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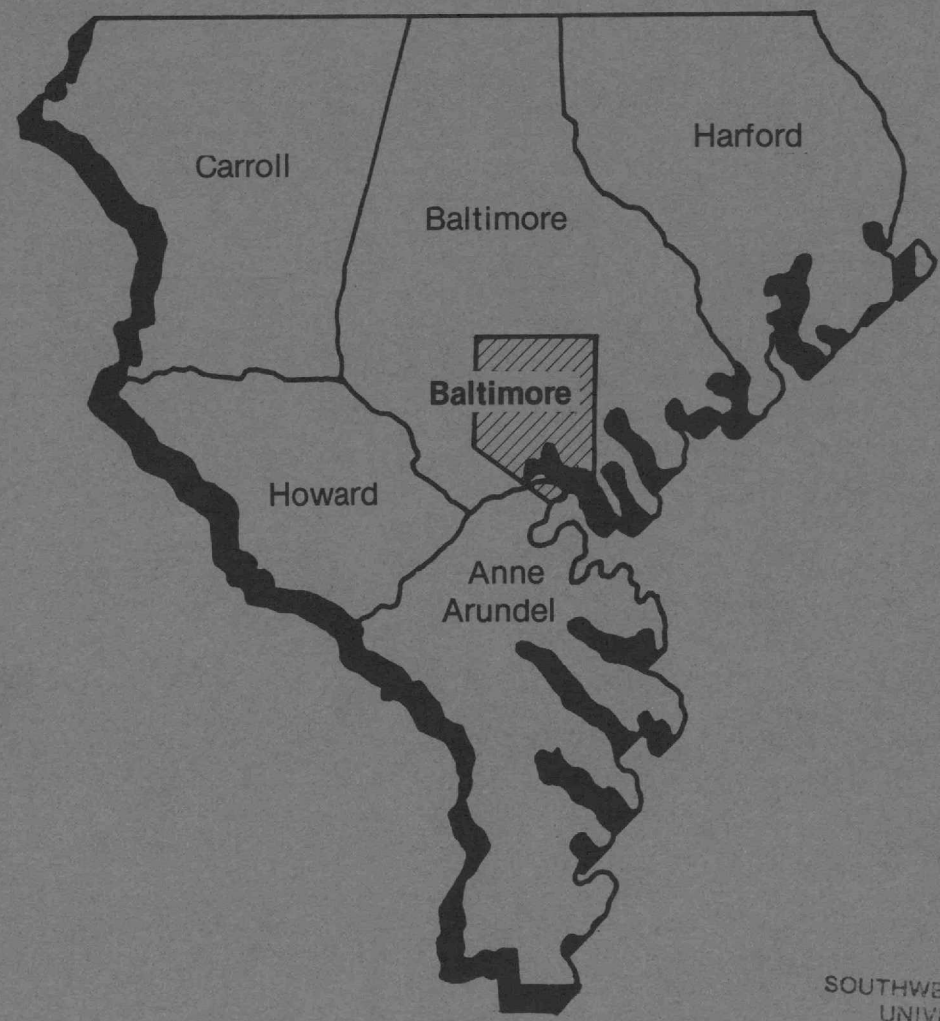
Area Wage Survey

Baltimore, Maryland, Metropolitan Area August 1981



U.S. Department of Labor
Bureau of Labor Statistics

Bulletin 3010-39



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Preface

This bulletin provides results of an August 1981 survey of occupational earnings and supplementary wage benefits in the Baltimore, Md., Standard Metropolitan Statistical Area. The survey was made as part of the Bureau of Labor Statistics' annual area wage survey program. It was conducted by the Bureau's regional office in Philadelphia, Pa., under the general direction of Irwin L. Feigenbaum, Assistant Regional Commissioner for Operations. The survey could not have been accomplished without the cooperation of the many firms whose wage and salary data provided the basis for the statistical information in this bulletin. The Bureau wishes to express sincere appreciation for the cooperation received.

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Note:

Reports on occupational earnings and supplementary wage benefits in the Baltimore area are available for the banking (February 1980), life insurance (February 1980), machinery manufacturing (January 1981), and savings and loan associations (February 1980) industries. Occupational earnings and supplementary wage benefits are also available for the laundry and dry cleaning (August 1981) and moving and storage (August 1981) industries. Also available are reports on occupational earnings and supplementary wage benefits for municipal workers in the city of Baltimore as well as listings of union wage rates for building trades, printing trades, local-transit operating employees, local truckdrivers and helpers, and grocery store employees. Free copies of these are available from the Bureau's regional offices. (See back cover for addresses.)

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Area Wage Survey

Baltimore, Maryland, Metropolitan Area August 1981



U.S. Department of Labor
Raymond J. Donovan, Secretary

Bureau of Labor Statistics
Janet L. Norwood,
Commissioner

October 1981

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Introduction

This area is 1 of 71 in which the U.S. Department of Labor's Bureau of Labor Statistics conducts surveys of occupational earnings and related benefits. (See list of areas on inside back cover.) In each area, earnings data for selected occupations (A-series tables) are collected annually. Information on establishment practices and supplementary wage benefits (B-series tables) is obtained every third year.

Each year after all individual area wage surveys have been completed, two summary reports are issued. The first brings together data for each metropolitan area surveyed; the second presents national and regional estimates, projected from individual metropolitan area data, for all Standard Metropolitan Statistical Areas in the United States, excluding Alaska and Hawaii.

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

A-series tables

Tables A-1 through A-6 provide estimates of straight-time weekly or hourly earnings for workers in occupations common to a variety of manufacturing and nonmanufacturing industries. Where possible, occupations with related duties (e.g. accounting clerks and payroll clerks) are clustered to facilitate comparison. The occupations are defined in appendix B. For the 31 largest survey areas, tables A-12 through A-17 provide similar data for establishments employing 500 workers or more.

Beginning in 1981, multilevel jobs are designated numerically instead of alphabetically. A job conversion list is provided in appendix C.

Table A-7 provides indexes and percent changes in average hourly earnings for office clerical workers, electronic data processing workers, industrial

nurses, skilled maintenance trades workers, and unskilled plant workers. Where possible, data are presented for all industries and for manufacturing and nonmanufacturing separately. Data are not presented for skilled maintenance workers in nonmanufacturing because the number of workers employed in this occupational group in nonmanufacturing is too small to warrant separate presentation. This table provides a measure of wage trends after elimination of changes in average earnings caused by employment shifts among establishments as well as turnover of establishments included in survey samples. For further details, see appendix A.

Tables A-8 through A-11 provide measures of pay relationships in establishments. These measures may differ considerably from the pay relationships of overall area averages published in tables A-1 through A-6. See appendix A for details.

B-series tables

The B-series tables present information on minimum entrance salaries for inexperienced typists and clerks; late-shift pay provisions and practices for production and related workers in manufacturing; and data separately for production and related workers and office workers on scheduled weekly hours and days of first-shift workers; paid holidays; paid vacations; health, insurance, and pension plan provisions; and health plan participation.

Appendixes

Appendix A describes the methods and concepts used in the area wage survey program. It provides information on the scope of the area survey, the area's industrial composition in manufacturing, and labor-management agreement coverage.

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

Appendix C is an alphabetic to numeric conversion list for all multilevel jobs in the survey.

Table A-1. Weekly earnings of office workers in Baltimore, Md., August 1981 —Continued

Occupation and industry division	Number of workers	Average weekly hours ² (standard)	Weekly earnings (in dollars) ¹			Number of workers receiving straight-time weekly earnings (in dollars) of —																					
			Mean ³	Median ³	Middle range ³	120 and under 140	140	160	180	200	220	240	260	280	300	320	340	360	380	400	420	440	460	480	500	520 and over	
							160	180	200	220	240	260	280	300	320	340	360	380	400	420	440	460	480	500	520	over	
Order clerks	867	39.5	211.50	209.00	180.00- 238.50	10	35	154	162	176	114	134	18	45	3	8	-	-	-	-	-	-	-	2	4	2	-
Manufacturing	373	39.5	201.50	190.00	165.00- 212.00	-	25	110	57	114	31	6	9	5	-	8	-	-	-	-	-	-	-	2	4	2	-
Nonmanufacturing	494	39.5	219.00	223.00	192.00- 246.00	10	10	44	105	62	83	128	9	40	3	-	-	-	-	-	-	-	-	-	-	-	-
Order clerks I	470	39.5	190.50	184.00	165.00- 209.00	10	35	152	125	87	13	20	14	3	3	6	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	251	39.5	187.50	165.00	165.00- 209.00	-	25	108	34	60	6	2	5	3	-	6	-	-	-	-	-	-	-	-	2	-	-
Nonmanufacturing	219	39.0	194.00	192.00	174.50- 205.00	10	10	44	91	27	7	18	9	-	3	-	-	-	-	-	-	-	-	-	-	-	-
Order clerks II	397	40.0	236.50	230.00	210.00- 246.00	-	-	2	37	89	101	114	4	42	-	2	-	-	-	-	-	-	-	2	2	2	-
Manufacturing	122	39.5	230.00	212.00	209.00- 230.00	-	-	2	23	54	25	4	4	2	-	2	-	-	-	-	-	-	2	2	2	-	-
Accounting clerks	2,874	39.0	259.50	212.00	177.00- 316.50	24	220	499	496	275	207	176	142	79	45	98	103	34	17	24	70	66	123	56	70	50	
Manufacturing	918	39.5	287.50	254.00	190.00- 372.00	21	40	73	129	77	61	81	77	43	40	21	11	25	15	10	14	55	55	14	28	28	
Nonmanufacturing	1,956	38.5	246.00	200.00	174.00- 271.50	3	180	426	367	198	146	95	65	36	5	77	92	9	2	14	56	11	68	42	42	22	
Transportation and utilities	549	39.0	378.50	353.50	336.00- 460.00	-	-	16	-	22	70	4	6	1	4	75	92	9	2	7	56	11	68	42	42	22	
Accounting clerks I	236	38.5	257.00	228.50	170.00- 353.50	6	36	30	40	-	8	4	4	1	12	-	91	-	-	-	-	1	-	-	3	-	-
Manufacturing	188	38.5	266.00	290.50	174.50- 353.50	-	28	26	24	-	8	4	4	-	3	-	91	-	-	-	-	-	-	-	-	-	-
Accounting clerks II	1,299	38.5	222.00	190.00	165.00- 250.00	18	184	328	217	121	61	68	97	13	6	87	4	3	3	9	14	38	3	5	10	10	
Manufacturing	476	39.5	262.00	226.00	182.00- 286.50	15	32	53	64	65	36	36	51	9	5	14	3	3	3	9	14	36	3	5	10	10	
Nonmanufacturing	823	38.0	199.00	177.00	163.00- 212.00	3	152	275	153	56	25	32	46	4	1	73	1	-	-	-	-	2	-	-	-	-	-
Accounting clerks III	893	39.0	250.50	209.00	189.50- 262.00	-	-	137	230	137	98	66	22	45	4	7	4	23	2	3	13	24	50	9	1	18	
Manufacturing	291	39.5	317.50	277.00	220.00- 460.00	-	-	16	43	12	25	37	14	29	3	4	16	-	-	-	15	46	9	1	18	-	
Nonmanufacturing	602	39.0	218.00	198.00	186.00- 228.50	-	-	121	187	125	73	29	8	16	1	4	-	7	2	3	13	9	4	-	-	-	
Transportation and utilities	93	38.5	307.00	234.00	230.00- 434.00	-	-	8	-	-	44	-	1	-	-	2	-	7	2	3	13	9	4	-	-	-	
Accounting clerks IV	446	39.5	386.50	429.50	266.50- 485.50	-	-	4	9	17	40	38	19	20	23	4	4	8	12	12	43	3	70	42	56	22	
Manufacturing	103	39.5	350.00	316.50	283.00- 384.50	-	-	-	6	-	-	8	12	4	23	4	4	6	12	1	-	3	6	-	14	-	
Nonmanufacturing	343	39.5	397.50	431.00	248.50- 496.00	-	-	4	3	17	40	30	7	16	-	-	-	2	-	11	43	-	64	42	42	22	
Payroll clerks	440	39.0	303.00	269.00	200.00- 411.00	-	25	39	36	48	37	20	38	7	20	12	13	31	1	3	15	22	38	2	8	25	
Manufacturing	279	39.5	336.50	300.00	227.00- 465.50	-	6	19	-	23	33	19	18	6	20	10	11	16	1	3	5	17	37	2	8	25	
Nonmanufacturing	161	38.0	244.50	203.00	180.00- 273.50	-	19	20	36	25	4	1	20	1	-	2	2	15	-	-	10	5	1	-	-	-	-
Transportation and utilities	39	39.5	376.50	379.50	344.50- 434.00	-	-	-	-	-	-	-	8	1	-	-	1	-	13	-	10	5	1	-	-	-	-
Key entry operators	1,086	39.0	225.50	200.00	177.00- 247.50	24	87	167	252	166	98	53	50	15	21	45	12	12	51	10	10	11	2	-	-	-	
Manufacturing	394	39.5	241.50	210.50	180.00- 278.50	-	27	71	73	43	19	37	26	15	16	9	12	12	5	8	8	11	2	-	-	-	
Nonmanufacturing	692	38.5	216.00	197.50	176.50- 226.00	24	60	96	179	123	79	16	24	-	5	36	-	-	46	2	2	-	-	-	-	-	
Transportation and utilities	237	38.5	273.50	238.00	200.00- 328.50	-	-	-	52	34	42	6	12	-	5	36	-	-	46	2	2	-	-	-	-	-	-
Key entry operators I	733	39.0	208.50	191.50	169.50- 210.00	24	87	166	196	104	33	15	16	7	2	14	12	-	47	4	4	2	-	-	-	-	
Manufacturing	228	39.5	207.00	182.00	164.00- 202.50	-	27	71	54	29	7	6	4	7	2	-	12	-	1	2	4	2	-	-	-	-	
Nonmanufacturing	505	38.5	209.00	192.00	170.00- 210.00	24	60	95	142	75	26	9	12	-	-	14	-	-	46	2	-	-	-	-	-	-	
Transportation and utilities	116	38.5	308.00	323.00	214.50- 399.50	-	-	-	28	2	6	6	12	-	-	14	-	-	46	2	-	-	-	-	-	-	-
Key entry operators II	351	39.0	260.50	236.50	212.00- 300.00	-	-	1	56	62	65	38	32	8	19	31	-	12	4	6	6	9	2	-	-	-	
Manufacturing	164	40.0	288.50	261.00	234.00- 327.00	-	-	-	19	14	12	31	20	8	14	9	-	12	4	6	4	9	2	-	-	-	
Nonmanufacturing	187	38.5	235.50	226.00	205.50- 246.50	-	-	1	37	48	53	7	12	-	5	22	-	-	-	-	-	-	-	-	-	-	
Transportation and utilities	121	38.0	240.50	226.00	200.00- 238.00	-	-	-	24	32	36	-	-	-	5	22	-	-	-	-	2	-	-	-	-	-	-

See footnotes at end of tables.

Table A-2. Weekly earnings of professional and technical workers in Baltimore, Md., August 1981

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings (in dollars) ¹			Number of workers receiving straight-time weekly earnings (in dollars) of —																				
			Mean ²	Median ²	Middle range ²	140 and under 160	160-180	180-200	200-220	220-240	240-260	260-280	280-300	300-320	320-340	340-360	360-380	380-400	400-420	420-460	460-500	500-540	540-580	580-620	620-660	660 and over
Computer systems analysts (business).....	536	39.5	468.50	452.00	396.50- 539.00	-	-	-	-	6	-	-	3	10	7	25	52	41	32	103	67	57	61	34	26	12
Manufacturing	130	39.5	501.00	477.00	437.00- 556.50	-	-	-	-	-	-	-	2	2	-	6	-	9	30	30	14	11	6	12	8	
Nonmanufacturing	406	39.0	457.50	433.50	390.00- 536.50	-	-	-	6	-	-	3	8	5	25	46	41	23	73	37	43	50	28	14	4	
Computer systems analysts (business) I.....	66	39.5	361.00	359.50	343.00- 385.00	-	-	-	6	-	-	-	4	5	18	15	5	2	10	-	-	-	-	-	1	-
Nonmanufacturing	61	40.0	356.00	359.00	345.00- 376.00	-	-	-	6	-	-	-	2	5	18	15	5	2	8	-	-	-	-	-	-	-
Computer systems analysts (business) II.....	300	39.0	460.00	442.00	401.50- 519.00	-	-	-	-	-	-	3	6	2	7	31	21	28	77	39	23	43	10	9	1	
Manufacturing	87	39.5	476.50	459.00	430.00- 499.00	-	-	-	-	-	-	-	-	2	-	6	-	9	28	21	6	4	3	7	1	
Nonmanufacturing	213	39.0	453.50	432.50	393.50- 524.00	-	-	-	-	-	-	3	6	-	7	25	21	19	49	18	17	39	7	2	-	
Computer systems analysts (business) III.....	170	39.5	524.50	517.50	462.00- 596.50	-	-	-	-	-	-	-	-	-	-	6	15	2	16	28	34	18	24	16	11	
Nonmanufacturing	132	39.5	512.00	509.50	432.50- 586.00	-	-	-	-	-	-	-	-	-	-	6	15	2	16	19	26	11	21	12	4	
Computer programmers (business).....	762	38.5	374.50	350.00	290.00- 417.50	-	-	-	3	9	41	89	64	79	54	74	70	62	27	25	65	32	8	31	22	7
Manufacturing	159	39.0	376.00	355.00	290.00- 471.50	-	-	-	-	10	15	22	19	3	13	15	7	2	10	26	10	3	1	3	-	
Nonmanufacturing	603	38.5	374.00	347.00	290.00- 408.00	-	-	-	3	9	31	74	42	60	51	61	55	55	25	15	39	22	5	30	19	7
Transportation and utilities	84	40.0	544.00	578.50	483.50- 598.00	-	-	-	-	-	1	-	-	-	-	1	2	3	2	18	10	5	30	12	-	
Computer programmers (business) I.....	198	38.5	288.50	277.00	263.50- 307.50	-	-	-	3	9	36	62	29	36	-	14	-	-	2	6	1	-	-	-	-	
Nonmanufacturing	168	38.5	278.50	277.00	262.50- 299.50	-	-	-	3	9	30	62	22	28	-	14	-	-	-	-	-	-	-	-	-	
Computer programmers (business) II.....	342	39.0	375.50	355.00	312.50- 397.50	-	-	-	-	5	27	35	37	43	26	31	53	16	10	22	9	-	28	-	-	
Manufacturing	100	39.5	350.00	349.50	290.00- 384.00	-	-	-	-	4	15	15	11	3	13	11	7	2	8	4	7	-	-	-	-	
Nonmanufacturing	242	38.5	386.00	376.50	321.00- 408.00	-	-	-	-	1	12	20	26	40	13	20	46	14	2	18	2	-	28	-	-	
Computer programmers (business) III.....	222	39.0	450.00	424.00	361.50- 512.50	-	-	-	-	-	-	-	-	6	11	34	39	9	11	13	37	22	8	3	22	7
Nonmanufacturing	193	38.5	443.00	403.00	357.00- 512.50	-	-	-	-	-	-	-	6	11	34	35	9	11	13	21	20	5	2	19	7	
Computer operators.....	837	39.0	288.00	270.00	225.00- 313.50	6	66	42	65	88	69	145	59	114	30	21	17	12	10	21	21	41	7	3	-	-
Manufacturing	238	39.5	317.00	302.00	237.00- 363.00	6	2	6	15	31	9	32	11	42	11	9	9	11	8	9	9	8	7	3	-	-
Nonmanufacturing	599	38.5	276.50	265.00	219.50- 305.00	-	64	36	50	57	60	113	48	72	19	12	8	1	2	12	12	33	-	-	-	
Transportation and utilities	89	38.0	424.50	439.00	318.00- 529.50	-	-	-	-	-	-	-	-	28	-	5	4	1	2	12	6	31	-	-	-	
Computer operators I.....	208	39.0	216.00	207.50	172.50- 247.50	6	65	26	27	26	21	22	4	-	-	2	2	1	3	2	1	-	-	-	-	
Nonmanufacturing	177	39.0	209.00	194.50	173.00- 233.50	-	63	26	27	21	20	11	4	-	-	1	-	1	2	2	-	-	-	-	-	
Computer operators II.....	373	38.5	279.50	268.00	225.00- 304.50	-	1	16	38	59	30	91	39	46	10	4	3	7	1	10	14	2	2	-	-	
Manufacturing	119	39.5	287.50	266.00	225.00- 322.00	-	-	6	15	26	5	19	8	9	5	4	3	7	1	5	2	2	2	-	-	
Nonmanufacturing	254	38.0	276.00	268.00	234.00- 299.50	-	1	10	23	33	25	72	31	37	5	-	-	-	-	5	12	-	-	-	-	
Computer operators III.....	256	39.0	358.00	311.50	287.50- 416.00	-	-	-	-	3	18	32	16	68	20	15	12	4	6	9	6	39	5	3	-	
Manufacturing	88	39.5	377.50	330.00	302.00- 448.50	-	-	-	-	-	3	2	3	33	6	3	4	4	6	4	6	6	5	3	-	
Nonmanufacturing	168	39.0	348.00	307.50	279.50- 366.50	-	-	-	-	3	15	30	13	35	14	12	8	-	5	-	33	-	-	-	-	
Drafters.....	1,203	40.0	352.50	360.00	255.50- 440.00	7	24	61	28	92	104	63	45	48	59	69	116	85	46	106	151	72	17	10	-	
Manufacturing	546	40.0	399.00	431.00	323.50- 491.00	-	-	1	8	21	47	31	9	18	17	26	43	23	22	89	128	46	7	10	-	
Nonmanufacturing	657	40.0	314.50	313.00	235.00- 377.00	7	24	60	20	71	57	32	36	30	42	43	73	62	24	17	23	26	10	-	-	
Drafters II.....	170	40.0	238.00	237.00	194.00- 263.00	7	8	38	10	22	38	19	8	1	12	4	-	1	2	-	-	-	-	-	-	
Nonmanufacturing	149	40.0	233.50	234.00	194.00- 262.00	7	8	38	6	21	30	18	8	-	7	3	-	1	2	-	-	-	-	-	-	

See footnotes at end of tables.

Table A-2. Weekly earnings of professional and technical workers in Baltimore, Md., August 1981 —Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (stand-ard)	Weekly earnings (in dollars) ²			Number of workers receiving straight-time weekly earnings (in dollars) of —																				
			Mean ³	Median ³	Middle range ³	140 and under 160	160-180	180-200	200-220	220-240	240-260	260-280	280-300	300-320	320-340	340-360	360-380	380-400	400-420	420-460	460-500	500-540	540-580	580-620	620-660	660 and over
Drafters III	288	40.0	307.50	298.00	248.50- 364.00	-	4	6	4	52	31	21	31	31	10	20	39	8	12	9	3	7	-	-	-	-
Manufacturing	129	39.5	304.50	272.00	251.50- 342.00	-	-	-	4	20	31	19	7	10	1	12	3	3	-	9	3	7	-	-	-	-
Nonmanufacturing	159	40.0	310.00	308.00	235.00- 371.50	-	4	6	-	32	-	2	24	21	9	8	36	5	12	-	-	-	-	-	-	-
Drafters IV	269	40.0	363.50	360.00	308.00- 414.00	-	-	2	4	-	34	17	6	9	21	19	50	32	20	16	10	25	4	-	-	-
Manufacturing	134	40.0	373.50	360.00	355.50- 415.00	-	-	-	-	-	8	11	2	5	5	12	38	12	16	12	2	7	4	-	-	-
Nonmanufacturing	135	40.0	353.50	351.00	266.00- 405.00	-	-	2	4	-	26	6	4	4	16	7	12	20	4	4	8	18	-	-	-	-
Drafters V	419	40.0	443.50	454.50	386.50- 491.00	-	-	-	-	-	-	6	-	6	16	26	27	44	12	81	138	40	13	10	-	-
Manufacturing	261	40.0	470.00	474.00	440.00- 491.00	-	-	-	-	-	-	-	-	2	6	1	2	8	6	68	123	32	3	10	-	-
Nonmanufacturing	158	40.0	400.50	382.00	358.00- 437.50	-	-	-	-	-	6	-	-	4	10	25	25	36	6	13	15	8	10	-	-	-
Electronics technicians.....	1,292	40.0	410.50	405.00	363.00- 460.00	-	-	-	4	6	17	39	46	71	59	53	91	48	419	144	116	109	65	5	-	-
Nonmanufacturing	505	40.0	392.00	375.00	315.00- 468.50	-	-	-	-	6	9	35	36	52	37	33	56	22	29	48	56	82	4	-	-	-
Electronics technicians I.....	144	40.0	306.00	295.00	272.00- 357.50	-	-	-	4	6	9	33	31	10	7	12	31	-	-	-	1	-	-	-	-	-
Electronics technicians II.....	708	40.0	402.50	405.00	396.50- 405.00	-	-	-	-	-	8	2	9	43	31	12	47	36	388	27	85	20	-	-	-	-
Electronics technicians III.....	440	40.0	458.50	460.00	405.00- 535.00	-	-	-	-	-	-	4	6	18	21	29	13	12	31	117	30	89	65	5	-	-
Manufacturing	232	40.0	469.00	460.00	449.00- 547.00	-	-	-	-	-	-	4	4	12	8	8	4	4	4	96	-	22	61	5	-	-
Nonmanufacturing	208	39.5	446.50	452.00	388.00- 534.50	-	-	-	-	-	-	-	2	6	13	21	9	8	27	21	30	67	4	-	-	-
Registered industrial nurses	101	39.5	395.50	382.00	364.00- 446.50	-	-	-	-	-	-	-	2	2	13	7	26	13	8	15	11	4	-	-	-	-
Manufacturing	80	40.0	398.50	386.50	364.00- 429.00	-	-	-	-	-	-	-	1	2	3	7	25	13	7	10	8	4	-	-	-	-

See footnotes at end of tables.

Table A-3. Average weekly earnings of office, professional, and technical workers, by sex, in Baltimore, Md., August 1981

Sex, ² occupation, and industry division	Number of workers	Average (mean ²)		Sex, ² occupation, and industry division	Number of workers	Average (mean ²)		Sex, ² occupation, and industry division	Number of workers	Average (mean ²)	
		Weekly hours ¹ (stand-ard)	Weekly earnings (in dollars) ¹			Weekly hours ¹ (stand-ard)	Weekly earnings (in dollars) ¹			Weekly hours ¹ (stand-ard)	Weekly earnings (in dollars) ¹
Office occupations - men				Typists II.....	247	40.0	290.00	Key entry operators.....	1,083	39.0	225.00
File clerks.....	51	39.5	290.50	Manufacturing.....	107	40.0	327.00	Manufacturing.....	393	39.5	241.00
Messengers.....	118	39.0	197.00	Nonmanufacturing.....	140	40.0	262.00	Nonmanufacturing.....	690	38.5	216.00
Nonmanufacturing.....	93	39.0	201.50	Transportation and utilities.....	50	40.0	388.00	Transportation and utilities.....	235	38.5	273.00
Transportation and utilities.....	32	39.5	312.00	File clerks.....	436	39.0	177.50	Key entry operators I.....	731	39.0	208.00
Accounting clerks.....	480	40.0	437.50	Nonmanufacturing.....	426	39.0	175.00	Manufacturing.....	227	39.5	206.00
Manufacturing.....	189	40.0	437.00	File clerks I.....	142	39.0	164.00	Nonmanufacturing.....	504	38.5	208.50
Accounting clerks II.....	103	40.0	368.00	Nonmanufacturing.....	137	38.5	162.50	Transportation and utilities.....	115	38.5	308.00
Manufacturing.....	76	40.0	421.50	File clerks II.....	166	39.0	181.00	Key entry operators II.....	350	39.0	260.00
Accounting clerks III.....	134	40.0	424.00	Nonmanufacturing.....	163	39.0	178.00	Manufacturing.....	164	40.0	288.50
Manufacturing.....	82	40.0	459.00	Messengers.....	74	39.0	193.00	Nonmanufacturing.....	186	38.5	235.50
Nonmanufacturing.....	52	39.5	368.00	Nonmanufacturing.....	61	38.5	185.00	Transportation and utilities.....	120	38.0	239.50
Payroll clerks.....	95	40.0	449.50	Switchboard operators.....	172	38.5	203.50	Professional and technical occupations - men			
Manufacturing.....	89	40.0	453.50	Nonmanufacturing.....	159	38.5	201.00	Computer systems analysts (business):			
Office occupations - women				Switchboard operator-receptionists.....	520	39.0	195.00	Manufacturing.....	101	39.5	498.00
Secretaries.....	3,044	39.0	280.50	Manufacturing.....	186	39.5	217.00	Computer systems analysts (business) II.....	216	39.0	472.50
Manufacturing.....	898	39.5	301.50	Nonmanufacturing.....	334	39.0	183.00	Manufacturing.....	68	39.5	483.50
Nonmanufacturing.....	2,146	39.0	271.50	Transportation and utilities.....	84	38.0	216.50	Nonmanufacturing.....	148	39.0	467.50
Transportation and utilities.....	374	39.0	382.00	Order clerks.....	614	39.5	199.50	Computer systems analysts (business) III.....	123	39.5	524.50
Secretaries I.....	435	39.5	265.00	Manufacturing.....	358	39.5	201.00	Nonmanufacturing.....	95	39.5	518.00
Manufacturing.....	160	39.5	315.50	Nonmanufacturing.....	256	39.0	197.00	Computer programmers (business).....	464	39.0	404.50
Nonmanufacturing.....	275	39.5	235.50	Order clerks I.....	455	39.5	190.00	Manufacturing.....	78	39.5	429.50
Secretaries II.....	812	39.0	256.00	Manufacturing.....	236	39.5	186.00	Nonmanufacturing.....	386	38.5	399.50
Manufacturing.....	274	39.5	270.00	Nonmanufacturing.....	219	39.0	194.00	Computer programmers (business) I.....	88	39.0	292.00
Nonmanufacturing.....	538	39.0	249.00	Order clerks II.....	159	39.5	227.00	Nonmanufacturing.....	83	38.5	280.00
Secretaries III.....	1,098	39.0	277.00	Manufacturing.....	122	39.5	230.00	Computer programmers (business) II.....	213	38.5	404.50
Manufacturing.....	289	39.5	298.00	Accounting clerks.....	2,394	38.5	223.50	Manufacturing.....	51	39.5	389.00
Nonmanufacturing.....	809	39.0	269.50	Manufacturing.....	729	39.5	249.00	Nonmanufacturing.....	162	38.5	409.50
Secretaries IV.....	481	39.0	299.50	Nonmanufacturing.....	1,665	38.5	212.50	Computer programmers (business) III.....	163	39.0	465.50
Manufacturing.....	152	39.5	339.00	Transportation and utilities.....	302	38.0	304.50	Nonmanufacturing.....	141	38.5	458.00
Nonmanufacturing.....	329	39.0	281.00	Accounting clerks I.....	231	38.5	254.00	Computer operators.....	472	39.0	306.50
Secretaries V.....	109	39.5	317.50	Nonmanufacturing.....	187	38.5	265.50	Manufacturing.....	97	39.5	357.00
Nonmanufacturing.....	86	39.5	305.00	Accounting clerks II.....	1,196	38.5	209.50	Nonmanufacturing.....	375	38.5	293.50
Stenographers.....	700	39.0	278.00	Manufacturing.....	400	39.5	231.50	Transportation and utilities.....	49	40.0	497.00
Nonmanufacturing.....	412	38.5	247.00	Nonmanufacturing.....	796	38.0	198.50	Computer operators I.....	110	38.5	233.00
Stenographers I.....	354	40.0	339.00	Accounting clerks III.....	759	39.0	220.00	Nonmanufacturing.....	87	38.5	227.50
Typists.....	587	39.5	237.00	Manufacturing.....	209	39.0	262.00	Computer operators II.....	196	38.5	288.00
Manufacturing.....	137	40.0	307.00	Nonmanufacturing.....	550	39.0	204.00	Nonmanufacturing.....	164	38.5	278.50
Nonmanufacturing.....	450	39.5	215.50	Transportation and utilities.....	61	37.5	242.00	Computer operators III.....	166	39.0	377.00
Transportation and utilities.....	108	39.5	345.00	Accounting clerks IV.....	208	39.0	285.00	Nonmanufacturing.....	124	39.0	360.00
Typists I.....	340	39.0	198.00	Manufacturing.....	76	39.5	327.00				
Nonmanufacturing.....	310	39.0	194.50	Nonmanufacturing.....	132	39.0	260.50				
				Payroll clerks.....	345	39.0	262.50				
				Manufacturing.....	190	39.5	281.50				
				Nonmanufacturing.....	155	38.0	239.00				
				Transportation and utilities.....	35	39.5	373.50				

See footnotes at end of tables.

Table A-3. Average weekly earnings of office, professional, and technical workers, by sex, in Baltimore, Md., August 1981 —Continued

Sex, ^a occupation, and industry division	Number of workers	Average (mean ²)		Sex, ^a occupation, and industry division	Number of workers	Average (mean ²)		Sex, ^a occupation, and industry division	Number of workers	Average (mean ²)	
		Weekly hours ¹ (stand-ard)	Weekly earnings (in dollars) ¹			Weekly hours ¹ (stand-ard)	Weekly earnings (in dollars) ¹			Weekly hours ¹ (stand-ard)	Weekly earnings (in dollars) ¹
Drafters.....	1,108	40.0	360.50	Electronics technicians II.....	682	40.0	403.00	Computer operators.....	346	39.0	261.50
Manufacturing.....	520	40.0	405.00	Manufacturing.....	231	40.0	469.00	Manufacturing.....	141	39.5	289.00
Nonmanufacturing.....	588	40.0	321.00	Nonmanufacturing.....	208	39.5	446.50	Nonmanufacturing.....	205	38.5	243.00
Drafters II.....	149	40.0	237.00	Professional and technical occupations - women				Computer operators I.....	97	39.5	198.00
Nonmanufacturing.....	130	40.0	233.00	Computer programmers (business).....	273	38.5	332.50	Nonmanufacturing.....	89	39.0	191.50
Drafters III.....	248	40.0	316.50	Manufacturing.....	81	38.5	324.00	Computer operators II.....	171	38.5	270.00
Manufacturing.....	113	39.5	310.50	Nonmanufacturing.....	192	38.0	336.00	Manufacturing.....	87	39.5	269.00
Nonmanufacturing.....	135	40.0	321.50	Computer programmers (business) I.....	94	37.5	289.00	Nonmanufacturing.....	84	37.5	271.50
Drafters IV.....	253	40.0	367.50	Computer programmers (business) II.....	120	39.0	329.50	Computer operators III.....	78	39.0	322.50
Manufacturing.....	127	40.0	376.00	Nonmanufacturing.....	71	38.0	343.00	Drafters.....	95	40.0	261.50
Nonmanufacturing.....	126	40.0	358.50	Computer programmers (business) III.....	59	38.5	407.00	Nonmanufacturing.....	69	40.0	255.50
Drafters V.....	414	40.0	444.00	Nonmanufacturing.....	52	38.5	401.00	Registered industrial nurses.....	99	39.5	394.00
Manufacturing.....	261	40.0	470.00				Manufacturing.....	78	40.0	396.50	
Nonmanufacturing.....	153	40.0	400.00								
Electronics technicians.....	1,253	40.0	412.50								
Nonmanufacturing.....	493	40.0	393.50								
Electronics technicians I.....	132	40.0	307.50								

See footnotes at end of tables.

Table A-4. Hourly earnings of maintenance, toolroom, and powerplant workers in Baltimore, Md., August 1981

Occupation and industry division	Number of workers	Hourly earnings (in dollars) ^a			Number of workers receiving straight-time hourly earnings (in dollars) of —																						
		Mean ²	Median ²	Middle range ²	5.80 and under 6.00	6.00-6.20	6.20-6.40	6.40-6.60	6.60-6.80	6.80-7.20	7.20-7.60	7.60-8.00	8.00-8.40	8.40-8.80	8.80-9.20	9.20-9.60	9.60-10.00	10.00-10.40	10.40-10.80	10.80-11.20	11.20-11.60	11.60-12.00	12.00-12.40	12.40-12.80	12.80-13.20	13.20-13.60	13.60 and over
Maintenance carpenters.....	272	10.30	9.68	9.40-11.74	3	-	-	6	-	3	-	1	1	8	21	93	29	13	12	1	-	23	-	34	24	-	-
Manufacturing.....	163	11.00	11.12	9.57-12.57	-	-	-	-	-	-	-	-	2	7	65	-	1	6	1	-	23	-	34	24	-	-	
Nonmanufacturing.....	109	9.24	9.40	9.13- 9.78	3	-	-	6	-	3	-	1	1	6	14	28	29	12	6	-	-	-	-	-	-	-	
Transportation and utilities.....	46	9.72	9.78	9.13- 9.78	-	-	-	-	-	-	-	-	-	1	12	-	26	1	6	-	-	-	-	-	-	-	
Maintenance electricians.....	1,048	11.78	12.54	10.61-13.11	2	-	-	2	-	-	5	6	16	6	14	137	27	41	41	29	33	1	155	68	398	67	-
Manufacturing.....	967	11.91	12.54	10.89-13.11	2	-	-	2	-	-	4	-	16	1	13	130	27	25	15	22	-	155	68	398	67	-	
Nonmanufacturing.....	81	10.17	10.61	10.05-10.61	-	-	-	-	-	-	1	6	-	5	1	7	-	16	26	7	11	1	-	-	-	-	
Transportation and utilities.....	47	10.57	10.61	10.61-11.13	-	-	-	-	-	-	-	-	-	5	-	1	-	2	26	1	11	1	-	-	-	-	
Maintenance painters.....	87	9.98	9.57	8.59-10.57	-	-	-	-	-	-	1	1	10	14	12	10	-	-	22	1	-	-	2	14	-	-	
Manufacturing.....	80	10.11	9.57	8.59-10.57	-	-	-	-	-	-	1	-	7	14	9	10	-	-	22	1	-	-	2	14	-	-	
Maintenance machinists.....	660	11.40	12.00	9.57-13.09	-	-	4	-	-	2	-	-	36	7	18	111	12	20	52	37	4	2	164	12	28	151	-
Manufacturing.....	627	11.45	12.00	9.57-13.09	-	-	4	-	-	2	-	-	36	7	15	110	8	19	32	35	4	-	164	12	28	151	-
Maintenance mechanics (machinery).....	1,839	11.76	12.63	11.16-13.09	-	-	15	-	17	-	60	6	70	31	37	25	56	26	51	119	14	200	173	173	319	447	-
Manufacturing.....	1,722	11.78	12.63	11.16-13.24	-	-	15	-	17	-	60	6	70	25	31	25	56	26	26	116	2	200	117	173	310	447	-
Maintenance mechanics (motor vehicles).....	1,689	9.96	9.50	8.73-10.70	-	23	-	6	2	20	5	38	55	298	30	408	196	78	169	28	-	30	57	13	233	-	-
Manufacturing.....	284	11.13	12.00	9.38-12.92	-	-	-	6	2	-	-	3	17	9	-	69	2	-	5	-	-	22	37	11	101	-	-
Nonmanufacturing.....	1,405	9.72	9.34	8.73-10.43	-	23	-	-	-	20	5	35	38	289	30	339	194	78	164	28	-	8	20	2	132	-	-
Transportation and utilities.....	487	10.87	10.70	10.00-12.84	-	-	-	-	-	1	-	16	20	3	12	51	10	63	129	20	-	8	20	2	132	-	-
Maintenance pipefitters.....	425	11.39	12.33	9.57-12.76	-	-	-	-	-	-	-	-	-	-	11	133	3	11	24	-	4	2	31	131	75	-	-
Manufacturing.....	400	11.47	12.51	9.57-12.76	-	-	-	-	-	-	-	-	-	-	11	125	1	7	13	-	4	2	31	131	75	-	-
Nonmanufacturing: Transportation and utilities.....	25	10.10	10.26	9.30-10.77	-	-	-	-	-	-	-	-	-	-	-	8	2	4	11	-	-	-	-	-	-	-	-
Maintenance sheet-metal workers... Manufacturing.....	92 75	11.77 12.10	12.51 12.51	10.61-12.66 11.75-12.66	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	3 -	6 6	- -	2 2	20 6	- -	3 3	3 3	8 8	35 35	2 2	10 10	- -
Millwrights..... Manufacturing.....	216 216	11.96 11.96	12.24 12.24	12.24-12.67 12.24-12.67	- -	- -	- -	- -	- -	- -	- -	- -	1 1	14 14	- -	1 1	9 9	13 13	- -	8 8	- -	- -	88 88	81 81	1 1	- -	- -
Machine-tool operators (toolroom)... Manufacturing.....	168 168	9.79 9.79	9.66 9.66	7.00-12.51 7.00-12.51	- -	- -	- -	34 34	- -	17 17	17 17	1 1	- -	1 1	3 3	4 4	20 20	9 9	- -	- -	- -	- -	1 1	26 26	- -	19 19	16 16
Tool and die makers..... Manufacturing.....	384 366	11.68 11.78	11.53 11.53	10.89-12.99 11.19-12.99	4 4	- -	- -	- -	- -	2 2	- -	- -	- -	19 17	17 17	7 1	9 1	1 1	32 30	40 40	78 78	- -	- -	42 42	55 55	74 74	4 4
Stationary engineers..... Manufacturing.....	344 172	9.57 11.04	9.62 11.16	7.72-11.16 9.82-12.45	- -	- -	- -	- -	- -	- -	- -	144 -	1 -	2 -	3 1	14 10	55 52	7 6	5 5	37 22	7 7	20 20	5 5	36 36	8 8	- -	- -

See footnotes at end of tables.

Table A-5. Hourly earnings of material movement and custodial workers in Baltimore, Md., August 1981 —Continued

Occupation and industry division	Number of workers	Hourly earnings (in dollars)*				Number of workers receiving straight-time hourly earnings (in dollars) of —																					
		Mean ²	Median ²	Middle range ²	3.30 and under 3.40	3.40-3.80	3.80-4.20	4.20-4.60	4.60-5.00	5.00-5.40	5.40-5.80	5.80-6.20	6.20-6.60	6.60-7.00	7.00-7.40	7.40-7.80	7.80-8.20	8.20-8.60	8.60-9.00	9.00-9.40	9.40-9.80	9.80-10.20	10.20-10.60	10.60-11.40	11.40-12.20	12.20-13.00	13.00 and over
Janitors, porters, and cleaners.....	7,277	4.31	3.35	3.35- 4.00	4776	498	290	224	87	58	148	71	68	111	22	250	201	19	44	29	-	280	101	-	-	-	-
Manufacturing.....	1,070	7.48	7.82	5.61- 9.98	32	84	55	6	38	24	118	54	15	7	16	4	178	19	44	3	-	272	101	-	-	-	-
Nonmanufacturing.....	6,207	3.77	3.35	3.35- 3.35	4744	414	235	218	49	34	30	17	53	104	6	246	23	-	26	-	8	-	-	-	-	-	-
Transportation and utilities.....	203	6.71	6.61	6.00- 6.81	-	-	-	16	16	12	6	4	4	98	-	-	13	-	-	26	-	8	-	-	-	-	-

See footnotes at end of tables.

Table A-6. Average hourly earnings of maintenance, toolroom, powerplant, material movement, and custodial workers, by sex, in Baltimore, Md., August 1981

Sex, ² occupation, and industry division	Number of workers	Average (mean ²) hourly earnings (in dollars)*	Sex, ² occupation, and industry division	Number of workers	Average (mean ²) hourly earnings (in dollars)*	Sex, ² occupation, and industry division	Number of workers	Average (mean ²) hourly earnings (in dollars)*
Maintenance, toolroom, and powerplant occupations - men			Material movement and custodial occupations - men			Forklift operators.....	1,918	9.24
Maintenance carpenters.....	260	10.19	Truckdrivers.....	5,390	9.85	Manufacturing.....	1,381	9.47
Manufacturing.....	151	10.88	Manufacturing.....	1,197	9.06	Nonmanufacturing.....	537	8.63
Nonmanufacturing.....	109	9.24	Nonmanufacturing.....	4,193	10.08	Power-truck operators (other than forklift).....	211	10.13
Transportation and utilities.....	46	9.72	Transportation and utilities.....	2,859	10.62	Guards.....	2,576	4.55
Maintenance electricians.....	1,048	11.78	Truckdrivers, light truck.....	375	8.81	Manufacturing.....	360	8.93
Manufacturing.....	967	11.91	Manufacturing.....	60	7.20	Nonmanufacturing.....	2,216	3.84
Nonmanufacturing.....	81	10.17	Nonmanufacturing.....	315	9.12	Guards I.....	2,072	4.25
Transportation and utilities.....	47	10.57	Truckdrivers, medium truck.....	487	8.34	Manufacturing.....	174	9.62
Maintenance painters.....	87	9.98	Manufacturing.....	193	8.40	Nonmanufacturing.....	1,898	3.75
Manufacturing.....	80	10.11	Nonmanufacturing.....	294	8.29	Guards II.....	454	5.83
Maintenance machinists.....	660	11.40	Truckdrivers, heavy truck.....	1,853	9.60	Manufacturing.....	186	8.29
Manufacturing.....	627	11.45	Truckdrivers, tractor-trailer.....	2,426	10.53	Janitors, porters, and cleaners.....	5,090	4.58
Maintenance mechanics (machinery).....	1,839	11.76	Manufacturing.....	2,135	10.56	Manufacturing.....	951	7.51
Manufacturing.....	1,722	11.78	Nonmanufacturing.....	311	9.85	Nonmanufacturing.....	4,139	3.91
Maintenance mechanics (motor vehicles).....	1,689	9.96	Shippers.....	101	9.46	Transportation and utilities.....	158	6.78
Manufacturing.....	284	11.13	Nonmanufacturing.....	59	8.89	Material movement and custodial occupations - women		
Nonmanufacturing.....	1,405	9.72	Receivers.....	515	7.47	Warehousemen.....	55	6.76
Transportation and utilities.....	487	10.87	Manufacturing.....	79	9.23	Order fillers.....	606	4.45
Maintenance pipefitters.....	425	11.39	Nonmanufacturing.....	436	7.15	Material handling laborers.....	141	6.45
Manufacturing.....	400	11.47	Shippers and receivers.....	209	8.29	Manufacturing.....	81	7.36
Nonmanufacturing.....	25	10.10	Manufacturing.....	110	7.47	Nonmanufacturing.....	60	5.21
Maintenance sheet-metal workers.....	92	11.77	Warehousemen.....	1,801	7.17	Guards.....	512	3.89
Manufacturing.....	75	12.10	Manufacturing.....	519	8.44	Nonmanufacturing.....	491	3.66
Nonmanufacturing.....	17	11.35	Nonmanufacturing.....	1,282	6.66	Guards I.....	368	3.64
Millwrights.....	216	11.96	Order fillers.....	1,105	7.77	Guards II.....	140	4.49
Manufacturing.....	216	11.96	Manufacturing.....	445	6.18	Janitors, porters, and cleaners.....	2,136	3.68
Machine-tool operators (toolroom).....	167	9.80	Shipping packers.....	141	6.07	Manufacturing.....	119	7.23
Manufacturing.....	167	9.80	Manufacturing.....	79	6.50	Nonmanufacturing.....	2,017	3.47
Tool and die makers.....	384	11.68	Material handling laborers.....	2,299	7.14	Transportation and utilities.....	45	6.48
Manufacturing.....	366	11.78	Manufacturing.....	1,201	6.71			
Stationary engineers.....	344	9.57	Nonmanufacturing.....	1,098	7.60			
Manufacturing.....	172	11.04	Transportation and utilities.....	504	9.31			

See footnotes at end of tables.

Table A-7. Indexes of earnings and percent increases for selected occupational groups, Baltimore, Md., selected periods

Period ^a	All industries					Manufacturing					Nonmanufacturing			
	Office clerical	Electronic data processing	Industrial nurses	Skilled maintenance	Unskilled plant	Office clerical	Electronic data processing	Industrial nurses	Skilled maintenance	Unskilled plant	Office clerical	Electronic data processing	Industrial nurses	Unskilled plant
Indexes (August 1977 = 100):														
August 1980.....	128.6	127.3	128.5	133.4	133.1	129.5	(*)	129.2	134.8	134.5	128.2	127.5	(*)	132.1
August 1981.....	143.3	138.0	142.1	146.2	145.3	143.2	(*)	142.0	148.1	148.4	143.3	139.0	(*)	143.5
Percent increases:														
August 1972 to August 1973.....	5.9	(*)	6.7	6.9	5.2	5.3	(*)	6.9	5.6	6.1	6.3	(*)	(*)	4.3
August 1973 to August 1974.....	8.9	9.9	10.9	9.9	9.1	9.7	9.9	10.6	10.5	9.9	8.6	10.1	(*)	8.5
August 1974 to August 1975.....	9.4	8.5	10.5	11.3	11.6	11.3	10.5	10.2	12.5	14.6	8.4	7.7	(*)	9.0
August 1975 to August 1976.....	7.8	8.1	6.4	8.8	9.0	8.3	8.9	6.9	9.0	9.4	7.6	7.8	(*)	8.8
August 1976 to August 1977.....	5.8	6.5	6.8	8.6	5.6	6.4	7.1	7.5	7.8	8.2	5.4	6.2	(*)	4.9
August 1977 to August 1978.....	8.1	7.6	8.6	8.8	10.7	10.4	(*)	8.6	9.1	9.7	7.0	7.6	(*)	11.6
August 1978 to August 1979.....	8.1	7.7	7.3	9.7	9.0	7.7	(*)	7.1	10.0	10.1	8.3	7.8	(*)	8.0
August 1979 to August 1980.....	10.0	9.8	10.3	11.7	10.3	8.9	(*)	11.1	12.3	11.3	10.6	9.9	(*)	9.6
August 1980 to August 1981.....	11.4	8.4	10.6	9.6	9.2	10.6	(*)	9.9	9.9	10.3	11.8	9.0	(*)	8.6

See footnotes at end of tables.

Table A-8. Pay relationships in establishments with paired office clerical occupations, Baltimore, Md., August 1981

Occupation for which earnings are compared	Occupation for which average earnings equal 100																						
	Secretaries					Stenographers	Typists		File clerks			Messengers	Switchboard operators	Switchboard operator-receptionists	Order clerks		Accounting clerks				Payroll clerks	Key entry operators	
	I	II	III	IV	V	I	I	II	I	II	III				I	II	I	II	III	IV		I	II
Secretaries I.....	100	89	85	71	(*)	(*)	(*)	114	131	127	(*)	136	108	110	(*)	(*)	(*)	107	100	96	95	115	108
Secretaries II.....	112	100	86	79	71	(*)	131	127	138	133	(*)	131	118	115	97	(*)	118	116	107	92	97	117	100
Secretaries III.....	118	117	100	84	79	(*)	148	135	150	141	110	158	132	130	123	108	133	127	115	104	104	134	116
Secretaries IV.....	142	127	120	100	90	129	178	146	167	159	136	182	143	148	(*)	114	133	138	127	114	115	152	127
Secretaries V.....	(*)	141	127	111	100	168	191	(*)	191	178	(*)	196	163	156	(*)	(*)	162	160	147	127	139	176	141
Stenographers I.....	(*)	(*)	(*)	77	60	100	111	103	(*)	96	87	112	(*)	105	89	(*)	94	93	88	82	89	104	101
Typists I.....	(*)	76	68	56	52	90	100	83	108	98	(*)	108	86	95	92	(*)	93	89	82	72	73	92	77
Typists II.....	87	79	74	68	(*)	97	120	100	109	99	(*)	108	97	89	(*)	(*)	94	91	85	85	86	103	95
File clerks I.....	76	72	67	60	52	(*)	93	91	100	90	(*)	108	87	78	(*)	(*)	92	87	76	78	74	97	76
File clerks II.....	79	75	71	63	56	104	102	101	111	100	90	119	94	84	(*)	(*)	(*)	94	86	85	90	104	89
File clerks III.....	(*)	(*)	91	74	(*)	115	(*)	(*)	111	100	(*)	96	(*)	(*)	(*)	(*)	(*)	103	86	94	94	116	90
Messengers.....	74	76	63	55	51	90	92	93	92	84	(*)	100	80	86	(*)	(*)	88	84	73	75	66	89	78
Switchboard operators.....	93	85	76	70	61	(*)	116	104	115	107	104	126	100	(*)	(*)	(*)	(*)	96	91	(*)	92	101	94
Switchboard operator-receptionists.....	91	87	77	68	64	95	105	112	128	118	(*)	117	(*)	100	109	(*)	120	95	89	73	82	99	87
Order clerks I.....	(*)	103	81	(*)	(*)	113	109	(*)	(*)	(*)	(*)	(*)	(*)	92	100	85	108	93	88	78	82	104	102
Order clerks II.....	(*)	(*)	93	88	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	117	100	(*)	107	(*)	(*)	89	123	100
Accounting clerks I.....	(*)	84	75	75	62	106	108	106	109	(*)	(*)	113	(*)	83	93	(*)	100	94	80	69	85	104	100
Accounting clerks II.....	94	86	79	73	63	107	112	110	115	107	97	119	104	105	107	93	106	100	87	79	87	102	97
Accounting clerks III.....	100	93	87	79	68	114	121	117	131	116	116	136	110	112	114	(*)	125	115	100	90	103	112	107
Accounting clerks IV.....	104	109	96	88	79	121	139	117	129	118	106	134	(*)	137	129	(*)	145	127	111	100	111	125	114
Payroll clerks.....	105	104	96	87	72	113	137	117	134	111	106	151	109	122	122	112	118	115	97	90	100	120	117
Key entry operators I.....	87	86	75	66	57	96	109	97	103	96	87	112	99	101	96	81	96	98	89	80	83	100	86
Key entry operators II.....	92	100	86	79	71	99	131	105	131	113	111	129	106	115	98	100	100	103	93	88	86	116	100

NOTE: This matrix table shows the average (mean) relationship of earnings in establishments between any two occupations compared. Earnings for an occupation in the table stub are expressed as a percent of the earnings for an occupation in the column heading at the point where the data lines for the two intersect. For example, reading across the Secretaries II row, the 112 in the Secretaries I column indicates that Secretaries II average 112 percent of (or 12 percent

more than) the earnings of Secretaries I.

See appendix A for method of computation.

Also see footnotes at end of tables.

Table A-9. Pay relationships in establishments with paired professional and technical occupations, Baltimore, Md., August 1981

Occupation for which earnings are compared	Occupation for which average earnings equal 100																
	Computer systems analysts (business)			Computer programmers (business)			Computer operators			Drafters				Electronics technicians			Registered industrial nurses
	I	II	III	I	II	III	I	II	III	II	III	IV	V	I	II	III	
Computer systems analysts (business) I	100	81	66	(*)	129	(*)	174	144	123	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)
Computer systems analysts (business) II	124	100	87	147	136	112	179	160	135	174	155	133	105	162	182	112	123
Computer systems analysts (business) III	152	115	100	174	153	131	208	175	155	204	169	145	124	(*)	(*)	127	147
Computer programmers (business) I	(*)	68	58	100	86	68	127	107	93	(*)	(*)	90	(*)	(*)	(*)	(*)	86
Computer programmers (business) II	78	73	65	116	100	82	134	123	107	130	120	102	81	138	108	86	97
Computer programmers (business) III	(*)	89	76	146	122	100	157	145	129	(*)	(*)	134	95	(*)	142	103	116
Computer operators I	57	56	48	78	75	64	100	82	74	(*)	92	80	69	(*)	(*)	67	77
Computer operators II	70	63	57	93	81	69	122	100	87	116	102	92	74	97	(*)	78	87
Computer operators III	82	74	65	108	93	78	135	114	100	134	122	107	86	113	(*)	86	95
Drafters II	(*)	58	49	(*)	77	(*)	86	75	100	77	67	62	(*)	(*)	(*)	72	74
Drafters III	(*)	64	59	(*)	84	(*)	109	98	82	130	100	84	72	(*)	(*)	81	83
Drafters IV	(*)	75	69	111	98	74	124	109	94	149	118	100	83	122	156	89	96
Drafters V	(*)	95	81	(*)	124	106	145	135	116	162	138	120	100	142	(*)	106	117
Electronics technicians I	(*)	62	(*)	(*)	72	(*)	103	89	(*)	(*)	(*)	82	70	100	(*)	70	89
Electronics technicians II	(*)	55	(*)	(*)	93	71	(*)	(*)	(*)	(*)	(*)	64	(*)	(*)	100	59	(*)
Electronics technicians III	(*)	89	79	(*)	117	97	149	128	116	139	123	112	94	143	168	100	109
Registered industrial nurses	(*)	81	68	116	103	86	129	115	105	135	121	104	85	112	(*)	92	100

See table A-8 for description of these pay relationships and appendix A for method of computation. Also see footnotes at end of tables.

Table A-10. Pay relationships in establishments with paired maintenance, toolroom, and powerplant occupations, Baltimore, Md., August 1981

Occupation for which earnings are compared	Occupation for which average earnings equal 100											
	Carpenters	Electricians	Painters	Machinists	Mechanics		Pipefitters	Sheet-metal workers	Millwrights	Machine-tool operators (toolroom)	Tool and die makers	Stationary engineers
					Machinery	Motor vehicles						
Maintenance carpenters	100	97	106	96	(*)	96	99	98	100	97	92	99
Maintenance electricians	103	100	108	99	101	102	102	(*)	101	(*)	96	102
Maintenance painters	94	92	100	91	(*)	92	96	92	(*)	(*)	88	93
Maintenance machinists	104	101	110	100	102	102	103	104	101	(*)	97	103
Maintenance mechanics (machinery)	(*)	99	(*)	98	100	102	(*)	(*)	97	(*)	94	(*)
Maintenance mechanics (motor vehicles)	104	98	109	98	98	100	101	(*)	101	(*)	(*)	102
Maintenance pipefitters	101	98	104	97	(*)	99	100	100	100	96	94	100
Maintenance sheet-metal workers	102	(*)	109	96	(*)	(*)	100	100	100	97	93	102
Millwrights	100	99	(*)	99	103	99	100	100	100	(*)	95	101
Machine-tool operators (toolroom)	103	(*)	(*)	(*)	(*)	(*)	105	103	(*)	100	89	102
Tool and die makers	108	104	113	104	107	(*)	106	108	105	112	100	107
Stationary engineers	101	98	108	97	(*)	98	100	98	99	98	93	100

See table A-8 for description of these pay relationships and appendix A for method of computation. Also see footnotes at end of tables.

Table A-11. Pay relationships in establishments with paired material movement and custodial occupations, Baltimore, Md., August 1981

Occupation for which earnings are compared	Occupation for which average earnings equal 100														
	Truckdrivers				Shippers	Receivers	Shippers and receivers	Warehousemen	Order fillers	Material handling laborers	Forklift operators	Power-truck operators (other than forklift)	Guards		Janitors, porters, and cleaners
	Light truck	Medium truck	Heavy truck	Tractor-trailer									I	II	
Truckdrivers, light truck.....	100	103	96	98	(*)	(*)	(*)	125	(*)	(*)	122	(*)	104	(*)	111
Truckdrivers, medium truck.....	97	100	92	94	(*)	(*)	(*)	122	(*)	(*)	100	(*)	125	(*)	118
Truckdrivers, heavy truck.....	104	108	100	98	(*)	110	(*)	164	(*)	114	107	(*)	(*)	(*)	161
Truckdrivers, tractor-trailer.....	103	107	102	100	(*)	(*)	(*)	115	(*)	103	103	(*)	(*)	117	156
Shippers.....	(*)	(*)	(*)	(*)	100	104	(*)	(*)	(*)	108	106	(*)	166	(*)	157
Receivers.....	(*)	(*)	91	(*)	96	100	(*)	107	104	103	95	(*)	161	100	129
Shippers and receivers.....	(*)	(*)	(*)	(*)	(*)	100	(*)	89	(*)	123	102	(*)	(*)	(*)	133
Warehousemen.....	80	82	61	87	(*)	93	113	100	113	115	99	97	102	100	127
Order fillers.....	(*)	(*)	(*)	(*)	(*)	97	(*)	89	100	95	95	(*)	(*)	(*)	141
Material handling laborers.....	(*)	(*)	87	97	93	97	81	87	105	100	97	94	133	106	119
Forklift operators.....	82	100	94	97	95	105	98	101	105	103	100	98	127	102	121
Power-truck operators (other than forklift).....	(*)	(*)	(*)	(*)	(*)	(*)	(*)	103	(*)	107	102	100	(*)	(*)	128
Guards I.....	96	80	(*)	(*)	60	62	(*)	98	(*)	75	79	(*)	100	(*)	107
Guards II.....	(*)	(*)	(*)	86	(*)	100	(*)	100	(*)	94	98	(*)	(*)	100	108
Janitors, porters, and cleaners.....	90	85	62	64	64	78	75	79	71	84	83	78	94	93	100

See table A-8 for description of these pay relationships and appendix A for method of computation. Also see footnotes at end of tables.

Table A-12. Weekly earnings of office workers in establishments employing 500 workers or more in Baltimore, Md., August 1981

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings (in dollars) ²			Number of workers receiving straight-time weekly earnings (in dollars) of —																				
			Mean ²	Median ²	Middle range ²	120 and under 140	140 — 160	160 — 180	180 — 200	200 — 220	220 — 240	240 — 260	260 — 280	280 — 300	300 — 320	320 — 340	340 — 360	360 — 380	380 — 400	400 — 420	420 — 440	440 — 460	460 — 480	480 — 500	500 — 540	540 and over
Secretaries.....	2,253	39.5	297.00	279.50	234.50- 344.00	-	-	6	119	218	269	246	283	187	152	119	201	98	58	109	70	55	19	27	8	9
Manufacturing.....	706	39.5	319.00	324.00	254.50- 370.50	-	-	4	16	37	61	65	79	39	43	54	117	68	40	18	18	11	8	17	6	5
Nonmanufacturing.....	1,547	39.0	287.50	268.50	228.50- 329.00	-	-	2	103	181	208	181	204	148	109	65	84	30	18	91	52	44	11	10	2	4
Transportation and utilities.....	323	39.0	403.00	406.50	354.00- 437.00	-	-	-	-	-	-	-	6	7	9	13	48	21	15	83	50	44	11	10	2	4
Secretaries I.....	390	39.5	273.00	259.00	226.50- 344.00	-	-	4	20	48	68	56	43	24	10	7	94	6	6	3	-	-	-	1	-	-
Secretaries II.....	606	39.0	273.50	240.50	217.00- 318.00	-	-	-	74	100	128	84	33	16	22	5	2	32	19	57	21	8	1	4	-	-
Manufacturing.....	256	39.5	274.50	246.00	229.50- 297.50	-	-	-	16	37	46	53	27	13	14	4	-	11	9	9	6	7	-	4	-	-
Nonmanufacturing.....	350	39.0	273.00	229.00	212.50- 367.50	-	-	-	58	63	82	31	6	3	8	1	2	21	10	48	15	1	1	-	-	-
Secretaries III.....	817	39.0	289.50	283.00	252.00- 332.00	-	-	2	22	60	73	89	151	97	71	78	97	55	9	4	-	-	2	7	-	-
Manufacturing.....	182	39.5	334.00	333.50	288.50- 370.50	-	-	-	-	-	-	3	30	24	20	25	17	48	4	2	-	-	2	7	-	-
Nonmanufacturing.....	635	39.0	277.00	271.50	241.00- 314.50	-	-	2	22	60	73	86	121	73	51	53	80	7	5	2	-	-	-	-	-	-
Secretaries IV.....	271	39.5	341.00	315.00	278.50- 405.50	-	-	-	3	10	-	13	53	28	40	16	3	5	20	38	13	9	5	5	6	4
Manufacturing.....	108	40.0	371.50	381.00	278.50- 432.00	-	-	-	-	-	-	8	20	-	7	14	2	3	19	3	10	2	5	5	6	4
Nonmanufacturing.....	163	39.0	321.00	302.50	277.50- 405.50	-	-	-	3	10	-	5	33	28	33	2	1	2	1	35	3	7	-	-	-	-
Secretaries V.....	74	39.5	341.00	314.00	292.50- 354.00	-	-	-	-	-	-	4	3	22	9	13	5	-	2	2	2	9	1	-	-	2
Nonmanufacturing.....	57	39.5	324.00	299.00	290.50- 331.50	-	-	-	-	-	-	4	3	22	9	9	1	-	1	-	7	-	-	-	-	1
Stenographers.....	425	40.0	336.50	323.50	305.00- 393.00	-	-	-	6	15	13	8	15	36	57	99	42	14	21	76	12	6	5	-	-	-
Nonmanufacturing.....	137	40.0	365.50	405.00	328.50- 405.00	-	-	-	2	5	3	4	4	5	3	16	2	9	13	71	-	-	-	-	-	-
Stenographers I.....	346	40.0	340.50	323.50	305.50- 405.00	-	-	-	6	7	4	4	14	36	57	95	3	7	14	76	12	6	5	-	-	-
Stenographers II.....	79	39.5	319.00	347.00	252.50- 350.50	-	-	-	-	8	9	4	1	-	-	4	39	7	7	-	-	-	-	-	-	-
Typists.....	433	39.5	262.50	244.00	179.50- 369.00	3	49	57	61	30	12	15	10	35	30	8	3	65	8	33	3	11	-	-	-	-
Manufacturing.....	131	40.0	311.00	306.00	281.50- 367.00	-	2	14	-	3	-	2	5	32	30	3	3	7	4	12	3	11	-	-	-	-
Nonmanufacturing.....	302	39.5	241.50	198.00	168.00- 369.00	3	47	43	61	27	12	13	5	3	-	5	-	58	4	21	-	-	-	-	-	-
Transportation and utilities.....	99	39.5	363.50	369.00	369.00- 374.50	-	-	-	-	2	2	2	3	2	-	5	-	58	4	21	-	-	-	-	-	-
Typists I.....	155	39.0	197.50	180.00	154.00- 206.50	3	44	30	31	16	4	8	3	5	-	5	-	-	-	2	-	4	-	-	-	-
Nonmanufacturing.....	131	39.0	190.00	180.00	150.00- 205.00	3	42	18	31	13	4	8	3	2	-	5	-	-	-	2	-	-	-	-	-	-
Typists II.....	278	40.0	298.50	306.00	206.50- 369.00	-	5	27	30	14	8	7	7	30	30	3	3	65	8	31	3	7	-	-	-	-
Manufacturing.....	107	40.0	327.00	306.00	281.50- 376.00	-	-	2	-	-	-	2	5	29	30	3	3	7	4	12	3	7	-	-	-	-
Nonmanufacturing.....	171	40.0	280.50	257.00	182.00- 369.00	-	5	25	30	14	8	5	2	1	-	-	58	4	19	-	-	-	-	-	-	-
File clerks.....	368	39.5	202.00	176.00	159.00- 200.50	14	81	106	65	30	12	9	11	3	2	3	-	7	-	4	4	12	2	2	1	-
Nonmanufacturing.....	345	39.5	196.50	174.00	156.50- 194.50	14	81	105	63	28	12	6	4	-	2	1	-	7	-	4	4	10	2	1	1	-
File clerks I.....	91	39.5	190.50	156.50	141.50- 226.50	14	35	15	2	2	-	3	11	3	1	1	-	-	-	4	-	-	-	-	-	-
Nonmanufacturing.....	74	39.5	176.50	153.50	141.50- 170.50	14	35	15	-	-	-	-	4	-	1	1	-	-	-	4	-	-	-	-	-	-
File clerks II.....	139	39.5	214.50	176.00	160.00- 187.50	-	22	60	26	7	-	-	-	-	1	-	-	6	-	-	4	12	-	1	-	-
Nonmanufacturing.....	135	39.5	209.00	176.00	160.00- 187.50	-	22	59	26	7	-	-	-	-	1	-	-	6	-	-	4	10	-	-	-	-
File clerks III.....	138	40.0	197.50	186.00	165.00- 203.00	-	24	31	37	21	12	6	-	-	-	2	-	1	-	-	-	-	2	1	1	-
Nonmanufacturing.....	136	40.0	195.50	185.00	164.00- 201.50	-	24	31	37	21	12	6	-	-	-	-	1	-	-	-	-	-	2	1	1	-
Messengers.....	136	39.0	217.00	179.50	149.50- 272.50	12	40	16	10	12	6	4	3	5	-	8	5	-	15	-	-	-	-	-	-	-
Manufacturing.....	115	39.0	211.50	172.00	142.00- 221.00	12	40	12	10	12	2	-	-	-	-	7	5	-	15	-	-	-	-	-	-	-
Transportation and utilities.....	44	39.5	304.50	323.00	215.50- 390.00	-	-	1	3	12	1	-	-	-	-	7	5	-	15	-	-	-	-	-	-	-

See footnotes at end of tables.

Table A-12. Weekly earnings of office workers in establishments employing 500 workers or more in Baltimore, Md., August 1981—Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings (in dollars) ²			Number of workers receiving straight-time weekly earnings (in dollars) of —																						
			Mean ³	Median ³	Middle range ³	120 and under 140	140–160	160–180	180–200	200–220	220–240	240–260	260–280	280–300	300–320	320–340	340–360	360–380	380–400	400–420	420–440	440–460	460–480	480–500	500–540	540 and over		
Switchboard operators	93	38.5	226.50	200.00	187.00– 238.00	3	13	4	25	11	14	6	3	-	-	-	-	-	12	-	-	-	-	-	-	-	-	-
Nonmanufacturing	80	38.0	225.50	198.50	185.50– 245.50	3	13	4	21	6	12	6	3	-	-	-	-	-	12	-	1	-	-	-	-	-	-	-
Switchboard operator-receptionists.....	62	39.0	224.00	190.00	182.00– 279.50	-	-	15	24	5	1	1	-	10	2	-	-	-	-	-	-	4	-	-	-	-	-	-
Order clerks	177	39.0	225.00	198.50	175.50– 252.50	3	5	42	39	8	17	24	18	5	-	8	-	-	-	-	-	-	-	-	2	4	2	-
Manufacturing	86	39.5	248.00	220.00	180.00– 278.00	-	2	12	24	2	10	6	9	5	-	8	-	-	-	-	-	-	-	-	2	4	2	-
Order clerks I	145	39.0	211.50	190.00	170.00– 250.50	3	5	40	33	6	13	20	14	3	-	6	-	-	-	-	-	-	-	-	-	2	-	-
Manufacturing	54	39.5	225.50	190.00	180.00– 264.50	-	2	10	18	-	6	2	5	3	-	6	-	-	-	-	-	-	-	-	-	2	-	-
Accounting clerks	1,535	39.0	298.50	259.50	195.50– 384.50	3	77	136	221	142	107	82	91	33	27	89	103	34	17	17	63	36	102	49	78	28	28	28
Manufacturing	438	39.5	327.50	294.00	236.00– 442.00	-	2	8	37	29	47	42	34	25	22	14	11	25	15	10	7	27	34	7	36	6	6	6
Nonmanufacturing	1,097	38.5	286.50	236.00	186.50– 353.50	3	75	128	184	113	60	40	57	8	5	75	92	9	2	7	56	9	68	42	42	22	22	22
Transportation and utilities	439	39.0	418.00	429.50	353.50– 465.00	-	-	-	-	-	2	4	4	1	4	75	92	9	2	7	56	9	68	42	42	22	22	22
Accounting clerks I	172	38.5	294.00	353.50	196.00– 353.50	-	2	22	24	-	8	4	4	1	12	-	91	-	-	-	-	-	1	-	-	3	-	-
Accounting clerks II	613	38.5	249.00	217.00	176.50– 301.00	3	75	95	93	46	37	39	57	13	6	80	4	3	3	9	7	15	3	5	20	-	-	-
Manufacturing	205	40.0	311.00	263.00	222.00– 411.50	-	-	4	25	17	28	28	14	9	5	7	3	3	3	9	7	15	3	5	20	-	-	-
Nonmanufacturing	408	37.5	217.50	187.00	164.50– 267.00	3	75	91	68	29	9	11	43	4	1	73	1	-	-	-	-	-	-	-	-	-	-	-
Accounting clerks III	416	39.0	278.00	221.00	197.00– 364.50	-	-	19	101	83	44	18	17	13	4	5	4	23	2	3	13	17	29	2	13	6	6	6
Manufacturing	154	39.0	345.50	324.50	234.00– 460.00	-	-	-	12	12	19	6	14	11	3	3	4	16	-	3	13	8	25	2	13	6	6	6
Nonmanufacturing	262	38.5	238.00	206.00	189.00– 236.00	-	-	19	89	71	25	12	3	2	1	2	-	7	2	3	13	9	4	-	-	-	-	-
Accounting clerks IV	334	40.0	417.00	460.00	351.50– 497.50	-	-	-	3	13	18	21	13	6	5	4	4	8	12	5	43	3	70	42	42	22	22	22
Manufacturing	59	40.0	346.50	357.00	290.00– 384.50	-	-	-	-	-	8	6	4	5	4	4	6	12	1	-	3	6	-	-	-	-	-	-
Payroll clerks	224	39.0	324.00	300.50	209.00– 434.00	-	19	3	23	19	13	13	15	7	3	3	11	29	1	3	10	13	4	2	30	3	3	3
Manufacturing	137	40.0	372.50	372.00	269.00– 495.50	-	-	2	-	8	9	12	12	6	3	1	11	16	1	3	5	10	3	2	30	3	3	3
Nonmanufacturing	87	37.5	248.00	201.50	180.00– 344.50	-	19	1	23	11	4	1	3	1	-	2	-	13	-	-	5	3	1	-	-	-	-	-
Key entry operators	637	39.0	249.00	229.50	176.50– 313.00	24	52	91	71	57	54	51	50	15	21	45	12	12	51	10	8	11	2	-	-	-	-	-
Manufacturing	248	39.5	278.50	259.50	217.00– 327.00	-	6	10	30	22	19	37	26	15	16	9	12	12	5	8	8	11	2	-	-	-	-	-
Nonmanufacturing	389	38.5	230.00	200.50	169.50– 275.00	24	46	81	41	35	35	14	24	-	5	36	-	-	46	2	-	-	-	-	-	-	-	-
Transportation and utilities	115	39.5	340.00	328.50	313.00– 399.50	-	-	-	-	2	6	6	12	-	5	36	-	-	46	2	-	-	-	-	-	-	-	-
Key entry operators I	417	38.5	227.50	194.00	166.00– 264.00	24	52	90	61	40	29	13	16	7	2	14	12	-	47	4	4	2	-	-	-	-	-	-
Manufacturing	103	39.5	246.50	211.50	191.50– 295.50	-	6	10	26	14	7	6	4	7	2	-	12	-	1	2	4	2	-	-	-	-	-	-
Nonmanufacturing	314	38.5	221.00	183.50	165.00– 251.50	24	46	80	35	26	22	7	12	-	-	14	-	-	46	2	-	-	-	-	-	-	-	-
Transportation and utilities	88	39.5	344.00	399.50	277.50– 399.50	-	-	-	-	2	6	6	12	-	-	14	-	-	46	2	-	-	-	-	-	-	-	-
Key entry operators II	218	40.0	290.00	269.50	243.00– 328.50	-	-	1	10	17	25	38	32	8	19	31	-	12	4	6	4	9	2	-	-	-	-	
Manufacturing	143	40.0	302.00	277.50	247.50– 367.00	-	-	4	8	12	31	20	8	14	9	-	12	4	6	4	9	2	-	-	-	-	-	
Nonmanufacturing	75	39.5	267.00	269.00	224.50– 328.50	-	-	1	6	9	13	7	12	-	5	22	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of tables.

Table A-13. Weekly earnings of professional and technical workers in establishments employing 500 workers or more in Baltimore, Md., August 1981

Occupation and industry division	Number of workers	Average weekly hours ¹ (stand-ard)	Weekly earnings (in dollars) ²			Number of workers receiving straight-time weekly earnings (in dollars) of —																				
			Mean ³	Median ³	Middle range ³	160 and under 180	180 - 200	200 - 220	220 - 240	240 - 260	260 - 280	280 - 300	300 - 320	320 - 340	340 - 360	360 - 380	380 - 400	400 - 420	420 - 440	440 - 460	460 - 500	500 - 540	540 - 580	580 - 620	620 - 660	660 and over
Computer systems analysts (business).....	440	39.0	478.00	462.50	413.00- 557.00	-	-	-	6	-	-	3	8	7	9	33	30	21	58	35	57	51	54	30	26	12
Manufacturing.....	127	39.5	504.00	480.00	441.00- 562.00	-	-	-	-	-	-	2	2	-	3	-	9	15	15	30	14	11	6	12	8	
Nonmanufacturing.....	313	39.0	467.50	448.50	395.50- 554.50	-	-	-	6	-	-	3	6	5	9	30	30	12	43	20	27	37	43	24	14	4
Computer systems analysts (business) II.....	246	39.0	470.00	455.00	422.00- 528.00	-	-	-	-	-	-	3	6	2	-	20	12	18	41	27	38	23	36	10	9	1
Manufacturing.....	84	39.5	480.00	461.50	436.00- 499.50	-	-	-	-	-	-	-	-	2	-	3	-	9	13	15	21	6	4	3	7	1
Nonmanufacturing.....	162	39.0	464.50	445.00	413.00- 540.00	-	-	-	-	-	-	3	6	-	-	17	12	9	28	12	17	17	32	7	2	-
Computer systems analysts (business) III.....	150	39.5	525.50	518.50	447.50- 597.00	-	-	-	-	-	-	-	-	-	-	6	15	2	11	4	19	28	18	20	16	11
Nonmanufacturing.....	112	39.0	511.50	509.50	423.00- 589.50	-	-	-	-	-	-	-	-	-	-	6	15	2	11	4	10	20	11	17	15	4
Computer programmers (business) I.....	448	39.0	393.00	376.50	313.50- 461.00	-	-	3	9	13	38	23	37	30	31	49	62	20	9	2	43	25	8	31	15	-
Manufacturing.....	69	39.5	406.50	376.50	355.00- 474.50	-	-	-	4	-	-	1	6	-	10	15	7	2	1	2	11	3	3	1	3	-
Nonmanufacturing.....	379	38.5	390.50	376.50	310.50- 460.50	-	-	3	9	9	38	22	31	30	21	34	55	18	8	-	32	22	5	30	12	-
Computer programmers (business) II.....	232	38.5	389.50	384.00	317.00- 408.00	-	-	-	5	11	16	29	19	11	24	53	16	3	-	15	2	-	28	-	-	-
Nonmanufacturing.....	189	38.5	395.00	384.00	315.50- 408.00	-	-	-	1	11	16	25	19	1	13	46	14	2	-	11	2	-	28	-	-	-
Computer programmers (business) III.....	151	39.0	443.50	423.50	360.50- 512.50	-	-	-	-	-	-	-	6	11	20	25	9	4	6	-	22	22	8	3	15	-
Nonmanufacturing.....	137	38.5	436.50	403.00	355.00- 512.50	-	-	-	-	-	-	-	6	11	20	21	9	4	6	-	21	20	5	2	12	-
Computer operators.....	566	39.0	309.50	282.50	249.50- 350.50	32	21	29	50	40	109	55	52	28	19	16	12	10	13	8	21	41	7	3	-	-
Manufacturing.....	144	39.5	358.00	344.50	272.00- 420.00	2	6	-	4	9	19	8	12	11	9	11	8	5	4	9	8	7	3	-	-	-
Nonmanufacturing.....	422	38.5	293.00	270.50	231.00- 307.50	30	15	29	46	31	90	47	40	17	10	7	1	2	8	4	12	33	-	-	-	-
Transportation and utilities.....	61	39.5	476.50	519.50	437.00- 529.50	-	-	-	-	-	-	-	-	-	5	4	1	2	8	4	6	31	-	-	-	-
Computer operators I.....	123	39.0	234.00	232.00	181.00- 258.50	31	5	13	23	21	15	4	-	-	2	2	1	3	2	-	1	-	-	-	-	-
Nonmanufacturing.....	108	38.5	226.00	226.00	176.50- 257.50	29	5	13	21	20	11	4	-	-	-	-	1	2	2	-	-	-	-	-	-	-
Computer operators II.....	240	38.5	294.00	272.50	248.00- 310.00	1	16	16	24	8	69	35	18	10	4	3	7	1	7	3	14	2	2	-	-	-
Manufacturing.....	71	39.5	325.50	309.00	264.50- 382.00	-	6	-	2	5	13	5	9	5	4	3	7	1	5	-	2	2	2	-	-	-
Nonmanufacturing.....	169	38.5	281.00	270.00	225.00- 297.00	1	10	16	22	3	56	30	9	5	-	-	-	-	2	3	12	-	-	-	-	-
Computer operators III.....	203	39.0	374.00	336.00	287.50- 461.00	-	-	-	3	11	25	16	34	18	13	11	4	6	4	5	6	39	5	3	-	-
Manufacturing.....	58	39.5	415.00	414.50	332.00- 497.00	-	-	-	-	3	2	3	3	6	3	4	4	6	-	4	6	6	5	3	-	-
Nonmanufacturing.....	145	39.0	357.50	309.00	284.00- 439.00	-	-	-	3	8	23	13	31	12	10	7	-	-	4	1	-	33	-	-	-	-
Drafters.....	651	40.0	385.50	400.50	274.00- 483.50	-	9	18	47	60	36	17	18	27	32	23	35	28	39	35	146	54	17	10	-	-
Manufacturing.....	434	40.0	410.00	442.50	327.00- 491.00	-	1	8	21	33	24	5	9	17	10	12	23	22	28	30	128	46	7	10	-	-
Drafters III.....	108	40.0	308.00	276.00	248.00- 352.00	-	-	4	20	17	14	15	7	1	5	3	3	-	3	6	3	7	-	-	-	-
Manufacturing.....	88	40.0	311.50	261.50	236.00- 372.50	-	-	4	20	17	12	3	1	1	5	3	3	-	3	6	3	7	-	-	-	-
Drafters IV.....	123	40.0	380.50	388.00	326.50- 433.00	-	-	-	8	11	2	7	13	10	8	13	16	15	-	9	7	4	-	-	-	-
Manufacturing.....	94	40.0	379.50	396.50	308.50- 429.50	-	-	-	8	11	2	5	5	3	7	12	16	12	-	2	7	4	-	-	-	-
Drafters V.....	310	40.0	464.00	474.00	434.50- 491.00	-	-	-	-	-	-	-	2	8	13	12	18	10	21	29	134	40	13	10	-	-
Manufacturing.....	230	40.0	474.00	491.00	456.00- 491.00	-	-	-	-	-	-	-	2	6	1	2	8	6	13	24	123	32	3	10	-	-
Electronics technicians.....	1,112	40.0	410.00	405.00	371.00- 480.00	-	-	4	6	17	39	39	57	38	46	49	41	419	10	106	116	55	65	5	-	-
Nonmanufacturing.....	353	40.0	376.50	358.00	304.00- 459.00	-	-	-	6	9	35	29	45	30	26	14	15	29	10	17	56	28	4	-	-	-

See footnotes at end of tables.

Table A-13. Weekly earnings of professional and technical workers in establishments employing 500 workers or more in Baltimore, Md., August 1981 —Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings (in dollars) ¹			Number of workers receiving straight-time weekly earnings (in dollars) of —																				
			Mean ²	Median ²	Middle range ²	160 and under 180	180 - 200	200 - 220	220 - 240	240 - 260	260 - 280	280 - 300	300 - 320	320 - 340	340 - 360	360 - 380	380 - 400	400 - 420	420 - 440	440 - 460	460 - 500	500 - 540	540 - 580	580 - 620	620 - 660	660 and over
Electronics technicians I.....	123	40.0	304.50	286.00	270.00- 367.50	-	-	4	6	9	33	24	3	-	12	31	-	-	-	-	1	-	-	-	-	-
Electronics technicians III.....	379	40.0	449.00	460.00	393.50- 533.50	-	-	-	-	-	4	6	18	21	29	13	12	31	6	104	30	35	65	5	-	-
Manufacturing	225	40.0	470.00	460.00	460.00- 547.00	-	-	-	-	-	4	4	12	8	8	4	4	4	-	89	-	22	61	5	-	-
Registered industrial nurses	78	39.5	407.50	397.00	370.00- 447.00	-	-	-	-	-	-	2	2	6	7	10	13	8	3	12	11	4	-	-	-	-
Manufacturing	64	39.5	406.50	394.50	373.00- 448.00	-	-	-	-	-	-	1	2	3	7	9	13	7	3	7	8	4	-	-	-	-

See footnotes at end of tables.

Table A-14. Average weekly earnings of office, professional, and technical workers, by sex in establishments employing 500 workers or more in Baltimore, Md., August 1981

Sex, ^a occupation, and industry division	Number of workers	Average (mean ^b)		Sex, ^a occupation, and industry division	Number of workers	Average (mean ^b)		Sex, ^a occupation, and industry division	Number of workers	Average (mean ^b)	
		Weekly hours ^c (standard)	Weekly earnings (in dollars) ^d			Weekly hours ^c (standard)	Weekly earnings (in dollars) ^d			Weekly hours ^c (standard)	Weekly earnings (in dollars) ^d
Office occupations - men				File clerks I	79	39.5	178.00	Professional and technical occupations - men			
Messengers	79	39.0	224.00	Nonmanufacturing	74	39.5	176.50	Computer systems analysts (business)	312	39.0	494.00
Nonmanufacturing	71	39.0	218.00	File clerks II	124	39.5	188.50	Manufacturing	98	39.5	502.00
Accounting clerks: Manufacturing	125	40.0	443.50	Nonmanufacturing	121	39.5	184.00	Nonmanufacturing	214	39.0	490.50
Accounting clerks II	74	40.0	403.00	Messengers	57	39.0	208.00	Computer systems analysts (business) II	179	39.0	485.00
Manufacturing	69	40.0	418.00	Switchboard operators	93	38.5	226.50	Manufacturing	65	39.5	488.50
Accounting clerks III	83	40.0	446.50	Nonmanufacturing	80	38.0	225.50	Nonmanufacturing	114	39.0	483.00
Office occupations - women				Switchboard operator-receptionists	58	39.0	208.50	Computer systems analysts (business) III	117	39.5	522.00
Secretaries	2,251	39.5	297.00	Order clerks	177	39.0	225.00	Nonmanufacturing	89	39.5	514.00
Manufacturing	706	39.5	319.00	Manufacturing	86	39.5	248.00	Computer programmers (business)	284	39.0	414.00
Nonmanufacturing	1,545	39.0	287.50	Order clerks I	145	39.0	211.50	Nonmanufacturing	248	38.5	412.00
Transportation and utilities	323	39.0	403.00	Manufacturing	54	39.5	225.50	Computer programmers (business) II	153	38.5	410.50
Secretaries I	390	39.5	273.00	Accounting clerks	1,162	38.5	247.00	Nonmanufacturing	129	38.5	418.00
Secretaries II	606	39.0	273.50	Manufacturing	313	39.5	281.00	Computer programmers (business) III	99	39.0	459.00
Manufacturing	256	39.5	274.50	Nonmanufacturing	849	38.0	234.50	Nonmanufacturing	92	38.5	450.00
Nonmanufacturing	350	39.0	273.00	Accounting clerks I	167	38.5	291.00	Computer operators	389	39.0	324.00
Secretaries III	815	39.0	289.50	Accounting clerks II	539	38.0	227.50	Manufacturing	81	39.5	383.00
Manufacturing	182	39.5	334.00	Manufacturing	136	40.0	257.00	Nonmanufacturing	308	38.5	308.50
Nonmanufacturing	633	39.0	277.00	Nonmanufacturing	403	37.5	218.00	Transportation and utilities	49	40.0	497.00
Secretaries IV	271	39.5	341.00	Accounting clerks III	333	38.5	236.00	Computer operators I	73	38.5	248.00
Manufacturing	108	40.0	371.50	Manufacturing	109	39.0	286.00	Nonmanufacturing	66	38.5	240.00
Nonmanufacturing	163	39.0	321.00	Nonmanufacturing	224	38.5	211.50	Computer operators II	157	38.5	300.00
Secretaries V	74	39.5	341.00	Accounting clerks IV	123	39.5	302.50	Nonmanufacturing	125	38.0	290.00
Nonmanufacturing	57	39.5	324.00	Manufacturing	52	40.0	337.00	Computer operators III	159	39.0	383.00
Stenographers	425	40.0	336.50	Nonmanufacturing	71	39.5	277.00	Nonmanufacturing	117	39.0	367.00
Nonmanufacturing	137	40.0	365.50	Payroll clerks	175	38.5	277.00	Drafters	603	40.0	394.00
Stenographers I	346	40.0	340.50	Manufacturing	92	39.5	309.50	Manufacturing	408	40.0	418.50
Stenographers II	79	39.5	319.00	Nonmanufacturing	83	37.0	240.50	Drafters III	92	40.0	316.50
Typists	399	39.5	253.50	Key entry operators	634	39.0	248.50	Manufacturing	72	40.0	323.00
Manufacturing	131	40.0	311.00	Manufacturing	247	39.5	278.00	Drafters IV	113	40.0	385.50
Nonmanufacturing	268	39.5	225.00	Nonmanufacturing	387	38.5	229.50	Manufacturing	87	40.0	384.00
Transportation and utilities	65	39.5	360.50	Transportation and utilities	113	39.5	340.00	Drafters V	307	40.0	464.00
Typists I	155	39.0	197.50	Key entry operators I	415	38.5	226.50	Manufacturing	230	40.0	474.00
Nonmanufacturing	131	39.0	190.00	Manufacturing	102	39.5	245.00	Electronics technicians	1,073	40.0	411.50
Typists II	244	40.0	288.50	Nonmanufacturing	313	38.5	220.50	Nonmanufacturing	341	40.0	378.50
Manufacturing	107	40.0	327.00	Transportation and utilities	87	39.5	344.50	Electronics technicians I	111	40.0	306.00
Nonmanufacturing	137	40.0	258.50	Key entry operators II	217	40.0	289.50	Electronics technicians III	378	40.0	449.00
Transportation and utilities	47	40.0	386.50	Manufacturing	143	40.0	302.00	Manufacturing	224	40.0	470.00
File clerks	331	39.5	186.00	Nonmanufacturing	74	39.5	266.50				
Nonmanufacturing	321	39.5	183.00								

See footnotes at end of tables.

Table A-14. Average weekly earnings of office, professional, and technical workers, by sex in establishments employing 500 workers or more in Baltimore, Md., August 1981 — Continued

Sex, ^a occupation, and industry division	Number of workers	Average (mean ^b)		Sex, ^a occupation, and industry division	Number of workers	Average (mean ^b)		Sex, ^a occupation, and industry division	Number of workers	Average (mean ^b)	
		Weekly hours ¹ (standard)	Weekly earnings (in dollars) ²			Weekly hours ¹ (standard)	Weekly earnings (in dollars) ²			Weekly hours ¹ (standard)	Weekly earnings (in dollars) ²
Professional and technical occupations - women				Computer programmers (business) II	76	38.5	350.00	Computer operators I	50	39.0	214.00
Computer systems analysts (business):				Nonmanufacturing.....	57	38.5	348.00				
Nonmanufacturing.....	84	39.0	427.50	Computer programmers (business) III	52	39.0	414.00	Computer operators II	83	39.0	283.00
Computer systems analysts (business) II	61	39.0	433.50	Computer operators	174	39.0	277.00				
Computer programmers (business)	161	39.0	358.00	Manufacturing.....	63	39.5	325.50	Registered industrial nurses	76	39.5	405.00
Nonmanufacturing.....	128	38.5	351.00	Nonmanufacturing.....	111	38.5	250.00	Manufacturing.....	62	39.5	404.00

See footnotes at end of tables.

Table A-15. Hourly earnings of maintenance, toolroom, and powerplant workers in establishments employing 500 workers or more in Baltimore, Md., August 1981

Occupation and industry division	Number of workers	Hourly earnings (in dollars)*			Number of workers receiving straight-time hourly earnings (in dollars) of —																						
		Mean ²	Median ²	Middle range ²	5.80 and under 6.00	6.00 — 6.20	6.20 — 6.40	6.40 — 6.60	6.60 — 6.80	6.80 — 7.20	7.20 — 7.60	7.60 — 8.00	8.00 — 8.40	8.40 — 8.80	8.80 — 9.20	9.20 — 9.60	9.60 — 10.00	10.00 — 10.40	10.40 — 10.80	10.80 — 11.20	11.20 — 11.60	11.60 — 12.00	12.00 — 12.40	12.40 — 12.80	12.80 — 13.20	13.20 — 13.60	13.60 and over
Maintenance carpenters.....	165	10.55	9.90	9.42-12.57	3	-	-	6	-	3	-	1	1	4	14	24	29	6	12	1	-	3	-	34	24	-	-
Manufacturing	91	11.70	12.57	10.26-12.93	-	-	-	-	-	-	-	-	-	2	-	20	-	1	6	1	-	3	-	34	24	-	-
Nonmanufacturing	74	9.13	9.78	9.13- 9.78	3	-	-	6	-	3	-	1	1	2	14	4	29	5	6	-	-	-	-	-	-	-	-
Transportation and utilities	46	9.72	9.78	9.13- 9.78	-	-	-	-	-	-	-	-	-	1	12	-	26	1	6	-	-	-	-	-	-	-	-
Maintenance electricians.....	800	11.97	12.92	10.61-13.11	2	-	-	2	-	-	5	6	1	6	14	76	27	38	41	29	13	1	6	68	398	67	-
Manufacturing	719	12.17	12.92	11.62-13.11	2	-	-	2	-	-	4	-	1	1	13	69	27	22	15	22	2	-	6	68	398	67	-
Nonmanufacturing	81	10.17	10.61	10.05-10.61	-	-	-	-	-	1	6	-	-	5	1	7	-	16	26	7	11	1	-	-	-	-	-
Transportation and utilities	47	10.57	10.61	10.61-11.13	-	-	-	-	-	-	-	-	-	5	-	1	-	2	26	1	11	1	-	-	-	-	-
Maintenance painters	58	9.84	9.05	8.59-12.33	-	-	-	-	-	1	1	10	14	12	1	-	-	2	1	-	-	-	2	14	-	-	-
Manufacturing	51	10.03	9.05	8.59-12.71	-	-	-	-	-	1	-	7	14	9	1	-	-	2	1	-	-	-	2	14	-	-	-
Maintenance machinists.....	393	12.06	12.28	10.78-13.47	-	-	4	-	-	2	-	-	-	-	18	3	5	20	52	37	4	2	55	12	28	151	-
Manufacturing	360	12.21	12.77	10.89-13.47	-	-	4	-	-	2	-	-	-	-	15	2	1	19	32	35	4	-	55	12	28	151	-
Maintenance mechanics (motor vehicles).....	350	10.90	10.46	9.28-12.92	-	-	-	-	-	1	1	-	7	30	22	102	6	4	14	-	-	10	17	11	125	-	-
Manufacturing	211	11.52	12.76	9.40-12.92	-	-	-	-	-	-	-	-	2	2	-	69	2	-	5	-	-	2	17	11	101	-	-
Nonmanufacturing	139	9.96	9.31	8.80-10.77	-	-	-	-	-	1	1	-	5	28	22	33	4	4	9	-	-	8	-	-	24	-	-
Transportation and utilities	61	11.12	11.97	9.77-12.84	-	-	-	-	-	1	-	-	4	3	4	3	2	3	9	-	-	8	-	-	24	-	-
Maintenance pipefitters.....	308	12.09	12.55	12.33-12.76	-	-	-	-	-	-	-	-	-	-	11	16	3	11	24	-	4	2	31	131	75	-	-
Manufacturing	283	12.26	12.58	12.33-12.93	-	-	-	-	-	-	-	-	-	-	11	8	1	7	13	-	4	2	31	131	75	-	-
Nonmanufacturing: Transportation and utilities	25	10.10	10.26	9.30-10.77	-	-	-	-	-	-	-	-	-	-	-	8	2	4	11	-	-	-	-	-	-	-	-
Maintenance sheet-metal workers...	92	11.77	12.51	10.61-12.66	-	-	-	-	-	-	-	-	-	-	3	6	-	2	20	-	3	3	8	35	2	10	-
Manufacturing	75	12.10	12.51	11.75-12.66	-	-	-	-	-	-	-	-	-	-	-	6	-	2	6	-	3	3	8	35	2	10	-
Millwrights	146	11.83	12.51	10.70-12.76	-	-	-	-	-	-	-	-	-	1	14	-	1	9	13	-	8	-	18	81	1	-	-
Manufacturing	146	11.83	12.51	10.70-12.76	-	-	-	-	-	-	-	-	-	1	14	-	1	9	13	-	8	-	18	81	1	-	-
Tool and die makers	276	11.91	11.50	11.19-13.23	4	-	-	-	-	2	-	-	2	-	7	9	1	32	40	46	-	-	-	55	74	4	-
Manufacturing	258	12.07	12.99	11.19-13.23	4	-	-	-	-	2	-	-	-	-	1	1	1	30	40	46	-	-	-	55	74	4	-
Stationary engineers.....	133	11.18	11.66	9.70-12.45	-	-	-	-	-	-	-	-	1	2	3	14	19	7	5	6	7	20	5	36	8	-	-
Manufacturing	120	11.38	11.73	10.13-12.45	-	-	-	-	-	-	-	-	-	-	1	10	16	6	5	6	7	20	5	36	8	-	-

See footnotes at end of tables.

Table A-16. Hourly earnings of material movement and custodial workers in establishments employing 500 workers or more in Baltimore, Md., August 1981

Occupation and industry division	Number of workers	Hourly earnings (in dollars)*			Number of workers receiving straight-time hourly earnings (in dollars) of —																						
		Mean ²	Median ²	Middle range ²	3.30 and under 3.40	3.40 — 3.80	3.80 — 4.20	4.20 — 4.60	4.60 — 5.00	5.00 — 5.40	5.40 — 5.80	5.80 — 6.20	6.20 — 6.60	6.60 — 7.00	7.00 — 7.40	7.40 — 7.80	7.80 — 8.20	8.20 — 8.60	8.60 — 9.00	9.00 — 9.40	9.40 — 9.80	9.80 — 10.20	10.20 — 10.60	10.60 — 11.40	11.40 — 12.20	12.20 — 13.00	13.00 — 13.80
					3.30 and under 3.40	3.40 — 3.80	3.80 — 4.20	4.20 — 4.60	4.60 — 5.00	5.00 — 5.40	5.40 — 5.80	5.80 — 6.20	6.20 — 6.60	6.60 — 7.00	7.00 — 7.40	7.40 — 7.80	7.80 — 8.20	8.20 — 8.60	8.60 — 9.00	9.00 — 9.40	9.40 — 9.80	9.80 — 10.20	10.20 — 10.60	10.60 — 11.40	11.40 — 12.20	12.20 — 13.00	13.00 — 13.80
Truckdrivers.....	1,494	9.87	9.40	9.10-11.23	-	-	-	3	5	6	22	4	14	1	6	26	32	153	96	305	345	10	9	108	72	277	-
Nonmanufacturing.....	739	10.37	9.40	9.40-12.74	-	-	-	3	5	4	22	4	4	1	2	20	16	7	25	5	327	5	9	12	-	277	-
Truckdrivers, medium truck.....	139	9.71	10.74	7.89-11.23	-	-	-	-	5	-	20	-	-	-	1	-	10	-	8	-	4	-	-	75	16	-	-
Truckdrivers, tractor-trailer.....	536	10.39	9.40	9.40-11.66	-	-	-	-	2	-	-	-	-	2	-	-	-	-	1	6	337	5	9	18	31	125	-
Manufacturing.....	81	10.55	10.86	10.07-11.66	-	-	-	-	2	-	-	-	-	2	-	-	-	-	-	5	10	5	9	17	31	-	-
Shippers.....	81	9.57	10.20	8.66-10.20	-	-	-	-	-	-	-	-	-	-	-	2	12	12	12	1	-	40	-	2	-	-	-
Receivers.....	484	7.56	7.50	6.52- 9.14	5	5	-	27	17	36	13	-	41	52	27	39	11	28	7	55	90	11	20	-	-	-	-
Manufacturing.....	76	9.09	9.63	8.19-10.20	-	-	-	-	-	-	-	-	4	-	2	2	11	12	2	-	12	11	20	-	-	-	-
Warehousemen.....	432	8.38	8.38	7.37- 9.10	-	-	-	-	8	17	14	7	9	82	28	18	63	11	94	17	-	11	53	-	-	-	-
Manufacturing.....	387	8.53	8.38	7.37- 9.15	-	-	-	-	8	16	12	5	4	54	22	17	63	11	94	17	-	11	53	-	-	-	-
Order fillers.....	832	8.51	8.91	8.13- 8.91	-	12	24	22	18	6	2	1	13	1	8	89	19	7	450	10	38	-	6	106	-	-	-
Manufacturing.....	196	6.36	7.40	4.30- 7.40	-	12	24	22	18	6	2	-	4	-	8	80	4	-	-	-	-	-	6	16	-	-	-
Shipping packers.....	81	7.70	7.05	6.62- 8.70	-	-	-	-	-	-	4	4	31	10	6	-	1	14	-	-	1	1	9	-	-	-	-
Manufacturing.....	79	7.70	7.05	6.62- 8.70	-	-	-	-	-	-	4	4	31	10	4	-	1	14	-	-	1	1	9	-	-	-	-
Material handling laborers.....	965	8.70	9.16	6.61-10.78	27	45	12	15	24	15	23	26	31	50	33	16	37	77	40	122	52	19	13	90	68	118	12
Manufacturing.....	410	8.94	8.71	6.86-10.36	-	-	-	-	-	-	17	20	31	40	12	8	35	12	40	23	48	18	9	12	66	7	12
Nonmanufacturing.....	555	8.53	9.18	5.49-10.78	27	45	12	15	24	15	6	6	-	10	21	8	2	65	-	99	4	1	4	78	2	111	-
Forklift operators.....	1,235	10.46	10.90	8.91-11.98	-	-	-	-	-	-	3	-	1	-	10	14	91	25	192	51	4	3	79	433	329	-	-
Manufacturing.....	884	10.57	10.93	9.24-12.09	-	-	-	-	-	-	-	-	1	-	10	14	91	25	78	49	4	3	79	201	329	-	-
Power-truck operators (other than forklift).....	219	10.16	10.93	8.91-10.95	-	-	-	-	-	-	-	-	-	-	-	-	3	80	6	1	-	-	120	-	9	-	-
Guards.....	1,169	5.73	4.42	3.55- 7.70	180	206	145	81	39	43	52	19	6	49	27	36	29	29	71	8	56	6	-	26	59	2	-
Manufacturing.....	292	9.37	9.49	8.78-10.88	-	4	-	10	-	-	4	-	-	13	4	2	10	21	69	8	54	6	-	26	59	2	-
Nonmanufacturing.....	877	4.52	4.00	3.50- 5.22	180	202	145	71	39	43	48	19	6	36	23	34	19	8	2	-	2	-	-	-	-	-	-
Guards I.....	916	5.14	4.00	3.50- 5.50	180	206	145	79	39	29	24	9	6	39	12	16	6	8	2	5	22	2	-	26	59	2	-
Manufacturing.....	137	10.01	10.88	9.49-11.66	-	4	-	10	-	-	4	-	-	3	-	-	-	-	5	22	2	-	26	59	2	-	-
Guards II.....	199	8.53	8.95	7.80- 8.95	-	-	-	-	-	-	-	-	-	10	15	20	23	21	69	3	34	4	-	-	-	-	-
Janitors, porters, and cleaners.....	2,818	5.36	3.45	3.35- 7.78	1395	74	51	159	29	27	35	22	41	111	22	250	199	3	44	29	-	240	87	-	-	-	-
Manufacturing.....	613	8.94	9.98	7.82- 9.98	-	4	4	-	3	9	5	5	9	7	16	4	178	3	44	3	-	232	87	-	-	-	-
Nonmanufacturing: Transportation and utilities.....	158	7.24	6.61	6.61- 8.01	-	-	-	-	1	6	4	4	98	-	-	11	-	-	-	26	-	8	-	-	-	-	-

See footnotes at end of tables.

Table A-17. Average hourly earnings of maintenance, toolroom, powerplant, material movement and custodial workers by sex in establishments employing 500 workers or more in Baltimore, Md., August 1981

Sex, ^a occupation, and industry division	Number of workers	Average (mean ^b) hourly earnings (in dollars) ^c	Sex, ^a occupation, and industry division	Number of workers	Average (mean ^b) hourly earnings (in dollars) ^c	Sex, ^a occupation, and industry division	Number of workers	Average (mean ^b) hourly earnings (in dollars) ^c
Maintenance, toolroom, and powerplant occupations - men			Tool and die makers.....	276	11.91	Power-truck operators (other than forklift)	211	10.13
Maintenance carpenters	153	10.39	Manufacturing.....	258	12.07	Guards.....	1,030	5.83
Manufacturing.....	79	11.57	Stationary engineers.....	133	11.18	Manufacturing.....	271	9.37
Nonmanufacturing.....	74	9.13	Manufacturing.....	120	11.38	Nonmanufacturing.....	759	4.57
Transportation and utilities.....	46	9.72	Material movement and custodial occupations - men			Guards I.....	806	5.26
Maintenance electricians	800	11.97	Truckdrivers.....	1,471	9.89	Manufacturing.....	130	9.96
Manufacturing.....	719	12.17	Nonmanufacturing.....	730	10.37	Nonmanufacturing.....	676	4.35
Nonmanufacturing.....	81	10.17	Truckdrivers, medium truck.....	139	9.71	Guards II.....	174	8.60
Transportation and utilities.....	47	10.57	Truckdrivers, tractor-trailer.....	536	10.39	Manufacturing.....	141	8.83
Maintenance painters.....	58	9.84	Manufacturing.....	81	10.55	Janitors, porters, and cleaners.....	2,148	5.71
Manufacturing.....	51	10.03	Shippers.....	81	9.57	Manufacturing.....	540	9.00
Maintenance machinists.....	393	12.06	Receivers.....	479	7.57	Nonmanufacturing.....	1,608	4.61
Manufacturing.....	360	12.21	Manufacturing.....	71	9.27	Transportation and utilities.....	121	7.34
Maintenance mechanics (motor vehicles).....	350	10.90	Warehousemen.....	391	8.49	Material movement and custodial occupations - women		
Manufacturing.....	211	11.52	Manufacturing.....	371	8.56	Material handling laborers.....	62	7.06
Nonmanufacturing.....	139	9.96	Order fillers.....	796	8.60	Guards.....	139	4.97
Transportation and utilities.....	61	11.12	Material handling laborers.....	903	8.81	Janitors, porters, and cleaners:		
Maintenance pipefitters.....	308	12.09	Manufacturing.....	380	8.94	Manufacturing.....	73	8.43
Manufacturing.....	283	12.26	Nonmanufacturing.....	523	8.72	Nonmanufacturing:		
Nonmanufacturing:			Forklift operators.....	1,196	10.53	Transportation and utilities.....	37	6.91
Transportation and utilities.....	25	10.10	Manufacturing.....	845	10.67			
Maintenance sheet-metal workers.....	92	11.77						
Manufacturing.....	75	12.10						
Millwrights.....	146	11.83						
Manufacturing.....	146	11.83						

See footnotes at end of tables.

Table B-1. Minimum entrance salaries for inexperienced typists and clerks in Baltimore, Md., August 1981

Minimum weekly straight-time salaries ⁷	Inexperienced typists					Other inexperienced clerical workers ^a					
	All industries	Manufacturing		Nonmanufacturing		All industries	Manufacturing		Nonmanufacturing		
		All schedules	40.00-hour schedules	All schedules	40.00-hour schedules		All schedules	40.00-hour schedules	All schedules	40.00-hour schedules	37.50-hour schedules
Establishments studied	155	46	XXX	109	XXX	155	46	XXX	109	XXX	XXX
Establishments having a specified minimum.....	29	12	11	17	11	51	21	17	30	19	6
Under \$130.00	-	-	-	-	-	4	1	-	3	-	2
\$130.00 and under \$135.00	3	-	-	3	2	3	-	-	3	2	-
\$135.00 and under \$140.00	2	-	-	2	1	7	1	-	6	5	-
\$140.00 and under \$145.00	-	-	-	-	-	4	1	1	3	1	-
\$145.00 and under \$150.00	4	-	-	4	2	3	-	-	3	2	1
\$150.00 and under \$155.00	2	-	-	2	1	4	-	-	4	2	2
\$155.00 and under \$160.00	1	1	1	-	-	1	1	1	-	-	-
\$160.00 and under \$165.00	-	-	-	-	-	3	2	2	1	1	-
\$165.00 and under \$170.00	1	-	-	1	1	1	-	-	1	1	-
\$170.00 and under \$175.00	1	1	1	-	-	3	2	2	1	1	-
\$175.00 and under \$180.00	2	1	1	1	1	1	1	1	1	1	-
\$180.00 and under \$185.00	3	2	2	1	-	3	2	2	1	-	1
\$185.00 and under \$190.00	1	1	1	-	-	2	1	1	1	1	-
\$190.00 and under \$195.00	1	1	1	-	-	-	-	-	-	-	-
\$195.00 and under \$200.00	-	-	-	-	-	3	2	1	1	1	-
\$200.00 and under \$205.00	-	-	-	-	-	-	-	-	-	-	-
\$205.00 and under \$210.00	1	-	-	1	1	1	1	1	-	-	-
\$210.00 and under \$215.00	-	-	-	-	-	-	-	-	-	-	-
\$215.00 and under \$220.00	-	-	-	-	-	-	-	-	-	-	-
\$220.00 and under \$225.00	1	1	1	-	-	1	1	1	-	-	-
\$225.00 and under \$230.00	-	-	-	-	-	-	-	-	-	-	-
\$230.00 and under \$235.00	-	-	-	-	-	-	-	-	-	-	-
\$235.00 and under \$240.00	-	-	-	-	-	-	-	-	-	-	-
\$240.00 and under \$245.00	-	-	-	-	-	-	-	-	-	-	-
\$245.00 and under \$250.00	-	-	-	-	-	-	-	-	-	-	-
\$250.00 and under \$255.00	-	-	-	-	-	1	1	1	-	-	-
\$255.00 and under \$260.00	-	-	-	-	-	-	-	-	-	-	-
\$260.00 and under \$265.00	1	1	1	-	-	1	1	1	-	-	-
\$265.00 and under \$270.00	-	-	-	-	-	-	-	-	-	-	-
\$270.00 and under \$275.00	-	-	-	-	-	-	-	-	-	-	-
\$275.00 and under \$280.00	-	-	-	-	-	1	1	1	-	-	-
\$280.00 and under \$285.00	-	-	-	-	-	-	-	-	-	-	-
\$285.00 and under \$290.00	-	-	-	-	-	-	-	-	-	-	-
\$290.00 and under \$295.00	2	2	1	-	-	1	1	-	-	-	-
\$295.00 and under \$300.00	-	-	-	-	-	-	-	-	-	-	-
\$300.00 and under \$305.00	-	-	-	-	-	-	-	-	-	-	-
\$305.00 and under \$310.00	-	-	-	-	-	-	-	-	-	-	-
\$310.00 and under \$315.00	-	-	-	-	-	-	-	-	-	-	-
\$315.00 and under \$320.00	-	-	-	-	-	-	-	-	-	-	-
\$320.00 and over.....	3	1	1	2	2	3	1	1	2	2	-
Establishments having no specified minimum.....	13	2	XXX	11	XXX	44	11	XXX	33	XXX	XXX
Establishments which did not employ workers in this category.....	113	32	XXX	81	XXX	60	14	XXX	46	XXX	XXX

See footnotes at end of tables.

Table B-2. Late-shift pay provisions for full-time manufacturing production and related workers in Baltimore, Md., August 1981
 (All full-time manufacturing production and related workers = 100 percent)

Item	All workers*		Workers on late shifts	
	Second shift	Third shift	Second shift	Third shift
Percent of workers				
In establishments with late-shift provisions.....	85.7	81.8	16.5	7.1
With no pay differential for late-shift work.....	1.7	-	.3	-
With pay differential for late-shift work.....	84.0	81.8	16.2	7.1
Uniform cents-per-hour differential.....	41.2	37.8	7.8	4.0
Uniform percentage differential.....	42.8	41.8	8.4	3.0
Other differential.....	-	2.2	-	.1
Average pay differential				
Uniform cents-per-hour differential.....	22.2	32.5	23.6	38.4
Uniform percentage differential.....	7.7	9.8	7.6	9.1
Percent of workers by type and amount of pay differential				
Uniform cents-per-hour:				
5 cents.....	1.8	-	-	-
9 cents.....	2.6	-	.8	-
10 cents.....	1.2	1.8	.2	-
13 cents.....	.6	-	.3	-
15 cents.....	7.1	3.2	.6	-
17 cents.....	-	2.6	-	.1
20 cents.....	6.2	1.6	1.3	-
25 cents.....	5.1	6.0	.8	.7
30 cents.....	15.3	2.9	3.7	.1
35 cents.....	1.3	3.0	.2	.7
40 cents.....	-	1.3	-	.2
45 cents.....	-	15.3	-	2.2
Uniform percentage:				
3 percent.....	1.0	-	.4	-
4 percent.....	3.4	-	.3	-
5 percent.....	8.9	-	2.1	-
6 percent.....	1.2	3.4	.2	.3
7 percent.....	6.9	6.9	1.6	.6
10 percent.....	21.3	26.7	3.9	2.1
15 percent.....	-	4.8	-	-

See footnotes at end of tables.

Table B-3. Scheduled weekly hours and days of full-time first-shift workers in Baltimore, Md., August 1981

Item	Production and related workers				Office workers			
	All industries	Manu- facturing	Nonmanu- facturing	Transportation and utilities	All industries	Manu- facturing	Nonmanu- facturing	Transportation and utilities
Percent of workers by scheduled weekly hours and days								
All full-time workers.....	100	100	100	100	100	100	100	100
15 hours-5 days.....	(11)	-	1	-	-	-	-	-
16 hours-2 days.....	(11)	-	1	-	-	-	-	-
20 hours-5 days.....	1	-	3	-	-	-	-	-
24 hours-5 days.....	1	-	2	-	-	-	-	-
25 hours-5 days.....	-	-	-	-	-	-	-	-
28 hours-5 days.....	(11)	-	(11)	-	(11)	-	(11)	-
30 hours-5 days.....	-	-	-	-	-	-	-	-
34 hours-4 days.....	(11)	-	(11)	-	(11)	-	(11)	-
34 1/3 hours-5 days.....	-	-	-	-	-	-	-	-
35 hours-5 days.....	5	3	8	-	(11)	1	-	-
36 1/3 hours-5 days.....	-	-	-	-	4	2	-	-
37 hours-5 days.....	-	-	-	-	(11)	-	(11)	10
37 1/2 hours-5 days.....	3	2	4	10	2	-	3	-
38 hours-5 days.....	(11)	-	(11)	-	23	8	29	30
38 1/4 hours-5 days.....	-	-	-	-	1	-	-	-
38 1/2 hours-5 days.....	-	-	-	-	1	-	1	-
38 3/4 hours-5 days.....	-	-	-	-	1	-	1	-
40 hours.....	83	92	74	90	4	4	4	4
4 days.....	(11)	-	(11)	-	64	85	56	55
5 days.....	83	92	74	90	64	85	56	55
42 hours-5 days.....	2	-	4	-	-	-	-	-
43 hours-5 days.....	(11)	-	(11)	1	-	-	-	-
45 hours-5 days.....	1	2	1	-	-	-	-	-
46 hours-5 days.....	(11)	-	(11)	(11)	-	-	-	-
48 hours-5 days.....	1	1	-	-	-	-	-	-
52 hours-5 1/2 days.....	(11)	-	1	-	-	-	-	-
Average scheduled weekly hours								
All weekly work schedules.....	39.2	40.0	38.3	39.8	39.0	39.6	38.8	38.7

See footnotes at end of tables.

Table B-4. Annual paid holidays for full-time workers in Baltimore, Md., August 1981

Item	Production and related workers				Office workers			
	All industries	Manu- facturing	Nonmanu- facturing	Transportation and utilities	All industries	Manu- facturing	Nonmanu- facturing	Transportation and utilities
Percent of workers								
All full-time workers.....	100	100	100	100	100	100	100	100
In establishments not providing paid holidays.....	1	-	2	-	(11)	-	(11)	-
In establishments providing paid holidays.....	99	100	98	100	99	100	99	100
Average number of paid holidays								
For workers in establishments providing holidays.....	9.5	11.2	7.6	9.6	9.9	11.1	9.4	9.9
Percent of workers by number of paid holidays provided								
7 half days.....	(11)	-	1	-	-	-	-	-
1 holiday.....	4	-	7	-	(11)	-	(11)	-
3 holidays.....	(11)	-	(11)	-	(11)	-	(11)	-
Plus 3 half days.....	(11)	-	(11)	-	-	-	-	-
4 holidays.....	-	-	-	-	(11)	-	(11)	-
5 holidays.....	1	-	2	-	-	-	-	-
Plus 2 half days.....	1	-	2	-	(11)	-	1	-
6 holidays.....	12	1	24	8	8	3	10	4
Plus 2 half days.....	1	-	2	-	(11)	-	(11)	-
7 holidays.....	12	5	19	9	5	3	6	1
Plus 2 half days.....	(11)	-	1	3	1	-	1	2
8 holidays.....	2	1	3	-	2	1	3	-
Plus 1 or more half days.....	1	1	(11)	1	2	1	3	10
9 holidays.....	5	8	3	9	4	6	3	3
Plus 1 or more half days.....	1	-	2	-	3	-	4	-
10 holidays.....	20	28	11	30	42	31	46	47
Plus 1 half day.....	2	-	5	26	6	-	8	29
11 holidays.....	18	25	10	13	10	16	7	3
12 holidays.....	10	15	6	-	11	24	6	-
13 holidays.....	2	3	-	-	1	4	-	-
14 holidays.....	3	6	-	-	2	6	-	-
15 holidays.....	(11)	-	(11)	1	1	2	(11)	1
17 holidays.....	1	2	-	-	1	4	-	-
Over 19 days.....	2	4	-	-	-	-	-	-
Percent of workers by total paid holiday time provided¹²								
1 day or more.....	99	100	98	100	99	100	99	100
5 days or more.....	95	100	90	100	99	100	99	100
6 days or more.....	94	100	88	100	99	100	99	100
7 days or more.....	81	99	62	92	91	97	88	96
8 days or more.....	68	94	41	83	85	94	82	95
9 days or more.....	65	91	37	80	82	93	78	92
10 days or more.....	59	83	34	69	76	87	72	79
11 days or more.....	36	55	16	14	26	55	14	4
12 days or more.....	18	29	6	1	16	39	7	1
13 days or more.....	8	15	(11)	1	5	15	(11)	1
14 days or more.....	6	12	(11)	1	4	11	(11)	1
15 days or more.....	3	5	(11)	1	2	5	(11)	1
17 days or more.....	3	5	-	-	1	4	-	-
24 days.....	2	4	-	-	-	-	-	-

See footnotes at end of tables.

Table B-5. Paid vacation provisions for full-time workers in Baltimore, Md., August 1981

Item	Production and related workers				Office workers			
	All industries	Manu- facturing	Nonmanu- facturing	Transportation and utilities	All industries	Manu- facturing	Nonmanu- facturing	Transportation and utilities
Percent of workers								
All full-time workers.....	100	100	100	100	100	100	100	100
In establishments not providing paid vacations.....	1	-	3	-	-	-	-	-
In establishments providing paid vacations.....	99	100	97	100	100	100	100	100
Length-of-time payment.....	96	97	96	100	99	96	100	100
Percentage payment.....	2	3	2	-	1	4	-	-
Other payment.....	(11)	-	(11)	-	-	-	-	-
Amount of paid vacation after:¹²								
6 months of service:								
Under 1 week.....	8	10	7	-	4	6	3	(11)
1 week.....	19	21	18	43	53	51	54	70
Over 1 and under 2 weeks.....	4	1	6	9	5	3	6	4
Over 2 and under 3 weeks.....	-	-	-	-	1	2	-	-
3 weeks.....	(11)	-	1	-	1	-	1	-
1 year of service:								
Under 1 week.....	2	-	4	-	-	-	-	-
1 week.....	63	68	57	41	26	24	27	24
Over 1 and under 2 weeks.....	2	2	3	6	(11)	-	(11)	1
2 weeks.....	27	26	29	51	70	73	69	75
Over 2 and under 3 weeks.....	1	-	2	2	2	-	2	(11)
3 weeks.....	3	5	1	-	1	1	1	-
Over 3 and under 4 weeks.....	-	-	-	-	1	2	-	-
2 years of service:								
Under 1 week.....	1	-	3	-	-	-	-	-
1 week.....	34	39	29	24	5	7	4	2
Over 1 and under 2 weeks.....	2	3	-	-	(11)	1	-	-
2 weeks.....	57	53	61	68	91	89	92	97
Over 2 and under 3 weeks.....	2	-	3	8	2	(11)	3	1
3 weeks.....	3	5	1	-	1	1	1	-
Over 3 and under 4 weeks.....	-	-	-	-	1	2	-	-
3 years of service:								
Under 1 week.....	1	-	2	-	-	-	-	-
1 week.....	5	2	8	8	1	2	(11)	-
Over 1 and under 2 weeks.....	1	1	1	-	(11)	1	-	-
2 weeks.....	79	77	82	84	94	90	96	99
Over 2 and under 3 weeks.....	5	7	3	8	2	1	2	1
3 weeks.....	7	13	1	-	3	5	1	-
Over 3 and under 4 weeks.....	(11)	-	(11)	-	(11)	-	(11)	-
Over 4 and under 5 weeks.....	-	-	-	-	1	2	-	-
4 years of service:								
Under 1 week.....	1	-	2	-	-	-	-	-
1 week.....	5	2	8	8	1	2	(11)	-
Over 1 and under 2 weeks.....	1	1	1	-	(11)	1	-	-
2 weeks.....	78	74	82	84	93	85	96	99
Over 2 and under 3 weeks.....	6	8	3	8	3	4	2	1
3 weeks.....	7	14	1	-	3	6	1	-
Over 3 and under 4 weeks.....	(11)	-	(11)	-	(11)	-	(11)	-
Over 4 and under 5 weeks.....	-	-	-	-	1	2	-	-

See footnotes at end of tables.

Table B-5. Paid vacation provisions for full-time workers in Baltimore, Md., August 1981 —Continued

Item	Production and related workers				Office workers			
	All industries	Manu- facturing	Nonmanu- facturing	Transportation and utilities	All industries	Manu- facturing	Nonmanu- facturing	Transportation and utilities
5 years of service:								
Under 1 week.....	1	-	2	-	-	-	-	-
1 week.....	3	-	5	-	(11)	-	(11)	-
Over 1 and under 2 weeks.....	1	-	1	-	-	-	-	-
2 weeks.....	69	63	74	90	62	64	61	89
Over 2 and under 3 weeks.....	4	5	3	8	3	5	2	1
3 weeks.....	22	32	11	1	34	30	36	11
Over 3 and under 4 weeks.....	(11)	-	(11)	-	(11)	-	(11)	-
Over 4 and under 5 weeks.....	-	-	-	-	1	2	-	-
10 years of service:								
Under 1 week.....	1	-	2	-	-	-	-	-
1 week.....	3	-	5	-	(11)	-	(11)	-
2 weeks.....	9	4	14	-	5	3	6	-
Over 2 and under 3 weeks.....	1	3	-	-	(11)	1	-	-
3 weeks.....	75	78	72	90	84	81	86	89
Over 3 and under 4 weeks.....	4	5	2	9	1	2	1	1
4 weeks.....	7	10	2	1	8	11	7	10
Over 5 and under 6 weeks.....	(11)	-	(11)	-	1	2	(11)	-
12 years of service:								
Under 1 week.....	1	-	2	-	-	-	-	-
1 week.....	3	-	5	-	(11)	-	(11)	-
2 weeks.....	8	4	12	-	3	3	3	-
Over 2 and under 3 weeks.....	1	1	1	-	1	1	1	-
3 weeks.....	73	74	72	90	82	69	88	89
Over 3 and under 4 weeks.....	4	7	2	9	4	10	1	1
4 weeks.....	8	14	2	1	10	15	7	10
Over 5 and under 6 weeks.....	(11)	-	(11)	-	1	2	(11)	-
15 years of service:								
Under 1 week.....	1	-	2	-	-	-	-	-
1 week.....	3	-	5	-	(11)	-	(11)	-
2 weeks.....	8	4	12	-	3	3	3	-
Over 2 and under 3 weeks.....	(11)	(11)	-	-	-	-	-	-
3 weeks.....	36	48	25	36	31	19	35	24
Over 3 and under 4 weeks.....	4	6	2	-	3	6	2	(11)
4 weeks.....	45	40	50	55	61	64	59	76
Over 4 and under 5 weeks.....	1	-	2	9	1	2	(11)	1
5 weeks.....	1	3	-	-	1	4	-	-
Over 5 and under 6 weeks.....	(11)	-	(11)	-	1	2	(11)	-
20 years of service:								
Under 1 week.....	1	-	2	-	-	-	-	-
1 week.....	3	-	5	-	(11)	-	(11)	-
2 weeks.....	8	4	12	-	3	3	3	-
Over 2 and under 3 weeks.....	(11)	(11)	-	-	-	-	-	-
3 weeks.....	11	10	13	9	10	7	11	1
Over 3 and under 4 weeks.....	1	1	-	-	(11)	(11)	(11)	(11)
4 weeks.....	56	62	49	74	75	65	78	96
Over 4 and under 5 weeks.....	2	3	2	-	3	4	2	-
5 weeks.....	16	18	13	9	9	18	5	3
Over 5 and under 6 weeks.....	1	-	2	8	(11)	-	(11)	1
6 weeks.....	1	1	(11)	1	(11)	1	-	-
Over 6 and under 7 weeks.....	-	-	-	-	1	2	-	-

See footnotes at end of tables.

Table B-5. Paid vacation provisions for full-time workers in Baltimore, Md., August 1981 —Continued

Item	Production and related workers				Office workers			
	All industries	Manu- facturing	Nonmanu- facturing	Transportation and utilities	All industries	Manu- facturing	Nonmanu- facturing	Transportation and utilities
25 years of service:								
Under 1 week.....	1	-	2	-	-	-	-	-
1 week.....	3	-	5	-	(11)	-	(11)	-
2 weeks.....	8	4	12	-	3	3	3	-
Over 2 and under 3 weeks.....	(11)	(11)	-	-	-	-	-	-
3 weeks.....	11	10	13	9	10	7	11	1
Over 3 and under 4 weeks.....	-	-	-	-	(11)	-	(11)	(11)
4 weeks.....	28	29	26	2	36	22	41	16
Over 4 and under 5 weeks.....	1	3	-	-	1	4	-	-
5 weeks.....	44	52	36	81	46	57	42	82
Over 5 and under 6 weeks.....	2	-	3	8	2	2	3	1
6 weeks.....	2	3	(11)	1	1	3	-	-
Over 6 and under 7 weeks.....	-	-	-	-	1	2	-	-
30 years of service:								
Under 1 week.....	1	-	2	-	-	-	-	-
1 week.....	3	-	5	-	(11)	-	(11)	-
2 weeks.....	8	4	12	-	3	3	3	-
Over 2 and under 3 weeks.....	(11)	(11)	-	-	-	-	-	-
3 weeks.....	11	10	13	9	10	7	11	1
Over 3 and under 4 weeks.....	-	-	-	-	(11)	-	(11)	(11)
4 weeks.....	21	16	26	2	33	15	40	16
5 weeks.....	42	50	35	81	44	47	43	82
Over 5 and under 6 weeks.....	2	1	3	8	2	-	3	1
6 weeks.....	11	20	1	1	8	26	1	-
Over 6 and under 7 weeks.....	-	-	-	-	1	2	-	-
Maximum vacation available:								
Under 1 week.....	1	-	2	-	-	-	-	-
1 week.....	3	-	5	-	(11)	-	(11)	-
2 weeks.....	8	4	12	-	3	3	3	-
Over 2 and under 3 weeks.....	(11)	(11)	-	-	-	-	-	-
3 weeks.....	11	10	13	9	10	7	11	1
Over 3 and under 4 weeks.....	-	-	-	-	(11)	-	(11)	(11)
4 weeks.....	21	16	26	2	33	15	40	16
5 weeks.....	36	43	30	55	37	43	35	54
Over 5 and under 6 weeks.....	2	1	3	8	2	-	3	1
6 weeks.....	15	23	6	27	15	29	9	29
Over 6 and under 7 weeks.....	-	-	-	-	1	2	-	-
7 weeks.....	2	3	-	-	(11)	1	-	-

See footnotes at end of tables.

Table B-6. Health, insurance, and pension plans for full-time workers in Baltimore, Md., August 1981

Item	Production and related workers				Office workers			
	All industries	Manu- facturing	Nonmanu- facturing	Transportation and utilities	All industries	Manu- facturing	Nonmanu- facturing	Transportation and utilities
Percent of workers								
All full-time workers.....	100	100	100	100	100	100	100	100
In establishments providing at least one of the benefits shown below ¹⁴	95	100	90	100	99	100	99	100
Life insurance.....	95	99	90	99	99	99	99	99
Noncontributory plans.....	86	96	75	99	88	90	87	99
Accidental death and dismemberment insurance.....	68	65	70	65	80	77	80	67
Noncontributory plans.....	59	61	55	65	67	64	68	67
Sickness and accident insurance or sick leave or both ¹⁵	90	98	82	97	98	99	98	99
Sickness and accident insurance.....	63	85	39	62	58	73	52	48
Noncontributory plans.....	58	85	30	62	50	73	41	48
Sick leave (full pay and no waiting period).....	31	26	36	55	76	63	81	98
Sick leave (partial pay or waiting period).....	18	17	20	7	10	6	12	-
Long-term disability insurance.....	32	37	26	70	62	60	63	80
Noncontributory plans.....	25	31	18	70	48	45	49	80
In establishments providing at least one of the health insurance plans shown below ¹⁴	91	98	83	100	99	99	98	100
Noncontributory plans.....	75	96	53	99	74	96	65	99
Hospitalization insurance.....	91	98	83	100	98	98	98	100
Noncontributory plans.....	75	96	52	99	73	94	64	99
Surgical insurance.....	91	98	83	100	98	98	98	100
Noncontributory plans.....	75	96	52	99	73	94	64	99
Medical insurance.....	91	98	83	100	98	98	98	100
Noncontributory plans.....	75	96	52	99	73	94	64	99
Major medical insurance.....	86	93	78	97	98	98	98	100
Noncontributory plans.....	72	90	52	96	73	93	65	99
Dental insurance.....	55	66	43	77	59	62	57	82
Noncontributory plans.....	51	66	35	77	43	61	36	82
Health maintenance organization.....	20	27	13	18	26	30	25	30
Noncontributory plans.....	10	15	4	15	16	18	15	30
Retirement pension.....	83	97	69	84	87	93	84	81
Noncontributory plans.....	79	95	62	84	79	82	77	81

See footnotes at end of tables.

Table B-7. Health plan participation by full-time workers in Baltimore, Md., August 1981

Item	Production and related workers				Office workers			
	All industries	Manu- facturing	Nonmanu- facturing	Transportation and utilities	All industries	Manu- facturing	Nonmanu- facturing	Transportation and utilities
Percent of workers								
All full-time workers.....	100	100	100	100	100	100	100	100
Hospitalization insurance.....	85	96	73	97	90	95	88	96
Noncontributory plans.....	74	95	51	97	70	92	60	96
Surgical insurance.....	85	96	73	97	90	95	88	96
Noncontributory plans.....	74	95	51	97	70	92	60	96
Medical insurance.....	85	96	73	97	90	95	88	96
Noncontributory plans.....	74	95	51	97	70	92	60	96
Major medical insurance.....	81	91	71	93	90	96	88	96
Noncontributory plans.....	70	89	51	93	70	91	61	96
Dental insurance.....	54	66	41	76	57	62	55	81
Noncontributory plans.....	50	66	34	76	43	62	36	81
Health maintenance organization.....	1	1	1	2	3	1	3	3
Noncontributory plans.....	(¹)	(¹)	(¹)	1	2	(¹)	3	3

See footnotes at end of tables.

Footnotes

Some of these standard footnotes may not apply to this bulletin.

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

² The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median designates position—half of the workers receive the same or more and half receive the same or less than the rate shown. The middle range is defined by two rates of pay; one-fourth of the workers earn the same or less than the lower of these rates and one-fourth earn the same or more than the higher rate.

³ Earnings data relate only to workers whose sex identification was provided by the establishment.

⁴ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

⁵ Estimates for periods ending prior to 1976 relate to men only for skilled maintenance and unskilled plant workers. All other estimates relate to men and women.

⁶ Data do not meet publication criteria or data not available.

⁷ Formally established minimum regular straight-time hiring salaries that are paid for standard workweeks. Data are presented for all standard workweeks combined, and for the most common standard workweeks reported.

⁸ Excludes workers in subclerical jobs such as messenger.

⁹ Includes all production and related workers in establishments currently operating late shifts, and establishments whose formal provisions cover late shifts, even though the establishments were not currently operating late shifts.

¹⁰ Less than 0.05 percent.

¹¹ Less than 0.5 percent.

¹² All combinations of full and half days that add to the same amount; for example, the proportion of workers receiving a total of 10 days includes those with 10 full days and no half days, 9 full days and 2 half days, 8 full days and 4 half days, and so on. Proportions then were cumulated.

¹³ Includes payments other than "length of time," such as percentage of annual earnings or flat-sum payments, converted to an equivalent time basis; for example, 2 percent of annual earnings was considered as 1 week's pay. Periods of service are chosen arbitrarily and do not necessarily reflect individual provisions for progression; for example, changes in proportions at 10 years include changes between 5 and 10 years. Estimates are cumulative. Thus, the proportion eligible for at least 3 weeks' pay after 10 years includes those eligible for at least 3 weeks' pay after fewer years of service.

¹⁴ Estimates listed after type of benefit are for all plans for which at least a part of the cost is borne by the employer. "Noncontributory plans" include only those financed entirely by the employer. Excluded are legally required plans, such as workers' disability compensation, social security, and railroad retirement.

¹⁵ Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately. Sick leave plans are limited to those which definitely establish at least the minimum number of days' pay that each employee can expect. Informal sick leave allowances determined on an individual basis are excluded.

¹⁶ Unduplicated total of workers eligible for coverage under an insurance plan providing hospitalization, surgical, medical, major medical, or dental benefits shown separately.

Appendix A.

Scope and Method of Survey

In each of the 71 areas¹ currently surveyed, the Bureau obtains wages and related benefits data from representative establishments within six broad industry divisions: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Government operations and the construction and extractive industries are excluded. Small establishments—generally those with fewer than 50 employees—are excluded because they have few incumbents in the occupations studied. Appendix table 1 shows the number of establishments and workers estimated to be within the scope of this survey, as well as the number actually studied.

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

A sample of the establishments in the scope of the survey is selected for study prior to each personal visit survey. This sample, minus establishments which go out of business or are no longer within the industrial scope of the survey, is retained for the following two annual surveys. In most cases, establishments new to the area are not considered in the scope of the survey until the selection of a sample for a personal visit survey.

The sampling procedures involve detailed stratification of all establishments within the scope of an individual area survey by industry and number of employees. From this stratified universe a probability sample is selected, with each establishment having a predetermined chance of selection. To obtain optimum accuracy at minimum cost, a greater proportion of large than small establishments is selected. When data are combined, each establishment is weighted according to its probability of selection so that unbiased estimates are generated. For example, if one out of four establishments is selected, it is given a weight of 4 to represent itself plus three others. An alternate of the same original probability is chosen in the same industry-size classification if data are not available from the original sample member. If no suitable substitute is available, additional weight is assigned to a sample member that is similar to the missing unit.

Occupations and earnings

Occupations selected for study are common to a variety of manufacturing and nonmanufacturing industries, and are of the following types: (1) Office clerical; (2) professional and technical; (3) maintenance, toolroom, and powerplant; and (4) material

movement and custodial. Occupational classification is based on a uniform set of job descriptions designed to take account of interestablishment variation in duties within the same job. Occupations selected for study are listed and described in appendix B.

Unless otherwise indicated, the earnings data following the job titles are for all industries combined. Earnings data for some of the occupations listed and described, or for some industry divisions within the scope of the survey, are not presented in the A-series tables because either (1) data were insufficient to provide meaningful statistical results, or (2) there is possibility of disclosure of individual establishment data. Separate men's and women's earnings data are not presented when the number of workers not identified by sex is 20 percent or more of the men or women identified in an occupation. Earnings data not shown separately for industry divisions are included in data for all industries combined. Likewise, for occupations with more than one level, data are included in the overall classification when a subclassification is not shown or information to subclassify is not available.

Occupational employment and earnings data are shown for full-time workers, i.e., those hired to work a regular weekly schedule. Earnings data exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Nonproduction bonuses are excluded, but cost-of-living allowances and incentive bonuses are included. Weekly hours for office clerical and professional and technical occupations refer to the standard workweek (rounded to the nearest half hour) for which employees receive regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates). Average weekly earnings for these occupations are rounded to the nearest half dollar. Most A-series tables provide distributions of workers by earnings; changes in the size of earnings intervals are indicated by heavy vertical lines.

These surveys measure the level of occupational earnings in an area at a particular time. Changes in an occupational average over time reflect, in addition to earnings changes, factors such as changes in proportions of workers employed by high- or low-wage firms, or high-wage workers advancing to better jobs and being replaced by new workers at lower rates. Such shifts in employment could decrease an occupational average even though most establishments in an area increase wages during the year. Changes in earnings of occupational groups, shown in table A-7, are better indicators of wage trends than are earnings changes for individual jobs within the groups.

Average earnings reflect composite, areawide estimates. Industries and establishments differ in pay level and job staffing, and thus contribute differently to the estimates

for each job. Pay averages may fail to reflect accurately the wage differential among jobs in individual establishments.

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

Occupational employment estimates represent the total in all establishments within the scope of the study and not the number actually surveyed. Because occupational structures among establishments differ, estimates of occupational employment obtained from the sample of establishments studied serve only to indicate the relative importance of the jobs studied. These differences in occupational structure do not affect materially the accuracy of the earnings data.

Wage trends for selected occupational groups

Indexes in table A-7 measure wages at a given time, expressed as a percent of wages during the base period. Subtracting 100 from the index yields the percent change in wages from the base period to the date of the index. The percent increases in table A-7 relate to wage changes between the indicated dates. Annual rates of increase, where shown, reflect the amount of increase for 12 months when the time span between surveys was other than 12 months. These computations are based on the assumption that wages increased at a constant rate between surveys.

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

Occupations used to compute wage trends are:

Office clerical

Secretaries	Switchboard operators
Stenographers I	Order clerks, I and II
Typists, I and II	Accounting clerks ²
File clerks, I, II, and III	Payroll clerks
Messengers	Key entry operators, I and II

Electronic data processing

Computer systems analysts, I, II, and III	Computer programmers, I, II, and III
	Computer operators, I, II, and III

Industrial nurses

Registered industrial nurses

Skilled maintenance

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

Unskilled plant

Janitors, porters, and cleaners	Material handling laborers
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Percent changes for individual areas in the program are computed as follows:

1. Average earnings are computed for each occupation for the 2 years being compared. The averages are derived from earnings in those establishments which are in the survey both years; it is assumed that employment remains unchanged.
2. Each occupation is assigned a weight based on its proportionate employment in the occupational group.
3. These weights are used to compute group averages. Each occupation's average earnings (computed in step 1) are multiplied by its weight. The products are totaled to obtain a group average.
4. The ratio of group averages for 2 consecutive years is computed by dividing the average for the current year by the average for the earlier year. The result—expressed as a percent—less 100 is the percent change.

The index is computed by adding 100 to the most recent percent increase, multiplying the total by the previous year's index number, and dividing the product by 100 to obtain the current index value.

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

Pay relationships in establishments

Tables A-8 through A-11 compare average pay of occupations in individual establishments. These comparisons, expressed as pay relatives (pay for one of the occupations equals 100), yield different results than comparisons of overall survey averages, such as those shown in tables A-1 through A-6. The latter reflect differences in contributions to the survey averages by establishments with disparate pay levels; the pay relative comparisons are not affected by such differences.

The methods of computing and presenting pay relatives have changed since the last survey in this area. The following procedures are now used to compute relatives in tables A-8 through A-11:

1. Establishments employing workers in both of the paired occupations were identified.
2. Pay levels (averages) for the two occupations were weighted by the combined employment of both jobs to reflect each establishment's contribution to the totals used in this comparison.
3. The weighted pay levels of the two jobs were summed separately; each total was divided by the other and the quotients multiplied by 100 to produce the two pay relatives shown for each job pairing.

Establishment practices and supplementary wage provisions

The incidence of selected establishment practices and supplementary wage provisions is studied for full-time production and related workers and office workers. Production and related workers (referred to hereafter as production workers) include working supervisors and all nonsupervisory workers (including group leaders and trainees) engaged in fabricating, processing, assembling, inspection, receiving, storage, handling, packing, warehousing, shipping, maintenance, repair, janitorial and guard services, product development, auxiliary production for plant's own use (e.g., power-plant), and recordkeeping and other services closely associated with the above production operations. (Cafeteria and route workers are excluded in manufacturing industries but included in nonmanufacturing industries.) In finance and insurance, no workers are considered to be production workers. Office workers include working supervisors and all nonsupervisory workers (including lead workers and trainees) performing clerical or related office functions in such departments as accounting, advertising, purchasing, collection, credit, finance, legal, payroll, personnel, sales, industrial relations, public relations, executive, or transportation. Administrative, executive, professional, and part-time employees as well as construction workers utilized as a separate work force are excluded from both the production and office worker categories.

Minimum entrance salaries (table B-1). Minimum entrance salaries for office workers relate only to the establishments visited. Because of the optimum sampling techniques used and the probability that large establishments are more likely than small establishments to have formal entrance rates above the subclerical level, the table is more representative of policies in medium and large establishments. (The "X's" shown under specific weekly schedules indicate that no meaningful totals are applicable.)

Shift differentials—manufacturing (table B-2). Data were collected on policies of manufacturing establishments regarding pay differentials for production workers on late shifts. Establishments considered as having policies are those which (1) have provisions in writing covering the operation of late shifts, or (2) have operated late shifts at any time during the 12 months preceding a survey. When establishments have several differentials which vary by job, the differential applying to the majority of the production workers is recorded. When establishments have differentials which apply only to certain hours of work, the differential applying to the most common schedule is recorded.

For purposes of this study, a late shift is either a second (evening) shift which ends at or near midnight or a third (night) shift which starts at or near midnight.

Differentials for second and third shifts are summarized separately for (1) establishment policies (an establishment's differentials are weighted by all production workers in the establishment at the time of the survey) and (2) effective practices (an establishment's differentials are weighted by production workers employed on the specified shift at the time of the survey).

Scheduled weekly hours; paid holidays; paid vacations; and health, insurance, and pension plans. Provisions which apply to a majority of the production or office workers in an establishment are considered to apply to all production or office workers in the establishment; a practice or provision is considered nonexistent when it applies to less than a majority. Holidays, vacations, and health and insurance plans are considered applicable to employees currently eligible for the benefits. Pension plans are considered applicable to employees currently eligible for participation and also to those who will eventually become eligible.

Scheduled weekly hours and days (table B-3). Scheduled weekly hours and days refer to the number of hours and days per week which full-time first (day) shift workers are expected to work, whether paid for at straight-time or overtime rates.

Paid holidays (table B-4). Holidays are included if workers who are not required to work are paid for the time off and those required to work receive premium pay or compensatory time off. They are included only if they are granted annually on a formal basis (provided for in written form or established by custom). Holidays are included even though in a particular year they fall on a nonworkday and employees are not granted another day off. Paid personal holiday plans, typically found in the automobile and related industries, are included as paid holidays.

Data are tabulated to show the percent of workers who (1) are granted specific numbers of whole and half holidays and (2) are granted specified amounts of total holiday time (whole and half holidays are aggregated).

Paid vacations (table B-5). Establishments report their method of calculating vacation pay (time basis, percent of annual earnings, flat-sum payment, etc.) and the amount of vacation pay granted. Only basic formal plans are reported. Vacation bonuses, vacation-savings plans, and "extended" or "sabbatical" benefits beyond basic plans are excluded.

For tabulating vacation pay granted, all provisions are expressed on a time basis. Vacation pay calculated on other than a time basis is converted to its equivalent time period. Two percent of annual earnings, for example, is tabulated as 1 week's vacation pay.

Also, provisions after each specified length of service are related to all production or office workers in an establishment regardless of length of service. Vacation plans commonly provide for a larger amount of vacation pay as service lengthens. Counts of production or office workers by length of service were not obtained. The tabulations of vacation pay granted present, therefore, statistical measures of these provisions rather than proportions of workers actually receiving specific benefits.

Health, insurance, and pension plans (table B-6). Health, insurance, and pension plans include plans for which the employer pays either all or part of the cost. The benefits may be underwritten by an insurance company, paid directly by an employer or union, or provided by a health maintenance organization. This year, for the first time in this

area, provisions for health maintenance organizations (HMO's) are treated separately from insurance provisions. Workers provided the option of an insurance plan or an HMO are reported under both types of plans. A plan is included even though a majority of the employees in an establishment do not choose to participate in it because they are required to bear part of its cost (provided the choice to participate is available to a majority). Legally required plans such as social security, railroad retirement, workers' disability compensation, and temporary disability insurance³ are excluded.

Life insurance includes formal plans providing indemnity (usually through an insurance policy) in case of death of the covered worker.

Accidental death and dismemberment insurance is limited to plans which provide benefit payments in case of death or loss of limb or sight as a direct result of an accident.

Sickness and accident insurance includes only those plans which provide that predetermined cash payments be made directly to employees who lose time from work because of illness or injury, e.g., \$50 a week for up to 26 weeks of disability.

Sick leave plans are limited to formal plans⁴ which provide for continuing an employee's pay during absence from work because of illness. Data collected distinguish between (1) plans which provide full pay with no waiting period, and (2) plans which either provide partial pay or require a waiting period.

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

Hospitalization, surgical, and medical insurance plans reported in these surveys provide full or partial payment for basic services rendered. Hospitalization insurance covers hospital room and board and may cover other hospital expenses. Surgical insurance covers surgeons' fees. Medical insurance covers doctors' fees for home, office, or hospital calls. Plans restricted to post-operative medical care or a doctor's care for minor ailments at a worker's place of employment are not considered to be medical insurance.

Major medical insurance coverage applies to services which go beyond the basic services covered under hospitalization, surgical, and medical insurance. Major medical insurance typically (1) requires that a "deductible" (e.g., \$100) be met before benefits begin, (2) has a coinsurance feature that requires the insured to pay a portion (e.g., 20 percent) of certain expenses, and (3) has a specified dollar maximum of benefits (e.g., \$10,000 a year).

Dental insurance plans provide normal dental service benefits, usually for fillings, extractions, and X-rays. Plans which provide benefits only for oral surgery or repairing accident damage are not reported.

An HMO provides comprehensive health care services to a specified group for fixed periodic payments rather than indemnification or reimbursement for medical, surgical,

and hospital expenses.

Retirement pension plans provide for regular payments to the retiree for life. Included are deferred profit-sharing plans which provide the option of purchasing a lifetime annuity.

Health plan participation (table B-7). Estimates are presented on the percent of production and office workers participating in selected health insurance and HMO plans. When an establishment was unable to supply the number of plan participants, approximations (imputations) were made, where possible, by using information from other establishments offering a similar plan. Imputations were never made for more than one-third of the production or clerical workers in an industry group (all industries, manufacturing, nonmanufacturing, and transportation and utilities); when imputations were made, they were usually for considerably less than one-third of the workers. Participation rates were estimated and published if participant numbers (including imputations) were available for 90 percent or more of the production or office workers in an industry group; consequently, a published estimate may not relate to a group total.

¹ Includes 70 areas surveyed under the Bureau's regular program plus Poughkeepsie-Kingston-Newburgh, N.Y., which is surveyed under contract. In addition, the Bureau conducts more limited area studies in approximately 100 areas at the request of the Employment Standards Administration of the U.S. Department of Labor.

² A revised 4-level job description for accounting clerks, being introduced in this survey, is not comparable to the previous 2-level description. Earnings of workers that could be compared to the previous overall level were used in wage trend computations.

³ Temporary disability insurance which provides benefits to covered workers disabled by injury or illness which is not work-connected is mandatory under State laws in California, New Jersey, New York, and Rhode Island. Establishment plans which meet only the legal requirements are excluded from these data, but those under which (1) employers contribute more than is legally required or (2) benefits exceed those specified in the State law are included. In Rhode Island, benefits are paid out of a State fund to which only employees contribute. In each of the other three States, benefits are paid either from a State fund or through a private plan.

State fund financing: In California, only employees contribute to the State fund; in New Jersey, employees and employers contribute; in New York, employees contribute up to a specified maximum and employers pay the difference between the employees' share and the total contribution required.

Private plan financing: In California and New Jersey, employees cannot be required to contribute more than they would if they were covered by the State fund; in New York, employees can agree to contribute more if the State rules that the additional contribution is commensurate with the benefit provided.

Federal legislation (Railroad Unemployment Insurance Act) provides temporary disability insurance benefits to railroad workers for illness or injury, whether work-connected or not. The legislation requires that employers bear the entire cost of the insurance.

⁴ An establishment is considered as having a formal plan if it specifies at least the minimum number of days of sick leave available to each employee. Such a plan need not be written, but informal sick leave allowances determined on an individual basis are excluded.

Appendix table 1. Establishments and workers within scope of survey and number studied in Baltimore, Md.,¹ August 1981

Industry division ²	Minimum employment in establishments in scope of survey	Number of establishments		Workers in establishments				Studied ⁴
		Within scope of survey ³	Studied	Within scope of survey				
				Total ⁴		Full-time production and related workers	Full-time office workers	
				Number	Percent			
All establishments								
All divisions	-	1,383	155	356,570	100	193,754	44,004	142,883
Manufacturing.....	50	406	46	140,434	39	99,733	12,754	70,184
Nonmanufacturing.....	-	977	109	216,136	61	94,021	31,250	72,699
Transportation, communication, and other public utilities ⁵	50	105	22	34,264	10	17,411	8,946	24,889
Wholesale trade	50	178	14	18,312	5	(*)	(*)	2,250
Retail trade	50	367	22	90,980	26	(*)	(*)	21,301
Finance, insurance, and real estate.....	50	116	17	37,306	10	(*)	(*)	12,404
Services ⁶	50	211	34	35,274	10	(*)	(*)	11,855
Large establishments								
All divisions	-	146	51	220,521	100	113,473	26,629	128,223
Manufacturing.....	500	43	20	88,628	40	60,683	8,160	65,365
Nonmanufacturing.....	-	103	31	131,893	60	52,790	18,469	62,858
Transportation, communication, and other public utilities ⁵	500	7	7	22,847	10	10,595	6,597	22,847
Wholesale trade	500	6	1	3,900	2	(*)	(*)	650
Retail trade	500	52	10	64,195	29	(*)	(*)	20,007
Finance, insurance, and real estate.....	500	24	7	26,451	12	(*)	(*)	11,280
Services ⁶	500	14	6	14,500	7	(*)	(*)	8,074

¹ The Baltimore, Md. Standard Metropolitan Statistical Area, as defined by the Office of Management and Budget through February 1974, consists of the city of Baltimore and the counties of Anne Arundel, Baltimore, Carroll, Harford and Howard. 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) small establishments are excluded from the scope of the survey.

² The 1972 edition of the *Standard Industrial Classification Manual* was used to classify establishments by industry division. All government operations are excluded from the scope of the survey.

³ Includes all establishments with total employment at or above the minimum limitation. All outlets (within the area) of nonmanufacturing companies are considered as one establishment when located within the same industry division.

⁴ Includes executive, professional, part-time, seasonal, and other workers excluded from the separate production and office categories.

⁵ Abbreviated to "transportation and utilities" in the A- and B-series tables. Formerly referred to as "public utilities". Taxicabs and services incidental to water transportation are excluded. Local transit operations in Baltimore are governmentally owned and operated and are excluded by definition from the scope of the survey.

⁶ Separate data for this division are not presented in the A- and B-series tables, but the division is represented in the 'all industries' and "nonmanufacturing" estimates.

⁷ Hotels and motels; laundries and other personal services; business services; automobile repair, rental, and parking; motion pictures; nonprofit membership organizations (excluding religious and charitable organizations); and engineering and architectural services.

Appendix table 2. Percent of workers covered by labor-management agreements, Baltimore, Md., August 1981

<i>Industry division</i>	<i>Production and related workers</i>	<i>Office workers</i>
All industries	52	16
Manufacturing	71	20
Nonmanufacturing	32	14
Transportation and utilities	61	48

NOTE: An establishment is considered to have a contract covering all production or office workers if a majority of such workers is covered by a labor-management agreement. Therefore, all other production or office workers are employed in establishments that either do not have labor-management contracts in effect, or have contracts that apply to fewer than half of their production or office workers. Estimates are not necessarily representative of the extent to which all workers in the area may be covered by the provisions of labor-management agreements, because small establishments are excluded and the industrial scope of the survey is limited.

Appendix table 3. Industrial composition in manufacturing, Baltimore, Md., August 1981

(Percent of all manufacturing workers)

Primary metal industries	20
Blast furnace and basic steel products	15
Electric and electronic equipment	14
Communication equipment	10
Transportation equipment	9
Motor vehicles and equipment	5
Food and kindred products	9
Chemicals and allied products	7
Machinery, except electrical	7
Printing and publishing	6
Apparel and other textile products	5
Paper and allied products	5
Fabricated metal products	5

NOTE: This information is based on estimates of total employment derived from universe materials compiled before actual survey.

Appendix B. Occupational Descriptions

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

Listed below are several occupations for which revised descriptions or titles are being introduced in this survey:

Stenographer
Typist
Accounting clerk

Drafter
Stationary engineer
Boiler tender

The Bureau has discontinued collecting data for tabulating-machine operator, bookkeeping-machine operator, and machine biller.

Office

SECRETARY

Assigned as a personal secretary, normally to one individual. Maintains a close and highly responsive relationship to the day-to-day activities of the supervisor. Works fairly independently receiving a minimum of detailed supervision and guidance. Performs varied clerical and secretarial duties requiring a knowledge of office routine and understanding of the organization, programs, and procedures related to the work of the supervisor.

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

- a. Positions which do not meet the "personal" secretary concept described above;
- b. Stenographers not fully trained in secretarial-type duties;
- c. Stenographers serving as office assistants to a group of professional, technical, or managerial persons;
- d. Assistant-type positions which entail more difficult or more responsible technical, administrative, or supervisory duties which are not typical of secretarial work, e.g., Administrative Assistant, or Executive Assistant;
- e. Positions which do not fit any of the situations listed in the sections below titled "Level of Supervisor," e.g., secretary to the president of a company that employs, in all, over 5,000 persons;
- f. Trainees.

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

Level of Secretary's Supervisor (LS)

LS-1

- a. Secretary to the supervisor or head of a small organizational unit (e.g., fewer than about 25 or 30 persons); or
- b. Secretary to a nonsupervisory staff specialist, professional employee, administrative officer or assistant, skilled technician or expert. (NOTE: Many companies assign stenographers, rather than secretaries as described above, to this level of supervisory or nonsupervisory worker.)

LS-2

- a. Secretary to an executive or managerial person whose responsibility is not equivalent to one of the specific level situations in the definition for LS-3, but whose organizational unit normally numbers at least several dozen employees and is usually divided into organizational segments which are often, in turn, further subdivided. In some companies, this level includes a wide range of organizational echelons; in others, only one or two; or
- b. Secretary to the head of an individual plant, factory, etc., (or other equivalent level of official) that employs, in all, fewer than 5,000 persons.

LS-3

- a. Secretary to the chairman of the board or president of a company that employs, in all, fewer than 100 persons; or
- b. Secretary to a corporate officer (other than chairman of the board or president) of a company that employs, in all, over 100 but fewer than 5,000 persons; or
- c. Secretary to the head (immediately below the officer level) over either a major corporatewide functional activity (e.g., marketing, research, operations, industrial relations, etc.) or a major geographic or organizational segment (e.g., a regional headquarters; a major division) of a company that employs, in all, over 5,000 but fewer than 25,000 employees; or
- d. Secretary to the head of an individual plant, factory, etc., (or other equivalent level of official) that employs, in all, over 5,000 persons; or
- e. Secretary to the head of a large and important organizational segment (e.g., a middle management supervisor of an organizational segment often involving as many as several hundred persons) of a company that employs, in all, over 25,000 persons.

LS-4

- a. Secretary to the chairman of the board or president of a company that employs, in all, over 100 but fewer than 5,000 persons; or
- b. Secretary to a corporate officer (other than the chairman of the board or president) of a company that employs, in all, over 5,000 but fewer than 25,000 persons; or
- c. Secretary to the head, immediately below the corporate officer level, of a major segment or subsidiary of a company that employs, in all, over 25,000 persons.

NOTE: The term "corporate officer" used in the above LS definition refers to those officials who have a significant corporatewide policymaking role with regard to major company activities. The title "vice president," though normally indicative of this role, does not in all cases identify such positions. Vice presidents whose primary responsibility is to act personally on individual cases or transactions (e.g., approve or deny individual loan or credit actions; administer individual trust accounts; directly supervise a clerical staff) are not considered to be "corporate officers" for purposes of applying the definition.

Level of Secretary's Responsibility (LR)

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

LR-1

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

- a. Answers telephones, greets personal callers, and opens incoming mail.
- b. Answers telephone requests which have standard answers. May reply to requests by sending a form letter.
- c. Reviews correspondence, memoranda, and reports prepared by others for the supervisor's signature to ensure procedural and typographical accuracy.
- d. Maintains supervisor's calendar and makes appointments as instructed.
- e. Types, takes and transcribes dictation, and files.

LR-2

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

- a. Screens telephone and personal callers, determining which can be handled by the supervisor's subordinates or other offices.
- b. Answers requests which require a detailed knowledge of office procedures or collection of information from files or other offices. *May* sign routine correspondence in own or supervisor's name.
- c. Compiles or assists in compiling periodic reports on the basis of general instructions.
- d. Schedules tentative appointments without prior clearance. Assembles necessary background material for scheduled meetings. Makes arrangements for meetings and conferences.
- e. Explains supervisor's requirements to other employees in supervisor's unit. (Also types, takes dictation, and files.)

The following tabulation shows the level of the secretary for each LS and LR combination:

	<i>LR-1</i>	<i>LR-2</i>
LS-1.....	I	II
LS-2.....	II	III
LS-3.....	III	IV
LS-4.....	IV	V

STENOGRAPHER

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

NOTE: This job is distinguished from that of a secretary in that a secretary normally works as the principal office assistant performing more responsible and discretionary tasks.

Stenographer I.

Takes and transcribes dictation under close supervision and detailed instructions. May maintain files, keep simple records, or perform other relatively routine clerical tasks.

Stenographer II.

Takes and transcribes dictation determining the most appropriate format. Performs stenographic duties requiring significantly greater independence and responsibility than Stenographer I. Supervisor typically provides general instructions. Work requires a thorough working knowledge of general business and office procedures and of the specific business operations, organizations, policies, procedures, files, workflow, etc. Uses this knowledge in performing stenographic duties and responsible clerical tasks such as maintaining follow up files; assembling material for reports, memoranda, and letters; composing simple letters from general instructions; reading and routing incoming mail; answering routine questions, etc.

TRANSCRIBING-MACHINE TYPIST

Primary duty is to type copy of voice recorded dictation which does *not* involve varied technical or specialized vocabulary such as that used in legal briefs or reports on scientific research. May also type from written copy. May maintain files, keep simple records, or perform other relatively routine clerical tasks. (See Stenographer definition for workers involved with shorthand dictation.)

TYPIST

Uses a manual, electric, or automatic typewriter to type various materials. Included are automatic typewriters that are used only to record text and update and reproduce previously typed items from magnetic cards or tape. May include typing of stencils, mats, or similar materials for use in duplicating processes. May do clerical work involving little special training, such as keeping simple records, filing records and reports, or sorting and distributing incoming mail.

Excluded from this definition is work that involves:

- a. Typing directly from spoken material that has been recorded on disks, cylinders, belts, tapes, or other similar media;
- b. The use of varitype machines, composing equipment, or automatic equipment in preparing material for printing; and

- c. Familiarity with specialized terminology in various keyboard commands to manipulate or edit the recorded text to accomplish revisions, or to perform tasks such as extracting and listing items from the text, or transmitting text to other terminals, or using "sort" commands to have the machine reorder material. Typically requires the use of automatic equipment which may be either computer linked or have a programmable memory so that material can be organized in regularly used formats or preformed paragraphs which can then be coded and stored for future use in letters or documents.

Typist I

Performs *one or more of the following*: Copy typing from rough or clear drafts; or routine typing of forms, insurance policies, etc.; or setting up simple standard tabulations; or copying more complex tables already set up and spaced properly.

Typist II

Performs *one or more of the following*: Typing material in final form when it involves combining material from several sources; or responsibility for correct spelling, syllabication, punctuation, etc., of technical or unusual words or foreign language material; or planning layout and typing of complicated statistical tables to maintain uniformity and balance in spacing. May type routine form letters, varying details to suit circumstances.

FILE CLERK

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

File Clerk I

Performs routine filing of material that has already been classified or which is easily classified in a simple serial classification system (e.g., alphabetical, chronological, or numerical). As requested, locates readily available material in files and forwards material; and may fill out withdrawal charge. May perform simple clerical and manual tasks required to maintain and service files.

File Clerk II

Sorts, codes, and files unclassified material by simple (subject matter) headings or partly classified material by finer subheadings. Prepares simple related index and cross-reference aids. As requested, locates clearly identified material in files and forwards material. May perform related clerical tasks required to maintain and service files.

File Clerk III

Classifies and indexes file material such as correspondence, reports, technical documents, etc., in an established filing system containing a number of varied subject matter files. May also file this material. May keep records of various types in conjunction with the files. May lead a small group of lower level file clerks.

MESSENGER

Performs various routine duties such as running errands, operating minor office machines such as sealers or mailers, opening and distributing mail, and other minor clerical work. Exclude positions that require operation of a motor vehicle as a significant duty.

SWITCHBOARD OPERATOR

Operates a telephone switchboard or console used with a private branch exchange (PBX) system to relay incoming, outgoing, and intrasystem calls. May provide information to callers, record and transmit messages, keep record of calls placed and toll charges. Besides operating a telephone switchboard or console, *may* also type or perform routine clerical work (typing or routine clerical work may occupy the major portion of the worker's time, and is usually performed while at the switchboard or console). Chief or lead operators in establishments employing more than one operator are excluded. For an operator who also acts as a receptionist, see Switchboard operator-receptionist.

SWITCHBOARD OPERATOR-RECEPTIONIST

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

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 acknowledgement 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:

Order Clerk 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.

Order Clerk 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.

ACCOUNTING 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.

Accounting Clerk 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.

Accounting Clerk 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.

Accounting Clerk 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.

Accounting Clerk 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.

PAYROLL CLERK

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

KEY ENTRY OPERATOR

Operates keyboard-controlled data entry device such as keypunch machine or key-operated magnetic tape or disk encoder to transcribe data into a form suitable for computer processing. Work requires skill in operating an 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.

Professional and Technical

COMPUTER SYSTEMS ANALYST, BUSINESS

Analyzes business problems to formulate procedures for solving them by use of electronic data processing equipment. Develops a complete description of all specifications needed to enable programmers to prepare required digital computer programs. Work involves *most of the following*: Analyzes subject-matter operations to be automated and identifies conditions and criteria required to achieve satisfactory results; specifies number and types of records, files, and documents to be used; outlines actions to be performed by personnel and computers in sufficient detail for presentation to management and for programming (typically this involves preparation of work and data flow charts); coordinates the development of test problems and participates in trial runs of new and revised systems; and recommends equipment changes to obtain more effective overall operations. (NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.)

Does not include employees primarily responsible for the management or supervision of other electronic data processing employees, or systems analysts primarily concerned with scientific or engineering problems.

For wage study purposes, systems analysts are classified as follows:

Computer Systems Analyst I

Works under immediate supervision, carrying out analyses as assigned, usually of a single activity. Assignments are designed to develop and expand practical experience in the application of procedures and skills required for systems analysis work. For example, may assist a higher level systems analyst by preparing the detailed specifications required by programmers from information developed by the higher level analyst.

Computer Systems Analyst II

Works independently or under only general direction on problems that are relatively uncomplicated to analyze, plan, program, and operate. Problems are of limited complexity because sources of input data are homogeneous and the output data are closely related. (For example, develops systems for maintaining depositor accounts in a bank, maintaining accounts receivable in a retail establishment, or maintaining inventory accounts in a manufacturing or wholesale establishment.) Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of the data processing systems to be applied. *OR*

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

Computer Systems Analyst III

Works independently or under only general direction on complex problems involving all phases of systems analysis. Problems are complex because of diverse sources of input data and multiple-use requirements of output data. (For example, develops an integrated production scheduling, inventory control, cost analysis, and sales analysis record in which every item of each type is automatically processed through the full system of records and appropriate follow-up actions are initiated by the computer.)

Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of new or revised systems of data processing operations. Makes recommendations, if needed, for approval of major systems installations or changes and for obtaining equipment.

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

COMPUTER PROGRAMMER, BUSINESS

Converts statements of business problems, typically prepared by a systems analyst, into a sequence of detailed instructions which are required to solve the problems by automatic data processing equipment. Working from charts or diagrams, the programmer develops the precise instructions which, when entered into the computer system in coded language, cause the manipulation of data to achieve desired results. Work involves *most of the following*: Applies knowledge of computer capabilities, mathematics, logic employed by computers, and particular subject matter involved to analyze charts and diagrams of the problem to be programmed; develops sequence of program steps; writes detailed flow charts to show order in which data will be processed; converts these charts to coded instructions for machine to follow; tests and corrects programs; prepares instructions for operating personnel during production run; analyzes, reviews, and alters programs to increase operating efficiency or adapt to new requirements; maintains records of program development and revisions. (NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.)

Does not include employees primarily responsible for the management or supervision of other electronic data processing employees, or programmers primarily concerned with scientific and/or engineering problems.

For wage study purposes, programmers are classified as follows:

Computer Programmer I

Makes practical applications of programming practices and concepts usually learned in formal training courses. Assignments are designed to develop competence in the application of standard procedures to routine problems. Receives close supervision on new aspects of assignments; and work is reviewed to verify its accuracy and conformance with required procedures.

Computer Programmer II

Works independently or under only general direction on relatively simple programs, or on simple segments of complex programs. Programs (or segments) usually process information to produce data in two or three varied sequences or formats. Reports and listings are produced by refining, adapting, arraying, or making minor additions to or deletions from input data which are readily available. While numerous records may be processed, the data have been refined in prior actions so that the accuracy and sequencing of data can be tested by using a few routine checks. Typically, the program deals with routine recordkeeping operations. *OR*

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

May guide or instruct lower level programmers.

Computer Programmer III

Works independently or under only general direction on complex problems which require competence in all phases of programming concepts and practices. Working from diagrams and charts which identify the nature of desired results, major processing steps to be accomplished, and the relationships between various steps of the problem solving routine; plans the full range of programming actions needed to efficiently utilize the computer system in achieving desired end products.

At this level, programming is difficult because computer equipment must be organized to produce several interrelated but diverse products from numerous and diverse data elements. A wide variety and extensive number of internal processing actions must occur. This requires such actions as development of common operations which can be reused, establishment of linkage points between operations, adjustments to data when program requirements exceed computer storage capacity, and substantial manipulation and resequencing of data elements to form a highly integrated program.

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

COMPUTER OPERATOR

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

- a. Studies operating instructions to determine equipment setup needed.
- b. Loads equipment with required items (tapes, cards, disks, paper, etc.).
- c. Switches necessary auxiliary equipment into system.
- d. Starts and operates computer.
- e. Responds to operating and computer output instructions.
- f. Reviews error messages and makes corrections during operation *or* refers problems.
- g. Maintains operating record.

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

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

Computer Operator I

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

Computer Operator II

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

Computer Operator III

In addition to work assignments described for Computer operator II (see above) the work of Computer operator III involves at least one of the following:

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

An operator at this level typically guides lower level operators.

PERIPHERAL EQUIPMENT OPERATOR

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

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

- a. Loading printers and plotters with correct paper; adjusting controls for forms, thickness, tension, printing density, and location; and unloading hard copy.
- b. Labeling tape reels, disks, or card decks.
- c. Checking labels and mounting and dismounting designated tape reels or disks on specified units or drives.
- d. Setting controls which regulate operation of the equipment.
- e. Observing panel lights for warnings and error indications and taking appropriate action.
- f. Examining tapes, cards, or other material for creases, tears, or other defects which could cause processing problems.

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

COMPUTER DATA LIBRARIAN

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

DRAFTER

Performs drafting work requiring knowledge and skill in drafting methods, procedures, and techniques. Prepares drawings of structures, mechanical and electrical equipment, piping and duct systems and other similar equipment, systems, and assemblies. Uses recognized systems of symbols, legends, shadings, and lines having specific meanings in drawings. Drawings are used to communicate engineering ideas, designs, and information in support of engineering functions.

The following are excluded when they constitute the primary purpose of the job:

- a. Design work requiring the technical knowledge, skill, and ability to conceive or originate designs;
- b. Illustrating work requiring artistic ability;
- c. Work involving the preparation of charts, diagrams, room arrangements, floor plans, etc.;
- d. Cartographic work involving the preparation of maps or plats and related materials, and drawings of geological structures; and
- e. Supervisory work involving the management of a drafting program or the supervision of drafters.

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

Drafter I

Working under close supervision, traces or copies finished drawings, making clearly indicated revisions. Uses appropriate templates to draw curved lines. Assignments are designed to develop increasing skill in various drafting techniques. Work is spot-checked during progress and reviewed upon completion.

NOTE: Exclude drafters performing elementary tasks while receiving training in the most basic drafting methods.

Drafter II

Prepares drawings of simple, easily visualized parts of equipment from sketches or marked-up prints. Selects appropriate templates 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.

Drafter III

Prepares various drawings of parts and assemblies, including 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 industry. Familiar or recurring work is assigned in general terms; unfamiliar assignments include information on methods, procedures, sources of information, and precedents to be followed. Simple revisions to existing drawings may be assigned with a verbal explanation of the desired results; more complex revisions are produced from sketches which clearly depict the desired product.

Drafter IV

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 compute weights, load capacities, dimensions, quantities of materials, etc. Working from sketches and verbal information supplied by an engineer or designer, determines 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 designer may suggest methods of approach or provide advice on unusually difficult problems.

NOTE: Exclude 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 V

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 perform engineering design work in interpreting general designs prepared by others or in completing missing design details. May provide advice and guidance to lower level drafters or serve as coordinator and planner for large and complex drafting projects.

ELECTRONICS TECHNICIAN

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

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

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

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

Electronics Technician I

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

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

Electronics Technician II

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

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

Electronics Technician III

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

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

REGISTERED INDUSTRIAL NURSE

A registered nurse gives nursing service under general medical direction to ill or injured employees or other persons who become ill or suffer an accident on the premises

of a factory or other establishment. Duties involve *a combination of the following*: Giving first aid to the ill or injured; attending to subsequent dressing of employees' injuries; keeping records of patients treated; preparing accident reports for compensation or other purposes; assisting in physical examinations and health evaluations of applicants and employees; and planning and carrying out programs involving health education, accident prevention, evaluation of plant environment, or other activities affecting the health, welfare, and safety of all personnel. Nursing supervisors or head nurses in establishments employing more than one nurse are excluded.

Maintenance, Toolroom, and Powerplant

MAINTENANCE CARPENTER

Performs the carpentry duties necessary to construct and maintain in good repair building woodwork and equipment such as bins, cribs, counters, benches, partitions, doors, floors, stairs, casings, and trim made of wood in an establishment. Work involves *most of the following*: Planning and laying out of work from blueprints, drawings, models, or verbal instructions; using a variety of carpenter's handtools, portable power tools, and standard measuring instruments; making standard shop computations relating to dimensions of work; and selecting materials necessary for the work. In general, the work of the maintenance carpenter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

MAINTENANCE ELECTRICIAN

Performs a variety of electrical trade functions such as the installation, maintenance, or repair of equipment for the generation, distribution, or utilization of electric energy in an establishment. Work involves *most of the following*: Installing or repairing any of a variety of electrical equipment such as generators, transformers, switchboards, controllers, circuit breakers, motors, heating units, conduit systems, or other transmission equipment; working from blueprints, drawings, layouts, or other specifications; locating and diagnosing trouble in the electrical system or equipment; working standard computations relating to load requirements of wiring or electrical equipment; and using a variety of electrician's handtools and measuring and testing instruments. In general, the work of the maintenance electrician requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

MAINTENANCE PAINTER

Paints and redecorates walls, woodwork, and fixtures of an establishment. Work involves *the following*: Knowledge of surface peculiarities and types of paint required for different applications; preparing surface for painting by removing old finish or by placing putty or filler in nail holes and interstices; and applying paint with spray gun or brush. May mix colors, oils, white lead, and other paint ingredients to obtain proper color or consistency. In general, the work of the maintenance painter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

MAINTENANCE MACHINIST

Produces replacement parts and new parts in making repairs of metal parts of mechanical equipment operated in an establishment. Work involves *most of the*

following: Interpreting written instructions and specifications; planning and laying out of work; using a variety of machinist's handtools and precision measuring instruments; setting up and operating standard machine tools; shaping of metal parts to close tolerances; making standard shop computations relating to dimensions of work, tooling, feeds, and speeds of machining; knowledge of the working properties of the common metals; selecting standard materials, parts, and equipment required for this work; and fitting and assembling parts into mechanical equipment. In general, the machinist's work normally requires a rounded training in machine-shop practice usually acquired through a formal apprenticeship or equivalent training and experience.

MAINTENANCE MECHANIC (MACHINERY)

Repairs machinery or mechanical equipment of an establishment. Work involves *most of the following*: Examining machines and mechanical equipment to diagnose source of trouble; dismantling or partly dismantling machines and performing repairs that mainly involve the use of handtools in scraping and fitting parts; replacing broken or defective parts with items obtained from stock; ordering the production of a replacement part by a machine shop or sending the machine to a machine shop for major repairs; preparing written specifications for major repairs or for the production of parts ordered from machine shops; reassembling machines; and making all necessary adjustments for operation. In general, the work of a machinery maintenance mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Excluded from this classification are workers whose *primary duties* involve setting up or adjusting machines.

MAINTENANCE MECHANIC (MOTOR VEHICLE)

Repairs automobiles, buses, motortrucks, and tractors of an establishment. Work involves *most of the following*: Examining automotive equipment to diagnose source of trouble; disassembling equipment and performing repairs that involve the use of such handtools as wrenches, gauges, drills, or specialized equipment in disassembling or fitting parts; replacing broken or defective parts from stock; grinding and adjusting valves; reassembling and installing the various assemblies in the vehicle and making necessary adjustments; and aligning wheels, adjusting brakes and lights, or tightening body bolts. In general, the work of the motor vehicle maintenance mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

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

MAINTENANCE PIPEFITTER

Installs or repairs water, steam, gas, or other types of pipe and pipefittings in an establishment. Work involves *most of the following*: Laying out work and measuring to locate position of pipe from drawings or other written specifications; cutting various sizes of pipe to correct lengths with chisel and hammer or oxyacetylene torch or pipe-cutting machines; threading pipe with stocks and dies; bending pipe by hand-driven or power-driven machines; assembling pipe with couplings and fastening pipe to hangers; making standard shop computations relating to pressures, flow, and size of pipe required; and making standard tests to determine whether finished pipes meet specifications. In general, the work of the maintenance pipefitter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent

training and experience. *Workers primarily engaged in installing and repairing building sanitation or heating systems are excluded.*

MAINTENANCE SHEET-METAL WORKER

Fabricates, installs, and maintains in good repair the sheet-metal equipment and fixtures (such as machine guards, grease pans, shelves, lockers, tanks, ventilators, chutes, ducts, metal roofing) of an establishment. Work involves *most of the following*: Planning and laying out all types of sheet-metal maintenance work from blueprints, models, or other specifications; setting up and operating all available types of sheet-metal working machines; using a variety of handtools in cutting, bending, forming, shaping, fitting, and assembling; and installing sheet-metal articles as required. In general, the work of the maintenance sheet-metal worker requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

MILLWRIGHT

Installs new machines or heavy equipment, and dismantles and installs machines or heavy equipment when changes in the plant layout are required. Work involves *most of the following*: Planning and laying out work; interpreting blueprints or other specifications; using a variety of handtools and rigging; making standard shop computations relating to stresses, strength of materials, and centers of gravity; aligning and balancing equipment; selecting standard tools, equipment, and parts to be used; and installing and maintaining in good order power transmission equipment such as drives and speed reducers. In general, the millwright's work normally requires a rounded training and experience in the trade acquired through a formal apprenticeship or equivalent training and experience.

MAINTENANCE TRADES HELPER

Assists one or more workers in the skilled maintenance trades by performing specific or general duties of lesser skill, such as keeping a worker supplied with materials and tools; cleaning working area, machine, and equipment; assisting journeyman by holding materials or tools; and performing other unskilled tasks as directed by journeyman. The kind of work the helper is permitted to perform varies from trade to trade: In some trades the helper is confined to supplying, lifting, and holding materials and tools, and cleaning working areas; and in others he is permitted to perform specialized machine operations, or parts of a trade that are also performed by workers on a full-time basis.

MACHINE-TOOL OPERATOR (TOOLROOM)

Specializes in operating one or more than one type of machine tool (e.g., jig borer, grinding machine, engine lathe, milling machine) to machine metal for use in making or maintaining 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 performing difficult machining operations which require complicated setups or a high degree of accuracy; setting up machine tool or tools (e.g., install cutting tools and adjust guides, stops, working tables, and other controls to handle the size of stock to be machined; determine proper feeds, speeds, tooling, and operation sequence or select those prescribed in drawings, blueprints, or layouts); using a variety of precision measuring instruments; making necessary adjustments during machining operation to achieve requisite dimensions to very close tolerances. May be

required to select proper coolants and cutting and lubricating oils, to recognize when tools need dressing, and to dress tools. In general, the work of a machine-tool operator (toolroom) at the skill level called for in this classification requires extensive knowledge of machine-shop and toolroom practice usually acquired through considerable on-the-job training and experience.

For cross-industry wage study purposes, this classification does *not* include machine-tool operators (toolroom) employed in tool and die jobbing shops.

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).

STATIONARY ENGINEER

Operates and maintains one or more systems which provide an establishment with such services as heat, air-conditioning (cool, humidify, dehumidify, filter, and circulate air), refrigeration, steam or high-temperature water, or electricity. Duties involve: Observing and interpreting readings on gauges, meters, and charts which register various aspects of the system's operation; adjusting controls to insure safe and efficient operation of the system and to meet demands for the service provided; recording in logs various aspects of the system's operation; keeping the engines, machinery, and equipment of the system in good working order. May direct and coordinate activities of other workers (not stationary engineers) in performing tasks directly related to operating and maintaining the system or systems.

The classification excludes head or chief engineers in establishments employing more than one engineer; workers required to be skilled in the repair of electronic control equipment; and workers in establishments producing electricity, steam, or heated or cooled air primarily for sale.

BOILER TENDER

Tends one or more boilers to produce steam or high-temperature water for use in an establishment. Fires boiler. Observes and interprets readings on gauges, meters, and charts which register various aspects of boiler operation. Adjusts controls to insure safe and efficient boiler operation and to meet demands for steam or high-temperature water. May also do one or more of the following: Maintain a log in which various aspects of boiler operation are recorded; clean, oil, make minor repairs or assist in

repairs to boilerroom equipment; and, following prescribed methods, treat boiler water with chemicals and analyze boiler water for such things as acidity, causticity, and alkalinity.

The classification excludes workers in establishments producing electricity, steam, or heated or cooled air primarily for sale.

Material Movement and Custodial

TRUCKDRIVER

Drives a truck within a city or industrial area to transport materials, merchandise, equipment, or workers between various types of establishments such as: Manufacturing plants, freight depots, warehouses, wholesale and retail establishments, or between retail establishments and customers' houses or places of business. May also load or unload truck with or without helpers, make minor mechanical repairs, and keep truck in good working order. *Salesroute 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

SHIPPER AND RECEIVER

Performs *clerical and physical* tasks in connection with shipping goods of the establishment in which employed and 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.

Shippers typically are responsible for most of 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; preparing and keeping records of goods shipped, e.g., manifests, bills of lading.

Receivers typically are responsible for most of 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; preparing and keeping records of goods received.

For wage study purposes, workers are classified as follows:

Shipper

Receiver

Shipper and receiver

WAREHOUSEMAN

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

Exclude workers whose *primary* duties involve shipping and receiving work (see Shipper and receiver and Shipping packer), order filling (see Order filler), or operating power trucks (see Power-truck operator).

ORDER FILLER

Fills shipping or transfer orders for finished goods from stored merchandise in accordance with specifications on sales slips, customers' orders, or other instructions. May, in addition to filling orders and indicating items filled or omitted, keep records of outgoing orders, requisition additional stock or report short supplies to supervisor, and perform other related duties.

SHIPPING PACKER

Prepares finished products for shipment or storage by placing them in shipping containers, the specific operations performed being dependent upon the type, size, and number of units to be packed, the type of container employed, and method of shipment. Work requires the placing of items in shipping containers and *may involve one or more of the following*: Knowledge of various items of stock in order to verify content; selection of appropriate type and size of container; inserting enclosures in container; using excelsior or other material to prevent breakage or damage; closing and sealing container; and applying labels or entering identifying data on container. *Packers who also make wooden boxes or crates are excluded.*

MATERIAL HANDLING LABORER

A worker employed in a warehouse, manufacturing plant, store, or other establishment whose duties involve *one or more of the following*: Loading and unloading various materials and merchandise on or from freight cars, trucks, or other transporting devices; unpacking, shelving, or placing materials or merchandise in proper storage location; and transporting materials or merchandise by handtruck, car, or wheelbarrow. *Longshore workers, who load and unload ships, are excluded.*

POWER-TRUCK OPERATOR

Operates a manually controlled gasoline- or electric-powered truck or tractor to transport goods and materials of all kinds about a warehouse, manufacturing plant, or other establishment.

For wage study purposes, workers are classified by type of powertruck, as follows:

Forklift operator

Power-truck operator (other than forklift)

GUARD

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 motor vehicle, or escorting persons or property. May be deputized to make arrests. May also help visitors and customers by answering questions and giving directions.

Guards employed by establishments which provide protective services on a contract basis are included in this occupation.

For wage study purposes, guards are classified as follows:

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 which require minimal action to safeguard

property or persons. Duties require minimal training. Commonly, the guard is not required to demonstrate physical fitness. May be armed, but generally is not required to demonstrate proficiency in the use of firearms or special weapons.

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. Commonly, the guard is required to demonstrate continuing physical fitness and proficiency with firearms or other special weapons.

JANITOR, PORTER, OR CLEANER

Cleans and keeps in an orderly condition factory working areas and washrooms, or premises of an office, apartment house, or commercial or other establishment. Duties involve *a combination of the following*: Sweeping, mopping or scrubbing, and polishing floors; removing chips, trash, and other refuse; dusting equipment, furniture, or fixtures; polishing metal fixtures or trimmings; providing supplies and minor maintenance services; and cleaning lavatories, showers, and restrooms. *Workers who specialize in window washing are excluded.*

Appendix C.

Job Conversion Table

Beginning in 1981, multilevel jobs are identified by numeric instead of alphabetic designations. A conversion table for the affected occupations follows:

Occupation	Numeric designation (currently used)	Alphabetic designation (previously used)	Occupation	Numeric designation (currently used)	Alphabetic designation (previously used)
Secretary.....	I	E	Computer systems analyst (business).....	I	C
	II	D		II	B
	III	C		III	A
	IV	B			
	V	A			
Stenographer.....	I	General	Computer programmer (business).....	I	C
	II	Senior		II	B
				III	A
Typist.....	I	B	Computer operator.....	I	C
	II	A		II	B
File clerk.....	I	C		III	A
	II	B			
	III	A	Drafter.....	I	
Order clerk.....	I	B		II	(not
	II	A		III	comparable)
				IV	
Accounting clerk.....	I			V	
	II	(not	Electronics technician.....	I	C
	III	comparable)		II	B
	IV			III	A
Key entry operator.....	I	B	Guard.....	I	B
	II	A		II	A

Area Wage Surveys

A list of the latest bulletins available is presented below. Bulletins may be purchased from any of the BLS regional offices shown on the back cover, or from the Superintendent of Documents, U.S. Government Printing Office, Washington, D. C. 20402. Make checks payable to Superintendent of Documents. A directory of occupational wage surveys, covering the years 1974 through 1979, is available on request.

Area	Bulletin number and price*	Bulletin number and price*
Albany-Schenectady-Troy, N.Y., Sept. 1980 ¹	3000-45	\$2.25
Anaheim-Santa Ana-Garden Grove, Calif., Oct. 1980	3000-62	\$2.00
Atlanta, Ga., May 1981 ¹	3010-24	\$3.25
Baltimore, Md., Aug. 1981 ¹	3010-39	\$3.00
Billings, Mont., July 1981	3010-25	\$2.25
Boston, Mass., Aug. 1980	3000-40	\$2.25
Buffalo, N.Y., Oct. 1980	3000-52	\$2.25
Chattanooga, Tenn.—Ga., Sept. 1980	3000-44	\$1.75
Chicago, Ill., May 1980	3010-19	\$2.75
Cincinnati, Ohio—Ky.—Ind., July 1981	3010-30	\$2.75
Cleveland, Ohio, Sept. 1980 ¹	3000-46	\$3.25
Columbus, Ohio, Oct. 1980	3000-48	\$2.00
Corpus Christi, Tex., July 1981	3010-22	\$2.25
Dallas—Fort Worth, Tex., Dec. 1980 ¹	3000-67	\$3.25
Davenport—Rock Island—Moline, Iowa—Ill., Feb. 1981	3010- 7	\$2.25
Dayton, Ohio, Dec. 1980 ¹	3000-64	\$2.25
Daytona Beach, Fla., Aug. 1981	3010-38	\$2.25
Denver—Boulder, Colo., Dec. 1980 ¹	3000-68	\$3.25
Detroit, Mich., Apr. 1981	3010-12	\$2.75
Fresno, Calif., June 1981	3010-27	\$2.25
Gainesville, Fla., Sept. 1980 ¹	3000-55	\$2.00
Gary—Hammond—East Chicago, Ind., Nov. 1980 ¹	3000-56	\$1.75
Green Bay, Wis., July 1981 ¹	3010-26	\$2.75
Greensboro—Winston-Salem—High Point, N.C., Aug. 1980 ¹	3000-50	\$2.25
Greenville—Spartanburg, S.C., June 1981	3010-23	\$2.25
Hartford, Conn., Mar. 1981	3010-21	\$2.50
Houston, Tex., May 1981	3010-14	\$2.75
Huntsville, Ala., Feb. 1981	3010- 5	\$2.25
Indianapolis, Ind., Oct. 1980	3000-47	\$2.25
Jackson, Miss., Jan. 1981	3010- 4	\$1.75
Jacksonville, Fla., Dec. 1980	3000-66	\$1.75
Kansas City, Mo.—Kans., Sept. 1980	3000-42	\$2.25
Los Angeles—Long Beach, Calif., Oct. 1980	3000-63	\$2.25
Louisville, Ky.—Ind., Nov. 1980 ¹	3000-65	\$2.25

Area	Bulletin number and price*	Bulletin number and price*
Memphis, Tenn.—Ark.—Miss., Nov. 1980	3000-59	\$1.75
Miami, Fla., Oct. 1980	3000-51	\$2.25
Milwaukee, Wis., May 1981 ¹	3010-16	\$3.25
Minneapolis—St. Paul, Minn.—Wis., Jan. 1981 ¹	3010- 1	\$3.75
Nassau—Suffolk, N.Y., June 1981 ¹	3010-31	\$3.00
Newark, N.J., Jan. 1981	3010- 3	\$2.25
New Orleans, La., Oct. 1980	3000-58	\$2.00
New York, N.Y.—N.J., May 1980	3000-24	\$2.25
Norfolk—Virginia Beach—Portsmouth, Va.—N.C., May 1981	3010-17	\$2.25
Northeast Pennsylvania, Aug. 1980	3000-37	\$1.75
Oklahoma City, Okla., Aug. 1981	3010-37	\$2.25
Omaha, Nebr.—Iowa, Oct. 1980 ¹	3000-57	\$2.25
Paterson—Clifton—Passaic, N.J., June 1981	3010-35	\$2.25
Philadelphia, Pa.—N.J., Nov. 1980	3000-53	\$2.25
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Sacramento, Calif., Dec. 1980 ¹	3000-70	\$2.25
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Salt Lake City—Ogden, Utah, Nov. 1980	3000-60	\$2.00
San Antonio, Tex., May 1981	3010-15	\$2.25
San Diego, Calif., Nov. 1980 ¹	3000-71	\$2.25
San Francisco—Oakland, Calif., Mar. 1981 ¹	3010-13	\$3.00
San Jose, Calif., Mar. 1981 ¹	3010-10	\$3.00
Seattle—Everett, Wash., Dec. 1980	3000-69	\$1.75
South Bend, Ind., Aug. 1981	3010-33	\$2.25
Toledo, Ohio—Mich., June 1981 ¹	3010-20	\$2.75
Trenton, N.J., Sept. 1980	3000-43	\$1.75
Washington, D.C.—Md.—Va., Mar. 1981 ¹	3010- 6	\$3.00
Wichita, Kans., Apr. 1981	3010-11	\$2.25
Worcester, Mass., Apr. 1981	3010-34	\$2.25
York, Pa., Feb. 1981 ¹	3010- 9	\$2.75

* Prices are determined by the Government Printing Office and are subject to change.

¹ Data on establishment practices and supplementary wage provisions are also presented.

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