

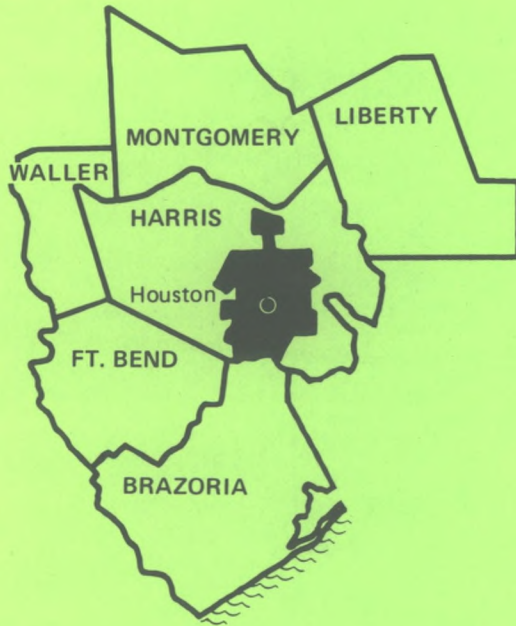
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1900-26

Area Wage Survey Houston, Texas, Metropolitan Area, April 1976



Bulletin 1900-26

U.S. Department of Labor
Bureau of Labor Statistics



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Preface

This bulletin provides results of an April 1976 survey of occupational earnings in the Houston, Texas, Standard Metropolitan Statistical Area (Brazoria, Fort Bend, Harris, Liberty, Montgomery, and Waller Counties). The survey was made as part of the Bureau of Labor Statistics' annual area wage survey program, which is designed to yield data for individual metropolitan areas as well as national and regional estimates for all Standard Metropolitan Statistical Areas in the United States, excluding Alaska and Hawaii.

A major consideration in the area wage survey program is the need to describe the level and movement of wages in a variety of labor markets, through the analysis of (1) the level and distribution of wages by occupation, and (2) the movement of wages by occupational category and skill level. The program develops information that may be used for many purposes, including wage and salary administration, collective bargaining, and assistance in determining plant location. Survey results also are used by the U.S. Department of Labor to make wage determinations under the Service Contract Act of 1965.

Currently, 84 areas are included in the program. (See list of areas on inside back cover.) In each area, occupational earnings data are collected annually. Information on establishment practices and supplementary wage benefits is obtained every third year.

Each year after all individual area wage surveys have been completed, two summary bulletins are issued. The first brings together data for each metropolitan area surveyed; the second presents national and regional estimates, projected from individual metropolitan area data.

The Houston survey was conducted by the Bureau's regional office in Dallas, Tex., under the general direction of Boyd B. O'Neal, Assistant Regional Commissioner for Operations. The survey could not have been accomplished without the cooperation of the many firms whose wage and salary data provided the basis for the statistical information in this bulletin. The Bureau wishes to express sincere appreciation for the cooperation received.

Note:

Reports on occupational earnings and supplementary wage provisions in the Houston area are available for the contract cleaning services (July 1974), fabricated structural steel (November 1974), and machinery (January 1975) industries. Current reports on occupational earnings only are available for the laundry and dry cleaning and moving and storage industries. Also available are listings of union wage rates for building trades, printing trades, local-transit operating employees, local truckdrivers and helpers, and grocery store employees. Free copies of these are available from the Bureau's regional offices. (See back cover for addresses.)

Area Wage Survey: Houston, Texas, Metropolitan Area April 1976

Bulletin 1900-26 August 1976



U.S. DEPARTMENT OF LABOR, W. J. Usery, Jr., Secretary
BUREAU OF LABOR STATISTICS, Julius Shiskin, Commissioner

Contents

	Page		Page
Introduction	2	Tables—Continued	
Tables:		A. Earnings—Continued	
A. Earnings:		A-5a. Hourly earnings of material movement and custodial workers—large establishments	18
A-1. Weekly earnings of office workers	3	A-6. Average hourly earnings of maintenance, toolroom, powerplant, material movement, and custodial workers, by sex	19
A-1a. Weekly earnings of office workers—large establishments	6	A-6a. Average hourly earnings of maintenance, toolroom, powerplant, material movement, and custodial workers, by sex—large establishments	20
A-2. Weekly earnings of professional and technical workers	8	A-7. Percent increases in average hourly earnings for selected occupational groups, adjusted for employment shifts	21
A-2a. Weekly earnings of professional and technical workers—large establishments	10	Appendix A. Scope and method of survey	22
A-3. Average weekly earnings of office, professional, and technical workers, by sex	11	Appendix B. Occupational descriptions	25
A-3a. Average weekly earnings of office, professional, and technical workers, by sex—large establishments	13		
A-4. Hourly earnings of maintenance, toolroom, and powerplant workers	14		
A-4a. Hourly earnings of maintenance, toolroom, and powerplant workers—large establishments	15		
A-5. Hourly earnings of material movement and custodial workers	16		

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Introduction

This area is 1 of 84 in which the U.S. Department of Labor's Bureau of Labor Statistics conducts surveys of occupational earnings and related benefits. In this area, data were obtained by a combination of personal visit, mail questionnaire, and telephone interview. Representative establishments within six broad industry divisions were contacted: 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 of insufficient employment in the occupations studied. Separate tabulations are provided for each of the broad industry divisions which meet publication criteria.

A-series tables

Tables A-1 through A-6 provide estimates of straight-time weekly or hourly earnings for workers in occupations common to a variety of manufacturing and nonmanufacturing industries. Occupations were selected from the following categories: (a) Office clerical, (b) professional and technical,

(c) maintenance, toolroom, and powerplant, and (d) material movement and custodial. In the 31 largest survey areas, tables A-1a through A-6a provide similar data for establishments employing 500 workers or more.

Table A-7 provides percent changes in average hourly earnings of office clerical workers, electronic data processing workers, industrial nurses, skilled maintenance trades workers, and unskilled plant workers. Where possible, data are presented for all industries, manufacturing, and nonmanufacturing. This table provides a measure of wage trends after elimination of changes in average earnings caused by employment shifts among establishments as well as turnover of establishments included in survey samples. For further details, see appendix A.

Appendixes

Appendix A describes the methods and concepts used in the area wage survey program and provides information on the scope of the survey.

Appendix B provides job descriptions used by Bureau field economists to classify workers by occupation.

A. Earnings

Table A-1. Weekly earnings of office workers in Houston, Tex., April 1976

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																											
			Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$				
						80 and under	90	100	110	120	130	140	150	160	170	180	190	200	210	220	240	260	280	300	320	340	and over						
ALL WORKERS	6,695	39.5	\$ 192.00	\$ 180.50	\$ 160.00-214.50	-	-	27	12	104	257	565	675	891	806	629	475	408	339	559	342	214	178	129	50	35							
MANUFACTURING	1,454	40.0	192.50	180.50	157.50-221.00	-	-	-	4	104	131	143	164	177	127	92	77	68	143	95	55	39	18	13	4								
NONMANUFACTURING	5,241	39.5	191.50	180.50	161.00-213.00	-	-	27	12	100	153	434	532	727	629	502	383	331	271	416	247	159	139	111	37	31							
PUBLIC UTILITIES	1,217	40.0	214.50	205.00	175.00-243.00	-	-	-	5	10	40	62	110	143	108	55	95	100	176	104	73	58	45	13	20								
WHOLESALE TRADE	1,654	40.0	200.50	188.00	162.00-225.50	-	-	-	21	39	115	164	187	196	131	134	141	77	109	102	77	68	63	20	10								
RETAIL TRADE	295	40.0	165.50	162.00	138.50-191.00	-	-	26	8	19	23	23	33	43	27	18	15	21	11	19	2	7	-	-	-	-							
FINANCE	1,289	39.5	173.00	169.00	155.50-188.00	-	-	1	4	22	36	167	159	276	190	141	130	44	37	64	14	-	4	-	-	-							
SERVICES	786	39.0	177.50	170.50	152.00-192.50	-	-	-	33	45	89	114	111	73	104	49	30	46	48	25	2	9	3	4	1								
SECRETARIES, CLASS A	576	40.0	227.50	218.50	191.00-257.00	-	-	-	-	11	-	7	21	57	41	38	73	63	79	45	47	24	41	15	14								
MANUFACTURING	116	40.0	213.00	218.50	180.50-236.50	-	-	-	-	11	-	-	-	7	14	15	5	14	22	10	14	3	1	-	-								
NONMANUFACTURING	460	40.0	231.50	218.50	191.50-268.50	-	-	-	-	-	-	7	21	50	27	23	68	49	57	35	33	21	40	15	14								
PUBLIC UTILITIES	77	40.0	274.50	269.00	238.00-318.50	-	-	-	-	-	-	-	6	-	1	1	2	3	7	5	18	2	25	4	3								
WHOLESALE TRADE	219	40.0	222.00	202.00	179.50-254.00	-	-	-	-	-	2	10	48	16	16	36	25	4	10	8	12	15	7	10	-								
RETAIL TRADE	53	40.0	207.50	203.50	188.00-224.50	-	-	-	-	-	5	5	2	2	5	9	5	11	2	7	-	-	-	-									
FINANCE	60	39.0	229.00	230.50	218.50-232.00	-	-	-	-	-	-	-	-	-	-	1	11	4	35	5	-	4	-	-	-								
SERVICES	51	39.5	233.00	218.50	200.00-245.50	-	-	-	-	-	-	-	-	-	-	8	-	10	12	-	13	-	3	-	4	1							
SECRETARIES, CLASS B	1,551	39.5	204.50	196.00	172.00-236.00	-	-	21	3	12	70	43	104	130	139	120	171	90	107	220	148	58	59	30	14	12							
MANUFACTURING	328	39.5	188.50	180.50	161.00-220.00	-	-	-	-	54	-	16	49	42	29	23	25	7	39	31	11	1	-	-	1								
NONMANUFACTURING	1,223	39.5	209.00	202.00	172.50-238.00	-	-	21	3	12	16	43	88	81	97	91	148	65	100	181	117	47	58	30	14	11							
PUBLIC UTILITIES	300	40.0	238.50	234.00	213.00-259.00	-	-	-	-	-	-	2	6	8	15	8	11	19	35	61	65	17	31	8	3	11							
WHOLESALE TRADE	427	39.5	216.00	210.50	172.50-252.00	-	-	-	10	2	35	4	10	27	5	52	31	21	61	44	30	27	20	11	-								
RETAIL TRADE	84	39.5	160.50	165.00	110.50-191.50	-	-	21	1	-	6	-	8	8	9	10	3	5	5	6	-	-	-	-	-	-							
FINANCE	259	39.5	191.00	192.00	172.50-202.00	-	-	2	2	4	6	19	22	23	44	67	8	25	29	8	-	-	-	-	-	-							
SERVICES	153	38.5	187.00	184.00	167.00-215.00	-	-	-	-	4	-	14	33	24	25	8	4	14	25	-	-	-	2	-	-								
SECRETARIES, CLASS C	1,590	40.0	196.50	185.50	161.50-217.00	-	-	5	5	21	20	114	151	203	197	168	114	127	92	114	81	50	60	45	14	9							
MANUFACTURING	349	40.0	211.50	200.00	171.50-246.00	-	-	-	-	1	2	32	15	34	33	35	21	26	17	38	35	17	22	10	8	3							
NONMANUFACTURING	1,241	39.5	192.50	184.00	161.00-210.50	-	-	5	5	20	18	82	136	169	164	133	93	101	75	76	46	33	38	35	6	6							
PUBLIC UTILITIES	279	39.5	205.00	195.50	168.50-220.50	-	-	-	-	-	-	26	20	30	31	22	18	26	36	26	11	-	11	10	6	6							
WHOLESALE TRADE	365	40.0	210.50	203.00	174.00-245.50	-	-	-	2	10	24	35	11	31	35	25	45	16	30	25	31	21	24	-	-	-							
RETAIL TRADE	88	40.0	159.50	161.00	140.50-174.00	-	-	5	5	7	4	10	12	18	8	-	9	1	3	-	-	-	-	-	-								
FINANCE	340	39.5	171.00	172.50	161.00-182.00	-	-	-	-	11	2	20	20	102	94	40	36	10	4	-	1	-	-	-	-	-							
SERVICES	169	40.0	193.00	188.50	159.00-214.00	-	-	-	-	-	2	2	49	8	-	30	14	11	18	17	9	2	6	1	-	-							
SECRETARIES, CLASS D	2,912	39.5	175.50	168.00	152.00-185.50	-	-	1	4	71	156	406	405	519	403	290	144	112	73	146	68	59	35	13	7	-							
MANUFACTURING	661	39.5	181.00	169.50	152.50-195.50	-	-	-	3	37	99	112	81	95	49	33	21	30	44	19	13	13	7	5	-	-							
NONMANUFACTURING	2,251	39.5	174.00	167.00	152.00-184.00	-	-	1	4	68	119	307	293	438	308	241	111	91	43	102	49	46	22	6	2	-							
PUBLIC UTILITIES	561	40.0	198.00	184.50	170.50-228.00	-	-	-	5	10	12	36	66	97	77	25	48	26	82	23	38	14	2	-	-								
WHOLESALE TRADE	643	40.0	177.50	169.00	158.00-186.00	-	-	-	9	27	56	86	156	90	75	41	29	15	14	23	8	8	4	2	-								
RETAIL TRADE	70	40.0	147.00	148.00	130.50-161.00	-	-	2	12	13	13	8	12	9	1	-	-	-	-	-	-	-	-	-	-								
FINANCE	564	39.5	160.00	155.50	149.50-169.00	-	-	1	2	9	30	139	112	134	63	47	18	9	-	-	-	-	-	-	-								
SERVICES	413	39.0	160.50	159.00	149.50-173.00	-	-	-	33	39	87	51	70	49	41	27	5	2	6	3	-	-	-	-	-								
STENOGRAPHERS, GENERAL	935	39.5	163.50	157.00	138.00-178.00	-	-	-	33	83	129	150	101	140	84	24	38	54	34	25	25	13	2	-	-	-							
MANUFACTURING	246	40.0	185.00	182.50	161.00-207.00	-	-	-	4	1	12	18	17	47	16	14	24	43	20	10	-	-	-	-	-	-							
NONMANUFACTURING	689	39.0	156.00	149.50	138.00-167.00	-	-	29	82	117	132	84	93	68	10	14	11	14	5	15	13	2	-	-	-	-							
PUBLIC UTILITIES	308	39.0	166.00	153.50	138.00-176.00	-	-	-	6	27	56	46	44	29	27	8	11	10	12	2	15	13	2	-	-	-							
WHOLESALE TRADE	137	39.5	151.00	142.50	133.50-167.00	-	-	-	10	22	25	19	9	24	18	1	3	1	2	3	-	-	-	-	-	-							
SERVICES	98	38.5	149.00	149.50	138.00-160.00	-	-	-	4	24	44	-	16	10	-	-	-	-	-	-	-	-	-	-	-								
STENOGRAPHERS, SENIOR	1,383	39.5	192.00	182.00	163.00-215.00	-	-	2	12	49	99	108	194	202	127	98	122	59	105	74	109	22	1	-	-								
MANUFACTURING	416	40.0	197.00	182.50	155.50-238.50	-	-	-	8	30	51	38	39	33	19	14	18	23	40	36	53	13	1	-	-								
NONMANUFACTURING	967	39.5	190.00	182.00	166.50-205.50	-	-	2	4	19	48	70	155	169	108	84	104	36	65	38	56	9	-	-	-								
PUBLIC UTILITIES	406	40.0	182.00	178.50	165.50-203.50	-	-	-	-	8	28	31	83	64	50	36	76	6	10	12	-	-	-	-	-								
WHOLESALE TRADE	377	39.5	210.50	203.00	180.50-237.00	-	-	-	2	-	6	4	32	48	39	26	29	54	25	55	9	-	-	-									
FINANCE	91	39.0	159.00	161.00	150.50-167.00	-	-	2	-	9	12	21	25	18	3	1	-	-	-	-	-	-	-	-	-								
SERVICES	68	39.5	172.50	170.00	161.00-172.50	-	-	-	2	2	2	9	10	29	2	6	2	1	1	1	1	-	-	-	-								

See footnotes at end of tables.

Table A-2a. Weekly earnings of professional and technical workers—large establishments in Houston, Tex., April 1976

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																							
			Mean ²	Median ²	Middle range ²	\$ 100 and under	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 200	\$ 220	\$ 240	\$ 260	\$ 280	\$ 300	\$ 320	\$ 340	\$ 360	\$ 380	\$ 400	\$ 420	\$ 420 over		
						110	120	130	140	150	160	170	180	200	220	240	260	280	300	320	340	360	380	400	420	over			
ALL WORKERS																													
COMPUTER SYSTEMS ANALYSTS (BUSINESS), CLASS A	139	39.5	\$ 385.50	\$ 388.00	\$ 349.00-\$410.00	-	-	-	-	-	-	-	-	-	-	-	-	-	2	10	7	30	18	19	27	*26			
NONMANUFACTURING	103	40.0	387.00	393.00	351.50-411.00	-	-	-	-	-	-	-	-	-	-	-	-	-	1	6	6	19	13	15	24	19			
PUBLIC UTILITIES	28	40.0	384.00	367.00	332.50-410.00	-	-	-	-	-	-	-	-	-	-	-	-	-	1	5	2	5	2	-	7	6			
COMPUTER SYSTEMS ANALYSTS (BUSINESS), CLASS B	220	40.0	319.50	316.50	293.00-344.00	-	-	-	-	-	-	-	-	-	-	-	7	26	43	42	42	29	16	9	4	2			
NONMANUFACTURING	187	40.0	316.00	313.50	290.50-341.00	-	-	-	-	-	-	-	-	-	-	-	7	23	38	37	34	27	12	5	4	-			
PUBLIC UTILITIES	43	40.0	304.00	287.50	268.50-331.00	-	-	-	-	-	-	-	-	-	-	-	7	9	12	3	2	1	4	3	2	-			
COMPUTER SYSTEMS ANALYSTS (BUSINESS), CLASS C	71	39.5	271.50	264.50	233.50-293.50	-	-	-	-	-	-	-	-	1	4	17	12	13	8	2	7	2	3	2	-	-			
NONMANUFACTURING	52	39.5	265.00	250.50	226.50-288.00	-	-	-	-	-	-	-	-	1	4	14	10	7	6	1	6	-	3	-	-	-			
PUBLIC UTILITIES	25	40.0	260.50	254.50	224.50-278.00	-	-	-	-	-	-	-	-	-	-	8	5	6	4	1	-	-	1	-	-	-			
COMPUTER PROGRAMMERS (BUSINESS), CLASS A	125	39.5	302.00	282.00	253.00-331.50	-	-	-	-	-	-	-	-	-	2	8	26	24	17	7	11	9	3	5	2	11			
NONMANUFACTURING	91	39.5	301.00	278.00	253.00-336.00	-	-	-	-	-	-	-	-	2	6	21	20	11	5	3	6	3	3	3	2	9			
PUBLIC UTILITIES	29	40.0	337.00	296.50	270.50-429.00	-	-	-	-	-	-	-	-	-	-	7	6	2	2	-	-	-	-	1	2	**9			
COMPUTER PROGRAMMERS (BUSINESS), CLASS B	169	39.5	272.00	256.50	223.00-310.50	-	-	-	-	-	-	-	-	3	33	23	26	21	12	14	15	6	8	5	1	2			
NONMANUFACTURING	122	39.5	270.00	252.50	220.00-317.50	-	-	-	-	-	-	-	-	1	31	18	15	15	6	6	13	4	6	4	1	2			
COMPUTER OPERATORS, CLASS A	135	40.0	257.00	259.00	225.50-288.50	-	-	-	-	-	-	3	9	18	16	22	18	33	7	4	5	-	-	-	-	-			
NONMANUFACTURING	116	40.0	256.50	260.00	227.00-284.00	-	-	-	-	-	1	6	15	14	21	17	33	7	2	-	-	-	-	-	-	-			
COMPUTER OPERATORS, CLASS B	268	40.0	197.50	193.00	168.50-218.00	-	-	-	9	13	12	35	21	62	55	28	16	9	6	2	-	-	-	-	-	-			
MANUFACTURING	56	40.0	202.00	188.00	179.50-217.00	-	-	-	1	1	2	4	6	17	12	4	3	4	-	2	-	-	-	-	-	-			
NONMANUFACTURING	212	39.5	196.50	193.50	167.00-218.00	-	-	-	8	12	10	31	15	45	43	24	13	5	6	-	-	-	-	-	-	-			
PUBLIC UTILITIES	55	40.0	206.50	194.50	178.00-235.50	-	-	-	-	-	3	8	5	15	8	3	7	4	2	-	-	-	-	-	-	-			
COMPUTER OPERATORS, CLASS C	166	40.0	171.50	165.50	144.00-205.50	1	10	4	8	32	20	15	17	13	38	2	1	3	2	-	-	-	-	-	-	-			
NONMANUFACTURING	152	40.0	167.50	164.50	144.00-197.00	1	10	4	6	30	20	15	17	11	37	1	-	-	-	-	-	-	-	-	-	-			
DRAFTERS, CLASS A	287	40.0	286.00	280.00	258.00-311.50	-	-	-	-	-	-	-	-	2	9	24	49	54	52	41	11	13	30	2	-	-			
MANUFACTURING	207	40.0	286.50	280.00	258.00-310.00	-	-	-	-	-	-	-	-	-	7	13	37	46	37	27	6	10	24	-	-	-			
NONMANUFACTURING	80	40.0	285.50	282.00	253.00-313.00	-	-	-	-	-	-	-	-	2	2	11	12	8	15	14	5	3	6	2	-	-			
PUBLIC UTILITIES	63	40.0	283.50	283.50	247.50-313.00	-	-	-	-	-	-	-	-	2	2	10	7	6	11	14	3	3	5	-	-	-			
DRAFTERS, CLASS B	307	40.0	232.00	228.00	200.00-258.50	-	-	-	1	4	5	13	52	50	56	52	26	32	14	2	-	-	-	-	-	-			
MANUFACTURING	202	40.0	234.50	228.00	209.50-256.50	-	-	-	-	-	2	29	42	41	44	22	16	4	2	-	-	-	-	-	-	-			
NONMANUFACTURING	105	40.0	227.00	224.50	182.00-278.50	-	-	-	1	4	5	11	23	8	15	8	4	16	10	-	-	-	-	-	-	-			
PUBLIC UTILITIES	61	40.0	203.50	187.50	176.00-214.00	-	-	-	1	4	5	11	19	6	4	2	1	7	1	-	-	-	-	-	-	-			
DRAFTERS, CLASS C	212	40.0	177.00	178.50	160.00-190.00	-	-	-	5	20	22	35	37	57	29	4	1	2	-	-	-	-	-	-	-	-			
MANUFACTURING	163	40.0	180.00	179.50	167.00-190.00	-	-	-	-	12	9	28	33	53	23	3	1	1	-	-	-	-	-	-	-	-			
ELECTRONICS TECHNICIANS	617	40.0	222.00	211.00	188.50-260.00	-	-	-	-	12	60	63	99	105	70	50	74	68	14	-	1	1	-	-	-	-			
MANUFACTURING	449	40.0	210.00	201.50	178.50-227.00	-	-	-	-	12	46	59	95	90	62	30	32	7	14	-	1	1	-	-	-	-			
ELECTRONICS TECHNICIANS, CLASS A	205	39.5	272.50	280.00	257.50-283.00	-	-	-	-	-	-	-	-	4	16	38	64	67	14	-	1	1	-	-	-	-			
ELECTRONICS TECHNICIANS, CLASS B	221	40.0	214.50	210.50	201.50-223.50	-	-	-	-	-	-	-	-	45	99	54	12	10	1	-	-	-	-	-	-	-			
REGISTERED INDUSTRIAL NURSES	107	40.0	226.00	221.00	192.50-256.00	-	-	-	4	-	1	5	25	17	19	12	11	9	2	-	1	1	-	-	-	-			
MANUFACTURING	82	40.0	229.50	230.00	198.50-259.00	-	-	-	4	-	-	3	15	14	16	9	11	7	2	-	1	-	-	-	-	-			

* Workers were distributed as follows: 9 at \$420 to \$440; 9 at \$440 to \$460; 2 at \$460 to \$480; 1 at \$480 to \$500; 2 at \$500 to \$520; 2 at \$520 to \$540; and 1 at \$540 to \$560.
 ** Workers were distributed as follows: 4 at \$420 to \$440; and 5 at \$440 to \$460.

See footnotes at end of tables.

Table A-3. Average weekly earnings of office, professional, and technical workers, by sex, in Houston, Tex., April 1976

Sex, ³ occupation, and industry division	Number of workers	Average (mean ²)		Sex, ³ occupation, and industry division	Number of workers	Average (mean ²)		Sex, ³ occupation, and industry division	Number of workers	Average (mean ²)	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
OFFICE OCCUPATIONS - MEN			\$	OFFICE OCCUPATIONS - WOMEN--CONTINUED			\$	OFFICE OCCUPATIONS - WOMEN--CONTINUED			\$
MESSENGERS -----	176	39.5	125.50	SECRETARIES - CONTINUED				MESSENGERS -----	212	39.0	117.00
NONMANUFACTURING -----	136	39.5	121.00					NONMANUFACTURING -----	172	39.0	110.50
FINANCE -----	59	39.5	109.00	SECRETARIES, CLASS D -----	2,899	39.5	175.50	FINANCE -----	103	38.5	100.50
ORDER CLERKS -----	321	40.0	187.00	MANUFACTURING -----	655	39.5	180.50	SWITCHBOARD OPERATORS, CLASS A -----	136	39.5	173.00
MANUFACTURING -----	127	40.0	195.50	NONMANUFACTURING -----	2,244	39.5	174.00	NONMANUFACTURING -----	95	39.5	174.00
NONMANUFACTURING -----	194	40.0	181.00	PUBLIC UTILITIES -----	554	40.0	197.00	SWITCHBOARD OPERATORS, CLASS B -----	623	40.0	127.00
WHOLESALE TRADE -----	180	40.0	181.50	WHOLESALE TRADE -----	643	40.0	177.50	MANUFACTURING -----	67	40.0	148.00
ACCOUNTING CLERKS, CLASS A -----	363	39.5	230.00	RETAIL TRADE -----	70	40.0	147.00	NONMANUFACTURING -----	556	40.0	124.50
MANUFACTURING -----	127	40.0	238.00	FINANCE -----	564	39.5	160.00	WHOLESALE TRADE -----	74	39.5	141.50
NONMANUFACTURING -----	236	39.5	225.50	SERVICES -----	413	39.0	160.50	RETAIL TRADE -----	116	39.5	122.00
PUBLIC UTILITIES -----	110	38.5	238.50	STENOGRAPHERS, GENERAL -----	930	39.5	163.50	FINANCE -----	79	39.5	132.50
WHOLESALE TRADE -----	91	40.0	228.00	MANUFACTURING -----	246	40.0	185.00	SERVICES -----	253	41.0	112.00
OFFICE OCCUPATIONS - WOMEN				NONMANUFACTURING -----	684	39.0	156.00	SWITCHBOARD OPERATOR-RECEPTIONISTS-----	896	39.5	140.00
SECRETARIES -----	6,610	39.5	191.50	PUBLIC UTILITIES -----	303	39.0	165.50	MANUFACTURING -----	260	40.0	153.50
MANUFACTURING -----	1,447	40.0	192.50	WHOLESALE TRADE -----	137	39.5	151.00	NONMANUFACTURING -----	636	39.5	134.50
NONMANUFACTURING -----	5,163	39.5	191.50	SERVICES -----	98	38.5	149.00	PUBLIC UTILITIES -----	48	38.0	158.00
PUBLIC UTILITIES -----	1,140	40.0	216.00	STENOGRAPHERS, SENIOR -----	1,380	39.5	192.00	WHOLESALE TRADE -----	226	40.0	141.50
WHOLESALE TRADE -----	1,653	40.0	200.50	MANUFACTURING -----	416	40.0	197.00	RETAIL TRADE -----	135	40.0	118.50
RETAIL TRADE -----	295	40.0	165.50	NONMANUFACTURING -----	964	39.5	190.00	FINANCE -----	100	39.0	128.00
FINANCE -----	1,289	39.5	173.00	PUBLIC UTILITIES -----	403	40.0	181.50	SERVICES -----	127	39.5	135.50
SERVICES -----	786	39.0	177.50	WHOLESALE TRADE -----	377	39.5	210.50	ORDER CLERKS -----	704	39.5	135.50
SECRETARIES, CLASS A -----	565	40.0	228.00	FINANCE -----	91	39.0	159.00	MANUFACTURING -----	97	40.0	156.00
MANUFACTURING -----	116	40.0	213.00	SERVICES -----	68	39.5	172.50	NONMANUFACTURING -----	607	39.0	132.50
NONMANUFACTURING -----	449	40.0	231.50	TRANSCRIBING-MACHINE TYPISTS:-----				WHOLESALE TRADE -----	391	39.5	144.50
PUBLIC UTILITIES -----	66	40.0	283.00	NONMANUFACTURING:-----				ACCOUNTING CLERKS, CLASS A -----	1,845	40.0	174.50
WHOLESALE TRADE -----	219	40.0	222.00	FINANCE -----	60	38.0	131.00	MANUFACTURING -----	535	40.0	183.00
RETAIL TRADE -----	53	40.0	207.50	TYPISTS, CLASS A -----	505	40.0	149.50	NONMANUFACTURING -----	1,310	39.5	171.00
FINANCE -----	60	39.0	229.00	MANUFACTURING -----	145	40.0	157.00	PUBLIC UTILITIES -----	150	40.0	197.00
SERVICES -----	51	39.5	233.00	NONMANUFACTURING -----	360	39.5	146.50	WHOLESALE TRADE -----	538	40.0	171.50
SECRETARIES, CLASS B -----	1,535	39.5	204.50	PUBLIC UTILITIES -----	81	40.0	157.00	RETAIL TRADE -----	125	40.0	160.00
MANUFACTURING -----	328	39.5	188.50	FINANCE -----	79	38.5	142.00	FINANCE -----	240	39.0	165.00
NONMANUFACTURING -----	1,207	39.5	208.50	SERVICES -----	182	40.0	143.50	SERVICES -----	257	39.5	166.00
PUBLIC UTILITIES -----	284	40.0	240.00	TYPISTS, CLASS B -----	666	39.5	129.00	ACCOUNTING CLERKS, CLASS B -----	3,072	39.5	140.50
WHOLESALE TRADE -----	427	39.5	216.00	MANUFACTURING -----	206	40.0	129.00	MANUFACTURING -----	898	40.0	145.00
RETAIL TRADE -----	84	39.5	160.50	NONMANUFACTURING:-----				NONMANUFACTURING -----	2,174	39.5	139.00
FINANCE -----	259	39.5	191.00	WHOLESALE TRADE -----	162	40.0	144.00	PUBLIC UTILITIES -----	440	39.0	161.50
SERVICES -----	153	38.5	187.00	FINANCE -----	157	38.5	117.00	WHOLESALE TRADE -----	511	40.0	137.00
SECRETARIES, CLASS C -----	1,545	40.0	197.50	SERVICES -----	84	40.0	116.00	RETAIL TRADE -----	513	40.0	129.00
MANUFACTURING -----	348	40.0	211.00	FILE CLERKS, CLASS A -----	109	39.5	179.50	FINANCE -----	481	39.5	134.50
NONMANUFACTURING -----	1,197	39.5	193.50	NONMANUFACTURING -----	87	39.5	172.50	SERVICES -----	229	39.0	131.50
PUBLIC UTILITIES -----	236	39.5	213.00	FILE CLERKS, CLASS B -----	421	39.0	121.50	BOOKKEEPING-MACHINE OPERATORS,-----			
WHOLESALE TRADE -----	364	40.0	210.50	NONMANUFACTURING -----	375	39.0	121.00	CLASS A -----	63	38.5	152.50
RETAIL TRADE -----	88	40.0	159.50	WHOLESALE TRADE -----	90	39.5	134.50	NONMANUFACTURING -----	58	38.5	152.50
FINANCE -----	340	39.5	171.00	FINANCE -----	196	38.5	109.00	BOOKKEEPING-MACHINE OPERATORS,-----			
SERVICES -----	169	40.0	193.00	FILE CLERKS, CLASS C -----	584	39.0	105.50	CLASS B -----	84	39.0	136.50
				NONMANUFACTURING -----	561	39.0	105.50	NONMANUFACTURING -----	79	39.0	137.00
				WHOLESALE TRADE -----	94	39.5	116.00				
				FINANCE -----	353	39.0	102.00				

See footnotes at end of tables.

Table A-3. Average weekly earnings of office, professional, and technical workers, by sex, in Houston, Tex., April 1976—Continued

Sex, ³ occupation, and industry division	Number of workers	Average (mean ²)		Sex, ³ occupation, and industry division	Number of workers	Average (mean ²)		Sex, ³ occupation, and industry division	Number of workers	Average (mean ²)	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
OFFICE OCCUPATIONS - WOMEN--CONTINUED			\$	PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN--CONTINUED			\$	PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN--CONTINUED			\$
BILLING-MACHINE BILLERS -----	196	40.0	129.00	COMPUTER SYSTEMS ANALYSTS (BUSINESS), CLASS B -----	241	40.0	321.00	DRAFTERS, CLASS C -----	503	40.0	175.50
NONMANUFACTURING -----	193	40.0	129.00	NONMANUFACTURING -----	196	40.0	318.00	MANUFACTURING -----	294	40.0	178.50
WHOLESALE TRADE -----	80	40.0	137.50	PUBLIC UTILITIES -----	65	40.0	313.00	NONMANUFACTURING -----	209	40.0	171.50
PAYROLL CLERKS -----	470	39.5	182.50	WHOLESALE TRADE -----	51	40.0	335.50	SERVICES -----	125	40.0	166.50
MANUFACTURING -----	204	40.0	187.00	COMPUTER SYSTEMS ANALYSTS (BUSINESS), CLASS C -----	50	40.0	268.50	DRAFTER-TRACERS -----	51	40.0	148.50
NONMANUFACTURING -----	266	39.5	178.50	COMPUTER PROGRAMMERS (BUSINESS), CLASS A -----	214	39.0	303.50	ELECTRONICS TECHNICIANS -----	987	40.0	224.00
PUBLIC UTILITIES -----	70	40.0	244.50	NONMANUFACTURING -----	178	39.0	304.50	MANUFACTURING -----	453	40.0	211.00
WHOLESALE TRADE -----	59	40.0	162.00	COMPUTER PROGRAMMERS (BUSINESS), CLASS B -----	241	39.5	268.00	NONMANUFACTURING -----	534	40.0	235.00
FINANCE -----	59	38.5	154.00	NONMANUFACTURING -----	193	39.0	266.00	ELECTRONICS TECHNICIANS, CLASS A-MANUFACTURING -----	303	40.0	261.50
KEYPUNCH OPERATORS, CLASS A -----	739	39.5	164.50	FINANCE -----	65	39.0	233.50	NONMANUFACTURING -----	96	40.0	265.00
MANUFACTURING -----	178	40.0	169.50	COMPUTER OPERATORS, CLASS A -----	179	39.5	247.50	ELECTRONICS TECHNICIANS, CLASS B-NONMANUFACTURING -----	499	40.0	218.50
NONMANUFACTURING -----	561	39.5	163.00	NONMANUFACTURING -----	156	39.5	248.00	PROFESSIONAL AND TECHNICAL OCCUPATIONS - WOMEN	309	40.0	222.00
PUBLIC UTILITIES -----	73	40.0	200.00	COMPUTER OPERATORS, CLASS b -----	486	39.5	189.00	COMPUTER SYSTEMS ANALYSTS (BUSINESS), CLASS B -----	82	40.0	312.00
WHOLESALE TRADE -----	143	40.0	170.00	MANUFACTURING -----	65	40.0	210.50	NONMANUFACTURING -----	71	40.0	310.50
RETAIL TRADE -----	65	39.5	145.00	NONMANUFACTURING -----	421	39.5	186.00	COMPUTER PROGRAMMERS (BUSINESS), CLASS B -----	90	39.5	254.50
FINANCE -----	138	39.5	154.00	WHOLESALE TRADE -----	76	40.0	188.50	NONMANUFACTURING -----	72	39.5	256.00
SERVICES -----	142	38.5	153.50	FINANCE -----	123	39.0	167.00	COMPUTER OPERATORS, CLASS B -----	109	40.0	187.50
KEYPUNCH OPERATORS, CLASS B -----	1,424	39.5	145.00	SERVICES -----	157	39.5	198.00	COMPUTER OPERATORS, CLASS C -----	84	40.0	184.50
MANUFACTURING -----	200	40.0	146.50	COMPUTER OPERATORS, CLASS C -----	165	39.5	161.00	DRAFTERS, CLASS C -----	103	40.0	174.00
NONMANUFACTURING -----	1,224	39.5	145.00	NONMANUFACTURING -----	155	39.5	159.00	REGISTERED INDUSTRIAL NURSES -----	125	40.0	227.50
PUBLIC UTILITIES -----	88	39.5	178.00	DRAFTERS, CLASS A -----	978	40.0	294.00	MANUFACTURING -----	106	40.0	227.50
WHOLESALE TRADE -----	404	40.0	151.00	MANUFACTURING -----	402	40.0	294.00	NONMANUFACTURING -----			
RETAIL TRADE -----	136	40.0	144.50	NONMANUFACTURING -----	576	40.0	294.00				
FINANCE -----	334	39.5	135.50	PUBLIC UTILITIES -----	94	40.0	326.50				
				SERVICES -----	455	40.0	289.00				
PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN				DRAFTERS, CLASS B -----	902	40.0	224.50				
COMPUTER SYSTEMS ANALYSTS (BUSINESS), CLASS A -----	180	39.5	389.00	MANUFACTURING -----	523	40.0	218.50				
NONMANUFACTURING -----	145	40.0	391.50	NONMANUFACTURING -----	379	40.0	233.00				
				WHOLESALE TRADE -----	83	39.5	234.50				
				SERVICES -----	175	40.0	217.50				

See footnotes at end of tables.

Table A-3a. Average weekly earnings of office, professional, and technical workers, by sex—large establishments in Houston, Tex., April 1976

Sex, ³ occupation, and industry division	Number of workers	Average (mean ²)		Sex, ³ occupation, and industry division	Number of workers	Average (mean ²)		Sex, ³ occupation, and industry division	Number of workers	Average (mean ²)	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
OFFICE OCCUPATIONS - MEN			\$	OFFICE OCCUPATIONS - WOMEN--CONTINUED			\$	PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN			\$
MESSENGERS -----	81	39.5	123.50	FILE CLERKS, CLASS B -----	112	39.5	130.00	COMPUTER SYSTEMS ANALYSTS (BUSINESS), CLASS A -----	124	39.5	389.00
NONMANUFACTURING -----	54	39.5	119.00	NONMANUFACTURING -----	95	39.0	131.00	NONMANUFACTURING -----	89	40.0	392.50
ACCOUNTING CLERKS, CLASS A -----	204	40.0	233.00	FINANCE -----	65	39.0	115.50	COMPUTER SYSTEMS ANALYSTS (BUSINESS), CLASS B -----	158	40.0	324.00
MANUFACTURING -----	92	40.0	251.00	FILE CLERKS, CLASS C -----	104	39.5	114.00	NONMANUFACTURING -----	134	40.0	320.50
NONMANUFACTURING -----	112	40.0	218.50	NONMANUFACTURING -----	85	39.5	115.50	PUBLIC UTILITIES -----	31	40.0	315.00
OFFICE OCCUPATIONS - WOMEN				MESSENGERS -----	97	39.5	118.00	COMPUTER PROGRAMMERS (BUSINESS), CLASS A -----	89	39.5	313.00
SECRETARIES -----	2,731	40.0	201.50	NONMANUFACTURING -----	72	39.5	113.00	NONMANUFACTURING -----	57	39.5	318.00
MANUFACTURING -----	819	39.5	199.50	SWITCHBOARD OPERATORS, CLASS A -----	88	39.5	173.50	COMPUTER PROGRAMMERS (BUSINESS), CLASS B -----	118	39.5	283.00
NONMANUFACTURING -----	1,912	40.0	202.50	SWITCHBOARD OPERATORS, CLASS B -----	264	39.5	133.00	NONMANUFACTURING -----	83	39.5	283.50
PUBLIC UTILITIES -----	566	40.0	216.00	MANUFACTURING -----	63	40.0	149.00	COMPUTER OPERATORS, CLASS A -----	121	40.0	261.00
RETAIL TRADE -----	264	40.0	170.00	NONMANUFACTURING -----	201	39.5	128.00	NONMANUFACTURING -----	102	40.0	261.00
FINANCE -----	298	39.5	175.00	RETAIL TRADE -----	116	39.5	122.00	COMPUTER OPERATORS, CLASS B -----	211	39.5	197.00
SECRETARIES, CLASS A -----	168	40.0	254.00	SWITCHBOARD OPERATOR-RECEPTIONISTS-----	73	40.0	161.00	NONMANUFACTURING -----	163	39.5	195.00
NONMANUFACTURING -----	137	40.0	259.50	ORDER CLERKS -----	230	39.0	114.50	COMPUTER OPERATORS, CLASS C -----	112	40.0	161.50
SECRETARIES, CLASS B -----	583	39.5	220.00	NONMANUFACTURING -----	203	38.5	108.50	NONMANUFACTURING -----	102	40.0	158.00
MANUFACTURING -----	148	39.5	201.00	ACCOUNTING CLERKS, CLASS A -----	609	39.5	193.50	DRAFTERS, CLASS A -----	259	40.0	291.00
NONMANUFACTURING -----	435	40.0	226.50	MANUFACTURING -----	226	39.5	192.50	MANUFACTURING -----	200	40.0	287.50
PUBLIC UTILITIES -----	135	40.0	227.50	NONMANUFACTURING -----	383	40.0	194.00	DRAFTERS, CLASS B -----	246	40.0	239.50
RETAIL TRADE -----	63	39.5	179.00	PUBLIC UTILITIFIS -----	114	40.0	192.00	MANUFACTURING -----	184	40.0	236.50
SECRETARIES, CLASS C -----	729	40.0	203.00	FINANCE -----	71	39.0	163.00	DRAFTERS, CLASS C -----	160	40.0	179.00
MANUFACTURING -----	206	40.0	225.00	ACCOUNTING CLERKS, CLASS B -----	1,238	40.0	146.00	MANUFACTURING -----	140	40.0	181.00
NONMANUFACTURING -----	523	40.0	194.50	MANUFACTURING -----	355	39.5	146.50	ELECTRONICS TECHNICIANS -----	603	40.0	222.00
RETAIL TRADE -----	83	40.0	157.00	NONMANUFACTURING -----	883	40.0	145.50	MANUFACTURING -----	445	40.0	210.00
FINANCE -----	106	39.5	179.50	RETAIL TRADE -----	323	40.0	124.50	ELECTRONICS TECHNICIANS, CLASS A -----	199	39.5	272.50
SECRETARIES, CLASS D -----	1,251	40.0	185.00	FINANCE -----	101	39.0	128.50	MANUFACTURING -----	219	40.0	215.00
MANUFACTURING -----	434	39.5	184.50	PAYROLL CLERKS -----	197	39.5	192.00	ELECTRONICS TECHNICIANS, CLASS B-----			
NONMANUFACTURING -----	817	40.0	185.50	MANUFACTURING -----	81	40.0	196.50				
PUBLIC UTILITIES -----	254	40.0	208.00	NONMANUFACTURING -----	116	39.5	189.00				
WHOLESALE TRADE -----	258	40.0	190.00	KEYPUNCH OPERATORS, CLASS A -----	370	39.5	168.00				
RETAIL TRADE -----	70	40.0	147.00	MANUFACTURING -----	117	39.5	174.50				
STENOGRAPHERS, GENERAL -----	471	40.0	175.50	NONMANUFACTURING -----	253	39.5	164.50				
MANUFACTURING -----	192	40.0	190.00	PUBLIC UTILITIES -----	70	40.0	201.50				
NONMANUFACTURING -----	279	39.5	165.50	WHOLESALE TRADE -----	54	40.0	155.50				
PUBLIC UTILITIFIS -----	187	40.0	167.00	RETAIL TRADE -----	65	39.5	145.00				
STENOGRAPHERS, SENIOR -----	808	40.0	190.00	FINANCE -----	55	39.0	147.00				
MANUFACTURING -----	308	40.0	199.50	KEYPUNCH OPERATORS, CLASS B -----	444	40.0	151.50				
NONMANUFACTURING -----	500	39.5	184.50	MANUFACTURING -----	117	39.5	153.00				
PUBLIC UTILITIES -----	294	40.0	180.00	NONMANUFACTURING -----	327	40.0	151.50				
TYPISTS, CLASS A -----	131	40.0	159.50	WHOLESALE TRADE -----	83	40.0	148.50	COMPUTER SYSTEMS ANALYSTS (BUSINESS), CLASS B -----	57	40.0	310.00
MANUFACTURING -----	55	40.0	161.50	RETAIL TRADE -----	100	40.0	144.50	COMPUTER OPERATORS, CLASS C -----	51	40.0	194.00
NONMANUFACTURING -----	76	39.5	158.00	FINANCE -----	63	39.0	127.50	REGISTERED INDUSTRIAL NURSES -----	97	40.0	229.00
TYPISTS, CLASS B: MANUFACTURING -----	132	40.0	134.00					MANUFACTURING -----	80	40.0	230.00
NONMANUFACTURING: FINANCE -----	67	39.0	122.00								

See footnotes at end of tables.

Table A-6. Average hourly earnings of maintenance, toolroom, powerplant, material movement, and custodial workers, by sex, in Houston, Tex., April 1976

Sex, ³ occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ⁴	Sex, ³ occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ⁴	Sex, ³ occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ⁴
MAINTENANCE, TOOLROOM, AND POWERPLANT OCCUPATIONS - MEN			MATERIAL MOVEMENT AND CUSTODIAL OCCUPATIONS - MEN--CONTINUED			MATERIAL MOVEMENT AND CUSTODIAL OCCUPATIONS - MEN--CONTINUED		
MAINTENANCE CARPENTERS -----	267	\$ 7.10	TRUCKDRIVERS - CONTINUED			FORKLIFT OPERATORS -----	2,249	\$ 4.63
MANUFACTURING -----	219	7.34				MANUFACTURING -----	1,166	4.92
MAINTENANCE ELECTRICIANS -----	1,285	7.05	TRUCKDRIVERS, MEDIUM TRUCK -----	3,172	\$ 5.19	NONMANUFACTURING -----	1,083	4.31
MANUFACTURING -----	1,226	7.04	MANUFACTURING -----	622	4.22	PUBLIC UTILITIES -----	328	4.64
MAINTENANCE PAINTERS -----	268	6.14	NONMANUFACTURING -----	2,550	5.43	WHOLESALE TRADE -----	444	4.40
MANUFACTURING -----	191	6.79	PUBLIC UTILITIES -----	1,491	6.68	GUARDS AND WATCHMEN -----	3,068	2.88
NONMANUFACTURING -----	77	4.53	WHOLESALE TRADE -----	398	3.57	MANUFACTURING -----	377	4.94
MAINTENANCE MACHINISTS -----	749	7.23	RETAIL TRADE -----	657	3.73	NONMANUFACTURING -----	2,691	2.60
MANUFACTURING -----	730	7.26	TRUCKDRIVERS, HEAVY TRUCK (TRAILER) -----	1,347	5.28	RETAIL TRADE -----	125	3.09
MAINTENANCE MECHANICS (MACHINERY) - MANUFACTURING -----	2,198	6.79	MANUFACTURING -----	187	4.38	FINANCE -----	182	3.56
	2,128	6.78	NONMANUFACTURING -----	1,160	5.42	SERVICES -----	2,299	2.47
MAINTENANCE MECHANICS (MOTOR VEHICLES) -----	1,141	6.48	PUBLIC UTILITIES -----	640	5.51	GUARDS: MANUFACTURING -----	248	5.69
MANUFACTURING -----	249	5.95	WHOLESALE TRADE -----	351	5.19	JANITORS, PORTERS, AND CLEANERS -----	5,682	2.85
NONMANUFACTURING -----	892	6.63	TRUCKDRIVERS, HEAVY TRUCK (OTHER THAN TRAILER) -----	374	4.19	MANUFACTURING -----	1,352	3.96
PUBLIC UTILITIES -----	767	6.82	MANUFACTURING -----	374	4.19	NONMANUFACTURING -----	4,330	2.51
MAINTENANCE PIPEFITTERS -----	868	7.48	SHIPPING CLERKS -----	213	4.49	WHOLESALE TRADE -----	137	3.54
MANUFACTURING -----	868	7.48	MANUFACTURING -----	65	5.12	RETAIL TRADE -----	387	2.66
MAINTENANCE SHEET-METAL WORKERS -----	76	6.94	NONMANUFACTURING -----	148	4.22	FINANCE -----	913	2.52
MANUFACTURING -----	76	6.94	WHOLESALE TRADE -----	104	4.09	SERVICES -----	2,827	2.38
MILLWRIGHTS -----	172	7.33	RECEIVING CLERKS -----	633	4.56	MATERIAL MOVEMENT AND CUSTODIAL OCCUPATIONS - WOMEN		
MANUFACTURING -----	172	7.33	MANUFACTURING -----	254	5.35	TRUCKDRIVERS -----	85	3.72
MAINTENANCE TRADES HELPERS: MANUFACTURING -----	304	4.74	NONMANUFACTURING -----	379	4.04	NONMANUFACTURING -----	85	3.72
MACHINE-TOOL OPERATORS (TOOLROOM) - MANUFACTURING -----	286	6.30	WHOLESALE TRADE -----	183	3.92	RECEIVING CLERKS -----	63	4.12
TOOL AND DIE MAKERS -----	312	6.61	RETAIL TRADE -----	165	4.18	NONMANUFACTURING -----	50	3.89
MANUFACTURING -----	312	6.61	SHIPPING AND RECEIVING CLERKS -----	130	4.75	ORDER FILLERS -----	437	3.12
STATIONARY ENGINEERS -----	483	5.62	MANUFACTURING -----	80	5.32	NONMANUFACTURING -----	437	3.12
MANUFACTURING -----	181	6.80	WAREHOUSEMEN -----	546	4.41	WHOLESALE TRADE -----	327	2.91
NONMANUFACTURING -----	302	4.92	MANUFACTURING -----	374	4.55	SHIPPING PACKERS -----	515	3.01
FINANCE -----	113	4.77	NONMANUFACTURING: WHOLESALE TRADE -----	140	4.16	NONMANUFACTURING -----	336	2.65
MATERIAL MOVEMENT AND CUSTODIAL OCCUPATIONS - MEN			ORDER FILLERS -----	1,854	4.35	WHOLESALE TRADE -----	275	2.73
TRUCKDRIVERS -----	6,012	4.87	MANUFACTURING -----	188	4.24	MATERIAL HANDLING LABORERS -----	161	5.02
MANUFACTURING -----	1,389	4.31	NONMANUFACTURING -----	1,666	4.37	MANUFACTURING -----	83	6.00
NONMANUFACTURING -----	4,623	5.04	WHOLESALE TRADE -----	1,304	4.41	GUARDS AND WATCHMEN -----	430	2.54
PUBLIC UTILITIES -----	2,144	6.32	SHIPPING PACKERS -----	409	4.59	NONMANUFACTURING -----	422	2.47
WHOLESALE TRADE -----	1,427	3.95	MANUFACTURING -----	295	5.24	SERVICES -----	404	2.46
RETAIL TRADE -----	997	3.98	NONMANUFACTURING -----	114	2.93	JANITORS, PORTERS, AND CLEANERS -----	4,696	2.43
SERVICES -----	55	2.60	WHOLESALE TRADE -----	78	3.11	MANUFACTURING -----	216	3.36
TRUCKDRIVERS, LIGHT TRUCK -----	966	3.71	MATERIAL HANDLING LABORERS -----	3,511	3.64	NONMANUFACTURING -----	4,480	2.38
MANUFACTURING -----	201	4.73	MANUFACTURING -----	1,037	4.25	PUBLIC UTILITIES -----	116	3.37
NONMANUFACTURING -----	765	3.45	NONMANUFACTURING -----	2,474	3.39	RETAIL TRADE -----	120	2.57
WHOLESALE TRADE -----	534	3.55	PUBLIC UTILITIES -----	577	3.22	FINANCE -----	875	2.44
RETAIL TRADE -----	167	3.38	WHOLESALE TRADE -----	845	3.65	SERVICES -----	3,358	2.33
SERVICES -----	51	2.56	RETAIL TRADE -----	1,052	3.26			

See footnotes at end of tables.

Table A-6a. Average hourly earnings of maintenance, toolroom, powerplant, material movement, and custodial workers, by sex—large establishments in Houston, Tex., April 1976

Sex, ³ occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ⁴	Sex, ³ occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ⁴
MAINTENANCE, TOOLROOM, AND POWERPLANT OCCUPATIONS - MEN		\$	MATERIAL MOVEMENT AND CUSTODIAL OCCUPATIONS - MEN--CONTINUED		
MAINTENANCE CARPENTERS -----	211	7.46	TRUCKDRIVERS - CONTINUED		\$
MANUFACTURING -----	180	7.64	TRUCKDRIVERS, MEDIUM TRUCK -----	856	5.72
MAINTENANCE ELECTRICIANS:			MANUFACTURING -----	120	5.78
MANUFACTURING -----	836	7.36	NONMANUFACTURING -----	736	5.71
MAINTENANCE PAINTERS -----	149	7.14	PUBLIC UTILITIES -----	429	6.71
MANUFACTURING -----	129	7.41	TRUCKDRIVERS, HEAVY TRUCK (TRAILER) -----	348	5.53
MAINTENANCE MACHINISTS -----	570	7.40	NONMANUFACTURING -----	318	5.60
MANUFACTURING -----	559	7.42	RECEIVING CLERKS -----	224	5.18
MAINTENANCE MECHANICS (MACHINERY) -	1,263	7.21	MANUFACTURING -----	85	6.31
MANUFACTURING -----	1,238	7.22	NONMANUFACTURING -----	139	4.49
MAINTENANCE MECHANICS (MOTOR VEHICLES):			RETAIL TRADE -----	123	4.43
MANUFACTURING -----	153	6.29	WAREHOUSEMEN:		
MAINTENANCE PIPEFITTERS -----	860	7.48	MANUFACTURING -----	80	5.94
MANUFACTURING -----	860	7.48	ORDER FILLERS -----	338	4.93
MILLWRIGHTS -----	118	7.18	MATERIAL HANDLING LABORERS -----	1,273	3.89
MANUFACTURING -----	118	7.18	MANUFACTURING -----	330	4.49
MAINTENANCE TRADES HELPERS:			NONMANUFACTURING -----	943	3.68
MANUFACTURING -----	69	5.53	RETAIL TRADE -----	806	3.48
TOOL AND DIE MAKERS -----	191	6.67	FORKLIFT OPERATORS -----	773	5.26
MANUFACTURING -----	191	6.67	MANUFACTURING -----	577	5.32
STATIONARY ENGINEERS -----	220	5.90	NONMANUFACTURING -----	196	5.06
MANUFACTURING -----	105	6.85	GUARDS AND WATCHMEN -----	455	4.77
NONMANUFACTURING -----	115	5.03	MANUFACTURING -----	239	5.89
			NONMANUFACTURING -----	216	3.53
			RETAIL TRADE -----	72	3.61
			GUARDS:		
MATERIAL MOVEMENT AND CUSTODIAL OCCUPATIONS - MEN			MANUFACTURING -----	218	5.96
TRUCKDRIVERS -----	1,512	5.45	JANITORS, PORTERS, AND CLEANERS ---	2,700	2.83
MANUFACTURING -----	370	5.00	MANUFACTURING -----	544	4.26
NONMANUFACTURING -----	1,142	5.59	NONMANUFACTURING -----	2,156	2.47
PUBLIC UTILITIES -----	439	6.71	RETAIL TRADE -----	276	2.75
RETAIL TRADE -----	542	4.74	SERVICES -----	1,586	2.37
TRUCKDRIVERS, LIGHT TRUCK -----	121	5.10	MATERIAL MOVEMENT AND CUSTODIAL OCCUPATIONS - WOMEN		
NONMANUFACTURING -----	84	4.57	JANITORS, PORTERS, AND CLEANERS ---	3,143	2.37
RETAIL TRADE -----	67	4.73	MANUFACTURING -----	62	3.24
			NONMANUFACTURING -----	3,081	2.36
			RETAIL TRADE -----	99	2.62
			SERVICES -----	2,572	2.33

See footnotes at end of tables.

Table A-7. Percent increases in average hourly earnings for selected occupational groups, adjusted for employment shifts, in Houston, Tex., for selected periods

Industry and occupational group (men and women combined)	April 1972	April 1973	April 1974	April 1975
	to April 1973	to April 1974	to April 1975	to April 1976
All industries:				
Office clerical.....	4.9	6.5	11.9	7.8
Electronic data processing	*	*	10.6	6.3
Industrial nurses	3.1	9.2	12.4	8.4
Skilled maintenance trades **	5.1	7.0	13.1	11.5
Unskilled plant workers **	5.2	4.9	12.5	8.6
Manufacturing:				
Office clerical.....	4.9	4.9	12.7	8.1
Electronic data processing	*	*	***	***
Industrial nurses	3.5	9.9	12.2	8.1
Skilled maintenance trades **	4.7	7.2	14.4	11.6
Unskilled plant workers **	5.3	6.7	12.6	8.8
Nonmanufacturing:				
Office clerical.....	5.0	7.0	11.6	7.7
Electronic data processing	*	*	10.0	5.9
Industrial nurses	***	***	***	***
Skilled maintenance trades **	***	***	***	***
Unskilled plant workers **	4.9	4.7	12.5	8.5

* Data not available.
 ** Percent increases for periods ending prior to 1976 relate to men only.
 *** Data do not meet publication criteria.

Footnotes

- ¹ Standard hours reflect the workweek for which employees receive their regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates), and the earnings correspond to these weekly hours.
- ² The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median designates position—half of the employees surveyed receive more and half receive less than the rate shown. The middle range is defined by 2 rates of pay; a fourth of the workers earn less than the lower of these rates and a fourth earn more than the higher rate.
- ³ Earnings data relate only to workers whose sex identification was provided by the establishment.
- ⁴ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

Appendix A

Area wage and related benefits data are obtained by personal visits of Bureau field representatives at 3-year intervals.¹ In each of the intervening years, information on employment and occupational earnings is collected by a combination of personal visit, mail questionnaire, and telephone interview from establishments participating in the previous survey.

In each of the 84² areas currently surveyed, 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 of insufficient employment in the occupations studied. Separate tabulations are provided for each of the broad industry divisions which meet publication criteria.

These surveys are conducted on a sample basis. The sampling procedures involve detailed stratification of all establishments within the scope of an individual area survey by industry and number of employees. From this stratified universe a probability sample is selected, with each establishment having a predetermined chance of selection. To obtain optimum accuracy at minimum cost, a greater proportion of large than small establishments is selected. When data are combined, each establishment is weighted according to its probability of selection, so that unbiased estimates are generated. For example, if one out of four establishments is selected, it is given a weight of four to represent itself plus three others. An alternate of the same original probability is chosen in the same industry-size classification if data are not available from the original sample member. If no suitable substitute is available, additional weight is assigned to a sample member that is similar to the missing unit.

Occupations and earnings

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, toolroom, and powerplant; and (4) material movement and custodial. Occupational classification is based on a uniform set of job descriptions designed to take account of interestablishment variation in duties within the same job. Occupations selected for study are listed and described in appendix B. Unless otherwise indicated, the earnings data following the job titles are for all industries combined. Earnings data for some of the occupations listed and

¹ Personal visits were on a 2-year cycle before July 1972.

² Included in the 84 areas are 14 studies conducted by the Bureau under contract. These areas are Akron, Ohio; Austin, Tex.; Binghamton, N.Y.—Pa.; Birmingham, Ala.; Fort Lauderdale—Hollywood and West Palm Beach—Boca Raton, Fla.; Lexington—Fayette, Ky.; Melbourne—Titusville—Cocoa, Fla.; Norfolk—Virginia Beach—Portsmouth and Newport News—Hampton, Va.—N.C.; Poughkeepsie—Kingston—Newburgh, N.Y.; Raleigh—Durham, N.C.; Stamford, Conn.; Syracuse, N.Y.; Utica—Rome, N.Y.; and Westchester County, N.Y. In addition, the Bureau conducts more limited area studies in approximately 70 areas at the request of the Employment Standards Administration of the U.S. Department of Labor.

described, or for some industry divisions within the scope of the survey, are not presented in the A-series tables, because either (1) employment in the occupation is too small to provide enough data to merit presentation, or (2) there is possibility of disclosure of individual establishment data. Separate men's and women's earnings data are not presented when the number of workers not identified by sex is 20 percent or more of the men or women identified in an occupation. Earnings data not shown separately for industry divisions are included in data for all industries combined. Likewise, data are included in the overall classification when a subclassification of electronics technicians, 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. 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 bonuses are included. Weekly hours for office clerical and professional and technical occupations refer to the standard workweek (rounded to the nearest half hour) for which employees receive regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates). Average weekly earnings for these occupations are 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. Changes in earnings of occupational groups, shown in table A-7, are better indicators of wage trends than are earnings changes for individual jobs within the groups.

Average earnings reflect composite, areawide estimates. Industries and establishments differ in pay level and job staffing, and thus contribute differently to the estimates for each job. Pay averages may fail to reflect accurately the wage differential among jobs in individual establishments.

Average pay levels for men and women in selected occupations should not be assumed to reflect differences in pay of the sexes within individual establishments. Factors which may contribute to differences include progression within established rate ranges (only the rates paid incumbents are collected) and performance of specific duties within the general survey job descriptions. Job descriptions used to classify employees in these surveys usually are more generalized than those used in individual establishments and allow for minor differences among establishments in 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 occupational structures among establishments differ, 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.

Wage trends for selected occupational groups

The percent increases presented in table A-7 are based on changes in average hourly earnings for establishments reporting the trend jobs in both the current and previous year (matched establishments). The data are adjusted to remove the effects on average earnings of employment shifts among establishments and turnover of establishments included in survey samples. The percent increases, however, are still affected by factors other than wage increases. Hiring, layoffs, and turnover may affect an establishment average for an occupation when workers are paid under plans providing a range of wage rates for individual jobs. In periods of increased hiring, for example, new employees enter at the bottom of the range, depressing the average without a change in wage rates.

The percent changes relate to wage changes between the indicated dates. When the time span between surveys is other than 12 months, annual rates are shown. (It is assumed that wages increase at a constant rate between surveys.)

Occupations used to compute wage trends are:

Office clerical (men and women):

Secretaries
Stenographers, general
Stenographers, senior
Typists, classes A and B
File clerks, classes A, B, and C
Messengers
Switchboard operators, classes A and B

Office clerical (men and women)—Continued

Order clerks
Accounting clerks, classes A and B
Bookkeeping-machine operators, class B
Payroll clerks
Keypunch operators, classes A and B
Tabulating-machine operators, class B

Electronic data processing (men and women):

Computer systems analysts, classes A, B, and C
Computer programmers, classes A, B, and C
Computer operators, classes A, B, and C

Skilled maintenance (men and women):

Carpenters
Electricians
Painters
Machinists
Mechanics (machinery)
Mechanics (motor vehicle)
Pipefitters
Tool and die makers

Industrial nurses (men and women):

Registered industrial nurses

Unskilled plant (men and women):

Janitors, porters, and cleaners
Material handling laborers

Percent changes for individual areas in the program are computed as follows:

1. Each occupation is assigned a weight based on its proportionate employment in the occupational group in the base year.
2. These weights are used to compute group averages. Each occupation's average (mean) earnings is multiplied by its weight. The products are totaled to obtain a group average.
3. The ratio of group averages for 2 consecutive years is computed by dividing the average for the current year by the average for the earlier year. The result—expressed as a percent—less 100 is the percent change.

For a more detailed description of the method used to compute these wage trends, see "Improving Area Wage Survey Indexes," Monthly Labor Review, January 1973, pp. 52-57.

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 at 3-year intervals.¹ These tabulations on minimum entrance salaries for inexperienced office workers; shift differentials; scheduled weekly hours and days; paid holidays; paid vacations; and health, insurance, and pension plans are presented (in the B-series tables) in previous bulletins for this area.

¹ Personal visits were on a 2-year cycle before July 1972.

Appendix table 1. Establishments and workers within scope of survey and number studied in Houston, Tex.,¹ April 1976

Industry division ²	Minimum employment in establishments in scope of study	Number of establishments		Workers in establishments		
		Within scope of study ³	Studied	Within scope of study ⁴		Studied
				Number	Percent	
ALL ESTABLISHMENTS						
ALL DIVISIONS -----	-	1,972	316	450,185	100	200,868
MANUFACTURING -----	50	521	98	159,098	35	73,194
NONMANUFACTURING -----	-	1,451	218	291,087	65	127,674
TRANSPORTATION, COMMUNICATION, AND OTHER PUBLIC UTILITIES ⁵ -----	50	190	41	54,565	12	38,000
WHOLESALE TRADE -----	50	298	44	45,908	10	16,167
RETAIL TRADE -----	50	404	47	97,780	22	42,010
FINANCE, INSURANCE, AND REAL ESTATE ⁶ -----	50	227	29	36,168	8	11,958
SERVICES ⁷ -----	50	332	57	56,666	13	19,539
LARGE ESTABLISHMENTS						
ALL DIVISIONS -----	-	159	105	205,296	100	161,880
MANUFACTURING -----	500	68	40	79,706	39	60,245
NONMANUFACTURING -----	-	91	65	125,590	61	101,635
TRANSPORTATION, COMMUNICATION, AND OTHER PUBLIC UTILITIES ⁵ -----	500	17	17	33,738	16	33,738
WHOLESALE TRADE -----	500	10	8	11,712	6	10,457
RETAIL TRADE -----	500	44	23	58,314	28	38,603
FINANCE, INSURANCE, AND REAL ESTATE ⁶ -----	500	7	6	8,774	4	7,256
SERVICES ⁷ -----	500	13	11	13,052	6	11,581

¹ The Houston Standard Metropolitan Statistical Area, as defined by the Office of Management and Budget through February 1974, consists of Brazoria, Fort Bend, Harris, Liberty, Montgomery, and Waller 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. Estimates are not intended, however, for comparison with other employment indexes to measure employment trends or levels since (1) planning of wage surveys requires establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the survey.

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

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

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

⁵ Abbreviated to "public utilities" in the A-series tables. Taxicabs and services incidental to water transportation are excluded.

⁶ Abbreviated to "finance" in the A-series tables.

⁷ 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.

Appendix B. Occupational Descriptions

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

OFFICE

SECRETARY

Assigned as personal secretary, normally to one individual. Maintains a close and highly responsive relationship to the day-to-day work 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 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;
- f. Performs stenographic and typing work.

SECRETARY—Continued

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;

Beginning with calendar year 1976 surveys, the Bureau has grouped occupations studied in its area wage surveys into job families in order to present information on related occupations in sequence. Job families have not been titled, however, since doing so might have added extraneous elements to the job matching process.

The Bureau has also revised several occupational titles. The titles more nearly reflect usual word order and are more descriptive of the survey jobs.

Exclusions—Continued

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 corporatewide 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

1. 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
2. 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
3. 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

1. Secretary to the chairman of the board or president of a company that employs, in all, fewer than 100 persons; or
2. 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
3. Secretary to the head, immediately below the officer level, over either a major corporationwide 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
4. 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
5. 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) or a company that employs, in all, over 25,000 persons.

Class C

1. 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 organizational unit 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
2. 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

1. Secretary to the supervisor or head of a small organizational unit (e.g., fewer than about 25 or 30 persons); or
2. 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

Primary duty is to take dictation using shorthand, and to transcribe the dictation. May also type from written copy. May operate from a stenographic pool. May occasionally transcribe from voice recordings (if primary duty is transcribing from recordings, see Transcribing-Machine Typist).

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

Stenographer, General

Dictation involves a normal routine vocabulary. May maintain files, keep simple records, or perform other relatively routine clerical tasks.

Stenographer, Senior

Dictation involves a varied technical or specialized vocabulary such as in legal briefs or reports on scientific research. May also set up and maintain files, keep records, etc.

OR

Performs stenographic duties requiring significantly greater independence and responsibility than stenographer, general as evidenced by the following: Work requires a high degree of stenographic speed and accuracy; a thorough working knowledge of general business and office procedure; and of the specific business operations, organization, policies, procedures, files, workflow, etc. Uses this knowledge in performing stenographic duties and responsible clerical tasks such as maintaining followup files; assembling material for reports, memorandums, and letters; composing simple letters from general instructions; reading and routing incoming mail; and answering routine questions, etc.

TRANSCRIBING-MACHINE TYPIST

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.

TYPIST

Uses a typewriter to make copies of various materials 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; or 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; or routine typing of forms, insurance policies, etc.; or setting up simple standard tabulations; or copying more complex tables already set up and spaced properly.

FILE CLERK

Files, classifies, and retrieves material in an established filing system. May perform clerical and manual tasks required to maintain files. Positions are classified into levels on the basis of the following definitions.

Class A. Classifies and indexes file material such as correspondence, reports, technical documents, etc., in an established filing system containing a number of varied subject matter files. 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. May perform simple clerical and manual tasks required to maintain and service files.

MESSENGER

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. Exclude positions that require operation of a motor vehicle as a significant duty.

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.)

These classifications do not include switchboard operators in telephone companies who assist customers in placing calls.

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.

ORDER CLERK

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.

ACCOUNTING CLERK

Performs one or more accounting clerical tasks such as posting to registers and ledgers; reconciling bank accounts; verifying the internal consistency, completeness, and mathematical accuracy of accounting documents; assigning prescribed accounting distribution codes; examining and verifying for clerical accuracy various types of reports, lists, calculations, posting, etc.; or preparing simple or assisting in preparing more complicated journal vouchers. May work in either a manual or automated accounting system.

The work requires a knowledge of clerical methods and office practices and procedures which relates to the clerical processing and recording of transactions and accounting information. With experience, the worker typically becomes familiar with the bookkeeping and accounting terms and procedures used in the assigned work, but is not required to have a knowledge of the formal principles of bookkeeping and accounting.

Positions are classified into levels on the basis of the following definitions.

ACCOUNTING CLERK—Continued

Class A. Under general supervision, performs accounting clerical operations which require the application of experience and judgment, for example, clerically processing complicated or nonrepetitive accounting transactions, selecting among a substantial variety of prescribed accounting codes and classifications, or tracing transactions through previous accounting actions to determine source of discrepancies. May be assisted by one or more class B accounting clerks.

Class B. Under close supervision, following detailed instructions and standardized procedures, performs one or more routine accounting clerical operations, such as posting to ledgers, cards, or worksheets where identification of items and locations of postings are clearly indicated; checking accuracy and completeness of standardized and repetitive records or accounting documents; and coding documents using a few prescribed accounting codes.

BOOKKEEPING-MACHINE OPERATOR

Operates a bookkeeping machine (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 machine biller), cost distribution, expense distribution, inventory control, etc. May check or assist in preparation of trial balances and prepare control sheets for the accounting department.

MACHINE BILLER

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

Billing-machine biller. Uses a special billing machine (combination typing and adding machine) 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.

MACHINE BILLER—Continued

Bookkeeping-machine biller. Uses a bookkeeping machine (with or without a 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.

PAYROLL CLERK

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.

KEYPUNCH OPERATOR

Operates a keypunch machine to record or verify alphabetic and/or numeric data on tabulating cards or on tape.

Positions are classified into levels on the basis of the following definitions.

Class A. Work requires the application of experience and judgment in selecting procedures to be followed and in searching for, interpreting, selecting, or coding items to be keypunched from a variety of source documents. On occasion may also perform some routine keypunch work. May train inexperienced keypunch operators.

Class B. Work is routine and repetitive. Under close supervision or following specific procedures or instructions, works from various standardized source documents which have been coded, and follows specified procedures which have been prescribed in detail and require little or no selecting, coding, or interpreting of data to be recorded. Refers to supervisor problems arising from erroneous items or codes or missing information.

TABULATING-MACHINE OPERATOR

Operates one or a variety of machines such as the tabulator, calculator, collator, interpreter, sorter, reproducing punch, etc. Excluded from this definition are working supervisors. Also excluded are operators of electronic digital computers, even though they may also operate electric accounting machine equipment.

Positions are classified into levels on the basis of the following definitions.

Class A. Performs complete reporting and tabulating assignments including devising difficult control panel wiring under general supervision. Assignments typically involve a variety of long and complex reports which often are irregular or nonrecurring, requiring some planning of the nature and sequencing of operations, and the use of a variety of machines. Is

typically involved in training new operators in machine operations or training lower level operators in wiring from diagrams and in the operating sequences of long and complex reports. Does not include positions in which wiring responsibility is limited to selection and insertion of prewired boards.

Class B. Performs work according to established procedures and under specific instructions. Assignments typically involve complete but routine and recurring reports or parts of larger and more complex reports. Operates more difficult tabulating or electrical accounting machines, such as

the tabulator and calculator, in addition to the simpler machines used by class C operators. May be required to do some wiring from diagrams. May train new employees in basic machine operations.

Class C. Under specific instructions, operates simple tabulating or electrical accounting machines such as the sorter, interpreter, reproducing punch, collator, etc. Assignments typically involve portions of a work unit, for example, individual sorting or collating runs, or repetitive operations. May perform simple wiring from diagrams, and do some filing work.

PROFESSIONAL AND TECHNICAL

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 programming (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 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 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 system 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,

COMPUTER SYSTEMS ANALYST, BUSINESS—Continued

develops systems for maintaining depositor accounts in a bank, 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.

COMPUTER PROGRAMMER, 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 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.

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 recordkeeping 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 programming 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.

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 reasonably short 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.

DRAFTER

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 drafters.

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.

DRAFTER-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.

ELECTRONICS TECHNICIAN

Works on various types of electronic equipment and related devices by performing one or a combination of the following: Installing, maintaining, repairing, overhauling, troubleshooting, modifying, constructing, and testing. Work requires practical application of technical knowledge of electronics principles, ability to determine malfunctions, and skill to put equipment in required operating condition.

The equipment—consisting of either many different kinds of circuits or multiple repetition of the same kind of circuit—includes, but is not limited to, the following: (a) Electronic transmitting and receiving equipment (e.g., radar, radio, television, telephone, sonar, navigational aids), (b) digital and analog computers, and (c) industrial and medical measuring and controlling equipment.

This classification excludes repairers of such standard electronic equipment as common office machines and household radio and television sets; production assemblers and testers; workers whose primary duty is servicing electronic test instruments; technicians who have administrative or supervisory responsibility; and drafters, designers, and professional engineers.

Positions are classified into levels on the basis of the following definitions.

Class A. Applies advanced technical knowledge to solve unusually complex problems (i.e., those that typically cannot be solved solely by reference to manufacturers' manuals or similar documents) in working on electronic equipment. Examples of such problems include location and density of circuitry, electromagnetic radiation, isolating malfunctions, and frequent engineering changes. Work involves: A detailed understanding of the interrelationships of circuits; exercising independent judgment in performing such tasks as making circuit analyses, calculating wave forms, tracing relationships in signal flow; and regularly using complex test instruments (e.g., dual trace oscilloscopes, Q-meters, deviation meters, pulse generators).

Work may be reviewed by supervisor (frequently an engineer or designer) for general compliance with accepted practices. May provide technical guidance to lower level technicians.

Class B. Applies comprehensive technical knowledge to solve complex problems (i.e., those that typically can be solved solely by properly interpreting manufacturers' manuals or similar documents) in working on electronic equipment. Work involves: A familiarity with the interrelationships of circuits; and judgment in determining work sequence and in selecting tools and testing instruments, usually less complex than those used by the class A technician.

Receives technical guidance, as required, from supervisor or higher level technician, and work is reviewed for specific compliance with accepted practices and work assignments. May provide technical guidance to lower level technicians.

Class C. Applies working technical knowledge to perform simple or routine tasks in working on electronic equipment, following detailed instructions which cover virtually all procedures. Work typically involves such tasks as: Assisting higher level technicians by performing such activities as replacing components, wiring circuits, and taking test readings; repairing simple electronic equipment; and using tools and common test instruments (e.g., multimeters, audio signal generators, tube testers, oscilloscopes). Is not required to be familiar with the interrelationships of circuits. This knowledge, however, may be acquired through assignments designed to increase competence (including classroom training) so that worker can advance to higher level technician.

Receives technical guidance, as required, from supervisor or higher level technician. Work is typically spot checked, but is given detailed review when new or advanced assignments are involved.

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. Nursing supervisors or head nurses in establishments employing more than one nurse are excluded.

MAINTENANCE, TOOLROOM, AND POWERPLANT

MAINTENANCE CARPENTER

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

MAINTENANCE ELECTRICIAN

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.

MAINTENANCE PAINTER

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.

MAINTENANCE MACHINIST

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 this 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.

MAINTENANCE MECHANIC (Machinery)

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 the machine to a machine shop for major repairs; preparing written specifications for major repairs or for the production of parts ordered from machine shops; reassembling machines; and making all necessary adjustments for operation. In general, the work of a machinery 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.

MAINTENANCE MECHANIC (Motor Vehicles)

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, gauges, drills, or specialized equipment in disassembling or fitting parts; replacing broken or defective parts from stock; grinding and adjusting valves; reassembling and installing the various assemblies in the vehicle and making necessary adjustments; and aligning wheels, adjusting brakes and lights, or tightening body bolts. In general, the work of the motor vehicle maintenance mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

This classification does not include mechanics who repair customers' vehicles in automobile repair shops.

MAINTENANCE PIPEFITTER

Installs or repairs water, steam, gas, or other types of pipe and pipefittings in an establishment. Work involves most of the following: Laying out 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 machines; 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.

MAINTENANCE SHEET-METAL WORKER

Fabricates, installs, and maintains in good repair the sheet-metal equipment and fixtures (such as machine guards, grease pans, shelves, lockers, tanks, ventilators, chutes, 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 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.

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 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; aligning and balancing 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.

MAINTENANCE TRADES HELPER

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.

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, gauges, 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.

TOOL AND DIE MAKER

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

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

STATIONARY ENGINEER

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.

BOILER TENDER

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, gas, or oil burner; and checks water and safety valves. May clean, oil, or assist in repairing boilerroom equipment.

MATERIAL MOVEMENT AND CUSTODIAL

TRUCKDRIVER

Drives a truck within a city or industrial area to transport materials, merchandise, equipment, or workers 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. Sales-route 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, light truck (under 1½ tons)
Truckdriver, medium truck (1½ to and including 4 tons)
Truckdriver, heavy truck (trailer) (over 4 tons)
Truckdriver, heavy truck (other than trailer) (over 4 tons)

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 rates; 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:

Shipping clerk
Receiving clerk
Shipping and receiving clerk

WAREHOUSEMAN

As directed, performs a variety of warehousing duties which require an understanding of the establishment's storage plan. Work involves most of the following: Verifying materials (or merchandise) against receiving documents, noting and reporting discrepancies and obvious damages; routing materials to prescribed storage locations; storing, stacking, or palletizing materials in accordance with prescribed storage methods; rearranging and taking inventory of stored materials; examining stored materials and reporting deterioration and damage; removing material from storage and preparing it for shipment. May operate hand or power trucks in performing warehousing duties.

WAREHOUSEMAN—Continued

Exclude workers whose primary duties involve shipping and receiving work (see Shipping and Receiving Clerk and Shipping Packer), order filling (see Order Filler), or operating power trucks (see Power-Truck Operator).

ORDER FILLER

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.

SHIPPING PACKER

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.

MATERIAL HANDLING LABORER

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. Longshore workers, who load and unload ships, are excluded.

POWER-TRUCK OPERATOR

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 power-truck, as follows:

Forklift operator
Power-truck operator (other than forklift)

GUARD AND WATCHMAN

Guard. Performs routine police duties, either at fixed post or on tour, maintaining order, using arms or force where necessary. Includes guards 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

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.

Available On Request—

The following areas are surveyed periodically for use in administering the Service Contract Act of 1965. Survey results are published in releases which, while supplies last, are or will be available at no cost from any of the BLS regional offices shown on the back cover.

Alaska	Logansport-Peru, Ind.
Albany, Ga.	Lorain-Elyria, Ohio
Albuquerque, N. Mex.	Lower Eastern Shore, Md.-Va.-Del.
Alexandria, La.	Lynchburg, Va.
Alpena, Standish, and Tawas City, Mich.	Macon, Ga.
Ann Arbor, Mich.	Madison, Wis.
Asheville, N.C.	Mansfield, Ohio
Atlantic City, N.J.	Marquette, Escanaba, Sault Ste. Marie, Mich.
Augusta, Ga.-S.C.	McAllen-Pharr-Edinburg and Brownsville-
Bakersfield, Calif.	Harlingen-San Benito, Tex.
Baton Rouge, La.	Medford-Klamath Falls-Grants Pass, Oreg.
Battle Creek, Mich.	Meridian, Miss.
Beaumont-Port Arthur-Orange, Tex.	Middlesex, Monmouth, and Ocean Cos., N.J.
Biloxi-Gulfport and Pascagoula, Miss.	Mobile and Pensacola, Ala.-Fla.
Boise City, Idaho	Montgomery, Ala.
Bremerton, Wash.	Nashville-Davidson, Tenn.
Bridgeport, Norwalk, and Stamford, Conn.	New Bern-Jacksonville, N.C.
Brunswick, Ga.	New London-Norwich, Conn.-R.I.
Burlington, Vt.-N.Y.	North Dakota, State of
Cape Cod, Mass.	Orlando, Fla.
Cedar Rapids, Iowa	Oxnard-Simi Valley-Ventura, Calif.
Champaign-Urbana-Rantoul, Ill.	Panama City, Fla.
Charleston, S.C.	Parkersburg-Marietta, W. Va.-Ohio
Charlotte-Gastonia, N.C.	Peoria, Ill.
Cheyenne, Wyo.	Phoenix, Ariz.
Clarksville-Hopkinsville, Tenn.-Ky.	Pine Bluff, Ark.
Colorado Springs, Colo.	Pocatello-Idaho Falls, Idaho
Columbia, S.C.	Portsmouth, N.H.-Maine-Mass.
Columbus, Ga.-Ala.	Pueblo, Colo.
Columbus, Miss.	Puerto Rico
Crane, Ind.	Reno, Nev.
Decatur, Ill.	Richland-Kennewick-Walla Walla-
Des Moines, Iowa	Pendleton, Wash.-Oreg.
Dothan, Ala.	Riverside-San Bernardino-Ontario, Calif.
Duluth-Superior, Minn.-Wis.	Salina, Kans.
El Paso, Tex., and Alamogordo-Las Cruces, N. Mex.	Salinas-Seaside-Monterey, Calif.
Eugene-Springfield, Oreg.	Sandusky, Ohio
Fayetteville, N.C.	Santa Barbara-Santa Maria-Lompoc, Calif.
Fitchburg-Leominster, Mass.	Savannah, Ga.
Fort Smith, Ark.-Okla.	Selma, Ala.
Fort Wayne, Ind.	Sherman-Denison, Tex.
Frederick-Hagerstown, Md.-Chambersburg, Pa.-	Shreveport, La.
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Huntington-Ashland, W. Va.-Ky.-Ohio	Topeka, Kans.
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Lawton, Okla.	Waterloo-Cedar Falls, Iowa
Lima, Ohio	West Texas Plains
Little Rock-North Little Rock, Ark.	Wilmington, Del.-N.J.-Md.

An annual report on salaries for accountants, auditors, chief accountants, attorneys, job analysts, directors of personnel, buyers, chemists, engineers, engineering technicians, drafters, and clerical employees is available. Order as BLS Bulletin 1891, National Survey of Professional, Administrative, Technical, and Clerical Pay, March 1975, \$1.40 a copy, from any of the BLS regional sales offices shown on the back cover, or from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

Area Wage Surveys

A list of the latest available bulletins or bulletin supplements is presented below. A directory of area wage studies including more limited studies conducted at the request of the Employment Standards Administration of the Department of Labor is available on request. Bulletins may be purchased from any of the BLS regional offices shown on the back cover. Bulletin supplements may be obtained without cost, where indicated, from BLS regional offices.

Area	Bulletin number and price*	Area	Bulletin number and price*
Akron, Ohio, Dec. 1975	1805-80, 45 cents	Miami, Fla., Oct. 1975	1850-76, 95 cents
Albany-Schenectady-Troy, N.Y., Sept. 1975 ¹	1850-63, \$1.20	Milwaukee, Wis., Apr. 1976	1900-22, 85 cents
Anaheim-Santa Ana-Garden Grove, Calif., Oct. 1975 ¹	1850-75, 85 cents	Minneapolis-St. Paul, Minn.-Wis., Jan. 1976	1900-3, 95 cents
Atlanta, Ga., May 1975 ¹	1850-25, \$1.00	Nassau-Suffolk, N.Y., June 1975 ¹	1850-39, \$1.00
Austin, Tex., Dec. 1975 ¹	1850-83, 75 cents	Newark, N.J., Jan. 1976	1900-10, 85 cents
Baltimore, Md., Aug. 1975 ¹	1850-62, \$1.30	New Orleans, La., Jan. 1976	1900-2, 75 cents
Billings, Mont., July 1975	1850-46, 65 cents	New York, N.Y.-N.J., May 1975 ¹	1850-45, \$1.10
Binghamton, N.Y.-Pa., July 1975	1850-50, 65 cents	Norfolk-Virginia Beach-Portsmouth, Va.-N.C., May 1975	1850-29, 65 cents
Birmingham, Ala., Mar. 1976 ¹	1900-11, 95 cents	Norfolk-Virginia Beach-Portsmouth and Newport News-Hampton, Va.-N.C., May 1975	1850-30, 65 cents
Boston, Mass., Aug. 1975 ¹	1850-58, \$1.50	Northeast Pennsylvania, Aug. 1975	1850-52, 65 cents
Buffalo, N.Y., Oct. 1975 ¹	1850-69, 95 cents	Oklahoma City, Okla., Aug. 1975	1850-51, 65 cents
Canton, Ohio, May 1975	Suppl. Free	Omaha, Nebr.-Iowa, Oct. 1975	1850-56, \$1.10
Chattanooga, Tenn.-Ga., Sept. 1975 ¹	1850-67, 85 cents	Paterson-Clifton-Passaic, N.J., June 1975 ¹	1850-38, 80 cents
Chicago, Ill., May 1975	1850-33, 85 cents	Philadelphia, Pa.-N.J., Nov. 1975	1850-65, 85 cents
Cincinnati, Ohio-Ky.-Ind., Mar. 1976	1900-7, 75 cents	Pittsburgh, Pa., Jan. 1976 ¹	1900-1, \$1.15
Cleveland, Ohio, Sept. 1975	1850-64, \$1.30	Portland, Maine, Nov. 1975	1850-72, 45 cents
Columbus, Ohio, Oct. 1975 ¹	1850-78, 95 cents	Portland, Oreg.-Wash., May 1975	1850-40, 75 cents
Corpus Christi, Tex., July 1975	1850-37, 65 cents	Poughkeepsie, N.Y., June 1975 ¹	1850-70, 65 cents
Dallas-Fort Worth, Tex., Oct. 1975 ¹	1850-59, \$1.50	Poughkeepsie-Kingston-Newburgh, N.Y., June 1975 ¹	1850-68, 75 cents
Davenport-Rock Island-Moline, Iowa-Ill., Feb. 1976	1900-25, 55 cents	Providence-Warwick-Pawtucket, R.I.-Mass., June 1975	1850-27, 75 cents
Dayton, Ohio, Dec. 1975	1850-73, 45 cents	Raleigh-Durham, N.C., Feb. 1976	1900-18, 55 cents
Daytona Beach, Fla., Aug. 1975	1850-47, 65 cents	Richmond, Va., June 1975	1850-41, 65 cents
Denver-Boulder, Colo., Dec. 1975	1850-82, 75 cents	St. Louis, Mo.-Ill., Mar. 1976 ¹	1900-19, \$1.25
Detroit, Mich., Mar. 1976 ¹	1900-15, \$1.25	Sacramento, Calif., Dec. 1975	1850-87, 45 cents
Fort Lauderdale-Hollywood and West Palm Beach-Boca Raton, Fla., Apr. 1976	1900-20, 55 cents	Saginaw, Mich., Nov. 1975	1850-71, 35 cents
Fresno, Calif., June 1975 ¹	1850-61, \$1.20	Salt Lake City-Ogden, Utah, Nov. 1975 ¹	1850-74, 75 cents
Gainesville, Fla., Sept. 1975	1850-57, \$1.10	San Antonio, Tex., May 1976	1900-23, 65 cents
Green Bay, Wis., July 1975 ¹	1850-44, 80 cents	San Diego, Calif., Nov. 1975	1850-77, 45 cents
Greensboro-Winston-Salem-High Point, N.C., Aug. 1975	1850-49, 65 cents	San Francisco-Oakland, Calif., Mar. 1976	1900-9, 95 cents
Greenville-Spartanburg, S.C., June 1975	1850-42, 65 cents	San Jose, Calif., Mar. 1976	1900-13, 65 cents
Hartford, Conn., Mar. 1976	1900-14, 55 cents	Seattle-Everett, Wash., Jan. 1976	1900-6, 65 cents
Houston, Tex., Apr. 1976	1900-26, 85 cents	South Bend, Ind., Mar. 1976	1900-5, 55 cents
Huntsville, Ala., Feb. 1976	1900-17, 55 cents	Stamford, Conn. ^{1 2}	
Indianapolis, Ind., Oct. 1975 ¹	1850-66, 95 cents	Syracuse, N.Y., July 1975	1850-43, 65 cents
Jackson, Miss., Feb. 1976	1900-8, 55 cents	Toledo, Ohio-Mich., May 1976	1900-24, 55 cents
Jacksonville, Fla., Dec. 1975	1850-81, 45 cents	Trenton, N.J., Sept. 1975 ¹	1850-60, \$1.20
Kansas City, Mo.-Kans., Sept. 1975	1850-55, 80 cents	Utica-Rome, N.Y., July 1975 ¹	1850-48, 80 cents
Lexington-Fayette, Ky., Nov. 1975 ¹	1850-84, 75 cents	Washington, D.C.-Md.-Va., Mar. 1976	1900-12, 85 cents
Los Angeles-Long Beach, Calif., Oct. 1975 ¹	1850-86, \$1.15	Westchester County, N.Y., May 1975 ¹	1850-53, 80 cents
Louisville, Ky.-Ind., Nov. 1975	1850-79, 45 cents	Wichita, Kans., Apr. 1976	1900-21, 55 cents
Melbourne-Titusville-Cocoa, Fla., Aug. 1975	1850-54, 65 cents	Worcester, Mass., Apr. 1976	1900-16, 55 cents
Memphis, Tenn.-Ark.-Miss., Nov. 1975	1850-85, 45 cents	York, Pa., Feb. 1976	1900-4, 55 cents

* Prices are determined by the Government Printing Office and are subject to change.
¹ Data on establishment practices and supplementary wage provisions are also presented.
² To be surveyed.

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