

# Occupational Compensation Survey: Pay Only

New London–Norwich, CT–RI,  
Metropolitan Area,  
January 1996



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U.S. Department of Labor  
Bureau of Labor Statistics

Bulletin 3085-3

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## Preface

This bulletin provides results of a January 1996 survey of occupational pay in the New London–Norwich, CT–RI 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 Boston, under the direction of John E. Barry, 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 and benefit 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 Boston Regional Office at (617) 565-2327. 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

# New London–Norwich, CT–RI, Metropolitan Area, January 1996



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

Bureau of Labor Statistics  
Katharine G. Abraham,  
Commissioner

June 1996

Bulletin 3085-3

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# Introduction

This survey of occupational pay in the New London–Norwich, CT–RI Metropolitan Statistical Area (the town of Old Saybrook in Middlesex County; the cities of New London and Norwich, the towns of Bozrah, East Lyme, Franklin, Griswold, Groton, Ledyard, Lisbon, Montville, North Stonington, Old Lyme, Preston, Salem, Sprague, Stonington, and Waterford in New London County, CT; the towns of Canterbury and Plainfield in Windham County, CT; and the towns of Hopkinton and Westerly in Washington County, RI) 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, New London-Norwich, CT-RI, January 1996**

| 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    | 450 and under 500  | 500 - 550 | 550 - 600 | 600 - 650 | 650 - 700 | 700 - 750 | 750 - 800 | 800 - 850        | 850 - 900        | 900 - 950 | 950 - 1000 | 1000 - 1100      | 1100 - 1200 | 1200 - 1300 | 1300 - 1400 | 1400 - 1500 | 1500 - 1600      | 1600 - 1700 | 1700 - 1800      | 1800 - 1900 | 1900 and over |
| <b>PROFESSIONAL OCCUPATIONS</b>       |                   |  |                                      |        |                 |  |           |           |           |           |           |           |                  |                  |           |            |                  |             |             |             |             |                  |             |                  |             |               |
| <b>Accountants</b> .....              | 170               | 39.2   | \$852                                | \$774  | \$583 - \$1,017 | 9  | 8         | 10        | 3         | 6         | 4         | 13        | 6                | 1                | 2         | 9          | 9                | 2           | 9           | 6           | 2           | -                | -           | 1                | -           | 1             |
| Private industry .....                | 145               | 39.8   | 872                                  | 772    | 583 - 1,056     | 10   | 8         | 10        | 2         | 6         | 3         | 12        | 3                | 1                | 2         | 8          | 10               | 3           | 10          | 8           | 2           | -                | -           | 1                | -           | 1             |
| State and local government .....      | 25                | 35.8   | 737                                  | -      | - - -           | -  | 12        | 8         | 8         | 12        | 4         | 20        | 24               | -                | -         | 12         | -                | -           | -           | -           | -           | -                | -           | -                | -           | -             |
| Level 2 .....                         | 61                | 38.9   | 584                                  | 580    | 540 - 632       | 18   | 23        | 28        | 8         | 15        | 7         | -         | -                | -                | 2         | -          | -                | -           | -           | -           | -           | -                | -           | -                | -           | -             |
| Private industry .....                | 51                | 39.6   | 580                                  | 558    | 540 - 605       | 22   | 22        | 29        | 6         | 12        | 8         | -         | -                | -                | 2         | -          | -                | -           | -           | -           | -           | -                | -           | -                | -           | -             |
| Level 3 .....                         | 49                | 38.9   | 862                                  | 782    | 769 - 1,017     | -  | -         | -         | -         | 4         | 4         | 43        | 16               | -                | -         | 4          | 22               | 2           | 2           | 2           | -           | -                | -           | -                | -           | -             |
| Private industry .....                | 37                | 40.0   | 885                                  | -      | - - -           | -  | -         | -         | -         | 5         | 3         | 43        | 5                | -                | -         | 5          | 30               | 3           | 3           | 3           | -           | -                | -           | -                | -           | -             |
| Level 4 .....                         | 42                | 39.5   | 1,072                                | 1,038  | 962 - 1,240     | -  | -         | -         | -         | -         | -         | 2         | 7                | 2                | 5         | 31         | 10               | 7           | 33          | 2           | -           | -                | -           | -                | -           | -             |
| Private industry .....                | 39                | 39.7   | 1,081                                | -      | - - -           | -  | -         | -         | -         | -         | -         | 3         | 8                | 3                | 5         | 26         | 10               | 8           | 36          | 3           | -           | -                | -           | -                | -           | -             |
| <b>Engineers:</b>                     |                   |  |                                      |        |                 |  |           |           |           |           |           |           |                  |                  |           |            |                  |             |             |             |             |                  |             |                  |             |               |
| Level 4 .....                         | 702               | 40.0   | 1,107                                | 1,108  | 1,042 - 1,154   | -  | -         | -         | -         | -         | -         | -         | ( <sup>3</sup> ) | ( <sup>3</sup> ) | 4         | 7          | 36               | 36          | 16          | 1           | -           | ( <sup>3</sup> ) | -           | -                | -           | -             |
| Private industry .....                | 699               | 40.0   | 1,106                                | 1,108  | 1,040 - 1,154   | -  | -         | -         | -         | -         | -         | -         | ( <sup>3</sup> ) | ( <sup>3</sup> ) | 4         | 7          | 36               | 36          | 16          | 1           | -           | ( <sup>3</sup> ) | -           | -                | -           | -             |
| Level 5 .....                         | 485               | 40.0   | 1,327                                | 1,325  | 1,254 - 1,377   | -  | -         | -         | -         | -         | -         | -         | -                | ( <sup>3</sup> ) | -         | -          | ( <sup>3</sup> ) | 7           | 35          | 38          | 13          | 4                | 2           | ( <sup>3</sup> ) | -           | -             |
| Private industry .....                | 482               | 40.0   | 1,327                                | 1,325  | 1,255 - 1,377   | -  | -         | -         | -         | -         | -         | -         | -                | ( <sup>3</sup> ) | -         | -          | ( <sup>3</sup> ) | 7           | 35          | 39          | 13          | 4                | 2           | ( <sup>3</sup> ) | -           | -             |
| Level 6 .....                         | 150               | 40.0   | 1,599                                | 1,554  | 1,463 - 1,750   | -  | -         | -         | -         | -         | -         | -         | -                | -                | -         | -          | -                | -           | -           | 10          | 24          | 24               | 11          | 17               | 6           | 7             |
| Private industry .....                | 150               | 40.0   | 1,599                                | 1,554  | 1,463 - 1,750   | -  | -         | -         | -         | -         | -         | -         | -                | -                | -         | -          | -                | -           | -           | 10          | 24          | 24               | 11          | 17               | 6           | 7             |
| <b>ADMINISTRATIVE OCCUPATIONS</b>     |                   |  |                                      |        |                 |  |           |           |           |           |           |           |                  |                  |           |            |                  |             |             |             |             |                  |             |                  |             |               |
| <b>Buyer/Contracting Specialists:</b> |                   |  |                                      |        |                 |  |           |           |           |           |           |           |                  |                  |           |            |                  |             |             |             |             |                  |             |                  |             |               |
| Level 1 .....                         | 36                | 40.0   | 514                                  | -      | - - -           | 39   | 44        | 8         | 8         | -         | -         | -         | -                | -                | -         | -          | -                | -           | -           | -           | -           | -                | -           | -                | -           | -             |
| Private industry .....                | 36                | 40.0   | 514                                  | -      | - - -           | 39   | 44        | 8         | 8         | -         | -         | -         | -                | -                | -         | -          | -                | -           | -           | -           | -           | -                | -           | -                | -           | -             |
| Level 3 .....                         | 50                | 39.9   | 807                                  | 816    | 715 - 875       | -  | -         | -         | 6         | 16        | 10        | 10        | 26               | 16               | 12        | -          | -                | 2           | 2           | -           | -           | -                | -           | -                | -           | -             |
| <b>Personnel Specialists</b> .....    | 178               | 39.4   | 935                                  | 865    | 748 - 1,069     | 2  | -         | 3         | 3         | 5         | 12        | 12        | 10               | 4                | 3         | 7          | 15               | 10          | 2           | 5           | 2           | -                | 1           | 2                | 1           | -             |
| Private industry .....                | 159               | 39.9   | 945                                  | 865    | 742 - 1,100     | 3  | -         | 3         | 4         | 5         | 12        | 11        | 11               | 3                | 2         | 6          | 15               | 11          | 2           | 6           | 3           | -                | 1           | 3                | 1           | -             |
| Level 3 .....                         | 59                | 39.2   | 772                                  | 761    | 731 - 808       | -  | -         | 2         | 7         | 12        | 17        | 34        | 22               | -                | 2         | -          | 2                | 2           | 2           | -           | -           | -                | -           | -                | -           | -             |
| Private industry .....                | 50                | 39.8   | 770                                  | 761    | 721 - 819       | -  | -         | 2         | 8         | 12        | 16        | 30        | 26               | -                | -         | 2          | 2                | 2           | 2           | -           | -           | -                | -           | -                | -           | -             |
| Level 4 .....                         | 91                | 39.6   | 1,081                                | 1,037  | 962 - 1,118     | -  | -         | -         | -         | -         | -         | 2         | 5                | 8                | 5         | 13         | 29               | 19          | 2           | 10          | 4           | -                | 1           | 1                | -           | -             |
| Private industry .....                | 82                | 40.0   | 1,094                                | 1,063  | 971 - 1,118     | -  | -         | -         | -         | -         | -         | 2         | 6                | 6                | 4         | 12         | 28               | 21          | 2           | 11          | 5           | -                | 1           | 1                | -           | -             |

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

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

compute means, medians, and middle ranges.

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

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, New London-Norwich, CT-RI, January 1996**

| 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 |   | Under 450  | 450 - 475       | 475 - 500 | 500 - 525 | 525 - 550 | 550 - 575 | 575 - 600 | 600 - 625 | 625 - 650 | 650 - 675 | 675 - 700 | 700 - 725 | 725 - 750 | 750 - 775 | 775 - 800 | 800 - 825 | 825 - 850 | 850 - 875 | 875 - 900 |   |
| <b>TECHNICAL OCCUPATIONS</b>           |                   |  |                                      |        |              |   |  |                 |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |   |
| <b>Computer Operators</b> .....        | 44                | 39.9   | \$496                                | \$474  | \$468        | — | \$524  | 16              | 39        | 16        | 5         | 2         | 7         | 2         | 2         | —         | 2         | 5         | 2         | 2         | —         | —         | —         | —         | —         | — |
| Private industry .....                 | 43                | 40.0   | 497                                  | 474    | 468          | — | 532  | <sup>3</sup> 16 | 37        | 16        | 5         | 2         | 7         | 2         | 2         | —         | 2         | 5         | 2         | 2         | —         | —         | —         | —         | —         |   |
| Level 3 .....                          | 25                | 40.0   | 533                                  | —      | —            | — | —  | —               | 48        | 12        | 8         | —         | 8         | —         | 4         | —         | 4         | 8         | 4         | 4         | —         | —         | —         | —         | —         |   |
| Private industry .....                 | 25                | 40.0   | 533                                  | —      | —            | — | —  | —               | 48        | 12        | 8         | —         | 8         | —         | 4         | —         | 4         | 8         | 4         | 4         | —         | —         | —         | —         | —         |   |
| <b>Engineering Technicians, Civil:</b> |                   |  |                                      |        |              |   |  |                 |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |   |
| State and local government .....       | 32                | 35.6   | 617                                  | —      | —            | — | —  | —               | 16        | —         | 3         | 3         | 9         | —         | 9         | 9         | 31        | 3         | 3         | 13        | —         | —         | —         | —         | —         |   |
| <b>PROTECTIVE SERVICE OCCUPATIONS</b>  |                   |  |                                      |        |              |   |  |                 |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |   |
| <b>Corrections Officers</b> .....      | 759               | 36.3   | 562                                  | 536    | 536          | — | 592  | —               | —         | —         | —         | 52        | 22        | 13        | 6         | 4         | 3         | —         | —         | —         | —         | —         | —         | —         | —         |   |
| State and local government .....       | 759               | 36.3   | 562                                  | 536    | 536          | — | 592  | —               | —         | —         | —         | 52        | 22        | 13        | 6         | 4         | 3         | —         | —         | —         | —         | —         | —         | —         | —         |   |
| <b>Firefighters:</b>                   |                   |  |                                      |        |              |   |  |                 |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |   |
| State and local government .....       | 208               | 42.4   | 696                                  | 715    | 689          | — | 719  | —               | —         | —         | —         | —         | —         | —         | 14        | 2         | 2         | 16        | 65        | —         | —         | —         | —         | —         | —         |   |
| <b>Police Officers:</b>                |                   |  |                                      |        |              |   |  |                 |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |   |
| State and local government .....       | 483               | 40.0   | 725                                  | 728    | 699          | — | 782  | —               | —         | —         | —         | 4         | 5         | —         | 4         | 2         | 5         | 5         | 23        | 10        | 10        | 25        | 1         | —         | 1         | 4 |
| Level 1:                               |                   |  |                                      |        |              |   |  |                 |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |   |
| State and local government .....       | 483               | 40.0   | 725                                  | 728    | 699          | — | 782  | —               | —         | —         | —         | 4         | 5         | —         | 4         | 2         | 5         | 5         | 23        | 10        | 10        | 25        | 1         | —         | 1         | 4 |

<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> Workers were distributed as follows: 12 percent at \$350 and under \$375 and 5 percent at \$375 and under \$400.

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

**Table A-3. All establishments: Weekly hours and pay of clerical occupations, New London-Norwich, CT-RI, January 1996**

| 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  | Under 300  | 300 - 325        | 325 - 350 | 350 - 375        | 375 - 400 | 400 - 425 | 425 - 450        | 450 - 475 | 475 - 500 | 500 - 525 | 525 - 550        | 550 - 575 | 575 - 600        | 600 - 625 | 625 - 650        | 650 - 675 | 675 - 700        | 700 - 750        | 750 - 800 | 800 - 850        | 850 - 900        |
| <b>Clerks, Accounting</b> .....                 | 280               | 39.3   | \$425                                | \$434  | \$337 - \$496 | -  | 19               | 13        | 7                | 6         | 5         | 2                | 13        | 25        | 5         | 2                | 2         | 1                | 1         | ( <sup>3</sup> ) | 1         | 1                | ( <sup>3</sup> ) | -         | -                | -                |
| Private industry .....                          | 239               | 39.9   | 417                                  | 391    | 331 - 496     | -  | 22               | 15        | 8                | 7         | 1         | 1                | 9         | 27        | 4         | ( <sup>3</sup> ) | 3         | 1                | 1         | ( <sup>3</sup> ) | 1         | 1                | ( <sup>3</sup> ) | -         | -                | -                |
| State and local government .....                | 41                | 35.9   | 470                                  | 470    | 434 - 490     | -  | -                | -         | -                | -         | 24        | 7                | 34        | 12        | 10        | 10               | 2         | -                | -         | -                | -         | -                | -                | -         | -                | -                |
| Level 2 .....                                   | 104               | 39.4   | 368                                  | 340    | 321 - 360     | -  | 29               | 34        | 18               | 2         | 1         | -                | 10        | -         | -         | 1                | -         | 1                | 1         | 1                | 2         | 1                | -                | -         | -                | -                |
| Level 3 .....                                   | 153               | 39.2   | 450                                  | 490    | 410 - 496     | -  | 15               | -         | -                | 9         | 8         | 3                | 10        | 45        | 3         | 3                | 3         | 1                | 1         | -                | -         | -                | -                | -         | -                | -                |
| Private industry .....                          | 122               | 40.0   | 446                                  | 496    | 391 - 496     | -  | 19               | -         | -                | 11        | 2         | 2                | 9         | 52        | -         | -                | 3         | 1                | 1         | -                | -         | -                | -                | -         | -                | -                |
| State and local government .....                | 31                | 36.2   | 467                                  | -      | - - -         | -  | -                | -         | -                | -         | 32        | 10               | 16        | 16        | 13        | 13               | -         | -                | -         | -                | -         | -                | -                | -         | -                | -                |
| <b>Clerks, General</b> .....                    | 653               | 39.1   | 481                                  | 476    | 436 - 538     | 1  | ( <sup>3</sup> ) | -         | 4                | 8         | 11        | 5                | 9         | 20        | 7         | 32               | -         | ( <sup>3</sup> ) | 1         | -                | -         | ( <sup>3</sup> ) | 1                | 1         | -                | -                |
| State and local government .....                | 236               | 37.6   | 455                                  | 476    | 422 - 476     | -  | -                | -         | ( <sup>3</sup> ) | 18        | 12        | 6                | 13        | 42        | 6         | -                | -         | ( <sup>3</sup> ) | 2         | -                | -         | -                | -                | -         | -                | -                |
| Level 3 .....                                   | 385               | 38.6   | 477                                  | 484    | 422 - 526     | 1  | -                | -         | 1                | 10        | 17        | 6                | 15        | 11        | 12        | 24               | -         | ( <sup>3</sup> ) | -         | -                | -         | 1                | 2                | 1         | -                | -                |
| State and local government .....                | 116               | 35.8   | 440                                  | 434    | 395 - 459     | -  | -                | -         | -                | 26        | 21        | 9                | 26        | 6         | 13        | -                | -         | -                | -         | -                | -         | -                | -                | -         | -                | -                |
| Level 4 .....                                   | 106               | 39.9   | 479                                  | 476    | 476 - 476     | -  | -                | -         | -                | -         | 6         | 3                | -         | 86        | -         | -                | -         | 1                | 5         | -                | -         | -                | -                | -         | -                | -                |
| State and local government .....                | 101               | 39.9   | 482                                  | 476    | 476 - 476     | -  | -                | -         | -                | -         | 4         | -                | -         | 90        | -         | -                | -         | 1                | 5         | -                | -         | -                | -                | -         | -                | -                |
| <b>Personnel Assistants</b> .....               | 79                | 39.2   | 505                                  | 479    | 404 - 606     | -  | 8                | -         | 3                | 10        | 10        | -                | 15        | 11        | 4         | -                | 13        | -                | 13        | 6                | -         | -                | -                | 8         | -                | -                |
| Private industry .....                          | 69                | 39.5   | 509                                  | 479    | 400 - 621     | -  | 9                | -         | 3                | 12        | 12        | -                | 7         | 10        | 4         | -                | 13        | -                | 14        | 7                | -         | -                | -                | 9         | -                | -                |
| Level 2 .....                                   | 27                | 39.2   | 424                                  | -      | - - -         | -  | -                | -         | 7                | 30        | 19        | -                | 33        | -         | 11        | -                | -         | -                | -         | -                | -         | -                | -                | -         | -                | -                |
| <b>Secretaries</b> .....                        | 840               | 39.3   | 520                                  | 525    | 439 - 605     | -  | 3                | 4         | 7                | 3         | 5         | 6                | 8         | 4         | 10        | 12               | 7         | 5                | 8         | 8                | 1         | 4                | 3                | 1         | ( <sup>3</sup> ) | ( <sup>3</sup> ) |
| Private industry .....                          | 714               | 39.6   | 511                                  | 505    | 421 - 597     | -  | 3                | 4         | 9                | 4         | 5         | 7                | 9         | 3         | 9         | 12               | 5         | 5                | 5         | 9                | 1         | 5                | 3                | 1         | 1                | ( <sup>3</sup> ) |
| State and local government .....                | 126               | 37.2   | 573                                  | 562    | 522 - 614     | -  | -                | -         | -                | -         | -         | -                | 4         | 8         | 14        | 12               | 19        | 7                | 22        | 5                | 3         | -                | 2                | 3         | -                | -                |
| Level 1 .....                                   | 230               | 39.1   | 414                                  | 412    | 352 - 460     | -  | 10               | 14        | 13               | 8         | 12        | 12               | 11        | 5         | 5         | 7                | -         | -                | 3         | -                | -         | -                | -                | -         | -                | -                |
| Private industry .....                          | 213               | 39.1   | 405                                  | 400    | 347 - 450     | -  | 11               | 15        | 14               | 9         | 13        | 13               | 9         | 5         | 4         | 7                | -         | -                | -         | -                | -         | -                | -                | -         | -                | -                |
| Level 3 .....                                   | 330               | 39.0   | 565                                  | 560    | 526 - 610     | -  | -                | -         | ( <sup>3</sup> ) | -         | 1         | ( <sup>3</sup> ) | 3         | 6         | 12        | 22               | 16        | 9                | 9         | 18               | 2         | ( <sup>3</sup> ) | 1                | -         | -                | -                |
| Private industry .....                          | 251               | 39.8   | 566                                  | 560    | 525 - 615     | -  | -                | -         | ( <sup>3</sup> ) | -         | 1         | ( <sup>3</sup> ) | 4         | 4         | 13        | 24               | 13        | 9                | 9         | 21               | 1         | ( <sup>3</sup> ) | 1                | -         | -                | -                |
| State and local government .....                | 79                | 36.4   | 563                                  | 558    | 527 - 596     | -  | -                | -         | -                | -         | -         | -                | -         | 13        | 9         | 19               | 25        | 11               | 10        | 8                | 5         | -                | -                | -         | -                | -                |
| Level 4 .....                                   | 101               | 39.9   | 658                                  | 682    | 608 - 692     | -  | -                | -         | -                | -         | -         | -                | -         | -         | 5         | 2                | 5         | 11               | 14        | 9                | 3         | 29               | 12               | 8         | 2                | 1                |
| Private industry .....                          | 95                | 40.0   | 655                                  | 680    | 608 - 692     | -  | -                | -         | -                | -         | -         | -                | -         | -         | 4         | 2                | 4         | 12               | 15        | 9                | 3         | 31               | 13               | 4         | 2                | 1                |
| Level 5 .....                                   | 25                | 39.4   | 739                                  | -      | - - -         | -  | -                | -         | -                | -         | -         | -                | -         | -         | -         | -                | -         | 4                | -         | 12               | 16        | 36               | 16               | 8         | 8                | 8                |
| <b>Switchboard-Operator-Receptionists</b> ..... | 61                | 39.3   | 357                                  | 342    | 330 - 423     | 411  | 11               | 28        | 21               | -         | 15        | 10               | 3         | -         | -         | -                | -         | -                | -         | -                | -         | -                | -                | -         | -                | -                |
| Private industry .....                          | 52                | 39.8   | 355                                  | 339    | 330 - 370     | 8  | 13               | 33        | 25               | -         | 17        | -                | 4         | -         | -         | -                | -         | -                | -         | -                | -         | -                | -                | -         | -                | -                |

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

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

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

<sup>4</sup> Workers were distributed as follows: 5 percent at \$225 and under \$250 and 7 percent at \$275 and under \$300.

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

**Table A-4. All establishments: Hourly pay of maintenance and toolroom occupations, New London-Norwich, CT-RI, January 1996**

| 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     | 7.50 and under 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 - 12.50 | 12.50 - 13.00 | 13.00 - 14.00 | 14.00 - 15.00 | 15.00 - 16.00 | 16.00 - 17.00 | 17.00 - 18.00 | 18.00 - 19.00 | 19.00 - 20.00 | 20.00 - 21.00 | 21.00 - 22.00 | 22.00 - 23.00 | 23.00 - 24.00 | 24.00 and over |   |   |
| <b>General Maintenance Workers</b> .....        | 232               | \$10.93                              | \$10.00 | \$9.50 - \$11.84 | 10   | 2           | 7           | -           | 30           | 14            | 3             | 4             | 9             | -             | 1             | 1             | 3             | 4             | 12            | -             | -             | -             | -             | -             | -             | -             | -              | - | - |
| Private industry .....                          | 215               | 10.49                                | 9.50    | 9.50 - 11.46     | 11   | 2           | 8           | -           | 32           | 15            | 4             | 4             | 10            | -             | 1             | 1             | 3             | 4             | 6             | -             | -             | -             | -             | -             | -             | -             | -              | - |   |
| Level 1 .....                                   | 174               | 9.55                                 | 9.50    | 8.82 - 10.00     | 13   | 2           | 10          | -           | 40           | 18            | 5             | 5             | 5             | -             | 1             | 1             | -             | -             | -             | -             | -             | -             | -             | -             | -             | -             | -              | - |   |
| Private industry .....                          | 174               | 9.55                                 | 9.50    | 8.82 - 10.00     | 13   | 2           | 10          | -           | 40           | 18            | 5             | 5             | 5             | -             | 1             | 1             | -             | -             | -             | -             | -             | -             | -             | -             | -             | -             | -              | - |   |
| <b>Maintenance Electricians</b> .....           | 375               | 19.61                                | 22.55   | 15.74 - 23.05    | -  | -           | -           | -           | -            | -             | -             | -             | -             | 7             | -             | 4             | 5             | 10            | 5             | 9             | 2             | 3             | 2             | 2             | 21            | 24            | 6              |   |   |
| Private industry .....                          | 360               | 19.73                                | 22.55   | 15.74 - 23.05    | -  | -           | -           | -           | -            | -             | -             | -             | -             | 8             | -             | 4             | 4             | 11            | 4             | 7             | 1             | 3             | 2             | 2             | 22            | 25            | 6              |   |   |
| <b>Maintenance Electronics Technicians:</b>     |                   |                                      |         |                  |  |             |             |             |              |               |               |               |               |               |               |               |               |               |               |               |               |               |               |               |               |               |                |   |   |
| Level 2 .....                                   | 26                | 14.90                                | -       | - - -            | -  | -           | -           | -           | -            | -             | -             | -             | 8             | -             | -             | 27            | 12            | 35            | -             | 19            | -             | -             | -             | -             | -             | -             | -              |   |   |
| Private industry .....                          | 25                | 14.86                                | -       | - - -            | -  | -           | -           | -           | -            | -             | -             | -             | 8             | -             | -             | 28            | 12            | 32            | -             | 20            | -             | -             | -             | -             | -             | -             | -              |   |   |
| <b>Maintenance Mechanics, Motor Vehicle ...</b> | 148               | 18.27                                | 20.88   | 15.07 - 20.88    | -  | -           | -           | -           | -            | -             | -             | -             | -             | -             | -             | -             | 24            | 16            | 5             | -             | 1             | -             | 54            | -             | -             | -             | -              |   |   |
| State and local government .....                | 61                | 15.21                                | 14.82   | 14.25 - 15.97    | -  | -           | -           | -           | -            | -             | -             | -             | -             | -             | -             | -             | 56            | 30            | 13            | -             | 2             | -             | -             | -             | -             | -             | -              |   |   |
| <b>Maintenance Pipefitters</b> .....            | 27                | 16.30                                | -       | - - -            | -  | -           | -           | -           | -            | -             | -             | -             | -             | -             | -             | 11            | -             | 48            | 4             | 15            | 19            | 4             | -             | -             | -             | -             | -              |   |   |

<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.

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, New London-Norwich, CT-RI, January 1996**

| 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     | 6.00 and under 6.50  | 6.50 - 7.00 | 7.00 - 7.50 | 7.50 - 8.00 | 8.00 - 8.50 | 8.50 - 9.00 | 9.00 - 9.50 | 9.50 - 10.00 | 10.00 - 10.50 | 10.50 - 11.00 | 11.00 - 11.50 | 11.50 - 12.00 | 12.00 - 12.50 | 12.50 - 13.00    | 13.00 - 13.50 | 13.50 - 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 |
| <b>Janitors</b> .....                              | 1,047             | \$9.15                               | \$7.98 | \$7.00 - \$10.67 | ( <sup>2</sup> )   | 2           | 39          | 9           | 7           | 1           | 1           | 1            | 2             | 18            | 1             | 2             | 1             | 2                | 7             | 2             | 4                | 1                | -             | -             | -             | -             | -             |
| Private industry .....                             | 900               | 8.61                                 | 7.57   | 7.00 - 10.67     | ( <sup>2</sup> )   | 3           | 46          | 9           | 8           | 1           | 1           | 2            | 21            | -             | 1             | -             | -             | 8                | -             | -             | ( <sup>2</sup> ) | ( <sup>2</sup> ) | -             | -             | -             | -             |               |
| State and local government .....                   | 147               | 12.43                                | 12.79  | 11.16 - 14.13    | -  | -           | -           | 3           | 3           | -           | -           | 4            | 6             | 4             | 10            | 8             | 5             | 13               | -             | 12            | 24               | 5                | -             | -             | -             | -             |               |
| <b>Material Movement and Storage Workers</b> ..... | 384               | 12.45                                | 11.17  | 10.38 - 15.02    | -  | 2           | -           | 2           | 3           | 4           | 2           | 4            | 9             | 15            | 10            | 11            | -             | 1                | 8             | 1             | 2                | 10               | 2             | 3             | 2             | 5             | 2             |
| Private industry .....                             | 384               | 12.45                                | 11.17  | 10.38 - 15.02    | -  | 2           | -           | 2           | 3           | 4           | 2           | 4            | 9             | 15            | 10            | 11            | -             | 1                | 8             | 1             | 2                | 10               | 2             | 3             | 2             | 5             | 2             |
| Level 2 .....                                      | 257               | 13.61                                | 13.04  | 10.81 - 15.05    | -  | -           | -           | -           | -           | 2           | 1           | 5            | 14            | 6             | 2             | 16            | -             | ( <sup>2</sup> ) | 12            | 1             | 4                | 16               | 3             | 5             | 3             | 8             | 3             |
| Private industry .....                             | 257               | 13.61                                | 13.04  | 10.81 - 15.05    | -  | -           | -           | -           | -           | 2           | 1           | 5            | 14            | 6             | 2             | 16            | -             | ( <sup>2</sup> ) | 12            | 1             | 4                | 16               | 3             | 5             | 3             | 8             | 3             |
| Shipping/Receiving Clerks .....                    | 62                | 11.99                                | 10.43  | 9.56 - 13.71     | -  | -           | -           | -           | -           | 8           | 5           | 23           | 18            | 15            | 6             | -             | -             | -                | -             | 3             | -                | -                | 8             | 2             | 11            | 2             | -             |
| Private industry .....                             | 62                | 11.99                                | 10.43  | 9.56 - 13.71     | -  | -           | -           | -           | -           | 8           | 5           | 23           | 18            | 15            | 6             | -             | -             | -                | -             | 3             | -                | -                | 8             | 2             | 11            | 2             | -             |
| <b>Truckdrivers</b> .....                          | 42                | 14.37                                | 14.37  | 13.09 - 15.01    | -  | -           | -           | -           | -           | -           | -           | -            | -             | -             | -             | -             | -             | -                | 38            | 5             | 14               | 31               | -             | 12            | -             | -             |               |

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

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

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

# Appendix A. Scope and Method of Survey

## Scope

This survey of the New London-Norwich, CT-RI 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; 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 New London-Norwich, CT-RI Metropolitan Statistical Area (March 1994). 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 New London-Norwich, CT-RI Metropolitan Statistical Area. Collection for the survey was from January 1996 through April 1996 and reflects an average payroll reference month of January 1996. Data obtained for a payroll period prior to the end of February 1996 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 17.7 percent of the sample establishments (representing 8,851 employees covered by the survey). An additional 3.9 percent of the sample establishments (representing 1,602 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. The proportion of employees for whom pay data were not available was less than 5 percent.

### Reliability of estimates

The statistics in this bulletin are derived from a 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.

*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.

<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.

**Appendix table 1. Establishments and workers within scope of survey and number studied, New London-Norwich, CT-RI<sup>1</sup>, January 1996**

| Industry division <sup>2</sup>   | Number of establishments            |         | Workers in establishments           |         |         |
|----------------------------------|-------------------------------------|---------|-------------------------------------|---------|---------|
|                                  | Within scope of survey <sup>3</sup> | Studied | Within scope of survey <sup>4</sup> |         | Studied |
|                                  |                                     |         | Number                              | Percent |         |
| All divisions .....              | 280                                 | 40      | 83,275                              | 100     | 44,120  |
| Private industry .....           | 246                                 | 31      | 69,328                              | 83      | 36,752  |
| Goods producing .....            | 37                                  | 9       | 24,973                              | 30      | 18,302  |
| Manufacturing .....              | 37                                  | 9       | 24,973                              | 30      | 18,302  |
| Service producing .....          | 209                                 | 22      | 44,355                              | 53      | 18,450  |
| Retail trade <sup>5</sup> .....  | 17                                  | 4       | 5,793                               | 7       | 2,223   |
| Services <sup>5</sup> .....      | 165                                 | 14      | 31,141                              | 37      | 14,375  |
| State and local government ..... | 34                                  | 9       | 13,947                              | 17      | 7,368   |

<sup>1</sup> The New London-Norwich Metropolitan Statistical Area, as defined by the Office of Management and Budget through June 1994, consists of the town of Old Saybrook in Middlesex County; the cities of New London and Norwich, and the towns of Bozrah, East Lyme, Franklin, Griswold, Groton, Ledyard, Lisbon, Montville, North Stonington, Old Lyme, Preston, Salem, Sprague, Stonington and Waterford in New London County, CT; the towns of Canterbury and Plainfield in Windham County, CT; and the towns of Hopkinton and Westerly in Washington County, RI. 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 "service producing" estimates.

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