

# Occupational Compensation Survey: Pay Only

Indianapolis, Indiana,  
Metropolitan Area,  
September 1995



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U.S. Department of Labor  
Bureau of Labor Statistics

Bulletin 3080-42

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## Preface

This bulletin provides results of a September 1995 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: Division of Occupational Pay and Employee Benefits, 2 Massachusetts Avenue, NE, Washington, D.C. 20212-0001 or call the Occupational Compensation Survey Program information line at (202) 606-6220.

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# Occupational Compensation Survey: Pay Only

## Indianapolis, Indiana, Metropolitan Area, September 1995



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

Bureau of Labor Statistics  
Katharine G. Abraham,  
Commissioner

March 1996

Bulletin 3080-42

### **Contents**

	Page		Page
Introduction .....	2	Tables—continued	
Tables:		A-4. Hourly pay of maintenance and toolroom occupations .....	12
All establishments:		A-5. Hourly pay of material movement and custodial occupations .....	14
A-1. Weekly hours and pay of professional and administrative occupations .....	3	Appendixes:	
A-2. Weekly hours and pay of technical and protective service occupations .....	7	A. Scope and method of survey .....	A-1
A-3. Weekly hours and pay of clerical occupations .....	9	B. Occupational descriptions .....	B-1

# 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, September 1995**

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 - 850	850 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1800	1800 and over		
<b>PROFESSIONAL OCCUPATIONS</b>																												
<b>Accountants</b>																												
Level I .....	170	40.0	\$444	\$433	\$401 - \$451	11	13	49	14	4	1	4	2	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	548	39.9	590	558	500 - 635	-	5	7	12	22	20	11	8	3	3	2	2	2	2	2	1	( <sup>3</sup> )	-	-	-	-	-	-
Private industry .....	433	39.8	621	577	519 - 665	-	-	( <sup>3</sup> )	11	26	23	12	9	4	3	2	2	3	2	2	2	( <sup>3</sup> )	-	-	-	-	-	-
Goods-producing industries .....	185	40.0	704	635	577 - 816	-	-	-	5	10	21	16	13	3	4	5	5	7	5	4	1	-	-	-	-	-	-	-
Manufacturing .....	185	40.0	704	635	577 - 816	-	-	-	5	10	21	16	13	3	4	5	5	7	5	4	1	-	-	-	-	-	-	-
Service-producing industries .....	248	39.7	560	548	500 - 596	-	-	( <sup>3</sup> )	15	37	25	9	7	4	3	-	-	-	-	-	-	-	-	-	-	-	-	-
Transportation and utilities .....	37	40.0	671	-	- - -	-	-	-	-	14	5	8	32	22	19	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	115	40.0	473	445	404 - 508	-	24	30	17	9	10	8	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	635	39.9	765	734	649 - 850	-	-	-	-	4	6	15	10	19	16	5	11	8	2	2	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-
Private industry .....	551	39.9	788	760	679 - 864	-	-	-	-	-	3	15	10	21	17	5	12	9	2	3	2	1	1	-	-	-	-	-
Goods-producing industries .....	246	40.0	833	794	673 - 915	-	-	-	-	-	3	17	7	11	14	7	15	11	3	6	4	1	1	-	-	-	-	-
Manufacturing .....	208	40.0	868	813	742 - 937	-	-	-	-	-	4	3	8	12	17	9	17	13	4	7	5	1	1	-	-	-	-	-
Service-producing industries .....	305	39.7	752	731	679 - 789	-	-	-	-	-	-	2	14	12	29	20	3	10	8	2	-	-	-	-	-	-	-	-
Transportation and utilities .....	47	40.0	834	867	727 - 913	-	-	-	-	-	4	2	9	13	4	9	21	34	4	-	-	-	-	-	-	-	-	-
State and local government .....	84	40.0	612	580	531 - 656	-	-	-	-	30	26	17	8	6	5	6	1	1	-	-	-	-	-	-	-	-	-	-
Level IV .....	293	39.6	976	961	869 - 1,033	-	-	-	-	-	-	1	1	2	3	12	11	39	16	8	3	1	2	2	2	-	-	-
Private industry .....	262	39.6	984	961	881 - 1,036	-	-	-	-	-	-	1	1	3	12	11	40	16	7	3	2	2	2	2	-	-	-	-
Goods-producing industries .....	118	40.0	1,049	996	923 - 1,144	-	-	-	-	-	-	-	-	-	-	9	2	45	18	9	5	3	4	4	-	-	-	-
Manufacturing .....	118	40.0	1,049	996	923 - 1,144	-	-	-	-	-	-	-	-	-	-	9	2	45	18	9	5	3	4	4	-	-	-	-
Service-producing industries .....	144	39.3	931	924	864 - 990	-	-	-	-	-	-	2	-	1	6	14	19	35	15	6	2	-	-	-	-	-	-	-
Transportation and utilities .....	35	40.0	984	-	- - -	-	-	-	-	-	-	-	-	-	-	6	20	43	17	11	3	-	-	-	-	-	-	-
State and local government .....	31	40.0	905	924	758 - 989	-	-	-	-	-	-	3	6	13	3	13	10	29	10	10	3	-	-	-	-	-	-	-
Level V .....	56	39.9	1,347	-	- - -	-	-	-	-	-	-	-	-	-	-	-	4	4	18	18	23	14	7	13	-	-	-	-
Private industry .....	52	39.9	1,364	-	- - -	-	-	-	-	-	-	-	-	-	-	-	2	2	19	15	25	15	8	13	-	-	-	-
<b>Accountants, Public</b>																												
Level II .....	78	40.0	676	673	613 - 760	-	-	-	-	-	13	28	27	-	32	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	78	40.0	676	673	613 - 760	-	-	-	-	-	13	28	27	-	32	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	78	40.0	676	673	613 - 760	-	-	-	-	-	13	28	27	-	32	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	60	40.0	713	683	660 - 762	-	-	-	-	-	7	47	18	10	17	-	2	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	60	40.0	713	683	660 - 762	-	-	-	-	-	7	47	18	10	17	-	2	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	60	40.0	713	683	660 - 762	-	-	-	-	-	7	47	18	10	17	-	2	-	-	-	-	-	-	-	-	-	-	-
Level IV .....	51	40.0	998	1,040	894 - 1,115	-	-	-	-	-	-	-	-	-	14	4	8	18	25	31	-	-	-	-	-	-	-	-
Private industry .....	51	40.0	998	1,040	894 - 1,115	-	-	-	-	-	-	-	-	-	14	4	8	18	25	31	-	-	-	-	-	-	-	-
Service-producing industries .....	51	40.0	998	1,040	894 - 1,115	-	-	-	-	-	-	-	-	-	14	4	8	18	25	31	-	-	-	-	-	-	-	-
<b>Attorneys</b>																												
Level II .....	103	39.3	1,053	1,047	788 - 1,287	-	-	-	-	-	-	1	2	27	-	4	13	12	11	12	10	10	-	-	-	-	-	-
Level III .....	96	39.9	1,279	1,213	1,171 - 1,384	-	-	-	-	-	-	-	-	-	-	-	-	14	34	20	8	7	3	14	-	-	-	-
Private industry .....	83	39.8	1,290	1,223	1,192 - 1,400	-	-	-	-	-	-	-	-	-	-	-	-	-	11	34	20	10	8	2	14	-	-	-
Service-producing industries .....	66	39.8	1,278	-	- - -	-	-	-	-	-	-	-	-	-	-	-	-	-	14	41	12	6	9	3	15	-	-	-
State and local government .....	13	40.0	1,211	-	- - -	-	-	-	-	-	-	-	-	-	-	-	-	-	31	38	15	-	-	8	8	-	-	-

See footnotes at end of table.

**Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Indianapolis, IN, September 1995 — 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 - 850	850 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1800	1800 and over		
<b>Engineers</b>																												
Level I .....	117	40.0	\$673	\$654	\$613 -- \$750	-	-	-	1	4	17	27	12	13	16	9	1	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	116	40.0	675	654	613 -- 750	-	-	-	-	4	17	28	12	13	16	9	1	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	57	40.0	726	-	- -- -	-	-	-	-	-	-	25	9	19	33	14	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	56	40.0	728	-	- -- -	-	-	-	-	-	-	23	9	20	34	14	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	59	40.0	625	-	- -- -	-	-	-	8	34	31	15	7	-	3	2	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	725	39.9	778	762	692 -- 865	-	-	-	-	2	4	8	14	19	14	13	10	12	4	1	-	-	-	-	-	-	-	
Private industry .....	690	40.0	787	769	702 -- 869	-	-	-	-	-	3	7	14	19	15	13	10	13	4	1	-	-	-	-	-	-	-	
Goods-producing industries .....	552	40.0	800	793	707 -- 887	-	-	-	-	-	3	6	11	19	12	15	12	15	5	1	-	-	-	-	-	-	-	
Manufacturing .....	536	40.0	802	798	707 -- 888	-	-	-	-	3	7	11	19	12	15	12	15	5	1	-	-	-	-	-	-	-	-	
Service-producing industries .....	138	40.0	735	740	670 -- 774	-	-	-	-	-	9	27	20	29	8	3	4	1	-	-	-	-	-	-	-	-	-	
Transportation and utilities .....	44	40.0	804	787	764 -- 840	-	-	-	-	-	2	7	2	50	16	9	11	2	-	-	-	-	-	-	-	-	-	
State and local government .....	35	38.7	593	557	546 -- 636	-	-	-	-	40	23	20	6	6	-	6	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	1,120	40.0	902	884	808 -- 992	-	-	-	-	-	( <sup>3</sup> )	3	3	5	10	16	18	22	13	6	3	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	
Private industry .....	972	40.0	929	900	835 -- 1,010	-	-	-	-	-	-	( <sup>3</sup> )	1	4	9	16	20	24	14	7	3	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	
Goods-producing industries .....	754	40.0	941	912	848 -- 1,025	-	-	-	-	-	-	( <sup>3</sup> )	1	3	8	14	20	25	15	8	4	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	
Manufacturing .....	739	40.0	941	912	848 -- 1,025	-	-	-	-	-	-	( <sup>3</sup> )	1	3	8	14	21	24	15	8	4	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	
Service-producing industries .....	218	40.0	886	867	810 -- 948	-	-	-	-	-	-	-	-	5	14	27	17	22	11	4	1	-	-	-	-	-	-	
State and local government .....	148	39.9	725	711	637 -- 796	-	-	-	-	2	26	20	14	14	9	7	7	-	-	-	-	-	-	-	-	-	-	
Level IV .....	1,245	40.0	1,071	1,060	972 -- 1,158	-	-	-	-	-	-	-	-	-	1	2	7	21	30	22	10	5	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	
Private industry .....	1,170	40.0	1,080	1,065	981 -- 1,164	-	-	-	-	-	-	-	-	-	1	2	6	20	31	23	11	6	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	
Goods-producing industries .....	886	40.0	1,071	1,062	981 -- 1,158	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	2	7	20	34	22	8	5	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	
Manufacturing .....	885	40.0	1,071	1,062	981 -- 1,158	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	2	7	20	34	22	8	5	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	
Service-producing industries .....	284	40.0	1,108	1,100	995 -- 1,213	-	-	-	-	-	-	-	-	-	1	2	3	19	23	24	17	7	3	-	-	-	-	
State and local government .....	75	39.8	935	929	866 -- 997	-	-	-	-	-	-	-	-	-	7	9	19	43	16	7	-	-	-	-	-	-	-	
Level V:																												
Private industry:																												
Service-producing industries .....	135	40.0	1,282	1,260	1,214 -- 1,346	-	-	-	-	-	-	-	-	-	-	-	-	1	5	14	42	28	4	2	2	1		
State and local government .....	12	40.0	1,194	-	- -- -	-	-	-	-	-	-	-	-	-	-	-	-	8	17	33	33	-	8	-	-	-		
Level VI .....	50	40.0	1,707	-	- -- -	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	4	12	8	48	26		
Private industry .....	50	40.0	1,707	-	- -- -	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	4	12	8	48	48	26		
<b>ADMINISTRATIVE OCCUPATIONS</b>																												
<b>Budget Analysts</b>																												
Level II .....	10	40.0	536	-	- -- -	-	-	20	10	10	50	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	10	40.0	536	-	- -- -	-	-	20	10	10	50	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level III:																												
State and local government .....	15	40.0	623	567	567 -- 710	-	-	-	13	47	7	-	20	7	7	-	-	-	-	-	-	-	-	-	-	-	-	
Level IV:																												
State and local government .....	7	40.0	667	-	- -- -	-	-	-	-	-	57	-	43	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

**Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Indianapolis, IN, September 1995 — 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 - 850	850 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1800	1800 and over			
<b>Buyers/Contracting Specialists</b>																													
Level I .....	54	40.0	\$503	-	- - -	4	13	6	30	31	4	4	2	2	4	2	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	12	40.0	458	-	- - -	17	8	25	25	8	8	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	325	40.0	610	\$586	\$535 - \$687	-	3	6	4	15	30	11	14	6	4	3	1	3	1	-	-	-	-	-	-	-	-	-	
Private industry .....	272	40.0	633	593	561 - 692	-	-	-	3	17	33	12	17	7	4	3	1	3	1	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	224	40.0	634	591	561 - 692	-	-	-	3	16	36	8	19	7	4	3	1	3	1	-	-	-	-	-	-	-	-	-	
Manufacturing .....	223	40.0	634	591	561 - 692	-	-	-	3	16	36	8	19	7	4	3	1	3	1	-	-	-	-	-	-	-	-	-	
State and local government .....	53	40.0	493	448	431 - 557	-	17	36	11	9	13	6	-	6	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	144	40.0	853	848	710 - 972	-	-	-	-	8	6	1	2	14	7	11	8	20	13	4	2	2	1	-	-	-	-	-	
Private industry .....	123	40.0	896	892	790 - 1,000	-	-	-	-	7	-	-	-	15	7	13	10	23	15	5	2	2	1	-	-	-	-	-	
Goods-producing industries .....	109	40.0	891	871	754 - 1,002	-	-	-	-	8	-	-	-	17	8	12	10	18	15	6	3	3	1	-	-	-	-	-	
Manufacturing .....	109	40.0	891	871	754 - 1,002	-	-	-	-	8	-	-	-	17	8	12	10	18	15	6	3	3	1	-	-	-	-	-	
State and local government .....	21	40.0	599	528	504 - 679	-	-	-	-	57	-	10	14	10	5	-	5	-	-	-	-	-	-	-	-	-	-	-	
<b>Computer Programmers</b>																													
Level II .....	297	39.9	601	606	535 - 680	-	2	1	14	13	18	21	9	18	3	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	232	39.9	627	615	577 - 706	-	-	-	5	14	19	23	11	22	4	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	207	39.8	625	615	577 - 706	-	-	-	4	15	22	21	11	23	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	65	40.0	507	450	450 - 558	-	9	5	46	9	11	12	2	5	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	301	39.7	675	683	578 - 750	-	-	-	-	16	16	10	11	20	22	4	1	-	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-	
Private industry .....	203	39.6	716	727	663 - 775	-	-	-	-	14	10	12	26	33	5	( <sup>3</sup> )	( <sup>3</sup> )	-	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
Service-producing industries .....	181	39.5	715	717	648 - 782	-	-	-	-	14	11	13	22	33	6	1	-	-	-	1	-	-	-	-	-	-	-	-	
Transportation and utilities .....	25	40.0	805	-	- - -	-	-	-	-	-	-	-	-	16	36	40	4	-	-	4	-	-	-	-	-	-	-	-	
State and local government .....	98	40.0	589	547	535 - 626	-	-	-	-	50	19	11	8	8	-	1	2	-	-	-	-	-	-	-	-	-	-	-	
<b>Computer Systems Analysts</b>																													
Level I .....	397	39.7	729	731	635 - 817	-	-	-	2	( <sup>3</sup> )	18	8	13	13	14	13	12	6	-	1	1	-	-	-	-	-	-	-	
Private industry .....	265	39.5	775	777	702 - 852	-	-	-	-	-	6	5	13	14	19	16	17	8	-	1	1	-	-	-	-	-	-	-	
Service-producing industries .....	236	39.5	774	770	687 - 852	-	-	-	-	-	7	6	14	13	15	17	17	9	-	1	1	-	-	-	-	-	-	-	
State and local government .....	132	40.0	636	608	574 - 689	-	-	-	5	1	42	14	14	11	4	7	2	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	572	39.7	863	863	779 - 944	-	-	-	-	-	-	-	9	9	13	15	21	21	11	2	-	-	-	-	-	-	-	-	
Private industry .....	431	39.6	887	888	809 - 958	-	-	-	-	-	-	-	3	7	11	15	23	25	13	2	-	-	-	-	-	-	-	-	
Goods-producing industries .....	61	40.0	886	-	- - -	-	-	-	-	-	-	-	-	3	2	26	38	31	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	61	40.0	886	-	- - -	-	-	-	-	-	-	-	-	3	2	26	38	31	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	370	39.6	887	885	808 - 962	-	-	-	-	-	-	-	4	8	12	14	21	24	15	3	-	-	-	-	-	-	-	-	
Transportation and utilities .....	32	40.0	915	-	- - -	-	-	-	-	-	-	-	-	6	19	-	16	28	31	-	-	-	-	-	-	-	-	-	
State and local government .....	141	40.0	790	771	696 - 851	-	-	-	-	-	-	-	26	17	18	12	13	9	5	-	-	-	-	-	-	-	-	-	
Level III .....	255	39.5	1,037	1,045	955 - 1,122	-	-	-	-	-	-	-	2	-	1	4	4	24	29	29	5	2	-	-	-	-	-	-	
Private industry .....	253	39.5	1,036	1,044	955 - 1,121	-	-	-	-	-	-	-	2	-	1	4	4	25	29	29	5	2	-	-	-	-	-	-	
Service-producing industries .....	208	39.4	1,029	1,034	945 - 1,117	-	-	-	-	-	-	-	3	-	1	5	5	24	30	24	6	2	-	-	-	-	-	-	

See footnotes at end of table.



**Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Indianapolis, IN, September 1995 — 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 - 850	850 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1800	1800 and over	
<b>Computer Systems Analyst Supervisors/Managers</b>																											
Level I:																											
State and local government .....	28	40.0	\$908	\$903	\$807 - \$977	-	-	-	-	-	-	-	-	-	11	14	7	18	32	14	4	-	-	-	-	-	-
Level II .....	53	39.6	1,167	-	- - -	-	-	-	-	-	-	-	-	-	-	-	13	4	9	9	25	8	9	9	13	-	-
<b>Personnel Specialists</b>																											
Level I:																											
Level I .....	62	40.0	445	-	- - -	15	15	35	8	10	18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II:																											
Private industry .....	316	39.7	611	567	541 - 641	-	1	5	5	24	28	15	6	2	5	1	2	3	1	1	( <sup>3</sup> )	-	-	-	-	-	-
Goods-producing industries .....	282	39.7	627	574	544 - 645	-	-	( <sup>3</sup> )	5	24	30	16	7	2	6	1	2	4	1	1	( <sup>3</sup> )	-	-	-	-	-	-
Manufacturing .....	96	40.0	700	581	556 - 854	-	-	-	-	20	31	9	2	1	9	2	6	11	2	4	1	-	-	-	-	-	-
Service-producing industries .....	96	40.0	700	581	556 - 854	-	-	-	-	20	31	9	2	1	9	2	6	11	2	4	1	-	-	-	-	-	-
State and local government .....	186	39.5	589	567	544 - 632	-	-	1	8	27	29	19	9	3	4	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	34	40.0	486	446	445 - 540	-	12	41	9	18	9	9	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III:																											
Private industry .....	355	39.9	781	759	680 - 865	-	-	-	-	3	3	6	22	13	12	12	10	11	3	2	2	-	-	-	-	-	-
Goods-producing industries .....	322	39.9	793	781	680 - 865	-	-	-	-	2	1	6	23	13	11	13	11	12	4	2	2	-	-	-	-	-	-
Manufacturing .....	99	40.0	883	894	798 - 940	-	-	-	-	5	-	-	5	7	11	17	5	28	8	7	6	-	-	-	-	-	-
Service-producing industries .....	99	40.0	883	894	798 - 940	-	-	-	-	5	-	-	5	7	11	17	5	28	8	7	6	-	-	-	-	-	-
State and local government .....	223	39.9	753	721	664 - 840	-	-	-	-	-	1	9	31	16	11	11	14	4	2	-	( <sup>3</sup> )	-	-	-	-	-	-
Level IV:																											
Private industry .....	235	39.9	970	946	865 - 1,027	-	-	-	-	-	-	-	( <sup>3</sup> )	-	6	11	13	36	17	10	4	2	2	-	-	-	-
Goods-producing industries .....	223	39.8	973	946	865 - 1,029	-	-	-	-	-	-	-	-	-	6	11	13	35	17	10	4	2	2	-	-	-	-
Manufacturing .....	98	40.0	984	946	865 - 1,028	-	-	-	-	-	-	-	-	-	-	9	20	29	23	12	3	3	-	-	-	-	-
Service-producing industries .....	98	40.0	984	946	865 - 1,028	-	-	-	-	-	-	-	-	-	-	9	20	29	23	12	3	3	-	-	-	-	-
Transportation and utilities .....	125	39.7	965	923	856 - 1,029	-	-	-	-	-	-	-	-	-	10	12	7	41	12	9	5	1	3	-	-	-	
State and local government .....	28	40.0	1,032	-	- - -	-	-	-	-	-	-	-	-	-	11	4	11	25	14	11	21	4	-	-	-	-	
State and local government .....	12	40.0	907	-	- - -	-	-	-	-	-	-	-	-	8	-	17	17	42	17	-	-	-	-	-	-	-	

<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> Workers were distributed as follows: 18 percent at \$1,800 and under \$2,000 and 8 percent at \$2,000 and under \$2,200.

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

**Table A-2. All establishments: Weekly hours and pay of technical and protective service occupations, Indianapolis, IN, September 1995**

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 - 550	550 - 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 .....	361	39.5	\$434	\$416	\$384 -	\$500	( <sup>3</sup> )	2	3	10	7	10	22	10	6	4	19	4	1	1	-	1	-	-	-	-
Private industry .....	272	39.4	449	438	402 -	508	( <sup>3</sup> )	-	3	4	4	8	25	12	7	6	22	6	1	-	1	-	1	-	-	-
Goods-producing industries .....	104	40.0	464	444	414 -	508	1	-	3	-	-	2	38	8	6	-	38	2	-	-	-	3	-	-	-	-
Manufacturing .....	104	40.0	464	444	414 -	508	1	-	3	-	-	2	38	8	6	-	38	2	-	-	-	3	-	-	-	-
Service-producing industries .....	168	39.0	439	429	397 -	489	-	-	4	7	7	13	17	14	8	9	13	8	1	-	-	-	-	-	-	-
State and local government .....	89	40.0	389	366	346 -	413	-	9	3	27	13	16	11	6	2	1	8	-	-	3	-	-	-	-	-	-
Level III .....	185	39.6	548	542	460 -	585	-	-	-	-	-	1	8	4	15	7	26	18	5	11	-	-	5	-	-	-
Private industry .....	163	39.5	550	542	459 -	585	-	-	-	-	-	1	9	4	15	5	25	17	5	13	-	-	6	-	-	-
Goods-producing industries .....	63	40.0	615	-	-	-	-	-	-	-	-	2	6	6	-	-	35	-	2	33	-	-	16	-	-	-
Manufacturing .....	63	40.0	615	-	-	-	-	-	-	-	-	2	6	6	-	-	35	-	2	33	-	-	16	-	-	-
Service-producing industries .....	100	39.3	509	504	459 -	567	-	-	-	-	-	-	11	3	25	8	18	28	7	-	-	-	-	-	-	-
State and local government .....	22	40.0	529	520	478 -	575	-	-	-	-	-	-	-	-	9	23	36	23	9	-	-	-	-	-	-	-
<b>Drafters</b>																										
Level I .....	54	40.0	404	-	-	-	-	-	22	-	17	-	7	37	2	15	-	-	-	-	-	-	-	-	-	-
Private industry .....	52	40.0	403	-	-	-	-	-	23	-	15	-	8	38	-	15	-	-	-	-	-	-	-	-	-	-
Level II .....	206	40.0	456	470	423 -	500	-	4	( <sup>3</sup> )	4	2	8	9	13	15	14	27	3	-	-	( <sup>3</sup> )	-	-	-	-	-
Private industry .....	167	40.0	475	480	435 -	505	-	-	-	-	-	10	7	15	16	17	31	4	-	-	1	-	-	-	-	-
Goods-producing industries .....	84	40.0	470	462	435 -	510	-	-	-	-	-	5	10	27	24	7	24	2	-	-	1	-	-	-	-	-
Manufacturing .....	81	40.0	468	462	435 -	483	-	-	-	-	-	5	10	28	25	7	21	2	-	-	1	-	-	-	-	-
Service-producing industries .....	83	40.0	479	487	470 -	500	-	-	-	-	-	14	5	2	8	27	37	6	-	-	-	-	-	-	-	-
Level III .....	184	40.0	624	640	580 -	673	-	-	-	-	-	-	-	-	7	5	9	8	30	32	4	3	1	1	1	1
Private industry .....	184	40.0	624	640	580 -	673	-	-	-	-	-	-	-	-	7	5	9	8	30	32	4	3	1	1	1	1
Goods-producing industries .....	126	40.0	609	625	522 -	673	-	-	-	-	-	-	-	-	10	7	12	6	27	29	2	2	2	1	2	2
Manufacturing .....	87	40.0	584	584	481 -	625	-	-	-	-	-	-	-	-	15	10	16	9	34	3	3	2	2	1	2	2
Service-producing industries .....	58	40.0	658	-	-	-	-	-	-	-	-	-	-	-	-	-	2	10	36	38	9	5	-	-	-	-
Level IV .....	60	40.0	761	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	20	12	15	12	13	17	10	10
Private industry .....	60	40.0	761	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	20	12	15	12	13	17	10	10
Goods-producing industries .....	53	40.0	754	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	23	13	11	13	15	11	11	11
Manufacturing .....	53	40.0	754	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	23	13	11	13	15	11	11	411
<b>Engineering Technicians</b>																										
Level I .....	60	40.0	422	-	-	-	-	-	-	7	15	23	7	5	30	13	-	-	-	-	-	-	-	-	-	-
Private industry .....	60	40.0	422	-	-	-	-	-	-	7	15	23	7	5	30	13	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	60	40.0	422	-	-	-	-	-	-	7	15	23	7	5	30	13	-	-	-	-	-	-	-	-	-	-
Level II .....	82	40.0	474	474	439 -	498	-	-	-	2	7	4	6	6	41	11	13	5	1	-	-	2	-	-	-	-
Private industry .....	82	40.0	474	474	439 -	498	-	-	-	2	7	4	6	6	41	11	13	5	1	-	-	2	-	-	-	-
Goods-producing industries .....	82	40.0	474	474	439 -	498	-	-	-	2	7	4	6	6	41	11	13	5	1	-	-	2	-	-	-	-
Manufacturing .....	82	40.0	474	474	439 -	498	-	-	-	2	7	4	6	6	41	11	13	5	1	-	-	2	-	-	-	-
Level III .....	150	40.0	630	621	575 -	689	-	-	-	-	-	-	-	-	-	-	19	20	21	24	9	6	1	-	-	-
Private industry .....	150	40.0	630	621	575 -	689	-	-	-	-	-	-	-	-	-	-	19	20	21	24	9	6	1	-	-	-
Goods-producing industries .....	122	40.0	624	604	554 -	681	-	-	-	-	-	-	-	-	-	-	23	20	21	19	7	7	2	-	-	-
Manufacturing .....	114	40.0	631	613	577 -	689	-	-	-	-	-	-	-	-	-	-	18	22	23	20	8	8	2	-	-	-

See footnotes at end of table.

**Table A-2. All establishments: Weekly hours and pay of technical and protective service occupations, Indianapolis, IN, September 1995 — 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 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 and over		
Level IV .....	232	40.0	\$787	\$788	\$721 - \$854	-	-	-	-	-	-	-	-	-	-	-	4	6	11	16	17	19	15	13		
Private industry .....	232	40.0	787	788	721 - 854	-	-	-	-	-	-	-	-	-	-	-	4	6	11	16	17	19	15	<sup>6</sup> 13		
Goods-producing industries .....	203	40.0	774	780	715 - 845	-	-	-	-	-	-	-	-	-	-	-	4	6	12	18	17	21	14	8		
Manufacturing .....	202	40.0	774	781	715 - 845	-	-	-	-	-	-	-	-	-	-	-	4	6	12	18	16	21	14	8		
<b>Engineering Technicians, Civil</b>																										
Level I:																										
State and local government .....	13	38.9	286	-	- - -	54	31	8	-	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....																										
Private industry .....	58	40.0	416	-	- - -	-	7	7	12	3	7	21	2	14	21	7	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	58	40.0	416	-	- - -	-	7	7	12	3	7	21	2	14	21	7	-	-	-	-	-	-	-	-	-	
State and local government .....	78	39.2	341	328	296 - 368	-	32	4	35	6	9	8	4	3	-	-	-	-	-	-	-	-	-	-	-	
Level III .....																										
Private industry .....	80	40.0	566	580	520 - 608	-	-	-	-	17	11	11	7	5	11	13	12	10	-	3	-	-	-	-	-	
Service-producing industries .....	80	40.0	566	580	520 - 608	-	-	-	-	2	-	6	1	1	-	21	32	27	-	7	-	-	-	-	-	
State and local government .....	150	39.8	427	407	377 - 481	-	-	-	-	24	17	14	10	7	17	9	1	1	-	-	-	-	-	-	-	
Level IV .....																										
State and local government .....	45	40.0	578	599	430 - 639	-	-	-	-	-	-	-	14	1	1	1	11	19	21	14	8	10	-	1		
Level V:																										
State and local government .....	8	40.0	735	-	- - -	-	-	-	-	-	-	-	-	-	-	-	-	-	-	50	50	-	-	-		
<b>PROTECTIVE SERVICE OCCUPATIONS</b>																										
<b>Corrections Officers</b> .....																										
State and local government .....	1,149	40.0	393	341	341 - 417	-	-	-	51	8	7	11	3	2	3	15	-	-	-	-	-	-	-	-	-	
State and local government .....	1,149	40.0	393	341	341 - 417	-	-	-	51	8	7	11	3	2	3	15	-	-	-	-	-	-	-	-	-	
<b>Firefighters</b> .....																										
State and local government .....	876	52.7	620	626	601 - 682	-	-	-	-	-	-	( <sup>3</sup> )	5	3	1	9	6	32	36	7	-	-	-	-		
State and local government .....	876	52.7	620	626	601 - 682	-	-	-	-	-	-	( <sup>3</sup> )	5	3	1	9	6	32	36	7	-	-	-	-		
<b>Police Officers</b>																										
Level I .....																										
State and local government .....	1,531	40.0	624	657	532 - 697	-	-	-	-	-	( <sup>3</sup> )	1	1	6	8	11	10	3	40	21	-	-	-	-		
State and local government .....	1,531	40.0	624	657	532 - 697	-	-	-	-	-	-	1	1	6	8	11	10	3	40	21	-	-	-	-		
Level II .....																										
State and local government .....	59	40.0	738	752	752 - 752	-	-	-	-	-	-	-	-	-	-	8	2	-	-	-	85	-	5	-		
State and local government .....	59	40.0	738	752	752 - 752	-	-	-	-	-	-	-	-	-	-	8	2	-	-	-	85	-	5	-		

<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> Workers were distributed as follows: 6 percent at \$900 and under \$950; 4 percent at \$950 and under \$1,000; and 2 percent at \$1,000 and under \$1,050.

<sup>5</sup> Workers were distributed as follows: 9 percent at \$900 and under \$950; 3 percent at \$950 and under \$1,000; and 1 percent at \$1,000 and under \$1,050.

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

**Table A-3. All establishments: Weekly hours and pay of clerical occupations, Indianapolis, IN, September 1995**

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	200 and under 225	225 - 250	250 - 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 and over		
<b>Clerks, Accounting</b>																												
Level I .....	286	40.0	\$291	\$280	\$268 - \$307	-	9	37	24	10	9	9	1	-	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	81	39.9	306	285	285 - 322	-	-	2	57	16	6	15	2	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	58	39.9	299	-	- - -	-	-	3	64	22	3	2	3	-	-	2	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	1,122	39.8	353	349	320 - 375	-	-	1	12	13	24	25	13	6	1	2	1	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	
Private industry .....	866	39.9	358	360	330 - 379	-	-	1	7	12	24	29	15	7	1	2	1	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	
Goods-producing industries .....	243	40.0	362	359	330 - 392	-	-	-	15	5	24	19	21	7	( <sup>3</sup> )	6	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1	-	-	-	-	-	
Manufacturing .....	217	40.0	359	350	330 - 390	-	-	-	17	6	27	17	18	8	-	5	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1	-	-	-	-	-	
Service-producing industries .....	623	39.9	356	360	330 - 372	-	-	2	4	14	25	32	12	6	1	1	1	1	-	-	-	-	-	-	-	-	-	
Transportation and utilities .....	54	40.0	370	362	331 - 384	-	-	-	-	6	31	33	11	2	7	9	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	256	39.3	336	326	296 - 361	-	-	-	29	19	22	14	9	5	1	2	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	1,249	39.7	432	429	369 - 480	-	-	1	1	3	12	11	12	10	15	6	12	9	8	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	
Private industry .....	1,081	39.7	437	434	375 - 485	-	-	1	1	2	11	10	10	10	15	6	13	9	9	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	
Goods-producing industries .....	330	40.0	464	442	415 - 500	-	-	-	-	-	2	5	8	18	18	7	12	20	2	2	( <sup>3</sup> )	1	2	1	-	-	-	
Manufacturing .....	221	40.0	459	439	402 - 498	-	-	-	-	-	3	8	13	21	15	10	13	6	4	4	( <sup>3</sup> )	1	2	1	-	-	-	
Service-producing industries .....	751	39.6	425	423	356 - 478	-	-	1	1	4	14	12	11	7	14	5	13	5	13	( <sup>3</sup> )	-	-	-	-	-	-	-	
State and local government .....	168	39.9	397	388	348 - 435	-	-	-	1	3	22	14	20	11	10	7	4	5	2	-	-	-	-	-	-	-	-	
Level IV .....	160	39.9	564	547	443 - 676	-	-	-	-	-	-	1	5	16	6	2	4	21	7	6	7	16	2	3	-	1		
Private industry .....	149	39.9	574	547	466 - 683	-	-	-	-	-	-	1	5	12	7	2	5	23	8	6	8	17	2	3	-	1		
Goods-producing industries .....	89	40.0	628	564	547 - 745	-	-	-	-	-	-	-	-	2	4	1	1	33	11	7	4	26	3	6	-	1		
Manufacturing .....	76	40.0	642	-	- - -	-	-	-	-	-	-	-	-	3	-	1	1	36	11	1	5	30	4	7	-	1		
Service-producing industries .....	60	39.7	494	-	- - -	-	-	-	-	-	2	13	27	10	3	10	8	3	5	13	5	-	-	-	-	-		
State and local government .....	11	40.0	428	-	- - -	-	-	-	-	-	9	-	73	-	9	-	-	-	9	-	-	-	-	-	-	-		
<b>Clerks, General</b>																												
Level I .....	141	39.7	262	263	226 - 282	25	9	32	23	5	5	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	1,652	40.0	306	300	268 - 337	( <sup>3</sup> )	12	17	17	21	15	9	6	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	904	40.0	315	309	286 - 341	( <sup>3</sup> )	3	12	22	29	13	8	9	3	1	-	-	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	72	40.0	322	-	- - -	-	-	6	-	56	18	1	19	-	-	-	-	-	-	-	-	-	-	-	-	-		
Service-producing industries .....	832	40.0	315	310	284 - 341	( <sup>3</sup> )	3	12	24	27	13	8	9	4	1	-	-	-	-	-	-	-	-	-	-	-		
Transportation and utilities .....	58	40.0	305	316	290 - 320	-	3	10	28	45	10	-	2	2	-	-	-	-	-	-	-	-	-	-	-	-		
State and local government .....	748	39.9	295	279	255 - 332	-	22	24	11	12	17	11	2	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-		
Level III .....	1,208	40.0	378	361	323 - 416	-	( <sup>3</sup> )	1	9	16	15	16	11	12	9	3	3	1	1	( <sup>3</sup> )	( <sup>3</sup> )	2	-	-	-	-		
Private industry .....	1,007	40.0	386	370	327 - 420	-	( <sup>3</sup> )	1	6	15	14	17	11	14	11	3	3	1	1	( <sup>3</sup> )	( <sup>3</sup> )	2	-	-	-	-		
Goods-producing industries .....	149	40.0	473	431	370 - 536	-	-	-	6	11	13	8	10	11	3	6	9	7	3	1	13	-	-	-	-	-		
Manufacturing .....	135	40.0	485	439	382 - 558	-	-	-	7	7	10	8	10	13	3	7	10	7	3	1	15	-	-	-	-	-		
Service-producing industries .....	858	40.0	371	361	325 - 413	-	( <sup>3</sup> )	1	7	17	15	18	11	14	11	3	3	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-		
State and local government .....	201	40.0	338	327	297 - 366	-	-	1	26	20	18	13	5	1	2	-	-	-	-	-	-	-	-	-	-	-		
Level IV .....	505	40.0	466	456	399 - 501	-	-	-	( <sup>3</sup> )	1	5	10	9	10	11	8	20	7	3	12	2	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-		
Private industry .....	409	40.0	483	480	411 - 524	-	-	-	-	( <sup>3</sup> )	2	9	9	9	9	24	8	4	14	2	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-		
Goods-producing industries .....	56	40.0	522	-	- - -	-	-	-	-	-	2	2	2	21	13	9	2	11	16	5	5	9	2	2	-	-		
Service-producing industries .....	353	40.0	477	480	410 - 506	-	-	-	-	( <sup>3</sup> )	2	10	10	7	8	8	28	7	2	16	2	-	-	-	-	-		
State and local government .....	96	40.0	394	401	343 - 432	-	-	-	2	6	18	15	9	18	22	4	2	4	-	-	-	-	-	-	-	-		

See footnotes at end of table.

**Table A-3. All establishments: Weekly hours and pay of clerical occupations, Indianapolis, IN, September 1995 — 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	200 and under 225	225 - 250	250 - 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 and over	
<b>Clerks, Order</b>																											
Level I	2,907	40.0	\$261	\$245	\$230 - \$266	-	58	20	9	5	2	( <sup>3</sup> )	1	1	1	2	-	-	-	-	-	-	-	-	-	-	-
Private industry	2,907	40.0	261	245	230 - 266	-	58	20	9	5	2	( <sup>3</sup> )	1	1	1	2	-	-	-	-	-	-	-	-	-	-	-
Level II:																											
Private industry:																											
Goods-producing industries	300	40.0	514	576	416 - 607	-	-	-	-	1	1	3	16	5	14	7	3	1	-	50	( <sup>3</sup> )	-	-	-	-	-	-
Manufacturing	300	40.0	514	576	416 - 607	-	-	-	-	1	1	3	16	5	14	7	3	1	-	50	( <sup>3</sup> )	-	-	-	-	-	-
<b>Key Entry Operators</b>																											
Level I	596	39.8	325	321	280 - 351	-	9	6	19	17	23	12	5	2	2	2	-	2	-	-	-	-	-	-	-	-	-
Private industry	458	39.8	338	326	300 - 359	-	-	3	22	21	24	14	6	3	3	3	-	2	-	-	-	-	-	-	-	-	-
Service-producing industries	410	39.8	338	325	300 - 353	-	-	3	22	20	26	12	6	3	3	2	-	3	-	-	-	-	-	-	-	-	-
Transportation and utilities	39	40.0	340	-	- - -	-	-	-	3	51	5	23	15	-	3	-	-	-	-	-	-	-	-	-	-	-	-
State and local government	138	39.9	282	262	244 - 328	-	41	16	11	7	20	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II:																											
Private industry:																											
Goods-producing industries	51	40.0	407	-	- - -	-	-	-	-	-	8	8	8	69	-	2	2	-	4	-	-	-	-	-	-	-	-
State and local government	31	40.0	310	281	281 - 338	-	-	13	48	6	10	3	13	6	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Personnel Assistants (Employment)</b>																											
Level II	59	40.0	389	-	- - -	-	-	-	3	10	3	29	17	17	-	15	2	2	2	-	-	-	-	-	-	-	-
Private industry	56	40.0	387	-	- - -	-	-	-	4	11	4	29	18	18	-	13	2	2	2	-	-	-	-	-	-	-	-
Level III:																											
State and local government	6	39.2	446	-	- - -	-	-	-	-	-	-	-	17	33	17	-	-	33	-	-	-	-	-	-	-	-	-
<b>Secretaries</b>																											
Level I	487	39.8	385	379	357 - 404	-	( <sup>3</sup> )	1	3	5	12	12	35	15	7	5	3	1	( <sup>3</sup> )	-	( <sup>3</sup> )	-	-	-	-	-	-
Private industry	459	39.9	387	379	361 - 404	-	( <sup>3</sup> )	( <sup>3</sup> )	3	4	11	12	37	15	7	5	3	1	( <sup>3</sup> )	-	( <sup>3</sup> )	-	-	-	-	-	-
Goods-producing industries	94	40.0	418	414	361 - 450	-	-	-	-	-	2	26	2	30	14	15	5	4	2	-	-	-	-	-	-	-	-
Manufacturing	79	40.0	420	-	- - -	-	-	-	-	-	3	30	3	18	16	16	6	5	3	-	-	-	-	-	-	-	-
Service-producing industries	365	39.9	379	379	357 - 396	-	( <sup>3</sup> )	( <sup>3</sup> )	3	5	13	9	46	12	5	2	2	1	-	-	1	-	-	-	-	-	-
Transportation and utilities	60	40.0	402	418	356 - 433	-	-	-	-	5	15	10	12	25	18	5	10	-	-	-	-	-	-	-	-	-	-
State and local government	28	38.4	351	335	323 - 408	-	-	11	11	18	29	4	4	11	-	11	-	4	-	-	-	-	-	-	-	-	-
Level II	921	39.3	443	436	387 - 474	-	-	-	( <sup>3</sup> )	1	7	10	11	14	16	15	5	9	8	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
Private industry	738	39.1	453	439	401 - 495	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	6	7	12	15	18	14	6	11	9	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
Goods-producing industries	54	40.0	516	-	- - -	-	-	-	-	-	-	6	-	7	9	24	7	26	6	-	4	4	4	4	4	4	4
Manufacturing	54	40.0	516	-	- - -	-	-	-	-	-	-	6	-	7	9	24	7	26	6	-	4	4	4	4	4	4	4
Service-producing industries	684	39.0	448	438	399 - 491	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	6	7	13	16	18	13	6	10	9	2	-	( <sup>3</sup> )	-	-	-	-	-
State and local government	183	40.0	403	384	360 - 450	-	-	-	1	6	15	24	10	9	8	17	2	3	3	2	-	-	-	-	-	-	-

See footnotes at end of table.

**Table A-3. All establishments: Weekly hours and pay of clerical occupations, Indianapolis, IN, September 1995 — 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	200 and under 225	225 - 250	250 - 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 and over
Level III .....	788	39.7	\$492	\$482	\$422 - \$545	-	-	-	( <sup>3</sup> )	-	2	2	9	14	9	10	10	20	14	4	3	2	1	( <sup>3</sup> )	-	-
Private industry .....	619	39.6	496	493	423 - 550	-	-	-	( <sup>3</sup> )	-	3	2	7	14	9	8	11	20	14	4	4	2	1	( <sup>3</sup> )	-	-
Goods-producing industries .....	64	40.0	630	-	-	-	-	-	-	-	-	-	-	-	2	-	11	8	6	28	30	8	6	2	-	-
Manufacturing .....	61	40.0	637	-	-	-	-	-	-	-	-	-	-	-	2	-	8	7	7	30	31	8	7	2	-	-
Service-producing industries .....	555	39.5	481	479	416 - 538	-	-	-	( <sup>3</sup> )	-	3	2	7	16	10	9	12	21	15	1	1	2	-	-	-	-
Transportation and utilities .....	36	40.0	527	-	-	-	-	-	-	-	3	-	8	19	14	6	11	8	11	14	6	-	-	-	-	-
State and local government .....	169	40.0	476	457	415 - 544	-	-	-	-	-	1	-	15	12	9	18	5	23	15	2	-	-	-	-	-	-
Level IV .....	302	39.9	683	657	587 - 774	-	-	-	-	-	-	-	-	1	1	1	3	8	15	21	11	9	9	8	7	6
Private industry:																										
Service-producing industries .....	103	39.8	618	625	573 - 677	-	-	-	-	-	-	-	-	2	2	2	8	8	12	37	15	6	6	4	-	-
State and local government .....	14	40.0	557	-	-	-	-	-	-	-	-	-	-	-	7	7	21	57	7	-	-	-	-	-	-	-
<b>Switchboard Operator-Receptionists</b> .....	868	39.7	354	333	308 - 402	( <sup>3</sup> )	2	5	13	24	17	11	3	9	4	3	4	4	2	-	-	-	-	-	-	-
Private industry .....	802	39.7	358	336	309 - 404	-	( <sup>3</sup> )	4	13	25	17	12	2	9	5	3	4	4	2	-	-	-	-	-	-	-
Goods-producing industries .....	190	40.0	365	347	328 - 410	-	-	5	7	13	27	11	-	20	8	10	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	612	39.6	356	329	308 - 380	-	( <sup>3</sup> )	4	14	29	14	12	3	5	4	( <sup>3</sup> )	5	6	3	-	-	-	-	-	-	-
Transportation and utilities .....	50	40.0	332	309	288 - 374	-	4	8	20	26	2	16	-	20	2	2	-	-	-	-	-	-	-	-	-	-
State and local government .....	66	39.7	302	288	244 - 342	3	27	12	11	11	14	5	9	8	-	2	-	-	-	-	-	-	-	-	-	-
<b>Word Processors</b>																										
Level II .....	53	40.0	417	-	-	-	-	-	4	11	9	26	9	13	4	6	15	2	-	-	-	-	-	-	-	-

<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.

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, September 1995**

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	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> .....	1,037	\$9.37	\$9.06	\$8.00 - \$10.88	10	5	9	15	10	8	9	5	7	9	2	5	3	1	1	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-
Private industry .....	874	9.31	8.75	7.85 - 10.88	12	6	8	16	9	5	9	5	8	9	2	4	4	1	1	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	145	11.15	10.95	9.77 - 12.13	-	-	-	1	15	-	17	7	14	8	-	16	14	8	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	145	11.15	10.95	9.77 - 12.13	-	-	-	1	15	-	17	7	14	8	-	16	14	8	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	729	8.94	8.50	7.50 - 10.30	<sup>3</sup> 15	7	9	19	8	6	8	4	7	9	2	2	1	-	2	-	-	-	-	-	-	-	-	-	
State and local government .....	163	9.70	9.38	8.75 - 10.89	-	-	17	7	13	19	11	5	3	10	5	8	-	-	-	2	-	-	-	-	-	-	-	-	
<b>Maintenance Electricians</b> .....	727	19.58	21.76	16.82 - 21.76	-	-	-	-	1	1	( <sup>2</sup> )	( <sup>2</sup> )	-	( <sup>2</sup> )	1	4	7	2	2	8	1	2	2	2	65	1	1		
Private industry .....	637	20.38	21.76	21.02 - 21.76	-	-	-	-	-	-	-	-	-	-	( <sup>2</sup> )	1	6	-	2	7	1	3	2	3	74	1	1		
Goods-producing industries .....	585	20.53	21.76	21.02 - 21.76	-	-	-	-	-	-	-	-	-	-	( <sup>2</sup> )	2	6	-	-	6	1	3	2	1	78	1	1		
Manufacturing .....	584	20.54	21.76	21.02 - 21.76	-	-	-	-	-	-	-	-	-	-	( <sup>2</sup> )	2	6	-	-	6	1	3	2	1	78	1	1		
Service-producing industries .....	52	18.72	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	19	15	8	4	-	23	29	-	-		
Transportation and utilities .....	37	19.05	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	27	5	-	5	-	19	41	-	-		
State and local government .....	90	13.86	13.60	12.11 - 16.40	-	-	-	-	4	4	2	1	-	1	4	21	12	17	6	17	3	-	7	-	-	-	-		
<b>Maintenance Electronics Technicians</b>																													
Level II .....	290	16.73	15.91	14.07 - 21.28	-	-	-	-	-	-	-	1	1	1	1	2	17	19	16	4	5	4	-	1	29	-	-		
Private industry .....	255	17.18	15.91	14.28 - 21.28	-	-	-	-	-	-	-	-	-	1	1	2	15	19	16	5	5	4	-	1	33	-	-		
Goods-producing industries .....	156	18.49	21.28	15.91 - 21.28	-	-	-	-	-	-	-	-	-	-	-	-	2	21	21	-	3	-	-	-	54	-	-		
Manufacturing .....	156	18.49	21.28	15.91 - 21.28	-	-	-	-	-	-	-	-	-	-	-	-	2	21	21	-	3	-	-	-	54	-	-		
Service-producing industries .....	99	15.11	14.33	13.81 - 16.51	-	-	-	-	-	-	-	-	-	2	2	4	34	16	8	12	9	10	-	2	-	-			
Transportation and utilities .....	51	15.07	13.91	13.50 - 16.51	-	-	-	-	-	-	-	-	-	-	-	61	2	6	16	2	10	4	-	4	-	-			
State and local government .....	35	13.44	13.55	13.42 - 14.21	-	-	-	-	-	-	-	11	6	3	-	3	37	23	14	-	3	-	-	-	-	-			
<b>Maintenance Machinists</b> .....	185	16.45	15.41	14.58 - 18.06	-	-	-	-	-	-	-	-	-	-	2	1	17	26	15	4	2	12	2	11	4	2			
Private industry .....	182	16.47	15.41	14.58 - 18.06	-	-	-	-	-	-	-	-	-	-	2	-	18	26	15	3	2	13	2	12	4	2			
Goods-producing industries .....	168	16.15	15.41	14.58 - 18.06	-	-	-	-	-	-	-	-	-	-	2	-	19	29	17	4	2	14	2	5	4	2			
Manufacturing .....	168	16.15	15.41	14.58 - 18.06	-	-	-	-	-	-	-	-	-	-	2	-	19	29	17	4	2	14	2	5	4	2			

See footnotes at end of table.

**Table A-4. All establishments: Hourly pay of maintenance and toolroom occupations, Indianapolis, IN, September 1995 — 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	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>Maintenance Mechanics, Machinery</b> .....	889	\$19.24	\$21.28	\$16.22 - \$21.76	-	-	-	-	-	-	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	16	4	3	9	1	1	1	( <sup>2</sup> )	63	( <sup>2</sup> )	( <sup>2</sup> )
Private industry .....	858	19.42	21.28	16.22 - 21.76	-	-	-	-	-	-	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	13	4	3	9	( <sup>2</sup> )	1	1	( <sup>2</sup> )	66	( <sup>2</sup> )	( <sup>2</sup> )
Goods-producing industries .....	836	19.45	21.76	16.22 - 21.76	-	-	-	-	-	-	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	13	4	3	9	( <sup>2</sup> )	( <sup>2</sup> )	-	( <sup>2</sup> )	67	( <sup>2</sup> )	( <sup>2</sup> )
Manufacturing .....	829	19.51	21.76	16.22 - 21.76	-	-	-	-	-	-	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	13	4	3	9	( <sup>2</sup> )	( <sup>2</sup> )	-	( <sup>2</sup> )	68	( <sup>2</sup> )	( <sup>2</sup> )
State and local government .....	31	14.39	13.33	13.33 - 14.00	-	-	-	-	-	-	-	-	-	-	-	-	74	3	-	6	16	-	-	-	-	-	-
<b>Maintenance Mechanics, Motor Vehicle</b> ...	1,571	15.05	14.60	13.45 - 15.97	-	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	1	1	1	6	11	9	27	22	5	1	2	8	2	4	-	-
Private industry:																											
Goods-producing industries .....	162	17.89	18.30	14.66 - 21.51	-	-	-	-	-	-	-	-	-	-	-	9	4	28	10	-	-	-	-	10	40	-	-
Manufacturing .....	102	19.72	21.51	20.88 - 21.51	-	-	-	-	-	-	-	-	-	-	-	14	-	3	4	-	-	-	-	16	64	-	-
Service-producing industries:																											
Transportation and utilities .....	303	17.10	18.16	14.40 - 19.72	-	-	-	-	-	-	-	( <sup>2</sup> )	-	-	1	12	2	12	16	5	( <sup>2</sup> )	9	39	3	-	-	-
State and local government .....	163	13.27	12.90	11.85 - 14.39	-	-	-	-	4	2	1	1	2	7	15	18	15	9	4	17	4	-	-	-	-	-	-
<b>Maintenance Pipefitters</b> .....	304	20.21	21.51	20.69 - 21.51	-	-	-	-	-	-	-	-	-	-	-	-	-	-	13	5	2	1	1	24	53	( <sup>2</sup> )	1
Private industry .....	304	20.21	21.51	20.69 - 21.51	-	-	-	-	-	-	-	-	-	-	-	-	-	-	13	5	2	1	1	24	53	( <sup>2</sup> )	1
Goods-producing industries .....	292	20.36	21.51	20.77 - 21.51	-	-	-	-	-	-	-	-	-	-	-	-	-	-	13	2	2	1	1	25	55	( <sup>2</sup> )	1
Manufacturing .....	292	20.36	21.51	20.77 - 21.51	-	-	-	-	-	-	-	-	-	-	-	-	-	-	13	2	2	1	1	25	55	( <sup>2</sup> )	1
<b>Tool and Die Makers</b> .....	755	20.38	21.28	21.11 - 21.85	-	-	-	-	-	-	-	-	-	-	-	1	-	12	2	2	1	1	1	1	70	9	1
Private industry .....	755	20.38	21.28	21.11 - 21.85	-	-	-	-	-	-	-	-	-	-	-	1	-	12	2	2	1	1	1	1	70	9	1
Goods-producing industries .....	755	20.38	21.28	21.11 - 21.85	-	-	-	-	-	-	-	-	-	-	-	1	-	12	2	2	1	1	1	1	70	9	1
Manufacturing .....	755	20.38	21.28	21.11 - 21.85	-	-	-	-	-	-	-	-	-	-	-	1	-	12	2	2	1	1	1	1	70	9	1

<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: 2 percent at \$6.00 and under \$6.50 and 13 percent at \$6.50 and under \$7.00.

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.



**Table A-5. All establishments: Hourly pay of material movement and custodial occupations, Indianapolis, IN, September 1995**

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> .....	1,572	\$13.58	\$12.20	\$11.15 - \$18.62	-	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	1	1	1	2	2	3	15	21	11	10	2	-	4	-	28	-	-
Private industry .....	1,572	13.58	12.20	11.15 - 18.62	-	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	1	1	1	2	2	3	15	21	11	10	2	-	4	-	28	-	-
Goods-producing industries .....	1,497	13.64	12.20	11.15 - 18.67	-	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	1	( <sup>2</sup> )	1	2	2	3	15	22	10	10	-	-	4	-	30	-	-
Manufacturing .....	1,497	13.64	12.20	11.15 - 18.67	-	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	1	( <sup>2</sup> )	1	2	2	3	15	22	10	10	-	-	4	-	30	-	-
<b>Guards</b>																											
Level I .....	1,976	6.65	6.00	5.50 - 7.00	( <sup>2</sup> )	1	15	29	18	9	7	3	5	4	3	1	2	1	( <sup>2</sup> )	1	2	( <sup>2</sup> )	-	-	-	-	-
Private industry .....	1,897	6.59	6.00	5.50 - 7.00	( <sup>2</sup> )	1	16	30	19	8	6	3	5	4	3	1	3	1	( <sup>2</sup> )	( <sup>2</sup> )	2	( <sup>2</sup> )	-	-	-	-	-
Goods-producing industries .....	84	11.22	10.18	8.55 - 14.22	-	-	-	-	5	5	-	5	31	-	-	6	1	1	-	45	1	-	-	-	-	-	-
Manufacturing .....	84	11.22	10.18	8.55 - 14.22	-	-	-	-	5	5	-	5	31	-	-	6	1	1	-	45	1	-	-	-	-	-	-
Service-producing industries .....	1,813	6.37	6.00	5.50 - 6.75	( <sup>2</sup> )	1	16	31	20	8	7	3	5	3	3	1	2	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	8	-	-	-	-	-	
State and local government .....	79	8.23	6.90	6.70 - 8.48	-	-	-	-	11	44	10	-	16	1	1	-	-	-	-	8	1	6	-	-	-	-	-
Level II .....	209	10.62	9.16	7.91 - 13.07	-	-	-	-	11	3	13	3	18	4	8	5	3	7	3	5	10	2	2	2	( <sup>2</sup> )	( <sup>2</sup> )	
Private industry .....	142	11.44	9.98	8.54 - 14.92	-	-	-	-	-	-	11	3	25	3	11	6	4	1	5	6	14	4	3	3	1	1	
State and local government .....	67	8.88	7.67	6.97 - 10.32	-	-	-	-	34	9	16	4	1	6	-	4	-	19	-	4	-	-	-	-	-	-	
<b>Janitors</b> .....	6,468	7.28	6.50	5.50 - 8.11	( <sup>2</sup> )	1	19	14	14	9	12	5	4	5	3	1	7	2	1	( <sup>2</sup> )	( <sup>2</sup> )	-	-	( <sup>2</sup> )	2	-	
Private industry .....	4,652	6.81	6.00	5.25 - 7.10	( <sup>2</sup> )	1	26	18	15	11	9	5	3	1	2	1	2	1	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	1	3		
Goods-producing industries .....	469	12.67	10.61	9.11 - 18.15	-	-	-	1	( <sup>2</sup> )	( <sup>2</sup> )	8	2	8	2	14	6	11	9	( <sup>2</sup> )	1	-	-	-	4	33		
Manufacturing .....	469	12.67	10.61	9.11 - 18.15	-	-	-	1	( <sup>2</sup> )	( <sup>2</sup> )	8	2	8	2	14	6	11	9	( <sup>2</sup> )	1	-	-	-	4	33		
Service-producing industries .....	4,183	6.16	5.99	5.25 - 6.60	( <sup>2</sup> )	1	29	20	17	12	9	6	2	1	1	1	1	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	( <sup>2</sup> )	-		
Transportation and utilities .....	35	12.15	-	-	-	-	-	-	-	3	9	9	-	3	11	29	3	3	-	-	-	-	-	31	-		
State and local government .....	1,816	8.48	8.38	7.08 - 10.03	-	-	1	3	10	6	20	5	7	16	5	2	19	4	2	1	( <sup>2</sup> )	-	-	-	-		
<b>Material Handling Laborers:</b>																											
Private industry:																											
Goods-producing industries .....	285	14.43	18.39	9.15 - 18.39	-	-	-	-	-	3	2	4	11	6	13	2	-	-	-	-	5	-	-	54	-		
Manufacturing .....	285	14.43	18.39	9.15 - 18.39	-	-	-	-	-	3	2	4	11	6	13	2	-	-	-	-	5	-	-	54	-		
Service-producing industries .....	845	10.49	7.75	6.35 - 13.90	-	-	-	10	18	8	11	3	2	( <sup>2</sup> )	-	1	-	2	5	23	1	( <sup>2</sup> )	( <sup>2</sup> )	16	-		
State and local government .....	19	6.66	6.12	6.12 - 7.08	-	-	-	-	68	-	11	-	21	-	-	-	-	-	-	-	-	-	-	-	-		
<b>Order Fillers:</b>																											
Private industry:																											
Service-producing industries .....	848	8.58	7.49	7.24 - 10.62	-	-	-	2	1	1	52	11	2	1	1	-	16	8	3	( <sup>2</sup> )	3	-	-	-	-		
<b>Shipping/Receiving Clerks</b> .....	811	10.19	8.80	7.53 - 11.86	-	-	-	-	( <sup>2</sup> )	6	15	8	11	12	2	1	9	12	11	( <sup>2</sup> )	1	1	-	( <sup>2</sup> )	9		
Private industry .....	811	10.19	8.80	7.53 - 11.86	-	-	-	-	( <sup>2</sup> )	6	15	8	11	12	2	1	9	12	11	( <sup>2</sup> )	1	1	-	( <sup>2</sup> )	9		
Goods-producing industries .....	486	11.37	10.90	8.60 - 12.20	-	-	-	-	3	6	1	11	12	4	-	14	18	13	-	2	1	-	( <sup>2</sup> )	15			
Manufacturing .....	485	11.37	10.90	8.60 - 12.20	-	-	-	-	3	6	1	11	12	4	-	13	18	13	-	2	1	-	( <sup>2</sup> )	15			
Service-producing industries .....	325	8.42	7.60	7.24 - 8.50	-	-	-	-	1	10	30	18	11	12	-	2	3	2	10	( <sup>2</sup> )	1	( <sup>2</sup> )	-	-			

See footnotes at end of table.

**Table A-5. All establishments: Hourly pay of material movement and custodial occupations, Indianapolis, IN, September 1995 — 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>Truckdrivers</b>																													
<b>Light Truck:</b>																													
State and local government .....	19	\$12.57	\$14.25	\$10.86 - \$14.25	-	-	-	-	-	-	5	-	-	-	-	-	26	11	-	5	53	-	-	-	-	-	-	-	-
Medium Truck .....	1,173	15.32	15.21	13.68 - 19.31	-	-	-	-	-	( <sup>2</sup> )	-	1	2	2	2	1	( <sup>2</sup> )	9	4	6	14	26	-	( <sup>2</sup> )	-	-	32	-	
Private industry .....	1,095	15.60	15.21	14.50 - 19.31	-	-	-	-	-	( <sup>2</sup> )	-	1	2	3	2	1	( <sup>2</sup> )	2	4	6	15	28	-	( <sup>2</sup> )	-	-	34	-	
Service-producing industries .....	1,089	15.63	15.21	14.50 - 19.31	-	-	-	-	-	( <sup>2</sup> )	-	1	2	3	2	1	-	2	4	7	15	28	-	( <sup>2</sup> )	-	-	34	-	
Transportation and utilities .....	999	16.20	15.21	14.50 - 19.31	-	-	-	-	-	-	-	-	2	( <sup>2</sup> )	-	-	( <sup>2</sup> )	5	7	17	31	-	-	1	-	37	-		
Heavy Truck .....	814	12.49	13.85	10.56 - 13.85	-	-	-	-	-	-	-	( <sup>2</sup> )	4	1	2	7	16	6	4	58	1	-	1	-	-	-	-	-	
State and local government .....	116	9.62	9.92	8.18 - 10.56	-	-	-	-	-	-	-	2	28	4	-	31	34	1	-	-	-	-	-	-	-	-	-	-	
Tractor Trailer .....	1,113	15.99	15.62	13.68 - 18.81	-	-	-	-	-	-	-	-	-	( <sup>2</sup> )	1	2	2	4	4	30	5	5	( <sup>2</sup> )	6	20	20	1		
Private industry .....	1,110	16.01	15.62	13.68 - 18.81	-	-	-	-	-	-	-	-	-	-	1	2	2	4	4	30	5	5	( <sup>2</sup> )	6	20	20	1		
Goods-producing industries .....	75	14.77	-	-	-	-	-	-	-	-	-	-	-	-	-	13	1	32	11	3	3	-	-	-	-	20	17		
Manufacturing .....	59	14.45	-	-	-	-	-	-	-	-	-	-	-	-	-	17	-	41	7	-	-	-	-	-	-	25	<sup>3</sup> 10		
Service-producing industries .....	1,035	16.10	15.62	13.68 - 18.81	-	-	-	-	-	-	-	-	-	-	1	1	2	2	3	32	5	5	( <sup>2</sup> )	6	22	20	-		
Transportation and utilities .....	901	16.72	17.81	13.68 - 18.81	-	-	-	-	-	-	-	-	-	-	-	-	-	1	37	1	6	( <sup>2</sup> )	7	25	23	-			
<b>Warehouse Specialists</b>																													
Private industry .....	1,329	11.70	11.17	10.00 - 12.90	-	-	-	-	-	1	1	4	4	2	3	8	9	35	12	3	12	-	-	7	-	-	-	-	
Service-producing industries .....	1,315	11.71	11.17	10.00 - 12.90	-	-	-	-	-	1	1	4	4	2	3	8	9	35	12	3	13	-	-	7	-	-	-	-	
Transportation and utilities .....	682	12.13	11.17	11.17 - 12.75	-	-	-	-	-	1	-	1	-	( <sup>2</sup> )	1	1	7	58	16	( <sup>2</sup> )	1	-	-	13	-	-	-	-	
State and local government .....	99	17.13	17.00	17.00 - 17.83	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	-	-	-	93	-	-	-	-	
State and local government .....	14	10.65	-	-	-	-	-	-	-	-	-	7	-	7	-	29	-	43	-	-	-	-	-	-	-	-	-	-	

<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: 3 percent at \$21.00 and under \$22.00; 5 percent at \$22.00 and under \$23.00; and 2 percent at \$23.00 and under \$24.00.

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 table 1. Establishments and workers within scope of survey and number studied, Indianapolis, IN<sup>1</sup>, September 1995**

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 .....	1,704	275	442,926	100	179,548
Private industry .....	1,611	243	369,852	84	128,246
Goods producing .....	474	78	101,313	23	44,117
Manufacturing .....	352	64	89,649	20	41,829
Construction <sup>5</sup> .....	120	12	11,387	3	2,011
Service producing .....	1,137	165	268,539	61	84,129
Transportation, communication, electric, gas, and sanitary services <sup>6</sup> .....	100	26	30,272	7	15,805
Wholesale trade <sup>7</sup> .....	128	14	16,181	4	1,982
Retail trade <sup>7</sup> .....	299	15	84,126	19	16,834
Finance, insurance, and real estate <sup>7</sup> .....	150	24	44,095	10	15,699
Services <sup>7</sup> .....	460	86	93,865	21	33,809
State and local government .....	93	32	73,074	16	51,302
Health services <sup>8</sup> .....	144	19	47,217	11	20,996
Private industry .....	135	13	36,377	8	12,079
State and local government .....	9	6	10,840	2	8,917
Hospitals .....	24	11	32,234	7	18,043
Private industry .....	15	5	21,394	5	9,126
State and local government .....	9	6	10,840	2	8,917

<sup>1</sup> The Indianapolis, IN Metropolitan Statistical Area, as defined by the Office of Management and Budget through October 1984, consists of Boone, Hamilton, Hancock, Hedricks, 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.

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

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

# 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, including health services); 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 August 1995 through January 1996 and reflects an average payroll reference month of September 1995. Data obtained for a payroll period prior to the end of October 1995 were updated to include general wage changes, if granted, scheduled to be effective through that date.

### Occupational pay

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

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

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

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

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

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

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

### Survey nonresponse

Data were not available from 10.3 percent of the sample establishments (representing 42241 employees covered by the survey). An additional 6.7 percent of the sample establishments (representing 16636 employees) were either out of business or outside the scope of the survey.

If data were not provided by a sample member, the weights (based on the probability of selection in the sample) of responding sample establishments were

adjusted to account for the missing data. The weights for establishments which were out of business or outside the scope of the survey were changed to zero.

Some sampled establishments had a policy of not disclosing salary data for certain employees. No adjustments were made to pay estimates for the survey as a result of these missing data which affected one of the occupational work levels published in this bulletin. The proportion of employees for whom pay data were not available was less than 5 percent. The single job affected was Personnel Specialist IV (17 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	8.4
1 and under 3 percent	67.5
3 and under 5 percent	19.9
5 percent and over	4.2

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. These results are from a similar survey conducted in 1994, see *Occupational Compensation survey: Pay and Benefits, Indianapolis, IN*, 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.