

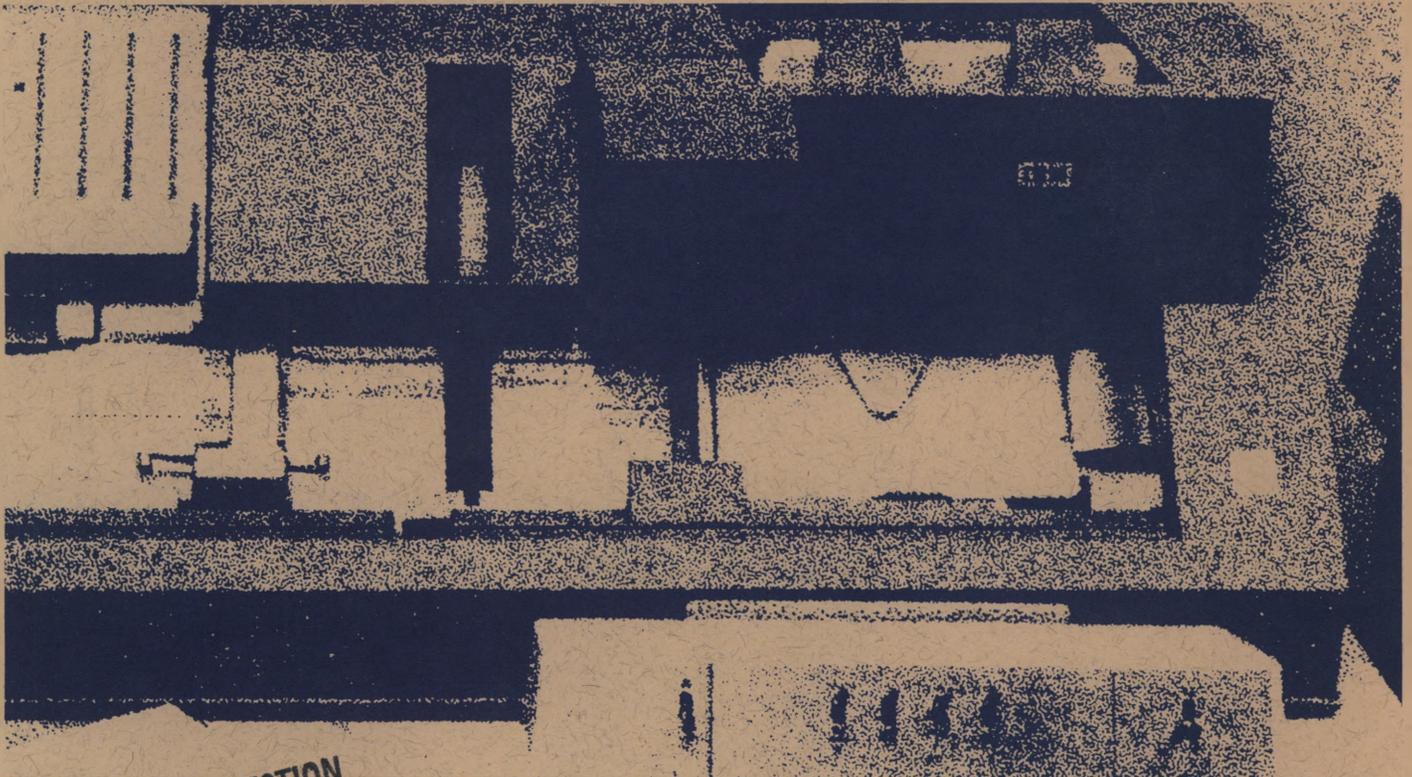
Industry Wage Survey: Computer and Data Processing Services March 1978



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Industry Wage Survey: Computer and Data Processing Services March 1978



U.S. Department of Labor
Ray Marshall, Secretary

Bureau of Labor Statistics
Janet L. Norwood, Commissioner
June 1979

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Preface

This bulletin summarizes the results of a first-time Bureau of Labor Statistics survey of occupational wages and supplementary benefits in the computer and data processing services industries in March 1978.

Separate releases were issued earlier for the following areas: Atlanta, Boston, Chicago, Cleveland, Dallas-Fort Worth, Detroit, Houston, Kansas City, Los Angeles-Long Beach, Minneapolis-St. Paul, Nassau-Suffolk, Newark, New York, Philadelphia, St. Louis, San Francisco-Oakland, San Jose, and Washington, D.C. Copies of these releases are available from the Bureau of Labor Statistics, Washington, D.C. 20212, or any of its regional offices.

This study was conducted in the Bureau's Office of

Wages and Industrial Relations. Sandra L. King of the Division of Occupational Wage Structures prepared the analysis in this bulletin. Field work for the survey was directed by the Assistant Regional Commissioners for Operations.

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

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Computer and Data Processing Services, March 1978

Summary

Occupational pay levels in computer and data processing services establishments varied widely among 18 metropolitan areas surveyed in March 1978.¹ For each of the areas included in this first-time study of the computer field, separate weekly earnings information was developed for full-time workers in occupations selected from two major categories: Professional and technical employees and office clerical workers.²

None of the areas surveyed was consistently highest paying or lowest paying for professional or for office clerical occupations. Occupational pay levels in the highest paying area studied generally were 30 percent more than averages for the same job in the lowest paying area studied.

Average straight-time weekly earnings³ of computer systems analysts, the most populous and highest paid job category studied, typically ranged between \$350 and \$425. Switchboard operator-receptionists, one of the lowest paid occupational groups surveyed, usually averaged between \$150 and \$170 per week.

At least nine-tenths of the workers in each area were in establishments providing paid holidays and paid vacations, after specified periods of service. Typical vacation provisions were 2 weeks after 1 year of service and at least 3 weeks after 10 years. Hospitalization, surgical, basic medical, and major medical insurance benefit plans, for which employers paid at least part of the cost, were also widespread among the computer and data processing facilities covered by the survey.

Industry characteristics

The study covered establishments primarily engaged in providing computer and data processing services. Two industries were studied—computer programming and other “software” services and data processing services. The former includes firms providing systems analysis and design, development of programs or systems, programming services, and systems engineering. The latter includes firms providing complete processing and preparation of reports from data supplied by the customer or specialized services, such as keypunching or making data processing equipment available to others on an hourly or time-sharing basis. Also included in this industry are firms managing and/or operating com-

puter facilities for others on a continuing basis. Excluded from the survey were computer and data processing firms with fewer than eight workers; firms primarily providing accounting, auditing, and bookkeeping services; and those repairing or maintaining computer and data processing equipment.

Spurred by the development of computer and other electronic technology since World War II, these industries have become an increasingly important component of the economy. In 1956, approximately 500 computers, worth about \$200 million, were installed in the United States; by 1976, the number had increased to 300,000, valued at about \$50 billion.⁴ Between 1971 and 1977, employment in three electronic data processing occupations included in the Bureau's area wage surveys that represent all metropolitan areas increased 42 percent to 64,000 for computer operators, 41 percent to 55,000 for programmers, and 77 percent to 48,000 for systems analysts. Limited information available also shows that nationally between 1974 and 1976, employment for computer contractor facilities grew 17 percent compared to 7 percent for all services.⁵

Employment. The 1,173 computer and data processing services establishments within the scope of the 1978 survey (each with at least 8 workers) employed an estimated 22,000 professional and technical workers and 19,500 office clerical employees in March 1978 (table A-1). Among the 18 metropolitan areas studied, employment in the two groups ranged from around 1,000 in Cleveland and Kansas City to 9,000 in Washington. Employment in other large computer service centers

¹ See app. A for scope and method of survey. Areas are Standard Metropolitan Statistical Areas, as defined by the U.S. Office of Management and Budget through February 1974.

² See app. B for occupational descriptions.

³ Earnings data exclude premium pay for overtime and for work on weekends, holidays, and late shifts.

⁴ “Twenty Years of Data Processing,” *DATAMATION*, September 1977, p. 64.

⁵ U.S. Bureau of the Census, *County Business Patterns, U.S. Summary*, 1974 and 1976, pp. 79 and 79, respectively. Information on computer and data processing services was not available prior to 1974.

totaled about 6,600 in Los Angeles-Long Beach, 5,900 in Dallas-Fort Worth, and 4,900 in New York.

Occupational staffing. Of the 59,500 workers in facilities covered by the March 1978 survey, nearly two-fifths were classified as professional and technical workers, and one-third as office clerical employees. Within the professional group, about one-fifth each were classified as computer systems analysts and computer operators, and one-eighth as computer programmers. Slightly more than two-fifths of the office clerical employees were key entry operators; workers in the seven other clerical occupations studied made up one-tenth of the office clerical work force.

Type of service. Firms primarily providing data processing services accounted for three-fifths or more of the total work force in each area except Kansas City and Washington; in the latter areas, at least two-thirds were in firms specializing in computer programming and other software services. Data processing facilities offer a wide variety of services, including data entry, facilities management, leasing or renting computer time, computer time sharing, and special output services (e.g., microfilm)—no one of which is dominant in the industry. Most computer programming firms covered by the survey, however, primarily developed computer programs or systems (software); others in that industry chiefly provided computer systems analysis and design, programming services, or systems engineering (e.g., software-hardware interface).

Type of customer. Customers in finance and service industries (e.g., banks, hospitals, schools, etc.) were the principal source of revenue for computer and data processing firms employing three-tenths of the workers in the 18 areas combined. Customers engaged in manufacturing were the primary source of revenue for firms employing an additional one-fourth of the work force.

Computer firms deriving most of their revenue from the Federal Government were relatively important in only four areas studied, employing about one-eighth of the workers in Boston, one-fifth in Houston and Philadelphia, and nearly three-fourths in Washington.

Seven-tenths of the survey's workers were in firms having more than one type of customer, but no particular type predominated.

Method of wage payment. Time-rated pay systems predominated in the industry, with workers split about evenly between formal and informal plans.

A majority of the professional and technical workers in half the areas were paid under formal plans providing ranges of rates for specific occupations (table 3). Progression within the rate ranges was usually determined by merit review. Informal systems, which based salaries primarily on a worker's individual qualifica-

tions, applied to most of the remaining workers in these areas and was the most common pay plan in the other areas studied.

A majority of the office workers in 11 areas were under informal pay systems (table 4). Nearly all remaining office workers had pay set under formal range-of-rate systems, with progression typically determined by merit review.

Occupational earnings

Occupations for which earnings data were developed accounted for about one-half each of the professional/technical and office clerical workers covered by the March 1978 survey. The occupations were selected to represent various activities performed by white-collar employees of computer and data processing services firms.

Weekly earnings levels for professional and technical employees varied among the 18 areas; the range between the highest and lowest paying area studied for most jobs was about 30 percent (table 1). Class A computer operators, for example, averaged \$275 in Houston compared with \$211 in Kansas City, a 30-percent spread. No area surveyed was consistently highest or lowest paying; however, occupational pay levels were often among the highest in Houston and Washington, and lowest in Kansas City and Minneapolis-St. Paul.

Among professional and technical job groups studied, computer systems analysts had the highest proportionate representation and were highest paid. Class A analysts, who work independently or under only general supervision on complex problems involving all phases of systems analysis, averaged from \$397.00 per week in St. Louis to \$514.50 in Newark. Weekly earnings for class B analysts ranged from \$327.50 in Atlanta to \$418.00 in Washington; and, for those working under immediate supervision (class C), from \$252.50 in Kansas City to \$330.00 in Washington.

Programmers working independently or under only general supervision on complex problems (class A) averaged between \$312.00 and \$410.50, compared with \$190.50-\$245.50 for those applying standard procedures to routine problems (class C).

Among the 16 areas where comparisons were possible, operators working independently (or under only general supervision) on new or complex programs (class A) averaged between 37 and 65 percent more than those working on routine programs under close supervision (class C). Average earnings for class A operators ranged from \$211 in Kansas City to \$275 in Houston; the range for class C operators was from \$148.50 in St. Louis to \$191 in Houston.

Among the office clerical classifications surveyed, key entry operators were, by far, the most numerous. Weekly earnings of class A operators, whose work requires experience and judgment, usually were 5 to 20 percent higher than those of operators whose work is

Text table 1. Average weekly earnings of workers in selected occupations in computer services facilities as a percent of averages in BLS area wage surveys, March 1978

Occupation	Northeast				South			
	Boston	Nassau-Suffolk	New York	Philadelphia	Atlanta	Dallas-Fort Worth	Houston	Washington
Professional/technical								
Computer operators:								
Manufacturing.....	90	83	85	90	81	94	104	76
Nonmanufacturing.....	98	84	90	97	82	109	105	87
Computer programmers:								
Manufacturing.....	88	--	92	94	96	91	89	86
Nonmanufacturing.....	101	--	99	95	83	107	91	94
Computer systems analysts:								
Manufacturing.....	102	--	101	98	91	99	108	--
Nonmanufacturing.....	106	--	106	104	93	107	110	116
Office clerical								
Accounting clerks:								
Manufacturing.....	102	--	90	81	97	--	98	81
Nonmanufacturing.....	103	--	93	97	101	--	104	97
Key entry operators:								
Manufacturing.....	101	94	86	81	79	89	99	76
Nonmanufacturing.....	102	91	92	87	77	99	106	94
Secretaries:								
Manufacturing.....	93	--	--	90	--	93	99	--
Nonmanufacturing.....	99	--	--	101	--	99	104	--
Switchboard operator-receptionists:								
Manufacturing.....	93	--	90	90	--	101	94	107
Nonmanufacturing.....	99	--	87	95	--	99	102	111
North Central					West			
	Chicago	Cleveland	Detroit	Kansas City	St. Louis	Los Angeles-Long Beach	San Francisco-Oakland	San Jose
Professional/technical								
Computer operators:								
Manufacturing.....	83	81	73	79	84	89	81	81
Nonmanufacturing.....	87	93	93	80	93	93	89	98
Computer programmers:								
Manufacturing.....	106	96	73	84	101	88	108	79
Nonmanufacturing.....	107	96	85	88	103	95	106	96
Computer systems analysts:								
Manufacturing.....	--	102	84	92	100	100	100	97
Nonmanufacturing.....	--	106	90	95	88	105	115	97
Office clerical								
Accounting clerks:								
Manufacturing.....	--	--	--	92	90	94	--	103
Nonmanufacturing.....	--	--	--	88	95	93	--	101
Key entry operators:								
Manufacturing.....	85	89	62	91	78	86	84	90
Nonmanufacturing.....	87	100	86	85	78	94	79	92
Secretaries:								
Manufacturing.....	97	--	--	--	78	85	--	100
Nonmanufacturing.....	98	--	--	--	85	90	--	105
Switchboard operator-receptionists:								
Manufacturing.....	91	97	--	--	87	97	94	103
Nonmanufacturing.....	91	102	--	--	91	97	95	102

NOTE: Dashes indicate that data for computer services workers and workers covered by the area wage surveys were not comparable in either manufacturing or nonmanufacturing.

Area wage survey data were adjusted to reflect the March 1978 payroll date used in the computer survey. Data could not be adjusted for Minneapolis-St. Paul and Newark.

routine and repetitive (class B) (table 2). The interarea spread for class A key entry operators was \$154 to \$204.50; for class B, \$136.50 to \$175.50

Secretaries, as a group, were the highest paid clerical workers studied in nearly all areas where comparisons were made. Average weekly earnings for these workers varied within individual areas, largely based on the position held by their supervisor. Those working for the chairman of the board or president of a firm employing fewer than 100 persons (class B) were most populous, averaging from \$182 per week in Kansas City to \$246.50 per week in Houston.

Switchboard operator-receptionists usually averaged between \$150 and \$170 per week, and accounting clerks between \$160 and \$190.

Average earnings of professional/technical and office workers in the two industries studied were compared with corresponding jobs in the Bureau's cross-industry area wage surveys.⁶ Text table 1 shows that average earnings of computer and data processing workers were generally below those of their counterparts in the broader based area surveys. In 56 of 90 comparisons, pay levels in computer firms were at least 5 percent lower than the average for manufacturing industries. Limiting comparisons to nonmanufacturing, computer firms fared slightly better—still, in 47 of 91 cases, pay levels were at least 5 percent lower. The impact of computer firms in dampening the nonmanufacturing averages may account for the better showing in the comparison with nonmanufacturing industries. In general, higher earnings for workers in the broader based cross industry surveys may also be due to their union contract coverage. In 1975, 72 percent of the plant and 11 percent of the office workers in manufacturing, and 47 percent of the plant and 14 percent of the office workers in the nonmanufacturing industries covered by area wage surveys were under labor-management agreements. In contrast, virtually no surveyed workers in the computer and data processing services industries were covered by union contracts.

Earnings of individual workers often varied within the same area and occupation. Thus, within an area some occupations with relatively low earnings (as measured by average weekly earnings) included workers earning more than others in occupations with considerably higher averages. Text table 2 illustrates such overlapping for two jobs in the Washington area, despite a 27-percent differential in weekly averages

Establishment practices and supplementary wage provisions

Information was obtained separately on the following practices and benefits for professional/technical and for office clerical groups: Scheduled weekly hours, shift provisions and practices (professional/technical only);

Text table 2. Weekly earnings distribution of class B key entry operators and computer operators in the Washington area, March 1978

Weekly earnings	Key entry operators class B	Computer operators class B
\$100 and under \$120	42	-
120 and under 140	210	5
140 and under 160	392	29
160 and under 180	145	34
180 and under 200	25	43
200 and under 220	2	33
220 and under 240	-	9
240 and under 260	-	8
260 and under 280	-	3
Number of workers	816	164
Average weekly earnings	\$148.00	\$187.50

and the incidence of paid holidays, paid vacations, and health, insurance, and retirement plans.

Scheduled weekly hours. Most professional and technical employees in the industry were in establishments with work schedules of 40 hours a week (table 5). Shorter work schedules, of between 35 and 37.5 hours, applied to almost seven-eighths of the workers in New York, and to most of those not on 40-hour schedules elsewhere. Longer schedules (commonly 45 hours) applied to about two-thirds in Cleveland.

Most office clerical workers were also scheduled for 40 hours a week (table 6). The rest were scheduled for fewer hours—typically 37.5 hours.

Shift differential provisions and practices. Contractors with formal provisions for late shift work accounted for at least 45 percent of the professional and technical workers in each area studied (table 7). At the time of the survey, however, the proportion of workers on second shifts amounted to one-fifth in Nassau-Suffolk, about one-eighth in Dallas, Houston, and New York, and less than one-tenth in the remaining 14 areas (table 8). The proportion on third shifts ranged from nearly one-fifth in Nassau-Suffolk, to one-tenth in Cleveland and St. Louis, and to less than one-tenth in the 15 other areas. Workers on late shifts typically received a uniform percentage over day-shift rates, commonly 10 percent.

⁶The Bureau's area wage survey program covers establishments in the following broad industry divisions: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and selected services. Area wage surveys are conducted throughout the Nation annually. Data from these surveys were adjusted to reflect the March 1978 payroll reference period used in the computer survey. To the extent that computer firms are also covered by the area wage survey data, these lower paying firms reduce the occupational averages and contribute to a smaller differential than would be reported if their data could be excluded from the cross-industry survey.

Paid holidays. Paid holidays, ranging from 5 to 13 days annually, were provided to a large majority of professional/technical and office clerical workers in each area (tables 9 and 10). Typically, provisions were most liberal in the Northeastern areas. However, provisions often varied widely within areas. For example, one-tenth of the office workers in Newark received 6 days while one-fourth were granted 13 days. Generally, provisions were the same for professional and office workers in the same area.

Paid vacations. Paid vacations, after qualifying periods of service, were provided to at least nine-tenths of the professional and office workers in all areas (tables 11 and 12). Typical provisions amounted to 2 weeks after 1 year of service and at least 3 weeks after 10 years. Provisions were generally the same for professional/technical and office workers within the same area.

Health, insurance, and retirement plans. Hospitalization, surgical, basic medical and major medical insurance benefit plans were provided by computer processing establishments employing at least nine-tenths of the professional/technical workers in each area (table 13). These benefit plans were provided for three-fourths or more of the office clerical workers in each area (table 14). Pay continuation plans covering short-term absence from work due to illness or accident were provided to four-fifths of the professional workers. At least seven-tenths in most areas were also covered by life and accidental death and dismemberment insurance. Long-term disability insurance plans were available to one-half or more of the workers in 16 areas and to about two-fifths in Cleveland and Newark.

Generally, a smaller proportion of office clerical than of professional/technical workers were covered by these health and insurance plans. For example, life insurance was available to all professional/technical workers and to three-fifths of the office clerical workers in Philadelphia. In Chicago, corresponding proportions were nine-tenths and seven-tenths.

In the 18 areas combined, nearly half of the professional/technical and two-fifths of the office clerical workers were covered by retirement plans.

Pension plans (other than Federal social security) covered one-half or more of the professional/technical workers in 10 areas and between about one-fifth and one-half in the remaining 8 areas. Severance plans, providing one payment or several over a specified period of time, were rare outside of New York and Philadelphia, among areas studied. Retirement plans covered relatively fewer office clericals than professional/technical workers in most areas studied.

Employers generally paid the entire cost of these health, insurance and retirement plans.

Other selected benefits. Establishments provided paid funeral leave and/or jury-duty leave to at least one-half of the professional/technical and office clerical workers in most areas (tables 15 and 16). Technological severance pay was available to between one-fifth and three-tenths of the professional workers in 5 areas, to one-sixth in 3 areas, and to one-tenth or less in the remaining 10 areas. Generally, a similar proportion of office workers in each area were covered by this benefit. Cost of living adjustments, nearly always based on the BLS Consumer Price Index, only applied to as much as one-fifth of the workers in about a third of the areas.

Table 1. Occupational earnings: Professional and technical employees

(Number and average straight-time weekly earnings¹ of employees in selected professional and technical occupations in computer and data processing services establishments, 18 selected areas, March 1978)

Occupation and sex	Northeast											
	Boston				Nassau-Suffolk				Newark			
	Number of workers	Weekly earnings ¹			Number of workers	Weekly earnings ¹			Number of workers	Weekly earnings ¹		
Mean		Median	Middle-range	Mean		Median	Middle-range	Mean		Median	Middle-range	
PROFESSIONAL AND TECHNICAL OCCUPATIONS												
COMPUTER SYSTEMS ANALYSTS, BUSINESS	202	\$380.00	\$384.00	\$320.00-441.50	-	-	-	-	98	\$436.50	\$410.50	\$382.50-486.00
MEN	252	391.50	384.00	326.50-461.00	-	-	-	-	86	441.50	410.50	382.50-509.00
WOMEN	50	322.50	326.50	303.00-351.00	-	-	-	-	12	398.50	-	-
CLASS A	182	407.50	404.00	355.00-461.00	-	-	-	-	40	514.50	514.00	410.50-597.50
MEN	165	413.00	413.00	374.00-461.00	-	-	-	-	40	514.50	514.00	410.50-597.50
WOMEN	17	354.50	322.00	320.00-405.00	-	-	-	-	-	-	-	-
CLASS B	112	348.00	351.00	315.00-384.00	-	-	-	-	45	404.00	400.00	384.00-432.00
MEN	83	357.50	356.50	325.50-393.50	-	-	-	-	35	401.00	400.00	384.00-434.50
WOMEN	29	321.00	326.50	299.00-351.00	-	-	-	-	10	413.50	-	-
COMPUTER PROGRAMMERS, BUSINESS	220	268.50	269.00	229.50-310.00	-	-	-	-	158	296.50	278.50	230.50-356.50
MEN	154	272.50	269.50	235.50-315.00	-	-	-	-	116	312.00	305.00	235.50-366.50
WOMEN	66	260.00	260.00	216.00-310.00	-	-	-	-	42	254.00	252.00	230.00-267.50
CLASS A	94	316.00	315.00	295.00-329.00	-	-	-	-	31	407.50	433.00	372.50-441.50
MEN	69	318.00	315.00	295.00-340.00	-	-	-	-	28	411.50	439.50	376.50-448.50
CLASS B	81	253.50	250.00	240.00-265.00	-	-	-	-	66	305.50	300.50	265.00-346.00
MEN	57	253.50	250.00	240.00-269.00	-	-	-	-	51	313.00	305.00	274.00-358.50
WOMEN	24	253.50	250.00	230.50-269.00	-	-	-	-	15	275.50	260.00	254.50-299.00
CLASS C	45	197.50	194.00	190.00-211.00	-	-	-	-	61	230.00	230.00	201.50-249.50
MEN	28	198.50	201.50	190.00-210.00	-	-	-	-	37	234.50	217.50	211.00-247.50
WOMEN	-	-	-	-	-	-	-	-	24	223.50	230.50	192.00-249.50
COMPUTER OPERATORS	244	200.00	200.00	168.00-230.00	203	\$184.50	\$176.00	\$154.00-221.50	98	213.50	211.00	201.50-230.00
MEN	215	203.50	205.00	173.00-230.50	170	189.00	180.00	154.00-221.00	82	214.00	215.50	201.50-230.00
WOMEN	29	172.00	170.00	136.00-200.00	-	-	-	-	-	-	-	-
CLASS A	51	245.00	240.00	230.00-253.50	28	252.00	254.00	237.50-267.50	32	248.00	240.00	230.00-263.00
MEN	51	245.00	240.00	230.00-253.50	28	252.00	254.00	237.50-267.50	27	248.50	240.00	230.00-273.50
CLASS B	123	207.00	200.00	189.00-224.50	105	188.00	182.50	162.00-210.00	46	209.00	211.00	206.00-217.00
MEN	109	208.50	205.00	190.00-230.00	87	192.00	189.00	163.00-216.50	38	205.50	211.00	206.00-217.50
WOMEN	14	193.00	-	-	-	-	-	-	-	-	-	-
CLASS C	70	154.50	150.50	137.00-165.00	-	-	-	-	20	168.00	170.00	159.50-173.00
MEN	55	154.50	150.50	140.00-163.50	55	152.50	150.00	132.00-166.50	17	168.00	170.00	158.00-173.00
PERIPHERAL EQUIPMENT OPERATORS	53	150.50	150.00	140.00-160.00	-	-	-	-	-	-	-	-
COMPUTER DATA LIBRARIANS	11	150.50	-	-	-	-	-	-	-	-	-	-
ELECTRONICS TECHNICIANS	44	277.50	275.00	236.50-319.50	-	-	-	-	-	-	-	-
MEN	42	281.00	275.00	270.00-321.50	-	-	-	-	-	-	-	-
CLASS A	29	298.00	293.50	275.00-322.00	-	-	-	-	-	-	-	-
CLASS B	9	252.00	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 1. Continued—Occupational earnings: Professional and technical employees

(Number and average straight-time weekly earnings¹ of employees in selected professional and technical occupations in computer and data processing establishments, 18 selected areas, March 1978)

Occupation and sex	South							
	Atlanta			Dallas-Fort Worth				
	Number of workers	Weekly earnings ¹			Number of workers	Weekly earnings ¹		
Mean		Median	Middle-range	Mean		Median	Middle-range	
PROFESSIONAL AND TECHNICAL OCCUPATIONS								
COMPUTER SYSTEMS ANALYSTS, BUSINESS	137	\$350.00	\$353.50	\$310.50-\$399.00	785	\$370.00	\$368.50	\$337.00-\$403.00
MEN	108	364.50	369.50	316.00- 417.00	680	371.50	368.00	341.50- 403.00
WOMEN	29	296.00	315.00	218.50- 336.00	105	360.50	368.50	326.50- 403.00
CLASS A	-	-	-	-	349	404.50	396.00	368.00- 440.50
MEN	60	398.50	384.00	368.00- 426.00	323	405.00	396.00	368.00- 441.00
WOMEN	-	-	-	-	26	401.50	406.00	384.00- 419.50
CLASS B	50	327.50	317.00	299.50- 336.00	370	355.00	354.50	326.50- 383.50
MEN	42	329.00	313.00	298.50- 336.00	302	353.50	352.50	327.00- 383.50
WOMEN	-	-	-	-	68	359.50	360.50	326.50- 386.00
CLASS C	21	257.50	230.00	213.00- 284.00	66	273.50	278.00	254.50- 287.50
MEN	6	278.50	-	-	55	274.00	270.50	253.00- 287.50
WOMEN	-	-	-	-	11	272.00	-	-
COMPUTER PROGRAMMERS, BUSINESS	52	261.50	264.00	242.00- 292.00	175	292.00	295.00	253.00- 317.50
MEN	40	260.00	259.00	218.50- 292.00	146	301.50	306.50	282.50- 327.50
WOMEN	12	267.50	-	-	-	-	-	-
CLASS A	-	-	-	-	118	320.50	307.00	295.00- 345.00
MEN	-	-	-	-	109	323.50	307.00	297.50- 348.00
WOMEN	-	-	-	-	-	-	-	-
CLASS B	11	261.50	-	-	44	240.50	236.00	236.00- 253.00
MEN	10	262.50	-	-	30	245.50	251.50	236.00- 253.00
WOMEN	-	-	-	-	-	-	-	-
CLASS C	9	208.50	-	-	-	-	-	-
MEN	6	214.50	-	-	-	-	-	-
WOMEN	-	-	-	-	-	-	-	-
COMPUTER OPERATORS	56	191.00	195.00	160.00- 223.50	476	216.00	207.00	174.00- 247.00
MEN	48	194.00	195.50	172.50- 229.00	441	218.50	207.00	176.00- 253.00
WOMEN	8	172.50	-	-	35	181.50	172.50	160.00- 200.50
CLASS A	15	230.50	228.50	222.50- 236.50	167	269.00	265.00	230.00- 297.00
MEN	15	230.50	228.50	222.50- 236.50	160	271.00	266.00	230.00- 297.00
WOMEN	-	-	-	-	7	223.50	-	-
CLASS B	21	200.50	195.50	182.50- 213.00	206	199.00	195.50	176.00- 218.50
MEN	19	199.50	195.50	182.00- 221.50	190	200.50	196.00	176.50- 218.50
WOMEN	-	-	-	-	16	182.00	187.00	160.00- 196.50
CLASS C	20	151.00	149.50	142.50- 160.50	103	163.00	161.00	150.00- 175.00
MEN	14	146.50	-	-	91	163.50	161.00	150.00- 176.00
WOMEN	-	-	-	-	-	-	-	-
PERIPHERAL EQUIPMENT OPERATORS	-	-	-	-	-	-	-	-
MEN	-	-	-	-	-	-	-	-
WOMEN	-	-	-	-	-	-	-	-
COMPUTER DATA LIBRARIANS	-	-	-	-	22	169.00	172.50	160.00- 175.00
MEN	-	-	-	-	-	-	-	-
WOMEN	-	-	-	-	22	169.00	172.50	160.00- 175.00
ELECTRONICS TECHNICIANS	-	-	-	-	-	-	-	-
MEN	-	-	-	-	-	-	-	-
CLASS A	-	-	-	-	17	291.00	287.50	268.00- 299.00
CLASS B	-	-	-	-	15	209.00	218.50	193.50- 224.50

See footnotes at end of table.

Table 1. Continued—Occupational earnings: Professional and technical employees

(Number and average straight-time weekly earnings¹ of employees in selected professional and technical occupations in computer and data processing services establishments, 18 selected areas, March 1978)

Occupation and sex	South—Continued							
	Houston			Washington				
	Number of workers	Weekly earnings ¹			Number of workers	Weekly earnings ¹		
Mean		Median	Middle-range	Mean		Median	Middle-range	
PROFESSIONAL AND TECHNICAL OCCUPATIONS								
COMPUTER SYSTEMS ANALYSTS, BUSINESS	133	\$403.00	\$404.00	\$346.50-461.00	904	\$424.00	\$422.50	\$365.00-480.00
MEN	117	408.50	404.00	362.50-463.00	765	432.00	422.50	375.00-480.00
WOMEN	16	364.50	344.50	318.50-415.50	139	378.50	374.50	326.50-435.50
CLASS A	64	464.50	462.00	427.00-503.00	362	473.00	461.00	409.00-524.00
MEN	60	465.50	462.00	427.00-503.00	322	481.50	471.50	420.00-529.50
WOMEN	-	-	-	-	40	407.50	393.50	355.00-432.50
CLASS B	58	361.00	362.50	340.00-388.50	377	418.00	422.50	375.00-461.50
MEN	47	366.00	366.50	346.50-399.50	310	423.00	422.50	383.50-461.50
WOMEN	11	341.50	-	-	67	394.50	403.00	345.50-441.50
CLASS C	-	-	-	-	165	330.00	342.00	288.00-365.00
MEN	-	-	-	-	133	335.00	345.50	297.50-365.00
WOMEN	-	-	-	-	32	309.00	312.00	268.00-350.50
COMPUTER PROGRAMMERS, BUSINESS	173	290.50	279.50	230.50-345.00	713	287.00	278.50	240.00-317.50
MEN	154	288.00	279.00	230.50-344.00	520	291.50	281.50	240.00-326.50
WOMEN	19	311.00	322.00	278.50-345.50	193	275.00	269.00	240.00-307.00
CLASS A	27	369.00	365.00	350.50-400.00	230	337.00	326.50	297.50-346.00
MEN	23	372.00	367.00	356.50-404.00	158	350.00	326.50	297.50-375.00
WOMEN	-	-	-	-	72	309.50	312.00	288.00-336.00
CLASS B	90	300.00	306.50	276.50-343.00	284	275.50	269.00	230.00-311.00
MEN	78	297.50	306.50	272.00-343.00	230	279.00	278.50	227.50-313.00
WOMEN	12	313.50	-	-	54	262.50	253.50	231.00-288.00
CLASS C	-	-	-	-	199	245.50	249.50	230.50-269.00
MEN	-	-	-	-	132	244.50	256.50	209.50-269.00
WOMEN	-	-	-	-	67	247.50	249.50	240.00-264.00
COMPUTER OPERATORS	378	232.50	227.50	190.00-262.00	472	189.50	187.50	159.50-211.50
MEN	279	234.00	225.50	190.00-267.00	366	190.50	187.50	159.50-212.00
WOMEN	99	227.00	227.50	191.00-258.00	106	186.00	182.00	159.50-211.00
CLASS A	119	275.00	270.50	230.00-313.00	140	230.50	220.00	204.00-232.50
MEN	106	276.00	254.00	230.00-321.50	108	233.00	220.50	204.00-233.50
WOMEN	13	268.50	-	-	-	-	-	-
CLASS B	150	228.50	240.00	190.00-260.50	164	187.50	186.00	170.00-210.00
MEN	116	222.50	224.50	188.00-253.50	142	185.50	183.00	169.00-210.00
WOMEN	-	-	-	-	22	198.50	197.00	186.00-207.50
CLASS C	109	191.00	150.00	168.00-223.00	168	157.50	154.00	136.00-173.00
MEN	57	180.00	187.50	140.00-210.50	116	157.00	154.00	131.50-173.00
WOMEN	52	203.00	193.50	179.00-227.50	52	159.00	159.50	150.00-171.00
PERIPHERAL EQUIPMENT OPERATORS	49	162.00	167.00	155.50-170.50	-	-	-	-
MEN	34	167.00	167.00	167.00-170.50	-	-	-	-
WOMEN	15	151.00	155.50	144.00-155.50	-	-	-	-
COMPUTER DATA LIBRARIANS	59	191.50	191.00	165.50-213.50	-	-	-	-
MEN	18	179.50	161.00	161.00-213.50	-	-	-	-
WOMEN	-	-	-	-	-	-	-	-
ELECTRONICS TECHNICIANS	-	-	-	-	-	-	-	-
MEN	-	-	-	-	-	-	-	-
CLASS A	-	-	-	-	-	-	-	-
CLASS B	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 1. Continued—Occupational earnings: Professional and technical employees

(Number and average straight-time weekly earnings¹ of employees in selected professional and technical occupations in computer and data processing services establishments, 18 selected areas, March 1978)

Occupation and sex	North Central											
	Chicago				Cleveland				Detroit			
	Number of workers	Weekly earnings ¹			Number of workers	Weekly earnings ¹			Number of workers	Weekly earnings ¹		
Mean		Median	Middle-range	Mean		Median	Middle-range	Mean		Median	Middle-range	
PROFESSIONAL AND TECHNICAL OCCUPATIONS												
COMPUTER SYSTEMS ANALYSTS, BUSINESS	-	-	-	-	59	\$411.50	\$385.50	\$360.00-489.50	115	\$373.00	\$365.00	\$336.00-403.00
MEN.....	-	-	-	-	58	413.00	385.50	360.00-493.50	-	-	-	-
CLASS A.....	64	\$457.00	\$461.50	\$384.00-507.00	29	490.00	497.00	400.00-580.00	28	447.00	425.00	403.00-485.00
MEN.....	64	457.00	461.50	384.00-507.00	29	490.00	497.00	400.00-580.00	-	-	-	-
CLASS B.....	-	-	-	-	21	357.50	360.00	360.00-385.50	60	360.50	365.00	338.50-383.50
MEN.....	-	-	-	-	20	360.00	362.00	360.00-385.50	-	-	-	-
COMPUTER PROGRAMMERS, BUSINESS.....	89	323.50	307.50	259.50-390.00	104	306.00	303.50	208.50-361.00	43	279.00	253.00	243.50-303.00
MEN.....	67	331.50	345.00	262.00-391.00	95	315.50	326.00	230.00-361.00	-	-	-	-
WOMEN.....	-	-	-	-	9	205.50	-	-	-	-	-	-
CLASS A.....	40	402.00	391.50	360.00-442.50	34	410.50	415.00	345.00-480.00	-	-	-	-
MEN.....	36	399.50	390.00	360.00-430.00	34	410.50	415.00	345.00-480.00	-	-	-	-
CLASS B.....	21	275.00	265.50	259.50-307.50	47	286.50	295.00	241.50-328.00	25	272.00	270.00	248.50-287.50
MEN.....	-	-	-	-	44	290.50	295.00	241.50-330.00	-	-	-	-
WOMEN.....	10	277.50	-	-	-	-	-	-	-	-	-	-
CLASS C.....	-	-	-	-	22	190.50	187.00	180.00-202.50	-	-	-	-
MEN.....	-	-	-	-	16	188.50	182.00	171.50-207.00	-	-	-	-
WOMEN.....	-	-	-	-	6	196.00	-	-	-	-	-	-
COMPUTER OPERATORS.....	165	200.00	202.50	165.50-238.00	94	198.50	192.50	169.50-223.00	70	223.00	224.50	179.50-262.50
MEN.....	125	205.00	207.50	170.50-246.00	87	200.00	195.00	165.50-223.00	44	222.50	224.50	184.00-241.00
WOMEN.....	-	-	-	-	7	183.00	-	-	24	220.00	217.00	174.50-262.50
CLASS A.....	29	235.00	226.00	219.50-246.00	19	241.50	261.00	170.00-282.00	14	266.50	-	-
MEN.....	25	238.50	238.00	221.00-246.00	16	255.00	276.00	241.50-282.00	10	267.00	-	-
CLASS B.....	72	221.00	221.00	196.00-249.50	39	205.50	200.00	190.50-223.00	40	229.00	225.00	219.00-262.50
MEN.....	61	223.50	230.00	198.00-253.00	37	205.00	200.00	190.50-223.00	27	220.50	224.50	217.50-225.00
CLASS C.....	64	160.00	158.50	145.00-173.00	36	168.50	161.00	160.00-180.50	16	168.50	162.00	157.50-169.00
MEN.....	-	-	-	-	34	168.50	161.00	158.00-180.50	7	165.00	-	-

See footnotes at end of table.

Table 1. Continued—Occupational earnings: Professional and technical employees

(Number and average straight-time weekly earnings¹ of employees in selected professional and technical occupations in computer and data processing services establishments, 18 selected areas, March 1978)

Occupation and sex	North Central—Continued											
	Kansas City				Minneapolis—St. Paul				St. Louis			
	Number of workers	Weekly earnings ¹			Number of workers	Weekly earnings ¹			Number of workers	Weekly earnings ¹		
Mean		Median	Middle-range	Mean		Median	Middle-range	Mean		Median	Middle-range	
PROFESSIONAL AND TECHNICAL OCCUPATIONS												
COMPUTER SYSTEMS ANALYSTS, BUSINESS	110	\$346.50	\$340.50	\$300.00-\$388.00	279	\$369.50	\$366.00	\$299.00-\$436.00	67	\$350.00	\$355.00	\$307.00-\$399.50
MEN.....	93	352.50	345.50	307.00- 407.00	201	378.50	374.50	320.50- 433.50	61	354.00	356.50	316.50- 403.00
WOMEN.....	17	311.50	322.00	278.00- 345.00	78	346.00	304.50	262.50- 445.50	-	-	-	-
CLASS A.....	42	413.50	422.50	379.50- 441.00	109	437.00	436.00	397.50- 461.50	32	397.00	379.50	355.00- 414.00
MEN.....	41	415.00	422.50	379.50- 441.00	83	435.50	433.50	392.00- 461.50	30	397.00	374.00	355.00- 414.00
WOMEN.....	-	-	-	-	26	443.00	451.00	429.00- 478.00	-	-	-	-
CLASS B.....	44	333.00	333.00	307.50- 347.50	97	348.00	323.00	295.50- 384.00	25	334.00	336.00	307.00- 373.00
MEN.....	35	331.00	333.00	307.00- 350.00	70	353.00	344.50	302.50- 384.00	23	336.50	336.00	307.00- 373.00
WOMEN.....	-	-	-	-	27	335.00	300.00	299.00- 324.50	-	-	-	-
CLASS C.....	24	252.50	253.50	222.00- 287.50	73	297.50	267.50	254.00- 346.00	-	-	-	-
MEN.....	17	246.50	230.50	211.00- 288.00	48	318.50	299.00	267.00- 365.00	-	-	-	-
WOMEN.....	7	267.50	-	-	25	257.50	254.00	246.00- 260.50	-	-	-	-
COMPUTER PROGRAMMERS, BUSINESS.....	66	262.00	243.50	214.50- 305.00	42	249.50	230.50	218.50- 252.50	18	294.00	303.50	235.00- 334.50
MEN.....	-	-	-	-	-	-	-	-	14	285.50	-	-
CLASS A.....	-	-	-	-	11	312.00	-	-	-	-	-	-
CLASS B.....	24	258.00	253.00	227.00- 293.50	13	239.00	-	-	10	282.50	-	-
MEN.....	19	266.00	268.50	233.00- 293.50	-	-	-	-	8	271.00	-	-
CLASS C.....	-	-	-	-	18	218.50	218.50	218.50- 232.00	-	-	-	-
COMPUTER OPERATORS.....	80	181.00	184.00	159.50- 201.50	123	201.00	200.00	168.50- 220.00	45	195.00	190.00	172.50- 230.00
MEN.....	56	186.00	184.00	161.00- 203.00	89	210.00	200.00	180.50- 230.00	29	201.50	200.00	184.00- 237.00
WOMEN.....	24	168.50	170.00	143.50- 195.50	-	-	-	-	16	183.00	184.00	167.00- 191.50
CLASS A.....	25	211.00	207.50	197.50- 230.00	37	243.00	224.50	211.50- 275.00	7	225.50	-	-
MEN.....	23	211.50	207.50	199.50- 230.00	33	246.50	254.00	212.50- 275.00	-	-	-	-
CLASS B.....	33	176.50	174.00	160.00- 195.50	43	189.00	188.00	165.50- 215.00	32	197.00	190.00	184.00- 230.00
MEN.....	20	179.50	174.50	165.50- 195.50	27	194.50	184.00	168.50- 220.00	21	201.50	190.00	184.00- 237.00
WOMEN.....	13	172.00	-	-	-	-	-	-	11	188.50	-	-
CLASS C.....	22	153.50	146.50	130.50- 169.00	43	177.00	200.00	149.00- 200.00	6	148.50	-	-
MEN.....	13	151.50	-	-	29	182.50	200.00	156.50- 200.00	-	-	-	-
WOMEN.....	9	156.50	-	-	13	168.00	-	-	-	-	-	-
COMPUTER DATA LIBRARIANS.....	11	156.50	-	-	-	-	-	-	-	-	-	-
WOMEN.....	10	158.50	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 1. Continued—Occupational earnings: Professional and technical employees

(Number and average straight-time weekly earnings¹ of employees in selected professional and technical occupations in computer and data processing services establishments, 18 selected areas, March 1978)

Occupation and sex	West											
	Los Angeles-Long Beach				San Francisco-Oakland				San Jose			
	Number of workers	Weekly earnings ¹			Number of workers	Weekly earnings ¹			Number of workers	Weekly earnings ¹		
Mean		Median	Middle-range	Mean		Median	Middle-range	Mean		Median	Middle-range	
PROFESSIONAL AND TECHNICAL OCCUPATIONS												
COMPUTER SYSTEMS ANALYSTS, BUSINESS	516	\$403.00	\$404.00	\$341.50-\$464.50	138	\$410.00	\$422.00	\$379.50-\$460.00	159	\$400.50	\$393.50	\$345.00-\$460.00
MEN.....	-	-	-	-	98	400.50	412.50	374.00- 435.00	122	394.50	386.00	336.00- 460.00
WOMEN.....	-	-	-	-	-	-	-	-	37	419.50	441.50	345.50- 461.00
CLASS A.....	256	462.00	464.00	422.50- 507.00	82	433.50	438.50	422.00- 461.00	92	451.50	460.00	414.00- 498.00
MEN.....	-	-	-	-	-	-	-	-	68	447.50	441.50	410.50- 498.00
WOMEN.....	-	-	-	-	-	-	-	-	24	462.50	460.00	441.50- 495.50
CLASS B.....	194	366.50	371.00	326.50- 406.50	-	-	-	-	55	341.50	345.00	326.00- 356.50
MEN.....	-	-	-	-	-	-	-	-	44	340.00	340.50	322.50- 364.00
WOMEN.....	-	-	-	-	-	-	-	-	11	347.00	-	-
CLASS C.....	66	284.00	282.50	265.50- 308.50	-	-	-	-	-	-	-	-
COMPUTER PROGRAMMERS, BUSINESS.....	245	294.50	284.00	255.00- 337.00	123	326.00	343.00	289.00- 365.00	96	296.50	293.50	259.00- 333.50
MEN.....	186	295.50	280.00	255.00- 345.50	104	337.50	345.00	307.00- 365.00	68	297.00	287.50	268.50- 333.50
WOMEN.....	-	-	-	-	17	267.50	246.00	246.00- 246.00	28	255.00	300.50	253.00- 333.50
CLASS A.....	58	362.50	365.00	348.50- 374.00	-	-	-	-	12	367.00	-	-
MEN.....	47	363.50	368.00	348.50- 374.00	-	-	-	-	-	-	-	-
WOMEN.....	11	356.50	-	-	-	-	-	-	-	-	-	-
CLASS B.....	107	295.00	297.50	272.00- 317.00	45	315.50	307.00	307.00- 345.00	64	300.00	299.50	287.50- 328.00
MEN.....	-	-	-	-	42	313.00	307.00	307.00- 336.00	42	307.00	299.50	287.50- 328.00
WOMEN.....	-	-	-	-	-	-	-	-	22	286.00	299.50	253.00- 310.50
CLASS C.....	80	244.50	241.50	230.00- 270.50	15	240.50	246.00	230.00- 246.00	-	-	-	-
MEN.....	67	246.50	249.00	230.50- 270.50	-	-	-	-	-	-	-	-
COMPUTER OPERATORS.....	280	213.00	203.50	180.00- 245.50	124	204.00	195.50	184.00- 224.50	83	217.50	220.00	190.00- 251.50
MEN.....	243	215.50	207.00	186.50- 253.00	109	204.50	195.50	172.50- 230.00	72	219.50	220.00	190.00- 250.50
CLASS A.....	70	264.50	266.00	253.00- 287.50	21	252.50	253.00	230.50- 271.00	-	-	-	-
MEN.....	60	269.00	266.00	253.00- 287.50	20	254.00	253.00	230.50- 271.00	-	-	-	-
CLASS B.....	115	211.00	202.00	192.00- 230.50	36	210.50	218.50	195.50- 219.50	49	230.00	232.00	219.00- 249.50
MEN.....	97	214.50	207.50	193.00- 230.50	27	217.00	218.50	210.00- 219.50	49	230.00	232.00	219.00- 249.50
CLASS C.....	95	178.00	170.00	160.00- 195.50	49	175.00	172.50	170.50- 184.00	-	-	-	-
MEN.....	86	179.50	180.00	160.00- 198.50	47	174.00	172.50	170.50- 184.00	17	169.50	160.00	160.00- 185.00
COMPUTER DATA LIBRARIANS.....	13	206.00	-	-	-	-	-	-	9	204.00	-	-
WOMEN.....	13	206.00	-	-	-	-	-	-	-	-	-	-
ELECTRONICS TECHNICIANS.....	28	288.50	285.00	234.00- 344.00	-	-	-	-	37	256.50	236.00	218.50- 284.00
MEN.....	-	-	-	-	-	-	-	-	37	256.50	236.00	218.50- 284.00

¹ Earnings have been rounded to the nearest half dollar, and relate to regular straight-time salaries that are paid for standard workweeks. See appendix B for method used to compute means, median, and middle ranges of earnings. Medians and middle ranges are not provided for entries of fewer than 15 workers.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupation may include subclassifications not shown separately.

Table 1. Continued—Occupational earnings: Professional and technical employees

(Number and average straight-time weekly earnings¹ of employees in selected professional and technical occupations in computer and data processing services establishments, 18 selected areas, March 1978)

Occupation and sex	Northeast—Continued							
	New York				Philadelphia			
	Number of workers	Weekly earnings ¹			Number of workers	Weekly earnings ¹		
	Mean	Median	Middle-range		Mean	Median	Middle-range	
PROFESSIONAL AND TECHNICAL OCCUPATIONS								
COMPUTER SYSTEMS ANALYSTS, BUSINESS	267	\$441.50	\$422.50	\$380.50-\$509.00	236	\$384.00	\$378.00	\$326.50-4453.50
MEN	201	438.00	422.50	375.00-499.00	191	401.50	405.00	345.00-465.50
WOMEN	-	-	-	-	45	310.50	324.50	282.00-365.00
CLASS A	-	-	-	-	111	452.50	459.00	421.50-484.50
MEN	-	-	-	-	98	464.00	462.50	428.50-488.00
CLASS B	77	377.00	379.00	346.00-395.00	93	344.50	345.00	324.50-378.00
MEN	59	371.00	375.00	345.50-381.00	76	349.50	350.00	327.50-379.00
WOMEN	18	396.50	403.00	403.00-422.50	17	323.50	324.50	292.50-331.50
CLASS C	21	278.50	269.00	269.00-300.00	32	260.00	249.50	236.00-289.00
MEN	20	278.00	269.00	269.00-300.00	17	273.00	249.50	249.50-290.00
WOMEN	-	-	-	-	15	246.00	225.50	211.50-285.00
COMPUTER PROGRAMMERS, BUSINESS	281	310.00	295.00	249.50-355.00	99	288.00	287.50	249.50-325.50
MEN	217	317.50	322.00	249.50-365.00	83	289.00	287.50	249.50-325.50
WOMEN	64	284.50	288.00	236.50-320.00	16	283.00	276.00	242.50-313.00
CLASS A	112	380.50	365.00	330.00-413.00	20	363.00	365.00	332.00-392.50
MEN	89	390.50	388.50	336.50-413.00	19	362.00	365.00	324.50-392.50
CLASS B	88	294.00	288.00	259.00-342.00	47	291.50	297.00	265.00-311.00
MEN	72	298.00	298.00	259.00-345.50	39	288.50	293.50	269.00-307.50
WOMEN	16	276.00	288.00	259.50-288.00	8	304.00	-	-
CLASS C	81	229.50	230.00	199.50-250.00	32	237.00	249.50	209.50-265.00
MEN	56	227.00	230.00	199.50-244.00	25	235.00	249.50	207.50-261.00
WOMEN	25	235.50	231.00	199.50-295.00	7	244.00	-	-
COMPUTER OPERATORS	403	208.50	206.50	177.00-234.50	202	206.00	196.00	175.00-230.50
MEN	370	211.50	209.50	185.50-235.00	166	209.00	199.50	174.50-234.00
WOMEN	-	-	-	-	36	191.50	190.00	178.00-216.50
CLASS A	83	246.50	247.50	222.00-264.00	72	247.00	242.00	206.00-264.50
MEN	75	246.50	247.50	222.00-269.00	68	248.50	242.50	206.50-265.50
CLASS B	214	218.50	217.50	199.50-235.00	94	191.50	189.50	170.00-213.50
MEN	205	221.00	220.00	200.00-235.00	73	189.50	182.00	168.00-201.00
CLASS C	106	159.00	160.00	140.00-170.50	36	162.00	166.00	144.50-178.50
MEN	90	160.50	160.00	146.50-175.50	25	160.50	155.00	143.00-178.50
WOMEN	16	151.50	149.00	140.00-163.00	11	166.00	-	-
PERIPHERAL EQUIPMENT OPERATORS	45	167.50	155.50	146.50-190.00	-	-	-	-
MEN	43	168.50	155.50	141.50-190.00	-	-	-	-
COMPUTER DATA LIBRARIANS	40	169.00	160.00	150.00-195.50	16	172.50	171.50	147.00-183.50
MEN	13	157.50	-	-	-	-	-	-
WOMEN	27	174.50	160.00	160.00-187.50	12	176.00	-	-
ELECTRONICS TECHNICIANS	-	-	-	-	28	246.00	249.50	174.00-345.50
MEN	-	-	-	-	28	246.00	249.50	174.00-345.50

See footnotes at end of table.

Table 2. Continued—Occupational earnings: Office clerical employees

(Number and average straight-time weekly earnings of employees in selected office clerical occupations in computer and data processing services establishments, 18 selected areas, March 1978)

Occupation and sex	South							
	Atlanta				Dallas-Fort Worth			
	Number of workers	Weekly earnings ¹			Number of workers	Weekly earnings ¹		
		Mean	Median	Middle-range		Mean	Median	Middle-range
OFFICE OCCUPATIONS								
SECRETARIES.....	-	-	-	-	124	\$195.50	\$190.00	\$177.50-\$213.00
CLASS A.....	-	-	-	-	-	-	-	-
CLASS B.....	-	-	-	-	31	221.00	219.00	198.50- 242.00
CLASS C.....	-	-	-	-	20	188.00	192.50	168.50- 200.50
CLASS D.....	-	-	-	-	-	-	-	-
STENOGRAPHERS.....	-	-	-	-	-	-	-	-
GENERAL.....	-	-	-	-	-	-	-	-
TYPISTS.....	10	\$168.50	-	-	23	164.50	167.00	161.00- 172.50
CLASS A.....	-	-	-	-	20	167.50	167.00	161.00- 172.50
CLASS B.....	-	-	-	-	-	-	-	-
FILE CLERKS.....	-	-	-	-	-	-	-	-
CLASS B.....	-	-	-	-	-	-	-	-
MESSENGERS.....	-	-	-	-	9	143.00	-	-
MEN.....	-	-	-	-	-	-	-	-
WOMEN.....	-	-	-	-	8	140.50	-	-
SWITCHBOARD OPERATORS.....	-	-	-	-	-	-	-	-
SWITCHBOARD OPERATOR-RECEPTIONISTS.....	-	-	-	-	15	151.50	144.00	138.00- 159.50
ACCOUNTING CLERKS.....	11	179.50	-	-	-	-	-	-
MEN.....	-	-	-	-	-	-	-	-
WOMEN.....	9	178.00	-	-	-	-	-	-
CLASS A.....	-	-	-	-	30	206.00	203.50	199.50- 228.00
WOMEN.....	-	-	-	-	26	202.50	202.00	197.50- 212.50
CLASS B.....	9	172.00	-	-	-	-	-	-
WOMEN.....	7	168.50	-	-	-	-	-	-
PAYROLL CLERKS.....	-	-	-	-	-	-	-	-
WOMEN.....	-	-	-	-	-	-	-	-
KEY ENTRY OPERATORS.....	243	143.50	\$146.00	\$113.50-\$160.00	565	157.00	155.50	144.00- 168.00
CLASS A.....	52	169.00	167.50	155.50- 181.00	260	161.00	160.00	148.50- 168.00
CLASS B.....	191	136.50	136.00	112.00- 151.00	305	153.50	152.00	144.00- 164.00

See footnotes at end of table.

Table 2. Continued—Occupational earnings: Office clerical employees

(Number and average straight-time weekly earnings¹ of employees in selected office clerical occupations in computer and data processing services establishments, 18 selected areas, March 1978)

Occupation and sex	South—Continued							
	Houston				Washington			
	Number of workers	Weekly earnings ¹			Number of workers	Weekly earnings ¹		
Mean		Median	Middle-range	Mean		Median	Middle-range	
OFFICE OCCUPATIONS								
SECRETARIES.....	49	\$230.00	\$230.00	\$202.50-\$253.00	-	-	-	-
CLASS A.....	-	-	-	-	7	\$262.00	-	-
CLASS B.....	17	246.50	253.00	230.00- 253.00	26	240.00	\$248.50	\$229.50-\$258.00
CLASS C.....	13	231.50	-	-	-	-	-	-
CLASS D.....	19	214.00	229.50	184.00- 239.00	-	-	-	-
STENOGRAPHERS.....	-	-	-	-	-	-	-	-
GENERAL.....	-	-	-	-	-	-	-	-
TYPISTS.....	12	180.50	-	-	97	171.50	167.00	153.50- 182.50
CLASS A.....	-	-	-	-	63	179.50	173.00	161.00- 193.50
CLASS B.....	-	-	-	-	34	155.50	153.50	142.50- 163.00
FILE CLERKS.....	-	-	-	-	10	130.50	-	-
CLASS B.....	-	-	-	-	8	135.50	-	-
MESSENGERS.....	-	-	-	-	18	137.00	135.00	134.00- 139.50
MEN.....	-	-	-	-	12	133.50	-	-
WOMEN.....	-	-	-	-	-	-	-	-
SWITCHBOARD OPERATORS.....	-	-	-	-	-	-	-	-
SWITCHBOARD OPERATOR-RECEPTIONISTS.....	9	157.50	-	-	30	166.00	163.00	153.50- 173.00
ACCOUNTING CLERKS.....	18	188.00	190.00	190.00- 190.00	68	173.00	171.00	146.00- 200.00
MEN.....	-	-	-	-	-	-	-	-
WOMEN.....	18	188.00	190.00	190.00- 190.00	50	174.50	172.00	141.00- 205.00
CLASS A.....	-	-	-	-	39	190.00	193.00	160.50- 214.50
WOMEN.....	-	-	-	-	24	200.50	207.50	175.00- 230.50
CLASS B.....	-	-	-	-	29	149.50	139.00	126.00- 173.00
WOMEN.....	-	-	-	-	26	150.00	143.50	126.00- 172.50
PAYROLL CLERKS.....	-	-	-	-	8	189.50	-	-
WOMEN.....	-	-	-	-	8	189.50	-	-
KEY ENTRY OPERATORS.....	319	183.00	182.00	175.00- 194.00	953	154.50	150.00	139.00- 162.00
CLASS A.....	162	191.50	190.00	180.00- 203.00	137	195.50	190.00	164.00- 240.00
CLASS B.....	157	174.50	180.00	154.00- 186.00	816	148.00	150.00	134.00- 159.50

See footnotes at end of table.

Table 2. Continued—Occupational earnings: Office clerical employees

(Number and average straight-time weekly earnings of employees in selected office clerical occupations in computer and data processing services establishments, 18 selected areas, March 1978)

Occupation and sex	North Central											
	Chicago				Cleveland				Detroit			
	Number of workers	Weekly earnings ¹			Number of workers	Weekly earnings ¹			Number of workers	Weekly earnings ¹		
		Mean	Median	Middle-range		Mean	Median	Middle-range		Mean	Median	Middle-range
OFFICE OCCUPATIONS												
SECRETARIES.....	21	\$217.50	\$217.50	\$199.50-\$221.00	-	-	-	-	-	-	-	-
CLASS B.....	13	226.50	-	-	-	-	-	-	-	-	-	-
SWITCHBOARD OPERATOR-RECEPTIONISTS.	12	155.00	-	-	7	\$151.50	-	-	-	-	-	-
ACCOUNTING CLERKS.....	-	-	-	-	8	153.50	-	-	-	-	-	-
WOMEN.....	-	-	-	-	8	153.50	-	-	-	-	-	-
CLASS A.....	12	191.00	-	-	-	-	-	-	-	-	-	-
WOMEN.....	12	191.00	-	-	-	-	-	-	-	-	-	-
KEY ENTRY OPERATORS.....	587	160.00	156.00	136.00- 181.50	117	170.50	\$168.00	\$150.00-\$190.00	621	\$153.50	\$150.00	\$138.00-\$170.00
CLASS A.....	114	178.00	160.50	150.00- 196.50	29	184.00	178.00	168.00- 199.50	-	-	-	-
CLASS B.....	473	155.50	154.00	135.00- 176.00	88	166.00	152.00	143.50- 186.50	573	155.00	157.00	138.00- 170.00
Kansas City												
Minneapolis-St. Paul												
St. Louis												
SECRETARIES.....	-	-	-	-	10	\$187.00	-	-	22	\$169.50	\$164.00	\$135.00-\$190.50
CLASS B.....	9	\$182.00	-	-	-	-	-	-	-	-	-	-
CLASS C.....	-	-	-	-	-	-	-	-	9	157.50	-	-
SWITCHBOARD OPERATOR-RECEPTIONISTS.	-	-	-	-	-	-	-	-	7	145.00	-	-
ACCOUNTING CLERKS.....	19	165.00	\$155.00	\$144.50-\$182.50	22	172.00	\$166.00	\$146.00-\$190.50	15	172.50	167.00	149.50- 201.50
WOMEN.....	17	157.00	152.00	139.50- 155.50	-	-	-	-	-	-	-	-
CLASS A.....	-	-	-	-	10	190.50	-	-	9	192.00	-	-
WOMEN.....	-	-	-	-	-	-	-	-	7	182.50	-	-
CLASS B.....	-	-	-	-	12	157.00	-	-	-	-	-	-
KEY ENTRY OPERATORS.....	107	156.00	150.00	138.50- 173.50	196	162.00	162.00	142.00- 176.00	333	141.50	140.00	131.50- 152.00
CLASS A.....	64	160.50	161.50	145.00- 177.00	57	166.50	170.00	157.50- 174.00	89	155.50	156.00	144.00- 165.00
CLASS B.....	43	149.50	144.00	135.00- 170.50	122	162.00	162.00	138.50- 192.50	244	136.50	133.50	131.50- 140.50

See footnotes at end of table.

Table 2. Continued—Occupational earnings: Office clerical employees

(Number and average straight-time weekly earnings¹ of employees in selected office clerical occupations in computer and data processing services establishments, 18 selected areas, March 1978)

Occupation and sex	West											
	Los Angeles-Long Beach				San Francisco-Oakland				San Jose			
	Number of workers	Weekly earnings ¹			Number of workers	Weekly earnings ¹			Number of workers	Weekly earnings ¹		
		Mean	Median	Middle-range		Mean	Median	Middle-range		Mean	Median	Middle-range
OFFICE OCCUPATIONS												
SECRETARIES.....	155	\$208.50	\$205.00	\$190.00-\$221.50	-	-	-	-	33	\$236.00	\$240.00	\$198.00-\$267.00
CLASS B.....	25	238.50	240.50	230.00- 246.50	-	-	-	-	13	234.50	-	-
CLASS C.....	45	217.50	211.50	201.50- 225.00	-	-	-	-	11	224.00	-	-
CLASS D.....	32	184.00	183.00	169.00- 192.50	-	-	-	-	-	-	-	-
TYPISTS.....	24	186.50	201.50	149.50- 214.00	-	-	-	-	20	183.50	180.50	172.50- 192.50
CLASS B.....	-	-	-	-	-	-	-	-	11	172.50	-	-
SWITCHBOARD OPERATOR-RECEPTIONISTS.	23	163.50	164.00	160.00- 167.00	7	\$172.00	-	-	15	167.50	172.50	158.50- 173.00
ACCOUNTING CLERKS.....	67	179.00	178.50	162.00- 189.50	-	-	-	-	15	193.00	190.00	181.00- 203.50
WOMEN.....	-	-	-	-	-	-	-	-	15	193.00	190.00	181.00- 203.50
CLASS A.....	42	187.50	185.00	173.50- 203.50	-	-	-	-	-	-	-	-
CLASS B.....	-	-	-	-	-	-	-	-	11	181.00	-	-
WOMEN.....	-	-	-	-	-	-	-	-	11	181.00	-	-
KEY ENTRY OPERATORS.....	1,282	174.50	170.00	160.00- 188.00	460	170.00	\$167.00	\$166.50-\$172.50	229	179.50	176.00	168.00- 196.00
CLASS A.....	522	191.00	184.50	180.00- 200.00	228	168.00	168.00	166.00- 170.00	33	204.50	210.00	200.00- 220.00
CLASS B.....	760	163.50	160.00	150.00- 170.50	61	170.50	172.50	164.00- 172.50	196	175.50	176.00	166.00- 186.00

¹ Earnings have been rounded to the nearest half dollar, and relate to regular straight-time salaries that are paid for standard workweeks. See appendix B for method used to compute means, medians, and middle ranges of earnings. Median and middle ranges are not provided for entries of fewer than 15 workers.

² All or virtually all workers are women.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupation may include subclassifications not shown separately.

Table 3. Method of wage payment: Professional and technical employees(Percent of professional/technical employees in computer and data processing services establishments by method of wage payment,¹ 18 selected areas, March 1978)

Method of wage payment	Northeast					South			
	Boston	Nassau-Suffolk	Newark	New York	Philadelphia	Atlanta	Dallas-Fort Worth	Houston	Washington
All workers	100	100	100	100	100	100	100	100	100
Time-rated workers	100	100	100	100	100	100	100	100	97
Formal plans	57	63	34	19	46	63	88	59	51
Single rate	-	-	-	-	-	-	-	-	1
Range of rates	57	63	34	19	46	63	88	59	49
Merit review	35	63	23	5	36	28	72	47	38
Length of service	13	-	-	-	-	-	9	-	-
Combination	10	-	11	14	10	35	7	12	11
Individual rates	43	37	66	81	54	37	12	41	47
	North Central					West			
	Chicago	Cleveland	Detroit	Kansas City	Minneapolis-St. Paul	St. Louis	Los Angeles-Long Beach	San Francisco-Oakland	San Jose
All workers	100	100	100	100	100	100	100	100	100
Time-rated workers	100	90	100	100	98	100	100	100	100
Formal plans	49	37	69	100	34	94	42	53	33
Single rate	-	-	-	-	-	-	-	-	-
Range of rates	49	37	69	100	34	94	42	53	33
Merit review	39	24	63	100	34	61	37	46	33
Length of service	-	-	-	-	-	6	-	-	-
Combination	10	13	5	-	-	27	6	7	-
Individual rates	51	53	31	-	64	6	58	47	67

¹ For definition of method of wage payment, see appendix A.

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

Table 4. Method of wage payment: Office clerical employees(Percent of office clerical employees in computer and data processing services establishments by method of wage payment,¹ 18 selected areas, March 1978)

Method of wage payment	Northeast					South			
	Boston	Nassau-Suffolk	Newark	New York	Philadelphia	Atlanta	Dallas-Fort Worth	Houston	Washington
All workers	100	100	100	100	100	100	100	100	100
Time-rated workers	100	100	100	99	99	86	100	100	89
Formal plans	49	36	32	23	24	51	77	37	39
Single rate	4	-	-	-	-	-	-	-	-
Range of rates	45	36	32	23	24	51	77	37	39
Merit review	10	36	4	18	17	44	69	17	28
Length of service	17	-	-	-	-	-	6	19	-
Combination	17	-	28	5	8	8	2	1	10
Individual rates	51	64	68	76	75	35	23	63	51
	North Central					West			
	Chicago	Cleveland	Detroit	Kansas City	Minneapolis-St. Paul	St. Louis	Los Angeles-Long Beach	San Francisco-Oakland	San Jose
All workers	100	100	100	100	100	100	100	100	100
Time-rated workers	100	84	98	100	92	98	93	100	100
Formal plans	37	62	52	100	34	94	41	51	14
Single rate	-	-	-	-	-	-	-	-	-
Range of rates	37	62	52	100	34	94	41	51	14
Merit review	36	60	38	96	34	42	17	4	14
Length of service	-	-	-	-	-	36	-	-	-
Combination	1	2	14	4	-	16	24	46	-
Individual rates	63	22	46	-	58	4	52	49	86

¹ For definition of method of wage payment, see appendix A.

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

Table 5. Scheduled weekly hours: Professional and technical employees(Percent of professional/technical employees in computer and data processing services establishments by scheduled weekly hours,¹ 18 selected areas, March 1978)

Weekly hours	Northeast					South			
	Boston	Nassau-Suffolk	Newark	New York	Philadelphia	Atlanta	Dallas-Fort Worth	Houston	Washington
All workers	100	100	100	100	100	100	100	100	100
35 hours	1	18	28	48	13	-	-	-	-
Over 35 and under 37.5 hours	-	-	-	6	-	1	-	-	-
37.5 hours	48	-	7	32	10	5	9	-	6
Over 37.5 and under 40 hours	3	-	-	-	1	-	-	-	-
40 hours	48	82	65	14	76	94	91	100	94
44 hours	-	-	-	-	-	-	-	-	-
45 hours	-	-	-	-	-	-	-	-	-
Over 45 hours	-	-	-	-	-	-	-	-	-
Weekly hours	North Central					West			
	Chicago	Cleveland	Detroit	Kansas City	Minneapolis-St. Paul	St. Louis	Los Angeles-Long Beach	San Francisco-Oakland	San Jose
All workers	100	100	100	100	100	100	100	100	100
35 hours	11	-	-	-	-	11	-	-	-
Over 35 and under 37.5 hours	-	-	31	6	-	-	-	-	-
37.5 hours	23	5	4	-	-	27	1	9	-
Over 37.5 and under 40 hours	-	-	-	-	-	-	-	-	-
40 hours	65	28	66	94	100	56	99	91	100
44 hours	-	7	-	-	-	-	-	-	-
45 hours	-	50	-	-	-	-	-	-	-
Over 45 hours	-	10	-	-	-	6	-	-	-

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

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

Table 6. Scheduled weekly hours: Office clerical employees(Percent of office clerical employees in computer and data processing services establishments by scheduled weekly hours,¹ 18 selected areas, March 1978)

Weekly hours	Northeast					South			
	Boston	Nassau-Suffolk	Newark	New York	Philadelphia	Atlanta	Dallas-Fort Worth	Houston	Washington
All workers	100	100	100	100	100	100	100	100	100
Under 35 hours	-	-	-	-	(²)	-	-	-	-
35 hours	3	32	20	21	6	-	-	-	-
Over 35 and under 37.5 hours	-	-	-	3	-	5	-	-	-
37.5 hours	46	2	30	41	13	7	7	-	7
Over 37.5 and under 40 hours	5	-	-	-	-	-	-	-	-
40 hours	46	66	50	35	80	88	93	100	93
Over 45 hours	-	-	-	-	-	-	-	-	-
Weekly hours	North Central					West			
	Chicago	Cleveland	Detroit	Kansas City	Minneapolis-St. Paul	St. Louis	Los Angeles-Long Beach	San Francisco-Oakland	San Jose
All workers	100	100	100	100	100	100	100	100	100
Under 35 hours	8	-	-	-	-	-	-	-	-
35 hours	-	-	-	-	-	2	-	-	-
Over 35 and under 37.5 hours	-	-	4	9	-	-	-	-	-
37.5 hours	16	46	5	-	-	16	(²)	17	-
Over 37.5 and under 40 hours	-	-	-	-	-	-	-	-	-
40 hours	76	54	91	91	100	47	100	83	100
Over 45 hours	-	-	-	-	-	36	-	-	-

¹ Data relate to the predominant schedule for full-time day-shift workers in each establishment.² Less than 0.5 percent.

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

Table 7. Shift differential provisions: Professional and technical employees

(Percent of professional/technical employees in computer and data processing services establishments by shift differential provisions,¹ 18 selected areas, March 1978)

Shift differential	Northeast					South			
	Boston	Nassau-Suffolk	Newark	New York	Philadelphia	Atlanta	Dallas-Fort Worth	Houston	Washington
Second shift									
Workers in establishments with									
second-shift provisions	66.1	96.0	50.3	68.8	67.0	46.0	88.8	70.4	57.4
With shift differential	54.7	88.3	34.3	37.0	50.5	1.1	46.5	48.8	41.5
Uniform cents per hour	-	-	10.5	-	16.1	1.1	23.4	-	1.5
10 cents	-	-	-	-	16.1	-	-	-	-
15 cents	-	-	-	-	-	1.1	-	-	-
Over 15 and under 20 cents	-	-	-	-	-	-	-	-	-
20 cents	-	-	-	-	-	-	1.5	-	-
Over 20 and under 25 cents	-	-	-	-	-	-	-	-	-
25 cents	-	-	3.0	-	-	-	18.4	-	-
Over 25 and under 30 cents	-	-	-	-	-	-	-	-	-
30 cents	-	-	7.6	-	-	-	-	-	1.5
Over 30 cents	-	-	-	-	-	-	3.5	-	-
Uniform percentage	54.7	88.3	4.1	30.9	34.5	-	23.1	48.8	40.0
5 percent	-	-	-	-	1.2	-	5.9	-	4.4
6 percent	-	-	4.1	-	-	-	-	-	-
7 percent	2.9	-	-	-	-	-	-	19.6	-
7.5 percent	-	-	-	-	-	-	-	-	-
8 percent	-	-	-	9.6	32.4	-	-	11.8	10.6
10 percent	50.6	88.3	-	21.3	.9	-	17.2	17.4	25.0
Over 15 percent	1.2	-	-	-	-	-	-	-	-
Other formal paid differential	-	-	19.7	6.1	-	-	-	-	-
Third shift									
Workers in establishments with									
shift provisions	52.1	82.5	50.3	56.5	68.7	25.4	79.7	69.0	34.8
With shift differential	48.0	74.9	31.1	35.2	59.3	1.1	46.5	48.8	32.8
Uniform cents per hour	-	-	10.5	-	16.1	1.1	23.4	-	1.5
10 cents	-	-	-	-	16.1	-	-	-	-
15 cents	-	-	-	-	-	-	-	-	-
20 cents	-	-	-	-	-	-	-	-	-
25 cents	-	-	3.0	-	-	1.1	18.4	-	-
Over 25 and under 30 cents	-	-	-	-	-	-	-	-	-
30 cents	-	-	7.6	-	-	-	-	-	1.5
Over 30 cents	-	-	-	-	-	-	5.0	-	-
Uniform percentage	48.0	74.9	4.1	35.2	41.8	-	23.1	48.8	31.3
5 percent	-	-	-	-	-	-	4.6	-	-
8 percent	-	-	-	-	-	-	-	-	-
9 percent	-	-	4.1	-	-	-	-	-	-
10 percent	43.3	5.6	-	20.6	41.8	-	18.4	48.8	31.3
Over 10 and under 15 percent	-	-	-	9.6	-	-	-	-	-
15 percent	4.7	69.2	-	5.1	-	-	-	-	-
Other formal paid differential	-	-	16.5	-	1.5	-	-	-	-

See footnotes at end of table.

Table 7. Continued—Shift differential provisions: Professional and technical employees

(Percent of professional/technical employees in computer and data processing services establishments by shift differential provisions,¹ 18 selected areas, March 1978)

Shift differential	North Central						West		
	Chicago	Cleveland	Detroit	Kansas City	Minneapolis-St. Paul	St. Louis	Los Angeles-Long Beach	San Francisco-Oakland	San Jose
Second shift									
Workers in establishments with second-shift provisions	49.6	68.3	49.4	58.6	71.6	46.4	48.7	61.4	81.6
With shift differential	48.4	16.8	31.9	35.6	47.7	38.1	21.5	18.7	75.4
Uniform cents per hour	1.3	11.6	1.0	31.3	20.6	-	7.0	5.2	14.8
10 cents	-	-	-	-	-	-	-	-	-
15 cents	-	11.6	-	-	11.2	-	.9	-	-
Over 15 and under 20 cents	-	-	-	31.3	-	-	-	-	-
20 cents	-	-	-	-	9.3	-	6.1	-	-
Over 20 and under 25 cents	-	-	1.0	-	-	-	-	-	-
25 cents	-	-	-	-	-	-	-	-	-
Over 25 and under 30 cents	-	-	-	-	-	-	-	5.2	-
30 cents	-	-	-	-	-	-	-	-	-
Over 30 cents	1.3	-	-	-	-	-	-	-	14.8
Uniform percentage	42.6	5.2	30.8	4.3	27.1	38.1	14.5	13.5	60.6
5 percent	-	-	30.8	-	-	27.4	-	-	1.0
6 percent	4.4	-	-	-	-	-	12.3	3.1	-
7 percent	-	-	-	-	-	-	-	-	-
7.5 percent	-	-	-	-	-	-	-	-	4.8
8 percent	22.2	-	-	-	-	-	-	10.4	-
10 percent	15.9	5.2	-	4.3	27.1	10.7	2.2	-	54.9
Over 15 percent	-	-	-	-	-	-	-	-	-
Other formal paid differential	4.5	-	-	-	-	-	-	-	-
Third shift									
Workers in establishments with shift provisions	22.9	62.3	44.7	58.6	64.9	44.0	37.9	56.2	81.6
With shift differential	21.6	16.8	30.8	35.6	47.7	38.1	20.2	28.4	75.4
Uniform cents per hour	1.3	11.6	-	31.3	20.6	-	5.8	-	14.8
10 cents	-	-	-	-	-	-	-	-	-
15 cents	-	-	-	-	6.5	-	-	-	-
20 cents	-	-	-	-	14.0	-	4.9	-	-
25 cents	-	11.6	-	-	-	-	-	-	-
Over 25 and under 30 cents	-	-	-	31.3	-	-	-	-	-
30 cents	-	-	-	-	-	-	.9	-	-
Over 30 cents	1.3	-	-	-	-	-	-	-	14.8
Uniform percentage	20.3	5.2	30.8	4.3	27.1	38.1	14.5	13.5	60.6
5 percent	-	-	30.8	-	-	-	-	-	-
8 percent	4.4	-	-	-	-	-	12.3	3.1	-
9 percent	-	-	-	-	-	-	-	-	-
10 percent	15.9	5.2	-	4.3	27.1	38.1	2.2	-	17.8
Over 10 and under 15 percent	-	-	-	-	-	-	-	10.4	-
15 percent	-	-	-	-	-	-	-	-	42.8
Other formal paid differential	-	-	-	-	-	-	-	14.9	-

¹ Refers to policies of establishments currently operating late shifts or having provisions covering late shifts.

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

Table 8. Shift differential practices: Professional and technical employees

(Percent of professional/technical employees in computer and data processing services establishments employed on late shifts by amount of shift differential, 18 selected areas, March 1978)

Shift differential	Northeast					South			
	Boston	Massau-Suffolk	Newark	New York	Philadelphia	Atlanta	Dallas-Fort Worth	Houston	Washington
Second shift									
Workers employed on second shift	8.3	20.8	8.0	11.7	4.9	6.1	13.8	11.7	3.5
Receiving differential	6.5	19.1	4.8	4.6	1.6	.2	8.4	7.8	1.9
Uniform cents per hour	-	-	.9	-	.9	.2	2.1	-	.3
10 cents	-	-	-	-	.9	-	-	-	-
15 cents	-	-	-	-	-	.2	-	-	-
Over 15 and under 20 cents	-	-	-	-	-	-	-	-	-
20 cents	-	-	-	-	-	-	.3	-	-
Over 20 and under 25 cents	-	-	-	-	-	-	-	-	-
25 cents	-	-	.2	-	-	-	1.4	-	-
Over 25 and under 30 cents	-	-	-	-	-	-	-	-	-
30 cents	-	-	.7	-	-	-	-	-	.3
Over 30 cents	-	-	-	-	-	-	.3	-	-
Uniform percentage	6.5	19.1	.2	4.1	.7	-	6.3	7.8	1.5
5 percent	-	-	-	-	.1	-	.9	-	.7
6 percent	-	-	.2	-	-	-	-	-	-
7 percent .....	.2	-	-	-	-	-	-	6.1	-
7.5 percent	-	-	-	-	-	-	-	-	-
8 percent	-	-	-	1.3	.3	-	-	1.7	.1
10 percent	5.9	19.1	-	2.8	.3	-	5.4	-	.7
Over 15 percent .....	.3	-	-	-	-	-	-	-	-
Other formal paid differential	-	-	3.7	.5	-	-	-	-	-
Third shift									
Workers employed on third shift	3.5	18.6	5.0	8.8	1.3	4.3	9.5	4.9	1.4
Receiving differential	3.0	16.9	3.9	4.0	.6	.2	5.0	2.1	1.0
Uniform cents per hour	-	-	.9	-	-	.2	1.5	-	.3
10 cents	-	-	-	-	-	-	-	-	-
15 cents	-	-	-	-	-	-	-	-	-
20 cents	-	-	-	-	-	-	-	-	-
25 cents	-	-	.2	-	-	.2	1.0	-	-
Over 25 and under 30 cents	-	-	-	-	-	-	-	-	-
30 cents	-	-	.7	-	-	-	-	-	.3
Over 30 cents	-	-	-	-	-	-	.6	-	-
Uniform percentage	3.0	16.9	.2	4.0	.6	-	3.4	2.1	.6
5 percent	-	-	-	-	-	-	.8	-	-
8 percent	-	-	-	-	-	-	-	-	-
9 percent	-	-	.2	-	-	-	-	-	-
10 percent	2.6	1.1	-	3.4	.6	-	2.6	2.1	.6
Over 10 and under 15 percent	-	-	-	.4	-	-	-	-	-
15 percent .....	.4	15.8	-	.1	-	-	-	-	-
Other formal paid differential	-	-	2.7	-	-	-	-	-	-

See footnotes at end of table.

Table 8. Continued—Shift differential practices: Professional and technical employees

(Percent of professional/technical employees in computer and data processing services establishments employed on late shifts by amount of shift differential, 18 selected areas, March 1978)

Shift differential	North Central						West		
	Chicago	Cleveland	Detroit	Kansas City	Minneapolis-St. Paul	St. Louis	Los Angeles-Long Beach	San Francisco-Oakland	San Jose
Second shift									
Workers employed on second shift	7.4	9.6	7.5	4.1	8.4	7.7	8.2	8.3	8.0
Receiving differential	7.3	1.7	2.1	2.4	5.4	6.5	2.5	4.3	7.2
Uniform cents per hour .....	.6	.8	.5	1.7	2.4	-	1.2	1.5	2.6
10 cents	-	-	-	-	-	-	-	-	-
15 cents	-	.8	-	-	2.1	-	.1	-	-
Over 15 and under 20 cents	-	-	-	1.7	-	-	-	-	-
20 cents	-	-	-	-	.4	-	1.1	-	-
Over 20 and under 25 cents	-	-	.5	-	-	-	-	-	-
25 cents	-	-	-	-	-	-	-	1.5	-
Over 25 and under 30 cents	-	-	-	-	-	-	-	-	-
30 cents	-	-	-	-	-	-	-	-	2.6
Over 30 cents .....	.6	-	-	-	-	-	-	-	-
Uniform percentage	5.6	.8	1.5	.6	3.0	6.5	1.2	2.9	4.5
5 percent	-	-	1.5	-	-	6.0	-	-	-
6 percent	1.0	-	-	-	-	-	.7	.2	-
7 percent	-	-	-	-	-	-	-	-	-
7.5 percent	-	-	-	-	-	-	-	-	.6
8 percent	2.3	-	-	-	-	-	-	2.6	-
10 percent	2.3	.8	-	.6	3.0	.6	.5	-	3.9
Over 15 percent	-	-	-	-	-	-	-	-	-
Other formal paid differential	1.1	-	-	-	-	-	-	-	-
Third shift									
Workers employed on third shift	3.5	10.2	4.9	3.9	5.2	11.3	4.5	5.7	6.7
Receiving differential	3.3	2.5	1.5	2.2	4.5	5.4	2.0	4.7	5.8
Uniform cents per hour	-	1.7	-	1.7	1.1	-	.7	-	1.6
10 cents	-	-	-	-	-	-	-	-	-
15 cents	-	-	-	-	.6	-	-	-	-
20 cents	-	-	-	-	.6	-	.6	-	-
25 cents	-	1.7	-	-	-	-	-	-	-
Over 25 and under 30 cents	-	-	-	1.7	-	-	-	-	-
30 cents	-	-	-	-	-	-	.1	-	-
Over 30 cents	-	-	-	-	-	-	-	-	1.6
Uniform percentage	3.3	.8	1.5	.4	3.4	5.4	1.2	2.9	4.2
5 percent	-	-	1.5	-	-	-	-	-	-
8 percent	1.0	-	-	-	-	-	.7	.2	-
9 percent	-	-	-	-	-	-	-	-	-
10 percent	2.3	.8	-	.4	3.4	5.4	.5	-	1.7
Over 10 and under 15 percent	-	-	-	-	-	-	-	2.6	-
15 percent	-	-	-	-	-	-	-	1.9	2.5
Other formal paid differential	-	-	-	-	-	-	-	-	-

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

Table 11. Paid vacations: Professional and technical employees

(Percent of professional/technical employees in computer and data processing services establishments with formal provisions for paid vacations after selected periods of service, 18 selected areas, March 1978)

Vacation policy	Northeast					South			
	Boston	Nassau-Suffolk	Newark	New York	Philadelphia	Atlanta	Dallas-Fort Worth	Houston	Washington
All workers	100	100	100	100	100	100	100	100	100
Method of payment									
Workers in establishments providing paid vacations	100	100	100	100	100	100	100	100	100
Length-of-time payment	100	100	100	100	100	100	100	100	96
Percentage payment	-	-	-	-	-	-	-	-	4
Amount of vacation pay¹									
After 1 year of service:									
1 week	-	10	-	2	5	2	6	2	2
2 weeks	78	90	100	86	86	98	94	98	54
Over 2 and under 3 weeks	11	-	-	9	-	-	-	-	6
3 weeks	9	-	-	2	8	-	-	-	33
After 2 years of service:									
1 week	-	3	-	-	-	-	-	-	(²)
2 weeks	65	97	100	88	76	100	100	100	40
Over 2 and under 3 weeks	11	-	-	9	16	-	-	-	11
3 weeks	21	-	-	-	8	-	-	-	45
After 3 years of service:									
1 week	-	3	-	-	-	-	-	-	(²)
2 weeks	60	97	100	77	70	100	100	100	36
Over 2 and under 3 weeks	11	-	-	9	21	-	-	-	11
3 weeks	26	-	-	11	8	-	-	-	48
Over 3 and under 4 weeks	-	-	-	2	-	-	-	-	-
After 5 years of service:									
1 week	-	-	-	-	-	-	-	-	(²)
2 weeks	18	79	15	35	30	43	54	50	4
Over 2 and under 3 weeks	-	-	-	-	22	-	-	-	1
3 weeks	64	21	85	62	48	57	46	50	72
Over 3 and under 4 weeks	11	-	-	-	-	-	-	-	5
4 weeks	-	-	-	2	-	-	-	-	14
Over 4 and under 5 weeks	4	-	-	-	-	-	-	-	-
5 weeks and over	3	-	-	-	-	-	-	-	4
After 10 years of service:									
1 week	-	-	-	-	-	-	-	-	(²)
2 weeks	11	16	5	12	10	29	10	24	4
Over 2 and under 3 weeks	-	-	-	-	-	-	-	-	1
3 weeks	42	71	62	70	66	71	82	55	51
Over 3 and under 4 weeks	11	-	-	-	16	-	-	-	3
4 weeks	29	13	34	15	8	-	8	21	34
Over 4 and under 5 weeks	-	-	-	2	-	-	-	-	3
5 weeks and over	6	-	-	-	-	-	-	-	4
After 15 years of service:									
1 week	-	-	-	-	-	-	-	-	(²)
2 weeks	11	16	5	12	10	29	10	24	4
Over 2 and under 3 weeks	-	-	-	-	-	-	-	-	1
3 weeks	28	16	54	67	52	71	57	11	42
Over 3 and under 4 weeks	11	55	-	-	-	-	-	-	2
4 weeks	44	13	38	18	39	-	33	65	43
Over 4 and under 5 weeks	-	-	-	2	-	-	-	-	3
5 weeks	-	-	3	-	-	-	-	-	4

See footnotes at end of table.

Table 11. Paid vacations: Continued—Professional and technical employees

(Percent of professional/technical employees in computer and data processing services establishments with formal provisions for paid vacations after selected periods of service, 18 selected areas, March 1978)

Vacation policy	Northeast					South			
	Boston	Nassau-Suffolk	Newark	New York	Philadelphia	Atlanta	Dallas-Fort Worth	Houston	Washington
Amount of vacation pay¹									
—Continued									
After 20 years of service:²									
1 week	-	-	-	-	-	-	-	-	(²)
2 weeks	11	16	5	12	10	29	10	24	4
Over 2 and under 3 weeks	-	-	-	-	-	-	-	-	1
3 weeks	28	9	38	62	52	65	22	11	32
Over 3 and under 4 weeks	11	-	-	-	-	-	-	-	2
4 weeks	28	75	55	22	39	6	65	54	54
Over 4 and under 5 weeks	-	-	-	2	-	-	-	-	3
5 weeks	16	-	3	2	-	-	4	10	4
6 weeks	6	-	-	-	-	-	-	-	-
North Central									
West									
	Chicago	Cleveland	Detroit	Kansas City	Minneapolis-St. Paul	St. Louis	Los Angeles-Long Beach	San Francisco-Oakland	San Jose
All workers	100	100	100	100	100	100	100	100	100
Method of payment									
Workers in establishments									
providing paid vacations	100	100	100	100	94	100	100	100	100
Length-of-time payment	100	100	100	100	94	100	100	100	100
Percentage payment	-	-	-	-	-	-	-	-	-
Amount of vacation pay¹									
After 1 year of service:									
1 week	12	-	11	35	1	1	3	10	1
2 weeks	88	100	89	65	93	99	70	90	99
Over 2 and under 3 weeks	-	-	-	-	-	-	-	-	-
3 weeks	-	-	-	-	-	-	9	-	-
After 2 years of service:									
1 week	3	-	4	-	-	1	-	-	-
2 weeks	95	100	86	100	87	99	72	75	100
Over 2 and under 3 weeks	1	-	11	-	-	-	1	25	-
3 weeks	2	-	-	-	7	-	5	-	-
After 3 years of service:									
1 week	-	-	4	-	-	-	-	-	-
2 weeks	97	100	55	100	87	100	61	75	58
Over 2 and under 3 weeks	1	-	11	-	-	-	1	25	-
3 weeks	2	-	31	-	7	-	14	-	42
Over 3 and under 4 weeks	-	-	-	-	-	-	3	-	-
After 5 years of service:									
1 week	-	-	-	-	-	-	-	-	-
2 weeks	54	60	34	63	53	85	33	39	1
Over 2 and under 3 weeks	2	10	-	-	-	-	1	-	17
3 weeks	45	31	66	37	41	15	42	61	64
Over 3 and under 4 weeks	-	-	-	-	-	-	-	-	-
4 weeks	-	-	-	-	-	-	22	-	18
Over 4 and under 5 weeks	-	-	-	-	-	-	3	-	-

See footnotes at end of table.

Table 11. Paid vacations: Continued—Professional and technical employees

(Percent of professional/technical employees in computer and data processing services establishments with formal provisions for paid vacations after selected periods of service, 18 selected areas, March 1978)

Vacation policy	North Central						West		
	Chicago	Cleveland	Detroit	Kansas City	Minneapolis-St. Paul	St. Louis	Los Angeles-Long Beach	San Francisco-Oakland	San Jose
Amount of vacation pay¹ —Continued									
After 5 years of service:									
5 weeks and over	-	-	-	-	-	-	-	-	-
After 10 years of service:									
1 week	-	-	-	-	-	-	-	-	-
2 weeks	1	48	33	4	7	8	17	21	1
Over 2 and under 3 weeks	-	-	-	-	-	-	-	-	-
3 weeks	88	29	57	65	87	64	47	32	80
Over 3 and under 4 weeks	1	-	-	-	-	-	-	25	-
4 weeks	10	23	11	31	-	27	33	22	11
Over 4 and under 5 weeks	-	-	-	-	-	-	3	-	-
5 weeks and over	-	-	-	-	-	-	-	-	8
After 15 years of service:									
1 week	-	-	-	-	-	-	-	-	-
2 weeks	1	48	33	4	7	8	17	21	1
Over 2 and under 3 weeks	-	-	-	-	-	-	-	-	-
3 weeks	60	21	26	51	45	49	35	18	63
Over 3 and under 4 weeks	-	-	-	-	-	-	-	25	-
4 weeks	39	30	42	45	42	43	45	36	28
Over 4 and under 5 weeks	-	-	-	-	-	-	3	-	-
5 weeks	-	-	-	-	-	-	-	-	8
After 20 years of service:²									
1 week	-	-	-	-	-	-	-	-	-
2 weeks	1	48	33	4	7	8	17	21	1
Over 2 and under 3 weeks	-	-	-	-	-	-	-	-	-
3 weeks	44	21	26	47	43	24	34	18	48
Over 3 and under 4 weeks	-	-	-	-	-	-	-	25	-
4 weeks	32	30	42	50	44	68	46	36	43
Over 4 and under 5 weeks	-	-	-	-	-	-	3	-	-
5 weeks	22	-	-	-	-	-	-	-	8
6 weeks	-	-	-	-	-	-	-	-	-

¹ Vacation payments, such as percent of annual earnings, were converted to an equivalent time basis. Periods of service were chosen arbitrarily and do not necessarily reflect individual establishment provisions for progression. For example, changes indicated at 10 years may include changes that occurred between 5 and 10 years.

² Less than 0.5 percent.

³ Vacation provisions were virtually the same after longer periods of service.

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

Table 12. Paid vacations: Office clerical employees

(Percent of office clerical employees in computer and data processing services establishments with formal provisions for paid vacations after selected periods of service, 18 selected areas, March 1978)

Vacation policy	Northeast					South			
	Boston	Nassau-Suffolk	Newark	New York	Philadelphia	Atlanta	Dallas-Fort Worth	Houston	Washington
All workers	100	100	100	100	100	100	100	100	100
Method of payment									
Workers in establishments providing paid vacations	100	99	100	100	100	100	100	100	100
Length-of-time payment	100	99	100	100	100	100	100	100	95
Percentage payment	-	-	-	-	-	-	-	-	5
Amount of vacation pay¹									
After 1 year of service:									
1 week	-	16	15	2	39	8	2	19	18
2 weeks	86	83	85	89	61	92	98	81	67
Over 2 and under 3 weeks	10	-	-	6	-	-	-	-	9
3 weeks	3	-	-	3	-	-	-	-	2
After 2 years of service:									
1 week	-	2	-	-	-	-	-	-	2
2 weeks	78	97	100	91	94	100	100	100	67
Over 2 and under 3 weeks	10	-	-	6	6	-	-	-	11
3 weeks	11	-	-	-	-	-	-	-	15
After 3 years of service:									
1 week	-	2	-	-	-	-	-	-	2
2 weeks	78	97	100	82	89	100	100	100	50
Over 2 and under 3 weeks	10	-	-	6	11	-	-	-	13
3 weeks	11	-	-	9	-	-	-	-	30
Over 3 and under 4 weeks	-	-	-	3	-	-	-	-	-
After 5 years of service:									
1 week	-	-	-	-	-	-	-	-	2
2 weeks	40	62	41	48	58	63	62	80	24
Over 2 and under 3 weeks	-	-	1	-	21	-	-	-	5
3 weeks	47	37	58	49	21	37	38	20	46
Over 3 and under 4 weeks	10	-	-	-	-	-	-	-	7
4 weeks	-	-	-	-	-	-	-	-	13
Over 4 and under 5 weeks	1	-	-	3	-	-	-	-	-
5 weeks and over	1	-	-	-	-	-	-	-	5
After 10 years of service:									
1 week	-	-	-	-	-	-	-	-	2
2 weeks	31	26	14	35	45	35	14	46	16
Over 2 and under 3 weeks	-	-	-	-	-	-	-	-	2
3 weeks	26	60	59	51	47	65	74	46	54
Over 3 and under 4 weeks	10	-	-	-	6	-	-	-	7
4 weeks	30	13	27	11	2	-	13	8	14
Over 4 and under 5 weeks	-	-	-	3	-	-	-	-	-
5 weeks and over	2	-	-	-	-	-	-	-	5
After 15 years of service:									
1 week	-	-	-	-	-	-	-	-	2
2 weeks	29	26	14	35	45	35	14	46	16
Over 2 and under 3 weeks	-	-	-	-	-	-	-	-	2
3 weeks	16	33	43	49	28	65	37	34	51
Over 3 and under 4 weeks	10	27	-	-	-	-	-	-	7
4 weeks	43	13	30	13	27	-	49	20	17
Over 4 and under 5 weeks	-	-	-	3	-	-	-	-	-
5 weeks	-	-	12	-	-	-	-	-	5

See footnotes at end of table.

Table 12. Paid vacations: Continued—Office clerical employees

(Percent of office clerical employees in computer and data processing services establishments with formal provisions for paid vacations after selected periods of service, 18 selected areas, March 1978)

Vacation policy	Northeast					South			
	Boston	Nassau-Suffolk	Newark	New York	Philadelphia	Atlanta	Dallas-Fort Worth	Houston	Washington
Amount of vacation pay¹									
—Continued									
After 20 years of service:²									
1 week	-	-	-	-	-	-	-	-	2
2 weeks	29	26	14	35	45	35	14	46	16
Over 2 and under 3 weeks	-	-	-	-	-	-	-	-	2
3 weeks	16	31	35	45	28	54	13	15	44
Over 3 and under 4 weeks	10	-	-	-	-	-	-	-	7
4 weeks	33	42	38	16	27	11	71	35	24
Over 4 and under 5 weeks	-	-	-	3	-	-	-	-	-
5 weeks	10	-	12	1	-	-	2	4	5
6 weeks	2	-	-	-	-	-	-	-	-
North Central									
West									
	Chicago	Cleveland	Detroit	Kansas City	Minneapolis-St. Paul	St. Louis	Los Angeles-Long Beach	San Francisco-Oakland	San Jose
All workers	100	100	100	100	100	100	100	100	100
Method of payment									
Workers in establishments providing paid vacations	100	99	100	100	100	100	100	100	100
Length-of-time payment	100	99	100	100	100	100	100	100	99
Percentage payment	-	-	-	-	-	-	-	-	1
Amount of vacation pay¹									
After 1 year of service:									
1 week	10	-	53	32	20	1	13	32	3
2 weeks	82	99	47	68	80	87	77	68	96
Over 2 and under 3 weeks	-	-	-	-	-	-	8	-	1
3 weeks	-	-	-	-	-	12	2	-	-
After 2 years of service:									
1 week	2	-	23	-	17	1	-	14	-
2 weeks	89	99	77	100	80	87	88	83	99
Over 2 and under 3 weeks	(³)	-	(³)	-	-	-	10	2	1
3 weeks	1	-	-	-	3	12	1	-	-
After 3 years of service:									
1 week	-	-	23	-	-	-	-	-	-
2 weeks	99	99	77	100	97	88	87	98	57
Over 2 and under 3 weeks	(³)	-	(³)	-	-	-	10	2	1
3 weeks	1	-	(³)	-	3	12	2	-	42
Over 3 and under 4 weeks	-	-	-	-	-	-	1	-	-
After 5 years of service:									
1 week	-	-	23	-	-	-	-	-	-
2 weeks	48	24	47	83	75	82	40	31	3
Over 2 and under 3 weeks	13	2	-	-	-	-	10	-	11
3 weeks	39	74	30	17	25	6	48	69	74
Over 3 and under 4 weeks	-	-	-	-	-	-	-	-	-
4 weeks	-	-	-	-	-	12	1	-	12
Over 4 and under 5 weeks	-	-	-	-	-	-	1	-	-

See footnotes at end of table.

Table 12. Paid vacations: Continued—Office clerical employees

(Percent of office clerical employees in computer and data processing services establishments with formal provisions for paid vacations after selected periods of service, 18 selected areas, March 1978)

Vacation policy	North Central						West		
	Chicago	Cleveland	Detroit	Kansas City	Minneapolis-St. Paul	St. Louis	Los Angeles-Long Beach	San Francisco-Oakland	San Jose
Amount of vacation pay¹									
—Continued									
After 5 years of service:									
5 weeks and over	-	-	-	-	-	-	-	-	-
After 10 years of service:									
1 week	-	-	23	-	-	-	-	-	-
2 weeks	17	9	30	16	4	49	14	13	3
Over 2 and under 3 weeks	-	-	-	-	-	-	-	-	1
3 weeks	82	33	47	76	96	23	84	21	82
Over 3 and under 4 weeks	(³)	-	-	-	-	-	-	2	-
4 weeks	1	57	(³)	8	-	27	2	64	6
Over 4 and under 5 weeks	-	-	-	-	-	-	1	-	-
5 weeks and over	-	-	-	-	-	-	-	-	8
After 15 years of service:									
1 week	-	-	23	-	-	-	-	-	-
2 weeks	17	9	30	16	4	49	14	13	3
Over 2 and under 3 weeks	-	-	-	-	-	-	-	-	1
3 weeks	69	27	47	60	62	16	71	13	72
Over 3 and under 4 weeks	-	-	-	-	-	-	-	2	-
4 weeks	15	64	(³)	24	34	34	14	72	16
Over 4 and under 5 weeks	-	-	-	-	-	-	1	-	-
5 weeks	-	-	-	-	-	-	-	-	8
After 20 years of service:²									
1 week	-	-	23	-	-	-	-	-	-
2 weeks	17	9	30	16	4	49	14	13	3
Over 2 and under 3 weeks	-	-	-	-	-	-	-	-	1
3 weeks	60	27	43	40	39	8	67	13	71
Over 3 and under 4 weeks	-	-	-	-	-	-	-	2	-
4 weeks	16	64	4	44	57	42	18	72	18
Over 4 and under 5 weeks	-	-	-	-	-	-	1	-	-
5 weeks	7	-	-	-	-	-	-	-	8
6 weeks	-	-	-	-	-	-	-	-	-

¹ Vacation payments, such as percent of annual earnings, were converted to an equivalent time basis. Periods of service were chosen arbitrarily and do not necessarily reflect individual establishment provisions for progression. For example, changes indicated at 10 years may include changes that occurred between 5 and 10 years.

² Vacation provisions were virtually the same after longer periods of service.

³ Less than 0.5 percent.

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

Table 13. Health, insurance, and retirement plans: Professional and technical employees

(Percent of professional/technical employees in computer and data processing services establishments with specified health, insurance, and retirement plans,¹ 18 selected areas, March 1978)

Type of plan	Northeast					South			
	Boston	Nassau-Suffolk	Newark	New York	Philadelphia	Atlanta	Dallas-Fort Worth	Houston	Washington
All workers	100	100	100	100	100	100	100	100	100
Workers in establishments providing:									
Life insurance	96	97	95	100	99	99	100	100	97
Noncontributory plans	79	84	84	81	93	95	39	62	95
Accidental death and dismemberment insurance	83	97	80	87	94	78	96	82	84
Noncontributory plans	66	84	69	72	91	76	30	45	82
Sickness and accident insurance or sick leave or both ²	89	93	100	89	100	80	95	91	83
Sickness and accident insurance	22	1	31	53	72	3	9	34	27
Noncontributory plans	11	1	31	49	33	3	4	13	14
Sick leave (full pay, no waiting period)	85	93	100	85	94	77	95	91	83
Sick leave (partial pay or waiting period)	-	-	-	-	1	-	-	-	-
Long-term disability insurance	78	75	45	62	75	68	80	50	75
Noncontributory plans	45	62	45	55	35	63	27	39	55
Hospitalization insurance	100	90	100	98	100	99	100	100	98
Noncontributory plans	61	77	86	82	85	86	34	80	86
Surgical insurance	100	90	100	98	100	99	100	100	98
Noncontributory plans	61	77	86	82	85	86	34	80	86
Medical insurance	100	97	100	96	100	99	100	100	98
Noncontributory plans	61	84	86	82	85	86	34	80	86
Major medical insurance	100	97	95	100	98	99	100	100	98
Noncontributory plans	61	84	81	85	82	86	34	80	86
Retirement plans ³	34	64	51	45	55	51	77	56	33
Pensions	34	64	51	44	55	51	77	56	33
Noncontributory plans	30	64	51	44	14	51	64	56	22
Severance pay	-	-	3	15	8	-	-	-	-
No plans	-	3	-	-	-	-	-	-	-
	North Central					West			
	Chicago	Cleveland	Detroit	Kansas City	Minneapolis-St. Paul	St. Louis	Los Angeles-Long Beach	San Francisco-Oakland	San Jose
All workers	100	100	100	100	100	100	100	100	100
Workers in establishments providing:									
Life insurance	89	86	73	98	100	94	100	100	99
Noncontributory plans	59	69	52	70	90	83	100	76	94
Accidental death and dismemberment insurance	35	76	73	96	84	94	70	69	89
Noncontributory plans	29	59	52	69	74	83	49	60	89
Sickness and accident insurance or sick leave or both ²	69	90	87	100	85	83	81	94	90
Sickness and accident insurance	38	27	37	78	15	36	30	6	56
Noncontributory plans	16	17	37	69	15	36	11	6	55
Sick leave (full pay, no waiting period)	9	77	87	91	85	58	81	94	90

See footnotes at end of table.

Table 13. Continued—Health, insurance, and retirement plans: Professional and technical employees(Percent of professional/technical employees in computer and data processing services establishments with specified health, insurance, and retirement plans,¹ 18 selected areas, March 1978)

Type of plan	North Central						West		
	Chicago	Cleveland	Detroit	Kansas City	Minneapolis-St. Paul	St. Louis	Los Angeles-Long Beach	San Francisco-Oakland	San Jose
Workers in establishments providing:									
Sick leave (partial pay or waiting period)	40	-	-	9	-	25	-	-	-
Long-term disability insurance	57	39	64	73	79	64	70	71	56
Noncontributory plans	54	22	58	69	79	64	48	61	55
Hospitalization insurance	97	100	100	100	100	94	100	100	100
Noncontributory plans	52	71	90	91	84	83	98	43	89
Surgical insurance	97	100	100	100	100	94	100	100	100
Noncontributory plans	52	77	90	91	84	83	98	43	89
Medical insurance	97	100	100	100	100	94	100	100	100
Noncontributory plans	52	77	90	91	84	83	98	43	89
Major medical insurance	97	100	100	100	100	94	100	100	100
Noncontributory plans	52	77	90	91	84	83	98	43	89
Retirement plans ²	45	30	51	56	51	51	48	18	33
Pensions	45	30	51	56	51	51	48	18	33
Noncontributory plans	40	30	51	56	51	40	17	15	1
Severance pay	-	1	1	-	-	-	-	-	-
No plans	-	-	-	-	-	6	-	-	-

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

"Noncontributory plans" include only those plans financed entirely by the employer.

² Unduplicated total of workers receiving sickness and accident insurance and sick leave shown separately.

³ Unduplicated total of workers covered by pension plans and severance pay shown separately.

Table 14. Continued—Health, insurance, and retirement plans: Office clerical employees(Percent of office clerical employees in computer and data processing services establishments with specified health, insurance, and retirement plans,¹ 18 selected areas, March 1978)

Type of plan	North Central						West		
	Chicago	Cleveland	Detroit	Kansas City	Minneapolis-St. Paul	St. Louis	Los Angeles-Long Beach	San Francisco-Oakland	San Jose
Workers in establishments providing:									
Sick leave (partial pay or waiting period)	27	-	-	9	-	19	-	-	-
Long-term disability insurance	46	68	31	59	58	53	75	62	35
Noncontributory plans	27	44	17	40	58	42	56	31	33
Hospitalization insurance	73	99	100	100	100	100	100	86	100
Noncontributory plans	49	38	64	91	77	52	78	26	71
Surgical insurance	73	99	100	100	100	100	100	86	100
Noncontributory plans	49	38	64	91	77	52	78	26	71
Medical insurance	73	99	100	100	100	100	100	86	100
Noncontributory plans	49	38	64	91	77	52	78	26	71
Major medical insurance	73	99	84	100	100	100	100	86	100
Noncontributory plans	49	38	48	91	77	52	78	26	71
Retirement plans ²	35	76	34	52	61	52	45	22	14
Pensions	35	66	34	52	61	52	45	22	14
Noncontributory plans	33	66	34	52	61	50	32	20	3
Severance pay	-	10	12	-	-	-	-	-	-
No plans	8	1	-	-	-	-	(⁴)	14	-

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

² "Noncontributory plans" include only those plans financed entirely by the employer.

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

⁴ Unduplicated total of workers covered by pension plans and severance pay shown separately.

⁵ Less than 0.5 percent.

Table 15. Other selected benefits: Professional and technical employees(Percent of professional/technical employees in computer and data processing services establishments with formal provisions for selected benefits.¹ 18 selected areas, March 1978)

Item	Northeast					South			
	Boston	Nassau-Suffolk	Newark	New York	Philadelphia	Atlanta	Dallas-Fort Worth	Houston	Washington
All workers	100	100	100	100	100	100	100	100	100
Workers in establishments with provisions for:									
Funeral leave	86	81	43	47	56	47	92	83	68
Jury-duty leave	83	81	78	84	92	28	91	88	84
Technological severance pay	-	-	8	12	16	5	16	-	28
Cost of living adjustments:	3	-	-	16	-	-	-	-	9
Based on BLS consumer price index	3	-	-	16	-	-	-	-	-
Based on other measure	-	-	-	-	-	-	-	-	9
	North Central					West			
	Chicago	Cleveland	Detroit	Kansas City	Minneapolis-St. Paul	St. Louis	Los Angeles-Long Beach	San Francisco-Oakland	San Jose
All workers	100	100	100	100	100	100	100	100	100
Workers in establishments with provisions for:									
Funeral leave	40	71	48	89	62	73	50	61	62
Jury-duty leave	62	90	90	89	88	99	50	39	69
Technological severance pay	29	15	31	2	2	1	25	-	23
Cost of living adjustments:	-	-	-	-	7	-	-	-	-
Based on BLS consumer price index	-	-	-	-	7	-	-	-	-
Based on other measure	-	-	-	-	-	-	-	-	-

¹ For definition of items, see appendix A.

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

Table 16. Other selected benefits: Office clerical employees(Percent of office clerical employees in computer and data processing services establishments with formal provisions for selected benefits,¹ 18 selected areas, March 1978)

Item	Northeast					South			
	Boston	Nassau-Suffolk	Newark	New York	Philadelphia	Atlanta	Dallas-Fort Worth	Houston	Washington
All workers	100	100	100	100	100	100	100	100	100
Workers in establishments with provisions for:									
Funeral leave	72	68	53	41	40	46	89	65	62
Jury-duty leave	63	73	50	55	54	44	88	88	64
Technological severance pay	-	1	4	16	23	7	23	-	28
Cost of living adjustments	12	-	-	6	-	-	-	19	12
Based on BLS consumer price index	12	-	-	6	-	-	-	19	-
Based on other measure	-	-	-	-	-	-	-	-	12
	North Central					West			
	Chicago	Cleveland	Detroit	Kansas City	Minneapolis-St. Paul	St. Louis	Los Angeles-Long Beach	San Francisco-Oakland	San Jose
All workers	100	100	100	100	100	100	100	100	100
Workers in establishments with provisions for:									
Funeral leave	50	69	45	79	83	78	50	59	55
Jury-duty leave	46	89	46	79	94	88	47	58	57
Technological severance pay	10	45	4	4	6	2	18	-	30
Cost of living adjustments	-	-	-	-	4	11	-	-	-
Based on BLS consumer price index	-	-	-	-	4	11	-	-	-
Based on other measure	-	-	-	-	-	-	-	-	-

¹ For definition of items, see appendix A.

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

Appendix A. Scope and Method of Survey

Scope of survey

The survey included establishments primarily engaged in the following activities, as defined by the 1972 edition of the *Standard Industrial Classification Manual* prepared by the U.S. Office of Management and Budget): 1. Providing services in computer programming, systems design and analysis, and other computer "software" (SIC 7372). 2. Providing data processing services to others (SIC 7374). Separate auxiliary offices, i.e., separate establishments which provide management and administrative services *only* to establishments of the same company, were excluded.

Establishments studied were selected from those employing 8 workers or more at the time of reference of the data used in compiling the universe lists. Table A-1 shows the number of establishments and workers estimated to be within the scope of the survey, as well as the number actually studied by the Bureau.

Method of study

Data were obtained by personal visits of the Bureau's field staff to a representative sample of establishments within the scope of the survey. To obtain appropriate accuracy at minimum cost, a greater proportion of large than of small establishments was studied. All estimates are presented, therefore, as relating to all establishments in the industry, excluding only those below the minimum size at the time of reference of the universe data.

Establishment definition

An establishment is defined for this study as a single physical location which provides computer or data processing services to others on a fee or contract basis. An establishment is not necessarily identical with a company, which may consist of one establishment or more.

Employment

Estimates of the number of workers within the scope of the study are intended as a general guide to the size and composition of the industry's labor force, rather than as precise measures of employment.

Professional/technical and Office clerical employees

Professional workers are engaged in work at a level which requires knowledge equivalent to that acquired through completion of a four-year college course, regardless of whether they hold a degree. Technical workers are engaged in technical work utilizing theoretical knowledge acquired through study at a technical institute, junior college or other formal post high school training less extensive than a four-year college course, or through equivalent on the job training or experience.

The term "office clerical employees" includes all nonsupervisory office workers and excludes administrative, executive, professional, and technical employees.

Occupational classification

Occupational classification was based on a uniform set of job descriptions designed to take account of interestablishment and interarea variations in duties within the same job. (See appendix B for these descriptions.) The criteria for selection of the occupations were: The number of workers in the occupation; the usefulness of the data in collective bargaining; and appropriate representation of the entire job scale in the industry. Working supervisors, apprentices, learners, beginners, trainees, and handicapped, part-time, temporary, and probationary workers were not reported in the data for selected occupations.

Wage data

Information on wages relates to straight-time weekly earnings, excluding premium pay for overtime and for work on weekends, holidays, and late shifts. Average weekly earnings relate to salaries that are paid for standard work schedules and are rounded to the nearest half dollar. Incentive payments, such as those resulting from piecework or production bonus systems, and cost-of-living bonuses were included as part of the workers' regular pay. Nonproduction bonus payments, such as Christmas or yearend bonuses, were excluded.

Average (mean) weekly rates or earnings for each occupation or category of workers were calculated by weighting each rate by the number of workers receiv-

ing the rate, totaling, and dividing by the number of individuals.

The *median* designates position; that is, one-half of the employees surveyed received more than this rate and one-half received less. The *middle range* is defined by two rates of pay such that one-fourth of the employees earned less than the lower of these rates and one-fourth earned more than the higher rate.

Minimum entrance rates

Tabulations relate to formally established policies for minimum hourly hiring rates for inexperienced typists. The data represent only the computer facilities included in the Bureau's sample. For purposes of this study, inexperienced typists are defined as those who, at the time of hire, either lack any previous experience, or lack experience that may be transferable to the job for which they are employed.

Method of wage payment

Tabulations by method of payment relate to the number of workers paid under the various time and incentive wage systems. Formal rate structures for time-rated workers provide single rates or a range of rates for individual job categories. In the absence of a formal rate structure, pay rates are determined primarily by the qualifications of the individual worker. A single rate structure is one in which the same rate is paid to all experienced workers in the same job classification. Learners, apprentices, or probationary workers may be paid according to rate schedules which start below the single rate and permit the workers to achieve the full job rate over a period of time. An experienced worker occasionally may be paid above or below the single rate for special reasons, but such payments are exceptions. Range-of-rate plans are those in which the minimum, maximum, or both of these rates paid experienced workers for the same job are speci-

Table A-1. Number of establishments and workers within scope of survey and number studied, computer and data processing services industries, March 1978

Region and area ¹	Number of establishments ²		Workers in establishments			
	Within scope of study	Actually studied	Within scope of study			Actually studied
			Total ³	Professional/technical employees	Office clerical employees	
Total, 18 areas	1,173	336	59,367	21,708	19,341	30,879
Northeast						
Boston	79	22	4,103	1,890	809	1,885
Nassau-Suffolk	46	15	3,425	549	1,224	2,500
Newark	50	17	1,794	437	609	874
New York	168	32	4,952	1,377	1,725	1,665
Philadelphia	67	28	4,031	1,650	1,404	2,792
South						
Atlanta	30	15	1,440	441	533	1,157
Dallas-Fort Worth	83	22	5,921	3,699	1,320	2,690
Houston	71	17	3,035	1,438	971	1,748
Washington	114	30	9,939	4,133	1,989	5,195
North Central						
Chicago	78	18	2,748	792	1,146	1,266
Cleveland	27	12	1,170	363	365	725
Detroit	31	14	1,538	389	811	1,073
Kansas City	23	9	1,114	464	412	766
Minneapolis-St. Paul	39	17	1,666	535	659	1,261
St. Louis	23	12	1,236	168	805	700
West						
Los Angeles-Long Beach	149	29	6,594	1,630	2,921	2,754
San Francisco-Oakland	57	14	2,480	806	1,036	935
San Jose	38	13	2,181	347	562	883

1 The Standard Metropolitan Statistical Areas included in the study are defined as follows: **NORTHEAST:** Boston-Suffolk County, 16 communities in Essex County, 34 in Middlesex County, 26 in Norfolk County, and 12 in Plymouth County; Nassau-Suffolk-Nassau and Suffolk Counties; Newark-Essex, Hudson, Morris, and Union Counties; New York-Bronx, Kings, New York, Putnam, Queens, Richmond, and Westchester Counties, N.Y.; and Bergen County, N.J.; Philadelphia-Bucks, Chester, Delaware, Montgomery, and Philadelphia Counties, Pa.; and Burlington, Camden, and Gloucester Counties, N.J.; **SOUTH:** Atlanta-Butts, Cherokee, Clayton, Cobb, DeKalb, Douglas, Fayette, Forsyth, Fulton, Gwinnett, Henry, Newton, Paulding, Rockdale, and Walton Counties; Dallas-Fort Worth-Collin, Dallas, Denton, Ellis, Hood, Johnson, Kaufman, Parker, Rockwall, Tarrant, and Wise Counties; Houston-Brazoria, Fort Bend, Harris, Liberty, Montgomery, and Waller Counties; Washington-the District of Columbia; Charles, Montgomery, and Prince Georges Counties, Md.; and Alexandria, Fairfax, and Falls Church Cities; and Arlington, Fairfax, Loudoun, and Prince William Counties, Va.; **NORTH CENTRAL:** Chicago-Cook,

DuPage, Kane, Lake, McHenry, and Will Counties; Cleveland-Cuyahoga, Geauga, Lake, and Medina Counties; Detroit-Lapeer, Livingston, Macomb, Oakland, St. Clair, and Wayne Counties; Kansas City-Cass, Clay, Jackson, Platte, and Ray Counties, Mo.; and Johnson and Wyandotte Counties, Kans.; Minneapolis-St. Paul-Anoka, Carver, Chisago, Dakota, Hennepin, Ramsey, Scott, Washington, and Wright Counties, Minn.; and St. Croix County, Wisc.; St. Louis-the city of St. Louis, Franklin, Jefferson, St. Charles, and St. Louis Counties, Mo.; and Clinton, Madison, Monroe, and St. Clair Counties, Ill.; **WEST:** Los Angeles-Long Beach-Los Angeles County; San Francisco-Oakland-Alameda, Contra Costa, Marin, San Francisco, and San Mateo Counties; San Jose-San Jose County.

2 Includes only those establishments with 2 workers or more at the time of reference of the universe data.

3 Includes executive, administrative, part-time, and other workers in addition to the professional/technical and office clerical categories shown separately.

fied. Rates of individual workers within the range may be determined by merit, length of service, or a combination of these. Incentive workers are classified under piecework or bonus plans. Piecework is work for which a predetermined rate is paid for each unit of output. Production bonuses are for production over a quota or for completion of a task in less than standard time.

Scheduled weekly hours

Data on weekly hours refer to the predominant work schedule for full-time professional/technical workers (or office workers) employed on the day shift.

Establishment practices and supplementary wage provisions

Supplementary benefits in an establishment were considered applicable to all professional/technical workers (office workers) if they applied to half or more of such workers in the establishment. Similarly, if fewer than half of the workers were covered, the benefit was considered nonexistent in the establishment. Because of length-of-service and other eligibility requirements, the proportion of workers receiving the benefits may be smaller than estimated.

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

Paid vacations. The summaries of vacation plans are limited to formal arrangements and exclude informal plans whereby time off with pay is granted at the discretion of the employer or supervisor. Payments not on a time basis were converted; for example, a payment of 2 percent of annual earnings was considered the equivalent of 1 week's pay. The periods of service for which data are presented represent the most common practices, but they do not necessarily reflect individual establishment provisions for progression. For example, changes in proportions indicated at 10 years of service may include changes which occurred between 5 and 10 years.

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

Death benefits are included as a form of life insurance. Sickness and accident insurance is limited to that type of insurance under which predetermined cash payments are made directly to the insured on a weekly

or monthly basis during illness or accident disability. Information is presented for all such plans to which the employer contributes at least a part of the cost. However, in New York and New Jersey, where temporary disability insurance laws require employer contributions,¹ plans are included only if the employer (1) contributes more than is legally required, or (2) provides the employees with benefits which exceed the requirements of the law.

Tabulations of paid sick leave plans are limited to formal plans which provide full pay or a proportion of the worker's pay during absence from work because of illness; informal arrangements have been omitted. Separate tabulations are provided for (1) plans which provide full pay and no waiting period, and (2) plans providing either partial pay or a waiting period.

Long-term disability insurance plans provide payments to totally disabled employees upon the expiration of sick leave, sickness and accident insurance, or both, or after a specified period of disability (typically 6 months). Payments are made until the end of disability, a maximum age, or eligibility for retirement benefits. Payments may be full or partial, but are almost always reduced by social security, workers' compensation, and private pension benefits payable to the disabled employee.

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

Major medical insurance, sometimes referred to as extended medical or catastrophe insurance, includes plans designed to cover employees for sickness or injury involving an expense which exceeds the normal coverage of hospitalization, medical, and surgical plans.

Tabulations of retirement pensions are limited to plans which provide regular payments for the remainder of the retiree's life. Data are presented separately for retirement severance pay (one payment or several over a specified period of time) made to employees on retirement. Establishments providing both retirement severance payments and retirement pensions to employees were considered as having both retirement pensions and retirement severance plans; however, establishments having optional plans providing employees a choice of either retirement severance payments or pensions were considered as having only retirement pension benefits.

Paid funeral and jury-duty leave. Data for paid funeral and jury-duty leave relate to formal plans which provide at least partial payment for time lost as a result

¹ The temporary disability laws in California and Rhode Island do not require employer contributions.

of attending funerals of specified family members or serving as a juror.

Technological severance pay. Data relate to formal plans providing for payments to employees permanently separated from the company because of a technological change or plant closing.

Cost of living adjustments. Data relate to formal plans providing for adjustment in wages in keeping with changes in the BLS consumer price index or some other measure.

Appendix B. Occupational descriptions

The primary purpose of preparing job descriptions for the Bureau's wage surveys is to assist its field representatives 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 representatives were instructed to exclude working supervisors, apprentices, learners, beginners, trainees, and handicapped, temporary, part-time, and probationary workers.

Professional and technical occupations

Computer data librarian

Maintains library of media (tapes, disks, cards, cassettes) used for automatic data processing applications. The following or similar duties characterize the work of a computer data librarian: Classifying, cataloging, and storing media in accordance with a standardized system; upon proper requests, releasing media for processing; maintaining records of releases and returns; inspecting returned media for damage or excessive wear to determine whether or not they need replacing. May perform minor repairs to damaged tapes.

Computer operator

In accordance with operating instructions, monitors and operates the control console of a digital computer to process data. Executes runs by either serial processing (processes one program at a time) or multi-processing (processes two or more programs simultaneously). The following duties characterize the work of a computer operator:

- Studies operating instructions to determine equipment setup needed.
- Loads equipment with required items (tapes, cards, disks, paper, etc.).
- Switches necessary auxiliary equipment into system.
- Starts and operates computer.
- Responds to operating and computer output instructions.

- Reviews error messages and makes corrections during operation *or* refers problems.
- Maintains operating record.

May test-run new or modified programs. May assist in modifying systems or programs. The scope of this definition includes trainees working to become fully qualified computer operators, and lead operators providing technical assistance to lower level operators. It excludes workers who monitor and operate remote terminals.

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

Class A. In addition to work assignments described for a Class B operator (see below), the work of a Class A operator involves at least one of the following:

- Deviates from standard procedures to avoid the loss of information or to conserve computer time even though the procedures applied materially alter the computer unit's production plans.
- Tests new programs, applications, and procedures.
- Advises programmers and subject-matter experts on setup techniques.
- Assists in (1) maintaining, modifying, and developing operating systems or programs; (2) developing operating instructions and techniques to cover problem situations; and/or (3) switching to emergency backup procedures (such assistance requires a working knowledge of program language, computer features, and software systems).

An operator at this level typically guides lower level operators.

Class B. In addition to established production runs, work assignments include runs involving new programs, applications, and procedures (i.e., situations which require the operator to adapt to a variety of problems). At this level, the operator has the training and experience to work fairly independently in carrying out most assignments. Assignments may require the operator to select from a variety of standard setup and operating procedures. In responding to computer output instructions or error conditions, applies standard operating or corrective procedures, but may deviate from standard procedures when standard procedures fail if deviation does not materially alter the computer unit's production plans. Refers the problem or aborts the program when procedures applied do not provide a solution. May guide lower level operators.

Class C. Work assignments are limited to established production runs (i.e., programs which present few operating problems). Assignments may consist primarily of on-the-job training (sometimes augmented by classroom instruction). When learning to run programs, the supervisor or a higher level operator provides detailed written or oral guidance to the operator before and during the run. After the operator has gained experience with a program, however, the operator works fairly independently in applying standard operating or corrective procedures in responding to computer output instructions or error conditions, but refers problems to a higher level operator or the supervisor when standard procedures fail.

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 record-keeping type operations.

OR

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

May guide or instruct lower level programmers.

Class C. Makes practical applications of 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 of new aspects of assignments, and work is reviewed to verify its accuracy and conformance with required procedures.

Computer systems analyst (business)

Analyzes business problems to formulate procedures for solving them by use of electronic data processing equipment. Develops a complete description of all specifications needed to enable programmers to prepare required digital computer programs. Work involves most of the following: Analyzes subject-matter operations to be automated and identifies conditions and criteria required to achieve satisfactory results; specifies number and types of records, files and documents to be used; outlines actions to be performed by personnel and computers in sufficient

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

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

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

Class C. Works under immediate supervision, carrying out analysis 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.

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, 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, electro-magnetic radiation, isolating malfunctions, and frequent engineering changes. Work involves: A detailed understanding of the interrelationship 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.

Peripheral equipment operator

Operates peripheral equipment which directly supports digital computer operations. Such equipment is uniquely and specifically designed for computer applications, but need not be physically or electronically connected to a computer. Printers, plotters, card read/punches, tape readers, tape units or drives, disk units or drives, and data display units are examples of such equipment.

The following duties characterize the work of a peripheral equipment operator:

- Loading printers and plotters with correct paper; adjusting controls for forms, thickness, tension, printing density, and location; and unloading hard copy.
- Labelling tape reels, disks, or card decks.
- Checking labels and mounting and dismounting designated tape reels or disks on specified units or drives.
- Setting controls which regulate operation of the equipment.

- Observing panel lights for warnings and error indications and taking appropriate action.
- Examining tapes, cards, or other material for creases, tears, or other defects which could cause processing problems.

This classification excludes workers (1) who monitor and operate a control console (see computer operator) or a remote terminal, or (2) whose duties are limited to operating decollaters, bursters, separators, or similar equipment.

Office Clerical Occupations

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:

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; coding documents using a few prescribed accounting codes.

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 materials by finer subheadings. Prepares simple related index and cross-reference aids. As requested, locates clearly identified material in files and forwards materials. 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 materials; may fill out withdrawal charge. May perform simple clerical and manual tasks required to maintain and service files.

Key entry operator

Operates keyboard controlled data entry device such as keypunch machine or key operated magnetic tape or disk encoder to transcribe data into a form suitable for computer processing. Work requires skill in operating an alpha-numeric keyboard and an understanding of transcribing procedures and relevant data entry equipment.

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 entered from a variety of source documents. On occasion may also perform routine work as described for class B.

NOTE: Excluded are operators above class A using the key entry controls to access, read, and evaluate the substance of specific records to take substantive actions, or to make entries requiring a similar level of knowledge.

Class B. Work is routine and repetitive. Under close supervision or following specific procedures or detailed

instructions, works from various standardized source documents which have been coded and require little or no selecting, coding, or interpreting of data to be entered. Refers to supervisor problems arising from erroneous items, codes, or missing information.

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.

Payroll clerk

Performs the clerical tasks necessary to process payrolls and to maintain payroll records. Work involves most of the following: Processing workers' time or production records; adjusting workers' records for changes in wage rates, supplementary benefits, or tax deductions; editing payroll listings against source records; tracing and correcting errors in listings; and assisting in preparation of periodic summary payroll reports. In a nonautomated payroll system, computes wages. Work may require a practical knowledge of governmental regulations, company payroll policy, or the computer system for processing payrolls.

Secretary

Assigned as a personal secretary, normally to one individual. Maintains a close and highly responsive relationship to the day-to-day activities of the supervisor. Works fairly independently receiving a minimum of detailed supervision and guidance. Performs varied clerical and secretarial duties requiring a 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. Assistant type positions which entail more difficult or more responsible technical, administrative or supervisory duties which are not typical of secretarial work, e.g., Administrative Assistant, or Executive Assistant;
- e. Positions which do not fit any of the situations listed in the sections below titled "Level of Supervisor," e.g., secretary to the president of a company that employs, in all, over 5,000 persons;
- f. Trainees.

Classification by Level

Secretary jobs which meet the above characteristics are matched at one of five levels according to (a) the level of the secretary's supervisor within the company's organizational structure and, (b) the level of the secretary's responsibility. The chart following the explanations of these two factors indicates the level of the secretary for each combination of the factors.

Level of Secretary's Supervisor (LS)

Secretaries should be matched at one of the four LS levels described below according to the level of the secretary's supervisor within the company organizational structure.

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

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

LS-2. a. Secretary to an executive or managerial person whose responsibility is not equivalent to one of the specific level situations in the definition for LS-3, 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

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

LS-3. a. Secretary to the chairman of the board or president of a company that employs, in all, fewer than 100 persons; or

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

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

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

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

LS-4. a. Secretary to the chairman of the board or president of a company that employs, in all, over 100 but fewer than 5,000 persons; or

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

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

NOTE: The term "corporate officer," used in the above LS definition refers to those officials who have a significant corporate-wide policy-making 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 action; administer individual trust accounts; directly supervise a clerical staff) are not considered to be "corporate officers" for purposes of applying the definition.

Level of Secretary's Responsibility (LR)

This factor evaluates the nature of the work relationship between the secretary and the supervisor, and the extent to which the secretary is expected to exercise initiative and judgment. Secretaries should be matched at LR-1 or LR-2, described below, according to their level of responsibility.

Level of Responsibility 1 (LR-1)

Performs varied secretarial duties including or comparable to most of the following:

a. Answers telephones, greets personal callers,

Level of Responsibility 2 (LR-2)

Performs duties described under LR-1 and, in addition performs tasks requiring greater judgment, initiative, and knowledge of office functions including or comparable to most of the following:

a. Screens telephone and personal callers,

and opens incoming mail.

determining which can be handled by the supervisor's subordinates or other offices.

May operate from a stenographic pool. May occasionally transcribe from voice recordings.

b. Answers telephone requests which have standard answers. May reply to requests by sending a form letter.

b. Answers requests which require a detailed knowledge of office procedures or collection of information from files or other offices. *May* sign routine correspondence in own or supervisor's name.

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.

c. Reviews correspondence, memoranda, and reports prepared by others for the supervisor's signature to ensure procedural and typographical accuracy.

c. Compiles or assists in compiling periodic reports on the basis of general instructions.

Stenographer, general

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

d. Maintains supervisor's calendar and makes appointments as instructed.

d. Schedules tentative appointments without prior clearance. Assembles necessary background material for scheduled meetings. Makes arrangements for meetings and conferences.

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 procedures and of the specific business operations, organization, policies, procedures, files, workflow, etc. Uses this knowledge in performing stenographic duties and responsible clerical tasks such as maintaining followup files; assembling material for reports, memoranda, and letters; composing simple letters from general instructions; reading and routing incoming mail; answering routine questions, etc.

e. Types, takes and transcribes dictation, and files.

e. Explains supervisor's requirements to other employees in supervisor's unit. (Also types, takes dictation, and files.)

Switchboard operator-receptionist

At a single-position telephone switchboard or console, acts both as an operator and as a receptionist. Receptionist's work involves such duties as greeting visitors; determining nature of visitor's business and providing appropriate information; referring visitor to appropriate person in the organization, or contacting that person by telephone and arranging an appointment; keeping a log of visitors.

The following chart shows the level of the secretary for each LS and LR combination.

Level of secretary's supervisor	Level of secretary's responsibility	
	LR-1	LR-2
LS-1	E	D
LS-2	D	C
LS-3	C	B
LS-4	B	A

Stenographer

Primary duty is to take dictation using shorthand, and to transcribe the dictation. May also type from written copy.

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., or 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.

Industry Wage Studies

The most recent bulletins providing occupational wage data for industries included in the Bureau's program of industry wage surveys since 1960 are listed below. Copies are for sale from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402, or from any of its regional sales

Manufacturing

Basic Iron and Steel, 1972. BLS Bulletin 1839
Candy and Other Confectionery Products, 1975. BLS Bulletin 1939
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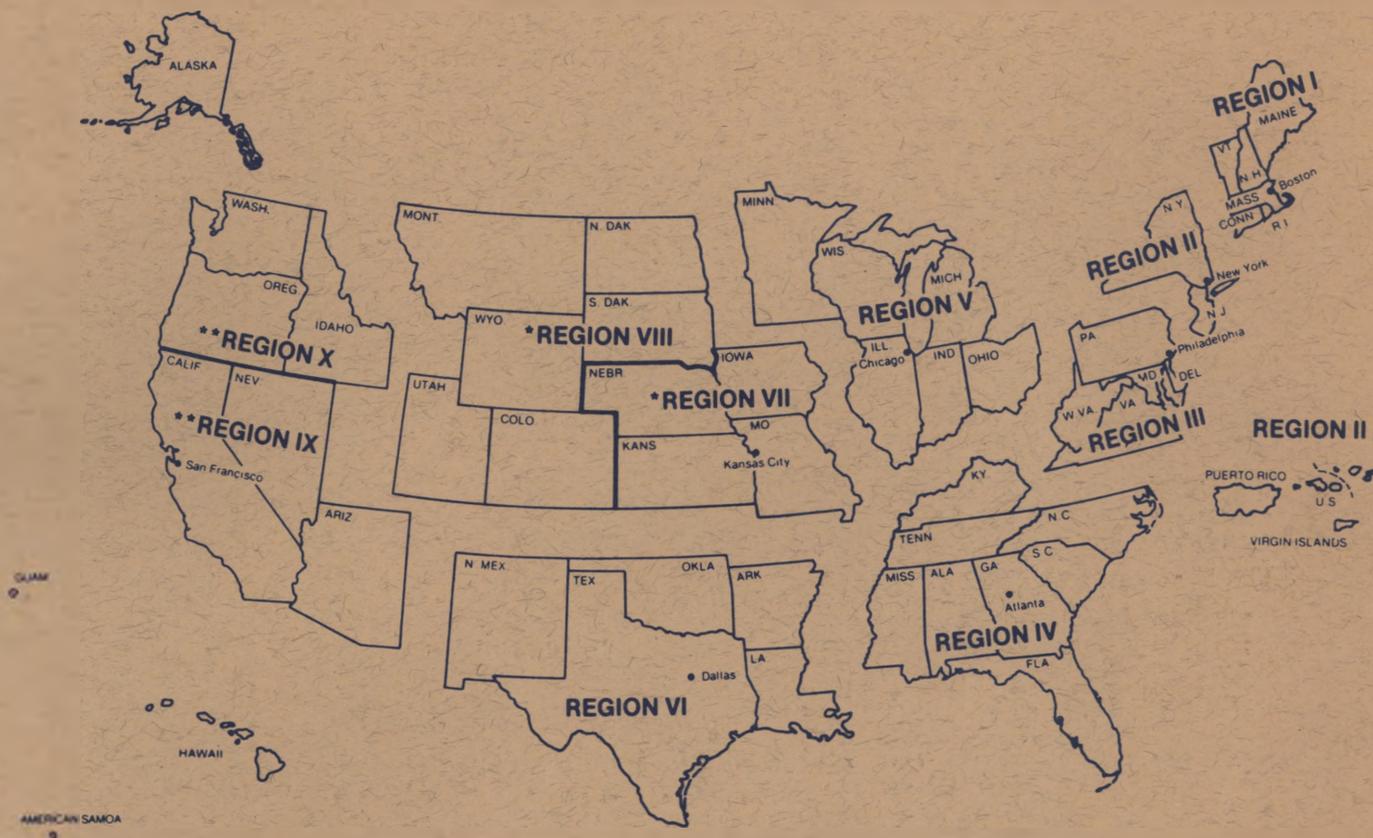
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