	4	57	56	42	43	7	44	13	29	8	8			
MANUFACTURING -----	161	40.0	168.00	171.00	148.50-191.00	-	-	-	-	-	-	-	-	-	-	4	2	11	30	26	5	34	8	28	5	8			
CLERKS, ACCOUNTING, CLASS B -----	63	39.5	129.50	129.00	120.00-142.50	-	-	-	-	-	-	5	1	-	-	10	18	2	23	2	2	-	-	-	-	-	-		
CLERKS, ORDER -----	93	40.0	152.50	152.00	127.00-179.00	-	-	-	-	-	-	-	1	8	-	12	6	6	10	15	7	6	4	6	10	2			
MANUFACTURING -----	75	40.0	148.00	147.50	114.00-170.00	-	-	-	-	-	-	-	1	8	-	12	6	6	7	11	6	1	3	6	7	1			
OFFICE BOYS -----	157	39.5	98.50	95.50	85.50-111.50	-	-	-	17	20	34	7	9	11	12	33	7	1	4	-	2	-	-	-	-	-	-		
MANUFACTURING -----	68	40.0	95.50	86.50	80.00-109.50	-	-	-	17	16	5	3	4	5	2	7	5	1	1	-	2	-	-	-	-	-	-		
NONMANUFACTURING -----	89	39.0	101.00	102.50	88.00-112.00	-	-	-	-	4	29	4	5	6	10	26	2	-	3	-	-	-	-	-	-	-	-		
WOMEN																													
BILLERS, MACHINE (BOOKKEEPING MACHINE) -----	57	40.0	107.50	102.50	86.00-134.00	-	-	-	1	12	8	5	2	2	-	5	-	22	-	-	-	-	-	-	-	-	-		
BOOKKEEPING-MACHINE OPERATORS, CLASS A -----	147	39.5	119.00	116.00	104.50-128.00	-	-	-	-	-	-	1	2	37	16	33	25	15	2	15	1	-	-	-	-	-	-		
MANUFACTURING -----	62	39.5	111.50	107.50	103.00-119.00	-	-	-	-	-	-	1	2	22	13	11	7	1	2	2	1	-	-	-	-	-	-		
NONMANUFACTURING -----	85	40.0	125.00	121.50	112.00-132.50	-	-	-	-	-	-	-	-	15	3	22	18	14	-	13	-	-	-	-	-	-	-		
BOOKKEEPING-MACHINE OPERATORS, CLASS B -----	253	40.0	94.00	96.00	83.00-102.00	14	14	15	-	32	22	16	62	38	7	17	9	3	-	2	1	1	-	-	-	-	-		
MANUFACTURING -----	92	40.0	107.50	104.00	100.50-114.50	-	-	-	-	8	5	4	3	32	7	17	9	3	-	2	1	1	-	-	-	-	-		
NONMANUFACTURING -----	161	39.5	86.50	89.00	74.00-97.00	14	14	15	-	24	17	12	59	6	-	-	-	-	-	-	-	-	-	-	-	-	-		
CLERKS, ACCOUNTING, CLASS A -----	539	39.5	132.00	131.00	117.50-144.00	-	-	-	-	-	1	17	6	17	16	101	103	113	68	43	21	21	4	6	1	1			
MANUFACTURING -----	271	39.5	135.50	133.50	121.00-148.00	-	-	-	-	-	-	-	1	8	8	46	46	63	38	34	11	11	1	2	1	1			
NONMANUFACTURING -----	268	39.5	128.50	125.50	114.00-140.00	-	-	-	-	-	1	17	5	9	8	55	57	50	30	9	10	10	3	4	-	-			
PUBLIC UTILITIES -----	38	40.0	140.50	139.50	114.50-151.00	-	-	-	-	-	-	-	-	-	-	11	-	9	9	3	-	1	1	4	-	-			
CLERKS, ACCOUNTING, CLASS B -----	1,383	39.5	103.00	100.50	89.00-114.50	1	1	32	50	90	216	145	145	137	128	236	79	32	71	9	3	7	1	-	-	-			
MANUFACTURING -----	578	39.5	108.00	105.00	95.00-116.50	-	-	2	20	45	72	85	66	78	-	106	21	23	44	4	2	7	1	-	-	-			
NONMANUFACTURING -----	805	39.0	99.50	96.00	86.50-112.50	1	1	30	48	70	171	73	63	71	50	130	58	9	27	5	1	-	-	-	-	-			
CLERKS, FILE, CLASS A -----	102	39.5	114.00	112.00	94.00-128.50	-	-	-	-	2	2	27	1	4	14	8	26	12	2	1	2	1	-	-	-	-			
MANUFACTURING -----	74	40.0	116.00	119.00	105.50-128.50	-	-	-	-	2	1	10	-	4	14	7	24	12	-	-	-	-	-	-	-	-			
CLERKS, FILE, CLASS B -----	449	39.5	94.00	92.50	80.50-99.50	-	-	16	93	40	41	73	82	37	12	15	14	14	8	4	-	-	-	-	-	-			
MANUFACTURING -----	201	40.0	96.50	96.50	89.00-101.00	-	-	7	18	14	15	28	66	21	8	11	8	5	-	-	-	-	-	-	-	-			
NONMANUFACTURING -----	248	39.0	92.00	88.00	78.50-97.00	-	-	9	75	26	26	45	16	16	4	4	6	9	8	4	-	-	-	-	-	-			
PUBLIC UTILITIES -----	34	40.0	106.50	95.50	92.00-121.00	-	-	-	-	-	4	13	5	1	1	2	1	4	-	3	-	-	-	-	-	-			
CLERKS, FILE, CLASS C -----	179	39.0	81.50	79.00	75.50-84.50	-	2	33	68	37	29	4	1	-	-	-	5	-	-	-	-	-	-	-	-	-			
MANUFACTURING -----	70	40.0	77.50	77.50	73.00-82.50	-	2	25	18	16	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
NONMANUFACTURING -----	109	38.5	83.50	79.50	77.00-86.00	-	-	8	50	21	20	4	1	-	-	-	5	-	-	-	-	-	-	-	-	-			
CLERKS, ORDER -----	481	39.5	101.00	99.50	89.00-111.50	-	-	47	11	35	33	57	65	76	26	64	20	23	11	5	7	1	-	-	-	-			
MANUFACTURING -----	168	39.5	109.00	104.50	96.00-121.00	-	-	-	7	19	13	19	28	14	-	24	14	20	8	1	-	1	-	-	-	-			
NONMANUFACTURING -----	313	39.5	97.00	96.50	83.50-104.50	-	-	47	11	28	14	44	46	48	12	40	6	3	3	4	7	-	-	-	-	-			
CLERKS, PAYROLL -----	574	39.5	121.00	117.00	101.50-139.00	-	4	8	2	15	28	7	53	88	22	82	54	74	66	17	15	24	10	4	1	-			
MANUFACTURING -----	391	40.0	122.00	114.50	101.50-139.00	-	4	6	2	6	6	5	45	74	16	42	34	58	34	9	15	24	7	3	1	-			
NONMANUFACTURING -----	183	39.5	117.50	118.00	101.00-139.00	-	-	2	-	9	22	2	8	14	6	40	20	16	32	8	-	-	3	1	-	-			

See footnotes at end of tables.



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, Milwaukee, Wis., May 1971)

Sex, occupation, and industry division	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly earnings <sup>1</sup> (standard)			Number of workers receiving straight-time weekly earnings of—																								
			Mean <sup>2</sup>	Median <sup>2</sup>	Middle range <sup>2</sup>	\$ 60	\$ 65	\$ 70	\$ 75	\$ 80	\$ 85	\$ 90	\$ 95	\$ 100	\$ 105	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210				
						and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	and over
						65	70	75	80	85	90	95	100	105	110	120	130	140	150	160	170	180	190	200	210	over				
WOMEN - CONTINUED																														
COMPTOMETER OPERATORS -----	288	39.0	\$ 105.00	\$ 104.50	\$ 92.00-117.00	-	-	1	9	17	29	37	28	26	15	79	31	7	6	1	1	1	-	-	-	-	-	-		
MANUFACTURING -----	101	40.0	113.00	114.00	108.00-121.00	-	-	-	1	2	1	3	10	6	4	45	23	3	2	-	-	1	-	-	-	-	-	-		
NONMANUFACTURING -----	187	38.5	100.50	97.00	89.00-115.00	-	-	1	8	15	28	34	18	20	11	34	8	4	4	1	1	-	-	-	-	-	-	-		
KEYPUNCH OPERATORS, CLASS A -----	802	39.5	115.00	113.00	104.00-124.50	-	-	-	3	25	19	61	115	117	189	142	95	18	8	7	2	1	-	-	-	-	-	-		
MANUFACTURING -----	409	40.0	112.50	110.50	102.50-120.50	-	-	-	1	25	7	36	62	66	107	72	16	7	4	3	2	1	-	-	-	-	-	-		
NONMANUFACTURING -----	393	39.5	117.50	116.50	105.50-130.00	-	-	-	2	-	12	25	53	51	82	70	79	11	4	4	-	-	-	-	-	-	-	-		
KEYPUNCH OPERATORS, CLASS B -----	785	39.5	100.50	96.00	88.00-107.50	-	8	7	36	68	135	111	117	83	48	64	26	36	24	8	8	4	-	-	-	-	-	-		
MANUFACTURING -----	404	39.5	106.50	101.00	93.50-114.50	-	-	4	4	30	34	42	81	48	30	47	23	24	21	4	8	4	-	-	-	-	-	-		
NONMANUFACTURING -----	381	39.5	94.00	90.50	85.50-99.50	-	8	3	32	38	101	69	38	35	18	17	3	12	3	4	-	-	-	-	-	-	-	-		
PUBLIC UTILITIES -----	54	40.0	103.50	97.50	89.00-111.00	-	-	-	-	-	18	4	11	3	4	8	-	2	-	4	-	-	-	-	-	-	-	-		
OFFICE GIRLS -----	215	39.0	83.00	79.50	73.00-89.50	8	18	44	41	39	14	19	11	7	2	1	8	-	3	-	-	-	-	-	-	-	-	-		
MANUFACTURING -----	67	39.5	89.00	83.50	77.50-99.00	-	-	-	8	18	12	5	4	5	6	1	-	8	-	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	148	38.5	80.50	77.50	71.50-85.00	8	18	36	23	27	9	15	6	1	1	1	-	-	3	-	-	-	-	-	-	-	-	-		
SECRETARIES -----	2,768	39.5	137.50	135.50	120.50-152.00	-	-	-	5	10	12	36	57	73	101	372	475	442	448	251	210	129	63	46	26	12	12	12		
MANUFACTURING -----	1,685	39.5	138.50	136.50	122.50-152.00	-	-	-	5	8	2	15	40	33	54	214	277	292	291	153	141	66	40	29	16	9	9	9		
NONMANUFACTURING -----	1,083	39.0	136.00	133.00	118.50-151.50	-	-	-	-	2	10	21	17	40	47	158	198	150	157	98	69	63	23	17	10	3	3	3		
PUBLIC UTILITIES -----	217	40.0	147.00	145.50	131.00-163.00	-	-	-	-	-	-	-	-	2	1	24	26	47	21	36	25	15	7	9	3	1	1	1		
SECRETARIES, CLASS A -----	334	39.5	155.50	155.00	137.50-173.00	-	-	-	-	1	1	1	7	4	1	16	19	46	61	34	39	47	19	17	12	9	6	6		
MANUFACTURING -----	247	39.5	156.00	155.50	141.00-171.50	-	-	-	-	-	-	-	6	-	-	12	9	33	59	26	35	34	14	8	5	6	3			
NONMANUFACTURING -----	87	38.5	154.50	154.00	125.00-185.00	-	-	-	-	1	1	1	1	4	1	4	10	13	2	8	4	13	5	9	7	3	3	3		
SECRETARIES, CLASS B -----	768	39.5	144.50	144.50	129.50-160.00	-	-	-	5	-	8	10	8	3	10	53	103	91	176	112	107	44	21	11	3	3	3	3		
MANUFACTURING -----	443	40.0	146.00	145.50	133.00-158.50	-	-	-	5	-	-	-	-	-	2	33	56	57	116	74	61	21	11	3	1	3	3	3		
NONMANUFACTURING -----	325	39.0	142.50	143.50	126.00-161.50	-	-	-	-	-	8	10	8	3	8	20	47	34	60	38	46	23	10	8	2	-	-	-		
PUBLIC UTILITIES -----	57	40.0	152.50	161.00	132.50-172.50	-	-	-	-	-	-	-	-	1	-	11	2	2	9	3	15	8	3	3	-	-	-	-		
SECRETARIES, CLASS C -----	1,159	39.5	134.00	131.50	120.50-144.00	-	-	-	-	5	2	15	15	37	34	169	270	215	188	81	46	29	23	18	11	-	-	-		
MANUFACTURING -----	701	40.0	133.50	131.50	121.00-142.00	-	-	-	-	5	2	9	13	21	16	93	163	167	99	40	27	3	15	18	10	-	-	-		
NONMANUFACTURING -----	458	38.5	134.50	130.50	119.50-147.50	-	-	-	-	-	-	6	3	16	18	76	107	48	89	41	19	26	8	-	1	-	-	-		
PUBLIC UTILITIES -----	77	40.0	149.50	152.00	137.00-160.00	-	-	-	-	-	-	-	-	1	1	-	13	7	12	25	9	6	2	-	1	-	-	-		
SECRETARIES, CLASS D -----	492	39.5	123.00	120.00	110.50-136.00	-	-	-	-	4	1	10	25	26	53	130	80	89	23	24	18	9	-	-	-	-	-	-		
MANUFACTURING -----	294	39.5	123.00	119.50	109.50-135.50	-	-	-	-	3	-	5	21	12	36	76	49	35	17	13	18	8	-	-	-	-	-	-		
NONMANUFACTURING -----	198	39.5	122.00	121.00	112.00-136.00	-	-	-	-	1	1	4	4	14	17	54	31	54	6	11	-	1	-	-	-	-	-	-		
STENOGRAPHERS, GENERAL -----	883	39.5	106.50	103.00	92.00-116.50	-	-	8	6	48	101	138	78	105	88	150	42	43	22	37	13	4	-	-	-	-	-	-		
MANUFACTURING -----	543	40.0	106.00	102.50	93.00-115.50	-	-	5	-	28	55	87	50	86	49	98	18	23	10	26	4	4	-	-	-	-	-	-		
NONMANUFACTURING -----	340	39.0	107.50	104.50	91.00-119.00	-	-	3	6	20	46	51	28	19	39	52	24	20	12	11	9	-	-	-	-	-	-	-		
PUBLIC UTILITIES -----	140	40.0	121.00	116.00	106.00-136.50	-	-	-	-	-	3	3	13	10	25	29	18	11	9	10	9	-	-	-	-	-	-	-		
STENOGRAPHERS, SENIOR -----	970	39.5	124.50	117.50	107.50-133.00	-	-	-	3	7	13	57	94	126	249	152	65	30	33	46	50	34	1	-	-	-	-	-		
MANUFACTURING -----	687	40.0	126.50	118.00	108.50-137.50	-	-	-	-	1	4	11	35	62	87	179	111	30	23	23	31	54	34	1	-	-	-	-		
NONMANUFACTURING -----	283	39.5	120.50	117.50	106.50-130.50	-	-	-	-	2	3	2	21	32	39	70	41	35	7	10	15	6	-	-	-	-	-	-		
PUBLIC UTILITIES -----	35	40.0	142.00	145.00	114.50-168.50	-	-	-	-	-	-	-	-	-	-	11	3	1	3	4	7	6	-	-	-	-	-	-		
SWITCHBOARD OPERATORS, CLASS A -----	128	39.5	118.00	116.00	103.50-129.50	-	-	-	-	-	3	11	8	15	14	23	24	14	4	4	8	-	-	-	-	-	-	-		
MANUFACTURING -----	90	39.5	121.50	121.00	108.00-131.50	-	-	-	-	-	2	-	7	7	12	16	22	12	3	4	5	-	-	-	-	-	-	-		
SWITCHBOARD OPERATORS, CLASS B -----	110	40.0	95.50	92.00	83.00-102.50	-	-	4	11	21	16	9	18	8	3	13	-	2	4	1	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	102	40.0	95.50	90.50	82.50-103.50	-	-	4	11	21	15	5	16	8	2	13	-	2	4	1	-	-	-	-	-	-	-	-		
SWITCHBOARD OPERATOR-RECEPTIONISTS -----	456	39.5	106.00	106.00	96.00-118.50	-	-	-	15	39	40	11	50	58	70	75	57	27	11	3	-	-	-	-	-	-	-	-		
MANUFACTURING -----	232	40.0	110.00	109.00	101.00-119.50	-	-	-	-	-	17	10	27	20	54	48	28	25	1	2	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	224	39.0	102.00	101.50	85.50-117.50	-	-	-	15	39	23	1	23	38	16	27	29	2	10	1	-	-	-	-	-	-	-	-		

See footnotes at end of tables.



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, Milwaukee, Wis., May 1971)

Sex, occupation, and industry division	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly earnings <sup>1</sup> (standard)			Number of workers receiving straight-time weekly earnings of—																						
			Mean <sup>2</sup>	Median <sup>2</sup>	Middle range <sup>2</sup>	\$ 60 and under	\$ 65	\$ 70	\$ 75	\$ 80	\$ 85	\$ 90	\$ 95	\$ 100	\$ 105	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210 and over		
						65	70	75	80	85	90	95	100	105	110	120	130	140	150	160	170	180	190	200	210	over		
WOMEN - CONTINUED																												
TRANSCRIBING-MACHINE OPERATORS, GENERAL -----	333	39.5	\$ 107.00	\$ 108.50	\$ 97.50-115.00	-	-	10	7	19	25	7	32	39	42	97	29	16	4	4	2	-	-	-	-	-	-	-
MANUFACTURING -----	197	40.0	108.50	110.50	97.50-117.00	-	-	10	5	4	15	1	27	13	21	66	10	15	4	4	2	-	-	-	-	-	-	
NONMANUFACTURING -----	136	39.0	105.00	106.00	96.00-113.00	-	-	-	2	15	10	6	5	26	21	31	19	1	-	-	-	-	-	-	-	-	-	
TYPISTS, CLASS A -----	676	39.5	112.50	105.50	97.50-122.00	-	-	-	8	24	49	50	78	125	76	90	27	39	45	30	19	15	-	1	-	-	-	
MANUFACTURING -----	466	40.0	113.50	105.00	97.50-126.00	-	-	-	-	15	30	38	69	81	52	52	20	29	27	19	18	15	-	1	-	-		
NONMANUFACTURING -----	210	39.5	110.00	106.00	97.50-117.00	-	-	-	8	9	19	12	9	44	24	38	7	10	18	11	1	-	-	-	-	-		
TYPISTS, CLASS B -----	1,103	39.5	91.50	89.50	84.00- 98.00	-	10	20	85	205	265	175	118	85	52	41	33	11	3	-	-	-	-	-	-	-		
MANUFACTURING -----	437	40.0	93.00	91.00	84.50-100.50	-	2	8	33	75	84	81	41	51	22	27	4	8	1	-	-	-	-	-	-	-		
NONMANUFACTURING -----	666	39.0	91.00	88.50	83.50- 96.50	-	8	12	52	130	181	94	77	34	30	14	29	3	2	-	-	-	-	-	-	-		

See footnotes at end of tables.



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, Milwaukee, Wis., May 1971)

Sex, occupation, and industry division	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly earnings <sup>1</sup> (standard)			Number of workers receiving straight-time weekly earnings of—																						
			Mean <sup>2</sup>	Median <sup>2</sup>	Middle range <sup>2</sup>	\$ 60 and under	\$ 65	\$ 70	\$ 75	\$ 80	\$ 85	\$ 90	\$ 95	\$ 100	\$ 105	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210 and over		
						65	70	75	80	85	90	95	100	105	110	120	130	140	150	160	170	180	190	200	210	over		
WOMEN - CONTINUED																												
SECRETARIES - CONTINUED																												
SECRETARIES, CLASS A -----	177	39.5	\$ 164.00	\$ 165.00	\$ 148.00-183.00	-	-	-	-	1	1	1	1	4	1	4	6	15	15	22	26	31	17	14	10	8		
MANUFACTURING -----	136	39.5	168.00	167.00	156.00-180.00	-	-	-	-	-	-	-	-	-	-	-	4	11	13	21	24	30	14	8	5	6		
SECRETARIES, CLASS B -----	397	39.5	155.00	153.50	143.00-166.50	-	-	-	-	-	-	-	-	-	2	9	16	43	101	79	75	41	17	10	1	3		
MANUFACTURING -----	310	40.0	152.50	151.00	141.50-162.50	-	-	-	-	-	-	-	-	-	2	9	14	39	83	70	54	21	11	3	1	3		
NONMANUFACTURING -----	87	39.0	164.00	166.00	149.00-176.50	-	-	-	-	-	-	-	-	-	-	-	2	4	18	9	21	20	6	7	-	-		
PUBLIC UTILITIES -----	34	40.0	167.00	167.00	150.50-177.50	-	-	-	-	-	-	-	-	-	-	-	-	1	4	3	15	7	1	3	-	-		
SECRETARIES, CLASS C -----	788	39.5	136.50	133.00	123.00-144.50	-	-	-	-	2	5	3	12	15	105	190	181	119	58	35	11	23	18	11	-	-		
MANUFACTURING -----	607	40.0	136.00	132.50	123.00-142.50	-	-	-	-	2	4	-	8	12	82	153	155	90	36	19	3	15	18	10	-	-		
NONMANUFACTURING -----	181	39.0	139.50	137.50	123.00-155.50	-	-	-	-	-	1	3	4	3	23	37	26	29	22	16	8	8	-	1	-	-		
PUBLIC UTILITIES -----	45	40.0	153.50	156.50	137.50-168.00	-	-	-	-	-	-	-	1	-	-	7	5	4	10	9	6	2	-	1	-	-		
SECRETARIES, CLASS D -----	311	40.0	126.50	125.50	113.50-138.00	-	-	-	-	4	1	6	13	19	18	55	72	64	21	11	18	9	-	-	-	-		
MANUFACTURING -----	203	40.0	126.00	123.00	111.50-140.50	-	-	-	-	3	-	6	10	12	13	44	49	15	17	8	18	8	-	-	-	-		
NONMANUFACTURING -----	108	39.5	127.00	131.50	119.50-137.50	-	-	-	-	1	1	-	3	7	5	11	23	49	4	3	-	1	-	-	-	-		
STENOGRAPHERS, GENERAL -----	629	40.0	107.50	103.50	92.50-115.50	-	-	8	4	37	61	92	55	80	80	87	37	18	18	36	12	4	-	-	-	-		
MANUFACTURING -----	417	40.0	106.00	102.00	92.00-112.50	-	-	5	-	23	43	75	40	61	47	55	18	6	10	26	4	4	-	-	-	-		
NONMANUFACTURING -----	212	39.5	110.50	107.50	94.00-122.50	-	-	3	4	14	18	17	15	19	33	32	19	12	8	10	8	-	-	-	-	-		
PUBLIC UTILITIES -----	129	40.0	119.50	114.50	106.00-131.00	-	-	-	-	-	3	3	12	10	25	28	16	10	5	9	8	-	-	-	-	-		
STENOGRAPHERS, SENIOR -----	720	39.5	126.00	118.00	106.50-141.50	-	-	-	-	3	7	13	51	84	77	161	107	33	21	31	41	56	34	1	-	-		
MANUFACTURING -----	593	40.0	128.00	119.00	108.00-146.00	-	-	-	-	1	4	11	36	58	62	140	95	26	17	23	31	54	34	1	-	-		
NONMANUFACTURING -----	127	39.0	118.50	110.50	102.00-130.00	-	-	-	-	2	3	2	15	26	15	21	12	7	4	8	10	2	-	-	-	-		
SWITCHBOARD OPERATORS, CLASS A ----	104	39.5	119.00	117.50	105.00-130.50	-	-	-	-	-	3	3	8	12	10	23	19	13	3	4	6	-	-	-	-	-		
MANUFACTURING -----	81	39.5	121.50	120.50	108.00-133.00	-	-	-	-	-	2	-	7	7	8	16	17	12	3	4	5	-	-	-	-	-		
SWITCHBOARD OPERATORS, CLASS B ----	53	40.0	101.50	98.50	89.50-114.50	-	-	1	2	5	6	9	6	3	3	13	-	2	3	-	-	-	-	-	-	-		
SWITCHBOARD OPERATOR-RECEPTIONISTS-	93	40.0	113.50	113.00	103.00-123.00	-	-	-	-	-	6	-	8	16	6	23	22	8	1	3	-	-	-	-	-	-		
MANUFACTURING -----	87	40.0	113.00	113.00	103.00-123.00	-	-	-	-	-	6	-	7	15	6	23	19	8	1	2	-	-	-	-	-	-		
TRANSCRIBING-MACHINE OPERATORS, GENERAL -----	94	39.5	115.50	113.00	103.50-125.00	-	-	-	1	1	2	1	5	21	10	25	13	5	4	4	2	-	-	-	-	-		
MANUFACTURING -----	64	40.0	119.50	117.50	108.00-129.00	-	-	-	1	-	2	1	-	9	5	22	10	4	4	4	2	-	-	-	-	-		
TYPISTS, CLASS A -----	539	39.5	114.00	105.50	97.00-131.50	-	-	-	8	23	32	42	76	82	55	61	22	33	41	29	19	15	-	1	-	-		
MANUFACTURING -----	453	40.0	114.00	105.00	97.00-128.00	-	-	-	-	15	30	38	69	73	47	52	20	29	27	19	18	15	-	1	-	-		
NONMANUFACTURING -----	86	39.5	114.00	108.50	94.50-143.00	-	-	-	8	8	2	4	7	9	8	9	2	4	14	10	1	-	-	-	-	-		
TYPISTS, CLASS B -----	646	40.0	93.00	89.50	84.00- 99.50	-	2	20	40	123	147	102	59	51	31	38	19	11	3	-	-	-	-	-	-	-		
MANUFACTURING -----	351	40.0	92.50	89.50	83.50- 99.00	-	2	8	23	75	72	59	30	25	17	27	4	8	1	-	-	-	-	-	-	-		
NONMANUFACTURING -----	295	39.5	93.00	89.50	84.50- 99.50	-	-	12	17	48	75	43	29	26	14	11	15	3	2	-	-	-	-	-	-	-		

See footnotes at end of tables.





Table A-2. Professional and technical occupations—men and women—Continued

(Average straight-time weekly hours and earnings for selected occupations studied on an area basis by industry division, Milwaukee, Wis., May 1971)

Sex, occupation, and industry division	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly earnings <sup>1</sup> (standard)			Number of workers receiving straight-time weekly earnings of—																										
			Mean <sup>2</sup>	Median <sup>2</sup>	Middle range <sup>2</sup>	\$ 70 and under	\$ 80	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220	\$ 230	\$ 240	\$ 250	\$ 260	\$ 270						
						80	90	100	110	120	130	140	150	160	170	180	190	200	210	220	230	240	250	260	270	over						
WOMEN - CONTINUED																																
COMPUTER OPERATORS, CLASS C -----	64	39.5	\$ 106.50	\$ 104.00	\$ 100.50-129.00	-	15	-	23	9	1	14	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
COMPUTER PROGRAMERS, BUSINESS, CLASS B -----	61	39.0	182.50	181.50	168.00-197.50	-	-	-	-	-	1	1	1	2	14	11	6	13	5	5	2	-	-	-	-	-	-	-	-	-		
NURSES, INDUSTRIAL (REGISTERED) ---	160	40.0	164.00	159.00	151.00-177.00	-	-	-	-	-	-	13	25	50	17	25	17	6	4	-	2	-	-	-	1	-	-	-	-			
MANUFACTURING -----	143	40.0	164.00	159.00	150.00-177.00	-	-	-	-	-	-	13	23	43	15	22	15	5	4	-	2	-	-	-	1	-	-	-	-			

See footnotes at end of tables.



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, Milwaukee, Wis., May 1971)

Sex, occupation, and industry division	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly earnings <sup>1</sup> (standard)			Number of workers receiving straight-time weekly earnings of—																											
			Mean <sup>2</sup>	Median <sup>2</sup>	Middle range <sup>2</sup>	\$ 90 and under	\$ 100 -	\$ 110 -	\$ 120 -	\$ 130 -	\$ 140 -	\$ 150 -	\$ 160 -	\$ 170 -	\$ 180 -	\$ 190 -	\$ 200 -	\$ 210 -	\$ 220 -	\$ 230 -	\$ 240 -	\$ 250 -	\$ 260 -	\$ 270 -	\$ 280 -	\$ 290 and over							
						100	110	120	130	140	150	160	170	180	190	200	210	220	230	240	250	260	270	280	290	over							
MEN																																	
COMPUTER OPERATORS, CLASS A -----	138	39.5	\$ 164.00	\$ 164.00	\$ 148.50-177.00	-	-	-	4	8	27	24	25	26	11	4	4	3	2	-	-	-	-	-	-	-	-	-	-	-			
MANUFACTURING -----	85	39.5	164.00	165.00	147.50-178.00	-	-	-	2	6	19	11	12	18	9	3	2	2	1	-	-	-	-	-	-	-	-	-	-	-			
NONMANUFACTURING -----	53	39.5	163.50	163.50	151.00-175.50	-	-	-	2	2	8	13	13	8	2	1	2	1	1	-	-	-	-	-	-	-	-	-	-	-			
COMPUTER OPERATORS, CLASS B -----																																	
COMPUTER OPERATORS, CLASS B -----	152	39.5	143.50	140.00	131.00-151.00	-	-	5	31	41	36	21	9	-	1	3	3	-	2	-	-	-	-	-	-	-	-	-	-	-			
MANUFACTURING -----	87	40.0	147.50	144.00	130.00-156.00	-	-	1	21	11	26	12	8	-	-	3	3	-	2	-	-	-	-	-	-	-	-	-	-	-			
NONMANUFACTURING -----	65	39.5	138.50	138.00	132.50-146.00	-	-	4	10	30	10	9	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
COMPUTER OPERATORS, CLASS C -----																																	
COMPUTER OPERATORS, CLASS C -----	90	39.5	128.00	124.00	115.00-137.50	1	9	27	13	23	4	10	-	-	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
MANUFACTURING -----	50	40.0	136.50	134.50	123.50-150.50	-	5	3	9	17	4	9	-	-	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
COMPUTER PROGRAMERS, BUSINESS, CLASS A -----																																	
COMPUTER PROGRAMERS, BUSINESS, CLASS A -----	176	39.5	226.50	223.00	206.00-247.50	-	-	-	-	-	-	1	4	3	11	10	31	24	14	25	14	9	11	11	4	4	-	-	-	-			
MANUFACTURING -----	109	40.0	229.50	231.00	208.00-256.50	-	-	-	-	-	-	-	2	-	10	5	16	17	4	20	7	5	9	9	3	2	-	-	-	-			
NONMANUFACTURING -----	67	39.5	221.50	220.00	203.00-242.50	-	-	-	-	-	-	1	2	3	1	5	15	7	10	5	7	4	2	2	1	2	-	-	-	-			
COMPUTER PROGRAMERS, BUSINESS, CLASS B -----																																	
COMPUTER PROGRAMERS, BUSINESS, CLASS B -----	162	39.5	189.50	188.50	171.00-208.50	-	-	-	-	1	12	10	15	20	28	24	14	13	11	10	3	1	-	-	-	-	-	-	-	-			
MANUFACTURING -----	116	40.0	189.00	187.50	170.00-206.00	-	-	-	-	-	10	7	12	16	21	15	9	4	9	10	2	1	-	-	-	-	-	-	-	-			
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS A -----																																	
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS A -----	177	39.5	267.00	266.00	240.50-285.50	-	-	-	-	-	-	-	-	-	-	-	3	8	7	26	12	22	21	24	14	40	-	-	-	-			
MANUFACTURING -----	116	40.0	264.00	261.00	237.00-284.00	-	-	-	-	-	-	-	-	-	-	-	2	7	5	20	10	13	14	13	7	*25	-	-	-	-			
NONMANUFACTURING -----	61	39.5	272.50	272.00	255.50-292.50	-	-	-	-	-	-	-	-	-	-	-	1	1	2	6	2	9	7	11	7	**15	-	-	-	-			
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B -----																																	
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B -----	178	39.5	232.50	232.00	211.50-253.50	-	-	-	-	-	-	1	1	1	9	11	19	25	15	32	13	24	11	8	-	8	-	-	-	-			
MANUFACTURING -----	108	40.0	227.00	223.00	206.50-241.00	-	-	-	-	-	-	-	1	-	9	8	15	19	7	22	7	7	5	1	-	7	-	-	-	-			
NONMANUFACTURING -----	70	39.5	240.50	245.50	223.50-259.00	-	-	-	-	-	-	1	-	1	-	3	4	6	8	10	6	17	6	7	-	1	-	-	-	-			
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS C -----																																	
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS C -----	85	40.0	200.00	200.00	186.00-213.00	-	-	-	-	1	1	1	8	5	13	14	17	15	4	1	-	1	1	1	1	1	-	-	-	-			
DRAFTSMEN, CLASS A -----																																	
DRAFTSMEN, CLASS A -----	536	40.0	194.00	187.00	172.00-207.00	-	-	-	-	1	11	25	74	96	87	67	60	38	17	13	8	7	11	2	5	14	-	-	-	-			
MANUFACTURING -----	518	40.0	193.00	186.00	171.50-206.00	-	-	-	-	1	11	25	74	95	86	64	58	32	16	12	8	5	10	2	5	14	-	-	-	-			
DRAFTSMEN, CLASS B -----																																	
DRAFTSMEN, CLASS B -----	322	40.0	167.50	162.50	146.00-187.00	-	-	1	8	35	56	47	46	32	34	27	14	1	5	9	5	1	1	-	-	-	-	-	-	-			
MANUFACTURING -----	274	40.0	163.50	158.00	144.00-179.50	-	-	1	8	35	56	46	39	22	33	9	11	1	2	6	4	1	-	-	-	-	-	-	-	-			
DRAFTSMEN, CLASS C -----																																	
DRAFTSMEN, CLASS C -----	292	40.0	140.00	140.00	127.00-151.50	-	16	22	55	54	67	35	20	17	4	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-			
MANUFACTURING -----	271	40.0	140.50	140.50	126.50-153.00	-	16	21	49	47	61	34	20	17	4	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-			
DRAFTSMEN-TRACERS -----																																	
DRAFTSMEN-TRACERS -----	75	40.0	113.00	115.50	108.50-121.50	11	10	32	15	6	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
MANUFACTURING -----	75	40.0	113.00	115.50	108.50-121.50	11	10	32	15	6	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
WOMEN																																	
COMPUTER PROGRAMERS, BUSINESS, CLASS B -----																																	
COMPUTER PROGRAMERS, BUSINESS, CLASS B -----	61	39.0	182.50	181.50	168.00-197.50	-	-	-	1	1	1	2	14	11	6	13	5	5	2	-	-	-	-	-	-	-	-	-	-	-			
NURSES, INDUSTRIAL (REGISTERED) -----																																	
NURSES, INDUSTRIAL (REGISTERED) -----	130	39.5	165.50	164.00	149.00-179.50	-	-	-	-	9	25	27	17	22	17	6	4	-	2	-	-	1	-	-	-	-	-	-	-	-			
MANUFACTURING -----	114	40.0	166.00	164.00	147.50-179.50	-	-	-	-	9	23	21	15	19	15	5	4	-	2	-	-	1	-	-	-	-	-	-	-	-			

\* Workers were distributed as follows: 7 at \$290 to \$300; 12 at \$300 to \$320; 2 at \$320 to \$340; and 4 at \$340 and over.

\*\* Workers were distributed as follows: 4 at \$290 to \$300; 7 at \$300 to \$320; 3 at \$320 to \$340; and 1 at \$340 and over.

See footnotes at end of tables.

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, Milwaukee, Wis., May 1971)

Occupation and industry division	Number of workers	Average		Occupation and industry division	Number of workers	Average		Occupation and industry division	Number of workers	Average	
		Weekly hours <sup>1</sup> (standard)	Weekly earnings <sup>1</sup> (standard)			Weekly hours <sup>1</sup> (standard)	Weekly earnings <sup>1</sup> (standard)			Weekly hours <sup>1</sup> (standard)	Weekly earnings <sup>1</sup> (standard)
OFFICE OCCUPATIONS				OFFICE OCCUPATIONS - CONTINUED				PROFESSIONAL AND TECHNICAL OCCUPATIONS			
BILLERS, MACHINE (BOOKKEEPING MACHINE) -----	57	40.0	\$ 107.50	SECRETARIES -----	2,771	39.5	\$ 137.50	COMPUTER OPERATORS, CLASS A -----	192	39.5	\$ 167.50
BOOKKEEPING-MACHINE OPERATORS, CLASS A -----	148	39.5	119.00	MANUFACTURING -----	1,686	39.5	138.50	MANUFACTURING -----	107	40.0	163.00
MANUFACTURING -----	63	39.5	111.50	NONMANUFACTURING -----	1,085	39.0	136.00	NONMANUFACTURING -----	85	39.5	173.00
NONMANUFACTURING -----	85	40.0	125.00	PUBLIC UTILITIES -----	219	40.0	147.50	COMPUTER OPERATORS, CLASS B -----	301	39.5	137.00
BOOKKEEPING-MACHINE OPERATORS, CLASS B -----	255	40.0	94.50	SECRETARIES, CLASS A -----	335	39.5	156.00	MANUFACTURING -----	128	40.0	148.00
MANUFACTURING -----	92	40.0	107.50	MANUFACTURING -----	248	39.5	156.00	NONMANUFACTURING -----	173	39.5	129.00
NONMANUFACTURING -----	163	39.5	87.00	NONMANUFACTURING -----	87	38.5	154.50	COMPUTER OPERATORS, CLASS C -----	167	39.5	119.00
CLERKS, ACCOUNTING, CLASS A -----	866	39.5	139.50	SECRETARIES, CLASS B -----	768	39.5	144.50	MANUFACTURING -----	91	40.0	128.00
MANUFACTURING -----	432	40.0	147.50	MANUFACTURING -----	443	40.0	146.00	NONMANUFACTURING -----	76	39.0	108.50
NONMANUFACTURING -----	434	39.0	131.50	NONMANUFACTURING -----	325	39.0	142.50	COMPUTER PROGRAMERS, BUSINESS, CLASS A -----	268	39.5	220.00
PUBLIC UTILITIES -----	52	40.0	152.00	PUBLIC UTILITIES -----	57	40.0	152.50	MANUFACTURING -----	141	39.5	227.00
CLERKS, ACCOUNTING, CLASS B -----	1,446	39.5	104.00	SECRETARIES, CLASS C -----	1,161	39.5	134.00	NONMANUFACTURING -----	127	39.5	212.00
MANUFACTURING -----	618	39.5	109.50	MANUFACTURING -----	701	40.0	133.50	COMPUTER PROGRAMERS, BUSINESS, CLASS B -----	247	39.5	186.50
NONMANUFACTURING -----	828	39.0	100.00	NONMANUFACTURING -----	460	38.5	134.50	MANUFACTURING -----	148	40.0	186.50
CLERKS, FILE, CLASS A -----	104	39.5	114.00	PUBLIC UTILITIES -----	79	40.0	150.50	NONMANUFACTURING -----	99	39.0	186.00
MANUFACTURING -----	74	40.0	116.00	SECRETARIES, CLASS D -----	492	39.5	123.00	COMPUTER PROGRAMERS, BUSINESS, CLASS C -----	82	39.5	159.00
CLERKS, FILE, CLASS B -----	461	39.5	94.50	MANUFACTURING -----	294	39.5	123.00	NONMANUFACTURING -----	51	39.0	160.50
MANUFACTURING -----	207	40.0	97.50	NONMANUFACTURING -----	198	39.5	122.00	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS A -----	202	39.5	265.00
NONMANUFACTURING -----	254	39.0	92.00	STENOGRAPHERS, GENERAL -----	883	39.5	106.50	MANUFACTURING -----	126	40.0	262.50
PUBLIC UTILITIES -----	34	40.0	106.50	MANUFACTURING -----	543	40.0	106.00	NONMANUFACTURING -----	76	39.5	268.50
CLERKS, FILE, CLASS C -----	179	39.0	81.50	NONMANUFACTURING -----	340	39.0	107.50	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B -----	235	39.5	226.00
MANUFACTURING -----	70	40.0	77.50	PUBLIC UTILITIES -----	140	40.0	121.00	MANUFACTURING -----	138	40.0	222.50
NONMANUFACTURING -----	109	38.5	83.50	STENOGRAPHERS, SENIOR -----	970	39.5	124.50	NONMANUFACTURING -----	97	39.5	231.00
CLERKS, ORDER -----	574	40.0	109.50	MANUFACTURING -----	687	40.0	126.50	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS C -----	99	40.0	199.00
MANUFACTURING -----	243	39.5	121.00	NONMANUFACTURING -----	283	39.5	120.50	MANUFACTURING -----	56	40.0	196.50
NONMANUFACTURING -----	331	40.0	101.00	PUBLIC UTILITIES -----	35	40.0	142.00	DRAFTSMEN, CLASS A -----	768	40.0	191.50
CLERKS, PAYROLL -----	609	39.5	123.00	SWITCHBOARD OPERATORS, CLASS A -----	129	39.5	118.50	MANUFACTURING -----	734	40.0	191.50
MANUFACTURING -----	418	40.0	124.00	MANUFACTURING -----	90	39.5	121.50	DRAFTSMEN, CLASS B -----	706	40.0	160.00
NONMANUFACTURING -----	191	39.5	120.00	SWITCHBOARD OPERATORS, CLASS B -----	110	40.0	95.50	MANUFACTURING -----	640	40.0	158.00
PUBLIC UTILITIES -----	25	40.0	144.00	NONMANUFACTURING -----	102	40.0	95.50	NONMANUFACTURING -----	66	40.0	179.50
COMPTOMETER OPERATORS -----	289	39.0	105.00	SWITCHBOARD OPERATOR-RECEPTIONISTS -----	456	39.5	106.00	DRAFTSMEN, CLASS C -----	470	40.0	133.00
MANUFACTURING -----	101	40.0	113.00	MANUFACTURING -----	232	40.0	110.00	MANUFACTURING -----	432	40.0	133.50
NONMANUFACTURING -----	188	38.5	100.50	NONMANUFACTURING -----	224	39.0	102.00	DRAFTSMEN-TRACERS -----	129	40.0	105.50
KEYPUNCH OPERATORS, CLASS A -----	814	39.5	115.00	TABULATING-MACHINE OPERATORS, CLASS B -----	59	39.0	125.50	MANUFACTURING -----	121	40.0	107.00
MANUFACTURING -----	421	40.0	112.50	TRANSCRIBING-MACHINE OPERATORS, GENERAL -----	333	39.5	107.00	NURSES, INDUSTRIAL (REGISTERED) -----	160	40.0	164.00
NONMANUFACTURING -----	393	39.5	117.50	MANUFACTURING -----	197	40.0	108.50	MANUFACTURING -----	143	40.0	164.00
KEYPUNCH OPERATORS, CLASS B -----	787	39.5	100.50	NONMANUFACTURING -----	136	39.0	105.00				
MANUFACTURING -----	405	39.5	106.50	TYPISTS, CLASS A -----	676	39.5	112.50				
NONMANUFACTURING -----	382	39.5	94.00	MANUFACTURING -----	466	40.0	113.50				
PUBLIC UTILITIES -----	54	40.0	103.50	NONMANUFACTURING -----	210	39.5	110.00				
OFFICE BOYS AND GIRLS -----	372	39.0	89.50	TYPISTS, CLASS B -----	1,104	39.5	92.00				
MANUFACTURING -----	135	40.0	92.50	MANUFACTURING -----	438	40.0	93.00				
NONMANUFACTURING -----	237	38.5	88.00	NONMANUFACTURING -----	666	39.0	91.00				

See footnotes at end of tables.



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, Milwaukee, Wis., May 1971)

Occupation and industry division	Number of workers	Average		Occupation and industry division	Number of workers	Average		Occupation and industry division	Number of workers	Average	
		Weekly hours <sup>1</sup> (standard)	Weekly earnings <sup>1</sup> (standard)			Weekly hours <sup>1</sup> (standard)	Weekly earnings <sup>1</sup> (standard)			Weekly hours <sup>1</sup> (standard)	Weekly earnings <sup>1</sup> (standard)
OFFICE OCCUPATIONS				OFFICE OCCUPATIONS - CONTINUED				PROFESSIONAL AND TECHNICAL OCCUPATIONS - CONTINUED			
BOOKKEEPING-MACHINE OPERATORS, CLASS B -----	56	40.0	\$ 106.00	SECRETARIES - CONTINUED			\$	COMPUTER OPERATORS, CLASS B -----	199	40.0	\$ 137.50
CLERKS, ACCOUNTING, CLASS A -----	389	39.5	147.00	SECRETARIES, CLASS B -----	397	39.5	155.00	MANUFACTURING -----	96	40.0	145.50
MANUFACTURING -----	253	40.0	149.00	MANUFACTURING -----	310	40.0	152.50	NONMANUFACTURING -----	103	39.5	129.50
NONMANUFACTURING -----	136	39.0	143.00	NONMANUFACTURING -----	87	39.0	164.00	COMPUTER OPERATORS, CLASS C -----	103	39.5	127.50
CLERKS, ACCOUNTING, CLASS B -----	701	39.5	108.00	PUBLIC UTILITIES -----	34	40.0	167.00	MANUFACTURING -----	57	40.0	135.50
MANUFACTURING -----	296	40.0	113.00	SECRETARIES, CLASS C -----	790	39.5	137.00	COMPUTER PROGRAMERS, BUSINESS, CLASS A -----	211	39.5	223.50
NONMANUFACTURING -----	405	39.5	104.00	MANUFACTURING -----	607	40.0	136.00	MANUFACTURING -----	116	40.0	229.00
CLERKS, FILE, CLASS A -----	60	40.0	117.50	NONMANUFACTURING -----	183	39.0	140.00	NONMANUFACTURING -----	95	39.5	216.50
MANUFACTURING -----	52	40.0	115.50	PUBLIC UTILITIES -----	47	40.0	155.50	COMPUTER PROGRAMERS, BUSINESS, CLASS B -----	223	39.5	187.50
CLERKS, FILE, CLASS B -----	307	39.5	97.50	SECRETARIES, CLASS D -----	311	40.0	126.50	MANUFACTURING -----	133	40.0	187.50
MANUFACTURING -----	188	40.0	98.50	MANUFACTURING -----	203	40.0	126.00	NONMANUFACTURING -----	90	39.0	188.00
NONMANUFACTURING -----	119	39.0	96.50	NONMANUFACTURING -----	108	39.5	127.00	COMPUTER PROGRAMERS, BUSINESS, CLASS C -----	60	39.5	162.50
CLERKS, ORDER -----	358	40.0	111.00	STENOGRAPHERS, GENERAL -----	629	40.0	107.50	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS A -----	185	39.5	265.50
MANUFACTURING -----	167	40.0	124.50	MANUFACTURING -----	417	40.0	106.00	MANUFACTURING -----	122	40.0	262.50
CLERKS, PAYROLL -----	252	39.5	127.50	NONMANUFACTURING -----	212	39.5	110.50	NONMANUFACTURING -----	63	39.5	272.00
MANUFACTURING -----	183	40.0	129.00	PUBLIC UTILITIES -----	129	40.0	119.50	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B -----	200	39.5	230.00
NONMANUFACTURING -----	69	39.5	123.50	STENOGRAPHERS, SENIOR -----	720	39.5	126.00	MANUFACTURING -----	120	40.0	224.50
COMPTOMETER OPERATORS -----	151	38.5	102.50	MANUFACTURING -----	593	40.0	128.00	NONMANUFACTURING -----	80	39.0	238.00
NONMANUFACTURING -----	109	37.5	97.50	NONMANUFACTURING -----	127	39.0	118.50	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS C -----	98	40.0	199.00
KEYPUNCH OPERATORS, CLASS A -----	563	39.5	117.00	SWITCHBOARD OPERATORS, CLASS A ----	105	39.5	119.50	MANUFACTURING -----	56	40.0	196.50
MANUFACTURING -----	270	40.0	116.00	MANUFACTURING -----	81	39.5	121.50	MANUFACTURING -----	519	40.0	193.00
NONMANUFACTURING -----	293	39.5	118.00	SWITCHBOARD OPERATORS, CLASS B ----	53	40.0	101.50	DRAFTSMEN, CLASS A -----	537	40.0	194.00
KEYPUNCH OPERATORS, CLASS B -----	456	39.5	106.50	SWITCHBOARD OPERATOR-RECEPTIONISTS-	93	40.0	113.50	MANUFACTURING -----	332	40.0	167.50
MANUFACTURING -----	277	40.0	113.00	MANUFACTURING -----	87	40.0	113.00	MANUFACTURING -----	284	40.0	163.00
NONMANUFACTURING -----	179	39.5	97.00	TRANSCRIBING-MACHINE OPERATORS, GENERAL -----	94	39.5	115.50	DRAFTSMEN, CLASS B -----	309	40.0	139.50
MESSENGERS (OFFICE BOYS AND GIRLS)-	201	39.5	96.50	MANUFACTURING -----	64	40.0	119.50	MANUFACTURING -----	287	40.0	139.50
MANUFACTURING -----	119	40.0	93.00	TYPISTS, CLASS A -----	539	39.5	114.00	DRAFTSMEN, CLASS C -----	93	40.0	112.00
NONMANUFACTURING -----	82	39.5	102.00	MANUFACTURING -----	453	40.0	114.00	MANUFACTURING -----	93	40.0	112.00
SECRETARIES -----	1,691	39.5	142.00	NONMANUFACTURING -----	86	39.5	114.00	NURSES, INDUSTRIAL (REGISTERED) ---	130	39.5	165.50
MANUFACTURING -----	1,257	40.0	142.00	TYPISTS, CLASS B -----	647	40.0	93.00	MANUFACTURING -----	114	40.0	166.00
NONMANUFACTURING -----	434	39.0	142.00	MANUFACTURING -----	352	40.0	92.50				
PUBLIC UTILITIES -----	145	40.0	153.00	NONMANUFACTURING -----	295	39.5	93.00				
SECRETARIES, CLASS A -----	178	39.5	164.00	PROFESSIONAL AND TECHNICAL OCCUPATIONS							
MANUFACTURING -----	137	39.5	168.00	COMPUTER OPERATORS, CLASS A -----	156	39.5	163.00				
				MANUFACTURING -----	94	40.0	163.50				
				NONMANUFACTURING -----	62	39.5	162.00				

See footnotes at end of tables.

Table A-4. Maintenance and powerplant occupations

(Average straight-time hourly earnings in selected occupations studied on an area basis by industry division, Milwaukee, Wis., May 1971)

Sex, occupation, and industry division	Number of workers	Hourly earnings <sup>3</sup>			Number of workers receiving straight-time hourly earnings of—																												
		Mean <sup>2</sup>	Median <sup>2</sup>	Middle range <sup>2</sup>	Under \$3.00	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	\$5.20	\$5.40	\$5.60	\$5.80	\$6.00	\$6.20	\$6.40	and over					
MEN		\$	\$	\$	\$																												
CARPENTERS, MAINTENANCE -----	221	4.66	4.53	4.13- 5.06	-	-	-	-	-	-	10	-	2	18	29	44	15	10	33	26	9	1	-	-	11	13	-	-					
MANUFACTURING -----	131	4.71	4.75	4.26- 5.09	-	-	-	-	-	-	-	-	2	6	5	44	5	7	29	17	4	1	-	-	11	-	-	-					
NONMANUFACTURING -----	90	4.58	4.10	4.00- 5.06	-	-	-	-	-	-	10	-	-	12	24	-	10	3	4	9	5	-	-	-	-	13	-	-					
PUBLIC UTILITIES -----	56	4.32	4.07	4.01- 4.89	-	-	-	-	-	-	-	-	-	12	24	-	4	1	4	9	2	-	-	-	-	-	-	-					
ELECTRICIANS, MAINTENANCE -----	1,035	5.23	5.08	4.72- 5.71	-	-	-	-	-	-	-	-	-	24	18	56	117	76	204	55	84	79	111	38	76	-	97	-					
MANUFACTURING -----	873	5.15	4.95	4.61- 5.69	-	-	-	-	-	-	-	-	-	23	18	56	116	74	204	55	2	72	91	7	76	-	79	-					
ENGINEERS, STATIONARY -----	176	4.33	4.28	3.91- 4.67	-	-	-	-	-	6	-	12	-	28	23	39	20	9	27	1	6	4	1	-	-	-	-	-					
MANUFACTURING -----	131	4.38	4.28	4.12- 4.81	-	-	-	-	-	-	-	-	-	26	23	36	9	2	26	-	4	4	1	-	-	-	-	-					
FIREMEN, STATIONARY BOILER -----	387	3.95	3.88	3.59- 4.43	18	3	16	-	16	2	48	14	53	67	30	15	30	21	42	-	12	-	-	-	-	-	-	-					
MANUFACTURING -----	313	4.07	3.95	3.74- 4.49	1	3	16	-	16	2	4	14	53	67	23	13	30	17	42	-	12	-	-	-	-	-	-	-					
NONMANUFACTURING -----	74	3.42	3.55	3.50- 3.59	*17	-	-	-	-	-	44	-	-	-	7	2	-	4	-	-	-	-	-	-	-	-	-	-					
HELPERS, MAINTENANCE TRADES -----	334	3.95	4.12	3.48- 4.39	22	10	1	9	25	21	4	17	10	31	50	52	64	18	-	-	-	-	-	-	-	-	-	-					
MANUFACTURING -----	127	3.82	3.93	3.49- 4.12	-	-	1	8	5	21	4	4	10	30	40	4	-	-	-	-	-	-	-	-	-	-	-	-					
NONMANUFACTURING -----	207	4.04	4.27	3.40- 4.53	22	10	-	1	20	-	-	13	-	1	10	48	64	18	-	-	-	-	-	-	-	-	-	-					
PUBLIC UTILITIES -----	154	4.36	4.43	4.24- 4.56	-	-	-	-	-	-	-	13	-	1	10	48	64	18	-	-	-	-	-	-	-	-	-	-					
MACHINE-TOOL OPERATORS, TOOLROOM --	657	4.90	5.01	4.64- 5.11	-	-	-	-	-	-	-	-	9	21	29	35	47	81	87	236	48	31	17	6	6	-	4	-					
MANUFACTURING -----	654	4.90	5.01	4.64- 5.11	-	-	-	-	-	-	-	-	9	21	29	35	44	81	87	236	48	31	17	6	6	-	4	-					
MACHINISTS, MAINTENANCE -----	584	5.10	5.16	4.81- 5.55	-	-	-	-	-	-	1	2	-	1	17	25	55	40	105	55	18	239	26	-	-	-	-	-					
MANUFACTURING -----	559	5.10	5.15	4.82- 5.55	-	-	-	-	-	-	1	2	-	1	17	23	47	40	105	55	17	225	26	-	-	-	-	-					
NONMANUFACTURING -----																																	
PUBLIC UTILITIES -----	25	5.12	5.51	4.56- 5.56	-	-	-	-	-	-	-	-	-	-	-	2	8	-	-	-	1	14	-	-	-	-	-	-					
MECHANICS, AUTOMOTIVE (MAINTENANCE) -----	702	4.78	5.00	4.45- 5.06	-	-	-	8	-	-	-	-	19	-	39	88	123	23	36	327	4	35	-	-	-	-	-	-					
MANUFACTURING -----	212	4.57	4.45	4.19- 4.93	-	-	-	-	-	-	-	-	16	-	39	37	36	20	31	-	-	33	-	-	-	-	-	-					
NONMANUFACTURING -----	490	4.87	5.03	4.56- 5.07	-	-	-	8	-	-	-	-	3	-	-	51	87	3	5	327	4	2	-	-	-	-	-	-					
PUBLIC UTILITIES -----	479	4.87	5.03	4.55- 5.07	-	-	-	8	-	-	-	-	3	-	-	51	87	-	5	321	2	2	-	-	-	-	-	-					
MECHANICS, MAINTENANCE -----	1,272	4.52	4.59	4.06- 4.94	-	-	-	-	-	10	3	13	72	161	171	81	132	108	317	82	62	58	-	-	-	2	-	-					
MANUFACTURING -----	1,182	4.50	4.53	4.06- 4.92	-	-	-	-	-	-	2	13	72	157	171	81	122	105	311	45	58	45	-	-	-	-	-	-					
NONMANUFACTURING -----	90	4.85	5.05	4.58- 5.18	-	-	-	-	-	10	1	-	72	4	-	-	10	3	6	37	4	13	-	-	-	2	-	-					
PUBLIC UTILITIES -----	66	5.14	5.11	5.03- 5.38	-	-	-	-	-	-	-	-	-	4	-	-	-	-	6	37	4	13	-	-	-	2	-	-					
MILLWRIGHTS -----	318	5.04	4.94	4.66- 5.38	-	-	-	-	-	-	-	-	-	-	5	44	16	69	34	19	69	27	2	-	-	33	-	-					
MANUFACTURING -----	314	5.04	4.93	4.66- 5.38	-	-	-	-	-	-	-	-	-	-	5	44	16	69	34	19	65	27	2	-	-	33	-	-					
OILERS -----	299	4.24	4.18	3.84- 4.82	6	-	-	3	9	7	13	9	15	58	33	10	12	39	85	-	-	-	-	-	-	-	-	-					
MANUFACTURING -----	299	4.24	4.18	3.84- 4.82	6	-	-	3	9	7	13	9	15	58	33	10	12	39	85	-	-	-	-	-	-	-	-	-					
PAINTERS, MAINTENANCE -----	107	5.13	4.93	4.58- 6.12	-	-	-	-	-	-	1	-	1	8	6	-	12	24	6	4	10	-	-	1	34	-	-	-					
MANUFACTURING -----	68	5.00	4.78	4.53- 5.93	-	-	-	-	-	-	1	-	1	5	6	-	7	17	6	-	8	-	-	-	17	-	-	-					
PIPEFITTERS, MAINTENANCE -----	333	4.90	4.85	4.39- 5.32	-	-	-	-	-	20	-	-	-	24	3	39	5	54	81	17	37	13	1	2	-	-	**37	-					
MANUFACTURING -----	286	5.01	4.86	4.65- 5.34	-	-	-	-	-	-	-	-	-	24	3	33	1	54	79	5	37	12	1	-	-	-	37	-					
NONMANUFACTURING -----																																	
PUBLIC UTILITIES -----	26	4.85	5.05	4.43- 5.16	-	-	-	-	-	-	-	-	-	-	-	6	4	-	2	12	-	-	-	2	-	-	-	-					
SHEET-METAL WORKERS, MAINTENANCE --	130	4.93	4.93	4.79- 4.99	-	-	-	-	-	-	-	-	-	4	2	4	4	20	71	3	16	-	-	-	-	6	-	-					
MANUFACTURING -----	126	4.92	4.93	4.78- 4.98	-	-	-	-	-	-	-	-	-	4	2	4	4	20	71	3	12	-	-	-	-	6	-	-					
TOOL AND DIE MAKERS -----	1,288	5.21	5.25	4.94- 5.48	-	-	-	-	-	-	-	-	-	-	-	22	31	106	227	224	297	187	176	18	-	-	-	-					
MANUFACTURING -----	1,288	5.21	5.25	4.94- 5.48	-	-	-	-	-	-	-	-	-	-	-	22	31	106	227	224	297	187	176	18	-	-	-	-					

\* Workers were distributed as follows: 5 at \$2.20 to \$2.30; 6 at \$2.40 to \$2.50; and 6 at \$2.50 to \$2.60.

\*\* All workers were at \$6.60 to \$6.80.

See footnotes at end of tables.



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, Milwaukee, Wis., May 1971)

Sex, occupation, and industry division	Number of workers	Hourly earnings <sup>3</sup>			Number of workers receiving straight-time hourly earnings of—																													
		Mean <sup>2</sup>	Median <sup>2</sup>	Middle range <sup>2</sup>	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$			
					3.10	3.20	3.30	3.40	3.50	3.60	3.70	3.80	3.90	4.00	4.10	4.20	4.40	4.60	4.80	5.00	5.20	5.40	5.60	5.80	6.00	6.20	6.40							
					and under																													

\* All workers were at \$6.60 to \$6.80

See footnotes at end of tables.

Table A-5. Custodial and material movement occupations

(Average straight-time hourly earnings for selected occupations studied on an area basis by industry division, Milwaukee, Wis., May 1971)

Sex, occupation, and industry division	Number of workers	Hourly earnings <sup>3</sup>			Number of workers receiving straight-time hourly earnings of—																							
		Mean <sup>2</sup>	Median <sup>2</sup>	Middle range <sup>2</sup>	\$ 1.60	\$ 1.70	\$ 1.80	\$ 1.90	\$ 2.00	\$ 2.10	\$ 2.20	\$ 2.30	\$ 2.40	\$ 2.60	\$ 2.80	\$ 3.00	\$ 3.20	\$ 3.40	\$ 3.60	\$ 3.80	\$ 4.00	\$ 4.20	\$ 4.40	\$ 4.60	\$ 4.80	\$ 5.00	\$ 5.20	
					and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
					1.70	1.80	1.90	2.00	2.10	2.20	2.30	2.40	2.60	2.80	3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.20	over	
MEN																												
GUARDS AND WATCHMEN -----	1,190	\$ 2.68	\$ 2.29	\$ 2.15- 3.36	-	13	66	186	14	39	312	62	56	59	23	26	53	59	38	39	9	129	-	-	7	-	-	
MANUFACTURING -----	531	3.31	3.37	2.63- 3.96	-	4	-	-	12	-	29	26	54	51	22	26	53	58	36	35	5	120	-	-	-	-	-	
NONMANUFACTURING -----	659	2.18	2.21	1.95- 2.27	-	9	66	186	2	39	283	36	2	8	1	-	-	1	2	4	4	9	-	-	7	-	-	
GUARDS																												
MANUFACTURING -----	349	3.37	3.40	2.80- 4.07	-	-	-	-	-	-	25	22	17	24	22	14	53	56	26	-	5	85	-	-	-	-	-	
WATCHMEN																												
MANUFACTURING -----	182	3.21	3.12	2.55- 3.94	-	4	-	-	12	-	4	4	37	27	-	12	-	2	10	35	-	35	-	-	-	-	-	
JANITORS, PORTERS, AND CLEANERS ---	3,307	2.62	2.56	1.86- 3.33	126	525	293	113	361	51	76	43	100	103	194	289	344	329	114	105	126	2	13	-	-	-	-	
MANUFACTURING -----	1,507	3.30	3.32	3.11- 3.56	-	-	11	11	10	31	-	23	18	38	135	288	335	317	100	82	108	-	-	-	-	-	-	
NONMANUFACTURING -----	1,800	2.05	1.89	1.76- 2.09	126	525	282	102	351	20	76	20	82	65	59	1	9	12	14	23	18	2	13	-	-	-	-	
PUBLIC UTILITIES -----	88	3.54	3.64	2.94- 3.95	-	-	-	-	-	-	-	-	-	7	24	-	4	8	9	18	5	-	13	-	-	-	-	
LABORERS, MATERIAL HANDLING -----	3,454	3.76	3.65	3.28- 4.62	20	-	1	-	18	120	12	6	29	155	114	172	549	468	296	138	383	51	14	255	653	-	-	
MANUFACTURING -----	2,429	3.56	3.55	3.26- 4.01	-	-	-	-	17	119	-	-	-	112	82	135	511	427	243	138	378	8	3	255	1	-	-	
NONMANUFACTURING -----	1,025	4.25	4.82	3.49- 4.86	20	-	1	-	1	1	12	6	29	43	32	37	38	41	53	-	5	43	11	-	652	-	-	
PUBLIC UTILITIES -----	689	4.80	4.85	4.82- 4.87	-	-	-	-	-	-	-	-	-	-	-	-	1	-	43	-	-	-	-	-	645	-	-	
ORDER FILLERS -----	973	3.82	3.78	3.41- 4.22	-	-	-	1	2	-	-	1	1	-	5	83	146	72	194	134	77	96	83	43	32	2	1	
MANUFACTURING -----	446	3.80	3.73	3.61- 4.11	-	-	-	-	-	-	-	-	1	-	4	1	24	66	188	46	68	13	18	13	1	2	1	
NONMANUFACTURING -----	527	3.83	3.85	3.30- 4.30	-	-	-	1	2	-	-	1	-	-	1	82	122	6	88	9	83	65	30	31	-	-	-	
PACKERS, SHIPPING -----	914	3.72	3.65	3.43- 4.10	-	-	-	-	-	-	-	2	-	28	36	18	92	229	229	50	66	86	37	-	5	13	23	
MANUFACTURING -----	835	3.71	3.63	3.43- 3.84	-	-	-	-	-	-	-	-	-	28	36	4	84	229	229	50	66	31	37	-	5	13	23	
RECEIVING CLERKS -----	322	3.72	3.75	3.28- 4.07	-	-	-	-	-	-	-	1	3	-	6	66	8	37	47	45	53	35	5	7	9	-	-	
MANUFACTURING -----	233	3.71	3.70	3.41- 4.06	-	-	-	-	-	-	-	-	-	-	4	46	6	36	35	23	51	28	4	-	-	-	-	
NONMANUFACTURING -----	89	3.77	3.82	3.09- 4.28	-	-	-	-	-	-	-	1	3	-	2	20	2	1	12	22	2	7	1	7	9	-	-	
SHIPPING CLERKS -----	289	3.95	3.98	3.62- 4.42	-	-	-	-	-	-	-	17	-	-	-	7	2	42	36	45	33	27	61	9	3	4	3	
MANUFACTURING -----	264	3.93	3.93	3.59- 4.42	-	-	-	-	-	-	-	17	-	-	-	7	2	42	36	45	18	22	60	8	-	4	3	
SHIPPING AND RECEIVING CLERKS ----	201	3.98	4.01	3.78- 4.28	-	-	-	-	-	-	-	-	-	-	2	2	7	18	27	44	25	68	4	4	-	-	-	
MANUFACTURING -----	163	3.97	3.98	3.79- 4.24	-	-	-	-	-	-	-	-	-	-	-	-	6	11	26	44	23	50	2	1	-	-	-	
TRUCKDRIVERS -----	3,683	4.49	4.76	4.13- 4.95	-	-	-	-	-	-	-	-	15	15	6	97	73	133	52	223	606	251	51	379	1644	55	83	
MANUFACTURING -----	870	3.98	3.99	3.58- 4.27	-	-	-	-	-	-	-	-	-	-	6	71	33	133	35	162	191	80	39	58	9	-	53	
NONMANUFACTURING -----	2,813	4.65	4.92	4.28- 4.96	-	-	-	-	-	-	-	-	15	15	-	26	40	-	17	61	415	171	12	321	1635	55	30	
PUBLIC UTILITIES -----	1,896	4.88	4.94	4.91- 4.97	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	36	31	5	6	211	1519	55	30	
TRUCKDRIVERS, LIGHT (UNDER 1-1/2 TONS) -----	197	3.54	3.53	3.38- 3.59	-	-	-	-	-	-	-	-	15	-	-	-	41	103	11	1	-	2	9	15	-	-	-	
TRUCKDRIVERS, MEDIUM (1-1/2 TO AND INCLUDING 4 TONS) -----	967	4.10	4.14	3.89- 4.30	-	-	-	-	-	-	-	-	-	15	-	77	12	17	10	163	353	132	25	125	2	-	36	
MANUFACTURING -----	390	3.97	3.97	3.82- 4.28	-	-	-	-	-	-	-	-	-	-	-	53	12	17	3	125	81	50	13	-	-	-	36	
NONMANUFACTURING -----	577	4.20	4.17	4.12- 4.30	-	-	-	-	-	-	-	-	-	15	-	24	-	-	7	38	272	82	12	125	2	-	-	
TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE) -----	1,375	4.76	4.93	4.65- 4.97	-	-	-	-	-	-	-	-	-	-	1	-	-	9	20	27	81	66	17	226	872	55	1	
MANUFACTURING -----	221	4.21	4.18	4.08- 4.48	-	-	-	-	-	-	-	-	-	-	1	-	-	9	16	27	74	27	17	46	3	-	1	
NONMANUFACTURING -----	1,154	4.86	4.94	4.90- 4.97	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-	7	39	-	180	869	55	-	
PUBLIC UTILITIES -----	891	4.91	4.95	4.92- 4.98	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	83	753	55	-	

See footnotes at end of tables.



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, Milwaukee, Wis., May 1971)

Sex, occupation, and industry division	Number of workers	Hourly earnings <sup>3</sup>			Number of workers receiving straight-time hourly earnings of—																							
		Mean <sup>2</sup>	Median <sup>2</sup>	Middle range <sup>2</sup>	\$ 1.60 and under	\$ 1.70 -	\$ 1.80 -	\$ 1.90 -	\$ 2.00 -	\$ 2.10 -	\$ 2.20 -	\$ 2.30 -	\$ 2.40 -	\$ 2.60 -	\$ 2.80 -	\$ 3.00 -	\$ 3.20 -	\$ 3.40 -	\$ 3.60 -	\$ 3.80 -	\$ 4.00 -	\$ 4.20 -	\$ 4.40 -	\$ 4.60 -	\$ 4.80 -	\$ 5.00 -	\$ 5.20 and over	
					1.60	1.70	1.80	1.90	2.00	2.10	2.20	2.30	2.40	2.60	2.80	3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.20	
MEN - CONTINUED					1.60	1.70	1.80	1.90	2.00	2.10	2.20	2.30	2.40	2.60	2.80	3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.20	over
TRUCKDRIVERS - CONTINUED																												
TRUCKDRIVERS, HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE) -----	552	4.42	4.25	4.05- 4.95	-	-	-	-	-	-	-	-	-	-	-	5	18	19	4	7	29	172	51	-	13	188	-	46
MANUFACTURING -----	128	3.96	4.02	3.25- 4.55	-	-	-	-	-	-	-	-	-	-	-	5	18	19	4	7	6	36	1	-	10	6	-	16
NONMANUFACTURING -----	424	4.56	4.85	4.11- 4.96	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	23	136	50	-	3	182	-	30
PUBLIC UTILITIES -----	243	4.90	4.95	4.92- 4.98	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	25	-	-	3	182	-	*30
TRUCKERS, POWER (FORKLIFT) -----	1,808	3.90	3.75	3.56- 4.34	-	-	-	-	-	-	-	-	1	10	8	25	60	106	342	464	171	17	204	38	287	75	-	-
MANUFACTURING -----	1,613	3.91	3.74	3.57- 4.33	-	-	-	-	-	-	-	-	-	-	-	17	52	90	317	445	158	6	163	26	285	54	-	-
NONMANUFACTURING -----	195	3.81	3.83	3.29- 4.37	-	-	-	-	-	-	-	-	1	10	8	8	16	25	19	13	11	41	12	2	21	-	-	
TRUCKERS, POWER (OTHER THAN FORKLIFT) -----	169	3.75	3.65	3.44- 4.21	-	-	-	-	-	-	-	-	-	-	-	-	1	38	27	43	1	14	38	5	2	-	-	
MANUFACTURING -----	160	3.71	3.64	3.42- 4.20	-	-	-	-	-	-	-	-	-	-	-	-	1	38	27	43	-	11	35	5	-	-	-	
WOMEN																												
JANITORS, PORTERS, AND CLEANERS ---	631	2.37	2.17	1.89- 2.74	94	34	32	34	30	136	6	53	44	21	12	17	30	47	6	27	8	-	-	-	-	-	-	
MANUFACTURING -----	177	3.22	3.36	2.98- 3.49	-	-	5	1	3	6	2	2	7	8	12	17	30	43	6	27	8	-	-	-	-	-	-	
NONMANUFACTURING -----	454	2.04	2.11	1.76- 2.20	94	34	27	33	27	130	4	51	37	13	-	-	-	4	-	-	-	-	-	-	-	-	-	
PUBLIC UTILITIES -----	150	2.31	2.32	2.16- 2.41	-	-	-	-	-	66	-	45	35	-	-	-	-	4	-	-	-	-	-	-	-	-	-	
PACKERS, SHIPPING -----	266	2.75	2.83	2.34- 3.12	-	2	6	7	25	1	17	22	8	22	88	8	51	3	-	-	5	-	-	-	1	-	-	
MANUFACTURING -----	100	3.05	3.32	2.86- 3.37	-	-	-	-	12	-	-	11	-	1	9	8	51	3	-	-	5	-	-	-	-	-	-	

\* All workers were at \$5.40 to \$5.60.

See footnotes at end of tables.

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, Milwaukee, Wis., May 1971)

Sex, occupation, and industry division	Number of workers	Hourly earnings <sup>3</sup>			Number of workers receiving straight-time hourly earnings of—																											
		Mean <sup>2</sup>	Median <sup>2</sup>	Middle range <sup>2</sup>	\$ 1.70	\$ 1.80	\$ 1.90	\$ 2.00	\$ 2.10	\$ 2.20	\$ 2.30	\$ 2.40	\$ 2.50	\$ 2.60	\$ 2.70	\$ 2.80	\$ 3.00	\$ 3.20	\$ 3.40	\$ 3.60	\$ 3.80	\$ 4.00	\$ 4.20	\$ 4.40	\$ 4.60	\$ 4.80	\$ 5.00					
					and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	and	
					1.80	1.90	2.00	2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00	over					
MEN																																
GUARDS AND WATCHMEN -----	433	\$ 3.64	\$ 3.63	\$ 3.30- 4.23	-	-	-	2	-	3	2	2	6	7	28	23	26	53	59	38	39	9	129	-	-	7	-					
MANUFACTURING -----	388	3.65	3.61	3.31- 4.23	-	-	-	-	-	-	-	2	4	3	24	22	26	53	58	36	35	5	120	-	-	-	-					
GUARDS																																
MANUFACTURING -----	280	3.61	3.48	3.31- 4.24	-	-	-	-	-	-	-	2	4	3	10	22	14	53	56	26	-	5	85	-	-	-	-					
WATCHMEN																																
MANUFACTURING -----	108	3.76	3.89	3.56- 4.23	-	-	-	-	-	-	-	-	-	-	14	-	12	-	2	10	35	-	35	-	-	-	-					
JANITORS, PORTERS, AND CLEANERS ---		1,022	3.44	3.50	3.17- 3.73	-	-	-	1	3	4	1	2	3	14	28	95	125	157	281	101	105	93	2	7	-	-	-				
MANUFACTURING -----	872	3.46	3.50	3.24- 3.70	-	-	-	-	-	-	-	-	-	-	13	66	125	152	269	87	82	75	-	-	-	-	-					
NONMANUFACTURING -----	150	3.34	3.44	2.79- 3.92	-	-	-	1	3	4	1	2	3	11	15	29	-	5	12	14	23	18	2	7	-	-	-					
PUBLIC UTILITIES -----	77	3.50	3.63	2.93- 3.91	-	-	-	-	-	-	-	-	-	-	6	24	-	-	8	9	18	5	-	7	-	-	-					
LABORERS, MATERIAL HANDLING -----		1,819	3.65	3.57	3.32- 3.97	-	1	-	1	1	12	6	19	10	32	3	32	111	383	419	269	77	116	51	14	255	7	-				
MANUFACTURING -----	1,467	3.73	3.58	3.37- 4.03	-	-	-	-	-	-	-	-	-	-	-	-	-	74	345	378	216	77	111	8	3	255	-					
NONMANUFACTURING -----	352	3.31	3.27	2.81- 3.76	-	1	-	1	1	12	6	19	10	32	3	32	37	38	41	53	-	5	43	11	-	7	-					
ORDER FILLERS -----		536	3.98	3.77	3.61- 4.43	-	-	-	-	-	-	-	-	-	-	-	-	3	53	65	165	4	11	85	83	32	32	3				
MANUFACTURING -----	271	3.72	3.66	3.54- 3.75	-	-	-	-	-	-	-	-	-	-	-	-	-	-	13	61	163	-	8	2	18	2	1	3				
NONMANUFACTURING -----	265	4.24	4.30	4.21- 4.53	-	-	-	-	-	-	-	-	-	-	-	-	-	3	40	4	2	4	3	83	65	30	31	-				
PACKERS, SHIPPING -----		433	3.98	3.85	3.67- 4.25	-	-	-	-	-	-	2	-	-	-	-	-	4	32	36	122	47	48	75	37	-	5	25				
MANUFACTURING -----	375	3.95	3.79	3.65- 4.19	-	-	-	-	-	-	-	-	-	-	-	-	-	4	31	36	122	47	48	20	37	-	5	25				
RECEIVING CLERKS -----		171	3.93	3.99	3.64- 4.24	-	-	-	-	-	-	1	-	1	-	-	2	10	8	13	29	22	35	29	5	7	9	-				
MANUFACTURING -----	123	3.90	3.99	3.64- 4.15	-	-	-	-	-	-	-	-	-	-	-	-	-	5	6	12	24	16	33	23	4	-	-	-				
SHIPPING CLERKS -----		104	4.06	3.87	3.68- 4.44	-	-	-	-	-	-	-	-	-	-	-	-	1	2	12	23	27	7	6	7	9	3	7				
MANUFACTURING -----	95	4.02	3.85	3.66- 4.19	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	12	23	27	7	1	7	8	-	7				
SHIPPING AND RECEIVING CLERKS ----		93	3.98	3.90	3.79- 4.27	-	-	-	-	-	-	-	-	-	-	-	2	2	1	14	5	24	-	37	4	4	-	-				
MANUFACTURING -----	72	3.99	3.89	3.81- 4.25	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	11	4	24	-	30	2	1	-	-				
TRUCKDRIVERS -----		570	4.47	4.68	4.04- 4.80	-	-	-	-	-	-	-	-	-	-	-	2	-	12	23	22	80	27	33	21	208	141	1				
MANUFACTURING -----	226	4.13	4.16	3.80- 4.61	-	-	-	-	-	-	-	-	-	-	-	-	2	-	12	23	19	44	21	28	15	58	3	1				
NONMANUFACTURING -----	344	4.70	4.77	4.71- 4.93	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	36	6	5	6	150	138	-				
TRUCKDRIVERS, MEDIUM (1-1/2 TO AND INCLUDING 4 TONS) -----		236	4.38	4.71	3.89- 4.75	-	-	-	-	-	-	-	-	-	-	-	-	-	9	4	6	60	16	8	8	125	-	-				
MANUFACTURING -----	58	3.87	3.91	3.74- 4.11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	9	4	3	27	10	3	2	-	-	-				
TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE) -----		269	4.67	4.83	4.61- 4.94	-	-	-	-	-	-	-	-	-	-	-	1	-	-	9	5	7	11	22	4	68	141	1				
MANUFACTURING -----	109	4.35	4.39	4.13- 4.65	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	9	5	7	11	22	4	46	3	1				
NONMANUFACTURING -----	160	4.89	4.93	4.88- 4.97	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	22	138	-					
TRUCKERS, POWER (FORKLIFT) -----		1,365	3.96	3.80	3.62- 4.38	-	-	-	-	-	-	1	10	-	8	-	8	21	39	211	388	155	17	186	13	287	21	-				
MANUFACTURING -----	1,181	3.98	3.80	3.63- 4.38	-	-	-	-	-	-	-	-	-	-	-	-	-	14	23	186	369	152	6	145	1	285	-	-				
NONMANUFACTURING -----	184	3.81	3.79	3.28- 4.38	-	-	-	-	-	-	-	1	10	-	8	-	8	7	16	25	19	3	11	41	12	2	21	-				
TRUCKERS, POWER (OTHER THAN FORKLIFT) -----		150	3.80	3.68	3.55- 4.22	-	-	-	-	-	-	-	-	-	-	-	-	1	19	27	43	1	14	38	5	2	-	-				
MANUFACTURING -----	141	3.77	3.66	3.54- 4.22	-	-	-	-	-	-	-	-	-	-	-	-	-	1	19	27	43	-	11	35	5	-	-	-				
WOMEN																																
JANITORS, PORTERS, AND CLEANERS ---	429	2.61	2.36	2.15- 3.23	2	13	11	15	136	4	53	36	8	5	10	7	16	30	47	1	27	8	-	-	-	-	-	-				
MANUFACTURING -----	163	3.24	3.38	3.03- 3.49	-	4	-	2	6	2	2	-	7	1	7	7	16	30	43	1	27	8	-	-	-	-	-	-				
NONMANUFACTURING -----	266	2.22	2.18	2.12- 2.37	2	9	11	13	130	2	51	36	1	4	3	-	-	-	-	4	-	-	-	-	-	-	-	-				
PUBLIC UTILITIES -----	150	2.31	2.32	2.16- 2.41	-	-	-	-	66	-	45	35	-	-	-	-	-	-	-	4	-	-	-	-	-	-	-	-				

See footnotes at end of tables.



### Footnotes

<sup>1</sup> 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.

<sup>2</sup> 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.

<sup>3</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

## 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 electro-matic 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:

**Billers, 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.

**Billers, 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 assignments and allocations. May assist in preparing, adjusting, and closing journal entries; and may direct class B accounting clerks.

**Class B.** Under supervision, performs one 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.



## 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, memorandums, 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 the 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.)



## 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

## COMPUTER OPERATOR

Monitors and operates the control console of a digital computer to process data according to operating instructions, usually prepared by a programmer. Work includes most of the following: Studies instructions to determine equipment setup and operations; loads equipment with required items (tape reels, cards, etc.); switches necessary auxiliary equipment into circuit, and starts and operates computer; makes adjustments to computer to correct operating problems and meet special conditions; reviews errors made during operation and determines cause or refers problem to supervisor or programmer; and maintains operating records. May test and assist in correcting program.

For wage study purposes, computer operators are classified as follows:

**Class A.** Operates independently, or under only general direction, a computer running programs with most of the following characteristics: New programs are frequently tested and introduced; scheduling requirements are of critical importance to minimize downtime; the programs are of complex design so that identification of error source often requires a working knowledge of the total program, and alternate programs may not be available. May give direction and guidance to lower level operators.

**Class B.** Operates independently, or under only general direction, a computer running programs with most of the following characteristics: Most of the programs are established production runs, typically run on a regularly recurring basis; there is little or no testing of new programs required; alternate programs are provided in case original program needs major change or cannot be corrected within a reasonable time. In common error situations, diagnoses cause and takes corrective action. This usually involves applying previously programmed corrective steps, or using standard correction techniques.

OR

Operates under direct supervision a computer running programs or segments of programs with the characteristics described for class A. May assist a higher level operator by independently performing less difficult tasks assigned, and performing difficult tasks following detailed instructions and with frequent review of operations performed.

**Class C.** Works on routine programs under close supervision. Is expected to develop working knowledge of the computer equipment used and ability to detect problems involved in running routine programs. Usually has received some formal training in computer operation. May assist higher level operator on complex programs.

## COMPUTER PROGRAMER, BUSINESS

Converts statements of business problems, typically prepared by a systems analyst, into a sequence of detailed instructions which are required to solve the problems by automatic data processing equipment. Working from charts or diagrams, the programmer develops the precise instructions which, when entered into the computer system in coded language, cause the manipulation of data to achieve desired results. Work involves most of the following: Applies knowledge of computer capabilities, mathematics, logic employed by computers, and particular subject matter involved to analyze charts and diagrams of the problem to be programmed. Develops sequence of program steps, writes detailed flow charts to show order in which data will be processed; converts these charts to coded instructions for machine to follow; tests and corrects programs; prepares instructions for operating personnel during production run; analyzes, reviews, and alters programs to increase operating efficiency or adapt to new requirements; maintains records of program development and revisions. (NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.)

Does not include employees primarily responsible for the management or supervision of other electronic data processing (EDP) employees, or programmers primarily concerned with scientific and/or engineering problems.

For wage study purposes, programmers are classified as follows:

**Class A.** Works independently or under only general direction on complex problems which require competence in all phases of programming concepts and practices. Working from diagrams and charts which identify the nature of desired results, major processing steps to be accomplished, and the relationships between various steps of the problem solving routine; plans the full range of programming actions needed to efficiently utilize the computer system in achieving desired end products.

At this level, programming is difficult because computer equipment must be organized to produce several interrelated but diverse products from numerous and diverse data elements. A wide variety and extensive number of internal processing actions must occur. This requires such actions as development of common operations which can be reused, establishment of linkage points between operations, adjustments to data when program requirements exceed computer storage capacity, and substantial manipulation and resequencing of data elements to form a highly integrated program.

May provide functional direction to lower level programmers who are assigned to assist.



## COMPUTER PROGRAMER, BUSINESS—Continued

**Class B.** Works independently or under only general direction on relatively simple programs, or on simple segments of complex programs. Programs (or segments) usually process information to produce data in two or three varied sequences or formats. Reports and listings are produced by refining, adapting, arraying, or making minor additions to or deletions from input data which are readily available. While numerous records may be processed, the data have been refined in prior actions so that the accuracy and sequencing of data can be tested by using a few routine checks. Typically, the program deals with routine record-keeping type operations.

OR

Works on complex programs (as described for class A) under close direction of a higher level programmer or supervisor. May assist higher level programmer by independently performing less difficult tasks assigned, and performing more difficult tasks under fairly close direction.

May guide or instruct lower level programmers.

**Class C.** Makes practical applications of programing practices and concepts usually learned in formal training courses. Assignments are designed to develop competence in the application of standard procedures to routine problems. Receives close supervision on new aspects of assignments; and work is reviewed to verify its accuracy and conformance with required procedures.

## COMPUTER SYSTEMS ANALYST, BUSINESS

Analyzes business problems to formulate procedures for solving them by use of electronic data processing equipment. Develops a complete description of all specifications needed to enable programmers to prepare required digital computer programs. Work involves most of the following: Analyzes subject-matter operations to be automated and identifies conditions and criteria required to achieve satisfactory results; specifies number and types of records, files, and documents to be used; outlines actions to be performed by personnel and computers in sufficient detail for presentation to management and for programing (typically this involves preparation of work and data flow charts); coordinates the development of test problems and participates in trial runs of new and revised systems; and recommends equipment changes to obtain more effective overall operations. (NOTE: Workers performing both systems analysis and programing should be classified as systems analysts if this is the skill used to determine their pay.)

Does not include employees primarily responsible for the management or supervision of other electronic data processing (EDP) employees, or systems analysts primarily concerned with scientific or engineering problems.

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

**Class A.** Works independently or under only general direction on complex problems involving all phases of systems analysis. Problems are complex because of diverse sources of input data and multiple-use requirements of output data. (For example, develops an integrated production scheduling, inventory control, cost analysis, and sales analysis record in which every item of each type is automatically processed through the full system of records and appropriate followup actions are initiated by the computer.) Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of new or revised systems of data processing operations. Makes recommendations, if needed, for approval of major systems installations or changes and for obtaining equipment.

May provide functional direction to lower level systems analysts who are assigned to assist.

**Class B.** Works independently or under only general direction on problems that are relatively uncomplicated to analyze, plan, program, and operate. Problems are of limited complexity because sources of input data are homogeneous and the output data are closely related. (For example, develops systems for maintaining depositor accounts in a bank,

## COMPUTER SYSTEMS ANALYST, BUSINESS—Continued

maintaining accounts receivable in a retail establishment, or maintaining inventory accounts in a manufacturing or wholesale establishment.) Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of the data processing systems to be applied.

OR

Works on a segment of a complex data processing scheme or system, as described for class A. Works independently on routine assignments and receives instruction and guidance on complex assignments. Work is reviewed for accuracy of judgment, compliance with instructions, and to insure proper alignment with the overall system.

**Class C.** Works under immediate supervision, carrying out analyses as assigned, usually of a single activity. Assignments are designed to develop and expand practical experience in the application of procedures and skills required for systems analysis work. For example, may assist a higher level systems analyst by preparing the detailed specifications required by programmers from information developed by the higher level analyst.

## 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 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

## CARPENTER, MAINTENANCE—Continued

of carpenter's handtools, portable power tools, and standard measuring instruments; 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.



## 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



## 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;

## TOOL AND DIE MAKER—Continued

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 1½ tons)  
Truckdriver, medium (1½ 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)

The following areas are surveyed periodically for use in administering the Service Contract Act of 1965. Copies of public releases are available at no cost while supplies last from any of the BLS regional offices shown on the inside front cover.

Abilene, Tex.  
Alaska  
Albany, Ga.  
Alexandria, La.  
Alpena, Standish, and Tawas City, Mich.  
Amarillo, Tex.  
Ann Arbor, Mich.  
Asheville, N.C.  
Atlantic City, N.J.  
Augusta, Ga.-S.C.  
Austin, Tex.  
Bakersfield, Calif.  
Baton Rouge, La.  
Billings, Mont.  
Biloxi, Gulfport, and Pascagoula, Miss.  
Bridgeport, Norwalk, and Stamford, Conn.  
Charleston, S.C.  
Cheyenne, Wyo.  
Clarksville, Tenn., and Hopkinsville, Ky.  
Colorado Springs, Colo.  
Columbia, S.C.  
Columbus, Ga.-Ala.  
Crane, Ind.  
Decatur, Ill.  
Dothan, Ala.  
Duluth-Superior, Minn.-Wis.  
Durham, N.C.  
El Paso, Tex.  
Eugene, Oreg.  
Fargo-Moorhead, N. Dak.-Minn.  
Fayetteville, N.C.  
Fitchburg-Leominster, Mass.  
Fort Smith, Ark.-Okla.  
Frederick-Hagerstown, Md.-Pa.-W. Va.  
Great Falls, Mont.  
Greensboro-Winston Salem-High Point, N.C.  
Harrisburg, Pa.  
Hartford, Conn.  
Huntsville, Ala.

Knoxville, Tenn.  
Laredo, Tex.  
Las Vegas, Nev.  
Lexington, Ky.  
Lower Eastern Shore, Md.-Va.  
Lynchburg, Va.  
Macon, Ga.  
Madison, Wis.  
Marquette, Escanaba, Sault Ste. Marie, Mich.  
Meridian, Miss.  
Middlesex, Monmouth, Ocean and Somerset  
Cos., N.J.  
Mobile, Ala., and Pensacola, Fla.  
Montgomery, Ala.  
Nashville, Tenn.  
New London-Groton-Norwich, Conn.  
Northeastern Maine  
Ogden, Utah  
Orlando, Fla.  
Oxnard-Ventura, Calif.  
Panama City, Fla.  
Pine Bluff, Ark.  
Portsmouth, N.H.-Maine-Mass.  
Pueblo, Colo.  
Reno, Nev.  
Sacramento, Calif.  
Salina, Kans.  
Salinas-Monterey, Calif.  
Santa Barbara, Calif.  
Shreveport, La.  
Springfield-Chicopee-Holyoke, Mass.-Conn.  
Stockton, Calif.  
Tacoma, Wash.  
Topeka, Kans.  
Tucson, Ariz.  
Valdosta, Ga.  
Vallejo-Napa, Calif.  
Wichita Falls, Tex.  
Wilmington, Del.-N.J.-Md.

The eleventh annual report on salaries for accountants, auditors, chief accountants, attorneys, job analysts, directors of personnel, buyers, chemists, engineers, engineering technicians, draftsmen, and clerical employees. Order as BLS Bulletin 1693, National Survey of Professional, Administrative, Technical, and Clerical Pay, June 1970, \$1.00 a copy, from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C., 20402, or any of its regional sales offices.



## 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 Division 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	Area	Bulletin number and price
Akron, Ohio, July 1970.....	1660-88, 30 cents	Muskegon-Muskegon Heights, Mich., June 1970 <sup>1</sup> .....	1660-85, 35 cents
Albany-Schenectady-Troy, N.Y., Mar. 1971 <sup>1</sup> .....	1685-54, 35 cents	Newark and Jersey City, N.J., Jan. 1971.....	1685-47, 40 cents
Albuquerque, N. Mex., Mar. 1971.....	1685-58, 30 cents	New Haven, Conn., Jan. 1971.....	1685-35, 30 cents
Allentown-Bethlehem-Easton, Pa.-N.J., May 1971.....	1685-75, 30 cents	New Orleans, La., Jan. 1971 <sup>1</sup> .....	1685-36, 40 cents
Atlanta, Ga., May 1971.....	1685-69, 40 cents	New York, N.Y., Apr. 1970 <sup>1</sup> .....	1660-89, 75 cents
Baltimore, Md., Aug. 1970 <sup>1</sup> .....	1685-18, 50 cents	Norfolk-Portsmouth and Newport News- Hampton, Va., Jan. 1971 <sup>1</sup> .....	1685-46, 35 cents
Beaumont-Port Arthur-Orange, Tex., May 1971 <sup>1</sup> .....	1685-68, 35 cents	Oklahoma City, Okla., July 1970.....	1685-5, 30 cents
Binghamton, N.Y., July 1970.....	1685-6, 30 cents	Omaha, Nebr.-Iowa, Sept. 1970 <sup>1</sup> .....	1685-14, 35 cents
Birmingham, Ala., Mar. 1971 <sup>1</sup> .....	1685-63, 40 cents	Paterson-Clifton-Passaic, N.J., June 1970 <sup>1</sup> .....	1660-87, 45 cents
Boise City, Idaho, Nov. 1970 <sup>1</sup> .....	1685-21, 35 cents	Philadelphia, Pa.-N.J., Nov. 1970.....	1685-34, 50 cents
Boston, Mass., Aug. 1970 <sup>1</sup> .....	1685-11, 50 cents	Phoenix, Ariz., Mar. 1970 <sup>1</sup> .....	1660-70, 35 cents
Buffalo, N.Y., Oct. 1970 <sup>1</sup> .....	1685-43, 50 cents	Pittsburgh, Pa., Jan. 1971 <sup>1</sup> .....	1685-49, 50 cents
Burlington, Vt., Mar. 1971 <sup>1</sup> .....	1685-59, 35 cents	Portland, Maine, Nov. 1970.....	1685-19, 30 cents
Canton, Ohio, May 1971.....	1685-71, 30 cents	Portland, Oreg.-Wash., May 1970 <sup>1</sup> .....	1660-77, 40 cents
Charleston, W. Va., Mar. 1971.....	1685-57, 30 cents	Providence-Pawtucket-Warwick, R.I.-Mass., May 1970.....	1660-72, 30 cents
Charlotte, N.C., Jan. 1971.....	1685-48, 30 cents	Raleigh, N.C., Aug. 1970 <sup>1</sup> .....	1685-12, 35 cents
Chattanooga, Tenn.-Ga., Sept. 1970 <sup>1</sup> .....	1685-10, 35 cents	Richmond, Va., Mar. 1971.....	1685-62, 30 cents
Chicago, Ill., June 1970.....	1660-90, 60 cents	Rochester, N.Y. (office occupations only), Aug. 1970.....	1685-7, 30 cents
Cincinnati, Ohio-Ky.-Ind., Feb. 1971 <sup>1</sup> .....	1685-53, 45 cents	Rockford, Ill., May 1970 <sup>1</sup> .....	1660-75, 35 cents
Cleveland, Ohio, Sept. 1970 <sup>1</sup> .....	1685-28, 50 cents	St. Louis, Mo.-Ill., Mar. 1971 <sup>1</sup> .....	1685-65, 50 cents
Columbus, Ohio, Oct. 1970 <sup>1</sup> .....	1685-33, 40 cents	Salt Lake City, Utah, Nov. 1970 <sup>1</sup> .....	1685-26, 35 cents
Dallas, Tex., Oct. 1970 <sup>1</sup> .....	1685-22, 50 cents	San Antonio, Tex., May 1970.....	1660-71, 30 cents
Davenport-Rock Island-Moline, Iowa-Ill., Feb. 1971.....	1685-51, 30 cents	San Bernardino-Riverside-Ontario, Calif., Dec. 1970 <sup>1</sup> .....	1685-42, 40 cents
Dayton, Ohio, Dec. 1970 <sup>1</sup> .....	1685-45, 40 cents	San Diego, Calif., Nov. 1970.....	1685-20, 30 cents
Denver, Colo., Dec. 1970.....	1685-41, 35 cents	San Francisco-Oakland, Calif., Oct. 1970.....	1685-23, 40 cents
Des Moines, Iowa, May 1971.....	1685-70, 30 cents	San Jose, Calif., Aug. 1970.....	1685-13, 30 cents
Detroit, Mich., Feb. 1970.....	1660-58, 35 cents	Savannah, Ga., May 1971.....	1685-72, 30 cents
Fort Worth, Tex., Oct. 1970 <sup>1</sup> .....	1685-25, 35 cents	Scranton, Pa., July 1970 <sup>1</sup> .....	1685-3, 35 cents
Green Bay, Wis., July 1970 <sup>1</sup> .....	1685-4, 35 cents	Seattle-Everett, Wash., Jan. 1971 <sup>1</sup> .....	1685-52, 35 cents
Greenville, S.C., May 1970.....	1660-79, 30 cents	Sioux Falls, S. Dak., Dec. 1970 <sup>1</sup> .....	1685-38, 35 cents
Houston, Tex., Apr. 1971 <sup>1</sup> .....	1685-67, 50 cents	South Bend, Ind., Mar. 1971.....	1685-61, 30 cents
Indianapolis, Ind., Oct. 1970 <sup>1</sup> .....	1685-31, 40 cents	Spokane, Wash., June 1970 <sup>1</sup> .....	1660-86, 35 cents
Jackson, Miss., Jan. 1971 <sup>1</sup> .....	1685-39, 35 cents	Syracuse, N.Y., July 1970.....	1685-8, 30 cents
Jacksonville, Fla., Dec. 1970 <sup>1</sup> .....	1685-37, 35 cents	Tampa-St. Petersburg, Fla., Nov. 1970.....	1685-17, 30 cents
Kansas City, Mo.-Kans., Sept. 1970 <sup>1</sup> .....	1685-16, 45 cents	Toledo, Ohio-Mich., Apr. 1971 <sup>1</sup> .....	1685-74, 40 cents
Lawrence-Haverhill, Mass.-N.H., June 1970 <sup>1</sup> .....	1660-82, 35 cents	Trenton, N.J., Sept. 1970 <sup>1</sup> .....	1685-15, 35 cents
Little Rock-North Little Rock, Ark., July 1970 <sup>1</sup> .....	1685-1, 35 cents	Utica-Rome, N.Y., July 1970.....	1685-9, 30 cents
Los Angeles-Long Beach and Anaheim-Santa Ana- Garden Grove, Calif., Mar. 1971 <sup>1</sup> .....	1685-66, 50 cents	Washington, D.C.-Md.-Va., Apr. 1971.....	1685-56, 40 cents
Louisville, Ky.-Ind., Nov. 1970.....	1685-27, 30 cents	Waterbury, Conn., Mar. 1971.....	1685-55, 30 cents
Lubbock, Tex., Mar. 1971.....	1685-60, 30 cents	Waterloo, Iowa, Nov. 1970 <sup>1</sup> .....	1685-32, 35 cents
Manchester, N.H., July 1970 <sup>1</sup> .....	1685-2, 35 cents	Wichita, Kans., Apr. 1971.....	1685-64, 30 cents
Memphis, Tenn.-Ark., Nov. 1970.....	1685-30, 30 cents	Worcester, Mass., May 1971.....	1685-73, 30 cents
Miami, Fla., Nov. 1970 <sup>1</sup> .....	1685-29, 40 cents	York, Pa., Feb. 1971.....	1685-50, 30 cents
Midland and Odessa, Tex., Jan. 1971.....	1685-40, 30 cents	Youngstown-Warren, Ohio, Nov. 1970.....	1685-24, 30 cents
Milwaukee, Wis., May 1971.....	1685-76, 35 cents		
Minneapolis-St. Paul, Minn., Jan. 1971.....	1685-44, 40 cents		

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