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# Occupational Compensation Survey

## National Summary, 1996



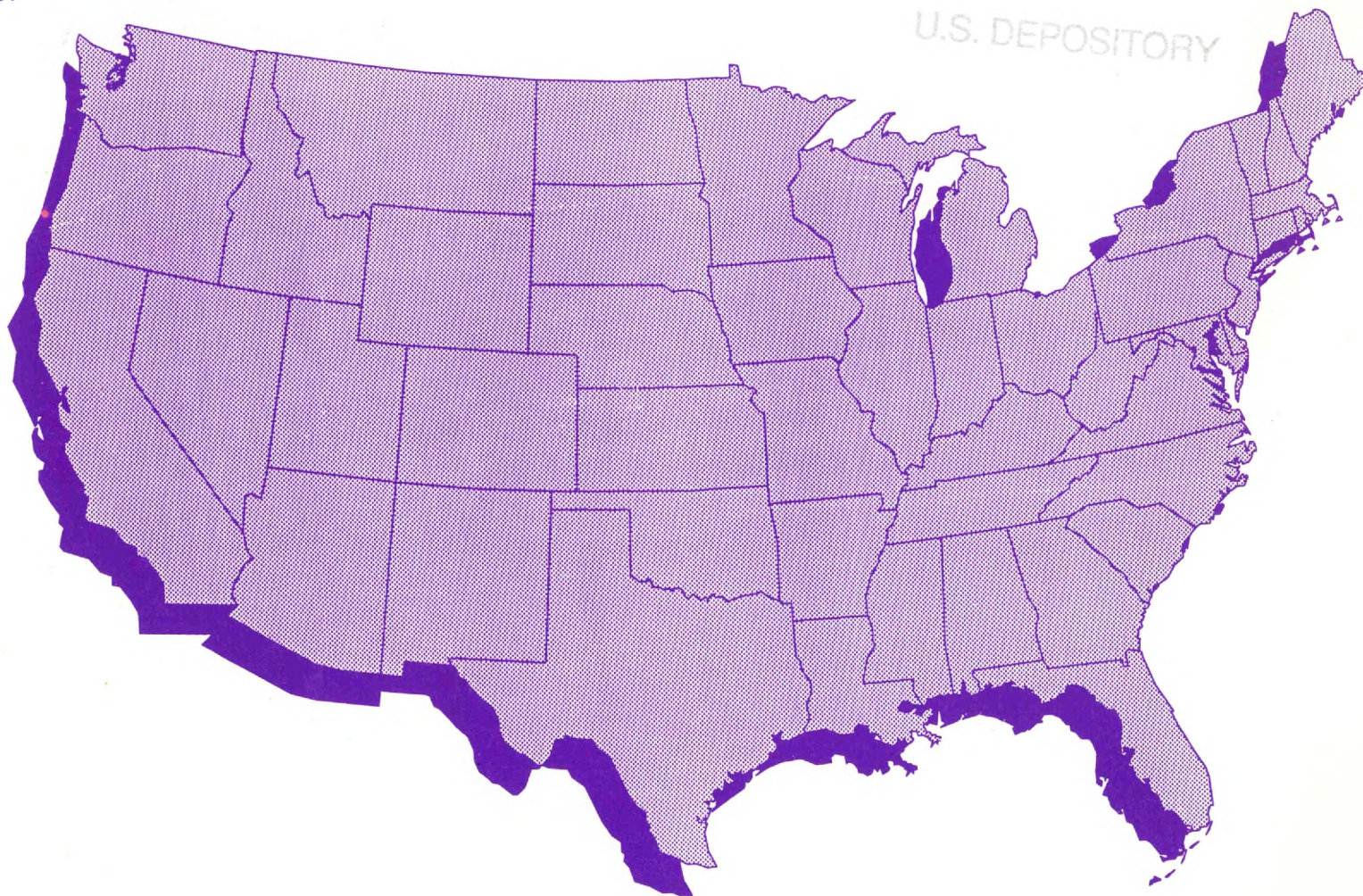
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Bulletin 2497

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## Preface

This bulletin presents pay data from the 1996 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 1996. 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-12) 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, June 1996," presents 1996 national and regional estimates of pay based on April 1995–November 1996 surveys. "Part II Pay Comparisons, 1996," provides relative pay levels which compare broad occupational groups in localities primarily surveyed in 1996<sup>1</sup> to the national estimates. "Part III Locality Pay, 1996," presents the occupational pay averages for localities surveyed by the Bureau in 1996.

<sup>1</sup> Part II also contains data for localities surveyed in either late 1995 or early 1997 to provide a broader examination of pay differences among areas.

The Bureau's Office of Compensation and Working Conditions developed and produced this bulletin. Gayle Griffith managed the project. Denis Gusty, Sidney Samuel, Matt Napolitano, Jeff Westphal, and Gayle Griffith of the Office of Compensation and Working Conditions prepared the tables and text. Richard S. Schildt, and 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.

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# Occupational Compensation Survey

## National Summary, 1996



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U.S. Department of Labor  
Alexis M. Herman, Secretary

Bureau of Labor Statistics  
Katharine G. Abraham, Commissioner

March 1998

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# Introduction

This bulletin provides 1996 estimates of occupational pay for full-time workers in the Nation (excluding Alaska and Hawaii in part I) and its census regions. Pay data are derived from 159 locality pay surveys, with reference dates ranging from April 1995 to November 1996; some areas with an earlier reference month were aged using the Employment Cost Index. (See appendix A for more details.) BLS surveys occupational pay in many different localities each year. The reports generated by these surveys may differ in occupational content and reference month. For example, some reports may contain wage and salary data for several dozen occupations, others may cover fewer or more occupations, making it difficult to make comparisons among localities.

## Part I. Pay in the United States and Regions, June 1996

Tables A-1 through E-5 provide pay data for selected white- and blue-collar occupations common to a variety of industries. The **A-series** tables provide U. S. estimates of straight-time weekly or hourly pay by occupation, along with pay distributions for 128 publishable occupational levels. The **B-series** tables compare national estimates of average straight-time pay for establishments in four size classifications—under 500 employees, 500-999 employees, 1,000-2,499 employees, and 2,500 employees or more. The **C-series** tables show regional differences in average pay, for all establishments, and for 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 I does not include national pay data for Order Fillers and Warehouse Specialists. These jobs were not surveyed in all localities that comprise the national data.

## Part II. Pay Comparisons, 1996

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 are calculated for all areas surveyed in 1996 and some areas surveyed in either November 1995, December 1995, January 1997, or February 1997. Areas included from 1995 and 1997 were not surveyed in 1996.

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, 1996

BLS published 83 Occupational Compensation Survey area bulletins and summaries with a 1996 reference date. 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 1996 month of reference.

The tables 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.

## 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-12), 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

### Occupational coverage

Beginning in January 1995, the job definitions for attorneys, engineers, and personnel assistants were revised for a number of surveys used in the National Summary. The job definitions were expanded so that attorneys now include prosecuting attorneys and public defenders, engineers include industrial engineers and quality control engineers, and personnel assistants are no longer limited to those working in employment. Thus, data for these occupations are not comparable to those in the 1994 National Summary.

The bulletin does not present data for the nursing occupations (Registered Nurses, Licensed Practical Nurses, and Nursing Assistants). These jobs were not surveyed in 1996.

### 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.

**NOTE:** This is the last National Summary publication under the Occupational Compensation Program. The next national wage survey will be produced with data from the National Compensation Survey (NCS). The NCS program supersedes the Occupational Compensation Survey. For more information on the new NCS, please see <http://stats.bls.gov/comhome.htm> on the Internet or call (202) 606-6220.



## Part I. Pay in the United States and Regions, June 1996

Table A-1. Pay distributions, professional and administrative occupations, United States, June 1996

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 - 1400	1400 - 1600	1600 - 1800	1800 - 2000	2000 - 2200	2200 - 2400	2400 - 2600	2600 - 2800	2800 - 3000	3000 - 3200	3200 and over		
<b>Professional Occupations</b>																												
<b>Accountants</b>																												
Level I .....	18,508	39.5	\$523	\$512	\$460 - \$577	( <sup>3</sup> )	5	38	39	14	4	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	14,779	39.6	520	510	462 - 566	-	4	39	40	13	3	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Goods producing .....	4,241	39.8	546	538	462 - 620	-	5	29	37	22	6	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	3,958	39.8	540	535	462 - 617	-	6	29	38	22	6	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service producing .....	10,538	39.4	509	500	460 - 544	-	4	43	41	10	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Transportation and utilities .....	1,293	40.0	538	515	482 - 577	-	1	43	37	14	5	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	3,729	39.3	535	529	454 - 602	( <sup>3</sup> )	7	32	36	19	7	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	63,756	39.5	626	619	555 - 688	( <sup>3</sup> )	1	8	34	36	16	4	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	54,067	39.6	627	619	558 - 684	-	1	7	35	37	15	4	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-
Goods producing .....	19,769	39.8	647	642	568 - 713	-	1	7	29	36	17	7	2	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	18,145	39.8	642	636	567 - 709	-	1	7	29	36	17	7	1	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-
Service producing .....	34,298	39.5	616	610	550 - 673	-	( <sup>3</sup> )	7	39	37	14	2	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-
Transportation and utilities .....	3,605	39.9	637	633	556 - 699	-	-	9	30	37	16	7	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	9,689	39.2	621	616	539 - 704	( <sup>3</sup> )	2	13	29	30	18	6	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	74,331	39.5	811	800	718 - 892	-	-	1	3	16	30	27	15	6	2	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	61,621	39.6	819	808	727 - 896	-	-	( <sup>3</sup> )	3	15	30	28	15	6	2	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Goods producing .....	28,155	39.8	832	826	736 - 911	-	-	( <sup>3</sup> )	1	13	29	18	6	2	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	24,933	39.8	828	824	736 - 906	-	-	( <sup>3</sup> )	2	13	29	30	18	6	1	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Service producing .....	33,466	39.5	808	791	712 - 885	-	-	( <sup>3</sup> )	3	17	31	26	13	6	2	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Transportation and utilities .....	4,753	39.9	847	842	757 - 919	-	-	( <sup>3</sup> )	1	10	29	27	22	6	3	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	12,710	39.2	774	762	691 - 853	-	-	3	6	21	28	24	12	4	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-
Level IV .....	36,246	39.6	1,041	1,026	919 - 1,147	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	4	15	24	22	16	15	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
Private industry .....	30,376	39.6	1,055	1,039	930 - 1,164	-	-	( <sup>3</sup> )	( <sup>3</sup> )	4	14	23	23	16	17	3	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-
Goods producing .....	14,775	39.8	1,073	1,049	944 - 1,195	-	-	-	( <sup>3</sup> )	2	12	23	23	15	21	4	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	13,193	39.8	1,058	1,043	934 - 1,166	-	-	-	( <sup>3</sup> )	2	13	25	22	15	19	3	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-
Service producing .....	15,601	39.4	1,038	1,023	919 - 1,145	-	-	-	( <sup>3</sup> )	6	15	23	24	16	13	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-
Transportation and utilities .....	2,407	39.8	1,070	1,059	948 - 1,192	-	-	-	( <sup>3</sup> )	4	12	20	20	20	21	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-
State and local government .....	5,870	39.4	968	955	873 - 1,075	-	-	( <sup>3</sup> )	1	3	7	21	28	19	17	5	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Level V .....	8,610	39.5	1,375	1,347	1,208 - 1,500	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	2	3	6	13	35	25	11	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> )	-	-
Private industry .....	7,767	39.6	1,396	1,370	1,231 - 1,532	-	-	-	-	( <sup>3</sup> )	2	2	5	13	34	27	12	4	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-
Goods producing .....	3,730	39.8	1,376	1,359	1,223 - 1,519	-	-	-	-	-	3	1	6	12	36	27	10	5	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-
Manufacturing .....	3,389	39.8	1,359	1,352	1,208 - 1,481	-	-	-	-	-	3	1	6	13	37	26	9	4	-	-	-	-	-	-	-	-	-	
Service producing .....	4,037	39.5	1,414	1,385	1,237 - 1,543	-	-	-	( <sup>3</sup> )	2	4	13	33	27	13	4	1	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> )	-	-
Transportation and utilities .....	699	39.9	1,371	1,356	1,252 - 1,498	-	-	-	-	( <sup>3</sup> )	3	4	9	44	28	11	1	1	-	-	-	-	-	-	-	-	-	-
State and local government .....	843	38.5	1,183	1,210	1,063 - 1,290	-	-	-	( <sup>3</sup> )	3	6	9	12	16	43	8	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-
Level VI .....	1,124	39.5	1,734	1,721	1,534 - 1,931	-	-	-	-	( <sup>3</sup> )	-	( <sup>3</sup> )	( <sup>3</sup> )	1	9	19	30	26	8	3	1	1	-	-	-	-	-	-
Private industry .....	1,045	39.5	1,763	1,735	1,586 - 1,942	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	6	20	32	28	8	3	2	1	-	-	-	-	-	
Goods producing .....	511	39.4	1,779	1,738	1,608 - 1,902	-	-	-	-	-	-	-	-	( <sup>3</sup> )	3	22	32	25	9	6	2	1	-	-	-	-	-	
Manufacturing .....	464	39.4	1,750	1,728	1,582 - 1,858	-	-	-	-	-	-	-	( <sup>3</sup> )	3	24	35	25	6	5	1	1	1	-	-	-	-	-	
Service producing .....	534	39.5	1,747	1,731	1,556 - 1,956	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	8	17	31	31	7	1	1	1	-	-	-	-	-	
Transportation and utilities .....	177	40.0	1,803	1,827	1,674 - 1,942	-	-	-	-	-	-	1	-	1	3	14	25	46	6	2	3	-	-	-	-	-	-	

See footnotes at end of table.



Table A-1. Pay distributions, professional and administrative occupations, United States, June 1996 — 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 - 1400	1400 - 1600	1600 - 1800	1800 - 2000	2000 - 2200	2200 - 2400	2400 - 2600	2600 - 2800	2800 - 3000	3000 - 3200	3200 and over								
<b>Accountants, Public</b>																																		
Level I .....	6,075	39.5	\$594	\$577	\$554 - 621	-	( <sup>3</sup> )	6	60	25	5	3	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Private industry .....	6,075	39.5	594	577	554 - 621	-	( <sup>3</sup> )	6	60	25	5	3	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Service producing .....	6,075	39.5	594	577	554 - 621	-	( <sup>3</sup> )	6	60	25	5	3	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Level II .....	9,142	39.5	641	625	587 - 674	-	-	2	31	47	17	1	( <sup>3</sup> )	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Private industry .....	9,142	39.5	641	625	587 - 674	-	-	2	31	47	17	1	( <sup>3</sup> )	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Service producing .....	9,142	39.5	641	625	587 - 674	-	-	2	31	47	17	1	( <sup>3</sup> )	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Level III .....	10,133	39.5	747	721	663 - 803	-	-	-	7	33	33	17	6	1	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	10,133	39.5	747	721	663 - 803	-	-	-	7	33	33	17	6	1	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service producing .....	10,133	39.5	747	721	663 - 803	-	-	-	7	33	33	17	6	1	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level IV .....	4,794	39.5	977	954	861 - 1,058	-	-	-	3	11	22	22	22	22	8	7	2	( <sup>3</sup> )	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-		
Private industry .....	4,794	39.5	977	954	861 - 1,058	-	-	-	3	11	22	22	22	22	8	7	2	( <sup>3</sup> )	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	
Service producing .....	4,794	39.5	977	954	861 - 1,058	-	-	-	3	11	22	22	22	22	8	7	2	( <sup>3</sup> )	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	
<b>Attorneys</b>																																		
Level I .....	3,956	39.2	700	682	601 - 776	-	( <sup>3</sup> )	1	24	31	22	14	6	1	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	524	39.3	841	829	738 - 924	-	-	-	1	15	20	35	19	5	2	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service producing .....	500	39.3	830	820	738 - 906	-	-	-	1	16	21	36	19	6	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	3,432	39.2	679	673	594 - 749	-	( <sup>3</sup> )	1	28	33	23	11	3	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	9,425	38.9	952	923	802 - 1,065	-	-	( <sup>3</sup> )	3	6	16	22	16	17	9	8	3	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	3,074	39.0	1,103	1,058	933 - 1,242	-	-	-	3	15	18	21	14	20	7	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Goods producing .....	308	39.9	1,147	1,154	876 - 1,308	-	-	-	-	1	24	9	7	14	26	14	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	261	39.9	1,123	1,120	836 - 1,279	-	-	-	-	2	28	7	8	16	24	14	( <sup>3</sup> )	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service producing .....	2,766	38.9	1,098	1,054	940 - 1,222	-	-	-	3	14	19	22	14	19	7	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Transportation and utilities .....	142	39.8	1,153	1,154	1,116 - 1,211	-	-	-	-	1	11	13	42	33	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	6,351	38.9	879	850	759 - 993	-	-	( <sup>3</sup> )	4	9	22	25	15	15	6	3	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	13,077	38.9	1,260	1,236	1,077 - 1,410	-	-	-	1	5	7	17	13	29	16	7	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	5,851	39.1	1,411	1,365	1,240 - 1,555	-	-	-	-	( <sup>3</sup> )	2	4	11	38	24	14	4	1	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	
Goods producing .....	1,088	39.8	1,548	1,538	1,378 - 1,658	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	30	29	33	2	1	1	1	2	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	947	39.8	1,516	1,528	1,378 - 1,643	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	32	31	33	1	1	1	1	2	-	-	-	-	-	-	-	-	-	-	-	
Service producing .....	4,763	38.9	1,380	1,341	1,224 - 1,510	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	2	5	13	40	23	10	5	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	
Transportation and utilities .....	413	39.8	1,401	1,387	1,264 - 1,519	-	-	-	-	-	( <sup>3</sup> )	1	12	37	38	8	3	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	7,226	38.8	1,138	1,098	1,009 - 1,267	-	-	-	1	2	9	11	27	16	22	9	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level IV .....	10,864	39.3	1,647	1,633	1,395 - 1,841	-	-	-	-	-	( <sup>3</sup> )	1	2	3	19	21	25	15	8	3	1	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> )	
Private industry .....	6,406	39.2	1,775	1,738	1,572 - 1,942	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	8	21	31	20	12	5	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> )	
Goods producing .....	1,753	39.7	1,812	1,790	1,539 - 2,047	-	-	-	-	-	-	-	-	-	13	16	22	20	19	7	1	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> )	
Manufacturing .....	1,589	39.7	1,790	1,774	1,502 - 2,023	-	-	-	-	-	-	-	-	-	14	18	21	19	18	7	1	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> )	
Service producing .....	4,653	39.0	1,761	1,731	1,574 - 1,900	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	6	22	34	21	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 .....	630	39.6	1,827	1,804	1,668 - 1,988	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	2	15	33	29	14	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> )	( <sup>3</sup> )	
State and local government .....	4,458	39.4	1,464	1,395	1,272 - 1,643	-	-	-	-	-	( <sup>3</sup> )	2	6	7	36	21	17	7	3	( <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> )	( <sup>3</sup> )	

See footnotes at end of table.

Table A-1. Pay distributions, professional and administrative occupations, United States, June 1996 — 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 - 1400	1400 - 1600	1600 - 1800	1800 - 2000	2000 - 2200	2200 - 2400	2400 - 2600	2600 - 2800	2800 - 3000	3000 - 3200	3200 and over						
<b>Attorneys—Continued</b>																																
Level V .....	4,706	39.4	\$1,994	\$1,933	\$1,635 - \$2,237	-	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	2	8	27	17	17	11	7	5	3	1	1						
Private industry .....	3,014	39.1	2,190	2,129	1,917 - 2,422	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	1	11	22	24	15	11	8	5	2	1							
Goods producing .....	1,079	39.6	2,182	2,108	1,901 - 2,404	-	-	-	-	-	-	-	-	-	-	-	10	31	17	16	12	9	1	1	3							
Manufacturing .....	976	39.6	2,152	2,064	1,901 - 2,375	-	-	-	-	-	-	-	-	-	-	-	11	33	17	15	11	9	1	1	2							
Service producing .....	1,935	38.9	2,194	2,135	1,933 - 2,431	-	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	2	11	17	28	15	10	8	6	2	1						
Transportation and utilities .....	281	39.4	2,182	2,172	1,902 - 2,317	-	-	-	-	-	-	-	-	-	-	1	5	31	15	26	6	9	7	-	-							
State and local government .....	1,692	39.9	1,645	1,608	1,546 - 1,693	-	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	3	4	22	57	6	4	3	1	( <sup>3</sup> )	-	-							
Level VI .....	1,008	39.3	2,415	2,375	1,836 - 2,702	-	-	-	-	-	-	-	-	-	-	1	23	8	5	14	14	14	14	12	8	8	12					
Private industry .....	662	39.0	2,713	2,605	2,368 - 2,885	-	-	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	2	6	19	20	21	12	8	8	4	12					
Service producing .....	283	38.9	2,631	2,603	2,392 - 2,805	-	-	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	3	4	18	25	25	12	5	5	8	8					
<b>Engineers</b>																																
Level I .....	32,781	39.9	675	673	604 - 748	-	( <sup>3</sup> )	3	20	36	30	9	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-				
Private industry .....	29,624	40.0	677	673	605 - 749	-	-	4	19	35	30	10	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-				
Goods producing .....	19,193	40.0	689	689	618 - 756	-	-	2	17	35	34	10	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Manufacturing .....	18,501	40.0	688	690	618 - 755	-	-	2	17	34	35	11	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Service producing .....	10,431	40.0	654	644	577 - 724	-	-	7	24	37	23	9	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-				
Transportation and utilities .....	944	40.0	731	740	677 - 781	-	-	-	9	23	51	15	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-				
State and local government .....	3,157	38.6	658	649	599 - 714	-	( <sup>3</sup> )	2	25	41	27	4	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Level II .....	84,295	39.8	805	800	730 - 875	-	-	( <sup>3</sup> )	3	15	33	31	14	4	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-			
Private industry .....	72,857	40.0	808	803	731 - 877	-	-	( <sup>3</sup> )	2	14	32	32	14	4	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-		
Goods producing .....	53,539	40.0	811	808	737 - 880	-	-	( <sup>3</sup> )	2	13	32	34	15	3	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-		
Manufacturing .....	52,465	40.0	811	808	737 - 880	-	-	( <sup>3</sup> )	2	13	32	34	15	3	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-		
Service producing .....	19,318	39.9	799	789	716 - 866	-	-	( <sup>3</sup> )	2	18	33	28	13	4	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Transportation and utilities .....	4,608	40.0	873	851	799 - 929	-	-	-	( <sup>3</sup> )	3	22	40	23	8	5	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
State and local government .....	11,438	38.9	785	787	710 - 857	-	-	( <sup>3</sup> )	6	18	35	24	13	4	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Level III .....	179,872	39.9	959	950	867 - 1,039	-	-	( <sup>3</sup> )	( <sup>3</sup> )	2	8	24	30	21	10	5	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-		
Private industry .....	157,500	40.0	960	950	870 - 1,039	-	-	( <sup>3</sup> )	2	8	24	31	21	9	4	4	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	
Goods producing .....	119,072	40.0	958	946	872 - 1,034	-	-	( <sup>3</sup> )	2	7	25	32	21	9	4	4	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	116,810	40.0	958	945	872 - 1,033	-	-	( <sup>3</sup> )	2	8	25	32	21	9	4	4	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	
Service producing .....	38,428	40.0	964	960	865 - 1,052	-	-	( <sup>3</sup> )	1	9	23	27	23	12	4	4	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	
Transportation and utilities .....	10,820	40.0	1,021	1,020	947 - 1,101	-	-	-	( <sup>3</sup> )	3	12	27	33	19	6	6	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	22,372	39.3	957	956	848 - 1,057	-	-	( <sup>3</sup> )	1	6	11	21	25	15	12	9	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level IV .....	199,416	39.9	1,167	1,154	1,058 - 1,269	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	3	11	22	24	32	7	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	180,019	40.0	1,173	1,165	1,063 - 1,273	-	-	( <sup>3</sup> )	( <sup>3</sup> )	2	10	21	25	34	7	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
Goods producing .....	134,313	40.0	1,169	1,158	1,060 - 1,267	-	-	( <sup>3</sup> )	( <sup>3</sup> )	2	10	22	25	32	7	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	130,452	40.0	1,166	1,155	1,058 - 1,261	-	-	( <sup>3</sup> )	( <sup>3</sup> )	2	10	22	26	32	6	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
Service producing .....	45,706	39.9	1,185	1,185	1,077 - 1,288	-	-	( <sup>3</sup> )	( <sup>3</sup> )	2	10	17	24	38	9	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
Transportation and utilities .....	14,227	39.9	1,217	1,219	1,133 - 1,300	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	5	12	24	50	7	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	19,397	39.6	1,107	1,085	1,001 - 1,194	-	-	( <sup>3</sup> )	1	3	6	16	33	18	17	6	1	( <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, June 1996 — 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 - 1400	1400 - 1600	1600 - 1800	1800 - 2000	2000 - 2200	2200 - 2400	2400 - 2600	2600 - 2800	2800 - 3000	3000 - 3200	3200 and over		
<b>Budget Analysts—Continued</b>																												
Level IV	2,570	39.6	\$964	\$962	\$840 - \$1,074	-	-	-	( <sup>3</sup> )	5	14	17	23	24	12	4	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
Private industry	1,721	39.7	943	954	817 - 1,043	-	-	-	-	6	16	17	26	23	7	3	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	
Goods producing	950	39.9	955	954	850 - 1,048	-	-	-	-	4	14	17	31	23	5	3	2	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-	
Manufacturing	904	39.8	937	954	838 - 1,028	-	-	-	-	5	14	18	32	23	6	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	
Service producing	771	39.6	929	950	794 - 1,041	-	-	-	-	8	19	17	20	23	10	3	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	
State and local government	849	39.3	1,005	1,011	871 - 1,102	-	-	-	( <sup>3</sup> )	2	9	17	17	25	20	8	2	-	-	-	-	-	-	-	-	-	-	
<b>Buyers/Contracting Specialists</b>																												
Level I	10,909	39.7	522	515	472 - 575	( <sup>3</sup> )	7	35	40	14	3	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry	9,192	39.8	526	516	476 - 577	( <sup>3</sup> )	5	34	42	15	4	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	
Goods producing	5,795	39.9	532	519	480 - 580	( <sup>3</sup> )	4	35	41	15	5	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing	5,587	39.9	531	519	480 - 578	( <sup>3</sup> )	4	35	42	14	5	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service producing	3,397	39.7	517	508	461 - 565	( <sup>3</sup> )	7	34	42	15	2	( <sup>3</sup> )	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government	1,717	39.2	501	498	435 - 571	( <sup>3</sup> )	17	35	34	12	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II	32,301	39.7	662	651	577 - 736	-	( <sup>3</sup> )	6	25	34	24	8	2	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	
Private industry	28,045	39.8	664	652	582 - 736	-	( <sup>3</sup> )	5	25	35	24	8	2	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	
Goods producing	20,147	39.9	665	654	582 - 738	-	( <sup>3</sup> )	5	24	34	25	8	2	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing	19,285	39.9	663	653	582 - 734	-	( <sup>3</sup> )	5	24	34	25	8	2	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	
Service producing	7,898	39.6	664	647	578 - 735	-	-	4	26	36	20	9	2	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	
Transportation and utilities	923	40.0	700	688	600 - 801	-	-	5	21	28	22	21	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government	4,256	39.1	645	643	552 - 736	-	2	11	27	26	22	9	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	
Level III	22,709	39.8	889	872	788 - 983	-	-	( <sup>3</sup> )	1	7	20	29	21	14	5	3	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	
Private industry	20,746	39.9	896	878	797 - 987	-	-	( <sup>3</sup> )	1	6	19	30	22	14	6	3	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	
Goods producing	16,592	39.9	896	877	799 - 981	-	-	( <sup>3</sup> )	( <sup>3</sup> )	6	19	31	22	13	6	3	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	
Manufacturing	16,087	39.9	893	874	798 - 976	-	-	( <sup>3</sup> )	( <sup>3</sup> )	6	19	31	22	13	6	3	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	
Service producing	4,154	39.8	893	884	792 - 997	-	-	( <sup>3</sup> )	1	8	19	26	23	17	5	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	
Transportation and utilities	1,431	40.0	937	958	810 - 1,044	-	-	( <sup>3</sup> )	2	3	15	20	23	23	10	4	-	-	-	-	-	-	-	-	-	-	-	
State and local government	1,963	39.2	818	804	696 - 927	-	-	( <sup>3</sup> )	7	18	24	20	12	16	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	
Level IV	7,195	39.9	1,085	1,063	969 - 1,179	-	-	-	( <sup>3</sup> )	1	3	10	20	26	19	17	4	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	
Private industry	6,753	39.9	1,090	1,065	973 - 1,178	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	2	9	20	27	20	16	4	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	
Goods producing	5,423	39.9	1,084	1,054	969 - 1,173	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	2	9	21	27	20	15	3	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	
Manufacturing	5,203	39.9	1,072	1,050	966 - 1,163	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	3	10	21	27	20	15	3	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	
Service producing	1,330	39.9	1,112	1,095	994 - 1,208	-	-	-	( <sup>3</sup> )	1	6	18	28	21	21	4	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	
Transportation and utilities	501	39.8	1,111	1,124	1,006 - 1,204	-	-	-	1	1	2	5	15	23	29	22	4	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	
State and local government	442	39.2	1,019	1,009	871 - 1,213	-	-	-	( <sup>3</sup> )	4	11	21	10	18	9	25	2	-	-	-	-	-	-	-	-	-	-	
<b>Computer Programmers</b>																												
Level I	7,646	39.7	543	531	481 - 602	-	2	31	41	22	3	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry	6,640	39.7	548	538	485 - 609	-	2	30	41	24	4	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Goods producing	1,411	39.8	553	546	491 - 602	-	1	30	42	20	6	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing	1,364	39.8	548	540	491 - 600	-	1	31	43	20	5	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service producing	5,229	39.7	547	538	481 - 611	-	2	29	40	25	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government	1,006	39.5	509	504	458 - 550	-	5	41	41	10	3	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

Table A-1. Pay distributions, professional and administrative occupations, United States, June 1996 — 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 - 1400	1400 - 1600	1600 - 1800	1800 - 2000	2000 - 2200	2200 - 2400	2400 - 2600	2600 - 2800	2800 - 3000	3000 - 3200	3200 and over	
<b>Computer Programmers—Continued</b>																											
Level II																											
Private industry	34,410	39.6	\$639	\$631	\$577 - \$699	-	(3)	5	32	38	19	5	1	(3)	(3)	-	-	-	-	-	-	-	-	-	-	-	-
Goods producing	29,494	39.6	644	635	577 - 701	-	(3)	3	31	40	19	6	1	(3)	(3)	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	7,739	39.7	661	654	580 - 727	-	-	3	27	36	24	8	1	(3)	(3)	-	-	-	-	-	-	-	-	-	-	-	-
Service producing	7,565	39.7	659	654	581 - 724	-	-	3	27	37	24	8	1	(3)	(3)	-	-	-	-	-	-	-	-	-	-	-	-
Transportation and utilities	21,755	39.6	638	627	577 - 692	-	(3)	4	33	41	17	5	1	(3)	(3)	-	-	-	-	-	-	-	-	-	-	-	-
State and local government	1,749	39.6	666	655	615 - 710	-	-	2	19	50	21	6	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government	4,916	39.2	608	594	524 - 673	-	-	2	15	35	28	15	4	1	(3)	-	-	-	-	-	-	-	-	-	-	-	-
Level III																											
Private industry	42,575	39.5	788	775	701 - 858	-	(3)	(3)	4	20	33	27	11	3	1	1	(3)	-	-	-	-	-	-	-	-	-	-
Goods producing	35,729	39.6	793	780	708 - 860	-	(3)	(3)	2	20	34	28	11	4	1	1	(3)	-	-	-	-	-	-	-	-	-	-
Manufacturing	8,847	39.7	792	787	705 - 865	-	-	(3)	1	23	30	30	12	3	1	(3)	-	-	-	-	-	-	-	-	-	-	-
Service producing	8,568	39.6	789	777	702 - 862	-	-	(3)	1	23	30	29	12	3	1	(3)	-	-	-	-	-	-	-	-	-	-	-
Transportation and utilities	26,882	39.5	794	780	710 - 858	-	(3)	(3)	2	19	35	27	10	4	1	1	(3)	-	-	-	-	-	-	-	-	-	-
State and local government	1,921	39.7	800	794	731 - 845	-	-	-	1	13	38	31	11	4	1	(3)	-	-	-	-	-	-	-	-	-	-	-
State and local government	6,846	39.3	760	756	662 - 844	-	(3)	1	11	22	29	21	11	3	1	-	-	-	-	-	-	-	-	-	-	-	-
Level IV																											
Private industry	19,312	39.5	945	932	865 - 1,017	-	-	(3)	(3)	1	8	28	31	21	6	4	(3)	(3)	-	-	-	-	-	-	-	-	-
Goods producing	18,329	39.5	945	932	865 - 1,017	-	-	(3)	(3)	1	8	28	32	21	6	3	(3)	(3)	-	-	-	-	-	-	-	-	-
Manufacturing	5,242	39.9	937	924	875 - 1,002	-	-	-	-	1	3	32	38	21	4	2	-	-	-	-	-	-	-	-	-	-	-
Service producing	5,213	39.9	936	924	874 - 1,001	-	-	-	-	1	3	33	38	21	3	2	-	-	-	-	-	-	-	-	-	-	-
Transportation and utilities	13,087	39.4	949	938	863 - 1,027	-	-	(3)	(3)	1	10	27	30	21	7	4	(3)	(3)	-	-	-	-	-	-	-	-	-
State and local government	983	39.1	940	934	804 - 1,079	-	-	-	4	8	13	18	22	14	9	14	-	-	-	-	-	-	-	-	-	-	-
Level V																											
Private industry	7,561	39.8	1,095	1,079	1,015 - 1,144	-	-	-	-	(3)	(3)	1	18	38	29	11	2	1	(3)	(3)	-	-	-	-	-	-	-
Service producing	7,399	39.8	1,096	1,079	1,016 - 1,143	-	-	-	-	(3)	(3)	1	18	39	29	10	2	1	(3)	(3)	-	-	-	-	-	-	-
Service producing	2,431	39.4	1,145	1,128	1,045 - 1,196	-	-	-	-	-	(3)	1	14	23	36	19	3	2	(3)	(3)	-	-	-	-	-	-	-
<b>Computer Systems Analysts</b>																											
Level I																											
Private industry	37,754	39.7	779	771	696 - 855	-	-	1	5	20	33	26	11	3	1	(3)	(3)	-	-	-	-	-	-	-	-	-	-
Goods producing	31,492	39.7	784	777	704 - 859	-	-	(3)	3	20	34	28	12	3	1	(3)	(3)	-	-	-	-	-	-	-	-	-	-
Manufacturing	8,458	39.9	785	779	698 - 864	-	-	(3)	4	22	29	28	12	4	1	(3)	(3)	-	-	-	-	-	-	-	-	-	-
Service producing	8,197	39.9	781	773	694 - 857	-	-	(3)	4	22	30	28	12	3	1	(3)	(3)	-	-	-	-	-	-	-	-	-	-
Transportation and utilities	23,034	39.7	783	777	705 - 856	-	-	(3)	3	20	36	27	11	2	(3)	(3)	(3)	-	-	-	-	-	-	-	-	-	-
State and local government	2,597	39.8	835	819	741 - 907	-	-	-	(3)	10	35	27	18	8	2	(3)	(3)	-	-	-	-	-	-	-	-	-	-
State and local government	6,262	39.7	755	739	647 - 832	-	-	3	15	20	27	19	8	4	4	(3)	(3)	-	-	-	-	-	-	-	-	-	-
Level II																											
Private industry	100,593	39.6	940	937	851 - 1,014	-	-	(3)	(3)	3	10	25	29	22	7	3	(3)	(3)	(3)	-	-	-	-	-	-	-	-
Goods producing	82,995	39.6	945	937	854 - 1,023	-	-	(3)	(3)	2	10	26	30	20	8	4	(3)	(3)	(3)	-	-	-	-	-	-	-	-
Manufacturing	21,778	39.8	960	952	864 - 1,046	-	-	(3)	(3)	2	9	24	28	22	9	5	(3)	(3)	-	-	-	-	-	-	-	-	-
Service producing	20,968	39.8	957	949	860 - 1,042	-	-	(3)	(3)	2	9	24	28	22	9	5	(3)	(3)	-	-	-	-	-	-	-	-	-
Transportation and utilities	61,217	39.5	939	931	850 - 1,018	-	-	(3)	(3)	2	11	26	31	19	8	3	(3)	(3)	(3)	-	-	-	-	-	-	-	-
State and local government	7,265	39.6	1,000	984	898 - 1,096	-	-	-	(3)	(3)	5	21	29	22	15	9	(3)	(3)	-	-	-	-	-	-	-	-	-
State and local government	17,598	39.8	921	945	833 - 1,003	-	-	(3)	1	6	11	22	21	33	4	2	(3)	(3)	-	-	-	-	-	-	-	-	-

See footnotes at end of table.







Table A-1. Pay distributions, professional and administrative occupations, United States, June 1996 — 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 - 1400	1400 - 1600	1600 - 1800	1800 - 2000	2000 - 2200	2200 - 2400	2400 - 2600	2600 - 2800	2800 - 3000	3000 - 3200	3200 and over		
<b>Personnel</b>																												
<b>Supervisors/Managers—Continued</b>																												
Level II .....	3,910	39.5	\$1,460	\$1,465	\$1,325 - \$1,598	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	1	4	7	25	38	17	5	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-
Private industry .....	3,426	39.5	1,490	1,492	1,348 - 1,608	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	2	6	25	40	19	5	1	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-
Goods producing .....	1,443	39.8	1,511	1,500	1,369 - 1,619	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	5	25	42	19	6	1	1	( <sup>3</sup> )	-	-	-	-	-	-
Manufacturing .....	1,385	39.8	1,516	1,508	1,385 - 1,622	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	5	23	42	20	6	1	1	-	-	-	-	-	-	-
Service producing .....	1,983	39.4	1,474	1,481	1,340 - 1,608	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	3	6	26	39	19	5	1	-	-	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-
Transportation and utilities .....	392	39.9	1,506	1,440	1,348 - 1,673	-	-	-	-	-	-	-	5	3	26	36	19	10	2	-	-	-	-	-	-	-	-	-
State and local government .....	484	39.5	1,248	1,234	1,065 - 1,413	-	-	-	-	( <sup>3</sup> )	1	5	6	18	14	23	27	4	2	-	-	-	-	-	-	-	-	-
Level III .....	1,972	39.7	1,788	1,756	1,589 - 1,960	-	-	-	-	-	( <sup>3</sup> )	1	1	4	5	16	28	22	11	6	3	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-
Private industry .....	1,764	39.7	1,842	1,787	1,635 - 1,999	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	4	17	30	24	12	7	3	3	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-
Goods producing .....	986	39.8	1,794	1,731	1,637 - 1,928	-	-	-	-	-	-	-	( <sup>3</sup> )	3	17	36	27	8	5	3	1	-	-	-	-	-	-	-
Manufacturing .....	908	39.9	1,781	1,724	1,635 - 1,923	-	-	-	-	-	-	-	( <sup>3</sup> )	3	18	38	27	6	4	3	1	-	-	-	-	-	-	-
Service producing .....	778	39.5	1,902	1,867	1,623 - 2,129	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	4	17	22	21	16	10	4	5	( <sup>3</sup> )	-	-	-	-	-	-
State and local government .....	208	39.8	1,330	1,128	1,128 - 1,562	-	-	-	-	-	3	9	7	33	16	8	13	7	4	-	-	-	-	-	-	-	-	-
Level IV .....	456	39.6	2,253	2,233	2,023 - 2,404	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	1	4	15	25	28	13	9	3	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-
Private industry .....	454	39.6	2,253	2,233	2,023 - 2,404	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	1	4	15	24	28	13	9	3	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-
Goods producing .....	317	39.6	2,225	2,192	2,012 - 2,373	-	-	-	-	-	-	-	-	-	-	1	5	17	28	26	10	10	3	-	-	-	-	-
Manufacturing .....	302	39.6	2,211	2,178	2,012 - 2,342	-	-	-	-	-	-	-	-	-	-	1	5	18	29	24	9	10	2	-	-	-	-	-
Service producing .....	137	39.5	2,319	2,346	2,115 - 2,492	-	-	-	-	-	-	-	-	-	1	3	4	9	16	32	20	7	4	1	-	-	-	-
<b>Tax Collectors</b>																												
Level I .....	932	39.5	513	502	425 - 594	2	18	30	27	18	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	932	39.5	513	502	425 - 594	2	18	30	27	18	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	3,213	39.1	588	587	504 - 676	2	3	18	31	25	17	3	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	3,213	39.1	588	587	504 - 676	2	3	18	31	25	17	3	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	2,742	39.5	771	762	713 - 831	-	-	1	1	20	36	39	3	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	2,742	39.5	771	762	713 - 831	-	-	1	1	20	36	39	3	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.

<sup>4</sup> Workers were distributed as follows: 4 percent at \$3,200 and under \$3,400; 3 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; and 3 percent at \$4,000 and over.

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, June 1996

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 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 - 1200	1200 - 1300	1300 and over		
<b>Technical Occupations</b>																												
<b>Computer Operators</b>																												
Level I .....	4,250	39.7	\$357	\$352	\$310 - \$388	1	15	31	31	11	6	2	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	3,632	39.7	352	352	310 - 381	1	15	32	34	12	4	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	
Goods producing .....	695	39.8	350	355	302 - 367	-	19	24	44	7	4	2	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	693	39.8	350	355	302 - 367	-	19	24	44	7	4	2	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	
Service producing .....	2,937	39.7	353	352	311 - 386	1	14	34	32	14	5	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	618	39.7	381	351	304 - 466	5	18	26	13	6	18	8	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	32,975	39.5	448	440	386 - 497	( <sup>3</sup> )	1	11	19	24	21	12	7	2	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	
Private industry .....	27,515	39.5	445	438	385 - 491	( <sup>3</sup> )	1	10	19	25	22	11	7	2	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	
Goods producing .....	6,974	39.7	449	434	391 - 484	-	( <sup>3</sup> )	10	18	29	24	11	4	3	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	
Manufacturing .....	6,714	39.7	447	432	391 - 481	-	( <sup>3</sup> )	10	18	28	24	11	4	3	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	
Service producing .....	20,541	39.5	443	438	384 - 493	( <sup>3</sup> )	2	11	20	24	21	12	8	2	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	
Transportation and utilities .....	1,432	39.5	498	506	432 - 563	( <sup>3</sup> )	1	2	9	19	17	14	31	3	4	( <sup>3</sup> )	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	
State and local government .....	5,460	39.3	462	454	393 - 521	-	1	11	16	20	18	16	10	3	2	1	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	
Level III .....	23,849	39.3	576	569	508 - 634	-	-	( <sup>3</sup> )	2	8	13	18	21	17	10	6	3	1	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	
Private industry .....	19,001	39.4	575	566	505 - 635	-	-	( <sup>3</sup> )	2	8	14	20	21	15	10	5	3	1	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	
Goods producing .....	5,688	39.6	587	572	519 - 647	-	-	-	2	8	13	18	22	17	10	6	4	1	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	
Manufacturing .....	5,585	39.5	586	570	518 - 647	-	-	-	( <sup>3</sup> )	7	13	18	22	17	10	6	4	1	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	
Service producing .....	13,313	39.4	570	562	501 - 632	-	-	( <sup>3</sup> )	2	8	14	20	21	15	10	5	4	1	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	
Transportation and utilities .....	2,003	39.9	638	629	578 - 728	-	-	-	( <sup>3</sup> )	1	5	10	28	18	11	14	6	5	3	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	
State and local government .....	4,848	39.0	578	583	515 - 629	-	-	1	3	7	10	14	20	24	10	6	3	( <sup>3</sup> )	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	
Level IV .....	4,888	39.3	689	681	611 - 749	-	-	-	( <sup>3</sup> )	2	5	14	16	17	20	11	6	5	2	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1	( <sup>3</sup> )	( <sup>3</sup> )	
Private industry .....	4,118	39.3	690	681	613 - 745	-	-	-	( <sup>3</sup> )	2	5	13	18	17	21	10	6	5	2	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1	( <sup>3</sup> )	( <sup>3</sup> )	
Goods producing .....	1,210	39.4	719	704	642 - 785	-	-	-	-	3	3	9	11	21	20	13	6	5	4	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	2	( <sup>3</sup> )	( <sup>3</sup> )	
Manufacturing .....	1,196	39.4	717	702	641 - 777	-	-	-	-	3	4	9	11	21	20	12	6	6	4	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	2	( <sup>3</sup> )	( <sup>3</sup> )	
Service producing .....	2,908	39.3	678	669	607 - 739	-	-	-	( <sup>3</sup> )	1	6	15	21	15	21	9	6	4	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	
Transportation and utilities .....	223	39.9	728	725	644 - 805	-	-	-	-	-	( <sup>3</sup> )	10	16	17	19	12	9	11	5	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	
State and local government .....	770	39.1	684	675	591 - 756	-	-	-	-	1	3	6	17	9	20	16	14	6	5	3	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	
Level V .....	393	39.1	820	804	731 - 911	-	-	-	-	-	-	-	-	2	13	20	15	13	7	16	7	2	4	1	-	-	-	
Private industry .....	299	38.8	806	767	717 - 888	-	-	-	-	-	-	-	-	3	17	26	13	11	8	6	9	3	5	1	-	-	-	
<b>Drafters</b>																												
Level I .....	8,436	39.9	408	403	361 - 440	1	5	15	27	31	8	8	4	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	7,957	39.9	409	403	366 - 440	1	5	14	27	32	8	8	4	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-
Goods producing .....	5,676	39.9	386	389	353 - 413	2	6	17	32	34	8	1	( <sup>3</sup> )	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	5,292	39.9	387	390	357 - 413	2	6	16	33	33	8	1	( <sup>3</sup> )	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service producing .....	2,381	39.8	463	449	400 - 544	-	2	7	14	28	9	25	14	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	
Transportation and utilities .....	1,027	39.5	529	544	522 - 562	-	-	1	2	13	2	55	26	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	479	39.2	380	357	328 - 429	-	11	33	20	20	10	3	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.



Table A-2. Pay distributions, technical and protective service occupations, United States, June 1996 — 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 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 - 1200	1200 - 1300	1300 and over		
<b>Drafters—Continued</b>																												
Level II .....	25,647	39.9	\$504	\$485	\$441 - \$559	( <sup>3</sup> )	( <sup>3</sup> )	2	6	19	27	17	16	6	3	3	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-
Private industry .....	23,583	39.9	501	483	442 - 557	( <sup>3</sup> )	( <sup>3</sup> )	2	6	20	28	17	16	6	2	3	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-
Goods producing .....	15,649	40.0	492	476	440 - 538	-	( <sup>3</sup> )	1	4	23	33	15	15	5	2	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-
Manufacturing .....	14,589	40.0	490	476	440 - 530	-	-	1	4	23	34	16	14	4	2	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-
Service producing .....	7,934	39.8	519	520	448 - 574	( <sup>3</sup> )	( <sup>3</sup> )	4	8	13	17	20	18	7	4	7	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-
Transportation and utilities .....	2,128	39.3	611	574	562 - 707	-	-	-	3	4	4	10	36	6	10	25	3	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-
State and local government .....	2,064	39.5	534	521	425 - 603	-	( <sup>3</sup> )	3	14	13	14	16	13	6	5	2	11	( <sup>3</sup> )	1	-	( <sup>3</sup> )	-	-	-	-	-	-	-
Level III .....	26,923	39.9	640	629	552 - 716	-	-	-	( <sup>3</sup> )	3	6	14	18	14	14	12	8	7	3	1	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-
Private industry .....	24,739	40.0	636	622	552 - 709	-	-	-	( <sup>3</sup> )	2	6	15	19	14	15	12	8	6	2	( <sup>3</sup> )	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-
Goods producing .....	17,075	40.0	620	601	538 - 695	-	-	-	( <sup>3</sup> )	3	7	18	20	14	13	11	8	4	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-
Manufacturing .....	15,315	40.0	616	599	537 - 686	-	-	-	( <sup>3</sup> )	3	7	20	20	14	13	9	8	4	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-
Service producing .....	7,664	40.0	670	668	589 - 747	-	-	-	( <sup>3</sup> )	2	4	8	15	16	19	13	7	11	3	1	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-
Transportation and utilities .....	1,408	39.9	746	763	660 - 828	-	-	-	( <sup>3</sup> )	-	1	4	6	12	17	8	14	22	8	3	6	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-
State and local government .....	2,184	39.6	693	711	577 - 818	-	-	-	1	4	9	5	12	11	7	11	10	18	11	2	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-
Level IV .....	13,079	39.9	816	796	712 - 900	-	-	-	-	-	-	-	-	1	1	8	13	12	16	16	8	9	4	4	3	4	1	( <sup>3</sup> )
Private industry .....	12,592	39.9	814	796	707 - 897	-	-	-	-	-	-	1	1	8	13	12	16	16	8	8	4	4	3	3	4	1	( <sup>3</sup> )	
Goods producing .....	9,077	39.9	830	807	707 - 927	-	-	-	-	-	( <sup>3</sup> )	1	10	14	10	14	13	9	9	4	4	4	4	5	6	2	( <sup>3</sup> )	
Manufacturing .....	8,775	39.9	830	803	695 - 927	-	-	-	-	-	( <sup>3</sup> )	1	11	14	9	14	12	9	9	4	4	4	5	6	2	( <sup>3</sup> )		
Service producing .....	3,515	39.9	770	769	712 - 828	-	-	-	-	-	2	3	4	12	19	22	23	5	6	2	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1	-		
Transportation and utilities .....	518	40.0	839	828	792 - 917	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	3	4	11	8	35	4	24	6	5	-	-	( <sup>3</sup> )	( <sup>3</sup> )	-		
State and local government .....	487	39.7	878	897	844 - 947	-	-	-	-	-	-	-	6	6	6	1	9	31	18	13	8	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	2	-		
<b>Engineering Technicians</b>																												
Level I .....	3,443	39.8	390	393	340 - 446	5	9	16	23	23	15	6	2	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	3,259	39.9	398	397	348 - 449	( <sup>3</sup> )	10	16	24	25	16	6	2	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
Goods producing .....	2,778	39.9	399	397	346 - 452	1	11	15	25	22	17	7	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
Service producing .....	481	39.9	396	400	349 - 422	-	5	22	22	37	10	1	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	14,772	39.8	518	510	466 - 568	-	( <sup>3</sup> )	1	4	11	29	22	18	8	4	2	( <sup>3</sup> )	( <sup>3</sup> )	-	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-
Private industry .....	14,524	39.8	519	510	468 - 568	-	( <sup>3</sup> )	1	4	11	29	22	18	8	4	2	( <sup>3</sup> )	( <sup>3</sup> )	-	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-
Goods producing .....	12,232	39.8	515	509	467 - 565	-	( <sup>3</sup> )	1	4	12	31	22	19	8	3	1	( <sup>3</sup> )	( <sup>3</sup> )	-	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-
Manufacturing .....	11,948	39.8	516	510	468 - 565	-	( <sup>3</sup> )	1	4	11	31	22	19	7	3	1	( <sup>3</sup> )	( <sup>3</sup> )	-	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-
Service producing .....	2,292	39.8	536	530	470 - 599	-	-	2	5	11	21	20	16	10	8	5	1	( <sup>3</sup> )	-	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-
Level III .....	31,704	40.0	650	640	577 - 718	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	6	10	17	19	16	13	8	4	4	1	( <sup>3</sup> )	( <sup>3</sup> )	-	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-
Private industry .....	31,091	40.0	649	639	577 - 717	-	-	-	( <sup>3</sup> )	1	6	10	17	19	16	13	8	4	3	1	( <sup>3</sup> )	( <sup>3</sup> )	-	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-
Goods producing .....	24,688	40.0	648	639	572 - 714	-	-	-	( <sup>3</sup> )	1	7	10	17	19	16	11	9	4	4	1	( <sup>3</sup> )	( <sup>3</sup> )	-	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-
Manufacturing .....	24,198	40.0	648	638	572 - 714	-	-	-	( <sup>3</sup> )	1	7	10	17	20	16	11	9	4	4	1	( <sup>3</sup> )	( <sup>3</sup> )	-	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-
Service producing .....	6,403	39.9	655	650	586 - 730	-	-	-	( <sup>3</sup> )	1	4	8	19	19	17	21	5	4	1	1	( <sup>3</sup> )	( <sup>3</sup> )	1	-	-	-	-	
Transportation and utilities .....	1,912	39.9	709	736	629 - 736	-	-	-	( <sup>3</sup> )	-	2	4	13	9	8	43	6	6	3	2	( <sup>3</sup> )	( <sup>3</sup> )	4	-	-	-	-	
State and local government .....	613	39.8	665	680	551 - 748	-	-	1	2	5	8	9	7	12	9	28	4	2	14	( <sup>3</sup> )	-	( <sup>3</sup> )	-	( <sup>3</sup> )	-	-	-	

See footnotes at end of table.

Table A-2. Pay distributions, technical and protective service occupations, United States, June 1996 — 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 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 - 1200	1200 - 1300	1300 and over
<b>Engineering Technicians—Continued</b>																											
Level IV .....	39,273	40.0	\$781	\$777	\$701 - \$856	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1	3	8	13	16	16	15	12	8	5	2	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-
Private industry .....	38,776	40.0	781	776	700 - 856	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1	3	8	13	16	17	15	12	8	4	2	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-
Goods producing .....	30,610	40.0	775	767	697 - 852	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1	3	8	14	17	17	13	12	9	4	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-
Manufacturing .....	29,681	40.0	774	767	697 - 854	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1	3	8	14	17	17	13	12	9	4	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-
Service producing .....	8,166	40.0	803	805	729 - 869	-	-	-	-	-	( <sup>3</sup> )	1	3	6	8	14	15	23	13	7	5	4	1	1	1	-	-
Transportation and utilities .....	2,656	40.0	855	828	805 - 911	-	-	-	-	-	-	1	1	1	2	5	11	38	15	8	9	8	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-
State and local government .....	497	39.9	834	867	786 - 952	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	5	2	2	2	1	3	11	9	30	4	27	-	( <sup>3</sup> )	( <sup>3</sup> )	-	-	
Level V .....	23,450	40.0	898	886	795 - 979	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	3	11	12	14	13	14	11	8	6	7	1	( <sup>3</sup> )	-	
Private industry .....	23,009	40.0	895	883	792 - 977	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	3	11	12	14	13	14	11	8	6	6	1	( <sup>3</sup> )	-	
Goods producing .....	17,000	40.0	873	861	780 - 955	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	3	13	14	14	13	14	11	8	6	6	1	( <sup>3</sup> )	-	
Manufacturing .....	16,674	40.0	869	858	777 - 952	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	3	13	14	14	13	10	7	4	4	1	( <sup>3</sup> )	-	-	
Service producing .....	6,009	40.0	955	947	856 - 1,046	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	4	14	14	15	14	13	10	7	4	4	1	( <sup>3</sup> )	-	
Transportation and utilities .....	1,609	40.0	965	948	900 - 1,051	-	-	-	-	-	( <sup>3</sup> )	-	1	1	3	6	13	10	17	13	10	9	11	3	1	( <sup>3</sup> )	
Level VI .....	5,656	40.0	1,070	1,058	939 - 1,187	-	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1	4	11	10	13	9	11	18	15	9	-	
Private industry .....	5,646	40.0	1,070	1,058	939 - 1,187	-	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1	4	11	10	13	8	11	18	14	9	-	
Goods producing .....	3,825	40.0	1,030	1,009	923 - 1,131	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	1	4	12	13	18	10	13	20	7	3	-	
Manufacturing .....	3,802	40.0	1,029	1,009	923 - 1,129	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	1	4	12	13	18	10	13	19	7	2	-	
Service producing .....	1,821	40.0	1,155	1,201	1,024 - 1,284	-	-	-	-	-	-	-	( <sup>3</sup> )	-	1	2	3	9	5	3	5	6	16	30	21	-	
<b>Engineering Technicians, Civil</b>																											
Level I .....	5,190	39.7	356	339	294 - 404	3	23	31	16	14	6	4	( <sup>3</sup> )	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	2,005	40.0	319	300	290 - 340	6	42	29	14	5	3	1	( <sup>3</sup> )	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-
Service producing .....	1,956	40.0	319	300	290 - 340	6	43	28	13	5	3	1	( <sup>3</sup> )	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	3,185	39.4	379	359	330 - 425	2	11	33	18	19	9	6	( <sup>3</sup> )	1	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Level II .....	10,104	39.5	489	460	398 - 550	( <sup>3</sup> )	1	4	21	21	16	13	9	8	2	1	1	2	( <sup>3</sup> )	1	( <sup>3</sup> )	-	-	-	-	-	-
Private industry .....	2,399	40.0	455	440	380 - 520	-	1	6	27	20	15	14	7	8	( <sup>3</sup> )	1	-	-	-	( <sup>3</sup> )	-	-	-	-	-	-	-
Service producing .....	2,099	40.0	453	440	383 - 521	-	1	7	26	20	17	12	8	9	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	7,705	39.4	499	469	408 - 563	( <sup>3</sup> )	( <sup>3</sup> )	4	19	21	16	13	10	8	2	2	1	3	( <sup>3</sup> )	2	( <sup>3</sup> )	-	-	-	-	-	-
Level III .....	20,292	39.5	593	572	501 - 663	-	-	( <sup>3</sup> )	2	9	12	19	13	14	10	9	2	3	2	2	1	( <sup>3</sup> )	-	-	-	-	-
Private industry .....	3,659	40.0	606	604	521 - 680	-	-	-	4	9	6	15	14	18	13	12	3	2	( <sup>3</sup> )	2	1	-	-	-	-	-	-
Service producing .....	3,314	40.0	596	591	520 - 666	-	-	-	4	10	6	16	15	19	14	8	3	2	( <sup>3</sup> )	2	1	-	-	-	-	-	-
State and local government .....	16,633	39.4	590	564	499 - 658	-	-	( <sup>3</sup> )	2	9	14	20	12	14	10	8	2	3	2	2	1	( <sup>3</sup> )	-	-	-	-	-
Level IV .....	15,940	39.6	730	715	616 - 828	-	-	-	( <sup>3</sup> )	1	4	6	9	13	13	13	12	8	7	5	5	2	2	1	-	-	-
Private industry .....	3,098	39.9	759	744	681 - 823	-	-	-	-	( <sup>3</sup> )	-	1	2	10	18	22	16	12	9	4	2	1	1	1	-	-	-
Service producing .....	2,714	40.0	756	743	680 - 820	-	-	-	-	( <sup>3</sup> )	-	1	2	10	18	23	18	10	9	3	2	2	2	1	-	-	-
State and local government .....	12,842	39.5	723	704	605 - 829	-	-	-	( <sup>3</sup> )	1	5	8	11	14	11	11	11	7	7	5	5	2	2	2	2	-	-
Level V .....	5,327	39.8	865	860	700 - 1,033	-	-	-	-	( <sup>3</sup> )	1	6	8	11	7	8	7	10	8	6	12	7	8	2	1	-	-
Private industry .....	1,465	40.0	941	913	840 - 1,063	-	-	-	-	-	-	-	-	1	1	6	7	13	19	13	8	7	11	11	5	-	-
Service producing .....	1,311	40.0	941	913	840 - 1,045	-	-	-	-	-	-	-	-	1	1	6	5	14	19	13	8	7	7	12	6	-	-
State and local government .....	3,862	39.8	836	802	680 - 1,022	-	-	-	-	( <sup>3</sup> )	1	8	11	14	7	9	5	6	6	6	6	13	6	7	1	1	-
Level VI .....	780	39.7	1,081	1,071	946 - 1,229	-	-	-	-	-	-	-	-	( <sup>3</sup> )	1	1	1	6	6	10	9	8	11	20	16	11	

See footnotes at end of table.

**Table A-2. Pay distributions, technical and protective service occupations, United States, June 1996 — 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 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 - 1200	1200 - 1300	1300 and over	
<b>Protective Service Occupations</b>																											
<b>Corrections Officers</b> .....	248,517	39.9	\$529	\$507	\$378 - \$661	( <sup>3</sup> )	7	9	13	12	8	7	8	9	7	8	2	4	2	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-
State and local government .....	231,249	39.8	547	531	401 - 670	( <sup>3</sup> )	1	9	14	13	9	7	9	9	8	9	2	5	3	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-
<b>Firefighters</b> .....	113,414	48.7	690	684	548 - 837	( <sup>3</sup> )	1	2	4	6	5	8	7	10	12	9	9	5	10	2	3	3	3	1	( <sup>3</sup> )	( <sup>3</sup> )	
State and local government .....	111,754	48.8	691	684	547 - 841	( <sup>3</sup> )	1	2	4	6	5	8	6	10	12	10	9	5	10	2	3	4	3	1	( <sup>3</sup> )	( <sup>3</sup> )	
<b>Police Officers</b>																											
Level I .....	352,346	40.0	700	692	561 - 849	( <sup>3</sup> )	( <sup>3</sup> )	1	3	5	6	8	9	10	10	9	8	6	10	4	5	2	1	2	( <sup>3</sup> )	( <sup>3</sup> )	
Private industry .....	1,619	39.9	571	593	478 - 643	-	( <sup>3</sup> )	2	5	7	13	10	11	30	10	7	1	( <sup>3</sup> )	-	( <sup>3</sup> )	1	-	-	-	-	-	
Service producing .....	1,584	39.8	570	584	477 - 644	-	( <sup>3</sup> )	2	6	8	14	11	12	29	10	7	1	( <sup>3</sup> )	-	( <sup>3</sup> )	1	-	-	-	-	-	
State and local government .....	350,727	40.0	701	693	562 - 849	( <sup>3</sup> )	( <sup>3</sup> )	1	3	5	6	8	9	10	10	9	8	6	10	4	5	2	1	2	( <sup>3</sup> )	( <sup>3</sup> )	
Level II .....	12,340	40.0	930	957	787 - 1,080	-	-	-	( <sup>3</sup> )	1	2	2	1	2	12	3	4	8	6	7	10	5	15	20	3	1	
State and local government .....	12,315	40.0	931	957	787 - 1,080	-	-	-	( <sup>3</sup> )	1	2	2	1	2	12	3	4	8	6	7	10	5	15	20	3	1	

<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: 15 percent at \$1,300 and under \$1,400; and 6 percent at \$1,400 and under \$1,500.

<sup>5</sup> Workers were distributed as follows: All workers were at \$1,300 and under \$1,400.

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, June 1996

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 .....	10,997	39.7	\$320	\$308	\$279 - \$343	( <sup>3</sup> )	1	5	38	33	14	4	1	4	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	8,705	39.8	318	305	277 - 340	( <sup>3</sup> )	1	5	40	34	11	3	( <sup>3</sup> )	5	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	
Goods producing .....	1,457	39.8	306	299	276 - 335	1	2	8	41	30	14	2	( <sup>3</sup> )	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	1,322	39.8	309	299	277 - 335	-	1	9	40	33	14	2	( <sup>3</sup> )	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service producing .....	7,248	39.8	321	308	280 - 340	( <sup>3</sup> )	1	5	40	35	10	3	( <sup>3</sup> )	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Transportation and utilities .....	1,448	40.0	382	330	289 - 546	-	1	2	25	37	4	1	( <sup>3</sup> )	29	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	2,292	39.5	324	319	283 - 373	( <sup>3</sup> )	3	5	30	27	28	5	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	175,171	39.6	379	370	324 - 420	-	( <sup>3</sup> )	1	11	27	27	18	9	5	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	146,230	39.7	374	364	320 - 412	-	( <sup>3</sup> )	1	11	28	28	18	8	4	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Goods producing .....	48,999	39.8	376	370	331 - 413	-	( <sup>3</sup> )	1	9	27	30	21	7	4	1	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	44,277	39.8	375	366	331 - 411	-	( <sup>3</sup> )	1	9	27	30	21	7	4	1	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Service producing .....	97,231	39.7	372	362	320 - 412	-	( <sup>3</sup> )	1	12	29	27	16	9	3	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Transportation and utilities .....	11,087	39.9	393	378	330 - 435	-	( <sup>3</sup> )	3	10	21	30	14	6	7	9	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	28,941	39.3	404	394	336 - 465	-	( <sup>3</sup> )	1	9	20	22	19	12	13	2	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Level III .....	137,376	39.5	464	459	400 - 520	-	( <sup>3</sup> )	( <sup>3</sup> )	1	7	16	22	21	15	11	4	2	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-
Private industry .....	99,489	39.6	458	450	399 - 506	-	( <sup>3</sup> )	( <sup>3</sup> )	1	7	18	25	23	14	7	4	2	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-
Goods producing .....	35,611	39.7	472	465	408 - 521	-	-	-	( <sup>3</sup> )	5	15	23	23	17	10	3	3	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-
Manufacturing .....	31,534	39.7	470	461	405 - 519	-	-	-	( <sup>3</sup> )	5	16	23	24	16	10	3	2	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-
Service producing .....	63,878	39.5	450	440	392 - 497	-	-	( <sup>3</sup> )	1	8	19	26	22	13	6	4	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-
Transportation and utilities .....	7,064	39.8	486	473	411 - 549	-	-	( <sup>3</sup> )	1	4	11	24	21	15	7	13	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-
State and local government .....	37,887	39.2	480	487	410 - 554	-	( <sup>3</sup> )	( <sup>3</sup> )	2	6	13	16	18	18	20	3	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-
Level IV .....	34,303	39.3	549	542	481 - 608	-	-	-	( <sup>3</sup> )	1	4	9	18	20	20	15	7	3	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> )
Private industry .....	22,952	39.5	553	541	481 - 614	-	-	-	( <sup>3</sup> )	4	10	18	21	18	14	7	3	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> )
Goods producing .....	8,993	39.7	572	561	498 - 624	-	-	-	-	2	6	18	20	20	17	9	3	2	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> )
Manufacturing .....	8,353	39.8	568	556	496 - 622	-	-	-	-	2	6	19	21	19	17	9	3	2	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> )
Service producing .....	13,959	39.3	541	533	472 - 602	-	-	-	( <sup>3</sup> )	5	12	19	21	17	13	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> )
Transportation and utilities .....	1,961	39.6	603	610	528 - 661	-	-	-	-	2	6	12	12	16	24	17	6	1	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> )
State and local government .....	11,351	39.0	541	543	480 - 602	-	-	-	( <sup>3</sup> )	3	4	9	17	17	23	15	5	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> )
<b>Clerks, General</b>																													
Level I .....	15,218	39.2	289	280	247 - 318	2	10	16	40	19	8	3	3	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	9,229	39.4	274	269	241 - 297	1	14	16	46	16	5	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
Goods producing .....	1,533	39.8	284	282	270 - 298	-	10	9	57	19	4	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	1,463	39.8	285	282	272 - 298	-	10	7	59	20	4	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service producing .....	7,696	39.3	272	264	240 - 297	1	15	18	43	15	6	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	5,989	38.9	313	299	254 - 353	2	4	14	30	23	12	6	8	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	131,364	39.5	342	343	297 - 370	( <sup>3</sup> )	1	4	21	38	20	8	3	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> )	( <sup>3</sup> )
Private industry .....	69,876	39.6	326	318	286 - 360	( <sup>3</sup> )	2	6	29	34	19	7	2	1	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> )	( <sup>3</sup> )
Goods producing .....	14,978	39.7	330	321	290 - 361	( <sup>3</sup> )	3	2	28	35	20	7	1	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> )	( <sup>3</sup> )
Manufacturing .....	13,079	39.7	331	325	291 - 362	( <sup>3</sup> )	4	3	27	34	21	7	1	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> )	( <sup>3</sup> )
Service producing .....	54,898	39.6	325	316	284 - 360	( <sup>3</sup> )	1	7	29	34	19	7	2	1	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> )	( <sup>3</sup> )
Transportation and utilities .....	4,790	40.0	363	319	300 - 407	-	-	1	23	36	11	9	7	5	4	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> )
State and local government .....	61,488	39.3	361	348	322 - 388	( <sup>3</sup> )	1	3	13	42	20	11	5	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> )	( <sup>3</sup> )

See footnotes at end of table.







Table A-3. Pay distributions, clerical occupations, United States, June 1996 — 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 IV .....	61,817	39.2	\$665	\$656	\$591 - \$734	-	-	-	-	( <sup>3</sup> )	1	1	3	9	14	17	19	15	10	6	3	2	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
Private industry .....	48,353	39.2	674	665	596 - 742	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	3	8	14	17	18	15	11	6	3	2	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
Goods producing .....	18,945	39.5	685	680	606 - 755	-	-	-	-	-	( <sup>3</sup> )	1	7	15	17	16	17	14	7	3	1	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	
Manufacturing .....	18,296	39.5	683	679	604 - 754	-	-	-	-	-	( <sup>3</sup> )	1	7	15	17	16	17	14	7	3	1	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	
Service producing .....	29,408	39.0	668	658	593 - 732	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	4	9	14	17	19	14	9	6	4	2	1	( <sup>3</sup> )	( <sup>3</sup> )	
Transportation and utilities .....	3,642	39.6	695	693	631 - 769	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	2	6	8	14	24	16	13	8	6	1	1	( <sup>3</sup> )	( <sup>3</sup> )	
State and local government .....	13,464	39.2	631	639	549 - 701	-	-	-	-	( <sup>3</sup> )	2	4	6	13	12	16	21	12	5	4	2	1	1	( <sup>3</sup> )	( <sup>3</sup> )	
Level V .....	11,742	39.0	809	795	714 - 891	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	3	6	11	14	16	14	11	9	7	4	1	2	
Private industry .....	10,581	38.9	815	801	721 - 897	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	2	5	11	14	17	15	12	9	7	4	2	2	
Goods producing .....	4,505	39.4	816	803	724 - 900	-	-	-	-	-	-	( <sup>3</sup> )	1	1	5	10	15	17	15	11	9	8	6	1	1	
Manufacturing .....	4,418	39.4	814	800	722 - 898	-	-	-	-	-	( <sup>3</sup> )	1	1	5	10	15	18	15	11	9	8	5	1	1	1	
Service producing .....	6,076	38.6	814	801	718 - 891	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	3	6	11	13	16	15	12	9	6	3	2	3	
Transportation and utilities .....	880	39.6	838	825	749 - 925	-	-	-	-	-	( <sup>3</sup> )	1	1	3	5	16	15	13	11	17	7	3	2	5		
State and local government .....	1,161	39.4	751	730	643 - 821	-	-	-	-	-	1	1	2	7	16	11	19	12	11	6	4	7	3	( <sup>3</sup> )	1	
<b>Switchboard Operator-Receptionists</b>																										
Level IV .....	106,501	39.6	355	340	298 - 398	( <sup>3</sup> )	2	4	20	28	22	12	6	4	1	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	
Private industry .....	98,226	39.6	354	340	300 - 396	( <sup>3</sup> )	2	3	20	29	22	12	6	4	1	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	
Goods producing .....	31,748	39.8	354	340	304 - 392	( <sup>3</sup> )	1	2	18	33	23	12	5	4	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	
Manufacturing .....	27,472	39.8	354	340	306 - 391	( <sup>3</sup> )	1	2	19	33	23	13	5	4	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	
Service producing .....	66,478	39.5	354	340	296 - 400	( <sup>3</sup> )	2	4	20	27	21	12	7	4	2	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	
Transportation and utilities .....	4,509	39.8	353	340	305 - 385	( <sup>3</sup> )	( <sup>3</sup> )	2	16	36	24	12	6	2	( <sup>3</sup> )	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	
State and local government .....	8,275	39.1	361	348	290 - 417	( <sup>3</sup> )	1	5	24	21	19	14	7	5	2	( <sup>3</sup> )	1	-	-	-	-	-	-	-	-	
<b>Word Processors</b>																										
Level I .....	13,410	38.8	389	374	332 - 437	-	-	1	11	22	27	19	9	6	4	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	( <sup>3</sup> )	-	-	-	-	
Private industry .....	7,395	39.3	384	369	335 - 425	-	-	-	9	26	32	17	9	4	2	1	-	-	-	-	-	-	-	-	-	
Goods producing .....	695	39.5	358	342	298 - 392	-	-	-	25	35	21	10	5	4	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	674	39.5	356	342	298 - 385	-	-	-	26	36	20	9	5	4	-	-	-	-	-	-	-	-	-	-	-	
Service producing .....	6,700	39.2	387	370	338 - 427	-	-	-	7	25	33	18	9	4	2	1	-	-	-	-	-	-	-	-	-	
State and local government .....	6,015	38.3	395	387	327 - 449	-	-	2	15	17	20	22	9	9	6	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	( <sup>3</sup> )	-	-	-	-	-	
Level II .....	24,647	39.1	496	504	443 - 539	-	-	( <sup>3</sup> )	1	5	8	14	22	30	13	4	3	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	
Private industry .....	12,073	39.2	493	485	425 - 560	-	-	( <sup>3</sup> )	5	12	18	21	17	16	6	3	1	( <sup>3</sup> )	( <sup>3</sup> )	1	( <sup>3</sup> )	-	-	-	-	
Goods producing .....	1,594	39.8	469	472	395 - 521	-	-	-	10	18	12	25	17	8	5	5	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	
Manufacturing .....	1,307	39.7	473	472	395 - 532	-	-	-	11	18	12	25	13	9	6	6	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	
Service producing .....	10,479	39.1	496	489	428 - 564	-	-	( <sup>3</sup> )	5	11	19	20	17	17	6	3	1	1	1	( <sup>3</sup> )	-	-	-	-	-	
State and local government .....	12,574	39.1	498	515	461 - 530	-	-	( <sup>3</sup> )	1	4	5	10	23	43	9	2	2	1	( <sup>3</sup> )	-	-	-	-	-	-	

See footnotes at end of table.

**Table A-3. Pay distributions, clerical occupations, United States, June 1996 — 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 .....	5,180	38.0	\$610	\$604	\$517 - \$692	-	-	-	( <sup>3</sup> )	1	2	4	10	17	16	14	15	8	4	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	
Private industry .....	3,734	38.3	640	644	554 - 720	-	-	-	-	( <sup>3</sup> )	3	7	12	15	15	17	12	11	6	1	1	( <sup>3</sup> )	-	-	-	
Goods producing .....	423	39.8	627	611	548 - 711	-	-	-	-	-	4	6	17	20	12	11	15	13	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	
Manufacturing .....	397	39.8	630	620	548 - 712	-	-	-	-	-	4	6	18	19	10	12	16	14	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	
Service producing .....	3,311	38.1	642	646	556 - 720	-	-	-	-	( <sup>3</sup> )	3	7	11	14	16	17	11	11	6	2	1	( <sup>3</sup> )	-	-	-	
State and local government .....	1,446	37.3	532	512	485 - 597	-	-	-	( <sup>3</sup> )	4	5	4	16	32	19	10	10	1	( <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-4. Pay distributions, maintenance and toolroom occupations, United States, June 1996 — 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	6.50 - 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 - 26.00	26.00 and over	
<b>Maintenance Mechanics, Machinery</b> .....	151,535	\$16.70	\$15.94	\$13.65 - \$19.98	-	-	-	-	( <sup>2</sup> )	1	4	6	8	9	11	11	7	7	5	6	6	6	10	3	( <sup>2</sup> )	1	( <sup>2</sup> )	
Private industry .....	147,699	16.71	15.94	13.65 - 20.04	-	-	-	-	( <sup>2</sup> )	1	4	6	8	9	11	11	7	7	5	6	6	6	10	2	( <sup>2</sup> )	1	( <sup>2</sup> )	
Goods producing .....	129,249	16.40	15.64	13.42 - 19.11	-	-	-	-	( <sup>2</sup> )	1	5	6	8	9	10	11	11	7	7	5	6	3	6	9	2	( <sup>2</sup> )	1	( <sup>2</sup> )
Manufacturing .....	127,307	16.39	15.60	13.42 - 19.11	-	-	-	-	( <sup>2</sup> )	1	5	6	9	10	11	11	7	7	5	6	3	6	9	2	( <sup>2</sup> )	1	( <sup>2</sup> )	
Service producing .....	18,450	18.91	20.19	15.84 - 21.42	-	-	-	-	-	( <sup>2</sup> )	2	3	2	8	16	3	4	4	5	25	10	14	3	2	( <sup>2</sup> )	-	-	
Transportation and utilities .....	9,299	20.93	20.91	20.19 - 22.58	-	-	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	4	1	1	2	2	8	36	12	27	6	2	( <sup>2</sup> )	-	
State and local government .....	3,836	16.13	15.91	14.04 - 17.06	-	-	-	-	-	( <sup>2</sup> )	2	3	7	12	18	10	22	6	4	2	1	7	2	4	( <sup>2</sup> )	1	-	
<b>Maintenance Mechanics, Motor Vehicle</b> .....	100,866	15.91	15.50	13.03 - 18.66	-	-	( <sup>2</sup> )	1	2	5	7	9	10	10	10	8	6	9	7	5	5	3	1	1	( <sup>2</sup> )	( <sup>2</sup> )		
Private industry .....	65,976	16.07	15.79	13.21 - 18.89	-	-	1	1	2	4	6	9	10	9	10	7	6	11	9	5	5	4	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )		
Goods producing .....	19,406	15.99	15.40	12.89 - 19.76	-	-	2	( <sup>2</sup> )	2	4	9	10	12	9	7	6	4	5	13	2	9	5	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )		
Manufacturing .....	13,844	15.89	15.26	12.89 - 19.26	-	-	2	-	1	4	9	10	13	9	7	8	5	5	4	3	12	6	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )		
Service producing .....	46,570	16.10	15.91	13.35 - 18.66	-	-	( <sup>2</sup> )	1	2	4	5	9	10	9	11	7	7	13	8	6	4	3	1	( <sup>2</sup> )	( <sup>2</sup> )	-		
Transportation and utilities .....	32,041	16.82	17.78	14.15 - 19.53	-	-	( <sup>2</sup> )	1	3	3	4	7	6	7	9	6	7	19	10	7	6	4	1	1	( <sup>2</sup> )	-		
State and local government .....	34,890	15.60	15.31	12.79 - 17.89	-	-	( <sup>2</sup> )	1	3	6	8	9	9	12	12	9	7	6	4	4	5	2	1	3	( <sup>2</sup> )	( <sup>2</sup> )		
<b>Maintenance Pipefitters</b> .....	25,117	20.52	21.65	19.76 - 22.27	-	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	1	2	3	4	4	2	5	7	13	24	31	2	1	1	1		
Private industry .....	23,587	20.60	21.65	19.89 - 22.27	-	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	2	3	3	4	2	5	7	13	25	33	2	( <sup>2</sup> )	( <sup>2</sup> )		
Goods producing .....	21,577	20.74	21.65	20.37 - 22.27	-	-	-	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	1	3	2	3	1	4	7	14	27	35	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-		
Manufacturing .....	20,102	20.85	21.65	20.45 - 22.27	-	-	-	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	1	2	2	3	1	4	7	15	26	37	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-		
Service producing .....	2,010	19.03	18.90	16.49 - 22.24	-	-	-	-	1	( <sup>2</sup> )	2	( <sup>2</sup> )	2	4	7	12	12	16	7	6	2	8	18	( <sup>2</sup> )	( <sup>2</sup> )	1		
State and local government .....	1,530	19.27	17.94	15.54 - 23.66	-	-	-	-	-	1	1	4	5	7	22	10	2	3	4	8	2	6	3	3	3	7	<sup>3</sup> 12	
<b>Tool and Die Makers</b> .....	55,676	19.05	19.11	16.13 - 22.19	-	-	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	2	6	6	10	8	11	5	7	3	12	28	1	1	( <sup>2</sup> )	( <sup>2</sup> )		
Private industry .....	55,604	19.04	19.11	16.13 - 22.19	-	-	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	2	6	6	10	8	11	5	7	3	12	29	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )		
Goods producing .....	55,475	19.05	19.11	16.13 - 22.19	-	-	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	2	6	6	10	8	11	5	7	3	12	29	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )		
Manufacturing .....	55,475	19.05	19.11	16.13 - 22.19	-	-	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	2	6	6	10	8	11	5	7	3	12	29	1	( <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.

<sup>3</sup> Workers were distributed as follows: 3 percent at \$26 and under \$27; 8 percent at \$27 and under \$28; 1 percent at \$29 and under \$30; and 1 percent at \$30 and under \$31.

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, June 1996 — 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	4.50	5.00	5.50	6.00	6.50	7.00	7.50	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	22.00 and over
					and under 4.50	5.00	5.50	6.00	6.50	7.00	7.50	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	22.00	22.00
<b>Truckdrivers</b>																												
Light Truck .....	57,673	\$8.53	\$7.60	\$6.36 — \$9.82	( <sup>2</sup> )	2	6	7	11	9	13	6	13	8	7	4	3	2	2	3	1	1	1	( <sup>2</sup> )	—	( <sup>2</sup> )	—	
Private industry .....	53,875	8.44	7.50	6.25 — 9.65	( <sup>2</sup> )	2	6	7	12	9	12	6	14	8	7	3	3	2	1	3	1	1	1	( <sup>2</sup> )	—	( <sup>2</sup> )	—	
Goods producing .....	7,436	9.77	8.76	7.50 — 11.33	—	—	( <sup>2</sup> )	1	4	10	10	7	22	9	8	9	4	3	3	10	( <sup>2</sup> )	( <sup>2</sup> )	—	1	—	—	—	
Manufacturing .....	6,101	9.88	8.77	7.32 — 11.61	—	—	( <sup>2</sup> )	1	4	10	11	8	19	9	9	7	3	4	3	12	( <sup>2</sup> )	( <sup>2</sup> )	—	1	—	—	—	
Service producing .....	46,439	8.22	7.25	6.16 — 9.27	( <sup>2</sup> )	3	7	8	13	8	13	6	12	8	6	2	2	2	1	2	1	1	2	( <sup>2</sup> )	—	( <sup>2</sup> )	—	
Transportation and utilities .....	16,819	8.94	7.25	6.25 — 11.11	1	6	2	10	13	6	17	6	6	3	4	4	2	2	5	2	2	4	( <sup>2</sup> )	—	( <sup>2</sup> )	—	—	
State and local government .....	3,798	9.89	10.20	7.11 — 11.90	—	—	( <sup>2</sup> )	1	5	17	14	2	5	3	15	13	7	6	6	1	1	( <sup>2</sup> )	1	—	—	—	—	
Medium Truck .....	136,005	14.81	15.07	11.36 — 19.41	—	—	( <sup>2</sup> )	( <sup>2</sup> )	1	2	2	2	6	5	6	5	7	6	8	9	5	3	3	25	5	( <sup>2</sup> )	( <sup>2</sup> )	
Private industry .....	130,491	14.93	15.26	11.51 — 19.42	—	—	( <sup>2</sup> )	( <sup>2</sup> )	1	2	2	2	5	5	5	5	7	5	9	9	5	3	3	26	5	( <sup>2</sup> )	( <sup>2</sup> )	
Goods producing .....	19,078	12.76	12.25	9.00 — 15.70	—	—	—	—	2	3	4	5	11	9	6	8	10	4	3	17	2	4	4	1	5	( <sup>2</sup> )	3	
Manufacturing .....	16,955	13.17	12.75	9.28 — 15.70	—	—	—	—	2	2	3	5	10	7	6	9	11	4	3	19	3	4	3	1	5	( <sup>2</sup> )	3	
Service producing .....	111,413	15.30	15.72	12.23 — 19.42	—	—	( <sup>2</sup> )	1	1	1	2	2	5	4	5	4	6	6	10	7	6	3	3	31	5	( <sup>2</sup> )	( <sup>2</sup> )	
Transportation and utilities .....	74,985	17.44	19.33	15.23 — 19.85	—	—	—	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	1	1	( <sup>2</sup> )	1	1	6	4	9	10	6	4	4	45	8	( <sup>2</sup> )	( <sup>2</sup> )	
State and local government .....	5,514	12.15	11.68	10.17 — 13.88	—	—	—	( <sup>2</sup> )	( <sup>2</sup> )	1	1	4	10	5	20	11	9	15	4	6	5	4	1	1	—	—	—	
Heavy Truck .....	136,734	13.38	12.94	10.80 — 16.25	—	—	( <sup>2</sup> )	( <sup>2</sup> )	1	2	2	2	5	6	8	15	10	10	8	5	8	3	2	8	1	3	1	
Private industry .....	109,271	13.29	12.88	10.86 — 15.73	—	—	( <sup>2</sup> )	( <sup>2</sup> )	1	1	2	2	5	6	9	16	10	11	8	5	10	3	2	4	1	4	1	
Goods producing .....	46,185	13.93	13.92	10.69 — 16.51	—	—	—	—	1	3	2	2	1	5	6	8	8	4	10	15	5	6	4	1	8	1	9	
Manufacturing .....	30,535	14.40	14.10	11.75 — 16.51	—	—	—	( <sup>2</sup> )	( <sup>2</sup> )	1	( <sup>2</sup> )	1	3	6	10	11	5	8	22	3	8	6	1	1	( <sup>2</sup> )	13	2	
Service producing .....	63,086	12.83	12.08	11.00 — 15.02	—	—	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	1	1	2	4	7	9	22	13	11	4	5	12	3	2	1	2	1	( <sup>2</sup> )	
Transportation and utilities .....	41,837	12.79	11.86	11.20 — 13.77	—	—	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	1	1	3	8	9	30	10	13	4	3	6	3	2	1	2	1	( <sup>2</sup> )	
State and local government .....	27,463	13.74	13.10	10.27 — 19.42	—	—	( <sup>2</sup> )	1	1	3	3	2	7	5	7	9	10	8	6	5	4	1	2	23	1	1	1	
Tractor Trailer .....	188,723	14.24	14.40	11.84 — 17.29	—	—	—	( <sup>2</sup> )	( <sup>2</sup> )	1	2	7	5	5	7	10	9	10	9	6	9	7	6	3	( <sup>2</sup> )	1	1	
Private industry .....	186,984	14.22	14.32	11.83 — 17.29	—	—	—	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	1	2	7	5	5	7	10	9	10	9	6	9	7	7	3	( <sup>2</sup> )	1	
Goods producing .....	42,442	13.04	12.45	10.60 — 15.00	—	—	—	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	2	6	8	10	9	17	11	10	8	7	3	4	1	2	( <sup>2</sup> )	( <sup>2</sup> )		
Manufacturing .....	36,628	13.02	12.45	10.85 — 14.53	—	—	—	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	1	5	8	11	9	20	11	11	8	7	2	3	1	2	( <sup>2</sup> )	( <sup>2</sup> )		
Service producing .....	144,542	14.57	14.80	11.99 — 17.70	—	—	—	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	1	3	7	4	4	7	8	9	10	10	6	11	7	8	3	( <sup>2</sup> )	1	
Transportation and utilities .....	86,622	15.06	15.79	12.00 — 18.40	—	—	—	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	1	4	10	1	3	4	8	7	6	9	6	9	12	12	6	1	2	
State and local government .....	1,739	16.84	15.96	14.47 — 18.72	—	—	—	—	—	( <sup>2</sup> )	—	( <sup>2</sup> )	3	5	2	4	5	4	21	6	8	11	10	2	4	1	3 <sup>12</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: 2 percent at \$22 and under \$23; 1 percent at \$23 and under \$24; 1 percent at \$27 and under \$28; and 9 percent at \$30 and under \$31.

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, June 1996**

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 .....	\$523	\$512	\$489	\$481	\$516	\$513	\$540	\$526	\$550	\$541
Private industry .....	520	510	490	481	520	515	541	527	556	541
Goods producing .....	546	538	509	508	544	531	580	596	576	573
Manufacturing .....	540	535	505	508	544	531	575	596	549	556
Service producing .....	509	500	484	481	492	490	526	518	551	538
Transportation and utilities .....	538	515	-	-	-	-	-	-	-	-
State and local government .....	535	529	-	-	-	-	-	-	544	541
Level II .....	626	619	609	604	628	615	640	625	657	647
Private industry .....	627	619	610	607	630	616	641	628	682	664
Goods producing .....	647	642	617	616	647	635	673	669	750	733
Manufacturing .....	642	636	616	616	633	623	665	657	744	727
Service producing .....	616	610	607	600	611	606	626	616	650	635
Transportation and utilities .....	637	633	589	575	682	663	676	662	736	740
State and local government .....	621	616	576	566	605	592	626	618	631	625
Level III .....	811	800	805	792	818	808	830	822	807	800
Private industry .....	819	808	808	794	823	809	828	822	845	831
Goods producing .....	832	826	814	808	830	817	859	865	883	872
Manufacturing .....	828	824	814	808	820	808	848	857	875	865
Service producing .....	808	791	804	788	814	801	805	788	820	808
Transportation and utilities .....	847	842	804	788	873	888	873	867	894	886
State and local government .....	774	762	754	747	778	777	844	825	767	762
Level IV .....	1,041	1,026	1,046	1,030	1,050	1,038	1,059	1,035	1,018	1,003
Private industry .....	1,055	1,039	1,047	1,030	1,055	1,039	1,058	1,032	1,074	1,058
Goods producing .....	1,073	1,049	1,065	1,048	1,068	1,046	1,073	1,041	1,101	1,090
Manufacturing .....	1,058	1,043	1,056	1,047	1,045	1,038	1,057	1,026	1,081	1,076
Service producing .....	1,038	1,023	1,032	1,019	1,033	1,009	1,044	1,026	1,050	1,031
Transportation and utilities .....	1,070	1,059	1,002	981	1,128	1,185	1,045	1,042	1,119	1,137
State and local government .....	968	955	-	-	988	963	1,078	1,068	954	955
Level V .....	1,375	1,347	1,451	1,440	1,361	1,348	1,369	1,340	1,314	1,300
Private industry .....	1,396	1,370	1,451	1,441	1,362	1,352	1,371	1,343	1,365	1,348
Goods producing .....	1,376	1,359	1,370	1,385	1,383	1,383	1,371	1,346	1,379	1,361
Manufacturing .....	1,359	1,352	1,369	1,376	1,359	1,352	1,354	1,346	1,352	1,351
Service producing .....	1,414	1,385	1,501	1,462	1,314	1,300	1,370	1,321	1,354	1,339
Transportation and utilities .....	1,371	1,356	-	-	-	-	-	-	1,400	1,374
State and local government .....	1,183	1,210	-	-	-	-	-	-	1,172	1,210
Level VI .....	1,734	1,721	-	-	-	-	1,788	1,728	1,665	1,677
Private industry .....	1,763	1,735	-	-	-	-	1,788	1,728	1,726	1,717
Goods producing .....	1,779	1,738	-	-	-	-	-	-	1,774	1,750
Manufacturing .....	1,750	1,728	-	-	-	-	-	-	1,738	1,732
Service producing .....	1,747	1,731	-	-	-	-	1,739	1,708	1,662	1,679
Transportation and utilities .....	1,803	1,827	-	-	-	-	-	-	-	-

See note at end of table.

**Table B-1. Average weekly pay by size of establishment, professional and administrative occupations, United States, June 1996 — 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 .....	\$594	\$577	\$570	\$567	-	-	-	-	-	-
Private industry .....	594	577	570	567	-	-	-	-	-	-
Service producing .....	594	577	570	567	-	-	-	-	-	-
Level II .....	641	625	626	620	-	-	-	-	-	-
Private industry .....	641	625	626	620	-	-	-	-	-	-
Service producing .....	641	625	626	620	-	-	-	-	-	-
Level III .....	747	721	736	721	-	-	-	-	-	-
Private industry .....	747	721	736	721	-	-	-	-	-	-
Service producing .....	747	721	736	721	-	-	-	-	-	-
Level IV .....	977	954	963	941	-	-	-	-	-	-
Private industry .....	977	954	963	941	-	-	-	-	-	-
Service producing .....	977	954	963	941	-	-	-	-	-	-
<b>Attorneys</b>										
Level I .....	700	682	649	615	\$694	\$685	\$694	\$646	\$730	\$708
Private industry .....	841	829	-	-	-	-	-	-	-	-
Service producing .....	830	820	-	-	-	-	-	-	-	-
State and local government .....	679	673	-	-	-	-	647	614	723	704
Level II .....	952	923	936	906	955	932	1,038	1,007	922	900
Private industry .....	1,103	1,058	1,018	999	1,024	1,031	1,216	1,195	1,195	1,205
Goods producing .....	1,147	1,154	-	-	-	-	-	-	-	-
Manufacturing .....	1,123	1,120	-	-	-	-	-	-	-	-
Service producing .....	1,098	1,054	1,019	1,000	-	-	1,211	1,192	1,149	1,156
Transportation and utilities .....	1,153	1,154	-	-	-	-	-	-	-	-
State and local government .....	879	850	803	790	892	867	878	817	892	875
Level III .....	1,260	1,236	1,330	1,292	1,223	1,248	1,332	1,297	1,210	1,173
Private industry .....	1,411	1,365	1,406	1,346	1,368	1,309	1,388	1,342	1,462	1,438
Goods producing .....	1,548	1,538	1,597	1,567	-	-	1,512	1,509	-	-
Manufacturing .....	1,516	1,528	-	-	-	-	1,498	1,483	-	-
Service producing .....	1,380	1,341	1,369	1,306	1,318	1,308	1,365	1,329	1,435	1,400
Transportation and utilities .....	1,401	1,387	-	-	-	-	-	-	-	-
State and local government .....	1,138	1,098	1,091	1,098	1,085	1,015	1,216	1,191	1,140	1,113
Level IV .....	1,647	1,633	1,777	1,745	1,633	1,599	1,709	1,663	1,590	1,563
Private industry .....	1,775	1,738	1,824	1,777	1,660	1,621	1,728	1,670	1,816	1,788
Goods producing .....	1,812	1,790	1,915	1,790	1,620	1,506	1,871	1,923	1,944	1,980
Manufacturing .....	1,790	1,774	-	-	1,616	1,498	1,860	1,903	1,932	1,958
Service producing .....	1,761	1,731	1,809	1,749	1,718	1,682	1,685	1,652	1,769	1,737
Transportation and utilities .....	1,827	1,804	-	-	-	-	-	-	1,824	1,792
State and local government .....	1,464	1,395	-	-	-	-	1,618	1,583	1,464	1,395

See note at end of table.

**Table B-1. Average weekly pay by size of establishment, professional and administrative occupations, United States, June 1996 — 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 V .....	\$1,994	\$1,933	\$2,258	\$2,135	\$2,011	\$1,901	\$2,197	\$2,151	\$1,875	\$1,703
Private industry .....	2,190	2,129	2,258	2,135	2,048	1,923	2,205	2,156	2,199	2,158
Goods producing .....	2,182	2,108	—	—	—	—	—	—	2,248	2,208
Manufacturing .....	2,152	2,064	—	—	—	—	—	—	2,242	2,187
Service producing .....	2,194	2,135	2,194	2,115	—	—	2,226	2,190	2,177	2,147
Transportation and utilities .....	2,182	2,172	—	—	—	—	—	—	—	—
State and local government .....	1,645	1,608	—	—	—	—	—	—	—	—
Level VI .....	2,415	2,375	—	—	—	—	—	—	2,270	2,277
Private industry .....	2,713	2,605	—	—	—	—	—	—	2,678	2,645
Service producing .....	2,631	2,603	—	—	—	—	—	—	2,581	2,605
<b>Engineers</b>										
Level I .....	675	673	635	620	673	663	718	722	719	730
Private industry .....	677	673	635	620	675	663	722	723	742	749
Goods producing .....	689	689	629	615	675	663	728	725	742	750
Manufacturing .....	688	690	619	607	675	663	728	725	742	750
Service producing .....	654	644	640	625	677	684	699	712	736	739
Transportation and utilities .....	731	740	—	—	—	—	—	—	—	—
State and local government .....	658	649	—	—	—	—	—	—	659	654
Level II .....	805	800	765	757	803	803	833	822	834	827
Private industry .....	808	803	766	758	805	803	835	824	851	840
Goods producing .....	811	808	761	753	807	806	823	814	851	843
Manufacturing .....	811	808	759	751	807	806	823	813	851	842
Service producing .....	799	789	772	761	795	794	866	865	848	824
Transportation and utilities .....	873	851	844	839	—	—	934	925	849	825
State and local government .....	785	787	746	733	755	753	819	810	788	787
Level III .....	959	950	931	924	961	960	991	971	970	960
Private industry .....	960	950	933	925	964	962	972	962	980	962
Goods producing .....	958	946	930	923	958	954	964	955	977	958
Manufacturing .....	958	945	927	921	957	951	964	954	977	958
Service producing .....	964	960	939	932	988	1,000	996	999	1,000	1,000
Transportation and utilities .....	1,021	1,020	981	962	1,045	1,020	1,036	1,031	1,017	1,018
State and local government .....	957	956	890	881	917	927	1,123	1,161	935	941
Level IV .....	1,167	1,154	1,165	1,152	1,152	1,149	1,197	1,189	1,159	1,149
Private industry .....	1,173	1,165	1,164	1,150	1,155	1,151	1,191	1,186	1,178	1,171
Goods producing .....	1,169	1,158	1,168	1,152	1,145	1,136	1,178	1,161	1,174	1,165
Manufacturing .....	1,166	1,155	1,159	1,142	1,140	1,132	1,176	1,160	1,173	1,165
Service producing .....	1,185	1,185	1,160	1,146	1,188	1,197	1,218	1,223	1,209	1,207
Transportation and utilities .....	1,217	1,219	1,170	1,158	1,240	1,230	1,228	1,233	1,207	1,209
State and local government .....	1,107	1,085	1,175	1,202	1,102	1,124	1,301	1,373	1,071	1,085
Level V .....	1,411	1,398	1,428	1,414	1,405	1,392	1,426	1,412	1,397	1,388
Private industry .....	1,420	1,405	1,431	1,414	1,406	1,393	1,425	1,410	1,415	1,405
Goods producing .....	1,422	1,405	1,473	1,455	1,396	1,379	1,430	1,407	1,409	1,400
Manufacturing .....	1,414	1,400	1,449	1,438	1,386	1,371	1,424	1,401	1,408	1,399
Service producing .....	1,414	1,404	1,389	1,377	1,432	1,428	1,412	1,423	1,475	1,442
Transportation and utilities .....	1,405	1,402	1,380	1,405	—	—	1,377	1,363	1,415	1,407
State and local government .....	1,276	1,249	1,286	1,299	—	—	1,447	1,478	1,243	1,249

See note at end of table.

Table B-1. Average weekly pay by size of establishment, professional and administrative occupations, United States, June 1996 — 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 .....	\$1,659	\$1,648	\$1,661	\$1,626	\$1,656	\$1,636	\$1,693	\$1,679	\$1,643	\$1,646
Private industry .....	1,676	1,659	1,661	1,626	1,662	1,637	1,692	1,678	1,678	1,671
Goods producing .....	1,687	1,671	1,755	1,754	1,666	1,636	1,703	1,681	1,669	1,667
Manufacturing .....	1,678	1,663	1,731	1,729	1,642	1,608	1,697	1,670	1,668	1,666
Service producing .....	1,643	1,624	1,600	1,582	1,647	1,646	1,657	1,663	1,767	1,720
Transportation and utilities .....	1,653	1,625	—	—	—	—	—	—	—	—
State and local government .....	1,367	1,372	—	—	—	—	—	—	1,337	1,372
Level VII .....	1,962	1,927	1,956	1,875	1,944	1,902	1,977	1,970	1,957	1,929
Private industry .....	1,970	1,935	1,956	1,875	1,944	1,905	1,977	1,970	1,981	1,943
Goods producing .....	2,003	1,972	—	—	1,934	1,857	1,991	1,972	1,974	1,942
Manufacturing .....	1,995	1,962	—	—	1,915	1,837	1,988	1,972	1,973	1,941
Service producing .....	1,889	1,842	1,794	1,744	—	—	1,930	1,950	—	—
Level VIII .....	2,343	2,268	—	—	—	—	—	—	2,409	2,325
Private industry .....	2,346	2,269	—	—	—	—	—	—	2,416	2,327
Goods producing .....	2,366	2,297	—	—	—	—	—	—	2,402	2,310
Manufacturing .....	2,365	2,290	—	—	—	—	—	—	2,402	2,310
Service producing .....	2,289	2,229	—	—	—	—	—	—	—	—
<b>Administrative Occupations</b>										
<b>Budget Analysts</b>										
Level I .....	585	577	—	—	—	—	—	—	602	613
Private industry .....	534	532	—	—	—	—	—	—	—	—
Service producing .....	533	507	—	—	—	—	—	—	—	—
Level II .....	667	655	633	633	603	596	653	655	687	667
Private industry .....	656	639	—	—	615	596	655	651	680	662
Goods producing .....	669	650	—	—	—	—	—	—	—	—
Manufacturing .....	666	646	—	—	—	—	—	—	—	—
Service producing .....	651	636	—	—	—	—	—	—	—	—
State and local government .....	680	664	—	—	—	—	642	637	685	671
Level III .....	858	859	810	792	834	826	858	846	870	873
Private industry .....	839	826	831	806	835	823	825	827	853	845
Goods producing .....	855	828	—	—	—	—	—	—	—	—
Manufacturing .....	845	822	—	—	—	—	—	—	—	—
Service producing .....	831	823	—	—	796	796	—	—	—	—
Transportation and utilities .....	888	882	—	—	—	—	812	800	866	858
State and local government .....	871	882	—	—	—	—	935	996	875	892
Level IV .....	964	962	—	—	1,010	984	924	933	966	962
Private industry .....	943	954	—	—	—	—	—	—	948	936
Goods producing .....	955	954	—	—	—	—	—	—	—	—
Manufacturing .....	937	954	—	—	—	—	—	—	—	—
Service producing .....	929	950	—	—	—	—	—	—	—	—
State and local government .....	1,005	1,011	—	—	—	—	—	—	1,004	992
									988	992

See note at end of table.



**Table B-1. Average weekly pay by size of establishment, professional and administrative occupations, United States, June 1996 — 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</b>										
Level I .....	\$522	\$515	\$512	\$503	\$534	\$524	\$527	\$518	\$544	\$538
Private industry .....	526	516	514	505	537	531	534	532	577	570
Goods producing .....	532	519	516	512	545	540	579	586	638	627
Manufacturing .....	531	519	515	512	546	540	578	584	638	627
Service producing .....	517	508	509	501	520	521	502	502	551	552
State and local government .....	501	498	-	-	-	-	477	461	513	503
Level II .....	662	651	646	636	667	666	695	680	676	671
Private industry .....	664	652	646	636	671	667	700	685	698	687
Goods producing .....	665	654	645	639	668	667	719	712	721	719
Manufacturing .....	663	653	642	638	668	667	716	708	719	715
Service producing .....	664	647	648	622	680	673	679	653	671	665
Transportation and utilities .....	700	688	-	-	-	-	-	-	-	-
State and local government .....	645	643	658	641	630	635	666	674	639	643
Level III .....	889	872	870	852	872	850	923	919	901	883
Private industry .....	896	878	871	853	873	849	919	914	932	916
Goods producing .....	896	877	869	853	872	848	927	915	944	920
Manufacturing .....	893	874	866	850	866	847	926	915	941	918
Service producing .....	893	884	883	854	883	879	902	899	900	901
Transportation and utilities .....	937	958	-	-	-	-	986	992	946	981
State and local government .....	818	804	-	-	-	-	951	1,021	776	776
Level IV .....	1,085	1,063	1,110	1,112	1,116	1,105	1,125	1,097	1,052	1,024
Private industry .....	1,090	1,065	1,110	1,112	1,116	1,105	1,120	1,088	1,062	1,030
Goods producing .....	1,084	1,054	1,103	1,100	1,101	1,081	1,118	1,085	1,060	1,024
Manufacturing .....	1,072	1,050	1,093	1,100	1,091	1,069	1,115	1,080	1,043	1,019
Service producing .....	1,112	1,095	-	-	-	-	1,127	1,096	1,071	1,058
Transportation and utilities .....	1,111	1,124	-	-	-	-	-	-	-	-
State and local government .....	1,019	1,009	-	-	-	-	-	-	957	909
<b>Computer Programmers</b>										
Level I .....	543	531	514	502	518	519	577	577	572	577
Private industry .....	548	538	515	502	521	519	581	577	595	606
Goods producing .....	553	546	-	-	-	-	-	-	-	-
Manufacturing .....	548	540	-	-	-	-	-	-	-	-
Service producing .....	547	538	517	502	513	517	577	577	588	598
State and local government .....	509	504	-	-	-	-	-	-	510	512
Level II .....	639	631	618	603	626	618	660	654	655	650
Private industry .....	644	635	620	612	630	621	663	654	675	666
Goods producing .....	661	654	610	588	654	647	679	671	713	720
Manufacturing .....	659	654	610	588	651	647	672	667	713	720
Service producing .....	638	627	623	615	617	606	657	649	659	650
Transportation and utilities .....	666	655	616	603	-	-	-	-	-	-
State and local government .....	608	594	585	584	565	558	627	620	613	608

See note at end of table.

**Table B-1. Average weekly pay by size of establishment, professional and administrative occupations, United States, June 1996 — 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 III .....	\$788	\$775	\$777	\$770	\$765	\$751	\$797	\$786	\$805	\$793
Private industry .....	793	780	779	771	770	759	797	783	831	808
Goods producing .....	792	787	758	750	781	758	827	826	842	842
Manufacturing .....	789	777	752	740	780	758	826	823	841	838
Service producing .....	794	780	786	775	764	759	788	771	828	800
Transportation and utilities .....	800	794	779	773	—	—	—	—	—	—
State and local government .....	760	756	726	735	718	718	797	799	758	757
Level IV .....	945	932	970	969	917	899	966	936	924	916
Private industry .....	945	932	971	971	916	898	958	933	927	917
Goods producing .....	937	924	—	—	939	909	—	—	—	—
Manufacturing .....	936	924	—	—	939	909	—	—	—	—
Service producing .....	949	938	967	962	905	881	958	933	933	925
State and local government .....	940	934	—	—	—	—	—	—	894	910
Level V .....	1,095	1,079	—	—	—	—	—	—	—	—
Private industry .....	1,096	1,079	—	—	—	—	—	—	—	—
Service producing .....	1,145	1,128	—	—	—	—	—	—	—	—
<b>Computer Systems Analysts</b>										
Level I .....	779	771	772	769	772	761	797	784	776	769
Private industry .....	784	777	774	769	779	767	789	781	793	788
Goods producing .....	785	779	749	741	763	765	833	823	798	796
Manufacturing .....	781	773	746	741	758	759	826	816	796	794
Service producing .....	783	777	780	779	792	767	776	773	790	786
Transportation and utilities .....	835	819	—	—	—	—	—	—	—	—
State and local government .....	755	739	—	—	694	709	883	885	744	732
Level II .....	940	937	939	935	935	921	958	952	934	935
Private industry .....	945	937	940	937	937	922	956	951	943	933
Goods producing .....	960	952	967	948	922	910	979	977	965	957
Manufacturing .....	957	949	963	944	916	900	978	976	964	955
Service producing .....	939	931	934	933	945	923	949	943	934	923
Transportation and utilities .....	1,000	984	897	889	—	—	990	981	982	962
State and local government .....	921	945	—	—	883	915	980	995	918	947
Level III .....	1,111	1,096	1,123	1,111	1,096	1,064	1,129	1,113	1,101	1,087
Private industry .....	1,120	1,105	1,123	1,111	1,096	1,064	1,129	1,112	1,122	1,110
Goods producing .....	1,157	1,146	1,177	1,193	1,117	1,088	1,166	1,154	1,158	1,145
Manufacturing .....	1,153	1,140	1,171	1,191	1,114	1,086	1,162	1,146	1,154	1,140
Service producing .....	1,106	1,094	1,114	1,107	1,089	1,058	1,114	1,099	1,100	1,092
Transportation and utilities .....	1,164	1,138	—	—	—	—	1,130	1,116	1,138	1,126
State and local government .....	1,026	1,049	—	—	—	—	1,126	1,215	1,011	1,049
Level IV .....	1,321	1,305	1,329	1,327	1,328	1,303	1,315	1,295	1,317	1,304
Private industry .....	1,325	1,311	1,329	1,327	1,328	1,303	1,315	1,295	1,328	1,315
Goods producing .....	1,356	1,347	—	—	—	—	1,367	1,369	1,360	1,347
Manufacturing .....	1,344	1,337	—	—	—	—	1,356	1,362	1,352	1,341
Service producing .....	1,310	1,296	1,330	1,331	1,327	1,306	1,293	1,263	1,295	1,284
Level V .....	1,527	1,510	—	—	—	—	—	—	—	—
Private industry .....	1,527	1,510	—	—	—	—	—	—	—	—
Service producing .....	1,522	1,500	—	—	—	—	—	—	—	—

See note at end of table.

**Table B-1. Average weekly pay by size of establishment, professional and administrative occupations, United States, June 1996 — 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</b>										
Level I .....	\$1,202	\$1,195	\$1,216	\$1,192	\$1,186	\$1,192	\$1,266	\$1,251	\$1,171	\$1,164
Private industry .....	1,218	1,208	1,216	1,192	1,188	1,195	1,265	1,256	1,203	1,191
Goods producing .....	1,279	1,247	-	-	1,203	1,224	1,281	1,268	-	-
Manufacturing .....	1,273	1,244	-	-	1,203	1,219	1,281	1,268	-	-
Service producing .....	1,204	1,192	1,203	1,177	1,178	1,185	1,257	1,251	1,189	1,177
Transportation and utilities .....	1,244	1,254	-	-	-	-	-	-	-	-
State and local government .....	1,137	1,119	-	-	-	-	-	-	1,115	1,102
Level II .....	1,408	1,388	1,432	1,431	1,373	1,375	1,460	1,417	1,376	1,360
Private industry .....	1,421	1,398	1,432	1,431	1,372	1,367	1,461	1,413	1,402	1,385
Goods producing .....	1,493	1,482	-	-	-	-	1,530	1,529	1,460	1,413
Manufacturing .....	1,490	1,477	-	-	-	-	1,534	1,539	1,443	1,405
Service producing .....	1,400	1,385	1,427	1,417	1,324	1,329	1,437	1,391	1,388	1,380
Transportation and utilities .....	1,521	1,448	-	-	-	-	-	-	-	-
State and local government .....	1,283	1,232	-	-	-	-	-	-	1,257	1,210
Level III .....	1,665	1,635	-	-	1,637	1,672	1,727	1,684	1,638	1,570
Private industry .....	1,669	1,640	-	-	1,637	1,672	1,730	1,686	1,646	1,584
Goods producing .....	1,662	1,612	-	-	-	-	-	-	-	-
Manufacturing .....	1,628	1,577	-	-	-	-	-	-	-	-
Service producing .....	1,673	1,670	-	-	-	-	-	-	1,672	1,670
<b>Personnel Specialists</b>										
Level I .....	515	500	488	475	497	481	554	528	530	527
Private industry .....	510	500	488	475	494	481	554	535	536	533
Goods producing .....	550	535	-	-	-	-	-	-	-	-
Manufacturing .....	546	524	-	-	-	-	-	-	-	-
Service producing .....	500	487	485	476	480	462	531	512	518	519
Transportation and utilities .....	497	482	-	-	-	-	-	-	-	-
State and local government .....	530	523	-	-	-	-	-	-	527	527
Level II .....	611	598	589	577	603	600	629	614	663	648
Private industry .....	608	596	588	577	607	603	629	614	674	654
Goods producing .....	621	606	588	579	624	610	703	687	753	735
Manufacturing .....	620	605	586	577	623	606	701	687	751	733
Service producing .....	601	594	589	577	596	596	605	596	646	638
Transportation and utilities .....	654	636	615	596	645	628	689	700	711	706
State and local government .....	630	616	592	578	577	576	628	617	651	641
Level III .....	804	799	780	779	780	777	843	824	843	844
Private industry .....	801	794	780	778	785	780	839	823	853	844
Goods producing .....	818	808	798	801	784	782	888	880	913	901
Manufacturing .....	816	808	794	798	781	776	889	880	911	899
Service producing .....	789	779	766	763	787	779	821	809	823	813
Transportation and utilities .....	861	851	798	811	860	849	895	869	934	923
State and local government .....	819	824	775	791	721	694	859	840	831	844

See note at end of table.

Table B-1. Average weekly pay by size of establishment, professional and administrative occupations, United States, June 1996 — 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 IV .....	\$1,045	\$1,029	\$1,040	\$1,019	\$1,046	\$1,021	\$1,074	\$1,061	\$1,037	\$1,031
Private industry .....	1,052	1,034	1,040	1,019	1,047	1,019	1,073	1,061	1,070	1,058
Goods producing .....	1,058	1,025	1,024	1,000	1,068	1,038	1,109	1,112	1,106	1,086
Manufacturing .....	1,054	1,019	1,020	1,000	1,060	1,021	1,106	1,104	1,102	1,085
Service producing .....	1,047	1,038	1,054	1,053	1,017	1,001	1,046	1,029	1,047	1,038
Transportation and utilities .....	1,096	1,087	1,090	1,091	1,092	1,057	1,102	1,102	1,100	1,090
State and local government .....	1,003	1,001	1,022	1,028	1,036	1,043	1,077	1,058	979	961
Level V .....	1,362	1,342	1,450	1,438	1,332	1,319	1,357	1,327	1,309	1,288
Private industry .....	1,378	1,347	1,451	1,438	1,340	1,323	1,357	1,323	1,344	1,311
Goods producing .....	1,417	1,385	1,506	1,460	1,360	1,362	1,400	1,361	1,396	1,373
Manufacturing .....	1,413	1,381	1,503	1,442	1,357	1,358	1,394	1,349	1,391	1,365
Service producing .....	1,330	1,315	1,404	1,409	1,303	1,276	1,299	1,298	1,272	1,261
Transportation and utilities .....	1,354	1,307	-	-	-	-	-	-	-	-
State and local government .....	1,183	1,201	-	-	-	-	-	-	1,169	1,182
Level VI .....	1,784	1,779	-	-	-	-	-	-	1,773	1,767
Private industry .....	1,787	1,779	-	-	-	-	-	-	1,780	1,768
Goods producing .....	1,796	1,768	-	-	-	-	-	-	-	-
Manufacturing .....	1,789	1,752	-	-	-	-	-	-	-	-
Service producing .....	1,759	1,808	-	-	-	-	-	-	-	-
<b>Personnel Supervisors/Managers</b>										
Level I .....	1,160	1,154	1,168	1,171	1,135	1,142	1,203	1,160	1,142	1,141
Private industry .....	1,180	1,165	1,171	1,202	1,151	1,142	1,210	1,159	1,186	1,172
Goods producing .....	1,223	1,202	-	-	-	-	-	-	1,209	1,205
Manufacturing .....	1,220	1,202	-	-	-	-	-	-	1,209	1,205
Service producing .....	1,154	1,142	-	-	-	-	-	-	1,161	1,134
State and local government .....	1,058	1,059	-	-	-	-	1,171	1,147	1,161	1,134
Level II .....	1,460	1,465	1,486	1,500	1,500	1,433	1,507	1,500	1,413	1,423
Private industry .....	1,490	1,492	1,486	1,500	1,506	1,446	1,516	1,520	1,468	1,454
Goods producing .....	1,511	1,500	-	-	1,509	1,465	1,561	1,560	1,513	1,500
Manufacturing .....	1,516	1,508	-	-	1,522	1,484	1,566	1,560	1,511	1,500
Service producing .....	1,474	1,481	-	-	1,504	1,433	1,477	1,450	1,430	1,417
Transportation and utilities .....	1,506	1,440	-	-	-	-	-	-	1,507	1,442
State and local government .....	1,248	1,234	-	-	-	-	-	-	1,207	1,179
Level III .....	1,788	1,756	-	-	1,873	1,706	1,893	1,868	1,649	1,654
Private industry .....	1,842	1,787	-	-	1,873	1,706	1,896	1,868	1,741	1,715
Goods producing .....	1,794	1,731	-	-	-	-	1,924	1,923	1,727	1,699
Manufacturing .....	1,781	1,724	-	-	-	-	1,908	1,882	1,726	1,699
Service producing .....	1,902	1,867	-	-	-	-	1,855	1,824	1,764	1,753
State and local government .....	1,330	1,128	-	-	-	-	-	-	1,283	1,128
Level IV .....	2,253	2,233	-	-	-	-	-	-	2,198	2,149
Private industry .....	2,253	2,233	-	-	-	-	-	-	2,198	2,149
Goods producing .....	2,225	2,192	-	-	-	-	-	-	-	-
Manufacturing .....	2,211	2,178	-	-	-	-	-	-	-	-
Service producing .....	2,319	2,346	-	-	-	-	-	-	-	-

See note at end of table.



**Table B-1. Average weekly pay by size of establishment, professional and administrative occupations, United States, June 1996 — 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 .....	\$513	\$502	-	-	-	-	-	-	\$527	\$518
State and local government .....	513	502	-	-	-	-	-	-	527	518
Level II .....	588	587	-	-	-	-	-	-	612	607
State and local government .....	588	587	-	-	-	-	-	-	612	607
Level III .....	771	762	-	-	-	-	-	-	-	-
State and local government .....	771	762	-	-	-	-	-	-	-	-

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, June 1996**

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 .....	\$357	\$352	\$339	\$345	\$350	\$355	\$352	\$338	\$387	\$370
Private industry .....	352	352	341	349	351	355	352	338	380	370
Goods producing .....	350	355	-	-	-	-	-	-	-	-
Manufacturing .....	350	355	-	-	-	-	-	-	-	-
Service producing .....	353	352	345	350	356	356	350	337	373	369
State and local government .....	381	351	-	-	-	-	-	-	395	376
Level II .....	448	440	430	426	436	428	460	448	477	470
Private industry .....	445	438	429	425	440	432	457	450	482	470
Goods producing .....	449	434	426	425	449	432	482	473	530	480
Manufacturing .....	447	432	423	422	448	432	481	468	527	473
Service producing .....	443	438	430	426	432	426	452	445	475	469
Transportation and utilities .....	498	506	434	424	-	-	-	-	-	-
State and local government .....	462	454	443	439	409	393	472	440	471	471
Level III .....	576	569	571	561	551	540	587	576	586	587
Private industry .....	575	566	570	561	553	540	584	574	593	580
Goods producing .....	587	572	599	592	537	532	605	598	643	641
Manufacturing .....	586	570	599	592	536	532	605	598	642	640
Service producing .....	570	562	559	550	569	565	575	564	583	578
Transportation and utilities .....	638	629	-	-	-	-	686	672	-	-
State and local government .....	578	583	-	-	535	518	604	583	577	589
Level IV .....	689	681	688	675	653	628	704	699	690	687
Private industry .....	690	681	688	675	652	628	697	692	700	693
Goods producing .....	719	704	-	-	-	-	704	685	772	749
Manufacturing .....	717	702	-	-	-	-	703	683	771	749
Service producing .....	678	669	681	660	667	644	695	693	667	669
Transportation and utilities .....	728	725	-	-	-	-	-	-	-	-
State and local government .....	684	675	-	-	-	-	-	-	670	674
Level V .....	820	804	-	-	-	-	-	-	-	-
Private industry .....	806	767	-	-	-	-	-	-	-	-
<b>Drafters</b>										
Level I .....	408	403	386	394	411	379	476	478	483	540
Private industry .....	409	403	386	394	420	391	482	503	-	-
Goods producing .....	386	389	376	389	-	-	-	-	-	-
Manufacturing .....	387	390	375	389	-	-	-	-	-	-
Service producing .....	463	449	421	416	-	-	-	-	-	-
Transportation and utilities .....	529	544	-	-	-	-	-	-	-	-
State and local government .....	380	357	-	-	-	-	-	-	398	403
Level II .....	504	485	492	479	487	481	543	530	563	552
Private industry .....	501	483	493	479	494	482	543	531	560	554
Goods producing .....	492	476	487	475	488	481	500	485	-	-
Manufacturing .....	490	476	484	475	489	481	499	482	-	-
Service producing .....	519	520	503	500	-	-	586	562	591	566
Transportation and utilities .....	611	574	606	574	-	-	-	-	-	-
State and local government .....	534	521	-	-	-	-	537	490	566	540

See note at end of table.

**Table B-2. Average weekly pay by size of establishment, technical and protective service occupations, United States, June 1996 — 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 .....	\$640	\$629	\$620	\$600	\$610	\$603	\$696	\$678	\$702	\$707
Private industry .....	636	622	620	600	615	608	660	639	711	713
Goods producing .....	620	601	595	577	604	601	623	609	711	714
Manufacturing .....	616	599	587	563	595	597	619	608	710	714
Service producing .....	670	668	661	664	692	677	703	688	710	697
Transportation and utilities .....	746	763	—	—	—	—	—	—	—	—
State and local government .....	693	711	—	—	—	—	—	—	675	688
Level IV .....	816	796	748	731	792	811	797	799	920	897
Private industry .....	814	796	749	731	791	811	781	789	922	899
Goods producing .....	830	807	747	712	791	804	761	763	924	899
Manufacturing .....	830	803	741	677	—	—	760	764	924	899
Service producing .....	770	769	751	752	—	—	—	—	—	—
Transportation and utilities .....	839	828	—	—	—	—	—	—	—	—
State and local government .....	878	897	—	—	—	—	—	—	—	—
<b>Engineering Technicians</b>										
Level I .....	390	393	397	397	—	—	426	421	—	—
Private industry .....	398	397	397	397	—	—	426	421	—	—
Goods producing .....	399	397	—	—	—	—	439	434	—	—
Manufacturing .....	—	—	—	—	—	—	437	434	—	—
Service producing .....	396	400	—	—	—	—	—	—	—	—
Level II .....	518	510	518	500	513	510	509	511	527	525
Private industry .....	519	510	518	500	513	510	509	510	532	527
Goods producing .....	515	509	509	490	513	510	519	520	525	519
Manufacturing .....	516	510	511	492	511	510	518	520	525	519
Service producing .....	536	530	552	552	—	—	—	—	—	—
Level III .....	650	640	625	618	613	618	641	640	710	705
Private industry .....	649	639	626	619	613	617	636	638	712	707
Goods producing .....	648	639	620	610	609	616	623	625	712	707
Manufacturing .....	648	638	619	610	607	613	622	625	712	707
Service producing .....	655	650	639	635	—	—	664	689	—	—
Transportation and utilities .....	709	736	—	—	—	—	—	—	—	—
State and local government .....	665	680	—	—	—	—	—	—	—	—
Level IV .....	781	777	764	763	746	733	762	765	826	831
Private industry .....	781	776	764	763	746	733	759	760	827	831
Goods producing .....	775	767	757	748	729	725	753	749	820	825
Manufacturing .....	774	767	757	748	727	724	750	747	820	825
Service producing .....	803	805	780	786	834	824	779	810	—	—
Transportation and utilities .....	855	828	—	—	—	—	—	—	—	—
State and local government .....	834	867	—	—	—	—	—	—	—	—
Level V .....	898	886	870	876	959	947	906	902	895	867
Private industry .....	895	883	870	876	959	947	890	889	895	867
Goods producing .....	873	861	839	804	916	921	877	873	880	851
Manufacturing .....	869	858	833	784	912	915	870	872	879	851
Service producing .....	955	947	921	920	—	—	—	—	—	—
Transportation and utilities .....	965	948	—	—	—	—	—	—	—	—

See note at end of table.

**Table B-2. Average weekly pay by size of establishment, technical and protective service occupations, United States, June 1996 — 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 .....	\$1,070	\$1,058	-	-	-	-	-	-	-	-
Private industry .....	1,070	1,058	-	-	-	-	-	-	-	-
Goods producing .....	1,030	1,009	-	-	-	-	-	-	-	-
Manufacturing .....	1,029	1,009	-	-	-	-	-	-	-	-
Service producing .....	1,155	1,201	-	-	-	-	-	-	-	-
<b>Engineering Technicians, Civil</b>										
Level I .....	356	339	\$328	\$312	-	-	-	-	\$382	\$363
Private industry .....	319	300	318	300	-	-	-	-	-	-
Service producing .....	319	300	318	300	-	-	-	-	-	-
State and local government .....	379	359	-	-	-	-	-	-	382	363
Level II .....	489	460	459	438	\$454	\$451	\$511	\$485	522	488
Private industry .....	455	440	452	440	-	-	-	-	-	-
Service producing .....	453	440	449	437	-	-	-	-	-	-
State and local government .....	499	469	470	438	455	451	510	481	523	488
Level III .....	593	572	595	585	566	547	649	638	586	559
Private industry .....	606	604	598	600	-	-	-	-	-	-
Service producing .....	596	591	589	587	-	-	-	-	-	-
State and local government .....	590	564	591	566	560	544	647	633	584	558
Level IV .....	730	715	737	724	718	725	759	728	722	704
Private industry .....	759	744	749	740	-	-	-	-	-	-
Service producing .....	756	743	745	732	-	-	-	-	-	-
State and local government .....	723	704	720	694	705	689	753	720	720	700
Level V .....	865	860	883	892	-	-	-	-	865	857
Private industry .....	941	913	910	894	-	-	-	-	-	-
Service producing .....	941	913	899	892	-	-	-	-	-	-
State and local government .....	836	802	-	-	-	-	-	-	855	850
Level VI .....	1,081	1,071	-	-	-	-	-	-	-	-
<b>Protective Service Occupations</b>										
<b>Corrections Officers</b>										
State and local government .....	529	507	338	294	496	453	-	-	628	636
	547	531	394	364	496	453	-	-	628	636
<b>Firefighters</b>										
State and local government .....	690	684	582	556	687	694	677	691	771	768
	691	684	581	553	687	691	677	691	773	772
<b>Police Officers</b>										
Level I .....	700	692	608	575	679	632	700	674	755	737
Private industry .....	571	593	-	-	-	-	-	-	-	-
Service producing .....	570	584	-	-	-	-	-	-	-	-
State and local government .....	701	693	608	575	680	633	703	680	755	740
Level II .....	930	957	-	-	-	-	-	-	-	-
State and local government .....	931	957	-	-	-	-	-	-	-	-

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, June 1996

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 .....	\$320	\$308	\$294	\$294	\$322	\$330	\$318	\$309	\$369	\$341
Private industry .....	318	305	295	294	316	328	315	309	412	377
Goods producing .....	306	299	284	277	-	-	-	-	-	-
Manufacturing .....	309	299	290	277	-	-	-	-	-	-
Service producing .....	321	308	297	294	-	-	312	306	411	377
Transportation and utilities .....	382	330	-	-	-	-	-	-	-	-
State and local government .....	324	319	-	-	-	-	-	-	328	319
Level II .....	379	370	367	360	386	380	389	377	418	406
Private industry .....	374	364	367	360	383	376	384	372	414	400
Goods producing .....	376	370	372	363	381	376	401	383	429	407
Manufacturing .....	375	366	370	361	380	374	401	383	427	400
Service producing .....	372	362	365	357	384	378	379	364	412	399
Transportation and utilities .....	393	378	365	358	-	-	460	456	476	540
State and local government .....	404	394	366	358	406	409	416	420	419	415
Level III .....	464	459	451	443	467	456	475	467	485	488
Private industry .....	458	450	451	443	466	454	470	460	479	467
Goods producing .....	472	465	462	460	471	462	496	486	546	520
Manufacturing .....	470	461	459	457	469	459	495	485	533	501
Service producing .....	450	440	445	436	457	448	456	442	464	458
Transportation and utilities .....	486	473	456	446	503	475	554	549	490	488
State and local government .....	480	487	448	444	472	464	490	489	487	496
Level IV .....	549	542	550	543	529	514	547	539	554	551
Private industry .....	553	541	555	547	522	499	545	532	570	556
Goods producing .....	572	561	555	541	534	508	586	582	625	593
Manufacturing .....	568	556	549	536	530	508	587	582	616	591
Service producing .....	541	533	555	548	502	494	521	501	538	528
Transportation and utilities .....	603	610	-	-	-	-	-	-	-	-
State and local government .....	541	543	520	511	545	552	550	558	543	541
<b>Clerks, General</b>										
Level I .....	289	280	262	264	279	273	289	274	318	309
Private industry .....	274	269	260	264	271	265	287	270	300	292
Goods producing .....	284	282	-	-	-	-	-	-	-	-
Manufacturing .....	285	282	-	-	-	-	-	-	-	-
Service producing .....	272	264	256	260	261	254	282	267	299	292
State and local government .....	313	299	-	-	-	-	-	-	325	315
Level II .....	342	343	320	314	329	314	348	344	367	348
Private industry .....	326	318	316	311	317	304	338	330	367	354
Goods producing .....	330	321	313	311	336	324	377	368	-	-
Manufacturing .....	331	325	312	311	337	324	368	360	-	-
Service producing .....	325	316	316	310	306	303	333	325	362	347
Transportation and utilities .....	363	319	322	309	-	-	-	-	-	-
State and local government .....	361	348	339	337	348	339	361	362	367	348

See note at end of table.

Table B-3. Average weekly pay by size of establishment, clerical occupations, United States, June 1996 — 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 .....	\$429	\$424	\$406	\$396	\$400	\$390	\$434	\$424	\$445	\$442
Private industry .....	423	408	407	400	418	398	425	410	462	434
Goods producing .....	450	416	404	399	423	416	484	474	618	616
Manufacturing .....	455	419	404	398	419	407	474	466	619	626
Service producing .....	413	401	408	400	416	390	411	397	425	414
Transportation and utilities .....	489	497	462	464	547	561	533	542	496	538
State and local government .....	433	435	402	381	382	381	445	439	441	444
Level IV .....	493	494	488	481	462	458	512	499	494	496
Private industry .....	515	508	505	497	499	490	527	532	521	522
Goods producing .....	535	525	487	469	500	494	576	570	568	557
Manufacturing .....	536	525	479	457	—	—	577	570	570	560
Service producing .....	509	502	512	502	498	488	500	499	511	512
Transportation and utilities .....	578	590	569	590	—	—	561	563	595	606
State and local government .....	481	487	444	448	438	430	499	484	486	494
<b>Clerks, Order</b>										
Level I .....	345	342	359	353	349	319	—	—	—	—
Private industry .....	345	342	359	353	349	319	—	—	—	—
Goods producing .....	371	360	373	367	342	322	—	—	—	—
Manufacturing .....	371	360	373	367	342	322	—	—	—	—
Service producing .....	333	332	351	340	—	—	—	—	—	—
Level II .....	477	460	477	455	475	473	—	—	—	—
Private industry .....	477	460	477	455	475	473	—	—	—	—
Goods producing .....	469	455	465	448	477	476	—	—	—	—
Manufacturing .....	469	455	465	448	477	476	—	—	—	—
Service producing .....	489	473	491	474	—	—	—	—	—	—
<b>Key Entry Operators</b>										
Level I .....	353	335	330	323	332	317	332	322	419	436
Private industry .....	333	323	331	323	336	319	327	316	365	345
Goods producing .....	344	340	344	343	336	331	350	350	—	—
Manufacturing .....	344	340	345	343	336	331	350	350	—	—
Service producing .....	330	320	327	320	336	314	325	313	362	340
Transportation and utilities .....	368	330	328	320	—	—	—	—	—	—
State and local government .....	—	—	325	314	314	300	376	357	—	—
Level II .....	414	406	410	400	405	404	416	412	424	421
Private industry .....	410	400	409	400	401	399	409	405	422	406
Goods producing .....	426	414	419	400	414	420	448	419	506	487
Manufacturing .....	426	413	419	400	413	420	448	419	506	487
Service producing .....	405	400	407	400	392	383	402	392	411	400
Transportation and utilities .....	—	—	366	350	—	—	—	—	—	—
State and local government .....	428	434	428	416	—	—	449	461	426	430
<b>Personnel Assistants</b>										
Level I .....	332	318	307	311	341	347	352	330	373	345
Private industry .....	319	318	307	314	343	351	345	330	324	317
Goods producing .....	311	318	—	—	—	—	—	—	—	—
Manufacturing .....	311	318	—	—	—	—	—	—	—	—
Service producing .....	328	320	318	314	—	—	343	330	—	—
State and local government .....	382	345	—	—	—	—	—	—	332	320

See note at end of table.

Table B-3. Average weekly pay by size of establishment, clerical occupations, United States, June 1996 — 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—Continued</b>										
Level II .....	\$409	\$396	\$386	\$382	\$407	\$405	\$435	\$420	\$454	\$435
Private industry .....	397	393	384	382	405	406	424	408	421	410
Goods producing .....	398	395	385	385	408	416	451	443	423	416
Manufacturing .....	397	395	384	385	408	417	448	442	423	416
Service producing .....	396	388	384	367	399	396	412	402	421	408
Transportation and utilities .....	399	372	—	—	—	—	—	—	—	—
State and local government .....	461	447	—	—	418	396	468	447	480	481
Level III .....	508	495	482	471	497	491	530	510	544	559
Private industry .....	490	480	482	473	494	486	506	491	501	495
Goods producing .....	501	483	488	479	487	476	555	541	538	521
Manufacturing .....	496	482	483	475	487	476	546	537	534	520
Service producing .....	483	474	477	473	499	508	481	471	477	470
Transportation and utilities .....	525	532	—	—	—	—	—	—	—	—
State and local government .....	554	566	475	468	521	505	587	572	567	600
Level IV .....	596	590	575	543	565	528	599	595	626	645
Private industry .....	575	561	577	547	547	510	583	587	603	582
Goods producing .....	584	577	—	—	—	—	606	605	—	—
Manufacturing .....	582	577	—	—	—	—	605	602	—	—
Service producing .....	565	545	566	538	556	492	564	583	571	573
State and local government .....	631	656	—	—	—	—	—	—	635	664
<b>Secretaries</b>										
Level I .....	385	374	377	368	380	379	385	374	397	382
Private industry .....	395	384	379	369	393	386	399	386	436	417
Goods producing .....	437	417	407	400	400	386	472	457	548	550
Manufacturing .....	437	417	403	400	399	386	470	455	548	550
Service producing .....	385	373	373	358	387	382	389	380	410	402
Transportation and utilities .....	423	414	407	380	—	—	—	—	—	—
State and local government .....	371	360	374	365	367	362	364	352	373	359
Level II .....	476	469	475	469	465	456	498	493	470	465
Private industry .....	487	480	482	477	466	458	509	502	486	478
Goods producing .....	508	495	493	483	468	453	562	553	509	516
Manufacturing .....	508	494	490	480	467	451	561	549	509	516
Service producing .....	482	477	480	475	465	461	493	493	481	473
Transportation and utilities .....	510	501	502	503	508	506	511	497	—	—
State and local government .....	459	453	456	455	463	454	470	464	457	448
Level III .....	557	550	560	555	556	548	580	551	553	544
Private industry .....	564	556	561	557	548	544	559	552	578	567
Goods producing .....	583	570	564	559	546	540	598	588	616	610
Manufacturing .....	581	568	558	556	544	539	595	585	616	610
Service producing .....	554	548	560	555	549	548	543	537	557	547
Transportation and utilities .....	581	577	566	560	571	566	607	601	576	579
State and local government .....	536	529	552	543	586	565	562	541	513	504

See note at end of table.

Table B-3. Average weekly pay by size of establishment, clerical occupations, United States, June 1996 — 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 IV .....	\$665	\$656	\$691	\$692	\$666	\$664	\$665	\$657	\$649	\$646
Private industry .....	674	665	694	692	666	667	665	658	667	651
Goods producing .....	685	680	708	713	664	664	684	672	681	666
Manufacturing .....	683	679	704	710	664	664	684	672	680	665
Service producing .....	668	658	688	675	669	672	654	652	658	646
Transportation and utilities .....	695	693	708	705	706	696	685	675	689	685
State and local government .....	631	639	665	669	664	647	660	654	614	630
Level V .....	809	795	865	829	804	800	802	794	793	779
Private industry .....	815	801	864	831	803	801	807	801	803	789
Goods producing .....	816	803	855	824	775	765	813	814	819	802
Manufacturing .....	814	800	846	824	774	764	812	809	818	801
Service producing .....	814	801	868	832	827	831	800	786	792	782
Transportation and utilities .....	838	825	—	—	—	—	—	—	836	825
State and local government .....	751	730	—	—	—	—	—	—	731	712
<b>Switchboard Operator-Receptionists</b>										
Private industry .....	355	340	352	338	370	361	376	366	362	349
Goods producing .....	354	340	352	338	370	360	376	369	355	340
Manufacturing .....	354	340	351	338	364	358	412	404	—	—
Service producing .....	354	340	352	339	373	365	411	400	—	—
Transportation and utilities .....	353	340	349	338	378	371	—	—	—	—
State and local government .....	361	348	351	333	374	364	373	357	371	356
<b>Word Processors</b>										
Level I .....	389	374	372	362	354	342	401	400	407	397
Private industry .....	384	369	372	363	358	342	429	415	390	382
Goods producing .....	358	342	—	—	—	—	—	—	—	—
Manufacturing .....	356	342	—	—	—	—	—	—	—	—
Service producing .....	387	370	374	365	360	350	430	419	389	382
State and local government .....	395	387	—	—	—	—	—	—	409	404
Level II .....	496	504	486	475	474	464	500	491	503	528
Private industry .....	493	485	487	476	468	471	493	477	534	584
Goods producing .....	469	472	—	—	—	—	—	—	—	—
Manufacturing .....	473	472	—	—	—	—	—	—	—	—
Service producing .....	496	489	490	480	487	486	490	476	534	584
State and local government .....	498	515	—	—	—	—	509	506	498	518
Level III .....	610	604	645	646	638	649	621	619	557	540
Private industry .....	640	644	646	646	648	665	627	611	620	620
Goods producing .....	627	611	—	—	—	—	—	—	—	—
Manufacturing .....	630	620	—	—	—	—	—	—	—	—
Service producing .....	642	646	647	646	652	669	—	—	591	594
State and local government .....	532	512	—	—	—	—	—	—	529	512

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, June 1996**

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> .....	\$10.48	\$10.00	\$9.82	\$9.60	\$10.74	\$10.35	\$12.22	\$12.19	\$12.88	\$12.57
Private industry .....	10.06	9.71	9.60	9.50	10.32	10.00	12.42	12.35	13.08	12.49
Goods producing .....	10.31	10.00	10.16	9.84	10.45	10.32	12.41	12.24	-	-
Manufacturing .....	10.29	10.00	10.14	9.84	10.45	10.32	12.41	12.24	-	-
Service producing .....	9.97	9.50	9.38	9.10	10.20	9.84	12.42	12.58	13.10	12.55
Transportation and utilities .....	11.27	9.50	10.10	9.50	-	-	-	-	-	-
State and local government .....	11.65	11.29	10.83	10.39	11.87	11.71	11.77	11.55	12.81	12.57
<b>Maintenance Electricians</b> .....	18.74	19.11	16.68	16.35	17.43	16.76	18.99	19.17	20.93	22.10
Private industry .....	18.79	19.38	16.68	16.35	17.58	16.77	19.02	19.25	21.39	22.12
Goods producing .....	18.84	19.80	16.31	15.74	17.54	16.65	19.35	20.60	21.66	22.30
Manufacturing .....	18.83	19.38	15.86	15.30	17.54	16.62	19.36	20.62	21.66	22.30
Service producing .....	18.50	18.52	18.26	18.95	17.88	17.51	18.03	16.43	19.52	20.33
Transportation and utilities .....	20.42	21.12	20.42	20.82	-	-	18.67	15.86	-	-
State and local government .....	18.44	17.77	16.65	17.02	16.02	16.24	18.87	17.88	19.18	18.76
<b>Maintenance Electronics Technicians</b>										
Level I .....	11.89	11.41	11.59	11.08	12.15	11.59	11.98	11.46	12.68	12.25
Private industry .....	11.86	11.43	11.58	11.07	12.03	11.56	12.11	11.50	13.05	12.86
Goods producing .....	11.63	11.08	-	-	-	-	-	-	-	-
Manufacturing .....	11.62	11.08	-	-	-	-	-	-	-	-
Service producing .....	12.03	11.83	11.88	12.28	-	-	12.18	11.46	13.10	12.96
Transportation and utilities .....	12.75	13.26	-	-	-	-	-	-	-	-
State and local government .....	12.09	11.35	-	-	-	-	-	-	12.15	11.02
Level II .....	18.14	18.53	17.55	18.21	17.60	17.21	18.03	18.67	19.14	19.76
Private industry .....	18.24	18.68	17.53	18.21	17.62	17.31	18.10	18.85	19.59	20.20
Goods producing .....	17.52	17.53	16.15	15.84	16.49	14.71	17.27	17.48	-	-
Manufacturing .....	17.45	17.46	15.75	15.43	16.49	14.71	17.17	17.48	-	-
Service producing .....	18.66	18.85	17.95	18.21	19.80	20.07	18.47	19.37	19.39	19.76
Transportation and utilities .....	19.36	19.30	18.41	18.29	-	-	20.01	20.17	19.85	20.33
State and local government .....	16.98	16.54	-	-	-	-	17.22	15.89	16.79	16.54
Level III .....	20.56	20.47	20.62	19.37	20.08	20.01	20.38	20.27	20.71	21.34
Private industry .....	20.62	20.56	20.63	19.34	20.08	20.01	20.17	20.09	21.03	21.66
Goods producing .....	19.99	19.91	18.35	18.11	-	-	19.85	19.62	21.44	21.34
Manufacturing .....	19.96	19.91	18.34	18.11	-	-	19.85	19.62	21.41	21.34
Service producing .....	20.96	20.72	21.17	20.05	21.15	20.41	20.52	20.62	20.72	21.66
Transportation and utilities .....	21.29	21.66	20.68	19.99	-	-	-	-	-	-
State and local government .....	20.21	19.76	-	-	-	-	-	-	19.92	19.37
<b>Maintenance Machinists</b> .....	17.10	16.37	15.74	15.53	17.08	16.83	17.23	15.75	20.67	20.85
Private industry .....	16.93	16.10	15.74	15.53	17.07	16.83	17.16	15.75	20.52	20.85
Goods producing .....	16.80	16.17	15.27	15.14	17.02	16.83	18.01	17.80	20.52	20.71
Manufacturing .....	16.82	16.19	15.28	15.14	17.02	16.83	18.00	17.80	20.52	20.71
Service producing .....	17.50	16.10	-	-	-	-	-	-	-	-
Transportation and utilities .....	17.50	15.75	-	-	-	-	-	-	-	-
State and local government .....	21.17	20.82	-	-	-	-	-	-	21.29	21.27

See note at end of table.

**Table B-4. Average hourly pay by size of establishment, maintenance and toolroom occupations, United States, June 1996 — 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> .....	\$16.70	\$15.94	\$14.81	\$14.55	\$16.84	\$15.86	\$17.56	\$17.08	\$20.51	\$21.77
Private industry .....	16.71	15.94	14.78	14.55	16.89	15.94	17.49	17.08	20.73	21.79
Goods producing .....	16.40	15.64	14.42	14.19	16.72	15.82	17.43	16.89	21.10	21.99
Manufacturing .....	16.39	15.60	14.37	14.04	16.73	15.82	17.39	16.89	21.10	21.99
Service producing .....	18.91	20.19	17.77	19.00	20.13	20.91	18.87	18.58	19.80	20.82
Transportation and utilities .....	20.93	20.91	-	-	-	-	-	-	-	-
State and local government .....	16.13	15.91	-	-	-	-	-	-	15.43	15.31
<b>Maintenance Mechanics, Motor Vehicle</b> .....	15.91	15.50	14.83	14.50	15.67	15.45	16.93	17.11	18.10	18.46
Private industry .....	16.07	15.79	14.98	14.73	16.44	17.92	18.27	18.98	19.86	20.50
Goods producing .....	15.99	15.40	14.93	14.25	14.41	13.61	17.69	16.90	20.25	21.13
Manufacturing .....	15.89	15.26	13.95	13.51	14.09	13.61	17.69	16.90	20.25	21.13
Service producing .....	16.10	15.91	15.00	14.85	17.27	18.26	18.48	19.50	19.61	19.98
Transportation and utilities .....	16.82	17.78	15.44	15.38	17.57	18.26	18.91	19.53	20.29	20.30
State and local government .....	15.60	15.31	14.15	13.71	14.52	14.37	15.72	15.51	16.99	16.37
<b>Maintenance Pipefitters</b> .....	20.52	21.65	19.44	20.45	18.73	19.89	20.19	20.62	21.44	22.27
Private industry .....	20.60	21.65	19.44	20.45	18.73	19.89	20.30	20.76	21.67	22.27
Goods producing .....	20.74	21.65	19.45	20.45	19.01	19.89	20.39	20.96	21.71	22.27
Manufacturing .....	20.85	21.65	19.53	20.45	19.01	19.89	20.39	20.96	21.71	22.27
Service producing .....	19.03	18.90	-	-	-	-	-	-	20.01	19.65
State and local government .....	19.27	17.94	-	-	-	-	-	-	19.46	16.95
<b>Tool and Die Makers</b> .....	19.05	19.11	16.56	16.60	17.59	17.37	19.60	21.25	22.16	22.62
Private industry .....	19.04	19.11	16.56	16.60	17.59	17.37	19.60	21.25	22.16	22.62
Goods producing .....	19.05	19.11	16.57	16.60	17.59	17.37	19.61	21.29	22.16	22.62
Manufacturing .....	19.05	19.11	16.57	16.60	17.59	17.37	19.61	21.29	22.16	22.62

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, June 1996**

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> .....	\$11.49	\$11.01	\$10.53	\$10.29	\$11.48	\$11.33	\$12.59	\$11.85	\$16.94	\$17.88
Private industry .....	11.49	11.01	10.53	10.29	11.48	11.33	12.57	11.85	16.95	17.92
Goods producing .....	11.39	10.75	10.42	10.21	11.09	11.22	12.53	11.60	17.69	18.81
Manufacturing .....	11.39	10.75	10.42	10.21	11.09	11.22	12.49	11.60	17.69	18.81
Service producing .....	11.77	11.55	10.80	10.75	13.82	13.65	12.72	12.86	15.19	14.76
Transportation and utilities .....	11.51	10.55	10.44	9.26	-	-	-	-	-	-
<b>Guards</b>										
Level I .....	7.11	6.60	6.39	6.11	7.39	7.10	8.26	7.70	9.87	9.22
Private industry .....	6.99	6.50	6.38	6.09	7.36	7.00	8.16	7.59	9.54	8.59
Goods producing .....	9.10	8.89	8.32	8.59	8.39	7.69	10.28	10.24	11.52	11.25
Manufacturing .....	9.10	8.89	8.30	8.59	8.39	7.69	10.28	10.24	11.52	11.25
Service producing .....	6.88	6.49	6.30	6.00	7.31	7.00	8.00	7.50	9.22	8.47
Transportation and utilities .....	10.19	8.90	-	-	-	-	-	-	-	-
State and local government .....	10.02	9.74	8.09	7.88	9.55	9.52	10.07	9.74	10.46	10.32
Level II .....	12.14	12.01	11.67	11.90	11.56	11.26	12.11	12.01	13.12	13.14
Private industry .....	12.04	12.00	11.67	12.02	11.61	11.26	11.98	11.83	13.24	13.16
Goods producing .....	13.98	14.70	-	-	-	-	-	-	16.05	16.66
Manufacturing .....	14.02	14.70	-	-	-	-	-	-	16.05	16.66
Service producing .....	11.78	11.83	11.61	11.90	11.61	11.26	11.83	11.43	12.34	12.34
State and local government .....	12.67	12.29	-	-	-	-	12.78	12.39	12.92	12.74
<b>Janitors</b> .....	7.97	7.09	6.96	6.18	8.24	7.43	8.72	8.03	9.85	9.51
Private industry .....	7.30	6.37	6.57	6.00	7.33	6.58	8.09	7.30	10.45	9.35
Goods producing .....	10.44	9.14	8.16	7.91	9.53	9.45	11.36	10.72	16.07	18.54
Manufacturing .....	10.44	9.12	8.12	7.89	9.55	9.45	11.33	10.67	16.07	18.54
Service producing .....	6.97	6.17	6.42	5.93	7.10	6.44	7.85	7.09	8.97	8.77
Transportation and utilities .....	10.69	9.94	9.13	7.92	12.00	12.45	13.27	13.49	12.12	12.47
State and local government .....	9.65	9.58	9.28	9.02	10.20	10.23	10.10	10.02	9.46	9.65
<b>Material Handling Laborers</b> .....	8.85	7.85	7.92	7.21	9.04	7.85	11.44	9.75	13.10	12.00
Private industry .....	8.85	7.85	7.92	7.21	9.06	7.86	11.44	9.75	13.48	13.05
Goods producing .....	-	-	7.78	7.22	8.79	8.29	12.65	11.89	16.20	18.74
Manufacturing .....	-	-	7.78	7.22	8.79	8.29	12.67	11.89	16.20	18.74
Service producing .....	8.93	7.72	8.11	7.20	9.49	7.50	10.91	9.23	10.49	9.60
Transportation and utilities .....	11.53	8.82	9.28	7.42	-	-	-	-	-	-
State and local government .....	8.65	7.95	-	-	-	-	-	-	8.99	8.96
<b>Shipping/Receiving Clerks</b> .....	10.48	9.94	10.08	9.64	10.79	10.33	11.24	10.60	12.86	12.22
Private industry .....	10.47	9.92	10.08	9.64	10.78	10.30	11.24	10.60	13.14	12.47
Goods producing .....	10.62	10.10	10.09	9.70	10.96	10.42	12.55	11.62	15.60	17.28
Manufacturing .....	10.60	10.07	10.07	9.67	10.95	10.42	12.55	11.62	15.61	17.28
Service producing .....	10.29	9.75	10.06	9.30	10.38	9.04	10.51	10.11	11.57	11.48
Transportation and utilities .....	8.47	7.67	8.26	7.66	-	-	-	-	-	-
State and local government .....	10.85	10.72	-	-	-	-	-	-	10.62	10.70

See note at end of table.

**Table B-5. Average hourly pay by size of establishment, material movement and custodial occupations, United States, June 1996 — 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 .....	\$8.53	\$7.60	\$8.27	\$7.38	-	-	\$10.18	\$10.61	\$11.20	\$11.29
Private industry .....	8.44	7.50	8.27	7.42	-	-	11.07	10.86	11.47	11.53
Goods producing .....	9.77	8.76	9.51	8.50	\$10.24	\$11.42	-	-	-	-
Manufacturing .....	9.88	8.77	9.56	8.50	-	-	-	-	-	-
Service producing .....	8.22	7.25	8.07	7.18	-	-	10.57	10.53	10.84	10.15
Transportation and utilities .....	8.94	7.25	-	-	-	-	-	-	-	-
State and local government .....	9.89	10.20	-	-	-	-	-	-	10.93	11.12
Medium Truck .....	14.81	15.07	13.08	12.55	15.07	15.21	17.24	18.42	18.11	19.40
Private industry .....	14.93	15.26	13.12	12.75	15.53	15.21	17.35	18.42	18.62	19.42
Goods producing .....	12.76	12.25	11.10	10.57	13.36	14.32	15.68	15.99	-	-
Manufacturing .....	13.17	12.75	11.38	11.47	13.72	14.32	15.66	15.99	-	-
Service producing .....	15.30	15.72	13.56	13.15	15.68	15.60	17.58	18.69	18.45	19.42
Transportation and utilities .....	17.44	19.33	16.55	17.12	-	-	17.92	18.69	-	-
State and local government .....	12.15	11.68	-	-	-	-	-	-	13.32	13.76
Heavy Truck .....	13.38	12.94	12.71	12.34	13.10	12.43	-	-	16.82	19.42
Private industry .....	13.29	12.88	12.84	12.40	13.88	12.94	-	-	20.11	19.39
Goods producing .....	13.93	13.92	13.15	13.86	13.30	12.75	-	-	-	-
Manufacturing .....	14.40	14.10	13.20	13.67	-	-	-	-	-	-
Service producing .....	12.83	12.08	12.61	11.86	-	-	-	-	-	-
Transportation and utilities .....	12.79	11.86	12.42	11.76	-	-	-	-	-	-
State and local government .....	13.74	13.10	11.42	10.87	11.31	11.50	-	-	16.59	19.42
Tractor Trailer .....	14.24	14.40	13.37	13.25	15.43	15.86	16.98	17.41	17.54	18.78
Private industry .....	14.22	14.32	13.36	13.25	15.42	15.86	17.01	17.41	17.52	18.86
Goods producing .....	13.04	12.45	12.51	12.18	14.09	15.48	12.96	12.24	19.02	19.22
Manufacturing .....	13.02	12.45	12.36	12.18	14.21	15.48	12.96	12.24	19.03	19.22
Service producing .....	14.57	14.80	13.62	13.52	16.07	17.01	17.44	17.70	17.27	17.78
Transportation and utilities .....	15.06	15.79	14.05	14.00	16.30	17.29	18.60	19.39	19.41	19.60
State and local government .....	16.84	15.96	-	-	-	-	-	-	17.69	16.99

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, June 1996**

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 .....	\$523	\$527	-	\$539	\$540	\$504	\$503	\$510	\$526	\$573	\$574
Private industry .....	520	524	-	534	534	506	505	511	527	557	558
Goods producing .....	546	550	-	527	527	514	514	571	585	575	575
Manufacturing .....	540	544	-	527	527	495	493	574	589	574	574
Service producing .....	509	514	-	535	535	502	502	483	496	545	546
Transportation and utilities .....	538	538	-	-	-	526	526	-	-	-	-
State and local government .....	535	539	-	576	577	498	495	508	523	610	612
Level II .....	626	632	\$571	639	642	600	607	624	631	659	660
Private industry .....	627	633	567	638	640	606	614	623	630	654	655
Goods producing .....	647	656	585	647	647	621	637	661	674	666	667
Manufacturing .....	642	652	585	646	647	601	614	662	676	667	668
Service producing .....	616	621	539	634	638	599	604	598	604	646	646
Transportation and utilities .....	637	658	-	691	691	606	642	655	655	675	675
State and local government .....	621	626	589	647	657	574	574	626	632	683	683
Level III .....	811	815	762	815	817	792	795	794	804	848	849
Private industry .....	819	822	775	818	820	810	812	798	807	855	854
Goods producing .....	832	837	791	828	829	829	832	813	826	867	865
Manufacturing .....	828	834	791	828	829	812	814	820	834	865	864
Service producing .....	808	811	732	812	815	795	797	782	788	846	846
Transportation and utilities .....	847	846	-	884	884	825	822	850	848	862	862
State and local government .....	774	781	707	795	799	696	702	756	774	831	833
Level IV .....	1,041	1,045	979	1,067	1,066	1,027	1,034	1,024	1,034	1,053	1,052
Private industry .....	1,055	1,060	989	1,077	1,077	1,048	1,057	1,027	1,037	1,081	1,077
Goods producing .....	1,073	1,084	989	1,072	1,070	1,090	1,112	1,051	1,069	1,078	1,075
Manufacturing .....	1,058	1,069	981	1,072	1,070	1,047	1,065	1,051	1,071	1,069	1,069
Service producing .....	1,038	1,039	-	1,081	1,081	1,010	1,015	1,000	1,003	1,083	1,079
Transportation and utilities .....	1,070	1,070	-	-	-	1,029	1,029	1,059	1,059	-	-
State and local government .....	968	972	-	966	966	876	873	988	996	-	-
Level V .....	1,375	1,375	-	1,418	1,420	1,374	1,376	1,362	1,368	1,349	1,338
Private industry .....	1,396	1,397	-	1,468	1,472	1,386	1,388	1,372	1,379	1,370	1,357
Goods producing .....	1,376	1,381	-	1,364	1,367	1,376	1,381	1,394	1,410	1,363	1,363
Manufacturing .....	1,359	1,364	-	1,363	1,366	1,316	1,320	1,394	1,411	1,366	1,366
Service producing .....	1,414	1,411	-	1,564	1,566	1,394	1,394	1,350	1,350	1,377	1,351
Transportation and utilities .....	1,371	1,371	-	-	-	1,370	1,370	1,360	1,360	-	-
State and local government .....	1,183	1,183	-	-	-	1,102	1,102	-	-	1,262	1,262
Level VI .....	1,734	1,732	-	1,679	1,679	1,764	1,764	1,819	1,818	1,624	1,624
Private industry .....	1,763	1,761	-	1,683	1,683	1,791	1,791	1,822	1,822	1,689	1,689
Goods producing .....	1,779	1,777	-	-	-	-	-	-	-	-	-
Manufacturing .....	1,750	1,747	-	-	-	-	-	-	-	-	-
Service producing .....	1,747	1,747	-	-	-	-	-	1,837	1,837	-	-
Transportation and utilities .....	1,803	1,803	-	-	-	-	-	-	-	-	-

See note at end of table.

**Table C-1. Average weekly pay by type of area, professional and administrative occupations, United States, June 1996 — 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 .....	\$594	\$594	-	-	-	\$585	\$585	-	-	-	-
Private industry .....	594	594	-	-	-	585	585	-	-	-	-
Service producing .....	594	594	-	-	-	585	585	-	-	-	-
Level II .....	641	641	-	-	-	643	643	-	-	-	-
Private industry .....	641	641	-	-	-	643	643	-	-	-	-
Service producing .....	641	641	-	-	-	643	643	-	-	-	-
Level III .....	747	747	-	\$768	\$768	759	759	-	-	-	-
Private industry .....	747	747	-	768	768	759	759	-	-	-	-
Service producing .....	747	747	-	768	768	759	759	-	-	-	-
Level IV .....	977	977	-	-	-	946	946	-	-	-	-
Private industry .....	977	977	-	-	-	946	946	-	-	-	-
Service producing .....	977	977	-	-	-	946	946	-	-	-	-
<b>Attorneys</b>											
Level I .....	700	724	-	721	729	636	667	\$704	\$721	\$778	\$812
Private industry .....	841	841	-	-	-	-	-	-	-	-	-
Service producing .....	830	830	-	-	-	-	-	-	-	-	-
State and local government .....	679	701	-	718	-	614	643	685	700	751	-
Level II .....	952	967	-	975	984	868	877	942	966	1,070	1,098
Private industry .....	1,103	1,103	-	1,129	1,134	1,084	1,084	1,026	1,026	1,191	1,191
Goods producing .....	1,147	1,147	-	-	-	-	-	-	-	-	-
Manufacturing .....	1,123	1,123	-	-	-	-	-	-	-	-	-
Service producing .....	1,098	1,098	-	1,126	1,131	1,064	1,064	1,009	1,009	1,223	1,223
Transportation and utilities .....	1,153	1,153	-	-	-	-	-	-	-	-	-
State and local government .....	879	892	-	933	941	787	795	885	910	987	1,023
Level III .....	1,260	1,275	\$1,086	1,304	1,308	1,161	1,164	1,252	1,285	1,345	1,372
Private industry .....	1,411	1,416	-	1,438	1,440	1,376	1,390	1,341	1,342	1,509	1,509
Goods producing .....	1,548	1,559	-	-	-	1,549	1,557	1,449	1,472	-	-
Manufacturing .....	1,516	1,527	-	-	-	-	-	1,459	-	-	-
Service producing .....	1,380	1,384	-	1,432	1,433	1,330	1,344	1,317	1,317	1,459	1,459
Transportation and utilities .....	1,401	1,401	-	-	-	-	-	-	-	-	-
State and local government .....	1,138	1,148	-	1,165	1,167	1,012	1,012	1,141	1,180	1,253	1,283
Level IV .....	1,647	1,655	-	1,731	1,730	1,672	1,680	1,613	1,627	1,595	1,603
Private industry .....	1,775	1,775	-	1,817	1,818	1,811	1,811	1,682	1,682	1,753	1,753
Goods producing .....	1,812	1,812	-	1,807	1,807	1,964	1,964	1,812	1,812	1,703	1,703
Manufacturing .....	1,790	1,790	-	1,808	1,808	-	-	1,816	1,816	1,672	1,672
Service producing .....	1,761	1,761	-	1,820	1,821	1,761	1,761	1,646	1,646	1,796	1,796
Transportation and utilities .....	1,827	1,827	-	-	-	1,819	1,819	-	-	-	-
State and local government .....	1,464	1,473	-	1,446	1,440	1,370	1,372	-	-	1,512	1,522

See note at end of table.

Table C-1. Average weekly pay by type of area, professional and administrative occupations, United States, June 1996 —  
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 V .....	\$1,994	\$1,995	—	\$2,196	\$2,196	\$2,027	\$2,027	\$2,108	\$2,113	\$1,844	\$1,846
Private industry .....	2,190	2,190	—	2,215	2,215	2,213	2,213	2,150	2,150	2,162	2,162
Goods producing .....	2,182	2,182	—	—	—	—	—	—	—	—	—
Manufacturing .....	2,152	2,152	—	—	—	—	—	—	—	—	—
Service producing .....	2,194	2,194	—	2,217	2,217	2,172	2,172	2,093	2,093	2,262	2,262
Transportation and utilities .....	2,182	2,182	—	—	—	—	—	—	—	—	—
State and local government .....	1,645	—	—	—	—	—	—	—	—	—	—
Level VI .....	2,415	2,415	—	—	—	—	—	—	—	2,128	2,128
Private industry .....	2,713	2,713	—	—	—	—	—	—	—	—	—
Service producing .....	2,631	2,631	—	—	—	—	—	—	—	—	—
<b>Engineers</b>											
Level I .....	675	685	\$614	671	679	649	657	691	705	702	710
Private industry .....	677	687	615	668	678	650	659	692	708	710	713
Goods producing .....	689	699	641	677	696	677	676	691	714	711	715
Manufacturing .....	688	700	630	677	697	669	673	693	717	713	718
Service producing .....	654	666	—	653	653	619	639	693	693	709	709
Transportation and utilities .....	731	730	—	—	—	714	708	—	—	—	—
State and local government .....	658	666	—	—	—	629	628	675	678	643	674
Level II .....	805	810	765	794	800	793	796	808	816	826	830
Private industry .....	808	812	774	799	806	801	803	811	818	823	823
Goods producing .....	811	817	772	794	805	808	811	809	818	830	830
Manufacturing .....	811	817	770	795	806	807	810	809	819	831	832
Service producing .....	799	799	—	808	808	783	786	818	816	799	797
Transportation and utilities .....	873	876	—	—	—	847	844	884	889	—	—
State and local government .....	785	796	714	778	778	730	733	766	779	836	858
Level III .....	959	967	883	960	964	940	949	952	958	995	1,002
Private industry .....	960	966	893	960	964	950	959	954	961	985	986
Goods producing .....	958	965	894	951	956	948	957	952	960	990	992
Manufacturing .....	958	965	892	951	956	947	957	953	960	988	991
Service producing .....	964	969	—	986	986	953	964	965	965	966	966
Transportation and utilities .....	1,021	1,025	—	1,082	1,082	1,004	1,003	1,044	1,052	974	973
State and local government .....	957	972	820	958	960	843	847	905	909	1,025	1,052
Level IV .....	1,167	1,170	1,124	1,161	1,163	1,162	1,162	1,160	1,164	1,183	1,188
Private industry .....	1,173	1,175	1,146	1,162	1,165	1,174	1,173	1,163	1,166	1,195	1,196
Goods producing .....	1,169	1,172	1,126	1,142	1,145	1,168	1,169	1,163	1,167	1,198	1,200
Manufacturing .....	1,166	1,169	1,117	1,141	1,143	1,159	1,161	1,165	1,169	1,195	1,198
Service producing .....	1,185	1,183	—	1,204	1,204	1,187	1,182	1,162	1,163	1,184	1,181
Transportation and utilities .....	1,217	1,217	—	1,250	1,250	1,205	1,194	1,196	1,203	1,215	1,209
State and local government .....	1,107	1,119	974	1,147	1,146	988	988	1,083	1,101	1,144	1,160
Level V .....	1,411	1,414	1,332	1,387	1,389	1,408	1,408	1,410	1,416	1,434	1,438
Private industry .....	1,420	1,421	1,374	1,389	1,391	1,419	1,418	1,414	1,418	1,451	1,453
Goods producing .....	1,422	1,424	1,353	1,372	1,374	1,413	1,412	1,431	1,437	1,456	1,458
Manufacturing .....	1,414	1,417	1,314	1,370	1,373	1,387	1,388	1,431	1,437	1,454	1,456
Service producing .....	1,414	1,414	—	1,424	1,424	1,430	1,430	1,334	1,333	1,428	1,428
Transportation and utilities .....	1,405	1,400	—	—	—	1,409	1,393	1,393	1,399	—	—
State and local government .....	1,276	1,295	—	1,305	1,315	1,176	1,190	1,239	1,274	1,311	1,328

See note at end of table.

Table C-1. Average weekly pay by type of area, professional and administrative occupations, United States, June 1996 — 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 .....	\$1,659	\$1,663	—	\$1,635	\$1,635	\$1,686	\$1,690	\$1,609	\$1,610	\$1,676	\$1,683
Private industry .....	1,676	1,677	—	1,657	1,657	1,699	1,702	1,611	1,612	1,698	1,699
Goods producing .....	1,687	1,688	—	1,664	1,665	1,730	1,732	1,606	1,608	1,707	1,708
Manufacturing .....	1,678	1,680	—	1,664	1,665	1,697	1,698	1,607	1,609	1,705	1,705
Service producing .....	1,643	1,644	—	1,638	1,638	1,652	1,655	1,630	1,627	1,641	1,641
Transportation and utilities .....	1,653	1,664	—	—	—	1,621	—	—	—	—	—
State and local government .....	1,367	1,385	—	—	—	1,267	1,259	—	—	1,426	—
Level VII .....	1,962	1,961	—	1,963	1,963	1,873	1,871	1,967	1,966	2,020	2,020
Private industry .....	1,970	1,970	—	1,964	1,964	1,874	1,872	1,968	1,967	2,042	2,042
Goods producing .....	2,003	2,003	—	1,976	1,976	1,921	1,921	—	—	2,043	2,043
Manufacturing .....	1,995	1,995	—	1,977	1,977	1,878	1,878	—	—	2,041	2,042
Service producing .....	1,889	1,886	—	1,951	1,951	1,812	1,804	—	—	—	—
Level VIII .....	2,343	2,343	—	2,253	2,253	—	—	—	—	2,303	2,303
Private industry .....	2,346	2,346	—	2,253	2,253	—	—	—	—	2,309	2,309
Goods producing .....	2,366	2,366	—	—	—	—	—	—	—	—	—
Manufacturing .....	2,365	2,365	—	—	—	—	—	—	—	—	—
Service producing .....	2,289	2,289	—	—	—	—	—	—	—	—	—
<b>Administrative Occupations</b>											
<b>Budget Analysts</b>											
Level I .....	585	585	—	—	—	521	521	—	—	—	—
Private industry .....	534	532	—	—	—	—	—	—	—	—	—
Service producing .....	533	—	—	—	—	—	—	—	—	—	—
Level II .....	667	667	—	679	681	626	626	706	715	682	673
Private industry .....	656	658	—	676	677	639	640	635	—	663	663
Goods producing .....	669	669	—	—	—	—	—	—	—	—	—
Manufacturing .....	666	666	—	—	—	—	—	—	—	—	—
Service producing .....	651	653	—	673	674	625	626	—	—	—	—
State and local government .....	680	678	—	—	—	612	610	—	—	709	—
Level III .....	858	859	—	861	859	805	805	880	880	897	902
Private industry .....	839	838	—	840	837	830	830	826	826	867	867
Goods producing .....	855	855	—	—	—	—	—	—	—	—	—
Manufacturing .....	845	845	—	—	—	—	—	—	—	—	—
Service producing .....	831	829	—	837	834	825	825	802	802	863	863
Transportation and utilities .....	888	888	—	—	—	—	—	—	—	—	—
State and local government .....	871	873	—	—	—	785	785	—	—	—	—
Level IV .....	964	967	—	1,000	1,016	941	941	990	990	967	969
Private industry .....	943	944	—	981	989	935	934	—	—	—	—
Goods producing .....	955	955	—	—	—	—	—	—	—	—	—
Manufacturing .....	937	937	—	—	—	—	—	—	—	—	—
Service producing .....	929	929	—	991	1,005	—	—	—	—	—	—
State and local government .....	1,005	1,014	—	—	—	958	958	—	—	1,042	1,057

See note at end of table.



**Table C-1. Average weekly pay by type of area, professional and administrative occupations, United States, June 1996 — 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 .....	\$522	\$526	\$504	\$543	\$546	\$498	\$497	\$524	\$526	\$555	\$559
Private industry .....	526	529	—	543	547	508	504	521	523	554	557
Goods producing .....	532	537	—	544	552	516	514	519	520	572	572
Manufacturing .....	531	536	—	546	554	516	514	519	520	567	567
Service producing .....	517	518	—	541	540	495	495	527	530	527	533
State and local government .....	501	510	—	—	—	463	474	547	547	565	569
Level II .....	662	672	610	687	698	640	639	653	677	682	685
Private industry .....	664	675	611	682	694	651	652	655	680	679	681
Goods producing .....	665	679	607	672	688	655	657	655	688	684	687
Manufacturing .....	663	678	602	671	686	647	651	654	688	687	688
Service producing .....	664	666	—	702	703	641	641	655	657	666	666
Transportation and utilities .....	700	682	—	—	—	712	671	—	—	—	—
State and local government .....	645	651	—	723	727	590	585	629	636	694	712
Level III .....	889	897	826	886	898	858	866	911	924	903	905
Private industry .....	896	905	829	893	906	868	877	915	930	909	910
Goods producing .....	896	908	824	880	896	865	880	919	937	911	911
Manufacturing .....	893	906	824	879	895	851	863	921	939	913	913
Service producing .....	893	894	—	936	936	874	867	887	892	899	905
Transportation and utilities .....	937	945	—	—	—	923	912	937	952	—	—
State and local government .....	818	822	—	817	818	757	763	778	771	872	875
Level IV .....	1,085	1,085	—	1,081	1,081	1,072	1,071	1,111	1,115	1,082	1,081
Private industry .....	1,090	1,089	—	1,084	1,084	1,085	1,083	1,114	1,118	1,080	1,077
Goods producing .....	1,084	1,084	—	1,072	1,072	1,071	1,068	1,118	1,123	1,076	1,075
Manufacturing .....	1,072	1,071	—	1,071	1,071	1,018	1,013	1,118	1,123	1,077	1,077
Service producing .....	1,112	1,111	—	—	—	1,118	1,118	1,090	1,090	1,098	1,088
Transportation and utilities .....	1,111	1,107	—	—	—	—	—	—	—	—	—
State and local government .....	1,019	1,019	—	—	—	—	—	—	—	—	—
<b>Computer Programmers</b>											
Level I .....	543	547	—	549	550	553	554	534	539	525	553
Private industry .....	548	552	—	552	552	566	567	535	538	—	539
Goods producing .....	553	560	—	—	—	598	615	526	532	—	—
Manufacturing .....	548	554	—	—	—	578	—	525	532	—	—
Service producing .....	547	549	—	544	545	561	561	540	540	—	518
State and local government .....	509	515	—	—	—	483	484	—	—	—	—
Level II .....	639	641	591	657	661	626	628	637	640	656	656
Private industry .....	644	645	—	656	660	641	641	635	637	658	657
Goods producing .....	661	666	—	690	708	677	681	630	632	665	665
Manufacturing .....	659	665	—	690	708	672	676	630	632	664	664
Service producing .....	638	638	—	643	643	631	631	637	638	656	653
Transportation and utilities .....	666	666	—	—	—	647	647	680	680	—	—
State and local government .....	608	615	—	659	669	560	560	654	672	642	654

See note at end of table.

Table C-1. Average weekly pay by type of area, professional and administrative occupations, United States, June 1996 — 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 .....	\$788	\$793	\$706	\$832	\$833	\$769	\$776	\$770	\$772	\$812	\$814
Private industry .....	793	797	—	836	837	781	789	770	771	804	805
Goods producing .....	792	805	—	830	831	783	809	770	773	814	816
Manufacturing .....	789	802	—	830	832	780	805	770	772	805	807
Service producing .....	794	795	—	838	839	780	783	770	770	800	800
Transportation and utilities .....	800	800	—	—	—	774	774	—	—	—	—
State and local government .....	760	766	—	788	793	711	714	769	775	830	839
Level IV .....	945	946	—	939	939	944	946	918	918	1,000	1,000
Private industry .....	945	946	—	939	939	951	954	920	920	985	985
Goods producing .....	937	940	—	—	—	—	—	—	—	—	—
Manufacturing .....	936	939	—	—	—	—	—	—	—	—	—
Service producing .....	949	949	—	950	950	962	962	918	918	—	—
State and local government .....	940	940	—	—	—	—	—	—	—	—	—
Level V .....	1,095	1,095	—	—	—	—	—	—	—	—	—
Private industry .....	1,096	1,096	—	—	—	—	—	—	—	—	—
Service producing .....	1,145	1,145	—	—	—	—	—	—	—	—	—
<b>Computer Systems Analysts</b>											
Level I .....	779	781	—	773	773	732	735	799	799	806	807
Private industry .....	784	785	—	770	770	754	755	798	799	805	806
Goods producing .....	785	788	—	735	734	786	790	798	800	792	794
Manufacturing .....	781	783	—	735	733	773	777	798	800	788	789
Service producing .....	783	784	—	779	779	740	742	798	798	812	812
Transportation and utilities .....	835	835	—	—	—	—	—	—	—	—	—
State and local government .....	755	760	—	—	—	659	664	809	812	807	810
Level II .....	940	942	877	954	954	906	906	948	948	962	966
Private industry .....	945	945	—	953	953	918	918	950	951	970	970
Goods producing .....	960	962	—	964	965	949	951	980	983	947	947
Manufacturing .....	957	959	—	964	965	942	944	980	983	942	942
Service producing .....	939	939	—	951	950	906	907	939	940	983	983
Transportation and utilities .....	1,000	1,000	—	—	—	964	962	960	960	1,044	1,044
State and local government .....	921	928	—	985	989	823	821	903	906	—	—
Level III .....	1,111	1,112	—	1,115	1,115	1,080	1,080	1,119	1,120	1,143	1,148
Private industry .....	1,120	1,120	—	1,115	1,115	1,095	1,095	1,123	1,123	1,168	1,168
Goods producing .....	1,157	1,157	—	1,134	1,134	1,129	1,130	1,210	1,210	1,162	1,162
Manufacturing .....	1,153	1,153	—	1,134	1,134	1,117	1,118	1,210	1,210	1,156	1,156
Service producing .....	1,106	1,105	—	1,109	1,109	1,084	1,084	1,088	1,088	1,172	1,172
Transportation and utilities .....	1,164	1,163	—	—	—	1,099	1,095	1,146	1,146	—	—
State and local government .....	1,026	1,031	—	—	—	927	925	1,000	1,000	1,072	1,083
Level IV .....	1,321	1,321	—	1,329	1,329	1,303	1,303	1,325	1,325	1,340	1,344
Private industry .....	1,325	1,325	—	1,329	1,329	1,303	1,303	1,329	1,329	1,378	1,377
Goods producing .....	1,356	1,356	—	1,274	1,274	1,392	1,392	—	—	1,384	1,383
Manufacturing .....	1,344	1,344	—	1,274	1,274	1,366	1,366	—	—	1,374	1,372
Service producing .....	1,310	1,310	—	1,353	1,353	1,268	1,268	1,276	1,276	1,370	1,370
Level V .....	1,527	1,527	—	—	—	—	—	—	—	—	—
Private industry .....	1,527	1,527	—	—	—	—	—	—	—	—	—
Service producing .....	1,522	1,522	—	—	—	—	—	—	—	—	—

See note at end of table.

**Table C-1. Average weekly pay by type of area, professional and administrative occupations, United States, June 1996 — 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 Analyst Supervisors/Managers</b>											
Level I .....	\$1,202	\$1,202	—	\$1,239	\$1,240	\$1,172	\$1,172	\$1,195	\$1,195	\$1,208	\$1,208
Private industry .....	1,218	1,219	—	1,239	1,240	1,225	1,227	1,195	1,194	1,226	1,226
Goods producing .....	1,279	1,284	—	—	—	1,322	1,354	1,275	1,272	—	—
Manufacturing .....	1,273	1,278	—	—	—	1,300	—	1,275	1,272	—	—
Service producing .....	1,204	1,204	—	1,232	1,233	1,199	1,199	1,179	1,179	1,224	1,224
Transportation and utilities .....	1,244	1,244	—	—	—	—	—	—	—	—	—
State and local government .....	1,137	1,136	—	—	—	1,046	1,035	—	—	1,179	1,179
Level II .....	1,408	1,408	—	1,446	1,446	1,378	1,378	1,389	1,389	1,417	1,417
Private industry .....	1,421	1,421	—	1,447	1,447	1,386	1,386	1,396	1,396	1,486	1,486
Goods producing .....	1,493	1,493	—	1,495	1,495	1,441	1,441	1,509	1,509	1,519	1,519
Manufacturing .....	1,490	1,490	—	1,495	1,495	1,400	1,400	1,509	1,509	—	—
Service producing .....	1,400	1,400	—	1,436	1,436	1,374	1,374	1,368	1,368	1,454	1,454
Transportation and utilities .....	1,521	1,521	—	—	—	—	—	—	—	—	—
State and local government .....	1,283	1,283	—	—	—	—	—	—	—	—	—
Level III .....	1,665	1,665	—	1,640	1,640	1,618	1,618	1,741	1,741	1,699	1,699
Private industry .....	1,669	1,669	—	1,640	1,640	1,620	1,620	1,744	1,744	—	—
Goods producing .....	1,662	1,662	—	—	—	—	—	—	—	—	—
Manufacturing .....	1,628	1,628	—	—	—	—	—	—	—	—	—
Service producing .....	1,673	1,673	—	1,688	1,688	—	—	1,712	1,712	—	—
<b>Personnel Specialists</b>											
Level I .....	515	517	—	535	535	497	498	510	514	588	588
Private industry .....	510	511	—	524	524	499	499	492	495	577	577
Goods producing .....	550	551	—	—	—	—	—	507	507	—	—
Manufacturing .....	546	547	—	—	—	—	—	507	507	—	—
Service producing .....	500	501	—	518	518	492	492	485	488	549	549
Transportation and utilities .....	497	497	—	—	—	—	—	—	—	—	—
State and local government .....	530	535	—	—	—	492	496	563	572	—	—
Level II .....	611	617	\$568	631	633	592	596	611	623	631	632
Private industry .....	608	614	559	624	626	592	598	606	618	623	623
Goods producing .....	621	641	561	645	651	591	605	632	666	648	651
Manufacturing .....	620	640	560	645	650	587	599	632	666	647	650
Service producing .....	601	603	—	616	618	593	595	590	593	611	611
Transportation and utilities .....	654	654	—	—	—	630	629	669	669	—	—
State and local government .....	630	635	605	703	717	589	589	650	663	668	680
Level III .....	804	810	759	815	818	775	779	794	804	845	849
Private industry .....	801	807	761	814	817	786	791	795	805	820	823
Goods producing .....	818	829	777	834	835	813	818	810	834	826	834
Manufacturing .....	816	827	774	833	834	806	809	811	837	824	833
Service producing .....	789	793	724	805	810	767	775	780	784	815	815
Transportation and utilities .....	861	873	—	802	870	864	864	885	891	866	866
State and local government .....	819	827	749	822	828	724	724	787	794	894	902

See note at end of table.

**Table C-1. Average weekly pay by type of area, professional and administrative occupations, United States, June 1996 — 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 IV .....	\$1,045	\$1,053	\$977	\$1,071	\$1,071	\$1,015	\$1,023	\$1,039	\$1,048	\$1,072	\$1,078
Private industry .....	1,052	1,060	980	1,077	1,077	1,032	1,045	1,041	1,049	1,074	1,076
Goods producing .....	1,058	1,074	990	1,093	1,093	1,039	1,058	1,051	1,071	1,077	1,079
Manufacturing .....	1,054	1,068	990	1,093	1,093	1,023	1,036	1,051	1,071	1,076	1,078
Service producing .....	1,047	1,050	—	1,069	1,069	1,025	1,035	1,029	1,030	1,071	1,072
Transportation and utilities .....	1,096	1,096	—	1,127	1,127	1,061	1,061	1,111	1,111	1,114	1,114
State and local government .....	1,003	1,008	—	1,018	1,017	924	917	1,008	1,021	1,067	1,085
Level V .....	1,362	1,370	—	1,384	1,386	1,299	1,304	1,382	1,392	1,389	1,407
Private industry .....	1,378	1,382	—	1,386	1,388	1,328	1,330	1,389	1,400	1,417	1,414
Goods producing .....	1,417	1,424	—	1,395	1,397	1,382	1,388	1,434	1,454	1,450	1,445
Manufacturing .....	1,413	1,420	—	1,391	1,392	1,367	1,372	1,434	1,454	1,448	1,443
Service producing .....	1,330	1,331	—	1,377	1,380	1,270	1,270	1,308	1,307	1,370	1,370
Transportation and utilities .....	1,354	1,355	—	—	—	—	—	—	—	—	—
State and local government .....	1,183	1,228	—	—	—	1,056	1,075	—	—	—	—
Level VI .....	1,784	1,790	—	—	—	—	—	1,822	1,839	—	—
Private industry .....	1,787	1,793	—	—	—	—	—	1,826	—	—	—
Goods producing .....	1,796	1,804	—	—	—	—	—	—	—	—	—
Manufacturing .....	1,789	1,797	—	—	—	—	—	—	—	—	—
Service producing .....	1,759	1,759	—	—	—	—	—	—	—	—	—
<b>Personnel Supervisors/Managers</b>											
Level I .....	1,160	1,159	—	1,185	1,191	1,127	1,125	1,201	1,194	1,161	1,161
Private industry .....	1,180	1,181	—	1,199	1,209	1,152	1,154	1,223	1,217	1,168	1,168
Goods producing .....	1,223	1,227	—	—	—	1,186	1,186	—	—	—	—
Manufacturing .....	1,220	1,224	—	—	—	1,172	1,172	—	—	—	—
Service producing .....	1,154	1,152	—	1,149	1,153	1,142	1,142	1,195	1,172	1,161	1,161
State and local government .....	1,058	1,056	—	—	—	998	989	—	—	1,139	1,139
Level II .....	1,460	1,459	—	1,485	1,485	1,435	1,430	1,480	1,480	1,463	1,463
Private industry .....	1,490	1,489	—	1,487	1,487	1,474	1,471	1,496	1,496	1,519	1,519
Goods producing .....	1,511	1,510	—	1,571	1,573	1,446	1,434	1,559	1,559	1,544	1,544
Manufacturing .....	1,516	1,515	—	1,571	1,573	1,448	1,435	1,559	1,559	1,553	1,553
Service producing .....	1,474	1,474	—	1,460	1,460	1,497	1,497	1,443	1,443	1,487	1,487
Transportation and utilities .....	1,506	1,506	—	—	—	—	—	—	—	—	—
State and local government .....	1,248	1,248	—	—	—	1,139	1,139	—	—	1,311	1,311
Level III .....	1,788	1,820	—	1,888	1,888	1,806	1,806	1,806	1,806	1,717	1,806
Private industry .....	1,842	1,842	—	1,889	1,889	1,836	1,836	1,814	1,814	1,838	1,838
Goods producing .....	1,794	1,794	—	1,826	1,826	1,742	1,742	—	—	1,796	1,796
Manufacturing .....	1,781	1,781	—	1,826	1,826	—	—	—	—	1,788	1,788
Service producing .....	1,902	1,902	—	1,940	1,940	—	—	1,773	1,773	—	—
State and local government .....	1,330	1,497	—	—	—	—	—	—	—	—	—
Level IV .....	2,253	2,253	—	—	—	—	—	—	—	—	—
Private industry .....	2,253	2,253	—	—	—	—	—	—	—	—	—
Goods producing .....	2,225	2,225	—	—	—	—	—	—	—	—	—
Manufacturing .....	2,211	2,211	—	—	—	—	—	—	—	—	—
Service producing .....	2,319	2,319	—	—	—	—	—	—	—	—	—

See note at end of table.



**Table C-1. Average weekly pay by type of area, professional and administrative occupations, United States, June 1996 — Continued**

Occupation and level	United States			Northeast		South		Midwest		West	
	Total	Metropolitan	Nonmetropolitan	Total	Metropolitan	Total	Metropolitan	Total	Metropolitan	Total	Metropolitan
<b>Tax Collectors</b>											
Level I .....	\$513	\$497	-	-	-	-	-	-	-	-	-
State and local government .....	513	497	-	-	-	-	-	-	-	-	-
Level II .....	588	585	-	-	-	\$510	\$498	-	-	-	-
State and local government .....	588	585	-	-	-	510	498	-	-	-	-
Level III .....	771	-	-	-	-	-	-	-	-	-	-
State and local government .....	771	-	-	-	-	-	-	-	-	-	-

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, June 1996**

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 .....	\$357	\$358	-	\$358	\$358	\$342	\$344	\$375	\$378	\$364	\$364
Private industry .....	352	353	-	355	355	348	349	359	362	352	352
Goods producing .....	350	350	-	-	-	-	-	-	-	-	-
Manufacturing .....	350	350	-	-	-	-	-	-	-	-	-
Service producing .....	353	354	-	358	358	348	349	356	361	358	358
State and local government .....	381	387	-	-	-	314	318	-	-	-	-
Level II .....	448	452	\$398	471	475	428	432	441	445	478	481
Private industry .....	445	449	398	467	470	429	435	437	440	467	468
Goods producing .....	449	459	-	467	475	431	445	447	453	508	508
Manufacturing .....	447	458	-	469	478	430	443	447	453	498	497
Service producing .....	443	446	-	466	469	429	431	432	434	460	461
Transportation and utilities .....	498	498	-	-	-	506	506	-	-	-	-
State and local government .....	462	466	-	512	513	422	423	482	488	516	527
Level III .....	576	578	517	601	601	549	551	566	566	598	602
Private industry .....	575	576	-	599	599	559	559	565	566	584	588
Goods producing .....	587	587	-	615	616	597	599	559	557	599	599
Manufacturing .....	586	586	-	615	616	595	598	559	557	598	598
Service producing .....	570	572	-	595	594	548	548	569	571	577	582
Transportation and utilities .....	638	638	-	-	-	588	588	666	666	-	-
State and local government .....	578	583	-	609	609	515	521	570	570	626	631
Level IV .....	689	690	-	728	730	649	649	684	684	688	688
Private industry .....	690	691	-	730	733	660	660	682	682	679	679
Goods producing .....	719	720	-	772	772	-	-	683	683	703	703
Manufacturing .....	717	718	-	772	772	-	-	683	683	702	702
Service producing .....	678	679	-	701	705	663	663	681	681	670	670
Transportation and utilities .....	728	728	-	-	-	-	-	-	-	-	-
State and local government .....	684	684	-	-	-	-	-	-	-	-	-
Level V .....	820	820	-	-	-	-	-	-	-	-	-
Private industry .....	806	806	-	-	-	-	-	-	-	-	-
<b>Drafters</b>											
Level I .....	408	413	-	409	418	408	415	404	408	419	419
Private industry .....	409	414	-	410	419	413	418	404	407	414	414
Goods producing .....	386	388	-	-	-	367	364	397	-	-	-
Manufacturing .....	387	388	-	-	-	367	364	400	-	-	-
Service producing .....	463	463	-	-	-	487	487	-	-	-	-
Transportation and utilities .....	529	529	-	-	-	-	-	-	-	-	-
State and local government .....	380	395	-	-	-	-	-	-	-	-	-
Level II .....	504	510	471	564	566	479	492	492	491	544	539
Private industry .....	501	507	475	566	568	482	495	492	490	520	511
Goods producing .....	492	492	492	501	502	483	484	488	485	517	515
Manufacturing .....	490	490	490	497	498	482	484	489	487	512	509
Service producing .....	519	538	-	637	637	481	522	502	502	527	497
Transportation and utilities .....	611	613	-	-	-	543	543	-	-	-	-
State and local government .....	534	550	-	-	-	444	461	506	509	660	666

See note at end of table.

Table C-2. Average weekly pay by type of area, technical and protective service occupations, United States, June 1996 — 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 .....	\$640	\$651	\$558	\$634	\$651	\$626	\$635	\$618	\$632	\$706	\$705
Private industry .....	636	645	559	632	650	634	640	618	632	685	681
Goods producing .....	620	635	—	602	624	628	637	604	621	667	671
Manufacturing .....	616	630	—	600	622	624	631	604	618	665	671
Service producing .....	670	666	—	693	693	644	644	654	654	726	707
Transportation and utilities .....	746	738	—	—	—	652	—	—	—	—	—
State and local government .....	693	710	—	—	—	547	572	—	—	778	786
Level IV .....	816	820	—	832	832	796	797	817	822	823	826
Private industry .....	814	817	—	830	830	797	799	817	823	805	805
Goods producing .....	830	837	—	824	824	811	816	837	847	838	838
Manufacturing .....	830	837	—	823	823	807	814	837	847	—	—
Service producing .....	770	770	—	855	855	773	773	—	—	—	—
Transportation and utilities .....	839	839	—	—	—	—	—	—	—	—	—
State and local government .....	878	—	—	—	—	—	—	—	—	—	—
<b>Engineering Technicians</b>											
Level I .....	390	392	—	—	—	344	345	403	413	444	444
Private industry .....	398	401	—	—	—	358	—	403	413	443	443
Goods producing .....	399	402	—	—	—	—	—	—	—	445	445
Manufacturing .....	—	402	—	—	—	—	—	—	—	445	445
Service producing .....	396	396	—	—	—	—	—	—	—	—	—
Level II .....	518	520	—	526	531	498	499	524	531	532	532
Private industry .....	519	521	—	526	531	502	502	524	531	530	530
Goods producing .....	515	519	—	524	529	493	494	517	524	534	534
Manufacturing .....	516	519	—	524	529	490	491	521	528	534	535
Service producing .....	536	535	—	—	—	532	529	—	—	—	—
Level III .....	650	658	577	671	685	629	641	653	662	644	644
Private industry .....	649	658	577	671	685	631	644	653	662	640	640
Goods producing .....	648	659	575	672	689	630	649	645	655	644	644
Manufacturing .....	648	659	575	672	689	626	645	646	656	644	644
Service producing .....	655	655	—	669	669	634	634	686	686	618	618
Transportation and utilities .....	709	711	—	—	—	—	—	—	—	—	—
State and local government .....	665	665	—	—	—	—	—	—	—	—	—
Level IV .....	781	783	—	762	766	775	776	797	800	783	782
Private industry .....	781	782	—	762	766	776	777	797	800	780	778
Goods producing .....	775	777	—	752	756	764	767	792	795	780	780
Manufacturing .....	774	776	—	751	756	758	760	795	798	780	781
Service producing .....	803	802	—	803	803	800	798	819	819	779	753
Transportation and utilities .....	855	860	—	—	—	—	—	—	—	—	—
State and local government .....	834	834	—	—	—	—	—	—	—	—	—
Level V .....	898	897	—	875	875	907	904	880	878	930	931
Private industry .....	895	893	—	875	875	907	903	880	878	919	920
Goods producing .....	873	871	—	862	862	851	843	854	849	922	923
Manufacturing .....	869	867	—	861	861	833	822	853	849	922	923
Service producing .....	955	956	—	—	—	1,004	1,007	978	978	—	—
Transportation and utilities .....	965	—	—	—	—	—	—	—	—	—	—

See note at end of table.

**Table C-2. Average weekly pay by type of area, technical and protective service occupations, United States, June 1996 — 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 VI .....	\$1,070	\$1,070	—	—	—	—	—	—	—	\$1,096	\$1,096
Private industry .....	1,070	1,070	—	—	—	—	—	—	—	—	—
Goods producing .....	1,030	1,030	—	—	—	—	—	—	—	—	—
Manufacturing .....	1,029	1,029	—	—	—	—	—	—	—	—	—
Service producing .....	1,155	1,155	—	—	—	—	—	—	—	—	—
<b>Engineering Technicians, Civil</b>											
Level I .....	356	364	—	—	—	\$331	\$328	\$378	\$378	451	459
Private industry .....	319	336	—	—	—	—	—	—	—	—	—
Service producing .....	319	335	—	—	—	—	—	—	—	—	—
State and local government .....	379	378	—	—	—	352	337	—	—	—	—
Level II .....	489	499	\$446	\$511	\$511	430	429	504	506	576	630
Private industry .....	455	455	—	—	—	422	422	—	—	—	—
Service producing .....	453	453	—	—	—	425	425	—	—	—	—
State and local government .....	499	518	445	512	510	433	433	511	514	584	657
Level III .....	593	605	539	584	584	525	531	616	617	690	733
Private industry .....	606	622	—	—	—	551	583	—	—	—	—
Service producing .....	596	619	—	—	—	544	576	—	—	—	—
State and local government .....	590	601	543	567	566	518	517	614	621	691	743
Level IV .....	730	740	660	731	733	631	633	743	752	833	850
Private industry .....	759	759	—	778	780	728	728	—	—	802	801
Service producing .....	756	757	—	—	—	725	725	—	—	798	798
State and local government .....	723	734	653	706	708	613	611	746	759	838	857
Level V .....	865	872	—	981	982	707	703	858	859	951	968
Private industry .....	941	943	—	—	—	—	—	—	—	—	—
Service producing .....	941	944	—	—	—	—	—	—	—	—	—
State and local government .....	836	844	—	—	—	692	686	—	—	946	966
Level VI .....	1,081	1,081	—	—	—	—	—	—	—	—	—
<b>Protective Service Occupations</b>											
<b>Corrections Officers</b>											
State and local government .....	529	590	448	682	687	400	452	527	532	694	723
State and local government .....	547	591	479	682	687	420	453	527	532	694	723
<b>Firefighters</b>											
State and local government .....	690	715	478	771	773	558	590	679	690	848	882
State and local government .....	691	715	478	771	773	555	587	679	690	850	885
<b>Police Officers</b>											
Level I .....	700	726	530	792	795	570	594	678	702	827	854
Private industry .....	571	571	—	—	—	—	—	—	—	—	—
Service producing .....	570	570	—	—	—	—	—	—	—	—	—
State and local government .....	701	727	530	793	797	570	595	678	703	827	855
Level II .....	930	945	—	—	—	—	—	—	—	—	—
State and local government .....	931	946	—	—	—	—	—	—	—	—	—

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, June 1996

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 .....	\$320	\$321	-	\$323	\$324	\$323	\$325	\$315	\$319	\$319	\$317
Private industry .....	318	321	-	326	328	327	328	312	315	312	315
Goods producing .....	306	307	-	-	-	301	304	293	-	-	-
Manufacturing .....	309	310	-	-	-	307	310	-	-	-	-
Service producing .....	321	324	-	324	327	334	334	317	320	310	313
Transportation and utilities .....	382	382	-	-	-	-	-	-	-	-	-
State and local government .....	324	324	-	-	-	314	316	-	-	-	-
Level II .....	379	385	\$341	403	406	361	366	365	374	406	410
Private industry .....	374	380	335	400	403	360	366	362	370	391	394
Goods producing .....	376	384	349	410	414	365	375	368	372	389	397
Manufacturing .....	375	383	349	409	413	363	373	369	372	386	394
Service producing .....	372	377	314	397	399	358	362	357	368	392	393
Transportation and utilities .....	393	403	-	419	419	378	398	420	424	390	390
State and local government .....	404	417	361	428	435	362	367	389	421	450	460
Level III .....	464	469	418	484	490	436	442	450	455	489	491
Private industry .....	458	462	413	482	485	444	447	444	448	469	471
Goods producing .....	472	479	428	503	507	455	466	454	458	488	489
Manufacturing .....	470	476	427	503	508	445	456	458	458	482	485
Service producing .....	450	453	382	471	474	438	438	438	443	459	462
Transportation and utilities .....	486	486	-	516	516	458	458	525	525	455	455
State and local government .....	480	492	425	495	509	419	429	476	485	526	532
Level IV .....	549	553	490	575	579	525	533	539	543	561	563
Private industry .....	553	554	-	578	579	549	550	534	536	558	558
Goods producing .....	572	573	-	557	557	582	585	568	571	577	577
Manufacturing .....	568	569	-	556	556	565	568	569	572	577	577
Service producing .....	541	542	-	592	593	530	531	511	513	545	545
Transportation and utilities .....	603	606	-	-	-	566	570	626	626	-	-
State and local government .....	541	552	488	569	579	477	491	552	567	567	571
<b>Clerks, General</b>											
Level I .....	289	292	-	323	341	266	265	314	314	284	286
Private industry .....	274	276	-	280	296	263	259	294	294	263	264
Goods producing .....	284	286	-	-	-	-	-	-	-	-	-
Manufacturing .....	285	286	-	-	-	-	-	-	-	-	-
Service producing .....	272	274	-	274	290	259	258	297	297	260	259
State and local government .....	313	316	-	-	-	269	271	361	363	-	-
Level II .....	342	345	319	362	365	324	327	339	344	373	376
Private industry .....	326	330	303	340	342	311	315	327	333	339	337
Goods producing .....	330	338	289	338	340	326	339	322	330	343	346
Manufacturing .....	331	340	-	340	341	325	340	324	334	346	349
Service producing .....	325	328	-	341	343	307	310	328	334	338	334
Transportation and utilities .....	363	377	-	-	-	325	331	410	415	395	395
State and local government .....	361	363	341	392	399	333	334	363	366	422	438

See note at end of table.

Table C-3. Average weekly pay by type of area, clerical occupations, United States, June 1996 — 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 .....	\$429	\$434	\$385	\$439	\$439	\$383	\$388	\$422	\$429	\$459	\$460
Private industry .....	423	427	385	436	435	409	416	423	430	429	429
Goods producing .....	450	468	389	443	428	416	450	471	502	453	452
Manufacturing .....	455	473	392	442	425	421	451	477	511	450	453
Service producing .....	413	415	—	434	436	407	408	402	404	421	421
Transportation and utilities .....	489	492	—	516	516	480	484	490	491	500	500
State and local government .....	433	439	384	440	441	360	361	420	429	470	472
Level IV .....	493	500	433	495	493	428	440	492	500	529	532
Private industry .....	515	517	—	502	497	525	525	510	524	520	517
Goods producing .....	535	548	—	—	—	550	554	520	561	535	536
Manufacturing .....	536	550	—	—	—	550	555	519	566	537	538
Service producing .....	509	508	—	491	491	519	519	506	508	513	508
Transportation and utilities .....	578	577	—	—	—	564	564	605	611	—	—
State and local government .....	481	490	422	490	491	368	370	471	475	532	538
<b>Clerks, Order</b>											
Level I .....	345	348	—	395	409	335	339	330	330	332	332
Private industry .....	345	348	—	395	409	335	339	330	330	332	332
Goods producing .....	371	385	—	439	452	342	359	352	358	373	374
Manufacturing .....	371	385	—	439	452	342	359	352	358	373	374
Service producing .....	333	334	—	365	378	—	—	313	313	326	326
Level II .....	477	483	—	483	484	438	440	469	476	517	517
Private industry .....	477	483	—	483	484	438	440	469	476	517	517
Goods producing .....	469	478	—	478	480	442	450	465	474	506	506
Manufacturing .....	469	478	—	478	480	442	450	465	474	506	506
Service producing .....	489	489	—	—	—	—	—	—	—	—	—
<b>Key Entry Operators</b>											
Level I .....	353	357	310	370	371	315	316	327	331	417	420
Private industry .....	333	336	300	364	365	314	316	322	326	353	354
Goods producing .....	344	346	—	381	387	323	321	339	337	372	373
Manufacturing .....	344	346	—	382	388	322	320	339	338	373	374
Service producing .....	330	334	—	360	361	311	314	316	323	349	351
Transportation and utilities .....	368	368	—	—	—	373	373	350	350	—	—
State and local government .....	—	416	—	421	424	316	315	373	376	—	—
Level II .....	414	418	380	446	449	383	389	416	416	429	432
Private industry .....	410	414	372	440	443	386	394	406	406	421	423
Goods producing .....	426	430	—	430	442	411	412	418	413	456	466
Manufacturing .....	426	430	—	429	441	411	412	418	412	456	466
Service producing .....	405	410	—	444	444	383	392	401	404	412	413
Transportation and utilities .....	—	430	—	—	—	353	404	—	—	—	—
State and local government .....	428	431	—	467	472	375	374	455	456	463	472
<b>Personnel Assistants</b>											
Level I .....	332	342	—	—	—	305	310	339	337	420	434
Private industry .....	319	327	—	—	—	303	311	339	337	—	—
Goods producing .....	311	329	—	—	—	—	—	—	—	—	—
Manufacturing .....	311	329	—	—	—	—	—	—	—	—	—
Service producing .....	328	326	—	—	—	314	314	330	330	—	—
State and local government .....	382	381	—	—	—	313	306	—	—	—	—

See note at end of table.

Table C-3. Average weekly pay by type of area, clerical occupations, United States, June 1996 — 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—Continued</b>											
Level II .....	\$409	\$424	\$373	\$433	\$445	\$385	\$401	\$397	\$408	\$459	\$466
Private industry .....	397	411	367	427	440	383	401	393	401	421	423
Goods producing .....	398	415	377	—	—	385	407	398	417	418	421
Manufacturing .....	397	414	378	—	—	383	405	398	417	417	420
Service producing .....	396	408	—	422	436	381	398	383	389	423	423
Transportation and utilities .....	399	442	—	—	—	—	—	—	—	—	—
State and local government .....	461	474	—	—	—	395	398	458	478	534	—
Level III .....	508	518	465	528	536	466	472	487	493	567	571
Private industry .....	490	498	463	522	531	466	473	480	485	531	529
Goods producing .....	501	527	446	513	545	460	491	508	528	581	575
Manufacturing .....	496	525	436	513	545	456	485	508	528	571	574
Service producing .....	483	482	—	526	527	471	461	454	456	501	501
Transportation and utilities .....	525	534	—	—	—	—	—	—	—	—	—
State and local government .....	554	566	—	—	—	464	470	517	527	—	—
Level IV .....	596	607	—	564	618	570	575	592	606	618	619
Private industry .....	575	586	—	553	606	578	583	555	563	590	590
Goods producing .....	584	599	—	—	—	610	613	—	—	588	588
Manufacturing .....	582	598	—	—	—	609	612	—	—	—	—
Service producing .....	565	572	—	572	589	551	557	538	547	592	592
State and local government .....	631	641	—	—	—	532	—	—	—	648	652
<b>Secretaries</b>											
Level I .....	385	393	352	416	426	371	377	399	418	389	392
Private industry .....	395	405	342	423	434	389	393	396	423	386	386
Goods producing .....	437	448	—	449	457	411	421	478	489	—	—
Manufacturing .....	437	448	—	450	458	408	415	485	498	—	—
Service producing .....	385	394	—	415	426	383	386	375	401	379	379
Transportation and utilities .....	423	423	—	—	—	421	421	—	—	—	—
State and local government .....	371	376	359	404	409	356	360	407	409	—	—
Level II .....	476	481	432	500	503	440	446	471	474	529	530
Private industry .....	487	488	454	498	500	469	471	471	471	522	521
Goods producing .....	508	511	—	518	518	490	492	490	492	542	543
Manufacturing .....	508	510	—	518	518	484	486	491	492	545	546
Service producing .....	482	483	—	495	497	464	466	465	465	514	513
Transportation and utilities .....	510	508	—	—	—	500	502	530	530	506	490
State and local government .....	459	467	427	504	514	413	417	472	480	541	546
Level III .....	557	560	498	584	587	522	525	555	560	580	580
Private industry .....	564	566	509	583	584	545	546	556	560	575	575
Goods producing .....	583	586	515	595	595	574	577	582	592	584	584
Manufacturing .....	581	584	515	595	596	566	568	582	592	583	584
Service producing .....	554	556	504	578	580	530	532	541	543	569	568
Transportation and utilities .....	581	580	—	639	639	548	547	608	608	569	563
State and local government .....	536	541	486	588	601	474	475	549	558	592	596

See note at end of table.

**Table C-3. Average weekly pay by type of area, clerical occupations, United States, June 1996 — 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 IV .....	\$665	\$667	\$615	\$691	\$693	\$621	\$623	\$643	\$644	\$680	\$681
Private industry .....	674	675	—	691	692	646	647	650	651	689	689
Goods producing .....	685	686	—	693	693	666	669	650	651	708	708
Manufacturing .....	683	684	—	692	693	660	662	649	651	708	708
Service producing .....	668	668	—	690	691	636	637	649	651	676	676
Transportation and utilities .....	695	695	—	744	744	647	647	724	724	697	697
State and local government .....	631	633	609	691	701	545	547	610	609	660	662
Level V .....	809	810	—	825	828	754	754	821	822	812	812
Private industry .....	815	817	—	826	829	767	767	825	825	820	820
Goods producing .....	816	817	—	802	804	764	764	867	868	833	833
Manufacturing .....	814	815	—	802	804	745	745	867	868	829	829
Service producing .....	814	816	—	844	848	768	768	772	773	812	812
Transportation and utilities .....	838	838	—	—	—	772	772	—	—	—	—
State and local government .....	751	751	—	814	816	705	705	—	—	772	772
<b>Switchboard Operator-Receptionists ...</b>	355	360	315	390	396	332	335	344	348	369	374
Private industry .....	354	359	313	389	394	333	336	342	346	366	370
Goods producing .....	354	362	318	390	398	334	340	350	357	355	362
Manufacturing .....	354	362	317	390	398	332	339	351	358	353	360
Service producing .....	354	357	307	388	392	333	335	337	340	371	374
Transportation and utilities .....	353	356	—	350	358	340	340	365	365	360	369
State and local government .....	361	381	319	410	420	315	323	368	390	415	456
<b>Word Processors</b>											
Level I .....	389	392	—	415	415	344	345	387	395	423	442
Private industry .....	384	389	—	414	413	376	376	369	376	390	404
Goods producing .....	358	385	—	—	—	—	—	—	—	—	—
Manufacturing .....	356	384	—	—	—	—	—	—	—	—	—
Service producing .....	387	389	—	413	413	376	376	378	378	390	403
State and local government .....	395	396	—	—	—	312	312	—	—	—	—
Level II .....	496	496	—	523	523	431	432	505	507	509	509
Private industry .....	493	493	—	544	544	448	448	510	510	481	481
Goods producing .....	469	469	—	—	—	—	—	484	484	—	—
Manufacturing .....	473	473	—	—	—	—	—	—	—	—	—
Service producing .....	496	496	—	543	543	456	456	514	514	480	480
State and local government .....	498	499	—	501	501	381	383	498	—	—	—
Level III .....	610	610	—	606	606	552	552	636	638	636	636
Private industry .....	640	640	—	659	659	585	585	656	656	644	644
Goods producing .....	627	627	—	—	—	—	—	—	—	—	—
Manufacturing .....	630	630	—	—	—	—	—	—	—	—	—
Service producing .....	642	642	—	666	666	589	589	652	652	643	643
State and local government .....	532	532	—	—	—	—	—	—	—	—	—

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, June 1996

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> .....	\$10.48	\$10.88	\$9.29	\$12.65	\$12.96	\$8.98	\$9.20	\$10.35	\$10.72	\$10.71	\$10.89
Private industry .....	10.06	10.38	8.96	11.94	12.15	8.87	9.02	10.03	10.32	10.27	10.41
Goods producing .....	10.31	10.97	9.19	11.59	11.83	9.29	9.98	10.52	11.01	10.99	11.08
Manufacturing .....	10.29	10.96	9.19	11.64	11.89	9.27	9.96	10.52	11.01	10.89	10.97
Service producing .....	9.97	10.21	8.77	12.03	12.24	8.71	8.84	9.68	9.89	10.14	10.29
Transportation and utilities .....	11.27	12.65	-	-	-	-	9.61	12.80	13.07	-	-
State and local government .....	11.65	12.56	9.89	14.07	14.85	9.34	9.83	11.52	12.36	11.85	12.95
<b>Maintenance Electricians</b> .....	18.74	19.27	15.76	19.01	19.11	16.63	17.35	19.84	20.32	19.36	19.86
Private industry .....	18.79	19.36	15.82	18.88	18.90	16.91	17.77	19.86	20.34	18.99	19.47
Goods producing .....	18.84	19.52	15.51	18.87	18.76	16.98	18.06	19.85	20.35	18.84	19.67
Manufacturing .....	18.83	19.54	15.32	18.92	18.81	17.00	18.15	19.85	20.35	18.22	19.33
Service producing .....	18.50	18.56	-	18.90	19.27	16.65	16.83	19.92	20.20	19.59	18.73
Transportation and utilities .....	20.42	20.24	-	-	-	18.51	18.50	21.31	21.51	-	-
State and local government .....	18.44	18.74	15.09	19.52	19.87	14.73	14.80	19.62	20.02	20.38	20.60
<b>Maintenance Electronics Technicians</b>											
Level I .....	11.89	12.07	-	12.27	12.36	11.15	11.33	12.59	12.51	12.77	12.76
Private industry .....	11.86	12.06	-	12.20	12.30	11.19	11.40	12.56	12.43	12.58	12.58
Goods producing .....	11.63	12.18	-	-	-	-	-	-	-	-	-
Manufacturing .....	11.62	12.18	-	-	-	-	-	-	-	-	-
Service producing .....	12.03	12.00	-	12.35	-	10.97	10.94	12.81	12.56	-	-
Transportation and utilities .....	12.75	12.69	-	-	-	-	-	-	-	-	-
State and local government .....	12.09	12.18	-	-	-	10.93	10.99	-	-	-	-
Level II .....	18.14	18.53	15.97	18.58	18.70	18.27	18.45	17.52	18.62	18.36	18.54
Private industry .....	18.24	18.63	16.07	18.60	18.71	18.55	18.67	17.61	18.80	18.14	18.24
Goods producing .....	17.52	18.28	-	17.09	17.17	18.35	18.67	-	18.29	17.95	17.96
Manufacturing .....	17.45	18.26	-	17.09	17.17	18.26	-	-	18.29	17.94	17.95
Service producing .....	18.66	18.81	-	19.17	19.29	18.66	18.68	18.78	19.02	18.22	18.44
Transportation and utilities .....	19.36	19.57	-	-	-	19.41	19.42	19.56	19.72	18.39	18.78
State and local government .....	16.98	17.33	-	-	-	14.56	14.81	15.72	15.86	19.95	20.15
Level III .....	20.56	20.68	-	21.78	21.86	19.46	19.71	19.68	19.63	21.30	21.35
Private industry .....	20.62	20.73	-	22.20	22.29	19.91	20.15	19.78	19.73	20.90	20.95
Goods producing .....	19.99	20.31	-	-	-	19.33	19.95	-	-	20.61	20.95
Manufacturing .....	19.96	20.29	-	-	-	19.33	19.95	-	-	20.56	20.90
Service producing .....	20.96	20.95	-	-	-	20.25	20.25	19.89	19.83	21.07	20.96
Transportation and utilities .....	21.29	21.29	-	-	-	21.82	21.82	-	-	-	-
State and local government .....	20.21	20.35	-	-	-	16.08	-	-	-	22.84	22.87
<b>Maintenance Machinists</b> .....	17.10	17.36	14.46	17.44	17.86	15.57	15.91	18.19	18.17	18.43	18.52
Private industry .....	16.93	17.19	-	17.19	17.61	15.53	15.86	17.97	17.94	18.30	18.39
Goods producing .....	16.80	17.16	-	17.05	17.47	15.42	15.84	17.77	17.86	18.48	18.64
Manufacturing .....	16.82	17.17	-	17.04	17.47	15.43	15.82	17.77	17.86	18.51	18.68
Service producing .....	17.50	17.30	-	-	-	-	-	-	-	-	-
Transportation and utilities .....	17.50	17.15	-	-	-	-	-	-	-	-	-
State and local government .....	21.17	21.12	-	-	-	-	-	22.21	22.13	-	-

See note at end of table.

Table C-4. Average hourly pay by type of area, maintenance and toolroom occupations, United States, June 1996 — 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> .....	\$16.70	\$17.41	\$13.49	\$16.58	\$16.64	\$14.91	\$15.81	\$18.03	\$18.81	\$18.17	\$18.35
Private industry .....	16.71	17.44	13.48	16.61	16.67	14.91	15.83	18.08	18.87	18.13	18.28
Goods producing .....	16.40	17.18	13.39	16.42	16.48	14.57	15.50	17.97	18.80	17.13	17.30
Manufacturing .....	16.39	17.18	13.35	16.43	16.49	14.50	15.46	17.96	18.79	17.12	17.29
Service producing .....	18.91	18.96	—	18.06	18.06	17.68	17.73	19.43	19.60	20.17	20.17
Transportation and utilities .....	20.93	20.98	—	—	—	—	—	—	—	—	—
State and local government .....	16.13	16.45	—	—	—	14.90	15.04	15.14	—	—	—
<b>Maintenance Mechanics, Motor Vehicle</b> .....	15.91	16.33	13.57	16.61	17.01	14.14	14.70	16.26	16.62	17.72	17.83
Private industry .....	16.07	16.24	14.80	16.27	16.59	14.63	14.98	16.66	16.85	17.57	17.22
Goods producing .....	15.99	16.04	—	16.68	17.32	13.59	13.87	16.74	17.30	17.89	17.09
Manufacturing .....	15.89	16.41	—	16.44	17.37	14.06	14.36	16.94	17.54	16.62	17.08
Service producing .....	16.10	16.30	—	16.20	16.48	15.04	15.40	16.61	16.62	17.38	17.27
Transportation and utilities .....	16.82	16.93	—	17.12	17.12	15.75	16.13	17.41	17.42	17.63	17.46
State and local government .....	15.60	16.52	12.35	17.19	17.76	13.23	14.00	15.31	15.96	17.96	18.71
<b>Maintenance Pipefitters</b> .....	20.52	20.58	—	19.97	19.66	19.82	19.90	21.16	21.28	19.38	19.38
Private industry .....	20.60	20.64	—	20.43	20.03	19.99	20.07	21.09	21.21	19.19	19.19
Goods producing .....	20.74	20.80	—	20.91	20.62	20.32	20.42	21.06	21.19	—	—
Manufacturing .....	20.85	20.92	—	20.88	20.57	20.35	20.46	21.04	21.18	—	—
Service producing .....	19.03	19.03	—	17.55	17.55	—	—	—	—	—	—
State and local government .....	19.27	19.55	—	17.57	18.00	—	—	23.27	23.30	—	—
<b>Tool and Die Makers</b> .....	19.05	19.64	16.07	19.15	19.05	17.26	18.09	19.82	20.59	19.35	19.64
Private industry .....	19.04	19.63	16.07	19.15	19.05	17.26	18.09	19.82	20.59	19.27	19.55
Goods producing .....	19.05	19.64	16.07	19.19	19.09	17.25	18.09	19.82	20.59	19.29	19.57
Manufacturing .....	19.05	19.64	16.07	19.19	19.09	17.25	18.09	19.82	20.59	19.29	19.57

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, June 1996**

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> .....	\$11.49	\$11.87	\$10.40	\$12.57	\$12.48	\$10.40	\$10.83	\$12.11	\$12.68	\$11.16	\$11.36
Private industry .....	11.49	11.86	10.40	12.57	12.48	10.39	10.81	12.11	12.68	11.15	11.35
Goods producing .....	11.39	11.89	10.21	12.41	12.64	10.26	10.68	12.14	12.83	10.63	10.69
Manufacturing .....	11.39	11.88	10.21	12.40	12.63	10.23	10.64	12.14	12.83	10.63	10.69
Service producing .....	11.77	11.79	-	12.78	12.22	10.73	11.11	11.98	12.03	12.19	12.24
Transportation and utilities .....	11.51	12.28	-	-	-	-	-	-	-	-	-
<b>Guards</b> .....											
Level I .....	7.11	7.04	7.92	7.79	7.76	6.78	6.60	6.99	6.88	6.99	7.00
Private industry .....	6.99	6.91	7.90	7.60	7.58	6.71	6.52	6.88	6.76	6.86	6.87
Goods producing .....	9.10	9.62	-	11.03	10.91	8.37	9.14	10.30	10.71	8.76	8.90
Manufacturing .....	9.10	9.63	-	11.21	11.12	8.36	9.14	10.30	10.71	8.68	8.81
Service producing .....	6.88	6.80	-	7.51	7.50	6.58	6.37	6.71	6.59	6.78	6.79
Transportation and utilities .....	10.19	10.19	-	-	-	-	-	-	-	-	-
State and local government .....	10.02	10.27	-	11.39	11.60	8.35	8.46	9.94	10.38	11.94	12.10
Level II .....	12.14	12.12	-	13.73	13.82	11.67	11.36	11.54	11.59	12.44	12.43
Private industry .....	12.04	11.97	-	13.54	13.60	11.78	11.49	11.44	11.44	11.88	11.88
Goods producing .....	13.98	14.38	-	-	-	-	-	13.65	-	-	-
Manufacturing .....	14.02	14.43	-	-	-	-	-	13.65	-	-	-
Service producing .....	11.78	11.61	-	13.42	13.47	11.68	11.30	10.82	10.64	11.13	11.13
State and local government .....	12.67	12.88	-	14.40	-	10.10	10.05	11.89	12.13	14.15	14.19
Janitors .....	7.97	8.08	7.27	9.88	9.98	6.43	6.42	8.25	8.41	8.03	8.06
Private industry .....	7.30	7.38	6.68	9.17	9.24	5.99	5.97	7.49	7.66	7.09	7.12
Goods producing .....	10.44	11.17	7.99	10.74	10.86	8.40	9.36	12.49	13.35	8.90	8.85
Manufacturing .....	10.44	11.19	7.89	10.75	10.86	8.39	9.36	12.52	13.39	8.79	8.85
Service producing .....	6.97	7.03	6.37	9.06	9.13	5.76	5.76	6.61	6.66	6.94	6.98
Transportation and utilities .....	10.69	10.84	-	12.89	12.89	8.23	8.76	11.64	11.22	-	-
State and local government .....	9.65	10.12	8.02	11.63	11.90	7.47	7.73	10.37	10.79	10.44	10.90
Material Handling Laborers .....	8.85	9.50	7.20	10.22	10.59	7.52	8.38	10.81	11.14	7.67	7.68
Private industry .....	8.85	9.50	7.20	10.22	10.58	7.51	8.38	10.82	11.14	7.67	7.68
Goods producing .....	-	9.86	7.30	10.15	10.45	7.17	8.59	11.61	11.82	7.83	7.80
Manufacturing .....	-	9.90	7.30	10.15	10.45	7.17	8.61	11.66	11.90	7.86	7.82
Service producing .....	8.93	9.23	-	10.29	10.67	8.04	8.21	9.99	10.53	7.57	7.60
Transportation and utilities .....	11.53	12.89	-	-	-	-	-	-	-	-	-
State and local government .....	8.65	9.15	-	-	-	-	-	-	-	-	-
Shipping/Receiving Clerks .....	10.48	10.69	9.41	10.81	10.90	9.82	10.21	10.95	10.99	10.72	10.76
Private industry .....	10.47	10.68	9.41	10.80	10.89	9.83	10.23	10.95	10.98	10.68	10.71
Goods producing .....	10.62	10.92	9.71	11.00	11.05	9.72	10.14	11.57	11.70	10.69	10.69
Manufacturing .....	10.60	10.92	9.63	11.00	11.05	9.71	10.12	11.59	11.72	10.57	10.69
Service producing .....	10.29	10.45	-	10.57	10.71	10.00	10.34	10.06	10.11	10.67	10.72
Transportation and utilities .....	8.47	9.02	-	-	-	-	-	-	-	-	-
State and local government .....	10.85	11.05	-	-	-	9.37	9.29	11.54	11.54	12.38	12.95

See note at end of table.

**Table C-5. Average hourly pay by type of area, material movement and custodial occupations, United States, June 1996 — 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 .....	\$8.53	\$8.55	-	\$10.66	\$10.63	\$7.92	\$7.96	\$8.82	\$8.85	\$7.86	\$7.86
Private industry .....	8.44	8.44	-	10.55	10.54	7.94	7.94	8.66	8.69	7.64	7.64
Goods producing .....	9.77	9.85	-	10.57	10.51	9.12	9.19	10.90	11.10	8.11	8.10
Manufacturing .....	9.88	9.97	-	10.41	10.34	9.32	9.46	11.05	11.28	7.93	7.93
Service producing .....	8.22	8.23	-	10.55	10.55	7.80	7.80	8.21	8.22	7.57	7.57
Transportation and utilities .....	8.94	8.94	-	-	-	-	-	-	-	-	-
State and local government .....	9.89	10.96	-	-	-	7.66	8.46	11.93	11.92	11.92	12.28
Medium Truck .....	14.81	14.76	-	15.75	15.85	13.36	13.43	15.72	15.40	14.77	14.88
Private industry .....	14.93	14.86	-	15.87	15.98	13.54	13.59	15.83	15.49	14.78	14.88
Goods producing .....	12.76	13.06	-	15.21	15.26	10.18	10.22	13.35	15.01	12.85	12.74
Manufacturing .....	13.17	13.59	-	16.07	16.14	10.89	11.00	13.40	15.11	12.78	12.78
Service producing .....	15.30	15.16	-	15.96	16.09	14.01	14.04	16.23	15.56	15.28	15.44
Transportation and utilities .....	17.44	17.28	-	17.63	17.63	17.40	17.40	17.71	17.18	-	-
State and local government .....	12.15	12.27	-	-	-	9.61	9.45	-	-	-	-
Heavy Truck .....	13.38	13.41	\$13.04	15.36	15.38	10.78	10.97	13.55	13.68	14.30	13.92
Private industry .....	13.29	13.13	-	14.64	14.65	11.17	11.12	13.25	13.26	14.28	13.82
Goods producing .....	13.93	13.60	-	17.99	18.02	10.67	10.53	13.64	13.65	16.19	15.12
Manufacturing .....	14.40	14.51	-	-	-	11.21	10.98	13.22	13.22	15.18	15.25
Service producing .....	12.83	12.83	-	12.90	12.90	11.75	11.75	12.82	12.82	13.40	13.40
Transportation and utilities .....	12.79	12.79	-	-	-	11.65	11.65	-	-	-	-
State and local government .....	13.74	14.74	9.69	-	-	9.51	10.27	14.72	-	14.49	15.06
Tractor Trailer .....	14.24	14.74	10.22	15.54	15.71	12.28	13.35	15.07	15.06	15.16	15.24
Private industry .....	14.22	14.71	10.21	15.46	15.63	12.29	13.37	15.07	15.06	15.13	15.21
Goods producing .....	13.04	13.29	-	14.02	14.26	11.12	11.16	13.97	14.00	14.08	14.30
Manufacturing .....	13.02	13.29	-	13.81	14.00	11.40	11.51	13.65	13.67	13.92	14.13
Service producing .....	14.57	15.10	-	15.78	15.88	12.64	14.00	15.41	15.37	15.45	15.47
Transportation and utilities .....	15.06	16.05	-	17.26	17.26	12.75	15.08	16.65	16.58	15.70	15.75
State and local government .....	16.84	16.95	-	-	-	-	-	-	-	-	-

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, June 1996

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 .....	\$546	-	\$540	\$533	-	\$535	\$501	\$513	-	\$556	-	-	\$621
Level II .....	647	\$613	642	655	\$654	652	638	693	\$675	627	\$616	\$585	692
Level III .....	832	794	828	828	790	817	839	845	827	829	822	783	908
Level IV .....	1,073	1,107	1,058	1,055	1,019	1,007	1,093	1,049	1,096	1,064	1,064	1,045	1,121
Level V .....	1,376	-	1,359	1,355	-	1,340	1,370	1,335	1,354	1,365	-	-	1,406
Level VI .....	1,779	-	1,750	1,740	-	-	-	-	-	-	-	-	-
<b>Attorneys</b>													
Level II .....	1,147	-	1,123	-	-	-	-	-	-	-	-	-	-
Level III .....	1,548	-	1,516	1,503	-	-	-	-	-	1,524	-	-	-
Level IV .....	1,812	-	1,790	1,806	-	-	-	-	-	1,779	-	-	-
Level V .....	2,182	-	2,152	2,210	-	-	-	-	-	2,110	-	-	-
<b>Engineers</b>													
Level I .....	689	-	688	681	-	669	717	675	676	743	-	-	767
Level II .....	811	776	811	805	741	799	825	810	812	848	-	-	-
Level III .....	958	959	958	956	918	960	965	939	966	971	941	-	1,005
Level IV .....	1,169	1,172	1,166	1,161	1,128	1,152	1,190	1,145	1,155	1,199	1,156	-	1,203
Level V .....	1,422	-	1,414	1,413	1,329	1,428	1,451	1,388	1,372	1,426	1,422	-	1,405
Level VI .....	1,687	-	1,678	1,675	-	1,768	1,698	1,608	1,648	1,711	-	-	-
Level VII .....	2,003	-	1,995	1,985	-	2,081	2,090	1,885	1,882	-	-	-	-
Level VIII .....	2,366	-	2,365	2,362	-	-	-	-	-	-	-	-	-
<b>Administrative Occupations</b>													
<b>Budget Analysts</b>													
Level II .....	669	-	666	-	-	-	-	-	-	-	-	-	-
Level III .....	855	-	845	-	-	-	-	-	-	849	-	-	-
Level IV .....	955	-	937	-	-	-	-	-	-	-	-	-	-
<b>Buyers/Contracting Specialists</b>													
Level I .....	532	-	531	527	-	509	556	578	538	538	-	-	585
Level II .....	665	666	663	657	639	652	665	689	705	680	668	653	735
Level III .....	896	-	893	887	867	867	915	895	870	925	892	-	937
Level IV .....	1,084	-	1,072	1,057	-	984	1,070	1,076	1,047	1,154	-	-	1,185
<b>Computer Programmers</b>													
Level I .....	553	-	548	541	-	-	-	-	-	556	-	-	-
Level II .....	661	-	659	657	-	723	630	666	686	663	-	652	718
Level III .....	792	-	789	790	-	824	796	794	819	788	-	764	826
Level IV .....	937	-	936	924	-	-	-	-	-	-	-	-	-

See note at end of table.

Table D-1. Average weekly pay in goods-producing industries, professional and administrative occupations, United States, June 1996 — 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 .....	\$785	—	\$781	\$775	—	\$730	\$763	\$822	\$792	\$791	—	\$775	\$844
Level II .....	960	—	957	944	—	925	950	947	937	975	\$948	950	1,013
Level III .....	1,157	—	1,153	1,132	—	1,133	1,131	1,155	1,087	1,186	—	1,141	1,210
Level IV .....	1,356	—	1,344	1,312	—	—	—	—	—	1,396	—	—	—
<b>Computer Systems Analyst Supervisors/Managers</b>													
Level I .....	1,279	—	1,273	1,265	—	—	—	—	—	1,281	—	—	—
Level II .....	1,493	—	1,490	1,477	—	—	—	—	—	1,501	—	—	—
Level III .....	1,662	—	1,628	—	—	—	—	—	—	—	—	—	—
<b>Personnel Specialists</b>													
Level I .....	550	—	546	541	—	—	—	—	—	—	—	—	—
Level II .....	621	—	620	641	\$639	595	673	701	682	597	575	622	698
Level III .....	818	\$812	816	831	809	809	839	895	843	794	771	758	883
Level IV .....	1,058	—	1,054	1,046	1,007	1,033	1,039	1,092	1,102	1,065	1,004	1,051	1,131
Level V .....	1,417	—	1,413	1,374	—	1,265	1,398	1,401	1,398	1,486	—	—	1,488
Level VI .....	1,796	—	1,789	—	—	—	—	—	—	—	—	—	—
<b>Personnel Supervisors/Managers</b>													
Level I .....	1,223	—	1,220	1,219	—	—	—	1,226	—	—	—	—	—
Level II .....	1,511	—	1,516	1,520	—	—	—	1,537	—	1,505	—	—	—
Level III .....	1,794	—	1,781	1,737	—	—	—	—	—	1,835	—	—	—
Level IV .....	2,225	—	2,211	—	—	—	—	—	—	—	—	—	—

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, June 1996**

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>Technical Occupations</b>													
<b>Computer Operators</b>													
Level I .....	\$350	-	\$350	\$365	-	-	-	-	-	-	-	-	-
Level II .....	449	-	447	448	-	\$447	\$442	-	\$432	\$446	\$478	\$441	\$489
Level III .....	587	-	586	576	-	573	588	\$595	591	597	553	598	641
Level IV .....	719	-	717	723	-	-	-	-	-	709	-	-	-
<b>Drafters</b>													
Level I .....	386	-	387	388	-	-	-	-	-	-	-	-	-
Level II .....	492	\$498	490	489	\$488	479	487	504	486	510	-	-	-
Level III .....	620	653	616	612	616	598	622	649	653	674	-	-	-
Level IV .....	830	-	830	827	-	-	808	-	-	-	-	-	-
<b>Engineering Technicians</b>													
Level I .....	399	-	-	398	-	-	-	-	-	-	-	-	-
Level II .....	515	-	516	515	-	503	511	539	543	-	-	-	-
Level III .....	648	-	648	647	-	614	669	680	638	654	-	-	-
Level IV .....	775	-	774	773	-	757	777	793	741	796	-	-	-
Level V .....	873	-	869	866	-	848	894	913	810	-	-	-	-
Level VI .....	1,030	-	1,029	1,035	-	-	-	-	-	-	-	-	-

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, June 1996

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 .....	\$306	-	\$309	\$301	-	-	-	-	-	-	\$322	-	-
Level II .....	376	\$384	375	372	\$384	\$370	\$384	\$360	\$382	378	\$369	\$383	\$411
Level III .....	472	468	470	469	456	462	472	467	483	471	450	451	545
Level IV .....	572	-	568	568	-	554	570	617	580	567	542	543	618
<b>Clerks, General</b>													
Level I .....	284	-	285	-	-	-	-	-	-	-	-	-	-
Level II .....	330	314	331	345	-	350	-	352	339	321	321	324	-
Level III .....	450	389	455	482	-	416	598	550	424	418	379	444	-
Level IV .....	535	-	536	554	-	-	-	612	-	502	-	-	-
<b>Clerks, Order</b>													
Level I .....	371	-	371	359	-	-	-	-	-	385	369	-	-
Level II .....	469	-	469	460	-	-	-	-	-	481	-	-	-
<b>Key Entry Operators</b>													
Level I .....	344	-	344	340	-	-	-	-	-	347	355	349	-
Level II .....	426	-	426	427	-	-	-	-	-	425	422	407	-
<b>Personnel Assistants</b>													
Level I .....	311	-	311	306	-	-	-	-	-	-	-	-	-
Level II .....	398	-	397	407	-	-	-	-	-	382	355	-	-
Level III .....	501	-	496	503	-	-	487	523	-	488	444	-	-
Level IV .....	584	-	582	582	-	-	-	-	-	581	-	-	-
<b>Secretaries</b>													
Level I .....	437	-	437	453	-	-	-	-	-	416	-	-	-
Level II .....	508	-	508	513	-	-	463	506	528	500	473	506	522
Level III .....	583	599	581	582	501	550	589	615	595	579	535	556	612
Level IV .....	685	665	683	683	-	674	690	687	703	683	650	695	696
Level V .....	816	-	814	819	-	-	-	861	780	808	-	-	-
<b>Switchboard Operator-Receptionists</b>	354	355	354	349	354	352	339	343	393	360	361	366	400
<b>Word Processors</b>													
Level I .....	358	-	356	-	-	-	-	-	-	-	-	-	-
Level II .....	469	-	473	463	-	-	-	-	-	486	-	-	-
Level III .....	627	-	630	641	-	-	-	-	-	-	-	-	-

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, June 1996

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> .....	\$10.31	-	\$10.29	\$10.77	\$12.05	\$10.43	\$10.60	\$10.99	\$11.28	\$9.84	\$9.59	\$10.97	\$10.64
<b>Maintenance Electricians</b> .....	18.84	-	18.83	19.19	18.02	17.77	-	21.47	18.76	17.59	16.12	20.51	19.60
<b>Maintenance Electronics Technicians</b>													
Level I .....	11.63	-	11.62	11.42	-	-	-	-	-	-	-	-	-
Level II .....	17.52	-	17.45	16.24	-	15.81	-	-	-	-	-	-	-
Level III .....	19.99	-	19.96	20.45	-	-	-	-	-	18.58	-	-	-
<b>Maintenance Machinists</b> .....	16.80	-	16.82	16.10	15.39	14.61	16.06	20.17	16.69	18.26	18.55	21.12	19.00
<b>Maintenance Mechanics, Machinery</b> .....	16.40	-	16.39	17.00	16.02	16.46	16.46	20.18	16.27	15.47	14.74	16.04	17.51
<b>Maintenance Mechanics, Motor Vehicle</b> .....	15.99	\$14.66	15.89	16.74	-	-	-	20.24	-	14.77	13.96	-	-
<b>Maintenance Pipefitters</b> .....	20.74	-	20.85	21.35	-	-	-	21.82	-	19.49	-	-	-
<b>Tool and Die Makers</b> .....	19.05	-	19.05	19.23	17.18	16.94	19.52	21.64	18.84	16.87	-	-	-

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, June 1996

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>Forklift Operators</b> .....	\$11.39	-	\$11.39	\$11.80	\$11.59	\$10.98	\$11.58	\$15.87	-	-	\$10.80	\$11.23	\$11.17	\$12.21
<b>Guards</b>														
Level I .....	9.10	-	9.10	9.25	-	-	8.90	-	-	-	8.96	7.95	10.59	-
Level II .....	13.98	-	14.02	14.09	-	-	-	-	-	-	13.86	-	-	-
<b>Janitors</b> .....	10.44	-	10.44	11.43	9.09	8.92	11.60	15.41	\$10.33	-	8.80	9.75	9.47	10.66
<b>Material Handling Laborers</b> .....	-	-	-	10.55	-	-	11.31	11.92	-	-	7.74	-	-	-
<b>Shipping/Receiving Clerks</b> .....	10.62	-	10.60	10.61	10.62	10.68	11.03	11.88	10.59	-	10.59	10.79	10.83	12.36
<b>Truckdrivers</b>														
Light Truck .....	9.77	\$9.27	9.88	10.34	-	-	-	-	-	-	9.37	-	8.78	-
Medium Truck .....	12.76	9.11	13.17	10.79	-	-	-	-	-	-	14.23	12.93	16.90	-
Heavy Truck .....	13.93	11.41	14.40	13.15	-	-	-	-	-	-	18.18	14.03	-	-
Tractor Trailer .....	13.04	14.17	13.02	13.26	-	-	-	17.93	-	-	12.94	13.14	-	-

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, June 1996**

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 .....	\$509	\$538	-	\$511	\$508	\$514	\$502	\$525	\$493	\$534	\$502	\$472	\$502
Level II .....	616	637	\$633	613	605	629	601	638	604	615	603	598	636
Level III .....	808	847	812	838	800	806	759	794	788	818	752	780	823
Level IV .....	1,038	1,070	1,016	1,043	1,029	1,037	1,022	1,017	1,024	1,015	1,003	994	1,073
Level V .....	1,414	1,371	-	-	1,418	1,469	1,302	1,352	1,352	1,315	1,384	-	1,340
Level VI .....	1,747	1,803	-	-	-	-	-	-	-	-	-	-	-
<b>Accountants, Public</b>													
Level I .....	594	-	-	-	-	-	-	-	594	-	-	-	594
Level II .....	641	-	-	-	-	-	-	-	641	-	-	-	641
Level III .....	747	-	-	-	-	-	-	-	747	-	-	-	747
Level IV .....	977	-	-	-	-	-	-	-	977	-	-	-	977
<b>Attorneys</b>													
Level I .....	830	-	-	-	-	870	-	-	-	-	-	-	-
Level II .....	1,098	1,153	-	-	-	1,124	-	1,133	979	-	-	-	-
Level III .....	1,380	1,401	-	-	-	1,394	1,385	1,358	1,358	-	1,302	-	-
Level IV .....	1,761	1,827	-	-	-	1,705	1,714	1,606	1,895	-	-	-	1,932
Level V .....	2,194	2,182	-	-	-	2,203	-	-	2,291	-	-	-	-
Level VI .....	2,631	-	-	-	-	-	-	-	-	-	-	-	-
<b>Engineers</b>													
Level I .....	654	731	-	-	-	-	-	-	648	-	-	-	647
Level II .....	799	873	-	-	-	-	-	-	774	-	-	-	770
Level III .....	964	1,021	983	938	-	-	-	-	941	978	-	-	936
Level IV .....	1,185	1,217	1,188	1,157	-	-	-	-	1,170	1,182	-	-	1,169
Level V .....	1,414	1,405	-	-	-	-	-	-	1,415	1,394	-	-	1,417
Level VI .....	1,643	1,653	-	-	-	-	-	-	1,645	-	-	-	1,639
Level VII .....	1,889	-	-	-	-	-	-	-	1,885	-	-	-	1,879
Level VIII .....	2,289	-	-	-	-	-	-	-	-	-	-	-	-
<b>Administrative Occupations</b>													
<b>Budget Analysts</b>													
Level I .....	533	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	651	-	-	-	-	-	-	-	639	-	665	-	-
Level III .....	831	888	-	-	-	-	-	-	804	-	780	-	-
Level IV .....	929	-	-	-	-	-	-	-	867	-	-	-	-
<b>Buyers/Contracting Specialists</b>													
Level I .....	517	-	-	-	-	541	-	-	505	-	498	-	508
Level II .....	664	700	-	655	-	687	640	690	652	678	637	643	666
Level III .....	893	937	-	-	-	856	-	-	867	917	829	-	843
Level IV .....	1,112	1,111	-	-	-	-	-	-	1,117	-	-	-	1,103

See note at end of table.

**Table E-1. Average weekly pay in service-producing industries, professional and administrative occupations, United States, June 1996 — 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>Computer Programmers</b>													
Level I .....	\$547	-	-	-	-	\$551	\$545	\$548	\$552	\$539	-	-	-
Level II .....	638	\$666	-	\$634	\$605	637	640	621	639	637	\$628	\$603	\$678
Level III .....	794	800	-	811	767	805	784	750	787	784	777	729	831
Level IV .....	949	-	-	-	-	924	-	-	962	959	945	-	-
Level V .....	1,145	-	-	-	-	-	-	-	1,136	-	-	-	-
<b>Computer Systems Analysts</b>													
Level I .....	783	835	-	793	751	772	770	752	784	790	767	741	781
Level II .....	939	1,000	\$981	965	914	939	921	928	922	922	923	886	921
Level III .....	1,106	1,164	1,118	1,164	1,083	1,097	1,122	1,078	1,094	1,091	1,096	1,087	1,115
Level IV .....	1,310	-	-	-	-	1,320	-	1,316	1,289	1,288	-	-	1,298
Level V .....	1,522	-	-	-	-	-	-	-	-	-	-	-	-
<b>Computer Systems Analyst Supervisors/Managers</b>													
Level I .....	1,204	1,244	-	-	-	1,204	-	1,207	1,179	1,146	1,297	-	-
Level II .....	1,400	1,521	-	-	-	1,402	-	1,387	1,363	1,357	-	-	-
Level III .....	1,673	-	-	-	-	1,717	-	-	1,608	1,606	-	-	-
<b>Personnel Specialists</b>													
Level I .....	500	497	-	-	-	504	485	-	495	-	497	-	-
Level II .....	601	654	669	608	571	608	599	611	596	621	584	591	626
Level III .....	789	861	858	791	800	781	753	809	774	818	749	754	805
Level IV .....	1,047	1,096	1,079	1,069	1,036	1,022	1,023	1,029	1,040	1,052	997	1,004	1,111
Level V .....	1,330	1,354	-	-	-	1,274	1,304	1,219	1,355	1,366	1,356	-	1,360
Level VI .....	1,759	-	-	-	-	-	-	-	-	-	-	-	-
<b>Personnel Supervisors/Managers</b>													
Level I .....	1,154	-	-	-	-	1,112	-	-	1,149	-	1,125	-	-
Level II .....	1,474	1,506	-	-	-	1,460	1,378	1,394	1,439	-	1,450	-	-
Level III .....	1,902	-	-	-	-	1,950	-	-	1,817	-	-	-	-
Level IV .....	2,319	-	-	-	-	-	-	-	-	-	-	-	-

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, June 1996**

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>Technical Occupations</b>													
<b>Computer Operators</b>													
Level I .....	\$353	-	-	-	-	\$350	\$351	-	\$354	\$355	-	-	-
Level II .....	443	\$498	\$513	\$440	\$441	443	415	\$482	437	443	\$435	\$438	\$421
Level III .....	570	638	645	580	572	557	539	561	552	546	545	531	589
Level IV .....	678	728	-	-	-	662	-	672	676	673	-	-	-
<b>Drafters</b>													
Level I .....	463	529	-	-	-	-	-	-	414	-	-	-	415
Level II .....	519	611	621	-	-	-	-	-	483	-	-	-	481
Level III .....	670	746	-	-	-	-	-	-	653	-	-	-	653
Level IV .....	770	839	-	-	-	-	-	-	758	-	-	-	758
<b>Engineering Technicians</b>													
Level I .....	396	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	536	-	-	-	-	-	-	-	516	-	-	-	493
Level III .....	655	709	-	-	-	-	-	-	632	-	-	-	631
Level IV .....	803	855	-	-	-	-	-	-	781	-	-	-	782
Level V .....	955	965	-	-	-	-	-	-	956	-	-	-	959
Level VI .....	1,155	-	-	-	-	-	-	-	1,136	-	-	-	-
<b>Engineering Technicians, Civil</b>													
Level I .....	319	-	-	-	-	-	-	-	317	-	-	-	317
Level II .....	453	-	-	-	-	-	-	-	451	-	-	-	451
Level III .....	596	-	-	-	-	-	-	-	594	-	-	-	594
Level IV .....	756	-	-	-	-	-	-	-	756	-	-	-	757
Level V .....	941	-	-	-	-	-	-	-	949	-	-	-	949
<b>Protective Service Occupations</b>													
<b>Police Officers</b>													
Level I .....	570	-	-	-	-	-	-	-	568	-	-	551	-

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, June 1996

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>Clerks, Accounting</b>													
Level I .....	\$321	\$382	-	\$302	\$309	\$304	\$295	-	\$307	-	-	-	-
Level II .....	372	393	\$444	379	355	373	350	\$371	372	\$397	\$359	\$355	\$385
Level III .....	450	486	490	440	426	450	417	476	455	463	452	425	476
Level IV .....	541	603	-	558	530	499	472	511	548	564	529	527	547
<b>Clerks, General</b>													
Level I .....	272	-	-	-	-	292	288	-	257	-	272	-	-
Level II .....	325	363	-	336	306	330	327	328	317	297	323	321	339
Level III .....	413	489	530	397	392	389	373	391	403	384	418	377	430
Level IV .....	509	578	591	-	484	469	451	-	476	-	463	-	525
<b>Clerks, Order</b>													
Level I .....	333	-	-	361	-	-	-	-	-	-	-	-	-
Level II .....	489	-	-	466	-	-	-	-	-	-	-	-	-
<b>Key Entry Operators</b>													
Level I .....	330	368	-	351	317	336	312	351	320	319	331	328	311
Level II .....	405	-	-	413	423	408	362	417	399	389	401	372	405
<b>Personnel Assistants</b>													
Level I .....	328	-	-	-	-	-	-	-	317	-	312	-	-
Level II .....	396	399	-	-	390	413	407	461	389	430	382	389	405
Level III .....	483	525	-	-	496	468	473	494	482	449	462	488	511
Level IV .....	565	-	-	-	-	568	-	-	559	-	535	-	-
<b>Secretaries</b>													
Level I .....	385	423	-	390	391	401	368	421	373	406	375	350	443
Level II .....	482	510	507	484	474	498	464	517	467	464	471	432	505
Level III .....	554	581	579	570	534	553	526	546	549	566	539	511	577
Level IV .....	668	695	681	655	636	668	659	654	666	671	639	623	725
Level V .....	814	838	-	855	-	815	785	810	796	812	725	-	841
Switchboard Operator-Receptionists ...	354	353	357	349	322	381	348	421	357	371	330	342	401
<b>Word Processors</b>													
Level I .....	387	-	-	-	-	387	361	388	378	-	-	-	394
Level II .....	496	-	-	-	-	453	405	443	516	490	468	-	493
Level III .....	642	-	-	-	-	569	-	-	657	-	-	-	610

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, June 1996**

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> .....	\$9.97	\$11.27	\$11.36	\$11.09	\$10.14	\$9.71	\$10.15	\$9.97	\$9.88	-	\$10.01	\$10.83	\$12.27
<b>Maintenance Electricians</b> .....	18.50	20.42	-	-	-	18.75	-	-	16.86	-	15.87	16.42	18.43
<b>Maintenance Electronics Technicians</b>													
Level I .....	12.03	12.75	-	-	-	-	-	-	11.54	-	12.04	-	-
Level II .....	18.66	19.36	19.35	-	-	-	-	-	15.89	\$15.60	16.44	-	-
Level III .....	20.96	21.29	20.88	-	-	-	-	-	19.13	-	19.49	-	-
<b>Maintenance Machinists</b> .....	17.50	17.50	-	-	-	-	-	-	-	-	-	-	-
<b>Maintenance Mechanics, Machinery</b> .....	18.91	20.93	-	14.82	-	-	-	-	17.66	-	16.68	-	-
<b>Maintenance Mechanics, Motor Vehicle</b> .....	16.10	16.82	19.05	14.40	16.60	-	-	-	14.12	-	-	14.34	-
<b>Maintenance Pipefitters</b> .....	19.03	-	-	-	-	-	-	-	19.65	-	-	-	-

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, June 1996**

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	Education services	Engineering and management services
<b>Forklift Operators</b> .....	\$11.77	\$11.51	-	\$11.67	\$12.69	-	-	-	\$9.23	-	-	-	-
<b>Guards</b>													
Level I .....	6.88	10.19	-	8.43	8.73	\$8.41	\$9.71	-	6.77	\$6.44	\$8.85	\$10.18	-
Level II .....	11.78	-	-	-	-	10.59	-	-	11.64	12.00	11.60	11.03	-
<b>Janitors</b> .....	6.97	10.69	\$11.70	8.92	7.31	9.44	7.53	-	6.77	6.21	7.36	8.68	\$9.65
<b>Material Handling Laborers</b> .....	8.93	11.53	-	8.10	7.98	-	-	-	7.55	7.24	9.19	-	-
<b>Shipping/Receiving Clerks</b> .....	10.29	8.47	-	11.08	10.06	9.56	-	-	9.64	10.10	9.38	-	10.52
<b>Truckdrivers</b>													
Light Truck .....	8.22	8.94	-	8.30	7.03	10.04	-	-	9.01	8.52	8.84	-	-
Medium Truck .....	15.30	17.44	-	11.43	9.45	-	-	-	10.98	-	13.35	-	-
Heavy Truck .....	12.83	12.79	-	12.26	-	-	-	-	10.10	-	-	-	-
Tractor Trailer .....	14.57	15.06	-	13.52	14.74	-	-	-	13.05	-	-	-	-

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



## Part II. Pay Comparisons, 1996

**Table F-1. Pay relatives for occupational groups, all industries, selected areas, 1996**

(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 .....	-	92	-	94	100	94	99	73	92	92	103	-	73
<b>Alaska</b>													
Statewide Alaska .....	119	118	120	119	-	117	-	156	122	-	136	-	136
Anchorage .....	120	116	120	116	-	117	-	164	-	-	-	-	109
<b>Arizona</b>													
Phoenix .....	98	95	99	97	-	98	-	-	87	86	96	-	81
<b>California</b>													
Los Angeles-Long Beach .....	103	107	103	106	-	107	108	137	113	115	-	-	98
Sacramento-Yolo CMSA .....	98	101	97	102	-	100	106	126	110	107	107	100	112
San Diego .....	95	102	93	101	-	102	-	123	101	104	102	-	105
San Francisco-Oakland-San Jose CMSA .....	110	112	109	113	-	115	110	143	120	121	119	-	-
<b>Colorado</b>													
Denver-Boulder-Greeley CMSA .....	103	102	103	102	106	103	97	107	101	103	100	-	97
<b>Connecticut</b>													
Hartford .....	102	100	103	-	-	-	99	110	106	107	107	-	-
New London-Norwich .....	-	103	-	-	-	-	-	-	-	-	-	-	117
<b>District of Columbia</b>													
Washington .....	102	104	102	100	103	98	102	105	108	109	109	-	96
<b>Florida</b>													
Miami-Ft. Lauderdale CMSA <sup>1</sup> .....	105	98	106	99	101	100	-	114	96	98	89	-	87
Orlando .....	102	95	103	91	91	90	-	-	89	94	-	85	94
Tampa-St. Petersburg-Clearwater .....	96	96	96	98	-	99	-	-	88	91	84	86	78
West Palm Beach-Boca Raton .....	-	103	-	-	-	-	-	105	95	94	84	-	89
<b>Georgia</b>													
Atlanta .....	96	98	96	97	96	96	97	75	101	97	100	102	83
Decatur County .....	-	-	-	-	-	-	-	-	-	-	-	-	76
<b>Hawaii</b>													
Statewide Hawaii .....	88	89	87	87	85	84	-	94	104	110	97	-	100
Honolulu .....	87	89	86	87	85	85	-	96	103	110	-	-	96
<b>Illinois</b>													
Chicago-Gary-Kenosha CMSA <sup>1</sup> .....	103	99	104	103	107	103	103	117	105	109	108	111	115
<b>Indiana</b>													
Indianapolis .....	95	97	93	96	-	96	-	87	93	93	106	-	100
<b>Massachusetts</b>													
Boston-Worcester-Lawrence CMSA <sup>1</sup> .....	101	100	101	101	97	102	105	-	107	106	104	-	114
Springfield .....	-	99	-	-	-	-	-	-	-	95	-	-	122

See footnotes at end of table.

**Table F-1. Pay relatives for occupational groups, all industries, selected areas, 1996 — 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>Michigan</b>													
Detroit .....	104	105	104	105	104	103	108	106	107	111	113	-	117
<b>Minnesota</b>													
Minneapolis-St. Paul .....	99	100	99	100	99	102	-	-	103	98	106	-	106
<b>Mississippi</b>													
Jackson .....	94	-	95	87	-	85	-	68	89	85	-	-	67
<b>Missouri</b>													
Kansas City .....	92	97	90	99	103	101	98	85	94	95	96	98	96
St. Louis .....	-	96	-	-	-	-	96	89	95	97	105	112	85
<b>Nebraska</b>													
Omaha .....	100	95	101	98	96	99	-	97	94	94	-	-	96
<b>New York</b>													
Nassau-Suffolk .....	99	105	97	108	112	107	-	151	111	112	112	-	136
<b>North Dakota</b>													
Ward County .....	-	-	-	-	-	-	-	-	-	-	-	-	94
<b>Ohio</b>													
Cincinnati .....	98	97	98	104	-	108	98	96	97	97	103	-	96
Cincinnati-Hamilton CMSA <sup>1</sup> .....	99	98	99	106	102	111	98	95	96	95	100	101	97
Cleveland .....	95	97	94	97	97	96	-	96	99	101	104	106	91
Cleveland-Akron CMSA <sup>1</sup> .....	95	96	94	96	94	96	95	96	98	98	102	110	96
Columbus .....	101	97	103	99	103	98	-	103	101	100	94	-	104
Dayton-Springfield .....	97	97	97	98	-	97	97	101	94	96	105	-	107
<b>Oregon</b>													
Portland-Salem CMSA <sup>1</sup> .....	99	98	99	98	-	97	-	117	98	99	99	-	99
<b>Pennsylvania</b>													
Philadelphia .....	102	102	102	101	100	102	103	109	102	98	100	105	115
Philadelphia-Wilmington-Atlantic City CMSA <sup>1</sup> .....	102	101	103	101	102	102	105	108	103	101	102	102	112
Pittsburgh .....	95	98	93	95	93	95	99	105	95	97	94	113	100
Reading .....	95	93	95	-	-	-	-	-	99	94	99	-	124
Scranton-Wilkes-Barre-Hazleton .....	95	93	96	-	-	-	-	-	86	83	85	97	102
<b>Puerto Rico</b>													
San Juan-Caguas-Arecibo CMSA .....	78	73	80	75	76	73	-	-	69	74	62	60	62
<b>Tennessee</b>													
Nashville .....	90	91	90	92	-	89	94	-	90	91	86	102	84
<b>Texas</b>													
Dallas-Ft. Worth CMSA .....	100	102	100	98	102	98	95	89	96	99	90	85	-
Houston .....	107	110	106	109	110	110	109	87	105	105	101	-	68
Houston-Galveston-Brazoria CMSA <sup>1</sup> .....	107	110	106	109	109	109	108	86	103	104	102	-	68

See footnotes at end of table.

**Table F-1. Pay relatives for occupational groups, all industries, selected areas, 1996 — 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>Virginia</b>													
Richmond-Petersburg .....	99	99	99	98	-	98	-	-	-	100	103	96	81
<b>Washington</b>													
Seattle-Tacoma-Bremerton CMSA .....	-	101	-	97	-	94	-	120	103	100	114	-	114
<b>Wisconsin</b>													
Juneau County .....	-	-	-	-	-	-	-	-	-	-	-	-	-
Milwaukee .....	97	99	97	100	102	99	100	103	100	102	106	112	107
Milwaukee-Racine CMSA <sup>1</sup> .....	97	99	97	100	102	99	99	103	100	101	105	112	104
<b>Wyoming</b>													
Lincoln County .....	-	-	-	-	-	-	-	-	-	-	-	-	118

<sup>1</sup> These areas had a change in area definition in 1996 and are not comparable to similar areas presented in the 1995 National Summary.

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, 1996**

(For each occupational group, average pay level for private industry 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>									97	99	92	-	69
Birmingham <sup>1</sup> .....	-	-	-	-	-	-	-	-	-	-	77	-	108
Gadsden and Anniston <sup>1</sup> .....	-	-	-	-	-	-	-	-	97	94	105	-	73
Huntsville .....	-	92	-	94	100	94	-	-	90	97	85	-	68
Mobile <sup>1</sup> .....	-	-	-	-	80	-	-	-	93	95	78	-	71
Montgomery <sup>1</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Alaska</b>									115	117	130	-	132
Statewide Alaska .....	123	-	124	-	-	115	-	-	112	-	-	-	116
Anchorage .....	123	-	124	-	-	113	-	-	-	-	-	-	-
<b>Arizona</b>									91	88	97	-	79
Phoenix .....	99	96	99	100	-	102	-	-	-	-	-	-	-
<b>California</b>									94	94	-	-	81
Fresno-Visalia <sup>1</sup> .....	-	-	-	-	-	-	-	-	109	109	106	-	95
Los Angeles-Long Beach .....	102	105	101	106	-	107	106	-	102	102	100	100	104
Sacramento-Yolo CMSA .....	99	101	99	98	-	96	-	-	-	-	-	-	110
Salinas <sup>1</sup> .....	-	-	-	-	-	-	-	-	100	102	101	-	97
San Diego .....	94	103	92	113	-	102	109	-	116	116	116	-	-
San Francisco-Oakland-San Jose CMSA .....	108	110	108	-	-	115	-	-	-	-	-	-	-
<b>Colorado</b>									92	90	-	-	89
Colorado Springs and Pueblo <sup>1</sup> .....	-	-	-	-	-	-	-	-	102	101	98	-	97
Denver-Boulder-Greeley CMSA .....	102	101	103	103	105	104	97	-	-	-	-	-	-
<b>Connecticut</b>									106	105	108	-	103
Hartford .....	102	101	103	-	-	-	99	-	-	-	-	-	120
New London-Norwich .....	-	104	-	-	-	-	-	-	-	-	-	-	-
<b>District of Columbia</b>									108	105	-	-	98
Washington .....	102	104	102	100	103	97	102	-	-	-	-	-	-
<b>Florida</b>									-	-	-	-	84
Gainesville <sup>1</sup> .....	-	-	-	-	-	-	-	-	97	96	86	-	85
Miami-Ft. Lauderdale CMSA <sup>2</sup> .....	106	97	108	98	100	99	-	-	-	-	-	-	81
Northwestern Florida <sup>1</sup> .....	-	-	-	-	-	-	-	-	93	94	-	85	102
Orlando .....	102	96	103	91	91	90	-	-	89	90	83	86	76
Tampa-St. Petersburg-Clearwater .....	96	96	96	-	-	99	-	-	94	92	-	-	95
West Palm Beach-Boca Raton .....	-	106	-	-	-	-	-	-	-	-	-	-	-
<b>Georgia</b>									104	101	101	-	85
Atlanta .....	97	98	97	98	98	96	98	-	94	93	94	97	81
Augusta-Aiken, Columbia and Sumter <sup>1</sup> .....	-	-	-	-	-	88	-	-	-	89	81	-	79
Columbus <sup>1</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Hawaii</b>									105	103	-	-	100
Statewide Hawaii .....	98	99	98	96	-	94	-	-	105	104	-	-	97
Honolulu .....	-	99	-	96	-	94	-	-	-	-	-	-	-

See footnotes at end of table.

**Table F-2. Pay relatives for occupational groups, private industry, selected areas, 1996 — Continued**

(For each occupational group, average pay level for private industry 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>Illinois</b>													
Central Illinois <sup>1</sup> .....	-	-	-	-	-	-	-	-	97	96	-	-	-
Chicago-Gary-Kenosha CMSA <sup>2</sup> .....	103	98	104	103	106	102	103	-	104	106	106	-	102
<b>Indiana</b>													
Indianapolis .....	96	101	95	98	-	97	-	-	95	89	108	-	99
<b>Kansas</b>													
Wichita <sup>1</sup> .....	-	-	-	-	-	-	-	-	97	96	106	-	97
<b>Kentucky</b>													
Lexington-Fayette <sup>1</sup> .....	-	-	-	-	-	-	-	-	-	92	91	108	82
Louisville <sup>1</sup> .....	-	-	-	-	94	-	-	-	96	99	98	-	89
<b>Louisiana</b>													
Shreveport-Bossier City <sup>1</sup> .....	-	-	-	-	-	-	-	-	89	-	90	-	-
<b>Massachusetts</b>													
Boston-Worcester-Lawrence CMSA <sup>2</sup> .....	100	99	100	101	97	101	105	-	106	104	101	-	113
<b>Michigan</b>													
Detroit .....	105	107	104	106	104	103	108	-	-	107	113	-	116
<b>Minnesota</b>													
Minneapolis-St. Paul .....	98	98	98	99	98	101	-	-	100	95	105	-	108
<b>Mississippi</b>													
Biloxi-Gulfport-Pascagoula <sup>1</sup> .....	-	-	-	-	91	94	-	-	-	87	83	76	95
Columbus <sup>1</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	78
Jackson .....	-	-	-	-	-	-	-	-	94	93	-	-	71
<b>Missouri</b>													
Kansas City .....	92	97	91	100	104	100	99	-	98	95	98	98	89
St. Louis .....	-	96	-	97	-	99	97	-	96	95	107	-	84
<b>Nebraska</b>													
Omaha .....	99	94	101	97	95	98	-	-	93	92	-	-	90
<b>New York</b>													
Buffalo-Niagara Falls <sup>1</sup> .....	-	-	-	-	-	92	-	-	94	95	-	120	121
Nassau-Suffolk .....	96	101	96	106	110	105	-	-	107	101	111	-	117
<b>North Carolina</b>													
Greensboro-Winston-Salem-High Point <sup>1</sup> .....	-	-	-	-	94	101	-	-	98	96	89	92	74
<b>Ohio</b>													
Cincinnati .....	98	96	98	103	-	108	98	-	96	96	103	-	96
Cincinnati-Hamilton CMSA <sup>2</sup> .....	98	96	99	106	102	111	98	-	95	96	101	-	96
Cleveland .....	94	96	94	97	96	95	95	-	97	97	104	106	92
Cleveland-Akron CMSA <sup>2</sup> .....	94	96	94	96	93	96	95	-	97	97	102	-	97
Columbus .....	101	96	102	97	100	96	-	-	99	98	98	-	97

See footnotes at end of table.

**Table F-2. Pay relatives for occupational groups, private industry, selected areas, 1996 — Continued**

(For each occupational group, average pay level for private industry 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>Ohio</b>													
Dayton-Springfield .....	96	96	97	98	-	96	97	-	93	93	106	-	109
<b>Oklahoma</b>													
Oklahoma City <sup>1</sup> .....	-	-	-	-	-	-	94	-	96	95	95	87	87
<b>Oregon</b>													
Portland-Salem CMSA <sup>2</sup> .....	99	98	100	99	-	99	-	-	97	96	98	-	100
<b>Pennsylvania</b>													
Harrisburg-Lebanon-Carlisle <sup>1</sup> .....	-	-	-	-	-	87	-	-	94	90	97	97	113
Philadelphia .....	103	102	103	101	100	102	103	-	102	98	100	105	116
Philadelphia-Wilmington-Atlantic City CMSA <sup>2</sup> .....	103	102	103	101	102	102	106	-	102	99	102	102	113
Pittsburgh .....	94	98	93	95	93	95	100	94	95	95	93	113	93
Scranton-Wilkes-Barre-Hazleton .....	96	92	97	-	-	-	-	-	85	80	84	99	100
<b>Puerto Rico</b>													
San Juan-Caguas-Arecibo CMSA .....	83	78	84	79	-	78	-	-	73	75	63	61	66
<b>Tennessee</b>													
Nashville .....	93	95	93	94	-	91	-	-	91	88	-	-	90
<b>Texas</b>													
Dallas-Ft. Worth CMSA .....	100	102	100	98	97	98	95	-	99	99	91	-	-
Houston .....	107	111	106	110	111	110	110	-	108	107	103	-	68
Houston-Galveston-Brazoria CMSA <sup>2</sup> .....	107	111	106	110	110	110	109	-	107	106	104	-	68
Northwest Texas <sup>1</sup> .....	-	-	-	-	-	-	-	-	93	97	95	73	74
San Antonio <sup>1</sup> .....	-	-	-	-	-	-	-	-	90	90	-	-	73
<b>Vermont</b>													
Statewide Vermont <sup>1</sup> .....	-	-	-	-	-	89	-	-	97	92	85	78	106
<b>Virgin Islands</b>													
Virgin Islands of the U.S. <sup>1</sup> .....	-	-	-	-	-	-	-	-	-	93	-	-	90
<b>Virginia</b>													
Norfolk-Virginia Beach-Newport News <sup>1</sup> .....	-	-	-	-	93	90	-	-	90	90	89	-	80
Richmond-Petersburg .....	103	100	103	100	-	98	-	-	-	-	105	98	81
<b>Washington</b>													
Seattle-Tacoma-Bremerton CMSA .....	-	101	-	96	-	95	-	-	103	98	114	-	112

See footnotes at end of table.

**Table F-2. Pay relatives for occupational groups, private industry, selected areas, 1996 — Continued**

(For each occupational group, average pay level for private industry 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>Wisconsin</b>													
Juneau County .....	-	-	-	-	-	-	-	-	-	-	-	-	119
Milwaukee .....	97	98	97	100	101	99	-	-	99	98	106	112	104
Milwaukee-Racine CMSA <sup>2</sup> .....	97	98	97	100	102	99	-	-	98	98	105	112	104
<b>Wyoming</b>													
Statewide Wyoming <sup>1</sup> .....	-	-	-	-	-	-	-	-	-	-	104	-	80

<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 private industry. See appendix A-4 for more details.

<sup>2</sup> These areas had a change in area definition in 1996 and are not comparable to similar areas presented in the 1995

National Summary.

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, 1996**

(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 .....	-	-	94	-	98	90	-	72	85	92	82	-	72
<b>Alaska</b>													
Statewide Alaska .....	114	125	111	125	126	121	-	154	-	-	146	-	152
Anchorage .....	-	-	-	-	-	123	-	162	-	-	-	-	133
<b>Arizona</b>													
Phoenix .....	93	91	92	93	97	90	95	98	79	79	93	103	93
<b>California</b>													
Los Angeles-Long Beach .....	116	115	115	112	119	110	120	136	124	133	127	124	112
Sacramento-Yolo CMSA .....	101	105	101	108	-	106	112	124	112	116	118	-	116
San Diego .....	103	104	98	105	-	105	106	121	103	110	111	-	112
San Francisco-Oakland-San Jose CMSA .....	123	127	120	117	-	113	130	142	130	138	131	-	135
<b>Colorado</b>													
Denver-Boulder-Greeley CMSA .....	107	109	104	104	117	100	104	105	102	106	104	-	97
<b>Connecticut</b>													
Hartford .....	-	-	-	-	-	-	-	109	-	109	110	-	126
New London-Norwich .....	-	-	-	-	-	-	-	103	-	-	-	-	130
<b>District of Columbia</b>													
Washington .....	102	106	102	109	108	112	-	103	104	115	104	-	109
<b>Florida</b>													
Miami-Ft. Lauderdale CMSA <sup>1</sup> .....	104	104	100	103	108	105	102	112	94	103	93	-	84
Orlando .....	-	89	-	90	91	90	-	88	83	91	83	-	80
Tampa-St. Petersburg-Clearwater .....	96	93	96	91	92	91	-	-	90	95	85	95	82
West Palm Beach-Boca Raton .....	-	89	-	-	-	-	-	103	92	97	85	-	78
<b>Georgia</b>													
Atlanta .....	91	96	86	91	90	93	-	74	89	93	91	-	85
Decatur County .....	-	-	-	-	-	-	-	-	-	-	-	-	61
<b>Hawaii</b>													
Statewide Hawaii .....	81	84	80	82	87	81	91	93	-	119	-	86	100
Honolulu .....	79	82	78	-	87	79	91	94	-	119	-	-	100
<b>Illinois</b>													
Chicago-Gary-Kenosha CMSA <sup>1</sup> .....	103	109	101	107	-	111	108	115	110	117	-	136	128
<b>Indiana</b>													
Indianapolis .....	81	82	81	84	81	87	-	86	84	89	85	85	97
<b>Massachusetts</b>													
Boston-Worcester-Lawrence CMSA <sup>1</sup> .....	-	102	-	-	-	-	-	-	-	109	-	-	116
<b>Michigan</b>													
Detroit .....	91	97	83	98	106	101	104	104	115	124	110	-	134

See footnotes at end of table.

**Table F-3. Pay relatives for occupational groups, State and local government, selected areas, 1996 — 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>Minnesota</b>													
Minneapolis-St. Paul .....	105	109	103	104	107	103	112	111	112	105	114	-	123
<b>Mississippi</b>													
Jackson .....	-	-	-	-	-	-	-	67	-	79	70	-	62
<b>Missouri</b>													
Kansas City .....	94	98	90	92	89	93	-	83	87	94	84	-	98
St. Louis .....	92	97	90	-	95	94	-	86	93	101	96	-	108
<b>Nebraska</b>													
Omaha .....	-	-	108	-	-	-	-	96	102	-	99	-	99
<b>New York</b>													
Nassau-Suffolk .....	119	129	116	-	133	-	126	142	-	-	119	-	155
<b>Ohio</b>													
Cincinnati .....	104	108	105	-	107	-	-	95	102	97	97	-	99
Cincinnati-Hamilton CMSA <sup>1</sup> .....	104	106	104	-	107	-	-	94	100	95	95	82	98
Cleveland .....	99	93	100	99	104	97	-	95	104	106	103	105	108
Cleveland-Akron CMSA <sup>1</sup> .....	99	92	100	96	101	93	97	95	101	102	101	105	108
Columbus .....	103	98	105	107	108	105	104	101	102	104	91	-	109
Dayton-Springfield .....	-	-	-	-	-	-	-	100	98	107	-	-	109
<b>Oregon</b>													
Portland-Salem CMSA <sup>1</sup> .....	100	98	97	96	-	91	-	115	103	108	107	-	106
<b>Pennsylvania</b>													
Philadelphia .....	94	98	93	102	105	101	-	106	107	109	107	110	127
Philadelphia-Wilmington-Atlantic City CMSA <sup>1</sup> .....	95	98	93	98	100	96	-	106	107	106	108	111	124
Pittsburgh .....	-	-	-	-	-	-	-	104	-	104	103	-	118
Scranton-Wilkes-Barre-Hazleton .....	-	-	-	-	-	-	-	99	-	-	87	-	104
<b>Puerto Rico</b>													
San Juan-Caguas-Arecibo CMSA .....	-	-	-	-	-	-	-	-	-	-	-	-	57
<b>Tennessee</b>													
Nashville .....	-	-	82	-	-	-	-	74	-	-	87	-	78
<b>Texas</b>													
Dallas-Ft. Worth CMSA .....	86	93	79	92	103	90	91	87	86	92	81	74	79
Houston .....	87	92	82	91	93	89	-	85	-	95	88	66	83
Houston-Galveston-Brazoria CMSA <sup>1</sup> .....	87	94	81	91	93	88	84	85	88	95	88	69	80
<b>Virginia</b>													
Richmond-Petersburg .....	-	-	-	-	-	-	-	90	-	-	87	-	77
<b>Washington</b>													
Seattle-Tacoma-Bremerton CMSA .....	99	100	98	99	-	95	-	119	104	104	118	115	116

See footnotes at end of table.

**Table F-3. Pay relatives for occupational groups, State and local government, selected areas, 1996 — 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>Wisconsin</b>													
Juneau County .....	-	-	-	-	-	-	-	-	-	-	-	-	86
Milwaukee .....	100	103	94	104	100	103	-	102	112	117	109	-	120
Milwaukee-Racine CMSA <sup>1</sup> .....	101	103	94	103	99	103	-	102	112	115	110	-	121
<b>Wyoming</b>													
Lincoln County .....	-	-	-	-	-	-	-	-	-	-	-	-	91

<sup>1</sup> These areas had a change in area definition in 1996 and are not comparable to similar areas presented in the 1995 National Summary.

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, 1996**

(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	100	101	100	100	100	102	100	100	92
Goods producing .....	102	103	101	102	101	103	99	-	103	106	99	97	131
Construction .....	-	100	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	101	102	100	102	101	102	99	-	103	106	99	98	131
Durable goods .....	101	102	100	101	100	101	99	-	104	107	101	97	143
Nondurable goods .....	103	102	102	103	102	105	102	-	101	104	94	101	110
Service producing .....	101	99	100	100	101	100	102	-	99	100	103	101	87
Transportation and utilities .....	104	103	104	105	-	106	111	-	107	106	112	105	134
Wholesale trade .....	-	101	-	102	-	97	-	-	99	101	-	93	112
Retail trade .....	-	98	-	-	-	103	-	-	95	98	-	93	92
Finance, insurance, and real estate .....	-	100	-	99	100	99	-	-	98	102	-	-	118
Services .....	99	97	99	99	101	99	100	-	97	99	95	84	85
State and local government .....	94	96	94	96	97	96	105	101	100	96	100	103	121
<b>Region</b>													
Northeast .....	100	102	99	102	103	101	102	117	105	105	104	110	124
South .....	99	98	99	97	98	97	97	80	93	94	91	88	81
Midwest .....	99	99	99	100	98	101	99	98	98	99	103	106	104
West .....	102	104	102	103	103	103	103	123	106	105	105	101	101
<b>Area classification</b>													
Metropolitan .....	100	101	100	100	100	100	101	106	101	101	103	102	101
Nonmetropolitan .....	94	93	94	-	-	-	-	77	90	91	85	85	91
<b>Establishments employing</b>													
Less than 500 workers .....	99	99	99	99	99	100	97	80	98	101	92	93	87
500-999 workers .....	100	100	99	99	97	99	98	97	98	99	98	103	103
1,000-2,499 workers .....	103	102	102	103	102	102	102	-	102	101	105	116	109
2,500 workers or more .....	100	100	100	100	101	99	106	112	103	99	115	131	124

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, 1996**

(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 .....	101	102	100	102	101	102	99	-	103	104	99	96	143
Construction .....	-	99	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	100	101	100	101	100	102	99	-	103	104	99	97	143
Durable goods .....	100	101	99	101	100	100	99	-	103	104	100	97	157
Nondurable goods .....	102	101	102	103	101	104	102	-	102	102	94	100	121
Service producing .....	100	99	100	99	100	99	103	100	99	99	103	101	95
Transportation and utilities .....	103	102	103	105	-	105	111	-	106	104	112	105	146
Wholesale trade .....	-	100	-	101	-	103	-	-	100	100	-	94	122
Retail trade .....	-	98	-	-	-	97	-	-	95	96	-	93	100
Finance, insurance, and real estate .....	-	99	-	99	100	99	-	-	99	100	-	-	129
Services .....	98	96	99	98	100	98	100	99	98	97	95	84	93
<b>Region</b>													
Northeast .....	99	101	99	101	103	100	102	-	105	103	103	109	126
South .....	99	98	100	98	100	97	98	-	96	96	92	89	82
Midwest .....	99	98	99	100	98	101	100	-	98	98	104	106	103
West .....	102	103	102	103	102	103	102	-	103	103	104	100	97
<b>Area classification</b>													
Metropolitan .....	100	101	100	100	100	100	101	100	101	100	103	102	101
Nonmetropolitan .....	95	93	96	-	-	-	-	-	90	91	85	-	92
<b>Establishments employing</b>													
50-499 workers .....	99	99	99	99	99	100	97	-	99	100	92	93	90
500-999 workers .....	99	100	99	99	97	99	98	-	99	97	99	104	100
1,000-2,499 workers .....	101	101	101	102	102	101	101	-	102	101	106	117	111
2,500 workers or more .....	102	104	101	102	103	100	107	-	105	102	118	136	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, 1996**

(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
<b>Region</b>													
Northeast .....	102	103	102	-	105	-	-	116	106	110	112	-	121
South .....	90	91	90	91	93	89	87	80	86	90	83	72	77
Midwest .....	98	99	97	100	104	99	-	97	100	103	100	108	107
West .....	106	109	105	-	108	-	112	121	111	113	110	100	108
<b>Area classification</b>													
Metropolitan .....	101	101	101	101	101	101	101	105	102	101	105	106	105
Nonmetropolitan .....	-	-	88	-	-	-	-	78	91	93	82	-	83
<b>Establishments employing</b>													
Less than 500 workers .....	98	-	99	-	96	-	-	82	96	102	91	-	96
500-999 workers .....	98	100	97	94	94	95	-	96	97	104	95	-	106
1,000-2,499 workers .....	111	107	115	107	104	109	-	-	103	103	101	-	105
2,500 workers or more .....	99	100	98	99	100	99	101	110	101	98	106	117	98

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

### Part III. Locality Pay, 1996

Table H-1. Average weekly pay<sup>1</sup> in all industries, professional and administrative occupations,<sup>2</sup> selected areas, 1996

State, area, and reference month	Professional														
	Accountants						Accountants, Public				Attorneys				
	I	II	III	IV	V	VI	I	II	III	IV	I	II	III	IV	V
<b>Alabama</b>															
Huntsville (March) .....	-	\$562	\$727	\$1,005	-	-	-	-	-	-	-	-	-	-	-
<b>Alaska</b>															
Statewide Alaska (July) .....	-	760	958	1,198	-	-	-	-	-	-	-	-	\$1,282	\$1,569	-
Anchorage (July) .....	-	746	972	1,116	-	-	-	-	-	-	-	-	-	-	-
<b>Arizona</b>															
Phoenix (April) .....	\$506	603	750	977	\$1,384	-	\$553	\$568	-	-	-	-	1,347	1,464	-
<b>California</b>															
Sacramento-Yolo CMSA (March) .....	586	674	804	978	1,263	-	-	-	-	-	-	-	1,227	1,397	-
San Diego (July) .....	-	655	842	1,055	1,304	-	-	-	-	-	-	-	1,333	1,676	-
San Francisco-Oakland-San Jose CMSA (March) .....	637	700	907	1,153	1,389	\$1,807	-	-	-	-	-	\$1,106	1,245	1,523	1,802
<b>Colorado</b>															
Denver-Boulder-Greeley CMSA (January) .....	546	638	808	1,039	-	-	-	-	-	-	\$765	1,020	1,322	1,681	-
<b>Connecticut</b>															
Hartford (March) .....	-	628	804	1,050	1,326	-	-	-	-	-	-	997	1,298	1,681	2,026
New London-Norwich (January) .....	-	584	862	1,072	-	-	-	-	-	-	-	-	-	-	-
<b>District of Columbia</b>															
Washington (February) .....	514	632	845	1,077	1,362	-	-	631	-	\$944	759	998	1,265	1,715	-
<b>Florida</b>															
Miami-Ft. Lauderdale CMSA (November) <sup>3</sup> .....	520	629	804	1,029	1,371	-	629	699	\$823	1,086	-	1,012	1,386	2,057	-
Orlando (April) .....	454	601	763	1,009	-	-	-	-	-	-	-	-	-	-	-
Tampa-St. Petersburg-Clearwater (July) .....	-	613	759	1,025	1,330	-	644	706	839	1,116	-	-	1,255	-	-
West Palm Beach-Boca Raton (February) .....	-	669	829	1,018	-	-	-	-	-	-	-	-	-	-	-
<b>Georgia</b>															
Atlanta (March) .....	499	609	789	1,015	1,271	-	-	-	-	-	-	-	1,158	1,516	-
Decatur County (February) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Hawaii</b>															
Statewide Hawaii (August) .....	-	603	753	885	927	-	-	623	729	1,027	-	-	-	-	-
Honolulu (August) .....	-	596	759	885	923	-	-	623	729	1,027	-	-	-	-	-
<b>Illinois</b>															
Chicago-Gary-Kenosha CMSA (June) <sup>3</sup> .....	542	637	781	1,035	1,348	1,955	593	644	752	1,037	-	934	1,281	1,693	-
<b>Indiana</b>															
Indianapolis (August) .....	485	622	785	1,001	1,418	-	-	-	-	-	-	1,058	1,385	1,659	-
<b>Massachusetts</b>															
Boston-Worcester-Lawrence CMSA (June) <sup>3</sup> .....	545	628	803	1,021	1,424	1,857	-	607	707	-	-	-	1,441	1,975	-
<b>Michigan</b>															
Detroit (January) .....	514	684	840	1,054	1,364	1,785	-	-	-	-	894	1,057	1,357	1,574	2,039

See footnotes at end of table.



Table H-1. Average weekly pay<sup>1</sup> in all industries, professional and administrative occupations,<sup>2</sup> selected areas, 1996 — Continued

State, area, and reference month	Professional								Administrative													
	Engineers								Budget Analysts				Buyers/Contracting Specialists				Computer Programmers					
	I	II	III	IV	V	VI	VII	VIII	I	II	III	IV	I	II	III	IV	I	II	III	IV	V	
<b>Alabama</b>																						
Huntsville (March) .....	\$635	-	\$923	-	-	-	\$1,718	-	-	-	-	-	\$447	\$578	\$768	\$944	\$549	\$627	\$782	-	-	
<b>Alaska</b>																						
Statewide Alaska (July) .....	892	\$971	1,124	\$1,423	\$1,696	\$1,960	-	-	-	-	-	-	-	836	1,080	-	-	764	878	-	-	
Anchorage (July) .....	-	948	1,125	1,436	1,732	1,994	-	-	-	-	-	-	-	741	1,087	-	-	739	856	-	-	
<b>Arizona</b>																						
Phoenix (April) .....	742	839	969	1,149	1,311	-	1,989	-	-	-	\$892	-	516	621	788	1,042	-	632	736	-	-	
<b>California</b>																						
Sacramento-Yolo CMSA (March) .....	744	837	985	1,101	1,300	1,499	1,670	-	-	-	922	\$1,076	-	670	949	-	-	642	846	-	-	
San Diego (July) .....	-	799	893	1,087	1,313	1,517	1,833	-	-	-	-	-	528	670	886	-	-	-	810	-	-	
San Francisco-Oakland-San Jose CMSA (March) .....	751	842	1,056	1,257	1,532	1,814	2,153	\$2,426	-	-	924	-	610	749	972	1,184	-	723	862	-	-	
<b>Colorado</b>																						
Denver-Boulder-Greeley CMSA (January) .....	690	808	956	1,183	1,435	1,675	2,078	-	-	-	846	-	508	654	849	-	-	681	817	\$968	-	
<b>Connecticut</b>																						
Hartford (March) .....	658	790	958	1,219	1,425	1,724	-	-	-	-	-	-	-	675	920	1,140	-	628	-	-	-	
New London-Norwich (January) .....	-	-	-	1,107	1,327	1,599	-	-	-	-	-	-	514	-	807	-	-	-	-	-	-	
<b>District of Columbia</b>																						
Washington (February) .....	631	781	963	1,169	1,439	1,717	1,967	-	-	\$706	855	1,017	559	677	833	956	-	653	800	966	-	
<b>Florida</b>																						
Miami-Ft. Lauderdale CMSA (November) <sup>3</sup> .....	662	840	1,053	1,257	1,517	1,841	-	-	-	-	-	-	524	678	850	-	-	618	805	1,039	-	
Orlando (April) .....	647	787	963	1,220	1,455	1,805	-	-	-	-	747	-	-	637	-	-	-	551	696	958	-	
Tampa-St. Petersburg-Clearwater (July) .....	627	783	983	1,142	1,281	1,523	1,601	-	-	-	-	-	496	673	863	-	568	-	-	-	-	
West Palm Beach-Boca Raton (February) .....	-	745	956	-	-	-	-	-	-	-	-	-	-	-	-	-	-	666	682	-	-	
<b>Georgia</b>																						
Atlanta (March) .....	613	772	942	1,103	1,301	1,634	-	-	\$530	638	832	-	-	654	855	1,040	556	591	778	910	\$947	
Decatur County (February) .....	-	-	788	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Hawaii</b>																						
Statewide Hawaii (August) .....	567	-	870	1,037	1,236	1,346	-	-	-	-	-	-	548	661	740	-	-	569	671	783	-	
Honolulu (August) .....	-	-	853	1,037	1,235	1,326	1,374	-	-	-	-	-	549	672	735	-	-	570	672	783	-	
<b>Illinois</b>																						
Chicago-Gary-Kenosha CMSA (June) <sup>3</sup> .....	733	834	987	1,203	1,461	1,749	2,111	-	-	656	816	-	508	693	859	1,090	593	681	818	1,048	-	
<b>Indiana</b>																						
Indianapolis (August) .....	641	772	908	1,084	-	-	-	-	-	551	-	-	504	630	910	-	-	606	-	918	-	
<b>Massachusetts</b>																						
Boston-Worcester-Lawrence CMSA (June) <sup>3</sup> .....	684	809	995	1,162	1,391	1,681	1,909	2,505	-	657	791	1,095	556	695	890	1,038	559	647	750	906	-	
<b>Michigan</b>																						
Detroit (January) .....	-	829	958	1,186	1,460	1,792	-	-	532	685	828	-	538	734	971	1,206	595	672	804	935	-	

See footnotes at end of table.

Table H-1. Average weekly pay<sup>1</sup> in all industries, professional and administrative occupations,<sup>2</sup> selected areas, 1996 — 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 (March) .....	\$755	\$890	\$1,053	\$1,034	-	-	-	-	\$571	\$779	\$977	-	-	-	-	-	-	-
<b>Alaska</b>																		
Statewide Alaska (July) .....	976	1,108	1,262	-	-	-	-	-	803	979	1,294	-	-	-	-	-	-	-
Anchorage (July) .....	978	1,101	1,260	-	-	-	-	-	-	946	1,295	-	-	-	-	-	-	-
<b>Arizona</b>																		
Phoenix (April) .....	778	911	1,089	1,227	\$1,170	\$1,433	-	-	603	782	1,000	-	-	\$1,288	-	\$383	\$492	\$628
<b>California</b>																		
Sacramento-Yolo CMSA (March) .....	813	960	1,071	1,200	1,173	1,235	-	-	652	903	1,031	-	-	1,280	-	568	611	767
San Diego (July) .....	778	954	1,150	-	-	-	-	-	619	819	1,076	\$1,285	-	-	-	-	-	800
San Francisco-Oakland-San Jose CMSA (March) .....	885	1,071	1,276	1,451	1,312	1,571	-	\$687	687	910	1,140	1,467	\$1,347	1,604	\$1,928	532	664	795
<b>Colorado</b>																		
Denver-Boulder-Greeley CMSA (January) .....	796	958	1,119	1,339	1,163	1,317	-	-	630	816	1,016	-	1,104	1,398	-	-	717	802
<b>Connecticut</b>																		
Hartford (March) .....	-	-	-	-	-	-	-	-	643	-	1,094	1,255	-	-	-	648	754	878
New London-Norwich (January) .....	-	-	-	-	-	-	-	-	-	772	1,081	-	-	-	-	-	-	-
<b>District of Columbia</b>																		
Washington (February) .....	768	928	1,070	1,195	1,223	1,402	-	502	649	810	1,080	1,416	1,175	1,390	-	460	557	768
<b>Florida</b>																		
Miami-Ft. Lauderdale CMSA (November) <sup>3</sup> .....	780	943	1,148	1,353	-	-	-	513	618	783	1,000	1,313	-	-	-	475	593	-
Orlando (April) .....	667	828	1,034	-	-	-	-	-	541	720	953	-	-	-	-	-	-	-
Tampa-St. Petersburg-Clearwater (July) .....	774	925	1,116	-	1,248	-	-	500	582	757	1,001	-	-	-	-	-	447	-
West Palm Beach-Boca Raton (February) .....	-	946	-	-	-	-	-	-	586	765	-	-	-	-	-	-	-	-
<b>Georgia</b>																		
Atlanta (March) .....	729	892	1,055	1,269	1,130	1,342	-	481	607	786	1,050	1,190	1,182	-	-	-	558	784
Decatur County (February) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Hawaii</b>																		
Statewide Hawaii (August) .....	750	829	847	-	970	1,013	-	513	640	797	854	1,191	-	-	-	-	542	639
Honolulu (August) .....	744	831	850	-	970	1,013	-	516	641	796	851	1,190	-	-	-	-	531	639
<b>Illinois</b>																		
Chicago-Gary-Kenosha CMSA (June) <sup>3</sup> .....	834	969	1,132	-	1,254	1,504	-	527	635	814	1,070	1,471	1,054	1,547	2,124	616	-	846
<b>Indiana</b>																		
Indianapolis (August) .....	789	918	1,036	1,233	1,027	-	-	-	601	806	1,038	-	-	-	-	-	-	-
<b>Massachusetts</b>																		
Boston-Worcester-Lawrence CMSA (June) <sup>3</sup> .....	792	964	1,120	1,333	1,258	1,419	\$1,596	-	630	814	1,105	1,341	1,159	1,503	1,754	-	-	-
<b>Michigan</b>																		
Detroit (January) .....	-	940	1,157	1,370	1,148	1,421	-	-	691	842	1,069	1,441	1,043	1,363	-	-	-	-

See footnotes at end of table.

Table H-1. Average weekly pay<sup>1</sup> in all industries, professional and administrative occupations,<sup>2</sup> selected areas, 1996 — Continued

State, area, and reference month	Professional														
	Accountants						Accountants, Public				Attorneys				
	I	II	III	IV	V	VI	I	II	III	IV	I	II	III	IV	V
<b>Minnesota</b>															
Minneapolis-St. Paul (February) .....	\$536	\$609	\$812	\$1,006	\$1,346	-	-	-	-	-	-	\$978	\$1,338	\$1,714	\$2,211
<b>Mississippi</b>															
Jackson (April) .....	-	609	762	-	-	-	-	-	-	-	-	-	1,015	-	-
<b>Missouri</b>															
Kansas City (September) .....	510	622	805	1,015	1,307	-	-	\$611	\$746	-	-	-	1,285	1,703	-
St. Louis (March) .....	504	593	760	1,021	-	-	-	608	666	\$868	\$648	860	1,254	-	2,066
<b>Nebraska</b>															
Omaha (April) .....	443	586	758	1,006	1,351	-	-	-	-	-	-	839	1,219	1,626	-
<b>New York</b>															
Nassau-Suffolk (January) .....	521	661	807	1,130	-	-	-	-	-	-	788	1,078	1,198	-	-
<b>Ohio</b>															
Cincinnati (May) .....	509	636	755	1,021	-	-	\$564	593	676	-	-	839	-	-	-
Cincinnati-Hamilton CMSA (May) <sup>3</sup> .....	509	643	759	1,020	-	-	564	593	676	-	717	843	-	-	-
Cleveland (July) .....	-	628	787	996	1,286	-	-	-	-	-	-	-	1,293	-	-
Cleveland-Akron CMSA (August) <sup>3</sup> .....	500	636	789	982	1,258	-	-	-	-	-	-	962	1,286	1,671	2,192
Columbus (January) .....	510	610	774	977	1,259	-	-	-	-	-	731	954	1,158	1,437	-
Dayton-Springfield (March) .....	527	583	785	1,025	1,191	-	-	-	-	-	-	-	-	-	-
<b>Oregon</b>															
Portland-Salem CMSA (July) <sup>3</sup> .....	518	602	800	1,045	1,284	-	-	563	-	1,038	-	950	1,289	-	-
<b>Pennsylvania</b>															
Philadelphia (November) .....	529	651	820	1,097	1,424	-	566	686	825	1,028	644	901	-	1,560	-
Philadelphia-Wilmington-Atlantic City CMSA (November) <sup>3</sup> .....	525	650	816	1,104	1,423	-	566	686	825	1,028	644	924	1,281	1,697	1,901
Pittsburgh (May) .....	469	594	790	1,088	-	-	-	-	-	-	-	-	1,194	1,644	2,106
Reading (January) .....	-	617	718	924	-	-	-	-	-	-	-	-	-	-	-
Scranton-Wilkes-Barre-Hazleton (March) .....	472	575	746	960	-	-	-	-	-	-	-	-	-	-	-
<b>Puerto Rico</b>															
San Juan-Caguas-Arecibo CMSA (October) .....	310	429	595	887	-	-	-	-	-	-	-	797	830	-	-
<b>Tennessee</b>															
Nashville (May) .....	479	568	746	936	-	-	-	-	-	-	-	-	1,072	1,477	-
<b>Texas</b>															
Dallas-Ft. Worth CMSA (March) .....	514	628	831	1,053	1,362	\$1,737	595	641	719	965	682	865	1,183	1,639	2,039
Houston (March) .....	575	670	881	1,166	1,544	-	-	-	-	-	-	1,172	1,430	1,843	2,286
Houston-Galveston-Brazoria CMSA (April) <sup>3</sup> .....	574	670	888	1,170	1,544	-	-	-	-	-	-	1,163	1,411	1,845	2,286

See footnotes at end of table.

Table H-1. Average weekly pay<sup>1</sup> in all industries, professional and administrative occupations,<sup>2</sup> selected areas, 1996 — Continued

State, area, and reference month	Professional								Administrative													
	Engineers								Budget Analysts				Buyers/Contracting Specialists				Computer Programmers					
	I	II	III	IV	V	VI	VII	VIII	I	II	III	IV	I	II	III	IV	I	II	III	IV	V	
<b>Minnesota</b>																						
Minneapolis-St. Paul (February) .....	\$696	\$804	\$946	\$1,141	\$1,350	\$1,606	\$1,897	-	-	-	-	-	\$519	\$656	\$816	\$1,026	\$589	\$652	\$754	\$905	-	
<b>Mississippi</b>																						
Jackson (April) .....	-	806	912	1,090	1,297	-	-	-	-	-	\$721	\$898	-	539	-	-	-	542	694	-	-	
<b>Missouri</b>																						
Kansas City (September) .....	627	758	900	1,083	1,236	1,396	-	-	-	-	782	-	488	655	800	1,012	-	677	811	975	-	
St. Louis (March) .....	-	738	859	-	-	-	-	-	-	-	760	-	477	619	803	990	-	601	720	-	-	
<b>Nebraska</b>																						
Omaha (April) .....	648	825	994	1,155	1,418	-	-	-	-	-	-	-	-	603	914	-	502	594	746	949	-	
<b>New York</b>																						
Nassau-Suffolk (January) .....	-	840	936	1,129	1,306	1,512	-	-	-	-	911	-	552	673	891	-	-	711	870	1,052	-	
<b>Ohio</b>																						
Cincinnati (May) .....	718	876	980	1,138	1,286	1,548	-	-	-	-	-	-	500	662	894	-	-	658	775	-	-	
Cincinnati-Hamilton CMSA (May) <sup>3</sup> .....	721	878	979	1,151	1,306	1,561	-	-	-	-	-	-	514	663	908	-	631	679	768	-	-	
Cleveland (July) .....	652	760	931	1,122	1,293	1,497	-	-	-	-	-	-	-	647	831	1,100	-	613	771	920	-	
Cleveland-Akron CMSA (August) <sup>3</sup> .....	662	773	933	1,112	1,291	1,583	1,958	-	-	-	-	-	465	647	859	1,081	501	609	755	891	-	
Columbus (January) .....	680	801	983	1,180	-	-	-	-	-	-	-	-	551	643	790	-	559	662	785	-	-	
Dayton-Springfield (March) .....	690	741	934	1,134	1,324	-	-	-	\$664	-	997	-	516	645	881	-	602	705	-	-	-	
<b>Oregon</b>																						
Portland-Salem CMSA (July) <sup>3</sup> .....	706	804	954	1,159	1,380	-	1,999	-	-	-	-	-	572	648	892	1,086	-	644	797	-	-	
<b>Pennsylvania</b>																						
Philadelphia (November) .....	664	812	1,023	1,210	1,455	-	-	-	-	\$646	839	-	560	682	907	-	569	645	788	983	-	
Philadelphia-Wilmington-Atlantic City CMSA (November) <sup>3</sup> .....	666	817	1,026	1,210	1,464	-	2,112	-	-	641	839	-	567	679	910	-	569	673	798	983	-	
Pittsburgh (May) .....	640	730	909	1,070	-	-	-	-	-	627	-	-	536	650	789	1,060	499	597	725	877	-	
Reading (January) .....	666	786	911	1,097	1,291	-	-	-	-	-	-	-	-	682	845	-	-	660	-	-	-	
Scranton-Wilkes-Barre-Hazleton (March) .....	-	689	910	1,150	1,318	-	-	-	-	-	-	-	-	619	-	-	475	573	-	-	-	
<b>Puerto Rico</b>																						
San Juan-Caguas-Arecibo CMSA (October) .....	587	663	769	934	-	-	-	-	-	478	-	-	319	-	755	-	383	485	621	-	-	
<b>Tennessee</b>																						
Nashville (May) .....	630	712	876	1,062	1,227	-	-	-	-	-	-	-	455	607	863	-	-	539	-	-	-	
<b>Texas</b>																						
Dallas-Ft. Worth CMSA (March) .....	705	792	939	1,137	1,411	1,735	1,985	-	-	-	813	-	529	652	864	1,031	526	637	752	1,074	-	
Houston (March) .....	699	848	985	1,218	1,523	1,768	2,154	-	-	684	862	1,248	529	722	954	1,317	608	703	877	977	-	
Houston-Galveston-Brazoria CMSA (April) <sup>3</sup> .....	712	852	994	1,221	1,519	1,771	2,149	-	-	682	878	1,248	528	723	961	1,312	608	706	877	977	\$1,155	

See footnotes at end of table.



Table H-1. Average weekly pay<sup>1</sup> in all industries, professional and administrative occupations,<sup>2</sup> selected areas, 1996 — 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>Minnesota</b>																		
Minneapolis-St. Paul (February) .....	\$795	\$958	\$1,087	-	\$1,157	\$1,364	-	\$532	\$634	\$768	\$1,020	\$1,244	-	\$1,461	\$1,899	\$571	\$650	\$753
<b>Mississippi</b>																		
Jackson (April) .....	670	831	890	-	989	-	-	-	564	750	984	-	-	-	-	-	572	-
<b>Missouri</b>																		
Kansas City (September) .....	783	958	1,127	-	-	1,400	-	-	604	816	1,041	1,291	-	-	-	424	492	-
St. Louis (March) .....	765	-	1,109	-	1,158	1,426	-	491	581	731	1,026	-	-	1,387	1,683	-	-	-
<b>Nebraska</b>																		
Omaha (April) .....	766	929	1,081	-	-	1,332	-	-	576	817	1,051	-	-	-	-	-	-	-
<b>New York</b>																		
Nassau-Suffolk (January) .....	-	1,024	1,113	\$1,419	-	-	-	-	680	869	1,072	-	-	-	-	-	622	752
<b>Ohio</b>																		
Cincinnati (May) .....	852	1,014	1,189	-	1,204	1,328	-	-	619	831	1,029	1,344	-	-	-	-	-	-
Cincinnati-Hamilton CMSA (May) <sup>3</sup> .....	870	1,013	1,193	1,743	1,300	1,326	-	541	622	833	1,036	1,365	-	-	-	-	-	-
Cleveland (July) .....	783	899	1,071	1,228	1,138	1,306	-	-	624	832	1,035	1,320	-	-	-	-	581	-
Cleveland-Akron CMSA (August) <sup>3</sup> .....	789	905	1,073	1,200	1,144	1,321	-	500	632	809	1,022	1,326	-	-	-	-	533	-
Columbus (January) .....	801	906	1,060	1,210	-	1,258	\$1,455	-	656	780	1,063	1,277	-	-	-	-	510	-
Dayton-Springfield (March) .....	786	885	1,066	1,268	1,124	-	-	-	587	795	1,003	-	-	-	-	-	-	-
<b>Oregon</b>																		
Portland-Salem CMSA (July) <sup>3</sup> .....	755	908	1,087	-	1,170	1,329	-	-	585	815	1,054	1,355	-	-	-	450	583	-
<b>Pennsylvania</b>																		
Philadelphia (November) .....	828	990	1,109	-	1,250	1,411	-	-	638	806	1,036	1,369	-	-	-	-	571	-
Philadelphia-Wilmington-Atlantic City CMSA (November) <sup>3</sup> .....	831	983	1,121	1,327	1,244	1,412	-	-	638	796	1,030	1,389	-	1,345	-	-	571	-
Pittsburgh (May) .....	740	894	1,060	-	1,160	1,321	-	-	617	756	1,016	1,225	-	-	-	-	555	-
Reading (January) .....	765	890	-	-	-	-	-	-	583	765	983	1,236	-	-	-	-	-	-
Scranton-Wilkes-Barre-Hazleton (March) .....	-	-	982	-	-	-	-	-	520	735	904	-	-	-	-	-	700	-
<b>Puerto Rico</b>																		
San Juan-Caguas-Arecibo CMSA (October) .....	523	685	853	-	-	-	-	322	422	586	984	-	\$868	1,034	-	-	-	-
<b>Tennessee</b>																		
Nashville (May) .....	659	838	987	-	-	-	-	-	584	769	1,137	-	-	-	-	447	501	-
<b>Texas</b>																		
Dallas-Ft. Worth CMSA (March) .....	747	909	1,086	1,292	1,086	1,350	1,577	527	612	783	983	1,262	1,051	1,379	1,669	-	437	512
Houston (March) .....	835	1,021	1,198	1,503	1,345	1,455	-	558	658	877	1,135	1,386	-	1,416	1,948	-	446	502
Houston-Galveston-Brazoria CMSA (April) <sup>3</sup> .....	846	1,020	1,197	1,503	1,335	1,451	-	562	656	872	1,139	1,412	-	1,416	1,956	-	536	502

See footnotes at end of table.

**Table H-1. Average weekly pay<sup>1</sup> in all industries, professional and administrative occupations,<sup>2</sup> selected areas, 1996 — Continued**

State, area, and reference month	Professional														
	Accountants						Accountants, Public				Attorneys				
	I	II	III	IV	V	VI	I	II	III	IV	I	II	III	IV	V
<b>Virginia</b>															
Richmond-Petersburg (August) .....	\$539	\$611	\$809	\$1,036	-	-	-	-	-	-	-	-	\$1,048	-	-
<b>Washington</b>															
Seattle-Tacoma-Bremerton CMSA (November) .....	521	633	843	1,055	-	-	\$533	\$618	\$785	\$1,049	\$739	\$973	1,254	\$1,630	-
<b>Wisconsin</b>															
Juneau County (March) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Milwaukee (August) .....	543	608	811	1,047	-	-	-	-	-	-	-	-	1,340	-	-
Milwaukee-Racine CMSA (August) <sup>3</sup> .....	542	607	811	1,052	-	-	-	-	-	-	-	-	1,339	-	-
<b>Wyoming</b>															
Lincoln County (April) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

**Table H-1. Average weekly pay<sup>1</sup> in all industries, professional and administrative occupations,<sup>2</sup> selected areas, 1996 — Continued**

State, area, and reference month	Professional								Administrative													
	Engineers								Budget Analysts				Buyers/Contracting Specialists				Computer Programmers					
	I	II	III	IV	V	VI	VII	VIII	I	II	III	IV	I	II	III	IV	I	II	III	IV	V	
<b>Virginia</b>																						
Richmond-Petersburg (August) .....	\$703	\$784	\$976	\$1,177	\$1,384	\$1,612	-	-	-	-	-	-	-	\$700	\$925	-	-	\$609	\$740	-	-	
<b>Washington</b>																						
Seattle-Tacoma-Bremerton CMSA (November) .....	-	-	-	-	-	-	-	-	-	\$652	\$841	-	-	700	-	-	-	622	792	-	-	
<b>Wisconsin</b>																						
Juneau County (March) .....	-	811	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Milwaukee (August) .....	685	804	989	1,121	1,292	1,656	-	-	-	-	-	-	-	682	914	-	\$605	663	794	-	-	
Milwaukee-Racine CMSA (August) <sup>3</sup> .....	679	804	988	1,118	1,292	1,647	-	-	-	-	-	-	-	681	906	-	605	662	794	-	-	
<b>Wyoming</b>																						
Lincoln County (April) .....	-	779	876	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

**Table H-1. Average weekly pay<sup>1</sup> in all industries, professional and administrative occupations,<sup>2</sup> selected areas, 1996 — 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>Virginia</b>																		
Richmond-Petersburg (August) .....	\$844	\$911	\$1,075	\$1,288	\$1,157	\$1,379	-	-	\$630	\$781	\$1,067	-	-	-	-	-	-	-
<b>Washington</b>																		
Seattle-Tacoma-Bremerton CMSA (November) .....	780	896	1,043	-	1,200	1,350	-	-	615	809	1,072	-	\$1,155	-	-	\$521	\$635	\$733
<b>Wisconsin</b>																		
Juneau County (March) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Milwaukee (August) .....	818	940	1,093	-	1,244	-	-	-	589	828	1,047	-	-	-	-	-	-	-
Milwaukee-Racine CMSA (August) <sup>3</sup> .....	816	940	1,092	-	1,241	-	-	-	591	820	1,042	-	-	-	-	549	-	651
<b>Wyoming</b>																		
Lincoln County (April) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

<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> Pay data for the following occupational levels did not meet publication criteria in any area: Buyers/Contracting Specialists V, Computer Systems Analysts Supervisors/Managers IV, and Personnel Supervisors/Managers IV and V. In addition, for three occupations, only a single area published average

pay data: Attorneys VI averaged \$2,237 in San Francisco-Oakland-San Jose, CA; Computer Systems Analysts V averaged \$1,579 in Dallas-Ft. Worth, TX; and Personnel Specialists VI averaged \$1,547 in Philadelphia-Wilmington-Atlantic City, PA-DE-NJ.

<sup>3</sup> These areas had a change in area definition in 1996 and are not comparable to similar areas presented in the 1995 National Summary.

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,<sup>2</sup> selected areas, 1996

State, area, and reference month	Technical											
	Computer Operators				Drafters				Engineering Technicians			
	I	II	III	IV	I	II	III	IV	I	II	III	IV
<b>Alabama</b>												
Huntsville (March) .....	\$334	\$430	\$573	-	-	\$484	\$569	-	-	-	\$630	\$838
<b>Alaska</b>												
Statewide Alaska (July) .....	-	544	884	-	-	-	887	\$850	-	-	-	-
Anchorage (July) .....	-	544	681	-	-	-	859	-	-	-	-	-
<b>Arizona</b>												
Phoenix (April) .....	-	451	519	\$623	-	-	595	-	-	\$517	-	770
<b>California</b>												
Sacramento-Yolo CMSA (March) .....	-	499	604	711	-	558	729	862	-	-	634	776
San Diego (July) .....	-	471	552	-	-	545	766	-	-	489	-	752
San Francisco-Oakland-San Jose CMSA (March) .....	-	598	655	695	-	573	-	826	-	567	680	818
<b>Colorado</b>												
Denver-Boulder-Greeley CMSA (January) .....	-	450	582	637	-	454	-	-	\$424	525	616	750
<b>Connecticut</b>												
Hartford (March) .....	-	483	590	680	-	-	601	807	-	-	673	728
New London-Norwich (January) .....	-	-	533	-	-	-	-	-	-	-	-	-
<b>District of Columbia</b>												
Washington (February) .....	404	456	587	-	-	-	667	-	408	540	650	746
<b>Florida</b>												
Miami-Ft. Lauderdale CMSA (November) <sup>3</sup> .....	-	454	571	634	-	523	611	-	-	-	624	-
Orlando (April) .....	-	402	495	-	-	498	605	-	-	475	547	-
Tampa-St. Petersburg-Clearwater (July) .....	-	404	491	-	\$393	478	626	-	-	-	593	-
West Palm Beach-Boca Raton (February) .....	-	467	607	-	-	-	-	-	-	-	-	-
<b>Georgia</b>												
Atlanta (March) .....	-	469	539	695	448	558	603	-	-	-	601	698
Decatur County (February) .....	-	-	-	-	-	-	-	-	-	-	-	-
<b>Hawaii</b>												
Statewide Hawaii (August) .....	-	469	560	-	-	-	615	628	-	-	-	830
Honolulu (August) .....	-	473	553	-	-	-	-	-	-	-	-	-
<b>Illinois</b>												
Chicago-Gary-Kenosha CMSA (June) <sup>3</sup> .....	416	473	576	691	-	509	631	-	-	557	672	812
<b>Indiana</b>												
Indianapolis (August) .....	-	467	599	-	-	490	632	-	-	-	642	-
<b>Massachusetts</b>												
Boston-Worcester-Lawrence CMSA (June) <sup>3</sup> .....	-	466	584	728	-	494	-	912	-	-	705	814
<b>Michigan</b>												
Detroit (January) .....	-	470	607	761	405	480	623	904	-	-	730	851
<b>Minnesota</b>												
Minneapolis-St. Paul (February) .....	419	-	561	680	-	538	-	731	-	507	623	757

See footnotes at end of table.

Table H-2. Average weekly pay<sup>1</sup> in all industries, technical and protective service occupations,<sup>2</sup> selected areas, 1996 — Continued

State, area, and reference month	Technical								Protective service			
	Engineering Technicians		Engineering Technicians, Civil						Corrections Officers	Firefighters	Police Officers	
	V	VI	I	II	III	IV	V	VI			I	II
<b>Alabama</b>												
Huntsville (March) .....	-	-	-	\$395	\$509	-	-	-	\$385	\$462	\$513	\$681
<b>Alaska</b>												
Statewide Alaska (July) .....	-	-	\$593	658	751	\$891	-	-	901	901	1,102	-
Anchorage (July) .....	-	-	-	556	-	914	-	-	914	1,114	1,131	-
<b>Arizona</b>												
Phoenix (April) .....	\$880	-	-	448	579	706	\$805	-	-	682	734	718
<b>California</b>												
Sacramento-Yolo CMSA (March) .....	-	-	-	567	649	799	-	-	829	691	825	925
San Diego (July) .....	-	-	517	590	694	796	986	-	695	818	840	-
San Francisco-Oakland-San Jose CMSA (March) .....	936	\$1,152	593	775	878	974	-	\$1,218	823	-	955	1,074
<b>Colorado</b>												
Denver-Boulder-Greeley CMSA (January) .....	834	-	446	500	634	-	-	-	566	751	733	890
<b>Connecticut</b>												
Hartford (March) .....	868	-	-	-	-	-	-	-	577	-	767	-
New London-Norwich (January) .....	-	-	-	-	-	-	-	-	562	-	-	-
<b>District of Columbia</b>												
Washington (February) .....	918	-	-	541	597	725	839	684	604	684	698	-
<b>Florida</b>												
Miami-Ft. Lauderdale CMSA (November) <sup>3</sup> .....	-	-	351	-	-	-	-	-	614	837	790	-
Orlando (April) .....	-	-	-	-	-	-	-	-	518	-	-	662
Tampa-St. Petersburg-Clearwater (July) .....	-	-	-	477	602	684	-	-	-	573	665	-
West Palm Beach-Boca Raton (February) .....	-	-	-	-	-	482	-	-	623	751	669	892
<b>Georgia</b>												
Atlanta (March) .....	-	-	-	414	536	632	-	-	391	532	521	-
Decatur County (February) .....	-	-	-	-	-	-	-	-	283	300	-	-
<b>Hawaii</b>												
Statewide Hawaii (August) .....	-	-	-	-	545	660	736	-	551	607	649	700
Honolulu (August) .....	-	-	-	-	-	-	-	-	555	604	660	-
<b>Illinois</b>												
Chicago-Gary-Kenosha CMSA (June) <sup>3</sup> .....	-	-	-	-	627	-	933	-	623	-	816	972
<b>Indiana</b>												
Indianapolis (August) .....	-	-	-	431	490	-	-	-	401	639	645	777
<b>Massachusetts</b>												
Boston-Worcester-Lawrence CMSA (June) <sup>3</sup> .....	955	-	-	-	574	-	-	-	-	639	638	-
<b>Michigan</b>												
Detroit (January) .....	976	-	457	517	632	747	-	-	618	672	698	-
<b>Minnesota</b>												
Minneapolis-St. Paul (February) .....	844	-	494	603	705	805	916	-	-	763	775	885

See footnotes at end of table.

Table H-2. Average weekly pay<sup>1</sup> in all industries, technical and protective service occupations,<sup>2</sup> selected areas, 1996 — Continued

State, area, and reference month	Technical											
	Computer Operators				Drafters				Engineering Technicians			
	I	II	III	IV	I	II	III	IV	I	II	III	IV
<b>Mississippi</b>												
Jackson (April) .....	-	\$433	\$504	-	-	\$468	-	-	-	-	-	-
<b>Missouri</b>												
Kansas City (September) .....	-	430	542	\$652	\$481	499	\$631	-	-	\$571	\$676	\$754
St. Louis (March) .....	\$339	418	581	-	381	500	590	-	-	-	562	764
<b>Nebraska</b>												
Omaha (April) .....	-	404	-	-	381	503	580	-	-	-	-	752
<b>New York</b>												
Nassau-Suffolk (January) .....	345	491	627	725	-	-	750	\$807	-	-	-	771
<b>North Dakota</b>												
Ward County (February) .....	-	-	-	-	-	-	-	-	-	-	-	-
<b>Ohio</b>												
Cincinnati (May) .....	-	488	531	-	-	477	645	-	-	546	584	743
Cincinnati-Hamilton CMSA (May) <sup>3</sup> .....	-	489	554	-	-	477	645	-	-	543	584	743
Cleveland (July) .....	321	-	550	649	-	482	604	-	-	-	607	747
Cleveland-Akron CMSA (August) <sup>3</sup> .....	320	415	552	652	-	498	608	696	-	510	631	751
Columbus (January) .....	404	478	534	600	-	-	-	-	-	-	-	-
Dayton-Springfield (March) .....	-	443	562	651	-	489	601	-	-	483	663	709
<b>Oregon</b>												
Portland-Salem CMSA (July) <sup>3</sup> .....	-	473	582	-	-	-	-	-	-	511	611	727
<b>Pennsylvania</b>												
Philadelphia (November) .....	-	457	613	-	-	575	647	890	-	-	679	787
Philadelphia-Wilmington-Atlantic City CMSA (November) <sup>3</sup> .....	-	455	599	654	-	568	643	881	-	-	693	837
Pittsburgh (May) .....	-	403	604	-	450	-	683	-	-	-	644	766
Reading (January) .....	-	466	567	-	-	-	-	-	-	-	-	738
Scranton-Wilkes-Barre-Hazleton (March) .....	-	404	-	-	-	469	-	-	-	-	-	-
<b>Puerto Rico</b>												
San Juan-Caguas-Arecibo CMSA (October) .....	-	302	418	-	288	390	-	-	\$341	432	518	-

See footnotes at end of table.

Table H-2. Average weekly pay<sup>1</sup> in all industries, technical and protective service occupations,<sup>2</sup> selected areas, 1996 — Continued

State, area, and reference month	Technical								Protective service			
	Engineering Technicians		Engineering Technicians, Civil						Corrections Officers	Firefighters	Police Officers	
	V	VI	I	II	III	IV	V	VI			I	II
<b>Mississippi</b>												
Jackson (April) .....	-	-	-	-	\$489	-	-	-	\$371	\$440	\$471	-
<b>Missouri</b>												
Kansas City (September) .....	-	-	\$352	\$423	537	\$677	\$813	-	424	605	616	-
St. Louis (March) .....	\$894	-	-	442	579	741	-	-	477	-	610	-
<b>Nebraska</b>												
Omaha (April) .....	-	-	-	-	577	-	917	-	408	-	745	-
<b>New York</b>												
Nassau-Suffolk (January) .....	-	-	-	613	589	-	-	-	852	-	1,017	\$752
<b>North Dakota</b>												
Ward County (February) .....	-	-	-	-	-	532	-	-	-	-	499	-
<b>Ohio</b>												
Cincinnati (May) .....	892	-	443	523	639	735	893	-	465	719	682	799
Cincinnati-Hamilton CMSA (May) <sup>3</sup> .....	892	-	434	519	634	729	893	-	465	700	676	799
Cleveland (July) .....	858	-	-	-	603	744	-	-	428	738	704	-
Cleveland-Akron CMSA (August) <sup>3</sup> .....	881	-	-	470	608	734	-	-	467	727	692	-
Columbus (January) .....	-	-	-	515	615	676	726	-	538	743	692	-
Dayton-Springfield (March) .....	-	-	-	454	590	675	-	-	516	746	699	-
<b>Oregon</b>												
Portland-Salem CMSA (July) <sup>3</sup> .....	892	-	405	528	616	735	-	\$914	678	768	800	875
<b>Pennsylvania</b>												
Philadelphia (November) .....	934	-	-	553	599	738	834	-	653	-	729	-
Philadelphia-Wilmington-Atlantic City CMSA (November) <sup>3</sup> .....	1,009	-	452	538	585	723	832	-	612	757	744	-
Pittsburgh (May) .....	855	-	-	-	-	679	-	-	581	741	710	-
Reading (January) .....	-	-	-	-	-	-	-	-	-	619	702	-
Scranton-Wilkes-Barre-Hazleton (March) .....	-	-	-	-	529	-	-	-	-	639	-	-
<b>Puerto Rico</b>												
San Juan-Caguas-Arecibo CMSA (October) .....	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.



Table H-2. Average weekly pay<sup>1</sup> in all industries, technical and protective service occupations,<sup>2</sup> selected areas, 1996 — Continued

State, area, and reference month	Technical											
	Computer Operators				Drafters				Engineering Technicians			
	I	II	III	IV	I	II	III	IV	I	II	III	IV
<b>Tennessee</b>												
Nashville (May) .....	-	\$427	\$513	-	-	\$474	\$604	-	-	\$457	\$639	\$721
<b>Texas</b>												
Dallas-Ft. Worth CMSA (March) .....	\$370	459	568	-	\$430	466	595	\$750	-	515	590	691
Houston (March) .....	389	453	565	\$720	441	-	734	817	\$473	580	689	837
Houston-Galveston-Brazoria CMSA (April) <sup>3</sup> .....	403	455	567	720	443	-	726	813	476	558	664	821
<b>Virginia</b>												
Richmond-Petersburg (August) .....	-	-	599	-	-	-	622	-	-	-	-	-
<b>Washington</b>												
Seattle-Tacoma-Bremerton CMSA (November) .....	-	487	592	-	-	525	-	-	-	-	-	-
<b>Wisconsin</b>												
Juneau County (March) .....	-	-	-	-	-	-	-	-	-	-	-	-
Milwaukee (August) .....	-	464	576	-	381	-	638	-	-	-	647	799
Milwaukee-Racine CMSA (August) <sup>3</sup> .....	-	460	576	-	381	-	636	-	-	-	647	793
<b>Wyoming</b>												
Lincoln County (April) .....	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table H-2. Average weekly pay<sup>1</sup> in all industries, technical and protective service occupations,<sup>2</sup> selected areas, 1996 — Continued

State, area, and reference month	Technical								Protective service			
	Engineering Technicians		Engineering Technicians, Civil						Corrections Officers	Firefighters	Police Officers	
	V	VI	I	II	III	IV	V	VI			I	II
<b>Tennessee</b>												
Nashville (May) .....	-	-	-	\$452	\$580	-	-	-	-	\$537	\$556	\$503
<b>Texas</b>												
Dallas-Ft. Worth CMSA (March) .....	-	-	\$339	408	508	\$557	\$630	-	\$417	616	647	-
Houston (March) .....	\$1,083	\$1,220	-	-	532	581	631	-	441	617	603	-
Houston-Galveston-Brazoria CMSA (April) <sup>3</sup> .....	1,078	1,220	-	-	529	581	632	-	442	617	602	-
<b>Virginia</b>												
Richmond-Petersburg (August) .....	-	-	-	-	488	-	-	-	-	-	643	844
<b>Washington</b>												
Seattle-Tacoma-Bremerton CMSA (November) .....	-	-	-	697	775	814	930	\$1,116	624	918	854	918
<b>Wisconsin</b>												
Juneau County (March) .....	-	-	-	-	-	-	-	-	-	-	501	-
Milwaukee (August) .....	875	-	403	521	717	783	928	-	547	724	735	797
Milwaukee-Racine CMSA (August) <sup>3</sup> .....	875	-	403	521	716	783	928	-	528	739	743	797
<b>Wyoming</b>												
Lincoln County (April) .....	-	-	-	-	-	-	-	-	-	-	510	-

<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> Pay data for Computer Operators V did not meet publication criteria in any area.

<sup>3</sup> These areas had a change in area definition in 1996 and are not comparable to similar areas presented in the 1995 National Summary.

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, 1996**

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 (March) .....	-	\$360	\$432	\$633	-	\$329	\$339	\$485	-	-	\$312	\$389
<b>Alaska</b>												
Statewide Alaska (July) .....	-	439	531	654	-	470	558	582	-	-	359	447
Anchorage (July) .....	-	450	510	607	-	456	494	583	-	-	-	-
<b>Arizona</b>												
Phoenix (April) .....	-	359	411	457	\$256	309	364	384	\$340	-	310	364
<b>California</b>												
Sacramento-Yolo CMSA (March) .....	-	455	530	550	-	369	452	530	-	-	490	459
San Diego (July) .....	-	392	456	-	-	319	414	505	366	\$513	339	424
San Francisco-Oakland-San Jose CMSA (March) .....	-	454	533	622	-	396	511	594	-	-	-	494
<b>Colorado</b>												
Denver-Boulder-Greeley CMSA (January) .....	\$350	399	478	565	311	-	396	458	-	-	362	391
<b>Connecticut</b>												
Hartford (March) .....	-	397	479	599	-	372	449	507	-	477	363	455
New London-Norwich (January) .....	-	368	450	-	-	-	477	479	-	-	-	-
<b>District of Columbia</b>												
Washington (February) .....	343	414	494	565	284	370	416	542	359	-	346	459
<b>Florida</b>												
Miami-Ft. Lauderdale CMSA (November) <sup>2</sup> .....	-	380	468	558	285	-	397	441	344	-	336	409
Orlando (April) .....	308	352	428	472	-	-	331	351	-	-	317	-
Tampa-St. Petersburg-Clearwater (July) .....	294	357	407	526	-	283	354	382	-	396	284	357
West Palm Beach-Boca Raton (February) .....	-	376	415	541	-	368	394	-	-	-	-	392
<b>Georgia</b>												
Atlanta (March) .....	335	413	462	534	-	332	-	504	-	-	351	-
Decatur County (February) .....	-	365	-	-	-	-	-	-	-	-	-	-
<b>Hawaii</b>												
Statewide Hawaii (August) .....	-	421	454	569	-	334	403	-	418	-	352	431
Honolulu (August) .....	-	422	454	578	-	332	398	447	419	-	353	424
<b>Illinois</b>												
Chicago-Gary-Kenosha CMSA (June) <sup>2</sup> .....	-	406	462	610	310	356	434	524	-	469	347	435
<b>Indiana</b>												
Indianapolis (August) .....	299	362	445	536	289	315	377	481	-	-	326	376
<b>Massachusetts</b>												
Boston-Worcester-Lawrence CMSA (June) <sup>2</sup> .....	-	421	491	595	-	-	438	-	-	503	380	448
<b>Michigan</b>												
Detroit (January) .....	309	382	475	607	318	-	433	542	-	-	349	-
<b>Minnesota</b>												
Minneapolis-St. Paul (February) .....	331	402	461	513	356	401	439	497	387	527	354	410

See footnotes at end of table.

Table H-3. Average weekly pay<sup>1</sup> in all industries, clerical occupations, selected areas, 1996 — Continued

State, area, and reference month	Personnel Assistants				Secretaries					Switchboard Operator-Receptionists
	I	II	III	IV	I	II	III	IV	V	
<b>Alabama</b>										
Huntsville (March) .....	-	\$387	\$452	-	\$368	\$416	\$518	\$590	-	\$294
<b>Alaska</b>										
Statewide Alaska (July) .....	-	479	636	\$739	-	-	714	-	-	427
Anchorage (July) .....	-	-	608	-	-	-	-	-	-	424
<b>Arizona</b>										
Phoenix (April) .....	-	-	-	-	380	430	449	543	\$639	310
<b>California</b>										
Sacramento-Yolo CMSA (March) .....	-	548	617	621	434	547	578	642	760	368
San Diego (July) .....	-	-	518	-	426	503	585	666	790	351
San Francisco-Oakland-San Jose CMSA (March) .....	-	-	638	700	-	600	668	748	840	438
<b>Colorado</b>										
Denver-Boulder-Greeley CMSA (January) .....	-	452	506	618	400	508	553	639	750	357
<b>Connecticut</b>										
Hartford (March) .....	-	-	547	-	451	514	581	671	793	385
New London-Norwich (January) .....	-	424	-	-	414	-	565	658	739	357
<b>District of Columbia</b>										
Washington (February) .....	-	421	521	-	459	525	586	699	816	412
<b>Florida</b>										
Miami-Ft. Lauderdale CMSA (November) <sup>2</sup> .....	\$306	423	520	-	398	490	547	645	762	335
Orlando (April) .....	-	383	440	-	364	446	519	613	-	340
Tampa-St. Petersburg-Clearwater (July) .....	-	413	514	-	369	430	516	596	-	320
West Palm Beach-Boca Raton (February) .....	-	395	445	-	356	440	518	-	-	339
<b>Georgia</b>										
Atlanta (March) .....	-	442	554	-	389	448	551	621	771	372
Decatur County (February) .....	-	-	-	-	363	-	-	-	-	-
<b>Hawaii</b>										
Statewide Hawaii (August) .....	-	429	501	545	434	541	611	721	822	394
Honolulu (August) .....	-	433	502	542	-	547	610	726	822	391
<b>Illinois</b>										
Chicago-Gary-Kenosha CMSA (June) <sup>2</sup> .....	-	425	528	609	455	533	593	699	798	361
<b>Indiana</b>										
Indianapolis (August) .....	-	-	-	-	381	430	491	697	-	363
<b>Massachusetts</b>										
Boston-Worcester-Lawrence CMSA (June) <sup>2</sup> .....	-	437	522	646	447	511	581	677	798	402
<b>Michigan</b>										
Detroit (January) .....	-	435	492	-	500	510	620	628	873	-
<b>Minnesota</b>										
Minneapolis-St. Paul (February) .....	-	438	517	608	-	475	535	619	768	382

See footnotes at end of table.



**Table H-3. Average weekly pay<sup>1</sup> in all industries, clerical occupations, selected areas, 1996 — Continued**

State, area, and reference month	Word Processors		
	I	II	III
<b>Alabama</b>			
Huntsville (March) .....	-	\$394	-
<b>Alaska</b>			
Statewide Alaska (July) .....	-	-	-
Anchorage (July) .....	-	-	-
<b>Arizona</b>			
Phoenix (April) .....	\$416	399	\$429
<b>California</b>			
Sacramento-Yolo CMSA (March) .....	-	511	615
San Diego (July) .....	380	488	586
San Francisco-Oakland-San Jose CMSA (March) ....	-	589	711
<b>Colorado</b>			
Denver-Boulder-Greeley CMSA (January) .....	-	-	-
<b>Connecticut</b>			
Hartford (March) .....	386	550	-
New London-Norwich (January) .....	-	-	-
<b>District of Columbia</b>			
Washington (February) .....	413	486	583
<b>Florida</b>			
Miami-Ft. Lauderdale CMSA (November) <sup>2</sup> .....	362	456	-
Orlando (April) .....	383	421	-
Tampa-St. Petersburg-Clearwater (July) .....	326	413	-
West Palm Beach-Boca Raton (February) .....	-	366	-
<b>Georgia</b>			
Atlanta (March) .....	-	-	-
Decatur County (February) .....	-	-	-
<b>Hawaii</b>			
Statewide Hawaii (August) .....	-	432	-
Honolulu (August) .....	-	432	-
<b>Illinois</b>			
Chicago-Gary-Kenosha CMSA (June) <sup>2</sup> .....	-	538	584
<b>Indiana</b>			
Indianapolis (August) .....	-	424	-
<b>Massachusetts</b>			
Boston-Worcester-Lawrence CMSA (June) <sup>2</sup> .....	-	497	-
<b>Michigan</b>			
Detroit (January) .....	420	480	638
<b>Minnesota</b>			
Minneapolis-St. Paul (February) .....	451	-	-

See footnotes at end of table.

Table H-3. Average weekly pay<sup>1</sup> in all industries, clerical occupations, selected areas, 1996 — 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>Mississippi</b>												
Jackson (April) .....	-	\$338	\$443	\$461	-	\$305	-	-	-	-	\$337	\$347
<b>Missouri</b>												
Kansas City (September) .....	-	381	436	493	-	338	\$381	\$462	\$331	-	312	404
St. Louis (March) .....	\$392	355	428	527	\$238	333	388	466	319	-	323	374
<b>Nebraska</b>												
Omaha (April) .....	315	359	421	518	291	332	-	537	-	-	300	367
<b>New York</b>												
Nassau-Suffolk (January) .....	-	445	528	580	-	372	447	457	431	-	368	470
<b>North Dakota</b>												
Ward County (February) .....	-	307	-	-	-	277	336	-	-	-	-	-
<b>Ohio</b>												
Cincinnati (May) .....	-	370	445	534	-	-	414	498	-	-	330	400
Cincinnati-Hamilton CMSA (May) <sup>2</sup> .....	308	366	452	511	-	-	410	489	-	-	333	398
Cleveland (July) .....	316	389	457	563	255	335	410	482	-	-	300	379
Cleveland-Akron CMSA (August) <sup>2</sup> .....	314	387	460	567	249	336	435	498	333	\$454	302	391
Columbus (January) .....	-	379	464	546	-	350	429	454	-	-	364	425
Dayton-Springfield (March) .....	-	348	432	482	-	324	383	477	329	-	324	421
<b>Oregon</b>												
Portland-Salem CMSA (July) <sup>2</sup> .....	-	387	458	561	-	327	420	459	-	-	341	-
<b>Pennsylvania</b>												
Philadelphia (November) .....	336	424	480	606	-	378	419	-	-	-	369	446
Philadelphia-Wilmington-Atlantic City CMSA (November) <sup>2</sup> .....	336	423	484	586	316	378	423	513	-	-	357	440
Pittsburgh (May) .....	293	-	437	574	281	326	400	459	366	-	322	331
Reading (January) .....	-	400	441	-	-	369	401	-	-	-	367	383
Scranton-Wilkes-Barre-Hazleton (March) .....	271	350	397	-	-	296	377	-	312	-	291	352
<b>Puerto Rico</b>												
San Juan-Caguas-Arecibo CMSA (October) .....	222	251	322	-	186	211	-	304	295	-	248	312
<b>Tennessee</b>												
Nashville (May) .....	-	351	418	491	263	289	341	-	332	-	314	383
<b>Texas</b>												
Dallas-Ft. Worth CMSA (March) .....	396	383	442	533	302	319	401	402	338	-	305	377
Houston (March) .....	409	406	493	580	328	349	479	442	-	-	341	396
Houston-Galveston-Brazoria CMSA (April) <sup>2</sup> .....	406	401	494	581	311	344	465	429	-	-	341	396
<b>Virginia</b>												
Richmond-Petersburg (August) .....	-	382	444	-	-	341	-	523	-	-	-	478

See footnotes at end of table.

Table H-3. Average weekly pay<sup>1</sup> in all industries, clerical occupations, selected areas, 1996 — Continued

State, area, and reference month	Personnel Assistants				Secretaries					Switchboard Operator-Receptionists
	I	II	III	IV	I	II	III	IV	V	
<b>Mississippi</b>										
Jackson (April) .....	-	\$389	\$440	-	\$337	\$374	\$487	\$587	-	\$340
<b>Missouri</b>										
Kansas City (September) .....	-	422	474	-	393	453	538	615	-	353
St. Louis (March) .....	\$323	385	495	-	377	451	532	647	\$805	322
<b>Nebraska</b>										
Omaha (April) .....	335	372	456	-	360	428	515	659	-	331
<b>New York</b>										
Nassau-Suffolk (January) .....	-	437	595	-	421	544	627	672	794	391
<b>North Dakota</b>										
Ward County (February) .....	-	-	-	-	-	-	-	-	-	286
<b>Ohio</b>										
Cincinnati (May) .....	-	429	452	-	374	451	545	639	-	337
Cincinnati-Hamilton CMSA (May) <sup>2</sup> .....	-	426	456	-	371	452	532	637	689	335
Cleveland (July) .....	-	-	-	-	386	506	569	628	742	364
Cleveland-Akron CMSA (August) <sup>2</sup> .....	-	408	-	-	383	490	556	615	768	354
Columbus (January) .....	-	-	482	\$612	391	485	551	613	-	342
Dayton-Springfield (March) .....	-	381	501	-	367	456	534	636	-	321
<b>Oregon</b>										
Portland-Salem CMSA (July) <sup>2</sup> .....	-	440	526	-	426	470	548	642	-	358
<b>Pennsylvania</b>										
Philadelphia (November) .....	-	-	552	-	-	472	564	661	744	396
Philadelphia-Wilmington-Atlantic City CMSA (November) <sup>2</sup> .....	-	463	537	-	441	472	570	664	757	392
Pittsburgh (May) .....	-	-	-	-	474	435	530	606	708	319
Reading (January) .....	-	466	523	-	-	466	513	582	706	375
Scranton-Wilkes-Barre-Hazleton (March) .....	-	406	-	-	334	380	471	512	-	296
<b>Puerto Rico</b>										
San Juan-Caguas-Arecibo CMSA (October) .....	243	333	423	-	312	345	421	-	-	256
<b>Tennessee</b>										
Nashville (May) .....	-	-	451	458	371	446	495	577	-	354
<b>Texas</b>										
Dallas-Ft. Worth CMSA (March) .....	324	401	477	586	432	468	529	632	779	337
Houston (March) .....	-	408	-	-	429	496	573	676	808	363
Houston-Galveston-Brazoria CMSA (April) <sup>2</sup> .....	-	396	-	-	425	495	572	671	808	361
<b>Virginia</b>										
Richmond-Petersburg (August) .....	-	-	-	-	388	476	570	641	-	-

See footnotes at end of table.

**Table H-3. Average weekly pay<sup>1</sup> in all industries, clerical occupations, selected areas, 1996 — Continued**

State, area, and reference month	Word Processors		
	I	II	III
<b>Mississippi</b>			
Jackson (April) .....	-	\$413	-
<b>Missouri</b>			
Kansas City (September) .....	\$376	456	-
St. Louis (March) .....	-	413	\$525
<b>Nebraska</b>			
Omaha (April) .....	338	394	-
<b>New York</b>			
Nassau-Suffolk (January) .....	-	553	-
<b>North Dakota</b>			
Ward County (February) .....	-	-	-
<b>Ohio</b>			
Cincinnati (May) .....	-	456	-
Cincinnati-Hamilton CMSA (May) <sup>2</sup> .....	-	455	-
Cleveland (July) .....	398	496	-
Cleveland-Akron CMSA (August) <sup>2</sup> .....	397	485	545
Columbus (January) .....	435	506	-
Dayton-Springfield (March) .....	-	460	-
<b>Oregon</b>			
Portland-Salem CMSA (July) <sup>2</sup> .....	-	416	-
<b>Pennsylvania</b>			
Philadelphia (November) .....	415	464	555
Philadelphia-Wilmington-Atlantic City CMSA (November) <sup>2</sup> .....	416	465	553
Pittsburgh (May) .....	-	-	-
Reading (January) .....	-	466	-
Scranton-Wilkes-Barre-Hazleton (March) .....	-	-	-
<b>Puerto Rico</b>			
San Juan-Caguas-Arecibo CMSA (October) .....	211	290	-
<b>Tennessee</b>			
Nashville (May) .....	-	473	-
<b>Texas</b>			
Dallas-Ft. Worth CMSA (March) .....	-	486	-
Houston (March) .....	392	477	626
Houston-Galveston- Brazoria CMSA (April) <sup>2</sup> .....	392	474	620
<b>Virginia</b>			
Richmond-Petersburg (August) .....	-	445	-

See footnotes at end of table.



**Table H-3. Average weekly pay in all industries, clerical occupations, selected areas, 1996 — 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>Washington</b>												
Seattle-Tacoma-Bremerton CMSA (November) .....	-	\$406	\$477	\$588	\$369	\$363	\$445	\$510	-	-	\$402	\$438
<b>Wisconsin</b>												
Juneau County (March) .....	-	-	-	-	-	-	366	-	-	-	-	-
Milwaukee (August) .....	-	401	447	574	296	361	428	476	\$377	-	316	361
Milwaukee-Racine CMSA (August) <sup>2</sup> .....	-	400	446	572	296	358	424	479	375	\$457	-	361
<b>Wyoming</b>												
Lincoln County (April) .....	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

**Table H-3. Average weekly pay<sup>1</sup> in all industries, clerical occupations, selected areas, 1996 — Continued**

State, area, and reference month	Personnel Assistants				Secretaries					Switchboard Operator- Receptionists
	I	II	III	IV	I	II	III	IV	V	
<b>Washington</b>										
Seattle-Tacoma-Bremerton CMSA (November) .....	-	\$439	\$529	\$591	\$431	\$491	\$563	\$629	\$766	\$400
<b>Wisconsin</b>										
Juneau County (March) .....	-	-	-	-	-	-	424	-	-	-
Milwaukee (August) .....	-	-	-	-	451	477	542	701	-	367
Milwaukee-Racine CMSA (August) <sup>2</sup> .....	-	426	557	-	449	476	542	695	-	367
<b>Wyoming</b>										
Lincoln County (April) .....	-	-	-	-	397	-	-	-	-	-

See footnotes at end of table.

**Table H-3. Average weekly pay<sup>1</sup> in all industries, clerical occupations, selected areas, 1996 — Continued**

State, area, and reference month	Word Processors		
	I	II	III
<b>Washington</b>			
Seattle-Tacoma-Bremerton CMSA (November) .....	\$433	\$476	\$615
<b>Wisconsin</b>			
Juneau County (March) .....	-	-	-
Milwaukee (August) .....	380	517	-
Milwaukee-Racine CMSA (August) <sup>2</sup> .....	381	516	-
<b>Wyoming</b>			
Lincoln County (April) .....	-	-	-

<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> These areas had a change in area definition in 1996 and are not comparable to similar areas presented in the 1995 National Summary.

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, 1996**

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 (March) .....	\$9.35	\$19.91	\$11.37	\$16.18	-	\$16.55	\$20.02	\$14.31	-	\$20.69
<b>Alaska</b>										
Statewide Alaska (July) .....	15.05	22.56	-	27.76	\$30.10	-	23.88	19.98	-	-
Anchorage (July) .....	11.32	-	-	28.12	-	-	-	18.59	-	-
<b>Arizona</b>										
Phoenix (April) .....	9.34	18.96	-	15.21	20.44	21.41	15.40	15.69	-	18.64
<b>California</b>										
Sacramento-Yolo CMSA (March) .....	10.04	21.21	11.75	17.18	21.37	-	18.67	17.18	-	-
San Diego (July) .....	9.53	18.25	-	17.48	20.45	-	19.28	16.25	-	20.41
San Francisco-Oakland-San Jose CMSA (March) .....	10.69	22.43	-	19.83	21.71	19.37	20.78	20.55	-	-
<b>Colorado</b>										
Denver-Boulder-Greeley CMSA (January) .....	11.20	18.41	11.83	16.70	20.18	17.73	16.16	16.00	-	17.32
<b>Connecticut</b>										
Hartford (March) .....	11.81	18.69	-	19.69	-	17.12	18.91	16.93	\$16.93	17.99
New London-Norwich (January) .....	9.55	19.61	-	14.90	-	-	-	18.27	16.30	-
<b>District of Columbia</b>										
Washington (February) .....	10.71	18.36	13.44	19.80	22.00	20.79	19.82	17.97	15.79	-
<b>Florida</b>										
Miami-Ft. Lauderdale CMSA (November) <sup>2</sup> .....	9.02	15.65	-	19.02	-	16.68	15.27	14.44	15.58	15.21
Orlando (April) .....	8.40	14.74	11.47	14.97	-	-	-	13.40	-	-
Tampa-St. Petersburg-Clearwater (July) .....	9.06	-	10.63	14.09	16.97	13.93	13.92	14.02	-	16.04
West Palm Beach-Boca Raton (February) .....	8.85	15.24	-	16.99	-	-	13.48	12.09	-	-
<b>Georgia</b>										
Atlanta (March) .....	10.68	-	-	18.58	18.93	17.73	14.92	17.17	-	-
Decatur County (February) .....	9.57	-	-	-	-	-	-	11.93	-	-
<b>Hawaii</b>										
Statewide Hawaii (August) .....	11.65	15.82	-	-	20.18	17.51	15.04	17.53	-	-
Honolulu (August) .....	11.36	16.03	-	-	20.18	18.90	15.37	-	-	-
<b>Illinois</b>										
Chicago-Gary-Kenosha CMSA (June) <sup>2</sup> .....	10.32	20.07	-	19.78	-	18.13	18.15	18.28	23.90	19.47
<b>Indiana</b>										
Indianapolis (August) .....	10.18	20.14	-	19.16	-	16.36	18.89	16.83	-	20.55
<b>Massachusetts</b>										
Boston-Worcester-Lawrence CMSA (June) <sup>2</sup> .....	11.95	19.10	-	16.48	-	16.90	17.42	17.52	19.57	17.66
<b>Michigan</b>										
Detroit (January) .....	11.24	21.24	-	17.89	21.32	18.51	20.00	17.80	21.24	20.32
<b>Minnesota</b>										
Minneapolis-St. Paul (February) .....	11.30	20.92	12.03	-	19.38	18.50	16.50	16.77	20.84	18.16
<b>Mississippi</b>										
Jackson (April) .....	9.13	18.88	-	16.76	-	-	-	14.66	-	-

See footnotes at end of table.

Table H-4. Average hourly pay<sup>1</sup> in all industries, maintenance and toolroom occupations, selected areas, 1996 — 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>Missouri</b>										
Kansas City (September) .....	\$9.27	\$19.67	-	\$18.36	\$18.80	\$16.51	\$15.36	-	\$20.73	\$20.83
St. Louis (March) .....	9.86	20.51	-	18.02	19.99	19.69	17.38	\$17.32	20.52	21.07
<b>Nebraska</b>										
Omaha (April) .....	9.34	15.98	-	16.69	-	17.70	-	13.84	-	-
<b>New York</b>										
Nassau-Suffolk (January) .....	13.31	18.98	-	-	-	-	18.34	18.16	18.15	-
<b>North Dakota</b>										
Ward County (February) .....	9.84	-	-	-	-	-	-	12.53	-	-
<b>Ohio</b>										
Cincinnati (May) .....	10.63	19.19	-	-	19.73	14.82	18.12	16.14	19.44	17.03
Cincinnati-Hamilton CMSA (May) <sup>2</sup> .....	10.66	18.97	-	18.38	18.30	14.96	17.13	15.87	19.06	17.03
Cleveland (July) .....	10.72	19.59	-	16.45	20.11	18.40	18.53	16.71	21.07	17.16
Cleveland-Akron CMSA (August) <sup>2</sup> .....	10.79	19.61	-	15.56	19.97	18.39	18.03	16.98	20.31	17.11
Columbus (January) .....	10.28	16.83	-	15.42	19.59	15.92	16.45	14.30	-	18.44
Dayton-Springfield (March) .....	11.11	-	\$11.88	16.86	17.61	-	19.35	15.37	-	19.95
<b>Oregon</b>										
Portland-Salem CMSA (July) <sup>2</sup> .....	10.51	18.66	-	17.39	20.26	17.09	16.25	16.25	-	21.14
<b>Pennsylvania</b>										
Philadelphia (November) .....	11.78	17.75	-	18.65	19.08	18.57	16.92	16.37	18.04	17.73
Philadelphia-Wilmington-Atlantic City CMSA (November) <sup>2</sup> .....	12.16	18.47	-	19.00	19.08	18.41	16.87	16.33	19.33	18.27
Pittsburgh (May) .....	10.52	16.49	-	16.22	16.23	16.69	15.59	16.61	18.84	19.66
Reading (January) .....	11.98	17.19	-	16.41	-	15.27	16.62	15.06	-	-
Scranton-Wilkes-Barre-Hazleton (March) .....	10.17	15.17	-	15.55	-	13.61	13.30	13.43	-	14.34
<b>Puerto Rico</b>										
San Juan-Caguas-Arecibo CMSA (October) .....	6.43	10.06	9.41	11.88	-	10.81	11.59	9.99	-	12.01
<b>Tennessee</b>										
Nashville (May) .....	9.50	15.48	-	-	-	-	13.95	14.34	-	16.04
<b>Texas</b>										
Dallas-Ft. Worth CMSA (March) .....	8.74	15.49	11.96	18.62	19.92	-	14.06	15.66	-	17.27
Houston (March) .....	9.22	18.67	11.88	18.51	20.99	-	18.46	14.63	-	17.22
Houston-Galveston-Brazoria CMSA (April) <sup>2</sup> .....	9.18	18.86	11.88	19.08	20.99	19.86	18.62	14.59	19.39	17.61

See footnotes at end of table.



**Table H-4. Average hourly pay<sup>1</sup> in all industries, maintenance and toolroom occupations, selected areas, 1996 — 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>Virginia</b>										
Richmond-Petersburg (August) .....	\$9.62	\$20.05	-	-	-	\$17.39	\$19.54	\$13.73	-	-
<b>Washington</b>										
Seattle-Tacoma-Bremerton CMSA (November) .....	11.53	21.59	-	\$19.19	\$23.23	20.26	20.12	19.22	\$21.68	-
<b>Wisconsin</b>										
Juneau County (March) .....	10.38	-	-	-	-	-	12.38	-	-	-
Milwaukee (August) .....	11.44	20.51	-	18.28	-	-	17.95	16.47	21.13	\$20.43
Milwaukee-Racine CMSA (August) <sup>2</sup> .....	11.35	20.27	\$12.26	18.25	-	-	17.72	16.54	21.03	19.61

<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> These areas had a change in area definition in 1996 and are not comparable to similar areas presented in the 1995 National Summary.

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, 1996**

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 (March) .....	\$10.76	-	-	\$5.74	\$7.65	-	\$10.72	-	-	\$9.97	-	-
<b>Alaska</b>												
Statewide Alaska (July) .....	-	-	-	10.86	-	-	17.63	-	-	15.85	\$16.51	-
Anchorage (July) .....	-	-	-	8.68	-	-	-	-	-	-	17.11	-
<b>Arizona</b>												
Phoenix (April) .....	10.51	\$6.67	\$10.29	6.43	6.69	\$10.29	8.99	-	-	13.01	-	\$10.38
<b>California</b>												
Sacramento-Yolo CMSA (March) .....	12.14	6.81	14.76	8.85	8.19	-	9.58	-	\$13.07	-	15.44	-
San Diego (July) .....	-	6.31	12.41	8.38	-	-	7.92	\$7.54	-	-	-	-
San Francisco-Oakland-San Jose CMSA (March) ....	-	7.81	12.92	-	7.41	-	11.80	-	-	-	-	-
<b>Colorado</b>												
Denver-Boulder-Greeley CMSA (January) .....	-	6.49	-	7.62	7.50	-	9.30	8.73	-	12.79	15.98	-
<b>Connecticut</b>												
Hartford (March) .....	10.74	-	-	-	-	-	11.43	-	15.89	-	16.27	-
New London-Norwich (January) .....	-	-	-	9.15	-	-	11.99	-	-	-	-	-
<b>District of Columbia</b>												
Washington (February) .....	-	-	11.09	7.54	-	11.82	11.76	-	-	12.68	17.42	-
<b>Florida</b>												
Miami-Ft. Lauderdale CMSA (November) <sup>2</sup> .....	-	6.06	-	6.99	-	-	9.10	-	-	11.83	-	-
Orlando (April) .....	10.10	7.61	-	7.45	7.65	-	8.94	6.64	11.94	-	12.20	-
Tampa-St. Petersburg-Clearwater (July) .....	8.94	5.78	-	6.26	9.47	-	9.20	6.14	-	-	12.06	8.56
West Palm Beach-Boca Raton (February) .....	-	7.02	-	6.99	-	-	10.88	-	-	-	-	-
<b>Georgia</b>												
Atlanta (March) .....	10.60	6.62	-	6.58	-	10.08	-	7.52	14.38	14.45	15.59	-
Decatur County (February) .....	-	-	-	5.96	-	-	-	-	-	-	-	-
<b>Hawaii</b>												
Statewide Hawaii (August) .....	-	7.89	-	8.02	9.06	-	-	9.13	-	11.91	13.82	-
Honolulu (August) .....	-	7.75	12.72	7.71	-	-	10.10	9.01	-	11.87	14.11	-
<b>Illinois</b>												
Chicago-Gary-Kenosha CMSA (June) <sup>2</sup> .....	-	6.84	12.08	9.19	9.01	-	10.15	-	15.45	18.16	15.66	-
<b>Indiana</b>												
Indianapolis (August) .....	14.06	6.98	11.63	8.03	14.66	-	-	11.27	16.73	-	-	12.79
<b>Massachusetts</b>												
Boston-Worcester-Lawrence CMSA (June) <sup>2</sup> .....	-	8.04	11.98	9.08	-	-	-	10.04	-	12.30	14.71	-
<b>Michigan</b>												
Detroit (January) .....	15.74	6.75	13.58	9.21	14.34	-	13.05	-	-	-	15.42	-
<b>Minnesota</b>												
Minneapolis-St. Paul (February) .....	13.20	7.60	10.63	8.34	-	11.10	-	-	14.12	13.72	15.23	15.69
<b>Mississippi</b>												
Jackson (April) .....	8.08	5.47	-	5.34	9.68	-	8.06	-	-	-	-	-

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, 1996 — 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>Missouri</b>												
Kansas City (September) .....	\$11.61	\$6.56	\$10.54	\$7.68	\$9.57	\$11.09	\$9.80	\$9.99	\$11.58	-	\$14.95	\$13.67
St. Louis (March) .....	13.74	-	13.22	6.72	-	-	11.04	8.21	-	\$12.72	17.31	-
<b>Nebraska</b>												
Omaha (April) .....	10.27	6.22	-	7.63	9.88	-	9.94	-	-	-	-	-
<b>New York</b>												
Nassau-Suffolk (January) .....	12.67	8.15	13.83	10.66	-	12.70	11.54	10.82	-	-	-	13.01
<b>North Dakota</b>												
Ward County (February) .....	-	-	-	7.40	-	-	-	-	-	-	-	-
<b>Ohio</b>												
Cincinnati (May) .....	-	7.04	12.35	7.59	10.41	-	10.86	-	15.80	11.71	-	11.99
Cincinnati-Hamilton CMSA (May) <sup>2</sup> .....	11.41	7.09	12.35	7.69	10.40	9.28	10.90	-	15.63	11.59	-	11.97
Cleveland (July) .....	12.68	6.69	11.34	7.25	-	-	11.29	9.54	16.05	13.31	14.93	11.72
Cleveland-Akron CMSA (August) <sup>2</sup> .....	13.39	6.57	11.63	7.65	-	-	11.44	9.27	-	13.55	15.89	13.38
Columbus (January) .....	12.01	-	10.75	8.18	-	-	12.83	8.94	-	-	16.43	-
Dayton-Springfield (March) .....	-	6.92	11.56	8.44	12.97	-	10.22	8.43	12.44	11.61	-	13.33
<b>Oregon</b>												
Portland-Salem CMSA (July) <sup>2</sup> .....	12.17	9.26	11.79	7.93	-	-	-	8.54	-	-	13.28	-
<b>Pennsylvania</b>												
Philadelphia (November) .....	12.33	7.74	11.71	9.23	12.25	-	10.59	-	15.87	14.15	13.33	14.04
Philadelphia-Wilmington-Atlantic City CMSA (November) <sup>2</sup> .....	12.43	8.03	11.72	9.01	-	11.74	10.66	-	16.23	14.05	13.38	14.16
Pittsburgh (May) .....	12.62	6.02	12.07	7.98	12.19	14.28	-	-	15.22	15.28	15.68	10.55
Reading (January) .....	11.70	9.14	-	9.74	-	-	9.45	-	11.77	-	-	-
Scranton-Wilkes-Barre-Hazleton (March) .....	10.53	6.38	-	8.06	8.45	-	9.26	9.96	15.35	10.48	15.09	-
<b>Puerto Rico</b>												
San Juan-Caguas-Arecibo CMSA (October) .....	7.15	4.80	5.01	4.96	5.88	-	7.98	5.41	-	6.19	8.40	-
<b>Tennessee</b>												
Nashville (May) .....	10.12	6.60	13.12	6.66	-	-	10.73	7.56	12.88	-	17.97	-
<b>Texas</b>												
Dallas-Ft. Worth CMSA (March) .....	9.95	6.79	14.01	-	7.65	-	10.02	7.53	12.92	9.05	-	-
Houston (March) .....	-	6.55	10.17	5.34	-	8.19	10.94	-	-	10.09	13.30	-
Houston-Galveston-Brazoria CMSA (April) <sup>2</sup> .....	-	6.59	10.33	5.40	-	8.19	10.59	-	15.02	10.25	13.26	-

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, 1996 — 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>Virginia</b>												
Richmond-Petersburg (August) .....	\$13.17	-	\$10.72	\$6.44	\$10.59	-	\$10.60	\$6.98	\$9.63	\$10.83	\$15.37	\$11.57
<b>Washington</b>												
Seattle-Tacoma-Bremerton CMSA (November) .....	-	\$6.76	13.89	9.21	-	-	-	-	-	15.22	14.35	-
<b>Wisconsin</b>												
Juneau County (March) .....	-	-	-	8.43	-	-	-	-	-	-	-	-
Milwaukee (August) .....	14.08	7.34	-	8.26	9.56	\$11.13	11.66	-	14.21	-	16.96	-
Milwaukee-Racine CMSA (August) <sup>2</sup> .....	13.87	7.30	-	8.32	9.56	11.19	11.67	-	14.53	-	16.94	-
<b>Wyoming</b>												
Lincoln County (April) .....	-	-	-	9.38	-	-	-	-	-	-	-	-

<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> These areas had a change in area definition in 1996 and are not comparable to similar areas presented in the 1995

National Summary.

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 industries, professional and administrative occupations,<sup>2</sup> selected areas, 1996

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	VIII
<b>Alabama</b>																						
Birmingham (June) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Huntsville (March) .....	-	\$561	\$731	\$1,008	-	-	-	-	-	-	-	-	-	-	\$636	-	\$925	-	-	-	-	-
Mobile (June) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	\$1,718
Montgomery (May) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Alaska</b>																						
Statewide Alaska (July) .....	-	703	962	-	-	-	-	-	-	-	-	-	-	-	893	\$979	1,146	\$1,460	\$1,793	\$2,110	-	-
Anchorage (July) .....	-	703	977	-	-	-	-	-	-	-	-	-	-	-	-	-	1,154	1,458	1,799	2,083	-	-
<b>Arizona</b>																						
Phoenix (April) .....	-	608	766	1,010	\$1,435	-	\$553	\$568	-	-	-	\$1,439	-	-	745	843	988	1,153	1,312	-	1,989	-
<b>California</b>																						
Fresno-Visalia (April) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sacramento-Yolo CMSA (March) .....	-	667	803	1,034	1,328	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
San Diego (July) .....	-	655	853	1,088	1,300	-	-	-	-	-	-	-	-	-	750	848	981	1,116	1,326	1,632	-	-
San Francisco-Oakland-San Jose CMSA (March) .....	\$614	692	895	1,149	1,400	\$1,847	-	-	-	-	-	1,613	\$2,010	\$2,299	750	833	1,019	1,251	1,535	1,817	2,155	\$2,428
<b>Colorado</b>																						
Colorado Springs and Pueblo (August) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Denver-Boulder-Greeley CMSA (January) .....	540	633	806	1,041	-	-	-	-	-	-	-	1,346	-	-	688	803	955	1,187	1,443	1,689	2,078	-
<b>Connecticut</b>																						
Hartford (March) .....	-	627	817	1,082	1,345	-	-	-	-	-	-	1,388	-	2,030	629	791	964	1,221	1,436	1,724	-	-
New London-Norwich (January) .....	-	580	885	1,081	-	-	-	-	-	-	-	-	-	-	-	-	1,106	1,327	1,599	-	-	-
<b>District of Columbia</b>																						
Washington (February) .....	508	625	848	1,099	1,409	-	-	631	-	\$944	\$1,040	1,319	-	-	631	778	963	1,174	1,453	1,728	1,993	-
<b>Florida</b>																						
Gainesville (June) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Miami-Ft. Lauderdale CMSA (November) <sup>4</sup> .....	501	601	798	1,049	1,415	-	629	699	\$823	1,086	1,000	-	-	-	-	-	-	-	-	-	-	-
Orlando (April) .....	464	610	772	1,013	-	-	-	-	-	-	-	-	-	-	-	851	1,071	1,265	1,536	1,852	-	-
Tampa-St. Petersburg-Clearwater (July) .....	-	617	769	1,041	1,348	-	644	706	839	1,116	-	-	-	-	647	788	967	1,226	-	1,813	-	-
West Palm Beach-Boca Raton (February) .....	-	689	853	1,045	-	-	-	-	-	-	-	-	-	-	624	786	996	1,145	1,290	1,520	1,601	-
<b>Georgia</b>																						
Atlanta (March) .....	499	610	798	1,024	1,301	-	-	-	-	-	-	1,340	1,525	-	617	788	958	1,126	1,314	1,659	-	-
Augusta-Aiken, Columbia and Sumter (October) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Columbus (June) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Decatur County (February) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	788	-	-	-	-	-
<b>Hawaii</b>																						
Statewide Hawaii (August) .....	-	606	819	1,058	-	-	-	623	729	1,027	-	-	-	-	-	-	951	1,112	1,425	1,709	-	-
Honolulu (August) .....	-	599	839	1,058	-	-	-	623	729	1,027	-	-	-	-	-	-	945	1,112	-	-	-	-

See footnotes at end of table.



Table I-1. Average weekly pay<sup>1</sup> in private industries, professional and administrative occupations,<sup>2</sup> selected areas, 1996 — Continued

State, area, and reference month	Administrative																						
	Budget Analysts		Buyers/Contracting Specialists				Computer Programmers				Computer Systems Analysts				Computer Systems Analyst Supervisors/Managers			Personnel Specialists					
	II	III	I	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	I	II	III	IV	V	
<b>Alabama</b>																							
Birmingham (June) <sup>3</sup> .....	-	-	-	-	-	-	-	\$694	\$780	-	\$788	\$908	-	-	-	-	-	-	-	-	-	-	-
Huntsville (March) .....	-	-	\$450	\$579	\$768	\$944	\$549	633	783	-	765	892	\$1,051	\$1,034	-	-	-	-	-	\$587	\$788	\$1,002	-
Mobile (June) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	-	807	-	-	-	-	-	-	-	-	-	-	-
Montgomery (May) <sup>3</sup> .....	-	-	-	-	-	-	390	521	641	-	-	821	-	-	-	-	-	-	-	-	-	-	-
<b>Alaska</b>																							
Statewide Alaska (July) .....	-	-	-	731	-	-	-	-	826	-	-	1,118	1,240	-	-	-	-	-	-	737	923	1,350	-
Anchorage (July) .....	-	-	-	-	-	-	-	-	826	-	-	1,090	1,234	-	-	-	-	-	-	-	926	1,310	-
<b>Arizona</b>																							
Phoenix (April) .....	-	-	532	634	871	1,078	-	641	736	-	802	942	1,154	-	-	-	-	-	-	597	795	999	-
<b>California</b>																							
Fresno-Visalia (April) <sup>3</sup> .....	-	-	-	-	-	-	-	-	811	-	-	934	-	-	-	-	-	-	-	-	-	-	-
Sacramento-Yolo CMSA (March) .....	-	-	-	668	889	-	-	639	-	-	763	891	1,086	1,240	-	-	-	-	-	618	819	1,018	-
San Diego (July) .....	-	-	-	666	891	-	-	-	822	-	-	952	1,157	-	-	-	-	-	-	615	812	1,078	\$1,267
San Francisco-Oakland-San Jose CMSA (March) .....	-	-	610	744	972	1,182	-	718	848	-	891	1,082	1,286	1,452	-	\$1,608	-	-	-	668	894	1,126	1,469
<b>Colorado</b>																							
Colorado Springs and Pueblo (August) <sup>3</sup> .....	-	-	-	-	-	-	-	657	-	-	787	939	-	-	-	-	-	-	-	-	-	-	-
Denver-Boulder-Greeley CMSA (January) .....	-	-	504	653	846	-	-	680	805	\$965	796	966	1,140	1,341	\$1,165	-	-	-	-	617	815	1,018	-
<b>Connecticut</b>																							
Hartford (March) .....	-	-	-	672	932	1,151	-	622	-	-	-	-	-	-	-	-	-	-	-	645	-	1,133	1,236
New London-Norwich (January) .....	-	-	514	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	770	1,094	-
<b>District of Columbia</b>																							
Washington (February) .....	-	\$861	547	675	844	980	-	652	799	972	756	922	1,070	1,195	1,211	1,421	-	\$496	639	807	1,084	1,443	
<b>Florida</b>																							
Gainesville (June) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	-	861	-	-	-	-	-	-	-	-	-	-	-
Miami-Ft. Lauderdale CMSA (November) <sup>4</sup> .....	-	-	493	680	859	-	-	600	810	1,037	768	930	1,154	1,353	-	-	-	-	-	608	774	1,013	1,313
Orlando (April) .....	-	-	-	661	-	-	-	552	695	961	688	824	1,034	-	-	-	-	-	-	534	718	962	-
Tampa-St. Petersburg-Clearwater (July) .....	-	-	498	683	863	-	588	-	-	-	-	935	1,120	-	-	-	-	-	-	589	771	1,003	-
West Palm Beach-Boca Raton (February) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	581	771	-	-
<b>Georgia</b>																							
Atlanta (March) .....	-	-	-	673	870	1,041	563	595	789	927	739	895	1,064	1,269	1,171	1,352	-	-	490	615	799	1,072	1,211
Augusta-Aiken, Columbia and Sumter (October) <sup>3</sup> .....	-	-	-	-	-	-	-	582	697	-	751	840	976	-	-	-	-	-	-	-	-	-	-
Columbus (June) <sup>3</sup> .....	-	-	-	-	-	-	-	-	667	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Decatur County (February) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Hawaii</b>																							
Statewide Hawaii (August) .....	-	-	-	669	-	-	-	569	714	-	759	883	1,075	-	-	-	-	-	-	650	845	1,050	-
Honolulu (August) .....	-	-	-	676	-	-	-	569	713	-	756	883	1,075	-	-	-	-	-	-	654	849	1,048	-

See footnotes at end of table.

**Table I-1. Average weekly pay<sup>1</sup> in private industries, professional and administrative occupations,<sup>2</sup> selected areas, 1996 — Continued**

State, area, and reference month	Administrative		
	Personnel Supervisors/Managers		
	I	II	III
<b>Alabama</b>			
Birmingham (June) <sup>3</sup> .....	-	-	-
Huntsville (March) .....	-	-	-
Mobile (June) <sup>3</sup> .....	-	-	-
Montgomery (May) <sup>3</sup> .....	-	-	-
<b>Alaska</b>			
Statewide Alaska (July) .....	-	-	-
Anchorage (July) .....	-	-	-
<b>Arizona</b>			
Phoenix (April) .....	-	-	-
<b>California</b>			
Fresno-Visalia (April) <sup>3</sup> .....	-	-	-
Sacramento-Yolo CMSA (March) .....	-	-	-
San Diego (July) .....	-	-	-
San Francisco-Oakland-San Jose CMSA (March) .....	-	\$1,612	\$1,931
<b>Colorado</b>			
Colorado Springs and Pueblo (August) <sup>3</sup> .....	-	-	-
Denver-Boulder-Greeley CMSA (January) .....	-	1,415	-
<b>Connecticut</b>			
Hartford (March) .....	-	-	-
New London-Norwich (January) .....	-	-	-
<b>District of Columbia</b>			
Washington (February) .....	\$1,172	1,405	-
<b>Florida</b>			
Gainesville (June) <sup>3</sup> .....	-	-	-
Miami-Ft. Lauderdale CMSA (November) <sup>4</sup> .....	-	-	-
Orlando (April) .....	-	-	-
Tampa-St. Petersburg-Clearwater (July) .....	-	-	-
West Palm Beach-Boca Raton (February) .....	-	-	-
<b>Georgia</b>			
Atlanta (March) .....	-	-	-
Augusta-Aiken, Columbia and Sumter (October) <sup>3</sup> .....	-	-	-
Columbus (June) <sup>3</sup> .....	-	-	-
Decatur County (February) .....	-	-	-
<b>Hawaii</b>			
Statewide Hawaii (August) .....	-	-	-
Honolulu (August) .....	-	-	-

See footnotes at end of table.

Table I-1. Average weekly pay<sup>1</sup> in private industries, professional and administrative occupations,<sup>2</sup> selected areas, 1996 — 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	VIII
<b>Illinois</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Central Illinois (March) <sup>3</sup> .....																						
Chicago-Gary-Kenosha CMSA (June) <sup>4</sup> .....	\$539	\$632	\$772	\$1,037	\$1,349	\$1,957	\$593	\$644	\$752	\$1,037	-	\$1,478	\$1,747	-	\$732	\$834	\$993	\$1,207	\$1,465	\$1,751	\$2,114	
<b>Indiana</b>																						
Indianapolis (August) .....	605	668	813	1,010	1,441	-	-	-	-	-	-	1,414	1,659	-	645	785	938	1,093	-	-	-	
<b>Kansas</b>																						
Wichita (July) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Kentucky</b>																						
Lexington-Fayette (August) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Louisville (September) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Louisiana</b>																						
Shreveport-Bossier City (April) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Massachusetts</b>																						
Boston-Worcester-Lawrence CMSA (June) <sup>4</sup> .....	524	626	804	1,025	1,425	1,857	-	607	707	-	\$1,130	1,539	1,975	-	686	810	999	1,164	1,393	1,681	1,909	\$2,505
<b>Michigan</b>																						
Detroit (January) .....	520	693	856	1,076	1,418	-	-	-	-	-	1,099	1,402	1,632	\$2,063	-	832	964	1,189	1,464	1,823	-	-
<b>Minnesota</b>																						
Minneapolis-St. Paul (February) .....	525	590	803	996	1,367	-	-	-	-	-	-	1,345	1,723	2,211	699	807	947	1,139	1,348	1,606	1,897	-
<b>Mississippi</b>																						
Biloxi-Gulfport-Pascagoula (August) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Columbus (June) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Jackson (April) .....	-	618	764	-	-	-	-	-	-	-	-	-	-	-	-	794	907	1,105	-	-	-	-
<b>Missouri</b>																						
Kansas City (September) .....	512	623	811	1,015	1,307	-	-	611	746	-	-	1,334	-	-	632	759	907	1,085	1,237	-	-	
St. Louis (March) .....	504	592	761	1,023	1,382	-	-	608	666	868	-	1,293	1,806	2,086	-	740	861	-	-	-	-	
<b>Nebraska</b>																						
Omaha (April) .....	443	585	756	1,003	1,366	-	-	-	-	-	-	-	-	-	636	815	991	1,128	1,449	-	-	
<b>New York</b>																						
Buffalo-Niagara Falls (April) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Nassau-Suffolk (January) .....	503	622	782	1,117	-	-	-	-	-	-	-	-	-	-	-	785	914	1,120	1,303	1,507	-	-
<b>North Carolina</b>																						
Greensboro-Winston-Salem-High Point (July) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table I-1. Average weekly pay<sup>1</sup> in private industries, professional and administrative occupations,<sup>2</sup> selected areas, 1996 — Continued

State, area, and reference month	Administrative																						
	Budget Analysts		Buyers/Contracting Specialists				Computer Programmers				Computer Systems Analysts				Computer Systems Analyst Supervisors/Managers			Personnel Specialists					
	II	III	I	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	I	II	III	IV	V	
<b>Illinois</b>																							
Central Illinois (March) <sup>3</sup> .....	-	-	-	-	-	-	-	\$698	\$800	-	\$747	\$943	-	-	-	-	-	-	-	-	-	-	-
Chicago-Gary-Kenosha CMSA (June) <sup>4</sup> .....	-	\$820	\$504	\$695	\$862	\$1,101	\$600	681	819	\$1,050	843	967	\$1,129	-	\$1,255	\$1,504	-	\$525	\$633	\$812	\$1,072	\$1,472	
<b>Indiana</b>																							
Indianapolis (August) .....	-	-	507	659	946	-	-	619	-	918	808	946	1,035	\$1,233	-	-	-	-	618	822	1,045	-	-
<b>Kansas</b>																							
Wichita (July) <sup>3</sup> .....	-	-	-	-	-	-	-	643	760	-	765	946	-	-	-	-	-	-	-	-	-	-	-
<b>Kentucky</b>																							
Lexington-Fayette (August) <sup>3</sup> .....	-	-	-	-	-	-	-	-	787	-	-	882	-	-	-	-	-	-	-	-	-	-	-
Louisville (September) <sup>3</sup> .....	-	-	-	-	-	-	511	631	733	-	812	923	-	-	-	-	-	-	-	-	-	-	-
<b>Louisiana</b>																							
Shreveport-Bossier City (April) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	-	863	-	-	-	-	-	-	-	-	-	-	-
<b>Massachusetts</b>																							
Boston-Worcester-Lawrence CMSA (June) <sup>4</sup> .....	\$867	799	555	697	909	1,038	551	645	753	906	791	963	1,119	1,333	1,258	1,419	\$1,596	-	620	813	1,107	1,341	
<b>Michigan</b>																							
Detroit (January) .....	-	-	537	749	979	1,214	604	672	805	936	-	940	1,162	1,371	1,152	1,430	-	-	696	862	1,091	1,457	
<b>Minnesota</b>																							
Minneapolis-St. Paul (February) .....	-	-	510	653	813	1,026	597	649	740	903	794	960	1,090	-	1,175	1,380	-	517	617	753	1,011	1,254	
<b>Mississippi</b>																							
Biloxi-Gulfport-Pascagoula (August) <sup>3</sup> .....	-	-	-	-	-	-	528	709	627	-	750	862	1,106	-	-	-	-	-	-	-	-	-	-
Columbus (June) <sup>3</sup> .....	-	-	-	-	-	-	-	-	810	-	-	1,033	-	-	-	-	-	-	-	-	-	-	-
Jackson (April) .....	-	-	-	-	-	-	-	562	694	-	703	890	-	-	-	-	-	-	-	-	-	-	-
<b>Missouri</b>																							
Kansas City (September) .....	-	797	481	659	796	1,014	-	682	821	986	788	961	1,128	-	-	1,400	-	-	609	818	1,051	1,291	
St. Louis (March) .....	-	-	476	617	804	990	-	601	720	-	765	928	1,110	-	1,158	1,427	-	487	579	729	1,032	-	
<b>Nebraska</b>																							
Omaha (April) .....	-	-	-	571	-	-	499	592	736	950	764	927	1,081	-	-	1,332	-	-	570	817	1,045	-	
<b>New York</b>																							
Buffalo-Niagara Falls (April) <sup>3</sup> .....	-	-	-	-	-	-	-	568	723	-	695	860	1,049	-	-	-	-	-	-	-	-	-	-
Nassau-Suffolk (January) .....	-	-	538	657	892	-	-	681	858	1,052	-	1,008	1,104	1,402	-	-	-	-	-	-	-	-	-
<b>North Carolina</b>																							
Greensboro-Winston-Salem-High Point (July) <sup>3</sup> .....	-	-	-	-	-	-	549	619	736	-	811	963	1,125	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

**Table I-1. Average weekly pay<sup>1</sup> in private industries, professional and administrative occupations,<sup>2</sup> selected areas, 1996 — Continued**

State, area, and reference month	Administrative		
	Personnel Supervisors/Managers		
	I	II	III
<b>Illinois</b>			
Central Illinois (March) <sup>3</sup> .....	-	-	-
Chicago-Gary-Kenosha CMSA (June) <sup>4</sup> .....	-	\$1,548	-
<b>Indiana</b>			
Indianapolis (August) .....	-	-	-
<b>Kansas</b>			
Wichita (July) <sup>3</sup> .....	-	-	-
<b>Kentucky</b>			
Lexington-Fayette (August) <sup>3</sup> .....	-	-	-
Louisville (September) <sup>3</sup> .....	-	-	-
<b>Louisiana</b>			
Shreveport-Bossier City (April) <sup>3</sup> .....	-	-	-
<b>Massachusetts</b>			
Boston-Worcester-Lawrence CMSA (June) <sup>4</sup> .....	-	1,503	\$1,754
<b>Michigan</b>			
Detroit (January) .....	\$1,104	-	-
<b>Minnesota</b>			
Minneapolis-St. Paul (February) .....	-	1,490	1,910
<b>Mississippi</b>			
Biloxi-Gulfport-Pascagoula (August) <sup>3</sup> .....	-	-	-
Columbus (June) <sup>3</sup> .....	-	-	-
Jackson (April) .....	-	-	-
<b>Missouri</b>			
Kansas City (September) .....	-	-	-
St. Louis (March) .....	-	1,407	1,683
<b>Nebraska</b>			
Omaha (April) .....	-	-	-
<b>New York</b>			
Buffalo-Niagara Falls (April) <sup>3</sup> .....	-	-	-
Nassau-Suffolk (January) .....	-	-	-
<b>North Carolina</b>			
Greensboro-Winston-Salem-High Point (July) <sup>3</sup> .....	-	-	-

See footnotes at end of table.



Table I-1. Average weekly pay<sup>1</sup> in private industries, professional and administrative occupations,<sup>2</sup> selected areas, 1996 — 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	VIII
<b>Ohio</b>																						
Cincinnati (May) .....	\$501	\$625	\$752	\$1,013	-	-	\$564	\$593	\$676	-	-	-	-	-	\$715	\$882	\$978	\$1,139	\$1,285	-	-	-
Cincinnati-Hamilton CMSA (May) <sup>4</sup> .....	501	635	756	1,016	-	-	564	593	676	-	-	-	-	-	724	885	977	1,152	1,305	-	-	-
Cleveland (July) .....	-	631	790	998	\$1,288	-	-	-	-	-	-	-	-	-	655	753	929	1,123	1,293	\$1,497	-	-
Cleveland-Akron CMSA (August) <sup>4</sup> .....	500	643	795	985	1,262	-	-	-	-	-	-	\$1,303	-	-	664	768	929	1,113	1,291	-	-	-
Columbus (January) .....	509	608	779	978	1,259	-	-	-	-	-	-	1,294	-	\$2,192	664	768	929	1,113	1,291	1,583	\$1,958	-
Dayton-Springfield (March) .....	531	593	789	1,024	1,188	-	-	-	-	-	-	1,243	\$1,570	-	681	802	969	1,179	-	-	-	-
<b>Oklahoma</b>																						
Oklahoma City (July) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	691	741	934	1,134	1,325	-	-
<b>Oregon</b>																						
Portland-Salem CMSA (July) <sup>4</sup> .....	523	599	818	1,066	1,280	-	-	563	-	\$1,038	-	-	-	-	719	844	971	1,169	1,379	-	1,999	-
<b>Pennsylvania</b>																						
Harrisburg-Lebanon-Carlisle (August) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Philadelphia (November) .....	531	654	821	1,117	1,486	-	566	686	825	1,028	-	-	-	-	665	819	1,031	1,218	1,462	-	-	-
Philadelphia-Wilmington-Atlantic City CMSA (November) <sup>4</sup> .....	528	653	818	1,126	1,463	-	566	686	825	1,028	-	-	1,598	-	665	819	1,031	1,218	1,462	-	-	-
Pittsburgh (May) .....	468	595	793	1,099	-	-	-	-	-	-	-	-	1,750	1,909	668	826	1,035	1,218	1,470	-	2,112	-
Scranton-Wilkes-Barre-Hazleton (March) .....	470	569	744	962	-	-	-	-	-	-	-	1,284	1,667	2,106	642	736	915	1,071	-	-	-	-
<b>Puerto Rico</b>																						
San Juan-Caguas-Arecibo CMSA (October) .....	331	450	625	984	-	-	-	-	-	-	\$821	-	-	-	594	669	797	1,003	1,242	-	-	-
<b>South Carolina</b>																						
Charleston-North Charleston (September) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Tennessee</b>																						
Nashville (May) .....	479	585	779	1,002	-	-	-	-	-	-	-	1,260	-	-	639	700	910	1,096	1,310	-	-	-
<b>Texas</b>																						
Dallas-Ft. Worth CMSA (March) .....	519	631	838	1,058	1,369	\$1,737	595	641	719	965	957	1,375	1,733	2,167	710	801	945	1,143	1,416	1,746	1,985	-
Houston (March) .....	587	678	892	1,176	1,548	-	-	-	-	-	1,289	1,542	1,921	2,286	703	852	990	1,229	1,530	1,775	2,154	-
Houston-Galveston-Brazoria CMSA (April) <sup>4</sup> .....	587	680	900	1,179	1,548	-	-	-	-	-	1,289	1,542	1,921	2,286	716	856	1,000	1,232	1,526	1,778	2,149	-
Northwest Texas (September) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
San Antonio (August) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table I-1. Average weekly pay<sup>1</sup> in private industries, professional and administrative occupations,<sup>2</sup> selected areas, 1996 — Continued

State, area, and reference month	Administrative																					
	Budget Analysts		Buyers/Contracting Specialists				Computer Programmers				Computer Systems Analysts				Computer Systems Analyst Supervisors/Managers			Personnel Specialists				
	II	III	I	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	I	II	III	IV	V
<b>Ohio</b>																						
Cincinnati (May) .....	-	-	\$498	\$663	\$893	-	-	\$656	\$771	-	\$852	\$1,019	\$1,192	-	-	\$1,328	-	-	\$616	\$812	\$1,028	\$1,347
Cincinnati-Hamilton CMSA (May) <sup>4</sup> .....	-	-	512	664	907	-	\$641	681	763	-	870	1,021	1,196	\$1,743	\$1,343	1,326	-	\$533	619	820	1,037	1,369
Cleveland (July) .....	-	-	-	650	831	\$1,099	-	608	770	\$914	785	899	1,072	1,228	-	1,305	-	-	612	839	1,039	1,320
Cleveland-Akron CMSA (August) <sup>4</sup> .....	-	-	-	650	861	1,081	497	600	755	883	793	907	1,079	1,228	1,141	1,320	-	497	626	813	1,023	1,326
Columbus (January) .....	-	-	535	647	827	-	551	635	779	-	745	901	1,058	1,207	-	1,237	\$1,455	-	613	756	1,052	1,273
Dayton-Springfield (March) .....	-	-	514	671	881	-	602	707	-	-	790	887	1,066	1,268	1,125	-	-	-	578	800	1,013	-
<b>Oklahoma</b>																						
Oklahoma City (July) <sup>3</sup> .....	-	-	-	-	-	-	-	586	749	-	-	907	-	-	-	-	-	-	-	-	-	-
<b>Oregon</b>																						
Portland-Salem CMSA (July) <sup>4</sup> .....	-	-	575	644	898	1,086	-	662	794	-	772	942	1,096	-	1,157	1,329	-	-	578	801	1,089	1,355
<b>Pennsylvania</b>																						
Harrisburg-Lebanon-Carlisle (August) <sup>3</sup> .....	-	-	-	-	-	-	-	616	754	-	-	818	996	-	-	-	-	-	629	806	1,033	1,369
Philadelphia (November) .....	\$669	-	557	673	916	-	568	644	787	988	835	992	1,111	-	1,252	1,411	-	-	-	-	-	-
Philadelphia-Wilmington-Atlantic City CMSA (November) <sup>4</sup> .....	667	-	565	672	918	-	568	674	800	988	840	989	1,123	1,327	1,254	1,412	-	-	631	801	1,029	1,386
Pittsburgh (May) .....	632	-	541	655	789	1,060	517	602	725	877	741	895	1,062	-	1,160	1,324	-	-	601	754	1,021	1,225
Scranton-Wilkes-Barre-Hazleton (March) .....	-	-	-	618	-	-	473	564	-	-	-	-	980	-	-	-	-	-	495	709	904	-
<b>Puerto Rico</b>																						
San Juan-Caguas-Arecibo CMSA (October) .....	-	-	442	-	-	-	-	498	641	-	596	702	942	-	-	-	-	-	434	600	993	-
<b>South Carolina</b>																						
Charleston-North Charleston (September) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	-	965	-	-	-	-	-	-	-	-	-	-
<b>Tennessee</b>																						
Nashville (May) .....	-	-	468	630	860	-	-	549	-	-	681	885	987	-	-	-	-	-	589	788	1,166	-
<b>Texas</b>																						
Dallas-Ft. Worth CMSA (March) .....	-	-	539	664	876	1,031	541	637	750	-	752	912	1,091	1,292	1,085	1,351	1,577	-	613	792	990	1,268
Houston (March) .....	-	-	532	738	969	1,317	615	713	887	979	849	1,028	1,200	1,503	1,349	1,455	-	564	666	889	1,145	1,390
Houston-Galveston-Brazoria CMSA (April) <sup>4</sup> .....	-	-	532	744	976	1,312	615	717	887	979	867	1,031	1,202	1,503	1,339	1,455	-	569	670	886	1,153	1,416
Northwest Texas (September) <sup>3</sup> .....	-	-	-	-	-	-	-	-	790	-	-	867	-	-	-	-	-	-	-	-	-	-
San Antonio (August) <sup>3</sup> .....	-	-	-	-	-	-	-	645	733	-	-	946	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

**Table I-1. Average weekly pay<sup>1</sup> in private industries, professional and administrative occupations,<sup>2</sup> selected areas, 1996 — Continued**

State, area, and reference month	Administrative		
	Personnel Supervisors/Managers		
	I	II	III
<b>Ohio</b>			
Cincinnati (May) .....	-	-	-
Cincinnati-Hamilton CMSA (May) <sup>4</sup> .....	-	-	-
Cleveland (July) .....	-	-	-
Cleveland-Akron CMSA (August) <sup>4</sup> .....	-	-	-
Columbus (January) .....	-	-	-
Dayton-Springfield (March) .....	-	-	-
<b>Oklahoma</b>			
Oklahoma City (July) <sup>3</sup> .....	-	-	-
<b>Oregon</b>			
Portland-Salem CMSA (July) <sup>4</sup> .....	-	-	-
<b>Pennsylvania</b>			
Harrisburg-Lebanon-Carlisle (August) <sup>3</sup> .....	-	-	-
Philadelphia (November) .....	-	-	-
Philadelphia-Wilmington-Atlantic City CMSA (November) <sup>4</sup> .....	-	-	-
Pittsburgh (May) .....	-	-	-
Scranton-Wilkes-Barre-Hazleton (March) .....	-	-	-
<b>Puerto Rico</b>			
San Juan-Caguas-Arecibo CMSA (October) .....	\$986	-	-
<b>South Carolina</b>			
Charleston-North Charleston (September) <sup>3</sup> .....	-	-	-
<b>Tennessee</b>			
Nashville (May) .....	-	-	-
<b>Texas</b>			
Dallas-Ft. Worth CMSA (March) .....	1,062	\$1,403	\$1,672
Houston (March) .....	-	1,459	1,948
Houston-Galveston-Brazoria CMSA (April) <sup>4</sup> .....	-	1,459	1,956
Northwest Texas (September) <sup>3</sup> .....	-	-	-
San Antonio (August) <sup>3</sup> .....	-	-	-

See footnotes at end of table.

**Table I-1. Average weekly pay<sup>1</sup> in private industries, professional and administrative occupations,<sup>2</sup> selected areas, 1996 — 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	VIII
<b>Vermont</b>																						
Statewide Vermont (August) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Virginia</b>																						
Norfolk-Virginia Beach-Newport News (April) <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Richmond-Petersburg (August) .....	\$529	\$606	\$828	\$1,086	-	-	-	-	-	-	-	-	-	-	\$707	\$854	\$1,043	\$1,230	\$1,390	-	-	-
<b>Washington</b>																						
Seattle-Tacoma-Bremerton CMSA (November) .....	518	645	859	1,060	\$1,308	-	\$533	\$618	\$785	\$1,049	-	\$1,446	\$1,835	-	-	-	-	-	-	-	-	-
<b>Wisconsin</b>																						
Juneau County (March) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	811	-	-	-	-	-	-
Milwaukee (August) .....	535	599	816	1,050	-	-	-	-	-	-	-	-	-	-	691	805	997	1,128	1,294	\$1,656	-	-
Milwaukee-Racine CMSA (August) <sup>4</sup> .....	534	599	817	1,055	-	-	-	-	-	-	-	-	-	-	683	806	996	1,124	1,294	1,647	-	-

See footnotes at end of table.

Table I-1. Average weekly pay<sup>1</sup> in private industries, professional and administrative occupations,<sup>2</sup> selected areas, 1996 — Continued

State, area, and reference month	Administrative																					
	Budget Analysts		Buyers/Contracting Specialists				Computer Programmers				Computer Systems Analysts				Computer Systems Analyst Supervisors/Managers			Personnel Specialists				
	II	III	I	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	I	II	III	IV	V
<b>Vermont</b>																						
Statewide Vermont (August) <sup>3</sup> .....	-	-	-	-	-	-	-	\$606	-	-	-	\$832	\$1,013	-	-	-	-	-	-	-	-	-
<b>Virginia</b>																						
Norfolk-Virginia Beach-Newport News (April) <sup>3</sup> .....	-	-	-	-	-	-	\$535	605	\$724	-	\$703	812	1,036	-	-	-	-	-	-	-	-	-
Richmond-Petersburg (August) .....	-	-	-	\$746	\$994	-	-	613	753	-	845	923	1,096	\$1,288	-	-	-	-	-	\$589	\$788	\$1,108
<b>Washington</b>																						
Seattle-Tacoma-Bremerton CMSA (November) .....	-	-	\$555	697	-	-	-	624	789	-	802	903	1,043	-	\$1,199	\$1,345	-	-	-	602	787	1,065
<b>Wisconsin</b>																						
Juneau County (March) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Milwaukee (August) .....	-	-	-	679	921	-	605	662	796	-	809	941	1,098	-	1,245	-	-	-	-	583	823	1,035
Milwaukee-Racine CMSA (August) <sup>4</sup> .....	-	-	-	678	913	-	605	663	796	-	807	941	1,098	-	1,242	-	-	-	-	586	816	1,031

See footnotes at end of table.



**Table I-1. Average weekly pay<sup>1</sup> in private industries, professional and administrative occupations,<sup>2</sup> selected areas, 1996 — Continued**

State, area, and reference month	Administrative		
	Personnel Supervisors/Managers		
	I	II	III
<b>Vermont</b>			
Statewide Vermont (August) <sup>3</sup> .....	-	-	-
<b>Virginia</b>			
Norfolk-Virginia Beach-Newport News (April) <sup>3</sup> .....	-	-	-
Richmond-Petersburg (August) .....	-	-	-
<b>Washington</b>			
Seattle-Tacoma-Bremerton CMSA (November) .....	\$1,159	-	-
<b>Wisconsin</b>			
Juneau County (March) .....	-	-	-
Milwaukee (August) .....	-	-	-
Milwaukee-Racine CMSA (August) <sup>4</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> Pay data for the following occupational levels did not meet publication criteria in any area: Budget Analysts I and IV, Buyers/Contracting Specialists V, Computer Systems Analyst Supervisors/Managers IV, Personnel Supervisors/Managers IV and V, and Tax Collectors I, II, and III. In addition, for five occupations, only a single area published average pay data: Attorneys I averaged \$926 in Detroit, MI; Attorneys VI averaged \$2,626 in San Francisco-Oakland-San Jose, CA; Computer

Programmers V averaged \$1,155 in Houston-Galveston-Brazoria, TX; Computer Systems Analysts V averaged \$1,579 in Dallas-Ft. Worth, TX; and Personnel Specialists VI averaged \$1,547 in Philadelphia-Wilmington-Atlantic City, PA-DE-NJ.

<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 private industries. See appendix A-4 for more details.

<sup>4</sup> These areas had a change in area definition in 1996 and are not comparable to similar areas presented in the 1995 National Summary.

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-2. Average weekly pay<sup>1</sup> in private industries, technical and protective service occupations,<sup>2</sup> selected areas, 1996

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 (June) <sup>3</sup> .....	-	\$437	\$513	-	-	\$504	\$572	-	-	-	-	-	-	-
Gadsden and Anniston (June) <sup>3</sup> .....	-	429	-	-	-	-	560	-	-	-	-	-	-	-
Huntsville (March) .....	-	428	-	-	-	484	569	-	-	-	\$632	\$838	-	-
Mobile (June) <sup>3</sup> .....	-	-	-	-	-	-	562	-	-	-	-	-	-	-
Montgomery (May) <sup>3</sup> .....	-	347	548	-	\$368	473	602	-	-	-	597	-	-	-
<b>Alaska</b>														
Statewide Alaska (July) .....	-	535	935	-	-	-	-	-	-	-	-	-	-	-
Anchorage (July) .....	-	535	-	-	-	-	-	\$831	-	-	-	-	-	-
<b>Arizona</b>														
Phoenix (April) .....	-	437	522	\$665	-	-	574	-	-	\$517	-	770	\$880	-
<b>California</b>														
Fresno-Visalia (April) <sup>3</sup> .....	-	-	-	-	-	427	616	-	-	-	524	-	-	-
Sacramento-Yolo CMSA (March) .....	-	490	577	-	-	-	611	-	-	-	586	725	-	-
San Diego (July) .....	-	454	535	-	-	-	-	-	-	489	-	752	-	-
San Francisco-Oakland-San Jose CMSA (March) .....	-	563	642	693	-	-	705	791	-	565	678	818	936	\$1,152
<b>Colorado</b>														
Colorado Springs and Pueblo (August) <sup>3</sup> .....	-	-	-	-	-	526	-	-	-	-	470	613	729	-
Denver-Boulder-Greeley CMSA (January) .....	-	444	576	636	-	453	598	-	\$423	524	612	747	834	-
<b>Connecticut</b>														
Hartford (March) .....	-	474	583	681	-	-	594	807	-	-	673	728	868	-
New London-Norwich (January) .....	-	-	533	-	-	-	-	-	-	-	-	-	-	-
<b>District of Columbia</b>														
Washington (February) .....	\$403	451	583	-	-	-	679	-	408	540	650	745	918	-
<b>Florida</b>														
Gainesville (June) <sup>3</sup> .....	-	-	-	-	-	-	508	-	-	-	-	-	-	-
Miami-Ft. Lauderdale CMSA (November) <sup>4</sup> .....	-	448	542	629	-	524	611	-	-	-	626	-	-	-
Northwestern Florida (May) <sup>3</sup> .....	-	-	-	-	-	546	-	-	-	-	-	-	-	-
Orlando (April) .....	-	382	488	-	-	495	607	-	-	475	550	-	-	-
Tampa-St. Petersburg-Clearwater (July) .....	-	-	-	-	393	488	642	-	-	-	600	-	-	-
<b>Georgia</b>														
Atlanta (March) .....	-	469	538	-	456	571	617	-	-	-	601	698	-	-
Augusta-Aiken, Columbia and Sumter (October) <sup>3</sup> .....	-	417	528	-	365	497	649	-	-	582	695	-	-	-
Columbus (June) <sup>3</sup> .....	-	405	468	-	-	-	-	-	-	-	-	-	-	-
<b>Hawaii</b>														
Statewide Hawaii (August) .....	-	469	574	-	-	-	-	-	-	-	-	830	-	-
Honolulu (August) .....	-	473	556	-	-	-	-	-	-	-	-	-	-	-
<b>Illinois</b>														
Central Illinois (March) <sup>3</sup> .....	-	427	605	-	-	474	641	748	-	-	-	-	-	-
Chicago-Gary-Kenosha CMSA (June) <sup>4</sup> .....	391	469	563	682	-	508	630	-	-	557	672	813	-	-
<b>Indiana</b>														
Indianapolis (August) .....	-	480	603	-	-	505	632	-	-	-	642	-	-	-

See footnotes at end of table.

Table I-2. Average weekly pay<sup>1</sup> in private industries, technical and protective service occupations,<sup>2</sup> selected areas, 1996 —  
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>Kansas</b>														
Wichita (July) <sup>3</sup> .....	-	\$468	\$582	-	-	-	-	-	-	-	\$737	\$780	-	-
<b>Kentucky</b>														
Lexington-Fayette (August) <sup>3</sup> .....	-	409	-	-	-	\$439	-	-	-	-	536	-	-	-
Louisville (September) <sup>3</sup> .....	-	462	579	-	-	471	\$762	-	-	-	-	-	-	-
<b>Louisiana</b>														
Shreveport-Bossier City (April) <sup>3</sup> .....	-	379	-	-	-	-	-	-	-	-	-	-	-	-
<b>Massachusetts</b>														
Boston-Worcester-Lawrence CMSA (June) <sup>4</sup> .....	-	461	580	\$727	-	494	-	\$912	-	-	705	814	\$955	-
<b>Michigan</b>														
Detroit (January) .....	-	467	611	772	\$404	478	624	905	-	-	731	851	976	-
<b>Minnesota</b>														
Minneapolis-St. Paul (February) .....	-	-	551	674	-	536	-	731	-	\$507	623	757	844	-
<b>Mississippi</b>														
Biloxi-Gulfport-Pascagoula (August) <sup>3</sup> .....	-	369	-	-	-	415	-	-	-	-	-	-	-	-
Columbus (June) <sup>3</sup> .....	-	-	511	-	-	-	-	-	-	-	-	-	-	-
Jackson (April) .....	-	465	520	-	-	-	-	-	-	-	-	-	-	-
<b>Missouri</b>														
Kansas City (September) .....	-	428	540	652	487	503	649	-	-	571	676	754	-	-
St. Louis (March) .....	\$332	416	585	-	380	500	588	-	-	-	562	764	894	-
<b>Nebraska</b>														
Omaha (April) .....	-	402	-	-	-	481	570	-	-	-	-	-	-	-
<b>New York</b>														
Buffalo-Niagara Falls (April) <sup>3</sup> .....	-	444	-	-	-	473	671	-	-	-	659	819	-	-
Nassau-Suffolk (January) .....	-	471	597	679	-	-	749	789	-	-	-	771	-	-
<b>North Carolina</b>														
Greensboro-Winston-Salem-High Point (July) <sup>3</sup> .....	-	430	512	-	-	515	576	-	-	-	-	834	-	-
<b>Ohio</b>														
Cincinnati (May) .....	-	477	532	-	-	473	646	-	-	546	581	743	892	-
Cincinnati-Hamilton CMSA (May) <sup>4</sup> .....	-	479	559	-	-	473	646	-	-	542	581	743	892	-
Cleveland (July) .....	321	-	547	647	-	480	604	-	-	-	607	747	858	-
Cleveland-Akron CMSA (August) <sup>4</sup> .....	320	410	551	650	-	499	605	696	-	505	630	751	881	-
Columbus (January) .....	353	437	531	600	-	-	-	-	-	-	-	-	-	-
Dayton-Springfield (March) .....	-	438	563	651	-	483	602	-	-	483	663	709	-	-
<b>Oklahoma</b>														
Oklahoma City (July) <sup>3</sup> .....	-	409	526	-	-	433	571	-	-	534	626	751	-	-
<b>Oregon</b>														
Portland-Salem CMSA (July) <sup>4</sup> .....	-	474	576	-	-	-	-	-	-	511	611	727	892	-

See footnotes at end of table.

**Table I-2. Average weekly pay<sup>1</sup> in private industries, technical and protective service occupations,<sup>2</sup> selected areas, 1996 — 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>Pennsylvania</b>														
Harrisburg-Lebanon-Carlisle (August) <sup>3</sup> .....	-	\$450	\$527	-	-	\$490	\$608	-	-	-	\$613	\$696	-	-
Philadelphia (November) .....	-	450	614	-	-	575	648	\$899	-	-	680	786	\$935	-
Philadelphia-Wilmington-Atlantic City CMSA (November) <sup>4</sup> .....	-	448	602	-	-	566	644	889	-	-	694	838	1,010	-
Pittsburgh (May) .....	-	406	611	-	\$450	-	677	-	-	-	644	766	855	-
Scranton-Wilkes-Barre-Hazleton (March) .....	-	401	-	-	-	-	-	-	-	-	-	-	-	-
<b>Puerto Rico</b>														
San Juan-Caguas-Arecibo CMSA (October) .....	-	313	415	-	-	401	-	-	-	\$399	521	-	-	-
<b>South Carolina</b>														
Charleston-North Charleston (September) <sup>3</sup> .....	-	-	-	-	-	532	-	-	-	-	-	-	-	-
<b>Tennessee</b>														
Nashville (May) .....	-	436	518	-	-	506	604	-	-	-	625	-	-	-
<b>Texas</b>														
Dallas-Ft. Worth CMSA (March) .....	\$374	464	568	-	430	466	601	750	-	515	590	691	-	-
Houston (March) .....	397	464	572	\$722	441	-	735	819	\$473	580	689	837	1,083	\$1,220
Houston-Galveston-Brazoria CMSA (April) <sup>4</sup> .....	417	468	576	722	443	-	730	815	476	559	664	822	1,078	1,220
Northwest Texas (September) <sup>3</sup> .....	-	345	-	-	-	445	-	-	-	-	-	-	-	-
San Antonio (August) <sup>3</sup> .....	-	-	532	-	-	452	601	-	-	-	-	-	-	-
<b>Vermont</b>														
Statewide Vermont (August) <sup>3</sup> .....	-	449	535	-	-	460	599	-	-	-	551	-	-	-

See footnotes at end of table.

**Table I-2. Average weekly pay<sup>1</sup> in private industries, technical and protective service occupations,<sup>2</sup> selected areas, 1996 — 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>Virginia</b>														
Norfolk-Virginia Beach-Newport News (April) <sup>3</sup> .....	-	\$425	-	-	-	\$474	\$663	-	-	-	-	-	-	-
Richmond-Petersburg (August) .....	-	-	\$694	-	-	-	-	-	-	-	-	-	-	-
<b>Washington</b>														
Seattle-Tacoma-Bremerton CMSA (November) .....	-	473	575	-	-	525	-	-	-	-	-	-	-	-
<b>Wisconsin</b>														
Milwaukee (August) .....	-	457	579	-	-	-	634	-	-	-	\$647	\$799	\$875	-
Milwaukee-Racine CMSA (August) <sup>4</sup> .....	-	454	577	-	-	-	633	-	-	-	647	793	875	-

<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> Pay data for the following occupational levels did not meet publication criteria in any area: Computer Operator V, Civil Engineering Technicians I, II, III and V, Correction Officers, Firefighters, and Police Officers II. In addition, for two occupations, only a single area published average pay data: Civil Engineering Technicians IV averaged \$830

in Statewide Alaska and Police Officers I averaged \$534 in Pittsburgh, PA.

<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 private industries. See appendix A-4 for more details.

<sup>4</sup> These areas had a change in area definition in 1996 and are not comparable to similar areas presented in the 1995 National Summary.

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-3. Average weekly pay<sup>1</sup> in private industries, clerical occupations, selected areas, 1996

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 (June) <sup>2</sup> .....	\$251	\$353	\$508	-	\$250	\$255	\$377	-	\$356	-	\$317	-
Gadsden and Anniston (June) <sup>2</sup> .....	-	305	396	-	-	289	398	-	-	-	288	-
Huntsville (March) .....	-	360	419	\$660	-	335	485	\$624	-	-	317	\$389
Mobile (June) <sup>2</sup> .....	-	314	423	-	-	300	338	-	-	-	-	-
Montgomery (May) <sup>2</sup> .....	262	355	455	-	244	280	350	-	-	-	287	376
<b>Alaska</b>												
Statewide Alaska (July) .....	-	430	501	-	-	-	528	583	-	-	355	440
Anchorage (July) .....	-	444	505	635	-	379	494	583	-	-	-	-
<b>Arizona</b>												
Phoenix (April) .....	-	359	410	489	-	310	381	474	340	-	309	364
<b>California</b>												
Fresno-Visalia (April) <sup>2</sup> .....	-	342	421	584	-	342	344	-	-	-	341	-
Sacramento-Yolo CMSA (March) .....	-	391	457	551	-	336	396	460	-	-	366	432
Salinas (April) <sup>2</sup> .....	-	-	438	501	-	-	-	-	-	-	-	-
San Diego (July) .....	-	387	448	-	-	307	385	-	366	\$513	328	417
San Francisco-Oakland-San Jose CMSA (March) .....	-	436	519	603	-	385	466	570	-	-	-	489
<b>Colorado</b>												
Colorado Springs and Pueblo (August) <sup>2</sup> .....	-	366	420	-	-	317	404	-	-	-	-	376
Denver-Boulder-Greeley CMSA (January) .....	348	392	475	555	-	316	393	494	-	-	357	385
<b>Connecticut</b>												
Hartford (March) .....	-	397	477	605	-	351	416	-	-	477	360	436
New London-Norwich (January) .....	-	-	446	-	-	-	-	-	-	-	-	-
<b>District of Columbia</b>												
Washington (February) .....	340	410	489	579	-	376	441	570	359	-	344	-
<b>Florida</b>												
Gainesville (June) <sup>2</sup> .....	-	334	457	-	-	-	-	-	-	-	-	-
Miami-Ft. Lauderdale CMSA (November) <sup>3</sup> .....	-	375	472	559	267	312	409	495	344	-	302	400
Northwestern Florida (May) <sup>2</sup> .....	-	321	497	-	-	268	361	-	-	-	297	-
Orlando (April) .....	308	344	434	-	-	311	332	-	-	-	322	-
Tampa-St. Petersburg-Clearwater (July) .....	-	352	406	544	-	-	360	417	-	396	281	-
West Palm Beach-Boca Raton (February) .....	-	375	425	541	-	301	375	-	-	-	-	-
<b>Georgia</b>												
Albany (June) <sup>2</sup> .....	-	346	-	-	-	-	-	-	-	-	-	-
Atlanta (March) .....	-	416	471	554	-	340	-	-	-	-	359	-
Augusta-Aiken, Columbia and Sumter (October) <sup>2</sup> .....	269	350	429	540	-	366	-	-	319	-	324	329
Columbus (June) <sup>2</sup> .....	-	333	433	-	-	-	340	-	-	-	-	-
<b>Hawaii</b>												
Statewide Hawaii (August) .....	-	421	459	598	-	334	418	-	418	-	352	446
Honolulu (August) .....	-	422	458	599	-	332	412	-	419	-	353	435
<b>Illinois</b>												
Central Illinois (March) <sup>2</sup> .....	-	360	482	589	250	305	406	477	-	-	296	381
Chicago-Gary-Kenosha CMSA (June) <sup>3</sup> .....	-	402	459	607	277	337	417	-	-	469	344	434

See footnotes at end of table.

Table I-3. Average weekly pay<sup>1</sup> in private industries, clerical occupations, selected areas, 1996 — Continued

State, area, and reference month	Personnel Assistants				Secretaries					Switchboard Operator-Receptionists
	I	II	III	IV	I	II	III	IV	V	
<b>Alabama</b>										
Birmingham (June) <sup>2</sup> .....	-	-	-	-	\$431	\$465	\$551	\$688	-	\$338
Gadsden and Anniston (June) <sup>2</sup> .....	-	-	-	-	-	-	484	-	-	306
Huntsville (March) .....	-	-	\$440	-	369	432	532	635	-	289
Mobile (June) <sup>2</sup> .....	-	-	-	-	402	465	541	-	-	290
Montgomery (May) <sup>2</sup> .....	-	-	-	-	349	450	542	660	-	332
<b>Alaska</b>										
Statewide Alaska (July) .....	-	\$474	-	-	-	517	681	829	-	419
Anchorage (July) .....	-	-	-	-	-	491	606	-	-	425
<b>Arizona</b>										
Phoenix (April) .....	-	-	-	-	364	-	500	577	\$683	308
<b>California</b>										
Fresno-Visalia (April) <sup>2</sup> .....	-	-	-	-	-	478	522	590	-	325
Sacramento-Yolo CMSA (March) .....	-	-	500	\$552	434	507	571	621	-	365
Salinas (April) <sup>2</sup> .....	-	-	-	-	-	414	-	650	-	376
San Diego (July) .....	-	-	-	-	424	499	579	662	786	348
San Francisco-Oakland-San Jose CMSA (March) .....	-	464	623	687	-	598	645	744	838	433
<b>Colorado</b>										
Colorado Springs and Pueblo (August) <sup>2</sup> .....	-	-	-	-	354	431	513	625	-	297
Denver-Boulder-Greeley CMSA (January) .....	-	448	492	622	412	509	554	635	748	356
<b>Connecticut</b>										
Hartford (March) .....	-	-	554	-	451	509	590	674	792	385
New London-Norwich (January) .....	-	-	-	-	405	-	566	655	-	355
<b>District of Columbia</b>										
Washington (February) .....	-	415	530	-	-	521	577	698	804	412
<b>Florida</b>										
Gainesville (June) <sup>2</sup> .....	-	-	-	-	-	430	474	-	-	285
Miami-Ft. Lauderdale CMSA (November) <sup>3</sup> .....	\$306	420	510	-	-	498	540	639	756	334
Northwestern Florida (May) <sup>2</sup> .....	-	-	-	-	361	-	521	-	-	268
Orlando (April) .....	-	377	435	-	385	457	524	612	-	340
Tampa-St. Petersburg-Clearwater (July) .....	-	-	-	-	366	429	517	597	-	320
West Palm Beach-Boca Raton (February) .....	-	400	448	-	367	435	509	-	-	332
<b>Georgia</b>										
Albany (June) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	309
Atlanta (March) .....	-	442	562	-	439	477	574	644	771	377
Augusta-Aiken, Columbia and Sumter (October) <sup>2</sup> .....	-	-	-	-	384	445	521	671	-	336
Columbus (June) <sup>2</sup> .....	-	-	-	-	373	419	477	671	-	324
<b>Hawaii</b>										
Statewide Hawaii (August) .....	-	440	519	619	418	483	591	714	-	394
Honolulu (August) .....	-	445	520	627	-	490	592	720	-	391
<b>Illinois</b>										
Central Illinois (March) <sup>2</sup> .....	-	-	-	-	-	427	550	673	-	307
Chicago-Gary-Kenosha CMSA (June) <sup>3</sup> .....	-	410	526	595	459	537	583	700	798	359

See footnotes at end of table.

**Table I-3. Average weekly pay<sup>1</sup> in private industries, clerical occupations, selected areas, 1996 — Continued**

State, area, and reference month	Word Processors		
	I	II	III
<b>Alabama</b>			
Birmingham (June) <sup>2</sup> .....	-	-	-
Gadsden and Anniston (June) <sup>2</sup> .....	-	-	-
Huntsville (March) .....	-	\$401	-
Mobile (June) <sup>2</sup> .....	-	-	-
Montgomery (May) <sup>2</sup> .....	-	-	-
<b>Alaska</b>			
Statewide Alaska (July) .....	-	-	-
Anchorage (July) .....	-	-	-
<b>Arizona</b>			
Phoenix (April) .....	-	450	-
<b>California</b>			
Fresno-Visalia (April) <sup>2</sup> .....	-	-	-
Sacramento-Yolo CMSA (March) .....	-	479	-
Salinas (April) <sup>2</sup> .....	-	-	-
San Diego (July) .....	-	479	-
San Francisco-Oakland-San Jose CMSA (March) ....	-	-	\$717
<b>Colorado</b>			
Colorado Springs and Pueblo (August) <sup>2</sup> .....	-	473	-
Denver-Boulder-Greeley CMSA (January) .....	-	-	-
<b>Connecticut</b>			
Hartford (March) .....	\$386	552	-
New London-Norwich (January) .....	-	-	-
<b>District of Columbia</b>			
Washington (February) .....	413	486	613
<b>Florida</b>			
Gainesville (June) <sup>2</sup> .....	372	408	-
Miami-Ft. Lauderdale CMSA (November) <sup>3</sup> .....	-	-	-
Northwestern Florida (May) <sup>2</sup> .....	-	-	-
Orlando (April) .....	-	-	-
Tampa-St. Petersburg-Clearwater (July) .....	-	464	-
West Palm Beach-Boca Raton (February) .....	-	-	-
<b>Georgia</b>			
Albany (June) <sup>2</sup> .....	-	-	-
Atlanta (March) .....	-	-	-
Augusta-Aiken, Columbia and Sumter (October) <sup>2</sup> .....	-	376	-
Columbus (June) <sup>2</sup> .....	-	-	-
<b>Hawaii</b>			
Statewide Hawaii (August) .....	-	432	-
Honolulu (August) .....	-	432	-
<b>Illinois</b>			
Central Illinois (March) <sup>2</sup> .....	-	464	-
Chicago-Gary-Kenosha CMSA (June) <sup>3</sup> .....	-	546	586

See footnotes at end of table.

Table I-3. Average weekly pay<sup>1</sup> in private industries, clerical occupations, selected areas, 1996 — 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>Indiana</b>												
Indianapolis (August) .....	\$322	\$369	\$455	\$535	\$305	\$326	\$384	\$503	-	-	\$340	\$385
<b>Kansas</b>												
Wichita (July) <sup>2</sup> .....	-	369	441	-	-	337	448	-	-	-	290	-
<b>Kentucky</b>												
Lexington-Fayette (August) <sup>2</sup> .....	-	355	407	-	-	-	-	-	-	-	339	-
Louisville (September) <sup>2</sup> .....	-	353	465	568	-	327	394	-	-	\$467	294	283
<b>Louisiana</b>												
Shreveport-Bossier City (April) <sup>2</sup> .....	-	343	390	-	-	298	334	-	-	-	303	-
<b>Massachusetts</b>												
Boston-Worcester-Lawrence CMSA (June) <sup>3</sup> .....	-	417	487	599	-	-	422	546	-	503	379	429
<b>Michigan</b>												
Detroit (January) .....	307	379	452	-	-	-	401	-	-	-	347	-
<b>Minnesota</b>												
Minneapolis-St. Paul (February) .....	-	388	444	493	311	351	408	462	\$387	527	340	394
<b>Mississippi</b>												
Biloxi-Gulfport-Pascagoula (August) <sup>2</sup> .....	-	331	409	-	-	266	-	457	-	-	-	-
Columbus (June) <sup>2</sup> .....	-	334	419	-	-	299	-	-	-	-	-	-
Jackson (April) .....	-	334	440	461	-	314	-	-	-	-	373	-
Meridian (July) <sup>2</sup> .....	-	335	410	-	-	-	-	-	-	-	-	-
<b>Missouri</b>												
Kansas City (September) .....	-	383	441	494	-	353	421	532	331	-	311	430
St. Louis (March) .....	393	355	427	530	234	325	411	497	319	-	320	-
<b>Nebraska</b>												
Omaha (April) .....	315	359	417	511	-	317	-	536	-	-	300	367
<b>New York</b>												
Buffalo-Niagara Falls (April) <sup>2</sup> .....	-	335	390	-	252	326	409	-	-	-	340	-
Nassau-Suffolk (January) .....	-	444	503	549	-	348	416	-	431	-	343	458
<b>North Carolina</b>												
Greensboro-Winston-Salem-High Point (July) <sup>2</sup> .....	-	392	430	570	-	-	452	-	385	400	331	356
<b>North Dakota</b>												
Ward County (February) .....	-	308	-	-	-	277	-	-	-	-	-	-

See footnotes at end of table.

Table I-3. Average weekly pay<sup>1</sup> in private industries, clerical occupations, selected areas, 1996 — Continued

State, area, and reference month	Personnel Assistants				Secretaries					Switchboard Operator-Receptionists
	I	II	III	IV	I	II	III	IV	V	
<b>Indiana</b>										
Indianapolis (August) .....	-	-	-	-	\$384	\$435	\$492	-	-	\$366
<b>Kansas</b>										
Wichita (July) <sup>2</sup> .....	-	-	-	-	354	475	543	\$657	-	323
<b>Kentucky</b>										
Lexington-Fayette (August) <sup>2</sup> .....	-	-	-	-	418	436	517	-	-	333
Louisville (September) <sup>2</sup> .....	-	-	-	-	390	496	551	679	-	315
<b>Louisiana</b>										
Shreveport-Bossier City (April) <sup>2</sup> .....	-	-	-	-	-	455	516	-	-	290
<b>Massachusetts</b>										
Boston-Worcester-Lawrence CMSA (June) <sup>3</sup> .....	-	\$414	\$523	\$640	436	505	588	682	\$798	400
<b>Michigan</b>										
Detroit (January) .....	-	418	456	-	460	492	627	618	886	-
<b>Minnesota</b>										
Minneapolis-St. Paul (February) .....	-	439	477	-	-	463	534	619	768	381
<b>Mississippi</b>										
Biloxi-Gulfport-Pascagoula (August) <sup>2</sup> .....	-	-	-	-	309	420	507	-	-	274
Columbus (June) <sup>2</sup> .....	-	-	-	-	-	423	491	-	-	290
Jackson (April) .....	-	396	-	-	364	396	542	670	-	344
Meridian (July) <sup>2</sup> .....	-	-	-	-	-	-	-	-	-	-
<b>Missouri</b>										
Kansas City (September) .....	-	428	477	-	406	481	537	618	-	353
St. Louis (March) .....	-	375	496	-	369	449	533	651	806	322
<b>Nebraska</b>										
Omaha (April) .....	\$335	368	450	-	361	428	508	658	-	329
<b>New York</b>										
Buffalo-Niagara Falls (April) <sup>2</sup> .....	-	-	-	-	-	480	519	623	-	335
Nassau-Suffolk (January) .....	-	431	590	-	393	479	572	644	791	388
<b>North Carolina</b>										
Greensboro-Winston-Salem-High Point (July) <sup>2</sup> .....	-	-	-	-	452	485	506	651	-	343
<b>North Dakota</b>										
Ward County (February) .....	-	-	-	-	-	-	-	-	-	284

See footnotes at end of table.



**Table I-3. Average weekly pay<sup>1</sup> in private industries, clerical occupations, selected areas, 1996 — Continued**

State, area, and reference month	Word Processors		
	I	II	III
<b>Indiana</b>			
Indianapolis (August) .....	-	\$425	-
<b>Kansas</b>			
Wichita (July) <sup>2</sup> .....	-	-	-
<b>Kentucky</b>			
Lexington-Fayette (August) <sup>2</sup> .....	-	-	-
Louisville (September) <sup>2</sup> .....	-	-	-
<b>Louisiana</b>			
Shreveport-Bossier City (April) <sup>2</sup> .....	-	-	-
<b>Massachusetts</b>			
Boston-Worcester-Lawrence CMSA (June) <sup>3</sup> .....	-	513	-
<b>Michigan</b>			
Detroit (January) .....	-	458	-
<b>Minnesota</b>			
Minneapolis-St. Paul (February) .....	\$464	-	-
<b>Mississippi</b>			
Biloxi-Gulfport-Pascagoula (August) <sup>2</sup> .....	-	380	-
Columbus (June) <sup>2</sup> .....	-	-	-
Jackson (April) .....	-	-	-
Meridian (July) <sup>2</sup> .....	-	-	-
<b>Missouri</b>			
Kansas City (September) .....	-	463	-
St. Louis (March) .....	-	401	\$532
<b>Nebraska</b>			
Omaha (April) .....	336	399	-
<b>New York</b>			
Buffalo-Niagara Falls (April) <sup>2</sup> .....	-	-	-
Nassau-Suffolk (January) .....	-	479	-
<b>North Carolina</b>			
Greensboro-Winston-Salem-High Point (July) <sup>2</sup> .....	-	-	-
<b>North Dakota</b>			
Ward County (February) .....	-	-	-

See footnotes at end of table.

Table I-3. Average weekly pay<sup>1</sup> in private industries, clerical occupations, selected areas, 1996 — 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) .....	-	\$370	\$441	\$518	-	\$304	\$385	\$485	-	-	\$327	\$370
Cincinnati-Hamilton CMSA (May) <sup>3</sup> .....	\$309	363	449	500	-	306	387	482	-	-	331	368
Cleveland (July) .....	292	385	450	561	\$255	319	389	-	-	-	289	372
Cleveland-Akron CMSA (August) <sup>3</sup> .....	298	383	453	567	249	319	-	499	\$333	\$454	292	377
Columbus (January) .....	-	372	427	511	-	329	432	457	-	-	347	390
Dayton-Springfield (March) .....	-	340	422	486	-	317	380	480	329	-	318	424
<b>Oklahoma</b>												
Oklahoma City (July) <sup>2</sup> .....	-	353	432	576	-	360	472	549	-	-	290	-
<b>Oregon</b>												
Portland-Salem CMSA (July) <sup>3</sup> .....	-	384	444	549	-	321	-	450	-	-	343	-
<b>Pennsylvania</b>												
Harrisburg-Lebanon-Carlisle (August) <sup>2</sup> .....	303	390	450	-	-	287	-	-	-	-	321	-
Philadelphia (November) .....	336	423	475	617	-	344	395	498	-	-	367	442
Philadelphia-Wilmington-Atlantic City CMSA (November) <sup>3</sup> .....	336	421	479	591	308	351	402	492	-	-	355	440
Pittsburgh (May) .....	293	-	440	573	263	320	395	459	366	-	321	331
Scranton-Wilkes-Barre-Hazleton (March) .....	280	337	397	-	-	268	371	-	312	-	291	352
<b>Puerto Rico</b>												
San Juan-Caguas-Arecibo CMSA (October) .....	211	260	359	-	200	233	301	406	292	-	242	318
<b>South Carolina</b>												
Charleston-North Charleston (September) <sup>2</sup> .....	-	369	441	-	-	-	-	-	-	-	-	-
<b>Tennessee</b>												
Nashville (May) .....	-	359	439	507	-	-	327	-	332	-	316	383
<b>Texas</b>												
Dallas-Ft. Worth CMSA (March) .....	399	384	442	539	-	323	429	472	338	-	304	-
Houston (March) .....	419	408	498	587	350	352	483	549	-	-	355	403
Houston-Galveston-Brazoria CMSA (April) <sup>3</sup> .....	416	404	499	590	325	353	478	550	-	-	354	403
Northwest Texas (September) <sup>2</sup> .....	-	320	378	-	-	304	487	-	-	-	-	-
San Antonio (August) <sup>2</sup> .....	286	344	404	-	-	301	395	-	314	-	-	-

See footnotes at end of table.

Table I-3. Average weekly pay<sup>1</sup> in private industries, clerical occupations, selected areas, 1996 — Continued

State, area, and reference month	Personnel Assistants				Secretaries					Switchboard Operator-Receptionists
	I	II	III	IV	I	II	III	IV	V	
<b>Ohio</b>										
Cincinnati (May) .....	-	-	\$440	-	\$390	\$458	\$548	\$642	-	\$335
Cincinnati-Hamilton CMSA (May) <sup>3</sup> .....	-	-	444	-	385	458	547	639	-	332
Cleveland (July) .....	-	-	-	-	381	-	566	631	\$745	361
Cleveland-Akron CMSA (August) <sup>3</sup> .....	-	\$407	-	-	377	496	555	621	772	353
Columbus (January) .....	-	-	462	\$540	395	487	533	642	-	338
Dayton-Springfield (March) .....	-	372	491	-	351	443	529	619	-	316
<b>Oklahoma</b>										
Oklahoma City (July) <sup>2</sup> .....	-	-	-	-	394	468	534	619	-	300
<b>Oregon</b>										
Portland-Salem CMSA (July) <sup>3</sup> .....	-	440	515	-	426	460	536	642	-	355
<b>Pennsylvania</b>										
Harrisburg-Lebanon-Carlisle (August) <sup>2</sup> .....	-	-	-	-	367	437	504	627	-	356
Philadelphia (November) .....	-	442	524	-	435	470	560	665	743	394
Philadelphia-Wilmington-Atlantic City CMSA (November) <sup>3</sup> .....	-	441	508	-	436	470	568	670	757	389
Pittsburgh (May) .....	-	-	-	-	475	437	529	606	707	312
Scranton-Wilkes-Barre-Hazleton (March) .....	-	406	-	-	353	360	471	496	-	294
<b>Puerto Rico</b>										
San Juan-Caguas-Arecibo CMSA (October) .....	\$244	327	391	-	297	347	430	546	-	242
<b>South Carolina</b>										
Charleston-North Charleston (September) <sup>2</sup> .....	-	-	-	-	-	460	542	-	-	337
<b>Tennessee</b>										
Nashville (May) .....	-	-	456	-	349	418	502	578	-	355
<b>Texas</b>										
Dallas-Ft. Worth CMSA (March) .....	323	397	480	600	452	470	543	645	781	337
Houston (March) .....	-	-	-	-	432	515	596	710	810	363
Houston-Galveston-Brazoria CMSA (April) <sup>3</sup> .....	-	413	-	-	432	515	596	710	810	362
Northwest Texas (September) <sup>2</sup> .....	-	-	-	-	349	519	535	-	-	310
San Antonio (August) <sup>2</sup> .....	-	-	-	-	381	437	500	619	-	301

See footnotes at end of table.

**Table I-3. Average weekly pay<sup>1</sup> in private industries, clerical occupations, selected areas, 1996 — Continued**

State, area, and reference month	Word Processors		
	I	II	III
<b>Ohio</b>			
Cincinnati (May) .....	-	\$419	-
Cincinnati-Hamilton CMSA (May) <sup>3</sup> .....	-	414	-
Cleveland (July) .....	\$373	487	-
Cleveland-Akron CMSA (August) <sup>3</sup> .....	368	481	-
Columbus (January) .....	-	461	-
Dayton-Springfield (March) .....	-	451	-
<b>Oklahoma</b>			
Oklahoma City (July) <sup>2</sup> .....	-	-	-
<b>Oregon</b>			
Portland-Salem CMSA (July) <sup>3</sup> .....	-	407	-
<b>Pennsylvania</b>			
Harrisburg-Lebanon-Carlisle (August) <sup>2</sup> .....	350	399	-
Philadelphia (November) .....	414	474	-
Philadelphia-Wilmington-Atlantic City CMSA (November) <sup>3</sup> .....	415	475	-
Pittsburgh (May) .....	-	-	-
Scranton-Wilkes-Barre-Hazleton (March) .....	-	-	-
<b>Puerto Rico</b>			
San Juan-Caguas-Arecibo CMSA (October) .....	-	308	-
<b>South Carolina</b>			
Charleston-North Charleston (September) <sup>2</sup> .....	-	-	-
<b>Tennessee</b>			
Nashville (May) .....	-	476	-
<b>Texas</b>			
Dallas-Ft. Worth CMSA (March) .....	-	500	-
Houston (March) .....	-	492	\$661
Houston-Galveston-Brazoria CMSA (April) <sup>3</sup> .....	-	487	652
Northwest Texas (September) <sup>2</sup> .....	-	-	-
San Antonio (August) <sup>2</sup> .....	-	-	-

See footnotes at end of table.

**Table I-3. Average weekly pay<sup>1</sup> in private industries, clerical occupations, selected areas, 1996 — 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>Vermont</b>												
Statewide Vermont (August) <sup>2</sup> .....	\$244	\$389	\$429	\$532	-	\$316	\$449	-	\$358	\$468	\$329	\$398
<b>Virginia</b>												
Norfolk-Virginia Beach-Newport News (April) <sup>2</sup> .....	244	324	424	-	-	295	420	-	296	-	-	-
Richmond-Petersburg (August) .....	-	380	451	562	-	326	422	-	-	-	-	485
<b>Washington</b>												
Seattle-Tacoma-Bremerton CMSA (November) .....	-	405	472	585	-	358	436	\$519	-	-	405	462
<b>Wisconsin</b>												
Milwaukee (August) .....	-	397	427	576	\$279	345	410	469	377	-	315	355
Milwaukee-Racine CMSA (August) <sup>3</sup> .....	-	395	427	575	279	341	406	472	375	457	315	355
<b>Wyoming</b>												
Statewide Wyoming (May) <sup>2</sup> .....	-	315	420	-	-	310	502	-	-	-	-	-

See footnotes at end of table.



**Table I-3. Average weekly pay<sup>1</sup> in private industries, clerical occupations, selected areas, 1996 — Continued**

State, area, and reference month	Personnel Assistants				Secretaries					Switchboard Operator-Receptionists
	I	II	III	IV	I	II	III	IV	V	
<b>Vermont</b>										
Statewide Vermont (August) <sup>2</sup> .....	-	-	-	-	\$411	\$430	\$508	\$639	-	\$371
<b>Virginia</b>										
Norfolk-Virginia Beach-Newport News (April) <sup>2</sup> .....	-	-	-	-	371	442	492	602	-	294
Richmond-Petersburg (August) .....	-	-	-	-	381	481	-	646	-	-
<b>Washington</b>										
Seattle-Tacoma-Bremerton CMSA (November) .....	-	\$438	\$525	\$656	429	487	560	647	\$761	399
<b>Wisconsin</b>										
Milwaukee (August) .....	-	-	-	-	430	469	533	703	-	363
Milwaukee-Racine CMSA (August) <sup>3</sup> .....	-	425	-	-	428	469	533	693	-	362
<b>Wyoming</b>										
Statewide Wyoming (May) <sup>2</sup> .....	-	-	-	-	-	-	568	-	-	287

See footnotes at end of table.

**Table I-3. Average weekly pay<sup>1</sup> in private industries, clerical occupations, selected areas, 1996 — Continued**

State, area, and reference month	Word Processors		
	I	II	III
<b>Vermont</b>			
Statewide Vermont (August) <sup>2</sup> .....	-	-	-
<b>Virginia</b>			
Norfolk-Virginia Beach-Newport News (April) <sup>2</sup> .....	\$400	-	-
Richmond-Petersburg (August) .....	-	\$442	-
<b>Washington</b>			
Seattle-Tacoma-Bremerton CMSA (November) .....	431	475	\$617
<b>Wisconsin</b>			
Milwaukee (August) .....	379	-	-
Milwaukee-Racine CMSA (August) <sup>3</sup> .....	379	-	-
<b>Wyoming</b>			
Statewide Wyoming (May) <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 private industries. See appendix A-4 for more details.

<sup>3</sup> These areas had a change in area definition in 1996 and are not comparable to similar areas presented in the 1995 National Summary.

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-4. Average hourly pay<sup>1</sup> in private industries, maintenance and toolroom occupations, selected areas, 1996

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 (June) <sup>2</sup> .....	\$8.56	\$14.02	-	\$17.32	-	\$15.90	\$16.95	\$16.04	-	-
Gadsden and Anniston (June) <sup>2</sup> .....	8.28	14.53	-	13.22	-	13.59	11.90	13.70	-	\$12.97
Huntsville (March) .....	8.81	20.30	\$11.75	16.06	-	16.55	20.06	15.09	-	20.69
Mobile (June) <sup>2</sup> .....	6.91	15.93	-	18.41	\$18.81	-	14.11	13.37	-	-
Montgomery (May) <sup>2</sup> .....	8.98	12.94	-	-	-	-	12.89	13.29	-	16.68
<b>Alaska</b>										
Statewide Alaska (July) .....	11.79	22.19	-	27.63	30.16	-	22.96	19.04	-	-
Anchorage (July) .....	11.03	-	-	-	-	-	-	17.44	-	-
<b>Arizona</b>										
Phoenix (April) .....	9.28	19.69	-	14.93	19.09	21.32	15.38	15.84	-	18.64
<b>California</b>										
Fresno-Visalia (April) <sup>2</sup> .....	8.74	-	-	-	-	-	15.03	14.35	-	-
Sacramento-Yolo CMSA (March) .....	9.52	17.34	-	15.96	20.94	-	18.67	16.38	-	-
San Diego (July) .....	8.99	18.13	-	17.44	-	-	19.28	14.83	-	20.41
San Francisco-Oakland-San Jose CMSA (March) .....	10.29	20.55	-	19.64	20.37	19.37	20.68	20.29	-	-
<b>Colorado</b>										
Colorado Springs and Pueblo (August) <sup>2</sup> .....	8.41	-	-	16.99	-	-	14.28	15.16	-	-
Denver-Boulder-Greeley CMSA (January) .....	9.59	18.59	-	16.69	20.09	17.68	15.85	15.99	-	17.32
<b>Connecticut</b>										
Hartford (March) .....	11.40	19.02	-	19.80	-	17.12	18.91	16.87	\$16.93	17.99
New London-Norwich (January) .....	9.55	19.73	-	14.86	-	-	-	-	-	-
<b>District of Columbia</b>										
Washington (February) .....	10.60	19.18	13.29	20.01	22.41	21.08	-	18.15	-	-
<b>Florida</b>										
Gainesville (June) <sup>2</sup> .....	7.38	-	-	15.11	-	-	-	10.00	-	-
Miami-Ft. Lauderdale CMSA (November) <sup>3</sup> .....	8.77	14.27	-	-	-	16.48	15.34	14.24	-	15.21
Northwestern Florida (May) <sup>2</sup> .....	7.44	-	-	18.63	-	-	-	14.44	-	-
Orlando (April) .....	8.22	15.21	11.50	14.97	-	-	-	13.38	-	-
Tampa-St. Petersburg-Clearwater (July) .....	8.55	-	-	13.58	17.70	13.90	13.89	14.50	-	16.04
West Palm Beach-Boca Raton (February) .....	8.79	-	-	16.94	-	-	13.48	11.89	-	-
<b>Georgia</b>										
Albany (June) <sup>2</sup> .....	-	-	-	-	-	-	-	16.09	-	-
Atlanta (March) .....	10.37	-	-	19.05	-	17.80	14.78	18.25	-	-
Augusta-Aiken, Columbia and Sumter (October) <sup>2</sup> .....	10.34	15.84	-	18.00	-	15.56	15.68	17.06	-	17.00
Columbus (June) <sup>2</sup> .....	10.68	13.23	-	-	-	12.63	13.07	13.24	-	-
<b>Hawaii</b>										
Statewide Hawaii (August) .....	11.66	16.64	-	-	-	17.65	16.16	-	-	-
Honolulu (August) .....	11.36	17.07	-	-	-	-	-	-	-	-
<b>Illinois</b>										
Central Illinois (March) <sup>2</sup> .....	8.70	-	-	-	-	-	19.86	18.95	-	16.44
Chicago-Gary-Kenosha CMSA (June) <sup>3</sup> .....	10.22	19.31	-	19.83	-	17.39	18.14	18.04	20.93	19.47
<b>Indiana</b>										
Indianapolis (August) .....	10.13	20.73	-	19.33	-	16.36	19.00	17.79	-	20.55

See footnotes at end of table.

Table I-4. Average hourly pay<sup>1</sup> in private industries, maintenance and toolroom occupations, selected areas, 1996 — 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>Kansas</b>										
Wichita (July) <sup>2</sup> .....	\$9.14	\$19.45	-	\$16.94	-	-	\$19.31	\$18.75	-	\$19.93
<b>Kentucky</b>										
Lexington-Fayette (August) <sup>2</sup> .....	7.79	16.31	-	17.37	-	-	16.36	14.67	-	18.49
Louisville (September) <sup>2</sup> .....	7.62	18.99	-	17.91	-	-	17.57	16.50	-	-
<b>Louisiana</b>										
Shreveport-Bossier City (April) <sup>2</sup> .....	7.28	-	-	17.72	-	\$17.35	14.90	14.47	-	18.66
<b>Massachusetts</b>										
Boston-Worcester-Lawrence CMSA (June) <sup>3</sup> .....	10.71	19.01	-	16.01	-	16.91	17.11	18.20	\$18.79	17.66
<b>Michigan</b>										
Detroit (January) .....	10.14	21.31	-	17.96	\$21.44	18.55	20.16	18.82	21.26	20.32
<b>Minnesota</b>										
Minneapolis-St. Paul (February) .....	11.01	20.41	\$12.02	-	-	18.53	16.50	16.21	20.57	18.16
<b>Mississippi</b>										
Biloxi-Gulfport-Pascagoula (August) <sup>2</sup> .....	7.29	16.45	-	15.73	18.77	13.34	14.63	12.25	-	-
Columbus (June) <sup>2</sup> .....	7.64	15.64	-	15.82	-	-	-	13.88	-	-
Jackson (April) .....	9.38	-	-	-	-	-	-	15.97	-	-
<b>Missouri</b>										
Kansas City (September) .....	9.10	20.61	-	18.95	19.13	16.65	15.27	-	20.88	20.83
St. Louis (March) .....	9.42	20.80	-	18.04	19.85	19.74	17.51	18.90	20.49	21.07
<b>Nebraska</b>										
Omaha (April) .....	9.08	15.33	-	16.69	-	17.18	-	-	-	-
<b>New York</b>										
Buffalo-Niagara Falls (April) <sup>2</sup> .....	10.24	21.81	-	-	-	15.94	-	18.51	-	-
Nassau-Suffolk (January) .....	12.00	19.51	-	-	-	-	18.34	17.36	-	-
<b>North Carolina</b>										
Greensboro-Winston-Salem-High Point (July) <sup>2</sup> .....	10.27	14.98	-	15.38	-	17.40	14.69	14.58	22.37	16.14
<b>Ohio</b>										
Cincinnati (May) .....	10.57	19.35	-	-	19.78	14.82	18.15	16.33	19.42	17.03
Cincinnati-Hamilton CMSA (May) <sup>3</sup> .....	10.65	19.11	-	18.43	18.32	14.96	17.15	16.04	19.04	17.03
Cleveland (July) .....	10.48	19.52	-	15.91	20.11	18.58	18.55	17.31	21.03	17.16
Cleveland-Akron CMSA (August) <sup>3</sup> .....	10.45	19.64	-	15.18	20.08	18.52	18.04	17.57	20.31	17.11
Columbus (January) .....	10.09	17.12	-	17.21	19.59	15.92	16.69	-	-	18.44
Dayton-Springfield (March) .....	10.97	-	11.86	16.88	17.60	-	19.52	15.24	-	19.95
<b>Oklahoma</b>										
Oklahoma City (July) <sup>2</sup> .....	9.84	-	-	18.91	-	19.04	15.20	13.41	-	19.52
<b>Oregon</b>										
Portland-Salem CMSA (July) <sup>3</sup> .....	10.04	18.51	-	17.65	-	17.13	16.22	16.06	-	21.14

See footnotes at end of table.

Table I-4. Average hourly pay<sup>1</sup> in private industries, maintenance and toolroom occupations, selected areas, 1996 — 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>Pennsylvania</b>										
Harrisburg-Lebanon-Carlisle (August) <sup>2</sup> .....	\$8.87	\$17.90	-	-	-	\$15.97	\$17.15	\$15.47	-	-
Philadelphia (November) .....	11.51	17.70	-	\$18.76	-	18.64	16.99	15.88	\$18.64	\$17.72
Philadelphia-Wilmington-Atlantic City CMSA (November) <sup>3</sup> .....	11.77	18.62	-	19.11	-	18.46	16.92	16.13	19.75	18.27
Pittsburgh (May) .....	9.83	16.54	-	16.22	\$16.23	16.69	15.59	16.98	16.62	19.66
Scranton-Wilkes-Barre-Hazleton (March) .....	9.41	15.31	-	15.55	-	13.61	13.25	13.56	-	14.34
<b>Puerto Rico</b>										
San Juan-Caguas-Arecibo CMSA (October) .....	6.19	10.14	\$9.02	11.80	-	10.81	11.58	-	-	12.10
<b>South Carolina</b>										
Charleston-North Charleston (September) <sup>2</sup> .....	9.89	-	-	-	-	-	13.58	-	-	-
<b>Tennessee</b>										
Nashville (May) .....	9.53	15.71	-	-	-	-	-	14.17	-	16.04
<b>Texas</b>										
Dallas-Ft. Worth CMSA (March) .....	8.69	15.77	12.10	18.86	20.05	-	14.10	16.45	-	17.27
Houston (March) .....	9.02	19.39	11.88	18.66	21.72	-	18.48	14.70	-	17.22
Houston-Galveston-Brazoria CMSA (April) <sup>3</sup> .....	8.99	19.51	11.88	19.22	21.72	19.86	18.64	14.69	19.39	17.61
Northwest Texas (September) <sup>2</sup> .....	7.48	17.74	-	19.03	-	18.03	16.23	16.19	-	-
San Antonio (August) <sup>2</sup> .....	8.03	14.31	-	19.00	-	-	-	12.98	-	-
<b>Vermont</b>										
Statewide Vermont (August) <sup>2</sup> .....	9.75	14.54	-	16.04	18.00	15.26	14.21	13.88	-	17.94
<b>Virginia</b>										
Norfolk-Virginia Beach-Newport News (April) <sup>2</sup> .....	8.71	17.60	-	13.03	-	-	16.18	13.53	-	-

See footnotes at end of table.



**Table I-4. Average hourly pay<sup>1</sup> in private industries, maintenance and toolroom occupations, selected areas, 1996 — 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>Virginia</b>										
Richmond-Petersburg (August) .....	\$9.26	\$20.34	-	-	-	\$17.42	\$19.54	\$13.86	-	-
<b>Washington</b>										
Seattle-Tacoma-Bremerton CMSA (November) .....	11.30	21.86	-	\$18.70	-	19.99	19.98	19.05	\$21.88	-
<b>Wisconsin</b>										
Milwaukee (August) .....	11.17	20.42	-	18.54	-	-	18.05	16.43	-	\$20.43
Milwaukee-Racine CMSA (August) <sup>3</sup> .....	11.09	20.15	-	18.55	-	-	17.82	16.41	20.66	19.61
<b>Wyoming</b>										
Statewide Wyoming (May) <sup>2</sup> .....	7.59	19.48	-	-	-	18.54	19.77	14.65	-	-

<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 private industries. See appendix A-4 for more details.

<sup>3</sup> These areas had a change in area definition in 1996 and are not comparable to similar areas presented in the 1995 National Summary.

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-5. Average hourly pay<sup>1</sup> in private industries, material movement and custodial occupations, selected areas, 1996

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 (June) <sup>2</sup> .....	\$9.43	\$5.55	-	\$5.04	\$5.87	-	-	-	-	-	-	\$13.93	-
Gadsden and Anniston (June) <sup>2</sup> .....	8.72	-	-	7.89	8.15	-	-	-	\$8.77	-	-	-	-
Huntsville (March) .....	10.76	-	-	5.29	7.65	-	-	10.72	-	-	-	-	-
Mobile (June) <sup>2</sup> .....	9.71	4.88	-	4.94	-	-	-	9.83	-	-	-	-	-
Montgomery (May) <sup>2</sup> .....	9.48	4.86	-	5.18	7.32	-	8.80	-	7.99	-	-	9.64	-
<b>Alaska</b>													
Statewide Alaska (July) .....	-	-	-	9.67	-	-	17.84	-	-	-	15.63	16.51	-
Anchorage (July) .....	-	-	-	8.49	-	-	-	-	-	-	-	17.11	-
<b>Arizona</b>													
Phoenix (April) .....	10.51	6.65	-	5.70	6.69	\$10.29	8.83	-	-	-	-	-	\$10.29
<b>California</b>													
Fresno-Visalia (April) <sup>2</sup> .....	9.69	5.58	-	5.86	7.37	-	8.31	-	-	-	-	11.96	-
Sacramento-Yolo CMSA (March) .....	12.14	6.53	-	7.52	8.14	-	9.58	-	13.03	-	-	15.44	-
Salinas (April) <sup>2</sup> .....	10.05	7.36	-	8.00	-	-	-	-	-	-	-	-	-
San Diego (July) .....	-	6.28	-	7.11	-	-	7.87	6.98	-	-	-	-	-
San Francisco-Oakland-San Jose CMSA (March) .....	-	7.75	\$12.27	-	7.41	-	11.79	-	-	-	-	17.43	-
<b>Colorado</b>													
Colorado Springs and Pueblo (August) <sup>2</sup> .....	-	6.13	-	6.54	8.19	-	8.20	7.76	-	-	-	-	-
Denver-Boulder-Greeley CMSA (January) .....	-	6.38	-	6.99	7.50	-	9.22	8.66	-	-	-	15.98	-
<b>Connecticut</b>													
Hartford (March) .....	10.74	-	-	7.45	-	-	11.43	-	15.89	-	-	16.26	-
New London-Norwich (January) .....	-	-	-	8.61	-	-	11.99	-	-	-	-	-	-
<b>District of Columbia</b>													
Washington (February) .....	-	-	11.07	7.03	-	11.82	11.77	-	-	12.62	17.41	-	-
<b>Florida</b>													
Gainesville (June) <sup>2</sup> .....	-	-	-	6.11	-	-	8.08	-	13.70	-	-	-	-
Miami-Ft. Lauderdale CMSA (November) <sup>3</sup> .....	-	5.99	-	6.26	-	-	9.10	-	-	-	-	-	-
Northwestern Florida (May) <sup>2</sup> .....	11.17	5.05	-	5.92	-	-	10.80	-	-	-	-	-	-
Orlando (April) .....	10.10	7.60	-	7.39	7.65	-	8.88	6.55	11.94	-	-	12.20	11.43
Tampa-St. Petersburg-Clearwater (July) .....	8.94	5.53	-	5.57	9.52	-	9.12	5.96	-	-	-	12.31	8.52
West Palm Beach-Boca Raton (February) .....	-	6.98	-	6.86	-	-	10.88	-	-	-	-	-	-
<b>Georgia</b>													
Albany (June) <sup>2</sup> .....	8.53	5.06	-	-	-	-	8.99	-	-	-	-	10.08	11.10
Atlanta (March) .....	10.60	6.52	-	6.15	-	10.08	-	-	14.38	14.45	-	15.59	-
Augusta-Aiken, Columbia and Sumter (October) <sup>2</sup> .....	11.40	5.56	-	5.93	7.62	-	10.33	-	14.95	-	-	14.16	-
Columbus (June) <sup>2</sup> .....	8.64	4.71	-	5.79	7.59	10.85	9.44	-	-	7.73	-	-	9.82
<b>Hawaii</b>													
Statewide Hawaii (August) .....	-	7.88	-	7.36	9.06	-	-	9.01	-	11.93	14.06	-	-
Honolulu (August) .....	-	7.74	-	7.08	-	-	10.10	8.93	-	11.88	14.44	-	-
<b>Illinois</b>													
Central Illinois (March) <sup>2</sup> .....	12.08	6.94	-	7.36	8.87	-	9.49	-	-	-	-	14.90	11.94
Chicago-Gary-Kenosha CMSA (June) <sup>3</sup> .....	-	6.80	11.53	8.26	8.89	-	10.14	-	15.18	-	-	15.66	-
<b>Indiana</b>													
Indianapolis (August) .....	14.06	6.92	12.23	7.26	-	-	-	-	-	-	-	-	12.81

See footnotes at end of table.

Table I-5. Average hourly pay<sup>1</sup> in private industries, material movement and custodial occupations, selected areas, 1996 — 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>Kansas</b>												
Wichita (July) <sup>2</sup> .....	\$12.60	\$6.56	\$14.43	\$7.07	\$7.45	-	\$12.85	-	-	-	\$11.85	-
<b>Kentucky</b>												
Lexington-Fayette (August) <sup>2</sup> .....	11.07	6.90	-	6.03	12.13	-	9.08	-	\$16.48	-	16.32	-
Louisville (September) <sup>2</sup> .....	13.74	6.66	12.88	6.50	7.57	-	12.59	-	14.63	-	-	-
<b>Louisiana</b>												
Shreveport-Bossier City (April) <sup>2</sup> .....	9.80	4.96	-	-	7.82	-	9.50	-	-	-	10.43	-
<b>Massachusetts</b>												
Boston-Worcester-Lawrence CMSA (June) <sup>3</sup> .....	-	7.90	12.05	8.26	-	-	-	\$10.03	-	\$12.40	14.71	-
<b>Michigan</b>												
Detroit (January) .....	15.74	6.59	13.58	8.32	14.34	-	13.05	-	-	-	15.42	-
<b>Minnesota</b>												
Minneapolis-St. Paul (February) .....	13.20	7.51	10.32	7.81	-	\$11.10	-	-	14.08	13.72	15.23	\$15.78
<b>Mississippi</b>												
Biloxi-Gulfport-Pascagoula (August) <sup>2</sup> .....	8.64	5.57	11.25	6.94	-	-	8.37	6.51	11.70	8.77	11.20	-
Columbus (June) <sup>2</sup> .....	8.33	6.65	-	5.70	7.50	-	10.33	-	-	-	-	-
Jackson (April) .....	8.08	5.24	-	5.15	9.89	-	8.06	-	-	-	-	7.59
Meridian (July) <sup>2</sup> .....	8.51	-	-	-	-	-	-	-	-	-	-	-
<b>Missouri</b>												
Kansas City (September) .....	11.61	6.51	10.48	6.52	9.57	11.09	9.81	10.16	11.58	-	14.95	13.75
St. Louis (March) .....	13.74	-	13.28	6.09	-	-	11.04	-	-	-	17.31	-
<b>Nebraska</b>												
Omaha (April) .....	10.27	6.10	-	6.56	9.99	-	9.92	-	-	-	-	-
<b>New York</b>												
Buffalo-Niagara Falls (April) <sup>2</sup> .....	16.44	6.81	-	8.76	10.93	-	9.90	-	-	15.28	15.88	-
Nassau-Suffolk (January) .....	12.67	6.68	12.73	8.39	-	12.70	11.54	10.28	-	-	-	12.76
<b>North Carolina</b>												
Greensboro-Winston-Salem-High Point (July) <sup>2</sup> .....	11.18	6.30	-	5.43	8.25	-	9.65	-	11.95	11.91	13.76	-
<b>Ohio</b>												
Cincinnati (May) .....	-	6.97	12.71	6.97	10.41	-	10.86	-	-	11.99	-	12.00
Cincinnati-Hamilton CMSA (May) <sup>3</sup> .....	11.41	7.03	12.71	7.01	10.41	9.28	10.89	-	-	11.81	-	11.98
Cleveland (July) .....	12.68	6.38	12.05	6.75	-	-	11.29	9.49	16.07	12.98	14.93	11.68
Cleveland-Akron CMSA (August) <sup>3</sup> .....	13.39	6.28	12.43	7.12	-	-	11.43	9.22	-	-	15.89	13.42
Columbus (January) .....	12.01	-	11.81	6.94	-	-	12.82	-	-	-	16.43	-
Dayton-Springfield (March) .....	-	6.74	11.54	7.91	12.97	-	10.21	8.31	12.45	11.19	-	13.37
<b>Oklahoma</b>												
Oklahoma City (July) <sup>2</sup> .....	10.53	6.40	-	6.39	6.58	-	7.97	6.94	14.50	9.70	13.51	-
<b>Oregon</b>												
Portland-Salem CMSA (July) <sup>3</sup> .....	12.17	8.42	-	7.30	-	-	-	8.40	-	-	13.28	-

See footnotes at end of table.

Table I-5. Average hourly pay<sup>1</sup> in private industries, material movement and custodial occupations, selected areas, 1996 — 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>Pennsylvania</b>												
Harrisburg-Lebanon-Carlisle (August) <sup>2</sup> .....	\$12.65	\$6.72	-	\$8.28	\$10.82	-	\$10.31	-	\$10.59	\$11.13	\$14.45	-
Philadelphia (November) .....	12.33	7.61	-	8.57	12.25	-	10.55	-	15.87	-	13.32	-
Philadelphia-Wilmington-Atlantic City CMSA (November) <sup>3</sup> .....	12.43	7.92	\$11.56	8.34	-	\$11.74	10.63	-	16.23	13.69	13.37	14.23
Pittsburgh (May) .....	12.61	5.98	-	6.79	12.19	14.28	-	-	15.23	15.19	15.83	10.30
Scranton-Wilkes-Barre-Hazleton (March) .....	10.53	-	-	7.20	8.43	-	9.26	\$9.96	-	-	15.09	-
<b>Puerto Rico</b>												
San Juan-Caguas-Arecibo CMSA (October) .....	7.13	4.78	-	4.83	5.84	-	7.86	5.36	-	6.78	8.39	-
<b>South Carolina</b>												
Charleston-North Charleston (September) <sup>2</sup> .....	-	-	-	-	-	-	11.06	-	-	-	12.36	-
<b>Tennessee</b>												
Nashville (May) .....	10.12	6.50	13.12	6.56	-	-	10.73	-	12.92	-	17.97	-
<b>Texas</b>												
Dallas-Ft. Worth CMSA (March) .....	9.95	6.69	15.07	-	7.66	-	10.04	7.19	12.96	-	-	-
Houston (March) .....	-	6.47	-	4.90	-	8.19	11.03	-	-	10.34	13.30	-
Houston-Galveston-Brazoria CMSA (April) <sup>3</sup> .....	-	6.50	10.34	4.92	-	8.19	10.66	-	15.06	10.50	13.26	-
Northwest Texas (September) <sup>2</sup> .....	11.22	6.87	-	5.43	8.50	-	8.45	-	7.00	-	8.66	-
San Antonio (August) <sup>2</sup> .....	8.22	5.68	-	5.36	-	-	7.44	-	10.77	-	11.12	-
<b>Vermont</b>												
Statewide Vermont (August) <sup>2</sup> .....	10.59	9.97	-	7.76	-	-	10.27	9.10	9.47	10.11	9.29	-
<b>Virginia</b>												
Norfolk-Virginia Beach-Newport News (April) <sup>2</sup> .....	8.27	5.58	-	5.81	7.49	-	7.94	-	-	-	10.04	-
Richmond-Petersburg (August) .....	13.17	-	-	5.90	10.93	-	10.60	6.82	9.63	10.99	15.37	11.66

See footnotes at end of table.

**Table I-5. Average hourly pay<sup>1</sup> in private industries, material movement and custodial occupations, selected areas, 1996 — 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-Tacoma-Bremerton CMSA (November) .....	-	\$6.64	\$14.08	\$8.27	-	-	-	-	-	-	\$14.27	-
<b>Wisconsin</b>												
Juneau County (March) .....	-	-	-	8.62	-	-	-	-	-	-	-	-
Milwaukee (August) .....	\$14.08	7.24	-	7.60	\$9.46	\$11.13	\$11.60	-	\$14.19	-	16.96	-
Milwaukee-Racine CMSA (August) <sup>3</sup> .....	13.87	7.21	-	7.60	9.46	11.19	11.62	-	14.52	-	16.94	-
<b>Wyoming</b>												
Statewide Wyoming (May) <sup>2</sup> .....	10.76	-	-	5.83	-	-	8.00	-	-	-	-	-

<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 private

industries. See appendix A-4 for more details.

<sup>3</sup> These areas had a change in area definition in 1996 and are not comparable to similar areas presented in the 1995 National Summary.

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-1. Average weekly pay<sup>1</sup> in State and local government, professional and administrative occupations,<sup>2</sup> selected areas, 1996 — 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		Tax Collectors		
	II	III	IV	I	II	III	IV	I	II	III	I	II	I	II	III	IV	V	I	II	I	II	III
<b>Alabama</b>																						
Huntsville (March) .....	-	-	-	-	\$555	\$773	-	\$656	\$839	-	-	-	-	\$505	\$747	-	-	-	-	-	-	
<b>Alaska</b>																						
Statewide Alaska (July) .....	\$921	-	-	-	772	956	-	-	1,103	\$1,289	-	-	-	889	1,041	\$1,180	-	-	-	-	-	
Anchorage (July) .....	-	-	-	-	-	971	-	-	1,112	1,337	-	-	-	837	-	-	-	-	-	-	-	
<b>Arizona</b>																						
Phoenix (April) .....	581	\$661	-	-	587	737	-	708	834	867	\$1,056	-	-	644	739	1,005	\$1,194	-	\$1,086	\$383	\$492	\$628
<b>California</b>																						
Sacramento-Yolo CMSA (March) .....	691	991	-	-	-	859	-	828	971	1,064	1,199	\$1,239	-	691	924	1,049	-	-	1,282	568	611	767
San Diego (July) .....	687	774	-	-	-	790	-	773	958	1,126	-	1,314	-	776	846	1,065	-	\$1,107	1,298	-	-	800
San Francisco-Oakland-San Jose CMSA (March) .....	800	968	-	-	-	915	\$1,114	860	1,019	1,186	1,272	1,405	\$800	817	975	1,203	1,426	1,322	1,508	532	664	795
<b>Colorado</b>																						
Denver-Boulder-Greeley CMSA (January) .....	663	867	-	\$671	694	895	994	793	895	1,046	-	1,181	-	717	820	1,008	-	1,144	-	-	717	802
<b>Connecticut</b>																						
Hartford (March) .....	-	845	-	-	-	-	-	-	-	-	-	-	-	625	810	-	-	-	-	648	754	878
<b>District of Columbia</b>																						
Washington (February) .....	687	808	\$934	530	676	818	907	888	1,034	1,081	-	1,248	-	741	841	1,068	-	-	-	460	557	768
<b>Florida</b>																						
Miami-Ft. Lauderdale CMSA (November) <sup>3</sup> .....	670	828	-	-	729	796	-	808	979	1,104	-	-	506	659	828	963	-	-	-	475	593	-
Orlando (April) .....	540	-	-	-	549	698	-	606	858	-	-	-	-	557	736	-	-	-	-	-	-	-
Tampa-St. Petersburg-Clearwater (July) .....	617	-	-	503	572	688	-	734	835	915	1,167	-	-	554	700	-	-	-	-	-	447	-
West Palm Beach-Boca Raton (February) .....	-	-	-	-	660	-	-	679	-	-	-	-	-	614	737	906	-	-	-	-	-	-
<b>Georgia</b>																						
Atlanta (March) .....	596	754	-	-	569	688	721	697	852	-	-	-	-	578	710	924	-	-	-	-	558	784
<b>Hawaii</b>																						
Statewide Hawaii (August) .....	586	666	-	-	568	651	776	700	754	762	-	-	523	588	647	759	1,004	965	-	-	542	639
Honolulu (August) .....	-	-	-	-	572	652	776	-	757	762	-	-	522	-	-	-	-	-	-	-	531	639
<b>Illinois</b>																						
Chicago-Gary-Kenosha CMSA (June) <sup>3</sup> .....	643	776	963	545	695	-	-	735	1,029	1,228	1,224	1,491	537	663	836	1,025	-	1,032	-	616	-	846
<b>Indiana</b>																						
Indianapolis (August) .....	499	640	-	-	505	620	-	657	818	-	938	-	-	493	663	955	-	-	-	-	-	-
<b>Massachusetts</b>																						
Boston-Worcester-Lawrence CMSA (June) <sup>3</sup> .....	672	746	-	-	-	692	-	-	-	-	-	-	-	684	829	-	-	-	-	-	-	-
<b>Michigan</b>																						
Detroit (January) .....	611	746	860	-	673	778	-	768	945	987	-	1,195	532	614	716	888	1,000	895	1,144	-	-	-

See footnotes at end of table.

Table J-1. Average weekly pay<sup>1</sup> in State and local government, professional and administrative occupations,<sup>2</sup> selected areas, 1996 — Continued

State, area, and reference month	Professional																	Administrative						
	Accountants					Attorneys					Engineers							Budget Analysts				Buyers/ Contracting Specialists		
	I	II	III	IV	V	I	II	III	IV	V	I	II	III	IV	V	VI	VII	I	II	III	IV			
<b>Minnesota</b>																								
Minneapolis—St. Paul (February) .....	\$595	\$681	\$841	\$1,056	\$1,202	-	\$978	-	-	-	\$649	\$770	\$944	\$1,169	\$1,418	-	-	-	-	\$749	\$970	\$569		
<b>Mississippi</b>																								
Jackson (April) .....	-	479	-	-	-	-	777	-	-	-	-	-	-	-	-	-	-	-	-	721	898	-		
<b>Missouri</b>																								
Kansas City (September) .....	498	609	758	1,018	-	\$662	851	\$1,159	\$1,591	-	-	753	830	1,021	1,211	-	-	-	-	702	855	-		
St. Louis (March) .....	498	612	744	-	-	648	820	1,062	-	-	-	700	826	1,007	1,195	-	-	-	-	-	-	-		
<b>Nebraska</b>																								
Omaha (April) .....	-	-	775	-	-	-	839	-	-	-	-	847	1,000	1,242	-	-	-	-	-	-	-	-		
<b>New York</b>																								
Nassau—Suffolk (January) .....	635	825	993	1,249	-	779	1,078	1,295	1,630	-	-	-	1,074	1,297	1,486	-	-	-	-	-	-	-		
<b>Ohio</b>																								
Cincinnati (May) .....	529	686	811	1,099	-	-	834	1,080	-	-	733	847	1,008	1,131	1,362	-	-	-	-	934	-	-		
Cincinnati—Hamilton CMSA (May) <sup>3</sup> .....	529	685	796	1,052	-	717	839	1,080	-	-	707	841	999	1,124	1,362	-	-	-	-	921	-	-		
Cleveland (July) .....	-	550	729	927	-	-	945	1,228	-	-	-	820	979	1,076	-	-	-	\$585	\$652	842	-	491		
Cleveland—Akron CMSA (August) <sup>3</sup> .....	-	557	728	913	-	698	900	1,228	-	-	630	812	974	1,095	1,311	-	-	585	659	856	-	514		
Columbus (January) .....	-	617	741	949	-	729	939	1,128	-	-	-	795	1,026	1,192	1,218	-	-	664	798	1,011	-	578		
Dayton—Springfield (March) .....	-	527	753	-	-	-	-	-	-	-	-	-	937	-	-	-	-	-	692	-	-	542		
<b>Oregon</b>																								
Portland—Salem CMSA (July) <sup>3</sup> .....	-	613	739	1,004	-	797	938	1,297	1,676	-	618	744	903	1,073	1,395	-	-	-	-	890	-	563		
<b>Pennsylvania</b>																								
Philadelphia (November) .....	-	617	809	903	1,151	644	852	1,088	1,417	-	-	758	892	1,064	-	-	-	-	592	-	985	-		
Philadelphia—Wilmington—Atlantic City CMSA (November) <sup>3</sup> .....	-	624	800	918	1,151	644	852	1,088	1,417	-	616	754	895	1,069	-	-	-	-	588	-	985	-		
Pittsburgh (May) .....	-	-	726	-	-	-	738	-	-	-	-	-	868	1,050	-	-	-	-	607	809	-	-		
Scranton—Wilkes-Barre—Hazleton (March) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
<b>Puerto Rico</b>																								
San Juan—Caguas—Arecibo CMSA (October) .....	250	-	450	-	-	-	729	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		

See footnotes at end of table.

Table J-1. Average weekly pay<sup>1</sup> in State and local government, professional and administrative occupations,<sup>2</sup> selected areas, 1996 — 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		Tax Collectors			
	II	III	IV	I	II	III	IV	I	II	III	I	II	I	II	III	IV	V	I	II	I	II	III	
<b>Minnesota</b>																							
Minneapolis-St. Paul (February) .....	\$683	-	-	\$551	\$671	\$798	-	\$807	\$941	\$1,030	\$1,114	\$1,238	-	\$728	\$851	\$1,089	\$1,138	-	-	\$571	\$650	\$753	
<b>Mississippi</b>																							
Jackson (April) .....	-	-	-	-	-	-	-	-	714	-	-	-	-	-	627	780	-	-	-	-	572	-	
<b>Missouri</b>																							
Kansas City (September) .....	-	\$866	-	-	566	682	-	710	847	1,056	-	-	\$519	577	-	918	-	-	-	424	492	-	
St. Louis (March) .....	656	-	-	-	596	711	-	739	850	-	-	-	-	597	770	-	-	-	-	-	-	-	
<b>Nebraska</b>																							
Omaha (April) .....	-	-	-	-	-	862	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>New York</b>																							
Nassau-Suffolk (January) .....	760	-	-	-	836	980	-	-	1,233	-	-	-	-	-	930	1,258	-	-	-	-	622	752	
<b>Ohio</b>																							
Cincinnati (May) .....	644	925	-	-	668	804	-	-	916	-	-	-	-	707	940	1,040	-	-	-	-	-	-	
Cincinnati-Hamilton CMSA (May) <sup>3</sup> .....	644	925	-	-	663	804	-	-	885	-	-	-	-	692	912	1,028	-	-	-	-	-	-	
Cleveland (July) .....	612	826	-	-	643	794	-	737	895	1,001	1,168	-	-	723	790	993	-	-	-	-	581	-	
Cleveland-Akron CMSA (August) <sup>3</sup> .....	609	804	-	521	645	762	-	749	861	938	1,166	-	-	679	783	1,004	-	-	-	533	-	-	
Columbus (January) .....	605	608	-	-	718	791	\$857	892	929	-	-	-	-	753	852	1,141	-	-	-	-	510	-	
Dayton-Springfield (March) .....	512	-	-	-	-	-	-	-	-	-	-	-	-	749	771	-	-	-	-	-	-	-	
<b>Oregon</b>																							
Portland-Salem CMSA (July) <sup>3</sup> .....	687	-	-	-	-	-	-	692	818	1,006	1,219	-	-	640	867	959	-	-	-	450	583	-	
<b>Pennsylvania</b>																							
Philadelphia (November) .....	747	833	-	-	662	802	-	749	956	1,048	1,236	-	-	744	802	1,060	-	-	-	-	571	-	
Philadelphia-Wilmington-Atlantic City CMSA (November) <sup>3</sup> .....	742	833	-	-	661	743	-	736	888	1,048	1,184	-	-	720	768	1,042	-	-	-	-	571	-	
Pittsburgh (May) .....	565	-	-	432	-	-	-	-	871	-	-	-	-	-	-	944	-	-	-	-	555	-	
Scranton-Wilkes-Barre-Hazleton (March) .....	-	-	-	-	645	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	700	-	
<b>Puerto Rico</b>																							
San Juan-Caguas-Arecibo CMSA (October) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	379	531	-	-	-	-	-	268	-	

See footnotes at end of table.

Table J-1. Average weekly pay<sup>1</sup> in State and local government, professional and administrative occupations,<sup>2</sup> selected areas, 1996 — Continued

State, area, and reference month	Professional																	Administrative						
	Accountants					Attorneys					Engineers							Budget Analysts				Buyers/ Contracting Specialists		
	I	II	III	IV	V	I	II	III	IV	V	I	II	III	IV	V	VI	VII	I	II	III	IV			
<b>Tennessee</b>																								
Nashville (May) .....	-	-	-	-	-	-	-	\$949	\$1,249	-	\$616	\$761	\$756	\$905	\$958	-	-	-	-	-	-	-	-	-
<b>Texas</b>																								
Dallas-Ft. Worth CMSA (March) .....	\$485	\$589	\$719	\$900	\$1,076	\$673	\$832	1,045	1,409	\$1,615	608	589	779	861	1,015	\$985	-	\$530	\$610	\$740	\$832	\$482		
Houston (March) .....	475	592	703	889	-	719	884	1,010	1,460	-	-	679	787	888	1,005	-	-	-	614	734	897	516		
Houston-Galveston-Brazoria CMSA (April) <sup>3</sup> .....	490	595	710	929	-	722	883	1,050	1,477	-	-	676	786	896	1,000	995	-	-	608	721	897	509		
<b>Virginia</b>																								
Richmond-Petersburg (August) .....	-	-	731	-	-	-	-	967	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Washington</b>																								
Seattle-Tacoma-Bremerton CMSA (November) .....	-	610	787	1,004	1,338	739	969	1,213	1,515	-	692	809	946	1,081	1,286	-	-	-	646	822	899	591		
<b>Wisconsin</b>																								
Milwaukee (August) .....	592	690	780	984	-	-	1,157	1,326	1,645	-	-	793	876	1,035	1,248	-	-	-	-	809	-	-		
Milwaukee-Racine CMSA (August) <sup>3</sup> .....	588	687	777	984	-	-	1,161	1,327	1,645	-	-	793	883	1,038	1,248	-	-	-	-	809	-	-		

See footnotes at end of table.



Table J-1. Average weekly pay<sup>1</sup> in State and local government, professional and administrative occupations,<sup>2</sup> selected areas, 1996 — 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		Tax Collectors			
	II	III	IV	I	II	III	IV	I	II	III	I	II	I	II	III	IV	V	I	II	I	II	III	
<b>Tennessee</b>																							
Nashville (May) .....	-	-	-	-	-	-	-	-	-	-	\$1,018	-	-	-	-	\$857	-	-	-	\$447	\$501	-	
<b>Texas</b>																							
Dallas-Ft. Worth CMSA (March) .....	\$572	\$700	-	-	\$638	\$778	\$897	\$666	\$833	\$919	1,088	-	-	\$591	\$705	945	\$1,170	-	\$1,000	-	437	\$512	
Houston (March) .....	641	751	-	\$512	590	676	-	674	807	917	-	-	-	604	765	967	-	\$979	1,160	-	446	502	
Houston-Galveston-Brazoria CMSA (April) <sup>3</sup> .....	628	749	-	510	590	676	-	682	800	907	-	-	-	589	761	933	-	973	1,160	-	536	502	
<b>Virginia</b>																							
Richmond-Petersburg (August) .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Washington</b>																							
Seattle-Tacoma-Bremerton CMSA (November) .....	716	816	-	-	616	-	-	740	870	1,044	-	-	-	679	850	1,111	-	1,122	1,380	521	635	733	
<b>Wisconsin</b>																							
Milwaukee (August) .....	738	779	-	-	664	734	908	918	908	-	-	-	\$575	702	873	1,168	-	-	-	549	-	651	
Milwaukee-Racine CMSA (August) <sup>3</sup> .....	732	782	-	-	655	734	908	918	908	-	-	-	575	702	855	1,141	-	-	-	549	-	653	

<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> Pay data for the following occupational levels did not meet publication criteria in any area: Accountant VI, Public Accountants I-IV, Attorneys VI, Engineers VIII, Buyers/Contracting Specialists V, Computer Programmers V, Computer Systems Analysts IV and V, Computer Systems Analyst Supervisors/Managers IV, Personnel Specialists VI, and Personnel Supervisors/Managers IV and V. In addition, for two occupations, only a single area published average pay data: Computer

Systems Analyst Supervisor/Managers III averaged \$1,629 in San Francisco-Oakland-San Jose, CA; and Personnel Supervisors/Managers III averaged \$1,478 in Sacramento-Yolo, CA.

<sup>3</sup> These areas had a change in area definition in 1996 and are not comparable to similar areas presented in the 1995 National Summary.

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,<sup>2</sup> selected areas, 1996**

State, area, and reference month	Technical										
	Computer Operators				Drafters				Engineering Technicians		
	I	II	III	IV	I	II	III	IV	II	III	IV
<b>Alabama</b>											
Huntsville (March) .....	-	\$440	-	-	-	-	-	-	-	-	-
<b>Alaska</b>											
Statewide Alaska (July) .....	-	-	\$764	-	-	-	\$896	-	-	-	-
Anchorage (July) .....	-	-	-	-	-	-	-	-	-	-	-
<b>Arizona</b>											
Phoenix (April) .....	-	478	513	-	-	\$483	650	-	-	-	-
<b>California</b>											
Sacramento-Yolo CMSA (March) .....	-	535	615	\$732	-	-	793	-	-	-	-
San Diego (July) .....	-	517	599	-	-	599	682	-	-	-	-
San Francisco-Oakland-San Jose CMSA (March) .....	-	661	694	-	-	727	850	-	-	\$862	-
<b>Colorado</b>											
Denver-Boulder-Greeley CMSA (January) .....	-	500	618	643	-	497	713	-	-	-	-
<b>Connecticut</b>											
Hartford (March) .....	-	-	-	-	-	-	-	-	-	-	-
New London-Norwich (January) .....	-	-	-	-	-	-	-	-	-	-	-
<b>District of Columbia</b>											
Washington (February) .....	-	487	616	702	-	-	-	-	-	-	-
<b>Florida</b>											
Miami-Ft. Lauderdale CMSA (November) <sup>3</sup> .....	-	491	658	-	-	519	611	-	-	-	-
Orlando (April) .....	-	443	516	-	-	-	-	-	-	-	-
Tampa-St. Petersburg-Clearwater (July) .....	-	436	541	-	-	451	-	-	-	-	-
West Palm Beach-Boca Raton (February) .....	-	-	-	-	-	-	-	-	-	-	-
<b>Georgia</b>											
Atlanta (March) .....	-	471	545	-	-	-	538	-	-	-	-
Decatur County (February) .....	-	-	-	-	-	-	-	-	-	-	-
<b>Hawaii</b>											
Statewide Hawaii (August) .....	-	475	541	636	-	468	538	\$628	-	-	-
Honolulu (August) .....	-	479	550	-	-	-	516	631	-	-	-
<b>Illinois</b>											
Chicago-Gary-Kenosha CMSA (June) <sup>3</sup> .....	\$517	549	636	-	-	526	648	-	-	-	\$756
<b>Indiana</b>											
Indianapolis (August) .....	-	396	540	-	-	-	-	-	-	-	-
<b>Massachusetts</b>											
Boston-Worcester-Lawrence CMSA (June) <sup>3</sup> .....	-	-	616	-	-	-	-	-	-	-	-
<b>Michigan</b>											
Detroit (January) .....	-	509	581	676	\$438	527	-	-	-	-	-
<b>Minnesota</b>											
Minneapolis-St. Paul (February) .....	476	524	599	-	-	645	778	-	-	-	-

See footnotes at end of table.

**Table J-2. Average weekly pay<sup>1</sup> in State and local government, technical and protective service occupations,<sup>2</sup> selected areas, 1996 — Continued**

State, area, and reference month	Technical						Protective service			
	Engineering Technicians, Civil						Corrections Officers	Firefighters	Police Officers	
	I	II	III	IV	V	VI			I	II
<b>Alabama</b>										
Huntsville (March) .....	\$315	\$395	\$509	-	-	-	\$385	\$462	\$513	\$681
<b>Alaska</b>										
Statewide Alaska (July) .....	593	658	769	\$947	-	-	901	901	1,102	-
Anchorage (July) .....	-	556	791	1,008	-	-	914	1,114	1,131	-
<b>Arizona</b>										
Phoenix (April) .....	326	448	601	673	\$792	\$914	465	685	734	718
<b>California</b>										
Sacramento-Yolo CMSA (March) .....	-	566	650	812	966	-	829	691	825	925
San Diego (July) .....	517	590	694	796	986	-	695	818	841	-
San Francisco-Oakland-San Jose CMSA (March) .....	593	776	878	976	1,086	1,218	823	1,021	955	1,074
<b>Colorado</b>										
Denver-Boulder-Greeley CMSA (January) .....	446	499	636	779	767	-	566	751	733	890
<b>Connecticut</b>										
Hartford (March) .....	-	518	701	775	-	-	577	744	775	-
New London-Norwich (January) .....	-	-	-	-	-	-	562	696	725	-
<b>District of Columbia</b>										
Washington (February) .....	-	536	579	722	839	684	604	684	702	865
<b>Florida</b>										
Miami-Ft. Lauderdale CMSA (November) <sup>3</sup> .....	351	-	645	-	-	-	614	837	790	-
Orlando (April) .....	-	-	-	528	-	-	518	606	595	662
Tampa-St. Petersburg-Clearwater (July) .....	376	446	569	655	-	-	-	536	665	-
West Palm Beach-Boca Raton (February) .....	-	-	-	482	-	-	623	751	669	892
<b>Georgia</b>										
Atlanta (March) .....	362	441	533	605	-	-	391	527	523	-
Decatur County (February) .....	-	-	-	-	-	-	283	300	-	-
<b>Hawaii</b>										
Statewide Hawaii (August) .....	-	461	530	624	705	-	551	607	649	700
Honolulu (August) .....	-	-	499	581	707	-	555	604	660	-
<b>Illinois</b>										
Chicago-Gary-Kenosha CMSA (June) <sup>3</sup> .....	448	-	727	801	933	-	623	-	816	972
<b>Indiana</b>										
Indianapolis (August) .....	283	357	440	576	-	-	401	639	647	777
<b>Massachusetts</b>										
Boston-Worcester-Lawrence CMSA (June) <sup>3</sup> .....	-	-	644	846	-	-	-	638	637	-
<b>Michigan</b>										
Detroit (January) .....	457	521	636	747	799	-	618	672	700	-
<b>Minnesota</b>										
Minneapolis-St. Paul (February) .....	494	603	705	830	917	-	616	763	775	885

See footnotes at end of table.

Table J-2. Average weekly pay<sup>1</sup> in State and local government, technical and protective service occupations,<sup>2</sup> selected areas, 1996 — Continued

State, area, and reference month	Technical										
	Computer Operators				Drafters				Engineering Technicians		
	I	II	III	IV	I	II	III	IV	II	III	IV
<b>Mississippi</b>											
Jackson (April) .....	-	\$368	-	-	-	-	-	-	-	-	-
<b>Missouri</b>											
Kansas City (September) .....	-	446	\$554	-	-	-	\$544	-	-	-	-
St. Louis (March) .....	-	448	516	-	-	-	-	-	-	-	-
<b>Nebraska</b>											
Omaha (April) .....	-	-	-	-	-	-	-	-	-	-	-
<b>New York</b>											
Nassau-Suffolk (January) .....	-	605	752	-	-	\$644	766	-	-	-	-
<b>North Dakota</b>											
Ward County (February) .....	-	-	-	-	-	-	-	-	-	-	-
<b>Ohio</b>											
Cincinnati (May) .....	-	537	-	-	-	-	-	-	-	-	-
Cincinnati-Hamilton CMSA (May) <sup>3</sup> .....	-	537	528	-	-	-	-	-	-	-	-
Cleveland (July) .....	-	468	582	-	-	-	-	-	-	-	-
Cleveland-Akron CMSA (August) <sup>3</sup> .....	-	467	564	-	\$427	488	-	-	-	-	-
Columbus (January) .....	-	551	543	-	408	494	-	-	-	\$636	-
Dayton-Springfield (March) .....	-	-	-	-	-	-	-	-	-	-	-
<b>Oregon</b>											
Portland-Salem CMSA (July) <sup>3</sup> .....	-	471	630	-	-	-	-	-	-	-	-
<b>Pennsylvania</b>											
Philadelphia (November) .....	-	520	608	-	-	-	607	-	-	-	-
Philadelphia-Wilmington-Atlantic City CMSA (November) <sup>3</sup> .....	-	519	590	-	-	-	607	-	-	-	-
Pittsburgh (May) .....	-	384	507	-	-	-	-	-	-	-	-
Scranton-Wilkes-Barre-Hazleton (March) .....	-	422	-	-	-	-	-	-	-	-	-
<b>Tennessee</b>											
Nashville (May) .....	-	362	-	-	-	-	-	-	-	-	-
<b>Texas</b>											
Dallas-Ft. Worth CMSA (March) .....	\$345	427	562	-	-	473	522	-	-	-	-
Houston (March) .....	366	399	480	-	-	-	-	-	-	-	-
Houston-Galveston-Brazoria CMSA (April) <sup>3</sup> .....	362	397	474	-	-	-	560	-	-	-	-

See footnotes at end of table.

**Table J-2. Average weekly pay<sup>1</sup> in State and local government, technical and protective service occupations,<sup>2</sup> selected areas, 1996 — Continued**

State, area, and reference month	Technical						Protective service			
	Engineering Technicians, Civil						Corrections Officers	Firefighters	Police Officers	
	I	II	III	IV	V	VI			I	II
<b>Mississippi</b>										
Jackson (April) .....	\$308	\$431	\$489	\$579	\$685	-	\$371	\$440	\$471	-
<b>Missouri</b>										
Kansas City (September) .....	337	425	526	693	852	-	424	604	615	-
St. Louis (March) .....	-	-	580	750	-	-	477	570	610	-
<b>Nebraska</b>										
Omaha (April) .....	-	446	626	778	917	-	408	-	745	-
<b>New York</b>										
Nassau-Suffolk (January) .....	-	613	589	754	-	-	852	807	1,017	\$752
<b>North Dakota</b>										
Ward County (February) .....	-	-	-	532	-	-	-	-	499	-
<b>Ohio</b>										
Cincinnati (May) .....	443	579	644	745	893	-	465	719	682	799
Cincinnati-Hamilton CMSA (May) <sup>3</sup> .....	434	570	639	737	893	-	465	700	676	799
Cleveland (July) .....	-	505	624	717	-	-	428	738	706	-
Cleveland-Akron CMSA (August) <sup>3</sup> .....	448	499	623	701	-	-	467	727	693	-
Columbus (January) .....	451	522	619	646	726	-	538	743	692	-
Dayton-Springfield (March) .....	-	-	605	-	-	-	516	746	700	-
<b>Oregon</b>										
Portland-Salem CMSA (July) <sup>3</sup> .....	405	529	616	737	886	\$914	678	768	800	875
<b>Pennsylvania</b>										
Philadelphia (November) .....	478	554	596	738	880	-	653	701	729	-
Philadelphia-Wilmington-Atlantic City CMSA (November) <sup>3</sup> .....	458	539	579	721	870	-	612	757	744	-
Pittsburgh (May) .....	-	-	568	754	842	-	581	741	718	-
Scranton-Wilkes-Barre-Hazleton (March) .....	-	-	529	-	-	-	583	639	680	-
<b>Tennessee</b>										
Nashville (May) .....	-	452	580	648	-	-	341	537	556	503
<b>Texas</b>										
Dallas-Ft. Worth CMSA (March) .....	339	408	508	546	630	-	417	616	647	-
Houston (March) .....	378	415	493	566	631	-	441	611	604	-
Houston-Galveston-Brazoria CMSA (April) <sup>3</sup> .....	376	415	492	567	632	-	442	611	603	-

See footnotes at end of table.



**Table J-2. Average weekly pay<sup>1</sup> in State and local government, technical and protective service occupations,<sup>2</sup> selected areas, 1996 — Continued**

State, area, and reference month	Technical										
	Computer Operators				Drafters				Engineering Technicians		
	I	II	III	IV	I	II	III	IV	II	III	IV
<b>Virginia</b>											
Richmond-Petersburg (August) .....	-	-	-	-	-	-	-	-	-	-	-
<b>Washington</b>											
Seattle-Tacoma-Bremerton CMSA (November) .....	-	\$519	\$667	-	-	-	-	-	-	\$708	\$819
<b>Wisconsin</b>											
Juneau County (March) .....	-	-	-	-	-	-	-	-	-	-	-
Milwaukee (August) .....	-	529	555	-	-	-	-	-	-	-	-
Milwaukee-Racine CMSA (August) <sup>3</sup> .....	-	529	568	-	-	-	\$718	-	-	-	-
<b>Wyoming</b>											
Lincoln County (April) .....	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

**Table J-2. Average weekly pay<sup>1</sup> in State and local government, technical and protective service occupations,<sup>2</sup> selected areas, 1996 — Continued**

State, area, and reference month	Technical						Protective service			
	Engineering Technicians, Civil						Corrections Officers	Firefighters	Police Officers	
	I	II	III	IV	V	VI			I	II
<b>Virginia</b>										
Richmond-Petersburg (August) .....	-	\$411	\$485	\$606	-	-	\$444	\$738	\$644	\$844
<b>Washington</b>										
Seattle-Tacoma-Bremerton CMSA (November) .....	-	697	788	825	\$941	\$1,086	624	925	854	918
<b>Wisconsin</b>										
Juneau County (March) .....	-	-	-	-	-	-	-	-	501	-
Milwaukee (August) .....	\$403	521	710	790	928	-	547	724	735	797
Milwaukee-Racine CMSA (August) <sup>3</sup> .....	403	521	709	790	928	-	528	739	743	797
<b>Wyoming</b>										
Lincoln County (April) .....	-	-	-	-	-	-	-	-	510	-

<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> Pay data for the following occupational levels did not meet publication criteria in any

area: Computer Operator V, and Engineering Technicians I, V and VI.

<sup>3</sup> These areas had a change in area definition in 1996 and are not comparable to similar areas presented in the 1995 National Summary.

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,<sup>2</sup> selected areas, 1996

State, area, and reference month	Clerks, Accounting				Clerks, General				Key Entry Operators	
	I	II	III	IV	I	II	III	IV	I	II
<b>Alabama</b>										
Huntsville (March) .....	-	\$366	\$443	-	-	\$326	\$294	-	\$297	-
<b>Alaska</b>										
Statewide Alaska (July) .....	-	493	617	\$649	\$427	480	-	-	-	-
Anchorage (July) .....	-	-	549	-	-	477	-	-	-	-
<b>Arizona</b>										
Phoenix (April) .....	-	355	412	398	-	301	324	\$343	-	\$358
<b>California</b>										
Sacramento-Yolo CMSA (March) .....	-	487	553	550	-	406	461	537	-	504
San Diego (July) .....	-	412	493	577	-	352	421	504	469	435
San Francisco-Oakland-San Jose CMSA (March) .....	-	539	594	670	400	445	535	611	524	554
<b>Colorado</b>										
Denver-Boulder-Greeley CMSA (January) .....	-	444	490	574	338	406	404	447	383	434
<b>Connecticut</b>										
Hartford (March) .....	-	-	488	-	-	-	459	504	-	464
New London-Norwich (January) .....	-	-	467	-	-	-	440	482	-	-
<b>District of Columbia</b>										
Washington (February) .....	-	442	507	533	280	360	397	476	379	459
<b>Florida</b>										
Miami-Ft. Lauderdale CMSA (November) <sup>3</sup> .....	-	423	461	554	-	-	373	403	385	521
Orlando (April) .....	-	398	407	463	-	-	328	322	292	435
Tampa-St. Petersburg-Clearwater (July) .....	\$311	394	408	514	309	333	349	-	-	396
West Palm Beach-Boca Raton (February) .....	-	-	388	-	-	387	400	380	-	-
<b>Georgia</b>										
Atlanta (March) .....	-	388	431	-	-	313	377	385	325	389
Decatur County (February) .....	-	380	-	-	-	-	-	-	-	-
<b>Hawaii</b>										
Statewide Hawaii (August) .....	-	-	408	467	-	-	379	398	-	408
Honolulu (August) .....	-	-	392	466	-	-	375	399	-	409
<b>Illinois</b>										
Chicago-Gary-Kenosha CMSA (June) <sup>3</sup> .....	-	452	486	638	346	392	457	-	371	442
<b>Indiana</b>										
Indianapolis (August) .....	-	347	404	-	-	301	349	411	289	322
<b>Massachusetts</b>										
Boston-Worcester-Lawrence CMSA (June) <sup>3</sup> .....	-	464	512	-	-	405	-	-	-	463
<b>Michigan</b>										
Detroit (January) .....	-	475	537	556	318	374	491	494	-	559
<b>Minnesota</b>										
Minneapolis-St. Paul (February) .....	-	497	521	579	421	451	489	511	419	501
<b>Mississippi</b>										
Jackson (April) .....	-	349	485	-	-	274	-	-	302	-

See footnotes at end of table.

Table J-3. Average weekly pay<sup>1</sup> in State and local government, clerical occupations,<sup>2</sup> selected areas, 1996 — Continued

State, area, and reference month	Personnel Assistants			Secretaries					Switchboard Operator-Receptionists	Word Processors		
	II	III	IV	I	II	III	IV	V		I	II	III
<b>Alabama</b>												
Huntsville (March) .....	-	-	-	\$366	\$407	\$484	-	-	\$332	-	-	-
<b>Alaska</b>												
Statewide Alaska (July) .....	-	\$672	\$745	-	-	-	-	-	534	-	-	-
Anchorage (July) .....	-	670	-	-	-	-	-	-	-	-	-	-
<b>Arizona</b>												
Phoenix (April) .....	-	-	-	-	390	397	\$478	\$540	362	-	\$364	-
<b>California</b>												
Sacramento-Yolo CMSA (March) .....	\$564	629	665	-	570	592	650	702	452	-	512	-
San Diego (July) .....	-	-	-	-	509	603	679	797	503	-	493	-
San Francisco-Oakland-San Jose CMSA (March) .....	608	691	733	614	612	722	773	857	549	-	594	-
<b>Colorado</b>												
Denver-Boulder-Greeley CMSA (January) .....	497	550	-	373	499	540	707	-	408	-	467	-
<b>Connecticut</b>												
Hartford (March) .....	-	-	-	-	520	564	652	-	-	-	-	-
New London-Norwich (January) .....	-	-	-	-	-	563	-	-	-	-	-	-
<b>District of Columbia</b>												
Washington (February) .....	-	510	-	437	528	617	701	861	433	-	473	\$503
<b>Florida</b>												
Miami-Ft. Lauderdale CMSA (November) <sup>3</sup> .....	-	546	-	397	481	561	656	773	371	\$355	454	-
Orlando (April) .....	406	-	-	326	407	500	623	-	324	283	-	-
Tampa-St. Petersburg-Clearwater (July) .....	431	535	-	372	431	513	593	-	318	-	-	-
West Palm Beach-Boca Raton (February) .....	-	-	-	342	448	531	-	-	-	-	366	-
<b>Georgia</b>												
Atlanta (March) .....	444	517	-	368	429	488	531	-	332	-	-	-
Decatur County (February) .....	-	-	-	-	-	-	-	-	-	-	-	-
<b>Hawaii</b>												
Statewide Hawaii (August) .....	-	480	526	-	566	639	730	846	-	-	-	-
Honolulu (August) .....	-	478	522	-	569	636	735	-	-	-	-	-
<b>Illinois</b>												
Chicago-Gary-Kenosha CMSA (June) <sup>3</sup> .....	517	578	654	447	522	650	692	-	-	390	-	-
<b>Indiana</b>												
Indianapolis (August) .....	-	-	-	339	408	486	574	-	317	-	-	-
<b>Massachusetts</b>												
Boston-Worcester-Lawrence CMSA (June) <sup>3</sup> .....	-	-	-	-	527	559	640	-	431	-	-	-
<b>Michigan</b>												
Detroit (January) .....	526	620	-	571	568	590	675	-	506	439	-	-
<b>Minnesota</b>												
Minneapolis-St. Paul (February) .....	-	607	650	-	502	541	617	-	426	-	-	-
<b>Mississippi</b>												
Jackson (April) .....	369	-	-	317	357	412	-	-	299	-	-	-

See footnotes at end of table.

**Table J-3. Average weekly pay<sup>1</sup> in State and local government, clerical occupations,<sup>2</sup> selected areas, 1996 — Continued**

State, area, and reference month	Clerks, Accounting				Clerks, General				Key Entry Operators	
	I	II	III	IV	I	II	III	IV	I	II
<b>Missouri</b>										
Kansas City (September) .....	-	\$353	\$405	\$487	-	\$321	\$351	\$416	\$366	\$374
St. Louis (March) .....	-	363	430	-	-	343	374	416	356	369
<b>Nebraska</b>										
Omaha (April) .....	-	-	448	-	-	395	428	540	-	-
<b>New York</b>										
Nassau-Suffolk (January) .....	-	453	590	633	-	451	458	-	490	526
<b>North Dakota</b>										
Ward County (February) .....	-	-	-	-	-	-	323	-	-	-
<b>Ohio</b>										
Cincinnati (May) .....	-	395	462	601	-	392	462	507	372	450
Cincinnati-Hamilton CMSA (May) <sup>3</sup> .....	-	412	462	552	-	386	441	493	370	449
Cleveland (July) .....	\$388	430	506	581	-	365	441	503	380	413
Cleveland-Akron CMSA (August) <sup>3</sup> .....	377	418	490	566	-	370	436	497	380	447
Columbus (January) .....	-	438	516	577	-	364	425	453	404	462
Dayton-Springfield (March) .....	-	407	457	476	-	332	398	466	368	-
<b>Oregon</b>										
Portland-Salem CMSA (July) <sup>3</sup> .....	-	420	497	-	-	341	429	513	335	-
<b>Pennsylvania</b>										
Philadelphia (November) .....	-	441	497	533	-	420	462	-	453	532
Philadelphia-Wilmington-Atlantic City CMSA (November) <sup>3</sup> .....	-	445	500	538	-	416	456	602	399	440
Pittsburgh (May) .....	-	474	-	-	-	346	410	-	365	-
Scranton-Wilkes-Barre-Hazleton (March) .....	-	420	418	-	-	-	393	-	-	-
<b>Puerto Rico</b>										
San Juan-Caguas-Arecibo CMSA (October) .....	-	-	248	-	\$173	187	230	249	-	-
<b>Tennessee</b>										
Nashville (May) .....	-	-	-	466	-	-	-	-	-	389
<b>Texas</b>										
Dallas-Ft. Worth CMSA (March) .....	-	367	435	426	261	313	361	343	309	354
Houston (March) .....	369	381	432	434	-	342	-	-	328	384
Houston-Galveston-Brazoria CMSA (April) <sup>3</sup> .....	368	371	436	425	305	330	393	308	329	382

See footnotes at end of table.



Table J-3. Average weekly pay<sup>1</sup> in State and local government, clerical occupations,<sup>2</sup> selected areas, 1996 — Continued

State, area, and reference month	Personnel Assistants			Secretaries					Switchboard Operator-Receptionists	Word Processors		
	II	III	IV	I	II	III	IV	V		I	II	III
<b>Missouri</b>												
Kansas City (September) .....	\$399	-	-	\$384	\$417	\$550	\$524	-	\$360	-	\$421	-
St. Louis (March) .....	-	-	-	415	472	518	584	-	-	-	-	-
<b>Nebraska</b>												
Omaha (April) .....	-	-	-	-	426	552	-	-	347	-	-	-
<b>New York</b>												
Nassau-Suffolk (January) .....	-	-	-	-	-	733	734	\$806	462	-	595	-
<b>North Dakota</b>												
Ward County (February) .....	-	-	-	345	-	-	-	-	-	-	-	-
<b>Ohio</b>												
Cincinnati (May) .....	-	-	-	334	444	536	609	-	365	-	-	-
Cincinnati-Hamilton CMSA (May) <sup>3</sup> .....	-	\$516	\$551	345	447	503	609	-	367	\$424	475	-
Cleveland (July) .....	-	520	-	-	500	581	613	-	398	-	-	-
Cleveland-Akron CMSA (August) <sup>3</sup> .....	-	523	662	-	487	559	587	-	371	451	486	\$498
Columbus (January) .....	-	508	652	381	485	576	569	-	401	474	518	-
Dayton-Springfield (March) .....	-	524	-	411	489	552	677	-	350	-	465	-
<b>Oregon</b>												
Portland-Salem CMSA (July) <sup>3</sup> .....	-	590	659	-	524	567	641	-	432	-	425	-
<b>Pennsylvania</b>												
Philadelphia (November) .....	476	600	-	491	492	575	638	-	423	-	454	479
Philadelphia-Wilmington-Atlantic City CMSA (November) <sup>3</sup> .....	476	591	-	447	482	576	635	-	-	-	455	484
Pittsburgh (May) .....	-	-	-	463	431	555	-	-	430	-	-	-
Scranton-Wilkes-Barre-Hazleton (March) .....	-	-	-	315	434	-	-	-	311	-	-	-
<b>Puerto Rico</b>												
San Juan-Caguas-Arecibo CMSA (October) .....	-	-	-	-	-	406	-	-	-	-	-	-
<b>Tennessee</b>												
Nashville (May) .....	-	419	-	381	512	-	-	-	326	-	-	-
<b>Texas</b>												
Dallas-Ft. Worth CMSA (March) .....	429	459	488	389	459	434	488	-	344	-	411	-
Houston (March) .....	367	405	-	420	451	444	525	-	338	-	-	502
Houston-Galveston-Brazoria CMSA (April) <sup>3</sup> .....	362	411	-	406	455	456	521	-	336	-	-	502

See footnotes at end of table.

**Table J-3. Average weekly pay<sup>1</sup> in State and local government, clerical occupations,<sup>2</sup> selected areas, 1996 — Continued**

State, area, and reference month	Clerks, Accounting				Clerks, General				Key Entry Operators	
	I	II	III	IV	I	II	III	IV	I	II
<b>Virginia</b>										
Richmond-Petersburg (August) .....	-	-	-	-	-	-	-	-	\$383	-
<b>Washington</b>										
Seattle-Tacoma-Bremerton CMSA (November) .....	-	\$457	\$497	\$591	\$371	\$397	\$460	\$509	386	\$419
<b>Wisconsin</b>										
Milwaukee (August) .....	-	464	514	-	334	425	463	-	-	511
Milwaukee-Racine CMSA (August) <sup>3</sup> .....	-	463	514	-	334	425	461	-	-	511
<b>Wyoming</b>										
Lincoln County (April) .....	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

**Table J-3. Average weekly pay<sup>1</sup> in State and local government, clerical occupations,<sup>2</sup> selected areas, 1996 — Continued**

State, area, and reference month	Personnel Assistants			Secretaries					Switchboard Operator-Receptionists	Word Processors		
	II	III	IV	I	II	III	IV	V		I	II	III
<b>Virginia</b>												
Richmond-Petersburg (August) .....	-	-	-	\$407	-	\$536	\$571	-	\$349	-	-	-
<b>Washington</b>												
Seattle-Tacoma-Bremerton CMSA (November) .....	-	\$541	\$574	-	\$500	573	596	-	416	\$446	\$479	-
<b>Wisconsin</b>												
Milwaukee (August) .....	-	550	-	497	539	587	-	-	474	-	-	-
Milwaukee-Racine CMSA (August) <sup>3</sup> .....	-	550	609	496	530	589	705	-	469	406	-	-
<b>Wyoming</b>												
Lincoln County (April) .....	-	-	-	397	-	-	-	-	-	-	-	-

<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> Pay data for the following occupational levels did not meet publication criteria in any area: Order Clerks I and II, and Personnel Assistants I.

<sup>3</sup> These areas had a change in area definition in 1996 and are not comparable to similar areas presented in the 1995 National Summary.

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> State and local government, maintenance and toolroom occupations,<sup>2</sup> selected areas, 1996**

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 (March) .....	\$10.20	\$12.36	\$10.61	-	-	-	-	\$13.28	-
<b>Alaska</b>									
Statewide Alaska (July) .....	17.87	24.74	-	\$28.45	-	-	-	22.37	-
Anchorage (July) .....	-	-	-	-	-	-	-	21.93	-
<b>Arizona</b>									
Phoenix (April) .....	9.70	16.65	-	16.75	\$23.97	\$21.81	-	15.08	-
<b>California</b>									
Sacramento-Yolo CMSA (March) .....	12.89	22.15	-	21.69	22.83	-	-	18.83	-
San Diego (July) .....	13.90	18.41	-	17.76	19.70	-	-	17.56	-
San Francisco-Oakland-San Jose CMSA (March) .....	14.37	23.91	17.13	21.97	27.06	-	\$22.19	21.27	-
<b>Colorado</b>									
Denver-Boulder-Greeley CMSA (January) .....	12.99	17.47	12.67	16.85	-	18.12	-	16.03	-
<b>Connecticut</b>									
Hartford (March) .....	14.16	17.20	-	-	-	-	-	17.09	-
New London-Norwich (January) .....	-	-	-	-	-	-	-	15.21	-
<b>District of Columbia</b>									
Washington (February) .....	11.59	17.16	-	-	18.84	19.49	15.51	17.83	\$15.87
<b>Florida</b>									
Miami-Ft. Lauderdale CMSA (November) <sup>3</sup> .....	10.46	16.99	13.19	18.57	-	-	-	15.00	15.58
Orlando (April) .....	10.11	12.99	10.89	-	-	-	-	13.53	-
Tampa-St. Petersburg-Clearwater (July) .....	10.79	13.54	11.96	15.37	-	-	-	13.26	-
West Palm Beach-Boca Raton (February) .....	9.28	16.53	-	-	-	-	-	13.43	-
<b>Georgia</b>									
Atlanta (March) .....	11.07	14.93	10.95	15.67	-	-	16.12	14.37	-
Decatur County (February) .....	8.91	-	-	-	-	-	-	-	-
<b>Hawaii</b>									
Statewide Hawaii (August) .....	-	13.54	-	15.96	-	-	13.06	13.52	-
Honolulu (August) .....	-	-	-	-	-	-	-	13.44	-
<b>Illinois</b>									
Chicago-Gary-Kenosha CMSA (June) <sup>3</sup> .....	-	24.09	-	18.50	-	23.79	-	19.19	26.97
<b>Indiana</b>									
Indianapolis (August) .....	10.38	14.51	-	13.31	-	-	14.05	13.59	-
<b>Massachusetts</b>									
Boston-Worcester-Lawrence CMSA (June) <sup>3</sup> .....	-	-	-	-	-	-	-	14.81	-
<b>Michigan</b>									
Detroit (January) .....	14.65	20.22	12.68	17.05	18.28	17.95	15.92	15.84	19.28
<b>Minnesota</b>									
Minneapolis-St. Paul (February) .....	13.77	22.04	-	16.99	18.36	17.87	-	17.50	21.18
<b>Mississippi</b>									
Jackson (April) .....	8.57	-	-	11.16	-	-	-	10.65	-

See footnotes at end of table.

Table J-4. Average hourly pay<sup>1</sup> State and local government, maintenance and toolroom occupations,<sup>2</sup> selected areas, 1996 — 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>Missouri</b>									
Kansas City (September) .....	\$10.13	\$15.02	-	\$13.35	\$16.11	\$12.52	-	\$13.76	-
St. Louis (March) .....	11.03	16.68	-	16.85	-	-	-	15.21	-
<b>Nebraska</b>									
Omaha (April) .....	10.80	19.52	-	-	-	-	-	15.51	-
<b>New York</b>									
Nassau-Suffolk (January) .....	15.43	17.07	-	-	-	-	-	18.82	\$16.90
<b>North Dakota</b>									
Ward County (February) .....	10.74	-	-	-	-	-	-	-	-
<b>Ohio</b>									
Cincinnati (May) .....	11.10	17.73	-	16.11	-	-	-	15.24	-
Cincinnati-Hamilton CMSA (May) <sup>3</sup> .....	10.75	17.58	-	16.11	-	-	-	15.17	-
Cleveland (July) .....	11.35	20.94	\$15.06	17.68	-	-	-	15.87	-
Cleveland-Akron CMSA (August) <sup>3</sup> .....	11.72	19.02	14.64	17.17	-	-	-	15.75	20.42
Columbus (January) .....	11.18	15.10	-	-	-	-	-	14.24	-
Dayton-Springfield (March) .....	11.82	-	-	-	-	-	-	15.66	-
<b>Oregon</b>									
Portland-Salem CMSA (July) <sup>3</sup> .....	13.12	19.07	14.55	15.82	-	-	-	16.62	-
<b>Pennsylvania</b>									
Philadelphia (November) .....	13.92	17.90	-	17.14	18.07	17.77	-	16.89	-
Philadelphia-Wilmington-Atlantic City CMSA (November) <sup>3</sup> .....	14.70	17.82	-	17.14	18.07	17.77	-	16.57	-
Pittsburgh (May) .....	13.66	15.66	-	-	-	-	-	15.71	-
Scranton-Wilkes-Barre-Hazleton (March) .....	11.78	14.23	-	-	-	-	-	12.49	-
<b>Puerto Rico</b>									
San Juan-Caguas-Arecibo CMSA (October) .....	7.33	-	-	-	-	-	-	8.53	-
<b>Tennessee</b>									
Nashville (May) .....	9.36	14.05	-	13.85	-	-	\$14.00	15.46	-
<b>Texas</b>									
Dallas-Ft. Worth CMSA (March) .....	9.18	13.85	10.22	14.11	-	-	12.75	13.25	-
Houston (March) .....	9.77	15.06	-	15.60	-	-	-	14.51	-
Houston-Galveston-Brazoria CMSA (April) <sup>3</sup> .....	9.74	15.02	-	15.51	-	-	-	14.42	-

See footnotes at end of table.



**Table J-4. Average hourly pay<sup>1</sup> State and local government, maintenance and toolroom occupations,<sup>2</sup> selected areas, 1996 — 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>Virginia</b>									
Richmond-Petersburg (August) .....	\$11.11	\$14.47	-	-	-	-	-	\$13.41	-
<b>Washington</b>									
Seattle-Tacoma-Bremerton CMSA (November) .....	13.37	21.32	-	\$20.58	\$23.58	\$20.88	\$21.19	19.34	-
<b>Wisconsin</b>									
Milwaukee (August) .....	13.71	20.99	-	16.19	-	20.40	14.54	16.60	\$23.35
Milwaukee-Racine CMSA (August) <sup>3</sup> .....	13.63	21.03	-	16.62	-	20.40	14.26	16.95	23.39
<b>Wyoming</b>									
Lincoln County (April) .....	-	-	-	-	-	-	-	11.95	-

<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> Pay data for Tool and Die Makers did not meet publication criteria in any area.

<sup>3</sup> These areas had a change in area definition in 1996 and are not comparable to similar areas presented in the 1995 National Summary.

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,<sup>2</sup> selected areas, 1996

State, area, and reference month	Guards		Janitors	Material Handling Laborers	Shipping/Receiving Clerks	Truckdrivers			Warehouse Specialists
	I	II				Light Truck	Medium Truck	Heavy Truck	
<b>Alabama</b>									
Huntsville (March) .....	\$8.33	-	\$6.90	-	-	-	-	\$10.13	-
<b>Alaska</b>									
Statewide Alaska (July) .....	-	-	14.66	-	-	-	-	-	-
Anchorage (July) .....	-	-	12.83	-	-	-	-	-	-
<b>Arizona</b>									
Phoenix (April) .....	8.53	-	8.92	-	\$10.84	\$9.83	-	14.16	\$11.65
<b>California</b>									
Sacramento-Yolo CMSA (March) .....	11.71	\$15.03	11.14	-	-	-	-	-	-
San Diego (July) .....	10.64	12.83	10.88	-	12.42	-	-	-	12.19
San Francisco-Oakland-San Jose CMSA (March) .....	13.23	15.26	12.96	-	13.07	-	-	-	-
<b>Colorado</b>									
Denver-Boulder-Greeley CMSA (January) .....	9.83	-	9.32	-	12.00	-	-	-	-
<b>Connecticut</b>									
Hartford (March) .....	-	-	12.08	-	-	-	-	-	-
New London-Norwich (January) .....	-	-	12.43	-	-	-	-	-	-
<b>District of Columbia</b>									
Washington (February) .....	8.88	12.67	10.45	-	-	-	\$13.08	-	13.16
<b>Florida</b>									
Miami-Ft. Lauderdale CMSA (November) <sup>3</sup> .....	9.14	-	8.25	-	-	-	-	13.79	-
Orlando (April) .....	-	-	7.70	-	-	-	-	-	-
Tampa-St. Petersburg-Clearwater (July) .....	8.97	-	7.92	-	9.70	-	-	13.09	10.18
West Palm Beach-Boca Raton (February) .....	-	-	7.44	-	-	-	-	-	-
<b>Georgia</b>									
Atlanta (March) .....	8.72	-	8.22	-	8.73	-	-	-	10.62
Decatur County (February) .....	-	-	5.85	-	-	-	-	-	-
<b>Hawaii</b>									
Statewide Hawaii (August) .....	-	-	9.69	-	-	-	11.26	11.71	-
Honolulu (August) .....	-	-	9.69	-	-	-	-	-	-
<b>Illinois</b>									
Chicago-Gary-Kenosha CMSA (June) <sup>3</sup> .....	10.70	13.86	12.36	-	11.82	10.76	-	19.27	-
<b>Indiana</b>									
Indianapolis (August) .....	8.04	10.01	9.42	-	-	13.28	-	11.02	11.86
<b>Massachusetts</b>									
Boston-Worcester-Lawrence CMSA (June) <sup>3</sup> .....	-	-	11.18	-	-	-	-	-	-
<b>Michigan</b>									
Detroit (January) .....	11.35	13.57	12.79	-	-	11.79	15.38	-	12.54
<b>Minnesota</b>									
Minneapolis-St. Paul (February) .....	11.78	13.19	11.84	\$12.71	-	12.83	15.03	-	14.82

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,<sup>2</sup> selected areas, 1996 — 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	
<b>Mississippi</b>									
Jackson (April) .....	\$7.78	-	\$6.00	-	-	-	-	-	-
<b>Missouri</b>									
Kansas City (September) .....	9.09	\$10.67	9.55	-	-	-	-	\$10.61	\$10.71
St. Louis (March) .....	10.07	11.90	10.42	-	-	-	-	-	-
<b>Nebraska</b>									
Omaha (April) .....	9.69	-	9.55	-	-	-	-	-	-
<b>New York</b>									
Nassau-Suffolk (January) .....	14.44	14.74	14.84	-	-	-	-	-	-
<b>Ohio</b>									
Cincinnati (May) .....	9.20	-	9.56	-	-	-	\$13.51	-	-
Cincinnati-Hamilton CMSA (May) <sup>3</sup> .....	9.20	-	9.45	-	-	-	13.48	10.29	-
Cleveland (July) .....	11.37	10.87	10.47	-	\$11.09	\$9.59	-	-	-
Cleveland-Akron CMSA (August) <sup>3</sup> .....	11.37	10.91	10.45	-	-	-	13.88	14.21	12.41
Columbus (January) .....	11.17	9.04	10.42	\$9.93	-	12.68	12.73	14.22	12.42
Dayton-Springfield (March) .....	10.11	-	10.48	-	-	12.39	-	-	-
<b>Oregon</b>									
Portland-Salem CMSA (July) <sup>3</sup> .....	11.95	-	10.30	-	-	-	-	-	-
<b>Pennsylvania</b>									
Philadelphia (November) .....	12.90	12.11	12.42	-	-	14.57	-	14.79	-
Philadelphia-Wilmington-Atlantic City CMSA (November) <sup>3</sup> .....	12.03	11.95	12.09	-	-	-	-	-	-
Pittsburgh (May) .....	10.80	-	11.33	-	-	14.57	-	14.94	-
Scranton-Wilkes-Barre-Hazleton (March) .....	9.26	-	9.98	-	-	-	-	15.79	-
<b>Puerto Rico</b>									
San Juan-Caguas-Arecibo CMSA (October) .....	5.11	-	5.56	-	-	-	-	11.57	-
<b>Tennessee</b>									
Nashville (May) .....	-	-	7.54	-	-	-	-	-	-
<b>Texas</b>									
Dallas-Ft. Worth CMSA (March) .....	9.61	10.80	7.60	-	8.74	10.69	-	9.57	-
Houston (March) .....	8.46	-	8.02	-	8.93	7.91	-	8.82	9.75
Houston-Galveston-Brazoria CMSA (April) <sup>3</sup> .....	8.49	-	7.73	-	8.84	7.91	-	9.25	8.63

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,<sup>2</sup> selected areas, 1996 — 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	
<b>Virginia</b>									
Richmond-Petersburg (August) .....	-	-	\$7.44	-	-	-	-	\$9.78	\$10.19
<b>Washington</b>									
Seattle-Tacoma-Bremerton CMSA (November) .....	\$11.10	\$13.14	11.37	-	\$18.48	\$13.05	\$14.32	15.60	-
<b>Wisconsin</b>									
Juneau County (March) .....	-	-	8.29	-	-	-	-	-	-
Milwaukee (August) .....	11.01	-	11.66	-	12.83	13.45	-	-	-
Milwaukee-Racine CMSA (August) <sup>3</sup> .....	11.01	-	11.77	-	12.83	13.45	-	-	13.15
<b>Wyoming</b>									
Lincoln County (April) .....	-	-	8.75	-	-	-	-	-	-

<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> Pay data for the following occupational levels did not meet publication criteria in any area: Forklift Operators and Order Fillers. In addition, for one occupation, only a single area published

average pay data: Truckdrivers, Tractor Trailer averaged \$17.31 in Seattle-Tacoma-Bremerton, WA.

<sup>3</sup> These areas had a change in area definition in 1996 and are not comparable to similar areas presented in the 1995 National Summary.

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.

# 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 1996 reference month as well as surveys with a reference month in November and December 1995 and January and February 1997. Published occupational pay averages from all 1996 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.

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<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.

The Bureau develops sampling frames from State unemployment insurance reports for the 48 contiguous States and the District of Columbia<sup>2</sup>. Establishments with 50 workers or more during the sampling frame's reference period are included in the survey sampling frame, even if they employ fewer than 50 workers at the time of the survey. Prior to survey collection, review of the sampling frame uncovers any necessary corrections, which typically involve adding missing establishments, removing out-of-business and out-of-scope units, and updating addresses, employment levels, industry classification, and other information.

The 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;

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<sup>2</sup> Although survey data are presented separately, Alaska and Hawaii were not used for the national and regional estimates.



- 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 Technical Reinterview Program 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 June 1996 national and regional estimates in part I are based on occupational compensation surveys conducted in 1996 by the Bureau of Labor Statistics.<sup>3</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 89 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) 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 1996 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. There were 71 areas for which all-industry or private, non-health services industry, and local government data were updated.

<sup>3</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 1996 national estimates is June.

## 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 14.1 percent of the sample establishments (representing 5,999,046 employees covered by the survey). An additional 5.3 percent of the sample establishments (representing 1,612,401 employees) were either out of business or outside the scope of the survey.

## Sampling error

Estimates of relative errors for the 1996 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 128 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	25.5
1 and under 3 percent	63.8
3 and under 5 percent	9.4
5 percent and over	1.4

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 represent the aggregation of data from a statistically representative area sample, and reflect an average payroll reference month of June 1996.

*Reference month adjustment.* Because data collection for localities in the OCS occurred throughout 1996, 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 pay relative for programmers in Seattle, WA, because national employment for the programmers occupation which met publication criteria in Seattle is just 69 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 (type 1, 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

an hour) for which employees receive regular straight-time salaries (exclusive of overtime pay at regular and/or premium rates). Hourly pay differentials may be more significant than reflected in the weekly averages. For example, Nassau-Suffolk, NY, and San Diego, CA, had pay relatives of 101 and 102 respectively for private industry secretaries (table F-2). However, in 1996, the average work week

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

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

for secretaries was up to 3.3 hours shorter in Nassau-Suffolk than in San Diego. When based on hourly pay, the San Diego private industry pay relative for secretaries remains at 102, while the Nassau-Suffolk pay relative rises to 107. Consult individual area bulletins and summaries for standard work week data.

## Part III. Locality Pay

### Data collection and payroll reference

BLS published 83 occupational compensation surveys with a 1996 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 OCS 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.

### Occupations

The job list used to collect pay data was updated during 1995, and occupational definitions were changed for several jobs. Some areas listed in the 1996 part III used the new job list; however, information is only provided for those jobs which had the same definition on both lists. Individual surveys, with the updated jobs and a description of the definition changes, are available upon request.



**Appendix table 1. Establishments and workers within scope of survey and number studied, United States,<sup>1</sup>  
June 1996**

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 .....	269,373	16,313	64,431,435	100	14,067,456
Private industry .....	242,661	14,375	50,975,720	79	9,535,310
Goods-producing industries .....	74,436	3,711	15,776,998	24	2,366,697
Mining <sup>5</sup> .....	1,546	152	183,337	( <sup>6</sup> )	40,543
Construction <sup>5</sup> .....	11,365	599	1,081,814	2	101,373
Manufacturing .....	61,525	2,960	14,511,847	23	2,224,781
Durable goods .....	32,258	1,541	8,535,686	13	1,552,323
Fabricated metal products, except machinery and transportation equipment <sup>7</sup> .....	5,696	202	983,977	2	66,884
Industrial and commercial machinery and computer equipment <sup>8</sup> .....	5,921	272	1,512,690	2	201,639
Electronic and other electrical equipment and components, except computer equipment <sup>9</sup> .....	4,392	241	1,657,445	3	252,249
Transportation equipment .....	3,376	218	1,507,746	2	602,521
Measuring, analyzing, and controlling instruments; photographic, medical and optical goods; watches and clocks <sup>10</sup> .....	1,986	161	593,787	1	219,448
Nondurable goods .....	29,267	1,419	5,976,160	9	672,458
Food and kindred products .....	7,254	364	1,573,905	2	155,662
Printing, publishing, and allied industries <sup>11</sup> .....	4,662	280	911,913	1	160,270
Chemicals and allied products .....	2,886	204	964,184	1	154,928

See footnotes at end of table.

**Appendix table 1. Establishments and workers within scope of survey and number studied, United States,<sup>1</sup>  
June 1996 — 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 .....	168,225	10,664	35,198,722	55	7,163,613
Transportation, communication, electric, gas, and sanitary services <sup>12</sup> .....	14,327	1,279	3,541,721	5	1,112,304
Communications .....	2,826	280	818,585	1	291,897
Wholesale trade <sup>13</sup> .....	15,578	770	1,766,450	3	179,239
Retail trade <sup>13</sup> .....	48,865	1,389	9,893,216	15	1,259,586
Finance, insurance, and real estate <sup>13</sup> .....	15,124	1,032	3,606,261	6	913,251
Depository institutions .....	5,041	320	1,495,090	2	486,242
Insurance carriers .....	2,857	264	1,026,122	2	254,685
Services <sup>13</sup> .....	74,331	6,194	16,391,074	25	3,689,233
Business services .....	17,512	1,644	3,555,394	6	727,424
Educational services .....	4,352	495	1,457,945	2	567,744
Health services .....	20,550	1,741	6,379,575	10	1,544,347
Engineering, accounting, research, management, and related services <sup>14</sup> .....	5,963	784	975,053	2	266,480
State and local government .....	26,712	1,938	13,455,715	21	4,537,146
Health services .....	1,788	199	786,287	1	229,869

<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> June 1996**

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 .....	269,373	16,313	64,431,435	100	14,067,456
Region <sup>4</sup> :					
Northeast .....	52,843	3,653	13,069,748	20	3,127,764
South .....	92,869	5,394	22,040,330	34	4,244,949
Midwest .....	71,450	3,823	16,080,207	25	3,270,539
West .....	52,211	3,443	13,241,150	21	3,424,204
Area classification:					
Metropolitan areas .....	211,972	15,378	54,861,984	85	13,776,537
Nonmetropolitan areas .....	57,401	935	9,569,451	15	290,919
Establishments employing:					
50-499 workers .....	247,193	11,538	31,384,393	49	1,914,376
500-999 workers .....	13,169	2,009	9,037,050	14	1,403,236
1,000-2,499 workers .....	6,627	1,615	9,683,586	15	2,460,865
2,500 workers or more .....	2,384	1,151	14,326,406	22	8,288,979

<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.

<sup>4</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.

Appendix table 3: Area sample used for national and regional estimates, June 1996

NORTHEAST	SOUTH—Continued	SOUTH—Continued	MIDWEST—Continued	MIDWEST—Continued
<b>Connecticut</b>	<b>Alabama—Continued</b>	<b>North Carolina</b>	<b>Indiana—Continued</b>	<b>Wisconsin—Continued</b>
Danbury..... PMSA	Huntsville..... MSA	Charlotte—Gastonia— Rock Hill..... MSA	Jefferson..... NMET	Milwaukee..... PMSA
Hartford..... MSA	Mobile..... MSA	Craven..... NMET	Kokomo..... MSA	Sauk..... NMET
<b>Maine</b>	<b>Arkansas</b>	Moore..... NMET	Marshall..... NMET	<b>WEST</b>
Portland..... MSA	Little Rock—North Little Rock..... MSA	Polk..... NMET	South Bend—Mishawaka..... MSA	<b>Arizona</b>
<b>Massachusetts</b>	Pope..... NMET	<b>South Carolina</b>	<b>Iowa</b>	Phoenix..... MSA
Boston..... PMSA	Prairie..... NMET	Charleston..... MSA	Clinton..... NMET	Yavapai..... NMET
Lawrence—Haverhill..... PMSA	St. Francis..... NMET	Florence..... MSA	Davenport—Rock Island— Moline..... MSA	<b>California</b>
Worcester..... MSA	<b>Delaware</b>	Georgetown..... NMET	Des Moines..... NMET	Anaheim—Santa Ana..... PMSA
<b>New Hampshire</b>	Wilmington..... PMSA	Greenwood..... NMET	Tama..... NMET	Fresno..... MSA
Cheshire..... NMET	<b>District of Columbia</b>	<b>Tennessee</b>	<b>Michigan</b>	Los Angeles—Long Beach..... PMSA
Grafton..... NMET	Washington..... MSA	Bradley..... NMET	Detroit..... PMSA	Riverside—San Bernardino..... PMSA
<b>New Jersey</b>	<b>Florida</b>	Memphis..... MSA	Delta..... NMET	Sacramento..... CMSA
Bergen—Passaic..... PMSA	Bradenton..... MSA	Nashville..... MSA	<b>Minnesota</b>	San Diego..... MSA
Middlesex—Somerset— Hunterdon..... PMSA	Citrus..... NMET	Wayne..... NMET	Freeborn..... NMET	San Francisco—Oakland— San Jose..... CMSA
Monmouth—Ocean..... PMSA	Gainesville..... MSA	<b>Texas</b>	Goodhue..... NMET	Visalia—Tulare—Porterville..... MSA
Newark..... PMSA	Miami—Ft. Lauderdale..... CMSA	Andrews..... NMET	Minneapolis—St. Paul..... MSA	<b>Colorado</b>
Trenton..... PMSA	Orlando..... MSA	Austin..... MSA	St. Cloud..... MSA	Cheyenne..... NMET
<b>New York</b>	Tampa—St. Petersburg— Clearwater..... MSA	Corpus Christi..... MSA	<b>Missouri</b>	Denver—Boulder—Greeley..... CMSA
Buffalo..... MSA	<b>Georgia</b>	Dallas—Fort Worth..... CMSA	Kansas City..... MSA	<b>Idaho</b>
Clinton..... NMET	Atlanta..... MSA	Gillespie..... NMET	Lewis..... NMET	Bannock..... NMET
Columbia..... NMET	Augusta..... MSA	Houston..... PMSA	St. Louis..... MSA	Boise City..... MSA
Nassau—Suffolk..... PMSA	Decatur..... NMET	Longview—Marshall..... MSA	<b>Nebraska</b>	<b>Montana</b>
New York..... PMSA	Liberty..... NMET	Palo Pinto..... NMET	Logan..... NMET	Billings..... MSA
Poughkeepsie..... MSA	Tattall..... NMET	Panola..... NMET	Madison..... NMET	Fergus..... NMET
Rochester..... MSA	Washington..... NMET	San Angelo..... MSA	Omaha..... MSA	<b>Nevada</b>
St. Lawrence..... NMET	<b>Kentucky</b>	San Antonio..... MSA	Seward..... NMET	Carson City..... NMET
<b>Pennsylvania</b>	Harrison..... NMET	<b>Virginia</b>	<b>North Dakota</b>	<b>Oregon</b>
Northumberland..... NMET	Louisville..... MSA	Franklin..... NMET	Griggs..... NMET	Clatsop..... NMET
Philadelphia..... PMSA	Taylor..... NMET	Montgomery..... NMET	Ward..... NMET	Crook..... NMET
Pittsburgh..... PMSA	<b>Louisiana</b>	Richmond—Petersburg..... MSA	<b>Ohio</b>	Portland—Salem..... CMSA
Pittsburgh..... PMSA	New Orleans..... MSA	<b>MIDWEST</b>	Cincinnati..... PMSA	Wasco..... NMET
Scranton—Wilkes—Barre..... MSA	Shreveport..... MSA	<b>Illinois</b>	Cleveland..... PMSA	<b>Utah</b>
York..... MSA	Vermilion..... NMET	Champaign—Urbana— Rantoul..... MSA	Columbus..... MSA	Salt Lake City—Ogden..... MSA
<b>Rhode Island</b>	<b>Maryland</b>	Chicago..... PMSA	Monroe..... NMET	<b>Washington</b>
Pawtucket—Woonsocket— Attleboro..... PMSA	Baltimore..... MSA	Decatur..... MSA	Seneca..... NMET	Richland—Kennewich— Pasco..... MSA
<b>Vermont</b>	Dorchester..... NMET	Joliet..... PMSA	Toledo..... MSA	Seattle—Tacoma— Bremerton..... CMSA
Orange..... NMET	<b>Mississippi</b>	Henderson..... NMET	Wayne..... NMET	Skagit..... NMET
<b>SOUTH</b>	Jackson..... MSA	Morgan..... NMET	<b>Wisconsin</b>	<b>Wyoming</b>
<b>Alabama</b>	Lee..... NMET	<b>Indiana</b>	Appleton—Oshkosh—Neenah..... MSA	Lincoln..... NMET
Choctaw..... NMET	Tunica..... NMET	Elkhart—Goshen..... MSA	Fond Du Lac..... NMET	
Henry..... NMET	Winston..... NMET	Gary—Hammond..... PMSA	Green Lake..... NMET	
		Indianapolis..... MSA	Juneau..... NMET	

NOTE: Area designations are defined as Metropolitan Statistical Areas (MSA), Primary Metropolitan Statistical Areas (PMSA), and Consolidated Metropolitan Statistical Areas (CMSA), as defined by the Office of Management and Budget (OMB), 1984; and nonmetropolitan counties (NMET). Some surveys used the 1994 OMB definitions.

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. Full area titles appear in appendix table 4.



**Appendix table 4: Occupational Compensation Survey (OCS) publications, calendar year 1996**

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>Illinois</b>			
Birmingham .....	SUM	2	YES	Central Illinois .....	SUM	2	YES
Gadsden and Anniston .....	SUM	2	YES	Chicago-Gary-Kenosha .....	3085-33	1	YES
Huntsville .....	3085-6	1	YES	<b>Indiana</b>			
Mobile .....	SUM	2	YES	Indianapolis .....	3085-31	1	NO
Montgomery .....	SUM	2	YES	<b>Kansas</b>			
<b>Alaska</b>				Wichita .....	SUM	2	YES
State of Alaska .....	3085-32	1	NO	<b>Kentucky</b>			
Anchorage .....	3085-30	1	NO	Lexington-Fayette .....	SUM	2	NO
<b>Arizona</b>				Louisville .....	SUM	2	YES
Phoenix .....	3085-22	1	NO	<b>Louisiana</b>			
<b>California</b>				Shreveport-Bossier City .....	SUM	2	YES
Fresno and Visalia-				<b>Massachusetts</b>			
Tulare-Porterville .....	SUM	2	YES	Boston-Worcester-Lawrence .....	3085-29	1	NO
Sacramento-Yolo .....	3085-17	1	YES	<b>Michigan</b>			
Salinas .....	SUM	2	YES	Detroit .....	3085-7	1	NO
San Diego .....	3085-40	1	NO	<b>Minnesota</b>			
San Francisco-Oakland-San Jose ..	3085-18	1	YES	Minneapolis-St Paul .....	3085-13	1	NO
<b>Colorado</b>				<b>Mississippi</b>			
Colorado Springs and Pueblo .....	SUM	2	YES	Biloxi-Gulfport-Pascagoula .....	SUM	2	YES
Denver-Boulder-Greeley .....	3085-1	1	YES	Columbus .....	SUM	2	YES
<b>Connecticut</b>				Jackson .....	3085-12	1	YES
Hartford .....	3085-5	1	NO	Meridian .....	SUM	2	NO
New London-Norwich .....	3085-3	1	NO	<b>Missouri</b>			
<b>District of Columbia</b>				Kansas City .....	3085-41	1	NO
Washington .....	3085-8	1	NO	St. Louis .....	3085-19	1	YES
<b>Florida</b>				<b>Nebraska</b>			
Gainesville .....	SUM	2	YES	Omaha .....	3085-14	1	YES
Miami-Ft. Lauderdale .....	3085-47	1	YES	<b>New York</b>			
Northwestern Florida .....	SUM	2	NO	Buffalo-Niagara Falls .....	SUM	2	YES
Orlando .....	3085-20	1	YES	Nassau-Suffolk .....	SUM	1	NO
Tampa-St Petersburg-Clearwater ..	3085-39	1	NO	<b>North Carolina</b>			
West Palm Beach-Boca Raton .....	3085-10	1	NO	Greensboro-Winston-Salem-			
<b>Georgia</b>				High Point .....	SUM	2	NO
Albany .....	SUM	2	NO	<b>North Dakota</b>			
Atlanta .....	3085-25	1	NO	Ward County .....	SUM	1	NO
Augusta-Aiken, Columbia,				<b>Ohio</b>			
and Sumter .....	SUM	2	YES	Cincinnati .....	3085-23	1	NO
Columbus .....	SUM	2	NO	Cincinnati-Hamilton .....	3085-27	1	NO
Decatur County .....	SUM	1	NO	Cleveland .....	3085-35	1	NO
<b>Hawaii</b>				Cleveland-Akron .....	3085-42	1	NO
State of Hawaii .....	3085-37	1	NO	Columbus .....	3085-2	1	YES
Honolulu .....	3085-34	1	NO	Dayton-Springfield .....	3085-16	1	NO

See footnotes at end of table.



**Appendix table 4: Occupational Compensation Survey (OCS) publications, calendar year 1996—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>Oklahoma</b>				<b>Texas—Continued</b>			
Oklahoma City .....	SUM	2	YES	Houston .....	3085-21	1	NO
<b>Oregon</b>				Houston—Galveston—Brazoria .....	3085-24	1	NO
Portland—Salem .....	3085-28	1	YES	Northwest Texas .....	SUM	2	NO
<b>Pennsylvania</b>				San Antonio .....	SUM	2	YES
Harrisburg—Lebanon—Carlisle .....	SUM	2	YES	<b>Vermont</b>			
Philadelphia .....	3085-45	1	NO	Statewide Vermont .....	SUM	2	YES
Philadelphia—Wilmington—Atlantic City .....	3085-46	1	NO	<b>Virginia</b>			
Pittsburgh .....	3085-26	1	NO	Norfolk—Virginia Beach— Newport News .....	SUM	2	YES
Reading .....	3085-4	1	NO	Richmond—Petersburg .....	3085-36	1	NO
Scranton—Wilkes—Barre—Hazleton ...	3085-11	1	YES	<b>Washington</b>			
<b>Puerto Rico</b>				Seattle—Tacoma—Bremerton .....	3085-48	1	NO
San Juan—Caguas—Arecibo .....	3085-44	1	NO	<b>Wisconsin</b>			
<b>South Carolina</b>				Juneau County .....	SUM	1	NO
Charleston—North Charleston .....	SUM	2	YES	Milwaukee .....	3085-38	1	NO
<b>Tennessee</b>				Milwaukee—Racine .....	3085-43	1	NO
Nashville .....	3085-15	1	YES	<b>Wyoming</b>			
<b>Texas</b>				Statewide Wyoming .....	SUM	2	YES
Dallas—Fort Worth .....	3085-9	1	YES	Lincoln County .....	SUM	1	NO

<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).

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

**Appendix table 5: Occupational Compensation Survey (OCS) area definitions for publications, calendar year 1996**

State and area	Area type <sup>1</sup>	Definition
<b>Alabama</b>		
Birmingham .....	MSA.....	Blount, Jefferson, St. Clair and Shelby Counties
Gadsden and Anniston .....	2MSA's .....	Calhoun and Etowah Counties
Huntsville .....	MSA.....	Madison and Limestone Counties
Mobile.....	MSA.....	Baldwin and Mobile Counties
Montgomery.....	MSA.....	Autauga, Elmore, and Montgomery Counties
<b>Alaska</b>		
State of Alaska.....	STATE.....	Alaska
Anchorage .....	MSA.....	Anchorage Borough
<b>Arizona</b>		
Phoenix.....	MSA.....	Maricopa and Pinal Counties
<b>California</b>		
Fresno and Visalia-Tulare Porterville.....	2MSA's .....	Fresno, Madera and Tulare Counties
Sacramento-Yolo.....	CMSA .....	El Dorado, Placer, Sacramento, and Yolo Counties
Salinas.....	MSA.....	Monterey County
San Diego .....	MSA.....	San Diego County
San Francisco-Oakland-San Jose .....	CMSA .....	Alameda, Contra Costa, Marin, Napa, Santa Clara, San Francisco, and San Mateo, Santa Cruz, Solano, and Sonoma Counties
<b>Colorado</b>		
Colorado Springs and Pueblo.....	2MSA's .....	El Paso and Pueblo Counties
Denver-Boulder-Greeley.....	CMSA .....	Adams, Arapahoe, Boulder, Denver, Douglas, Jefferson, and Weld Counties
<b>Connecticut</b>		
Hartford.....	MSA.....	Cities of Bristol, Hartford, and New Britain, and towns of Avon, Berlin, Bloomfield, Burlington, Canton, East Granby, East Hartford, East Windsor, Enfield, Farmington, Glastonbury, Granby, Manchester, Marlborough, Newington, Plainville, Rocky Hill, Simsbury, Southington, South Windsor, Suffield, West Hartford, Wethersfield, Windsor, and Windsor Locks in Hartford County; towns of Barkhamsted, Harwinton, New Hartford Plymouth, and Winchester in Litchfield County; city of Middletown, towns of Cromwell, Durham, East Haddam, East Hampton, Haddam, Middlefield, and Portland in Middlesex County; towns of Colchester and Lebanon in New London County; towns of Andover, Bolton, Columbia, Coventry, Ellington, Hebron, Mansfield, Somers, Stafford, Tolland, Vernon, and Willington in Tolland County; and towns of Ashford, Chaplin, and Windham in Windham County
New London.....	MSA.....	Town of Old Saybrook in Middlesex County, CT; cities of New London and Norwich, towns of Bozrah, East Lyme, Franklin, Griswold, Groton, Ledyard, Lisbon, Montville, North Stonington, Old Lyme, Preston, Salem, Sprague, Stonington, and Waterford in New London County, CT; towns of Canterbury and Plainfield in Windham County, CT; and towns of Hopkinton and Westerly in Washington County, RI
<b>District of Columbia</b>		
Washington.....	MSA.....	District of Columbia; Calvert, Charles, Frederick, Montgomery, and Prince Georges Counties, MD; Cities of Alexandria, Fairfax, Falls Church, Manassas, and Manassas Park, VA; and Arlington, Fairfax, Loudoun, Prince William, and Stafford Counties, VA
<b>Florida</b>		
Gainesville .....	MSA.....	Alachua County
Miami-Fort Lauderdale .....	CMSA .....	Broward and Dade Counties
Northwestern Florida.....	ESA .....	Bay, Escambia, Holmes, Okaloosa, Santa Rosa, Walton, and Washington Counties
Orlando .....	MSA.....	Lake, Orange, Osceola, and Seminole Counties

See footnotes at end of table.

**Appendix table 5: Occupational Compensation Survey (OCS) area definitions for publications, calendar year 1996**

State and area	Area type <sup>1</sup>	Definition
<b>Florida—Continued</b>		
Tampa—St Petersburg—Clearwater.....	MSA.....	Hernando, Hillsborough, Pasco, and Pinellas Counties
West Palm Beach—Boca Raton.....	MSA.....	Palm Beach County
<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—Aiken, Columbia, and Sumter.....	3MSA's.....	Columbia, McDuffie, and Richmond Counties, GA; and Aiken, Edgefield, Lexington, Richland, and Sumter Counties, SC
Columbus.....	MSA.....	Chattahoochee and Muscogee Counties, GA; and Russell County, AL
Decatur County.....	MSA.....	Decatur County
<b>Hawaii</b>		
State of Hawaii.....	STATE.....	Hawaii
Honolulu.....	MSA.....	Honolulu County
<b>Illinois</b>		
Central Illinois.....	ESA.....	Champaign, De Witt, Logan, Macon, Mason, McLean, Menard, Peoria, Piatt, Sangamon, Tazewell, and Woodford Counties, IL
Chicago—Gary—Kenosha.....	CMSA.....	Cook, Dekalb, Du Page, Grundy, Kane, Kankakee, Kendall, Lake, McHenry, and Will Counties, IL; Lake and Porter Counties, IN; and Kenosha County, WI
<b>Indiana</b>		
Indianapolis.....	MSA.....	Boone, Hamilton, Hancock, Hendricks, Johnson, Marion, Morgan, and Shelby Counties
<b>Kansas</b>		
Wichita.....	MSA.....	Butler, Harvey and Sedgwick Counties
<b>Kentucky</b>		
Lexington—Fayette.....	MSA.....	Bourbon, Clark, Fayette, Jessamine, Scott, and Woodford Counties
Louisville.....	MSA.....	Bullitt, Jefferson, and Oldham Counties, KY; Clark, Floyd, Harrison and Scott Counties, IN
<b>Louisiana</b>		
Shreveport—Bossier City.....	MSA.....	Bossier, Caddo, and Webster Parishes
<b>Massachusetts</b>		
Boston—Worcester—Lawrence.....	CMSA.....	Essex County, Middlesex County, Norfolk County, Plymouth County, Suffolk County, 12 communities in Bristol County, 1 in Hampden County, and 52 in Worcester County, MA; 18 in Hillsborough County, 2 in Merrimack County, 34 in Rockingham County, and 10 in Strafford County, NH; 5 in York County, ME; and 1 in Windham County, CT
<b>Michigan</b>		
Detroit.....	PMSA.....	Lapeer, Macomb, Monroe, Oakland, St. Clair, and Wayne Counties
<b>Minnesota</b>		
Minneapolis—St Paul.....	MSA.....	Anoka, Carver, Chisago, Dakota, Hennepin, Isanti, Ramsey, Scott, Washington, and Wright Counties, MN; and St Croix County, WI

See footnotes at end of table.

**Appendix table 5: Occupational Compensation Survey (OCS) area definitions for publications, calendar year 1996**

State and area	Area type <sup>1</sup>	Definition
<b>Mississippi</b>		
Biloxi–Gulfport–Pascagoula .....	MSA .....	Hancock, Harrison and Jackson Counties
Columbus .....	MSA .....	Lowndes County
Jackson .....	MSA .....	Hinds, Madison, and Rankin Counties
Meridian .....	MSA .....	Lauderdale County
<b>Missouri</b>		
Kansas City .....	PMSA .....	Cass, Clay, Jackson, Lafayette, Platte, and Ray Counties, MO; and Johnson, Leavenworth, Miami, and Wyandotte Counties, KS
St. Louis .....	MSA .....	Clinton, Jersey, Madison, Monroe, and St. Clair Counties, IL; St. Louis city, and Sullivan city in Crawford County, Franklin, Jefferson, Lincoln, St. Charles, St. Louis, and Warren Counties, MO
<b>Nebraska</b>		
Omaha .....	MSA .....	Cass, Douglas, Sarpy, and Washington Counties, NE; and Pottawattamie County, IA
<b>New York</b>		
Buffalo–Niagara Falls .....	MSA .....	Erie and Niagara Counties
Nassau–Suffolk .....	PMSA .....	Nassau and Suffolk Counties
<b>North Carolina</b>		
Greensboro–Winston-Salem–High Point .....	MSA .....	Alamance, Davidson, Davie, Forsyth, Guilford, Randolph, Stokes and Yadkin Counties
<b>North Dakota</b>		
Ward County .....	ESA .....	Ward County
<b>Ohio</b>		
Cincinnati .....	PMSA .....	Clermont, Hamilton, and Warren Counties, OH; Boone, Campbell, and Kenton Counties, KY; and Dearborn County, IN
Cincinnati–Hamilton .....	CMSA .....	Brown, Butler, Clermont, Hamilton, and Warren Counties, OH; Boone, Campbell, Gallatin, Grant, Kenton, and Pendleton Counties, KY; Dearborn, and Ohio Counties, IN
Cleveland .....	PMSA .....	Cuyahoga, Geauga, Lake, and Medina Counties
Cleveland–Akron .....	CMSA .....	Ashtabula, Cuyahoga, Geauga, Lake, Lorain, Medina, Portage, and Summit Counties
Columbus .....	MSA .....	Delaware, Fairfield, Franklin, Licking, Madison and Pickaway, Counties
Dayton–Springfield .....	MSA .....	Clark, Greene, Miami, and Montgomery Counties
<b>Oklahoma</b>		
Oklahoma City .....	MSA .....	Canadian, Cleveland, Logan, McClain, Oklahoma and Pottawatomie Counties
<b>Oregon</b>		
Portland–Salem .....	CMSA .....	Clackamas, Columbia, Marion, Multnomah, Polk, Washington, and Yamhill Counties, OR and Clark County, WA
<b>Pennsylvania</b>		
Harrisburg–Lebanon–Carlisle .....	MSA .....	Cumberland, Dauphin, Lebanon, and Perry Counties
Philadelphia .....	PMSA .....	Bucks, Chester, Delaware, Montgomery, and Philadelphia Counties, PA; and Burlington, Camden, Gloucester Counties, NJ
Philadelphia–Wilmington–Atlantic City .....	CMSA .....	Bucks, Chester, Delaware, Montgomery, and Philadelphia Counties, PA; Atlantic, Burlington, Camden, Cape May, Cumberland, Gloucester, and Salem Counties, NJ; New Castle County, DE; and Cecil County, MD
Pittsburgh .....	MSA .....	Allegheny, Fayette, Washington and Westmoreland Counties
Reading .....	MSA .....	Berks County
Scranton–Wilkes–Barre–Hazleton .....	MSA .....	Columbia, Lackawanna, Luzerne, and Wyoming Counties

See footnotes at end of table.



**Appendix table 5: Occupational Compensation Survey (OCS) area definitions for publications, calendar year 1996**

State and area	Area type <sup>1</sup>	Definition
<b>Puerto Rico</b>		
San Juan–Caguas–Arecibo.....	CMSA .....	Aguas Buenas, Arecibo, Barceloneta, Bayamon, Caguas, Camuy, Canovanas, Carolina, Catano, Cayey, Ceiba, Cidra, Comerio, Corozal, Dorado, Fajardo, Florida, Guaynabo, Gurabo, Hatillo, Humacao, Juncos, Las Piedras, Loiza, Luquillo, Manati, Morovis, Naguabo, Naranjito, Rio Grande, San Juan, San Lorenzo, Toa Alta, Toa Baja, Trujillo Alto, Vega Alta, Vega Baja, and Yabucoa Municipios
<b>South Carolina</b>		
Charleston–North Charleston .....	ESA .....	Berkeley, Charleston, and Dorchester Counties
<b>Tennessee</b>		
Nashville .....	MSA.....	Cheatham, Davidson, Dickson, Robertson, Rutherford, Sumner, Williamson, and Wilson Counties
<b>Texas</b>		
Dallas-Fort Worth.....	CMSA .....	Collin, Dallas, Denton, Ellis, Henderson, Hood, Hunt, Johnson, Kaufman, Parker, Rockwall and Tarrant Counties
Houston .....	PMSA .....	Fort Bend, Harris, Liberty, Montgomery, and Waller Counties
Houston–Galveston–Brazoria .....	CMSA .....	Brazoria, Chambers, Fort Bend, Galveston, Harris, Liberty, Montgomery, and Waller Counties
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, Ochiltrie, Oldham, Parmer, Potter, Randall, Roberts, Runnels, Scurry, Shackelford, Sherman, Stephens, Sterling, Stonewall, Swisher, Taylor, Terry, Throckmorton, Wheeler, Yoakum and Young Counties
San Antonio .....	MSA.....	Bexar, Comal, Guadalupe and Wilson Counties
<b>Vermont</b>		
Statewide Vermont.....	ESA .....	Vermont
<b>Virginia</b>		
Norfolk–Virginia Beach–Newport News.....	MSA.....	Cities of Chesapeake, Hampton, Newport News, Norfolk, Poquoson, Portsmouth, Suffolk, Virginia Beach and Williamsburg; and counties of Gloucester, Isle of Wight, James City, Mathews, and York, VA; and Currituck County, NC
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
<b>Washington</b>		
Seattle–Tacoma–Bremerton .....	CMSA .....	Island, King, Kitsap, Pierce, Snohomish, and Thurston Counties
<b>Wisconsin</b>		
Juneau County.....	ESA .....	Juneau County
Milwaukee .....	PMSA .....	Milwaukee, Ozaukee, Washington, and Waukesha Counties
Milwaukee–Racine.....	CMSA .....	Milwaukee, Ozaukee, Racine, Washington and Waukesha Counties
<b>Wyoming</b>		
Statewide Wyoming .....	ESA .....	Wyoming
Lincoln County.....	ESA .....	Lincoln County

<sup>1</sup>Area designations are: consolidated metropolitan statistical areas (CMSA), metropolitan statistical areas (MSA) and primary metropolitan statistical areas (PMSA), as defined by the Office of Management and Budget; nonmetropolitan counties and additional areas surveyed for the Employment Standards Administration (ESA) for use in administering

the Service Contract Act; and STATE areas surveyed for the Office of Personnel Management. 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 (type 2 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: drafting legislation or 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 stages 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, 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.

## 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 mathematical 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**

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

**TAX COLLECTOR**

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

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

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



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

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

- 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.

## Technical

### COMPUTER OPERATOR

(4612: Computer operator)

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

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

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



*Excluded are:*

- a. Workers operating small computer systems where there is little or no opportunity for operator intervention in program processing and few requirements to correct equipment malfunctions;
- b. Peripheral equipment operators and remote terminal or computer operators who do not run the *control console* of either a mainframe digital computer or a group of minicomputers;
- c. Workers using the computer for scientific, technical, or mathematical work when a knowledge of the subject matter is required; and
- d. Positions above level V; in addition to level V responsibilities, workers in these excluded positions use a knowledge of program language, computer features, and software systems to assist in (1) maintaining, modifying, and developing operating systems or programs; (2) developing operating instructions and techniques to cover problem situations; and (3) switching to emergency backup procedures.

### Computer Operator I

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

### Computer Operator II

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

### Computer Operator III

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

### Computer Operator IV

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

### 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 non-engineering 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 meteorological 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.

## 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 counseling or rehabilitation services to inmates.



## **FIREFIGHTER**

(5123: Firefighting occupation)

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

*Excluded are:*

- a. Fire academy cadets;
- b. Positions receiving *additional compensation* for driving and operating structural pumpers and crash vehicles; and
- c. Work leaders and supervisors.

## **POLICE OFFICER**

(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

(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. 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 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 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 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 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 inquiries, 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, inquiries, 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 secretary's supervisor	Level of secretary's responsibility			
	LR-1	LR-2	LR-3	LR-4
LS-1	I*	II	III	IV
LS-2	I*	III	IV	V
LS-3	I*	IV	V	V

\*Regardless of LS level.

**SWITCHBOARD OPERATOR-RECEPTIONIST**

(4645: Receptionist)

Operates a single-position telephone switchboard or console, used with a private branch exchange (PBX) system to relay incoming, outgoing, and intrasystem calls and acts as a

receptionist greeting visitors, determining nature of visits and directing visitors to appropriate persons. Work may also involve other duties such as recording and transmitting messages; keeping records of calls placed; providing information to callers and visitors; making appointments; keeping a log of visitors; and issuing visitor passes. May also type and perform other routine clerical work, usually while at the switchboard or console, which may occupy the major portion of the worker's time.

## WORD PROCESSOR

(4624: Typist)

Uses automated systems, such as word processing equipment, or personal computers or work stations linked to a larger computer or local area network, to produce a variety of documents, such as correspondence, memos, publications, forms, reports, tables and graphs. Uses one or more word processing software packages. May also perform routine clerical tasks, such as operating copiers, filing, answering telephones, and sorting and distributing mail.

*Excluded are:*

- a. Typists using automatic or manual typewriters with limited or no text-editing capabilities; workers in these positions are not typically required to use word processing software packages;
- 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 paneling 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).

- d. Workers providing technical support for engineers working in such areas as research, design, development, testing, or manufacturing process improvement (see Engineering Technician).

### 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 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 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



## 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 tune-up of motor vehicles. It does, however, include fully qualified journeymen mechanics even though most of their time may be spent on minor repairs and tune-ups.

## 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.

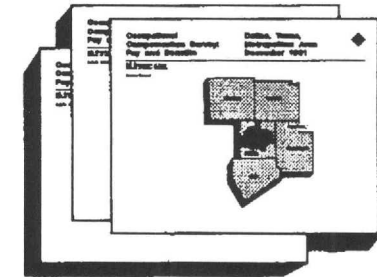
*Exclude* workers whose *primary* duties involve shipping and receiving work (see Shipping/Receiving Clerk), order filling (see Order Filler), or operating forklifts (see Forklift Operator).



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**Region V**

9th Floor  
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**Region VI**

Federal Building  
525 Griffin Street, Room 221  
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**Regions VII and VIII**

City Center Square  
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**Regions IX and X**

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