

Occupational Pay and Interarea Pay Comparisons, United States, 1996



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Summary 98-2

This summary report highlights the differential of occupational pay between private industry and State and local governments and among geographic regions. It also provides pay comparisons for occupational groups between areas. A more comprehensive study, *Occupational Compensation Survey: National Summary, 1996* (BLS Bulletin 2497), presents estimates of national and regional pay along with interarea pay comparisons for occupational groups in private industry and State and local governments.

Occupational Pay

Blue-collar pay rates tended to be similar for the private industry and State and local governments. In occupations where comparisons were statistically significant, average pay for general maintenance workers, level I guards, janitors, and light truckdrivers was more than that in the private sector in 1996. Average pay for level II maintenance electronics technicians, however, was higher in private industry. These findings are based on national estimates from the Bureau of Labor Statistics' Occupational Compensation Survey of 1996, which covered about 64.4 million workers in the continental United States.

For white-collar jobs, national estimates show that employers in private industry often paid professional and administrative workers higher salaries than did State and local government employers. In contrast, higher pay for some technical and clerical positions existed in the public sector.

Tables 1 and 2 provide national estimates (by industry and geographic region) of straight-time weekly or hourly pay for selected white- and blue-collar occupations common to a variety of employers.

Pay Comparisons

Pay relatives, which express pay levels for occupations by area as a percent of national pay levels, facilitate pay comparisons for occupational groups.

The pay comparison analysis that follows is based on the contiguous United States. Estimates for statewide Alaska, Anchorage, AK, Statewide Hawaii, Honolulu, HI, and San Juan-Caguas-Arecibo, PR are also published in the

comparison tables, but frequently represent the highest and lowest pay relatives. Thus, they are omitted from the analysis below. The occupational pay relatives are presented on tables 3 and 4.

Of the 40 areas where comparisons were available for professional workers, 33 areas had pay relatives between 95 and 104. San Francisco-Oakland-San Jose, CA had the highest pay relative (110), while lowest pay relatives were in Nashville, TN (90) and Kansas City, MO (92).

For the administrative occupational group, 28 of the 39 available areas had pay relatives between 95 and 104. The highest relative was 113 in San Francisco; the lowest was 87 in Jackson, MS.

Twenty-four of the 26 pay relatives available for the technical workers were concentrated between 95 and 109 of the national average. The highest, San Francisco was 110 and Nashville, the lowest, was 94.

Pay varied for employees in the protective service occupational group. Twenty-nine of the 35 areas had pay relatives between 80 and 129. Pay was 32 percent below the national average in Jackson and 51 percent above in Nassau-Suffolk, NY.

Clerical occupations provided 43 area pay comparisons. The pay relatives were not as concentrated around the national average as the professional and administrative relatives, but more so than protective service relatives. Clerical pay relatives were between 86 and 120.

Of the 40-area pay comparisons for the blue-collar maintenance group, 24 were concentrated between 100 and 109. The highest pay relative was 119 in San Francisco; the lowest was 84 in Tampa, FL and West Palm Beach-Boca Raton, FL.

Of the 19 area pay relatives shown for material movement occupations, 16 were between 95 and 114. Lower outliers were 85 in Dallas, TX and Orlando, FL and 86 in Tampa-St. Petersburg-Clearwater, FL.

Among the 47 area pay relatives published for janitors, pay levels ranged between 67 in Jackson and 136 in Nassau-Suffolk.

On a national level, establishment characteristics, such as size, industry, region and location, influenced pay

differentials (see table 4). Pay in metropolitan areas exceeded that in nonmetropolitan areas for all occupational groups where comparisons were possible in 1996. Differences ranged from a low of 6 percent for professional occupations to a high of 38 percent for protective service occupations. When differences by region are considered, they were again slight for professional occupations and considerably larger for protective service, material movement, and janitorial occupations. When broken out by establishment size, the data show higher pay relatives for blue-collar and protective service occupations in the largest establishments, those with 2,500 workers or more. The differences for white-collar occupations were slight.

Pay relatives are the result of dividing pay for an occupational group in a particular area for a particular industry by the corresponding national pay level, and multiplying by 100. Pay relatives are calculated for all areas surveyed in 1996 and some areas surveyed in either November 1995, December 1995, January 1997, or February 1997. Areas included from 1995 and 1997 were not surveyed in 1996. See the technical note for additional information about pay relative computation.

Table 3 shows area pay relatives, comparing each OCS area to the national estimates; table 4 shows establishment characteristics pay relatives, contrasting national data for establishments with certain characteristics, such as

employment level and region, against national data for all establishments.

Summary Bulletin

Additional pay relative data are available in *Occupational Compensation Survey: National Summary, 1996*. This publication also presents detailed pay data for individual occupational levels for both the Nation and separate localities. However, it is the last of the occupational compensation national summaries.

National Compensation Survey

In the future, national wage data will be generated from the National Compensation Survey (NCS). The NCS is designed to provide wage and benefit data by occupation for private sector and State and local government establishments in selected areas, by region, and nationwide. The NCS will encompass the Occupational Compensation Survey, the Employment Cost Index, and the Employee Benefits Survey. The first phase of NCS concentrates on collecting wage data, with benefits measures to follow. The next national summary will have a different look, and contain only wage data the first year. The bulletin will contain chapters on key occupation and establishment characteristics. The published NCS surveys are available on the Internet at <http://stats.bls.gov/comhome.htm>.

Technical Note

The data in this report are based on occupational compensation surveys conducted by the Bureau of Labor Statistics. The Occupational Compensation Surveys (OCS) are locality based and cover establishments employing 50 workers or more in all industries, as classified by *The Standard Industrial Classification (SIC) Manual* excluding agriculture, the Federal Government, private households, and the self-employed.

The Bureau conducts these surveys throughout the year. Individual survey area bulletins and summaries provide detailed survey information for most of the areas studied, including industrial coverage and sample size.

The OCS locality pay data are used for the estimation of national and regional pay levels. A sample consisting of 89 metropolitan areas and 70 nonmetropolitan counties represents the Nation's 326 metropolitan statistical area (as defined by the Office of Management and Budget) and the remaining portions of the 48 contiguous States.

The national and regional estimates in this summary are based on occupational compensation surveys conducted in 1995-1996 by the Bureau of Labor Statistics. The combined average payroll reference month for all surveys (including those updated) which contributed to the 1996

national estimates is June. Additional information about the area sample and method of estimation is available in the *National Summary*.

Pay relative definition

A percentage measure relating average pay levels for an occupational group to national pay for the same levels

$$\frac{\Sigma (\text{U.S. workers } j * \text{Comparison mean } j)}{\Sigma (\text{U.S. workers } j * \text{U.S. mean } j * \text{ECI factor})} * 100$$

where j = published occupations in comparison (area or characteristic)

The following procedure, which reduces the effect of differing occupational composition as a factor in pay levels, is the method of pay relative construction:

Numerator computation (comparison base). Multiplying average pay ("comparison mean") for each publishable occupational level in a comparison area or characteristic, such as industry, with the corresponding national employment ("U.S. workers"), results in aggregate pay levels. The sum of these products for each occupation ("j") included in the occupational group equals the comparison base (numerator) for that occupational group.

Denominator computation (national base). National average pay (“U.S. mean”) for comparable occupational levels multiplied by the corresponding national employment (“U.S. workers”) results in aggregate pay levels. Summing the products of these jobs produces a national base (denominator) for each occupational group. The national estimates represent the aggregation of data from a statistically representative area sample, and reflect an average payroll reference month of June 1996.

Reference month adjustment. Because data collection for OCS localities occurred throughout 1996, average payroll reference months differ among localities. The use of appropriate Employment Cost Index components (“ECI factor”) may be necessary to adjust the national base to match the reference month of the locality being compared in an area comparison.

Pay relative computation. Dividing the comparison base

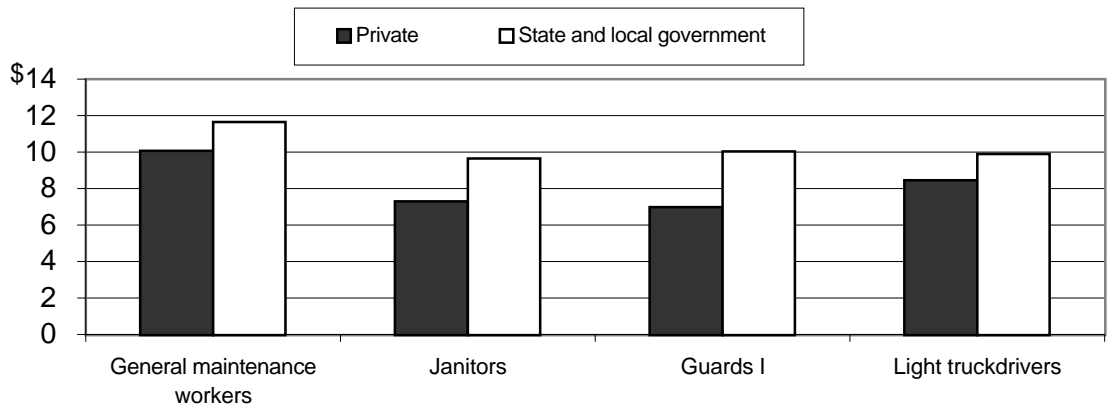
by the corresponding national base and multiplying the result by 100 yields the area pay relative. The national pay relative corresponds to 100. If, for example, an area pay relative is 90, this indicates that the area's average pay for an occupational group is 90 percent of the nationwide pay level, or 10 percent below the national average.

These tables show pay relatives only if the national employment which corresponds to the comparison's published occupations equals at least 70 percent of the national total employment of the entire occupational group.

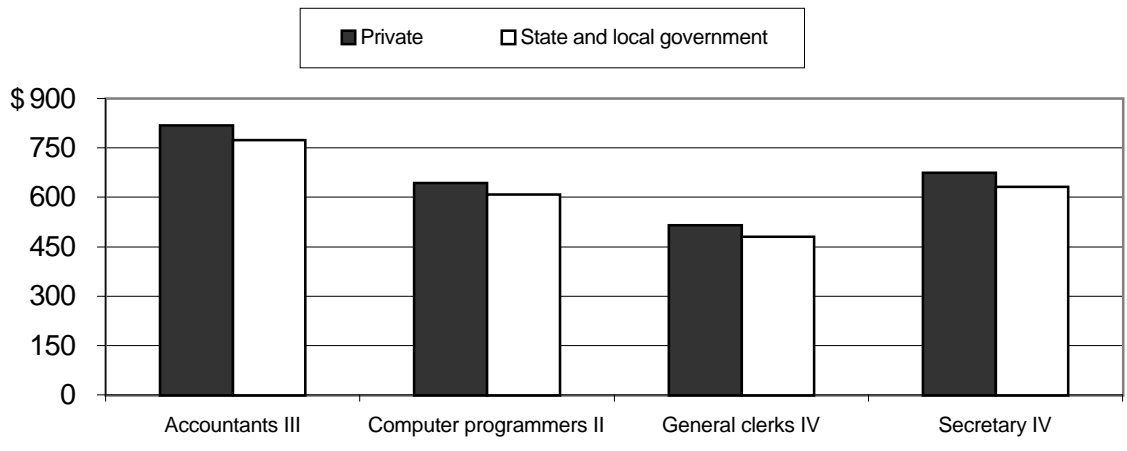
Unless otherwise indicated, all occupational pay level comparisons made in this summary have been examined and found to be statistically significant at a 1.6 standard error level or better.

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Average hourly pay for selected blue-collar occupations, U.S. industry divisions, 1996



Average weekly pay for selected white-collar occupations, U.S. industry divisions, 1996



Pay Comparisons for protective service occupations

Average pay level for all industries in the United States = 100

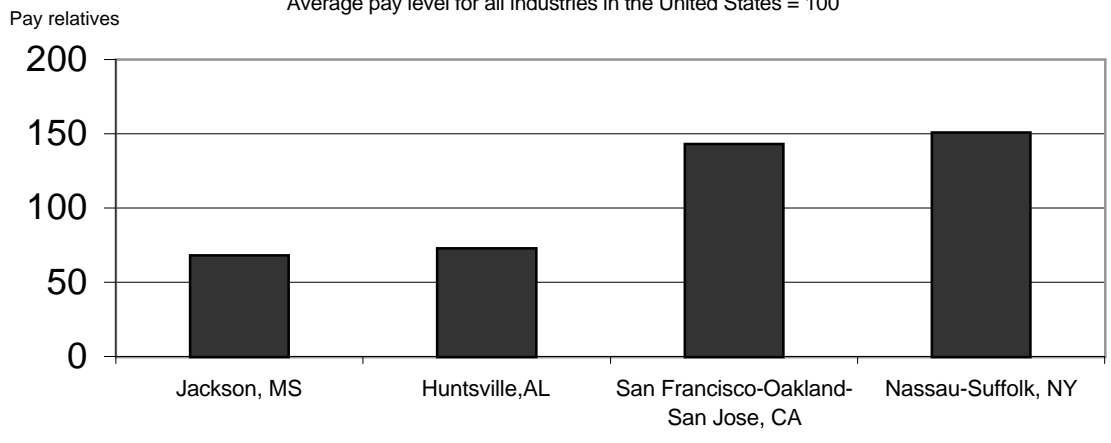


Table 1. Average weekly pay,¹ white-collar occupations, United States, June 1996

Occupation and level	Industry			Region ²			
	All	Private	State and local government	Northeast	South	Midwest	West
Professional occupations							
Accountants							
Level I	\$523	\$520	\$535	\$539	\$504	\$510	\$573
Level II	626	627	621	639	600	624	659
Level III	811	819	774	815	792	794	848
Level IV	1,041	1,055	968	1,067	1,027	1,024	1,053
Level V	1,375	1,396	1,183	1,418	1,374	1,362	1,349
Level VI	1,734	1,763	–	1,679	1,764	1,819	1,624
Accountants, Public							
Level I	594	594	–	–	585	–	–
Level II	641	641	–	–	643	–	–
Level III	747	747	–	768	759	–	–
Level IV	977	977	–	–	946	–	–
Attorneys							
Level I	700	841	679	721	636	704	778
Level II	952	1,103	879	975	868	942	1,070
Level III	1,260	1,411	1,138	1,304	1,161	1,252	1,345
Level IV	1,647	1,775	1,464	1,731	1,672	1,613	1,595
Level V	1,994	2,190	1,645	2,196	2,027	2,108	1,844
Level VI	2,415	2,713	–	–	–	–	2,128
Engineers							
Level I	675	677	658	671	649	691	702
Level II	805	808	785	794	793	808	826
Level III	959	960	957	960	940	952	995
Level IV	1,167	1,173	1,107	1,161	1,162	1,160	1,183
Level V	1,411	1,420	1,276	1,387	1,408	1,410	1,434
Level VI	1,659	1,676	1,367	1,635	1,686	1,609	1,676
Level VII	1,962	1,970	–	1,963	1,873	1,967	2,020
Level VIII	2,343	2,346	–	2,253	–	–	2,303
Administrative occupations							
Budget Analysts							
Level I	585	534	–	–	521	–	–
Level II	667	656	680	679	626	706	682
Level III	858	839	871	861	805	880	897
Level IV	964	943	1,005	1,000	941	990	967
Buyers/Contracting Specialists							
Level I	522	526	501	543	498	524	555
Level II	662	664	645	687	640	653	682
Level III	889	896	818	886	858	911	903
Level IV	1,085	1,090	1,019	1,081	1,072	1,111	1,082
Computer Programmers							
Level I	543	548	509	549	553	534	525
Level II	639	644	608	657	626	637	656
Level III	788	793	760	832	769	770	812
Level IV	945	945	940	939	944	918	1,000
Level V	1,095	1,096	–	–	–	–	–

See footnotes at end of table.

Table 1. Average weekly pay,¹ white-collar occupations, United States, June 1996 — Continued

Occupation and level	Industry			Region ²			
	All	Private	State and local government	Northeast	South	Midwest	West
Computer Systems Analysts							
Level I	\$779	\$784	\$755	\$773	\$732	\$799	\$806
Level II	940	945	921	954	906	948	962
Level III	1,111	1,120	1,026	1,115	1,080	1,119	1,143
Level IV	1,321	1,325	—	1,329	1,303	1,325	1,340
Level V	1,527	1,527	—	—	—	—	—
Computer Systems Analyst Supervisors/Managers							
Level I	1,202	1,218	1,137	1,239	1,172	1,195	1,208
Level II	1,408	1,421	1,283	1,446	1,378	1,389	1,417
Level III	1,665	1,669	—	1,640	1,618	1,741	1,699
Personnel Specialists							
Level I	515	510	530	535	497	510	588
Level II	611	608	630	631	592	611	631
Level III	804	801	819	815	775	794	845
Level IV	1,045	1,052	1,003	1,071	1,015	1,039	1,072
Level V	1,362	1,378	1,183	1,384	1,299	1,382	1,389
Level VI	1,784	1,787	—	—	—	1,822	—
Personnel Supervisors/Managers							
Level I	1,160	1,180	1,058	1,185	1,127	1,201	1,161
Level II	1,460	1,490	1,248	1,485	1,435	1,480	1,463
Level III	1,788	1,842	1,330	1,888	1,806	1,806	1,717
Level IV	2,253	2,253	—	—	—	—	—
Tax Collectors							
Level I	513	—	513	—	—	—	—
Level II	588	—	588	—	510	—	—
Level III	771	—	771	—	—	—	—
Technical occupations							
Computer Operators							
Level I	357	352	381	358	342	375	364
Level II	448	445	462	471	428	441	478
Level III	576	575	578	601	549	566	598
Level IV	689	690	684	728	649	684	688
Level V	820	806	—	—	—	—	—
Drafters							
Level I	408	409	380	409	408	404	419
Level II	504	501	534	564	479	492	544
Level III	640	636	693	634	626	618	706
Level IV	816	814	878	832	796	817	823
Engineering Technicians							
Level I	390	398	—	—	344	403	444
Level II	518	519	—	526	498	524	532
Level III	650	649	665	671	629	653	644
Level IV	781	781	834	762	775	797	783
Level V	898	895	—	875	907	880	930
Level VI	1,070	1,070	—	—	—	—	1,096

See footnotes at end of table.

Table 1. Average weekly pay,¹ white-collar occupations, United States, June 1996 — Continued

Occupation and level	Industry			Region ²			
	All	Private	State and local government	Northeast	South	Midwest	West
Engineering Technicians, Civil							
Level I	\$356	\$319	\$379	—	\$331	\$378	\$451
Level II	489	455	499	\$511	430	504	576
Level III	593	606	590	584	525	616	690
Level IV	730	759	723	731	631	743	833
Level V	865	941	836	981	707	858	951
Level VI	1,081	—	—	—	—	—	—
Protective service occupations							
Corrections Officers							
	529	—	547	682	400	527	694
Firefighters							
	690	—	691	771	558	679	848
Police Officers							
Level I	700	571	701	792	570	678	827
Level II	930	—	931	—	—	—	—
Clerical occupations							
Clerks, Accounting							
Level I	320	318	324	323	323	315	319
Level II	379	374	404	403	361	365	406
Level III	464	458	480	484	436	450	489
Level IV	549	553	541	575	525	539	561
Clerks, General							
Level I	289	274	313	323	266	314	284
Level II	342	326	361	362	324	339	373
Level III	429	423	433	439	383	422	459
Level IV	493	515	481	495	428	492	529
Clerks, Order							
Level I	345	345	—	395	335	330	332
Level II	477	477	—	483	438	469	517
Key Entry Operators							
Level I	353	333	—	370	315	327	417
Level II	414	410	428	446	383	416	429
Personnel Assistants							
Level I	332	319	382	—	305	339	420
Level II	409	397	461	433	385	397	459
Level III	508	490	554	528	466	487	567
Level IV	596	575	631	564	570	592	618
Secretaries							
Level I	385	395	371	416	371	399	389
Level II	476	487	459	500	440	471	529
Level III	557	564	536	584	522	555	580
Level IV	665	674	631	691	621	643	680
Level V	809	815	751	825	754	821	812

See footnotes at end of table.

Table 1. Average weekly pay,¹ white-collar occupations, United States, June 1996 — Continued

Occupation and level	Industry			Region ²			
	All	Private	State and local government	Northeast	South	Midwest	West
Switchboard Operator-Receptionists	\$355	\$354	\$361	\$390	\$332	\$344	\$369
Word Processors							
Level I	389	384	395	415	344	387	423
Level II	496	493	498	523	431	505	509
Level III	610	640	532	606	552	636	636

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

² The regions are defined as follows: **Northeast**—Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; **South**—Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North

Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; **Midwest**—Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; and **West**—Arizona, California, Colorado, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Occupations do not appear on this table if they had no publishable data.

Table 2. Average hourly pay,¹ blue-collar occupations, United States, June 1996

Occupation and level	Industry			Region ²			
	All	Private	State and local government	Northeast	South	Midwest	West
General Maintenance Workers	\$10.48	\$10.06	\$11.65	\$12.65	\$8.98	\$10.35	\$10.71
Maintenance Electricians	18.74	18.79	18.44	19.01	16.63	19.84	19.36
Maintenance Electronics Technicians							
Level I	11.89	11.86	12.09	12.27	11.15	12.59	12.77
Level II	18.14	18.24	16.98	18.58	18.27	17.52	18.36
Level III	20.56	20.62	20.21	21.78	19.46	19.68	21.30
Maintenance Machinists	17.10	16.93	21.17	17.44	15.57	18.19	18.43
Maintenance Mechanics, Machinery	16.70	16.71	16.13	16.58	14.91	18.03	18.17
Maintenance Mechanics, Motor Vehicle	15.91	16.07	15.60	16.61	14.14	16.26	17.72
Maintenance Pipefitters	20.52	20.60	19.27	19.97	19.82	21.16	19.38
Tool and Die Makers	19.05	19.04	–	19.15	17.26	19.82	19.35
Forklift Operators	11.49	11.49	–	12.57	10.40	12.11	11.16
Guards							
Level I	7.11	6.99	10.02	7.79	6.78	6.99	6.99
Level II	12.14	12.04	12.67	13.73	11.67	11.54	12.44
Janitors	7.97	7.30	9.65	9.88	6.43	8.25	8.03
Material Handling Laborers	8.85	8.85	8.65	10.22	7.52	10.81	7.67
Shipping/Receiving Clerks	10.48	10.47	10.85	10.81	9.82	10.95	10.72
Truckdrivers							
Light Truck	8.53	8.44	9.89	10.66	7.92	8.82	7.86
Medium Truck	14.81	14.93	12.15	15.75	13.36	15.72	14.77
Heavy Truck	13.38	13.29	13.74	15.36	10.78	13.55	14.30
Tractor Trailer	14.24	14.22	16.84	15.54	12.28	15.07	15.16

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

² The regions are defined as follows: **Northeast**—Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; **South**—Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North

Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; **Midwest**—Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; and **West**—Arizona, California, Colorado, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Occupations do not appear on this table if they had no publishable data.

Table 3. Pay relatives for occupational groups, selected areas, 1996

(For each occupational group, average pay level for all industries in the United States = 100)

State and area ¹	Occupational group							Janitors
	Professional	Administrative	Technical	Protective service	Clerical	Maintenance	Material movement	
Alabama								
Huntsville	–	94	99	73	92	103	–	73
Alaska								
Statewide Alaska	119	119	–	156	122	136	–	136
Anchorage	120	116	–	164	–	–	–	109
Arizona								
Phoenix	98	97	–	–	87	96	–	81
California								
Los Angeles–Long Beach	103	106	108	137	113	–	–	98
Sacramento–Yolo CMSA	98	102	106	126	110	107	100	112
San Diego	95	101	–	123	101	102	–	105
San Francisco–Oakland– San Jose CMSA	110	113	110	143	120	119	–	–
Colorado								
Denver–Boulder–Greeley CMSA	103	102	97	107	101	100	–	97
Connecticut								
Hartford	102	–	99	110	106	107	–	–
New London–Norwich	–	–	–	–	–	–	–	117
District of Columbia								
Washington	102	100	102	105	108	109	–	96
Florida								
Miami–Ft. Lauderdale CMSA	105	99	–	114	96	89	–	87
Orlando	102	91	–	–	89	–	85	94
Tampa–St. Petersburg–Clearwater	96	98	–	–	88	84	86	78
West Palm Beach–Boca Raton	–	–	–	105	95	84	–	89
Georgia								
Atlanta	96	97	97	75	101	100	102	83
Decatur County	–	–	–	–	–	–	–	76
Hawaii								
Statewide Hawaii	88	87	–	94	104	97	–	100
Honolulu	87	87	–	96	103	–	–	96
Illinois								
Chicago–Gary–Kenosha CMSA ²	103	103	103	117	105	108	111	115
Indiana								
Indianapolis	95	96	–	87	93	106	–	100
Massachusetts								
Boston–Worcester–Lawrence CMSA ² ..	101	101	105	–	107	104	–	114
Springfield	–	–	–	–	–	–	–	122
Michigan								
Detroit	104	105	108	106	107	113	–	117

See footnotes at end of table.

Table 3. Pay relatives for occupational groups, selected areas, 1996 — Continued

(For each occupational group, average pay level for all industries in the United States = 100)

State and area ¹	Occupational group							Janitors
	Professional	Administrative	Technical	Protective service	Clerical	Maintenance	Material movement	
Minnesota								
Minneapolis–St. Paul	99	100	–	–	103	106	–	106
Mississippi								
Jackson	94	87	–	68	89	–	–	67
Missouri								
Kansas City	92	99	98	85	94	96	98	96
St. Louis	–	–	96	89	95	105	112	85
Nebraska								
Omaha	100	98	–	97	94	–	–	96
New York								
Nassau–Suffolk	99	108	–	151	111	112	–	136
North Dakota								
Ward County	–	–	–	–	–	–	–	94
Ohio								
Cincinnati	98	104	98	96	97	103	–	96
Cincinnati–Hamilton CMSA ²	99	106	98	95	96	100	101	97
Cleveland	95	97	–	96	99	104	106	91
Cleveland–Akron CMSA ²	95	96	95	96	98	102	110	96
Columbus	101	99	–	103	101	94	–	104
Dayton–Springfield	97	98	97	101	94	105	–	107
Oregon								
Portland–Salem CMSA ²	99	98	–	117	98	99	–	99
Pennsylvania								
Philadelphia	102	101	103	109	102	100	105	115
Philadelphia–Wilmington– Atlantic City CMSA ²	102	101	105	108	103	102	102	112
Pittsburgh	95	95	99	105	95	94	113	100
Reading	95	–	–	–	99	99	–	124
Scranton–Wilkes-Barre–Hazleton	95	–	–	–	86	85	97	102
Puerto Rico								
San Juan–Caguas–Arecibo CMSA	78	75	–	–	69	62	60	62
Tennessee								
Nashville	90	92	94	–	90	86	102	84
Texas								
Dallas–Ft. Worth CMSA	100	98	95	89	96	90	85	–
Houston	107	109	109	87	105	101	–	68
Houston–Galveston–Brazoria CMSA ² ..	107	109	108	86	103	102	–	68
Virginia								
Richmond–Petersburg	99	98	–	–	–	103	96	81
Washington								
Seattle–Tacoma–Bremerton CMSA	–	97	–	120	103	114	–	114

See footnotes at end of table.

Table 3. Pay relatives for occupational groups, selected areas, 1996 — Continued

(For each occupational group, average pay level for all industries in the United States = 100)

State and area ¹	Occupational group							Janitors
	Professional	Administrative	Technical	Protective service	Clerical	Maintenance	Material movement	
Wisconsin								
Juneau County	—	—	—	—	—	—	—	107
Milwaukee	97	100	100	103	100	106	112	103
Milwaukee–Racine CMSA ²	97	100	99	103	100	105	112	104
Wyoming								
Lincoln County	—	—	—	—	—	—	—	118

¹ Areas are Metropolitan Statistical Areas (MSA), Primary Metropolitan Statistical Areas (PMSA), or Consolidated Metropolitan Statistical Areas (CMSA) as defined by the U.S. Office of Management and Budget, and nonmetropolitan counties.

² These areas had a change in area definition in 1996 and are not comparable to similar areas presented in the 1995 National Summary.

NOTE: Dashes indicate no data or that data did not meet publication criteria. Areas do not appear on this table if they had no publishable data for these occupational groups or for this level of industry detail.

Table 4. Pay relatives for occupational groups, establishment characteristics, 1996

(For each occupational group, average pay level for all industries in the United States = 100)

Establishment characteristic	Occupational group							Janitors
	Professional	Administrative	Technical	Protective service	Clerical	Maintenance	Material movement	
Industry								
All industries	100	100	100	100	100	100	100	100
Private industry	101	100	100	—	100	100	100	92
Goods producing	102	102	99	—	103	99	97	131
Manufacturing	101	102	99	—	103	99	98	131
Durable goods	101	101	99	—	104	101	97	143
Nondurable goods	103	103	102	—	101	94	101	110
Service producing	101	100	102	—	99	103	101	87
Transportation and utilities	104	105	111	—	107	112	105	134
Wholesale trade	—	102	—	—	99	—	93	112
Retail trade	—	—	—	—	95	—	93	92
Finance, insurance, and real estate ...	—	99	—	—	98	—	—	118
Services	99	99	100	—	97	95	84	85
State and local government	94	96	105	101	100	100	103	121
Region¹								
Northeast	100	102	102	117	105	104	110	124
South	99	97	97	80	93	91	88	81
Midwest	99	100	99	98	98	103	106	104
West	102	103	103	123	106	105	101	101
Area classification²								
Metropolitan	100	100	101	106	101	103	102	101
Nonmetropolitan	94	—	—	77	90	85	85	91
Establishments employing								
Fewer than 500 workers	99	99	97	80	98	92	93	87
500-999 workers	100	99	98	97	98	98	103	103
1,000-2,499 workers	103	103	102	—	102	105	116	109
2,500 workers or more	100	100	106	112	103	115	131	124

¹ The regions are defined as follows: **Northeast**—Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; **South**—Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; **Midwest**—Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; and **West**—Arizona, California, Colorado, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

² Metropolitan includes Metropolitan Statistical Areas (MSA), Primary Metropolitan Statistical Areas (PMSA), and Consolidated Metropolitan Statistical Areas (CMSA), as defined by the U.S. Office of Management and Budget. Nonmetropolitan includes separate nonmetropolitan counties that do not contribute to MSA's, PMSA's, or CMSA's.

NOTE: Dashes indicate no data or that data did not meet publication criteria.