

# Occupational Compensation Survey: Pay Only

Indianapolis, Indiana,  
Metropolitan Area,  
August 1996



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U.S. Department of Labor  
Bureau of Labor Statistics

Bulletin 3085-31

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## Preface

This bulletin provides results of an August 1996 survey of occupational pay in the Indianapolis, IN Metropolitan Statistical Area. This survey was conducted as part of the U.S. Bureau of Labor Statistics Occupational Compensation Survey Program. Data from this program are for use in implementing the Federal Employees Pay Comparability Act of 1990. The survey was conducted by the Bureau's regional office in Chicago, under the direction of Ronald H. Pritzlaff, Assistant Regional Commissioner for Operations.

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

For additional information regarding this survey or similar surveys conducted in this regional area, please contact the BLS Chicago Regional Office at (312) 353-1880. You may also write to the Bureau of Labor Statistics at: Office of Compensation Levels and Trends, 2 Massachusetts Avenue, NE, Room 4175, Washington, D.C. 20212-0001 or call the Occupational Compensation Survey Program information line at (202) 606-6220.

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# Occupational Compensation Survey: Pay Only

# Indianapolis, Indiana, Metropolitan Area, August 1996



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

Bureau of Labor Statistics  
Katharine G. Abraham,  
Commissioner

December 1996

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# Introduction

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

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

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

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

## Pay

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

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

## Appendixes

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

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

**Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Indianapolis, IN, August 1996**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																						
			Mean	Median	Middle range	300 and under 350	350 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 and over		
<b>PROFESSIONAL OCCUPATIONS</b>																												
<b>Accountants</b>																												
Level I .....	136	40.0	\$485	\$464	\$378 - \$524	13	25	10	10	22	3	4	4	5	4	1	1	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	57	40.0	605	-	- - -	-	-	-	4	49	5	9	9	12	9	2	2	-	-	-	-	-	-	-	-	-	-	
State and local government .....	79	40.0	399	383	364 - 438	22	43	16	14	3	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	466	39.8	622	577	520 - 674	-	2	6	10	22	21	8	12	3	4	5	3	4	2	( <sup>3</sup> )	-	-	-	-	-	-	-	
Private industry .....	350	39.7	668	602	549 - 714	-	-	-	1	25	24	10	14	4	4	6	3	5	3	1	-	-	-	-	-	-	-	
Service-producing industries .....	191	39.5	596	577	548 - 625	-	-	-	2	38	24	13	14	3	5	1	-	-	-	-	-	-	-	-	-	-	-	
Transportation and utilities .....	29	40.0	646	-	- - -	-	-	-	3	28	10	10	10	21	10	7	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	116	40.0	485	465	420 - 512	-	6	25	38	13	10	3	3	-	2	-	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	538	39.7	785	742	635 - 893	-	-	-	-	4	6	22	10	10	6	21	11	4	2	2	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	
Private industry .....	459	39.7	813	772	669 - 893	-	-	-	-	( <sup>3</sup> )	2	23	10	10	7	23	12	5	3	3	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	
Goods-producing industries:																												
Manufacturing .....	149	40.0	940	894	789 - 1,077	-	-	-	-	-	5	1	7	11	3	23	15	12	9	8	4	1	1	-	-	-	-	
Service-producing industries .....	241	39.4	785	769	692 - 865	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	15	15	13	12	30	14	2	-	-	-	-	-	-	-	-	-	
Transportation and utilities .....	93	40.0	830	819	769 - 959	-	-	-	-	-	-	12	1	10	11	33	31	2	-	-	-	-	-	-	-	-	-	
State and local government .....	79	39.9	624	593	555 - 670	-	-	-	-	24	30	16	10	8	3	8	1	-	-	-	-	-	-	-	-	-	-	
Level IV .....	232	39.5	1,001	983	879 - 1,077	-	-	-	-	-	-	-	1	2	10	22	20	24	8	5	4	-	3	( <sup>3</sup> )	-	-		
Private industry .....	212	39.5	1,010	989	884 - 1,077	-	-	-	-	-	-	-	-	1	10	23	19	25	8	5	4	-	3	( <sup>3</sup> )	-	-		
Goods-producing industries:																												
Manufacturing .....	60	40.0	1,146	-	- - -	-	-	-	-	-	-	-	-	-	8	7	18	15	13	10	15	-	12	2	-	-		
Service-producing industries .....	60	40.0	1,146	-	- - -	-	-	-	-	-	-	-	-	-	8	7	18	15	13	10	15	-	12	2	-	-		
Transportation and utilities .....	152	39.3	956	950	851 - 1,050	-	-	-	-	-	-	-	2	11	29	20	30	6	3	-	-	-	-	-	-	-		
State and local government .....	33	40.0	1,021	-	- - -	-	-	-	-	-	-	-	-	-	3	12	24	39	12	9	-	-	-	-	-	-		
Level V .....	62	39.8	1,418	-	- - -	-	-	-	-	-	-	-	-	-	-	2	10	11	11	10	16	10	23	8	-	-		
Private industry .....	57	39.7	1,441	-	- - -	-	-	-	-	-	-	-	-	-	-	2	7	11	11	9	18	11	25	9	-	-		
<b>Attorneys</b>																												
Level II .....	50	40.0	1,058	-	- - -	-	-	-	-	-	-	-	2	4	-	20	28	12	12	-	10	8	4	-	-	-	-	
Level III .....	58	40.0	1,385	-	- - -	-	-	-	-	-	-	-	-	-	-	-	2	3	24	7	10	22	17	5	7	2		
Private industry .....	52	40.0	1,414	-	- - -	-	-	-	-	-	-	-	-	-	-	-	2	2	19	6	12	25	19	6	8	2		
Level IV .....	55	40.0	1,659	-	- - -	-	-	-	-	-	-	-	-	-	-	-	-	-	-	13	-	13	4	38	11	22		
Private industry .....	55	40.0	1,659	-	- - -	-	-	-	-	-	-	-	-	-	-	-	-	-	-	13	-	13	4	38	11	22		

See footnotes at end of table.

**Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Indianapolis, IN, August 1996 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																						
			Mean	Median	Middle range	300 and under 350	350 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 and over		
<b>Engineers</b>																												
Level I .....	173	40.0	\$641	\$600	\$577 - \$666	-	-	-	2	1	43	16	20	3	5	10	1	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	168	40.0	645	600	577 - 666	-	-	-	-	-	44	17	20	3	5	10	1	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	128	40.0	652	625	577 - 691	-	-	-	-	-	48	3	26	2	7	13	1	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	128	40.0	652	625	577 - 691	-	-	-	-	-	48	3	26	2	7	13	1	-	-	-	-	-	-	-	-	-	-	-
Level II .....	671	39.9	772	739	665 - 875	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	9	7	15	19	13	15	14	5	2	-	-	-	-	-	-	-	-	
Private industry .....	627	40.0	785	750	673 - 885	-	-	-	-	-	6	7	15	20	14	16	15	5	3	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	502	40.0	805	770	710 - 902	-	-	-	-	-	6	18	19	14	17	16	6	3	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	501	40.0	805	771	710 - 902	-	-	-	-	-	6	18	19	14	17	16	6	3	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	125	40.0	702	710	590 - 774	-	-	-	-	-	30	10	3	26	14	10	7	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	44	38.4	596	580	563 - 641	-	-	5	7	11	48	7	11	5	-	7	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	1,155	40.0	908	880	800 - 992	-	-	-	-	( <sup>3</sup> )	1	3	4	6	10	30	21	9	9	3	2	( <sup>3</sup> )	-	-	-	-	-	
Private industry .....	992	40.0	938	906	840 - 1,020	-	-	-	-	-	( <sup>3</sup> )	1	5	10	32	23	11	11	4	2	( <sup>3</sup> )	-	-	-	-	-	-	-
Goods-producing industries .....	648	40.0	973	962	855 - 1,095	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	5	10	22	26	13	16	6	3	1	-	-	-	-	-	-	-
Manufacturing .....	647	40.0	973	962	855 - 1,095	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	5	10	22	26	13	16	6	3	1	-	-	-	-	-	-	-
Service-producing industries .....	344	40.0	871	850	820 - 910	-	-	-	-	-	( <sup>3</sup> )	3	5	10	53	18	8	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-
State and local government .....	163	39.8	724	706	633 - 800	-	-	-	2	10	20	17	13	15	14	10	-	-	-	-	-	-	-	-	-	-	-	
Level IV .....	1,250	40.0	1,084	1,075	967 - 1,164	-	-	-	-	-	-	-	-	-	1	9	22	26	24	9	6	3	1	( <sup>3</sup> )	-	-		
Private industry .....	1,166	40.0	1,093	1,080	980 - 1,168	-	-	-	-	-	-	-	-	-	1	8	20	26	25	9	6	3	1	( <sup>3</sup> )	-	-		
Service-producing industries .....	369	40.0	1,077	1,085	980 - 1,154	-	-	-	-	-	-	-	-	-	2	14	14	26	26	8	7	2	1	-	-	-		
State and local government .....	84	39.6	951	957	871 - 1,015	-	-	-	-	-	-	-	-	-	5	24	38	26	7	-	-	-	-	-	-	-		
Level V:																												
Private industry:																												
Service-producing industries .....	170	40.0	1,329	1,330	1,263 - 1,360	-	-	-	-	-	-	-	-	-	-	1	1	2	6	24	49	9	7	1	1	1		
State and local government .....	8	40.0	1,184	-	-	-	-	-	-	-	-	-	-	-	-	-	38	50	-	-	-	-	-	-	-	13	-	
<b>ADMINISTRATIVE OCCUPATIONS</b>																												
<b>Budget Analysts</b>																												
Level II .....	16	40.0	551	536	518 - 578	-	-	-	19	38	31	6	-	-	6	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	16	40.0	551	536	518 - 578	-	-	-	19	38	31	6	-	-	6	-	-	-	-	-	-	-	-	-	-	-	-	
Level III:																												
State and local government .....	17	40.0	683	656	593 - 744	-	-	-	-	-	35	12	12	18	12	12	-	-	-	-	-	-	-	-	-	-	-	
Level IV:																												
State and local government .....	9	40.0	851	-	-	-	-	-	-	-	-	-	11	22	11	11	33	11	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

**Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Indianapolis, IN, August 1996 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																							
			Mean	Median	Middle range	300 and under 350	350 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 and over			
<b>Buyers/Contracting Specialists</b>																													
Level I .....	78	40.0	\$504	-	-	-	-	17	4	31	31	5	1	3	5	3	1	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	67	40.0	507	-	-	-	-	18	-	31	33	4	1	1	6	3	1	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	11	40.0	486	-	-	-	-	9	27	27	18	9	-	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	294	39.9	630	\$584	\$561	-	\$720	-	1	5	7	8	35	3	14	5	12	7	2	1	-	-	-	-	-	-	-	-	
Private industry .....	242	39.9	659	622	570	-	736	-	-	-	( <sup>3</sup> )	8	40	4	17	6	14	8	2	1	-	-	-	-	-	-	-	-	
State and local government .....	52	40.0	499	465	442	-	518	-	8	27	37	8	10	2	-	2	6	2	-	-	-	-	-	-	-	-	-	-	
Level III .....	145	40.0	910	823	738	-	1,031	-	-	-	-	4	2	2	2	17	2	24	14	13	7	3	7	1	-	-	-	-	
Private industry .....	128	40.0	946	926	823	-	1,063	-	-	-	-	-	2	-	19	1	27	16	15	8	4	8	2	-	-	-	-	-	
Goods-producing industries .....	111	40.0	946	897	823	-	1,085	-	-	-	-	-	-	-	22	-	29	15	13	8	5	7	2	-	-	-	-	-	
Manufacturing .....	111	40.0	946	897	823	-	1,085	-	-	-	-	-	-	-	22	-	29	15	13	8	5	7	2	-	-	-	-	-	
State and local government .....	17	40.0	640	568	530	-	732	-	-	-	-	35	18	-	18	6	12	6	6	-	-	-	-	-	-	-	-	-	
<b>Computer Programmers</b>																													
Level II .....	492	39.9	606	615	578	-	644	-	1	1	7	10	17	42	17	3	1	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-
Private industry .....	433	39.9	619	615	596	-	646	-	-	-	( <sup>3</sup> )	11	18	46	19	3	1	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	422	39.9	614	615	596	-	644	-	-	-	( <sup>3</sup> )	11	18	48	20	3	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	59	40.0	505	470	450	-	555	-	5	8	53	7	14	7	-	3	3	-	-	-	-	-	-	-	-	-	-	-	
Level III:																													
State and local government .....	91	40.0	620	590	559	-	677	-	-	-	-	20	32	18	13	8	7	3	-	-	-	-	-	-	-	-	-	-	
Level IV .....	64	40.0	918	-	-	-	-	-	-	-	-	-	-	5	-	5	41	28	9	13	-	-	-	-	-	-	-	-	
Private industry .....	64	40.0	918	-	-	-	-	-	-	-	-	-	-	5	-	5	41	28	9	13	-	-	-	-	-	-	-	-	
Service-producing industries:																													
Transportation and utilities .....	45	40.0	948	920	865	-	1,015	-	-	-	-	-	-	-	-	7	31	33	11	18	-	-	-	-	-	-	-	-	
<b>Computer Systems Analysts</b>																													
Level I .....	875	39.9	789	802	726	-	862	-	-	-	1	( <sup>3</sup> )	3	7	8	11	16	43	11	-	-	-	-	-	-	-	-	-	
Private industry .....	763	39.9	808	817	754	-	865	-	-	-	-	-	1	2	9	11	17	48	12	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	761	39.9	808	817	754	-	865	-	-	-	-	-	1	2	9	11	17	48	12	-	-	-	-	-	-	-	-	-	
State and local government .....	112	40.0	657	611	603	-	713	-	-	-	4	1	15	43	7	10	9	9	2	-	-	-	-	-	-	-	-	-	
Level II .....	626	39.9	918	929	828	-	1,010	-	-	-	-	-	-	2	9	8	23	29	24	3	1	-	-	-	-	-	-	-	
Private industry .....	490	39.8	946	953	857	-	1,021	-	-	-	-	-	-	1	3	6	22	34	29	4	1	-	-	-	-	-	-	-	
Service-producing industries .....	483	39.8	946	955	857	-	1,021	-	-	-	-	-	-	1	3	6	23	34	29	4	1	-	-	-	-	-	-	-	
State and local government .....	136	40.0	818	793	732	-	883	-	-	-	-	-	-	5	30	18	27	13	7	1	-	-	-	-	-	-	-	-	
Level III .....	415	39.6	1,036	1,051	908	-	1,150	-	-	-	-	-	-	-	-	-	20	23	20	25	10	1	-	-	-	-	-	-	
Private industry .....	412	39.6	1,035	1,050	908	-	1,148	-	-	-	-	-	-	-	-	-	21	24	20	25	9	1	-	-	-	-	-	-	
Service-producing industries .....	382	39.6	1,032	1,033	903	-	1,142	-	-	-	-	-	-	-	-	-	21	24	20	24	10	2	-	-	-	-	-	-	
Level IV .....	69	39.4	1,233	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	26	54	13	3	1	-	-	-	-	
Private industry .....	69	39.4	1,233	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	26	54	13	3	1	-	-	-	-	
<b>Computer Systems Analyst Supervisors/Managers</b>																													
Level I .....	60	40.0	1,027	-	-	-	-	-	-	-	-	-	-	-	-	8	10	22	27	28	5	-	-	-	-	-	-	-	
State and local government .....	27	40.0	938	945	834	-	980	-	-	-	-	-	-	-	-	19	22	37	11	7	4	-	-	-	-	-	-	-	

See footnotes at end of table.





**Table A-2. All establishments: Weekly hours and pay of technical and protective service occupations, Indianapolis, IN, August 1996**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																						
			Mean	Median	Middle range	250 and under 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 525	525 - 550	550 - 575	575 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 and over		
<b>TECHNICAL OCCUPATIONS</b>																												
<b>Computer Operators</b>																												
Level II .....	439	39.9	\$467	\$464	\$426 - \$512	-	1	1	3	7	9	4	12	16	9	18	13	5	( <sup>3</sup> )	( <sup>3</sup> )	1	( <sup>3</sup> )	-	1	-	-	-	-
Private industry .....	372	39.9	480	479	432 - 515	-	-	( <sup>3</sup> )	1	3	9	4	13	17	10	19	15	6	1	( <sup>3</sup> )	-	( <sup>3</sup> )	-	1	-	-	-	-
Service-producing industries .....	250	39.9	469	477	429 - 509	-	-	( <sup>3</sup> )	-	4	13	6	13	13	16	16	10	8	1	( <sup>3</sup> )	-	( <sup>3</sup> )	-	-	-	-	-	
State and local government .....	67	40.0	396	363	346 - 432	-	6	7	13	31	10	1	7	9	1	7	-	-	-	-	4	-	-	-	-	-	-	
Level III .....	189	39.7	599	580	560 - 615	-	-	-	-	-	-	1	-	1	3	9	2	30	21	11	16	-	-	6	-	-	-	
Private industry .....	179	39.7	603	580	560 - 623	-	-	-	-	-	-	1	-	1	3	8	1	31	22	10	17	-	-	6	-	-	-	
Goods-producing industries .....	74	40.0	649	-	-	-	-	-	-	-	-	-	-	-	-	-	-	49	-	-	36	-	-	15	-	-	-	
Manufacturing .....	74	40.0	649	-	-	-	-	-	-	-	-	-	-	-	-	-	-	49	-	-	36	-	-	15	-	-	-	
Service-producing industries .....	105	39.4	570	580	572 - 594	-	-	-	-	-	-	1	-	1	5	14	2	18	38	17	4	-	-	-	-	-	-	
State and local government .....	10	40.0	540	-	-	-	-	-	-	-	-	-	-	10	10	20	20	10	-	30	-	-	-	-	-	-	-	
<b>Drafters</b>																												
Level II .....	234	40.0	490	480	460 - 520	-	-	2	3	1	( <sup>3</sup> )	2	13	15	14	26	12	1	10	( <sup>3</sup> )	-	( <sup>3</sup> )	-	-	-	-	-	
Private industry .....	207	40.0	505	504	472 - 530	-	-	-	-	-	-	-	13	15	15	29	14	1	12	( <sup>3</sup> )	-	( <sup>3</sup> )	-	-	-	-	-	
Level III .....	390	40.0	632	620	580 - 673	-	-	-	-	-	-	-	-	-	5	1	18	( <sup>3</sup> )	14	19	25	7	9	( <sup>3</sup> )	1	1		
Private industry .....	390	40.0	632	620	580 - 673	-	-	-	-	-	-	-	-	-	5	1	18	( <sup>3</sup> )	14	19	25	7	9	( <sup>3</sup> )	1	1		
Goods-producing industries .....	274	40.0	622	606	545 - 673	-	-	-	-	-	-	-	-	-	7	1	25	( <sup>3</sup> )	15	12	25	( <sup>3</sup> )	11	( <sup>3</sup> )	1	1		
Service-producing industries .....	116	40.0	657	665	617 - 700	-	-	-	-	-	-	-	-	-	1	-	2	-	10	36	24	22	4	-	-	-		
<b>Engineering Technicians</b>																												
Level III .....	88	40.0	642	646	577 - 715	-	-	-	-	-	-	-	-	-	17	1	2	19	11	23	17	7	2	-	-	-		
Private industry .....	88	40.0	642	646	577 - 715	-	-	-	-	-	-	-	-	-	17	1	2	19	11	23	17	7	2	-	-	-		
<b>Engineering Technicians, Civil</b>																												
Level I:																												
State and local government .....	41	39.2	283	268	268 - 273	76	-	17	-	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	208	39.3	431	377	340 - 530	-	3	9	23	15	2	3	-	10	( <sup>3</sup> )	6	6	17	-	6	-	-	-	-	-	-		
State and local government .....	98	38.6	357	348	327 - 373	-	5	13	35	29	3	6	-	8	1	-	-	-	-	-	-	-	-	-	-	-		
Level III .....	305	39.8	490	479	418 - 560	-	-	-	-	5	13	15	6	10	6	14	2	8	( <sup>3</sup> )	16	4	-	-	-	-	-		
State and local government .....	202	39.7	440	431	396 - 487	-	-	-	-	7	20	22	7	15	6	18	3	-	( <sup>3</sup> )	-	-	-	-	-	-	-		
Level IV:																												
State and local government .....	29	40.0	576	506	449 - 719	-	-	-	-	-	-	-	34	10	3	3	-	7	3	3	-	17	10	7	-	-		

See footnotes at end of table.

**Table A-2. All establishments: Weekly hours and pay of technical and protective service occupations, Indianapolis, IN, August 1996 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																							
			Mean	Median	Middle range	250 and under 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 525	525 - 550	550 - 575	575 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 and over			
<b>PROTECTIVE SERVICE OCCUPATIONS</b>																													
<b>Corrections Officers</b> .....	1,218	40.0	\$401	\$372	\$362 - \$405	-	-	-	18	41	15	4	3	1	3	( <sup>3</sup> )	1	13	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	1,218	40.0	401	372	362 - 405	-	-	-	18	41	15	4	3	1	3	( <sup>3</sup> )	1	13	-	-	-	-	-	-	-	-	-	-	
<b>Firefighters</b> .....	410	53.0	639	702	573 - 707	-	-	-	-	-	-	-	-	20	-	-	-	15	-	-	9	55	-	-	-	-	-	-	
State and local government .....	410	53.0	639	702	573 - 707	-	-	-	-	-	-	-	-	20	-	-	-	15	-	-	9	55	-	-	-	-	-	-	
<b>Police Officers</b>																													
Level I .....	1,748	40.0	645	678	554 - 719	-	-	-	-	-	-	( <sup>3</sup> )	1	3	2	3	12	8	7	3	20	34	6	-	-	-	-	-	
State and local government .....	1,733	40.0	647	678	563 - 719	-	-	-	-	-	-	-	1	3	1	3	12	8	7	3	20	35	6	-	-	-	-	-	
Level II .....	66	40.0	777	774	774 - 774	-	-	-	-	-	-	-	-	-	-	-	-	8	2	-	-	-	70	11	-	-	11		
State and local government .....	66	40.0	777	774	774 - 774	-	-	-	-	-	-	-	-	-	-	-	-	8	2	-	-	-	70	11	-	-	11		

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

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

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

<sup>4</sup> All workers were at \$900 and under \$950.

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





**Table A-4. All establishments: Hourly pay of maintenance and toolroom occupations, Indianapolis, IN, August 1996**

Occupation and level	Number of workers	Hourly pay (in dollars) <sup>1</sup>			Percent of workers receiving straight-time hourly pay (in dollars) of—																								
		Mean	Median	Middle range	6.50 and under 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 10.50	10.50 - 11.00	11.00 - 11.50	11.50 - 12.00	12.00 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 - 21.00	21.00 - 22.00	22.00 - 23.00	23.00 and over		
<b>General Maintenance Workers</b> .....	741	\$10.18	\$9.92	\$8.31 - \$11.91	5	7	4	11	11	4	7	8	7	6	10	7	1	4	3	2	-	-	-	-	-	-	-	-	-
Private industry .....	590	10.13	9.86	8.31 - 11.91	7	9	1	14	12	3	5	8	7	4	13	5	1	5	4	2	-	-	-	-	-	-	-	-	
Goods-producing industries .....	179	11.82	11.95	10.12 - 14.06	-	-	-	-	16	-	-	17	13	-	15	12	-	15	13	-	-	-	-	-	-	-	-	-	
Manufacturing .....	179	11.82	11.95	10.12 - 14.06	-	-	-	-	16	-	-	17	13	-	15	12	-	15	13	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	411	9.39	8.85	8.00 - 10.99	10	13	1	19	11	4	7	5	5	6	12	1	2	( <sup>2</sup> )	-	3	-	-	-	-	-	-	-	-	
Transportation and utilities .....	37	11.71	-	-	-	8	8	22	-	-	-	5	-	-	22	-	-	-	-	35	-	-	-	-	-	-	-	-	
State and local government .....	151	10.38	9.92	9.26 - 11.49	-	-	15	3	6	11	17	7	5	15	-	18	1	-	-	3	-	-	-	-	-	-	-	-	
<b>Maintenance Electricians</b> .....	851	20.14	22.10	18.44 - 22.10	-	-	-	-	-	1	( <sup>2</sup> )	( <sup>2</sup> )	-	( <sup>2</sup> )	-	3	3	4	2	3	7	3	3	3	3	17	50	1	
Private industry .....	770	20.73	22.10	21.02 - 22.13	-	-	-	-	-	-	-	-	-	-	1	2	3	1	2	6	3	3	3	3	19	55	1		
Goods-producing industries .....	647	20.93	22.10	21.02 - 22.18	-	-	-	-	-	-	-	-	-	-	1	2	4	-	1	6	1	3	2	12	66	1	-		
Manufacturing .....	645	20.96	22.10	21.02 - 22.18	-	-	-	-	-	-	-	-	-	-	1	2	4	-	1	6	1	3	2	12	66	1	-		
Service-producing industries .....	123	19.68	21.26	18.05 - 21.39	-	-	-	-	-	-	-	-	-	-	-	2	1	5	9	6	11	3	8	54	-	-	-		
Transportation and utilities .....	87	20.33	21.39	21.26 - 21.39	-	-	-	-	-	-	-	-	-	-	-	2	-	6	8	-	2	5	-	77	-	-	-		
State and local government .....	81	14.51	14.13	12.59 - 17.02	-	-	-	-	7	4	1	-	1	-	22	4	12	16	6	21	1	-	4	-	-	-	-		
<b>Maintenance Electronics Technicians</b>																													
Level II .....	421	19.16	21.36	16.40 - 21.42	-	-	-	-	-	-	-	1	( <sup>2</sup> )	1	1	4	8	5	12	3	1	1	1	62	-	-	-		
Private industry .....	409	19.33	21.36	16.58 - 21.42	-	-	-	-	-	-	-	-	-	1	1	4	8	5	12	3	1	1	1	64	-	-	-		
Service-producing industries .....	274	19.16	21.42	16.40 - 21.42	-	-	-	-	-	-	-	-	-	1	1	3	4	8	18	3	1	( <sup>2</sup> )	-	60	-	-	-		
State and local government .....	12	13.31	-	-	-	-	-	-	-	-	-	25	8	-	25	8	-	17	8	-	8	-	-	-	-	-	-		
<b>Maintenance Machinists</b> .....	170	16.36	14.28	13.68 - 18.08	-	-	-	-	-	-	-	-	-	-	12	36	5	2	1	5	15	1	3	12	5	2	-		
Private industry .....	166	16.36	14.28	13.68 - 18.38	-	-	-	-	-	-	-	-	-	-	12	37	5	2	1	4	16	1	3	13	5	2	-		
Goods-producing industries .....	152	15.93	13.68	13.68 - 18.06	-	-	-	-	-	-	-	-	-	-	13	41	5	2	1	4	16	1	3	5	6	2	-		
Manufacturing .....	152	15.93	13.68	13.68 - 18.06	-	-	-	-	-	-	-	-	-	-	13	41	5	2	1	4	16	1	3	5	6	2	-		
<b>Maintenance Mechanics, Machinery</b> .....	1,074	18.89	21.36	14.86 - 22.10	-	-	-	-	-	-	-	-	-	( <sup>2</sup> )	1	24	5	3	7	( <sup>2</sup> )	( <sup>2</sup> )	1	3	13	43	-			
Private industry .....	1,049	19.00	21.36	14.86 - 22.10	-	-	-	-	-	-	-	-	-	( <sup>2</sup> )	1	22	5	3	7	( <sup>2</sup> )	( <sup>2</sup> )	1	3	13	44	-			
Goods-producing industries .....	1,016	19.05	21.36	14.86 - 22.10	-	-	-	-	-	-	-	-	-	-	1	23	5	3	7	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	3	14	45	-			
Manufacturing .....	1,005	19.11	21.36	14.86 - 22.10	-	-	-	-	-	-	-	-	-	-	1	22	5	3	7	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	3	14	46	-			
Service-producing industries:																													
Transportation and utilities .....	28	18.01	-	-	-	-	-	-	-	-	-	-	-	-	-	21	-	7	7	4	-	29	32	-	-	-			
State and local government .....	25	14.05	13.73	13.73 - 13.93	-	-	-	-	-	-	-	-	-	-	-	76	20	-	-	-	4	-	-	-	-	-			
<b>Maintenance Mechanics, Motor Vehicle</b> .....	453	16.83	15.63	14.30 - 20.51	-	-	-	-	-	1	1	( <sup>2</sup> )	( <sup>2</sup> )	2	2	5	10	18	15	3	4	4	-	19	15	1	-		
Private industry .....	350	17.79	16.04	14.95 - 20.96	-	-	-	-	-	-	-	-	-	1	-	1	6	21	19	4	-	3	-	25	19	2	-		
Goods-producing industries .....	168	17.83	16.04	14.95 - 21.85	-	-	-	-	-	-	-	-	-	-	-	12	35	-	8	-	-	-	-	10	32	4	-		
Manufacturing .....	116	19.00	21.85	14.30 - 21.85	-	-	-	-	-	-	-	-	-	-	-	17	17	-	-	-	-	-	-	14	47	5	-		
Service-producing industries .....	182	17.75	18.29	15.20 - 20.51	-	-	-	-	-	-	-	-	-	2	-	3	1	8	36	-	-	5	-	39	7	-	-		
Transportation and utilities .....	159	18.12	20.31	15.12 - 20.51	-	-	-	-	-	-	-	-	-	2	-	3	1	9	26	-	-	6	-	45	8	-	-		
State and local government .....	103	13.59	13.00	11.98 - 17.14	-	-	-	-	-	6	6	2	1	4	8	18	22	6	2	-	18	7	-	-	-	-	-		
<b>Tool and Die Makers</b> .....	692	20.55	21.36	21.11 - 22.19	-	-	-	-	-	-	-	-	-	-	-	-	-	12	3	-	3	-	-	35	47	-			
Private industry .....	692	20.55	21.36	21.11 - 22.19	-	-	-	-	-	-	-	-	-	-	-	-	-	12	3	-	3	-	-	35	47	-			
Goods-producing industries .....	692	20.55	21.36	21.11 - 22.19	-	-	-	-	-	-	-	-	-	-	-	-	-	12	3	-	3	-	-	35	47	-			
Manufacturing .....	692	20.55	21.36	21.11 - 22.19	-	-	-	-	-	-	-	-	-	-	-	-	-	12	3	-	3	-	-	35	47	-			

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

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

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

**Table A-5. All establishments: Hourly pay of material movement and custodial occupations, Indianapolis, IN, August 1996**

Occupation and level	Number of workers	Hourly pay (in dollars) <sup>1</sup>			Percent of workers receiving straight-time hourly pay (in dollars) of—																							
		Mean	Median	Middle range	4.25 and under 4.50	4.50 - 5.00	5.00 - 5.50	5.50 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 11.00	11.00 - 12.00	12.00 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 and over	
<b>Forklift Operators</b> .....	1,528	\$14.06	\$12.83	\$11.22 - \$19.01	-	-	-	-	-	-	2	2	( <sup>2</sup> )	4	( <sup>2</sup> )	( <sup>2</sup> )	11	8	32	5	-	-	4	-	4	28	-	
Private industry .....	1,528	14.06	12.83	11.22 - 19.01	-	-	-	-	-	-	2	2	( <sup>2</sup> )	4	( <sup>2</sup> )	( <sup>2</sup> )	11	8	32	5	-	-	4	-	4	28	-	
Goods-producing industries .....	1,489	14.08	12.65	11.22 - 19.01	-	-	-	-	-	-	2	2	( <sup>2</sup> )	4	( <sup>2</sup> )	( <sup>2</sup> )	11	8	33	3	-	-	4	-	4	28	-	
Manufacturing .....	1,489	14.08	12.65	11.22 - 19.01	-	-	-	-	-	-	2	2	( <sup>2</sup> )	4	( <sup>2</sup> )	( <sup>2</sup> )	11	8	33	3	-	-	4	-	4	28	-	
<b>Guards</b>																												
Level I .....	1,739	6.98	6.50	5.83 - 7.75	1	( <sup>2</sup> )	11	15	23	10	11	7	5	5	6	1	2	1	( <sup>2</sup> )	1	2	( <sup>2</sup> )	-	-	-	-	-	-
Private industry .....	1,647	6.92	6.32	5.75 - 7.70	1	( <sup>2</sup> )	11	16	24	9	11	7	5	4	6	1	2	1	( <sup>2</sup> )	( <sup>2</sup> )	2	-	-	-	-	-	-	-
Service-producing industries .....	1,542	6.63	6.25	5.75 - 7.30	1	( <sup>2</sup> )	12	17	26	9	11	7	6	2	6	1	1	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-
State and local government .....	92	8.04	7.39	6.70 - 8.68	-	-	-	-	3	39	12	14	5	11	5	-	-	-	-	8	1	1	-	-	-	-	-	
Level II .....	194	11.63	9.79	8.91 - 14.80	-	-	-	-	-	-	-	2	17	7	7	20	8	4	6	3	4	10	5	2	3	1	3	
Private industry .....	142	12.23	10.92	9.36 - 15.97	-	-	-	-	-	-	-	2	14	6	5	18	7	6	6	2	4	13	6	3	4	1	4	
Service-producing industries .....	105	10.55	9.64	8.67 - 11.40	-	-	-	-	-	-	-	3	19	8	7	25	10	8	7	-	1	14	-	-	-	-	-	
State and local government .....	52	10.01	9.50	8.57 - 10.51	-	-	-	-	-	-	-	-	25	10	13	23	10	-	8	6	6	-	-	-	-	-	-	
<b>Janitors</b> .....	6,345	8.03	7.00	6.00 - 10.45	( <sup>2</sup> )	1	10	9	17	10	11	4	5	3	2	3	11	9	1	1	-	-	-	( <sup>2</sup> )	3	-	-	
Private industry .....	4,093	7.26	6.28	5.50 - 7.50	( <sup>2</sup> )	1	15	13	24	12	9	5	5	2	2	4	2	1	1	( <sup>2</sup> )	-	-	-	( <sup>2</sup> )	4	-	-	
Goods-producing industries .....	525	12.91	10.61	9.50 - 18.49	-	-	-	-	-	-	6	-	9	2	6	22	10	2	6	1	-	-	-	4	33	-	-	
Manufacturing .....	525	12.91	10.61	9.50 - 18.49	-	-	-	-	-	-	6	-	9	2	6	22	10	2	6	1	-	-	-	4	33	-	-	
Service-producing industries .....	3,568	6.43	6.10	5.50 - 7.00	( <sup>2</sup> )	1	17	15	27	14	9	6	4	2	1	1	1	1	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	( <sup>2</sup> )	-	-	
Transportation and utilities .....	35	11.74	-	-	-	-	-	-	-	-	3	17	14	14	-	11	6	-	3	-	-	-	-	-	31	-	-	
State and local government .....	2,252	9.42	10.55	7.36 - 11.02	-	-	( <sup>2</sup> )	3	4	7	14	3	4	4	4	2	27	25	1	1	-	-	-	-	-	-	-	
<b>Material Handling Laborers</b> .....	224	14.66	18.74	7.93 - 18.74	-	-	-	-	13	4	4	6	4	( <sup>2</sup> )	-	4	-	-	-	-	-	-	-	-	57	7	-	
<b>Shipping/Receiving Clerks:</b>																												
Private industry:																												
Service-producing industries .....	146	11.30	11.80	9.74 - 12.04	-	-	-	-	-	1	-	1	1	1	-	23	7	38	25	1	-	3	-	-	-	-	-	
<b>Truckdrivers</b>																												
Light Truck .....	60	11.27	-	-	-	-	-	-	-	3	3	2	3	2	2	38	-	15	-	3	7	22	-	-	-	-	-	
State and local government .....	23	13.28	14.39	11.44 - 15.01	-	-	-	-	-	-	-	-	-	-	4	-	-	39	-	4	9	43	-	-	-	-	-	
Medium Truck .....	638	16.73	19.86	12.41 - 19.86	-	-	-	-	-	-	-	-	-	-	-	-	-	17	23	-	-	1	-	1	-	59	-	
Heavy Truck:																												
State and local government .....	235	11.02	11.45	10.55 - 11.75	-	-	-	-	-	-	-	1	3	-	9	6	10	58	12	-	-	-	-	-	-	-	-	
Tractor Trailer:																												
Private industry:																												
Goods-producing industries .....	53	16.38	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	13	30	4	4	4	2	-	-	-	343	

See footnotes at end of table.

**Table A-5. All establishments: Hourly pay of material movement and custodial occupations, Indianapolis, IN, August 1996 — Continued**

Occupation and level	Number of workers	Hourly pay (in dollars) <sup>1</sup>			Percent of workers receiving straight-time hourly pay (in dollars) of—																						
		Mean	Median	Middle range	4.25 and under 4.50	4.50 - 5.00	5.00 - 5.50	5.50 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 11.00	11.00 - 12.00	12.00 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 and over
<b>Warehouse Specialists</b> .....	1,147	\$12.79	\$12.15	\$11.00 - \$15.48	-	-	-	-	-	-	3	1	( <sup>2</sup> )	-	7	1	10	18	15	17	1	18	-	7	3	-	-
Private industry .....	1,132	12.81	12.15	11.00 - 15.48	-	-	-	-	-	-	3	1	( <sup>2</sup> )	-	7	( <sup>2</sup> )	10	17	15	17	1	18	-	7	3	-	-
Goods-producing industries .....	586	12.58	11.91	11.00 - 15.48	-	-	-	-	-	-	6	-	-	-	10	-	5	33	9	3	-	35	-	-	-	-	-
Manufacturing .....	586	12.58	11.91	11.00 - 15.48	-	-	-	-	-	-	6	-	-	-	10	-	5	33	9	3	-	35	-	-	-	-	-
Service-producing industries .....	546	13.05	13.06	12.12 - 13.26	-	-	-	-	-	-	1	2	1	-	4	1	15	1	21	32	1	-	-	14	7	-	-
State and local government .....	15	11.86	11.73	11.73 - 12.80	-	-	-	-	-	-	-	7	-	-	-	13	-	47	27	-	-	-	-	7	-	-	-

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

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

<sup>3</sup> Workers were distributed as follows: 28 percent at \$20.00 and under \$21.00; 4 percent at \$21.00 and under \$22.00; 4 percent

at \$22.00 and under \$23.00; 2 percent at \$23.00 and under \$24.00; 2 percent at \$24.00 and under \$25.00; and 4 percent at \$25.00 and under \$26.00.

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

# Appendix A.

## Scope and Method of Survey

### Scope

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

### Sampling frame

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

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

### Survey design

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

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

### Data collection and payroll reference

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

### Occupational pay

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

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

Average pay reflect areawide estimates. Industries and establishments differ in



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

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

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

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

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

### Survey nonresponse

Data were not available from 12.4 percent of the sample establishments (representing 47,591 employees covered by the survey). An additional 6.2 percent of the sample establishments (representing 18,659 employees) were either out of business or outside the scope of the survey.

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

Some sampled establishments had a policy of not disclosing salary data for certain employees. No adjustments were made to pay estimates for the survey as a

result of these missing data. In all but two of the occupational work levels published in this bulletin, the proportion of employees for whom pay data were not available was less than 5 percent. The two jobs were Personnel Specialists IV (11.8 percent); and Accounting Clerks IV (8.8 percent).

### Reliability of estimates

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

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

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

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

<i>Relative standard error</i>	<i>Percent of published occupational work levels</i>
Less than 1 percent	1.1
1 and under 3 percent	64.1
3 and under 5 percent	30.4
5 percent and over	4.3

The standard error can be used to calculate a "confidence interval" around a sample estimate. For example, a 95 percent confidence interval is centered at the sample estimate and includes all values within 2 times the estimate's standard error. If all possible samples were selected to estimate the population value, the interval from each sample would include the true population value approximately 95 percent of the time.

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

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

To measure and better control nonsampling errors that occur during data collection, a quality control procedure was applied to the survey design. The procedure, job match validation (JMV), is designed to identify the frequency,

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

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

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

**Appendix table 1. Establishments and workers within scope of survey and number studied, Indianapolis, IN<sup>1</sup>, August 1996**

Industry division <sup>2</sup>	Number of establishments		Workers in establishments		
	Within scope of survey <sup>3</sup>	Studied	Within scope of survey <sup>4</sup>		Studied
			Number	Percent	
All divisions .....	1,708	167	552,939	100	256,394
Private industry .....	1,616	147	371,167	67	108,821
Goods producing .....	464	43	99,048	18	34,712
Manufacturing .....	342	34	88,386	16	33,174
Construction <sup>5</sup> .....	120	7	10,374	2	1,250
Service producing .....	1,152	104	272,119	49	74,109
Transportation, communication, electric, gas, and sanitary services <sup>6</sup> .....	138	20	32,224	6	12,982
Wholesale trade <sup>7</sup> .....	128	3	9,239	2	410
Retail trade <sup>7</sup> .....	295	11	89,093	16	10,907
Finance, insurance, and real estate <sup>7</sup> .....	138	13	47,806	9	10,098
Services <sup>7</sup> .....	453	57	93,757	17	39,712
State and local government .....	92	20	181,772	33	147,573

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

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

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

same industry division. In government, an establishment is generally defined as all locations of a government entity.

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

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

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

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

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