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# Occupational Compensation Survey

## National Summary, 1994



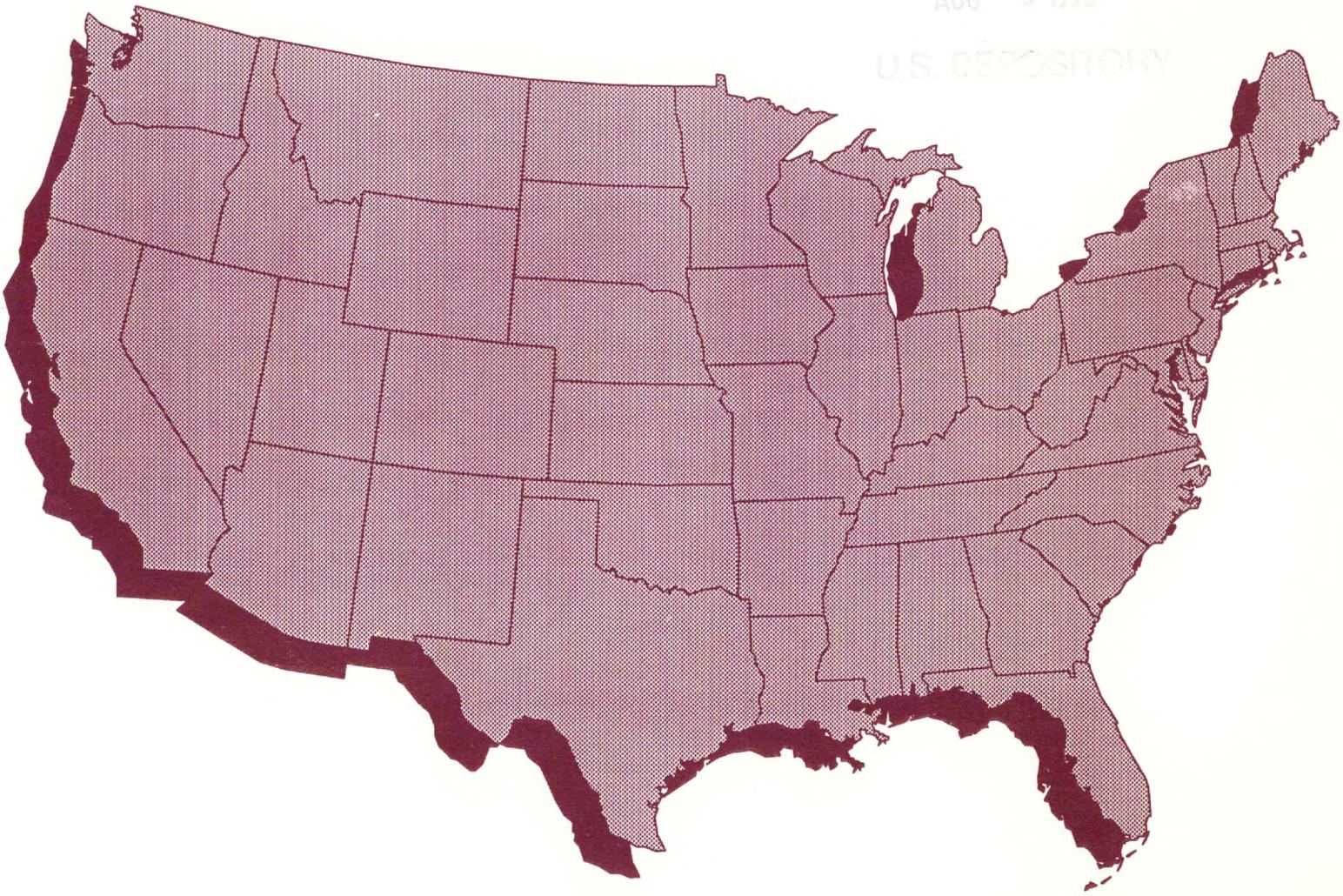
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Bulletin 2479

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## Preface

This bulletin presents pay data from the 1994 Occupational Compensation Surveys (OCS) conducted by the Bureau of Labor Statistics. The Bureau publishes bulletins for most individual OCS localities; in addition to summarizing these locality survey results, this bulletin presents national and regional estimates of occupational pay for 1994.

The Occupational Compensation Survey describes the level and distribution of occupational pay in a variety of the Nation's labor markets, using a consistent survey approach. It also provides information on the incidence of employee benefits among and within localities. Although this publication does not include benefits data, this information is published in locality bulletins (listed in appendix table 4, pages A-11 through A-13) when the locality is surveyed. OCS data, which assist in the implementation of the Federal Employees Pay Comparability Act of 1990 and the administration of the Service Contract Act of 1965, are used in the public and private sectors in, for example, wage and salary administration, collective bargaining, and facility site determination.

"Part I: Pay in the United States and Regions, September 1994," presents 1994 national and regional estimates of pay based on November 1992-March 1995 surveys. "Part II: Pay Comparisons, 1994," provides relative pay levels which compare broad occupational groups in localities surveyed in 1994 to the national estimates. "Part III: Locality Pay, 1994," presents the occupational pay averages for localities surveyed by the Bureau in 1994.

The Bureau's Office of Compensation and Working Conditions developed

and produced this bulletin. Bruce J. Bergman managed the project under the supervision of Philp M. Doyle. Thomas Burke, Amy M. Gallamore, Gayle C. Griffith, Denis A. Gusty, Matthew P. Napolitano, and Jeffrey Westphal of the Division of Occupational Pay and Employee Benefit Levels prepared the tables and text. Carl B. Barsky, Ronald Kidd, Richard W. Maylott, Richard S. Schildt, and J. Jon Virgin of the Directorate of Survey Processing coordinated the data file formation and tabulations. Joan Coleman, Christina L. Harpenau, Philip N. Selby, and Glenn Springer of the Statistical Methods Group provided the statistical analysis.

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.

Material in this bulletin is in the public domain and, with appropriate credit, may be reproduced without permission. OCS published data are available on the Internet, <http://www.bls.gov/ocshome.htm>, and on diskette. The compensation data in this bulletin also are available to sensory impaired individuals upon request. Voice phone: (202) 606-7828; TDD phone: (202) 606-5897; TDD message referral phone: 1-800-326-2577.

# Occupational Compensation Survey

## National Summary, 1994



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

Bureau of Labor Statistics  
Katharine G. Abraham,  
Commissioner

June 1996

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# Occupational Compensation Survey

## National Summary, 1994

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# Introduction

## **Part I: Pay in the United States and Regions, September 1994**

Part I provides estimates of occupational pay for the United States (excluding Alaska and Hawaii) and its census regions. A total of 160 locality pay surveys, with reference dates ranging from November 1992 to March 1995, comprise the national data.

Tables A-1 through E-5 provide pay data for selected white- and blue-collar occupations common to a variety of industries. These tables also present national pay data for nursing occupations, available for the first time since 1991. 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. Tables A-6 and A-7, specially produced for 1994, present occupational pay data for the health services industry. 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 those located in metropolitan areas, along with national estimates for nonmetropolitan areas. The **D-series** tables provide occupational pay averages for a variety of goods-producing industries, while the **E-series** tables present averages for several service-producing industries.

## **Part II: Pay Comparisons, 1994**

Each year, the Bureau of Labor Statistics surveys occupational pay in many different localities. Reports which summarize survey results for each area may differ in occupational content and reference month. Individual survey reports may contain wage and salary data for several dozen occupations, making it difficult to make comparisons among localities.

To facilitate pay comparisons, the Bureau developed measures of relative pay for broad occupational groups. These measures, or pay relatives, express pay levels as a percent of the national pay level. In other words, an area pay relative is the result of dividing pay for an occupational group in a particular locality by the corresponding national pay level, and multiplying by 100. For example, a pay relative of 105 indicates that pay rates in the locality averaged 5 percent above national pay levels.

Part II presents separate pay relatives for all industries, private industry, and State and local government for all areas covered by the survey, where available. Because

industrial coverage varied among survey areas, some areas may not appear on each table.

Pay relatives in the **F-series** tables show how locality pay levels compare to the national estimates (as summarized in tables A-1 through A-5 of part I). Pay relatives in the **G-series** tables contrast national data for establishments with certain characteristics against national data for all establishments.

All tables show relative pay levels for the following broad occupational groups: Professional, administrative, technical, clerical, maintenance, material movement, and janitors. In addition, the all industries and State and local government tables display pay relatives for the protective service occupational group.

## **Part III: Locality Pay, 1994**

In 1994, BLS published 131 Occupational Compensation Survey area bulletins and summaries. In addition to pay averages (means), each area publication presented other pay data such as medians, interquartile ranges, and horizontal distributions of pay, by occupation. The tables in part III summarize previously published pay averages from all survey areas with a 1994 month of reference.

The tables also present straight-time average weekly pay by locality for professional and administrative occupations, technical and protective service jobs, and clerical occupations, and straight-time average hourly pay for maintenance and toolroom jobs, and material movement and custodial occupations. Straight-time weekly pay for white-collar workers relates to regular average (mean) straight-time salaries that are paid for standard work weeks.

The **H-series** tables present all-industry occupational pay averages, by area. The **I-series** tables provide private industry pay data, and the **J-series** tables show State and local government averages. The **K-series** tables, special for 1994, present private industry health services pay for localities.

## **Industrial coverage**

Throughout this bulletin, unless otherwise noted, private and all industries estimates represent all private industry with the exception of agriculture, forestry, and fishing, and private households. Because industrial coverage varied among survey areas, each table does not necessarily contain all areas. See appendix table 4 (pages A-11 through A-13), for details about industrial coverage. In addition, some of the

locality surveys reported in parts II and III had less comprehensive industrial coverage in the private sector. These surveys did not cover the following industry groups:

<i>Industry group</i>	<i>Standard Industrial Classification Code(s)</i>
Mining .....	101-149
Construction .....	152-179
Taxi cabs .....	412
Services incidental to water transportation .....	449
Miscellaneous repair services .....	762-769
Amusement and recreation services .....	791-799
Health services .....	801-809
Legal services .....	811
Educational services .....	821-829
Social services .....	832-839
Museums, art galleries, and botanical and zoological gardens .....	841-842
Religious organizations .....	866

For some areas, limited industrial coverage also included health services industries (SIC's 801-809). Footnotes on the appropriate tables describe these situations. See appendix table 4 for related information.

### Revisions

Data for tables A-1, A-2 and A-3 in the Salt Lake City-Ogden, Utah, May 1994 Occupational Compensation Survey (Bulletin 3075-26) contained some minor errors. Correct 1994 Salt Lake City pay averages are in part III of this bulletin. For corrected tables in their entirety, see the August 1995 Salt Lake City survey (Bulletin 3080-41).

*National Summary* data reported for educational and health services were reversed in table E-1 in both the 1992 and 1993 bulletins. Corrected data are available upon request.

### 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 into survey occupations.

## Part I: Pay in the United States and Regions, September 1994



Table A-1. Pay distributions, professional and administrative occupations, United States, September 1994

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly earnings (in dollars) <sup>2</sup>			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 - 1600	1600 - 1800	1800 - 2000	2000 - 2200	2200 - 2400	2400 - 2600	2600 - 2800	2800 - 3000	3000 and over							
<b>Professional Occupations</b>																																	
<b>Accountants</b>																																	
Level I .....	17,341	39.5	\$498	\$490	\$437 - \$550	( <sup>3</sup> )	9	45	35	10	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Private industry .....	13,442	39.5	494	487	436 - 540	-	9	47	34	9	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Goods producing .....	4,256	39.8	515	510	437 - 577	-	9	36	36	17	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Manufacturing .....	3,752	39.8	506	500	433 - 568	-	10	39	35	14	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Service producing .....	9,186	39.4	484	481	436 - 523	-	8	53	34	5	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Transportation and utilities .....	1,175	39.9	498	481	441 - 560	-	12	48	25	14	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
State and local government .....	3,899	39.6	510	504	439 - 573	( <sup>3</sup> )	12	35	36	13	3	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Level II .....	58,142	39.5	601	593	530 - 659	-	1	14	39	32	11	3	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Private industry .....	48,720	39.6	604	595	537 - 660	-	( <sup>3</sup> )	12	40	33	11	3	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Goods producing .....	17,687	39.8	627	617	552 - 685	-	( <sup>3</sup> )	12	30	36	16	4	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Manufacturing .....	15,634	39.8	627	618	554 - 684	-	( <sup>3</sup> )	11	31	36	16	4	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Service producing .....	31,033	39.4	591	582	531 - 642	-	( <sup>3</sup> )	13	45	31	8	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Transportation and utilities .....	3,902	39.8	618	605	538 - 677	-	( <sup>3</sup> )	10	38	33	12	6	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
State and local government .....	9,422	39.4	582	575	499 - 658	-	5	20	32	26	13	4	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Level III .....	72,459	39.6	767	760	684 - 842	-	( <sup>3</sup> )	1	6	24	33	24	10	3	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	60,439	39.6	774	765	692 - 848	-	( <sup>3</sup> )	1	5	23	33	24	10	3	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	
Goods producing .....	27,795	39.8	786	777	702 - 860	-	( <sup>3</sup> )	( <sup>3</sup> )	4	20	33	27	12	3	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	24,853	39.8	785	776	702 - 858	-	( <sup>3</sup> )	( <sup>3</sup> )	4	20	33	28	12	2	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service producing .....	32,644	39.4	763	750	680 - 832	-	( <sup>3</sup> )	1	5	26	33	21	9	3	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	
Transportation and utilities .....	4,935	39.8	796	779	701 - 876	-	( <sup>3</sup> )	( <sup>3</sup> )	2	22	31	25	12	6	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	12,020	39.4	733	720	662 - 807	-	( <sup>3</sup> )	3	10	28	29	21	6	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level IV .....	34,728	39.5	988	973	880 - 1,076	-	( <sup>3</sup> )	( <sup>3</sup> )	1	7	21	27	22	12	5	2	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	28,577	39.5	1,003	984	891 - 1,096	-	( <sup>3</sup> )	( <sup>3</sup> )	1	7	20	26	23	14	6	2	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	
Goods producing .....	13,985	39.8	1,021	1,001	901 - 1,131	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	5	19	24	22	17	8	3	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	12,125	39.7	1,007	992	894 - 1,105	-	( <sup>3</sup> )	( <sup>3</sup> )	1	5	21	25	23	16	6	3	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	
Service producing .....	14,592	39.3	985	966	877 - 1,063	-	( <sup>3</sup> )	( <sup>3</sup> )	1	8	21	28	23	11	5	2	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	
Transportation and utilities .....	2,657	39.8	1,006	992	897 - 1,108	-	( <sup>3</sup> )	( <sup>3</sup> )	1	6	18	27	22	16	6	2	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	6,151	39.5	922	927	841 - 1,021	-	( <sup>3</sup> )	1	5	11	26	29	20	6	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level V .....	9,076	39.5	1,286	1,250	1,148 - 1,403	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	2	5	9	22	19	17	18	6	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	
Private industry .....	8,365	39.5	1,298	1,266	1,154 - 1,411	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	2	5	9	20	19	18	19	6	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	
Goods producing .....	3,908	39.8	1,301	1,292	1,173 - 1,423	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	3	3	7	19	19	19	22	6	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	3,518	39.8	1,281	1,268	1,167 - 1,403	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	3	4	7	20	19	20	21	4	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	
Service producing .....	4,457	39.3	1,295	1,250	1,135 - 1,402	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1	6	11	21	20	17	16	6	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-		
Transportation and utilities .....	913	39.7	1,276	1,243	1,154 - 1,382	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1	4	10	23	25	17	16	2	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-		
State and local government .....	711	39.4	1,149	1,175	1,079 - 1,221	-	( <sup>3</sup> )	( <sup>3</sup> )	1	2	13	13	43	12	8	5	2	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-		
Level VI .....	1,123	39.3	1,612	1,587	1,425 - 1,769	-	( <sup>3</sup> )	2	8	12	28	28	11	7	2	1	( <sup>3</sup> )	-															
Private industry .....	1,029	39.2	1,644	1,607	1,454 - 1,769	-	( <sup>3</sup> )	2	3	12	30	31	11	7	2	1	( <sup>3</sup> )	-															
Goods producing .....	557	39.5	1,686	1,635	1,481 - 1,844	-	( <sup>3</sup> )	2	2	10	28	30	12	11	3	1	( <sup>3</sup> )	-															
Manufacturing .....	500	39.4	1,642	1,609	1,456 - 1,778	-	( <sup>3</sup> )	2	2	11	30	31	12	10	1	( <sup>3</sup> )	-																
Service producing .....	472	39.0	1,594	1,569	1,425 - 1,769	-	( <sup>3</sup> )	1	5	15	33	31	10	2	1	( <sup>3</sup> )	-																
Transportation and utilities .....	87	39.9	1,670	1,685	1,527 - 1,822	-	( <sup>3</sup> )	1	3	8	25	33																					

Table A-1. Pay distributions, professional and administrative occupations, United States, September 1994 — Continued

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly earnings (in dollars) <sup>2</sup>			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 - 1600	1600 - 1800	1800 - 2000	2000 - 2200	2200 - 2400	2400 - 2600	2600 - 2800	2800 - 3000	3000 and over					
<b>Accountants, Public</b>																															
Level I .....	6,939	39.6	\$570	\$558	\$535 - \$596	-	1	7	69	17	6	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	6,939	39.6	570	558	535 - 596	-	1	7	69	17	6	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service producing .....	6,939	39.6	570	558	535 - 596	-	1	7	69	17	6	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	9,099	39.6	614	600	567 - 654	-	-	2	48	40	7	3	( <sup>3</sup> )	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	9,099	39.6	614	600	567 - 654	-	-	2	48	40	7	3	( <sup>3</sup> )	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service producing .....	9,099	39.6	614	600	567 - 654	-	-	2	48	40	7	3	( <sup>3</sup> )	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	10,720	39.5	713	692	635 - 769	-	-	-	11	43	29	11	4	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	10,720	39.5	713	692	635 - 769	-	-	-	11	43	29	11	4	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
Service producing .....	10,720	39.5	713	692	635 - 769	-	-	-	11	43	29	11	4	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
Level IV .....	4,607	39.5	967	929	842 - 1,058	-	-	-	-	3	12	26	24	16	8	5	3	3	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	4,607	39.5	967	929	842 - 1,058	-	-	-	-	3	12	26	24	16	8	5	3	3	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Service producing .....	4,607	39.5	967	929	842 - 1,058	-	-	-	-	3	12	26	24	16	8	5	3	3	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
<b>Attorneys</b>																															
Level I .....	2,404	39.1	713	694	636 - 771	-	1	1	12	37	29	13	3	1	1	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	676	39.3	768	702	636 - 832	-	-	1	6	43	17	19	5	3	3	2	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
Service producing .....	623	39.3	744	692	636 - 812	-	-	1	6	46	18	19	5	3	2	1	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	1,728	39.0	692	694	631 - 755	-	2	1	14	35	34	11	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	7,765	39.0	944	930	808 - 1,039	-	( <sup>3</sup> )	( <sup>3</sup> )	2	6	15	21	23	16	8	4	2	3	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	3,469	39.0	1,049	1,011	919 - 1,153	-	-	-	-	( <sup>3</sup> )	3	18	25	23	13	7	5	6	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Goods producing .....	462	39.9	1,142	1,058	1,013 - 1,242	-	-	-	-	-	( <sup>3</sup> )	10	4	39	19	6	9	3	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-
Service producing .....	3,007	38.9	1,034	994	908 - 1,121	-	-	-	-	( <sup>3</sup> )	4	19	28	20	12	7	4	6	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-
Transportation and utilities .....	238	39.8	1,108	1,098	969 - 1,246	-	-	-	-	1	12	17	21	20	8	17	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	4,296	39.0	860	837	764 - 969	-	( <sup>3</sup> )	( <sup>3</sup> )	4	10	25	23	21	11	4	1	( <sup>3</sup> )	( <sup>3</sup> )	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Level III .....	10,468	39.2	1,241	1,208	1,048 - 1,403	-	-	-	( <sup>3</sup> )	1	2	3	8	17	17	14	12	17	6	1	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-
Private industry .....	5,677	39.1	1,368	1,346	1,198 - 1,494	-	-	-	-	-	1	1	7	17	17	18	26	10	2	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-
Goods producing .....	1,113	39.7	1,474	1,484	1,315 - 1,564	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	935	39.7	1,466	1,484	1,321 - 1,550	-	-	-	-	-	-	-	( <sup>3</sup> )	1	5	9	21	47	13	3	2	-	-	-	-	-	-	-	-	-	-
Service producing .....	4,564	38.9	1,343	1,310	1,179 - 1,454	-	-	-	-	-	1	2	8	19	19	17	21	9	2	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	
Transportation and utilities .....	517	39.7	1,366	1,360	1,222 - 1,481	-	-	-	-	-	( <sup>3</sup> )	1	7	14	17	17	32	10	2	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	4,791	39.3	1,091	1,049	994 - 1,198	-	-	-	1	2	4	6	16	28	18	11	6	7	1	-	-	-	-	-	-	-	-	-	-	-	-
Level IV .....	9,434	39.1	1,568	1,571	1,352 - 1,757	-	-	-	-	( <sup>3</sup> )	3	2	3	5	7	12	21	24	13	6	2	1	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	
Private industry .....	5,758	38.8	1,720	1,679	1,533 - 1,875	-	-	-	-	-	-	-	( <sup>3</sup> )	1	3	6	26	31	20	8	2	2	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	
Goods producing .....	1,518	39.5	1,800	1,763	1,633 - 1,951	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	1	2	18	32	30	12	3	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	
Manufacturing .....	1,164	39.3	1,789	1,745	1,619 - 1,953	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	2	2	20	33	26	12	3	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	
Service producing .....	4,240	38.5	1,691	1,650	1,493 - 1,829	-	-	-	-	-	-	-	( <sup>3</sup> )	1	4	7	29	30	16	7	2	2	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	
Transportation and utilities .....	677	39.4	1,691	1,692	1,480 - 1,865	-	-	-	-	-	-	-	-	-	1	2	7	29	27	22	9	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	
State and local government .....	3,676	39.6	1,331	1,327	1,150 - 1,501	-	-	-	-	( <sup>3</sup> )	8	6	7	11	14	22	13	14	3	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	
Level V .....	4,382	39.4	1,925	1,871	1,562 - 2,181	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	3	30	11	16	15	10	7	4	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	
Private industry .....	2,709	39.1	2,154	2,098	1,910 - 2,356	-	-	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	2	12	24	23	16	11	7	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	
Goods producing .....	1,024	39.6	2,139	2,093	1,937 - 2,307	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	6	29	28	16	12	4	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	
Manufacturing .....	888	39.6	2,126	2,077	1,928 - 2,305	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	2	7	30	28	16	11	3	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	
Service producing .....	1,685	38.7	2,164	2,113	1,866 - 2,392	-	-	-	-	-	-	-	-	-	-	-	3	15	21	20	16	10	9	3	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	
Transportation and utilities .....	366	39.3	2,092	2,055	1,827 - 2,308	-	-	-	-	-	-	-	-	-	-	-	4	17	22	23	18	9	3	4	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	

See footnotes at end of table.

Table A-1. Pay distributions, professional and administrative occupations, United States, September 1994 — Continued

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly earnings (in dollars) <sup>2</sup>			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 - 1600	1600 - 1800	1800 - 2000	2000 - 2200	2200 - 2400	2400 - 2600	2600 - 2800	2800 - 3000	3000 and over			
<b>Attorneys—Continued</b>																													
Level VI .....	967	39.3	\$2,314	\$2,313	\$1,726 - \$2,692	-	-	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	34	4	6	11	13	13	7	12			
Private industry .....	590	38.9	2,681	2,614	2,385 - 2,885	-	-	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	4	6	11	13	13	7	12			
Goods producing .....	271	39.3	2,650	2,627	2,404 - 2,824	-	-	-	-	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	4	8	16	22	20	11	19			
Manufacturing .....	221	39.2	2,654	2,628	2,376 - 2,933	-	-	-	-	-	-	-	-	-	-	-	-	-	1	5	4	13	21	27	13	15			
Service producing .....	319	38.6	2,708	2,587	2,332 - 2,981	-	-	-	-	-	-	-	-	-	-	-	-	-	1	6	5	15	19	24	11	19			
<b>Engineers</b>																													
Level I .....	27,895	39.9	656	655	591 - 718	-	( <sup>3</sup> )	3	24	41	27	5	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-			
Private industry .....	24,842	40.0	659	660	596 - 721	-	( <sup>3</sup> )	2	23	41	28	5	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-			
Goods producing .....	16,063	40.0	673	680	614 - 733	-	-	2	19	38	34	7	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-			
Manufacturing .....	15,082	40.0	676	683	617 - 735	-	-	2	18	39	35	7	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-			
Service producing .....	8,779	40.0	634	631	577 - 684	-	( <sup>3</sup> )	3	31	48	17	3	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-			
Transportation and utilities .....	1,192	39.9	703	704	677 - 735	-	-	( <sup>3</sup> )	6	40	46	6	1	-	-	-	-	-	-	-	-	-	-	-	-	-			
State and local government .....	3,053	38.9	627	626	556 - 686	-	-	6	33	40	20	1	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-			
Level II .....	82,164	39.9	767	763	693 - 831	-	( <sup>3</sup> )	( <sup>3</sup> )	4	23	37	26	8	2	( <sup>3</sup> )	-	-	-	-	-	-	-							
Private industry .....	72,061	40.0	768	764	697 - 829	-	( <sup>3</sup> )	( <sup>3</sup> )	4	22	38	26	8	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-						
Goods producing .....	52,344	40.0	772	769	704 - 832	-	-	( <sup>3</sup> )	4	20	39	28	8	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-						
Manufacturing .....	49,981	40.0	772	770	705 - 831	-	-	( <sup>3</sup> )	3	20	39	28	8	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-						
Service producing .....	19,717	40.0	757	747	680 - 819	-	-	( <sup>3</sup> )	4	27	37	23	6	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-						
Transportation and utilities .....	4,750	39.9	811	808	733 - 865	-	-	( <sup>3</sup> )	1	10	37	38	10	5	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-		
State and local government .....	10,103	39.3	761	751	676 - 850	-	( <sup>3</sup> )	( <sup>3</sup> )	7	29	29	20	11	2	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-		
Level III .....	177,674	39.9	902	890	820 - 972	-	-	( <sup>3</sup> )	( <sup>3</sup> )	3	15	34	27	13	5	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-		
Private industry .....	156,420	40.0	904	889	823 - 973	-	-	( <sup>3</sup> )	( <sup>3</sup> )	3	15	35	27	13	4	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-		
Goods producing .....	119,725	40.0	901	885	823 - 964	-	-	( <sup>3</sup> )	( <sup>3</sup> )	3	15	37	27	12	4	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-		
Manufacturing .....	116,195	40.0	900	885	824 - 962	-	-	( <sup>3</sup> )	( <sup>3</sup> )	3	15	38	27	12	4	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-		
Service producing .....	36,695	40.0	912	907	822 - 992	-	-	( <sup>3</sup> )	( <sup>3</sup> )	3	16	28	29	16	6	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-		
Transportation and utilities .....	10,319	40.0	959	957	879 - 1,038	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	8	23	33	25	9	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-		
State and local government .....	21,254	39.5	890	894	790 - 969	-	-	( <sup>3</sup> )	2	8	17	26	27	13	6	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-		
Level IV .....	196,297	39.9	1,094	1,084	990 - 1,189	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1	7	19	27	23	14	6	3	( <sup>3</sup> )										
Private industry .....	180,031	40.0	1,099	1,089	992 - 1,192	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1	6	20	26	24	14	6	3	( <sup>3</sup> )										
Goods producing .....	135,068	40.0	1,094	1,082	988 - 1,183	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1	6	21	27	23	13	6	3	( <sup>3</sup> )										
Manufacturing .....	130,664	40.0	1,091	1,079	986 - 1,179	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1	6	21	27	23	13	6	3	( <sup>3</sup> )										
Service producing .....	44,963	39.9	1,113	1,111	1,008 - 1,210	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1	6	21	27	23	13	6	2	( <sup>3</sup> )										
Transportation and utilities .....	13,061	40.0	1,130	1,135	1,047 - 1,212	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1	7	15	24	26	17	7	3	( <sup>3</sup> )										
State and local government .....	16,266	39.6	1,045	1,053	947 - 1,126	-	-	( <sup>3</sup> )	( <sup>3</sup> )	2	5	9	19	34	13	11	4	2	( <sup>3</sup> )										
Level V .....	127,619	39.9	1,314	1,298	1,190 - 1,425	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	2	8	16	23	21	22	6	1	( <sup>3</sup> )									
Private industry .....	120,583	39.9	1,320	1,306	1,192 - 1,431	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	2	8	16	22	21	23	6	1	( <sup>3</sup> )									
Goods producing .....	92,129	40.0	1,315	1,300	1,190 - 1,422	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	2	9	17	22	21	22	5	1	( <sup>3</sup> )									
Manufacturing .....	88,562	40.0	1,307	1,294	1,186 - 1,412	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	2	9	18	23	22	22	5	1	( <sup>3</sup> )									
Service producing .....	28,454	39.9	1,335	1,325	1,202 - 1,449	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	2	7	14	21	22	25	7	1	( <sup>3</sup> )									
Transportation and utilities .....	4,604	39.9	1,323	1,327	1,233 - 1,403	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	2	7	14	21	22	25	7	1	( <sup>3</sup> )									
State and local government .....	7,036	39.8	1,216	1,213	1,145 - 1,273	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	3	5	9	17	43	8	10	3	( <sup>3</sup> )										

See footnotes at end of table.

Table A-1. Pay distributions, professional and administrative occupations, United States, September 1994 — Continued

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly earnings (in dollars) <sup>2</sup>			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 - 1600	1600 - 1800	1800 - 2000	2000 - 2200	2200 - 2400	2400 - 2600	2600 - 2800	2800 - 3000	3000 and over		
<b>Engineers—Continued</b>																												
Level VI .....	47,681	39.9	\$1,565	\$1,552	\$1,413 - \$1,695	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1	2	6	13	36	27	10	3	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	
Private industry .....	45,661	39.9	1,575	1,559	1,428 - 1,702	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1	2	5	12	37	28	11	3	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	
Goods producing .....	35,035	39.9	1,577	1,562	1,435 - 1,700	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1	2	5	12	38	29	10	3	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	
Manufacturing .....	33,704	39.9	1,568	1,555	1,431 - 1,689	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1	2	5	12	39	29	10	2	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	
Service producing .....	10,626	39.9	1,568	1,549	1,401 - 1,712	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1	3	6	14	35	26	11	3	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	
Transportation and utilities .....	909	39.9	1,575	1,554	1,433 - 1,712	-	-	-	-	( <sup>3</sup> )	3	15	38	28	14	1	-	-	-	-	-	-						
State and local government .....	2,020	39.8	1,326	1,329	1,272 - 1,389	-	-	-	-	( <sup>3</sup> )	1	5	5	5	28	34	12	7	2	( <sup>3</sup> )	-	-	-	-	-	-	-	
Level VII .....	9,962	40.0	1,798	1,773	1,630 - 1,946	-	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	4	16	34	25	13	5	2	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	
Private industry .....	9,679	40.0	1,807	1,776	1,640 - 1,951	-	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	3	16	34	25	14	5	2	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	
Goods producing .....	7,162	40.0	1,814	1,779	1,654 - 1,948	-	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	2	15	36	26	13	5	2	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	
Manufacturing .....	6,927	40.0	1,801	1,773	1,650 - 1,938	-	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	2	16	37	26	12	5	1	( <sup>3</sup> )					
Service producing .....	2,517	39.9	1,787	1,763	1,605 - 1,964	-	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	6	18	30	23	16	5	1	( <sup>3</sup> )					
Transportation and utilities .....	126	39.9	1,870	1,866	1,744 - 1,985	-	-	-	-	-	-	-	-	-	2	2	30	45	17	3	2	-	-	-	-	-	-	
Level VIII .....	1,555	40.0	2,162	2,108	1,918 - 2,360	-	-	-	-	-	-	-	-	-	-	-	2	10	23	29	14	10	6	4	2	2	2	
Private industry .....	1,535	40.0	2,169	2,109	1,921 - 2,362	-	-	-	-	-	-	-	-	-	-	-	2	9	23	29	14	10	7	4	2	2	2	
Goods producing .....	1,214	40.0	2,203	2,136	1,964 - 2,398	-	-	-	-	-	-	-	-	-	-	-	1	6	23	31	15	12	6	4	2	2	2	
Manufacturing .....	1,173	40.0	2,187	2,130	1,958 - 2,360	-	-	-	-	-	-	-	-	-	-	-	1	6	23	32	15	12	6	4	2	2	2	
Service producing .....	321	40.0	2,041	1,960	1,777 - 2,250	-	-	-	-	-	-	-	-	-	-	-	7	21	25	20	12	5	7	3	1	1	1	
<b>Registered Nurses</b>																												
Level I .....	29,032	39.5	585	577	510 - 637	-	1	21	40	26	9	3	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	17,949	39.4	590	572	510 - 647	-	1	19	39	26	10	5	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	
Goods producing .....	112	39.7	653	645	586 - 702	-	-	2	26	46	21	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	112	39.7	653	645	586 - 702	-	-	2	26	46	21	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service producing .....	17,837	39.4	589	571	510 - 646	-	1	20	39	25	9	5	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	11,083	39.6	576	581	510 - 623	-	( <sup>3</sup> )	22	42	26	9	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	654,934	39.4	710	692	597 - 798	-	( <sup>3</sup> )	5	5	11	8	14	6	3	1	( <sup>3</sup> )												
Private industry .....	514,137	39.3	711	691	598 - 799	-	( <sup>3</sup> )	5	1	7	4	14	6	3	1	( <sup>3</sup> )												
Goods producing .....	2,278	39.9	702	704	623 - 784	-	-	6	15	28	31	15	3	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	2,251	39.9	702	706	619 - 785	-	-	8	16	27	32	15	3	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	
Service producing .....	511,859	39.3	711	691	598 - 799	-	( <sup>3</sup> )	5	1	7	4	14	6	3	1	( <sup>3</sup> )												
Transportation and utilities .....	194	39.9	803	850	723 - 907	-	-	-	14	6	13	31	35	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	140,797	39.6	705	696	592 - 795	-	( <sup>3</sup> )	6	21	24	25	15	7	2	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	
Level II Specialists .....	23,557	39.3	777	763	672 - 873	-	-	( <sup>3</sup> )	10	22	28	18	14	6	1	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	
Private industry .....	18,715	39.1	762	748	661 - 840	-	-	( <sup>3</sup> )	11	24	29	18	10	4	1	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	
Service producing .....	18,715	39.1	762	748	661 - 840	-	-	( <sup>3</sup> )	11	24	29	18	10	4	1	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	
State and local government .....	4,842	40.0	837	843	736 - 942	-	-	-	5	15	21	18	27	14	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	18,378	39.5	927	905	810 - 1,034	-	-	-	2	8	13	26	20	15	8	6	2	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	
Private industry .....	11,061	39.2	960	933	832 - 1,078	-	-	-	-	5	13	26	21	14	11	8	3	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	
Service producing .....	11,036	39.2	960	933	832 - 1,078	-	-	-	-	5	13	26	20	14	11	8	3	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	
State and local government .....	7,317	39.8	878	874	764 - 988	-	-	-	5	12	13	27	19	16	4	2	1	1	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

Table A-1. Pay distributions, professional and administrative occupations, United States, September 1994 — Continued

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly earnings (in dollars) <sup>2</sup>			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 - 1600	1600 - 1800	1800 - 2000	2000 - 2200	2200 - 2400	2400 - 2600	2600 - 2800	2800 - 3000	3000 and over							
<b>Registered Nurses—Continued</b>																																	
Level III Anesthetists	7,249	39.8	\$1,467	\$1,423	\$1,308 - \$1,610	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1	6	14	25	27	20	5	2	( <sup>3</sup> )	-	-	-	-	-	-	-				
Private industry	6,259	39.8	1,464	1,400	1,308 - 1,612	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1	6	14	27	23	20	5	2	( <sup>3</sup> )	-	-	-	-	-	-	-				
Service producing	6,259	39.8	1,464	1,400	1,308 - 1,612	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1	6	14	27	23	20	5	2	( <sup>3</sup> )	-	-	-	-	-	-	-				
State and local government	990	40.0	1,489	1,514	1,356 - 1,590	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1	6	14	27	23	20	5	2	( <sup>3</sup> )	-	-	-	-	-	-	-				
Level IV	1,532	39.7	1,007	970	904 - 1,111	-	-	-	-	1	4	19	32	16	17	5	4	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-				
Private industry	887	39.9	982	946	900 - 1,046	-	-	-	-	4	21	38	18	12	3	1	3	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-				
Service producing	887	39.9	982	946	900 - 1,046	-	-	-	-	4	21	38	18	12	3	1	3	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-				
State and local government	645	39.4	1,041	1,021	905 - 1,162	-	-	-	-	2	4	17	23	13	24	9	7	1	-	-	-	-	-	-	-	-	-	-	-				
<b>Administrative Occupations</b>																																	
<b>Budget Analysts</b>																																	
Level I	669	39.7	557	548	490 - 636	-	6	22	39	32	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Private industry	262	39.5	531	526	486 - 564	-	( <sup>3</sup> )	31	55	10	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Service producing	145	39.3	530	519	477 - 569	-	-	36	49	11	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Level II	2,958	39.3	624	608	554 - 680	-	1	10	36	32	13	8	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Private industry	1,844	39.2	619	605	558 - 672	-	1	9	38	34	12	5	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Goods producing	570	39.8	635	618	572 - 680	-	-	12	31	37	12	7	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Manufacturing	553	39.8	630	616	570 - 674	-	-	12	32	38	11	5	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Service producing	1,274	38.9	612	599	557 - 667	-	1	8	41	33	11	5	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Transportation and utilities	230	39.7	623	609	535 - 740	-	7	14	27	19	15	16	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
State and local government	1,114	39.4	632	612	538 - 714	-	1	12	32	28	14	11	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Level III	4,518	39.6	820	810	731 - 927	-	( <sup>3</sup> )	3	14	28	25	21	7	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-				
Private industry	2,092	39.5	806	790	720 - 874	-	-	2	18	33	26	13	6	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-				
Goods producing	747	39.7	835	817	744 - 900	-	-	( <sup>3</sup> )	15	29	30	12	10	2	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-				
Manufacturing	719	39.7	827	814	740 - 900	-	-	( <sup>3</sup> )	16	30	31	12	8	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Service producing	1,345	39.3	789	769	710 - 861	-	-	2	20	36	24	13	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Transportation and utilities	377	39.9	822	804	756 - 899	-	-	1	13	35	26	18	7	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
State and local government	2,426	39.7	833	847	743 - 927	-	( <sup>3</sup> )	4	10	24	24	29	8	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Level IV	2,708	39.5	933	931	820 - 1,024	-	-	( <sup>3</sup> )	8	12	20	30	15	9	3	1	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-				
Private industry	1,978	39.6	918	915	800 - 1,010	-	-	-	10	15	20	28	13	9	2	1	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-				
Goods producing	989	39.8	931	922	822 - 1,006	-	-	-	8	12	22	32	16	5	2	1	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-				
Manufacturing	937	39.8	909	920	819 - 994	-	-	-	8	13	23	33	16	5	1	1	( <sup>3</sup> )	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-				
Service producing	989	39.3	906	904	772 - 1,010	-	-	-	12	18	19	24	10	13	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-				
Transportation and utilities	152	39.4	1,000	978	904 - 1,096	-	-	-	8	13	34	26	8	9	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
State and local government	730	39.3	972	980	882 - 1,070	-	-	1	4	6	17	34	22	8	7	1	1	-	-	-	-	-	-	-	-	-	-	-					
<b>Buyers/Contracting Specialists</b>																																	
Level I	9,328	39.7	502	498	442 - 554	( <sup>3</sup> )	9	42	36	10	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Private industry	7,480	39.8	507	500	447 - 554	( <sup>3</sup> )	6	43	38	10	3	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Goods producing	4,193	39.9	518	510	451 - 575	-	6	37	41	12	4	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Manufacturing	4,013	39.9	516	510	451 - 574	-	6	37	42	11	4	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Service producing	3,287	39.6	493	485	442 - 538	( <sup>3</sup> )	7	51	34	7	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Transportation and utilities	170	39.9	514	490	459 - 541	-	6	46	30	10	6	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
State and local government	1,848	39.4	482	475	406 - 548	1	20	38	31	8	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				

See footnotes at end of table.

Table A-1. Pay distributions, professional and administrative occupations, United States, September 1994 — Continued

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly earnings (in dollars) <sup>2</sup>			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 - 1600	1600 - 1800	1800 - 2000	2000 - 2200	2200 - 2400	2400 - 2600	2600 - 2800	2800 - 3000	3000 and over						
<b>Buyers/Contracting Specialists—Continued</b>																																
Level II .....	33,112	39.7	\$642	\$636	\$568 - \$712	-	1	9	27	35	21	6	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-				
Private industry .....	28,754	39.7	647	638	577 - 713	-	( <sup>3</sup> )	7	27	35	22	6	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-				
Goods producing .....	20,888	39.9	649	644	577 - 718	-	( <sup>3</sup> )	7	26	36	22	6	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-				
Manufacturing .....	19,879	39.9	647	642	576 - 715	-	( <sup>3</sup> )	8	27	35	22	6	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-				
Service producing .....	7,866	39.4	644	629	575 - 707	-	( <sup>3</sup> )	6	30	35	20	6	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-				
Transportation and utilities .....	1,129	39.7	675	663	588 - 732	-	( <sup>3</sup> )	3	23	34	22	13	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
State and local government .....	4,358	39.3	609	613	516 - 683	-	3	17	25	32	16	6	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Level III .....	21,012	39.8	858	846	760 - 948	-	( <sup>3</sup> )	( <sup>3</sup> )	1	9	24	29	20	10	4	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-				
Private industry .....	19,523	39.8	865	849	768 - 954	-	( <sup>3</sup> )	( <sup>3</sup> )	1	9	24	30	21	11	5	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-				
Goods producing .....	15,877	39.9	865	846	767 - 952	-	-	( <sup>3</sup> )	1	9	24	30	20	11	5	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-			
Manufacturing .....	15,307	39.9	862	846	765 - 949	-	-	( <sup>3</sup> )	1	9	25	30	19	11	5	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-			
Service producing .....	3,646	39.6	867	865	772 - 961	-	( <sup>3</sup> )	( <sup>3</sup> )	1	9	22	29	25	10	4	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-			
Transportation and utilities .....	1,197	39.9	911	922	810 - 1,009	-	1	1	1	4	17	22	29	16	8	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-			
State and local government .....	1,489	39.5	770	763	676 - 857	-	-	3	10	19	26	24	14	4	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-			
Level IV .....	6,565	39.9	1,024	1,005	907 - 1,110	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	5	17	26	24	14	7	4	2	( <sup>3</sup> )													
Private industry .....	6,247	39.9	1,027	1,006	910 - 1,112	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	5	16	26	25	14	7	4	2	( <sup>3</sup> )													
Goods producing .....	5,113	39.9	1,024	1,000	905 - 1,108	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	5	17	27	24	13	7	4	2	( <sup>3</sup> )													
Manufacturing .....	4,876	39.9	1,013	995	903 - 1,096	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	5	18	27	25	13	6	3	2	( <sup>3</sup> )													
Service producing .....	1,134	39.8	1,039	1,029	939 - 1,142	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	3	14	25	26	17	9	4	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-			
Transportation and utilities .....	477	39.7	1,040	1,033	942 - 1,144	-	-	( <sup>3</sup> )	1	1	2	15	21	27	17	10	5	1	-	-	-	-	-	-	-	-	-	-	-			
State and local government .....	318	39.1	966	961	832 - 1,100	-	-	-	2	7	10	20	21	16	16	5	2	2	-	-	-	-	-	-	-	-	-	-	-			
<b>Computer Programmers</b>																																
Level I .....	8,324	39.6	530	524	480 - 582	-	6	31	45	15	3	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Private industry .....	7,161	39.6	539	534	481 - 587	-	3	29	48	17	3	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Goods producing .....	1,577	39.7	557	533	491 - 624	-	4	29	35	19	12	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Manufacturing .....	1,515	39.7	552	524	491 - 607	-	4	30	36	18	10	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Service producing .....	5,584	39.6	533	536	481 - 587	-	3	29	51	16	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Transportation and utilities .....	562	39.9	551	556	500 - 604	-	4	17	53	25	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
State and local government .....	1,163	39.5	478	468	414 - 538	-	19	44	32	4	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Level II .....	35,216	39.6	616	615	548 - 675	-	1	10	32	39	15	3	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Private industry .....	29,428	39.6	624	617	560 - 683	-	( <sup>3</sup> )	7	32	41	16	3	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Goods producing .....	8,783	39.7	643	635	580 - 704	-	-	5	28	40	21	5	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	8,570	39.7	641	635	577 - 702	-	-	5	29	40	21	4	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service producing .....	20,645	39.5	617	615	556 - 673	-	( <sup>3</sup> )	8	34	41	14	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Transportation and utilities .....	2,898	40.0	651	651	612 - 692	-	1	2	19	56	21	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	5,788	39.5	575	570	489 - 639	-	3	26	29	30	7	4	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	48,648	39.5	743	736	671 - 808	-	( <sup>3</sup> )	1	7	28	36	19	8	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	40,326	39.5	749	741	673 - 814	-	( <sup>3</sup> )	1	6	28	36	19	9	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Goods producing .....	10,372	39.6	755	754	676 - 827	-	-	3	4	27	33	24	9	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	10,089	39.6	753	750	675 - 825	-	-	3	4	27	33	23	8	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service producing .....	29,954	39.5	746	737	673 - 808	-	( <sup>3</sup> )	( <sup>3</sup> )	6	29	38	17	9	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Transportation and utilities .....	4,310	39.9	772	768	720 - 804	-	-	( <sup>3</sup> )	3	16	55	15	10	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	8,322	39.5	717	707	638 - 796	-	-	2	15	27	32	19	4	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table A-1. Pay distributions, professional and administrative occupations, United States, September 1994 — Continued

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly earnings (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly earnings (in dollars) of—																													
			Mean	Median	Midcile 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 - 1600	1600 - 1800	1800 - 2000	2000 - 2200	2200 - 2400	2400 - 2600	2600 - 2800	2800 - 3000	3000 and over									
<b>Computer Programmers—Continued</b>																																			
Level IV .....	18,059	39.4	\$882	\$865	\$798 - 953	-	-	( <sup>3</sup> )	( <sup>3</sup> )	2	23	34	25	11	3	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	17,032	39.5	884	865	800 - 952	-	-	( <sup>3</sup> )	( <sup>3</sup> )	2	23	35	24	11	3	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Goods producing .....	4,513	39.8	857	839	780 - 908	-	-	-	-	2	31	40	18	6	2	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	4,458	39.8	856	839	780 - 908	-	-	-	-	2	32	39	18	6	2	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service producing .....	12,519	39.4	893	880	809 - 965	-	-	( <sup>3</sup> )	( <sup>3</sup> )	2	20	33	27	13	4	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Transportation and utilities .....	1,000	39.7	946	950	873 - 1,012	-	-	( <sup>3</sup> )	( <sup>3</sup> )	2	9	22	38	23	6	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	1,027	38.9	854	871	736 - 964	-	-	-	7	13	17	20	27	11	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level V .....	6,183	39.6	1,027	1,005	939 - 1,093	-	-	-	-	-	1	12	35	29	13	6	2	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	6,051	39.6	1,027	1,006	939 - 1,093	-	-	-	-	( <sup>3</sup> )	12	35	29	14	6	2	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service producing .....	3,005	39.3	1,059	1,047	957 - 1,138	-	-	-	-	-	1	11	24	31	20	9	3	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	132	39.1	1,004	976	871 - 1,063	-	-	-	-	-	5	25	30	18	-	22	1	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Computer Systems Analysts</b>																																			
Level I .....	37,239	39.5	746	739	666 - 816	-	( <sup>3</sup> )	1	8	27	35	20	7	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	31,906	39.5	754	747	674 - 819	-	( <sup>3</sup> )	( <sup>3</sup> )	6	27	37	21	7	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Goods producing .....	8,909	39.8	768	763	684 - 830	-	( <sup>3</sup> )	( <sup>3</sup> )	6	22	37	22	7	4	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	8,582	39.8	764	761	681 - 824	-	( <sup>3</sup> )	( <sup>3</sup> )	7	23	38	22	6	4	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service producing .....	22,997	39.4	749	741	673 - 816	-	( <sup>3</sup> )	( <sup>3</sup> )	6	29	37	20	7	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Transportation and utilities .....	3,296	39.7	808	792	729 - 885	-	( <sup>3</sup> )	( <sup>3</sup> )	17	34	26	16	5	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	5,333	39.6	699	689	588 - 789	-	-	4	23	25	24	14	6	2	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	102,498	39.5	892	885	808 - 974	-	( <sup>3</sup> )	( <sup>3</sup> )	5	17	33	28	12	4	1	( <sup>3</sup> )																			
Private industry .....	84,866	39.5	892	881	808 - 965	-	( <sup>3</sup> )	( <sup>3</sup> )	4	18	34	25	14	4	1	( <sup>3</sup> )																			
Goods producing .....	20,179	39.6	912	898	823 - 992	-	( <sup>3</sup> )	( <sup>3</sup> )	3	17	31	26	15	6	2	( <sup>3</sup> )																			
Manufacturing .....	19,627	39.6	909	895	820 - 990	-	( <sup>3</sup> )	( <sup>3</sup> )	3	17	31	26	15	6	1	( <sup>3</sup> )																			
Service producing .....	64,687	39.4	886	877	808 - 960	-	( <sup>3</sup> )	( <sup>3</sup> )	4	19	35	25	13	3	1	( <sup>3</sup> )																			
Transportation and utilities .....	12,446	39.4	929	922	852 - 1,012	-	( <sup>3</sup> )	( <sup>3</sup> )	2	8	33	29	22	5	1	( <sup>3</sup> )																			
State and local government .....	17,632	39.8	889	920	816 - 974	-	( <sup>3</sup> )	1	9	11	28	43	6	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	62,295	39.5	1,049	1,038	962 - 1,128	-	( <sup>3</sup> )	( <sup>3</sup> )	2	9	23	32	19	9	3	1	( <sup>3</sup> )																		
Private industry .....	57,462	39.4	1,056	1,042	963 - 1,134	-	( <sup>3</sup> )	( <sup>3</sup> )	2	9	24	32	19	9	3	2	( <sup>3</sup> )																		
Goods producing .....	15,659	39.7	1,084	1,070	984 - 1,172	-	( <sup>3</sup> )	( <sup>3</sup> )	1	8	19	30	22	12	5	3	( <sup>3</sup> )																		
Manufacturing .....	15,056	39.7	1,081	1,067	982 - 1,170	-	( <sup>3</sup> )	( <sup>3</sup> )	1	9	19	30	21	11	5	3	( <sup>3</sup> )																		
Service producing .....	41,803	39.3	1,045	1,036	962 - 1,119	-	( <sup>3</sup> )	( <sup>3</sup> )	2	9	26	33	19	8	3	1	( <sup>3</sup> )																		
Transportation and utilities .....	4,800	39.9	1,102	1,100	1,021 - 1,175	-	( <sup>3</sup> )	( <sup>3</sup> )	3	15	32	31	14	4	1	( <sup>3</sup> )																			
State and local government .....	4,833	39.6	973	1,019	874 - 1,048	-	( <sup>3</sup> )	5	12	12	17	39	9	4	1	( <sup>3</sup> )																			
Level IV .....	16,388	39.4	1,254	1,242	1,145 - 1,346	-	( <sup>3</sup> )	( <sup>3</sup> )	1	3	12	23	27	18	14	2	( <sup>3</sup> )																		
Private industry .....	16,006	39.4	1,256	1,245	1,150 - 1,346	-	( <sup>3</sup> )	( <sup>3</sup> )	1	3	12	22	27	19	14	2	( <sup>3</sup> )																		
Goods producing .....	5,263	39.7	1,269	1,260	1,149 - 1,362	-	( <sup>3</sup> )	( <sup>3</sup> )	1	4	12	19	26	20	15	3	1	( <sup>3</sup> )	( <sup>3</sup> )	(															

Table A-1. Pay distributions, professional and administrative occupations, United States, September 1994 — Continued

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly earnings (in dollars) <sup>2</sup>			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 - 1600	1600 - 1800	1800 - 2000	2000 - 2200	2200 - 2400	2400 - 2600	2600 - 2800	2800 - 3000	3000 and over			
<b>Computer Systems Analyst</b>																													
<b>Supervisors/Managers</b>																													
Level I .....	10,121	39.5	\$1,129	\$1,123	\$1,022 - \$1,229	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	2	6	12	26	24	17	7	6	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	
Private industry .....	8,142	39.4	1,143	1,136	1,035 - 1,241	-	-	-	-	( <sup>3</sup> )	1	4	11	25	26	17	8	6	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	
Goods producing .....	1,444	39.4	1,234	1,212	1,114 - 1,340	-	-	-	-	-	-	1	5	17	24	22	14	14	3	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	
Manufacturing .....	1,376	39.4	1,230	1,205	1,106 - 1,338	-	-	-	-	-	-	1	5	18	24	21	14	14	3	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	
Service producing .....	6,698	39.4	1,123	1,117	1,020 - 1,215	-	-	-	1	2	5	12	27	26	16	7	5	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	
Transportation and utilities .....	557	40.0	1,214	1,231	1,147 - 1,297	-	-	-	-	( <sup>3</sup> )	2	4	12	22	36	17	6	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	1,979	39.7	1,072	1,070	981 - 1,164	-	-	-	( <sup>3</sup> )	1	2	12	15	30	19	16	3	2	-	-	-	-	-	-	-	-	-	-	
Level II .....	10,132	39.3	1,326	1,312	1,191 - 1,434	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	8	17	21	21	24	7	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	
Private industry .....	9,449	39.3	1,333	1,319	1,201 - 1,442	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	8	15	21	21	24	7	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	
Goods producing .....	1,705	39.3	1,399	1,394	1,252 - 1,523	-	-	-	-	-	( <sup>3</sup> )	1	6	9	16	19	34	11	3	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	
Manufacturing .....	1,589	39.2	1,388	1,391	1,250 - 1,514	-	-	-	-	-	( <sup>3</sup> )	1	7	9	17	19	34	11	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	
Service producing .....	7,744	39.3	1,319	1,308	1,191 - 1,423	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	9	17	22	22	22	6	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	
Transportation and utilities .....	729	39.5	1,435	1,425	1,281 - 1,576	-	-	-	-	-	-	1	5	10	13	18	34	14	6	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	
State and local government .....	683	39.9	1,227	1,190	1,145 - 1,335	-	-	-	-	1	( <sup>3</sup> )	2	10	37	20	12	18	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	
Level III .....	2,029	39.2	1,592	1,593	1,440 - 1,717	-	-	-	-	-	-	-	1	2	6	9	34	33	9	3	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	
Private industry .....	1,965	39.1	1,594	1,593	1,442 - 1,720	-	-	-	-	-	-	-	-	1	2	6	9	34	33	9	3	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	
Goods producing .....	563	38.9	1,613	1,605	1,429 - 1,755	-	-	-	-	-	-	-	-	2	5	5	10	28	32	10	4	2	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	
Manufacturing .....	531	38.9	1,586	1,592	1,412 - 1,742	-	-	-	-	-	-	-	-	2	5	5	11	29	33	9	3	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	
Service producing .....	1,402	39.2	1,586	1,592	1,442 - 1,696	-	-	-	-	-	-	-	1	1	6	9	37	34	9	3	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	
Transportation and utilities .....	106	40.0	1,609	1,607	1,533 - 1,660	-	-	-	-	-	-	-	-	-	-	4	44	48	2	-	-	-	-	-	-	-	-	-	
Level IV .....	151	38.9	1,892	1,812	1,710 - 2,012	-	-	-	-	-	-	-	-	-	3	1	8	36	25	11	9	5	1	1	1	1	1	1	
<b>Personnel Specialists</b>																													
Level I .....	4,017	39.6	497	481	442 - 549	1	9	47	32	10	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	2,859	39.6	491	480	442 - 540	1	8	52	31	7	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Goods producing .....	1,048	39.8	497	480	442 - 545	2	5	53	30	7	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	967	39.8	493	480	442 - 545	3	5	54	29	7	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service producing .....	1,811	39.5	488	481	439 - 535	-	10	51	31	7	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Transportation and utilities .....	182	40.0	507	492	450 - 561	-	11	40	37	8	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	1,158	39.5	511	510	441 - 576	-	10	35	35	19	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	28,541	39.6	588	577	513 - 647	-	1	19	40	26	9	3	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	23,762	39.6	584	575	510 - 643	-	1	19	41	27	8	2	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	
Goods producing .....	8,002	39.8	605	595	515 - 674	-	( <sup>3</sup> )	18	35	28	12	4	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	7,608	39.8	601	587	515 - 673	-	( <sup>3</sup> )	19	36	27	12	4	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	
Service producing .....	15,780	39.5	573	567	507 - 626	-	1	19	45	26	7	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-					
Transportation and utilities .....	1,296	39.9	624	615	564 - 680	-	1	9	31	40	15	4	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	4,779	39.4	604	584	516 - 687	-	1	19	35	24	14	6	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	44,156	39.6	768	760	673 - 852	-	-	1	8	24	30	21	12	3	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	
Private industry .....	35,644	39.6	765	756	673 - 842	-	-	( <sup>3</sup> )	7	25	31	21	10	3	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-
Goods producing .....	14,235	39.9	787	769	692 - 869	-	-	( <sup>3</sup> )	5	22	31	24	14	3	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	13,592	39.9	784	769	692 - 865	-	-	( <sup>3</sup> )	5	23	31	24	13	3	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	
Service producing .....	21,409	39.4	751	738	665 - 824	-	-	( <sup>3</sup> )	9	27	32	20	8	3	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	
Transportation and utilities .....	2,356	39.9	825	824	715 - 923	-	-	-	6	16	21	29	18	8	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	
State and local government .....	8,512	39.5	779	787	673 - 907	-	-	2	11	18	24	20	22	3	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

**Table A-1. Pay distributions, professional and administrative occupations, United States, September 1994 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly earnings (in dollars) <sup>2</sup>			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 - 1600	1600 - 1800	1800 - 2000	2000 - 2200	2200 - 2400	2400 - 2600	2600 - 2800	2800 - 3000	3000 and over										
<b>Personnel Specialists—Continued</b>																																				
Level IV .....	27,386	39.5	\$999	\$992	\$886 - \$1,096	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	7	19	25	24	14	7	2	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	23,982	39.5	1,006	994	896 - 1,103	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	6	18	26	24	14	8	2	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Goods producing .....	11,264	39.8	1,017	1,002	907 - 1,115	-	-	-	-	1	6	17	24	24	15	9	2	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Manufacturing .....	10,770	39.8	1,013	1,000	904 - 1,110	-	-	-	-	1	6	17	24	24	15	8	2	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service producing .....	12,718	39.3	996	981	888 - 1,087	-	-	-	( <sup>3</sup> )	1	7	19	25	24	15	8	2	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Transportation and utilities .....	2,221	39.8	1,023	1,000	925 - 1,123	-	-	-	( <sup>3</sup> )	1	7	19	27	23	14	6	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	3,404	39.3	953	956	837 - 1,067	-	-	( <sup>3</sup> )	1	5	11	22	20	23	13	12	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level V .....	6,960	39.5	1,295	1,275	1,157 - 1,420	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	4	10	19	23	14	21	6	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	6,528	39.5	1,302	1,283	1,164 - 1,423	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	4	10	18	23	15	22	6	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Goods producing .....	3,753	39.7	1,320	1,298	1,173 - 1,458	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	3	10	17	20	14	25	8	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	3,566	39.7	1,314	1,290	1,169 - 1,447	-	-	-	-	( <sup>3</sup> )	1	3	10	17	20	14	25	8	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service producing .....	2,775	39.2	1,277	1,253	1,154 - 1,369	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	3	10	18	20	14	25	7	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Transportation and utilities .....	529	39.8	1,295	1,277	1,173 - 1,349	-	-	-	-	-	1	4	7	24	27	19	12	5	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	432	39.7	1,186	1,183	1,062 - 1,287	-	-	-	-	1	5	10	12	26	24	19	12	4	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level VI .....	765	39.4	1,670	1,641	1,490 - 1,835	-	-	-	-	-	-	( <sup>3</sup> )	-	1	6	9	27	27	19	8	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	757	39.4	1,676	1,642	1,497 - 1,838	-	-	-	-	-	-	-	-	1	5	9	27	27	19	8	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Goods producing .....	571	39.7	1,682	1,654	1,504 - 1,864	-	-	-	-	-	-	-	-	1	4	11	25	26	21	10	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	536	39.7	1,667	1,641	1,497 - 1,835	-	-	-	-	-	-	-	-	1	4	12	27	26	20	8	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service producing .....	186	38.7	1,658	1,604	1,481 - 1,754	-	-	-	-	-	-	-	-	2	10	4	34	30	12	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Personnel Supervisors/Managers</b>																																				
Level I .....	2,536	39.4	1,081	1,073	957 - 1,194	-	-	( <sup>3</sup> )	1	4	9	19	23	20	14	5	4	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	1,976	39.6	1,110	1,096	981 - 1,213	-	-	-	( <sup>3</sup> )	2	7	18	23	22	16	7	4	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Goods producing .....	1,022	39.9	1,127	1,109	1,021 - 1,230	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	7	14	26	22	20	5	5	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	985	39.9	1,120	1,106	1,018 - 1,221	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	7	14	27	22	21	4	3	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service producing .....	954	39.3	1,092	1,077	957 - 1,195	-	-	-	( <sup>3</sup> )	4	7	23	20	21	12	9	3	( <sup>3</sup> )	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Transportation and utilities .....	95	39.9	1,191	1,154	1,043 - 1,272	-	-	-	-	-	2	5	29	20	23	8	6	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	560	38.8	979	983	846 - 1,092	-	-	( <sup>3</sup> )	6	11	16	20	23	15	5	1	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	3,485	39.4	1,359	1,351	1,214 - 1,500	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	2	7	11	18	18	28	10	3	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	2,980	39.4	1,389	1,370	1,242 - 1,527	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1	5	10	19	19	30	12	3	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Goods producing .....	1,281	39.7	1,407	1,393	1,250 - 1,538	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	5	10	17	18	31	13	4	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	1,200	39.7	1,403	1,385	1,250 - 1,528	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	5	10	18	19	32	12	3	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service producing .....	1,699	39.2	1,375	1,362	1,240 - 1,506	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	2	5	11	20	20	29	10	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Transportation and utilities .....	414	39.9	1,344	1,302	1,242 - 1,425	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	5	10	32	21	32	21	9	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	505	39.1	1,186	1,186	1,038 - 1,347	-	-	-	1	2	7	8	20	17	14	12	17	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	1,528	39.5	1,711	1,698	1,510 - 1,875	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	-	1	4	6	22	31	20	9	3	3	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	1,399	39.5	1,737	1,731	1,538 - 1,885	-	-	-	-	-	-	-	( <sup>3</sup> )	3	5	23	31	22	9	4	3	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
Goods producing .....	760	39.7	1,741	1,731	1,546 - 1,899	-	-	-	-	-	-	-	-	1	3	5	20	32	23	10	4	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	720	39.7	1,732	1,724	1,545 - 1,882	-	-	-	-	-	-	-	-	1	3	5	21	32	23	10	3	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-
Service producing .....	639	39.2	1,731	1,721	1,523 - 1,885	-	-	-	-	-	-	-	-	1	3	5	21	32	23	10	3	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-
Transportation and utilities .....	110	39.9	1,746	1,772	1,585 - 1,873	-	-	-	-	-	-	-	-	( <sup>3</sup> )	3	5	26	30	19	8	3	4	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	129	39.7	1,436	1,461	1,243 - 1,697	-	-	-	-	1	2	10	-	6	10	18	16	30	15	1	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table A-1. Pay distributions, professional and administrative occupations, United States, September 1994 — Continued

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly earnings (in dollars) <sup>2</sup>			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 - 1600	1600 - 1800	1800 - 2000	2000 - 2200	2200 - 2400	2400 - 2600	2600 - 2800	2800 - 3000	3000 and over
<b>Personnel Supervisors/Managers—Continued</b>																										
Level IV .....	380	39.4	\$2,176	\$2,134	\$1,940 - \$2,404	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	2	11	16	26	17	19	7	1	1	
Private industry .....	379	39.4	2,175	2,133	1,939 - 2,404	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	2	11	16	26	17	19	7	1	1	
Goods producing .....	269	39.5	2,207	2,154	1,960 - 2,426	-	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	2	9	15	26	17	19	9	( <sup>3</sup> )	2	
Manufacturing .....	254	39.4	2,192	2,131	1,944 - 2,423	-	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	2	9	16	28	15	19	8	( <sup>3</sup> )	2	
Service producing .....	110	39.2	2,097	2,101	1,841 - 2,365	-	-	-	-	-	-	-	-	1	-	-	4	16	16	25	18	17	2	1	-	
<b>Tax Collectors</b>																										
Level I .....	418	39.5	480	509	413 - 543	4	19	23	51	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	418	39.5	480	509	413 - 543	4	19	23	51	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	3,269	39.0	533	537	446 - 601	-	11	23	40	21	4	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	3,269	39.0	533	537	446 - 601	-	11	23	40	21	4	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	2,855	39.6	736	740	671 - 807	-	-	1	5	26	31	35	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	2,855	39.6	736	740	671 - 807	-	-	1	5	26	31	35	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	

<sup>1</sup> Standard hours reflect the workweek for which employees receive their regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates), and the earnings correspond to these weekly hours.  
<sup>2</sup> 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.  
<sup>3</sup> Less than 0.5 percent.  
<sup>4</sup> Workers were distributed as follows: 5 percent at \$3,000 and under \$3,200; 8 percent at \$3,200 and under \$3,400; 3

percent at \$3,400 and under \$3,600; and 2 percent at \$3,600 and under \$3,800.  
<sup>5</sup> Workers were distributed as follows: 8 percent at \$3,000 and under \$3,200; 5 percent at \$3,200 and under \$3,400; 5 percent at \$3,400 and under \$3,600; 1 percent at \$3,600 and under \$3,800; 1 percent at \$3,800 and under \$4,000; 1 percent at \$4,000 and under \$4,200; and 2 percent at \$4,800 and under \$5,000.  
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 industry or industry levels may include data for categories not shown separately.

Table A-2. Pay distributions, technical and protective service occupations, United States, September 1994

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly earnings (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly earnings (in dollars) of—																						
			Mean	Median	Middle range	Under 175	175 and under 200	200 - 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 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 and over		
<b>Technical Occupations</b>																												
<b>Computer Operators</b>																												
Level I .....	5,015	39.6	\$348	\$337	\$300 - \$372	-	-	2	23	34	24	7	6	2	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-
Private industry .....	4,276	39.6	347	337	300 - 368	-	-	1	22	35	26	7	6	2	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-
Goods producing .....	902	39.9	345	337	318 - 355	-	-	-	19	34	33	5	5	3	( <sup>3</sup> )	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	899	39.9	345	337	318 - 355	-	-	-	19	34	33	5	5	3	( <sup>3</sup> )	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Service producing .....	3,374	39.5	347	335	300 - 372	-	-	2	23	35	24	7	6	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Transportation and utilities .....	303	40.0	428	454	346 - 454	-	-	-	2	26	14	4	38	3	14	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-
State and local government .....	739	39.8	358	330	292 - 435	-	-	4	29	27	9	10	11	6	3	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	34,652	39.5	433	422	372 - 481	-	-	( <sup>3</sup> )	3	11	23	25	17	11	4	3	1	( <sup>3</sup> )										
Private industry .....	28,951	39.5	434	422	374 - 480	-	-	( <sup>3</sup> )	3	10	24	25	17	11	4	3	1	( <sup>3</sup> )										
Goods producing .....	7,113	39.6	445	426	387 - 483	-	-	( <sup>3</sup> )	2	6	25	29	16	7	4	4	4	( <sup>3</sup> )										
Manufacturing .....	6,916	39.5	445	424	386 - 483	-	-	( <sup>3</sup> )	2	6	26	29	16	7	4	4	4	( <sup>3</sup> )										
Service producing .....	21,238	39.4	431	422	372 - 480	-	-	( <sup>3</sup> )	4	11	23	24	18	12	4	3	( <sup>3</sup> )											
Transportation and utilities .....	2,554	39.4	496	513	424 - 546	-	-	( <sup>3</sup> )	1	3	11	16	12	37	5	14	( <sup>3</sup> )											
State and local government .....	6,301	39.5	429	421	364 - 485	-	-	1	3	16	22	21	16	13	5	2	1	( <sup>3</sup> )										
Level III .....	27,872	39.3	556	550	489 - 612	-	-	-	-	1	3	9	16	22	19	14	9	5	2	1	( <sup>3</sup> )							
Private industry .....	22,957	39.3	559	548	491 - 619	-	-	-	-	( <sup>3</sup> )	2	9	17	23	18	13	10	6	2	1	( <sup>3</sup> )							
Goods producing .....	7,701	39.2	564	544	492 - 635	-	-	-	-	( <sup>3</sup> )	1	8	19	24	14	12	12	7	2	1	( <sup>3</sup> )							
Manufacturing .....	7,573	39.2	564	543	492 - 635	-	-	-	-	( <sup>3</sup> )	1	8	19	24	13	12	12	7	1	1	( <sup>3</sup> )							
Service producing .....	15,256	39.3	556	549	488 - 614	-	-	-	-	1	3	9	15	23	20	13	8	6	2	1	( <sup>3</sup> )							
Transportation and utilities .....	2,952	39.6	617	606	554 - 722	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	8	16	25	12	12	18	6	2	( <sup>3</sup> )								
State and local government .....	4,915	39.3	545	555	484 - 611	-	-	-	2	5	8	14	16	23	21	7	2	1	( <sup>3</sup> )									
Level IV .....	5,333	39.1	665	660	591 - 736	-	-	-	-	( <sup>3</sup> )	1	4	10	13	17	18	16	12	4	2	2	1	( <sup>3</sup> )					
Private industry .....	4,779	39.1	668	665	595 - 739	-	-	-	-	( <sup>3</sup> )	1	3	10	13	18	18	17	12	4	2	2	1	( <sup>3</sup> )					
Goods producing .....	1,964	39.0	687	677	615 - 760	-	-	-	-	( <sup>3</sup> )	4	7	9	16	20	18	16	3	3	2	1	( <sup>3</sup> )						
Manufacturing .....	1,930	39.0	686	676	613 - 755	-	-	-	-	( <sup>3</sup> )	4	7	9	16	19	18	16	3	3	2	1	( <sup>3</sup> )						
Service producing .....	2,815	39.2	654	650	584 - 718	-	-	-	-	1	3	11	15	19	17	16	10	4	1	1	( <sup>3</sup> )							
Transportation and utilities .....	264	40.0	721	711	669 - 759	-	-	-	-	2	-	-	1	2	15	21	34	9	11	6	1	( <sup>3</sup> )						
State and local government .....	554	39.1	641	652	553 - 719	-	-	-	1	2	4	17	12	13	22	13	8	5	3	( <sup>3</sup> )								
Level V .....	403	38.3	773	748	706 - 841	-	-	-	-	( <sup>3</sup> )	-	-	-	1	10	10	32	16	8	9	10	4	( <sup>3</sup> )					
Private industry .....	402	38.3	772	748	706 - 841	-	-	-	-	( <sup>3</sup> )	-	-	-	1	10	10	32	16	8	9	10	4	( <sup>3</sup> )					
<b>Drafters</b>																												
Level I .....	8,252	39.6	389	375	328 - 442	-	-	2	12	22	27	13	6	16	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	7,830	39.7	390	375	328 - 443	-	-	2	11	22	27	13	6	17	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Goods producing .....	4,389	39.7	355	354	319 - 393	-	-	4	15	29	33	14	2	2	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	4,171	39.7	356	354	319 - 394	-	-	4	15	28	34	15	2	2	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Service producing .....	3,441	39.7	434	440	354 - 516	-	-	( <sup>3</sup> )	6	14	20	11	11	37	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Transportation and utilities .....	1,608	39.4	501	516	506 - 522	-	-	-	1	3	2	3	15	74	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	422	38.6	373	359	313 - 412	-	-	( <sup>3</sup> )	21	25	24	14	8	3	5	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table A-2. Pay distributions, technical and protective service occupations, United States, September 1994 — Continued

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly earnings (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly earnings (in dollars) of—																				
			Mean	Median	Middle range	Under 175	175 and under 200	200 - 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 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 and over
<b>Drafters—Continued</b>																										
Level II .....	22,872	39.8	\$481	\$468	\$420 -- \$534	-	-	( <sup>3</sup> )	( <sup>3</sup> )	3	12	24	22	21	6	5	3	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-
Private industry .....	20,744	39.8	479	467	423 -- 530	-	-	( <sup>3</sup> )	( <sup>3</sup> )	3	12	24	23	21	6	6	3	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	
Goods producing .....	13,330	39.9	464	455	410 -- 508	-	-	-	-	4	15	27	26	17	5	4	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	
Manufacturing .....	12,473	39.9	463	455	410 -- 504	-	-	-	-	4	15	27	26	17	5	5	( <sup>3</sup> )	-	-	-	-					
Service producing .....	7,414	39.6	506	508	440 -- 547	-	-	( <sup>3</sup> )	1	2	7	19	19	29	8	7	8	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	
Transportation and utilities .....	2,537	38.9	561	536	526 -- 640	-	-	-	-	( <sup>3</sup> )	3	7	6	44	6	9	22	1	( <sup>3</sup> )	-	-	-	-	-	-	
State and local government .....	2,128	39.4	504	496	410 -- 588	-	-	( <sup>3</sup> )	1	7	15	21	8	19	8	5	6	10	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	
Level III .....	24,306	39.9	607	596	535 -- 670	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	4	8	19	20	17	14	7	7	2	1	1	( <sup>3</sup> )	-	-	
Private industry .....	22,283	40.0	605	596	536 -- 667	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	4	8	19	21	17	15	7	6	2	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	
Goods producing .....	15,866	40.0	597	585	527 -- 658	-	-	-	-	( <sup>3</sup> )	4	9	21	23	17	13	7	5	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	
Manufacturing .....	14,264	40.0	592	582	523 -- 650	-	-	-	-	( <sup>3</sup> )	4	8	22	23	17	13	5	5	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	
Service producing .....	6,417	40.0	627	620	550 -- 690	-	-	-	-	( <sup>3</sup> )	3	6	15	16	19	18	9	8	3	1	1	( <sup>3</sup> )	-	-	-	
Transportation and utilities .....	1,176	39.9	685	693	615 -- 771	-	-	-	-	( <sup>3</sup> )	2	5	5	10	14	16	11	25	6	5	-	-	-	-	-	
State and local government .....	2,023	39.6	621	600	524 -- 751	-	-	-	-	( <sup>3</sup> )	4	9	8	12	17	7	11	6	19	3	2	2	( <sup>3</sup> )	-	-	
Level IV .....	9,543	39.9	785	771	707 -- 854	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	3	8	10	19	21	13	11	9	4	2	( <sup>3</sup> )	( <sup>3</sup> )	
Private industry .....	9,213	39.9	783	769	707 -- 849	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	3	8	10	19	21	13	9	10	4	2	( <sup>3</sup> )	( <sup>3</sup> )	
Goods producing .....	5,907	40.0	780	769	707 -- 849	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	2	9	10	19	20	13	9	11	3	1	( <sup>3</sup> )	-	
Manufacturing .....	5,689	40.0	777	765	704 -- 844	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	3	10	10	20	20	13	9	11	3	1	( <sup>3</sup> )	( <sup>3</sup> )	
Service producing .....	3,306	39.9	787	770	711 -- 840	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	3	5	11	20	24	12	9	6	5	3	( <sup>3</sup> )	( <sup>3</sup> )	
Transportation and utilities .....	662	40.0	781	771	718 -- 854	-	-	-	-	-	-	-	-	1	3	13	11	39	5	18	9	( <sup>3</sup> )	( <sup>3</sup> )	-	-	
<b>Engineering Technicians</b>																										
Level I .....	3,225	40.0	401	396	361 -- 441	-	-	( <sup>3</sup> )	6	15	29	26	12	8	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	
Private industry .....	3,181	40.0	402	396	362 -- 443	-	-	-	1	6	15	30	27	13	8	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	
Goods producing .....	2,362	40.0	403	400	365 -- 443	-	-	-	1	7	13	30	29	12	8	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	
Manufacturing .....	2,285	40.0	404	400	364 -- 445	-	-	-	1	7	13	28	29	13	8	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	
Service producing .....	819	39.9	398	390	337 -- 445	-	-	-	-	6	20	29	21	13	9	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	
Level II .....	13,229	39.9	499	489	450 -- 547	-	-	-	( <sup>3</sup> )	1	6	17	32	20	13	7	3	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	
Private industry .....	13,119	39.9	499	488	450 -- 547	-	-	-	( <sup>3</sup> )	1	6	17	32	20	13	7	3	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	
Goods producing .....	9,777	40.0	500	490	452 -- 545	-	-	-	-	1	7	16	33	21	12	7	3	1	( <sup>3</sup> )	-	-	-	-	-	-	
Manufacturing .....	9,504	40.0	501	490	453 -- 546	-	-	-	-	1	7	15	33	21	12	7	3	1	( <sup>3</sup> )	-	-	-	-	-	-	
Service producing .....	3,342	39.8	495	485	442 -- 552	-	-	-	( <sup>3</sup> )	3	6	20	30	16	16	7	2	( <sup>3</sup> )	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	
Transportation and utilities .....	333	38.8	560	552	515 -- 593	-	-	-	-	-	2	4	17	7	53	4	3	4	6	1	( <sup>3</sup> )	-	-	-	-	
Level III .....	30,725	40.0	610	598	538 -- 680	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	4	8	16	22	16	14	8	5	4	1	1	( <sup>3</sup> )	-	-	
Private industry .....	30,347	40.0	610	597	539 -- 680	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	4	8	16	22	16	14	8	5	4	1	1	( <sup>3</sup> )	-	-	
Goods producing .....	22,369	40.0	608	596	538 -- 674	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	21,922	40.0	608	596	537 -- 674	-	-	-	-	-	1	5	9	15	23	16	13	9	6	5	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	
Service producing .....	7,978	39.9	616	600	540 -- 685	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	2	6	19	20	16	18	8	4	2	1	2	-	-	-	
Transportation and utilities .....	2,105	40.0	705	685	660 -- 777	-	-	-	-	-	-	-	3	5	7	8	38	10	10	4	4	9	-	-	-	
State and local government .....	378	39.8	606	602	491 -- 693	-	-	-	-	-	8	2	19	3	14	19	12	7	2	10	3	-	-	-	-	

See footnotes at end of table.

Table A-2. Pay distributions, technical and protective service occupations, United States, September 1994 — Continued

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly earnings (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly earnings (in dollars) of—																					
			Mean	Median	Middle range	Under 175	175 and under 200	200 - 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 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 and over	
<b>Engineering Technicians—Continued</b>																											
Level IV .....	43,518	40.0	\$739	\$729	\$659 - \$810	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	2	7	13	17	17	16	11	7	8	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-
Private industry .....	43,235	40.0	739	729	659 - 810	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	2	7	13	17	17	16	11	7	8	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-
Goods producing .....	32,016	40.0	731	721	654 - 799	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	2	7	13	17	17	16	11	7	8	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-
Manufacturing .....	31,271	40.0	730	721	654 - 798	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	2	7	15	19	17	16	11	7	6	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-
Service producing .....	11,219	40.0	760	756	661 - 840	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	2	7	15	18	17	16	11	7	6	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-
Transportation and utilities .....	3,146	40.0	851	826	771 - 946	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	3	7	10	14	15	17	12	7	13	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-
State and local government .....	283	39.9	749	785	685 - 833	-	-	-	-	-	1	11	6	5	1	2	11	21	22	6	14	4	1	1	1	1	-
Level V .....	24,858	40.0	853	836	759 - 938	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1	9	12	16	15	13	19	11	3	1	( <sup>3</sup> )	( <sup>3</sup> )	-
Private industry .....	24,569	40.0	852	835	758 - 936	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1	9	12	16	15	13	18	11	3	1	( <sup>3</sup> )	( <sup>3</sup> )	-
Goods producing .....	18,148	40.0	829	812	743 - 900	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1	11	14	19	16	13	16	7	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-
Manufacturing .....	17,907	40.0	825	809	742 - 896	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1	11	14	19	17	13	16	6	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-
Service producing .....	6,421	40.0	917	915	810 - 1,019	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1	3	5	9	12	13	24	23	6	1	( <sup>3</sup> )	( <sup>3</sup> )	-
Transportation and utilities .....	1,450	40.0	934	933	851 - 1,040	-	-	-	-	-	-	-	-	-	1	4	5	6	9	18	21	30	5	1	-	-	-
Level VI .....	5,889	40.0	1,018	1,002	883 - 1,140	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1	1	3	11	11	21	17	19	10	5	( <sup>3</sup> )	( <sup>3</sup> )	-
Private industry .....	5,882	40.0	1,019	1,002	883 - 1,140	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1	1	3	11	12	21	17	19	10	5	( <sup>3</sup> )	( <sup>3</sup> )	-
Goods producing .....	3,322	40.0	964	933	865 - 1,037	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1	1	3	15	17	30	19	10	3	2	( <sup>3</sup> )	( <sup>3</sup> )	-
Manufacturing .....	3,280	40.0	959	930	865 - 1,037	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1	1	3	15	18	30	19	10	3	2	( <sup>3</sup> )	( <sup>3</sup> )	-
Service producing .....	2,560	40.0	1,090	1,122	981 - 1,207	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1	2	2	7	4	9	15	30	19	10	3	2	( <sup>3</sup> )
Engineering Technicians, Civil																											
Level I .....	4,380	39.6	341	328	300 - 376	-	-	5	20	40	16	11	7	1	( <sup>3</sup> )	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-
Private industry .....	1,232	40.0	321	310	280 - 351	-	-	9	24	39	16	9	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-
Service producing .....	1,144	40.0	322	310	280 - 352	-	-	10	22	40	16	9	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	3,148	39.4	349	333	306 - 386	-	-	4	18	40	16	11	9	1	( <sup>3</sup> )	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-
Level II .....	11,892	39.6	450	417	372 - 512	-	-	( <sup>3</sup> )	2	9	30	17	13	11	8	4	2	1	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-
Private industry .....	2,565	40.0	426	411	354 - 481	-	-	( <sup>3</sup> )	6	18	19	21	15	9	7	4	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-
Goods producing .....	2,349	40.0	422	411	352 - 480	-	-	( <sup>3</sup> )	6	18	19	21	15	9	5	4	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-
Service producing .....	139	40.0	561	518	509 - 627	-	-	( <sup>3</sup> )	2	1	19	33	10	16	11	6	1	1	1	-	-	-	-	-	-	-	-
Transportation and utilities .....	139	40.0	561	518	509 - 627	-	-	( <sup>3</sup> )	2	7	33	16	12	12	8	4	2	1	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-
State and local government .....	9,327	39.5	457	419	378 - 518	-	-	( <sup>3</sup> )	2	7	33	16	12	12	8	4	2	1	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-
Level III .....	21,251	39.6	558	542	472 - 628	-	-	( <sup>3</sup> )	1	3	15	18	18	14	11	8	6	3	1	1	1	( <sup>3</sup> )	-	-	-	-	-
Private industry .....	4,397	40.0	570	560	488 - 630	-	-	( <sup>3</sup> )	1	3	13	14	19	17	14	8	5	4	1	( <sup>3</sup> )	2	-	-	-	-	-	-
Goods producing .....	400	40.0	612	609	520 - 725	-	-	( <sup>3</sup> )	1	3	13	14	20	9	11	11	26	6	1	-	-	-	-	-	-	-	-
Service producing .....	3,997	40.0	566	556	485 - 621	-	-	( <sup>3</sup> )	1	3	13	14	19	18	15	8	3	3	1	( <sup>3</sup> )	3	-	-	-	-	-	-
Transportation and utilities .....	481	40.0	638	606	526 - 727	-	-	( <sup>3</sup> )	1	3	16	18	17	13	10	7	6	3	1	2	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-
State and local government .....	16,854	39.5	555	539	468 - 626	-	-	( <sup>3</sup> )	1	3	16	18	17	13	10	7	6	3	1	2	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-
Level IV .....	16,519	39.7	679	660	570 - 767	-	-	( <sup>3</sup> )	( <sup>3</sup> )	3	8	8	8	14	14	11	14	8	7	4	6	3	( <sup>3</sup> )	-	-	-	-
Private industry .....	3,906	40.0	699	700	618 - 772	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	6	6	7	16	14	20	11	8	4	5	2	-	-	-	-	-	-
Goods producing .....	570	40.0	728	730	661 - 799	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	6	6	7	16	14	20	11	8	4	5	2	-	-	-	-	-	-
Service producing .....	3,336	40.0	694	690	610 - 770	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	7	7	7	18	13	19	10	8	3	5	3	-	-	-	-	-	-
Transportation and utilities .....	385	40.0	724	703	702 - 748	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	7	7	7	18	13	19	10	8	3	5	3	-	-	-	-	-	-
State and local government .....	12,613	39.6	672	650	566 - 766	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	4	8	8	16	13	11	12	7	6	4	6	3	1	-	-	-	-

See footnotes at end of table.

**Table A-2. Pay distributions, technical and protective service occupations, United States, September 1994 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly earnings (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly earnings (in dollars) of—																				
			Mean	Median	Middle range	Under 175	175 and under 200	200 - 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 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 and over
<b>Engineering Technicians, Civil—Continued</b>																										
Level V .....	6,568	39.9	\$795	\$768	\$655 - \$941	-	-	-	-	-	-	( <sup>a</sup> )	1	3	10	9	10	10	11	6	7	12	16	3	1	-
Private industry .....	1,515	40.0	872	865	760 - 965	-	-	-	-	-	-	-	1	2	1	1	6	11	12	11	11	23	13	8	1	-
Service producing .....	1,233	40.0	899	890	780 - 973	-	-	-	-	-	-	-	1	1	1	1	4	8	11	12	10	26	12	9	2	-
State and local government .....	5,053	39.8	771	745	640 - 931	-	-	-	-	-	-	( <sup>a</sup> )	2	4	13	12	12	10	10	5	6	9	16	1	1	-
Level VI .....	776	39.8	988	985	909 - 1,070	-	-	-	-	-	-	-	-	-	-	2	( <sup>a</sup> )	2	3	8	8	30	26	14	6	1
<b>Licensed Practical Nurses</b>																										
Level I .....	10,235	39.6	417	410	344 - 479	-	-	-	8	19	18	19	14	12	7	1	( <sup>a</sup> )	( <sup>a</sup> )	( <sup>a</sup> )	-	-	-	-	-	-	-
Private industry .....	6,435	39.4	391	386	334 - 432	-	-	-	9	22	24	26	14	2	1	1	1	( <sup>a</sup> )	( <sup>a</sup> )	( <sup>a</sup> )	-	-	-	-	-	-
Service producing .....	6,385	39.4	391	389	333 - 433	-	-	-	9	21	24	26	14	2	1	1	1	( <sup>a</sup> )	( <sup>a</sup> )	( <sup>a</sup> )	-	-	-	-	-	-
State and local government .....	3,800	39.9	462	488	368 - 529	-	-	-	6	14	8	8	14	31	17	1	-	-	-	-	-	-	-	-	-	-
Level II .....	270,026	39.6	448	439	381 - 502	-	-	-	2	11	19	23	18	13	7	4	2	( <sup>a</sup> )	-	-	-	-				
Private industry .....	215,658	39.5	453	441	390 - 509	-	-	-	2	9	18	24	19	14	8	4	2	1	( <sup>a</sup> )	( <sup>a</sup> )	( <sup>a</sup> )	( <sup>a</sup> )	-	-	-	-
Goods producing .....	449	39.9	474	447	410 - 545	-	-	-	-	5	18	30	4	17	19	3	-	2	1	-	-	-	-	-	-	-
Manufacturing .....	418	39.9	466	447	395 - 535	-	-	-	-	6	19	32	5	18	13	3	-	2	1	-	-	-	-	-	-	-
Service producing .....	215,209	39.5	453	441	390 - 509	-	-	-	2	9	18	24	19	14	8	4	2	1	( <sup>a</sup> )	( <sup>a</sup> )	( <sup>a</sup> )	( <sup>a</sup> )	-	-	-	-
State and local government .....	54,368	39.6	427	411	354 - 483	-	-	-	2	20	22	21	15	9	5	4	( <sup>a</sup> )	( <sup>a</sup> )	( <sup>a</sup> )	( <sup>a</sup> )	-	-	-	-	-	-
Level III .....	8,202	39.1	532	527	462 - 591	-	-	-	-	( <sup>a</sup> )	5	13	21	20	17	16	3	3	1	( <sup>a</sup> )	-					
Private industry .....	5,406	39.5	527	520	458 - 579	-	-	-	-	( <sup>a</sup> )	6	15	21	22	17	9	4	5	1	( <sup>a</sup> )	-					
Service producing .....	5,406	39.5	527	520	458 - 579	-	-	-	-	( <sup>a</sup> )	6	15	21	22	17	9	4	5	1	( <sup>a</sup> )	-					
State and local government .....	2,796	38.3	542	549	482 - 619	-	-	-	-	-	5	9	22	16	17	30	1	( <sup>a</sup> )	1	-	-	-	-	-	-	-
<b>Nursing Assistants</b>																										
Level I .....	79,978	38.0	243	233	208 - 252	6	13	54	16	4	2	5	1	( <sup>a</sup> )	( <sup>a</sup> )	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	73,104	37.8	236	233	204 - 249	7	13	58	15	3	1	2	1	( <sup>a</sup> )	( <sup>a</sup> )	-	-	-	-	-	-	-	-	-	-	-
Service producing .....	73,104	37.8	236	233	204 - 249	7	13	58	15	3	1	2	1	( <sup>a</sup> )	( <sup>a</sup> )	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	6,874	39.8	322	342	254 - 426	-	10	14	23	10	13	31	( <sup>a</sup> )	-	( <sup>a</sup> )	-	-	-	-	-	-	-	-	-	-	-
Level II .....	572,530	39.4	276	259	220 - 316	2	9	16	7	14	8	5	3	1	( <sup>a</sup> )	-	-	-	-	-	-	-				
Private industry .....	490,942	39.4	272	256	220 - 309	2	9	14	5	14	7	5	2	( <sup>a</sup> )	-	-	-	-	-	-	-	-				
Service producing .....	490,942	39.4	272	256	220 - 309	2	9	14	5	14	7	5	2	( <sup>a</sup> )	-	-	-	-	-	-	-	-				
State and local government .....	81,588	39.4	300	274	228 - 358	( <sup>a</sup> )	10	28	20	13	14	6	5	2	( <sup>a</sup> )	( <sup>a</sup> )	( <sup>a</sup> )	( <sup>a</sup> )	1	-	-	-	-	-	-	-
Level III .....	48,258	39.6	379	360	302 - 450	-	1	2	19	22	16	13	11	13	( <sup>a</sup> )	( <sup>a</sup> )	1	( <sup>a</sup> )	( <sup>a</sup> )	-	-	-	-	-	-	-
Private industry .....	28,861	39.5	349	334	297 - 388	-	( <sup>a</sup> )	4	22	32	19	12	7	3	( <sup>a</sup> )	( <sup>a</sup> )	-	-	-	-	-	-	-	-	-	-
Service producing .....	28,861	39.5	349	334	297 - 388	-	( <sup>a</sup> )	4	22	32	19	12	7	3	( <sup>a</sup> )	( <sup>a</sup> )	-	-	-	-	-	-	-	-	-	-
State and local government .....	19,397	39.8	425	438	340 - 512	-	4	( <sup>a</sup> )	15	7	13	16	16	27	( <sup>a</sup> )	1	2	( <sup>a</sup> )	( <sup>a</sup> )	( <sup>a</sup> )	-	-	-	-	-	-
Level IV .....	9,676	38.6	475	475	416 - 546	-	-	-	4	2	13	22	16	19	23	( <sup>a</sup> )	( <sup>a</sup> )	( <sup>a</sup> )	-	-	-	-	-	-	-	-
Private industry .....	1,400	39.6	444	438	377 - 492	-	-	-	( <sup>a</sup> )	8	23	23	25	12	6	2	1	-	-	-	-	-	-	-	-	-
Service producing .....	1,400	39.6	444	438	377 - 492	-	-	-	( <sup>a</sup> )	8	23	23	25	12	6	2	1	-	-	-	-	-	-	-	-	-
State and local government .....	8,276	38.5	480	487	422 - 554	-	-	-	5	1	11	22	15	20	26	( <sup>a</sup> )	( <sup>a</sup> )	( <sup>a</sup> )	-	-	-	-	-	-	-	-

See footnotes at end of table.

**Table A-2. Pay distributions, technical and protective service occupations, United States, September 1994 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly earnings (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly earnings (in dollars) of—																							
			Mean	Median	Middle range	Under 175	175 and under 200	200 - 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 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 and over			
<b>Protective Service Occupations</b>																													
<b>Corrections Officers</b> .....	229,749	39.8	\$533	\$501	\$411 - \$626	-	-	( <sup>3</sup> )	2	6	13	14	15	10	11	8	5	5	5	1	5	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-
State and local government .....	229,372	39.8	533	501	411 - 626	-	-	( <sup>3</sup> )	2	6	13	14	15	10	11	8	5	5	5	1	5	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	
<b>Firefighters</b> .....	116,057	49.2	631	627	502 - 753	-	-	( <sup>3</sup> )	1	3	4	7	9	8	11	11	11	8	12	6	2	5	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	
Private industry .....	2,334	44.1	588	565	539 - 626	-	-	-	-	( <sup>3</sup> )	4	2	4	28	19	21	3	15	3	-	-	-	-	-	-	-	-	-	
State and local government .....	113,723	49.3	632	632	500 - 753	-	-	( <sup>3</sup> )	1	3	4	8	9	7	11	11	12	8	12	6	2	5	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-		
<b>Police Officers</b>																													
<b>Level I</b> .....	347,405	39.9	660	651	524 - 782	-	-	-	( <sup>3</sup> )	2	5	5	8	9	9	11	10	9	11	6	5	7	3	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	
Private industry .....	3,964	40.0	558	576	493 - 589	-	-	-	( <sup>3</sup> )	1	8	6	14	14	37	9	3	4	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	3	-	-	-	-	-	
Service producing .....	3,897	40.0	557	576	493 - 589	-	-	-	( <sup>3</sup> )	1	8	6	14	14	36	9	4	5	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	3	-	-	-	-	-	
State and local government .....	343,441	39.9	661	651	524 - 782	-	-	-	( <sup>3</sup> )	2	5	5	8	9	8	11	10	9	11	6	5	8	3	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	
<b>Level II</b> .....	12,966	39.9	868	898	735 - 1,017	-	-	-	-	( <sup>3</sup> )	2	4	1	2	10	3	3	7	3	18	15	24	6	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	
State and local government .....	12,941	39.9	868	898	735 - 1,017	-	-	-	-	( <sup>3</sup> )	2	4	1	2	10	3	3	7	3	18	15	25	6	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	

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

<sup>2</sup> 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.

<sup>3</sup> 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 industry or industry levels may include data for categories not shown separately.

Table A-3. Pay distributions, clerical occupations, United States, September 1994

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly earnings (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly earnings (in dollars) of—																							
			Mean	Median	Middle range	Under 200	200 and under 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			
<b>Clerks, Accounting</b>																													
Level I .....	12,589	39.7	\$298	\$280	\$260 - \$319	( <sup>3</sup> )	3	12	48	22	8	2	1	4	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	10,069	39.7	298	280	260 - 316	( <sup>3</sup> )	3	12	49	22	6	1	1	5	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	
Goods producing .....	1,846	39.9	294	286	264 - 312	-	1	8	55	28	5	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	1,698	39.8	294	286	268 - 312	-	1	7	57	28	4	2	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service producing .....	8,223	39.7	299	280	260 - 317	( <sup>3</sup> )	4	13	48	21	6	1	1	5	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	
Transportation and utilities .....	1,606	40.0	352	280	278 - 507	( <sup>3</sup> )	2	3	51	9	4	1	1	28	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	2,520	39.4	298	280	259 - 334	( <sup>3</sup> )	3	12	44	20	17	3	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	169,244	39.6	362	354	310 - 402	( <sup>3</sup> )	1	2	15	29	27	14	8	3	1	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
Private industry .....	140,653	39.7	359	352	310 - 398	( <sup>3</sup> )	1	2	15	30	28	14	6	3	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-
Goods producing .....	45,141	39.8	363	358	320 - 396	( <sup>3</sup> )	( <sup>3</sup> )	1	13	28	33	14	6	2	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	40,465	39.8	362	357	320 - 396	( <sup>3</sup> )	( <sup>3</sup> )	1	13	28	33	13	6	2	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-
Service producing .....	95,512	39.7	358	350	308 - 399	( <sup>3</sup> )	1	2	16	30	25	14	6	4	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-
Transportation and utilities .....	12,078	39.7	391	370	323 - 442	-	( <sup>3</sup> )	1	11	26	23	14	5	15	2	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-
State and local government .....	28,591	39.3	378	357	313 - 431	( <sup>3</sup> )	( <sup>3</sup> )	2	14	25	21	15	15	4	1	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-
Level III .....	133,414	39.5	441	436	382 - 493	-	( <sup>3</sup> )	( <sup>3</sup> )	2	11	19	24	21	12	8	2	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-
Private industry .....	100,010	39.5	438	432	382 - 482	-	-	1	11	20	27	21	11	6	2	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
Goods producing .....	36,734	39.7	448	442	397 - 490	-	-	1	8	17	28	25	12	6	2	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
Manufacturing .....	32,827	39.7	446	442	396 - 489	-	-	1	8	17	28	25	12	6	2	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
Service producing .....	63,276	39.4	433	423	374 - 480	-	-	( <sup>3</sup> )	2	13	21	26	19	10	6	2	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-
Transportation and utilities .....	9,140	39.6	481	481	409 - 552	-	-	( <sup>3</sup> )	1	6	14	17	17	18	18	4	3	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-
State and local government .....	33,404	39.4	451	453	383 - 523	-	( <sup>3</sup> )	( <sup>3</sup> )	3	11	18	17	19	17	12	2	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-
Level IV .....	36,357	39.4	529	520	466 - 585	-	-	-	( <sup>3</sup> )	1	5	13	21	22	20	10	5	2	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-
Private industry .....	25,317	39.5	535	522	471 - 590	-	-	-	( <sup>3</sup> )	1	3	12	21	22	19	11	5	2	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-
Goods producing .....	10,067	39.8	543	521	472 - 589	-	-	-	-	1	1	10	27	22	16	11	5	3	2	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-
Manufacturing .....	9,156	39.8	540	519	472 - 581	-	-	-	-	1	( <sup>3</sup> )	10	29	23	16	10	5	3	2	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-
Service producing .....	15,250	39.3	531	523	466 - 590	-	-	-	( <sup>3</sup> )	1	5	14	18	22	21	11	5	2	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-
Transportation and utilities .....	3,242	39.6	590	590	565 - 627	-	-	-	( <sup>3</sup> )	1	2	2	5	11	38	27	10	1	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-
State and local government .....	11,040	39.3	514	515	453 - 571	-	-	-	-	3	8	13	20	20	22	7	5	2	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-
<b>Clerks, General</b>																													
Level I .....	16,241	39.2	275	266	233 - 315	4	14	21	31	20	6	3	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	9,889	39.5	267	259	230 - 304	4	16	22	31	21	4	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	2,230	39.9	279	290	233 - 320	-	17	17	20	45	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service producing .....	7,547	39.3	263	254	229 - 288	5	16	24	35	14	5	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Transportation and utilities .....	535	40.0	326	346	274 - 370	4	1	10	15	24	44	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	6,352	38.9	289	282	236 - 323	4	10	18	32	18	8	7	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	111,788	39.4	324	310	275 - 360	1	3	8	32	28	17	6	3	3	( <sup>3</sup> )														
Private industry .....	65,201	39.5	314	302	271 - 346	1	2	8	36	31	13	5	2	2	( <sup>3</sup> )														
Goods producing .....	14,848	39.9	314	300	273 - 340	1	2	6	39	33	11	3	2	1	1	( <sup>3</sup> )													
Manufacturing .....	12,811	39.8	316	303	277 - 340	( <sup>3</sup> )	3	5	39	34	11	3	3	1	1	( <sup>3</sup> )													
Service producing .....	50,353	39.4	315	302	270 - 347	1	2	8	35	30	14	5	2	2	( <sup>3</sup> )														
Transportation and utilities .....	5,261	39.9	353	333	282 - 391	-	( <sup>3</sup> )	7	24	29	16	6	5	12	1	( <sup>3</sup> )													
State and local government .....	46,587	39.1	337	328	281 - 385	( <sup>3</sup> )	3	8	26	24	21	8	4	5	( <sup>3</sup> )														

See footnotes at end of table.

Table A-3. Pay distributions, clerical occupations, United States, September 1994 — Continued

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly earnings (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly earnings (in dollars) of—																							
			Mean	Median	Middle range	Under 200	200 and under 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			
<b>Clerks, General—Continued</b>																													
Level III	194,993	39.4	\$408	\$402	\$349 - \$460	-	( <sup>3</sup> )	1	8	17	24	22	18	6	2	2	( <sup>3</sup> )	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-		
Private industry	82,957	39.5	405	385	337 - 454	-	( <sup>3</sup> )	1	8	22	25	18	9	10	3	2	( <sup>3</sup> )	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-		
Goods producing	19,976	39.9	424	392	352 - 462	-	-	( <sup>3</sup> )	4	19	31	19	9	8	2	1	( <sup>3</sup> )	6	1	-	( <sup>3</sup> )	-	-	-	-	-	-		
Manufacturing	16,609	39.9	429	393	352 - 472	-	-	( <sup>3</sup> )	4	19	29	18	9	8	2	1	( <sup>3</sup> )	7	1	-	( <sup>3</sup> )	-	-	-	-	-	-		
Service producing	62,981	39.4	399	383	332 - 452	-	( <sup>3</sup> )	1	9	23	23	18	10	10	3	2	( <sup>3</sup> )	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-		
Transportation and utilities	12,922	39.7	475	488	408 - 526	-	-	( <sup>3</sup> )	3	7	12	15	15	31	7	6	3	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-		
State and local government	112,036	39.3	410	413	364 - 462	-	( <sup>3</sup> )	( <sup>3</sup> )	8	12	23	25	24	3	2	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-		
Level IV	93,071	39.4	471	476	409 - 540	-	( <sup>3</sup> )	( <sup>3</sup> )	6	7	9	17	20	19	15	5	1	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	( <sup>3</sup> )	-	-	-	-		
Private industry	36,228	39.4	485	474	418 - 541	-	-	( <sup>3</sup> )	1	5	11	25	18	18	11	7	2	2	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	( <sup>3</sup> )	-	-	-		
Goods producing	10,583	39.7	489	463	424 - 532	-	-	-	-	2	4	36	21	14	8	7	3	2	1	( <sup>3</sup> )	-	-	-	-	-	-	-		
Manufacturing	9,607	39.7	488	458	420 - 533	-	-	-	-	3	4	37	20	13	8	7	3	3	1	( <sup>3</sup> )	-	-	-	-	-	-	-		
Service producing	25,645	39.3	484	476	415 - 543	-	-	( <sup>3</sup> )	1	5	13	20	17	19	12	7	2	1	1	( <sup>3</sup> )	-	-	-	-	-	-	-		
Transportation and utilities	8,324	39.8	550	544	524 - 596	-	-	-	1	5	3	6	5	36	26	16	3	2	1	( <sup>3</sup> )	-	-	-	-	-	-	-		
State and local government	56,843	39.4	462	479	398 - 533	-	( <sup>3</sup> )	( <sup>3</sup> )	9	8	8	12	20	20	18	3	( <sup>3</sup> )	-	( <sup>3</sup> )	-	( <sup>3</sup> )	-	-						
<b>Clerks, Order</b>																													
Level I	39,948	39.8	328	318	268 - 378	( <sup>3</sup> )	5	14	20	24	21	8	4	2	1	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	
Private industry	39,948	39.8	328	318	268 - 378	( <sup>3</sup> )	5	14	20	24	21	8	4	2	1	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	
Goods producing	12,035	39.7	365	354	311 - 400	( <sup>3</sup> )	2	2	13	29	28	12	7	3	2	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	
Manufacturing	11,988	39.7	365	354	311 - 400	( <sup>3</sup> )	2	2	13	29	28	11	7	3	2	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	
Service producing	27,913	39.8	312	300	248 - 364	( <sup>3</sup> )	6	19	23	22	18	6	2	1	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	
Level II	18,134	39.8	439	425	385 - 481	-	-	-	1	10	26	29	13	12	6	2	1	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	
Private industry	18,134	39.8	439	425	385 - 481	-	-	-	1	10	26	29	13	12	6	2	1	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	
Goods producing	12,391	39.8	440	430	390 - 482	-	-	-	( <sup>3</sup> )	10	25	30	13	12	6	2	1	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	
Manufacturing	12,372	39.8	440	430	390 - 482	-	-	-	( <sup>3</sup> )	10	25	30	13	12	6	2	1	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	
Service producing	5,743	39.8	436	414	378 - 480	-	-	-	2	9	28	28	12	12	5	1	( <sup>3</sup> )	2	1	-	-	-	-	-	-	-	-	-	
<b>Key Entry Operators</b>																													
Level I	62,893	39.4	319	310	270 - 357	1	5	9	29	28	16	8	2	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-				
Private industry	53,897	39.4	317	308	270 - 356	1	6	9	30	28	16	7	2	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-				
Goods producing	10,289	39.8	323	312	280 - 357	-	2	6	29	32	19	7	2	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-				
Manufacturing	9,995	39.7	322	311	280 - 357	-	2	6	30	33	19	6	2	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-				
Service producing	43,608	39.3	316	305	267 - 355	1	6	9	30	27	15	7	2	2	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-
Transportation and utilities	4,167	39.8	374	350	310 - 415	( <sup>3</sup> )	1	3	14	31	21	11	5	8	4	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	
State and local government	8,996	39.1	327	318	274 - 368	1	4	10	26	27	15	11	4	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	
Level II	39,314	39.2	401	393	347 - 449	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	6	19	27	22	14	6	4	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
Private industry	30,581	39.2	400	390	350 - 443	-	( <sup>3</sup> )	( <sup>3</sup> )	5	19	30	23	12	5	4	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
Goods producing	7,121	39.6	418	400	360 - 458	-	-	-	2	17	27	26	13	4	10	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
Manufacturing	6,917	39.6	417	400	362 - 457	-	-	-	2	17	27	26	13	4	10	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
Service producing	23,460	39.1	394	384	346 - 440	-	1	( <sup>3</sup> )	6	20	30	22	12	6	2	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-				
Transportation and utilities	2,956	39.9	432	413	374 - 474	-	-	( <sup>3</sup> )	2	6	26	38	7	11	5	2	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-
State and local government	8,733	38.9	404	405	339 - 461	( <sup>3</sup> )	( <sup>3</sup> )	1	10	18	20	21	9	2	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-				

See footnotes at end of table.

Table A-3. Pay distributions, clerical occupations, United States, September 1994 — Continued

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly earnings (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly earnings (in dollars) of—																			
			Mean	Median	Middle range	Under 200	200 and under 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
<b>Personnel Assistants (Employment)</b>																									
Level I .....	1,541	39.7	\$310	\$307	\$280 - \$334	-	3	8	27	44	14	3	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-
Private industry .....	1,074	39.7	313	307	280 - 338	-	5	4	28	44	15	3	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-
Goods producing .....	370	39.5	317	307	294 - 358	-	11	-	21	41	21	6	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	369	39.5	317	307	294 - 358	-	11	-	21	41	21	6	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Service producing .....	704	39.8	311	309	280 - 336	-	2	6	31	45	12	2	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-
State and local government .....	467	39.6	304	300	266 - 320	-	-	16	24	44	14	2	1	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	8,354	39.6	393	385	345 - 435	-	( <sup>3</sup> )	( <sup>3</sup> )	7	19	31	24	11	4	2	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-
Private industry .....	6,323	39.7	393	385	345 - 436	-	( <sup>3</sup> )	( <sup>3</sup> )	6	20	30	25	10	4	3	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-
Goods producing .....	2,090	39.9	396	400	365 - 439	-	-	-	4	17	30	33	11	3	1	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-
Manufacturing .....	2,019	39.8	396	400	365 - 439	-	-	-	4	17	30	34	10	3	1	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-
Service producing .....	4,233	39.6	391	384	340 - 433	-	1	( <sup>3</sup> )	8	21	30	21	10	5	4	1	-	-	-	-	-	-	-	-	-
Transportation and utilities .....	569	40.0	443	419	369 - 534	-	-	-	1	17	18	31	7	3	22	2	-	-	-	-	-	-	-	-	-
State and local government .....	2,031	39.3	394	382	342 - 434	-	-	-	10	16	33	21	12	5	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-
Level III .....	7,038	39.4	485	476	423 - 540	-	-	-	1	3	12	22	23	18	11	6	3	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-
Private industry .....	4,909	39.5	482	472	420 - 538	-	-	-	1	3	13	24	21	19	10	6	3	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-
Goods producing .....	1,781	39.8	487	477	415 - 549	-	-	-	2	3	16	19	20	16	10	9	3	2	1	-	-	-	-	-	-
Manufacturing .....	1,706	39.7	481	477	412 - 542	-	-	-	2	3	16	20	20	16	10	8	2	2	1	-	-	-	-	-	-
Service producing .....	3,128	39.3	480	469	420 - 530	-	-	-	( <sup>3</sup> )	3	11	27	21	20	10	4	3	1	( <sup>3</sup> )	-	-	-	-	-	-
Transportation and utilities .....	393	39.8	532	547	452 - 587	-	-	-	2	6	15	14	24	18	6	10	5	-	-	-	-	-	-	-	-
State and local government .....	2,129	39.3	491	482	437 - 548	-	-	-	( <sup>3</sup> )	3	9	19	29	17	13	6	3	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-
Level IV .....	2,220	39.6	569	564	512 - 641	-	-	-	-	1	11	11	20	21	13	16	5	1	( <sup>3</sup> )	-	-	-	-	-	-
Private industry .....	1,341	39.5	555	547	481 - 623	-	-	-	-	1	16	13	21	16	16	8	7	2	( <sup>3</sup> )	-	-	-	-	-	-
Service producing .....	577	39.3	558	554	500 - 615	-	-	-	-	2	8	14	24	21	17	9	3	1	( <sup>3</sup> )	-	-	-	-	-	-
Transportation and utilities .....	92	39.8	608	614	552 - 690	-	-	-	-	-	-	-	13	7	27	24	13	15	1	-	-	-	-	-	-
State and local government .....	879	39.6	591	584	533 - 666	-	-	-	-	1	2	8	20	30	8	29	2	-	1	-	-	-	-	-	-
<b>Secretaries</b>																									
Level I .....	78,422	39.5	372	360	317 - 414	-	( <sup>3</sup> )	2	15	26	26	16	8	3	2	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-
Private industry .....	44,594	39.6	384	370	328 - 425	-	( <sup>3</sup> )	1	10	26	27	19	9	4	2	1	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-
Goods producing .....	11,711	39.8	426	408	362 - 474	-	-	-	3	14	29	23	14	7	4	4	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-
Manufacturing .....	10,928	39.8	426	409	361 - 474	-	-	-	3	14	30	22	14	7	4	4	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-
Service producing .....	32,883	39.5	369	360	321 - 409	-	( <sup>3</sup> )	1	12	31	27	17	8	3	1	( <sup>3</sup> )	( <sup>3</sup> )	-	( <sup>3</sup> )	-	( <sup>3</sup> )	-	-	-	-
Transportation and utilities .....	3,292	39.8	402	398	346 - 443	-	-	-	3	24	26	25	14	4	2	1	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-
State and local government .....	33,828	39.4	356	347	302 - 396	-	( <sup>3</sup> )	3	22	27	26	14	6	2	2	( <sup>3</sup> )	-	( <sup>3</sup> )	-	-	-	-	-	-	-
Level II .....	135,844	39.3	454	448	393 - 509	-	-	( <sup>3</sup> )	2	8	16	24	21	15	8	3	1	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-
Private industry .....	86,210	39.3	463	457	405 - 510	-	-	( <sup>3</sup> )	1	5	16	25	23	17	8	4	1	( <sup>3</sup> )	-	-	-				
Goods producing .....	21,496	39.8	478	474	423 - 520	-	-	-	( <sup>3</sup> )	1	11	26	27	19	9	5	2	( <sup>3</sup> )	-	-	-				
Manufacturing .....	19,993	39.8	477	473	423 - 520	-	-	-	( <sup>3</sup> )	1	11	26	27	19	9	4	2	( <sup>3</sup> )	-	-	-				
Service producing .....	64,714	39.1	458	451	400 - 509	-	-	( <sup>3</sup> )	1	6	17	25	22	16	7	3	1	( <sup>3</sup> )	-	-	-				
Transportation and utilities .....	5,073	39.8	487	483	423 - 550	-	-	( <sup>3</sup> )	1	4	10	24	20	15	11	9	3	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-
State and local government .....	49,634	39.4	438	427	366 - 503	-	-	( <sup>3</sup> )	5	14	18	22	16	12	9	2	2	1	( <sup>3</sup> )	-	-	-	-	-	-

See footnotes at end of table.

Table A-3. Pay distributions, clerical occupations, United States, September 1994 — Continued

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly earnings (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly earnings (in dollars) of—																						
			Mean	Median	Middle range	Under 200	200 and under 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		
<b>Secretaries—Continued</b>																												
Level III .....	150,529	39.3	\$530	\$524	\$482 - \$594	-	-	-	( <sup>3</sup> )	2	6	13	18	22	16	11	7	3	1	1	( <sup>3</sup> )							
Private industry .....	116,227	39.3	538	531	472 - 598	-	-	-	( <sup>3</sup> )	1	4	12	18	22	17	12	7	3	1	1	( <sup>3</sup> )							
Goods producing .....	40,153	39.7	556	546	493 - 611	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	2	9	16	24	19	13	9	4	2	1	( <sup>3</sup> )							
Manufacturing .....	37,955	39.7	554	545	493 - 607	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	2	9	17	25	19	13	8	4	2	1	( <sup>3</sup> )							
Service producing .....	76,074	39.1	529	521	462 - 590	-	-	-	( <sup>3</sup> )	2	6	14	19	21	16	12	6	3	1	1	( <sup>3</sup> )							
Transportation and utilities .....	9,043	39.7	566	558	497 - 640	-	-	-	( <sup>3</sup> )	1	3	6	15	20	18	14	14	6	2	1	( <sup>3</sup> )							
State and local government .....	34,302	39.1	503	497	426 - 571	-	-	-	( <sup>3</sup> )	1	6	10	15	19	19	12	8	5	3	1	( <sup>3</sup> )							
Level IV .....	66,604	39.2	627	625	554 - 693	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	3	6	13	16	20	17	11	6	3	1	1	( <sup>3</sup> )					
Private industry .....	52,264	39.2	638	633	567 - 701	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	2	5	12	17	21	17	13	7	3	1	1	( <sup>3</sup> )					
Goods producing .....	20,623	39.5	638	635	567 - 706	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	2	6	12	16	21	16	14	8	3	1	1	( <sup>3</sup> )					
Manufacturing .....	19,807	39.5	637	634	566 - 705	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	2	6	12	16	21	16	14	7	3	1	1	( <sup>3</sup> )						
Service producing .....	31,641	39.0	638	631	568 - 698	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	2	5	12	18	21	18	11	6	4	1	1	( <sup>3</sup> )						
Transportation and utilities .....	4,290	39.5	662	661	591 - 733	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	3	8	14	18	21	16	7	7	2	1	( <sup>3</sup> )						
State and local government .....	14,340	39.3	584	588	504 - 665	-	-	-	( <sup>3</sup> )	2	5	7	11	17	11	18	15	6	3	3	1	( <sup>3</sup> )						
Level V .....	11,228	39.1	765	752	673 - 844	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	2	6	9	16	14	16	11	9	7	5	1	1	( <sup>3</sup> )				
Private industry .....	10,075	39.1	771	758	675 - 848	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	2	5	9	16	15	16	12	9	7	5	1	1	( <sup>3</sup> )				
Goods producing .....	4,533	39.5	773	766	678 - 851	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1	5	8	18	13	16	14	10	6	6	1	1	( <sup>3</sup> )				
Manufacturing .....	4,402	39.4	769	762	677 - 846	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1	5	8	18	13	16	14	10	6	6	1	1	( <sup>3</sup> )				
Service producing .....	5,542	38.8	769	751	673 - 846	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1	5	8	18	13	16	14	10	6	6	1	1	( <sup>3</sup> )				
Transportation and utilities .....	940	39.1	791	779	710 - 881	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	2	5	11	15	16	16	10	8	8	3	2	2	2	2	2	2	2
State and local government .....	1,153	39.2	711	702	615 - 782	-	-	-	( <sup>3</sup> )	1	2	6	15	8	18	12	17	6	6	5	3	( <sup>3</sup> )						
<b>Switchboard Operator-Receptionists</b>																												
Level III .....	100,585	39.5	339	330	280 - 385	1	3	7	23	27	19	11	6	2	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
Private industry .....	93,183	39.5	338	330	280 - 384	1	3	7	23	27	19	11	6	2	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
Goods producing .....	29,063	39.7	342	334	291 - 381	( <sup>3</sup> )	1	6	20	31	21	12	4	2	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
Manufacturing .....	25,371	39.7	341	334	290 - 380	( <sup>3</sup> )	1	6	20	31	21	12	4	2	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
Service producing .....	64,120	39.4	336	327	278 - 385	2	4	8	24	25	18	11	6	3	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
Transportation and utilities .....	4,514	39.7	348	340	299 - 385	1	1	7	17	32	21	12	6	3	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
State and local government .....	7,402	39.1	345	332	282 - 397	( <sup>3</sup> )	3	8	22	26	17	12	7	4	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
<b>Word Processors</b>																												
Level I .....	14,060	38.7	372	360	319 - 420	( <sup>3</sup> )	( <sup>3</sup> )	1	15	27	23	17	9	6	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
Private industry .....	7,497	39.2	370	356	327 - 412	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	11	33	26	14	8	4	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
Goods producing .....	943	39.7	369	368	323 - 393	3	-	-	4	31	40	8	10	3	-	2	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	907	39.6	369	369	312 - 394	4	-	-	4	31	39	8	10	3	-	2	-	-	-	-	-	-	-	-	-	-	-	-
Service producing .....	6,554	39.1	371	354	327 - 413	-	-	1	12	34	24	15	9	4	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
Transportation and utilities .....	454	39.8	433	450	367 - 511	-	-	-	9	9	18	9	28	22	5	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	6,563	38.0	373	367	311 - 430	-	( <sup>3</sup> )	2	19	20	20	9	9	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )				
Level II .....	31,427	38.9	457	456	397 - 515	-	-	( <sup>3</sup> )	2	6	18	21	20	21	7	2	1	1	( <sup>3</sup> )									
Private industry .....	19,686	38.7	451	436	385 - 499	-	-	( <sup>3</sup> )	2	5	25	23	20	12	8	2	1	1	( <sup>3</sup> )									
Goods producing .....	1,963	39.8	465	444	400 - 513	-	-	-	( <sup>3</sup> )	3	22	27	20	10	8	6	4	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
Manufacturing .....	1,646	39.7	472	447	400 - 540	-	-	-	( <sup>3</sup> )	2	22	26	17	10	9	7	5	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
Service producing .....	17,723	38.6	449	435	384 - 497	-	-	( <sup>3</sup> )	2	6	26	23	20	12	8	2	1	1	( <sup>3</sup> )									
Transportation and utilities .....	1,046	40.0	504	536	454 - 570	-	-	-	( <sup>3</sup> )	3	11	9	19	15	41	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3&lt;/</sup>										

**Table A-3. Pay distributions, clerical occupations, United States, September 1994 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly earnings (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly earnings (in dollars) of—																				
			Mean	Median	Middle range	Under 200	200 and under 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
<b>Word Processors—Continued</b>																										
Level III .....	5,850	38.4	\$565	\$560	\$481 - \$635	-	-	-	( <sup>3</sup> )	2	4	8	15	16	18	16	9	6	4	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-
Private industry .....	4,397	38.5	593	592	519 - 664	-	-	-	( <sup>3</sup> )	2	6	11	17	18	19	11	8	6	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-
Goods producing .....	569	39.8	600	577	540 - 674	-	-	-	-	( <sup>3</sup> )	2	7	22	27	12	16	12	3	( <sup>3</sup> )	-	-	-	-	-	-	-
Manufacturing .....	516	39.8	605	586	537 - 686	-	-	-	-	( <sup>3</sup> )	2	7	22	22	13	18	13	4	( <sup>3</sup> )	-	-	-	-	-	-	-
Service producing .....	3,828	38.2	592	596	515 - 663	-	-	-	1	2	6	11	16	16	20	10	8	6	3	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-
State and local government .....	1,453	38.4	481	471	435 - 554	-	-	-	1	6	9	16	30	11	17	7	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-

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

<sup>2</sup> 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.

<sup>3</sup> 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 industry or industry levels may include data for categories not shown separately.



Table A-4. Pay distributions, maintenance and toolroom occupations, United States, September 1994 — Continued

Occupation and level	Number of workers	Hourly earnings (in dollars) <sup>1</sup>			Percent of workers receiving straight-time hourly earnings (in dollars) of—																						
		Mean	Median	Middle range	Under 6.00	6.00 and under 6.50	7.00	8.00	9.00	10.00	11.00	12.00	13.00	14.00	15.00	16.00	17.00	18.00	19.00	20.00	21.00	22.00	23.00	24.00	25.00	26.00 and over	
<b>Maintenance Mechanics, Machinery</b> .....	166,251	\$16.24	\$15.55	\$13.57 - \$19.23	-	-	-	-	( <sup>2</sup> )	1	4	5	9	17	10	6	8	8	6	5	7	12	2	1	1	( <sup>2</sup> )	( <sup>2</sup> )
Private industry .....	162,817	16.26	15.60	13.57 - 19.29	-	-	-	-	( <sup>2</sup> )	1	4	5	9	17	10	6	7	8	6	5	7	12	2	1	1	( <sup>2</sup> )	( <sup>2</sup> )
Goods producing .....	142,056	15.87	15.02	13.39 - 18.44	-	-	-	-	( <sup>2</sup> )	1	5	5	10	19	10	6	8	8	6	5	3	12	1	( <sup>2</sup> )	1	( <sup>2</sup> )	( <sup>2</sup> )
Manufacturing .....	136,130	15.72	14.89	13.34 - 18.09	-	-	-	-	( <sup>2</sup> )	1	5	5	10	20	10	6	8	8	6	5	3	11	( <sup>2</sup> )	( <sup>2</sup> )	1	( <sup>2</sup> )	( <sup>2</sup> )
Service producing .....	20,761	18.95	20.17	16.15 - 21.38	-	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	1	2	3	3	12	3	2	3	7	7	31	12	7	6	( <sup>2</sup> )	-	
Transportation and utilities .....	14,731	20.61	20.52	20.17 - 21.83	-	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	1	2	8	9	44	17	9	9	1	-	-	
State and local government .....	3,434	15.06	15.37	13.32 - 16.36	-	-	-	-	( <sup>2</sup> )	3	4	4	8	16	10	23	14	7	5	1	1	( <sup>2</sup> )	1	1	1	-	-
<b>Maintenance Mechanics, Motor Vehicle</b> .....	102,405	15.15	14.96	12.39 - 17.84	-	-	( <sup>2</sup> )	1	1	4	7	8	11	9	10	11	7	9	9	5	4	3	1	1	( <sup>2</sup> )	-	( <sup>2</sup> )
Private industry .....	67,196	15.33	15.09	12.50 - 18.12	-	-	-	1	1	4	7	7	11	8	9	10	7	10	10	6	3	4	2	( <sup>2</sup> )	( <sup>2</sup> )	-	-
Goods producing .....	19,550	14.71	13.91	11.69 - 17.42	-	-	-	2	1	7	11	6	16	8	5	9	7	4	4	4	5	9	1	( <sup>2</sup> )	1	-	-
Manufacturing .....	15,233	14.99	14.53	12.10 - 18.00	-	-	-	2	1	7	10	4	16	8	4	9	9	5	4	5	6	9	1	( <sup>2</sup> )	( <sup>2</sup> )	-	-
Service producing .....	47,646	15.58	15.50	12.90 - 18.12	-	-	-	( <sup>2</sup> )	1	3	5	7	9	8	10	10	7	13	13	7	2	3	2	1	( <sup>2</sup> )	-	-
Transportation and utilities .....	34,289	16.16	17.27	13.36 - 18.56	-	-	-	( <sup>2</sup> )	1	3	4	6	8	6	6	8	6	16	16	9	3	3	3	1	( <sup>2</sup> )	-	-
State and local government .....	35,209	14.80	14.48	12.05 - 17.01	-	-	( <sup>2</sup> )	( <sup>2</sup> )	2	5	7	11	10	11	11	12	6	6	6	3	5	1	1	3	( <sup>2</sup> )	-	( <sup>2</sup> )
<b>Maintenance Pipefitters</b> .....	30,829	18.89	19.25	17.27 - 21.23	-	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	2	6	6	4	4	13	5	17	11	30	1	( <sup>2</sup> )	1	( <sup>2</sup> )	( <sup>2</sup> )
Private industry .....	29,075	18.94	19.27	17.51 - 21.23	-	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	-	( <sup>2</sup> )	1	6	6	3	4	13	5	17	11	32	( <sup>2</sup> )				
Goods producing .....	26,139	19.11	19.50	17.94 - 21.28	-	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	-	( <sup>2</sup> )	2	6	3	3	5	13	5	16	12	35	( <sup>2</sup> )	( <sup>2</sup> )	1	-	-
Manufacturing .....	23,837	19.24	19.97	17.94 - 21.30	-	-	-	-	-	-	-	( <sup>2</sup> )	2	7	2	2	5	12	5	16	11	38	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-
Service producing .....	2,936	17.46	17.74	14.65 - 19.50	-	-	-	-	-	-	-	1	1	( <sup>2</sup> )	28	7	2	15	5	25	5	4	2	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	1
Transportation and utilities .....	1,774	18.61	19.50	17.74 - 19.50	-	-	-	-	-	-	-	-	-	1	6	7	1	24	6	39	8	5	3	( <sup>2</sup> )	-	-	-
State and local government .....	1,754	18.01	15.54	14.64 - 22.41	-	-	-	-	-	( <sup>2</sup> )	1	2	9	8	21	14	2	3	3	6	2	3	4	3	7	5	7
<b>Tool and Die Makers</b> .....	56,194	18.23	18.00	15.83 - 21.43	-	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	1	3	6	8	17	8	6	5	3	5	28	9	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-
Private industry .....	56,176	18.23	18.00	15.83 - 21.43	-	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	1	3	6	8	17	8	6	5	3	5	28	9	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-
Goods producing .....	56,010	18.24	18.01	15.83 - 21.43	-	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	1	3	6	8	17	8	6	5	3	5	28	9	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-
Manufacturing .....	56,010	18.24	18.01	15.83 - 21.43	-	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	1	3	6	8	17	8	6	5	3	5	28	9	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-

<sup>1</sup> 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.

<sup>2</sup> 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 industry or industry levels may include data for categories not shown separately.



Table A-5. Pay distributions, material movement and custodial occupations, United States, September 1994 — Continued

Occupation and level	Number of workers	Hourly earnings (in dollars) <sup>1</sup>			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 - 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 and over
<b>Shipping/Receiving Clerks</b> .....	102,866	\$10.13	\$9.67	\$8.07 - \$11.60	-	( <sup>2</sup> )	1	2	3	4	5	7	19	13	14	11	6	5	3	2	2	1	2	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )
Private industry .....	101,428	10.13	9.67	8.07 - 11.60	-	( <sup>2</sup> )	1	2	3	4	6	7	19	13	14	11	6	5	3	2	2	1	2	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )
Goods producing .....	59,735	10.32	9.94	8.50 - 11.72	-	( <sup>2</sup> )	( <sup>2</sup> )	1	2	3	5	7	19	13	16	12	7	6	2	2	1	1	2	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )
Manufacturing .....	59,356	10.33	9.95	8.50 - 11.71	-	( <sup>2</sup> )	( <sup>2</sup> )	1	2	3	5	7	19	13	16	12	7	6	2	2	1	1	2	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )
Service producing .....	41,693	9.86	9.16	7.67 - 11.45	-	( <sup>2</sup> )	2	3	4	5	7	8	18	13	10	10	5	4	4	2	2	1	2	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-
State and local government .....	1,438	9.86	9.71	8.18 - 11.04	-	-	1	3	3	7	4	5	16	14	18	16	4	3	1	2	1	1	2	-	-	-	-
<b>Truckdrivers</b> .....	49,075	8.87	8.00	6.21 - 10.62	2	3	6	8	9	7	7	6	11	9	8	4	4	3	5	2	1	3	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-
Private industry .....	45,710	8.80	7.88	6.02 - 10.50	2	4	7	8	9	7	7	6	11	8	7	4	3	3	6	2	1	4	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-
Service producing .....	36,602	8.32	7.50	6.00 - 9.77	2	4	8	9	10	7	7	7	12	9	7	4	3	2	1	2	4	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-	
Transportation and utilities .....	8,611	10.97	10.00	7.00 - 15.00	5	1	( <sup>2</sup> )	5	7	5	6	6	6	4	9	5	4	5	3	9	( <sup>2</sup> )	18	1	-	( <sup>2</sup> )	-	-
State and local government .....	3,365	9.88	9.66	7.72 - 11.57	-	-	1	5	8	5	5	5	8	16	15	12	9	5	4	2	1	1	-	-	-	-	-
<b>Medium Truck</b> .....	123,381	13.91	14.23	10.00 - 18.30	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	1	3	1	3	2	6	7	5	6	6	8	7	5	4	3	27	4	1	( <sup>2</sup> )	( <sup>2</sup> )
Private industry .....	117,664	14.02	14.49	10.08 - 18.32	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	1	3	1	3	2	6	7	5	6	6	8	7	5	4	3	28	4	1	( <sup>2</sup> )	( <sup>2</sup> )
Goods producing .....	18,333	11.66	10.28	8.00 - 14.76	( <sup>2</sup> )	-	( <sup>2</sup> )	( <sup>2</sup> )	11	2	7	4	16	7	6	7	5	6	5	9	2	2	2	3	3	-	3
Manufacturing .....	16,763	11.85	10.75	8.05 - 15.22	( <sup>2</sup> )	-	( <sup>2</sup> )	( <sup>2</sup> )	12	1	7	4	15	6	6	7	5	6	5	10	2	3	2	3	4	-	3
Service producing .....	99,331	14.45	14.98	11.25 - 18.33	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	1	2	1	3	2	4	6	4	5	6	8	8	4	5	3	33	4	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )
Transportation and utilities .....	65,643	16.56	18.27	14.85 - 18.76	-	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	1	1	1	1	1	1	1	5	6	10	5	6	5	50	6	( <sup>2</sup> )	-	-
State and local government .....	5,717	11.65	11.45	9.25 - 13.86	-	-	-	( <sup>2</sup> )	1	2	5	4	11	11	8	14	7	13	13	5	3	( <sup>2</sup> )	3	( <sup>2</sup> )	-	-	-
<b>Heavy Truck</b> .....	115,941	12.74	12.12	10.04 - 15.40	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	1	1	2	2	7	9	15	9	10	7	7	6	3	9	4	5	( <sup>2</sup> )	( <sup>2</sup> )	1
Private industry .....	90,717	12.61	12.00	10.00 - 15.06	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	2	1	2	2	7	9	18	8	10	7	7	6	4	6	3	5	1	( <sup>2</sup> )	1
Goods producing .....	37,007	13.40	13.10	10.00 - 16.83	-	-	( <sup>2</sup> )	( <sup>2</sup> )	2	1	2	2	6	9	12	5	8	8	8	7	4	5	5	11	1	( <sup>2</sup> )	2
Manufacturing .....	25,088	13.67	13.12	10.15 - 17.02	-	-	-	-	1	1	1	1	7	11	13	6	8	7	5	9	4	4	3	15	2	( <sup>2</sup> )	2
Service producing .....	53,710	12.07	11.30	10.00 - 14.05	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	1	2	2	2	8	9	23	9	11	6	7	5	3	7	2	2	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )
Transportation and utilities .....	36,204	12.49	11.55	10.60 - 14.35	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	1	1	( <sup>2</sup> )	1	5	7	26	10	11	7	4	4	5	10	2	3	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )
State and local government .....	25,224	13.21	12.67	10.72 - 17.55	-	-	-	1	( <sup>2</sup> )	1	1	3	9	6	5	16	12	7	7	6	2	19	6	1	( <sup>2</sup> )	( <sup>2</sup> )	-
<b>Tractor Trailer</b> .....	171,706	13.71	13.60	11.33 - 16.45	-	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	1	1	4	8	7	11	10	11	9	8	7	11	5	3	1	( <sup>2</sup> )	( <sup>2</sup> )
Private industry .....	170,471	13.69	13.60	11.30 - 16.35	-	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	1	1	4	8	7	11	10	11	9	8	7	11	5	3	1	( <sup>2</sup> )	( <sup>2</sup> )
Goods producing .....	45,764	12.25	11.90	9.82 - 14.05	-	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	4	3	7	14	13	15	7	13	3	9	4	4	2	2	1	( <sup>2</sup> )	( <sup>2</sup> )
Manufacturing .....	40,267	12.07	11.85	9.71 - 13.70	-	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	4	3	7	14	13	16	6	13	3	10	4	3	2	2	1	( <sup>2</sup> )	( <sup>2</sup> )
Service producing .....	124,707	14.21	14.22	11.90 - 17.00	-	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	1	3	7	6	5	10	11	10	11	8	8	14	7	4	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )
Transportation and utilities .....	70,511	15.06	15.65	12.40 - 17.51	-	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	2	2	5	10	11	8	9	8	5	21	11	7	1	-	-
State and local government .....	1,235	16.82	15.79	13.70 - 19.50	-	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	4	5	2	5	5	13	2	16	11	10	2	2	6	3	<sup>3</sup> 14

See footnotes at end of table.

Table A-5. Pay distributions, material movement and custodial occupations, United States, September 1994 — Continued

Occupation and level	Number of workers	Hourly earnings (in dollars) <sup>1</sup>			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 - 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 and over
Warehouse Specialists .....	225,996	\$11.99	\$11.57	\$9.35 - \$14.79	-	( <sup>2</sup> )	( <sup>2</sup> )	1	3	3	3	3	8	8	12	12	9	5	7	9	5	6	4	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )
Private industry .....	217,839	12.01	11.55	9.34 - 14.85	-	( <sup>2</sup> )	1	1	3	3	3	3	9	8	12	12	9	5	7	9	5	6	4	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )
Goods producing .....	82,978	11.45	11.19	9.26 - 13.39	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	2	3	3	3	11	11	14	16	11	5	9	5	2	2	2	1	1	( <sup>2</sup> )	( <sup>2</sup> )
Manufacturing .....	80,571	11.43	11.13	9.26 - 13.31	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	2	3	3	3	11	11	14	16	11	5	9	5	2	2	2	1	1	( <sup>2</sup> )	( <sup>2</sup> )
Service producing .....	134,861	12.35	12.03	9.45 - 15.60	-	( <sup>2</sup> )	1	1	4	3	3	3	7	7	12	10	8	5	6	11	6	8	5	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	
Transportation and utilities .....	29,912	13.95	14.46	11.00 - 17.31	-	-	-	-	( <sup>2</sup> )	1	3	4	5	4	8	10	6	7	4	4	4	34	4	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )
State and local government .....	8,157	11.48	11.68	9.47 - 13.40	-	-	( <sup>2</sup> )	1	2	2	5	4	7	9	11	13	12	20	5	3	2	2	1	( <sup>2</sup> )	( <sup>2</sup> )	-	

<sup>1</sup> 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.

<sup>2</sup> Less than 0.5 percent.

<sup>3</sup> Workers were distributed as follows: 1 percent at \$24 and under \$25; and 14 percent at \$27 and under \$28.

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 industry or industry levels may include data for categories not shown separately.

Table A-6. Health services: Pay distributions, professional, administrative, technical, protective service, and clerical occupations, United States, September 1994

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly earnings (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly earnings (in dollars) of—																					
			Mean	Median	Middle range	Under 175	175 and under 200	200 - 250	250 - 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 - 1900	1900 and over	
<b>Professional Occupations</b>																											
<b>Accountants</b>																											
Level I	1,342	39.6	\$470	\$454	\$423 - \$510	-	-	-	-	12	58	25	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry	1,037	39.6	472	458	423 - 513	-	-	-	-	7	60	29	3	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government	305	39.5	464	444	399 - 490	-	-	-	-	30	51	11	3	5	-	-	-	-	-	-	-	-	-	-	-	-	
Hospitals	864	39.5	481	465	436 - 519	-	-	-	-	16	49	29	4	2	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry	581	39.5	491	483	452 - 535	-	-	-	-	8	48	39	5	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government	283	39.5	461	444	399 - 481	-	-	-	-	31	52	8	3	6	-	-	-	-	-	-	-	-	-	-	-	-	
Level II	5,159	39.6	569	567	513 - 625	-	-	-	-	4	17	47	25	7	1	( <sup>s</sup> )	-	-	-	-	-	-	-	-	-	-	
Private industry	4,126	39.6	579	577	519 - 627	-	-	-	-	1	15	49	28	7	1	( <sup>s</sup> )	-	-	-	-	-	-	-	-	-	-	
State and local government	1,033	39.6	531	524	431 - 585	-	-	-	-	17	23	37	13	8	2	( <sup>s</sup> )	-	-	-	-	-	-	-	-	-	-	
Hospitals	3,726	39.6	574	574	518 - 635	-	-	-	-	5	15	43	27	9	1	( <sup>s</sup> )	-	-	-	-	-	-	-	-	-	-	
Private industry	2,763	39.7	589	586	529 - 641	-	-	-	-	1	14	45	31	9	1	( <sup>s</sup> )	-	-	-	-	-	-	-	-	-	-	
State and local government	963	39.6	533	529	430 - 591	-	-	-	-	18	20	38	13	8	2	( <sup>s</sup> )	-	-	-	-	-	-	-	-	-	-	
Level III	4,820	39.6	725	719	653 - 795	-	-	-	-	3	8	32	34	17	6	1	( <sup>s</sup> )	-	-	-	-	-	-	-	-	-	
Private industry	3,866	39.7	734	730	661 - 798	-	-	-	-	2	7	31	36	17	6	1	( <sup>s</sup> )	-	-	-	-	-	-	-	-	-	
State and local government	954	39.6	690	680	602 - 787	-	-	-	-	8	13	35	25	16	2	1	( <sup>s</sup> )	-	-	-	-	-	-	-	-	-	
Hospitals	3,285	39.7	726	720	654 - 800	-	-	-	-	3	8	32	31	18	5	1	( <sup>s</sup> )	-	-	-	-	-	-	-	-	-	
Private industry	2,396	39.7	740	733	662 - 812	-	-	-	-	2	6	32	33	19	7	1	( <sup>s</sup> )	-	-	-	-	-	-	-	-	-	
State and local government	889	39.6	689	680	604 - 778	-	-	-	-	8	13	35	26	15	2	1	( <sup>s</sup> )	-	-	-	-	-	-	-	-	-	
Level IV	1,594	39.6	977	962	873 - 1,058	-	-	-	-	-	( <sup>s</sup> )	1	7	23	29	24	9	5	1	1	( <sup>s</sup> )	( <sup>s</sup> )	-	( <sup>s</sup> )	-		
Private industry	1,275	39.6	988	967	885 - 1,058	-	-	-	-	-	( <sup>s</sup> )	1	5	22	29	25	10	5	1	1	( <sup>s</sup> )	( <sup>s</sup> )	-	( <sup>s</sup> )	-		
State and local government	319	39.5	934	948	841 - 1,030	-	-	-	-	-	-	3	13	27	28	24	4	3	-	-	-	-	-	-	-		
Hospitals	1,293	39.7	977	962	876 - 1,067	-	-	-	-	-	( <sup>s</sup> )	1	6	23	29	22	10	4	1	( <sup>s</sup> )	( <sup>s</sup> )	( <sup>s</sup> )	-	( <sup>s</sup> )	-		
Private industry	986	39.7	990	968	887 - 1,068	-	-	-	-	-	1	4	23	30	22	12	5	2	1	( <sup>s</sup> )	( <sup>s</sup> )	( <sup>s</sup> )	-	( <sup>s</sup> )	-		
State and local government	307	39.5	937	948	842 - 1,030	-	-	-	-	-	-	3	13	25	28	25	4	3	-	-	-	-	-	-	-		
Level V	215	39.7	1,262	1,230	1,145 - 1,340	-	-	-	-	-	-	-	2	( <sup>s</sup> )	5	7	25	29	16	4	3	8	1	-	1		
Private industry	191	39.7	1,283	1,242	1,160 - 1,373	-	-	-	-	-	-	-	1	-	4	4	24	31	17	4	3	9	2	-	1		
Hospitals	171	39.8	1,261	1,222	1,140 - 1,346	-	-	-	-	-	-	-	2	1	6	7	26	23	16	5	4	8	2	-	1		
Private industry	147	39.8	1,288	1,228	1,160 - 1,382	-	-	-	-	-	-	-	1	-	5	4	24	25	18	5	4	10	2	-	1		
<b>Attorneys</b>																											
Level II	70	39.8	1,002	-	-	-	-	-	-	-	-	-	1	-	33	26	20	4	6	9	1	-	-	-	-	-	
Private industry	61	40.0	1,015	-	-	-	-	-	-	-	-	-	-	-	33	25	20	5	7	10	2	-	-	-	-	-	
Level III	206	39.7	1,251	1,200	1,100 - 1,391	-	-	-	-	-	-	-	2	4	1	17	25	19	7	9	8	1	3	1	2		
Private industry	166	39.8	1,291	1,230	1,116 - 1,442	-	-	-	-	-	-	-	-	-	1	19	27	14	8	10	10	2	4	2	2		
Hospitals	157	39.6	1,257	1,202	1,116 - 1,386	-	-	-	-	-	-	-	3	5	1	15	24	22	6	6	7	2	4	2	3		
Private industry	117	39.8	1,315	1,265	1,116 - 1,426	-	-	-	-	-	-	-	-	-	1	15	26	17	9	8	9	3	6	3	3		
Level IV	87	39.4	1,759	1,731	1,538 - 1,886	-	-	-	-	-	-	-	-	-	-	-	-	-	8	25	13	17	18	18	18		
Private industry	82	39.6	1,767	1,731	1,538 - 1,886	-	-	-	-	-	-	-	-	-	-	-	-	-	7	24	12	18	20	25	25		
Hospitals	65	39.2	1,824	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	12	11	20	25	25	25		
Private industry	80	39.5	1,840	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	10	10	22	27	25	25		

See footnotes at end of table.

Table A-6. Health services: Pay distributions, professional, administrative, technical, protective service, and clerical occupations, United States, September 1994 — Continued

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly earnings (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly earnings (in dollars) of—																					
			Mean	Median	Middle range	Under 175	175 and under 200	200 - 250	250 - 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 - 1900	1900 and over	
<b>Engineers</b>																											
Level III	181	39.4	\$873	\$865	\$787 - \$963	-	-	-	-	-	1	9	24	25	28	9	3	2	-	-	-	-	-	-	-	-	-
Private industry	52	39.8	888	-	- - -	-	-	-	-	-	2	8	15	31	21	21	2	-	-	-	-	-	-	-	-	-	-
Hospitals	159	39.3	893	871	795 - 963	-	-	-	-	-	-	3	25	25	32	10	3	2	-	-	-	-	-	-	-	-	-
Private industry	52	39.8	888	-	- - -	-	-	-	-	-	2	8	15	31	21	21	2	-	-	-	-	-	-	-	-	-	-
Level IV	93	39.2	1,052	1,056	962 - 1,098	-	-	-	-	-	-	-	4	4	25	44	8	9	3	3	-	-	-	-	-	-	-
Hospitals	66	38.9	1,099	-	- - -	-	-	-	-	-	-	-	2	5	14	48	11	12	5	5	-	-	-	-	-	-	-
<b>Registered Nurses</b>																											
Level I	24,928	39.6	585	578	510 - 635	-	-	-	-	( <sup>3</sup> )	20	42	26	8	4	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-
Private industry	16,544	39.5	589	569	510 - 640	-	-	-	-	( <sup>3</sup> )	19	41	26	8	5	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-
State and local government	8,384	39.9	577	581	537 - 621	-	-	-	-	( <sup>3</sup> )	21	44	27	8	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Hospitals	12,781	39.8	583	576	508 - 624	-	-	-	-	( <sup>3</sup> )	22	43	24	7	4	1	-	-	-	-	-	-	-	-	-	-	-
Private industry	5,050	39.6	589	546	500 - 630	-	-	-	-	( <sup>3</sup> )	25	42	16	6	9	2	-	-	-	-	-	-	-	-	-	-	-
State and local government	7,731	39.9	579	581	539 - 621	-	-	-	-	( <sup>3</sup> )	20	44	29	8	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-
Level II	626,715	39.3	709	691	596 - 798	-	-	-	-	( <sup>3</sup> )	5	5	10	8	14	6	3	1	( <sup>3</sup> )								
Private industry	507,398	39.3	711	690	598 - 799	-	-	-	-	( <sup>3</sup> )	5	1	7	3	14	6	3	1	( <sup>3</sup> )								
State and local government	119,317	39.5	702	694	587 - 790	-	-	-	-	( <sup>3</sup> )	6	21	24	25	13	7	1	1	( <sup>3</sup> )								
Hospitals	553,345	39.3	716	700	600 - 806	-	-	-	-	( <sup>3</sup> )	5	2	7	6	15	7	3	2	( <sup>3</sup> )								
Private industry	440,534	39.3	719	702	602 - 808	-	-	-	-	( <sup>3</sup> )	5	20	2	1	15	6	3	2	( <sup>3</sup> )								
State and local government	112,811	39.5	703	693	588 - 791	-	-	-	-	( <sup>3</sup> )	6	21	24	25	13	8	1	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-
Level II Specialists	22,303	39.2	775	757	670 - 867	-	-	-	-	( <sup>3</sup> )	10	23	28	19	12	6	1	1	( <sup>3</sup> )								
Private industry	18,712	39.1	762	748	661 - 840	-	-	-	-	( <sup>3</sup> )	12	24	29	18	10	4	1	1	( <sup>3</sup> )								
State and local government	3,591	40.0	844	853	732 - 960	-	-	-	-	( <sup>3</sup> )	4	14	19	22	23	18	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-
Hospitals	21,748	39.2	775	758	670 - 868	-	-	-	-	( <sup>3</sup> )	10	22	28	19	12	6	1	1	( <sup>3</sup> )								
Private industry	18,252	39.1	761	747	661 - 840	-	-	-	-	( <sup>3</sup> )	12	24	29	18	10	4	1	1	( <sup>3</sup> )								
State and local government	3,496	40.0	849	858	743 - 965	-	-	-	-	( <sup>3</sup> )	4	13	19	22	23	18	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-
Level III	15,857	39.4	947	918	832 - 1,048	-	-	-	-	( <sup>3</sup> )	4	13	28	21	15	8	6	2	1	( <sup>3</sup> )							
Private industry	10,854	39.2	964	933	837 - 1,082	-	-	-	-	( <sup>3</sup> )	4	13	26	21	14	11	8	3	1	( <sup>3</sup> )							
State and local government	5,003	39.8	912	894	824 - 1,001	-	-	-	-	( <sup>3</sup> )	1	5	14	32	23	18	3	2	1	( <sup>3</sup> )							
Hospitals	13,688	39.4	957	928	840 - 1,064	-	-	-	-	( <sup>3</sup> )	3	12	27	22	15	9	7	2	1	( <sup>3</sup> )							
Private industry	9,547	39.2	974	942	846 - 1,092	-	-	-	-	( <sup>3</sup> )	3	11	26	22	15	9	7	2	1	( <sup>3</sup> )							
State and local government	4,121	39.8	919	902	824 - 1,020	-	-	-	-	( <sup>3</sup> )	1	5	15	29	22	20	4	3	2	( <sup>3</sup> )							
Level III Anesthetists	7,094	39.9	1,488	1,420	1,308 - 1,610	-	-	-	-	( <sup>3</sup> )	1	6	14	25	12	15	7	13	3	3	3	3	3				
Private industry	6,186	39.8	1,484	1,400	1,308 - 1,614	-	-	-	-	( <sup>3</sup> )	1	6	14	27	11	12	7	13	3	4	4	4	4				
State and local government	908	40.0	1,492	1,538	1,356 - 1,590	-	-	-	-	( <sup>3</sup> )	4	9	16	16	36	4	13	2	2	2	2						
Hospitals	5,746	39.8	1,501	1,493	1,334 - 1,664	-	-	-	-	( <sup>3</sup> )	6	9	21	12	18	8	16	4	4	4	4						
Private industry	4,838	39.8	1,502	1,480	1,334 - 1,693	-	-	-	-	( <sup>3</sup> )	7	9	21	12	15	8	16	4	4	4	4						
State and local government	908	40.0	1,492	1,538	1,356 - 1,590	-	-	-	-	( <sup>3</sup> )	2	7	9	21	12	15	8	16	4	4	4						
Level IV	1,486	39.7	1,001	967	902 - 1,111	-	-	-	-	( <sup>3</sup> )	4	9	16	16	36	4	13	2	2	2	2						
Private industry	885	39.9	982	946	901 - 1,046	-	-	-	-	( <sup>3</sup> )	4	20	38	18	12	3	1	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )						
Hospitals	1,459	39.7	999	963	899 - 1,107	-	-	-	-	( <sup>3</sup> )	1	4	20	33	16	15	4	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )						
Private industry	858	39.9	978	942	898 - 1,033	-	-	-	-	( <sup>3</sup> )	5	21	39	18	10	3	2	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )						

See footnotes at end of table.

Table A-6. Health services: Pay distributions, professional, administrative, technical, protective service, and clerical occupations, United States, September 1994 — Continued

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly earnings (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly earnings (in dollars) of—																								
			Mean	Median	Middle range	Under 175	175 and under 200	200 - 250	250 - 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 - 1900	1900 and over				
<b>Administrative Occupations</b>																														
<b>Budget Analysts</b>																														
Level I .....	81	40.0	\$478	\$434	\$383 - \$571	-	-	-	-	41	21	22	16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Level II .....	249	39.8	626	608	563 - 680	-	-	-	-	-	6	36	39	13	6	-	-	-	-	-	-	-	-	-	-	-	-	-		
Private industry .....	199	39.7	629	611	563 - 671	-	-	-	-	-	-	41	44	13	2	-	-	-	-	-	-	-	-	-	-	-	-	-		
Hospitals .....	226	39.8	629	609	563 - 685	-	-	-	-	-	7	35	40	13	6	-	-	-	-	-	-	-	-	-	-	-	-	-		
Private industry .....	182	39.8	630	612	563 - 671	-	-	-	-	-	-	38	47	13	2	-	-	-	-	-	-	-	-	-	-	-	-	-		
Level III .....	407	39.6	771	760	696 - 822	-	-	-	-	-	-	1	25	42	22	7	3	-	-	-	-	-	-	-	-	-	-	-		
Private industry .....	276	39.6	778	768	700 - 834	-	-	-	-	-	-	1	24	34	28	11	2	-	-	-	-	-	-	-	-	-	-	-		
State and local government .....	131	39.6	760	760	691 - 796	-	-	-	-	-	-	3	25	57	8	1	6	-	-	-	-	-	-	-	-	-	-	-		
Hospitals .....	380	39.6	769	760	694 - 813	-	-	-	-	-	-	1	25	44	21	6	3	-	-	-	-	-	-	-	-	-	-	-		
Private industry .....	252	39.7	771	767	697 - 829	-	-	-	-	-	-	1	25	37	28	9	1	-	-	-	-	-	-	-	-	-	-	-		
State and local government .....	128	39.6	765	760	691 - 796	-	-	-	-	-	-	1	26	59	8	1	6	-	-	-	-	-	-	-	-	-	-	-		
Level IV .....	138	39.5	920	911	828 - 991	-	-	-	-	-	-	-	9	14	25	28	10	7	7	1	-	-	-	-	-	-	-	-		
Private industry .....	87	39.7	893	894	773 - 966	-	-	-	-	-	-	-	14	17	23	28	10	3	3	1	-	-	-	-	-	-	-	-		
Hospitals .....	127	39.6	924	911	846 - 1,010	-	-	-	-	-	-	-	9	10	26	29	11	7	7	-	-	-	-	-	-	-	-	-		
Private industry .....	78	39.8	897	-	-	-	-	-	-	-	-	-	15	12	24	29	12	4	4	-	-	-	-	-	-	-	-	-		
<b>Buyers/Contracting Specialists</b>																														
Level I .....	1,638	39.7	474	476	411 - 530	-	-	-	-	17	42	33	6	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	1,316	39.8	481	480	421 - 528	-	-	-	( <sup>3</sup> )	12	47	34	6	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	322	39.4	446	437	370 - 544	-	-	-	5	40	20	30	4	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Hospitals .....	1,369	39.7	475	470	409 - 538	-	-	-	2	18	41	32	6	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	1,082	39.8	481	476	414 - 536	-	-	-	( <sup>3</sup> )	12	48	32	7	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	287	39.3	451	439	370 - 546	-	-	-	6	37	18	34	5	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	2,376	39.5	618	614	547 - 683	-	-	-	-	( <sup>3</sup> )	11	32	37	15	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	1,865	39.4	629	616	557 - 697	-	-	-	-	-	6	34	37	17	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	511	39.5	576	585	487 - 678	-	-	-	-	2	27	26	37	8	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hospitals .....	2,072	39.5	610	611	541 - 681	-	-	-	-	( <sup>3</sup> )	12	34	37	14	3	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	1,569	39.6	620	612	550 - 682	-	-	-	-	-	7	37	37	15	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	503	39.5	578	586	487 - 678	-	-	-	-	2	26	25	38	8	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	265	39.8	773	773	682 - 844	-	-	-	-	-	( <sup>3</sup> )	6	21	30	27	12	2	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	
Private industry .....	191	39.8	802	791	722 - 864	-	-	-	-	-	-	3	14	35	31	14	2	2	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-
Hospitals .....	234	39.8	775	778	676 - 844	-	-	-	-	-	-	7	22	27	28	12	2	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	164	39.8	805	804	734 - 864	-	-	-	-	-	-	3	14	32	34	13	2	2	1	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table A-6. Health services: Pay distributions, professional, administrative, technical, protective service, and clerical occupations, United States, September 1994 — Continued

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly earnings (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly earnings (in dollars) of—																						
			Mean	Median	Middle range	Under 175	175 and under 200	200 - 250	250 - 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 - 1900	1900 and over		
<b>Computer Programmers</b>																												
Level I .....	281	39.8	\$459	\$437	\$412 - \$500	-	-	-	-	23	52	16	7	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	150	40.0	496	490	445 - 539	-	-	-	-	12	47	25	13	3	-	-	-	-	-	-	-	-	-	-	-	-	-	
Hospitals .....	261	39.9	459	432	401 - 503	-	-	-	-	25	49	17	8	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	133	39.9	501	494	438 - 544	-	-	-	-	12	43	27	15	3	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	1,497	39.7	584	573	509 - 650	-	-	-	-	( <sup>3</sup> )	21	40	25	11	2	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	1,027	39.7	607	592	546 - 666	-	-	-	-	-	9	44	29	15	2	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	470	39.9	533	509	475 - 586	-	-	-	-	1	47	31	16	3	1	-	-	-	-	-	-	-	-	-	-	-	-	
Hospitals .....	1,274	39.8	581	572	509 - 645	-	-	-	-	1	21	41	26	10	2	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	824	39.8	607	594	546 - 664	-	-	-	-	7	46	32	13	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	450	39.9	533	509	475 - 586	-	-	-	-	2	48	30	16	3	1	-	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	2,101	39.8	732	720	656 - 808	-	-	-	-	4	8	30	30	16	9	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	
Private industry .....	1,720	39.7	747	727	665 - 827	-	-	-	-	1	8	31	30	17	12	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	
State and local government .....	381	39.8	666	690	558 - 750	-	-	-	-	20	11	28	31	8	-	1	-	-	-	-	-	-	-	-	-	-	-	
Hospitals .....	1,659	39.9	736	728	654 - 815	-	-	-	-	5	9	26	30	18	8	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	
Private industry .....	1,304	39.8	755	750	673 - 831	-	-	-	-	1	9	25	30	21	11	3	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	
State and local government .....	355	39.9	663	688	558 - 747	-	-	-	-	22	10	30	28	9	-	1	-	-	-	-	-	-	-	-	-	-	-	
Level IV .....	538	39.8	935	923	844 - 1,019	-	-	-	-	-	-	-	-	14	28	29	19	6	1	1	1	-	-	-	-	-		
Private industry .....	481	39.9	940	935	835 - 1,023	-	-	-	-	-	-	-	-	16	25	28	21	7	1	2	1	-	-	-	-	-		
Hospitals .....	421	39.8	958	954	864 - 1,044	-	-	-	-	-	-	-	-	10	25	31	23	8	1	2	1	-	-	-	-	-		
Private industry .....	365	39.9	968	962	870 - 1,059	-	-	-	-	-	-	-	-	11	20	30	25	9	1	2	1	-	-	-	-	-		
<b>Computer Systems Analysts</b>																												
Level I .....	2,064	39.6	718	717	648 - 787	-	-	-	-	1	13	28	37	17	3	1	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	1,401	39.5	737	732	672 - 789	-	-	-	-	( <sup>3</sup> )	4	31	43	17	4	1	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	663	40.0	677	682	553 - 781	-	-	-	-	2	32	21	25	16	3	1	-	-	-	-	-	-	-	-	-	-	-	
Hospitals .....	1,715	39.7	713	712	634 - 784	-	-	-	-	1	16	28	35	17	4	1	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	1,056	39.5	734	730	671 - 788	-	-	-	-	( <sup>3</sup> )	6	32	41	17	4	1	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	659	40.0	678	687	553 - 781	-	-	-	-	2	32	21	25	17	3	1	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	3,508	39.7	865	868	780 - 953	-	-	-	-	( <sup>3</sup> )	1	8	21	30	25	10	3	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	
Private industry .....	2,593	39.6	878	873	794 - 958	-	-	-	-	1	4	22	32	27	11	3	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	
State and local government .....	915	39.9	829	839	700 - 938	-	-	-	-	2	3	20	18	25	19	10	2	1	-	-	-	-	-	-	-	-	-	
Hospitals .....	2,993	39.8	863	865	778 - 948	-	-	-	-	( <sup>3</sup> )	1	9	20	31	24	11	3	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	
Private industry .....	2,151	39.7	877	870	795 - 958	-	-	-	-	1	5	21	33	26	11	3	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	
State and local government .....	842	39.9	828	830	700 - 936	-	-	-	-	2	2	20	19	26	17	10	2	1	-	-	-	-	-	-	-	-	-	
Level III .....	1,264	39.7	1,058	1,057	962 - 1,150	-	-	-	-	-	-	( <sup>3</sup> )	3	9	22	31	18	12	3	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-		
Private industry .....	1,034	39.6	1,068	1,066	975 - 1,154	-	-	-	-	-	-	( <sup>3</sup> )	1	8	23	30	20	14	3	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-		
State and local government .....	230	40.0	1,014	1,028	904 - 1,092	-	-	-	-	-	-	1	10	13	18	37	11	5	4	1	-	-	-	-	-	-		
Hospitals .....	1,058	39.8	1,061	1,060	970 - 1,145	-	-	-	-	-	-	1	3	8	23	32	18	11	4	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-		
Private industry .....	845	39.7	1,072	1,067	983 - 1,154	-	-	-	-	-	-	( <sup>3</sup> )	2	6	24	32	19	13	4	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-		
State and local government .....	213	40.0	1,019	1,028	909 - 1,092	-	-	-	-	-	-	-	11	13	19	34	12	5	4	1	-	-	-	-	-	-		

See footnotes at end of table.

Table A-6. Health services: Pay distributions, professional, administrative, technical, protective service, and clerical occupations, United States, September 1994 — Continued

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly earnings (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly earnings (in dollars) of—																					
			Mean	Median	Middle range	Under 175	175 and under 200	200-250	250-300	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	1800-1900	1900 and over	
<b>Computer Systems Analyst Supervisors/Managers</b>																											
Level I .....	437	39.3	\$1,182	\$1,173	\$1,077 - \$1,282	-	-	-	-	-	-	-	-	1	5	5	24	20	23	11	10	2	( <sup>3</sup> )	-	-	-	
Private industry .....	333	39.1	1,190	1,178	1,068 - 1,320	-	-	-	-	-	-	-	-	2	4	6	25	17	18	13	13	2	1	-	-	-	
Hospitals .....	326	39.8	1,146	1,155	1,051 - 1,241	-	-	-	-	-	-	-	-	2	6	6	25	22	24	7	5	1	1	-	-	-	
Private industry .....	222	39.7	1,142	1,133	1,036 - 1,248	-	-	-	-	-	-	-	-	3	5	9	29	19	17	9	7	1	1	-	-	-	
Level II .....	247	39.6	1,378	1,400	1,308 - 1,452	-	-	-	-	-	-	-	-	-	-	-	4	7	10	26	43	5	2	2	-	1	
Private industry .....	218	39.6	1,397	1,400	1,336 - 1,452	-	-	-	-	-	-	-	-	-	-	-	2	6	8	27	48	5	2	2	-	1	
Hospitals .....	211	39.8	1,382	1,400	1,327 - 1,442	-	-	-	-	-	-	-	-	-	-	-	5	7	6	28	44	6	2	2	-	( <sup>3</sup> )	
<b>Personnel Specialists</b>																											
Level I .....	386	39.6	490	469	435 - 530	-	-	-	-	3	61	24	10	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	275	39.7	479	470	434 - 512	-	-	-	-	4	63	29	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	111	39.5	517	451	444 - 628	-	-	-	-	2	58	13	23	5	-	-	-	-	-	-	-	-	-	-	-	-	-
Hospitals .....	207	39.8	503	487	450 - 534	-	-	-	-	1	56	32	10	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	158	39.9	491	485	454 - 514	-	-	-	-	1	61	34	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	3,869	39.6	558	548	490 - 610	-	-	-	-	2	26	44	21	6	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	3,212	39.7	558	549	494 - 610	-	-	-	-	1	25	45	22	6	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	657	39.1	559	544	470 - 606	-	-	-	-	3	29	41	14	10	2	1	-	-	-	-	-	-	-	-	-	-	-
Hospitals .....	2,573	39.6	567	558	500 - 622	-	-	-	-	1	23	42	24	7	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	2,009	39.8	571	560	503 - 630	-	-	-	-	1	21	43	27	7	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	564	39.1	552	536	458 - 600	-	-	-	-	4	31	40	14	7	3	1	-	-	-	-	-	-	-	-	-	-	-
Level III .....	4,733	39.6	724	717	642 - 796	-	-	-	-	-	( <sup>3</sup> )	13	32	32	16	5	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
Private industry .....	3,890	39.6	720	707	636 - 791	-	-	-	-	-	( <sup>3</sup> )	14	34	30	16	6	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
State and local government .....	843	39.2	741	733	673 - 796	-	-	-	-	-	( <sup>3</sup> )	10	23	45	16	5	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
Hospitals .....	3,156	39.6	733	730	658 - 796	-	-	-	-	-	( <sup>3</sup> )	10	30	36	17	5	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
Private industry .....	2,472	39.7	731	722	655 - 794	-	-	-	-	-	( <sup>3</sup> )	10	32	34	17	5	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
State and local government .....	684	39.4	740	731	673 - 800	-	-	-	-	-	( <sup>3</sup> )	9	25	41	17	6	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
Level IV .....	2,010	39.3	964	958	865 - 1,046	-	-	-	-	-	( <sup>3</sup> )	1	8	22	29	24	11	3	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	
Private industry .....	1,631	39.5	974	962	880 - 1,060	-	-	-	-	-	-	1	7	20	32	24	12	4	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	
State and local government .....	379	38.8	919	912	816 - 1,039	-	-	-	-	-	( <sup>3</sup> )	2	15	32	20	23	7	( <sup>3</sup> )	1	( <sup>3</sup> )	-	-	-	-	-	-	
Hospitals .....	1,500	39.5	957	947	860 - 1,038	-	-	-	-	-	( <sup>3</sup> )	1	9	24	29	22	10	3	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	
Private industry .....	1,175	39.7	971	962	876 - 1,040	-	-	-	-	-	-	1	7	21	31	24	10	4	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	
State and local government .....	325	38.9	908	889	811 - 1,000	-	-	-	-	-	( <sup>3</sup> )	2	17	34	22	14	9	( <sup>3</sup> )	1	( <sup>3</sup> )	-	-	-	-	-	-	
Level V .....	229	39.4	1,214	1,227	1,110 - 1,294	-	-	-	-	-	-	-	-	-	4	4	13	26	30	11	6	3	1	2	-	-	
Private industry .....	172	39.3	1,254	1,246	1,164 - 1,329	-	-	-	-	-	-	-	-	-	1	3	10	25	31	15	8	3	2	3	-	-	
Hospitals .....	180	39.7	1,212	1,228	1,107 - 1,294	-	-	-	-	-	-	-	-	-	6	5	12	23	31	10	6	4	2	3	-	-	
Private industry .....	123	39.6	1,268	1,246	1,164 - 1,336	-	-	-	-	-	-	-	-	-	1	5	7	20	33	15	9	4	2	4	-	-	

See footnotes at end of table.

**Table A-6. Health services: Pay distributions, professional, administrative, technical, protective service, and clerical occupations, United States, September 1994 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly earnings (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly earnings (in dollars) of—																					
			Mean	Median	Middle range	Under 175	175 and under 200	200 - 250	250 - 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 - 1900	1900 and over	
<b>Personnel Supervisors/Managers</b>																											
Level I																											
Private industry	284	38.7	\$1,042	\$1,023	\$923 - \$1,165	-	-	-	-	-	-	( <sup>3</sup> )	4	10	30	22	20	8	5	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	
Hospitals	214	39.5	1,063	1,039	941 - 1,182	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	7	30	23	21	8	7	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	
Private industry	240	38.6	1,059	1,045	943 - 1,183	-	-	-	-	-	-	-	4	12	22	23	24	9	6	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	
Hospitals	178	39.4	1,089	1,065	997 - 1,183	-	-	-	-	-	-	-	1	8	20	26	25	10	8	1	1	-	-	-	-	-	
Level II																											
Private industry	277	39.1	1,355	1,349	1,220 - 1,538	-	-	-	-	-	-	( <sup>3</sup> )	-	4	6	11	17	21	11	18	9	1	1	( <sup>3</sup> )	( <sup>3</sup> )		
Hospitals	209	39.4	1,408	1,393	1,307 - 1,543	-	-	-	-	-	-	-	-	3	3	7	11	28	11	23	11	1	1	( <sup>3</sup> )	( <sup>3</sup> )		
Private industry	252	39.2	1,346	1,335	1,220 - 1,502	-	-	-	-	-	-	( <sup>3</sup> )	-	4	7	12	17	22	12	14	9	2	1	( <sup>3</sup> )	( <sup>3</sup> )		
Hospitals	184	39.5	1,403	1,381	1,304 - 1,538	-	-	-	-	-	-	-	-	3	4	7	11	28	13	18	13	2	2	( <sup>3</sup> )	( <sup>3</sup> )		
Private industry																											
<b>Technical Occupations</b>																											
<b>Computer Operators</b>																											
Level I																											
Private industry	521	39.9	326	315	286 - 356	-	-	-	39	56	3	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Hospitals	289	39.7	340	330	300 - 372	-	-	-	23	72	3	( <sup>3</sup> )	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry	428	39.9	329	314	281 - 360	-	-	-	42	52	4	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Hospitals	196	39.8	351	349	315 - 382	-	-	-	21	71	4	1	3	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II																											
Private industry	4,869	39.7	416	413	365 - 462	-	-	( <sup>3</sup> )	5	38	46	10	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government	3,755	39.7	419	414	366 - 462	-	-	( <sup>3</sup> )	4	37	47	10	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	
Hospitals	1,114	39.7	406	410	353 - 464	-	-	-	7	39	46	8	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry	4,353	39.7	416	414	365 - 464	-	-	( <sup>3</sup> )	5	38	46	10	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government	3,270	39.7	420	416	367 - 464	-	-	( <sup>3</sup> )	4	37	47	10	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	
Hospitals	1,083	39.7	405	410	348 - 464	-	-	-	8	40	45	8	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level III																											
Private industry	2,109	39.5	519	520	469 - 568	-	-	-	8	29	47	14	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government	1,690	39.6	529	524	478 - 574	-	-	-	4	31	47	15	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	
Hospitals	419	39.4	479	508	371 - 551	-	-	-	27	18	47	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry	1,853	39.5	520	522	476 - 570	-	-	-	8	27	49	13	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government	1,443	39.6	532	527	482 - 576	-	-	-	3	30	49	15	2	1	-	-	-	-	-	-	-	-	-	-	-	-	
Hospitals	410	39.4	479	508	371 - 551	-	-	-	28	17	48	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level IV																											
Private industry	208	39.7	631	634	568 - 694	-	-	-	9	31	38	18	1	3	-	-	-	-	-	-	-	-	-	-	-	-	
Hospitals	166	39.7	636	636	587 - 700	-	-	-	10	27	37	20	1	4	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry	177	39.9	647	642	587 - 700	-	-	-	3	26	45	21	1	3	-	-	-	-	-	-	-	-	-	-	-	-	
Hospitals	135	39.9	659	654	602 - 701	-	-	-	4	20	45	25	1	4	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry																											
<b>Drafters</b>																											
Level III																											
Private industry	74	39.8	572	-	- - -	-	-	-	-	-	38	26	26	11	-	-	-	-	-	-	-	-	-	-	-	-	
Hospitals	61	39.9	566	-	- - -	-	-	-	-	-	43	23	28	7	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry	67	39.7	570	-	- - -	-	-	-	-	-	42	18	28	12	-	-	-	-	-	-	-	-	-	-	-	-	
Hospitals	54	39.9	562	-	- - -	-	-	-	-	-	48	13	31	7	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry																											

See footnotes at end of table.

Table A-6. Health services: Pay distributions, professional, administrative, technical, protective service, and clerical occupations, United States, September 1994 — Continued

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly earnings (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly earnings (in dollars) of—																							
			Mean	Median	Middle range	Under 175	175 and under 200	200 - 250	250 - 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 - 1900	1900 and over			
<b>Licensed Practical Nurses</b>																													
Level I .....	8,366	39.6	\$416	\$410	\$346 - \$468	-	-	-	9	36	36	17	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	5,975	39.4	393	391	338 - 437	-	-	-	9	44	42	3	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	2,391	40.0	474	512	408 - 554	-	-	-	8	17	23	51	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Hospitals .....	2,719	39.3	422	395	312 - 525	-	-	-	16	35	20	24	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	1,423	38.7	397	372	310 - 444	-	-	-	18	43	23	7	6	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	1,296	40.0	450	468	330 - 555	-	-	-	14	25	16	43	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	254,216	39.6	448	439	380 - 502	-	-	-	2	30	3	20	6	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	209,603	39.5	453	440	390 - 508	-	-	-	2	27	43	21	6	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	44,613	39.6	423	409	351 - 480	-	-	-	3	43	36	14	4	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
Hospitals .....	131,711	39.5	440	430	365 - 499	-	-	-	3	35	37	18	6	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	90,542	39.5	450	440	378 - 508	-	-	-	3	31	39	20	6	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	41,169	39.6	420	402	350 - 480	-	-	-	3	45	34	14	4	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	7,668	39.2	528	521	459 - 580	-	-	-	-	6	36	37	17	4	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	5,271	39.5	525	520	457 - 579	-	-	-	-	6	37	40	12	5	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	2,397	38.7	535	543	461 - 605	-	-	-	-	5	35	31	28	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hospitals .....	4,252	39.0	524	517	455 - 589	-	-	-	-	8	37	32	18	4	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	2,187	39.3	522	510	442 - 581	-	-	-	-	9	36	35	11	8	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	2,065	38.6	527	524	461 - 619	-	-	-	-	6	39	29	26	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Nursing Assistants</b>																													
Level I .....	50,561	38.8	247	226	194 - 272	8	19	38	17	9	9	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	45,198	38.7	237	220	190 - 257	9	20	41	18	7	5	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	5,363	39.8	331	363	221 - 430	-	12	18	9	24	37	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hospitals .....	9,183	39.0	305	278	221 - 403	( <sup>3</sup> )	12	28	16	19	24	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	5,783	38.7	310	281	230 - 411	( <sup>3</sup> )	8	28	19	19	24	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	3,400	39.7	295	257	210 - 388	-	19	28	10	19	24	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	538,433	39.4	275	257	220 - 315	2	10	15	6	3	8	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	475,218	39.4	273	256	220 - 310	2	9	13	4	( <sup>3</sup> )	7	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	63,215	39.4	297	260	221 - 361	1	13	31	15	24	13	2	( <sup>3</sup> )	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hospitals .....	157,066	39.3	302	282	236 - 354	1	9	25	22	28	13	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	106,758	39.3	312	298	248 - 365	1	5	20	25	32	15	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	50,308	39.3	280	248	216 - 327	1	17	36	17	18	10	1	( <sup>3</sup> )	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	42,502	39.6	382	363	309 - 457	-	2	3	16	41	24	14	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	27,567	39.4	348	334	298 - 387	-	( <sup>3</sup> )	4	22	52	19	3	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	14,935	39.8	444	476	370 - 527	-	5	( <sup>3</sup> )	6	20	32	33	3	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
Hospitals .....	27,078	39.5	410	404	337 - 497	-	3	1	12	33	30	20	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	13,209	39.3	371	362	314 - 418	-	-	1	18	47	27	6	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	13,869	39.8	447	480	373 - 527	-	5	( <sup>3</sup> )	6	19	32	34	3	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
Level IV .....	8,783	38.6	482	475	422 - 546	-	-	-	( <sup>3</sup> )	16	40	44	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	1,383	39.6	444	440	380 - 492	-	-	-	( <sup>3</sup> )	30	48	17	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	7,400	38.4	489	488	428 - 554	-	-	-	( <sup>3</sup> )	13	39	48	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hospitals .....	8,206	38.5	484	481	422 - 554	-	-	-	( <sup>3</sup> )	15	39	45	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	964	39.4	432	428	366 - 492	-	-	-	( <sup>3</sup> )	40	42	16	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	7,242	38.4	491	490	428 - 554	-	-	-	( <sup>3</sup> )	12	39	49	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table A-6. Health services: Pay distributions, professional, administrative, technical, protective service, and clerical occupations, United States, September 1994 — Continued

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly earnings (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly earnings (in dollars) of—																						
			Mean	Median	Middle range	Under 175	175 and under 200	200 - 250	250 - 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 - 1900	1900 and over		
<b>Protective Service Occupations</b>																												
<b>Police Officers</b>																												
Level I .....	2,096	39.6	\$529	\$517	\$405 - \$691	-	-	-	3	21	23	19	27	6	1	1	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	1,701	39.5	531	507	395 - 691	-	-	-	4	23	22	11	31	7	1	1	-	-	-	-	-	-	-	-	-	-	-	-
Hospitals .....	2,047	39.6	531	524	405 - 691	-	-	-	3	20	21	19	28	6	1	1	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	1,652	39.5	533	524	395 - 691	-	-	-	4	23	21	11	32	7	1	1	-	-	-	-	-	-	-	-	-	-	-	-
<b>Clerical Occupations</b>																												
<b>Clerks, Accounting</b>																												
Level I .....	561	39.9	282	274	255 - 306	-	-	19	52	26	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	255	40.0	296	294	257 - 340	-	-	19	33	45	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hospitals .....	433	39.8	279	265	255 - 299	-	-	15	61	20	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	132	39.9	300	294	261 - 328	-	-	6	47	41	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	12,305	39.6	356	350	302 - 400	-	( <sup>3</sup> )	4	18	53	21	4	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	9,541	39.6	358	351	306 - 400	-	( <sup>3</sup> )	3	17	54	23	3	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	2,764	39.6	351	338	287 - 388	-	-	9	21	47	16	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hospitals .....	7,144	39.6	364	360	310 - 407	-	( <sup>3</sup> )	4	15	51	24	5	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	4,878	39.6	374	371	326 - 417	-	( <sup>3</sup> )	1	12	52	30	4	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	2,266	39.7	342	333	278 - 382	-	-	11	23	48	12	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	8,363	39.5	419	412	368 - 465	-	-	-	1	40	47	11	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	6,483	39.5	423	420	375 - 467	-	-	-	2	35	52	11	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	1,880	39.8	402	390	346 - 444	-	-	-	1	56	30	12	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hospitals .....	4,811	39.6	423	421	378 - 469	-	-	-	2	35	49	12	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	3,309	39.5	433	431	392 - 475	-	-	-	3	27	56	13	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	1,502	39.8	402	392	345 - 445	-	-	-	( <sup>3</sup> )	55	33	10	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level IV .....	1,036	39.4	510	504	444 - 562	-	-	-	-	7	41	40	10	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	761	39.5	498	499	439 - 540	-	-	-	-	7	44	42	4	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	275	39.1	546	551	465 - 639	-	-	-	-	4	32	34	25	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hospitals .....	595	39.5	513	505	451 - 562	-	-	-	-	6	40	38	12	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	418	39.6	494	493	441 - 539	-	-	-	-	8	44	39	7	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	177	39.3	558	551	482 - 658	-	-	-	-	3	31	35	25	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Clerks, General</b>																												
Level I .....	2,035	39.8	255	242	220 - 286	1	6	48	24	20	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	1,269	39.8	257	252	220 - 288	2	6	41	30	20	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	766	39.7	252	236	228 - 270	-	7	58	15	20	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hospitals .....	1,390	39.8	261	248	220 - 300	1	7	43	24	24	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	800	39.9	264	255	220 - 303	2	6	38	28	24	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	13,701	39.6	324	311	278 - 363	-	( <sup>3</sup> )	10	32	46	10	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	9,286	39.6	329	314	280 - 364	-	( <sup>3</sup> )	7	33	44	13	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	4,415	39.8	314	309	272 - 361	-	-	15	32	50	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hospitals .....	9,213	39.6	338	325	283 - 386	-	( <sup>3</sup> )	7	29	48	13	3	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	5,845	39.5	349	334	294 - 395	-	( <sup>3</sup> )	4	26	46	20	4	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	3,368	39.8	318	309	277 - 373	-	-	11	34	51	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table A-6. Health services: Pay distributions, professional, administrative, technical, protective service, and clerical occupations, United States, September 1994 — Continued

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly earnings (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly earnings (in dollars) of—																				
			Mean	Median	Middle range	Under 175	175 and under 200	200 - 250	250 - 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 - 1900	1900 and over
<b>Clerks, General—Continued</b>																										
Level III .....	16,832	38.6	\$384	\$386	\$333 - \$424	-	-	2	8	52	30	8	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	9,836	39.2	382	376	319 - 436	-	-	3	10	47	29	12	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	6,996	37.8	388	386	355 - 420	-	-	( <sup>3</sup> )	5	60	32	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Hospitals .....	12,328	38.6	387	386	342 - 425	-	-	2	8	52	33	6	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	7,226	39.5	378	375	317 - 434	-	-	3	12	46	31	8	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	
Level IV .....	4,985	38.6	461	452	416 - 513	-	-	( <sup>3</sup> )	1	21	47	27	4	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	1,868	39.5	429	417	359 - 483	-	-	-	1	42	39	12	6	1	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	3,117	38.1	480	470	441 - 555	-	-	( <sup>3</sup> )	1	8	52	35	3	-	-	-	-	-	-	-	-	-	-	-	-	
Hospitals .....	3,670	38.4	457	445	420 - 498	-	-	( <sup>3</sup> )	19	57	18	5	1	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	1,554	39.8	433	420	364 - 480	-	-	-	1	40	42	10	6	1	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	2,116	37.3	475	456	438 - 503	-	-	( <sup>3</sup> )	-	4	68	23	5	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Key Entry Operators</b>																										
Level I .....	6,165	39.7	315	304	270 - 353	-	1	15	29	43	10	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	5,233	39.7	318	306	272 - 360	-	-	14	30	43	11	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	932	39.8	298	299	238 - 342	-	8	18	24	42	5	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Hospitals .....	3,266	39.7	315	300	261 - 354	-	2	17	30	37	10	3	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	2,349	39.6	321	301	264 - 366	-	-	16	33	35	12	3	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	917	39.8	298	299	238 - 342	-	8	18	24	42	5	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	3,078	39.5	393	380	348 - 433	-	-	-	3	57	32	7	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	2,580	39.5	397	382	349 - 439	-	-	-	3	56	33	8	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	498	39.5	374	360	332 - 418	-	-	-	5	63	29	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	
Hospitals .....	1,742	39.4	399	388	348 - 448	-	-	-	3	53	35	8	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	1,278	39.4	409	399	356 - 455	-	-	-	3	48	38	11	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	464	39.6	374	360	332 - 411	-	-	-	4	66	28	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	
<b>Personnel Assistants (Employment)</b>																										
Level I .....	230	39.9	309	298	264 - 334	-	-	11	40	41	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	161	39.9	308	290	264 - 328	-	-	2	57	32	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Hospitals .....	167	39.9	316	306	252 - 362	-	-	15	28	47	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	98	40.0	321	311	264 - 362	-	-	3	46	37	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	1,504	39.7	380	379	334 - 423	-	-	-	14	51	31	3	1	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	1,094	39.8	382	380	330 - 434	-	-	-	13	50	32	3	1	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	410	39.5	376	367	340 - 412	-	-	-	15	51	31	1	1	-	-	-	-	-	-	-	-	-	-	-	-	
Hospitals .....	1,206	39.7	378	380	336 - 423	-	-	-	15	50	32	3	1	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	803	39.8	379	380	330 - 430	-	-	-	15	49	32	4	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	403	39.5	376	367	340 - 412	-	-	-	15	51	32	1	1	-	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	834	39.6	457	453	405 - 506	-	-	-	( <sup>3</sup> )	21	51	26	2	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	672	39.7	461	453	410 - 506	-	-	-	1	19	52	26	3	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	162	39.2	444	420	386 - 501	-	-	-	-	28	46	25	-	-	-	-	-	-	-	-	-	-	-	-	-	
Hospitals .....	659	39.6	463	457	410 - 511	-	-	-	1	21	46	30	3	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	506	39.7	469	472	420 - 517	-	-	-	1	18	46	30	4	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	153	39.2	443	415	369 - 503	-	-	-	-	30	43	27	-	-	-	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

**Table A-6. Health services: Pay distributions, professional, administrative, technical, protective service, and clerical occupations, United States, September 1994 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly earnings (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly earnings (in dollars) of—																					
			Mean	Median	Middle range	Under 175	175 and under 200	200 - 250	250 - 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 - 1900	1900 and over	
<b>Personnel Assistants (Employment)—Continued</b>																											
Level IV .....	135	39.9	\$552	\$559	\$520 - \$584	-	-	-	-	5	9	64	19	1	1	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	57	39.8	539	-	- - -	-	-	-	-	12	21	35	28	-	4	-	-	-	-	-	-	-	-	-	-	-	
Hospitals .....	116	39.9	569	559	529 - 597	-	-	-	-	-	5	71	22	1	2	-	-	-	-	-	-	-	-	-	-	-	
<b>Secretaries</b>																											
Level I .....	8,502	39.8	365	361	318 - 404	-	-	2	13	57	23	5	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	6,324	39.8	367	361	318 - 408	-	-	1	14	56	24	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	2,178	39.9	361	360	317 - 394	-	-	7	12	58	20	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Hospitals .....	7,297	39.8	368	363	320 - 409	-	-	3	13	54	24	5	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	5,408	39.8	370	364	320 - 410	-	-	1	14	53	26	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	1,889	39.9	360	360	316 - 394	-	-	8	11	58	19	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	16,215	39.5	446	441	392 - 504	-	-	( <sup>3</sup> )	4	25	45	24	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	11,916	39.4	463	461	408 - 513	-	-	( <sup>3</sup> )	( <sup>3</sup> )	21	46	29	3	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	4,299	39.8	400	402	339 - 440	-	-	-	14	35	40	9	1	1	-	-	-	-	-	-	-	-	-	-	-	-	
Hospitals .....	14,244	39.6	447	442	394 - 504	-	-	( <sup>3</sup> )	4	24	45	24	3	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	10,358	39.5	467	465	412 - 520	-	-	( <sup>3</sup> )	( <sup>3</sup> )	19	46	30	3	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	3,886	39.8	395	399	334 - 436	-	-	-	15	35	42	6	1	1	-	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	14,689	39.4	501	500	443 - 555	-	-	-	1	11	38	36	12	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	
Private industry .....	12,295	39.4	512	508	455 - 560	-	-	-	( <sup>3</sup> )	8	38	39	13	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	
State and local government .....	2,394	39.3	443	441	358 - 503	-	-	-	9	24	40	20	6	1	-	-	-	-	-	-	-	-	-	-	-	-	
Hospitals .....	12,562	39.5	500	497	439 - 558	-	-	-	2	11	38	34	13	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	
Private industry .....	10,309	39.5	512	507	453 - 567	-	-	-	( <sup>3</sup> )	9	38	37	14	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	
State and local government .....	2,253	39.3	443	439	358 - 506	-	-	-	10	23	40	20	7	1	-	-	-	-	-	-	-	-	-	-	-	-	
Level IV .....	4,603	39.4	619	622	557 - 680	-	-	-	-	1	10	30	41	17	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	
Private industry .....	3,625	39.5	621	621	560 - 673	-	-	-	-	( <sup>3</sup> )	8	31	44	14	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	
State and local government .....	978	38.8	611	624	517 - 706	-	-	-	-	2	15	27	28	27	1	-	-	-	-	-	-	-	-	-	-	-	
Hospitals .....	3,614	39.4	625	628	572 - 684	-	-	-	-	( <sup>3</sup> )	9	28	43	18	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	
Private industry .....	2,934	39.5	628	630	576 - 679	-	-	-	-	( <sup>3</sup> )	8	26	48	16	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	
State and local government .....	680	39.0	613	614	538 - 706	-	-	-	-	( <sup>3</sup> )	14	33	24	27	2	-	-	-	-	-	-	-	-	-	-	-	
Level V .....	371	39.7	736	732	665 - 787	-	-	-	-	-	-	5	35	42	14	2	2	1	1	-	-	-	-	-	-	-	
Private industry .....	352	39.7	738	734	666 - 787	-	-	-	-	-	-	5	34	42	14	2	2	1	1	-	-	-	-	-	-	-	
Hospitals .....	315	39.7	746	744	672 - 798	-	-	-	-	-	-	3	34	43	16	2	2	1	1	-	-	-	-	-	-	-	
Private industry .....	297	39.7	748	746	675 - 798	-	-	-	-	-	-	3	33	42	16	2	2	1	1	-	-	-	-	-	-	-	
<b>Switchboard Operator-Receptionists</b>																											
Level .....	11,164	39.6	308	300	259 - 346	-	2	18	30	39	11	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	10,148	39.6	310	300	260 - 348	-	2	17	30	39	12	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	1,016	39.8	289	279	235 - 330	-	1	30	30	37	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Hospitals .....	3,935	39.7	309	296	257 - 350	-	2	18	33	34	12	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	2,971	39.6	317	300	261 - 360	-	2	14	34	33	16	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	964	39.8	286	279	231 - 330	-	1	30	31	35	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

**Table A-6. Health services: Pay distributions, professional, administrative, technical, protective service, and clerical occupations, United States, September 1994 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly earnings (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly earnings (in dollars) of—																				
			Mean	Median	Middle range	Under 175	175 and under 200	200 - 250	250 - 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 - 1900	1900 and over
<b>Word Processors</b>																										
Level I .....	280	39.4	\$335	\$337	\$285 - \$364	-	-	6	28	56	10	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	236	39.6	336	339	290 - 360	-	-	7	25	58	10	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
Hospitals .....	123	39.8	360	357	320 - 391	-	-	1	20	56	22	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	95	40.0	371	367	328 - 406	-	-	-	13	62	24	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	762	39.6	432	423	392 - 482	-	-	-	6	23	52	18	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	448	39.8	431	424	387 - 480	-	-	-	8	22	48	20	2	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	314	39.3	433	422	393 - 488	-	-	-	3	24	58	14	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Hospitals .....	598	39.6	441	431	403 - 492	-	-	-	6	16	53	22	3	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	317	39.9	439	447	399 - 512	-	-	-	12	14	44	27	3	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	281	39.2	444	425	405 - 491	-	-	-	-	20	63	16	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	55	39.0	566	-	- - -	-	-	-	-	-	29	31	36	2	2	-	-	-	-	-	-	-	-	-	-	-

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

<sup>2</sup> 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.

<sup>3</sup> Less than 0.5 percent.

<sup>4</sup> Workers were distributed as follows: 6 percent at \$1,900 and under \$2,000; 1 percent at \$2,000 and under \$2,100; 4 percent at \$2,100 and under \$2,200; 1 percent at \$2,200 and under \$2,300; and 6 percent at \$2,500 and under \$2,600.

<sup>5</sup> Workers were distributed as follows: 8 percent at \$1,900 and under \$2,000; 2 percent at \$2,000 and under \$2,100; 5 percent at \$2,100 and under \$2,200; 2 percent at \$2,200 and under \$2,300; and 8 percent at \$2,500 and under \$2,600.

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 industry or industry levels may include data for categories not shown separately.

Table A-7. Health services: Pay distributions, maintenance, toolroom, material movement, and custodial occupations, United States, September 1994

Occupation and level	Number of workers	Hourly earnings (in dollars) <sup>1</sup>			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 - 6.00	6.00 - 7.00	7.00 - 8.00	8.00 - 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 - 25.00	25.00 and over		
<b>Maintenance and Toolroom Occupations</b>																													
<b>General Maintenance Workers</b> .....	22,092	\$9.80	\$9.49	\$8.10 - \$11.20	-	( <sup>2</sup> )	2	7	14	19	16	14	12	8	4	1	2	1	1	( <sup>2</sup> )	( <sup>2</sup> )	-	( <sup>2</sup> )	-	-	-	-	( <sup>2</sup> )	
Private industry .....	17,916	9.68	9.28	8.05 - 11.03	-	( <sup>2</sup> )	2	7	14	20	15	14	12	7	4	2	1	1	( <sup>2</sup> )	( <sup>2</sup> )	-	( <sup>2</sup> )	-	-	-	-	-	( <sup>2</sup> )	
State and local government .....	4,176	10.30	9.91	8.43 - 11.79	-	-	( <sup>2</sup> )	5	14	15	18	13	12	4	( <sup>2</sup> )	2	( <sup>2</sup> )	5	( <sup>2</sup> )	-	-	-	( <sup>2</sup> )	-	-	-	-	( <sup>2</sup> )	
<b>Hospitals</b> .....	11,545	10.23	9.81	8.50 - 11.39	-	-	( <sup>2</sup> )	5	10	20	18	15	11	8	5	2	2	1	2	( <sup>2</sup> )	( <sup>2</sup> )	-	( <sup>2</sup> )	-	-	-	-	( <sup>2</sup> )	
Private industry .....	7,933	10.30	9.93	8.54 - 11.55	-	-	( <sup>2</sup> )	4	7	22	17	16	11	8	6	3	2	2	1	( <sup>2</sup> )	( <sup>2</sup> )	-	( <sup>2</sup> )	-	-	-	-	( <sup>2</sup> )	
State and local government .....	3,612	10.07	9.64	8.27 - 11.23	-	-	( <sup>2</sup> )	6	15	17	20	14	10	9	4	( <sup>2</sup> )	1	( <sup>2</sup> )	6	-	-	-	-	-	-	-	-	( <sup>2</sup> )	
<b>Maintenance Electricians</b> .....	3,727	15.44	15.11	13.00 - 17.08	-	-	-	-	-	( <sup>2</sup> )	3	4	10	7	10	13	17	10	9	6	3	2	1	1	1	1	( <sup>2</sup> )	3	
Private industry .....	2,389	15.34	15.42	13.19 - 17.22	-	-	-	-	-	( <sup>2</sup> )	3	4	10	9	10	13	14	13	12	6	4	2	1	1	1	1	( <sup>2</sup> )	3	
State and local government .....	1,338	15.63	14.85	12.18 - 16.72	-	-	-	-	-	( <sup>2</sup> )	8	6	10	4	11	12	22	5	4	5	1	( <sup>2</sup> )							
<b>Hospitals</b> .....	3,477	15.42	15.07	12.85 - 17.04	-	-	-	-	-	( <sup>2</sup> )	3	4	11	8	10	13	16	10	9	5	3	2	1	1	1	1	( <sup>2</sup> )	3	
Private industry .....	2,361	15.32	15.38	13.18 - 17.23	-	-	-	-	-	( <sup>2</sup> )	3	4	11	8	10	13	16	10	9	5	3	2	1	1	1	1	( <sup>2</sup> )	3	
State and local government .....	1,116	15.61	14.72	11.70 - 16.05	-	-	-	-	-	( <sup>2</sup> )	9	7	13	4	11	12	20	4	4	2	1	( <sup>2</sup> )	9						
<b>Maintenance Electronics Technicians</b>																													
<b>Level I</b> .....	709	11.09	10.49	10.02 - 12.15	-	-	-	-	2	5	17	37	9	18	5	3	2	2	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	
Private industry .....	428	11.61	11.39	10.10 - 12.51	-	-	-	-	-	8	13	21	15	25	7	5	2	3	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	
<b>Hospitals</b> .....	698	11.08	10.49	10.02 - 12.15	-	-	-	-	2	5	16	38	9	17	5	3	2	2	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	
Private industry .....	417	11.62	11.39	10.10 - 12.57	-	-	-	-	-	8	13	21	15	24	7	5	2	3	1	-	-	-	-	-	-	-	-	-	
<b>Level II</b> .....	3,433	15.73	15.46	13.59 - 17.18	-	-	-	-	-	1	2	4	12	10	13	20	11	9	6	4	1	2	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	3	
Private industry .....	2,926	15.87	15.60	13.86 - 17.27	-	-	-	-	-	1	1	3	12	10	13	20	12	10	7	4	1	1	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	4	
State and local government .....	507	14.93	14.87	12.20 - 16.77	-	-	-	-	-	1	9	11	13	9	12	16	9	7	2	2	-	8	-	2	-	-	-	-	
<b>Hospitals</b> .....	3,364	15.74	15.41	13.59 - 17.22	-	-	-	-	-	1	2	4	12	10	13	19	11	9	6	4	1	2	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	3	
Private industry .....	2,862	15.88	15.60	13.84 - 17.28	-	-	-	-	-	1	1	3	12	10	14	20	12	10	7	4	1	1	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	3	
State and local government .....	502	14.95	14.87	12.20 - 16.77	-	-	-	-	-	1	9	10	13	9	12	16	9	7	2	2	-	9	-	2	-	-	-	-	
<b>Level III</b> .....	781	19.31	19.29	17.00 - 21.60	-	-	-	-	-	-	-	( <sup>2</sup> )	2	2	4	8	9	10	12	13	9	10	6	9	5	5	2	2	
Private industry .....	655	19.27	19.20	16.79 - 21.61	-	-	-	-	-	-	-	( <sup>2</sup> )	2	3	4	8	9	10	12	11	10	10	7	10	3	3	2	2	
State and local government .....	126	19.52	19.72	17.37 - 21.60	-	-	-	-	-	-	-	-	-	-	6	7	5	11	9	26	6	6	3	5	13	1	1	1	
<b>Hospitals</b> .....	771	19.36	19.32	17.11 - 21.61	-	-	-	-	-	-	-	( <sup>2</sup> )	2	2	4	8	8	10	12	13	9	10	6	9	5	2	2	2	
Private industry .....	648	19.31	19.26	17.00 - 21.63	-	-	-	-	-	-	-	( <sup>2</sup> )	2	3	4	8	9	10	13	11	10	10	7	10	3	2	2	2	
State and local government .....	123	19.65	19.72	17.56 - 21.60	-	-	-	-	-	-	-	-	-	2	4	7	5	11	9	27	7	7	3	5	13	1	1	1	
<b>Maintenance Mechanics, Machinery</b> .....	553	14.96	15.38	13.32 - 17.22	-	-	-	-	-	8	7	3	3	13	12	21	6	12	6	6	1	1	-	-	-	-	-	-	
Private industry .....	381	15.93	15.98	14.27 - 17.63	-	-	-	-	-	-	1	3	4	14	13	19	9	17	8	8	2	1	-	-	-	-	-	-	
<b>Hospitals</b> .....	547	14.99	15.41	13.32 - 17.25	-	-	-	-	-	8	7	2	3	13	12	22	6	12	6	6	1	1	-	-	-	-	-	-	
Private industry .....	375	15.99	15.98	14.30 - 17.63	-	-	-	-	-	-	-	3	5	14	14	19	9	17	9	8	2	1	-	-	-	-	-	-	
<b>Maintenance Mechanics, Motor Vehicle</b> .....	349	15.88	15.03	13.15 - 16.68	-	-	-	-	-	2	( <sup>2</sup> )	5	5	10	6	20	25	2	1	1	-	2	1	19	-	-	-	-	
Private industry .....	56	14.60	-	-	-	-	-	-	-	-	2	16	9	13	29	7	14	5	2	-	-	4	-	-	-	-	-	-	
State and local government .....	293	16.13	15.38	13.15 - 18.23	-	-	-	-	-	2	( <sup>2</sup> )	6	3	10	4	19	29	-	1	1	-	2	-	23	-	-	-	-	
<b>Hospitals</b> .....	260	16.50	15.38	13.51 - 22.61	-	-	-	-	-	2	( <sup>2</sup> )	7	2	10	5	14	24	3	2	2	-	2	1	26	-	-	-	-	
State and local government .....	218	16.72	15.38	13.15 - 22.61	-	-	-	-	-	3	( <sup>2</sup> )	8	2	11	4	10	27	-	1	1	-	3	-	31	-	-	-	-	

See footnotes at end of table.

Table A-7. Health services: Pay distributions, maintenance, toolroom, material movement, and custodial occupations, United States, September 1994 — Continued

Occupation and level	Number of workers	Hourly earnings (in dollars) <sup>1</sup>			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 - 6.00	6.00 - 7.00	7.00 - 8.00	8.00 - 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 - 25.00	25.00 and over				
Maintenance Pipefitters .....	338	\$18.00	\$15.42	\$14.65 - \$20.37	-	-	-	-	-	-	-	-	-	1	1	6	23	32	3	5	2	3	4	-	2	-	-	( <sup>2</sup> )	18		
Private industry .....	78	17.51	-	- - -	-	-	-	-	-	-	-	-	-	-	3	14	21	9	18	6	14	6	-	8	-	-	-	1	-		
State and local government .....	260	18.15	15.42	14.64 - 20.54	-	-	-	-	-	-	-	-	1	1	7	25	35	1	2	1	-	3	-	1	-	-	-	-	24		
Hospitals .....	258	18.96	15.82	15.17 - 22.60	-	-	-	-	-	-	-	-	1	1	2	21	26	3	6	2	4	5	-	3	-	-	( <sup>2</sup> )	-	24		
Private industry .....	78	17.51	-	- - -	-	-	-	-	-	-	-	-	-	-	3	14	21	9	18	6	14	6	-	8	-	-	1	-	-		
<b>Material Movement and Custodial Occupations</b>																															
<b>Guards</b>																															
Level I .....	15,343	8.70	8.47	7.20 - 10.01	-	1	6	14	19	20	15	12	6	6	1	1	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	13,353	8.68	8.46	7.16 - 9.99	-	1	6	14	19	20	15	12	6	5	1	1	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	1,990	8.86	8.51	7.32 - 10.46	-	-	6	13	18	18	15	11	6	9	1	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	
Hospitals .....	13,400	8.84	8.57	7.44 - 10.13	-	( <sup>2</sup> )	5	13	18	22	16	12	7	6	2	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	11,535	8.84	8.60	7.47 - 10.08	-	( <sup>2</sup> )	5	13	18	22	16	12	7	5	2	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	1,865	8.84	8.39	7.29 - 10.50	-	-	7	13	19	20	13	11	7	10	1	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	6,570	11.22	11.31	9.30 - 13.24	-	-	-	2	11	9	10	13	15	12	18	3	4	1	( <sup>2</sup> )												
Private industry .....	4,271	11.18	11.16	9.62 - 12.62	-	-	-	1	5	10	13	17	16	18	11	5	2	1	( <sup>2</sup> )												
Hospitals .....	6,484	11.23	11.33	9.29 - 13.24	-	-	-	2	11	9	10	13	15	12	19	3	4	1	( <sup>2</sup> )												
Private industry .....	4,215	11.18	11.16	9.62 - 12.64	-	-	-	1	6	10	13	17	16	18	12	5	2	1	( <sup>2</sup> )												
Janitors .....	185,170	7.16	6.65	5.40 - 8.43	4	11	24	18	14	11	6	7	3	2	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	148,564	7.11	6.64	5.43 - 8.28	4	9	24	19	15	11	6	5	3	2	2	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	36,606	7.36	6.74	5.38 - 9.40	( <sup>2</sup> )	16	25	12	9	10	6	15	5	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hospitals .....	120,815	7.59	7.15	5.72 - 9.02	1	8	21	17	15	12	8	9	4	3	2	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	87,912	7.73	7.34	6.00 - 9.00	2	5	18	19	17	14	9	7	3	3	2	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	32,703	7.19	6.40	5.25 - 9.08	( <sup>2</sup> )	17	27	13	9	8	5	14	5	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Material Handling Laborers .....	1,392	8.94	8.73	7.72 - 9.93	-	-	3	9	18	27	20	11	7	4	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	1,229	9.00	8.73	7.80 - 9.94	-	-	2	8	18	27	21	12	6	5	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hospitals .....	1,319	9.02	8.80	7.92 - 10.03	-	-	3	9	16	27	20	12	7	4	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	1,162	9.09	8.86	7.96 - 10.10	-	-	2	7	15	27	22	13	6	5	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Shipping/Receiving Clerks .....	2,591	8.84	8.64	7.43 - 9.94	-	2	4	10	21	20	19	10	7	4	3	1	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	2,259	8.92	8.75	7.43 - 10.16	-	2	4	9	22	18	19	9	8	5	3	1	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	332	8.23	8.31	7.28 - 9.23	-	-	7	16	16	31	17	12	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hospitals .....	2,296	8.78	8.62	7.33 - 9.88	-	2	5	11	21	18	20	10	6	4	3	1	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	1,967	8.86	8.73	7.36 - 10.08	-	2	4	10	22	17	20	10	7	4	3	1	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	309	8.23	8.28	7.20 - 9.23	-	-	7	17	16	28	19	13	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Truckdrivers																															
Light Truck .....	2,207	8.80	8.57	7.50 - 9.92	( <sup>2</sup> )	-	4	10	22	23	17	8	10	4	1	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	2,002	8.91	8.74	7.55 - 9.97	( <sup>2</sup> )	-	4	9	22	22	18	8	11	4	1	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hospitals .....	1,052	8.52	8.21	7.33 - 9.49	( <sup>2</sup> )	-	8	11	26	20	16	4	10	4	1	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	852	8.70	8.49	7.37 - 9.88	( <sup>2</sup> )	-	7	9	27	17	18	5	12	4	1	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Medium Truck .....	1,323	12.87	13.82	12.25 - 13.82	-	-	2	1	3	6	3	3	5	7	50	6	12	1	-	-	( <sup>2</sup> )	( <sup>2</sup> )	1	-	-	-	-	-	-	-	
Hospitals .....	547	11.97	12.58	10.50 - 13.71	-	-	5	2	8	5	3	4	12	16	22	15	2	3	-	-	( <sup>2</sup> )	( <sup>2</sup> )	1	1	2	-	-	-	-	-	
Private industry .....	256	10.98	11.16	7.57 - 12.69	-	-	12	3	13	9	5	8	15	12	5	2	5	7	-	-	( <sup>2</sup> )	( <sup>2</sup> )	1	4	-	-	-	-	-	-	

See footnotes at end of table.

**Table A-7. Health services: Pay distributions, maintenance, toolroom, material movement, and custodial occupations, United States, September 1994 — Continued**

Occupation and level	Number of workers	Hourly earnings (in dollars) <sup>1</sup>			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 - 6.00	6.00 - 7.00	7.00 - 8.00	8.00 - 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 - 25.00	25.00 and over			
Warehouse Specialists .....	2,434	\$10.01	\$10.04	\$7.80 - \$11.70	-	1	3	9	15	10	11	15	16	8	4	5	( <sup>2</sup> )	1	1	2	-	-	-	-	-	-	-	-	-	-
Private industry .....	1,688	9.98	9.76	7.98 - 11.49	-	1	4	9	14	12	12	17	15	4	2	7	( <sup>2</sup> )	( <sup>2</sup> )	1	3	-	-	-	-	-	-	-	-	-	-
State and local government .....	746	10.07	10.51	7.44 - 12.02	-	-	2	7	19	6	10	11	18	17	8	1	( <sup>2</sup> )	1	-	-	-	-	-	-	-	-	-	-	-	
Hospitals .....	2,090	10.13	10.30	7.99 - 11.70	-	1	4	9	11	11	11	16	17	8	3	6	( <sup>2</sup> )	1	1	3	-	-	-	-	-	-	-	-	-	
Private industry .....	1,521	10.04	9.87	7.88 - 11.70	-	2	4	10	14	12	10	17	15	4	2	7	( <sup>2</sup> )	1	1	3	-	-	-	-	-	-	-	-	-	
State and local government .....	569	10.39	10.72	9.07 - 12.02	-	-	3	9	4	8	12	14	24	19	4	1	( <sup>2</sup> )	1	-	3	-	-	-	-	-	-	-	-	-	

<sup>1</sup> 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.

<sup>2</sup> Less than 0.5 percent.

<sup>3</sup> Workers were distributed as follows: 6 percent at \$25 and under \$26; 6 percent at \$26 and under \$27; and 12 percent at \$28 and under \$29.

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 industry or industry levels may include data for categories not shown separately.

**Table B-1. Average weekly pay by size of establishment, professional and administrative occupations, United States, September 1994**

Occupation and level	All establishments		Less than 500 workers		500 - 999 workers		1000 - 2499 workers		2500 workers or more	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
<b>Professional Occupations</b>										
<b>Accountants</b>										
Level I .....	\$498	\$490	\$471	\$462	\$490	\$485	\$521	\$519	\$519	\$514
Private industry .....	494	487	472	464	500	496	523	519	515	509
Goods producing .....	515	510	491	481	524	536	546	555	561	564
Manufacturing .....	506	500	481	474	515	519	544	552	542	550
Service producing .....	484	481	462	460	488	481	513	508	503	499
Transportation and utilities .....	498	481	460	442	484	481	551	547	573	582
State and local government .....	510	504	-	-	435	428	508	522	522	527
Level II .....	601	593	583	577	603	598	619	612	624	617
Private industry .....	604	595	586	577	606	600	621	612	649	632
Goods producing .....	627	617	599	595	627	631	649	646	711	688
Manufacturing .....	627	618	600	595	624	625	648	644	702	678
Service producing .....	591	582	578	575	593	588	610	601	613	600
Transportation and utilities .....	618	605	592	577	601	587	671	655	714	708
State and local government .....	582	575	525	502	566	552	605	604	594	590
Level III .....	767	760	764	760	776	766	774	764	763	751
Private industry .....	774	765	766	760	778	766	777	768	796	779
Goods producing .....	786	777	771	769	789	777	802	796	832	815
Manufacturing .....	785	776	771	769	784	769	800	792	822	808
Service producing .....	763	750	761	750	767	750	780	749	768	750
Transportation and utilities .....	796	779	763	745	784	766	832	818	867	880
State and local government .....	733	720	730	715	761	752	752	747	728	715
Level IV .....	988	973	995	979	999	977	992	976	972	960
Private industry .....	1,003	984	1,001	984	1,004	981	993	978	1,014	996
Goods producing .....	1,021	1,001	1,011	1,000	1,019	1,000	1,025	1,006	1,048	1,026
Manufacturing .....	1,007	992	997	981	1,005	986	1,022	1,004	1,018	1,007
Service producing .....	985	966	990	971	987	962	970	951	984	971
Transportation and utilities .....	1,006	992	993	969	982	974	994	990	1,061	1,088
State and local government .....	922	927	853	839	944	942	978	970	923	927
Level V .....	1,286	1,250	1,330	1,315	1,274	1,231	1,280	1,242	1,254	1,223
Private industry .....	1,298	1,266	1,330	1,315	1,274	1,232	1,282	1,242	1,286	1,260
Goods producing .....	1,301	1,292	1,284	1,300	1,284	1,244	1,308	1,298	1,330	1,303
Manufacturing .....	1,281	1,268	1,249	1,258	1,273	1,243	1,302	1,295	1,305	1,291
Service producing .....	1,295	1,250	1,366	1,320	1,263	1,221	1,263	1,220	1,245	1,226
Transportation and utilities .....	1,276	1,243	1,280	1,219	1,237	1,209	1,308	1,279	1,276	1,271
State and local government .....	1,149	1,175	-	-	-	-	-	-	1,145	1,175
Level VI .....	1,612	1,587	-	-	-	-	1,570	1,558	1,586	1,542
Private industry .....	1,644	1,607	-	-	-	-	1,570	1,558	1,647	1,595
Goods producing .....	1,686	1,635	-	-	-	-	1,589	1,548	1,722	1,671
Manufacturing .....	1,642	1,609	-	-	-	-	-	-	1,675	1,648
Service producing .....	1,594	1,569	-	-	-	-	1,544	1,560	1,558	1,519
Transportation and utilities .....	1,670	1,685	-	-	-	-	-	-	-	-

See note at end of table.

**Table B-1. Average weekly pay by size of establishment, professional and administrative occupations, United States, September 1994 — Continued**

Occupation and level	All establishments		Less than 500 workers		500 - 999 workers		1000 - 2499 workers		2500 workers or more	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
<b>Accountants, Public</b>										
Level I .....	\$570	\$558	\$548	\$542	-	-	-	-	-	-
Private industry .....	570	558	548	542	-	-	-	-	-	-
Service producing .....	570	558	548	542	-	-	-	-	-	-
Level II .....	614	600	604	596	-	-	-	-	-	-
Private industry .....	614	600	604	596	-	-	-	-	-	-
Service producing .....	614	600	604	596	-	-	-	-	-	-
Level III .....	713	692	698	683	-	-	-	-	-	-
Private industry .....	713	692	698	683	-	-	-	-	-	-
Service producing .....	713	692	698	683	-	-	-	-	-	-
Level IV .....	967	929	944	911	-	-	-	-	-	-
Private industry .....	967	929	944	911	-	-	-	-	-	-
Service producing .....	967	929	944	911	-	-	-	-	-	-
<b>Attorneys</b>										
Level I .....	713	694	721	694	-	-	\$753	\$726	\$707	\$699
Private industry .....	768	702	-	-	-	-	-	-	-	-
Service producing .....	744	692	-	-	-	-	-	-	-	-
State and local government .....	692	694	-	-	-	-	696	673	694	703
Level II .....	944	930	955	950	\$986	\$1,003	1,058	1,006	888	862
Private industry .....	1,049	1,011	985	962	1,015	1,014	1,058	1,014	1,100	1,087
Goods producing .....	1,142	1,058	-	-	-	-	-	-	-	-
Service producing .....	1,034	994	986	962	986	998	1,144	1,107	1,036	1,032
Transportation and utilities .....	1,108	1,098	-	-	-	-	1,082	-	-	-
State and local government .....	860	837	839	808	936	906	895	882	849	826
Level III .....	1,241	1,208	1,304	1,276	1,344	1,350	1,302	1,254	1,170	1,128
Private industry .....	1,368	1,346	1,329	1,308	1,402	1,409	1,378	1,346	1,396	1,375
Goods producing .....	1,474	1,484	1,399	1,346	-	-	1,469	1,428	1,514	1,494
Manufacturing .....	1,466	1,484	-	-	-	-	1,469	1,428	1,514	1,494
Service producing .....	1,343	1,310	1,316	1,273	1,345	1,311	1,460	1,425	1,466	1,459
Transportation and utilities .....	1,366	1,360	1,399	-	1,259	-	1,359	1,333	1,365	1,327
State and local government .....	1,091	1,049	1,142	1,055	1,209	1,160	1,339	1,337	1,416	1,432
Level IV .....	1,568	1,571	1,674	1,653	1,664	1,633	1,670	1,620	1,488	1,433
Private industry .....	1,720	1,679	1,674	1,653	1,685	1,634	1,694	1,635	1,790	1,767
Goods producing .....	1,800	1,763	1,790	1,795	1,720	1,658	1,774	1,731	1,864	1,901
Manufacturing .....	1,789	1,745	-	-	1,734	1,658	1,771	1,725	1,836	1,872
Service producing .....	1,691	1,650	1,650	1,635	1,661	1,595	1,668	1,615	1,759	1,721
Transportation and utilities .....	1,691	1,692	-	-	1,579	1,538	1,642	1,606	1,803	1,815
State and local government .....	1,331	1,327	-	-	1,541	1,420	1,521	1,527	1,308	1,303
Level V .....	1,925	1,871	2,175	2,095	2,128	2,020	2,091	2,065	1,788	1,574
Private industry .....	2,154	2,098	2,195	2,115	2,132	2,038	2,098	2,072	2,181	2,138
Goods producing .....	2,139	2,093	-	-	-	-	2,076	2,053	2,198	2,153
Manufacturing .....	2,126	2,077	-	-	-	-	2,070	2,038	2,167	2,127
Service producing .....	2,164	2,113	2,170	2,095	2,212	2,080	2,112	2,119	2,170	2,129
Transportation and utilities .....	2,092	2,055	-	-	-	-	2,103	2,093	2,282	-

See note at end of table.

**Table B-1. Average weekly pay by size of establishment, professional and administrative occupations, United States, September 1994 — Continued**

Occupation and level	All establishments		Less than 500 workers		500 - 999 workers		1000 - 2499 workers		2500 workers or more	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
<b>Attorneys—Continued</b>										
Level VI .....	\$2,314	\$2,313	-	-	-	-	\$2,657	\$2,564	\$2,124	\$1,759
Private industry .....	2,681	2,614	-	-	-	-	2,662	2,596	2,637	2,587
Goods producing .....	2,650	2,627	-	-	-	-	-	-	-	-
Manufacturing .....	2,654	2,628	-	-	-	-	-	-	-	-
Service producing .....	2,708	2,587	-	-	-	-	-	-	-	-
<b>Engineers</b>										
Level I .....	656	655	\$620	\$615	\$665	\$673	693	693	684	692
Private industry .....	659	660	619	615	667	673	699	695	709	712
Goods producing .....	673	680	621	614	666	673	703	697	713	715
Manufacturing .....	676	683	629	614	665	669	703	697	712	715
Service producing .....	634	631	618	616	672	675	683	685	688	700
Transportation and utilities .....	703	704	687	724	690	692	714	707	714	709
State and local government .....	627	626	-	-	-	-	620	626	629	626
Level II .....	767	763	731	722	773	771	800	791	786	780
Private industry .....	768	764	728	721	774	772	801	792	797	787
Goods producing .....	772	769	727	715	776	775	794	786	799	787
Manufacturing .....	772	770	727	712	772	773	793	786	798	787
Service producing .....	757	747	730	730	764	757	818	812	783	770
Transportation and utilities .....	811	808	772	788	793	780	870	862	790	778
State and local government .....	761	751	798	761	758	751	779	789	754	739
Level III .....	902	890	889	876	894	888	924	910	905	893
Private industry .....	904	889	889	875	895	888	923	909	911	892
Goods producing .....	901	885	888	871	889	885	915	901	908	888
Manufacturing .....	900	885	886	871	886	882	915	900	907	887
Service producing .....	912	907	891	886	925	905	950	957	934	932
Transportation and utilities .....	959	957	917	910	977	965	992	1,002	956	955
State and local government .....	890	894	887	880	876	870	929	918	887	894
Level IV .....	1,094	1,084	1,098	1,088	1,108	1,097	1,106	1,098	1,082	1,069
Private industry .....	1,099	1,089	1,100	1,090	1,110	1,098	1,105	1,099	1,090	1,080
Goods producing .....	1,094	1,082	1,107	1,095	1,110	1,095	1,085	1,074	1,086	1,074
Manufacturing .....	1,091	1,079	1,103	1,092	1,103	1,092	1,081	1,071	1,085	1,073
Service producing .....	1,113	1,111	1,092	1,080	1,110	1,107	1,158	1,162	1,125	1,132
Transportation and utilities .....	1,130	1,135	1,071	1,040	1,145	1,143	-	-	1,134	1,143
State and local government .....	1,045	1,053	1,049	1,040	1,064	1,061	1,112	1,073	1,035	1,053
Level V .....	1,314	1,298	1,332	1,320	1,339	1,322	1,315	1,298	1,298	1,283
Private industry .....	1,320	1,306	1,335	1,321	1,341	1,325	1,316	1,299	1,308	1,297
Goods producing .....	1,315	1,300	1,358	1,346	1,340	1,322	1,295	1,277	1,305	1,293
Manufacturing .....	1,307	1,294	1,330	1,327	1,324	1,308	1,291	1,272	1,303	1,292
Service producing .....	1,335	1,325	1,312	1,298	1,342	1,336	1,379	1,382	1,344	1,330
Transportation and utilities .....	1,323	1,327	1,283	1,254	-	-	1,303	1,289	1,319	1,319
State and local government .....	1,216	1,213	1,214	1,233	1,255	1,259	1,305	1,274	1,204	1,213

See note at end of table.

**Table B-1. Average weekly pay by size of establishment, professional and administrative occupations, United States, September 1994 — Continued**

Occupation and level	All establishments		Less than 500 workers		500 - 999 workers		1000 - 2499 workers		2500 workers or more	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
<b>Engineers—Continued</b>										
Level VI .....	\$1,565	\$1,552	\$1,563	\$1,545	\$1,593	\$1,576	\$1,562	\$1,540	\$1,558	\$1,552
Private industry .....	1,575	1,559	1,563	1,544	1,600	1,578	1,561	1,539	1,579	1,570
Goods producing .....	1,577	1,562	1,602	1,573	1,613	1,585	1,538	1,521	1,578	1,572
Manufacturing .....	1,568	1,555	1,566	1,538	1,588	1,565	1,532	1,516	1,576	1,571
Service producing .....	1,568	1,549	1,536	1,531	1,564	1,547	1,632	1,624	1,587	1,538
Transportation and utilities .....	1,575	1,554	1,525	1,434	1,633	1,637	1,632	1,607	1,535	1,515
State and local government .....	1,326	1,329	-	-	-	-	-	-	1,314	1,328
Level VII .....	1,798	1,773	1,765	1,728	1,808	1,773	1,819	1,789	1,794	1,778
Private industry .....	1,807	1,776	1,765	1,728	1,808	1,773	1,817	1,788	1,817	1,793
Goods producing .....	1,814	1,779	1,860	1,788	1,790	1,763	1,795	1,748	1,823	1,797
Manufacturing .....	1,801	1,773	1,787	1,766	1,739	1,693	1,794	1,748	1,819	1,796
Service producing .....	1,787	1,763	1,709	1,680	-	-	1,900	1,875	-	-
Transportation and utilities .....	1,870	1,866	-	-	-	-	-	-	-	-
Level VIII .....	2,162	2,108	-	-	-	-	2,232	2,163	2,173	2,108
Private industry .....	2,169	2,109	-	-	-	-	2,232	2,163	2,185	2,115
Goods producing .....	2,203	2,136	-	-	-	-	-	-	2,186	2,115
Manufacturing .....	2,187	2,130	-	-	-	-	-	-	2,182	2,113
Service producing .....	2,041	1,960	-	-	-	-	-	-	-	-
<b>Registered Nurses</b>										
Level I .....	585	577	574	558	-	-	587	586	593	556
Private industry .....	590	572	579	560	623	626	-	-	651	608
Goods producing .....	653	645	-	-	-	-	-	-	-	-
Manufacturing .....	653	645	-	-	-	-	-	-	-	-
Service producing .....	589	571	579	560	-	-	-	-	-	-
State and local government .....	576	581	515	489	-	-	583	614	573	608
Level II .....	710	692	629	619	667	654	720	714	762	748
Private industry .....	711	691	636	623	668	649	716	708	774	759
Goods producing .....	702	704	658	645	642	650	713	706	755	755
Manufacturing .....	702	706	658	645	641	642	713	706	754	755
Service producing .....	711	691	636	623	668	649	716	708	774	759
Transportation and utilities .....	803	850	-	-	-	-	-	-	729	-
State and local government .....	705	696	597	588	664	668	752	752	737	725
Level II Specialists .....	777	763	736	724	762	733	808	786	761	752
Private industry .....	762	748	760	760	763	732	780	760	743	725
Service producing .....	762	748	760	760	763	732	780	760	743	725
State and local government .....	837	843	688	660	-	-	-	-	809	795
Level III .....	927	905	811	806	806	812	928	904	957	933
Private industry .....	960	933	836	808	879	870	925	904	1,007	982
Service producing .....	960	933	834	808	879	870	925	904	1,007	982
State and local government .....	878	874	766	749	706	650	937	889	895	888
Level III Anesthetists .....	1,467	1,423	1,353	1,346	-	-	1,469	1,464	1,569	1,550
Private industry .....	1,464	1,400	-	-	-	-	1,470	1,464	1,601	1,594
Service producing .....	1,464	1,400	-	-	-	-	1,470	1,464	1,601	1,594
State and local government .....	1,489	1,514	-	-	-	-	-	-	1,499	1,540

See note at end of table.

**Table B-1. Average weekly pay by size of establishment, professional and administrative occupations, United States, September 1994 — Continued**

Occupation and level	All establishments		Less than 500 workers		500 - 999 workers		1000 - 2499 workers		2500 workers or more	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
	<b>Registered Nurses—Continued</b>									
Level IV .....	\$1,007	\$970	-	-	-	-	-	-	\$1,002	\$960
Private industry .....	982	946	-	-	-	-	-	-	-	-
Service producing .....	982	946	-	-	-	-	-	-	-	-
State and local government .....	1,041	1,021	-	-	-	-	-	-	1,043	1,021
<b>Administrative Occupations</b>										
<b>Budget Analysts</b>										
Level I .....	557	548	-	-	-	-	-	-	568	564
Private industry .....	531	526	-	-	-	-	-	-	537	533
Service producing .....	530	519	-	-	-	-	-	-	-	-
Level II .....	624	608	\$593	\$577	\$576	\$569	\$620	\$613	642	620
Private industry .....	619	605	594	577	578	560	622	617	645	625
Goods producing .....	635	618	-	-	-	-	-	-	-	-
Manufacturing .....	630	616	-	-	-	-	-	-	-	-
Service producing .....	612	599	577	561	579	560	626	611	638	622
Transportation and utilities .....	623	609	-	-	-	-	-	-	-	-
State and local government .....	632	612	-	-	-	-	609	601	640	616
Level III .....	820	810	764	756	798	794	838	823	831	837
Private industry .....	806	790	768	769	811	808	839	823	808	787
Goods producing .....	835	817	-	-	-	-	-	-	-	-
Manufacturing .....	827	814	-	-	-	-	-	-	-	-
Service producing .....	789	769	756	756	766	775	826	806	804	792
Transportation and utilities .....	822	804	-	-	-	-	-	-	871	870
State and local government .....	833	847	-	-	758	748	833	799	840	856
Level IV .....	933	931	-	-	966	958	915	922	940	934
Private industry .....	918	915	-	-	943	931	911	922	924	910
Goods producing .....	931	922	-	-	-	-	-	-	-	-
Manufacturing .....	909	920	-	-	-	-	-	-	977	963
Service producing .....	906	904	-	-	-	-	-	-	1,027	-
Transportation and utilities .....	1,000	978	-	-	-	-	-	-	966	981
State and local government .....	972	980	-	-	-	-	958	-	-	-
<b>Buyers/Contracting Specialists</b>										
Level I .....	502	498	478	471	504	499	520	522	532	531
Private industry .....	507	500	481	473	512	499	524	525	571	562
Goods producing .....	518	510	482	475	532	519	586	588	621	598
Manufacturing .....	516	510	480	475	531	517	585	587	619	598
Service producing .....	493	485	480	468	488	482	488	496	532	529
Transportation and utilities .....	514	490	-	-	-	-	-	-	-	-
State and local government .....	482	475	421	380	475	475	495	485	492	487
Level II .....	642	636	632	626	660	646	662	654	644	640
Private industry .....	647	638	632	625	661	646	672	666	679	672
Goods producing .....	649	644	630	625	669	658	694	693	695	691
Manufacturing .....	647	642	628	623	666	656	693	692	692	688
Service producing .....	644	629	638	628	640	624	647	618	657	645
Transportation and utilities .....	675	663	668	658	619	592	757	792	701	693
State and local government .....	609	613	639	641	642	650	620	628	593	599

See note at end of table.

**Table B-1. Average weekly pay by size of establishment, professional and administrative occupations, United States, September 1994 — Continued**

Occupation and level	All establishments		Less than 500 workers		500 - 999 workers		1000 - 2499 workers		2500 workers or more	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
<b>Buyers/Contracting Specialists—Continued</b>										
Level III .....	\$858	\$846	\$852	\$834	\$861	\$854	\$872	\$869	\$857	\$841
Private industry .....	865	849	853	835	862	856	873	870	876	855
Goods producing .....	865	846	850	829	862	856	884	876	874	850
Manufacturing .....	862	846	846	827	860	854	884	875	871	850
Service producing .....	867	865	877	869	864	861	842	860	880	869
Transportation and utilities .....	911	922	867	869	854	856	916	927	944	981
State and local government .....	770	763	-	-	821	822	856	843	750	748
Level IV .....	1,024	1,005	1,063	1,077	1,030	1,012	1,021	1,004	1,014	990
Private industry .....	1,027	1,006	1,063	1,077	1,030	1,012	1,018	1,001	1,020	994
Goods producing .....	1,024	1,000	1,076	1,081	1,045	1,035	1,016	1,000	1,009	975
Manufacturing .....	1,013	995	1,070	1,078	1,031	1,019	1,014	997	995	970
Service producing .....	1,039	1,029	-	-	-	-	1,026	1,033	1,078	1,079
Transportation and utilities .....	1,040	1,033	-	-	-	-	-	-	1,106	1,114
State and local government .....	966	961	-	-	-	-	-	-	934	915
<b>Computer Programmers</b>										
Level I .....	530	524	517	510	506	500	565	575	538	548
Private industry .....	539	534	517	510	510	500	573	577	571	564
Goods producing .....	557	533	531	502	-	-	621	597	-	-
Manufacturing .....	552	524	531	510	-	-	589	587	-	-
Service producing .....	533	536	515	510	516	500	563	577	555	558
Transportation and utilities .....	551	556	478	460	-	-	581	575	588	582
State and local government .....	478	468	-	-	-	-	482	500	480	470
Level II .....	616	615	598	596	599	595	632	635	631	629
Private industry .....	624	617	600	596	604	597	640	635	659	654
Goods producing .....	643	635	595	596	612	606	668	655	701	704
Manufacturing .....	641	635	593	596	608	600	663	654	701	702
Service producing .....	617	615	601	596	597	587	633	634	635	630
Transportation and utilities .....	651	651	619	630	598	583	-	-	675	665
State and local government .....	575	570	576	579	546	542	566	552	578	577
Level III .....	743	736	741	731	732	718	742	731	750	746
Private industry .....	749	741	743	733	736	725	744	730	769	762
Goods producing .....	755	754	719	721	729	730	801	808	809	807
Manufacturing .....	753	750	713	712	728	730	802	808	807	805
Service producing .....	746	737	750	740	741	716	726	715	759	754
Transportation and utilities .....	772	768	733	729	804	777	763	773	-	-
State and local government .....	717	707	689	698	692	690	732	740	718	705
Level IV .....	882	865	908	900	875	848	881	865	872	854
Private industry .....	884	865	909	900	875	848	877	859	876	855
Goods producing .....	857	839	912	878	855	839	895	865	846	832
Manufacturing .....	856	839	909	870	855	837	894	864	846	832
Service producing .....	893	880	908	904	883	863	874	858	896	888
Transportation and utilities .....	946	950	-	-	-	-	-	-	-	-
State and local government .....	854	871	-	-	-	-	944	964	832	843

See note at end of table.

**Table B-1. Average weekly pay by size of establishment, professional and administrative occupations, United States, September 1994 — Continued**

Occupation and level	All establishments		Less than 500 workers		500 - 999 workers		1000 - 2499 workers		2500 workers or more	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
<b>Computer Programmers—Continued</b>										
Level V .....	\$1,027	\$1,005	-	-	-	-	\$1,023	\$1,006	\$1,003	\$985
Private industry .....	1,027	1,006	-	-	-	-	-	-	1,004	988
Service producing .....	1,059	1,047	-	-	-	-	-	-	-	-
State and local government .....	1,004	976	-	-	-	-	-	-	-	-
<b>Computer Systems Analysts</b>										
Level I .....	746	739	\$737	\$735	\$735	\$719	761	750	750	745
Private industry .....	754	747	738	736	743	721	763	751	771	762
Goods producing .....	768	763	753	764	734	719	795	780	786	785
Manufacturing .....	764	761	752	764	732	719	795	780	777	779
Service producing .....	749	741	733	731	748	731	751	741	766	754
Transportation and utilities .....	808	792	716	692	758	742	-	-	830	822
State and local government .....	699	689	679	650	617	604	739	708	700	694
Level II .....	892	885	884	873	876	860	901	892	896	897
Private industry .....	892	881	885	873	875	857	906	894	897	890
Goods producing .....	912	898	917	902	880	856	933	921	915	915
Manufacturing .....	909	895	916	898	875	856	932	919	911	912
Service producing .....	886	877	877	865	872	860	897	888	882	884
Transportation and utilities .....	929	922	856	848	894	891	963	964	931	916
State and local government .....	889	920	854	852	899	870	849	853	-	-
Level III .....	1,049	1,038	1,047	1,038	1,043	1,037	1,054	1,038	1,050	1,038
Private industry .....	1,056	1,042	1,047	1,038	1,044	1,037	1,057	1,039	1,065	1,050
Goods producing .....	1,084	1,070	1,057	1,033	1,053	1,056	1,092	1,079	1,096	1,087
Manufacturing .....	1,081	1,067	1,052	1,029	1,048	1,053	1,091	1,077	1,092	1,084
Service producing .....	1,045	1,036	1,045	1,038	1,041	1,027	1,045	1,030	1,048	1,038
Transportation and utilities .....	1,102	1,100	1,022	998	1,054	1,080	1,125	1,106	1,125	1,123
State and local government .....	973	1,019	-	-	-	-	971	985	970	1,019
Level IV .....	1,254	1,242	1,246	1,248	1,253	1,232	1,251	1,231	1,258	1,246
Private industry .....	1,256	1,245	1,246	1,248	1,253	1,232	1,252	1,231	1,263	1,251
Goods producing .....	1,269	1,260	-	-	-	-	1,247	1,227	1,288	1,276
Manufacturing .....	1,261	1,254	-	-	-	-	1,243	1,223	1,281	1,273
Service producing .....	1,249	1,239	1,253	1,253	1,260	1,248	1,253	1,232	1,239	1,230
Transportation and utilities .....	1,314	1,302	-	-	-	-	1,354	1,350	-	-
State and local government .....	1,167	1,119	-	-	-	-	-	-	1,167	1,119
Level V .....	1,492	1,469	-	-	-	-	-	-	1,492	1,479
Private industry .....	1,492	1,469	-	-	-	-	-	-	1,492	1,479
Goods producing .....	1,510	1,501	-	-	-	-	-	-	-	-
Manufacturing .....	1,502	1,494	-	-	-	-	-	-	-	-
Service producing .....	1,486	1,465	-	-	-	-	-	-	-	-
<b>Computer Systems Analyst Supervisors/Managers</b>										
Level I .....	1,129	1,123	1,125	1,115	1,144	1,135	1,174	1,171	1,106	1,096
Private industry .....	1,143	1,136	1,126	1,115	1,145	1,136	1,180	1,174	1,129	1,125
Goods producing .....	1,234	1,212	1,219	1,205	1,167	1,177	1,266	1,275	-	-
Manufacturing .....	1,230	1,205	1,218	1,205	1,165	1,177	1,268	1,277	-	-
Service producing .....	1,123	1,117	1,103	1,096	1,137	1,115	1,154	1,157	1,113	1,112
Transportation and utilities .....	1,214	1,231	-	-	-	-	1,239	1,257	1,208	1,218
State and local government .....	1,072	1,070	-	-	-	-	1,113	1,084	1,067	1,070

See note at end of table.

**Table B-1. Average weekly pay by size of establishment, professional and administrative occupations, United States, September 1994 — Continued**

Occupation and level	All establishments		Less than 500 workers		500 - 999 workers		1000 - 2499 workers		2500 workers or more	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
<b>Computer Systems Analyst Supervisors/Managers—Continued</b>										
Level II .....	\$1,326	\$1,312	\$1,338	\$1,338	\$1,312	\$1,310	\$1,349	\$1,320	\$1,313	\$1,298
Private industry .....	1,333	1,319	1,338	1,338	1,312	1,308	1,349	1,319	1,328	1,310
Goods producing .....	1,399	1,394	1,380	1,411	1,370	1,333	1,420	1,420	1,400	1,378
Manufacturing .....	1,388	1,391	-	-	-	-	1,420	1,420	1,378	1,362
Service producing .....	1,319	1,308	1,327	1,335	1,305	1,305	-	1,333	1,301	1,302
Transportation and utilities .....	1,435	1,425	-	-	-	-	1,504	1,488	1,413	1,393
State and local government .....	1,227	1,190	-	-	-	-	-	-	1,217	1,178
Level III .....	1,592	1,593	1,553	1,567	1,616	1,628	1,581	1,560	1,605	1,592
Private industry .....	1,594	1,593	1,553	1,567	1,616	1,628	1,581	1,559	1,611	1,592
Goods producing .....	1,613	1,605	-	-	-	-	-	-	1,668	1,625
Manufacturing .....	1,586	1,592	-	-	-	-	-	-	1,625	1,592
Service producing .....	1,586	1,592	-	-	-	-	1,581	1,546	1,587	1,581
Transportation and utilities .....	1,609	1,607	-	-	-	-	-	-	-	-
Level IV .....	1,892	1,812	-	-	-	-	-	-	-	-
<b>Personnel Specialists</b>										
Level I .....	497	481	473	471	484	480	520	510	517	515
Private industry .....	491	480	472	471	475	480	514	503	529	519
Goods producing .....	497	480	473	480	-	-	565	558	569	542
Manufacturing .....	493	480	-	-	-	-	-	-	-	-
Service producing .....	488	481	471	459	464	453	501	489	519	510
Transportation and utilities .....	507	492	-	-	-	-	-	-	-	-
State and local government .....	511	510	-	-	-	-	545	556	508	510
Level II .....	588	577	558	551	590	582	608	590	632	616
Private industry .....	584	575	559	552	590	580	608	591	647	628
Goods producing .....	605	595	564	556	607	601	683	686	726	695
Manufacturing .....	601	587	559	545	605	596	684	690	713	689
Service producing .....	573	567	556	550	579	577	584	569	616	609
Transportation and utilities .....	624	615	592	594	619	624	664	657	681	679
State and local government .....	604	584	539	538	589	591	607	586	616	602
Level III .....	768	760	743	736	762	763	779	764	808	808
Private industry .....	765	756	746	738	765	768	782	768	815	802
Goods producing .....	787	769	760	760	771	785	828	808	875	876
Manufacturing .....	784	769	758	756	766	777	829	808	869	872
Service producing .....	751	738	735	721	760	747	763	751	780	769
Transportation and utilities .....	825	824	763	768	841	859	867	859	888	891
State and local government .....	779	787	700	707	729	733	767	738	801	816
Level IV .....	999	992	996	987	1,006	992	1,010	996	993	989
Private industry .....	1,006	994	999	989	1,006	992	1,013	997	1,015	1,003
Goods producing .....	1,017	1,002	985	966	1,018	997	1,047	1,033	1,070	1,060
Manufacturing .....	1,013	1,000	982	962	1,011	992	1,047	1,033	1,060	1,056
Service producing .....	996	981	1,011	1,000	992	975	987	971	972	963
Transportation and utilities .....	1,023	1,000	1,034	1,000	1,004	995	1,030	1,022	1,018	999
State and local government .....	953	956	904	884	1,006	1,000	980	968	945	940

See note at end of table.

Table B-1. Average weekly pay by size of establishment, professional and administrative occupations, United States, September 1994 — Continued

Occupation and level	All establishments		Less than 500 workers		500 - 999 workers		1000 - 2499 workers		2500 workers or more	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
<b>Personnel Specialists—Continued</b>										
Level V .....	\$1,295	\$1,275	\$1,330	\$1,308	\$1,291	\$1,288	\$1,303	\$1,271	\$1,264	\$1,242
Private industry .....	1,302	1,283	1,330	1,308	1,291	1,288	1,303	1,271	1,281	1,252
Goods producing .....	1,320	1,298	1,329	1,357	1,296	1,288	1,326	1,283	1,325	1,297
Manufacturing .....	1,314	1,290	1,323	1,357	1,284	1,269	1,324	1,283	1,319	1,292
Service producing .....	1,277	1,253	1,331	1,293	1,280	1,288	1,264	1,250	1,218	1,211
Transportation and utilities .....	1,295	1,277	1,383	1,284	-	-	1,354	1,346	1,201	1,185
State and local government .....	1,186	1,183	-	-	-	-	-	-	1,180	1,177
Level VI .....	1,670	1,641	-	-	-	-	1,622	1,600	1,653	1,641
Private industry .....	1,676	1,642	-	-	-	-	1,622	1,600	1,664	1,649
Goods producing .....	1,682	1,654	-	-	-	-	-	-	-	-
Manufacturing .....	1,667	1,641	-	-	-	-	-	-	-	-
Service producing .....	1,658	1,604	-	-	-	-	-	-	-	-
<b>Personnel Supervisors/Managers</b>										
Level I .....	1,081	1,073	1,110	1,135	1,005	981	1,107	1,080	1,075	1,071
Private industry .....	1,110	1,096	1,124	1,154	1,016	981	1,110	1,080	1,125	1,122
Goods producing .....	1,127	1,109	-	-	-	-	-	-	1,151	1,139
Manufacturing .....	1,120	1,106	-	-	-	-	-	-	1,151	1,138
Service producing .....	1,092	1,077	1,057	1,115	-	-	1,096	1,050	1,095	1,063
Transportation and utilities .....	1,191	1,154	-	-	-	-	-	-	-	-
State and local government .....	979	983	-	-	-	-	-	-	981	983
Level II .....	1,359	1,351	1,424	1,396	1,366	1,346	1,390	1,369	1,328	1,324
Private industry .....	1,389	1,370	1,422	1,390	1,372	1,346	1,391	1,369	1,386	1,381
Goods producing .....	1,407	1,393	-	-	1,376	1,346	1,403	1,378	1,422	1,419
Manufacturing .....	1,403	1,385	-	-	1,392	1,346	1,403	1,378	1,417	1,419
Service producing .....	1,375	1,362	-	-	1,369	1,362	1,382	1,369	1,362	1,346
Transportation and utilities .....	1,344	1,302	-	-	1,310	1,288	1,356	1,283	1,364	1,362
State and local government .....	1,186	1,186	-	-	-	-	-	-	1,153	1,142
Level III .....	1,711	1,698	-	-	1,800	1,769	1,764	1,757	1,641	1,635
Private industry .....	1,737	1,731	-	-	1,800	1,769	1,769	1,760	1,678	1,656
Goods producing .....	1,741	1,731	-	-	-	-	1,752	1,731	1,705	1,690
Manufacturing .....	1,732	1,724	-	-	-	-	1,758	1,731	1,693	1,679
Service producing .....	1,731	1,721	-	-	-	-	1,784	1,776	1,644	1,635
Transportation and utilities .....	1,746	1,772	-	-	-	-	-	-	-	-
State and local government .....	1,436	1,461	-	-	-	-	-	-	1,397	1,373
Level IV .....	2,176	2,134	-	-	-	-	-	-	2,145	2,125
Private industry .....	2,175	2,133	-	-	-	-	-	-	2,144	2,124
Goods producing .....	2,207	2,154	-	-	-	-	-	-	-	-
Manufacturing .....	2,192	2,131	-	-	-	-	-	-	-	-
Service producing .....	2,097	2,101	-	-	-	-	-	-	-	-

See note at end of table.

**Table B-1. Average weekly pay by size of establishment, professional and administrative occupations, United States, September 1994 — Continued**

Occupation and level	All establishments		Less than 500 workers		500 - 999 workers		1000 - 2499 workers		2500 workers or more	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
<b>Tax Collectors</b>										
Level I .....	\$480	\$509	-	-	-	-	-	-	-	-
State and local government .....	480	509	-	-	-	-	-	-	\$480	\$509
Level II .....	533	537	-	-	-	-	-	-	555	560
State and local government .....	533	537	\$479	\$425	-	-	\$564	\$542	555	560
Level III .....	736	740	-	-	-	-	-	-	-	-
State and local government .....	736	740	680	649	-	-	-	-	-	-

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

Table B-2. Average weekly pay by size of establishment, technical and protective service occupations, United States, September 1994

Occupation and level	All establishments		Less than 500 workers		500 - 999 workers		1000 - 2499 workers		2500 workers or more	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
<b>Technical Occupations</b>										
<b>Computer Operators</b>										
Level I .....	\$348	\$337	\$325	\$317	\$357	\$344	\$361	\$344	\$372	\$357
Private industry .....	347	337	325	317	362	350	353	336	384	372
Goods producing .....	345	337	-	-	-	-	-	-	-	-
Manufacturing .....	345	337	-	-	-	-	-	-	-	-
Service producing .....	347	335	320	312	373	352	351	334	385	372
Transportation and utilities .....	428	454	-	-	-	-	-	-	-	-
State and local government .....	358	330	-	-	-	-	-	-	353	316
Level II .....	433	422	412	403	438	422	437	431	463	455
Private industry .....	434	422	412	404	442	425	437	434	487	476
Goods producing .....	445	426	415	416	458	431	459	454	549	490
Manufacturing .....	445	424	414	416	458	430	459	454	549	489
Service producing .....	431	422	411	400	426	419	432	429	481	475
Transportation and utilities .....	496	513	422	419	431	420	504	513	562	546
State and local government .....	429	421	405	384	401	402	435	416	435	428
Level III .....	556	550	542	533	555	544	556	546	570	565
Private industry .....	559	548	541	531	557	547	555	542	588	576
Goods producing .....	564	544	536	527	565	552	565	553	617	601
Manufacturing .....	564	543	534	527	564	548	565	553	617	601
Service producing .....	556	549	542	535	543	543	551	540	581	569
Transportation and utilities .....	617	606	559	538	569	562	637	614	641	653
State and local government .....	545	555	569	577	530	524	563	565	541	555
Level IV .....	665	660	659	649	667	670	660	652	669	657
Private industry .....	668	665	659	649	667	670	655	652	680	670
Goods producing .....	687	677	-	-	-	-	676	656	720	708
Manufacturing .....	686	676	-	-	-	-	676	656	719	704
Service producing .....	654	650	649	637	667	672	647	647	656	651
Transportation and utilities .....	721	711	-	-	-	-	-	-	713	712
State and local government .....	641	652	-	-	-	-	-	-	630	635
Level V .....	773	748	-	-	-	-	-	-	-	-
Private industry .....	772	748	-	-	-	-	-	-	-	-
<b>Drafters</b>										
Level I .....	389	375	358	351	422	417	452	480	461	511
Private industry .....	390	375	358	351	422	417	459	492	497	511
Goods producing .....	355	354	342	343	415	408	-	-	-	-
Manufacturing .....	356	354	343	346	416	408	-	-	-	-
Service producing .....	434	440	387	364	-	-	-	-	-	-
Transportation and utilities .....	501	516	464	513	-	-	-	-	-	-
State and local government .....	373	359	-	-	-	-	-	-	376	362
Level II .....	481	468	465	452	480	480	524	515	538	536
Private industry .....	479	467	466	453	483	487	530	520	544	536
Goods producing .....	464	455	454	444	476	462	493	490	518	504
Manufacturing .....	463	455	452	444	475	462	490	486	518	504
Service producing .....	506	508	486	480	512	520	558	547	571	548
Transportation and utilities .....	561	536	541	528	503	514	600	637	585	547
State and local government .....	504	496	457	413	450	440	485	444	528	510

See note at end of table.

**Table B-2. Average weekly pay by size of establishment, technical and protective service occupations, United States, September 1994 — Continued**

Occupation and level	All establishments		Less than 500 workers		500 - 999 workers		1000 - 2499 workers		2500 workers or more	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
<b>Drafters—Continued</b>										
Level III .....	\$607	\$596	\$590	\$580	\$590	\$587	\$651	\$633	\$643	\$642
Private industry .....	605	596	589	580	589	589	647	628	657	651
Goods producing .....	597	585	576	567	585	584	624	598	656	650
Manufacturing .....	592	582	571	558	583	584	597	584	656	649
Service producing .....	627	620	613	613	619	619	679	673	666	669
Transportation and utilities .....	685	693	628	648	589	567	729	771	744	758
State and local government .....	621	600	-	-	605	545	686	686	611	602
Level IV .....	785	771	747	740	741	752	809	771	815	807
Private industry .....	783	769	747	740	741	751	808	771	814	800
Goods producing .....	780	769	743	736	727	718	757	736	815	799
Manufacturing .....	777	765	741	731	716	715	735	720	815	799
Service producing .....	787	770	751	745	-	-	853	810	-	-
Transportation and utilities .....	781	771	-	-	-	-	-	-	-	-
<b>Engineering Technicians</b>										
Level I .....	401	396	392	386	-	-	426	428	394	393
Private industry .....	402	396	392	386	-	-	426	428	396	394
Goods producing .....	403	400	395	386	-	-	429	428	-	-
Manufacturing .....	404	400	397	396	-	-	429	428	-	-
Service producing .....	398	390	-	-	-	-	-	-	-	-
Level II .....	499	489	483	473	525	524	490	488	521	515
Private industry .....	499	488	483	473	526	524	490	488	521	515
Goods producing .....	500	490	481	472	528	525	493	490	516	507
Manufacturing .....	501	490	482	473	527	525	493	490	516	507
Service producing .....	495	485	485	480	-	-	-	-	-	-
Transportation and utilities .....	560	552	-	-	-	-	-	-	-	-
Level III .....	610	598	573	572	611	604	600	601	666	663
Private industry .....	610	597	573	572	613	605	599	600	667	663
Goods producing .....	608	596	567	572	607	600	585	584	658	656
Manufacturing .....	608	596	565	571	605	597	585	584	658	656
Service producing .....	616	600	585	578	-	-	622	649	752	735
Transportation and utilities .....	705	685	664	660	-	-	-	-	-	-
State and local government .....	606	602	-	-	-	-	-	-	606	608
Level IV .....	739	729	719	703	729	723	719	715	774	771
Private industry .....	739	729	719	703	729	723	718	714	775	771
Goods producing .....	731	721	723	703	713	714	703	701	758	755
Manufacturing .....	730	721	721	704	709	709	703	701	758	754
Service producing .....	760	756	713	703	-	-	757	771	861	880
Transportation and utilities .....	851	826	830	790	-	-	-	-	898	927
State and local government .....	749	785	-	-	-	-	-	-	737	765
Level V .....	853	836	812	785	916	906	882	872	849	832
Private industry .....	852	835	812	785	916	905	876	865	849	831
Goods producing .....	829	812	781	740	874	863	830	817	841	824
Manufacturing .....	825	809	774	740	858	852	830	817	839	824
Service producing .....	917	915	872	875	-	-	-	-	-	-
Transportation and utilities .....	934	933	-	-	-	-	-	-	-	-

See note at end of table.

**Table B-2. Average weekly pay by size of establishment, technical and protective service occupations, United States, September 1994 — Continued**

Occupation and level	All establishments		Less than 500 workers		500 - 999 workers		1000 - 2499 workers		2500 workers or more	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
<b>Engineering Technicians—Continued</b>										
Level VI .....	\$1,018	\$1,002	\$964	\$939	-	-	-	-	-	-
Private industry .....	1,019	1,002	964	939	-	-	-	-	-	-
Goods producing .....	964	933	-	-	-	-	-	-	-	-
Manufacturing .....	959	930	-	-	-	-	-	-	-	-
Service producing .....	1,090	1,122	-	-	-	-	-	-	-	-
<b>Engineering Technicians, Civil</b>										
Level I .....	341	328	321	310	-	-	-	-	\$355	\$339
Private industry .....	321	310	317	310	-	-	-	-	-	-
Service producing .....	322	310	318	310	-	-	-	-	-	-
State and local government .....	349	333	330	326	-	-	\$354	\$322	355	339
Level II .....	450	417	424	401	\$434	\$400	477	485	471	438
Private industry .....	426	411	427	420	-	-	-	-	-	-
Service producing .....	422	411	423	413	-	-	-	-	-	-
Transportation and utilities .....	561	518	-	-	-	-	-	-	-	-
State and local government .....	457	419	422	397	439	400	472	476	474	446
Level III .....	558	542	561	548	538	505	588	596	552	530
Private industry .....	570	560	572	560	-	-	-	-	-	-
Goods producing .....	612	609	-	-	-	-	-	-	-	-
Service producing .....	566	556	568	560	-	-	-	-	-	-
Transportation and utilities .....	638	606	591	581	-	-	-	-	-	-
State and local government .....	555	539	548	543	534	500	584	596	553	532
Level IV .....	679	660	675	669	692	702	651	646	684	654
Private industry .....	699	700	696	696	-	-	-	-	-	-
Goods producing .....	728	730	720	738	-	-	-	-	-	-
Service producing .....	694	690	692	690	-	-	-	-	-	-
Transportation and utilities .....	724	703	694	703	-	-	-	-	-	-
State and local government .....	672	650	649	619	679	689	637	604	686	658
Level V .....	795	768	764	753	-	-	-	-	841	839
Private industry .....	872	865	838	848	-	-	-	-	-	-
Service producing .....	889	890	844	858	-	-	-	-	-	-
State and local government .....	771	745	695	650	-	-	-	-	834	832
Level VI .....	988	985	-	-	-	-	-	-	-	-
<b>Licensed Practical Nurses</b>										
Level I .....	417	410	385	380	-	-	-	-	446	462
Private industry .....	391	386	383	380	-	-	-	-	-	-
Service producing .....	391	389	383	380	-	-	-	-	-	-
State and local government .....	462	488	-	-	-	-	-	-	456	475
Level II .....	448	439	434	420	447	442	479	472	472	461
Private industry .....	453	441	443	430	443	438	476	470	496	489
Goods producing .....	474	447	-	-	-	-	-	-	-	-
Manufacturing .....	466	447	-	-	-	-	-	-	-	-
Service producing .....	453	441	443	430	443	438	476	471	496	489
State and local government .....	427	411	377	360	460	456	493	483	444	438

See note at end of table.

**Table B-2. Average weekly pay by size of establishment, technical and protective service occupations, United States, September 1994 — Continued**

Occupation and level	All establishments		Less than 500 workers		500 - 999 workers		1000 - 2499 workers		2500 workers or more	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
<b>Licensed Practical Nurses—Continued</b>										
Level III .....	\$532	\$527	\$533	\$523	-	-	\$551	\$552	-	-
Private industry .....	527	520	530	520	-	-	-	-	-	-
Service producing .....	527	520	530	520	-	-	-	-	-	-
State and local government .....	542	549	-	-	-	-	-	-	-	-
<b>Nursing Assistants</b>										
Level I .....	243	233	225	220	\$241	\$233	243	233	\$350	\$367
Private industry .....	236	233	223	218	240	233	241	233	-	-
Service producing .....	236	233	223	218	240	233	241	233	-	-
State and local government .....	322	342	-	-	-	-	-	-	344	367
Level II .....	276	259	258	243	310	300	314	296	326	311
Private industry .....	272	256	258	244	300	288	310	294	338	325
Service producing .....	272	256	258	244	300	288	310	294	338	325
State and local government .....	300	274	256	236	352	358	332	325	315	288
Level III .....	379	360	327	320	408	398	419	418	422	427
Private industry .....	349	334	328	321	371	370	361	357	412	399
Service producing .....	349	334	328	321	371	370	361	357	412	399
State and local government .....	425	438	321	296	-	-	-	-	427	446
Level IV .....	475	475	-	-	-	-	-	-	-	-
Private industry .....	444	438	-	-	-	-	-	-	-	-
Service producing .....	444	438	-	-	-	-	-	-	-	-
State and local government .....	480	487	-	-	-	-	-	-	414	416
<b>Protective Service Occupations</b>										
<b>Corrections Officers</b>										
State and local government .....	533	501	408	416	432	404	558	562	609	605
State and local government .....	533	501	409	421	432	404	558	562	609	605
<b>Firefighters</b>										
Private industry .....	631	627	549	537	621	592	583	565	713	708
Private industry .....	588	565	-	-	-	-	-	-	-	-
State and local government .....	632	632	548	532	621	592	585	571	714	708
<b>Police Officers</b>										
Level I .....	660	651	589	562	636	603	622	600	714	707
Private industry .....	558	576	-	-	-	-	-	-	585	576
Service producing .....	557	576	-	-	-	-	-	-	586	576
State and local government .....	661	651	589	562	638	610	625	608	715	707
Level II .....	868	898	800	862	-	-	-	-	-	-
State and local government .....	868	898	800	862	872	898	-	-	-	-

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

**Table B-3. Average weekly pay by size of establishment, clerical occupations, United States, September 1994**

Occupation and level	All establishments		Less than 500 workers		500 - 999 workers		1000 - 2499 workers		2500 workers or more	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
	<b>Clerks, Accounting</b>									
Level I .....	\$298	\$280	\$277	\$274	\$304	\$304	\$327	\$307	\$316	\$292
Private industry .....	298	280	278	275	292	294	330	307	340	311
Goods producing .....	294	286	279	270	309	308	-	-	-	-
Manufacturing .....	294	286	280	270	308	308	-	-	-	-
Service producing .....	299	280	277	276	283	281	329	300	338	310
Transportation and utilities .....	352	280	-	-	294	274	-	-	-	-
State and local government .....	298	280	-	-	-	-	311	307	289	272
Level II .....	362	354	352	346	365	360	381	372	390	372
Private industry .....	359	352	352	346	360	360	379	368	398	380
Goods producing .....	363	358	359	352	360	360	392	384	422	397
Manufacturing .....	362	357	358	352	358	360	392	383	419	389
Service producing .....	358	350	349	341	360	356	375	358	395	380
Transportation and utilities .....	391	370	359	352	384	377	478	540	468	517
State and local government .....	378	357	350	334	392	382	390	392	384	357
Level III .....	441	436	429	423	450	443	460	453	455	454
Private industry .....	438	432	430	423	446	442	457	450	455	440
Goods producing .....	448	442	436	437	441	441	485	480	517	492
Manufacturing .....	446	442	434	434	440	440	485	480	505	478
Service producing .....	433	423	426	420	451	447	443	429	440	430
Transportation and utilities .....	481	481	448	440	488	475	540	534	508	552
State and local government .....	451	453	418	413	461	455	465	468	455	461
Level IV .....	529	520	524	517	513	494	539	540	536	538
Private industry .....	535	522	530	519	502	484	546	544	556	556
Goods producing .....	543	521	526	512	495	479	549	539	611	578
Manufacturing .....	540	519	523	507	492	472	550	540	602	569
Service producing .....	531	523	532	520	511	500	544	551	525	531
Transportation and utilities .....	590	590	569	566	-	-	618	608	587	590
State and local government .....	514	515	494	497	538	540	523	530	515	516
<b>Clerks, General</b>										
Level I .....	275	266	257	250	275	268	278	266	291	281
Private industry .....	267	259	259	252	269	268	278	266	272	260
Manufacturing .....	279	290	-	-	-	-	-	-	-	-
Service producing .....	263	254	247	242	266	260	275	260	272	260
Transportation and utilities .....	326	346	-	-	-	-	-	-	-	-
State and local government .....	289	282	251	238	283	268	281	265	300	297
Level II .....	324	310	299	292	321	306	338	330	348	338
Private industry .....	314	302	298	291	318	306	338	329	350	337
Goods producing .....	314	300	295	290	332	314	365	354	385	359
Manufacturing .....	316	303	296	292	327	306	366	354	385	359
Service producing .....	315	302	299	292	313	303	334	325	345	329
Transportation and utilities .....	353	333	319	306	335	332	411	410	414	413
State and local government .....	337	328	301	293	326	308	339	337	346	338

See note at end of table.

Table B-3. Average weekly pay by size of establishment, clerical occupations, United States, September 1994 — Continued

Occupation and level	All establishments		Less than 500 workers		500 - 999 workers		1000 - 2499 workers		2500 workers or more	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
<b>Clerks, General—Continued</b>										
Level III .....	\$408	\$402	\$380	\$371	\$403	\$392	\$409	\$400	\$424	\$420
Private industry .....	405	385	385	375	413	397	409	396	443	424
Goods producing .....	424	392	383	377	420	404	435	430	574	555
Manufacturing .....	429	393	383	378	419	399	435	430	583	565
Service producing .....	399	383	385	374	411	392	403	385	416	408
Transportation and utilities .....	475	488	437	421	490	466	504	523	498	511
State and local government .....	410	413	364	355	394	386	409	406	419	419
Level IV .....	471	476	450	443	425	426	487	484	481	496
Private industry .....	485	474	471	453	474	457	507	510	491	490
Goods producing .....	489	463	452	440	469	457	535	519	539	529
Manufacturing .....	488	458	449	433	-	-	535	515	541	532
Service producing .....	484	476	483	474	477	465	497	504	480	480
Transportation and utilities .....	550	544	546	558	519	529	555	540	557	564
State and local government .....	482	479	400	392	386	333	466	470	478	497
<b>Clerks, Order</b>										
Level I .....	328	318	333	322	338	327	334	346	-	-
Private industry .....	328	318	333	322	338	327	334	346	-	-
Goods producing .....	365	354	357	346	367	369	-	-	-	-
Manufacturing .....	365	354	357	346	367	369	-	-	-	-
Service producing .....	312	300	320	308	-	-	-	-	-	-
Level II .....	439	425	440	420	425	430	488	481	-	-
Private industry .....	439	425	440	420	425	430	488	481	-	-
Goods producing .....	440	430	444	427	425	430	486	482	-	-
Manufacturing .....	440	430	443	427	425	430	486	482	-	-
Service producing .....	436	414	434	413	-	-	-	-	-	-
<b>Key Entry Operators</b>										
Level I .....	319	310	311	304	329	317	314	296	343	330
Private industry .....	317	308	312	304	331	320	309	288	357	340
Goods producing .....	323	312	320	311	320	315	383	373	-	-
Manufacturing .....	322	311	320	311	317	311	383	373	-	-
Service producing .....	316	305	310	300	337	320	305	283	356	338
Transportation and utilities .....	374	350	332	328	406	399	444	420	472	480
State and local government .....	327	318	298	299	311	295	344	332	333	324
Level II .....	401	393	398	384	398	396	415	408	401	398
Private industry .....	400	390	398	384	397	395	419	405	396	381
Goods producing .....	418	400	417	400	401	400	444	429	503	479
Manufacturing .....	417	400	417	400	399	400	444	429	503	480
Service producing .....	394	384	392	382	392	387	415	404	388	375
Transportation and utilities .....	432	413	-	-	433	412	492	480	469	444
State and local government .....	404	405	396	380	410	397	404	434	404	408

See note at end of table.

**Table B-3. Average weekly pay by size of establishment, clerical occupations, United States, September 1994 — Continued**

Occupation and level	All establishments		Less than 500 workers		500 - 999 workers		1000 - 2499 workers		2500 workers or more	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
<b>Personnel Assistants (Employment)</b>										
Level I .....	\$310	\$307	\$299	\$299	\$315	\$307	\$309	\$310	\$319	\$310
Private industry .....	313	307	304	300	320	310	310	310	322	298
Goods producing .....	317	307	-	-	-	-	-	-	-	-
Manufacturing .....	317	307	-	-	-	-	-	-	-	-
Service producing .....	311	309	297	300	-	-	-	-	331	311
State and local government .....	304	300	-	-	-	-	-	-	316	313
Level II .....	393	385	392	383	372	378	401	395	405	400
Private industry .....	393	385	394	384	373	377	398	397	410	408
Goods producing .....	396	400	397	395	370	374	433	416	-	-
Manufacturing .....	396	400	396	394	369	374	433	416	-	-
Service producing .....	391	384	393	383	376	384	387	385	403	400
Transportation and utilities .....	443	419	447	411	406	-	-	-	-	-
State and local government .....	394	382	361	338	372	380	410	372	401	397
Level III .....	485	476	475	462	475	471	501	481	491	487
Private industry .....	482	472	477	463	469	469	489	467	506	504
Goods producing .....	487	477	473	461	448	442	524	513	542	540
Manufacturing .....	481	477	462	450	444	442	524	513	532	535
Service producing .....	480	469	478	463	493	496	469	445	485	482
Transportation and utilities .....	532	547	511	539	-	-	-	-	534	-
State and local government .....	491	482	449	447	499	488	524	516	480	478
Level IV .....	569	564	555	535	530	552	589	584	593	598
Private industry .....	555	547	555	535	516	522	592	598	589	598
Service producing .....	558	554	529	538	589	594	574	564	550	555
Transportation and utilities .....	608	614	-	-	-	-	-	-	-	-
State and local government .....	591	584	-	-	-	-	585	580	595	598
<b>Secretaries</b>										
Level I .....	372	360	361	355	376	362	378	371	379	361
Private industry .....	384	370	365	358	387	374	399	392	408	392
Goods producing .....	426	408	387	372	419	404	427	419	497	482
Manufacturing .....	426	409	381	370	422	406	428	420	497	482
Service producing .....	369	360	358	350	369	360	390	383	376	364
Transportation and utilities .....	402	398	386	389	-	-	431	418	-	-
State and local government .....	356	347	351	347	364	352	344	342	359	342
Level II .....	454	448	450	441	456	450	469	466	451	447
Private industry .....	463	457	449	440	458	452	474	469	476	472
Goods producing .....	478	474	455	442	460	455	490	484	514	506
Manufacturing .....	477	473	451	440	460	455	489	483	513	506
Service producing .....	458	451	447	439	456	449	470	462	465	460
Transportation and utilities .....	487	483	466	460	468	468	524	523	531	523
State and local government .....	438	427	454	445	452	439	451	454	428	421

See note at end of table.

**Table B-3. Average weekly pay by size of establishment, clerical occupations, United States, September 1994 — Continued**

Occupation and level	All establishments		Less than 500 workers		500 - 999 workers		1000 - 2499 workers		2500 workers or more	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
<b>Secretaries—Continued</b>										
Level III .....	\$530	\$524	\$524	\$519	\$530	\$525	\$543	\$537	\$530	\$522
Private industry .....	538	531	528	522	529	525	545	538	549	542
Goods producing .....	556	546	532	527	534	538	560	555	587	575
Manufacturing .....	554	545	527	525	532	538	558	554	585	573
Service producing .....	529	521	526	519	525	516	538	530	529	519
Transportation and utilities .....	566	558	549	536	536	519	573	581	597	606
State and local government .....	503	497	501	501	533	526	528	517	491	476
Level IV .....	627	625	632	633	613	615	644	639	620	619
Private industry .....	638	633	641	635	607	610	651	644	646	636
Goods producing .....	638	635	645	644	591	595	662	657	660	652
Manufacturing .....	637	634	645	644	589	588	661	657	658	650
Service producing .....	638	631	639	634	628	623	643	635	638	630
Transportation and utilities .....	662	661	663	667	615	608	670	654	684	679
State and local government .....	584	588	573	586	657	659	609	626	570	566
Level V .....	765	752	806	773	729	725	760	751	761	754
Private industry .....	771	758	807	775	726	717	765	754	772	763
Goods producing .....	773	766	792	777	717	693	769	760	789	782
Manufacturing .....	769	762	786	775	711	692	769	760	785	778
Service producing .....	769	751	813	770	736	738	760	746	758	747
Transportation and utilities .....	791	779	807	758	-	-	800	788	808	812
State and local government .....	711	702	-	-	763	770	711	702	695	691
Switchboard Operator-Receptionists .....	339	330	336	327	347	341	366	359	354	343
Private industry .....	338	330	336	327	345	341	369	360	360	347
Goods producing .....	342	334	339	330	357	351	379	366	-	-
Manufacturing .....	341	334	337	329	356	351	380	367	-	-
Service producing .....	336	327	334	323	337	330	366	357	357	346
Transportation and utilities .....	348	340	345	338	365	350	402	409	-	-
State and local government .....	345	332	337	330	357	342	355	331	347	336
Word Processors										
Level I .....	372	360	361	348	337	330	390	389	381	364
Private industry .....	370	356	361	348	345	334	405	390	395	384
Goods producing .....	369	368	-	-	-	-	-	-	-	-
Manufacturing .....	369	369	-	-	-	-	-	-	-	-
Service producing .....	371	354	361	348	345	330	408	403	389	375
Transportation and utilities .....	433	450	-	-	-	-	-	-	-	-
State and local government .....	373	367	361	372	-	-	-	-	378	355
Level II .....	457	456	456	449	451	436	-	-	477	494
Private industry .....	451	436	460	456	456	436	-	-	489	483
Goods producing .....	465	444	427	420	-	-	480	461	532	546
Manufacturing .....	472	447	432	413	-	-	480	461	532	546
Service producing .....	449	435	463	460	457	440	-	-	479	479
Transportation and utilities .....	504	536	-	-	-	-	-	-	-	-
State and local government .....	468	489	384	367	425	428	462	468	474	497

See note at end of table.

**Table B-3. Average weekly pay by size of establishment, clerical occupations, United States, September 1994 — Continued**

Occupation and level	All establishments		Less than 500 workers		500 - 999 workers		1000 - 2499 workers		2500 workers or more	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
<b>Word Processors—Continued</b>										
Level III .....	\$565	\$560	\$585	\$584	\$605	\$612	\$572	\$574	\$519	\$508
Private industry .....	593	592	589	590	615	615	582	577	587	577
Goods producing .....	600	577	-	-	-	-	-	-	-	-
Manufacturing .....	605	586	-	-	-	-	-	-	-	-
Service producing .....	592	596	588	592	616	619	590	596	563	558
State and local government .....	481	471	-	-	-	-	-	-	483	471

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

**Table B-4. Average hourly pay by size of establishment, maintenance and toolroom occupations, United States, September 1994**

Occupation and level	All establishments		Less than 500 workers		500 - 999 workers		1000 - 2499 workers		2500 workers or more	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
<b>General Maintenance Workers</b>	\$10.42	\$10.00	\$9.84	\$9.42	\$10.58	\$10.27	\$12.26	\$12.62	\$12.03	\$11.89
Private industry	10.16	9.74	9.73	9.25	10.43	10.23	12.51	13.42	11.78	11.71
Goods producing	10.84	10.66	11.01	11.20	9.97	9.46	12.53	11.55	-	-
Manufacturing	10.86	10.66	11.04	11.27	9.98	9.46	12.53	11.55	-	-
Service producing	9.86	9.25	9.13	8.74	10.81	10.95	12.51	13.42	11.81	11.73
Transportation and utilities	11.59	10.27	9.84	9.24	15.35	15.81	16.39	17.35	14.32	14.16
State and local government	11.20	10.62	10.48	10.08	10.97	10.30	11.66	11.44	12.10	12.01
<b>Maintenance Electricians</b>	17.65	17.94	15.60	15.46	16.22	15.44	17.57	17.24	19.84	21.24
Private industry	17.73	18.15	15.63	15.46	16.23	15.34	17.81	17.99	20.22	21.34
Goods producing	17.63	17.94	14.73	14.77	15.82	14.78	17.80	17.95	20.42	21.34
Manufacturing	17.62	17.94	14.55	14.71	15.69	14.60	17.64	17.75	20.42	21.34
Service producing	18.19	19.05	18.01	19.28	18.12	17.70	17.89	18.03	18.77	19.60
Transportation and utilities	19.75	20.17	18.83	20.17	-	-	20.38	20.50	21.47	21.83
State and local government	17.11	16.37	15.03	16.63	16.12	15.58	15.94	15.48	18.18	18.20
<b>Maintenance Electronics Technicians</b>										
Level I	11.37	11.07	10.90	10.57	11.20	10.85	11.64	11.25	12.67	12.82
Private industry	11.36	11.08	10.89	10.57	11.17	10.81	11.64	11.25	13.24	13.38
Goods producing	11.52	11.34	10.65	10.50	-	-	-	-	-	-
Manufacturing	11.51	11.34	10.63	10.50	-	-	-	-	-	-
Service producing	11.26	10.84	10.96	10.62	11.07	10.80	12.22	11.99	13.84	12.98
Transportation and utilities	11.45	10.56	10.95	10.03	-	-	-	-	-	-
State and local government	11.47	10.82	-	-	-	-	11.65	11.20	11.45	10.42
Level II	17.39	17.73	16.34	16.27	17.45	17.63	17.39	18.00	18.17	18.63
Private industry	17.52	17.86	16.32	16.23	17.57	17.63	17.51	18.00	18.56	18.99
Goods producing	16.75	16.73	15.28	14.51	15.90	16.14	16.66	16.73	-	-
Manufacturing	16.75	16.73	15.25	14.49	15.90	16.14	16.66	16.73	-	-
Service producing	17.92	18.14	16.77	16.83	18.42	17.68	17.97	18.75	18.82	18.99
Transportation and utilities	18.64	18.75	17.52	18.03	19.59	20.55	18.58	18.75	19.13	19.05
State and local government	15.79	15.74	17.28	16.99	14.77	13.58	15.72	15.29	15.78	15.74
Level III	19.79	19.29	20.14	19.26	18.83	18.98	19.89	19.84	19.67	19.13
Private industry	19.89	19.39	20.17	19.26	18.80	19.07	20.02	19.84	19.85	19.27
Goods producing	19.13	18.50	18.86	18.71	18.20	18.50	19.00	18.65	19.45	18.50
Manufacturing	19.11	18.50	18.63	17.83	18.20	18.50	19.00	18.65	19.45	18.50
Service producing	20.39	20.04	20.37	19.39	19.30	19.07	21.28	20.99	20.45	20.96
Transportation and utilities	21.06	20.93	20.35	19.50	-	-	21.82	21.25	21.74	21.83
State and local government	19.08	18.44	-	-	-	-	18.74	17.16	19.13	18.69
<b>Maintenance Machinists</b>	16.73	16.27	15.43	14.92	16.70	15.33	17.08	16.14	19.48	19.70
Private industry	16.58	16.20	15.42	14.92	16.67	15.33	17.08	16.14	19.32	19.18
Goods producing	16.12	15.70	14.63	14.63	16.03	15.02	16.93	16.14	19.33	19.18
Manufacturing	16.12	15.70	14.61	14.65	15.98	15.02	16.93	16.14	19.33	19.18
Service producing	19.62	20.99	19.66	21.37	-	-	-	-	19.11	19.92
Transportation and utilities	21.02	21.93	-	-	-	-	-	-	19.87	20.40
State and local government	20.21	20.67	-	-	-	-	-	-	20.22	20.31

See note at end of table.

**Table B-4. Average hourly pay by size of establishment, maintenance and toolroom occupations, United States, September 1994 — Continued**

Occupation and level	All establishments		Less than 500 workers		500 - 999 workers		1000 - 2499 workers		2500 workers or more	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
<b>Maintenance Mechanics, Machinery</b> .....	\$16.24	\$15.55	\$14.91	\$14.40	\$16.17	\$14.91	\$15.62	\$13.79	\$19.49	\$20.32
Private industry .....	16.26	15.60	14.90	14.37	16.21	14.96	15.60	13.79	19.68	20.48
Goods producing .....	15.87	15.02	14.43	13.89	15.87	14.84	15.51	13.79	19.79	20.89
Manufacturing .....	15.72	14.89	14.26	13.76	15.17	14.64	15.51	13.79	19.79	20.89
Service producing .....	18.95	20.17	18.42	20.17	19.74	20.68	18.56	18.68	19.33	20.40
Transportation and utilities .....	20.61	20.52	19.90	20.17	-	-	20.02	19.68	21.50	21.83
State and local government .....	15.06	15.37	15.52	15.37	14.58	13.91	16.93	16.55	14.32	14.21
<b>Maintenance Mechanics, Motor Vehicle</b> .....	15.15	14.96	13.98	13.72	15.10	14.87	16.32	16.30	17.33	17.75
Private industry .....	15.33	15.09	14.17	14.00	15.82	17.28	17.69	18.30	18.74	19.41
Goods producing .....	14.71	13.91	13.22	12.65	14.05	12.83	16.88	16.46	19.35	19.92
Manufacturing .....	14.99	14.53	13.02	12.61	13.95	12.83	16.92	16.46	19.35	19.92
Service producing .....	15.58	15.50	14.55	14.50	16.45	17.37	17.96	18.41	18.34	19.19
Transportation and utilities .....	16.16	17.27	14.81	15.00	16.88	17.52	18.55	18.54	19.56	19.56
State and local government .....	14.80	14.48	13.21	12.84	14.03	13.80	14.69	14.93	16.40	16.01
<b>Maintenance Pipefitters</b> .....	18.89	19.25	17.58	18.72	16.81	17.13	18.01	19.26	20.25	21.21
Private industry .....	18.94	19.27	17.75	19.16	16.78	17.02	18.11	19.26	20.27	21.21
Goods producing .....	19.11	19.50	17.93	19.16	16.94	17.95	18.11	19.26	20.28	21.21
Manufacturing .....	19.24	19.97	17.83	19.16	17.03	18.17	18.27	19.42	20.28	21.21
Service producing .....	17.46	17.74	-	-	-	-	-	-	19.94	20.59
Transportation and utilities .....	18.61	19.50	18.45	19.50	-	-	-	-	-	-
State and local government .....	18.01	15.54	-	-	-	-	16.52	15.42	19.99	19.98
<b>Tool and Die Makers</b> .....	18.23	18.00	15.65	15.60	16.45	15.85	18.61	20.67	21.28	21.62
Private industry .....	18.23	18.00	15.65	15.60	16.45	15.85	18.61	20.67	21.28	21.62
Goods producing .....	18.24	18.01	15.67	15.60	16.45	15.85	18.62	20.67	21.28	21.62
Manufacturing .....	18.24	18.01	15.67	15.60	16.45	15.85	18.62	20.67	21.28	21.62

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

**Table B-5. Average hourly pay by size of establishment, material movement and custodial occupations, United States, September 1994**

Occupation and level	All establishments		Less than 500 workers		500 - 999 workers		1000 - 2499 workers		2500 workers or more	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
	<b>Forklift Operators</b>	\$10.48	\$9.49	\$9.37	\$8.26	\$10.30	\$9.50	\$13.14	\$13.62	\$16.31
Private industry	10.48	9.49	9.37	8.26	10.30	9.50	13.13	13.41	16.31	17.07
Goods producing	10.36	9.19	9.24	8.02	9.97	9.39	13.09	13.62	17.12	18.11
Manufacturing	10.36	9.19	9.24	8.02	9.96	9.39	13.09	13.62	17.12	18.11
Service producing	11.02	10.57	9.88	9.37	13.29	13.70	13.34	12.99	14.16	13.77
Transportation and utilities	10.88	10.50	10.21	10.20	-	-	-	-	-	-
<b>Guards</b>										
Level I	6.74	6.20	6.18	5.91	6.84	6.50	7.84	7.25	9.95	9.63
Private industry	6.62	6.00	6.17	5.90	6.77	6.40	7.75	7.10	10.06	9.57
Goods producing	9.04	8.65	7.93	8.64	8.75	8.02	10.41	9.97	12.14	13.10
Manufacturing	9.06	8.65	8.01	8.65	8.79	8.02	10.15	9.71	12.15	13.23
Service producing	6.47	6.00	6.09	5.77	6.61	6.25	7.51	7.00	9.56	9.15
Transportation and utilities	9.03	8.04	9.68	8.44	-	-	-	-	-	-
State and local government	9.60	9.43	8.29	7.78	9.67	9.06	9.63	9.46	9.81	9.65
Level II	11.57	11.20	10.37	9.50	11.28	10.87	12.29	12.31	12.40	12.32
Private industry	11.58	11.20	10.48	9.80	11.25	10.87	12.24	12.35	13.03	12.66
Goods producing	13.54	13.31	-	-	-	-	12.62	12.15	15.80	16.39
Manufacturing	13.55	13.35	-	-	-	-	12.62	12.15	15.80	16.39
Service producing	11.21	11.08	10.45	9.65	11.11	10.87	12.11	12.59	11.95	11.70
Transportation and utilities	15.04	15.20	-	-	-	-	-	-	-	-
State and local government	11.51	11.36	-	-	-	-	12.74	11.97	11.73	11.79
<b>Janitors</b>	7.74	6.98	6.65	5.89	8.14	7.52	8.47	8.00	9.39	9.01
Private industry	7.17	6.20	6.30	5.56	7.31	6.50	7.94	7.38	10.27	9.20
Goods producing	10.31	9.30	8.09	7.64	9.07	8.26	11.20	10.99	15.67	17.73
Manufacturing	10.32	9.32	8.09	7.64	9.05	8.26	11.12	10.99	15.67	17.73
Service producing	6.79	6.00	6.12	5.50	7.08	6.01	7.67	7.09	8.74	8.47
Transportation and utilities	10.16	9.05	8.37	7.64	11.48	11.94	11.74	12.41	11.88	12.56
State and local government	9.15	9.12	8.73	8.35	9.88	10.03	9.75	9.77	8.83	8.88
<b>Material Handling Laborers</b>	9.18	7.95	8.08	7.69	9.40	8.00	12.34	11.82	13.00	12.27
Private industry	9.18	7.94	8.08	7.69	9.40	8.00	12.36	12.00	13.36	13.08
Goods producing	9.30	8.03	8.05	7.72	8.88	7.87	13.60	13.08	16.56	18.00
Manufacturing	9.31	8.03	8.05	7.72	8.88	7.87	13.60	13.08	16.56	18.00
Service producing	9.06	7.75	8.11	7.19	10.52	11.10	11.59	10.26	10.60	9.55
State and local government	9.19	9.01	-	-	-	-	-	-	9.05	8.82
<b>Order Fillers</b>	9.24	8.40	8.45	7.94	10.58	11.20	11.03	11.06	12.37	11.90
Private industry	9.24	8.40	8.45	7.94	10.58	11.20	11.03	11.06	12.37	11.90
Goods producing	9.06	8.31	8.80	8.22	9.30	8.45	-	-	-	-
Manufacturing	9.06	8.31	8.80	8.22	9.31	8.45	-	-	-	-
Service producing	9.32	8.50	8.28	7.45	11.39	11.41	11.18	11.06	12.51	11.90
<b>Shipping/Receiving Clerks</b>	10.13	9.67	9.72	9.29	10.24	9.87	11.11	10.88	12.82	12.02
Private industry	10.13	9.67	9.72	9.29	10.22	9.87	11.14	10.96	13.27	12.65
Goods producing	10.32	9.94	9.90	9.66	10.18	9.87	12.48	11.81	15.29	16.78
Manufacturing	10.33	9.95	9.90	9.66	10.17	9.87	12.48	11.81	15.31	16.78
Service producing	9.86	9.16	9.43	8.76	10.33	9.50	10.26	9.75	11.98	11.47
State and local government	9.86	9.71	-	-	11.25	10.32	10.01	9.77	9.67	9.61

See note at end of table.

**Table B-5. Average hourly pay by size of establishment, material movement and custodial occupations, United States, September 1994 — Continued**

Occupation and level	All establishments		Less than 500 workers		500 - 999 workers		1000 - 2499 workers		2500 workers or more	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
<b>Truckdrivers</b>										
Light Truck .....	\$8.87	\$8.00	\$8.55	\$7.55	\$10.49	\$9.60	\$10.34	\$10.35	\$10.72	\$11.05
Private industry .....	8.80	7.88	8.55	7.55	10.73	9.58	10.59	10.35	11.42	11.89
Service producing .....	8.32	7.50	8.06	7.15	11.06	9.90	9.94	10.07	10.79	10.41
Transportation and utilities .....	10.97	10.00	10.62	10.00	-	-	-	-	-	-
State and local government .....	9.88	9.66	9.05	7.92	9.95	9.60	10.00	10.62	9.91	9.47
Medium Truck .....	13.91	14.23	12.39	12.00	14.06	14.85	15.63	16.75	17.39	18.40
Private industry .....	14.02	14.49	12.41	12.00	14.95	15.09	15.72	17.85	18.06	18.83
Goods producing .....	11.66	10.28	9.88	8.85	13.36	13.51	15.50	15.59	-	-
Manufacturing .....	11.85	10.75	9.92	8.85	13.41	13.72	15.50	15.59	-	-
Service producing .....	14.45	14.98	13.00	13.00	15.26	15.51	15.74	17.88	17.78	18.83
Transportation and utilities .....	16.56	18.27	15.58	17.60	15.82	15.51	17.32	18.15	17.95	18.83
State and local government .....	11.65	11.45	11.49	9.99	10.81	10.13	11.20	11.25	12.41	12.87
Heavy Truck .....	12.74	12.12	11.90	11.32	13.50	12.93	15.70	17.98	15.72	17.55
Private industry .....	12.61	12.00	12.01	11.35	13.91	14.05	-	-	18.95	17.81
Goods producing .....	13.40	13.10	12.37	12.25	16.24	17.10	-	-	-	-
Manufacturing .....	13.67	13.12	12.43	12.00	14.47	14.69	-	-	-	-
Service producing .....	12.07	11.30	11.78	11.01	-	-	-	-	-	-
Transportation and utilities .....	12.49	11.55	12.09	11.26	-	-	-	-	-	-
State and local government .....	13.21	12.67	10.85	10.90	12.21	12.06	11.08	11.90	-	-
Tractor Trailer .....	13.71	13.60	13.10	12.88	13.61	13.75	16.34	17.19	16.72	17.28
Private industry .....	13.69	13.60	13.10	12.88	13.60	13.75	16.36	17.19	16.62	17.28
Goods producing .....	12.25	11.90	12.03	11.97	11.87	10.50	12.57	11.55	17.98	18.46
Manufacturing .....	12.07	11.85	11.75	11.87	11.84	10.50	12.53	11.55	17.98	18.46
Service producing .....	14.21	14.22	13.54	13.31	14.29	14.06	16.93	17.55	16.37	16.90
Transportation and utilities .....	15.06	15.65	14.43	14.70	-	-	18.17	18.71	18.50	18.95
State and local government .....	16.82	15.79	-	-	-	-	-	-	18.12	16.22
<b>Warehouse Specialists</b>	11.99	11.57	11.35	10.90	12.63	12.47	13.08	12.25	13.33	13.35
Private industry .....	12.01	11.55	11.35	10.89	12.64	12.47	13.12	12.39	13.93	14.04
Goods producing .....	11.45	11.19	10.74	10.55	12.02	12.33	12.39	11.31	14.14	14.08
Manufacturing .....	11.43	11.13	10.69	10.54	11.94	12.33	12.39	11.31	14.14	14.08
Service producing .....	12.35	12.03	11.70	11.31	13.39	14.43	13.45	13.80	13.81	13.95
Transportation and utilities .....	13.95	14.46	12.40	11.68	16.31	17.28	-	-	16.01	17.26
State and local government .....	11.48	11.68	11.30	11.68	12.03	12.07	11.90	11.10	11.36	11.75

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

**Table C-1. Average weekly pay by type of area, professional and administrative occupations, United States, September 1994**

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
<b>Professional Occupations</b>											
<b>Accountants</b>											
Level I .....	\$498	\$502	\$450	\$510	\$511	\$481	\$483	\$493	\$498	\$524	\$536
Private industry .....	494	499	-	506	507	484	485	489	496	506	519
Goods producing .....	515	525	-	506	509	517	521	500	525	548	557
Manufacturing .....	506	516	-	508	511	493	496	499	524	551	556
Service producing .....	484	487	-	506	507	466	467	482	484	492	505
Transportation and utilities .....	498	498	-	-	-	480	480	517	517	541	541
State and local government .....	510	515	-	537	537	474	481	512	510	578	578
Level II .....	601	606	549	608	612	575	581	600	605	633	637
Private industry .....	604	608	559	607	611	588	592	601	605	628	631
Goods producing .....	627	635	573	618	626	610	621	636	643	652	653
Manufacturing .....	627	634	-	618	626	607	613	637	645	652	653
Service producing .....	591	594	542	601	604	576	578	575	579	617	621
Transportation and utilities .....	618	617	-	662	659	598	599	613	619	665	658
State and local government .....	582	593	520	620	620	532	542	598	603	652	666
Level III .....	767	770	734	779	779	747	748	759	764	787	792
Private industry .....	774	777	737	784	783	762	764	762	767	791	797
Goods producing .....	786	791	751	790	788	776	781	781	787	805	814
Manufacturing .....	785	791	744	795	793	765	769	784	791	801	814
Service producing .....	763	766	710	780	780	750	752	740	746	781	785
Transportation and utilities .....	796	797	-	857	849	774	775	779	785	816	828
State and local government .....	733	734	714	735	743	674	671	734	734	776	778
Level IV .....	988	990	960	995	998	992	993	968	973	997	997
Private industry .....	1,003	1,003	994	1,000	1,002	1,021	1,018	970	975	1,022	1,022
Goods producing .....	1,021	1,022	-	984	987	1,056	1,053	988	994	1,054	1,052
Manufacturing .....	1,007	1,006	-	979	981	1,028	1,015	986	992	1,047	1,050
Service producing .....	985	986	-	1,012	1,014	985	984	952	954	993	995
Transportation and utilities .....	1,006	1,008	-	1,059	1,059	993	993	981	986	1,049	1,055
State and local government .....	922	929	803	944	944	838	852	941	950	-	-
Level V .....	1,286	1,286	-	1,338	1,338	1,279	1,279	1,271	1,272	1,266	1,266
Private industry .....	1,298	1,298	-	1,348	1,348	1,289	1,290	1,278	1,279	1,284	1,284
Goods producing .....	1,301	1,301	-	1,246	1,244	1,316	1,318	1,313	1,313	1,314	1,314
Manufacturing .....	1,281	1,280	-	1,243	1,241	1,254	1,252	1,314	1,314	1,316	1,316
Service producing .....	1,295	1,296	-	1,425	1,425	1,260	1,260	1,247	1,251	1,261	1,261
Transportation and utilities .....	1,276	1,276	-	-	-	1,256	1,256	1,216	1,216	1,392	1,392
State and local government .....	1,149	1,149	-	1,118	1,118	1,062	1,062	1,107	1,107	1,190	1,190
Level VI .....	1,612	1,612	-	1,538	1,538	1,689	1,689	1,665	1,665	1,502	1,502
Private industry .....	1,644	1,644	-	1,536	1,536	1,712	1,712	1,669	1,669	1,618	1,618
Goods producing .....	1,686	1,686	-	-	-	-	-	1,703	1,703	-	-
Manufacturing .....	1,642	1,642	-	-	-	-	-	1,703	1,703	-	-
Service producing .....	1,594	1,594	-	-	-	-	-	1,627	1,627	-	-
Transportation and utilities .....	1,670	1,670	-	-	-	-	-	-	-	-	-

See note at end of table.

**Table C-1. Average weekly pay by type of area, professional and administrative occupations, United States, September 1994**  
**— 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
<b>Accountants, Public</b>											
Level I .....	\$570	\$571	-	\$613	\$613	\$548	\$552	\$556	\$556	\$554	\$554
Private industry .....	570	571	-	613	613	548	552	556	556	554	554
Service producing .....	570	571	-	613	613	548	552	556	556	554	554
Level II .....	614	615	-	639	639	607	610	599	599	613	613
Private industry .....	614	615	-	639	639	607	610	599	599	613	613
Service producing .....	614	615	-	639	639	607	610	599	599	613	613
Level III .....	713	713	-	744	744	689	690	705	705	700	700
Private industry .....	713	713	-	744	744	689	690	705	705	700	700
Service producing .....	713	713	-	744	744	689	690	705	705	700	700
Level IV .....	967	967	-	1,001	1,001	926	926	946	946	1,016	1,016
Private industry .....	967	967	-	1,001	1,001	926	926	946	946	1,016	1,016
Service producing .....	967	967	-	1,001	1,001	926	926	946	946	1,016	1,016
<b>Attorneys</b>											
Level I .....	713	720	-	729	735	693	696	708	709	728	763
Private industry .....	768	811	-	-	-	818	818	775	775	-	-
Service producing .....	744	782	-	-	-	-	-	-	-	-	-
State and local government .....	692	693	-	716	716	647	650	681	679	745	747
Level II .....	944	951	-	936	937	897	900	941	956	1,033	1,056
Private industry .....	1,049	1,057	-	1,034	1,034	1,056	1,059	1,005	1,008	1,100	1,138
Goods producing .....	1,142	1,142	-	-	-	-	-	-	-	-	-
Service producing .....	1,034	1,044	-	1,035	1,035	1,030	1,032	988	991	1,107	1,161
Transportation and utilities .....	1,108	1,108	-	-	-	1,134	1,134	1,053	1,053	-	-
State and local government .....	860	864	-	892	891	790	792	868	889	948	954
Level III .....	1,241	1,245	-	1,267	1,267	1,172	1,174	1,257	1,258	1,289	1,304
Private industry .....	1,368	1,372	-	1,396	1,396	1,365	1,365	1,295	1,295	1,404	1,424
Goods producing .....	1,474	1,474	-	1,447	1,447	1,538	1,538	1,411	1,411	-	-
Manufacturing .....	1,466	1,466	-	-	-	-	-	1,426	1,426	-	-
Service producing .....	1,343	1,347	-	1,387	1,387	1,316	1,316	1,264	1,264	1,387	1,411
Transportation and utilities .....	1,366	1,366	-	1,412	1,412	1,349	1,349	1,297	1,297	1,467	1,467
State and local government .....	1,091	1,088	-	1,074	1,074	993	993	1,175	1,171	1,182	1,187
Level IV .....	1,568	1,569	-	1,727	1,727	1,492	1,493	1,582	1,582	1,513	1,514
Private industry .....	1,720	1,721	-	1,824	1,824	1,717	1,717	1,603	1,603	1,673	1,681
Goods producing .....	1,800	1,800	-	1,810	1,810	1,883	1,883	1,711	1,711	1,727	1,727
Manufacturing .....	1,789	1,789	-	1,786	1,786	-	-	1,713	1,713	1,734	1,734
Service producing .....	1,691	1,693	-	1,828	1,828	1,643	1,643	1,570	1,570	1,648	1,660
Transportation and utilities .....	1,691	1,691	-	1,766	1,766	1,620	1,620	1,671	1,671	-	-
State and local government .....	1,331	1,330	-	1,319	1,319	-	-	1,430	1,430	1,430	1,429
Level V .....	1,925	1,927	-	2,162	2,162	2,039	2,039	2,067	2,067	-	-
Private industry .....	2,154	2,154	-	2,188	2,188	2,144	2,144	2,077	2,077	2,188	2,188
Goods producing .....	2,139	2,139	-	-	-	2,208	2,208	2,140	2,140	-	-
Manufacturing .....	2,126	2,126	-	-	-	-	-	2,139	2,139	-	-
Service producing .....	2,164	2,164	-	2,204	2,204	2,097	2,097	2,013	2,013	2,289	2,289
Transportation and utilities .....	2,092	2,092	-	-	-	-	-	-	-	-	-

See note at end of table.

**Table C-1. Average weekly pay by type of area, professional and administrative occupations, United States, September 1994**  
— 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
<b>Attorneys—Continued</b>											
Level VI .....	\$2,314	\$2,314	-	\$2,701	\$2,701	-	-	-	-	-	-
Private industry .....	2,681	2,681	-	2,744	2,744	-	-	-	-	-	-
Goods producing .....	2,650	2,650	-	-	-	-	-	-	-	-	-
Manufacturing .....	2,654	2,654	-	-	-	-	-	-	-	-	-
Service producing .....	2,708	2,708	-	-	-	-	-	-	-	-	-
<b>Engineers</b>											
Level I .....	656	655	\$663	653	653	\$638	\$634	\$666	\$668	\$672	\$672
Private industry .....	659	658	-	654	654	644	640	668	671	677	677
Goods producing .....	673	673	-	670	670	661	656	677	682	684	685
Manufacturing .....	676	677	-	683	683	661	656	679	685	686	688
Service producing .....	634	633	-	626	626	623	621	651	650	650	650
Transportation and utilities .....	703	704	-	748	748	682	678	720	724	641	641
State and local government .....	627	629	-	645	651	580	574	630	633	646	650
Level II .....	767	770	730	751	754	752	757	764	767	804	807
Private industry .....	768	771	733	755	758	759	764	767	769	794	796
Goods producing .....	772	777	728	755	759	766	776	766	769	798	801
Manufacturing .....	772	777	723	760	764	766	773	766	769	797	802
Service producing .....	757	756	-	754	756	745	744	770	770	765	765
Transportation and utilities .....	811	812	-	886	889	771	771	814	817	755	755
State and local government .....	761	765	704	734	733	703	705	717	722	845	854
Level III .....	902	906	871	899	904	889	894	896	895	929	936
Private industry .....	904	907	876	897	902	899	903	898	896	927	936
Goods producing .....	901	906	867	888	892	898	904	895	894	927	938
Manufacturing .....	900	905	861	889	894	895	902	895	894	925	937
Service producing .....	912	911	-	927	927	903	901	907	904	928	926
Transportation and utilities .....	959	965	929	1,023	1,025	939	951	944	946	957	942
State and local government .....	890	896	821	926	927	808	815	859	864	933	937
Level IV .....	1,094	1,102	1,020	1,092	1,094	1,090	1,092	1,092	1,094	1,104	1,131
Private industry .....	1,099	1,106	1,028	1,092	1,094	1,103	1,104	1,095	1,097	1,104	1,136
Goods producing .....	1,094	1,104	1,004	1,081	1,084	1,099	1,102	1,097	1,100	1,097	1,134
Manufacturing .....	1,091	1,101	995	1,080	1,083	1,088	1,090	1,098	1,101	1,094	1,133
Service producing .....	1,113	1,112	-	1,122	1,123	1,112	1,110	1,089	1,084	1,142	1,144
Transportation and utilities .....	1,130	1,138	1,086	1,168	1,168	1,095	1,120	1,112	1,103	1,163	1,169
State and local government .....	1,045	1,056	945	1,098	1,096	927	941	1,007	1,016	1,102	1,109
Level V .....	1,314	1,324	1,195	1,304	1,307	1,316	1,326	1,325	1,324	1,314	1,343
Private industry .....	1,320	1,330	1,202	1,305	1,308	1,327	1,335	1,328	1,326	1,322	1,357
Goods producing .....	1,315	1,329	1,178	1,298	1,301	1,315	1,328	1,345	1,344	1,310	1,349
Manufacturing .....	1,307	1,321	-	1,288	1,292	1,291	1,303	1,345	1,345	1,308	1,347
Service producing .....	1,335	1,334	-	1,330	1,330	1,349	1,346	1,274	1,260	1,399	1,402
Transportation and utilities .....	1,323	1,316	-	1,340	1,340	1,313	1,313	1,314	1,277	1,351	1,377
State and local government .....	1,216	1,228	-	1,241	1,241	1,100	1,134	1,201	1,196	1,257	1,260

See note at end of table.

**Table C-1. Average weekly pay by type of area, professional and administrative occupations, United States, September 1994**  
 — 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
<b>Engineers—Continued</b>											
Level VI .....	\$1,565	\$1,567	-	\$1,570	\$1,570	\$1,572	\$1,580	\$1,524	\$1,520	\$1,572	\$1,576
Private industry .....	1,575	1,578	-	1,572	1,571	1,588	1,594	1,526	1,522	1,591	1,596
Goods producing .....	1,577	1,581	-	1,584	1,584	1,589	1,600	1,523	1,521	1,587	1,592
Manufacturing .....	1,568	1,571	-	1,584	1,584	1,538	1,548	1,523	1,521	1,585	1,591
Service producing .....	1,568	1,566	-	1,527	1,527	1,586	1,586	1,534	1,523	1,624	1,626
Transportation and utilities .....	1,575	1,564	-	-	-	1,607	1,607	1,587	1,491	1,476	-
State and local government .....	1,326	1,334	-	1,397	1,397	1,190	1,211	-	-	-	-
Level VII .....	1,798	1,803	-	1,810	1,810	1,796	1,795	1,780	1,780	1,798	1,813
Private industry .....	1,807	1,812	-	1,810	1,810	1,797	1,796	1,781	1,781	1,823	1,841
Goods producing .....	1,814	1,822	-	1,840	1,840	1,804	1,804	1,789	1,789	1,817	1,837
Manufacturing .....	1,801	1,809	-	1,839	1,839	1,757	1,757	1,789	1,789	1,816	1,836
Service producing .....	1,787	1,786	-	1,764	1,764	1,783	1,781	-	-	-	-
Transportation and utilities .....	1,870	1,870	-	-	-	-	-	-	-	-	-
Level VIII .....	2,162	2,162	-	2,190	2,190	2,144	2,144	-	-	2,157	2,157
Private industry .....	2,169	2,169	-	2,190	2,190	2,144	2,144	-	-	2,179	2,179
Goods producing .....	2,203	2,203	-	-	-	-	-	-	-	-	-
Manufacturing .....	2,187	2,187	-	-	-	-	-	-	-	-	-
Service producing .....	2,041	2,041	-	-	-	-	-	-	-	-	-
<b>Registered Nurses</b>											
Level I .....	585	595	\$547	635	655	537	547	564	568	610	623
Private industry .....	590	603	-	637	658	552	569	560	563	615	625
Goods producing .....	653	653	-	-	-	-	-	-	-	-	-
Manufacturing .....	653	653	-	-	-	-	-	-	-	-	-
Service producing .....	589	603	-	637	657	552	569	560	563	614	624
State and local government .....	576	577	-	633	649	520	525	579	592	595	618
Level II .....	710	730	594	799	817	647	658	662	687	789	804
Private industry .....	711	729	582	796	815	652	661	660	684	782	793
Goods producing .....	702	715	-	731	731	678	713	696	693	787	810
Manufacturing .....	702	714	-	731	731	677	712	696	693	810	810
Service producing .....	711	729	582	796	816	652	661	660	684	782	793
Transportation and utilities .....	803	761	-	-	-	-	-	-	-	-	-
State and local government .....	705	734	615	817	826	635	650	672	709	808	836
Level II Specialists .....	777	782	-	918	918	715	717	763	760	862	907
Private industry .....	762	764	-	921	921	707	707	754	754	834	878
Service producing .....	762	764	-	921	921	707	707	754	754	834	878
State and local government .....	837	861	-	-	-	754	773	873	844	-	-
Level III .....	927	939	-	1,015	1,019	853	863	835	833	990	1,016
Private industry .....	960	964	-	1,050	1,056	916	919	824	824	988	996
Service producing .....	960	964	-	1,050	1,057	916	919	824	824	988	996
State and local government .....	878	897	750	923	925	805	815	870	865	993	1,054

See note at end of table.

**Table C-1. Average weekly pay by type of area, professional and administrative occupations, United States, September 1994**  
 — 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
<b>Registered Nurses—Continued</b>											
Level III Anesthetists .....	\$1,467	\$1,480	-	\$1,291	\$1,296	\$1,430	\$1,438	\$1,518	\$1,536	-	-
Private industry .....	1,464	1,477	-	1,293	1,300	1,398	1,405	1,524	1,544	-	-
Service producing .....	1,464	1,477	-	1,293	1,300	1,398	1,405	1,524	1,544	-	-
State and local government .....	1,489	1,496	-	-	-	-	-	-	-	-	-
Level IV .....	1,007	1,007	-	-	-	-	-	-	-	-	-
Private industry .....	982	982	-	-	-	-	-	-	-	-	-
Service producing .....	982	982	-	-	-	-	-	-	-	-	-
State and local government .....	1,041	1,041	-	-	-	-	-	-	-	-	-
<b>Administrative Occupations</b>											
<b>Budget Analysts</b>											
Level I .....	557	559	-	-	-	498	498	-	-	-	-
Private industry .....	531	531	-	-	-	-	-	-	-	-	-
Service producing .....	530	530	-	-	-	-	-	-	-	-	-
State and local government .....	-	-	-	-	-	469	469	-	-	-	-
Level II .....	624	628	-	636	630	593	596	672	676	\$624	\$644
Private industry .....	619	625	-	631	623	610	616	617	621	616	643
Goods producing .....	635	642	-	-	-	-	-	-	-	-	-
Manufacturing .....	630	637	-	-	-	-	-	-	-	-	-
Service producing .....	612	617	-	631	621	602	602	614	621	590	635
Transportation and utilities .....	623	640	-	-	-	-	-	-	-	-	-
State and local government .....	632	632	-	666	666	575	575	-	-	644	644
Level III .....	820	823	-	812	816	774	774	842	843	-	-
Private industry .....	806	809	-	812	815	798	801	793	793	814	823
Goods producing .....	835	835	-	-	-	-	-	-	-	-	-
Manufacturing .....	827	827	-	-	-	-	-	-	-	-	-
Service producing .....	789	794	-	795	799	768	770	782	782	807	818
Transportation and utilities .....	822	840	-	-	-	-	-	-	-	841	841
State and local government .....	833	835	-	813	819	749	749	-	-	-	-
Level IV .....	933	928	-	982	961	903	903	961	961	932	932
Private industry .....	918	911	-	981	954	899	898	966	966	-	-
Goods producing .....	931	931	-	-	-	-	-	-	-	-	-
Manufacturing .....	909	909	-	-	-	-	-	-	-	-	-
Service producing .....	906	891	-	1,011	972	-	-	977	977	-	-
Transportation and utilities .....	1,000	1,000	-	-	-	-	-	-	-	-	-
State and local government .....	972	972	-	986	986	921	921	906	906	1,007	1,007

See note at end of table.

**Table C-1. Average weekly pay by type of area, professional and administrative occupations, United States, September 1994**  
**— 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
<b>Buyers/Contracting Specialists</b>											
Level I .....	\$502	\$507	\$445	\$519	\$525	\$471	\$475	\$513	\$518	\$529	\$539
Private industry .....	507	510	-	517	524	482	483	511	517	533	536
Goods producing .....	518	521	-	528	532	490	490	508	517	553	555
Manufacturing .....	516	520	-	531	534	486	486	508	517	549	551
Service producing .....	493	497	-	504	515	475	476	516	517	495	500
Transportation and utilities .....	514	514	-	-	-	-	-	-	-	-	-
State and local government .....	482	491	434	539	541	442	452	527	527	517	553
Level II .....	642	649	614	661	667	614	612	642	655	664	668
Private industry .....	647	655	617	659	664	628	631	644	657	665	669
Goods producing .....	649	658	618	662	665	627	631	646	662	671	676
Manufacturing .....	647	656	617	661	663	621	620	644	661	674	678
Service producing .....	644	648	-	653	662	631	632	635	637	654	656
Transportation and utilities .....	675	677	-	704	704	621	624	698	721	701	705
State and local government .....	609	612	575	687	695	556	553	619	628	655	665
Level III .....	858	857	870	877	872	839	826	869	880	851	850
Private industry .....	865	864	874	880	876	853	837	872	884	855	855
Goods producing .....	865	864	873	874	868	855	834	874	888	854	855
Manufacturing .....	862	861	872	873	867	844	819	873	888	854	856
Service producing .....	867	866	-	905	908	847	845	863	863	861	857
Transportation and utilities .....	911	913	-	1,037	1,037	864	864	903	903	903	921
State and local government .....	770	773	-	781	781	730	737	759	759	816	816
Level IV .....	1,024	1,025	-	1,011	1,012	1,006	1,006	1,060	1,061	1,020	1,025
Private industry .....	1,027	1,029	-	1,012	1,013	1,017	1,017	1,062	1,063	1,016	1,021
Goods producing .....	1,024	1,026	-	1,002	1,003	1,011	1,011	1,066	1,067	1,014	1,018
Manufacturing .....	1,013	1,016	-	1,000	1,000	964	964	1,064	1,065	1,009	1,019
Service producing .....	1,039	1,041	-	1,071	1,071	1,029	1,029	1,034	1,039	-	-
Transportation and utilities .....	1,040	1,043	-	-	-	-	-	1,002	1,002	-	-
State and local government .....	966	966	-	-	-	-	-	-	-	1,087	1,087
<b>Computer Programmers</b>											
Level I .....	530	533	-	540	541	523	528	533	536	528	528
Private industry .....	539	541	-	542	542	546	548	533	536	521	521
Goods producing .....	557	557	-	-	-	-	-	540	540	-	-
Manufacturing .....	552	552	-	-	-	-	-	540	540	-	-
Service producing .....	533	536	-	538	538	537	540	530	534	514	514
Transportation and utilities .....	551	551	-	-	-	557	554	544	544	-	-
State and local government .....	478	484	-	515	521	438	443	531	530	-	-
Level II .....	616	621	559	632	636	604	609	617	620	623	629
Private industry .....	624	628	570	633	637	628	631	615	619	622	625
Goods producing .....	643	650	-	658	663	659	670	609	620	658	656
Manufacturing .....	641	649	-	658	663	655	666	609	620	654	654
Service producing .....	617	619	-	619	624	618	619	618	618	605	610
Transportation and utilities .....	651	653	-	652	652	-	-	655	656	654	659
State and local government .....	575	581	535	619	620	521	525	629	634	625	641

See note at end of table.

**Table C-1. Average weekly pay by type of area, professional and administrative occupations, United States, September 1994**  
— 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
<b>Computer Programmers—Continued</b>											
Level III .....	\$743	\$747	\$683	\$755	\$760	\$724	\$727	\$742	\$748	\$765	\$765
Private industry .....	749	754	670	756	762	740	744	742	749	771	771
Goods producing .....	755	771	-	785	794	754	772	718	743	785	786
Manufacturing .....	753	769	-	785	794	749	767	718	743	785	786
Service producing .....	746	748	-	748	753	733	734	749	751	765	766
Transportation and utilities .....	772	766	-	843	815	732	732	-	-	809	809
State and local government .....	717	715	739	729	732	667	667	744	738	-	-
Level IV .....	882	884	-	881	883	867	869	871	871	936	935
Private industry .....	884	886	-	881	883	875	877	875	875	930	930
Goods producing .....	857	859	-	-	-	-	-	890	890	891	891
Manufacturing .....	856	858	-	-	-	-	-	890	890	891	891
Service producing .....	893	895	-	890	893	891	891	871	871	957	957
Transportation and utilities .....	946	946	-	-	-	908	908	-	-	-	-
State and local government .....	854	847	-	-	-	786	778	837	837	993	999
Level V .....	1,027	1,028	-	1,044	1,048	1,001	1,001	-	-	-	-
Private industry .....	1,027	1,028	-	1,046	1,050	1,002	1,002	-	-	-	-
Service producing .....	1,059	1,062	-	-	-	-	-	-	-	-	-
State and local government .....	1,004	1,004	-	-	-	-	-	-	-	-	-
<b>Computer Systems Analysts</b>											
Level I .....	746	748	721	733	733	724	722	762	763	773	780
Private industry .....	754	756	-	732	732	751	751	762	764	774	780
Goods producing .....	768	770	-	703	703	784	796	764	765	821	822
Manufacturing .....	764	766	-	702	702	775	784	764	765	821	824
Service producing .....	749	751	-	742	741	739	739	761	763	753	760
Transportation and utilities .....	808	809	-	858	888	802	803	800	800	820	820
State and local government .....	699	700	682	752	752	628	624	761	762	769	781
Level II .....	892	893	849	898	898	871	872	885	886	915	917
Private industry .....	892	893	-	897	897	887	888	886	887	905	907
Goods producing .....	912	913	-	898	899	914	918	927	929	902	903
Manufacturing .....	909	911	-	897	898	904	907	927	929	900	901
Service producing .....	886	887	-	896	896	881	881	872	873	907	909
Transportation and utilities .....	929	930	-	972	981	934	934	-	-	937	939
State and local government .....	889	891	833	952	956	783	783	866	865	-	-
Level III .....	1,049	1,049	-	1,042	1,042	1,035	1,035	1,059	1,058	1,068	1,068
Private industry .....	1,056	1,056	-	1,042	1,042	1,054	1,053	1,061	1,061	1,075	1,075
Goods producing .....	1,084	1,085	-	1,048	1,051	1,075	1,073	1,132	1,134	1,086	1,087
Manufacturing .....	1,081	1,082	-	1,048	1,050	1,062	1,060	1,132	1,134	1,085	1,086
Service producing .....	1,045	1,045	-	1,040	1,039	1,046	1,047	1,035	1,035	1,068	1,068
Transportation and utilities .....	1,102	1,102	-	1,112	1,113	1,083	1,083	1,102	1,102	1,119	1,119
State and local government .....	973	973	-	1,076	1,076	887	887	952	952	1,036	1,035

See note at end of table.

Table C-1. Average weekly pay by type of area, professional and administrative occupations, United States, September 1994  
— 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
<b>Computer Systems Analysts—Continued</b>											
Level IV .....	\$1,254	\$1,254	-	\$1,251	\$1,251	\$1,257	\$1,257	\$1,247	\$1,247	\$1,260	\$1,260
Private industry .....	1,256	1,256	-	1,250	1,251	1,257	1,249	1,249	1,249	1,275	1,275
Goods producing .....	1,269	1,269	-	1,204	1,204	1,325	1,325	1,309	1,309	1,285	1,285
Manufacturing .....	1,261	1,261	-	1,204	1,204	-	-	1,309	1,309	1,284	1,284
Service producing .....	1,249	1,249	-	1,271	1,271	1,223	1,223	1,225	1,225	1,268	1,268
Transportation and utilities .....	1,314	1,314	-	-	-	-	-	-	-	-	-
State and local government .....	1,167	1,165	-	-	-	-	-	-	-	1,160	-
Level V .....	1,492	1,492	-	1,476	1,476	-	-	-	-	-	-
Private industry .....	1,492	1,492	-	1,476	1,476	-	-	-	-	-	-
Goods producing .....	1,510	1,510	-	-	-	-	-	-	-	-	-
Manufacturing .....	1,502	1,502	-	-	-	-	-	-	-	-	-
Service producing .....	1,486	1,486	-	-	-	-	-	-	-	-	-
<b>Computer Systems Analyst Supervisors/Managers</b>											
Level I .....	1,129	1,132	-	1,163	1,162	1,102	1,102	1,125	1,125	1,139	1,156
Private industry .....	1,143	1,146	-	1,163	1,162	1,138	1,138	1,121	1,120	1,164	1,194
Goods producing .....	1,234	1,235	-	1,275	1,275	1,266	1,266	1,180	1,181	1,275	1,275
Manufacturing .....	1,230	1,231	-	1,275	1,274	1,246	1,246	1,180	1,181	1,283	1,283
Service producing .....	1,123	1,127	-	1,141	1,141	1,117	1,117	1,104	1,104	1,143	1,177
Transportation and utilities .....	1,214	1,214	-	-	-	-	-	1,227	1,227	-	-
State and local government .....	1,072	1,072	-	-	-	1,011	1,011	-	-	-	-
Level II .....	1,326	1,325	-	1,354	1,354	1,329	1,327	1,317	1,316	1,296	1,296
Private industry .....	1,333	1,333	-	1,354	1,354	1,336	1,335	1,320	1,319	1,313	1,313
Goods producing .....	1,399	1,398	-	1,407	1,407	1,412	1,406	1,397	1,397	1,384	1,384
Manufacturing .....	1,388	1,386	-	1,407	1,407	-	-	1,397	1,397	1,377	1,377
Service producing .....	1,319	1,318	-	1,344	1,344	1,323	1,323	1,306	1,305	1,283	1,283
Transportation and utilities .....	1,435	1,435	-	1,597	1,597	1,403	1,403	1,337	1,337	-	-
State and local government .....	1,227	1,227	-	-	-	1,194	1,194	-	-	1,226	1,226
Level III .....	1,592	1,592	-	1,599	1,600	1,566	1,566	1,595	1,595	1,592	1,592
Private industry .....	1,594	1,594	-	1,597	1,598	1,568	1,568	1,597	1,597	1,612	1,612
Goods producing .....	1,613	1,613	-	-	-	-	-	-	-	-	-
Manufacturing .....	1,586	1,586	-	-	-	-	-	-	-	-	-
Service producing .....	1,586	1,587	-	1,590	1,592	1,532	1,532	1,604	1,604	-	-
Transportation and utilities .....	1,609	1,630	-	-	-	-	-	-	-	-	-
Level IV .....	1,892	-	-	-	-	-	-	-	-	-	-
<b>Personnel Specialists</b>											
Level I .....	497	496	-	498	500	485	484	502	496	539	547
Private industry .....	491	490	-	485	487	490	483	483	485	542	547
Goods producing .....	497	490	-	-	-	505	492	485	490	-	-
Manufacturing .....	493	487	-	-	-	502	486	485	490	-	-
Service producing .....	488	490	-	496	500	477	477	482	482	525	537
Transportation and utilities .....	507	507	-	-	-	-	-	-	-	-	-
State and local government .....	511	513	-	600	600	476	486	554	540	528	-

See note at end of table.

**Table C-1. Average weekly pay by type of area, professional and administrative occupations, United States, September 1994**  
**— 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
<b>Personnel Specialists—Continued</b>											
Level II .....	\$588	\$594	\$527	\$593	\$601	\$566	\$571	\$596	\$603	\$610	\$615
Private industry .....	584	590	524	589	596	569	574	588	597	597	600
Goods producing .....	605	618	-	614	617	579	592	618	642	619	620
Manufacturing .....	601	614	-	612	615	567	580	618	643	618	621
Service producing .....	573	577	524	580	587	565	566	568	571	586	590
Transportation and utilities .....	624	628	-	649	649	622	622	640	636	600	614
State and local government .....	604	610	541	642	665	557	561	658	655	682	696
Level III .....	768	775	715	772	776	740	747	760	768	805	810
Private industry .....	765	771	721	769	774	759	764	761	769	777	781
Goods producing .....	787	794	751	792	791	784	792	781	791	795	806
Manufacturing .....	784	792	747	794	792	777	783	780	791	793	804
Service producing .....	751	758	674	759	767	740	746	743	751	765	767
Transportation and utilities .....	825	833	-	811	811	776	790	867	875	818	817
State and local government .....	779	789	684	799	797	677	689	750	759	859	-
Level IV .....	999	998	1,008	1,014	1,015	971	968	993	991	1,025	1,023
Private industry .....	1,006	1,004	1,027	1,017	1,018	989	986	998	991	1,024	1,022
Goods producing .....	1,017	1,015	1,031	1,026	1,027	988	994	1,026	1,016	1,039	1,028
Manufacturing .....	1,013	1,011	-	1,026	1,026	977	979	1,023	1,012	1,039	1,031
Service producing .....	996	995	-	1,012	1,013	989	979	967	968	1,012	1,018
Transportation and utilities .....	1,023	1,011	-	1,034	1,034	1,020	978	1,017	1,018	1,032	1,039
State and local government .....	953	962	-	976	975	877	882	935	979	1,029	1,028
Level V .....	1,295	1,296	-	1,289	1,289	1,271	1,270	1,297	1,304	1,327	1,326
Private industry .....	1,302	1,303	-	1,288	1,288	1,288	1,288	1,305	1,312	1,335	1,334
Goods producing .....	1,320	1,324	-	1,289	1,289	1,320	1,323	1,333	1,345	1,342	1,342
Manufacturing .....	1,314	1,318	-	1,286	1,286	1,294	1,294	1,333	1,345	1,342	1,342
Service producing .....	1,277	1,277	-	1,288	1,288	1,245	1,245	1,254	1,254	1,324	1,324
Transportation and utilities .....	1,295	1,295	-	1,293	1,293	1,220	1,220	1,292	1,292	-	-
State and local government .....	1,186	1,186	-	-	-	1,078	1,078	1,130	1,130	1,273	1,273
Level VI .....	1,670	1,670	-	-	-	-	-	1,702	1,702	-	-
Private industry .....	1,676	1,676	-	-	-	-	-	1,705	1,705	-	-
Goods producing .....	1,682	1,682	-	-	-	-	-	-	-	-	-
Manufacturing .....	1,667	1,667	-	-	-	-	-	-	-	-	-
Service producing .....	1,658	1,658	-	-	-	-	-	-	-	-	-
<b>Personnel Supervisors/Managers</b>											
Level I .....	1,081	1,094	-	1,109	1,109	1,032	1,053	1,116	1,116	1,113	1,113
Private industry .....	1,110	1,126	-	1,132	1,132	1,066	1,101	1,140	1,140	1,141	1,141
Goods producing .....	1,127	1,166	-	-	-	-	-	1,153	1,153	-	-
Manufacturing .....	1,120	1,159	-	-	-	-	-	1,153	1,153	-	-
Service producing .....	1,092	1,093	-	1,069	1,069	1,075	1,080	1,110	1,110	1,135	1,135
Transportation and utilities .....	1,191	1,191	-	-	-	-	-	-	-	-	-
State and local government .....	979	984	-	1,036	1,036	922	924	992	992	1,029	1,029

See note at end of table.

**Table C-1. Average weekly pay by type of area, professional and administrative occupations, United States, September 1994**  
**— 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
<b>Personnel Supervisors/ Managers—Continued</b>											
Level II .....	\$1,359	\$1,361	-	\$1,412	\$1,415	\$1,309	\$1,312	\$1,379	\$1,379	\$1,362	\$1,358
Private industry .....	1,389	1,391	-	1,424	1,424	1,355	1,362	1,390	1,390	1,397	1,393
Goods producing .....	1,407	1,412	-	1,451	1,451	1,348	1,361	1,446	1,446	1,435	1,428
Manufacturing .....	1,403	1,411	-	1,453	1,453	1,332	1,344	1,440	1,440	1,450	1,450
Service producing .....	1,375	1,375	-	1,414	1,414	1,363	1,363	1,344	1,344	1,360	1,360
Transportation and utilities .....	1,344	1,344	-	-	-	1,291	1,291	1,337	1,337	-	-
State and local government .....	1,186	1,188	-	-	-	1,101	1,101	-	-	1,242	1,242
Level III .....	1,711	1,711	-	1,740	1,740	1,648	1,648	1,779	1,779	1,675	1,675
Private industry .....	1,737	1,737	-	1,742	1,742	1,700	1,700	1,786	1,786	1,705	1,705
Goods producing .....	1,741	1,741	-	1,755	1,755	-	-	1,813	1,813	1,727	1,727
Manufacturing .....	1,732	1,732	-	1,756	1,756	-	-	1,813	1,813	1,716	1,716
Service producing .....	1,731	1,731	-	1,735	1,735	1,750	1,750	1,747	1,747	-	-
Transportation and utilities .....	1,746	1,746	-	-	-	-	-	-	-	-	-
State and local government .....	1,436	1,436	-	-	-	-	-	-	-	1,558	1,558
Level IV .....	2,176	2,176	-	-	-	-	-	-	-	-	-
Private industry .....	2,175	2,175	-	-	-	-	-	-	-	-	-
Goods producing .....	2,207	2,207	-	-	-	-	-	-	-	-	-
Manufacturing .....	2,192	2,192	-	-	-	-	-	-	-	-	-
Service producing .....	2,097	2,097	-	-	-	-	-	-	-	-	-
<b>Tax Collectors</b>											
Level I .....	480	479	-	-	-	-	-	-	-	-	-
State and local government .....	480	479	-	-	-	-	-	-	-	-	-
Level II .....	533	555	-	-	-	459	485	-	-	-	-
State and local government .....	533	555	\$435	581	578	459	485	524	-	577	582
Level III .....	736	-	-	-	-	-	-	-	-	-	-
State and local government .....	736	-	-	770	770	667	685	-	-	-	-

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

Table C-2. Average weekly pay by type of area, technical and protective service occupations, United States, September 1994

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
<b>Technical Occupations</b>											
<b>Computer Operators</b>											
Level I .....	\$348	\$351	-	\$366	\$374	\$341	\$342	\$351	\$357	\$342	\$342
Private industry .....	347	350	-	365	373	351	351	338	344	326	326
Goods producing .....	345	350	-	-	-	-	-	363	-	-	-
Manufacturing .....	345	350	-	-	-	-	-	363	-	-	-
Service producing .....	347	350	-	379	380	354	354	327	335	324	324
Transportation and utilities .....	428	428	-	-	-	-	-	-	-	-	-
State and local government .....	358	358	-	-	-	301	300	435	429	421	-
Level II .....	433	439	\$368	455	464	418	422	430	437	446	448
Private industry .....	434	440	359	453	461	425	430	426	433	437	438
Goods producing .....	445	455	-	486	492	420	436	430	435	456	457
Manufacturing .....	445	455	-	486	493	419	435	430	435	455	456
Service producing .....	431	435	344	441	449	427	429	425	432	433	434
Transportation and utilities .....	496	497	-	460	460	495	497	524	524	454	454
State and local government .....	429	434	389	483	502	397	401	458	468	478	487
Level III .....	556	558	499	577	580	528	527	551	553	571	574
Private industry .....	559	561	-	576	579	541	541	551	554	565	567
Goods producing .....	564	567	-	600	602	559	564	525	526	562	562
Manufacturing .....	564	567	-	600	602	559	565	524	526	560	560
Service producing .....	556	558	-	561	564	533	532	566	569	566	569
Transportation and utilities .....	617	619	-	639	651	561	560	651	652	664	664
State and local government .....	545	547	-	585	590	485	485	551	550	586	590
Level IV .....	665	665	-	708	708	612	606	670	670	635	635
Private industry .....	668	667	-	709	709	624	618	671	671	628	628
Goods producing .....	687	686	-	730	730	-	-	653	652	624	624
Manufacturing .....	686	686	-	730	730	-	-	653	652	624	624
Service producing .....	654	654	-	683	683	610	610	682	682	631	631
Transportation and utilities .....	721	721	-	-	-	-	-	-	-	-	-
State and local government .....	641	641	-	702	702	558	558	662	662	683	684
Level V .....	773	773	-	-	-	-	-	-	-	-	-
Private industry .....	772	772	-	-	-	-	-	-	-	-	-
<b>Drafters</b>											
Level I .....	389	397	-	359	375	418	428	379	378	390	390
Private industry .....	390	399	-	358	376	425	437	379	377	382	382
Goods producing .....	355	366	-	352	-	343	356	360	356	-	-
Manufacturing .....	356	367	-	-	-	344	356	362	359	-	-
Service producing .....	434	433	-	373	375	474	472	420	418	-	-
Transportation and utilities .....	501	501	-	-	-	498	497	-	-	-	-
State and local government .....	373	371	-	-	-	-	-	-	-	-	-
Level II .....	481	497	409	492	546	474	481	464	472	519	522
Private industry .....	479	495	408	492	547	480	488	464	471	491	492
Goods producing .....	464	485	-	450	518	469	478	458	467	498	500
Manufacturing .....	463	484	-	449	517	469	477	458	466	497	498
Service producing .....	506	508	-	574	577	494	498	477	477	471	469
Transportation and utilities .....	561	566	-	651	651	520	523	517	526	505	500
State and local government .....	504	515	-	498	492	423	423	458	482	600	612

See note at end of table.

Table C-2. Average weekly pay by type of area, technical and protective service occupations, United States, September 1994  
— 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
<b>Drafters—Continued</b>											
Level III .....	\$607	\$611	\$563	\$608	\$624	\$604	\$604	\$597	\$598	\$633	\$635
Private industry .....	605	610	559	606	623	618	620	597	598	608	610
Goods producing .....	597	603	-	587	606	616	622	588	589	607	609
Manufacturing .....	592	598	-	587	608	609	611	587	589	595	598
Service producing .....	627	626	-	659	659	620	616	620	620	612	612
Transportation and utilities .....	685	688	-	757	757	609	593	694	699	-	-
State and local government .....	621	621	-	655	656	506	504	601	601	717	722
Level IV .....	785	785	-	801	803	790	791	776	776	778	781
Private industry .....	783	784	-	801	802	793	795	776	776	757	760
Goods producing .....	780	782	-	803	805	753	754	787	787	751	755
Manufacturing .....	777	778	-	801	803	726	727	787	787	751	755
Service producing .....	787	787	-	797	797	831	831	753	753	-	-
Transportation and utilities .....	781	781	-	-	-	760	760	-	-	-	-
<b>Engineering Technicians</b>											
Level I .....	401	401	-	-	-	374	374	427	427	421	421
Private industry .....	402	402	-	-	-	376	376	426	426	419	419
Goods producing .....	403	403	-	-	-	-	-	-	-	422	422
Manufacturing .....	404	404	-	-	-	-	-	-	-	422	422
Service producing .....	398	398	-	-	-	-	-	-	-	-	-
Level II .....	499	499	-	495	495	492	492	510	513	500	498
Private industry .....	499	499	-	495	495	493	493	510	513	498	496
Goods producing .....	500	501	-	497	498	480	480	519	523	497	495
Manufacturing .....	501	501	-	497	498	476	476	523	528	497	495
Service producing .....	495	495	-	-	-	511	511	-	-	-	-
Transportation and utilities .....	560	560	-	-	-	-	-	-	-	-	-
Level III .....	610	615	-	612	614	606	609	613	625	606	606
Private industry .....	610	615	-	611	614	609	612	613	625	603	603
Goods producing .....	608	615	-	615	618	612	616	605	623	601	601
Manufacturing .....	608	615	-	615	618	609	613	606	624	600	601
Service producing .....	616	615	-	603	605	604	604	634	628	627	627
Transportation and utilities .....	705	703	-	-	-	657	666	711	-	-	-
State and local government .....	606	606	-	-	-	-	-	-	-	-	-
Level IV .....	739	741	-	705	705	734	733	766	770	749	753
Private industry .....	739	740	-	705	705	735	734	766	770	748	752
Goods producing .....	731	733	-	703	703	714	709	753	757	745	750
Manufacturing .....	730	732	-	703	703	703	697	755	760	744	749
Service producing .....	760	760	-	710	710	764	765	803	804	774	773
Transportation and utilities .....	851	854	-	-	-	757	758	872	875	-	-
State and local government .....	749	763	-	-	-	-	-	-	-	822	822

See note at end of table.

Table C-2. Average weekly pay by type of area, technical and protective service occupations, United States, September 1994  
— 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
<b>Engineering Technicians—Continued</b>											
Level V .....	\$853	\$853	-	\$851	\$851	\$857	\$857	\$829	\$829	\$889	\$889
Private industry .....	852	852	-	851	851	857	857	829	829	884	884
Goods producing .....	829	829	-	839	839	799	799	809	809	876	876
Manufacturing .....	825	825	-	838	838	780	780	809	809	876	876
Service producing .....	917	917	-	-	-	953	953	901	901	911	911
Transportation and utilities .....	934	934	-	-	-	-	-	-	-	-	-
Level VI .....	1,018	1,018	-	-	-	-	-	978	978	1,004	1,004
Private industry .....	1,019	1,019	-	-	-	-	-	978	978	1,004	1,004
Goods producing .....	964	964	-	-	-	-	-	-	-	-	-
Manufacturing .....	959	959	-	-	-	-	-	-	-	-	-
Service producing .....	1,090	1,090	-	-	-	-	-	-	-	-	-
<b>Engineering Technicians, Civil</b>											
Level I .....	341	349	-	-	-	322	321	371	377	349	405
Private industry .....	321	330	-	-	-	312	312	-	-	-	-
Service producing .....	322	330	-	-	-	-	-	-	-	-	-
State and local government .....	349	358	\$323	374	374	325	325	386	398	391	419
Level II .....	450	464	407	476	476	402	408	469	487	514	551
Private industry .....	426	431	-	-	-	411	413	453	451	434	-
Service producing .....	422	431	-	-	-	410	412	-	-	422	-
Transportation and utilities .....	561	-	-	-	-	-	-	-	-	-	-
State and local government .....	457	475	409	480	481	399	406	471	495	539	574
Level III .....	558	568	513	556	556	502	506	577	585	624	660
Private industry .....	570	585	-	605	603	550	550	574	579	572	632
Goods producing .....	612	578	-	-	-	-	-	-	-	-	-
Service producing .....	566	585	-	-	-	550	550	572	577	562	634
Transportation and utilities .....	638	703	-	-	-	-	-	-	-	-	-
State and local government .....	555	563	515	542	542	491	493	578	587	645	667
Level IV .....	679	699	578	698	698	585	596	695	717	768	805
Private industry .....	699	716	-	734	734	655	662	706	712	711	776
Goods producing .....	728	740	-	-	-	-	-	-	-	-	-
Service producing .....	694	712	-	-	-	649	654	695	702	706	778
Transportation and utilities .....	724	754	-	-	-	-	-	-	-	-	-
State and local government .....	672	693	572	678	677	568	577	692	719	785	810
Level V .....	795	824	-	920	923	667	673	781	808	902	926
Private industry .....	872	878	-	-	-	-	-	-	-	891	906
Service producing .....	889	884	-	-	-	-	-	-	-	-	-
State and local government .....	771	804	678	-	-	647	660	771	808	905	931
Level VI .....	988	988	-	-	-	-	-	-	-	-	-

See note at end of table.

**Table C-2. Average weekly pay by type of area, technical and protective service occupations, United States, September 1994**  
 — 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
<b>Licensed Practical Nurses</b>											
Level I .....	\$417	\$418	-	\$496	\$504	\$363	\$364	\$386	\$386	-	-
Private industry .....	391	391	-	-	-	372	372	-	-	-	-
Service producing .....	391	391	-	-	-	372	372	-	-	-	-
State and local government .....	462	466	-	522	524	338	338	-	-	-	-
Level II .....	448	473	\$388	522	538	411	427	440	477	\$504	\$514
Private industry .....	453	476	389	523	539	417	431	442	475	503	511
Goods producing .....	474	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	466	-	-	-	-	-	-	-	-	-	-
Service producing .....	453	476	389	523	539	417	431	442	475	503	511
State and local government .....	427	456	385	520	530	393	410	433	490	506	535
Level III .....	532	541	-	604	604	498	499	506	-	-	-
Private industry .....	527	542	-	-	-	519	519	496	-	-	-
Service producing .....	527	542	-	-	-	519	519	496	-	-	-
State and local government .....	542	540	-	-	-	-	-	-	-	-	-
<b>Nursing Assistants</b>											
Level I .....	243	245	-	267	268	207	208	237	230	232	237
Private industry .....	236	237	-	256	256	203	204	230	225	231	235
Service producing .....	236	237	-	256	256	203	204	230	225	231	235
State and local government .....	322	343	-	402	402	236	252	-	-	-	-
Level II .....	276	291	235	348	359	239	250	264	277	285	290
Private industry .....	272	286	232	342	353	234	244	260	270	278	283
Service producing .....	272	286	232	342	353	234	244	260	270	278	283
State and local government .....	300	327	249	406	412	261	274	290	350	363	398
Level III .....	379	383	338	436	431	316	318	338	350	380	385
Private industry .....	349	354	-	385	386	314	317	319	327	373	378
Service producing .....	349	354	-	385	386	314	317	319	327	373	378
State and local government .....	425	430	-	484	477	320	322	370	-	407	-
Level IV .....	475	492	-	-	-	-	-	-	-	-	-
Private industry .....	444	443	-	-	-	-	-	-	-	-	-
Service producing .....	444	443	-	-	-	-	-	-	-	-	-
State and local government .....	480	504	-	-	-	-	-	-	-	-	-
<b>Protective Service Occupations</b>											
<b>Corrections Officers</b> .....	533	564	491	651	656	422	428	508	503	671	696
State and local government .....	533	565	491	651	656	423	429	508	503	671	696
<b>Firefighters</b> .....	631	651	475	697	703	516	537	638	651	770	794
Private industry .....	588	607	-	-	-	-	-	-	-	-	-
State and local government .....	632	651	471	698	703	513	534	638	652	780	795

See note at end of table.

**Table C-2. Average weekly pay by type of area, technical and protective service occupations, United States, September 1994**  
**— 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
<b>Police Officers</b>											
Level I .....	\$660	\$684	\$520	\$731	\$737	\$532	\$551	\$641	\$673	\$788	\$816
Private industry .....	558	578	-	-	-	-	-	-	-	-	-
Service producing .....	557	578	-	-	-	-	-	-	-	-	-
State and local government .....	661	685	520	733	738	533	551	641	674	791	816
Level II .....	868	880	-	-	-	-	-	-	-	988	995
State and local government .....	868	881	726	811	838	654	665	758	758	988	995

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

**Table C-3. Average weekly pay by type of area, clerical occupations, United States, September 1994**

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
<b>Clerks, Accounting</b>											
Level I .....	\$298	\$300	-	\$306	\$309	\$303	\$305	\$294	\$296	\$288	\$292
Private industry .....	298	299	-	307	307	310	310	288	291	289	290
Goods producing .....	294	295	-	-	-	296	296	285	286	-	-
Manufacturing .....	294	295	-	-	-	293	293	286	287	-	-
Service producing .....	299	300	-	305	304	312	313	290	293	288	290
Transportation and utilities .....	352	351	-	-	-	395	395	362	362	-	-
State and local government .....	298	304	-	-	-	288	291	321	319	-	-
Level II .....	362	368	\$328	376	383	350	354	354	359	381	386
Private industry .....	359	364	324	373	381	353	355	349	354	371	374
Goods producing .....	363	367	341	383	386	357	362	352	356	376	377
Manufacturing .....	362	367	341	384	387	357	361	352	356	373	375
Service producing .....	358	363	309	369	379	351	353	347	352	369	373
Transportation and utilities .....	391	393	-	391	392	385	388	414	413	381	382
State and local government .....	378	387	339	410	410	338	346	399	414	412	422
Level III .....	441	446	406	456	463	421	425	435	437	458	461
Private industry .....	438	442	405	455	461	431	434	428	431	442	444
Goods producing .....	448	452	424	464	476	442	441	426	432	461	461
Manufacturing .....	446	451	424	463	477	437	434	428	433	457	458
Service producing .....	433	437	378	449	452	424	430	429	430	433	437
Transportation and utilities .....	481	484	-	474	485	469	475	508	508	462	460
State and local government .....	451	459	407	467	476	399	406	464	469	491	498
Level IV .....	529	533	477	547	551	513	518	532	534	530	533
Private industry .....	535	537	-	543	546	542	544	531	532	530	530
Goods producing .....	543	546	-	519	521	565	574	542	544	544	544
Manufacturing .....	540	542	-	518	520	556	563	543	545	543	543
Service producing .....	531	531	-	558	562	528	528	523	524	520	521
Transportation and utilities .....	590	591	-	-	-	568	568	610	612	592	593
State and local government .....	514	521	469	561	567	468	472	534	542	531	539
<b>Clerks, General</b>											
Level I .....	275	279	-	309	309	252	254	289	293	276	283
Private industry .....	267	270	-	278	277	250	251	277	281	263	269
Manufacturing .....	279	291	-	-	-	-	-	-	-	-	-
Service producing .....	263	264	-	278	278	253	249	265	270	260	267
Transportation and utilities .....	326	319	-	-	-	-	-	-	-	-	-
State and local government .....	289	296	262	357	-	255	256	325	331	312	312
Level II .....	324	328	293	346	348	302	305	317	322	348	353
Private industry .....	314	318	284	339	340	301	305	307	310	321	324
Goods producing .....	314	318	293	329	331	315	325	300	301	323	330
Manufacturing .....	316	321	-	335	337	316	327	303	304	324	335
Service producing .....	315	317	277	341	342	297	300	310	313	321	322
Transportation and utilities .....	353	353	-	350	350	328	326	379	381	341	343
State and local government .....	337	343	301	360	362	303	304	333	345	391	398

See note at end of table.

Table C-3. Average weekly pay by type of area, clerical occupations, United States, September 1994 — 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
<b>Clerks, General—Continued</b>											
Level III .....	\$408	\$414	\$355	\$410	\$412	\$369	\$380	\$403	\$410	\$434	\$436
Private industry .....	405	411	356	413	417	394	405	406	413	410	412
Goods producing .....	424	438	367	405	417	399	416	449	467	421	423
Manufacturing .....	429	445	363	406	418	396	413	459	479	423	428
Service producing .....	399	404	349	414	417	392	402	387	392	408	409
Transportation and utilities .....	475	481	-	513	513	464	468	467	476	489	504
State and local government .....	410	417	354	408	408	344	353	400	405	442	445
Level IV .....	471	481	397	468	469	416	434	477	482	503	505
Private industry .....	485	490	-	477	477	479	493	507	510	483	482
Goods producing .....	489	509	-	502	502	454	501	524	536	495	493
Manufacturing .....	488	511	-	507	507	444	496	529	542	495	494
Service producing .....	484	484	-	474	474	490	491	496	494	477	477
Transportation and utilities .....	550	553	-	539	539	533	534	575	598	-	-
State and local government .....	462	474	373	459	461	347	358	450	455	509	513
<b>Clerks, Order</b>											
Level I .....	328	330	-	391	395	305	305	290	292	362	362
Private industry .....	328	330	-	391	395	305	305	290	292	362	362
Goods producing .....	365	370	-	428	430	337	344	343	345	356	356
Manufacturing .....	365	370	-	428	430	337	343	343	345	356	356
Service producing .....	312	314	-	372	377	295	295	266	268	-	-
Level II .....	439	452	-	472	473	402	413	439	438	466	466
Private industry .....	439	452	-	472	473	402	413	439	438	466	466
Goods producing .....	440	460	-	473	473	404	433	435	434	480	480
Manufacturing .....	440	460	-	473	473	403	433	435	434	480	480
Service producing .....	436	439	-	-	-	-	-	-	-	440	440
<b>Key Entry Operators</b>											
Level I .....	319	322	288	354	355	301	302	308	316	332	333
Private industry .....	317	321	287	350	351	301	301	303	311	330	332
Goods producing .....	323	322	-	339	337	308	305	308	310	343	340
Manufacturing .....	322	322	-	339	337	307	304	307	309	340	340
Service producing .....	316	320	272	353	354	299	300	302	311	328	330
Transportation and utilities .....	374	376	-	409	409	358	361	363	363	405	409
State and local government .....	327	330	298	401	402	303	305	353	358	365	369
Level II .....	401	403	378	430	431	368	370	402	400	406	411
Private industry .....	400	403	372	427	427	381	386	391	390	399	404
Goods producing .....	418	426	-	461	461	385	404	394	394	444	440
Manufacturing .....	417	426	-	461	461	384	402	394	395	438	438
Service producing .....	394	396	-	413	413	379	382	390	389	394	399
Transportation and utilities .....	432	426	-	458	447	426	414	470	458	-	-
State and local government .....	404	404	401	445	452	345	344	437	437	455	465

See note at end of table.

Table C-3. Average weekly pay by type of area, clerical occupations, United States, September 1994 — 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
<b>Personnel Assistants (Employment)</b>											
Level I .....	\$310	\$313	-	-	-	\$300	\$299	\$322	\$333	\$313	\$319
Private industry .....	313	318	-	-	-	306	306	319	330	309	-
Goods producing .....	317	324	-	-	-	-	-	-	-	-	-
Manufacturing .....	317	324	-	-	-	-	-	-	-	-	-
Service producing .....	311	315	-	-	-	307	307	312	322	-	-
State and local government .....	304	302	-	-	-	293	291	-	-	-	-
Level II .....	393	397	\$377	\$425	\$427	382	380	382	386	410	422
Private industry .....	393	395	-	422	424	389	384	377	378	392	406
Goods producing .....	396	406	-	-	-	382	395	401	394	422	423
Manufacturing .....	396	406	-	-	-	381	395	401	394	421	425
Service producing .....	391	391	-	418	420	394	378	366	370	384	401
Transportation and utilities .....	443	406	-	-	-	460	385	423	423	-	-
State and local government .....	394	403	351	446	446	367	373	402	453	478	483
Level III .....	485	490	450	511	522	455	462	478	477	515	516
Private industry .....	482	490	-	508	518	459	473	466	464	507	510
Goods producing .....	487	502	-	515	518	456	491	481	483	529	529
Manufacturing .....	481	496	-	515	518	437	468	481	483	529	529
Service producing .....	480	484	-	505	518	461	461	456	451	495	499
Transportation and utilities .....	532	538	-	586	586	498	498	-	-	516	-
State and local government .....	491	489	499	532	550	448	448	512	512	532	532
Level IV .....	569	583	-	587	586	524	580	576	581	586	587
Private industry .....	555	578	-	580	578	522	600	544	550	582	587
Service producing .....	558	558	-	546	546	569	569	549	549	-	-
Transportation and utilities .....	608	608	-	-	-	-	-	-	-	-	-
State and local government .....	591	590	-	-	-	532	532	-	-	590	588
<b>Secretaries</b>											
Level I .....	372	377	350	402	412	358	362	386	396	373	369
Private industry .....	384	389	356	408	416	377	378	387	396	371	372
Goods producing .....	426	434	-	433	448	412	411	439	458	416	405
Manufacturing .....	426	435	-	434	449	405	404	441	462	421	414
Service producing .....	369	374	335	397	403	368	370	362	367	358	368
Transportation and utilities .....	402	402	-	355	356	400	399	414	416	408	412
State and local government .....	356	359	344	386	399	343	346	385	396	377	363
Level II .....	454	456	431	475	477	426	427	450	452	484	487
Private industry .....	463	464	444	477	478	459	461	445	448	472	472
Goods producing .....	478	477	-	488	487	467	468	469	472	491	488
Manufacturing .....	477	476	-	489	487	461	459	469	471	495	493
Service producing .....	458	461	392	474	476	456	459	437	440	463	466
Transportation and utilities .....	487	491	-	468	466	489	501	491	491	490	489
State and local government .....	438	441	414	468	476	395	395	459	462	510	518

See note at end of table.

Table C-3. Average weekly pay by type of area, clerical occupations, United States, September 1994 — 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
<b>Secretaries—Continued</b>											
Level III .....	\$530	\$532	\$499	\$552	\$554	\$498	\$500	\$533	\$535	\$550	\$551
Private industry .....	538	539	526	553	554	520	520	536	537	546	544
Goods producing .....	556	556	549	560	561	543	547	560	560	563	559
Manufacturing .....	554	555	-	560	561	534	537	560	560	564	560
Service producing .....	529	530	497	549	551	508	509	519	521	537	538
Transportation and utilities .....	566	566	573	604	602	536	534	577	579	568	566
State and local government .....	503	508	459	547	553	448	449	521	527	562	573
Level IV .....	627	630	537	660	662	581	590	614	615	633	633
Private industry .....	638	639	-	659	661	618	621	622	623	635	635
Goods producing .....	638	639	-	649	651	649	654	625	625	628	628
Manufacturing .....	637	638	-	649	651	639	644	626	625	629	629
Service producing .....	638	639	-	666	667	605	608	621	622	640	640
Transportation and utilities .....	662	662	-	726	726	627	626	641	640	666	667
State and local government .....	584	592	496	668	670	501	515	577	575	628	629
Level V .....	765	765	-	785	785	724	724	769	768	760	761
Private industry .....	771	771	-	786	786	742	741	771	770	764	764
Goods producing .....	773	773	-	759	759	769	769	798	797	780	780
Manufacturing .....	769	769	-	759	759	733	733	798	797	779	779
Service producing .....	769	770	-	812	814	728	728	737	737	755	755
Transportation and utilities .....	791	791	-	831	831	745	745	760	760	826	826
State and local government .....	711	713	-	759	759	647	649	-	-	744	747
<b>Switchboard Operator-Receptionists</b> ..	339	342	303	372	376	319	321	324	329	350	353
Private industry .....	338	341	301	371	375	320	322	322	326	349	351
Goods producing .....	342	347	317	373	375	323	327	332	335	350	353
Manufacturing .....	341	345	316	370	371	323	326	331	334	346	349
Service producing .....	336	339	284	370	375	319	320	317	321	348	350
Transportation and utilities .....	348	342	-	367	362	331	318	344	337	365	363
State and local government .....	345	359	310	392	397	308	309	352	373	380	429
<b>Word Processors</b>											
Level I .....	372	376	-	390	395	336	339	382	386	391	399
Private industry .....	370	374	-	386	394	372	377	366	370	363	364
Goods producing .....	369	375	-	-	-	-	-	-	-	-	-
Manufacturing .....	369	375	-	-	-	-	-	-	-	-	-
Service producing .....	371	374	-	384	392	376	378	366	371	359	360
Transportation and utilities .....	433	444	-	-	-	-	-	-	-	-	-
State and local government .....	373	377	-	-	-	304	304	418	-	433	461
Level II .....	457	469	-	452	485	415	418	468	472	484	487
Private industry .....	451	466	-	-	493	432	433	465	468	472	472
Goods producing .....	465	469	-	514	514	419	418	479	489	448	448
Manufacturing .....	472	477	-	520	520	-	-	506	524	444	444
Service producing .....	449	465	-	-	491	433	435	462	463	477	477
Transportation and utilities .....	504	504	-	-	-	460	460	-	-	-	-
State and local government .....	468	473	409	473	472	368	374	475	-	-	-

See note at end of table.

**Table C-3. Average weekly pay by type of area, clerical occupations, United States, September 1994 — 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
<b>Word Processors—Continued</b>											
Level III .....	\$565	\$569	-	\$578	\$580	\$534	\$542	\$550	\$550	\$599	\$599
Private industry .....	593	595	-	624	624	568	574	560	560	610	610
Goods producing .....	600	600	-	-	-	-	-	-	-	-	-
Manufacturing .....	605	605	-	-	-	-	-	-	-	-	-
Service producing .....	592	595	-	629	629	568	574	533	533	613	613
State and local government .....	481	485	-	503	506	414	420	-	-	524	524

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

Table C-4. Average hourly pay by type of area, maintenance and toolroom occupations, United States, September 1994

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
<b>General Maintenance Workers</b>	\$10.42	\$10.62	\$9.94	\$12.24	\$12.64	\$9.39	\$8.95	\$10.02	\$10.19	\$10.21	\$10.22
Private industry	10.16	10.20	10.05	11.75	12.09	9.51	8.84	9.64	9.73	9.53	9.57
Goods producing	10.84	10.53	11.14	11.02	11.67	11.00	9.39	10.57	10.47	10.11	10.19
Manufacturing	10.86	10.56	11.15	11.04	11.72	11.03	9.39	10.60	10.51	10.11	10.18
Service producing	9.86	10.11	8.79	11.99	12.19	8.59	8.72	9.21	9.37	9.39	9.45
Transportation and utilities	11.59	11.84	-	14.43	15.35	9.36	9.21	11.45	11.62	10.45	10.56
State and local government	11.20	11.96	9.63	13.79	14.30	9.00	9.26	11.05	11.86	12.04	12.44
<b>Maintenance Electricians</b>	17.65	18.13	16.13	17.88	18.13	15.72	16.27	18.83	19.06	18.81	18.61
Private industry	17.73	18.25	16.27	17.64	17.87	16.01	16.78	18.88	19.10	18.82	18.29
Goods producing	17.63	18.31	15.49	17.56	17.85	15.80	16.91	18.84	19.08	18.09	18.11
Manufacturing	17.62	18.35	15.07	17.59	17.87	15.87	17.02	18.84	19.08	17.40	18.10
Service producing	18.19	17.94	18.65	17.86	17.90	16.75	16.23	19.18	19.28	20.85	18.98
Transportation and utilities	19.75	20.35	-	20.67	20.65	18.15	19.51	20.14	20.30	22.28	22.00
State and local government	17.11	17.49	13.81	18.89	19.16	13.56	13.84	18.19	18.52	18.81	19.15
<b>Maintenance Electronics Technicians</b>											
Level I	11.37	11.31	-	12.22	12.22	10.74	10.57	11.68	11.71	11.62	11.62
Private industry	11.36	11.29	-	12.21	12.21	10.76	10.56	11.59	11.61	11.44	11.44
Goods producing	11.52	11.61	-	-	-	-	-	-	-	11.38	11.38
Manufacturing	11.51	11.61	-	-	-	-	-	-	-	11.38	11.38
Service producing	11.26	11.09	-	11.90	11.89	10.74	10.38	12.03	12.10	11.50	11.50
Transportation and utilities	11.45	11.03	-	-	-	-	-	-	-	-	-
State and local government	11.47	11.47	-	-	-	10.68	10.67	12.61	12.61	13.53	14.29
Level II	17.39	17.48	16.46	17.50	17.56	17.18	17.34	16.97	17.24	18.29	18.04
Private industry	17.52	17.61	16.61	17.50	17.56	17.48	17.64	17.06	17.35	18.31	17.99
Goods producing	16.75	17.03	-	15.99	15.91	17.45	-	16.24	16.76	16.50	16.58
Manufacturing	16.75	17.02	-	15.99	15.91	17.45	-	16.24	16.76	16.45	16.54
Service producing	17.92	17.90	-	18.59	18.67	17.50	17.50	17.43	17.57	18.86	18.45
Transportation and utilities	18.64	18.61	19.00	19.35	19.35	18.25	18.29	18.16	18.34	19.36	18.90
State and local government	15.79	15.90	14.65	17.37	17.46	13.42	13.53	15.37	15.15	18.16	18.30
Level III	19.79	19.91	-	19.94	20.08	18.66	18.68	19.11	19.20	21.36	21.73
Private industry	19.89	20.04	-	20.10	20.26	19.12	19.12	19.22	19.38	21.23	21.67
Goods producing	19.13	19.31	-	-	-	19.02	19.11	18.48	18.50	20.33	21.12
Manufacturing	19.11	19.31	-	-	-	19.02	19.11	18.48	18.50	20.29	21.12
Service producing	20.39	20.50	-	21.77	21.81	19.17	19.12	19.52	19.81	22.07	22.04
Transportation and utilities	21.06	21.39	-	20.66	20.66	20.99	21.04	19.81	20.59	22.69	22.65
State and local government	19.08	19.03	-	-	-	15.13	15.22	18.10	17.12	21.81	21.92
<b>Maintenance Machinists</b>	16.73	16.87	16.31	16.57	17.15	14.82	15.57	16.97	16.98	19.26	18.50
Private industry	16.58	16.68	16.31	16.39	16.96	14.76	15.51	16.80	16.79	19.13	18.17
Goods producing	16.12	16.63	14.31	16.28	16.83	14.51	15.48	16.54	16.67	18.09	18.48
Manufacturing	16.12	16.65	14.17	16.28	16.84	14.57	15.52	16.55	16.67	18.00	18.49
Service producing	19.62	17.21	-	-	-	16.90	15.77	19.16	-	-	-
Transportation and utilities	21.02	19.71	-	-	-	-	-	19.45	19.22	-	-
State and local government	20.21	20.21	-	19.85	19.85	17.67	17.67	20.52	20.52	21.74	21.74

See note at end of table.

**Table C-4. Average hourly pay by type of area, maintenance and toolroom occupations, United States, September 1994 — 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
<b>Maintenance Mechanics, Machinery</b> .....	\$16.24	\$16.53	\$15.53	\$15.50	\$15.74	\$14.95	\$15.04	\$17.41	\$17.78	\$17.63	\$17.04
Private industry .....	16.26	16.56	15.54	15.52	15.76	14.97	15.08	17.44	17.82	17.62	17.02
Goods producing .....	15.87	16.31	14.80	15.34	15.59	14.54	14.86	17.16	17.58	16.94	16.37
Manufacturing .....	15.72	16.32	14.13	15.40	15.60	14.53	14.85	17.15	17.58	16.00	16.37
Service producing .....	18.95	18.37	-	17.26	17.26	17.80	16.34	19.94	-	20.45	-
Transportation and utilities .....	20.61	20.95	-	21.51	21.51	-	19.73	-	-	21.36	-
State and local government .....	15.06	15.13	-	-	-	13.99	14.12	15.25	15.14	17.72	17.66
<b>Maintenance Mechanics, Motor Vehicle</b> .....	15.15	15.67	12.34	16.07	16.31	13.27	13.87	15.64	15.94	16.48	17.08
Private industry .....	15.33	15.72	12.70	15.94	16.06	13.66	14.24	16.08	16.24	16.24	16.71
Goods producing .....	14.71	15.40	11.95	16.20	16.76	12.44	13.18	16.54	16.63	15.54	15.93
Manufacturing .....	14.99	15.67	-	15.98	16.81	12.83	13.63	16.69	16.78	16.08	16.24
Service producing .....	15.58	15.83	13.32	15.88	15.94	14.38	14.72	15.86	16.03	16.47	16.94
Transportation and utilities .....	16.16	16.44	13.83	16.72	16.71	14.79	15.32	16.34	16.65	17.16	17.26
State and local government .....	14.80	15.56	11.92	16.31	16.80	12.58	13.13	14.44	14.99	16.86	17.67
<b>Maintenance Pipefitters</b> .....	18.89	19.37	-	18.29	18.66	17.69	18.30	20.06	20.19	18.68	19.17
Private industry .....	18.94	19.38	-	18.39	18.76	17.89	18.41	19.98	20.12	18.61	19.08
Goods producing .....	19.11	19.48	-	18.58	18.76	18.21	18.64	20.09	20.16	18.60	19.08
Manufacturing .....	19.24	19.65	-	18.54	18.73	18.42	19.03	20.06	20.14	18.80	19.54
Service producing .....	17.46	18.03	-	17.68	18.78	-	-	19.06	19.12	-	-
Transportation and utilities .....	18.61	18.21	-	-	-	-	-	-	-	-	-
State and local government .....	18.01	19.16	-	17.74	18.01	-	-	22.18	22.02	-	-
<b>Tool and Die Makers</b> .....	18.23	18.82	-	17.16	18.00	17.62	17.04	19.08	19.81	18.79	18.82
Private industry .....	18.23	18.82	-	17.16	18.00	17.62	17.04	19.08	19.81	18.79	18.82
Goods producing .....	18.24	18.84	-	17.17	18.01	17.64	17.06	19.08	19.82	18.81	18.84
Manufacturing .....	18.24	18.84	-	17.17	18.01	17.64	17.06	19.08	19.82	18.81	18.84

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

Table C-5. Average hourly pay by type of area, material movement and custodial occupations, United States, September 1994

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
<b>Forklift Operators</b> .....	\$10.48	\$11.56	\$8.91	\$12.07	\$12.17	\$9.14	\$10.47	\$12.08	\$12.34	\$11.05	\$10.96
Private industry .....	10.48	11.55	8.91	12.07	12.17	9.14	10.45	12.08	12.34	11.05	10.96
Goods producing .....	10.36	11.63	8.95	12.00	12.11	9.05	10.52	12.27	12.58	10.77	10.53
Manufacturing .....	10.36	11.63	8.95	12.00	12.11	9.05	10.51	12.27	12.58	10.79	10.55
Service producing .....	11.02	11.36	-	12.25	12.29	9.72	10.29	11.41	11.56	11.76	11.76
Transportation and utilities .....	10.88	11.27	-	-	-	9.85	10.83	10.62	-	-	-
<b>Guards</b> .....											
Level I .....	6.74	6.71	7.43	7.41	7.39	6.26	6.20	6.53	6.50	6.89	6.87
Private industry .....	6.62	6.59	7.26	7.26	7.24	6.17	6.11	6.39	6.36	6.76	6.75
Goods producing .....	9.04	9.53	-	9.52	10.27	8.64	8.84	10.16	10.63	8.49	9.09
Manufacturing .....	9.06	9.62	-	9.63	10.46	8.67	8.88	10.24	10.68	8.24	9.18
Service producing .....	6.47	6.46	6.80	7.14	7.13	5.96	5.94	6.19	6.15	6.67	6.67
Transportation and utilities .....	9.03	8.25	-	11.47	11.47	7.97	7.97	-	-	-	-
State and local government .....	9.60	9.70	8.83	11.16	11.13	8.03	8.05	10.03	10.09	10.95	11.56
Level II .....	11.57	11.58	-	13.16	13.13	10.38	10.45	11.31	11.30	11.78	11.84
Private industry .....	11.58	11.56	-	13.01	12.96	10.71	10.71	11.43	11.47	11.48	11.46
Goods producing .....	13.54	13.87	-	13.99	13.92	-	-	14.37	14.37	-	-
Manufacturing .....	13.55	13.88	-	13.99	13.92	-	-	14.37	14.37	-	-
Service producing .....	11.21	11.20	-	12.86	12.86	10.61	10.61	10.38	10.40	10.78	10.66
Transportation and utilities .....	15.04	15.04	-	-	-	-	-	-	-	-	-
State and local government .....	11.51	11.65	-	13.60	13.60	8.66	8.88	10.99	10.84	13.26	13.37
<b>Janitors</b> .....	7.74	7.80	7.34	9.46	9.63	6.19	6.09	7.99	8.11	7.97	7.93
Private industry .....	7.17	7.18	7.03	8.83	8.98	5.83	5.65	7.32	7.45	7.04	7.01
Goods producing .....	10.31	10.86	8.92	10.35	10.38	9.02	9.14	11.66	12.31	9.47	9.27
Manufacturing .....	10.32	10.88	8.86	10.35	10.38	9.03	9.17	11.69	12.35	9.37	9.28
Service producing .....	6.79	6.83	6.25	8.71	8.87	5.48	5.48	6.45	6.51	6.81	6.82
Transportation and utilities .....	10.16	10.55	8.86	12.38	12.48	7.84	7.96	11.86	11.58	9.40	9.31
State and local government .....	9.15	9.54	7.72	11.17	11.38	7.01	7.24	9.69	10.15	10.08	10.53
<b>Material Handling Laborers</b> .....	9.18	9.71	7.34	10.25	10.25	8.04	8.64	10.60	11.03	8.11	8.16
Private industry .....	9.18	9.72	7.34	10.24	10.24	8.03	8.65	10.60	11.03	8.09	8.14
Goods producing .....	9.30	10.26	-	10.81	10.75	8.14	9.18	11.09	11.78	7.87	8.01
Manufacturing .....	9.31	10.28	-	10.82	10.76	8.15	9.20	11.11	11.79	7.84	7.96
Service producing .....	9.06	9.29	-	9.82	9.87	7.88	8.24	10.12	10.39	8.39	8.24
State and local government .....	9.19	9.19	-	-	-	8.34	8.34	-	-	-	-
<b>Order Fillers</b> .....	9.24	9.71	-	10.54	10.55	8.38	9.11	9.05	9.29	10.34	10.34
Private industry .....	9.24	9.71	-	10.54	10.55	8.38	9.11	9.05	9.29	10.34	10.34
Goods producing .....	9.06	9.82	-	9.68	9.67	8.31	9.44	9.40	9.76	11.03	11.03
Manufacturing .....	9.06	9.82	-	9.68	9.67	8.31	9.44	9.40	9.76	11.06	11.06
Service producing .....	9.32	9.68	-	10.88	10.90	8.41	9.03	8.90	9.10	10.20	10.20
<b>Shipping/Receiving Clerks</b> .....	10.13	10.31	9.08	10.52	10.62	9.55	9.83	10.53	10.70	10.12	10.06
Private industry .....	10.13	10.32	9.09	10.50	10.61	9.56	9.85	10.53	10.70	10.12	10.06
Goods producing .....	10.32	10.52	9.52	10.33	10.43	9.88	10.32	10.91	10.99	10.21	10.07
Manufacturing .....	10.33	10.52	9.52	10.31	10.41	9.88	10.32	10.92	11.00	10.22	10.08
Service producing .....	9.86	10.06	7.83	10.71	10.82	8.98	9.24	9.85	10.18	10.04	10.05
State and local government .....	9.86	10.08	-	13.46	13.59	9.00	9.12	10.43	10.79	10.20	10.68

See note at end of table.

**Table C-5. Average hourly pay by type of area, material movement and custodial occupations, United States, September 1994**  
**— 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
<b>Truckdrivers</b>											
Light Truck .....	\$8.87	\$8.89	\$8.42	\$9.92	\$9.94	\$8.41	\$8.48	\$9.07	\$9.08	\$8.39	\$8.32
Private industry .....	8.80	8.81	-	9.84	9.86	8.44	8.51	8.95	8.96	8.17	8.09
Service producing .....	8.32	8.35	-	9.32	9.37	8.38	8.40	7.80	7.82	8.06	8.07
Transportation and utilities .....	10.97	10.96	-	-	-	13.20	13.21	7.98	-	8.57	8.57
State and local government .....	9.88	10.07	-	12.59	12.88	8.18	8.27	11.00	11.41	11.25	11.73
Medium Truck .....	13.91	13.96	13.21	14.88	14.93	12.42	12.64	14.88	14.56	13.98	14.00
Private industry .....	14.02	14.06	-	14.97	15.02	12.60	12.84	15.04	14.70	13.99	14.00
Goods producing .....	11.66	12.53	-	13.74	13.85	8.39	9.39	14.12	14.35	11.94	11.96
Manufacturing .....	11.85	12.81	-	13.84	13.97	8.43	9.67	14.31	14.56	12.16	12.17
Service producing .....	14.45	14.31	-	15.21	15.24	13.42	13.22	15.20	14.77	14.35	14.35
Transportation and utilities .....	16.56	16.42	-	16.87	16.87	16.06	15.81	16.65	16.32	16.81	16.81
State and local government .....	11.65	11.77	-	13.44	13.48	8.69	8.72	11.90	11.87	13.58	13.89
Heavy Truck .....	12.74	12.96	11.11	14.38	14.49	10.27	10.47	12.54	12.99	13.59	13.47
Private industry .....	12.61	12.73	11.64	14.00	14.12	10.49	10.58	12.05	12.42	13.62	13.43
Goods producing .....	13.40	13.56	-	16.43	16.59	10.37	10.44	13.50	13.53	15.34	14.87
Manufacturing .....	13.67	14.00	-	17.28	17.33	10.08	10.11	13.25	13.28	14.94	14.95
Service producing .....	12.07	12.21	-	12.44	12.50	10.69	10.73	11.20	11.65	12.92	12.96
Transportation and utilities .....	12.49	12.49	-	12.74	12.82	10.88	10.88	12.40	12.37	13.07	13.07
State and local government .....	13.21	13.90	10.00	-	-	9.51	10.04	14.24	15.46	13.31	13.83
Tractor Trailer .....	13.71	14.14	9.83	14.93	15.58	12.02	12.51	14.41	14.77	14.17	14.39
Private industry .....	13.69	14.11	9.83	14.86	15.51	12.03	12.51	14.41	14.77	14.14	14.36
Goods producing .....	12.25	13.11	9.36	14.01	14.14	10.33	11.04	13.30	14.25	13.38	13.90
Manufacturing .....	12.07	12.98	-	13.80	13.85	10.31	11.19	12.82	13.90	13.26	13.73
Service producing .....	14.21	14.41	10.58	15.01	15.77	12.91	13.02	14.84	14.94	14.41	14.50
Transportation and utilities .....	15.06	15.27	-	15.84	16.65	13.96	14.13	15.85	15.88	14.77	14.85
State and local government .....	16.82	17.23	-	19.80	19.80	10.72	-	-	-	16.92	16.92
<b>Warehouse Specialists</b>	11.99	12.09	11.10	13.31	13.67	10.75	10.80	12.44	12.72	12.16	12.07
Private industry .....	12.01	12.11	11.12	13.30	13.67	10.81	10.86	12.46	12.75	12.12	12.02
Goods producing .....	11.45	11.60	10.97	12.07	12.82	10.67	10.92	11.43	11.55	12.07	11.77
Manufacturing .....	11.43	11.62	10.78	12.07	12.84	10.66	10.90	11.46	11.64	11.94	11.77
Service producing .....	12.35	12.36	11.87	14.07	14.06	10.90	10.82	13.25	13.40	12.14	12.13
Transportation and utilities .....	13.95	13.83	15.62	15.83	15.82	14.20	14.11	13.46	13.38	13.77	13.56
State and local government .....	11.48	11.59	10.19	13.53	13.74	9.20	9.26	11.38	11.45	12.77	12.86

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

Table D-1. Average weekly pay in goods-producing industries, professional and administrative occupations, United States, September 1994

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 products
<b>Professional Occupations</b>													
<b>Accountants</b>													
Level I .....	\$515	-	\$506	\$505	-	\$497	\$531	\$506	\$526	\$507	-	-	\$557
Level II .....	627	\$576	627	632	\$611	625	640	664	643	621	\$621	\$564	686
Level III .....	786	754	785	783	756	780	792	791	787	778	739	823	
Level IV .....	1,021	1,026	1,007	991	951	956	1,017	1,003	999	1,032	1,027	1,009	1,056
Level V .....	1,301	-	1,281	1,264	-	1,272	1,227	1,310	1,277	1,306	1,328	-	1,336
Level VI .....	1,686	-	1,642	1,591	-	-	-	-	-	1,693	-	-	-
<b>Attorneys</b>													
Level II .....	1,142	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	1,474	-	1,466	1,421	-	-	-	-	-	-	-	-	-
Level IV .....	1,800	-	1,789	1,654	-	-	-	-	-	1,490	-	-	-
Level V .....	2,139	-	2,126	2,051	-	-	-	-	-	1,867	-	-	-
Level VI .....	2,650	-	2,654	-	-	-	-	-	-	2,180	-	-	-
<b>Engineers</b>													
Level I .....	673	575	676	664	-	632	694	663	665	734	-	-	741
Level II .....	772	709	772	764	728	751	786	757	778	810	-	-	-
Level III .....	901	885	900	896	878	918	896	876	919	927	956	-	937
Level IV .....	1,094	1,132	1,091	1,084	1,064	1,084	1,102	1,061	1,106	1,131	1,137	-	1,109
Level V .....	1,315	1,453	1,307	1,303	1,272	1,309	1,303	1,279	1,342	1,330	1,467	-	1,295
Level VI .....	1,577	-	1,568	1,567	-	1,586	1,587	1,514	1,607	1,572	-	-	1,495
Level VII .....	1,814	-	1,801	1,795	-	1,877	1,871	1,721	1,845	1,873	-	-	-
Level VIII .....	2,203	-	2,187	2,183	-	-	-	-	-	-	-	-	-
<b>Registered Nurses</b>													
Level I .....	653	-	653	-	-	-	-	-	-	-	-	-	-
Level II .....	702	-	702	694	-	-	-	754	769	711	655	-	761
<b>Administrative Occupations</b>													
<b>Budget Analysts</b>													
Level II .....	635	-	630	644	-	-	-	-	-	-	-	-	-
Level III .....	835	-	827	805	-	-	-	-	-	858	-	-	-
Level IV .....	931	-	909	899	-	-	-	-	-	-	-	-	-
<b>Buyers/Contracting Specialists</b>													
Level I .....	518	-	516	519	482	502	565	564	543	511	-	-	542
Level II .....	649	663	647	646	648	625	678	671	663	648	633	638	705
Level III .....	865	864	862	851	811	827	891	847	851	915	867	-	907
Level IV .....	1,024	-	1,013	997	-	980	954	1,019	999	1,092	-	-	1,061
<b>Computer Programmers</b>													
Level I .....	557	-	552	544	-	-	-	-	-	559	-	-	-
Level II .....	643	-	641	648	-	677	-	657	634	632	-	633	679
Level III .....	755	-	753	752	727	793	794	798	747	753	723	736	764
Level IV .....	857	-	856	853	-	-	-	-	-	869	-	-	-

See note at end of table.

Table D-1. Average weekly pay in goods-producing industries, professional and administrative occupations, United States, September 1994 — 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 products
<b>Computer Systems Analysts</b>													
Level I .....	\$768	-	\$764	\$739	-	\$700	\$779	\$782	\$756	\$791	-	-	\$841
Level II .....	912	-	909	892	\$840	878	942	889	891	828	\$915	\$895	955
Level III .....	1,084	-	1,081	1,063	-	1,026	1,113	1,090	1,045	1,106	-	1,075	1,118
Level IV .....	1,269	-	1,261	1,235	-	1,196	-	-	-	1,308	-	-	-
Level V .....	1,510	-	1,502	-	-	-	-	-	-	-	-	-	-
<b>Computer Systems Analyst Supervisors/Managers</b>													
Level I .....	1,234	-	1,230	1,195	-	-	-	-	-	1,259	-	-	-
Level II .....	1,399	-	1,388	1,348	-	-	-	-	-	1,429	-	-	-
Level III .....	1,613	-	1,586	1,538	-	-	-	-	-	-	-	-	-
<b>Personnel Specialists</b>													
Level I .....	497	-	493	482	-	-	-	-	-	502	-	-	-
Level II .....	605	-	601	604	587	564	641	653	612	598	574	567	707
Level III .....	787	\$770	784	790	754	764	798	842	792	775	756	714	840
Level IV .....	1,017	-	1,013	1,016	976	1,048	1,021	1,036	1,024	1,009	992	979	1,081
Level V .....	1,320	-	1,314	1,284	-	1,186	1,324	1,336	1,276	1,365	-	-	1,381
Level VI .....	1,682	-	1,667	1,669	-	-	-	-	-	-	-	-	-
<b>Personnel Supervisors/Managers</b>													
Level I .....	1,127	-	1,120	1,136	-	-	-	1,166	-	-	-	-	-
Level II .....	1,407	-	1,403	1,388	-	-	-	1,381	-	1,429	-	-	-
Level III .....	1,741	-	1,732	1,654	-	-	-	-	-	1,823	-	-	-
Level IV .....	2,207	-	2,192	-	-	-	-	-	-	-	-	-	-

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

Table D-2. Average weekly pay in goods-producing industries, technical occupations, United States, September 1994

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 products	
<b>Computer Operators</b>														
Level I .....	\$345	-	\$345	\$328	-	-	-	-	-	-	\$357	-	-	-
Level II .....	445	-	445	465	-	\$510	\$444	\$515	\$449	423	548	\$441	-	\$438
Level III .....	564	-	564	575	-	-	574	589	543	548	537	554	-	595
Level IV .....	687	-	686	701	-	-	-	-	-	665	-	-	-	-
<b>Drafters</b>														
Level I .....	355	-	356	356	-	357	-	-	-	-	-	-	-	-
Level II .....	464	\$472	463	464	\$455	493	465	492	478	-	-	-	-	-
Level III .....	597	630	592	587	536	604	610	609	606	648	-	-	-	689
Level IV .....	780	-	777	777	-	721	772	-	774	775	-	-	-	-
<b>Engineering Technicians</b>														
Level I .....	403	-	404	404	-	-	418	-	-	-	-	-	-	-
Level II .....	500	-	501	502	-	471	502	522	523	-	-	-	-	-
Level III .....	608	-	608	611	-	578	621	618	612	585	-	-	-	-
Level IV .....	731	-	730	728	711	713	727	759	705	752	-	-	-	-
Level V .....	829	-	825	821	-	784	837	850	809	911	-	-	-	-
Level VI .....	964	-	959	958	-	-	-	-	-	-	-	-	-	-
<b>Engineering Technicians, Civil</b>														
Level III .....	612	-	-	-	-	-	-	-	-	-	-	-	-	-
Level IV .....	728	696	-	-	-	-	-	-	-	-	-	-	-	-
<b>Licensed Practical Nurses</b>														
Level II .....	474	-	466	-	-	-	-	-	-	-	-	-	-	-

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

Table D-3. Average weekly pay in goods-producing industries, clerical occupations, United States, September 1994

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 products
<b>Clerks, Accounting</b>													
Level I .....	\$294	-	\$294	\$291	-	-	-	-	-	\$374	\$301	-	-
Level II .....	363	\$356	362	364	\$361	\$367	\$383	\$354	\$374	361	\$353	\$356	\$384
Level III .....	448	450	446	437	415	436	451	463	464	453	452	425	492
Level IV .....	543	535	540	546	-	534	570	587	555	532	530	512	593
<b>Clerks, General</b>													
Level II .....	314	289	316	328	-	304	359	357	324	307	310	291	333
Level III .....	424	382	429	448	381	422	535	448	425	400	403	453	409
Level IV .....	489	-	488	516	-	-	538	561	-	459	-	-	-
<b>Clerks, Order</b>													
Level I .....	365	-	365	346	-	-	-	-	-	378	354	364	-
Level II .....	440	-	440	470	-	463	-	-	469	426	-	-	-
<b>Key Entry Operators</b>													
Level I .....	323	-	322	314	312	324	350	-	313	327	336	323	-
Level II .....	418	-	417	408	391	-	409	474	437	422	389	435	-
<b>Personnel Assistants (Employment)</b>													
Level I .....	317	-	317	-	-	-	-	-	-	-	-	-	-
Level II .....	396	-	396	410	-	-	-	-	-	383	-	-	-
Level III .....	487	-	481	492	-	-	-	-	551	467	-	-	-
<b>Secretaries</b>													
Level I .....	426	-	426	440	-	416	498	440	424	403	394	386	-
Level II .....	478	452	477	478	-	451	470	491	507	476	488	480	477
Level III .....	556	542	554	555	508	524	548	578	565	554	545	525	578
Level IV .....	638	608	637	638	-	646	614	640	650	637	625	630	681
Level V .....	773	-	769	767	-	758	783	794	731	772	-	696	790
<b>Switchboard Operator-Receptionists ...</b>	342	349	341	339	333	339	356	326	376	343	352	344	360
<b>Word Processors</b>													
Level I .....	369	-	369	388	-	-	-	-	-	-	-	-	-
Level II .....	465	-	472	489	-	-	-	-	-	453	-	-	-
Level III .....	600	-	605	604	-	-	-	-	-	-	-	-	-

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

**Table D-4. Average hourly pay in goods-producing industries, maintenance and toolroom occupations, United States, September 1994**

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 products
<b>General Maintenance Workers</b> .....	\$10.84	-	\$10.86	\$10.41	\$9.78	\$10.19	\$10.21	\$10.46	\$10.68	\$11.20	\$10.04	\$10.32	-
<b>Maintenance Electricians</b> .....	17.63	-	17.62	18.12	17.03	17.17	-	20.79	17.51	16.46	15.73	19.44	\$16.92
<b>Maintenance Electronics Technicians</b>													
Level I .....	11.52	-	11.51	11.54	-	-	11.64	-	-	-	-	-	-
Level II .....	16.75	-	16.75	15.31	-	14.96	15.24	17.15	14.46	18.22	-	16.08	-
Level III .....	19.13	-	19.11	19.21	-	-	-	20.14	-	18.72	-	-	-
<b>Maintenance Machinists</b> .....	16.12	-	16.12	15.42	14.30	14.35	-	17.46	15.66	17.48	17.99	19.99	17.31
<b>Maintenance Mechanics, Machinery</b> .....	15.87	-	15.72	16.07	16.00	15.76	18.18	19.94	15.32	15.36	14.79	14.65	15.57
<b>Maintenance Mechanics, Motor Vehicle</b> .....	14.71	\$13.81	14.99	15.24	-	-	-	19.35	-	14.59	13.80	-	-
<b>Maintenance Pipefitters</b> .....	19.11	-	19.24	20.12	-	-	-	20.77	-	17.91	-	-	17.44
<b>Tool and Die Makers</b> .....	18.24	-	18.24	18.48	16.88	16.46	18.21	20.75	16.21	15.92	-	-	-

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

Table D-5. Average hourly pay in goods-producing industries, material movement and custodial occupations, United States, September 1994

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 products
Forklift Operators .....	\$10.36	-	\$10.36	\$11.59	\$10.84	\$11.56	\$11.79	\$15.71	-	\$9.61	\$10.94	\$10.11	\$12.41
Guards													
Level I .....	9.04	-	9.06	8.94	-	9.14	9.57	9.92	\$11.60	9.17	9.04	-	11.51
Level II .....	13.54	-	13.55	13.77	-	-	-	-	-	13.15	-	-	-
Janitors .....	10.31	\$7.36	10.32	11.40	8.39	8.88	12.62	15.17	10.29	9.10	9.30	9.17	10.85
Material Handling Laborers .....	9.30	-	9.31	10.38	9.94	10.12	11.27	15.96	-	8.59	9.44	-	-
Order Fillers .....	9.06	-	9.06	9.24	-	-	-	-	-	8.99	10.42	-	-
Shipping/Receiving Clerks .....	10.32	-	10.33	10.33	10.04	10.73	9.94	11.77	9.59	10.32	11.30	10.62	12.18
Truckdrivers													
Medium Truck .....	11.66	9.70	11.85	10.06	-	-	-	11.66	-	12.50	11.53	16.50	-
Heavy Truck .....	13.40	11.90	13.67	12.22	-	-	-	-	-	16.22	14.31	-	16.37
Tractor Trailer .....	12.25	14.28	12.07	12.19	10.70	-	-	17.43	-	12.03	12.52	-	-
Warehouse Specialists .....	11.45	10.54	11.43	11.26	11.09	11.00	11.58	12.48	11.34	11.60	11.49	10.25	14.29

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

Table E-1. Average weekly pay in service-producing industries, professional and administrative occupations, United States, September 1994

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	Business services	Health services	Educational services	Engineering and management services
<b>Professional Occupations</b>													
<b>Accountants</b>													
Level I .....	\$484	\$498	-	\$482	\$471	\$489	\$482	\$512	\$476	\$495	\$472	\$461	\$492
Level II .....	591	618	\$586	597	569	585	567	597	590	596	579	590	614
Level III .....	763	796	767	782	755	759	735	747	750	770	734	731	788
Level IV .....	985	1,006	979	995	963	974	974	928	985	980	988	919	1,013
Level V .....	1,295	1,276	-	1,296	1,300	1,321	1,227	1,214	1,277	1,265	1,283	-	1,246
Level VI .....	1,594	1,670	-	-	-	1,510	-	-	-	-	-	-	-
<b>Accountants, Public</b>													
Level I .....	570	-	-	-	-	-	-	-	570	-	-	-	570
Level II .....	614	-	-	-	-	-	-	-	614	-	-	-	614
Level III .....	713	-	-	-	-	-	-	-	713	-	-	-	713
Level IV .....	967	-	-	-	-	-	-	-	967	-	-	-	967
<b>Attorneys</b>													
Level I .....	744	-	-	-	-	759	-	790	-	-	-	-	-
Level II .....	1,034	1,108	-	-	-	1,045	970	1,055	956	-	1,015	-	-
Level III .....	1,343	1,366	-	-	-	1,337	1,369	1,293	1,344	1,320	1,291	-	-
Level IV .....	1,691	1,691	-	-	-	1,689	1,836	1,572	1,695	1,753	1,767	-	1,632
Level V .....	2,164	2,092	-	-	-	2,139	2,199	2,050	2,389	-	-	-	-
Level VI .....	2,708	-	-	-	-	-	-	-	-	-	-	-	-
<b>Engineers</b>													
Level I .....	634	703	-	-	-	-	-	-	624	-	-	-	623
Level II .....	757	811	-	-	-	-	-	-	740	-	-	-	737
Level III .....	912	959	931	874	-	-	-	-	894	905	888	-	892
Level IV .....	1,113	1,130	1,102	1,098	-	-	-	-	1,104	1,107	-	-	1,104
Level V .....	1,335	1,323	1,299	1,324	-	-	-	-	1,337	1,360	-	-	1,335
Level VI .....	1,568	1,575	-	-	-	-	-	-	1,566	-	-	-	1,563
Level VII .....	1,787	1,870	-	-	-	-	-	-	1,780	-	-	-	1,778
Level VIII .....	2,041	-	-	-	-	-	-	-	-	-	-	-	-
<b>Registered Nurses</b>													
Level I .....	589	-	-	-	-	-	-	-	589	-	589	-	-
Level II .....	711	803	-	-	-	689	-	-	711	-	711	755	-
Level II Specialists .....	762	-	-	-	-	-	-	-	762	-	762	-	-
Level III .....	960	-	-	-	-	-	-	-	960	-	964	-	-
Level III Anesthetists .....	1,464	-	-	-	-	-	-	-	1,464	-	1,464	-	-
Level IV .....	982	-	-	-	-	-	-	-	982	-	982	-	-
<b>Administrative Occupations</b>													
<b>Budget Analysts</b>													
Level I .....	530	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	612	623	-	-	-	594	-	-	613	-	629	-	-
Level III .....	789	822	-	-	-	774	-	-	778	-	776	-	-
Level IV .....	906	1,000	-	-	-	-	-	-	876	-	893	-	-

See note at end of table.

Table E-1. Average weekly pay in service-producing industries, professional and administrative occupations, United States, September 1994 — 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	Business services	Health services	Educational services	Engineering and management services
<b>Buyers/Contracting Specialists</b>													
Level I .....	\$493	\$514	-	-	-	\$508	\$505	-	\$486	\$515	\$481	\$486	\$486
Level II .....	644	675	-	\$653	-	654	602	\$668	635	639	629	616	661
Level III .....	867	911	-	883	-	836	-	-	841	879	802	-	835
Level IV .....	1,039	1,040	-	-	-	-	-	-	1,030	-	-	-	1,017
<b>Computer Programmers</b>													
Level I .....	533	551	-	478	-	529	503	531	540	546	496	499	548
Level II .....	617	651	-	604	\$597	608	603	607	615	621	607	580	633
Level III .....	746	772	-	742	713	725	741	699	754	765	747	654	765
Level IV .....	893	946	-	872	-	883	-	-	900	895	940	-	926
Level V .....	1,059	-	-	-	-	-	-	-	1,074	-	-	-	-
<b>Computer Systems Analysts</b>													
Level I .....	749	808	-	752	758	730	738	724	745	753	737	681	727
Level II .....	886	929	\$943	903	861	876	880	869	875	866	878	829	908
Level III .....	1,045	1,102	1,110	1,075	996	1,026	1,071	1,006	1,048	1,041	1,068	995	1,071
Level IV .....	1,249	1,314	-	1,264	-	1,216	-	1,211	1,257	1,256	-	-	1,260
Level V .....	1,486	-	-	-	-	-	-	-	1,477	-	-	-	-
<b>Computer Systems Analyst Supervisors/Managers</b>													
Level I .....	1,123	1,214	-	-	1,141	1,136	-	1,136	1,092	1,082	1,190	-	-
Level II .....	1,319	1,435	-	-	-	1,295	1,332	1,295	1,313	1,303	1,397	-	-
Level III .....	1,586	1,609	-	-	-	1,602	-	-	1,560	1,545	-	-	-
<b>Personnel Specialists</b>													
Level I .....	488	507	-	-	-	491	481	523	478	-	479	-	515
Level II .....	573	624	617	592	550	584	574	603	564	588	558	547	581
Level III .....	751	825	816	749	745	748	736	767	738	782	720	710	759
Level IV .....	996	1,023	997	1,014	1,022	972	960	967	990	1,009	974	960	1,026
Level V .....	1,277	1,295	-	1,300	1,234	1,247	1,259	1,213	1,294	1,319	1,254	-	1,301
Level VI .....	1,658	-	-	-	-	-	-	-	-	-	-	-	-
<b>Personnel Supervisors/Managers</b>													
Level I .....	1,092	1,191	-	-	-	1,059	-	-	1,089	-	1,063	-	-
Level II .....	1,375	1,344	-	-	-	1,356	1,358	1,355	1,394	-	1,408	-	1,426
Level III .....	1,731	1,746	-	-	-	1,772	1,847	-	1,685	-	-	-	-
Level IV .....	2,097	-	-	-	-	-	-	-	-	-	-	-	-

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

Table E-2. Average weekly pay in service-producing industries, technical and protective service occupations, United States, September 1994

Occupation and level	All service-producing	Transportation and public utilities		Wholesale trade	Retail trade	Finance, insurance, and real estate			Services				
		All	Communi-cations			All	Depository institutions	Insurance carriers	All	Business services	Health services	Education-al services	Engineer-ing and manage-ment services
<b>Technical Occupations</b>													
<b>Computer Operators</b>													
Level I .....	\$347	\$428	-	-	-	\$328	\$325	\$341	\$352	\$355	\$340	-	-
Level II .....	431	496	\$516	\$425	\$407	422	402	446	423	437	419	\$395	\$413
Level III .....	556	617	631	551	528	526	520	532	551	555	529	534	585
Level IV .....	654	721	-	-	-	641	609	671	645	643	636	-	682
<b>Drafters</b>													
Level I .....	434	501	-	-	-	-	-	-	375	-	-	-	375
Level II .....	506	561	579	-	-	-	-	-	476	-	-	-	477
Level III .....	627	685	-	-	-	-	-	-	613	-	566	-	616
Level IV .....	787	781	-	-	-	-	-	-	790	-	-	-	790
<b>Engineering Technicians</b>													
Level I .....	398	-	-	-	-	-	-	-	393	-	-	-	393
Level II .....	495	560	-	-	-	-	-	-	488	-	-	-	474
Level III .....	616	705	-	-	-	-	-	-	581	-	-	-	585
Level IV .....	760	851	-	-	-	-	-	-	724	-	-	-	730
Level V .....	917	934	-	-	-	-	-	-	917	-	-	-	917
Level VI .....	1,090	-	-	-	-	-	-	-	1,073	-	-	-	1,073
<b>Engineering Technicians, Civil</b>													
Level I .....	322	-	-	-	-	-	-	-	319	-	-	-	319
Level II .....	422	561	-	-	-	-	-	-	413	-	-	-	418
Level III .....	566	638	-	-	-	-	-	-	557	-	-	-	571
Level IV .....	694	724	-	-	-	-	-	-	690	-	-	-	702
Level V .....	889	-	-	-	-	-	-	-	889	-	-	-	889
<b>Licensed Practical Nurses</b>													
Level I .....	391	-	-	-	-	-	-	-	392	-	393	-	-
Level II .....	453	-	-	-	-	-	-	-	453	-	453	-	-
Level III .....	527	-	-	-	-	-	-	-	527	-	525	-	-
<b>Nursing Assistants</b>													
Level I .....	236	-	-	-	-	-	-	-	236	-	237	-	-
Level II .....	272	-	-	-	-	-	-	-	272	-	273	-	-
Level III .....	349	-	-	-	-	-	-	-	348	-	348	-	-
Level IV .....	444	-	-	-	-	-	-	-	444	-	444	-	-
<b>Protective Service Occupations</b>													
<b>Police Officers</b>													
Level I .....	557	-	-	-	-	-	-	-	539	-	-	507	-

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

Table E-3. Average weekly pay in service-producing industries, clerical occupations, United States, September 1994

Occupation and level	All service-producing	Transportation and public utilities		Wholesale trade	Retail trade	Finance, insurance, and real estate			Services				Engineering and management services
		All	Communications			All	Depository institutions	Insurance carriers	All	Business services	Health services	Educational services	
<b>Clerks, Accounting</b>													
Level I .....	\$299	\$352	-	\$276	\$289	\$290	-	\$319	\$284	-	\$296	-	\$312
Level II .....	358	391	\$437	356	333	358	\$332	382	362	\$374	358	\$362	377
Level III .....	433	481	496	436	409	418	391	432	433	452	423	425	453
Level IV .....	531	590	576	543	493	499	474	496	525	536	498	488	526
<b>Clerks, General</b>													
Level I .....	263	326	-	-	-	267	267	273	249	-	257	-	271
Level II .....	315	353	393	300	304	311	305	322	312	282	329	315	329
Level III .....	399	475	508	409	367	368	348	374	385	384	382	363	412
Level IV .....	484	550	553	497	469	432	413	425	463	485	429	-	481
<b>Clerks, Order</b>													
Level I .....	312	-	-	335	-	-	-	-	-	-	-	-	-
Level II .....	436	-	-	435	-	-	-	-	-	-	-	-	-
<b>Key Entry Operators</b>													
Level I .....	316	374	-	324	296	315	311	309	307	292	318	326	308
Level II .....	394	432	-	400	377	392	359	413	385	374	397	386	381
<b>Personnel Assistants (Employment)</b>													
Level I .....	311	-	-	-	-	-	-	-	309	-	308	-	-
Level II .....	391	443	-	-	381	393	392	402	384	418	382	332	421
Level III .....	480	532	-	-	-	473	449	501	470	462	461	-	515
Level IV .....	558	608	-	-	-	-	-	-	566	-	539	-	-
<b>Secretaries</b>													
Level I .....	369	402	380	380	364	372	356	393	362	392	367	332	424
Level II .....	458	487	485	461	458	462	426	487	451	448	463	414	483
Level III .....	529	566	581	527	494	524	509	514	528	548	512	498	551
Level IV .....	638	662	658	624	603	637	618	639	633	633	621	597	669
Level V .....	769	791	774	770	745	776	725	784	751	738	738	694	788
<b>Switchboard Operator-Receptionists ...</b>	336	348	338	346	293	353	316	379	338	350	310	340	382
<b>Word Processors</b>													
Level I .....	371	433	-	-	-	369	350	376	362	377	336	346	372
Level II .....	449	504	-	-	-	440	408	430	447	463	431	-	458
Level III .....	592	-	-	-	-	549	-	-	604	-	-	-	561

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

**Table E-4. Average hourly pay in service-producing industries, maintenance and toolroom occupations, United States, September 1994**

Occupation and level	All service-producing	Transportation and public utilities		Wholesale trade	Retail trade	Finance, insurance, and real estate			Services				
		All	Communi-cations			All	Depository institutions	Insurance carriers	All	Business services	Health services	Education-al services	Engineer-ing and manage-ment services
<b>General Maintenance Workers</b> .....	\$9.86	\$11.59	\$10.69	\$10.07	\$9.69	\$9.63	\$9.90	\$10.44	\$9.85	-	\$9.68	\$11.19	\$11.79
<b>Maintenance Electricians</b> .....	18.19	19.75	-	16.36	-	18.18	-	-	15.89	-	15.34	16.24	17.05
<b>Maintenance Electronics Technicians</b>													
Level I .....	11.26	11.45	10.96	-	-	-	-	-	11.07	\$11.46	11.61	-	-
Level II .....	17.92	18.64	18.57	15.66	-	-	-	-	15.32	15.50	15.87	-	-
Level III .....	20.39	21.06	20.78	-	-	-	-	-	18.34	18.54	19.27	-	15.10
<b>Maintenance Machinists</b> .....	19.62	21.02	-	-	-	-	-	-	15.72	-	-	-	-
<b>Maintenance Mechanics, Machinery</b> .....	18.95	20.61	-	14.05	-	-	-	-	-	-	15.93	-	-
<b>Maintenance Mechanics, Motor Vehicle</b> .....	15.58	16.16	17.82	14.64	15.00	-	-	-	13.72	12.65	14.60	14.03	15.24
<b>Maintenance Pipefitters</b> .....	17.46	18.61	-	-	-	-	-	-	15.92	-	17.51	-	-

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

Table E-5. Average hourly pay in service-producing industries, material movement and custodial occupations, United States, September 1994

Occupation and level	All service-producing	Transportation and public utilities		Wholesale trade	Retail trade	Finance, insurance, and real estate			Services				
		All	Communi-cations			All	Depository institutions	Insurance carriers	All	Business services	Health services	Education-al services	Engineering and management services
<b>Forklift Operators</b> .....	\$11.02	\$10.88	-	\$10.94	\$11.76	-	-	-	\$9.75	-	-	-	-
<b>Guards</b>													
Level I .....	6.47	9.03	-	8.26	7.73	\$8.12	\$9.14	\$10.47	6.36	\$6.07	\$8.68	\$9.34	-
Level II .....	11.21	15.04	-	-	-	11.18	-	-	11.01	11.19	11.18	10.79	-
<b>Janitors</b> .....	6.79	10.16	\$11.49	9.20	7.30	9.58	8.33	9.38	6.58	6.04	7.11	8.60	\$8.11
<b>Material Handling Laborers</b> .....	9.06	-	-	8.68	7.51	-	-	-	7.50	-	9.00	-	-
<b>Order Fillers</b> .....	9.32	-	-	9.40	9.84	-	-	-	6.33	-	-	-	-
<b>Shipping/Receiving Clerks</b> .....	9.86	-	-	10.66	9.56	9.98	-	-	9.21	9.49	8.92	-	9.92
<b>Truckdrivers</b>													
Light Truck .....	8.32	10.97	-	7.55	6.80	9.32	-	-	8.46	-	8.91	11.05	-
Medium Truck .....	14.45	16.56	-	10.63	9.92	-	-	-	10.16	-	-	-	-
Heavy Truck .....	12.07	12.49	-	11.32	-	-	-	-	10.18	-	-	-	-
Tractor Trailer .....	14.21	15.06	-	12.93	13.82	-	-	-	12.20	-	-	-	-
<b>Warehouse Specialists</b> .....	12.35	13.95	13.20	12.92	11.55	9.34	-	-	8.73	-	9.98	-	-

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

## Part II: Pay Comparisons, 1994

1901-1902

**Table F-1. Pay relatives for occupational groups, all industries, selected areas, 1994**

(For each occupational group, average pay level for all industries in the United States = 100)

State and area	Occupational group												
	Professional			Administrative			Technical	Protective service	Clerical		Maintenance	Material movement	Janitors
	Overall	Accountants	Engineers	Overall	Programmers	Systems analysts			Overall	Secretaries			
<b>Alabama</b>													
Huntsville .....	98	97	99	95	96	96	92	76	92	91	93	89	75
<b>Arizona</b>													
Apache County .....	-	-	-	-	-	-	-	-	-	-	-	-	96
Phoenix .....	100	96	101	97	96	98	96	-	87	88	93	96	79
<b>Arkansas</b>													
Little Rock-North Little Rock <sup>1</sup> .....	-	-	-	-	95	-	-	-	91	83	83	-	69
<b>California</b>													
Anaheim-Santa Ana .....	108	106	108	105	109	104	106	144	110	109	107	101	92
Los Angeles-Long Beach .....	105	106	105	106	109	106	108	135	113	115	110	103	98
Oxnard-Ventura .....	101	103	101	101	96	102	-	115	107	108	105	-	122
Riverside-San Bernardino .....	101	104	101	101	103	101	-	132	104	104	103	-	116
San Diego .....	97	101	95	100	102	101	98	122	101	103	105	101	95
San Francisco .....	108	112	108	113	116	113	109	142	120	120	-	-	142
San Jose <sup>1</sup> .....	-	-	-	-	111	107	106	-	117	115	117	-	113
Visalia-Tulare-Porterville <sup>1</sup> .....	-	-	-	-	-	-	-	-	96	95	90	89	112
<b>Colorado</b>													
Denver .....	104	100	105	98	104	96	101	107	97	98	100	108	90
<b>Connecticut</b>													
Danbury <sup>1</sup> .....	-	-	-	-	-	99	-	-	105	106	110	-	111
<b>Delaware</b>													
Wilmington <sup>1</sup> .....	-	-	-	-	103	-	111	-	105	107	109	117	98
<b>District of Columbia</b>													
Washington .....	103	103	103	102	104	102	104	105	108	109	107	106	92
<b>Florida</b>													
Bradenton <sup>1</sup> .....	-	-	-	-	-	-	-	-	-	89	83	-	90
Miami-Hialeah .....	101	100	100	101	101	101	-	112	96	96	90	84	77
Monroe County .....	-	-	-	-	-	-	-	88	99	97	-	-	93
Tampa-St. Petersburg-Clearwater .....	98	96	98	98	97	101	97	91	90	94	88	-	75
<b>Georgia</b>													
Atlanta .....	96	98	95	98	97	99	101	79	101	98	96	-	81
Augusta <sup>1</sup> .....	-	-	-	-	86	-	-	-	91	97	88	94	80
<b>Idaho</b>													
Bannock County .....	-	99	-	-	-	-	-	-	-	-	-	-	84
<b>Illinois</b>													
Chicago .....	102	102	102	106	107	108	101	120	106	108	113	116	106
Vermilion County .....	-	93	-	-	-	-	-	91	94	-	-	-	83

See footnotes at end of table.

**Table F-1. Pay relatives for occupational groups, all industries, selected areas, 1994 — Continued**

(For each occupational group, average pay level for all industries in the United States = 100)

State and area	Occupational group												
	Professional			Administrative			Technical	Protective service	Clerical		Maintenance	Material movement	Janitors
	Overall	Accountants	Engineers	Overall	Programmers	Systems analysts			Overall	Secretaries			
<b>Indiana</b>													
Elkhart-Goshen <sup>1</sup> .....	-	-	-	-	92	-	-	-	93	95	88	87	102
Evansville .....	-	104	-	-	91	-	-	-	87	85	100	98	118
Gary-Hammond <sup>2</sup> .....	-	-	-	-	-	97	-	-	101	104	106	113	111
Indianapolis .....	97	96	96	94	93	94	97	87	96	98	102	105	90
South Bend-Mishawaka <sup>1</sup> .....	-	-	-	-	97	-	-	-	91	91	96	94	96
<b>Iowa</b>													
Carroll County .....	-	-	-	-	-	-	-	-	-	-	-	-	89
Davenport-Rock Island-Moline <sup>2</sup> .....	-	-	-	-	-	-	-	-	101	-	100	106	104
<b>Kentucky</b>													
Louisville <sup>1</sup> .....	-	-	-	-	93	93	-	-	91	94	98	104	88
<b>Louisiana</b>													
New Orleans .....	106	96	109	94	90	98	104	64	89	92	91	83	69
<b>Maryland</b>													
Baltimore .....	99	94	100	98	97	98	98	96	97	96	96	105	92
<b>Massachusetts</b>													
Boston .....	101	101	101	101	101	101	104	109	108	106	104	115	110
Lawrence-Haverhill .....	-	99	-	99	-	101	-	-	106	102	104	104	122
Worcester <sup>1</sup> .....	-	-	-	-	-	94	-	-	102	98	96	99	116
<b>Minnesota</b>													
Minneapolis-St. Paul <sup>2</sup> .....	-	-	-	-	99	98	96	-	103	99	106	116	103
St. Cloud <sup>1</sup> .....	-	-	-	-	98	95	-	-	97	-	91	92	101
<b>Missouri</b>													
Butler County .....	-	-	-	-	-	-	-	-	-	-	-	-	72
Kansas City .....	97	97	96	99	-	101	98	85	95	94	100	109	91
St. Louis .....	94	98	93	98	95	98	100	94	98	98	101	114	91
<b>Montana</b>													
Billings <sup>1</sup> .....	-	-	-	-	88	-	-	-	90	84	91	93	85
<b>Nebraska</b>													
Scotts Bluff County .....	-	-	-	-	-	-	-	68	-	-	-	-	86
<b>New Hampshire</b>													
Carroll County .....	-	-	-	-	-	-	-	-	-	-	-	-	103
<b>New Jersey</b>													
Bergen-Passaic .....	105	105	104	102	104	101	-	158	108	111	106	115	103
Monmouth-Ocean <sup>1</sup> .....	-	-	-	-	-	-	-	-	106	111	104	107	127
<b>New Mexico</b>													
Albuquerque .....	96	89	98	89	89	87	-	83	85	-	88	-	82

See footnotes at end of table.

**Table F-1. Pay relatives for occupational groups, all industries, selected areas, 1994 — Continued**

(For each occupational group, average pay level for all industries in the United States = 100)

State and area	Occupational group												
	Professional			Administrative			Technical	Protective service	Clerical		Maintenance	Material movement	Janitors
	Overall	Accountants	Engineers	Overall	Programmers	Systems analysts			Overall	Secretaries			
<b>New York</b>													
Delaware County .....	-	-	-	-	-	-	-	-	-	-	-	-	-
Nassau-Suffolk .....	102	105	101	107	108	106	104	148	110	110	109	123	102
New York .....	105	108	104	109	113	107	-	118	114	118	120	117	143
Poughkeepsie <sup>1</sup> .....	-	-	-	-	-	99	-	-	101	98	-	-	157
Rochester <sup>1</sup> .....	-	-	-	-	95	95	-	-	106	106	103	113	119
<b>Ohio</b>													
Cincinnati .....	98	98	98	104	99	108	95	95	95	96	102	103	92
Cleveland .....	95	97	94	96	96	95	92	98	102	99	103	103	96
Columbus .....	102	96	104	97	98	97	96	96	99	99	98	102	100
Dayton-Springfield .....	98	99	98	100	-	101	96	99	95	97	102	109	101
<b>Oklahoma</b>													
Oklahoma City .....	100	96	101	93	88	94	92	72	90	89	89	88	79
<b>Oregon</b>													
Portland .....	98	99	98	98	93	98	95	123	99	98	100	112	99
Salem .....	-	-	-	-	-	91	-	108	-	-	-	-	104
<b>Pennsylvania</b>													
Philadelphia .....	102	99	103	101	104	101	101	108	104	102	101	116	115
Pittsburgh .....	96	98	95	96	94	95	101	106	97	96	96	-	99
<b>South Carolina</b>													
Greenwood County .....	93	94	93	-	-	-	-	61	94	100	-	-	86
<b>Tennessee</b>													
Memphis .....	99	100	99	98	101	97	-	80	93	94	96	-	70
Nashville <sup>2</sup> .....	-	-	-	-	88	87	91	-	92	92	91	93	88
<b>Texas</b>													
Houston .....	110	109	110	109	110	109	111	89	104	107	98	-	69
Longview-Marshall <sup>1</sup> .....	-	-	-	-	-	-	-	-	-	-	85	-	75
San Antonio .....	97	94	97	-	93	-	-	-	89	92	83	77	73
<b>Utah</b>													
Salt Lake City-Ogden .....	96	96	97	97	102	99	91	85	89	89	92	-	83
<b>Virginia</b>													
Norfolk-Virginia Beach-Newport News .....	93	95	93	94	93	93	-	78	92	92	91	-	83
Richmond-Petersburg .....	100	100	100	99	93	99	97	90	98	96	107	94	76
<b>Washington</b>													
Seattle .....	99	100	99	96	97	93	101	123	102	99	113	116	124
<b>Wisconsin</b>													
Appleton-Oshkosh-Neenah <sup>1</sup> .....	-	-	-	-	99	-	94	-	93	92	97	104	87
Milwaukee .....	95	97	95	98	99	96	99	101	99	100	103	-	99

See footnotes at end of table.

**Table F-1. Pay relatives for occupational groups, all industries, selected areas, 1994 — Continued**

(For each occupational group, average pay level for all industries in the United States = 100)

State and area	Occupational group												
	Professional			Administrative			Technical	Protective service	Clerical		Maintenance	Material movement	Janitors
	Overall	Accountants	Engineers	Overall	Programmers	Systems analysts			Overall	Secretaries			
Wyoming Sweetwater County .....	104	113	102	-	-	-	-	-	-	-	119	-	122

<sup>1</sup> The limited industry scope for this survey excluded mining, construction, and selected service-producing industries, but included health services. In addition, programmers and systems analysts were the only professional and administrative occupations studied in all industries. See appendix table A-4 for more details.

<sup>2</sup> The limited industry scope for this survey excluded mining, construction, and selected service-producing industries. In addition, programmers and systems analysts were the only professional and administrative occupations studied in all

industries. See Appendix table A-4 for more details.

NOTE: Dashes indicate no data or that data did not meet publication criteria. Areas do not appear on this table if they had no publishable data for these occupational groups or for this level of industry detail.

**Table F-2. Pay relatives for occupational groups, private industry, selected areas, 1994**

(For each occupational group, average pay level for private industry in the United States = 100)

State and area	Occupational group											
	Professional			Administrative			Technical	Clerical		Maintenance	Material movement	Janitors
	Overall	Accountants	Engineers	Overall	Programmers	Systems analysts		Overall	Secretaries			
<b>Alabama</b>												
Birmingham <sup>1</sup> .....	-	-	-	-	91	-	-	96	94	82	-	66
Gadsden and Anniston <sup>1</sup> .....	-	-	-	-	-	-	-	-	-	78	-	118
Huntsville .....	98	96	98	96	96	95	91	92	92	94	91	76
Mobile <sup>2</sup> .....	-	-	-	-	96	-	-	89	94	87	-	74
Montgomery <sup>1</sup> .....	-	-	-	-	81	-	-	93	94	81	-	79
<b>Arizona</b>												
Apache County .....	-	-	-	-	-	-	-	-	-	-	-	100
Phoenix .....	100	97	101	99	96	101	96	91	89	91	95	77
Tucson-Douglas <sup>1</sup> .....	-	-	-	-	-	-	-	-	-	94	-	75
<b>Arkansas</b>												
Fort Smith <sup>1</sup> .....	-	-	-	-	-	-	-	-	81	82	-	108
Little Rock-North Little Rock <sup>2</sup> .....	-	-	-	-	-	-	-	96	97	83	93	71
<b>California</b>												
Anaheim-Santa Ana .....	107	104	107	104	108	103	105	108	107	105	101	89
Fresno <sup>2</sup> .....	-	-	-	-	-	-	-	94	-	89	97	89
Los Angeles-Long Beach .....	103	105	103	105	106	106	106	109	109	106	103	92
Oxnard-Ventura .....	101	-	101	-	-	103	-	105	105	103	-	102
Riverside-San Bernardino .....	97	102	96	-	-	97	-	102	102	102	-	104
Salinas-Seaside-Monterey <sup>1</sup> .....	-	-	-	-	-	-	-	-	-	-	-	104
San Diego .....	96	101	94	99	100	100	97	99	99	105	101	89
San Francisco .....	108	108	108	112	113	113	-	115	111	-	-	147
San Jose <sup>2</sup> .....	-	-	-	-	110	106	106	114	111	116	-	109
Vallejo-Fairfield-Napa <sup>1</sup> .....	-	-	-	-	-	103	-	-	-	-	119	118
Visalia-Tulare-Porterville <sup>2</sup> .....	-	-	-	-	-	-	-	94	-	88	-	94
<b>Colorado</b>												
Colorado Springs <sup>2</sup> .....	-	90	96	98	97	99	-	87	87	86	-	79
Denver .....	104	100	105	98	103	96	101	97	95	100	107	89
Pueblo <sup>1</sup> .....	-	-	-	-	-	-	-	-	-	-	-	95
<b>Connecticut</b>												
Danbury <sup>2</sup> .....	-	-	-	-	-	99	-	104	103	110	-	105
Statewide Connecticut <sup>1</sup> .....	-	-	-	-	97	100	103	105	103	107	113	92
<b>Delaware</b>												
Wilmington <sup>2</sup> .....	-	-	-	-	103	-	112	107	108	110	117	96
<b>District of Columbia</b>												
Washington .....	102	102	103	101	104	101	104	109	107	111	106	93
<b>Florida</b>												
Bradenton <sup>2</sup> .....	-	-	-	-	-	-	-	-	87	85	-	85
Miami-Hialeah .....	102	98	103	100	98	100	-	95	93	91	83	75
Monroe County .....	-	-	-	-	-	-	-	-	97	-	-	89
Northwestern Florida <sup>1</sup> .....	-	-	-	-	-	-	-	-	90	-	-	96
Orlando <sup>3</sup> .....	-	-	-	-	102	-	-	94	92	-	-	91
Tampa-St. Petersburg-Clearwater .....	99	96	99	99	97	101	98	91	94	89	-	73

See footnotes at end of table.

**Table F-2. Pay relatives for occupational groups, private industry, selected areas, 1994 — Continued**

(For each occupational group, average pay level for private industry in the United States = 100)

State and area	Occupational group											
	Professional			Administrative			Technical	Clerical		Maintenance	Material movement	Janitors
	Overall	Accountants	Engineers	Overall	Programmers	Systems analysts		Overall	Secretaries			
<b>Georgia</b>												
Atlanta .....	96	98	96	100	97	101	102	105	102	95	-	82
Augusta <sup>2</sup> .....	-	-	-	-	88	-	-	96	102	90	-	86
Brunswick <sup>1</sup> .....	-	-	-	-	-	-	-	-	-	-	-	87
Columbus <sup>1</sup> .....	-	-	-	-	-	-	-	-	86	81	79	72
Savannah <sup>1</sup> .....	-	-	-	-	97	-	-	93	90	91	-	79
<b>Idaho</b>												
Bannock County .....	-	-	-	-	-	-	-	-	-	-	-	80
<b>Illinois</b>												
Chicago .....	101	101	101	106	107	107	101	105	106	109	115	104
Joliet <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	116	-	122
Vermilion County .....	-	92	-	-	-	-	-	-	-	-	-	-
<b>Indiana</b>												
Elkhart-Goshen <sup>2</sup> .....	-	-	-	-	91	-	-	93	-	87	87	100
Evansville .....	-	103	-	-	90	-	-	86	82	101	-	119
Fort Wayne <sup>2</sup> .....	-	-	-	-	97	-	-	92	90	96	98	106
Gary-Hammond <sup>1</sup> .....	-	-	-	-	-	97	-	104	107	107	-	107
Indianapolis .....	97	99	97	95	95	94	97	97	97	105	108	90
South Bend-Mishawaka <sup>2</sup> .....	-	-	-	-	96	-	-	93	93	96	94	91
<b>Iowa</b>												
Carroll County .....	-	-	-	-	-	-	-	-	-	-	-	87
Davenport-Rock Island-Moline <sup>1</sup> .....	-	-	-	-	-	-	-	-	-	99	107	91
<b>Kansas</b>												
Topeka <sup>1</sup> .....	-	-	-	-	93	93	-	98	96	-	-	95
Wichita <sup>1</sup> .....	-	-	-	-	95	-	-	99	-	98	93	93
<b>Kentucky</b>												
Louisville <sup>2</sup> .....	-	-	-	-	94	93	-	93	93	101	105	89
<b>Louisiana</b>												
Baton Rouge <sup>1</sup> .....	-	-	-	-	-	103	-	-	101	-	-	63
New Orleans .....	107	99	109	96	92	99	105	96	97	95	84	72
Shreveport <sup>2</sup> .....	-	-	-	-	-	-	-	89	95	-	-	69
<b>Maryland</b>												
Baltimore .....	99	96	99	99	96	100	99	102	102	98	105	87
Lower Eastern Shore <sup>1</sup> .....	-	-	-	-	89	-	-	-	-	-	75	88
<b>Massachusetts</b>												
Boston .....	100	99	100	101	100	100	103	109	104	103	114	112
Lawrence-Haverhill .....	-	98	-	99	-	101	-	106	100	103	104	116
Worcester <sup>2</sup> .....	-	-	-	-	-	93	-	102	94	97	98	104
<b>Michigan</b>												
Saginaw-Bay City-Midland <sup>1</sup> .....	-	-	-	-	-	-	-	-	-	-	-	138

See footnotes at end of table.

**Table F-2. Pay relatives for occupational groups, private industry, selected areas, 1994 — Continued**

(For each occupational group, average pay level for private industry in the United States = 100)

State and area	Occupational group											
	Professional			Administrative			Technical	Clerical		Maintenance	Material movement	Janitors
	Overall	Accountants	Engineers	Overall	Programmers	Systems analysts		Overall	Secretaries			
<b>Minnesota</b>												
Duluth <sup>1</sup> .....	-	-	-	-	-	-	-	-	-	94	-	89
Minneapolis-St. Paul <sup>1</sup> .....	-	-	-	-	98	97	96	99	97	105	116	103
St. Cloud <sup>2</sup> .....	-	-	-	-	89	94	-	-	-	90	91	87
<b>Mississippi</b>												
Biloxi-Gulfport and Pascagoula <sup>1</sup> .....	-	-	-	-	-	94	-	91	89	89	-	120
Columbus <sup>1</sup> .....	-	-	-	-	-	-	-	-	-	-	-	76
<b>Missouri</b>												
Butler County .....	-	-	-	-	-	-	-	-	-	-	-	76
Kansas City .....	97	98	97	99	-	-	-	-	-	-	-	84
St. Louis .....	94	97	-	97	95	102	99	97	94	102	109	90
<b>Montana</b>												
Billings <sup>2</sup> .....	-	-	-	-	89	-	-	90	81	-	92	88
<b>Nebraska</b>												
Omaha .....	-	-	-	-	93	94	-	89	87	89	83	85
Scotts Bluff County .....	-	-	-	-	-	-	-	-	-	-	-	80
<b>New Hampshire</b>												
Carroll County .....	-	-	-	-	-	-	-	-	-	-	-	100
<b>New Jersey</b>												
Atlantic City <sup>4</sup> .....	-	-	-	-	91	99	-	-	85	-	-	133
Bergen-Passaic .....	104	104	104	102	103	100	-	108	106	105	115	94
Monmouth-Ocean <sup>2</sup> .....	-	-	-	-	-	-	-	108	108	102	107	112
<b>New Mexico</b>												
Albuquerque .....	97	90	98	93	90	93	-	-	-	91	-	77
<b>New York</b>												
Delaware County .....	-	-	-	-	-	-	-	-	-	-	-	98
Elmira .....	-	-	-	-	-	-	-	-	-	94	-	94
Nassau-Suffolk .....	100	102	100	104	-	103	103	106	103	109	122	127
New York .....	106	108	104	109	113	106	-	116	116	111	114	173
Poughkeepsie <sup>2</sup> .....	-	-	-	-	-	-	-	-	93	-	-	102
Rochester <sup>2</sup> .....	-	-	-	-	93	95	-	102	102	104	-	102
<b>North Carolina</b>												
Goldsboro <sup>1</sup> .....	-	-	-	-	-	-	-	85	-	78	-	90
Greensboro-Winston-Salem-High Point <sup>1</sup> .....	-	-	-	-	92	100	101	100	100	96	101	75
<b>Ohio</b>												
Cincinnati .....	99	97	100	104	98	108	95	93	94	102	104	89
Cleveland .....	94	97	94	96	95	94	92	99	94	104	-	94
Columbus .....	103	95	104	95	96	95	95	97	97	99	102	90
Toledo <sup>2</sup> .....	-	-	-	-	96	93	-	96	96	103	120	105
Dayton-Springfield .....	97	98	97	100	-	100	96	93	92	103	109	100

See footnotes at end of table.

**Table F-2. Pay relatives for occupational groups, private industry, selected areas, 1994 — Continued**

(For each occupational group, average pay level for private industry in the United States = 100)

State and area	Occupational group											
	Professional			Administrative			Technical	Clerical		Maintenance	Material movement	Janitors
	Overall	Accountants	Engineers	Overall	Programmers	Systems analysts		Overall	Secretaries			
<b>Oklahoma</b>												
Oklahoma City .....	102	98	104	96	91	99	93	93	95	92	89	78
<b>Oregon</b>												
Portland .....	98	98	98	97	92	98	95	98	95	99	112	101
Salem .....	-	-	-	-	-	-	-	-	-	-	-	95
<b>Pennsylvania</b>												
Philadelphia .....	103	99	104	101	103	101	101	104	100	100	116	115
Pittsburgh .....	96	98	95	95	93	94	101	96	93	94	-	95
<b>Rhode Island</b>												
Statewide Rhode Island <sup>1</sup> .....	-	-	-	-	92	93	102	95	93	91	102	102
<b>South Carolina</b>												
Charleston <sup>2</sup> .....	-	-	-	-	97	-	-	-	101	86	-	72
Columbia-Sumter <sup>1</sup> .....	-	-	-	-	-	-	-	92	90	90	83	-
Greenville-Spartanburg <sup>1</sup> .....	-	-	-	-	94	95	95	95	94	85	93	70
Greenwood County .....	93	-	94	-	-	-	-	-	-	-	-	90
<b>Tennessee</b>												
Memphis .....	99	100	98	97	97	97	-	93	92	96	-	73
Nashville <sup>1</sup> .....	-	-	-	-	95	92	92	94	91	92	95	91
<b>Texas</b>												
Corpus Christi <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	100	-	66
Houston .....	110	108	110	109	110	110	111	106	107	99	-	67
Longview-Marshall <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	85	-	70
Northwest Texas <sup>1</sup> .....	-	-	-	-	-	-	88	91	90	88	92	68
Polk County .....	-	-	-	-	-	-	-	-	-	-	-	81
San Antonio .....	98	94	99	-	-	-	-	92	93	81	76	70
<b>Utah</b>												
Salt Lake City-Ogden .....	97	97	97	98	102	98	91	90	86	93	-	83
<b>Vermont</b>												
Statewide Vermont <sup>1</sup> .....	-	-	-	-	93	90	-	93	94	89	82	97
<b>Virginia</b>												
Norfolk-Virginia Beach-Newport News .....	93	93	93	94	93	93	-	92	91	93	-	85
Richmond-Petersburg .....	105	101	107	101	97	101	101	100	98	109	95	75
<b>Washington</b>												
Seattle .....	99	99	99	95	96	93	101	101	97	112	116	128
<b>West Virginia</b>												
Statewide West Virginia <sup>1</sup> .....	-	-	-	-	97	-	-	104	104	-	102	96

See footnotes at end of table.

**Table F-2. Pay relatives for occupational groups, private industry, selected areas, 1994 — Continued**

(For each occupational group, average pay level for private industry in the United States = 100)

State and area	Occupational group											
	Professional			Administrative			Technical	Clerical		Maintenance	Material movement	Janitors
	Overall	Accountants	Engineers	Overall	Programmers	Systems analysts		Overall	Secretaries			
<b>Wisconsin</b>												
Appleton-Oshkosh-Neenah and Green Bay <sup>1</sup> .....	-	-	-	-	95	90	96	91	90	96	100	87
Appleton-Oshkosh-Neenah <sup>2</sup> .....	-	-	-	-	99	-	94	91	89	96	-	86
Madison <sup>1</sup> .....	-	-	-	-	92	92	-	98	96	88	-	96
Milwaukee .....	95	95	94	97	98	96	98	96	96	102	-	97
<b>Wyoming</b>												
Sweetwater County .....	-	112	-	-	-	-	-	-	-	-	-	139

<sup>1</sup> The limited industry scope for this survey excluded mining, construction, and selected service-producing industries. In addition, programmers and systems analysts were the only professional and administrative occupations studied in all industries. See Appendix table A-4 for more details.

<sup>2</sup> The limited industry scope for this survey excluded mining, construction, and selected service-producing industries, but included health services. In addition, programmers and systems analysts were the only professional and administrative occupations studied in all industries. See appendix table A-4 for more details.

<sup>3</sup> The limited industry scope for this survey excluded mining, construction, and selected service-producing industries, but included amusement parks. In addition, programmers and systems analysts were the only professional

and administrative occupations studied in all industries. See appendix table A-4 for more details.

<sup>4</sup> The limited industry scope for this survey excluded mining, construction, and selected service-producing industries, but included gambling establishments. In addition, programmers and systems analysts were the only professional and administrative occupations studied in all industries. See appendix table A-4 for more details.

NOTE: Dashes indicate no data or that data did not meet publication criteria. Areas do not appear on this table if they had no publishable data for these occupational groups or for this level of industry detail.

**Table F-3. Pay relatives for occupational groups, State and local government, selected areas, 1994**

(For each occupational group, average pay level for State and local government in United States = 100)

State and area	Occupational group												
	Professional			Administrative			Technical	Protective service	Clerical		Maintenance	Material movement	Janitors
	Overall	Accountants	Engineers	Overall	Programmers	Systems analysts			Overall	Secretaries			
<b>Alabama</b>													
Huntsville .....	-	-	99	-	-	-	-	76	91	89	-	-	72
<b>Arizona</b>													
Phoenix .....	96	95	95	92	94	89	96	99	81	87	97	101	99
<b>Arkansas</b>													
Little Rock-North Little Rock .....	-	88	-	-	79	-	-	72	-	-	74	-	64
<b>California</b>													
Anaheim-Santa Ana .....	119	124	113	112	113	108	131	144	118	122	124	-	126
Los Angeles-Long Beach .....	115	116	115	114	125	112	124	137	124	135	127	119	119
Oxnard-Ventura .....	109	114	106	-	-	-	-	116	114	121	114	-	128
Riverside-San Bernardino .....	112	111	112	108	115	108	118	132	109	113	109	112	120
San Diego .....	106	108	102	106	108	108	113	122	106	116	113	-	114
San Francisco .....	119	127	115	123	138	113	-	142	133	139	145	-	146
San Jose .....	124	126	121	116	-	110	-	151	126	132	138	-	136
Visalia-Tulare-Porterville .....	-	-	97	-	-	-	-	96	100	104	96	-	106
<b>Colorado</b>													
Denver .....	106	107	104	102	107	100	106	107	98	105	104	108	100
<b>Connecticut</b>													
Danbury .....	-	-	-	-	-	-	-	110	-	111	116	-	131
<b>Delaware</b>													
Wilmington .....	-	-	-	-	-	-	-	100	-	105	96	-	107
<b>District of Columbia</b>													
Washington .....	104	107	104	109	111	111	104	105	106	115	107	101	112
<b>Florida</b>													
Bradenton .....	-	-	-	-	-	-	-	72	-	-	-	-	88
Miami-Hialeah .....	103	107	96	105	105	104	110	112	-	104	94	93	83
Monroe County .....	-	-	-	-	-	-	-	88	-	100	88	-	93
Tampa-St. Petersburg-Clearwater .....	95	95	94	94	96	95	95	90	89	97	88	95	84
<b>Georgia</b>													
Atlanta .....	92	98	87	92	94	90	95	79	89	93	91	-	84
Augusta .....	-	-	-	-	80	-	-	58	-	-	77	-	67
<b>Idaho</b>													
Bannock County .....	-	-	-	-	-	-	-	-	-	-	-	-	74
<b>Illinois</b>													
Chicago .....	103	104	101	103	108	102	108	121	109	114	127	133	127
Vermilion County .....	-	-	-	-	-	-	-	91	-	-	-	-	100

See footnotes at end of table.

**Table F-3. Pay relatives for occupational groups, State and local government, selected areas, 1994 — Continued**

(For each occupational group, average pay level for State and local government in United States = 100)

State and area	Occupational group												
	Professional			Administrative			Technical	Protective service	Clerical		Maintenance	Material movement	Janitors
	Overall	Accountants	Engineers	Overall	Programmers	Systems analysts			Overall	Secretaries			
<b>Indiana</b>													
Elkhart-Goshen .....	-	-	-	-	-	-	-	-	-	-	-	-	109
Evansville .....	-	-	-	-	-	-	-	78	-	104	87	-	113
Gary-Hammond .....	-	-	-	-	99	-	-	81	91	97	99	-	105
Indianapolis .....	84	-	85	87	84	90	-	88	87	96	87	-	92
South Bend-Mishawaka .....	-	-	-	-	-	-	-	72	-	86	88	-	108
<b>Iowa</b>													
Carroll County .....	-	-	-	-	-	-	-	-	-	-	-	-	91
Davenport-Rock Island-Moline .....	-	-	-	-	99	-	-	92	98	105	-	-	115
<b>Kentucky</b>													
Louisville .....	-	-	-	-	90	-	-	73	86	95	86	-	88
<b>Louisiana</b>													
New Orleans .....	82	77	85	81	82	-	81	65	78	83	72	-	66
<b>Maryland</b>													
Baltimore .....	98	91	100	96	104	94	96	96	93	96	92	96	103
<b>Massachusetts</b>													
Boston .....	105	109	103	108	-	108	-	110	106	111	110	-	129
Lawrence-Haverhill .....	-	-	-	-	-	-	-	-	-	106	-	-	122
Worcester .....	-	-	99	-	-	-	-	101	103	111	95	-	122
<b>Minnesota</b>													
Minneapolis-St. Paul .....	110	112	103	107	107	106	115	110	114	112	114	-	124
St. Cloud .....	-	-	-	-	-	-	-	107	-	-	-	-	103
<b>Missouri</b>													
Kansas City .....	90	92	89	92	93	90	94	85	87	93	86	78	100
St. Louis .....	93	98	91	96	-	93	96	94	95	104	96	91	98
<b>Montana</b>													
Billings .....	-	-	-	-	-	-	-	84	-	-	84	-	81
<b>Nebraska</b>													
Scotts Bluff County .....	-	-	-	-	-	-	-	68	-	-	-	-	85
<b>New Hampshire</b>													
Carroll County .....	-	-	-	-	-	-	-	-	-	-	-	-	97
<b>New Jersey</b>													
Bergen-Passaic .....	-	-	-	-	-	-	-	159	-	123	114	-	137
Monmouth-Ocean .....	-	-	103	-	95	-	-	130	102	114	112	-	134
<b>New Mexico</b>													
Albuquerque .....	95	90	97	84	87	80	-	83	84	84	81	83	81

See footnotes at end of table.

**Table F-3. Pay relatives for occupational groups, State and local government, selected areas, 1994 — Continued**

(For each occupational group, average pay level for State and local government in United States = 100)

State and area	Occupational group												
	Professional			Administrative			Technical	Protective service	Clerical		Maintenance	Material movement	Janitors
	Overall	Accountants	Engineers	Overall	Programmers	Systems analysts			Overall	Secretaries			
<b>New York</b>													
Delaware County .....	-	-	-	-	-	-	-	-	-	-	-	-	90
Nassau-Suffolk .....	120	127	119	133	127	139	127	142	127	131	120	-	156
New York .....	102	104	101	109	107	114	117	118	110	111	-	-	122
Poughkeepsie .....	-	-	-	-	-	-	-	-	-	-	98	-	109
Rochester .....	104	-	108	-	-	-	-	111	110	113	100	-	102
<b>Ohio</b>													
Cincinnati .....	105	110	104	105	105	-	-	95	103	102	98	-	103
Cleveland .....	96	-	95	99	106	96	101	98	107	111	105	106	114
Columbus .....	103	95	106	107	107	103	107	99	105	108	90	-	109
Dayton-Springfield .....	104	-	104	-	-	97	-	99	101	110	99	-	112
<b>Oklahoma</b>													
Oklahoma City .....	88	-	86	-	87	78	-	72	85	91	79	79	76
<b>Oregon</b>													
Portland .....	104	103	101	99	104	94	110	124	104	105	109	-	113
Salem .....	-	-	-	-	-	93	-	108	-	-	96	-	96
<b>Pennsylvania</b>													
Philadelphia .....	98	97	96	101	104	98	-	108	106	110	109	105	126
Pittsburgh .....	93	104	90	98	91	97	-	107	103	101	109	108	116
<b>South Carolina</b>													
Greenwood County .....	-	-	-	-	-	-	-	61	-	102	-	-	75
<b>Tennessee</b>													
Memphis .....	99	-	103	101	113	101	105	80	91	95	102	-	77
Nashville .....	-	-	84	-	-	-	-	74	-	-	83	-	82
<b>Texas</b>													
Houston .....	90	96	85	97	102	95	-	89	92	99	92	72	82
Longview-Marshall .....	-	-	-	-	-	-	-	-	-	-	-	-	85
San Antonio .....	92	92	92	88	91	-	95	89	82	90	84	76	72
<b>Utah</b>													
Salt Lake City-Ogden .....	94	92	95	98	104	104	-	86	85	97	88	77	88
<b>Virginia</b>													
Norfolk-Virginia Beach-Newport News .....	96	103	93	96	95	93	94	79	95	98	88	-	81
Richmond-Petersburg .....	92	99	89	95	94	93	89	90	96	99	85	75	76
<b>Washington</b>													
Seattle .....	103	109	101	103	105	100	115	123	111	108	124	122	118
<b>Wisconsin</b>													
Appleton-Oshkosh-Neenah .....	-	-	-	-	-	-	-	83	104	104	103	-	103
Milwaukee .....	101	105	94	102	103	100	108	101	113	117	114	-	123

See footnotes at end of table.

**Table F-3. Pay relatives for occupational groups, State and local government, selected areas, 1994 — Continued**

(For each occupational group, average pay level for State and local government in United States = 100)

State and area	Occupational group												
	Professional			Administrative			Technical	Protective service	Clerical		Maintenance	Material movement	Janitors
	Overall	Accountants	Engineers	Overall	Programmers	Systems analysts			Overall	Secretaries			
Wyoming Sweetwater County .....	-	-	-	-	-	-	-	-	-	-	-	-	100

NOTE: Dashes indicate no data or that data did not meet publication criteria. Areas do not appear on this table if they had no publishable data for these occupational groups or for this level of industry detail.

**Table G-1. Pay relatives for occupational groups, all industries, establishment characteristics, 1994**

(For each occupational group, average pay level for all industries in the United States = 100)

Establishment characteristic	Occupational group												
	Professional			Administrative			Technical	Protective service	Clerical		Maintenance	Material movement	Janitors
	Overall	Accountants	Engineers	Overall	Programmers	Systems analysts			Overall	Secretaries			
<b>Industry</b>													
All industries .....	100	100	100	100	100	100	100	100	100	100	100	100	100
Private industry .....	101	101	100	100	101	100	100	-	100	102	100	100	93
Goods producing .....	101	103	100	102	102	103	99	-	103	106	99	96	133
Construction .....	102	99	102	-	-	-	-	-	98	100	-	-	95
Manufacturing .....	101	102	100	102	101	102	99	-	103	105	99	96	133
Durable goods .....	100	102	99	101	101	100	99	-	104	106	99	97	147
Nondurable goods .....	104	103	103	104	101	105	101	-	102	104	98	97	118
Service producing .....	101	99	101	100	101	100	103	-	99	100	106	102	88
Transportation and utilities .....	104	103	103	105	105	105	113	-	110	107	114	110	131
Wholesale trade .....	100	101	99	101	99	102	-	-	100	100	92	97	119
Retail trade .....	-	97	-	97	96	97	-	-	94	97	-	96	94
Finance, insurance, and real estate .....	-	99	-	98	99	98	-	-	97	100	-	-	124
Services .....	100	98	100	99	101	99	100	-	98	100	91	82	85
Health services .....	-	96	-	97	98	98	-	-	96	97	94	-	93
Hospitals .....	-	96	-	98	99	98	-	-	97	97	95	-	98
State and local government .....	95	95	95	96	96	96	100	100	99	95	98	102	118
Health services .....	-	91	-	93	88	94	-	-	93	89	-	-	95
Hospitals .....	-	91	-	93	88	94	-	-	92	89	-	-	93
<b>Region</b>													
Northeast .....	100	101	100	101	102	100	100	114	105	105	102	111	122
South .....	99	98	99	98	98	98	99	80	93	94	91	88	80
Midwest .....	100	99	100	100	100	100	100	97	99	100	103	106	103
West .....	102	103	101	102	103	102	102	122	105	103	106	103	103
<b>Area classification</b>													
Metropolitan .....	101	100	101	100	101	100	101	104	101	101	102	104	101
Nonmetropolitan .....	94	95	94	-	91	-	-	82	91	93	92	86	95
<b>Establishments employing</b>													
Less than 500 workers .....	100	99	99	99	100	99	96	85	97	99	92	93	86
500-999 workers .....	101	101	101	99	98	99	101	92	99	100	98	103	105
1,000-2,499 workers .....	102	101	101	101	101	101	102	97	103	103	102	118	109
2,500 workers or more .....	100	100	100	101	101	100	105	111	103	100	114	129	121

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

**Table G-2. Pay relatives for occupational groups, private industry, establishment characteristics, 1994**

(For each occupational group, average pay level for private industry in the United States = 100)

Establishment characteristic	Occupational group												
	Professional			Administrative			Technical	Protective service	Clerical		Maintenance	Material movement	Janitors
	Overall	Accountants	Engineers	Overall	Programmers	Systems analysts			Overall	Secretaries			
<b>Industry</b>													
Private industry .....	100	100	100	100	100	100	100	100	100	100	100	100	100
Goods producing .....	100	102	100	102	101	102	99	100	100	103	99	96	144
Construction .....	102	98	102	-	-	-	-	-	99	103	99	-	103
Manufacturing .....	100	102	100	101	100	102	99	-	103	103	99	96	144
Durable goods .....	99	101	99	100	100	100	99	-	103	104	99	97	159
Nondurable goods .....	103	102	102	103	100	104	101	-	102	102	98	97	127
Service producing .....	100	98	101	99	100	99	103	100	99	99	106	102	95
Transportation and utilities .....	103	102	103	105	104	105	113	-	109	105	115	110	142
Wholesale trade .....	99	100	99	100	98	101	-	-	100	99	91	97	128
Retail trade .....	-	96	-	97	95	96	-	-	93	95	-	96	102
Finance, insurance, and real estate .....	-	98	-	98	98	98	-	-	98	99	-	-	134
Services .....	99	97	100	99	101	99	100	97	98	98	91	82	92
Health services .....	-	96	-	99	100	99	-	-	97	97	94	-	99
Hospitals .....	-	97	-	99	101	99	-	-	98	97	94	-	108
<b>Region</b>													
Northeast .....	100	101	99	100	101	99	100	-	105	103	101	111	123
South .....	100	99	100	99	99	100	100	-	97	97	93	89	81
Midwest .....	99	98	100	100	99	100	100	-	98	98	103	106	102
West .....	101	102	101	102	102	102	101	-	102	101	105	102	98
<b>Area classification</b>													
Metropolitan .....	100	100	100	100	101	100	101	104	101	100	102	104	100
Nonmetropolitan .....	94	96	94	-	90	-	-	-	88	96	94	85	98
<b>Establishments employing</b>													
50-499 workers .....	99	99	99	99	99	99	96	-	98	98	92	93	88
500-999 workers .....	101	100	101	99	98	99	101	-	100	98	98	104	102
1,000-2,499 workers .....	101	101	101	101	101	101	101	-	104	102	103	118	111
2,500 workers or more .....	101	103	100	102	102	101	107	105	105	102	115	134	143

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

**Table G-3. Pay relatives for occupational groups, State and local governments, establishment characteristics, 1994**

(For each occupational group, average pay level for State and local governments in United States = 100)

Establishment characteristic	Occupational group												
	Professional			Administrative			Technical	Protective service	Clerical		Maintenance	Material movement	Janitors
	Overall	Accountants	Engineers	Overall	Programmers	Systems analysts			Overall	Secretaries			
<b>Industry</b>													
State and local government .....	100	100	100	100	100	100	100	100	100	100	100	100	100
Health services .....	-	95	-	95	93	96	-	-	95	94	99	-	80
Hospitals .....	-	95	-	95	93	96	-	-	95	94	100	-	79
<b>Region</b>													
Northeast .....	103	103	103	106	104	108	108	114	105	109	113	-	122
South .....	91	92	90	90	92	89	88	80	86	90	83	75	77
Midwest .....	99	101	97	101	105	99	102	97	102	104	100	106	106
West .....	107	109	106	-	-	-	112	122	110	112	112	105	110
<b>Area classification</b>													
Metropolitan .....	101	101	101	100	100	100	101	104	102	101	104	104	104
Nonmetropolitan .....	92	92	92	94	99	94	-	82	89	93	83	79	84
<b>Establishments employing</b>													
Less than 500 workers .....	99	95	101	95	98	96	98	85	93	101	92	88	95
500-999 workers .....	102	100	100	98	96	99	95	93	98	105	96	96	108
1,000-2,499 workers .....	105	104	105	100	102	98	103	97	101	102	100	90	107
2,500 workers or more .....	99	100	99	100	100	-	100	111	101	98	107	-	97

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

## Part III: Locality Pay, 1994

4881 207 10000 10000

**Table H-1. Average weekly pay<sup>1</sup> in all industries, professional and administrative occupations, selected areas, 1994**

State, area, and reference month	Professional																							
	Accountants						Accountants, Public				Attorneys						Engineers							
	I	II	III	IV	V	VI	I	II	III	IV	I	II	III	IV	V	VI	I	II	III	IV	V	VI	VII	VIII
<b>Alabama</b>																								
Huntsville (January) .....	-	\$577	\$710	\$976	-	-	-	-	-	-	-	-	-	-	-	-	\$641	\$723	\$863	\$1,067	\$1,283	\$1,503	\$1,664	-
<b>Arizona</b>																								
Apache County (November) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	760	1,015	-	-	-	-
Phoenix (April) .....	\$501	573	717	948	\$1,198	-	\$509	\$546	\$637	\$958	-	-	\$1,199	\$1,429	-	-	-	806	906	1,087	1,280	1,514	1,891	-
<b>Arkansas</b>																								
Little Rock-North Little Rock (December) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>California</b>																								
Anaheim-Santa Ana (August) .....	546	646	811	1,033	1,331	-	-	-	-	-	-	-	1,377	1,703	-	-	697	843	1,002	1,199	1,391	1,536	1,755	-
Los Angeles-Long Beach (December) .....	552	665	825	1,021	1,310	-	576	625	740	1,106	-	-	1,446	1,615	\$2,089	-	-	817	959	1,152	1,380	1,636	1,829	-
Oxnard-Ventura (August) .....	-	637	779	1,008	-	-	-	-	-	-	-	-	1,323	1,526	-	-	582	712	906	1,116	1,362	-	-	-
Riverside-San Bernardino (May) .....	-	635	780	1,009	-	-	-	-	-	-	-	-	1,507	-	-	-	582	712	906	1,116	1,362	-	-	-
San Diego (October) .....	-	606	796	988	1,265	-	588	-	769	979	-	\$994	1,355	1,650	-	-	638	798	924	1,082	1,276	1,537	-	-
San Francisco (April) .....	639	660	839	1,095	1,310	-	568	638	692	1,021	-	-	1,386	1,636	1,893	\$2,053	729	746	872	1,046	1,244	1,447	1,666	-
San Jose (July) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Visalia-Tulare-Porterville (July) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Colorado</b>																								
Denver (December) .....	521	618	779	979	1,239	-	-	-	-	-	\$712	1,011	1,267	1,639	-	-	685	795	932	1,163	1,400	1,643	1,830	-
<b>Connecticut</b>																								
Danbury (February) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Delaware</b>																								
Wilmington (December) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>District of Columbia</b>																								
Washington (January) .....	500	609	774	996	1,265	-	-	589	-	-	710	960	1,168	1,598	2,186	-	606	727	902	1,120	1,354	1,540	1,775	\$2,122
<b>Florida</b>																								
Bradenton (April) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Miami-Hialeah (October) .....	450	612	743	1,035	-	-	637	641	750	1,076	-	-	-	1,915	-	-	631	711	931	1,116	1,293	-	-	-
Monroe County (August) .....	-	-	760	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Tampa-St. Petersburg-Clearwater (July) .....	459	598	714	938	-	-	-	680	764	1,085	-	-	1,247	-	-	-	632	769	927	1,068	1,258	1,411	1,714	-
<b>Georgia</b>																								
Atlanta (May) .....	460	577	755	974	1,184	-	-	-	-	-	-	1,002	-	1,694	2,098	-	578	696	864	1,015	1,259	1,491	-	-
Augusta (June) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Idaho</b>																								
Bannock County (November) .....	-	585	760	1,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Illinois</b>																								
Chicago (May) .....	530	617	759	983	1,284	\$1,707	544	617	732	972	-	976	1,286	1,599	-	-	666	761	907	1,099	1,308	1,584	1,879	-
Vermilion County (December) .....	-	570	708	923	-	-	-	-	-	-	-	-	-	-	-	-	-	-	923	1,078	-	-	-	-

See footnotes at end of table.

Table H-1. Average weekly pay<sup>1</sup> in all industries, professional and administrative occupations, selected areas, 1994 — Continued

State, area, and reference month	Professional					Administrative												
	Registered Nurses					Budget Analysts			Buyers/Contracting Specialists				Computer Programmers					
	I	II	II Specialists	III	III Anesthetists	II	III	IV	I	II	III	IV	I	II	III	IV	V	
<b>Alabama</b>																		
Huntsville (January) .....	-	-	-	-	-	-	-	-	\$436	\$601	\$726	\$983	\$476	\$584	\$701	-	-	
<b>Arizona</b>																		
Apache County (November) .....	-	-	-	-	-	-	-	-	-	644	-	-	-	-	-	-	-	
Phoenix (April) .....	\$509	\$650	-	-	-	-	\$780	\$838	504	618	742	984	485	597	691	-	-	
<b>Arkansas</b>																		
Little Rock-North Little Rock (December) <sup>2</sup> .....	-	617	-	-	-	-	-	-	-	-	-	-	-	553	738	-	-	
<b>California</b>																		
Anaheim-Santa Ana (August) .....	594	820	\$915	-	-	-	-	-	557	682	849	1,004	-	659	794	\$999	-	
Los Angeles-Long Beach (December) .....	652	875	-	\$1,077	-	\$649	847	978	587	697	865	1,002	531	688	805	973	-	
Oxnard-Ventura (August) .....	-	791	-	-	-	-	-	-	-	617	807	-	-	544	745	-	-	
Riverside-San Bernardino (May) .....	617	810	-	882	-	-	717	-	-	643	824	-	-	609	771	-	-	
San Diego (October) .....	649	850	-	1,006	-	-	841	-	537	657	808	988	-	608	769	-	-	
San Francisco (April) .....	-	1,018	-	1,271	-	-	-	-	-	696	906	1,136	-	714	867	954	-	
San Jose (July) <sup>2</sup> .....	-	982	-	-	-	-	-	-	-	-	-	-	-	701	806	-	-	
Visalia-Tulare-Porterville (July) <sup>2</sup> .....	-	784	-	-	-	-	-	-	-	-	-	-	-	-	723	-	-	
<b>Colorado</b>																		
Denver (December) .....	-	698	-	920	-	-	823	-	-	637	836	-	-	639	780	914	-	
<b>Connecticut</b>																		
Danbury (February) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	734	-	-	
<b>Delaware</b>																		
Wilmington (December) <sup>2</sup> .....	-	757	-	-	-	-	-	-	-	-	-	-	-	655	760	-	-	
<b>District of Columbia</b>																		
Washington (January) .....	-	-	-	-	-	683	765	975	528	634	821	956	515	635	768	878	-	
<b>Florida</b>																		
Bradenton (April) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	614	-	-	
Miami-Hialeah (October) .....	-	738	787	1,004	-	-	-	-	530	613	-	-	-	579	758	945	-	
Monroe County (August) .....	581	-	-	-	-	-	-	-	-	-	-	-	-	610	-	-	-	
Tampa-St. Petersburg-Clearwater (July) .....	496	608	668	-	-	-	-	-	462	631	805	-	526	623	697	856	-	
<b>Georgia</b>																		
Atlanta (May) .....	542	664	-	786	-	608	753	884	509	617	828	965	545	598	713	826	\$939	
Augusta (June) <sup>2</sup> .....	-	666	-	-	-	-	-	-	-	-	-	-	-	529	627	-	-	
<b>Idaho</b>																		
Bannock County (November) .....	-	601	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Illinois</b>																		
Chicago (May) .....	-	746	817	903	\$1,226	630	815	-	539	661	857	1,045	579	666	771	952	-	
Vermillion County (December) .....	-	-	-	-	-	-	-	-	-	598	-	-	-	-	-	-	-	

See footnotes at end of table.

Table H-1. Average weekly pay<sup>1</sup> in all industries, professional and administrative occupations, selected areas, 1994 — Continued

State, area, and reference month	Administrative																	
	Computer Systems Analysts				Computer Systems Analyst Supervisors/Managers			Personnel Specialists					Personnel Supervisors/Managers			Tax Collectors		
	I	II	III	IV	I	II	III	I	II	III	IV	V	I	II	III	I	II	III
<b>Alabama</b>																		
Huntsville (January) .....	\$701	\$853	\$965	\$1,138	-	-	-	-	\$584	\$703	\$947	-	-	-	-	-	-	-
<b>Arizona</b>																		
Apache County (November) .....	-	-	-	-	-	-	-	-	542	676	-	-	-	-	-	-	-	-
Phoenix (April) .....	718	865	1,016	1,192	\$1,061	\$1,387	-	-	567	691	970	-	-	\$1,382	-	-	\$424	\$597
<b>Arkansas</b>																		
Little Rock-North Little Rock (December) <sup>2</sup> .....	-	842	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>California</b>																		
Anaheim-Santa Ana (August) .....	788	935	1,065	1,270	1,226	1,465	-	-	627	816	1,055	\$1,295	-	1,430	-	-	584	736
Los Angeles-Long Beach (December) .....	814	968	1,109	1,283	1,212	1,386	-	\$635	640	817	1,053	1,342	-	1,286	\$1,626	\$690	747	777
Oxnard-Ventura (August) .....	728	912	1,077	-	-	-	-	-	611	801	-	-	-	-	-	-	-	755
Riverside-San Bernardino (May) .....	764	894	1,027	-	-	-	-	-	564	776	975	-	-	-	-	-	-	757
San Diego (October) .....	748	914	1,065	1,200	-	1,286	-	-	591	763	972	1,180	-	-	-	-	-	774
San Francisco (April) .....	-	1,000	1,168	1,364	1,311	1,477	-	-	694	849	1,098	1,387	-	1,417	-	-	881	751
San Jose (July) <sup>2</sup> .....	786	942	1,128	1,340	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Visalia-Tulare-Porterville (July) <sup>2</sup> .....	-	867	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Colorado</b>																		
Denver (December) .....	745	866	1,011	1,177	1,248	1,249	\$1,424	-	571	764	988	1,204	-	-	-	-	-	725
<b>Connecticut</b>																		
Danbury (February) <sup>2</sup> .....	782	836	1,037	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Delaware</b>																		
Wilmington (December) <sup>2</sup> .....	748	894	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>District of Columbia</b>																		
Washington (January) .....	726	901	1,042	1,202	1,136	1,304	1,466	491	605	764	978	1,229	\$1,104	1,332	-	462	576	752
<b>Florida</b>																		
Bradenton (April) <sup>2</sup> .....	674	837	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Miami-Hialeah (October) .....	743	902	1,064	1,325	-	1,400	-	-	594	787	983	-	-	-	-	429	463	-
Monroe County (August) .....	-	-	-	-	-	-	-	-	532	701	-	-	-	-	-	-	-	-
Tampa-St. Petersburg-Clearwater (July) .....	738	869	1,095	-	1,089	1,267	-	441	560	717	969	-	-	-	-	-	436	-
<b>Georgia</b>																		
Atlanta (May) .....	-	895	999	1,194	1,023	1,306	-	461	595	762	983	1,160	-	-	-	495	523	684
Augusta (June) <sup>2</sup> .....	672	822	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Idaho</b>																		
Bannock County (November) .....	-	776	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Illinois</b>																		
Chicago (May) .....	806	963	1,107	1,272	1,182	1,408	1,701	499	599	792	1,006	1,296	1,207	1,428	1,863	-	-	807
Vermilion County (December) .....	-	-	-	-	-	-	-	-	-	682	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table H-1. Average weekly pay<sup>1</sup> in all industries, professional and administrative occupations, selected areas, 1994 — Continued

State, area, and reference month	Professional																							
	Accountants						Accountants, Public				Attorneys						Engineers							
	I	II	III	IV	V	VI	I	II	III	IV	I	II	III	IV	V	VI	I	II	III	IV	V	VI	VII	VIII
<b>Indiana</b>																								
Elkhart-Goshen (November) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Evansville (August) .....	\$449	\$587	\$837	\$1,036	-	-	-	-	-	-	-	-	-	-	-	-	-	\$672	-	\$1,103	\$1,264	-	-	-
Gary-Hammond (February) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Indianapolis (July) .....	439	594	726	947	-	-	-	-	\$729	\$966	-	\$1,078	-	-	-	-	\$689	768	\$855	1,015	1,261	\$1,558	-	-
South Bend-Mishawaka (September) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Iowa</b>																								
Carroll County (November) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Davenport-Rock Island-Moline (February) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Kentucky</b>																								
Louisville (June) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Louisiana</b>																								
New Orleans (July) .....	446	526	730	1,013	\$1,300	-	-	-	-	-	-	882	\$1,117	-	-	-	753	841	937	1,180	1,432	1,735	-	-
<b>Maryland</b>																								
Baltimore (March) .....	-	566	709	892	1,235	-	\$568	\$607	671	901	-	957	1,130	\$1,400	-	-	646	745	872	1,083	1,305	1,500	-	-
<b>Massachusetts</b>																								
Boston (May) .....	532	600	761	963	1,290	-	554	595	657	843	-	955	1,282	1,733	\$2,178	-	666	760	882	1,062	1,335	1,635	\$1,908	\$2,327
Lawrence-Haverhill (October) .....	-	612	759	964	-	-	-	-	-	-	-	-	-	-	-	-	-	748	902	1,084	-	-	1,979	-
Worcester (September) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Minnesota</b>																								
Minneapolis-St. Paul (January) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
St. Cloud (March) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Missouri</b>																								
Butler County (June) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Kansas City (September) .....	475	582	758	958	1,231	-	533	585	666	902	\$711	946	1,195	-	-	-	629	748	877	1,054	1,254	-	-	
St. Louis (March) .....	489	576	730	966	1,211	\$1,507	546	580	666	875	-	892	1,199	1,590	-	-	635	701	819	996	1,206	-	-	
<b>Montana</b>																								
Billings (September) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Nebraska</b>																								
Scotts Bluff County (November) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>New Hampshire</b>																								
Carroll County (May) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>New Jersey</b>																								
Bergen-Passaic (May) .....	532	624	784	1,018	1,350	-	-	-	-	-	-	-	1,439	1,875	-	-	630	754	904	1,151	1,389	1,607	-	-
Monmouth-Ocean (September) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>New Mexico</b>																								
Albuquerque (September) .....	488	566	671	836	-	-	-	538	621	-	-	-	-	-	-	-	615	743	864	1,072	1,301	1,572	-	-

See footnotes at end of table.

Table H-1. Average weekly pay<sup>1</sup> in all industries, professional and administrative occupations, selected areas, 1994 — Continued

State, area, and reference month	Professional					Administrative												
	Registered Nurses					Budget Analysts			Buyers/Contracting Specialists				Computer Programmers					
	I	II	II Specialists	III	III Anesthetists	II	III	IV	I	II	III	IV	I	II	III	IV	V	
<b>Indiana</b>																		
Elkhart-Goshen (November) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	\$553	\$692	-	-
Evansville (August) .....	-	\$589	-	-	-	-	-	-	-	\$592	\$852	-	-	-	521	706	-	-
Gary-Hammond (February) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	649	-	-	-
Indianapolis (July) .....	\$588	671	-	-	-	-	\$588	-	-	-	597	809	-	-	565	682	\$845	-
South Bend-Mishawaka (September) <sup>2</sup> .....	-	662	-	-	-	-	-	-	-	-	-	-	-	-	603	722	-	-
<b>Iowa</b>																		
Carroll County (November) .....	-	481	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Davenport-Rock Island-Moline (February) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	637	-	-	-
<b>Kentucky</b>																		
Louisville (June) <sup>2</sup> .....	-	702	-	-	-	-	-	-	-	-	-	-	-	-	558	696	-	-
<b>Louisiana</b>																		
New Orleans (July) .....	-	744	\$827	-	-	-	-	-	\$441	534	790	-	-	-	547	662	-	-
<b>Maryland</b>																		
Baltimore (March) .....	575	717	-	\$917	-	\$600	749	-	490	643	785	\$902	-	587	715	-	-	
<b>Massachusetts</b>																		
Boston (May) .....	649	899	967	1,163	-	616	767	\$950	526	659	853	1,040	\$526	616	738	899	-	
Lawrence-Haverhill (October) .....	610	763	-	-	-	-	-	-	-	644	820	981	-	-	717	841	-	
Worcester (September) <sup>2</sup> .....	-	776	-	-	-	-	-	-	-	-	-	-	-	-	717	795	-	
<b>Minnesota</b>																		
Minneapolis-St. Paul (January) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	521	623	711	822	-	
St. Cloud (March) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	444	608	718	-	-	
<b>Missouri</b>																		
Butler County (June) .....	-	510	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Kansas City (September) .....	-	679	747	844	-	-	765	-	505	618	796	922	492	612	-	886	-	
St. Louis (March) .....	-	-	-	-	-	-	-	-	473	635	824	987	489	578	697	834	-	
<b>Montana</b>																		
Billings (September) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	484	699	-	-	
<b>Nebraska</b>																		
Scotts Bluff County (November) .....	-	-	-	-	-	-	-	-	-	470	-	-	-	-	-	-	-	-
<b>New Hampshire</b>																		
Carroll County (May) .....	-	541	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>New Jersey</b>																		
Bergen-Passaic (May) .....	673	867	-	-	-	-	-	-	503	664	859	-	-	624	754	944	-	
Monmouth-Ocean (September) <sup>2</sup> .....	-	754	-	-	-	-	-	-	-	-	-	-	-	-	779	-	-	
<b>New Mexico</b>																		
Albuquerque (September) .....	-	642	-	-	-	-	-	-	525	587	816	930	-	528	672	-	-	

See footnotes at end of table.

Table H-1. Average weekly pay<sup>1</sup> in all industries, professional and administrative occupations, selected areas, 1994 — Continued

State, area, and reference month	Administrative																	
	Computer Systems Analysts				Computer Systems Analyst Supervisors/Managers			Personnel Specialists					Personnel Supervisors/Managers			Tax Collectors		
	I	II	III	IV	I	II	III	I	II	III	IV	V	I	II	III	I	II	III
<b>Indiana</b>																		
Elkhart-Goshen (November) <sup>2</sup> .....	\$693	\$865	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Evansville (August) .....	-	903	-	-	-	-	-	-	\$529	\$890	\$1,016	-	-	-	-	-	-	-
Gary-Hammond (February) <sup>3</sup> .....	757	851	\$978	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Indianapolis (July) .....	693	828	981	-	\$974	-	-	-	592	755	920	-	-	-	-	-	-	-
South Bend-Mishawaka (September) <sup>2</sup> .....	675	834	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Iowa</b>																		
Carroll County (November) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Davenport-Rock Island-Moline (February) <sup>3</sup> .....	733	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Kentucky</b>																		
Louisville (June) <sup>2</sup> .....	723	822	948	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Louisiana</b>																		
New Orleans (July) .....	649	889	1,048	-	-	-	-	-	510	676	912	-	-	-	-	\$257	\$339	\$458
<b>Maryland</b>																		
Baltimore (March) .....	724	848	1,030	\$1,240	1,193	\$1,286	-	-	579	733	898	\$1,220	-	-	-	413	515	-
<b>Massachusetts</b>																		
Boston (May) .....	719	888	1,050	1,257	1,174	1,397	\$1,619	\$512	608	776	993	1,211	\$1,005	\$1,373	\$1,569	-	606	-
Lawrence-Haverhill (October) .....	731	899	1,104	1,235	-	-	-	-	606	723	979	1,254	-	-	-	-	-	-
Worcester (September) <sup>2</sup> .....	674	832	1,010	1,141	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Minnesota</b>																		
Minneapolis-St. Paul (January) <sup>3</sup> .....	744	873	992	1,087	-	-	-	-	-	-	-	-	-	-	-	-	-	-
St. Cloud (March) <sup>2</sup> .....	709	817	999	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Missouri</b>																		
Butler County (June) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Kansas City (September) .....	758	904	1,060	1,294	1,048	1,344	-	-	570	767	980	-	-	-	1,281	-	387	445
St. Louis (March) .....	733	850	1,021	1,206	1,073	1,268	1,612	512	579	740	979	1,265	-	1,310	-	-	-	-
<b>Montana</b>																		
Billings (September) <sup>2</sup> .....	-	800	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Nebraska</b>																		
Scotts Bluff County (November) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>New Hampshire</b>																		
Carroll County (May) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>New Jersey</b>																		
Bergen-Passaic (May) .....	708	898	1,046	1,256	1,163	1,339	-	-	617	778	1,048	1,253	-	-	-	575	-	-
Monmouth-Ocean (September) <sup>2</sup> .....	-	967	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>New Mexico</b>																		
Albuquerque (September) .....	590	783	924	-	-	-	-	-	539	720	903	-	-	-	-	-	-	498

See footnotes at end of table.

Table H-1. Average weekly pay<sup>1</sup> in all industries, professional and administrative occupations, selected areas, 1994 — Continued

State, area, and reference month	Professional																							
	Accountants						Accountants, Public				Attorneys						Engineers							
	I	II	III	IV	V	VI	I	II	III	IV	I	II	III	IV	V	VI	I	II	III	IV	V	VI	VII	VIII
<b>New York</b>																								
Delaware County (October) .....	-	\$555	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nassau-Suffolk (November) .....	\$539	623	\$802	\$1,063	-	-	-	-	-	-	\$808	\$972	\$1,197	\$1,541	-	-	\$648	\$800	\$938	\$1,122	\$1,296	\$1,521	-	-
New York (May) .....	536	634	807	1,078	-	\$1,570	\$680	\$701	\$851	\$1,222	795	895	1,286	1,880	\$2,351	\$2,947	610	730	920	1,134	1,395	1,590	-	-
Poughkeepsie (August) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Rochester (November) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Ohio</b>																								
Cincinnati (May) .....	509	590	741	947	-	-	570	606	677	863	-	855	-	-	-	-	684	816	911	1,048	1,182	-	-	
Cleveland (August) .....	483	598	743	941	\$1,234	-	544	615	697	961	-	-	1,246	1,579	-	-	620	724	873	1,026	1,214	1,460	\$1,589	
Columbus (December) .....	-	558	757	958	1,210	-	-	-	-	-	-	915	1,191	-	-	-	669	787	930	1,133	1,385	1,737	-	
Dayton-Springfield (February) .....	502	599	734	953	-	-	-	-	-	-	-	-	-	-	-	-	630	709	848	1,045	1,298	-	-	
<b>Oklahoma</b>																								
Oklahoma City (February) .....	463	557	697	976	1,275	-	-	-	-	-	669	935	1,066	-	-	-	641	732	895	1,085	1,315	1,571	-	
<b>Oregon</b>																								
Portland (July) .....	502	580	756	962	1,273	-	488	520	611	-	-	933	1,215	-	-	-	669	780	890	1,071	1,258	1,510	-	
Salem (January) .....	-	569	685	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	799	956	-	-	-	
<b>Pennsylvania</b>																								
Philadelphia (November) .....	488	599	764	968	1,283	-	580	638	771	910	-	965	1,253	1,550	1,848	-	667	763	957	1,136	1,366	1,586	1,931	
Pittsburgh (April) .....	485	588	739	963	-	-	-	-	668	941	-	915	1,139	-	1,745	-	592	689	878	1,009	-	-	-	
<b>South Carolina</b>																								
Greenwood County (September) .....	-	549	714	983	-	-	-	-	-	-	-	-	-	-	-	-	600	719	837	1,025	1,224	-	-	
<b>Tennessee</b>																								
Memphis (November) .....	534	576	776	999	1,396	-	-	600	684	1,006	-	977	1,230	-	-	-	614	730	904	1,066	1,342	-	-	
Nashville (January) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Texas</b>																								
Houston (March) .....	530	633	799	1,091	1,415	2,015	-	-	-	-	-	1,214	1,427	1,714	2,039	-	700	823	956	1,183	1,444	1,709	2,079	
Polk County (October) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
San Antonio (June) .....	437	535	740	934	-	-	-	-	-	-	-	-	1,120	-	-	-	-	687	880	1,058	1,283	-	-	
<b>Utah</b>																								
Salt Lake City-Ogden (May) .....	494	561	742	937	1,135	-	-	-	-	-	-	802	1,063	1,304	-	-	648	740	877	1,048	1,232	1,487	-	
<b>Virginia</b>																								
Norfolk-Virginia Beach-Newport News (August) .....	501	569	700	961	-	-	-	-	-	-	-	-	-	-	-	-	636	724	868	1,015	1,189	1,355	-	
Richmond-Petersburg (August) .....	507	601	749	966	1,444	-	525	555	631	935	-	-	-	1,494	-	-	611	748	928	1,106	1,323	1,424	-	

See footnotes at end of table.

Table H-1. Average weekly pay<sup>1</sup> in all industries, professional and administrative occupations, selected areas, 1994 — Continued

State, area, and reference month	Professional					Administrative											
	Registered Nurses					Budget Analysts			Buyers/Contracting Specialists				Computer Programmers				
	I	II	II Specialists	III	III Anesthetists	II	III	IV	I	II	III	IV	I	II	III	IV	V
<b>New York</b>																	
Delaware County (October) .....	-	\$597	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nassau-Suffolk (November) .....	\$804	877	-	\$1,016	-	-	-	-	\$528	\$709	\$863	-	-	\$674	\$813	\$923	-
New York (May) .....	674	939	-	1,123	\$1,358	\$650	\$835	\$1,087	547	708	924	\$1,064	\$551	663	850	981	\$1,160
Poughkeepsie (August) <sup>2</sup> .....	-	730	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Rochester (November) <sup>2</sup> .....	-	650	-	-	-	-	-	-	-	-	-	-	-	621	699	796	-
<b>Ohio</b>																	
Cincinnati (May) .....	573	661	-	-	-	-	-	-	492	591	816	-	547	632	697	-	-
Cleveland (August) .....	626	720	\$857	878	1,464	-	-	-	466	624	820	1,012	502	592	721	824	-
Columbus (December) .....	-	666	-	-	-	738	919	-	517	641	798	-	546	626	735	830	-
Dayton-Springfield (February) .....	-	-	-	-	-	-	-	-	529	629	893	-	600	-	-	881	-
<b>Oklahoma</b>																	
Oklahoma City (February) .....	-	-	-	-	-	-	-	-	487	586	870	-	462	532	638	-	-
<b>Oregon</b>																	
Portland (July) .....	-	730	-	935	-	-	-	-	518	655	864	-	-	595	673	-	-
Salem (January) .....	-	-	-	-	-	-	757	954	-	587	-	-	-	543	-	-	-
<b>Pennsylvania</b>																	
Philadelphia (November) .....	688	774	840	978	-	621	828	884	525	646	893	1,136	580	653	758	927	-
Pittsburgh (April) .....	609	703	754	-	1,231	635	-	-	479	631	-	991	523	574	684	810	-
<b>South Carolina</b>																	
Greenwood County (September) .....	-	607	-	-	-	-	-	-	-	-	-	-	-	605	-	-	-
<b>Tennessee</b>																	
Memphis (November) .....	-	604	701	953	-	-	-	-	442	624	884	-	549	603	763	-	-
Nashville (January) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	530	653	734	-
<b>Texas</b>																	
Houston (March) .....	564	688	753	860	-	-	894	1,201	534	681	890	1,133	591	675	809	924	-
Polk County (October) .....	-	636	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
San Antonio (June) .....	-	616	696	-	-	-	-	-	465	597	-	-	484	550	697	-	-
<b>Utah</b>																	
Salt Lake City-Ogden (May) .....	-	646	-	803	-	598	803	860	487	604	803	1,039	519	607	756	-	-
<b>Virginia</b>																	
Norfolk-Virginia Beach-Newport News (August) .....	542	633	-	-	1,325	-	826	-	448	631	832	-	477	574	686	-	-
Richmond-Petersburg (August) .....	577	689	-	-	-	585	728	-	521	650	916	-	-	578	687	-	-

See footnotes at end of table.

Table H-1. Average weekly pay<sup>1</sup> in all industries, professional and administrative occupations, selected areas, 1994 — Continued

State, area, and reference month	Administrative																		
	Computer Systems Analysts				Computer Systems Analyst Supervisors/Managers			Personnel Specialists					Personnel Supervisors/Managers			Tax Collectors			
	I	II	III	IV	I	II	III	I	II	III	IV	V	I	II	III	I	II	III	
<b>New York</b>																			
Delaware County (October) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Nassau-Suffolk (November) .....	\$841	\$967	\$1,081	\$1,218	\$1,342	\$1,390	-	\$522	\$640	\$823	\$1,055	-	-	-	-	-	-	-	
New York (May) .....	797	955	1,093	1,240	1,379	1,498	\$1,594	-	648	799	1,051	\$1,403	\$1,160	\$1,495	\$1,949	-	\$809	\$748	
Poughkeepsie (August) <sup>2</sup> .....	-	903	994	-	-	-	-	-	-	-	-	-	-	-	-	-	-	590	726
Rochester (November) <sup>2</sup> .....	767	842	981	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Ohio</b>																			
Cincinnati (May) .....	785	909	1,110	1,687	1,121	1,297	-	478	611	794	1,004	1,398	-	-	-	-	-	-	-
Cleveland (August) .....	741	828	998	1,148	1,071	1,282	-	-	589	768	985	1,297	-	-	-	-	-	557	-
Columbus (December) .....	779	856	1,029	1,149	1,166	1,197	-	485	619	739	973	1,223	-	-	-	-	-	-	-
Dayton-Springfield (February) .....	752	871	1,039	1,255	-	1,293	-	496	586	723	931	-	-	-	-	-	-	-	-
<b>Oklahoma</b>																			
Oklahoma City (February) .....	731	821	939	-	1,030	-	-	-	496	680	969	-	-	-	-	-	-	-	-
<b>Oregon</b>																			
Portland (July) .....	710	849	1,058	-	1,160	1,258	-	-	603	742	942	-	-	-	-	-	-	586	-
Salem (January) .....	649	760	1,000	-	-	-	-	-	587	764	894	-	-	-	-	\$472	-	550	-
<b>Pennsylvania</b>																			
Philadelphia (November) .....	799	903	1,034	1,271	1,178	1,322	-	500	599	751	1,016	1,267	-	1,333	-	-	-	535	-
Pittsburgh (April) .....	681	839	975	-	1,011	1,193	-	422	587	750	989	1,206	-	-	-	-	-	546	-
<b>South Carolina</b>																			
Greenwood County (September) .....	-	815	-	-	-	-	-	500	529	791	945	-	-	-	-	-	-	-	-
<b>Tennessee</b>																			
Memphis (November) .....	709	877	1,020	-	-	-	-	523	564	760	963	-	-	1,371	-	-	-	466	-
Nashville (January) <sup>3</sup> .....	593	743	950	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Texas</b>																			
Houston (March) .....	782	949	1,129	1,461	1,242	1,369	1,842	547	622	817	1,028	1,353	1,123	1,417	1,825	-	-	443	539
Polk County (October) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
San Antonio (June) .....	-	821	-	-	-	-	-	-	547	-	977	-	-	-	-	-	370	-	-
<b>Utah</b>																			
Salt Lake City-Ogden (May) .....	711	855	1,066	-	1,018	-	-	456	552	702	909	1,252	964	-	-	414	505	-	-
<b>Virginia</b>																			
Norfolk-Virginia Beach-Newport News (August) .....	705	823	978	-	1,078	-	-	-	572	725	948	-	-	-	-	-	-	-	-
Richmond-Petersburg (August) .....	779	855	1,021	1,356	1,151	1,329	-	518	600	729	978	1,257	-	-	-	-	-	565	-

See footnotes at end of table.

**Table H-1. Average weekly pay<sup>1</sup> in all industries, professional and administrative occupations, selected areas, 1994 — Continued**

State, area, and reference month	Professional																							
	Accountants						Accountants, Public				Attorneys						Engineers							
	I	II	III	IV	V	VI	I	II	III	IV	I	II	III	IV	V	VI	I	II	III	IV	V	VI	VII	VIII
<b>Washington</b> Seattle (October) .....	\$489	\$612	\$777	\$959	\$1,360	-	\$508	\$571	\$651	-	-	-	\$1,282	\$1,637	-	-	\$657	\$761	\$889	\$1,085	\$1,304	-	-	-
<b>Wisconsin</b> Appleton-Oshkosh-Neenah (May) <sup>2</sup> ..	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Milwaukee (September) .....	497	574	743	968	1,203	-	-	-	-	-	-	-	\$987	1,404	1,592	-	662	742	874	1,009	1,231	\$1,493	-	-
<b>Wyoming</b> Sweetwater County (November) .....	-	679	863	1,128	-	-	-	-	-	-	-	-	-	-	-	-	-	-	955	1,122	1,287	-	-	-

See footnotes at end of table.

**Table H-1. Average weekly pay<sup>1</sup> in all industries, professional and administrative occupations, selected areas, 1994 — Continued**

State, area, and reference month	Professional					Administrative											
	Registered Nurses					Budget Analysts			Buyers/Contracting Specialists				Computer Programmers				
	I	II	II Specialists	III	III Anesthetists	II	III	IV	I	II	III	IV	I	II	III	IV	V
<b>Washington</b>																	
Seattle (October) .....	-	\$838	-	\$1,001	-	-	-	-	-	\$657	\$805	\$1,041	-	\$576	\$738	-	-
<b>Wisconsin</b>																	
Appleton-Oshkosh-Neenah (May) <sup>2</sup> ..	-	650	-	-	-	-	-	-	-	-	-	-	-	574	752	-	-
Milwaukee (September) .....	\$588	706	\$754	843	-	-	-	-	-	651	856	-	\$534	629	719	\$882	-
<b>Wyoming</b>																	
Sweetwater County (November) .....	-	552	-	-	-	-	-	-	-	655	901	-	-	-	-	-	-

See footnotes at end of table.

**Table H-1. Average weekly pay<sup>1</sup> in all industries, professional and administrative occupations, selected areas, 1994 — Continued**

State, area, and reference month	Administrative																	
	Computer Systems Analysts				Computer Systems Analyst Supervisors/Managers			Personnel Specialists					Personnel Supervisors/Managers			Tax Collectors		
	I	II	III	IV	I	II	III	I	II	III	IV	V	I	II	III	I	II	III
<b>Washington</b>																		
Seattle (October) .....	\$719	\$835	\$985	\$1,098	\$1,076	\$1,254	-	-	\$608	\$791	\$961	-	\$1,083	-	-	-	-	-
<b>Wisconsin</b>																		
Appleton-Oshkosh-Neenah (May) <sup>2</sup> ..	662	844	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Milwaukee (September) .....	756	863	1,012	1,089	1,138	1,240	-	-	559	756	1,001	\$1,196	-	-	-	-	\$520	\$606
<b>Wyoming</b>																		
Sweetwater County (November) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> 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.

<sup>2</sup> The limited industry scope for this survey excluded mining, construction, and selected service-producing industries, but included health services. In addition, programmers and systems analysts were the only professional and administrative occupations studied in all industries. See appendix table A-4 for more details.

<sup>3</sup> The limited industry scope for this survey excluded mining, construction, and selected service-producing industries. In addition, programmers and systems analysts were the only professional and administrative occupations studied in all industries. See appendix table A-4 for more details.

NOTE: Dashes indicate that collected data, if any, did not meet publication criteria. Areas and occupations do not appear on this table if they had no publishable data.

Table H-2. Average weekly pay<sup>1</sup> in all industries, technical and protective service occupations, selected areas, 1994

State, area, and reference month	Technical																			
	Computer Operators				Drafters				Engineering Technicians						Engineering Technicians, Civil					
	I	II	III	IV	I	II	III	IV	I	II	III	IV	V	VI	I	II	III	IV	V	VI
<b>Alabama</b>																				
Huntsville (January) .....	-	\$390	\$518	-	-	\$483	\$540	\$747	\$337	\$427	\$523	\$613	\$830	-	-	\$391	\$475	\$541	-	-
<b>Arizona</b>																				
Apache County (November) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Phoenix (April) .....	\$328	407	489	\$630	-	441	574	757	454	496	594	724	774	-	-	414	533	648	-	\$873
<b>Arkansas</b>																				
Little Rock-North Little Rock (December) <sup>2</sup> .....	315	359	440	-	-	496	547	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>California</b>																				
Anaheim-Santa Ana (August) .....	-	469	576	716	-	529	681	-	-	529	619	766	885	-	\$440	609	780	888	\$991	-
Los Angeles-Long Beach (December) .....	-	478	598	643	-	613	687	-	-	507	648	787	882	-	606	-	791	922	-	1,123
Oxnard-Ventura (August) .....	-	450	555	-	-	576	-	-	-	570	-	-	-	-	-	-	-	-	-	-
Riverside-San Bernardino (May) .....	-	475	608	-	-	521	621	-	-	-	-	708	-	-	-	-	-	-	907	-
San Diego (October) .....	-	461	547	657	-	493	625	740	375	473	553	707	876	-	516	595	690	785	912	-
San Francisco (April) .....	-	528	595	683	-	645	771	-	-	-	653	780	916	-	610	585	699	802	-	-
San Jose (July) <sup>2</sup> .....	-	506	610	683	-	529	610	758	-	545	625	776	893	\$1,040	-	706	806	1,018	-	-
Visalia-Tulare-Porterville (July) <sup>2</sup> .....	-	440	-	-	\$410	503	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Colorado</b>																				
Denver (December) .....	364	449	565	-	-	473	585	-	-	515	642	752	864	-	-	484	568	695	805	-
<b>Connecticut</b>																				
Danbury (February) <sup>2</sup> .....	-	442	604	-	-	-	645	-	-	-	634	759	-	-	-	-	-	-	-	-
<b>Delaware</b>																				
Wilmington (December) <sup>2</sup> .....	-	477	596	-	-	566	657	-	-	-	719	807	968	-	-	-	-	-	-	-
<b>District of Columbia</b>																				
Washington (January) .....	356	467	564	645	-	531	584	747	-	-	655	701	895	-	349	446	556	665	758	-
<b>Florida</b>																				
Bradenton (April) <sup>2</sup> .....	-	395	515	-	-	457	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Miami-Hialeah (October) .....	-	445	555	-	-	510	591	-	-	-	-	-	-	-	-	-	-	-	-	-
Monroe County (August) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	501	541	-	-
Tampa-St. Petersburg-Clearwater (July) .....	-	403	525	-	378	491	586	-	-	-	593	712	-	-	345	445	551	620	-	-
<b>Georgia</b>																				
Atlanta (May) .....	326	444	576	626	455	516	576	-	-	-	607	719	-	-	317	413	525	598	-	-
Augusta (June) <sup>2</sup> .....	301	369	570	-	408	474	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Idaho</b>																				
Bannock County (November) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table H-2. Average weekly pay<sup>1</sup> in all industries, technical and protective service occupations, selected areas, 1994 — Continued

State, area, and reference month	Technical						Protective service			
	Licensed Practical Nurses			Nursing Assistants			Corrections Officers	Firefighters	Police Officers	
	I	II	III	I	II	III			I	II
<b>Alabama</b>										
Huntsville (January) .....	-	-	-	-	-	-	\$400	\$485	\$489	\$608
<b>Arizona</b>										
Apache County (November) .....	-	\$419	-	-	\$257	-	-	-	-	-
Phoenix (April) .....	-	459	-	-	270	\$341	-	624	689	847
<b>Arkansas</b>										
Little Rock-North Little Rock (December) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-
<b>California</b>										
Anaheim-Santa Ana (August) .....	-	575	-	-	285	-	843	808	933	1,025
Los Angeles-Long Beach (December) .....	-	556	-	-	279	-	701	-	916	-
Oxnard-Ventura (August) .....	-	537	-	-	264	-	570	760	777	-
Riverside-San Bernardino (May) .....	-	491	-	-	256	-	769	799	824	906
San Diego (October) .....	-	537	-	\$234	282	-	671	749	811	913
San Francisco (April) .....	-	659	-	-	424	465	834	869	879	913
San Jose (July) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-
Visalia-Tulare-Porterville (July) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-
<b>Colorado</b>										
Denver (December) .....	-	478	-	250	288	392	567	699	716	846
<b>Connecticut</b>										
Danbury (February) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-
<b>Delaware</b>										
Wilmington (December) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-
<b>District of Columbia</b>										
Washington (January) .....	-	-	-	-	-	-	573	645	668	847
<b>Florida</b>										
Bradenton (April) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-
Miami-Hialeah (October) .....	-	473	-	247	274	-	561	825	728	896
Monroe County (August) .....	-	448	-	232	282	-	479	533	585	628
Tampa-St. Petersburg-Clearwater (July) .....	-	460	-	-	260	-	487	546	596	-
<b>Georgia</b>										
Atlanta (May) .....	-	435	-	211	266	330	432	496	505	629
Augusta (June) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-
<b>Idaho</b>										
Bannock County (November) .....	-	405	-	-	247	-	-	-	-	-

See footnotes at end of table.

Table H-2. Average weekly pay<sup>1</sup> in all industries, technical and protective service occupations, selected areas, 1994 — Continued

State, area, and reference month	Technical																			
	Computer Operators				Drafters				Engineering Technicians						Engineering Technicians, Civil					
	I	II	III	IV	I	II	III	IV	I	II	III	IV	V	VI	I	II	III	IV	V	VI
<b>Illinois</b>																				
Chicago (May) .....	\$379	\$463	\$556	\$640	-	\$506	\$593	\$778	-	\$495	\$588	\$726	-	-	\$398	-	\$589	-	-	-
Vermilion County (December) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Indiana</b>																				
Elkhart-Goshen (November) <sup>2</sup> .....	-	-	501	-	-	444	585	-	\$417	491	555	628	-	-	-	-	-	-	-	-
Evansville (August) .....	-	380	517	-	-	522	636	-	-	-	-	-	-	-	-	-	-	-	-	-
Gary-Hammond (February) <sup>3</sup> .....	-	378	620	-	-	487	623	-	-	-	-	-	-	-	-	-	-	-	-	-
Indianapolis (July) .....	-	403	527	-	\$377	442	601	760	413	474	604	735	\$796	-	-	-	-	-	-	-
South Bend-Mishawaka (September) <sup>2</sup> .....	-	373	-	-	-	454	-	-	-	-	-	-	-	-	\$353	441	\$615	-	-	-
<b>Iowa</b>																				
Carroll County (November) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Davenport-Rock Island-Moline (February) <sup>3</sup> .....	-	410	579	-	-	428	547	-	-	-	-	727	910	-	-	-	-	-	-	-
<b>Kentucky</b>																				
Louisville (June) <sup>2</sup> .....	-	422	512	-	-	468	531	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Louisiana</b>																				
New Orleans (July) .....	-	391	480	-	422	480	578	701	-	-	600	832	1,058	-	-	-	435	566	\$605	-
<b>Maryland</b>																				
Baltimore (March) .....	338	434	523	533	386	469	594	736	-	-	614	701	809	-	-	426	541	619	689	-
<b>Massachusetts</b>																				
Boston (May) .....	-	453	551	697	385	492	677	873	-	512	626	740	860	\$957	-	-	688	831	-	\$1,024
Lawrence-Haverhill (October) .....	-	430	548	745	-	449	-	-	-	500	-	790	916	-	-	-	-	-	-	-
Worcester (September) <sup>2</sup> .....	-	418	570	-	-	-	-	-	-	-	616	658	-	-	-	-	-	-	-	-
<b>Minnesota</b>																				
Minneapolis-St. Paul (January) <sup>3</sup> .....	349	447	522	609	389	478	573	720	-	480	568	681	774	-	-	-	-	-	-	-
St. Cloud (March) <sup>2</sup> .....	-	389	517	-	-	537	527	-	-	-	599	-	-	-	-	-	-	-	-	-
<b>Missouri</b>																				
Butler County (June) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Kansas City (September) .....	336	421	556	681	458	469	584	739	-	-	590	731	-	-	-	-	-	-	-	-
St. Louis (March) .....	329	406	523	599	453	488	609	684	-	488	573	736	916	-	336	411	504	672	-	-
<b>Montana</b>																				
Billings (September) <sup>2</sup> .....	-	387	-	-	-	408	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Nebraska</b>																				
Scotts Bluff County (November) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>New Hampshire</b>																				
Carroll County (May) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	371	-	-	-	-

See footnotes at end of table.

Table H-2. Average weekly pay<sup>1</sup> in all industries, technical and protective service occupations, selected areas, 1994 — Continued

State, area, and reference month	Technical						Protective service			
	Licensed Practical Nurses			Nursing Assistants			Corrections Officers	Firefighters	Police Officers	
	I	II	III	I	II	III			I	II
<b>Illinois</b>										
Chicago (May) .....	-	\$506	-	-	\$287	-	\$593	-	\$810	\$998
Vermilion County (December) .....	-	391	-	-	224	-	540	\$598	562	-
<b>Indiana</b>										
Elkhart-Goshen (November) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-
Evansville (August) .....	-	440	-	-	248	\$295	-	542	519	617
Gary-Hammond (February) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-
Indianapolis (July) .....	-	508	-	-	258	301	383	603	610	671
South Bend-Mishawaka (September) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-
<b>Iowa</b>										
Carroll County (November) .....	-	-	-	-	252	-	-	-	513	-
Davenport-Rock Island-Moline (February) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-
<b>Kentucky</b>										
Louisville (June) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-
<b>Louisiana</b>										
New Orleans (July) .....	\$395	466	-	\$197	213	-	355	-	409	-
<b>Maryland</b>										
Baltimore (March) .....	-	516	\$575	271	291	323	512	613	613	-
<b>Massachusetts</b>										
Boston (May) .....	560	616	-	409	379	395	648	650	677	-
Lawrence-Haverhill (October) .....	-	572	-	-	336	-	-	607	634	-
Worcester (September) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-
<b>Minnesota</b>										
Minneapolis-St. Paul (January) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-
St. Cloud (March) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-
<b>Missouri</b>										
Butler County (June) .....	-	339	-	-	199	-	-	445	510	-
Kansas City (September) .....	-	458	-	202	251	310	409	587	568	-
St. Louis (March) .....	-	-	-	-	-	-	453	627	623	830
<b>Montana</b>										
Billings (September) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-
<b>Nebraska</b>										
Scotts Bluff County (November) .....	-	373	-	-	249	340	327	-	478	-
<b>New Hampshire</b>										
Carroll County (May) .....	-	407	-	-	280	-	-	567	511	-

See footnotes at end of table.

Table H-2. Average weekly pay<sup>1</sup> in all industries, technical and protective service occupations, selected areas, 1994 — Continued

State, area, and reference month	Technical																			
	Computer Operators				Drafters				Engineering Technicians						Engineering Technicians, Civil					
	I	II	III	IV	I	II	III	IV	I	II	III	IV	V	VI	I	II	III	IV	V	VI
<b>New Jersey</b>																				
Bergen-Passaic (May) .....	-	\$461	\$561	\$703	-	-	\$682	-	-	-	\$631	-	-	-	-	-	-	-	-	-
Monmouth-Ocean (September) <sup>2</sup> .....	-	436	538	-	-	\$599	704	-	-	-	-	\$847	-	-	-	-	-	-	-	-
<b>New Mexico</b>																				
Albuquerque (September) .....	-	411	543	-	-	489	587	-	-	-	610	-	-	-	-	-	\$481	\$544	-	-
<b>New York</b>																				
Delaware County (October) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nassau-Suffolk (November) .....	\$331	481	610	710	-	544	704	\$795	\$417	-	-	-	-	-	-	-	-	-	-	-
New York (May) .....	468	491	597	760	-	644	663	847	-	\$493	639	716	\$849	-	-	-	582	745	-	-
Poughkeepsie (August) <sup>2</sup> .....	-	575	-	-	-	-	-	-	-	-	-	-	-	-	\$394	-	575	716	-	-
Rochester (November) <sup>2</sup> .....	-	446	551	-	-	483	591	-	-	-	-	725	-	-	-	-	-	-	-	-
<b>Ohio</b>																				
Cincinnati (May) .....	-	442	507	-	-	429	594	-	-	-	552	711	783	-	-	\$484	611	-	\$844	-
Cleveland (August) .....	304	427	518	626	\$346	468	544	668	-	484	547	670	785	-	-	-	578	641	-	-
Columbus (December) .....	364	456	516	603	-	507	590	742	-	-	597	692	774	-	-	513	586	663	684	-
Dayton-Springfield (February) .....	-	416	517	602	395	484	546	815	-	490	603	681	728	-	-	-	531	617	-	-
<b>Oklahoma</b>																				
Oklahoma City (February) .....	312	394	476	-	-	442	505	635	-	474	572	674	790	-	-	409	534	766	-	-
<b>Oregon</b>																				
Portland (July) .....	-	434	542	-	-	488	531	-	-	-	573	680	806	-	-	449	561	722	851	\$918
Salem (January) .....	-	480	-	-	-	-	-	-	-	-	-	-	-	-	-	411	494	563	-	-
<b>Pennsylvania</b>																				
Philadelphia (November) .....	373	448	560	675	-	532	586	784	-	500	596	741	913	-	448	476	552	-	801	-
Pittsburgh (April) .....	-	416	551	-	419	488	607	719	-	498	631	725	-	-	-	-	532	687	802	-
<b>South Carolina</b>																				
Greenwood County (September) .....	-	389	-	-	-	-	556	-	-	-	-	-	-	-	-	-	441	-	-	-
<b>Tennessee</b>																				
Memphis (November) .....	348	433	524	-	438	491	609	-	-	-	-	-	-	-	-	-	-	-	-	-
Nashville (January) <sup>3</sup> .....	-	391	497	-	348	447	511	-	-	-	608	625	732	-	-	-	552	588	-	-
<b>Texas</b>																				
Houston (March) .....	366	429	531	665	453	524	693	916	423	517	647	816	1,019	\$1,200	-	464	-	553	658	-
Longview-Marshall (July) <sup>2</sup> .....	-	352	-	-	-	449	528	-	-	-	-	-	-	-	-	-	-	-	-	-
Polk County (October) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
San Antonio (June) .....	-	369	590	-	-	411	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Utah</b>																				
Salt Lake City-Ogden (May) .....	304	393	546	582	338	473	553	677	331	-	519	677	717	-	392	-	464	579	-	-
<b>Virginia</b>																				
Norfolk-Virginia Beach-Newport News (August) .....	-	382	478	-	-	425	534	-	-	475	534	-	780	-	321	421	496	610	811	-
Richmond-Petersburg (August) .....	-	430	519	-	-	470	498	-	-	-	595	770	-	-	-	418	462	582	-	-
<b>Washington</b>																				
Seattle (October) .....	-	448	551	-	-	494	603	-	-	514	616	757	-	-	-	495	683	796	874	-

See footnotes at end of table.

Table H-2. Average weekly pay<sup>1</sup> in all industries, technical and protective service occupations, selected areas, 1994 — Continued

State, area, and reference month	Technical						Protective service			
	Licensed Practical Nurses			Nursing Assistants			Corrections Officers	Firefighters	Police Officers	
	I	II	III	I	II	III			I	II
<b>New Jersey</b>										
Bergen-Passaic (May) .....	-	\$619	\$666	-	\$350	\$384	\$859	-	\$1,025	\$1,154
Monmouth-Ocean (September) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-
<b>New Mexico</b>										
Albuquerque (September) .....	-	461	-	-	249	-	396	\$529	578	-
<b>New York</b>										
Delaware County (October) .....	-	351	-	-	265	-	-	-	-	-
Nassau-Suffolk (November) .....	\$534	587	585	-	417	497	823	-	972	962
New York (May) .....	-	541	-	\$254	410	-	723	749	702	796
Poughkeepsie (August) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-
Rochester (November) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-
<b>Ohio</b>										
Cincinnati (May) .....	-	482	-	-	266	324	417	698	641	761
Cleveland (August) .....	-	494	-	-	293	-	423	714	679	-
Columbus (December) .....	-	518	-	-	290	342	483	-	660	-
Dayton-Springfield (February) .....	-	-	-	-	-	-	488	644	652	-
<b>Oklahoma</b>										
Oklahoma City (February) .....	-	-	-	-	-	-	332	525	464	-
<b>Oregon</b>										
Portland (July) .....	-	506	-	-	308	369	697	805	776	774
Salem (January) .....	-	-	-	-	-	-	521	618	740	-
<b>Pennsylvania</b>										
Philadelphia (November) .....	-	559	-	287	316	427	608	673	695	-
Pittsburgh (April) .....	-	463	-	269	328	341	565	684	673	-
<b>South Carolina</b>										
Greenwood County (September) .....	-	420	-	-	239	-	332	363	403	-
<b>Tennessee</b>										
Memphis (November) .....	-	434	-	-	257	-	376	535	555	630
Nashville (January) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-
<b>Texas</b>										
Houston (March) .....	416	455	-	191	267	343	391	628	599	-
Longview-Marshall (July) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-
Polk County (October) .....	-	421	-	-	220	-	-	-	-	-
San Antonio (June) .....	324	410	455	188	218	-	-	622	593	-
<b>Utah</b>										
Salt Lake City-Ogden (May) .....	-	402	-	-	260	-	429	582	554	-
<b>Virginia</b>										
Norfolk-Virginia Beach-Newport News (August) .....	372	410	-	-	260	-	378	544	524	626
Richmond-Petersburg (August) .....	-	438	-	204	263	338	435	695	586	664
<b>Washington</b>										
Seattle (October) .....	-	551	-	242	341	-	613	851	829	891

See footnotes at end of table.

**Table H-2. Average weekly pay<sup>1</sup> in all industries, technical and protective service occupations, selected areas, 1994 — Continued**

State, area, and reference month	Technical																				
	Computer Operators				Drafters				Engineering Technicians						Engineering Technicians, Civil						
	I	II	III	IV	I	II	III	IV	I	II	III	IV	V	VI	I	II	III	IV	V	VI	
<b>Wisconsin</b>																					
Appleton-Oshkosh-Neenah (May) <sup>2</sup> ..	\$330	\$394	\$474	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Milwaukee (September) .....	333	430	567	-	-	\$446	\$536	\$681	-	\$531	\$553	\$752	-	-	-	-	-	-	-	-	
<b>Wyoming</b>																					
Sweetwater County (November) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	\$498	\$610	\$709	-	
																			595	-	-

See footnotes at end of table.

**Table H-2. Average weekly pay<sup>1</sup> in all industries, technical and protective service occupations, selected areas, 1994 — Continued**

State, area, and reference month	Technical						Protective service			
	Licensed Practical Nurses			Nursing Assistants			Corrections Officers	Firefighters	Police Officers	
	I	II	III	I	II	III			I	II
<b>Wisconsin</b>										
Appleton-Oshkosh-Neenah (May) <sup>2</sup> ..	-	-	-	-	-	-	-	-	-	-
Milwaukee (September) .....	-	\$507	-	-	\$304	\$386	\$505	\$669	\$676	-
<b>Wyoming</b>										
Sweetwater County (November) .....	-	466	-	-	304	-	-	660	573	-

<sup>1</sup> 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.

<sup>2</sup> The limited industry scope for this survey excluded mining, construction, and selected service-producing industries, but included health services. In addition, programmers and systems analysts were the only professional and administrative occupations studied in all industries. See appendix table A-4

for more details.

<sup>3</sup> The limited industry scope for this survey excluded mining, construction, and selected service-producing industries. In addition, programmers and systems analysts were the only professional and administrative occupations studied in all industries. See appendix table A-4 for more details.

NOTE: Dashes indicate that collected data, if any, did not meet publication criteria. Areas and occupations do not appear on this table if they had no publishable data.

Table H-3. Average weekly pay<sup>1</sup> in all industries, clerical occupations, selected areas, 1994

State, area, and reference month	Clerks, Accounting				Clerks, General				Clerks, Order		Key Entry Operators	
	I	II	III	IV	I	II	III	IV	I	II	I	II
<b>Alabama</b>												
Huntsville (January) .....	\$264	\$318	\$413	\$549	-	\$279	-	\$430	-	\$471	\$310	\$352
<b>Arizona</b>												
Apache County (November) .....	-	327	-	-	-	-	-	-	-	-	-	-
Phoenix (April) .....	293	340	381	441	\$254	282	\$334	350	-	465	280	368
<b>Arkansas</b>												
Little Rock-North Little Rock (December) <sup>2</sup> .....	-	338	382	537	-	265	480	-	-	-	287	343
<b>California</b>												
Anaheim-Santa Ana (August) .....	-	406	494	572	-	356	445	512	\$413	501	348	416
Los Angeles-Long Beach (December) ..	-	429	481	550	303	-	469	506	387	469	350	420
Oxnard-Ventura (August) .....	-	378	430	554	308	360	447	540	-	-	334	403
Riverside-San Bernardino (May) .....	-	385	442	498	285	333	421	482	-	-	301	425
San Diego (October) .....	-	378	436	493	-	312	409	484	356	395	-	416
San Francisco (April) .....	-	424	524	579	-	395	483	561	-	447	301	416
San Jose (July) <sup>2</sup> .....	-	442	503	606	-	387	470	542	442	487	-	470
Visalia-Tulare-Porterville (July) <sup>2</sup> .....	-	342	420	488	-	332	363	489	-	520	349	442
<b>Colorado</b>												
Denver (December) .....	322	363	436	525	289	325	373	422	-	-	294	415
<b>Connecticut</b>												
Danbury (February) <sup>2</sup> .....	-	373	451	537	-	346	389	-	-	518	320	391
<b>Delaware</b>												
Wilmington (December) <sup>2</sup> .....	-	390	493	543	-	341	382	-	449	581	340	380
<b>District of Columbia</b>												
Washington (January) .....	334	391	460	544	288	342	395	521	-	-	366	411
<b>Florida</b>												
Bradenton (April) <sup>2</sup> .....	-	334	399	-	-	-	280	-	-	-	272	365
Miami-Hialeah (October) .....	301	366	425	502	274	299	381	403	294	-	338	410
Monroe County (August) .....	-	353	445	545	-	-	395	-	-	-	344	-
Tampa-St. Petersburg-Clearwater (July) .....	281	335	396	491	242	285	340	374	-	392	278	339
<b>Georgia</b>												
Atlanta (May) .....	313	383	454	518	289	310	437	423	321	-	335	389
Augusta (June) <sup>2</sup> .....	256	327	388	459	246	315	319	-	313	-	311	-
<b>Idaho</b>												
Bannock County (November) .....	-	325	384	-	-	270	-	-	-	-	-	-

See footnotes at end of table.

Table H-3. Average weekly pay<sup>1</sup> in all industries, clerical occupations, selected areas, 1994 — Continued

State, area, and reference month	Personnel Assistants (Employment)			Secretaries					Switchboard Operator-Receptionists	Word Processors		
	II	III	IV	I	II	III	IV	V		I	II	III
<b>Alabama</b>												
Huntsville (January) .....	-	\$423	-	\$363	\$378	\$477	\$558	-	\$282	\$273	\$368	-
<b>Arizona</b>												
Apache County (November) .....	-	-	-	-	-	516	-	-	314	-	-	-
Phoenix (April) .....	\$385	-	-	321	388	469	534	\$625	295	321	381	\$459
<b>Arkansas</b>												
Little Rock-North Little Rock (December) <sup>2</sup> .....	-	-	-	315	348	425	630	-	291	-	-	-
<b>California</b>												
Anaheim-Santa Ana (August) .....	-	558	-	391	516	586	649	804	377	-	512	589
Los Angeles-Long Beach (December) ..	440	538	\$652	449	544	610	673	803	377	495	529	-
Oxnard-Ventura (August) .....	-	-	-	-	489	582	653	756	372	-	527	-
Riverside-San Bernardino (May) .....	432	-	-	363	477	547	634	734	342	-	456	-
San Diego (October) .....	-	490	-	416	479	534	632	757	327	370	485	571
San Francisco (April) .....	473	589	-	528	551	611	669	807	437	-	540	667
San Jose (July) <sup>2</sup> .....	-	-	-	-	549	601	694	777	412	-	573	615
Visalia-Tulare-Porterville (July) <sup>2</sup> .....	-	-	-	-	476	483	548	-	334	-	-	-
<b>Colorado</b>												
Denver (December) .....	398	463	-	382	462	503	609	688	350	-	431	502
<b>Connecticut</b>												
Danbury (February) <sup>2</sup> .....	-	-	-	444	473	546	599	725	371	-	-	-
<b>Delaware</b>												
Wilmington (December) <sup>2</sup> .....	-	-	-	411	493	569	670	819	347	362	465	-
<b>District of Columbia</b>												
Washington (January) .....	417	499	582	432	491	563	638	738	395	400	476	556
<b>Florida</b>												
Bradenton (April) <sup>2</sup> .....	-	-	-	318	409	463	-	-	272	-	-	-
Miami-Hialeah (October) .....	-	-	-	381	447	493	607	728	317	358	440	602
Monroe County (August) .....	-	-	-	355	428	518	611	-	368	-	-	-
Tampa-St. Petersburg-Clearwater (July) .....	375	494	-	379	415	487	589	-	293	305	389	-
<b>Georgia</b>												
Atlanta (May) .....	426	513	-	373	437	517	586	711	364	-	442	585
Augusta (June) <sup>2</sup> .....	-	-	-	344	418	534	-	-	290	-	-	-
<b>Idaho</b>												
Bannock County (November) .....	-	-	-	415	462	-	-	-	280	-	-	-

See footnotes at end of table.

Table H-3. Average weekly pay<sup>1</sup> in all industries, clerical occupations, selected areas, 1994 — Continued

State, area, and reference month	Clerks, Accounting				Clerks, General				Clerks, Order		Key Entry Operators	
	I	II	III	IV	I	II	III	IV	I	II	I	II
<b>Illinois</b>												
Chicago (May) .....	\$310	\$375	\$454	\$539	\$311	\$341	\$419	\$522	-	\$453	\$316	\$393
Vermilion County (December) .....	-	322	418	-	-	323	471	555	\$306	-	-	-
<b>Indiana</b>												
Elkhart-Goshen (November) <sup>2</sup> .....	284	330	415	472	-	302	364	-	336	350	317	382
Evansville (August) .....	-	306	411	501	-	288	337	-	-	-	258	344
Gary-Hammond (February) <sup>3</sup> .....	282	371	465	543	236	296	392	-	-	-	307	359
Indianapolis (July) .....	282	341	417	557	247	291	356	460	242	476	305	377
South Bend-Mishawaka (September) <sup>2</sup> .....	269	331	390	-	-	286	357	-	-	-	343	385
<b>Iowa</b>												
Carroll County (November) .....	-	321	-	-	-	-	379	-	-	-	-	-
Davenport-Rock Island-Moline (February) <sup>3</sup> .....	-	317	507	600	-	327	394	469	369	-	294	481
<b>Kentucky</b>												
Louisville (June) <sup>2</sup> .....	-	342	413	515	-	286	346	393	326	-	253	351
<b>Louisiana</b>												
New Orleans (July) .....	269	325	389	450	214	271	352	417	305	403	290	329
<b>Maryland</b>												
Baltimore (March) .....	310	370	424	537	263	326	368	417	354	392	296	377
<b>Massachusetts</b>												
Boston (May) .....	-	406	456	532	-	351	430	484	409	467	377	-
Lawrence-Haverhill (October) .....	-	390	443	-	-	407	419	501	378	529	355	446
Worcester (September) <sup>2</sup> .....	-	386	480	506	-	328	398	476	432	489	360	414
<b>Minnesota</b>												
Minneapolis-St. Paul (January) <sup>3</sup> .....	306	375	450	524	357	364	402	485	322	485	354	404
St. Cloud (March) <sup>2</sup> .....	275	348	436	505	-	305	390	-	292	-	294	356
<b>Missouri</b>												
Butler County (June) .....	-	280	360	-	-	-	-	-	-	-	-	-
Kansas City (September) .....	336	348	411	484	249	261	302	-	-	-	-	-
St. Louis (March) .....	316	364	428	508	254	308	374	452	328	434	323	371
<b>Montana</b>												
Billings (September) <sup>2</sup> .....	277	340	427	-	-	291	386	456	344	396	297	358
<b>Nebraska</b>												
Scotts Bluff County (November) .....	-	295	336	-	-	-	-	-	-	-	265	-
<b>New Hampshire</b>												
Carroll County (May) .....	-	306	342	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table H-3. Average weekly pay<sup>1</sup> in all industries, clerical occupations, selected areas, 1994 — Continued

State, area, and reference month	Personnel Assistants (Employment)			Secretaries					Switchboard Operator-Receptionists	Word Processors		
	II	III	IV	I	II	III	IV	V		I	II	III
<b>Illinois</b>												
Chicago (May) .....	\$398	\$522	-	\$430	\$488	\$562	\$653	\$763	\$361	\$383	\$472	\$556
Vermilion County (December) .....	357	-	-	-	396	392	-	-	261	-	-	-
<b>Indiana</b>												
Elkhart-Goshen (November) <sup>2</sup> .....	-	-	-	377	443	490	-	-	322	-	418	-
Evansville (August) .....	-	-	-	319	413	423	529	-	321	-	-	-
Gary-Hammond (February) <sup>3</sup> .....	-	-	-	373	449	563	-	-	302	-	-	-
Indianapolis (July) .....	-	-	-	376	434	496	667	763	336	-	434	-
South Bend-Mishawaka (September) <sup>2</sup> .....	-	-	-	343	403	494	-	-	322	-	-	-
<b>Iowa</b>												
Carroll County (November) .....	-	-	-	-	-	-	-	-	-	-	-	-
Davenport-Rock Island-Moline (February) <sup>3</sup> .....	-	-	-	379	412	-	-	-	307	310	476	-
<b>Kentucky</b>												
Louisville (June) <sup>2</sup> .....	-	-	-	366	403	488	602	-	297	-	-	-
<b>Louisiana</b>												
New Orleans (July) .....	-	-	-	342	409	473	604	-	296	270	370	-
<b>Maryland</b>												
Baltimore (March) .....	421	480	-	386	446	500	532	619	337	-	445	-
<b>Massachusetts</b>												
Boston (May) .....	452	506	\$605	426	483	547	630	740	399	-	476	583
Lawrence-Haverhill (October) .....	-	-	-	411	452	543	620	-	369	-	-	-
Worcester (September) <sup>2</sup> .....	-	-	-	395	444	529	571	667	361	-	-	-
<b>Minnesota</b>												
Minneapolis-St. Paul (January) <sup>3</sup> .....	-	-	-	388	451	503	580	712	358	371	458	522
St. Cloud (March) <sup>2</sup> .....	-	-	-	-	488	463	-	-	294	-	-	-
<b>Missouri</b>												
Butler County (June) .....	-	-	-	294	-	-	-	-	215	-	-	-
Kansas City (September) .....	402	473	-	372	425	493	588	-	337	358	435	532
St. Louis (March) .....	397	483	-	370	435	514	595	728	333	347	-	487
<b>Montana</b>												
Billings (September) <sup>2</sup> .....	-	-	-	346	377	433	-	-	291	313	461	-
<b>Nebraska</b>												
Scotts Bluff County (November) .....	-	-	-	309	-	-	-	-	256	-	-	-
<b>New Hampshire</b>												
Carroll County (May) .....	-	-	-	-	395	406	-	-	254	-	-	-

See footnotes at end of table.

**Table H-3. Average weekly pay<sup>1</sup> in all industries, clerical occupations, selected areas, 1994 — Continued**

State, area, and reference month	Clerks, Accounting				Clerks, General				Clerks, Order		Key Entry Operators	
	I	II	III	IV	I	II	III	IV	I	II	I	II
<b>New Jersey</b>												
Bergen-Passaic (May) .....	-	\$400	-	\$565	\$278	\$331	\$409	\$460	\$371	\$483	\$345	\$433
Monmouth-Ocean (September) <sup>2</sup> .....	-	366	\$473	553	-	327	409	443	417	442	345	-
<b>New Mexico</b>												
Albuquerque (September) .....	-	302	390	482	246	293	327	395	-	-	275	331
<b>New York</b>												
Delaware County (October) .....	-	328	377	477	-	-	382	-	-	-	-	-
Nassau-Suffolk (November) .....	\$339	417	502	599	288	-	374	446	-	-	-	-
New York (May) .....	351	428	495	584	285	374	410	443	-	-	-	455
Poughkeepsie (August) <sup>2</sup> .....	-	381	445	561	-	341	389	465	-	-	395	445
Rochester (November) <sup>2</sup> .....	-	378	460	580	-	399	441	461	-	-	369	502
<b>Ohio</b>												
Cincinnati (May) .....	-	337	408	491	241	299	386	454	-	474	341	387
Cleveland (August) .....	312	371	435	-	253	333	425	544	333	421	306	364
Columbus (December) .....	332	371	449	523	277	324	389	431	-	461	-	377
Dayton-Springfield (February) .....	-	340	415	509	-	306	348	442	310	437	339	435
<b>Oklahoma</b>												
Oklahoma City (February) .....	284	323	396	470	264	307	372	-	317	373	287	326
<b>Oregon</b>												
Portland (July) .....	287	372	440	515	243	304	386	432	385	480	353	399
Salem (January) .....	-	376	436	-	-	-	377	-	-	-	334	-
<b>Pennsylvania</b>												
Philadelphia (November) .....	313	391	463	561	267	356	431	-	332	478	341	-
Pittsburgh (April) .....	-	-	437	547	280	306	388	452	331	-	332	334
<b>South Carolina</b>												
Greenwood County (September) .....	-	285	446	-	-	290	358	-	-	-	-	-
<b>Tennessee</b>												
Memphis (November) .....	319	340	404	549	248	279	365	444	329	404	306	364
Nashville (January) <sup>3</sup> .....	268	324	394	469	-	-	365	-	321	-	293	360
<b>Texas</b>												
Houston (March) .....	336	373	455	553	294	335	420	455	309	-	313	391
Longview-Marshall (July) <sup>2</sup> .....	-	313	397	-	-	278	366	-	-	-	-	-
Polk County (October) .....	-	345	-	-	-	289	-	-	-	-	277	-
San Antonio (June) .....	271	319	375	464	246	270	363	381	288	-	279	322
<b>Utah</b>												
Salt Lake City-Ogden (May) .....	280	334	400	480	258	290	329	383	322	367	302	352
<b>Virginia</b>												
Norfolk-Virginia Beach-Newport News (August) .....	-	342	420	495	255	301	367	-	-	-	311	-
Richmond-Petersburg (August) .....	317	357	423	487	283	336	373	481	372	-	337	375
<b>Washington</b>												
Seattle (October) .....	281	378	455	519	306	344	416	481	-	410	377	427

See footnotes at end of table.

Table H-3. Average weekly pay<sup>1</sup> in all industries, clerical occupations, selected areas, 1994 — Continued

State, area, and reference month	Personnel Assistants (Employment)			Secretaries					Switchboard Operator-Receptionists	Word Processors		
	II	III	IV	I	II	III	IV	V		I	II	III
<b>New Jersey</b>												
Bergen-Passaic (May) .....	\$420	\$540	-	\$416	\$500	\$579	\$676	\$796	\$405	-	\$482	-
Monmouth-Ocean (September) <sup>2</sup> .....	-	-	-	425	512	570	701	-	372	-	461	-
<b>New Mexico</b>												
Albuquerque (September) .....	-	-	-	340	-	449	500	-	293	-	-	-
<b>New York</b>												
Delaware County (October) .....	-	-	-	369	-	-	-	-	318	-	-	-
Nassau-Suffolk (November) .....	431	544	-	514	602	658	754	381	\$404	503	\$515	
New York (May) .....	426	557	\$583	494	532	597	718	855	421	396	606	
Poughkeepsie (August) <sup>2</sup> .....	-	-	-	405	428	499	627	-	325	-	-	
Rochester (November) <sup>2</sup> .....	-	-	-	414	496	561	624	739	343	-	-	
<b>Ohio</b>												
Cincinnati (May) .....	384	490	-	362	430	507	587	-	318	341	432	-
Cleveland (August) .....	-	-	-	352	477	523	602	702	318	369	471	-
Columbus (December) .....	-	471	603	385	467	532	585	691	334	430	485	-
Dayton-Springfield (February) .....	350	470	-	397	416	500	577	-	310	352	429	-
<b>Oklahoma</b>												
Oklahoma City (February) .....	-	-	-	357	391	457	536	-	278	337	344	-
<b>Oregon</b>												
Portland (July) .....	-	-	-	390	448	498	604	-	338	336	420	-
Salem (January) .....	-	-	-	-	446	484	-	-	318	-	-	-
<b>Pennsylvania</b>												
Philadelphia (November) .....	431	523	-	422	461	531	638	701	365	394	486	465
Pittsburgh (April) .....	412	484	-	427	418	495	557	639	310	347	487	-
<b>South Carolina</b>												
Greenwood County (September) .....	377	-	-	394	481	489	-	-	336	-	-	-
<b>Tennessee</b>												
Memphis (November) .....	412	-	-	385	417	485	597	733	313	334	406	-
Nashville (January) <sup>3</sup> .....	-	-	-	347	426	467	543	-	321	322	392	-
<b>Texas</b>												
Houston (March) .....	399	527	-	411	475	550	641	844	330	-	457	544
Longview-Marshall (July) <sup>2</sup> .....	-	-	-	352	-	424	-	-	278	-	-	-
Polk County (October) .....	-	-	-	402	-	-	-	-	-	310	374	-
San Antonio (June) .....	354	444	-	349	454	462	532	-	-	-	-	-
<b>Utah</b>												
Salt Lake City-Ogden (May) .....	369	437	-	348	400	459	556	-	310	-	399	-
<b>Virginia</b>												
Norfolk-Virginia Beach-Newport News (August) .....	389	-	-	343	435	492	536	-	289	318	392	-
Richmond-Petersburg (August) .....	-	-	-	388	452	506	550	708	327	362	464	-
<b>Washington</b>												
Seattle (October) .....	-	491	-	-	480	516	586	706	366	-	473	572

See footnotes at end of table.

**Table H-3. Average weekly pay<sup>1</sup> in all industries, clerical occupations, selected areas, 1994 — Continued**

State, area, and reference month	Clerks, Accounting				Clerks, General				Clerks, Order		Key Entry Operators	
	I	II	III	IV	I	II	III	IV	I	II	I	II
	<b>Wisconsin</b>											
Appleton-Oshkosh-Neenah (May) <sup>2</sup> .....	\$308	\$343	\$417	\$454	\$271	\$307	\$379	-	\$350	-	\$286	\$353
Milwaukee (September) .....	282	363	435	517	291	340	397	\$482	339	\$451	302	350
<b>Wyoming</b>												
Sweetwater County (November) .....	-	424	-	-	-	379	460	-	-	-	-	-

See footnotes at end of table.

**Table H-3. Average weekly pay<sup>1</sup> in all industries, clerical occupations, selected areas, 1994 — Continued**

State, area, and reference month	Personnel Assistants (Employment)			Secretaries					Switchboard Operator-Receptionists	Word Processors		
	II	III	IV	I	II	III	IV	V		I	II	III
<b>Wisconsin</b>												
Appleton-Oshkosh-Neenah (May) <sup>2</sup> .....	-	-	-	\$368	\$415	\$475	\$539	-	\$307	\$342	-	-
Milwaukee (September) .....	\$412	\$471	-	409	449	518	614	-	325	357	\$450	-
<b>Wyoming</b>												
Sweetwater County (November) .....	-	-	-	408	-	510	-	-	422	-	-	-

<sup>1</sup> 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.

<sup>2</sup> The limited industry scope for this survey excluded mining, construction, and selected service-producing industries, but included health services. In addition, programmers and systems analysts were the only professional and administrative occupations studied in all industries. See

appendix table A-4 for more details.

<sup>3</sup> The limited industry scope for this survey excluded mining, construction, and selected service-producing industries. In addition, programmers and systems analysts were the only professional and administrative occupations studied in all industries. See appendix table A-4 for more details.

NOTE: Dashes indicate that collected data, if any, did not meet publication criteria. Areas and occupations do not appear on this table if they had no publishable data.

Table H-4. Average hourly pay<sup>1</sup> in all industries, maintenance and toolroom occupations, selected areas, 1994

State, area, and reference month	General Maintenance Workers	Maintenance Electricians	Maintenance Electronics Technicians			Maintenance Machinists	Maintenance Mechanics, Machinery	Maintenance Mechanics, Motor Vehicle	Maintenance Pipefitters	Tool and Die Makers
			I	II	III					
<b>Alabama</b>										
Huntsville (January) .....	\$8.94	\$15.59	\$9.63	\$15.23	-	\$16.17	\$15.42	\$13.80	-	\$14.08
<b>Arizona</b>										
Apache County (November) .....	9.21	-	-	-	-	-	-	-	-	-
Phoenix (April) .....	8.26	16.66	11.93	15.17	\$19.13	19.28	14.36	15.08	-	-
<b>Arkansas</b>										
Little Rock-North Little Rock (December) <sup>2</sup> .....	7.97	14.31	-	18.11	-	-	12.00	14.21	-	-
<b>California</b>										
Anaheim-Santa Ana (August) .....	11.11	18.78	-	-	-	-	-	-	-	-
Los Angeles-Long Beach (December) .....	11.19	19.66	-	17.30	20.78	17.64	17.12	17.73	-	-
Oxnard-Ventura (August) .....	10.93	18.31	12.49	18.73	22.07	18.65	17.58	17.79	-	17.81
Riverside-San Bernardino (May) .....	11.09	16.95	-	15.57	-	-	17.91	16.58	-	19.60
San Diego (October) .....	9.79	18.93	-	17.95	18.91	17.21	16.02	16.47	-	-
San Francisco (April) .....	11.66	24.52	10.11	16.75	20.70	18.89	17.31	16.47	-	17.51
San Jose (July) <sup>2</sup> .....	11.06	22.47	-	22.58	25.72	-	17.31	17.14	-	18.88
Visalia-Tulare-Porterville (July) <sup>2</sup> .....	10.27	14.08	12.48	16.97	-	22.60	18.47	18.74	-	-
<b>Colorado</b>										
Denver (December) .....	9.29	18.18	10.43	18.10	20.70	17.50	16.04	16.68	\$16.86	19.59
<b>Connecticut</b>										
Danbury (February) <sup>2</sup> .....	11.77	18.69	-	17.58	-	17.60	17.91	16.63	-	-
<b>Delaware</b>										
Wilmington (December) <sup>2</sup> .....	10.28	20.18	-	19.19	-	18.03	17.83	17.31	20.78	-
<b>District of Columbia</b>										
Washington (January) .....	10.54	17.61	12.56	-	19.33	20.40	17.47	16.90	15.30	-
<b>Florida</b>										
Bradenton (April) <sup>2</sup> .....	8.13	13.26	-	-	-	-	-	-	-	-
Miami-Hialeah (October) .....	8.54	16.04	-	16.45	17.96	13.73	13.64	11.43	-	-
Monroe County (August) .....	8.43	12.92	-	17.10	-	15.20	14.86	14.26	-	15.73
Tampa-St. Petersburg-Clearwater (July) .....	8.48	14.71	11.33	16.15	-	-	-	14.69	14.75	-
<b>Georgia</b>										
Atlanta (May) .....	9.56	17.07	-	-	-	-	-	-	-	-
Augusta (June) <sup>2</sup> .....	10.08	13.49	-	16.39	19.76	16.26	14.02	15.49	20.22	18.49
<b>Idaho</b>										
Bannock County (November) .....	9.00	-	-	-	-	-	13.53	14.90	-	-
<b>Illinois</b>										
Chicago (May) .....	11.45	20.15	-	-	-	-	-	11.89	-	-
Vermilion County (December) .....	8.68	-	11.07	-	20.41	18.88	17.00	18.57	22.05	20.51
<b>Indiana</b>										
Elkhart-Goshen (November) <sup>2</sup> .....	10.46	15.22	-	-	-	-	19.39	18.42	-	-
Evansville (August) .....	9.61	16.04	-	14.11	-	-	-	-	-	-
Gary-Hammond (February) <sup>3</sup> .....	9.81	17.89	-	18.36	-	15.26	13.66	13.69	-	15.84
Indianapolis (July) .....	8.84	19.17	-	18.12	-	18.53	18.08	14.74	17.55	-
				16.22	-	16.84	17.78	14.83	19.70	19.19

See footnotes at end of table.

Table H-4. Average hourly pay<sup>1</sup> in all industries, maintenance and toolroom occupations, selected areas, 1994 — Continued

State, area, and reference month	General Maintenance Workers	Maintenance Electricians	Maintenance Electronics Technicians			Maintenance Machinists	Maintenance Mechanics, Machinery	Maintenance Mechanics, Motor Vehicle	Maintenance Pipefitters	Tool and Die Makers
			I	II	III					
<b>Indiana</b>										
South Bend-Mishawaka (September) <sup>2</sup> .....	\$9.44	\$16.97	-	\$15.41	-	\$13.58	\$15.93	\$16.52	-	\$15.65
<b>Iowa</b>										
Carroll County (November) .....	9.24	-	-	-	-	-	-	-	-	-
Davenport-Rock Island-Moline (February) <sup>3</sup> .....	9.54	17.68	-	16.74	-	-	16.33	15.09	\$17.55	-
<b>Kentucky</b>										
Louisville (June) <sup>2</sup> .....	8.96	18.69	-	14.85	-	-	17.09	13.87	-	17.43
<b>Louisiana</b>										
New Orleans (July) .....	8.34	15.09	-	16.31	-	16.53	16.11	12.60	-	-
<b>Maryland</b>										
Baltimore (March) .....	9.70	16.52	\$11.57	17.26	\$17.54	16.01	15.28	13.82	18.74	17.83
<b>Massachusetts</b>										
Boston (May) .....	11.49	17.85	11.59	16.04	18.88	17.80	16.60	16.61	17.87	17.45
Lawrence-Haverhill (October) .....	12.16	19.73	-	15.54	21.81	18.11	15.86	15.79	18.20	20.48
Worcester (September) <sup>2</sup> .....	10.46	16.44	-	17.96	-	15.58	15.02	15.39	16.55	-
<b>Minnesota</b>										
Minneapolis-St. Paul (January) <sup>3</sup> .....	11.53	19.45	-	16.30	17.75	17.38	16.35	15.82	19.83	18.08
St. Cloud (March) <sup>2</sup> .....	10.39	17.46	-	14.37	-	14.43	14.01	12.56	-	15.04
<b>Missouri</b>										
Butler County (June) .....	8.95	-	-	-	-	-	-	-	-	-
Kansas City (September) .....	8.46	19.14	-	18.31	17.32	18.42	16.50	14.97	19.93	20.13
St. Louis (March) .....	9.91	18.85	-	16.00	18.99	18.16	15.69	14.84	18.95	19.88
<b>Montana</b>										
Billings (September) <sup>2</sup> .....	7.93	16.14	-	18.02	-	-	14.35	14.03	19.34	-
<b>Nebraska</b>										
Scotts Bluff County (November) .....	8.06	-	-	-	-	-	-	12.44	-	-
<b>New Hampshire</b>										
Carroll County (May) .....	8.84	-	-	-	-	-	-	-	-	-
<b>New Jersey</b>										
Bergen-Passaic (May) .....	11.98	17.74	-	18.68	-	15.45	16.57	16.02	19.54	17.63
Monmouth-Ocean (September) <sup>2</sup> .....	14.01	15.96	11.44	-	-	-	15.10	17.05	-	15.62
<b>New Mexico</b>										
Albuquerque (September) .....	7.96	14.53	-	15.75	-	-	14.83	14.44	-	-
<b>New York</b>										
Delaware County (October) .....	10.38	-	-	-	-	-	-	13.89	-	-
Nassau-Suffolk (November) .....	13.48	18.70	-	17.44	21.07	18.09	17.02	18.07	17.76	17.96
New York (May) .....	14.16	22.76	-	-	-	20.11	15.95	19.29	21.72	-
Poughkeepsie (August) <sup>2</sup> .....	11.67	16.88	-	-	-	-	-	15.50	15.41	-
Rochester (November) <sup>2</sup> .....	10.62	19.52	-	18.56	-	19.36	15.23	15.84	20.14	19.03
<b>Ohio</b>										
Cincinnati (May) .....	9.87	18.10	-	18.10	18.15	14.33	16.97	15.36	-	18.16

See footnotes at end of table.

**Table H-4. Average hourly pay<sup>1</sup> in all industries, maintenance and toolroom occupations, selected areas, 1994 — Continued**

State, area, and reference month	General Maintenance Workers	Maintenance Electricians	Maintenance Electronics Technicians			Maintenance Machinists	Maintenance Mechanics, Machinery	Maintenance Mechanics, Motor Vehicle	Maintenance Pipefitters	Tool and Die Makers
			I	II	III					
<b>Ohio</b>										
Cleveland (August) .....	\$9.92	\$18.08	—	—	\$19.48	\$16.32	\$17.17	\$16.12	\$20.43	\$16.33
Columbus (December) .....	10.07	17.38	\$12.34	\$15.77	18.42	15.34	16.29	15.59	18.34	—
Dayton-Springfield (February) .....	10.04	—	11.22	16.06	17.03	12.97	18.67	14.61	—	—
<b>Oklahoma</b>										
Oklahoma City (February) .....	8.31	—	10.96	16.79	16.17	14.34	14.39	13.07	—	18.43
<b>Oregon</b>										
Portland (July) .....	10.08	18.02	11.27	15.26	—	16.84	16.56	15.91	—	19.66
Salem (January) .....	10.66	15.23	—	—	—	—	—	13.15	—	—
<b>Pennsylvania</b>										
Philadelphia (November) .....	10.59	17.56	—	18.38	17.94	17.68	16.06	15.93	17.81	16.65
Pittsburgh (April) .....	10.83	16.11	—	15.71	18.30	15.30	15.30	15.09	16.47	—
<b>South Carolina</b>										
Greenwood County (September) .....	—	—	—	15.47	—	—	12.41	11.10	—	—
<b>Tennessee</b>										
Memphis (November) .....	9.35	16.78	—	16.84	—	17.73	16.10	14.64	—	18.31
Nashville (January) <sup>3</sup> .....	9.00	16.65	—	15.86	—	13.84	13.68	14.08	—	14.05
<b>Texas</b>										
Houston (March) .....	9.16	16.70	12.64	17.60	19.76	18.43	16.22	13.60	17.00	16.32
Longview-Marshall (July) <sup>2</sup> .....	8.36	15.51	—	17.17	—	—	13.21	12.15	—	14.46
Polk County (October) .....	—	11.60	—	—	—	—	12.08	11.50	—	—
San Antonio (June) .....	7.82	14.33	9.75	16.70	—	14.77	12.67	12.63	—	—
<b>Utah</b>										
Salt Lake City-Ogden (May) .....	9.14	14.72	11.26	16.30	18.83	15.03	15.07	14.51	—	16.15
<b>Virginia</b>										
Norfolk-Virginia Beach-Newport News (August) .....	8.45	15.71	—	15.52	16.54	17.50	15.96	13.38	—	—
Richmond-Petersburg (August) .....	9.37	19.39	11.12	18.00	18.59	20.19	20.32	12.86	20.07	—
<b>Washington</b>										
Seattle (October) .....	11.72	19.94	—	18.80	23.19	18.74	18.08	18.70	—	—
<b>Wisconsin</b>										
Appleton-Oshkosh-Neenah (May) <sup>2</sup> .....	10.44	16.37	—	17.43	18.42	15.90	15.38	14.96	16.82	15.97
Milwaukee (September) .....	11.09	19.41	—	—	—	18.37	15.24	16.09	19.48	18.46
<b>Wyoming</b>										
Sweetwater County (November) .....	11.29	21.54	—	—	—	—	21.19	16.10	—	—

<sup>1</sup> 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.

<sup>2</sup> The limited industry scope for this survey excluded mining, construction, and selected service-producing industries, but included health services. In addition, programmers and systems analysts were the only professional and administrative occupations studied in all industries. See appendix table A-4 for more details.

<sup>3</sup> The limited industry scope for this survey excluded mining, construction, and selected service-producing industries. In addition, programmers and systems analysts were the only professional and administrative occupations studied in all industries. See appendix table A-4 for more details.

NOTE: Dashes indicate that collected data, if any, did not meet publication criteria. Areas and occupations do not appear on this table if they had no publishable data.

Table H-5. Average hourly pay<sup>1</sup> in all industries, material movement and custodial occupations, selected areas, 1994

State, area, and reference month	Forklift Operators	Guards		Janitors	Material Handling Laborers	Order Fillers	Shipping/Receiving Clerks	Truckdrivers				Warehouse Specialists
		I	II					Light Truck	Medium Truck	Heavy Truck	Tractor Trailer	
<b>Alabama</b>												
Huntsville (January) .....	\$9.94	\$7.28	-	\$5.71	\$6.74	-	\$10.01	\$7.64	-	\$9.79	\$11.42	\$10.55
<b>Arizona</b>												
Apache County (November) .....	-	8.37	-	7.42	-	-	-	-	-	-	-	14.63
Phoenix (April) .....	10.38	5.99	-	6.00	-	-	8.19	7.60	-	12.68	14.27	10.28
<b>Arkansas</b>												
Little Rock-North Little Rock (December) <sup>2</sup> .....	8.58	5.20	-	5.32	-	\$7.99	8.26	-	-	-	15.33	11.19
<b>California</b>												
Anaheim-Santa Ana (August) .....	10.16	6.54	\$13.79	7.07	8.22	9.23	10.32	8.19	\$14.28	-	14.83	11.99
Los Angeles-Long Beach (December) ..	12.18	7.04	11.38	7.59	-	-	9.88	8.47	13.12	-	14.22	12.09
Oxnard-Ventura (August) .....	10.31	6.72	-	9.45	-	-	-	8.04	-	13.39	-	12.96
Riverside-San Bernardino (May) .....	11.15	6.04	9.92	8.90	-	-	-	-	15.13	-	14.77	13.15
San Diego (October) .....	12.48	6.57	11.58	7.40	7.86	8.43	8.81	-	15.53	12.99	13.51	11.11
San Francisco (April) .....	14.33	7.66	12.23	10.84	-	-	-	-	-	18.15	18.44	14.48
San Jose (July) <sup>2</sup> .....	-	7.96	14.22	8.72	8.83	-	10.87	8.75	-	15.77	14.52	11.09
Visalia-Tulare-Porterville (July) <sup>2</sup> .....	7.84	7.05	-	8.59	6.05	-	10.09	10.52	-	13.53	12.69	10.44
<b>Colorado</b>												
Denver (December) .....	12.83	6.14	10.79	7.01	9.50	11.15	9.77	-	-	14.00	13.97	11.97
<b>Connecticut</b>												
Danbury (February) <sup>2</sup> .....	-	8.04	-	8.46	10.67	-	10.24	8.91	-	-	15.24	10.26
<b>Delaware</b>												
Wilmington (December) <sup>2</sup> .....	13.27	8.59	-	7.64	11.04	10.23	11.44	8.50	15.32	11.83	16.60	15.57
<b>District of Columbia</b>												
Washington (January) .....	-	7.82	9.58	6.96	-	9.01	9.88	9.88	14.91	11.67	16.93	11.17
<b>Florida</b>												
Bradenton (April) <sup>2</sup> .....	-	6.62	-	6.86	6.56	-	8.74	-	11.71	-	9.78	-
Miami-Hialeah (October) .....	8.63	6.52	8.64	5.94	-	8.25	8.98	7.22	-	9.97	13.08	8.85
Monroe County (August) .....	-	7.13	-	7.17	-	-	-	-	-	-	-	11.01
Tampa-St. Petersburg-Clearwater (July) .....	8.77	5.58	-	5.76	6.84	6.66	9.07	-	-	10.17	-	-
<b>Georgia</b>												
Atlanta (May) .....	-	6.42	10.51	6.22	-	-	10.37	7.14	-	-	13.76	12.72
Augusta (June) <sup>2</sup> .....	11.10	5.68	-	6.10	6.90	7.69	9.55	8.95	10.42	-	-	11.71
<b>Idaho</b>												
Bannock County (November) .....	-	-	-	6.49	-	-	8.10	-	-	11.71	-	-

See footnotes at end of table.

Table H-5. Average hourly pay<sup>1</sup> in all industries, material movement and custodial occupations, selected areas, 1994 — Continued

State, area, and reference month	Forklift Operators	Guards		Janitors	Material Handling Laborers	Order Fillers	Shipping/Receiving Clerks	Truckdrivers				Warehouse Specialists
		I	II					Light Truck	Medium Truck	Heavy Truck	Tractor Trailer	
<b>Illinois</b>												
Chicago (May) .....	\$11.37	\$6.75	\$11.62	\$8.13	-	\$8.93	\$11.00	-	\$16.74	\$16.07	\$16.80	\$13.50
Vermilion County (December) .....	13.99	-	-	6.47	-	-	-	-	-	-	-	8.88
<b>Indiana</b>												
Elkhart-Goshen (November) <sup>2</sup> .....	9.27	-	-	7.90	\$8.36	8.29	9.10	\$9.88	12.93	11.42	11.52	9.18
Evansville (August) .....	9.38	-	-	9.12	-	-	9.95	-	-	14.63	15.33	10.59
Gary-Hammond (February) <sup>3</sup> .....	13.49	5.63	-	8.44	-	-	-	6.36	-	-	13.16	13.23
Indianapolis (July) .....	12.77	6.55	11.81	6.95	11.71	8.60	10.91	-	-	11.72	13.16	10.46
South Bend-Mishawaka (September) <sup>2</sup> .....	9.98	6.46	-	7.44	7.41	-	8.96	8.95	15.30	11.02	14.97	10.46
<b>Iowa</b>												
Carroll County (November) .....	-	-	-	6.92	-	-	-	-	-	-	13.01	-
Davenport-Rock Island-Moline (February) <sup>3</sup> .....	11.48	4.95	10.91	7.93	8.79	6.92	10.70	-	13.40	12.45	16.17	12.98
<b>Kentucky</b>												
Louisville (June) <sup>2</sup> .....	12.18	5.67	12.02	6.75	11.23	12.37	11.85	8.53	14.19	9.44	13.02	11.09
<b>Louisiana</b>												
New Orleans (July) .....	9.16	5.37	-	5.31	-	-	8.34	7.16	-	9.05	11.34	10.01
<b>Maryland</b>												
Baltimore (March) .....	11.68	6.46	10.97	6.99	10.75	11.12	10.35	-	11.11	12.80	13.82	12.22
<b>Massachusetts</b>												
Boston (May) .....	13.06	7.06	12.60	8.41	10.56	10.20	11.42	-	15.35	15.03	15.17	12.52
Lawrence-Haverhill (October) .....	10.37	6.99	12.57	9.43	11.54	9.01	11.00	9.88	12.96	12.64	14.00	13.35
Worcester (September) <sup>2</sup> .....	10.27	8.22	11.48	8.96	12.08	7.92	9.98	7.85	13.24	13.06	14.46	10.74
<b>Minnesota</b>												
Minneapolis-St. Paul (January) <sup>3</sup> .....	13.45	7.14	9.66	7.78	11.01	8.40	11.76	8.56	13.76	15.31	14.18	14.23
St. Cloud (March) <sup>2</sup> .....	9.37	-	9.18	7.66	8.63	-	9.30	8.67	12.71	-	12.22	10.45
<b>Missouri</b>												
Butler County (June) .....	-	-	-	5.51	-	-	6.83	-	-	-	-	-
Kansas City (September) .....	11.56	5.92	9.84	7.04	9.94	11.01	9.92	-	15.29	11.74	15.33	13.49
St. Louis (March) .....	14.22	6.49	11.56	6.94	14.29	-	10.18	8.57	14.08	13.29	16.13	10.64
<b>Montana</b>												
Billings (September) <sup>2</sup> .....	8.74	-	-	6.59	7.44	-	9.98	8.64	-	-	13.90	11.32
<b>Nebraska</b>												
Scotts Bluff County (November) .....	-	6.08	-	6.71	6.46	-	-	-	-	-	-	-
<b>New Hampshire</b>												
Carroll County (May) .....	-	-	-	7.86	-	-	-	-	-	-	-	-

See footnotes at end of table.

**Table H-5. Average hourly pay<sup>1</sup> in all industries, material movement and custodial occupations, selected areas, 1994 — Continued**

State, area, and reference month	Forklift Operators	Guards		Janitors	Material Handling Laborers	Order Fillers	Shipping/Receiving Clerks	Truckdrivers				Warehouse Specialists
		I	II					Light Truck	Medium Truck	Heavy Truck	Tractor Trailer	
<b>New Jersey</b>												
Bergen-Passaic (May) .....	\$12.05	\$8.12	\$12.08	\$7.86	-	-	\$12.43	\$10.81	\$14.95	\$14.79	\$13.65	\$14.77
Monmouth-Ocean (September) <sup>2</sup> .....	10.69	8.04	-	9.84	\$10.84	-	10.46	-	17.04	13.60	11.78	14.46
<b>New Mexico</b>												
Albuquerque (September) .....	-	5.93	-	6.38	8.70	-	-	7.07	10.56	9.77	13.87	10.13
<b>New York</b>												
Delaware County (October) .....	-	-	-	7.88	-	-	-	-	-	-	-	-
Nassau-Suffolk (November) .....	13.38	8.17	15.03	11.09	9.14	\$11.82	11.43	10.87	-	19.83	18.53	12.03
New York (May) .....	12.63	7.57	12.99	12.01	-	-	10.99	12.53	14.90	16.05	17.71	11.89
Poughkeepsie (August) <sup>2</sup> .....	-	6.14	-	9.17	-	-	9.85	-	-	13.78	13.02	-
Rochester (November) <sup>2</sup> .....	14.96	6.77	11.99	7.99	10.92	-	9.33	10.70	13.74	12.16	14.77	-
<b>Ohio</b>												
Cincinnati (May) .....	12.01	6.14	11.43	7.04	9.76	9.77	10.47	-	-	10.84	14.37	11.04
Cleveland (August) .....	11.63	6.12	10.79	7.39	-	-	10.56	8.73	-	13.43	14.39	10.70
Columbus (December) .....	11.12	6.50	9.93	7.73	-	-	11.49	7.67	15.84	11.54	14.10	11.57
Dayton-Springfield (February) .....	14.14	5.92	12.36	7.67	10.31	-	10.51	7.67	12.21	10.42	14.53	12.92
<b>Oklahoma</b>												
Oklahoma City (February) .....	10.24	5.89	9.57	5.97	-	9.93	8.26	6.53	8.84	10.27	10.39	11.68
<b>Oregon</b>												
Portland (July) .....	13.26	6.50	11.54	7.64	8.04	11.54	10.38	-	14.88	13.49	14.84	-
Salem (January) .....	10.45	-	-	7.91	-	-	8.96	-	-	-	-	9.65
<b>Pennsylvania</b>												
Philadelphia (November) .....	11.94	7.62	10.97	8.93	-	12.77	10.99	-	17.15	14.24	15.31	13.78
Pittsburgh (April) .....	11.84	5.78	11.09	7.59	-	-	10.59	-	14.26	14.09	15.20	-
<b>South Carolina</b>												
Greenwood County (September) .....	-	-	-	6.68	-	-	8.86	-	-	-	-	10.60
<b>Tennessee</b>												
Memphis (November) .....	9.44	5.96	-	5.43	-	9.26	9.69	6.85	-	11.15	-	-
Nashville (January) <sup>3</sup> .....	9.71	5.93	-	6.69	9.90	9.24	9.93	6.92	-	9.20	12.79	10.50
<b>Texas</b>												
Houston (March) .....	-	5.91	11.42	5.22	-	7.78	8.83	-	-	9.40	12.43	10.85
Longview-Marshall (July) <sup>2</sup> .....	11.65	6.92	-	5.74	6.17	-	9.42	-	-	-	10.53	8.99
San Antonio (June) .....	8.06	5.36	-	5.62	7.46	-	7.64	6.18	-	8.12	11.07	9.42
<b>Utah</b>												
Salt Lake City-Ogden (May) .....	-	5.92	9.20	6.36	-	8.06	8.81	-	13.04	10.95	13.00	10.55
<b>Virginia</b>												
Norfolk-Virginia Beach-Newport News (August) .....	10.32	5.79	11.35	6.42	6.41	8.05	9.42	6.05	7.84	8.24	-	-
Richmond-Petersburg (August) .....	11.92	-	10.07	5.86	10.85	10.26	10.49	7.51	8.93	9.44	-	10.47

See footnotes at end of table.

**Table H-5. Average hourly pay<sup>1</sup> in all industries, material movement and custodial occupations, selected areas, 1994 — Continued**

State, area, and reference month	Forklift Operators	Guards		Janitors	Material Handling Laborers	Order Fillers	Shipping/Receiving Clerks	Truckdrivers				Warehouse Specialists
		I	II					Light Truck	Medium Truck	Heavy Truck	Tractor Trailer	
<b>Washington</b> Seattle (October) .....	\$14.42	\$6.77	-	\$9.62	-	-	\$10.69	\$9.91	\$11.39	\$16.49	\$16.09	1
<b>Wisconsin</b> Appleton-Oshkosh-Neenah (May) <sup>2</sup> .....	12.23	6.03	-	6.62	\$9.44	-	10.60	-	-	9.79	13.69	12.48
Milwaukee (September) .....	-	6.98	\$11.70	7.63	9.34	\$11.28	10.75	7.81	-	11.08	15.38	16.03
<b>Wyoming</b> Sweetwater County (November) .....	-	-	-	9.48	-	-	-	-	-	-	-	16.34

<sup>1</sup> 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.

<sup>2</sup> The limited industry scope for this survey excluded mining, construction, and selected service-producing industries, but included health services. In addition, programmers and systems analysts were the only professional and administrative occupations studied in all industries. See appendix table A-4 for more details.

<sup>3</sup> The limited industry scope for this survey excluded mining, construction, and selected service-producing industries. In addition, programmers and systems analysts were the only professional and administrative occupations studied in all industries. See appendix table A-4 for more details.

NOTE: Dashes indicate that collected data, if any, did not meet publication criteria. Areas and occupations do not appear on this table if they had no publishable data.

**Table I-1. Average weekly pay<sup>1</sup> in private industry, professional and administrative occupations, selected areas, 1994**

State, area, and reference month	Professional																				
	Accountants						Accountants, Public				Attorneys					Engineers					
	I	II	III	IV	V	VI	I	II	III	IV	II	III	IV	V	I	II	III	IV	V	VI	VII
<b>Alabama</b>																					
Birmingham (August) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Gadsden and Anniston (July) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	\$642	\$724	\$864	\$1,068	\$1,282	\$1,502	\$1,664
Huntsville (January) .....	-	\$581	\$708	\$977	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mobile (July) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Montgomery (February) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Arizona</b>																					
Apache County (November) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	760	1,030	-	-	-
Phoenix (April) .....	\$529	575	726	963	\$1,206	-	\$509	\$546	\$637	\$958	-	-	-	-	-	807	917	1,089	1,281	1,518	1,891
Tucson-Douglas (February) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Arkansas</b>																					
Little Rock-North Little Rock (December) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>California</b>																					
Anaheim-Santa Ana (August) .....	537	630	797	1,025	1,338	-	-	-	-	-	\$1,399	\$1,699	-	-	697	840	1,005	1,201	1,392	1,538	1,757
Fresno (March) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	768	937	1,139	1,379	1,642	1,833
Los Angeles-Long Beach (December) ..	544	658	821	1,017	1,306	-	576	625	740	1,106	1,517	1,618	\$2,305	-	-	707	903	1,120	1,365	-	-
Oxnard-Ventura (August) .....	-	619	764	-	-	-	-	-	-	-	-	-	-	-	-	727	883	1,041	1,238	-	-
Riverside-San Bernardino (May) .....	-	611	777	1,019	-	-	-	-	-	-	-	-	-	-	634	733	863	1,045	1,246	1,446	1,673
San Diego (October) .....	-	603	800	989	1,266	-	588	-	769	979	-	-	-	-	689	793	934	1,196	1,452	1,647	1,920
San Francisco (April) .....	511	639	831	1,105	1,323	-	568	638	692	1,021	-	-	-	-	-	-	-	-	-	-	-
San Jose (July) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Vallejo-Fairfield-Napa (February) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Visalia-Tulare-Porterville (July) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Colorado</b>																					
Colorado Springs (July) <sup>3</sup> .....	-	544	698	897	-	-	-	-	-	-	-	-	-	-	604	754	894	1,013	-	-	-
Denver (December) .....	519	613	783	981	1,233	-	-	-	-	-	1,272	1,702	-	-	687	790	937	1,169	1,415	1,656	1,830
<b>Connecticut</b>																					
Danbury (February) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Statewide Connecticut (January) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Delaware</b>																					
Wilmington (December) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>District of Columbia</b>																					
Washington (January) .....	495	605	776	1,011	1,293	-	-	589	-	-	\$1,030	1,231	-	2,201	605	718	902	1,124	1,364	1,550	1,780
<b>Florida</b>																					
Bradenton (April) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Miami-Hialeah (October) .....	475	574	731	1,066	-	-	637	641	750	1,076	-	-	-	-	633	711	952	1,138	1,385	-	-
Monroe County (August) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Northwestern Florida (January) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Orlando (January) <sup>4</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Tampa-St. Petersburg-Clearwater (July) .....	477	604	723	948	-	-	-	680	764	1,085	-	1,311	-	-	633	775	938	1,078	1,289	1,427	1,714

See footnotes at end of table.

Table I-1. Average weekly pay<sup>1</sup> in private industry, professional and administrative occupations, selected areas, 1994 — Continued

State, area, and reference month	Professional					Administrative											
	Registered Nurses					Budget Analysts			Buyers/Contracting Specialists				Computer Programmers				
	I	II	III Specialists	III	III Anesthetists	II	III	IV	I	II	III	IV	I	II	III	IV	
<b>Alabama</b>																	
Birmingham (August) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Gadsden and Anniston (July) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	\$555	\$684	-	-
Huntsville (January) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	735	-	-
Mobile (July) <sup>3</sup> .....	-	\$629	-	-	-	-	-	-	\$433	\$610	\$728	\$983	\$477	599	703	-	-
Montgomery (February) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	557	742	-	-
<b>Arizona</b>																	
Apache County (November) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Phoenix (April) .....	\$523	650	-	-	-	-	-	-	-	644	-	-	-	-	-	-	-
Tucson-Douglas (February) <sup>2</sup> .....	-	-	-	-	-	-	-	-	513	629	811	999	-	612	693	-	-
<b>Arkansas</b>																	
Little Rock-North Little Rock (December) <sup>3</sup> .....	-	625	-	-	-	-	-	-	-	-	-	-	-	590	-	-	-
<b>California</b>																	
Anaheim-Santa Ana (August) .....	-	-	\$915	-	-	-	-	-	-	-	-	-	-	-	-	749	-
Fresno (March) <sup>3</sup> .....	593	822	-	-	-	-	-	-	545	667	848	1,001	-	662	793	\$1,000	-
Los Angeles-Long Beach (December) ..	652	875	-	\$1,056	-	\$631	\$841	\$923	584	696	860	996	-	651	802	972	-
Oxnard-Ventura (August) .....	-	793	-	-	-	-	-	-	-	602	805	-	-	543	-	-	-
Riverside-San Bernardino (May) .....	597	822	-	880	-	-	-	-	-	636	827	-	-	-	-	-	-
San Diego (October) .....	646	862	-	-	-	-	-	-	-	661	810	986	-	601	770	-	-
San Francisco (April) .....	-	965	-	-	-	-	-	-	526	685	907	1,137	-	690	853	954	-
San Jose (July) <sup>3</sup> .....	-	1,012	-	-	-	-	-	-	-	-	-	-	-	702	803	-	-
Vallejo-Fairfield-Napa (February) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Visalia-Tulare-Porterville (July) <sup>3</sup> .....	-	665	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Colorado</b>																	
Colorado Springs (July) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	645	831	-	522	598	729	-	-
Denver (December) .....	-	700	-	-	-	-	-	-	-	630	847	-	-	637	785	909	-
<b>Connecticut</b>																	
Danbury (February) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	739	-	-
Statewide Connecticut (January) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	525	604	706	833	-
<b>Delaware</b>																	
Wilmington (December) <sup>3</sup> .....	-	760	-	-	-	-	-	-	-	-	-	-	-	659	771	-	-
<b>District of Columbia</b>																	
Washington (January) .....	-	-	-	-	-	695	731	977	526	626	839	999	-	636	767	877	-
<b>Florida</b>																	
Bradenton (April) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	689	-	-
Miami-Hialeah (October) .....	-	711	-	-	-	-	-	-	-	-	-	-	-	582	738	924	-
Monroe County (August) .....	581	-	-	-	-	-	-	-	-	615	-	-	-	-	-	-	-
Northwestern Florida (January) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	542	-	-
Orlando (January) <sup>4</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	638	730	912	-
Tampa-St. Petersburg-Clearwater (July) .....	488	601	666	-	-	-	-	-	463	645	807	-	530	631	704	841	-

See footnotes at end of table.

Table I-1. Average weekly pay<sup>1</sup> in private industry, professional and administrative occupations, selected areas, 1994 — Continued

State, area, and reference month	Administrative														
	Computer Systems Analysts				Computer Systems Analyst Supervisors/Managers			Personnel Specialists					Personnel Supervisors/Managers		
	I	II	III	IV	I	II	III	I	II	III	IV	V	I	II	III
<b>Alabama</b>															
Birmingham (August) <sup>2</sup> .....	-	-	\$1,072	-	-	-	-	-	-	-	-	-	-	-	-
Gadsden and Anniston (July) <sup>2</sup> .....	-	\$892	-	-	-	-	-	-	-	-	-	-	-	-	-
Huntsville (January) .....	\$704	851	964	\$1,138	-	-	-	-	\$599	\$716	\$978	-	-	-	-
Mobile (July) <sup>3</sup> .....	-	786	-	-	-	-	-	-	-	-	-	-	-	-	-
Montgomery (February) <sup>2</sup> .....	-	748	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Arizona</b>															
Apache County (November) .....	-	-	-	-	-	-	-	-	550	684	-	-	-	-	-
Phoenix (April) .....	754	894	1,069	1,192	\$1,152	\$1,418	-	-	561	702	971	-	-	-	-
Tucson-Douglas (February) <sup>2</sup> .....	-	761	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Arkansas</b>															
Little Rock-North Little Rock (December) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>California</b>															
Anaheim-Santa Ana (August) .....	792	934	1,062	1,270	1,245	1,477	-	-	620	805	1,050	\$1,295	-	-	-
Fresno (March) <sup>3</sup> .....	690	838	-	-	-	-	-	-	-	-	-	-	-	-	-
Los Angeles-Long Beach (December) ..	814	965	1,105	1,320	1,235	1,384	-	-	634	802	1,044	1,337	-	\$1,328	\$1,605
Oxnard-Ventura (August) .....	-	911	1,083	-	-	-	-	-	596	787	962	-	-	-	-
Riverside-San Bernardino (May) .....	760	841	1,010	-	-	-	-	-	569	767	988	-	-	-	-
San Diego (October) .....	736	909	1,061	1,214	-	1,291	-	-	579	753	967	1,164	-	-	-
San Francisco (April) .....	-	1,016	1,169	1,364	1,323	1,476	-	-	638	828	1,087	1,379	-	1,414	-
San Jose (July) <sup>3</sup> .....	785	943	1,125	1,340	-	-	-	-	-	-	-	-	-	-	-
Vallejo-Fairfield-Napa (February) <sup>2</sup> .....	-	951	1,003	-	-	-	-	-	-	-	-	-	-	-	-
Visalia-Tulare-Porterville (July) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Colorado</b>															
Colorado Springs (July) <sup>3</sup> .....	738	866	1,064	-	1,144	1,346	-	-	540	685	943	-	-	-	-
Denver (December) .....	742	866	1,016	1,177	1,255	1,283	-	-	566	763	990	1,205	-	-	-
<b>Connecticut</b>															
Danbury (February) <sup>3</sup> .....	782	835	1,037	-	-	-	-	-	-	-	-	-	-	-	-
Statewide Connecticut (January) <sup>2</sup> .....	738	862	1,046	1,208	-	-	-	-	-	-	-	-	-	-	-
<b>Delaware</b>															
Wilmington (December) <sup>3</sup> .....	752	908	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>District of Columbia</b>															
Washington (January) .....	722	899	1,042	1,202	1,130	1,306	\$1,466	\$484	599	760	987	1,244	\$1,092	1,361	-
<b>Florida</b>															
Bradenton (April) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Miami-Hialeah (October) .....	756	880	1,065	1,325	-	1,400	-	-	580	779	987	-	-	-	-
Monroe County (August) .....	-	-	-	-	-	-	-	-	538	710	-	-	-	-	-
Northwestern Florida (January) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Orlando (January) <sup>4</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Tampa-St. Petersburg-Clearwater (July) .....	740	872	1,100	-	-	-	-	460	571	733	973	-	-	-	-

See footnotes at end of table.

Table I-1. Average weekly pay in private industry, professional and administrative occupations, selected areas, 1994 — Continued

State, area, and reference month	Professional																				
	Accountants						Accountants, Public				Attorneys					Engineers					
	I	II	III	IV	V	VI	I	II	III	IV	II	III	IV	V	I	II	III	IV	V	VI	VII
<b>Georgia</b>																					
Albany (June) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Atlanta (May) .....	\$458	\$575	\$759	\$984	\$1,218	-	-	-	-	-	\$1,074	-	\$1,737	\$2,247	\$583	\$697	\$878	\$1,027	\$1,271	\$1,520	-
Augusta (June) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Columbus (May) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Savannah (March) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Idaho</b>																					
Bannock County (November) .....	-	624	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Illinois</b>																					
Chicago (May) .....	528	615	761	986	1,288	\$1,707	\$544	\$617	\$732	\$972	978	\$1,289	1,598	-	664	760	910	1,103	1,311	1,586	\$1,881
Joliet (August) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Vermilion County (December) .....	-	570	717	923	-	-	-	-	-	-	-	-	-	-	-	-	920	1,092	-	-	-
<b>Indiana</b>																					
Elkhart-Goshen (November) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Evansville (August) .....	449	589	838	1,038	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Fort Wayne (February) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	672	-	1,108	1,264	-	-
Gary-Hammond (February) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Indianapolis (July) .....	468	634	745	953	-	-	-	-	729	966	-	-	-	-	-	-	-	-	-	-	-
South Bend-Mishawaka (September) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	691	778	877	1,019	1,263	1,568	-
<b>Iowa</b>																					
Davenport-Rock Island-Moline (February) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Kansas</b>																					
Topeka (May) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Wichita (March) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Kentucky</b>																					
Louisville (June) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Louisiana</b>																					
Baton Rouge (April) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
New Orleans (July) .....	488	556	759	1,033	1,304	-	-	-	-	-	1,038	1,340	-	-	772	848	939	1,193	1,459	1,751	-
Shreveport (April) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Maryland</b>																					
Baltimore (March) .....	-	565	733	959	1,230	-	568	607	671	901	-	1,375	1,564	-	653	747	870	1,087	1,306	1,502	-
Lower Eastern Shore (July) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Massachusetts</b>																					
Boston (May) .....	511	594	759	966	1,289	-	554	595	657	843	985	1,336	1,749	2,178	666	752	881	1,085	1,339	1,636	1,909
Lawrence-Haverhill (October) .....	-	612	760	962	-	-	-	-	-	-	-	-	-	-	-	749	902	1,084	-	-	1,979
Worcester (September) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Minnesota</b>																					
Minneapolis-St. Paul (January) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
St. Cloud (March) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table I-1. Average weekly pay<sup>1</sup> in private industry, professional and administrative occupations, selected areas, 1994 — Continued

State, area, and reference month	Professional					Administrative											
	Registered Nurses					Budget Analysts			Buyers/Contracting Specialists				Computer Programmers				
	I	II	II Specialists	III	III Anesthetists	II	III	IV	I	II	III	IV	I	II	III	IV	
<b>Georgia</b>																	
Albany (June) <sup>2</sup> .....	-	\$613	-	-	-	-	-	-	-	-	-	-	-	-	-	\$719	-
Atlanta (May) .....	\$542	674	-	\$847	-	-	\$816	-	\$518	\$615	\$836	\$966	\$550	\$607	721	\$854	-
Augusta (June) <sup>3</sup> .....	-	678	-	-	-	-	-	-	-	-	-	-	-	-	641	-	-
Columbus (May) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	716	793	-
Savannah (March) <sup>2</sup> .....	-	681	-	-	-	-	-	-	-	-	-	-	467	635	696	-	-
<b>Idaho</b>																	
Bannock County (November) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Illinois</b>																	
Chicago (May) .....	-	739	\$818	-	\$1,232	-	-	-	540	664	861	1,053	582	667	771	955	-
Joliet (August) <sup>3</sup> .....	-	684	-	-	-	-	-	-	-	598	-	-	-	-	810	-	-
Vermilion County (December) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Indiana</b>																	
Elkhart-Goshen (November) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	852	-	-	553	692	-	-
Evansville (August) .....	-	590	-	-	-	-	-	-	-	-	-	-	-	518	708	-	-
Fort Wayne (February) <sup>3</sup> .....	-	602	-	-	-	-	-	-	-	-	-	-	-	633	689	-	-
Gary-Hammond (February) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	611	830	-	-	655	-	-	-
Indianapolis (July) .....	611	656	-	-	-	-	-	-	-	-	-	-	-	587	710	845	-
South Bend-Mishawaka (September) <sup>3</sup> .....	-	662	-	-	-	-	-	-	-	-	-	-	-	603	722	-	-
<b>Iowa</b>																	
Davenport-Rock Island-Moline (February) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Kansas</b>																	
Topeka (May) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	492	556	709	-	-
Wichita (March) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	556	719	-	-
<b>Kentucky</b>																	
Louisville (June) <sup>3</sup> .....	-	703	-	-	-	-	-	-	-	-	-	-	-	564	709	-	-
<b>Louisiana</b>																	
Baton Rouge (April) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	557	790	-	-	-	719	-	-
New Orleans (July) .....	-	716	821	-	-	-	-	-	-	-	-	-	-	563	693	-	-
Shreveport (April) <sup>3</sup> .....	-	624	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Maryland</b>																	
Baltimore (March) .....	575	719	-	942	-	\$592	727	-	487	644	796	902	-	584	714	-	-
Lower Eastern Shore (July) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	556	666	-	-
<b>Massachusetts</b>																	
Boston (May) .....	667	904	1,002	1,176	-	617	760	\$939	525	659	863	1,041	517	613	738	899	-
Lawrence-Haverhill (October) .....	613	757	-	-	-	-	-	-	-	644	820	981	-	-	718	841	-
Worcester (September) <sup>3</sup> .....	-	738	-	-	-	-	-	-	-	-	-	-	-	-	716	-	-
<b>Minnesota</b>																	
Minneapolis-St. Paul (January) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	520	623	706	824	-
St. Cloud (March) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	444	587	630	-	-

See footnotes at end of table.

Table I-1. Average weekly pay<sup>1</sup> in private industry, professional and administrative occupations, selected areas, 1994 — Continued

State, area, and reference month	Administrative														
	Computer Systems Analysts				Computer Systems Analyst Supervisors/Managers			Personnel Specialists					Personnel Supervisors/Managers		
	I	II	III	IV	I	II	III	I	II	III	IV	V	I	II	III
<b>Georgia</b>															
Albany (June) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Atlanta (May) .....	\$840	\$899	\$1,009	\$1,194	\$1,039	\$1,339	-	\$470	\$602	\$774	\$1,008	\$1,210	-	-	-
Augusta (June) <sup>3</sup> .....	710	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Columbus (May) <sup>2</sup> .....	628	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Savannah (March) <sup>2</sup> .....	721	832	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Idaho</b>															
Bannock County (November) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Illinois</b>															
Chicago (May) .....	807	964	1,107	1,272	1,183	1,408	\$1,701	495	597	792	1,009	1,298	\$1,237	\$1,430	\$1,863
Joliet (August) <sup>3</sup> .....	-	996	-	-	-	-	-	-	-	-	-	-	-	-	-
Vermilion County (December) .....	-	-	-	-	-	-	-	-	-	708	-	-	-	-	-
<b>Indiana</b>															
Elkhart-Goshen (November) <sup>3</sup> .....	700	865	-	-	-	-	-	-	-	-	-	-	-	-	-
Evansville (August) .....	-	903	-	-	-	-	-	-	-	-	-	-	-	-	-
Fort Wayne (February) <sup>3</sup> .....	786	823	-	-	-	-	-	-	529	894	1,025	-	-	-	-
Gary-Hammond (February) <sup>2</sup> .....	759	848	978	-	-	-	-	-	-	-	-	-	-	-	-
Indianapolis (July) .....	714	839	979	-	-	-	-	-	-	-	-	-	-	-	-
South Bend-Mishawaka (September) <sup>3</sup> .....	675	834	-	-	-	-	-	-	605	767	916	-	-	-	-
<b>Iowa</b>															
Davenport-Rock Island-Moline (February) <sup>2</sup> .....	733	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Kansas</b>															
Topeka (May) <sup>2</sup> .....	717	814	971	-	-	-	-	-	-	-	-	-	-	-	-
Wichita (March) <sup>2</sup> .....	681	834	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Kentucky</b>															
Louisville (June) <sup>3</sup> .....	716	824	950	-	-	-	-	-	-	-	-	-	-	-	-
<b>Louisiana</b>															
Baton Rouge (April) <sup>2</sup> .....	-	887	1,091	-	-	-	-	-	-	-	-	-	-	-	-
New Orleans (July) .....	667	905	1,051	-	-	-	-	-	-	-	-	-	-	-	-
Shreveport (April) <sup>3</sup> .....	-	880	-	-	-	-	-	-	528	744	968	-	-	-	-
<b>Maryland</b>															
Baltimore (March) .....	726	885	1,030	1,240	1,204	1,289	-	-	576	747	952	-	-	-	-
Lower Eastern Shore (July) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Massachusetts</b>															
Boston (May) .....	714	887	1,049	1,257	1,174	1,396	1,619	512	595	775	994	1,211	1,027	1,386	1,569
Lawrence-Haverhill (October) .....	731	900	1,104	1,235	-	-	-	-	611	724	980	1,254	-	-	-
Worcester (September) <sup>2</sup> .....	674	831	1,009	1,141	-	-	-	-	-	-	-	-	-	-	-
<b>Minnesota</b>															
Minneapolis-St. Paul (January) <sup>2</sup> .....	744	869	992	1,087	-	-	-	-	-	-	-	-	-	-	-
St. Cloud (March) <sup>3</sup> .....	709	804	999	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table I-1. Average weekly pay<sup>1</sup> in private industry, professional and administrative occupations, selected areas, 1994 — Continued

State, area, and reference month	Professional																				
	Accountants						Accountants, Public				Attorneys					Engineers					
	I	II	III	IV	V	VI	I	II	III	IV	II	III	IV	V	I	II	III	IV	V	VI	VII
<b>Mississippi</b>																					
Biloxi-Gulfport and Pascagoula (August) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Columbus (July) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Missouri</b>																					
Butler County (June) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Kansas City (September) .....	\$487	\$586	\$770	\$961	\$1,230	-	\$533	\$585	\$666	\$902	\$993	\$1,241	-	\$642	\$757	\$884	\$1,058	\$1,256	-	-	-
St. Louis (March) .....	490	577	732	973	1,216	\$1,507	546	580	666	875	-	1,281	\$1,648	-	641	703	822	-	1,208	-	-
<b>Montana</b>																					
Billings (September) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Nebraska</b>																					
Omaha (August) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Scotts Bluff County (November) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>New Hampshire</b>																					
Carroll County (May) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>New Jersey</b>																					
Atlantic City (June) <sup>5</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Bergen-Passaic (May) .....	537	625	785	1,020	1,361	-	-	-	-	-	-	1,468	1,883	-	630	753	905	1,153	1,388	\$1,607	-
Monmouth-Ocean (September) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>New Mexico</b>																					
Albuquerque (September) .....	451	553	688	887	-	-	-	538	621	-	-	-	-	-	617	738	860	1,075	1,324	1,610	-
<b>New York</b>																					
Delaware County (October) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Elmira (September) .....	-	518	651	-	-	-	-	-	-	-	-	-	-	-	-	-	749	-	-	-	-
Nassau-Suffolk (November) .....	527	601	787	1,060	-	-	-	-	-	-	-	1,551	-	648	769	924	1,116	1,296	1,520	-	-
New York (May) .....	542	643	825	1,093	-	1,564	680	701	851	1,222	-	-	2,045	608	756	929	1,142	1,407	1,593	-	-
Rochester (November) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>North Carolina</b>																					
Greensboro-Winston-Salem-High Point (February) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Ohio</b>																					
Cincinnati (May) .....	500	590	734	939	-	-	570	606	677	863	-	-	-	673	825	910	1,047	-	-	-	-
Cleveland (August) .....	483	601	744	946	1,240	-	544	615	697	961	-	1,264	1,578	-	624	726	874	1,028	1,215	1,460	\$1,589
Columbus (December) .....	-	553	764	959	1,209	-	-	-	-	-	-	-	-	-	701	793	917	1,134	1,399	1,737	-
Toledo (April) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Dayton-Springfield (February) .....	502	601	733	952	-	-	-	-	-	-	-	-	-	630	709	846	1,043	1,301	-	-	-
<b>Oklahoma</b>																					
Oklahoma City (February) .....	485	587	719	985	1,294	-	-	-	-	-	-	1,142	-	-	655	753	918	1,117	1,357	1,624	-
<b>Oregon</b>																					
Portland (July) .....	489	572	761	976	1,274	-	488	520	611	-	-	-	-	-	702	784	888	1,077	1,261	1,510	-
Salem (January) .....	-	-	831	-	-	-	-	-	-	-	-	-	-	-	-	-	987	-	-	-	-

See footnotes at end of table.

Table I-1. Average weekly pay<sup>1</sup> in private industry, professional and administrative occupations, selected areas, 1994 — Continued

State, area, and reference month	Professional					Administrative											
	Registered Nurses					Budget Analysts			Buyers/Contracting Specialists				Computer Programmers				
	I	II	II Specialists	III	III Anesthetists	II	III	IV	I	II	III	IV	I	II	III	IV	
<b>Mississippi</b>																	
Biloxi-Gulfport and Pascagoula (August) <sup>2</sup>	-	-	-	-	-	-	-	-	-	-	-	-	-	\$652	-	-	-
Columbus (July) <sup>2</sup>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	\$760	-	-
<b>Missouri</b>																	
Butler County (June)	-	\$509	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Kansas City (September)	-	675	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
St. Louis (March)	-	-	-	-	-	-	-	-	\$503	\$620	\$793	\$920	\$494	619	-	-	\$890
									470	637	824	987	488	578	697	833	
<b>Montana</b>																	
Billings (September) <sup>3</sup>	-	-	-	-	-	-	-	-	-	-	-	-	-	483	718	-	-
<b>Nebraska</b>																	
Omaha (August)	-	643	-	-	-	-	-	-	-	-	-	-	488	568	700	-	-
Scotts Bluff County (November)	-	-	-	-	-	-	-	-	-	470	-	-	-	-	-	-	-
<b>New Hampshire</b>																	
Carroll County (May)	-	543	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>New Jersey</b>																	
Atlantic City (June) <sup>5</sup>	-	-	-	-	-	-	-	-	-	-	-	-	-	544	689	-	-
Bergen-Passaic (May)	\$677	865	-	-	-	-	-	-	-	-	-	-	-	626	754	-	-
Monmouth-Ocean (September) <sup>3</sup>	-	755	-	-	-	-	-	-	515	663	862	-	-	-	-	944	-
<b>New Mexico</b>																	
Albuquerque (September)	-	641	-	-	-	-	-	-	537	586	-	930	-	541	687	-	-
<b>New York</b>																	
Delaware County (October)	-	574	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Elmira (September)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nassau-Suffolk (November)	826	882	-	-	-	-	-	-	-	-	772	-	-	-	-	-	-
New York (May)	630	952	-	\$1,163	\$1,358	\$646	\$833	\$1,080	503	701	864	-	-	-	797	923	-
Rochester (November) <sup>3</sup>	-	646	-	-	-	-	-	-	554	721	932	1,064	555	674	869	981	-
														616	693	791	
<b>North Carolina</b>																	
Greensboro-Winston-Salem-High Point (February) <sup>2</sup>	-	-	-	-	-	-	-	-	-	-	-	-	-	574	668	-	-
<b>Ohio</b>																	
Cincinnati (May)	577	654	-	-	-	-	-	-	488	588	814	-	552	637	694	-	-
Cleveland (August)	-	718	-	-	-	-	-	-	465	628	822	1,012	-	592	717	831	-
Columbus (December)	-	655	\$854	-	1,463	-	-	-	-	639	816	-	-	604	728	834	-
Toledo (April) <sup>3</sup>	-	639	-	-	-	-	-	-	-	-	-	-	-	612	700	-	-
Dayton-Springfield (February)	-	-	-	-	-	-	-	-	534	627	898	-	600	-	-	885	-
<b>Oklahoma</b>																	
Oklahoma City (February)	-	-	-	-	-	-	-	-	-	624	-	-	484	547	674	-	-
<b>Oregon</b>																	
Portland (July)	-	731	-	982	-	-	-	-	-	-	-	-	-	-	-	-	-
Salem (January)	-	-	-	-	-	-	-	-	518	655	866	-	-	595	666	-	-

See footnotes at end of table.

Table I-1. Average weekly pay<sup>1</sup> in private industry, professional and administrative occupations, selected areas, 1994 — Continued

State, area, and reference month	Administrative														
	Computer Systems Analysts				Computer Systems Analyst Supervisors/Managers			Personnel Specialists					Personnel Supervisors/Managers		
	I	II	III	IV	I	II	III	I	II	III	IV	V	I	II	III
<b>Mississippi</b>															
Biloxi-Gulfport and Pascagoula (August) <sup>2</sup> .....	\$686	\$809	\$1,048	-	-	-	-	-	-	-	-	-	-	-	-
Columbus (July) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Missouri</b>															
Butler County (June) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Kansas City (September) .....	763	910	1,062	\$1,294	\$1,047	\$1,345	-	-	\$576	\$774	\$983	-	-	\$1,286	-
St. Louis (March) .....	736	851	1,023	1,206	1,075	1,271	\$1,617	\$510	575	739	980	\$1,264	-	1,320	-
<b>Montana</b>															
Billings (September) <sup>3</sup> .....	-	800	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Nebraska</b>															
Omaha (August) .....	721	840	965	1,166	-	-	-	-	-	-	-	-	-	-	-
Scotts Bluff County (November) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>New Hampshire</b>															
Carroll County (May) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>New Jersey</b>															
Atlantic City (June) <sup>5</sup> .....	-	875	1,040	-	-	-	-	-	-	-	-	-	-	-	-
Bergen-Passaic (May) .....	708	898	1,047	1,256	1,163	1,339	-	-	617	777	1,047	1,252	-	-	-
Monmouth-Ocean (September) <sup>3</sup> .....	-	965	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>New Mexico</b>															
Albuquerque (September) .....	-	848	944	-	-	-	-	-	541	724	959	-	-	-	-
<b>New York</b>															
Delaware County (October) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Elmira (September) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nassau-Suffolk (November) .....	821	945	1,061	1,193	1,342	1,390	-	507	628	782	1,043	1,403	\$1,242	1,506	\$1,948
New York (May) .....	795	955	1,093	1,240	1,376	1,498	1,592	-	653	803	1,064	1,403	-	-	-
Rochester (November) <sup>3</sup> .....	767	840	981	-	-	-	-	-	-	-	-	-	-	-	-
<b>North Carolina</b>															
Greensboro-Winston-Salem-High Point (February) <sup>2</sup> .....	-	889	1,026	-	-	-	-	-	-	-	-	-	-	-	-
<b>Ohio</b>															
Cincinnati (May) .....	785	910	1,111	1,687	1,117	1,297	-	463	610	786	1,003	1,404	-	-	-
Cleveland (August) .....	745	827	1,000	1,148	1,070	1,286	-	-	580	767	995	1,298	-	-	-
Columbus (December) .....	719	850	1,029	1,148	1,108	1,172	-	417	565	717	949	-	-	-	-
Toledo (April) <sup>3</sup> .....	742	801	968	-	-	-	-	-	-	-	-	-	-	-	-
Dayton-Springfield (February) .....	749	872	1,041	1,255	-	1,293	-	496	579	723	931	-	-	-	-
<b>Oklahoma</b>															
Oklahoma City (February) .....	738	846	1,048	-	1,034	-	-	-	495	707	987	-	-	-	-
<b>Oregon</b>															
Portland (July) .....	724	855	1,065	-	-	1,272	-	-	597	734	939	-	-	-	-
Salem (January) .....	629	-	-	-	-	-	-	-	568	-	-	-	-	-	-

See footnotes at end of table.

Table I-1. Average weekly pay<sup>1</sup> in private industry, professional and administrative occupations, selected areas, 1994 — Continued

State, area, and reference month	Professional																				
	Accountants						Accountants, Public				Attorneys					Engineers					
	I	II	III	IV	V	VI	I	II	III	IV	II	III	IV	V	I	II	III	IV	V	VI	VII
<b>Pennsylvania</b>																					
Philadelphia (November) .....	\$488	\$600	\$767	\$981	\$1,320	-	\$580	\$638	\$771	\$910	-	\$1,286	\$1,594	\$1,856	\$672	\$772	\$963	\$1,142	\$1,374	\$1,592	\$1,931
Pittsburgh (April) .....	486	589	737	967	-	-	-	668	941	-	1,264	-	1,745	601	697	886	1,012	-	-	-	-
<b>Rhode Island</b>																					
Statewide Rhode Island (January) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>South Carolina</b>																					
Charleston (March) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Columbia-Sumter (April) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greenville-Spartanburg (May) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greenwood County (September) .....	-	-	713	-	-	-	-	-	-	-	-	-	-	-	-	725	840	1,040	1,220	-	-
<b>Tennessee</b>																					
Memphis (November) .....	547	577	790	1,001	-	-	-	600	684	1,006	-	-	-	-	596	723	892	1,071	1,349	-	-
Nashville (January) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Texas</b>																					
Corpus Christi (August) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Houston (March) .....	538	637	804	1,096	1,427	\$2,039	-	-	-	-	\$1,271	1,464	1,717	2,039	705	825	961	1,191	1,448	1,715	2,080
Northwest Texas (April) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Polk County (October) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
San Antonio (June) .....	437	541	750	945	-	-	-	-	-	-	-	-	-	-	-	690	885	1,092	1,334	-	-
<b>Utah</b>																					
Salt Lake City-Ogden (May) .....	506	572	762	949	1,158	-	-	-	-	-	-	1,253	-	-	658	747	883	1,053	1,236	1,505	-
<b>Vermont</b>																					
Statewide Vermont (July) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Virginia</b>																					
Norfolk-Virginia Beach-Newport News (August) .....	504	558	683	995	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Richmond-Petersburg (August) .....	472	599	773	1,010	1,449	-	525	555	631	935	-	1,316	-	-	641	726	877	1,021	1,190	1,353	-
<b>Washington</b>																					
Seattle (October) .....	480	605	776	955	1,367	-	508	571	651	-	-	-	-	-	651	766	889	1,101	1,319	-	-

See footnotes at end of table.

**Table I-1. Average weekly pay<sup>1</sup> in private industry, professional and administrative occupations, selected areas, 1994 — Continued**

State, area, and reference month	Professional					Administrative										
	Registered Nurses					Budget Analysts			Buyers/Contracting Specialists				Computer Programmers			
	I	II	II Specialists	III	III Anesthetists	II	III	IV	I	II	III	IV	I	II	III	IV
<b>Pennsylvania</b>																
Philadelphia (November) .....	\$693	\$774	\$841	\$987	-	-	\$821	-	\$525	\$642	\$902	\$1,152	\$582	\$654	\$758	\$929
Pittsburgh (April) .....	627	702	754	-	\$1,231	-	-	-	481	633	-	991	528	577	685	810
<b>Rhode Island</b>																
Statewide Rhode Island (January) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	577	666	786
<b>South Carolina</b>																
Charleston (March) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	449	589	728	-
Columbia-Sumter (April) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	597	680	-
Greenville-Spartanburg (May) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greenwood County (September) .....	-	559	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Tennessee</b>																
Memphis (November) .....	-	605	701	-	-	-	-	-	448	635	888	-	550	598	728	-
Nashville (January) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	570	707	-
<b>Texas</b>																
Corpus Christi (August) <sup>3</sup> .....	-	624	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Houston (March) .....	548	689	754	888	-	-	950	\$1,214	537	688	900	1,135	596	679	817	924
Northwest Texas (April) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Polk County (October) .....	-	632	-	-	-	-	-	-	-	-	-	-	-	-	-	-
San Antonio (June) .....	-	614	-	-	-	-	-	-	492	602	-	-	500	583	-	-
<b>Utah</b>																
Salt Lake City-Ogden (May) .....	-	650	-	794	-	-	-	-	488	617	813	1,039	528	620	765	-
<b>Vermont</b>																
Statewide Vermont (July) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	599	673	-
<b>Virginia</b>																
Norfolk-Virginia Beach-Newport News (August) .....	538	637	-	-	1,325	-	-	-	-	631	829	-	476	586	688	-
Richmond-Petersburg (August) .....	-	673	-	-	-	-	-	-	-	659	959	-	-	596	725	-
<b>Washington</b>																
Seattle (October) .....	-	826	-	1,008	-	-	-	-	-	651	805	1,041	-	576	736	-

See footnotes at end of table.

Table I-1. Average weekly pay<sup>1</sup> in private industry, professional and administrative occupations, selected areas, 1994 — Continued

State, area, and reference month	Administrative														
	Computer Systems Analysts				Computer Systems Analyst Supervisors/Managers			Personnel Specialists					Personnel Supervisors/Managers		
	I	II	III	IV	I	II	III	I	II	III	IV	V	I	II	III
<b>Pennsylvania</b>															
Philadelphia (November) .....	\$802	\$904	\$1,035	\$1,271	\$1,183	\$1,320	-	\$498	\$594	\$750	\$1,019	\$1,266	-	\$1,315	-
Pittsburgh (April) .....	682	839	976	-	1,011	1,199	-	-	565	752	987	1,206	-	-	-
<b>Rhode Island</b>															
Statewide Rhode Island (January) <sup>2</sup> .....	698	821	949	1,140	-	-	-	-	-	-	-	-	-	-	-
<b>South Carolina</b>															
Charleston (March) <sup>3</sup> .....	-	897	-	-	-	-	-	-	-	-	-	-	-	-	-
Columbia-Sumter (April) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greenville-Spartanburg (May) <sup>2</sup> .....	-	844	986	-	-	-	-	-	-	-	-	-	-	-	-
Greenwood County (September) .....	-	-	-	-	-	-	-	-	533	858	945	-	-	-	-
<b>Tennessee</b>															
Memphis (November) .....	709	875	1,022	-	-	-	-	-	-	-	-	-	-	-	-
Nashville (January) <sup>2</sup> .....	662	813	950	-	-	-	-	-	571	751	967	-	-	-	-
<b>Texas</b>															
Corpus Christi (August) <sup>3</sup> .....	-	-	1,138	-	-	-	-	-	-	-	-	-	-	-	-
Houston (March) .....	792	954	1,131	1,461	1,244	1,375	\$1,842	558	629	825	1,040	1,358	\$1,132	1,484	\$1,838
Northwest Texas (April) <sup>2</sup> .....	-	831	-	-	-	-	-	-	-	-	-	-	-	-	-
Polk County (October) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
San Antonio (June) .....	-	842	-	-	-	-	-	-	542	-	991	-	-	-	-
<b>Utah</b>															
Salt Lake City-Ogden (May) .....	702	847	1,069	-	-	-	-	-	555	714	919	1,264	1,026	-	-
<b>Vermont</b>															
Statewide Vermont (July) <sup>2</sup> .....	624	798	977	-	-	-	-	-	-	-	-	-	-	-	-
<b>Virginia</b>															
Norfolk-Virginia Beach-Newport News (August) .....	722	823	986	-	1,090	-	-	-	549	703	955	-	-	-	-
Richmond-Petersburg (August) .....	781	882	1,057	1,356	1,233	-	-	-	581	745	1,011	1,298	-	-	-
<b>Washington</b>															
Seattle (October) .....	712	831	985	1,097	1,075	1,251	-	-	592	785	961	-	-	-	-

See footnotes at end of table.

**Table I-1. Average weekly pay<sup>1</sup> in private industry, professional and administrative occupations, selected areas, 1994 — Continued**

State, area, and reference month	Professional																				
	Accountants						Accountants, Public				Attorneys					Engineers					
	I	II	III	IV	V	VI	I	II	III	IV	II	III	IV	V	I	II	III	IV	V	VI	VII
<b>West Virginia</b>																					
Statewide West Virginia (June) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Wisconsin</b>																					
Appleton-Oshkosh-Neenah and Green Bay (May) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Appleton-Oshkosh-Neenah (May) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Madison (March) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Milwaukee (September) .....	\$489	\$565	\$744	\$967	\$1,195	-	-	-	-	-	-	-	-	\$1,609	-	\$671	\$744	\$876	\$1,013	\$1,233	\$1,493
<b>Wyoming</b>																					
Sweetwater County (November) .....	-	679	875	1,128	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1,152	1,361	-

See footnotes at end of table.

Table I-1. Average weekly pay<sup>1</sup> in private industry, professional and administrative occupations, selected areas, 1994 — Continued

State, area, and reference month	Professional					Administrative										
	Registered Nurses					Budget Analysts			Buyers/Contracting Specialists				Computer Programmers			
	I	II	II Specialists	III	III Anesthetists	II	III	IV	I	II	III	IV	I	II	III	IV
<b>West Virginia</b>																
Statewide West Virginia (June) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	\$628	\$699	-
<b>Wisconsin</b>																
Appleton-Oshkosh-Neenah and Green Bay (May) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Appleton-Oshkosh-Neenah (May) <sup>3</sup> .....	-	\$649	-	-	-	-	-	-	-	-	-	-	\$498	569	721	-
Madison (March) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	575	759	-
Milwaukee (September) .....	\$581	708	\$755	\$919	-	-	-	-	-	\$648	\$856	-	559	600	635	-
<b>Wyoming</b>																
Sweetwater County (November) .....	-	-	-	-	-	-	-	-	-	655	901	-	-	-	-	-

See footnotes at end of table.

Table I-1. Average weekly pay<sup>1</sup> in private industry, professional and administrative occupations, selected areas, 1994 — Continued

State, area, and reference month	Administrative														
	Computer Systems Analysts				Computer Systems Analyst Supervisors/Managers			Personnel Specialists					Personnel Supervisors/Managers		
	I	II	III	IV	I	II	III	I	II	III	IV	V	I	II	III
<b>West Virginia</b>															
Statewide West Virginia (June) <sup>2</sup> .....	\$762	\$835	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Wisconsin</b>															
Appleton-Oshkosh-Neenah and Green Bay (May) <sup>2</sup> .....	656	823	\$902	-	-	-	-	-	-	-	-	-	-	-	-
Appleton-Oshkosh-Neenah (May) <sup>3</sup> .....	662	857	-	-	-	-	-	-	-	-	-	-	-	-	-
Madison (March) <sup>2</sup> .....	686	807	964	-	-	-	-	-	-	-	-	-	-	-	-
Milwaukee (September) .....	751	864	1,018	\$1,110	\$1,138	\$1,247	-	-	\$551	\$753	\$995	\$1,197	-	-	-
<b>Wyoming</b>															
Sweetwater County (November) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> 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.

<sup>2</sup> The limited industry scope for this survey excluded mining, construction, and selected service-producing industries. In addition, programmers and systems analysts were the only professional and administrative occupations studied in all industries. See appendix table A-4 for more details.

<sup>3</sup> The limited industry scope for this survey excluded mining, construction, and selected service-producing industries, but included health services. In addition, programmers and systems analysts were the only professional

and administrative occupations studied in all industries. See appendix table A-4 for more details.

<sup>4</sup> The limited industry scope for this survey excluded mining, construction, and selected service-producing industries, but included amusement parks. In addition, programmers and systems analysts were the only professional and administrative occupations studied in all industries. See appendix table A-4 for more details.

<sup>5</sup> The limited industry scope for this survey excluded mining, construction, and selected service-producing industries, but included gambling. In addition, programmers and systems analysts were the only professional and administrative occupations studied in all industries. See appendix table A-4 for more details.

NOTE: Dashes indicate that collected data, if any, did not meet publication criteria.

Table I-2. Average weekly pay<sup>1</sup> in private industry, technical and protective service occupations, selected areas, 1994

State, area, and reference month	Technical													
	Computer Operators				Drafters				Engineering Technicians					
	I	II	III	IV	I	II	III	IV	I	II	III	IV	V	VI
<b>Alabama</b>														
Birmingham (August) <sup>2</sup> .....	-	\$446	-	-	-	\$420	\$589	-	-	-	-	-	-	-
Gadsden and Anniston (July) <sup>2</sup> .....	-	-	\$481	-	-	481	-	-	-	-	-	-	-	-
Huntsville (January) .....	-	381	520	-	-	485	542	\$747	\$354	\$428	\$525	\$605	\$830	-
Mobile (July) <sup>3</sup> .....	-	375	500	-	-	460	-	-	-	-	-	-	-	-
Montgomery (February) <sup>2</sup> .....	-	-	-	-	\$375	458	549	-	-	-	-	-	-	-
<b>Arizona</b>														
Apache County (November) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Phoenix (April) .....	-	398	497	\$630	-	421	574	756	454	496	594	724	774	-
Tucson-Douglas (February) <sup>2</sup> .....	-	384	-	-	-	-	-	-	-	-	-	-	-	-
<b>Arkansas</b>														
Fort Smith (November) <sup>2</sup> .....	-	-	532	-	-	452	-	-	-	-	-	-	-	-
Little Rock-North Little Rock (December) <sup>3</sup> .....	-	363	449	-	-	504	555	-	-	-	-	-	-	-
<b>California</b>														
Anaheim-Santa Ana (August) .....	-	456	571	709	-	523	648	-	-	529	618	766	885	-
Fresno (March) <sup>3</sup> .....	-	413	-	-	-	-	-	-	-	-	-	-	-	-
Los Angeles-Long Beach (December) .....	-	466	593	633	-	545	663	-	-	507	648	787	882	-
Oxnard-Ventura (August) .....	-	430	547	-	-	569	-	-	-	-	570	-	-	-
Riverside-San Bernardino (May) .....	-	453	612	-	-	515	607	-	-	-	-	-	-	-
San Diego (October) .....	-	445	539	659	-	458	610	740	375	473	553	707	876	-
San Francisco (April) .....	-	525	584	679	-	-	-	771	-	-	631	779	916	-
San Jose (July) <sup>3</sup> .....	-	504	610	683	-	529	610	758	-	543	625	775	893	\$1,040
Vallejo-Fairfield-Napa (February) <sup>2</sup> ..	-	446	534	-	-	-	-	-	-	-	-	-	-	-
Visalia-Tulare-Porterville (July) <sup>3</sup> .....	-	-	-	-	410	-	-	-	-	-	-	-	-	-
<b>Colorado</b>														
Colorado Springs (July) <sup>3</sup> .....	-	400	482	-	-	513	576	-	-	498	598	-	-	-
Denver (December) .....	\$360	443	559	-	-	475	587	-	-	515	642	756	864	-
<b>Connecticut</b>														
Danbury (February) <sup>3</sup> .....	-	442	604	-	-	-	631	-	-	-	634	759	-	-
Statewide Connecticut (January) <sup>2</sup> .....	-	419	564	678	-	506	636	-	-	531	625	709	852	-
<b>Delaware</b>														
Wilmington (December) <sup>3</sup> .....	-	482	611	-	-	566	657	-	-	-	719	807	968	-
<b>District of Columbia</b>														
Washington (January) .....	-	467	563	641	-	532	596	750	-	-	654	701	895	-

See footnotes at end of table.

Table I-2. Average weekly pay<sup>1</sup> in private industry, technical and protective service occupations, selected areas, 1994 — Continued

State, area, and reference month	Technical									Protective service
	Engineering Technicians, Civil				Licensed Practical Nurses		Nursing Assistants			Police Officers
	II	III	IV	V	I	II	I	II	III	I
<b>Alabama</b>										
Birmingham (August) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-
Gadsden and Anniston (July) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-
Huntsville (January) .....	-	-	-	-	-	-	-	-	-	-
Mobile (July) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-
Montgomery (February) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-
<b>Arizona</b>										
Apache County (November) .....	-	-	-	-	-	\$424	-	\$257	-	-
Phoenix (April) .....	-	-	\$684	-	-	461	-	268	-	-
Tucson-Douglas (February) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-
<b>Arkansas</b>										
Fort Smith (November) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-
Little Rock-North Little Rock (December) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-
<b>California</b>										
Anaheim-Santa Ana (August) .....	-	-	862	\$986	-	576	-	282	-	-
Fresno (March) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-
Los Angeles-Long Beach (December) .....	-	-	-	-	-	556	-	275	-	-
Oxnard-Ventura (August) .....	-	-	-	-	-	541	-	255	-	-
Riverside-San Bernardino (May) .....	-	-	-	-	-	490	-	249	-	-
San Diego (October) .....	-	-	-	-	-	541	\$233	-	-	-
San Francisco (April) .....	-	-	-	-	-	612	-	318	\$402	-
San Jose (July) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-
Vallejo-Fairfield-Napa (February) <sup>2</sup> ..	-	-	-	-	-	-	-	-	-	-
Visalia-Tulare-Porterville (July) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-
<b>Colorado</b>										
Colorado Springs (July) <sup>3</sup> .....	-	-	-	-	-	408	-	251	-	-
Denver (December) .....	-	-	666	-	-	478	-	286	382	-
<b>Connecticut</b>										
Danbury (February) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-
Statewide Connecticut (January) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-
<b>Delaware</b>										
Wilmington (December) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-
<b>District of Columbia</b>										
Washington (January) .....	\$417	\$565	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table I-2. Average weekly pay<sup>1</sup> in private industry, technical and protective service occupations, selected areas, 1994 — Continued

State, area, and reference month	Technical													
	Computer Operators				Drafters				Engineering Technicians					
	I	II	III	IV	I	II	III	IV	I	II	III	IV	V	VI
<b>Florida</b>														
Bradenton (April) <sup>3</sup> .....	-	-	-	-	-	\$470	-	-	-	-	-	-	-	-
Miami-Hialeah (October) .....	-	\$434	\$548	-	-	518	\$604	-	-	-	-	-	-	-
Monroe County (August) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Northwestern Florida (January) <sup>2</sup> .....	-	352	482	-	-	491	-	-	-	-	-	-	-	-
Oriando (January) <sup>4</sup> .....	-	435	503	-	-	478	514	-	-	-	-	-	-	-
Tampa-St. Petersburg-Clearwater (July) .....	-	402	524	-	\$377	497	590	-	-	-	\$599	\$724	-	-
<b>Georgia</b>														
Atlanta (May) .....	-	445	582	\$665	-	527	594	-	-	-	607	722	-	-
Augusta (June) <sup>3</sup> .....	-	376	580	-	411	473	-	-	-	-	-	-	-	-
Brunswick (May) <sup>2</sup> .....	-	-	516	-	-	-	-	-	-	-	-	-	-	-
Columbus (May) <sup>2</sup> .....	\$317	359	487	-	-	466	-	-	-	-	-	-	-	-
Savannah (March) <sup>2</sup> .....	-	409	504	-	-	516	595	-	-	-	-	-	-	-
<b>Illinois</b>														
Chicago (May) .....	357	463	551	624	-	507	593	\$778	-	\$495	588	725	-	-
Joliet (August) <sup>3</sup> .....	-	-	567	-	-	-	616	-	-	-	611	-	-	-
Vermilion County (December) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Indiana</b>														
Elkhart-Goshen (November) <sup>3</sup> .....	-	-	501	-	-	444	585	-	\$417	491	555	628	-	-
Evansville (August) .....	-	379	517	-	-	-	643	-	-	-	-	-	-	-
Fort Wayne (February) <sup>3</sup> .....	-	407	493	-	-	-	579	-	-	458	544	658	-	-
Gary-Hammond (February) <sup>2</sup> .....	-	374	637	-	-	487	623	-	-	-	-	-	-	-
Indianapolis (July) .....	-	409	529	-	376	455	601	760	413	474	604	735	\$796	-
South Bend-Mishawaka (September) <sup>3</sup> .....	-	371	-	-	-	458	-	-	-	-	-	-	-	-
<b>Iowa</b>														
Davenport-Rock Island-Moline (February) <sup>2</sup> .....	-	412	592	-	-	423	547	-	-	-	-	727	910	-
<b>Kansas</b>														
Topeka (May) <sup>2</sup> .....	-	382	475	-	429	439	-	-	-	-	-	-	-	-
Wichita (March) <sup>2</sup> .....	-	449	532	-	-	505	604	-	-	-	-	-	-	-
<b>Kentucky</b>														
Louisville (June) <sup>3</sup> .....	-	423	517	-	-	470	531	-	-	-	-	-	-	-
<b>Louisiana</b>														
Baton Rouge (April) <sup>2</sup> .....	-	362	564	-	-	-	-	-	-	-	-	-	-	-
New Orleans (July) .....	-	397	490	-	424	493	584	701	-	-	610	832	1,058	-
Shreveport (April) <sup>3</sup> .....	-	390	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table I-2. Average weekly pay<sup>1</sup> in private industry, technical and protective service occupations, selected areas, 1994 — Continued

State, area, and reference month	Technical									Protective service	
	Engineering Technicians, Civil				Licensed Practical Nurses		Nursing Assistants			Police Officers	
	II	III	IV	V	I	II	I	II	III	I	
<b>Florida</b>											
Bradenton (April) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	-
Miami-Hialeah (October) .....	-	-	-	-	-	\$466	\$225	\$269	-	-	
Monroe County (August) .....	-	-	-	-	-	448	232	282	-	-	
Northwestern Florida (January) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	
Orlando (January) <sup>4</sup> .....	-	-	-	-	-	-	-	-	-	-	
Tampa-St. Petersburg-Clearwater (July) .....	-	\$600	\$726	-	-	463	-	259	-	-	
<b>Georgia</b>											
Atlanta (May) .....	-	-	-	-	-	434	200	260	\$339	-	
Augusta (June) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	
Brunswick (May) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	
Columbus (May) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	
Savannah (March) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	
<b>Illinois</b>											
Chicago (May) .....	-	-	-	-	-	510	-	265	-	-	
Joliet (August) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	
Vermilion County (December) .....	-	-	-	-	-	396	-	228	-	-	
<b>Indiana</b>											
Elkhart-Goshen (November) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	
Evansville (August) .....	-	-	-	-	-	441	-	248	298	-	
Fort Wayne (February) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	
Gary-Hammond (February) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	
Indianapolis (July) .....	-	-	-	-	-	516	-	253	299	-	
South Bend-Mishawaka (September) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	
<b>Iowa</b>											
Davenport-Rock Island-Moline (February) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	
<b>Kansas</b>											
Topeka (May) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	
Wichita (March) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	
<b>Kentucky</b>											
Louisville (June) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	
<b>Louisiana</b>											
Baton Rouge (April) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-	
New Orleans (July) .....	-	-	-	-	\$395	451	197	205	-	-	
Shreveport (April) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

Table I-2. Average weekly pay<sup>1</sup> in private industry, technical and protective service occupations, selected areas, 1994 — Continued

State, area, and reference month	Technical													
	Computer Operators				Drafters				Engineering Technicians					
	I	II	III	IV	I	II	III	IV	I	II	III	IV	V	VI
<b>Maryland</b>														
Baltimore (March) .....	-	\$434	\$538	-	\$386	\$466	\$594	\$736	-	-	\$614	\$701	\$816	-
Lower Eastern Shore (July) <sup>2</sup> .....	-	414	-	-	-	-	-	-	-	-	-	-	-	-
<b>Massachusetts</b>														
Boston (May) .....	-	446	550	\$697	385	493	679	874	-	\$512	626	740	860	\$957
Lawrence-Haverhill (October) .....	-	426	548	745	-	450	-	-	-	500	-	790	916	-
Worcester (September) <sup>3</sup> .....	-	410	574	-	-	-	-	-	-	-	-	657	-	-
<b>Michigan</b>														
Saginaw-Bay City-Midland (April) <sup>2</sup> ...	-	-	-	-	-	-	579	-	-	-	-	-	-	-
<b>Minnesota</b>														
Duluth (June) <sup>2</sup> .....	-	445	516	-	-	-	575	-	-	-	617	-	-	-
Minneapolis-St. Paul (January) <sup>2</sup> .....	-	439	505	604	389	476	566	719	-	481	566	681	774	-
St. Cloud (March) <sup>3</sup> .....	-	368	503	-	-	-	527	-	-	-	599	-	-	-
<b>Mississippi</b>														
Biloxi-Gulfport and Pascagoula (August) <sup>2</sup> .....	-	367	455	-	-	-	-	-	-	-	-	-	-	-
Columbus (July) <sup>2</sup> .....	-	-	448	-	-	-	-	-	-	-	-	-	-	-
<b>Missouri</b>														
Butler County (June) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Kansas City (September) .....	\$335	422	558	681	461	476	605	739	-	-	590	731	-	-
St. Louis (March) .....	324	405	525	-	-	488	611	684	-	488	573	737	916	-
<b>Montana</b>														
Billings (September) <sup>3</sup> .....	-	389	-	-	-	408	-	-	-	-	-	-	-	-
<b>Nebraska</b>														
Omaha (August) .....	315	351	558	-	-	435	-	-	-	-	-	-	-	-
Scotts Bluff County (November) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>New Hampshire</b>														
Carroll County (May) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>New Jersey</b>														
Atlantic City (June) <sup>2</sup> .....	-	381	510	-	-	-	-	-	-	-	-	-	-	-
Bergen-Passaic (May) .....	-	461	557	703	-	-	683	-	-	-	631	-	-	-
Monmouth-Ocean (September) <sup>3</sup> .....	-	433	513	-	-	607	705	-	-	-	-	847	-	-
<b>New Mexico</b>														
Albuquerque (September) .....	-	406	568	-	-	487	590	-	-	-	610	-	-	-

See footnotes at end of table.

Table I-2. Average weekly pay<sup>1</sup> in private industry, technical and protective service occupations, selected areas, 1994 — Continued

State, area, and reference month	Technical									Protective service
	Engineering Technicians, Civil				Licensed Practical Nurses		Nursing Assistants			Police Officers
	II	III	IV	V	I	II	I	II	III	I
<b>Maryland</b>										
Baltimore (March) .....	\$438	\$552	\$624	-	-	\$521	\$266	\$268	\$323	-
Lower Eastern Shore (July) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-
<b>Massachusetts</b>										
Boston (May) .....	-	701	-	-	-	621	-	368	395	\$600
Lawrence-Haverhill (October) .....	-	-	-	-	-	570	-	334	-	-
Worcester (September) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-
<b>Michigan</b>										
Saginaw-Bay City-Midland (April) <sup>2</sup> ..	-	-	-	-	-	-	-	-	-	-
<b>Minnesota</b>										
Duluth (June) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-
Minneapolis-St. Paul (January) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-
St. Cloud (March) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-
<b>Mississippi</b>										
Biloxi-Gulfport and Pascagoula (August) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-
Columbus (July) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-
<b>Missouri</b>										
Butler County (June) .....	-	-	-	-	-	338	-	199	-	-
Kansas City (September) .....	-	547	673	-	-	459	202	245	306	-
St. Louis (March) .....	-	-	-	-	-	-	-	-	-	-
<b>Montana</b>										
Billings (September) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-
<b>Nebraska</b>										
Omaha (August) .....	-	-	-	-	-	-	-	-	-	-
Scotts Bluff County (November) .....	-	-	-	-	-	371	-	239	-	-
<b>New Hampshire</b>										
Carroll County (May) .....	-	-	-	-	-	387	-	-	-	-
<b>New Jersey</b>										
Atlantic City (June) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-
Bergen-Passaic (May) .....	-	-	-	-	-	645	-	341	348	-
Monmouth-Ocean (September) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-
<b>New Mexico</b>										
Albuquerque (September) .....	-	-	-	-	-	464	-	248	-	-

See footnotes at end of table.

Table I-2. Average weekly pay<sup>1</sup> in private industry, technical and protective service occupations, selected areas, 1994 — Continued

State, area, and reference month	Technical													
	Computer Operators				Drafters				Engineering Technicians					
	I	II	III	IV	I	II	III	IV	I	II	III	IV	V	VI
<b>New York</b>														
Delaware County (October) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Elmira (September) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nassau-Suffolk (November) .....	\$331	\$471	\$581	\$677	-	\$535	\$700	\$782	\$417	\$493	\$639	\$716	\$849	-
New York (May) .....	-	489	598	-	-	-	-	-	-	-	-	-	-	-
Poughkeepsie (August) <sup>3</sup> .....	-	592	-	-	-	-	-	-	-	-	-	-	-	-
Rochester (November) <sup>3</sup> .....	-	445	550	-	-	483	594	-	-	-	-	725	-	-
<b>North Carolina</b>														
Goldsboro (August) <sup>2</sup> .....	-	-	-	-	\$405	-	-	-	-	-	-	-	-	-
Greensboro-Winston-Salem-High Point (February) <sup>2</sup> .....	-	410	478	-	-	473	581	-	-	500	615	779	-	-
<b>Ohio</b>														
Cincinnati (May) .....	-	430	505	-	-	427	595	-	-	-	544	711	783	-
Cleveland (August) .....	304	424	515	624	-	471	544	668	-	484	547	670	785	-
Columbus (December) .....	344	434	511	-	-	511	592	742	-	-	597	692	777	-
Toledo (April) <sup>3</sup> .....	-	418	564	-	-	469	564	711	-	-	517	-	-	-
Dayton-Springfield (February) .....	-	411	520	604	388	484	545	815	-	490	603	681	728	-
<b>Oklahoma</b>														
Oklahoma City (February) .....	315	404	489	-	-	451	523	635	-	492	599	674	790	-
<b>Oregon</b>														
Portland (July) .....	-	427	537	-	-	489	528	-	-	-	573	680	806	-
<b>Pennsylvania</b>														
Philadelphia (November) .....	-	441	559	680	-	532	586	786	-	489	594	741	915	-
Pittsburgh (April) .....	-	416	550	-	419	488	603	719	-	498	631	725	-	-
<b>Rhode Island</b>														
Statewide Rhode Island (January) <sup>2</sup> ...	-	415	519	-	-	476	625	-	-	-	624	745	-	-
<b>South Carolina</b>														
Charleston (March) <sup>3</sup> .....	-	365	501	-	-	-	-	-	-	-	-	-	-	-
Columbia-Sumter (April) <sup>2</sup> .....	-	382	436	-	375	478	-	-	-	-	-	-	-	-
Greenville-Spartanburg (May) <sup>2</sup> .....	-	393	496	-	325	478	545	-	-	482	581	710	-	-
Greenwood County (September) .....	-	-	-	-	-	-	559	-	-	-	-	-	-	-
<b>Tennessee</b>														
Memphis (November) .....	-	427	521	-	-	488	612	-	-	-	-	-	-	-
Nashville (January) <sup>2</sup> .....	-	408	497	-	424	481	511	-	-	-	593	600	-	-

See footnotes at end of table.

Table I-2. Average weekly pay<sup>1</sup> in private industry, technical and protective service occupations, selected areas, 1994 — Continued

State, area, and reference month	Technical									Protective service
	Engineering Technicians, Civil				Licensed Practical Nurses		Nursing Assistants			Police Officers
	II	III	IV	V	I	II	I	II	III	I
<b>New York</b>										
Delaware County (October) .....	-	-	-	-	-	\$348	-	\$249	-	-
Elmira (September) .....	-	-	-	-	-	384	-	-	-	-
Nassau-Suffolk (November) .....	-	-	-	-	-	583	-	414	\$465	-
New York (May) .....	-	-	-	-	-	561	\$253	409	-	-
Poughkeepsie (August) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-
Rochester (November) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-
<b>North Carolina</b>										
Goldsboro (August) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-
Greensboro-Winston-Salem-High Point (February) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-
<b>Ohio</b>										
Cincinnati (May) .....	-	-	-	-	-	478	-	265	-	-
Cleveland (August) .....	-	-	-	-	-	494	-	291	-	-
Columbus (December) .....	\$537	-	-	-	-	519	-	288	342	-
Toledo (April) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-
Dayton-Springfield (February) .....	-	-	-	-	-	-	-	-	-	-
<b>Oklahoma</b>										
Oklahoma City (February) .....	-	-	-	-	-	-	-	-	-	-
<b>Oregon</b>										
Portland (July) .....	-	-	-	-	-	509	-	307	350	-
<b>Pennsylvania</b>										
Philadelphia (November) .....	-	-	-	\$798	-	557	287	309	404	-
Pittsburgh (April) .....	-	\$558	\$679	-	-	464	220	308	333	\$506
<b>Rhode Island</b>										
Statewide Rhode Island (January) <sup>2</sup> ..	-	-	-	-	-	-	-	-	-	-
<b>South Carolina</b>										
Charleston (March) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-
Columbia-Sumter (April) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-
Greenville-Spartanburg (May) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-
Greenwood County (September) .....	-	-	-	-	-	400	-	217	-	-
<b>Tennessee</b>										
Memphis (November) .....	-	-	-	-	-	432	-	243	-	-
Nashville (January) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table I-2. Average weekly pay<sup>1</sup> in private industry, technical and protective service occupations, selected areas, 1994 — Continued

State, area, and reference month	Technical													
	Computer Operators				Drafters				Engineering Technicians					
	I	II	III	IV	I	II	III	IV	I	II	III	IV	V	VI
<b>Texas</b>														
Corpus Christi (August) <sup>3</sup> .....	-	\$373	-	-	-	-	-	-	-	-	-	-	-	-
Houston (March) .....	\$372	428	\$540	\$669	\$453	-	\$524	\$694	\$917	\$423	\$517	\$647	\$816	\$1,019
Longview-Marshall (July) <sup>3</sup> .....	-	-	-	-	-	-	-	528	-	-	-	-	-	-
Northwest Texas (April) <sup>2</sup> .....	-	309	482	-	388	420	604	-	-	-	506	651	-	-
Polk County (October) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-
San Antonio (June) .....	-	366	606	-	-	428	-	-	-	-	-	-	-	-
<b>Utah</b>														
Salt Lake City-Ogden (May) .....	303	390	568	570	337	473	553	677	331	-	519	677	717	-
<b>Vermont</b>														
Statewide Vermont (July) <sup>2</sup> .....	303	361	488	635	-	433	590	-	-	472	-	-	-	-
<b>Virginia</b>														
Norfolk-Virginia Beach-Newport News (August) .....	-	362	465	-	-	423	556	-	-	475	534	-	780	-
Richmond-Petersburg (August) .....	-	455	556	-	-	490	554	-	-	-	595	770	-	-
<b>Washington</b>														
Seattle (October) .....	-	442	531	-	-	494	601	-	-	514	616	757	-	-
<b>West Virginia</b>														
Statewide West Virginia (June) <sup>2</sup> .....	-	368	610	-	386	435	603	818	-	577	680	-	-	-
<b>Wisconsin</b>														
Appleton-Oshkosh-Neenah and Green Bay (May) <sup>2</sup> .....	335	403	499	-	-	451	551	-	-	-	552	748	-	-
Appleton-Oshkosh-Neenah (May) <sup>3</sup> ..	330	394	472	-	-	444	536	-	-	-	553	752	-	-
Madison (March) <sup>2</sup> .....	-	431	517	-	-	456	560	-	-	-	-	-	-	-
Milwaukee (September) .....	327	425	571	-	-	446	585	673	-	531	621	733	-	-
<b>Wyoming</b>														
Cheyenne (April) <sup>2</sup> .....	-	334	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table I-2. Average weekly pay<sup>1</sup> in private industry, technical and protective service occupations, selected areas, 1994 — Continued

State, area, and reference month	Technical									Protective service
	Engineering Technicians, Civil				Licensed Practical Nurses		Nursing Assistants			Police Officers
	II	III	IV	V	I	II	I	II	III	I
<b>Texas</b>										
Corpus Christi (August) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-
Houston (March) .....	-	-	-	-	-	\$450	\$190	\$262	\$343	-
Longview-Marshall (July) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-
Northwest Texas (April) <sup>2</sup> .....	-	-	-	-	-	424	-	220	-	-
Polk County (October) .....	-	-	-	-	-	416	188	216	-	-
San Antonio (June) .....	-	-	-	-	\$325	-	-	-	-	-
<b>Utah</b>										
Salt Lake City-Ogden (May) .....	-	-	-	-	-	401	-	260	-	-
<b>Vermont</b>										
Statewide Vermont (July) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-
<b>Virginia</b>										
Norfolk-Virginia Beach-Newport News (August) .....	-	-	-	-	-	410	-	250	-	-
Richmond-Petersburg (August) .....	-	-	-	-	-	437	-	252	-	-
<b>Washington</b>										
Seattle (October) .....	-	-	\$799	-	-	551	242	340	-	-
<b>West Virginia</b>										
Statewide West Virginia (June) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-
<b>Wisconsin</b>										
Appleton-Oshkosh-Neenah and Green Bay (May) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-
Appleton-Oshkosh-Neenah (May) <sup>3</sup> ..	-	-	-	-	-	-	-	-	-	-
Madison (March) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-
Milwaukee (September) .....	-	-	-	-	-	508	-	291	385	-
<b>Wyoming</b>										
Cheyenne (April) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> 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.

<sup>2</sup> The limited industry scope for this survey excluded mining, construction, and selected service-producing industries. In addition, programmers and systems analysts were the only professional and administrative occupations studied in all industries. See appendix table A-4 for more details.

<sup>3</sup> The limited industry scope for this survey excluded mining, construction, and selected service-producing industries, but included health services. In addition, programmers and systems analysts were the only professional and administrative occupations studied in all

industries. See appendix table A-4 for more details.

<sup>4</sup> The limited industry scope for this survey excluded mining, construction, and selected service-producing industries, but included amusement parks. In addition, programmers and systems analysts were the only professional and administrative occupations studied in all industries. See appendix table A-4 for more details.

<sup>5</sup> The limited industry scope for this survey excluded mining, construction, and selected service-producing industries, but included gambling. In addition, programmers and systems analysts were the only professional and administrative occupations studied in all industries. See appendix table A-4 for more details.

NOTE: Dashes indicate that collected data, if any, did not meet publication criteria.

Table I-3. Average weekly pay<sup>1</sup> in private industry, clerical occupations, selected areas, 1994

State, area, and reference month	Clerks, Accounting				Clerks, General				Clerks, Order		Key Entry Operators	
	I	II	III	IV	I	II	III	IV	I	II	I	II
<b>Alabama</b>												
Birmingham (August) <sup>2</sup> .....	-	\$332	\$499	-	-	\$273	\$359	\$521	-	-	\$305	\$386
Gadsden and Anniston (July) <sup>2</sup> .....	\$235	313	374	-	-	-	369	445	-	-	272	-
Huntsville (January) .....	-	316	404	\$556	-	272	-	453	-	\$471	305	350
Mobile (July) <sup>2</sup> .....	-	313	409	-	\$215	270	320	-	-	435	269	-
Montgomery (February) <sup>2</sup> .....	252	326	410	-	-	287	351	-	-	-	302	349
<b>Arizona</b>												
Apache County (November) .....	-	-	-	-	-	-	-	-	-	-	-	-
Phoenix (April) .....	291	340	385	471	251	283	360	418	-	-	-	-
Tucson-Douglas (February) <sup>2</sup> .....	-	313	358	-	-	260	338	-	-	465	280	372
<b>Arkansas</b>												
Fort Smith (November) <sup>2</sup> .....	-	329	436	-	-	265	-	-	-	-	-	-
Little Rock-North Little Rock (December) <sup>3</sup> .....	-	346	389	539	-	270	480	-	-	-	293	354
<b>California</b>												
Anaheim-Santa Ana (August) .....	-	400	485	551	-	338	421	481	\$413	501	347	389
Fresno (March) <sup>3</sup> .....	-	349	404	505	-	289	368	396	348	414	290	416
Los Angeles-Long Beach (December) ..	-	415	471	542	302	347	441	494	387	469	349	412
Oxnard-Ventura (August) .....	-	372	412	552	-	362	454	-	-	-	334	-
Riverside-San Bernardino (May) .....	-	366	420	523	275	316	424	558	356	395	-	420
Salinas-Seaside-Monterey (February) <sup>2</sup>	-	373	451	-	-	279	374	-	-	-	-	-
San Diego (October) .....	-	371	426	474	-	311	408	490	-	447	298	417
San Francisco (April) .....	-	417	511	557	-	382	447	517	-	487	-	465
San Jose (July) <sup>3</sup> .....	-	437	487	596	-	362	447	538	442	520	349	435
Vallejo-Fairfield-Napa (February) <sup>2</sup> .....	-	419	448	504	-	307	412	-	363	-	-	-
Visalia-Tulare-Porterville (July) <sup>3</sup> .....	-	318	408	503	-	353	341	-	-	-	294	415
<b>Colorado</b>												
Colorado Springs (July) <sup>3</sup> .....	-	329	-	486	-	285	335	-	-	-	265	342
Denver (December) .....	321	357	430	509	276	330	373	-	-	-	320	-
Pueblo (September) <sup>2</sup> .....	-	294	404	-	-	290	-	-	-	-	-	-
<b>Connecticut</b>												
Danbury (February) <sup>3</sup> .....	-	373	451	543	-	346	373	-	-	518	353	398
Statewide Connecticut (January) <sup>2</sup> .....	-	381	452	556	-	343	387	510	347	475	345	384
<b>Delaware</b>												
Wilmington (December) <sup>3</sup> .....	-	383	507	540	-	337	386	-	449	581	337	375
<b>District of Columbia</b>												
Washington (January) .....	334	386	456	548	284	340	406	537	-	-	365	411
<b>Florida</b>												
Bradenton (April) <sup>3</sup> .....	-	324	412	-	-	-	-	-	-	-	266	-
Miami-Hialeah (October) .....	300	360	424	504	-	295	389	438	294	-	327	408
Monroe County (August) .....	-	355	456	-	-	-	-	-	-	-	-	-
Northwestern Florida (January) <sup>2</sup> .....	-	297	478	-	-	312	328	-	-	-	263	-
Orlando (January) <sup>4</sup> .....	-	346	420	470	-	291	340	427	325	-	323	-
Tampa-St. Petersburg-Clearwater (July) .....	275	330	410	523	235	272	349	387	-	392	274	348

See footnotes at end of table.

Table I-3. Average weekly pay<sup>1</sup> in private industry, clerical occupations, selected areas, 1994 — Continued

State, area, and reference month	Personnel Assistants (Employment)			Secretaries					Switchboard Operator-Receptionists	Word Processors		
	II	III	IV	I	II	III	IV	V		I	II	III
<b>Alabama</b>												
Birmingham (August) <sup>2</sup> .....	-	-	-	\$356	\$439	\$504	\$609	-	\$321	-	-	-
Gadsden and Anniston (July) <sup>2</sup> .....	-	-	-	-	438	485	-	-	296	-	-	-
Huntsville (January) .....	-	\$420	-	362	398	486	598	-	277	-	\$379	-
Mobile (July) <sup>3</sup> .....	-	-	-	347	428	511	-	-	278	-	-	-
Montgomery (February) <sup>2</sup> .....	-	-	-	343	427	505	-	-	297	-	-	-
<b>Arizona</b>												
Apache County (November) .....	-	-	-	-	-	513	-	-	-	-	-	-
Phoenix (April) .....	\$360	-	-	335	402	484	562	\$650	292	\$337	-	-
Tucson-Douglas (February) <sup>2</sup> .....	-	-	-	365	398	-	573	-	267	-	-	-
<b>Arkansas</b>												
Fort Smith (November) <sup>2</sup> .....	-	-	-	327	378	430	-	-	259	-	-	-
Little Rock-North Little Rock (December) <sup>3</sup> .....	-	-	-	337	471	500	673	-	298	-	-	-
<b>California</b>												
Anaheim-Santa Ana (August) .....	432	530	-	391	510	581	646	801	372	-	501	\$602
Fresno (March) <sup>3</sup> .....	-	-	-	-	-	489	532	-	327	-	-	-
Los Angeles-Long Beach (December) ..	434	519	-	451	520	589	665	791	376	423	495	-
Oxnard-Ventura (August) .....	-	-	-	-	474	575	654	-	363	-	-	-
Riverside-San Bernardino (May) .....	-	-	-	-	466	544	634	-	333	-	423	-
Salinas-Seaside-Monterey (February) <sup>2</sup>	-	-	-	-	423	497	-	-	338	-	-	-
San Diego (October) .....	-	487	-	412	457	526	623	744	325	368	507	568
San Francisco (April) .....	-	-	-	463	501	603	662	805	436	-	564	672
San Jose (July) <sup>3</sup> .....	-	-	-	-	534	594	693	777	404	-	-	600
Vallejo-Fairfield-Napa (February) <sup>2</sup> .....	-	-	-	-	-	548	617	-	345	-	-	-
Visalia-Tulare-Porterville (July) <sup>3</sup> .....	-	-	-	-	427	492	-	-	331	-	-	-
<b>Colorado</b>												
Colorado Springs (July) <sup>3</sup> .....	322	454	-	326	386	469	567	-	287	-	393	-
Denver (December) .....	390	459	-	382	458	501	604	-	349	-	430	502
Pueblo (September) <sup>2</sup> .....	-	-	-	-	-	-	-	-	269	-	-	-
<b>Connecticut</b>												
Danbury (February) <sup>3</sup> .....	-	-	-	444	476	546	580	724	368	-	-	-
Statewide Connecticut (January) <sup>2</sup> .....	-	-	-	447	460	536	631	757	379	367	457	-
<b>Delaware</b>												
Wilmington (December) <sup>3</sup> .....	-	-	-	447	503	577	677	824	346	362	460	-
<b>District of Columbia</b>												
Washington (January) .....	414	501	\$580	444	495	564	636	726	395	400	477	571
<b>Florida</b>												
Bradenton (April) <sup>3</sup> .....	-	-	-	310	394	470	-	-	263	-	-	-
Miami-Hialeah (October) .....	-	-	-	388	443	480	595	-	316	-	-	615
Monroe County (August) .....	-	-	-	369	474	499	-	-	324	-	-	-
Northwestern Florida (January) <sup>2</sup> .....	-	-	-	340	393	481	-	-	237	-	-	-
Orlando (January) <sup>4</sup> .....	-	-	-	371	436	479	539	-	306	363	436	-
Tampa-St. Petersburg-Clearwater (July) .....	348	-	-	376	437	492	590	-	292	333	427	-

See footnotes at end of table.

Table I-3. Average weekly pay<sup>1</sup> in private industry, clerical occupations, selected areas, 1994 — Continued

State, area, and reference month	Clerks, Accounting				Clerks, General				Clerks, Order		Key Entry Operators	
	I	II	III	IV	I	II	III	IV	I	II	I	II
<b>Georgia</b>												
Albany (June) <sup>2</sup> .....	-	\$307	\$439	-	-	-	-	-	-	-	-	I
Atlanta (May) .....	\$315	386	468	\$541	\$295	\$313	\$450	\$477	\$321	\$413	-	-
Augusta (June) <sup>3</sup> .....	-	335	391	-	-	-	390	-	313	-	\$334	\$403
Brunswick (May) <sup>2</sup> .....	-	349	367	-	-	-	-	-	-	-	320	-
Columbus (May) <sup>2</sup> .....	-	310	408	-	-	-	-	-	-	-	-	317
Savannah (March) <sup>2</sup> .....	290	355	421	522	-	315	307	-	-	-	-	-
<b>Idaho</b>												
Bannock County (November) .....	-	324	-	-	-	273	-	-	-	-	306	-
<b>Illinois</b>												
Chicago (May) .....	310	373	452	534	298	326	423	534	-	453	315	384
Joliet (August) <sup>3</sup> .....	-	398	446	-	-	412	400	600	-	-	-	-
Vermilion County (December) .....	-	323	412	-	-	311	473	-	306	-	-	-
<b>Indiana</b>												
Elkhart-Goshen (November) <sup>3</sup> .....	283	329	415	472	-	-	-	-	-	-	-	-
Evansville (August) .....	-	303	413	509	-	303	363	-	336	350	318	-
Fort Wayne (February) <sup>3</sup> .....	300	345	427	447	-	-	-	-	-	-	255	354
Gary-Hammond (February) <sup>2</sup> .....	-	372	488	543	-	273	346	-	-	-	310	342
Indianapolis (July) .....	291	345	423	573	-	294	402	-	-	-	319	358
South Bend-Mishawaka (September) <sup>3</sup> .....	267	328	393	-	-	296	366	468	242	476	312	386
<b>Iowa</b>												
Carroll County (November) .....	-	321	-	-	-	-	-	-	-	-	-	-
Davenport-Rock Island-Moline (February) <sup>2</sup> .....	-	309	525	-	-	346	456	-	369	-	-	499
<b>Kansas</b>												
Topeka (May) <sup>2</sup> .....	-	391	428	-	-	-	-	-	-	-	-	-
Wichita (March) <sup>2</sup> .....	-	327	454	-	-	311	404	-	-	-	-	347
<b>Kentucky</b>												
Louisville (June) <sup>3</sup> .....	-	342	419	526	-	291	361	-	326	-	278	-
<b>Louisiana</b>												
Baton Rouge (April) <sup>2</sup> .....	-	340	470	-	-	-	361	-	-	-	-	-
New Orleans (July) .....	283	331	402	-	-	293	437	486	305	403	299	401
Shreveport (April) <sup>3</sup> .....	-	293	395	-	238	252	340	-	-	-	274	-
<b>Maryland</b>												
Baltimore (March) .....	296	370	424	564	290	333	380	-	354	392	300	398
Lower Eastern Shore (July) <sup>2</sup> .....	-	346	375	-	-	-	-	-	-	-	302	329
<b>Massachusetts</b>												
Boston (May) .....	-	405	452	530	-	345	448	500	409	467	376	-
Lawrence-Haverhill (October) .....	-	390	439	-	-	411	442	535	378	529	351	443
Worcester (September) <sup>3</sup> .....	-	386	483	506	-	327	399	-	432	489	358	413

See footnotes at end of table.

Table I-3. Average weekly pay<sup>1</sup> in private industry, clerical occupations, selected areas, 1994 — Continued

State, area, and reference month	Personnel Assistants (Employment)			Secretaries					Switchboard Operator-Receptionists	Word Processors		
	II	III	IV	I	II	III	IV	V		I	II	III
<b>Georgia</b>												
Albany (June) <sup>2</sup> .....	-	-	-	\$486	-	-	-	-	\$317	-	-	-
Atlanta (May) .....	\$428	\$525	-	421	\$483	\$538	\$608	\$710	365	-	\$448	\$587
Augusta (June) <sup>3</sup> .....	-	-	-	361	457	559	-	-	290	-	-	-
Brunswick (May) <sup>2</sup> .....	-	-	-	375	-	551	-	-	261	-	-	-
Columbus (May) <sup>2</sup> .....	-	-	-	325	381	448	594	-	293	-	-	-
Savannah (March) <sup>2</sup> .....	-	-	-	362	408	466	-	-	261	\$325	-	-
<b>Idaho</b>												
Bannock County (November) .....	-	-	-	-	-	-	-	-	283	-	-	-
<b>Illinois</b>												
Chicago (May) .....	387	514	-	432	486	563	660	764	358	381	474	558
Joliet (August) <sup>3</sup> .....	-	-	-	-	481	507	-	-	304	-	-	-
Vermilion County (December) .....	-	-	-	-	-	-	-	-	259	-	-	-
<b>Indiana</b>												
Elkhart-Goshen (November) <sup>3</sup> .....	-	-	-	-	441	490	-	-	321	-	418	-
Evansville (August) .....	-	-	-	309	411	414	529	-	319	-	-	-
Fort Wayne (February) <sup>3</sup> .....	-	-	-	350	390	486	566	-	293	299	-	-
Gary-Hammond (February) <sup>2</sup> .....	-	-	-	393	478	576	-	-	303	-	-	-
Indianapolis (July) .....	-	-	-	379	439	501	672	-	337	-	441	-
South Bend-Mishawaka (September) <sup>3</sup> .....	-	-	-	356	425	509	-	-	323	-	-	-
<b>Iowa</b>												
Carroll County (November) .....	-	-	-	-	-	-	-	-	-	-	-	-
Davenport-Rock Island-Moline (February) <sup>2</sup> .....	-	-	-	315	399	-	-	-	304	310	479	-
<b>Kansas</b>												
Topeka (May) <sup>2</sup> .....	-	-	-	346	451	507	605	-	282	-	-	-
Wichita (March) <sup>2</sup> .....	-	-	-	434	-	504	622	-	298	-	-	-
<b>Kentucky</b>												
Louisville (June) <sup>3</sup> .....	-	-	-	378	408	492	600	-	297	-	-	-
<b>Louisiana</b>												
Baton Rouge (April) <sup>2</sup> .....	-	-	-	339	513	531	600	-	317	-	-	-
New Orleans (July) .....	-	-	-	356	448	515	643	-	296	-	492	-
Shreveport (April) <sup>3</sup> .....	-	-	-	379	448	488	-	-	262	-	-	-
<b>Maryland</b>												
Baltimore (March) .....	-	465	-	399	487	543	580	-	337	-	462	-
Lower Eastern Shore (July) <sup>2</sup> .....	-	-	-	-	-	423	487	-	290	-	-	-
<b>Massachusetts</b>												
Boston (May) .....	450	506	\$598	427	485	550	631	739	398	-	480	583
Lawrence-Haverhill (October) .....	-	-	-	428	446	546	620	-	369	-	-	-
Worcester (September) <sup>3</sup> .....	-	-	-	380	429	527	570	663	358	-	-	-

See footnotes at end of table.

Table I-3. Average weekly pay<sup>1</sup> in private industry, clerical occupations, selected areas, 1994 — Continued

State, area, and reference month	Clerks, Accounting				Clerks, General				Clerks, Order		Key Entry Operators	
	I	II	III	IV	I	II	III	IV	I	II	I	II
<b>Michigan</b>												
Saginaw-Bay City-Midland (April) <sup>2</sup> .....	-	\$314	\$430	-	-	-	\$504	-	-	-	-	I
<b>Minnesota</b>												
Duluth (June) <sup>2</sup> .....	-	330	439	\$493	-	\$296	355	-	-	-	-	\$325
Minneapolis-St. Paul (January) <sup>2</sup> .....	\$304	362	433	511	-	301	379	\$432	-	-	-	389
St. Cloud (March) <sup>3</sup> .....	271	332	412	469	\$286	278	-	-	\$322	\$485	\$332	392
<b>Mississippi</b>												
Biloxi-Gulfport and Pascagoula (August) <sup>2</sup> .....	273	340	439	-	-	-	-	-	292	-	285	317
Columbus (July) <sup>2</sup> .....	-	291	432	-	-	266	-	-	-	-	287	-
<b>Missouri</b>												
Butler County (June) .....	-	287	-	-	-	-	-	-	-	-	-	-
Kansas City (September) .....	337	349	415	483	-	-	-	-	-	-	-	-
St. Louis (March) .....	318	364	432	511	246	314	416	521	328	434	324	380
<b>Montana</b>												
Billings (September) <sup>3</sup> .....	277	343	451	-	-	298	388	-	-	-	296	358
<b>Nebraska</b>												
Omaha (August) .....	-	329	404	498	-	-	-	-	-	-	265	-
Scotts Bluff County (November) .....	-	297	333	-	-	280	342	-	-	-	282	347
<b>New Hampshire</b>												
Carroll County (May) .....	-	306	342	-	-	-	-	-	-	-	-	-
<b>New Jersey</b>												
Atlantic City (June) <sup>5</sup> .....	-	351	402	-	-	-	-	-	-	-	-	-
Bergen-Passaic (May) .....	-	400	-	555	278	323	404	460	371	483	332	433
Monmouth-Ocean (September) <sup>3</sup> .....	-	363	482	-	-	333	453	492	417	442	343	-
<b>New Mexico</b>												
Albuquerque (September) .....	-	293	392	-	245	304	330	-	-	-	263	-
<b>New York</b>												
Delaware County (October) .....	-	343	395	481	-	-	-	-	-	-	-	-
Elmira (September) .....	-	310	399	-	-	-	-	-	-	-	-	-
Nassau-Suffolk (November) .....	320	407	477	559	288	362	409	419	-	-	-	-
New York (May) .....	351	428	495	588	281	376	439	476	-	-	394	442
Poughkeepsie (August) <sup>3</sup> .....	-	374	463	-	-	-	-	-	-	-	-	445
Rochester (November) <sup>3</sup> .....	-	378	458	573	-	328	401	472	-	474	330	384
<b>North Carolina</b>												
Greensboro (August) <sup>2</sup> .....	-	287	331	-	-	234	356	-	-	-	280	-
Greensboro-Winston-Salem-High Point (February) <sup>2</sup> .....	-	360	403	-	-	318	-	-	348	-	314	390

See footnotes at end of table.

Table I-3. Average weekly pay<sup>1</sup> in private industry, clerical occupations, selected areas, 1994 — Continued

State, area, and reference month	Personnel Assistants (Employment)			Secretaries					Switchboard Operator-Receptionists	Word Processors		
	II	III	IV	I	II	III	IV	V		I	II	III
<b>Michigan</b>												
Saginaw-Bay City-Midland (April) <sup>2</sup> .....	-	-	-	-	-	\$602	-	-	\$290	-	\$381	-
<b>Minnesota</b>												
Duluth (June) <sup>2</sup> .....	-	-	-	-	-	-	-	-	269	-	-	-
Minneapolis-St. Paul (January) <sup>2</sup> .....	-	-	-	\$384	\$453	504	\$579	\$712	350	\$410	441	-
St. Cloud (March) <sup>3</sup> .....	-	-	-	-	-	420	-	-	287	-	-	-
<b>Mississippi</b>												
Biloxi-Gulfport and Pascagoula (August) <sup>2</sup> .....	-	-	-	332	390	472	630	-	295	-	-	-
Columbus (July) <sup>2</sup> .....	-	-	-	346	-	475	-	-	294	-	-	-
<b>Missouri</b>												
Butler County (June) .....	-	-	-	-	-	-	-	-	215	-	-	-
Kansas City (September) .....	\$406	\$468	-	383	435	500	591	-	336	-	442	\$532
St. Louis (March) .....	385	483	-	365	433	514	598	730	331	343	-	496
<b>Montana</b>												
Billings (September) <sup>3</sup> .....	-	-	-	344	369	427	-	-	291	313	461	-
<b>Nebraska</b>												
Omaha (August) .....	-	-	-	336	383	479	555	-	304	324	362	-
Scotts Bluff County (November) .....	-	-	-	-	-	-	-	-	258	-	-	-
<b>New Hampshire</b>												
Carroll County (May) .....	-	-	-	-	-	416	-	-	254	-	-	-
<b>New Jersey</b>												
Atlantic City (June) <sup>5</sup> .....	-	-	-	363	412	423	525	-	299	-	-	-
Bergen-Passaic (May) .....	418	539	-	-	494	567	665	797	404	-	484	-
Monmouth-Ocean (September) <sup>3</sup> .....	-	-	-	-	516	578	671	-	366	-	-	-
<b>New Mexico</b>												
Albuquerque (September) .....	-	-	-	340	-	464	-	-	292	-	-	-
<b>New York</b>												
Delaware County (October) .....	-	-	-	-	-	-	-	-	331	-	-	-
Elmira (September) .....	-	-	-	-	-	428	-	-	307	-	-	-
Nassau-Suffolk (November) .....	423	537	-	-	465	574	649	756	377	435	458	504
New York (May) .....	422	557	\$578	501	536	600	723	856	420	389	558	668
Poughkeepsie (August) <sup>3</sup> .....	-	-	-	-	420	496	614	-	320	-	-	-
Rochester (November) <sup>3</sup> .....	-	-	-	417	-	559	613	741	334	-	-	-
<b>North Carolina</b>												
Goldensboro (August) <sup>2</sup> .....	-	-	-	-	424	464	-	-	319	-	-	-
Greensboro-Winston-Salem-High Point (February) <sup>2</sup> .....	-	-	-	450	411	521	641	-	340	-	368	-

See footnotes at end of table.

Table I-3. Average weekly pay<sup>1</sup> in private industry, clerical occupations, selected areas, 1994 — Continued

State, area, and reference month	Clerks, Accounting				Clerks, General				Clerks, Order		Key Entry Operators	
	I	II	III	IV	I	II	III	IV	I	II	I	II
<b>Ohio</b>												
Cincinnati (May) .....	-	\$337	\$400	\$472								I
Cleveland (August) .....	\$297	365	428	-	\$241	\$290	\$361	\$434	\$333	\$421	\$301	\$341
Columbus (December) .....	332	359	427	501	252	309	430	588	-	461	-	374
Toledo (April) <sup>3</sup> .....	238	340	407	519	277	304	378	414	-	471	320	408
Dayton-Springfield (February) .....	-	334	398	511	-	286	412	-	-	398	324	-
<b>Oklahoma</b>												
Oklahoma City (February) .....	-	323	403	507	281	-	-	-	310	437	296	379
<b>Oregon</b>												
Portland (July) .....	287	368	433	510	243	298	358	419	317	373	285	362
Salem (January) .....	-	356	420	-	-	271	327	-	385	480	352	399
<b>Pennsylvania</b>												
Philadelphia (November) .....	313	390	461	570	262	347	-	-	-	-	-	-
Pittsburgh (April) .....	-	-	436	546	-	304	379	451	332	478	340	-
<b>Rhode Island</b>												
Statewide Rhode Island (January) <sup>2</sup> .....	-	322	407	-	259	304	358	434	331	-	329	331
<b>South Carolina</b>												
Charleston (March) <sup>3</sup> .....	-	334	407	-	-	298	356	-	-	-	-	-
Columbia-Sumter (April) <sup>2</sup> .....	265	329	412	-	-	-	352	-	-	-	-	-
Greenville-Spartanburg (May) <sup>2</sup> .....	-	343	413	518	-	310	376	-	323	-	305	-
Greenwood County (September) .....	-	-	521	-	-	271	406	-	-	-	331	365
<b>Tennessee</b>												
Memphis (November) .....	319	340	403	549	-	270	367	-	329	404	302	364
Nashville (January) <sup>2</sup> .....	-	332	406	481	-	309	394	-	321	-	-	356
<b>Texas</b>												
Corpus Christi (August) <sup>3</sup> .....	259	318	414	-	-	302	-	-	-	-	-	-
Houston (March) .....	336	373	458	558	291	338	438	486	309	-	-	-
Longview-Marshall (July) <sup>3</sup> .....	-	310	398	-	-	276	378	-	-	-	-	392
Northwest Texas (April) <sup>2</sup> .....	-	301	401	-	-	278	440	473	-	-	-	-
Polk County (October) .....	-	371	-	-	-	289	-	-	-	-	263	-
San Antonio (June) .....	268	319	369	483	225	281	398	483	288	-	287	366

See footnotes at end of table.

Table I-3. Average weekly pay<sup>1</sup> in private industry, clerical occupations, selected areas, 1994 — Continued

State, area, and reference month	Personnel Assistants (Employment)			Secretaries					Switchboard Operator-Receptionists	Word Processors		
	II	III	IV	I	II	III	IV	V		I	II	III
<b>Ohio</b>												
Cincinnati (May) .....	\$382	-	-	\$366	\$416	\$507	\$588	-	\$317	\$322	\$415	-
Cleveland (August) .....	-	-	-	333	-	514	605	\$705	316	-	461	-
Columbus (December) .....	-	-	-	379	470	524	609	687	331	385	424	-
Toledo (April) <sup>3</sup> .....	-	-	-	436	418	521	550	716	312	362	420	-
Dayton-Springfield (February) .....	332	-	-	382	406	489	555	-	308	343	416	-
<b>Oklahoma</b>												
Oklahoma City (February) .....	-	-	-	375	446	490	597	-	279	351	383	-
<b>Oregon</b>												
Portland (July) .....	-	-	-	382	448	492	602	-	335	-	414	-
Salem (January) .....	-	-	-	-	456	-	-	-	308	-	-	-
<b>Pennsylvania</b>												
Philadelphia (November) .....	426	\$502	-	410	458	533	645	700	364	393	491	\$517
Pittsburgh (April) .....	-	490	-	430	415	494	556	639	308	347	487	-
<b>Rhode Island</b>												
Statewide Rhode Island (January) <sup>2</sup> .....	-	-	-	363	415	485	592	-	329	319	-	-
<b>South Carolina</b>												
Charleston (March) <sup>3</sup> .....	-	-	-	417	473	511	-	-	279	-	-	-
Columbia-Sumter (April) <sup>2</sup> .....	-	-	-	362	399	467	582	-	319	298	-	-
Greenville-Spartanburg (May) <sup>2</sup> .....	-	-	-	354	434	496	591	-	314	-	-	-
Greenwood County (September) .....	375	-	-	-	-	-	-	-	344	-	-	-
<b>Tennessee</b>												
Memphis (November) .....	412	-	-	-	424	496	602	733	311	-	409	-
Nashville (January) <sup>2</sup> .....	-	-	-	335	418	478	569	-	320	345	394	-
<b>Texas</b>												
Corpus Christi (August) <sup>3</sup> .....	-	-	-	316	-	464	-	-	252	-	-	-
Houston (March) .....	403	546	-	428	487	561	660	847	329	-	473	597
Longview-Marshall (July) <sup>3</sup> .....	-	-	-	360	-	420	-	-	279	-	-	-
Northwest Texas (April) <sup>2</sup> .....	-	-	-	324	450	456	-	-	265	-	-	-
Polk County (October) .....	-	-	-	-	-	-	-	-	-	-	-	-
San Antonio (June) .....	-	-	-	356	458	480	566	-	-	-	-	-

See footnotes at end of table.

Table I-3. Average weekly pay<sup>1</sup> in private industry, clerical occupations, selected areas, 1994 — Continued

State, area, and reference month	Clerks, Accounting				Clerks, General				Clerks, Order		Key Entry Operators	
	I	II	III	IV	I	II	III	IV	I	II	I	II
<b>Utah</b>												
Salt Lake City—Ogden (May) .....	-	\$335	\$403	\$480	\$261	\$296	\$366	\$404	\$322	\$367	\$304	\$353
<b>Vermont</b>												
Statewide Vermont (July) <sup>2</sup> .....	-	327	377	444	-	326	352	-	-	445	304	337
<b>Virginia</b>												
Norfolk—Virginia Beach—Newport News (August) .....	-	329	428	553	-	253	371	-	-	-	308	-
Richmond—Petersburg (August) .....	\$318	353	441	635	-	337	374	513	372	-	337	373
<b>Washington</b>												
Seattle (October) .....	281	375	443	515	281	339	402	452	-	410	376	432
<b>West Virginia</b>												
Statewide West Virginia (June) <sup>2</sup> .....	-	321	527	-	337	301	484	590	-	-	290	430
<b>Wisconsin</b>												
Appleton—Oshkosh—Neenah and Green Bay (May) <sup>2</sup> .....	268	334	406	458	260	271	378	-	333	459	257	354
Appleton—Oshkosh—Neenah (May) <sup>3</sup> .....	271	333	406	453	262	300	372	-	350	-	283	352
Madison (March) <sup>2</sup> .....	-	348	421	-	-	308	414	-	309	-	311	438
Milwaukee (September) .....	279	354	417	514	-	312	378	476	339	451	302	348
<b>Wyoming</b>												
Cheyenne (April) <sup>2</sup> .....	-	287	321	-	-	241	-	-	-	-	-	-
Sweetwater County (November) .....	-	420	-	-	-	379	475	-	-	-	-	-

See footnotes at end of table.

Table I-3. Average weekly pay<sup>1</sup> in private industry, clerical occupations, selected areas, 1994 — Continued

State, area, and reference month	Personnel Assistants (Employment)			Secretaries					Switchboard Operator-Receptionists	Word Processors		
	II	III	IV	I	II	III	IV	V		I	II	III
<b>Utah</b>												
Salt Lake City-Ogden (May) .....	\$365	\$428	-	\$330	\$398	\$453	\$555	-	\$309	-	\$400	-
<b>Vermont</b>												
Statewide Vermont (July) <sup>2</sup> .....	-	-	-	349	440	501	601	-	327	-	-	-
<b>Virginia</b>												
Norfolk-Virginia Beach-Newport News (August) .....	-	-	-	334	441	490	563	-	288	\$315	388	-
Richmond-Petersburg (August) .....	-	-	-	399	481	505	618	\$707	325	-	464	-
<b>Washington</b>												
Seattle (October) .....	-	494	-	-	477	510	616	704	365	-	475	\$598
<b>West Virginia</b>												
Statewide West Virginia (June) <sup>2</sup> .....	-	-	-	454	435	563	677	-	261	-	487	-
<b>Wisconsin</b>												
Appleton-Oshkosh-Neenah and Green Bay (May) <sup>2</sup> .....	-	-	-	357	397	476	574	-	300	304	-	-
Appleton-Oshkosh-Neenah (May) <sup>3</sup> .....	-	-	-	359	411	471	539	-	301	-	-	-
Madison (March) <sup>2</sup> .....	-	-	-	381	423	500	634	-	313	327	418	-
Milwaukee (September) .....	411	457	-	394	442	508	612	-	321	357	429	-
<b>Wyoming</b>												
Cheyenne (April) <sup>2</sup> .....	-	-	-	323	-	-	-	-	303	-	-	-
Sweetwater County (November) .....	-	-	-	-	-	-	-	-	430	-	-	-

<sup>1</sup> 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.

<sup>2</sup> The limited industry scope for this survey excluded mining, construction, and selected service-producing industries. In addition, programmers and systems analysts were the only professional and administrative occupations studied in all industries. See appendix table A-4 for more details.

<sup>3</sup> The limited industry scope for this survey excluded mining, construction, and selected service-producing industries, but included health services. In addition, programmers and systems analysts were the only professional and administrative

occupations studied in all industries. See appendix table A-4 for more details.

<sup>4</sup> The limited industry scope for this survey excluded mining, construction, and selected service-producing industries, but included amusement parks. In addition, programmers and systems analysts were the only professional and administrative occupations studied in all industries. See appendix table A-4 for more details.

<sup>5</sup> The limited industry scope for this survey excluded mining, construction, and selected service-producing industries, but included gambling. In addition, programmers and systems analysts were the only professional and administrative occupations studied in all industries. See appendix table A-4 for more details.

NOTE: Dashes indicate that collected data, if any, did not meet publication criteria.

Table I-4. Average hourly pay<sup>1</sup> in private industry, maintenance and toolroom occupations, selected areas, 1994

State, area, and reference month	General Maintenance Workers	Maintenance Electricians	Maintenance Electronics Technicians			Maintenance Machinists	Maintenance Mechanics, Machinery	Maintenance Mechanics, Motor Vehicle	Maintenance Pipefitters	Tool and Die Makers
			I	II	III					
<b>Alabama</b>										
Birmingham (August) <sup>2</sup> .....	\$8.76	\$13.58	-	-	-	-	-	-	-	I
Gadsden and Anniston (July) <sup>2</sup> .....	7.80	13.95	-	-	-	\$13.40	\$13.08	\$13.97	-	-
Huntsville (January) .....	9.03	16.02	-	\$14.81	-	13.43	11.44	13.29	-	-
Mobile (July) <sup>3</sup> .....	8.08	15.53	\$9.28	15.21	-	16.17	15.39	14.17	-	\$12.07
Montgomery (February) <sup>2</sup> .....	8.63	14.04	10.19	18.14	-	-	13.82	11.99	-	14.08
<b>Arizona</b>										
Apache County (November) .....	8.35	-	-	-	-	-	-	-	-	-
Phoenix (April) .....	8.03	17.23	11.97	14.77	-	-	14.35	15.11	-	-
Tucson-Douglas (February) <sup>2</sup> .....	7.88	17.07	-	15.61	\$18.48	-	15.63	-	-	16.96
<b>Arkansas</b>										
Fort Smith (November) <sup>2</sup> .....	9.73	13.72	-	-	-	-	-	-	-	-
Little Rock-North Little Rock (December) <sup>3</sup> .....	8.14	15.83	-	-	-	-	13.11	11.44	-	-
<b>California</b>										
Anaheim-Santa Ana (August) .....	10.67	18.79	-	-	-	-	11.91	15.27	-	-
Fresno (March) <sup>3</sup> .....	8.86	15.14	-	17.04	-	-	-	-	-	-
Los Angeles-Long Beach (December) .....	10.39	18.75	-	15.50	20.97	17.61	17.06	17.17	-	17.81
Oxnard-Ventura (August) .....	9.59	18.61	11.92	17.88	-	15.98	14.39	13.34	-	-
Riverside-San Bernardino (May) .....	10.63	16.99	-	14.77	-	18.22	17.49	16.45	-	-
Salinas-Seaside-Monterey (February) <sup>2</sup> ..	11.06	-	-	-	-	-	17.91	16.69	-	19.60
San Diego (October) .....	9.49	19.26	-	-	-	17.24	16.02	16.76	-	-
San Francisco (April) .....	10.82	-	9.95	16.71	-	-	-	-	-	17.51
San Jose (July) <sup>3</sup> .....	10.64	21.46	-	-	22.08	19.00	17.29	17.37	-	-
Vallejo-Fairfield-Napa (February) <sup>2</sup> .....	9.44	-	12.44	-	24.22	-	-	19.34	-	18.88
Visalia-Tulare-Porterville (July) <sup>3</sup> .....	9.12	14.21	-	-	-	22.64	17.98	18.32	-	23.07
<b>Colorado</b>										
Colorado Springs (July) <sup>3</sup> .....	8.01	13.99	-	17.05	-	-	14.09	13.14	-	-
Denver (December) .....	8.50	18.59	10.39	18.16	-	-	16.04	17.23	-	-
Pueblo (September) <sup>2</sup> .....	7.01	-	-	-	21.14	17.50	13.60	-	\$16.86	19.59
<b>Connecticut</b>										
Danbury (February) <sup>3</sup> .....	10.73	-	-	-	-	-	-	-	-	-
Statewide Connecticut (January) <sup>2</sup> .....	11.43	17.47	-	17.58	-	17.60	17.94	17.52	-	-
<b>Delaware</b>										
Wilmington (December) <sup>3</sup> .....	10.00	20.33	-	19.22	20.11	16.06	18.02	16.07	17.02	17.00
<b>District of Columbia</b>										
Washington (January) .....	10.51	18.29	12.47	-	19.42	20.85	18.23	16.90	-	-

See footnotes at end of table.

Table I-4. Average hourly pay<sup>1</sup> in private industry, maintenance and toolroom occupations, selected areas, 1994 — Continued

State, area, and reference month	General Maintenance Workers	Maintenance Electricians	Maintenance Electronics Technicians			Maintenance Machinists	Maintenance Mechanics, Machinery	Maintenance Mechanics, Motor Vehicle	Maintenance Pipefitters	Tool and Die Makers
			I	II	III					
<b>Florida</b>										
Bradenton (April) <sup>3</sup> .....	\$8.06	—	—	\$16.81	—	\$13.73	\$13.64	\$11.80	—	\$15.73
Miami-Hialeah (October) .....	8.43	\$15.48	—	16.98	—	15.06	14.99	14.66	—	—
Monroe County (August) .....	8.30	—	—	—	—	—	—	—	—	—
Northwestern Florida (January) <sup>2</sup> .....	7.14	—	—	17.35	—	—	18.82	14.02	—	—
Orlando (January) <sup>4</sup> .....	7.58	15.01	—	16.08	—	14.50	—	13.68	—	14.93
Tampa-St. Petersburg-Clearwater (July) .....	8.10	15.43	\$11.27	14.34	\$19.14	15.46	15.00	14.00	—	15.67
<b>Georgia</b>										
Albany (June) <sup>2</sup> .....	8.42	—	—	—	—	—	16.27	13.39	—	—
Atlanta (May) .....	9.31	—	—	16.74	19.97	16.31	13.99	16.23	\$20.22	18.49
Augusta (June) <sup>3</sup> .....	10.53	13.52	—	—	—	—	13.62	16.79	—	—
Brunswick (May) <sup>2</sup> .....	7.71	—	—	—	—	—	11.70	14.87	—	—
Columbus (May) <sup>2</sup> .....	7.92	13.13	—	15.34	—	12.31	12.97	13.68	—	—
Savannah (March) <sup>2</sup> .....	7.74	16.70	—	16.97	—	—	14.89	12.28	17.55	—
<b>Idaho</b>										
Bannock County (November) .....	9.03	—	—	—	—	—	—	—	—	—
<b>Illinois</b>										
Chicago (May) .....	10.53	19.14	11.07	—	20.58	17.35	16.97	18.61	20.44	20.51
Joliet (August) <sup>3</sup> .....	11.84	19.98	—	18.92	—	16.88	19.94	18.17	—	—
Vermilion County (December) .....	—	—	—	—	—	—	19.39	—	—	—
<b>Indiana</b>										
Eikhart-Goshen (November) <sup>3</sup> .....	10.44	15.24	—	13.91	—	—	13.66	14.06	—	15.84
Evansville (August) .....	8.85	16.09	—	—	—	15.26	18.08	16.27	—	—
Fort Wayne (February) <sup>3</sup> .....	10.04	16.59	—	15.48	—	16.79	14.76	15.64	18.79	14.75
Gary-Hammond (February) <sup>2</sup> .....	9.55	17.89	—	18.12	—	18.53	18.08	16.15	—	—
Indianapolis (July) .....	8.67	20.01	—	16.34	—	16.88	17.94	—	19.70	19.19
South Bend-Mishawaka (September) <sup>3</sup> .....	9.39	16.98	—	15.79	—	13.58	15.93	17.23	—	15.65
<b>Iowa</b>										
Carroll County (November) .....	9.16	—	—	—	—	—	—	—	—	—
Davenport-Rock Island-Moline (February) <sup>2</sup> .....	8.49	17.71	—	16.72	—	—	16.37	15.47	17.52	—
<b>Kansas</b>										
Topeka (May) <sup>2</sup> .....	8.51	—	—	16.28	—	—	15.27	15.61	—	—
Wichita (March) <sup>2</sup> .....	9.40	17.03	—	—	21.41	—	16.23	13.43	—	17.58
<b>Kentucky</b>										
Louisville (June) <sup>3</sup> .....	9.21	19.78	—	14.85	—	—	17.14	14.09	—	17.43
<b>Louisiana</b>										
Baton Rouge (April) <sup>2</sup> .....	7.16	19.21	—	18.49	—	—	—	15.62	—	—
New Orleans (July) .....	8.21	16.71	—	17.16	—	16.66	16.15	13.54	—	—
Shreveport (April) <sup>3</sup> .....	8.43	19.15	—	—	—	—	—	16.66	—	—
<b>Maryland</b>										
Baltimore (March) .....	9.50	17.37	11.56	17.46	18.04	16.04	15.49	14.00	19.24	17.83
Lower Eastern Shore (July) <sup>2</sup> .....	8.43	13.58	—	—	—	—	—	13.07	—	—

See footnotes at end of table.

Table I-4. Average hourly pay<sup>1</sup> in private industry, maintenance and toolroom occupations, selected areas, 1994 — Continued

State, area, and reference month	General Maintenance Workers	Maintenance Electricians	Maintenance Electronics Technicians			Maintenance Machinists	Maintenance Mechanics, Machinery	Maintenance Mechanics, Motor Vehicle	Maintenance Pipefitters	Tool and Die Makers
			I	II	III					
<b>Massachusetts</b>										
Boston (May) .....	\$11.32	\$17.76								
Lawrence-Haverhill (October) .....	11.30	19.89	\$11.54	\$16.09	\$18.87	\$17.34	\$16.61	\$16.85	\$17.39	\$17.45
Worcester (September) <sup>3</sup> .....	9.86	16.72	-	15.52	21.81	18.12	15.90	16.18	18.20	20.48
			-	17.96	-	15.63	15.02	16.88	16.58	-
<b>Michigan</b>										
Saginaw-Bay City-Midland (April) <sup>2</sup> .....	12.23	-	-	-	-	-	-	18.31	-	-
<b>Minnesota</b>										
Duluth (June) <sup>2</sup> .....	8.84	16.13	-	-	-	-	-	-	-	-
Minneapolis-St. Paul (January) <sup>2</sup> .....	11.28	19.07	-	18.59	21.53	13.48	14.86	14.16	17.37	-
St. Cloud (March) <sup>3</sup> .....	9.47	18.06	-	16.57	17.96	17.39	16.37	15.73	19.89	-
			-	14.34	-	14.43	14.00	11.58	-	18.08
<b>Mississippi</b>										
Biloxi-Gulfport and Pascagoula (August) <sup>2</sup> .....	8.55	15.47	-	-	-	-	-	-	-	15.04
Columbus (July) <sup>2</sup> .....	7.53	14.01	12.94	15.88	-	-	15.88	11.66	13.50	-
			-	14.79	-	-	-	14.74	-	-
<b>Missouri</b>										
Butler County (June) .....	8.96	-	-	-	-	-	-	-	-	-
Kansas City (September) .....	8.19	19.84	-	-	-	-	-	-	-	-
St. Louis (March) .....	9.78	19.18	-	18.64	17.39	16.51	16.50	-	19.93	20.13
			-	16.02	19.02	18.19	15.88	15.07	18.91	19.88
<b>Montana</b>										
Billings (September) <sup>3</sup> .....	7.62	17.59	-	18.24	-	-	-	-	19.34	-
<b>Nebraska</b>										
Omaha (August) .....	8.95	15.06	-	-	-	-	-	-	-	-
Scotts Bluff County (November) .....	8.17	-	-	17.43	-	-	14.38	13.12	-	-
<b>New Hampshire</b>										
Carroll County (May) .....	8.26	-	-	-	-	-	-	-	-	-
<b>New Jersey</b>										
Atlantic City (June) <sup>5</sup> .....	13.24	18.08	-	-	-	-	-	-	-	-
Bergen-Passaic (May) .....	11.84	18.00	-	-	-	-	-	-	-	-
Monmouth-Ocean (September) <sup>3</sup> .....	13.57	15.61	-	18.68	-	-	-	15.72	-	-
			11.44	-	-	15.45	16.57	15.69	-	17.63
<b>New Mexico</b>										
Albuquerque (September) .....	7.33	16.50	-	16.27	-	-	14.93	18.53	-	15.62
			-	-	-	-	14.83	15.54	-	-

See footnotes at end of table.

Table I-4. Average hourly pay<sup>1</sup> in private industry, maintenance and toolroom occupations, selected areas, 1994 — Continued

State, area, and reference month	General Maintenance Workers	Maintenance Electricians	Maintenance Electronics Technicians			Maintenance Machinists	Maintenance Mechanics, Machinery	Maintenance Mechanics, Motor Vehicle	Maintenance Pipefitters	Tool and Die Makers
			I	II	III					
<b>New York</b>										
Delaware County (October) .....	\$9.11	—	—	—	—	\$14.24	\$15.51	\$19.50	—	—
Elmira (September) .....	9.40	\$13.17	—	—	—	18.09	17.02	17.75	\$18.96	\$17.96
Nassau-Suffolk (November) .....	12.65	19.43	—	—	\$20.17	—	15.94	17.90	—	—
New York (May) .....	13.58	19.71	—	—	—	—	—	16.61	—	—
Poughkeepsie (August) <sup>3</sup> .....	11.41	—	—	—	—	—	—	16.88	—	—
Rochester (November) <sup>3</sup> .....	9.68	19.90	—	\$18.63	—	19.39	15.42	20.45	19.03	19.03
<b>North Carolina</b>										
Greensboro (August) <sup>2</sup> .....	8.48	13.16	—	—	—	—	13.04	11.06	—	15.64
Greensboro-Winston-Salem-High Point (February) <sup>2</sup> .....	10.01	14.56	—	18.14	—	20.39	14.88	14.40	—	—
<b>Ohio</b>										
Cincinnati (May) .....	9.70	18.29	—	—	18.15	14.33	17.01	15.63	—	18.16
Cleveland (August) .....	9.54	17.94	—	—	19.48	16.43	17.18	17.48	20.36	16.33
Columbus (December) .....	9.72	17.98	—	16.26	18.43	15.73	16.29	16.72	18.74	—
Toledo (April) <sup>3</sup> .....	10.25	18.16	—	14.29	—	15.89	17.37	16.78	19.13	18.21
Dayton-Springfield (February) .....	9.78	—	\$11.20	16.07	17.04	12.97	18.75	14.95	—	—
<b>Oklahoma</b>										
Oklahoma City (February) .....	8.07	17.59	—	—	16.38	14.57	14.39	14.15	—	18.43
<b>Oregon</b>										
Portland (July) .....	9.70	17.62	11.21	15.05	—	16.83	16.56	15.86	—	19.66
Salem (January) .....	9.34	15.24	—	—	—	—	—	13.25	—	—
<b>Pennsylvania</b>										
Philadelphia (November) .....	10.36	17.36	—	18.58	18.64	17.79	16.14	15.60	18.01	16.65
Pittsburgh (April) .....	9.77	16.23	—	15.69	18.30	15.23	15.30	14.31	16.32	—
<b>Rhode Island</b>										
Statewide Rhode Island (January) <sup>2</sup> .....	10.82	15.49	—	14.49	—	15.48	13.33	16.15	14.42	15.73
<b>South Carolina</b>										
Charleston (March) <sup>3</sup> .....	8.27	14.47	—	—	—	—	14.03	13.78	—	—
Columbia-Sumter (April) <sup>3</sup> .....	8.35	15.18	—	16.30	—	15.03	14.88	13.36	—	17.03
Greenville-Spartanburg (May) <sup>2</sup> .....	9.09	14.09	—	14.91	17.07	13.75	13.18	14.73	—	14.31
Greenwood County (September) .....	—	—	—	15.73	—	—	12.41	—	—	—

See footnotes at end of table.

Table I-4. Average hourly pay<sup>1</sup> in private industry, maintenance and toolroom occupations, selected areas, 1994 — Continued

State, area, and reference month	General Maintenance Workers	Maintenance Electricians	Maintenance Electronics Technicians			Maintenance Machinists	Maintenance Mechanics, Machinery	Maintenance Mechanics, Motor Vehicle	Maintenance Pipefitters	Tool and Die Makers
			I	II	III					
<b>Tennessee</b>										
Memphis (November) .....	\$9.16	\$16.93	-	\$17.08	-	\$17.70	\$16.09	\$14.27	-	\$18.31
Nashville (January) <sup>2</sup> .....	8.78	17.29	-	16.42	-	13.84	13.69	14.56	-	14.05
<b>Texas</b>										
Corpus Christi (August) <sup>3</sup> .....	7.66	18.94	-	17.72	-	-	-	12.08	-	-
Houston (March) .....	8.83	17.30	\$12.67	17.71	\$20.61	18.43	18.24	13.29	-	-
Longview-Marshall (July) <sup>3</sup> .....	8.08	15.56	-	17.17	-	-	16.26	12.06	\$17.00	16.32
Northwest Texas (April) <sup>2</sup> .....	5.99	15.89	-	15.78	-	-	13.21	12.06	-	14.46
Polk County (October) .....	-	12.00	-	-	-	16.26	14.35	15.12	-	-
San Antonio (June) .....	7.68	13.68	-	17.15	-	-	12.08	-	-	-
<b>Utah</b>										
Salt Lake City-Ogden (May) .....	9.09	15.49	11.67	16.72	19.09	11.87	12.66	12.61	-	-
<b>Vermont</b>										
Statewide Vermont (July) <sup>2</sup> .....	10.27	14.51	12.18	15.36	-	15.04	15.07	14.80	-	16.15
<b>Virginia</b>										
Norfolk-Virginia Beach-Newport News (August) .....	8.28	16.06	-	15.67	-	17.74	16.13	13.49	-	-
Richmond-Petersburg (August) .....	9.00	19.78	11.13	18.72	20.73	20.29	20.34	12.97	20.07	-
<b>Washington</b>										
Seattle (October) .....	11.14	19.62	-	-	23.39	18.43	18.05	18.45	-	-
<b>West Virginia</b>										
Statewide West Virginia (June) <sup>2</sup> .....	-	16.03	-	-	-	15.67	14.69	13.80	16.38	-
<b>Wisconsin</b>										
Appleton-Oshkosh-Neenah and Green Bay (May) <sup>2</sup> .....	9.37	16.37	-	17.15	18.98	15.86	15.42	15.00	16.77	15.32
Appleton-Oshkosh-Neenah (May) <sup>3</sup> .....	9.46	16.43	-	17.59	18.53	15.90	15.43	15.31	16.74	15.97
Madison (March) <sup>2</sup> .....	9.35	14.70	-	-	-	-	13.80	14.27	-	-
Milwaukee (September) .....	10.52	19.34	-	-	-	18.10	15.22	16.22	19.01	18.46
<b>Wyoming</b>										
Cheyenne (April) <sup>2</sup> .....	7.82	-	-	17.80	-	-	16.10	16.74	-	-
Sweetwater County (November) .....	-	21.58	-	-	-	-	21.19	17.06	-	-

<sup>1</sup> 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.

<sup>2</sup> The limited industry scope for this survey excluded mining, construction, and selected service-producing industries. In addition, programmers and systems analysts were the only professional and administrative occupations studied in all industries. See appendix table A-4 for more details.

<sup>3</sup> The limited industry scope for this survey excluded mining, construction, and selected service-producing industries, but included health services. In addition, programmers and systems analysts were the only professional and administrative

occupations studied in all industries. See appendix table A-4 for more details.

<sup>4</sup> The limited industry scope for this survey excluded mining, construction, and selected service-producing industries, but included amusement parks. In addition, programmers and systems analysts were the only professional and administrative occupations studied in all industries. See appendix table A-4 for more details.

<sup>5</sup> The limited industry scope for this survey excluded mining, construction, and selected service-producing industries, but included gambling. In addition, programmers and systems analysts were the only professional and administrative occupations studied in all industries. See appendix table A-4 for more details.

NOTE: Dashes indicate that collected data, if any, did not meet publication criteria.

Table I-5. Average hourly pay<sup>1</sup> in private industry, material movement and custodial occupations, selected areas, 1994

State, area, and reference month	Forklift Operators	Guards		Janitors	Material Handling Laborers	Order Fillers	Shipping/Receiving Clerks	Truckdrivers				Warehouse Specialists
		I	II					Light Truck	Medium Truck	Heavy Truck	Tractor Trailer	
<b>Alabama</b>												
Birmingham (August) <sup>2</sup> .....	\$9.14	\$4.81	-	\$4.71	\$8.18	-	\$8.68	-	\$12.25	-	-	\$12.68
Gadsden and Anniston (July) <sup>2</sup> .....	10.90	5.28	-	8.43	8.17	-	9.79	-	-	\$10.52	-	-
Huntsville (January) .....	9.94	7.27	-	5.32	6.74	-	10.01	\$7.64	-	-	11.42	10.71
Mobile (July) <sup>3</sup> .....	11.64	-	-	5.31	-	-	10.00	-	-	-	-	11.28
Montgomery (February) <sup>2</sup> .....	9.40	4.59	-	5.54	8.20	-	11.07	-	16.23	-	13.49	-
<b>Arizona</b>												
Apache County (November) .....	-	-	-	7.17	-	-	-	-	-	-	-	14.85
Phoenix (April) .....	10.38	5.97	-	5.42	-	-	8.15	7.53	-	12.18	14.27	10.24
Tucson-Douglas (February) <sup>2</sup> .....	6.27	4.82	-	5.29	-	-	7.78	5.99	-	9.38	-	8.95
<b>Arkansas</b>												
Fort Smith (November) <sup>2</sup> .....	9.68	5.29	-	7.77	-	-	9.08	-	-	-	11.60	-
Little Rock-North Little Rock (December) <sup>3</sup> .....	8.58	4.97	-	5.09	-	\$7.99	8.33	-	-	-	15.33	11.36
<b>California</b>												
Anaheim-Santa Ana (August) .....	10.16	6.50	\$13.86	6.34	8.17	9.23	10.32	7.96	14.29	-	14.79	-
Fresno (March) <sup>3</sup> .....	10.27	5.74	-	6.31	-	11.72	9.22	7.57	-	11.59	13.40	10.26
Los Angeles-Long Beach (December) ..	12.16	6.87	10.87	6.61	-	-	9.88	8.28	12.92	-	14.15	12.06
Oxnard-Ventura (August) .....	10.31	6.72	-	7.32	-	-	-	8.01	-	-	14.77	13.24
Riverside-San Bernardino (May) .....	11.15	6.03	9.78	7.39	-	-	-	-	15.16	-	-	10.73
Salinas-Seaside-Monterey (February) <sup>2</sup> ..	12.68	7.12	-	7.34	-	-	-	-	-	-	-	11.05
San Diego (October) .....	12.48	6.51	11.58	6.36	7.83	8.43	8.80	-	15.55	12.67	13.49	14.47
San Francisco (April) .....	14.33	7.61	12.15	10.37	-	-	-	-	-	18.16	18.44	14.47
San Jose (July) <sup>3</sup> .....	-	7.92	14.16	7.77	8.83	-	10.86	8.18	-	15.77	14.52	10.92
Vallejo-Fairfield-Napa (February) <sup>2</sup> .....	14.31	6.33	-	8.27	-	-	13.22	5.75	-	15.09	15.09	12.62
Visalia-Tulare-Porterville (July) <sup>3</sup> .....	7.84	7.05	-	6.70	6.05	-	10.12	-	-	-	12.69	10.42
<b>Colorado</b>												
Colorado Springs (July) <sup>3</sup> .....	-	-	-	5.65	6.64	-	8.35	6.45	-	10.13	10.43	8.97
Denver (December) .....	12.83	6.07	10.55	6.44	9.50	11.15	9.72	-	-	-	13.97	11.93
Pueblo (September) <sup>2</sup> .....	-	-	-	6.78	-	-	9.56	-	-	-	11.66	11.50
<b>Connecticut</b>												
Danbury (February) <sup>3</sup> .....	-	8.04	-	7.36	10.67	-	10.24	-	-	-	15.24	10.26
Statewide Connecticut (January) <sup>2</sup> .....	13.19	7.00	-	6.49	10.54	10.96	10.78	-	15.31	12.08	14.73	12.27
<b>Delaware</b>												
Wilmington (December) <sup>3</sup> .....	12.93	8.53	-	6.93	11.04	10.23	11.45	8.12	15.56	11.79	16.61	15.71
<b>District of Columbia</b>												
Washington (January) .....	-	7.77	9.56	6.50	-	9.01	9.88	9.86	14.96	11.55	16.93	11.00
<b>Florida</b>												
Bradenton (April) <sup>3</sup> .....	-	6.60	-	6.03	6.56	-	8.54	-	-	-	9.78	-
Miami-Hialeah (October) .....	8.63	6.46	8.47	5.40	-	8.25	8.98	7.19	-	-	13.08	8.86
Monroe County (August) .....	-	6.73	-	6.38	-	-	-	-	-	8.58	-	9.61
Northwestern Florida (January) <sup>2</sup> .....	10.11	-	-	6.71	-	-	9.56	-	10.40	-	-	8.19
Orlando (January) <sup>4</sup> .....	-	5.84	9.53	6.37	-	9.15	-	-	11.26	-	12.80	12.03
Tampa-St. Petersburg-Clearwater (July) .....	8.77	5.37	-	5.23	6.82	6.66	8.98	-	-	8.22	-	-

See footnotes at end of table.

Table I-5. Average hourly pay<sup>1</sup> in private industry, material movement and custodial occupations, selected areas, 1994 — Continued

State, area, and reference month	Forklift Operators	Guards		Janitors	Material Handling Laborers	Order Filers	Shipping/Receiving Clerks	Truckdrivers				Warehouse Specialists
		I	II					Light Truck	Medium Truck	Heavy Truck	Tractor Trailer	
<b>Georgia</b>												
Albany (June) <sup>2</sup> .....	\$8.57	\$4.66	-	-	-	-	\$8.43	-	-	-	\$9.51	\$9.27
Atlanta (May) .....	-	6.31	\$10.49	\$5.79	-	-	10.36	-	-	-	13.76	12.78
Augusta (June) <sup>3</sup> .....	11.10	5.62	-	6.12	\$6.90	\$7.69	9.59	\$7.12	-	-	-	11.78
Brunswick (May) <sup>2</sup> .....	7.88	-	-	6.19	-	-	-	-	-	-	-	-
Columbus (May) <sup>2</sup> .....	8.02	4.73	-	5.11	-	7.39	9.64	-	-	-	-	-
Savannah (March) <sup>2</sup> .....	-	-	-	5.59	7.44	-	-	-	\$10.69	-	10.53	8.92
<b>Idaho</b>												
Bannock County (November) .....	-	-	-	5.73	-	-	-	-	-	-	11.43	10.67
<b>Illinois</b>												
Chicago (May) .....	11.35	6.58	11.38	7.36	-	8.93	11.00	-	-	-	-	-
Joliet (August) <sup>3</sup> .....	11.22	6.96	-	8.71	-	-	12.51	-	16.67	\$14.87	16.80	13.51
Vermilion County (December) .....	13.99	-	-	-	-	-	-	-	14.10	-	12.32	-
<b>Indiana</b>												
Elkhart-Goshen (November) <sup>3</sup> .....	9.27	-	-	7.18	8.36	8.29	9.10	9.71	13.25	11.42	11.52	9.18
Evansville (August) .....	9.38	-	-	8.51	-	-	9.90	6.36	-	-	15.33	10.59
Fort Wayne (February) <sup>3</sup> .....	11.38	7.25	-	7.44	8.24	-	9.87	-	13.95	11.29	13.72	9.67
Gary-Hammond (February) <sup>2</sup> .....	13.49	5.58	-	7.56	-	-	12.38	-	-	-	13.16	13.21
Indianapolis (July) .....	12.77	6.40	12.92	6.44	11.73	8.60	10.94	8.52	15.67	-	14.98	10.46
South Bend-Mishawaka (September) <sup>3</sup> .....	9.98	-	-	6.52	7.41	-	8.93	7.60	14.63	-	12.41	11.49
<b>Iowa</b>												
Carroll County (November) .....	-	-	-	6.25	-	-	-	-	-	-	13.01	-
Davenport-Rock Island-Moline (February) <sup>2</sup> .....	11.48	-	10.91	6.42	8.79	6.92	10.74	-	13.40	-	16.17	12.98
<b>Kansas</b>												
Topeka (May) <sup>2</sup> .....	11.02	-	-	6.76	-	-	9.39	-	-	-	-	13.28
Wichita (March) <sup>2</sup> .....	11.87	5.64	10.82	6.55	-	-	11.55	-	11.30	-	8.41	11.12
<b>Kentucky</b>												
Louisville (June) <sup>3</sup> .....	12.18	5.58	-	6.31	11.23	12.37	11.84	7.45	14.48	9.41	13.03	11.08
<b>Louisiana</b>												
Baton Rouge (April) <sup>2</sup> .....	-	5.49	-	4.43	-	-	10.16	-	-	-	13.90	18.26
New Orleans (July) .....	9.16	5.19	-	5.14	-	-	8.35	-	-	-	11.34	10.51
Shreveport (April) <sup>3</sup> .....	-	4.94	-	4.86	9.66	7.17	-	7.05	-	9.06	14.83	12.77
<b>Maryland</b>												
Baltimore (March) .....	11.68	6.29	10.97	6.17	10.81	11.12	10.35	-	10.94	12.84	13.82	12.35
Lower Eastern Shore (July) <sup>2</sup> .....	8.38	6.10	-	6.25	7.34	7.32	8.44	-	9.77	-	9.23	8.89
<b>Massachusetts</b>												
Boston (May) .....	13.06	6.96	12.35	7.95	10.56	10.20	11.42	-	15.36	15.03	15.17	12.39
Lawrence-Haverhill (October) .....	10.37	6.97	-	8.32	11.54	9.01	11.00	-	12.96	13.11	14.01	13.36
Worcester (September) <sup>3</sup> .....	10.27	8.17	11.48	7.49	12.08	7.92	9.97	9.76	13.24	13.06	14.46	10.70

See footnotes at end of table.

Table I-5. Average hourly pay<sup>1</sup> in private industry, material movement and custodial occupations, selected areas, 1994 — Continued

State, area, and reference month	Forklift Operators	Guards		Janitors	Material Handling Laborers	Order Fillers	Shipping/Receiving Clerks	Truckdrivers				Warehouse Specialists	
		I	II					Light Truck	Medium Truck	Heavy Truck	Tractor Trailer		
<b>Michigan</b>													
Saginaw-Bay City-Midland (April) <sup>2</sup> .....	-	-	-	\$9.74	-	-	\$9.09	-	-	-	\$13.74	-	\$11.02
<b>Minnesota</b>													
Duluth (June) <sup>2</sup> .....	\$13.59	-	-	6.33	-	-	13.45	-	-	-	-	14.51	12.70
Minneapolis-St. Paul (January) <sup>2</sup> .....	13.45	\$7.03	-	7.23	\$10.98	\$9.40	11.75	\$8.09	\$13.76	\$15.31	-	14.18	14.26
St. Cloud (March) <sup>3</sup> .....	9.37	-	\$9.18	6.13	8.63	-	9.30	8.49	12.71	-	-	12.22	10.42
<b>Mississippi</b>													
Biloxi-Gulfport and Pascagoula (August) <sup>2</sup> .....	8.59	-	10.93	8.56	-	-	7.24	6.76	9.56	8.81	-	-	10.77
Columbus (July) <sup>2</sup> .....	9.11	6.37	-	5.39	-	-	9.01	-	-	-	-	-	-
<b>Missouri</b>													
Butler County (June) .....	-	-	-	5.41	-	-	6.83	-	-	-	-	-	-
Kansas City (September) .....	11.56	5.84	9.63	6.03	9.94	11.01	9.93	-	15.34	12.09	-	15.33	13.60
St. Louis (March) .....	14.22	6.32	12.98	6.32	14.41	-	10.18	8.53	14.43	13.42	-	16.13	10.66
<b>Montana</b>													
Billings (September) <sup>3</sup> .....	8.74	-	-	6.28	7.44	-	9.98	8.03	-	-	-	13.90	11.32
<b>Nebraska</b>													
Omaha (August) .....	8.41	-	-	6.08	8.29	-	8.59	6.72	14.94	9.04	-	11.96	8.46
Scotts Bluff County (November) .....	-	6.08	-	5.73	6.46	-	-	-	-	-	-	-	-
<b>New Hampshire</b>													
Carroll County (May) .....	-	-	-	7.12	-	-	-	-	-	-	-	-	-
<b>New Jersey</b>													
Atlantic City (June) <sup>2</sup> .....	11.30	9.14	-	9.43	-	-	-	-	-	-	-	-	11.15
Bergen-Passaic (May) .....	12.05	7.48	11.74	6.65	-	-	12.43	10.81	14.95	14.98	-	13.65	14.77
Monmouth-Ocean (September) <sup>3</sup> .....	10.69	7.35	-	8.00	10.84	-	10.46	-	17.33	-	-	11.78	14.46
<b>New Mexico</b>													
Albuquerque (September) .....	-	5.61	-	5.52	8.70	-	-	7.07	10.72	8.98	-	14.03	-
<b>New York</b>													
Delaware County (October) .....	-	-	-	7.04	-	-	-	-	-	-	-	-	11.16
Elmira (September) .....	-	-	-	6.77	-	-	8.73	-	-	-	-	-	11.80
Nassau-Suffolk (November) .....	13.38	7.58	13.84	9.12	9.14	11.82	11.34	10.46	-	20.08	-	18.55	11.86
New York (May) .....	12.63	7.50	12.68	12.28	-	-	10.99	12.54	14.92	-	-	16.62	-
Poughkeepsie (August) <sup>3</sup> .....	-	-	-	7.29	-	-	9.85	-	-	13.82	-	13.07	-
Rochester (November) <sup>3</sup> .....	14.96	6.72	12.14	7.35	10.93	-	9.33	10.63	-	-	-	14.77	-
<b>North Carolina</b>													
Goldsboro (August) <sup>2</sup> .....	9.10	8.17	-	6.40	6.24	6.20	8.15	-	-	-	-	-	-
Greensboro-Winston-Salem-High Point (February) <sup>2</sup> .....	12.65	6.10	-	5.31	11.63	-	9.40	6.76	14.21	-	-	12.69	9.57
<b>Ohio</b>													
Cincinnati (May) .....	12.01	6.12	11.78	6.34	9.78	9.77	10.49	-	-	10.97	-	14.37	11.04
Cleveland (August) .....	11.63	5.91	11.17	6.75	-	-	10.56	8.71	-	-	-	14.38	10.65
Columbus (December) .....	11.12	6.28	10.10	6.49	-	-	11.48	7.44	15.84	11.10	-	14.10	11.63
Toledo (April) <sup>3</sup> .....	14.99	5.50	-	7.46	14.75	-	11.15	6.58	-	-	-	15.57	11.18
Dayton-Springfield (February) .....	14.14	5.84	-	7.06	10.31	-	10.51	6.99	12.16	10.42	-	14.53	12.97

See footnotes at end of table.

Table I-5. Average hourly pay<sup>1</sup> in private industry, material movement and custodial occupations, selected areas, 1994 — Continued

State, area, and reference month	Forklift Operators	Guards		Janitors	Material Handling Laborers	Order Fillers	Shipping/Receiving Clerks	Truckdrivers				Warehouse Specialists
		I	II					Light Truck	Medium Truck	Heavy Truck	Tractor Trailer	
<b>Oklahoma</b>												
Oklahoma City (February) .....	\$10.24	\$5.84	\$9.85	\$5.51	-	\$9.93	\$8.28	-	\$8.50	\$10.30	\$10.39	\$11.86
<b>Oregon</b>												
Portland (July) .....	13.26	6.19	11.62	7.22	-	11.54	10.38	\$9.56	14.87	13.49	14.84	-
Salem (January) .....	10.45	-	-	6.65	\$8.04	-	8.85	-	-	-	-	9.65
<b>Pennsylvania</b>												
Philadelphia (November) .....	11.94	7.39	10.65	8.25	-	12.77	10.95	-	17.19	14.46	15.34	13.86
Pittsburgh (April) .....	11.84	5.74	11.23	6.74	-	-	10.51	-	14.26	13.95	15.30	-
<b>Rhode Island</b>												
Statewide Rhode Island (January) <sup>2</sup> .....	10.59	6.37	-	7.14	8.39	8.64	9.89	8.16	-	13.71	15.12	11.00
<b>South Carolina</b>												
Charleston (March) <sup>3</sup> .....	8.47	-	-	5.09	-	-	10.78	-	-	-	10.47	11.45
Columbia-Sumter (April) <sup>2</sup> .....	8.98	4.90	-	-	7.28	-	9.14	-	-	-	-	8.90
Greenville-Spartanburg (May) <sup>2</sup> .....	9.56	5.41	-	4.95	8.47	9.25	9.48	7.66	14.06	10.05	12.98	10.27
Greenwood County (September) .....	-	-	-	6.44	-	-	8.86	-	-	-	-	10.60
<b>Tennessee</b>												
Memphis (November) .....	9.44	5.85	-	5.25	-	9.26	9.69	6.37	-	11.30	-	-
Nashville (January) <sup>2</sup> .....	9.71	5.64	-	6.38	9.90	9.24	9.92	7.02	-	-	12.79	10.54
<b>Texas</b>												
Corpus Christi (August) <sup>3</sup> .....	6.62	-	-	4.73	-	-	-	5.81	-	-	7.12	13.12
Houston (March) .....	-	5.86	11.75	4.75	-	-	-	-	-	-	-	10.94
Longview-Marshall (July) <sup>3</sup> .....	11.65	6.92	-	5.02	6.17	7.78	8.84	-	-	9.53	12.43	10.94
Northwest Texas (April) <sup>2</sup> .....	9.88	5.11	-	4.83	8.44	-	9.43	-	-	-	10.53	9.00
Polk County (October) .....	-	-	-	5.80	-	-	8.30	-	12.56	-	-	12.17
San Antonio (June) .....	8.06	5.27	-	5.01	7.43	-	-	-	-	-	-	-
<b>Utah</b>												
Salt Lake City-Ogden (May) .....	-	5.89	9.02	5.86	-	8.06	8.79	-	13.13	-	13.01	10.68
<b>Vermont</b>												
Statewide Vermont (July) <sup>2</sup> .....	10.48	7.92	-	6.93	8.61	7.29	9.43	-	9.03	9.46	9.26	-
<b>Virginia</b>												
Norfolk-Virginia Beach-Newport News (August) .....	10.32	5.73	11.42	6.08	6.37	8.05	9.41	5.92	7.80	8.07	-	-
Richmond-Petersburg (August) .....	11.92	-	11.12	5.39	11.51	10.26	10.49	7.56	8.93	9.43	-	10.57
<b>Washington</b>												
Seattle (October) .....	14.42	6.64	-	9.18	-	-	10.50	9.41	11.27	16.49	16.03	13.74

See footnotes at end of table.

Table I-5. Average hourly pay<sup>1</sup> in private industry, material movement and custodial occupations, selected areas, 1994 — Continued

State, area, and reference month	Forklift Operators	Guards		Janitors	Material Handling Laborers	Order Fillers	Shipping/Receiving Clerks	Truckdrivers				Warehouse Specialists
		I	II					Light Truck	Medium Truck	Heavy Truck	Tractor Trailer	
<b>West Virginia</b>												
Statewide West Virginia (June) <sup>2</sup> .....	\$11.62	\$5.85	—	\$6.84	\$8.35	\$9.62	\$8.37	\$8.43	\$14.88	\$14.21	\$10.74	\$13.41
<b>Wisconsin</b>												
Appleton—Oshkosh—Neenah and Green Bay (May) <sup>2</sup> .....	12.04	6.24	—	6.17	8.81	—	10.00	—	—	9.63	12.44	12.29
Appleton—Oshkosh—Neenah (May) <sup>3</sup> .....	12.23	6.03	—	6.13	9.44	—	10.61	—	—	—	13.69	12.49
Madison (March) <sup>2</sup> .....	10.27	7.03	—	6.75	8.68	10.29	10.69	—	—	—	—	11.63
Milwaukee (September) .....	—	6.94	\$11.67	6.96	9.34	11.28	10.68	7.51	—	11.06	15.38	16.06
<b>Wyoming</b>												
Cheyenne (April) <sup>2</sup> .....	—	—	—	—	7.19	—	7.65	—	—	—	—	11.18
Sweetwater County (November) .....	—	—	—	10.03	—	—	—	—	—	—	—	16.40

<sup>1</sup> 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.

<sup>2</sup> The limited industry scope for this survey excluded mining, construction, and selected service-producing industries. In addition, programmers and systems analysts were the only professional and administrative occupations studied in all industries. See appendix table A-4 for more details.

<sup>3</sup> The limited industry scope for this survey excluded mining, construction, and selected service-producing industries, but included health services. In addition, programmers and systems analysts were the only professional and administrative

occupations studied in all industries. See appendix table A-4 for more details.

<sup>4</sup> The limited industry scope for this survey excluded mining, construction, and selected service-producing industries, but included amusement parks. In addition, programmers and systems analysts were the only professional and administrative occupations studied in all industries. See appendix table A-4 for more details.

<sup>5</sup> The limited industry scope for this survey excluded mining, construction, and selected service-producing industries, but included gambling. In addition, programmers and systems analysts were the only professional and administrative occupations studied in all industries. See appendix table A-4 for more details.

NOTE: Dashes indicate that collected data, if any, did not meet publication criteria.

Table J-1. Average weekly pay<sup>1</sup> in State and local government, professional and administrative occupations, selected areas, 1994

State, area, and reference month	Professional																			
	Accountants					Attorneys					Engineers						Registered Nurses			
	I	II	III	IV	V	I	II	III	IV	V	I	II	III	IV	V	VI	I	II	II Specialists	III
<b>Alabama</b>																				
Huntsville (January) .....	-	\$538	-	-	-	-	-	-	-	-	-	-	-	\$822	\$1,003	\$1,319	-	-	-	-
<b>Arizona</b>																				
Phoenix (April) .....	\$443	565	\$661	\$878	\$1,117	-	-	\$1,182	\$1,275	-	-	-	\$735	733	1,059	1,185	\$1,215	\$497	\$659	-
<b>Arkansas</b>																				
Little Rock-North Little Rock (December) .....	-	470	637	917	-	-	-	1,022	-	-	-	-	-	-	-	-	-	-	588	-
<b>California</b>																				
Anaheim-Santa Ana (August) .....	-	761	907	1,075	-	-	\$1,307	1,347	1,707	\$1,980	-	-	938	970	1,174	1,385	1,404	-	809	-
Los Angeles-Long Beach (December) .....	602	707	853	1,038	1,344	-	-	1,226	1,611	-	\$751	895	1,023	1,217	1,383	1,511	-	-	874	-
Oxnard-Ventura (August) .....	-	720	795	1,018	-	-	-	1,189	1,505	-	-	825	936	1,079	1,327	-	-	-	-	-
Riverside-San Bernardino (May) .....	539	659	785	996	-	-	1,012	1,163	1,503	1,677	662	-	964	1,153	1,328	1,577	-	-	756	\$1,121
San Diego (October) .....	548	651	785	985	-	-	-	1,312	1,610	1,652	664	834	896	1,049	1,227	1,460	-	-	806	-
San Francisco (April) .....	-	841	892	1,043	1,179	\$956	1,123	1,343	1,565	1,551	807	1,025	964	1,143	1,279	-	-	-	1,052	998
San Jose (July) .....	-	772	902	1,113	-	-	-	1,417	1,663	2,028	-	-	881	1,041	1,277	1,539	-	-	-	1,350
Visalia-Tulare-Porterville (July) .....	-	-	767	956	-	-	-	-	-	-	-	782	791	1,064	-	-	-	-	801	1,051
<b>Colorado</b>																				
Denver (December) .....	-	670	757	975	-	710	1,032	1,264	1,485	-	-	825	905	1,096	1,273	-	-	-	681	\$817
<b>Connecticut</b>																				
Danbury (February) .....	-	-	-	-	-	-	-	-	-	-	-	-	961	1,186	-	-	-	-	-	-
<b>Delaware</b>																				
Wilmington (December) .....	-	-	-	-	-	-	-	-	-	-	-	713	883	-	-	-	-	-	-	-
<b>District of Columbia</b>																				
Washington (January) .....	556	655	759	917	1,111	667	891	1,050	1,268	-	-	798	911	1,043	1,211	1,381	-	-	643	-
<b>Florida</b>																				
Bradenton (April) .....	-	-	643	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Miami-Hialeah (October) .....	-	695	820	833	1,146	824	1,014	-	1,972	-	-	-	-	-	-	-	-	-	-	-
Monroe County (August) .....	-	-	-	-	-	-	-	-	-	-	-	712	849	1,048	1,102	-	-	-	-	-
Tampa-St. Petersburg-Clearwater (July) .....	421	580	674	890	-	701	-	1,164	-	-	622	725	840	953	1,083	1,138	-	-	649	-
<b>Georgia</b>																				
Atlanta (May) .....	510	583	713	863	945	-	851	1,033	1,358	1,477	555	696	758	895	1,004	-	-	-	641	-
Augusta (June) .....	-	473	670	-	-	-	-	-	-	-	-	-	721	913	-	-	-	-	634	-
<b>Illinois</b>																				
Chicago (May) .....	546	627	724	941	-	-	955	1,266	-	-	687	778	868	1,013	1,230	-	-	-	794	895
<b>Indiana</b>																				
Gary-Hammond (February) .....	-	-	-	-	-	-	706	-	-	-	-	-	-	-	-	-	-	-	-	-
Indianapolis (July) .....	-	467	603	-	-	-	-	-	-	-	-	-	722	-	-	-	-	-	-	-
												586	685	919	1,173	-	-	-	698	-

See footnotes at end of table.

Table J-1. Average weekly pay<sup>1</sup> in State and local government, professional and administrative occupations, selected areas, 1994 — Continued

State, area, and reference month	Administrative														
	Budget Analysts				Buyers/Contracting Specialists				Computer Programmers				Computer Systems Analysts		
	I	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III
<b>Alabama</b>															
Huntsville (January) .....	-	-	-	-	-	\$519	-	-	-	-	-	-	-	-	-
<b>Arizona</b>															
Phoenix (April) .....	-	\$700	\$842	\$838	\$470	584	\$597	-	-	\$513	\$678	-	\$621	\$789	\$810
<b>Arkansas</b>															
Little Rock-North Little Rock (December) .....	-	585	792	-	-	522	626	-	-	473	563	-	-	741	-
<b>California</b>															
Anaheim-Santa Ana (August) .....	-	-	890	-	632	741	878	-	-	644	812	-	757	938	1,123
Los Angeles-Long Beach (December) .....	-	758	897	1,176	-	706	928	\$1,150	-	835	831	\$997	814	979	1,135
Oxnard-Ventura (August) .....	-	-	-	-	-	647	-	-	-	-	841	-	-	917	-
Riverside-San Bernardino (May) .....	-	-	717	953	-	661	811	-	-	701	776	-	773	931	1,045
San Diego (October) .....	-	653	833	-	564	646	763	-	-	647	763	-	762	928	1,084
San Francisco (April) .....	-	-	891	992	-	813	901	-	-	838	926	-	811	953	1,157
San Jose (July) .....	-	-	962	1,013	-	754	-	-	-	-	859	-	798	929	1,162
Visalia-Tulare-Porterville (July) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	880	-
<b>Colorado</b>															
Denver (December) .....	\$580	632	811	1,049	517	666	789	-	-	654	752	928	782	866	973
<b>Connecticut</b>															
Danbury (February) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Delaware</b>															
Wilmington (December) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>District of Columbia</b>															
Washington (January) .....	-	661	799	972	539	669	772	905	\$483	627	782	891	817	949	1,044
<b>Florida</b>															
Bradenton (April) .....	-	-	-	-	-	-	-	-	-	-	565	-	586	-	-
Miami-Hialeah (October) .....	-	791	886	-	547	608	-	-	-	566	777	-	712	933	-
Monroe County (August) .....	-	-	-	-	-	-	-	-	-	610	-	-	-	-	-
Tampa-St. Petersburg-Clearwater (July) .....	576	-	800	-	459	572	-	-	469	562	662	-	702	824	-
<b>Georgia</b>															
Atlanta (May) .....	501	576	681	-	468	626	703	-	-	551	655	723	622	789	823
Augusta (June) .....	-	494	-	-	-	463	-	-	-	466	557	-	-	-	-
<b>Illinois</b>															
Chicago (May) .....	-	594	757	851	520	624	780	982	-	619	755	941	725	849	1,089
<b>Indiana</b>															
Gary-Hammond (February) .....	-	-	-	-	-	-	-	-	-	603	669	-	-	-	-
Indianapolis (July) .....	-	505	588	637	-	511	-	-	-	494	580	-	636	783	-

See footnotes at end of table.

**Table J-1. Average weekly pay<sup>1</sup> in State and local government, professional and administrative occupations, selected areas, 1994 — Continued**

State, area, and reference month	Administrative										
	Computer Systems Analyst Supervisors/Managers		Personnel Specialists				Personnel Supervisors/Managers		Tax Collectors		
	I	II	I	II	III	IV	I	II	I	II	III
<b>Alabama</b>											
Huntsville (January) .....	-	-	-	-	-	-	-	-	-	-	-
<b>Arizona</b>											
Phoenix (April) .....	\$967	\$1,107	-	\$617	\$648	\$963	-	\$1,075	-	\$424	\$597
<b>Arkansas</b>											
Little Rock-North Little Rock (December) .....	-	-	-	487	639	-	-	-	-	423	-
<b>California</b>											
Anaheim-Santa Ana (August) .....	1,007	-	-	667	898	1,125	-	-	-	584	736
Los Angeles-Long Beach (December) .....	1,026	1,398	-	706	898	1,087	-	1,206	\$690	747	777
Oxnard-Ventura (August) .....	-	-	-	673	899	1,040	-	-	-	-	755
Riverside-San Bernardino (May) .....	-	-	-	-	803	949	-	-	-	-	757
San Diego (October) .....	1,024	1,248	-	687	807	992	\$1,072	-	-	585	757
San Francisco (April) .....	1,278	-	-	891	959	1,190	-	-	-	631	774
San Jose (July) .....	-	-	-	759	949	1,096	-	-	-	881	751
Visalia-Tulare-Porterville (July) .....	-	-	-	-	835	-	-	-	-	616	743
<b>Colorado</b>											
Denver (December) .....	1,102	1,180	-	630	767	979	-	-	-	-	725
<b>Connecticut</b>											
Danbury (February) .....	-	-	-	-	-	-	-	-	-	-	-
<b>Delaware</b>											
Wilmington (December) .....	-	-	-	-	-	-	-	-	-	-	-
<b>District of Columbia</b>											
Washington (January) .....	-	-	-	681	796	953	-	-	462	576	752
<b>Florida</b>											
Bradenton (April) .....	-	-	-	-	-	-	-	-	-	-	-
Miami-Hialeah (October) .....	-	-	-	641	818	945	-	1,362	429	463	-
Monroe County (August) .....	-	-	-	-	-	-	-	-	-	-	-
Tampa-St. Petersburg-Clearwater (July) .....	1,171	-	\$422	518	654	946	-	-	-	436	-
<b>Georgia</b>											
Atlanta (May) .....	977	-	-	566	703	857	1,004	-	495	523	684
Augusta (June) .....	-	-	-	489	-	-	-	-	-	-	-
<b>Illinois</b>											
Chicago (May) .....	1,070	-	537	622	799	901	982	-	-	-	807
<b>Indiana</b>											
Gary-Hammond (February) .....	-	-	-	-	-	-	-	-	-	-	-
Indianapolis (July) .....	885	-	-	509	640	993	-	-	-	-	-

See footnotes at end of table.

**Table J-1. Average weekly pay<sup>1</sup> in State and local government, professional and administrative occupations, selected areas, 1994 — Continued**

State, area, and reference month	Professional																			
	Accountants					Attorneys					Engineers						Registered Nurses			
	I	II	III	IV	V	I	II	III	IV	V	I	II	III	IV	V	VI	I	II	II Specialists	III
<b>Iowa</b>																				
Davenport-Rock Island-Moline (February) .....	-	-	\$765	-	-	-	-	-	-	-	-	\$670	\$937	-	-	-	-	-	-	-
<b>Kentucky</b>																				
Louisville (June) .....	-	\$530	-	-	-	\$422	\$786	\$822	-	-	-	682	787	-	-	-	-	-	-	-
<b>Louisiana</b>																				
New Orleans (July) .....	\$391	457	543	-	-	-	689	696	-	-	\$516	674	746	\$881	\$968	-	-	\$772	-	\$1,008
<b>Maryland</b>																				
Baltimore (March) .....	-	573	644	\$766	-	-	912	1,050	\$1,177	-	592	734	697	995	1,206	\$1,355	-	684	-	802
<b>Massachusetts</b>																				
Boston (May) .....	597	668	784	902	-	-	946	1,062	-	-	-	800	901	1,032	-	-	\$600	833	-	1,061
Lawrence-Haverhill (October) .....	-	-	-	-	-	-	-	-	-	-	-	791	851	1,055	-	-	-	808	-	-
Worcester (September) .....	-	-	-	-	-	-	919	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Minnesota</b>																				
Minneapolis-St. Paul (January) .....	573	639	796	1,018	\$1,178	795	1,233	1,335	1,662	-	616	706	888	1,080	1,266	-	-	-	-	-
St. Cloud (March) .....	-	-	742	-	-	-	-	-	-	-	-	-	-	-	-	-	-	704	-	-
<b>Missouri</b>																				
Kansas City (September) .....	433	555	673	-	-	647	822	-	-	-	567	661	800	936	-	-	-	687	-	-
St. Louis (March) .....	479	560	713	890	-	608	812	1,013	-	-	-	677	774	938	1,118	-	-	-	-	-
<b>New Jersey</b>																				
Bergen-Passaic (May) .....	-	-	-	897	-	-	-	-	-	-	-	-	-	-	1,446	-	-	892	-	-
Monmouth-Ocean (September) .....	-	-	-	-	-	-	-	-	-	-	-	713	902	1,090	1,334	-	-	-	-	-
<b>New Mexico</b>																				
Albuquerque (September) .....	501	574	637	758	-	-	-	-	-	-	-	766	902	989	1,089	-	-	645	-	-

See footnotes at end of table.

Table J-1. Average weekly pay<sup>1</sup> in State and local government, professional and administrative occupations, selected areas, 1994 — Continued

State, area, and reference month	Administrative														
	Budget Analysts				Buyers/Contracting Specialists				Computer Programmers				Computer Systems Analysts		
	I	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III
<b>Iowa</b>															
Davenport-Rock Island-Moline (February) .....	-	-	-	-	-	-	-	-	-	\$585	\$679	-	-	\$831	-
<b>Kentucky</b>															
Louisville (June) .....	-	-	-	-	-	-	-	-	-	530	619	-	-	784	-
<b>Louisiana</b>															
New Orleans (July) .....	-	\$561	-	-	\$415	\$458	-	-	-	469	582	-	-	725	-
<b>Maryland</b>															
Baltimore (March) .....	-	679	\$798	\$804	517	637	\$721	-	\$513	604	719	-	\$716	757	\$1,026
<b>Massachusetts</b>															
Boston (May) .....	-	608	787	991	533	663	743	-	-	652	-	-	760	925	1,104
Lawrence-Haverhill (October) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Worcester (September) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Minnesota</b>															
Minneapolis-St. Paul (January) .....	-	729	-	970	-	686	783	-	525	621	728	-	747	912	1,016
St. Cloud (March) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Missouri</b>															
Kansas City (September) .....	-	-	-	929	513	-	864	-	476	521	676	-	666	786	-
St. Louis (March) .....	-	-	-	-	484	610	-	-	-	-	709	-	633	809	910
<b>New Jersey</b>															
Bergen-Passaic (May) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Monmouth-Ocean (September) .....	-	-	-	-	-	739	-	-	-	559	677	-	-	-	1,029
<b>New Mexico</b>															
Albuquerque (September) .....	-	-	-	969	445	589	-	-	467	513	602	-	576	674	889

See footnotes at end of table.

**Table J-1. Average weekly pay<sup>1</sup> in State and local government, professional and administrative occupations, selected areas, 1994 — Continued**

State, area, and reference month	Administrative										
	Computer Systems Analyst Supervisors/Managers		Personnel Specialists				Personnel Supervisors/Managers		Tax Collectors		
	I	II	I	II	III	IV	I	II	I	II	III
<b>Iowa</b>											
Davenport-Rock Island-Moline (February) .....	-	-	-	-	-	-	-	-	-	-	-
<b>Kentucky</b>											
Louisville (June) .....	-	-	-	-	-	-	-	-	-	-	-
<b>Louisiana</b>											
New Orleans (July) .....	-	-	\$375	\$466	\$588	\$744	-	-	\$257	\$339	\$458
<b>Maryland</b>											
Baltimore (March) .....	\$1,130	-	-	605	680	761	\$966	-	413	515	-
<b>Massachusetts</b>											
Boston (May) .....	-	-	-	687	800	-	-	-	-	606	-
Lawrence-Haverhill (October) .....	-	-	-	-	-	-	-	-	-	-	-
Worcester (September) .....	-	-	-	-	-	-	-	-	-	-	-
<b>Minnesota</b>											
Minneapolis-St. Paul (January) .....	1,097	-	626	696	758	976	1,093	\$1,260	538	593	708
St. Cloud (March) .....	-	-	-	651	-	-	-	-	-	-	-
<b>Missouri</b>											
Kansas City (September) .....	-	-	-	527	686	920	-	-	387	445	-
St. Louis (March) .....	-	-	-	602	754	-	998	-	-	-	-
<b>New Jersey</b>											
Bergen-Passaic (May) .....	-	-	-	-	-	-	-	-	575	611	790
Monmouth-Ocean (September) .....	-	-	-	-	873	-	-	-	-	649	738
<b>New Mexico</b>											
Albuquerque (September) .....	962	\$1,132	-	532	709	682	934	-	-	-	498

See footnotes at end of table.

Table J-1. Average weekly pay<sup>1</sup> in State and local government, professional and administrative occupations, selected areas, 1994 — Continued

State, area, and reference month	Professional																			
	Accountants					Attorneys					Engineers						Registered Nurses			
	I	II	III	IV	V	I	II	III	IV	V	I	II	III	IV	V	VI	I	II	II Specialists	III
<b>New York</b>																				
Nassau-Suffolk (November) .....	\$598	\$806	\$939	\$1,085	-	\$800	\$971	\$1,236	\$1,499	-	-	-	\$1,045	\$1,295	\$1,388	-	\$764	\$854	-	\$961
New York (May) .....	516	801	726	971	-	754	845	1,056	1,344	\$1,837	\$646	\$704	887	1,068	1,207	-	716	888	-	917
Poughkeepsie (August) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Rochester (November) .....	-	595	712	-	-	-	-	1,076	1,149	-	-	686	1,003	1,230	1,160	-	536	679	-	837
<b>Ohio</b>																				
Cincinnati (May) .....	539	586	815	1,044	-	-	794	-	-	-	-	727	923	1,063	1,286	-	-	693	-	-
Cleveland (August) .....	-	536	716	-	\$1,145	660	894	-	-	-	583	702	865	969	-	-	627	738	-	-
Columbus (December) .....	506	599	662	-	-	-	904	-	-	-	601	780	988	1,121	1,234	-	-	696	\$880	-
Dayton-Springfield (February) .....	-	585	748	-	-	-	-	-	-	-	623	732	883	1,131	1,203	-	-	-	-	-
<b>Oklahoma</b>																				
Oklahoma City (February) .....	-	512	634	-	-	650	938	1,002	-	-	-	643	764	847	-	-	-	-	-	-
<b>Oregon</b>																				
Portland (July) .....	547	622	733	907	-	-	993	1,234	1,536	-	-	748	906	1,013	1,201	\$1,500	-	722	-	829
Salem (January) .....	-	558	647	-	-	-	-	-	-	-	-	-	-	831	-	-	-	-	-	-
<b>Pennsylvania</b>																				
Philadelphia (November) .....	-	580	713	886	1,030	-	923	1,149	1,328	-	611	689	843	1,062	-	-	664	750	-	-
Pittsburgh (April) .....	477	571	785	-	-	-	761	-	-	-	-	643	790	945	1,047	-	576	721	-	-
<b>South Carolina</b>																				
Greenwood County (September) .....	-	537	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	614	-	-
<b>Tennessee</b>																				
Memphis (November) .....	-	564	692	-	-	-	832	863	-	-	661	802	937	1,041	-	-	-	597	-	-
Nashville (January) .....	-	-	-	704	-	-	-	751	-	-	-	617	711	871	1,024	-	-	-	-	-
<b>Texas</b>																				
Houston (March) .....	467	568	690	857	1,042	681	871	1,120	-	-	-	670	746	873	982	1,037	585	686	-	-
Longview-Marshall (July) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	582	-	-
San Antonio (June) .....	438	508	676	857	-	638	782	926	-	-	623	670	857	922	991	-	-	625	714	-

See footnotes at end of table.

Table J-1. Average weekly pay<sup>1</sup> in State and local government, professional and administrative occupations, selected areas, 1994 — Continued

State, area, and reference month	Administrative														
	Budget Analysts				Buyers/Contracting Specialists				Computer Programmers				Computer Systems Analysts		
	I	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III
<b>New York</b>															
Nassau-Suffolk (November) .....	-	-	-	-	\$702	\$777	-	-	-	\$761	\$897	-	-	\$1,211	\$1,470
New York (May) .....	-	\$690	\$849	\$1,140	533	641	\$813	-	\$514	623	728	\$973	-	970	1,200
Poughkeepsie (August) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Rochester (November) .....	-	-	929	-	-	752	-	-	-	-	757	-	-	896	-
<b>Ohio</b>															
Cincinnati (May) .....	-	714	860	-	-	666	853	-	-	613	721	-	-	876	-
Cleveland (August) .....	-	602	741	-	471	575	789	-	514	592	768	-	\$689	839	-
Columbus (December) .....	\$635	771	965	-	538	653	619	-	-	677	744	789	845	878	1,027
Dayton-Springfield (February) .....	-	638	770	-	495	670	-	-	-	645	-	-	822	792	-
<b>Oklahoma</b>															
Oklahoma City (February) .....	-	-	-	826	-	526	-	-	-	510	594	-	-	697	698
<b>Oregon</b>															
Portland (July) .....	-	-	737	1,023	527	654	-	-	-	606	722	-	657	815	937
Salem (January) .....	-	-	757	954	-	616	-	-	-	540	-	-	655	766	1,001
<b>Pennsylvania</b>															
Philadelphia (November) .....	-	591	842	952	-	708	756	-	-	618	737	-	707	872	970
Pittsburgh (April) .....	-	593	752	-	-	596	-	-	465	460	672	-	660	847	922
<b>South Carolina</b>															
Greenwood County (September) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Tennessee</b>															
Memphis (November) .....	-	-	688	-	-	580	-	-	-	645	820	-	700	899	-
Nashville (January) .....	-	465	-	748	369	507	-	-	-	-	-	-	-	-	-
<b>Texas</b>															
Houston (March) .....	-	592	708	-	513	602	771	-	499	590	691	928	664	811	973
Longview-Marshall (July) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
San Antonio (June) .....	500	516	705	-	425	578	667	-	459	518	641	-	-	705	-

See footnotes at end of table.

Table J-1. Average weekly pay<sup>1</sup> in State and local government, professional and administrative occupations, selected areas, 1994 — Continued

State, area, and reference month	Administrative										
	Computer Systems Analyst Supervisors/Managers		Personnel Specialists				Personnel Supervisors/Managers		Tax Collectors		
	I	II	I	II	III	IV	I	II	I	II	III
<b>New York</b>											
Nassau-Suffolk (November) .....	-	-	\$583	-	\$1,007	\$1,142	-	-	-	\$609	\$748
New York (May) .....	-	-	652	\$604	768	951	-	-	-	590	726
Poughkeepsie (August) .....	-	-	-	-	-	-	-	-	-	-	-
Rochester (November) .....	-	-	624	-	828	1,055	-	-	-	605	-
<b>Ohio</b>											
Cincinnati (May) .....	-	-	-	626	841	1,023	-	-	-	-	-
Cleveland (August) .....	\$1,078	-	-	661	773	928	-	-	-	557	-
Columbus (December) .....	1,197	-	-	787	836	1,085	-	-	-	-	-
Dayton-Springfield (February) .....	-	-	-	666	726	920	-	-	-	-	-
<b>Oklahoma</b>											
Oklahoma City (February) .....	-	-	-	498	-	-	-	-	-	407	-
<b>Oregon</b>											
Portland (July) .....	1,000	-	-	643	788	957	-	-	-	586	-
Salem (January) .....	-	-	-	-	749	880	-	-	\$472	550	-
<b>Pennsylvania</b>											
Philadelphia (November) .....	1,136	-	520	647	762	972	\$1,116	-	-	535	-
Pittsburgh (April) .....	-	-	630	676	734	1,020	-	-	-	546	-
<b>South Carolina</b>											
Greenwood County (September) .....	-	-	-	-	-	-	-	-	-	-	-
<b>Tennessee</b>											
Memphis (November) .....	-	-	-	523	813	924	846	-	-	466	-
Nashville (January) .....	-	-	-	515	-	810	814	-	-	469	-
<b>Texas</b>											
Houston (March) .....	-	-	-	560	733	898	-	\$1,090	-	443	539
Longview-Marshall (July) .....	-	-	-	-	-	-	-	-	-	-	-
San Antonio (June) .....	-	-	-	559	682	933	-	1,060	370	-	-

See footnotes at end of table.

**Table J-1. Average weekly pay<sup>1</sup> in State and local government, professional and administrative occupations, selected areas, 1994 — Continued**

State, area, and reference month	Professional																			
	Accountants					Attorneys					Engineers						Registered Nurses			
	I	II	III	IV	V	I	II	III	IV	V	I	II	III	IV	V	VI	I	II	II Specialists	III
<b>Utah</b>																				
Salt Lake City-Ogden (May) .....	\$455	\$527	\$661	\$845	-	-	\$796	\$951	-	-	-	\$705	\$826	\$969	\$1,158	-	-	\$638	-	-
<b>Virginia</b>																				
Norfolk-Virginia Beach-Newport																				
News (August) .....	499	591	766	-	-	\$660	896	1,074	\$1,337	\$1,629	\$593	712	797	964	1,169	-	\$551	593	-	\$958
Richmond-Petersburg (August) .....	530	606	700	890	-	-	888	-	-	-	543	674	777	908	1,127	\$1,152	-	714	-	-
<b>Washington</b>																				
Seattle (October) .....	537	651	783	1,037	-	-	-	1,163	-	-	663	756	889	1,036	1,221	1,595	-	864	-	-
<b>Wisconsin</b>																				
Appleton-Oshkosh-Neenah (May) .....	-	-	-	-	-	-	-	-	-	-	-	-	848	-	-	-	-	-	-	-
Milwaukee (September) .....	547	646	731	980	\$1,299	-	976	1,361	1,478	-	-	723	859	958	1,157	-	-	696	-	-
<b>Wyoming</b>																				
Sweetwater County (November) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	547	-	-

See footnotes at end of table.

**Table J-1. Average weekly pay<sup>1</sup> in State and local government, professional and administrative occupations, selected areas, 1994 — Continued**

State, area, and reference month	Administrative														
	Budget Analysts				Buyers/Contracting Specialists				Computer Programmers				Computer Systems Analysts		
	I	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III
<b>Utah</b>															
Salt Lake City-Ogden (May) .....	-	\$574	\$748	\$744	\$484	\$559	-	-	\$504	\$581	\$730	-	\$722	\$899	\$1,005
<b>Virginia</b>															
Norfolk-Virginia Beach-Newport															
News (August) .....	-	603	824	-	514	633	-	-	-	535	673	-	-	817	929
Richmond-Petersburg (August) .....	-	561	718	-	554	634	\$745	-	489	553	656	-	646	806	954
<b>Washington</b>															
Seattle (October) .....	-	-	780	933	593	691	813	-	-	583	775	-	752	864	997
<b>Wisconsin</b>															
Appleton-Oshkosh-Neenah (May) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Milwaukee (September) .....	-	-	785	-	-	687	-	-	-	663	692	\$823	838	845	-
<b>Wyoming</b>															
Sweetwater County (November) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

**Table J-1. Average weekly pay<sup>1</sup> in State and local government, professional and administrative occupations, selected areas, 1994 — Continued**

State, area, and reference month	Administrative										
	Computer Systems Analyst Supervisors/Managers		Personnel Specialists				Personnel Supervisors/Managers		Tax Collectors		
	I	II	I	II	III	IV	I	II	I	II	III
<b>Utah</b>											
Salt Lake City-Ogden (May) .....	\$937	-	-	\$530	\$670	\$855	-	-	\$414	\$505	-
<b>Virginia</b>											
Norfolk-Virginia Beach-Newport News (August) .....	1,054	-	\$513	621	777	937	\$976	-	-	-	-
Richmond-Petersburg (August) .....	1,084	-	526	613	712	893	948	-	-	565	-
<b>Washington</b>											
Seattle (October) .....	-	\$1,337	-	724	822	963	-	-	-	-	-
<b>Wisconsin</b>											
Appleton-Oshkosh-Neenah (May) .....	-	-	-	-	-	-	-	-	-	-	-
Milwaukee (September) .....	-	-	-	-	802	1,060	-	-	-	520	\$606
<b>Wyoming</b>											
Sweetwater County (November) .....	-	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> 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.

NOTE: Dashes indicate that collected data, if any, did not meet publication criteria. Areas and occupations do not appear on this table if they had no publishable data.







**Table J-2. Average weekly pay<sup>1</sup> in State and local government, technical and protective service occupations, selected areas, 1994 — Continued**

State, area, and reference month	Technical																		Protective service			
	Computer Operators				Drafters		Engineering Technicians, Civil						Licensed Practical Nurses			Nursing Assistants			Corrections Of-ficers	Fire-fighters	Police Officers	
	I	II	III	IV	II	III	I	II	III	IV	V	VI	I	II	III	I	II	III			I	II
<b>Washington</b> Seattle (October) .....	-	\$518	\$620	-	-	\$689	-	\$608	\$722	\$794	\$880	\$996	-	\$555	-	-	\$403	-	\$613	\$858	\$829	\$891
<b>Wisconsin</b> Appleton-Oshkosh-Neenah (May) .....	-	-	-	-	-	-	-	505	600	-	-	-	-	-	-	-	-	-	473	636	606	648
Milwaukee (September) .....	-	493	541	-	\$559	-	\$390	506	619	737	890	-	-	-	-	-	-	-	505	669	676	-
<b>Wyoming</b> Sweetwater County (November) .....	-	-	-	-	-	-	-	-	-	514	-	-	-	-	-	-	-	-	-	660	573	-

<sup>1</sup> 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.

NOTE: Dashes indicate that collected data, if any, did not meet publication criteria. Areas and occupations do not appear on this table if they had no publishable data.

Table J-3. Average weekly pay<sup>1</sup> in State and local government, clerical occupations, selected areas, 1994

State, area, and reference month	Clerks, Accounting				Clerks, General				Key Entry Operators		Personnel Assistants (Employment)		
	I	II	III	IV	I	II	III	IV	I	II	II	III	IV
<b>Alabama</b>													
Huntsville (January) .....	-	\$332	\$434	-	-	\$307	\$359	\$399	\$322	-	-	-	-
<b>Arizona</b>													
Apache County (November) .....	-	-	-	-	-	-	-	-	-	-	-	-	-
Phoenix (April) .....	-	334	368	\$373	\$287	274	298	329	300	\$333	\$436	-	-
<b>Arkansas</b>													
Little Rock-North Little Rock (December) .....	\$274	322	375	-	-	261	-	-	284	-	351	\$439	-
<b>California</b>													
Anaheim-Santa Ana (August) .....	-	492	519	588	-	404	457	536	-	518	621	620	-
Los Angeles-Long Beach (December) .....	-	-	541	591	-	465	479	514	-	515	-	570	-
Oxnard-Ventura (August) .....	-	450	517	564	-	360	444	509	-	407	-	-	-
Riverside-San Bernardino (May) .....	-	433	460	492	-	375	421	477	388	430	441	-	-
San Diego (October) .....	-	405	480	561	-	313	409	482	404	416	459	499	-
San Francisco (April) .....	-	503	574	642	-	486	512	582	-	552	-	-	-
San Jose (July) .....	-	482	556	643	-	449	488	546	-	560	-	603	-
Visalia-Tulare-Porterville (July) .....	-	354	435	484	-	323	366	523	-	-	-	-	-
<b>Colorado</b>													
Denver (December) .....	-	417	465	549	306	309	374	422	-	407	467	495	\$529
<b>Connecticut</b>													
Danbury (February) .....	-	-	450	-	-	-	-	-	-	-	-	-	-
<b>Delaware</b>													
Wilmington (December) .....	-	402	436	548	-	353	-	-	-	-	-	-	-
<b>District of Columbia</b>													
Washington (January) .....	-	426	474	529	295	350	382	436	369	411	428	493	-
<b>Florida</b>													
Bradenton (April) .....	-	373	382	-	-	-	-	-	286	-	-	-	-
Miami-Hialeah (October) .....	-	433	427	491	-	345	-	-	348	431	-	-	-
Monroe County (August) .....	-	-	435	537	-	-	395	-	-	-	-	-	-
Tampa-St. Petersburg-Clearwater (July) .....	-	370	375	472	291	310	331	359	331	333	401	517	-
<b>Georgia</b>													
Atlanta (May) .....	306	361	406	446	266	297	346	356	341	359	421	480	-
Augusta (June) .....	-	305	382	-	259	267	309	-	283	-	-	423	-
<b>Idaho</b>													
Bannock County (November) .....	-	-	361	-	-	-	-	-	-	-	-	-	-
<b>Illinois</b>													
Chicago (May) .....	312	409	487	585	349	366	411	490	327	426	462	580	-
Vermilion County (December) .....	-	-	429	-	-	330	-	-	-	-	-	-	-

See footnotes at end of table.

Table J-3. Average weekly pay in State and local government, clerical occupations, selected areas, 1994 — Continued

State, area, and reference month	Secretaries					Switchboard Operator-Receptionists	Word Processors		
	I	II	III	IV	V		I	II	III
<b>Alabama</b>									
Huntsville (January) .....	\$363	\$345	\$458	\$460	-	\$322	-	-	-
<b>Arizona</b>									
Apache County (November) .....	-	440	519	-	-	-	-	-	-
Phoenix (April) .....	316	372	430	479	\$561	363	\$296	\$325	-
<b>Arkansas</b>									
Little Rock-North Little Rock (December) .....	294	-	382	573	-	266	-	-	-
<b>California</b>									
Anaheim-Santa Ana (August) .....	-	541	608	685	864	495	-	516	-
Los Angeles-Long Beach (December) .....	-	610	700	718	864	460	517	561	-
Oxnard-Ventura (August) .....	-	532	615	650	-	481	-	509	-
Riverside-San Bernardino (May) .....	-	499	550	634	733	404	-	488	-
San Diego (October) .....	-	517	574	664	779	421	-	476	-
San Francisco (April) .....	-	636	667	724	845	497	-	509	-
San Jose (July) .....	-	597	644	694	-	493	-	584	-
Visalia-Tulare-Porterville (July) .....	-	484	479	567	-	-	-	-	-
<b>Colorado</b>									
Denver (December) .....	381	473	511	618	-	371	-	-	-
<b>Connecticut</b>									
Danbury (February) .....	-	465	544	693	-	-	-	-	-
<b>Delaware</b>									
Wilmington (December) .....	396	472	508	600	-	388	-	-	-
<b>District of Columbia</b>									
Washington (January) .....	413	485	563	661	-	392	-	456	\$458
<b>Florida</b>									
Bradenton (April) .....	-	437	448	-	-	325	-	-	-
Miami-Hialeah (October) .....	378	451	524	623	698	364	353	436	-
Monroe County (August) .....	345	396	542	636	-	412	-	-	-
Tampa-St. Petersburg-Clearwater (July) .....	381	394	478	587	-	310	291	359	-
<b>Georgia</b>									
Atlanta (May) .....	349	395	453	519	724	345	-	417	-
Augusta (June) .....	332	-	442	491	-	-	-	-	-
<b>Idaho</b>									
Bannock County (November) .....	-	-	-	-	-	-	-	-	-
<b>Illinois</b>									
Chicago (May) .....	423	496	560	603	-	428	-	451	-
Vermilion County (December) .....	-	416	-	-	-	-	-	-	-

See footnotes at end of table.

Table J-3. Average weekly pay<sup>1</sup> in State and local government, clerical occupations, selected areas, 1994 — Continued

State, area, and reference month	Clerks, Accounting				Clerks, General				Key Entry Operators		Personnel Assistants (Employment)		
	I	II	III	IV	I	II	III	IV	I	II	II	III	IV
<b>Indiana</b>													
Elkhart-Goshen (November) .....	-	-	\$419	-	-	-	-	-	-	-	-	-	-
Evansville (August) .....	\$287	\$330	376	\$442	-	-	-	-	-	\$315	-	-	-
Gary-Hammond (February) .....	-	344	387	-	\$234	\$301	\$348	-	\$243	-	-	-	-
Indianapolis (July) .....	273	327	378	424	-	286	330	\$374	281	316	-	-	-
South Bend-Mishawaka (September) .....	-	350	376	-	-	281	-	-	-	-	-	-	-
<b>Iowa</b>													
Davenport-Rock Island-Moline (February) .....	-	386	426	-	-	315	361	432	321	394	-	-	-
<b>Kentucky</b>													
Louisville (June) .....	-	342	387	-	264	279	319	358	275	-	-	-	-
<b>Louisiana</b>													
New Orleans (July) .....	221	301	364	-	214	263	297	329	250	291	-	\$384	-
<b>Maryland</b>													
Baltimore (March) .....	368	371	423	491	-	319	362	388	280	371	\$421	492	\$524
<b>Massachusetts</b>													
Boston (May) .....	-	420	481	572	-	371	397	463	-	428	-	-	-
Lawrence-Haverhill (October) .....	-	-	458	-	-	397	457	-	-	457	-	-	-
Worcester (September) .....	-	-	459	-	-	329	397	465	-	-	-	-	-
<b>Minnesota</b>													
Minneapolis-St. Paul (January) .....	333	445	498	560	390	422	449	498	406	457	-	587	585
St. Cloud (March) .....	-	480	523	520	-	326	404	-	-	-	-	-	-
<b>Missouri</b>													
Butler County (June) .....	-	-	-	-	-	256	-	-	-	-	-	-	-
Kansas City (September) .....	-	335	381	496	-	301	328	381	313	341	380	499	-
St. Louis (March) .....	-	361	408	474	-	324	355	395	324	358	-	-	-
<b>Montana</b>													
Billings (September) .....	-	317	388	-	-	-	-	-	-	-	-	-	-
<b>Nebraska</b>													
Scotts Bluff County (November) .....	-	288	-	-	-	-	-	-	-	-	-	-	-
<b>New Hampshire</b>													
Carroll County (May) .....	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>New Jersey</b>													
Bergen-Passaic (May) .....	-	-	471	617	-	366	-	-	368	431	-	-	-
Monmouth-Ocean (September) .....	-	374	463	560	-	323	377	423	366	474	-	-	-

See footnotes at end of table.

Table J-3. Average weekly pay<sup>1</sup> in State and local government, clerical occupations, selected areas, 1994 — Continued

State, area, and reference month	Secretaries					Switchboard Operator-Receptionists	Word Processors		
	I	II	III	IV	V		I	II	III
<b>Indiana</b>									
Elkhart-Goshen (November) .....	-	-	-	-	-	-	-	-	-
Evansville (August) .....	\$382	\$442	\$530	-	-	-	-	-	-
Gary-Hammond (February) .....	325	411	494	-	-	\$297	-	-	-
Indianapolis (July) .....	350	410	471	\$544	-	315	-	-	-
South Bend-Mishawaka (September) .....	333	383	403	-	-	318	-	-	-
<b>Iowa</b>									
Davenport-Rock Island-Moline (February) .....	433	432	485	-	-	318	-	-	-
<b>Kentucky</b>									
Louisville (June) .....	354	395	466	-	-	294	\$313	-	-
<b>Louisiana</b>									
New Orleans (July) .....	317	348	406	479	\$630	-	262	\$312	-
<b>Maryland</b>									
Baltimore (March) .....	377	415	459	498	564	329	-	-	-
<b>Massachusetts</b>									
Boston (May) .....	423	470	527	617	-	410	-	471	-
Lawrence-Haverhill (October) .....	397	459	528	-	-	-	-	-	-
Worcester (September) .....	420	478	550	-	-	-	-	-	-
<b>Minnesota</b>									
Minneapolis-St. Paul (January) .....	515	447	498	584	-	409	-	486	-
St. Cloud (March) .....	-	-	497	-	-	365	-	-	-
<b>Missouri</b>									
Butler County (June) .....	305	-	-	-	-	-	-	-	-
Kansas City (September) .....	356	400	449	539	-	342	357	390	-
St. Louis (March) .....	387	442	511	567	-	371	-	420	-
<b>Montana</b>									
Billings (September) .....	-	-	-	-	-	-	-	-	-
<b>Nebraska</b>									
Scotts Bluff County (November) .....	-	-	-	-	-	-	-	-	-
<b>New Hampshire</b>									
Carroll County (May) .....	-	395	-	-	-	-	-	-	-
<b>New Jersey</b>									
Bergen-Passaic (May) .....	418	521	614	731	-	425	-	471	-
Monmouth-Ocean (September) .....	383	500	563	741	-	391	-	-	-

See footnotes at end of table.

Table J-3. Average weekly pay<sup>1</sup> in State and local government, clerical occupations, selected areas, 1994 — Continued

State, area, and reference month	Clerks, Accounting				Clerks, General				Key Entry Operators		Personnel Assistants (Employment)		
	I	II	III	IV	I	II	III	IV	I	II	II	III	IV
<b>New Mexico</b>													
Albuquerque (September) .....	-	\$365	\$389	-	\$248	\$288	\$327	\$379	\$318	-	-	-	-
<b>New York</b>													
Delaware County (October) .....	-	-	-	\$474	-	-	379	-	-	-	-	-	-
Nassau-Suffolk (November) .....	-	503	563	670	-	441	471	637	459	\$516	-	-	-
New York (May) .....	-	452	536	556	-	372	403	461	573	443	-	-	-
Poughkeepsie (August) .....	-	-	-	561	-	-	410	-	-	-	-	-	-
Rochester (November) .....	-	383	466	-	-	443	461	437	-	404	-	-	-
<b>Ohio</b>													
Cincinnati (May) .....	-	345	436	567	-	338	430	471	356	406	-	-	-
Cleveland (August) .....	\$365	418	480	556	-	364	416	470	389	411	-	\$520	-
Columbus (December) .....	-	447	497	545	-	380	405	436	384	443	-	494	\$611
Dayton-Springfield (February) .....	-	388	445	503	-	328	354	-	407	393	\$429	489	536
<b>Oklahoma</b>													
Oklahoma City (February) .....	-	323	379	416	-	282	314	-	300	305	-	-	-
<b>Oregon</b>													
Portland (July) .....	-	421	473	542	-	339	405	469	381	-	-	-	-
Salem (January) .....	-	398	442	-	-	-	378	-	-	-	-	-	-
<b>Pennsylvania</b>													
Philadelphia (November) .....	-	413	473	489	-	383	430	443	430	510	443	566	-
Pittsburgh (April) .....	-	437	457	-	297	320	407	-	366	-	419	-	-
<b>South Carolina</b>													
Greenwood County (September) .....	-	361	392	-	-	-	349	-	-	-	-	-	-
<b>Tennessee</b>													
Memphis (November) .....	-	344	412	-	-	305	359	-	315	-	414	-	-
Nashville (January) .....	-	-	-	447	-	-	-	-	-	371	373	-	-
<b>Texas</b>													
Houston (March) .....	340	371	407	453	300	327	353	337	325	390	377	413	-
Longview-Marshall (July) .....	-	325	-	-	-	283	330	-	-	-	-	-	-
San Antonio (June) .....	285	321	399	403	260	260	314	317	248	283	363	-	-
<b>Utah</b>													
Salt Lake City-Ogden (May) .....	292	329	391	-	255	274	294	340	-	-	394	470	-

See footnotes at end of table.

Table J-3. Average weekly pay<sup>1</sup> in State and local government, clerical occupations, selected areas, 1994 — Continued

State, area, and reference month	Secretaries					Switchboard Operator- Receptionists	Word Processors		
	I	II	III	IV	V		I	II	III
<b>New Mexico</b>									
Albuquerque (September) .....	\$338	\$363	\$413	\$435	-	-	-	-	-
<b>New York</b>									
Delaware County (October) .....	378	-	-	-	-	-	-	-	-
Nassau-Suffolk (November) .....	-	592	683	685	\$747	\$510	-	\$520	-
New York (May) .....	-	467	552	654	798	542	\$413	446	\$518
Poughkeepsie (August) .....	-	433	-	666	-	-	-	-	-
Rochester (November) .....	403	485	584	675	-	440	411	-	-
<b>Ohio</b>									
Cincinnati (May) .....	341	448	509	570	-	342	-	-	-
Cleveland (August) .....	419	484	551	587	-	349	-	-	-
Columbus (December) .....	451	465	542	534	-	388	-	497	-
Dayton-Springfield (February) .....	414	449	538	637	-	331	-	451	-
<b>Oklahoma</b>									
Oklahoma City (February) .....	346	378	439	506	-	273	331	-	-
<b>Oregon</b>									
Portland (July) .....	-	451	530	615	-	403	-	444	-
Salem (January) .....	-	430	483	-	-	-	-	-	-
<b>Pennsylvania</b>									
Philadelphia (November) .....	457	472	526	591	706	386	-	456	447
Pittsburgh (April) .....	354	434	502	-	-	360	-	-	-
<b>South Carolina</b>									
Greenwood County (September) .....	398	420	511	-	-	319	-	-	-
<b>Tennessee</b>									
Memphis (November) .....	378	401	452	580	-	341	-	-	-
Nashville (January) .....	354	480	-	-	-	-	-	-	-
<b>Texas</b>									
Houston (March) .....	364	437	449	-	-	341	363	402	427
Longview-Marshall (July) .....	342	-	439	-	-	276	-	-	-
San Antonio (June) .....	336	439	410	377	-	281	291	-	-
<b>Utah</b>									
Salt Lake City-Ogden (May) .....	363	406	470	559	-	324	-	-	-

See footnotes at end of table.

**Table J-3. Average weekly pay<sup>1</sup> in State and local government, clerical occupations, selected areas, 1994 — Continued**

State, area, and reference month	Clerks, Accounting				Clerks, General				Key Entry Operators		Personnel Assistants (Employment)			
	I	II	III	IV	I	II	III	IV	I	II	II	III	IV	
<b>Virginia</b>														
Norfolk-Virginia Beach-Newport News (August) .....	\$325	\$366	\$415	\$479	\$262	\$316	\$366	-	\$353	\$350	-	\$541	\$580	
Richmond-Petersburg (August) .....	-	366	416	472	284	335	373	-	332	397	\$394	-	-	
<b>Washington</b>														
Seattle (October) .....	-	459	516	528	368	414	455	\$486	-	408	-	459	-	
<b>Wisconsin</b>														
Appleton-Oshkosh-Neenah (May) .....	-	420	467	-	-	357	402	-	-	-	-	-	-	
Milwaukee (September) .....	-	437	489	564	330	398	428	533	-	470	-	522	-	
<b>Wyoming</b>														
Sweetwater County (November) .....	-	427	-	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

**Table J-3. Average weekly pay<sup>1</sup> in State and local government, clerical occupations, selected areas, 1994 — Continued**

State, area, and reference month	Secretaries					Switchboard Operator-Receptionists	Word Processors		
	I	II	III	IV	V		I	II	III
<b>Virginia</b>									
Norfolk-Virginia Beach-Newport									
News (August) .....	\$373	\$429	\$498	\$492	—	\$325	—	—	—
Richmond-Petersburg (August) .....	365	437	510	494	—	342	—	—	—
<b>Washington</b>									
Seattle (October) .....	—	486	564	548	\$723	409	—	\$466	—
<b>Wisconsin</b>									
Appleton-Oshkosh-Neenah (May) .....	428	427	485	—	—	—	—	—	—
Milwaukee (September) .....	445	503	583	675	—	422	—	492	—
<b>Wyoming</b>									
Sweetwater County (November) .....	408	—	473	—	—	—	—	—	—

<sup>1</sup> 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.

NOTE: Dashes indicate that collected data, if any, did not meet publication criteria. Areas and occupations do not appear on this table if they had no publishable data.

**Table J-4. Average hourly pay<sup>1</sup> in State and local government, maintenance and toolroom occupations, selected areas, 1994**

State, area, and reference month	General Maintenance Workers	Maintenance Electricians	Maintenance Electronics Technicians			Maintenance Machinists	Maintenance Mechanics, Machinery	Maintenance Mechanics, Motor Vehicle	Maintenance Pipefitters
			I	II	III				
<b>Alabama</b>									
Huntsville (January) .....	\$8.79	-	-	-	-	-	-	\$13.32	-
<b>Arizona</b>									
Apache County (November) .....	10.36	-	-	-	-	-	-	-	-
Phoenix (April) .....	10.05	\$15.21	-	\$16.99	-	\$20.13	-	14.93	-
<b>Arkansas</b>									
Little Rock-North Little Rock (December)	7.76	11.80	-	10.88	-	-	-	12.17	-
<b>California</b>									
Anaheim-Santa Ana (August) .....	15.02	18.73	-	18.89	\$20.03	-	-	18.35	-
Los Angeles-Long Beach (December) .....	13.98	21.08	\$15.87	20.11	22.13	21.55	-	19.78	-
Oxnard-Ventura (August) .....	13.65	17.58	-	18.48	-	-	-	16.45	-
Riverside-San Bernardino (May) .....	12.50	16.90	-	17.35	19.82	-	-	15.97	-
San Diego (October) .....	13.41	17.83	-	16.85	19.06	-	-	16.95	-
San Francisco (April) .....	15.46	25.41	-	20.00	29.58	-	-	21.37	-
San Jose (July) .....	15.27	24.27	-	21.31	-	-	\$21.66	19.92	-
Visalia-Tulare-Porterville (July) .....	11.39	13.84	-	-	-	-	-	14.39	-
<b>Colorado</b>									
Denver (December) .....	12.24	16.45	-	16.77	18.34	-	-	15.57	-
<b>Connecticut</b>									
Danbury (February) .....	15.13	17.27	-	-	-	-	-	15.67	-
<b>Delaware</b>									
Wilmington (December) .....	11.31	15.97	-	-	-	-	-	13.92	-
<b>District of Columbia</b>									
Washington (January) .....	11.05	16.62	-	16.54	17.33	-	15.83	16.90	\$15.00
<b>Florida</b>									
Bradenton (April) .....	-	11.89	-	-	-	-	-	10.62	-
Miami-Hialeah (October) .....	9.88	16.77	14.96	17.66	-	-	-	13.78	15.12
Monroe County (August) .....	8.86	13.10	-	14.09	-	-	-	14.51	-
Tampa-St. Petersburg-Clearwater (July)	10.69	12.65	11.44	14.14	-	-	-	13.00	-
<b>Georgia</b>									
Atlanta (May) .....	10.14	13.63	11.01	14.69	16.09	14.13	14.41	13.74	-
Augusta (June) .....	9.13	13.10	-	-	-	-	-	10.74	-
<b>Illinois</b>									
Chicago (May) .....	13.15	22.75	-	20.76	-	22.88	-	18.48	25.89
<b>Indiana</b>									
Evansville (August) .....	11.16	14.33	-	-	-	-	-	11.55	-
Gary-Hammond (February) .....	10.59	17.67	-	-	-	-	-	14.25	-
Indianapolis (July) .....	9.59	13.21	-	11.51	-	-	14.12	13.83	-
South Bend-Mishawaka (September) .....	9.56	16.85	-	-	-	-	-	12.40	-
<b>Iowa</b>									
Davenport-Rock Island-Moline (February) .....	11.68	-	-	-	-	-	-	13.81	-

See footnotes at end of table.

Table J-4. Average hourly pay<sup>1</sup> in State and local government, maintenance and toolroom occupations, selected areas, 1994 — Continued

State, area, and reference month	General Maintenance Workers	Maintenance Electricians	Maintenance Electronics Technicians			Maintenance Machinists	Maintenance Mechanics, Machinery	Maintenance Mechanics, Motor Vehicle	Maintenance Pipefitters
			I	II	III				
<b>Kentucky</b>									
Louisville (June) .....	\$8.66	\$14.07	-	-	-	-	-	\$13.39	-
<b>Louisiana</b>									
New Orleans (July) .....	8.55	11.67	-	\$11.94	-	-	-	10.32	-
<b>Maryland</b>									
Baltimore (March) .....	11.19	13.51	\$11.81	13.75	\$15.79	-	-	13.41	-
<b>Massachusetts</b>									
Boston (May) .....	12.27	18.21	-	-	-	-	-	16.08	\$19.76
Worcester (September) .....	12.28	14.98	-	-	-	-	-	13.09	-
<b>Minnesota</b>									
Minneapolis-St. Paul (January) .....	13.16	20.90	-	15.52	-	\$17.22	\$14.96	16.04	19.77
St. Cloud (March) .....	12.77	-	-	-	-	-	-	14.67	-
<b>Missouri</b>									
Kansas City (September) .....	9.82	13.98	-	13.22	15.80	-	-	12.90	-
St. Louis (March) .....	10.50	15.43	-	15.77	18.20	-	14.11	14.36	-
<b>Montana</b>									
Billings (September) .....	8.64	14.13	-	-	-	-	-	13.16	-
<b>New Jersey</b>									
Bergen-Passaic (May) .....	12.99	16.86	-	-	-	-	-	17.11	-
Monmouth-Ocean (September) .....	15.23	16.17	-	-	-	-	-	15.39	-
<b>New Mexico</b>									
Albuquerque (September) .....	9.11	12.29	11.04	13.63	-	-	-	12.30	-
<b>New York</b>									
Delaware County (October) .....	-	-	-	-	-	-	-	13.89	-
Nassau-Suffolk (November) .....	14.91	16.81	-	19.68	-	-	-	18.30	16.43
New York (May) .....	16.17	25.99	-	21.61	-	22.90	-	-	22.27
Poughkeepsie (August) .....	11.82	14.84	-	-	-	-	-	14.43	14.97
Rochester (November) .....	12.36	15.54	-	-	-	-	-	14.57	14.15
<b>Ohio</b>									
Cincinnati (May) .....	11.08	16.46	-	14.25	-	-	-	14.28	-
Cleveland (August) .....	11.43	20.40	14.29	16.94	-	-	15.34	14.75	-
Columbus (December) .....	11.32	13.51	-	13.89	-	-	-	13.36	-
Dayton-Springfield (February) .....	10.90	17.07	-	-	-	-	-	14.04	-
<b>Oklahoma</b>									
Oklahoma City (February) .....	8.96	12.46	-	12.88	-	-	-	11.48	-
<b>Oregon</b>									
Portland (July) .....	11.77	18.77	-	17.60	-	-	-	16.06	-
Salem (January) .....	11.64	15.19	-	-	-	-	-	13.11	-
<b>Pennsylvania</b>									
Philadelphia (November) .....	12.82	18.02	-	16.48	17.08	16.46	-	16.49	-
Pittsburgh (April) .....	13.16	14.80	-	16.57	-	-	-	16.37	-

See footnotes at end of table.

Table J-4. Average hourly pay<sup>1</sup> in State and local government, maintenance and toolroom occupations, selected areas, 1994 — Continued

State, area, and reference month	General Maintenance Workers	Maintenance Electricians	Maintenance Electronics Technicians			Maintenance Machinists	Maintenance Mechanics, Machinery	Maintenance Mechanics, Motor Vehicle	Maintenance Pipefitters
			I	II	III				
<b>South Carolina</b>									
Greenwood County (September) .....	\$9.93	-	-	-	-	-	-	\$10.76	-
<b>Tennessee</b>									
Memphis (November) .....	10.71	\$16.05	-	\$15.22	-	-	-	16.51	-
Nashville (January) .....	9.34	13.05	-	-	-	-	-	12.31	-
<b>Texas</b>									
Houston (March) .....	9.63	14.71	-	14.18	\$15.67	-	\$14.54	14.03	-
Longview-Marshall (July) .....	9.13	-	-	-	-	-	-	12.32	-
San Antonio (June) .....	8.48	15.25	\$9.54	11.94	-	-	-	12.64	-
<b>Utah</b>									
Salt Lake City-Ogden (May) .....	9.56	13.09	9.83	12.70	-	-	-	13.96	-
<b>Virginia</b>									
Norfolk-Virginia Beach-Newport News (August) .....	10.43	14.03	-	13.09	14.98	\$14.67	-	13.19	-
Richmond-Petersburg (August) .....	10.20	13.79	-	12.32	13.72	-	-	12.58	-
<b>Washington</b>									
Seattle (October) .....	14.06	20.52	-	19.64	22.24	20.24	18.35	18.91	-
<b>Wisconsin</b>									
Appleton-Oshkosh-Neenah (May) .....	13.31	15.30	-	14.81	-	-	-	14.09	-
Milwaukee (September) .....	14.14	19.80	-	17.05	-	21.00	-	15.60	\$22.11
<b>Wyoming</b>									
Sweetwater County (November) .....	11.95	-	-	-	-	-	-	14.83	-

<sup>1</sup> 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.

NOTE: Dashes indicate that collected data, if any, did not meet publication criteria. Areas and occupations do not appear on this table if they had no publishable data.

Table J-5. Average hourly pay<sup>1</sup> in State and local government, material movement and custodial occupations, selected areas, 1994

State, area, and reference month	Guards		Janitors	Material Handling Laborers	Shipping/Receiving Clerks	Truckdrivers				Warehouse Specialists
	I	II				Light Truck	Medium Truck	Heavy Truck	Tractor Trailer	
<b>Alabama</b>										
Huntsville (January) .....	\$7.43	-	\$6.44	-	-	-	-	\$10.44	-	-
<b>Arizona</b>										
Apache County (November) .....	9.03	-	-	-	-	-	-	-	-	-
Phoenix (April) .....	8.30	-	8.93	-	\$9.38	\$8.35	-	13.45	-	\$10.82
<b>Arkansas</b>										
Little Rock-North Little Rock (December) .....	7.88	-	5.89	-	-	-	-	8.53	-	-
<b>California</b>										
Anaheim-Santa Ana (August) .....	11.64	\$12.91	11.50	-	-	13.91	-	-	-	12.65
Los Angeles-Long Beach (December) ..	12.93	14.22	10.97	-	-	12.65	\$14.98	15.82	\$17.00	13.06
Oxnard-Ventura (August) .....	-	-	11.68	-	-	-	-	-	-	13.60
Riverside-San Bernardino (May) .....	-	10.30	10.78	-	-	11.49	12.08	14.91	-	12.08
San Diego (October) .....	10.92	-	10.49	-	-	12.00	-	-	-	11.33
San Francisco (April) .....	13.62	-	13.16	-	-	-	-	-	-	14.56
San Jose (July) .....	-	-	12.33	-	-	12.43	-	-	-	13.45
Visalia-Tulare-Porterville (July) .....	-	-	9.63	-	-	-	-	-	-	11.52
<b>Colorado</b>										
Denver (December) .....	7.83	12.21	9.22	-	10.72	-	-	14.24	-	12.89
<b>Connecticut</b>										
Danbury (February) .....	-	-	11.79	-	-	-	-	-	-	-
<b>Delaware</b>										
Wilmington (December) .....	-	-	9.82	-	-	-	-	11.95	-	-
<b>District of Columbia</b>										
Washington (January) .....	9.28	-	10.06	-	-	-	11.85	12.46	-	12.76
<b>Florida</b>										
Bradenton (April) .....	-	-	7.90	-	-	-	-	-	-	-
Miami-Hialeah (October) .....	7.95	-	7.62	-	-	-	-	12.88	-	8.69
Monroe County (August) .....	-	-	8.49	-	-	-	-	-	-	12.41
Tampa-St. Petersburg-Clearwater (July) .....	8.90	-	7.60	-	9.80	-	-	12.49	-	10.46
<b>Georgia</b>										
Atlanta (May) .....	8.82	-	7.54	-	-	7.38	-	-	-	8.94
Augusta (June) .....	6.79	-	6.07	-	-	-	7.24	-	-	-

See footnotes at end of table.

Table J-5. Average hourly pay<sup>1</sup> in State and local government, material movement and custodial occupations, selected areas, 1994 — Continued

State, area, and reference month	Guards		Janitors	Material Handling Laborers	Shipping/Receiving Clerks	Truckdrivers				Warehouse Specialists
	I	II				Light Truck	Medium Truck	Heavy Truck	Tractor Trailer	
<b>Idaho</b>										
Bannock County (November) .....	-	-	\$6.82	-	-	-	-	-	-	-
<b>Illinois</b>										
Chicago (May) .....	\$10.29	\$12.03	11.49	-	\$11.26	-	-	\$18.02	-	\$13.34
Vermilion County (December) .....	-	-	9.18	-	-	-	-	-	-	-
<b>Indiana</b>										
Eikhart-Goshen (November) .....	-	-	10.02	-	-	-	-	-	-	-
Evansville (August) .....	-	-	10.26	-	-	-	-	-	-	-
Gary-Hammond (February) .....	7.22	-	9.39	-	-	-	-	9.22	-	-
Indianapolis (July) .....	9.77	8.63	8.35	-	-	-	-	-	-	-
South Bend-Mishawaka (September) .....	-	-	9.84	-	-	-	-	10.20	-	-
<b>Iowa</b>										
Carroll County (November) .....	-	-	8.40	-	-	-	-	-	-	-
Davenport-Rock Island-Moline (February) .....	-	-	10.34	-	-	-	-	-	-	-
<b>Kentucky</b>										
Louisville (June) .....	7.87	-	7.94	-	-	-	-	-	-	11.19
<b>Louisiana</b>										
New Orleans (July) .....	6.95	-	5.97	-	8.32	\$8.49	\$9.21	-	-	7.70
<b>Maryland</b>										
Baltimore (March) .....	8.99	-	9.29	\$9.73	10.02	-	12.69	11.96	-	10.91
<b>Massachusetts</b>										
Boston (May) .....	10.87	-	11.61	-	12.57	12.45	-	-	-	15.97
Lawrence-Haverhill (October) .....	-	-	11.22	-	-	-	-	-	-	-
Worcester (September) .....	-	-	11.16	-	-	-	-	-	-	-
<b>Minnesota</b>										
Minneapolis-St. Paul (January) .....	10.76	13.24	11.10	11.59	-	12.41	13.75	-	-	13.02
St. Cloud (March) .....	-	-	9.28	-	-	-	-	-	-	-
<b>Missouri</b>										
Kansas City (September) .....	8.76	10.63	9.19	-	-	-	-	10.04	-	9.77
St. Louis (March) .....	9.50	7.78	8.80	11.07	-	-	10.30	11.78	-	9.93

See footnotes at end of table.

Table J-5. Average hourly pay<sup>1</sup> in State and local government, material movement and custodial occupations, selected areas, 1994 — Continued

State, area, and reference month	Guards		Janitors	Material Handling Laborers	Shipping/Receiving Clerks	Truckdrivers				Warehouse Specialists
	I	II				Light Truck	Medium Truck	Heavy Truck	Tractor Trailer	
<b>Montana</b>										
Billings (September) .....	-	-	\$7.42	-	-	-	-	-	-	-
<b>Nebraska</b>										
Scotts Bluff County (November) .....	-	-	7.79	-	-	-	-	-	-	-
<b>New Hampshire</b>										
Carroll County (May) .....	-	-	8.74	-	-	-	-	-	-	-
<b>New Jersey</b>										
Bergen-Passaic (May) .....	\$10.12	-	12.35	-	-	-	-	-	-	-
Monmouth-Ocean (September) .....	10.25	-	12.30	-	-	-	-	\$14.10	-	-
<b>New Mexico</b>										
Albuquerque (September) .....	9.12	-	7.45	-	-	-	\$9.16	10.79	-	\$10.40
<b>New York</b>										
Delaware County (October) .....	-	-	8.24	-	-	-	-	-	-	-
Nassau-Suffolk (November) .....	14.22	\$16.20	14.30	-	-	-	-	-	-	-
New York (May) .....	10.83	13.45	10.97	-	-	-	14.51	16.24	\$25.55	-
Poughkeepsie (August) .....	-	-	9.95	-	-	-	-	-	-	-
Rochester (November) .....	-	10.96	9.38	-	-	-	-	12.12	-	-
<b>Ohio</b>										
Cincinnati (May) .....	8.94	-	9.27	-	\$10.05	-	-	-	-	-
Cleveland (August) .....	10.23	10.53	10.40	-	-	-	11.92	14.34	-	11.37
Columbus (December) .....	10.74	9.10	10.02	-	-	\$9.67	-	-	-	10.17
Dayton-Springfield (February) .....	10.36	-	10.05	-	-	-	-	-	-	10.81
<b>Oklahoma</b>										
Oklahoma City (February) .....	-	-	6.81	-	-	9.13	9.89	10.20	-	7.78
<b>Oregon</b>										
Portland (July) .....	11.89	-	10.21	-	-	-	-	-	-	13.44
Salem (January) .....	-	-	8.59	-	-	-	-	-	-	-
<b>Pennsylvania</b>										
Philadelphia (November) .....	12.02	11.88	11.57	-	-	14.85	-	13.33	-	12.03
Pittsburgh (April) .....	8.85	-	10.48	-	-	-	-	14.40	-	11.14

See footnotes at end of table.

Table J-5. Average hourly pay<sup>1</sup> in State and local government, material movement and custodial occupations, selected areas, 1994 — Continued

State, area, and reference month	Guards		Janitors	Material Handling Laborers	Shipping/Receiving Clerks	Truckdrivers				Warehouse Specialists
	I	II				Light Truck	Medium Truck	Heavy Truck	Tractor Trailer	
<b>South Carolina</b>										
Greenwood County (September) .....	-	-	\$6.85	-	-	-	-	-	-	-
<b>Tennessee</b>										
Memphis (November) .....	\$8.91	-	7.06	-	-	-	\$9.02	-	-	\$7.71
Nashville (January) .....	7.93	-	7.31	-	-	-	-	-	-	-
<b>Texas</b>										
Houston (March) .....	8.80	\$10.65	7.40	-	\$8.60	\$7.84	8.33	\$8.82	-	9.19
Longview-Marshall (July) .....	-	-	7.74	-	-	-	-	-	-	-
San Antonio (June) .....	7.44	-	6.51	-	-	-	-	8.93	\$10.03	12.06
<b>Utah</b>										
Salt Lake City-Ogden (May) .....	6.61	9.31	7.89	-	9.24	-	-	10.05	-	8.47
<b>Virginia</b>										
Norfolk-Virginia Beach-Newport News (August) .....	9.44	-	7.36	\$7.78	-	-	-	9.89	-	-
Richmond-Petersburg (August) .....	7.60	-	6.95	-	-	7.39	-	9.55	-	9.44
<b>Washington</b>										
Seattle (October) .....	11.58	-	10.82	-	-	13.01	13.82	16.30	18.49	13.65
<b>Wisconsin</b>										
Appleton-Oshkosh-Neenah (May) .....	-	-	9.31	-	-	-	-	-	-	-
Milwaukee (September) .....	9.69	-	11.30	-	12.32	12.27	-	-	-	12.77
<b>Wyoming</b>										
Sweetwater County (November) .....	-	-	9.16	-	-	-	-	-	-	-

<sup>1</sup> 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.

NOTE: Dashes indicate that collected data, if any, did not meet publication criteria. Areas and occupations do not appear on this table if they had no publishable data.

Table K-1. Average weekly pay<sup>1</sup> in private industry health services, professional and administrative occupations,<sup>2</sup> selected areas, 1994

State, area, and reference month	Professional												Administrative	
	Accountants					Attorneys		Registered Nurses					Budget Analysts	
	I	II	III	IV	V	III	IV	I	II	II Specialists	III	III Anesthetists	II	III
<b>Alabama</b>														
Mobile (July) .....	-	\$521	-	-	-	-	-	-	\$628	-	-	-	-	-
<b>Arizona</b>														
Phoenix (April) .....	-	578	\$708	-	-	-	-	-	647	-	-	-	-	-
<b>Arkansas</b>														
Little Rock-North Little Rock (December) .....	-	-	668	-	-	-	-	-	625	-	-	-	-	-
<b>California</b>														
Anaheim-Santa Ana (August) .....	-	666	786	\$1,075	-	-	-	\$593	822	\$915	-	-	-	-
Fresno (March) .....	-	-	677	-	-	-	-	-	751	-	-	-	-	-
Oxnard-Ventura (August) .....	-	-	-	-	-	-	-	-	793	-	-	-	-	-
Riverside-San Bernardino (May) .....	-	612	810	1,017	-	-	-	613	823	842	\$880	-	-	-
San Diego (October) .....	-	618	824	-	-	-	-	644	865	-	-	-	-	-
San Francisco (April) .....	-	678	803	1,086	-	-	-	-	969	-	-	-	-	-
San Jose (July) .....	-	714	933	-	-	-	-	801	1,013	-	-	-	-	-
Visalia-Tulare-Porterville (July) .....	-	-	-	-	-	-	-	-	665	-	-	-	-	-
<b>Colorado</b>														
Denver (December) .....	-	578	750	942	-	-	-	-	700	-	-	\$1,324	\$636	\$789
<b>Connecticut</b>														
Danbury (February) .....	-	-	-	-	-	-	-	652	-	-	-	-	-	-
<b>Delaware</b>														
Wilmington (December) .....	-	553	-	-	-	-	-	-	760	817	-	-	-	-
<b>Florida</b>														
Bradenton (April) .....	-	-	-	-	-	-	-	516	-	-	-	-	-	-
Miami-Hialeah (October) .....	-	585	748	1,155	-	-	-	-	710	785	969	-	-	-
Monroe County (August) .....	-	-	-	-	-	-	-	581	-	-	-	-	-	-
Orlando (December) .....	-	542	782	981	-	-	-	-	642	-	905	-	-	-
Tampa-St. Petersburg-Clearwater (July) .....	\$454	580	665	1,031	-	-	-	-	601	666	-	-	-	-
<b>Georgia</b>														
Atlanta (May) .....	486	606	737	1,023	-	-	-	540	674	-	847	-	-	-
Augusta (June) .....	-	531	-	-	-	-	-	-	676	-	-	-	-	-
<b>Illinois</b>														
Chicago (May) .....	540	581	724	948	\$1,204	-	-	-	740	818	910	1,232	708	754
Joliet (August) .....	-	-	-	-	-	-	-	565	684	-	-	-	-	-

See footnotes at end of table.

Table K-1. Average weekly pay<sup>1</sup> in private industry health services, professional and administrative occupations,<sup>2</sup> selected areas, 1994 — Continued

State, area, and reference month	Administrative																
	Buyers/Contracting Specialists			Computer Programmers			Computer Systems Analysts			Computer Systems Analyst Supervisors/Managers		Personnel Specialists				Personnel Supervisors/Managers	
	I	II	III	II	III	IV	I	II	III	I	II	I	II	III	IV	I	II
<b>Alabama</b>																	
Mobile (July) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Arizona</b>																	
Phoenix (April) .....	-	\$591	-	\$555	\$693	-	\$689	\$830	\$1,009	-	-	-	-	\$623	-	-	-
<b>Arkansas</b>																	
Little Rock-North Little Rock (December) .....	\$417	-	-	-	-	-	-	-	-	-	-	-	\$484	735	\$862	-	-
<b>California</b>																	
Anaheim-Santa Ana (August) .....	578	652	-	-	-	-	-	-	-	-	-	-	-	690	-	-	-
Fresno (March) .....	-	-	-	-	-	-	-	-	-	-	-	-	672	832	1,044	-	-
Oxnard-Ventura (August) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Riverside-San Bernardino (May) .....	-	583	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
San Diego (October) .....	-	578	-	-	-	-	-	869	-	-	-	-	545	755	886	-	-
San Francisco (April) .....	-	757	-	-	-	-	-	883	-	-	-	-	-	686	919	-	-
San Jose (July) .....	-	642	-	-	-	-	-	-	-	-	-	-	-	829	-	-	-
Visalia-Tulare-Porterville (July) .....	-	-	-	-	-	-	773	-	-	-	-	-	674	915	-	-	-
<b>Colorado</b>																	
Denver (December) .....	-	630	-	646	724	-	755	952	-	-	-	-	563	737	-	-	-
<b>Connecticut</b>																	
Danbury (February) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Delaware</b>																	
Wilmington (December) .....	-	719	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Florida</b>																	
Bradenton (April) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	734	-	-	-
Miami-Hialeah (October) .....	489	608	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Monroe County (August) .....	-	-	-	-	-	-	652	897	-	-	-	-	571	784	1,048	-	-
Orlando (December) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Tampa-St. Petersburg-Clearwater (July) .....	451	-	-	-	684	-	-	827	-	-	-	-	576	608	-	-	-
<b>Georgia</b>																	
Atlanta (May) .....	482	621	-	593	695	-	-	877	-	-	-	-	506	658	902	-	-
Augusta (June) .....	-	-	-	-	-	-	-	-	-	-	-	-	602	751	1,020	-	-
<b>Illinois</b>																	
Chicago (May) .....	504	616	\$777	-	768	-	804	942	1,049	-	-	\$549	588	740	985	\$1,100	\$1,535
Joliet (August) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table K-1. Average weekly pay<sup>1</sup> in private industry health services, professional and administrative occupations,<sup>2</sup> selected areas, 1994 — Continued

State, area, and reference month	Professional												Administrative	
	Accountants					Attorneys		Registered Nurses					Budget Analysts	
	I	II	III	IV	V	III	IV	I	II	II Specialists	III	III Anesthetists	II	III
<b>Indiana</b>														
Evansville (August) .....	-	\$561	-	-	-	-	-	-	\$588	-	-	-	-	-
Fort Wayne (February) .....	-	-	\$662	-	-	-	-	\$553	602	-	-	-	-	-
Indianapolis (July) .....	-	589	713	\$931	-	-	-	611	655	-	-	-	-	-
South Bend-Mishawaka (September) .....	-	553	-	-	-	-	-	-	662	-	-	-	-	-
<b>Kentucky</b>														
Louisville (June) .....	-	582	686	-	-	-	-	604	703	-	-	-	-	-
<b>Louisiana</b>														
New Orleans (July) .....	\$455	503	697	-	-	-	-	-	717	\$821	-	-	-	-
Shreveport (April) .....	-	-	-	-	-	-	-	-	624	-	-	-	-	-
<b>Maryland</b>														
Baltimore (March) .....	-	-	-	1,012	-	-	-	574	719	904	\$942	-	-	\$687
<b>Massachusetts</b>														
Boston (May) .....	479	599	756	1,013	\$1,311	\$1,236	\$1,919	678	904	1,002	1,182	\$1,439	\$638	742
Lawrence-Haverhill (October) .....	-	562	-	-	-	-	-	616	757	-	-	-	-	-
Worcester (September) .....	-	599	-	977	-	-	-	-	738	-	-	-	-	-
<b>Missouri</b>														
Butler County (June) .....	-	-	-	-	-	-	-	-	509	-	-	-	-	-
Kansas City (September) .....	-	575	730	896	-	-	-	-	675	757	901	-	-	-
<b>New Hampshire</b>														
Carroll County (May) .....	-	-	-	-	-	-	-	-	543	-	-	-	-	-
<b>New Jersey</b>														
Bergen-Passaic (May) .....	-	591	726	990	-	-	-	678	866	-	-	-	-	-
Monmouth-Ocean (September) .....	-	605	756	-	-	-	-	-	755	-	-	-	-	-
<b>New Mexico</b>														
Albuquerque (September) .....	-	509	612	-	-	-	-	-	-	-	-	-	-	-
<b>New York</b>														
Delaware County (October) .....	-	-	-	-	-	-	-	-	574	-	-	-	-	-
Elmira (September) .....	-	467	-	-	-	-	-	-	-	-	-	-	-	-
Nassau-Suffolk (November) .....	597	603	789	-	-	-	-	826	887	-	-	-	-	-
New York (May) .....	539	624	792	-	-	-	2,077	-	955	1,077	1,164	1,381	600	852
Poughkeepsie (August) .....	-	-	-	-	-	-	-	579	-	-	-	-	-	-
Rochester (November) .....	-	-	743	-	-	-	-	-	645	-	-	-	-	-
<b>North Carolina</b>														
Charlotte-Gastonia-Rock Hill (September) .....	-	532	-	-	-	-	-	-	675	-	-	-	-	-

See footnotes at end of table.

Table K-1. Average weekly pay<sup>1</sup> in private industry health services, professional and administrative occupations,<sup>2</sup> selected areas, 1994 — Continued

State, area, and reference month	Administrative																
	Buyers/Contracting Specialists			Computer Programmers			Computer Systems Analysts			Computer Systems Analyst Supervisors/Managers		Personnel Specialists				Personnel Supervisors/Managers	
	I	II	III	II	III	IV	I	II	III	I	II	I	II	III	IV	I	II
<b>Indiana</b>																	
Evansville (August) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Fort Wayne (February) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Indianapolis (July) .....	-	\$579	-	-	-	-	-	-	-	-	-	-	\$536	-	-	-	-
South Bend-Mishawaka (September) .....	-	-	-	-	-	-	\$707	\$824	-	-	-	-	-	568	\$676	\$801	-
<b>Kentucky</b>																	
Louisville (June) .....	\$490	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Louisiana</b>																	
New Orleans (July) .....	-	512	-	-	-	-	-	-	-	-	-	-	-	650	-	-	-
Shreveport (April) .....	-	-	-	-	-	-	-	-	-	-	-	-	513	600	905	-	-
<b>Maryland</b>																	
Baltimore (March) .....	-	736	-	\$596	-	-	697	879	\$998	\$1,152	-	-	554	714	851	\$1,105	-
<b>Massachusetts</b>																	
Boston (May) .....	539	654	\$823	639	\$728	\$934	776	924	1,106	1,193	\$1,434	-	607	770	1,026	1,035	\$1,374
Lawrence-Haverhill (October) .....	-	-	-	-	-	-	-	863	-	-	-	-	551	684	-	-	-
Worcester (September) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	743	-	-	-
<b>Missouri</b>																	
Butler County (June) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Kansas City (September) .....	515	635	-	590	-	-	752	904	913	-	-	-	526	734	982	-	-
<b>New Hampshire</b>																	
Carroll County (May) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>New Jersey</b>																	
Bergen-Passaic (May) .....	537	672	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Monmouth-Ocean (September) .....	-	-	-	-	-	-	-	853	-	-	-	-	608	724	1,050	-	-
<b>New Mexico</b>																	
Albuquerque (September) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	837	-
<b>New York</b>																	
Delaware County (October) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Elmira (September) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nassau-Suffolk (November) .....	490	632	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
New York (May) .....	552	714	954	684	875	951	778	868	1,089	-	-	-	592	745	1,043	-	-
Poughkeepsie (August) .....	-	-	-	-	-	-	-	946	1,124	1,371	1,525	-	626	787	1,057	1,116	1,500
Rochester (November) .....	440	-	-	-	-	-	-	808	-	-	-	-	518	724	911	-	-
<b>North Carolina</b>																	
Charlotte-Gastonia-Rock Hill (September) .....	-	-	-	-	-	-	-	-	-	-	-	-	564	759	-	-	-

See footnotes at end of table.

Table K-1. Average weekly pay<sup>1</sup> in private industry health services, professional and administrative occupations,<sup>2</sup> selected areas, 1994 — Continued

State, area, and reference month	Professional												Administrative	
	Accountants					Attorneys		Registered Nurses					Budget Analysts	
	I	II	III	IV	V	III	IV	I	II	II Specialists	III	III Anesthetists	II	III
<b>Ohio</b>														
Cincinnati (May) .....	\$452	\$530	\$686	\$914	-	-	-	\$583	\$654	-	-	-	-	-
Cleveland (August) .....	497	566	683	945	-	-	-	-	719	\$854	-	\$1,463	-	-
Toledo (April) .....	-	546	619	852	-	-	-	-	639	-	-	-	-	-
<b>Oregon</b>														
Portland (July) .....	-	587	766	-	-	-	-	-	732	-	\$982	-	-	-
<b>Pennsylvania</b>														
Philadelphia (November) .....	487	596	735	1,007	\$1,299	\$1,470	-	674	775	841	987	1,359	-	\$755
Pittsburgh (April) .....	437	609	735	950	-	1,238	-	637	703	754	-	1,231	\$645	835
Scranton-Wilkes Barre (November) .....	-	480	595	-	-	-	-	587	631	627	-	1,250	-	-
<b>Tennessee</b>														
Memphis (November) .....	-	543	726	-	-	-	-	-	605	701	-	1,592	-	-
<b>Texas</b>														
Austin (June) .....	-	579	795	963	-	-	-	-	635	-	-	-	-	-
Corpus Christi (August) .....	-	-	-	-	-	-	-	494	623	667	-	-	-	-
Houston (March) .....	477	599	711	934	-	-	-	539	688	754	886	-	-	-
San Angelo (October) .....	-	-	-	-	-	-	-	-	581	-	-	-	-	-
San Antonio (June) .....	-	557	715	1,105	-	-	-	-	614	-	-	-	-	-
<b>Utah</b>														
Salt Lake City-Ogden (May) .....	-	557	724	812	-	-	-	-	650	-	792	-	-	-
<b>Virginia</b>														
Norfolk-Virginia Beach-Newport News (August) .....	-	-	675	927	-	-	-	538	637	-	-	1,335	-	-
Richmond-Petersburg (August) .....	-	-	796	-	-	-	-	-	672	-	-	-	-	-
<b>Wisconsin</b>														
Appleton-Oshkosh-Neenah (May) .....	-	-	-	-	-	-	-	-	649	704	-	-	-	-
Milwaukee (September) .....	-	545	779	897	-	-	-	579	709	755	919	-	-	-

See footnotes at end of table.

Table K-1. Average weekly pay<sup>1</sup> in private industry health services, professional and administrative occupations,<sup>2</sup> selected areas, 1994 — Continued

State, area, and reference month	Administrative																
	Buyers/Contracting Specialists			Computer Programmers			Computer Systems Analysts			Computer Systems Analyst Supervisors/Managers		Personnel Specialists				Personnel Supervisors/Managers	
	I	II	III	II	III	IV	I	II	III	I	II	I	II	III	IV	I	II
<b>Ohio</b>																	
Cincinnati (May) .....	-	\$589	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Cleveland (August) .....	-	639	\$812	-	-	-	\$811	\$865	\$1,101	-	-	-	\$515	-	\$886	-	-
Toledo (April) .....	-	593	-	\$581	-	-	643	743	-	-	\$1,245	-	516	\$714	975	-	-
<b>Oregon</b>																	
Portland (July) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	648	733	-	-
<b>Pennsylvania</b>																	
Philadelphia (November) .....	\$565	612	802	-	-	-	730	824	946	-	-	-	648	733	-	-	-
Pittsburgh (April) .....	524	582	-	622	\$719	-	688	789	880	\$1,136	-	-	534	733	968	-	-
Scranton-Wilkes Barre (November) .....	-	-	-	-	-	-	604	-	-	-	\$423	-	591	719	927	\$1,084	-
<b>Tennessee</b>																	
Memphis (November) .....	-	-	-	-	-	-	-	793	-	-	-	-	519	697	871	-	-
<b>Texas</b>																	
Austin (June) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	480	713	-	-
Corpus Christi (August) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	488	-	-	-
Houston (March) .....	496	643	-	715	817	\$1,069	707	875	-	-	-	-	-	-	-	-	-
San Angelo (October) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	554	749	913	-
San Antonio (June) .....	-	-	-	600	-	-	-	876	-	-	-	-	-	538	709	-	-
<b>Utah</b>																	
Salt Lake City-Ogden (May) .....	-	-	-	-	-	-	-	-	-	-	-	-	583	668	-	-	-
<b>Virginia</b>																	
Norfolk-Virginia Beach-Newport News (August) .....	-	-	-	-	-	-	-	-	-	-	-	-	487	714	-	-	-
Richmond-Petersburg (August) .....	-	-	-	-	-	-	-	-	-	-	-	-	570	674	-	-	-
<b>Wisconsin</b>																	
Appleton-Oshkosh-Neenah (May) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Milwaukee (September) .....	-	616	-	-	-	-	704	748	-	-	-	454	523	701	1,047	-	-

<sup>1</sup> 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.

<sup>2</sup> Data for Budget Analysts IV were published only for Boston (\$899 a week); and data for Personnel Specialists V were

published only for Boston (\$1,350 a week) and New York (\$1,340 a week).

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Areas and occupations do not appear on this table if they had no publishable data.

Table K-2. Average weekly pay<sup>1</sup> in private industry health services, technical occupations,<sup>2</sup> selected areas, 1994

State, area, and reference month	Computer Operators		Licensed Practical Nurses			Nursing Assistants		
	II	III	I	II	III	I	II	III
<b>Alabama</b>								
Mobile (July) .....	-	-	-	\$372	-	-	\$214	-
<b>Arizona</b>								
Apache County (November) .....	-	-	-	424	-	-	257	-
Phoenix (April) .....	\$390	\$455	-	461	-	-	268	\$336
<b>Arkansas</b>								
Little Rock-North Little Rock (December) .....	-	-	-	371	-	-	218	-
<b>California</b>								
Anaheim-Santa Ana (August) .....	453	480	-	576	-	-	282	-
Fresno (March) .....	-	-	-	484	\$536	-	255	345
Oxnard-Ventura (August) .....	-	-	-	541	-	-	255	-
Riverside-San Bernardino (May) .....	431	-	-	490	-	-	249	378
San Diego (October) .....	-	489	-	546	-	\$230	-	411
San Francisco (April) .....	612	-	-	613	-	-	302	406
San Jose (July) .....	-	644	-	662	-	-	343	487
San Luis Obispo County (September) .....	-	-	-	484	-	-	256	-
Visalia-Tulare-Porterville (July) .....	-	-	-	-	-	-	242	-
<b>Colorado</b>								
Colorado Springs (July) .....	-	-	-	407	-	-	251	-
Denver (December) .....	411	485	-	479	-	-	287	382
<b>Connecticut</b>								
Danbury (February) .....	-	-	-	623	-	-	346	-
<b>Delaware</b>								
Wilmington (December) .....	-	-	-	551	-	249	291	-
<b>Florida</b>								
Bradenton (April) .....	-	-	-	409	-	-	271	-
Miami-Hialeah (October) .....	383	533	-	466	555	224	269	322
Monroe County (August) .....	-	-	-	448	-	232	282	-
Orlando (December) .....	-	-	-	434	462	-	260	339
Tampa-St. Petersburg-Clearwater (July) .....	388	460	-	454	500	-	259	-
<b>Georgia</b>								
Atlanta (May) .....	444	553	-	434	-	200	260	339
Augusta (June) .....	-	-	-	433	-	-	238	-
<b>Idaho</b>								
Boise City (November) .....	-	-	-	443	-	-	259	-
<b>Illinois</b>								
Chicago (May) .....	439	523	-	512	537	-	265	386
Joliet (August) .....	-	-	-	504	-	-	271	-
Vermilion County (December) .....	-	-	-	396	-	-	228	-

See footnotes at end of table.

Table K-2. Average weekly pay<sup>1</sup> in private industry health services, technical occupations,<sup>2</sup> selected areas, 1994 — Continued

State, area, and reference month	Computer Operators		Licensed Practical Nurses			Nursing Assistants		
	II	III	I	II	III	I	II	III
<b>Indiana</b>								
Elkhart-Goshen (November) .....	-	-	-	\$515	-	-	\$269	\$319
Evansville (August) .....	\$357	-	-	442	-	-	246	298
Fort Wayne (February) .....	378	-	-	426	-	-	245	-
Indianapolis (July) .....	390	-	-	518	-	-	253	297
South Bend-Mishawaka (September) .....	406	-	-	470	-	-	243	320
<b>Kentucky</b>								
Louisville (June) .....	-	-	-	444	-	-	259	305
<b>Louisiana</b>								
New Orleans (July) .....	396	-	\$394	453	\$523	\$196	205	-
Shreveport (April) .....	-	-	-	404	-	160	209	-
<b>Maryland</b>								
Baltimore (March) .....	433	\$500	-	516	-	266	264	323
<b>Massachusetts</b>								
Boston (May) .....	455	550	-	623	-	-	368	394
Lawrence-Haverhill (October) .....	-	-	-	571	-	-	334	-
Worcester (September) .....	-	-	-	580	-	-	366	-
<b>Minnesota</b>								
St. Cloud (March) .....	-	-	-	405	-	-	268	-
<b>Missouri</b>								
Butler County (June) .....	-	-	-	338	-	-	199	-
Kansas City (September) .....	404	516	367	457	-	202	243	306
<b>Montana</b>								
Billings (September) .....	-	-	-	403	-	-	252	-
<b>New Jersey</b>								
Bergen-Passaic (May) .....	444	-	-	645	669	-	346	354
Monmouth-Ocean (September) .....	424	-	-	525	-	-	336	-
<b>New Mexico</b>								
Albuquerque (September) .....	-	-	-	463	-	-	248	-
<b>New York</b>								
Delaware County (October) .....	-	-	-	348	-	-	249	-
Elmira (September) .....	-	-	-	385	-	-	-	316
Nassau-Suffolk (November) .....	-	612	513	591	-	-	414	465
New York (May) .....	492	596	-	564	-	306	433	448
Poughkeepsie (August) .....	-	-	-	467	-	-	326	-
Rochester (November) .....	-	-	-	453	-	-	305	-
<b>North Carolina</b>								
Charlotte-Gastonia-Rock Hill (September) .....	-	-	-	473	-	-	273	339

See footnotes at end of table.

**Table K-2. Average weekly pay<sup>1</sup> in private industry health services, technical occupations,<sup>2</sup> selected areas, 1994 — Continued**

State, area, and reference month	Computer Operators		Licensed Practical Nurses			Nursing Assistants		
	II	III	I	II	III	I	II	III
<b>Ohio</b>								
Cincinnati (May) .....	\$399	-	-	\$476	-	-	\$265	\$312
Cleveland (August) .....	441	\$538	-	494	-	-	290	-
Toledo (April) .....	397	-	-	451	-	-	248	-
<b>Oregon</b>								
Portland (July) .....	-	-	-	508	-	-	303	350
<b>Pennsylvania</b>								
Philadelphia (November) .....	473	-	-	557	-	\$286	308	404
Pittsburgh (April) .....	414	510	-	464	-	220	308	340
Scranton-Wilkes Barre (November) .....	364	-	-	445	-	259	287	319
<b>South Carolina</b>								
Beaufort County (September) .....	-	-	-	445	-	-	230	-
Charleston (March) .....	-	-	-	423	-	-	220	-
Greenwood County (September) .....	-	-	-	390	-	-	217	-
<b>Tennessee</b>								
Memphis (November) .....	410	511	-	431	-	-	243	-
<b>Texas</b>								
Austin (June) .....	-	-	-	451	-	-	246	315
Corpus Christi (August) .....	-	-	-	431	-	-	204	-
Houston (March) .....	450	509	-	450	-	190	262	343
Longview-Marshall (July) .....	-	-	-	409	-	-	201	-
San Angelo (October) .....	-	-	-	370	-	-	211	-
San Antonio (June) .....	327	-	-	416	\$454	188	217	-
<b>Utah</b>								
Salt Lake City-Ogden (May) .....	-	-	-	401	-	262	260	-
<b>Virginia</b>								
Norfolk-Virginia Beach-Newport News (August) .....	357	-	\$373	411	-	-	250	-
Richmond-Petersburg (August) .....	-	-	-	437	-	-	252	334
<b>Wisconsin</b>								
Appleton-Oshkosh-Neenah (May) .....	-	-	-	429	-	-	286	-
Milwaukee (September) .....	398	541	-	508	-	-	291	386

<sup>1</sup> 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.

<sup>2</sup> Data for Drafters III were published only for Chicago (\$608 a week); data for

Nursing Assistants IV were published only for Kansas City (\$411 a week); and data for Computer Operators IV were published only for Boston (\$672 a week) and Cleveland (\$629 a week).

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Areas and occupations do not appear on this table if they had no publishable data.



Table K-3. Average weekly pay<sup>1</sup> in private industry health services, clerical occupations,<sup>2</sup> selected areas, 1994 — Continued

State, area, and reference month	Clerks, Accounting			Clerks, General			Key Entry Operators		Personnel Assistants (Employment)		Secretaries					Switch-board Operator-Receptionists
	II	III	IV	I	II	III	I	II	II	III	I	II	III	IV	V	
<b>Kentucky</b>																
Louisville (June) .....	\$368	\$407	-	-	-	-	-	-	-	-	\$352	\$415	\$461	\$456	-	\$294
<b>Louisiana</b>																
New Orleans (July) .....	346	398	-	-	-	-	\$274	-	-	-	353	-	492	617	-	286
Shreveport (April) .....	308	-	-	-	-	-	-	-	-	-	322	-	-	-	-	280
<b>Maryland</b>																
Baltimore (March) .....	371	414	-	-	\$317	-	-	-	\$403	-	400	448	484	-	-	328
<b>Massachusetts</b>																
Boston (May) .....	404	455	-	-	331	\$405	359	\$411	382	\$479	416	517	572	619	\$718	360
Lawrence-Haverhill (October) .....	395	412	-	-	-	-	-	-	-	-	359	428	521	578	-	354
Worcester (September) .....	-	-	-	-	-	-	-	-	-	-	-	393	506	-	675	325
<b>Missouri</b>																
Kansas City (September) .....	361	397	\$537	-	298	361	295	379	406	-	-	-	483	629	-	289
<b>Montana</b>																
Billings (September) .....	349	-	-	-	-	-	-	-	-	-	-	-	-	-	-	317
<b>New Jersey</b>																
Bergen-Passaic (May) .....	377	493	-	-	-	-	-	-	410	-	-	-	520	-	-	396
Monmouth-Ocean (September) .....	404	-	-	-	-	-	349	-	442	-	-	-	-	-	-	376
<b>New Mexico</b>																
Albuquerque (September) .....	319	-	-	-	-	-	-	-	-	-	-	-	-	-	-	260
<b>New York</b>																
Elmira (September) .....	-	-	-	-	-	-	-	-	-	-	-	-	416	-	-	-
Nassau-Suffolk (November) .....	-	495	-	-	407	416	453	413	379	-	486	516	541	615	-	370
New York (May) .....	443	483	601	-	424	458	441	482	475	507	-	532	576	678	-	436
Poughkeepsie (August) .....	386	-	-	-	-	-	-	-	-	-	-	433	-	-	-	319
Rochester (November) .....	316	409	-	-	-	-	-	-	-	-	-	422	497	-	-	333
<b>North Carolina</b>																
Charlotte-Gastonia-Rock Hill (September) .....	361	437	-	-	298	-	303	-	-	-	372	469	482	-	-	313
<b>Ohio</b>																
Cincinnati (May) .....	321	413	-	-	311	355	-	-	427	-	400	470	455	596	-	285
Cleveland (August) .....	393	451	-	-	340	373	345	417	408	-	-	-	559	638	-	303
Toledo (April) .....	331	410	-	-	-	-	-	-	-	-	-	-	-	-	-	286
<b>Oregon</b>																
Portland (July) .....	429	434	-	-	-	369	-	-	-	-	-	-	-	-	-	366
<b>Pennsylvania</b>																
Philadelphia (November) .....	412	451	-	-	399	399	401	385	455	503	421	484	-	584	685	357
Pittsburgh (April) .....	363	426	-	-	335	394	345	384	400	473	-	434	483	516	-	305
Scranton-Wilkes Barre (November) .....	339	-	-	-	-	-	341	-	-	-	342	369	452	525	-	332
<b>South Carolina</b>																
Charleston (March) .....	289	-	-	-	-	-	-	-	-	-	-	-	-	-	-	268

See footnotes at end of table.

Table K-3. Average weekly pay<sup>1</sup> in private industry health services, clerical occupations,<sup>2</sup> selected areas, 1994 — Continued

State, area, and reference month	Clerks, Accounting			Clerks, General			Key Entry Operators		Personnel Assistants (Employment)		Secretaries					Switch-board Operator-Receptionists
	II	III	IV	I	II	III	I	II	II	III	I	II	III	IV	V	
<b>Tennessee</b>																
Memphis (November) .....	\$316	\$384	-	-	-	-	\$284	\$348	-	-	\$358	-	\$506	-	-	\$281
<b>Texas</b>																
Austin (June) .....	387	388	-	-	-	-	288	-	\$380	-	373	-	455	-	-	325
Corpus Christi (August) .....	276	399	-	-	-	-	-	-	-	-	-	-	-	-	-	254
Houston (March) .....	378	468	\$486	-	-	-	352	-	399	-	424	\$507	503	\$610	-	289
Longview-Marshall (July) .....	-	-	-	-	\$281	-	-	-	-	-	-	-	484	-	-	-
San Angelo (October) .....	276	-	-	-	-	-	243	-	-	-	-	-	414	-	-	-
San Antonio (June) .....	304	429	-	-	247	-	273	-	-	-	376	-	512	-	-	226
<b>Utah</b>																
Salt Lake City-Ogden (May) .....	302	390	-	-	-	-	308	320	-	-	-	349	449	-	-	271
<b>Virginia</b>																
Norfolk-Virginia Beach-Newport News (August) .....	331	399	-	-	-	-	309	-	-	-	352	411	465	-	-	281
Richmond-Petersburg (August) .....	394	425	-	-	-	-	358	379	-	-	-	-	502	-	-	278
<b>Wisconsin</b>																
Appleton-Oshkosh-Neenah (May) .....	-	414	-	-	340	\$386	-	-	-	-	-	-	-	-	-	-
Milwaukee (September) .....	350	422	-	-	-	-	281	-	-	-	\$426	390	456 438	536 496	-	288 273

<sup>1</sup> 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.

<sup>2</sup> Data for General Clerks IV were published only for San Diego (\$463 a week); and data for Word Processors II were

published only for Portland (\$434 a week).

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Areas and occupations do not appear on this table if they had no publishable data.

Table K-4. Average hourly pay<sup>1</sup> in private industry health services, maintenance and toolroom occupations, selected areas, 1994

State, area, and reference month	General Maintenance Workers	Maintenance Electricians	Maintenance Electronics Technicians			Maintenance Mechanics, Machinery
			I	II	III	
<b>Alabama</b>						
Mobile (July) .....	\$9.53	-	-	\$13.17	-	-
<b>Arizona</b>						
Phoenix (April) .....	9.77	\$14.90	-	12.41	-	-
<b>California</b>						
Anaheim-Santa Ana (August) .....	10.61	18.22	-	18.88	-	-
Fresno (March) .....	9.44	-	-	-	-	-
Oxnard-Ventura (August) .....	8.93	-	-	-	-	-
Riverside-San Bernardino (May) .....	10.54	16.78	-	18.09	\$17.14	-
San Diego (October) .....	12.27	14.97	-	18.96	19.31	-
San Francisco (April) .....	-	-	-	24.74	-	-
San Jose (July) .....	10.10	-	-	21.65	-	-
San Luis Obispo County (September) .....	10.80	-	-	-	-	-
Visalia-Tulare-Porterville (July) .....	7.82	-	-	-	-	-
<b>Colorado</b>						
Colorado Springs (July) .....	7.82	-	-	-	-	-
Denver (December) .....	8.69	18.23	-	16.85	20.95	-
<b>Connecticut</b>						
Danbury (February) .....	9.84	-	-	-	-	-
<b>Delaware</b>						
Wilmington (December) .....	10.53	-	-	15.88	-	-
<b>Florida</b>						
Bradenton (April) .....	8.67	-	-	-	-	-
Miami-Hialeah (October) .....	9.02	13.44	-	13.27	-	-
Orlando (December) .....	9.12	-	-	-	-	-
Tampa-St. Petersburg-Clearwater (July) .....	9.01	11.69	-	12.59	-	-
<b>Georgia</b>						
Atlanta (May) .....	9.80	13.88	-	14.84	-	-
Augusta (June) .....	9.82	-	-	-	-	-
<b>Idaho</b>						
Boise City (November) .....	9.26	-	-	-	-	-
<b>Illinois</b>						
Chicago (May) .....	10.22	19.71	\$11.64	16.32	19.56	\$19.08
Joliet (August) .....	11.45	-	-	-	-	-
<b>Indiana</b>						
Evansville (August) .....	8.42	14.89	-	-	-	-
Fort Wayne (February) .....	8.58	-	-	14.37	-	-
Indianapolis (July) .....	9.15	16.19	-	-	-	-
South Bend-Mishawaka (September) .....	8.20	-	-	16.11	-	-
<b>Kentucky</b>						
Louisville (June) .....	8.87	-	-	-	-	-

See footnotes at end of table.

Table K-4. Average hourly pay<sup>1</sup> in private industry health services, maintenance and toolroom occupations, selected areas, 1994 — Continued

State, area, and reference month	General Maintenance Workers	Maintenance Electricians	Maintenance Electronics Technicians			Maintenance Mechanics, Machinery
			I	II	III	
<b>Louisiana</b>						
New Orleans (July) .....	\$8.70	\$13.57	-	-	-	-
Shreveport (April) .....	8.44	-	-	-	-	-
<b>Maryland</b>						
Baltimore (March) .....	9.27	14.80	\$12.40	\$15.26	-	-
<b>Massachusetts</b>						
Boston (May) .....	11.72	17.96	13.90	16.55	-	\$17.17
Lawrence-Haverhill (October) .....	10.77	-	-	-	-	-
Worcester (September) .....	9.81	-	-	-	-	-
<b>Minnesota</b>						
St. Cloud (March) .....	10.35	-	-	-	-	-
<b>Missouri</b>						
Butler County (June) .....	8.96	-	-	-	-	-
Kansas City (September) .....	9.06	17.14	-	16.23	-	-
<b>New Jersey</b>						
Bergen-Passaic (May) .....	11.76	17.20	-	-	-	-
Monmouth-Ocean (September) .....	11.57	-	-	-	-	-
<b>New Mexico</b>						
Albuquerque (September) .....	8.64	-	-	-	-	-
<b>New York</b>						
Elmira (September) .....	8.76	-	-	-	-	-
Nassau-Suffolk (November) .....	13.19	18.65	-	-	-	-
New York (May) .....	13.61	16.80	-	-	-	15.58
Poughkeepsie (August) .....	11.69	-	-	-	-	-
Rochester (November) .....	9.14	-	-	-	-	-
<b>North Carolina</b>						
Charlotte-Gastonia-Rock Hill (September) .....	9.28	-	-	15.03	-	-
<b>Ohio</b>						
Cincinnati (May) .....	9.15	16.02	-	-	-	-
Cleveland (August) .....	9.89	16.31	-	15.39	-	-
Toledo (April) .....	8.84	15.66	-	16.74	-	-
<b>Oregon</b>						
Portland (July) .....	9.18	-	-	16.48	-	-
<b>Pennsylvania</b>						
Philadelphia (November) .....	11.20	16.03	13.19	16.23	-	-
Pittsburgh (April) .....	10.72	16.32	13.04	15.73	-	-
Scranton-Wilkes Barre (November) .....	8.94	13.80	-	-	-	-

See footnotes at end of table.

**Table K-4. Average hourly pay<sup>1</sup> in private industry health services, maintenance and toolroom occupations, selected areas, 1994 — Continued**

State, area, and reference month	General Maintenance Workers	Maintenance Electricians	Maintenance Electronics Technicians			Maintenance Mechanics, Machinery
			I	II	III	
<b>South Carolina</b>						
Charleston (March) .....	\$8.84	-	-	-	-	-
<b>Tennessee</b>						
Memphis (November) .....	8.97	\$14.19	-	-	-	-
<b>Texas</b>						
Austin (June) .....	8.58	-	-	-	-	-
Corpus Christi (August) .....	8.12	-	-	-	-	-
Houston (March) .....	8.88	14.86	-	\$13.46	-	-
Longview-Marshall (July) .....	8.98	-	-	-	-	-
San Angelo (October) .....	7.54	-	-	-	-	-
San Antonio (June) .....	8.57	11.06	-	-	-	-
<b>Utah</b>						
Salt Lake City-Ogden (May) .....	9.41	-	-	-	-	-
<b>Virginia</b>						
Norfolk-Virginia Beach-Newport News (August) .....	10.10	12.95	-	14.89	-	-
Richmond-Petersburg (August) .....	9.99	14.01	-	-	-	-
<b>Wisconsin</b>						
Appleton-Oshkosh-Neenah (May) .....	8.95	-	-	16.14	-	-
Milwaukee (September) .....	9.84	15.86	-	15.21	-	-

<sup>1</sup> 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.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Areas and occupations do not appear on this table if they had no publishable data.

Table K-5. Average hourly pay<sup>1</sup> in private industry health services, material movement and custodial occupations,<sup>2</sup> selected areas, 1994

State, area, and reference month	Guards		Janitors	Material Handling Laborers	Shipping/Receiving Clerks	Truckdrivers, Light Truck	Warehouse Specialists
	I	II					
<b>Alabama</b>							
Mobile (July) .....	-	-	\$5.47	-	-	-	-
<b>Arizona</b>							
Apache County (November) .....	-	-	5.54	-	-	-	-
Phoenix (April) .....	\$8.17	-	5.66	-	\$7.77	\$8.05	\$7.79
<b>Arkansas</b>							
Little Rock-North Little Rock (December) .....	6.96	-	4.98	-	-	-	-
<b>California</b>							
Anaheim-Santa Ana (August) .....	8.77	-	7.38	-	-	-	-
Fresno (March) .....	-	-	6.79	-	9.81	-	9.83
Oxnard-Ventura (August) .....	8.61	-	6.85	-	-	-	-
Riverside-San Bernardino (May) .....	9.37	-	8.29	-	-	-	-
San Diego (October) .....	8.82	\$11.42	6.98	-	8.96	8.85	-
San Francisco (April) .....	-	-	11.45	-	10.84	-	-
San Jose (July) .....	-	-	10.61	-	-	-	-
San Luis Obispo County (September) .....	-	-	6.41	-	-	-	-
Visalia-Tulare-Porterville (July) .....	-	-	5.52	-	-	-	-
<b>Colorado</b>							
Colorado Springs (July) .....	-	-	6.17	-	-	-	-
Denver (December) .....	-	-	6.95	-	8.92	-	10.28
<b>Connecticut</b>							
Danbury (February) .....	-	-	8.47	-	-	-	-
<b>Delaware</b>							
Wilmington (December) .....	9.93	-	8.39	-	-	-	-
<b>Florida</b>							
Bradenton (April) .....	-	-	5.54	-	-	-	-
Miami-Hialeah (October) .....	7.14	7.78	6.37	-	7.86	-	-
Monroe County (August) .....	-	-	6.46	-	-	-	-
Orlando (December) .....	-	-	6.39	-	-	-	-
Tampa-St. Petersburg-Clearwater (July) .....	6.58	-	5.70	-	6.72	-	-
<b>Georgia</b>							
Atlanta (May) .....	8.81	-	6.38	-	8.88	-	8.34
Augusta (June) .....	-	-	5.75	-	-	-	-
<b>Idaho</b>							
Bannock County (November) .....	-	-	5.76	-	-	-	-
Boise City (November) .....	-	-	6.93	-	-	-	-
<b>Illinois</b>							
Chicago (May) .....	9.77	10.66	7.41	\$8.71	9.16	-	10.27
Joliet (August) .....	-	-	7.22	-	-	-	-
Vermilion County (December) .....	-	-	5.16	-	-	-	-
<b>Indiana</b>							
Elkhart-Goshen (November) .....	-	-	6.69	-	-	-	-
Evansville (August) .....	-	-	6.03	-	-	-	-
Fort Wayne (February) .....	9.32	-	6.44	-	-	-	-

See footnotes at end of table.

Table K-5. Average hourly pay<sup>1</sup> in private industry health services, material movement and custodial occupations,<sup>2</sup> selected areas, 1994  
 — Continued

State, area, and reference month	Guards		Janitors	Material Handling Laborers	Shipping/Receiving Clerks	Truckdrivers, Light Truck	Warehouse Specialists
	I	II					
<b>Indiana</b>							
Indianapolis (July) .....	-	\$10.52	\$6.00	-	-	-	-
South Bend-Mishawaka (September) .....	-	-	7.02	-	-	-	-
<b>Kentucky</b>							
Louisville (June) .....	\$6.82	-	6.26	-	-	-	-
<b>Louisiana</b>							
New Orleans (July) .....	7.66	-	5.26	-	-	-	-
Shreveport (April) .....	-	-	5.48	-	-	-	-
<b>Maryland</b>							
Baltimore (March) .....	7.60	9.05	6.98	-	\$8.37	-	-
<b>Massachusetts</b>							
Boston (May) .....	9.58	11.67	8.20	\$9.56	10.67	\$20.94	\$10.39
Lawrence-Haverhill (October) .....	8.46	-	7.56	-	-	-	-
Worcester (September) .....	-	-	7.93	-	-	-	-
<b>Minnesota</b>							
St. Cloud (March) .....	-	-	7.05	-	-	-	-
<b>Missouri</b>							
Butler County (June) .....	-	-	5.24	-	-	-	-
Kansas City (September) .....	8.23	10.31	6.04	-	7.28	-	9.38
<b>Montana</b>							
Billings (September) .....	-	-	6.68	-	-	-	-
<b>Nebraska</b>							
Scotts Bluff County (November) .....	-	-	5.73	-	-	-	-
<b>New Hampshire</b>							
Carroll County (May) .....	-	-	6.81	-	-	-	-
<b>New Jersey</b>							
Bergen-Passaic (May) .....	9.61	-	8.71	-	-	-	-
Monmouth-Ocean (September) .....	8.59	-	7.90	-	-	-	-
<b>New York</b>							
Delaware County (October) .....	-	-	6.42	-	-	-	-
Nassau-Suffolk (November) .....	11.62	13.26	12.13	-	13.31	-	-
New York (May) .....	11.73	13.25	11.60	10.97	11.67	-	-
Poughkeepsie (August) .....	-	-	7.24	-	-	9.33	-
Rochester (November) .....	8.65	-	7.45	-	-	-	-
<b>North Carolina</b>							
Charlotte-Gastonia-Rock Hill (September) .....	8.08	-	6.32	-	7.45	8.35	-
<b>Ohio</b>							
Cincinnati (May) .....	10.47	11.53	6.65	-	9.73	-	-
Cleveland (August) .....	9.48	12.25	7.98	7.83	10.38	-	-
Toledo (April) .....	-	10.43	7.79	-	-	-	-

See footnotes at end of table.

**Table K-5. Average hourly pay<sup>1</sup> in private industry health services, material movement and custodial occupations,<sup>2</sup> selected areas, 1994**  
**— Continued**

State, area, and reference month	Guards		Janitors	Material Handling Laborers	Shipping/Receiving Clerks	Truckdrivers, Light Truck	Warehouse Specialists
	I	II					
<b>Oregon</b>							
Portland (July) .....	-	\$12.32	\$8.31	-	-	-	-
<b>Pennsylvania</b>							
Philadelphia (November) .....	\$9.67	-	8.77	-	\$10.36	-	-
Pittsburgh (April) .....	9.32	10.75	8.02	-	9.37	-	-
Scranton-Wilkes Barre (November) .....	8.61	-	7.53	-	-	-	-
<b>South Carolina</b>							
Charleston (March) .....	-	-	5.36	-	-	-	-
Greenwood County (September) .....	-	-	5.70	-	-	-	-
<b>Tennessee</b>							
Memphis (November) .....	8.13	-	6.37	-	7.84	-	-
<b>Texas</b>							
Austin (June) .....	7.96	-	5.58	-	-	-	-
Corpus Christi (August) .....	-	-	5.47	-	-	-	-
Houston (March) .....	7.55	-	5.62	-	8.43	\$7.78	-
Longview-Marshall (July) .....	-	-	5.19	-	-	-	-
San Angelo (October) .....	-	-	4.81	-	-	-	-
San Antonio (June) .....	6.65	-	5.21	-	-	-	-
<b>Utah</b>							
Salt Lake City-Ogden (May) .....	-	-	5.68	-	-	-	-
<b>Virginia</b>							
Norfolk-Virginia Beach-Newport News (August) .....	8.33	-	6.15	-	-	-	-
Richmond-Petersburg (August) .....	-	-	6.35	-	-	-	-
<b>Wisconsin</b>							
Appleton-Oshkosh-Neenah (May) .....	8.78	-	7.08	-	-	-	-
Milwaukee (September) .....	9.46	10.25	7.40	\$8.71	8.92	-	\$10.67

<sup>1</sup> 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.

<sup>2</sup> Data for Truckdrivers, Medium Truck were published only for Boston (\$11.72 an hour).

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Areas and occupations do not appear on this table if they had no publishable data.

# Appendix A.

## Scope and Methodology

### The Occupational Compensation Survey Program

The data in this report are based on Occupational Compensation Surveys (OCS) conducted by the Bureau of Labor Statistics. Surveys cover establishments employing 50 workers or more, but exclude private households, agriculture, the Federal Government, and the self-employed.<sup>1</sup>

The Bureau conducts these surveys throughout the year on a sample basis. Individual survey area bulletins and summaries (listed in appendix table 4) provide detailed survey information for each area, including industrial coverage and sample size.

In addition to individual survey area bulletins, the Bureau uses locality data to estimate national and regional pay levels and distributions. These estimates, published in part I of this bulletin, provide the basis for computing the nationwide average used for comparing locality pay levels for different occupational groups to an identical group of employees throughout the Nation. Part II of this bulletin presents these pay comparisons, or pay relatives, for each surveyed locality with a 1994 reference month. Published occupational pay averages from all 1994 OCS localities appear in part III.

### Establishment samples

To present compensation data on a locality basis, BLS statisticians draw establishment samples for each area surveyed. 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

<sup>1</sup> 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 or nonmetropolitan county are usually considered an establishment. In government, an establishment is usually defined as all locations of a government entity.

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 expected number of employees to be found (based on previous occupational pay surveys) in professional, administrative, technical, protective service, and clerical occupations determines the establishment sample size in a stratum. In other words, the larger the number of employees expected to be found in designated occupations, the larger the establishment sample in that stratum. Upward adjustments to establishment sample size are necessary 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.

### Survey occupations

The survey's occupations are common to a variety of public and private industries. In this bulletin, occupations are presented in five groups:

- Professional and administrative;
- Technical and protective service;
- Clerical;
- Maintenance and toolroom;
- Material movement and custodial.

Occupational classification involves the use of a uniform set of job descriptions which were 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 (SOC)*, issued by the U.S. Department of Commerce, Office of Federal Statistical Policy and Standards.

### Occupational pay

Occupational Compensation Survey data correspond to full-time workers. The data exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Also excluded are bonuses and lump-sum payments 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.

The average pay data presented in this report reflect nationwide, regional, and locality 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.

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.

### Survey nonresponse

If a sample establishment refuses to participate or 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. Individual survey bulletins with full industrial coverage (type 1 in appendix table 4) provide exact measurements of data not available on a locality basis.

### Reliability of the estimates—sampling errors

Two types of error, sampling and nonsampling affect the reliability of OCS 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 standard error is the standard error divided by the estimate. The smaller the relative error, the greater the reliability of the estimate. This information is available in selected individual survey area bulletins.

### Reliability of the estimates—nonsampling errors

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

## Part I: Pay in the United States and Regions

### Survey coverage

The September 1994 national and regional estimates in part I are based on occupational compensation surveys conducted in 1992-95 by the Bureau of Labor Statistics.<sup>2</sup> 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.

Tables 1 and 2 in this appendix show the estimated number of establishments and workers covered by the survey's 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 in part I, the Bureau developed a sample consisting of 90 metropolitan areas and 70 nonmetropolitan counties. These localities 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 locality surveys which were used to obtain national and regional estimates.

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.

### Updating area data

The 1994 estimates include updated survey data from earlier surveys. Faced with budget constraints, the Bureau used the Employment Cost Index to age selected locality data by 12 months. In addition to conserving collection resources, the update has reduced respondent burden. Table 3 in this appendix indicates the 63 areas for which all-industry or private, non-health services industry, and local government data were updated.

<sup>2</sup> The regions are defined as follows: **Northeast**—Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; **South**—Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; **Midwest**—Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; **West**—Arizona, California, Colorado, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

### Data collection and payroll reference

Bureau field economists obtain survey data from a sample of establishments throughout the United States, primarily by personal visit. The combined average payroll reference month for all surveys (including those updated) which contributed to the 1994 national estimates is September.

### Data limitations

Survey occupations in part I 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 or for whom there is no satisfactory basis for classification by work level. For these reasons, and because occupational structures among establishments differ, OCS 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 13.7 percent of the sample establishments (representing 5,137,680 employees covered by the survey). An additional 5.4 percent of the sample establishments (representing 1,359,862 employees) were either out of business or outside the scope of the survey.

### Sampling error

Estimates of relative errors for the 1994 national and regional estimates in part I of 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:

<i>Relative Standard Error</i>	<i>Percent of published occupational work levels</i>
Less than 1 percent	31.9
1 and under 3 percent	59.4
3 and under 5 percent	7.9
5 percent and over	0.8

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.

## Part II: Pay Comparisons

### Description

The Bureau designed pay relatives to facilitate pay comparisons for broad occupational groups. Pay relatives express pay levels as a percent of the national pay level. In other words, pay relatives are the result of dividing pay for an occupational group in a particular area or for a particular industry by the corresponding national pay level, and multiplying by 100.

F-series tables show area pay relatives, comparing each surveyed area to the national estimates; the G-series tables show establishment characteristics pay relatives, contrasting national data for establishments with certain characteristics against national data for all establishments.

### Interarea pay relative computation

The following procedure, which reduces the effect of differing occupational composition as a factor in pay levels, is the method of pay relative construction:

*Numerator computation (comparison base).* Multiplying average pay ("comparison mean") for each publishable occupational level in a comparison area or characteristic, such as industry, with the corresponding national employment ("US workers"), results in aggregate pay levels. The sum of these products for each occupation ("j") included in the occupational group equals the comparison base (numerator) for that occupational group.

*Denominator computation (national base).* National average pay ("US mean") for comparable occupational levels multiplied by the corresponding national employment ("US workers") results in aggregate pay levels. Summing the products of these jobs produces a national base (denominator) for each occupational group. The national estimates (available in Summary 96-8, *Occupational Pay in the United States, 1994*) represent the aggregation of data from a statistically representative area sample, and reflect an average payroll reference month of September 1994.

*Reference month adjustment.* Because data collection for localities in the OCS occurred throughout 1994, average payroll reference months differ among localities. The use of appropriate Employment Cost Index components ("ECI factor") may be necessary to adjust the national base to match the reference month of the locality being compared in an area comparison.

*Pay relative computation.* Dividing the comparison base by the corresponding national base and multiplying the result by 100 yields the area pay relative. The national pay relative corresponds to 100. If, for example, an area pay relative is 90, this indicates that the area's average pay for an occupational group is 90 percent of the nationwide pay level, or 10 percent below the national average.

### Pay Relative Definition

A percentage measure relating average pay levels for an occupational group to national pay for the same levels

$$\frac{\sum (\text{US workers } j * \text{Comparison mean } j)}{\sum (\text{US workers } j * \text{US mean } j * \text{ECI factor})} * 100$$

where j = published occupations in comparison (area or characteristic)

Part II tables show pay relatives only if the national employment which corresponds to the comparison's published occupations equals at least 70 percent of the national total employment of the entire occupational group. For example, table F-1 does not include a protective service pay relative for Phoenix, AZ, because national employment for the protective service occupations which met publication criteria in Phoenix is just 67 percent of national employment for the entire occupational group.

### Industry-specific data

The F-series tables present pay relatives for private industry, State and local government, and all industries, combined. Table footnotes make a further distinction between types of survey coverage, whether full or limited (see appendix table 4). Area pay for an occupational group and industry level is divided by national pay for the same occupational group *and* industry level, for all areas. Thus, numerators and denominators, used to calculate pay relatives, may differ from each other in the tables.

For some areas, pay relatives may not be available at the industry or all-industries level because (1) the data do not provide statistically reliable results, (2) the data possibly disclose individual establishment data, or (3) the survey has a limited industrial scope. All-industries estimates used for pay relatives combine data from private industry with State and local governments, in selected areas (types 1 and 2, as indicated in appendix table 4), even though pay data may not appear separately for each industry division.

### Establishment characteristics

The G-series tables present pay relatives which compare the national occupational estimates for specific industries, establishment employments, regions, and area classifications (metropolitan and nonmetropolitan) to the national estimates for

all areas. This is essentially a comparison of data from the B- through E- series tables in part I to the A-series tables. Here, computing pay relatives for occupational groups involves the same procedure as above, but no reference month adjustment is needed.

### Data limitations

Weekly pay data used in computing pay relatives for white-collar and protective service occupations refer to the standard work week (rounded to the nearest tenth of an hour) for which employees receive regular straight-time salaries (exclusive of

### Part II: Pay Comparisons—Occupational groups

Pay relatives for specific occupational groups comprise average pay data for the following occupations, when available:

<i>Occupational group</i>	<i>Occupational levels</i>	<i>Occupational group</i>	<i>Occupational levels</i>
<i>Professional</i>	Accountants - 6 levels	<i>Protective service</i>	Corrections officers - 1 level
	Accountants, public - 4 levels		Firefighters - 1 level
	Attorneys - 6 levels		Police officers - 2 levels
	Engineers - 8 levels	<i>Maintenance</i>	General maintenance worker - 1 level
<i>Administrative</i>	Budget analysts - 4 levels		Maintenance electricians - 1 level
	Buyers/contracting specialists - 5 levels		Maintenance electronics technicians - 3 levels
	Computer programmers - 5 levels		Maintenance machinists - 1 level
	Computer systems analysts - 5 levels		Maintenance mechanics, machinery - 1 level
	Computer systems analyst supervisors/managers - 4 levels		Maintenance mechanics, motor vehicle - 1 level
	Personnel specialists - 6 levels		Maintenance pipefitters - 1 level
	Personnel specialist supervisors/managers - 5 levels		<i>Material movement</i>
	<i>Technical</i>	Computer operators - 5 levels	
Drafters - 4 levels		Order fillers - 1 level	
Engineering technicians - 6 levels		Shipping/receiving clerks - 1 level	
<i>Clerical</i>	Clerks, accounting - 4 levels	Truckdrivers - 4 levels	
	Clerks, general - 4 levels	Warehouse specialists - 1 level	
	Clerks, order - 2 levels	<i>Janitors</i>	Janitors - 1 level
	Key entry operators - 2 levels		
	Secretaries - 5 levels		
	Switchboard operator-receptionists - 1 level		
	Word processors - 3 levels		

overtime pay at regular and/or premium rates). Hourly pay differentials may be more significant than reflected in the weekly averages. For example, New York, NY, and Los Angeles, CA, both had pay relatives of 105 for professional occupations in all industries (table F-1). However, in 1994, the average workweek for professionals was up to 2.8 hours shorter in New York than in Los Angeles. When based on hourly pay, the Los Angeles all-industries pay relative for professional occupations remains unchanged, but the New York pay relative rises to 108. Consult individual area

bulletins and summaries for standard work week data.

### Part III: Locality Pay

#### Data collection and payroll reference

BLS published 131 occupational compensation surveys with a 1994 month of reference. Published survey data reflect an average payroll reference month, and the

typical collection period for each area is 2 to 6 months. Part III tables identify the survey reference month alongside the locality name. Bureau field economists obtained survey data from a sample of establishments within each OCSP survey area (as defined in appendix table 5), by personal visit, mail, or telephone. Data obtained for a payroll period prior to the end of the reference month include general wage changes which became effective through that date.

**Data limitations**

The pay data in part III reflect locality averages. 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.

Weekly pay data for white-collar and protective services workers refer to the standard workweek for which employees receive regular straight-time salaries. Hourly pay differentials may be more or less significant than those reflected in the weekly averages. Consult individual area bulletins and summaries for standard work-week data.

**Appendix table 1. Establishments and workers within scope of survey and number studied, United States,<sup>1</sup>  
September 1994**

Industry division <sup>2</sup>	Number of establishments		Workers in establishments		
	Within scope of survey <sup>3</sup>	Studied	Within scope of survey <sup>4</sup>		Studied
			Number	Percent	
All establishments .....	266,918	21,212	62,703,285	100	15,833,974
Private industry .....	239,835	18,986	49,177,870	78	11,103,419
Goods-producing industries .....	73,188	4,860	15,453,048	25	2,732,838
Mining <sup>5</sup> .....	1,871	200	259,029	( <sup>6</sup> )	54,766
Construction <sup>5</sup> .....	10,867	781	993,051	2	118,529
Manufacturing .....	60,450	3,879	14,200,968	23	2,559,543
Durable goods .....	30,830	2,041	7,611,298	12	1,707,820
Fabricated metal products, except machinery and transportation equipment <sup>7</sup> .....	5,816	284	811,589	1	91,875
Industrial and commercial machinery and computer equipment <sup>8</sup> .....	5,543	347	1,267,261	2	214,536
Electronic and other electrical equipment and components, except computer equipment <sup>9</sup> .....	3,607	321	1,259,166	2	260,021
Transportation equipment .....	2,481	263	1,579,078	3	651,539
Measuring, analyzing, and controlling instruments; photographic, medical and optical goods; watches and clocks <sup>10</sup> .....	2,511	258	682,753	1	270,393
Nondurable goods .....	29,620	1,838	6,589,670	10	851,723
Food and kindred products .....	6,126	446	1,432,126	2	184,695
Printing, publishing, and allied industries <sup>11</sup> .....	5,882	353	1,145,792	2	184,994
Chemicals and allied products .....	3,146	276	1,039,181	2	205,268

See footnotes at end of table.

**Appendix table 1. Establishments and workers within scope of survey and number studied, United States,<sup>1</sup>  
September 1994 — Continued**

Industry division <sup>2</sup>	Number of establishments		Workers in establishments		
	Within scope of survey <sup>3</sup>	Studied	Within scope of survey <sup>4</sup>		Studied
			Number	Percent	
Service-producing industries .....	166,647	14,126	33,724,822	53	8,370,581
Transportation, communication, electric, gas, and sanitary services <sup>12</sup> .....	14,289	1,655	3,485,316	6	1,234,503
Communications .....	2,675	340	893,910	1	331,790
Wholesale trade <sup>13</sup> .....	15,285	1,191	1,719,926	3	263,812
Retail trade <sup>13</sup> .....	50,827	1,595	9,801,590	16	1,472,190
Finance, insurance, and real estate <sup>13</sup> .....	15,516	1,410	3,508,380	6	1,043,811
Depository institutions .....	5,462	448	1,540,848	2	543,684
Insurance carriers .....	3,272	361	992,677	2	308,140
Services <sup>13</sup> .....	70,730	8,275	15,209,610	24	4,356,265
Business services .....	16,241	2,112	3,182,311	5	804,532
Educational services .....	16,194	1,468	6,999,206	11	2,070,472
Health services .....	20,063	2,605	6,175,709	10	2,042,367
Hospitals .....	4,306	1,019	3,861,478	6	1,632,730
Engineering, accounting, research, management, and related services <sup>14</sup> .....	6,072	1,058	969,909	2	338,158
State and local government .....	27,083	2,226	13,525,415	22	4,730,555
Health services .....	2,276	240	1,087,625	2	386,644
Hospitals .....	1,305	159	897,893	1	343,164

<sup>1</sup> The "workers within scope of survey" estimates provide a reasonably accurate description of the size and composition of the labor force included in the survey. Estimates are not intended, however, for comparison with other 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.

<sup>2</sup> The *Standard Industrial Classification Manual* was used in classifying establishments by industry.

<sup>3</sup> Includes all establishments with at least 50 total employees. In goods-producing industries, 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 typically defined as all locations of a government entity.

<sup>4</sup> Includes all workers in all establishments with at least 50 total employees.

<sup>5</sup> Separate data for this division are not shown in the A-, B-, and C-series

tables, but the division is represented in the all industries and goods-producing estimates.

<sup>6</sup> Less than 0.5 percent.

<sup>7</sup> Abbreviated to "Fabricated metal products" in the D-series tables.

<sup>8</sup> Abbreviated to "Industrial and commercial machinery" in the D-series tables.

<sup>9</sup> Abbreviated to "Electronic equipment" in the D-series tables.

<sup>10</sup> Abbreviated to "Measuring instruments" in the D-series tables.

<sup>11</sup> Abbreviated to "Printing and publishing" in the D-series tables.

<sup>12</sup> Abbreviated to "Transportation and utilities" in the A-, B-, C-, and E-series tables. This division is represented in the all industries and service-producing estimates.

<sup>13</sup> Separate data for this division are not shown in the A-, B-, and C-series tables, but the division is represented in the all industries and service-producing estimates.

<sup>14</sup> Abbreviated to "Engineering and management services" in the E-series tables.

**Appendix table 2. Establishments and workers within scope of survey and number studied, United States,<sup>1</sup> September 1994**

Establishment characteristics	Number of establishments		Workers in establishments		
	Within scope of survey <sup>2</sup>	Studied	Within scope of survey <sup>3</sup>		Studied
			Number	Percent	
All establishments .....	266,918	21,212	62,703,284	100	15,833,974
Region:					
Northeast .....	55,653	4,665	13,452,187	22	3,697,034
South .....	91,329	6,230	21,474,006	34	4,433,084
Midwest .....	69,982	5,199	15,717,339	25	3,870,800
West .....	49,954	5,118	12,059,752	19	3,833,056
Area classification:					
Metropolitan areas .....	208,682	19,711	52,736,938	84	15,493,744
Nonmetropolitan areas .....	58,236	1,501	9,966,346	16	340,230
Establishments employing:					
50-499 workers .....	245,361	15,536	30,500,871	48	2,528,468
500-999 workers .....	12,743	2,406	8,640,915	14	1,664,166
1,000-2,499 workers .....	6,237	1,990	9,328,643	15	3,046,400
2,500 workers or more .....	2,577	1,280	14,232,855	23	8,594,940

<sup>1</sup> The "workers within scope of survey" estimates provide a reasonably accurate description of the size and composition of the labor force included in the survey. Estimates are not intended, however, for comparison with other 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.

<sup>2</sup> Includes all establishments with at least 50 total employees. In goods-producing industries, 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.

<sup>3</sup> Includes all workers in establishments with at least 50 total employees.

**Appendix table 3: Area sample used for national and regional estimates, September 1994**

NORTHEAST		SOUTH—Continued		SOUTH—Continued		MIDWEST—Continued		MIDWEST—Continued	
<b>Connecticut</b>		<b>Alabama—Continued</b>		<b>Oklahoma</b>		<b>Indiana</b>		<b>Wisconsin—Continued</b>	
Danbury .....	PMSA <sup>1</sup>	Limestone .....	NMET	Pittsburg .....	NMET	Elkhart—Goshen .....	MSA <sup>1</sup>	Milwaukee .....	PMSA
Hartford .....	PMSA	Mobile .....	MSA	<b>South Carolina</b>		Gary—Hammond .....	PMSA	Oconto .....	NMET <sup>2</sup>
<b>Maine</b>		Sumter .....	NMET <sup>2</sup>	Beaufort .....	NMET <sup>2</sup>	Indianapolis .....	MSA	Sawyer .....	NMET
Oxford .....	NMET <sup>1</sup>	<b>Arkansas</b>		Charleston .....	MSA	Kokomo .....	MSA <sup>1</sup>	<b>WEST</b>	
Portland .....	MSA	Little Rock—North		Florence .....	MSA <sup>1</sup>	South Bend—Mishawaka .....	MSA <sup>1</sup>	<b>Arizona</b>	
<b>Massachusetts</b>		Little Rock .....	MSA <sup>1</sup>	Greenwood .....	NMET	<b>Iowa</b>		Apache .....	NMET
Boston .....	PMSA	<b>Delaware</b>		<b>Tennessee</b>		Carroll .....	NMET	Phoenix .....	MSA
Lawrence—Haverhill .....	PMSA	Wilimington .....	PMSA	Dyer .....	NMET <sup>2</sup>	Cass .....	NMET <sup>2</sup>	<b>California</b>	
Worcester .....	MSA <sup>1</sup>	<b>District of Columbia</b>		Hardin .....	NMET	Davenport—Rock Island—		Anaheim—Santa Ana .....	PMSA
<b>New Hampshire</b>		Washington .....	MSA	Memphis .....	MSA	Moline .....	MSA	Fresno .....	MSA
Carroll .....	NMET	<b>Florida</b>		Nashville .....	MSA <sup>2</sup>	Monona .....	NMET <sup>2</sup>	Los Angeles—Long Beach .....	PMSA
<b>New Jersey</b>		Bradenton .....	MSA	Obion .....	NMET <sup>2</sup>	<b>Kansas</b>		Oakland .....	PMSA
Bergen—Passaic .....	PMSA	Gainesville .....	MSA	Trousdale .....	NMET	Finney .....	NMET <sup>2</sup>	Riverside—San Bernadino .....	PMSA
Middlesex—Somerset—		Miami—Hialeah .....	PMSA	<b>Texas</b>		Lane .....	NMET <sup>2</sup>	Sacramento .....	MSA
Hunterdon .....	PMSA	Monroe .....	NMET	Austin .....	MSA <sup>1</sup>	Wabaunsee .....	NMET	San Diego .....	MSA
Monmouth—Ocean .....	PMSA <sup>1</sup>	Orlando .....	MSA	Childress .....	NMET <sup>2</sup>	<b>Michigan</b>		San Francisco .....	PMSA
Newark .....	PMSA	Tampa—St. Petersburg—		Corpus Christi .....	MSA <sup>1</sup>	Detroit .....	PMSA	San Jose .....	PMSA
Trenton .....	PMSA <sup>1</sup>	Clearwater .....	MSA	Dallas .....	PMSA	Gladwin .....	NMET	San Luis Obispo .....	NMET <sup>2</sup>
<b>New York</b>		<b>Georgia</b>		Eastland .....	NMET <sup>2</sup>	Van Buren .....	NMET	Trinity .....	NMET
Buffalo .....	PMSA	Atlanta .....	MSA	Gillespie .....	NMET <sup>2</sup>	<b>Minnesota</b>		Visalia—Tulare—Porterville .....	MSA
Clinton .....	NMET	Augusta .....	MSA <sup>1</sup>	Houston .....	PMSA	Blue Earth .....	NMET	<b>Colorado</b>	
Delaware .....	NMET	McIntosh .....	NMET	Longview—Marshall .....	MSA	Minneapolis—St. Paul .....	MSA	Denver .....	PMSA
Nassau—Suffolk .....	PMSA	Murray .....	NMET	Nacogdoches .....	NMET	St. Cloud .....	MSA	<b>Idaho</b>	
New York .....	PMSA	Talbot .....	NMET	Polk .....	NMET	<b>Missouri</b>		Bannock .....	NMET
Poughkeepsie .....	MSA <sup>1</sup>	<b>Kentucky</b>		San Angelo .....	MSA <sup>1</sup>	Butler .....	NMET	Boise City .....	MSA <sup>1</sup>
Rochester .....	MSA	Louisville .....	MSA <sup>1</sup>	San Antonio .....	MSA	Kansas City .....	MSA	Bonner .....	NMET <sup>2</sup>
Tompkins .....	NMET <sup>1</sup>	<b>Louisiana</b>		Scurry .....	NMET <sup>2</sup>	St. Louis .....	MSA	<b>Montana</b>	
<b>Pennsylvania</b>		Acadia .....	NMET <sup>2</sup>	<b>Virginia</b>		<b>Nebraska</b>		Billings .....	MSA <sup>1</sup>
McKean .....	NMET <sup>2</sup>	Natchitoches .....	NMET	Giles .....	NMET	Dodge .....	NMET	Teton .....	NMET <sup>2</sup>
Philadelphia .....	PMSA	New Orleans .....	MSA	Richmond—Petersburg .....	MSA	Omaha .....	MSA <sup>1</sup>	<b>New Mexico</b>	
Pittsburgh .....	PMSA	Shreveport .....	MSA	<b>West Virginia</b>		Scotts Bluff .....	NMET	San Juan .....	NMET
Scranton—Wilkes-Barre .....	MSA <sup>2</sup>	<b>Maryland</b>		Grant .....	NMET <sup>1</sup>	<b>Ohio</b>		<b>Oregon</b>	
Warren .....	NMET <sup>2</sup>	Baltimore .....	MSA	Mason .....	NMET	Cincinnati .....	PMSA	Portland .....	PMSA
York .....	MSA	<b>Mississippi</b>		<b>MIDWEST</b>		Cleveland .....	PMSA	Umatilla .....	NMET <sup>2</sup>
<b>Rhode Island</b>		Franklin .....	NMET <sup>2</sup>	<b>Illinois</b>		Columbus .....	MSA	<b>Utah</b>	
Pawtucket—Woonsocket—		Jackson .....	MSA <sup>2</sup>	Champaign—Urbana—Rantoul	MSA	Gallia .....	NMET	Box Elder .....	NMET <sup>2</sup>
Attleboro .....	PMSA	Marion .....	NMET <sup>2</sup>	Chicago .....	PMSA	Mercer .....	NMET	Salt Lake City—Ogden .....	MSA
<b>Vermont</b>		<b>North Carolina</b>		Decatur .....	MSA	Scioto .....	NMET <sup>2</sup>	<b>Washington</b>	
Orleans .....	NMET <sup>1</sup>	Charlotte—Gastonia—		Franklin .....	NMET <sup>2</sup>	Toledo .....	MSA	Seattle .....	PMSA
<b>SOUTH</b>		Rock Hill .....	MSA <sup>1</sup>	Joliet .....	PMSA <sup>1</sup>	Williams .....	NMET <sup>2</sup>	<b>Wyoming</b>	
<b>Alabama</b>		Harnett .....	NMET	Livingston .....	NMET <sup>2</sup>	<b>Wisconsin</b>		Sweetwater .....	NMET
Hunsville .....	MSA	Martin .....	NMET <sup>2</sup>	Vermilion .....	NMET	Appleton—Oshkosh—Neenah	MSA		
		McDowell .....	NMET <sup>2</sup>	White .....	NMET <sup>2</sup>	Manitowoc .....	NMET <sup>2</sup>		

<sup>1</sup> For the 1994 survey, previous survey data from private, non-health care services industry establishments were adjusted to a 1994 reference month using factors from the Employment Cost Index.

<sup>2</sup> For the 1994 survey, previous survey data from private, non-health care services industry establishments and local governments were adjusted to a 1994 reference month using factors from the Employment Cost Index.

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.

Appendix table 4: Occupational Compensation Survey Program (OCS) publications, calendar year 1994

State and area	Publication <sup>1</sup>	Industrial coverage <sup>2</sup>	Benefits <sup>3</sup>	State and area	Publication <sup>1</sup>	Industrial coverage <sup>2</sup>	Benefits <sup>3</sup>
<b>Alabama</b>				<b>Georgia</b>			
Birmingham .....	SUM	3	NO	Albany .....	SUM	3	YES
Gadsden and Anniston .....	SUM	3	NO	Atlanta .....	3075-40	1	NO
Huntsville .....	3075-9	1	NO	Augusta .....	3075-14	2H	YES
Mobile .....	SUM	3H	NO	Brunswick .....	SUM	3	NO
Montgomery .....	SUM	3	NO	Columbus .....	SUM	3	YES
<b>Arizona</b>				<b>Idaho</b>			
Apache .....	SUM	1	NO	Bannock County .....	SUM	1	NO
Phoenix .....	3075-29	1	NO	Boise City .....	SUM	5	NO
Tucson-Douglas .....	SUM	3	NO	<b>Illinois</b>			
<b>Arkansas</b>				<b>Indiana</b>			
Fort Smith .....	SUM	3	YES	Elkhart-Goshen .....	3075-50	2H	NO
Little Rock-North Little Rock .....	3075-61	2H	NO	Evansville .....	3075-36	1	NO
<b>California</b>				<b>Iowa</b>			
Anaheim-Santa Ana <sup>4</sup> .....	3075-44	1	YES	Carroll County .....	SUM	1	NO
Fresno .....	SUM	3H	NO	Davenport-Rock Island-Moline .....	3075-3	2	NO
Los Angeles-Long Beach <sup>4</sup> .....	3075-64	1	NO	<b>Kansas</b>			
Oxnard-Ventura <sup>4</sup> .....	3075-33	1	YES	Topeka .....	SUM	3	YES
Riverside-San Bernardino <sup>4</sup> .....	3075-21	1	YES	Wichita .....	SUM	3	NO
Salinas-Seaside-Monterey .....	SUM	3	NO	<b>Kentucky</b>			
San Diego .....	3075-58	1	NO	Louisville .....	3075-41	2H	NO
San Francisco .....	3075-20	1	YES	<b>Louisiana</b>			
San Jose .....	3075-34	2H	YES	Baton Rouge .....	SUM	3	NO
San Luis Obispo County .....	SUM	4	NO	New Orleans .....	3075-28	1	NO
Vallejo-Fairfield-Napa .....	SUM	3	NO	Shreveport .....	SUM	3H	NO
Visalia-Tulare-Porterville .....	3075-43	2H	NO	<b>Maryland</b>			
<b>Colorado</b>				<b>Massachusetts</b>			
Colorado Springs .....	3075-48	3H	NO	Boston .....	3075-25	1	NO
Denver .....	3075-66	1	NO	Lawrence-Haverhill .....	3075-54	1	NO
Pueblo .....	SUM	3	NO	Worcester .....	3075-39	2H	YES
<b>Connecticut</b>				<b>Michigan</b>			
Statewide Connecticut .....	SUM	3	YES	Saginaw-Bay City-Midland .....	SUM	3	YES
Danbury .....	3075-2	2H	NO	<b>Delaware</b>			
<b>Delaware</b>				<b>District of Columbia</b>			
Wilmington .....	3075-60	2H	NO	Washington .....	3075-7	1	NO
<b>District of Columbia</b>				<b>Florida</b>			
<b>Florida</b>				<b>Georgia</b>			
Bradenton .....	3075-8	2H	NO	Albany .....	SUM	3	YES
Miami-Hialeah .....	3075-56	1	NO	Atlanta .....	3075-40	1	NO
Monroe County .....	SUM	1	NO	Augusta .....	3075-14	2H	YES
Northwestern Florida .....	SUM	3	YES	Brunswick .....	SUM	3	NO
Orlando .....	SUM	3 <sup>5</sup>	NO	Columbus .....	SUM	3	YES
Tampa-St Petersburg-Clearwater .....	3075-31	1	NO	Savannah .....	SUM	3	YES

See footnotes at end of table.

**Appendix table 4: Occupational Compensation Survey Program (OCSF) publications, calendar year 1994—Continued**

State and area	Publication <sup>1</sup>	Industrial coverage <sup>2</sup>	Benefits <sup>3</sup>	State and area	Publication <sup>1</sup>	Industrial coverage <sup>2</sup>	Benefits <sup>3</sup>
<b>Minnesota</b>				<b>Oklahoma</b>			
Duluth.....	SUM	3	YES	Oklahoma City.....	3075-10	1	NO
Minneapolis—St Paul.....	3075-4	2	NO	<b>Oregon</b>			
St. Cloud.....	3075-12	2H	YES	Portland.....	3075-45	1	NO
<b>Mississippi</b>				Salem.....	3075-1	1	NO
Biloxi—Gulfport and Pascagoula.....	SUM	3	NO	<b>Pennsylvania</b>			
Columbus.....	SUM	3	NO	Philadelphia.....	3075-63	1	NO
<b>Missouri</b>				Pittsburgh.....	3075-23	1	NO
Butler County.....	SUM	1	NO	Scranton—Wilkes-Barre.....	SUM	4	NO
Kansas City.....	3075-51	1	YES	<b>Rhode Island</b>			
St. Louis.....	3075-13	1	NO	Statewide Rhode Island.....	SUM	3	YES
<b>Montana</b>				<b>South Carolina</b>			
Billings.....	3075-32	2H	NO	Beaufort County.....	SUM	4	NO
<b>Nebraska</b>				Charleston.....	SUM	3H	NO
Omaha.....	SUM	3H	NO	Columbia—Sumter.....	SUM	3	NO
Scotts Bluff County.....	SUM	1	NO	Greenville—Spartanburg.....	SUM	3	NO
<b>New Hampshire</b>				Greenwood County.....	SUM	1	NO
Carroll County.....	SUM	1	NO	<b>Tennessee</b>			
<b>New Jersey</b>				Memphis.....	3075-57	1	YES
Atlantic City.....	SUM	3 <sup>7</sup>	NO	Nashville.....	3075-5	2	NO
Bergen—Passaic.....	3075-22	1	NO	<b>Texas</b>			
Monmouth—Ocean.....	3075-35	2H	NO	Austin.....	SUM	5	NO
<b>New Mexico</b>				Corpus Christi.....	SUM	3H	NO
Albuquerque.....	3075-55	1	NO	Houston.....	3075-18	1	NO
<b>New York</b>				Longview—Marshall.....	3075-17	2H	NO
Central New York.....	SUM	1	NO	Northwest Texas.....	SUM	3	YES
Delaware County.....	SUM	1	NO	Polk.....	SUM	1	YES
Elmira.....	3075-42	1 <sup>a</sup>	NO	San Angelo.....	SUM	5	NO
Nassau—Suffolk.....	3075-65	1	NO	San Antonio.....	3075-27	1	NO
New York.....	3075-16	1	YES	<b>Utah</b>			
Poughkeepsie.....	3075-46	2H	NO	Salt Lake City—Ogden.....	3075-26	1	YES
Rochester.....	3075-59	2H	NO	<b>Vermont</b>			
<b>North Carolina</b>				Statewide Vermont.....	SUM	3	NO
Charlotte—Gastonia—Rock Hill.....	SUM	5	NO	<b>Virginia</b>			
Goldsboro.....	SUM	3	NO	Norfolk—Virginia Beach—Newport			
Greensboro—Winston-Salem—				News.....	3075-38	1	YES
High Point.....	SUM	3	NO	Richmond—Petersburg.....	3075-52	1	NO
<b>Ohio</b>				<b>Washington</b>			
Cincinnati.....	3075-24	1	NO	Seattle.....	3075-67	1	NO
Cleveland.....	3075-49	1	NO	<b>West Virginia</b>			
Columbus.....	3075-62	1	NO	Statewide West Virginia.....	SUM	3	NO
Dayton—Springfield.....	3075-11	1	NO				
Toledo.....	SUM	3H	NO				

See footnotes at end of table.

**Appendix table 4: Occupational Compensation Survey Program (OCSF) publications, calendar year 1994—Continued**

State and area	Publication <sup>1</sup>	Industrial coverage <sup>2</sup>	Benefits <sup>3</sup>	State and area	Publication <sup>1</sup>	Industrial coverage <sup>2</sup>	Benefits <sup>3</sup>
<b>Wisconsin</b>				<b>Wyoming</b>			
Appleton—Oshkosh—Neenah.....	3075-15	2H	NO	Cheyenne.....	SUM	3	YES
Appleton—Oshkosh—Neenah and Green Bay.....	SUM	2	NO	Sweetwater County .....	SUM	1	NO
Madison .....	SUM	3	NO				
Milwaukee .....	3075-53	1	YES				

<sup>1</sup> "SUM" indicates that a free survey summary is available from Regional Offices, listed on the back cover of this publication. Otherwise, bulletin numbers identify those locality pay surveys which are available for a nominal fee from the Government Printing Office (GPO), Washington, DC 20402, GPO Bookstores, or the Bureau of Labor Statistics Publications Sales Center, PO Box 2145, Chicago, IL 60690.

<sup>2</sup> All types of Occupational Compensation Surveys exclude Agriculture, forestry and fishing (Standard Industrial Classification codes (SIC's) 011-097), the US Postal Service (SIC 431), private households (SIC 881), and federal, foreign, and international governments.

Survey type 1 ("Full") industrial scope covers all private industries. These surveys also include State and local government operations of all SIC's, 011-972.

Type 2 ("Limited") industrial scope covers all private industries except for mining industries (SIC's 101-149), construction industries (SIC's 152-179), selected transportation, communications, electric, gas, and sanitary services (SIC's 412 and 449); and selected services (SIC's 762-769, 791-842, and 866). These surveys also include State and local government operations of all SIC's, 011-972.

Type 3 ("Limited") industrial scope is identical to type 2, but without State and local government operations.

Among survey types 2 and 3, those appended with an "H" indicate that industrial coverage extends into the health services industry (SIC's 801-809).

Type 4 industrial scope covers private industry establishments in the health services industry (Standard Industrial Classification (SIC) 801-809) along with State and local government establishments.

Type 5 industrial scope covers private industry establishments in the health services industry (Standard Industrial Classification (SIC) 801-809).

<sup>3</sup> Benefit data include paid holidays and vacations; and health insurance, retirement and other benefit plan provisions for full-time employees.

<sup>4</sup> A special summary featuring the Los Angeles- Anaheim- Riverside Consolidated Metropolitan Statistical Area (CMSA) and its component metropolitan areas (Anaheim-Santa Ana, Los Angeles-Long Beach, Oxnard-Ventura, and Riverside-San Bernardino) is available from the San Francisco Regional Office listed on the back cover of this publication.

<sup>5</sup> The Orlando summary which reflects the survey with basic industrial coverage has a January 1994 month of reference. This survey also covers amusement parks (SIC 7996). A December 1994 survey summary for this area is also available, but coverage is limited to the health services industry (SIC 801-809).

<sup>6</sup> This survey also covers amusement parks (SIC 7996).

<sup>7</sup> This survey also covers gambling establishments (part of SIC's 7993 and 7999).

<sup>8</sup> This survey did not cover State and local governments.

**Appendix table 5: Occupational Compensation Survey Program (OCSF) area definitions--**

State and area <sup>1</sup>	Area type <sup>2</sup>	Definition
<b>Alabama</b>		
Birmingham .....	MSA .....	Blount, Jefferson, St. Clair, Shelby, and Walker Counties
Dothan .....	MSA .....	Dale and Houston Counties
Gadsden and Anniston .....	2 MSA's .....	Calhoun and Etowah Counties
Huntsville .....	MSA .....	Madison County
Limestone County .....	NMET .....	Limestone County
Mobile .....	MSA .....	Baldwin and Mobile Counties
Montgomery .....	MSA .....	Autauga, Elmore, and Montgomery Counties
Sumter County .....	NMET .....	Sumter County
<b>Arizona</b>		
Apache County .....	NMET .....	Apache County
Phoenix .....	MSA .....	Maricopa County
Tucson-Douglas .....	ESA .....	Cochise and Pima Counties
<b>Arkansas</b>		
Fort Smith .....	MSA .....	Crawford and Sebastian Counties, AR; Sequoyah County, OK
Little Rock-North Little Rock .....	MSA .....	Faulkner, Lonoke, Pulaski, and Saline Counties
Pine Bluff .....	MSA .....	Jefferson County
<b>California</b>		
Anaheim-Santa Ana .....	PMSA .....	Orange County
Bakersfield .....	MSA .....	Kern County
Fresno .....	MSA .....	Fresno County
Los Angeles-Long Beach .....	PMSA .....	Los Angeles County
Oakland .....	PMSA .....	Alameda and Contra Costa Counties
Oxnard-Ventura .....	PMSA .....	Ventura County
Riverside-San Bernardino .....	PMSA .....	Riverside and San Bernardino Counties
Sacramento .....	MSA .....	El Dorado, Placer, Sacramento, and Yolo Counties
Salinas-Seaside-Monterey .....	MSA .....	Monterey County
San Diego .....	MSA .....	San Diego County
San Francisco .....	PMSA .....	Marin, San Francisco, and San Mateo Counties
San Jose .....	PMSA .....	Santa Clara County
San Luis Obispo County .....	NMET .....	San Luis Obispo County
Santa Barbara-Santa Maria-Lompoc .....	MSA .....	Santa Barbara County
Stockton .....	MSA .....	San Joaquin County
Trinity County .....	NMET .....	Trinity County
Vallejo-Fairfield-Napa .....	PMSA .....	Napa and Solano Counties
Visalia-Tulare-Porterville .....	MSA .....	Tulare County
<b>Colorado</b>		
Colorado Springs .....	MSA .....	El Paso County
Denver .....	PMSA .....	Adams, Arapahoe, Denver, Douglas, and Jefferson Counties
Pueblo .....	MSA .....	Pueblo County

See footnotes at end of table.

**Appendix table 5: Occupational Compensation Survey Program (OCSP) area definitions—Continued**

State and area <sup>1</sup>	Area type <sup>2</sup>	Definition
<b>Connecticut</b>		
Danbury.....	PMSA.....	Danbury city, and Bethel, Brookfield, New Fairfield, Newtown, Redding, Ridgefield, and Sherman towns in Fairfield County; Bridgewater and New Milford towns in Litchfield County
Hartford.....	PMSA.....	Hartford city, and Avon, Bloomfield, Canton, East Granby, East Hartford, East Windsor, Enfield, Farmington, Glastonbury, Granby, Manchester, Marlborough, Newington, Rocky Hill, Simsbury, South Windsor, Suffield, West Hartford, Wethersfield, Windsor, Windsor Locks towns in Hartford County; Barkhamsted and New Hartford towns in Litchfield County; East Haddam town in Middlesex County; Colchester town in New London County; Andover, Bolton, Columbia, Coventry, Ellington, Hebron, Somers, Stafford, Tolland, Vernon, and Willington towns in Tolland County
New Britain.....	PMSA.....	New Britain city, and Berlin, Plainville, and Southington towns in Hartford County
<b>Delaware</b>		
Wilmington.....	PMSA.....	New Castle County, DE; Cecil County, MD; Salem County, NJ
<b>District of Columbia</b>		
Washington.....	MSA.....	District of Columbia; Calvert, Charles, Frederick, Montgomery, and Prince Georges Counties, MD; Alexandria, Fairfax, Falls Church, Manassas, and Manassas Park cities, and Arlington, Fairfax, Loudoun, Prince William, and Stafford Counties, VA
<b>Florida</b>		
Bradenton.....	MSA.....	Manatee County
Daytona Beach.....	MSA.....	Volusia County
Fort Lauderdale—Hollywood—Pompano Beach and Boca Raton.....	2 MSA's.....	Broward and Palm Beach Counties
Fort Meyers—Cape Coral.....	MSA.....	Lee County
Gainesville.....	MSA.....	Alachua and Bradford Counties
Melbourne—Titusville—Palm Bay.....	MSA.....	Brevard County
Miami—Hialeah.....	PMSA.....	Dade County
Monroe County.....	NMET.....	Monroe County
Northwestern Florida.....	ESA.....	Bay, Escambia, Holmes, Okaloosa, Santa Rosa, Walton, and Washington Counties
Orlando.....	MSA.....	Orange, Osceola, and Seminole Counties
Tampa—St Petersburg—Clearwater.....	MSA.....	Hernando, Hillsborough, Pasco, and Pinellas Counties
<b>Georgia</b>		
Albany.....	MSA.....	Dougherty and Lee Counties
Atlanta.....	MSA.....	Barrow, Butts, Cherokee, Clayton, Cobb, Coweta, De Kalb, Douglas, Fayette, Forsyth, Fulton, Gwinnett, Henry, Newton, Paulding, Rockdale, Spalding, and Walton Counties
Augusta.....	MSA.....	Columbia, McDuffie, and Richmond Counties, GA; Aiken County, SC
Brunswick.....	ESA.....	Glynn County
Columbus.....	MSA.....	Chattahoochee and Muscogee Counties, GA; Russell County, AL
Macon—Warner Robins.....	MSA.....	Bibb, Houston, Jones, and Peach Counties
McIntosh County.....	NMET.....	McIntosh County
Murray County.....	NMET.....	Murray County
Savannah.....	MSA.....	Chatham and Effingham Counties
Talbot County.....	NMET.....	Talbot County
<b>Idaho</b>		
Bannock County.....	NMET.....	Bannock County
Boise City.....	MSA.....	Ada County
Bonner County.....	NMET.....	Bonner County

See footnotes at end of table.

**Appendix table 5: Occupational Compensation Survey Program (OCSP) area definitions—Continued**

State and area <sup>1</sup>	Area type <sup>2</sup>	Definition
<b>Illinois</b>		
Bloomington—Normal.....	MSA .....	McLean County
Champaign—Urbana—Rantoul .....	MSA .....	Champaign County
Chicago .....	PMSA .....	Cook, Du Page, and McHenry Counties
Decatur .....	MSA .....	Macon County
Franklin County .....	NMET .....	Franklin County
Joliet .....	PMSA .....	Grundy and Will Counties
Livingston County.....	NMET .....	Livingston County
Peoria .....	MSA .....	Peoria, Tazewell, and Woodford Counties
Springfield.....	MSA .....	Menard and Sangamon Counties
Vermilion County .....	NMET .....	Vermilion County
White County.....	NMET .....	White County
<b>Indiana</b>		
Bloomington—Vincennes.....	ESA .....	Daviess, Greene, Knox, Lawrence, Martin, Monroe, and Orange Counties
Elkhart—Goshen .....	MSA .....	Elkhart County
Evansville .....	MSA .....	Posey, Vanderburgh, and Warrick Counties, IN; Henderson County, KY
Fort Wayne .....	MSA .....	Adams, Allen, DeKalb, Wells, and Whitley Counties
Gary—Hammond.....	PMSA.....	Lake and Porter Counties
Indianapolis .....	MSA .....	Boone, Hamilton, Hancock, Hendricks, Johnson, Marion, Morgan, and Shelby Counties
Kokomo .....	MSA .....	Howard and Tipton Counties
South Bend—Mishawaka .....	MSA .....	St. Joseph and Marshall Counties
<b>Iowa</b>		
Carroll County .....	NMET .....	Carroll County
Cass County.....	NMET .....	Cass County
Cedar Rapids .....	MSA .....	Linn County
Davenport—Rock Island—Moline .....	MSA .....	Henry and Rock Island Counties, IL; Scott County, IA
Des Moines .....	MSA .....	Dallas, Polk, and Warren Counties
Monona County.....	NMET .....	Monona County
<b>Kansas</b>		
Finney County .....	NMET .....	Finney County
Lane County.....	NMET .....	Lane County
Topeka.....	MSA .....	Shawnee County
Wabaunsee County.....	NMET .....	Wabaunsee County
Wichita .....	MSA .....	Butler, Harvey, and Sedgwick Counties
<b>Kentucky</b>		
Evansville—Clarksville—Hopkinsville— Owensboro—Bowling Green .....	ESA .....	Butler, Christian, Daviess, Hopkins, Logan, McLean, Muhlenburg, Ohio, Todd, Union, Warren, and Webster Counties, KY; Posey, Vanderburgh and Warrick Counties, IN; and Montgomery County, TN
Lexington—Fayette .....	MSA .....	Bourbon, Clark, Fayette, Jessamine, Scott, and Woodford Counties
Louisville.....	MSA .....	Bullitt, Jefferson, Oldham, and Shelby Counties, KY; Clark, Floyd, and Harrison Counties, IN
<b>Louisiana</b>		
Acadia Parish .....	NMET .....	Acadia Parish
Alexandria—Leesville .....	ESA .....	Grant, Rapides, and Vernon Parishes
Baton Rouge .....	MSA .....	Ascension, East Baton Rouge, Livingston, and West Baton Rouge Parishes
Natchitoches Parish .....	NMET .....	Natchitoches Parish
New Orleans .....	MSA .....	Jefferson, Orleans, St. Bernard, St. Charles, St. John the Baptist, and St. Tammany Parishes
Shreveport.....	MSA .....	Bossier and Caddo Parishes

See footnotes at end of table.

**Appendix table 5: Occupational Compensation Survey Program (OCSP) area definitions—Continued**

State and area <sup>1</sup>	Area type <sup>2</sup>	Definition
<b>Maine</b>		
Oxford County .....	NMET .....	Oxford County
Portland .....	MSA .....	Portland, South Portland, and Westbrook cities; and Cape Elizabeth, Cumberland, Falmouth, Freeport, Gorham, Gray, North Yarmouth, Raymond, Scarborough, Standish, Windham, and Yarmouth towns in Cumberland County; Buxton, Hollis, and Old Orchard Beach towns in York County
<b>Maryland</b>		
Baltimore .....	MSA .....	Baltimore city, and Anne Arundel, Baltimore, Carroll, Harford, Howard, and Queen Anne's Counties
Cumberland .....	MSA .....	Allegany County, MD; and Mineral County, WV
Hagerstown—Cumberland—Chambersburg .....	ESA .....	Alleghany and Washington Counties, MD; Bedford, Franklin, and Fulton Counties, PA; and Mineral County, WV
Lower Eastern Shore .....	ESA .....	Somerset, Wicomico, and Worcester Counties, MD; Accomack and Northhampton Counties, VA; and Sussex County, DE
<b>Massachusetts</b>		
Boston .....	PMSA .....	Mansfield, Norton, and Raynham towns in Bristol County; Lynn city and Lynnfield, Nahant, and Saugus towns in Essex County; Cambridge, Everett, Malden, Marlborough, Medford, Melrose, Newton, Somerville, Waltham, and Woburn cities, and Acton, Arlington, Ashland, Ayer, Bedford, Belmont, Boxborough, Burlington, Carlisle, Concord, Framingham, Groton, Holliston, Hopkinton, Hudson, Lexington, Lincoln, Littleton, Maynard, Natick, North Reading, Reading, Sherborn, Shirley, Stoneham, Stow, Sudbury, Townsend, Wakefield, Watertown, Wayland, Weston, Wilmington, and Winchester towns in Middlesex County; Quincy city, and Bellingham, Braintree, Brookline, Canton, Cohasset, Dedham, Dover, Foxborough, Franklin, Holbrook, Medfield, Medway, Millis, and Needham, Norfolk, Norwood, Randolph, Sharon, Stoughton, Walpole, Wellesley, Westwood, Weymouth, and Wrentham towns in Norfolk County; Carver, Duxbury, Hanover, Hanson, Hingham, Hull, Kingston, Lakeville, Marshfield, Middleborough, Norwell, Pembroke, Plymouth, Plympton, Rockland, and Scituate towns in Plymouth County; All of Suffolk County; Berlin, Bolton, Harvard, Hopedale, Lancaster, Mendon, Milford, Southborough, and Upton towns in Worcester County
Lawrence—Haverhill .....	PMSA .....	Haverhill, Lawrence, and Newburyport cities, and Amesbury, Andover, Boxford, Georgetown, Groveland, Merrimac, Methuen, Newbury, North Andover, Salisbury, and West Newbury towns in Essex County, MA; Atkinson, Brentwood, Danville, Derry, East Kingston, Hampstead, Kingston, Newton, Plaistow, Salem, Sandown, Seabrook, and Windham towns in Rockingham County, NH
Southeastern Massachusetts .....	ESA .....	Barnstable, Bristol, Dukes, Nantucket, Norfolk, and Plymouth Counties, excluding cities and towns included in the Boston and Pawtucket—Woonsocket—Attleboro metropolitan areas
Western Massachusetts .....	ESA .....	Berkshire, Franklin, Hampden, Hampshire, and Worcester Counties, except cities and towns included in the Boston, Pawtucket, and Worcester metropolitan areas
Worcester .....	MSA .....	Worcester city, and Auburn, Barre, Boylston, Brookfield, Charlton, Clinton, Douglas, Dudley, East Brookfield, Grafton, Holden, Leicester, Millbury, Northborough, Northbridge, North Brookfield, Oxford, Paxton, Princeton, Rutland, Shrewsbury, Spencer, Sterling, Sutton, Uxbridge, Webster, Westborough, and West Boylston towns in Worcester County
<b>Michigan</b>		
Alpena—Standish—Tawas City .....	ESA .....	Alcona, Alpena, Arenac, and Iosco Counties
Ann Arbor .....	PMSA .....	Washtenaw County
Battle Creek .....	MSA .....	Calhoun County
Detroit .....	PMSA .....	Lapeer, Livingston, Macomb, Monroe, Oakland, St. Clair, and Wayne Counties
Gladwin County .....	NMET .....	Gladwin County
Saginaw—Bay City—Midland .....	MSA .....	Bay, Midland, and Saginaw Counties

See footnotes at end of table.

**Appendix table 5: Occupational Compensation Survey Program (OCSP) area definitions—Continued**

State and area <sup>1</sup>	Area type <sup>2</sup>	Definition
<b>Michigan—Continued</b>		
Upper Peninsula .....	ESA .....	Alger, Baraga, Chippewa, Delta, Dickinson, Gogebic, Houghton, Iron, Keweenaw, Luce, Marquette, Mackinac, Menominee, Ontonagon, and Schoolcraft Counties
Van Buren County .....	NMET .....	Van Buren County
<b>Minnesota</b>		
Blue Earth County .....	NMET .....	Blue Earth County
Duluth .....	MSA .....	St. Louis County, MN; Douglas County, WI
Minneapolis—St. Paul .....	MSA .....	Anoka, Carver, Chisago, Dakota, Hennepin, Isanti, Ramsey, Scott, Washington, and Wright Counties, MN; St. Croix County, WI
St. Cloud .....	MSA .....	Benton, Sherburne, and Stearns Counties
<b>Mississippi</b>		
Biloxi—Gulfport and Pascagoula .....	2 MSA's .....	Hancock, Harrison, and Jackson Counties
Columbus .....	ESA .....	Lowndes County
Franklin County .....	NMET .....	Franklin County
Jackson .....	MSA .....	Hinds, Madison, and Rankin Counties
Marion County .....	NMET .....	Marion County
Meridian .....	ESA .....	Lauderdale County
<b>Missouri</b>		
Butler County .....	NMET .....	Butler County
Kansas City .....	MSA .....	Johnson, Leavenworth, Miami, and Wyandotte Counties, KS; Cass, Clay, Jackson, Lafayette, Platte, and Ray Counties, MO
Southern Missouri .....	ESA .....	Barry, Barton, Benton, Bollinger, Butler, Camden, Cape Girardeau, Carter, Cedar, Christian, Dade, Dallas, Dent, Douglas, Dunklin, Greene, Hickory, Howell, Iron, Jasper, Laclede, Lawrence, Madison, Maries, McDonald, Miller, Mississippi, Moniteau, Morgan, New Madrid, Newton, Oregon, Ozark, Pemiscot, Perry, Phelps, Polk, Pulaski, Reynolds, Ripley, Scott, Shannon, St. Clair, Stoddard, Stone, Taney, Texas, Vernon, Wayne, Webster, and Wright Counties
St. Louis .....	MSA .....	Clinton, Jersey, Madison, Monroe, and St. Clair Counties, IL; St. Louis city, and Sullivan city in Crawford County, Franklin, Jefferson, St. Charles, and St. Louis Counties, MO
<b>Montana</b>		
Billings .....	MSA .....	Yellowstone County
Teton County .....	NMET .....	Teton County
<b>Nebraska</b>		
Dodge County .....	NMET .....	Dodge County
Grand Island—Hastings .....	ESA .....	Adams and Hall Counties
Omaha .....	MSA .....	Douglas, Sarpy, and Washington Counties, NE; Pottawattamie County, IA
Scotts Bluff County .....	NMET .....	Scotts Bluff County
<b>Nevada</b>		
Las Vegas—Tonopah .....	ESA .....	Clark and Nye Counties
Reno .....	MSA .....	Washoe County
<b>New Hampshire</b>		
Carroll County .....	NMET .....	Carroll County
<b>New Jersey</b>		
Atlantic City .....	MSA .....	Atlantic and Cape May Counties
Bergen—Passaic .....	PMSA .....	Bergen and Passaic Counties
Middlesex—Somerset—Hunterdon .....	PMSA .....	Hunterdon, Middlesex, and Somerset Counties

See footnotes at end of table.

**Appendix table 5: Occupational Compensation Survey Program (OCS) area definitions—Continued**

State and area <sup>1</sup>	Area type <sup>2</sup>	Definition
<b>New Jersey—Continued</b>		
Monmouth—Ocean.....	PMSA	Monmouth and Ocean Counties
Newark.....	PMSA	Essex, Morris, Sussex, and Union Counties
Trenton.....	PMSA	Mercer County
<b>New Mexico</b>		
Albuquerque.....	MSA	Bernalillo County
San Juan County.....	NMET	San Juan County
<b>New York</b>		
Albany—Schenectady—Troy.....	MSA	Albany, Greene, Montgomery, Rensselaer, Saratoga, and Schenectady Counties
Binghamton.....	MSA	Broome and Tioga Counties
Buffalo.....	PMSA	Erie County
Central New York.....	ESA	Broome, Cayuga, Chemung, Chenango, Cortland, Herkimer, Madison, Oneida, Onondaga, Oswego, Tioga, and Tompkins Counties
Clinton County.....	NMET	Clinton County
Delaware County.....	NMET	Delaware County
Elmira.....	MSA	Chemung County
Nassau—Suffolk.....	PMSA	Nassau and Suffolk Counties
New York.....	PMSA	Bronx, Kings, New York, Putnam, Queens, Richmond, Rockland, and Westchester Counties
Northern New York.....	ESA	Clinton, Essex, Franklin, Jefferson, Lewis, and St. Lawrence Counties
Poughkeepsie.....	MSA	Dutchess County
Rochester.....	MSA	Livingston, Monroe, Ontario, Orleans, and Wayne Counties
Tompkins.....	NMET	Tompkins County
Utica—Rome.....	MSA	Herkimer and Oneida Counties
<b>North Carolina</b>		
Asheville.....	MSA	Buncombe County
Charlotte—Gastonia—Rock Hill.....	MSA	Cabarrus, Gaston, Lincoln, Mecklenburg, Rowan, and Union Counties, NC; York County, SC
Fayetteville.....	MSA	Cumberland County
Goldsboro.....	ESA	Wayne County
Greensboro—Winston-Salem—High Point.....	MSA	Davidson, Davie, Forsyth, Guilford, Randolph, Stokes, and Yadkin Counties
Harnett County.....	NMET	Harnett County
Jacksonville—New Bern.....	ESA	Craven, Jones, and Onslow Counties
Martin County.....	NMET	Martin County
McDowell County.....	NMET	McDowell County
Raleigh—Durham.....	MSA	Durham, Franklin, Orange, and Wake Counties
<b>Ohio</b>		
Cincinnati.....	PMSA	Clermont, Hamilton, and Warren Counties, OH; Boone, Campbell, and Kenton Counties, KY; Dearborn County, IN
Cleveland.....	PMSA	Cuyahoga, Geauga, Lake, and Medina Counties
Columbus.....	MSA	Delaware, Fairfield, Franklin, Licking, Madison, Pickaway, and Union Counties
Dayton—Springfield.....	MSA	Clark, Greene, Miami, and Montgomery Counties
Gallia County.....	NMET	Gallia County
Lima.....	MSA	Allen and Auglaize Counties
Mercer County.....	NMET	Mercer County
Portsmouth—Chillicothe—Gallipolis.....	ESA	Adams, Gallia, Highland, Hocking, Jackson, Lawrence, Pike, Ross, Scioto, and Vinton Counties
Scioto County.....	NMET	Scioto County
Toledo.....	MSA	Fulton, Lucas, and Wood Counties
Williams County.....	NMET	Williams County

See footnotes at end of table.

**Appendix table 5: Occupational Compensation Survey Program (OCS) area definitions—Continued**

State and area <sup>1</sup>	Area type <sup>2</sup>	Definition
<b>Oklahoma</b>		
Oklahoma City.....	MSA .....	Canadian, Cleveland, Logan, McClain, Oklahoma, and Pottowatomie Counties
Pittsburg County.....	NMET .....	Pittsburg County
Tulsa.....	MSA .....	Creek, Osage, Rogers, Tulsa, and Wagoner Counties
<b>Oregon</b>		
Eugene–Springfield–Medford– Roseburg–Klamath Falls.....	ESA .....	Douglas, Jackson, Josephine, Klamath, and Lane Counties
Portland .....	PMSA .....	Clackamas, Multnomah, Washington, and Yamhill Counties
Salem .....	MSA .....	Marion and Polk Counties
Umatilla.....	NMET .....	Umatilla County
<b>Pennsylvania</b>		
Harrisburg–Lebanon–Carlisle .....	MSA .....	Cumberland, Dauphin, Lebanon, and Perry Counties
McKean County.....	NMET .....	McKean County
Philadelphia .....	PMSA .....	Bucks, Chester, Delaware, Montgomery, and Philadelphia Counties, PA; Burlington, Camden, and Gloucester Counties, NJ
Pittsburgh .....	PMSA .....	Allegheny, Fayette, Washington, and Westmoreland Counties
Reading.....	MSA .....	Berks County
Scranton–Wilkes-Barre.....	MSA .....	Columbia, Lackawanna, Luzerne, Monroe, and Wyoming Counties
Warren County .....	NMET .....	Warren County
York.....	MSA .....	Adams and York Counties
<b>Rhode Island</b>		
Pawtucket–Woonsocket–Attleboro .....	PMSA .....	Central Falls, Pawtucket, and Woonsocket cities; and Burrillville, Cumberland, Lincoln, North Smithfield, and Smithfield towns in Providence County, RI; Attleboro city and North Attleborough, Rehoboth, and Seekonk towns in Bristol County, MA; Plainville town in Norfolk County, MA; Blackstone and Millville towns in Worcester County, MA
Providence .....	PMSA .....	Barrington, Bristol, and Warren towns in Bristol County; Warwick city, and Coventry, East Greenwich, and West Warwick towns in Kent County; Jamestown town in Newport County; Cranston, East Providence, and Providence cities and Foster, Glocester, Johnston, North Providence, and Scituate towns in Providence County; Exeter, Narragansett, North Kingston, Richmond, and South Kingstown towns in Washington County
<b>South Carolina</b>		
Beaufort County .....	NMET .....	Beaufort County
Charleston .....	MSA .....	Berkeley, Charleston, and Dorchester Counties
Columbia–Sumter.....	ESA .....	Lexington, Richland, and Sumter Counties
Florence .....	MSA .....	Florence County
Greenville–Spartanburg.....	MSA .....	Greenville, Pickens, and Spartanburg Counties
Greenwood County .....	NMET .....	Greenwood County
<b>Tennessee</b>		
Chattanooga.....	MSA .....	Hamilton, Marion, and Sequatchie Counties, TN; Catoosa, Dade, and Walker Counties, GA
Dyer County .....	NMET .....	Dyer County
Hardin County .....	NMET .....	Hardin County
Knoxville.....	MSA .....	Anderson, Blount, Grainger, Jefferson, Knox, Sevier, and Union Counties
Memphis.....	MSA .....	Shelby and Tipton Counties, TN; Crittenden County, AR, and DeSoto County, MS
Nashville.....	MSA .....	Cheatham, Davidson, Dickson, Robertson, Rutherford, Sumner, Williamson, and Wilson Counties
Northeastern Tennessee–Western Virginia.....	ESA.....	Carter, Cocke, Greene, Hancock, Hawkins, Johnson, Sullivan, Unicoi, and Washington Counties, TN; Buchanan, Dickenson, Grayson, Lee, Russell, Scott, Smyth, Tazewell, Washington, and Wise Counties, VA; and the cities of Bristol and Norton, VA

See footnotes at end of table.

**Appendix table 5: Occupational Compensation Survey Program (OCS) area definitions—Continued**

State and area <sup>1</sup>	Area type <sup>2</sup>	Definition
<b>Tennessee—Continued</b>		
Obion County .....	NMET .....	Obion County
Trousdale County .....	NMET .....	Trousdale County
<b>Texas</b>		
Abilene .....	MSA .....	Taylor County
Austin .....	MSA .....	Hays, Travis, and Williamson Counties
Beaumont—Port Arthur and Lake Charles .....	2 MSA's .....	Hardin, Jefferson, and Orange Counties, TX; Calcasieu Parish, LA
Childress County .....	NMET .....	Childress County
Corpus Christi .....	MSA .....	Nueces and San Patricio Counties
Dallas .....	PMSA .....	Collin, Dallas, Denton, Ellis, Kaufman, and Rockwall Counties
Eastland County .....	NMET .....	Eastland County
El Paso—Las Cruces—Alamogordo .....	ESA .....	El Paso County, TX; and Dona Ana and Otero Counties, NM
Fort Worth—Arlington .....	PMSA .....	Johnson, Parker, and Tarrant Counties
Gillespie County .....	NMET .....	Gillespie County
Houston .....	PMSA .....	Fort Bend, Harris, Liberty, Montgomery, and Waller Counties
Longview—Marshall .....	MSA .....	Gregg and Harrison Counties
Nacogdoches County .....	NMET .....	Nacogdoches County
Northwest Texas .....	ESA .....	Andrews, Armstrong, Bailey, Borden, Briscoe, Brown, Callahan, Carson, Castro, Childress, Cochran, Coke, Coleman, Collingsworth, Comanche, Concho, Cottle, Crosby, Dallam, Dawson, Deaf Smith, Dickens, Donley, Eastland, Ector, Fisher, Floyd, Foard, Gaines, Garza, Glasscock, Gray, Hale, Hall, Hansford, Hardeman, Hartley, Haskell, Hemphill, Hockley, Howard, Hutchinson, Jones, Kent, King, Knox, Lamb, Lipscomb, Lubbock, Lynn, Martin, McCulloch, Midland, Mitchell, Moore, Motley, Nolan, Ochiltree, Oldham, Parmer, Potter, Randall, Roberts, Runnels, Scurry, Shackelford, Sherman, Stephens, Sterling, Stonewall, Swisher, Taylor, Terry, Throckmorton, Wheeler, Yoakum, and Young Counties
Polk County .....	NMET .....	Polk County
Rio Grande Valley .....	ESA .....	Cameron, Hidalgo, Starr, Webb, and Zapata Counties
San Angelo .....	MSA .....	Tom Green County
San Antonio .....	MSA .....	Bexar, Comal, and Guadalupe Counties
Scurry County .....	NMET .....	Scurry County
Waco and Killeen—Temple .....	2 MSA's .....	Bell, Coryell, and McLennan Counties
Wichita Falls—Lawton—Altus .....	ESA .....	Archer, Baylor, Clay, Wichita, and Wilbarger Counties, TX; and Comanche, Cotton, Greer, Harmon, Jackson, Kiowa, and Tillman Counties, OK
<b>Utah</b>		
Box Elder County .....	NMET .....	Box Elder County
Salt Lake City—Ogden .....	MSA .....	Davis, Salt Lake, and Weber Counties
<b>Vermont</b>		
Burlington .....	MSA .....	Burlington, South Burlington, and Winooski cities, and Charlotte, Colchester, Essex, Hinesburg, Jericho, Milton, Richmond, St. George, Shelburne, and Williston towns in Chittenden County; Georgia town in Franklin County; and Grand Isle and South Hero towns in Grand Isle County
Orleans County .....	NMET .....	Orleans County
<b>Virginia</b>		
Giles County .....	NMET .....	Giles County
Norfolk—Virginia Beach—Newport News .....	MSA .....	Chesapeake, Hampton, Newport News, Norfolk, Poquoson, Portsmouth, Suffolk, Virginia Beach and Williamsburg cities, and Gloucester, James City, and York Counties
Richmond—Petersburg .....	MSA .....	Colonial Heights, Hopewell, Petersburg, and Richmond cities, and Charles City, Chesterfield, Dinwiddie, Goochland, Hanover, Henrico, New Kent, Powhatan, and Prince George Counties

See footnotes at end of table.

**Appendix table 5: Occupational Compensation Survey Program (OCSF) area definitions—Continued**

State and area <sup>1</sup>	Area type <sup>2</sup>	Definition
<b>Virginia—Continued</b>		
Southwest Virginia .....	ESA .....	Buena Vista, Clifton Forge, Covington, Danville, Galax, Lexington, Lynchburg, Martinsville, Radford, Roanoke, Salem, South Boston, Staunton, and Waynesboro cities; and Alleghany, Amherst, Appomattox, Augusta, Bath, Bedford, Bland, Botetourt, Campbell, Carroll, Craig, Floyd, Franklin, Giles, Halifax, Henry, Highland, Montgomery, Nelson, Patrick, Pittsylvania, Pulaski, Roanoke, Rockbridge, and Wythe Counties
<b>Washington</b>		
Seattle .....	PMSA .....	King and Snohomish Counties
Spokane .....	MSA .....	Spokane County
Tacoma .....	PMSA .....	Pierce County
Yakima—Richland—Keneewick—Pasco— Walla Walla—Pendleton .....	ESA .....	Benton, Franklin, Walla Walla, and Yakima Counties, WA; and Umatilla County OR
<b>Wisconsin</b>		
Appleton—Oshkosh—Neenah .....	MSA .....	Calumet, Outagamie, and Winnebago Counties
Appleton—Oshkosh—Neenah and Green Bay .....	2 MSA's .....	Brown, Calumet, Outagamie, and Winnebago Counties
La Crosse—Sparta .....	MSA .....	La Crosse and Monroe Counties
Madison .....	MSA .....	Dane County
Manitowoc County .....	NMET .....	Manitowoc County
Milwaukee .....	PMSA .....	Milwaukee, Ozaukee, Washington, and Waukesha Counties
Oconto County .....	NMET .....	Oconto County
Sawyer County .....	NMET .....	Sawyer County
<b>West Virginia</b>		
Grant County .....	NMET .....	Grant County
Mason County .....	NMET .....	Mason County
Parkersburg—Marietta .....	MSA .....	Wood County, WV, and Washington County, OH
<b>Wyoming</b>		
Cheyenne .....	ESA .....	Laramie County
Sweetwater County .....	NMET .....	Sweetwater County

<sup>1</sup> The Bureau did not survey all of these defined localities in 1994. Appendix table 4 lists all OCSF publications with a 1994 survey reference month.

<sup>2</sup> Area designations are: metropolitan statistical areas (MSA) and primary metropolitan statistical areas (PMSA), as defined by the Office of Management and Budget, 1984; nonmetropolitan counties (NMET); and additional areas

surveyed for the Employment Standards Administration (ESA) for use in administering the Service Contract Act. 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.

# 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.

For surveys with limited industrial coverage (types 2 and 3 on appendix table 4), the Bureau publishes private industry pay data for the shaded occupations, only.

### 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.
- 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 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. Is 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 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 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 complete responsibility 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 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 technical phases of the audit. Issues not covered by guidelines or known precedents are 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 performed requires 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,

- 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.

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.
	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.
	D-3	R-2	
V	D-2	R-4	Extensive professional experience at the "D-3" or "R-3" levels.
	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

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

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

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 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 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 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.

## REGISTERED NURSE (RN)

(29: Registered nurse)

Provides professional nursing care to patients in hospitals, nursing homes, clinics, health units, private residences, and community health organizations. (Visiting nurses are included.) Assists physicians with treatment; assesses patient health problems and needs; develops and implements nursing care plans; maintains medical records; and assists patients in complying with prescribed medical regimen. May specialize, e.g., operating room nurse, psychiatric nurse, nurse anesthetist, industrial nurse, nurse practitioner, and clinical nurse specialist. May supervise LPN's and nursing assistants.

*Excluded are:*

- a. Nurse midwives;
- b. Nursing instructors, researchers, and consultants *who do not provide nursing care to patients*;
- c. Nursing supervisors and managers, e.g., head nurses, nursing coordinators, directors of nursing; and
- d. RN trainees primarily performing such entry level nursing care as: recording case histories; measuring temperature, pulse, respiration, height, weight, and blood pressure; and testing vision and hearing.

### Registered Nurse I

Provides comprehensive general nursing care to patients whose conditions and treatment are normally uncomplicated. Follows established procedures, standing orders, and doctor's instructions. Uses judgment in selecting guidelines appropriate to changing patient conditions. Routine duties are performed independently; variations from established routines are performed under specific instructions. Typical assignments include:

*Staff.* Prepares hospital or nursing home patients for tests, examinations, or treatment; assists in responding to emergencies; records vital signs and effects of medication and treatment in patient charts; and administers prescribed medications and intravenous feedings.

*Operating Room.* Assists in surgical procedures by preparing patients for less complex operations (e.g., appendectomies); sterilizes instruments and other supplies; handles instruments; and assists in operating room, recovery room, and intensive care ward.

*Psychiatric.* Provides routine nursing care to psychiatric patients. May observe and record patient behavior.

*Health Unit/Clinic.* Administers immunizations, inoculations, allergy treatments, and medications in a clinic or employer health unit; performs first aid for minor burns, cuts, bruises, and sprains; obtains patient histories; and keeps records, writes reports, and maintains supplies and equipment.

## Registered Nurse II

Plans and provides comprehensive nursing care in accordance with professional nursing standards. Uses judgment in assessing patient conditions, interprets guidelines, and modifies patient care as necessary. Recognizes and determines proper action for medical emergencies, e.g., calls physician or takes preplanned emergency measures. Typical assignments include:

*Staff.* In addition to the duties described at level I, usually performs more complex procedures, such as: administering blood transfusions; managing nasal-pharyngeal, gastric suction, and other drainage tubes; using special equipment such as ventilator devices, resuscitators, and hypothermic units; or closely monitoring postoperative and seriously ill patients.

*Operating Room.* Provides nursing service for surgical operations, including those involving complex and extensive surgical procedures. Confers with surgeons concerning instruments, sutures, prosthesis, and special equipment; cares for physical and psychological needs of patients; assists in the care and handling of supplies and equipment; assures accurate care and handling of specimens; and assumes responsibility for aseptic technique maintenance and adequacy of supplies during surgery.

*Psychiatric.* Provides comprehensive nursing care for psychiatric patients. In addition to observing patients, evaluates and records significant behavior and reaction patterns and participates in group therapy sessions.

*Health Unit/Clinical.* Provides a range of nursing services, including preventive health care counseling. Coordinates health care needs and makes referrals to medical specialists; assesses and treats minor health problems; advises whether employees should return to work, or be referred to physician; administers emergency treatment; performs limited portions of physical examinations; manages the stable phases of common chronic illnesses; and provides individual and family counseling.

*Community Health.* Provides a broad range of nursing services including adult and child health care, chronic and communicable disease control, health teaching, counseling, referrals, and follow-up.

## Registered Nurse II Specialist

Plans and provides highly specialized patient care in a difficult specialty area, such as intensive care or critical care. In comparison with registered nurse II, pay typically reflects advanced specialized training, experience, and certification. May assist higher level nurses in developing, evaluating, and revising nursing plans. May provide advice to lower level nursing staff in area of specialty.

## Registered Nurse III

Plans and performs specialized and advanced nursing assignments of considerable difficulty. Uses expertise in assessing patient conditions and develops nursing plans which serve as a role model for others. Evaluation and observation skills are relied upon by physicians in developing and modifying treatment. Work extends beyond patient care to the evaluation of concepts, procedures, and program effectiveness. Typical assignments include:

*Specialists.* Provides specialized hospital nursing care to patients having illnesses and injuries that require adaptation of established nursing procedures. Renders expertise in caring for patients who are seriously ill; are not responding to normal treatment; have undergone unique surgical operations; or are receiving infrequently used medication. Duties may require knowledge of special drugs or the ability to provide pulmonary ventilation.

*Psychiatric Specialist.* Provides nursing expertise on an interdisciplinary treatment team which defines policies and develops total care programs for psychiatric patients.

*Practitioner.* Provides primary health care and nursing services in clinics, schools, employer health units, or community health organizations. Assesses, diagnoses, and treats minor illnesses and manages chronic health problems. Other services may include: providing primary care for trauma cases, including suturing; planning and conducting a clinic, school, or employer health program; or studying and appraising community health services.

## Registered Nurse III Anesthetist

Recommends and administers general anesthetics intravenously, topically, by inhalation, or by endotracheal intubation; induces patient anesthesia, and manages proper states of patient narcosis throughout prolonged surgeries. Determines the need for and administers parenteral fluids, including plasma and blood; administers stimulants as directed. May also administer local anesthetics, as needed.

## Registered Nurse IV

Plans, researches, develops, and implements new or modified techniques, methods, practices, and approaches in nursing care. Acts as consultant in area of specialization and is considered an expert or leader within specialty area. Consults with supervisor to develop decisions and coordinates with other medical staff and community. Typical assignments include:

*Specialist/Consultant.* Provides expert and complex hospital nursing and health care to a specialized group of patients. Develops and monitors the implementation of new nursing techniques, policies, procedures and programs; instructs nursing and medical staff in specialty; represents the specialty to outside organizations; and evaluates, interprets, and integrates research findings into nursing practices.

*Practitioner.* Serves as primary health advisor in clinics and community health organizations and provides full range of health care services. Manages clinic and is responsible for formulating nursing and health care standards and policies, including developing and teaching new techniques or practices and establishing or revising criteria for care. Collaborates with physician in planning, evaluating, coordinating, and revising program and determines conditions, resources and policies essential to delivery of health care services.

## 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 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.

### **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 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.

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 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 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 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 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; appraises 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 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 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.

**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 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 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 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 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 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

**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

- 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.

## 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

*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 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.

- 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.

### 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

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 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 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 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.

*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 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.

### **LICENSED PRACTICAL NURSE (LPN)**

(366: Licensed practical nurse)

LPN's are licensed to provide practical or vocational nursing care to patients in hospitals, nursing homes, clinics, health units, homes, and community health organizations. They typically work under the supervision of a registered nurse or physician, and may supervise unlicensed nursing assistants.

#### **LPN I**

Provides standard nursing care requiring some latitude for independent judgment and initiative to perform recurring duties. Supervisor provides additional instructions for unusual or difficult tasks. Deviations from specific guidelines must be authorized by the supervisor. Typical assignments include:

*Hospitals/nursing homes.* As part of a nursing team, assists patients in attending to their personal hygiene; measures and labels routine specimens; records vital signs; provides routine treatments such as compresses, enemas, sterile dressings, and sitz baths; prepares and administers commonly prescribed medications; observes and reports on patient conditions; and teaches patient self care, repeating instructions previously provided by professional staff.

*Mental health/resident care.* As part of a nursing team, makes rounds of assigned area to count patients; observes patients for changes in behavior and checks for cleanliness; encourages patients to participate in recreational

activities; maintains standard records of patients and medications; and administers first aid.

*Clinics/community health organizations.* Performs routine nursing procedures such as taking and recording height, weight, measurements, and vital signs. Performs vision, hearing, urine, and tuberculin skin tests; records test results. Administers medications and immunizations under supervision of an RN; observes, records, and reports signs of illness or changes in patient condition; and assists physician with physical examination. May provide routine nursing care to the sick at home, reinforcing physician's instructions, checking medication and eating and sleeping habits, and inquiring about additional problems.

## LPN II

Provides nursing care requiring an understanding of diseases and illnesses sufficient to enhance communication with physicians, registered nurses, and patients. Follows general instructions in addition to established policies, practices, and procedures. Uses judgment to vary sequence of procedures based on patient's condition and previous instructions. Supervisory approval for requested deviations is given routinely. Guidance is provided for unusual occurrences.

*Hospital/nursing homes.* As a responsible member of a nursing team, cares for patients in various stages of dependency (e.g., ranging from those receiving general medical care to a selected few who are critically ill). Provides appropriate verbal and written information for patient care plans. In addition to the tasks described at level I, assignments may include more complex duties such as: catheterizing, irrigating, or suctioning patients; observing and reporting intravenous fluids; and assisting in resuscitation procedures.

*Mental health/resident care.* Provides input into nursing team conferences by interpreting patient nursing care needs and responses to therapy. In addition to the tasks described at level I, serves as a role model by performing and teaching self care; participates in therapy sessions by promoting self care and self worth; and records progress treatment plans.

*Clinics/community health organizations.* In addition to the duties described at level I, uses experience and judgment to perform more complex procedures such as: screening patients for health problems such as hypertension and diabetes, using judgment in deciding to refer patients to RN or physician; providing patient's treatment plan; coordinating selected clinic operations; giving irrigations and catheterizations, suctioning tracheotomies, and conducting electrocardiograms; or recertifying applicants for supplemental food programs when test results indicate nutritional deficiencies.

*Employer health units.* Uses judgment to perform moderately complex procedures such as: treating employees for minor illnesses and work related injuries, and referring difficult cases to RN or physician; observing reactions to drugs and treatments and reporting irregularities; assisting physicians with examinations and treatments; and maintaining records of occupational illnesses and injuries as required by Federal and State regulations.

## LPN III

This level applies to two different work situations. In situation 1), LPN's provide nursing care for patients in various stages of dependency, setting priorities and deadlines for patient care, and modifying nursing care as necessary prior to notifying the supervisor. In situation 2), LPN's are assigned to a selected group of critically ill patients, e.g., in hospital intensive care or coronary care units. These assignments require LPN's to immediately recognize and respond to serious situations, sometimes prior to notifying and RN. However, their overall independence and authority is more limited than that described in situation 1 and supervisory approval is required for proposed deviations from established guidelines.

*Hospitals.* Under direct supervision of an RN, provides nursing care to critically ill patients in such areas as intensive care or coronary care. Duties, while similar to the more complex responsibilities described at level II, are performed under stressful conditions requiring special techniques and procedures in reacting to life-threatening situations and in providing basic patient care. Evaluates appropriateness of planned treatment, given the patient's condition, and proposes modifications to RN.

*Mental health/resident care/nursing homes.* Duties are similar to those described at level II. However, these LPN's are authorized to adapt, if necessary nursing care methods and procedures to meet changing patients needs.

*Exclude LPN's above level III.* Such positions not only provides difficult nursing care to a selected group of critically ill patients, but also set priorities and deadlines for patient care, and modify nursing care prior to notifying the supervisor.

## NURSING ASSISTANT

(523: Nursing aide, orderly, and attendant)

Provides personal and nursing care to patients in hospitals, nursing homes, resident care facilities, clinics, private homes, and community health organizations. Duties include maintaining patient hygiene and supporting doctors and nurses in diagnostic procedures, technical treatments, patient charting and patient teaching. Work does not require a State license. Supervisory positions are excluded.

## Nursing Assistant I

Performs simple personal care and housekeeping tasks requiring no previous training. Typical tasks include: bathing, dressing, feeding, lifting, escorting, and, transporting patients; collecting laundry carts and food trays; taking and recording temperatures; and changing bed linen and cleaning patient's room. Follows detailed and specific instructions.

## Nursing Assistant II

In addition to providing personal care, performs common nursing procedures such as observing and reporting on patient conditions; taking and recording vital signs; collecting and labeling specimens; sterilizing equipment; listening to and encouraging patients; giving sitz baths and enemas; applying and changing compresses and non-sterile dressings; checking and replenishing supplies; securing admission data from patients; an assisting in controlling aggressive or disruptive behavior. Follows specific instructions; matters not covered are verified with the supervisor.

Note: Positions receiving additional pay for performing the above duties and responsibilities in *forensic* units of metal health institutions should be matched at level III. Workers in such positions must regularly use skill in influencing and communications with patients who display abusive or resistant behavior.

## Nursing Assistant III

Performs a variety of common nursing procedures as described at level II. Work requires prior experience or training to perform these procedures with some latitude for exercising independent initiative *or* limited judgment. May also: perform several procedures sequentially; chart patient care; administer prescribed medication and simple treatments; teach patient self care; and lead lower level nursing assistants.

Note: Positions receiving additional pay for performing the above duties and responsibilities in *forensic* units of metal health institutions should be matched at level IV. (See Note for level II.)

## Nursing Assistant IV

Applies advanced patient or resident care principles, procedures and techniques which require considerable training and experience. In addition to the work described at level III, typical duties include: assisting professional staff in planning and evaluating patient or resident care; recognizing subtle changes in patient's condition and behavior and varying nursing care accordingly; catheterizing, irrigating, and suctioning patients; monitoring IV fluids and alerting registered nurse when system needs attention; and performing minor operative and diagnostic procedures in a clinic. Supervisor describes limitations or priorities of work.

*Excluded* are nursing assistant above level IV. Workers in these excluded positions typically participate (rather than assist) in planning and modifying patient or resident care; function as co-therapists in mental health therapy sessions; or coordinate treatment activities with patients, families, an faculty staff. *Also excluded* are positions receiving additional pay for performing level IV duties and responsibilities in *forensic* units of mental health institutions. (See Note for level II.)

## 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 pumps and crash vehicles; and

- c. Work leaders and supervisors.

### **POLICE OFFICER**

(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 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 participate with detectives or investigators in conducting surveillance operations.

### **Police Officer 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 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.

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 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. 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 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.
- 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 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;
- 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, 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 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 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 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)

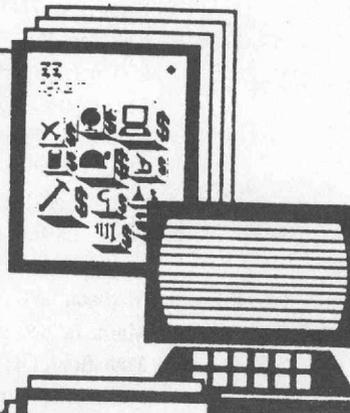
As directed, performs a variety of warehousing duties which require an *understanding of the establishment's storage plan*. *Work involves most of the following:* Verifying materials (or merchandise) against receiving documents, noting and reporting discrepancies and obvious damages; routing materials 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).

# Where to Find Information on Employment and Unemployment

## Employment and Earnings:

Monthly periodical containing labor force and establishment data. National, State, and area figures on employment, unemployment, hours, and earnings. Order *Employment and Earnings* from Superintendent of Documents, U.S. Government Printing Office, Washington, DC 20402. Includes text, statistical tables, and technical notes.



## Electronic News Release:

Quickest. Accessible electronically immediately at release time through BLS news release service. Write the Office of Publications and Special Studies, Bureau of Labor Statistics, Washington, DC 20212, or call (202) 606-5902.

## Employment Situation News Release:

Copies of this national monthly release reach the public about a week after the release date. Write: Inquiries and Correspondence, Room 2860, Bureau of Labor Statistics, Washington, DC 20212



## Telephone:

Quick summary on 24-hour recorded message. Key numbers, plus other BLS indicators and upcoming release dates. Call (202) 606-STAT.

## Machine-Readable Form:

Labor force data from the household survey and employment, hours, and earnings data from the establishment survey are available on both computer tape and diskette. For information, write the Office of Publications and Special Studies, Bureau of Labor Statistics, Washington, DC 20212 or call (202) 606-STAT.



## Monthly Labor Review:

Employment and unemployment statistics included in a monthly 53-page summary of BLS data and in analytical articles. Available from the Superintendent of Documents, U. S. Government Printing Office, Washington, DC 20402.

# Occupational Compensation Survey Summaries

The following areas are surveyed periodically under contract to the Employment Standards Administration of the U.S. Department of Labor for its use in administering the Service Contract Act of 1965. Reports on the surveys shown below are available from any of the Bureau's regional offices while supplies last.

Alaska (statewide)  
Albany, GA  
Albany-Schenectady-Troy, NY  
Alexandria-Leesville, LA  
Alpena-Standish-Tawas City, MI  
Ann Arbor, MI  
Appleton-Oshkosh-Neenah and Green Bay, WI  
Asheville, NC  
Atlantic City, NJ  
Austin, TX  
Bakersfield, CA  
Baton Rouge, LA  
Battle Creek, MI  
Beaumont-Port Arthur and Lake Charles, TX-LA  
Biloxi-Gulfport and Pascagoula, MS  
Birmingham, AL  
Bloomington-Vincennes, IN  
Bremerton-Shelton, WA  
Brunswick, GA  
Buffalo, NY  
Cedar Rapids, IA  
Central New York  
Champaign-Urbana-Rantoul, IL

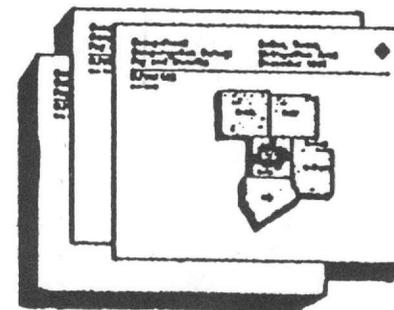
Charleston, SC  
Charlotte-Gastonia-Rock Hill, NC-SC  
Cheyenne, WY  
Columbia-Sumter, SC  
Columbus, GA-AL  
Columbus, MS  
Connecticut (statewide)  
Corpus Christi, TX  
Daytona Beach, FL  
Decatur, IL  
Des Moines, IA  
Dothan, AL  
Duluth, MN-WI  
El Paso-Las Cruces-Alamogordo, TX-NM  
Eugene-Springfield-Medford-Roseburg-Klamath Falls-Grants Pass, OR  
Evansville-Clarksville-Hopkinsville-Owensboro-Bowling Green, KY-IN-TN  
Fayetteville, NC  
Florence, SC  
Fort Lauderdale-Hollywood-Pompano Beach and West Palm Beach-Boca Raton-Delray Beach, FL  
Fort Smith, AR-OK  
Fort Wayne, IN  
Fort Worth-Arlington, TX  
Fresno, CA  
Gadsden and Anniston, AL  
Gainesville, FL  
Goldsboro, NC  
Grand Island-Hastings, NE  
Greensboro-Winston-Salem-High Point, NC  
Greenville-Spartanburg, SC  
Hagerstown-Cumberland-Chambersburg, MD-PA-WV

Harrisburg-Lebanon-Carlisle, PA  
Jacksonville, FL  
Jacksonville-New Bern, NC  
Joliet, IL  
Knoxville, TN  
Kokomo, IN  
La Crosse-Sparta, WI  
Las Vegas-Tonopah, NV  
Lexington-Fayette, KY  
Lima, OH  
Logansport-Peru, IN  
Lower Eastern Shore, MD-VA-DE  
Macon-Warner Robins, GA  
Madison, WI  
Maine (statewide)  
Mansfield, OH  
Melbourne-Titusville-Palm Bay, FL  
Meridian, MS  
Middlesex-Somerset-Hunterdon, NJ  
Mobile, AL  
Montana (statewide)  
Montgomery, AL  
New Hampshire (statewide)  
North Dakota (statewide)  
Northeastern Tennessee-Western Virginia  
Northern New York  
Northwest Texas  
Northwestern Florida  
Omaha, NE-IA  
Orlando, FL  
Peoria, IL  
Pine Bluff, AR  
Portsmouth-Chillicothe-Gallipolis, OH  
Pueblo, CO  
Puerto Rico

Raleigh-Durham, NC  
Reno, NV  
Rhode Island (statewide)  
Rio Grande Valley, TX  
Saginaw-Bay City-Midland, MI  
Salinas-Seaside-Monterey, CA  
Savannah, GA  
Shreveport, LA  
Southeastern Massachusetts  
South Dakota (statewide)  
Southern Missouri  
Southwest Virginia  
Spokane, WA  
Springfield, IL  
Stockton, CA  
Tacoma, WA  
Toledo, OH  
Topeka, KS  
Trenton, NJ  
Tucson-Douglas, AZ  
Tulsa, OK  
Upper Peninsula, MI  
Vallejo-Fairfield-Napa, CA  
Vermont (statewide)  
Virgin Islands of the U.S.  
Waco and Killeen-Temple, TX  
Waterloo-Cedar Falls, IA  
West Virginia (statewide)  
Western Massachusetts  
Wichita, KS  
Wichita Falls-Lawton-Altus, TX-OK  
Yakima-Richland-Kennewick-Pasco-Walla Walla-Pendleton, WA-OR  
York, PA

# Occupational Compensation Surveys Available by Subscription and individually

Occupational Compensation Surveys may be ordered individually. A subscription at \$205.00, will bring you all the surveys published during the following 12 months.



Area	Bulletin No.	Area	Bulletin No.	Area	Bulletin No.
Abilene, TX, Dec. 1993	3070-59	Fort Myers—Cape Coral, FL, Dec. 1993	3070-73	Philadelphia, PA—NJ, Oct. 1995	3080-45
Albuquerque, NM, Sept. 1994	3075-55	Fort Wayne, IN, June 1992	3065-41	Phoenix, AZ Apr. 1995	3080-16
Anaheim—Santa Ana, CA, Aug. 1995	3080-38	Gary—Hammond, IN, Feb. 1995	3080-2	Pittsburgh, PA, May 1995	3080-24
Appleton-Oshkosh-Neenah, WI, May 1994	3075-15	Hartford, CT, July 1990	3055-27	Portland, OR, July 1995	3080-26
Atlanta, GA, May 1995	3080-28	Houston, TX, May 1995	3080-22	Poughkeepsie, NY, Aug. 1994	3075-46
Augusta, GA—SC, June 1994	3075-14	Huntsville, AL, Mar. 1995	3080-7	Reading, PA, Aug. 1994	3075-52
Baltimore, MD, May 1995	3080-18	Indianapolis, IN, Sept. 1995	3080-42	Richmond—Petersburg, VA, August 1995	3080-31
Bergen—Passaic, NJ, April 1995	3080-17	Jackson, MS, Dec. 1993	3070-71	Riverside—San Bernardino, CA, Apr. 1995	3080-23
Billings, MT, Sept. 1994	3070-58	Kansas City, MO—KS, Sept. 1995	3080-39	Rochester, NY, Nov. 1994	3075-59
Boston, MA, May 1995	3080-20	Lawrence—Haverhill, MA—NH, Oct. 1994	3075-54	Sacramento, CA, Jan. 1995	3080-3
Bradenton, FL, Apr. 1994	3075-8	Little Rock—North Little Rock, AR, Dec. 1994	3075-61	Saginaw—Bay City—Midland, MI, June 1995	3080-34
Burlington, VT, July 1995	3080-36	Longview—Marshall, TX, July 1994	3075-17	Salem, OR, Jan. 1994	3075-1
Charlotte-Gastonia-Rock Hill, NC-SC, Oct. 1995	3080-47	Los Angeles—Long Beach, CA, Dec. 1995	3080-48	Salt Lake City—Ogden, UT, August 1995	3080-41
Chattanooga, TN—GA, Aug. 1993	3070-47	Louisville, KY—IN, June 1995	3080-35	San Antonio, TX, June 1994	3075-27
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