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Occupational Compensation Survey

Part I: Pay in the United States and Regions, June 1992

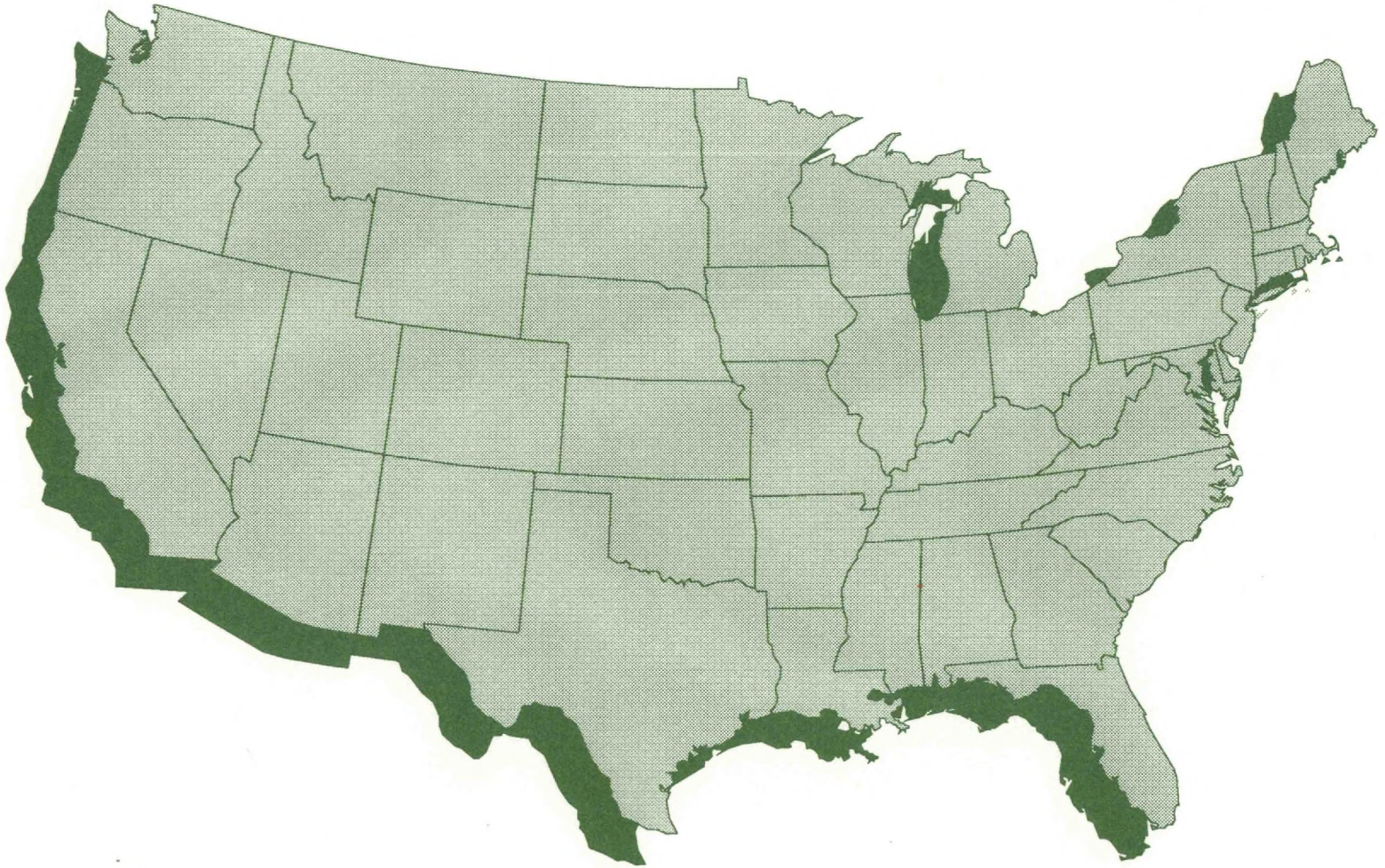
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U.S. Department of Labor
Bureau of Labor Statistics

Bulletin 2439-1



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Preface

This bulletin presents national and regional estimates of pay levels and distributions based on the 1991-92 Occupational Compensation Surveys of metropolitan and nonmetropolitan areas conducted by the Bureau of Labor Statistics. In addition to this summary bulletin, the Bureau publishes a bulletin for most individual areas surveyed. These locality surveys, produced by the Bureau's Office of Compensation and Working Conditions, assist in the implementation of the Federal Employees Pay Comparability Act of 1990.

This publication is the first of a three-part bulletin. *Part II: Pay Comparisons, 1992* consists of relative pay levels which compare broad occupational groups in each area to 1992 national estimates. *Part III: Locality Pay, 1992* will present occupational pay averages for areas surveyed by the Bureau in 1992. *Parts II* and *III* will be available in early 1994.

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Field economists from the Bureau's eight regional offices, under the direction of the Assistant Regional Commissioners for Operations, collected the survey data. Without the cooperation of the many private firms and government jurisdictions that provided pay data, this report would not have been possible. The Bureau thanks all survey respondents for their cooperation. For further information on this program, please call (202) 606-6220.

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Occupational Compensation Survey

Part I: Pay in the United States and Regions, June 1992

U.S. Department of Labor
Robert B. Reich, Secretary

Bureau of Labor Statistics
Katharine G. Abraham,
Commissioner

December 1993

Bulletin 2439-1

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Introduction

This report provides information on occupational pay for the United States (excluding Alaska and Hawaii) and its regions. A total of 160 locality pay surveys, with reference dates ranging from November 1991 to December 1992, comprise the data within this report. The primary objective of these surveys, conducted as part of the Occupational Compensation Survey Program (OCSP) of the U.S. Bureau of Labor Statistics, is to describe the level and distribution of occupational pay in a variety of the Nation's local labor markets, using a consistent survey approach.

Another Program objective is to provide information on the incidence of employee benefits among and within local labor markets. Although this publication does not include benefits data, area bulletins do present this information when available. For national data on benefit practices, see the Bureau's Employee Benefits Survey.

OCSP develops information that is used for a variety of purposes including wage and salary administration, collective bargaining, and plant site determination. In addition, the U.S. Department of Labor uses this program's data in administering the Service Contract Act of 1965.

OCSP locality survey results also help determine local pay adjustments under the Federal Employee Pay Comparability Act of 1990. Under the Act, the President appoints a Pay Agent (currently the Secretary of Labor and the Directors of the Office of Management and Budget and the Office of Personnel Management), who develops comparability procedures and annually recommends Federal pay adjustments. To meet the Act's requirements, the Bureau's White-collar Pay and Area Wage Survey programs were integrated into the OCSP. The merger resulted in: (1) the expansion of the survey's industrial coverage to include all private nonfarm establishments (except households) employing 50 workers or more and to include State and local governments, and (2) the addition of more professional, administrative, technical, and protective service occupations to the surveys.

Pay

Tables A-1 through E-5 provide pay data for selected white- and blue-collar occupations common to a variety of industries. The **A-series** tables provide U.S. estimates of straight-time weekly or hourly pay by occupation, along with pay distributions for the 134 publishable occupational levels. The **B-series** tables compare national estimates of average straight-time pay for establishments in four size classifications—under 500 employees, 500-999 employees, 1,000-2,499 employees, and 2,500 employees or more. The **C-series** tables show regional differences in average pay, for all establishments, and for only those located in metropolitan areas. The **D-series** tables provide occupational pay averages in goods-producing industries, in addition to contrasting pay levels between manufacturers of durable goods with those producing nondurables. The **E-series** tables present averages for service producing industries.

Appendixes

Appendix A describes the concepts, methods, and coverage used in the Occupational Compensation Survey Program.

Appendix B includes the descriptions used by Bureau field economists to classify workers in the survey occupations.

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Table A-1. Pay distributions, professional and administrative occupations, United States, June 1992

Occupation and level	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[2]			Percent of workers receiving straight-time weekly earnings (in dollars) of—																		
			Mean	Median	Middle range	200 and under 300	300 - 400	400 - 500	500 - 600	600 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 2000	2000 - 2200	2200 - 2400	2400 - 2600	2600 and over
Professional Occupations																								
Accountants																								
Level I	20,468	39.2	$481	$474	$426 – $528	1	13	51	28	6	1	(3)	(3)	(3)	–	–	–	–	–	–	–	–	–	–
Private industry	16,531	39.1	483	479	432 – 526	(3)	11	53	29	5	1	(3)	(3)	(3)	–	–	–	–	–	–	–	–	–	–
Goods producing	5,660	39.8	508	495	449 – 559	(3)	5	49	33	10	2	(3)	(3)	(3)	–	–	–	–	–	–	–	–	–	–
Manufacturing	4,950	39.8	502	492	443 – 555	(3)	5	52	31	10	2	–	–	–	–	–	–	–	–	–	–	–	–	–
Service producing	10,871	38.7	470	465	422 – 513	(3)	14	56	27	3	(3)	(3)	–	–	–	–	–	–	–	–	–	–	–	–
Transportation and utilities	980	39.7	522	521	463 – 580	–	4	39	47	9	1	–	–	–	–	–	–	–	–	–	–	–	–	–
State and local government	3,937	39.5	469	455	403 – 535	2	22	41	26	9	(3)	–	–	–	–	–	–	–	–	–	–	–	–	–
Level II	60,924	39.4	573	566	511 – 624	(3)	2	19	45	26	7	1	(3)	(3)	(3)	–	–	–	–	–	–	–	–	–	–
Private industry	51,418	39.4	578	572	518 – 627	–	1	17	46	27	7	1	(3)	(3)	(3)	–	–	–	–	–	–	–	–	–	–
Goods producing	21,015	39.8	602	593	536 – 654	–	(3)	11	43	32	11	2	1	(3)	(3)	–	–	–	–	–	–	–	–	–	–
Manufacturing	18,933	39.8	601	592	536 – 654	–	(3)	11	43	32	11	2	1	(3)	–	–	–	–	–	–	–	–	–	–	–
Service producing	30,403	39.1	561	556	505 – 612	–	2	21	48	24	4	(3)	(3)	(3)	(3)	–	–	–	–	–	–	–	–	–	–
Transportation and utilities	3,244	39.7	621	625	554 – 679	–	1	9	31	43	13	2	1	(3)	–	–	–	–	–	–	–	–	–	–	–
State and local government	9,506	39.3	547	539	474 – 611	(3)	7	28	38	19	7	1	(3)	–	–	–	–	–	–	–	–	–	–	–	–
Level III	74,643	39.4	719	711	650 – 784	–	(3)	1	11	32	34	16	4	1	(3)	(3)	(3)	–	–	–	–	–	–	–	–
Private industry	63,847	39.5	724	717	653 – 788	–	(3)	1	11	32	34	17	4	1	(3)	(3)	(3)	–	–	–	–	–	–	–	–
Goods producing	30,767	39.7	734	729	663 – 800	–	–	(3)	9	30	35	20	5	1	(3)	(3)	(3)	–	–	–	–	–	–	–	–
Manufacturing	27,812	39.7	732	728	662 – 800	–	–	(3)	10	30	35	20	5	1	(3)	(3)	–	–	–	–	–	–	–	–	–
Service producing	33,080	39.2	715	706	644 – 770	–	(3)	1	12	35	34	14	4	1	(3)	(3)	(3)	–	–	–	–	–	–	–	–
Transportation and utilities	4,761	39.8	755	745	672 – 831	–	–	(3)	9	25	32	23	8	2	1	(3)	–	–	–	–	–	–	–	–	–
State and local government	10,796	39.4	692	693	623 – 761	–	(3)	5	15	32	33	9	5	1	(3)	–	–	–	–	–	–	–	–	–	–
Level IV	33,391	39.5	921	904	826 – 1,000	–	–	(3)	1	2	15	31	26	14	7	2	1	(3)	(3)	(3)	–	(3)	(3)	–	–	–
Private industry	27,793	39.5	935	922	840 – 1,012	–	–	(3)	(3)	2	14	29	28	15	8	3	1	1	(3)	(3)	–	(3)	(3)	–	–	–
Goods producing	13,826	39.7	943	929	845 – 1,023	–	–	–	(3)	1	13	27	29	16	9	3	1	1	(3)	(3)	–	(3)	(3)	–	–	–
Manufacturing	12,009	39.7	929	920	840 – 1,004	–	–	–	(3)	2	14	29	29	15	8	2	(3)	(3)	(3)	–	–	(3)	(3)	–	–	–
Service producing	13,967	39.2	926	907	829 – 1,002	–	–	(3)	(3)	2	14	31	28	14	7	2	1	1	(3)	–	–	–	–	–	–	–
Transportation and utilities	2,279	39.7	958	949	863 – 1,042	–	–	–	(3)	(3)	10	26	31	16	13	2	1	(3)	(3)	–	–	–	–	–	–	–
State and local government	5,598	39.5	854	847	772 – 927	–	–	(3)	4	6	20	41	16	10	2	1	(3)	(3)	–	–	–	–	–	–	–	–
Level V	9,113	39.4	1,210	1,191	1,077 – 1,303	–	–	–	–	(3)	1	2	8	19	22	24	11	7	3	2	1	2	(3)	–	–	–
Private industry	8,478	39.4	1,221	1,205	1,088 – 1,310	–	–	–	–	–	(3)	1	7	18	22	24	12	8	3	2	1	2	(3)	–	–	–
Goods producing	4,254	39.7	1,237	1,221	1,096 – 1,321	–	–	–	–	–	(3)	1	5	19	20	25	12	8	3	2	(3)	3	(3)	–	–	–
Manufacturing	3,730	39.6	1,220	1,201	1,079 – 1,298	–	–	–	–	–	(3)	1	6	21	21	26	11	7	2	1	(3)	3	–	–	–	–
Service producing	4,224	39.2	1,205	1,190	1,084 – 1,298	–	–	–	–	–	(3)	1	8	17	24	24	12	7	3	1	1	(3)	–	–	–	–
Transportation and utilities	767	39.7	1,240	1,226	1,116 – 1,334	–	–	–	–	–	(3)	1	4	16	23	24	17	8	3	3	2	(3)	–	–	–	–
State and local government	635	39.4	1,058	1,062	931 – 1,156	–	–	–	–	(3)	3	12	23	21	24	12	3	1	(3)	1	–	–	–	–	–	–
Level VI	1,389	39.1	1,501	1,461	1,317 – 1,627	–	–	–	–	–	(3)	(3)	(3)	1	7	13	16	17	16	10	8	7	2	2	1	(3)
Private industry	1,283	39.0	1,524	1,481	1,348 – 1,641	–	–	–	–	–	–	–	(3)	1	4	14	16	18	17	11	8	8	2	2	1	(3)
Goods producing	671	39.4	1,526	1,493	1,350 – 1,627	–	–	–	–	–	–	–	(3)	1	4	10	21	14	22	9	4	9	3	2	1	(3)
Manufacturing	559	39.3	1,465	1,447	1,335 – 1,571	–	–	–	–	–	–	–	(3)	1	4	13	25	17	22	8	5	6	1	–	–	–
Service producing	612	38.6	1,521	1,476	1,346 – 1,652	–	–	–	–	–	–	–	–	1	3	17	11	21	12	13	12	7	1	2	(3)	–
Transportation and utilities	107	39.9	1,590	1,632	1,476 – 1,724	–	–	–	–	–	–	–	–	1	2	3	8	15	12	28	24	6	1	–	–	–
State and local government	106	39.9	1,230	1,184	1,175 – 1,309	–	–	–	–	–	1	1	3	7	55	7	11	8	4	3	1	–	–	–	–	–

See footnotes at end of table.

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Table A-1. Pay distributions, professional and administrative occupations, United States, June 1992 — Continued

Occupation and level	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[2]			Percent of workers receiving straight-time weekly earnings (in dollars) of—																			
			Mean	Median	Middle range	200 and under 300	300 - 400	400 - 500	500 - 600	600 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 2000	2000 - 2200	2200 - 2400	2400 - 2600	2600 and over
Accountants, Public																									
Level I	8,811	39.4	$538	$538	$509 – $566	–	(3)	21	69	9	(3)	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Private industry	8,811	39.4	538	538	509 – 566	–	(3)	21	69	9	(3)	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Service producing	8,811	39.4	538	538	509 – 566	–	(3)	21	69	9	(3)	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Level II	11,511	39.5	586	576	547 – 620	–	(3)	6	60	29	4	1	(3)	(3)	–	–	–	–	–	–	–	–	–	–	–
Private industry	11,511	39.5	586	576	547 – 620	–	(3)	6	60	29	4	1	(3)	(3)	–	–	–	–	–	–	–	–	–	–	–
Service producing	11,511	39.5	586	576	547 – 620	–	(3)	6	60	29	4	1	(3)	(3)	–	–	–	–	–	–	–	–	–	–	–
Level III	11,820	39.4	673	653	611 – 720	–	–	(3)	20	49	21	7	2	(3)	–	–	–	–	–	–	–	–	–	–	–
Private industry	11,820	39.4	673	653	611 – 720	–	–	(3)	20	49	21	7	2	(3)	–	–	–	–	–	–	–	–	–	–	–
Service producing	11,820	39.4	673	653	611 – 720	–	–	(3)	20	49	21	7	2	(3)	–	–	–	–	–	–	–	–	–	–	–
Level IV	5,219	39.3	860	816	710 – 970	–	–	–	2	19	27	18	14	8	6	3	2	1	–	(3)	(3)	–	–	–	–
Private industry	5,219	39.3	860	816	710 – 970	–	–	–	2	19	27	18	14	8	6	3	2	1	–	(3)	(3)	–	–	–	–
Service producing	5,219	39.3	860	816	710 – 970	–	–	–	2	19	27	18	14	8	6	3	2	1	–	(3)	(3)	–	–	–	–
Attorneys																									
Level I	3,298	39.2	700	683	601 – 769	–	(3)	5	20	31	24	11	5	1	2	(3)	(3)	–	–	–	–	–	–	–	–
Private industry	1,272	39.4	766	743	644 – 826	–	–	1	4	34	30	16	7	2	5	1	(3)	–	–	–	–	–	–	–	–
Goods producing	194	39.9	801	629	624 – 1,058	–	–	–	2	53	9	2	3	9	21	1	–	–	–	–	–	–	–	–	–
Service producing	1,078	39.3	759	761	672 – 826	–	–	1	4	30	33	19	8	1	2	1	(3)	–	–	–	–	–	–	–	–
Transportation and utilities	70	39.5	951	–	– – –	–	–	–	1	1	10	21	37	7	10	10	1	–	–	–	–	–	–	–	–
State and local government	2,026	39.1	660	636	576 – 722	–	(3)	7	29	29	21	8	4	1	(3)	–	–	–	–	–	–	–	–	–	–
Level II	9,042	39.0	891	867	766 – 981	–	(3)	1	3	9	20	23	21	11	5	3	2	1	1	(3)	–	–	–	–	–
Private industry	4,182	38.8	974	960	862 – 1,050	–	–	(3)	–	1	11	22	30	19	6	4	3	1	1	(3)	–	–	–	–	–
Goods producing	1,138	39.4	1,046	964	960 – 1,091	–	–	–	–	(3)	–	9	45	22	6	6	8	1	2	(3)	–	–	–	–	–
Manufacturing	940	39.3	1,033	964	960 – 1,075	–	–	–	–	(3)	–	8	49	24	5	6	8	(3)	1	(3)	–	–	–	–	–
Service producing	3,044	38.6	947	922	847 – 1,029	–	–	(3)	–	1	15	27	24	18	6	3	2	1	1	(3)	–	–	–	–	–
Transportation and utilities	308	39.7	1,049	1,039	906 – 1,152	–	–	–	–	1	9	13	18	19	22	11	2	4	–	(3)	–	–	–	–	–
State and local government	4,860	39.1	820	794	706 – 903	–	(3)	2	5	16	28	24	14	5	3	2	1	1	–	(3)	–	–	–	–	–
Level III	11,749	39.0	1,188	1,167	1,033 – 1,344	–	–	–	1	1	2	4	12	17	19	14	11	10	4	3	1	1	(3)	(3)	(3)	–
Private industry	7,332	38.9	1,267	1,238	1,114 – 1,392	–	–	–	–	–	–	1	6	13	21	18	16	13	5	4	1	1	(3)	(3)	(3)	–
Goods producing	2,088	39.7	1,353	1,382	1,229 – 1,444	–	–	–	–	–	–	(3)	5	7	6	17	21	26	10	4	1	1	(3)	1	–	–
Manufacturing	1,870	39.7	1,342	1,382	1,229 – 1,443	–	–	–	–	–	–	(3)	6	5	6	17	23	28	11	4	(3)	(3)	–	–	–	–
Service producing	5,244	38.6	1,232	1,192	1,109 – 1,331	–	–	–	–	–	–	1	7	16	28	18	14	8	3	3	1	1	(3)	(3)	(3)	–
Transportation and utilities	503	39.4	1,286	1,277	1,143 – 1,407	–	–	–	–	–	–	–	4	16	14	20	19	14	7	2	2	1	(3)	–	–	–
State and local government	4,417	39.0	1,057	1,033	946 – 1,164	–	–	–	1	3	6	8	22	24	15	8	4	4	3	1	(3)	(3)	–	–	–	–
Level IV	8,950	39.0	1,544	1,532	1,327 – 1,723	–	–	–	–	(3)	(3)	(3)	(3)	3	6	13	9	14	16	12	9	12	4	1	1	(3)
Private industry	6,124	38.8	1,632	1,594	1,448 – 1,789	–	–	–	–	–	–	(3)	(3)	(3)	2	5	9	16	19	13	11	16	5	2	1	(3)
Goods producing	2,179	39.6	1,694	1,670	1,520 – 1,882	–	–	–	–	–	–	–	(3)	(3)	2	2	7	10	19	13	14	23	8	1	1	(3)
Manufacturing	1,890	39.6	1,678	1,633	1,513 – 1,857	–	–	–	–	–	–	–	(3)	(3)	2	2	8	11	21	11	14	21	8	1	(3)	–
Service producing	3,945	38.3	1,597	1,553	1,437 – 1,728	–	–	–	–	–	–	(3)	–	(3)	2	7	10	20	19	13	9	12	4	2	1	1
Transportation and utilities	528	39.0	1,630	1,626	1,500 – 1,772	–	–	–	–	–	–	1	–	–	(3)	3	7	13	23	18	15	17	2	(3)	1	–
State and local government	2,826	39.5	1,355	1,290	1,179 – 1,515	–	–	–	–	(3)	1	1	1	8	16	30	7	8	8	11	3	4	1	(3)	(3)	(3)

See footnotes at end of table.

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Table A-1. Pay distributions, professional and administrative occupations, United States, June 1992 — Continued

Occupation and level	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[2]			Percent of workers receiving straight-time weekly earnings (in dollars) of—																			
			Mean	Median	Middle range	200 and under 300	300 - 400	400 - 500	500 - 600	600 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 2000	2000 - 2200	2200 - 2400	2400 - 2600	2600 and over
Level V	4,306	39.2	$1,852	$1,842	$1,490 – $2,050	–	–	–	–	–	–	–	(3)	–	(3)	3	4	22	5	5	8	21	15	9	5	3
Private industry	2,902	38.9	2,024	1,972	1,791 – 2,208	–	–	–	–	–	–	–	–	–	(3)	(3)	(3)	3	6	6	11	27	22	13	7	5
Goods producing	1,298	39.7	2,009	1,944	1,766 – 2,154	–	–	–	–	–	–	–	–	–	–	–	(3)	1	3	8	16	28	19	14	6	4
Manufacturing	1,149	39.7	1,959	1,918	1,766 – 2,106	–	–	–	–	–	–	–	–	–	–	–	1	1	3	9	17	29	18	15	5	1
Service producing	1,604	38.2	2,036	2,004	1,824 – 2,208	–	–	–	–	–	–	–	–	–	(3)	(3)	(3)	4	8	3	6	27	24	12	9	6
Transportation and utilities	296	38.6	2,011	1,958	1,851 – 2,208	–	–	–	–	–	–	–	–	–	–	–	(3)	1	6	3	6	40	18	16	10	–
State and local government	1,404	39.9	1,497	1,487	1,416 – 1,500	–	–	–	–	–	–	–	(3)	–	(3)	8	12	61	2	5	1	9	1	1	(3)	–
Level VI	1,026	39.1	2,267	2,304	1,644 – 2,590	–	–	–	–	–	–	–	–	–	–	–	(3)	(3)	10	19	1	5	8	12	20	24
Private industry	674	38.6	2,582	2,477	2,306 – 2,861	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(3)	5	9	18	31	36
Goods producing	287	38.7	2,606	2,525	2,292 – 3,012	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(3)	8	7	25	20	40
Manufacturing	261	38.6	2,558	2,525	2,292 – 3,012	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(3)	9	7	25	18	[4]41
Service producing	387	38.5	2,564	2,421	2,352 – 2,763	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	3	11	13	39	33
Transportation and utilities	61	39.6	2,435	–	– – –	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	5	5	33	41	[5]16
Engineers																										
Level I	35,645	39.8	633	632	588 – 681	–	(3)	5	25	51	17	2	(3)	–	–	–	–	–	–	–	–	–	–	–	–	–
Private industry	29,526	39.9	642	643	595 – 691	–	(3)	4	23	52	19	2	(3)	–	–	–	–	–	–	–	–	–	–	–	–	–
Goods producing	18,064	39.9	650	652	600 – 696	–	–	3	20	52	21	3	(3)	–	–	–	–	–	–	–	–	–	–	–	–	–
Manufacturing	16,281	39.9	652	653	605 – 697	–	–	4	19	53	21	3	(3)	–	–	–	–	–	–	–	–	–	–	–	–	–
Service producing	11,462	40.0	629	629	577 – 677	–	(3)	4	28	50	16	1	(3)	–	–	–	–	–	–	–	–	–	–	–	–	–
Transportation and utilities	2,155	39.8	696	703	664 – 728	–	–	(3)	8	39	49	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–
State and local government	6,119	39.0	590	612	543 – 616	–	2	9	34	48	6	1	(3)	–	–	–	–	–	–	–	–	–	–	–	–	–
Level II	94,240	39.9	725	716	668 – 780	–	(3)	1	6	35	38	16	4	1	(3)	(3)	–	–	–	–	–	–	–	–	–	–
Private industry	84,132	40.0	727	717	670 – 779	–	–	(3)	5	36	39	16	3	(3)	(3)	(3)	–	–	–	–	–	–	–	–	–	–
Goods producing	58,864	40.0	732	724	675 – 784	–	–	(3)	4	33	42	16	3	1	(3)	–	–	–	–	–	–	–	–	–	–	–
Manufacturing	56,667	40.0	732	724	676 – 782	–	–	(3)	4	33	42	16	3	1	(3)	–	–	–	–	–	–	–	–	–	–	–
Service producing	25,268	39.9	714	700	655 – 766	–	–	1	7	42	33	14	3	(3)	(3)	(3)	–	–	–	–	–	–	–	–	–	–
Transportation and utilities	5,525	39.7	771	760	699 – 837	–	–	–	1	24	39	24	10	1	(3)	–	–	–	–	–	–	–	–	–	–	–
State and local government	10,108	39.2	714	709	635 – 798	–	1	4	12	30	29	16	7	1	(3)	(3)	–	–	–	–	–	–	–	–	–	–
Level III	178,919	39.9	847	834	768 – 912	–	–	(3)	1	6	29	35	19	7	2	1	(3)	(3)	(3)	–	–	–	–	–	–	–
Private industry	156,657	40.0	851	837	772 – 916	–	–	(3)	1	6	29	35	19	7	3	1	(3)	(3)	(3)	–	–	–	–	–	–	–
Goods producing	115,706	40.0	852	836	773 – 914	–	–	(3)	(3)	6	29	35	19	7	3	1	(3)	(3)	–	–	–	–	–	–	–	–
Manufacturing	111,972	40.0	851	835	773 – 913	–	–	(3)	(3)	6	30	36	18	7	3	1	(3)	(3)	–	–	–	–	–	–	–	–
Service producing	40,951	39.9	848	837	768 – 922	–	–	–	1	7	28	34	21	7	2	(3)	(3)	(3)	(3)	–	–	–	–	–	–	–
Transportation and utilities	9,295	39.8	900	899	833 – 971	–	–	–	(3)	2	15	33	34	12	3	(3)	(3)	–	–	–	–	–	–	–	–	–
State and local government	22,262	39.5	818	813	736 – 905	–	–	(3)	4	10	28	32	19	5	2	(3)	(3)	–	–	–	–	–	–	–	–	–
Level IV	194,169	39.9	1,021	1,010	927 – 1,102	–	–	–	(3)	(3)	4	14	29	28	15	7	2	1	(3)	(3)	(3)	(3)	(3)	–	–	–
Private industry	178,468	39.9	1,027	1,018	932 – 1,107	–	–	–	(3)	(3)	3	14	27	29	16	7	2	1	(3)	(3)	(3)	(3)	(3)	–	–	–
Goods producing	127,607	40.0	1,020	1,012	928 – 1,098	–	–	–	(3)	(3)	3	15	29	29	16	6	2	1	(3)	(3)	(3)	(3)	–	–	–	–
Manufacturing	121,851	40.0	1,018	1,010	927 – 1,095	–	–	–	(3)	(3)	3	15	29	29	15	6	2	1	(3)	(3)	(3)	(3)	–	–	–	–
Service producing	50,861	39.9	1,043	1,033	945 – 1,131	–	–	–	(3)	(3)	3	12	24	28	18	9	4	1	(3)	(3)	(3)	(3)	(3)	–	–	–
Transportation and utilities	10,653	39.8	1,061	1,051	975 – 1,144	–	–	–	–	(3)	2	7	25	31	22	8	4	1	(3)	–	–	–	–	–	–	–
State and local government	15,701	39.5	955	969	870 – 1,012	–	–	–	(3)	4	9	17	43	16	6	4	1	(3)	–	–	–	–	–	–	–	–

See footnotes at end of table.

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Table A-1. Pay distributions, professional and administrative occupations, United States, June 1992 — Continued

Occupation and level	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[2]			Percent of workers receiving straight-time weekly earnings (in dollars) of—																			
			Mean	Median	Middle range	200 and under 300	300 - 400	400 - 500	500 - 600	600 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 2000	2000 - 2200	2200 - 2400	2400 - 2600	2600 and over
Level V	138,602	39.9	$1,230	$1,223	$1,120 – $1,328	–	–	–	(3)	(3)	(3)	1	5	15	23	24	18	9	3	1	(3)	(3)	(3)	–	–	–
Private industry	130,858	39.9	1,237	1,231	1,130 – 1,332	–	–	–	(3)	(3)	(3)	1	5	14	23	25	19	9	3	1	1	(3)	(3)	–	–	–
Goods producing	98,398	40.0	1,235	1,231	1,129 – 1,328	–	–	–	(3)	(3)	(3)	1	5	14	23	25	19	9	3	1	(3)	(3)	(3)	–	–	–
Manufacturing	94,872	40.0	1,231	1,229	1,128 – 1,325	–	–	–	(3)	(3)	(3)	1	4	14	24	25	19	8	3	1	(3)	(3)	(3)	–	–	–
Service producing	32,460	39.9	1,244	1,230	1,132 – 1,349	–	–	–	–	–	(3)	1	5	13	23	24	18	10	4	2	1	(3)	(3)	–	–	–
Transportation and utilities	4,297	39.7	1,261	1,244	1,160 – 1,353	–	–	–	–	–	(3)	(3)	2	9	24	30	17	11	4	1	1	(3)	(3)	–	–	–
State and local government	7,744	39.6	1,104	1,092	1,015 – 1,175	–	–	–	–	–	3	6	13	35	23	9	5	4	2	(3)	(3)	(3)	–	–	–	–
Level VI	56,833	40.0	1,458	1,452	1,330 – 1,584	–	–	–	–	(3)	(3)	(3)	1	2	6	12	18	21	18	12	6	4	1	(3)	(3)	–
Private industry	54,609	40.0	1,468	1,460	1,346 – 1,590	–	–	–	–	(3)	(3)	(3)	1	2	5	10	18	22	19	12	6	4	1	(3)	(3)	–
Goods producing	40,543	40.0	1,484	1,478	1,361 – 1,602	–	–	–	–	–	(3)	(3)	1	1	4	10	17	21	20	13	7	4	1	(3)	(3)	–
Manufacturing	38,572	40.0	1,478	1,475	1,359 – 1,596	–	–	–	–	–	(3)	(3)	1	1	4	10	17	22	21	13	7	4	1	(3)	(3)	–
Service producing	14,066	39.9	1,423	1,409	1,306 – 1,530	–	–	–	–	(3)	(3)	1	1	3	7	12	22	24	13	8	5	4	1	(3)	(3)	–
Transportation and utilities	943	39.6	1,456	1,448	1,356 – 1,550	–	–	–	–	–	–	–	1	1	4	12	24	21	23	7	5	3	1	–	–	–
State and local government	2,224	39.8	1,225	1,205	1,200 – 1,212	–	–	–	–	–	(3)	1	4	9	29	39	7	3	3	3	1	1	–	–	–	–
Level VII	13,314	40.0	1,695	1,674	1,536 – 1,836	–	–	–	–	–	–	–	(3)	(3)	1	2	6	10	16	19	15	21	7	2	1	(3)
Private industry	12,912	40.0	1,707	1,683	1,552 – 1,842	–	–	–	–	–	–	–	(3)	(3)	(3)	2	5	10	17	19	16	22	7	2	1	(3)
Goods producing	8,889	40.0	1,717	1,696	1,561 – 1,846	–	–	–	–	–	–	–	(3)	(3)	(3)	2	5	9	15	20	16	23	8	2	1	(3)
Manufacturing	8,528	40.0	1,707	1,693	1,556 – 1,840	–	–	–	–	–	–	–	(3)	(3)	(3)	2	5	9	16	20	16	23	7	1	(3)	(3)
Service producing	4,023	39.9	1,685	1,653	1,516 – 1,814	–	–	–	–	–	–	–	–	–	(3)	2	5	14	20	18	14	18	5	3	1	(3)
Transportation and utilities	194	39.6	1,683	1,615	1,555 – 1,832	–	–	–	–	–	–	–	–	–	–	1	8	9	33	9	13	19	6	2	–	1
State and local government	402	39.9	1,318	1,332	1,260 – 1,332	–	–	–	–	–	–	–	–	9	11	8	61	2	3	2	1	2	(3)	–	–	–
Level VIII	1,949	40.0	2,002	1,972	1,768 – 2,206	–	–	–	–	–	–	–	–	–	–	–	2	3	6	6	11	26	20	16	5	5
Private industry	1,920	40.0	2,009	1,978	1,777 – 2,212	–	–	–	–	–	–	–	–	–	–	–	2	3	6	6	11	26	20	16	5	5
Goods producing	1,578	40.0	2,008	1,972	1,775 – 2,206	–	–	–	–	–	–	–	–	–	–	–	3	3	6	5	11	26	21	16	5	5
Manufacturing	1,528	40.0	1,989	1,958	1,766 – 2,193	–	–	–	–	–	–	–	–	–	–	–	3	3	6	6	11	26	21	15	5	4
Service producing	342	39.8	2,017	1,997	1,797 – 2,233	–	–	–	–	–	–	–	–	–	–	–	1	4	4	8	9	25	18	20	6	5
Administrative Occupations																										
Budget Analysts																										
Level I	963	39.4	516	502	452 – 579	–	10	36	34	18	1	(3)	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Private industry	515	39.3	506	500	457 – 552	–	9	40	38	11	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Service producing	267	38.8	480	470	424 – 529	–	17	42	37	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
State and local government	448	39.4	527	532	443 – 617	–	11	31	29	27	2	(3)	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Level II	3,502	39.3	583	569	518 – 649	–	4	13	42	28	11	2	(3)	(3)	(3)	–	–	–	–	–	–	–	–	–	–	–
Private industry	2,328	39.4	589	574	524 – 647	–	1	11	46	31	10	1	(3)	(3)	(3)	–	–	–	–	–	–	–	–	–	–	–
Goods producing	1,070	39.9	601	568	531 – 651	–	–	4	52	30	12	1	(3)	(3)	–	–	–	–	–	–	–	–	–	–	–	–
Manufacturing	1,019	39.9	596	566	529 – 640	–	–	4	54	29	12	1	(3)	–	–	–	–	–	–	–	–	–	–	–	–	–
Service producing	1,258	39.0	580	576	518 – 645	–	1	17	41	31	8	1	(3)	(3)	(3)	–	–	–	–	–	–	–	–	–	–	–
Transportation and utilities	237	39.6	619	649	560 – 701	–	8	9	20	38	22	3	–	(3)	1	–	–	–	–	–	–	–	–	–	–	–
State and local government	1,174	39.2	571	563	491 – 653	–	11	16	34	24	11	4	(3)	–	–	–	–	–	–	–	–	–	–	–	–	–
Level III	4,797	39.6	768	763	687 – 851	–	–	(3)	5	24	32	27	8	2	1	(3)	–	–	–	–	–	–	–	–	–	–
Private industry	2,656	39.6	761	748	674 – 832	–	–	(3)	4	29	35	19	9	2	1	(3)	–	–	–	–	–	–	–	–	–	–
Goods producing	1,258	39.7	796	768	693 – 895	–	–	–	2	24	30	23	14	4	2	(3)	–	–	–	–	–	–	–	–	–	–
Manufacturing	1,179	39.7	783	768	687 – 872	–	–	–	2	26	31	23	14	4	(3)	(3)	–	–	–	–	–	–	–	–	–	–
Service producing	1,398	39.4	731	725	653 – 787	–	–	(3)	6	34	38	16	5	1	(3)	–	–	–	–	–	–	–	–	–	–	–
Transportation and utilities	314	39.6	759	749	676 – 832	–	–	–	3	35	29	21	10	2	1	–	–	–	–	–	–	–	–	–	–	–
State and local government	2,141	39.7	776	769	704 – 883	–	–	1	6	18	30	37	7	1	1	–	–	–	–	–	–	–	–	–	–	–

See footnotes at end of table.

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Table A-1. Pay distributions, professional and administrative occupations, United States, June 1992 — Continued

Occupation and level	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[2]			Percent of workers receiving straight-time weekly earnings (in dollars) of—																			
			Mean	Median	Middle range	200 and under 300	300 - 400	400 - 500	500 - 600	600 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 2000	2000 - 2200	2200 - 2400	2400 - 2600	2600 and over
Level IV	2,848	39.5	$871	$864	$788 – $959	–	–	–	2	9	19	34	22	8	5	1	(3)	(3)	(3)	–	–	–	–	–	–	–
Private industry	1,983	39.5	872	863	788 – 949	–	–	–	1	8	21	34	21	8	4	1	1	(3)	(3)	–	–	–	–	–	–	–
Goods producing	1,164	39.7	880	864	795 – 962	–	–	–	1	9	16	34	24	9	3	1	1	(3)	(3)	–	–	–	–	–	–	–
Manufacturing	1,103	39.7	863	864	789 – 952	–	–	–	1	10	17	36	24	8	2	(3)	(3)	–	–	–	–	–	–	–	–	–
Service producing	819	39.3	861	843	788 – 926	–	–	–	(3)	7	29	34	16	8	6	(3)	–	–	–	–	–	–	–	–	–	–
Transportation and utilities	170	39.2	905	883	825 – 964	–	–	–	–	–	17	39	25	11	6	2	–	–	–	–	–	–	–	–	–	–
State and local government	865	39.6	868	881	781 – 965	–	–	–	4	9	15	33	25	8	5	1	(3)	–	–	–	–	–	–	–	–	–
Budget Analyst Supervisors																										
Level I	368	39.5	941	947	837 – 1,064	–	–	–	4	3	11	20	23	29	7	1	1	–	–	–	(3)	–	–	–	–	–
Private industry	117	39.5	961	954	830 – 1,065	–	–	–	–	1	18	19	15	38	5	2	3	–	–	–	–	–	–	–	–	–
Service producing	85	39.4	924	905	789 – 1,031	–	–	–	–	1	25	24	19	24	2	2	4	–	–	–	–	–	–	–	–	–
State and local government	251	39.5	932	947	860 – 1,060	–	–	–	6	4	8	21	27	25	8	1	–	–	–	–	(3)	–	–	–	–	–
Level II	339	39.7	1,066	1,066	992 – 1,143	–	–	–	–	–	3	6	18	40	22	6	4	2	(3)	–	–	–	–	–	–	–
Private industry	224	39.7	1,078	1,066	1,011 – 1,136	–	–	–	–	–	–	(3)	19	51	19	5	4	(3)	(3)	–	–	–	–	–	–	–
Service producing	78	39.6	1,066	–	– – –	–	–	–	–	–	–	1	24	42	21	9	1	–	1	–	–	–	–	–	–	–
State and local government	115	39.6	1,042	1,071	903 – 1,164	–	–	–	–	–	9	16	15	20	28	6	3	4	–	–	–	–	–	–	–	–
Buyers/Contracting Specialists																										
Level I	11,118	39.6	476	474	416 – 524	(3)	19	44	29	7	1	(3)	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Private industry	9,303	39.7	480	479	420 – 527	(3)	17	45	29	7	1	(3)	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Goods producing	5,813	39.8	488	485	420 – 538	–	18	38	34	8	1	(3)	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Manufacturing	5,523	39.9	487	484	420 – 540	–	19	38	33	8	1	(3)	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Service producing	3,490	39.5	468	463	421 – 507	(3)	16	56	22	4	1	(3)	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Transportation and utilities	288	39.8	468	480	425 – 488	–	22	55	16	6	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
State and local government	1,815	39.4	453	444	383 – 514	1	29	39	25	5	(3)	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Level II	33,185	39.7	603	599	538 – 661	–	1	13	36	35	12	3	(3)	(3)	(3)	–	–	–	–	–	–	–	–	–	–	–
Private industry	29,403	39.7	607	600	541 – 664	–	(3)	12	37	35	12	3	(3)	(3)	(3)	–	–	–	–	–	–	–	–	–	–	–
Goods producing	21,960	39.8	609	601	544 – 665	–	(3)	12	35	37	12	3	(3)	(3)	(3)	–	–	–	–	–	–	–	–	–	–	–
Manufacturing	20,757	39.8	608	603	544 – 660	–	(3)	13	35	37	12	3	(3)	(3)	(3)	–	–	–	–	–	–	–	–	–	–	–
Service producing	7,443	39.4	601	591	531 – 664	–	1	12	41	30	13	3	1	(3)	–	–	–	–	–	–	–	–	–	–	–	–
Transportation and utilities	994	39.9	625	615	515 – 722	–	–	17	28	26	21	7	1	–	–	–	–	–	–	–	–	–	–	–	–	–
State and local government	3,782	39.2	571	568	485 – 646	–	7	21	29	30	10	3	(3)	(3)	–	–	–	–	–	–	–	–	–	–	–	–
Level III	24,244	39.8	796	785	704 – 874	–	(3)	(3)	3	20	32	24	14	5	1	(3)	(3)	(3)	–	–	–	–	–	–	–	–
Private industry	22,771	39.8	801	787	710 – 880	–	(3)	(3)	3	19	32	25	15	5	1	(3)	(3)	(3)	–	–	–	–	–	–	–	–
Goods producing	18,628	39.8	798	785	703 – 874	–	–	(3)	3	21	32	24	14	5	1	(3)	(3)	(3)	–	–	–	–	–	–	–	–
Manufacturing	17,980	39.8	798	784	702 – 874	–	–	(3)	2	21	32	24	14	5	1	(3)	(3)	(3)	–	–	–	–	–	–	–	–
Service producing	4,143	39.7	816	812	731 – 894	–	(3)	(3)	2	13	31	29	17	6	(3)	(3)	(3)	(3)	–	–	–	–	–	–	–	–
Transportation and utilities	1,171	39.8	862	864	776 – 930	–	–	–	1	6	22	35	23	11	1	1	(3)	–	–	–	–	–	–	–	–	–
State and local government	1,473	39.1	715	711	642 – 808	–	–	5	13	27	28	20	7	(3)	(3)	–	–	–	–	–	–	–	–	–	–	–
Level IV	7,775	39.8	947	922	844 – 1,029	–	–	–	(3)	1	11	31	26	17	8	4	1	(3)	(3)	(3)	(3)	(3)	–	–	–	–
Private industry	7,572	39.8	949	923	846 – 1,031	–	–	–	–	1	11	31	26	17	8	4	1	(3)	(3)	(3)	(3)	(3)	–	–	–	–
Goods producing	6,282	39.8	943	917	840 – 1,023	–	–	–	–	1	12	32	25	17	8	4	1	(3)	(3)	(3)	(3)	(3)	–	–	–	–
Manufacturing	6,030	39.8	936	912	839 – 1,016	–	–	–	–	1	12	33	25	17	7	3	1	(3)	(3)	(3)	(3)	–	–	–	–	–
Service producing	1,290	39.7	977	958	877 – 1,046	–	–	–	–	1	6	26	30	19	9	7	1	(3)	(3)	–	(3)	–	–	–	–	–
Transportation and utilities	364	39.5	1,018	1,007	924 – 1,103	–	–	–	–	–	2	17	29	25	17	7	1	1	–	–	–	–	–	–	–	–
State and local government	203	39.4	856	845	760 – 952	–	–	–	6	5	28	29	16	12	4	–	–	–	–	–	–	–	–	–	–	–

See footnotes at end of table.

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Table A-1. Pay distributions, professional and administrative occupations, United States, June 1992 — Continued

Occupation and level	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[2]			Percent of workers receiving straight-time weekly earnings (in dollars) of—																				
			Mean	Median	Middle range	200 and under 300	300 - 400	400 - 500	500 - 600	600 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 2000	2000 - 2200	2200 - 2400	2400 - 2600	2600 and over
Level V	909	39.8	$1,132	$1,120	$1,019 – $1,210	–	–	–	–	(3)	(3)	5	16	23	29	16	6	1	1	(3)	(3)	(3)	1	–	–	–
Private industry	884	39.8	1,133	1,119	1,019 – 1,210	–	–	–	–	–	–	5	17	23	29	16	7	1	1	(3)	(3)	(3)	1	–	–	–
Goods producing	798	39.8	1,125	1,117	1,012 – 1,200	–	–	–	–	–	–	5	18	23	29	16	6	1	1	(3)	(3)	(3)	1	–	–	–
Manufacturing	780	39.8	1,111	1,113	1,010 – 1,199	–	–	–	–	–	–	5	18	23	29	17	6	1	1	–	–	–	–	–	–	–
Service producing	86	39.9	1,203	1,143	1,085 – 1,333	–	–	–	–	–	–	2	6	26	28	10	14	2	9	2	–	–	–	–	–	–
Computer Programmers																										
Level I	11,076	39.5	498	486	434 – 549	(3)	13	42	30	12	2	(3)	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Private industry	9,559	39.5	504	494	440 – 557	(3)	11	42	31	13	2	(3)	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Goods producing	2,905	39.7	540	518	464 – 637	–	7	37	26	21	7	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Manufacturing	2,743	39.7	536	514	462 – 615	–	7	38	27	20	6	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Service producing	6,654	39.4	489	482	432 – 538	1	13	44	32	10	1	(3)	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Transportation and utilities	603	39.9	549	545	501 – 597	–	4	19	52	21	4	(3)	–	–	–	–	–	–	–	–	–	–	–	–	–	–
State and local government	1,517	39.5	458	454	399 – 513	–	26	47	23	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Level II	45,089	39.5	587	582	525 – 649	(3)	2	15	41	30	10	1	(3)	–	–	–	–	–	–	–	–	–	–	–	–	–
Private industry	39,686	39.5	593	587	532 – 654	(3)	1	13	41	32	11	1	(3)	–	–	–	–	–	–	–	–	–	–	–	–	–
Goods producing	13,273	39.7	626	619	560 – 691	–	(3)	8	34	36	19	3	(3)	–	–	–	–	–	–	–	–	–	–	–	–	–
Manufacturing	12,962	39.7	625	618	559 – 691	–	(3)	8	34	36	19	3	(3)	–	–	–	–	–	–	–	–	–	–	–	–	–
Service producing	26,413	39.4	576	576	518 – 625	(3)	1	16	45	30	7	(3)	(3)	–	–	–	–	–	–	–	–	–	–	–	–	–
Transportation and utilities	2,451	39.9	609	610	557 – 668	–	–	11	33	45	10	1	(3)	–	–	–	–	–	–	–	–	–	–	–	–	–
State and local government	5,403	39.5	542	543	463 – 607	–	9	27	38	20	4	2	(3)	–	–	–	–	–	–	–	–	–	–	–	–	–
Level III	57,468	39.4	686	683	625 – 748	–	(3)	3	14	40	32	9	1	(3)	(3)	(3)	–	(3)	–	–	–	–	–	–	–	–
Private industry	49,405	39.4	691	687	633 – 750	–	(3)	2	13	40	33	10	1	(3)	(3)	(3)	–	(3)	–	–	–	–	–	–	–	–
Goods producing	14,050	39.5	701	704	648 – 762	–	–	3	11	34	40	11	2	(3)	(3)	–	–	–	–	–	–	–	–	–	–	–
Manufacturing	13,727	39.5	700	703	645 – 762	–	–	3	11	34	39	11	2	(3)	(3)	–	–	–	–	–	–	–	–	–	–	–
Service producing	35,355	39.3	687	680	625 – 745	–	(3)	2	14	43	30	9	1	(3)	(3)	(3)	–	(3)	–	–	–	–	–	–	–	–
Transportation and utilities	4,428	39.8	727	730	651 – 791	–	–	(3)	9	30	38	19	4	(3)	–	–	–	–	–	–	–	–	–	–	–	–
State and local government	8,063	39.5	658	665	592 – 724	–	(3)	11	16	40	23	8	1	(3)	–	–	–	–	–	–	–	–	–	–	–	–
Level IV	26,295	39.4	830	822	764 – 889	–	–	(3)	1	6	34	38	17	5	1	(3)	(3)	(3)	–	–	–	–	–	–	–	–
Private industry	24,983	39.4	832	822	766 – 889	–	–	(3)	1	5	34	38	16	5	1	(3)	(3)	(3)	–	–	–	–	–	–	–	–
Goods producing	10,774	39.9	837	823	771 – 883	–	–	–	(3)	4	33	42	14	6	1	(3)	–	–	–	–	–	–	–	–	–	–
Manufacturing	10,693	39.9	836	823	770 – 881	–	–	–	(3)	4	33	42	14	6	1	(3)	–	–	–	–	–	–	–	–	–	–
Service producing	14,209	39.0	828	822	758 – 893	–	–	(3)	1	6	35	35	19	4	1	(3)	(3)	(3)	–	–	–	–	–	–	–	–
Transportation and utilities	1,243	39.6	871	879	822 – 923	–	–	–	–	4	16	42	34	4	–	–	–	–	–	–	–	–	–	–	–	–
State and local government	1,312	39.1	797	814	693 – 895	–	–	–	7	19	21	30	17	4	1	–	–	–	–	–	–	–	–	–	–	–
Level V	11,274	39.7	978	960	902 – 1,037	–	–	–	(3)	(3)	3	21	41	22	6	4	2	(3)	–	(3)	–	–	–	–	–	–
Private industry	11,200	39.7	978	960	902 – 1,038	–	–	–	(3)	(3)	3	21	41	22	6	4	2	(3)	–	(3)	–	–	–	–	–	–
Goods producing	7,151	40.0	990	965	913 – 1,040	–	–	–	–	–	1	18	45	23	6	5	2	(3)	–	–	–	–	–	–	–	–
Manufacturing	7,150	40.0	990	965	913 – 1,040	–	–	–	–	–	1	18	45	23	6	5	2	(3)	–	–	–	–	–	–	–	–
Service producing	4,049	39.2	958	946	872 – 1,037	–	–	–	(3)	1	7	26	34	22	7	3	1	(3)	–	(3)	–	–	–	–	–	–

See footnotes at end of table.

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Table A-1. Pay distributions, professional and administrative occupations, United States, June 1992 — Continued

Occupation and level	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[2]			Percent of workers receiving straight-time weekly earnings (in dollars) of—																				
			Mean	Median	Middle range	200 and under 300	300 - 400	400 - 500	500 - 600	600 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 2000	2000 - 2200	2200 - 2400	2400 - 2600	2600 and over
Computer Systems Analysts																										
Level I	48,568	39.5	$684	$673	$620 – $736	–	(3)	3	15	44	26	9	2	1	(3)	(3)	–	–	–	–	–	–	–	–	–	–
Private industry	44,104	39.5	688	676	625 – 737	–	(3)	2	13	45	27	9	2	1	(3)	(3)	–	–	–	–	–	–	–	–	–	–
Goods producing	18,023	39.8	692	675	626 – 736	–	–	1	13	47	25	8	3	2	(3)	(3)	–	–	–	–	–	–	–	–	–	–
Manufacturing	17,590	39.8	690	673	625 – 734	–	–	1	13	48	25	7	3	2	(3)	(3)	–	–	–	–	–	–	–	–	–	–
Service producing	26,081	39.3	685	678	624 – 739	–	(3)	2	13	44	28	10	2	(3)	(3)	–	–	–	–	–	–	–	–	–	–	–
Transportation and utilities	2,864	39.8	746	739	672 – 808	–	–	–	3	33	34	24	3	1	1	–	–	–	–	–	–	–	–	–	–	–
State and local government	4,464	39.5	643	635	547 – 720	–	1	11	27	30	19	7	3	(3)	(3)	–	–	–	–	–	–	–	–	–	–	–
Level II	115,296	39.2	823	818	749 – 895	–	–	(3)	1	11	31	33	19	4	1	(3)	(3)	(3)	(3)	–	–	–	–	–	–	–
Private industry	101,228	39.1	823	816	749 – 892	–	–	(3)	1	11	32	33	18	4	1	(3)	(3)	(3)	(3)	–	–	–	–	–	–	–
Goods producing	29,585	39.6	819	806	740 – 884	–	–	–	(3)	13	33	32	15	4	2	(3)	(3)	–	(3)	–	–	–	–	–	–	–
Manufacturing	28,496	39.6	815	806	738 – 881	–	–	–	(3)	14	34	32	15	4	1	(3)	(3)	–	–	–	–	–	–	–	–	–
Service producing	71,643	38.9	824	819	751 – 895	–	–	(3)	1	10	31	34	19	4	1	(3)	(3)	(3)	–	–	–	–	–	–	–	–
Transportation and utilities	13,755	38.1	881	894	821 – 941	–	–	–	(3)	2	18	32	43	4	1	(3)	(3)	–	–	–	–	–	–	–	–	–
State and local government	14,068	39.7	823	847	762 – 927	–	–	(3)	5	9	21	35	28	2	(3)	(3)	–	–	–	–	–	–	–	–	–	–
Level III	67,856	39.3	977	971	894 – 1,050	–	–	–	(3)	1	5	21	33	27	9	3	1	(3)	(3)	(3)	–	–	–	–	–	–
Private industry	63,720	39.3	980	974	897 – 1,053	–	–	–	(3)	(3)	5	21	33	27	10	3	1	(3)	(3)	(3)	–	–	–	–	–	–
Goods producing	20,636	39.5	991	981	897 – 1,064	–	–	–	–	(3)	5	21	30	27	11	4	2	1	(3)	(3)	–	–	–	–	–	–
Manufacturing	20,003	39.5	987	979	896 – 1,060	–	–	–	–	(3)	5	21	30	27	11	3	2	1	(3)	(3)	–	–	–	–	–	–
Service producing	43,084	39.2	975	970	895 – 1,048	–	–	–	(3)	1	5	21	34	27	9	2	1	(3)	(3)	(3)	–	–	–	–	–	–
Transportation and utilities	5,353	39.9	996	1,000	927 – 1,056	–	–	–	(3)	(3)	2	17	32	37	10	2	(3)	(3)	–	–	–	–	–	–	–	–
State and local government	4,136	39.6	923	969	856 – 1,015	–	–	–	6	6	7	16	35	21	7	2	(3)	–	–	–	–	–	–	–	–	–
Level IV	20,319	39.4	1,169	1,158	1,069 – 1,252	–	–	–	–	(3)	(3)	2	10	21	29	22	10	4	2	1	(3)	(3)	–	–	–	–
Private industry	19,879	39.4	1,170	1,158	1,070 – 1,253	–	–	–	–	(3)	(3)	2	10	20	29	22	10	4	2	1	(3)	(3)	–	–	–	–
Goods producing	6,559	39.7	1,193	1,183	1,087 – 1,288	–	–	–	–	(3)	(3)	2	6	20	25	23	14	6	2	1	(3)	(3)	–	–	–	–
Manufacturing	6,247	39.7	1,181	1,175	1,082 – 1,275	–	–	–	–	(3)	(3)	2	7	21	26	24	13	5	1	(3)	(3)	(3)	–	–	–	–
Service producing	13,320	39.2	1,158	1,154	1,060 – 1,237	–	–	–	–	(3)	(3)	2	11	20	31	21	8	4	2	1	(3)	(3)	–	–	–	–
Transportation and utilities	1,264	40.0	1,161	1,185	1,091 – 1,235	–	–	–	–	–	(3)	5	7	16	25	40	6	1	1	–	(3)	–	–	–	–	–
State and local government	440	39.9	1,132	1,124	1,066 – 1,189	–	–	–	–	–	–	(3)	9	35	31	16	8	1	–	–	–	–	–	–	–	–
Level V	2,338	39.6	1,432	1,428	1,308 – 1,565	–	–	–	–	–	–	–	1	2	6	14	20	23	17	11	4	1	(3)	(3)	–	–
Private industry	2,329	39.6	1,432	1,430	1,308 – 1,565	–	–	–	–	–	–	–	1	2	6	14	19	23	17	11	4	1	(3)	(3)	–	–
Goods producing	491	40.0	1,460	1,490	1,307 – 1,596	–	–	–	–	–	–	–	–	1	9	14	12	16	24	17	5	2	–	–	–	–
Manufacturing	482	40.0	1,457	1,484	1,303 – 1,594	–	–	–	–	–	–	–	–	1	9	14	12	16	24	18	5	2	–	–	–	–
Service producing	1,838	39.5	1,425	1,423	1,308 – 1,546	–	–	–	–	–	–	–	1	2	6	14	21	25	16	9	4	1	(3)	(3)	–	–
Computer Systems Analyst Supervisors/Managers																										
Level I	10,267	39.4	1,043	1,037	944 – 1,142	–	–	–	–	2	4	9	24	26	19	9	3	1	(3)	(3)	(3)	–	–	–	–	–
Private industry	8,229	39.3	1,070	1,054	970 – 1,154	–	–	–	–	(3)	1	9	24	28	19	11	4	2	(3)	1	(3)	–	–	–	–	–
Goods producing	1,212	39.8	1,138	1,114	1,009 – 1,227	–	–	–	–	(3)	(3)	3	19	26	23	14	7	4	2	3	(3)	–	–	–	–	–
Manufacturing	1,080	39.7	1,138	1,110	1,009 – 1,240	–	–	–	–	(3)	(3)	3	17	28	21	14	7	4	2	3	1	–	–	–	–	–
Service producing	7,017	39.3	1,058	1,048	960 – 1,144	–	–	–	–	(3)	1	10	25	29	19	11	3	1	(3)	(3)	–	–	–	–	–	–
Transportation and utilities	678	40.0	1,100	1,117	1,020 – 1,187	–	–	–	–	(3)	1	8	12	26	32	17	4	1	–	–	–	–	–	–	–	–
State and local government	2,038	39.7	934	958	772 – 1,053	–	–	–	–	10	18	11	25	18	16	2	1	(3)	–	–	–	–	–	–	–	–

See footnotes at end of table.

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Table A-1. Pay distributions, professional and administrative occupations, United States, June 1992 — Continued

Occupation and level	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[2]			Percent of workers receiving straight-time weekly earnings (in dollars) of—																			
			Mean	Median	Middle range	200 and under 300	300 - 400	400 - 500	500 - 600	600 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 2000	2000 - 2200	2200 - 2400	2400 - 2600	2600 and over
Level II	8,101	39.2	$1,243	$1,233	$1,135 – $1,339	–	–	–	–	–	(3)	1	4	13	23	26	18	8	4	3	(3)	(3)	–	–	–	–
Private industry	7,504	39.1	1,251	1,240	1,148 – 1,344	–	–	–	–	–	(3)	1	4	12	22	27	18	9	4	3	(3)	(3)	–	–	–	–
Goods producing	1,588	39.4	1,291	1,292	1,156 – 1,398	–	–	–	–	–	–	1	3	13	13	22	24	13	4	6	1	(3)	–	–	–	–
Manufacturing	1,525	39.4	1,284	1,291	1,152 – 1,392	–	–	–	–	–	–	1	4	13	13	22	24	12	4	6	1	–	–	–	–	–
Service producing	5,916	39.1	1,241	1,232	1,146 – 1,327	–	–	–	–	–	(3)	1	4	11	25	28	17	8	4	2	(3)	(3)	–	–	–	–
Transportation and utilities	607	39.9	1,301	1,271	1,198 – 1,385	–	–	–	–	–	–	(3)	2	3	20	33	19	11	7	4	(3)	1	–	–	–	–
State and local government	597	39.8	1,134	1,107	1,056 – 1,211	–	–	–	–	–	1	1	8	37	26	13	8	5	(3)	–	(3)	–	–	–	–	–
Level III	2,202	39.0	1,496	1,482	1,357 – 1,605	–	–	–	–	–	–	–	(3)	2	2	9	19	24	18	12	6	4	2	1	–	(3)
Private industry	2,141	38.9	1,497	1,483	1,358 – 1,601	–	–	–	–	–	–	–	(3)	2	2	9	19	25	18	12	6	4	3	1	–	(3)
Goods producing	650	38.4	1,532	1,484	1,359 – 1,642	–	–	–	–	–	–	–	–	(3)	2	10	18	24	16	12	6	3	5	2	–	(3)
Manufacturing	584	38.2	1,495	1,471	1,350 – 1,613	–	–	–	–	–	–	–	–	(3)	2	12	19	25	16	13	6	3	2	1	–	–
Service producing	1,491	39.2	1,481	1,482	1,356 – 1,590	–	–	–	–	–	–	–	(3)	2	2	9	20	25	19	12	6	4	1	–	–	–
Transportation and utilities	203	39.6	1,521	1,507	1,346 – 1,690	–	–	–	–	–	–	–	–	–	4	8	14	17	25	15	8	5	2	–	–	–
State and local government	61	39.9	1,464	–	– – –	–	–	–	–	–	–	–	–	5	7	10	25	11	10	23	5	5	–	–	–	–
Level IV	394	39.1	1,763	1,768	1,635 – 1,885	–	–	–	–	–	–	–	–	–	(3)	1	3	6	10	24	21	26	4	4	1	1
Private industry	394	39.1	1,763	1,768	1,635 – 1,885	–	–	–	–	–	–	–	–	–	(3)	1	3	6	10	24	21	26	4	4	1	1
Personnel Specialists																										
Level I	3,161	39.5	490	483	432 – 538	(3)	11	50	27	11	2	–	(3)	–	–	–	–	–	–	–	–	–	–	–	–	–
Private industry	2,191	39.5	488	484	436 – 526	–	8	54	30	7	1	–	(3)	–	–	–	–	–	–	–	–	–	–	–	–	–
Goods producing	726	39.9	505	489	462 – 545	–	6	54	29	10	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Manufacturing	699	39.9	502	489	462 – 539	–	6	55	28	9	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Service producing	1,465	39.2	480	480	424 – 519	–	9	55	30	6	(3)	–	(3)	–	–	–	–	–	–	–	–	–	–	–	–	–
Transportation and utilities	149	39.7	539	519	505 – 586	–	1	23	54	20	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
State and local government	970	39.5	495	482	426 – 583	(3)	18	40	20	19	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Level II	26,014	39.4	561	555	488 – 615	(3)	3	26	40	22	6	2	1	(3)	(3)	(3)	–	–	–	–	–	–	–	–	–	–
Private industry	21,779	39.5	561	557	494 – 614	–	2	26	42	22	5	2	1	(3)	(3)	(3)	–	–	–	–	–	–	–	–	–	–
Goods producing	7,797	39.8	584	579	518 – 636	–	1	20	41	26	7	3	1	(3)	(3)	(3)	–	–	–	–	–	–	–	–	–	–
Manufacturing	7,521	39.8	582	576	518 – 634	–	2	20	42	25	7	3	1	(3)	(3)	–	–	–	–	–	–	–	–	–	–	–
Service producing	13,982	39.3	549	543	480 – 600	–	3	29	43	20	4	1	(3)	(3)	–	–	–	–	–	–	–	–	–	–	–	–
Transportation and utilities	1,073	39.9	598	577	516 – 655	–	2	14	42	24	13	3	2	–	–	–	–	–	–	–	–	–	–	–	–	–
State and local government	4,235	39.2	560	551	474 – 639	(3)	8	26	30	24	8	3	(3)	(3)	–	–	–	–	–	–	–	–	–	–	–	–
Level III	41,910	39.4	715	706	633 – 788	–	(3)	2	15	31	29	16	5	1	(3)	(3)	(3)	(3)	–	–	–	–	–	–	–	–
Private industry	34,627	39.4	712	702	633 – 781	–	(3)	1	16	33	30	14	5	1	(3)	(3)	(3)	(3)	–	–	–	–	–	–	–	–
Goods producing	13,627	39.7	741	730	657 – 809	–	–	(3)	8	30	34	18	7	2	(3)	(3)	(3)	(3)	–	–	–	–	–	–	–	–
Manufacturing	12,970	39.7	737	730	657 – 806	–	–	1	8	30	35	17	6	2	(3)	(3)	(3)	–	–	–	–	–	–	–	–	–
Service producing	21,000	39.3	694	684	614 – 768	–	(3)	1	20	34	28	12	3	1	(3)	(3)	(3)	–	–	–	–	–	–	–	–	–
Transportation and utilities	2,129	39.8	780	768	691 – 856	–	–	(3)	6	21	30	29	8	4	1	1	–	–	–	–	–	–	–	–	–	–
State and local government	7,283	39.4	726	732	632 – 847	–	–	5	14	24	24	27	5	1	(3)	–	–	–	–	–	–	–	–	–	–	–
Level IV	26,913	39.4	934	922	839 – 1,018	–	–	(3)	1	2	14	27	27	15	9	3	1	(3)	(3)	(3)	(3)	–	–	–	–	–
Private industry	23,760	39.5	941	923	845 – 1,022	–	–	–	(3)	2	13	27	28	16	9	3	1	(3)	(3)	(3)	(3)	–	–	–	–	–
Goods producing	11,905	39.8	957	941	861 – 1,049	–	–	–	(3)	2	12	25	27	16	11	4	2	(3)	(3)	(3)	(3)	–	–	–	–	–
Manufacturing	11,358	39.8	953	938	860 – 1,039	–	–	–	(3)	2	12	26	27	16	11	4	2	(3)	(3)	–	(3)	–	–	–	–	–
Service producing	11,855	39.2	925	912	828 – 1,002	–	–	–	(3)	2	15	29	28	15	7	2	1	1	–	–	–	–	–	–	–	–
Transportation and utilities	2,044	39.8	970	960	880 – 1,056	–	–	–	–	1	7	24	33	17	15	4	(3)	–	–	–	–	–	–	–	–	–
State and local government	3,153	39.1	878	884	787 – 971	–	–	1	5	4	17	29	22	12	8	1	(3)	–	–	–	–	–	–	–	–	–

See footnotes at end of table.

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Table A-1. Pay distributions, professional and administrative occupations, United States, June 1992 — Continued

Occupation and level	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[2]			Percent of workers receiving straight-time weekly earnings (in dollars) of—																				
			Mean	Median	Middle range	200 and under 300	300 - 400	400 - 500	500 - 600	600 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 2000	2000 - 2200	2200 - 2400	2400 - 2600	2600 and over
Level V	7,276	39.3	$1,177	$1,152	$1,056 – $1,294	–	–	–	1	(3)	1	3	9	21	25	15	11	6	4	2	(3)	1	(3)	–	–	–
Private industry	6,519	39.3	1,196	1,162	1,061 – 1,309	–	–	–	–	(3)	(3)	3	9	21	25	16	12	6	4	2	(3)	1	(3)	–	–	–
Goods producing	3,818	39.6	1,210	1,171	1,079 – 1,317	–	–	–	–	–	(3)	2	7	22	24	17	13	6	5	2	1	1	(3)	–	–	–
Manufacturing	3,520	39.6	1,196	1,171	1,079 – 1,306	–	–	–	–	–	(3)	3	7	22	26	17	13	6	5	1	(3)	(3)	–	–	–	–
Service producing	2,701	38.8	1,176	1,152	1,047 – 1,286	–	–	–	–	(3)	1	4	11	20	26	14	10	7	4	3	(3)	1	–	–	–	–
Transportation and utilities	359	39.5	1,260	1,206	1,109 – 1,370	–	–	–	–	–	–	1	5	17	25	14	15	3	10	9	–	(3)	–	–	–	–
State and local government	757	39.7	1,013	1,071	907 – 1,134	–	–	–	13	3	2	6	14	20	27	7	6	2	1	–	–	–	–	–	–	–
Level VI	802	39.4	1,461	1,478	1,292 – 1,622	–	–	–	–	–	–	–	1	3	5	20	13	17	13	16	7	3	1	–	(3)	(3)
Private industry	800	39.4	1,462	1,478	1,292 – 1,625	–	–	–	–	–	–	–	2	3	5	20	13	17	13	16	8	3	1	–	(3)	(3)
Goods producing	435	39.7	1,435	1,453	1,267 – 1,568	–	–	–	–	–	–	–	2	4	6	21	13	14	20	11	6	4	1	–	(3)	–
Manufacturing	412	39.8	1,417	1,404	1,267 – 1,563	–	–	–	–	–	–	–	2	4	7	22	13	15	20	11	4	2	(3)	–	(3)	–
Service producing	365	39.0	1,495	1,478	1,306 – 1,673	–	–	–	–	–	–	–	1	1	4	19	13	20	5	23	10	2	2	–	–	(3)
Personnel Supervisors/Managers																										
Level I	3,028	39.5	990	982	907 – 1,084	–	–	–	(3)	3	6	15	31	24	15	4	2	(3)	(3)	–	–	–	–	–	–	–
Private industry	2,498	39.5	1,011	998	941 – 1,094	–	–	–	–	(3)	4	13	33	26	16	5	2	(3)	(3)	–	–	–	–	–	–	–
Goods producing	1,222	40.0	1,015	1,012	981 – 1,089	–	–	–	–	–	5	10	32	32	17	3	2	(3)	(3)	–	–	–	–	–	–	–
Manufacturing	1,205	40.0	1,015	1,012	981 – 1,089	–	–	–	–	–	5	10	31	33	17	3	1	(3)	(3)	–	–	–	–	–	–	–
Service producing	1,276	39.1	1,007	987	922 – 1,096	–	–	–	–	1	3	16	34	21	16	7	2	(3)	(3)	–	–	–	–	–	–	–
Transportation and utilities	114	39.9	1,072	1,036	975 – 1,131	–	–	–	–	–	–	3	29	32	23	7	4	–	3	–	–	–	–	–	–	–
State and local government	530	39.2	890	889	775 – 1,011	–	–	–	1	14	14	24	22	15	9	1	(3)	–	–	–	–	–	–	–	–	–
Level II	4,161	39.3	1,241	1,227	1,109 – 1,382	–	–	–	1	(3)	1	2	8	11	19	21	14	11	6	2	2	1	(3)	–	–	–
Private industry	3,679	39.3	1,269	1,248	1,131 – 1,396	–	–	–	–	–	(3)	1	7	10	19	22	15	13	7	3	2	1	(3)	–	–	–
Goods producing	1,668	39.6	1,278	1,258	1,131 – 1,411	–	–	–	–	–	–	1	10	6	19	22	15	13	9	2	1	1	(3)	–	–	–
Manufacturing	1,514	39.5	1,267	1,248	1,131 – 1,393	–	–	–	–	–	–	1	11	6	20	22	15	11	8	2	1	1	(3)	–	–	–
Service producing	2,011	39.1	1,262	1,233	1,125 – 1,384	–	–	–	–	–	(3)	1	4	14	20	23	15	12	5	3	2	1	–	–	–	–
Transportation and utilities	332	39.9	1,287	1,218	1,140 – 1,424	–	–	–	–	–	–	(3)	3	9	30	15	16	10	9	6	1	1	–	–	–	–
State and local government	482	39.2	1,026	1,040	869 – 1,183	–	–	–	6	4	8	11	15	18	18	11	7	3	1	–	1	–	–	–	–	–
Level III	1,956	39.3	1,578	1,569	1,423 – 1,728	–	–	–	–	–	1	1	–	2	2	6	10	13	18	16	12	14	3	2	(3)	–
Private industry	1,845	39.4	1,599	1,581	1,440 – 1,749	–	–	–	–	–	–	–	–	2	2	6	10	14	18	16	12	14	4	2	(3)	–
Goods producing	1,125	39.4	1,583	1,569	1,427 – 1,730	–	–	–	–	–	–	–	–	2	1	6	12	13	20	14	13	13	2	1	(3)	–
Manufacturing	1,018	39.4	1,560	1,545	1,406 – 1,703	–	–	–	–	–	–	–	–	3	2	7	13	13	20	15	13	12	1	(3)	(3)	–
Service producing	720	39.3	1,624	1,626	1,462 – 1,785	–	–	–	–	–	–	–	–	1	3	6	8	15	15	18	11	16	6	2	–	–
Transportation and utilities	130	39.6	1,635	1,665	1,484 – 1,868	–	–	–	–	–	–	–	–	1	3	5	9	9	12	24	4	32	–	1	–	–
State and local government	111	39.0	1,225	1,230	836 – 1,539	–	–	–	–	–	12	16	–	12	9	4	9	10	11	17	–	1	–	–	–	–
Level IV	523	38.8	2,051	2,019	1,823 – 2,383	–	–	–	–	–	–	–	–	–	–	–	1	3	4	7	9	24	16	13	19	4
Private industry	521	38.8	2,053	2,019	1,824 – 2,383	–	–	–	–	–	–	–	–	–	–	–	1	3	4	7	9	24	16	13	19	4
Goods producing	316	39.2	2,013	1,967	1,766 – 2,256	–	–	–	–	–	–	–	–	–	–	–	2	4	5	9	8	26	17	12	14	4
Manufacturing	260	39.0	1,999	1,926	1,731 – 2,236	–	–	–	–	–	–	–	–	–	–	–	2	4	5	10	10	26	14	11	14	5
Service producing	205	38.2	2,116	2,131	1,862 – 2,400	–	–	–	–	–	–	–	–	–	–	–	(3)	2	1	5	10	21	15	15	27	3

See footnotes at end of table.

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Table A-1. Pay distributions, professional and administrative occupations, United States, June 1992 — Continued

Occupation and level	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[2]			Percent of workers receiving straight-time weekly earnings (in dollars) of—																				
			Mean	Median	Middle range	200 and under 300	300 - 400	400 - 500	500 - 600	600 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 2000	2000 - 2200	2200 - 2400	2400 - 2600	2600 and over
Tax Collectors																										
Level I	625	39.0	$449	$455	$403 – $516	3	22	47	26	2	([3])	–	–	–	–	–	–	–	–	–	–	–	–	–	–
State and local government	625	39.0	449	455	403 – 516	3	22	47	26	2	([3])	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Level II	2,901	38.9	490	507	390 – 560	–	26	21	38	12	2	([3])	–	–	–	–	–	–	–	–	–	–	–	–	–
State and local government	2,901	38.9	490	507	390 – 560	–	26	21	38	12	2	([3])	–	–	–	–	–	–	–	–	–	–	–	–	–
Level III	2,783	39.5	703	705	649 – 769	–	1	4	7	30	51	5	3	([3])	–	–	–	–	–	–	–	–	–	–	–
State and local government	2,783	39.5	703	705	649 – 769	–	1	4	7	30	51	5	3	([3])	–	–	–	–	–	–	–	–	–	–	–

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

[2] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excluded are performance bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses. Pay increases, but not bonuses, under cost-of-living clauses, and incentive payments, however, are included. See Appendix A for definitions and methods used to compute means, medians, and middle ranges.

[3] Less than 0.5 percent.

[4] Workers were distributed as follows: 8 percent at $2,600 and under $2,800; 7 percent at $2,800 and under $3,000; 26 percent at $3,000 and under $3,200; and 1 percent at $3,200 and under $3,400.

[5] Workers were distributed as follows: 15 percent at $2,600 and under $2,800; and 2 percent at $2,800 and under $3,000.

NOTE: Because of rounding, sums of individual intervals may not equal 100 percent. Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupation or occupational levels may include data for categories not shown separately.

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Table A-2. Pay distributions, technical and protective service occupations, United States, June 1992

Occupation and level	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[2]			Percent of workers receiving straight-time weekly earnings (in dollars) of—																			
			Mean	Median	Middle range	175 and under 200	200 - 225	225 - 250	250 - 300	300 - 350	350 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1050	1050 - 1100	1100 and over
Technical Occupations																									
Computer Operators																									
Level I	6,579	39.5	$335	$323	$292 – $378	(3)	2	4	27	34	19	12	3	1	(3)	(3)	(3)	(3)	–	–	–	–	–	–	–
Private industry	5,726	39.5	335	324	296 – 374	(3)	1	2	27	36	20	11	2	(3)	(3)	(3)	(3)	(3)	–	–	–	–	–	–	–
Goods producing	733	39.7	349	337	298 – 394	–	–	2	25	34	16	17	4	(3)	(3)	(3)	(3)	(3)	–	–	–	–	–	–	–
Manufacturing	653	39.7	350	337	300 – 385	–	–	1	25	36	18	15	4	(3)	(3)	(3)	(3)	(3)	–	–	–	–	–	–	–
Service producing	4,993	39.5	333	323	294 – 369	(3)	1	2	27	37	20	11	1	(3)	(3)	–	–	–	–	–	–	–	–	–	–
Transportation and utilities	301	40.0	369	389	325 – 394	–	(3)	–	13	26	42	11	6	2	(3)	–	–	–	–	–	–	–	–	–	–
State and local government	853	39.5	335	318	268 – 394	–	3	11	30	19	14	13	7	3	(3)	–	–	–	–	–	–	–	–	–	–
Level II	42,416	39.4	405	395	349 – 454	(3)	(3)	(3)	6	19	26	21	14	7	3	1	(3)	(3)	(3)	(3)	(3)	–	–	–	–	–
Private industry	36,432	39.4	406	396	350 – 452	(3)	(3)	1	5	20	27	22	14	7	3	1	(3)	(3)	(3)	(3)	(3)	–	–	–	–	–
Goods producing	9,921	39.5	415	405	357 – 460	–	–	(3)	3	18	25	23	18	8	2	1	(3)	(3)	(3)	–	1	–	–	–	–	–
Manufacturing	9,617	39.5	415	405	357 – 461	–	–	(3)	3	18	25	22	18	8	2	2	(3)	(3)	(3)	–	1	–	–	–	–	–
Service producing	26,511	39.4	402	392	346 – 449	(3)	(3)	1	6	20	28	21	13	7	4	1	(3)	(3)	(3)	(3)	–	–	–	–	–	–
Transportation and utilities	2,689	39.6	480	488	423 – 529	–	(3)	(3)	1	3	10	18	25	22	17	2	1	1	(3)	–	–	–	–	–	–	–
State and local government	5,984	39.5	402	394	337 – 460	–	(3)	(3)	13	17	22	19	13	10	3	1	(3)	(3)	–	(3)	–	–	–	–	–	–
Level III	33,626	39.2	509	505	452 – 563	–	–	–	(3)	2	6	15	24	23	17	6	5	1	(3)	(3)	(3)	(3)	–	–	–	–
Private industry	28,128	39.2	512	505	457 – 560	–	–	–	(3)	1	6	16	25	23	16	7	5	1	(3)	(3)	(3)	(3)	–	–	–	–
Goods producing	9,764	39.3	520	511	461 – 572	–	–	–	–	1	5	16	25	23	15	7	7	2	1	(3)	(3)	(3)	–	–	–	–
Manufacturing	9,574	39.3	520	510	461 – 571	–	–	–	–	1	5	16	25	23	15	6	7	2	1	(3)	(3)	(3)	–	–	–	–
Service producing	18,364	39.1	507	503	454 – 556	–	–	–	1	1	6	16	26	23	16	7	4	1	(3)	(3)	(3)	–	–	–	–	–
Transportation and utilities	2,911	39.9	565	551	505 – 613	–	–	–	(3)	(3)	(3)	3	12	31	26	9	13	4	1	(3)	(3)	–	–	–	–	–
State and local government	5,498	39.4	496	510	427 – 566	–	–	–	1	8	8	14	16	22	23	5	2	1	(3)	(3)	(3)	(3)	–	–	–	–
Level IV	7,427	39.2	622	619	556 – 683	–	–	–	–	–	(3)	3	7	14	18	24	16	9	6	3	1	(3)	(3)	(3)	(3)	–
Private industry	6,898	39.2	624	619	557 – 688	–	–	–	–	–	(3)	2	7	13	18	24	16	9	6	3	1	(3)	(3)	(3)	(3)	–
Goods producing	2,860	39.2	640	629	575 – 695	–	–	–	–	–	–	2	5	9	20	24	17	9	8	3	2	(3)	(3)	1	(3)	–
Manufacturing	2,842	39.2	640	629	575 – 695	–	–	–	–	–	–	2	5	9	20	24	17	9	7	3	1	(3)	(3)	1	(3)	–
Service producing	4,038	39.1	613	613	544 – 670	–	–	–	–	–	(3)	3	8	16	17	23	15	9	4	3	1	(3)	–	–	–	–
Transportation and utilities	642	40.0	672	667	623 – 708	–	–	–	–	–	–	(3)	(3)	4	6	32	24	21	5	7	2	–	–	–	–	–
State and local government	529	39.4	593	596	523 – 646	–	–	–	–	–	(3)	5	6	25	18	22	10	9	4	(3)	–	–	(3)	–	–	–
Level V	559	37.1	696	672	614 – 760	–	–	–	–	–	–	–	(3)	4	14	19	19	17	10	8	5	2	2	(3)	–	(3)
Private industry	552	37.1	696	672	614 – 760	–	–	–	–	–	–	–	–	4	14	19	19	17	11	8	5	2	2	(3)	–	(3)
Drafters																									
Level I	10,576	39.8	384	373	340 – 432	(3)	1	2	6	22	36	12	18	2	1	(3)	(3)	(3)	–	–	–	–	–	–	–
Private industry	9,735	39.9	387	377	343 – 435	(3)	(3)	1	5	23	36	13	19	2	(3)	(3)	(3)	(3)	–	–	–	–	–	–	–
Goods producing	5,499	40.0	369	360	340 – 392	–	(3)	(3)	5	27	50	11	5	1	(3)	(3)	(3)	(3)	–	–	–	–	–	–	–
Manufacturing	5,088	40.0	371	360	346 – 392	–	(3)	(3)	4	25	52	11	5	1	(3)	(3)	(3)	(3)	–	–	–	–	–	–	–
Service producing	4,236	39.8	410	420	350 – 476	(3)	(3)	2	6	17	19	15	37	4	(3)	(3)	(3)	–	–	–	–	–	–	–	–
Transportation and utilities	1,716	39.6	466	476	468 – 491	(3)	(3)	–	1	4	6	6	78	5	1	(3)	–	–	–	–	–	–	–	–	–	–
State and local government	841	39.0	351	348	273 – 386	–	4	11	18	17	27	7	5	2	7	(3)	–	–	–	–	–	–	–	–	–	–

See footnotes at end of table.

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Table A-2. Pay distributions, technical and protective service occupations, United States, June 1992 — Continued

Occupation and level	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[2]			Percent of workers receiving straight-time weekly earnings (in dollars) of—																				
			Mean	Median	Middle range	175 and under 200	200 - 225	225 - 250	250 - 300	300 - 350	350 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1050	1050 - 1100	1100 and over
Level II	27,756	39.8	$463	$454	$400 – $515	–	(3)	(3)	1	7	14	26	22	13	11	5	1	(3)	(3)	(3)	(3)	(3)	–	–	–	–
Private industry	25,068	39.8	462	452	401 – 512	–	(3)	(3)	1	6	14	27	22	13	11	5	(3)	(3)	(3)	(3)	(3)	(3)	–	–	–	–
Goods producing	15,566	39.9	440	431	395 – 479	–	–	–	2	8	18	32	23	10	4	3	(3)	(3)	(3)	–	(3)	–	–	–	–	–
Manufacturing	14,566	39.9	439	430	395 – 476	–	–	–	2	8	18	33	22	9	4	3	(3)	(3)	(3)	–	(3)	–	–	–	–	–
Service producing	9,502	39.7	498	498	431 – 594	–	(3)	(3)	(3)	3	8	19	21	17	22	7	1	(3)	(3)	(3)	(3)	(3)	–	–	–	–
Transportation and utilities	3,864	39.3	550	594	500 – 594	–	–	–	–	(3)	3	4	18	18	43	13	1	(3)	–	–	–	–	–	–	–	–
State and local government	2,688	39.5	474	459	387 – 545	–	–	–	2	13	14	17	17	14	8	8	3	3	1	(3)	(3)	–	–	–	–	–
Level III	26,639	39.9	592	580	522 – 653	–	–	–	–	(3)	1	4	12	20	20	17	12	7	4	2	1	(3)	(3)	(3)	(3)	(3)
Private industry	24,164	39.9	593	580	524 – 651	–	–	–	–	(3)	1	4	11	20	21	18	12	7	3	2	1	(3)	(3)	(3)	(3)	(3)
Goods producing	16,312	40.0	585	576	520 – 639	–	–	–	–	–	1	4	12	22	21	17	12	6	3	1	1	(3)	(3)	–	–	–
Manufacturing	14,429	40.0	577	568	519 – 632	–	–	–	–	–	1	4	12	23	23	17	11	6	3	(3)	(3)	(3)	(3)	–	–	–
Service producing	7,852	39.9	609	600	530 – 675	–	–	–	–	(3)	1	3	10	16	19	19	13	9	4	3	1	1	(3)	(3)	(3)	(3)
Transportation and utilities	1,679	39.7	627	621	566 – 691	–	–	–	–	–	1	2	5	11	18	20	20	19	3	1	–	–	–	–	–	–
State and local government	2,475	39.7	591	572	512 – 686	–	–	–	–	(3)	4	6	13	20	13	9	13	5	15	(3)	(3)	–	(3)	(3)	–	–
Level IV	11,271	39.9	740	721	662 – 815	–	–	–	–	–	–	(3)	1	1	6	11	20	20	13	12	6	3	2	2	1	1
Private industry	10,248	39.9	741	721	663 – 808	–	–	–	–	–	–	(3)	1	1	6	11	20	20	13	11	6	4	2	2	1	1
Goods producing	6,645	40.0	733	718	672 – 778	–	–	–	–	–	–	(3)	(3)	1	5	10	24	23	15	8	6	3	2	1	1	(3)
Manufacturing	6,177	40.0	730	718	670 – 772	–	–	–	–	–	–	(3)	(3)	1	5	11	25	23	15	8	6	3	2	1	1	(3)
Service producing	3,603	39.8	756	740	640 – 844	–	–	–	–	–	–	1	2	2	9	13	11	15	10	15	5	5	2	5	2	3
Transportation and utilities	647	39.8	769	816	687 – 848	–	–	–	–	–	–	–	–	2	5	13	7	13	8	41	3	8	1	–	–	–
State and local government	1,023	39.9	728	725	654 – 830	–	–	–	–	–	–	(3)	–	1	9	13	18	16	11	30	2	(3)	–	–	–	–
Engineering Technicians																										
Level I	3,699	40.0	397	401	364 – 434	(3)	1	1	5	13	28	32	15	3	1	(3)	(3)	–	–	–	–	–	–	–	–	–
Private industry	3,630	40.0	399	401	366 – 435	(3)	–	1	5	14	28	33	15	3	1	(3)	(3)	–	–	–	–	–	–	–	–	–
Goods producing	2,379	40.0	409	403	376 – 441	–	–	1	1	12	27	37	18	3	1	–	–	–	–	–	–	–	–	–	–	–
Manufacturing	2,343	40.0	408	403	375 – 440	–	–	1	1	12	27	37	17	3	1	–	–	–	–	–	–	–	–	–	–	–
Service producing	1,251	40.0	382	385	339 – 410	(3)	–	1	12	17	31	24	10	3	1	(3)	(3)	–	–	–	–	–	–	–	–	–
Transportation and utilities	157	39.9	449	440	394 – 487	–	–	–	–	–	25	33	21	10	8	1	1	–	–	–	–	–	–	–	–	–
Level II	14,284	39.9	471	462	422 – 516	–	–	–	(3)	4	8	30	27	16	12	3	(3)	(3)	(3)	(3)	–	–	–	–	–	–
Private industry	13,975	39.9	471	462	422 – 516	–	–	–	(3)	4	8	30	26	16	12	3	(3)	(3)	(3)	(3)	–	–	–	–	–	–
Goods producing	9,662	39.9	480	466	433 – 524	–	–	–	–	1	5	30	29	16	14	4	(3)	(3)	(3)	(3)	–	–	–	–	–	–
Manufacturing	9,581	39.9	479	466	433 – 522	–	–	–	–	1	5	31	29	16	14	4	(3)	(3)	–	–	–	–	–	–	–	–
Service producing	4,313	40.0	452	438	400 – 503	–	–	–	(3)	9	14	30	20	16	7	2	1	(3)	(3)	(3)	–	–	–	–	–	–
Transportation and utilities	412	39.7	558	532	498 – 609	–	–	–	–	1	–	7	19	33	15	9	9	3	1	4	–	–	–	–	–	–
Level III	31,918	39.9	563	554	500 – 622	–	–	–	–	(3)	3	7	16	22	20	15	8	4	4	1	(3)	(3)	(3)	–	–	–
Private industry	31,265	39.9	564	554	500 – 623	–	–	–	–	(3)	3	7	16	22	20	15	8	4	4	1	(3)	(3)	(3)	–	–	–
Goods producing	24,504	39.9	563	555	500 – 623	–	–	–	–	(3)	3	7	15	22	21	16	8	3	5	(3)	(3)	(3)	(3)	–	–	–
Manufacturing	24,012	39.9	562	554	500 – 621	–	–	–	–	(3)	3	7	16	22	21	16	8	3	5	(3)	(3)	(3)	(3)	–	–	–
Service producing	6,761	40.0	567	550	498 – 624	–	–	–	–	(3)	3	5	18	24	17	13	8	5	4	2	(3)	(3)	(3)	–	–	–
Transportation and utilities	1,289	40.0	656	656	572 – 739	–	–	–	–	–	–	3	6	11	15	13	15	16	11	8	1	(3)	–	–	–	–
State and local government	653	40.0	536	559	467 – 589	–	–	–	–	(3)	12	4	12	17	43	4	5	3	–	–	–	–	–	–	–	–

See footnotes at end of table.

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Table A-2. Pay distributions, technical and protective service occupations, United States, June 1992 — Continued

Occupation and level	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[2]			Percent of workers receiving straight-time weekly earnings (in dollars) of—																				
			Mean	Median	Middle range	175 and under 200	200 - 225	225 - 250	250 - 300	300 - 350	350 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1050	1050 - 1100	1100 and over
Level IV	41,699	40.0	$686	$679	$621 – $738	–	–	–	–	–	–	(3)	2	4	11	20	24	17	11	5	3	2	1	(3)	(3)	(3)
Private industry	41,445	40.0	686	679	621 – 738	–	–	–	–	–	–	(3)	2	4	11	20	24	17	11	5	3	2	1	(3)	(3)	(3)
Goods producing	31,333	40.0	672	668	614 – 721	–	–	–	–	–	–	(3)	2	4	13	22	25	17	9	4	2	1	(3)	(3)	(3)	(3)
Manufacturing	30,785	40.0	669	667	613 – 718	–	–	–	–	–	–	(3)	2	5	13	22	26	17	9	4	2	(3)	(3)	(3)	(3)	(3)
Service producing	10,112	40.0	729	720	651 – 793	–	–	–	–	–	–	(3)	1	3	6	14	20	17	16	6	6	7	2	1	(3)	(3)
Transportation and utilities	3,308	40.0	804	787	716 – 902	–	–	–	–	–	–	–	(3)	1	2	5	14	12	21	7	12	18	6	1	(3)	1
State and local government	254	40.0	694	672	656 – 757	–	–	–	–	–	–	–	2	3	7	6	40	13	21	4	2	–	–	–	–	–
Level V	27,935	40.0	803	796	745 – 857	–	–	–	–	–	–	(3)	(3)	(3)	1	4	9	15	23	22	11	8	4	2	1	1
Private industry	27,763	40.0	803	796	744 – 856	–	–	–	–	–	–	(3)	(3)	(3)	1	4	9	15	23	22	11	8	4	2	1	1
Goods producing	21,902	40.0	796	791	741 – 844	–	–	–	–	–	–	–	–	(3)	2	4	9	13	26	23	10	7	3	2	1	1
Manufacturing	21,584	40.0	795	790	741 – 844	–	–	–	–	–	–	–	–	(3)	2	4	9	13	26	24	10	7	3	2	1	(3)
Service producing	5,861	40.0	828	820	748 – 902	–	–	–	–	–	–	(3)	(3)	1	1	3	7	21	12	15	15	10	8	4	2	1
Transportation and utilities	1,443	40.0	874	853	810 – 964	–	–	–	–	–	–	–	–	–	(3)	1	9	5	8	26	14	10	11	7	7	2
Level VI	3,253	40.0	917	901	832 – 1,000	–	–	–	–	–	–	–	–	(3)	(3)	1	1	2	6	21	19	14	11	14	6	5
Private industry	3,253	40.0	917	901	832 – 1,000	–	–	–	–	–	–	–	–	(3)	(3)	1	1	2	6	21	19	14	11	14	6	5
Goods producing	1,933	40.0	905	876	826 – 949	–	–	–	–	–	–	–	–	–	–	–	(3)	1	4	28	24	17	9	9	3	5
Manufacturing	1,916	40.0	903	875	826 – 947	–	–	–	–	–	–	–	–	–	–	–	(3)	1	4	29	24	18	8	8	3	5
Service producing	1,320	40.0	933	958	840 – 1,020	–	–	–	–	–	–	–	–	(3)	(3)	2	3	4	8	10	12	10	14	23	10	6
Engineering Technicians, Civil or Survey Technicians/Construction Inspectors																										
Level I	6,824	39.6	316	310	272 – 358	6	3	8	26	30	14	7	4	1	1	(3)	–	–	–	–	–	–	–	–	–	–
Private industry	2,384	40.0	309	300	280 – 340	1	5	8	30	33	15	4	2	(3)	(3)	–	–	–	–	–	–	–	–	–	–	–
Service producing	2,334	40.0	309	300	280 – 340	1	5	8	30	33	16	4	2	(3)	(3)	–	–	–	–	–	–	–	–	–	–	–
State and local government	4,440	39.4	320	310	267 – 369	9	2	9	23	28	13	9	5	1	1	(3)	–	–	–	–	–	–	–	–	–	–
Level II	12,956	39.6	409	389	342 – 452	–	–	1	6	20	27	19	13	7	3	1	1	1	(3)	(3)	(3)	–	–	–	–	–
Private industry	3,555	40.0	413	410	360 – 460	–	–	(3)	6	14	25	23	19	8	1	1	(3)	1	(3)	(3)	–	–	–	–	–	–
Service producing	3,426	40.0	412	410	360 – 460	–	–	(3)	6	15	25	24	19	8	1	1	(3)	1	(3)	(3)	–	–	–	–	–	–
State and local government	9,401	39.5	407	382	339 – 446	–	–	1	6	22	28	18	10	6	4	1	1	1	(3)	(3)	(3)	–	–	–	–	–
Level III	19,135	39.4	515	502	433 – 576	–	–	–	(3)	3	11	17	18	19	13	8	4	3	2	1	1	1	(3)	–	–	–
Private industry	3,254	39.9	563	539	498 – 600	–	–	–	–	–	1	9	16	28	18	13	3	5	3	1	2	1	(3)	–	–	–
Service producing	2,815	39.9	560	538	494 – 606	–	–	–	–	–	1	11	17	27	17	14	3	5	4	(3)	2	1	(3)	–	–	–
Transportation and utilities	421	39.8	544	538	494 – 542	–	–	–	–	–	1	11	29	33	5	4	4	8	4	–	–	–	–	–	–	–
State and local government	15,881	39.3	505	488	422 – 566	–	–	–	(3)	4	13	19	18	17	11	7	4	3	2	1	1	(3)	(3)	–	–	–
Level IV	15,836	39.6	646	631	549 – 722	–	–	–	–	(3)	1	5	8	12	15	14	16	9	8	4	3	3	3	1	(3)	(3)
Private industry	4,376	39.9	677	662	599 – 729	–	–	–	–	–	1	1	3	8	12	18	21	14	9	3	3	2	2	1	1	1
Goods producing	530	40.0	730	657	603 – 760	–	–	–	–	–	–	–	(3)	8	13	18	21	10	6	1	1	3	3	3	4	7
Service producing	3,846	39.9	669	662	596 – 726	–	–	–	–	–	1	1	4	8	12	18	21	15	9	4	3	2	2	1	–	–
Transportation and utilities	347	40.0	666	662	646 – 688	–	–	–	–	–	–	–	–	7	2	18	48	15	6	3	(3)	–	–	–	–	–
State and local government	11,460	39.5	635	619	530 – 720	–	–	–	–	(3)	1	6	10	13	16	12	14	7	8	4	2	3	3	(3)	(3)	–
Level V	6,369	39.9	759	748	641 – 882	–	–	–	–	–	–	(3)	2	6	8	12	16	6	10	11	5	5	12	2	2	2
Private industry	1,501	39.9	846	828	761 – 920	–	–	–	–	–	–	–	(3)	–	1	2	8	9	19	19	12	10	9	3	6	2
Service producing	1,271	39.9	859	840	782 – 937	–	–	–	–	–	–	–	(3)	–	1	1	6	7	17	20	14	12	10	3	7	1
State and local government	4,868	39.8	732	677	620 – 849	–	–	–	–	–	–	(3)	3	8	10	15	18	6	7	9	3	3	13	2	1	2

See footnotes at end of table.

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Table A-2. Pay distributions, technical and protective service occupations, United States, June 1992 — Continued

Occupation and level	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[2]			Percent of workers receiving straight-time weekly earnings (in dollars) of—																			
			Mean	Median	Middle range	175 and under 200	200 - 225	225 - 250	250 - 300	300 - 350	350 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1050	1050 - 1100	1100 and over
Level VI	515	39.8	$960	$937	$839 – $1,055	–	–	–	–	–	–	–	–	–	([3])	–	–	4	11	12	11	14	17	5	10	15
Private industry	388	40.0	955	922	840 – 1,036	–	–	–	–	–	–	–	–	–	1	–	–	5	7	13	14	15	16	5	11	13
Service producing	278	40.0	988	955	871 – 1,056	–	–	–	–	–	–	–	–	–	1	–	–	–	3	18	9	14	22	7	8	[4]18
State and local government	127	39.2	974	952	821 – 1,055	–	–	–	–	–	–	–	–	–	–	–	–	–	22	11	2	10	22	3	6	[5]23
Protective Service Occupations																									
Corrections Officers	210,779	39.9	504	489	395 – 590	–	([3])	([3])	3	9	14	15	11	16	7	10	3	6	1	4	([3])	([3])	([3])	–	–	([3])
State and local government	210,461	39.9	504	489	395 – 590	–	([3])	([3])	3	9	15	15	11	16	7	10	3	6	1	4	([3])	([3])	([3])	–	–	([3])
Firefighters	110,752	47.7	591	593	478 – 718	([3])	([3])	1	2	3	7	8	9	10	12	14	6	14	8	3	2	1	([3])	1	([3])	([3])
State and local government	110,031	47.8	591	593	477 – 718	([3])	([3])	1	2	3	7	8	9	10	12	14	6	14	8	3	2	1	([3])	1	([3])	([3])
Police Officers, Uniformed																									
Level I	331,906	39.9	621	622	500 – 741	–	–	([3])	1	3	5	6	9	9	10	13	9	10	10	8	2	2	1	1	([3])	([3])
Private industry	1,626	39.7	490	484	428 – 554	–	–	–	3	2	8	19	27	10	20	8	1	1	([3])	([3])	1	–	–	–	–	–
Service producing	1,626	39.7	490	484	428 – 554	–	–	–	3	2	8	19	27	10	20	8	1	1	([3])	([3])	1	–	–	–	–	–
State and local government	330,280	39.9	621	622	501 – 741	–	–	([3])	1	3	5	6	9	9	10	13	9	10	10	8	2	2	1	1	([3])	([3])
Level II	14,766	40.0	730	717	595 – 856	–	–	–	–	–	1	2	6	8	9	12	7	14	5	5	10	9	3	4	3	1
State and local government	14,589	40.0	732	717	593 – 856	–	–	–	–	–	1	2	6	8	8	12	7	14	5	5	10	9	3	4	3	1

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

[2] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excluded are performance bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses. Pay increases, but not bonuses, under cost-of-living clauses, and incentive payments, however, are included. See Appendix A for definitions and methods used to compute means, medians, and middle ranges.

[3] Less than 0.5 percent.

[4] Workers were distributed as follows: 7 percent at $1,150 and under $1,200; 1 percent at $1,200 and under $1,250; 5 percent at $1,250 and under $1,300; and 5 percent at $1,500 and under $1,550.

[5] Workers were distributed as follows: 1 percent at $1,100 and under $1,150; 3 percent at $1,150 and under $1,200; 1 percent at $1,200 and under $1,250; and 18 percent at $1,250 and under $1,300.

NOTE: Because of rounding, sums of individual intervals may not equal 100 percent. Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupation or occupational levels may include data for categories not shown separately.

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Table A-3. Pay distributions, clerical occupations, United States, June 1992

Occupation and level	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[2]			Percent of workers receiving straight-time weekly earnings (in dollars) of—																				
			Mean	Median	Middle range	Under 175	175 and under 200	200 - 225	225 - 250	250 - 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 and over
Clerks, Accounting																										
Level I	17,191	39.6	$291	$277	$250 – $318	(3)	2	6	15	24	16	14	8	6	1	1	5	(3)	(3)	–	–	–	–	–	–	–
Private industry	14,444	39.6	292	278	250 – 317	(3)	3	7	14	24	17	14	7	6	1	1	6	(3)	(3)	–	–	–	–	–	–	–
Goods producing	3,180	39.5	289	278	259 – 312	–	(3)	4	15	29	22	11	7	6	2	1	2	(3)	–	–	–	–	–	–	–	–
Manufacturing	2,929	39.5	289	278	256 – 312	–	(3)	4	16	29	21	12	7	6	2	1	3	(3)	–	–	–	–	–	–	–	–
Service producing	11,264	39.6	293	279	250 – 320	(3)	4	7	14	22	15	15	7	6	1	1	6	(3)	(3)	–	–	–	–	–	–	–
Transportation and utilities	2,436	40.0	341	297	275 – 476	–	–	5	8	24	14	16	2	1	1	1	29	(3)	(3)	–	–	–	–	–	–	–
State and local government	2,747	39.5	289	275	254 – 321	–	(3)	5	17	27	14	14	12	4	3	3	1	(3)	–	–	–	–	–	–	–	–
Level II	196,836	39.5	343	336	295 – 384	(3)	(3)	2	4	9	12	17	16	12	10	11	5	2	1	(3)	(3)	(3)	–	(3)	–	–
Private industry	165,631	39.6	341	335	294 – 380	(3)	(3)	2	4	9	12	17	16	13	10	11	4	2	1	(3)	(3)	(3)	–	(3)	–	–
Goods producing	51,187	39.7	349	344	305 – 384	–	(3)	2	2	6	10	16	19	15	11	12	4	2	1	(3)	(3)	(3)	–	–	–	–
Manufacturing	46,103	39.7	348	344	305 – 384	–	(3)	2	2	6	10	15	19	15	11	11	4	2	1	(3)	(3)	(3)	–	–	–	–
Service producing	114,444	39.5	337	329	288 – 377	(3)	(3)	2	5	10	13	17	15	12	9	10	4	1	(3)	(3)	(3)	(3)	–	(3)	–	–
Transportation and utilities	12,259	39.7	383	369	321 – 448	–	(3)	1	1	4	9	11	13	14	8	15	15	7	1	(3)	(3)	–	–	–	–	–
State and local government	31,205	39.3	355	338	298 – 408	–	(3)	1	3	8	13	16	14	8	9	13	11	2	1	(3)	(3)	(3)	–	–	–	–
Level III	132,541	39.4	417	411	365 – 462	–	(3)	(3)	(3)	1	3	6	9	12	12	27	16	10	3	1	(3)	(3)	(3)	(3)	(3)	(3)
Private industry	102,062	39.4	414	405	364 – 455	–	–	(3)	(3)	1	3	6	9	13	13	29	15	7	3	1	(3)	(3)	(3)	(3)	–	–
Goods producing	40,893	39.7	420	412	374 – 460	–	–	–	(3)	1	1	5	8	11	14	32	17	8	2	2	(3)	(3)	(3)	(3)	–	–
Manufacturing	37,290	39.7	419	411	373 – 457	–	–	–	(3)	1	1	5	8	11	14	32	17	7	2	2	(3)	(3)	–	–	–	–
Service producing	61,169	39.3	410	402	360 – 450	–	–	(3)	(3)	1	3	6	9	14	13	28	14	6	3	1	(3)	(3)	(3)	(3)	–	–
Transportation and utilities	8,231	39.7	445	440	378 – 516	–	–	–	(3)	(3)	3	7	5	8	9	21	17	18	8	2	(3)	1	(3)	–	–	–
State and local government	30,479	39.3	429	433	369 – 489	–	(3)	(3)	(3)	1	3	7	8	10	8	21	21	18	2	1	(3)	(3)	–	(3)	(3)	(3)
Level IV	38,709	39.2	502	499	442 – 557	–	–	–	–	(3)	(3)	1	2	3	4	17	23	20	15	7	3	1	1	1	(3)	–
Private industry	27,283	39.3	515	504	456 – 568	–	–	–	–	(3)	(3)	(3)	1	2	3	17	25	20	17	8	4	2	1	1	(3)	–
Goods producing	9,897	39.7	523	505	458 – 574	–	–	–	–	–	–	(3)	1	1	2	19	24	20	13	7	6	3	2	1	(3)	–
Manufacturing	8,881	39.9	522	505	456 – 574	–	–	–	–	–	–	(3)	1	1	2	20	24	20	12	7	6	3	2	1	(3)	–
Service producing	17,386	39.0	510	502	454 – 566	–	–	–	–	(3)	(3)	(3)	1	2	4	15	25	20	19	8	3	1	(3)	1	(3)	–
Transportation and utilities	4,269	39.7	559	566	520 – 585	–	–	–	–	(3)	–	(3)	1	(3)	1	7	11	22	34	15	4	2	(3)	2	(3)	–
State and local government	11,426	39.1	472	468	413 – 532	–	–	–	–	(3)	1	4	6	5	5	18	21	21	12	5	2	(3)	(3)	(3)	–	–
Clerks, General																										
Level I	21,673	39.1	255	244	220 – 280	2	8	19	27	16	11	6	3	3	1	3	(3)	(3)	–	–	–	–	–	–	–	–
Private industry	15,413	39.1	250	240	220 – 270	2	7	21	31	17	10	6	3	1	1	2	(3)	(3)	–	–	–	–	–	–	–	–
Goods producing	2,251	39.8	250	230	218 – 272	1	4	32	33	7	8	6	5	1	1	2	(3)	–	–	–	–	–	–	–	–	–
Manufacturing	2,112	39.8	249	230	218 – 272	–	4	33	33	6	8	6	6	2	1	2	(3)	–	–	–	–	–	–	–	–	–
Service producing	13,162	39.0	250	243	220 – 270	2	8	19	31	18	10	5	2	1	1	2	(3)	(3)	–	–	–	–	–	–	–	–
Transportation and utilities	892	40.0	307	298	233 – 382	–	2	12	18	10	9	15	5	2	5	19	2	1	–	–	–	–	–	–	–	–
State and local government	6,260	39.0	269	258	220 – 304	4	10	14	18	14	14	8	3	7	2	6	(3)	–	–	–	–	–	–	–	–	–
Level II	121,123	39.4	307	295	261 – 339	(3)	1	6	10	17	18	17	9	8	4	5	3	1	(3)	(3)	(3)	–	–	–	–	–
Private industry	68,481	39.5	297	286	256 – 323	(3)	1	7	12	19	19	16	9	5	3	3	2	1	(3)	(3)	(3)	–	–	–	–	–
Goods producing	15,184	39.8	299	288	260 – 326	–	2	4	10	20	22	16	9	8	2	3	2	1	1	(3)	(3)	–	–	–	–	–
Manufacturing	13,123	39.8	301	288	263 – 327	–	2	4	9	20	22	16	10	8	2	3	2	1	1	(3)	(3)	–	–	–	–	–
Service producing	53,297	39.4	296	285	253 – 323	(3)	1	8	13	18	19	17	9	5	3	3	2	1	(3)	(3)	(3)	–	–	–	–	–
Transportation and utilities	6,072	40.0	338	315	261 – 397	–	(3)	5	13	10	11	16	10	6	4	5	11	7	(3)	–	(3)	–	–	–	–	–
State and local government	52,642	39.2	319	309	272 – 354	(3)	1	4	8	15	17	17	10	11	6	6	4	2	(3)	(3)	(3)	–	–	–	–	–

See footnotes at end of table.

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Table A-3. Pay distributions, clerical occupations, United States, June 1992 — Continued

Occupation and level	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[2]			Percent of workers receiving straight-time weekly earnings (in dollars) of—																			
			Mean	Median	Middle range	Under 175	175 and under 200	200 - 225	225 - 250	250 - 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 and over
Level III	184,583	39.4	$381	$378	$322 – $432	–	(3)	(3)	2	5	9	10	11	11	13	20	14	3	1	1	1	(3)	–	–	–	–
Private industry	80,407	39.4	373	355	310 – 420	–	(3)	(3)	2	5	11	16	13	12	9	13	10	5	1	1	2	(3)	–	–	–	–
Goods producing	21,231	39.8	395	374	324 – 431	–	–	(3)	(3)	4	9	12	13	12	10	18	9	5	1	1	6	(3)	–	–	–	–
Manufacturing	18,326	39.8	401	378	326 – 441	–	–	(3)	1	3	9	11	14	11	9	18	9	5	1	1	7	(3)	–	–	–	–
Service producing	59,176	39.3	365	347	306 – 409	–	(3)	(3)	2	6	12	17	13	12	9	11	10	5	1	1	(3)	(3)	–	–	–	–
Transportation and utilities	12,704	39.8	440	476	366 – 494	–	–	1	2	3	3	4	7	8	6	10	33	18	4	2	(3)	(3)	–	–	–	–
State and local government	104,176	39.4	387	394	342 – 437	–	–	(3)	2	4	7	6	9	10	16	25	17	1	1	1	(3)	–	–	–	–	–
Level IV	92,915	39.1	453	457	400 – 517	–	–	(3)	(3)	(3)	4	3	4	5	8	22	21	23	7	2	1	(3)	(3)	(3)	–	–
Private industry	38,146	39.4	467	466	404 – 521	–	–	(3)	(3)	(3)	1	2	4	7	9	21	19	22	8	4	2	1	(3)	–	–	–
Goods producing	9,985	39.8	487	472	415 – 546	–	–	–	–	–	(3)	(3)	1	6	10	24	21	15	7	12	3	1	(3)	–	–	–
Manufacturing	9,155	39.8	491	475	419 – 550	–	–	–	–	–	–	–	1	5	11	23	21	15	7	13	3	1	(3)	–	–	–
Service producing	28,161	39.2	459	461	398 – 520	–	–	(3)	(3)	(3)	1	3	5	7	9	21	18	24	8	2	2	(3)	(3)	–	–	–
Transportation and utilities	10,969	39.6	515	520	490 – 544	–	–	(3)	(3)	1	1	1	1	1	2	5	18	50	16	3	3	(3)	–	–	–	–
State and local government	54,769	39.0	444	453	395 – 510	–	–	(3)	(3)	(3)	7	4	4	4	7	22	22	24	6	(3)	(3)	(3)	–	(3)	–	–
Clerks, Order																										
Level I	30,299	39.6	324	318	280 – 361	(3)	1	4	7	10	13	21	13	10	8	8	3	1	(3)	(3)	(3)	–	–	–	–	–
Private industry	30,299	39.6	324	318	280 – 361	(3)	1	4	7	10	13	21	13	10	8	8	3	1	(3)	(3)	(3)	–	–	–	–	–
Goods producing	12,848	39.6	331	320	292 – 361	–	(3)	1	7	8	14	21	16	12	7	7	4	1	(3)	(3)	(3)	–	–	–	–	–
Manufacturing	12,792	39.6	332	320	292 – 361	–	(3)	1	7	8	14	21	16	12	7	7	4	1	(3)	(3)	(3)	–	–	–	–	–
Service producing	17,451	39.6	319	314	268 – 362	(3)	2	6	7	12	11	20	11	10	9	9	3	1	(3)	–	–	–	–	–	–	–
Level II	20,685	39.6	434	420	386 – 476	–	–	(3)	(3)	(3)	2	3	6	9	13	34	17	7	5	1	1	(3)	(3)	(3)	–	–
Private industry	20,685	39.6	434	420	386 – 476	–	–	(3)	(3)	(3)	2	3	6	9	13	34	17	7	5	1	1	(3)	(3)	(3)	–	–
Goods producing	13,581	39.7	436	411	385 – 474	–	–	–	–	(3)	1	2	8	9	12	35	13	8	7	2	2	(3)	(3)	1	–	–
Manufacturing	13,395	39.7	436	411	385 – 474	–	–	–	–	(3)	1	2	7	9	13	35	13	7	7	2	2	(3)	(3)	1	–	–
Service producing	7,104	39.4	429	427	387 – 480	–	–	(3)	(3)	1	2	3	4	9	15	32	23	7	2	(3)	1	–	–	–	–	–
Key Entry Operators																										
Level I	87,031	39.2	303	294	260 – 339	(3)	1	7	11	17	18	14	11	8	5	5	2	1	(3)	(3)	(3)	–	–	–	–	–
Private industry	76,612	39.2	301	292	259 – 336	(3)	2	7	12	17	18	14	11	8	4	4	2	1	(3)	(3)	(3)	–	–	–	–	–
Goods producing	13,088	39.7	306	298	272 – 339	–	–	4	9	15	22	15	17	8	3	4	2	(3)	(3)	(3)	–	–	–	–	–	–
Manufacturing	12,873	39.7	306	298	271 – 338	–	–	4	10	15	22	15	17	8	3	4	2	(3)	(3)	(3)	–	–	–	–	–	–
Service producing	63,524	39.1	300	291	255 – 336	(3)	2	8	12	17	17	14	10	8	4	5	2	1	(3)	(3)	(3)	–	–	–	–	–
Transportation and utilities	5,994	39.8	356	340	288 – 412	–	–	3	5	7	17	14	6	12	7	11	11	3	4	(3)	(3)	–	–	–	–	–
State and local government	10,419	39.1	313	302	263 – 352	(3)	(3)	7	10	13	19	15	10	7	8	8	3	1	(3)	(3)	–	–	–	–	–	–
Level II	49,876	39.3	374	369	321 – 416	(3)	(3)	(3)	1	4	9	14	12	15	13	19	9	4	1	(3)	(3)	(3)	(3)	–	–	–
Private industry	39,634	39.3	374	368	322 – 412	–	(3)	(3)	1	3	8	15	13	15	14	18	8	3	1	(3)	(3)	(3)	(3)	–	–	–
Goods producing	10,853	39.6	371	367	313 – 406	–	–	–	(3)	2	11	19	10	15	14	20	5	3	1	(3)	(3)	(3)	(3)	–	–	–
Manufacturing	10,557	39.6	369	366	313 – 404	–	–	–	(3)	2	11	20	10	14	14	20	5	2	1	(3)	(3)	(3)	(3)	–	–	–
Service producing	28,781	39.2	375	369	325 – 414	–	(3)	(3)	1	4	7	14	14	16	14	18	9	3	1	(3)	(3)	(3)	–	–	–	–
Transportation and utilities	2,706	39.7	430	423	357 – 493	–	–	–	(3)	(3)	4	8	12	7	11	13	23	13	4	2	1	1	–	–	–	–
State and local government	10,242	39.1	375	371	315 – 426	(3)	(3)	(3)	2	5	12	8	10	13	10	23	9	5	1	(3)	–	(3)	–	–	–	–

See footnotes at end of table.

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Table A-3. Pay distributions, clerical occupations, United States, June 1992 — Continued

Occupation and level	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[2]			Percent of workers receiving straight-time weekly earnings (in dollars) of—																			
			Mean	Median	Middle range	Under 175	175 and under 200	200 - 225	225 - 250	250 - 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 and over
Personnel Assistants (Employment)																									
Level I	2,391	39.6	$302	$295	$265 – $335	–	–	6	10	16	23	16	12	10	4	2	1	(3)	(3)	–	–	–	–	–	–	–
Private industry	1,915	39.7	301	295	265 – 332	–	–	7	9	14	25	17	11	10	4	2	1	(3)	(3)	–	–	–	–	–	–	–
Goods producing	621	39.8	300	290	265 – 334	–	–	–	9	23	24	12	18	10	2	1	(3)	–	–	–	–	–	–	–	–	–
Manufacturing	613	39.8	300	290	260 – 334	–	–	–	9	23	24	12	18	10	2	1	(3)	–	–	–	–	–	–	–	–	–
Service producing	1,294	39.7	301	296	265 – 330	–	–	10	9	9	26	19	8	10	4	2	1	(3)	(3)	–	–	–	–	–	–	–
Transportation and utilities	126	39.8	344	315	285 – 392	–	–	–	–	6	31	15	3	9	26	–	5	1	4	–	–	–	–	–	–	–
State and local government	476	39.2	307	294	270 – 335	–	–	1	13	24	15	11	17	10	3	3	3	–	–	–	–	–	–	–	–	–
Level II	9,417	39.5	378	371	330 – 417	–	–	–	(3)	2	9	10	16	14	18	16	9	3	2	(3)	(3)	–	–	–	–	–
Private industry	7,299	39.6	379	371	335 – 414	–	–	–	(3)	1	8	10	18	15	19	16	8	3	3	(3)	(3)	–	–	–	–	–
Goods producing	2,417	39.9	377	360	327 – 421	–	–	–	–	(3)	10	10	23	12	17	12	10	3	1	(3)	(3)	–	–	–	–	–
Manufacturing	2,334	39.9	376	355	327 – 414	–	–	–	–	(3)	10	11	23	12	17	12	9	3	1	(3)	(3)	–	–	–	–	–
Service producing	4,882	39.4	380	375	336 – 413	–	–	–	1	2	7	10	16	16	19	18	7	3	3	(3)	–	–	–	–	–	–
Transportation and utilities	743	40.0	425	384	360 – 519	–	–	–	–	–	2	5	13	10	27	10	3	10	19	(3)	–	–	–	–	–	–
State and local government	2,118	39.3	376	372	317 – 420	–	–	–	(3)	4	13	10	11	12	15	16	12	3	2	1	–	–	–	–	–	–
Level III	9,210	39.2	464	461	411 – 510	–	–	–	–	(3)	(3)	2	3	4	10	26	27	18	6	3	1	1	(3)	–	–	–
Private industry	7,150	39.3	460	451	410 – 500	–	–	–	–	(3)	(3)	2	2	4	11	29	26	15	5	2	1	2	–	–	–	–
Goods producing	2,610	39.5	474	461	412 – 525	–	–	–	–	–	–	2	2	3	13	21	25	19	5	3	1	5	–	–	–	–
Manufacturing	2,525	39.5	472	461	409 – 524	–	–	–	–	–	–	2	2	3	14	22	25	19	5	2	1	5	–	–	–	–
Service producing	4,540	39.1	452	447	410 – 494	–	–	–	–	(3)	(3)	1	2	5	10	34	27	13	5	2	(3)	(3)	–	–	–	–
Transportation and utilities	413	39.8	455	448	420 – 508	–	–	–	–	–	–	–	2	8	10	35	18	22	1	2	2	(3)	–	–	–	–
State and local government	2,060	39.2	476	481	427 – 526	–	–	–	–	–	–	3	4	4	5	16	29	27	8	4	1	(3)	(3)	–	–	–
Level IV	2,273	39.4	548	552	500 – 604	–	–	–	–	–	–	–	–	4	1	6	14	23	25	19	6	2	(3)	–	(3)	(3)
Private industry	1,415	39.3	543	540	487 – 600	–	–	–	–	–	–	–	–	4	(3)	7	16	27	20	17	5	2	(3)	–	(3)	–
Goods producing	682	39.5	549	552	511 – 605	–	–	–	–	–	–	–	–	8	–	4	12	24	20	25	3	4	–	–	(3)	–
Manufacturing	636	39.5	543	552	502 – 605	–	–	–	–	–	–	–	–	8	–	4	13	24	20	26	2	3	–	–	–	–
Service producing	733	39.1	537	527	485 – 574	–	–	–	–	–	–	–	–	(3)	(3)	11	21	30	19	10	7	(3)	1	–	–	–
Transportation and utilities	86	39.9	533	541	450 – 611	–	–	–	–	–	–	–	–	–	1	26	6	31	8	24	1	–	2	–	–	–
State and local government	858	39.5	557	566	514 – 607	–	–	–	–	–	–	–	–	4	1	4	10	17	33	22	8	(3)	(3)	–	–	(3)
Secretaries																										
Level I	93,360	39.5	356	347	302 – 394	(3)	(3)	1	3	7	12	14	14	14	12	13	5	3	1	1	(3)	(3)	(3)	–	–	–
Private industry	57,553	39.5	369	359	316 – 406	–	(3)	1	1	5	10	14	14	14	13	15	6	4	1	1	(3)	(3)	(3)	–	–	–
Goods producing	15,357	39.7	401	386	346 – 445	–	–	(3)	(3)	2	4	10	11	15	16	20	9	7	3	3	(3)	–	–	–	–	–
Manufacturing	14,317	39.7	401	386	342 – 446	–	–	(3)	(3)	2	4	10	11	14	16	20	9	7	3	4	(3)	–	–	–	–	–
Service producing	42,196	39.5	357	346	306 – 394	–	(3)	1	2	6	12	15	15	14	11	13	5	3	1	1	(3)	(3)	(3)	–	–	–
Transportation and utilities	3,455	40.0	416	399	349 – 461	–	–	–	(3)	(3)	5	8	12	13	13	21	10	6	7	1	4	–	–	–	–	–
State and local government	35,807	39.5	335	329	288 – 376	(3)	(3)	1	7	9	16	15	13	14	10	10	4	1	(3)	(3)	(3)	–	–	–	–	–
Level II	138,715	39.4	424	420	369 – 475	–	(3)	(3)	(3)	1	4	5	7	10	11	26	20	10	3	1	1	(3)	(3)	(3)	–	–
Private industry	91,589	39.3	433	427	383 – 479	–	–	(3)	(3)	1	2	4	6	9	12	27	22	11	4	1	1	(3)	(3)	(3)	–	–
Goods producing	25,971	39.7	456	455	407 – 499	–	–	(3)	(3)	(3)	(3)	1	2	7	10	26	29	18	5	1	(3)	(3)	(3)	(3)	–	–
Manufacturing	24,096	39.6	456	455	408 – 499	–	–	(3)	(3)	(3)	(3)	1	3	7	10	26	29	18	5	1	(3)	(3)	(3)	(3)	–	–
Service producing	65,618	39.2	424	419	372 – 468	–	–	(3)	(3)	1	2	5	8	10	12	28	20	8	4	1	1	(3)	(3)	(3)	–	–
Transportation and utilities	4,628	39.8	475	463	399 – 550	–	–	–	–	(3)	1	4	4	6	10	19	17	14	12	9	4	(3)	(3)	–	–	–
State and local government	47,126	39.5	407	404	339 – 464	–	(3)	(3)	(3)	3	9	8	8	10	9	23	17	8	2	2	1	(3)	(3)	(3)	–	–

See footnotes at end of table.

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Table A-3. Pay distributions, clerical occupations, United States, June 1992 — Continued

Occupation and level	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[2]			Percent of workers receiving straight-time weekly earnings (in dollars) of—																			
			Mean	Median	Middle range	Under 175	175 and under 200	200 - 225	225 - 250	250 - 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 and over
Level III	164,637	39.2	$494	$488	$434 – $550	–	–	–	(3)	(3)	1	1	2	4	6	18	24	19	13	7	4	1	(3)	(3)	(3)	(3)
Private industry	132,131	39.2	500	494	441 – 556	–	–	–	(3)	(3)	(3)	1	2	3	5	17	24	20	14	8	4	1	(3)	(3)	(3)	(3)
Goods producing	53,996	39.6	513	505	455 – 566	–	–	–	(3)	(3)	(3)	(3)	1	2	4	15	24	22	16	9	4	1	1	(3)	(3)	(3)
Manufacturing	51,057	39.6	512	505	454 – 565	–	–	–	(3)	(3)	(3)	(3)	1	2	4	15	24	22	16	9	4	1	1	(3)	(3)	(3)
Service producing	78,135	38.9	492	483	431 – 546	–	–	–	(3)	(3)	(3)	1	2	4	6	19	25	18	12	7	4	1	(3)	(3)	(3)	(3)
Transportation and utilities	9,447	39.4	533	530	467 – 596	–	–	–	–	(3)	(3)	2	1	3	3	10	19	21	18	12	8	3	1	(3)	1	–
State and local government	32,506	39.2	466	460	400 – 519	–	–	–	–	(3)	2	4	5	6	7	19	25	15	9	4	2	1	1	(3)	(3)	(3)
Level IV	77,961	39.1	578	576	512 – 636	–	–	–	–	–	(3)	(3)	1	1	1	4	12	20	21	18	11	6	2	1	1	(3)
Private industry	62,757	39.0	585	576	519 – 643	–	–	–	–	–	(3)	(3)	(3)	(3)	1	4	12	20	22	17	12	6	3	1	1	(3)
Goods producing	24,443	39.5	588	581	524 – 647	–	–	–	–	–	–	–	–	(3)	(3)	3	13	21	22	17	12	8	3	1	(3)	(3)
Manufacturing	23,209	39.5	587	580	523 – 646	–	–	–	–	–	–	–	–	(3)	(3)	3	13	21	22	17	12	8	3	1	(3)	(3)
Service producing	38,314	38.7	584	576	518 – 640	–	–	–	–	–	(3)	(3)	(3)	(3)	1	5	12	20	23	17	11	6	3	1	1	1
Transportation and utilities	4,078	39.1	616	610	558 – 673	–	–	–	–	–	–	–	(3)	(3)	(3)	4	5	12	21	24	13	10	7	2	1	(3)
State and local government	15,204	39.3	548	555	486 – 612	–	–	–	–	–	–	(3)	4	3	3	6	14	18	18	22	8	3	1	(3)	(3)	(3)
Level V	16,823	38.9	703	688	617 – 770	–	–	–	–	–	–	–	(3)	(3)	(3)	1	1	5	12	20	15	15	11	7	5	7
Private industry	15,229	38.9	709	695	620 – 778	–	–	–	–	–	–	–	(3)	–	(3)	(3)	1	5	11	20	14	16	12	8	5	8
Goods producing	7,981	39.4	708	688	618 – 778	–	–	–	–	–	–	–	–	–	–	(3)	1	5	12	23	11	16	10	7	6	9
Manufacturing	7,611	39.3	707	684	617 – 780	–	–	–	–	–	–	–	–	–	–	(3)	(3)	5	13	24	11	15	9	7	6	9
Service producing	7,248	38.3	709	699	624 – 775	–	–	–	–	–	–	–	(3)	–	(3)	1	2	5	10	16	17	15	14	8	5	7
Transportation and utilities	1,064	38.8	744	744	659 – 819	–	–	–	–	–	–	–	–	–	–	1	1	2	5	14	15	14	21	13	6	9
State and local government	1,594	39.1	654	658	576 – 706	–	–	–	–	–	–	–	–	(3)	(3)	2	4	7	16	17	26	10	7	4	3	3
Switchboard Operator-Receptionists	104,904	39.4	318	310	263 – 361	(3)	2	6	9	14	13	15	11	9	6	9	4	1	(3)	(3)	(3)	(3)	–	(3)	–	–
Private industry	97,127	39.5	317	309	263 – 360	(3)	2	6	9	14	13	15	11	9	6	9	3	1	(3)	(3)	(3)	(3)	–	(3)	–	–
Goods producing	31,876	39.7	326	319	280 – 364	(3)	(3)	3	6	14	12	19	13	12	7	9	4	1	(3)	(3)	–	–	–	–	–	–
Manufacturing	27,777	39.7	326	319	278 – 363	(3)	1	3	6	14	12	19	14	11	6	9	4	1	(3)	(3)	–	–	–	–	–	–
Service producing	65,251	39.3	313	301	258 – 360	(3)	3	8	10	14	13	13	10	8	6	9	3	1	(3)	(3)	(3)	(3)	–	(3)	–	–
Transportation and utilities	4,397	39.7	330	320	276 – 370	(3)	1	3	8	12	13	15	17	12	7	7	3	2	1	1	(3)	(3)	–	–	–	–
State and local government	7,777	39.1	327	313	263 – 373	1	1	5	11	13	13	10	12	10	4	11	5	3	(3)	(3)	–	–	–	–	–	–
Word Processors																									
Level I	20,001	38.6	350	345	307 – 390	–	(3)	2	5	6	9	18	15	15	11	11	6	3	(3)	(3)	(3)	–	–	–	–	–
Private industry	11,915	39.2	349	344	306 – 387	–	–	2	4	5	10	17	15	17	10	11	6	2	1	(3)	(3)	–	–	–	–	–
Goods producing	1,850	39.8	357	357	323 – 360	–	–	–	–	1	3	23	16	33	10	8	3	2	(3)	(3)	–	–	–	–	–	–
Manufacturing	1,722	39.7	357	357	323 – 360	–	–	–	–	1	4	23	17	34	9	7	3	2	(3)	(3)	–	–	–	–	–	–
Service producing	10,065	39.1	347	341	300 – 390	–	–	3	5	6	11	16	15	14	10	11	7	2	1	(3)	(3)	–	–	–	–	–
Transportation and utilities	631	39.9	367	360	325 – 399	–	–	–	2	7	2	21	9	14	23	11	7	1	3	–	(3)	–	–	–	–	–
State and local government	8,086	37.7	352	347	309 – 398	–	(3)	1	6	8	7	19	15	11	11	12	5	5	(3)	–	–	–	–	–	–	–

See footnotes at end of table.

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Table A-3. Pay distributions, clerical occupations, United States, June 1992 — Continued

Occupation and level	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[2]			Percent of workers receiving straight-time weekly earnings (in dollars) of—																				
			Mean	Median	Middle range	Under 175	175 and under 200	200 - 225	225 - 250	250 - 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 and over
Level II	34,775	38.9	$433	$430	$375 – $489	–	–	–	([3])	1	3	4	7	9	11	25	23	8	4	2	1	([3])	([3])	([3])	–	–
Private industry	21,669	38.8	431	420	365 – 480	–	–	–	([3])	1	2	4	9	12	13	24	14	10	5	3	2	1	([3])	([3])	–	–
Goods producing	2,908	39.6	423	414	365 – 465	–	–	–	–	1	2	8	2	15	13	27	19	6	4	3	([3])	–	–	([3])	–	–
Manufacturing	2,728	39.5	422	414	363 – 465	–	–	–	–	1	2	8	2	15	13	27	18	6	4	3	1	–	–	([3])	–	–
Service producing	18,761	38.7	433	420	366 – 485	–	–	–	([3])	1	2	4	10	11	13	24	13	10	6	2	2	1	([3])	([3])	–	–
Transportation and utilities	1,117	39.9	493	534	433 – 549	–	–	–	–	1	([3])	1	3	3	13	9	7	39	21	3	([3])	–	–	–	–	–
State and local government	13,106	39.1	435	444	399 – 490	–	–	–	([3])	1	5	4	4	4	7	28	38	6	3	1	([3])	([3])	–	–	–	–
Level III	7,704	38.7	518	495	459 – 572	–	–	–	–	([3])	1	1	2	1	2	14	32	16	13	7	4	4	1	1	([3])	–
Private industry	5,248	38.5	544	527	474 – 601	–	–	–	–	–	–	–	1	1	1	12	25	18	17	10	6	6	1	2	([3])	–
Goods producing	678	39.7	555	548	483 – 622	–	–	–	–	–	–	–	–	([3])	1	13	18	19	19	10	11	8	1	–	([3])	–
Manufacturing	637	39.7	558	550	481 – 628	–	–	–	–	–	–	–	–	([3])	1	14	16	18	19	11	12	8	1	–	([3])	–
Service producing	4,570	38.3	543	524	470 – 599	–	–	–	–	–	–	–	1	1	1	12	26	18	16	10	5	6	1	2	([3])	–
State and local government	2,456	39.2	461	469	424 – 493	–	–	–	–	([3])	2	2	5	3	3	19	46	11	6	3	([3])	–	–	–	–	–

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

[2] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excluded are performance bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses. Pay increases, but not bonuses, under cost-of-living clauses, and incentive payments, however, are included. See Appendix A for definitions and methods used to compute means, medians, and middle ranges.

[3] Less than 0.5 percent.

NOTE: Because of rounding, sums of individual intervals may not equal 100 percent. Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupation or occupational levels may include data for categories not shown separately.

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Table A-4. Pay distributions, maintenance and toolroom occupations, United States, June 1992

Occupation and level	Number of workers	Hourly earnings (in dollars)[1]			Percent of workers receiving straight-time hourly earnings (in dollars) of—																				
		Mean	Median	Middle range	Under 6.00	6.00 and under 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 10.00	10.00 - 11.00	11.00 - 12.00	12.00 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 - 21.00	21.00 - 22.00	22.00 - 23.00	23.00 - 24.00	24.00 and over
General Maintenance Workers	137,981	$9.62	$9.37	$7.85 – $11.05	3	4	5	8	6	9	7	17	14	11	6	5	2	2	1	[2]	[2]	[2]	[2]	–	–	[2]	[2]
Private industry	101,195	9.37	9.10	7.56 – 10.80	4	4	5	9	6	10	7	17	14	10	5	3	1	2	[2]	[2]	[2]	[2]	[2]	–	–	–	[2]
Goods producing	29,524	9.99	9.90	8.70 – 11.15	2	2	1	4	5	7	7	24	21	15	6	3	1	2	[2]	[2]	[2]	–	[2]	–	–	–	–
Manufacturing	29,074	9.99	9.90	8.70 – 11.15	2	2	1	4	5	7	7	23	21	14	6	3	1	2	[2]	[2]	[2]	–	[2]	–	–	–	–
Service producing	71,671	9.12	8.75	7.29 – 10.50	5	5	6	11	7	11	7	15	11	8	5	4	1	2	[2]	[2]	[2]	[2]	–	–	–	–	[2]
Transportation and utilities	2,065	11.29	10.71	8.50 – 14.73	–	2	3	10	3	6	6	11	17	8	5	3	5	7	10	4	1	–	–	–	–	–	–
State and local government	36,786	10.32	10.07	8.45 – 11.85	1	2	4	5	6	7	8	15	14	15	8	8	4	1	1	1	[2]	[2]	[2]	–	–	[2]	–
Maintenance Electricians	118,044	16.23	16.68	13.10 – 19.65	–	–	–	[2]	[2]	[2]	1	4	4	4	10	7	6	9	6	10	8	21	4	4	1	[2]	1
Private industry	104,451	16.26	16.92	13.20 – 19.65	–	–	–	–	–	[2]	1	4	4	4	10	7	6	9	6	10	8	23	4	4	[2]	[2]	[2]
Goods producing	85,290	16.08	16.85	12.97 – 19.69	–	–	–	–	–	[2]	1	5	5	4	11	7	6	8	6	11	5	26	5	1	[2]	[2]	[2]
Manufacturing	79,264	16.21	16.92	13.10 – 19.69	–	–	–	–	–	[2]	1	6	3	4	11	6	6	8	6	11	5	27	5	[2]	[2]	[2]	[2]
Service producing	19,161	17.05	17.59	14.47 – 19.43	–	–	–	–	–	[2]	[2]	[2]	2	4	9	6	8	10	5	8	20	7	3	16	1	[2]	[2]
Transportation and utilities	9,349	19.36	18.89	18.36 – 21.24	–	–	–	–	–	–	–	–	–	[2]	[2]	[2]	3	1	4	8	35	9	4	33	1	–	–
State and local government	13,593	15.96	15.14	12.43 – 18.99	–	–	–	[2]	[2]	1	1	4	6	9	8	10	7	12	6	5	6	5	4	4	4	[2]	7
Maintenance Electronics Technicians																											
Level I	9,573	10.87	10.48	9.40 – 12.09	–	–	[2]	4	4	3	6	19	25	13	10	5	4	4	1	1	[2]	[2]	[2]	–	–	–	–
Private industry	8,116	10.54	10.28	9.38 – 11.56	–	–	[2]	4	4	3	6	21	28	14	11	4	1	1	1	2	[2]	[2]	[2]	–	–	–	–
Goods producing	2,733	10.87	10.52	9.81 – 12.02	–	–	[2]	1	1	[2]	2	26	30	13	22	2	[2]	1	1	[2]	[2]	[2]	[2]	–	–	–	–
Manufacturing	2,598	10.82	10.50	9.79 – 12.00	–	–	[2]	1	1	1	2	27	30	13	20	3	[2]	1	1	[2]	[2]	[2]	[2]	–	–	–	–
Service producing	5,383	10.37	10.10	8.97 – 11.38	–	–	[2]	6	6	4	9	19	26	14	5	5	1	1	1	3	–	–	–	–	–	–	–
Transportation and utilities	1,962	10.70	9.49	8.53 – 12.42	–	–	[2]	12	7	3	15	16	12	6	5	10	1	2	4	7	–	–	–	–	–	–	–
State and local government	1,457	12.73	13.85	10.48 – 15.08	–	–	1	[2]	[2]	2	5	9	13	7	3	10	21	25	2	[2]	[2]	–	–	–	–	–	–
Level II	77,725	16.13	16.75	14.64 – 17.85	–	–	–	[2]	[2]	[2]	[2]	1	2	4	6	7	10	7	17	25	15	4	1	[2]	[2]	[2]	[2]
Private industry	73,116	16.22	16.83	14.84 – 17.85	–	–	–	[2]	[2]	[2]	[2]	[2]	1	4	6	7	10	7	18	26	16	4	1	[2]	[2]	[2]	[2]
Goods producing	22,666	15.27	15.40	13.52 – 17.16	–	–	–	–	[2]	–	[2]	[2]	2	6	9	13	15	16	11	23	1	3	[2]	[2]	1	[2]	[2]
Manufacturing	22,180	15.28	15.40	13.52 – 17.16	–	–	–	–	[2]	–	[2]	[2]	2	6	10	13	15	14	11	23	1	3	[2]	[2]	1	[2]	[2]
Service producing	50,450	16.64	17.10	16.01 – 18.14	–	–	[2]	[2]	[2]	[2]	[2]	[2]	1	3	5	4	8	4	20	27	22	4	1	[2]	[2]	[2]	–
Transportation and utilities	39,254	17.20	17.43	16.54 – 18.39	–	–	–	–	–	–	–	[2]	[2]	1	1	2	5	2	23	32	27	5	1	[2]	[2]	[2]	–
State and local government	4,609	14.72	14.53	12.00 – 17.43	–	–	–	–	–	[2]	1	8	7	9	10	10	13	8	8	8	4	5	6	2	[2]	[2]	[2]
Level III	30,611	18.09	18.20	16.44 – 19.23	–	–	–	–	–	–	–	[2]	[2]	[2]	1	4	5	9	11	18	22	11	7	6	2	1	2
Private industry	28,588	18.07	18.14	16.48 – 19.10	–	–	–	–	–	–	–	[2]	[2]	[2]	1	4	5	9	11	19	23	10	6	6	2	1	2
Goods producing	8,092	17.26	17.29	15.82 – 18.78	–	–	–	–	–	–	–	–	[2]	[2]	1	9	6	11	12	27	13	9	7	2	2	1	[2]
Manufacturing	7,903	17.26	17.29	15.86 – 18.76	–	–	–	–	–	–	–	–	[2]	[2]	1	9	6	9	12	28	14	9	6	3	2	1	[2]
Service producing	20,496	18.38	18.45	16.83 – 19.25	–	–	–	–	–	–	–	[2]	[2]	[2]	1	2	5	8	10	16	27	11	6	7	3	1	2
Transportation and utilities	12,763	18.99	18.95	17.71 – 19.25	–	–	–	–	–	–	–	–	[2]	–	[2]	[2]	1	6	5	20	35	12	4	8	3	2	3
State and local government	2,023	18.42	18.76	15.84 – 20.59	–	–	–	–	–	–	–	[2]	1	1	3	5	5	11	13	7	8	12	18	7	2	2	5
Maintenance Machinists	38,058	15.81	15.64	13.25 – 18.33	–	–	–	–	[2]	[2]	[2]	3	3	6	10	11	10	9	8	11	9	7	6	5	1	[2]	[2]
Private industry	37,013	15.74	15.62	13.09 – 18.15	–	–	–	–	[2]	[2]	[2]	3	3	6	11	11	10	9	8	11	9	7	6	4	1	[2]	[2]
Goods producing	31,810	15.25	15.00	12.86 – 17.80	–	–	–	–	[2]	[2]	1	3	3	7	12	13	10	10	8	13	7	7	4	[2]	1	[2]	1
Manufacturing	31,288	15.23	14.90	12.86 – 17.79	–	–	–	–	–	–	[2]	3	3	7	13	13	10	10	8	13	7	7	3	[2]	1	[2]	1
Service producing	5,203	18.74	19.63	17.30 – 21.35	–	–	–	–	–	[2]	–	1	1	[2]	[2]	2	10	6	3	5	18	5	22	27	1	–	–
Transportation and utilities	4,317	19.30	20.28	18.32 – 21.35	–	–	–	–	–	–	–	–	–	–	[2]	[2]	11	2	2	4	20	3	25	32	–	–	–
State and local government	1,045	18.57	19.09	16.19 – 21.80	–	–	–	–	–	–	–	2	2	2	2	6	5	7	8	2	15	11	[2]	29	7	3	–

See footnotes at end of table.

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Table A-4. Pay distributions, maintenance and toolroom occupations, United States, June 1992 — Continued

Occupation and level	Number of workers	Hourly earnings (in dollars)[1]			Percent of workers receiving straight-time hourly earnings (in dollars) of—																				
		Mean	Median	Middle range	Under 6.00	6.00 and under 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 10.00	10.00 - 11.00	11.00 - 12.00	12.00 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 - 21.00	21.00 - 22.00	22.00 - 23.00	23.00 - 24.00	24.00 and over
Maintenance Mechanics, Machinery	160,578	$15.18	$14.53	$12.40 - $18.16	–	–	(2)	(2)	(2)	(2)	(2)	4	5	10	12	10	10	8	4	7	10	11	4	1	1	1	(2)
Private industry	157,388	15.21	14.60	12.40 - 18.16	–	–	(2)	(2)	(2)	(2)	(2)	4	5	10	12	10	10	8	4	8	10	11	4	1	1	1	(2)
Goods producing	137,397	14.98	14.45	12.28 - 18.02	–	–	(2)	(2)	(2)	(2)	1	5	6	11	12	10	10	8	4	8	8	11	4	(2)	1	1	(2)
Manufacturing	133,749	14.99	14.45	12.25 - 18.02	–	–	–	(2)	(2)	(2)	(2)	5	6	11	13	10	10	8	4	8	8	11	4	(2)	1	1	(2)
Service producing	19,991	16.84	18.28	13.81 - 19.04	–	–	–	–	–	(2)	(2)	2	2	4	9	11	5	5	5	7	26	13	2	10	–	–	(2)
Transportation and utilities	12,257	18.85	18.89	18.32 - 19.44	–	–	–	–	–	–	–	–	(2)	(2)	(2)	2	2	2	3	9	42	20	3	16	–	–	(2)
State and local government	3,190	13.68	13.76	12.10 - 15.22	–	–	–	(2)	1	1	1	2	8	9	14	19	17	15	5	1	3	2	(2)	1	–	–	–
Maintenance Mechanics, Motor Vehicle	107,655	14.21	14.14	11.58 - 16.99	–	(2)	(2)	1	1	1	1	6	9	9	10	10	9	8	11	10	6	5	2	(2)	(2)	(2)	(2)
Private industry	71,777	14.46	14.62	11.88 - 17.00	–	(2)	(2)	1	1	1	1	6	9	8	10	9	8	8	14	12	5	5	2	(2)	(2)	(2)	(2)
Goods producing	22,471	13.40	12.76	10.52 - 16.11	–	(2)	1	2	2	1	2	10	11	10	13	8	6	8	4	8	3	10	1	(2)	(2)	(2)	(2)
Manufacturing	17,157	13.64	13.00	10.75 - 16.60	–	–	2	1	3	(2)	1	10	10	11	12	8	5	9	5	9	2	12	1	(2)	(2)	–	–
Service producing	49,306	14.95	15.32	12.55 - 17.07	–	–	–	(2)	(2)	1	1	4	8	6	8	9	9	8	18	14	7	3	2	1	(2)	(2)	(2)
Transportation and utilities	38,013	15.30	16.41	12.88 - 17.33	–	–	–	(2)	(2)	1	1	4	6	6	8	7	6	6	22	17	7	3	3	(2)	(2)	1	(2)
State and local government	35,878	13.72	13.41	11.18 - 15.81	–	–	(2)	(2)	1	2	2	7	10	11	11	12	12	8	6	5	7	4	1	(2)	(2)	(2)	(2)
Maintenance Pipefitters	32,809	17.55	18.05	16.15 - 19.66	–	–	–	–	(2)	(2)	(2)	(2)	1	2	2	8	6	5	8	16	15	28	7	1	(2)	1	1
Private industry	30,921	17.60	18.05	16.50 - 19.66	–	–	–	–	(2)	–	–	(2)	1	1	1	7	6	5	8	17	15	30	7	1	(2)	(2)	(2)
Goods producing	25,642	17.64	18.07	16.54 - 19.66	–	–	–	–	(2)	–	–	(2)	2	2	1	7	4	4	7	18	15	36	3	1	(2)	(2)	(2)
Manufacturing	21,968	18.01	18.22	17.16 - 19.66	–	–	–	–	–	–	–	(2)	(2)	2	1	2	5	4	9	21	11	40	4	1	(2)	(2)	(2)
Service producing	5,279	17.38	17.35	15.15 - 20.85	–	–	–	–	–	–	–	–	(2)	1	3	6	14	11	10	10	17	2	25	(2)	(2)	(2)	(2)
Transportation and utilities	2,873	19.08	18.32	18.06 - 20.85	–	–	–	–	–	–	–	–	–	–	–	2	1	1	15	5	28	2	46	(2)	–	–	–
State and local government	1,888	16.76	14.66	13.53 - 20.35	–	–	–	–	–	(2)	4	1	(2)	5	6	28	8	6	3	4	6	2	2	4	(2)	10	9
Tool and Die Makers	59,003	16.64	16.40	14.42 - 19.75	–	–	–	–	–	–	–	(2)	1	3	7	11	18	6	9	6	3	23	12	1	(2)	(2)	(2)
Private industry	58,989	16.64	16.40	14.42 - 19.75	–	–	–	–	–	–	–	(2)	1	3	7	11	18	6	9	6	3	23	12	1	(2)	(2)	(2)
Goods producing	58,976	16.64	16.40	14.42 - 19.75	–	–	–	–	–	–	–	(2)	1	3	7	11	18	6	9	6	3	23	12	1	(2)	(2)	(2)
Manufacturing	58,976	16.64	16.40	14.42 - 19.75	–	–	–	–	–	–	–	(2)	1	3	7	11	18	6	9	6	3	23	12	1	(2)	(2)	(2)

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excluded are performance bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses. Pay increases, but not bonuses, under cost-of-living clauses, and incentive payments, however, are included. See Appendix A for definitions and methods used to compute means, medians, and middle ranges.

[2] Less than 0.5 percent.

NOTE: Because of rounding, sums of individual intervals may not equal 100 percent. Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupation or occupational levels may include data for categories not shown separately.

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Table A-5. Pay distributions, material movement and custodial occupations, United States, June 1992

Occupation and level	Number of workers	Hourly earnings (in dollars)[1]			Percent of workers receiving straight-time hourly earnings (in dollars) of—																				
		Mean	Median	Middle range	4.25 and under 4.50	4.50 - 5.00	5.00 - 5.50	5.50 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 11.00	11.00 - 12.00	12.00 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 and over
Forklift Operators	226,216	$9.91	$9.22	$7.45 – $11.53	(2)	(2)	1	1	2	4	26	4	7	3	5	7	9	8	5	4	3	2	5	2	(2)	(2)	(2)
Private industry	226,021	9.91	9.22	7.45 – 11.51	(2)	(2)	1	1	2	4	26	4	7	3	5	7	9	8	5	4	3	2	5	2	(2)	(2)	(2)
Goods producing	186,515	9.73	8.83	7.45 – 11.27	1	(2)	(2)	1	2	4	30	4	6	3	5	7	10	9	4	3	3	3	3	3	1	(2)	(2)
Manufacturing	186,175	9.72	8.83	7.45 – 11.26	1	(2)	(2)	1	2	4	30	4	6	3	5	7	10	9	4	3	3	3	3	3	1	(2)	(2)
Service producing	39,506	10.78	10.25	7.85 – 13.25	(2)	1	2	1	4	4	7	6	8	4	4	7	9	8	7	7	2	1	16	1	–	(2)	–
Transportation and utilities	8,873	12.41	11.22	9.32 – 16.65	–	–	(2)	1	2	1	2	4	2	9	4	7	12	9	2	9	2	1	33	(2)	–	–	–
State and local government	195	13.77	15.64	8.96 – 17.39	–	–	–	–	–	8	2	1	–	18	–	1	2	7	2	2	2	9	–	48	–	–	–
Guards																											
Level I	330,182	6.48	6.00	5.00 – 7.35	12	11	15	11	13	8	7	6	4	4	2	2	3	1	1	1	1	1	(2)	(2)	(2)	(2)	–
Private industry	316,321	6.37	6.00	5.00 – 7.20	12	11	15	11	13	9	7	6	3	3	2	2	2	1	1	1	(2)	1	(2)	(2)	(2)	(2)	–
Goods producing	21,983	9.49	8.90	7.50 – 11.21	3	1	4	4	5	5	3	12	6	10	6	8	9	4	3	5	3	10	1	(2)	(2)	(2)	–
Manufacturing	21,246	9.55	8.90	7.60 – 11.34	3	1	4	4	5	4	2	13	6	10	6	8	9	3	3	5	3	10	1	(2)	(2)	(2)	–
Service producing	294,338	6.14	5.75	5.00 – 7.00	13	12	16	11	13	9	7	5	3	3	2	1	2	1	1	(2)	(2)	(2)	(2)	(2)	(2)	(2)	–
Transportation and utilities	1,957	9.97	10.00	7.02 – 12.79	2	1	4	5	4	7	6	4	7	1	4	3	15	8	6	16	2	3	3	(2)	(2)	–	–
State and local government	13,861	9.07	8.94	7.28 – 10.47	(2)	(2)	3	2	7	8	7	9	8	8	11	8	10	9	5	4	1	1	(2)	–	(2)	–	–
Level II	37,250	11.13	11.15	9.05 – 13.34	1	(2)	(2)	(2)	2	3	3	3	5	7	5	5	15	12	12	15	7	3	1	1	(2)	(2)	(2)
Private industry	32,327	11.12	11.15	9.07 – 13.27	1	(2)	(2)	(2)	2	2	3	4	5	7	5	5	15	12	12	16	6	3	1	1	(2)	–	(2)
Goods producing	7,507	12.76	12.83	11.03 – 14.86	–	–	–	(2)	1	(2)	(2)	1	1	1	3	3	14	16	14	12	19	9	4	3	(2)	–	(2)
Manufacturing	7,501	12.76	12.83	11.03 – 14.86	–	–	–	(2)	1	(2)	(2)	1	1	1	3	3	14	16	14	12	19	9	4	3	(2)	–	(2)
Service producing	24,820	10.63	10.58	8.75 – 12.55	1	(2)	(2)	(2)	2	2	3	5	6	9	5	6	16	11	11	17	2	1	1	1	(2)	–	–
Transportation and utilities	618	15.18	15.44	13.94 – 16.85	–	–	–	–	–	–	–	1	–	1	–	–	1	1	1	22	14	26	13	19	2	–	–
State and local government	4,923	11.22	11.11	9.01 – 13.47	–	(2)	(2)	1	2	8	3	2	5	3	5	4	16	10	10	9	16	4	1	1	(2)	(2)	(2)
Janitors	859,352	7.40	6.66	5.00 – 9.14	1	8	11	8	8	6	7	5	5	4	4	4	6	5	3	3	1	(2)	1	(2)	(2)	(2)	(2)
Private industry	607,775	6.85	6.00	4.75 – 7.97	(2)	10	14	9	8	6	7	4	4	3	2	2	3	2	2	3	(2)	1	1	(2)	(2)	(2)	(2)
Goods producing	73,356	9.44	8.53	6.62 – 11.52	1	2	5	6	6	8	8	6	6	5	6	5	7	6	5	3	2	2	11	(2)	(2)	(2)	(2)
Manufacturing	72,529	9.46	8.55	6.65 – 11.52	1	2	5	6	6	8	8	6	6	5	6	5	7	6	5	2	2	2	11	(2)	(2)	(2)	(2)
Service producing	534,419	6.50	5.65	4.65 – 7.44	(2)	11	15	9	8	6	7	4	4	2	2	2	3	2	2	3	(2)	(2)	(2)	(2)	(2)	–	–
Transportation and utilities	9,676	10.39	10.28	7.40 – 12.65	1	(2)	4	5	3	8	6	3	8	4	4	3	7	5	17	4	5	11	3	1	–	–	–
State and local government	251,577	8.71	8.75	6.70 – 10.51	2	4	5	5	7	6	7	6	6	7	7	7	14	10	4	2	1	(2)	(2)	(2)	(2)	–	–
Material Handling Laborers	91,906	9.29	8.00	6.50 – 11.29	1	1	5	6	9	8	8	10	8	4	3	5	5	4	5	2	2	1	11	1	(2)	–	–
Private industry	90,924	9.29	8.00	6.50 – 11.34	1	1	5	6	9	8	8	10	8	4	3	5	5	4	5	2	2	1	11	1	(2)	–	–
Goods producing	49,984	8.88	7.88	6.60 – 9.89	(2)	1	3	7	10	7	9	14	10	5	4	6	4	4	5	1	2	1	5	2	1	–	–
Manufacturing	49,380	8.89	7.88	6.61 – 9.92	(2)	1	3	7	10	7	8	14	10	5	3	6	4	4	5	1	2	1	5	2	1	–	–
Service producing	40,940	9.80	8.33	6.50 – 12.85	3	2	7	5	8	8	7	6	6	3	3	5	5	4	5	2	1	1	18	1	(2)	–	–
Transportation and utilities	11,729	13.81	16.49	11.43 – 16.73	–	–	3	2	3	3	1	2	3	1	1	(2)	5	2	9	3	2	2	55	2	(2)	–	–
State and local government	982	9.06	9.08	7.25 – 10.87	–	2	7	6	4	5	6	8	5	5	7	7	17	16	2	3	1	2	–	–	–	–	–
Order Fillers	103,259	8.65	8.02	6.30 – 10.49	3	4	6	6	8	6	7	9	8	5	4	3	10	6	2	4	2	2	3	(2)	–	–	–
Private industry	103,175	8.65	8.00	6.30 – 10.49	3	4	6	6	8	6	7	9	8	5	4	3	10	6	2	4	2	2	3	(2)	–	–	–
Goods producing	35,786	8.29	7.84	7.00 – 9.51	2	2	4	6	7	4	10	20	12	4	5	2	9	8	3	3	(2)	(2)	(2)	–	–	–	–
Manufacturing	35,777	8.29	7.84	7.00 – 9.51	2	2	4	6	7	4	10	20	12	4	5	2	9	8	3	3	(2)	(2)	(2)	–	–	–	–
Service producing	67,389	8.84	8.11	6.00 – 10.90	3	5	8	7	8	7	5	4	6	6	4	4	11	5	2	5	3	2	4	1	–	–	–

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Table A-5. Pay distributions, material movement and custodial occupations, United States, June 1992 — Continued

Occupation and level	Number of workers	Hourly earnings (in dollars)[1]			Percent of workers receiving straight-time hourly earnings (in dollars) of—																					
		Mean	Median	Middle range	4.25 and under 4.50	4.50 - 5.00	5.00 - 5.50	5.50 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 11.00	11.00 - 12.00	12.00 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 and over
Shipping/Receiving Clerks	102,979	$9.44	$8.94	$7.45 - $10.96	(2)	(2)	2	4	4	6	7	6	12	8	6	7	11	8	6	4	2	1	2	2	(2)	(2)	(2)
Private industry	101,295	9.44	8.93	7.45 - 10.96	(2)	(2)	2	4	4	6	8	6	12	8	6	7	11	8	6	4	2	1	2	2	(2)	(2)	(2)
Goods producing	61,456	9.70	9.28	8.01 - 11.06	–	(2)	1	3	3	4	7	5	14	8	6	8	14	9	6	4	1	1	2	1	(2)	(2)	(2)
Manufacturing	60,804	9.71	9.30	8.06 - 11.10	–	(2)	1	3	3	4	7	5	14	8	6	8	14	9	6	4	1	1	2	1	(2)	(2)	(2)
Service producing	39,839	9.03	8.46	6.85 - 10.64	1	1	4	6	7	9	8	7	8	7	6	5	8	7	6	3	3	1	1	2	(2)	(2)	–
Transportation and utilities	1,960	11.99	9.75	9.00 - 17.62	–	–	(2)	(2)	(2)	1	5	11	3	4	6	23	5	1	4	3	4	2	1	28	(2)	–	–
State and local government	1,684	9.37	9.17	7.44 - 10.75	–	–	4	2	7	7	6	9	7	4	9	6	16	10	5	3	3	1	(2)	1	–	–	–
Truckdrivers																											
Light Truck	40,506	8.51	7.80	6.25 - 10.40	3	4	8	5	9	9	9	6	7	5	3	3	8	4	9	5	1	1	2	(2)	(2)	(2)	(2)
Private industry	36,611	8.44	7.66	6.25 - 10.20	3	3	8	4	9	10	9	6	7	5	3	3	8	3	9	4	1	1	2	(2)	(2)	(2)	(2)
Goods producing	8,714	8.82	8.12	6.99 - 10.30	–	1	2	3	8	12	8	8	13	9	4	4	9	7	5	3	2	(2)	2	(2)	(2)	(2)	–
Manufacturing	7,415	8.83	8.25	6.85 - 10.41	–	1	2	3	9	12	8	5	13	9	4	4	10	8	5	3	2	(2)	2	(2)	–	(2)	–
Service producing	27,897	8.32	7.45	6.00 - 10.20	4	4	9	5	9	9	10	6	6	4	3	3	7	2	10	4	(2)	1	2	(2)	(2)	–	(2)
Transportation and utilities	5,493	11.51	12.00	7.70 - 13.50	–	2	6	1	2	10	2	2	(2)	1	1	(2)	2	3	34	16	1	7	8	2	(2)	–	–
State and local government	3,895	9.18	8.94	6.24 - 11.54	(2)	6	8	6	8	4	3	3	8	3	2	6	7	12	9	10	1	2	–	1	–	–	–
Medium Truck	119,742	13.50	14.70	9.84 - 17.18	(2)	(2)	2	1	1	2	3	3	4	3	3	3	6	5	6	6	7	2	4	36	2	(2)	1
Private industry	111,986	13.66	14.84	9.84 - 17.18	(2)	(2)	2	1	1	2	4	2	4	3	3	3	5	5	4	6	7	2	4	38	2	(2)	1
Goods producing	18,055	12.19	11.27	8.50 - 14.79	–	–	1	1	2	2	4	6	8	7	4	4	10	4	5	14	5	6	4	1	6	1	5
Manufacturing	16,135	12.36	11.60	8.50 - 14.79	–	–	1	1	2	2	4	6	7	7	4	2	10	5	5	16	5	6	4	(2)	5	2	6
Service producing	93,931	13.94	16.28	10.29 - 17.25	(2)	(2)	3	1	1	2	3	2	3	2	3	3	4	5	4	5	7	2	4	45	1	–	(2)
Transportation and utilities	62,499	16.27	17.17	15.50 - 17.61	(2)	(2)	(2)	(2)	(2)	(2)	(2)	(2)	(2)	(2)	(2)	1	(2)	2	4	5	10	1	6	66	2	–	(2)
State and local government	7,756	11.33	11.89	9.42 - 12.82	–	–	(2)	(2)	1	2	3	5	5	5	5	3	15	10	29	8	6	1	1	(2)	(2)	–	–
Heavy Truck	111,400	11.91	11.32	9.05 - 14.57	(2)	(2)	(2)	1	2	2	3	4	5	7	5	5	11	11	8	8	5	7	5	8	3	(2)	(2)
Private industry	89,168	11.64	11.20	8.97 - 14.27	(2)	(2)	(2)	2	2	2	3	5	4	8	5	5	12	10	9	7	5	8	6	5	1	(2)	1
Goods producing	40,311	11.77	11.30	8.72 - 14.81	–	–	(2)	2	2	2	4	7	4	8	5	4	9	7	11	5	5	8	6	6	3	(2)	1
Manufacturing	30,465	12.17	12.35	9.25 - 15.00	–	–	(2)	1	1	2	3	4	3	9	5	5	9	8	13	5	6	10	7	8	1	–	(2)
Service producing	48,857	11.54	11.12	9.22 - 13.49	(2)	(2)	1	2	1	2	2	2	5	7	5	6	15	13	7	10	5	8	7	3	(2)	(2)	(2)
Transportation and utilities	30,944	11.99	11.38	9.85 - 15.31	(2)	(2)	1	(2)	1	2	1	2	4	5	4	6	19	12	6	9	3	13	11	2	(2)	(2)	(2)
State and local government	22,232	12.96	12.05	9.91 - 17.73	–	–	(2)	(2)	1	1	2	3	7	5	4	3	8	16	5	8	3	4	1	22	7	(2)	–
Tractor Trailer	166,760	12.94	12.70	10.57 - 16.13	(2)	(2)	(2)	1	(2)	1	2	1	3	3	4	4	9	11	10	8	9	4	17	7	2	(2)	(2)
Private industry	165,566	12.93	12.70	10.56 - 16.11	(2)	(2)	(2)	1	(2)	1	2	1	3	3	5	4	9	11	11	8	9	4	17	7	2	(2)	(2)
Goods producing	44,014	11.69	11.30	9.35 - 14.06	–	–	–	3	(2)	(2)	3	1	6	7	6	8	11	12	13	4	13	3	4	3	1	1	1
Manufacturing	39,603	11.61	11.30	9.35 - 14.02	–	–	–	3	(2)	(2)	3	1	6	7	5	8	10	12	13	4	14	3	2	3	1	1	1
Service producing	121,552	13.38	13.60	11.00 - 16.51	(2)	(2)	(2)	(2)	1	1	1	1	2	2	4	3	8	11	10	10	7	5	22	9	3	(2)	(2)
Transportation and utilities	65,035	14.37	16.02	11.50 - 16.81	(2)	(2)	(2)	1	(2)	(2)	(2)	(2)	2	1	3	2	8	11	5	5	8	2	30	14	5	(2)	(2)
State and local government	1,194	14.99	14.85	11.17 - 18.91	–	–	–	–	(2)	(2)	1	3	2	5	1	5	8	9	3	9	5	8	8	2	6	6	[3]18
Warehouse Specialists	204,072	11.21	10.96	8.57 - 13.59	(2)	(2)	1	1	2	3	4	5	6	6	5	5	11	13	6	8	7	4	9	3	(2)	(2)	(2)
Private industry	195,694	11.23	10.96	8.56 - 13.73	(2)	(2)	1	1	3	3	4	5	7	6	5	5	11	13	6	7	7	4	9	3	(2)	(2)	(2)
Goods producing	80,289	10.84	10.57	8.61 - 12.65	–	(2)	(2)	1	2	3	4	6	6	5	7	6	17	13	7	8	4	4	3	3	(2)	(2)	(2)
Manufacturing	77,683	10.83	10.57	8.61 - 12.65	–	(2)	(2)	1	2	3	4	6	7	5	7	6	17	14	6	8	4	4	3	3	(2)	(2)	(2)
Service producing	115,405	11.50	11.52	8.50 - 14.25	(2)	(2)	1	1	3	4	4	4	7	7	4	4	7	13	5	6	10	4	13	2	(2)	(2)	(2)
Transportation and utilities	29,769	13.65	14.76	10.93 - 16.70	–	(2)	(2)	(2)	1	1	3	2	4	3	2	2	7	6	3	6	11	7	35	4	1	(2)	–
State and local government	8,378	10.69	10.92	8.77 - 12.89	(2)	1	2	5	1	2	3	5	3	5	4	6	13	12	13	14	6	1	2	1	(2)	–	–

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excluded are performance bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses. Pay increases, but not bonuses, under cost-of-living clauses, and incentive payments, however, are included. See Appendix A for definitions and methods used to compute means, medians, and middle ranges.

[2] Less than 0.5 percent.

[3] All workers were at $21 and under $22.

NOTE: Because of rounding, sums of individual intervals may not equal 100 percent. Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupation or occupational levels may include data for categories not shown separately.

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Table B-1. Average pay by size of establishment, professional and administrative occupations, United States, June 1992

Occupation and level	All establishments		50 - 499 workers		500 - 999 workers		1000 - 2499 workers		2500 workers or more	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Professional Occupations										
Accountants										
Level I	481	474	453	451	495	496	486	480	504	496
Private industry	483	479	455	460	498	498	490	481	521	513
Goods producing	508	495	469	470	533	511	516	501	549	551
Manufacturing	502	492	467	470	526	503	511	501	537	542
Service producing	470	465	448	448	471	475	481	476	505	491
Transportation and utilities	522	521	497	480	502	499	548	551	547	555
State and local government	469	455	416	382	438	429	459	441	482	473
Level II	573	566	554	547	588	584	583	577	596	594
Private industry	578	572	555	547	595	590	586	579	626	615
Goods producing	602	593	570	561	620	616	605	599	660	653
Manufacturing	601	592	570	558	615	605	604	596	655	650
Service producing	561	556	547	540	571	567	577	574	591	577
Transportation and utilities	621	625	588	589	632	634	644	639	674	659
State and local government	547	539	531	526	538	540	555	552	552	545
Level III	719	711	709	706	745	730	721	710	728	718
Private industry	724	717	710	708	747	730	724	714	757	747
Goods producing	734	729	714	713	764	750	730	723	776	769
Manufacturing	732	728	714	714	755	740	729	723	769	765
Service producing	715	706	706	699	723	712	719	705	739	726
Transportation and utilities	755	745	708	700	781	796	775	755	816	814
State and local government	692	693	692	685	718	720	703	701	687	687
Level IV	921	904	927	916	939	919	915	893	908	883
Private industry	935	922	933	922	943	922	921	901	941	928
Goods producing	943	929	935	924	957	929	937	920	947	938
Manufacturing	929	920	926	922	935	915	932	912	925	925
Service producing	926	907	931	912	917	902	909	893	936	920
Transportation and utilities	958	949	941	932	951	969	933	911	995	991
State and local government	854	847	790	801	898	870	871	852	854	847
Level V	1,210	1,191	1,205	1,190	1,276	1,232	1,210	1,190	1,181	1,166
Private industry	1,221	1,205	1,206	1,190	1,278	1,238	1,215	1,190	1,206	1,200
Goods producing	1,237	1,221	1,205	1,195	1,312	1,250	1,212	1,193	1,219	1,210
Manufacturing	1,220	1,201	1,190	1,155	1,286	1,227	1,200	1,190	1,216	1,209
Service producing	1,205	1,190	1,207	1,190	1,207	1,209	1,217	1,185	1,194	1,186
Transportation and utilities	1,240	1,226	-	-	1,195	1,188	1,272	1,235	1,245	1,229
State and local government	1,058	1,062	-	-	-	-	1,060	-	1,055	1,062
Level VI	1,501	1,461	1,560	1,536	1,638	1,604	1,479	1,446	1,450	1,421
Private industry	1,524	1,481	1,560	1,536	1,638	1,604	1,483	1,446	1,486	1,451
Goods producing	1,526	1,493	-	-	-	-	-	-	1,479	1,444
Manufacturing	1,465	1,447	-	-	-	-	-	-	1,448	1,437
Service producing	1,521	1,476	-	-	-	-	-	-	1,496	1,467
Transportation and utilities	1,590	1,632	-	-	-	-	-	-	-	-

See footnotes at end of table.

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Table B-1. Average pay by size of establishment, professional and administrative occupations, United States, June 1992 — Continued

Occupation and level	All establishments		50 - 499 workers		500 - 999 workers		1000 - 2499 workers		2500 workers or more	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Accountants, Public										
Level I	538	538	527	528	557	547	598	615	-	-
Private industry	538	538	527	528	557	547	598	615	-	-
Service producing	538	538	527	528	557	547	598	615	-	-
Level II	586	576	578	576	586	574	640	653	-	-
Private industry	586	576	578	576	586	574	640	653	-	-
Service producing	586	576	578	576	586	574	640	653	-	-
Level III	673	653	668	650	653	637	734	730	-	-
Private industry	673	653	668	650	653	637	734	730	-	-
Service producing	673	653	668	650	653	637	734	730	-	-
Level IV	860	816	876	833	803	751	924	970	-	-
Private industry	860	816	876	833	803	751	924	970	-	-
Service producing	860	816	876	833	803	751	924	970	-	-
Attorneys										
Level I	700	683	709	707	681	672	709	675	697	676
Private industry	766	743	737	739	-	-	839	804	950	960
Goods producing	801	629	-	-	-	-	-	-	-	-
Service producing	759	761	752	768	-	-	820	800	867	-
Transportation and utilities	951	-	-	-	-	-	-	-	-	-
State and local government	660	636	605	564	648	627	636	600	673	655
Level II	891	867	893	864	926	950	922	876	872	830
Private industry	974	960	913	880	945	964	1,026	997	1,119	1,098
Goods producing	1,046	964	-	-	-	-	-	-	1,237	1,287
Manufacturing	1,033	964	-	-	-	-	-	-	-	-
Service producing	947	922	898	864	898	902	998	970	1,080	1,046
Transportation and utilities	1,049	1,039	-	-	-	-	1,094	1,058	1,119	1,152
State and local government	820	794	779	764	847	816	842	827	818	786
Level III	1,188	1,167	1,218	1,170	1,219	1,225	1,211	1,175	1,148	1,112
Private industry	1,267	1,238	1,235	1,170	1,243	1,248	1,245	1,227	1,357	1,346
Goods producing	1,353	1,382	1,315	1,309	1,322	1,382	1,349	1,336	-	-
Manufacturing	1,342	1,382	-	-	1,319	1,382	1,303	1,273	-	-
Service producing	1,232	1,192	1,220	1,170	1,168	1,159	1,216	1,200	1,319	1,304
Transportation and utilities	1,286	1,277	1,251	-	-	-	1,243	1,212	1,361	1,346
State and local government	1,057	1,033	1,054	1,013	1,071	1,046	1,151	1,119	1,040	1,033
Level IV	1,544	1,532	1,633	1,584	1,546	1,538	1,566	1,536	1,507	1,464
Private industry	1,632	1,594	1,649	1,596	1,572	1,561	1,579	1,574	1,665	1,654
Goods producing	1,694	1,670	1,676	1,632	1,591	1,561	1,647	1,661	-	-
Manufacturing	1,678	1,633	1,612	1,613	-	-	1,625	1,630	-	-
Service producing	1,597	1,553	1,642	1,574	1,535	1,538	1,556	1,536	1,594	1,558
Transportation and utilities	1,630	1,626	-	-	-	-	1,592	1,590	1,657	1,647
State and local government	1,355	1,290	1,447	1,501	1,382	1,346	1,485	1,512	1,339	1,290
Level V	1,852	1,842	2,193	2,038	1,882	1,846	2,005	1,958	1,758	1,615
Private industry	2,024	1,972	2,201	2,044	1,882	1,846	2,022	1,973	2,048	2,006
Goods producing	2,009	1,944	-	-	-	-	-	-	2,003	1,958
Manufacturing	1,959	1,918	-	-	-	-	-	-	1,998	1,953
Service producing	2,036	2,004	2,119	2,038	-	-	2,023	2,004	2,075	2,016
Transportation and utilities	2,011	1,958	-	-	-	-	-	-	2,073	2,065

See footnotes at end of table.

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Table B-1. Average pay by size of establishment, professional and administrative occupations, United States, June 1992 — Continued

Occupation and level	All establishments		50 - 499 workers		500 - 999 workers		1000 - 2499 workers		2500 workers or more	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Level VI	2,267	2,304	-	-	-	-	2,537	2,421	2,062	1,859
Private industry	2,582	2,477	-	-	-	-	2,534	2,421	2,512	2,448
Goods producing	2,606	2,525	-	-	-	-	-	-	-	-
Manufacturing	2,558	2,525	-	-	-	-	-	-	-	-
Service producing	2,564	2,421	-	-	-	-	-	-	2,580	2,490
Transportation and utilities	2,435	-	-	-	-	-	-	-	-	-
Engineers										
Level I	633	632	602	600	644	640	676	679	638	641
Private industry	642	643	602	600	648	644	683	684	663	660
Goods producing	650	652	597	600	658	646	689	691	668	667
Manufacturing	652	653	597	600	657	647	690	692	665	664
Service producing	629	629	608	600	634	634	667	666	651	642
Transportation and utilities	696	703	701	721	669	680	694	690	700	702
State and local government	590	612	590	582	569	552	572	562	592	612
Level II	725	716	700	691	736	725	744	736	733	723
Private industry	727	717	701	692	736	724	746	737	736	724
Goods producing	732	724	695	691	754	749	752	743	739	727
Manufacturing	732	724	695	691	752	748	752	743	738	727
Service producing	714	700	707	692	708	698	731	711	723	710
Transportation and utilities	771	760	800	796	745	736	785	783	745	729
State and local government	714	709	672	674	742	738	714	714	718	722
Level III	847	834	831	822	871	860	866	849	840	826
Private industry	851	837	833	823	872	860	870	852	846	828
Goods producing	852	836	831	822	876	862	872	850	844	826
Manufacturing	851	835	830	817	873	860	873	851	843	825
Service producing	848	837	836	825	862	848	864	859	857	842
Transportation and utilities	900	899	875	888	899	889	901	907	912	905
State and local government	818	813	790	809	841	827	800	821	822	813
Level IV	1,021	1,010	1,028	1,019	1,052	1,049	1,038	1,024	999	995
Private industry	1,027	1,018	1,032	1,024	1,054	1,050	1,042	1,028	1,005	999
Goods producing	1,020	1,012	1,029	1,020	1,049	1,042	1,032	1,018	1,003	998
Manufacturing	1,018	1,010	1,031	1,027	1,043	1,035	1,032	1,018	1,001	997
Service producing	1,043	1,033	1,036	1,026	1,063	1,061	1,069	1,057	1,019	1,004
Transportation and utilities	1,061	1,051	1,042	998	1,073	1,070	1,056	1,054	1,069	1,058
State and local government	955	969	917	911	992	976	940	943	961	984
Level V	1,230	1,223	1,247	1,238	1,252	1,246	1,242	1,229	1,213	1,205
Private industry	1,237	1,231	1,249	1,238	1,253	1,247	1,244	1,230	1,225	1,219
Goods producing	1,235	1,231	1,266	1,258	1,254	1,246	1,231	1,220	1,225	1,222
Manufacturing	1,231	1,229	1,261	1,258	1,247	1,244	1,231	1,220	1,223	1,219
Service producing	1,244	1,230	1,236	1,223	1,250	1,251	1,280	1,269	1,226	1,202
Transportation and utilities	1,261	1,244	1,284	1,281	-	-	1,245	1,230	1,251	1,226
State and local government	1,104	1,092	1,125	1,117	1,185	1,199	1,152	1,120	1,094	1,092

See footnotes at end of table.

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Table B-1. Average pay by size of establishment, professional and administrative occupations, United States, June 1992 — Continued

Occupation and level	All establishments		50 - 499 workers		500 - 999 workers		1000 - 2499 workers		2500 workers or more	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Level VI	1,458	1,452	1,449	1,423	1,478	1,473	1,467	1,448	1,453	1,455
Private industry	1,468	1,460	1,448	1,423	1,480	1,474	1,467	1,448	1,471	1,471
Goods producing	1,484	1,478	1,498	1,476	1,500	1,486	1,473	1,460	1,480	1,481
Manufacturing	1,478	1,475	1,486	1,453	1,487	1,479	1,472	1,463	1,477	1,478
Service producing	1,423	1,409	1,422	1,404	1,416	1,431	1,451	1,426	1,408	1,399
Transportation and utilities	1,456	1,448	-	-	1,544	1,553	1,434	1,414	1,462	1,462
State and local government	-	-	-	-	1,166	-	-	-	-	-
Level VII	1,695	1,674	1,681	1,653	1,744	1,718	1,718	1,701	1,659	1,650
Private industry	1,707	1,683	1,681	1,653	1,744	1,718	1,718	1,701	1,688	1,670
Goods producing	1,717	1,696	1,765	1,766	1,754	1,718	1,680	1,670	1,704	1,685
Manufacturing	1,707	1,693	1,760	1,766	1,732	1,716	1,685	1,677	1,695	1,679
Service producing	1,685	1,653	1,650	1,627	1,708	1,691	1,803	1,788	1,611	1,561
Transportation and utilities	1,683	1,615	-	-	-	-	-	-	1,762	-
Level VIII	2,002	1,972	-	-	2,256	2,271	1,937	1,943	2,010	1,976
Private industry	2,009	1,978	-	-	2,256	2,271	1,938	1,943	2,027	1,986
Goods producing	2,008	1,972	-	-	-	-	1,921	1,924	2,016	1,978
Manufacturing	1,989	1,958	-	-	-	-	1,921	1,924	2,009	1,968
Service producing	2,017	1,997	-	-	-	-	-	-	-	-
Administrative Occupations										
Budget Analysts										
Level I	516	502	-	-	477	461	529	513	520	502
Private industry	506	500	-	-	-	-	-	-	504	500
Service producing	480	470	-	-	-	-	-	-	516	-
State and local government	527	532	-	-	-	-	-	-	532	533
Level II	583	569	557	544	562	541	623	616	586	584
Private industry	589	574	556	543	563	541	639	628	606	600
Goods producing	601	568	-	-	-	-	-	-	600	595
Manufacturing	596	566	-	-	-	-	-	-	596	591
Service producing	580	576	548	528	560	541	612	610	616	603
Transportation and utilities	619	649	-	-	-	-	-	-	-	-
State and local government	571	563	-	-	-	-	591	569	567	562
Level III	768	763	727	733	752	725	785	762	776	769
Private industry	761	748	731	740	758	727	802	778	752	742
Goods producing	796	768	767	768	-	-	834	895	-	-
Manufacturing	783	768	-	-	-	-	834	895	-	-
Service producing	731	725	713	708	707	694	740	732	754	752
Transportation and utilities	759	749	-	-	-	-	-	-	791	803
State and local government	776	769	-	-	735	649	688	686	787	799
Level IV	871	864	831	859	899	912	883	854	870	860
Private industry	872	863	827	856	896	908	894	864	871	850
Goods producing	880	864	-	-	-	-	-	-	-	-
Manufacturing	863	864	-	-	-	-	-	-	-	-
Service producing	861	843	802	788	869	883	888	865	882	855
Transportation and utilities	905	883	-	-	-	-	-	-	973	-
State and local government	868	881	-	-	-	-	839	844	868	885

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Table B-1. Average pay by size of establishment, professional and administrative occupations, United States, June 1992 — Continued

Occupation and level	All establishments		50 - 499 workers		500 - 999 workers		1000 - 2499 workers		2500 workers or more	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Budget Analyst Supervisors										
Level I	941	947	-	-	-	-	-	-	935	947
Private industry	961	954	-	-	-	-	-	-	-	-
Service producing	924	905	-	-	-	-	-	-	-	-
State and local government	932	947	-	-	-	-	-	-	931	947
Level II	1,066	1,066	-	-	-	-	-	-	1,070	1,073
Private industry	1,078	1,066	-	-	-	-	-	-	-	-
Service producing	1,066	-	-	-	-	-	-	-	-	-
State and local government	1,042	1,071	-	-	-	-	-	-	1,042	1,071
Buyers/Contracting Specialists										
Level I	476	474	455	444	475	482	491	482	509	503
Private industry	480	479	456	444	483	485	493	482	547	533
Goods producing	488	485	460	454	493	499	528	515	567	565
Manufacturing	487	484	459	444	493	499	525	510	567	565
Service producing	468	463	444	438	467	458	473	470	518	508
Transportation and utilities	468	480	-	-	-	-	-	-	-	-
State and local government	453	444	442	444	426	395	483	477	452	441
Level II	603	599	586	588	617	623	628	624	619	616
Private industry	607	600	587	588	620	626	633	628	645	635
Goods producing	609	601	587	592	634	642	647	642	658	652
Manufacturing	608	603	586	588	634	643	642	638	657	651
Service producing	601	591	587	575	581	583	613	593	626	621
Transportation and utilities	625	615	578	548	623	609	693	693	660	636
State and local government	571	568	573	563	588	590	605	603	554	556
Level III	796	785	775	768	811	807	815	808	801	782
Private industry	801	787	777	768	813	807	819	812	814	795
Goods producing	798	785	772	768	812	807	821	814	812	785
Manufacturing	798	784	772	767	812	807	820	811	810	784
Service producing	816	812	809	806	816	821	813	806	820	817
Transportation and utilities	862	864	-	-	836	835	852	847	881	887
State and local government	715	711	698	672	735	718	762	754	703	707
Level IV	947	922	980	961	975	939	938	924	935	909
Private industry	949	923	980	961	975	939	939	924	939	912
Goods producing	943	917	965	952	989	964	931	914	932	903
Manufacturing	936	912	958	951	967	954	929	913	927	900
Service producing	977	958	1,016	979	-	-	983	971	978	966
Transportation and utilities	1,018	1,007	-	-	-	-	-	-	1,023	1,006
State and local government	856	845	-	-	-	-	-	-	851	846
Level V	1,132	1,120	-	-	-	-	1,103	1,115	1,140	1,118
Private industry	1,133	1,119	-	-	-	-	-	-	1,141	1,115
Goods producing	1,125	1,117	-	-	-	-	-	-	1,135	1,114
Manufacturing	1,111	1,113	-	-	-	-	-	-	1,114	1,110
Service producing	1,203	1,143	-	-	-	-	-	-	-	-

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Table B-1. Average pay by size of establishment, professional and administrative occupations, United States, June 1992 — Continued

Occupation and level	All establishments		50 - 499 workers		500 - 999 workers		1000 - 2499 workers		2500 workers or more	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Computer Programmers										
Level I	498	486	450	443	504	491	524	520	533	528
Private industry	504	494	451	444	509	494	539	536	557	542
Goods producing	540	518	471	475	524	493	577	554	592	609
Manufacturing	536	514	471	475	523	485	522	535	593	612
Service producing	489	482	445	440	493	497	530	526	533	530
Transportation and utilities	549	545	444	438	-	-	572	566	567	553
State and local government	458	454	-	-	424	-	441	454	468	465
Level II	587	582	550	550	589	585	595	591	619	619
Private industry	593	587	552	552	593	588	600	597	640	642
Goods producing	626	619	557	560	601	592	619	619	674	682
Manufacturing	625	618	555	557	601	592	614	615	674	683
Service producing	576	576	551	549	587	576	594	589	607	601
Transportation and utilities	609	610	576	599	566	564	606	601	629	637
State and local government	542	543	494	491	519	522	556	559	548	553
Level III	686	683	677	673	681	683	696	694	693	691
Private industry	691	687	678	673	685	684	702	699	706	705
Goods producing	701	704	678	679	697	703	717	714	719	730
Manufacturing	700	703	676	675	696	703	717	714	718	730
Service producing	687	680	678	673	676	667	694	689	702	695
Transportation and utilities	727	730	676	662	747	710	696	708	742	749
State and local government	658	665	631	621	647	631	652	643	662	671
Level IV	830	822	829	820	833	826	874	864	814	808
Private industry	832	822	829	820	832	826	876	868	816	809
Goods producing	837	823	847	818	833	835	-	-	803	802
Manufacturing	836	823	838	814	831	830	-	-	803	802
Service producing	828	822	827	822	831	816	822	825	830	822
Transportation and utilities	871	879	-	-	-	-	849	855	-	-
State and local government	797	814	-	-	-	-	824	814	783	799
Level V	978	960	973	950	968	949	1,106	1,122	957	952
Private industry	978	960	973	950	968	949	1,106	1,122	957	952
Goods producing	990	965	-	-	-	-	-	-	-	-
Manufacturing	990	965	-	-	-	-	-	-	-	-
Service producing	958	946	974	954	-	-	966	958	945	938
Computer Systems Analysts										
Level I	684	673	671	673	688	672	711	693	679	666
Private industry	688	676	672	673	694	673	715	697	684	670
Goods producing	692	675	694	684	715	692	750	724	-	-
Manufacturing	690	673	693	681	715	687	749	723	-	-
Service producing	685	678	667	670	681	664	701	690	696	687
Transportation and utilities	746	739	740	660	734	727	765	796	740	734
State and local government	643	635	647	634	601	580	646	655	646	637
Level II	823	818	808	806	838	831	838	833	819	815
Private industry	823	816	808	806	839	831	841	835	816	808
Goods producing	819	806	837	823	830	812	869	864	-	-
Manufacturing	815	806	835	819	822	806	867	863	-	-
Service producing	824	819	803	801	842	850	833	823	830	825
Transportation and utilities	881	894	809	799	-	-	860	837	864	857
State and local government	823	847	804	788	820	800	802	802	-	-

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Table B-1. Average pay by size of establishment, professional and administrative occupations, United States, June 1992 — Continued

Occupation and level	All establishments		50 - 499 workers		500 - 999 workers		1000 - 2499 workers		2500 workers or more	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Level III	977	971	990	988	967	960	981	969	970	970
Private industry	980	974	990	988	968	960	982	970	977	970
Goods producing	991	981	991	991	1,004	990	1,028	1,011	979	969
Manufacturing	987	979	991	1,000	987	990	1,027	1,011	976	968
Service producing	975	970	990	987	949	941	967	960	976	970
Transportation and utilities	996	1,000	-	-	1,038	1,047	956	962	1,023	1,022
State and local government	923	969	982	-	891	882	954	949	918	971
Level IV	1,169	1,158	1,215	1,206	1,139	1,114	1,113	1,096	1,180	1,166
Private industry	1,170	1,158	1,215	1,206	1,139	1,114	1,113	1,096	1,182	1,169
Goods producing	1,193	1,183	-	-	1,275	1,226	1,136	1,123	1,194	1,190
Manufacturing	1,181	1,175	-	-	-	-	1,131	1,117	1,192	1,188
Service producing	1,158	1,154	1,214	1,209	1,108	1,101	1,107	1,090	1,171	1,160
Transportation and utilities	1,161	1,185	-	-	-	-	-	-	1,231	1,200
State and local government	1,132	1,124	-	-	-	-	-	-	1,132	1,124
Level V	1,432	1,428	-	-	-	-	-	-	1,436	1,442
Private industry	1,432	1,430	-	-	-	-	-	-	1,436	1,442
Goods producing	1,460	1,490	-	-	-	-	-	-	1,444	1,460
Manufacturing	1,457	1,484	-	-	-	-	-	-	-	-
Service producing	1,425	1,423	-	-	-	-	-	-	1,433	1,437
Computer Systems Analyst Supervisors/Managers										
Level I	1,043	1,037	1,065	1,052	1,031	1,027	1,083	1,066	1,018	1,015
Private industry	1,070	1,054	1,066	1,052	1,026	1,015	1,090	1,072	1,078	1,056
Goods producing	1,138	1,114	1,069	1,075	1,085	1,110	1,102	1,066	1,263	1,248
Manufacturing	1,138	1,110	-	-	1,083	1,083	1,101	1,066	1,257	1,240
Service producing	1,058	1,048	1,065	1,045	1,014	999	1,087	1,075	1,056	1,046
Transportation and utilities	1,100	1,117	-	-	-	-	1,130	1,140	1,076	1,088
State and local government	934	958	-	-	1,116	1,138	1,031	1,034	907	927
Level II	1,243	1,233	1,252	1,231	1,234	1,219	1,261	1,246	1,233	1,229
Private industry	1,251	1,240	1,252	1,231	1,234	1,219	1,264	1,254	1,250	1,244
Goods producing	1,291	1,292	1,429	1,398	1,273	1,275	1,304	1,304	1,230	1,218
Manufacturing	1,284	1,291	-	-	1,254	1,235	1,304	1,304	1,224	1,217
Service producing	1,241	1,232	1,207	1,194	1,224	1,211	1,250	1,227	1,254	1,248
Transportation and utilities	1,301	1,271	-	-	-	-	1,293	1,246	1,323	1,301
State and local government	1,134	1,107	-	-	-	-	1,168	-	1,130	1,107
Level III	1,496	1,482	1,466	1,460	1,474	1,445	1,470	1,471	1,536	1,502
Private industry	1,497	1,483	1,466	1,460	1,474	1,445	1,470	1,471	1,541	1,503
Goods producing	1,532	1,484	-	-	-	-	1,492	1,484	1,527	1,466
Manufacturing	1,495	1,471	-	-	-	-	1,492	1,476	1,503	1,452
Service producing	1,481	1,482	1,448	1,452	1,403	1,388	1,457	1,445	1,547	1,516
Transportation and utilities	1,521	1,507	-	-	-	-	-	-	-	-
State and local government	1,464	-	-	-	-	-	-	-	1,466	-
Level IV	1,763	1,768	-	-	-	-	-	-	-	-
Private industry	1,763	1,768	-	-	-	-	-	-	-	-

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Table B-1. Average pay by size of establishment, professional and administrative occupations, United States, June 1992 — Continued

Occupation and level	All establishments		50 - 499 workers		500 - 999 workers		1000 - 2499 workers		2500 workers or more	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Personnel Specialists										
Level I	490	483	476	480	491	481	482	465	504	498
Private industry	488	484	465	480	484	481	485	477	520	513
Goods producing	505	489	-	-	490	480	513	515	563	557
Manufacturing	502	489	-	-	488	480	502	515	564	561
Service producing	480	480	459	442	480	493	470	462	507	498
Transportation and utilities	539	519	-	-	-	-	-	-	548	-
State and local government	495	482	-	-	-	-	470	459	489	482
Level II	561	555	532	535	569	576	573	564	605	595
Private industry	561	557	533	537	574	578	578	567	626	605
Goods producing	584	579	531	538	608	611	627	623	694	669
Manufacturing	582	576	530	538	606	608	626	622	687	667
Service producing	549	543	534	534	541	557	559	548	592	578
Transportation and utilities	598	577	540	545	601	576	662	673	659	645
State and local government	560	551	523	511	529	551	542	537	577	573
Level III	715	706	681	672	721	715	729	716	758	758
Private industry	712	702	683	672	726	719	734	721	762	753
Goods producing	741	730	697	691	745	743	769	759	810	810
Manufacturing	737	730	696	691	734	730	765	756	806	808
Service producing	694	684	674	669	706	703	718	708	723	713
Transportation and utilities	780	768	713	694	801	785	820	814	820	821
State and local government	726	732	650	646	670	646	696	680	753	769
Level IV	934	922	932	922	946	923	927	908	934	923
Private industry	941	923	933	922	947	923	931	919	960	938
Goods producing	957	941	925	920	970	934	959	948	1,004	985
Manufacturing	953	938	921	910	960	923	957	947	1,001	983
Service producing	925	912	941	923	918	912	907	880	907	901
Transportation and utilities	970	960	988	960	946	935	953	936	978	969
State and local government	878	884	881	825	940	948	899	884	864	885
Level V	1,177	1,152	1,200	1,163	1,218	1,177	1,174	1,136	1,142	1,124
Private industry	1,196	1,162	1,200	1,162	1,230	1,189	1,173	1,136	1,189	1,160
Goods producing	1,210	1,171	1,162	1,142	1,264	1,223	1,159	1,134	1,250	1,230
Manufacturing	1,196	1,171	1,159	1,142	1,216	1,178	1,153	1,134	1,241	1,228
Service producing	1,176	1,152	1,235	1,229	1,145	1,129	1,194	1,140	1,094	1,072
Transportation and utilities	1,260	1,206	-	-	-	-	1,201	-	1,143	1,124
State and local government	1,013	1,071	-	-	-	-	-	-	991	1,071
Level VI	1,461	1,478	-	-	-	-	1,444	1,477	1,454	1,454
Private industry	1,462	1,478	-	-	-	-	1,444	1,477	1,455	1,459
Goods producing	1,435	1,453	-	-	-	-	1,429	1,459	-	-
Manufacturing	1,417	1,404	-	-	-	-	-	-	-	-
Service producing	1,495	1,478	-	-	-	-	-	-	1,496	1,438

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Table B-1. Average pay by size of establishment, professional and administrative occupations, United States, June 1992 — Continued

Occupation and level	All establishments		50 - 499 workers		500 - 999 workers		1000 - 2499 workers		2500 workers or more	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Personnel Supervisors/Managers										
Level I	990	982	992	981	975	998	1,027	1,018	979	990
Private industry	1,011	998	996	981	980	998	1,031	1,022	1,021	1,017
Goods producing	1,015	1,012	-	-	-	-	1,035	1,039	1,038	1,029
Manufacturing	1,015	1,012	-	-	-	-	1,038	1,045	1,038	1,029
Service producing	1,007	987	985	967	1,029	1,007	1,028	1,001	1,000	976
Transportation and utilities	1,072	1,036	-	-	-	-	-	-	1,107	-
State and local government	890	889	-	-	-	-	-	-	876	870
Level II	1,241	1,227	1,230	1,200	1,278	1,244	1,289	1,292	1,209	1,201
Private industry	1,269	1,248	1,230	1,200	1,278	1,244	1,299	1,298	1,260	1,239
Goods producing	1,278	1,258	-	-	1,267	1,217	1,333	1,330	1,299	1,259
Manufacturing	1,267	1,248	-	-	1,224	1,190	1,336	1,344	1,290	1,252
Service producing	1,262	1,233	1,312	1,233	1,297	1,270	1,269	1,265	1,236	1,218
Transportation and utilities	1,287	1,218	-	-	-	-	1,304	1,213	1,298	1,309
State and local government	1,026	1,040	-	-	-	-	1,089	-	1,004	1,008
Level III	1,578	1,569	1,793	1,771	1,720	1,703	1,615	1,584	1,496	1,505
Private industry	1,599	1,581	1,793	1,771	1,720	1,703	1,616	1,589	1,527	1,518
Goods producing	1,583	1,569	-	-	-	-	1,582	1,569	1,530	1,524
Manufacturing	1,560	1,545	-	-	-	-	1,572	1,565	1,519	1,518
Service producing	1,624	1,626	-	-	-	-	1,670	1,645	1,524	1,512
Transportation and utilities	1,635	1,665	-	-	-	-	-	-	-	-
State and local government	1,225	1,230	-	-	-	-	-	-	1,206	1,184
Level IV	2,051	2,019	-	-	-	-	-	-	2,003	1,923
Private industry	2,053	2,019	-	-	-	-	-	-	2,006	1,929
Goods producing	2,013	1,967	-	-	-	-	-	-	2,010	1,930
Manufacturing	1,999	1,926	-	-	-	-	-	-	1,984	1,914
Service producing	2,116	2,131	-	-	-	-	-	-	1,995	-
Tax Collectors										
Level I	449	455	-	-	-	-	-	-	461	468
State and local government	449	455	375	-	-	-	-	-	461	468
Level II	490	507	413	384	-	-	-	-	534	523
State and local government	490	507	413	384	488	450	481	457	534	523
Level III	703	705	697	649	-	-	-	-	-	-
State and local government	703	705	697	649	-	-	-	-	-	-

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

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Table B-2. Average pay by size of establishment, technical and protective service occupations, United States, June 1992

Occupation and level	All establishments		50 - 499 workers		500 - 999 workers		1000 - 2499 workers		2500 workers or more	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Technical Occupations										
Computer Operators										
Level I	335	323	328	322	336	328	343	330	339	330
Private industry	335	324	328	322	343	337	342	331	339	331
Goods producing	349	337	334	307	347	344	372	369	354	329
Manufacturing	350	337	321	300	347	344	372	369	378	356
Service producing	333	323	328	322	341	329	339	324	337	331
Transportation and utilities	369	389	-	-	-	-	-	-	402	-
State and local government	335	318	-	-	-	-	356	319	339	321
Level II	405	395	383	376	409	404	420	414	434	426
Private industry	406	396	383	376	414	407	423	419	445	434
Goods producing	415	405	393	385	418	410	446	440	461	433
Manufacturing	415	405	392	385	418	410	446	440	463	435
Service producing	402	392	379	371	411	403	415	407	442	434
Transportation and utilities	480	488	437	417	449	446	478	485	506	503
State and local government	402	394	375	365	385	388	401	394	414	412
Level III	509	505	493	485	505	490	518	513	522	520
Private industry	512	505	494	486	506	494	520	513	537	527
Goods producing	520	511	498	498	510	490	535	527	554	545
Manufacturing	520	510	498	495	509	490	535	527	554	546
Service producing	507	503	492	482	500	499	509	501	532	523
Transportation and utilities	565	551	533	524	541	541	583	567	570	551
State and local government	496	510	479	462	484	488	509	511	496	512
Level IV	622	619	614	622	614	602	622	613	631	623
Private industry	624	619	614	622	614	602	622	613	639	630
Goods producing	640	629	-	-	627	628	640	625	657	648
Manufacturing	640	629	-	-	627	628	640	625	656	644
Service producing	613	613	615	619	590	589	606	603	623	616
Transportation and utilities	672	667	-	-	-	-	661	610	707	708
State and local government	593	596	-	-	-	-	-	-	589	593
Level V	696	672	-	-	-	-	-	-	743	730
Private industry	696	672	-	-	-	-	-	-	745	730
Drafters										
Level I	384	373	364	360	407	419	425	432	417	439
Private industry	387	377	365	360	409	419	427	435	446	476
Goods producing	369	360	360	360	400	406	379	390	-	-
Manufacturing	371	360	362	360	400	406	378	390	-	-
Service producing	410	420	373	374	-	-	-	-	460	476
Transportation and utilities	466	476	423	462	-	-	-	-	481	476
State and local government	351	348	-	-	-	-	401	355	345	346
Level II	463	454	440	432	506	506	490	485	494	486
Private industry	462	452	440	432	511	519	493	486	492	484
Goods producing	440	431	425	427	446	435	486	476	486	468
Manufacturing	439	430	424	427	444	429	475	467	486	468
Service producing	498	498	468	467	-	-	507	515	509	503
Transportation and utilities	550	594	519	498	-	-	520	515	527	507
State and local government	474	459	415	419	395	400	458	454	498	492

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Table B-2. Average pay by size of establishment, technical and protective service occupations, United States, June 1992 — Continued

Occupation and level	All establishments		50 - 499 workers		500 - 999 workers		1000 - 2499 workers		2500 workers or more	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Level III	592	580	572	563	605	595	610	596	626	629
Private industry	593	580	575	567	607	595	614	600	626	627
Goods producing	585	576	564	560	587	577	601	581	625	626
Manufacturing	577	568	553	557	585	577	571	558	625	626
Service producing	609	600	593	584	656	629	643	624	627	636
Transportation and utilities	627	621	626	615	544	547	632	619	647	645
State and local government	591	572	-	-	561	559	569	543	628	653
Level IV	740	721	704	689	722	709	777	752	757	748
Private industry	741	721	710	692	722	708	777	752	755	736
Goods producing	733	718	687	685	731	721	722	716	754	732
Manufacturing	730	718	682	680	723	715	701	704	754	732
Service producing	756	740	727	706	-	-	843	818	758	786
Transportation and utilities	769	816	-	-	639	638	743	781	-	-
State and local government	728	725	-	-	-	-	-	-	-	-
Engineering Technicians										
Level I	397	401	374	389	390	371	401	398	434	431
Private industry	399	401	378	389	390	371	401	398	434	432
Goods producing	409	403	387	403	-	-	401	398	445	439
Manufacturing	408	403	385	400	-	-	401	398	445	439
Service producing	382	385	366	374	-	-	-	-	-	-
Transportation and utilities	449	440	-	-	-	-	-	-	-	-
Level II	471	462	449	446	472	464	474	467	507	511
Private industry	471	462	448	445	473	466	474	467	508	512
Goods producing	480	466	453	450	480	476	471	464	517	518
Manufacturing	479	466	452	449	478	472	470	464	517	518
Service producing	452	438	443	429	-	-	490	484	464	444
Transportation and utilities	558	532	-	-	-	-	-	-	588	532
State and local government	-	-	-	-	-	-	-	-	426	-
Level III	563	554	546	538	547	547	566	556	586	587
Private industry	564	554	546	536	548	549	568	559	587	587
Goods producing	563	555	542	535	546	548	560	553	586	589
Manufacturing	562	554	540	533	542	546	559	553	585	589
Service producing	567	550	552	538	558	553	612	602	588	571
Transportation and utilities	656	656	626	643	-	-	-	-	719	766
State and local government	536	559	-	-	-	-	-	-	561	584
Level IV	686	679	670	658	701	697	664	657	700	692
Private industry	686	679	670	658	701	697	664	657	700	692
Goods producing	672	668	660	650	678	679	649	640	686	684
Manufacturing	669	667	659	649	675	678	648	640	681	682
Service producing	729	720	686	679	754	710	731	730	762	758
Transportation and utilities	804	787	745	761	-	-	-	-	-	-
State and local government	694	672	-	-	-	-	-	-	-	-

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Table B-2. Average pay by size of establishment, technical and protective service occupations, United States, June 1992 — Continued

Occupation and level	All establishments		50 - 499 workers		500 - 999 workers		1000 - 2499 workers		2500 workers or more	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Level V	803	796	809	800	822	819	782	750	805	800
Private industry	803	796	809	800	822	819	782	750	805	799
Goods producing	796	791	800	790	817	819	758	744	802	798
Manufacturing	795	790	801	790	797	812	758	744	801	798
Service producing	828	820	817	816	-	-	-	-	843	846
Transportation and utilities	874	853	-	-	-	-	-	-	916	936
Level VI	917	901	908	901	-	-	957	932	-	-
Private industry	917	901	908	901	-	-	957	932	-	-
Goods producing	905	876	-	-	-	-	-	-	-	-
Manufacturing	903	875	-	-	-	-	-	-	-	-
Service producing	933	958	912	920	-	-	-	-	-	-
Engineering Technicians, Civil or Survey Technicians/Construction Inspectors										
Level I	316	310	303	296	305	295	-	-	331	319
Private industry	309	300	308	300	-	-	-	-	-	-
Service producing	309	300	308	300	-	-	-	-	-	-
State and local government	320	310	293	282	306	295	-	-	329	318
Level II	409	389	404	392	406	379	408	380	415	391
Private industry	413	410	411	410	-	-	-	-	-	-
Service producing	412	410	411	410	-	-	-	-	-	-
State and local government	407	382	392	382	407	380	406	380	413	386
Level III	515	502	526	515	543	517	498	481	507	489
Private industry	563	539	557	538	-	-	-	-	-	-
Service producing	560	538	558	538	-	-	-	-	-	-
Transportation and utilities	544	538	513	494	-	-	-	-	-	-
State and local government	505	488	496	486	545	517	494	478	505	487
Level IV	646	631	636	631	651	636	622	603	662	645
Private industry	677	662	665	662	-	-	-	-	-	-
Goods producing	730	657	-	-	-	-	-	-	-	-
Service producing	669	662	668	662	-	-	-	-	-	-
Transportation and utilities	666	662	-	-	-	-	-	-	-	-
State and local government	635	619	592	580	651	636	619	591	654	632
Level V	759	748	771	760	-	-	-	-	784	786
Private industry	846	828	842	827	-	-	-	-	-	-
Service producing	859	840	859	840	-	-	-	-	-	-
State and local government	732	677	678	656	-	-	-	-	781	784
Level VI	960	937	944	909	-	-	-	-	-	-
Private industry	955	922	955	913	-	-	-	-	-	-
Service producing	988	955	990	955	-	-	-	-	-	-
State and local government	974	952	-	-	-	-	-	-	-	-

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Table B-2. Average pay by size of establishment, technical and protective service occupations, United States, June 1992 — Continued

Occupation and level	All establishments		50 - 499 workers		500 - 999 workers		1000 - 2499 workers		2500 workers or more	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Protective Service Occupations										
Corrections Officers	504	489	396	395	396	377	510	493	562	553
State and local government	504	489	397	395	396	377	510	493	562	553
Firefighters	591	593	519	523	597	597	531	547	674	687
State and local government	591	593	519	523	596	597	531	547	675	690
Police Officers, Uniformed										
Level I	621	622	556	540	583	554	590	583	675	677
Private industry	490	484	-	-	-	-	-	-	-	-
Service producing	490	484	-	-	-	-	-	-	-	-
State and local government	621	622	557	540	584	556	590	585	676	678
Level II	730	717	668	644	-	-	-	-	785	761
State and local government	732	717	668	644	696	648	646	610	785	762

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

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Table B-3. Average pay by size of establishment, clerical occupations, United States, June 1992

Occupation and level	All establishments		50 - 499 workers		500 - 999 workers		1000 - 2499 workers		2500 workers or more	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Clerks, Accounting										
Level I	291	277	271	266	282	280	313	300	317	292
Private industry	292	278	271	266	278	275	314	300	331	304
Goods producing	289	278	275	270	284	277	304	298	410	434
Manufacturing	289	278	275	270	282	277	304	298	-	-
Service producing	293	279	269	265	277	274	318	312	327	301
Transportation and utilities	341	297	273	255	317	319	-	-	351	294
State and local government	289	275	-	-	302	315	296	290	290	272
Level II	343	336	333	326	348	341	361	355	370	353
Private industry	341	335	332	327	347	341	360	354	379	360
Goods producing	349	344	341	339	356	348	369	361	422	397
Manufacturing	348	344	339	339	355	348	369	361	423	396
Service producing	337	329	329	321	341	335	356	350	371	354
Transportation and utilities	383	369	345	340	390	384	427	448	428	479
State and local government	355	338	334	325	352	341	366	363	362	344
Level III	417	411	407	401	420	412	423	418	437	437
Private industry	414	405	408	402	418	412	422	414	434	419
Goods producing	420	412	411	403	419	412	433	428	479	458
Manufacturing	419	411	409	403	417	412	433	428	471	453
Service producing	410	402	406	400	415	411	417	403	417	406
Transportation and utilities	445	440	407	400	464	453	489	500	478	495
State and local government	429	433	399	392	430	426	425	420	440	450
Level IV	502	499	496	492	496	479	503	499	512	519
Private industry	515	504	503	499	508	494	512	498	540	538
Goods producing	523	505	498	487	509	497	502	490	595	594
Manufacturing	522	505	495	480	508	494	502	490	589	590
Service producing	510	502	505	499	505	492	519	508	517	525
Transportation and utilities	559	566	497	488	-	-	564	553	577	585
State and local government	472	468	457	443	470	460	489	502	472	480
Clerks, General										
Level I	255	244	234	230	265	260	254	242	289	277
Private industry	250	240	235	230	265	260	251	240	296	281
Goods producing	250	230	230	230	-	-	-	-	-	-
Manufacturing	249	230	230	230	-	-	-	-	-	-
Service producing	250	243	236	236	266	260	247	233	293	280
Transportation and utilities	307	298	268	250	-	-	-	-	329	319
State and local government	269	258	232	228	264	260	272	275	284	271
Level II	307	295	283	280	303	290	312	301	330	316
Private industry	297	286	281	279	304	292	311	298	334	312
Goods producing	299	288	284	280	323	304	329	330	347	327
Manufacturing	301	288	285	280	324	307	332	331	347	327
Service producing	296	285	280	277	298	290	308	293	332	311
Transportation and utilities	338	315	298	290	309	290	374	356	439	490
State and local government	319	309	295	284	302	286	314	304	328	316

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Table B-3. Average pay by size of establishment, clerical occupations, United States, June 1992 — Continued

Occupation and level	All establishments		50 - 499 workers		500 - 999 workers		1000 - 2499 workers		2500 workers or more	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Level III	381	378	348	338	371	363	381	375	400	400
Private industry	373	355	348	338	368	357	388	378	414	392
Goods producing	395	374	347	341	408	409	414	395	510	500
Manufacturing	401	378	346	340	408	409	415	399	515	510
Service producing	365	347	349	336	354	340	380	367	389	370
Transportation and utilities	440	476	398	384	418	399	458	491	480	488
State and local government	387	394	347	338	374	373	375	372	396	402
Level IV	453	457	429	430	441	438	458	453	461	472
Private industry	467	466	449	440	465	449	492	491	469	486
Goods producing	487	472	438	430	-	-	494	481	521	509
Manufacturing	491	475	439	430	-	-	495	481	527	516
Service producing	459	461	452	442	455	444	491	501	455	476
Transportation and utilities	515	520	503	528	512	528	520	505	518	520
State and local government	444	453	390	382	403	422	432	432	458	465
Clerks, Order										
Level I	324	318	320	317	323	314	360	347	366	377
Private industry	324	318	320	317	323	314	360	347	366	377
Goods producing	331	320	326	319	332	332	371	349	-	-
Manufacturing	332	320	326	319	332	332	371	349	-	-
Service producing	319	314	317	314	-	-	-	-	-	-
Level II	434	420	432	420	430	409	470	443	422	407
Private industry	434	420	432	420	430	409	470	443	422	407
Goods producing	436	411	431	414	432	409	476	448	-	-
Manufacturing	436	411	431	413	432	409	476	448	-	-
Service producing	429	427	433	434	-	-	-	-	-	-
Key Entry Operators										
Level I	303	294	298	292	300	285	296	284	329	315
Private industry	301	292	298	292	301	285	291	271	338	322
Goods producing	306	298	302	292	311	318	333	321	363	342
Manufacturing	306	298	302	292	310	318	333	317	362	337
Service producing	300	291	297	292	298	274	287	264	337	322
Transportation and utilities	356	340	307	296	391	374	392	365	433	429
State and local government	313	302	291	288	295	289	329	330	319	307
Level II	374	369	361	359	398	400	387	383	382	377
Private industry	374	368	361	359	401	404	386	380	394	380
Goods producing	371	367	350	339	396	401	390	392	445	427
Manufacturing	369	366	348	336	396	401	390	392	445	426
Service producing	375	369	366	360	405	405	385	375	385	373
Transportation and utilities	430	423	403	392	-	-	428	406	453	444
State and local government	375	371	359	350	376	360	390	406	374	373
Personnel Assistants (Employment)										
Level I	302	295	295	292	298	294	329	328	301	282
Private industry	301	295	295	292	302	296	327	328	294	275
Goods producing	300	290	325	340	-	-	-	-	-	-
Manufacturing	300	290	-	-	-	-	-	-	-	-
Service producing	301	296	287	280	309	297	324	319	315	303
Transportation and utilities	344	315	-	-	-	-	-	-	-	-
State and local government	307	294	-	-	286	270	332	303	313	316

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Table B-3. Average pay by size of establishment, clerical occupations, United States, June 1992 — Continued

Occupation and level	All establishments		50 - 499 workers		500 - 999 workers		1000 - 2499 workers		2500 workers or more	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Level II	378	371	372	366	379	359	378	369	391	385
Private industry	379	371	373	368	376	359	379	369	404	392
Goods producing	377	360	373	360	366	349	408	399	399	385
Manufacturing	376	355	370	351	365	349	408	399	398	385
Service producing	380	375	373	370	386	384	372	365	406	398
Transportation and utilities	425	384	416	380	405	-	-	-	-	-
State and local government	376	372	357	354	392	367	376	384	378	373
Level III	464	461	466	461	450	440	474	465	463	468
Private industry	460	451	466	461	446	428	464	447	455	455
Goods producing	474	461	493	470	444	427	487	480	460	455
Manufacturing	472	461	493	470	440	427	486	480	451	455
Service producing	452	447	454	451	447	440	451	432	452	454
Transportation and utilities	455	448	440	448	-	-	463	451	487	-
State and local government	476	481	456	462	472	462	495	499	471	482
Level IV	548	552	544	538	535	543	558	560	554	566
Private industry	543	540	541	534	523	527	563	569	556	548
Goods producing	549	552	554	552	506	516	585	586	-	-
Manufacturing	543	552	-	-	501	516	579	590	-	-
Service producing	537	527	532	520	546	541	543	549	534	541
Transportation and utilities	533	541	-	-	-	-	-	-	-	-
State and local government	557	566	-	-	578	579	551	555	554	566
Secretaries										
Level I	356	347	342	336	360	352	363	356	366	355
Private industry	369	359	344	337	378	368	379	368	401	384
Goods producing	401	386	359	360	396	384	405	396	450	433
Manufacturing	401	386	355	355	394	381	405	396	451	434
Service producing	357	346	340	332	365	355	370	360	378	365
Transportation and utilities	416	399	369	367	407	421	429	412	444	428
State and local government	335	329	336	335	336	330	332	331	335	323
Level II	424	420	422	419	427	419	431	424	422	420
Private industry	433	427	423	420	428	422	434	425	448	445
Goods producing	456	455	444	440	442	430	448	444	474	474
Manufacturing	456	455	442	436	443	430	445	438	475	475
Service producing	424	419	417	414	421	415	427	422	434	424
Transportation and utilities	475	463	431	404	483	477	520	525	486	488
State and local government	407	404	419	408	423	417	423	420	399	400
Level III	494	488	481	479	493	487	499	495	501	493
Private industry	500	494	484	480	496	490	504	499	516	509
Goods producing	513	505	488	488	499	498	511	508	536	526
Manufacturing	512	505	485	485	496	492	507	506	535	526
Service producing	492	483	482	478	492	480	500	493	498	490
Transportation and utilities	533	530	499	480	536	529	545	549	549	557
State and local government	466	460	468	461	481	478	475	481	460	451

See footnotes at end of table.

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Table B-3. Average pay by size of establishment, clerical occupations, United States, June 1992 — Continued

Occupation and level	All establishments		50 - 499 workers		500 - 999 workers		1000 - 2499 workers		2500 workers or more	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Level IV	578	576	579	576	565	562	591	583	577	576
Private industry	585	576	583	576	561	557	596	584	593	585
Goods producing	588	581	579	576	547	529	594	584	616	605
Manufacturing	587	580	579	576	541	526	593	583	615	605
Service producing	584	576	585	576	583	576	597	584	575	571
Transportation and utilities	616	610	591	590	602	593	624	624	631	631
State and local government	548	555	549	550	598	593	566	574	537	538
Level V	703	688	716	709	671	627	694	672	715	710
Private industry	709	695	720	709	-	-	701	682	724	723
Goods producing	708	688	700	702	-	-	707	678	757	749
Manufacturing	707	684	698	702	-	-	706	677	759	749
Service producing	709	699	735	714	719	708	697	689	697	690
Transportation and utilities	744	744	-	-	746	-	692	666	775	764
State and local government	654	658	628	681	683	674	653	659	652	658
Switchboard Operator-Receptionists	318	310	315	307	334	320	330	326	345	333
Private industry	317	309	315	307	336	321	330	327	340	330
Goods producing	326	319	322	317	345	334	352	344	408	387
Manufacturing	326	319	321	314	344	333	352	344	408	387
Service producing	313	301	311	300	329	317	321	308	326	320
Transportation and utilities	330	320	325	320	365	342	-	-	-	-
State and local government	327	313	317	304	326	316	333	314	351	343
Word Processors										
Level I	350	345	343	342	345	337	-	-	355	336
Private industry	349	344	344	343	352	339	357	351	357	348
Goods producing	357	357	346	360	-	-	-	-	419	419
Manufacturing	357	357	-	-	-	-	-	-	420	419
Service producing	347	341	344	340	353	338	358	358	346	340
Transportation and utilities	367	360	-	-	-	-	-	-	381	371
State and local government	352	347	331	325	-	-	-	-	354	326
Level II	433	430	424	414	433	414	425	430	443	449
Private industry	431	420	426	416	437	414	429	425	445	434
Goods producing	423	414	398	398	-	-	470	477	456	450
Manufacturing	422	414	396	396	-	-	474	477	456	450
Service producing	433	420	429	419	446	422	426	422	443	427
Transportation and utilities	493	534	-	-	448	424	484	508	-	-
State and local government	435	444	363	363	407	413	419	436	442	455
Level III	518	495	543	518	537	533	513	509	488	479
Private industry	544	527	546	524	543	534	527	523	546	540
Goods producing	555	548	-	-	-	-	-	-	577	577
Manufacturing	558	550	-	-	-	-	-	-	579	580
Service producing	543	524	547	524	547	536	528	523	520	503
State and local government	461	469	-	-	-	-	461	461	462	469

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

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Table B-4. Average pay by size of establishment, maintenance and toolroom occupations, United States, June 1992

Occupation and level	All establishments		50 - 499 workers		500 - 999 workers		1000 - 2499 workers		2500 workers or more	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
General Maintenance Workers	9.62	9.37	9.30	9.00	10.34	10.09	10.65	10.49	10.60	10.82
Private industry	9.37	9.10	9.15	9.00	10.19	10.01	10.36	10.15	11.31	11.10
Goods producing	9.99	9.90	9.92	9.82	10.79	10.14	9.42	9.08	-	-
Manufacturing	9.99	9.90	9.92	9.81	10.87	10.14	9.42	9.08	-	-
Service producing	9.12	8.75	8.80	8.40	9.99	9.90	10.64	10.53	11.20	10.87
Transportation and utilities	11.29	10.71	9.70	9.26	14.26	15.09	12.79	12.62	14.20	15.27
State and local government	10.32	10.07	10.01	9.68	10.57	10.18	11.11	11.03	10.41	10.82
Maintenance Electricians	16.23	16.68	14.28	13.98	15.88	15.55	15.38	15.31	18.38	19.65
Private industry	16.26	16.92	14.30	14.00	16.01	15.68	15.48	15.55	18.72	19.69
Goods producing	16.08	16.85	13.56	13.36	15.62	15.52	15.38	15.70	18.82	19.69
Manufacturing	16.21	16.92	13.25	13.10	15.53	15.52	15.99	16.34	18.84	19.69
Service producing	17.05	17.59	16.81	18.14	17.53	17.35	15.94	15.50	17.98	18.72
Transportation and utilities	19.36	18.89	18.53	18.89	-	-	18.93	18.82	20.23	20.91
State and local government	15.96	15.14	13.81	13.50	14.48	13.93	14.42	14.55	17.00	16.08
Maintenance Electronics Technicians										
Level I	10.87	10.48	9.91	10.00	10.75	10.46	11.50	10.76	12.92	13.16
Private industry	10.54	10.28	9.91	10.00	10.79	10.46	11.58	10.79	12.37	12.63
Goods producing	10.87	10.52	10.43	10.04	10.87	10.64	-	-	-	-
Manufacturing	10.82	10.50	-	-	10.87	10.64	-	-	-	-
Service producing	10.37	10.10	9.81	9.88	-	-	12.74	12.21	12.13	11.50
Transportation and utilities	10.70	9.49	-	-	-	-	-	-	14.89	16.33
State and local government	-	-	-	-	-	-	10.90	10.55	-	-
Level II	16.13	16.75	15.39	15.63	16.47	16.61	15.95	16.75	16.76	17.13
Private industry	16.22	16.83	15.43	15.80	16.53	16.61	16.03	16.75	17.00	17.18
Goods producing	15.27	15.40	14.54	13.93	14.29	14.15	15.05	15.38	-	-
Manufacturing	15.28	15.40	14.53	13.83	14.29	14.15	15.05	15.38	-	-
Service producing	16.64	17.10	15.74	16.35	17.25	18.56	16.71	17.64	17.37	17.46
Transportation and utilities	17.20	17.43	16.41	16.75	-	-	17.12	17.64	17.53	17.46
State and local government	14.72	14.53	13.45	13.50	14.14	14.30	14.82	14.29	14.94	14.55
Level III	18.09	18.20	17.72	17.60	17.92	18.97	19.06	18.73	18.27	17.97
Private industry	18.07	18.14	17.72	17.60	17.91	18.97	19.14	18.75	18.21	17.97
Goods producing	17.26	17.29	16.54	16.38	17.00	17.20	17.56	17.30	-	-
Manufacturing	17.26	17.29	16.37	16.28	17.00	17.20	17.57	17.31	-	-
Service producing	18.38	18.45	17.93	17.91	-	-	20.45	19.75	18.50	18.45
Transportation and utilities	18.99	18.95	18.19	17.92	-	-	21.66	20.38	18.95	18.45
State and local government	18.42	18.76	-	-	-	-	17.79	17.19	18.52	18.84
Maintenance Machinists	15.81	15.64	14.30	13.80	16.34	16.35	16.28	16.52	18.26	18.38
Private industry	15.74	15.62	14.30	13.77	16.33	16.35	16.28	16.52	18.20	18.38
Goods producing	15.25	15.00	13.64	13.09	15.34	14.64	16.21	15.76	18.14	17.95
Manufacturing	15.23	14.90	13.56	13.09	15.32	14.64	16.21	15.76	18.15	18.19
Service producing	18.74	19.63	18.27	19.39	-	-	17.40	17.70	19.42	19.33
Transportation and utilities	19.30	20.28	-	-	-	-	-	-	20.06	19.65
State and local government	18.57	19.09	-	-	-	-	-	-	18.76	19.24

See footnotes at end of table.

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Table B-4. Average pay by size of establishment, maintenance and toolroom occupations, United States, June 1992 — Continued

Occupation and level	All establishments		50 - 499 workers		500 - 999 workers		1000 - 2499 workers		2500 workers or more	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Maintenance Mechanics, Machinery	15.18	14.53	13.60	13.00	15.86	15.33	15.24	15.23	17.86	18.16
Private industry	15.21	14.60	13.60	13.00	15.90	15.39	15.25	15.23	18.06	18.20
Goods producing	14.98	14.45	13.26	12.64	15.64	14.91	15.21	15.23	18.20	18.16
Manufacturing	14.99	14.45	13.19	12.63	15.64	14.91	15.20	15.22	18.23	18.16
Service producing	16.84	18.28	16.19	17.70	-	-	15.59	15.31	17.45	18.91
Transportation and utilities	18.85	18.89	-	-	-	-	17.71	17.97	19.95	20.42
State and local government	13.68	13.76	13.39	13.13	13.86	13.41	15.05	14.56	13.38	13.88
Maintenance Mechanics, Motor Vehicle	14.21	14.14	13.13	12.83	14.62	15.15	14.86	15.03	16.15	16.50
Private industry	14.46	14.62	13.36	13.23	15.25	16.47	15.69	16.75	17.64	17.92
Goods producing	13.40	12.76	12.30	12.04	12.95	12.52	14.32	13.80	17.66	19.10
Manufacturing	13.64	13.00	12.15	12.04	12.83	12.52	14.32	13.80	17.69	19.10
Service producing	14.95	15.32	13.85	13.86	16.03	16.81	16.44	17.20	17.63	17.89
Transportation and utilities	15.30	16.41	13.96	13.79	16.27	16.99	16.80	17.30	18.06	17.89
State and local government	13.72	13.41	12.31	12.02	13.06	12.89	13.93	14.09	15.09	14.88
Maintenance Pipefitters	17.55	18.05	17.20	17.99	16.85	16.54	15.89	15.31	18.67	19.50
Private industry	17.60	18.05	17.30	17.99	16.87	16.54	15.83	15.31	18.83	19.52
Goods producing	17.64	18.07	16.88	17.99	16.96	16.54	15.99	17.36	18.86	19.53
Manufacturing	18.01	18.22	16.60	17.76	16.96	16.54	17.71	18.77	18.89	19.53
Service producing	17.38	17.35	18.10	18.32	-	-	-	-	17.74	18.01
Transportation and utilities	19.08	18.32	19.12	18.32	-	-	-	-	-	-
State and local government	16.76	14.66	-	-	-	-	17.58	16.88	17.30	15.10
Tool and Die Makers	16.64	16.40	14.62	13.95	15.26	14.95	17.02	17.29	19.65	19.98
Private industry	16.64	16.40	14.62	13.95	15.26	14.95	17.02	17.29	19.65	19.98
Goods producing	16.64	16.40	14.62	13.95	15.26	14.95	17.02	17.29	19.65	19.98
Manufacturing	16.64	16.40	14.62	13.95	15.26	14.95	17.02	17.29	19.65	19.98

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

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Table B-5. Average pay by size of establishment, material movement and custodial occupations, United States, June 1992

Occupation and level	All establishments		50 - 499 workers		500 - 999 workers		1000 - 2499 workers		2500 workers or more	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Forklift Operators	9.91	9.22	9.45	9.22	9.83	9.40	-	-	14.42	15.56
Private industry	9.91	9.22	9.45	9.22	9.83	9.40	-	-	14.43	15.56
Goods producing	9.73	8.83	9.38	9.22	9.56	9.11	-	-	14.99	16.18
Manufacturing	9.72	8.83	9.36	9.22	9.56	9.11	-	-	14.99	16.18
Service producing	10.78	10.25	9.70	9.15	11.33	9.90	12.78	12.91	13.07	12.90
Transportation and utilities	12.41	11.22	11.01	10.55	16.38	16.72	-	-	-	-
State and local government	13.77	15.64	-	-	-	-	-	-	-	-
Guards										
Level I	6.48	6.00	5.93	5.50	6.28	6.00	8.06	7.71	9.28	8.70
Private industry	6.37	6.00	5.91	5.50	6.23	6.00	8.00	7.71	9.23	8.19
Goods producing	9.49	8.90	7.47	7.75	8.94	9.50	9.30	7.71	12.40	13.78
Manufacturing	9.55	8.90	7.50	7.93	8.98	9.51	9.30	7.71	12.41	13.78
Service producing	6.14	5.75	5.86	5.50	6.02	5.80	7.75	7.40	7.95	7.36
Transportation and utilities	9.97	10.00	9.38	10.00	-	-	9.76	9.44	10.80	10.83
State and local government	9.07	8.94	8.37	8.02	7.93	7.71	9.04	8.83	9.42	9.13
Level II	11.13	11.15	10.06	10.00	10.53	10.30	11.42	11.75	12.27	12.20
Private industry	11.12	11.15	10.16	10.17	10.32	10.25	11.42	11.91	12.45	12.34
Goods producing	12.76	12.83	-	-	12.57	12.99	11.79	11.91	13.64	13.97
Manufacturing	12.76	12.83	-	-	12.57	12.99	11.79	11.91	13.64	13.97
Service producing	10.63	10.58	10.10	10.00	8.90	9.00	11.31	11.51	11.49	11.04
Transportation and utilities	15.18	15.44	-	-	-	-	-	-	15.70	15.44
State and local government	11.22	11.11	8.30	7.40	-	-	11.36	11.11	11.78	11.91
Janitors	7.40	6.66	6.50	5.70	7.46	6.85	8.15	7.47	9.18	8.88
Private industry	6.85	6.00	6.14	5.45	6.51	5.72	7.91	7.32	9.86	8.92
Goods producing	9.44	8.53	7.45	7.00	9.09	8.91	9.18	8.58	14.42	15.72
Manufacturing	9.46	8.55	7.47	7.00	9.09	8.91	9.14	8.58	14.42	15.72
Service producing	6.50	5.65	6.00	5.25	6.11	5.29	7.73	7.25	8.43	8.25
Transportation and utilities	10.39	10.28	8.76	8.02	12.40	12.49	12.03	12.54	10.94	11.60
State and local government	8.71	8.75	8.42	8.33	9.22	9.31	8.67	8.82	8.73	8.85
Material Handling Laborers	9.29	8.00	8.09	7.50	10.69	8.82	11.52	9.97	12.61	12.53
Private industry	9.29	8.00	8.09	7.50	10.69	8.82	11.53	9.97	12.91	13.31
Goods producing	8.88	7.88	7.76	7.50	9.03	8.16	11.01	9.60	15.17	16.73
Manufacturing	8.89	7.88	7.76	7.50	9.02	8.06	11.01	9.60	15.19	16.74
Service producing	9.80	8.33	8.54	7.40	12.08	13.04	12.17	12.91	10.74	10.00
Transportation and utilities	13.81	16.49	12.10	12.70	16.31	16.77	-	-	-	-
State and local government	9.06	9.08	-	-	-	-	10.41	10.74	8.93	9.52
Order Fillers	8.65	8.02	7.78	7.51	10.57	10.66	9.12	8.80	12.87	12.90
Private industry	8.65	8.00	7.78	7.51	10.57	10.66	9.12	8.80	12.89	12.90
Goods producing	8.29	7.84	7.90	7.64	10.14	10.66	8.53	7.80	-	-
Manufacturing	8.29	7.84	7.90	7.64	10.14	10.66	8.53	7.80	-	-
Service producing	8.84	8.11	7.71	7.00	10.82	10.68	9.38	10.25	13.19	13.57
Shipping/Receiving Clerks	9.44	8.94	8.91	8.72	9.79	9.12	9.74	8.80	12.71	12.50
Private industry	9.44	8.93	8.91	8.73	9.78	9.10	9.73	8.80	13.12	13.29
Goods producing	9.70	9.28	9.28	9.10	10.06	9.51	9.53	8.34	14.31	16.37
Manufacturing	9.71	9.30	9.28	9.13	10.06	9.51	9.53	8.34	14.37	16.37
Service producing	9.03	8.46	8.30	7.92	9.29	8.63	10.02	9.49	12.04	11.28
Transportation and utilities	11.99	9.75	9.36	9.75	10.81	9.80	12.51	11.30	-	-
State and local government	9.37	9.17	8.63	7.81	10.12	9.25	9.87	10.08	9.20	9.03

See footnotes at end of table.

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Table B-5. Average pay by size of establishment, material movement and custodial occupations, United States, June 1992 — Continued

Occupation and level	All establishments		50 - 499 workers		500 - 999 workers		1000 - 2499 workers		2500 workers or more	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Truckdrivers										
Light Truck	8.51	7.80	8.18	7.46	9.16	8.52	9.93	10.10	10.94	11.44
Private industry	8.44	7.66	8.21	7.50	9.05	8.27	9.61	9.44	11.87	11.91
Goods producing	8.82	8.12	8.50	8.00	9.03	8.65	10.78	9.65	-	-
Manufacturing	8.83	8.25	8.44	8.00	9.05	8.76	11.53	10.55	-	-
Service producing	8.32	7.45	8.12	7.25	9.06	7.82	9.38	9.40	11.56	11.75
Transportation and utilities	11.51	12.00	11.24	12.00	-	-	-	-	13.08	13.11
State and local government	9.18	8.94	7.48	6.24	9.56	9.95	10.69	10.95	10.05	10.57
Medium Truck	13.50	14.70	11.09	10.08	14.11	14.77	16.39	17.14	16.30	17.17
Private industry	13.66	14.84	11.11	10.08	14.49	14.84	16.51	17.14	16.96	17.18
Goods producing	12.19	11.27	10.24	9.50	13.94	13.13	14.41	14.79	19.00	18.96
Manufacturing	12.36	11.60	10.13	9.20	13.96	13.13	14.41	14.79	19.00	18.96
Service producing	13.94	16.28	11.34	10.29	-	-	16.79	17.14	16.74	17.18
Transportation and utilities	16.27	17.17	15.25	17.17	-	-	17.23	17.14	16.86	17.18
State and local government	11.33	11.89	10.67	10.88	10.68	10.95	10.84	11.28	12.06	12.80
Heavy Truck	11.91	11.32	11.43	11.00	12.33	11.27	10.80	11.23	15.72	17.73
Private industry	11.64	11.20	11.57	11.12	12.76	11.67	10.32	7.50	14.42	15.37
Goods producing	11.77	11.30	11.73	11.15	14.57	14.60	-	-	-	-
Manufacturing	12.17	12.35	12.06	11.69	12.64	12.88	13.36	13.49	-	-
Service producing	11.54	11.12	11.45	11.12	-	-	-	-	-	-
Transportation and utilities	11.99	11.38	11.84	11.25	-	-	-	-	-	-
State and local government	12.96	12.05	10.11	9.91	10.86	10.55	11.53	11.39	-	-
Tractor Trailer	12.94	12.70	12.19	12.00	13.66	14.15	15.00	16.00	16.11	16.23
Private industry	12.93	12.70	12.19	12.00	13.66	14.15	15.01	16.03	16.10	16.23
Goods producing	11.69	11.30	11.29	11.02	11.63	10.75	12.19	12.53	18.29	17.98
Manufacturing	11.61	11.30	11.13	11.00	11.63	10.75	12.19	12.53	18.29	17.98
Service producing	13.38	13.60	12.55	12.50	14.69	14.46	15.63	16.51	15.77	16.23
Transportation and utilities	14.37	16.02	13.51	13.82	15.35	16.26	17.30	17.53	17.49	17.66
State and local government	14.99	14.85	12.04	11.17	-	-	-	-	16.22	16.22
Warehouse Specialists	11.21	10.96	10.71	10.20	12.05	11.79	11.87	11.55	11.93	11.75
Private industry	11.23	10.96	10.71	10.20	12.10	11.79	11.93	11.55	12.29	12.15
Goods producing	10.84	10.57	10.23	9.70	11.53	11.46	11.25	10.57	13.76	14.26
Manufacturing	10.83	10.57	10.19	9.60	11.53	11.45	11.27	10.57	13.76	14.28
Service producing	11.50	11.52	11.01	10.90	13.00	13.75	12.36	11.55	11.84	10.96
Transportation and utilities	13.65	14.76	12.84	14.01	14.67	16.28	14.66	15.83	15.08	15.56
State and local government	10.69	10.92	10.39	10.00	9.56	8.95	10.69	10.82	10.83	11.16

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

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Table C-1. Average pay by type of area, professional and administrative occupations, United States, June 1992

Occupation and level	United States			Northeast		South		Midwest		West	
	Total	Metro-politan	Nonmetro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan
Professional Occupations											
Accountants											
Level I	481	484	431	485	487	459	463	483	484	507	517
Private industry	483	485	446	483	485	471	472	481	483	507	508
Goods producing	508	510	-	497	497	509	515	493	493	532	536
Manufacturing	502	504	-	497	497	492	499	492	492	531	536
Service producing	470	472	-	479	482	448	447	475	478	482	482
Transportation and utilities	522	527	-	559	-	502	505	550	550	502	512
State and local government	469	483	421	504	504	423	431	489	490	505	542
Level II	573	577	524	580	582	551	556	578	584	590	593
Private industry	578	581	531	580	582	565	570	580	587	589	589
Goods producing	602	609	546	596	598	599	614	598	606	618	619
Manufacturing	601	609	548	597	598	593	610	599	608	623	623
Service producing	561	563	498	571	573	544	544	563	571	569	568
Transportation and utilities	621	623	-	626	619	597	602	643	650	616	600
State and local government	547	554	505	578	580	498	502	561	564	594	612
Level III	719	723	686	730	731	701	706	725	729	725	728
Private industry	724	728	689	731	731	714	722	728	732	724	727
Goods producing	734	743	683	734	737	731	753	739	741	733	743
Manufacturing	732	741	680	736	739	720	745	740	743	730	741
Service producing	715	715	705	728	727	700	699	717	723	717	715
Transportation and utilities	755	759	724	773	756	734	738	778	793	748	753
State and local government	692	694	665	720	726	627	624	702	705	726	732
Level IV	921	923	886	932	933	912	912	915	919	928	929
Private industry	935	935	933	934	936	939	934	918	922	948	948
Goods producing	943	943	949	919	919	969	966	921	924	956	957
Manufacturing	929	927	949	913	913	936	926	917	920	953	956
Service producing	926	927	-	948	951	904	899	915	919	941	941
Transportation and utilities	958	960	-	976	974	948	948	951	960	986	984
State and local government	854	862	763	901	901	759	770	870	872	-	-
Level V	1,210	1,209	-	1,221	1,220	1,244	1,244	1,173	1,170	1,196	1,196
Private industry	1,221	1,221	-	1,224	1,223	1,264	1,265	1,185	1,182	1,206	1,206
Goods producing	1,237	1,237	-	1,203	1,201	1,318	1,320	1,190	1,186	1,205	1,205
Manufacturing	1,220	1,219	-	1,202	1,200	1,285	1,286	1,194	1,190	1,198	1,197
Service producing	1,205	1,205	-	1,247	1,247	1,180	1,180	1,179	1,179	1,206	1,206
Transportation and utilities	1,240	1,240	-	1,303	1,303	1,209	1,209	1,255	1,255	1,227	1,227
State and local government	1,058	1,058	-	1,105	1,105	978	978	1,016	1,016	1,116	1,116
Level VI	1,501	1,501	-	1,441	1,441	1,650	1,650	1,500	1,500	1,451	1,451
Private industry	1,524	1,524	-	1,443	1,443	1,666	1,666	1,505	1,505	1,504	1,504
Goods producing	1,526	1,526	-	-	-	-	-	1,487	1,487	-	-
Manufacturing	1,465	1,465	-	-	-	-	-	-	-	-	-
Service producing	1,521	1,521	-	1,418	1,418	1,539	1,539	1,550	1,550	1,609	1,609
Transportation and utilities	1,590	1,590	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

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Table C-1. Average pay by type of area, professional and administrative occupations, United States, June 1992 — Continued

Occupation and level	United States			Northeast		South		Midwest		West	
	Total	Metro-politan	Nonmetro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan
Accountants, Public											
Level I	538	538	-	561	561	542	542	523	523	522	522
Private industry	538	538	-	561	561	542	542	523	523	522	522
Service producing	538	538	-	561	561	542	542	523	523	522	522
Level II	586	586	-	615	615	587	587	565	565	573	573
Private industry	586	586	-	615	615	587	587	565	565	573	573
Service producing	586	586	-	615	615	587	587	565	565	573	573
Level III	673	673	-	701	701	672	672	638	638	668	668
Private industry	673	673	-	701	701	672	672	638	638	668	668
Service producing	673	673	-	701	701	672	672	638	638	668	668
Level IV	860	860	-	971	971	912	912	773	773	809	809
Private industry	860	860	-	971	971	912	912	773	773	809	809
Service producing	860	860	-	971	971	912	912	773	773	809	809
Attorneys											
Level I	700	711	-	696	701	663	685	709	714	742	754
Private industry	766	772	-	782	830	798	798	743	743	-	-
Goods producing	801	801	-	-	-	-	-	-	-	-	-
Service producing	759	767	-	777	826	-	-	770	770	-	-
Transportation and utilities	951	951	-	-	-	-	-	-	-	-	-
State and local government	660	670	-	654	654	598	619	685	690	728	749
Level II	891	896	-	894	893	838	839	899	915	971	981
Private industry	974	974	-	968	968	984	984	959	959	984	984
Goods producing	1,046	1,046	-	-	-	-	-	-	-	-	-
Manufacturing	1,033	1,033	-	-	-	-	-	-	-	-	-
Service producing	947	947	-	950	951	920	920	947	947	976	976
Transportation and utilities	1,049	1,049	-	968	968	1,082	1,082	1,092	1,092	-	-
State and local government	820	825	755	818	815	756	757	838	863	955	977
Level III	1,188	1,192	-	1,195	1,196	1,135	1,141	1,160	1,160	1,252	1,265
Private industry	1,267	1,267	-	1,267	1,267	1,304	1,304	1,173	1,173	1,303	1,303
Goods producing	1,353	1,353	-	1,283	1,283	1,424	1,424	1,247	1,247	-	-
Manufacturing	1,342	1,342	-	1,284	1,284	1,411	1,411	1,268	1,268	-	-
Service producing	1,232	1,232	-	1,262	1,263	1,224	1,224	1,159	1,159	1,278	1,278
Transportation and utilities	1,286	1,286	-	1,309	1,309	1,327	1,327	1,211	1,211	1,282	1,282
State and local government	1,057	1,057	1,050	1,024	1,025	943	944	1,125	1,123	1,178	1,198
Level IV	1,544	1,547	-	1,601	1,602	1,621	1,624	1,458	1,458	1,494	1,499
Private industry	1,632	1,632	-	1,655	1,657	1,698	1,698	1,478	1,478	1,645	1,645
Goods producing	1,694	1,694	-	1,602	1,602	-	-	1,526	1,526	1,653	1,653
Manufacturing	1,678	1,678	-	1,603	1,603	-	-	1,519	1,519	1,624	1,624
Service producing	1,597	1,598	-	1,674	1,677	1,571	1,571	1,460	1,460	1,641	1,641
Transportation and utilities	1,630	1,630	-	1,665	1,665	1,619	1,619	1,619	1,619	-	-
State and local government	1,355	1,358	-	1,269	1,269	1,279	1,283	1,328	1,328	1,386	1,390
Level V	1,852	1,853	-	2,061	2,061	1,995	1,995	1,826	1,826	1,694	1,695
Private industry	2,024	2,024	-	2,077	2,077	2,099	2,099	1,835	1,835	2,068	2,068
Goods producing	2,009	2,009	-	-	-	2,173	2,173	1,829	1,829	-	-
Manufacturing	1,959	1,959	-	-	-	-	-	1,829	1,829	-	-
Service producing	2,036	2,036	-	2,117	2,117	1,989	1,989	1,839	1,839	2,181	2,181
Transportation and utilities	2,011	2,011	-	-	-	2,012	2,012	1,851	1,851	-	-

See footnotes at end of table.

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Table C-1. Average pay by type of area, professional and administrative occupations, United States, June 1992 — Continued

Occupation and level	United States			Northeast		South		Midwest		West	
	Total	Metro-politan	Nonmetro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan
Level VI	2,267	2,267	-	2,681	2,681	2,453	2,453	2,427	2,427	-	-
Private industry	2,582	2,582	-	2,681	2,681	-	-	-	-	2,594	2,594
Goods producing	2,606	2,606	-	-	-	-	-	-	-	-	-
Manufacturing	2,558	2,558	-	-	-	-	-	-	-	-	-
Service producing	2,564	2,564	-	2,641	2,641	-	-	-	-	-	-
Transportation and utilities	2,435	2,435	-	-	-	-	-	-	-	-	-
Engineers											
Level I	633	634	625	623	623	629	628	633	637	646	647
Private industry	642	643	632	629	628	640	639	641	645	659	659
Goods producing	650	654	607	641	640	658	664	636	644	660	660
Manufacturing	652	655	-	641	640	662	666	638	645	663	664
Service producing	629	626	-	605	605	622	615	647	646	657	657
Transportation and utilities	696	696	-	658	657	686	675	703	706	-	-
State and local government	590	591	566	607	610	519	512	566	565	-	-
Level II	725	725	730	719	719	710	710	723	720	754	755
Private industry	727	726	741	720	719	718	718	725	722	748	748
Goods producing	732	733	727	722	722	738	745	721	716	749	750
Manufacturing	732	733	723	722	722	736	744	721	717	750	751
Service producing	714	710	-	714	714	696	688	739	738	739	739
Transportation and utilities	771	774	-	764	764	730	733	785	792	791	788
State and local government	714	719	653	712	714	637	640	697	701	781	791
Level III	847	848	842	849	853	838	839	833	828	872	873
Private industry	851	851	856	848	851	848	847	836	830	883	883
Goods producing	852	853	843	837	839	860	867	835	828	886	887
Manufacturing	851	853	841	836	839	857	865	835	828	887	888
Service producing	848	844	912	887	888	833	823	840	840	865	861
Transportation and utilities	900	904	874	937	940	887	891	899	907	893	880
State and local government	818	825	748	866	866	733	746	792	793	844	847
Level IV	1,021	1,022	1,005	1,009	1,010	1,022	1,016	1,006	1,006	1,044	1,056
Private industry	1,027	1,027	1,021	1,012	1,013	1,033	1,025	1,009	1,007	1,053	1,066
Goods producing	1,020	1,023	978	1,002	1,003	1,034	1,031	1,003	1,002	1,044	1,059
Manufacturing	1,018	1,022	965	1,001	1,002	1,028	1,025	1,005	1,004	1,042	1,058
Service producing	1,043	1,038	-	1,046	1,047	1,032	1,017	1,027	1,030	1,089	1,090
Transportation and utilities	1,061	1,073	1,005	1,075	1,076	1,040	1,050	1,068	1,088	1,081	1,088
State and local government	955	964	878	962	961	855	869	954	962	1,001	1,005
Level V	1,230	1,233	1,169	1,227	1,229	1,215	1,213	1,223	1,218	1,248	1,263
Private industry	1,237	1,240	1,177	1,228	1,230	1,229	1,227	1,225	1,220	1,261	1,277
Goods producing	1,235	1,240	1,149	1,217	1,219	1,248	1,247	1,227	1,221	1,249	1,268
Manufacturing	1,231	1,237	1,142	1,217	1,219	1,231	1,231	1,228	1,222	1,249	1,268
Service producing	1,244	1,243	-	1,267	1,267	1,199	1,192	1,218	1,214	1,318	1,318
Transportation and utilities	1,261	1,262	-	1,281	1,281	1,278	1,278	1,244	1,240	1,256	1,254
State and local government	1,104	1,108	1,032	1,173	1,180	991	999	1,145	1,136	1,137	-
Level VI	1,458	1,458	-	1,511	1,510	1,424	1,421	1,372	1,366	1,466	1,467
Private industry	1,468	1,467	-	1,512	1,511	1,435	1,432	1,374	1,368	1,484	1,485
Goods producing	1,484	1,483	-	1,515	1,515	1,505	1,505	1,373	1,366	1,483	1,484
Manufacturing	1,478	1,478	-	1,515	1,515	1,476	1,476	1,373	1,366	1,482	1,484
Service producing	1,423	1,420	-	1,499	1,499	1,357	1,351	1,380	1,375	1,492	1,492
Transportation and utilities	1,456	1,453	-	1,478	1,478	1,454	1,454	1,453	1,433	-	-
State and local government	-	-	-	1,299	1,299	1,076	1,076	1,239	1,239	-	-

See footnotes at end of table.

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Table C-1. Average pay by type of area, professional and administrative occupations, United States, June 1992 — Continued

Occupation and level	United States			Northeast		South		Midwest		West	
	Total	Metro-politan	Nonmetro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan
Level VII	1,695	1,694	-	1,753	1,753	1,679	1,675	1,566	1,566	1,716	1,716
Private industry	1,707	1,706	-	1,753	1,753	1,694	1,690	1,566	1,566	1,735	1,735
Goods producing	1,717	1,717	-	1,765	1,765	1,765	1,765	1,556	1,556	1,712	1,712
Manufacturing	1,707	1,707	-	1,766	1,766	1,731	1,731	1,556	1,556	1,711	1,711
Service producing	1,685	1,681	-	1,727	1,727	1,606	1,593	1,594	1,594	1,827	1,827
Transportation and utilities	1,683	1,689	-	-	-	1,567	1,567	-	-	-	-
Level VIII	2,002	2,002	-	2,123	2,123	2,001	2,001	-	-	2,019	2,019
Private industry	2,009	2,009	-	2,123	2,123	2,001	2,001	-	-	2,048	2,048
Goods producing	2,008	2,008	-	2,154	2,154	2,045	2,045	-	-	2,002	2,002
Manufacturing	1,989	1,989	-	2,154	2,154	1,971	1,971	-	-	2,002	2,002
Service producing	2,017	2,017	-	-	-	-	-	-	-	-	-
Administrative Occupations											
Budget Analysts											
Level I	516	520	-	494	494	491	493	-	-	-	-
Private industry	506	508	-	471	471	504	504	481	493	-	-
Service producing	480	483	-	469	469	-	-	-	-	-	-
State and local government	527	534	-	541	541	472	475	-	-	-	-
Level II	583	586	-	612	608	556	553	587	595	599	618
Private industry	589	593	-	608	603	583	582	555	565	606	624
Goods producing	601	603	-	-	-	-	-	-	-	-	-
Manufacturing	596	598	-	-	-	-	-	-	-	-	-
Service producing	580	584	-	605	598	569	558	543	565	567	628
Transportation and utilities	619	647	-	-	-	-	-	-	-	-	-
State and local government	571	573	-	632	632	520	519	-	-	580	601
Level III	768	770	-	735	737	731	732	758	761	809	811
Private industry	761	763	-	739	740	748	752	739	739	807	807
Goods producing	796	800	-	774	774	779	-	-	-	832	832
Manufacturing	783	788	-	769	769	-	-	-	-	834	834
Service producing	731	731	-	716	716	709	709	732	732	772	772
Transportation and utilities	759	763	-	-	-	721	721	834	834	-	-
State and local government	776	779	-	713	722	697	697	-	-	-	-
Level IV	871	872	-	901	898	865	862	848	862	873	873
Private industry	872	874	-	893	889	902	902	845	862	-	-
Goods producing	880	885	-	-	-	-	-	-	-	-	-
Manufacturing	863	867	-	-	-	-	-	-	-	-	-
Service producing	861	859	-	874	868	823	823	833	833	916	916
Transportation and utilities	905	905	-	-	-	-	-	899	899	-	-
State and local government	868	868	-	921	921	788	788	865	865	914	914
Budget Analyst Supervisors											
Level I	941	941	-	-	-	843	843	-	-	-	-
Private industry	961	961	-	-	-	-	-	-	-	-	-
Service producing	924	924	-	-	-	-	-	-	-	-	-
State and local government	932	932	-	-	-	812	812	-	-	-	-
Level II	1,066	1,071	-	-	-	1,054	-	-	-	-	-
Private industry	1,078	1,088	-	-	-	-	-	-	-	-	-
Service producing	1,066	1,066	-	-	-	-	-	-	-	-	-
State and local government	1,042	1,042	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

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Table C-1. Average pay by type of area, professional and administrative occupations, United States, June 1992 — Continued

Occupation and level	United States			Northeast		South		Midwest		West	
	Total	Metro-politan	Nonmetro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan
Buyers/Contracting Specialists											
Level I	476	481	420	485	493	459	463	471	476	505	514
Private industry	480	484	428	482	490	470	472	471	477	507	512
Goods producing	488	493	-	481	484	483	485	471	480	518	524
Manufacturing	487	492	-	481	485	480	482	471	480	522	529
Service producing	468	471	-	484	496	450	451	471	471	481	480
Transportation and utilities	468	464	-	-	-	-	-	-	-	-	-
State and local government	453	462	402	527	532	418	427	473	472	494	532
Level II	603	609	575	621	624	586	587	595	606	620	625
Private industry	607	614	579	619	622	597	602	598	609	620	624
Goods producing	609	618	580	622	622	599	609	599	610	622	628
Manufacturing	608	618	580	620	620	597	607	599	611	625	631
Service producing	601	604	564	611	620	592	592	595	604	613	608
Transportation and utilities	625	623	-	642	642	612	612	649	689	620	591
State and local government	571	578	528	645	655	517	515	554	571	617	631
Level III	796	794	812	805	801	787	768	805	812	787	789
Private industry	801	800	818	807	803	798	777	808	816	791	794
Goods producing	798	797	809	804	798	796	773	804	812	789	792
Manufacturing	798	796	808	804	798	790	761	804	813	790	794
Service producing	816	811	-	822	822	802	786	835	836	808	808
Transportation and utilities	862	865	-	895	895	823	823	898	898	810	812
State and local government	715	715	-	757	757	692	687	688	690	735	735
Level IV	947	952	-	945	946	940	941	1,004	1,001	915	929
Private industry	949	955	-	946	946	947	949	1,005	1,002	915	929
Goods producing	943	948	-	932	932	944	944	1,004	1,000	911	925
Manufacturing	936	941	-	930	930	909	909	1,004	1,000	908	924
Service producing	977	983	-	1,034	1,034	953	958	1,013	1,020	962	971
Transportation and utilities	1,018	1,024	-	1,093	1,093	950	950	1,069	1,069	-	-
State and local government	856	856	-	-	-	768	768	-	-	937	937
Level V	1,132	1,132	-	1,127	1,127	1,191	1,191	-	-	-	-
Private industry	1,133	1,133	-	1,129	1,129	1,192	1,192	-	-	-	-
Goods producing	1,125	1,125	-	-	-	-	-	-	-	-	-
Manufacturing	1,111	1,111	-	-	-	-	-	-	-	-	-
Service producing	1,203	1,203	-	-	-	-	-	-	-	-	-
Computer Programmers											
Level I	498	502	-	504	505	483	485	507	512	507	514
Private industry	504	507	-	507	507	497	498	509	515	502	507
Goods producing	540	538	-	498	500	559	559	556	552	-	-
Manufacturing	536	534	-	498	500	542	542	556	552	-	-
Service producing	489	493	-	510	510	477	477	487	497	494	503
Transportation and utilities	549	549	-	-	-	512	512	563	563	-	-
State and local government	458	465	-	465	475	422	427	484	482	-	-

See footnotes at end of table.

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Table C-1. Average pay by type of area, professional and administrative occupations, United States, June 1992 — Continued

Occupation and level	United States			Northeast		South		Midwest		West	
	Total	Metro-politan	Nonmetro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan
Level II	587	589	560	601	605	570	572	588	587	601	604
Private industry	593	594	580	602	605	585	586	589	587	603	603
Goods producing	626	629	-	625	631	632	642	621	612	624	627
Manufacturing	625	629	-	625	631	630	641	621	612	624	627
Service producing	576	577	-	590	593	563	562	576	578	587	586
Transportation and utilities	609	609	-	605	605	574	574	631	633	627	627
State and local government	542	549	493	585	588	492	498	582	588	590	606
Level III	686	688	640	703	705	670	671	675	680	707	707
Private industry	691	693	637	704	706	683	683	677	682	710	709
Goods producing	701	708	-	708	715	729	736	660	675	706	706
Manufacturing	700	707	-	708	715	728	735	660	674	706	706
Service producing	687	687	-	703	703	669	668	683	684	712	712
Transportation and utilities	727	721	-	776	735	666	666	723	723	783	783
State and local government	658	659	647	687	692	604	603	659	662	-	-
Level IV	830	831	-	824	827	813	812	813	813	880	880
Private industry	832	833	-	824	827	818	818	815	815	879	880
Goods producing	837	837	-	-	-	-	-	837	837	885	886
Manufacturing	836	836	-	-	-	-	-	837	837	885	886
Service producing	828	830	-	832	837	826	826	811	811	854	854
Transportation and utilities	871	871	-	-	-	-	-	-	-	-	-
State and local government	797	793	-	825	825	731	724	778	784	892	889
Level V	978	980	-	-	-	958	958	901	901	-	-
Private industry	978	980	-	-	-	958	958	898	898	-	-
Goods producing	990	990	-	-	-	-	-	-	-	-	-
Manufacturing	990	990	-	-	-	-	-	-	-	-	-
Service producing	958	962	-	969	985	958	958	-	-	-	-
Computer Systems Analysts											
Level I	684	683	713	703	703	650	648	707	703	722	724
Private industry	688	686	733	704	705	656	653	708	704	728	728
Goods producing	692	688	-	690	692	-	-	748	735	751	751
Manufacturing	690	686	-	690	692	-	-	748	735	753	753
Service producing	685	685	-	710	710	645	644	690	691	718	718
Transportation and utilities	746	749	-	744	-	693	697	777	777	735	735
State and local government	643	645	620	646	646	600	602	698	699	680	691
Level II	823	823	806	851	851	786	786	814	815	851	852
Private industry	823	823	824	851	851	792	792	815	815	846	847
Goods producing	819	818	-	844	843	-	-	839	837	849	851
Manufacturing	815	814	-	844	843	-	-	839	837	849	850
Service producing	824	824	-	853	853	794	794	808	809	844	845
Transportation and utilities	881	882	-	-	-	853	853	864	865	854	854
State and local government	823	826	760	865	868	719	720	803	803	-	-
Level III	977	977	-	996	996	959	960	958	958	992	993
Private industry	980	980	-	997	996	969	969	959	959	995	995
Goods producing	991	991	-	1,007	1,008	970	970	992	994	1,010	1,012
Manufacturing	987	987	-	1,007	1,008	-	-	992	993	1,009	1,011
Service producing	975	975	-	992	992	969	969	947	946	986	986
Transportation and utilities	996	995	-	-	-	983	983	984	984	996	996
State and local government	923	924	-	991	991	-	-	929	929	982	982

See footnotes at end of table.

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Table C-1. Average pay by type of area, professional and administrative occupations, United States, June 1992 — Continued

Occupation and level	United States			Northeast		South		Midwest		West	
	Total	Metro-politan	Nonmetro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan
Level IV	1,169	1,169	-	1,156	1,158	1,196	1,194	1,130	1,130	1,163	1,163
Private industry	1,170	1,170	-	1,156	1,158	1,197	1,194	1,131	1,131	1,169	1,169
Goods producing	1,193	1,190	-	1,144	1,144	1,254	1,247	1,132	1,132	1,230	1,230
Manufacturing	1,181	1,181	-	1,144	1,144	1,225	1,225	1,132	1,132	1,230	1,230
Service producing	1,158	1,159	-	1,162	1,164	1,172	1,172	1,130	1,130	1,135	1,135
Transportation and utilities	1,161	1,161	-	-	-	-	-	-	-	-	-
State and local government	1,132	1,130	-	-	-	-	-	-	-	1,133	1,132
Level V	1,432	1,437	-	1,427	1,453	1,459	1,459	-	-	1,405	1,405
Private industry	1,432	1,437	-	1,427	1,453	1,459	1,459	-	-	-	-
Goods producing	1,460	1,460	-	-	-	-	-	-	-	-	-
Manufacturing	1,457	1,457	-	-	-	-	-	-	-	-	-
Service producing	1,425	1,431	-	-	-	-	-	-	-	-	-
Computer Systems Analyst Supervisors/Managers											
Level I	1,043	1,044	-	1,096	1,094	994	993	1,047	1,046	1,065	1,073
Private industry	1,070	1,070	-	1,097	1,096	1,046	1,046	1,051	1,050	1,114	1,114
Goods producing	1,138	1,153	-	1,170	1,164	1,134	1,179	1,114	1,119	1,152	1,152
Manufacturing	1,138	1,156	-	1,170	1,164	1,130	1,193	1,113	1,118	-	-
Service producing	1,058	1,057	-	1,088	1,088	1,028	1,025	1,040	1,040	1,106	1,106
Transportation and utilities	1,100	1,094	-	-	-	-	-	1,145	1,145	-	-
State and local government	934	938	-	-	-	-	-	-	-	979	996
Level II	1,243	1,242	-	1,261	1,261	1,202	1,202	1,241	1,239	1,263	1,263
Private industry	1,251	1,251	-	1,261	1,261	1,210	1,210	1,252	1,251	1,281	1,281
Goods producing	1,291	1,291	-	1,322	1,322	1,268	1,268	1,269	1,269	1,286	1,286
Manufacturing	1,284	1,284	-	1,322	1,322	1,224	1,224	1,269	1,269	1,278	1,278
Service producing	1,241	1,240	-	1,245	1,245	1,204	1,204	1,249	1,247	1,277	1,277
Transportation and utilities	1,301	1,301	-	-	-	1,262	1,262	1,305	1,305	-	-
State and local government	1,134	1,134	-	-	-	1,111	1,111	1,109	1,109	1,160	1,160
Level III	1,496	1,496	-	1,511	1,512	1,468	1,468	1,529	1,529	1,451	1,451
Private industry	1,497	1,497	-	1,511	1,512	1,468	1,468	1,531	1,531	1,444	1,444
Goods producing	1,532	1,532	-	1,503	1,503	1,657	1,657	-	-	-	-
Manufacturing	1,495	1,495	-	1,503	1,503	-	-	-	-	-	-
Service producing	1,481	1,481	-	1,516	1,518	1,416	1,416	1,524	1,524	1,443	1,443
Transportation and utilities	1,521	1,526	-	-	-	-	-	-	-	-	-
State and local government	1,464	1,464	-	-	-	-	-	-	-	1,484	1,484
Level IV	1,763	1,763	-	-	-	-	-	-	-	-	-
Private industry	1,763	1,763	-	-	-	-	-	-	-	-	-
Personnel Specialists											
Level I	490	488	-	501	492	468	469	489	487	522	521
Private industry	488	489	-	486	486	484	482	473	479	528	524
Goods producing	505	509	-	-	-	506	519	466	468	566	566
Manufacturing	502	506	-	-	-	493	-	466	468	569	569
Service producing	480	480	-	478	478	475	471	477	485	500	489
Transportation and utilities	539	528	-	-	-	-	-	532	532	-	-
State and local government	495	485	-	573	541	443	448	524	505	504	514

See footnotes at end of table.

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Table C-1. Average pay by type of area, professional and administrative occupations, United States, June 1992 — Continued

Occupation and level	United States			Northeast		South		Midwest		West	
	Total	Metro-politan	Nonmetro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan
Level II	561	566	517	577	583	528	531	573	578	580	586
Private industry	561	565	525	574	578	537	539	570	575	568	571
Goods producing	584	591	-	577	579	576	584	585	596	602	604
Manufacturing	582	589	-	577	579	563	571	585	597	603	606
Service producing	549	552	502	572	578	522	523	556	558	550	554
Transportation and utilities	598	604	-	593	593	592	592	647	655	539	554
State and local government	560	571	493	607	630	496	501	592	602	626	652
Level III	715	719	677	721	725	690	696	714	718	741	742
Private industry	712	715	684	721	725	704	708	714	718	713	711
Goods producing	741	746	710	740	741	728	742	751	757	745	742
Manufacturing	737	742	705	742	741	714	725	752	758	743	743
Service producing	694	697	645	708	716	688	690	687	691	695	694
Transportation and utilities	780	780	-	793	793	759	757	807	812	743	736
State and local government	726	734	642	722	723	629	640	715	718	-	-
Level IV	934	936	910	953	956	910	913	934	941	946	940
Private industry	941	944	913	955	959	930	935	936	943	947	940
Goods producing	957	965	914	968	969	947	968	952	963	969	958
Manufacturing	953	960	915	969	970	929	948	952	963	972	960
Service producing	925	925	911	945	951	915	908	913	919	926	924
Transportation and utilities	970	955	-	962	962	945	917	1,035	1,025	931	910
State and local government	878	880	-	926	929	782	784	895	899	945	942
Level V	1,177	1,179	-	1,169	1,169	1,178	1,182	1,176	1,179	1,187	1,187
Private industry	1,196	1,198	-	1,169	1,169	1,238	1,242	1,182	1,185	1,206	1,206
Goods producing	1,210	1,213	-	1,165	1,165	1,297	1,307	1,182	1,186	1,173	1,173
Manufacturing	1,196	1,199	-	1,162	1,162	1,259	1,268	1,188	1,194	1,171	1,171
Service producing	1,176	1,176	-	1,173	1,173	1,103	1,103	1,182	1,184	1,237	1,237
Transportation and utilities	1,260	1,267	-	1,128	1,128	1,157	1,157	-	-	-	-
State and local government	1,013	1,013	-	-	-	-	-	1,095	1,095	1,127	1,127
Level VI	1,461	1,461	-	1,407	1,407	1,485	1,485	1,468	1,468	-	-
Private industry	1,462	1,462	-	1,407	1,407	1,485	1,485	1,468	1,468	-	-
Goods producing	1,435	1,435	-	-	-	-	-	-	-	-	-
Manufacturing	1,417	1,417	-	-	-	-	-	-	-	-	-
Service producing	1,495	1,495	-	-	-	-	-	-	-	-	-
Personnel Supervisors/Managers											
Level I	990	1,001	-	1,015	1,014	958	964	1,023	1,026	1,000	1,017
Private industry	1,011	1,023	-	1,028	1,027	985	1,006	1,030	1,032	1,035	1,035
Goods producing	1,015	1,051	-	-	-	981	1,062	1,035	1,039	1,056	1,056
Manufacturing	1,015	1,052	-	-	-	980	1,068	1,035	1,039	1,056	1,056
Service producing	1,007	1,005	-	1,014	1,013	989	983	1,017	1,017	1,026	1,026
Transportation and utilities	1,072	1,072	-	-	-	-	-	-	-	-	-
State and local government	890	899	-	950	950	850	839	964	964	892	945
Level II	1,241	1,241	-	1,309	1,310	1,161	1,163	1,240	1,236	1,269	1,267
Private industry	1,269	1,268	-	1,315	1,315	1,227	1,227	1,244	1,240	1,289	1,287
Goods producing	1,278	1,275	-	1,300	1,300	1,260	1,260	1,238	1,229	1,313	1,310
Manufacturing	1,267	1,267	-	1,300	1,300	1,194	1,194	1,228	1,228	1,316	1,316
Service producing	1,262	1,262	-	1,325	1,325	1,209	1,209	1,253	1,253	1,264	1,264
Transportation and utilities	1,287	1,287	-	-	-	1,221	1,221	1,353	1,353	-	-
State and local government	1,026	1,028	-	-	-	928	929	-	-	1,144	1,144

See footnotes at end of table.

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Table C-1. Average pay by type of area, professional and administrative occupations, United States, June 1992 — Continued

Occupation and level	United States			Northeast		South		Midwest		West	
	Total	Metro-politan	Nonmetro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan
Level III	1,578	1,578	-	1,624	1,624	1,508	1,508	1,598	1,598	1,605	1,605
Private industry	1,599	1,599	-	1,627	1,627	1,559	1,559	1,601	1,601	1,624	1,624
Goods producing	1,583	1,583	-	1,619	1,619	1,564	1,564	1,582	1,582	1,583	1,583
Manufacturing	1,560	1,560	-	1,620	1,620	1,473	1,473	1,581	1,581	1,580	1,580
Service producing	1,624	1,624	-	1,637	1,637	1,549	1,549	1,626	1,626	1,682	1,682
Transportation and utilities	1,635	1,635	-	-	-	-	-	1,718	1,718	-	-
State and local government	1,225	1,225	-	-	-	-	-	-	-	-	-
Level IV	2,051	2,051	-	2,121	2,121	-	-	2,069	2,069	-	-
Private industry	2,053	2,053	-	2,121	2,121	-	-	2,073	2,073	-	-
Goods producing	2,013	2,013	-	-	-	-	-	-	-	-	-
Manufacturing	1,999	1,999	-	-	-	-	-	-	-	-	-
Service producing	2,116	2,116	-	-	-	-	-	-	-	-	-
Tax Collectors											
Level I	449	449	-	-	-	-	-	-	-	-	-
State and local government	449	449	-	451	451	-	-	410	410	521	521
Level II	490	522	-	538	536	433	459	-	-	550	557
State and local government	490	522	392	538	536	433	459	461	578	550	557
Level III	703	707	-	737	737	651	-	-	-	-	-
State and local government	703	707	-	737	737	651	665	680	719	-	-

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

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Table C-2. Average pay by type of area, technical and protective service occupations, United States, June 1992

Occupation and level	United States			Northeast		South		Midwest		West	
	Total	Metro-politan	Nonmetro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan
Technical Occupations											
Computer Operators											
Level I	335	337	-	350	351	328	329	327	333	356	354
Private industry	335	337	-	348	350	335	335	317	323	349	347
Goods producing	349	350	-	372	372	324	324	334	342	369	361
Manufacturing	350	354	-	372	372	336	336	334	342	361	361
Service producing	333	335	-	342	343	335	336	313	319	345	345
Transportation and utilities	369	374	-	-	-	368	374	-	-	-	-
State and local government	335	338	-	-	-	290	289	373	392	413	413
Level II	405	410	347	422	427	387	389	401	409	426	429
Private industry	406	410	341	421	426	392	394	398	407	421	423
Goods producing	415	420	-	437	441	393	396	405	411	437	439
Manufacturing	415	421	-	437	441	392	396	405	411	437	439
Service producing	402	407	327	414	420	392	394	394	404	416	418
Transportation and utilities	480	480	-	514	514	476	476	480	480	477	477
State and local government	402	407	369	442	450	366	368	425	431	450	460
Level III	509	511	458	529	532	476	476	504	507	530	532
Private industry	512	513	470	528	531	488	488	504	508	525	525
Goods producing	520	522	-	538	540	504	508	503	504	523	523
Manufacturing	520	522	-	538	541	501	504	503	504	523	523
Service producing	507	509	-	522	526	483	482	505	509	527	527
Transportation and utilities	565	565	-	615	615	534	532	570	571	601	601
State and local government	496	501	431	534	539	428	430	499	501	542	-
Level IV	622	622	-	658	659	576	572	624	624	616	616
Private industry	624	624	-	658	660	579	575	627	626	616	616
Goods producing	640	640	-	686	686	593	579	617	616	623	623
Manufacturing	640	639	-	686	686	587	570	617	616	622	622
Service producing	613	614	-	639	641	574	574	631	631	605	605
Transportation and utilities	672	672	-	-	-	-	-	729	729	-	-
State and local government	593	593	-	616	616	543	543	601	601	616	615
Level V	696	698	-	-	-	-	-	-	-	-	-
Private industry	696	697	-	-	-	-	-	-	-	-	-
Drafters											
Level I	384	388	-	397	397	376	380	386	390	396	398
Private industry	387	391	-	398	398	384	390	385	390	384	385
Goods producing	369	375	-	388	387	341	351	379	384	382	383
Manufacturing	371	376	-	389	387	340	348	384	391	384	385
Service producing	410	411	-	421	427	417	417	396	397	390	392
Transportation and utilities	466	467	-	-	-	465	465	470	478	-	-
State and local government	351	351	-	-	-	308	307	395	395	468	475
Level II	463	476	388	489	529	443	448	446	453	491	492
Private industry	462	476	387	490	531	448	455	446	453	466	467
Goods producing	440	459	381	436	494	437	449	439	447	460	460
Manufacturing	439	457	380	434	494	432	443	439	447	459	460
Service producing	498	499	-	555	557	465	463	463	465	478	481
Transportation and utilities	550	554	-	-	-	491	494	521	547	494	493
State and local government	474	477	-	452	450	404	404	442	452	570	571

See footnotes at end of table.

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Table C-2. Average pay by type of area, technical and protective service occupations, United States, June 1992 — Continued

Occupation and level	United States			Northeast		South		Midwest		West	
	Total	Metro-politan	Nonmetro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan
Level III	592	595	571	585	602	582	570	594	597	612	616
Private industry	593	595	570	585	602	594	582	595	597	597	600
Goods producing	585	593	512	566	587	590	594	588	591	597	601
Manufacturing	577	585	-	569	593	576	578	587	590	565	568
Service producing	609	600	-	634	634	599	562	611	612	597	599
Transportation and utilities	627	630	-	637	637	599	582	663	677	586	-
State and local government	591	590	-	598	600	501	500	572	572	-	-
Level IV	740	741	-	738	740	712	713	754	754	750	750
Private industry	741	742	-	738	740	723	724	754	754	736	736
Goods producing	733	734	-	736	738	691	693	752	752	714	714
Manufacturing	730	731	-	733	735	655	655	753	753	713	714
Service producing	756	756	-	746	746	749	749	758	758	776	776
Transportation and utilities	769	769	-	-	-	681	681	788	789	-	-
State and local government	728	728	-	-	-	-	-	-	-	-	-
Engineering Technicians											
Level I	397	399	-	398	398	371	377	408	408	419	420
Private industry	399	399	-	398	398	377	377	408	408	419	420
Goods producing	409	409	-	398	398	-	-	-	-	420	421
Manufacturing	408	408	-	398	398	-	-	-	-	420	421
Service producing	382	382	-	-	-	370	370	-	-	-	-
Transportation and utilities	449	449	-	-	-	-	-	-	-	-	-
Level II	471	471	-	489	490	443	442	477	477	482	479
Private industry	471	471	-	489	490	442	442	476	477	482	479
Goods producing	480	480	-	487	488	460	460	475	476	482	478
Manufacturing	479	479	-	487	488	454	454	474	474	482	478
Service producing	452	452	-	509	509	434	434	479	479	-	-
Transportation and utilities	558	559	-	-	-	-	-	-	-	-	-
Level III	563	566	523	590	590	530	534	557	561	577	578
Private industry	564	567	522	590	590	530	534	558	562	576	578
Goods producing	563	567	510	588	589	530	535	542	549	572	573
Manufacturing	562	565	-	588	588	520	525	541	548	573	574
Service producing	567	565	-	610	611	531	531	596	590	611	611
Transportation and utilities	656	660	-	-	-	618	639	667	659	-	-
State and local government	536	537	-	-	-	-	-	530	517	-	-
Level IV	686	688	653	667	669	666	664	706	711	703	704
Private industry	686	688	653	667	669	666	664	706	711	702	704
Goods producing	672	674	-	656	657	662	661	671	676	698	700
Manufacturing	669	670	-	656	657	635	631	671	676	698	700
Service producing	729	730	-	744	744	672	669	761	763	727	727
Transportation and utilities	804	809	-	-	-	703	687	-	-	-	-
State and local government	694	713	-	-	-	-	-	-	-	-	-
Level V	803	803	-	800	800	751	746	812	812	846	846
Private industry	803	803	-	800	800	751	746	813	813	846	846
Goods producing	796	796	-	-	-	723	723	787	787	844	844
Manufacturing	795	795	-	-	-	707	707	787	787	845	845
Service producing	828	828	-	-	-	798	794	874	874	853	853
Transportation and utilities	874	891	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

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Table C-2. Average pay by type of area, technical and protective service occupations, United States, June 1992 — Continued

Occupation and level	United States			Northeast		South		Midwest		West	
	Total	Metro-politan	Nonmetro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan
Level VI	917	917	-	-	-	943	943	862	862	967	967
Private industry	917	917	-	-	-	943	943	862	862	967	967
Goods producing	905	905	-	-	-	-	-	-	-	-	-
Manufacturing	903	903	-	-	-	-	-	-	-	-	-
Service producing	933	933	-	-	-	-	-	-	-	-	-
Engineering Technicians, Civil or Survey Technicians/Construction Inspectors											
Level I	316	325	286	391	391	292	295	338	340	353	396
Private industry	309	311	-	-	-	299	293	-	-	-	-
Service producing	309	311	-	-	-	298	293	-	-	-	-
State and local government	320	333	281	398	398	288	297	348	352	387	396
Level II	409	418	372	435	437	373	374	421	431	477	513
Private industry	413	418	-	-	-	388	388	-	-	-	-
Service producing	412	417	-	-	-	386	386	-	-	-	-
State and local government	407	418	374	416	417	369	368	413	429	498	521
Level III	515	526	468	534	535	460	465	528	535	591	629
Private industry	563	576	-	605	605	553	561	542	547	564	609
Service producing	560	573	-	-	-	538	547	544	550	569	608
Transportation and utilities	544	622	-	-	-	-	-	-	-	-	-
State and local government	505	516	462	516	516	445	447	525	532	597	632
Level IV	646	661	573	646	647	578	586	628	640	725	752
Private industry	677	682	-	682	682	653	655	628	633	722	757
Goods producing	730	751	-	-	-	-	-	-	-	-	-
Service producing	669	674	-	-	-	617	617	623	629	729	764
Transportation and utilities	666	688	-	-	-	-	-	-	-	-	-
State and local government	635	652	565	614	-	552	555	628	642	727	751
Level V	759	782	-	817	823	644	645	714	768	877	888
Private industry	846	851	-	-	-	787	797	-	-	909	909
Service producing	859	859	-	-	-	795	795	-	-	-	-
State and local government	732	756	646	791	807	616	612	702	760	867	880
Level VI	960	971	-	-	-	-	-	-	-	-	-
Private industry	955	957	-	-	-	-	-	-	-	-	-
Service producing	988	992	-	-	-	-	-	-	-	-	-
State and local government	974	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

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Table C-2. Average pay by type of area, technical and protective service occupations, United States, June 1992 — Continued

Occupation and level	United States			Northeast		South		Midwest		West	
	Total	Metro-politan	Nonmetro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan
Protective Service Occupations											
Corrections Officers	504	526	467	590	591	398	401	475	482	647	669
State and local government	504	527	467	590	591	398	402	475	482	647	669
Firefighters	591	607	454	655	661	480	498	592	603	716	732
State and local government	591	608	454	655	661	479	497	592	603	718	733
Police Officers, Uniformed											
Level I	621	645	487	699	706	499	517	591	621	723	745
Private industry	490	490	-	-	-	-	-	-	-	-	-
Service producing	490	490	-	-	-	-	-	-	-	-	-
State and local government	621	645	487	701	707	500	518	591	621	723	745
Level II	730	740	-	749	803	605	611	732	-	920	923
State and local government	732	742	617	749	803	605	612	732	737	920	923

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

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Table C-3. Average pay by type of area, clerical occupations, United States, June 1992

Occupation and level	United States			Northeast		South		Midwest		West	
	Total	Metro-politan	Nonmetro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan
Clerks, Accounting											
Level I	291	293	268	305	307	293	293	283	283	291	296
Private industry	292	293	-	303	306	295	296	281	282	294	294
Goods producing	289	291	-	304	307	281	281	281	286	285	285
Manufacturing	289	292	-	305	309	276	276	283	289	285	285
Service producing	293	293	-	303	305	298	300	281	281	295	296
Transportation and utilities	341	343	-	308	304	384	384	-	-	279	-
State and local government	289	292	-	342	345	285	284	292	291	-	325
Level II	343	347	310	359	363	327	330	338	344	362	366
Private industry	341	345	308	358	361	328	331	334	340	353	355
Goods producing	349	354	323	376	377	334	341	340	345	365	367
Manufacturing	348	353	323	373	373	333	339	339	345	366	369
Service producing	337	341	292	351	355	325	327	332	338	349	352
Transportation and utilities	383	385	346	381	385	392	394	386	386	352	354
State and local government	355	364	316	368	378	320	326	368	379	391	404
Level III	417	422	377	427	430	395	401	408	412	440	443
Private industry	414	418	376	426	429	400	405	404	407	429	430
Goods producing	420	426	388	428	434	414	422	402	406	439	439
Manufacturing	419	424	388	426	432	409	416	403	407	439	439
Service producing	410	413	356	424	426	390	395	405	408	423	425
Transportation and utilities	445	449	407	475	474	433	450	468	463	415	416
State and local government	429	438	378	437	439	380	388	425	437	461	468
Level IV	502	506	452	520	522	480	487	496	500	512	513
Private industry	515	517	469	521	523	516	518	504	508	517	517
Goods producing	523	526	-	507	510	550	558	533	539	508	507
Manufacturing	522	525	-	506	510	552	559	538	546	505	504
Service producing	510	511	-	527	528	494	494	489	492	523	523
Transportation and utilities	559	561	-	626	626	538	538	560	566	569	569
State and local government	472	477	441	517	520	414	418	475	476	500	502
Clerks, General											
Level I	255	259	227	274	272	239	242	273	279	252	253
Private industry	250	252	-	271	270	236	240	259	261	-	-
Goods producing	250	272	-	-	-	227	244	280	280	-	-
Manufacturing	249	272	-	-	-	223	-	282	282	-	-
Service producing	250	250	-	269	267	239	239	255	257	-	-
Transportation and utilities	307	308	-	-	-	275	267	-	-	-	-
State and local government	269	277	227	287	286	244	246	297	311	301	307
Level II	307	310	277	325	326	286	287	305	311	322	326
Private industry	297	300	266	319	321	281	284	295	300	301	303
Goods producing	299	303	273	328	329	280	282	295	297	308	313
Manufacturing	301	305	-	324	325	278	279	300	304	312	315
Service producing	296	299	262	317	319	281	284	294	301	299	301
Transportation and utilities	338	341	316	321	321	339	336	374	384	300	297
State and local government	319	323	290	339	340	292	290	320	327	343	349

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Table C-3. Average pay by type of area, clerical occupations, United States, June 1992 — Continued

Occupation and level	United States			Northeast		South		Midwest		West	
	Total	Metro-politan	Nonmetro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan
Level III	381	387	330	381	385	346	354	377	383	401	404
Private industry	373	379	328	376	382	367	376	382	388	366	368
Goods producing	395	409	335	389	399	350	373	433	442	382	387
Manufacturing	401	416	334	388	400	353	378	439	448	385	392
Service producing	365	369	323	372	377	372	376	357	362	361	363
Transportation and utilities	440	444	398	467	467	438	439	458	470	404	406
State and local government	387	394	331	387	389	320	327	370	376	413	416
Level IV	453	460	385	459	464	420	435	448	454	473	473
Private industry	467	470	-	461	471	475	483	473	473	452	452
Goods producing	487	492	-	514	514	481	500	526	526	455	455
Manufacturing	491	496	-	521	521	493	-	528	528	453	455
Service producing	459	463	-	450	461	474	479	454	454	449	449
Transportation and utilities	515	516	-	511	511	510	512	533	535	511	514
State and local government	444	452	379	458	459	344	352	420	426	480	480
Clerks, Order											
Level I	324	327	-	348	353	304	309	310	313	344	345
Private industry	324	327	-	348	353	304	309	310	313	344	345
Goods producing	331	333	-	351	353	321	320	312	314	359	362
Manufacturing	332	333	-	351	353	321	320	313	314	359	362
Service producing	319	323	-	347	353	293	301	308	311	330	330
Level II	434	440	-	453	454	416	427	425	431	446	446
Private industry	434	440	-	453	454	416	427	425	431	446	446
Goods producing	436	446	-	449	449	418	430	422	432	479	479
Manufacturing	436	447	-	449	449	419	431	422	432	479	479
Service producing	429	431	-	460	463	405	419	431	431	405	405
Key Entry Operators											
Level I	303	305	279	322	327	287	286	295	300	319	321
Private industry	301	304	278	319	324	285	284	292	297	316	318
Goods producing	306	309	289	328	330	296	295	290	294	330	332
Manufacturing	306	309	289	328	330	295	294	290	294	331	333
Service producing	300	303	275	317	323	284	283	293	298	314	316
Transportation and utilities	356	355	-	392	393	349	345	349	349	361	362
State and local government	313	316	289	372	373	292	293	322	324	369	373
Level II	374	378	343	388	390	348	356	379	378	387	389
Private industry	374	378	-	387	387	357	371	370	369	384	383
Goods producing	371	388	-	392	394	342	380	377	373	407	407
Manufacturing	369	386	-	392	394	340	376	377	373	406	406
Service producing	375	375	379	385	385	367	368	367	367	379	377
Transportation and utilities	430	426	-	440	436	416	414	431	421	433	433
State and local government	375	378	354	397	404	326	327	411	412	406	436
Personnel Assistants (Employment)											
Level I	302	306	-	349	350	289	288	300	310	309	322
Private industry	301	306	-	347	348	283	283	303	315	304	324
Goods producing	300	301	-	-	-	-	-	-	-	-	-
Manufacturing	300	301	-	-	-	-	-	-	-	-	-
Service producing	301	309	-	349	351	286	286	296	310	303	324
Transportation and utilities	344	344	-	-	-	-	-	-	-	-	-
State and local government	307	306	-	-	-	304	303	280	280	-	-

See footnotes at end of table.

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Table C-3. Average pay by type of area, clerical occupations, United States, June 1992 — Continued

Occupation and level	United States			Northeast		South		Midwest		West	
	Total	Metro-politan	Nonmetro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan
Level II	378	383	355	397	398	360	362	381	386	408	418
Private industry	379	382	363	396	397	366	365	377	380	397	404
Goods producing	377	393	-	436	436	352	367	381	382	430	435
Manufacturing	376	391	-	436	436	347	362	381	382	429	435
Service producing	380	378	-	384	385	377	363	375	380	387	393
Transportation and utilities	425	402	-	-	-	421	375	455	455	385	385
State and local government	376	388	335	404	404	346	357	405	429	440	466
Level III	464	467	427	487	489	454	459	445	446	469	472
Private industry	460	465	-	486	487	459	465	431	432	455	460
Goods producing	474	483	-	501	502	491	517	437	437	440	-
Manufacturing	472	480	-	501	502	483	510	437	437	439	-
Service producing	452	455	-	477	478	436	436	427	428	461	464
Transportation and utilities	455	452	-	-	-	-	-	-	-	431	439
State and local government	476	477	475	492	504	439	440	481	479	508	505
Level IV	548	553	-	567	566	511	530	538	542	568	567
Private industry	543	550	-	569	568	524	551	511	514	555	554
Goods producing	549	568	-	581	581	509	570	518	-	-	-
Manufacturing	543	562	-	582	582	-	-	-	-	-	-
Service producing	537	537	-	545	545	538	538	505	505	552	552
Transportation and utilities	533	533	-	-	-	-	-	-	-	-	-
State and local government	557	558	-	-	-	468	468	-	-	581	580
Secretaries											
Level I	356	361	331	386	394	339	342	367	376	367	366
Private industry	369	372	342	392	397	353	355	375	383	368	364
Goods producing	401	407	373	420	425	373	373	416	436	404	394
Manufacturing	401	407	374	420	424	367	367	417	436	408	401
Service producing	357	361	321	378	383	347	349	359	365	357	360
Transportation and utilities	416	418	-	429	429	395	398	492	497	399	390
State and local government	335	339	323	358	374	326	328	349	358	364	-
Level II	424	425	410	449	450	399	400	417	420	448	448
Private industry	433	434	425	453	453	424	425	415	418	441	437
Goods producing	456	454	-	468	467	452	454	429	431	469	460
Manufacturing	456	454	-	467	466	447	449	430	431	475	468
Service producing	424	426	361	445	447	413	415	411	414	431	432
Transportation and utilities	475	481	-	473	470	468	482	497	496	457	457
State and local government	407	408	393	427	431	370	370	421	425	461	468
Level III	494	496	455	511	513	465	469	489	491	516	515
Private industry	500	502	470	513	514	481	485	493	493	515	512
Goods producing	513	515	475	514	517	503	514	512	512	522	518
Manufacturing	512	514	476	514	517	497	509	513	512	522	518
Service producing	492	493	458	512	513	469	469	479	480	507	507
Transportation and utilities	533	532	565	581	577	511	510	539	538	522	520
State and local government	466	470	432	497	505	421	423	470	476	522	526
Level IV	578	580	522	603	605	556	562	555	555	579	579
Private industry	585	586	565	604	606	579	579	561	561	581	581
Goods producing	588	588	-	600	601	622	624	557	557	581	581
Manufacturing	587	587	-	600	601	619	621	557	557	582	582
Service producing	584	584	-	607	608	560	561	564	564	581	581
Transportation and utilities	616	615	-	665	665	579	578	621	619	613	613
State and local government	548	553	483	594	599	484	500	534	533	574	574

See footnotes at end of table.

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Table C-3. Average pay by type of area, clerical occupations, United States, June 1992 — Continued

Occupation and level	United States			Northeast		South		Midwest		West	
	Total	Metro-politan	Nonmetro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan
Level V	703	704	-	722	723	697	699	697	697	684	684
Private industry	709	709	-	725	726	716	716	702	702	681	681
Goods producing	708	708	-	731	731	775	775	713	712	-	-
Manufacturing	707	707	-	731	731	792	792	713	713	-	-
Service producing	709	710	-	721	722	681	681	684	684	732	732
Transportation and utilities	744	744	-	766	766	711	711	760	760	737	737
State and local government	654	654	-	651	651	604	601	577	577	702	701
Switchboard Operator-Receptionists	318	321	292	345	347	297	297	303	307	340	343
Private industry	317	320	294	343	346	298	297	300	304	339	341
Goods producing	326	329	312	347	350	317	317	304	307	346	348
Manufacturing	326	328	314	346	348	318	315	302	306	347	347
Service producing	313	316	271	341	344	289	291	298	302	336	338
Transportation and utilities	330	326	363	352	355	321	309	326	318	334	336
State and local government	327	344	288	365	371	283	291	342	358	354	384
Word Processors											
Level I	350	352	307	371	372	323	324	338	342	386	387
Private industry	349	352	-	369	370	344	345	336	340	363	364
Goods producing	357	358	-	-	-	346	346	356	-	-	-
Manufacturing	357	358	-	-	-	336	336	358	-	-	-
Service producing	347	350	-	367	368	344	345	330	336	366	368
Transportation and utilities	367	372	-	-	-	359	373	-	-	-	-
State and local government	352	353	326	-	-	291	291	347	348	435	435
Level II	433	436	370	449	456	385	388	419	421	461	463
Private industry	431	434	-	450	460	401	402	416	419	456	456
Goods producing	423	425	-	442	447	386	386	411	417	429	429
Manufacturing	422	424	-	442	447	377	377	411	417	428	428
Service producing	433	436	-	451	461	402	403	417	419	465	465
Transportation and utilities	493	494	-	-	-	452	452	-	-	464	464
State and local government	435	439	376	447	448	339	344	424	424	-	-
Level III	518	519	-	547	550	465	468	485	485	569	569
Private industry	544	544	-	568	569	492	492	510	510	584	584
Goods producing	555	555	-	-	-	-	-	-	-	533	533
Manufacturing	558	558	-	-	-	-	-	-	-	534	534
Service producing	543	543	-	571	572	490	490	482	482	595	595
State and local government	461	464	-	489	495	388	394	-	-	501	501

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

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Table C-4. Average pay by type of area, maintenance and toolroom occupations, United States, June 1992

Occupation and level	United States			Northeast		South		Midwest		West	
	Total	Metro-politan	Nonmetro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan
General Maintenance Workers	9.62	9.87	8.78	11.17	11.42	8.50	8.61	9.60	9.81	9.75	9.83
Private industry	9.37	9.56	8.57	10.90	11.17	8.47	8.53	9.33	9.48	9.08	9.21
Goods producing	9.99	10.27	9.18	10.67	11.05	9.24	9.37	9.97	10.20	10.19	10.37
Manufacturing	9.99	10.28	9.17	10.68	11.07	9.21	9.33	9.97	10.20	10.23	10.42
Service producing	9.12	9.30	8.18	11.02	11.22	8.25	8.35	8.94	9.05	8.81	8.93
Transportation and utilities	11.29	11.36	-	12.02	12.73	10.41	10.51	11.58	11.27	10.55	10.60
State and local government	10.32	10.89	9.12	11.81	12.01	8.59	8.88	10.39	11.21	11.39	12.05
Maintenance Electricians	16.23	16.63	14.94	16.51	16.74	14.19	14.40	17.76	17.90	17.79	17.45
Private industry	16.26	16.66	15.07	16.33	16.54	14.36	14.64	17.80	17.94	17.74	16.96
Goods producing	16.08	16.70	14.20	16.23	16.47	13.95	14.57	17.76	17.91	17.09	16.93
Manufacturing	16.21	16.95	13.93	16.18	16.40	14.13	15.15	17.75	17.90	16.84	16.96
Service producing	17.05	16.47	18.54	16.62	16.73	15.94	14.87	18.08	18.19	19.60	17.14
Transportation and utilities	19.36	19.29	-	19.91	19.93	-	17.99	19.40	19.65	-	-
State and local government	15.96	16.39	12.73	17.49	17.80	12.71	13.00	17.26	17.45	17.95	18.62
Maintenance Electronics Technicians											
Level I	10.87	10.83	-	12.18	12.18	10.26	10.12	10.67	10.68	10.71	10.63
Private industry	10.54	10.49	-	11.09	11.09	10.30	10.16	10.64	10.64	10.35	10.35
Goods producing	10.87	10.87	-	11.52	11.52	-	-	-	-	-	-
Manufacturing	10.82	10.82	-	11.52	11.52	-	-	-	-	-	-
Service producing	10.37	10.29	-	10.16	10.16	10.28	10.10	10.58	10.58	10.39	10.39
Transportation and utilities	10.70	10.48	-	-	-	-	-	-	-	-	-
State and local government	-	-	-	-	-	9.87	9.77	10.98	11.19	13.15	13.89
Level II	16.13	16.21	14.80	16.45	16.53	15.98	16.09	15.75	15.85	16.39	16.41
Private industry	16.22	16.30	14.91	16.46	16.54	16.21	16.32	15.86	15.96	16.29	16.30
Goods producing	15.27	15.36	-	14.54	14.44	15.81	-	15.03	15.12	15.11	15.12
Manufacturing	15.28	15.37	-	14.54	14.44	15.87	-	15.03	15.12	15.11	15.12
Service producing	16.64	16.69	-	17.57	17.64	16.43	16.45	16.26	16.35	16.56	16.59
Transportation and utilities	17.20	17.25	15.92	-	-	16.99	17.02	17.07	17.17	16.73	16.77
State and local government	14.72	14.82	13.82	-	-	12.65	12.63	13.83	13.73	17.47	17.61
Level III	18.09	18.17	16.70	17.65	17.86	17.06	16.98	17.90	18.01	19.00	19.02
Private industry	18.07	18.16	-	17.68	17.90	17.24	17.17	17.90	18.04	18.85	18.88
Goods producing	17.26	17.29	-	-	-	16.26	16.26	17.01	17.04	17.49	17.50
Manufacturing	17.26	17.32	-	-	-	16.27	16.27	17.01	17.04	17.48	17.57
Service producing	18.38	18.51	-	17.77	18.15	17.57	17.53	18.03	18.18	19.50	19.50
Transportation and utilities	18.99	19.17	-	18.99	18.95	18.22	18.30	18.57	18.87	19.94	19.94
State and local government	18.42	18.32	-	-	-	14.72	14.72	17.73	17.12	20.35	20.39
Maintenance Machinists	15.81	15.96	15.32	15.76	16.24	13.81	14.14	16.39	16.52	17.98	17.21
Private industry	15.74	15.86	15.32	15.75	16.25	13.79	14.12	16.26	16.38	17.89	16.98
Goods producing	15.25	15.64	13.65	15.21	15.64	13.46	13.88	16.13	16.33	16.90	17.02
Manufacturing	15.23	15.63	13.55	15.18	15.60	13.49	13.87	16.16	16.34	16.78	17.04
Service producing	18.74	17.74	-	-	-	16.35	15.76	17.47	16.93	-	-
Transportation and utilities	19.30	-	-	-	-	17.77	17.29	17.00	15.77	-	-
State and local government	18.57	18.57	-	16.11	16.11	15.63	15.63	-	-	19.97	19.97

See footnotes at end of table.

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Table C-4. Average pay by type of area, maintenance and toolroom occupations, United States, June 1992 — Continued

Occupation and level	United States			Northeast		South		Midwest		West	
	Total	Metro-politan	Nonmetro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan
Maintenance Mechanics, Machinery	15.18	15.40	14.53	14.53	14.77	14.34	14.06	16.39	16.75	15.31	15.21
Private industry	15.21	15.44	14.54	14.55	14.79	14.37	14.11	16.43	16.79	15.30	15.19
Goods producing	14.98	15.34	13.83	14.44	14.69	14.07	14.03	16.17	16.58	15.03	15.19
Manufacturing	14.99	15.36	13.78	14.42	14.62	14.11	14.07	16.18	16.58	14.91	15.20
Service producing	16.84	16.17	-	15.35	15.53	16.04	14.53	18.67	18.82	-	15.21
Transportation and utilities	18.85	19.11	-	18.85	18.85	-	17.92	19.54	-	-	18.22
State and local government	13.68	13.72	13.42	13.23	13.55	12.71	12.76	14.08	14.14	16.04	15.89
Maintenance Mechanics, Motor Vehicle	14.21	14.68	11.46	14.99	15.13	12.44	12.97	14.97	15.30	15.46	16.05
Private industry	14.46	14.75	11.81	15.15	15.18	12.75	13.17	15.58	15.70	15.31	15.61
Goods producing	13.40	14.07	10.75	14.22	14.46	11.24	11.86	15.83	15.93	14.61	15.10
Manufacturing	13.64	14.24	10.99	14.68	15.26	11.51	12.05	15.99	16.02	14.96	15.06
Service producing	14.95	15.01	13.73	15.35	15.32	13.75	13.79	15.46	15.59	15.63	15.83
Transportation and utilities	15.30	15.34	14.53	15.68	15.59	14.11	14.17	15.80	15.86	16.13	16.30
State and local government	13.72	14.52	11.17	14.63	15.00	11.79	12.44	13.43	14.02	15.68	16.75
Maintenance Pipefitters	17.55	17.63	17.17	17.82	17.83	16.16	15.59	18.22	18.28	18.28	18.28
Private industry	17.60	17.65	-	18.01	17.98	16.33	15.73	18.16	18.22	18.20	18.20
Goods producing	17.64	17.67	-	17.22	17.22	16.64	15.89	18.21	18.27	18.20	18.20
Manufacturing	18.01	18.04	-	17.20	17.20	17.98	17.82	18.14	18.24	18.35	18.35
Service producing	17.38	17.52	-	-	-	-	-	-	17.25	-	-
Transportation and utilities	19.08	-	-	-	-	-	-	-	17.17	-	-
State and local government	16.76	17.34	-	16.52	16.80	13.05	12.47	19.77	19.83	20.90	20.90
Tool and Die Makers	16.64	17.15	15.08	15.90	16.67	15.90	15.11	17.10	17.82	18.57	18.59
Private industry	16.64	17.15	15.08	15.90	16.68	15.90	15.11	17.10	17.82	18.57	18.59
Goods producing	16.64	17.15	15.08	15.90	16.68	15.90	15.11	17.10	17.82	18.57	18.59
Manufacturing	16.64	17.15	15.08	15.90	16.68	15.90	15.11	17.10	17.82	18.57	18.59

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

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Table C-5. Average pay by type of area, material movement and custodial occupations, United States, June 1992

Occupation and level	United States			Northeast		South		Midwest		West	
	Total	Metro-politan	Nonmetro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan
Forklift Operators	9.91	11.07	8.22	11.69	11.89	8.44	9.50	11.76	12.11	11.15	11.25
Private industry	9.91	11.06	8.22	11.69	11.90	8.43	9.49	11.76	12.11	11.14	11.24
Goods producing	9.73	11.09	8.23	11.51	11.71	8.35	9.62	11.93	12.32	10.51	10.48
Manufacturing	9.72	11.08	8.23	11.51	11.71	8.35	9.63	11.90	12.29	10.53	10.50
Service producing	10.78	10.98	-	12.34	12.41	9.02	9.14	11.12	11.37	12.35	12.48
Transportation and utilities	12.41	12.60	-	14.99	15.33	10.52	10.54	-	-	-	-
State and local government	13.77	13.77	-	-	-	-	-	-	-	-	-
Guards											
Level I	6.48	6.44	7.37	7.01	6.99	6.06	5.96	6.44	6.40	6.68	6.69
Private industry	6.37	6.33	7.28	6.85	6.84	5.98	5.87	6.33	6.30	6.55	6.56
Goods producing	9.49	9.97	7.95	9.46	10.07	8.29	8.32	12.07	12.26	8.82	9.09
Manufacturing	9.55	10.07	7.96	9.57	10.24	8.28	8.30	12.07	12.26	8.89	9.19
Service producing	6.14	6.12	6.78	6.65	6.65	5.80	5.75	5.85	5.80	6.42	6.44
Transportation and utilities	9.97	9.56	-	-	-	8.88	8.88	10.89	9.21	9.50	9.50
State and local government	9.07	9.17	8.16	10.37	10.33	7.68	7.77	8.94	8.97	10.95	11.49
Level II	11.13	11.16	-	11.66	11.61	10.72	10.88	10.57	10.57	11.50	11.57
Private industry	11.12	11.10	-	11.53	11.46	11.10	11.10	10.50	10.52	11.23	11.26
Goods producing	12.76	12.72	-	11.91	11.62	12.15	12.19	12.87	12.87	13.70	13.70
Manufacturing	12.76	12.73	-	11.91	11.62	12.15	12.19	12.87	12.87	13.70	13.70
Service producing	10.63	10.62	-	11.42	11.42	10.98	10.98	9.66	9.67	9.67	9.30
Transportation and utilities	15.18	15.18	-	-	-	-	-	-	-	-	-
State and local government	11.22	11.56	-	13.00	13.00	8.22	8.85	10.98	10.89	12.77	12.85
Janitors	7.40	7.47	6.92	8.94	9.08	5.89	5.79	7.77	7.92	7.57	7.57
Private industry	6.85	6.89	6.54	8.46	8.59	5.55	5.39	7.07	7.22	6.60	6.60
Goods producing	9.44	9.97	7.95	9.66	9.78	7.80	7.87	10.89	11.33	9.38	9.45
Manufacturing	9.46	10.01	7.92	9.67	9.79	7.82	7.93	10.91	11.35	9.36	9.45
Service producing	6.50	6.55	5.87	8.33	8.48	5.25	5.22	6.27	6.34	6.35	6.37
Transportation and utilities	10.39	10.65	8.85	11.78	11.77	9.29	9.76	11.39	11.31	9.21	9.44
State and local government	8.71	9.11	7.32	10.36	10.60	6.67	6.88	9.34	9.80	9.70	10.23
Material Handling Laborers	9.29	9.67	7.25	10.34	10.44	7.76	8.02	10.58	10.95	8.72	8.68
Private industry	9.29	9.68	7.24	10.35	10.44	7.77	8.03	10.57	10.95	8.71	8.67
Goods producing	8.88	9.38	7.39	9.83	9.88	7.76	8.13	10.05	10.47	7.92	7.94
Manufacturing	8.89	9.39	7.40	9.83	9.89	7.77	8.14	10.06	10.48	7.93	7.94
Service producing	9.80	9.96	-	10.73	10.84	7.78	7.93	11.27	11.52	9.22	9.16
Transportation and utilities	13.81	13.82	-	15.06	15.06	11.03	11.03	14.64	14.65	-	-
State and local government	9.06	9.18	-	-	-	7.25	7.31	-	-	9.39	-
Order Fillers	8.65	9.14	6.72	9.41	9.68	7.51	7.89	8.89	9.37	10.00	10.00
Private industry	8.65	9.14	6.72	9.41	9.68	7.51	7.89	8.89	9.37	10.00	10.00
Goods producing	8.29	8.81	-	9.20	9.20	-	8.13	8.34	8.71	8.70	8.70
Manufacturing	8.29	8.81	-	9.20	9.20	-	8.14	8.34	8.71	8.70	8.70
Service producing	8.84	9.27	-	9.52	9.97	7.45	7.84	9.26	9.75	10.29	10.29
Shipping/Receiving Clerks	9.44	9.68	8.19	9.74	9.87	8.65	8.86	9.87	10.18	10.01	9.94
Private industry	9.44	9.68	8.20	9.73	9.86	8.66	8.87	9.87	10.17	10.01	9.93
Goods producing	9.70	10.09	8.39	9.82	9.99	8.96	9.49	10.49	10.78	10.25	10.11
Manufacturing	9.71	10.11	8.37	9.83	10.00	8.96	9.50	10.52	10.82	10.24	10.13
Service producing	9.03	9.15	7.05	9.63	9.73	7.92	7.92	8.91	9.25	9.75	9.76
Transportation and utilities	11.99	12.07	-	-	-	9.10	9.03	-	-	9.54	9.68
State and local government	9.37	9.77	6.97	11.85	11.97	8.25	8.70	10.34	10.49	10.13	10.52

See footnotes at end of table.

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Table C-5. Average pay by type of area, material movement and custodial occupations, United States, June 1992 — Continued

Occupation and level	United States			Northeast		South		Midwest		West	
	Total	Metro-politan	Nonmetro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan	Total	Metro-politan
Truckdrivers											
Light Truck	8.51	8.53	7.87	11.15	11.18	6.89	6.88	8.34	8.34	8.31	8.34
Private industry	8.44	8.46	7.82	11.06	11.09	6.93	6.91	8.09	8.10	8.07	8.10
Goods producing	8.82	8.88	-	10.62	10.64	7.72	7.95	8.77	8.75	8.42	8.43
Manufacturing	8.83	8.86	-	10.73	10.76	7.76	7.98	8.82	8.79	8.22	8.22
Service producing	8.32	8.34	-	11.17	11.19	6.78	6.75	7.71	7.74	7.91	7.94
Transportation and utilities	11.51	11.48	-	-	-	-	-	-	-	-	-
State and local government	9.18	9.25	8.06	12.28	12.38	6.63	6.66	10.43	10.60	11.62	11.66
Medium Truck	13.50	13.60	11.65	14.37	14.30	12.81	13.05	14.02	14.10	13.20	13.26
Private industry	13.66	13.73	11.96	14.66	14.59	12.98	13.21	14.24	14.24	13.22	13.27
Goods producing	12.19	12.64	-	15.33	15.58	9.06	9.44	12.97	13.12	11.45	11.57
Manufacturing	12.36	12.78	-	15.57	15.65	8.99	9.40	12.84	13.00	11.87	11.90
Service producing	13.94	13.92	-	14.50	14.34	13.47	13.55	14.50	14.47	13.66	13.67
Transportation and utilities	16.27	16.23	-	16.66	16.54	15.57	15.57	16.87	16.85	16.69	16.69
State and local government	11.33	11.50	-	12.36	12.38	8.36	8.45	11.21	11.35	12.91	13.07
Heavy Truck	11.91	12.16	9.93	13.65	13.89	9.22	9.32	12.58	12.97	12.62	12.69
Private industry	11.64	11.80	10.13	12.71	12.96	9.22	9.27	12.46	12.74	12.54	12.56
Goods producing	11.77	11.97	10.36	13.37	13.72	8.83	8.82	13.75	13.89	13.19	13.09
Manufacturing	12.17	12.46	-	13.62	14.10	9.38	9.39	13.71	13.85	12.73	12.88
Service producing	11.54	11.67	-	12.12	12.30	9.78	9.82	11.42	11.74	12.23	12.32
Transportation and utilities	11.99	12.03	-	12.10	12.45	9.95	9.95	13.38	13.27	12.72	12.84
State and local government	12.96	13.76	9.55	-	-	9.24	9.58	13.07	14.11	13.26	13.92
Tractor Trailer	12.94	13.30	9.44	14.24	14.80	11.21	11.58	13.81	14.23	13.17	13.36
Private industry	12.93	13.29	9.43	14.20	14.75	11.21	11.58	13.81	14.23	13.15	13.34
Goods producing	11.69	12.40	9.18	13.66	13.75	9.64	10.40	12.18	13.40	12.44	12.80
Manufacturing	11.61	12.38	8.46	14.04	14.07	9.71	10.56	11.92	13.24	12.23	12.61
Service producing	13.38	13.55	9.86	14.32	15.01	11.85	11.92	14.24	14.39	13.49	13.55
Transportation and utilities	14.37	14.55	-	15.06	15.79	13.07	13.16	15.40	15.45	14.16	14.23
State and local government	14.99	15.41	-	17.10	17.80	10.57	10.73	-	-	15.71	15.71
Warehouse Specialists	11.21	11.34	9.97	11.87	11.96	11.13	11.37	10.63	10.81	11.60	11.57
Private industry	11.23	11.36	10.01	11.87	11.96	11.27	11.50	10.63	10.81	11.55	11.51
Goods producing	10.84	11.05	9.95	11.30	11.42	10.93	11.46	10.54	10.72	10.88	10.77
Manufacturing	10.83	11.07	9.79	11.30	11.42	10.96	11.53	10.54	10.75	10.79	10.77
Service producing	11.50	11.54	10.22	12.40	12.38	11.54	11.53	10.71	10.87	11.84	11.82
Transportation and utilities	13.65	13.61	14.35	13.26	13.14	13.80	13.81	13.43	13.36	13.65	13.59
State and local government	10.69	10.88	9.12	11.91	12.07	8.20	8.33	10.63	10.69	12.30	12.35

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

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Table D-1. Average pay in goods-producing industries, professional and administrative occupations, United States, June 1992

Occupation and level	All goods-producing	Construction	Manufacturing										
			All manufacturing	Durable goods						Nondurable goods			
				All durable goods	Fabricated metal products	Industrial and commercial machinery	Electronic equipment	Transportation equipment	Measuring instruments	All nondurable goods	Food and kindred products	Printing and publishing	Chemicals and allied equipment
Professional Occupations													
Accountants													
Level I	508	-	502	502	-	499	516	522	519	504	482	446	534
Level II	602	554	601	603	557	620	615	626	607	600	557	566	656
Level III	734	712	732	725	708	741	738	733	756	741	723	685	798
Level IV	943	969	929	909	886	903	923	910	900	966	930	936	990
Level V	1,237	-	1,220	1,167	-	1,206	1,170	1,182	1,173	1,304	-	-	1,412
Level VI	1,526	-	1,465	1,420	-	-	-	-	-	1,515	-	-	-
Attorneys													
Level I	801	-	-	-	-	-	-	-	-	-	-	-	-
Level II	1,046	-	1,033	1,033	-	-	-	-	-	-	-	-	-
Level III	1,353	-	1,342	1,214	-	-	-	-	-	1,401	-	-	-
Level IV	1,694	-	1,678	1,534	-	-	-	1,525	-	1,768	-	-	-
Level V	2,009	-	1,959	1,875	-	-	-	-	-	2,018	-	-	-
Level VI	2,606	-	2,558	-	-	-	-	-	-	-	-	-	-
Engineers													
Level I	650	611	652	637	592	645	659	624	631	700	-	-	-
Level II	732	712	732	725	695	746	737	708	713	771	-	-	-
Level III	852	846	851	845	806	880	845	828	851	901	859	-	956
Level IV	1,020	995	1,018	1,006	970	1,028	1,017	972	1,037	1,091	1,069	-	1,102
Level V	1,235	1,229	1,231	1,226	1,172	1,243	1,230	1,204	1,255	1,284	-	-	1,285
Level VI	1,484	-	1,478	1,477	-	1,508	1,515	1,414	1,495	1,501	-	-	1,543
Level VII	1,717	-	1,707	1,695	-	1,781	1,719	1,625	1,738	1,764	-	-	-
Level VIII	2,008	-	1,989	1,963	-	-	2,028	1,828	-	-	-	-	-
Administrative Occupations													
Budget Analysts													
Level II	601	-	596	587	-	-	-	-	-	-	-	-	-
Level III	796	-	783	788	-	-	-	-	-	771	-	-	-
Level IV	880	-	863	848	-	-	-	-	-	944	-	-	-
Buyers/Contracting Specialists													
Level I	488	-	487	480	426	473	532	517	523	508	-	-	511
Level II	609	603	608	605	578	604	652	618	614	618	608	629	629
Level III	798	776	798	793	744	811	810	779	799	824	830	746	841
Level IV	943	-	936	925	-	948	893	928	918	998	-	-	1,004
Level V	1,125	-	1,111	1,094	-	-	-	-	-	-	-	-	-
Computer Programmers													
Level I	540	-	536	544	-	599	-	-	-	518	-	-	-
Level II	626	-	625	635	519	687	-	574	575	605	583	576	670
Level III	701	-	700	682	663	736	743	666	690	718	759	702	-
Level IV	837	-	836	835	-	841	-	842	-	843	-	-	-
Level V	990	-	990	990	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

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Table D-1. Average pay in goods-producing industries, professional and administrative occupations, United States, June 1992 — Continued

Occupation and level	All goods-producing	Construction	Manufacturing										
			All manufacturing	Durable goods						Nondurable goods			
				All durable goods	Fabricated metal products	Industrial and commercial machinery	Electronic equipment	Transportation equipment	Measuring instruments	All nondurable goods	Food and kindred products	Printing and publishing	Chemicals and allied equipment
Computer Systems Analysts													
Level I	692	-	690	-	-	-	711	718	691	752	-	687	757
Level II	819	-	815	793	792	-	883	848	817	860	891	849	889
Level III	991	-	987	958	-	-	1,071	1,011	-	1,033	1,071	-	-
Level IV	1,193	-	1,181	1,169	-	1,155	-	1,166	-	1,202	-	-	-
Level V	1,460	-	1,457	1,513	-	-	-	-	-	-	-	-	-
Computer Systems Analyst Supervisors/Managers													
Level I	1,138	-	1,138	1,118	-	-	1,146	-	-	1,162	-	-	-
Level II	1,291	-	1,284	1,261	-	-	1,308	-	-	1,328	-	-	-
Level III	1,532	-	1,495	1,455	-	-	-	-	-	1,530	-	-	-
Personnel Specialists													
Level I	505	-	502	523	-	-	-	528	-	466	-	-	-
Level II	584	-	582	579	536	571	579	630	610	585	583	520	681
Level III	741	689	737	742	683	716	741	787	761	729	694	683	781
Level IV	957	917	953	957	877	942	942	1,018	1,023	947	915	913	1,014
Level V	1,210	-	1,196	1,164	-	1,091	1,155	1,232	1,238	1,230	-	-	1,257
Level VI	1,435	-	1,417	1,350	-	-	-	-	-	-	-	-	-
Personnel Supervisors/Managers													
Level I	1,015	-	1,015	1,034	-	-	-	1,054	-	980	-	-	-
Level II	1,278	-	1,267	1,253	-	1,287	1,263	1,293	1,308	1,306	-	-	-
Level III	1,583	-	1,560	1,516	-	1,482	-	1,557	-	1,635	-	-	-
Level IV	2,013	-	1,999	-	-	-	-	-	-	-	-	-	-

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

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Table D-2. Average pay in goods-producing industries, technical and protective service occupations, United States, June 1992

Occupation and level	All goods-producing	Construction	Manufacturing										
			All manufacturing	Durable goods						Nondurable goods			
				All durable goods	Fabricated metal products	Industrial and commercial machinery	Electronic equipment	Transportation equipment	Measuring instruments	All nondurable goods	Food and kindred products	Printing and publishing	Chemicals and allied equipment
Technical Occupations													
Computer Operators													
Level I	349	-	350	352	-	-	-	-	-	348	-	-	-
Level II	415	-	415	414	411	409	424	457	430	417	418	419	477
Level III	520	-	520	520	502	522	516	538	541	520	491	569	578
Level IV	640	-	640	634	-	643	622	628	-	653	-	-	-
Drafters													
Level I	369	-	371	371	366	361	403	-	383	-	-	-	-
Level II	440	452	439	440	425	452	477	452	462	-	-	-	-
Level III	585	645	577	575	512	599	584	594	599	598	-	-	-
Level IV	733	-	730	732	-	717	730	771	737	689	-	-	-
Engineering Technicians													
Level I	409	-	408	414	-	-	416	-	419	-	-	-	-
Level II	480	-	479	487	-	481	468	474	517	-	-	-	-
Level III	563	-	562	560	536	522	577	558	589	572	-	-	-
Level IV	672	-	669	668	659	654	654	694	687	678	-	-	-
Level V	796	-	795	795	-	797	-	789	805	782	-	-	-
Level VI	905	-	903	902	-	-	-	-	-	-	-	-	-
Engineering Technicians, Civil or Survey Technicians/Construction Inspectors													
Level IV	730	-	-	-	-	-	-	-	-	-	-	-	-

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Table D-3. Average pay in goods-producing industries, clerical occupations, United States, June 1992

Occupation and level	All goods-producing	Construction	Manufacturing										
			All manufacturing	Durable goods						Nondurable goods			
				All durable goods	Fabricated metal products	Industrial and commercial machinery	Electronic equipment	Transportation equipment	Measuring instruments	All nondurable goods	Food and kindred products	Printing and publishing	Chemicals and allied equipment
Clerks, Accounting													
Level I	289	-	289	294	-	314	297	-	-	285	281	278	-
Level II	349	353	348	350	329	364	374	350	373	346	336	347	372
Level III	420	421	419	413	398	424	426	438	426	425	419	422	472
Level IV	523	505	522	520	-	501	508	566	545	526	476	493	620
Clerks, General													
Level I	250	-	249	258	-	-	-	-	-	241	-	-	-
Level II	299	285	301	308	290	292	354	339	324	293	287	279	-
Level III	395	347	401	423	353	390	494	456	387	364	363	366	410
Level IV	487	-	491	503	-	-	512	533	-	476	-	-	-
Clerks, Order													
Level I	331	-	332	331	-	313	337	-	347	332	332	337	361
Level II	436	-	436	441	425	406	505	-	420	433	-	-	446
Key Entry Operators													
Level I	306	331	306	304	312	296	328	299	299	309	305	310	332
Level II	371	-	369	391	345	406	423	437	421	355	378	-	410
Personnel Assistants (Employment)													
Level I	300	-	300	292	-	-	-	-	-	324	-	-	-
Level II	377	-	376	381	-	-	368	-	-	369	359	-	-
Level III	474	-	472	447	-	449	-	-	485	495	-	474	-
Level IV	549	-	543	543	-	-	-	-	-	544	-	-	-
Secretaries													
Level I	401	358	401	422	-	411	473	418	406	373	360	372	418
Level II	456	423	456	452	411	432	426	470	483	461	438	485	479
Level III	513	486	512	513	454	497	516	540	535	510	497	498	550
Level IV	588	567	587	599	547	605	597	589	624	575	577	591	634
Level V	708	-	707	750	-	785	745	733	760	681	-	667	762
Switchboard Operator-Receptionists	326	326	326	322	313	343	344	324	345	331	317	343	354
Word Processors													
Level I	357	-	357	356	-	-	-	-	-	357	-	-	-
Level II	423	-	422	446	-	-	-	474	457	404	-	-	397
Level III	555	-	558	559	-	-	-	-	-	-	-	-	-

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Table D-4. Average pay in goods-producing industries, maintenance and toolroom occupations, United States, June 1992

Occupation and level	All goods-producing	Construction	Manufacturing										
			All manufacturing	Durable goods						Nondurable goods			
				All durable goods	Fabricated metal products	Industrial and commercial machinery	Electronic equipment	Transportation equipment	Measuring instruments	All nondurable goods	Food and kindred products	Printing and publishing	Chemicals and allied equipment
General Maintenance Workers	9.99	-	9.99	10.06	9.55	10.69	9.53	10.24	10.33	9.91	9.32	10.19	12.02
Maintenance Electricians	16.08	13.32	16.21	16.62	14.55	16.78	-	18.79	-	15.29	13.68	18.53	17.00
Maintenance Electronics Technicians													
Level I	10.87	-	10.82	10.75	-	-	-	-	-	-	-	-	-
Level II	15.27	-	15.28	14.10	-	13.73	14.22	14.84	13.37	16.61	-	15.57	-
Level III	17.26	-	17.26	17.20	-	16.33	-	17.65	-	17.56	-	19.55	-
Maintenance Machinists	15.25	-	15.23	14.54	13.27	14.71	-	13.58	16.25	16.65	16.68	18.05	17.01
Maintenance Mechanics, Machinery	14.98	14.83	14.99	14.94	13.88	15.29	16.86	17.33	13.50	15.04	13.37	14.01	17.30
Maintenance Mechanics, Motor Vehicle	13.40	12.55	13.64	14.11	-	-	-	17.01	-	13.03	12.08	17.23	16.79
Maintenance Pipefitters	17.64	-	18.01	18.52	-	-	-	19.38	-	17.38	18.36	-	17.10
Tool and Die Makers	16.64	-	16.64	16.76	14.25	15.38	16.94	19.09	15.89	15.58	-	-	-

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Table D-5. Average pay in goods-producing industries, material movement and custodial occupations, United States, June 1992

Occupation and level	All goods-producing	Construction	Manufacturing										
			All manufacturing	Durable goods						Nondurable goods			
				All durable goods	Fabricated metal products	Industrial and commercial machinery	Electronic equipment	Transportation equipment	Measuring instruments	All nondurable goods	Food and kindred products	Printing and publishing	Chemicals and allied equipment
Forklift Operators	9.73	-	9.72	10.82	9.99	11.02	11.44	13.73	-	9.03	10.08	9.44	11.51
Guards													
Level I	9.49	-	9.55	9.84	7.31	8.74	11.12	12.44	11.48	9.12	8.87	9.60	10.52
Level II	12.76	-	12.76	13.15	-	13.52	-	13.72	-	11.93	-	-	-
Janitors	9.44	6.17	9.46	10.29	7.64	8.89	11.63	13.75	9.28	8.45	8.65	8.90	9.98
Material Handling Laborers	8.88	-	8.89	9.46	7.92	8.80	10.71	12.99	9.81	8.40	8.90	-	9.80
Order Fillers	8.29	-	8.29	8.69	-	9.20	-	-	-	8.07	8.68	-	-
Shipping/Receiving Clerks	9.70	-	9.71	9.92	9.98	10.45	9.86	12.34	8.81	9.48	10.13	9.98	11.42
Truckdrivers													
Light Truck	8.82	8.59	8.83	9.13	8.60	9.80	7.57	8.27	-	8.53	-	8.27	-
Medium Truck	12.19	10.91	12.36	9.89	7.73	-	-	13.33	-	13.05	11.40	16.06	-
Heavy Truck	11.77	9.81	12.17	12.19	9.52	-	-	-	-	12.08	11.62	-	-
Tractor Trailer	11.69	11.81	11.61	10.73	10.08	-	-	16.90	-	12.03	12.07	-	14.46
Warehouse Specialists	10.84	9.95	10.83	10.53	9.91	10.40	10.47	11.23	11.53	11.19	10.48	10.22	14.14

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Table E-1. Average pay in service-producing industries, professional and administrative occupations, United States, June 1992

Occupation and level	All service-producing	Transportation and public utilities		Wholesale trade	Retail trade	Finance, insurance, and real estate			Services				
		All	Communications			All	Depository institutions	Insurance carriers	All services	Business services	Educational services	Health services	Engineering and management services
Professional Occupations													
Accountants													
Level I	470	522	-	486	466	473	463	495	447	437	454	455	477
Level II	561	621	585	574	545	563	551	586	544	537	540	550	577
Level III	715	755	734	733	698	709	683	706	702	697	691	677	742
Level IV	926	958	925	946	943	909	895	874	917	896	922	848	945
Level V	1,205	1,240	1,206	1,227	1,183	1,199	1,191	1,138	1,191	1,222	1,237	-	1,207
Level VI	1,521	1,590	-	-	-	1,502	-	-	1,613	-	-	-	-
Accountants, Public													
Level I	538	-	-	-	-	-	-	-	538	-	-	-	538
Level II	586	-	-	-	-	-	-	-	586	-	-	-	586
Level III	673	-	-	-	-	-	-	-	673	-	-	-	672
Level IV	860	-	-	-	-	-	-	-	860	-	-	-	859
Attorneys													
Level I	759	-	-	-	-	752	-	757	757	-	-	-	-
Level II	947	1,049	-	-	-	937	953	913	967	-	-	-	-
Level III	1,232	1,286	1,291	-	-	1,212	1,208	1,166	1,249	1,253	1,333	-	1,279
Level IV	1,597	1,630	1,670	1,800	-	1,582	1,523	1,517	1,623	-	-	-	1,671
Level V	2,036	2,011	-	-	-	1,991	2,038	1,816	2,233	-	-	-	-
Level VI	2,564	-	-	-	-	2,562	-	-	-	-	-	-	-
Engineers													
Level I	629	696	-	-	-	-	-	-	613	-	-	-	613
Level II	714	771	-	728	-	-	-	-	696	699	-	-	697
Level III	848	900	878	807	-	-	-	-	834	824	-	-	835
Level IV	1,043	1,061	1,013	1,008	-	-	-	-	1,039	1,064	-	-	1,035
Level V	1,244	1,261	1,255	1,231	-	-	-	-	1,242	1,310	-	-	1,228
Level VI	1,423	1,456	-	-	-	-	-	-	1,419	-	-	-	1,393
Level VII	1,685	1,683	-	-	-	-	-	-	1,684	-	-	-	1,646
Level VIII	2,017	-	-	-	-	-	-	-	2,051	-	-	-	1,984
Administrative Occupations													
Budget Analysts													
Level I	480	-	-	-	-	501	-	-	462	-	-	-	-
Level II	580	619	-	-	-	595	-	603	560	-	559	557	560
Level III	731	759	-	-	-	716	-	-	722	-	731	-	682
Level IV	861	905	-	-	-	840	-	-	851	-	829	-	-
Budget Analyst Supervisors													
Level I	924	-	-	-	-	-	-	-	-	-	-	-	-
Level II	1,066	-	-	-	-	-	-	-	-	-	-	-	-

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Table E-1. Average pay in service-producing industries, professional and administrative occupations, United States, June 1992 — Continued

Occupation and level	All service-producing	Transportation and public utilities		Wholesale trade	Retail trade	Finance, insurance, and real estate			Services				
		All	Communications			All	Depository institutions	Insurance carriers	All services	Business services	Educational services	Health services	Engineering and management services
Buyers/Contracting Specialists													
Level I	468	468	-	484	-	491	471	-	461	466	458	462	468
Level II	601	625	-	608	572	629	579	630	591	578	571	589	636
Level III	816	862	838	769	-	795	752	769	801	777	746	706	832
Level IV	977	1,018	-	-	-	-	-	-	958	-	-	-	960
Level V	1,203	-	-	-	-	-	-	-	-	-	-	-	-
Computer Programmers													
Level I	489	549	-	479	455	481	467	495	490	481	506	457	527
Level II	576	609	625	608	558	570	560	571	570	561	574	527	608
Level III	687	727	735	675	675	674	667	670	688	693	697	632	702
Level IV	828	871	-	808	-	823	854	806	827	824	825	-	848
Level V	958	-	-	-	-	933	-	-	966	962	-	-	-
Computer Systems Analysts													
Level I	685	746	-	715	664	695	686	688	664	665	685	642	613
Level II	824	881	-	828	803	826	809	824	799	804	818	759	753
Level III	975	996	977	996	928	964	983	942	979	972	962	920	993
Level IV	1,158	1,161	-	1,171	-	1,118	1,106	1,114	1,180	1,166	-	-	-
Level V	1,425	-	-	-	-	-	-	-	1,419	1,373	-	-	-
Computer Systems Analyst Supervisors/Managers													
Level I	1,058	1,100	-	1,159	1,061	1,083	1,086	1,078	1,020	1,006	1,076	-	-
Level II	1,241	1,301	-	-	1,234	1,249	1,239	1,248	1,220	1,199	1,260	-	1,291
Level III	1,481	1,521	-	-	-	1,546	-	1,571	1,412	1,397	-	-	-
Personnel Specialists													
Level I	480	539	-	-	-	474	461	494	475	458	457	-	518
Level II	549	598	595	587	529	556	531	578	537	545	532	522	558
Level III	694	780	762	712	689	695	670	713	674	687	660	646	710
Level IV	925	970	923	978	919	900	876	885	915	906	873	848	979
Level V	1,176	1,260	-	1,179	1,131	1,112	1,075	1,101	1,218	1,286	1,158	-	1,174
Level VI	1,495	-	-	-	-	-	-	-	-	-	-	-	-
Personnel Supervisors/Managers													
Level I	1,007	1,072	-	-	-	992	961	1,024	1,005	983	1,030	-	1,027
Level II	1,262	1,287	-	-	1,206	1,253	1,253	1,242	1,245	1,229	1,252	-	1,261
Level III	1,624	1,635	-	-	-	1,588	1,581	-	1,692	-	-	-	-
Level IV	2,116	-	-	-	-	-	-	-	-	-	-	-	-

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

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Table E-2. Average pay in service-producing industries, technical and protective service occupations, United States, June 1992

Occupation and level	All service-producing	Transportation and public utilities		Wholesale trade	Retail trade	Finance, insurance, and real estate			Services				
		All	Communications			All	Depository institutions	Insurance carriers	All services	Business services	Educational services	Health services	Engineering and management services
Technical Occupations													
Computer Operators													
Level I	333	369	-	348	-	318	306	338	338	349	295	-	-
Level II	402	480	493	402	379	394	380	410	394	405	390	382	380
Level III	507	565	554	499	478	496	487	507	499	498	490	488	511
Level IV	613	672	-	643	-	604	591	620	590	587	574	-	614
Drafters													
Level I	410	466	471	-	-	-	-	-	375	-	-	-	378
Level II	498	550	559	-	-	-	-	-	463	-	-	-	466
Level III	609	627	602	-	-	-	-	-	605	-	-	-	608
Level IV	756	769	-	-	-	-	-	-	756	-	-	-	757
Engineering Technicians													
Level I	382	-	-	-	-	-	-	-	370	-	-	-	375
Level II	452	-	-	-	-	-	-	-	439	-	-	-	440
Level III	567	656	-	-	-	-	-	-	545	-	-	-	545
Level IV	729	804	-	-	-	-	-	-	693	-	-	-	694
Level V	828	874	-	-	-	-	-	-	813	-	-	-	814
Level VI	933	-	-	-	-	-	-	-	928	-	-	-	928
Engineering Technicians, Civil or Survey Technicians/Construction Inspectors													
Level I	309	-	-	-	-	-	-	-	306	-	-	-	307
Level II	412	-	-	-	-	-	-	-	410	-	-	-	411
Level III	560	-	-	-	-	-	-	-	563	-	-	-	563
Level IV	669	-	-	-	-	-	-	-	669	-	-	-	672
Level V	859	-	-	-	-	-	-	-	859	-	-	-	859
Level VI	988	-	-	-	-	-	-	-	988	-	-	-	988
Protective Service Occupations													
Police Officers, Uniformed													
Level I	490	-	-	-	-	-	-	-	486	-	-	476	-

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

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Table E-3. Average pay in service-producing industries, clerical occupations, United States, June 1992

Occupation and level	All service-producing	Transportation and public utilities		Wholesale trade	Retail trade	Finance, insurance, and real estate			Services				
		All	Communications			All	Depository institutions	Insurance carriers	All services	Business services	Educational services	Health services	Engineering and management services
Clerks, Accounting													
Level I	293	341	-	298	265	287	272	312	280	273	266	272	299
Level II	337	383	429	340	314	338	319	351	335	329	330	336	352
Level III	410	445	448	415	391	396	374	397	412	417	403	396	418
Level IV	510	559	555	510	479	491	476	482	492	488	471	459	505
Clerks, General													
Level I	250	307	-	-	233	252	260	261	241	-	269	-	-
Level II	296	338	428	300	288	290	285	302	290	274	302	287	296
Level III	365	440	467	372	337	331	317	340	353	345	356	352	353
Level IV	459	515	516	473	424	409	384	424	430	471	410	411	433
Clerks, Order													
Level I	319	-	-	325	307	-	-	-	329	-	-	-	-
Level II	429	-	-	434	-	-	-	-	-	-	-	-	-
Key Entry Operators													
Level I	300	356	336	310	283	294	299	287	295	283	293	324	320
Level II	375	430	393	383	350	375	342	387	367	341	379	350	387
Personnel Assistants (Employment)													
Level I	301	-	-	-	-	314	-	-	286	304	265	-	-
Level II	380	425	-	369	368	369	369	366	374	368	384	348	379
Level III	452	455	-	459	452	457	435	473	448	446	434	412	499
Level IV	537	-	-	-	-	526	-	-	543	-	528	-	-
Secretaries													
Level I	357	416	391	371	353	357	336	379	347	357	348	321	402
Level II	424	475	481	421	405	417	393	437	424	408	427	395	442
Level III	492	533	535	495	461	490	452	492	485	488	486	450	503
Level IV	584	616	600	589	533	580	544	579	582	598	573	547	612
Level V	709	744	738	743	668	693	660	688	709	690	738	651	715
Switchboard Operator-Receptionists	313	330	329	325	272	328	282	350	314	327	289	307	351
Word Processors													
Level I	347	367	-	-	-	356	297	372	335	341	299	332	339
Level II	433	493	453	-	403	411	389	404	442	400	391	-	437
Level III	543	-	-	-	-	512	-	482	553	519	-	-	525

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

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Table E-4. Average pay in service-producing industries, maintenance and toolroom occupations, United States, June 1992

Occupation and level	All service-producing	Transportation and public utilities		Wholesale trade	Retail trade	Finance, insurance, and real estate			Services				
		All	Communications			All	Depository institutions	Insurance carriers	All services	Business services	Educational services	Health services	Engineering and management services
General Maintenance Workers	9.12	11.29	11.67	10.61	9.39	8.99	9.52	9.18	8.95	9.33	9.79	9.13	10.49
Maintenance Electricians	17.05	19.36	-	15.64	15.49	15.80	-	16.45	14.62	-	14.70	14.28	16.03
Maintenance Electronics Technicians													
Level I	10.37	10.70	-	-	-	-	-	-	9.88	9.49	-	10.51	-
Level II	16.64	17.20	17.23	-	-	-	-	-	13.57	12.55	-	14.56	14.12
Level III	18.38	18.99	18.80	-	-	-	-	-	16.37	16.56	-	16.58	-
Maintenance Machinists	18.74	19.30	-	-	-	-	-	-	16.05	-	-	-	-
Maintenance Mechanics, Machinery	16.84	18.85	-	12.80	-	-	-	-	13.84	-	-	14.97	-
Maintenance Mechanics, Motor Vehicle	14.95	15.30	16.79	13.84	14.80	-	-	-	13.33	13.56	12.40	-	14.53
Maintenance Pipefitters	17.38	19.08	-	-	-	-	-	-	15.43	-	-	15.55	-

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

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Table E-5. Average pay in service-producing industries, material movement and custodial occupations, United States, June 1992

Occupation and level	All service-producing	Transportation and public utilities		Wholesale trade	Retail trade	Finance, insurance, and real estate			Services				
		All	Communications			All	Depository institutions	Insurance carriers	All services	Business services	Educational services	Health services	Engineering and management services
Forklift Operators	10.78	12.41	-	10.31	10.42	-	-	-	8.65	-	-	-	-
Guards													
Level I	6.14	9.97	-	7.95	7.36	8.33	8.24	8.80	5.97	5.71	8.38	8.26	8.24
Level II	10.63	-	-	-	-	10.53	10.71	-	10.51	10.63	10.30	10.78	-
Janitors	6.50	10.39	10.92	8.41	6.97	9.13	7.35	8.14	6.23	5.87	7.94	6.75	8.81
Material Handling Laborers	9.80	13.81	-	8.52	7.90	-	-	-	7.48	7.68	-	8.58	-
Order Fillers	8.84	-	-	8.64	9.79	-	-	-	7.07	-	-	-	-
Shipping/Receiving Clerks	9.03	11.99	10.37	9.71	8.41	9.84	-	9.78	8.46	8.44	-	8.11	9.48
Truckdrivers													
Light Truck	8.32	11.51	-	7.92	6.97	9.31	-	-	7.83	7.53	-	8.15	9.44
Medium Truck	13.94	16.27	-	9.32	9.88	-	-	-	8.14	-	-	10.97	-
Heavy Truck	11.54	11.99	-	10.87	10.37	-	-	-	10.70	-	-	-	-
Tractor Trailer	13.38	14.37	-	11.87	13.27	-	-	-	11.81	11.81	-	-	-
Warehouse Specialists	11.50	13.65	12.82	11.20	10.25	9.27	-	-	8.87	8.30	-	9.29	10.15

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

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Appendix A. Scope and Method of Survey

Survey coverage

The June 1992 national and regional estimates in this report are based on occupational compensation surveys conducted in 1991-92 by the Bureau of Labor Statistics. Surveys covered establishments employing 50 workers or more in *goods producing industries* (mining, construction, and manufacturing); *service producing industries* (transportation, communications, electric, gas, and sanitary services; wholesale trade; retail trade; finance, insurance, and real estate; and services industries); and State and local governments.[1] Private households, agriculture, the Federal Government, and the self-employed were excluded from the survey.

The Bureau conducts Occupational Compensation Survey Program (OCSP) surveys on a sample basis. Tables 1 and 2 in this appendix show the estimated number of U. S. establishments and workers covered by the OCSP scope along with the number actually included in the survey samples used to develop national estimates.

Area sample

To permit presentation of national and regional data, the Bureau developed an area sample consisting of 90 metropolitan areas and 70 nonmetropolitan counties. These areas represent the Nation's 326 Metropolitan Statistical Areas (as defined by the Office of Management and Budget in 1984), and the remaining portions of the 48 contiguous States. Table 3 of this appendix lists the metropolitan and nonmetropolitan area samples which were used.

The area sample involves the selection of areas from strata (groups) of similar areas. Criteria for area stratification (grouping) are nonagricultural employment level, geographic region, and type of industrial activity. For estimates of all areas combined, data from each area are weighted by the ratio of total nonagricultural employment in the stratum to that in the sample area. For example, if total nonagricultural employment in a stratum is 500,000 and the sample area has employment of 100,000, the sample area would be assigned a weight of 5.

Establishment samples

To present data on a locality basis, statisticians draw establishment samples for each area surveyed in the OCSP. Sampling design involves: Organizing the sampling frame (the list of all area establishments) into strata based on industry and employment size; determining the size of the sample for each stratum; and selecting an establishment sample from each stratum.

The Bureau develops sampling frames from State unemployment insurance reports for the 48 contiguous States and the District of Columbia. Establishments with 50 workers or more during the sampling frame's reference period are included in the survey sampling frame, even if they employ fewer than 50 workers at the time of the survey. Prior to survey collection, review of the sampling frame uncovers any necessary corrections, which typically involve adding missing establishments, removing out-of-business and out-of-scope units, and updating addresses, employment levels, industry classification, and other information.

The establishment sample size in a stratum is determined by the expected number of employees to be found (based on previous occupational pay surveys) in professional, administrative, technical, protective service, and clerical occupations. In other words, the larger the number of employees expected to be found in designated occupations, the larger the establishment sample in that stratum. An upward adjustment to the establishment sample size also is made in strata expected to have relatively high sampling error for certain occupations, based on previous survey experiences.

After sample size determination, the Bureau selects a probability sample, with each establishment having a predetermined chance of selection. To obtain optimum accuracy at minimum cost, the Bureau selects a greater proportion of large than small establishments. Combining the data from each establishment, weighted according to its probability of selection, results in the formation of unbiased estimates.

[1] For this survey, an establishment is an economic unit which produces goods or services, a central administrative office, or an auxiliary unit providing support services to a company. In manufacturing industries, the establishment is usually at a single physical location. In service-producing industries, all locations of an individual company in a Metropolitan Statistical Area are usually considered an establishment. In government, an establishment is usually defined as all locations of a government entity.

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Data collection and payroll reference

Bureau field economists obtain survey data from a sample of establishments throughout the United States, primarily by personal visit. Reference months for the 160 area surveys ranged from November 1991 through December 1992, and the combined average payroll reference month was June 1992.

Survey occupations

Occupations surveyed are common to a variety of public and private industries, and are representative of the following employment groups: (1) Professional and administrative; (2) technical and protective service; (3) clerical; (4) maintenance and toolroom; and (5) material movement and custodial. Occupational classification was based on a uniform set of job descriptions designed to take account of interestablishment variation in duties within the same job. Appendix B lists and describes the occupations selected for study, along with corresponding occupational codes and titles from the 1980 edition of the *Standard Occupational Classification Manual.*

Occupational pay

Occupational pay data correspond to full-time workers, i.e., those hired to work a regular weekly schedule. The data exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Also excluded are bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses. Pay increases—but not bonuses—under cost-of-living allowance clauses and incentive payments, however, are included in the pay data.

Weekly hours for professional, administrative, technical, protective service, and clerical occupations refer to the standard workweek (rounded to the nearest tenth of an hour) for which employees receive regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates). Average weekly earnings for these occupations are rounded to the nearest dollar. A-series tables provide distributions of workers by earnings intervals.

The *mean* (average) is computed for each job by totaling pay of all workers and dividing by the number of workers. The *median* designates position—one-half of the workers receive the same as or more and one-half receive the same as or less than the rate shown. The *middle range* is defined by two rates of pay; one-fourth of the workers earn the same as or less than the lower of these rates and one-fourth earn the same as or more than the higher rate. Medians and middle ranges are not provided when they do not meet reliability criteria.

For some occupations, pay data may not be available at the industry or all-industry (overall) level because either (1) data do not provide statistically reliable results, or (2) data possibly disclose individual establishment data. All-industry estimates combine data from each industry, even though pay data may not appear separately for each industry division.

Data limitations

The average pay data presented in this report reflect nationwide and regional estimates. Industries and establishments differ in pay levels and job staffing, and thus contribute differently to the estimates for each job. Therefore, average pay does not necessarily reflect the pay differential among jobs within individual establishments.

Survey occupations are limited to employees meeting the specific criteria in each job definition. Estimates of occupational employment do not include employees whose salary data are not available, as well as those for whom there is no satisfactory basis for classification by work level. For these reasons, and because occupational structures among establishments differ, OCSP estimates of occupational employment derived from an establishment sample serve only as a general guide to the size and composition of the labor force, rather than a precise measurement of employment.

Survey nonresponse

Data were not available from 11.8 percent of the sample establishments (representing 4,829,862 employees covered by the survey). An additional 6.8 percent of the sample establishments (representing 1,965,581 employees) were either out of business or outside the scope of the survey.

If a sample member refuses to participate and cannot provide data, BLS adjusts the weights (based on the probability of selection in the sample) of responding sample establishments to account for the missing data. Weights for establishments which were out of business or outside the scope of the survey change to zero.

Some sampled establishments have a policy of not disclosing salary data for certain employees. No adjustments were made to pay estimates to account for these missing data. The proportion of employees for whom pay data were not available was less than 2 percent.

Reliability of the estimates—sampling errors

Two types of error, sampling and nonsampling affect the reliability of survey estimates. Sampling errors occur because observations are from a sample, not the entire population. The particular sample used in this survey was one of a number of all possible samples of the same size that could have been selected using the same sample design. Estimates derived from different samples differ from each other. A measure of the variation among differing estimates is called the standard error or sampling error.

This measure indicates the precision with which an estimate from a particular sample approximates the average result of all possible samples. The relative

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standard error is the standard error divided by the estimate. The smaller the relative error, the greater the reliability of the estimate.

Estimates of relative errors for the 1992 national and regional estimates in this bulletin vary among the occupational work levels depending on such factors as the frequency with which the job occurred, the dispersion of salaries for the job, and survey design. For the 134 publishable work levels, the distribution of one relative standard error is as follows:

Relative Standard Error	*Percent of published occupational work levels*
Less than 1 percent	25.5
1 and under 3 percent	65.7
3 and under 5 percent	8.2
5 percent and over	0.6

Computation of the standard error aids in the determination of a "confidence interval" around a sample estimate. A 95 percent confidence interval is centered around a sample estimate and includes all values within 2 times the estimate's standard error. If all possible samples were selected to estimate the population value, the confidence interval from each sample would include the true population value approximately 95 percent of the time.

Reliability of the estimates—nonsampling errors

A variety of sources may cause nonsampling errors, the second type of sample survey error. Nonsampling errors may originate in collection, response, coverage, and estimation of data. Typical sources of nonsampling error include the inability to obtain information from some establishments; difficulties in interpreting and applying survey occupational definitions; failure of respondents to provide correct information; and inaccuracies in recording or coding the collected data. Although not specifically measured, OCSP nonsampling errors are expected to be minimal due to high response rates; the extensive and continuous training of field economists; careful screening of data at several levels of review; periodic evaluations of job definition suitability; and thorough field testing of new or revised job definitions.

The OCSP Job Match Validation (JMV) process helps measure and control nonsampling errors occurring during data collection. Introduced in 1983, the JMV quality control procedure identifies the frequency, reasons for, and sources of incorrect decisions made by Bureau field economists in matching establishment occupations to OCSP occupations. JMV reviewers examine data from a sample of survey participants and reinterview the original respondents to verify the accuracy of the job match decisions. Among OCSP areas surveyed, the JMV process typically results in data changes for less than 10 percent of all sampled job match decisions.

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Appendix table 1. Establishments and workers within scope of survey and number studied, United States[1], June 1992

Industry division[2]	Number of establishments		Workers in establishments		
	Within scope of survey[3]	Studied	Within scope of survey[4]		Studied
			Number	Percent	
All establishments	271,713	16,515	62,743,285	100	13,256,219
Private industry	245,378	14,353	49,234,509	78	8,991,777
Goods producing	76,374	3,558	15,871,652	25	2,400,065
Mining[5]	1,727	148	260,387	([6])	43,772
Construction[5]	12,075	628	1,137,019	2	141,127
Manufacturing	62,572	2,782	14,474,246	23	2,247,332
Durable goods	33,725	1,568	8,097,662	13	1,585,760
Fabricated metal products, except machinery and transportation equipment	7,299	229	981,245	2	66,051
Industrial and commercial machinery and computer equipment	5,589	282	1,425,086	2	186,914
Electronic and other electrical equipment and components, except computer equipment	3,641	256	1,338,332	2	243,619
Transportation equipment	2,878	219	1,620,654	3	712,625
Measuring, analyzing, and controlling instruments; photographic, medical, and optical goods; watches and clocks	2,153	179	741,914	1	225,326
Nondurable goods	28,846	1,214	6,376,584	10	661,572
Food and kindred products	6,164	313	1,413,060	2	139,386
Printing, publishing, and allied industries	5,796	238	1,049,493	2	154,118
Chemicals and allied products	2,603	178	935,374	1	163,901
Service producing industries	169,004	10,795	33,362,857	53	6,591,712
Transportation, communication, electric, gas, and sanitary services[7]	13,838	1,198	3,597,546	6	1,169,064
Communications	3,159	253	1,020,952	2	360,371
Wholesale trade[8]	15,689	735	1,774,863	3	220,114
Retail trade[8]	53,245	1,314	9,519,072	15	1,124,130
Finance, insurance, and real estate[8]	16,898	1,153	3,845,093	6	970,623
Depository institutions	6,216	407	1,632,421	2	519,285
Insurance carriers	3,207	269	1,063,543	3	290,084
Services[8]	69,334	6,395	14,626,283	23	3,107,781
Business services	16,071	1,754	3,001,999	5	642,877
Educational services	3,639	337	998,299	2	335,069
Health services	18,933	1,777	5,770,796	9	1,261,738
Engineering, accounting, research, management, and related services	5,922	893	1,230,195	2	335,487
State and local government	26,335	2,162	13,508,776	22	4,264,442

[1] The "workers within scope of survey" estimates provide a reasonably accurate description of the size and composition of the labor force. Estimates are not intended, however, for comparison with other statistical series to measure employment trends or levels since (1) planning of wage surveys requires establishment data compiled considerably in advance of the payroll period studied, and (2) establishments employing fewer than 50 workers are excluded from the scope of the survey. Some major SIC groups may include data for catagories not shown separately.

[2] The *Standard Industrial Classification Manual* was used in classifying establishments by industry.

[3] Includes all establishments with at least 50 total employees. In goods producing, an establishment is defined as a single physical location where industrial operations are performed. In service producing industries, an establishment is defined as all locations of a company in the area within the same industry division. In government, an establishment is defined as all locations of a government entity.

[4] Includes all workers in all establishments with total employment (within an area) at or above the minimum levels.

[5] Separate data for this division are not shown in the tables, but the division is represented in the "all industries" and "private industry" estimates.

[6] Less than 0.5 percent.

[7] Abbreviated to "Transportation and utilities" in the tables. This division is represented in the "all industries" and "service-producing" estimates.

[8] Separate data for this division are not shown in the tables, but the division is represented in the "all industries" and "service-producing" estimates.

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Appendix table 2. Establishments and workers within scope of survey and number studied, United States[1], June 1992

Establishment characteristics	Number of establishments		Workers in establishments		
	Within scope of survey[2]	Studied	Within scope of survey[3]		Studied
			Number	Percent	
All establishments	271,713	16,515	62,743,285	100	13,256,219
Region:					
Northeast	57,499	3,781	13,655,695	22	3,040,671
South	91,847	4,892	20,800,065	33	3,709,014
Midwest	69,984	4,098	15,486,180	25	3,205,175
West	52,383	3,744	12,801,345	20	3,301,359
Area classification:					
Metropolitan areas	215,578	15,169	53,311,962	85	12,928,919
Nonmetropolitan areas	56,135	1,346	9,431,323	15	327,300
Establishments employing:					
Less than 500 workers	250,449	12,025	30,732,057	49	1,921,569
500-999 workers	12,777	1,889	8,605,619	14	1,302,846
1,000-2,499 workers	6,098	1,530	9,166,177	15	2,357,792
2,500 workers or more	2,389	1,071	14,239,432	23	7,674,012

[1] The "workers within scope of survey" estimates provide a reasonably accurate description of the size and composition of the labor force. Estimates are not intended, however, for comparison with other statistical series to measure employment trends or levels since (1) planning of wage surveys requires establishment data compiled considerably in advance of the payroll period studied, and (2) establishments employing fewer than 50 workers are excluded from the scope of the survey.

[2] Includes all establishments with at least 50 total employees. In goods producing, an establishment is defined as a single physical location where industrial operations are performed. In service producing industries, an establishment is defined as all locations of a company in the area within the same industry division. In government, an establishment is defined as all locations of a government entity.

[3] Includes all workers in all establishments with total employment (within an area) at or above the minimum levels.

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Appendix table 3: Area sample used for national and regional estimates, June 1992

NORTHEAST

Connecticut
- Danbury — PMSA
- Hartford — PMSA

Maine
- Oxford — NMET
- Portland — MSA

Massachusetts
- Boston — PMSA
- Lawrence-Haverhill — PMSA
- Worcester — MSA

New Hampshire
- Carroll — NMET

New Jersey
- Bergen-Passaic — PMSA
- Middlesex-Somerset-Hunterdon — PMSA
- Monmouth-Ocean — PMSA
- Newark — PMSA
- Trenton — PMSA

New York
- Buffalo — PMSA
- Clinton — NMET
- Delaware — NMET
- Nassau-Suffolk — PMSA
- New York — PMSA
- Poughkeepsie — MSA
- Rochester — MSA
- Tompkins — NMET

Pennsylvania
- McKean — NMET
- Philadelphia — PMSA
- Pittsburgh — PMSA
- Scranton-Wilkes Barre — MSA
- Warren — NMET
- York — MSA

Rhode Island
- Pawtucket-Woonsocket-Attleboro — PMSA

Vermont
- Orleans — NMET

SOUTH

Alabama
- Huntsville — MSA

Alabama (Continued)
- Limestone — NMET
- Mobile — MSA
- Sumter — NMET

Arkansas
- Little Rock-North Little Rock — MSA

Delaware
- Wilmington — PMSA

District of Columbia
- Washington — MSA

Florida
- Bradenton — MSA
- Gainesville — MSA
- Miami-Hialeah — PMSA
- Monroe — NMET
- Orlando — MSA
- Tampa-St. Petersburg-Clearwater — MSA

Georgia
- Atlanta — MSA
- Augusta — MSA
- McIntosh — NMET
- Murray — NMET
- Talbot — NMET

Kentucky
- Louisville — MSA

Louisiana
- Acadia — NMET
- Natchitoches — NMET
- New Orleans — MSA
- Shreveport — MSA

Maryland
- Baltimore — MSA

Mississippi
- Franklin — NMET
- Jackson — MSA
- Marion — NMET

North Carolina
- Charlotte-Gastonia-Rock Hill — MSA
- Harnett — NMET
- Martin — NMET
- McDowell — NMET

Oklahoma
- Pittsburg — NMET

South Carolina
- Beaufort — NMET
- Charleston — MSA
- Florence — MSA
- Greenwood — NMET

Tennessee
- Dyer — NMET
- Hardin — NMET
- Memphis — MSA
- Nashville — MSA
- Obion — NMET
- Trousdale — NMET

Texas
- Austin — MSA
- Childress — NMET
- Corpus Christi — MSA
- Dallas — PMSA
- Eastland — NMET
- Gillespie — NMET
- Houston — PMSA
- Longview-Marshall — MSA
- Nacogdoches — NMET
- Polk — NMET
- San Angelo — MSA
- San Antonio — MSA
- Scurry — NMET

Virginia
- Giles — NMET
- Richmond-Petersburg — MSA

West Virginia
- Grant — NMET
- Mason — NMET

MIDWEST

Illinois
- Champaign-Urbana-Rantoul — MSA
- Chicago — PMSA
- Decatur — NMET
- Franklin — NMET
- Joliet — PMSA
- Livingston — NMET
- Vermilion — NMET
- White — NMET

Indiana
- Elkhart-Goshen — MSA
- Gary-Hammond — PMSA
- Indianapolis — MSA
- Kokomo — MSA
- South Bend-Mishawaka — MSA

Iowa
- Carroll — NMET
- Cass — NMET
- Davenport-Rock Island-Moline — MSA
- Monona — NMET

Kansas
- Finney — NMET
- Lane — NMET
- Wabaunsee — NMET

Michigan
- Detroit — PMSA
- Gladwin — NMET
- Van Buren — NMET

Minnesota
- Blue Earth — NMET
- Minneapolis-St. Paul — MSA
- St. Cloud — MSA

Missouri
- Butler — NMET
- Kansas City — MSA
- St. Louis — MSA

Nebraska
- Dodge — NMET
- Omaha — MSA
- Scotts Bluff — NMET

Ohio
- Cincinnati — PMSA
- Cleveland — PMSA
- Columbus — MSA
- Gallia — NMET
- Mercer — NMET
- Scioto — NMET
- Toledo — MSA
- Williams — NMET

Wisconsin
- Appleton-Oshkosh-Neenah — MSA
- Manitowoc — NMET
- Milwaukee — PMSA

Wisconsin (Continued)
- Oconto — NMET
- Sawyer — NMET

WEST

Arizona
- Apache — NMET
- Phoenix — MSA

California
- Anaheim-Santa Ana — PMSA
- Fresno — MSA
- Los Angeles-Long Beach — PMSA
- Oakland — PMSA
- Riverside-San Bernardino — PMSA
- Sacramento — MSA
- San Diego — MSA
- San Francisco — PMSA
- San Jose — PMSA
- San Luis Obispo — NMET
- Trinity — NMET
- Visalia-Tulare-Porterville — MSA

Colorado
- Denver — PMSA

Idaho
- Bannock — NMET
- Boise City — MSA
- Bonner — NMET

Montana
- Billings — MSA
- Teton — NMET

New Mexico
- San Juan — NMET

Oregon
- Portland — PMSA
- Umatilla — NMET

Utah
- Box Elder — NMET
- Salt Lake City-Ogden — MSA

Washington
- Seattle — PMSA

Wyoming
- Sweetwater — NMET

Note: Area designations are defined as: Metropolitan statistical areas(MSA) and primary metropolitan statistical areas (PMSA), as defined by the Office of Management and Budget, 1984; and nonmetropolitan counties (NMET). Some MSA's and PMSA's cross State lines; in these instances the area is listed under the State where the central city is located.

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Appendix B.
Occupational Descriptions

The primary purpose of preparing job descriptions for the Bureau's occupational pay surveys is to assist its field economists 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 grouping of occupational wage rates representing comparable job content. Because of this emphasis on comparability of occupational content, the Bureau's job descriptions may differ significantly from those in use in individual establishments or those prepared for other purposes. In applying these job descriptions, the Bureau's field economists are instructed to exclude working supervisors; apprentices; learners, beginners, and trainees; and part-time, temporary, and probationary workers, unless specifically included in the job description. Handicapped workers whose earnings are reduced because of their handicap are also excluded.

The titles and numeric codes below the job titles in this appendix are taken from the 1980 edition of the *Standard Occupational Classification Manual* (SOC), issued by the U.S. Department of Commerce, Office of Federal Statistical Policy and Standards.

In general, the occupational descriptions of the Bureau of Labor Statistics are much more specific than those found in the SOC manual. The BLS occupation, "Attorney," for example, excludes workers engaged in patent work; the SOC occupation (code 211) includes patent lawyers.

Thus, in comparing the results of this survey with other sources, factors such as differences in occupational definitions and survey scope should be taken into consideration.

Professional

ACCOUNTANT
(1412: Accountant and auditor)

Performs professional operating or cost accounting work requiring knowledge of the theory and practice of recording, classifying, examining, and analyzing the data and records of financial transactions. The work generally requires a bachelor's degree in accounting or, in rare instances, equivalent experience and education combined. Positions covered by this definition are characterized by the inclusion of work that is analytical, creative, evaluative, and advisory in nature. The work *draws* upon and *requires* a thorough knowledge of the fundamental doctrines, theories, principles, and terminology of accountancy, and often entails some understanding of such related fields as business law, statistics, and general management. (See also chief accountant.)

Professional responsibilities in accountant positions above levels I and II include several such duties as:

Analyzing the effects of transactions upon account relationships;

Evaluating alternative means of treating transactions;

Planning the manner in which account structures should be developed or modified;

Assuring the adequacy of the accounting system as the basis for reporting to management;

Considering the need for new or changed controls;

Projecting accounting data to show the effects of proposed plans on capital investments, income, cash position, and overall financial condition;

Interpreting the meaning of accounting records, reports, and statements;

Advising operating officials on accounting matters; and

Recommending improvements, adaptations, or revisions in the accounting system and procedures.

Accountant I and II positions provide opportunity to develop ability to perform professional duties such as those enumerated above.

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In addition to such professional work, most accountants are also responsible for assuring the proper recording and documentation of transactions in the accounts. They, therefore, frequently direct nonprofessional personnel in the actual day-to-day maintenance of books of accounts, the accumulation of cost or other comparable data, the preparation of standard reports and statements, and similar work. (Positions involving such supervisory work but not including professional duties as described above are not included in this description.)

Some accountants use electronic data processing equipment to process, record, and report accounting data. In some such cases the machine unit is a subordinate segment of the accounting system; in others it is a separate entity or is attached to some other organization. In either instance, provided that the primary responsibility of the position is professional accounting work of the type otherwise included, the use of data processing equipment of any type does not of itself exclude a position from the accountant description nor does it change its level.

Excluded are:

a. Top technical experts in accounting, for an organization, who are *responsible* for the overall direction of an entire accounting program which includes general accounting and at least one other major accounting activity such as cost, property, sales, or tax accounting;

b. Accountants above level VI who are more concerned with administrative, budgetary, and policy matters than the day-to-day supervision of an operating accounting program; and

c. Accountants primarily responsible for 1) designing and improving accounting systems or 2) performing nonoperating staff work such as budget or financial analysis, financial analysis, or tax advising.

Accountant I

General characteristics. At this beginning professional level, the accountant learns to apply the principles, theories, and concepts of accounting to a specific system. The position is distinguishable from nonprofessional positions by the variety of assignments; rate and scope of development expected; and the existence, implicit or explicit, of a planned training program designed to give the entering accountant practical experience. (Terminal positions are excluded.)

Direction received. Works under close supervision of an experienced accountant whose guidance is directed primarily to the development of the trainee's professional ability and to the evaluation of advancement potential. Limits of assignments are clearly defined, methods of procedure are specified, and kinds of items to be noted and referred to supervisor are identified.

Typical duties and responsibilities. Performs a variety of accounting tasks such as: examining a variety of financial statements for completeness, internal accuracy, and conformance with uniform accounting classifications or other specific accounting requirements; reconciling reports and financial data with financial statements already on file, and pointing out apparent inconsistencies or errors; carrying out assigned steps in an accounting analysis, such as computing standard ratios; assembling and summarizing accounting literature on a given subject; preparing relatively simple financial statements not involving problems of analysis or presentation; and preparing charts, tables, and other exhibits to be used in reports. In addition, may also perform some nonprofessional tasks for training purposes.

Responsibility for the direction of others. Usually none.

Accountant II

General characteristics. At this level, the accountant makes practical application of technical accounting practices and concepts beyond the mere application of detailed rules and instructions. Initial assignments are designed to expand practical experience and to develop professional judgment in the application of basic accounting techniques to simple problems. Is expected to be competent in the application of standard procedures and requirements to routine transactions, to raise questions about unusual or questionable items, and to suggest solutions.

Direction received. Work is reviewed to verify general accuracy and coverage of unusual problems, and to insure conformance with required procedures and special instructions.

Typical duties and responsibilities. Performs a variety of accounting tasks, e.g., prepares routine working papers, schedules, exhibits, and summaries indicating the extent of the examination and presenting and supporting findings and recommendations. Examines a variety of accounting documents to verify accuracy of computations and to ascertain that all transactions are properly supported, are in accordance with pertinent policies and procedures, and are classified and recorded according to acceptable accounting standards.

Responsibility for the direction of others. Usually none, although sometimes responsible for supervision of a few clerks.

Accountant III

General characteristics. The accountant at this level applies well established accounting principles, theories, concepts, and practices to moderately difficult problems. Receives detailed instructions concerning the overall accounting system and its objectives, the policies and procedures under which it is operated, and the nature of changes in the system or its operation. Characteristically, the accounting system or

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assigned segment is stable and well established (i.e., the basic chart of accounts, classifications, the nature of the cost accounting system, the report requirements, and the procedures are changed infrequently).

Depending upon the work load involved, the accountant may have such assignments as supervision of the *day-to-day* operation of: (a) the entire system of a relatively small organization; (b) a major segment (e.g., general accounting, cost accounting, financial statements and reports) of a somewhat larger system; or (c) in a complex system, may be assigned to a relatively narrow and specialized segment dealing with some problem, function, or portion of work which is appropriate for this level.

Direction received. A higher level professional accountant normally is available to furnish advice and assistance as needed. Work is reviewed for technical accuracy, adequacy of professional judgment, and compliance with instructions through spot checks, appraisal of results, subsequent processing, analysis of reports and statements, and other appropriate means.

Typical duties and responsibilities. The primary responsibility of most positions at this level is to assure that the assigned day-to-day operations are carried out in accordance with established accounting principles, policies, and objectives. The accountant performs such professional work as: developing nonstandard reports and statements (e.g., those containing cash forecasts reflecting the interrelations of accounting, cost budgeting, or comparable information); interpreting and pointing out trends or deviations from standards; projecting data into the future; predicting the effects of changes in operating programs; or identifying management informational needs, and refining account structures or reports accordingly.

Within the limits of delegated responsibility, makes day-to-day decisions concerning the accounting treatment of financial transactions. In expected to recommend solutions to moderately difficult problems and propose changes in the accounting system for approval at higher levels. Such recommendations are derived from personal knowledge of the application of well-established principles and practices.

Responsibility for the direction of others. In most instances is responsible for supervision of a subordinate nonprofessional staff; may coordinate the work of lower level professional accountants.

Accountant IV

General characteristics. At this level the accountant applies well-established accounting principles, theories, concepts, and practices to a wide variety of difficult problems. Receives instructions concerning the objectives and operation of the overall accounting system. Compared with level III, the accounting system or assigned segment is more complex, i.e., (a) is relatively unstable, (b) must adjust to new or changing operational environments, (c) is substantially larger *or* (d) is complicated by the need to provide and coordinate separate or specialized accounting treatment and reporting (e.g., cost accounting using standard cost, process cost, and job order techniques) for different internal operations or divisions.

Depending upon the work load and degree of coordination involved, the accountant IV may have such assignments as the supervision of the day-to-day operation of: (a) an entire accounting system which has a few relatively stable accounting segments; (b) a major segment (e.g., general accounting, cost accounting, or financial statements and reports) of an accounting system serving a larger and more complex organization; or (c) in a complex system, may be assigned to a relatively narrow and specialized segment dealing with some problem, function, or portion of work which is of the level of difficulty characteristic of this level.

Direction received. A higher level accountant normally is available to furnish advice and assistance as needed. Work is reviewed by spot checks and appraisal of results for adequacy of professional judgment, compliance with instructions, and overall accuracy and quality.

Typical duties and responsibilities. As at level III, a primary characteristic of most positions at this level is the responsibility of operating an accounting system or major segment of a system in the intended manner.

The accountant IV exercises professional judgment in making frequent, appropriate recommendations for: new accounts; revisions in the account structure; new types of ledgers; revisions in the reporting system or subsidiary records; changes in instructions regarding the use of accounts, new or refined account classifications or definitions; etc. Also makes day-to-day decisions concerning the accounting treatment of financial transactions and is expected to recommend solutions to complex problems beyond incumbent's scope of responsibility.

Responsibility for the direction of others. Accounting staff supervised, if any, may include professional accountants.

Accountant V

General characteristics. The accountant V applies accounting principles, theories, concepts, and practices to the solution of problems for which no clear precedent exists or performs work which is of greater than average responsibility due to the nature or magnitude of the assigned work. Responsibilities at this level, in contrast to accountants at level IV, extend beyond accounting system maintenance to the solution of more complex technical and managerial problems. Work of accountants V is more directly concerned with what the accounting system (or segment) should be, what operating policies and procedures should be established or revised, and what is the managerial as well as the accounting meaning of the data included in the reports and statements for which they are responsible.

Examples of assignments characteristic of this level are supervision of the *day-to-day operation* of: (a) an entire accounting system which has a few relatively complex

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accounting segments; (b) a major segment of a larger and more complex accounting system; (c) an entire accounting system (or major segment) that is relatively stable and conventional when the work includes significant responsibility for accounting system design and development; or (d) in a complex system, may be assigned to a relatively narrow and specialized segment dealing with some problem, function, or portion of work which is itself of the level of difficulty characteristic of this level.

Direction received. An accountant of higher level normally is available to furnish advice and assistance as needed. Work is reviewed for adequacy of professional judgment, compliance with instructions, and overall quality.

Typical duties and responsibilities. The accountant V performs such professional work as: participating in the development and coordinating the implementation of new or revised accounting systems, and initiating necessary instructions and procedures; assuring that accounting reporting systems and procedures are in compliance with established administrative policies, regulations, and acceptable accounting practices; providing technical advice and services to operating managers, interpreting accounting reports and statements, and identifying problem areas; and evaluating complete assignments for conformance with applicable policies, regulations, and tax laws.

Responsibility for the direction of others. Accounting staff supervised generally includes professional accountants.

Accountant VI

General characteristics. At this level, the accountant applies accounting principles, theories, concepts, and practices to specialized, unique, or nonrecurring complex problems (e.g., implementation of specialized automated accounting systems). The work is substantially more difficult and of greater responsibility than level V because of the unusual nature, magnitude, importance, or overall impact of the work on the accounting program.

At this level the accounting system or segment is usually complex, i.e., (a) is generally unstable, (b) must adjust to the frequent changing needs of the organization, or (c) is complicated by the need to provide specialized or individualized reports.

Examples of assignments at this level are the supervision of the day-to-day operation of: (a) a large and complex accounting system; or (b) a major segment (e.g., general accounting, property accounting, etc.) of an unusually complex accounting system requiring technical expertise in a particular accounting field (e.g., cost accounting, tax accounting, etc.).

Direction received. A higher level professional accountant is normally available to furnish advice as needed. Work is reviewed for adequacy of professional judgment, compliance with instructions and policies, and overall quality.

Typical duties and responsibilities. Accountants at this level are delegated completeresponsibility from higher authority to establish and implement new or revised accounting policies and procedures. Typically, accountants VI participate in decision-making sessions with operating managers who have policy-making authority for their subordinate organizations or establishments; recommend management actions or alternatives which can be taken when accounting data disclose unfavorable trends, situations, or deviations; and assist management officials in applying financial data and information to the solution of administrative and operating problems.

Responsibility for the direction of others. Accounting staff supervised generally includes professional accountants.

ACCOUNTANT, PUBLIC

(1412: Accountant and auditor)

Performs professional auditing work in a public accounting firm. Work requires at least a bachelor's degree in accounting. Participates in or conducts audits to ascertain the fairness of financial representations made by client companies. May also assist the client in improving accounting procedures and operations.

Examines financial reports, accounting records, and related documents and practices of clients. Determines whether all important matters have been disclosed and whether procedures are consistent and conform to acceptable practices. Samples and tests transactions, internal controls, and other elements of the accounting system(s) as needed to render the accounting firm's final written opinion.

Excluded are positions which do not require full professional accounting training. Also excluded are specialist positions in tax or management advisory services.

Accountant, Public I

General characteristics. As an entry level public accountant, serves as a junior member of an audit team. Receives classroom and on-the-job training to provide practical experience in applying the principles, theories, and concepts of accounting and auditing to specific situations. (Positions held by trainee public accountants with advanced degrees, such as MBA's are excluded at this level.)

Direction received. Complete instructions are furnished and work is reviewed to verify its accuracy, conformance with required procedures and instructions, and usefulness in facilitating the accountant's professional growth. Any technical problems not covered by instructions are brought to the attention of a superior.

Typical duties and responsibilities. Carries out basic audit tests and procedures, such as: verifying reports against source accounts and records; reconciling bank and other

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accounts; and examining cash receipts and disbursements, payroll records, requisitions,receiving reports, and other accounting documents in detail to ascertain that transactions are properly supported and recorded. Prepares selected portions of audit working papers.

Accountant, Public II

General characteristics. At this level, the public accountant carries out routine audit functions and detail work with relative independence. Serves as a member of an audit team on assignments planned to provide exposure to a variety of client organizations and audit situations. Specific assignments depend upon the difficulty and complexity of the audit and whether the client has been previously audited by the firm. On moderately complex audits where there is previous audit experience by the firm, accomplishes complete segments of the audit (i.e., functional work areas such as cash, receivables, etc.). When assigned to more complicated audits, carries out activities similar to public accountant I.

Direction received. Works under the supervision of a higher level public accountant who provides instructions and continuing direction as necessary. Work is spot checked in progress and reviewed upon completion to determine the adequacy of procedures, soundness of judgment, compliance with professional standards, and adherence to clearly established methods and techniques. All interpretations are subject to close professional review.

Typical duties and responsibilities. Carries out a variety of sampling and testing procedures in accordance with the prescribed audit program, including the examination of transactions and verification of accounts, the analysis and evaluation of accounting practices and internal controls, and other detail work. Prepares a share of the audit working papers and participates in drafting reports. In moderately complex audits, may assist in selecting appropriate tests, samples, and methods commonly applied by the firm and may serve as primary assistant to the accountant in charge. In more complicated audits concentrates on detail work. Occasionally may be in charge of small, uncomplicated audits which require only one or two other subordinate accountants. Personal contacts usually involve only the exchange of factual technical information and are usually limited to the client's operating accounting staff and department heads.

Accountant, Public III

General characteristics. At this level the public accountant is in charge of a complete audit and may lead a team of several subordinates. Audits are usually accomplished one at a time and are typically carried out at a single location. The firms audited are typically moderately complex, and there is usually previous audit experience by the firm. The audit conforms to standard procedural guidelines, but is often tailored to fit the client's business activities. Routine procedures and techniques are sometimes inadequate and require adaptation. Necessary data are not always readily available. When assigned to more difficult and complex audits (see level IV), the accountant may run the audit of a major component or serve as the primary assistant to the accountant in charge.

Direction received. Works under the general supervision of a higher level public accountant who oversees the operation of the audit. Work is performed independently, applying generally accepted accounting principles and auditing standards, but assistance on difficult technical matters is available. Work may be checked occasionally during progress for appropriateness and adherence to time requirements, but routine analyses, methods, techniques, and procedures applied at the work site are expected to be correct.

Typical duties and responsibilities. Is responsible for carrying out the technical features of the audit, leading team members and personally performing the most difficult work. Carries out field work in accordance with the general format prescribed in the audit program, but selects specific methods and types and sizes of samples and tests. Assigns work to team members, furnishes guidance, and adjusts work loads to accommodate daily priorities. Thoroughly reviews work performed for technical accuracy and adequacy. Resolves anticipated problems with established guidelines and priorities but refers problems of unusual difficulty to superiors for discussion and advice. Drafts financial statements, final reports, management letters, and other closing memoranda. Discusses significant recommendations with superiors and may serve as technical resource at "closing" meetings with clients. Personal contacts are usually with accounting directors and assistant controllers of medium size companies and divisions of large corporations to explain and interpret policies and procedures governing the audit process.

Accountant, Public IV

General characteristics. At this level, the public accountant directs field work including difficult audits--e.g., those involving initial audits of new clients, acquisitions, or stock registration--and may oversee a large audit team split between several locations. The audit team usually includes one or more level III public accountants who handle major components of the audit. The audits are complex and clients typically include those engaged in projects which span accounting periods; highly regulated industries which have various external reporting requirements; publicly held corporations; or businesses with very high dollar or transaction volume. Clients are frequently large with a variety of operations which may have different accounting systems. Guidelines may be general or lacking and audit programs are intricate, often requiring extensive tailoring to meet atypical or novel situations.

Direction received. Works under general supervision. The supervisor sets overall objectives and resource limits but relies on the accountant to fully plan and direct all technical phases of the audit. Issues not covered by guidelines or known precedents are

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discussed with the supervisor, but the accountant's recommended approaches and courses of action are normally approved. Work is reviewed for soundness of approach, completeness, and conformance with established policies of the firm.

Typical duties and responsibilities. Is responsible for carrying out the operational and technical features of the audit, directing the work of team members, and personally performing the most difficult work. Often participates in the development of the audit scope, and drafts complicated audit programs with a large number of concurrently executed phases. Independently develops audit steps and detailed procedures, deviating from traditional methods to the extent required. Makes program adjustments as necessary once an audit has begun; selects specific methods, types and sizes of samples, the extent to which discrepancies need to be investigated, and the depth of required analyses. Resolves most operational difficulties and unanticipated problems.

Assigns work to team members; reviews work for appropriateness, conformance to time requirements, and adherence to generally accepted accounting principles and auditing standards. Consolidates working papers, draft reports, and findings; and prepares financial statements, management letters, and other closing memoranda for management approval. Participates in "closing" meetings as a technical resource and may be called upon to sell or defend controversial and critical observations and recommendations. Personal contacts are extensive and typically include top executives of smaller clients and mid- to upper-level financial and management officers of large corporations, e.g., assistant controllers and controllers. Such contacts involve coordinating and advising on work efforts and resolving operating problems.

Note: *Excluded* from this level are public accountants who direct field work associated with the complete range of audits undertaken by the firm, lead the largest and most difficult audits, and who frequently oversee teams performing concurrent audits. This type of work requires extensive knowledge of one or more industries to make subjective determinations on questions of tax, law, accounting, and business practices. Audits may be complicated by such factors as: the size and diversity of the client organizations (e.g., multinational corporations and conglomerates with a large number of separate and distinct subsidiaries); accounting issues where precedents are lacking or in conflict; and, in some cases, clients who are encountering substantial financial difficulties. They perform most work without technical supervision and completed audits are reviewed mainly for propriety of recommendations and conformance with general policies of the firm. Also excluded are public accountants whose principal function is to manage, rather than perform accounting work, and the equity owners of the firm who have final approval authority.

ATTORNEY

(211: Lawyer)

Performs consultation and advisory work and carries out the legal processes necessary to effect the rights, privileges, and obligations of the organization. The work performedrequires completion of law school with an L.L.B. degree (or the equivalent) and admission to the bar. *Responsibilities or functions include one or more of the following or comparable duties:*

Preparing and reviewing various legal instruments and documents, such as contracts, leases, licenses, purchases, sales, real estate, etc.;

Acting as agent of the organization in its transactions;

Examining material (e.g., advertisements, publications, etc.) for legal implications; advising officials of proposed legislation which might affect the organization;

Applying for patents, copyrights, or registration of the organization's products, processes, devices, and trademarks; advising whether to initiate or defend law suits;

Conducting pretrial preparations; defending the organization in lawsuits; and

Advising officials on tax matters, government regulations, and/or legal rights.

Excluded are:

a. Patent work which requires professional training in addition to legal training (typically, a degree in engineering or in a science);

b. Claims examining, claims investigating, or similar *work for which professional legal training and bar membership is not essential*;

c. Attorneys, frequently titled "general counsel" or "attorney general" (and their immediate full associates or deputies), who are responsible for participating in the *management and formulation of policy for the overall organization in addition to directing its legal work.* (The duties and responsibilities of such positions exceed level VI as described below);

d. Attorneys in legal firms; and,

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e. Attorneys primarily responsible for: prosecuting defendants; drafting legislation; defending the general public (e.g., public defenders, student's attorneys); and planning and producing legal publications.

f. Attorney jobs which meet the above definitions are to be classified and coded in accordance with the chart below.

Criteria for matching attorneys by level

Level	Difficulty level of legal work	Responsibility level of job	Experience required
I	This is the entry level. The duties and responsibilities after initial orientation and training are those described in D-1 and R-1.		Completion of law school with an L.L.B. or J.D. degree plus admission to the bar.
II	D-1	R-2	Sufficient professional experience (at least 1 year, usually more) at the "D-1" level to assure competence as an attorney.
	or		
	D-2	R-1	
III	D-2	R-2	At least 1 year, usually more, of professional experience at the "D-2" level.
IV	D-2	R-3	Extensive professional experience at the "D-2" or a higher level.
	or		
	D-3	R-2	
V	D-2	R-4	Extensive professional experience at the "D-3" or "R-3" levels.
	or		
	D-3	R-3	
VI	D-3	R-4	Extensive professional experience at the "D-3" and "R-3" levels.

D-1, -2, and -3, and R-1, -2, -3, and -4 are explained on the following pages.

Difficulty

D-1

Legal questions are characterized by: facts that are well-established; clearly applicable legal precedents; *and* matters not of substantial importance to the organization. (Usually relatively limited sums of money, e.g., a few thousand dollars, are involved.)

Examples of D-1 work are:

a. legal investigation, negotiation, and research preparatory to defending the organization in potential or actual lawsuits involving alleged negligence where the facts can be firmly established and there are precedent cases directly applicable to the situation;

b. searching case reports, legal documents, periodicals, textbooks, and other legal references, and preparing draft opinions on employee compensation or benefit questions where there is a substantial amount of clearly applicable statutory, regulatory, and case material; and

c. drawing up contracts and other legal documents in connection with real property

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transactions requiring the development of detailed information but *not* involving serious questions regarding titles to property or other major factual or legal issues.

D-2

Legal work is regularly difficult by reason of one or more of the following: the absence of clear and directly applicable legal precedents; the different possible interpretations that can be placed on the facts, the laws, or the precedents involved; the substantial importance of the legal matters to the organization (e.g., sums as large as $100,000 are generally directly or indirectly involved); or the matter is being strongly pressed or contested in formal proceedings or in negotiations by the individuals, corporations, or government agencies involved.

Examples of D-2 work are:

a. advising on the legal implications of advertising representations when the facts supporting the representations and the applicable precedent cases are subject to different interpretations;

b. reviewing and advising on the implications of new or revised laws affecting the organization;

c. presenting the organization's defense in court in a negligence lawsuit which is strongly pressed by counsel for an organized group; and

d. providing legal counsel on tax questions complicated by the absence of precedent decisions that are directly applicable to the organization's situation.

D-3

Legal work is typically complex and difficult because of one or more of the following: the questions are unique and require a high order of original and creative legal endeavor for their solution; the questions require extensive research and analysis and the obtaining and evaluation of expert testimony regarding controversial issues in a scientific, financial, corporate organization, engineering, or other highly technical area; the legal matter is of critical importance to the organization and is being vigorously pressed or contested (e.g., sums such as $1 million or more are generally directly or indirectly involved.)

Examples of D-3 work are:

a. advising on the legal aspects and implications of Federal antitrust laws to projected greatly expanded marketing operations involving joint ventures with several other organizations;

b. planning legal strategy and representing a utility company in rate or government franchise cases involving a geographic area including parts or all of several States;

c. preparing and presenting a case before an appellate court where the case is highly important to the future operation of the organization and is vigorously contested by very distinguished (e.g., having a broad regional or national reputation) legal talent;

d. serving as the principal counsel to the officers and staff of an insurance company on the legal problems in the sale, underwriting, and administration of group contracts involving nationwide or multi-state coverages and laws; and

e. performing the principal legal work in nonroutine, major revision of a company's charter or in effectuating new major financing steps.

Responsibility

R-1

Responsibility for final action is usually limited to matters covered by legal precedents and in which little deviation from standard practice is involved. Any decisions or actions having a significant bearing on the organization's business are reviewed. Is given guidance in the initial states of assignment, e.g., in planning and organizing level research and studies. Assignments are then carried out with moderate independence, although guidance is generally available and is sought from time to time on problem points.

R-2

Usually works independently in investigating the facts, searching legal precedents, defining the legal and factual issues, drafting the necessary legal documents, and developing conclusions and recommendations. Decisions having an important bearing on the organization's business are reviewed. Receives information from supervisor regarding unusual circumstances or important policy considerations pertaining to a legal problem. If trials are involved, may receive guidance from a supervisor regarding presentation, line of approach, possible line of opposition to be encountered, etc. In the case of nonroutine written presentations, the final product is reviewed carefully, but primarily for overall soundness of legal reasoning and consistency with organization policy. Some, but not all, attorneys make assignments to one or more lower level attorneys, aides, or clerks.

R-3

Carries out assignments independently and makes final legal determination in matters of substantial importance to the organization. Such determinations are subject to review only for consistency with organization policy, possible precedent effect, and overall

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effectiveness. To carry out assignments, deals regularly with officers of the organization and top level management officials and confers or negotiates regularly with senior attorneys and officials in other organizations on various aspects of assigned work. Receives little or no preliminary instruction on legal problems and a minimum of technical legal supervision. May assign and review work of a few attorneys, but this is not a primary responsibility.

R-4

Carries out assignments which entail independently planning investigations and negotiations on legal problems of the highest importance to the organization and developing completed brief, opinions, contracts, or other legal products. To carry out assignments, represents the organization at conferences, hearings, or trials, and personally confers and negotiates with top attorneys and top-ranking officials in other organizations. On various aspects of assigned work, may give advice directly and personally to organization officials and top level managers, or (in extremely large and complex organizations) may work through a higher level attorney in advising officials. Generally receives no preliminary instructions on legal problems. On matters requiring the concentrated efforts of several attorneys or other specialists, is responsible for directing, coordinating, and reviewing the work of the attorneys involved.

OR

As a primary responsibility, directs the work of a staff of attorneys, one, but usually more, of who regularly perform either D-3 or R-3 legal work. With respect to the work directed, gives advice directly to organization officials and top managers, or (in extremely large and complex organizations) may give such advice through counsel. Receives guidance as to organization policy but not technical supervision or assistance except when requesting advice from or briefing by a higher level attorney on the overall approach to the most difficult, novel, or important legal questions.

ENGINEER

(162-3: Engineer)

Performs professional work in research, development, design, testing, analysis, production, construction, maintenance, operation, planning, survey, estimating, application, or standardization of engineering facilities, systems, structures, processes, equipment, devices, or materials, requiring knowledge of the science and art by which materials, natural resources, and power are made useful. Work typically requires a B.S. degree in engineering or, in rare instances, equivalent education and experience combined. (Excluded are: safety engineers, industrial engineers, quality control engineers, sales engineers, and engineers whose primary responsibility is to be in charge of nonprofessional maintenance work.)

Engineer I

General characteristics. At this beginning professional level, performs assignments designed to develop professional work knowledge and abilities. May also receive formal classroom or seminar-type training. (Terminal positions are excluded.)

Direction received. Works under close supervision. Receives specific and detailed instructions as to required tasks and results expected. Work is checked during progress and is reviewed for accuracy upon completion.

Typical duties and responsibilities. Performs a variety of routine tasks that are planned to provide experience and familiarization with the engineering staff, methods, practices, and programs of the employer.

Responsibility for the direction of others. Usually none.

Engineer II

General characteristics. Performs routine engineering work requiring application of standard techniques, procedures, and criteria in carrying out a sequence of related engineering tasks. Limited exercise of judgment is required on details of work and in making preliminary selections and adaptations of engineering alternatives. Requires work experience acquired in an entry level position, or appropriate graduate level study. For training and developmental purposes, assignments may include some work that is typical of a higher level.

Direction received. Supervisor screens assignments for unusual or difficult problems and selects techniques and procedures to be applied on non-routine work. Receives close supervision on new aspects of assignments.

Typical duties and responsibilities. Using prescribed methods, performs specific and limited portions of a broader assignment of an experienced engineer. Applies standard practices and techniques in specific situations, adjusts and correlates data, recognizes discrepancies in results, and follows operations through a series of related detailed steps or processes.

Responsibility for the direction of others. May be assisted by a few aids or technicians.

Engineer III

General characteristics. Independently evaluates, selects. and applies standard engineering techniques, procedures, and criteria, using judgment in making minor

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adaptations and modifications. Assignments have clear and specified objectives and require the investigation of a limited number of variables. Performance at this level requires developmental experience in a professional position, or equivalent graduate level education.

Direction received. Receives instructions on specific assignment objectives, complex features, and possible solutions. Assistance is furnished on unusual problems and work is reviewed for application of sound professional judgment.

Typical duties and responsibilities. Performs work which involves conventional types of plans, investigations, surveys, structures, or equipment with relatively few complex features for which there are precedents. Assignments usually include one or more of the following: equipment design and development, test of materials, preparation of specifications, process study, research investigations, report preparation, and other activities of limited scope requiring knowledge of principles and techniques commonly employed in the specific narrow area of assignments.

Responsibility for the direction of others. May supervise or coordinate the work of drafters, technicians, and others who assist in specific assignments.

Engineer IV

General characteristics. As a fully competent engineer in all conventional aspects of the subject matter or the functional area of the assignments, plans and conducts work requiring judgment in the independent evaluation, selection, and substantial adaptation and modification of standard techniques, procedures, and criteria. Devises new approaches to problems encountered. Requires sufficient professional experience to assure competence as a fully trained worker; or, for positions primarily of a research nature, completion of all requirements for a doctoral degree may be substituted for experience.

Direction received. Independently performs most assignments with instructions as to the general results expected. Receives technical guidance on unusual or complex problems and supervisory approval on proposed plans for projects.

Typical duties and responsibilities. Plans, schedules, conducts, or coordinates detailed phases of the engineering work in a part of a major project or in a total project of moderate scope. Performs work which involves conventional engineering practice but may include a variety of complex features such as conflicting design requirements, unsuitability of standard materials, and difficult coordination requirements. Work requires a broad knowledge of precedents in the specialty area and a good knowledge of principles and practices of related specialties.

Responsibility for the direction of others. May supervise a few engineers or technicians on assigned work.

Engineer V

General characteristics. Applies intensive and diversified knowledge of engineering principles and practices in broad areas of assignments and related fields. Makes decisions independently on engineering problems and methods and represents the organization in conferences to resolve important questions and to plan and coordinate work. Requires the use of advanced techniques and the modification and extension of theories, precepts, and practices of the field and related sciences and disciplines. The knowledge and expertise required for this level of work usually result from progressive experience, including work comparable to engineer IV.

Direction received. Supervision and guidance relate largely to overall objectives, critical issues, new concepts, and policy matters. Consults with supervisor concerning unusual problems and developments.

Typical duties and responsibilities include one or more of the following:

1. In a supervisory capacity, plans, develops, coordinates, and directs a large and important engineering project or a number of small projects with many complex features. A substantial portion of the work supervised is comparable to that described for engineer IV.

2. As individual researcher or worker, carries out complex or novel assignments requiring the development of new or improved techniques and procedures. Work is expected to result in the development of new or refined equipment, materials, processes, products, and/or scientific methods.

3. As staff specialist, develops and evaluates plans and criteria for a variety of projects and activities to be carried out by others. Assesses the feasibility and soundness of proposed engineering evaluation tests, products, or equipment when necessary data are insufficient or confirmation by testing is advisable. Usually performs as a staff advisor and consultant in a technical specialty, a type of facility or equipment, or a program function.

Responsibility for the direction of others. Supervises, coordinates, and reviews the work of a small staff of engineers and technicians; estimates personnel needs and schedules and assigns work to meet completion date. Or, as individual researcher or staff specialist, may be assisted on projects by other engineers or technicians.

Engineer VI

General characteristics. Has full technical responsibility for interpreting, organizing, executing, and coordinating assignments. Plans and develops engineering projects concerned with unique or controversial problems which have an important effect on

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major programs. This involves exploration of subject area, definition of scope and selection of problems for investigation, and development of novel concepts and approaches. Maintains liaison with individuals and units within or outside the organization with responsibility for acting independently on technical matters pertaining to the field. Work at this level usually requires extensive progressive experience including work comparable to engineer V.

Direction received. Supervision received is essentially administrative, with assignments given in terms of broad general objectives and limits.

Typical duties and responsibilities include one or more of the following:

1. In a supervisory capacity, a) plans, develops, coordinates, and directs a number of large and important projects or a project of major scope and importance, or b) is responsible for the entire engineering program of a company or government agency when the program is of limited complexity and scope. Extent of responsibilities generally requires a few (3 to 5) subordinate supervisors or team leaders with at least one in a position comparable to level V.

2. As individual researcher or worker, conceives, plans, and conducts research in problem areas of considerable scope and complexity. The problems must be approached through a series of complete and conceptually related studies, are difficult to define, require unconventional or novel approaches, and require sophisticated research techniques. Available guides and precedents contain critical gaps, are only partially related to the problem, or may be largely lacking due to the novel character of the project. At this level, the individual researcher generally will have contributed inventions, new designs, or techniques which are of material significance in the solution of important problems.

3. As a staff specialist, serves as the technical specialist for the organization in the application of advanced theories, concepts, principles, and processes for an assigned area of responsibility (i.e., subject matter, function, type of facility or equipment, or product). Keeps abreast of new scientific methods and developments affecting the organization for the purpose of recommending changes in emphasis of programs or new programs warranted by such developments.

Responsibility for the direction of others. Plans, organizes, and supervises the work of a staff of engineers and technicians. Evaluates progress of the staff and results obtained, and recommends major changes to achieve overall objectives. Or, as individual researcher or staff specialist, may be assisted on individual projects by other engineers or technicians.

Engineer VII

General characteristics. Makes decisions and recommendations that are recognized as authoritative and have an important impact on extensive engineering activities. Initiates and maintains extensive contacts with key engineers and officials of other organizations, requiring skill in persuasion and negotiation of critical issues. At this level, individuals will have demonstrated creativity, foresight, and mature engineering judgment in anticipating and solving unprecedented engineering problems, determining program objectives and requirements, organizing programs and projects, and developing standards and guides for diverse engineering activities.

Direction received. Receives general administrative direction.

Typical duties and responsibilities include one or both of the following:

1. In a supervisory capacity, is responsible for a) an important segment of the engineering program of a company or government agency with extensive and diversified engineering requirements, or b) the entire engineering program of a company or agency when it is more limited in scope. The overall engineering program contains critical problems the solution of which requires major technological advances and opens the way for extensive related development. Extent of responsibilities generally requires several subordinate organizational segments or teams. Recommends facilities, personnel, and funds required to carry out programs which are directly related to and directed toward fulfillment of overall objectives.

2. As individual researcher and consultant, is a recognized leader and authority in the company or government agency in a broad area of specialization or in a narrow but intensely specialized field. Selects research problems to further program objectives. Conceives and plans investigations of broad areas of considerable novelty and importance, for which engineering precedents are lacking in areas critical to the overall engineering program. Is consulted extensively by associates and others, with a high degree of reliance placed on incumbent's scientific interpretations and advice. Typically, will have contributed inventions, new designs, or techniques which are regarded as major advances in the field.

Responsibility for the direction of others. Directs several subordinate supervisors or team leaders, some of who are in positions comparable to engineer VI; or as individual researcher and consultant, may be assisted on individual projects by other engineers and technicians.

Engineer VIII

General characteristics. Makes decisions and recommendations that are recognized as authoritative and have a far-reaching impact on extensive engineering and related activities of the company or government agency. Negotiates critical and controversial issues with top level engineers and officers of other organizations. Individuals at this level demonstrate a high degree of creativity, foresight, and mature judgment in

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planning, organizing, and guiding extensive engineering programs and activities of outstanding novelty and importance.

Direction received. Receives general administrative direction.

Typical duties and responsibilities include one or both of the following:

1. In supervisory capacity, is responsible for a) an important segment of a very extensive and highly diversified engineering program of a company or government agency, or b) the entire engineering program of a company or agency when the program is of moderate scope. The programs are of such complexity and scope that they are of critical importance to overall objectives, include problems of extraordinary difficulty that often have resisted solution, and consist of several segments requiring subordinate supervisors. Decides the kind and extent of engineering and related programs needed to accomplish the objectives of the company or agency, chooses scientific approaches, plans and organizes facilities and programs, and interprets results.

2. As individual researcher and consultant, formulates and guides the attack on problems of exceptional difficulty and marked importance to the company, industry, or government. Problems are characterized by their lack of scientific precedents and source material, or lack of success of prior research and analysis so that their solution would represent an advance of great significance and importance. Performs advisory and consulting work as a recognized authority for broad program areas or in an intensely specialized area of considerable novelty and importance.

Responsibility for the direction of others. Supervises several subordinate supervisors or team leaders, some of whose positions are comparable to engineer VII, or individual researchers some of whose positions are comparable to engineer VII and sometimes engineer VIII. As an individual researcher and consultant may be assisted on individual projects by other engineers or technicians.

Note: Individuals in charge of an engineering program may match any of several of the survey job levels, depending on the program's size and complexity. Excluded from the definition are: 1) engineers in charge of programs so extensive and complex (e.g., consisting of research and development on a variety of complex products or systems with numerous novel components) that one or more subordinate supervisory engineers are performing at level VIII; 2) individuals whose decisions have direct and substantial effect on setting policy for the organization (included, however, are supervisors deciding the "kind and extent of engineering and related programs" within broad guidelines set at higher levels); and 3) individual researchers and consultants who are recognized as national and/or international authorities and scientific leaders in very broad areas of scientific interest and investigation.

Administrative

BUDGET ANALYST

(141: Accountant, auditor, and other financial specialist)

Formulates and analyzes and/or administers and monitors an organization's budget. Typical duties include: Preparing budget estimates to support programs; presenting and justifying budget estimates; administering approved budgets and determining funding requirements within authorized limits; evaluating and administering requests for funds and monitoring and controlling obligations and expenditures; and developing and interpreting budget policies.

In addition to the technical responsibilities described in levels I through IV, budget analysts may also supervise subordinate staff members. At levels I and II, the subordinate staff typically consists of clerical and paraprofessional employees; level III may also coordinate the work of lower level analysts; and level IV may supervise one or two analysts. Positions responsible for supervising three or more budget analysts and support staff should typically be matched to the budget analyst supervisor definition.

Excluded are:

a. Budget clerks and assistants performing clerical work in support of budget analysts;
b. Program analysts evaluating the success of an organization's operating programs;
c. Financial analysts evaluating the financial operations, transactions, practices and structure of an organization; and
d. Budget analysts (above level IV) responsible for analyzing and administering highly complex budgets requiring frequent reprogramming and evaluating the impact of complicated legislation or policy decisions on the organization's budget.

Budget Analyst I

As a trainee, performs a variety of clearly-defined tasks assigned to increase the employee's knowledge and understanding of budget concepts, principles, practices, and procedures. Assists in the development of budgets by comparing projected costs to schedules; or assists in budget administration by examining and highlighting obvious

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deviations in reports listing the status of financial obligations and expenditures. (Terminal positions are excluded.)

Work is performed under close supervision. Assignments are clearly defined, methods are specified, and items to be noted and referred to supervisor are identified.

Budget Analyst II

Performs routine and recurring budget analysis duties which typically facilitate more complex review and analysis performed by supervisors or higher-level budget analysts. Initial assignments are designed to expand practical experience and to develop judgment in applying basic budget analysis techniques. Follows specific guidelines and previous budget reports in analyzing budgets for operating programs which are uniform and repetitive. Typical duties include:

Budget development: Assisting operating officials in preparing budget requests and justifications by gathering, extracting, reviewing, verifying, and consolidating a variety of narrative and statistical data; examining budget requests for accuracy and conformance with procedures and regulations; and comparing budget requests with prior year estimates and current operating reports; and/or

Budget administration: Screening requests for allocations of approved budgets and recommending approval, disapproval, or modification based on availability of funds and conformance with regulations; analyzing operating reports to monitor program expenditures and obligations; and summarizing narrative and statistical data in budget forms and reports.

Applies previously learned skills to perform routine work independently. Supervisor provides information regarding budgetary actions to be performed, organizational functions to be covered, and specific instructions for unfamiliar work or complex problems.

Budget Analyst III

Uses a knowledge of commonly used budgetary procedures and practices, regulations, and organizational policies to analyze budgets for relatively stable operations (e.g., minor budget reprogramming is required two or three times a year). Forecasts funding needs for operating programs with varying annual requirements for goods, services, equipment, and personnel. Typical duties include:

Budget development: Reviews and verifies budget data for consistency with financial and program objectives; formulates and revises budget estimates; validates justifications through comparisons with operating reports; and explores funding alternatives based on precedents and guidelines; and/or

Budget administration: Certifies obligations and expenditures, monitors trends in spending, and anticipates funding and reprogramming needs; within established limits, recommends transfer of funds within accounts to cover increased expenditures; assembles data for use in preparing budget and program evaluations; and recommends the approval of or revises requests for allotments.

Carries out assignments independently in accordance with standard procedures and practices. Supervisor provides assistance on unfamiliar or unusual problems. May perform more complex assignments to assist supervisor or higher level analyst.

Budget Analyst IV

Provides analytical support for budgets which require annual modifications due to changing work processes, resource needs, funding requirements, or fluctuating revenue. Interprets guidelines and precedents and advises operating managers concerning budgeting policies. May recommend new budgeting techniques. Typical duties include:

Budget development: Performs in-depth analysis of budget requests using techniques such as cost-benefit analysis and program trade-offs, and by exploring alternative methods of funding; writes and edits justifications for higher level approval; coordinates the compilation and evaluation of information required for executive level budget meetings; confers on modifications to budget requests; and interprets, revises, and develops procedures and instructions for preparing and presenting budget requests; and/or

Budget administration: Prepares a variety of reports detailing the status of funds, expenses, and obligations; identifies trends and recommends adjustments in program spending; advises management on budgeting deadlines and alternative means of accomplishing budgetary objectives; and serves as budgeting liaison between managers and staff of various organizational programs.

Participates with supervisor in determining deadlines for assigned projects, which are linked to the budget cycle and typically require more than a year for completion. Works independently for several months at a time, with little review, while work progresses.

BUDGET ANALYST SUPERVISOR

(141: Accountant, auditor, and other financial specialist)

As a *first-line* supervisor, supervises 3-14 budget analysts and support staff. Work requires substantial knowledge of budget formulation, analysis, and execution. Duties include planning and delegating work; monitoring performance; providing technical

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counsel; and evaluating work products. Recommends hirings and promotions, resolves complaints, effects minor disciplinary action, and arranges training. May direct staff through subordinate team leaders.

Excluded are second-line budget analyst supervisory positions.

Budget Analyst Supervisor I

Budget analyst III represents the full performance level of subordinate staff supervised. In addition, at least two staff members, as well as 25% of the total subordinate staff performs at the Budget Analyst III (or equivalent) level.

Budget Analyst Supervisor II

Budget analyst IV represents the full performance level of subordinate staff supervised. In addition, at least two staff members, as well as 25% of the total subordinate staff performs at the Budget Analyst IV (or equivalent) level.

BUYER/CONTRACTING SPECIALIST

(1449: Purchasing agent and buyer, not elsewhere classified)

Purchases materials, supplies, equipment, and services (e.g., utilities, maintenance, and repair) and/or administers purchase contracts (assuring compliance after contract is awarded). In some instances items purchased are of types that must be specially designed, produced, or modified by the vendor in accordance with drawings or engineering specifications.

Solicits bids, analyzes quotations received, and selects or recommends suppliers. At levels III and higher, formal contract negotiation methods are typically used where knowledge of market trends and conditions is required. May interview prospective vendors.

Purchases items and services or negotiates contracts at the most favorable price consistent with quality, quantity, specification requirements, and other factors. Prepares or supervises preparation of purchase orders from requisitions. May expedite delivery and visit vendors' offices and plants.

Normally, purchases are unreviewed when they are consistent with past experience and are in conformance with established rules and policies. Proposed purchase transactions that deviate from the usual or from past experience in terms of prices, quality of items, quantities, etc., or that may set precedents for future purchases, are reviewed by higher authority prior to final action.

Contract administration includes determining allowable costs, monitoring contractor compliance with contract terms, resolving problems concerning obligations of the parties, explaining and renegotiating contract terms, and ensuring satisfactory contract completion.

In addition to work described above, some (but not all) buyers or contracting specialists direct the work of one or a few clerks who perform routine aspects of the work. As a secondary and subsidiary duty, some buyers may also sell or dispose of surplus, salvage, or used materials, equipment, or supplies.

Note: Some buyers or contracting specialists are responsible for the purchasing or contract administration of a variety of items and materials. When the variety includes items and work described at more than one of the following levels, the position should be considered to equal the highest level that characterizes at least a substantial portion of the buyer's time.

Excluded are:

a. Buyers of items for direct sale, either wholesale or retail;

b. Brokers and dealers buying for clients or for investment purposes;

c. Positions that specifically require professional education and qualifications in a physical science or in engineering (e.g., chemist, mechanical engineer);

d. Buyers who specialize in purchasing a single or a few related items of highly variable quality such as raw cotton or wool, tobacco, cattle, or leather for shoe uppers, etc. Expert personal knowledge of the item is required to judge the relative value of the goods offered, and to decide the quantity, quality, and price of each purchase in terms of its probable effect on the organization's profit and competitive status;

e. Buyers or contracting specialists whose principal responsibility is the supervision of a purchasing or contracting program;

f. Persons whose major duties consist of ordering, reordering, or requisitioning items under existing contracts;

g. Positions restricted to clerical functions or to purchase expediting work;

h. Positions not requiring: 1) three years of administrative, technical, or substantive

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clerical experience; 2) a bachelor's degree in any field; or 3) any equivalent combination of experience and education yielding basic skills in problem analysis and communication; and

i. Contracting specialists above level V having broad responsibilities for resolving critical problems on major long-term purchases, developing new approaches or innovative acquisition plans, and/or developing procurement policies and procedures. These specialists use extensive judgment and originality to plan procurement strategies for large scale acquisition programs or systems.

Buyer/Contracting Specialist I

Purchases "off-the-shelf" types of readily available, commonly used materials, supplies, tools, furniture, services, etc.

Transactions usually involve local retailers, wholesalers, jobbers, and manufacturers' sales representatives.

Quantities purchased are generally small amounts, e.g., those available from local sources.

Examples of items purchased include: common stationery and office supplies; standard types of office furniture and fixtures; standard nuts, bolts, screws; janitorial and common building maintenance supplies; or common utility services or office machine repair services.

OR

As a trainee, performs various clearly defined procurement tasks designed to increase the employee's knowledge and understanding of procurement and contracting concepts, principles, practices, and procedures. Examples of duties include: assisting in the preparation of solicitation documents; analyzing prices, discounts, and delivery dates; making procurement recommendations; and drafting simple contract provisions and supporting documentation. Work is performed under close supervision.

Buyer/Contracting Specialist II

Purchases "off-the-shelf" types of standard, generally available technical items, materials, and services. Transactions may involve occasional modification of standard and common usage items, materials, and services, and include a few stipulations about unusual packing, marking, shipping, etc.

Transactions usually involve dealing directly with manufacturers, distributors, jobbers, etc. Limited contract negotiation techniques may be used, primarily for developmental purposes to increase employee's skill and knowledge.

Quantities of items and materials purchased may be relatively large, particularly in the case of contracts for continuing supply over a period of time.

May be responsible for locating or promoting possible new sources of supply. Usually is expected to keep abreast of market trends, changes in business practices in the assigned markets, new or altered types of materials entering the market, etc.

Examples of items purchased *or under contract include*: standard industrial types of hand tools, gloves, and safety equipment; standard electronic parts, components, and component test instruments; electric motors; gasoline service station equipment; PBX or other specialized telephone services; special purpose printing services; custodial services for a large building; and routine purchases of common raw materials such as standard grades and sizes of steel bars, rods, and angles.

Also included at this level are buyers of materials of the types described for Buyer I when the quantities purchased are large, so that local sources of supply are generally inadequate and the buyer must deal directly with manufacturers on a broader than local scale.

OR

In a developmental position, assists higher level buyers or contracting specialists in purchasing, and/or negotiating contracts for items, materials, or services of a technical and specialized nature. Assigned work is designed to provide diversified experience, as a background for future higher level work. Examples of duties include: reviewing requisitions and drafting solicitations; evaluating bids and the dependability of suppliers; meeting with commercial representatives; and monitoring the progress of contractors. Supervisor provides general instructions, monitors work, and reviews recommendations. Standard or routine aspects of work are performed with greater independence.

Buyer/Contracting Specialist III

Purchases items, materials, or services of a technical and specialized nature, usually by negotiating a standard contract based on reimbursement of costs and expenses or a fixed price ceiling. May be responsible for overseeing the postaward (contract administration) functions (e.g., monitoring contract compliance, recommending action on problem situations, and negotiating extensions of delivery schedules) of such contracts. The items, while of a common general type, are usually made, altered, or customized to meet the user's specific needs and specifications.

The number of potential vendors is likely to be small and price differentials often reflect important factors (quality, delivery dates and places, etc.) that are difficult to evaluate.

The quantities purchased of any item or service may be large.

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Many of the purchases involve one or more such complications as: specifications that detail, in technical terms, the required physical, chemical, electrical, or other comparable properties; special testing prior to acceptance; grouping of items for lot bidding and awards; specialized processing, packing, or packaging requirements; export packs; overseas port differentials; etc.

Is expected to keep abreast of market and product developments. May be required to locate new sources of supply.

Some positions may involve *assisting* in the training or supervision of lower level buyers or clerks.

Examples of items purchased include: castings; special extruded shapes of normal size and material; special formula paints; electric motors of special shape or speeds; production equipment; special packaging of items; raw materials in substantial quantities or with special characteristics; and protective services where security presents an especially significant problem.

Buyer/Contracting Specialist IV

Negotiates and/or administers purchase contracts for complex and highly technical items, materials, or services, frequently specially designed and manufactured exclusively for the purchaser.

Transactions require dealing with manufacturers and often involve persuading potential vendors to undertake the manufacture of custom designed items according to complex and rigid specifications. Negotiation techniques are also frequently involved with convincing the vendor to reduce costs.

Quantities of items and materials purchased are often large in order to satisfy the requirements for an entire large organization for an extended period of time. Complex schedules of delivery are often involved. Contracting specialists determine appropriate quantities to be contracted for at any given period of time and negotiate with vendors to establish or adjust delivery schedules.

Negotiations and contract administration are often complicated by the following: requirements for spare parts, preproduction samples and testing, or technical literature; patent and royalty provisions; or renegotiation of contract terms. In reviewing contract proposals, extensive cost analysis is required to evaluate the cost of such factors as 1) numerous technical specifications, and 2) potential changes in manufacturing processes that might affect projected cost figures. These complications result in the incorporation of numerous special provisions and incentives in renegotiated contracts.

In addition to the work described above, a few positions may also require supervision of a few lower level buyers, contracting specialists or clerks. (No position is included in this level solely because supervisory duties are performed.)

Examples of items purchased include: special purpose high-cost machine tools and production facilities; specialized condensers, boilers, and turbines; raw materials of critically important characteristics or quality; and parts, subassemblies, components, etc., specially designed and made to order (e.g., communications equipment for installation in aircraft being manufactured; component assemblies for missiles and rockets; and motor vehicle frames).

Buyer/Contracting Specialist V

Performs one of the following:

1. Serves as lead negotiator or contract administrator for: new or unique equipment; extensive technical or professional services; or complex construction projects where there is a lack of previous experience or competition, extensive subcontracting, or similar complications. Examples of contracts include prototype development of sophisticated research and testing equipment, software systems development, scientific studies involving waste and transportation systems, facilities for production of weapons systems, and research laboratories requiring special equipment.

2. Performs large-scale centralized purchasing or contract administration for a multi-unit organization or large establishment that requires either items with unique requirements as to construction, testing, durability, or quality characteristics, or organization-wide services. Examples of contracts include organization-wide software or communication systems, and industry-specific testing equipment with unique specifications.

May persuade suppliers to expand their plants or convert facilities to the production of new items or services.

Transactions are often complicated by technological changes, urgent needs to override normal production, great volume of production, commodity shortages, and lack of competition among vendors. Frequent technological changes require delays or modifications to contract proposals or to existing contracts. In-depth cost analysis is required, often with little pricing precedent due to the unique aspects of the products.

Contracts are usually long-term (exceeding 2 years) and involve numerous subcontracts and special provisions that must be changed and renegotiated throughout the duration of the contract.

COMPUTER PROGRAMMER

(397: Programmer)

Performs programming services for establishments or for outside organizations who may contract for services. Converts specifications (precise descriptions) about business or scientific problems into a sequence of detailed instructions to solve problems by

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electronic data processing (EDP) equipment, i.e., digital computers. Draws program flow charts to describe the processing of data and develops the precise steps and processing logic which, when entered into the computer in coded language (COBOL, FORTRAN, or other programming language), cause the manipulation of data to achieve desired results. Tests and corrects programs and prepares instructions for operators who control the computer during runs. Modifies programs to increase operating efficiency or to respond to changes in work processes; maintains records to document program development and revisions.

At levels I, II, and III, computer programmers *may also perform* programming analysis such as: gathering facts from users to define their business or scientific problems and to investigate the feasibility of solving problems through new or modified computer programs; developing specifications for data inputs, flow, actions, decisions, and outputs; and participating on a continuing basis in the overall program planning along with other EDP personnel and users.

In contrast, at levels IV and V, some programming analysis must be performed as part of the programming assignment. The analysis duties are identified in a separate paragraph at levels I, II, III, and IV, and are part of each alternative described at level V. However, the systems requirements are defined by systems analysts or scientists.

Excluded are:

a. Positions which require a bachelor's degree in a specific scientific field (other than computer science), such as an engineering, mathematics, physics, or chemistry degree; however, positions are potential matches where the required degree may be from any of several possible scientific fields;

b. Positions responsible for developing and modifying computer systems;

c. Computer programmers who perform level IV or V duties but who perform no programming analysis;

d. Workers who primarily analyze and evaluate problems concerning computer equipment or its selection or utilization;

e. Computer systems programmers or analysts who primarily write programs or analyze problems concerning the system software, e.g., operating systems, compilers, assemblers, system utility routines, etc., which provide basic services for the use of all programs and provide for the scheduling of the execution of programs; however, positions matching this definition may develop a "total package which includes not only writing programs to process data but also selecting the computer equipment and system software required;

f. Employees who have significant responsibility for the management or supervision of workers (e.g., systems analysts) whose positions are *not* covered in this definition; or employees with significant responsibility for *other functions* such as computer operations, data entry, system software, etc.; and

g. Positions *not* requiring: 1) three years of administrative, technical, or *substantive* clerical experience; 2) a bachelor's degree in any field; or 3) any equivalent combination of experience and education yielding basic skills in problem analysis and communication.

Positions are classified into levels based on the following definitions.

Computer Programmer I

At this trainee level, assignments are usually planned to develop basic programming skills because incumbents are typically inexperienced in applying such skills on the job. Assists higher level staff by performing elementary programming tasks which concern limited and simple data items and steps which closely follow patterns of previous work done in the organization, e.g., drawing flow charts, writing operator instructions, or coding and testing routines to accumulate counts, tallies, or summaries. May perform routine programming assignments (as described in level II) under close supervision.

In addition, as training and to assist higher level staff, *may perform* elementary fact finding concerning a specified work process, e.g., a file of clerical records which is treated as a unit (invoices, requisitions, or purchase orders, etc.); reports findings to higher level staff.

Receives classroom and/or on-the-job training in computer programming concepts, methods, and techniques and in the basic requirements of the subject matter area. May receive training in elementary fact-finding. Detailed, step-by-step instructions are given for each task and any deviation must be authorized by a supervisor. Work is closely monitored in progress and reviewed in detail upon completion.

Computer Programmer II

At this level, initial assignments are designed to develop competence in applying established programming procedures to routine problems. Performs routine programming assignments that do not require skilled background experience but do require knowledge of established programming procedures and data processing requirements. Works according to clear-cut and complete specifications. The data are refined and the format of the final product is very similar to that of the input or is well defined when significantly different, i.e., there are few, if any, problems with interrelating varied records and outputs.

Maintains and modifies routine programs. Makes approved changes by amending program flow charts, developing detailed processing logic, and coding changes. Tests and documents modifications and writes operator instructions. May write routine new

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programs using prescribed specifications; may confer with EDP personnel to clarify procedures, processing logic, etc.

In addition, and as continued training, may evaluate simple interrelationships in the immediate programming area, e.g., whether a contemplated change in one part of a simple program would cause unwanted results in a related part; confers with user representatives to gain an understanding of the situation sufficient to formulate the needed change; and implements the change upon approval of the supervisor or higher level staff. The incumbent is provided with charts, narrative descriptions of the functions performed, an approved statement of the product desired (e.g., a change in a local establishment report), and the inputs, outputs, and record formats.

Reviews objectives and assignment details with higher level staff to insure thorough understanding; uses judgment in selecting among authorized procedures and seeks assistance when guidelines are inadequate, significant deviations are proposed, or when unanticipated problems arise. Work is usually monitored in progress; all work is reviewed upon completion for accuracy and compliance with standards.

Computer Programmer III

As a fully qualified computer programmer, applies standard programming procedures and detailed knowledge of pertinent subject matter (e.g., work processes, governing rules, clerical procedures, etc.) in a programming area such as: a recordkeeping operation (supply, personnel and payroll, inventory, purchasing, insurance payments, depositor accounts, etc.); a well-defined statistical or scientific problem; or other standardized operation or problem. Works according to approved statements of requirements and detailed specifications. While the data are clear cut, related, and equally available, there may be substantial interrelationships of a variety of records and several varied sequences of formats are usually produced. The programs developed or modified typically are linked to several other programs in that the output of one becomes the input for another. Recognizes probable interactions of other related programs with the assigned program(s) and is familiar with related system software and computer equipment. Solves conventional programming problems. (In small organizations, may maintain programs which concern or combine several operations, i.e., users, or develop programs where there is one primary user and the others give input.)

Performs such duties as: develops, modifies, and maintains assigned programs; designs and implements modifications to the interrelation of files and records within programs in consultation with higher level staff; monitors the operation of assigned programs and responds to problems by diagnosing and correcting errors in logic and coding; and implements and/or maintains assigned portions of a scientific programming project, applying established scientific programming techniques to well-defined mathematical, statistical, engineering, or other scientific problems usually requiring the translation of mathematical notation into processing logic and code. (Scientific programming includes assignments such as: using predetermined physical laws expressed in mathematical terms to relate one set of data to another; the routine storage and retrieval of field test data; and using procedures for real-time command and control, scientific data reduction, signal processing, or similar areas.) Tests and documents work and writes and maintains operator instructions for assigned programs. Confers with other EDP personnel to obtain or provide factual data.

In addition, may carry out fact-finding and programming analysis of a single activity or routine problem, applying established procedures where the nature of the program, feasibility, computer equipment, and programming language have already been decided. May analyze present performance of the program and take action to correct deficiencies based on discussion with the user and consultation with and approval of the supervisor or higher level staff. May assist in the review and analysis of detailed program specifications and in program design to meet changes in work processes.

Works independently under specified objectives; applies judgment in devising program logic and in selecting and adapting standard programming procedures; resolves problems and deviations according to established practices; and obtains advice where precedents are unclear or not available. Completed work is reviewed for conformance to standards, timeliness, and efficiency. May guide or instruct lower level programmers; may supervise technicians and others who assist in specific assignments.

OR

Works on complex programs (as described in level IV) under close direction of higher level staff or supervisor. May assist higher level staff by independently performing moderately complex tasks assigned, and performing complex tasks under close supervision.

Computer Programmer IV

Applies expertise in programming procedures to complex programs; recommends the redesign of programs, investigates and analyzes feasibility and program requirements, and develops programming specifications. Assigned programs typically affect a broad multi-user computer system which meets the data processing needs of a broad area (e.g., manufacturing, logistics planning, finance management, human resources, or material management) or a computer system for a project in engineering, research, accounting, statistics, etc. Plans the full range of programming actions to produce several interrelated but different products from numerous and diverse data elements which are usually from different sources; solves difficult programming problems. Uses knowledge of pertinent system software, computer equipment, work processes, regulations, and management practices.

Performs such duties as: develops, modifies, and maintains complex programs; designs and implements the interrelations of files and records within programs which will effectively fit into the overall design of the project; working with problems or concepts, develops programs for the solution to major scientific computational problems requiring the analysis and development of logical or mathematic descriptions

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of functions to be programmed; and develops occasional special programs, e.g., a critical path analysis program to assist in managing a special project. Tests, documents, and writes operating instructions for all work. Confers with other EDP personnel to secure information, investigate and resolve problems, and coordinate work efforts.

In addition, performs such programming analysis as: investigating the feasibility of alternate program design approaches to determine the best balanced solution, e.g., one that will best satisfy immediate user needs, facilitate subsequent modification, and conserve resources; on typical maintenance projects and smaller scale, limited new projects, assisting user personnel in defining problems or needs and determining work organization, the necessary files and records, and their interrelation with the program; or on large or more complicated projects, participating as a team member along with other EDP personnel and users and having responsibility for a portion of the project.

Works independently under overall objectives and direction, apprising the supervisor about progress and unusual complications. Modifies and adapts precedent solutions and proven approaches. Guidelines include constraints imposed by the related programs with which the incumbent's programs must be meshed. Completed work is reviewed for timeliness, compatibility with other work, and effectiveness in meeting requirements. May function as team leader or supervise a few lower level programmers or technicians on assigned work.

Computer Programmer V

At level V, workers are typically either supervisors, team leaders, staff specialists, or consultants. Some programming analysis is included as a part of the programming assignment. Supervision and review are similar to level IV.

Typical duties and responsibilities include one or more of the following:

1. *In a supervisory capacity,* plans, develops, coordinates, and directs a large and important programming project (finance, manufacturing, sales/marketing, human resources, or other broad area) or a number of small programming projects with complex features. A substantial portion of the work supervised (usually 2 to 3 workers) is comparable to that described for level IV. Supervises, coordinates, and reviews the work of a small staff, normally not more than 15 programmers and technicians; estimates personnel needs and schedules, assigns and reviews work to meet completion date. These day-to-day supervisors evaluate performance, resolve complaints, and make recommendations on hiring and firing. They do not make final decisions on curtailing projects, reorganizing, or reallocating resources.

2. *As team leader, staff specialist, or consultant,* defines complex scientific problems (e.g., computational) or other highly complex programming problems (e.g., generating overall forecasts, projections, or other new data fields widely different from the source data or untried at the scale proposed) and directs the development of computer programs for their solution; or designs improvements in complex programs where existing precedents provide little guidance, such as an interrelated group of mathematical/statistical programs which support health insurance, natural resources, marketing trends, or other research activities. In conjunction with users (scientists or specialists), defines major problems in the subject-matter area. Contacts co-workers and user personnel at various locations to plan and coordinate project and gather data; devises ways to obtain data not previously available; arbitrates differences between various program users when conflicting requirements arise. May perform simulation studies to determine effects of changes in computer equipment or system software or may assess the feasibility and soundness of proposed programming projects which are novel and complex. Typically develops programming techniques and procedures where few precedents exist. May be assisted on projects by other programmers or technicians.

COMPUTER SYSTEMS ANALYST

(1712: Computer systems analyst)

Analyzes business or scientific problems for resolution through electronic data processing. Gathers information from users, defines work problems, and, if feasible, designs a system of computer programs and procedures to resolve the problems. Develops complete specifications to enable computer programmers to prepare required programs: analyzes subject-matter operations to be automated; specifies number and types of records, files, and documents to be used and outputs to be produced; prepares work diagrams and data flow charts; coordinates tests of the system and participates in trial runs of new and revised systems; and recommends computer equipment changes to obtain more effective operations. May also write the computer programs.

Excluded are:

a. Trainees who receive detailed directives and work plans, select authorized procedures for use in specific situations, and seek assistance for deviations and problems;

b. Positions which require a bachelor's degree in a specific scientific field (other than computer science), such as an engineering, mathematics, physics, or chemistry degree; however, positions are potential matches where the required degree may be from any of several possible scientific fields;

c. Computer programmers who write computer programs and solve user problems not requiring systems modification;

d. Workers who primarily analyze and evaluate problems concerning *computer equipment* or its selection or utilization; and

e. Computer systems programmers or analysts who primarily write programs or

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analyze problems concerning the system software, e.g., operating systems, compilers, assemblers, system utility routines, etc., which provide basic services for the use of all programs and provide for the scheduling or the execution of programs; however, positions matching this definition may develop a "total package" which includes not only analyzing work problems to be processed but also selecting the computer equipment and system software required.

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

Computer Systems Analyst I

At this level, *initial assignments* are designed to expand practical experience in applying systems analysis techniques and procedures. Provides *several phases* of the required systems analysis where the nature of the system is predetermined. Uses established fact finding approaches, knowledge of pertinent work processes and procedures, and familiarity with related computer programming practices, system software, and computer equipment.

Carries out fact finding and analysis as assigned, usually of a single activity or a routine problem; applies established procedures where the nature of the system, feasibility, computer equipment, and programming language have already been decided; may assist a higher level systems analyst by preparing the detailed specifications required by computer programmers from information developed by the higher level analyst; may research routine user problems and solve them by modifying the existing system when the solutions follow clear precedents. When cost and deadline estimates are required, results receive close review.

The supervisor defines objectives, priorities, and deadlines. Incumbents work independently; adapt guides to specific situations; resolve problems and deviations according to established practices; and obtain advice where precedents are unclear or not available. Completed work is reviewed for conformance to requirements, timeliness, and efficiency. May supervise technicians and others who assist in specific assignments.

Computer Systems Analyst II

Applies systems analysis and design skills in an area such as a recordkeeping or scientific operation. A system of several varied sequences or formats is usually developed, e.g., systems for maintaining depositor accounts in a bank, maintaining accounts receivable in a retail establishment, maintaining inventory accounts in a manufacturing or wholesale establishment, or processing a limited problem in a scientific project. Requires competence in most phases of system analysis and knowledge of pertinent system software and computer equipment and of the work processes, applicable regulations, work load, and practices of the assigned subject-matter area. Recognizes probable interactions of related computer systems and predicts impact of a change in assigned system.

Reviews proposals which consist of objectives, scope, and user expectations; gathers facts, analyzes data, and prepares a project synopsis which compares alternatives in terms of cost, time, availability of equipment and personnel, and recommends a course of action; and upon approval of synopsis, prepares specifications for development of computer programs. Determines and resolves data processing problems and coordinates the work with program, users, etc.; orients user personnel on new or changed procedures. May conduct special projects such as data element and code standardization throughout a broad system, working under specific objectives and bringing to the attention of the supervisor any unusual problems or controversies.

Works independently under overall project objectives and requirements; apprises supervisor about progress and unusual complications. Guidelines usually include existing systems and the constraints imposed by related systems with which the incumbent's work must be meshed. Adapts design approaches successfully used in precedent systems. Completed work is reviewed for timeliness, compatibility with other work, and effectiveness in meeting requirements. May provide functional direction to lower level assistants on assigned work.

OR

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

Computer Systems Analyst III

Applies systems analysis and design techniques to complex computer systems in a *broad* area such as manufacturing; finance management; engineering, accounting, or statistics; logistics planning; material management, etc. Usually, there are multiple users of the system; however, there may be complex one-user systems, e.g., for engineering or research projects. Requires competence in all phases of systems analysis techniques, concepts, and methods and knowledge of available system software, computer equipment, and the regulations, structure, techniques, and management practices of one or more subject-matter areas. Since *input data usually come from diverse sources*, is responsible for recognizing probable conflicts and integrating diverse data elements and sources. Produces innovative solutions for a variety of complex problems.

Maintains and modifies complex systems or develops new subsystems such as an integrated production scheduling, inventory control, cost analysis, or sales analysis record in which every item of each type is automatically processed through the full system of records. Guides users in formulating requirements; advises on alternatives and on the implications of new or revised data processing systems; analyzes resulting user project proposals, identifies omissions and errors in requirements, and conducts

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feasibility studies; recommends optimum approach and develops system design for approved projects. Interprets information and informally arbitrates between system users when conflicts exist. May serve as lead analyst in a design subgroup, directing and integrating the work of one or two lower level analysts, each responsible for several programs.

Supervision and nature of review are similar to level II; existing systems provide precedents for the operation of new subsystems.

Computer Systems Analyst IV

Applies expert systems analysis and design techniques to complex *system development* in a specialized design area and/or resolves unique or unyielding problems in existing complex systems by *applying new technology*. Work requires a broad knowledge of data sources and flow, interactions of existing complex systems in the organization, and the capabilities and limitations of the systems software and computer equipment. Objectives and overall requirements are defined in the organization's EDP policies and standards; the primary constraints typically are those imposed by the need for compatibility with existing systems or processes. Supervision and nature of review are similar to levels II and III.

Typical duties and responsibilities include one or more of the following:

1. As team or project leader, provides systems design *in a specialized and highly complex design area*, e.g., interrelated business statistics and/or projections, scientific systems, mathematical models, or similar unprecedented computer systems. *Establishes the framework of new computer systems* from feasibility studies to post-implementation evaluation. Devises new sources of data and develops new approaches and techniques for use by others. May serve as technical authority for a design area. At least one or two team members perform work at level III; one or two team members may also perform work as a level IV staff specialist or consultant as described below.

2. As staff specialist or consultant, with expertise in a specialty area (e.g., data security, telecommunications, systems analysis techniques, EDP standards development, etc.), plans and conducts analyses of unique or unyielding problems in a broad system. Identifies problems and specific issues in assigned area and prepares overall project recommendations from an EDP standpoint including feasible advancements in EDP technology; upon acceptance, determines a design strategy that anticipates directions of change; designs and monitors necessary testing and implementation plans. Performs work such as: studies broad areas of projected work processes which cut across the organization's established EDP systems; conducts continuing review of computer technological developments applicable to system design and prepares long range forecasts; develops EDP standards where new and improved approaches are needed; or develops recommendations for a management information system where new concepts are required.

Computer Systems Analyst V

As *a top technical expert, develops broad unprecedented computer systems and/or conducts critical studies central to the success of large organizations having extensive technical or highly diversified computer requirements.* Considers such requirements as broad organization policy, and the diverse user needs of several organizational levels and locations. Works under general administrative direction.

Typical duties and responsibilities include one or more of the following:

1. As team or project leader, guides the development of broad unprecedented computer systems. The information requirements are complex and voluminous. Devises completely new ways to locate and develop data sources; establishes new factors and criteria for making subject-matter decisions. Coordinates fact finding, analysis, and design of the system and applies the most recent developments in data processing technology and computer equipment. Guidelines consist of state-of-the-art technology and general organizational policy. *At least one team member performs work at level IV.*

2. As staff specialist or consultant, is a recognized leader and authority in a large organization (as defined above). Performs at least two of the following: a) has overall responsibility for evaluating the significance of technological advancement and developing EDP standards where new and improved approaches are needed, e.g., programming techniques; b) conceives and plans exploratory investigations critical to the overall organization where useful precedents do not exist and new concepts are required, e.g., develops recommendations regarding a comprehensive management information system; or c) evaluates existing EDP organizational policy for effectiveness, devising and formulating changes in the organization's position on broad policy issues. May be assisted on individual projects by other analysts.

COMPUTER SYSTEMS ANALYST SUPERVISOR/MANAGER

(1712: Computer systems analyst)

Supervises three or more employees, two of whom perform systems analysis. Work requires substantial and recurring use of systems analysis skills in directing staff. May

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also supervise programmers and related clerical and technical support personnel.

Excluded are:

a. Positions also having significant responsibility for the management or supervision of functional areas (e.g., system software development, data entry, or computer operations) *not* related to the Computer Systems Analyst and Computer Programmer definitions;

b. Supervisory positions having base levels below Computer Systems Analyst II or Computer Programmer IV; and

c. Managers who supervise two or more subordinates performing at Computer Systems Analyst Supervisor/Manager level IV.

Classification by level

Supervisory jobs are matched at one of four levels according to two factors: a) base level of work supervised; and b) level of supervision. The table following the explanations of these factors indicates the level of the supervisor for each combination of factors.

Base level of work

The base level of work is the highest level of *nonsupervisory* work under the direct or indirect supervision of the supervisor/manager which (when added to the nonsupervisory levels above it) represents at least 25 percent of the total nonsupervisory, nonclerical staff and at least two of the full-time positions supervised.

To determine the base level of nonsupervisory, nonclerical work: 1) array the positions by level of difficulty; 2) determine the number of workers in each position; and 3) count down from the highest level (if necessary) until at least 25 percent of the total nonsupervisory, nonclerical staff are represented.

Level of supervision

Supervisors and managers should be matched at one of the three LS levels below which best describes their supervisory responsibility.

LS-1 Plans, coordinates, and evaluates the work of a small staff, normally not more than 15 programmers, systems analysts, and technicians; estimates personnel needs and schedules, assigns, and reviews work to meet completion date; interviews candidates for own unit and recommends hires, promotions, or reassignments; resolves complaints and refers group grievances and more serious unresolved complaints to higher level supervisors; may reprimand employees.

LS-2 Directs a sizable staff (normally 15-30 employees), typically divided into sub-units controlled by subordinate supervisors; advises higher level management on work problems of own unit and the impact on broader programs; collaborates with heads of other units to negotiate and/or coordinate work changes; makes decisions on work or training problems presented by subordinate supervisors; evaluates subordinate supervisors and reviews their evaluations of other employees; selects nonsupervisors (higher level approval is virtually assured) and recommends supervisory selections; hears group grievances and serious or unresolved complaints. May shift resources among projects and perform long range budget planning.

Note: In *rare instances*, supervisory positions responsible for directing a sizable staff (e.g., 20-30 employees) may not have subordinate supervisors, but *have all other LS-2 responsibilities*. Such positions should be matched to LS-2.

LS-3 Directs two subordinate supervisory levels and the work force managed typically includes substantially more than 30 employees. Makes major decisions and recommendations (listed below) which have a direct, important, and substantial effect on own organization and work. Performs *at least three* of the following:

- decides what programs and projects should be initiated, dropped, expanded, or curtailed;
- determines long range plans in response to program changes, evaluates program goals, and redefines objectives;
- determines changes to be made in organizational structure, delegation of authority, coordination of units, etc.;
- decides what compromises to make in operations in view of public relations implications and need for support from various groups;
- decides on the means to substantially reduce operating costs without impairing overall operations; justifies major equipment expenditures; and
- resolves differences between key subordinate officials; decides, or significantly affects final decisions, on personnel actions for supervisors and other key officials.

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CRITERIA FOR MATCHING COMPUTER SYSTEMS ANALYST SUPERVISORS/MANAGERS

Base level of nonsupervisory job(s)		Level of supervisor		
Matched in the Computer Programmer Definition	Matched in the Computer Systems Analyst Definition	LS-1	LS-2	LS-3
IV	II	I	II	III
V	III	II	III	IV
-	IV	III	IV	Exclude
-	V	IV	Exclude	Exclude

PERSONNEL SPECIALIST

(143: Personnel, training, and labor relations specialist)

Plans, administers, advises on, or performs professional work in *one or more* personnel specialties, such as:

Job Analysis/Evaluation: Analyzing, evaluating, and defining occupations or positions based on duties, responsibilities, and qualification requirements in order to establish or maintain a framework for equitable compensation.

Salary and Benefit Administration: Analyzing and evaluating compensation practices, participating in compensation surveys, and recommending pay and benefit adjustments.

Recruitment and Placement: Recruiting applicants through various sources (e.g., schools, colleges, employment agencies, newspapers, professional societies); evaluating applicants using qualification ratings, test scores, interviews, and reference checks; and recommending applicant placement.

Employee Development: Planning, evaluating, and administering employee training and development programs to achieve both organizational goals and personnel management objectives.

Employee Relations and Services: Providing guidance, advice, and assistance on such matters as employee services and benefits; management-employee communications; performance appraisals, grievances and appeals; equal employment opportunity; and employee conduct and discipline.

Equal Employment Opportunity: Planning, evaluating, and administering equal opportunity provisions.

Labor Relations: Advising and assisting management on a variety of labor relations matters, and negotiating and administering labor agreements on behalf of management.

In addition to the technical responsibilities described in levels I through VI, personnel specialists may also *manage personnel functions* and supervise subordinate staff. At levels I and II, the subordinate staff typically consists of clerks and paraprofessionals; level III may coordinate the work of lower level specialists; and levels IV and above may supervise subordinate specialists. Positions which are *primarily supervisory*, rather than technical, in nature (i.e., they are not readily matchable to the level-to-level distinctions in this definition) should be matched to the personnel supervisor/manager definition.

This broad, generic occupation includes specialists: (1) working in personnel *operations*; (2) reviewing and evaluating the quality of personnel programs; and (3) developing and revising personnel programs and procedures.

Excluded are:

a. Positions matched to the personnel supervisor/manager definition;

b. Directors of personnel, who service more than 250 employees and have significant responsibility for administering all three of the following functions: Job evaluation, employment and placement, and employee relations and services. In addition, workers in these excluded positions serve top management of their organization as *the* source of advice on personnel matters and problems;

c. Clerical and paraprofessional positions;

d. Labor relations specialists who negotiate with labor unions as the *principal* representative of their *overall* organization;

e. Specialists with matchable titles (e.g., labor relations specialist, equal opportunity specialist) which are *not* part of the establishment's personnel program;

f. Specialists in other occupations (e.g., nursing, organizational development, payroll, safety and health, security, and training), *even if* these positions are part of the establishment's personnel program;

g. Positions not requiring: (1) three years of administrative, technical, or substantive clerical experience; (2) a bachelor's degree in any field; or (3) any equivalent

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combination of experience and education yielding basic skills in problem analysis and communication; and

h. Positions employed by personnel supply service establishments (S.I.C. 736).

Classification by level

Establishment positions which meet the above criteria are matched at one of six levels. *Primary leveling concepts* are presented for each of the three options: (1) operations, (2) program evaluation, and (3) program development. These leveling *concepts take precedent over typical duties and responsibilities* in determining the level of a match. Job duties that are "moderately complex" in one establishment may be "procedural" in another establishment.

Personnel Specialist I (operations only)

As a trainee, receives classroom and/or on-the-job training in the principles, procedures, and regulations of the personnel program and in the programs, policies, and objectives of the employing organization. Assignments provide experience in applying personnel management principles, procedures and techniques, while performing a variety of uncomplicated tasks under close supervision.

Personnel Specialist II

Operations. Performs *standard procedural duties* which require the use of personnel management principles and techniques to identify and analyze personnel problems. Provides limited advice to management, such as informing departmental supervisors of typical duty patterns which comprise an occupational level or of types of candidates available for a particular type of job. Receives specific instructions with each new assignment.

Program evaluation and development. Assists higher level specialists in preliminary phases of evaluation or development. Receives increasingly difficult assignments under close supervisory guidance and review.

Typical duties include: analyzing and evaluating nonexempt jobs using standard procedures; participating in recruitment or compensation surveys for nonexempt jobs; rating applicants using established guides; explaining established policies, procedures, or regulations to employees or management; and performing limited tasks to assist higher level specialists in employee development, employee relations, and labor relations programs.

Personnel Specialist III

Operations. Performs moderately complex assignments following established policies and guidelines. Work requires experience both in a personnel specialty and in the organization serviced. Advises management on the solution to personnel problems of limited scope for which there are precedents. Renders advice concerning own specialty, but discusses impact on other personnel areas. Works independently under specified objectives; closer supervision is provided for complex assignments, precedent-setting actions, and actions that impact either other functional areas or key working relationships.

Program evaluation and development. Assists higher level specialists or managers by studying less complex aspects of personnel programs (e.g., merit promotions, incentive awards), resolving problems of average difficulty, and reporting findings to be included in evaluation reports.

Typical duties include: analyzing, evaluating, and defining both exempt and nonexempt jobs in various occupational groups using established procedures; participating in surveys of broad compensation areas; recruiting and screening applicants for both exempt and nonexempt jobs, checking references and recommending placement; assisting in identifying training needs and arranging training, initiating personnel actions or awards, and interpreting established personnel policy, regulations, and precedents; or participating in preparing for and conducting labor negotiations.

Personnel Specialist IV

Operations. Applies to three different work situations. In situation (1), specialists use technical knowledge, skills, and judgment to solve complex technical problems. Advisory services to management are similar to those described at level III. Situation (2) combines typical level III operating skills with comprehensive management advisory services. Advisory services require high technical skills, along with broad personnel knowledge, to solve problems from a total personnel management perspective. In situations (1) and (2), specialists plan and complete work following established program goals and objectives. Their judgments and recommendations are relied on for management decisions.

Situation (3) applies to specialists who are *solely* responsible for performing moderately complex assignments (as described in level III) and for rendering *final decisions* on assigned personnel matters under general administrative supervision. Responsibilities include planning and scheduling work and coordinating and integrating program(s) with other personnel, management, and operational activities.

Program evaluation. Conducts on-site review of personnel actions in several organizational units; determines factual basis for personnel actions, evaluates actions for consistency with established guidelines, and reports significant findings.

Program development. Independently develops supplemental guidelines for existing procedures.

Typical duties include: analyzing, evaluating, and defining difficult exempt jobs, i.e., those in research and development, administration, law, and computer science; planning

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and conducting broad compensation surveys and recommending pay and benefit adjustments; developing training plans and procedures for an organizational segment; participating in complex employee-management relations issues such as controversies, poor morale, and high turnover; or developing plans and procedures for labor negotiations in a moderately complex organization.

Personnel Specialist V

Operations. Applies to two different work situations. In situation (1), specialists solve unusually complex and unprecedented problems which require creative solutions. In situation (2), specialists are assigned complex technical problems (as described in level IV - situation (1) combined with responsibility for providing comprehensive advice to management. Management advisory services are complicated by jobs and organizations that are complex, new, or dynamic, and by the abstract nature of the work processes. Supervision and guidance relate largely to program goals and time schedules. Specialists are authorized to make decisions for their organizations and consult with their supervisors concerning unusual problems and developments.

Program evaluation. Independently evaluates personnel programs to determine the degree to which they are achieving goals and objectives, ascertaining weaknesses in programs and guidelines, and making recommendations for improvements. Conclusions are reported to top management.

Program development. Applies expertise in modifying procedures and guidelines. Projects are usually narrow in scope, i.e., limited to an occupational field or to a specific program area. May have full technical responsibility for personnel projects, studies, policies, or programs that are less complex than described at level VI.

Typical duties include: Participating in the development of personnel policies and procedures; analyzing, evaluating, and defining unusually difficult jobs, e.g., those in emerging occupations which lack applicable guidelines, or in organizations so complex and dynamic that it is difficult to determine the extent of a position's responsibility; recruiting candidates for one-of-a-kind jobs; participating in employee-management relations where the underlying issues are difficult to identify; planning and administering a comprehensive employee development program; or performing labor relations assignments for a large conglomerate.

Personnel Specialist VI

Program evaluation. Applies to three different work situations. In situation (1), specialists evaluate the personnel management program of large, complex organizations. Such evaluations require broad understanding and sensitivity both to the interrelationships between different personnel programs and to complex organizational and management relationships. In situation (2), specialists provide advice to management in improving personnel programs in unusually complex organizations. Such expertise extends beyond knowledge of guidelines, precedents, and technical principles into areas of program management and administration. In situation (3), specialists serve as evaluation experts assigned to uniquely difficult and sensitive personnel problems, e.g., solutions are unusually controversial; specialists are required to persuade and motivate key officials to change major personnel policies or procedures; or problems include serious complaints where facts are vague.

Program development. Specialists have full technical responsibility for unusually complex personnel projects, studies, policies, or programs. The scope and impact of these assignments are broad and are of considerable importance to organizational management.

Supervision received is essentially administrative, with assignments given in terms of broad general objectives and limits.

PERSONNEL SUPERVISOR/MANAGER

(143: Personnel, training, and labor relations specialist)

Supervises three or more personnel specialists and/or clerks and paraprofessionals. Although the work is supervisory in nature, it requires substantial knowledge of personnel policies, procedures, and practices.

Excluded are:

a. Positions matched to the personnel specialist definition:

b. Directors of personnel, who service more than 250 employees and have significant responsibility for administering all three of the following functions: Job evaluation, employment and placement, and employee relations and services. In addition, workers in these excluded positions serve top management of their organization as *the* source of advice on personnel matters and problems;

c. Labor relations positions which are primarily responsible for negotiating with labor unions as the principal representative of their *overall* organization;

d. Supervisory positions having both a base level below personnel specialist III *and* requiring technical expertise *below* personnel specialist IV; and

e. Positions also having significant responsibility for functional areas beyond personnel (e.g., payroll, purchasing, or administration).

Classification by Level

Supervisory jobs are matched at one of five levels according to two factors: a) base

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level of work supervised, and b) level of supervision. The table following the explanations of these factors indicates the level of the supervisor for each combination of factors.

Base Level of Work

Conceptually, the base level of work is the highest level of *nonsupervisory* work under the direct or indirect supervision of the supervisor/manager which (when added to the nonsupervisory levels above it) represents at least 25 percent of the total nonsupervisory, nonclerical staff and at least *two* of the full-time positions supervised.

To determine the base level of nonsupervisory, nonclerical work: 1) array the positions by level of difficulty; 2) determine the number of workers in each position; and 3) count down from the highest level (if necessary) until at least 25 percent of the total nonsupervisory, nonclerical staff are represented.

Establishment supervisory positions matched in the personnel specialist series should be counted as "non-supervisory" in computing the base level for personnel supervisor/manager matches.

Due to the unique nature of this particular occupation series, the mechanics of the base level concept are often not applicable in determining the appropriate job level of a personnel supervisor/manager. See Alternative Criteria For Matching Personnel Supervisors/Managers at the end of this definition for assistance in assuring correct job matches.

Level of Supervision

Supervisors and managers should be matched at one of the three LS levels below which best describes their supervisory responsibility.

LS-1 Plans, coordinates, and evaluates the work of a small staff, normally not more than 10 personnel specialists, paraprofessionals, and clerks; estimates staffing needs for personnel unit and schedules, assigns, and reviews work to meet completion date; interviews candidates for own unit and recommends hires, promotions, or reassignments; and resolves complaints, referring group grievances and more serious unresolved complaints to higher level supervisors; may reprimand employees.

LS-2 Directs a sizable staff (normally 10-20 employees), typically divided into sub-units controlled by subordinate supervisors; advises higher level management on work problems of own unit and the impact on broader programs; collaborates with heads of other units to negotiate and/or coordinate work changes; makes decisions on work or training problems presented by subordinate supervisors; evaluates subordinate supervisors and reviews their evaluations of their employees; selects nonsupervisors (higher level approval is virtually assured) and recommends supervisory selections; and hears group grievances and serious or unresolved complaints. May shift resources among projects and perform long range budget planning.

Note: In *rare instances*, supervisory positions responsible for directing a sizable staff (e.g., 10-20 professional employees) may not have subordinate supervisors, but *have all other LS-2 responsibilities*. Such positions should be matched to LS-2.

LS-3 Directs 2 subordinate supervisory levels and the work force managed typically includes substantially more than 20 employees. Makes major decisions and recommendations (listed below) which have a direct, important, and substantial effect on own organization and work. Performs *at least three* of the following:

- decides what programs and projects should be initiated, dropped, expanded, or curtailed;
- determines long range plans in response to program changes, evaluates program goals, and redefines objectives;
- determines changes to be made in organizational structure, delegation of authority, coordination of units, etc.;
- decides what compromises to make in program operations in view of public relations implications and need for support from various groups;
- decides on the means to substantially reduce program operating costs without impairing overall operations; justifies major equipment expenditures; and
- resolves differences between key subordinate officials; decides, or significantly affects final decisions, on personnel actions for subordinate supervisors and other key subordinates.

Table B-2. Criteria for matching personnel supervisors/managers

Base level of nonsupervisory job(s) matched in the personnel specialist definition	Level of supervisor		
	LS-1	LS-2	LS-3
III	I	II	III
IV	II	III	IV
V	III	IV	V
VI	IV	V	Exclude

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Table B-3. Level equivalents of personnel professional occupations

Personnel Specialist	Personnel Supervisor/Manager	Director of Personnel
I		
II		
III		
IV	I	I
V	II	II
VI	III	III
	IV	IV
	V	V

Alternative criteria for matching Personnel Supervisor/Managers

a. *Base level artificially low.* The leanness of subordinate staff often combines with the appropriate LS level to produce a level of supervisor/manager which is below the supervisor/manager's level of technical expertise, as measured by the personnel specialist definition. In these instances, raise the level of the supervisor/manager match to correlate to the equivalent level of personnel specialist (see chart above).

TAX COLLECTOR

(1139: Officials and administrators, public administration, not elsewhere classified)

Collects *delinquent* taxes, canvasses for unreported taxes due, secures delinquent tax returns, and counsels taxpayers on filing and paying obligations. Tax collection typically begins after office examination of tax returns and financial records and subsequent notices of tax liability fail to collect full payment. Obtains and analyzes financial information, selects appropriate administrative or judicial remedy, and liquidates tax liability through such measures as compromise, installment agreements, and seizure and sale of property or other assets. Establishes liability for and imposes various penalties under State or County revenue codes. Serves summonses, takes testimony under oath, and testifies in court.

Work typically requires at least three years experience in general business or financial practices or the equivalent in education and experience combined. Level I is primarily for training and development. Level II is the full working level for tax collectors who follow standard procedures and level III includes specialists, team leaders, and quasi-supervisors solving moderately complex tax collection problems.

Tax collection involves two overlapping functions - *returns investigation* and *collection of delinquent taxes*. Returns investigations involve analyzing financial records, examining taxpayer's situation or business operations, and counseling taxpayers on statutory requirements and preparation of delinquent returns. Tax collectors primarily performing returns investigation work are not typically found above level II.

Collection of delinquent taxes involves analyzing a taxpayer's financial worth and ability to pay. In resolving delinquency, tax collectors evaluate (or use appraisers to evaluate): market value of assets; equity shares of other creditors; liens and ownership rights; taxpayer earning capacity; and the potential of taxpayer businesses. If bankruptcy is imminent, tax collectors file notices of lien to give their agency priority over subsequent creditors. If necessary, collectors take action for seizure and make arrangements for selling property. However, before resorting to enforced collection procedures, they may recommend alternatives such as installment payments, appointing escrow agents, or accepting collateral or mortgage arrangements to protect their agency's equity.

Excluded are:

a. Tax collection supervisors. Incumbents in these full supervisory positions typically assign, coordinate, and review work; estimate personnel needs and schedules; evaluate performance; resolve complaints; and make recommendations for hiring and firing; and

b. Tax auditors responsible for determining taxpayer liability.

Tax Collector I

Receives formal training in: internal revenue laws, regulations, and procedures; collection enforcement techniques and laws of evidence and procedures; and business fundamentals. On-the-job training is provided and progressively broader assignments are given for development purposes. Most assignments are simple, although more difficult work such as that encountered at level II may be performed under close supervision and guidance. Individuals hired typically have 1-2 years experience in accounting, loan, collection, or related area or equivalent education in accounting, business law, or related field of study.

Tax Collector II

Follows standard procedures to collect delinquent tax accounts and secure delinquent returns. Receives specific assignments from supervisor and works out details independently. Explains to tax debtors sanctions which may be used in the event of nonpayment and procedures for appealing tax bills or assessments. Compiles prescribed records and reports. Refers problems to supervisor which cannot be resolved by applying standard procedures.

Tax Collector III

As a tax collection specialist, team leader, or quasi-supervisor, conducts moderately

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complex investigations to detect or verify suspected tax violations according to established rules, regulations, and tax ordinances. Selects methods of approach, resolves problems referred by lower level tax collectors, and applies all remedies available to collect delinquent taxes. Prepares comprehensive records and reports. Trains lower level tax collectors and assists them in uniformly enforcing tax laws. May also assign, review, and coordinate work of lower level tax collectors.

Technical

COMPUTER OPERATOR

(4612: Computer operator)

Monitors and operates the control console of either a mainframe digital computer or a group of minicomputers, in accordance with operating instructions, to process data. Work is characterized by the following:

- Studies operating instructions to determine equipment setup needed;
- Loads equipment with required items (tapes, cards, paper, etc.);
- Switches necessary auxiliary equipment into system;
- Starts and operates control console;
- Diagnoses and corrects equipment malfunctions;
- Reviews error messages and makes corrections during operation or refers problems;
- Maintains operating record.

May test run new or modified programs and *assist* in modifying systems or programs. Included within the scope of this definition are fully qualified computer operators, trainees working to become fully qualified operators, and lead operators providing *technical* assistance to lower level positions.

Excluded are:

a. Workers operating small computer systems where there is little or no opportunity for operator intervention in program processing and few requirements to correct equipment malfunctions;

b. Peripheral equipment operators and remote terminal or computer operators who do not run the *control console* of either a mainframe digital computer or a group of minicomputers;

c. Workers using the computer for scientific, technical, or mathematical work when a knowledge of the subject matter is required; and

d. Positions above level V; in addition to level V responsibilities, workers in these excluded positions use a knowledge of program language, computer features, and software systems to assist in (1) maintaining, modifying, and developing operating systems or programs; (2) developing operating instructions and techniques to cover problem situations; and (3) switching to emergency backup procedures.

Computer Operator I

Receives on-the-job training in operating the control console (sometimes augmented by classroom training). Works under close personal supervision and is provided detailed written or oral guidance before and during assignments. As instructed, resolves common operating problems. May serve as an assistant operator working under close supervision or performing a portion of a more senior operator's work.

Computer Operator II

Processes scheduled routines which present few difficult operating problems (e.g., infrequent or easily resolved error conditions). In response to computer output instructions or error conditions, applies standard operating or corrective procedure. Refers problems which do not respond to preplanned procedure. May serve as an assistant operator, working under general supervision.

Computer Operator III

Processes a range of scheduled routines. In addition to operating the system and resolving common error conditions, diagnoses and acts on machine stoppage and error conditions not fully covered by existing procedures and guidelines (e.g., resetting switches and other controls or making mechanical adjustments to maintain or restore equipment operations). In response to computer output instructions or error conditions, may deviate from standard procedures if standard procedures do not provide a solution. Refers problems which do not respond to corrective procedures.

Computer Operator IV

Adapts to a variety of nonstandard problems which require extensive operator intervention (e.g., frequent introduction of new programs, applications, or procedures). In response to computer output instructions or error conditions, chooses or devises a course of action from among several alternatives and alters or deviates from standard procedures if standard procedures do not provide a solution (e.g, reassigning equipment in order to work around faulty equipment or transfer channels); then refers problems. Typically, completed work is submitted to users without supervisory review.

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Computer Operator V

Resolves a variety of difficult operating problems (e.g., making unusual equipment connections and rarely used equipment and channel configurations to direct processing through or around problems in equipment, circuits, or channels or reviewing test run requirements and developing unusual system configurations that will allow test programs to process without interfering with on-going job requirements). In response to computer output instructions and error conditions or to avoid loss of information or to conserve computer time, operator deviates from standard procedures. Such actions may materially alter the computer unit's production plans. May spend considerable time away from the control station providing technical assistance to lower level operators and assisting programmers, systems analysts, and subject matter specialists in resolving problems.

DRAFTER

(372: Drafting occupation)

Performs drafting work, manually or using a computer, requiring knowledge and skill in drafting methods, procedures, and techniques. Prepares drawings of structures, facilities, land profiles, water systems, mechanical and electrical equipment, pipelines, duct systems, and similar equipment, systems, and assemblies. Drawings are used to communicate engineering ideas, designs, and information. Uses recognized systems of symbols, legends, shadings, and lines having specific meanings in drawings.

Excluded are:

a. Designers using technical knowledge and judgment to conceive, plan, or modify designs;

b. Illustrators or graphic artists using artistic ability to prepare illustrations;

c. Office drafters preparing charts, diagrams, and room arrangements to depict statistical and administrative data;

d. Cartographers preparing maps and charts primarily using a technical knowledge of cartography;

e. Positions below level I; workers in these trainee positions either (1) trace or copy finished drawings under close supervision or (2) receive instruction in the elementary methods and techniques of drafting; and

f. Supervisors.

Positions are classified into levels based on the following definitions.

Drafter I

Prepares drawings of simple, easily visualized structures, systems, parts or equipment from sketches or marked-up prints. Selects appropriate templates or uses a compass and other equipment needed to complete assignments. Drawings fit familiar patterns and present few technical problems. Supervisor provides detailed instructions on new assignments, gives guidance when questions arise, and reviews completed work for accuracy. Typical assignments include:

From marked-up prints, revises the original drawings of a plumbing system by increasing pipe diameters.

From sketches, draws building floor plans, determining size, spacing, and arrangement of freehand lettering according to scale.

Draws simple land profiles from predetermined structural dimensions and reduced survey notes. Traces river basin maps and enters symbols to denote stream sampling locations, municipal and industrial waste discharges, and water supplies.

Drafter II

Prepares various drawings of such units as construction projects or parts and assemblies, including various views, sectional profiles, irregular or reverse curves, hidden lines, and small or intricate details. Work requires use of most of the conventional drafting techniques and a working knowledge of the terms and procedures of the occupation. Makes arithmetic computations using standard formulas. Familiar or recurring work is assigned in general terms. Unfamiliar assignments include information on methods, procedures, sources of information, and precedents to follow. Simple revisions to existing drawings may be assigned with a verbal explanation of the desired results. More complex revisions are produced from sketches or specifications which clearly depict the desired product. Typical assignments include:

From a layout and manual references, prepares several views of a simple gear system. Obtains dimensions and tolerances from manuals and by measuring the layout.

Draws base and elevation views, sections, and details of new bridges or other structures; revises complete sets of roadway drawings for highway construction projects; or prepares block maps, indicating water and sewage line locations.

Prepares and revises detail and design drawings for such projects as the construction and installation of electrical or electronic equipment, plant wiring, and the manufacture and assembly of printed circuit boards. Drawings

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typically include details of mountings, frames, guards, or other accessories; conduit layouts; or wiring diagrams indicating transformer sizes, conduit locations and mountings.

Drafter III

Prepares complete sets of complex drawings which include multiple views, detail drawings, and assembly drawings. Drawings include complex design features that require considerable drafting skill to visualize and portray. Assignments regularly require the use of mathematical formulas to draw land contours or to compute weights, center of gravity, load capacities, dimensions, quantities of material, etc. Works from sketches, models, and verbal information supplied by an engineer, architect, or designer to determine the most appropriate views, detail drawings, and supplementary information needed to complete assignments. Selects required information from precedents, manufacturers' catalogs, and technical guides. Independently resolves most of the problems encountered. Supervisor or design originator may suggest methods of approach or provide advice on unusually difficult problems. Typical assignments include:

From layouts or sketches, prepares complete sets of drawings of test equipment to be manufactured. Several cross-sectional and subassembly drawings are required. From information supplied by the design originator and from technical handbooks and manuals, describes dimensions, tolerances, fits, fabrication techniques, and standard parts to use in manufacturing the equipment.

From electronic schematics, information as to maximum size, and manuals giving dimensions of standard parts, determines the arrangement and prepares drawings of printed circuit boards.

From precedents, drafting standards, and established practices, prepares final construction drawings for floodgates, navigation locks, dams, bridges, culverts, levees, channel excavations, dikes, and berms; prepares boring profiles, typical cross-sections, and land profiles; and delineates related topographical details as required.

Prepares final drawings for street paving and widening or for water and sewer lines having complex trunk lines; reduces field notes and calculates true grades. From engineering designs, lays out plan, profile and detail appurtenances required; notifies supervisor of conflicting details in design.

Note: *Excludes* drafters performing work of similar difficulty to that described at this level but who provide support for a variety of organizations which have widely differing functions or requirements.

Drafter IV

Works closely with design originators, preparing drawings of *unusual, complex, or original designs which require a high degree of precision.* Performs unusually difficult assignments requiring considerable initiative, resourcefulness, and drafting expertise. Assures that anticipated problems in manufacture, assembly, installation, and operation are resolved by the drawings produced. Exercises independent judgment in selecting and interpreting data based on a knowledge of the design intent. Although working primarily as a drafter, may occasionally interpret general designs prepared by others to complete minor details. May provide advice and guidance to lower level drafters or serve as coordinator and planner for large and complex drafting projects.

ENGINEERING TECHNICIAN

(371: Engineering technologist and technicians)

To be covered by these definitions, employees must meet *all* of the following criteria:

1. Provides semiprofessional technical support for engineers working in such areas as research, design, development, testing, or manufacturing process improvement.

2. Work pertains to electrical, electronic, or mechanical components or equipment.

3. Required to have some practical knowledge of science or engineering; some positions may also require a practical knowledge of mathematics or computer science.

Included are workers who prepare design drawings and assist with the design, evaluation, and/or modification of machinery and equipment.
Excluded are:

a. Production and maintenance workers, including workers engaged in calibrating, repairing, or maintaining electronic equipment (see Maintenance Electronics Technician);

b. Model makers and other craft workers;

c. Quality control technicians and testers;

d. Chemical and other nonengineering laboratory technicians;

e. Civil engineering technicians and drafters;

f. Positions (below level I) which are limited to simple tasks such as: Measuring items or regular shapes with a caliper and computing cross-sectional areas; identifying, weighing, and marking easy-to identify items; or recording simple

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instrument readings at specified intervals; and

g. Engineers required to apply a professional knowledge of engineering theory and principles.

Engineering Technician I

Performs simple routine tasks under close supervision or from detailed procedures. Work is checked in progress or on completion. Performs one or a combination of such typical duties as:

Assembles or installs equipment or parts requiring simple wiring, soldering, or connecting.

Performs simple or routine tasks or tests such as tensile or hardness tests; operates and adjusts simple test equipment; records test data.

Gathers and maintains specified records of engineering data such as tests, drawings, etc.; performs computations by substituting numbers in specified formulas; plots data and draws simple curves and graphs.

Engineering Technician II

Performs standardized or prescribed assignments involving a sequence of related operations. Follows standard work methods on recurring assignments but receives explicit instructions on unfamiliar assignments. May become familiar with the operation and design of equipment and with maintenance procedures and standards. Technical adequacy of routine work is reviewed on completion; nonroutine work may also be reviewed in progress. Performs at this level one or a combination of such typical duties as:

Following specific instructions, assembles or constructs simple or standard equipment or parts; may service or repair simple instruments or equipment;

Conducts a variety of tests using established methods. Prepares test specimens, adjusts and operates equipment, and records test data, pointing out deviations resulting from equipment malfunction or observational errors.

Extracts engineering data from various prescribed but nonstandardized sources; processes the data following well-defined methods including elementary algebra and geometry; presents the data in prescribed form.

Engineering Technician III

Performs assignments that are not completely standardized or prescribed. Selects or adapts standard procedures or equipment, using precedents that are not fully applicable. Receives initial instruction, equipment requirements, and advice from supervisor or engineer as needed; performs recurring work independently; work is reviewed for technical adequacy or conformity with instructions. Performs at this level one or a combination of such typical duties as:

Constructs components, subunits, or simple models and adapts standard equipment. May troubleshoot and correct malfunctions requiring simple solutions.

Follows specific layout and scientific diagrams to construct and package simple devices and subunits of equipment.

Conducts various tests or experiments which may require minor modifications in test setups or procedures as well as subjective judgments in measurement; selects, sets up, and operates standard test equipment and records test data.

Extracts and compiles a variety of engineering data from field notes, manuals, lab reports, etc.; processes data, identifying errors or inconsistencies; selects methods of data presentation.

Assists in design modification by compiling data related to designs, specifications, and materials which are pertinent to specific items of equipment or component parts. Develops information concerning previous operational failures and modifications. Uses judgment and initiative to recognize inconsistencies or gaps in data and seek sources to clarify information.

Engineering Technician IV

Performs nonroutine assignments of substantial variety and complexity, using operational precedents which are not fully applicable. Such assignments, which are typically parts of broader assignments, are screened to eliminate unusual design problems. May also plan such assignments. Receives technical advice from supervisor or engineer; work is reviewed for technical adequacy (or conformity with instructions). May be assisted by lower level technicians and have frequent contact with professionals and others within the establishment. Performs at this level one or a combination of such typical duties as:

Develops or reviews designs by extracting and analyzing a variety of engineering data. Applies conventional engineering practices to develop, prepare, or recommend schematics, designs, specifications, electrical drawings, and parts lists. Examples of designs include: detailed circuit diagrams; hardware fittings or test equipment involving a variety of mechanisms; conventional piping systems; and building site layouts.

Conducts tests or experiments requiring selection and adaptation or

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modification of a wide variety of critical test equipment and test procedures; sets up and operates equipment; records data, measures and records problems of significant complexity that sometimes require resolution at a higher level; and analyzes data and prepares test reports.

Applies methods outlined by others to limited segments of research and development projects; constructs experimental or prototype models to meet engineering requirements; conducts tests or experiments and redesigns as necessary; and records and evaluates data and reports findings.

Engineering Technician V

Performs nonroutine and complex assignments involving responsibility for planning and conducting a complete project of relatively limited scope or a portion of a larger and more diverse project. Selects and adapts plans, techniques, designs, or layouts. Contacts personnel in related activities to resolve problems and coordinate the work; reviews, analyzes, and integrates the technical work of others. Supervisor or professional engineer outlines objectives, requirements, and design approaches; completed work is reviewed for technical adequacy and satisfaction of requirements. May train and be assisted by lower level technicians. Performs at this level one or a combination of such typical duties as:

Designs, develops, and constructs major units, devices, or equipment; conducts tests or experiments; analyzes results and redesigns or modifies equipment to improve performance; and reports results.

From general guidelines and specifications (e.g., size or weight requirements), develops designs for equipment without critical performance requirements which are difficult to satisfy such as engine parts, research instruments, or special purpose circuitry. Analyzes technical data to determine applicability to design problems; selects from several possible design layouts; calculates design data; and prepares layouts, detailed specifications, parts lists, estimates, procedures, etc. May check and analyze drawings or equipment to determine adequacy of drawings and design.

Plans or assists in planning tests to evaluate equipment performance. Determines test requirements, equipment modification, and test procedures; conducts tests using all types of instruments, analyzes and evaluates test results, and prepares reports on findings and recommendations.

Engineering Technician VI

Independently plans and accomplishes complete projects or studies of broad scope and complexity. Or serves as an expert in a narrow aspect of a particular field of engineering, e.g., environmental factors affecting electronic engineering. Complexity of assignments typically requires considerable creativity and judgment to devise approaches to accomplish work, resolve design and operational problems, and make decisions in situations where standard engineering methods, procedures, and techniques may not be applicable. Supervisor or professional engineer provides advice on unusual or controversial problems or policy matters; completed work is reviewed for compliance with overall project objectives. May supervise or train and be assisted by lower level technicians. Performs, at this level, one or a combination of such typical duties as:

Prepares designs and specifications for various complex equipment or systems (e.g., a heating system in an office building, or new electronic components such as solid state devices for instrumentation equipment). Plans approach to solve design problems; conceives and recommends new design techniques; resolves design problems with contract personnel, and assures compatibility of design with other parts of the system.

Designs and coordinates test set ups and experiments to prove or disprove the feasibility of preliminary design; uses untried and untested measurement techniques; and improves the performance of the equipment. May advise equipment users on redesign to solve unique operational deficiencies.

Plans approach and conducts various experiments to develop equipment or systems characterized by (a) difficult performance requirements because of conflicting attributes such as versatility, size, and ease of operation; or (b) unusual combination of techniques or components. Arranges for fabrication of pilot models and determines test procedures and design of special test equipment.

ENGINEERING TECHNICIAN, CIVIL OR SURVEY TECHNICIAN/CONSTRUCTION INSPECTOR

(1472: Construction inspector)
(3733: Surveying technician)

Provides semiprofessional support to engineers or related professionals engaged in the planning, design, management, or supervision of the construction (or alteration) of such structures as buildings, streets and highways, airports, sanitary systems, or flood control systems. Applies knowledge of the methods, equipment, and techniques of several of the following support functions:

Data compilation and analysis/design and specification - gathering, tabulating and/or analyzing hydrologic and meteorologic information, quantities of materials required, traffic patterns, or other engineering data; preparing detailed site layouts and specifications; and reviewing and analyzing design drawings for feasibility, performance, safety, durability, and design content.

Testing - measuring the physical characteristics of soil, rock, concrete or other construction materials to determine methods and quantities required or to

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comply with safety and quality standards;

Surveying - measuring or determining distances, elevations, areas, angles, land boundaries or other features of the earth's surface; or

Construction inspection and monitoring - performing on-site inspection of construction projects to determine conformance with contract specifications and building codes. Levels V and VI include positions responsible for monitoring and controlling construction projects.

Excluded are building, electrical, and mechanical inspectors; construction, maintenance, and craft workers; chemical or other physical science technicians; engineers required to apply professional rather than technical knowledge of engineering to their work; and technicians not primarily concerned with civil or construction engineering.

Also *excluded* are technicians below level I whose work is limited to very simple and routine tasks, such as identifying, weighing and marking easy-to-identify items or recording simple instrument readings at specified intervals.

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

Engineering Technician, Civil or Survey Technician/Construction Inspector I

Performs simple, routine tasks under close supervision or from detailed procedures. Work is checked in progress and on completion. Performs a variety of such typical duties as:

Data compilation - compiles engineering data from tests, drawings, specifications or field notes; performs arithmetic computations by substituting values in specified formulas; plots data and draws simple curves and graphs.

Testing - conducts simple or repetitive tests on soils, concrete and aggregates; e.g. sieve analysis, slump tests and moisture content determination.

Surveying - performs routine and established functions such as holding range poles or rods where special procedures are required or directing the placement of surveyor's chain or tape and selecting measurement points.

Construction inspection - makes simple measurements and observations; may make preliminary recommendations concerning the acceptance of materials or workmanship in clear-cut situations.

Engineering Technician, Civil or Survey Technician/Construction Inspector II

Performs standard or prescribed assignments involving a sequence of related operations. Follows standard work methods and receives detailed instructions on unfamiliar assignments. Technical adequacy of routine work is assessed upon completion; nonroutine work is reviewed in progress. Performs a variety of such typical duties as:

Data compilation and analysis - compiles and examines a variety of data required by engineers for project planning (e.g., hydrologic and sedimentation data; earthwork quantities), applying simple algebraic or geometric formulas.

Testing - conducts a variety of standard tests on soils, concrete and aggregates, e.g., determines the liquid and plastic limits of soils or the flexural and compressive strength, air content and elasticity of concrete. Examines test results and explains unusual findings.

Surveying - applies specialized knowledge, skills or judgment to a varied and complex sequence of standard operations, e.g., surveys small land areas using rod, tape and hand level to estimate volume to be excavated; or records data requiring numerous calculations.

Construction inspection - Applies a variety of techniques in inspecting less complex projects, e.g., the quality, quantity, and placement of gravel for road construction; excavations; and concrete footings for structures. Determines compliance with plans and specifications. May assist in inspecting more complex projects.

Engineering Technician, Civil or Survey Technician/Construction Inspector III

Performs assignments which include nonstandard applications, analyses or tests; or the use of complex instruments. Selects or adapts standard procedures using fully applicable precedents. Receives initial instructions, requirements and advice as needed; performs recurring work independently. Work is reviewed for technical adequacy and conformance with instructions. Performs a variety of such typical duties as:

Data compilation and analysis - applies knowledge and judgment in selecting sources, evaluating data and adapting methods, e.g., computes, from file notes, quantities of materials required for roads which include retaining walls and culverts; plots profiles, cross sections and drainage areas for a small earthwork dam.

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Design and specification - assists in preparing plans and layouts for modifying specific structures, systems, or components by compiling pertinent design, specifications, and survey data. From detailed notes and instructions, prepares simple sketches or drawings for excavation, embankment, or structures to assist survey team in staking out work and in computing quantities.

Testing - conducts tests for which established procedures and equipment require either adaptation or the construction of auxiliary devices. Uses judgment to interpret precise test results.

Surveying - uses a variety of complex instruments to measure angles and elevations, applying judgment and skill in selecting and describing field information. Assignments include: recording complete and detailed descriptive data and providing sketches of relief, drainage and culture; or running short traverse lines from specified points along unobstructed routes.

Construction inspection - independently inspects standard procedures, items or operations of limited difficulty, e.g., slope, embankment, grading, moisture content, earthwork compaction, concrete forms, reinforcing rods or simple batching and placement of concrete on road construction.

Engineering Technician, Civil or Survey Technician/Construction Inspector IV

Plans and performs nonroutine assignments of substantial variety and complexity. Selects appropriate guidelines to resolve problems which are not fully covered by precedents. Performs recurring work independently, receiving technical advice as needed. Performs a variety of such typical duties as:

Design and specification - prepares site layouts for projects from such information as design criteria, soil conditions, existing buildings, topography and survey data; sketches plans for grading sites; and makes preliminary cost estimates from established unit prices. OR Reviews and develops plans, specifications, and cost estimates for standard modifications to the interior system (e.g. electrical) of a small, conventional building.

Testing - conducts tests which require the selection and substantial modification of equipment and procedures. Recognizes and interprets subtle, i.e., fluctuating, test reactions.

Surveying - makes exacting measurements under difficult conditions e.g., leads detached observing unit on surveys involving unusually heavy urban, rail or highway traffic; serves as party chief on conventional construction, property, topographical, hydrographic or geodetic surveys. Excluded are party chiefs responsible for unusually difficult or complex surveys.

Construction inspection - performs inspections for a variety of complete projects of limited size and complexity or a phase of a larger project, e.g., conventional one or two story concrete and steel buildings; park and forest road construction limited to clearing, grading and drainage. Interprets plans and specifications, resolves differences between plans and specifications, and approves minor deviations in methods which conform to established precedents.

Engineering Technician, Civil or Survey Technician/Construction Inspector V

Performs nonroutine and complex assignments involving responsibility for planning and conducting a complete project of limited scope or a portion of a larger, more complex project. Selects and adapts techniques, designs, or layouts. Reviews, analyzes and interprets the technical work of others. Completed work is reviewed for technical adequacy. Recommendations for major changes or costly alterations to basic designs are approved by supervisor. Performs a variety of such typical duties as:

Design and specification - prepares plans and specifications for major projects such as roads and airport runways, bridge spans, highway structures, or electrical distribution systems. Applies established engineering practice; calculates dimensions, elevations, and quantities; and selects and adapts precedents to meet specific requirements. Applies applicable standards and guidelines in resolving design problems; refers difficult or novel requirements to supervisor.

Construction inspection - Inspects projects of unusual difficulty and complexity, e.g., large multi-story hospitals or laboratories which include sophisticated electrical and mechanical equipment; airport runways for jet aircraft with exacting requirements. Independently interprets plans and specifications to resolve complex construction problems.

Construction monitoring - Monitors progress of specialized phases of construction projects. For example, develops or revises specifications for clearing land for excavation; and building access roads, utilities, construction offices, testing facilities, and maintenance and storage facilities. OR Investigates prospective contractor's capabilities, operating methods, and equipment; or reviews contractor's cost estimates and operating reports for use in computing periodic payments.

Engineering Technician, Civil or Survey Technician/Construction Inspector VI

Independently plans and accomplishes complete conventional projects or serves as an expert in a narrow aspect of a civil engineering field. Applies creativity and judgment to plan projects, resolve design problems, and adapt equipment, procedures, or

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techniques. Recommendations, plans, designs, and reports are reviewed for general adequacy and soundness of engineering judgment. Supervisor provides advice on unusual or controversial problems or policy matters. May direct or train lower level technicians.

Design and specification - Develops cost estimates for competitive bidding for a variety of multiple-use construction projects. Determines the construction processes involved, along with coordination and scheduling requirements. Compares types and capacities of construction equipment and calculates detailed cost estimates. OR Prepares designs and specifications for various utility systems of complex facilities; resolves design problems by adapting precedents or developing new design features.

Construction inspection and monitoring - Inspects and monitors progress of multi-use construction projects typically requiring more than a year for completion. Uses a knowledge of construction systems, practices, and processes to determine if projects are progressing according to contract requirements and organizational policies.

Protective Service

CORRECTIONS OFFICER

(5133: Correctional institution officer)

Maintains order among inmates in a State prison or local jail. Performs routine duties in accordance with established policies, regulations, and procedures to guard and supervise inmates in cells, at meals, during recreation, and on work assignments. May, if necessary, employ weapons or force to maintain discipline and order. Typical duties include: Taking periodic inmate counts; searching inmates and cells for contraband articles; inspecting locks, window bars, grills, doors, and grates for tampering; aiding in prevention of escapes and taking part in searches for escaped inmates; and escorting inmates to and from different areas for questioning, medical treatment, work, and meals. May act as outside or wall guard, usually on rotation.

Excluded are:

a. Workers receiving on-the-job training in basic correctional officer activities; and

b. Positions responsible for providing counselling or rehabilitation services to inmates.

FIREFIGHTER

(5123: Firefighting occupation)

As a full-time paid member of the fire department, combats, extinguishes, and prevents fires and performs rescue operations in structural and airfield environments. Performs maintenance on own equipment and quarters. Wears protective clothing and breathing devices; drives fire and crash equipment; and operates a variety of firefighting equipment such as hoses, extinguishers, ladders and axes. May hold national certification as an Emergency Medical Technician.

Excluded are:

a. Fire academy cadets;

b. Positions receiving *additional compensation* for driving and operating structural pumpers and crash vehicles; and

c. Work leaders and supervisors.

POLICE OFFICER, UNIFORMED

(5132: Police and detective, public service)

Enforces laws established for the protection of persons and property, by detaining, arresting, interrogating, and incarcerating suspected violators, and appearing as a witness at trials. Work is performed in uniform or civilian clothes and officers are typically armed.

Excluded are:

a. Supervisory positions;

b. Criminal investigators;

c. Police detectives and specialists performing duties above those described for Police Officer II;

d. Positions requiring the operation of an aircraft: and

e. Police academy cadets and positions receiving on-the-job training and experience in basic police activities.

Police Officer, Uniformed I

Carries out general and specific assignments from superior officers in accordance with established rules and procedures. Maintains order, enforces laws and ordinances, and protects life and property in an assigned patrol district or beat by performing a combination of such duties as: patrolling a specific area on foot or in a vehicle; directing traffic; issuing traffic summonses; investigating accidents; apprehending and arresting suspects; processing prisoners; and protecting scenes of major crimes. May

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participate with detectives or investigators in conducting surveillance operations.

Police Officer, Uniformed II

In addition to the basic police duties described at level I, receives additional compensation to specialize in one or more activities, such as: canine patrol; special reaction teams (e.g., special weapons assault team, special operations reaction team); juvenile cases; hostage negotiations; and participating in investigations (e.g., stakeout, surveillance) or other enforcement activities requiring specialized training and skills.

Clerical

CLERK, ACCOUNTING

(4712: Bookkeeper and accounting and auditing clerk)

Performs one or more accounting tasks, such as posting to registers and ledgers; balancing and reconciling accounts; verifying the internal consistency, completeness, and mathematical accuracy of accounting documents; assigning prescribed accounting distribution codes; examining and verifying the clerical accuracy of various types of reports, lists, calculations, postings, etc.; preparing journal vouchers; or making entries or adjustments to accounts.

Levels I and II require a basic knowledge of routine clerical methods and office practices and procedures as they relate to the clerical processing and recording of transactions and accounting information. Levels III and IV require a knowledge and understanding of the established and standardized bookkeeping and accounting procedures and techniques used in an accounting system, or a segment of an accounting system, where there are few variations in the types of transactions handled. In addition, some jobs at each level may require a basic knowledge and understanding of the terminology, codes, and processes used in an automated accounting system.

Clerk, Accounting I

Performs very simple and routine accounting clerical operations, for example, recognizing and comparing easily identified numbers and codes on similar and repetitive accounting documents, verifying mathematical accuracy, and identifying discrepancies and bringing them to the supervisor's attention. Supervisor gives clear and detailed instructions for specific assignments. Employee refers to supervisor all matters not covered by instructions. Work is closely controlled and reviewed in detail for accuracy, adequacy, and adherence to instructions.

Clerk, Accounting II

Performs one or more routine accounting clerical operations, such as: examining, verifying, and correcting accounting transactions to ensure completeness and accuracy of data and proper identification of accounts, and checking that expenditures will not exceed obligations in specified accounts; totaling, balancing, and reconciling collection vouchers; posting data to transaction sheets where employee identifies proper accounts and items to be posted; and coding documents in accordance with a chart (listing) of accounts. Employee follows specific and detailed accounting procedures. Completed work is reviewed for accuracy and compliance with procedures.

Clerk, Accounting III

Uses a knowledge of double entry bookkeeping in performing one or more of the following: posts actions to journals, identifying subsidiary accounts affected and debit and credit entries to be made and assigning proper codes; reviews computer printouts against manually maintained journals, detecting and correcting erroneous postings, and preparing documents to adjust accounting classifications and other data; or reviews lists of transactions rejected by an automated system, determining reasons for rejections, and preparing necessary correcting material. On routine assignments, employee selects and applies established procedures and techniques. Detailed instructions are provided for difficult or unusual assignments. Completed work and methods used are reviewed for technical accuracy.

Clerk, Accounting IV

Maintains journals or subsidiary ledgers of an accounting system and balances and reconciles accounts. Typical duties include one or both of the following: reviews invoices and statements (verifying information, ensuring sufficient funds have been obligated, and if questionable, resolving with the submitting unit, determining accounts involved, coding transactions, and processing material through data processing for application in the accounting system); and/or analyzes and reconciles computer printouts with operating unit reports (contacting units and researching causes of discrepancies, and taking action to ensure that accounts balance). Employee resolves problems in recurring assignments in accordance with previous training and experience. Supervisor provides suggestions for handling unusual or nonrecurring transactions. Conformance with requirements and technical soundness of completed work are reviewed by the supervisor or are controlled by mechanisms built into the accounting system.

Note: *Excluded* from level IV are positions responsible for maintaining either a general ledger or a general ledger in combination with subsidiary accounts.

CLERK, GENERAL

(463: General office occupation)

Performs a *combination of clerical tasks* to support office, business, or administrative operations, such as: maintaining records; receiving, preparing, or verifying documents; searching for and compiling information and data; responding to routine requests with standard answers (by phone, in person, or by correspondence). The work requires a basic knowledge of proper office procedures. Workers at levels I, II, and III follow

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prescribed procedures or steps to process paperwork; they may perform other routine office support work, (e.g., typing, filing, or operating a keyboard controlled data entry device to transcribe data into a form suitable for data processing). Workers at level IV are also required to make decisions about the adequacy and content of transactions handled in addition to following proper procedures.

Clerical work is controlled (e.g., through spot checks, complete review, or subsequent processing) for both quantity and quality. Supervisors (or other employees) are available to assist and advise clerks on difficult problems and to approve their suggestions for significant deviations from existing instructions.

Excluded from this definition are: workers whose pay is *primarily* based on the performance of a *single* clerical duty such as typing, stenography, office machine operation, or filing; and other workers, such as secretaries, messengers, receptionists or public information specialists who perform general clerical tasks incidental to their primary duties.

Clerk, General I

Follows a few clearly detailed procedures in performing simple repetitive tasks in the same sequence, such as filing precoded documents in a chronological file or operating office equipment, e.g., mimeograph, photocopy, addressograph or mailing machine.

Clerk, General II

Follows a number of specific procedures in completing several repetitive clerical steps performed in a prescribed or slightly varied sequence, such as coding and filing documents in an extensive alphabetical file, simple posting to individual accounts, opening mail, running mail through metering machines, and calculating and posting charges to departmental accounts. Little or no subject-matter knowledge is required, but the clerk needs to choose the proper procedure for each task.

Clerk, General III

Work requires a familiarity with the terminology of the office unit. Selects appropriate methods from a wide variety of procedures or makes simple adaptations and interpretations of a limited number of substantive guides and manuals. The clerical steps often vary in type or sequence, depending on the task. Recognized problems are referred to others.

Typical duties include a combination of the following: maintaining time and material records, taking inventory of equipment and supplies, answering questions on departmental services and functions, operating a variety of office machines, posting to various books, balancing a restricted group of accounts to controlling accounts, and assisting in preparation of budgetary requests. May oversee work of lower level clerks.

Clerk, General IV

Uses some subject-matter knowledge and judgment to complete assignments consisting of numerous steps that vary in nature and sequence. Selects from alternative methods and refers problems not solvable by adapting or interpreting substantive guides, manuals, or procedures.

Typical duties include: assisting in a variety of administrative matters; maintaining a wide variety of financial or other records; verifying statistical reports for accuracy and completeness; and handling and adjusting complaints. May also direct lower level clerks.

Positions above level IV are *excluded.* Such positions (which may include supervisory responsibility over lower level clerks) require workers to use a thorough knowledge of an office's work and routine to: 1) choose among widely varying methods and procedures to process complex transactions; and 2) select or devise steps necessary to complete assignments. Typical jobs covered by this exclusion include administrative assistants, clerical supervisors, and office managers.

CLERK, ORDER

(4664: Order clerk)

Receives written or verbal customers' purchase orders for material or merchandise from customers or sales people. Work typically involves some combination of the following duties: quoting prices; determining availability of ordered items and suggesting substitutes when necessary; advising expected delivery date and method of delivery; recording order and customer information on order sheets; checking order sheets for accuracy and adequacy of information recorded; ascertaining credit rating of customer; furnishing customer with acknowledgment of receipt of order; following up to see that order is delivered by the specified date or to let customer know of a delay in delivery; maintaining order file; checking shipping invoice against original order. *Exclude workers paid on a commission basis or whose duties include any of the following:* receiving orders for services rather than for material or merchandise; providing customers with consultative advice using knowledge gained from engineering or extensive technical training; emphasizing selling skills; handling material or merchandise as an integral part of the job.

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Positions are classified into levels according to the following definitions:

Clerk, Order I

Handles orders involving items which have readily identified uses and applications. May refer to a catalog, manufacturer's manual, or similar document to insure that proper item is supplied or to verify price of ordered item.

Clerk, Order II

Handles orders that involve making judgments such as choosing which specific product or material from the establishment's product lines will satisfy the customer's needs, or determining the price to be quoted when pricing involves more than merely referring to a price list or making some simple mathematical calculations.

KEY ENTRY OPERATOR

(4793: Data entry keyer)

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

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

Key Entry Operator I

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.

Key Entry Operator II

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 level I.

Note: *Excluded* are operators above level II 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.

PERSONNEL ASSISTANT (Employment)

(4692: Personnel clerk, except payroll and timekeeper)

Personnel assistants (employment) provide clerical and technical support to personnel professionals or managers in internal matters relating to recruiting, hiring, transfer, change in pay status, and termination of employees. At the lower levels, assistants primarily provide basic information to current and prospective employees, maintain personnel records and information listings, and prepare and process papers on personnel actions (hires, transfers, changes in pay, etc.). At the higher levels, assistants may perform limited aspects of a personnel professional's work, e.g., interviewing candidates, recommending placements, and preparing personnel reports. Final decisions on personnel actions are made by personnel professionals or managers. Some assistants may perform a limited amount of work in other specialties, such as benefits, compensation, or employee relations. Typing may be required at any level.

Excluded are:

a. Workers who primarily compute and process payrolls or compute and/or respond to questions on benefits or retirement claims;

b. Workers who receive additional pay primarily for maintaining and safeguarding personnel record files;

c. Workers whose duties do not require a knowledge of personnel rules and procedures, such as receptionists, messengers, typists, or stenographers;

d. Workers in positions requiring a bachelor's degree;

e. Workers who are primarily compensated for duties outside the employment specialty, such as benefits, compensation, or employee relations; and

f. Positions above level IV. Workers in these excluded positions perform duties which are similar to level IV, but which are more complicated because they include limited aspects of professional personnel work for a variety of conventional and stable occupations.

Positions are classified into levels on the basis of the following definitions. The work described is essentially at a responsible clerical level at the low levels and progresses to a staff assistant or technician level. At level III, which is transitional, both types of work are described. Jobs which match either type of work described at level III, or which are combinations of the two, can be matched.

Personnel Assistant (Employment) I

Performs routine tasks which require a knowledge of personnel procedures and rules, such as: providing simple employment information and appropriate lists and forms to

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applicants or employees on types of jobs being filled, procedures to follow, and where to obtain additional information; ensuring that the proper forms are completed for name changes, locator information, applications, etc. and reviewing completed forms for signatures and proper entries; or maintaining personnel records, contacting appropriate sources to secure any missing items, and posting items such as dates of promotions, transfer, and hire, or rates of pay or personal data. (If this information is computerized, skill in coding or entering information may be needed as a minor duty.) May answer outside inquiries for simple factual information, such as verification of dates of employment in response to telephone credit checks on employees. Some receptionist or other clerical duties may be performed. May be assigned work to provide training for a higher level position.

Detailed rules and procedures are available for all assignments. Guidance and assistance on unusual questions are available at all times. Work is spot checked, often on a daily basis.

Personnel Assistant (Employment) II

Examines and/or processes personnel action documents using experience in applying personnel procedures and policies. Ensures that information is complete and consistent and determines whether further discussion with applicants or employees is needed or whether personnel information must be checked against additional files or listings. Selects appropriate precedents, rules, or procedures from a number of alternatives. Responds to varied questions from applicants, employees, or managers for readily available information which can be obtained from file material or manuals; responses require skill to secure cooperation in correcting improperly completed personnel documents or to explain regulations and procedures. May provide information to managers on availability of applicants and status of hiring actions; may verify employment dates and places supplied on job applications; may maintain personnel records; and may administer typing and stenography tests.

Completes routine assignments independently. Detailed guidance is available for situations which deviate from established precedents. Clerks/assistants are relied upon to alert higher level clerks/assistants or supervisor to such situations. Work may be spot checked periodically.

Personnel Assistant (Employment) III

Type A

Serves as a clerical expert in independently processing the most complicated types of personnel actions, e.g., temporary employment, rehires, and dismissals and in providing information when it is necessary to consolidate data from a number of sources, often with short deadlines. Screens applications for obvious rejections. Resolves conflicts in computer listings or other sources of employee information. Locates lost documents or reconstructs information using a number of sources. May check references of applicants when information in addition to dates and places of past work is needed, and judgment is required to ask appropriate routine follow-up questions. May provide guidance to lower level clerks. Supervisory review is similar to level II.

AND/OR

Type B

Performs routine personnel assignments beyond the clerical level, such as: orienting new employees to programs, facilities, rules on time and attendance, and leave policies; computing basic statistical information for reports on manpower profiles, EEO progress and accomplishments, hiring activities, attendance and leave profiles, turnover, etc.; and screening applicants for well-defined positions, rejecting those who do not qualify for available openings for clear cut reasons, referring others to appropriate employment interviewer. Guidance is provided on possible sources of information, methods of work, and types of reports needed. Completed written work receives close technical review from higher level personnel office employees; other work may be checked occasionally.

Personnel Assistant (Employment) IV

Performs work in support of personnel professionals which requires a good working knowledge of personnel procedures, guides, and precedents. In representative assignments: interviews applicants, obtains references, and recommends placement of applicants in a few well-defined occupations (trades or clerical) within a stable organization or unit; conducts post-placement or exit interviews to identify job adjustment problems or reasons for leaving the organization; performs routine statistical analyses related to manpower, EEO, hiring, or other employment concerns, e.g., compares one set of data to another set as instructed; and requisitions applicants through employment agencies for clerical or blue-collar jobs. At this level, assistants typically have a range of personal contacts within and outside the organization and with applicants, and must be tactful and articulate. May perform some clerical work in addition to the above duties. Supervisor reviews completed work against stated objectives.

SECRETARY

(4622: Secretary)

Provides principal secretarial support in an office, usually to one individual, and, in some cases, also to the subordinate staff of that individual. Maintains a close and highly responsive relationship to the day-to-day activities of the supervisor and staff. Works fairly independently receiving a minimum of detailed supervision and guidance.

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Performs varied clerical and secretarial duties requiring a knowledge of office routine and an understanding of the organization, programs, and procedures related to the work of the office.

Exclusions. Not all positions titled "secretary" possess the above characteristics. Examples of positions which are excluded from the definition are as follows:

a. Clerks or secretaries working under the direction of secretaries or administrative assistants as described in e;

b. Stenographers not fully performing secretarial duties;

c. Stenographers or secretaries assigned to two or more professional, technical, or managerial persons of equivalent rank;

d. Assistants or secretaries performing any kind of technical work, e.g., personnel, accounting, or legal work;

e. Administrative assistants or supervisors performing duties which are more difficult or more responsible than the secretarial work described in LR-1 through LR-4;

f. Secretaries receiving additional pay primarily for maintaining confidentiality of payroll records or other sensitive information;

g. Secretaries performing routine receptionist, typing, and filing duties following detailed instructions and guidelines; these duties are less responsible than those described in LR-1 below; and

h. Trainees.

Classification by level

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

Level of secretary's supervisor (LS)

Secretaries should be matched at one of the three LS levels below best describing the organization of the secretary's supervisor.

LS-1 Organizational structure is not complex and internal procedures and administrative controls are simple and informal; supervisor directs staff through face-to-face meetings.

LS-2 Organizational structure is complex and is divided into *subordinate groups that usually differ from each other as to subject-matter, function, etc.*; supervisor usually directs staff through intermediate supervisors; and internal procedures and administrative controls are formal. An entire organization (e.g., division, subsidiary, or parent organization) may contain a variety of subordinate groups which meet the LS-2 definition. Therefore, it is not unusual for one LS-2 supervisor to report to another LS-2 supervisor.

The presence of subordinate supervisors does not by itself mean LS-2 applies, e.g., a clerical processing organization divided into several units, each performing very similar work is placed in LS-1.

In smaller organizations or industries such as retail trade, with relatively few organizational levels, the supervisor may have an impact on the policies and major programs of the entire organization, and may deal with important outside contacts, as described in LS-3.

LS-3 Organizational structure is divided into two or more subordinate supervisory levels (of which at least one is a managerial level) with several subdivisions at each level. Executive's program(s) are usually inter-locked on a direct and continuing basis with other major organizational segments, requiring constant attention to extensive formal coordination, clearances, and procedural controls. Executive typically has: financial decision making authority for assigned program(s); considerable impact on the entire organization's financial position or public image; and responsibility for, or has staff specialists in, such areas as personnel and administration for assigned organization. Executive plays an important role in determining the policies and major programs of the entire organization, and spends considerable time dealing with outside parties actively interested in assigned program(s) and current or controversial issues.

Level of secretary's responsibility (LR)

This factor evaluates the nature of the work relationship between the secretary and the supervisor or staff, and the extent to which the secretary is expected to exercise initiative and judgment. Secretaries should be matched at the level best describing their level of responsibility. When the position's duties span more than one LR level, the introductory paragraph at the beginning of each LR level should be used to determine

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which of the levels best matches the position. (Typically, secretaries performing at the higher levels of responsibility also perform duties described at the lower levels.)

LR-1 Carries out *recurring* office procedures independently. Selects the guideline or reference which fits the specific case. Supervisor provides specific instructions on new assignments and checks completed work for accuracy. Performs varied duties including or comparable to the following:

a. Responds to routine telephone requests which have standard answers; refers calls and visitors to appropriate staff. Controls mail and assures timely staff response; may send form letters.

b. As instructed, maintains supervisor's calendar, makes appointments, and arranges for meeting rooms.

c. Reviews materials prepared for supervisor's approval for typographical accuracy and proper format.

d. Maintains recurring internal reports, such as: time and leave records, office equipment listings, correspondence controls, training plans, etc.

e. Requisitions supplies, printing, maintenance, or other services. Types, takes and transcribes dictation, and establishes and maintains office files.

LR-2 Handles differing situations, problems, and deviations in the work of the office according to the supervisor's general instructions, priorities, duties, policies, and program goals. Supervisor may assist secretary with special assignments. Duties include or are comparable to the following:

a. Screens telephone calls, visitors, and incoming correspondence; personally responds to requests for information concerning office procedures; determines which requests should be handled by the supervisor, appropriate staff member, or other offices. May prepare and sign routine, non-technical correspondence in own or supervisor's name.

b. Schedules tentative appointments without prior clearance. Makes arrangements for conferences and meetings and assembles established background materials, as directed. May attend meetings and record and report on the proceedings.

c. Reviews outgoing materials and correspondence for internal consistency and conformance with supervisor's procedures; assures that proper clearances have been obtained, when needed.

d. Collects information from the files or staff for routine inquires on office program(s) or periodic reports. Refers nonroutine requests to supervisor or staff.

e. Explains to subordinate staff supervisor's requirements concerning office procedures. Coordinates personnel and administrative forms for the office and forwards for processing.

LR-3 Uses greater judgment and initiative to determine the approach or action to take in nonroutine situations. Interprets and adapts guidelines, including unwritten policies, precedents, and practices, which are not always completely applicable to changing situations. Duties include or are comparable to the following:

a. Based on a knowledge of the supervisor's views, composes correspondence on own initiative about administrative matters and general office policies for supervisor's approval.

b. Anticipates and prepares materials needed by the supervisor for conferences, correspondence, appointments, meetings, telephone calls, etc., and informs supervisor on matters to be considered.

c. Reads publications, regulations, and directives and takes action or refers those that are important to the supervisor and staff.

d. Prepares special or one-time reports, summaries, or replies to inquires, selecting relevant information from a variety of sources such as reports, documents, correspondence, other offices, etc., under general direction.

e. Advises secretaries in subordinate offices on new procedures; requests information needed from the subordinate office(s) for periodic or special conferences, reports, inquires, etc. Shifts clerical staff to accommodate work load needs.

LR-4 Handles a wide variety of situations and conflicts involving the clerical or administrative functions of the office which often cannot be brought to the attention of the executive. The executive sets the overall objectives of the work. Secretary may participate in developing the work deadlines. Duties include or are comparable to the following:

a. Composes correspondence requiring some understanding of technical matters; may sign for executive when technical or policy content has been authorized.

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b. Notes commitments made by executive during meetings and arranges for staff implementation. On own initiative, arranges for staff member to represent organization at conferences and meetings, establishes appointment priorities, or reschedules or refuses appointments or invitations.

c. Reads outgoing correspondence for executive's approval and alerts writers to any conflict with the file or departure from policies or executive's viewpoints; gives advice to resolve the problems.

d. Summarizes the content of incoming materials, specially gathered information, or meetings to assist executive; coordinates the new information with background office sources; draws attention to important parts or conflicts.

e. In the executive's absence, ensures that requests for action or information are relayed to the appropriate staff member; as needed, interprets request and helps implement action; makes sure that information is furnished in timely manner; decides whether executive should be notified of important or emergency matters.

Exclude secretaries performing any of the following duties:

a. Acts as office manager for the executive's organization, e.g., determines when new procedures are needed for changing situations and devises and implements alternatives; revises or clarifies procedures to eliminate conflict or duplication; identifies and resolves various problems that affect the orderly flow of work in transactions with parties outside the organization.

b. Prepares agenda for conferences; explains discussion topics to participants; drafts introductions and develops background information and prepares outlines for executive or staff member(s) to use in writing speeches.

c. Advises individuals outside the organization on the executive's views on major policies or current issues facing the organization; contacts or responds to contacts from high-ranking outside officials (e.g., city or State officials, Member of Congress, presidents of national unions or large national or international firms, etc.) in unique situations. These officials may be relatively inaccessible, and each contact typically must be handled differently, using judgment and discretion.

Criteria for matching secretaries by level

Level of secretary's supervisor	Level of secretary's responsibility			
	LR-1	LR-2	LR-3	LR-4
LS-1	I*	II	III	IV
LS-2	I*	III	IV	V
LS-3	I*	IV	V	V

*Regardless of LS level.

SWITCHBOARD OPERATOR-RECEPTIONIST

(4645: Receptionist)

Operates a single-position telephone switchboard or console, used with a private branch exchange (PBX) system to relay incoming, outgoing, and intrasystem calls *and* acts as a receptionist greeting visitors, determining nature of visits and directing visitors to appropriate persons. Work may also involve other duties such as recording and transmitting messages; keeping records of calls placed; providing information to callers and visitors; making appointments; keeping a log of visitors; and issuing visitor passes. May also type and perform other routine clerical work, usually while at the switchboard or console, which may occupy the major portion of the worker's time.

WORD PROCESSOR

(4624: Typist)

Uses automated systems, such as word processing equipment, or personal computers or work stations linked to a larger computer or local area network, to produce a variety of documents, such as correspondence, memos, publications, forms, reports, tables and graphs. Uses one or more word processing software packages. May also perform routine clerical tasks, such as operating copiers, filing, answering telephones, and sorting and distributing mail.

Excluded are:

a. Typists using automatic or manual typewriters with limited or no text-editing capabilities; workers in these positions are not typically required to use word processing software packages;

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b. Key entry operators, accounting clerks, inventory control clerks, sales clerks, supply clerks, and other clerks who may use automated word processing equipment for purposes other than typing composition; and

c. Positions requiring subject-matter knowledge to prepare and edit text using automated word processing equipment.

Word Processor I

Produces a variety of standard documents, such as correspondence, form letters, reports, tables and other printed materials. Work requires skill in typing; a knowledge of grammar, punctuation, and spelling; and ability to use reference guides and equipment manuals. Performs familiar, routine assignments following standard procedures. Seeks further instructions for assignments requiring deviations from established procedures.

Word Processor II

Uses a knowledge of varied and advanced functions of one software type, a knowledge of varied functions of different types of software, or a knowledge of specialized or technical terminology to perform such typical duties as:

- Editing and reformatting written or electronic drafts. Examples include: Correcting function codes; adjusting spacing and formatting; and standardizing headings, margins, and indentations.

- Transcribing scientific reports, lab analyses, legal proceedings, or similar material from voice tapes or handwritten drafts. Work requires knowledge of specialized, technical, or scientific terminology.

Work requires familiarity with office terminology and practices; incumbent corrects copy and questions originator of document concerning missing information, improper formatting, or discrepancies in instructions. Supervisor sets priorities and deadlines on continuing assignments, furnishes general instructions for recurring work, and provides specific instructions for new or unique projects. May lead lower level word processors.

Word Processor III

Requires both a comprehensive knowledge of word processing software applications and office practices and a high degree of skill in applying software functions to prepare complex and detailed documents. For example, processes complex and lengthy technical reports which include tables, graphs, charts, or multiple columns. Uses either different word processing packages or many different style macros or special command functions. Independently completes assignments and resolves problems.

Maintenance and Toolroom

GENERAL MAINTENANCE WORKER

(6179: Mechanic and repairer, not elsewhere classified)

Performs general maintenance and repair of equipment and buildings requiring practical skill and knowledge (but not proficiency) in such trades as painting, carpentry, plumbing, masonry, and electrical work. Work involves a variety of the following duties: Replacing electrical receptacles, switches, fixtures, wires, and motors; using plaster or compound to patch minor holes and cracks in walls and ceilings; repairing or replacing sinks, water coolers, and toilets; painting structures and equipment; repairing or replacing concrete floors, steps, and sidewalks; replacing damaged panelling and floor tiles; hanging doors and installing door locks; replacing broken window panes; and performing general maintenance on equipment and machinery.
Excluded are:

a. Craft workers included in a formal apprenticeship or progression program based on training and experience;

b. Skilled craft workers required to demonstrate proficiency in one or more trades; and

c. Workers performing simple maintenance duties not requiring practical skill and knowledge of a trade (e.g., changing light bulbs and replacing faucet washers).

MAINTENANCE ELECTRICIAN

(615: Electrical and electronic equipment repairer)
(6432: Electrician)

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

MAINTENANCE ELECTRONICS TECHNICIAN

(615: Electrical and electronic equipment repairer)

Maintains, repairs, and installs various types of electronic equipment and related devices such as electronic transmitting and receiving equipment (e.g., radar, radio,

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television, telecommunication, sonar, and navigational aids); personal and mainframe computers and terminals; industrial, medical, measuring, and controlling equipment; satellite equipment; and industrial robotic devices. Applies technical knowledge of electronics principles in determining equipment malfunctions, and applies skill in restoring equipment operations.

Excluded are:

a. Repairers of such standard electronic equipment as household radio and television sets, and common office machines and telecommunication equipment such as typewriters, calculators, facsimile machines, telephones, and telephone answering machines;

b. Production assemblers and testers;

c. Workers primarily responsible for servicing electronic test instruments; and

d. Workers providing technical support for engineers working in such areas as research, design, development, testing, or manufacturing process improvement (see Engineering Technician).

Maintenance Electronics Technician I

Applies technical knowledge to perform simple or routine tasks following detailed instructions. Performs such tasks as replacing components and wiring circuits; repairing simple electronic equipment; and taking test readings using common instruments such as digital multimeters, signal generators, semiconductor testers, curve tracers, and oscilloscopes.

Receives technical guidance, as required, from supervisor or higher level technician. Work is spot-checked for accuracy.

Maintenance Electronics Technician II

Applies comprehensive technical knowledge to solve complex problems by interpreting manufacturers' manuals or similar documents. Work requires familiarity with the interrelationships of circuits and judgment in planning work sequence and in selecting tools and testing instruments.

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

Maintenance Electronics Technician III

Applies advanced technical knowledge to solve unusually complex problems that typically cannot be solved solely by referencing manufacturers' manuals or similar documents. Examples of such problems include determining the location and density of circuitry, evaluating electromagnetic radiation, isolating malfunctions, and incorporating engineering changes.

Work typically requires a detailed understanding of the interrelationships of circuits. Exercises independent judgment in performing such tasks as making circuit analyses, calculating wave forms, and tracing relationships in signal flow. Uses complex test instruments such as high frequency pulse generators, frequency synthesizers, distortion analyzers, and complex computer control equipment.

Work may be reviewed by supervisor for general compliance with accepted practices. May provide technical guidance to lower level technicians.

MAINTENANCE MACHINIST

(613: Industrial machinery repairer)

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

MAINTENANCE MECHANIC, MACHINERY

(613: Industrial machinery repairer)

Repairs machinery or mechanical equipment. Work involves *most of the following*: examining machines and mechanical equipment to diagnose source of trouble; dismantling or partly dismantling machines and performing repairs that mainly involve the use of handtools in scraping and fitting parts; replacing broken or defective parts with items obtained from stock; ordering the production of a replacement part by a machine shop or sending the machine to a machine shop for major repairs; preparing written specifications for major repairs or for the production of parts ordered from machine shops; reassembling machines; and making all necessary adjustments for

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operation. In general, the work of a machinery maintenance mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Excluded from this classification are workers whose *primary duties* involve setting up or adjusting machines.

MAINTENANCE MECHANIC, MOTOR VEHICLE

(611: Vehicle and mobile equipment mechanics and repairers)

Repairs, rebuilds, or overhauls major assemblies of internal combustion automobiles, buses, trucks, or tractors. Work involves most of the following: Diagnosing the source of trouble and determining the extent of repairs required; replacing worn or broken parts such as piston rings, bearings, or other engine parts; grinding and adjusting valves; rebuilding carburetors; overhauling transmissions; and repairing fuel injection, lighting, and ignition systems. In general, the work of the motor vehicle mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

This classification does not include mechanics who repair customers' vehicles or who only perform minor repair and tuneup of motor vehicles. It does, however, include fully qualified journeymen mechanics even though most of their time may be spent on minor repairs and tuneups.

MAINTENANCE PIPEFITTER

(645: Plumber, pipefitter, and steamfitter)

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

TOOL AND DIE MAKER

(6811: Tool and die maker)

Constructs and repairs jigs, fixtures, cutting tools, gauges, or metal dies or molds used in shaping or forming metal or nonmetallic material (e.g., plastic, plaster, rubber, glass). *Work typically involves*: planning and laying out work according to models, blueprints, drawings, or other written or oral specifications; understanding the working properties of common metals and alloys; selecting appropriate materials, tools, and processes required to complete task; making necessary shop computations; setting up and operating various machine tools and related equipment; using various tool and die maker's handtools and precision measuring instruments; working to very close tolerances; heat-treating metal parts and finished tools and dies to achieve required qualities; fitting and assembling parts to prescribed tolerances and allowances. In general, the tool and die maker's work requires rounded training in machine-shop and toolroom practice usually acquired through formal apprenticeship or equivalent training and experience.

For cross-industry wage study purposes, this classification does not include tool and die makers who (1) are employed in tool and die jobbing shops or (2) produce forging dies (die sinkers).

Material Movement and Custodial

FORKLIFT OPERATOR

(8318: Industrial truck and tractor equipment operator)

Operates a manually controlled gasoline, electric or liquid propane gas powered forklift to transport goods and materials of all kinds about a warehouse, manufacturing plant, or other establishment.

GUARD

(5144: Guard and police, except public service)

Protects property from theft or damage, or persons from hazards or interference. Duties involve serving at a fixed post, making rounds on foot or by motorized vehicle, or escorting persons or property. May be deputized to make arrests. May also help visitors and customers by answering questions and giving directions. May be required to demonstrate 1) proficiency in the use of firearms and other special weapons and 2) continuing physical fitness.

Guard I

Carries out instructions primarily oriented toward insuring that emergencies and security violations are readily discovered and reported to appropriate authority. Intervenes directly only in situations that require minimal action to safeguard property or persons. Duties require minimal training.

Guard II

Enforces regulations designed to prevent breaches of security. Exercises judgment and uses discretion in dealing with emergencies and security violations encountered. Determines whether first response should be to intervene directly (asking for assistance when deemed necessary and time allows), to keep situation under surveillance, or to report situation so that it can be handled by appropriate authority. Duties require

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specialized training in methods and techniques of protecting security areas.

JANITOR

(5244: Janitor and cleaner)

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

Excluded are:

a. Workers who specialize in window washing;

b. Housekeeping staff who make beds and change linens as a primary responsibility;

c Workers required to disassemble and assemble equipment in order to clean machinery; and

d. Workers who receive additional compensation to maintain sterile facilities or equipment.

MATERIAL HANDLING LABORER

(8726: Freight, stock, and material mover, not elsewhere classified)

Performs physical tasks to transport or store materials or merchandise. Duties involve *one or more of the following*: manually loading or unloading freight cars, trucks, or other transporting devices; unpacking, shelving, or placing items in proper storage locations; or transporting goods by handtruck, cart, or wheelbarrow.

Excluded from this definition are workers whose primary function involves:

a. participating directly in the production of goods (e.g., moving items from one production station to another or placing them on or removing them from the production process);

b. stocking merchandise for sale;

c. counting or routing merchandise;

d. operating a crane or heavy-duty motorized vehicle such as forklift or truck;

e. loading and unloading ships (longshore workers); or

f. traveling on trucks beyond the establishment's physical location to load or unload merchandise.

ORDER FILLER

(4754: Stock and inventory clerk)

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

SHIPPING/RECEIVING CLERK

(4753: Traffic, shipping and receiving clerk)

Performs *clerical and physical* tasks in connection with shipping goods of the establishment in which employed *and/or* receiving incoming shipments. In performing day-to-day, routine tasks, follows established guidelines. In handling unusual nonroutine problems, receives specific guidance from supervisor or other officials. May direct and coordinate the activities of other workers engaged in handling goods to be shipped or being received.

Shipping duties typically involve the following: Verifying that orders are accurately filled by comparing items and quantities of goods gathered for shipment against documents; insuring that shipments are properly packaged, identified with shipping information, and loaded into transporting vehicles; and preparing and keeping records of goods shipped, e.g., manifests, bills of lading.

Receiving duties typically involve the following: Verifying the correctness of incoming shipments by comparing items and quantities unloaded against bills of lading, invoices, manifests, storage receipts, or other records; checking for damaged goods; insuring that goods are appropriately identified for routing to departments within the establishment; and preparing and keeping records of goods received.

TRUCKDRIVER

(821: Motor vehicle operator)

Drives a truck within a city or industrial area to transport materials, merchandise, equipment, or workers between various types of establishments such as: Manufacturing

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plants, freight depots, warehouses, wholesale and retail establishments, or between retail establishments and customers' houses or places of business. May also load or unload truck with or without helpers, make minor mechanical repairs, and keep truck in good working order. *Routesales and over-the-road drivers are excluded.*

For wage study purposes, truckdrivers are classified by type and rated capacity of truck, as follows:

Truckdriver, light truck
(straight truck, under 1 1/2 tons, usually 4 wheels)
Truckdriver, medium truck
(straight truck, 1 1/2 to 4 tons inclusive, usually 6 wheels)
Truckdriver, heavy truck
(straight truck, over 4 tons, usually 10 wheels)
Truckdriver, tractor-trailer

WAREHOUSE SPECIALIST

(4754: Stock and inventory clerk)

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

Exclude workers whose *primary* duties involve shipping and receiving work (see Shipping/Receiving Clerk), order filling (see Order Filler), or operating forklifts (see Forklift Operator).

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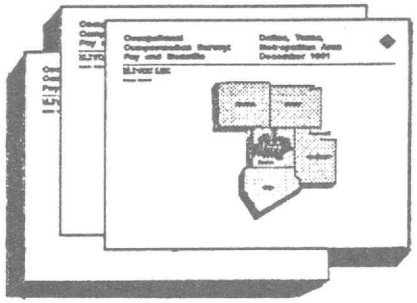
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