

Occupational Compensation Survey: Pay Only

Utica—Rome, New York, Metropolitan Area, August 1995



U.S. Department of Labor
Bureau of Labor Statistics

Bulletin 3080-33

Preface

This bulletin provides results of an August 1995 survey of occupational pay in the Utica—Rome, NY Metropolitan Statistical Area. This survey was conducted as part of the U.S. Bureau of Labor Statistics Occupational Compensation Survey Program. Data from this program are for use in implementing the Federal Employees Pay Comparability Act of 1990. The survey was conducted by the Bureau's regional office in New York, under the direction of Richard S. Scheingold, Assistant Regional Commissioner for Operations.

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

For additional information regarding this survey or similar surveys conducted in this regional area, please contact the BLS New York Regional Office at (212) 337-2400. You may also write to the Bureau of Labor Statistics at: Division of Occupational Pay and Employee Benefits, 2 Massachusetts Avenue, NE, Washington, D.C. 20212-0001 or call the Occupational Compensation Survey Program information line at (202) 606-6220.

Material in this bulletin is in the public domain and, with appropriate credit, may be reproduced without permission. This information will be made available to sensory impaired individuals upon request. Voice phone: (202) 606-STAT; TDD phone: (202) 606-5897; TDD message referral phone: 1-800-326-2577.

Occupational Compensation Survey: Pay Only

Utica—Rome, New York, Metropolitan Area, August 1995



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

Bureau of Labor Statistics
Katharine G. Abraham,
Commissioner

February 1996

Bulletin 3080-33

Contents

	Page		Page
Introduction	2	Tables—Continued	
Tables:		A-4. Hourly pay of maintenance and toolroom occupations	6
All establishments:		A-5. Hourly pay of material movement and custodial occupations	7
A-1. Weekly hours and pay of professional and administrative occupations	3	Appendixes:	
A-2. Weekly hours and pay of technical and protective service occupations	4	A. Scope and method of survey	A-1
A-3. Weekly hours and pay of clerical occupations	5	B. Occupational descriptions	B-1

Introduction

This survey of occupational pay in the Utica—Rome, NY Metropolitan Statistical Area (Herkimer and Oneida Counties) was conducted as part of the U.S. Bureau of Labor Statistics Occupational Compensation Survey Program. The survey is one of a number of metropolitan areas surveyed annually throughout the United States. (See listing of reports for other surveys at the end of this bulletin.)

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

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

households) employing 50 workers or more and to State and local governments and (2) adding more professional, administrative, technical, and protective service occupations to the surveys.

Pay

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

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

Appendixes

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

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

Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Utica-Rome, NY, August 1995

Occupation and level	Number of workers	Average weekly hours ¹ (standard)	Weekly pay (in dollars) ²			Percent of workers receiving straight-time weekly pay (in dollars) of—																						
			Mean	Median	Middle range	325 and under 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 and over		
PROFESSIONAL OCCUPATIONS																												
Accountants	120	38.6	\$633	\$605	\$523 - \$737	-	-	-	1	-	10	10	6	13	19	9	10	15	7	1	-	-	-	-	-	-	-	-
Level 2	50	38.1	544	536	481 - 603	-	-	-	-	-	18	22	12	12	34	2	-	-	-	-	-	-	-	-	-	-	-	
Level 3	54	38.7	709	730	673 - 760	-	-	-	-	-	2	2	-	9	7	19	22	30	9	-	-	-	-	-	-	-	-	
Engineers	431	40.0	934	928	757 - 1,100	-	-	-	-	(³)	-	-	3	1	3	4	12	11	13	16	11	11	7	3	2	1		
Level 1	26	40.0	572	577	500 - 640	-	-	-	-	-	-	-	42	15	42	-	-	-	-	-	-	-	-	-	-	-		
Level 2	75	40.0	753	753	711 - 798	-	-	-	-	1	-	1	-	1	8	36	28	17	7	-	-	-	-	-	-	-		
Level 3	134	40.0	859	814	753 - 952	-	-	-	-	-	-	-	1	1	7	14	19	14	22	18	2	-	-	-	-	-		
Level 4	104	40.0	1,008	992	927 - 1,100	-	-	-	-	-	-	-	-	-	-	1	-	19	33	19	18	10	-	-	-			
Level 5	51	40.0	1,213	1,198	1,165 - 1,263	-	-	-	-	-	-	-	-	-	-	-	-	-	2	4	49	27	14	4	-			
Scientists	155	40.0	933	874	683 - 1,132	-	1	-	-	-	-	-	7	6	7	6	5	7	15	8	10	6	10	3	6	3		
Scientists, Computer/Engineering	120	40.0	1,009	995	777 - 1,255	-	-	-	-	-	-	-	-	7	6	4	5	7	13	8	13	8	13	4	7	4		
ADMINISTRATIVE OCCUPATIONS																												
Buyer/Contracting Specialists	74	39.6	595	558	488 - 650	-	-	12	3	-	8	4	20	12	18	5	3	-	5	4	5	-	-	-	-	-		
Level 2	52	39.5	580	568	519 - 637	-	-	-	4	-	6	6	27	17	25	8	4	-	4	-	-	-	-	-	-	-		
Computer Programmers	77	38.2	616	632	532 - 692	-	-	-	-	4	4	5	17	12	17	22	17	-	3	-	-	-	-	-	-	-		
Level 2	21	38.6	576	-	- - -	-	-	-	-	-	-	-	52	19	10	14	5	-	-	-	-	-	-	-	-	-		
Level 3	45	37.9	669	663	632 - 722	-	-	-	-	-	-	-	2	11	24	31	27	-	4	-	-	-	-	-	-	-		
Computer Systems Analysts	58	38.7	867	848	756 - 962	-	-	-	-	-	-	-	-	-	3	2	19	12	22	26	9	5	2	-	-	-		
Personnel Specialists	95	38.9	665	667	560 - 723	3	5	-	3	3	1	-	5	13	8	16	25	6	-	2	3	2	2	1	-	-		
Level 2	27	39.1	580	596	502 - 667	11	-	-	4	4	4	-	15	15	-	33	15	-	-	-	-	-	-	-	-	-		
Level 3	41	39.2	669	700	615 - 723	-	-	-	-	-	-	-	2	17	20	10	39	12	-	-	-	-	-	-	-	-		

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

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

compute means, medians, and middle ranges.

³ Less than 0.5 percent.

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

Table A-2. All establishments: Weekly hours and pay of technical and protective service occupations, Utica-Rome, NY, August 1995

Occupation and level	Number of workers	Average weekly hours ¹ (standard)	Weekly pay (in dollars) ²			Percent of workers receiving straight-time weekly pay (in dollars) of—																						
			Mean	Median	Middle range	Under 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 525	525 - 550	550 - 575	575 - 600	600 - 625	625 - 650	650 - 675	675 - 700	700 - 725	725 - 750	750 - 800	800 - 850		
TECHNICAL OCCUPATIONS																												
Computer Operators	57	39.5	\$444	\$435	\$366 — \$525	2	2	7	26	2	2	11	9	4	4	28	2	2	—	2	—	—	—	—	—	—	—	—
Level 2	27	39.6	369	366	359 — 385	4	4	11	56	4	4	19	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
Level 3	28	39.3	514	525	492 — 530	—	—	—	—	—	—	4	18	7	7	57	4	—	—	4	—	—	—	—	—	—	—	
Drafters	62	39.3	524	597	317 — 597	—	29	—	—	—	—	—	—	—	—	3	6	52	2	—	2	2	—	—	—	—	5	
Engineering Technicians	55	40.0	642	641	500 — 728	—	—	—	—	—	9	—	7	—	9	—	—	—	—	27	9	—	7	15	—	16		

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

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

compute means, medians, and middle ranges.

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

Table A-3. All establishments: Weekly hours and pay of clerical occupations, Utica-Rome, NY, August 1995

Occupation and level	Number of workers	Average weekly hours ¹ (standard)	Weekly pay (in dollars) ²			Percent of workers receiving straight-time weekly pay (in dollars) of—																				
			Mean	Median	Middle range	175 and under 200	200 - 225	225 - 250	250 - 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 525	525 - 550	550 - 575	575 - 600	600 - 625	625 - 650	650 - 675	675 and over
Clerks, Accounting	296	38.9	\$342	\$327	\$283 - \$403	-	10	7	5	9	15	15	8	3	14	1	2	-	4	4	-	2	-	(³)	-	-
Level 2	188	39.2	326	328	275 - 369	-	14	6	4	10	14	16	12	2	17	-	-	-	-	5	-	-	-	-	-	-
Level 3	78	38.5	382	328	306 - 468	-	-	-	8	9	23	17	3	4	6	3	4	-	13	5	-	6	-	-	-	-
Level 4	16	37.7	426	-	- - -	-	-	-	-	6	6	6	-	13	25	6	19	-	13	-	-	-	6	-	-	-
Clerks, General	289	39.5	280	260	240 - 318	3	13	18	22	9	13	7	8	4	2	1	(³)	-	-	-	-	-	-	-	-	-
Level 2	126	39.6	261	260	236 - 279	5	17	7	44	13	5	2	6	1	-	-	-	-	-	-	-	-	-	-	-	-
Level 3	65	38.8	328	321	311 - 341	-	-	-	-	11	43	26	15	2	2	-	2	-	-	-	-	-	-	-	-	-
Key Entry Operators	248	39.0	298	280	270 - 329	-	1	7	32	25	8	15	6	2	4	(³)	1	-	-	-	-	-	-	-	-	-
Level 1	191	39.2	288	272	265 - 309	-	1	9	41	23	7	13	-	1	3	-	2	-	-	-	-	-	-	-	-	-
Level 2	57	38.6	331	335	291 - 358	-	-	-	2	30	12	21	25	4	5	2	-	-	-	-	-	-	-	-	-	-
Personnel Assistants	30	38.4	355	346	300 - 411	-	-	10	7	7	10	27	10	3	10	3	7	-	7	-	-	-	-	-	-	-
Secretaries	240	38.3	417	385	335 - 485	-	-	-	1	9	11	10	15	6	9	6	7	6	3	2	6	5	-	3	-	1
Level 1	52	38.0	351	332	308 - 404	-	-	-	4	10	29	15	6	10	15	2	10	-	-	-	-	-	-	-	-	-
Level 2	103	38.4	406	363	325 - 485	-	-	-	-	16	9	14	16	5	4	2	3	15	-	1	13	5	-	-	-	-
Level 3	64	38.1	457	441	367 - 523	-	-	-	-	-	3	2	22	8	8	9	14	-	11	6	2	11	-	5	-	-
Level 4	21	39.4	507	-	- - -	-	-	-	-	-	-	-	19	-	19	24	-	-	-	-	5	-	-	24	-	10
Switchboard-Operator-Receptionists	89	38.1	292	296	264 - 325	6	10	9	12	24	13	17	2	2	2	2	-	-	-	-	-	-	-	-	-	-

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

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

compute means, medians, and middle ranges.

³ Less than 0.5 percent.

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

Table A-4. All establishments: Hourly pay of maintenance and toolroom occupations, Utica-Rome, NY, August 1995

Occupation and level	Number of workers	Hourly pay (in dollars) ¹			Percent of workers receiving straight-time hourly pay (in dollars) of—																						
		Mean	Median	Middle range	Under 7.25	7.25 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 10.50	10.50 - 11.00	11.00 - 11.50	11.50 - 12.00	12.00 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 - 21.00	21.00 - 22.00	22.00 - 23.00	23.00 - 24.00
General Maintenance Workers	230	\$10.38	\$9.90	\$9.00 - \$11.80	5	2	5	6	7	18	8	3	5	15	4	12	3	2	3	2	-	-	-	(²)	-	-	-
Level 1	160	9.81	9.12	8.43 - 11.45	7	2	7	7	6	20	7	2	2	18	3	16	1	-	-	-	-	-	-	-	-	-	
Level 2	70	11.69	11.12	9.50 - 13.46	-	-	-	1	9	14	10	4	11	7	7	3	10	7	9	6	-	-	-	1	-	-	
Maintenance Electricians	106	14.42	14.92	13.28 - 16.43	-	-	-	-	-	-	3	-	12	6	-	1	7	31	7	34	-	-	-	-	-	-	
Maintenance Electronics Technicians	132	14.27	13.33	10.54 - 16.03	-	-	-	-	2	2	17	4	8	4	2	2	14	9	11	8	3	1	1	1	1	-	
Level 2	68	15.89	15.39	11.82 - 17.02	-	-	-	-	-	-	6	3	9	6	3	-	4	16	22	1	6	-	-	-	-	24	
Maintenance Mechanics, Machinery	218	15.35	14.92	14.27 - 16.43	-	-	-	-	-	-	1	-	2	10	4	2	1	31	2	41	-	-	-	-	-	6	
Maintenance Mechanics, Motor Vehicle	32	15.60	12.95	10.03 - 22.66	-	-	-	-	-	-	19	16	3	-	3	9	6	-	-	6	-	-	-	-	13	25	
Skilled Multi-Craft Maintenance Workers	116	15.75	17.47	14.92 - 17.47	-	-	-	-	3	3	1	-	3	-	-	-	-	27	7	-	55	-	-	-	-	-	

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

² Less than 0.5 percent.

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

Table A-5. All establishments: Hourly pay of material movement and custodial occupations, Utica-Rome, NY, August 1995

Occupation and level	Number of workers	Hourly pay (in dollars) ¹			Percent of workers receiving straight-time hourly pay (in dollars) of—																							
		Mean	Median	Middle range	4.25 and under 4.50	4.50 - 5.00	5.00 - 5.50	5.50 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 10.50	10.50 - 11.00	11.00 - 12.00	12.00 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	
Guards	338	\$6.14	\$5.00	\$4.25 - \$7.36	35	10	18	2	4	1	8	2	5	2	2	(²)	1	1	3	1	6	-	-	-	-	-	-	-
Level 1	302	5.48	4.88	4.25 - 6.00	39	12	20	2	5	2	9	2	5	2	1	-	1	1	-	1	1	-	-	-	-	-	-	-
Level 2	36	11.60	12.48	10.03 - 13.14	-	-	-	-	-	-	-	3	6	-	14	3	-	-	25	-	50	-	-	-	-	-	-	-
Janitors	495	6.15	5.75	5.35 - 6.51	-	6	25	24	16	9	5	6	4	(²)	(²)	2	-	-	1	-	(²)	(²)	-	-	-	-	-	-
Material Movement and Storage Workers	714	9.56	9.73	8.47 - 10.61	-	2	1	2	6	4	3	5	2	1	11	21	10	10	13	4	3	-	2	-	-	(²)	-	
Level 1	111	6.95	6.70	6.35 - 7.58	-	4	2	5	27	23	5	21	10	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 2	552	9.77	9.73	9.23 - 10.61	-	1	1	2	2	1	2	3	1	1	14	27	13	13	12	5	2	-	-	-	-	(²)	-	
Forklift Operators	129	10.26	10.20	9.50 - 10.91	-	-	-	-	-	-	1	-	-	-	-	34	35	10	20	-	-	-	-	-	-	-	-	-
Shipping/Receiving Clerks	101	9.45	9.80	7.25 - 11.35	-	-	-	6	13	3	7	7	5	2	7	-	2	25	9	10	-	-	-	-	-	-	-	-
Level 3	42	12.96	11.30	11.28 - 15.67	-	-	-	-	-	-	-	-	-	-	-	-	-	62	-	-	-	38	-	-	-	-	-	-
Truckdrivers	373	13.64	12.87	9.04 - 19.43	-	-	3	6	6	(²)	2	7	-	(²)	2	3	3	4	9	12	-	-	-	-	-	-	-	43

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

² Less than 0.5 percent.

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

Appendix A.

Scope and Method of Survey

Scope

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

Sampling frame

The list of establishments from which the survey sample was selected (the sampling frame) was developed from the State unemployment insurance reports for the Utica—Rome, NY Metropolitan Statistical Area (September 1993). Establishments with 50 workers or more during the sampling frame's reference period were included in the survey sample even if they employed fewer than 50 workers at the time of the survey.

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

Survey design

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

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

Data collection and payroll reference

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

Occupational Pay

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

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

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

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

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

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

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

Survey nonresponse

Data were not available from 8.0 percent of the sample establishments (representing 6,219 employees covered by the survey). An additional 5.3 percent of the sample establishments (representing 1,530 employees) were either out of

business or outside the scope of the survey.

If data were not provided by a sample member, the weights (based on the probability of selection in the sample) of responding sample establishments were adjusted to account for the missing data. The weights for establishments which were out of business or outside the scope of the survey were changed to zero.

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

Reliability of estimates

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

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

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

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

Appendix table 1. Establishments and workers within scope of survey and number studied, Utica-Rome, NY¹, August 1995

Industry division ²	Number of establishments		Workers in establishments		
	Within scope of survey ³	Studied	Within scope of survey ⁴		Studied
			Number	Percent	
All divisions	282	98	59,401	100	30,961
Goods producing	82	25	17,548	30	7,480
Manufacturing	73	22	16,822	28	7,184
Construction ⁵	9	3	726	1	296
Service producing	200	73	41,853	70	23,481
Transportation, communication, electric, gas, and sanitary services ⁶	9	6	1,836	3	1,550
Wholesale trade ⁷	12	5	1,394	2	863
Retail trade ⁷	58	14	9,825	17	4,209
Finance, insurance, and real estate ⁷	20	9	5,884	10	3,871
Services ⁷	101	39	22,914	39	12,988
Health services ⁸	32	12	9,572	16	6,373
Hospitals	4	4	4,260	7	4,260

¹ The Utica-Rome Metropolitan Statistical Area, as defined by the Office of Management and Budget through June 1994, consists of Herkimer and Oneida Counties. The "workers within scope of survey" estimates provide a reasonably accurate description of the size and composition of the labor force included in the survey. Estimates are not intended, however, for comparison with other statistical series to measure employment trends or levels since (1) planning of wage surveys requires establishment data compiled considerably in advance of the payroll period studied, and (2) establishments employing fewer than 50 workers are excluded from the scope of the survey.

² The *Standard Industrial Classification Manual* was used in classifying establishments by industry. All government operations were excluded from the scope of the survey.

³ Includes all establishments with at least 50 total employees. In goods producing, an establishment is defined as a single physical location where industrial operations are performed. In service producing industries, an establishment is defined as all locations of a

company in the area within the same industry division.

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

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

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

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

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

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