

# Indianapolis, IN National Compensation Survey March 1999

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# Preface

Data shown in this bulletin were collected as part of the Bureau of Labor Statistics' (BLS) 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.

Field economists of the Bureau of Labor Statistics collected and reviewed the survey data. 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 prepared the survey for publication.

For additional information regarding this survey, please contact any BLS regional office at the address and telephone number listed on the inside back cover of this bulletin. 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) 606-6199, or send e-mail to [ocltinfo@bls.gov](mailto:ocltinfo@bls.gov).

The data contained in this bulletin are also available at <http://stats.bls.gov/comhome.htm>, the BLS Internet site. 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.

Results of earlier surveys of this area are also available from BLS regional offices, the Division of Compensation Data Analysis, or at the BLS Internet site.

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# Contents

	<i>Page</i>
Introduction.....	1
Tables:	
A-1. Hourly earnings for selected occupations, all workers, all industries.....	2
A-2. Hourly earnings for selected occupations, all workers, private industry and State and local government.....	5
A-3. Hourly earnings for selected occupations, full-time and part-time workers, all industries.....	9
A-4. Weekly and annual earnings and hours for selected occupations, full-time workers only, all industries.....	13
B-1. Mean hourly earnings by occupational group and levels, all industries, private industry, State and local government, full-time and part-time workers.....	16
B-2. Mean hourly earnings for selected occupations and levels, all industries, private industry, State and local government, full-time and part-time workers.....	20
C-1. Mean hourly earnings by occupational group and selected characteristics, all industries.....	24
C-2. Mean hourly earnings by occupational group and industry division, private industry, all workers.....	25
C-3. Mean hourly earnings by occupational group and establishment employment size, private industry, all workers.....	26
C-4. Number of workers represented by occupational group.....	27
Appendixes:	
A. Technical Note.....	A-1
Table 1. Number of establishments studied and represented.....	A-5
Table 2. Relative standard errors.....	A-6
Table 3. Average work levels.....	A-9
B. Occupational Classifications.....	B-1
C. Generic Leveling Criteria.....	C-1
D. Evaluating Your Firm's Jobs.....	D-1
E. A Guide for Users of Prior BLS Wage Surveys.....	E-1

# Introduction

The tables in this bulletin summarize the NCS survey results for the Indianapolis, IN metropolitan area. 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 are 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 products

The National Compensation Survey of the Bureau of Labor Statistics provides data on the occupational wages and employee benefits for localities, broad geographic regions, and the Nation as a whole. The Employment Cost Index, a quarterly measure of the change in employer costs for wages and benefits, will be derived from the NCS. Another product, Employer Costs for Employee Compensation, measures employers' average hourly costs for total compensation, that is, wages and benefits. Still another NCS product measures the incidence of benefit plans and their provisions. This bulletin is limited to data on occupational wages and salaries.

## About the tables

The tables that follow present data on straight-time occupational earnings. Straight-time earnings include wages and salaries, incentive pay, cost-of-living adjustments, and hazard pay. These earnings exclude premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. A total of 480 detailed occupations are used to describe all occupations in the civilian nonfarm economy (excluding the Federal Government and private households).

Table A-1 presents straight-time earnings for detailed occupations. Data are not shown for any occupations if they would raise concerns about the confidentiality of the survey respondent or if the data are insufficient to support reliable estimates. The earnings shown include the mean for each occupation, as well as earnings for selected percentiles in each occupation.

Table A-2 compares the type of data and details shown in table A-1 for the private industry and State and local government sector.

Table A-3 compares the type of data and details shown in table A-1 for full-time and part-time workers. The definitions of full-time and part-time workers are those used in the surveyed establishments.

Table A-4 presents the weekly and annual straight-time earnings for full-time employees in specific occupations across all industries. For the weekly and annual earnings, the mean and median earnings and the mean hours are shown. The mean hours reflect hours employees are scheduled to work, excluding overtime hours.

Table B-1 presents mean straight-time hourly earnings for groups of occupations and for levels of job requirements related to occupations in the group. Separate data are also shown for private industry and government workers, and for full-time and part-time workers in all industries. (See appendix C, Generic Leveling Criteria, for more information on job ranking in this survey. Average work levels for published occupation groups and their component occupations are presented in appendix table 3.)

Table B-2 also presents mean straight-time hourly earnings, but for detailed occupations at several levels of job requirements for each detailed occupation.

Table C-1 presents mean straight-time hourly earnings for occupation groups and selected occupation characteristics. The occupation characteristics include full-time and part-time status, union and nonunion status, and time or incentive pay status. Union workers' wages are determined through collective bargaining. Time workers' wages are based solely on hourly rate or salary. Incentive workers' wages are at least partially based on productivity payments such as piece rates, commissions and production bonuses.

Table C-2 presents mean straight-time hourly earnings for occupation groups and industry division of employers; these are limited to the private sector.

Table C-3 presents mean straight-time hourly earnings for occupation groups and the employment size of employers; these are also limited to the private sector.

Table C-4 presents the employment scope of this survey. The occupation employment estimates shown relate to all employers in the area surveyed, not just the surveyed employers.

**Table A-1. Hourly earnings<sup>1</sup> for selected occupations, all workers<sup>2</sup>, all industries, Indianapolis, IN, March 1999**

Occupation <sup>3</sup>	All industries					
	Mean	Percentiles				
		10	25	Median 50	75	90
<b>All occupations</b> .....	\$16.05	\$7.30	\$9.30	\$13.27	\$20.54	\$27.12
All occupations excluding sales .....	15.84	7.50	9.50	13.38	20.45	26.50
<b>White-collar occupations</b> .....	19.29	8.35	10.70	15.59	24.10	33.84
White-collar occupations excluding sales .....	19.33	9.00	11.30	16.16	24.31	33.41
Professional specialty and technical occupations .....	23.75	12.83	15.74	22.09	28.95	35.74
Professional specialty occupations .....	26.12	14.42	18.12	24.38	31.80	37.82
Engineers, architects, and surveyors .....	27.70	19.70	22.70	26.80	31.69	35.88
Civil engineers .....	26.85	17.92	26.02	28.01	29.90	35.19
Electrical and electronic engineers .....	26.19	19.26	22.16	26.75	30.37	34.18
Mechanical engineers .....	29.11	20.29	23.85	26.68	32.85	43.32
Engineers, N.E.C. ....	28.31	21.20	22.93	27.04	33.51	35.60
Mathematical and computer scientists .....	27.74	17.83	22.14	25.19	30.05	36.92
Computer systems analysts and scientists .....	24.64	18.28	22.14	23.79	28.46	30.05
Natural scientists .....	-	-	-	-	-	-
Health related occupations .....	20.61	15.00	17.00	20.14	22.84	27.41
Registered nurses .....	19.82	15.36	16.77	18.94	21.92	25.18
Physical therapists .....	23.96	22.68	22.68	22.68	23.34	30.33
Teachers, college and university .....	55.07	23.10	39.08	51.41	65.42	94.80
Teachers, except college and university .....	30.26	17.69	25.39	31.95	35.70	40.04
Elementary school teachers .....	31.23	22.24	26.52	33.41	35.09	37.33
Secondary school teachers .....	29.28	20.07	26.86	30.87	34.25	35.29
Teachers, N.E.C. ....	34.30	23.23	27.03	36.35	40.04	46.49
Librarians, archivists, and curators .....	16.08	10.98	11.53	15.30	18.48	25.09
Social scientists and urban planners .....	25.68	19.22	25.00	25.00	31.64	33.00
Psychologists .....	25.47	15.95	25.00	25.00	29.41	33.25
Social, recreation, and religious workers .....	13.75	8.26	9.38	13.19	15.24	20.02
Social workers .....	13.92	8.26	9.38	13.35	15.34	20.19
Lawyers and judges .....	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, N.E.C. ....	18.24	8.91	15.31	17.30	21.95	25.42
Technical occupations .....	16.44	10.83	13.00	14.94	19.47	24.72
Clinical laboratory technologists and technicians .....	15.56	11.06	12.80	15.31	18.14	20.18
Licensed practical nurses .....	13.92	12.10	12.98	13.56	14.94	16.00
Health technologists and technicians, N.E.C. ....	12.65	9.02	11.24	13.29	13.58	15.76
Electrical and electronic technicians .....	22.86	15.13	17.76	25.62	26.84	27.46
Engineering technicians, N.E.C. ....	17.75	10.83	12.56	18.28	22.23	24.51
Drafters .....	17.35	11.98	12.66	15.60	21.58	27.80
Computer programmers .....	17.56	13.47	14.52	18.03	19.33	21.12
Technical and related occupations, N.E.C. ....	20.35	13.27	16.59	19.95	23.80	27.80
Executive, administrative, and managerial occupations ...	25.81	14.68	17.77	22.79	30.29	38.94
Executives, administrators, and managers .....	30.23	16.98	21.63	27.50	36.00	45.08
Administrators and officials, public administration .....	17.75	12.27	13.22	18.09	19.64	27.31
Financial managers .....	31.79	17.50	27.53	33.84	35.58	41.96
Personnel and labor relations managers .....	41.01	10.65	20.59	30.96	60.10	76.92
Administrators, education and related fields .....	35.08	29.86	32.16	35.38	36.00	36.44
Managers, medicine and health .....	25.37	18.03	18.03	25.00	28.89	41.23
Managers, food servicing and lodging establishments .....	21.81	12.02	12.59	16.83	20.67	40.68
Managers and administrators, N.E.C. ....	30.29	19.64	23.19	26.83	37.49	45.08
Management related occupations .....	20.03	13.62	15.52	18.90	22.73	27.40
Accountants and auditors .....	21.16	16.61	16.75	21.86	22.72	27.40
Other financial officers .....	22.29	18.01	18.60	21.82	24.62	27.98
Personnel, training, and labor relations specialists .....	18.98	10.51	12.88	16.06	25.12	32.35
Management related occupations, N.E.C. ....	19.07	14.08	15.52	18.90	21.63	26.00
Sales occupations .....	18.99	6.40	7.15	10.18	22.69	49.89
Supervisors, sales occupations .....	30.50	7.40	12.42	24.04	47.00	68.48
Sales occupations, other business services .....	21.24	8.97	10.57	18.43	24.81	38.49
Sales workers, other commodities .....	22.25	6.52	8.64	9.81	27.38	58.75
Cashiers .....	7.31	6.00	6.35	6.92	7.92	9.30
Sales support occupations, N.E.C. ....	11.01	7.15	7.15	8.59	14.90	16.83
Administrative support occupations, including clerical ....	11.82	8.00	9.11	11.00	13.86	16.54
Supervisors, general office .....	15.05	12.79	13.07	14.53	14.69	19.40
Computer operators .....	16.48	11.40	14.55	18.18	18.31	18.31

See footnotes at end of table.

**Table A-1. Hourly earnings<sup>1</sup> for selected occupations, all workers<sup>2</sup>, all industries, Indianapolis, IN, March 1999 — Continued**

Occupation <sup>3</sup>	All industries					
	Mean	Percentiles				
		10	25	Median 50	75	90
<b>White-collar occupations</b> (-Continued)						
Administrative support occupations, including clerical (-Continued)						
Secretaries .....	\$13.21	\$9.19	\$10.63	\$13.29	\$15.38	\$16.95
Transportation ticket and reservation agents .....	13.10	7.65	7.98	10.60	17.88	19.66
Receptionists .....	10.25	8.00	8.58	11.20	11.72	11.72
Order clerks .....	12.43	9.40	10.08	11.16	12.29	22.90
Library clerks .....	12.52	7.91	10.46	14.73	14.73	14.73
Records clerks, N.E.C. ....	11.87	9.00	9.87	11.00	13.50	16.01
Bookkeepers, accounting and auditing clerks .....	11.52	8.29	9.62	11.08	13.08	15.25
Payroll and timekeeping clerks .....	12.48	11.00	11.00	12.07	13.40	14.52
Billing clerks .....	10.40	8.86	9.11	10.60	10.75	12.13
Dispatchers .....	12.48	10.50	11.03	12.08	15.00	15.25
Production coordinators .....	19.44	11.00	13.23	16.54	25.10	29.05
Traffic, shipping and receiving clerks .....	11.40	9.47	9.89	10.73	12.92	14.20
Stock and inventory clerks .....	11.99	8.80	10.93	12.75	13.25	15.25
Insurance adjusters, examiners, and investigators .....	11.69	9.66	10.00	10.91	13.51	14.32
Investigators and adjusters except insurance .....	12.26	9.72	10.79	11.62	14.42	14.75
General office clerks .....	10.82	7.86	9.00	9.88	12.05	16.15
Data entry keyers .....	10.57	7.50	8.25	10.25	12.83	14.33
Teachers' aides .....	8.92	7.51	7.89	8.95	9.62	10.64
Administrative support occupations, N.E.C. ....	12.33	8.50	9.46	11.40	15.89	18.30
<b>Blue-collar occupations</b> .....						
Precision production, craft, and repair occupations .....	14.41	7.80	9.88	13.00	18.96	22.60
Supervisors, mechanics and repairers .....	18.60	11.10	13.93	18.10	23.69	24.78
Automobile mechanics .....	24.63	17.31	17.35	23.54	30.31	34.38
Bus, truck, and stationary engine mechanics .....	19.45	13.50	16.15	18.10	22.26	25.43
Industrial machinery repairers .....	15.06	10.73	12.62	15.35	17.00	18.66
Mechanics and repairers, N.E.C. ....	20.41	12.65	16.10	24.50	24.60	24.99
Supervisors, electricians and power transmission installers .....	18.55	12.42	15.07	17.52	24.17	24.50
Supervisors, construction trades, N.E.C. ....	27.15	26.50	26.50	26.50	27.70	27.70
Electricians .....	22.37	20.75	20.75	20.75	22.75	26.08
Plumbers, pipefitters and steamfitters .....	21.44	15.87	16.92	24.10	24.10	24.50
Supervisors, production occupations .....	22.13	17.55	19.69	24.24	24.28	24.90
Machinists .....	18.63	13.17	16.49	18.51	21.17	25.48
Butchers and meat cutters .....	17.04	12.00	13.91	15.19	23.24	23.24
Machine operators, assemblers, and inspectors .....	12.42	10.80	12.00	13.30	13.30	13.33
Grinding, abrading, buffing, and polishing machine operators .....	13.30	7.96	9.40	12.25	17.00	21.12
Numerical control machine operators .....	14.63	9.00	9.65	13.50	19.18	21.05
Fabricating machine operators, N.E.C. ....	13.39	9.04	11.66	12.95	13.61	19.50
Molding and casting machine operators .....	11.56	7.96	8.95	10.32	12.46	20.79
Printing press operators .....	9.97	7.02	9.06	9.11	11.66	13.54
Packaging and filling machine operators .....	17.51	12.17	13.49	17.00	22.95	22.95
Mixing and blending machine operators .....	14.30	7.97	11.98	13.26	14.45	22.21
Miscellaneous machine operators, N.E.C. ....	11.90	7.50	11.08	12.21	13.90	13.90
Welders and cutters .....	12.15	7.25	9.78	12.16	14.83	17.84
Assemblers .....	14.22	10.40	10.58	13.09	17.27	19.60
Production inspectors, checkers and examiners ..	11.54	7.98	8.67	10.54	12.46	20.76
Transportation and material moving occupations .....	13.50	7.00	10.00	11.22	19.09	21.12
Truck drivers .....	13.92	8.75	10.98	13.00	17.20	20.70
Bus drivers .....	14.12	10.94	11.75	13.00	15.99	20.41
Motor transportation occupations, N.E.C. ....	13.76	9.50	10.85	14.86	15.77	17.48
Industrial truck and tractor equipment operators ..	8.03	5.15	6.00	7.25	9.40	12.85
Miscellaneous material moving equipment operators, N.E.C. ....	13.83	8.35	10.50	13.97	17.20	20.92
Handlers, equipment cleaners, helpers, and laborers .....	13.26	9.40	9.95	12.79	17.20	17.50
Supervisors, handlers, equipment cleaners, and laborers, N.E.C. ....	10.67	6.50	7.70	9.66	12.38	17.32
Construction laborers .....	13.41	10.88	11.70	12.00	14.70	21.65
Production helpers .....	14.37	10.59	13.83	13.83	15.42	16.72
Stock handlers and baggers .....	10.86	6.25	6.50	11.40	14.97	15.81
	9.72	6.00	6.75	9.04	11.00	14.52

See footnotes at end of table.

**Table A-1. Hourly earnings<sup>1</sup> for selected occupations, all workers<sup>2</sup>, all industries, Indianapolis, IN, March 1999 — Continued**

Occupation <sup>3</sup>	All industries					
	Mean	Percentiles				
		10	25	Median 50	75	90
<b>Blue-collar occupations (-Continued)</b>						
Handlers, equipment cleaners, helpers, and laborers (-Continued)						
Freight, stock, and material handlers, N.E.C. ....	\$12.48	\$7.70	\$8.59	\$11.88	\$17.12	\$20.63
Garage and service station related occupations ..	8.28	7.00	7.50	7.50	9.80	10.00
Hand packers and packagers .....	10.40	7.24	7.75	9.98	11.35	14.19
Laborers except construction, N.E.C. ....	9.89	6.50	7.00	8.75	11.34	14.96
<b>Service occupations</b>						
Protective service occupations .....	9.46	5.00	6.82	8.48	11.12	16.38
Firefighting occupations .....	13.87	7.66	10.22	14.12	17.76	20.49
Police and detectives, public service .....	14.06	11.85	12.84	14.12	15.15	15.59
Guards and police except public service .....	17.81	14.63	15.79	18.75	19.62	20.46
Food service occupations .....	10.19	6.84	7.18	8.20	11.38	17.99
Supervisors, food preparation and service occupations .....	6.34	2.13	3.00	6.50	8.00	9.35
Bartenders .....	12.93	8.00	8.00	11.61	15.75	23.02
Waiters and waitresses .....	6.30	5.50	5.50	5.50	7.00	7.95
Cooks .....	3.07	2.13	2.13	2.18	3.00	5.50
Kitchen workers, food preparation .....	8.32	6.75	7.30	8.00	9.00	10.65
Food preparation occupations, N.E.C. ....	7.99	5.71	6.80	9.00	9.00	9.00
Health service occupations .....	7.05	5.60	6.25	6.75	7.55	8.81
Health aides, except nursing .....	9.23	7.09	8.06	9.00	10.21	11.30
Nursing aides, orderlies and attendants .....	10.35	8.49	9.25	10.01	11.30	12.89
Cleaning and building service occupations .....	8.46	7.00	7.42	8.35	9.21	10.26
Maids and housemen .....	9.53	6.49	7.00	8.08	10.51	15.92
Janitors and cleaners .....	7.04	6.00	6.49	6.83	7.50	7.96
Personal service occupations .....	9.90	6.50	7.25	9.15	11.03	15.92
Service occupations, N.E.C. ....	9.80	6.18	7.25	8.40	9.89	16.77
	8.45	5.43	6.29	7.50	8.94	14.87

<sup>1</sup> 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.

<sup>2</sup> 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.

<sup>3</sup> 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."

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

**Table A-2. Hourly earnings<sup>1</sup> for selected occupations, all workers<sup>2</sup>, private industry and State and local government, Indianapolis, IN, March 1999**

Occupation <sup>3</sup>	Private industry						State and local government					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
<b>All occupations</b> .....	\$15.77	\$7.09	\$9.06	\$13.08	\$20.35	\$25.75	\$17.66	\$8.74	\$10.44	\$14.59	\$21.30	\$33.41
All occupations excluding sales .....	15.50	7.30	9.26	13.25	20.19	25.00	17.68	8.81	10.51	14.61	21.30	33.41
<b>White-collar occupations</b> .....	19.00	8.26	10.58	15.38	23.36	32.35	20.63	8.86	11.03	16.42	30.20	36.10
White-collar occupations excluding sales .....	18.98	9.00	11.30	16.13	23.47	30.96	20.70	8.89	11.18	16.51	30.33	36.19
Professional specialty and technical occupations .....	23.15	13.15	15.99	21.41	27.04	34.18	25.06	11.47	15.07	26.02	33.41	38.45
Professional specialty occupations .....	25.63	14.42	18.05	23.18	28.99	36.35	26.98	14.23	18.48	27.96	34.19	39.92
Engineers, architects, and surveyors .....	27.78	19.70	22.70	26.75	32.31	36.48	-	-	-	-	-	-
Electrical and electronic engineers .....	26.19	19.26	22.16	26.75	30.37	34.18	-	-	-	-	-	-
Mechanical engineers .....	29.11	20.29	23.85	26.68	32.85	43.32	-	-	-	-	-	-
Engineers, N.E.C. ....	28.31	21.20	22.93	27.04	33.51	35.60	-	-	-	-	-	-
Mathematical and computer scientists .....	27.74	17.83	22.14	25.19	30.05	36.92	-	-	-	-	-	-
Computer systems analysts and scientists .....	24.64	18.28	22.14	23.79	28.46	30.05	-	-	-	-	-	-
Natural scientists .....	-	-	-	-	-	-	-	-	-	-	-	-
Health related occupations .....	20.94	15.32	17.60	20.86	23.35	27.41	19.09	14.69	16.23	18.09	20.47	30.33
Registered nurses .....	20.33	15.50	17.14	19.73	22.84	27.19	17.99	14.69	16.00	17.68	19.92	21.68
Teachers, college and university .....	55.07	23.10	39.08	51.41	65.42	94.80	-	-	-	-	-	-
Teachers, except college and university .....	24.71	11.00	14.42	26.28	36.35	36.35	30.52	17.78	25.92	31.95	35.69	40.04
Elementary school teachers .....	-	-	-	-	-	-	31.44	22.55	26.87	33.41	35.09	37.48
Secondary school teachers .....	-	-	-	-	-	-	29.34	20.07	26.88	31.27	34.25	35.29
Teachers, N.E.C. ....	-	-	-	-	-	-	35.14	24.03	27.37	37.03	41.06	46.49
Librarians, archivists, and curators .....	-	-	-	-	-	-	-	-	-	-	-	-
Social scientists and urban planners .....	25.68	19.22	25.00	25.00	31.64	33.00	-	-	-	-	-	-
Psychologists .....	25.47	15.95	25.00	25.00	29.41	33.25	-	-	-	-	-	-
Social, recreation, and religious workers .....	11.89	7.69	9.00	11.00	13.76	18.49	15.95	10.05	13.10	14.85	16.02	26.50
Social workers .....	12.00	7.69	8.96	11.00	13.87	18.69	16.25	10.39	13.35	14.87	16.24	27.30
Lawyers and judges .....	-	-	-	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, N.E.C. ....	18.12	8.91	15.05	17.30	21.04	26.14	-	-	-	-	-	-
Technical occupations .....	17.29	12.49	13.38	16.00	20.18	25.62	12.18	9.80	9.80	11.92	13.75	14.68
Clinical laboratory technologists and technicians .....	15.56	11.06	12.80	15.31	18.14	20.18	-	-	-	-	-	-
Licensed practical nurses .....	13.92	11.98	12.85	13.56	15.24	16.30	-	-	-	-	-	-
Health technologists and technicians, N.E.C. ....	12.95	9.02	12.22	13.29	13.85	16.55	-	-	-	-	-	-
Electrical and electronic technicians .....	22.86	15.13	17.76	25.62	26.84	27.46	-	-	-	-	-	-
Drafters .....	17.35	11.98	12.66	15.60	21.58	27.80	-	-	-	-	-	-
Computer programmers .....	17.56	13.47	14.52	18.03	19.33	21.12	-	-	-	-	-	-
Technical and related occupations, N.E.C. ....	20.35	13.27	16.59	19.95	23.80	27.80	-	-	-	-	-	-
Executive, administrative, and managerial occupations .....	26.65	15.38	18.90	23.75	30.46	40.39	21.31	12.03	13.44	16.68	29.86	37.49
Executives, administrators, and managers .....	30.97	18.03	22.35	27.53	36.87	46.13	26.31	12.59	16.13	27.31	36.00	45.08
Administrators and officials, public administration .....	-	-	-	-	-	-	17.75	12.27	13.22	18.09	19.64	27.31
Financial managers .....	31.79	17.50	27.53	33.84	35.58	41.96	-	-	-	-	-	-
Personnel and labor relations managers .....	41.01	10.65	20.59	30.96	60.10	76.92	-	-	-	-	-	-
Administrators, education and related fields .....	41.11	22.62	22.69	46.12	64.46	64.46	-	-	-	-	-	-
Managers, medicine and health .....	25.80	18.03	18.03	25.00	28.89	41.23	-	-	-	-	-	-
Managers and administrators, N.E.C. ....	29.55	19.64	22.86	26.17	36.98	41.82	-	-	-	-	-	-
Management related occupations .....	21.03	14.60	16.16	20.00	24.62	27.98	14.62	10.51	12.59	15.32	16.06	17.77
Accountants and auditors .....	21.16	16.61	16.75	21.86	22.72	27.40	-	-	-	-	-	-
Other financial officers .....	22.29	18.01	18.60	21.82	24.62	27.98	-	-	-	-	-	-
Personnel, training, and labor relations specialists .....	25.01	13.77	19.23	25.12	30.50	32.35	-	-	-	-	-	-
Management related occupations, N.E.C. ....	19.09	13.79	15.52	18.91	21.63	26.00	-	-	-	-	-	-
Sales occupations .....	19.07	6.40	7.15	10.28	22.81	49.89	-	-	-	-	-	-
Supervisors, sales occupations .....	30.50	7.40	12.42	24.04	47.00	68.48	-	-	-	-	-	-

See footnotes at end of table.



**Table A-2. Hourly earnings<sup>1</sup> for selected occupations, all workers<sup>2</sup>, private industry and State and local government, Indianapolis, IN, March 1999 — Continued**

Occupation <sup>3</sup>	Private industry						State and local government					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
<b>White-collar occupations (-Continued)</b>												
Sales occupations (-Continued)												
Sales occupations, other business services .....	\$21.27	\$8.97	\$10.45	\$18.05	\$24.99	\$38.49	—	—	—	—	—	—
Sales workers, other commodities .....	22.25	6.52	8.64	9.81	27.38	58.75	—	—	—	—	—	—
Cashiers .....	7.32	6.00	6.35	6.94	7.94	9.30	—	—	—	—	—	—
Sales support occupations, N.E.C. ....	11.01	7.15	7.15	8.59	14.90	16.83	—	—	—	—	—	—
Administrative support occupations, including												
clerical .....	12.04	8.19	9.36	11.11	14.15	16.92	\$10.31	\$7.51	\$8.15	\$9.45	\$11.62	\$14.46
Supervisors, general office .....	15.23	12.79	13.07	14.53	14.87	19.87	—	—	—	—	—	—
Computer operators .....	16.48	11.40	14.55	18.18	18.31	18.31	—	—	—	—	—	—
Secretaries .....	13.66	9.75	10.75	14.19	15.87	17.26	11.45	8.83	9.42	10.63	12.76	13.46
Transportation ticket and reservation agents .....	13.10	7.65	7.98	10.60	17.88	19.66	—	—	—	—	—	—
Receptionists .....	10.25	8.00	8.58	11.20	11.72	11.72	—	—	—	—	—	—
Records clerks, N.E.C. ....	11.78	9.56	9.87	11.00	13.11	14.15	—	—	—	—	—	—
Bookkeepers, accounting and auditing clerks .....	11.49	8.29	9.62	11.08	13.08	15.25	—	—	—	—	—	—
Billing clerks .....	10.61	9.11	10.25	10.60	11.21	12.13	—	—	—	—	—	—
Dispatchers .....	12.82	10.11	11.21	12.54	15.00	15.25	—	—	—	—	—	—
Production coordinators .....	19.72	11.00	13.13	17.08	25.59	29.05	—	—	—	—	—	—
Traffic, shipping and receiving clerks .....	11.40	9.47	9.89	10.73	12.92	14.20	—	—	—	—	—	—
Stock and inventory clerks .....	11.93	8.56	10.93	12.25	13.25	15.25	—	—	—	—	—	—
Insurance adjusters, examiners, and investigators .....	11.69	9.66	10.00	10.91	13.51	14.32	—	—	—	—	—	—
Investigators and adjusters except insurance .....	12.10	9.36	10.66	11.12	14.13	14.75	—	—	—	—	—	—
General office clerks .....	11.38	8.51	9.38	10.70	12.83	16.15	8.47	6.98	7.74	8.38	9.42	9.82
Data entry keyers .....	10.57	7.50	8.25	10.25	12.83	14.33	—	—	—	—	—	—
Teachers' aides .....	—	—	—	—	—	—	8.92	7.51	7.89	8.95	9.62	10.64
Administrative support occupations, N.E.C. ....	12.44	8.50	9.51	11.40	16.21	18.30	—	—	—	—	—	—
<b>Blue-collar occupations</b> .....	14.43	7.80	9.85	13.00	19.08	22.76	13.82	8.63	10.62	13.39	16.21	20.04
Precision production, craft, and repair occupations .....	18.90	11.79	14.28	18.43	24.10	24.78	14.43	9.11	10.13	12.51	19.69	22.09
Supervisors, mechanics and repairers	25.16	17.31	17.35	24.95	32.08	34.38	—	—	—	—	—	—
Automobile mechanics .....	19.54	13.50	16.15	18.00	22.46	25.43	—	—	—	—	—	—
Bus, truck, and stationary engine mechanics .....	15.06	10.73	12.62	15.35	17.00	18.66	—	—	—	—	—	—
Industrial machinery repairers .....	20.41	12.65	16.10	24.50	24.60	24.99	—	—	—	—	—	—
Mechanics and repairers, N.E.C. ....	18.52	12.42	14.66	17.42	24.17	24.50	—	—	—	—	—	—
Supervisors, electricians and power transmission installers .....	27.15	26.50	26.50	26.50	27.70	27.70	—	—	—	—	—	—
Supervisors, construction trades, N.E.C. ....	22.37	20.75	20.75	20.75	22.75	26.08	—	—	—	—	—	—
Electricians .....	21.44	15.87	16.92	24.10	24.10	24.50	—	—	—	—	—	—
Supervisors, production occupations ..	18.63	13.17	16.49	18.51	21.17	25.48	—	—	—	—	—	—
Machinists .....	17.04	12.00	13.91	15.19	23.24	23.24	—	—	—	—	—	—
Butchers and meat cutters .....	12.42	10.80	12.00	13.30	13.30	13.33	—	—	—	—	—	—
Machine operators, assemblers, and inspectors .....	13.29	7.96	9.37	12.25	17.00	21.12	—	—	—	—	—	—
Grinding, abrading, buffing, and polishing machine operators .....	14.63	9.00	9.65	13.50	19.18	21.05	—	—	—	—	—	—
Numerical control machine operators	13.39	9.04	11.66	12.95	13.61	19.50	—	—	—	—	—	—
Fabricating machine operators, N.E.C. ....	11.56	7.96	8.95	10.32	12.46	20.79	—	—	—	—	—	—
Molding and casting machine operators .....	9.97	7.02	9.06	9.11	11.66	13.54	—	—	—	—	—	—
Printing press operators .....	17.51	12.17	13.49	17.00	22.95	22.95	—	—	—	—	—	—
Packaging and filling machine operators .....	14.30	7.97	11.98	13.26	14.45	22.21	—	—	—	—	—	—
Mixing and blending machine operators .....	11.90	7.50	11.08	12.21	13.90	13.90	—	—	—	—	—	—

See footnotes at end of table.

**Table A-2. Hourly earnings<sup>1</sup> for selected occupations, all workers<sup>2</sup>, private industry and State and local government, Indianapolis, IN, March 1999 — Continued**

Occupation <sup>3</sup>	Private industry						State and local government						
	Mean	Percentiles					Mean	Percentiles					
		10	25	Median 50	75	90		10	25	Median 50	75	90	
<b>Blue-collar occupations</b> (-Continued)													
Machine operators, assemblers, and inspectors (-Continued)													
Miscellaneous machine operators, N.E.C. ....	\$12.15	\$7.25	\$9.78	\$12.16	\$14.83	\$17.84	-	-	-	-	-	-	-
Welders and cutters .....	14.22	10.40	10.58	13.09	17.27	19.60	-	-	-	-	-	-	-
Assemblers .....	11.54	7.98	8.67	10.54	12.46	20.76	-	-	-	-	-	-	-
Production inspectors, checkers and examiners .....	13.50	7.00	10.00	11.22	19.09	21.12	-	-	-	-	-	-	-
Transportation and material moving occupations .....	13.86	8.75	10.85	13.00	17.20	20.92	\$14.51	\$10.76	\$12.87	\$14.86	\$15.77	\$17.48	
Truck drivers .....	14.20	10.94	11.74	13.00	15.99	20.64	-	-	-	-	-	-	-
Bus drivers .....	-	-	-	-	-	-	14.81	10.76	14.86	14.86	15.93	17.48	
Motor transportation occupations, N.E.C. ....	8.03	5.15	6.00	7.25	9.40	12.85	-	-	-	-	-	-	-
Industrial truck and tractor equipment operators .....	13.75	8.35	10.50	13.60	17.20	20.92	-	-	-	-	-	-	-
Miscellaneous material moving equipment operators, N.E.C. ....	13.26	9.40	9.95	12.79	17.20	17.50	-	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers .....	10.67	6.50	7.71	9.66	12.23	18.39	10.67	6.50	7.04	11.78	13.39	14.96	
Supervisors, handlers, equipment cleaners, and laborers, N.E.C. ....	13.41	10.88	11.70	12.00	14.70	21.65	-	-	-	-	-	-	-
Construction laborers .....	14.37	10.59	13.83	13.83	15.42	16.72	-	-	-	-	-	-	-
Production helpers .....	10.59	6.25	6.50	10.40	12.99	15.81	-	-	-	-	-	-	-
Stock handlers and baggers .....	9.68	6.00	6.75	8.95	10.87	14.52	-	-	-	-	-	-	-
Freight, stock, and material handlers, N.E.C. ....	12.48	7.70	8.59	11.88	17.12	20.63	-	-	-	-	-	-	-
Garage and service station related occupations .....	8.28	7.00	7.50	7.50	9.80	10.00	-	-	-	-	-	-	-
Hand packers and packagers .....	10.40	7.24	7.75	9.98	11.35	14.19	-	-	-	-	-	-	-
Laborers except construction, N.E.C. ....	9.87	6.25	7.00	8.75	10.40	18.39	10.07	6.50	6.62	9.00	13.39	14.96	
<b>Service occupations</b> .....	8.06	2.50	6.25	7.50	9.00	12.14	13.03	8.69	9.69	11.85	15.39	19.79	
Protective service occupations .....	10.18	6.56	7.11	8.09	13.33	18.27	15.18	10.44	11.51	14.63	18.75	20.89	
Firefighting occupations .....	-	-	-	-	-	-	14.06	11.85	12.84	14.12	15.15	15.59	
Police and detectives, public service ..	-	-	-	-	-	-	17.81	14.63	15.79	18.75	19.62	20.46	
Guards and police except public service .....	10.10	6.56	7.18	8.09	11.30	17.99	-	-	-	-	-	-	-
Food service occupations .....	6.10	2.13	2.50	6.25	7.97	9.00	8.66	6.78	7.54	8.69	9.35	10.07	
Supervisors, food preparation and service occupations .....	12.93	8.00	8.00	9.00	20.14	23.02	-	-	-	-	-	-	-
Bartenders .....	6.30	5.50	5.50	5.50	7.00	7.95	-	-	-	-	-	-	-
Waiters and waitresses .....	3.07	2.13	2.13	2.18	3.00	5.50	-	-	-	-	-	-	-
Cooks .....	8.33	6.73	7.25	8.00	9.00	10.81	-	-	-	-	-	-	-
Kitchen workers, food preparation .....	7.73	5.50	6.30	7.25	9.00	10.05	-	-	-	-	-	-	-
Food preparation occupations, N.E.C. ....	6.64	5.60	6.18	6.50	7.08	7.50	8.12	6.17	7.53	8.07	9.32	9.91	

See footnotes at end of table.

**Table A-2. Hourly earnings<sup>1</sup> for selected occupations, all workers<sup>2</sup>, private industry and State and local government, Indianapolis, IN, March 1999 — Continued**

Occupation <sup>3</sup>	Private industry						State and local government					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
<b>Service occupations (-Continued)</b>												
Health service occupations .....	\$9.21	\$7.04	\$8.00	\$8.88	\$10.33	\$11.34	—	—	—	—	—	—
Health aides, except nursing .....	10.55	8.49	9.25	10.53	11.50	12.89	—	—	—	—	—	—
Nursing aides, orderlies and attendants .....	8.43	7.00	7.42	8.35	9.21	10.21	—	—	—	—	—	—
Cleaning and building service occupations .....	9.09	6.25	6.69	7.50	9.50	18.20	\$10.96	\$9.27	\$9.61	\$10.51	\$12.05	\$13.07
Maids and housemen .....	7.00	6.00	6.49	6.77	7.50	7.89	—	—	—	—	—	—
Janitors and cleaners .....	9.42	6.00	7.00	7.78	9.99	16.38	11.06	9.28	9.61	10.51	12.25	13.07
Personal service occupations .....	9.74	6.00	6.90	8.00	9.89	17.85	—	—	—	—	—	—
Service occupations, N.E.C. ....	7.62	5.43	6.29	7.50	8.50	10.00	—	—	—	—	—	—

<sup>1</sup> 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.

<sup>2</sup> 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.

<sup>3</sup> 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. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

**Table A-3. Hourly earnings<sup>1</sup> for selected occupations, full-time and part-time workers<sup>2</sup>, all industries, Indianapolis, IN, March 1999**

Occupation <sup>3</sup>	All industries											
	Full-time						Part-time					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
<b>All occupations</b> .....	\$16.71	\$7.96	\$9.88	\$13.95	\$20.93	\$27.68	\$8.81	\$5.25	\$6.15	\$7.38	\$9.69	\$15.78
All occupations excluding sales .....	16.36	8.00	9.95	13.94	20.82	27.02	9.26	4.25	6.00	7.62	10.64	16.77
<b>White-collar occupations</b> .....	20.01	8.94	11.21	16.34	25.00	35.09	10.57	6.24	6.67	8.00	12.72	19.36
White-collar occupations excluding sales .....	19.68	9.15	11.57	16.55	24.72	33.41	13.14	7.25	8.11	10.88	16.28	22.67
Professional specialty and technical occupations .....	24.11	12.90	16.17	22.47	29.23	36.19	17.99	9.00	13.50	16.90	21.83	28.63
Professional specialty occupations .....	26.52	14.69	18.48	24.98	32.00	38.83	19.55	9.00	15.44	19.53	24.00	30.33
Engineers, architects, and surveyors .....	27.70	19.70	22.70	26.80	31.69	35.88	-	-	-	-	-	-
Civil engineers .....	26.85	17.92	26.02	28.01	29.90	35.19	-	-	-	-	-	-
Electrical and electronic engineers .....	26.19	19.26	22.16	26.75	30.37	34.18	-	-	-	-	-	-
Mechanical engineers .....	29.11	20.29	23.85	26.68	32.85	43.32	-	-	-	-	-	-
Engineers, N.E.C. ....	28.31	21.20	22.93	27.04	33.51	35.60	-	-	-	-	-	-
Mathematical and computer scientists .....	27.74	17.83	22.14	25.19	30.05	36.92	-	-	-	-	-	-
Computer systems analysts and scientists .....	24.64	18.28	22.14	23.79	28.46	30.05	-	-	-	-	-	-
Natural scientists .....	-	-	-	-	-	-	-	-	-	-	-	-
Health related occupations .....	20.40	14.71	16.81	20.04	22.68	27.41	21.55	15.78	18.00	20.68	24.00	30.33
Registered nurses .....	19.78	15.07	16.51	18.79	21.92	27.08	19.98	16.28	17.94	19.92	22.52	24.00
Teachers, college and university .....	55.24	23.14	39.08	51.41	65.55	94.80	-	-	-	-	-	-
Teachers, except college and university .....	30.59	17.78	25.92	31.95	35.70	40.04	-	-	-	-	-	-
Elementary school teachers .....	31.23	22.24	26.52	33.41	35.09	37.33	-	-	-	-	-	-
Secondary school teachers .....	29.22	20.07	26.80	30.72	34.25	35.27	-	-	-	-	-	-
Teachers, N.E.C. ....	34.31	23.02	27.03	36.35	40.04	46.49	-	-	-	-	-	-
Librarians, archivists, and curators .....	16.08	10.98	11.53	15.30	18.48	25.09	-	-	-	-	-	-
Social scientists and urban planners .....	25.74	19.77	25.00	25.00	31.64	33.00	-	-	-	-	-	-
Social, recreation, and religious workers .....	14.02	8.17	10.05	13.35	15.46	20.19	-	-	-	-	-	-
Social workers .....	14.14	8.17	10.39	13.44	15.50	20.28	-	-	-	-	-	-
Lawyers and judges .....	-	-	-	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, N.E.C. ....	18.39	8.91	15.31	17.40	21.95	25.42	-	-	-	-	-	-
Technical occupations .....	16.63	10.83	13.00	15.24	19.95	25.01	13.79	11.35	12.69	13.50	15.18	16.56
Clinical laboratory technologists and technicians .....	15.49	11.06	12.80	15.23	18.28	20.18	-	-	-	-	-	-
Licensed practical nurses .....	13.78	11.81	12.78	13.56	14.79	16.13	-	-	-	-	-	-
Health technologists and technicians, N.E.C. ....	12.69	9.02	11.47	13.29	13.58	15.71	-	-	-	-	-	-
Electrical and electronic technicians .....	22.86	15.13	17.76	25.62	26.84	27.46	-	-	-	-	-	-
Engineering technicians, N.E.C. ....	17.75	10.83	12.56	18.28	22.23	24.51	-	-	-	-	-	-
Drafters .....	17.91	11.98	13.44	15.60	22.74	27.80	-	-	-	-	-	-
Computer programmers .....	17.56	13.47	14.52	18.03	19.33	21.12	-	-	-	-	-	-
Technical and related occupations, N.E.C. ....	20.35	13.27	16.59	19.95	23.80	27.80	-	-	-	-	-	-
Executive, administrative, and managerial occupations .....	25.84	14.74	17.77	22.84	30.46	38.94	-	-	-	-	-	-
Executives, administrators, and managers .....	30.31	17.38	21.63	27.50	36.00	45.08	-	-	-	-	-	-
Administrators and officials, public administration .....	17.75	12.27	13.22	18.09	19.64	27.31	-	-	-	-	-	-
Financial managers .....	31.79	17.50	27.53	33.84	35.58	41.96	-	-	-	-	-	-
Personnel and labor relations managers .....	41.01	10.65	20.59	30.96	60.10	76.92	-	-	-	-	-	-
Administrators, education and related fields .....	35.08	29.86	32.16	35.38	36.00	36.44	-	-	-	-	-	-
Managers, medicine and health .....	25.39	18.03	18.03	25.00	28.89	41.23	-	-	-	-	-	-
Managers, food servicing and lodging establishments .....	21.81	12.02	12.59	16.83	20.67	40.68	-	-	-	-	-	-
Managers and administrators, N.E.C. ....	30.29	19.64	23.19	26.83	37.49	45.08	-	-	-	-	-	-
Management related occupations .....	20.03	13.62	15.52	18.90	22.73	27.40	-	-	-	-	-	-
Accountants and auditors .....	21.16	16.61	16.75	21.86	22.72	27.40	-	-	-	-	-	-
Other financial officers .....	22.29	18.01	18.60	21.82	24.62	27.98	-	-	-	-	-	-
Personnel, training, and labor relations specialists .....	18.98	10.51	12.88	16.06	25.12	32.35	-	-	-	-	-	-

See footnotes at end of table.

**Table A-3. Hourly earnings<sup>1</sup> for selected occupations, full-time and part-time workers<sup>2</sup>, all industries, Indianapolis, IN, March 1999  
— Continued**

Occupation <sup>3</sup>	All industries											
	Full-time					Part-time						
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
<b>White-collar occupations</b> (-Continued)												
Executive, administrative, and managerial occupations (-Continued)												
Management related occupations (-Continued)												
Management related occupations, N.E.C.	\$19.07	\$14.08	\$15.52	\$18.90	\$21.63	\$26.00	—	—	—	—	—	—
Sales occupations	22.72	7.15	8.75	14.62	29.09	53.50	\$6.85	\$5.96	\$6.25	\$6.60	\$7.14	\$7.73
Supervisors, sales occupations	31.44	10.50	12.50	26.76	47.00	68.48	—	—	—	—	—	—
Sales occupations, other business services	21.24	8.97	10.57	18.43	24.81	38.49	—	—	—	—	—	—
Sales workers, other commodities	25.43	6.52	9.24	9.81	57.89	58.75	9.07	6.03	6.47	9.81	9.81	11.80
Cashiers	8.42	6.92	7.21	8.23	9.30	10.40	6.61	5.77	6.20	6.52	6.94	7.53
Sales support occupations, N.E.C.	11.44	7.15	7.15	9.77	16.08	16.83	—	—	—	—	—	—
Administrative support occupations, including clerical	12.01	8.26	9.35	11.06	14.06	16.88	9.33	6.75	7.50	8.71	10.58	12.72
Supervisors, general office	15.05	12.79	13.07	14.53	14.69	19.40	—	—	—	—	—	—
Computer operators	16.48	11.40	14.55	18.18	18.31	18.31	—	—	—	—	—	—
Secretaries	13.23	9.24	10.63	13.34	15.38	16.95	—	—	—	—	—	—
Receptionists	10.34	8.11	8.58	11.20	11.72	11.72	—	—	—	—	—	—
Order clerks	12.43	9.40	10.08	11.16	12.29	22.90	—	—	—	—	—	—
Records clerks, N.E.C.	11.87	9.00	9.87	11.00	13.50	16.01	—	—	—	—	—	—
Bookkeepers, accounting and auditing clerks	11.47	8.29	9.62	11.08	13.08	15.25	—	—	—	—	—	—
Payroll and timekeeping clerks	12.48	11.00	11.00	12.07	13.40	14.52	—	—	—	—	—	—
Billing clerks	10.43	8.86	9.70	10.60	10.75	12.13	—	—	—	—	—	—
Dispatchers	12.56	11.03	11.03	12.28	15.00	15.25	—	—	—	—	—	—
Production coordinators	19.44	11.00	13.23	16.54	25.10	29.05	—	—	—	—	—	—
Traffic, shipping and receiving clerks	12.05	9.35	10.35	12.46	13.40	14.20	—	—	—	—	—	—
Investigators and adjusters except insurance	12.12	9.36	10.66	10.88	14.25	14.82	—	—	—	—	—	—
General office clerks	10.93	8.10	9.00	10.00	12.10	16.15	—	—	—	—	—	—
Data entry keyers	11.23	8.17	9.13	11.01	13.99	14.57	—	—	—	—	—	—
Teachers' aides	8.95	7.62	8.00	9.30	9.56	10.62	—	—	—	—	—	—
Administrative support occupations, N.E.C.	12.48	8.50	9.57	11.53	16.21	18.30	—	—	—	—	—	—
<b>Blue-collar occupations</b>	14.72	8.05	10.25	13.32	19.15	22.84	8.45	5.65	6.25	7.50	9.02	12.88
Precision production, craft, and repair occupations	18.63	11.14	14.00	18.10	23.69	24.78	—	—	—	—	—	—
Supervisors, mechanics and repairers	24.63	17.31	17.35	23.54	30.31	34.38	—	—	—	—	—	—
Automobile mechanics	19.45	13.50	16.15	18.10	22.26	25.43	—	—	—	—	—	—
Bus, truck, and stationary engine mechanics	15.06	10.73	12.62	15.35	17.00	18.66	—	—	—	—	—	—
Industrial machinery repairers	20.41	12.65	16.10	24.50	24.60	24.99	—	—	—	—	—	—
Mechanics and repairers, N.E.C.	18.66	12.42	15.18	17.52	24.17	24.50	—	—	—	—	—	—
Supervisors, electricians and power transmission installers	27.15	26.50	26.50	26.50	27.70	27.70	—	—	—	—	—	—
Supervisors, construction trades, N.E.C.	22.37	20.75	20.75	20.75	22.75	26.08	—	—	—	—	—	—
Electricians	21.44	15.87	16.92	24.10	24.10	24.50	—	—	—	—	—	—
Plumbers, pipefitters and steamfitters	22.13	17.55	19.69	24.24	24.28	24.90	—	—	—	—	—	—
Supervisors, production occupations	18.63	13.17	16.49	18.51	21.17	25.48	—	—	—	—	—	—
Machinists	17.04	12.00	13.91	15.19	23.24	23.24	—	—	—	—	—	—
Butchers and meat cutters	12.46	10.80	12.25	13.30	13.33	13.33	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	13.37	8.00	9.53	12.29	17.27	21.12	8.43	7.42	7.50	7.50	8.36	10.83
Grinding, abrading, buffing, and polishing machine operators	14.63	9.00	9.65	13.50	19.18	21.05	—	—	—	—	—	—
Numerical control machine operators	13.39	9.04	11.66	12.95	13.61	19.50	—	—	—	—	—	—
Fabricating machine operators, N.E.C.	11.56	7.96	8.95	10.32	12.46	20.79	—	—	—	—	—	—

See footnotes at end of table.

**Table A-3. Hourly earnings<sup>1</sup> for selected occupations, full-time and part-time workers<sup>2</sup>, all industries, Indianapolis, IN, March 1999  
— Continued**

Occupation <sup>3</sup>	All industries											
	Full-time					Part-time						
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
<b>Blue-collar occupations</b> (-Continued)												
Machine operators, assemblers, and inspectors (-Continued)												
Molding and casting machine operators .....	\$9.97	\$7.02	\$9.06	\$9.11	\$11.66	\$13.54	—	—	—	—	—	—
Printing press operators .....	17.51	12.17	13.49	17.00	22.95	22.95	—	—	—	—	—	—
Packaging and filling machine operators .....	14.63	7.97	12.63	13.26	14.45	22.21	—	—	—	—	—	—
Mixing and blending machine operators .....	11.90	7.50	11.08	12.21	13.90	13.90	—	—	—	—	—	—
Miscellaneous machine operators, N.E.C. ....	12.15	7.25	9.78	12.16	14.83	17.84	—	—	—	—	—	—
Welders and cutters .....	14.22	10.40	10.58	13.09	17.27	19.60	—	—	—	—	—	—
Assemblers .....	11.57	7.98	8.67	10.54	12.46	20.76	—	—	—	—	—	—
Production inspectors, checkers and examiners .....	13.50	7.00	10.00	11.22	19.09	21.12	—	—	—	—	—	—
Transportation and material moving occupations .....	14.28	9.40	11.50	13.40	17.20	20.92	\$9.35	\$5.15	\$6.00	\$8.65	\$10.85	\$15.77
Truck drivers .....	14.16	10.94	11.75	13.00	15.99	20.43	—	—	—	—	—	—
Industrial truck and tractor equipment operators .....	13.96	8.35	10.60	13.97	17.20	20.92	—	—	—	—	—	—
Miscellaneous material moving equipment operators, N.E.C. ....	13.48	9.40	9.99	12.86	17.33	17.50	—	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers .....	11.10	7.00	8.00	10.00	12.45	18.56	8.01	5.75	6.25	7.12	8.93	10.13
Supervisors, handlers, equipment cleaners, and laborers, N.E.C. ....	13.41	10.88	11.70	12.00	14.70	21.65	—	—	—	—	—	—
Construction laborers .....	14.37	10.59	13.83	13.83	15.42	16.72	—	—	—	—	—	—
Production helpers .....	10.86	6.25	6.50	11.40	14.97	15.81	—	—	—	—	—	—
Stock handlers and baggers .....	11.10	7.25	8.88	9.70	12.22	19.15	6.58	5.50	6.00	6.50	7.12	7.55
Freight, stock, and material handlers, N.E.C. ....	12.77	7.00	8.30	11.88	17.20	20.63	—	—	—	—	—	—
Garage and service station related occupations .....	8.28	7.00	7.50	7.50	9.80	10.00	—	—	—	—	—	—
Hand packers and packagers .....	10.42	7.24	7.75	9.98	11.35	14.19	—	—	—	—	—	—
Laborers except construction, N.E.C. ....	10.07	6.50	7.00	9.10	11.53	15.12	7.30	5.50	6.00	7.50	8.38	8.50
<b>Service occupations</b> .....	10.08	6.17	7.25	9.00	12.01	17.46	6.68	2.13	5.15	6.25	7.75	10.00
Protective service occupations .....	14.07	7.93	10.51	14.12	17.99	20.59	8.54	5.44	5.92	7.49	9.10	15.00
Firefighting occupations .....	14.06	11.85	12.84	14.12	15.15	15.59	—	—	—	—	—	—
Police and detectives, public service ..	17.81	14.63	15.79	18.75	19.62	20.46	—	—	—	—	—	—
Guards and police except public service .....	10.23	7.08	7.18	8.20	11.38	17.99	—	—	—	—	—	—
Food service occupations .....	7.08	2.13	5.00	7.25	8.55	10.22	4.60	2.13	2.13	5.25	6.25	7.34
Supervisors, food preparation and service occupations .....	12.93	8.00	8.00	11.61	15.75	23.02	—	—	—	—	—	—
Waiters and waitresses .....	3.16	2.13	2.13	2.50	3.35	5.15	2.94	2.13	2.13	2.13	2.46	7.34
Cooks .....	8.37	6.80	7.38	8.00	9.00	10.65	—	—	—	—	—	—
Kitchen workers, food preparation .....	8.58	7.25	7.38	9.00	9.00	10.05	—	—	—	—	—	—
Food preparation occupations, N.E.C. ....	7.18	6.11	6.25	6.87	7.66	8.82	6.78	5.60	5.60	6.50	7.50	8.01

See footnotes at end of table.

**Table A-3. Hourly earnings<sup>1</sup> for selected occupations, full-time and part-time workers<sup>2</sup>, all industries, Indianapolis, IN, March 1999  
— Continued**

Occupation <sup>3</sup>	All industries											
	Full-time						Part-time					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
<b>Service occupations (-Continued)</b>												
Health service occupations .....	\$9.26	\$7.04	\$8.12	\$9.05	\$10.21	\$11.30	\$9.08	\$7.32	\$7.82	\$8.65	\$10.75	\$10.75
Health aides, except nursing .....	10.37	8.49	9.26	10.00	11.30	12.89	—	—	—	—	—	—
Nursing aides, orderlies and attendants .....	8.34	7.00	7.41	8.24	9.12	10.09	8.91	7.34	7.82	8.65	10.33	10.75
Cleaning and building service occupations .....	9.86	6.50	7.00	8.75	10.91	16.38	6.70	5.50	5.82	6.75	7.50	7.50
Maids and housemen .....	7.03	6.49	6.49	6.75	7.41	7.96	7.07	5.50	5.80	7.50	7.50	8.30
Janitors and cleaners .....	10.24	6.62	7.50	9.50	11.10	15.92	—	—	—	—	—	—
Personal service occupations .....	9.39	6.88	7.50	8.70	9.83	14.87	10.53	5.43	6.00	7.50	10.00	22.13
Service occupations, N.E.C. ....	9.07	6.29	7.50	8.00	9.25	14.87	6.91	5.43	5.43	6.60	7.95	10.00

<sup>1</sup> 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.

<sup>2</sup> 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.

<sup>3</sup> 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."

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

**Table A-4. Weekly and annual earnings<sup>1</sup> and hours for selected occupations, full-time workers only<sup>2</sup>, all industries, Indianapolis, IN, March 1999**

Occupation <sup>3</sup>	All industries					
	Mean weekly hours <sup>4</sup>	Weekly earnings		Mean annual hours	Annual earnings	
		Mean	Median		Mean	Median
<b>All occupations</b> .....	39.7	\$663	\$554	2,019	\$33,733	\$28,683
All occupations excluding sales .....	39.7	649	553	2,015	32,960	28,662
<b>White-collar occupations</b> .....	39.4	790	650	1,975	39,527	33,327
White-collar occupations excluding sales .....	39.4	774	660	1,962	38,597	33,592
Professional specialty and technical occupations .....	38.9	938	877	1,858	44,795	41,496
Professional specialty occupations .....	38.6	1,024	975	1,798	47,684	44,123
Engineers, architects, and surveyors .....	39.9	1,107	1,071	2,077	57,529	55,682
Civil engineers .....	39.7	1,066	1,120	2,064	55,418	58,261
Electrical and electronic engineers .....	40.0	1,048	1,070	2,080	54,476	55,640
Mechanical engineers .....	40.0	1,164	1,067	2,080	60,553	55,494
Engineers, N.E.C. ....	40.0	1,132	1,082	2,080	58,890	56,243
Mathematical and computer scientists .....	39.1	1,083	1,008	2,031	56,324	52,395
Computer systems analysts and scientists .....	39.5	973	932	2,054	50,610	48,464
Natural scientists .....	-	-	-	-	-	-
Health related occupations .....	39.4	804	782	2,034	41,501	40,474
Registered nurses .....	39.1	774	743	2,010	39,764	38,462
Teachers, college and university .....	39.0	2,155	2,014	1,813	100,136	98,253
Teachers, except college and university .....	36.0	1,102	1,128	1,364	41,733	41,495
Elementary school teachers .....	36.5	1,139	1,128	1,353	42,242	41,495
Secondary school teachers .....	38.8	1,134	1,198	1,452	42,414	44,331
Teachers, N.E.C. ....	33.7	1,155	1,172	1,266	43,426	43,382
Librarians, archivists, and curators .....	40.0	643	612	2,080	33,445	31,824
Social scientists and urban planners .....	39.2	1,008	1,000	2,037	52,432	52,000
Social, recreation, and religious workers .....	39.5	554	534	2,005	28,111	27,768
Social workers .....	39.5	559	534	2,006	28,354	27,897
Lawyers and judges .....	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, N.E.C. ....	39.2	720	692	2,037	37,450	35,979
Technical occupations .....	39.8	663	605	2,072	34,457	31,467
Clinical laboratory technologists and technicians .....	39.5	611	606	2,052	31,792	31,526
Licensed practical nurses .....	39.3	542	542	2,046	28,182	28,205
Health technologists and technicians, N.E.C. ....	40.2	510	519	2,088	26,497	27,008
Electrical and electronic technicians .....	40.0	914	1,025	2,080	47,553	53,290
Engineering technicians, N.E.C. ....	40.0	710	731	2,080	36,911	38,013
Drafters .....	40.0	716	624	2,080	37,243	32,448
Computer programmers .....	40.0	702	721	2,080	36,522	37,502
Technical and related occupations, N.E.C. ....	40.0	814	798	2,080	42,327	41,496
Executive, administrative, and managerial occupations ...	39.9	1,030	914	2,055	53,107	47,341
Executives, administrators, and managers .....	39.8	1,205	1,096	2,049	62,090	56,602
Administrators and officials, public administration .....	39.8	707	692	2,072	36,780	36,005
Financial managers .....	40.0	1,272	1,354	2,081	66,170	70,387
Personnel and labor relations managers .....	39.5	1,620	1,238	2,054	84,235	64,397
Administrators, education and related fields .....	38.6	1,356	1,286	1,884	66,083	59,438
Managers, medicine and health .....	38.9	989	950	2,025	51,434	49,374
Managers, food servicing and lodging establishments .....	38.7	844	673	1,802	39,302	35,006
Managers and administrators, N.E.C. ....	40.1	1,214	1,100	2,083	63,093	57,200
Management related occupations .....	40.0	802	756	2,064	41,345	39,312
Accountants and auditors .....	40.4	856	874	2,015	42,625	45,469
Other financial officers .....	39.7	885	873	2,066	46,034	45,386
Personnel, training, and labor relations specialists .....	40.0	759	642	2,080	39,469	33,405
Management related occupations, N.E.C. ....	39.9	761	756	2,075	39,565	39,291
Sales occupations .....	40.2	913	564	2,089	47,473	29,307
Supervisors, sales occupations .....	40.6	1,277	1,070	2,111	66,378	55,661
Sales occupations, other business services .....	39.2	833	704	2,040	43,341	36,582
Sales workers, other commodities .....	40.0	1,016	392	2,078	52,830	20,405
Cashiers .....	37.6	317	295	1,955	16,460	15,329
Sales support occupations, N.E.C. ....	40.7	466	361	2,119	24,239	18,781
Administrative support occupations, including clerical ....	39.5	475	440	2,016	24,216	22,880
Supervisors, general office .....	39.6	596	570	2,058	30,974	29,617
Computer operators .....	39.0	643	687	2,028	33,432	35,705
Secretaries .....	39.6	524	530	2,041	26,997	27,518
Receptionists .....	40.0	413	448	2,079	21,497	23,296
Order clerks .....	40.0	497	446	2,080	25,846	23,216

See footnotes at end of table.



**Table A-4. Weekly and annual earnings<sup>1</sup> and hours for selected occupations, full-time workers only<sup>2</sup>, all industries, Indianapolis, IN, March 1999 — Continued**

Occupation <sup>3</sup>	All industries					
	Mean weekly hours <sup>4</sup>	Weekly earnings		Mean annual hours	Annual earnings	
		Mean	Median		Mean	Median
<b>White-collar occupations (-Continued)</b>						
Administrative support occupations, including clerical (-Continued)						
Records clerks, N.E.C. ....	39.5	\$468	\$440	2,052	\$24,362	\$22,880
Bookkeepers, accounting and auditing clerks .....	39.9	458	442	2,075	23,809	22,963
Payroll and timekeeping clerks .....	40.0	499	483	2,080	25,964	25,096
Billing clerks .....	40.0	417	424	2,080	21,702	22,048
Dispatchers .....	40.0	502	491	2,080	26,122	25,540
Production coordinators .....	40.0	777	662	2,080	40,430	34,409
Traffic, shipping and receiving clerks .....	40.0	482	498	2,074	24,997	25,418
Investigators and adjusters except insurance .....	40.0	485	435	2,080	25,215	22,630
General office clerks .....	39.7	434	400	2,050	22,410	20,800
Data entry keyers .....	40.0	449	440	2,080	23,365	22,901
Teachers' aides .....	33.9	304	296	1,241	11,113	11,104
Administrative support occupations, N.E.C. ....	38.7	483	435	2,014	25,128	22,605
<b>Blue-collar occupations</b>						
Precision production, craft, and repair occupations .....	40.1	590	530	2,079	30,605	27,318
Supervisors, mechanics and repairers .....	40.2	750	735	2,093	38,990	38,210
Automobile mechanics .....	40.0	985	942	2,080	51,235	48,966
Bus, truck, and stationary engine mechanics .....	41.2	802	810	2,145	41,720	42,102
Industrial machinery repairers .....	40.0	602	614	2,080	31,323	31,928
Mechanics and repairers, N.E.C. ....	40.0	816	980	2,080	42,448	50,960
Supervisors, electricians and power transmission installers .....	40.0	746	701	2,080	38,816	36,442
Supervisors, construction trades, N.E.C. ....	40.0	1,086	1,060	2,080	56,469	55,120
Electricians .....	44.4	993	1,038	2,309	51,647	53,950
Plumbers, pipefitters and steamfitters .....	40.0	857	964	2,080	44,586	50,128
Supervisors, production occupations .....	40.0	885	970	2,080	46,028	50,419
Machinists .....	40.4	752	740	2,099	39,114	38,501
Butchers and meat cutters .....	40.0	681	608	2,080	35,435	31,595
Machine operators, assemblers, and inspectors .....	39.9	497	532	2,075	25,853	27,664
Grinding, abrading, buffing, and polishing machine operators .....	40.0	534	491	2,078	27,777	25,418
Numerical control machine operators .....	40.0	585	540	2,080	30,431	28,080
Fabricating machine operators, N.E.C. ....	40.0	536	518	2,080	27,857	26,936
Molding and casting machine operators .....	40.0	462	413	2,077	24,013	21,466
Printing press operators .....	39.6	395	364	2,059	20,519	18,949
Packaging and filling machine operators .....	39.9	699	680	2,076	36,349	35,360
Mixing and blending machine operators .....	40.0	585	530	2,080	30,435	27,581
Miscellaneous machine operators, N.E.C. ....	40.0	476	488	2,080	24,750	25,397
Welders and cutters .....	40.0	486	486	2,080	25,272	25,283
Assemblers .....	40.3	573	550	2,094	29,782	28,600
Production inspectors, checkers and examiners ..	40.0	463	422	2,078	24,036	21,923
Transportation and material moving occupations .....	40.0	540	449	2,080	28,087	23,338
Truck drivers .....	40.3	576	520	2,078	29,679	27,040
Industrial truck and tractor equipment operators ..	41.6	590	520	2,165	30,668	27,040
Miscellaneous material moving equipment operators, N.E.C. ....	39.0	545	494	2,028	28,319	25,698
Handlers, equipment cleaners, helpers, and laborers .....	40.0	539	514	2,067	27,867	26,998
Supervisors, handlers, equipment cleaners, and laborers, N.E.C. ....	39.8	442	400	2,061	22,874	20,800
Construction laborers .....	40.0	536	480	2,080	27,893	24,960
Production helpers .....	40.0	575	553	1,910	27,452	23,788
Stock handlers and baggers .....	40.0	434	456	2,080	22,585	23,712
Freight, stock, and material handlers, N.E.C. ....	39.4	438	387	2,049	22,754	20,114
Garage and service station related occupations ..	39.8	508	475	2,071	26,439	24,710
Hand packers and packagers .....	40.0	331	300	2,080	17,226	15,600
Laborers except construction, N.E.C. ....	40.0	417	399	2,078	21,658	20,758
Food service occupations .....	40.0	403	364	2,079	20,935	18,928
<b>Service occupations</b>						
Protective service occupations .....	39.5	398	348	2,027	20,425	17,680
Firefighting occupations .....	41.7	587	585	2,170	30,525	30,430
Police and detectives, public service .....	53.0	745	748	2,756	38,757	38,915
Guards and police except public service .....	40.0	713	750	2,080	37,053	39,000
Food service occupations .....	39.8	407	328	2,068	21,151	17,059
Food service occupations .....	37.7	267	271	1,903	13,467	13,777

See footnotes at end of table.

**Table A-4. Weekly and annual earnings<sup>1</sup> and hours for selected occupations, full-time workers only<sup>2</sup>, all industries, Indianapolis, IN, March 1999 — Continued**

Occupation <sup>3</sup>	All industries					
	Mean weekly hours <sup>4</sup>	Weekly earnings		Mean annual hours	Annual earnings	
		Mean	Median		Mean	Median
<b>Service occupations (-Continued)</b>						
Food service occupations (-Continued)						
Supervisors, food preparation and service occupations .....	38.2	\$494	\$464	1,890	\$24,437	\$18,720
Waiters and waitresses .....	38.0	120	90	1,974	6,237	4,680
Cooks .....	38.3	321	320	1,973	16,522	16,640
Kitchen workers, food preparation .....	38.0	326	338	1,977	16,960	17,550
Food preparation occupations, N.E.C. ....	36.1	259	250	1,672	12,005	12,480
Health service occupations .....	39.1	362	352	2,032	18,803	18,285
Health aides, except nursing .....	39.6	411	398	2,058	21,349	20,675
Nursing aides, orderlies and attendants .....	38.7	322	326	2,011	16,764	16,952
Cleaning and building service occupations .....	39.8	393	350	2,070	20,419	18,200
Maids and housemen .....	39.5	278	268	2,053	14,437	13,915
Janitors and cleaners .....	39.9	409	380	2,074	21,245	19,760
Personal service occupations .....	38.3	360	334	1,898	17,825	17,137
Service occupations, N.E.C. ....	37.3	338	298	1,824	16,546	15,600

<sup>1</sup> 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.

<sup>2</sup> 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.

<sup>3</sup> 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.

<sup>4</sup> 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."

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

**Table B-1. Mean hourly earnings<sup>1</sup> by occupational group and levels<sup>2</sup>, all industries, private industry, State and local government, full-time and part-time workers, Indianapolis, IN, March 1999**

Occupational group <sup>3</sup> and level	All workers <sup>4</sup>			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
<b>All occupations</b> .....	\$16.05	\$15.77	\$17.66	\$16.71	\$8.81
All occupations excluding sales .....	15.84	15.50	17.68	16.36	9.26
<b>White-collar occupations</b> .....	19.29	19.00	20.63	20.01	10.57
Level 1 .....	8.08	7.75	8.63	9.43	7.09
Level 2 .....	8.82	8.92	8.11	9.06	8.05
Level 3 .....	9.42	9.44	9.30	9.89	7.50
Level 4 .....	12.88	13.07	10.96	12.99	10.86
Level 5 .....	14.53	15.06	12.01	14.64	11.13
Level 6 .....	13.97	14.19	12.51	14.04	11.16
Level 7 .....	16.80	17.41	15.19	16.93	14.48
Level 8 .....	20.68	20.57	21.46	20.70	—
Level 9 .....	26.33	24.07	29.62	26.57	21.61
Level 10 .....	37.65	37.96	—	37.84	—
Level 11 .....	30.11	29.91	—	30.10	—
Level 12 .....	35.67	35.54	—	35.67	—
Level 13 .....	50.55	52.03	—	50.55	—
Not able to be leveled .....	23.37	23.36	—	24.18	—
White-collar occupations excluding sales .....	19.33	18.98	20.70	19.68	13.14
Level 1 .....	8.74	9.05	8.63	9.35	7.58
Level 2 .....	9.09	9.24	8.11	9.10	9.01
Level 3 .....	10.11	10.22	9.46	10.28	8.58
Level 4 .....	11.71	11.80	10.96	11.68	12.24
Level 5 .....	13.54	13.90	12.01	13.62	11.28
Level 6 .....	13.92	14.15	12.51	14.00	11.16
Level 7 .....	16.79	17.46	15.19	16.93	14.48
Level 8 .....	20.08	19.86	21.52	20.10	—
Level 9 .....	25.83	22.99	29.62	26.06	21.61
Level 10 .....	26.94	26.92	—	27.01	—
Level 11 .....	30.29	30.11	—	30.29	—
Level 12 .....	35.35	35.20	—	35.35	—
Level 13 .....	50.55	52.03	—	50.55	—
Not able to be leveled .....	24.18	24.18	—	24.18	—
Professional specialty and technical occupations .....	23.75	23.15	25.06	24.11	17.99
Professional specialty occupations .....	26.12	25.63	26.98	26.52	19.55
Level 5 .....	12.58	13.76	11.67	13.44	9.69
Level 6 .....	13.45	13.50	—	13.74	—
Level 7 .....	16.85	17.64	15.70	17.04	—
Level 8 .....	20.05	19.28	—	20.09	—
Level 9 .....	26.88	22.14	30.36	27.31	21.61
Level 10 .....	27.49	27.49	—	27.65	—
Level 11 .....	28.72	28.70	—	28.64	—
Level 12 .....	35.01	35.01	—	35.01	—
Not able to be leveled .....	35.68	36.84	—	35.68	—
Engineers, architects, and surveyors .....	27.70	27.78	—	27.70	—
Level 7 .....	20.71	—	—	20.71	—
Level 8 .....	20.38	20.38	—	20.38	—
Level 9 .....	26.61	26.08	—	26.61	—
Level 11 .....	29.21	29.41	—	29.21	—
Level 12 .....	34.89	34.89	—	34.89	—
Mathematical and computer scientists .....	27.74	27.74	—	27.74	—
Level 9 .....	24.41	24.41	—	24.41	—
Level 11 .....	29.85	29.85	—	29.85	—
Natural scientists .....	—	—	—	—	—
Health related occupations .....	20.61	20.94	19.09	20.40	21.55
Level 8 .....	18.16	18.27	—	18.08	—
Level 9 .....	20.10	20.59	18.29	19.87	20.94
Level 11 .....	27.89	27.19	—	27.19	—
Teachers, college and university .....	55.07	55.07	—	55.24	—
Level 9 .....	18.97	18.97	—	—	—
Teachers, except college and university .....	30.26	24.71	30.52	30.59	—
Level 9 .....	32.32	—	32.41	32.31	—
Librarians, archivists, and curators .....	16.08	—	—	16.08	—
Social scientists and urban planners .....	25.68	25.68	—	25.74	—

See footnotes at end of table.

**Table B-1. Mean hourly earnings<sup>1</sup> by occupational group and levels<sup>2</sup>, all industries, private industry, State and local government, full-time and part-time workers, Indianapolis, IN, March 1999 — Continued**

Occupational group <sup>3</sup> and level	All workers <sup>4</sup>			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
<b>White-collar occupations</b> (-Continued)					
Social, religious, and recreation workers .....	\$13.75	\$11.89	\$15.95	\$14.02	—
Level 6 .....	9.85	—	—	9.96	—
Lawyers and judges .....	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, N.E.C. ....	18.24	18.12	—	18.39	—
Technical occupations .....	16.44	17.29	12.18	16.63	\$13.79
Level 3 .....	9.60	—	—	—	—
Level 4 .....	13.34	—	—	13.68	—
Level 5 .....	13.25	14.56	—	13.25	—
Level 6 .....	13.63	14.09	—	13.67	12.97
Level 7 .....	17.04	17.23	—	17.44	14.84
Level 8 .....	20.18	20.30	—	20.18	—
Level 9 .....	24.81	24.81	—	24.81	—
Executive, administrative, and managerial occupations ...	25.81	26.65	21.31	25.84	—
Level 5 .....	14.81	15.54	—	14.88	—
Level 6 .....	13.41	14.34	—	13.41	—
Level 7 .....	16.52	17.74	—	16.52	—
Level 8 .....	19.43	19.50	—	19.43	—
Level 9 .....	23.62	23.88	22.17	23.62	—
Level 10 .....	26.95	26.90	—	26.95	—
Level 11 .....	31.51	31.25	—	31.51	—
Level 12 .....	35.63	35.36	—	35.63	—
Level 13 .....	52.25	54.70	—	52.25	—
Executives, administrators, and managers .....	30.23	30.97	26.31	30.31	—
Level 7 .....	15.49	—	—	15.49	—
Level 8 .....	22.16	22.16	—	22.16	—
Level 9 .....	25.28	25.72	23.63	25.28	—
Level 10 .....	27.55	27.60	—	27.55	—
Level 11 .....	31.40	31.05	—	31.40	—
Level 12 .....	35.84	35.57	—	35.84	—
Level 13 .....	52.25	54.70	—	52.25	—
Management related occupations .....	20.03	21.03	14.62	20.03	—
Level 6 .....	13.51	14.62	—	13.51	—
Level 7 .....	16.98	18.15	—	16.98	—
Level 8 .....	18.30	18.38	—	18.30	—
Level 9 .....	22.01	22.32	—	22.01	—
Level 11 .....	31.88	31.88	—	31.88	—
Sales occupations .....	18.99	19.07	—	22.72	6.85
Level 1 .....	7.38	7.38	—	—	—
Level 2 .....	7.10	7.10	—	—	6.48
Level 3 .....	7.78	7.80	—	8.43	6.90
Level 4 .....	17.26	17.26	—	17.92	—
Level 5 .....	23.63	23.63	—	24.05	—
Level 6 .....	14.62	14.62	—	14.62	—
Level 8 .....	24.16	24.32	—	24.16	—
Level 9 .....	35.79	35.79	—	35.79	—
Administrative support occupations, including clerical ....	11.82	12.04	10.31	12.01	9.33
Level 1 .....	8.74	9.05	8.63	9.35	7.58
Level 2 .....	9.09	9.24	8.11	9.10	9.01
Level 3 .....	10.13	10.25	9.47	10.30	8.60
Level 4 .....	11.70	11.81	10.69	11.67	12.35
Level 5 .....	13.58	13.55	13.87	13.57	—
Level 6 .....	14.38	14.37	—	14.38	—
Level 7 .....	16.81	17.31	15.44	16.81	—
Level 8 .....	22.65	22.65	—	22.65	—
Not able to be leveled .....	13.69	13.69	—	13.69	—
<b>Blue-collar occupations</b> .....	14.41	14.43	13.82	14.72	8.45
Level 1 .....	7.39	7.40	—	7.56	7.05
Level 2 .....	9.81	9.81	—	9.88	8.58
Level 3 .....	14.22	14.29	12.29	14.29	12.28
Level 4 .....	13.31	13.33	13.11	13.28	—
Level 5 .....	14.03	14.03	—	14.03	—

See footnotes at end of table.

**Table B-1. Mean hourly earnings<sup>1</sup> by occupational group and levels<sup>2</sup>, all industries, private industry, State and local government, full-time and part-time workers, Indianapolis, IN, March 1999 — Continued**

Occupational group <sup>3</sup> and level	All workers <sup>4</sup>			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
<b>Blue-collar occupations (-Continued)</b>					
Level 6 .....	\$17.12	\$17.52	—	\$17.12	—
Level 7 .....	20.59	20.63	\$18.76	20.63	—
Level 8 .....	22.12	22.12	—	22.12	—
Level 9 .....	24.54	24.69	—	24.54	—
Precision production, craft, and repair occupations .....	18.60	18.90	14.43	18.63	—
Level 3 .....	12.56	12.57	—	12.71	—
Level 4 .....	11.50	12.13	—	11.50	—
Level 5 .....	13.55	13.58	—	13.55	—
Level 6 .....	16.66	17.40	—	16.66	—
Level 7 .....	20.69	20.74	18.76	20.73	—
Level 8 .....	22.06	22.06	—	22.06	—
Level 9 .....	25.65	25.89	—	25.65	—
Machine operators, assemblers, and inspectors .....	13.30	13.29	—	13.37	\$8.43
Level 1 .....	7.52	7.52	—	7.35	—
Level 2 .....	9.67	9.67	—	9.72	—
Level 3 .....	15.38	15.38	—	15.42	—
Level 4 .....	13.58	13.58	—	13.58	—
Level 5 .....	13.56	13.52	—	13.56	—
Level 6 .....	17.18	17.18	—	17.18	—
Level 7 .....	20.35	20.35	—	20.35	—
Transportation and material moving occupations .....	13.92	13.86	14.51	14.28	9.35
Level 1 .....	5.73	5.73	—	—	5.73
Level 2 .....	10.55	10.49	—	10.57	—
Level 3 .....	13.79	13.90	—	14.23	—
Level 4 .....	13.71	13.46	14.73	13.65	—
Level 5 .....	15.81	15.75	—	15.81	—
Handlers, equipment cleaners, helpers, and laborers .....	10.67	10.67	10.67	11.10	8.01
Level 1 .....	7.46	7.48	—	7.64	7.13
Level 2 .....	9.55	9.58	—	9.72	7.76
Level 3 .....	13.10	13.14	—	12.96	—
Level 4 .....	13.20	13.21	—	13.19	—
Level 5 .....	13.27	13.38	—	13.27	—
<b>Service occupations</b>					
Level 1 .....	9.46	8.06	13.03	10.08	6.68
Level 2 .....	6.56	6.07	9.34	7.23	5.51
Level 3 .....	6.86	6.54	9.60	7.30	5.10
Level 4 .....	7.93	7.61	9.89	8.34	6.52
Level 5 .....	10.67	10.74	10.48	10.84	8.30
Level 6 .....	10.78	10.29	11.10	10.73	—
Level 7 .....	15.17	—	15.12	15.21	—
Level 8 .....	16.98	—	15.80	15.92	—
Level 8 .....	18.43	—	—	18.43	—
Protective service occupations .....	13.87	10.18	15.18	14.07	8.54
Level 3 .....	8.06	—	—	—	—
Level 4 .....	14.63	—	—	—	—
Level 6 .....	15.09	—	15.18	15.14	—
Level 7 .....	15.92	—	15.80	15.92	—
Food service occupations .....	6.34	6.10	8.66	7.08	4.60
Level 1 .....	5.60	5.30	—	6.21	5.11
Level 2 .....	4.85	4.57	—	5.21	3.65
Level 3 .....	6.61	6.45	—	7.56	4.85
Level 4 .....	9.08	9.20	—	9.23	—
Health service occupations .....	9.23	9.21	—	9.26	9.08
Level 2 .....	9.22	—	—	—	—
Level 3 .....	8.37	8.31	—	8.35	8.47
Level 4 .....	10.31	—	—	10.36	—
Cleaning and building service occupations .....	9.53	9.09	10.96	9.86	6.70
Level 1 .....	7.65	6.96	—	8.00	6.43
Level 2 .....	9.87	9.92	—	10.11	—
Level 3 .....	9.35	8.54	—	9.47	—
Level 4 .....	10.33	—	—	10.33	—
Personal service occupations .....	9.80	9.74	—	9.39	10.53
Level 1 .....	6.65	6.65	—	—	—

See footnotes at end of table.

**Table B-1. Mean hourly earnings<sup>1</sup> by occupational group and levels<sup>2</sup>, all industries, private industry, State and local government, full-time and part-time workers, Indianapolis, IN, March 1999 — Continued**

Occupational group <sup>3</sup> and level	All workers <sup>4</sup>			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
<b>Service occupations (-Continued)</b>					
Personal service occupations (-Continued)					
Level 2 .....	\$7.73	\$7.26	—	—	—

<sup>1</sup> 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.

<sup>2</sup> 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.

<sup>3</sup> 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.

<sup>4</sup> 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. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

**Table B-2. Mean hourly earnings<sup>1</sup> for selected occupations and levels<sup>2</sup>, all industries, private industry, State and local government, full-time and part-time workers, Indianapolis, IN, March 1999**

Occupation <sup>3</sup> and level	All workers <sup>4</sup>			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
<b>White-collar occupations:</b>					
Professional specialty and technical occupations:					
Professional specialty occupations:					
Civil engineers .....	\$26.85	—	—	\$26.85	—
Electrical and electronic engineers .....	26.19	\$26.19	—	26.19	—
Mechanical engineers .....	29.11	29.11	—	29.11	—
Engineers, N.E.C. ....	28.31	28.31	—	28.31	—
Computer systems analysts and scientists .....	24.64	24.64	—	24.64	—
Level 9 .....	24.71	24.71	—	24.71	—
Registered nurses .....	19.82	20.33	\$17.99	19.78	\$19.98
Level 8 .....	18.39	18.39	—	—	—
Level 9 .....	19.24	19.69	18.36	18.96	19.90
Physical therapists .....	23.96	—	—	—	—
Elementary school teachers .....	31.23	—	31.44	31.23	—
Level 9 .....	31.16	—	31.30	31.16	—
Secondary school teachers .....	29.28	—	29.34	29.22	—
Level 9 .....	29.34	—	29.34	—	—
Teachers, N.E.C. ....	34.30	—	35.14	34.31	—
Level 9 .....	35.50	—	—	—	—
Psychologists .....	25.47	25.47	—	—	—
Social workers .....	13.92	12.00	16.25	14.14	—
Level 6 .....	9.89	—	—	—	—
Technical occupations:					
Clinical laboratory technologists and technicians .....	15.56	15.56	—	15.49	—
Licensed practical nurses .....	13.92	13.92	—	13.78	—
Level 6 .....	13.24	13.25	—	13.25	—
Level 7 .....	14.30	14.30	—	14.18	—
Health technologists and technicians, N.E.C. ....	12.65	12.95	—	12.69	—
Electrical and electronic technicians .....	22.86	22.86	—	22.86	—
Engineering technicians, N.E.C. ....	17.75	—	—	17.75	—
Drafters .....	17.35	17.35	—	17.91	—
Computer programmers .....	17.56	17.56	—	17.56	—
Technical and related occupations, N.E.C. ....	20.35	20.35	—	20.35	—
Executive, administrative, and managerial occupations:					
Administrators and officials, public administration .....	17.75	—	17.75	17.75	—
Financial managers .....	31.79	31.79	—	31.79	—
Personnel and labor relations managers .....	41.01	41.01	—	41.01	—
Administrators, education and related fields .....	35.08	41.11	—	35.08	—
Managers, medicine and health .....	25.37	25.80	—	25.39	—
Managers, food servicing and lodging establishments .....	21.81	—	—	21.81	—
Managers and administrators, N.E.C. ....	30.29	29.55	—	30.29	—
Level 9 .....	31.33	31.33	—	31.33	—
Level 11 .....	26.10	26.10	—	26.10	—
Level 12 .....	34.13	33.59	—	34.13	—
Accountants and auditors .....	21.16	21.16	—	21.16	—
Level 9 .....	23.06	23.06	—	23.06	—
Other financial officers .....	22.29	22.29	—	22.29	—
Personnel, training, and labor relations specialists .....	18.98	25.01	—	18.98	—
Management related occupations, N.E.C. ....	19.07	19.09	—	19.07	—
Level 6 .....	14.62	14.62	—	14.62	—
Level 7 .....	16.66	16.66	—	16.66	—
Level 8 .....	20.78	20.78	—	20.78	—
Level 9 .....	21.89	—	—	21.89	—
Sales occupations:					
Supervisors, sales occupations .....	30.50	30.50	—	31.44	—
Sales occupations, other business services .....	21.24	21.27	—	21.24	—
Sales workers, other commodities .....	22.25	22.25	—	25.43	9.07
Cashiers .....	7.31	7.32	—	8.42	6.61
Level 2 .....	7.08	7.08	—	—	6.33
Level 3 .....	7.32	7.33	—	8.18	6.73
Sales support occupations, N.E.C. ....	11.01	11.01	—	11.44	—
Administrative support occupations, including clerical:					
Supervisors, general office .....	15.05	15.23	—	15.05	—

See footnotes at end of table.

**Table B-2. Mean hourly earnings<sup>1</sup> for selected occupations and levels<sup>2</sup>, all industries, private industry, State and local government, full-time and part-time workers, Indianapolis, IN, March 1999 — Continued**

Occupation <sup>3</sup> and level	All workers <sup>4</sup>			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
<b>White-collar occupations: (-Continued)</b>					
Administrative support occupations, including clerical: (-Continued)					
Computer operators .....	\$16.48	\$16.48	—	\$16.48	—
Secretaries .....	13.21	13.66	\$11.45	13.23	—
Level 4 .....	11.35	11.89	—	11.37	—
Level 5 .....	14.71	14.75	—	14.71	—
Transportation ticket and reservation agents .....	13.10	13.10	—	—	—
Receptionists .....	10.25	10.25	—	10.34	—
Level 3 .....	9.20	9.20	—	9.05	—
Order clerks .....	12.43	—	—	12.43	—
Library clerks .....	12.52	—	—	—	—
Records clerks, N.E.C. ....	11.87	11.78	—	11.87	—
Level 3 .....	9.96	—	—	9.96	—
Bookkeepers, accounting and auditing clerks .....	11.52	11.49	—	11.47	—
Level 3 .....	10.34	10.34	—	10.34	—
Level 4 .....	10.00	10.00	—	10.00	—
Level 5 .....	14.24	14.35	—	14.27	—
Payroll and timekeeping clerks .....	12.48	—	—	12.48	—
Billing clerks .....	10.40	10.61	—	10.43	—
Dispatchers .....	12.48	12.82	—	12.56	—
Production coordinators .....	19.44	19.72	—	19.44	—
Traffic, shipping and receiving clerks .....	11.40	11.40	—	12.05	—
Stock and inventory clerks .....	11.99	11.93	—	—	—
Insurance adjusters, examiners, and investigators .....	11.69	11.69	—	—	—
Investigators and adjusters except insurance .....	12.26	12.10	—	12.12	—
General office clerks .....	10.82	11.38	8.47	10.93	—
Level 2 .....	8.60	—	—	—	—
Level 3 .....	9.51	10.04	—	9.52	—
Level 4 .....	11.07	11.07	—	11.07	—
Data entry keyers .....	10.57	10.57	—	11.23	—
Teachers' aides .....	8.92	—	8.92	8.95	—
Level 1 .....	8.77	—	8.77	—	—
Administrative support occupations, N.E.C. ....	12.33	12.44	—	12.48	—
Level 3 .....	10.12	10.27	—	10.34	—
Level 4 .....	10.44	10.54	—	10.43	—
Level 5 .....	13.03	13.13	—	13.03	—
<b>Blue-collar occupations:</b>					
Precision production, craft, and repair occupations:					
Supervisors, mechanics and repairers .....	24.63	25.16	—	24.63	—
Automobile mechanics .....	19.45	19.54	—	19.45	—
Level 7 .....	20.06	19.95	—	20.06	—
Bus, truck, and stationary engine mechanics .....	15.06	15.06	—	15.06	—
Level 7 .....	15.75	15.75	—	15.75	—
Industrial machinery repairers .....	20.41	20.41	—	20.41	—
Level 7 .....	22.56	22.56	—	22.56	—
Mechanics and repairers, N.E.C. ....	18.55	18.52	—	18.66	—
Level 7 .....	20.56	20.56	—	20.80	—
Supervisors, electricians and power transmission installers .....	27.15	27.15	—	27.15	—
Supervisors, construction trades, N.E.C. ....	22.37	22.37	—	22.37	—
Electricians .....	21.44	21.44	—	21.44	—
Level 7 .....	21.65	21.65	—	21.65	—
Plumbers, pipefitters and steamfitters .....	22.13	—	—	22.13	—
Supervisors, production occupations .....	18.63	18.63	—	18.63	—
Level 7 .....	19.83	19.83	—	19.83	—
Machinists .....	17.04	17.04	—	17.04	—
Butchers and meat cutters .....	12.42	12.42	—	12.46	—
Level 5 .....	13.01	13.01	—	13.01	—
Machine operators, assemblers, and inspectors:					
Grinding, abrading, buffing, and polishing machine operators .....	14.63	14.63	—	14.63	—
Numerical control machine operators .....	13.39	13.39	—	13.39	—

See footnotes at end of table.



**Table B-2. Mean hourly earnings<sup>1</sup> for selected occupations and levels<sup>2</sup>, all industries, private industry, State and local government, full-time and part-time workers, Indianapolis, IN, March 1999 — Continued**

Occupation <sup>3</sup> and level	All workers <sup>4</sup>			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
<b>Blue-collar occupations: (-Continued)</b>					
Machine operators, assemblers, and inspectors: (-Continued)					
Fabricating machine operators, N.E.C. ....	\$11.56	\$11.56	—	\$11.56	—
Molding and casting machine operators .....	9.97	9.97	—	9.97	—
Printing press operators .....	17.51	17.51	—	17.51	—
Packaging and filling machine operators .....	14.30	14.30	—	14.63	—
Mixing and blending machine operators .....	11.90	11.90	—	11.90	—
Miscellaneous machine operators, N.E.C. ....	12.15	12.15	—	12.15	—
Welders and cutters .....	14.22	14.22	—	14.22	—
Level 5 .....	14.05	14.05	—	14.05	—
Assemblers .....	11.54	11.54	—	11.57	—
Level 2 .....	9.28	9.28	—	9.28	—
Level 3 .....	14.12	14.12	—	14.24	—
Production inspectors, checkers and examiners ..	13.50	13.50	—	13.50	—
Transportation and material moving occupations:					
Truck drivers .....	14.12	14.20	—	14.16	—
Level 3 .....	10.39	—	—	—	—
Level 4 .....	13.55	13.58	—	13.54	—
Level 5 .....	16.47	16.47	—	16.47	—
Bus drivers .....	13.76	—	\$14.81	—	—
Motor transportation occupations, N.E.C. ....	8.03	8.03	—	—	—
Industrial truck and tractor equipment operators ..	13.83	13.75	—	13.96	—
Level 3 .....	14.62	14.62	—	14.62	—
Miscellaneous material moving equipment operators, N.E.C. ....	13.26	13.26	—	13.48	—
Handlers, equipment cleaners, helpers, and laborers:					
Supervisors, handlers, equipment cleaners, and laborers, N.E.C. ....	13.41	13.41	—	13.41	—
Construction laborers .....	14.37	14.37	—	14.37	—
Production helpers .....	10.86	10.59	—	10.86	—
Stock handlers and baggers .....	9.72	9.68	—	11.10	\$6.58
Level 1 .....	6.91	6.91	—	8.02	—
Level 2 .....	8.98	8.98	—	9.20	—
Level 3 .....	12.62	12.71	—	12.68	—
Level 4 .....	14.27	14.27	—	14.27	—
Freight, stock, and material handlers, N.E.C. ....	12.48	12.48	—	12.77	—
Level 3 .....	13.88	13.88	—	13.62	—
Garage and service station related occupations ..	8.28	8.28	—	8.28	—
Hand packers and packagers .....	10.40	10.40	—	10.42	—
Level 2 .....	8.46	8.46	—	—	—
Level 3 .....	10.88	10.88	—	10.88	—
Laborers except construction, N.E.C. ....	9.89	9.87	10.07	10.07	7.30
Level 1 .....	7.38	7.44	—	7.44	—
Level 2 .....	11.15	11.34	—	11.48	—
<b>Service occupations:</b>					
Protective service occupations:					
Firefighting occupations .....	14.06	—	14.06	14.06	—
Police and detectives, public service .....	17.81	—	17.81	17.81	—
Guards and police except public service .....	10.19	10.10	—	10.23	—
Level 3 .....	8.07	—	—	—	—
Food service occupations:					
Supervisors, food preparation and service occupations .....	12.93	12.93	—	12.93	—
Bartenders .....	6.30	6.30	—	—	—
Waiters and waitresses .....	3.07	3.07	—	3.16	2.94
Level 2 .....	2.82	2.82	—	2.65	3.17
Cooks .....	8.32	8.33	—	8.37	—
Level 3 .....	8.07	8.08	—	8.16	—
Level 4 .....	9.36	—	—	9.36	—
Kitchen workers, food preparation .....	7.99	7.73	—	8.58	—
Food preparation occupations, N.E.C. ....	7.05	6.64	8.12	7.18	6.78
Level 1 .....	6.82	6.53	—	6.99	6.58

See footnotes at end of table.

**Table B-2. Mean hourly earnings<sup>1</sup> for selected occupations and levels<sup>2</sup>, all industries, private industry, State and local government, full-time and part-time workers, Indianapolis, IN, March 1999 — Continued**

Occupation <sup>3</sup> and level	All workers <sup>4</sup>			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
<b>Service occupations: (-Continued)</b>					
Health service occupations:					
Health aides, except nursing .....	\$10.35	\$10.55	—	\$10.37	—
Level 3 .....	9.15	9.15	—	9.38	—
Level 4 .....	10.81	—	—	10.81	—
Nursing aides, orderlies and attendants .....	8.46	8.43	—	8.34	\$8.91
Level 3 .....	8.23	8.15	—	8.16	8.54
Cleaning and building service occupations:					
Maids and housemen .....	7.04	7.00	—	7.03	7.07
Level 1 .....	6.76	6.76	—	—	—
Level 2 .....	6.97	6.88	—	—	—
Janitors and cleaners .....	9.90	9.42	\$11.06	10.24	—
Level 1 .....	7.97	7.05	—	8.44	—
Level 2 .....	12.16	12.16	—	12.16	—
Level 3 .....	9.54	8.69	—	9.68	—
Level 4 .....	10.43	—	—	10.43	—
Personal service occupations:					
Service occupations, N.E.C. ....	8.45	7.62	—	9.07	6.91

<sup>1</sup> 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.

<sup>2</sup> 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.

<sup>3</sup> 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.

<sup>4</sup> 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. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

**Table C-1. Mean hourly earnings<sup>1</sup> by occupational group and selected characteristics, all industries, Indianapolis, IN, March 1999**

Occupational group <sup>2</sup>	Full-time workers <sup>3</sup>	Part-time workers <sup>3</sup>	Union <sup>4</sup>	Nonunion <sup>4</sup>	Time <sup>5</sup>	Incentive <sup>5</sup>
<b>All occupations</b> .....	\$16.71	\$8.81	\$17.91	\$15.45	\$15.55	\$26.75
All occupations excluding sales .....	16.36	9.26	18.06	15.07	15.76	18.96
<b>White-collar occupations</b> .....	20.01	10.57	21.02	19.01	18.49	33.32
White-collar excluding sales .....	19.68	13.14	21.81	18.90	19.25	25.35
Professional specialty and technical occupations .....	24.11	17.99	27.27	22.65	23.78	—
Professional specialty occupations .....	26.52	19.55	29.67	24.91	26.12	—
Technical occupations .....	16.63	13.79	17.37	16.23	16.45	—
Executive, administrative, and managerial occupations ...	25.84	—	15.41	26.68	25.30	—
Sales occupations .....	22.72	6.85	8.27	19.67	11.44	35.66
Administrative support including clerical occupations .....	12.01	9.33	12.38	11.76	11.83	—
<b>Blue-collar occupations</b> .....	14.72	8.45	17.22	12.28	14.28	16.96
Precision production, craft, and repair occupations .....	18.63	—	20.93	16.81	18.36	22.60
Machine operators, assemblers, and inspectors .....	13.37	8.43	16.23	10.58	13.33	—
Transportation and material moving occupations .....	14.28	9.35	15.85	12.22	13.66	—
Handlers, equipment cleaners, helpers, and laborers .....	11.10	8.01	14.08	8.94	10.70	—
<b>Service occupations</b> .....	10.08	6.68	13.71	8.65	9.47	—

<sup>1</sup> 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.

<sup>2</sup> 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.

<sup>3</sup> 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.

<sup>4</sup> Union workers are those whose wages are determined through collective bargaining.

<sup>5</sup> 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."

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

**Table C-2. Mean hourly earnings<sup>1</sup> by occupational group and industry division, private industry, all workers<sup>2</sup>, Indianapolis, IN, March 1999**

Occupational group <sup>3</sup>	All private industries	Goods-producing industries <sup>4</sup>				Service-producing industries <sup>5</sup>				
		Total	Mining	Construction	Manufacturing	Total	Transportation and public utilities	Wholesale and retail trade	Finance, insurance, and real estate	Services
<b>All occupations</b> .....	\$15.77	-	-	\$21.06	-	-	\$17.68	-	-	\$14.49
All occupations excluding sales .....	15.50	-	-	21.06	-	-	17.70	-	-	14.46
<b>White-collar occupations</b> .....	19.00	-	-	25.25	-	-	18.64	-	-	18.93
White-collar excluding sales .....	18.98	-	-	25.25	-	-	18.75	-	-	18.98
Professional specialty and technical occupations .....	23.15	-	-	-	-	-	23.61	-	-	21.86
Professional specialty occupations .....	25.63	-	-	-	-	-	25.33	-	-	24.61
Technical occupations .....	17.29	-	-	-	-	-	21.93	-	-	15.44
Executive, administrative, and managerial occupations .....	26.65	-	-	36.00	-	-	25.74	-	-	24.32
Sales occupations .....	19.07	-	-	-	-	-	-	-	-	16.70
Administrative support, including clerical occupations .....	12.04	-	-	-	-	-	12.85	-	-	11.16
<b>Blue-collar occupations</b> .....	14.43	-	-	20.25	-	-	16.80	-	-	9.51
Precision production, craft, and repair occupations .....	18.90	-	-	21.94	-	-	20.50	-	-	15.39
Machine operators, assemblers, and inspectors .....	13.29	-	-	-	-	-	-	-	-	7.29
Transportation and material moving occupations .....	13.86	-	-	19.16	-	-	15.07	-	-	7.66
Handlers, equipment cleaners, helpers, and laborers .....	10.67	-	-	14.80	-	-	14.02	-	-	7.72
<b>Service occupations</b> .....	8.06	-	-	-	-	-	-	-	-	8.26

<sup>1</sup> 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.

<sup>2</sup> 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.

<sup>3</sup> 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.

<sup>4</sup> Goods-producing industries include mining, construction, and manufacturing.

<sup>5</sup> 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. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

**Table C-3. Mean hourly earnings<sup>1</sup> by occupational group and establishment employment size, private industry, all workers<sup>2</sup>, Indianapolis, IN, March 1999**

Occupational group <sup>3</sup>	All private industry workers	50 - 99 workers	100 workers or more		
			Total	100 - 499 workers	500 workers or more
<b>All occupations</b> .....	\$15.77	\$15.54	\$15.84	\$14.50	\$17.48
All occupations excluding sales .....	15.50	14.56	15.78	14.10	17.67
<b>White-collar occupations</b> .....	19.00	20.89	18.45	18.25	18.68
White-collar excluding sales .....	18.98	19.81	18.76	18.32	19.17
Professional specialty and technical occupations .....	23.15	23.86	23.05	22.47	23.51
Professional specialty occupations .....	25.63	27.71	25.38	25.40	25.36
Technical occupations .....	17.29	16.84	17.36	15.29	18.98
Executive, administrative, and managerial occupations ...	26.65	27.61	26.23	27.21	25.28
Sales occupations .....	19.07	25.14	16.69	18.00	12.03
Administrative support, including clerical occupations .....	12.04	13.20	11.69	11.37	12.02
<b>Blue-collar occupations</b> .....	14.43	13.23	14.78	12.65	17.18
Precision production, craft, and repair occupations .....	18.90	18.23	19.12	16.78	21.49
Machine operators, assemblers, and inspectors .....	13.29	10.29	14.04	11.45	16.13
Transportation and material moving occupations .....	13.86	12.43	14.23	12.89	16.35
Handlers, equipment cleaners, helpers, and laborers .....	10.67	10.13	10.83	9.54	12.92
<b>Service occupations</b> .....	8.06	6.56	8.73	7.80	11.02

<sup>1</sup> 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.

<sup>2</sup> 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.

<sup>3</sup> 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. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

**Table C-4. Number of workers<sup>1</sup> represented by occupational group, Indianapolis, IN, March 1999**

Occupational group <sup>2</sup>	All workers		
	All industries	Private industry	State and local government
<b>All occupations</b> .....	428,747	359,312	69,435
All occupations excluding sales .....	397,711	328,511	69,200
<b>White-collar occupations</b> .....	212,684	168,321	44,363
White-collar excluding sales .....	181,648	137,520	44,128
Professional specialty and technical occupations .....	73,331	46,047	27,284
Professional specialty occupations .....	57,185	32,460	24,725
Technical occupations .....	16,146	13,587	2,559
Executive, administrative, and managerial occupations ...	35,604	29,863	5,741
Sales occupations .....	31,036	30,801	—
Administrative support including clerical occupations .....	72,713	61,609	11,103
<b>Blue-collar occupations</b> .....	141,936	135,418	6,518
Precision production, craft, and repair occupations .....	40,975	38,228	2,747
Machine operators, assemblers, and inspectors .....	39,862	39,795	—
Transportation and material moving occupations .....	24,798	22,185	2,613
Handlers, equipment cleaners, helpers, and laborers .....	36,301	35,210	1,091
<b>Service occupations</b> .....	74,128	55,573	18,555

<sup>1</sup> 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.

<sup>2</sup> 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. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

# 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. Although 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 includes questions of scope, frame, and sample selection.

### Survey scope

This survey 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 State unemployment insurance reports. 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 sampling frame was reviewed prior to the survey and, when necessary, 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.

### 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. Other contact methods, such as mail and telephone, were used to follow-up and update data.

### 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 MOGs:

- 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

Appendix B contains a complete list of all individual occupations, classified by the MOG to which they belong. 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 data were collected over several months. For each establishment in the survey, the data reflect the establishment's most recent information at the time of collection. The payroll reference month shown in the tables reflects the average date of this information for all sample units.

### 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 bo-

nuses, 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 and 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 establishments or occupations into the various data series. Some of the establishments surveyed could not supply or 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 that were additionally defined by major occupation group and job level.

Establishments that were determined to be out of busi-

ness or outside the scope of the survey 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.

### Survey response

	Establish- ments
Total in sample	435
Responding	285
Out of business or not in survey scope	22
Unable or refused to pro- vide data	128

Some surveys may have a high nonresponse rate for the all industries or private industry iterations. Such instances are noted in the bulletin table footnotes.

### 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, March 1999**

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 .....	2,440	283	72	211	142	69
Private industry .....	2,335	254	71	183	131	52
Goods-producing industries .....	549	79	24	55	37	18
Mining .....	3	1	1	-	-	-
Construction .....	117	10	3	7	6	1
Manufacturing .....	429	68	20	48	31	17
Service-producing industries .....	1,786	175	47	128	94	34
Transportation and public utilities .....	130	22	4	18	9	9
Wholesale and retail trade .....	798	52	20	32	28	4
Finance, insurance and real estate .....	201	12	4	8	4	4
Services .....	656	89	19	70	53	17
State and local government .....	105	29	1	28	11	17

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 earnings<sup>1</sup> for selected occupations, all industries, private industry, and State and local government, all workers<sup>2</sup>, Indianapolis, IN, March 1999**

(in percent)

Occupation <sup>3</sup>	All industries	Private industry	State and local government
<b>All occupations</b> .....	2.4	2.8	2.5
All occupations excluding sales .....	2.0	2.3	2.5
<b>White-collar occupations</b> .....	3.2	3.9	3.2
White-collar occupations excluding sales .....	2.9	3.5	3.2
Professional specialty and technical occupations .....	4.4	6.4	4.1
Professional specialty occupations .....	5.1	7.9	3.7
Engineers, architects, and surveyors .....	3.3	3.6	—
Civil engineers .....	5.1	—	—
Electrical and electronic engineers .....	5.8	5.8	—
Mechanical engineers .....	11.7	11.7	—
Engineers, N.E.C. ....	5.6	5.6	—
Mathematical and computer scientists .....	9.1	9.1	—
Computer systems analysts and scientists .....	4.0	4.0	—
Natural scientists .....	—	—	—
Health related occupations .....	3.9	4.2	7.6
Registered nurses .....	3.2	3.8	4.5
Physical therapists .....	3.7	—	—
Teachers, college and university .....	14.2	14.2	—
Teachers, except college and university .....	3.8	18.1	3.9
Elementary school teachers .....	2.4	—	2.4
Secondary school teachers .....	2.3	—	2.3
Teachers, N.E.C. ....	4.4	—	3.8
Librarians, archivists, and curators .....	13.3	—	—
Social scientists and urban planners .....	5.7	5.7	—
Psychologists .....	7.5	7.5	—
Social, recreation, and religious workers .....	11.0	13.9	13.5
Social workers .....	11.5	14.4	14.0
Lawyers and judges .....	—	—	—
Writers, authors, entertainers, athletes, and professionals, N.E.C. ....	9.5	10.3	—
Technical occupations .....	4.5	4.4	5.6
Clinical laboratory technologists and technicians .....	7.8	7.8	—
Licensed practical nurses .....	2.0	2.2	—
Health technologists and technicians, N.E.C. ....	2.8	3.1	—
Electrical and electronic technicians .....	9.9	9.9	—
Engineering technicians, N.E.C. ....	14.0	—	—
Drafters .....	6.1	6.1	—
Computer programmers .....	5.6	5.6	—
Technical and related occupations, N.E.C. ....	8.6	8.6	—
Executive, administrative, and managerial occupations .....	3.8	3.9	10.5
Executives, administrators, and managers .....	4.8	5.2	11.6
Administrators and officials, public administration .....	12.6	—	12.6
Financial managers .....	5.2	5.2	—
Personnel and labor relations managers .....	22.8	22.8	—
Administrators, education and related fields .....	5.6	22.3	—
Managers, medicine and health .....	11.2	11.5	—
Managers, food servicing and lodging establishments .....	25.3	—	—
Managers and administrators, N.E.C. ....	5.6	5.7	—
Management related occupations .....	4.4	4.2	6.4
Accountants and auditors .....	5.5	5.5	—
Other financial officers .....	7.5	7.5	—
Personnel, training, and labor relations specialists .....	14.7	10.9	—
Management related occupations, N.E.C. ....	4.5	4.9	—
Sales occupations .....	15.9	16.0	—
Supervisors, sales occupations .....	23.1	23.1	—
Sales occupations, other business services .....	20.5	20.9	—
Sales workers, other commodities .....	40.3	40.3	—
Cashiers .....	1.7	1.7	—
Sales support occupations, N.E.C. ....	16.3	16.3	—
Administrative support occupations, including clerical .....	2.1	2.3	3.3
Supervisors, general office .....	4.9	5.8	—

See footnotes at end of table.

**Appendix table 2. Relative standard errors of mean hourly earnings<sup>1</sup> for selected occupations, all industries, private industry, and State and local government, all workers<sup>2</sup>, Indianapolis, IN, March 1999 — Continued**

(in percent)

Occupation <sup>3</sup>	All industries	Private industry	State and local government
<b>White-collar occupations (-Continued)</b>			
Administrative support occupations, including clerical (-Continued)			
Computer operators .....	5.7	5.7	—
Secretaries .....	4.8	4.4	8.9
Transportation ticket and reservation agents .....	13.3	13.3	—
Receptionists .....	5.1	5.1	—
Order clerks .....	11.8	—	—
Library clerks .....	10.7	—	—
Records clerks, N.E.C. ....	7.1	7.8	—
Bookkeepers, accounting and auditing clerks .....	3.9	3.9	—
Payroll and timekeeping clerks .....	6.5	—	—
Billing clerks .....	3.8	3.2	—
Dispatchers .....	5.1	7.2	—
Production coordinators .....	13.8	14.4	—
Traffic, shipping and receiving clerks .....	3.5	3.5	—
Stock and inventory clerks .....	6.7	7.2	—
Insurance adjusters, examiners, and investigators .....	4.8	4.8	—
Investigators and adjusters except insurance .....	5.4	5.7	—
General office clerks .....	5.1	5.0	2.9
Data entry keyers .....	7.8	7.8	—
Teachers' aides .....	2.5	—	2.5
Administrative support occupations, N.E.C. ....	6.2	6.6	—
<b>Blue-collar occupations</b> .....			
Precision production, craft, and repair occupations .....	1.8	1.8	6.0
Supervisors, mechanics and repairers .....	2.8	2.8	11.7
Automobile mechanics .....	10.1	11.1	—
Bus, truck, and stationary engine mechanics .....	9.3	9.8	—
Industrial machinery repairers .....	4.1	4.1	—
Mechanics and repairers, N.E.C. ....	6.4	6.4	—
Supervisors, electricians and power transmission installers .....	7.3	7.6	—
Supervisors, construction trades, N.E.C. ....	1.8	1.8	—
Electricians .....	3.9	3.9	—
Plumbers, pipefitters and steamfitters .....	8.2	8.2	—
Supervisors, production occupations .....	5.1	—	—
Machinists .....	5.4	5.4	—
Butchers and meat cutters .....	12.8	12.8	—
Machine operators, assemblers, and inspectors .....	3.2	3.2	—
Grinding, abrading, buffing, and polishing machine operators .....	3.0	3.0	—
Numerical control machine operators .....	11.8	11.8	—
Fabricating machine operators, N.E.C. ....	10.4	10.4	—
Molding and casting machine operators .....	11.9	11.9	—
Printing press operators .....	6.5	6.5	—
Packaging and filling machine operators .....	9.6	9.6	—
Mixing and blending machine operators .....	14.0	14.0	—
Miscellaneous machine operators, N.E.C. ....	8.5	8.5	—
Welders and cutters .....	7.2	7.2	—
Assemblers .....	7.4	7.4	—
Production inspectors, checkers and examiners ..	5.6	5.6	—
Transportation and material moving occupations .....	13.3	13.3	—
Truck drivers .....	3.0	3.3	3.3
Bus drivers .....	5.3	5.5	—
Motor transportation occupations, N.E.C. ....	6.9	—	3.5
Industrial truck and tractor equipment operators ..	14.2	14.2	—
Miscellaneous material moving equipment operators, N.E.C. ....	5.9	6.0	—
Handlers, equipment cleaners, helpers, and laborers .....	9.4	9.4	—
Supervisors, handlers, equipment cleaners, and laborers, N.E.C. ....	3.4	3.5	10.6
Construction laborers .....	8.8	8.8	—
	4.9	4.9	—

See footnotes at end of table.

**Appendix table 2. Relative standard errors of mean hourly earnings<sup>1</sup> for selected occupations, all industries, private industry, and State and local government, all workers<sup>2</sup>, Indianapolis, IN, March 1999 — Continued**

(in percent)

Occupation <sup>3</sup>	All industries	Private industry	State and local government
<b>Blue-collar occupations</b> (-Continued)			
Handlers, equipment cleaners, helpers, and laborers (-Continued)			
Production helpers .....	11.9	12.4	—
Stock handlers and baggers .....	6.8	6.9	—
Freight, stock, and material handlers, N.E.C. ....	7.7	7.7	—
Garage and service station related occupations ..	3.8	3.8	—
Hand packers and packagers .....	9.6	9.6	—
Laborers except construction, N.E.C. ....	8.1	8.8	16.5
<b>Service occupations</b> .....			
Protective service occupations .....	6.4	14.2	4.8
Firefighting occupations .....	3.2	—	3.2
Police and detectives, public service .....	3.3	—	3.3
Guards and police except public service .....	13.7	15.0	—
Food service occupations .....	7.9	8.8	4.9
Supervisors, food preparation and service occupations .....	21.7	24.0	—
Bartenders .....	6.3	6.3	—
Waiters and waitresses .....	10.7	10.7	—
Cooks .....	4.4	4.8	—
Kitchen workers, food preparation .....	6.6	8.0	—
Food preparation occupations, N.E.C. ....	3.0	2.6	4.2
Health service occupations .....	2.9	3.2	—
Health aides, except nursing .....	3.7	4.2	—
Nursing aides, orderlies and attendants .....	2.4	2.5	—
Cleaning and building service occupations .....	5.6	7.0	4.4
Maids and housemen .....	2.9	2.9	—
Janitors and cleaners .....	6.2	7.9	4.8
Personal service occupations .....	8.4	10.3	—
Service occupations, N.E.C. ....	10.3	5.5	—

<sup>1</sup> 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.

<sup>2</sup> 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.

<sup>3</sup> 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. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

**Appendix table 3. Average work levels for selected occupations, all workers, full-time and part-time workers, Indianapolis, IN, March 1999**

Occupation <sup>1</sup>	All workers	Full-time workers	Part-time workers
<b>All occupations</b> .....	5	6	3
All occupations excluding sales .....	5	6	3
<b>White-collar occupations</b> .....	6	7	4
White-collar occupations excluding sales .....	7	7	5
Professional specialty and technical occupations .....	8	8	8
Professional specialty occupations .....	9	9	8
Engineers, architects, and surveyors .....	10	10	—
Civil engineers .....	8	8	—
Electrical and electronic engineers .....	9	9	—
Mechanical engineers .....	11	11	—
Engineers, N.E.C. ....	10	10	—
Mathematical and computer scientists .....	10	10	—
Computer systems analysts and scientists .....	9	9	—
Natural scientists .....	—	—	—
Health related occupations .....	9	9	9
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	11	—
Psychologists .....	10	—	—
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	—
Technical occupations .....	6	7	6
Clinical laboratory technologists and technicians .....	7	7	—
Licensed practical nurses .....	6	6	—
Health technologists and technicians, N.E.C. ....	5	5	—
Electrical and electronic technicians .....	8	8	—
Engineering technicians, N.E.C. ....	7	7	—
Drafters .....	6	6	—
Computer programmers .....	7	7	—
Technical and related occupations, N.E.C. ....	8	8	—
Executive, administrative, and managerial occupations .....	9	9	—
Executives, administrators, and managers .....	10	10	—
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 .....	10	10	—
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	—
Other financial officers .....	8	8	—
Personnel, training, and labor relations specialists .....	8	8	—
Management related occupations, N.E.C. ....	7	7	—
Sales occupations .....	5	6	2
Supervisors, sales occupations .....	8	8	—
Sales occupations, other business services .....	5	5	—
Sales workers, other commodities .....	5	6	3
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	—
Computer operators .....	5	5	—
Secretaries .....	5	5	—
Transportation ticket and reservation agents .....	4	—	—
Receptionists .....	3	3	—
Order clerks .....	4	4	—
Library clerks .....	4	—	—
Records clerks, N.E.C. ....	4	4	—

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, March 1999 — Continued**

Occupation <sup>1</sup>	All workers	Full-time workers	Part-time workers
<b>White-collar occupations (-Continued)</b>			
Administrative support occupations, including clerical (-Continued)			
Bookkeepers, accounting and auditing clerks .....	4	4	—
Payroll and timekeeping clerks .....	5	5	—
Billing clerks .....	4	4	—
Dispatchers .....	5	5	—
Production coordinators .....	6	6	—
Traffic, shipping and receiving clerks .....	3	4	—
Stock and inventory clerks .....	4	—	—
Insurance adjusters, examiners, and investigators .....	5	—	—
Investigators and adjusters except insurance .....	4	4	—
General office clerks .....	4	4	—
Data entry keyers .....	3	4	—
Teachers' aides .....	2	2	—
Administrative support occupations, N.E.C. ....	4	4	—
<b>Blue-collar occupations</b> .....	4	4	2
Precision production, craft, and repair occupations .....	6	6	—
Supervisors, mechanics and repairers .....	8	8	—
Automobile mechanics .....	7	7	—
Bus, truck, and stationary engine mechanics .....	7	7	—
Industrial machinery repairers .....	6	6	—
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	4	—
Machine operators, assemblers, and inspectors .....	4	4	2
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	—
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 .....	3	3	—
Transportation and material moving occupations .....	4	4	2
Truck drivers .....	4	4	—
Bus drivers .....	3	—	—
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 .....	2	3	2
Supervisors, handlers, equipment cleaners, and laborers, N.E.C. ....	6	6	—
Construction laborers .....	4	4	—
Production helpers .....	3	3	—
Stock handlers and baggers .....	2	3	1
Freight, stock, and material handlers, N.E.C. ....	3	3	—
Garage and service station related occupations .....	3	3	—
Hand packers and packagers .....	2	2	—
Laborers except construction, N.E.C. ....	2	2	2
<b>Service occupations</b> .....	3	4	3
Protective service occupations .....	5	6	4
Firefighting occupations .....	6	6	—
Police and detectives, public service .....	7	7	—
Guards and police except public service .....	4	3	—
Food service occupations .....	2	3	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, March 1999 — Continued**

Occupation <sup>1</sup>	All workers	Full-time workers	Part-time workers
<b>Service occupations (-Continued)</b>			
Food service occupations (-Continued)			
Supervisors, food preparation and service occupations	6	6	—
Bartenders .....	3	—	—
Waiters and waitresses .....	2	2	2
Cooks .....	3	3	—
Kitchen workers, food preparation .....	2	3	—
Food preparation occupations, N.E.C. ....	2	2	1
Health service occupations .....	3	3	3
Health aides, except nursing .....	4	4	—
Nursing aides, orderlies and attendants .....	3	3	3
Cleaning and building service occupations .....	2	3	2
Maids and housemen .....	2	2	2
Janitors and cleaners .....	2	3	—
Personal service occupations .....	4	4	4
Service occupations, N.E.C. ....	3	3	2

<sup>1</sup> 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."

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.