

# **Occupational Compensation Survey: Pay Only**

**Indianapolis, Indiana,  
Metropolitan Area,  
September 1995**



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U.S. Department of Labor  
Bureau of Labor Statistics

Bulletin 3080-42

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## Preface

This bulletin provides results of a September 1995 survey of occupational pay in the Indianapolis, IN Metropolitan Statistical Area. This survey was conducted as part of the U.S. Bureau of Labor Statistics Occupational Compensation Survey Program. Data from this program are for use in implementing the Federal Employees Pay Comparability Act of 1990. The survey was conducted by the Bureau's regional office in Chicago, under the direction of Ronald H. Pritzlaff, Assistant Regional Commissioner for Operations.

The survey could not have been conducted without the cooperation of the many private firms and government jurisdictions that provided pay data included in this bulletin. The Bureau thanks these respondents for their cooperation.

For additional information regarding this survey or similar surveys conducted in this regional area, please contact the BLS Chicago Regional Office at (312) 353-1880. You may also write to the Bureau of Labor Statistics at: Division of Occupational Pay and Employee Benefits, 2 Massachusetts Avenue, NE, Washington, D.C. 20212-0001 or call the Occupational Compensation Survey Program information line at (202) 606-6220.

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# Occupational Compensation Survey: Pay Only

# Indianapolis, Indiana, Metropolitan Area, September 1995



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

Bureau of Labor Statistics  
Katharine G. Abraham,  
Commissioner

March 1996

Bulletin 3080-42

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# Introduction

This survey of occupational pay in the Indianapolis, IN Metropolitan Statistical Area (Boone, Hamilton, Hancock, Hendricks, Johnson, Marion, Morgan, and Shelby Counties) was conducted as part of the U.S. Bureau of Labor Statistics Occupational Compensation Survey Program. The survey is one of a number conducted annually in metropolitan areas throughout the United States. (See listing of reports for other surveys at the end of this bulletin.)

A major objective of the Occupational Compensation Survey Program is to describe the level and distribution of occupational pay in a variety of the Nation's local labor markets, using a consistent survey approach. Another Program objective is to provide information on the incidence of employee benefits among and within local labor markets. However, no benefits data were collected for this survey.

The Program develops information that is used for a variety of purposes, including wage and salary administration, collective bargaining, and assistance in determining business or plant location. Survey results also are used by the U.S. Department of Labor in making wage determinations under the Service Contract Act, and by the President's Pay Agent (the Secretary of Labor and Directors of the U.S. Office of Personnel Management and the U.S. Office of Management and Budget) in determining local pay adjustments under the Federal Employee Pay Comparability Act of 1990. This latter requirement resulted in: (1) Expanding the survey's industrial coverage to include all private nonfarm establishments (except households) employing 50 workers or more and to State and local governments and (2) adding more professional, administrative, technical, and protective service occupations to the surveys.

## Pay

The A-series tables provide estimates of straight-time weekly or hourly pay by occupation. Tables A-1 through A-5 provide data for selected white- and blue-collar occupations common to a variety of industries.

Occupational pay information is presented for all industries covered by the survey and, where possible, for private industry (e.g., for goods- and service-producing industries) and for State and local governments. Within private industry, more detailed information is presented to the extent that the survey establishment sample can support such detail.

## Appendixes

Appendix A describes the concepts, methods, and coverage used in the Occupational Compensation Survey Program. It also includes information on the area's industrial composition and the reliability of occupational pay estimates.

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

**Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Indianapolis, IN, September 1995**

| Occupation and level               | Number of workers | Average weekly hours <sup>1</sup> (standard) | Weekly pay (in dollars) <sup>2</sup> |        |              |   | Percent of workers receiving straight-time weekly pay (in dollars) of— |           |           |                  |           |           |           |           |           |           |           |           |            |             |             |             |                  |                  |                  |             |               |   |   |   |
|------------------------------------|-------------------|----------------------------------------------|--------------------------------------|--------|--------------|---|------------------------------------------------------------------------|-----------|-----------|------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|-------------|-------------|-------------|------------------|------------------|------------------|-------------|---------------|---|---|---|
|                                    |                   |                                              | Mean                                 | Median | Middle range |   | 300 and under 350                                                      | 350 - 400 | 400 - 450 | 450 - 500        | 500 - 550 | 550 - 600 | 600 - 650 | 650 - 700 | 700 - 750 | 750 - 800 | 800 - 850 | 850 - 900 | 900 - 1000 | 1000 - 1100 | 1100 - 1200 | 1200 - 1300 | 1300 - 1400      | 1400 - 1500      | 1500 - 1600      | 1600 - 1800 | 1800 and over |   |   |   |
|                                    |                   |                                              |                                      |        |              |   |                                                                        |           |           |                  |           |           |           |           |           |           |           |           |            |             |             |             |                  |                  |                  |             |               |   |   |   |
| PROFESSIONAL OCCUPATIONS           |                   |                                              |                                      |        |              |   |                                                                        |           |           |                  |           |           |           |           |           |           |           |           |            |             |             |             |                  |                  |                  |             |               |   |   |   |
| Accountants                        |                   |                                              |                                      |        |              |   |                                                                        |           |           |                  |           |           |           |           |           |           |           |           |            |             |             |             |                  |                  |                  |             |               |   |   |   |
| Level I .....                      | 170               | 40.0                                         | \$444                                | \$433  | \$401        | — | \$451                                                                  | 11        | 13        | 49               | 14        | 4         | 1         | 4         | 2         | 1         | 2         | —         | —          | —           | —           | —           | —                | —                | —                | —           | —             | — | — | — |
| Level II .....                     | 548               | 39.9                                         | 590                                  | 558    | 500          | — | 635                                                                    | —         | 5         | 7                | 12        | 22        | 20        | 11        | 8         | 3         | 3         | 2         | 2          | 2           | 2           | 1           | ( <sup>3</sup> ) | —                | —                | —           | —             | — | — |   |
| Private industry .....             | 433               | 39.8                                         | 621                                  | 577    | 519          | — | 665                                                                    | —         | —         | ( <sup>3</sup> ) | 11        | 26        | 23        | 12        | 9         | 4         | 3         | 2         | 2          | 3           | 2           | 2           | ( <sup>3</sup> ) | —                | —                | —           | —             | — | — |   |
| Goods-producing industries .....   | 185               | 40.0                                         | 704                                  | 635    | 577          | — | 816                                                                    | —         | —         | —                | 5         | 10        | 21        | 16        | 13        | 3         | 4         | 5         | 5          | 7           | 5           | 4           | 1                | —                | —                | —           | —             | — | — |   |
| Manufacturing .....                | 185               | 40.0                                         | 704                                  | 635    | 577          | — | 816                                                                    | —         | —         | —                | 5         | 10        | 21        | 16        | 13        | 3         | 4         | 5         | 5          | 7           | 5           | 4           | 1                | —                | —                | —           | —             | — | — |   |
| Service-producing industries ..... | 248               | 39.7                                         | 560                                  | 548    | 500          | — | 596                                                                    | —         | —         | ( <sup>3</sup> ) | 15        | 37        | 25        | 9         | 7         | 4         | 3         | —         | —          | —           | —           | —           | —                | —                | —                | —           | —             | — | — |   |
| Transportation and utilities ..... | 37                | 40.0                                         | 671                                  | —      | —            | — | —                                                                      | —         | —         | —                | 14        | 5         | 8         | 32        | 22        | 19        | —         | —         | —          | —           | —           | —           | —                | —                | —                | —           | —             | — | — |   |
| State and local government .....   | 115               | 40.0                                         | 473                                  | 445    | 404          | — | 508                                                                    | —         | 24        | 30               | 17        | 9         | 10        | 8         | 1         | —         | —         | —         | —          | —           | —           | —           | —                | —                | —                | —           | —             | — | — |   |
| Level III .....                    | 635               | 39.9                                         | 765                                  | 734    | 649          | — | 850                                                                    | —         | —         | —                | —         | 4         | 6         | 15        | 10        | 19        | 16        | 5         | 11         | 8           | 2           | 2           | 2                | ( <sup>3</sup> ) | ( <sup>3</sup> ) | —           | —             | — | — |   |
| Private industry .....             | 551               | 39.9                                         | 788                                  | 760    | 679          | — | 864                                                                    | —         | —         | —                | —         | —         | 3         | 15        | 10        | 21        | 17        | 5         | 12         | 9           | 2           | 3           | 2                | 1                | 1                | —           | —             | — | — |   |
| Goods-producing industries .....   | 246               | 40.0                                         | 833                                  | 794    | 673          | — | 915                                                                    | —         | —         | —                | —         | —         | 3         | 17        | 7         | 11        | 14        | 7         | 15         | 11          | 3           | 6           | 4                | 1                | 1                | —           | —             | — | — |   |
| Manufacturing .....                | 208               | 40.0                                         | 868                                  | 813    | 742          | — | 937                                                                    | —         | —         | —                | —         | —         | 4         | 3         | 8         | 12        | 17        | 9         | 17         | 13          | 4           | 7           | 5                | 1                | 1                | —           | —             | — | — |   |
| Service-producing industries ..... | 305               | 39.7                                         | 752                                  | 731    | 679          | — | 789                                                                    | —         | —         | —                | —         | —         | 2         | 14        | 12        | 29        | 20        | 3         | 10         | 8           | 2           | —           | —                | —                | —                | —           | —             | — | — |   |
| Transportation and utilities ..... | 47                | 40.0                                         | 834                                  | 867    | 727          | — | 913                                                                    | —         | —         | —                | —         | —         | 4         | 2         | 9         | 13        | 4         | 9         | 21         | 34          | 4           | —           | —                | —                | —                | —           | —             | — | — |   |
| State and local government .....   | 84                | 40.0                                         | 612                                  | 580    | 531          | — | 656                                                                    | —         | —         | —                | —         | 30        | 26        | 17        | 8         | 6         | 5         | 6         | 1          | 1           | —           | —           | —                | —                | —                | —           | —             | — | — |   |
| Level IV .....                     | 293               | 39.6                                         | 976                                  | 961    | 869          | — | 1,033                                                                  | —         | —         | —                | —         | —         | —         | 1         | 1         | 2         | 3         | 12        | 11         | 39          | 16          | 8           | 3                | 1                | 2                | 2           | —             | — | — |   |
| Private industry .....             | 262               | 39.6                                         | 984                                  | 961    | 881          | — | 1,036                                                                  | —         | —         | —                | —         | —         | —         | 1         | —         | 1         | 3         | 12        | 11         | 40          | 16          | 7           | 3                | 2                | 2                | 2           | —             | — | — |   |
| Goods-producing industries .....   | 118               | 40.0                                         | 1,049                                | 996    | 923          | — | 1,144                                                                  | —         | —         | —                | —         | —         | —         | —         | —         | —         | —         | 9         | 2          | 45          | 18          | 9           | 5                | 3                | 4                | 4           | —             | — | — |   |
| Manufacturing .....                | 118               | 40.0                                         | 1,049                                | 996    | 923          | — | 1,144                                                                  | —         | —         | —                | —         | —         | —         | —         | —         | —         | —         | 9         | 2          | 45          | 18          | 9           | 5                | 3                | 4                | 4           | —             | — | — |   |
| Service-producing industries ..... | 144               | 39.3                                         | 931                                  | 924    | 864          | — | 990                                                                    | —         | —         | —                | —         | —         | —         | 2         | —         | —         | 1         | 6         | 14         | 19          | 35          | 15          | 6                | 2                | —                | —           | —             | — | — |   |
| Transportation and utilities ..... | 35                | 40.0                                         | 984                                  | —      | —            | — | —                                                                      | —         | —         | —                | —         | —         | —         | —         | —         | —         | —         | 6         | 20         | 43          | 17          | 11          | 3                | —                | —                | —           | —             | — | — |   |
| State and local government .....   | 31                | 40.0                                         | 905                                  | 924    | 758          | — | 989                                                                    | —         | —         | —                | —         | —         | —         | 3         | 6         | 13        | 3         | 13        | 10         | 29          | 10          | 10          | 3                | —                | —                | —           | —             | — | — |   |
| Level V .....                      | 56                | 39.9                                         | 1,347                                | —      | —            | — | —                                                                      | —         | —         | —                | —         | —         | —         | —         | —         | —         | —         | —         | —          | 4           | 4           | 18          | 18               | 23               | 14               | 7           | 13            | — | — |   |
| Private industry .....             | 52                | 39.9                                         | 1,364                                | —      | —            | — | —                                                                      | —         | —         | —                | —         | —         | —         | —         | —         | —         | —         | —         | —          | 2           | 2           | 19          | 15               | 25               | 15               | 8           | 13            | — | — |   |
| Accountants, Public                |                   |                                              |                                      |        |              |   |                                                                        |           |           |                  |           |           |           |           |           |           |           |           |            |             |             |             |                  |                  |                  |             |               |   |   |   |
| Level II .....                     | 78                | 40.0                                         | 676                                  | 673    | 613          | — | 760                                                                    | —         | —         | —                | —         | —         | 13        | 28        | 27        | —         | 32        | —         | —          | —           | —           | —           | —                | —                | —                | —           | —             | — | — |   |
| Private industry .....             | 78                | 40.0                                         | 676                                  | 673    | 613          | — | 760                                                                    | —         | —         | —                | —         | —         | —         | 13        | 28        | 27        | —         | 32        | —          | —           | —           | —           | —                | —                | —                | —           | —             | — | — |   |
| Service-producing industries ..... | 78                | 40.0                                         | 676                                  | 673    | 613          | — | 760                                                                    | —         | —         | —                | —         | —         | —         | 13        | 28        | 27        | —         | 32        | —          | —           | —           | —           | —                | —                | —                | —           | —             | — | — |   |
| Level III .....                    | 60                | 40.0                                         | 713                                  | 683    | 660          | — | 762                                                                    | —         | —         | —                | —         | —         | —         | 7         | 47        | 18        | 10        | 17        | —          | 2           | —           | —           | —                | —                | —                | —           | —             | — | — |   |
| Private industry .....             | 60                | 40.0                                         | 713                                  | 683    | 660          | — | 762                                                                    | —         | —         | —                | —         | —         | —         | 7         | 47        | 18        | 10        | 17        | —          | 2           | —           | —           | —                | —                | —                | —           | —             | — | — |   |
| Service-producing industries ..... | 60                | 40.0                                         | 713                                  | 683    | 660          | — | 762                                                                    | —         | —         | —                | —         | —         | —         | 7         | 47        | 18        | 10        | 17        | —          | 2           | —           | —           | —                | —                | —                | —           | —             | — | — |   |
| Level IV .....                     | 51                | 40.0                                         | 998                                  | 1,040  | 894          | — | 1,115                                                                  | —         | —         | —                | —         | —         | —         | —         | —         | —         | 14        | 4         | 8          | 18          | 25          | 31          | —                | —                | —                | —           | —             | — | — |   |
| Private industry .....             | 51                | 40.0                                         | 998                                  | 1,040  | 894          | — | 1,115                                                                  | —         | —         | —                | —         | —         | —         | —         | —         | —         | 14        | 4         | 8          | 18          | 25          | 31          | —                | —                | —                | —           | —             | — | — |   |
| Service-producing industries ..... | 51                | 40.0                                         | 998                                  | 1,040  | 894          | — | 1,115                                                                  | —         | —         | —                | —         | —         | —         | —         | —         | —         | 14        | 4         | 8          | 18          | 25          | 31          | —                | —                | —                | —           | —             | — | — |   |
| Attorneys                          |                   |                                              |                                      |        |              |   |                                                                        |           |           |                  |           |           |           |           |           |           |           |           |            |             |             |             |                  |                  |                  |             |               |   |   |   |
| Level II .....                     | 103               | 39.3                                         | 1,053                                | 1,047  | 788          | — | 1,287                                                                  | —         | —         | —                | —         | —         | —         | —         | 1         | 2         | 27        | —         | 4          | 13          | 12          | 11          | 12               | 10               | 10               | —           | —             | — | — |   |
| Level III .....                    | 96                | 39.9                                         | 1,279                                | 1,213  | 1,171        | — | 1,384                                                                  | —         | —         | —                | —         | —         | —         | —         | —         | —         | —         | —         | —          | —           | 14          | 34          | 20               | 8                | 7                | 3           | 14            | — | — |   |
| Private industry .....             | 83                | 39.8                                         | 1,290                                | 1,223  | 1,192        | — | 1,400                                                                  | —         | —         | —                | —         | —         | —         | —         | —         | —         | —         | —         | —          | —           | 11          | 34          | 20               | 10               | 8                | 2           | 14            | — | — |   |
| Service-producing industries ..... | 66                | 39.8                                         | 1,278                                | —      | —            | — | —                                                                      | —         | —         | —                | —         | —         | —         | —         | —         | —         | —         | —         | —          | —           | 14          | 41          | 12               | 6                | 9                | 3           | 15            | — | — |   |
| State and local government .....   | 13                | 40.0                                         | 1,211                                | —      | —            | — | —                                                                      | —         | —         | —                | —         | —         | —         | —         | —         | —         | —         | —         | —          | —           | 31          | 38          | 15               | —                | —                | 8           | 8             | — | — |   |

See footnotes at end of table.

**Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Indianapolis, IN, September 1995 — Continued**

| Occupation and level               | Number of workers | Average weekly hours <sup>1</sup> (standard) | Weekly pay (in dollars) <sup>2</sup> |        |              |   | Percent of workers receiving straight-time weekly pay (in dollars) of— |           |           |           |           |           |                  |                  |           |                  |           |           |            |             |             |             |             |                  |                  |                  |               |    |   |
|------------------------------------|-------------------|----------------------------------------------|--------------------------------------|--------|--------------|---|------------------------------------------------------------------------|-----------|-----------|-----------|-----------|-----------|------------------|------------------|-----------|------------------|-----------|-----------|------------|-------------|-------------|-------------|-------------|------------------|------------------|------------------|---------------|----|---|
|                                    |                   |                                              | Mean                                 | Median | Middle range |   | 300 and under 350                                                      | 350 - 400 | 400 - 450 | 450 - 500 | 500 - 550 | 550 - 600 | 600 - 650        | 650 - 700        | 700 - 750 | 750 - 800        | 800 - 850 | 850 - 900 | 900 - 1000 | 1000 - 1100 | 1100 - 1200 | 1200 - 1300 | 1300 - 1400 | 1400 - 1500      | 1500 - 1600      | 1600 - 1800      | 1800 and over |    |   |
| <b>Engineers</b>                   |                   |                                              |                                      |        |              |   |                                                                        |           |           |           |           |           |                  |                  |           |                  |           |           |            |             |             |             |             |                  |                  |                  |               |    |   |
| Level I .....                      | 117               | 40.0                                         | \$673                                | \$654  | \$613        | — | \$750                                                                  | —         | —         | —         | 1         | 4         | 17               | 27               | 12        | 13               | 16        | 9         | 1          | —           | —           | —           | —           | —                | —                | —                | —             | —  | — |
| Private industry .....             | 116               | 40.0                                         | 675                                  | 654    | 613          | — | 750                                                                    | —         | —         | —         | —         | 4         | 17               | 28               | 12        | 13               | 16        | 9         | 1          | —           | —           | —           | —           | —                | —                | —                | —             | —  | — |
| Goods-producing industries .....   | 57                | 40.0                                         | 726                                  | —      | —            | — | —                                                                      | —         | —         | —         | —         | —         | —                | 25               | 9         | 19               | 33        | 14        | —          | —           | —           | —           | —           | —                | —                | —                | —             | —  | — |
| Manufacturing .....                | 56                | 40.0                                         | 728                                  | —      | —            | — | —                                                                      | —         | —         | —         | —         | —         | —                | 23               | 9         | 20               | 34        | 14        | —          | —           | —           | —           | —           | —                | —                | —                | —             | —  | — |
| Service-producing industries ..... | 59                | 40.0                                         | 625                                  | —      | —            | — | —                                                                      | —         | —         | —         | 8         | 34        | 31               | 15               | 7         | —                | 3         | 2         | —          | —           | —           | —           | —           | —                | —                | —                | —             | —  | — |
| Level II .....                     | 725               | 39.9                                         | 778                                  | 762    | 692          | — | 865                                                                    | —         | —         | —         | —         | 2         | 4                | 8                | 14        | 19               | 14        | 13        | 10         | 12          | 4           | 1           | —           | —                | —                | —                | —             | —  | — |
| Private industry .....             | 690               | 40.0                                         | 787                                  | 769    | 702          | — | 869                                                                    | —         | —         | —         | —         | —         | 3                | 7                | 14        | 19               | 15        | 13        | 10         | 13          | 4           | 1           | —           | —                | —                | —                | —             | —  | — |
| Goods-producing industries .....   | 552               | 40.0                                         | 800                                  | 793    | 707          | — | 887                                                                    | —         | —         | —         | —         | —         | 3                | 6                | 11        | 19               | 12        | 15        | 12         | 15          | 5           | 1           | —           | —                | —                | —                | —             | —  | — |
| Manufacturing .....                | 536               | 40.0                                         | 802                                  | 798    | 707          | — | 888                                                                    | —         | —         | —         | —         | —         | 3                | 7                | 11        | 19               | 12        | 15        | 12         | 15          | 5           | 1           | —           | —                | —                | —                | —             | —  | — |
| Service-producing industries ..... | 138               | 40.0                                         | 735                                  | 740    | 670          | — | 774                                                                    | —         | —         | —         | —         | —         | —                | 9                | 27        | 20               | 29        | 8         | 3          | 4           | 1           | —           | —           | —                | —                | —                | —             | —  | — |
| Transportation and utilities ..... | 44                | 40.0                                         | 804                                  | 787    | 764          | — | 840                                                                    | —         | —         | —         | —         | —         | —                | 2                | 7         | 2                | 50        | 16        | 9          | 11          | 2           | —           | —           | —                | —                | —                | —             | —  | — |
| State and local government .....   | 35                | 38.7                                         | 593                                  | 557    | 546          | — | 636                                                                    | —         | —         | —         | —         | 40        | 23               | 20               | 6         | 6                | —         | 6         | —          | —           | —           | —           | —           | —                | —                | —                | —             | —  | — |
| Level III .....                    | 1,120             | 40.0                                         | 902                                  | 884    | 808          | — | 992                                                                    | —         | —         | —         | —         | —         | ( <sup>3</sup> ) | 3                | 3         | 5                | 10        | 16        | 18         | 22          | 13          | 6           | 3           | ( <sup>3</sup> ) | ( <sup>3</sup> ) | —                | —             | —  | — |
| Private industry .....             | 972               | 40.0                                         | 929                                  | 900    | 835          | — | 1,010                                                                  | —         | —         | —         | —         | —         | —                | ( <sup>3</sup> ) | 1         | 4                | 9         | 16        | 20         | 24          | 14          | 7           | 3           | 1                | ( <sup>3</sup> ) | ( <sup>3</sup> ) | —             | —  | — |
| Goods-producing industries .....   | 754               | 40.0                                         | 941                                  | 912    | 848          | — | 1,025                                                                  | —         | —         | —         | —         | —         | —                | ( <sup>3</sup> ) | 1         | 3                | 8         | 14        | 20         | 25          | 15          | 8           | 4           | 1                | ( <sup>3</sup> ) | ( <sup>3</sup> ) | —             | —  | — |
| Manufacturing .....                | 739               | 40.0                                         | 941                                  | 912    | 848          | — | 1,025                                                                  | —         | —         | —         | —         | —         | —                | ( <sup>3</sup> ) | 1         | 3                | 8         | 14        | 21         | 24          | 15          | 8           | 4           | 1                | ( <sup>3</sup> ) | ( <sup>3</sup> ) | —             | —  | — |
| Service-producing industries ..... | 218               | 40.0                                         | 886                                  | 867    | 810          | — | 948                                                                    | —         | —         | —         | —         | —         | —                | —                | —         | 5                | 14        | 27        | 17         | 22          | 11          | 4           | 1           | —                | —                | —                | —             | —  | — |
| State and local government .....   | 148               | 39.9                                         | 725                                  | 711    | 637          | — | 796                                                                    | —         | —         | —         | —         | —         | 2                | 26               | 20        | 14               | 14        | 9         | 7          | 7           | —           | —           | —           | —                | —                | —                | —             | —  | — |
| Level IV .....                     | 1,245             | 40.0                                         | 1,071                                | 1,060  | 972          | — | 1,158                                                                  | —         | —         | —         | —         | —         | —                | —                | —         | 1                | 2         | 7         | 7          | 21          | 30          | 22          | 10          | 5                | 2                | ( <sup>3</sup> ) | —             | —  | — |
| Private industry .....             | 1,170             | 40.0                                         | 1,080                                | 1,065  | 981          | — | 1,164                                                                  | —         | —         | —         | —         | —         | —                | —                | —         | 1                | 2         | 6         | 20         | 31          | 23          | 11          | 6           | 2                | ( <sup>3</sup> ) | ( <sup>3</sup> ) | —             | —  | — |
| Goods-producing industries .....   | 886               | 40.0                                         | 1,071                                | 1,062  | 981          | — | 1,158                                                                  | —         | —         | —         | —         | —         | —                | —                | —         | ( <sup>3</sup> ) | 2         | 7         | 20         | 34          | 22          | 8           | 5           | 1                | ( <sup>3</sup> ) | ( <sup>3</sup> ) | —             | —  | — |
| Manufacturing .....                | 885               | 40.0                                         | 1,071                                | 1,062  | 981          | — | 1,158                                                                  | —         | —         | —         | —         | —         | —                | —                | —         | ( <sup>3</sup> ) | 2         | 7         | 20         | 34          | 22          | 8           | 5           | 1                | ( <sup>3</sup> ) | ( <sup>3</sup> ) | —             | —  | — |
| Service-producing industries ..... | 284               | 40.0                                         | 1,108                                | 1,100  | 995          | — | 1,213                                                                  | —         | —         | —         | —         | —         | —                | —                | —         | 1                | 2         | 3         | 19         | 23          | 24          | 17          | 7           | 3                | —                | —                | —             | —  | — |
| State and local government .....   | 75                | 39.8                                         | 935                                  | 929    | 866          | — | 997                                                                    | —         | —         | —         | —         | —         | —                | —                | —         | 7                | 9         | 19        | 43         | 16          | 7           | —           | —           | —                | —                | —                | —             | —  | — |
| Level V:                           |                   |                                              |                                      |        |              |   |                                                                        |           |           |           |           |           |                  |                  |           |                  |           |           |            |             |             |             |             |                  |                  |                  |               |    |   |
| Private industry:                  |                   |                                              |                                      |        |              |   |                                                                        |           |           |           |           |           |                  |                  |           |                  |           |           |            |             |             |             |             |                  |                  |                  |               |    |   |
| Service-producing industries ..... | 135               | 40.0                                         | 1,282                                | 1,260  | 1,214        | — | 1,346                                                                  | —         | —         | —         | —         | —         | —                | —                | —         | —                | —         | —         | —          | 1           | 5           | 14          | 42          | 28               | 4                | 2                | 2             | 1  |   |
| State and local government .....   | 12                | 40.0                                         | 1,194                                | —      | —            | — | —                                                                      | —         | —         | —         | —         | —         | —                | —                | —         | —                | —         | —         | 8          | 17          | 33          | 33          | —           | 8                | —                | —                | —             | —  |   |
| Level VI .....                     | 50                | 40.0                                         | 1,707                                | —      | —            | — | —                                                                      | —         | —         | —         | —         | —         | —                | —                | —         | —                | —         | —         | —          | —           | —           | 2           | 4           | 12               | 8                | 48               | 26            |    |   |
| Private industry .....             | 50                | 40.0                                         | 1,707                                | —      | —            | — | —                                                                      | —         | —         | —         | —         | —         | —                | —                | —         | —                | —         | —         | —          | —           | 2           | 4           | 12          | 8                | 48               | 48               | 48            | 26 |   |
| <b>ADMINISTRATIVE OCCUPATIONS</b>  |                   |                                              |                                      |        |              |   |                                                                        |           |           |           |           |           |                  |                  |           |                  |           |           |            |             |             |             |             |                  |                  |                  |               |    |   |
| <b>Budget Analysts</b>             |                   |                                              |                                      |        |              |   |                                                                        |           |           |           |           |           |                  |                  |           |                  |           |           |            |             |             |             |             |                  |                  |                  |               |    |   |
| Level II .....                     | 10                | 40.0                                         | 536                                  | —      | —            | — | —                                                                      | —         | —         | 20        | 10        | 10        | 50               | 10               | —         | —                | —         | —         | —          | —           | —           | —           | —           | —                | —                | —                | —             | —  | — |
| State and local government .....   | 10                | 40.0                                         | 536                                  | —      | —            | — | —                                                                      | —         | —         | 20        | 10        | 10        | 50               | 10               | —         | —                | —         | —         | —          | —           | —           | —           | —           | —                | —                | —                | —             | —  | — |
| Level III:                         |                   |                                              |                                      |        |              |   |                                                                        |           |           |           |           |           |                  |                  |           |                  |           |           |            |             |             |             |             |                  |                  |                  |               |    |   |
| State and local government .....   | 15                | 40.0                                         | 623                                  | 567    | 567          | — | 710                                                                    | —         | —         | —         | 13        | 47        | 7                | —                | 20        | 7                | 7         | —         | —          | —           | —           | —           | —           | —                | —                | —                | —             | —  | — |
| Level IV:                          |                   |                                              |                                      |        |              |   |                                                                        |           |           |           |           |           |                  |                  |           |                  |           |           |            |             |             |             |             |                  |                  |                  |               |    |   |
| State and local government .....   | 7                 | 40.0                                         | 667                                  | —      | —            | — | —                                                                      | —         | —         | —         | —         | —         | 57               | —                | 43        | —                | —         | —         | —          | —           | —           | —           | —           | —                | —                | —                | —             | —  | — |

See footnotes at end of table.

**Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Indianapolis, IN, September 1995 — Continued**

| Occupation and level                  | Number of workers | Average weekly hours <sup>1</sup> (standard) | Weekly pay (in dollars) <sup>2</sup> |        |              |   | Percent of workers receiving straight-time weekly pay (in dollars) of— |           |           |           |           |                  |           |           |           |           |           |                  |                  |             |             |                  |             |             |             |             |               |   |   |
|---------------------------------------|-------------------|----------------------------------------------|--------------------------------------|--------|--------------|---|------------------------------------------------------------------------|-----------|-----------|-----------|-----------|------------------|-----------|-----------|-----------|-----------|-----------|------------------|------------------|-------------|-------------|------------------|-------------|-------------|-------------|-------------|---------------|---|---|
|                                       |                   |                                              | Mean                                 | Median | Middle range |   | 300 and under 350                                                      | 350 - 400 | 400 - 450 | 450 - 500 | 500 - 550 | 550 - 600        | 600 - 650 | 650 - 700 | 700 - 750 | 750 - 800 | 800 - 850 | 850 - 900        | 900 - 1000       | 1000 - 1100 | 1100 - 1200 | 1200 - 1300      | 1300 - 1400 | 1400 - 1500 | 1500 - 1600 | 1600 - 1800 | 1800 and over |   |   |
| <b>Buyers/Contracting Specialists</b> |                   |                                              |                                      |        |              |   |                                                                        |           |           |           |           |                  |           |           |           |           |           |                  |                  |             |             |                  |             |             |             |             |               |   |   |
| Level I .....                         | 54                | 40.0                                         | \$503                                | —      | —            | — | —                                                                      | 4         | 13        | 6         | 30        | 31               | 4         | 4         | 2         | 2         | 4         | 2                | —                | —           | —           | —                | —           | —           | —           | —           | —             | — |   |
| State and local government .....      | 12                | 40.0                                         | 458                                  | —      | —            | — | —                                                                      | 17        | 8         | 25        | 25        | 8                | 8         | 8         | —         | —         | —         | —                | —                | —           | —           | —                | —           | —           | —           | —           | —             | — |   |
| Level II .....                        | 325               | 40.0                                         | 610                                  | \$586  | \$535        | — | \$687                                                                  | —         | 3         | 6         | 4         | 15               | 30        | 11        | 14        | 6         | 4         | 3                | 1                | 3           | 1           | —                | —           | —           | —           | —           | —             | — |   |
| Private industry .....                | 272               | 40.0                                         | 633                                  | 593    | 561          | — | 692                                                                    | —         | —         | —         | 3         | 17               | 33        | 12        | 17        | 7         | 4         | 3                | 1                | 3           | 1           | —                | —           | —           | —           | —           | —             | — |   |
| Goods-producing industries .....      | 224               | 40.0                                         | 634                                  | 591    | 561          | — | 692                                                                    | —         | —         | —         | 3         | 16               | 36        | 8         | 19        | 7         | 4         | 3                | 1                | 3           | 1           | —                | —           | —           | —           | —           | —             | — |   |
| Manufacturing .....                   | 223               | 40.0                                         | 634                                  | 591    | 561          | — | 692                                                                    | —         | —         | —         | 3         | 16               | 36        | 8         | 19        | 7         | 4         | 3                | 1                | 3           | 1           | —                | —           | —           | —           | —           | —             | — |   |
| State and local government .....      | 53                | 40.0                                         | 493                                  | 448    | 431          | — | 557                                                                    | —         | 17        | 36        | 11        | 9                | 13        | 6         | —         | 6         | 2         | —                | —                | —           | —           | —                | —           | —           | —           | —           | —             | — |   |
| Level III .....                       | 144               | 40.0                                         | 853                                  | 848    | 710          | — | 972                                                                    | —         | —         | —         | —         | 8                | 6         | 1         | 2         | 14        | 7         | 11               | 8                | 20          | 13          | 4                | 2           | 2           | 1           | —           | —             | — |   |
| Private industry .....                | 123               | 40.0                                         | 896                                  | 892    | 790          | — | 1,000                                                                  | —         | —         | —         | —         | —                | 7         | —         | —         | 15        | 7         | 13               | 10               | 23          | 15          | 5                | 2           | 2           | 1           | —           | —             | — |   |
| Goods-producing industries .....      | 109               | 40.0                                         | 891                                  | 871    | 754          | — | 1,002                                                                  | —         | —         | —         | —         | —                | 8         | —         | —         | 17        | 8         | 12               | 10               | 18          | 15          | 6                | 3           | 3           | 1           | —           | —             | — |   |
| Manufacturing .....                   | 109               | 40.0                                         | 891                                  | 871    | 754          | — | 1,002                                                                  | —         | —         | —         | —         | —                | 8         | —         | —         | 17        | 8         | 12               | 10               | 18          | 15          | 6                | 3           | 3           | 1           | —           | —             | — |   |
| State and local government .....      | 21                | 40.0                                         | 599                                  | 528    | 504          | — | 679                                                                    | —         | —         | —         | —         | 57               | —         | 10        | 14        | 10        | 5         | —                | —                | 5           | —           | —                | —           | 3           | 3           | 1           | —             | — | — |
| <b>Computer Programmers</b>           |                   |                                              |                                      |        |              |   |                                                                        |           |           |           |           |                  |           |           |           |           |           |                  |                  |             |             |                  |             |             |             |             |               |   |   |
| Level II .....                        | 297               | 39.9                                         | 601                                  | 606    | 535          | — | 680                                                                    | —         | 2         | 1         | 14        | 13               | 18        | 21        | 9         | 18        | 3         | 1                | ( <sup>3</sup> ) | —           | —           | —                | —           | —           | —           | —           | —             | — | — |
| Private industry .....                | 232               | 39.9                                         | 627                                  | 615    | 577          | — | 706                                                                    | —         | —         | —         | 5         | 14               | 19        | 23        | 11        | 22        | 4         | ( <sup>3</sup> ) | ( <sup>3</sup> ) | —           | —           | —                | —           | —           | —           | —           | —             | — | — |
| Service-producing industries .....    | 207               | 39.8                                         | 625                                  | 615    | 577          | — | 706                                                                    | —         | —         | —         | 4         | 15               | 22        | 21        | 11        | 23        | 5         | —                | —                | —           | —           | —                | —           | —           | —           | —           | —             | — | — |
| State and local government .....      | 65                | 40.0                                         | 507                                  | 450    | 450          | — | 558                                                                    | —         | 9         | 5         | 46        | 9                | 11        | 12        | 2         | 5         | —         | 2                | —                | —           | —           | —                | —           | —           | —           | —           | —             | — | — |
| Level III .....                       | 301               | 39.7                                         | 675                                  | 683    | 578          | — | 750                                                                    | —         | —         | —         | —         | 16               | 16        | 10        | 11        | 20        | 22        | 4                | 1                | —           | —           | ( <sup>3</sup> ) | —           | —           | —           | —           | —             | — | — |
| Private industry .....                | 203               | 39.6                                         | 716                                  | 727    | 663          | — | 775                                                                    | —         | —         | —         | —         | —                | 14        | 10        | 12        | 26        | 33        | 5                | ( <sup>3</sup> ) | —           | —           | ( <sup>3</sup> ) | —           | —           | —           | —           | —             | — | — |
| Service-producing industries .....    | 181               | 39.5                                         | 715                                  | 717    | 648          | — | 782                                                                    | —         | —         | —         | —         | —                | 14        | 11        | 13        | 22        | 33        | 6                | 1                | —           | —           | 1                | —           | —           | —           | —           | —             | — | — |
| Transportation and utilities .....    | 25                | 40.0                                         | 805                                  | —      | —            | — | —                                                                      | —         | —         | —         | —         | —                | —         | —         | —         | 16        | 36        | 40               | 4                | —           | —           | 4                | —           | —           | —           | —           | —             | — | — |
| State and local government .....      | 98                | 40.0                                         | 589                                  | 547    | 535          | — | 626                                                                    | —         | —         | —         | —         | 50               | 19        | 11        | 8         | 8         | —         | 1                | 2                | —           | —           | —                | —           | —           | —           | —           | —             | — | — |
| <b>Computer Systems Analysts</b>      |                   |                                              |                                      |        |              |   |                                                                        |           |           |           |           |                  |           |           |           |           |           |                  |                  |             |             |                  |             |             |             |             |               |   |   |
| Level I .....                         | 397               | 39.7                                         | 729                                  | 731    | 635          | — | 817                                                                    | —         | —         | —         | 2         | ( <sup>3</sup> ) | 18        | 8         | 13        | 13        | 14        | 13               | 12               | 6           | —           | 1                | 1           | —           | —           | —           | —             | — | — |
| Private industry .....                | 265               | 39.5                                         | 775                                  | 777    | 702          | — | 852                                                                    | —         | —         | —         | —         | —                | 6         | 5         | 13        | 14        | 19        | 16               | 17               | 8           | —           | 1                | 1           | —           | —           | —           | —             | — | — |
| Service-producing industries .....    | 236               | 39.5                                         | 774                                  | 770    | 687          | — | 852                                                                    | —         | —         | —         | —         | —                | 7         | 6         | 14        | 13        | 15        | 17               | 17               | 9           | —           | 1                | 1           | —           | —           | —           | —             | — | — |
| State and local government .....      | 132               | 40.0                                         | 636                                  | 608    | 574          | — | 689                                                                    | —         | —         | —         | 5         | 1                | 42        | 14        | 14        | 11        | 4         | 7                | 2                | —           | —           | —                | —           | —           | —           | —           | —             | — | — |
| Level II .....                        | 572               | 39.7                                         | 863                                  | 863    | 779          | — | 944                                                                    | —         | —         | —         | —         | —                | —         | —         | 9         | 9         | 13        | 15               | 21               | 21          | 11          | 2                | —           | —           | —           | —           | —             | — | — |
| Private industry .....                | 431               | 39.6                                         | 887                                  | 888    | 809          | — | 958                                                                    | —         | —         | —         | —         | —                | —         | —         | 3         | 7         | 11        | 15               | 23               | 25          | 13          | 2                | —           | —           | —           | —           | —             | — | — |
| Goods-producing industries .....      | 61                | 40.0                                         | 886                                  | —      | —            | — | —                                                                      | —         | —         | —         | —         | —                | —         | —         | —         | 3         | 2         | 26               | 38               | 31          | —           | —                | —           | —           | —           | —           | —             | — | — |
| Manufacturing .....                   | 61                | 40.0                                         | 886                                  | —      | —            | — | —                                                                      | —         | —         | —         | —         | —                | —         | —         | —         | 3         | 2         | 26               | 38               | 31          | —           | —                | —           | —           | —           | —           | —             | — | — |
| Service-producing industries .....    | 370               | 39.6                                         | 887                                  | 885    | 808          | — | 962                                                                    | —         | —         | —         | —         | —                | —         | —         | 4         | 8         | 12        | 14               | 21               | 24          | 15          | 3                | —           | —           | —           | —           | —             | — | — |
| Transportation and utilities .....    | 32                | 40.0                                         | 915                                  | —      | —            | — | —                                                                      | —         | —         | —         | —         | —                | —         | —         | —         | 6         | 19        | —                | 16               | 28          | 31          | —                | —           | —           | —           | —           | —             | — | — |
| State and local government .....      | 141               | 40.0                                         | 790                                  | 771    | 696          | — | 851                                                                    | —         | —         | —         | —         | —                | —         | —         | 26        | 17        | 18        | 12               | 13               | 9           | 5           | —                | —           | —           | —           | —           | —             | — | — |
| Level III .....                       | 255               | 39.5                                         | 1,037                                | 1,045  | 955          | — | 1,122                                                                  | —         | —         | —         | —         | —                | —         | —         | 2         | —         | 1         | 4                | 4                | 24          | 29          | 29               | 5           | 2           | —           | —           | —             | — | — |
| Private industry .....                | 253               | 39.5                                         | 1,036                                | 1,044  | 955          | — | 1,121                                                                  | —         | —         | —         | —         | —                | —         | —         | 2         | —         | 1         | 4                | 4                | 25          | 29          | 29               | 5           | 2           | —           | —           | —             | — | — |
| Service-producing industries .....    | 208               | 39.4                                         | 1,029                                | 1,034  | 945          | — | 1,117                                                                  | —         | —         | —         | —         | —                | —         | —         | 3         | —         | 1         | 5                | 5                | 24          | 30          | 24               | 6           | 2           | —           | —           | —             | — | — |

See footnotes at end of table.



**Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Indianapolis, IN, September 1995 — Continued**

| Occupation and level                                 | Number of workers | Average weekly hours <sup>1</sup> (standard) | Weekly pay (in dollars) <sup>2</sup> |        |              |   | Percent of workers receiving straight-time weekly pay (in dollars) of— |           |           |                  |           |           |           |           |                  |           |           |           |            |             |             |                  |                  |             |             |             |               |   |
|------------------------------------------------------|-------------------|----------------------------------------------|--------------------------------------|--------|--------------|---|------------------------------------------------------------------------|-----------|-----------|------------------|-----------|-----------|-----------|-----------|------------------|-----------|-----------|-----------|------------|-------------|-------------|------------------|------------------|-------------|-------------|-------------|---------------|---|
|                                                      |                   |                                              | Mean                                 | Median | Middle range |   | 300 and under 350                                                      | 350 - 400 | 400 - 450 | 450 - 500        | 500 - 550 | 550 - 600 | 600 - 650 | 650 - 700 | 700 - 750        | 750 - 800 | 800 - 850 | 850 - 900 | 900 - 1000 | 1000 - 1100 | 1100 - 1200 | 1200 - 1300      | 1300 - 1400      | 1400 - 1500 | 1500 - 1600 | 1600 - 1800 | 1800 and over |   |
|                                                      |                   |                                              |                                      |        |              |   |                                                                        |           |           |                  |           |           |           |           |                  |           |           |           |            |             |             |                  |                  |             |             |             |               |   |
| <b>Computer Systems Analyst Supervisors/Managers</b> |                   |                                              |                                      |        |              |   |                                                                        |           |           |                  |           |           |           |           |                  |           |           |           |            |             |             |                  |                  |             |             |             |               |   |
| Level I:                                             |                   |                                              |                                      |        |              |   |                                                                        |           |           |                  |           |           |           |           |                  |           |           |           |            |             |             |                  |                  |             |             |             |               |   |
| State and local government .....                     | 28                | 40.0                                         | \$908                                | \$903  | \$807        | — | \$977                                                                  | —         | —         | —                | —         | —         | —         | —         | —                | 11        | 14        | 7         | 18         | 32          | 14          | 4                | —                | —           | —           | —           | —             | — |
| Level II .....                                       | 53                | 39.6                                         | 1,167                                | —      | —            | — | —                                                                      | —         | —         | —                | —         | —         | —         | —         | —                | —         | —         | 13        | 4          | 9           | 9           | 25               | 8                | 9           | 9           | 13          | —             | — |
| <b>Personnel Specialists</b>                         |                   |                                              |                                      |        |              |   |                                                                        |           |           |                  |           |           |           |           |                  |           |           |           |            |             |             |                  |                  |             |             |             |               |   |
| Level I .....                                        | 62                | 40.0                                         | 445                                  | —      | —            | — | —                                                                      | 15        | 15        | 35               | 8         | 10        | 18        | —         | —                | —         | —         | —         | —          | —           | —           | —                | —                | —           | —           | —           | —             | — |
| Level II .....                                       | 316               | 39.7                                         | 611                                  | 567    | 541          | — | 641                                                                    | —         | 1         | 5                | 5         | 24        | 28        | 15        | 6                | 2         | 5         | 1         | 2          | 3           | 1           | 1                | ( <sup>3</sup> ) | —           | —           | —           | —             | — |
| Private industry .....                               | 282               | 39.7                                         | 627                                  | 574    | 544          | — | 645                                                                    | —         | —         | ( <sup>3</sup> ) | 5         | 24        | 30        | 16        | 7                | 2         | 6         | 1         | 2          | 4           | 1           | 1                | ( <sup>3</sup> ) | —           | —           | —           | —             | — |
| Goods-producing industries .....                     | 96                | 40.0                                         | 700                                  | 581    | 556          | — | 854                                                                    | —         | —         | —                | —         | 20        | 31        | 9         | 2                | 1         | 9         | 2         | 6          | 11          | 2           | 4                | 1                | —           | —           | —           | —             | — |
| Manufacturing .....                                  | 96                | 40.0                                         | 700                                  | 581    | 556          | — | 854                                                                    | —         | —         | —                | —         | 20        | 31        | 9         | 2                | 1         | 9         | 2         | 6          | 11          | 2           | 4                | 1                | —           | —           | —           | —             | — |
| Service-producing industries .....                   | 186               | 39.5                                         | 589                                  | 567    | 544          | — | 632                                                                    | —         | —         | 1                | 8         | 27        | 29        | 19        | 9                | 3         | 4         | —         | —          | —           | —           | —                | —                | —           | —           | —           | —             | — |
| State and local government .....                     | 34                | 40.0                                         | 486                                  | 446    | 445          | — | 540                                                                    | —         | 12        | 41               | 9         | 18        | 9         | 9         | 3                | —         | —         | —         | —          | —           | —           | —                | —                | —           | —           | —           | —             | — |
| Level III .....                                      | 355               | 39.9                                         | 781                                  | 759    | 680          | — | 865                                                                    | —         | —         | —                | —         | 3         | 3         | 6         | 22               | 13        | 12        | 12        | 10         | 11          | 3           | 2                | 2                | —           | —           | —           | —             | — |
| Private industry .....                               | 322               | 39.9                                         | 793                                  | 781    | 680          | — | 865                                                                    | —         | —         | —                | —         | 2         | 1         | 6         | 23               | 13        | 11        | 13        | 11         | 12          | 4           | 2                | 2                | —           | —           | —           | —             | — |
| Goods-producing industries .....                     | 99                | 40.0                                         | 883                                  | 894    | 798          | — | 940                                                                    | —         | —         | —                | —         | 5         | —         | —         | 5                | 7         | 11        | 17        | 5          | 28          | 8           | 7                | 6                | —           | —           | —           | —             | — |
| Manufacturing .....                                  | 99                | 40.0                                         | 883                                  | 894    | 798          | — | 940                                                                    | —         | —         | —                | —         | 5         | —         | —         | 5                | 7         | 11        | 17        | 5          | 28          | 8           | 7                | 6                | —           | —           | —           | —             | — |
| Service-producing industries .....                   | 223               | 39.9                                         | 753                                  | 721    | 664          | — | 840                                                                    | —         | —         | —                | —         | 1         | 9         | 31        | 16               | 11        | 11        | 14        | 4          | 2           | —           | ( <sup>3</sup> ) | —                | —           | —           | —           | —             | — |
| State and local government .....                     | 33                | 40.0                                         | 657                                  | 630    | 567          | — | 759                                                                    | —         | —         | —                | —         | 12        | 27        | 12        | 9                | 12        | 21        | 6         | —          | —           | —           | —                | —                | —           | —           | —           | —             | — |
| Level IV .....                                       | 235               | 39.9                                         | 970                                  | 946    | 865          | — | 1,027                                                                  | —         | —         | —                | —         | —         | —         | —         | ( <sup>3</sup> ) | —         | 6         | 11        | 13         | 36          | 17          | 10               | 4                | 2           | 2           | —           | —             | — |
| Private industry .....                               | 223               | 39.8                                         | 973                                  | 946    | 865          | — | 1,029                                                                  | —         | —         | —                | —         | —         | —         | —         | —                | —         | 6         | 11        | 13         | 35          | 17          | 10               | 4                | 2           | 2           | —           | —             | — |
| Goods-producing industries .....                     | 98                | 40.0                                         | 984                                  | 946    | 865          | — | 1,028                                                                  | —         | —         | —                | —         | —         | —         | —         | —                | —         | —         | 9         | 20         | 29          | 23          | 12               | 3                | 3           | —           | —           | —             | — |
| Manufacturing .....                                  | 98                | 40.0                                         | 984                                  | 946    | 865          | — | 1,028                                                                  | —         | —         | —                | —         | —         | —         | —         | —                | —         | —         | 9         | 20         | 29          | 23          | 12               | 3                | 3           | —           | —           | —             | — |
| Service-producing industries .....                   | 125               | 39.7                                         | 965                                  | 923    | 856          | — | 1,029                                                                  | —         | —         | —                | —         | —         | —         | —         | —                | —         | 10        | 12        | 7          | 41          | 12          | 9                | 5                | 1           | 3           | —           | —             | — |
| Transportation and utilities .....                   | 28                | 40.0                                         | 1,032                                | —      | —            | — | —                                                                      | —         | —         | —                | —         | —         | —         | —         | —                | —         | 11        | 4         | 11         | 25          | 14          | 11               | 21               | 4           | —           | —           | —             | — |
| State and local government .....                     | 12                | 40.0                                         | 907                                  | —      | —            | — | —                                                                      | —         | —         | —                | —         | —         | —         | —         | 8                | —         | —         | 17        | 17         | 42          | 17          | —                | —                | —           | —           | —           | —             | — |

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

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

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

<sup>4</sup> Workers were distributed as follows: 18 percent at \$1,800 and under \$2,000 and 8 percent at \$2,000 and under \$2,200.

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

**Table A-2. All establishments: Weekly hours and pay of technical and protective service occupations, Indianapolis, IN, September 1995**

| Occupation and level               | Number of workers | Average weekly hours <sup>1</sup> (standard) | Weekly pay (in dollars) <sup>2</sup> |        |               |                  | Percent of workers receiving straight-time weekly pay (in dollars) of— |                  |           |           |           |           |           |           |           |           |           |           |           |                  |           |           |           |           |              |                 |
|------------------------------------|-------------------|----------------------------------------------|--------------------------------------|--------|---------------|------------------|------------------------------------------------------------------------|------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------------|-----------|-----------|-----------|-----------|--------------|-----------------|
|                                    |                   |                                              | Mean                                 | Median | Middle range  |                  | 250 and under 275                                                      | 275 - 300        | 300 - 325 | 325 - 350 | 350 - 375 | 375 - 400 | 400 - 425 | 425 - 450 | 450 - 475 | 475 - 500 | 500 - 550 | 550 - 600 | 600 - 650 | 650 - 700        | 700 - 750 | 750 - 800 | 800 - 850 | 850 - 900 | 900 and over |                 |
| TECHNICAL OCCUPATIONS              |                   |                                              |                                      |        |               |                  |                                                                        |                  |           |           |           |           |           |           |           |           |           |           |           |                  |           |           |           |           |              |                 |
| Computer Operators                 |                   |                                              |                                      |        |               |                  |                                                                        |                  |           |           |           |           |           |           |           |           |           |           |           |                  |           |           |           |           |              |                 |
| Level II .....                     | 361               | 39.5                                         | \$434                                | \$416  | \$384 - \$500 | ( <sup>3</sup> ) | 2                                                                      | 3                | 10        | 7         | 10        | 22        | 10        | 6         | 4         | 19        | 4         | 1         | 1         | -                | 1         | -         | -         | -         | -            | -               |
| Private industry .....             | 272               | 39.4                                         | 449                                  | 438    | 402 - 508     | ( <sup>3</sup> ) | -                                                                      | 3                | 4         | 4         | 8         | 25        | 12        | 7         | 6         | 22        | 6         | 1         | -         | -                | 1         | -         | -         | -         | -            | -               |
| Goods-producing industries .....   | 104               | 40.0                                         | 464                                  | 444    | 414 - 508     | 1                | -                                                                      | 3                | -         | -         | 2         | 38        | 8         | 6         | -         | 38        | 2         | -         | -         | -                | 3         | -         | -         | -         | -            | -               |
| Manufacturing .....                | 104               | 40.0                                         | 464                                  | 444    | 414 - 508     | 1                | -                                                                      | 3                | -         | -         | 2         | 38        | 8         | 6         | -         | 38        | 2         | -         | -         | -                | 3         | -         | -         | -         | -            | -               |
| Service-producing industries ..... | 168               | 39.0                                         | 439                                  | 429    | 397 - 489     | -                | -                                                                      | 4                | 7         | 7         | 13        | 17        | 14        | 8         | 9         | 13        | 8         | 1         | -         | -                | -         | -         | -         | -         | -            | -               |
| State and local government .....   | 89                | 40.0                                         | 389                                  | 366    | 346 - 413     | -                | 9                                                                      | 3                | 27        | 13        | 16        | 11        | 6         | 2         | 1         | 8         | -         | -         | 3         | -                | -         | -         | -         | -         | -            | -               |
| Level III .....                    | 185               | 39.6                                         | 548                                  | 542    | 460 - 585     | -                | -                                                                      | -                | -         | -         | 1         | 8         | 4         | 15        | 7         | 26        | 18        | 5         | 11        | -                | -         | -         | -         | -         | -            | -               |
| Private industry .....             | 163               | 39.5                                         | 550                                  | 542    | 459 - 585     | -                | -                                                                      | -                | -         | -         | 1         | 9         | 4         | 15        | 5         | 25        | 17        | 5         | 13        | -                | -         | -         | 6         | -         | -            | -               |
| Goods-producing industries .....   | 63                | 40.0                                         | 615                                  | -      | -             | -                | -                                                                      | -                | -         | -         | 2         | 6         | 6         | -         | -         | 35        | -         | 2         | 33        | -                | -         | -         | 16        | -         | -            | -               |
| Manufacturing .....                | 63                | 40.0                                         | 615                                  | -      | -             | -                | -                                                                      | -                | -         | -         | 2         | 6         | 6         | -         | -         | 35        | -         | 2         | 33        | -                | -         | -         | 16        | -         | -            | -               |
| Service-producing industries ..... | 100               | 39.3                                         | 509                                  | 504    | 459 - 567     | -                | -                                                                      | -                | -         | -         | -         | 11        | 3         | 25        | 8         | 18        | 28        | 7         | -         | -                | -         | -         | -         | -         | -            | -               |
| State and local government .....   | 22                | 40.0                                         | 529                                  | 520    | 478 - 575     | -                | -                                                                      | -                | -         | -         | -         | -         | -         | 9         | 23        | 36        | 23        | 9         | -         | -                | -         | -         | -         | -         | -            | -               |
| Drafters                           |                   |                                              |                                      |        |               |                  |                                                                        |                  |           |           |           |           |           |           |           |           |           |           |           |                  |           |           |           |           |              |                 |
| Level I .....                      | 54                | 40.0                                         | 404                                  | -      | - - - -       | -                | -                                                                      | 22               | -         | 17        | -         | 7         | 37        | 2         | 15        | -         | -         | -         | -         | -                | -         | -         | -         | -         | -            | -               |
| Private industry .....             | 52                | 40.0                                         | 403                                  | -      | - - - -       | -                | -                                                                      | 23               | -         | 15        | -         | 8         | 38        | -         | 15        | -         | -         | -         | -         | -                | -         | -         | -         | -         | -            | -               |
| Level II .....                     | 206               | 40.0                                         | 456                                  | 470    | 423 - 500     | -                | 4                                                                      | ( <sup>3</sup> ) | 4         | 2         | 8         | 9         | 13        | 15        | 14        | 27        | 3         | -         | -         | ( <sup>3</sup> ) | -         | -         | -         | -         | -            | -               |
| Private industry .....             | 167               | 40.0                                         | 475                                  | 480    | 435 - 505     | -                | -                                                                      | -                | -         | -         | 10        | 7         | 15        | 16        | 17        | 31        | 4         | -         | -         | 1                | -         | -         | -         | -         | -            | -               |
| Goods-producing industries .....   | 84                | 40.0                                         | 470                                  | 462    | 435 - 510     | -                | -                                                                      | -                | -         | -         | 5         | 10        | 27        | 24        | 7         | 24        | 2         | -         | -         | 1                | -         | -         | -         | -         | -            | -               |
| Manufacturing .....                | 81                | 40.0                                         | 468                                  | 462    | 435 - 483     | -                | -                                                                      | -                | -         | -         | 5         | 10        | 28        | 25        | 7         | 21        | 2         | -         | -         | 1                | -         | -         | -         | -         | -            | -               |
| Service-producing industries ..... | 83                | 40.0                                         | 479                                  | 487    | 470 - 500     | -                | -                                                                      | -                | -         | -         | 14        | 5         | 2         | 8         | 27        | 37        | 6         | -         | -         | -                | -         | -         | -         | -         | -            | -               |
| Level III .....                    | 184               | 40.0                                         | 624                                  | 640    | 580 - 673     | -                | -                                                                      | -                | -         | -         | -         | -         | -         | 7         | 5         | 9         | 8         | 30        | 32        | 4                | 3         | 1         | 1         | 1         | 1            | 1               |
| Private industry .....             | 184               | 40.0                                         | 624                                  | 640    | 580 - 673     | -                | -                                                                      | -                | -         | -         | -         | -         | -         | 7         | 5         | 9         | 8         | 30        | 32        | 4                | 3         | 1         | 1         | 1         | 1            | 1               |
| Goods-producing industries .....   | 126               | 40.0                                         | 609                                  | 625    | 522 - 673     | -                | -                                                                      | -                | -         | -         | -         | -         | -         | 10        | 7         | 12        | 6         | 27        | 29        | 2                | 2         | 2         | 1         | 2         | 2            | 2               |
| Manufacturing .....                | 87                | 40.0                                         | 584                                  | 584    | 481 - 625     | -                | -                                                                      | -                | -         | -         | -         | -         | -         | 15        | 10        | 16        | 9         | 34        | 3         | 3                | 2         | 2         | 1         | 2         | 2            | 2               |
| Service-producing industries ..... | 58                | 40.0                                         | 658                                  | -      | - - - -       | -                | -                                                                      | -                | -         | -         | -         | -         | -         | -         | -         | 2         | 10        | 36        | 38        | 9                | 5         | -         | -         | -         | -            | -               |
| Level IV .....                     | 60                | 40.0                                         | 761                                  | -      | - - - -       | -                | -                                                                      | -                | -         | -         | -         | -         | -         | -         | -         | 2         | -         | 20        | 12        | 15               | 12        | 13        | 17        | 10        | 10           | 10              |
| Private industry .....             | 60                | 40.0                                         | 761                                  | -      | - - - -       | -                | -                                                                      | -                | -         | -         | -         | -         | -         | -         | -         | 2         | -         | 20        | 12        | 15               | 12        | 13        | 17        | 10        | 10           | 10              |
| Goods-producing industries .....   | 53                | 40.0                                         | 754                                  | -      | - - - -       | -                | -                                                                      | -                | -         | -         | -         | -         | -         | -         | -         | 2         | -         | 23        | 13        | 11               | 13        | 15        | 11        | 11        | 11           | 11              |
| Manufacturing .....                | 53                | 40.0                                         | 754                                  | -      | - - - -       | -                | -                                                                      | -                | -         | -         | -         | -         | -         | -         | -         | 2         | -         | 23        | 13        | 11               | 13        | 15        | 11        | 11        | 11           | <sup>4</sup> 11 |
| Engineering Technicians            |                   |                                              |                                      |        |               |                  |                                                                        |                  |           |           |           |           |           |           |           |           |           |           |           |                  |           |           |           |           |              |                 |
| Level I .....                      | 60                | 40.0                                         | 422                                  | -      | - - - -       | -                | -                                                                      | -                | 7         | 15        | 23        | 7         | 5         | 30        | 13        | -         | -         | -         | -         | -                | -         | -         | -         | -         | -            | -               |
| Private industry .....             | 60                | 40.0                                         | 422                                  | -      | - - - -       | -                | -                                                                      | -                | 7         | 15        | 23        | 7         | 5         | 30        | 13        | -         | -         | -         | -         | -                | -         | -         | -         | -         | -            | -               |
| Goods-producing industries .....   | 60                | 40.0                                         | 422                                  | -      | - - - -       | -                | -                                                                      | -                | 7         | 15        | 23        | 7         | 5         | 30        | 13        | -         | -         | -         | -         | -                | -         | -         | -         | -         | -            | -               |
| Level II .....                     | 82                | 40.0                                         | 474                                  | 474    | 439 - 498     | -                | -                                                                      | -                | 2         | 7         | 4         | 6         | 6         | 41        | 11        | 13        | 5         | 1         | -         | -                | 2         | -         | -         | -         | -            | -               |
| Private industry .....             | 82                | 40.0                                         | 474                                  | 474    | 439 - 498     | -                | -                                                                      | -                | 2         | 7         | 4         | 6         | 6         | 41        | 11        | 13        | 5         | 1         | -         | -                | 2         | -         | -         | -         | -            | -               |
| Goods-producing industries .....   | 82                | 40.0                                         | 474                                  | 474    | 439 - 498     | -                | -                                                                      | -                | 2         | 7         | 4         | 6         | 6         | 41        | 11        | 13        | 5         | 1         | -         | -                | 2         | -         | -         | -         | -            | -               |
| Manufacturing .....                | 82                | 40.0                                         | 474                                  | 474    | 439 - 498     | -                | -                                                                      | -                | 2         | 7         | 4         | 6         | 6         | 41        | 11        | 13        | 5         | 1         | -         | -                | 2         | -         | -         | -         | -            | -               |
| Level III .....                    | 150               | 40.0                                         | 630                                  | 621    | 575 - 689     | -                | -                                                                      | -                | -         | -         | -         | -         | -         | -         | -         | 19        | 20        | 21        | 24        | 9                | 6         | 1         | -         | -         | -            | -               |
| Private industry .....             | 150               | 40.0                                         | 630                                  | 621    | 575 - 689     | -                | -                                                                      | -                | -         | -         | -         | -         | -         | -         | -         | 19        | 20        | 21        | 24        | 9                | 6         | 1         | -         | -         | -            | -               |
| Goods-producing industries .....   | 122               | 40.0                                         | 624                                  | 604    | 554 - 681     | -                | -                                                                      | -                | -         | -         | -         | -         | -         | -         | -         | 23        | 20        | 21        | 19        | 7                | 7         | 2         | -         | -         | -            | -               |
| Manufacturing .....                | 114               | 40.0                                         | 631                                  | 613    | 577 - 689     | -                | -                                                                      | -                | -         | -         | -         | -         | -         | -         | -         | 18        | 22        | 23        | 20        | 8                | 8         | 2         | -         | -         | -            | -               |

See footnotes at end of table.

**Table A-2. All establishments: Weekly hours and pay of technical and protective service occupations, Indianapolis, IN, September 1995 — Continued**

| Occupation and level                  | Number of workers | Average weekly hours <sup>1</sup> (standard) | Weekly pay (in dollars) <sup>2</sup> |        |              |       | Percent of workers receiving straight-time weekly pay (in dollars) of— |           |           |           |           |                  |                  |           |           |           |           |           |           |           |           |           |           |                 |              |   |
|---------------------------------------|-------------------|----------------------------------------------|--------------------------------------|--------|--------------|-------|------------------------------------------------------------------------|-----------|-----------|-----------|-----------|------------------|------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------------|--------------|---|
|                                       |                   |                                              | Mean                                 | Median | Middle range |       | 250 and under 275                                                      | 275 - 300 | 300 - 325 | 325 - 350 | 350 - 375 | 375 - 400        | 400 - 425        | 425 - 450 | 450 - 475 | 475 - 500 | 500 - 550 | 550 - 600 | 600 - 650 | 650 - 700 | 700 - 750 | 750 - 800 | 800 - 850 | 850 - 900       | 900 and over |   |
| Level IV .....                        | 232               | 40.0                                         | \$787                                | \$788  | \$721 -      | \$854 | -                                                                      | -         | -         | -         | -         | -                | -                | -         | -         | -         | 4         | 6         | 11        | 16        | 17        | 19        | 15        | 13              |              |   |
| Private industry .....                | 232               | 40.0                                         | 787                                  | 788    | 721 -        | 854   | -                                                                      | -         | -         | -         | -         | -                | -                | -         | -         | -         | 4         | 6         | 11        | 16        | 17        | 19        | 15        | <sup>6</sup> 13 |              |   |
| Goods-producing industries .....      | 203               | 40.0                                         | 774                                  | 780    | 715 -        | 845   | -                                                                      | -         | -         | -         | -         | -                | -                | -         | -         | -         | 4         | 6         | 12        | 18        | 17        | 21        | 14        | 8               |              |   |
| Manufacturing .....                   | 202               | 40.0                                         | 774                                  | 781    | 715 -        | 845   | -                                                                      | -         | -         | -         | -         | -                | -                | -         | -         | -         | 4         | 6         | 12        | 18        | 16        | 21        | 14        | 8               |              |   |
| <b>Engineering Technicians, Civil</b> |                   |                                              |                                      |        |              |       |                                                                        |           |           |           |           |                  |                  |           |           |           |           |           |           |           |           |           |           |                 |              |   |
| Level I:                              |                   |                                              |                                      |        |              |       |                                                                        |           |           |           |           |                  |                  |           |           |           |           |           |           |           |           |           |           |                 |              |   |
| State and local government .....      | 13                | 38.9                                         | 286                                  | -      | -            | -     | -                                                                      | 54        | 31        | 8         | -         | 8                | -                | -         | -         | -         | -         | -         | -         | -         | -         | -         | -         | -               | -            |   |
| Level II .....                        | 136               | 39.6                                         | 373                                  | 348    | 306 -        | 420   | -                                                                      | 21        | 5         | 25        | 5         | 8                | 13               | 3         | 7         | 9         | 3         | -         | -         | -         | -         | -         | -         | -               | -            |   |
| Private industry .....                | 58                | 40.0                                         | 416                                  | -      | -            | -     | -                                                                      | -         | 7         | 7         | 12        | 3                | 7                | 21        | 2         | 14        | 21        | 7         | -         | -         | -         | -         | -         | -               | -            |   |
| Service-producing industries .....    | 58                | 40.0                                         | 416                                  | -      | -            | -     | -                                                                      | -         | 7         | 7         | 12        | 3                | 7                | 21        | 2         | 14        | 21        | 7         | -         | -         | -         | -         | -         | -               | -            |   |
| State and local government .....      | 78                | 39.2                                         | 341                                  | 328    | 296 -        | 368   | -                                                                      | 32        | 4         | 35        | 6         | 9                | 8                | 4         | 3         | -         | -         | -         | -         | -         | -         | -         | -         | -               | -            |   |
| Level III .....                       | 230               | 39.9                                         | 475                                  | 465    | 396 -        | 540   | -                                                                      | -         | -         | -         | 17        | 11               | 11               | 7         | 5         | 11        | 13        | 12        | 10        | -         | 3         | -         | -         | -               | -            |   |
| Private industry .....                | 80                | 40.0                                         | 566                                  | 580    | 520 -        | 608   | -                                                                      | -         | -         | -         | -         | 2                | -                | 6         | 1         | 1         | -         | 21        | 32        | 27        | -         | 7         | -         | -               | -            |   |
| Service-producing industries .....    | 80                | 40.0                                         | 566                                  | 580    | 520 -        | 608   | -                                                                      | -         | -         | -         | -         | 2                | -                | 6         | 1         | 1         | -         | 21        | 32        | 27        | -         | 7         | -         | -               | -            |   |
| State and local government .....      | 150               | 39.8                                         | 427                                  | 407    | 377 -        | 481   | -                                                                      | -         | -         | -         | 24        | 17               | 14               | 10        | 7         | 17        | 9         | 1         | 1         | -         | -         | -         | -         | -               | -            |   |
| Level IV .....                        | 101               | 40.0                                         | 644                                  | 660    | 597 -        | 740   | -                                                                      | -         | -         | -         | -         | -                | -                | 14        | 1         | 1         | 1         | 11        | 19        | 21        | 14        | 8         | 10        | -               | 1            |   |
| State and local government .....      | 45                | 40.0                                         | 578                                  | 599    | 430 -        | 639   | -                                                                      | -         | -         | -         | -         | -                | -                | 31        | 2         | 2         | -         | 16        | 24        | 11        | 2         | 7         | 4         | -               | -            |   |
| Level V:                              |                   |                                              |                                      |        |              |       |                                                                        |           |           |           |           |                  |                  |           |           |           |           |           |           |           |           |           |           |                 |              |   |
| State and local government .....      | 8                 | 40.0                                         | 735                                  | -      | -            | -     | -                                                                      | -         | -         | -         | -         | -                | -                | -         | -         | -         | -         | -         | -         | 50        | 50        | -         | -         | -               | -            |   |
| <b>PROTECTIVE SERVICE OCCUPATIONS</b> |                   |                                              |                                      |        |              |       |                                                                        |           |           |           |           |                  |                  |           |           |           |           |           |           |           |           |           |           |                 |              |   |
| Corrections Officers .....            | 1,149             | 40.0                                         | 393                                  | 341    | 341 -        | 417   | -                                                                      | -         | -         | 51        | 8         | 7                | 11               | 3         | 2         | 3         | 15        | -         | -         | -         | -         | -         | -         | -               | -            | - |
| State and local government .....      | 1,149             | 40.0                                         | 393                                  | 341    | 341 -        | 417   | -                                                                      | -         | -         | 51        | 8         | 7                | 11               | 3         | 2         | 3         | 15        | -         | -         | -         | -         | -         | -         | -               | -            | - |
| Firefighters .....                    | 876               | 52.7                                         | 620                                  | 626    | 601 -        | 682   | -                                                                      | -         | -         | -         | -         | -                | ( <sup>3</sup> ) | 5         | 3         | 1         | 9         | 6         | 32        | 36        | 7         | -         | -         | -               | -            |   |
| State and local government .....      | 876               | 52.7                                         | 620                                  | 626    | 601 -        | 682   | -                                                                      | -         | -         | -         | -         | -                | ( <sup>3</sup> ) | 5         | 3         | 1         | 9         | 6         | 32        | 36        | 7         | -         | -         | -               | -            |   |
| <b>Police Officers</b>                |                   |                                              |                                      |        |              |       |                                                                        |           |           |           |           |                  |                  |           |           |           |           |           |           |           |           |           |           |                 |              |   |
| Level I .....                         | 1,544             | 40.0                                         | 623                                  | 657    | 528 -        | 697   | -                                                                      | -         | -         | -         | -         | ( <sup>3</sup> ) | 1                | 1         | 6         | 8         | 11        | 10        | 3         | 40        | 21        | -         | -         | -               | -            |   |
| State and local government .....      | 1,531             | 40.0                                         | 624                                  | 657    | 532 -        | 697   | -                                                                      | -         | -         | -         | -         | -                | 1                | 1         | 6         | 8         | 11        | 10        | 3         | 40        | 21        | -         | -         | -               | -            |   |
| Level II .....                        | 59                | 40.0                                         | 738                                  | 752    | 752 -        | 752   | -                                                                      | -         | -         | -         | -         | -                | -                | -         | -         | -         | 8         | 2         | -         | -         | -         | 85        | -         | 5               | -            |   |
| State and local government .....      | 59                | 40.0                                         | 738                                  | 752    | 752 -        | 752   | -                                                                      | -         | -         | -         | -         | -                | -                | -         | -         | -         | 8         | 2         | -         | -         | -         | 85        | -         | 5               | -            |   |

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

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

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

<sup>4</sup> Workers were distributed as follows: 6 percent at \$900 and under \$950; 4 percent at \$950 and under \$1,000; and 2 percent at \$1,000 and under \$1,050.

<sup>5</sup> Workers were distributed as follows: 9 percent at \$900 and under \$950; 3 percent at \$950 and under \$1,000; and 1 percent at \$1,000 and under \$1,050.

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

Table A-3. All establishments: Weekly hours and pay of clerical occupations, Indianapolis, IN, September 1995

| Occupation and level               | Number of workers | Average weekly hours <sup>1</sup> (standard) | Weekly pay (in dollars) <sup>2</sup> |        |               | Percent of workers receiving straight-time weekly pay (in dollars) of— |                  |           |                  |                  |           |           |           |           |                  |                  |           |                  |                  |                  |                  |                  |                  |                  |           |              |
|------------------------------------|-------------------|----------------------------------------------|--------------------------------------|--------|---------------|------------------------------------------------------------------------|------------------|-----------|------------------|------------------|-----------|-----------|-----------|-----------|------------------|------------------|-----------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|-----------|--------------|
|                                    |                   |                                              | Mean                                 | Median | Middle range  | 200 and under 225                                                      | 225 - 250        | 250 - 275 | 275 - 300        | 300 - 325        | 325 - 350 | 350 - 375 | 375 - 400 | 400 - 425 | 425 - 450        | 450 - 475        | 475 - 500 | 500 - 550        | 550 - 600        | 600 - 650        | 650 - 700        | 700 - 750        | 750 - 800        | 800 - 850        | 850 - 900 | 900 and over |
| Clerks, Accounting                 |                   |                                              |                                      |        |               |                                                                        |                  |           |                  |                  |           |           |           |           |                  |                  |           |                  |                  |                  |                  |                  |                  |                  |           |              |
| Level I .....                      | 286               | 40.0                                         | \$291                                | \$280  | \$268 - \$307 | -                                                                      | 9                | 37        | 24               | 10               | 9         | 9         | 1         | -         | -                | ( <sup>3</sup> ) | -         | -                | -                | -                | -                | -                | -                | -                | -         | -            |
| Private industry .....             | 81                | 39.9                                         | 306                                  | 285    | 285 - 322     | -                                                                      | -                | 2         | 57               | 16               | 6         | 15        | 2         | -         | -                | 1                | -         | -                | -                | -                | -                | -                | -                | -                | -         | -            |
| Service-producing industries ..... | 58                | 39.9                                         | 299                                  | -      | - - -         | -                                                                      | -                | 3         | 64               | 22               | 3         | 2         | 3         | -         | -                | 2                | -         | -                | -                | -                | -                | -                | -                | -                | -         | -            |
| Level II .....                     | 1,122             | 39.8                                         | 353                                  | 349    | 320 - 375     | -                                                                      | -                | 1         | 12               | 13               | 24        | 25        | 13        | 6         | 1                | 2                | 1         | 1                | ( <sup>3</sup> ) | ( <sup>3</sup> ) | ( <sup>3</sup> ) | -                | -                | -                | -         | -            |
| Private industry .....             | 866               | 39.9                                         | 358                                  | 360    | 330 - 379     | -                                                                      | -                | 1         | 7                | 12               | 24        | 29        | 15        | 7         | 1                | 2                | 1         | 1                | ( <sup>3</sup> ) | ( <sup>3</sup> ) | ( <sup>3</sup> ) | -                | -                | -                | -         | -            |
| Goods-producing industries .....   | 243               | 40.0                                         | 362                                  | 359    | 330 - 392     | -                                                                      | -                | -         | 15               | 5                | 24        | 19        | 21        | 7         | ( <sup>3</sup> ) | 6                | 1         | ( <sup>3</sup> ) | ( <sup>3</sup> ) | ( <sup>3</sup> ) | 1                | -                | -                | -                | -         | -            |
| Manufacturing .....                | 217               | 40.0                                         | 359                                  | 350    | 330 - 390     | -                                                                      | -                | -         | 17               | 6                | 27        | 17        | 18        | 8         | -                | 5                | 1         | ( <sup>3</sup> ) | ( <sup>3</sup> ) | ( <sup>3</sup> ) | 1                | -                | -                | -                | -         | -            |
| Service-producing industries ..... | 623               | 39.9                                         | 356                                  | 360    | 330 - 372     | -                                                                      | -                | 2         | 4                | 14               | 25        | 32        | 12        | 6         | 1                | 1                | 1         | 1                | -                | -                | -                | -                | -                | -                | -         | -            |
| Transportation and utilities ..... | 54                | 40.0                                         | 370                                  | 362    | 331 - 384     | -                                                                      | -                | -         | -                | 6                | 31        | 33        | 11        | 2         | 7                | 9                | -         | -                | -                | -                | -                | -                | -                | -                | -         | -            |
| State and local government .....   | 256               | 39.3                                         | 336                                  | 326    | 296 - 361     | -                                                                      | -                | -         | 29               | 19               | 22        | 14        | 9         | 5         | 1                | 1                | 2         | -                | -                | -                | -                | -                | -                | -                | -         | -            |
| Level III .....                    | 1,249             | 39.7                                         | 432                                  | 429    | 369 - 480     | -                                                                      | -                | 1         | 1                | 3                | 12        | 11        | 12        | 10        | 15               | 6                | 12        | 9                | 8                | 1                | ( <sup>3</sup> ) | ( <sup>3</sup> ) | ( <sup>3</sup> ) | ( <sup>3</sup> ) | -         | -            |
| Private industry .....             | 1,081             | 39.7                                         | 437                                  | 434    | 375 - 485     | -                                                                      | -                | 1         | 1                | 2                | 11        | 10        | 10        | 10        | 15               | 6                | 13        | 9                | 9                | 1                | ( <sup>3</sup> ) | ( <sup>3</sup> ) | ( <sup>3</sup> ) | ( <sup>3</sup> ) | -         | -            |
| Goods-producing industries .....   | 330               | 40.0                                         | 464                                  | 442    | 415 - 500     | -                                                                      | -                | -         | -                | -                | 2         | 5         | 8         | 18        | 18               | 7                | 12        | 20               | 2                | 2                | ( <sup>3</sup> ) | 1                | 2                | 1                | -         | -            |
| Manufacturing .....                | 221               | 40.0                                         | 459                                  | 439    | 402 - 498     | -                                                                      | -                | -         | -                | -                | 3         | 8         | 13        | 21        | 15               | 10               | 13        | 6                | 4                | 4                | ( <sup>3</sup> ) | 1                | 2                | 1                | -         | -            |
| Service-producing industries ..... | 751               | 39.6                                         | 425                                  | 423    | 356 - 478     | -                                                                      | -                | 1         | 1                | 4                | 14        | 12        | 11        | 7         | 14               | 5                | 13        | 5                | 13               | ( <sup>3</sup> ) | -                | -                | -                | -                | -         | -            |
| State and local government .....   | 168               | 39.9                                         | 397                                  | 388    | 348 - 435     | -                                                                      | -                | -         | 1                | 3                | 22        | 14        | 20        | 11        | 10               | 7                | 4         | 5                | 2                | -                | -                | -                | -                | -                | -         | -            |
| Level IV .....                     | 160               | 39.9                                         | 564                                  | 547    | 443 - 676     | -                                                                      | -                | -         | -                | -                | -         | 1         | 5         | 16        | 6                | 2                | 4         | 21               | 7                | 6                | 7                | 16               | 2                | 3                | -         | 1            |
| Private industry .....             | 149               | 39.9                                         | 574                                  | 547    | 466 - 683     | -                                                                      | -                | -         | -                | -                | -         | 1         | 5         | 12        | 7                | 2                | 5         | 23               | 8                | 6                | 8                | 17               | 2                | 3                | -         | 1            |
| Goods-producing industries .....   | 89                | 40.0                                         | 628                                  | 564    | 547 - 745     | -                                                                      | -                | -         | -                | -                | -         | -         | -         | 2         | 4                | 1                | 1         | 33               | 11               | 7                | 4                | 26               | 3                | 6                | -         | 1            |
| Manufacturing .....                | 76                | 40.0                                         | 642                                  | -      | - - -         | -                                                                      | -                | -         | -                | -                | -         | -         | -         | 3         | -                | 1                | 1         | 36               | 11               | 1                | 5                | 30               | 4                | 7                | -         | 1            |
| Service-producing industries ..... | 60                | 39.7                                         | 494                                  | -      | - - -         | -                                                                      | -                | -         | -                | -                | -         | 2         | 13        | 27        | 10               | 3                | 10        | 8                | 3                | 5                | 13               | 5                | -                | -                | -         | -            |
| State and local government .....   | 11                | 40.0                                         | 428                                  | -      | - - -         | -                                                                      | -                | -         | -                | -                | -         | 9         | -         | 73        | -                | 9                | -         | -                | -                | 9                | -                | -                | -                | -                | -         | -            |
| Clerks, General                    |                   |                                              |                                      |        |               |                                                                        |                  |           |                  |                  |           |           |           |           |                  |                  |           |                  |                  |                  |                  |                  |                  |                  |           |              |
| Level I .....                      | 141               | 39.7                                         | 262                                  | 263    | 226 - 282     | 25                                                                     | 9                | 32        | 23               | 5                | 5         | 1         | -         | -         | -                | -                | -         | -                | -                | -                | -                | -                | -                | -                | -         | -            |
| Level II .....                     | 1,652             | 40.0                                         | 306                                  | 300    | 268 - 337     | ( <sup>3</sup> )                                                       | 12               | 17        | 17               | 21               | 15        | 9         | 6         | 2         | ( <sup>3</sup> ) | ( <sup>3</sup> ) | -         | -                | -                | -                | -                | -                | -                | -                | -         | -            |
| Private industry .....             | 904               | 40.0                                         | 315                                  | 309    | 286 - 341     | ( <sup>3</sup> )                                                       | 3                | 12        | 22               | 29               | 13        | 8         | 9         | 3         | 1                | -                | -         | -                | -                | -                | -                | -                | -                | -                | -         | -            |
| Goods-producing industries .....   | 72                | 40.0                                         | 322                                  | -      | - - -         | -                                                                      | -                | 6         | -                | 56               | 18        | 1         | 19        | -         | -                | -                | -         | -                | -                | -                | -                | -                | -                | -                | -         | -            |
| Service-producing industries ..... | 832               | 40.0                                         | 315                                  | 310    | 284 - 341     | ( <sup>3</sup> )                                                       | 3                | 12        | 24               | 27               | 13        | 8         | 9         | 4         | 1                | -                | -         | -                | -                | -                | -                | -                | -                | -                | -         | -            |
| Transportation and utilities ..... | 58                | 40.0                                         | 305                                  | 316    | 290 - 320     | -                                                                      | 3                | 10        | 28               | 45               | 10        | -         | 2         | 2         | -                | -                | -         | -                | -                | -                | -                | -                | -                | -                | -         | -            |
| State and local government .....   | 748               | 39.9                                         | 295                                  | 279    | 255 - 332     | -                                                                      | 22               | 24        | 11               | 12               | 17        | 11        | 2         | 1         | ( <sup>3</sup> ) | ( <sup>3</sup> ) | -         | -                | -                | -                | -                | -                | -                | -                | -         | -            |
| Level III .....                    | 1,208             | 40.0                                         | 378                                  | 361    | 323 - 416     | -                                                                      | ( <sup>3</sup> ) | 1         | 9                | 16               | 15        | 16        | 11        | 12        | 9                | 3                | 3         | 1                | 1                | ( <sup>3</sup> ) | ( <sup>3</sup> ) | 2                | -                | -                | -         | -            |
| Private industry .....             | 1,007             | 40.0                                         | 386                                  | 370    | 327 - 420     | -                                                                      | ( <sup>3</sup> ) | 1         | 6                | 15               | 14        | 17        | 11        | 14        | 11               | 3                | 3         | 1                | 1                | 1                | ( <sup>3</sup> ) | 2                | -                | -                | -         | -            |
| Goods-producing industries .....   | 149               | 40.0                                         | 473                                  | 431    | 370 - 536     | -                                                                      | -                | -         | -                | 6                | 11        | 13        | 8         | 10        | 11               | 3                | 6         | 9                | 7                | 3                | 1                | 13               | -                | -                | -         | -            |
| Manufacturing .....                | 135               | 40.0                                         | 485                                  | 439    | 382 - 558     | -                                                                      | -                | -         | 7                | 7                | 10        | 8         | 10        | 13        | 3                | 7                | 10        | 7                | 3                | 1                | 15               | -                | -                | -                | -         | -            |
| Service-producing industries ..... | 858               | 40.0                                         | 371                                  | 361    | 325 - 413     | -                                                                      | ( <sup>3</sup> ) | 1         | 7                | 17               | 15        | 18        | 11        | 14        | 11               | 3                | 3         | ( <sup>3</sup> ) | ( <sup>3</sup> ) | ( <sup>3</sup> ) | -                | -                | -                | -                | -         | -            |
| State and local government .....   | 201               | 40.0                                         | 338                                  | 327    | 297 - 366     | -                                                                      | -                | 1         | 26               | 20               | 18        | 13        | 13        | 5         | 1                | 2                | -         | -                | -                | -                | -                | -                | -                | -                | -         | -            |
| Level IV .....                     | 505               | 40.0                                         | 466                                  | 456    | 399 - 501     | -                                                                      | -                | -         | ( <sup>3</sup> ) | 1                | 5         | 10        | 9         | 10        | 11               | 8                | 20        | 7                | 3                | 12               | 2                | 1                | ( <sup>3</sup> ) | ( <sup>3</sup> ) | -         | -            |
| Private industry .....             | 409               | 40.0                                         | 483                                  | 480    | 411 - 524     | -                                                                      | -                | -         | -                | ( <sup>3</sup> ) | 2         | 9         | 9         | 9         | 9                | 9                | 24        | 8                | 4                | 14               | 2                | 1                | ( <sup>3</sup> ) | ( <sup>3</sup> ) | -         | -            |
| Goods-producing industries .....   | 56                | 40.0                                         | 522                                  | -      | - - -         | -                                                                      | -                | -         | -                | -                | 2         | 2         | 2         | 21        | 13               | 9                | 2         | 11               | 16               | 5                | 5                | 9                | 2                | 2                | -         | -            |
| Service-producing industries ..... | 353               | 40.0                                         | 477                                  | 480    | 410 - 506     | -                                                                      | -                | -         | -                | ( <sup>3</sup> ) | 2         | 10        | 10        | 7         | 8                | 8                | 28        | 7                | 2                | 16               | 2                | -                | -                | -                | -         | -            |
| State and local government .....   | 96                | 40.0                                         | 394                                  | 401    | 343 - 432     | -                                                                      | -                | -         | 2                | 6                | 18        | 15        | 9         | 18        | 22               | 4                | 2         | 4                | -                | -                | -                | -                | -                | -                | -         | -            |

See footnotes at end of table.

Table A-3. All establishments: Weekly hours and pay of clerical occupations, Indianapolis, IN, September 1995 — Continued

| Occupation and level               | Number of workers | Average weekly hours <sup>1</sup> (standard) | Weekly pay (in dollars) <sup>2</sup> |        |              |   | Percent of workers receiving straight-time weekly pay (in dollars) of— |           |                  |                  |                  |                  |           |                  |           |           |           |           |           |           |                  |           |                  |                  |                  |                  |                  |   |
|------------------------------------|-------------------|----------------------------------------------|--------------------------------------|--------|--------------|---|------------------------------------------------------------------------|-----------|------------------|------------------|------------------|------------------|-----------|------------------|-----------|-----------|-----------|-----------|-----------|-----------|------------------|-----------|------------------|------------------|------------------|------------------|------------------|---|
|                                    |                   |                                              | Mean                                 | Median | Middle range |   | 200 and under 225                                                      | 225 - 250 | 250 - 275        | 275 - 300        | 300 - 325        | 325 - 350        | 350 - 375 | 375 - 400        | 400 - 425 | 425 - 450 | 450 - 475 | 475 - 500 | 500 - 550 | 550 - 600 | 600 - 650        | 650 - 700 | 700 - 750        | 750 - 800        | 800 - 850        | 850 - 900        | 900 and over     |   |
| Clerks, Order                      |                   |                                              |                                      |        |              |   |                                                                        |           |                  |                  |                  |                  |           |                  |           |           |           |           |           |           |                  |           |                  |                  |                  |                  |                  |   |
| Level I .....                      | 2,907             | 40.0                                         | \$261                                | \$245  | \$230        | — | \$266                                                                  | —         | 58               | 20               | 9                | 5                | 2         | ( <sup>3</sup> ) | 1         | 1         | 1         | 2         | —         | —         | —                | —         | —                | —                | —                | —                | —                | — |
| Private industry .....             | 2,907             | 40.0                                         | 261                                  | 245    | 230          | — | 266                                                                    | —         | 58               | 20               | 9                | 5                | 2         | ( <sup>3</sup> ) | 1         | 1         | 1         | 2         | —         | —         | —                | —         | —                | —                | —                | —                | —                | — |
| Level II:                          |                   |                                              |                                      |        |              |   |                                                                        |           |                  |                  |                  |                  |           |                  |           |           |           |           |           |           |                  |           |                  |                  |                  |                  |                  |   |
| Private industry:                  |                   |                                              |                                      |        |              |   |                                                                        |           |                  |                  |                  |                  |           |                  |           |           |           |           |           |           |                  |           |                  |                  |                  |                  |                  |   |
| Goods-producing industries .....   | 300               | 40.0                                         | 514                                  | 576    | 416          | — | 607                                                                    | —         | —                | —                | —                | 1                | 1         | 3                | 16        | 5         | 14        | 7         | 3         | 1         | —                | 50        | ( <sup>3</sup> ) | —                | —                | —                | —                | — |
| Manufacturing .....                | 300               | 40.0                                         | 514                                  | 576    | 416          | — | 607                                                                    | —         | —                | —                | —                | 1                | 1         | 3                | 16        | 5         | 14        | 7         | 3         | 1         | —                | 50        | ( <sup>3</sup> ) | —                | —                | —                | —                | — |
| Key Entry Operators                |                   |                                              |                                      |        |              |   |                                                                        |           |                  |                  |                  |                  |           |                  |           |           |           |           |           |           |                  |           |                  |                  |                  |                  |                  |   |
| Level I .....                      | 596               | 39.8                                         | 325                                  | 321    | 280          | — | 351                                                                    | —         | 9                | 6                | 19               | 17               | 23        | 12               | 5         | 2         | 2         | 2         | —         | 2         | —                | —         | —                | —                | —                | —                | —                | — |
| Private industry .....             | 458               | 39.8                                         | 338                                  | 326    | 300          | — | 359                                                                    | —         | —                | 3                | 22               | 21               | 24        | 14               | 6         | 3         | 3         | 3         | —         | 2         | —                | —         | —                | —                | —                | —                | —                | — |
| Service-producing industries ..... | 410               | 39.8                                         | 338                                  | 325    | 300          | — | 353                                                                    | —         | —                | 3                | 22               | 20               | 26        | 12               | 6         | 3         | 3         | 2         | —         | 3         | —                | —         | —                | —                | —                | —                | —                | — |
| Transportation and utilities ..... | 39                | 40.0                                         | 340                                  | —      | —            | — | —                                                                      | —         | —                | —                | 3                | 51               | 5         | 23               | 15        | —         | 3         | —         | —         | —         | —                | —         | —                | —                | —                | —                | —                | — |
| State and local government .....   | 138               | 39.9                                         | 282                                  | 262    | 244          | — | 328                                                                    | —         | 41               | 16               | 11               | 7                | 20        | 4                | 2         | —         | —         | —         | —         | —         | —                | —         | —                | —                | —                | —                | —                | — |
| Level II:                          |                   |                                              |                                      |        |              |   |                                                                        |           |                  |                  |                  |                  |           |                  |           |           |           |           |           |           |                  |           |                  |                  |                  |                  |                  |   |
| Private industry:                  |                   |                                              |                                      |        |              |   |                                                                        |           |                  |                  |                  |                  |           |                  |           |           |           |           |           |           |                  |           |                  |                  |                  |                  |                  |   |
| Goods-producing industries .....   | 51                | 40.0                                         | 407                                  | —      | —            | — | —                                                                      | —         | —                | —                | —                | —                | 8         | 8                | 8         | 69        | —         | 2         | 2         | —         | 4                | —         | —                | —                | —                | —                | —                | — |
| State and local government .....   | 31                | 40.0                                         | 310                                  | 281    | 281          | — | 338                                                                    | —         | —                | 13               | 48               | 6                | 10        | 3                | 13        | 6         | —         | —         | —         | —         | —                | —         | —                | —                | —                | —                | —                | — |
| Personnel Assistants (Employment)  |                   |                                              |                                      |        |              |   |                                                                        |           |                  |                  |                  |                  |           |                  |           |           |           |           |           |           |                  |           |                  |                  |                  |                  |                  |   |
| Level II .....                     | 59                | 40.0                                         | 389                                  | —      | —            | — | —                                                                      | —         | —                | —                | 3                | 10               | 3         | 29               | 17        | 17        | —         | 15        | 2         | 2         | 2                | —         | —                | —                | —                | —                | —                | — |
| Private industry .....             | 56                | 40.0                                         | 387                                  | —      | —            | — | —                                                                      | —         | —                | —                | 4                | 11               | 4         | 29               | 18        | 18        | —         | 13        | 2         | 2         | 2                | —         | —                | —                | —                | —                | —                | — |
| Level III:                         |                   |                                              |                                      |        |              |   |                                                                        |           |                  |                  |                  |                  |           |                  |           |           |           |           |           |           |                  |           |                  |                  |                  |                  |                  |   |
| State and local government .....   | 6                 | 39.2                                         | 446                                  | —      | —            | — | —                                                                      | —         | —                | —                | —                | —                | —         | —                | 17        | 33        | 17        | —         | —         | 33        | —                | —         | —                | —                | —                | —                | —                | — |
| Secretaries                        |                   |                                              |                                      |        |              |   |                                                                        |           |                  |                  |                  |                  |           |                  |           |           |           |           |           |           |                  |           |                  |                  |                  |                  |                  |   |
| Level I .....                      | 487               | 39.8                                         | 385                                  | 379    | 357          | — | 404                                                                    | —         | ( <sup>3</sup> ) | 1                | 3                | 5                | 12        | 12               | 35        | 15        | 7         | 5         | 3         | 1         | ( <sup>3</sup> ) | —         | ( <sup>3</sup> ) | —                | —                | —                | —                | — |
| Private industry .....             | 459               | 39.9                                         | 387                                  | 379    | 361          | — | 404                                                                    | —         | ( <sup>3</sup> ) | ( <sup>3</sup> ) | 3                | 4                | 11        | 12               | 37        | 15        | 7         | 5         | 3         | 1         | ( <sup>3</sup> ) | —         | ( <sup>3</sup> ) | —                | —                | —                | —                | — |
| Goods-producing industries .....   | 94                | 40.0                                         | 418                                  | 414    | 361          | — | 450                                                                    | —         | —                | —                | —                | —                | 2         | 26               | 2         | 30        | 14        | 15        | 5         | 4         | 2                | —         | —                | —                | —                | —                | —                | — |
| Manufacturing .....                | 79                | 40.0                                         | 420                                  | —      | —            | — | —                                                                      | —         | —                | —                | —                | —                | 3         | 30               | 3         | 18        | 16        | 16        | 6         | 5         | 3                | —         | —                | —                | —                | —                | —                | — |
| Service-producing industries ..... | 365               | 39.9                                         | 379                                  | 379    | 357          | — | 396                                                                    | —         | ( <sup>3</sup> ) | ( <sup>3</sup> ) | 3                | 5                | 13        | 9                | 46        | 12        | 5         | 2         | 2         | 1         | —                | —         | 1                | —                | —                | —                | —                |   |
| Transportation and utilities ..... | 60                | 40.0                                         | 402                                  | 418    | 356          | — | 433                                                                    | —         | —                | —                | —                | 5                | 15        | 10               | 12        | 25        | 18        | 5         | 10        | —         | —                | —         | —                | —                | —                | —                | —                | — |
| State and local government .....   | 28                | 38.4                                         | 351                                  | 335    | 323          | — | 408                                                                    | —         | —                | 11               | 11               | 18               | 29        | 4                | 4         | 11        | —         | 11        | —         | 4         | —                | —         | —                | —                | —                | —                | —                | — |
| Level II .....                     | 921               | 39.3                                         | 443                                  | 436    | 387          | — | 474                                                                    | —         | —                | —                | ( <sup>3</sup> ) | 1                | 7         | 10               | 11        | 14        | 16        | 15        | 5         | 9         | 8                | 2         | ( <sup>3</sup> ) | ( <sup>3</sup> ) | ( <sup>3</sup> ) | ( <sup>3</sup> ) | ( <sup>3</sup> ) | — |
| Private industry .....             | 738               | 39.1                                         | 453                                  | 439    | 401          | — | 495                                                                    | —         | —                | —                | ( <sup>3</sup> ) | ( <sup>3</sup> ) | 6         | 7                | 12        | 15        | 18        | 14        | 6         | 11        | 9                | 2         | ( <sup>3</sup> ) | ( <sup>3</sup> ) | ( <sup>3</sup> ) | ( <sup>3</sup> ) | ( <sup>3</sup> ) | — |
| Goods-producing industries .....   | 54                | 40.0                                         | 516                                  | —      | —            | — | —                                                                      | —         | —                | —                | —                | —                | —         | 6                | —         | 7         | 9         | 24        | 7         | 26        | 6                | —         | 4                | 4                | 4                | 4                | 4                | — |
| Manufacturing .....                | 54                | 40.0                                         | 516                                  | —      | —            | — | —                                                                      | —         | —                | —                | —                | —                | —         | 6                | —         | 7         | 9         | 24        | 7         | 26        | 6                | —         | 4                | 4                | 4                | 4                | 4                | — |
| Service-producing industries ..... | 684               | 39.0                                         | 448                                  | 438    | 399          | — | 491                                                                    | —         | —                | —                | ( <sup>3</sup> ) | ( <sup>3</sup> ) | 6         | 7                | 13        | 16        | 18        | 13        | 6         | 10        | 9                | 2         | —                | ( <sup>3</sup> ) | —                | —                | —                |   |
| State and local government .....   | 183               | 40.0                                         | 403                                  | 384    | 360          | — | 450                                                                    | —         | —                | —                | 1                | 6                | 15        | 24               | 10        | 9         | 8         | 17        | 2         | 3         | 3                | 2         | —                | —                | —                | —                | —                | — |

See footnotes at end of table.

**Table A-3. All establishments: Weekly hours and pay of clerical occupations, Indianapolis, IN, September 1995 — Continued**

| Occupation and level                            | Number of workers | Average weekly hours <sup>1</sup> (standard) | Weekly pay (in dollars) <sup>2</sup> |        |               | Percent of workers receiving straight-time weekly pay (in dollars) of— |                  |           |                  |           |           |           |           |           |           |                  |           |           |           |           |           |           |           |                  |           |              |
|-------------------------------------------------|-------------------|----------------------------------------------|--------------------------------------|--------|---------------|------------------------------------------------------------------------|------------------|-----------|------------------|-----------|-----------|-----------|-----------|-----------|-----------|------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------------|-----------|--------------|
|                                                 |                   |                                              | Mean                                 | Median | Middle range  | 200 and under 225                                                      | 225 - 250        | 250 - 275 | 275 - 300        | 300 - 325 | 325 - 350 | 350 - 375 | 375 - 400 | 400 - 425 | 425 - 450 | 450 - 475        | 475 - 500 | 500 - 550 | 550 - 600 | 600 - 650 | 650 - 700 | 700 - 750 | 750 - 800 | 800 - 850        | 850 - 900 | 900 and over |
| Level III .....                                 | 788               | 39.7                                         | \$492                                | \$482  | \$422 - \$545 | -                                                                      | -                | -         | ( <sup>3</sup> ) | -         | 2         | 2         | 9         | 14        | 9         | 10               | 10        | 20        | 14        | 4         | 3         | 2         | 1         | ( <sup>3</sup> ) | -         | -            |
| Private industry .....                          | 619               | 39.6                                         | 496                                  | 493    | 423 - 550     | -                                                                      | -                | -         | ( <sup>3</sup> ) | -         | 3         | 2         | 7         | 14        | 9         | 8                | 11        | 20        | 14        | 4         | 4         | 2         | 1         | ( <sup>3</sup> ) | -         | -            |
| Goods-producing industries .....                | 64                | 40.0                                         | 630                                  | -      | -             | -                                                                      | -                | -         | -                | -         | -         | -         | -         | -         | 2         | -                | 11        | 8         | 6         | 28        | 30        | 8         | 6         | 2                | -         | -            |
| Manufacturing .....                             | 61                | 40.0                                         | 637                                  | -      | -             | -                                                                      | -                | -         | -                | -         | -         | -         | -         | -         | 2         | -                | 8         | 7         | 7         | 30        | 31        | 8         | 7         | 2                | -         | -            |
| Service-producing industries .....              | 555               | 39.5                                         | 481                                  | 479    | 416 - 538     | -                                                                      | -                | -         | ( <sup>3</sup> ) | -         | 3         | 2         | 7         | 16        | 10        | 9                | 12        | 21        | 15        | 1         | 1         | 2         | -         | -                | -         | -            |
| Transportation and utilities .....              | 36                | 40.0                                         | 527                                  | -      | -             | -                                                                      | -                | -         | -                | -         | -         | 3         | -         | 8         | 19        | 14               | 6         | 11        | 8         | 11        | 14        | 6         | -         | -                | -         | -            |
| State and local government .....                | 169               | 40.0                                         | 476                                  | 457    | 415 - 544     | -                                                                      | -                | -         | -                | -         | 1         | -         | 15        | 12        | 9         | 18               | 5         | 23        | 15        | 2         | -         | -         | -         | -                | -         | -            |
| Level IV .....                                  | 302               | 39.9                                         | 683                                  | 657    | 587 - 774     | -                                                                      | -                | -         | -                | -         | -         | -         | -         | 1         | 1         | 1                | 3         | 8         | 15        | 21        | 11        | 9         | 9         | 8                | 7         | 6            |
| Private industry:                               |                   |                                              |                                      |        |               |                                                                        |                  |           |                  |           |           |           |           |           |           |                  |           |           |           |           |           |           |           |                  |           |              |
| Service-producing industries .....              | 103               | 39.8                                         | 618                                  | 625    | 573 - 677     | -                                                                      | -                | -         | -                | -         | -         | -         | -         | 2         | 2         | 2                | 8         | 8         | 12        | 37        | 15        | 6         | 6         | 4                | -         | -            |
| State and local government .....                | 14                | 40.0                                         | 557                                  | -      | -             | -                                                                      | -                | -         | -                | -         | -         | -         | -         | -         | -         | 7                | 7         | 21        | 57        | 7         | -         | -         | -         | -                | -         | -            |
| <b>Switchboard Operator-Receptionists</b> ..... | 868               | 39.7                                         | 354                                  | 333    | 308 - 402     | ( <sup>3</sup> )                                                       | 2                | 5         | 13               | 24        | 17        | 11        | 3         | 9         | 4         | 3                | 4         | 4         | 2         | -         | -         | -         | -         | -                | -         | -            |
| Private industry .....                          | 802               | 39.7                                         | 358                                  | 336    | 309 - 404     | -                                                                      | ( <sup>3</sup> ) | 4         | 13               | 25        | 17        | 12        | 2         | 9         | 5         | 3                | 4         | 4         | 2         | -         | -         | -         | -         | -                | -         | -            |
| Goods-producing industries .....                | 190               | 40.0                                         | 365                                  | 347    | 328 - 410     | -                                                                      | -                | 5         | 7                | 13        | 27        | 11        | -         | 20        | 8         | 10               | -         | -         | -         | -         | -         | -         | -         | -                | -         | -            |
| Service-producing industries .....              | 612               | 39.6                                         | 356                                  | 329    | 308 - 380     | -                                                                      | ( <sup>3</sup> ) | 4         | 14               | 29        | 14        | 12        | 3         | 5         | 4         | ( <sup>3</sup> ) | 5         | 6         | 3         | -         | -         | -         | -         | -                | -         | -            |
| Transportation and utilities .....              | 50                | 40.0                                         | 332                                  | 309    | 288 - 374     | -                                                                      | 4                | 8         | 20               | 26        | 2         | 16        | -         | 20        | 2         | 2                | -         | -         | -         | -         | -         | -         | -         | -                | -         | -            |
| State and local government .....                | 66                | 39.7                                         | 302                                  | 288    | 244 - 342     | 3                                                                      | 27               | 12        | 11               | 11        | 14        | 5         | 9         | 8         | -         | 2                | -         | -         | -         | -         | -         | -         | -         | -                | -         | -            |
| <b>Word Processors</b>                          |                   |                                              |                                      |        |               |                                                                        |                  |           |                  |           |           |           |           |           |           |                  |           |           |           |           |           |           |           |                  |           |              |
| Level II .....                                  | 53                | 40.0                                         | 417                                  | -      | - - -         | -                                                                      | -                | -         | -                | 4         | 11        | 9         | 26        | 9         | 13        | 4                | 6         | 15        | 2         | -         | -         | -         | -         | -                | -         | -            |

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

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

compute means, medians, and middle ranges.

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

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

**Table A-4. All establishments: Hourly pay of maintenance and toolroom occupations, Indianapolis, IN, September 1995**

| Occupation and level                | Number of workers | Hourly pay (in dollars) <sup>1</sup> |        |                  |                 | Percent of workers receiving straight-time hourly pay (in dollars) of— |      |      |      |      |                  |                  |       |                  |                  |       |       |       |       |                  |       |       |       |       |       |       |                |                |
|-------------------------------------|-------------------|--------------------------------------|--------|------------------|-----------------|------------------------------------------------------------------------|------|------|------|------|------------------|------------------|-------|------------------|------------------|-------|-------|-------|-------|------------------|-------|-------|-------|-------|-------|-------|----------------|----------------|
|                                     |                   | Mean                                 | Median | Middle range     | Under 7.00      | 7.00                                                                   | 7.50 | 8.00 | 8.50 | 9.00 | 9.50             | 10.00            | 10.50 | 11.00            | 11.50            | 12.00 | 13.00 | 14.00 | 15.00 | 16.00            | 17.00 | 18.00 | 19.00 | 20.00 | 21.00 | 22.00 | 23.00          | 23.00 and over |
|                                     |                   |                                      |        |                  |                 | 7.50                                                                   | 8.00 | 8.50 | 9.00 | 9.50 | 10.00            | 10.50            | 11.00 | 11.50            | 12.00            | 13.00 | 14.00 | 15.00 | 16.00 | 17.00            | 18.00 | 19.00 | 20.00 | 21.00 | 22.00 | 23.00 | 23.00 and over |                |
| General Maintenance Workers .....   | 1,037             | \$9.37                               | \$9.06 | \$8.00 – \$10.88 | 10              | 5                                                                      | 9    | 15   | 10   | 8    | 9                | 5                | 7     | 9                | 2                | 5     | 3     | 1     | 1     | ( <sup>2</sup> ) | —     | —     | —     | —     | —     | —     | —              | —              |
| Private industry .....              | 874               | 9.31                                 | 8.75   | 7.85 – 10.88     | 12              | 6                                                                      | 8    | 16   | 9    | 5    | 9                | 5                | 8     | 9                | 2                | 4     | 4     | 1     | 1     | —                | —     | —     | —     | —     | —     | —     | —              | —              |
| Goods-producing industries .....    | 145               | 11.15                                | 10.95  | 9.77 – 12.13     | —               | —                                                                      | —    | 1    | 15   | —    | 17               | 7                | 14    | 8                | —                | 16    | 14    | 8     | —     | —                | —     | —     | —     | —     | —     | —     | —              | —              |
| Manufacturing .....                 | 145               | 11.15                                | 10.95  | 9.77 – 12.13     | —               | —                                                                      | —    | 1    | 15   | —    | 17               | 7                | 14    | 8                | —                | 16    | 14    | 8     | —     | —                | —     | —     | —     | —     | —     | —     | —              | —              |
| Service-producing industries .....  | 729               | 8.94                                 | 8.50   | 7.50 – 10.30     | <sup>3</sup> 15 | 7                                                                      | 9    | 19   | 8    | 6    | 8                | 4                | 7     | 9                | 2                | 2     | 1     | —     | 2     | —                | —     | —     | —     | —     | —     | —     | —              | —              |
| State and local government .....    | 163               | 9.70                                 | 9.38   | 8.75 – 10.89     | —               | —                                                                      | 17   | 7    | 13   | 19   | 11               | 5                | 3     | 10               | 5                | 8     | —     | —     | —     | 2                | —     | —     | —     | —     | —     | —     | —              | —              |
| Maintenance Electricians .....      | 727               | 19.58                                | 21.76  | 16.82 – 21.76    | —               | —                                                                      | —    | —    | 1    | 1    | ( <sup>2</sup> ) | ( <sup>2</sup> ) | —     | ( <sup>2</sup> ) | 1                | 4     | 7     | 2     | 2     | 8                | 1     | 2     | 2     | 2     | 65    | 1     | 1              |                |
| Private industry .....              | 637               | 20.38                                | 21.76  | 21.02 – 21.76    | —               | —                                                                      | —    | —    | —    | —    | —                | —                | —     | —                | ( <sup>2</sup> ) | 1     | 6     | —     | 2     | 7                | 1     | 3     | 2     | 3     | 74    | 1     | 1              |                |
| Goods-producing industries .....    | 585               | 20.53                                | 21.76  | 21.02 – 21.76    | —               | —                                                                      | —    | —    | —    | —    | —                | —                | —     | —                | ( <sup>2</sup> ) | 2     | 6     | —     | —     | 6                | 1     | 3     | 2     | 1     | 78    | 1     | 1              |                |
| Manufacturing .....                 | 584               | 20.54                                | 21.76  | 21.02 – 21.76    | —               | —                                                                      | —    | —    | —    | —    | —                | —                | —     | —                | ( <sup>2</sup> ) | 2     | 6     | —     | —     | 6                | 1     | 3     | 2     | 1     | 78    | 1     | 1              |                |
| Service-producing industries .....  | 52                | 18.72                                | —      | —                | —               | —                                                                      | —    | —    | —    | —    | —                | —                | —     | —                | —                | —     | 2     | —     | 19    | 15               | 8     | 4     | —     | 23    | 29    | —     | —              |                |
| Transportation and utilities .....  | 37                | 19.05                                | —      | —                | —               | —                                                                      | —    | —    | —    | —    | —                | —                | —     | —                | —                | —     | 3     | —     | 27    | 5                | —     | 5     | —     | 19    | 41    | —     | —              |                |
| State and local government .....    | 90                | 13.86                                | 13.60  | 12.11 – 16.40    | —               | —                                                                      | —    | —    | 4    | 4    | 2                | 1                | —     | 1                | 4                | 21    | 12    | 17    | 6     | 17               | 3     | —     | 7     | —     | —     | —     | —              |                |
| Maintenance Electronics Technicians |                   |                                      |        |                  |                 |                                                                        |      |      |      |      |                  |                  |       |                  |                  |       |       |       |       |                  |       |       |       |       |       |       |                |                |
| Level II .....                      | 290               | 16.73                                | 15.91  | 14.07 – 21.28    | —               | —                                                                      | —    | —    | —    | —    | —                | 1                | 1     | 1                | 1                | 2     | 17    | 19    | 16    | 4                | 5     | 4     | —     | 1     | 29    | —     | —              |                |
| Private industry .....              | 255               | 17.18                                | 15.91  | 14.28 – 21.28    | —               | —                                                                      | —    | —    | —    | —    | —                | —                | —     | 1                | 1                | 2     | 15    | 19    | 16    | 5                | 5     | 4     | —     | 1     | 33    | —     | —              |                |
| Goods-producing industries .....    | 156               | 18.49                                | 21.28  | 15.91 – 21.28    | —               | —                                                                      | —    | —    | —    | —    | —                | —                | —     | —                | —                | —     | 2     | 21    | 21    | —                | 3     | —     | —     | —     | 54    | —     | —              |                |
| Manufacturing .....                 | 156               | 18.49                                | 21.28  | 15.91 – 21.28    | —               | —                                                                      | —    | —    | —    | —    | —                | —                | —     | —                | —                | —     | 2     | 21    | 21    | —                | 3     | —     | —     | —     | 54    | —     | —              |                |
| Service-producing industries .....  | 99                | 15.11                                | 14.33  | 13.81 – 16.51    | —               | —                                                                      | —    | —    | —    | —    | —                | —                | —     | 2                | 2                | 4     | 34    | 16    | 8     | 12               | 9     | 10    | —     | 2     | —     | —     | —              |                |
| Transportation and utilities .....  | 51                | 15.07                                | 13.91  | 13.50 – 16.51    | —               | —                                                                      | —    | —    | —    | —    | —                | —                | —     | —                | —                | —     | 61    | 2     | 6     | 16               | 2     | 10    | —     | 4     | —     | —     | —              |                |
| State and local government .....    | 35                | 13.44                                | 13.55  | 13.42 – 14.21    | —               | —                                                                      | —    | —    | —    | —    | —                | 11               | 6     | 3                | —                | 3     | 37    | 23    | 14    | —                | —     | 3     | —     | —     | —     | —     | —              |                |
| Maintenance Machinists .....        | 185               | 16.45                                | 15.41  | 14.58 – 18.06    | —               | —                                                                      | —    | —    | —    | —    | —                | —                | —     | —                | 2                | 1     | 17    | 26    | 15    | 4                | 2     | 12    | 2     | 11    | 4     | 2     | 2              |                |
| Private industry .....              | 182               | 16.47                                | 15.41  | 14.58 – 18.06    | —               | —                                                                      | —    | —    | —    | —    | —                | —                | —     | —                | 2                | —     | 18    | 26    | 15    | 3                | 2     | 13    | 2     | 12    | 4     | 2     | 2              |                |
| Goods-producing industries .....    | 168               | 16.15                                | 15.41  | 14.58 – 18.06    | —               | —                                                                      | —    | —    | —    | —    | —                | —                | —     | —                | 2                | —     | 19    | 29    | 17    | 4                | 2     | 14    | 2     | 5     | 4     | 2     | 2              |                |
| Manufacturing .....                 | 168               | 16.15                                | 15.41  | 14.58 – 18.06    | —               | —                                                                      | —    | —    | —    | —    | —                | —                | —     | —                | 2                | —     | 19    | 29    | 17    | 4                | 2     | 14    | 2     | 5     | 4     | 2     | 2              |                |

See footnotes at end of table.

**Table A-4. All establishments: Hourly pay of maintenance and toolroom occupations, Indianapolis, IN, September 1995 — Continued**

| Occupation and level                     | Number of workers | Hourly pay (in dollars) <sup>1</sup> |         |                   |            | Percent of workers receiving straight-time hourly pay (in dollars) of— |             |             |                  |                  |                  |                  |               |                  |                  |                  |               |               |               |               |                  |                  |               |                  |               |                  |                  |  |
|------------------------------------------|-------------------|--------------------------------------|---------|-------------------|------------|------------------------------------------------------------------------|-------------|-------------|------------------|------------------|------------------|------------------|---------------|------------------|------------------|------------------|---------------|---------------|---------------|---------------|------------------|------------------|---------------|------------------|---------------|------------------|------------------|--|
|                                          |                   | Mean                                 | Median  | Middle range      | Under 7.00 | 7.00 - 7.50                                                            | 7.50 - 8.00 | 8.00 - 8.50 | 8.50 - 9.00      | 9.00 - 9.50      | 9.50 - 10.00     | 10.00 - 10.50    | 10.50 - 11.00 | 11.00 - 11.50    | 11.50 - 12.00    | 12.00 - 13.00    | 13.00 - 14.00 | 14.00 - 15.00 | 15.00 - 16.00 | 16.00 - 17.00 | 17.00 - 18.00    | 18.00 - 19.00    | 19.00 - 20.00 | 20.00 - 21.00    | 21.00 - 22.00 | 22.00 - 23.00    | 23.00 and over   |  |
|                                          |                   |                                      |         |                   |            |                                                                        |             |             |                  |                  |                  |                  |               |                  |                  |                  |               |               |               |               |                  |                  |               |                  |               |                  |                  |  |
| Maintenance Mechanics, Machinery .....   | 889               | \$19.24                              | \$21.28 | \$16.22 – \$21.76 | –          | –                                                                      | –           | –           | –                | –                | –                | –                | –             | ( <sup>2</sup> ) | ( <sup>2</sup> ) | ( <sup>2</sup> ) | 16            | 4             | 3             | 9             | 1                | 1                | 1             | ( <sup>2</sup> ) | 63            | ( <sup>2</sup> ) | ( <sup>2</sup> ) |  |
| Private industry .....                   | 858               | 19.42                                | 21.28   | 16.22 – 21.76     | –          | –                                                                      | –           | –           | –                | –                | –                | –                | –             | ( <sup>2</sup> ) | ( <sup>2</sup> ) | ( <sup>2</sup> ) | 13            | 4             | 3             | 9             | ( <sup>2</sup> ) | 1                | 1             | ( <sup>2</sup> ) | 66            | ( <sup>2</sup> ) | ( <sup>2</sup> ) |  |
| Goods-producing industries .....         | 836               | 19.45                                | 21.76   | 16.22 – 21.76     | –          | –                                                                      | –           | –           | –                | –                | –                | –                | –             | ( <sup>2</sup> ) | ( <sup>2</sup> ) | ( <sup>2</sup> ) | 13            | 4             | 3             | 9             | ( <sup>2</sup> ) | ( <sup>2</sup> ) | –             | ( <sup>2</sup> ) | 67            | ( <sup>2</sup> ) | ( <sup>2</sup> ) |  |
| Manufacturing .....                      | 829               | 19.51                                | 21.76   | 16.22 – 21.76     | –          | –                                                                      | –           | –           | –                | –                | –                | –                | –             | ( <sup>2</sup> ) | ( <sup>2</sup> ) | ( <sup>2</sup> ) | 13            | 4             | 3             | 9             | ( <sup>2</sup> ) | ( <sup>2</sup> ) | –             | ( <sup>2</sup> ) | 68            | ( <sup>2</sup> ) | ( <sup>2</sup> ) |  |
| State and local government .....         | 31                | 14.39                                | 13.33   | 13.33 – 14.00     | –          | –                                                                      | –           | –           | –                | –                | –                | –                | –             | –                | –                | –                | 74            | 3             | –             | 6             | 16               | –                | –             | –                | –             | –                | –                |  |
| Maintenance Mechanics, Motor Vehicle ... | 1,571             | 15.05                                | 14.60   | 13.45 – 15.97     | –          | –                                                                      | –           | –           | ( <sup>2</sup> ) | ( <sup>2</sup> ) | ( <sup>2</sup> ) | 1                | 1             | 1                | 6                | 11               | 9             | 27            | 22            | 5             | 1                | 2                | 8             | 2                | 4             | –                | –                |  |
| Private industry:                        |                   |                                      |         |                   |            |                                                                        |             |             |                  |                  |                  |                  |               |                  |                  |                  |               |               |               |               |                  |                  |               |                  |               |                  |                  |  |
| Goods-producing industries .....         | 162               | 17.89                                | 18.30   | 14.66 – 21.51     | –          | –                                                                      | –           | –           | –                | –                | –                | –                | –             | –                | –                | 9                | 4             | 28            | 10            | –             | –                | –                | –             | 10               | 40            | –                | –                |  |
| Manufacturing .....                      | 102               | 19.72                                | 21.51   | 20.88 – 21.51     | –          | –                                                                      | –           | –           | –                | –                | –                | –                | –             | –                | –                | 14               | –             | 3             | 4             | –             | –                | –                | –             | 16               | 64            | –                | –                |  |
| Service-producing industries:            |                   |                                      |         |                   |            |                                                                        |             |             |                  |                  |                  |                  |               |                  |                  |                  |               |               |               |               |                  |                  |               |                  |               |                  |                  |  |
| Transportation and utilities .....       | 303               | 17.10                                | 18.16   | 14.40 – 19.72     | –          | –                                                                      | –           | –           | –                | –                | –                | ( <sup>2</sup> ) | –             | –                | 1                | 12               | 2             | 12            | 16            | 5             | ( <sup>2</sup> ) | 9                | 39            | 3                | –             | –                | –                |  |
| State and local government .....         | 163               | 13.27                                | 12.90   | 11.85 – 14.39     | –          | –                                                                      | –           | –           | 4                | 2                | 2                | 1                | 2             | 7                | 15               | 18               | 15            | 9             | 4             | 17            | 4                | –                | –             | –                | –             | –                | –                |  |
| Maintenance Pipefitters .....            | 304               | 20.21                                | 21.51   | 20.69 – 21.51     | –          | –                                                                      | –           | –           | –                | –                | –                | –                | –             | –                | –                | –                | –             | –             | 13            | 5             | 2                | 1                | 1             | 24               | 53            | ( <sup>2</sup> ) | 1                |  |
| Private industry .....                   | 304               | 20.21                                | 21.51   | 20.69 – 21.51     | –          | –                                                                      | –           | –           | –                | –                | –                | –                | –             | –                | –                | –                | –             | –             | 13            | 5             | 2                | 1                | 1             | 24               | 53            | ( <sup>2</sup> ) | 1                |  |
| Goods-producing industries .....         | 292               | 20.36                                | 21.51   | 20.77 – 21.51     | –          | –                                                                      | –           | –           | –                | –                | –                | –                | –             | –                | –                | –                | –             | –             | 13            | 2             | 2                | 1                | 1             | 25               | 55            | ( <sup>2</sup> ) | 1                |  |
| Manufacturing .....                      | 292               | 20.36                                | 21.51   | 20.77 – 21.51     | –          | –                                                                      | –           | –           | –                | –                | –                | –                | –             | –                | –                | –                | –             | –             | 13            | 2             | 2                | 1                | 1             | 25               | 55            | ( <sup>2</sup> ) | 1                |  |
| Tool and Die Makers .....                | 755               | 20.38                                | 21.28   | 21.11 – 21.85     | –          | –                                                                      | –           | –           | –                | –                | –                | –                | –             | –                | –                | 1                | –             | 12            | 2             | 2             | 1                | 1                | 1             | 1                | 70            | 9                | 1                |  |
| Private industry .....                   | 755               | 20.38                                | 21.28   | 21.11 – 21.85     | –          | –                                                                      | –           | –           | –                | –                | –                | –                | –             | –                | –                | 1                | –             | 12            | 2             | 2             | 1                | 1                | 1             | 1                | 70            | 9                | 1                |  |
| Goods-producing industries .....         | 755               | 20.38                                | 21.28   | 21.11 – 21.85     | –          | –                                                                      | –           | –           | –                | –                | –                | –                | –             | –                | –                | 1                | –             | 12            | 2             | 2             | 1                | 1                | 1             | 1                | 70            | 9                | 1                |  |
| Manufacturing .....                      | 755               | 20.38                                | 21.28   | 21.11 – 21.85     | –          | –                                                                      | –           | –           | –                | –                | –                | –                | –             | –                | –                | 1                | –             | 12            | 2             | 2             | 1                | 1                | 1             | 1                | 70            | 9                | 1                |  |

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

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

<sup>3</sup> Workers were distributed as follows: 2 percent at \$6.00 and under \$6.50 and 13 percent at \$6.50 and under \$7.00.

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



**Table A-5. All establishments: Hourly pay of material movement and custodial occupations, Indianapolis, IN, September 1995**

| Occupation and level               | Number of workers | Hourly pay (in dollars) <sup>1</sup> |         |                   | Percent of workers receiving straight-time hourly pay (in dollars) of— |             |             |             |                  |                  |             |                  |             |                  |             |              |               |                  |                  |                  |                  |                  |                  |                  |                  |                  |                  |   |
|------------------------------------|-------------------|--------------------------------------|---------|-------------------|------------------------------------------------------------------------|-------------|-------------|-------------|------------------|------------------|-------------|------------------|-------------|------------------|-------------|--------------|---------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|---|
|                                    |                   | Mean                                 | Median  | Middle range      | 4.25 and under 4.50                                                    | 4.50 - 5.00 | 5.00 - 5.50 | 5.50 - 6.00 | 6.00 - 6.50      | 6.50 - 7.00      | 7.00 - 7.50 | 7.50 - 8.00      | 8.00 - 8.50 | 8.50 - 9.00      | 9.00 - 9.50 | 9.50 - 10.00 | 10.00 - 11.00 | 11.00 - 12.00    | 12.00 - 13.00    | 13.00 - 14.00    | 14.00 - 15.00    | 15.00 - 16.00    | 16.00 - 17.00    | 17.00 - 18.00    | 18.00 - 19.00    | 19.00 - 20.00    | 20.00 and over   |   |
| Forklift Operators .....           | 1,572             | \$13.58                              | \$12.20 | \$11.15 – \$18.62 | –                                                                      | –           | –           | –           | ( <sup>2</sup> ) | ( <sup>2</sup> ) | 1           | 1                | 1           | 2                | 2           | 3            | 15            | 21               | 11               | 10               | 2                | –                | 4                | –                | 28               | –                | –                |   |
| Private industry .....             | 1,572             | 13.58                                | 12.20   | 11.15 – 18.62     | –                                                                      | –           | –           | –           | ( <sup>2</sup> ) | ( <sup>2</sup> ) | 1           | 1                | 1           | 2                | 2           | 3            | 15            | 21               | 11               | 10               | 2                | –                | 4                | –                | 28               | –                | –                |   |
| Goods-producing industries .....   | 1,497             | 13.64                                | 12.20   | 11.15 – 18.67     | –                                                                      | –           | –           | –           | ( <sup>2</sup> ) | ( <sup>2</sup> ) | 1           | ( <sup>2</sup> ) | 1           | 2                | 2           | 3            | 15            | 22               | 10               | 10               | –                | –                | 4                | –                | 30               | –                | –                |   |
| Manufacturing .....                | 1,497             | 13.64                                | 12.20   | 11.15 – 18.67     | –                                                                      | –           | –           | –           | ( <sup>2</sup> ) | ( <sup>2</sup> ) | 1           | ( <sup>2</sup> ) | 1           | 2                | 2           | 3            | 15            | 22               | 10               | 10               | –                | –                | 4                | –                | 30               | –                | –                |   |
| Guards .....                       |                   |                                      |         |                   |                                                                        |             |             |             |                  |                  |             |                  |             |                  |             |              |               |                  |                  |                  |                  |                  |                  |                  |                  |                  |                  |   |
| Level I .....                      | 1,976             | 6.65                                 | 6.00    | 5.50 – 7.00       | ( <sup>2</sup> )                                                       | 1           | 15          | 29          | 18               | 9                | 7           | 3                | 5           | 4                | 3           | 1            | 2             | 1                | ( <sup>2</sup> ) | 1                | 2                | ( <sup>2</sup> ) | –                | –                | –                | –                | –                |   |
| Private industry .....             | 1,897             | 6.59                                 | 6.00    | 5.50 – 7.00       | ( <sup>2</sup> )                                                       | 1           | 16          | 30          | 19               | 8                | 6           | 3                | 5           | 4                | 3           | 1            | 3             | 1                | ( <sup>2</sup> ) | ( <sup>2</sup> ) | 2                | ( <sup>2</sup> ) | –                | –                | –                | –                | –                |   |
| Goods-producing industries .....   | 84                | 11.22                                | 10.18   | 8.55 – 14.22      | –                                                                      | –           | –           | –           | 5                | 5                | –           | –                | 5           | 31               | –           | –            | 6             | 1                | 1                | –                | 45               | 1                | –                | –                | –                | –                | –                |   |
| Manufacturing .....                | 84                | 11.22                                | 10.18   | 8.55 – 14.22      | –                                                                      | –           | –           | –           | 5                | 5                | –           | –                | 5           | 31               | –           | –            | 6             | 1                | 1                | –                | 45               | 1                | –                | –                | –                | –                | –                |   |
| Service-producing industries ..... | 1,813             | 6.37                                 | 6.00    | 5.50 – 6.75       | ( <sup>2</sup> )                                                       | 1           | 16          | 31          | 20               | 8                | 7           | 3                | 5           | 3                | 3           | 1            | 2             | ( <sup>2</sup> ) | ( <sup>2</sup> ) | ( <sup>2</sup> ) | –                | –                | –                | –                | –                | –                | –                |   |
| State and local government .....   | 79                | 8.23                                 | 6.90    | 6.70 – 8.48       | –                                                                      | –           | –           | –           | 11               | 44               | 10          | –                | 16          | 1                | 1           | –            | –             | –                | 8                | 1                | 6                | –                | –                | –                | –                | –                | –                |   |
| Level II .....                     | 209               | 10.62                                | 9.16    | 7.91 – 13.07      | –                                                                      | –           | –           | –           | –                | 11               | 3           | 13               | 3           | 18               | 4           | 8            | 5             | 3                | 7                | 3                | 5                | 10               | 2                | 2                | 2                | ( <sup>2</sup> ) | ( <sup>2</sup> ) |   |
| Private industry .....             | 142               | 11.44                                | 9.98    | 8.54 – 14.92      | –                                                                      | –           | –           | –           | –                | –                | –           | 11               | 3           | 25               | 3           | 11           | 6             | 4                | 1                | 5                | 6                | 14               | 4                | 3                | 3                | 1                | 1                |   |
| State and local government .....   | 67                | 8.88                                 | 7.67    | 6.97 – 10.32      | –                                                                      | –           | –           | –           | –                | 34               | 9           | 16               | 4           | 1                | 6           | –            | 4             | –                | 19               | –                | 4                | –                | –                | –                | –                | –                | –                |   |
| Janitors .....                     | 6,468             | 7.28                                 | 6.50    | 5.50 – 8.11       | ( <sup>2</sup> )                                                       | 1           | 19          | 14          | 14               | 9                | 12          | 5                | 4           | 5                | 3           | 1            | 7             | 2                | 1                | ( <sup>2</sup> ) | ( <sup>2</sup> ) | –                | –                | –                | ( <sup>2</sup> ) | 2                | –                |   |
| Private industry .....             | 4,652             | 6.81                                 | 6.00    | 5.25 – 7.10       | ( <sup>2</sup> )                                                       | 1           | 26          | 18          | 15               | 11               | 9           | 5                | 3           | 1                | 2           | 1            | 2             | 1                | ( <sup>2</sup> ) | ( <sup>2</sup> ) | –                | –                | –                | –                | 1                | 3                | –                |   |
| Goods-producing industries .....   | 469               | 12.67                                | 10.61   | 9.11 – 18.15      | –                                                                      | –           | –           | 1           | ( <sup>2</sup> ) | ( <sup>2</sup> ) | 8           | 2                | 8           | 2                | 14          | 6            | 11            | 9                | ( <sup>2</sup> ) | 1                | –                | –                | –                | –                | 4                | 33               | –                |   |
| Manufacturing .....                | 469               | 12.67                                | 10.61   | 9.11 – 18.15      | –                                                                      | –           | –           | 1           | ( <sup>2</sup> ) | ( <sup>2</sup> ) | 8           | 2                | 8           | 2                | 14          | 6            | 11            | 9                | ( <sup>2</sup> ) | 1                | –                | –                | –                | –                | 4                | 33               | –                |   |
| Service-producing industries ..... | 4,183             | 6.16                                 | 5.99    | 5.25 – 6.60       | ( <sup>2</sup> )                                                       | 1           | 29          | 20          | 17               | 12               | 9           | 6                | 2           | 1                | 1           | 1            | 1             | ( <sup>2</sup> ) | ( <sup>2</sup> ) | –                | –                | –                | –                | ( <sup>2</sup> ) | –                | –                | –                |   |
| Transportation and utilities ..... | 35                | 12.15                                | –       | –                 | –                                                                      | –           | –           | –           | –                | 3                | 9           | 9                | –           | 3                | 11          | 29           | 3             | 3                | –                | –                | –                | –                | –                | 31               | –                | –                | –                |   |
| State and local government .....   | 1,816             | 8.48                                 | 8.38    | 7.08 – 10.03      | –                                                                      | –           | 1           | 3           | 10               | 6                | 20          | 5                | 7           | 16               | 5           | 2            | 19            | 4                | 2                | 1                | ( <sup>2</sup> ) | –                | –                | –                | –                | –                | –                |   |
| Material Handling Laborers: .....  |                   |                                      |         |                   |                                                                        |             |             |             |                  |                  |             |                  |             |                  |             |              |               |                  |                  |                  |                  |                  |                  |                  |                  |                  |                  |   |
| Private industry:                  |                   |                                      |         |                   |                                                                        |             |             |             |                  |                  |             |                  |             |                  |             |              |               |                  |                  |                  |                  |                  |                  |                  |                  |                  |                  |   |
| Goods-producing industries .....   | 285               | 14.43                                | 18.39   | 9.15 – 18.39      | –                                                                      | –           | –           | –           | –                | –                | 3           | 2                | 4           | 11               | 6           | 13           | 2             | –                | –                | –                | –                | 5                | –                | –                | –                | 54               | –                | – |
| Manufacturing .....                | 285               | 14.43                                | 18.39   | 9.15 – 18.39      | –                                                                      | –           | –           | –           | –                | –                | 3           | 2                | 4           | 11               | 6           | 13           | 2             | –                | –                | –                | –                | 5                | –                | –                | –                | 54               | –                | – |
| Service-producing industries ..... | 845               | 10.49                                | 7.75    | 6.35 – 13.90      | –                                                                      | –           | –           | 10          | 18               | 8                | 11          | 3                | 2           | ( <sup>2</sup> ) | –           | 1            | –             | 2                | 5                | 23               | 1                | ( <sup>2</sup> ) | ( <sup>2</sup> ) | 16               | –                | –                | –                |   |
| State and local government .....   | 19                | 6.66                                 | 6.12    | 6.12 – 7.08       | –                                                                      | –           | –           | –           | 68               | –                | 11          | –                | 21          | –                | –           | –            | –             | –                | –                | –                | –                | –                | –                | –                | –                | –                | –                |   |
| Order Fillers: .....               |                   |                                      |         |                   |                                                                        |             |             |             |                  |                  |             |                  |             |                  |             |              |               |                  |                  |                  |                  |                  |                  |                  |                  |                  |                  |   |
| Private industry:                  |                   |                                      |         |                   |                                                                        |             |             |             |                  |                  |             |                  |             |                  |             |              |               |                  |                  |                  |                  |                  |                  |                  |                  |                  |                  |   |
| Service-producing industries ..... | 848               | 8.58                                 | 7.49    | 7.24 – 10.62      | –                                                                      | –           | –           | 2           | 1                | 1                | 52          | 11               | 2           | 1                | 1           | –            | 16            | 8                | 3                | ( <sup>2</sup> ) | 3                | –                | –                | –                | –                | –                | –                |   |
| Shipping/Receiving Clerks .....    | 811               | 10.19                                | 8.80    | 7.53 – 11.86      | –                                                                      | –           | –           | –           | ( <sup>2</sup> ) | 6                | 15          | 8                | 11          | 12               | 2           | 1            | 9             | 12               | 11               | ( <sup>2</sup> ) | 1                | 1                | –                | ( <sup>2</sup> ) | 9                | –                | –                |   |
| Private industry .....             | 811               | 10.19                                | 8.80    | 7.53 – 11.86      | –                                                                      | –           | –           | –           | ( <sup>2</sup> ) | 6                | 15          | 8                | 11          | 12               | 2           | 1            | 9             | 12               | 11               | ( <sup>2</sup> ) | 1                | 1                | –                | ( <sup>2</sup> ) | 9                | –                | –                |   |
| Goods-producing industries .....   | 486               | 11.37                                | 10.90   | 8.60 – 12.20      | –                                                                      | –           | –           | –           | –                | 3                | 6           | 1                | 11          | 12               | 4           | –            | 14            | 18               | 13               | –                | 2                | 1                | –                | ( <sup>2</sup> ) | 15               | –                | –                |   |
| Manufacturing .....                | 485               | 11.37                                | 10.90   | 8.60 – 12.20      | –                                                                      | –           | –           | –           | –                | 3                | 6           | 1                | 11          | 12               | 4           | –            | 13            | 18               | 13               | –                | 2                | 1                | –                | ( <sup>2</sup> ) | 15               | –                | –                |   |
| Service-producing industries ..... | 325               | 8.42                                 | 7.60    | 7.24 – 8.50       | –                                                                      | –           | –           | –           | 1                | 10               | 30          | 18               | 11          | 12               | –           | 2            | 3             | 2                | 10               | ( <sup>2</sup> ) | 1                | ( <sup>2</sup> ) | –                | –                | –                | –                | –                |   |

See footnotes at end of table.

**Table A-5. All establishments: Hourly pay of material movement and custodial occupations, Indianapolis, IN, September 1995 — Continued**

| Occupation and level               | Number of workers | Hourly pay (in dollars) <sup>1</sup> |         |                   | Percent of workers receiving straight-time hourly pay (in dollars) of— |             |             |             |             |                  |             |                  |             |                  |             |              |                  |                  |               |                  |               |               |                  |                  |               |               |                 |   |
|------------------------------------|-------------------|--------------------------------------|---------|-------------------|------------------------------------------------------------------------|-------------|-------------|-------------|-------------|------------------|-------------|------------------|-------------|------------------|-------------|--------------|------------------|------------------|---------------|------------------|---------------|---------------|------------------|------------------|---------------|---------------|-----------------|---|
|                                    |                   | Mean                                 | Median  | Middle range      | 4.25 and under 4.50                                                    | 4.50 - 5.00 | 5.00 - 5.50 | 5.50 - 6.00 | 6.00 - 6.50 | 6.50 - 7.00      | 7.00 - 7.50 | 7.50 - 8.00      | 8.00 - 8.50 | 8.50 - 9.00      | 9.00 - 9.50 | 9.50 - 10.00 | 10.00 - 11.00    | 11.00 - 12.00    | 12.00 - 13.00 | 13.00 - 14.00    | 14.00 - 15.00 | 15.00 - 16.00 | 16.00 - 17.00    | 17.00 - 18.00    | 18.00 - 19.00 | 19.00 - 20.00 | 20.00 and over  |   |
|                                    |                   |                                      |         |                   |                                                                        |             |             |             |             |                  |             |                  |             |                  |             |              |                  |                  |               |                  |               |               |                  |                  |               |               |                 |   |
| <b>Truckdrivers</b>                |                   |                                      |         |                   |                                                                        |             |             |             |             |                  |             |                  |             |                  |             |              |                  |                  |               |                  |               |               |                  |                  |               |               |                 |   |
| Light Truck:                       |                   |                                      |         |                   |                                                                        |             |             |             |             |                  |             |                  |             |                  |             |              |                  |                  |               |                  |               |               |                  |                  |               |               |                 |   |
| State and local government .....   | 19                | \$12.57                              | \$14.25 | \$10.86 - \$14.25 | -                                                                      | -           | -           | -           | -           | -                | 5           | -                | -           | -                | -           | -            | 26               | 11               | -             | 5                | 53            | -             | -                | -                | -             | -             | -               | - |
| Medium Truck .....                 | 1,173             | 15.32                                | 15.21   | 13.68 - 19.31     | -                                                                      | -           | -           | -           | -           | ( <sup>2</sup> ) | -           | 1                | 2           | 2                | 2           | 1            | ( <sup>2</sup> ) | 9                | 4             | 6                | 14            | 26            | -                | ( <sup>2</sup> ) | -             | 32            | -               |   |
| Private industry .....             | 1,095             | 15.60                                | 15.21   | 14.50 - 19.31     | -                                                                      | -           | -           | -           | -           | ( <sup>2</sup> ) | -           | 1                | 2           | 3                | 2           | 1            | ( <sup>2</sup> ) | 2                | 4             | 6                | 15            | 28            | -                | ( <sup>2</sup> ) | -             | 34            | -               |   |
| Service-producing industries ..... | 1,089             | 15.63                                | 15.21   | 14.50 - 19.31     | -                                                                      | -           | -           | -           | -           | ( <sup>2</sup> ) | -           | 1                | 2           | 3                | 2           | 1            | -                | 2                | 4             | 7                | 15            | 28            | -                | ( <sup>2</sup> ) | -             | 34            | -               |   |
| Transportation and utilities ..... | 999               | 16.20                                | 15.21   | 14.50 - 19.31     | -                                                                      | -           | -           | -           | -           | -                | -           | -                | 2           | ( <sup>2</sup> ) | -           | -            | -                | ( <sup>2</sup> ) | 5             | 7                | 17            | 31            | -                | 1                | -             | 37            | -               |   |
| Heavy Truck .....                  | 814               | 12.49                                | 13.85   | 10.56 - 13.85     | -                                                                      | -           | -           | -           | -           | -                | -           | ( <sup>2</sup> ) | 4           | 1                | 2           | 7            | 16               | 6                | 4             | 58               | 1             | -             | 1                | -                | -             | -             | -               |   |
| State and local government .....   | 116               | 9.62                                 | 9.92    | 8.18 - 10.56      | -                                                                      | -           | -           | -           | -           | -                | -           | 2                | 28          | 4                | -           | 31           | 34               | 1                | -             | -                | -             | -             | -                | -                | -             | -             | -               |   |
| Tractor Trailer .....              | 1,113             | 15.99                                | 15.62   | 13.68 - 18.81     | -                                                                      | -           | -           | -           | -           | -                | -           | -                | -           | ( <sup>2</sup> ) | 1           | 2            | 2                | 4                | 4             | 30               | 5             | 5             | ( <sup>2</sup> ) | 6                | 20            | 20            | 1               |   |
| Private industry .....             | 1,110             | 16.01                                | 15.62   | 13.68 - 18.81     | -                                                                      | -           | -           | -           | -           | -                | -           | -                | -           | -                | 1           | 2            | 2                | 4                | 4             | 30               | 5             | 5             | ( <sup>2</sup> ) | 6                | 20            | 20            | 1               |   |
| Goods-producing industries .....   | 75                | 14.77                                | -       | - - -             | -                                                                      | -           | -           | -           | -           | -                | -           | -                | -           | -                | -           | 13           | 1                | 32               | 11            | 3                | 3             | -             | -                | -                | -             | 20            | 17              |   |
| Manufacturing .....                | 59                | 14.45                                | -       | - - -             | -                                                                      | -           | -           | -           | -           | -                | -           | -                | -           | -                | -           | 17           | -                | 41               | 7             | -                | -             | -             | -                | -                | -             | 25            | <sup>3</sup> 10 |   |
| Service-producing industries ..... | 1,035             | 16.10                                | 15.62   | 13.68 - 18.81     | -                                                                      | -           | -           | -           | -           | -                | -           | -                | -           | -                | 1           | 1            | 2                | 2                | 3             | 32               | 5             | 5             | ( <sup>2</sup> ) | 6                | 22            | 20            | -               |   |
| Transportation and utilities ..... | 901               | 16.72                                | 17.81   | 13.68 - 18.81     | -                                                                      | -           | -           | -           | -           | -                | -           | -                | -           | -                | -           | -            | -                | -                | 1             | 37               | 1             | 6             | ( <sup>2</sup> ) | 7                | 25            | 23            | -               |   |
| <b>Warehouse Specialists</b>       | 1,329             | 11.70                                | 11.17   | 10.00 - 12.90     | -                                                                      | -           | -           | -           | -           | 1                | 1           | 4                | 4           | 2                | 3           | 8            | 9                | 35               | 12            | 3                | 12            | -             | -                | 7                | -             | -             | -               |   |
| Private industry .....             | 1,315             | 11.71                                | 11.17   | 10.00 - 12.90     | -                                                                      | -           | -           | -           | -           | 1                | 1           | 4                | 4           | 2                | 3           | 8            | 9                | 35               | 12            | 3                | 13            | -             | -                | 7                | -             | -             | -               |   |
| Service-producing industries ..... | 682               | 12.13                                | 11.17   | 11.17 - 12.75     | -                                                                      | -           | -           | -           | -           | 1                | -           | 1                | -           | ( <sup>2</sup> ) | 1           | 1            | 7                | 58               | 16            | ( <sup>2</sup> ) | 1             | -             | -                | 13               | -             | -             | -               |   |
| Transportation and utilities ..... | 99                | 17.13                                | 17.00   | 17.00 - 17.83     | -                                                                      | -           | -           | -           | -           | -                | -           | -                | -           | -                | -           | -            | -                | -                | -             | -                | 7             | -             | -                | 93               | -             | -             | -               |   |
| State and local government .....   | 14                | 10.65                                | -       | - - -             | -                                                                      | -           | -           | -           | -           | -                | -           | 7                | -           | 7                | 7           | 29           | -                | 43               | -             | -                | -             | -             | -                | 7                | -             | -             | -               |   |

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

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

<sup>3</sup> Workers were distributed as follows: 3 percent at \$21.00 and under \$22.00; 5 percent at \$22.00 and under \$23.00; and 2 percent at \$23.00 and under \$24.00.

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

**Appendix table 1. Establishments and workers within scope of survey and number studied, Indianapolis, IN<sup>1</sup>, September 1995**

| Industry division <sup>2</sup>                                                            | Number of establishments            |         | Workers in establishments           |         |         |
|-------------------------------------------------------------------------------------------|-------------------------------------|---------|-------------------------------------|---------|---------|
|                                                                                           | Within scope of survey <sup>3</sup> | Studied | Within scope of survey <sup>4</sup> |         | Studied |
|                                                                                           |                                     |         | Number                              | Percent |         |
| All divisions .....                                                                       | 1,704                               | 275     | 442,926                             | 100     | 179,548 |
| Private industry .....                                                                    | 1,611                               | 243     | 369,852                             | 84      | 128,246 |
| Goods producing .....                                                                     | 474                                 | 78      | 101,313                             | 23      | 44,117  |
| Manufacturing .....                                                                       | 352                                 | 64      | 89,649                              | 20      | 41,829  |
| Construction <sup>5</sup> .....                                                           | 120                                 | 12      | 11,387                              | 3       | 2,011   |
| Service producing .....                                                                   | 1,137                               | 165     | 268,539                             | 61      | 84,129  |
| Transportation, communication, electric, gas, and<br>sanitary services <sup>6</sup> ..... | 100                                 | 26      | 30,272                              | 7       | 15,805  |
| Wholesale trade <sup>7</sup> .....                                                        | 128                                 | 14      | 16,181                              | 4       | 1,982   |
| Retail trade <sup>7</sup> .....                                                           | 299                                 | 15      | 84,126                              | 19      | 16,834  |
| Finance, insurance, and real estate <sup>7</sup> .....                                    | 150                                 | 24      | 44,095                              | 10      | 15,699  |
| Services <sup>7</sup> .....                                                               | 460                                 | 86      | 93,865                              | 21      | 33,809  |
| State and local government .....                                                          | 93                                  | 32      | 73,074                              | 16      | 51,302  |
| Health services <sup>8</sup> .....                                                        | 144                                 | 19      | 47,217                              | 11      | 20,996  |
| Private industry .....                                                                    | 135                                 | 13      | 36,377                              | 8       | 12,079  |
| State and local government .....                                                          | 9                                   | 6       | 10,840                              | 2       | 8,917   |
| Hospitals .....                                                                           | 24                                  | 11      | 32,234                              | 7       | 18,043  |
| Private industry .....                                                                    | 15                                  | 5       | 21,394                              | 5       | 9,126   |
| State and local government .....                                                          | 9                                   | 6       | 10,840                              | 2       | 8,917   |

<sup>1</sup> The Indianapolis, IN Metropolitan Statistical Area, as defined by the Office of Management and Budget through October 1984, consists of Boone, Hamilton, Hancock, Hedricks, Johnson, Marion, Morgan, and Shelby Counties. The "workers within scope of survey" estimates provide a reasonably accurate description of the size and composition of the labor force included in the survey. Estimates are not intended, however, for comparison with other statistical series to measure employment trends or levels since (1) planning of wage surveys requires establishment data compiled considerably in advance of the payroll period studied, and (2) establishments employing fewer than 50 workers are excluded from the scope of the survey.

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

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

as all locations of a government entity.

<sup>4</sup> Includes all workers in all establishments with total employment (within an area) at or above the minimum limitations.

<sup>5</sup> Separate data for this division are not shown in the A-series tables, but the division is represented in the "all industries" and "goods producing" estimates.

<sup>6</sup> Abbreviated to "Transportation and utilities" in the A-series tables. This division is represented in the "all industries" and "service producing" estimates.

<sup>7</sup> Separate data for this division are not shown in the A-series tables, but the division is represented in the "all industries" and "service producing" estimates.

<sup>8</sup> Health services includes establishments primarily engaged in furnishing medical, surgical, and other health services to persons.

Note: Overall industries may include data for industry divisions not shown separately.

# Appendix A.

## Scope and Method of Survey

### Scope

This survey of the Indianapolis, IN Metropolitan Statistical Area covered establishments employing 50 workers or more in *goods producing industries* (mining, construction, and manufacturing); *service producing industries* (transportation, communications, electric, gas, and sanitary services; wholesale trade; retail trade; finance, insurance, and real estate; and services industries, including health services); and State and local governments.<sup>1</sup> Private households, agriculture, the Federal Government, and the self-employed were excluded from the survey. Table 1 in this appendix shows the estimated number of establishments and workers within scope of the survey and the number actually included in the survey sample.

### Sampling frame

The list of establishments from which the survey sample was selected (the sampling frame) was developed from the State unemployment insurance reports for the Indianapolis, IN Metropolitan Statistical Area (July 1992 ). Establishments with 50 workers or more during the sampling frame's reference period were included in the survey sample even if they employed fewer than 50 workers at the time of the survey.

The sampling frame was reviewed for completeness and accuracy prior to the survey and, when necessary, corrections were made: Missing establishments were added; out-of-business and out-of-scope establishments were removed; and addresses, employment levels, industry classification, and other information were updated.

### Survey design

The survey design includes classifying individual establishments into groups (strata) based on industry and employment size, determining the size of the sample for each group (stratum), and selecting an establishment sample from each stratum. The establishment sample size in a stratum was determined by expected number of employees to be found (based on previous occupational pay surveys) in professional, administrative, technical, protective service, and clerical occupations.

In other words, the larger the number of employees expected to be found in designated occupations, the larger the establishment sample in that stratum. An upward adjustment to the establishment sample size also was made in strata expected to have relatively high sampling error for certain occupations, based on previous survey experiences. (See section on "Reliability of estimates" below for discussion of sampling error.)

### Data collection and payroll reference

Data for the survey were obtained primarily by personal visits of the Bureau's field economists to a sample of establishments within the Indianapolis, IN Metropolitan Statistical Area. Collection for the survey was from August 1995 through January 1996 and reflects an average payroll reference month of September 1995 . Data obtained for a payroll period prior to the end of October 1995 were updated to include general wage changes, if granted, scheduled to be effective through that date.

### Occupational pay

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

Unless otherwise indicated, the pay data following the job titles are for all industries combined. Pay data for some of the occupations for all industries combined (or for some industry divisions within the scope of the survey) are not presented in the A-series tables because either (1) data did not provide statistically reliable results, or (2) there was the possibility of disclosure of individual establishment data. Pay data not shown separately for industry divisions are included in data for all industries combined.

Average pay reflect areawide estimates. Industries and establishments differ in pay levels and job staffing, and thus contribute differently to the estimates for each job. Therefore, average pay may not reflect the pay differential among jobs within individual establishments. A-series tables provide distributions of workers by pay intervals

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

Occupations surveyed are common to a variety of public and private industries, and were selected from the following employment groups: (1) Professional and administrative; (2) technical and protective service; (3) clerical; (4) maintenance and toolroom; and (5) material movement and custodial. Occupational classification was based on a uniform set of job descriptions designed to take account of interestablishment variation in duties within the same job. Occupations selected for study are listed and described in appendix B, along with corresponding occupational codes and titles from the 1980 edition of the *Standard Occupational Classification Manual*. Job descriptions used to classify employees in this survey usually are more generalized than those used in individual establishments to allow for minor differences among establishments in specific duties performed.

Average weekly hours for professional, administrative, technical, protective service, and clerical occupations refer to the standard workweek (rounded to the nearest tenth of an hour) for which employees receive regular straight-time pay. Average weekly pay for these occupations are rounded to the nearest dollar.

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.

**Survey nonresponse**

Data were not available from 10.3 percent of the sample establishments (representing 42241 employees covered by the survey). An additional 6.7 percent of the sample establishments (representing 16636 employees) were either out of business or outside the scope of the survey.

If data were not provided by a sample member, the weights (based on the probability of selection in the sample) of responding sample establishments were

adjusted to account for the missing data. The weights for establishments which were out of business or outside the scope of the survey were changed to zero.

Some sampled establishments had a policy of not disclosing salary data for certain employees. No adjustments were made to pay estimates for the survey as a result of these missing data which affected one of the occupational work levels published in this bulletin. The proportion of employees for whom pay data were not available was less than 5 percent. The single job affected was Personnel Specialist IV (17 percent).

**Reliability of estimates**

The data in this bulletin are estimates from a scientifically selected probability sample. There are two types of errors possible in an estimate based on a sample survey—sampling and nonsampling.

*Sampling errors* occur because observations come only from a sample, not the entire population. The particular sample used in this survey is one of a number of all possible samples of the same size that could have been selected using the sample design. Estimates derived from the different samples would differ from each other.

A measure of the variation among these differing estimates is called the standard error or sampling error. It indicates the precision with which an estimate from a particular sample approximates the average result of all possible samples. The relative standard error (RSE) is the standard error divided by the estimate. For example, if the estimated average weekly salary of Secretaries Level IV is \$500 and the standard error is \$8, the RSE is 1.6 percent, or  $\$8/\$500 \times 100 = 1.6\%$ .

Estimates of relative standard errors for this survey vary among the occupational work levels depending on such factors as the frequency with which the job occurs, the dispersion of salaries for the job, and the survey design. The distribution of published work levels for one relative standard error was as follows:

| <i>Relative standard error</i> | <i>Percent of published occupational work levels</i> |
|--------------------------------|------------------------------------------------------|
| Less than 1 percent            | 8.4                                                  |
| 1 and under 3 percent          | 67.5                                                 |
| 3 and under 5 percent          | 19.9                                                 |
| 5 percent and over             | 4.2                                                  |

The standard error can be used to calculate a "confidence interval" around a sample estimate. For example, a 95 percent confidence interval is centered at the sample estimate and includes all values within 2 times the estimate's standard error.

If all possible samples were selected to estimate the population value, the interval from each sample would include the true population value approximately 95 percent of the time.

Using the RSE example above, there is 95 percent confidence that the true population value for Secretaries Level IV is between \$484 and \$516 (i.e., \$500 plus or minus 2 x \$8).

*Nonsampling errors* can stem from many sources, such as inability to obtain information from some establishments; difficulties with survey definitions; inability of respondents to provide correct information; mistakes in recording or coding the data obtained; and other errors of collection, response, coverage, and estimation of missing data. Although not specifically measured, the survey's nonsampling errors are expected to be minimal due to the high response rate, the extensive and continuous training of field economists who gather survey data by personal visit, careful screening of data at several levels of review, annual evaluation of the suitability of job definitions, and thorough field testing of new or revised job definitions.

To measure and better control nonsampling errors that occur during data collection, a quality control procedure was applied to the survey design. The procedure, job match validation (JMV), is designed to identify the frequency, reasons for, and sources of incorrect decisions made by Bureau field economists in

matching company jobs to survey occupations. Once identified, the problems are discussed promptly with the field economists while the data are still being collected. Subsequently, the JMV results are tallied, reported to BLS staff, and become the basis for remedial action for future surveys.

Approximately 5 percent of the 549 sampled job match decisions reviewed by the JMV reviewers and checked with the respondents were subsequently changed by the JMV reviewers. These results are from a similar survey conducted in 1994, see *Occupational Compensation survey: Pay and Benefits, Indianapolis, IN*, Bulletin 3075-37.

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