

Indianapolis, IN National Compensation Survey February 1998



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Preface

This bulletin provides results of a February 1998 survey of occupational pay in the Indianapolis, IN, Metropolitan Statistical Area (MSA). Data shown in this bulletin were collected as part of the Bureau of Labor Statistics' (BLS) new program known as the National Compensation Survey (NCS).

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.

Survey data were collected and reviewed by Bureau of Labor Statistics field economists under the direction of Ronald H. Pritzlaff, Assistant Regional Commissioner for Operations of the Chicago Regional Office. The Office of Compensation and Working Conditions, in cooperation with the Office of Field Operations and the Office of Technology and Survey Processing in the BLS National Office, designed the survey, processed the data, and analyzed the survey results.

For additional information regarding this survey, please contact the BLS Chicago Regional Office at (312) 353-1880. You may also write to the Bureau of Labor Statistics at: Division of Compensation Data Analysis and Planning, 2 Massachusetts Avenue, NE, Room 4175, Washington, DC 20212-0001, or call (202) 606-6220, or send e-mail to ocltinfo@bls.gov.

The data contained in this bulletin are also available at the BLS Internet site (<http://stats.bls.gov/comhome.htm>). Data are in three formats: an ASCII file containing the published table formats; an ASCII file containing positional columns of data for manipulation as a data base or spreadsheet; and a Portable Document Format (PDF) file containing the entire bulletin.

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Introduction

This survey of occupational pay was conducted in the Indianapolis, IN, Metropolitan Statistical Area (MSA). The MSA includes Boone, Hamilton, Hancock, Hendricks, Johnson, Madison, Marion, Morgan and Shelby Counties, IN.

This bulletin consists primarily of tables whose data are analyzed in the initial textual section. Tabulations provide information on earnings of workers in a variety of occupations and at a wide range of work levels. Also contained in this bulletin is information on the program, a technical note describing survey procedures, and several appendixes with detailed information on occupational classifications and the generic leveling methodology.

NCS design and products

The Bureau of Labor Statistics' (BLS) new National Compensation Survey (NCS) is designed to provide data on the levels and rates of change of occupational wages and employee benefits for localities, broad geographic regions, and the nation as a whole. One output of the NCS will be the Employment Cost Index, a quarterly measure of the change in employer costs for wages and benefits. This bulletin is limited to data on wages and salaries. These data are similar to those released under the Occupational Compensation Survey (OCS), which has been discontinued.

NCS more extensive than OCS

The wage data in this bulletin differ from those in previous Occupational Compensation Surveys by providing

broader coverage of occupations and establishments within the survey area.

Occupations surveyed for this bulletin were selected using probability techniques from a list of all those present in each establishment. Previous OCS bulletins were limited to a preselected list of occupations, which represented a small subset of all occupations in the economy. Information in the new bulletin is published for a variety of occupation-based data. This new approach includes data on broad occupational classifications such as white-collar workers, major occupational groups such as sales workers, and individual occupations such as cashiers.

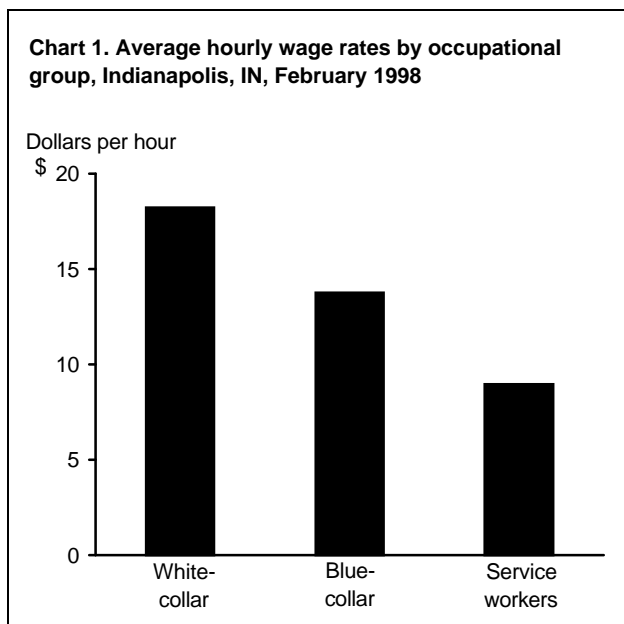
In tables containing work levels within occupational series, the work levels are derived from generic standards that *apply to all* occupational groups. The job levels in the OCS bulletins were based on narrowly-defined descriptions that were not comparable across specific occupations.

Occupational data in this bulletin are also tabulated for other classifications such as industry group, full-time versus part-time workers, union versus nonunion status, time versus incentive status, and establishment employment size. Not all of these series were generated by the OCS program.

The establishments surveyed for this bulletin were limited to those with 50 or more employees. Eventually, NCS will be expanded to cover those now-excluded establishments. Then, virtually all workers in the civilian economy will be surveyed, excluding only agriculture, private households, and employees of the Federal Government.

Wages in the Indianapolis, IN Metropolitan Statistical Area

Straight-time wages in the Indianapolis, IN, Metropolitan Statistical Area averaged \$15.41 per hour during February 1998. White-collar workers had an average wage of \$18.24 per hour. Blue-collar workers averaged \$13.76 per hour, while service workers had average earnings of \$8.96 per hour. (All comparisons in this analysis cover hourly rates for both full- and part-time workers, unless otherwise noted.)



Within each of these occupational groups, average hourly wages for individual occupations varied. For example, white-collar occupations included registered nurses at \$19.09 per hour, secretaries at \$12.80, and general office clerks at \$10.33. Among occupations in the blue-collar category, truck drivers averaged \$13.52 per hour while stock handlers and baggers averaged \$9.11. Finally, service occupations included janitors and cleaners at \$9.56 per hour and nursing aides, orderlies and attendants at \$7.97 per hour. Table A-1 presents earnings data for 120 detailed occupations; data for other detailed occupations surveyed could not be reported separately due to concerns about the confidentiality of survey respondents and the reliability of the data.

Survey results show that private industry workers in Indianapolis, IN, earned \$15.18 per hour, while surveyed State and local government workers averaged \$16.86. Table A-2 reports the average hourly rate for white-collar occupations as \$18.00 in private industry and \$19.47 in State and local government. Blue-collar occupations showed an average hourly rate of \$13.79 in private industry and \$13.15 in State and local government. Service occupations within private industry averaged \$7.61 per hour while those found in State and local government averaged \$12.60.

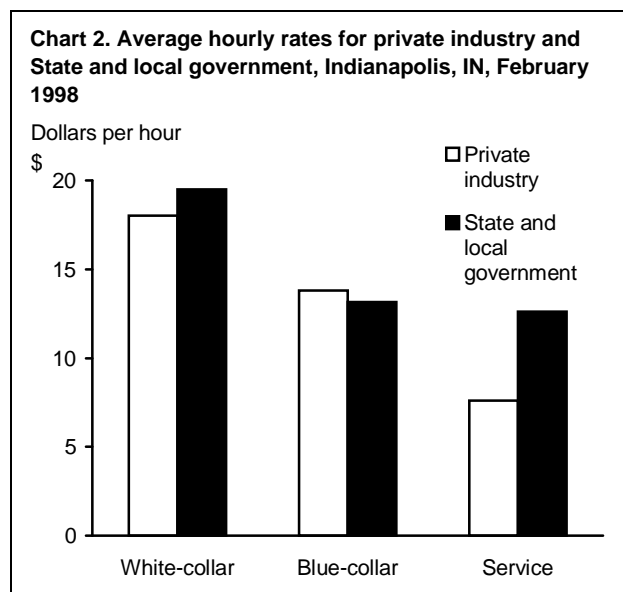
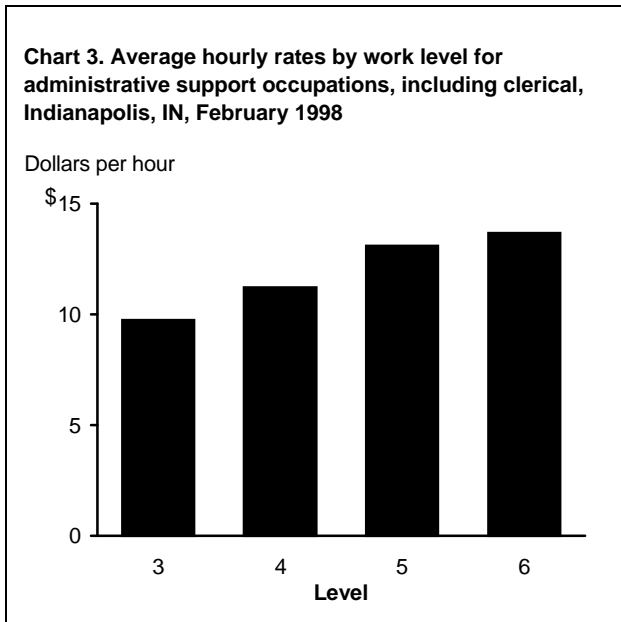


Table A-3 presents data for workers considered by the survey respondents to be either full-time or part-time. Average wages for full-time workers, all occupations, were \$15.97 per hour, compared with an average of \$8.87 per hour for part-time workers.

Data for specific work levels within major occupational groups are reported in table B-1. Occasionally, wage estimates for lower levels of work within major occupational groups are greater than estimates for higher levels. This can occur due to the mix of specific occupations (and industries) represented by the broad group as well as by the variability of the estimate. Some levels within a group may not be published because no workers were identified

at that level or because there were not enough data to guarantee confidentiality and reliability.

Work levels for all major groups span several levels, with professional specialty occupations and executive, administrative, and managerial occupations typically starting and ending at higher work levels than the other groups. Published data for administrative support occupations, including clerical, ranged from level 1 to level 8. As illustrated in Chart 3, the average hourly rate was \$9.72 for level 3, \$11.20 for level 4, \$13.09 for level 5, and \$13.65 for level 6.

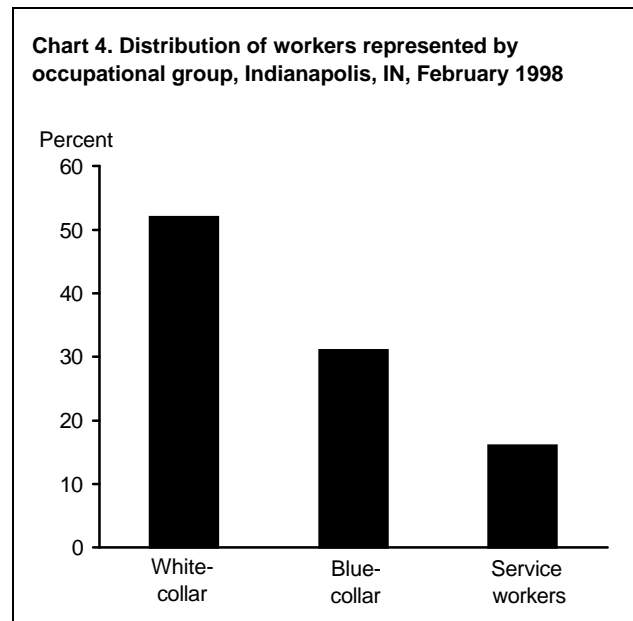


Surveyed union workers had an average hourly rate of \$17.26, as reported in table C-1. Wages for nonunion workers averaged \$14.87. Time workers, whose wages were based solely on an hourly rate or a salary, averaged \$15.11 per hour. Incentive workers, whose wages were at least partially based on productivity payments, averaged \$23.70 per hour.

Table C-2 shows wage data for specific industry divisions within private industry. In the private sector, hourly

wages averaged \$16.71 in all goods-producing industries, \$19.67 in construction, and \$16.41 in manufacturing. Hourly wages averaged \$14.48 in all service-producing industries, \$17.40 in transportation, and public utilities, and \$13.65 in services. Data for other industry divisions did not meet publication criteria

Table C-4 reports that a total of 468,136 workers were represented by the Indianapolis, IN survey. White-collar occupations included 246,267 workers, or 53 percent, blue-collar occupations included 146,738 workers, or 31 percent, and service occupations included 75,132 workers, or 16 percent.



Data are also presented in appendix table 1 on the number of establishments studied by industry group and employment size. The relative standard errors of published mean hourly earnings for all industries, private industry, and State and local government are available in appendix table 2. The average work levels for published occupational groups and selected occupations are presented in appendix table 3.

Table A-1. Hourly earnings¹ for selected occupations, all workers², all industries, Indianapolis, IN, February 1998

Occupation ³	All industries					
	Mean	Percentiles				
		10	25	Median 50	75	90
All occupations	\$15.41	\$6.98	\$8.94	\$12.75	\$19.54	\$26.33
All occupations excluding sales	15.34	7.00	9.13	12.90	19.60	25.96
White-collar occupations	18.24	7.75	10.19	14.67	22.75	33.35
White-collar occupations excluding sales	18.53	8.75	10.80	15.26	23.17	33.00
Professional specialty and technical occupations	22.14	11.59	14.73	20.17	27.44	34.78
Professional specialty occupations	24.47	14.08	17.12	22.36	29.80	37.02
Engineers, architects, and surveyors	26.60	18.00	21.59	25.88	30.53	34.50
Civil engineers	24.64	15.49	20.71	25.17	28.25	34.50
Electrical and electronic engineers	26.17	19.81	21.11	27.31	30.69	32.59
Industrial engineers	25.78	17.35	23.08	26.02	28.21	32.45
Mechanical engineers	28.32	19.87	23.04	26.92	32.65	41.42
Engineers, N.E.C.	27.02	19.71	21.00	25.76	30.66	32.69
Mathematical and computer scientists	23.23	15.39	18.67	22.13	27.88	29.80
Computer systems analysts and scientists	23.25	15.64	19.01	23.08	27.86	29.57
Natural scientists	-	-	-	-	-	-
Health related occupations	20.47	14.78	16.13	19.37	22.23	28.44
Registered nurses	19.09	14.69	16.35	19.00	21.35	23.10
Physical therapists	30.45	21.80	27.21	30.00	35.00	40.00
Teachers, college and university	49.57	18.37	30.22	46.73	56.13	93.50
Teachers, except college and university	29.21	17.09	22.82	30.71	36.32	39.41
Elementary school teachers	30.44	20.89	23.98	31.36	36.32	39.00
Secondary school teachers	28.89	18.90	22.25	30.37	34.59	37.36
Teachers, N.E.C.	32.30	21.28	25.26	34.48	39.41	41.47
Librarians, archivists, and curators	15.64	10.66	11.14	14.86	17.99	24.12
Social scientists and urban planners	23.20	14.00	19.38	24.28	24.87	30.26
Psychologists	22.95	11.73	18.50	24.28	24.87	30.26
Social, recreation, and religious workers	13.37	7.50	8.89	13.50	14.57	19.15
Social workers	13.51	7.50	8.89	13.68	14.75	19.29
Lawyers and judges	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, N.E.C.	16.46	9.50	11.59	16.48	18.75	24.04
Designers	14.94	7.54	9.50	11.39	22.28	26.23
Technical occupations	15.57	10.08	12.00	13.85	18.14	23.83
Clinical laboratory technologists and technicians	15.25	10.20	11.81	15.44	18.02	19.51
Licensed practical nurses	13.47	11.63	12.50	13.30	14.30	15.75
Health technologists and technicians, N.E.C.	11.97	7.80	10.16	12.90	13.57	14.65
Engineering technicians, N.E.C.	16.90	10.41	11.61	17.00	21.02	23.34
Drafters	15.66	10.00	10.67	13.46	19.84	27.00
Computer programmers	15.36	10.50	12.00	15.00	17.65	20.69
Technical and related occupations, N.E.C.	16.75	10.82	12.82	14.87	19.33	25.63
Executive, administrative, and managerial occupations ...	25.34	13.23	16.37	22.12	31.44	40.62
Executives, administrators, and managers	30.96	16.73	21.15	28.85	38.46	45.64
Administrators and officials, public administration	17.39	12.09	12.76	16.04	19.12	26.67
Financial managers	32.62	25.54	28.85	33.22	37.74	38.87
Personnel and labor relations managers	37.12	16.59	23.08	29.47	60.10	72.12
Administrators, education and related fields	32.06	21.75	25.35	31.74	35.99	36.09
Managers, medicine and health	24.58	15.14	20.78	24.04	27.78	39.64
Managers, food servicing and lodging establishments	21.89	11.75	14.42	19.23	23.94	39.12
Managers and administrators, N.E.C.	31.82	20.00	21.63	30.53	40.62	45.64
Management related occupations	18.39	11.82	13.85	17.17	21.91	25.25
Accountants and auditors	18.66	13.33	14.36	18.46	21.86	24.04
Underwriters	17.02	11.28	11.82	13.85	21.39	26.77
Other financial officers	22.77	14.23	17.32	20.22	24.76	35.67
Personnel, training, and labor relations specialists	15.78	9.00	10.00	13.64	20.80	27.98
Management related occupations, N.E.C.	18.20	12.50	15.38	17.34	20.24	25.25
Sales occupations	16.38	6.00	6.65	9.00	18.75	34.50
Supervisors, sales occupations	29.75	7.40	13.89	24.04	40.15	55.78
Sales occupations, other business services	21.36	11.74	15.57	21.01	24.26	33.18
Sales workers, apparel	6.83	6.00	6.50	6.75	7.00	7.32
Sales workers, other commodities	12.61	5.75	6.25	8.00	12.65	22.45
Cashiers	7.21	5.90	6.20	6.93	7.95	9.00
Sales support occupations, N.E.C.	11.75	6.50	7.00	13.46	15.14	15.14

See footnotes at end of table.

Table A-1. Hourly earnings¹ for selected occupations, all workers², all industries, Indianapolis, IN, February 1998 — Continued

Occupation ³	All industries					
	Mean	Percentiles				
		10	25	Median 50	75	90
White-collar occupations (-Continued)						
Administrative support occupations, including clerical	\$11.49	\$7.72	\$9.00	\$10.69	\$13.06	\$16.14
Supervisors, general office	15.97	12.02	13.06	13.56	15.78	23.52
Supervisors, financial records processing	16.73	14.18	15.87	16.47	18.37	18.59
Computer operators	14.18	10.86	13.09	14.40	15.17	17.18
Secretaries	12.80	9.11	10.41	12.94	14.90	16.61
Interviewers	8.53	6.65	6.65	8.50	9.62	9.64
Transportation ticket and reservation agents	13.22	6.95	7.38	15.54	17.88	18.90
Receptionists	10.00	8.00	8.43	9.40	11.03	13.85
Order clerks	11.28	8.90	9.35	10.00	11.49	14.18
Library clerks	11.41	7.55	9.11	11.25	13.50	15.40
Records clerks, N.E.C.	10.77	7.50	8.55	10.20	12.25	14.58
Bookkeepers, accounting and auditing clerks	10.90	8.40	9.47	10.63	12.45	13.88
Payroll and timekeeping clerks	12.20	10.50	10.77	11.31	12.50	14.52
Dispatchers	11.31	9.00	10.72	11.10	11.75	14.42
Production coordinators	18.35	12.00	13.39	15.29	24.61	26.45
Traffic, shipping and receiving clerks	10.82	8.25	9.89	10.22	12.54	13.80
Stock and inventory clerks	11.37	8.00	11.00	11.75	12.50	12.50
Insurance adjusters, examiners, & investigators ..	12.38	9.50	9.69	10.52	13.03	19.48
Investigators and adjusters except insurance	12.36	9.00	10.39	12.47	14.09	16.06
Bill and account collectors	10.76	8.82	9.60	10.08	11.68	13.49
General office clerks	10.33	7.56	8.51	10.20	11.74	13.50
Data entry keyers	10.03	7.40	8.07	9.90	12.00	13.79
Teachers' aides	8.51	7.18	7.60	8.44	9.35	9.90
Administrative support occupations, N.E.C.	10.74	7.60	8.50	10.10	12.36	16.09
Blue-collar occupations						
Precision production, craft, and repair occupations	13.76	7.05	9.15	12.54	18.14	22.25
Supervisors, mechanics and repairers	17.88	10.56	13.24	17.89	23.10	23.83
Automobile mechanics	21.49	12.96	17.31	19.89	25.83	28.67
Bus, truck, and stationary engine mechanics	17.71	11.37	15.75	17.75	19.08	22.60
Industrial machinery repairers	14.59	10.70	12.49	14.95	16.35	17.45
Machinery maintenance occupations	19.61	12.85	14.72	23.53	23.62	23.83
Office machine repairers	16.97	12.55	14.40	17.89	19.64	20.17
Millwrights	12.66	8.45	9.36	10.50	13.94	21.75
Mechanics and repairers, N.E.C.	21.18	17.02	17.89	23.40	23.61	23.61
Supervisors, electricians and power transmission installers	18.17	11.04	14.88	18.08	23.21	23.53
Supervisors, construction trades, N.E.C.	26.53	25.80	25.80	25.80	26.95	26.95
Electricians	22.29	19.42	20.50	20.75	22.50	29.81
Plumbers, pipefitters and steamfitters	20.63	15.00	16.00	23.45	23.45	23.94
Supervisors, production occupations	21.51	17.00	18.08	23.27	23.31	24.50
Machinists	18.51	11.62	15.95	18.14	22.06	24.80
Butchers and meat cutters	17.70	11.90	13.30	16.26	22.97	23.16
Machine operators, assemblers, and inspectors	12.01	9.15	12.05	12.83	13.05	13.05
Lathe and turning machine operators	12.97	7.59	9.27	12.00	16.50	20.17
Grinding, abrading, buffing, and polishing machine operators	15.81	11.08	13.43	14.72	19.18	20.57
Numerical control machine operators	14.05	8.67	10.00	13.36	17.87	20.18
Fabricating machine operators, N.E.C.	13.16	10.00	11.54	13.07	13.61	18.58
Molding and casting machine operators	10.92	7.35	8.25	9.90	11.99	14.59
Printing press operators	14.17	8.24	8.80	12.15	20.17	20.17
Packaging and filling machine operators	17.06	11.77	12.50	15.95	22.45	22.63
Extruding and forming machine operators	13.96	9.00	11.00	13.01	14.46	22.25
Mixing and blending machine operators	13.23	11.63	12.06	13.01	14.11	15.02
Miscellaneous machine operators, N.E.C.	11.33	7.50	7.50	11.91	13.64	14.65
Welders and cutters	11.49	7.25	8.85	10.55	14.17	17.31
Assemblers	13.25	9.80	9.95	12.05	16.50	18.67
Production inspectors, checkers and examiners ..	11.82	7.30	8.15	11.01	14.27	19.89
Transportation and material moving occupations ..	11.67	6.69	8.50	10.64	12.79	19.09
Truck drivers	13.57	8.30	10.00	12.92	16.90	20.05
Bus drivers	13.52	9.90	11.15	11.66	15.89	19.79
Motor transportation occupations, N.E.C.	12.93	8.30	9.26	14.69	14.69	17.13
Industrial truck and tractor equipment operators ..	7.12	5.15	6.00	7.00	8.75	8.75
	13.22	8.00	9.25	13.51	16.70	20.05

See footnotes at end of table.

Table A-1. Hourly earnings¹ for selected occupations, all workers², all industries, Indianapolis, IN, February 1998 — Continued

Occupation ³	All industries					
	Mean	Percentiles				
		10	25	Median 50	75	90
Blue-collar occupations (-Continued)						
Transportation and material moving occupations (-Continued)						
Miscellaneous material moving equipment operators, N.E.C.	\$14.38	\$8.25	\$10.50	\$16.70	\$17.01	\$20.05
Handlers, equipment cleaners, helpers, and laborers	9.92	6.00	7.00	8.94	11.70	15.87
Supervisors, handlers, equipment cleaners, and laborers, N.E.C.	15.12	11.23	11.40	13.70	18.03	23.94
Construction laborers	13.53	9.00	13.25	13.50	14.92	16.42
Production helpers	9.96	5.50	6.25	9.79	12.99	15.51
Stock handlers and baggers	9.11	5.85	6.50	8.15	10.20	13.05
Machine feeders and offbearers	9.50	6.25	7.50	10.00	11.11	12.06
Freight, stock, and material handlers, N.E.C.	11.07	6.00	7.50	9.46	13.63	19.02
Garage and service station related occupations ..	7.87	6.50	6.50	7.00	9.00	10.00
Vehicle washers and equipment cleaners	8.68	6.00	7.00	8.00	11.00	12.00
Hand packers and packagers	9.64	6.50	7.00	9.57	10.65	13.60
Laborers except construction, N.E.C.	9.09	5.50	6.75	7.71	10.40	13.20
Service occupations						
Protective service occupations	12.56	7.00	8.35	11.90	15.81	19.73
Firefighting occupations	13.57	11.69	12.79	13.41	14.65	15.17
Police and detectives, public service	17.12	13.33	15.03	18.28	18.99	19.80
Guards and police except public service	7.66	6.00	7.00	7.40	8.35	9.00
Food service occupations	6.24	2.13	3.00	6.25	7.80	9.46
Supervisors, food preparation and service occupations	12.22	7.38	7.38	9.81	13.79	21.98
Bartenders	6.15	5.00	5.00	6.00	7.00	7.50
Waiters and waitresses	3.10	2.13	2.13	2.15	3.17	5.71
Cooks	8.19	7.00	7.25	8.00	8.85	10.00
Kitchen workers, food preparation	7.37	5.50	6.15	7.00	8.65	9.85
Waiters'/Waitresses' assistants	5.10	4.00	4.86	5.00	5.80	6.50
Food preparation occupations, N.E.C.	6.68	5.50	6.00	6.33	7.26	8.10
Health service occupations	8.86	6.65	7.43	8.57	10.14	11.31
Health aides, except nursing	10.12	7.77	8.80	9.85	11.27	12.64
Nursing aides, orderlies and attendants	7.97	6.48	7.00	7.85	8.95	10.14
Cleaning and building service occupations	9.11	6.00	6.61	7.82	10.49	14.34
Maids and housemen	6.47	5.50	6.00	6.25	6.88	7.72
Janitors and cleaners	9.56	6.40	7.00	8.70	10.87	14.34
Personal service occupations	9.24	5.50	6.80	8.00	9.64	15.50
Service occupations, N.E.C.	7.86	5.50	6.00	7.50	8.25	10.44

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. The 10th, 25th, 50th, 75th and 90th percentiles designate position in the earnings distribution. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers earn the same as or less than the rate shown. At the 75th percentile, one-fourth earn the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

² All workers include full-time and part-time workers.

Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

Table A-2. Hourly earnings¹ for selected occupations, all workers², private industry and State and local government, Indianapolis, IN, February 1998

Occupation ³	Private industry						State and local government					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
All occupations	\$15.18	\$6.70	\$8.74	\$12.50	\$19.35	\$25.77	\$16.86	\$8.24	\$10.08	\$13.98	\$20.55	\$33.59
All occupations excluding sales	15.06	7.00	9.00	12.75	19.38	25.21	16.88	8.27	10.10	13.98	20.55	33.59
White-collar occupations	18.00	7.55	10.06	14.43	22.00	31.97	19.47	8.48	10.72	15.65	26.38	36.21
White-collar occupations excluding sales	18.30	8.80	10.80	15.14	22.28	31.30	19.53	8.50	10.72	15.71	26.46	36.31
Professional specialty and technical occupations	21.45	11.75	14.87	19.57	25.88	31.84	23.82	11.00	14.57	22.86	33.50	38.23
Professional specialty occupations	23.76	14.00	17.00	21.55	28.04	33.85	25.90	14.30	17.98	25.16	34.17	39.00
Engineers, architects, and surveyors	26.81	18.00	21.45	26.00	31.25	34.50	-	-	-	-	-	-
Electrical and electronic engineers	26.17	19.81	21.11	27.31	30.69	32.59	-	-	-	-	-	-
Mechanical engineers	28.32	19.87	23.04	26.92	32.65	41.42	-	-	-	-	-	-
Engineers, N.E.C.	27.02	19.71	21.00	25.76	30.66	32.69	-	-	-	-	-	-
Mathematical and computer scientists	23.23	15.39	18.67	22.13	27.88	29.80	-	-	-	-	-	-
Computer systems analysts and scientists	23.25	15.64	19.01	23.08	27.86	29.57	-	-	-	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-	-	-	-
Health related occupations	20.91	15.00	16.44	19.71	23.00	29.57	18.20	14.69	15.61	17.60	20.14	21.92
Registered nurses	19.36	14.89	16.61	19.32	21.56	24.00	17.87	14.69	15.61	17.54	20.00	21.92
Teachers, college and university	49.57	18.37	30.22	46.73	56.13	93.50	-	-	-	-	-	-
Teachers, except college and university	24.52	11.00	13.94	26.88	34.65	34.65	29.44	17.73	23.17	30.73	36.63	39.41
Elementary school teachers	-	-	-	-	-	-	30.61	21.12	24.09	31.36	36.32	39.09
Secondary school teachers	-	-	-	-	-	-	28.95	18.90	22.44	30.62	34.59	37.36
Teachers, N.E.C.	-	-	-	-	-	-	33.00	22.82	25.81	34.23	39.41	41.75
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-	-	-	-
Social scientists and urban planners	23.20	14.00	19.38	24.28	24.87	30.26	-	-	-	-	-	-
Psychologists	22.95	11.73	18.50	24.28	24.87	30.26	-	-	-	-	-	-
Social, recreation, and religious workers	11.55	7.21	7.50	9.85	13.98	17.33	15.29	10.10	13.09	14.30	14.71	22.85
Social workers	11.68	7.21	7.50	10.82	14.08	17.45	15.45	10.10	13.66	14.30	14.99	23.64
Lawyers and judges	-	-	-	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, N.E.C.	16.05	9.50	11.39	16.08	18.44	22.65	-	-	-	-	-	-
Designers	14.94	7.54	9.50	11.39	22.28	26.23	-	-	-	-	-	-
Technical occupations	16.29	10.58	12.50	14.65	19.33	24.00	11.93	9.34	10.08	11.48	13.30	14.35
Clinical laboratory technologists and technicians	15.25	10.20	11.81	15.44	18.02	19.51	-	-	-	-	-	-
Licensed practical nurses	13.53	11.36	12.50	13.50	14.74	16.00	-	-	-	-	-	-
Health technologists and technicians, N.E.C.	12.08	7.47	10.00	12.90	13.57	15.24	-	-	-	-	-	-
Drafters	15.66	10.00	10.67	13.46	19.84	27.00	-	-	-	-	-	-
Computer programmers	15.36	10.50	12.00	15.00	17.65	20.69	-	-	-	-	-	-
Technical and related occupations, N.E.C.	17.20	12.50	12.82	15.23	20.19	25.79	-	-	-	-	-	-
Executive, administrative, and managerial occupations	26.13	13.62	17.18	22.69	32.35	40.80	20.50	11.62	13.50	16.04	25.97	36.09
Executives, administrators, and managers	32.07	19.23	21.63	29.47	38.87	47.61	24.65	12.50	16.04	25.26	34.37	42.67
Administrators and officials, public administration	-	-	-	-	-	-	17.39	12.09	12.76	16.04	19.12	26.67
Financial managers	32.62	25.54	28.85	33.22	37.74	38.87	-	-	-	-	-	-
Personnel and labor relations managers	37.12	16.59	23.08	29.47	60.10	72.12	-	-	-	-	-	-
Managers, medicine and health	24.79	15.14	20.78	22.16	27.78	39.64	-	-	-	-	-	-
Managers, food servicing and lodging establishments	24.68	14.42	14.42	20.67	39.12	39.12	-	-	-	-	-	-
Managers and administrators, N.E.C.	31.43	20.00	21.54	29.75	38.37	45.64	-	-	-	-	-	-
Management related occupations	18.96	12.25	14.10	17.84	22.53	26.45	14.50	10.49	12.11	15.02	15.65	20.24
Accountants and auditors	18.66	13.33	14.36	18.46	21.86	24.04	-	-	-	-	-	-
Underwriters	17.02	11.28	11.82	13.85	21.39	26.77	-	-	-	-	-	-
Other financial officers	22.77	14.23	17.32	20.22	24.76	35.67	-	-	-	-	-	-
Personnel, training, and labor relations specialists	17.49	9.00	9.00	16.13	23.48	32.35	-	-	-	-	-	-
Management related occupations, N.E.C.	18.13	12.50	14.73	17.31	20.66	25.25	-	-	-	-	-	-
Sales occupations	16.43	6.00	6.60	9.00	18.75	34.50	-	-	-	-	-	-
Supervisors, sales occupations	29.75	7.40	13.89	24.04	40.15	55.78	-	-	-	-	-	-

See footnotes at end of table.

Table A-2. Hourly earnings¹ for selected occupations, all workers², private industry and State and local government, Indianapolis, IN, February 1998 — Continued

Occupation ³	Private industry						State and local government						
	Mean	Percentiles					Mean	Percentiles					
		10	25	Median 50	75	90		10	25	Median 50	75	90	
White-collar occupations (-Continued)													
Sales occupations (-Continued)													
Sales occupations, other business services	\$21.43	\$11.50	\$15.54	\$21.35	\$24.26	\$33.18	—	—	—	—	—	—	—
Sales workers, apparel	6.83	6.00	6.50	6.75	7.00	7.32	—	—	—	—	—	—	—
Sales workers, other commodities	12.61	5.75	6.25	8.00	12.65	22.45	—	—	—	—	—	—	—
Cashiers	7.21	5.90	6.20	6.75	8.00	9.05	—	—	—	—	—	—	—
Sales support occupations, N.E.C.	11.75	6.50	7.00	13.46	15.14	15.14	—	—	—	—	—	—	—
Administrative support occupations, including clerical	11.71	7.80	9.23	10.80	13.33	16.47	\$9.94	\$7.24	\$8.00	\$9.35	\$11.34	\$13.46	
Supervisors, general office	16.41	12.02	13.06	14.43	17.35	25.46	—	—	—	—	—	—	—
Supervisors, financial records processing	16.99	15.85	15.96	16.54	18.59	18.59	—	—	—	—	—	—	—
Computer operators	14.18	10.86	13.09	14.40	15.17	17.18	—	—	—	—	—	—	—
Secretaries	13.32	9.25	11.16	13.46	15.23	16.76	11.31	8.65	9.34	10.75	12.13	13.13	
Transportation ticket and reservation agents	13.22	6.95	7.38	15.54	17.88	18.90	—	—	—	—	—	—	—
Receptionists	10.00	8.00	8.43	9.40	11.03	13.85	—	—	—	—	—	—	—
Order clerks	11.15	8.90	9.35	9.86	11.01	13.56	—	—	—	—	—	—	—
Library clerks	—	—	—	—	—	—	9.53	6.60	8.76	9.11	11.14	12.29	
Records clerks, N.E.C.	10.83	7.50	8.87	10.20	12.10	14.42	—	—	—	—	—	—	—
Bookkeepers, accounting and auditing clerks	10.88	8.40	9.45	10.47	12.45	13.88	—	—	—	—	—	—	—
Payroll and timekeeping clerks	11.95	10.50	10.77	11.31	12.31	13.10	—	—	—	—	—	—	—
Dispatchers	11.39	5.71	10.68	11.10	11.95	15.50	—	—	—	—	—	—	—
Production coordinators	18.60	12.00	13.15	16.20	24.99	26.63	—	—	—	—	—	—	—
Traffic, shipping and receiving clerks	10.82	8.25	9.89	10.22	12.54	13.80	—	—	—	—	—	—	—
Stock and inventory clerks	11.21	8.00	11.00	11.75	12.50	12.50	—	—	—	—	—	—	—
Insurance adjusters, examiners, & investigators	12.38	9.50	9.69	10.52	13.03	19.48	—	—	—	—	—	—	—
Investigators and adjusters except insurance	12.23	9.00	10.31	12.05	14.00	16.03	—	—	—	—	—	—	—
Bill and account collectors	10.76	8.82	9.60	10.08	11.68	13.49	—	—	—	—	—	—	—
General office clerks	10.61	7.75	9.00	10.26	11.99	14.36	8.81	7.24	7.78	8.50	10.38	10.57	
Data entry keyers	10.06	7.40	8.00	9.90	12.00	13.79	—	—	—	—	—	—	—
Teachers' aides	—	—	—	—	—	—	8.51	7.18	7.60	8.44	9.35	9.90	
Administrative support occupations, N.E.C.	10.75	7.58	8.50	10.10	12.50	16.41	—	—	—	—	—	—	—
Blue-collar occupations	13.79	7.00	9.10	12.55	18.56	22.42	13.15	8.06	10.34	12.37	15.29	19.06	
Precision production, craft, and repair occupations	18.21	11.00	13.75	18.00	23.27	23.83	13.67	8.73	10.21	12.00	17.83	19.89	
Supervisors, mechanics and repairers	21.72	12.96	17.31	22.27	25.83	28.67	—	—	—	—	—	—	—
Automobile mechanics	17.80	11.73	15.75	17.75	18.84	22.60	—	—	—	—	—	—	—
Bus, truck, and stationary engine mechanics	14.59	10.70	12.49	14.95	16.35	17.45	—	—	—	—	—	—	—
Industrial machinery repairers	19.61	12.85	14.72	23.53	23.62	23.83	—	—	—	—	—	—	—
Machinery maintenance occupations	16.97	12.55	14.40	17.89	19.64	20.17	—	—	—	—	—	—	—
Millwrights	21.32	17.02	17.89	23.40	23.61	23.61	—	—	—	—	—	—	—
Mechanics and repairers, N.E.C.	18.13	11.04	14.88	17.61	23.21	23.53	—	—	—	—	—	—	—
Supervisors, electricians and power transmission installers	26.53	25.80	25.80	25.80	26.95	26.95	—	—	—	—	—	—	—
Supervisors, construction trades, N.E.C.	22.29	19.42	20.50	20.75	22.50	29.81	—	—	—	—	—	—	—
Electricians	20.63	15.00	16.00	23.45	23.45	23.94	—	—	—	—	—	—	—
Plumbers, pipefitters and steamfitters	21.67	17.00	17.58	23.27	23.31	24.50	—	—	—	—	—	—	—
Supervisors, production occupations ..	18.51	11.62	15.95	18.14	22.06	24.80	—	—	—	—	—	—	—
Machinists	17.70	11.90	13.30	16.26	22.97	23.16	—	—	—	—	—	—	—
Butchers and meat cutters	12.01	9.15	12.05	12.83	13.05	13.05	—	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	12.98	7.61	9.27	12.00	16.46	20.17	—	—	—	—	—	—	—
Lathe and turning machine operators	15.81	11.08	13.43	14.72	19.18	20.57	—	—	—	—	—	—	—
Grinding, abrading, buffing, and polishing machine operators	14.05	8.67	10.00	13.36	17.87	20.18	—	—	—	—	—	—	—
Numerical control machine operators	13.16	10.00	11.54	13.07	13.61	18.58	—	—	—	—	—	—	—

See footnotes at end of table.

Table A-2. Hourly earnings¹ for selected occupations, all workers², private industry and State and local government, Indianapolis, IN, February 1998 — Continued

Occupation ³	Private industry						State and local government						
	Mean	Percentiles					Mean	Percentiles					
		10	25	Median 50	75	90		10	25	Median 50	75	90	
Blue-collar occupations (-Continued)													
Machine operators, assemblers, and inspectors (-Continued)													
Fabricating machine operators, N.E.C.	\$10.92	\$7.35	\$8.25	\$9.90	\$11.99	\$14.59	-	-	-	-	-	-	-
Molding and casting machine operators	14.17	8.24	8.80	12.15	20.17	20.17	-	-	-	-	-	-	-
Printing press operators	17.06	11.77	12.50	15.95	22.45	22.63	-	-	-	-	-	-	-
Packaging and filling machine operators	13.96	9.00	11.00	13.01	14.46	22.25	-	-	-	-	-	-	-
Extruding and forming machine operators	13.23	11.63	12.06	13.01	14.11	15.02	-	-	-	-	-	-	-
Mixing and blending machine operators	11.33	7.50	7.50	11.91	13.64	14.65	-	-	-	-	-	-	-
Miscellaneous machine operators, N.E.C.	11.49	7.25	8.85	10.55	14.17	17.31	-	-	-	-	-	-	-
Welders and cutters	13.25	9.80	9.95	12.05	16.50	18.67	-	-	-	-	-	-	-
Assemblers	11.82	7.30	8.15	11.01	14.27	19.89	-	-	-	-	-	-	-
Production inspectors, checkers and examiners	11.67	6.69	8.50	10.64	12.79	19.09	-	-	-	-	-	-	-
Transportation and material moving occupations	13.52	8.25	9.83	12.55	17.01	20.05	\$14.14	\$9.90	\$12.37	\$14.69	\$15.74	\$17.71	\$17.71
Truck drivers	13.61	10.00	11.15	11.50	15.98	20.00	-	-	-	-	-	-	-
Bus drivers	-	-	-	-	-	-	14.58	10.55	14.69	14.69	16.51	17.71	17.71
Motor transportation occupations, N.E.C.	7.12	5.15	6.00	7.00	8.75	8.75	-	-	-	-	-	-	-
Industrial truck and tractor equipment operators	13.14	8.00	9.09	13.51	16.70	20.05	-	-	-	-	-	-	-
Miscellaneous material moving equipment operators, N.E.C.	14.38	8.25	10.50	16.70	17.01	20.05	-	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	9.91	6.00	7.00	8.94	11.64	16.42	10.19	5.75	6.00	10.79	13.00	14.53	14.53
Supervisors, handlers, equipment cleaners, and laborers, N.E.C.	15.12	11.23	11.40	13.70	18.03	23.94	-	-	-	-	-	-	-
Construction laborers	13.53	9.00	13.25	13.50	14.92	16.42	-	-	-	-	-	-	-
Production helpers	9.70	5.50	6.00	9.79	12.00	15.81	-	-	-	-	-	-	-
Stock handlers and baggers	9.06	5.80	6.50	8.00	10.20	13.15	-	-	-	-	-	-	-
Machine feeders and offbearers	9.50	6.25	7.50	10.00	11.11	12.06	-	-	-	-	-	-	-
Freight, stock, and material handlers, N.E.C.	11.07	6.00	7.50	9.46	13.63	19.02	-	-	-	-	-	-	-
Garage and service station related occupations	7.87	6.50	6.50	7.00	9.00	10.00	-	-	-	-	-	-	-
Vehicle washers and equipment cleaners	8.68	6.00	7.00	8.00	11.00	12.00	-	-	-	-	-	-	-
Hand packers and packagers	9.64	6.50	7.00	9.57	10.65	13.60	-	-	-	-	-	-	-
Laborers except construction, N.E.C.	9.05	5.75	7.00	7.71	10.00	13.20	9.46	5.50	6.00	7.00	13.00	14.81	14.81
Service occupations	7.61	2.75	6.00	7.10	8.67	11.25	12.60	8.13	9.41	11.34	14.73	19.22	19.22
Protective service occupations	7.70	6.00	6.50	7.25	8.00	9.00	14.72	9.94	11.15	14.25	18.28	20.89	20.89
Firefighting occupations	-	-	-	-	-	-	13.57	11.69	12.79	13.41	14.65	15.17	15.17
Police and detectives, public service ..	-	-	-	-	-	-	17.12	13.33	15.03	18.28	18.99	19.80	19.80
Guards and police except public service	7.63	6.00	6.75	7.30	8.10	9.00	-	-	-	-	-	-	-
Food service occupations	6.05	2.13	2.75	6.00	7.50	9.35	8.30	6.74	7.26	8.17	8.83	9.91	9.91
Supervisors, food preparation and service occupations	12.19	7.38	7.38	9.81	13.79	21.98	-	-	-	-	-	-	-
Bartenders	6.15	5.00	5.00	6.00	7.00	7.50	-	-	-	-	-	-	-
Waiters and waitresses	3.10	2.13	2.13	2.15	3.17	5.71	-	-	-	-	-	-	-
Cooks	8.16	7.00	7.25	8.00	8.85	10.15	-	-	-	-	-	-	-
Kitchen workers, food preparation	7.19	5.50	6.00	7.00	8.00	9.85	-	-	-	-	-	-	-
Waiters'/Waitresses' assistants	5.10	4.00	4.86	5.00	5.80	6.50	-	-	-	-	-	-	-
Food preparation occupations, N.E.C.	6.31	5.50	5.75	6.25	6.75	7.25	7.64	6.13	6.98	7.57	8.32	9.18	9.18
Health service occupations	8.86	6.65	7.35	8.50	10.25	11.44	8.90	7.02	8.21	9.18	9.62	10.08	10.08
Health aides, except nursing	10.28	7.74	8.75	10.44	11.44	12.64	-	-	-	-	-	-	-

See footnotes at end of table.

Table A-2. Hourly earnings¹ for selected occupations, all workers², private industry and State and local government, Indianapolis, IN, February 1998 — Continued

Occupation ³	Private industry						State and local government					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
Service occupations (-Continued)												
Health service occupations (-Continued)												
Nursing aides, orderlies and attendants	\$7.98	\$6.45	\$7.00	\$7.85	\$8.95	\$10.14	—	—	—	—	—	—
Cleaning and building service occupations	8.68	5.50	6.29	7.00	9.54	15.41	\$10.44	\$8.23	\$9.05	\$10.46	\$11.70	\$12.81
Maids and housemen	6.45	5.50	6.00	6.25	6.86	7.50	—	—	—	—	—	—
Janitors and cleaners	9.13	6.00	7.00	7.55	9.98	14.98	10.48	8.25	9.00	10.16	11.75	12.81
Personal service occupations	9.15	5.50	6.25	7.69	9.99	15.87	—	—	—	—	—	—
Service occupations, N.E.C.	7.14	5.50	5.90	7.50	8.00	10.00	—	—	—	—	—	—

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. The 10th, 25th, 50th, 75th and 90th percentiles designate position in the earnings distribution. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers earn the same as or less than the rate shown. At the 75th percentile, one-fourth earn the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

² All workers include full-time and part-time workers. Employees are classified as

working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

Table A-3. Hourly earnings¹ for selected occupations, full-time and part-time workers², all industries, Indianapolis, IN, February 1998

Occupation ³	All industries											
	Full-time						Part-time					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
All occupations	\$15.97	\$7.35	\$9.42	\$13.25	\$20.07	\$27.03	\$8.87	\$5.15	\$6.00	\$7.00	\$9.82	\$16.60
All occupations excluding sales	15.78	7.50	9.55	13.25	20.02	26.44	9.37	5.15	6.00	7.30	10.50	18.00
White-collar occupations	18.81	8.35	10.59	15.14	23.71	33.85	10.78	6.00	6.50	7.80	13.50	20.00
White-collar occupations excluding sales	18.78	9.00	11.00	15.42	23.89	33.63	13.62	6.65	8.00	11.47	18.00	22.28
Professional specialty and technical occupations	22.46	11.78	14.90	20.54	27.64	35.02	17.33	8.33	13.25	16.60	20.00	23.10
Professional specialty occupations	24.82	14.30	17.31	23.08	30.26	37.36	19.03	8.00	14.75	18.45	22.00	28.05
Engineers, architects, and surveyors	26.60	18.00	21.59	25.88	30.53	34.50	-	-	-	-	-	-
Civil engineers	24.64	15.49	20.71	25.17	28.25	34.50	-	-	-	-	-	-
Electrical and electronic engineers	26.17	19.81	21.11	27.31	30.69	32.59	-	-	-	-	-	-
Industrial engineers	25.78	17.35	23.08	26.02	28.21	32.45	-	-	-	-	-	-
Mechanical engineers	28.32	19.87	23.04	26.92	32.65	41.42	-	-	-	-	-	-
Engineers, N.E.C.	27.02	19.71	21.00	25.76	30.66	32.69	-	-	-	-	-	-
Mathematical and computer scientists	23.23	15.39	18.67	22.13	27.88	29.80	-	-	-	-	-	-
Computer systems analysts and scientists	23.25	15.64	19.01	23.08	27.86	29.57	-	-	-	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-	-	-	-
Health related occupations	20.43	14.80	15.96	19.37	22.72	28.83	20.65	14.42	17.17	19.58	22.00	28.05
Registered nurses	19.11	14.69	16.08	18.97	21.23	23.74	18.97	15.10	17.33	19.27	21.80	22.00
Teachers, college and university	49.89	19.34	30.48	47.32	56.13	93.50	-	-	-	-	-	-
Teachers, except college and university	29.46	17.73	22.90	30.92	36.32	39.41	-	-	-	-	-	-
Elementary school teachers	30.44	20.89	23.98	31.36	36.32	39.00	-	-	-	-	-	-
Secondary school teachers	28.84	18.90	22.25	30.37	34.59	37.36	-	-	-	-	-	-
Teachers, N.E.C.	32.30	21.28	25.26	34.48	39.41	41.47	-	-	-	-	-	-
Librarians, archivists, and curators	15.64	10.66	11.14	14.86	17.99	24.12	-	-	-	-	-	-
Social scientists and urban planners	23.34	14.79	19.38	24.28	24.87	30.26	-	-	-	-	-	-
Psychologists	23.13	11.73	19.04	24.28	24.87	30.26	-	-	-	-	-	-
Social, recreation, and religious workers	13.67	7.64	9.77	13.68	14.71	19.60	-	-	-	-	-	-
Social workers	13.79	7.64	9.85	13.88	14.87	19.60	-	-	-	-	-	-
Lawyers and judges	-	-	-	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, N.E.C.	16.52	9.50	11.39	16.48	19.23	24.04	-	-	-	-	-	-
Designers	14.94	7.54	9.50	11.39	22.28	26.23	-	-	-	-	-	-
Technical occupations	15.75	10.16	12.00	13.94	18.76	23.97	13.11	10.00	12.00	13.50	14.50	16.00
Clinical laboratory technologists and technicians	15.29	10.20	11.81	15.35	18.10	19.51	-	-	-	-	-	-
Licensed practical nurses	13.32	11.14	12.36	13.24	14.27	15.30	-	-	-	-	-	-
Health technologists and technicians, N.E.C.	12.02	8.00	10.26	12.90	13.57	14.65	-	-	-	-	-	-
Engineering technicians, N.E.C.	16.90	10.41	11.61	17.00	21.02	23.34	-	-	-	-	-	-
Drafters	16.08	10.50	10.67	13.46	22.29	27.00	-	-	-	-	-	-
Computer programmers	15.36	10.50	12.00	15.00	17.65	20.69	-	-	-	-	-	-
Technical and related occupations, N.E.C.	16.75	10.82	12.82	14.87	19.33	25.63	-	-	-	-	-	-
Executive, administrative, and managerial occupations	25.39	13.23	16.35	21.86	31.97	40.62	-	-	-	-	-	-
Executives, administrators, and managers	31.01	16.73	21.15	28.85	38.46	45.64	-	-	-	-	-	-
Administrators and officials, public administration	17.39	12.09	12.76	16.04	19.12	26.67	-	-	-	-	-	-
Financial managers	32.62	25.54	28.85	33.22	37.74	38.87	-	-	-	-	-	-
Personnel and labor relations managers	37.12	16.59	23.08	29.47	60.10	72.12	-	-	-	-	-	-
Administrators, education and related fields	32.06	21.75	25.35	31.74	35.99	36.09	-	-	-	-	-	-
Managers, medicine and health	24.58	15.14	20.78	24.04	27.78	39.64	-	-	-	-	-	-
Managers, food servicing and lodging establishments	21.89	11.75	14.42	19.23	23.94	39.12	-	-	-	-	-	-
Managers and administrators, N.E.C.	31.82	20.00	21.63	30.53	40.62	45.64	-	-	-	-	-	-
Management related occupations	18.29	11.82	13.77	17.17	21.60	25.30	-	-	-	-	-	-
Accountants and auditors	18.66	13.33	14.36	18.46	21.86	24.04	-	-	-	-	-	-
Underwriters	17.02	11.28	11.82	13.85	21.39	26.77	-	-	-	-	-	-

See footnotes at end of table.

Table A-3. Hourly earnings¹ for selected occupations, full-time and part-time workers², all industries, Indianapolis, IN, February 1998 — Continued

Occupation ³	All industries											
	Full-time					Part-time						
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
White-collar occupations (-Continued)												
Executive, administrative, and managerial occupations (-Continued)												
Management related occupations (-Continued)												
Other financial officers	\$22.77	\$14.23	\$17.32	\$20.22	\$24.76	\$35.67	-	-	-	-	-	
Personnel, training, and labor relations specialists	15.78	9.00	10.00	13.64	20.80	27.98	-	-	-	-	-	
Management related occupations, N.E.C.	17.77	12.50	15.07	17.34	20.12	25.25	-	-	-	-	-	
Sales occupations	18.99	6.25	7.40	12.19	22.85	46.88	\$6.81	\$5.60	\$6.00	\$6.50	\$7.00	\$8.00
Supervisors, sales occupations	30.60	9.38	13.89	26.36	46.88	71.31	-	-	-	-	-	
Sales occupations, other business services	21.59	11.74	15.87	21.01	24.26	33.18	-	-	-	-	-	
Sales workers, other commodities	13.14	5.82	6.25	8.00	13.51	25.42	8.35	5.55	5.99	7.61	9.55	12.69
Cashiers	8.20	6.99	7.20	8.00	8.80	10.20	6.52	5.55	6.00	6.45	6.75	7.50
Sales support occupations, N.E.C.	12.09	6.70	7.50	13.46	15.14	18.75	-	-	-	-	-	
Administrative support occupations, including clerical	11.63	7.84	9.10	10.77	13.24	16.34	9.13	6.50	7.00	8.51	10.24	12.85
Supervisors, general office	15.97	12.02	13.06	13.56	15.78	23.52	-	-	-	-	-	
Supervisors, financial records processing	16.73	14.18	15.87	16.47	18.37	18.59	-	-	-	-	-	
Computer operators	14.18	10.86	13.09	14.40	15.17	17.18	-	-	-	-	-	
Secretaries	12.84	9.16	10.49	12.98	14.90	16.61	-	-	-	-	-	
Transportation ticket and reservation agents	13.04	6.95	7.26	15.54	17.88	18.90	-	-	-	-	-	
Receptionists	10.08	8.25	8.50	9.50	11.03	13.85	8.96	7.35	7.50	8.50	10.80	11.25
Order clerks	11.28	8.90	9.35	10.00	11.49	14.18	-	-	-	-	-	
Library clerks	-	-	-	-	-	-	8.12	5.50	7.19	9.11	9.11	9.11
Records clerks, N.E.C.	10.77	7.50	8.55	10.20	12.25	14.58	-	-	-	-	-	
Bookkeepers, accounting and auditing clerks	10.85	8.40	9.45	10.47	12.31	13.46	-	-	-	-	-	
Payroll and timekeeping clerks	12.20	10.50	10.77	11.31	12.50	14.52	-	-	-	-	-	
Dispatchers	11.39	10.00	10.72	11.10	11.75	14.42	-	-	-	-	-	
Production coordinators	18.35	12.00	13.39	15.29	24.61	26.45	-	-	-	-	-	
Traffic, shipping and receiving clerks	10.97	8.00	8.56	10.28	12.65	14.20	-	-	-	-	-	
Insurance adjusters, examiners, & investigators	12.47	9.50	9.69	10.71	13.08	19.48	-	-	-	-	-	
Investigators and adjusters except insurance	12.32	9.00	10.31	12.21	13.95	16.08	-	-	-	-	-	
Bill and account collectors	10.76	8.82	9.60	10.08	11.68	13.49	-	-	-	-	-	
General office clerks	10.39	7.75	8.55	10.26	11.75	13.50	7.85	6.00	6.43	7.40	8.06	10.00
Data entry keyers	10.38	7.40	8.70	10.12	12.00	13.79	-	-	-	-	-	
Teachers' aides	8.64	7.37	7.77	8.53	9.35	10.15	-	-	-	-	-	
Administrative support occupations, N.E.C.	10.80	7.58	8.50	10.23	12.36	16.41	-	-	-	-	-	
Blue-collar occupations	14.06	7.50	9.50	12.92	18.69	22.43	8.16	5.50	6.00	7.00	9.07	13.05
Precision production, craft, and repair occupations	17.91	10.57	13.25	17.89	23.10	23.83	-	-	-	-	-	
Supervisors, mechanics and repairers	21.49	12.96	17.31	19.89	25.83	28.67	-	-	-	-	-	
Automobile mechanics	17.71	11.37	15.75	17.75	19.08	22.60	-	-	-	-	-	
Bus, truck, and stationary engine mechanics	14.59	10.70	12.49	14.95	16.35	17.45	-	-	-	-	-	
Industrial machinery repairers	19.61	12.85	14.72	23.53	23.62	23.83	-	-	-	-	-	
Machinery maintenance occupations	16.97	12.55	14.40	17.89	19.64	20.17	-	-	-	-	-	
Office machine repairers	12.66	8.45	9.36	10.50	13.94	21.75	-	-	-	-	-	
Millwrights	21.18	17.02	17.89	23.40	23.61	23.61	-	-	-	-	-	
Mechanics and repairers, N.E.C.	18.29	11.04	15.30	18.08	23.21	23.53	-	-	-	-	-	
Supervisors, electricians and power transmission installers	26.53	25.80	25.80	25.80	26.95	26.95	-	-	-	-	-	
Supervisors, construction trades, N.E.C.	22.29	19.42	20.50	20.75	22.50	29.81	-	-	-	-	-	

See footnotes at end of table.

Table A-3. Hourly earnings¹ for selected occupations, full-time and part-time workers², all industries, Indianapolis, IN, February 1998 — Continued

Occupation ³	All industries											
	Full-time						Part-time					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
Blue-collar occupations (-Continued)												
Precision production, craft, and repair occupations (-Continued)												
Electricians	\$20.63	\$15.00	\$16.00	\$23.45	\$23.45	\$23.94	-	-	-	-	-	-
Plumbers, pipefitters and steamfitters	21.51	17.00	18.08	23.27	23.31	24.50	-	-	-	-	-	-
Supervisors, production occupations ..	18.51	11.62	15.95	18.14	22.06	24.80	-	-	-	-	-	-
Machinists	17.70	11.90	13.30	16.26	22.97	23.16	-	-	-	-	-	-
Butchers and meat cutters	12.11	9.15	12.05	12.83	13.05	13.05	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	13.04	7.75	9.32	12.06	16.81	20.17	\$8.03	\$6.75	\$6.75	\$7.00	\$8.46	\$11.25
Lathe and turning machine operators	15.81	11.08	13.43	14.72	19.18	20.57	-	-	-	-	-	-
Grinding, abrading, buffing, and polishing machine operators	14.05	8.67	10.00	13.36	17.87	20.18	-	-	-	-	-	-
Numerical control machine operators	13.16	10.00	11.54	13.07	13.61	18.58	-	-	-	-	-	-
Fabricating machine operators, N.E.C.	10.92	7.35	8.25	9.90	11.99	14.59	-	-	-	-	-	-
Molding and casting machine operators	14.17	8.24	8.80	12.15	20.17	20.17	-	-	-	-	-	-
Printing press operators	17.06	11.77	12.50	15.95	22.45	22.63	-	-	-	-	-	-
Packaging and filling machine operators	14.20	10.00	11.00	13.01	15.57	22.25	-	-	-	-	-	-
Extruding and forming machine operators	13.23	11.63	12.06	13.01	14.11	15.02	-	-	-	-	-	-
Mixing and blending machine operators	11.33	7.50	7.50	11.91	13.64	14.65	-	-	-	-	-	-
Miscellaneous machine operators, N.E.C.	11.49	7.25	8.85	10.55	14.17	17.31	-	-	-	-	-	-
Welders and cutters	13.25	9.80	9.95	12.05	16.50	18.67	-	-	-	-	-	-
Assemblers	11.86	7.45	8.24	11.01	14.27	19.89	-	-	-	-	-	-
Production inspectors, checkers and examiners	11.67	6.69	8.50	10.64	12.79	19.09	-	-	-	-	-	-
Transportation and material moving occupations	14.00	8.75	11.00	13.15	17.13	20.05	9.24	5.15	6.00	8.30	9.92	16.51
Truck drivers	13.55	10.00	11.15	11.72	15.90	19.82	-	-	-	-	-	-
Bus drivers	-	-	-	-	-	-	11.90	8.30	8.73	9.53	16.00	18.19
Industrial truck and tractor equipment operators	13.37	8.25	9.33	13.51	16.70	20.05	-	-	-	-	-	-
Miscellaneous material moving equipment operators, N.E.C.	14.84	8.00	11.00	16.70	17.01	20.05	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	10.25	6.00	7.11	9.10	12.06	16.61	7.61	5.50	6.00	6.50	8.75	9.61
Supervisors, handlers, equipment cleaners, and laborers, N.E.C.	15.24	11.23	11.40	13.70	18.03	23.94	-	-	-	-	-	-
Construction laborers	13.53	9.00	13.25	13.50	14.92	16.42	-	-	-	-	-	-
Production helpers	10.02	5.50	6.00	9.79	12.99	15.51	-	-	-	-	-	-
Stock handlers and baggers	10.31	6.45	7.50	9.75	11.35	18.12	6.35	5.50	6.00	6.25	6.60	7.50
Machine feeders and offbearers	9.50	6.25	7.50	10.00	11.11	12.06	-	-	-	-	-	-
Freight, stock, and material handlers, N.E.C.	11.05	5.80	7.00	9.00	13.63	19.02	-	-	-	-	-	-
Garage and service station related occupations	7.87	6.50	6.50	7.00	9.00	10.00	-	-	-	-	-	-
Vehicle washers and equipment cleaners	9.14	6.00	8.00	8.00	11.84	12.00	-	-	-	-	-	-
Hand packers and packagers	9.73	6.50	7.00	9.57	10.65	13.71	-	-	-	-	-	-
Laborers except construction, N.E.C.	9.21	5.50	6.80	7.80	10.50	13.65	7.09	6.00	6.50	7.00	7.50	8.50
Service occupations	9.48	5.50	7.00	8.50	11.15	15.50	6.54	2.13	5.15	6.15	7.30	10.00
Protective service occupations	12.79	7.00	8.75	12.31	15.92	19.83	7.65	5.15	5.50	6.45	8.50	15.00
Firefighting occupations	13.57	11.69	12.79	13.41	14.65	15.17	-	-	-	-	-	-
Police and detectives, public service ..	17.12	13.33	15.03	18.28	18.99	19.80	-	-	-	-	-	-
Guards and police except public service	7.61	6.00	7.00	7.50	8.35	9.00	-	-	-	-	-	-
Food service occupations	6.83	2.13	4.00	7.00	8.25	9.91	4.67	2.13	2.13	5.25	6.15	7.00

See footnotes at end of table.

Table A-3. Hourly earnings¹ for selected occupations, full-time and part-time workers², all industries, Indianapolis, IN, February 1998 — Continued

Occupation ³	All industries											
	Full-time					Part-time						
	Mean	Percentiles					Mean	Percentiles				
10		25	Median 50	75	90	10		25	Median 50	75	90	
Service occupations (-Continued)												
Food service occupations (-Continued)												
Supervisors, food preparation and service occupations	\$12.22	\$7.38	\$7.38	\$9.81	\$13.79	\$21.98	—	—	—	—	—	—
Waiters and waitresses	3.14	2.13	2.13	2.41	3.25	5.71	\$3.02	\$2.13	\$2.13	\$2.13	\$2.70	\$6.80
Cooks	8.19	7.00	7.25	8.00	9.00	10.00	—	—	—	—	—	—
Kitchen workers, food preparation	7.76	5.75	7.00	7.50	8.65	9.85	6.07	5.50	5.50	6.00	6.35	6.95
Food preparation occupations, N.E.C.	6.73	5.60	6.00	6.45	7.42	8.38	6.57	5.50	5.65	6.30	7.00	7.65
Health service occupations	8.93	6.70	7.45	8.75	10.10	11.48	8.48	6.50	7.25	7.96	10.25	10.25
Health aides, except nursing	10.20	8.00	8.92	9.91	11.44	12.64	9.13	6.75	7.51	8.49	11.25	11.25
Nursing aides, orderlies and attendants	7.88	6.45	7.00	7.75	8.92	9.80	8.32	6.50	7.25	7.90	9.87	10.25
Cleaning and building service occupations	9.40	6.00	6.95	8.50	10.75	14.98	6.27	5.50	5.50	6.25	6.75	7.00
Maids and housemen	6.53	5.50	6.00	6.50	6.91	7.74	6.12	5.30	5.50	6.25	6.25	6.50
Janitors and cleaners	9.83	6.50	7.25	9.05	11.05	14.34	—	—	—	—	—	—
Personal service occupations	9.03	6.25	7.50	8.39	9.64	12.02	9.57	5.25	5.50	7.00	10.00	19.69
Service occupations, N.E.C.	8.46	5.50	7.40	7.65	8.50	14.45	6.59	5.15	5.50	6.10	7.65	10.00

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. The 10th, 25th, 50th, 75th and 90th percentiles designate position in the earnings distribution. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers earn the same as or less than the rate shown. At the 75th percentile, one-fourth earn the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

² Employees are classified as working either a full-time or a part-time schedule based

on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

Table A-4. Weekly and annual earnings¹ and hours for selected occupations, full-time workers only², all industries, Indianapolis, IN, February 1998

Occupation ³	All industries					
	Mean weekly hours ⁴	Weekly earnings		Mean annual hours	Annual earnings	
		Mean	Median		Mean	Median
All occupations	39.6	\$633	\$526	2,021	\$32,284	\$27,227
All occupations excluding sales	39.6	625	529	2,018	31,833	27,310
White-collar occupations	39.3	738	602	1,978	37,202	30,958
White-collar occupations excluding sales	39.2	736	615	1,967	36,940	31,242
Professional specialty and technical occupations	38.9	874	795	1,875	42,096	39,021
Professional specialty occupations	38.6	959	886	1,815	45,045	42,357
Engineers, architects, and surveyors	39.9	1,062	1,035	2,077	55,237	53,830
Civil engineers	39.7	979	1,007	2,065	50,892	52,354
Electrical and electronic engineers	40.0	1,047	1,092	2,080	54,430	56,805
Industrial engineers	40.0	1,031	1,041	2,076	53,502	54,122
Mechanical engineers	40.0	1,133	1,077	2,080	58,905	55,994
Engineers, N.E.C.	40.0	1,081	1,030	2,080	56,201	53,581
Mathematical and computer scientists	39.1	909	875	2,035	47,270	45,490
Computer systems analysts and scientists	39.4	916	900	2,050	47,646	46,779
Natural scientists	-	-	-	-	-	-
Health related occupations	39.2	801	750	2,024	41,353	39,000
Registered nurses	38.9	743	719	2,002	38,272	37,253
Teachers, college and university	38.7	1,929	1,824	1,807	90,156	88,858
Teachers, except college and university	36.1	1,063	1,110	1,365	40,216	41,238
Elementary school teachers	36.6	1,114	1,166	1,354	41,218	42,924
Secondary school teachers	38.8	1,118	1,176	1,445	41,662	42,924
Teachers, N.E.C.	33.6	1,085	1,121	1,264	40,831	40,989
Librarians, archivists, and curators	40.0	626	594	2,080	32,533	30,909
Social scientists and urban planners	39.4	919	971	2,049	47,813	50,502
Psychologists	39.1	905	971	2,035	47,081	50,502
Social, recreation, and religious workers	39.6	541	546	2,011	27,484	28,454
Social workers	39.6	546	547	2,013	27,760	28,454
Lawyers and judges	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, N.E.C.	39.5	652	643	2,053	33,913	33,446
Designers	39.4	588	456	2,047	30,597	23,691
Technical occupations	39.8	626	556	2,067	32,565	28,933
Clinical laboratory technologists and technicians	39.5	604	614	2,053	31,387	31,907
Licensed practical nurses	39.3	523	520	2,043	27,212	27,040
Health technologists and technicians, N.E.C.	40.3	485	509	2,098	25,210	26,462
Engineering technicians, N.E.C.	40.0	676	680	2,080	35,142	35,360
Drafters	40.0	643	538	2,080	33,449	27,997
Computer programmers	40.0	614	600	2,080	31,952	31,200
Technical and related occupations, N.E.C.	39.2	657	571	2,041	34,171	29,702
Executive, administrative, and managerial occupations ...	39.4	1,001	865	2,043	51,877	44,990
Executives, administrators, and managers	39.5	1,223	1,154	2,038	63,197	57,993
Administrators and officials, public administration	39.9	693	642	2,073	36,038	33,363
Financial managers	39.1	1,277	1,279	2,033	66,330	66,495
Personnel and labor relations managers	39.6	1,468	1,179	2,057	76,361	61,298
Administrators, education and related fields	39.0	1,251	1,253	1,934	61,988	57,742
Managers, medicine and health	38.7	951	947	2,011	49,430	49,257
Managers, food servicing and lodging establishments	38.8	850	769	1,830	40,048	29,994
Managers and administrators, N.E.C.	39.8	1,265	1,198	2,067	65,764	62,296
Management related occupations	39.4	721	667	2,050	37,488	34,671
Accountants and auditors	39.8	743	738	2,069	38,614	38,397
Underwriters	37.4	637	519	1,946	33,132	27,008
Other financial officers	39.0	888	771	2,029	46,196	40,082
Personnel, training, and labor relations specialists	39.8	629	546	2,072	32,687	28,371
Management related occupations, N.E.C.	39.5	701	687	2,052	36,474	35,714
Sales occupations	39.8	756	462	2,068	39,286	24,003
Supervisors, sales occupations	40.9	1,252	1,054	2,128	65,127	54,829
Sales occupations, other business services	38.7	835	840	2,012	43,439	43,701
Sales workers, other commodities	39.1	514	300	2,034	26,731	15,600
Cashiers	37.7	309	292	1,963	16,088	15,191
Sales support occupations, N.E.C.	40.5	490	538	2,107	25,483	27,997
Administrative support occupations, including clerical	39.3	457	422	2,009	23,377	21,840
Supervisors, general office	38.9	621	523	2,022	32,277	27,201
Supervisors, financial records processing	38.8	648	635	2,015	33,719	32,994

See footnotes at end of table.

Table A-4. Weekly and annual earnings¹ and hours for selected occupations, full-time workers only², all industries, Indianapolis, IN, February 1998 — Continued

Occupation ³	All industries					
	Mean weekly hours ⁴	Weekly earnings		Mean annual hours	Annual earnings	
		Mean	Median		Mean	Median
White-collar occupations (-Continued)						
Administrative support occupations, including clerical (-Continued)						
Computer operators	38.5	\$546	\$550	2,001	\$28,385	\$28,607
Secretaries	39.7	510	519	2,048	26,299	26,832
Transportation ticket and reservation agents	40.0	522	622	2,080	27,126	32,323
Receptionists	40.0	403	376	2,079	20,946	19,552
Order clerks	40.0	451	400	2,080	23,466	20,800
Records clerks, N.E.C.	38.8	418	400	2,016	21,720	20,800
Bookkeepers, accounting and auditing clerks	39.4	427	419	2,048	22,212	21,778
Payroll and timekeeping clerks	39.1	476	450	2,031	24,776	23,400
Dispatchers	40.0	456	444	2,080	23,687	23,088
Production coordinators	40.0	734	612	2,080	38,178	31,803
Traffic, shipping and receiving clerks	40.0	439	411	2,078	22,793	21,382
Insurance adjusters, examiners, & investigators ..	39.0	486	440	2,027	25,269	22,880
Investigators and adjusters except insurance	39.5	486	467	2,053	25,283	24,297
Bill and account collectors	39.8	428	403	2,069	22,260	20,966
General office clerks	39.4	409	388	2,031	21,103	20,007
Data entry keyers	39.7	412	396	2,063	21,414	20,592
Teachers' aides	33.6	290	275	1,226	10,591	9,957
Administrative support occupations, N.E.C.	39.1	422	398	2,032	21,950	20,709
Blue-collar occupations						
Precision production, craft, and repair occupations	40.2	566	520	2,087	29,343	26,874
Supervisors, mechanics and repairers	40.3	722	720	2,098	37,568	37,440
Automobile mechanics	41.7	895	884	2,166	46,546	45,989
Bus, truck, and stationary engine mechanics	41.3	732	720	2,149	38,073	37,440
Industrial machinery repairers	40.0	584	598	2,080	30,344	31,096
Machinery maintenance occupations	40.0	785	941	2,080	40,796	48,942
Office machine repairers	42.9	728	807	2,230	37,844	41,954
Millwrights	38.8	491	417	2,017	25,542	21,704
Mechanics and repairers, N.E.C.	40.0	847	936	2,080	44,058	48,672
Supervisors, electricians and power transmission installers	40.5	740	724	2,104	38,490	37,648
Supervisors, construction trades, N.E.C.	40.0	1,061	1,032	2,080	55,178	53,664
Electricians	43.1	960	938	2,240	49,940	48,750
Plumbers, pipefitters and steamfitters	40.3	832	938	2,096	43,239	48,776
Supervisors, production occupations	40.0	860	931	2,080	44,731	48,402
Machinists	40.3	745	726	2,093	38,739	37,731
Butchers and meat cutters	40.5	717	650	2,107	37,298	33,821
Machine operators, assemblers, and inspectors	39.9	483	513	2,074	25,120	26,686
Lathe and turning machine operators	40.3	526	486	2,095	27,325	25,272
Grinding, abrading, buffing, and polishing machine operators	41.7	660	602	2,170	34,314	31,325
Numerical control machine operators	40.6	571	544	2,113	29,698	28,309
Fabricating machine operators, N.E.C.	40.0	527	523	2,080	27,382	27,186
Molding and casting machine operators	41.3	451	412	2,144	23,419	21,434
Printing press operators	39.7	563	486	2,065	29,259	25,272
Packaging and filling machine operators	39.9	681	638	2,076	35,418	33,176
Extruding and forming machine operators	40.0	568	520	2,080	29,544	27,061
Mixing and blending machine operators	40.2	532	520	2,086	27,596	27,061
Miscellaneous machine operators, N.E.C.	40.0	453	476	2,080	23,575	24,773
Welders and cutters	41.1	472	428	2,138	24,563	22,277
Assemblers	40.2	533	482	2,093	27,731	25,064
Production inspectors, checkers and examiners ..	40.0	474	440	2,078	24,652	22,901
Transportation and material moving occupations	40.8	476	430	2,120	24,729	22,360
Truck drivers	40.9	572	530	2,108	29,505	27,541
Industrial truck and tractor equipment operators ..	42.9	582	520	2,232	30,248	27,040
Miscellaneous material moving equipment operators, N.E.C.	39.0	521	472	2,026	27,091	24,556
Handlers, equipment cleaners, helpers, and laborers	40.0	593	668	2,055	30,485	34,736
Supervisors, handlers, equipment cleaners, and laborers, N.E.C.	39.6	406	368	2,050	21,008	19,143
Construction laborers	39.5	603	548	2,056	31,337	28,496
Production helpers	40.0	541	540	1,945	26,304	26,000
Stock handlers and baggers	40.0	401	392	2,080	20,836	20,363
	39.4	407	364	2,051	21,148	18,928

See footnotes at end of table.

Table A-4. Weekly and annual earnings¹ and hours for selected occupations, full-time workers only², all industries, Indianapolis, IN, February 1998 — Continued

Occupation ³	All industries					
	Mean weekly hours ⁴	Weekly earnings		Mean annual hours	Annual earnings	
		Mean	Median		Mean	Median
Blue-collar occupations (-Continued)						
Handlers, equipment cleaners, helpers, and laborers (-Continued)						
Machine feeders and offbearers	40.0	\$380	\$400	2,077	\$19,726	\$20,800
Freight, stock, and material handlers, N.E.C.	39.3	434	370	2,044	22,580	19,265
Garage and service station related occupations ..	40.0	315	280	2,080	16,372	14,560
Vehicle washers and equipment cleaners	40.0	366	320	2,080	19,012	16,640
Hand packers and packagers	40.3	392	386	2,093	20,355	20,051
Laborers except construction, N.E.C.	39.4	363	308	2,037	18,769	16,037
Service occupations						
Protective service occupations	41.7	533	484	2,168	27,730	25,168
Firefighting occupations	53.0	719	711	2,756	37,400	36,958
Police and detectives, public service	40.0	685	731	2,080	35,600	38,022
Guards and police except public service	39.9	303	300	2,074	15,774	15,600
Food service occupations	37.8	258	263	1,912	13,058	13,455
Supervisors, food preparation and service occupations	38.5	471	406	1,933	23,633	20,405
Waiters and waitresses	37.9	119	86	1,973	6,195	4,472
Cooks	38.2	313	310	1,970	16,136	16,120
Kitchen workers, food preparation	37.9	294	280	1,972	15,299	14,560
Food preparation occupations, N.E.C.	36.2	244	242	1,685	11,338	12,272
Health service occupations	39.1	349	336	2,033	18,155	17,451
Health aides, except nursing	39.7	405	394	2,063	21,045	20,488
Nursing aides, orderlies and attendants	38.6	304	304	2,009	15,825	15,818
Cleaning and building service occupations	39.8	375	340	2,071	19,477	17,680
Maids and housemen	39.5	258	255	2,054	13,421	13,260
Janitors and cleaners	39.9	392	362	2,076	20,401	18,824
Personal service occupations	38.5	347	328	1,917	17,307	16,478
Service occupations, N.E.C.	37.4	316	285	1,841	15,579	15,015

¹ Earnings are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. 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.

² Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where

a 40-hour week is the minimum full-time schedule.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

⁴ Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

Table B-1. Mean hourly earnings¹ by occupational group and levels², all industries, private industry, State and local government, full-time and part-time workers, Indianapolis, IN, February 1998

Occupational group ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
All occupations	\$15.41	\$15.18	\$16.86	\$15.97	\$8.87
All occupations excluding sales	15.34	15.06	16.88	15.78	9.37
White-collar occupations	18.24	18.00	19.47	18.81	10.78
Level 1	7.63	7.46	8.15	8.06	7.08
Level 2	8.19	8.25	7.81	8.36	7.63
Level 3	8.92	8.90	9.11	9.25	7.33
Level 4	11.61	11.69	10.69	11.65	10.50
Level 5	13.37	13.67	11.47	13.41	11.52
Level 6	13.70	13.95	12.01	13.77	11.61
Level 7	16.31	16.83	14.80	16.41	14.24
Level 8	21.61	21.70	20.90	21.71	19.15
Level 9	24.89	22.85	28.41	25.04	22.29
Level 10	35.20	35.71	—	35.53	—
Level 11	29.08	28.99	30.08	29.09	—
Level 12	34.96	34.85	—	34.96	—
Level 13	46.35	46.91	—	46.35	—
Not able to be leveled	25.48	25.86	—	25.74	—
White-collar occupations excluding sales	18.53	18.30	19.53	18.78	13.62
Level 1	8.10	8.06	8.15	8.38	7.12
Level 2	8.47	8.61	7.81	8.46	8.54
Level 3	9.67	9.75	9.22	9.78	8.44
Level 4	11.09	11.14	10.69	11.06	11.84
Level 5	12.91	13.17	11.47	12.94	11.73
Level 6	13.64	13.91	12.01	13.72	11.61
Level 7	16.21	16.72	14.80	16.31	14.24
Level 8	19.25	18.99	20.98	19.25	19.15
Level 9	24.56	22.18	28.41	24.70	22.29
Level 10	26.06	26.11	—	26.25	—
Level 11	29.27	29.19	30.08	29.29	—
Level 12	35.16	35.06	—	35.16	—
Level 13	46.35	46.91	—	46.35	—
Not able to be leveled	25.74	26.15	—	25.74	—
Professional specialty and technical occupations	22.14	21.45	23.82	22.46	17.33
Professional specialty occupations	24.47	23.76	25.90	24.82	19.03
Level 5	12.04	12.58	11.12	12.27	10.68
Level 6	13.69	13.86	—	14.08	—
Level 7	17.15	17.84	15.69	17.32	—
Level 8	19.38	18.71	—	19.40	19.15
Level 9	25.97	22.27	29.05	26.24	22.20
Level 10	25.40	25.57	—	25.83	—
Level 11	27.55	27.58	—	27.55	—
Level 12	32.65	32.65	—	32.65	—
Not able to be leveled	32.09	33.32	—	32.09	—
Engineers, architects, and surveyors	26.60	26.81	—	26.60	—
Level 7	20.23	—	—	20.23	—
Level 8	19.88	19.88	—	19.88	—
Level 9	25.61	25.76	—	25.61	—
Level 11	28.24	28.39	—	28.24	—
Level 12	32.88	32.88	—	32.88	—
Mathematical and computer scientists	23.23	23.23	—	23.23	—
Level 9	23.95	23.95	—	23.95	—
Level 11	28.73	28.73	—	28.73	—
Natural scientists	—	—	—	—	—
Health related occupations	20.47	20.91	18.20	20.43	20.65
Level 8	—	—	—	—	19.20
Level 9	20.68	21.38	18.04	20.47	21.65
Level 11	27.00	26.85	—	26.86	—
Teachers, college and university	49.57	49.57	—	49.89	—
Level 9	16.72	16.72	—	—	—
Teachers, except college and university	29.21	24.52	29.44	29.46	—
Level 9	31.10	—	31.17	31.09	—
Librarians, archivists, and curators	15.64	—	—	15.64	—
Social scientists and urban planners	23.20	23.20	—	23.34	—

See footnotes at end of table.

Table B-1. Mean hourly earnings¹ by occupational group and levels², all industries, private industry, State and local government, full-time and part-time workers, Indianapolis, IN, February 1998 — Continued

Occupational group ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
White-collar occupations (-Continued)					
Social, religious, and recreation workers	\$13.37	\$11.55	\$15.29	\$13.67	—
Level 6	9.71	—	—	10.03	—
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, N.E.C.	16.46	16.05	—	16.52	—
Technical occupations	15.57	16.29	11.93	15.75	\$13.11
Level 3	8.71	8.75	—	—	—
Level 4	11.62	11.42	—	11.72	—
Level 5	12.58	13.40	—	12.58	—
Level 6	12.91	13.31	—	12.92	12.73
Level 7	16.33	16.56	—	16.65	14.57
Level 8	19.67	19.88	—	19.67	—
Level 9	24.30	24.30	—	24.30	—
Executive, administrative, and managerial occupations ...	25.34	26.13	20.50	25.39	—
Level 5	13.30	13.47	—	13.32	—
Level 6	14.85	16.73	—	14.85	—
Level 7	15.42	16.33	—	15.42	—
Level 8	18.49	18.55	—	18.49	—
Level 9	21.41	21.49	20.66	21.35	—
Level 10	27.09	27.14	—	27.09	—
Level 11	30.84	30.84	—	30.84	—
Level 12	36.73	36.65	—	36.73	—
Level 13	47.74	48.63	—	47.74	—
Not able to be leveled	30.55	—	—	30.55	—
Executives, administrators, and managers	30.96	32.07	24.65	31.01	—
Level 7	14.73	—	—	14.73	—
Level 8	21.28	21.28	—	21.28	—
Level 9	21.99	22.04	21.78	21.99	—
Level 10	27.66	27.82	—	27.66	—
Level 11	31.08	31.13	—	31.08	—
Level 12	37.55	37.51	—	37.55	—
Level 13	49.11	50.44	—	49.11	—
Management related occupations	18.39	18.96	14.50	18.29	—
Level 6	14.88	17.01	—	14.88	—
Level 7	15.75	16.56	—	15.75	—
Level 8	16.92	16.98	—	16.92	—
Level 9	20.97	21.14	—	20.82	—
Level 11	29.47	29.47	—	29.47	—
Sales occupations	16.38	16.43	—	18.99	6.81
Level 1	7.01	7.01	—	—	7.06
Level 2	6.75	6.75	—	7.33	6.35
Level 3	7.41	7.41	—	7.73	6.83
Level 4	13.47	13.47	—	13.77	—
Level 5	18.35	18.35	—	18.53	—
Level 8	31.42	31.73	—	31.42	—
Level 9	32.95	32.95	—	32.95	—
Administrative support occupations, including clerical	11.49	11.71	9.94	11.63	9.13
Level 1	8.10	8.06	8.15	8.38	7.12
Level 2	8.47	8.61	7.81	8.46	8.54
Level 3	9.72	9.80	9.25	9.82	8.48
Level 4	11.20	11.27	10.56	11.16	12.35
Level 5	13.09	13.09	13.07	13.08	—
Level 6	13.65	13.67	—	13.61	—
Level 7	15.99	16.18	14.97	15.99	—
Level 8	20.70	20.70	—	20.70	—
Blue-collar occupations	13.76	13.79	13.15	14.06	8.16
Level 1	6.98	6.99	—	7.09	6.71
Level 2	9.19	9.19	—	9.27	8.18
Level 3	13.20	13.23	11.85	13.30	10.78
Level 4	12.99	13.03	12.57	12.98	—
Level 5	13.65	13.62	—	13.62	—
Level 6	16.32	16.67	—	16.32	—

See footnotes at end of table.

Table B-1. Mean hourly earnings¹ by occupational group and levels², all industries, private industry, State and local government, full-time and part-time workers, Indianapolis, IN, February 1998 — Continued

Occupational group ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
Blue-collar occupations (-Continued)					
Level 7	\$19.77	\$19.85	\$17.11	\$19.81	—
Level 8	22.37	22.37	—	22.37	—
Level 9	23.01	23.15	—	23.01	—
Precision production, craft, and repair occupations	17.88	18.21	13.67	17.91	—
Level 2	9.02	9.02	—	9.02	—
Level 3	10.91	10.91	—	11.00	—
Level 4	11.61	12.33	—	11.61	—
Level 5	13.19	13.22	—	13.19	—
Level 6	15.83	16.65	—	15.83	—
Level 7	19.83	19.92	17.11	19.87	—
Level 8	22.20	22.20	—	22.20	—
Level 9	23.59	23.80	—	23.59	—
Machine operators, assemblers, and inspectors	12.97	12.98	—	13.04	\$8.03
Level 1	7.27	7.26	—	7.18	—
Level 2	9.26	9.26	—	9.31	—
Level 3	14.65	14.65	—	14.68	—
Level 4	13.47	13.47	—	13.47	—
Level 5	13.04	13.00	—	13.04	—
Level 6	15.97	15.97	—	15.97	—
Level 7	19.95	19.95	—	19.95	—
Transportation and material moving occupations	13.57	13.52	14.14	14.00	9.24
Level 1	5.51	5.51	—	—	5.51
Level 2	10.09	10.01	—	10.08	—
Level 3	12.62	12.72	—	13.22	—
Level 4	13.37	13.15	14.13	13.32	—
Level 5	15.63	15.52	—	15.56	—
Handlers, equipment cleaners, helpers, and laborers	9.92	9.91	10.19	10.25	7.61
Level 1	6.98	7.01	—	7.05	6.81
Level 2	8.70	8.73	—	8.85	7.28
Level 3	11.92	11.90	—	11.81	—
Level 4	12.44	12.43	—	12.42	—
Level 5	12.88	13.04	—	12.88	—
Service occupations					
Level 1	8.96	7.61	12.60	9.48	6.54
Level 2	6.19	5.75	8.87	6.67	5.41
Level 3	6.38	6.14	8.92	6.78	5.03
Level 4	7.60	7.39	9.14	7.82	6.69
Level 5	9.56	9.30	10.14	9.64	8.07
Level 6	10.50	10.14	10.74	10.43	—
Level 7	14.62	—	14.71	14.62	—
Level 8	15.90	—	15.04	14.91	—
Level 9	17.85	—	—	17.85	—
Protective service occupations	12.56	7.70	14.72	12.79	7.65
Level 3	7.33	—	—	—	—
Level 4	9.83	—	—	—	—
Level 6	14.67	—	14.80	14.67	—
Level 7	15.10	—	15.04	15.10	—
Food service occupations	6.24	6.05	8.30	6.83	4.67
Level 1	5.37	5.10	—	5.65	5.10
Level 2	4.43	4.21	—	4.68	3.73
Level 3	6.76	6.65	—	7.22	5.47
Level 4	8.67	8.65	—	8.74	—
Health service occupations	8.86	8.86	8.90	8.93	8.48
Level 2	8.84	8.93	—	—	—
Level 3	7.77	7.74	—	7.77	7.76
Level 4	10.11	—	—	10.14	—
Cleaning and building service occupations	9.11	8.68	10.44	9.40	6.27
Level 1	7.27	6.61	—	7.57	6.16
Level 2	9.20	9.22	—	9.43	—
Level 3	9.11	8.46	—	9.23	—
Level 4	9.84	—	—	9.84	—
Personal service occupations	9.24	9.15	—	9.03	9.57
Level 1	5.74	5.74	—	—	—

See footnotes at end of table.

Table B-1. Mean hourly earnings¹ by occupational group and levels², all industries, private industry, State and local government, full-time and part-time workers, Indianapolis, IN, February 1998 — Continued

Occupational group ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
Service occupations (-Continued)					
Personal service occupations (-Continued)					
Level 2	\$7.55	\$7.13	—	—	—

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² Each occupation for which wage data are collected in an establishment is evaluated based on 10 factors, including knowledge, complexity, work environment, etc. Points are assigned based on the occupation's ranking within each factor. The points are summed to determine the overall level of the occupation. See technical note for more information.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy.

Individual occupations are classified into one of nine major occupational groups.

⁴ All workers include full-time and part-time workers. Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

Table B-2. Mean hourly earnings¹ for selected occupations and levels², all industries, private industry, State and local government, full-time and part-time workers, Indianapolis, IN, February 1998

Occupation ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
White-collar occupations:					
Professional specialty and technical occupations:					
Professional specialty occupations:					
Civil engineers	\$24.64	—	—	\$24.64	—
Electrical and electronic engineers	26.17	\$26.17	—	26.17	—
Industrial engineers	25.78	—	—	25.78	—
Mechanical engineers	28.32	28.32	—	28.32	—
Engineers, N.E.C.	27.02	27.02	—	27.02	—
Computer systems analysts and scientists	23.25	23.25	—	23.25	—
Level 9	24.66	24.66	—	24.66	—
Level 11	28.56	28.56	—	28.56	—
Registered nurses	19.09	19.36	\$17.87	19.11	\$18.97
Level 8	—	—	—	—	19.20
Level 9	18.72	18.94	18.20	18.61	19.08
Physical therapists	30.45	—	—	—	—
Elementary school teachers	30.44	—	30.61	30.44	—
Level 9	30.35	—	30.48	30.35	—
Secondary school teachers	28.89	—	28.95	28.84	—
Level 9	28.95	—	28.95	28.91	—
Teachers, N.E.C.	32.30	—	33.00	32.30	—
Level 9	33.46	—	—	—	—
Psychologists	22.95	22.95	—	23.13	—
Social workers	13.51	11.68	15.45	13.79	—
Designers	14.94	14.94	—	14.94	—
Technical occupations:					
Clinical laboratory technologists and technicians	15.25	15.25	—	15.29	—
Licensed practical nurses	13.47	13.53	—	13.32	—
Level 6	12.68	12.71	—	12.69	—
Level 7	13.96	14.10	—	13.84	—
Health technologists and technicians, N.E.C.	11.97	12.08	—	12.02	—
Engineering technicians, N.E.C.	16.90	—	—	16.90	—
Drafters	15.66	15.66	—	16.08	—
Computer programmers	15.36	15.36	—	15.36	—
Technical and related occupations, N.E.C.	16.75	17.20	—	16.75	—
Executive, administrative, and managerial occupations:					
Administrators and officials, public administration	17.39	—	17.39	17.39	—
Financial managers	32.62	32.62	—	32.62	—
Level 11	31.66	31.66	—	31.66	—
Personnel and labor relations managers	37.12	37.12	—	37.12	—
Administrators, education and related fields	32.06	—	—	32.06	—
Managers, medicine and health	24.58	24.79	—	24.58	—
Level 11	26.38	—	—	26.38	—
Managers, food servicing and lodging establishments	21.89	24.68	—	21.89	—
Managers and administrators, N.E.C.	31.82	31.43	—	31.82	—
Level 9	22.94	22.94	—	22.94	—
Level 11	28.70	28.70	—	28.70	—
Level 12	36.81	36.69	—	36.81	—
Level 13	45.99	—	—	45.99	—
Accountants and auditors	18.66	18.66	—	18.66	—
Level 9	20.92	20.92	—	20.92	—
Underwriters	17.02	17.02	—	17.02	—
Other financial officers	22.77	22.77	—	22.77	—
Personnel, training, and labor relations specialists	15.78	17.49	—	15.78	—
Management related occupations, N.E.C.	18.20	18.13	—	17.77	—
Level 7	16.18	16.18	—	16.18	—
Level 9	21.71	22.54	—	21.38	—
Sales occupations:					
Supervisors, sales occupations	29.75	29.75	—	30.60	—
Sales occupations, other business services	21.36	21.43	—	21.59	—
Sales workers, apparel	6.83	6.83	—	—	—
Level 3	6.83	6.83	—	—	—
Sales workers, other commodities	12.61	12.61	—	13.14	8.35
Level 1	8.03	8.03	—	—	—

See footnotes at end of table.

**Table B-2. Mean hourly earnings¹ for selected occupations and levels², all industries, private industry, State and local government, full-time and part-time workers, Indianapolis, IN, February 1998
— Continued**

Occupation ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
White-collar occupations: (-Continued)					
Sales occupations: (-Continued)					
Sales workers, other commodities (-Continued)					
Level 4	\$9.19	\$9.19	—	—	—
Cashiers	7.21	7.21	—	\$8.20	\$6.52
Level 2	6.81	6.81	—	—	6.13
Level 3	7.28	7.28	—	8.00	6.70
Sales support occupations, N.E.C.	11.75	11.75	—	12.09	—
Administrative support occupations, including clerical:					
Supervisors, general office	15.97	16.41	—	15.97	—
Supervisors, financial records processing	16.73	16.99	—	16.73	—
Computer operators	14.18	14.18	—	14.18	—
Secretaries	12.80	13.32	\$11.31	12.84	—
Level 4	11.01	11.52	10.44	11.02	—
Level 5	14.36	14.46	—	14.36	—
Interviewers	8.53	—	—	—	—
Transportation ticket and reservation agents	13.22	13.22	—	13.04	—
Receptionists	10.00	10.00	—	10.08	8.96
Level 2	8.63	8.63	—	—	—
Level 3	9.40	9.40	—	9.30	—
Order clerks	11.28	11.15	—	11.28	—
Library clerks	11.41	—	9.53	—	8.12
Records clerks, N.E.C.	10.77	10.83	—	10.77	—
Level 3	9.23	—	—	9.23	—
Bookkeepers, accounting and auditing clerks	10.90	10.88	—	10.85	—
Level 3	9.46	9.46	—	9.46	—
Level 4	9.78	9.78	—	9.78	—
Level 5	13.31	13.44	—	13.27	—
Payroll and timekeeping clerks	12.20	11.95	—	12.20	—
Dispatchers	11.31	11.39	—	11.39	—
Production coordinators	18.35	18.60	—	18.35	—
Traffic, shipping and receiving clerks	10.82	10.82	—	10.97	—
Level 4	10.54	10.54	—	10.54	—
Stock and inventory clerks	11.37	11.21	—	—	—
Insurance adjusters, examiners, & investigators ..	12.38	12.38	—	12.47	—
Investigators and adjusters except insurance	12.36	12.23	—	12.32	—
Level 4	11.78	—	—	—	—
Bill and account collectors	10.76	10.76	—	10.76	—
General office clerks	10.33	10.61	8.81	10.39	7.85
Level 2	7.81	—	—	—	—
Level 3	9.56	9.73	—	9.57	—
Level 4	10.97	10.97	—	10.97	—
Data entry keyers	10.03	10.06	—	10.38	—
Teachers' aides	8.51	—	8.51	8.64	—
Level 1	8.30	—	8.30	—	—
Administrative support occupations, N.E.C.	10.74	10.75	—	10.80	—
Level 3	8.75	8.76	—	8.71	—
Level 4	9.78	9.82	—	9.77	—
Level 5	12.56	12.67	—	12.56	—
Blue-collar occupations:					
Precision production, craft, and repair occupations:					
Supervisors, mechanics and repairers	21.49	21.72	—	21.49	—
Automobile mechanics	17.71	17.80	—	17.71	—
Level 7	18.44	18.37	—	18.44	—
Bus, truck, and stationary engine mechanics	14.59	14.59	—	14.59	—
Level 7	15.15	15.15	—	15.15	—
Industrial machinery repairers	19.61	19.61	—	19.61	—
Level 7	21.81	21.81	—	21.81	—
Machinery maintenance occupations	16.97	16.97	—	16.97	—
Office machine repairers	12.66	—	—	12.66	—
Millwrights	21.18	21.32	—	21.18	—
Level 7	21.18	21.32	—	21.18	—
Mechanics and repairers, N.E.C.	18.17	18.13	—	18.29	—
Level 7	19.68	19.68	—	19.92	—

See footnotes at end of table.

Table B-2. Mean hourly earnings¹ for selected occupations and levels², all industries, private industry, State and local government, full-time and part-time workers, Indianapolis, IN, February 1998
— Continued

Occupation ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
Blue-collar occupations: (-Continued)					
Precision production, craft, and repair occupations: (-Continued)					
Supervisors, electricians and power transmission installers	\$26.53	\$26.53	—	\$26.53	—
Supervisors, construction trades, N.E.C.	22.29	22.29	—	22.29	—
Electricians	20.63	20.63	—	20.63	—
Level 7	20.72	20.72	—	20.72	—
Plumbers, pipefitters and steamfitters	21.51	21.67	—	21.51	—
Level 7	22.29	—	—	22.29	—
Supervisors, production occupations	18.51	18.51	—	18.51	—
Level 7	18.84	18.84	—	18.84	—
Level 8	21.32	21.32	—	21.32	—
Machinists	17.70	17.70	—	17.70	—
Butchers and meat cutters	12.01	12.01	—	12.11	—
Level 5	12.65	12.65	—	12.65	—
Machine operators, assemblers, and inspectors:					
Lathe and turning machine operators	15.81	15.81	—	15.81	—
Grinding, abrading, buffing, and polishing machine operators	14.05	14.05	—	14.05	—
Numerical control machine operators	13.16	13.16	—	13.16	—
Level 5	13.73	13.73	—	13.73	—
Fabricating machine operators, N.E.C.	10.92	10.92	—	10.92	—
Molding and casting machine operators	14.17	14.17	—	14.17	—
Printing press operators	17.06	17.06	—	17.06	—
Packaging and filling machine operators	13.96	13.96	—	14.20	—
Extruding and forming machine operators	13.23	13.23	—	13.23	—
Mixing and blending machine operators	11.33	11.33	—	11.33	—
Miscellaneous machine operators, N.E.C.	11.49	11.49	—	11.49	—
Level 4	11.38	11.38	—	11.38	—
Welders and cutters	13.25	13.25	—	13.25	—
Level 5	13.46	13.46	—	13.46	—
Assemblers	11.82	11.82	—	11.86	—
Level 2	8.75	8.75	—	8.76	—
Level 3	12.70	12.70	—	12.79	—
Level 4	14.44	14.44	—	14.44	—
Production inspectors, checkers and examiners ..	11.67	11.67	—	11.67	—
Transportation and material moving occupations:					
Truck drivers	13.52	13.61	—	13.55	—
Level 3	10.83	11.04	—	11.04	—
Level 4	12.63	12.68	—	12.62	—
Level 5	16.42	16.42	—	16.42	—
Bus drivers	12.93	—	\$14.58	—	\$11.90
Motor transportation occupations, N.E.C.	7.12	7.12	—	—	—
Industrial truck and tractor equipment operators ..	13.22	13.14	—	13.37	—
Level 2	10.59	10.59	—	—	—
Level 3	13.68	13.68	—	13.68	—
Miscellaneous material moving equipment operators, N.E.C.	14.38	14.38	—	14.84	—
Handlers, equipment cleaners, helpers, and laborers:					
Supervisors, handlers, equipment cleaners, and laborers, N.E.C.	15.12	15.12	—	15.24	—
Construction laborers	13.53	13.53	—	13.53	—
Production helpers	9.96	9.70	—	10.02	—
Stock handlers and baggers	9.11	9.06	—	10.31	6.35
Level 1	6.66	6.66	—	7.52	6.18
Level 2	8.25	8.25	—	8.46	—
Level 3	11.28	11.18	—	11.32	—
Level 4	14.03	14.03	—	14.03	—
Machine feeders and offbearers	9.50	9.50	—	9.50	—
Freight, stock, and material handlers, N.E.C.	11.07	11.07	—	11.05	—
Level 1	7.14	7.14	—	6.09	—
Level 3	13.10	13.10	—	12.86	—
Garage and service station related occupations ..	7.87	7.87	—	7.87	—

See footnotes at end of table.

Table B-2. Mean hourly earnings¹ for selected occupations and levels², all industries, private industry, State and local government, full-time and part-time workers, Indianapolis, IN, February 1998 — Continued

Occupation ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
Blue-collar occupations: (-Continued)					
Handlers, equipment cleaners, helpers, and laborers: (-Continued)					
Vehicle washers and equipment cleaners	\$8.68	\$8.68	—	\$9.14	—
Hand packers and packagers	9.64	9.64	—	9.73	—
Level 2	7.66	7.66	—	—	—
Level 3	10.25	10.25	—	10.25	—
Laborers except construction, N.E.C.	9.09	9.05	\$9.46	9.21	\$7.09
Level 1	6.87	6.94	—	6.89	—
Level 2	10.17	10.37	—	10.55	—
Level 4	11.62	11.32	—	11.62	—
Service occupations:					
Protective service occupations:					
Firefighting occupations	13.57	—	13.57	13.57	—
Police and detectives, public service	17.12	—	17.12	17.12	—
Guards and police except public service	7.66	7.63	—	7.61	—
Level 3	7.33	—	—	—	—
Food service occupations:					
Supervisors, food preparation and service occupations	12.22	12.19	—	12.22	—
Bartenders	6.15	6.15	—	—	—
Waiters and waitresses	3.10	3.10	—	3.14	3.02
Level 2	2.86	2.86	—	2.81	2.98
Cooks	8.19	8.16	—	8.19	—
Level 3	7.99	8.01	—	7.98	—
Level 4	8.94	—	—	8.94	—
Kitchen workers, food preparation	7.37	7.19	—	7.76	6.07
Level 1	6.05	6.05	—	—	—
Waiters/Waitresses' assistants	5.10	5.10	—	—	—
Food preparation occupations, N.E.C.	6.68	6.31	7.64	6.73	6.57
Level 1	6.47	6.20	—	6.58	6.31
Level 2	6.83	—	—	—	—
Health service occupations:					
Health aides, except nursing	10.12	10.28	—	10.20	9.13
Level 3	8.71	8.71	—	9.03	—
Level 4	10.57	—	—	10.57	—
Nursing aides, orderlies and attendants	7.97	7.98	—	7.88	8.32
Level 2	8.78	8.96	—	—	—
Level 3	7.56	7.53	—	7.50	7.84
Cleaning and building service occupations:					
Maids and housemen	6.47	6.45	—	6.53	6.12
Level 1	6.21	6.21	—	6.27	—
Level 2	6.37	6.33	—	6.40	—
Janitors and cleaners	9.56	9.13	10.48	9.83	—
Level 1	7.70	6.83	—	8.08	—
Level 2	11.42	11.42	—	11.42	—
Level 3	9.35	8.71	—	9.50	—
Level 4	9.93	—	—	9.93	—
Personal service occupations:					
Service occupations, N.E.C.	7.86	7.14	—	8.46	6.59

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² Each occupation for which wage data are collected in an establishment is evaluated based on 10 factors, including knowledge, complexity, work environment, etc. Points are assigned based on the occupation's ranking within each factor. The points are summed to determine the overall level of the occupation. See technical note for more information.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy.

Individual occupations are classified into one of nine major occupational groups.

⁴ All workers include full-time and part-time workers. Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

Table C-1. Mean hourly earnings¹ by occupational group and selected characteristics, all industries, Indianapolis, IN, February 1998

Occupational group ²	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
All occupations	\$15.97	\$8.87	\$17.26	\$14.87	\$15.11	\$23.70
All occupations excluding sales	15.78	9.37	17.40	14.68	15.28	18.01
White-collar occupations	18.81	10.78	20.18	17.98	17.80	28.11
White-collar excluding sales	18.78	13.62	20.91	18.18	18.49	22.40
Professional specialty and technical occupations	22.46	17.33	26.18	21.01	22.17	—
Professional specialty occupations	24.82	19.03	28.55	23.23	24.47	—
Technical occupations	15.75	13.11	17.40	15.18	15.58	—
Executive, administrative, and managerial occupations ...	25.39	—	14.89	26.03	25.08	—
Sales occupations	18.99	6.81	8.03	16.81	12.22	29.85
Administrative support including clerical occupations	11.63	9.13	11.55	11.49	11.49	—
Blue-collar occupations	14.06	8.16	16.63	11.61	13.65	16.51
Precision production, craft, and repair occupations	17.91	—	20.22	15.98	17.81	19.08
Machine operators, assemblers, and inspectors	13.04	8.03	15.80	10.26	12.99	—
Transportation and material moving occupations	14.00	9.24	15.42	11.95	13.13	—
Handlers, equipment cleaners, helpers, and laborers	10.25	7.61	13.14	8.48	9.92	—
Service occupations	9.48	6.54	13.25	8.17	8.97	—

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

³ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm,

where a 40-hour week is the minimum full-time schedule.

⁴ Union workers are those whose wages are determined through collective bargaining.

⁵ Time workers' wages are based solely on an hourly rate or salary; incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

Table C-2. Mean hourly earnings¹ by occupational group and industry division, private industry, all workers², Indianapolis, IN, February 1998

Occupational group ³	All private industries	Goods-producing industries ⁴				Service-producing industries ⁵				
		Total	Mining	Construction	Manufacturing	Total	Transportation and public utilities	Wholesale and retail trade	Finance, insurance, and real estate	Services
All occupations	\$15.18	\$16.71	—	\$19.67	\$16.41	\$14.48	\$17.40	—	—	\$13.65
All occupations excluding sales	15.06	16.69	—	19.67	16.38	14.24	17.42	—	—	13.63
White-collar occupations	18.00	20.46	—	25.27	20.22	17.47	18.17	—	—	17.90
White-collar excluding sales	18.30	20.57	—	25.27	20.32	17.73	18.25	—	—	18.05
Professional specialty and technical occupations	21.45	24.86	—	—	24.92	20.48	20.58	—	—	20.74
Professional specialty occupations	23.76	26.43	—	—	26.46	22.83	24.02	—	—	23.20
Technical occupations	16.29	18.54	—	—	18.63	15.92	18.01	—	—	14.78
Executive, administrative, and managerial occupations	26.13	28.86	—	34.77	27.90	25.53	26.83	—	—	22.55
Sales occupations	16.43	18.15	—	—	18.15	16.34	—	—	—	14.53
Administrative support, including clerical occupations	11.71	12.95	—	—	13.05	11.40	12.70	—	—	10.74
Blue-collar occupations	13.79	15.22	—	18.70	14.77	11.69	16.57	—	—	8.85
Precision production, craft, and repair occupations	18.21	19.54	—	21.23	19.01	16.33	19.93	—	—	13.98
Machine operators, assemblers, and inspectors	12.98	13.58	—	—	13.55	8.12	—	—	—	6.98
Transportation and material moving occupations	13.52	15.10	—	17.11	14.77	12.51	15.04	—	—	7.19
Handlers, equipment cleaners, helpers, and laborers	9.91	12.29	—	13.39	12.07	8.61	14.01	—	—	7.32
Service occupations	7.61	13.58	—	—	13.58	7.40	—	—	—	7.68

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² All workers include full-time and part-time workers. Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

⁴ Goods-producing industries include mining, construction, and manufacturing.

⁵ Service-producing industries include transportation and public utilities; wholesale and retail trade; finance, insurance, and real estate; and services.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

Table C-3. Mean hourly earnings¹ by occupational group and establishment employment size, private industry, all workers², Indianapolis, IN, February 1998

Occupational group ³	All private industry workers	50 - 99 workers	100 workers or more		
			Total	100 - 499 workers	500 workers or more
All occupations	\$15.18	\$13.66	\$15.57	\$14.18	\$17.30
All occupations excluding sales	15.06	12.59	15.68	14.08	17.50
White-collar occupations	18.00	18.77	17.85	17.54	18.19
White-collar excluding sales	18.30	17.40	18.45	18.29	18.59
Professional specialty and technical occupations	21.45	21.24	21.48	21.04	21.85
Professional specialty occupations	23.76	25.49	23.57	23.59	23.55
Technical occupations	16.29	14.88	16.54	14.98	17.82
Executive, administrative, and managerial occupations ...	26.13	25.17	26.26	26.05	26.46
Sales occupations	16.43	22.31	14.24	14.95	10.92
Administrative support, including clerical occupations	11.71	12.28	11.60	11.66	11.55
Blue-collar occupations	13.79	12.07	14.31	12.14	17.03
Precision production, craft, and repair occupations	18.21	16.57	18.74	16.29	21.44
Machine operators, assemblers, and inspectors	12.98	9.72	13.84	11.24	16.25
Transportation and material moving occupations	13.52	11.42	14.20	12.43	17.06
Handlers, equipment cleaners, helpers, and laborers	9.91	9.84	9.94	9.05	11.61
Service occupations	7.61	6.56	8.11	7.20	10.62

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² All workers include full-time and part-time workers. Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in

another firm, where a 40-hour week is the minimum full-time schedule.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

Table C-4. Number of workers¹ represented by occupational group, Indianapolis, IN, February 1998

Occupational group ²	All workers		
	All industries	Private industry	State and local government
All occupations	468,136	395,972	72,164
All occupations excluding sales	431,123	359,194	71,929
White-collar occupations	246,267	199,561	46,706
White-collar excluding sales	209,254	162,783	46,470
Professional specialty and technical occupations	80,469	52,783	27,686
Professional specialty occupations	61,365	36,749	24,616
Technical occupations	19,104	16,034	3,070
Executive, administrative, and managerial occupations ...	44,820	38,454	6,366
Sales occupations	37,013	36,778	—
Administrative support including clerical occupations	83,964	71,546	12,418
Blue-collar occupations	146,738	139,599	7,138
Precision production, craft, and repair occupations	41,107	38,092	3,015
Machine operators, assemblers, and inspectors	42,250	42,048	—
Transportation and material moving occupations	24,023	21,175	2,848
Handlers, equipment cleaners, helpers, and laborers	39,357	38,284	1,073
Service occupations	75,132	56,811	18,320

¹ Both full-time and part-time workers were included in the survey. Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another establishment, where a 40-hour week is the minimum full-time schedule.

² A classification system including about 480 individual

occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

Appendix A: Technical Note

This section provides basic information on the procedures and concepts used to produce the data contained in this bulletin. It is divided into three parts: Planning for the survey; data collection; and processing and analyzing the data. While this section answers some questions commonly asked by data users, it is not a comprehensive description of all the steps required to produce the data.

Planning for the survey

The overall design of the survey, which was based on the type of data to be produced, had to be developed before data collection could begin.

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); and State and local governments. Agriculture, private households, and the Federal Government were excluded from the scope of the survey. For purposes of this survey an establishment was an economic unit which produces goods or services, a central administrative office, or an auxiliary unit providing support services to a company. For private industries in this survey, the establishment was usually at a single physical location. For State and local governments, an establishment was defined as all locations of a government entity.

The Indianapolis, IN, Metropolitan Statistical Area includes Boone, Hamilton, Hancock, Hendricks, Johnson, Madison, Marion, Morgan, and Shelby Counties, IN.

Sampling frame

The list of establishments from which the survey sample was selected (sampling frame) was developed from the State unemployment insurance reports for the Indianapolis, IN, Metropolitan Statistical Area. The reference month for the public sector is June 1994. Due to the volatility of industries within the private sector, sampling frames were developed using the most recent month of reference available at the time the sample was selected. The reference month for the private sector is June 1996. The sampling frame was reviewed prior to the survey and, when necessary, missing establishments were added, out-of-business and out-of-scope establishments were re-

moved, and addresses, employment levels, industry classification, and other information were updated.

Sample design

The sample for this survey area was selected using a two stage stratified design with probability proportional to employment sampling at each stage. The first stage of sample selection was a probability sample of establishments. The sample of establishments was drawn by first stratifying the sampling frame by industry and ownership. The number of sample establishments allocated to each stratum is approximately proportional to the stratum employment. Each sampled establishment is selected within a stratum with a probability proportional to its employment. Use of this technique means that the larger an establishment's employment, the greater its chance of selection. Weights were applied to each establishment when the data were tabulated so that it represents similar units (by industry and employment size) in the economy which were not selected for collection. See appendix table 1 for a count of establishments in the survey by employment size. The second stage of sample selection, detailed below, was a probability sample of occupations within a sampled establishment.

Data collection

The collection of data from survey respondents required detailed procedures. Collection was the responsibility of the field economists, working out of the Regional Office, who visited each establishment surveyed.

Occupational selection and classification

Identification of the occupations for which wage data were to be collected was a multi-step process:

1. Probability-proportional-to-size selection of establishment jobs.
2. Classification of jobs into occupations based on the Census of Population system.
3. Characterization of jobs as full-time v. part-time, union v. nonunion, and time v. incentive.
4. Determination of the level of work of each job.

For each occupation, wage data were collected for those workers who met all the criteria identified in the last three steps. Special procedures were developed for jobs for which a correct classification or level could not be determined.

In step one, the jobs to be sampled were selected at each establishment by the BLS field economist during a personal visit. A complete list of employees was used for sampling, with each selected worker representing a job within the establishment.

As with the selection of establishments, the selection of a job was based on probability proportional to its size in the establishment. The greater the number of people working in a job in the establishment, the greater its chance of selection.

The number of jobs collected in each establishment was based on an establishment's employment size as shown in the following schedule:

<i>Number of employees</i>	<i>Number of selected jobs</i>
50-99	8
100-249	10
250-999	12
1000-2,499	16
2,500+	20

The second step of the process entailed classifying the selected jobs into occupations based on their duties. The National Compensation Survey occupational classification system is based on the 1990 Census of Population. A selected job may fall into any one of about 480 occupational classifications, from accountant to wood lathe operator. In cases where a job's duties overlapped two or more census classification codes, the duties used to set the wage level were used to classify the job. Classification by primary duties was the fallback.

Each occupational classification is an element of a broader classification known as a major occupational group (MOG). Occupations can fall into any of the following MOG's:

- Professional specialty and technical
- Executive, administrative, and managerial
- Sales
- Administrative support including clerical
- Precision production, craft, and repair
- Machine operators, assemblers, and inspectors
- Transportation and material moving
- Handlers, equipment cleaners, helpers, and laborers
- Service occupations

A complete list of all individual occupations, classified by the MOG to which they belong, is contained in appendix B.

In step three, certain other job characteristics of the chosen worker were identified. First, the worker was identified as holding either a full-time or part-time job,

based on the establishment's definition of those terms. Then the worker was classified as having a time versus incentive job, depending on whether any part of pay was directly based on the actual production of the worker, rather than solely on hours worked. Finally, the worker was identified as being in a union job or a nonunion job. See the "Definition of Terms" section on the following page for more detail.

Generic leveling through point factor analysis

In the last step before wage data were collected, the work level of each selected job was determined using a "generic leveling" process. Generic leveling ranks and compares all occupations randomly selected in an establishment using the same criteria. This is a major departure from the method used in the past in the Bureau's Occupational Compensation Surveys which studied specifically defined occupations with leveling definitions unique to each occupation.

For this survey, the level of each occupation in an establishment was determined by an analysis of each of 10 leveling factors. Nine of these factors are drawn from the U.S. Government Office of Personnel Management's Factor Evaluation System, which is the underlying structure for evaluation of General Schedule Federal employees. The tenth factor, supervisory duties, attempts to account for the effect of supervisory duties. It is considered experimental. The 10 factors are:

- Knowledge
- Supervision received
- Guidelines
- Complexity
- Scope and effect
- Personal contacts
- Purpose of contacts
- Physical demands
- Work environment
- Supervisory duties

Each factor contains a number of levels and each level has an associated written description and point value. The number and range of points differ among the factors. For each factor, an occupation was assigned a level based on which written description best matched the job. Within each occupation, the points for 9 factors (supervisory duties was excluded) were recorded and totaled. The total determines the overall level of the occupation. Appendix table 3 presents average work levels for published occupational groups and selected occupations. A description of the levels for each factor is shown in appendix C.

Tabulations of levels of work for occupations in the survey follow the Federal Government's white-collar General Schedule. Point ranges for each of the 15 levels are

shown in appendix D. It also includes an example of a leveled job and a guide to help data users evaluate jobs in their firm.

Wage data collected in prior surveys using the new generic leveling method were evaluated by BLS researchers using regression techniques. For each of the major occupational groups, wages were compared to the 10 generic level factors (and levels within those factors). The analysis showed that several of the generic level factors, most notably knowledge and supervision received, had strong explanatory power for wages. That is, as the levels within a given factor increased, the wages also increased. Detailed research continues in the area. The results of this research will be published by BLS in the future.

Collection period

The survey was collected from October 1997 through May 1998. The average payroll reference month was February 1998. For each establishment in the survey, the data reflect the establishment's practices on the day of collection.

Earnings

Earnings were defined as regular payments from the employer to the employee as compensation for straight-time hourly work, or for any salaried work performed. The following components were included as part of earnings:

- Incentive pay, including commissions, production bonuses, and piece rates
- Cost-of-living allowances
- Hazard pay
- Payments of income deferred due to participation in a salary reduction plan
- Deadhead pay, defined as pay given to transportation workers returning in a vehicle without freight or passengers

The following forms of payments were *not* considered part of straight-time earnings:

- Shift differentials, defined as extra payment for working a schedule that varies from the norm, such as night or weekend work
- Premium pay for overtime, holidays, and weekends
- Bonuses not directly tied to production (e.g., Christmas bonuses, profit-sharing bonuses)
- Uniform and tool allowances
- Free room and board
- Payments made by third parties (e.g., tips, bonuses given by manufacturers to department store salespeople, referral incentives in real estate)
- On-call pay

In order to calculate earnings for various time periods (hourly, weekly, and annual), data on work schedules were also collected. For hourly workers, scheduled hours worked per day and per week, exclusive of overtime, were recorded. Annual weeks worked were determined. Because salaried workers, exempt from overtime provisions, often work beyond the assigned work schedule, their typical number of hours actually worked was collected.

Definition of terms

Full-time worker. Any employee that the employer considers to be full time.

Incentive worker. Any employee whose earnings are tied, at least in part, to commissions, piece rates, production bonuses, or other incentives based on production or sales.

Level. A ranking of an occupation based on the requirements of the position. (See the description in the technical note and the example for more details on the leveling process.)

Nonunion worker. An employee in an occupation not meeting the conditions for union coverage (see below).

Part-time worker. Any employee that the employer considers to be part-time.

Straight-time. Time worked at the standard rate of pay for the job.

Time-based worker. Any employee whose earnings are tied to an hourly rate or salary, and not to a specific level of production.

Union worker. Any employee is in a union occupation when all of the following conditions are met:

- A labor organization is recognized as the bargaining agent for all workers in the occupation.
- Wage and salary rates are determined through collective bargaining or negotiations.
- Settlement terms, which must include earnings provisions and may include benefit provisions, are embodied in a signed mutually binding collective bargaining agreement.

Processing and analyzing the data

Data were processed and analyzed at the Bureau's National Office following collection.

Weighting and nonresponse

Sample weights were calculated for each establishment/occupation in the survey. These weights reflected the relative size of the occupation within the establishment

and of the establishment within the sample universe. Weights were used to aggregate the individual establishment/occupations into the various data series. Of the establishments surveyed, 24.3 percent (representing 120,051 employees) refused to supply information. If data were not provided by a sample member, the weights of responding sample members in the same or similar “cells” were adjusted to account for the missing data. This technique assumes that the mean value of the nonrespondents equals the mean value of the respondents at some detailed “cell” level. Responding and nonresponding establishments were classified into these cells according to industry and employment size. Responding and nonresponding occupations within responding establishments were classified into cells which were additionally defined by major occupation group and job level.

Establishments which were determined to be out of business or outside the scope of the survey (4.1 percent of the total sample) had their weights changed to zero. If only partial data were given by a sample establishment or occupation, or data were missing, the response was treated as a refusal.

Estimation

The wage series in the tables are computed by combining the wages for individual establishment/occupations. Before being combined, individual wage rates are weighted by: number of workers; the sample weight adjusted for nonresponding establishments and other factors; and the occupation work schedule, varying depending on whether hourly, weekly, or annual rates are being calculated.

Not all series that were calculated met the criteria for publication. Before any series was published, it was reviewed to make sure that the number of observations underlying it was sufficient. This review prevented publishing a series that could have revealed information about a specific establishment.

The number of workers 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 the number of workers obtained from the sample of establishments serve only to indicate the relative importance of the occupational groups studied.

Data reliability

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 and not from an entire population. The sample used for this survey is one of a number of 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. Appendix table 2 contains RSE data for selected series in this bulletin. RSE data for all series in this bulletin are available on the Internet web site and by request to the BLS National Office.

The standard error can be used to calculate a “confidence interval” around a sample estimate. As an example, suppose table A-1 shows that mean hourly earnings for all workers was \$12.79 per hour, and appendix table 2 shows a relative standard error of 3.6 percent for this estimate. At the 90-percent level, the confidence interval for this estimate is \$13.55 to \$12.03 (\$12.79 plus and minus 1.645 times 3.6 percent times \$12.79). If all possible samples were selected to estimate the population value, the interval from each sample would include the true population value approximately 90 percent of the time.

Nonsampling errors also affect survey results. They can stem from many sources, such as inability to obtain information for some establishments, difficulties with survey definitions, inability of the respondents to provide correct information, or mistakes in recording or coding the data obtained. A Technical Reinterview Program done in all survey areas will be used in the development of a formal quality assessment process to help compute nonsampling error. Although they were not specifically measured, the nonsampling errors were expected to be minimal due to the extensive training of the field economists who gathered the survey data by personal visit, computer edits of the data, and detailed data review.

Appendix table 1. Number of establishments studied by industry division and establishment employment size, and number of establishments represented, Indianapolis, IN, February 1998

Industry	Number of establishments represented	Number of establishments studied				
		Total studied	50 - 99 workers	100 workers or more		
				Total	100 - 499 workers	500 workers or more
All industries	2,420	308	78	230	157	73
Private industry	2,315	277	77	200	146	54
Goods-producing industries	535	90	25	65	44	21
Mining	4	2	1	1	1	-
Construction	110	11	4	7	7	-
Manufacturing	421	77	20	57	36	21
Service-producing industries	1,780	187	52	135	102	33
Transportation and public utilities	137	22	4	18	10	8
Wholesale and retail trade	817	58	25	33	27	6
Finance, insurance and real estate	173	16	3	13	8	5
Services	653	91	20	71	57	14
State and local government	105	31	1	30	11	19

NOTE: Dashes indicate that no data were reported. Overall industry and industry groups may include data for categories not shown separately.

Appendix table 2. Relative standard errors of mean hourly earnings¹ for selected occupations, all industries, private industry, and State and local government, all workers², Indianapolis, IN, February 1998

(in percent)

Occupation ³	All industries	Private industry	State and local government
All occupations	2.0	2.3	2.2
All occupations excluding sales	1.7	1.9	2.2
White-collar occupations	2.6	3.1	3.0
White-collar occupations excluding sales	2.2	2.6	3.0
Professional specialty and technical occupations	3.6	5.0	3.6
Professional specialty occupations	4.0	6.1	3.1
Engineers, architects, and surveyors	3.6	3.9	—
Civil engineers	5.4	—	—
Electrical and electronic engineers	5.5	5.5	—
Industrial engineers	5.7	—	—
Mechanical engineers	11.0	11.0	—
Engineers, N.E.C.	7.6	7.6	—
Mathematical and computer scientists	4.5	4.5	—
Computer systems analysts and scientists	4.0	4.0	—
Natural scientists	—	—	—
Health related occupations	6.5	7.3	3.9
Registered nurses	2.5	2.9	3.3
Physical therapists	6.5	—	—
Teachers, college and university	17.8	17.8	—
Teachers, except college and university	3.3	17.5	3.4
Elementary school teachers	2.2	—	2.2
Secondary school teachers	2.5	—	2.5
Teachers, N.E.C.	3.0	—	1.5
Librarians, archivists, and curators	13.2	—	—
Social scientists and urban planners	6.8	6.8	—
Psychologists	10.0	10.0	—
Social, recreation, and religious workers	11.7	17.2	12.2
Social workers	12.2	17.9	12.8
Lawyers and judges	—	—	—
Writers, authors, entertainers, athletes, and professionals, N.E.C.	8.3	9.2	—
Designers	20.0	20.0	—
Technical occupations	5.2	5.5	5.6
Clinical laboratory technologists and technicians	8.6	8.6	—
Licensed practical nurses	1.8	2.0	—
Health technologists and technicians, N.E.C.	4.1	5.0	—
Engineering technicians, N.E.C.	14.5	—	—
Drafters	6.5	6.5	—
Computer programmers	8.9	8.9	—
Technical and related occupations, N.E.C.	9.3	9.1	—
Executive, administrative, and managerial occupations ...	3.3	3.4	9.4
Executives, administrators, and managers	3.9	3.9	10.5
Administrators and officials, public administration	13.2	—	13.2
Financial managers	2.7	2.7	—
Personnel and labor relations managers	15.8	15.8	—
Administrators, education and related fields	6.6	—	—
Managers, medicine and health	10.3	12.3	—
Managers, food servicing and lodging establishments	21.7	21.7	—
Managers and administrators, N.E.C.	4.9	5.2	—
Management related occupations	3.7	3.8	7.0
Accountants and auditors	4.0	4.0	—
Underwriters	12.8	12.8	—
Other financial officers	8.9	8.9	—
Personnel, training, and labor relations specialists	12.6	18.1	—
Management related occupations, N.E.C.	4.6	5.1	—
Sales occupations	14.2	14.2	—
Supervisors, sales occupations	23.0	23.0	—
Sales occupations, other business services	11.1	11.3	—
Sales workers, apparel	3.1	3.1	—
Sales workers, other commodities	25.1	25.1	—
Cashiers	1.7	1.8	—

See footnotes at end of table.

Appendix table 2. Relative standard errors of mean hourly earnings¹ for selected occupations, all industries, private industry, and State and local government, all workers², Indianapolis, IN, February 1998 — Continued

(in percent)

Occupation ³	All industries	Private industry	State and local government
White-collar occupations (-Continued)			
Sales occupations (-Continued)			
Sales support occupations, N.E.C.	12.7	12.7	—
Administrative support occupations, including clerical	1.7	1.8	3.0
Supervisors, general office	9.0	9.9	—
Supervisors, financial records processing	2.6	2.1	—
Computer operators	4.3	4.3	—
Secretaries	4.6	4.0	8.7
Interviewers	7.2	—	—
Transportation ticket and reservation agents	13.4	13.4	—
Receptionists	4.6	4.6	—
Order clerks	9.4	10.1	—
Library clerks	10.3	—	6.9
Records clerks, N.E.C.	5.0	5.4	—
Bookkeepers, accounting and auditing clerks	2.3	2.3	—
Payroll and timekeeping clerks	4.7	4.3	—
Dispatchers	4.2	6.8	—
Production coordinators	12.4	13.2	—
Traffic, shipping and receiving clerks	4.2	4.2	—
Stock and inventory clerks	4.0	4.8	—
Insurance adjusters, examiners, & investigators ..	10.4	10.4	—
Investigators and adjusters except insurance	4.8	5.0	—
Bill and account collectors	3.9	3.9	—
General office clerks	3.1	3.0	4.8
Data entry keyers	6.7	7.5	—
Teachers' aides	2.9	—	2.9
Administrative support occupations, N.E.C.	4.4	4.7	—
Blue-collar occupations	1.8	1.9	5.5
Precision production, craft, and repair occupations	2.6	2.6	10.2
Supervisors, mechanics and repairers	10.2	11.3	—
Automobile mechanics	8.2	8.7	—
Bus, truck, and stationary engine mechanics	4.3	4.3	—
Industrial machinery repairers	5.7	5.7	—
Machinery maintenance occupations	5.8	5.8	—
Office machine repairers	16.8	—	—
Millwrights	4.0	4.2	—
Mechanics and repairers, N.E.C.	7.4	7.7	—
Supervisors, electricians and power transmission installers	1.7	1.7	—
Supervisors, construction trades, N.E.C.	3.8	3.8	—
Electricians	9.4	9.4	—
Plumbers, pipefitters and steamfitters	5.1	5.3	—
Supervisors, production occupations	5.3	5.3	—
Machinists	12.3	12.3	—
Butchers and meat cutters	3.0	3.0	—
Machine operators, assemblers, and inspectors	2.8	2.7	—
Lathe and turning machine operators	10.5	10.5	—
Grinding, abrading, buffing, and polishing machine operators	9.2	9.2	—
Numerical control machine operators	7.8	7.8	—
Fabricating machine operators, N.E.C.	11.4	11.4	—
Molding and casting machine operators	9.8	9.8	—
Printing press operators	9.0	9.0	—
Packaging and filling machine operators	11.6	11.6	—
Extruding and forming machine operators	3.8	3.8	—
Mixing and blending machine operators	10.8	10.8	—
Miscellaneous machine operators, N.E.C.	8.2	8.2	—
Welders and cutters	7.1	7.1	—
Assemblers	4.7	4.7	—
Production inspectors, checkers and examiners ..	11.2	11.2	—
Transportation and material moving occupations	3.4	3.7	3.9
Truck drivers	6.2	6.4	—
Bus drivers	10.1	—	4.3

See footnotes at end of table.

Appendix table 2. Relative standard errors of mean hourly earnings¹ for selected occupations, all industries, private industry, and State and local government, all workers², Indianapolis, IN, February 1998 — Continued

(in percent)

Occupation ³	All industries	Private industry	State and local government
Blue-collar occupations (-Continued)			
Transportation and material moving occupations (-Continued)			
Motor transportation occupations, N.E.C.	6.8	6.8	—
Industrial truck and tractor equipment operators ..	5.9	6.1	—
Miscellaneous material moving equipment operators, N.E.C.	11.6	11.6	—
Handlers, equipment cleaners, helpers, and laborers	3.4	3.5	11.7
Supervisors, handlers, equipment cleaners, and laborers, N.E.C.	9.4	9.4	—
Construction laborers	5.1	5.1	—
Production helpers	11.3	11.5	—
Stock handlers and baggers	6.4	6.5	—
Machine feeders and offbearers	6.9	6.9	—
Freight, stock, and material handlers, N.E.C.	8.8	8.8	—
Garage and service station related occupations ..	6.4	6.4	—
Vehicle washers and equipment cleaners	9.4	9.4	—
Hand packers and packagers	9.9	9.9	—
Laborers except construction, N.E.C.	6.9	7.4	18.3
Service occupations	3.7	3.9	4.2
Protective service occupations	7.5	4.3	5.1
Firefighting occupations	2.8	—	2.8
Police and detectives, public service	3.5	—	3.5
Guards and police except public service	3.8	3.9	—
Food service occupations	7.8	8.7	4.4
Supervisors, food preparation and service occupations	19.2	20.6	—
Bartenders	7.3	7.3	—
Waiters and waitresses	9.8	9.8	—
Cooks	3.3	3.7	—
Kitchen workers, food preparation	6.1	6.4	—
Waiters/Waitresses' assistants	5.3	5.3	—
Food preparation occupations, N.E.C.	2.7	2.5	3.4
Health service occupations	3.4	3.7	3.4
Health aides, except nursing	4.1	4.4	—
Nursing aides, orderlies and attendants	2.8	2.9	—
Cleaning and building service occupations	4.5	5.5	3.9
Maids and housemen	3.3	3.4	—
Janitors and cleaners	5.3	6.8	4.3
Personal service occupations	7.4	8.9	—
Service occupations, N.E.C.	9.5	5.9	—

¹ The relative standard error is the standard error expressed as a percent of the estimate. Hourly earnings for these occupations are presented in Tables A-1 and A-2. Reliable relative standard errors could not be determined for all occupations.

² All workers include full-time and part-time workers. Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is

the minimum full-time schedule.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

Appendix table 3. Average work levels for selected occupations, all workers, full-time and part-time workers, Indianapolis, IN, February 1998

Occupation ¹	All workers	Full-time workers	Part-time workers
All occupations	5	6	3
All occupations excluding sales	5	6	3
White-collar occupations	6	7	4
White-collar occupations excluding sales	7	7	5
Professional specialty and technical occupations	8	8	7
Professional specialty occupations	9	9	8
Engineers, architects, and surveyors	10	10	—
Civil engineers	8	8	—
Electrical and electronic engineers	10	10	—
Industrial engineers	9	9	—
Mechanical engineers	10	10	—
Engineers, N.E.C.	10	10	—
Mathematical and computer scientists	9	9	—
Computer systems analysts and scientists	9	9	—
Natural scientists	—	—	—
Health related occupations	9	9	8
Registered nurses	9	9	9
Physical therapists	9	—	—
Teachers, college and university	13	13	—
Teachers, except college and university	8	8	—
Elementary school teachers	9	9	—
Secondary school teachers	9	9	—
Teachers, N.E.C.	9	9	—
Librarians, archivists, and curators	6	6	—
Social scientists and urban planners	10	10	—
Psychologists	10	11	—
Social, recreation, and religious workers	7	7	—
Social workers	7	7	—
Lawyers and judges	—	—	—
Writers, authors, entertainers, athletes, and professionals, N.E.C.	7	7	—
Designers	7	7	—
Technical occupations	6	6	6
Clinical laboratory technologists and technicians	7	7	—
Licensed practical nurses	6	6	—
Health technologists and technicians, N.E.C.	5	5	—
Engineering technicians, N.E.C.	7	7	—
Drafters	5	6	—
Computer programmers	7	7	—
Technical and related occupations, N.E.C.	7	7	—
Executive, administrative, and managerial occupations	9	9	—
Executives, administrators, and managers	11	11	—
Administrators and officials, public administration	8	8	—
Financial managers	11	11	—
Personnel and labor relations managers	11	11	—
Administrators, education and related fields	11	11	—
Managers, medicine and health	11	11	—
Managers, food servicing and lodging establishments ...	8	8	—
Managers and administrators, N.E.C.	11	11	—
Management related occupations	8	8	—
Accountants and auditors	8	8	—
Underwriters	6	6	—
Other financial officers	9	9	—
Personnel, training, and labor relations specialists	7	7	—
Management related occupations, N.E.C.	8	7	—
Sales occupations	4	5	2
Supervisors, sales occupations	8	8	—
Sales occupations, other business services	5	5	—
Sales workers, apparel	3	—	—
Sales workers, other commodities	4	4	2
Cashiers	3	3	2
Sales support occupations, N.E.C.	5	5	—
Administrative support occupations, including clerical	4	4	3
Supervisors, general office	7	7	—
Supervisors, financial records processing	7	7	—
Computer operators	5	5	—
Secretaries	5	5	—
Interviewers	3	—	—

See footnotes at end of table.

Appendix table 3. Average work levels for selected occupations, all workers, full-time and part-time workers, Indianapolis, IN, February 1998 — Continued

Occupation ¹	All workers	Full-time workers	Part-time workers
White-collar occupations (-Continued)			
Administrative support occupations, including clerical (-Continued)			
Transportation ticket and reservation agents	4	4	—
Receptionists	3	3	2
Order clerks	4	4	—
Library clerks	4	—	2
Records clerks, N.E.C.	4	4	—
Bookkeepers, accounting and auditing clerks	4	4	—
Payroll and timekeeping clerks	5	5	—
Dispatchers	5	5	—
Production coordinators	6	6	—
Traffic, shipping and receiving clerks	3	4	—
Stock and inventory clerks	4	—	—
Insurance adjusters, examiners, & investigators	5	5	—
Investigators and adjusters except insurance	4	4	—
Bill and account collectors	4	4	—
General office clerks	3	4	2
Data entry keyers	3	4	—
Teachers' aides	2	2	—
Administrative support occupations, N.E.C.	4	4	—
Blue-collar occupations	4	4	2
Precision production, craft, and repair occupations			
Supervisors, mechanics and repairers	8	8	—
Automobile mechanics	7	7	—
Bus, truck, and stationary engine mechanics	7	7	—
Industrial machinery repairers	6	6	—
Machinery maintenance occupations	5	5	—
Office machine repairers	4	4	—
Millwrights	7	7	—
Mechanics and repairers, N.E.C.	6	6	—
Supervisors, electricians and power transmission installers	8	8	—
Supervisors, construction trades, N.E.C.	8	8	—
Electricians	7	7	—
Plumbers, pipefitters and steamfitters	7	7	—
Supervisors, production occupations	7	7	—
Machinists	6	6	—
Butchers and meat cutters	5	5	—
Machine operators, assemblers, and inspectors			
Lathe and turning machine operators	4	4	—
Grinding, abrading, buffing, and polishing machine operators	4	4	—
Numerical control machine operators	5	5	—
Fabricating machine operators, N.E.C.	3	3	—
Molding and casting machine operators	3	3	—
Printing press operators	5	5	—
Packaging and filling machine operators	4	4	—
Extruding and forming machine operators	5	5	—
Mixing and blending machine operators	4	4	—
Miscellaneous machine operators, N.E.C.	4	4	—
Welders and cutters	4	4	—
Assemblers	3	3	—
Production inspectors, checkers and examiners	4	4	—
Transportation and material moving occupations			
Truck drivers	4	4	—
Bus drivers	4	—	4
Motor transportation occupations, N.E.C.	1	—	—
Industrial truck and tractor equipment operators	3	3	—
Miscellaneous material moving equipment operators, N.E.C.	4	4	—
Handlers, equipment cleaners, helpers, and laborers			
Supervisors, handlers, equipment cleaners, and laborers, N.E.C.	6	6	—
Construction laborers	3	3	—
Production helpers	3	3	—
Stock handlers and baggers	2	3	1
Machine feeders and offbearers	2	2	—

See footnotes at end of table.

Appendix table 3. Average work levels for selected occupations, all workers, full-time and part-time workers, Indianapolis, IN, February 1998 — Continued

Occupation ¹	All workers	Full-time workers	Part-time workers
Blue-collar occupations (-Continued)			
Handlers, equipment cleaners, helpers, and laborers (-Continued)			
Freight, stock, and material handlers, N.E.C.	3	3	—
Garage and service station related occupations	3	3	—
Vehicle washers and equipment cleaners	2	3	—
Hand packers and packagers	2	2	—
Laborers except construction, N.E.C.	2	2	2
Service occupations			
Protective service occupations	3	4	2
Firefighting occupations	5	5	3
Police and detectives, public service	6	6	—
Guards and police except public service	7	7	—
Food service occupations	3	3	—
Supervisors, food preparation and service occupations	3	3	2
Bartenders	6	6	—
Waiters and waitresses	3	—	—
Cooks	2	2	2
Kitchen workers, food preparation	3	3	—
Waiters/Waitresses' assistants	2	3	2
Food preparation occupations, N.E.C.	2	—	—
Health service occupations	2	2	2
Health aides, except nursing	3	3	3
Nursing aides, orderlies and attendants	4	4	3
Cleaning and building service occupations	3	3	3
Maids and housemen	3	3	2
Janitors and cleaners	2	2	2
Personal service occupations	3	3	—
Service occupations, N.E.C.	4	4	4
	3	3	2

¹ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups. The occupations titled authors, musicians, actors, painters, photographers, dancers, artists, athletes, and legislators cannot be assigned a work level.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

Appendix B. Occupational Classifications

NOTE: The 4-digit code before each occupation title is used to classify it into one of three major groups. **White-collar** workers include those classified in Major groups A through D. **Blue-collar** workers include those classified in Major groups E through H. **Service** workers are classified in Major group K.

Major group A:

PROFESSIONAL SPECIALTY AND TECHNICAL OCCUPATIONS

PROFESSIONAL SPECIALTY OCCUPATIONS

ENGINEERS, ARCHITECTS, AND SURVEYORS

- A043 Architects
- A044 Aerospace Engineers
- A045 Metallurgical and Materials Engineers
- A046 Mining Engineers
- A047 Petroleum Engineers
- A048 Chemical Engineers
- A049 Nuclear Engineers
- A053 Civil Engineers
- A054 Agricultural Engineers
- A055 Electrical and Electronic Engineers
- A056 Industrial Engineers
- A057 Mechanical Engineers
- A058 Marine Engineers and Naval Architects
- A059 Engineers, n.e.c.¹
- A063 Surveyors and Mapping Scientists

MATHEMATICAL AND COMPUTER SCIENTISTS

- A064 Computer Systems Analysts and Scientists
- A065 Operations and Systems Researchers and Analysts
- A066 Actuaries
- A067 Statisticians
- A068 Mathematical Scientists, n.e.c.

NATURAL SCIENTISTS

- A069 Physicists and Astronomers
- A073 Chemists, Except Biochemists
- A074 Atmospheric and Space Scientists
- A075 Geologists and Geodesists
- A076 Physical Scientists, n.e.c.
- A077 Agricultural and Food Scientists
- A078 Biological and Life Scientists
- A079 Forestry and Conservation Scientists
- A083 Medical Scientists

HEALTH RELATED OCCUPATIONS

- A084 Physicians
- A085 Dentists
- A086 Veterinarians
- A087 Optometrists
- A088 Podiatrists
- A089 Health Diagnosing Practitioners, n.e.c.
- A095 Registered Nurses
- A096 Pharmacists
- A097 Dietitians
- A098 Respiratory Therapists
- A099 Occupational Therapists
- A103 Physical Therapists
- A104 Speech Therapists
- A105 Therapists, n.e.c.
- A106 Physicians' Assistants

TEACHERS, COLLEGE AND UNIVERSITY

- A113 Earth, Environmental and Marine Science Teachers

¹ n.e.c. in an occupation title means not elsewhere classified.

A114 Biological Science Teachers
A115 Chemistry Teachers
A116 Physics Teachers
A117 Natural Science Teachers, n.e.c.
A118 Psychology Teachers
A119 Economics Teachers
A123 History Teachers
A124 Political Science Teachers
A125 Sociology Teachers
A126 Social Science Teachers, n.e.c.
A127 Engineering Teachers
A128 Mathematical Science Teachers
A129 Computer Science Teachers
A133 Medical Science Teachers
A134 Health Specialties Teachers
A135 Business, Commerce and Marketing Teachers
A136 Agriculture and Forestry Teachers
A137 Art, Drama, and Music Teachers
A138 Physical Education Teachers
A139 Education Teachers
A143 English Teachers
A144 Foreign Language Teachers
A145 Law Teachers
A146 Social Work Teachers
A147 Theology Teachers
A148 Trade and Industrial Teachers
A149 Home Economics Teachers
A153 Teachers, Post Secondary, n.e.c.
A154 Post Secondary Teachers, Subject not specified

TEACHERS, EXCEPT COLLEGE AND UNIVERSITY

A155 Prekindergarten and Kindergarten Teachers
A156 Elementary School Teachers
A157 Secondary School Teachers
A158 Teachers, Special Education
A159 Teachers, n.e.c.
A160 Substitute Teachers
A163 Vocational and Educational Counselors

LIBRARIANS, ARCHIVISTS AND CURATORS

A164 Librarians
A165 Archivists and Curators

SOCIAL SCIENTISTS AND URBAN PLANNERS

A166 Economists
A167 Psychologists
A168 Sociologists
A169 Social Scientists, n.e.c.
A173 Urban Planners

SOCIAL, RECREATION, AND RELIGIOUS WORKERS

A174 Social Workers
A175 Recreation Workers
A176 Clergy
A177 Religious Workers, n.e.c.

LAWYERS AND JUDGES

A178 Lawyers
A179 Judges

WRITERS, AUTHORS, ENTERTAINERS, ATHLETES AND PROFESSIONALS, N.E.C.

A183 Authors
A184 Technical Writers
A185 Designers
A186 Musicians and Composers
A187 Actors and Directors
A188 Painters, Sculptors, Craft-Artists, and Artist Print-Makers
A189 Photographers
A193 Dancers
A194 Artists, Performers, and Related Workers, n.e.c.
A195 Editors and Reporters
A197 Public Relations Specialists
A198 Announcers
A199 Athletes
A999 Professional Occupations, n.e.c.

TECHNICAL OCCUPATIONS

HEALTH TECHNOLOGISTS AND TECHNICIANS

A203 Clinical Laboratory Technologists and Technicians
A204 Dental Hygienists
A205 Health Record Technologists and Technicians
A206 Radiologic Technicians
A207 Licensed Practical Nurses
A208 Health Technologists and Technicians, n.e.c.

ENGINEERING AND RELATED TECHNOLOGISTS AND TECHNICIANS

A213 Electrical and Electronic Technicians
A214 Industrial Engineering Technicians
A215 Mechanical Engineering Technicians
A216 Engineering Technicians, n.e.c.
A217 Drafters
A218 Surveying and Mapping Technicians

SCIENCE TECHNICIANS

- A223 Biological Technicians
- A224 Chemical Technicians
- A225 Science Technicians, n.e.c.

MISCELLANEOUS TECHNICIANS

- A226 Airplane Pilots and Navigators
- A227 Air Traffic Controllers
- A228 Broadcast Equipment Operators
- A229 Computer Programmers
- A233 Tool Programmers, Numerical Control
- A234 Legal Assistants
- A235 Technical and Related Occupations, n.e.c.

Major group B:

EXECUTIVE, ADMINISTRATIVE, AND MANAGERIAL OCCUPATIONS

EXECUTIVES, ADMINISTRATORS, AND MANAGERS

- B003 Legislators
- B004 Chief Executives and General Administrators,
Public Administration
- B005 Administrators and Officials, Public Admini-
stration
- B007 Financial Managers
- B008 Personnel and Labor Relations Managers
- B009 Purchasing Managers
- B013 Managers; Marketing, Advertising and Public
Relations
- B014 Administrators, Education and Related Fields
- B015 Managers, Medicine and Health
- B016 Postmasters and Mail Superintendents
- B017 Managers, Food Serving and Lodging Estab-
lishments
- B018 Managers, Properties and Real Estate
- B019 Funeral Directors
- B021 Managers, Service Organizations, n.e.c.
- B022 Managers and Administrators, n.e.c.

MANAGEMENT RELATED OCCUPATIONS

- B023 Accountants and Auditors
- B024 Underwriters
- B025 Other Financial Officers
- B026 Management Analysts
- B027 Personnel, Training, and Labor Relations
Specialists

- B028 Purchasing Agents and Buyers, Farm Products
- B029 Buyers, Wholesale and Retail Trade, Except
Farm Products
- B033 Purchasing Agents and Buyers, n.e.c.
- B034 Business and Promotion Agents
- B035 Construction Inspectors
- B036 Inspectors and Compliance Officers, Except
Construction
- B037 Management Related Occupations, n.e.c.

Major group C:

SALES OCCUPATIONS

- C243 Supervisors: Sales Occupations

FINANCE AND BUSINESS SERVICES, SALES REPRESENTATIVES

- C253 Insurance Sales Occupations
- C254 Real Estate Sales Occupations
- C255 Securities and Financial Services Sales Occu-
pations
- C256 Advertising and Related Sales Occupations
- C257 Sales Occupations, Other Business Services

SALES REPRESENTATIVES, COMMODITIES EXCEPT RETAIL

- C258 Sales Engineers
- C259 Sales Representatives; Mining, Manufactur-
ing, and Wholesale

RETAIL AND PERSONAL SERVICES SALES WORKERS

- C263 Sales Workers, Motor Vehicles and Boats
- C264 Sales Workers, Apparel
- C265 Sales Workers, Shoes
- C266 Sales Workers, Furniture and Home Furnish-
ings
- C267 Sales Workers, Radio, TV, Hi-Fi, and Appli-
ances
- C268 Sales Workers, Hardware and Building Sup-
plies
- C269 Sales Workers, Parts
- C274 Sales Workers, Other Commodities
- C275 Sales Counter Clerks
- C276 Cashiers
- C277 Street and Door-To-Door Sales Workers
- C278 News Vendors

SALES RELATED OCCUPATIONS

- C283 Demonstrators, Promoters, and Models, Sales
- C284 Auctioneers
- C285 Sales Support Occupations, n.e.c.

Major group D:

**ADMINISTRATIVE SUPPORT OCCUPATIONS,
INCLUDING CLERICAL**

SUPERVISORS, CLERICAL AND ADMINISTRATIVE
SUPPORT

- D303 Supervisors: General Office
- D304 Supervisors: Computer Equipment Operators
- D305 Supervisors: Financial Records Processing
- D306 Chief Communications Operators
- D307 Supervisors: Distribution, Scheduling, and
Adjusting Clerks

COMPUTER EQUIPMENT OPERATORS

- D308 Computer Operators
- D309 Peripheral Equipment Operators

SECRETARIES, STENOGRAPHERS, AND TYPISTS

- D313 Secretaries
- D314 Stenographers
- D315 Typists

INFORMATION CLERKS

- D316 Interviewers
- D317 Hotel Clerks
- D318 Transportation Ticket and Reservation Agents
- D319 Receptionists
- D323 Information Clerks, n.e.c.

RECORDS PROCESSING CLERKS, EXCEPT
FINANCIAL

- D325 Classified-Ad Clerks
- D326 Correspondence Clerks
- D327 Order Clerks
- D328 Personnel Clerks, Except Payroll and Time-
keeping
- D329 Library Clerks
- D335 File Clerks
- D336 Records Clerks, n.e.c.

FINANCIAL RECORDS PROCESSING CLERKS

- D337 Bookkeepers, Accounting and Auditing Clerks

- D338 Payroll and Timekeeping Clerks
- D339 Billing Clerks
- D343 Cost and Rate Clerks
- D344 Billing, Posting, and Calculating Machine
Operators

DUPLICATING, MAIL, AND OTHER OFFICE
MACHINE OPERATORS

- D345 Duplicating Machine Operators
- D346 Mail Preparing and Paper Handling Machine
Operators
- D347 Office Machine Operators, n.e.c.

COMMUNICATIONS EQUIPMENT OPERATORS

- D348 Telephone Operators
- D353 Communications Equipment Operators, n.e.c.

MAIL AND MESSAGE DISTRIBUTING
OCCUPATIONS

- D356 Mail Clerks, Except Postal Service
- D357 Messengers

MATERIAL RECORDING, SCHEDULING, AND
DISTRIBUTING CLERKS

- D359 Dispatchers
- D363 Production Coordinators
- D364 Traffic, Shipping, and Receiving Clerks
- D365 Stock and Inventory Clerks
- D366 Meter Readers
- D368 Weighers, Measurers, Checkers, and Samplers
- D373 Expeditors
- D374 Material Recording, Scheduling, and Distrib-
uting Clerks, n.e.c.

ADJUSTERS AND INVESTIGATORS

- D375 Insurance Adjusters, Examiners, and Investi-
gators
- D376 Investigators and Adjusters, Except Insurance
- D377 Eligibility Clerks, Social Welfare
- D378 Bill and Account Collectors

MISCELLANEOUS ADMINISTRATIVE SUPPORT
OCCUPATIONS

- D379 General Office Clerks
- D383 Bank Tellers
- D384 Proofreaders
- D385 Data Entry Keyers
- D386 Statistical Clerks
- D387 Teachers' Aides

D389 Administrative Support Occupations, n.e.c.

Major group E:

PRECISION PRODUCTION, CRAFT, AND REPAIR OCCUPATIONS

MECHANICS AND REPAIRERS

- E503 Supervisors: Mechanics and Repairers
- E505 Automobile Mechanics
- E506 Automobile Mechanic Apprentices
- E507 Bus, Truck, and Stationary Engine Mechanics
- E508 Aircraft Engine Mechanics
- E509 Small Engine Repairers
- E514 Automobile Body and Related Repairers
- E515 Aircraft Mechanics, Except Engine
- E516 Heavy Equipment Mechanic
- E517 Farm Equipment Mechanics
- E518 Industrial Machinery Repairers
- E519 Machinery Maintenance Occupations
- E523 Electronic Repairers, Communications and Industrial Equipment
- E525 Data Processing Equipment Repairers
- E526 Household Appliance and Power Tool Repairers
- E527 Telephone Line Installers and Repairers
- E529 Telephone Installers and Repairers
- E534 Heating, Air Conditioning, and Refrigeration Mechanics
- E535 Camera, Watch, and Musical Instrument Repairers
- E536 Locksmiths and Safe Repairers
- E538 Office Machine Repairers
- E539 Mechanical Controls and Valve Repairers
- E543 Elevator Installers and Repairers
- E544 Millwrights
- E547 Mechanics and Repairers, n.e.c.

SUPERVISORS, CONSTRUCTION TRADES

- E553 Supervisors: Brickmasons, Stonemasons, and Tilesetters
- E554 Supervisors: Carpenters and Related Workers
- E555 Supervisors: Electricians and Power Transmission Installers
- E556 Supervisors: Painters, Paperhangers, and Plasterers
- E557 Supervisors: Plumbers, Pipefitters, and Steamfitters
- E558 Supervisors: Construction Trades, n.e.c.

CONSTRUCTION TRADES OCCUPATIONS

- E563 Brickmasons and Stonemasons
- E564 Brickmason and Stonemason Apprentices
- E565 Tile Setters, Hard and Soft
- E566 Carpet Installers
- E567 Carpenters
- E569 Carpenter Apprentices
- E573 Drywall Installers
- E575 Electricians
- E576 Electrician Apprentices
- E577 Electrical Power Installers and Repairers
- E579 Painters, Construction and Maintenance
- E583 Paperhangers
- E584 Plasterers
- E585 Plumbers, Pipefitters, and Steamfitters
- E587 Plumber, Pipefitter, and Steamfitter Apprentices
- E588 Concrete and Terrazzo Finishers
- E589 Glaziers
- E593 Insulation Workers
- E594 Paving, Surfacing, and Tamping Equipment Operators
- E595 Roofers
- E596 Sheetmetal Duct Installers
- E597 Structural Metal Workers
- E598 Drillers, Earth
- E599 Construction Trades, n.e.c.

EXTRACTIVE OCCUPATIONS

- E613 Supervisors: Extractive Occupations
- E614 Drillers, Oil Well
- E615 Explosives Workers
- E616 Mining Machine Operators
- E617 Mining Occupations, n.e.c.

PRECISION PRODUCTION OCCUPATIONS

- E628 Supervisors: Production Occupations

PRECISION METAL WORKING OCCUPATIONS

- E634 Tool and Die Makers
- E635 Tool and Die Maker Apprentices
- E636 Precision Assemblers, Metal
- E637 Machinists
- E639 Machinist Apprentices
- E643 Boilermakers
- E644 Precision Grinders, Filers, and Tool Sharpeners
- E645 Patternmakers and Modelmakers, Metal
- E646 Layout Workers

E647 Precious Stones and Metals Workers
E649 Engravers, Metal
E653 Sheet Metal Workers
E654 Sheet Metal Worker Apprentices

PRECISION WOODWORKING OCCUPATIONS

E656 Patternmakers and Modelmakers, Wood
E657 Cabinet Makers and Bench Carpenters
E658 Furniture and Wood Finishers

PRECISION TEXTILE, APPAREL, AND FURNISHINGS MACHINE WORKERS

E666 Dressmakers
E667 Tailors
E668 Upholsterers
E669 Shoe Repairers

PRECISION WORKERS, ASSORTED MATERIALS

E675 Hand Molders and Shapers, Except Jewelers
E676 Patternmakers, Layout Workers, and Cutters
E677 Optical Goods Workers
E678 Dental Laboratory and Medical Appliance Technicians
E679 Bookbinders
E683 Electrical and Electronic Equipment Assemblers
E684 Miscellaneous Precision Workers, n.e.c.

PRECISION FOOD PRODUCTION OCCUPATIONS

E685 Precision Food Production Occupations, n.e.c.
E686 Butchers and Meat Cutters
E687 Bakers
E688 Food Batchmakers

PRECISION INSPECTORS, TESTERS, AND RELATED WORKERS

E689 Inspectors, Testers, and Graders
E690 Precision Inspectors, Testers, and Related Workers, n.e.c.
E693 Adjusters and Calibrators

PLANT AND SYSTEM OPERATORS

E694 Water and Sewage Treatment Plant Operators
E695 Power Plant Operators
E696 Stationary Engineers
E699 Miscellaneous Plant and System Operators, n.e.c.

Major group F:

MACHINE OPERATORS, ASSEMBLERS, AND INSPECTORS

METALWORKING AND PLASTIC WORKING MACHINE OPERATORS

F703 Lathe and Turning-Machine Set-Up Operators
F704 Lathe and Turning-Machine Operators
F705 Milling and Planing Machine Operators
F706 Punching and Stamping Press Operators
F707 Rolling Machine Operators
F708 Drilling and Boring Machine Operators
F709 Grinding, Abrading, Buffing, and Polishing Machine Operators
F713 Forging Machine Operators
F714 Numerical Control Machine Operators
F717 Fabricating Machine Operators, n.e.c.
F719 Molding and Casting Machine Operators
F723 Metal Plating Machine Operators
F724 Heat Treating Equipment Operators

WOODWORKING MACHINE OPERATORS

F726 Wood Lathe, Routing, and Planing Machine Operators
F727 Sawing Machine Operators
F728 Shaping and Joining Machine Operators
F729 Nailing and Tacking Machine Operators

PRINTING MACHINE OPERATORS

F734 Printing Press Operators
F735 Photoengravers and Lithographers
F736 Typesetters and Compositors

TEXTILE, APPAREL, AND FURNISHINGS MACHINE OPERATORS

F738 Winding and Twisting Machine Operators
F739 Knitting, Looping, Taping, and Weaving Machine Operators
F743 Textile Cutting Machine Operators
F744 Textile Sewing Machine Operators
F745 Shoe Machine Operators
F747 Pressing Machine Operators
F748 Laundering and Dry Cleaning Machine Operators

MACHINE OPERATORS, ASSORTED MATERIALS

F753 Cementing and Gluing Machine Operators

F754 Packaging and Filling Machine Operators
 F755 Extruding and Forming Machine Operators
 F756 Mixing and Blending Machine Operators
 F757 Separating, Filtering, and Clarifying Machine Operators
 F758 Compressing and Compacting Machine Operators
 F759 Painting and Paint Spraying Machine Operators
 F763 Roasting and Baking Machine Operators, Food
 F764 Washing, Cleaning, and Pickling Machine Operators
 F765 Folding Machine Operators
 F766 Furnace, Kiln, and Oven Operators, Except Food
 F768 Crushing and Grinding Machine Operators
 F769 Slicing and Cutting Machine Operators
 F773 Motion Picture Projectionists
 F774 Photographic Process Machine Operators
 F777 Miscellaneous Machine Operators, n.e.c.

FABRICATORS, ASSEMBLERS, AND HAND WORKING OCCUPATIONS

F783 Welders and Cutters
 F784 Solderers and Braziers
 F785 Assemblers
 F786 Hand Cutting and Trimming Occupations
 F787 Hand Molding, Casting, and Forming Occupations
 F789 Hand Painting, Coating, and Decorating Occupations
 F793 Hand Engraving and Printing Occupations
 F795 Miscellaneous Hand Working Occupations, n.e.c.

PRODUCTION INSPECTORS, TESTERS, SAMPLERS, AND WEIGHERS

F796 Production Inspectors, Checkers, and Examiners
 F797 Production Testers
 F798 Production Samplers and Weighers
 F799 Graders and Sorters, Except Agricultural
 F800 Hand Inspectors, n.e.c.

Major group G:

TRANSPORTATION AND MATERIAL MOVING OCCUPATIONS

MOTOR VEHICLE OPERATORS

G803 Supervisors: Motor Vehicle Operators
 G804 Truck Drivers

G806 Driver-Sales Workers
 G808 Bus Drivers
 G809 Taxicab Drivers and Chauffeurs
 G813 Parking Lot Attendants
 G814 Motor Transportation Occupations, n.e.c.

RAILROAD TRANSPORTATION OCCUPATIONS

G823 Railroad Conductors and Yardmasters
 G824 Locomotive Operating Occupations
 G825 Railroad Brake, Signal, and Switch Operators
 G826 Rail Vehicle Operators, n.e.c.

WATER TRANSPORTATION OCCUPATIONS

G828 Ship Captains and Mates, Except Fishing Boats
 G829 Sailors and Deckhands
 G833 Marine Engineers
 G834 Bridge, Lock, and Lighthouse Tenders

MATERIAL MOVING EQUIPMENT OPERATORS

G843 Supervisors: Material Moving Equipment Operators
 G844 Operating Engineers
 G845 Longshore Equipment Operators
 G848 Hoist and Winch Operators
 G849 Crane and Tower Operators
 G853 Excavating and Loading Machine Operators
 G855 Grader, Dozer, and Scraper Operators
 G856 Industrial Truck and Tractor Equipment Operators
 G859 Miscellaneous Material Moving Equipment Operators, n.e.c.

Major group H:

HANDLERS, EQUIPMENT CLEANERS, HELPERS, AND LABORERS

FARM, FISHING AND FORESTRY OCCUPATIONS - NONFARM SECTOR

H483 Marine Life Cultivation Workers
 H484 Nursery Workers
 H485 Supervisors, Agriculture-Related Workers
 H486 Groundskeepers and Gardeners, Except Farm
 H487 Animal Caretakers, Except Farm
 H489 Inspectors, Agricultural Products
 H494 Supervisors, Forestry and Logging Workers
 H495 Forestry Workers, Except Logging
 H496 Timber Cutting and Logging Occupations
 H497 Captains and Other Officers, Fishing Vessels
 H498 Fishers, Hunters, and Trappers

HELPERS, HANDLERS, AND LABORERS

- H864 Supervisors: Handlers, Equipment Cleaners, and Laborers, n.e.c.
- H865 Helpers, Mechanics and Repairers
- H866 Helpers, Construction Trades
- H867 Helpers, Surveyor
- H868 Helpers, Extractive Occupations
- H869 Construction Laborers
- H874 Production Helpers
- H875 Garbage Collectors
- H876 Stevedores
- H877 Stock Handlers and Baggers
- H878 Machine Feeders and Offbearers
- H883 Freight, Stock, and Material Handlers, n.e.c.
- H885 Garage and Service Station Related Occupations
- H887 Vehicle Washers and Equipment Cleaners
- H888 Hand Packers and Packagers
- H889 Laborers, Except Construction, n.e.c.

Major group K:

SERVICE OCCUPATIONS, EXCEPT PRIVATE HOUSEHOLD

PROTECTIVE SERVICE OCCUPATIONS

- K413 Supervisors: Firefighting and Fire Prevention Occupations
- K414 Supervisors: Police and Detectives
- K415 Supervisors: Guards
- K416 Fire Inspection and Fire Prevention Occupations
- K417 Firefighting Occupations
- K418 Police and Detectives, Public Service
- K423 Sheriffs, Bailiffs, and Other Law Enforcement Officers
- K424 Correctional Institution Officers
- K425 Crossing Guards
- K426 Guards and Police, Except Public Service
- K427 Protective Service Occupations, n.e.c.

FOOD SERVICE OCCUPATIONS

- K433 Supervisors: Food Preparation and Service Occupations
- K434 Bartenders
- K435 Waiters and Waitresses
- K436 Cooks
- K438 Food Counter, Fountain, and Related Occupation
- K439 Kitchen Workers, Food Preparation
- K443 Waiters'/Waitresses' Assistants
- K444 Food Preparation Occupations, n.e.c.

HEALTH SERVICE OCCUPATIONS

- K445 Dental Assistants
- K446 Health Aides, Except Nursing
- K447 Nursing Aides, Orderlies, and Attendants

CLEANING AND BUILDING SERVICE OCCUPATIONS

- K448 Supervisors: Cleaning and Building Service Workers
- K449 Maids and Housemen
- K453 Janitors and Cleaners
- K454 Elevator Operators
- K455 Pest Control Occupations

PERSONAL SERVICE OCCUPATIONS

- K456 Supervisors: Personal Service Occupations
- K457 Barbers
- K458 Hairdressers and Cosmetologists
- K459 Attendants, Amusement and Recreation Facilities
- K461 Guides
- K462 Ushers
- K463 Public Transportation Attendants
- K464 Baggage Porters and Bellhops
- K465 Welfare Service Aides
- K467 Early Childhood Teacher's Assistants
- K468 Child Care Workers, n.e.c.
- K469 Service Occupations, n.e.c.

Appendix C. Generic Leveling Criteria

Below are the 10 criteria for the generic leveling of occupations. The description of each level within a factor is included. An example of using these criteria for leveling a job follows in appendix D.

KNOWLEDGE measures the nature and extent of information or facts which the workers must understand to do acceptable work (e.g., steps, procedures, practices, rules, policies, theories, principles, and concepts) and the nature and extent of the skills needed to apply those knowledge's. To be used as a basis for selecting a level under this factor, a knowledge must be required and applied.

1. Knowledge of simple, routine, or repetitive tasks or operations which typically includes following step-by-step instructions and requires little or no previous training or experience;

OR

Skill to operate simple equipment or equipment which operates repetitively, requiring little or no previous training or experience;

OR

Equivalent knowledge and skill.

2. Knowledge of basic or commonly-used rules, procedures, or operations which typically requires some previous training or experience;

OR

Basic skill to operate equipment requiring some previous training or experience, such as keyboard equipment;

OR

Equivalent knowledge and skill.

3. Knowledge of a body of standardized rules, procedures, operations, goods, services, tools, or equipment requiring considerable training and experience to perform the full range of standard clerical assignments and resolve recurring problems;

OR

Skill, acquired through considerable training and experience, to operate and adjust varied equipment for purposes such as performing numerous standardized tests or operations;

OR

Equivalent knowledge and skill.

4. Knowledge of an extensive body of rules, procedures, operations, products or services requiring extended training and experience to perform a wide variety of interrelated or nonstandard procedural assignments and resolve a wide range of problems;

OR

Practical knowledge of standard procedures in a technical field, requiring extended training or experience, to perform such work as: adapting equipment when this requires considering the functioning characteristics of equipment; interpreting results of tests based on previous experience and observations (rather than directly reading instruments or other measures); or extracting information from various sources when this requires considering the applicability of information and the characteristics and quality of the sources;

OR

Comprehensive knowledge of a blue-collar skill, usually acquired through a formal apprenticeship;

OR

Equivalent knowledge and skill;

5. Knowledge (such as would be acquired through a pertinent baccalaureate educational program or its equivalent in experience, training, or independent study) of basic principles, concepts, and methodology of a professional or administrative occupation, and skill in applying this knowledge in carrying out elementary assignments, operations, or procedures;

OR

In addition to the practical knowledge of standard procedures in Level 4, practical knowledge of technical methods to perform assignments such as carrying out limited projects which involve use of specialized, complicated techniques;

OR

Advanced knowledge of a blue-collar skill to solve unusually complex problems;

OR

Equivalent knowledge and skill.

6. Knowledge of the principles, concepts, and methodology of a professional or administrative occupation as described at Level 5 which has been either: (a) supplemented by skill gained through job experience to permit independent performance of recurring assignments, or (b) supplemented by expanded professional or administrative knowl-

edge gained through relevant graduate study or experience, which has provided skill in carrying out assignments, operations, and procedures in the occupation which are significantly more difficult and complex than those covered by Level 5;

OR

Practical knowledge of a wide range of technical methods, principles, and practices similar to a narrow area of a professional field, and skill in applying this knowledge to such assignments as the design and planning of difficult, but well-precedented projects;

OR

Equivalent knowledge and skill.

7. Knowledge of a wide range of concepts, principles, and practices in a professional or administrative occupation, such as would be gained through extended graduate study or experience, and skill in applying this knowledge to difficult and complex work assignments;

OR

A comprehensive, intensive, practical knowledge of a technical field and skill in applying this knowledge to the development of new methods, approaches, or procedures;

OR

Equivalent knowledge and skill.

8. Mastery of a professional or administrative field to:

Apply experimental theories and new developments to problems not susceptible to treatment by accepted methods

OR

Make decisions or recommendations significantly changing, interpreting, or developing important policies or programs;

OR

Equivalent knowledge and skill

9. Mastery of a professional field to generate and develop new hypotheses and theories;

OR

Equivalent knowledge and skill.

SUPERVISION RECEIVED covers the nature and extent of direct or indirect controls exercised by the supervisor, the employee's responsibility and the review of completed work. Controls are exercised by the supervisor in the way assignments are made, instructions are given to the employee, priorities and deadlines are set, and objectives and boundaries are defined. Responsibility of the employee depends upon the extent to which the employee is expected to develop the sequence and timing of various aspects of the work, to modify or recommend modification of instructions, and to participate in establishing priorities and defining objectives. The degree of review of completed work depends upon the nature and extent of the review, e.g., close and detailed review of each phase of the assignment; detailed review of the finished assignment;

spot-check of finished work for accuracy; or review only for adherence to policy.

1. For both one-of-a-kind and repetitive tasks the supervisor makes specific assignments that are accompanied by clear, detailed, and specific instructions.

The employee works as instructed and consults with the supervisor as needed on all matters not specifically covered in the original instructions or guidelines.

For all positions the work is closely controlled. For some positions, the control is through the structured nature of the work itself; for others, it may be controlled by the circumstances in which it is performed. In some situations, the supervisor maintains control through review of the work which may include checking progress or reviewing completed work for accuracy, adequacy, and adherence to instructions and established procedures.

2. The supervisor provides continuing or individual assignments by indicating generally what is to be done, limitations, quality and quantity expected, deadlines, and priority of assignments. The supervisor provides additional, specific instructions for new, difficult, or unusual assignments including suggested work methods or advice on source material available.

The employee uses initiative in carrying out recurring assignments independently without specific instruction, but refers deviations, problems, and unfamiliar situations not covered by instructions to the supervisor for decision or help.

The supervisor assures that finished work and methods used are technically accurate and in compliance with instructions or established procedures. Review of the work increases with more difficult assignments if the employee has not previously performed similar assignments.

3. The supervisor makes assignments by defining objectives, priorities, and deadlines; and assists employee with unusual situations which do not have clear precedents.

The employee plans and carries out the successive steps and handles problems and deviations in the work assignment in accordance with instructions, policies, previous training, or accepted practices in the occupation.

Completed work is usually evaluated for technical soundness, appropriateness, and conformity to policy and requirements. The methods used in arriving at the end results are not usually reviewed in detail.

4. The supervisor sets the overall objectives and resources available. The employee and supervisor, in consultation, develop the deadlines, projects, and work to be done. At this level, the employee, having developed expertise in the line of work, is responsible for planning and carrying out the assignment; resolving most of the conflicts which arise; coordinating the work with others as necessary; and interpreting policy on own initiative in terms of established objectives. In some assignments, the

employee also determines the approach to be taken and the methodology to be used. The employee keeps the supervisor informed of progress, potentially controversial matters, or far-reaching implications.

Completed work is reviewed only from an overall standpoint in terms of feasibility, compatibility with other work, or effectiveness in meeting requirements or expected results.

5. The supervisor provides administrative direction with assignments in terms of broadly defined missions or functions.

The employee has responsibility for planning, designing, and carrying out programs, projects, studies, or other work independently.

Results of the work are considered as technically authoritative and are normally accepted without significant change. If the work should be reviewed, the review concerns such matters as fulfillment of program objectives, effect of advice and influence of the overall program, or the contribution to the advancement of technology. Recommendations for new projects and alteration of objectives are usually evaluated for such considerations as availability of funds and other resources, broad program goals or priorities.

GUIDELINES covers the nature of guidelines and the judgment needed to apply them. Guides used include, for example: desk manuals, established procedures and policies, traditional practices, and reference materials such as dictionaries, style manuals, engineering handbooks, and the pharmacopoeia.

Individual jobs in different occupations vary in the specificity, applicability and availability of the guidelines for performance of assignments. Consequently, the constraints and judgmental demands placed upon employees also vary. For example, the existence of specific instructions, procedures, and policies may limit the opportunity of the employee to make or recommend decisions or actions. However, in the absence of procedures or under broadly stated objectives, employees in some occupations may use considerable judgment in researching literature and developing new methods.

Guidelines should not be confused with the knowledge's described under Factor 1, Knowledge. Guidelines either provide reference data or impose certain constraints on the use of knowledge's. For example, in the field of medical technology, for a particular diagnosis there may be three or four standardized tests set forth in a technical manual. A medical technologist is expected to know these diagnostic tests. However, in a given laboratory the policy may be to use only one of the tests; or the policy may state specifically under what conditions one or the other of these tests may be used.

1. Specific, detailed guidelines covering all important aspects of the assignment are provided to the employee.

The employee works in strict adherence to the guidelines; deviations must be authorized by the supervisor.

2. Procedures for doing the work have been established and a number of specific guidelines are available.

The number and similarity of guidelines and work situations requires the employee to use judgment in locating and selecting the most appropriate guidelines, references, and procedures for application, and in making minor deviations to adapt the guidelines in specific cases. At this level, the employee may also determine which of several established alternatives to use. Situations to which the existing guidelines cannot be applied or significant proposed deviations from the guidelines are referred to the supervisor.

3. Guidelines are available, but are not completely applicable to the work or have gaps in specificity.

The employee uses judgment in interpreting and adapting guidelines such as policies, regulations, precedents, and work directions for application to specific cases or problems. The employee analyzes results and recommends changes.

4. Administrative policies and precedents are applicable but are stated in general terms. Guidelines for performing the work are scarce or of limited use.

The employee uses initiative and resourcefulness in deviating from traditional methods or researching trends and patterns to develop new methods, criteria, or proposed new policies.

5. Guidelines are broadly stated and nonspecific, e.g., broad policy statements and basic legislation which require extensive interpretation.

The employee must use judgment and ingenuity in interpreting the intent of the guides that do exist and in developing applications to specific areas of work. Frequently, the employee is recognized as a technical authority in the development and interpretation of guidelines.

COMPLEXITY covers the nature, number, variety, and intricacy of tasks, steps, processes, or methods in the work performed; the difficulty in identifying what needs to be done; and the difficulty and originality involved in performing the work.

1. The work consists of tasks that are clear-cut and directly related.

There is little or no choice to be made in deciding what needs to be done.

Actions to be taken or responses to be made are readily discernible. The work is quickly mastered.

2. The work consists of duties that involve related steps, processes, or methods.

The decision regarding what needs to be done involves various choices requiring the employee to recognize the existence of and differences among a few easily recognizable situations.

Actions to be taken or responses to be made differ in such things as the source of information, the kind of transactions or entries, or other differences of a factual nature.

3. The work includes various duties involving different and unrelated processes and methods.

The decision regarding what needs to be done depends upon the analysis of the subject, phase, or issues involved in each assignment, and the chosen course of action may have to be selected from many alternatives.

The work involves conditions and elements that must be identified and analyzed to discern interrelationships.

4. The work typically includes varied duties requiring many different and unrelated processes and methods such as those relating to well-established aspects of an administrative or professional field.

Decisions regarding what needs to be done include the assessment of unusual circumstances, variations in approach, and incomplete or conflicting data.

The work requires making many decisions concerning such things as the interpreting of considerable data, planning of the work, or refining the methods and techniques to be used.

5. The work includes varied duties requiring many different and unrelated processes and methods applied to a broad range of activities or substantial depth of analysis, typically for an administrative or professional field.

Decisions regarding what needs to be done include major areas of uncertainty in approach, methodology, or interpretation and evaluation processes resulting from such elements as continuing changes in program, technological developments, unknown phenomena, or conflicting requirements.

The work requires originating new techniques, establishing criteria, or developing new information.

6. The work consists of broad functions and processes of an administrative or professional field. Assignments are characterized by breadth and intensity of effort and involve several phases being pursued concurrently or sequentially with the support of others within or outside of the organization.

Decisions regarding what needs to be done include largely undefined issues and elements, requiring extensive probing and analysis to determine the nature and scope of the problems.

The work requires continuing efforts to establish concepts, theories, or programs, or to resolve unyielding problems.

SCOPE AND EFFECT covers the relationship between the nature of the work, i.e., the purpose, breadth, and depth of the assignment, and the effect of work products or services both within and outside the organization.

Effect measures such things as whether the work output facilitates the work of others, provides timely services of a personal nature, or impacts on the adequacy of research conclusions. The concept of effect alone does not provide sufficient information to properly understand and evaluate the impact of the position. The scope of the work completes the picture, allowing consistent evaluations. Only the effect of properly performed work is to be considered.

1. The work involves the performance of specific, routine operations that include a few separate tasks or procedures.

The work product or service is required to facilitate the work of others; however, it has little impact beyond the immediate organizational unit or beyond the timely provision of limited services to others.

2. The work involves the execution of specific rules, regulations, or procedures and typically comprises a complete segment of an assignment or project of broader scope.

The work product or service affects the accuracy, reliability, or acceptability of further processes or services.

3. The work involves treating a variety of conventional problems, questions, or situations in conformance with established criteria.

The work product or service affects the design or operation of systems, programs, or equipment; the adequacy of such activities as field investigations, testing operations, or research conclusions; or the social, physical, and economic well-being of persons.

4. The work involves establishing criteria; formulating projects; assessing program effectiveness; or investigating or analyzing variety of unusual conditions, problems, or questions.

The work product or service affects a wide range of establishment activities, major activities of industrial concerns, or the operation of other organizations.

5. The work involves isolating and defining unknown conditions, resolving critical problems, or developing new theories.

The work product or service affects the work of other experts, the development of major aspects of administrative or scientific programs or missions, or the well-being of substantial numbers of people.

6. The work involves planning, developing, and carrying out vital administrative or scientific programs.

The programs are essential to the missions of the overall organization or affect large numbers of people on a long-term or continuing basis.

PERSONAL CONTACTS includes face-to-face contacts and telephone and radio dialogue with persons not in the supervisory chain. (NOTE: Personal contacts with supervisors are covered under Factor 2, Supervision Received.) Levels described under this factor are based on what is required to make the initial contact, the difficulty of communicating with those contacted, and the setting in which the contact takes place (e.g., the degree to which the employee and those contacted recognize their relative roles and authorities).

Above the lowest level, points should be credited under this factor only for contacts which are essential for successful performance of the work and which have a demonstrable impact on the difficulty and responsibility of the work performed.

The relationship of Factors 6 (Personal Contacts) and 7 (Purpose of Contacts) presumes that the same contacts will be evaluated for both factors. Therefore, use the personal contacts which serve as the basis for the level selected for Factor 7 as the basis for selecting a level for Factor 6.

1. The personal contacts are with employees within the immediate organization, office, project, or work unit, and in related or support units;

AND/OR

The contacts are with members of the general public in very highly structured situations (e.g., the purpose of the contact and the question of with whom to deal are relatively clear). Typical of contacts at this level are purchases of admission tickets at a ticket window.

2. The personal contacts are with employees in the same overall organization, but outside the immediate organization. People contacted generally are engaged in different functions, missions, and kinds of work, e.g., representatives from various levels within the overall organizations such as headquarters, district offices, or local offices, plants, stores, or other operating units in the immediate installation.

AND/OR

The contacts are with members of the general public, as individuals or groups, in a moderately structured setting (e.g., the contacts are generally established on a routine basis, usually at the employee's work place; the exact purpose of the contact may be unclear at first to one or more of the parties; and one or more of the parties may be uninformed concerning the role and authority of other participants).

3. The personal contacts are with individuals or groups from outside the employing establishment in a moderately unstructured setting (e.g., the contacts are not established on a routine basis; the purpose and extent of each contact is different and the role and authority of each party is identified and developed during the course of the contact). Typical of contacts at this level are those with persons in

their capacities as attorneys; contractors; or representatives of professional organizations, the news media, or public action groups.

4. The personal contacts are with high-ranking officials from outside the employing establishment at national or international levels in highly unstructured settings (e.g., contacts are characterized by problems such as: the officials may be relatively inaccessible; arrangements may have to be made for accompanying staff members; appointments may have to be made well in advance; each party may be very unclear as to the role and authority of the other; and each contact may be conducted under different ground rules). Typical of contacts at this level are those with presidents of large national or international firms, nationally recognized representatives of the news media, presidents of national unions, members of Congress, leading representatives of foreign governments, State governors, or mayors of large cities.

PURPOSE OF CONTACTS ranges from factual exchanges of information to situations involving significant or controversial issues and differing viewpoints, goals, or objectives. The personal contacts which serve as the basis for the level selected for this factor must be the same as the contacts which are the basis for the level selected for Factor 6.

1. The purpose is to obtain, clarify, or give facts or information regardless of the nature of those facts, i.e., the facts or information may range from easily understood to highly technical.

2. The purpose is to plan, coordinate, or advise on work efforts or to resolve operating problems by influencing or motivating individuals or groups who are working toward mutual goals and who have basically cooperative attitudes.

3. The purpose is to influence, motivate, convince, or question persons or groups. Those contacted may be hesitant or skeptical, so the employee must be skillful in approaching the individual or group in order to obtain the desired response.

OR

The purpose is to interrogate or control persons or groups who may be fearful, uncooperative, or dangerous. Therefore, the employee must be skillful in approaching the individual or group in order to obtain the desired effect, such as, gaining compliance with established policies and regulations by persuasion or negotiation, or gaining information by establishing rapport with a suspicious informant.

4. The purpose is to justify, defend, negotiate, or settle matters involving significant or controversial issues. Work at this level usually involves active participation in conferences, meetings, hearings, or presentations involving problems or issues of considerable consequence or

importance. The persons contacted typically have diverse viewpoints, goals, or objectives requiring the employee to achieve a common understanding of the problem and a satisfactory solution by convincing them, arriving at a compromise, or developing suitable alternatives.

PHYSICAL DEMANDS covers the requirements and physical demands placed on the employee by the work assignment. This includes physical characteristics and abilities (e.g., specific agility and dexterity requirements) and the physical exertion involved in the work (e.g., climbing, lifting, pushing, balancing, stooping, kneeling, crouching, crawling, or reaching). To some extent the frequency or intensity of physical exertion must also be considered, e.g., a job requiring prolonged standing involves more physical exertion than a job requiring intermittent standing.

1. The work is sedentary. Typically, the employee may sit comfortably to do the work. However, there may be some walking; standing; bending; carrying of light items such as papers, books, small parts; driving an automobile, etc. No special physical demands are required to perform the work.

2. The work requires some physical exertion such as long periods of standing; walking over rough, uneven, or rocky surfaces; recurring bending, crouching, stooping, stretching, reaching, or similar activities; recurring lifting of moderately heavy items such as personal computers and record boxes. The work may require specific, but common, physical characteristics and abilities such as above-average agility and dexterity.

3. The work requires considerable and strenuous physical exertion such as frequent climbing of tall ladders, lifting heavy objects over 50 pounds, crouching or crawling in restricted areas and defending oneself or others against physical attack.

WORK ENVIRONMENT considers the risks and discomforts in the employee's physical surroundings or the nature of the work assignment and the safety regulations required. Although the use of safety precautions can practically eliminate a certain danger or discomfort, such situations typically place additional demands upon the employee in carrying out safety regulations and techniques.

1. The work environment involves everyday risks or discomforts which require normal safety precautions typical

of such places as offices, meeting and training rooms, libraries, and residences or commercial vehicles, e.g., use of safe work practices with office equipment, avoidance of trips and falls, observance of fire regulations and traffic signals, etc. The work area is adequately lighted, heated, and ventilated.

2. The work involves moderate risks or discomforts which require special safety precautions, e.g., working around moving parts, carts, or machines; with contagious diseases or irritant chemicals; etc. Employees may be required to use protective clothing or gear such as masks, gowns, coats, boots, goggles, gloves, or shields.

3. The work environment involves high risks with exposure to potentially dangerous situations or unusual environmental stress which require a range of safety and other precautions, e.g., working at great heights under extreme outdoor weather conditions, subject to possible physical attack or mob conditions, or similar situations where conditions cannot be controlled.

SUPERVISORY DUTIES describes the level of supervisory responsibility for a position.

1. No supervisory responsibility.

2. A nonsupervisory position. Incumbent sets the pace of work for the group and shows other workers in the group how to perform assigned tasks. Commonly performs the same work as the group, in addition to lead duties. Can also be called group leader, team leader, or lead worker.

3. Directs staff through face to face meetings. Organizational structure is not complex and internal and administrative procedures are simple. Performing the same work as subordinates is not the principal duty. Typically, this is the first supervisory level.

4. Directs staff through intermediate supervisors. Internal procedures and administrative controls are formal. Organizational structure is complex and is divided into subordinate groups that may differ from each other as to subject matter and function

5. Directs staff through two or more subordinate supervisory levels with several subdivisions at each level. Programs are usually inter-locked on a direct and continuing basis with other organizational segments, requiring constant attention to extensive formal coordination, clearances, and procedural controls.

Appendix D. Evaluating Your Firm's Jobs

To compare data on their firm's jobs with statistics contained in this bulletin, data users need to be able to determine their jobs' work levels. Using the example of a dental hygienist, this appendix will go through the procedure for determining the work level of a particular job.

To determine the work level of a job, it must be evaluated using the generic leveling factors. With the information available, such as a written position description and other knowledge of the job, each factor must be reviewed. Comparing that information to the descriptions of each level within a factor as shown in Appendix C, the level best matching the job should be chosen and recorded. (Note that the number of levels varies by factor.)

Generic leveling: an example

Knowledge

Hygienist must have a dental hygienist license which requires 2 years of schooling and passage of a technical exam. This is a mid-level hygienist job, which means a worker must have at least 3 years of experience. The procedures are essentially the same every day, such as cleaning teeth, checking gums, and taking x-rays.

Level 4.

Supervision received

Most of the tasks are performed without supervision. For more complicated procedures, such as tooth filling, the dental hygienist assists the dentist.

Level 2.

Guidelines

A hygienist knows which procedure to use for different dental problems. Unusual situations are handled after checking with the supervisor.

Level 2.

Complexity

Each procedure performed leads to the next, for example, examining gums, scraping plaque, then cleaning teeth.

Level 2.

Scope and effect

In terms of process, the dentist's work follows the hygienist's. In terms of effect, the hygienist doing a thorough cleaning in preparation for the dentist's work allows the dentist to do a complete exam and properly treat the patient.

Level 2.

Personal contacts

Patients come to the clinic or occasionally the hygienist will travel to perform work or give a talk at a school.

Level 2.

Purpose of contacts

Most of hygienist's interaction is with patients; no planning or coordination work is involved.

Level 1.

Physical demands

The work is sedentary.

Level 1.

Work environment

Hygienist must take precautions not to be exposed to x-rays, punctures, etc.

Level 2.

Supervisory duties

A dental hygienist at this level does not supervise anyone.

Level 1.

Assigning points

Once the correct level has been identified within each factor, the points associated with each level are recorded. Summing the points for all factors gives the total points for the job. Using the factors above and the table at the end of this section showing the points associated with each level within a factor, a sample worksheet was filled out for the dental hygienist position.

Generic leveling worksheet

Company job title: Dental Hygienist

Factor	Level	Points
Knowledge	4	550
Supervision received	2	125
Guidelines	2	125
Complexity	2	75
Scope and effect	2	75
Personal contacts	2	25
Purpose of contacts	2	20
Physical demands	1	5
Work environment	2	20
Supervisory duties	1	0
Total	5	1020

Determining the work level

The following chart takes the point total determined using the worksheet and converts it to an overall work level for the job. There are 15 work levels, based on those used to rank Federal civil service white-collar jobs, each

identified by a point range. The 1,020 total points for the dental hygienist job puts it in level 5.

Point ranges by work level

Range of Generic Level Points		
Level	Low	High
1	190	254
2	255	454
3	455	654
4	655	854
5	855	1104
6	1105	1354
7	1355	1604
8	1605	1854
9	1855	2104
10	2105	2354
11	2355	2754
12	2755	3154
13	3155	3604
14	3605	4054
15	4055	and up

Comparing wages

Once the work level has been identified for a job, wages for that job can be compared to wages for similar jobs at the same work level. BLS publishes hourly wage rates by work level within nine major occupational groups, which are combinations of similar individual occupations. The groups and work levels available vary by area. Employers can also use the data on work levels to compare different jobs in their establishment.

Points associated with each factor level

Factor	1	2	3	4	5	6	7	8	9
Knowledge	50	200	350	550	750	950	1250	1550	1850
Supervision received	25	125	275	450	650	X	X	X	X
Guidelines	25	125	275	450	650	X	X	X	X
Complexity	25	75	150	225	325	450	X	X	X
Scope and effect	25	75	150	225	325	450	X	X	X
Personal contacts	10	25	60	110	X	X	X	X	X
Purpose of contacts	20	50	120	220	X	X	X	X	X
Physical demands	5	20	50	X	X	X	X	X	X
Work environment	5	20	50	X	X	X	X	X	X
Supervisory duties	0	0	0	0	0	X	X	X	X

Note: X indicates that a level is not associated with a given factor. For example, for physical demands, point levels 1, 2, and 3 are the only choices.