

Occupational Pay in the United States, November 1995



U.S. Department of Labor
Bureau of Labor Statistics
May 1997

Summary 97-6

This summary report highlights the disparity of occupational pay between private industry and State and local governments and among geographic regions. A more comprehensive bulletin, *Occupational Compensation Survey: National Summary, 1995*, will present estimates of national and regional pay.¹

Average pay for public-sector janitors, general maintenance workers, and guards, level I, was more than that in the private sector in 1995. Regional pay differentials also existed for these occupations (see charts 1 and 2). These

findings are based on national estimates from the Bureau of Labor Statistics' Occupational Compensation Survey of 1995, which covered about 64.1 million workers in the continental United States.

For white-collar jobs, national estimates show that employers in private industry sometimes 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.

Chart 1. Average hourly pay for selected blue-collar occupations, U.S. industry divisions, 1995

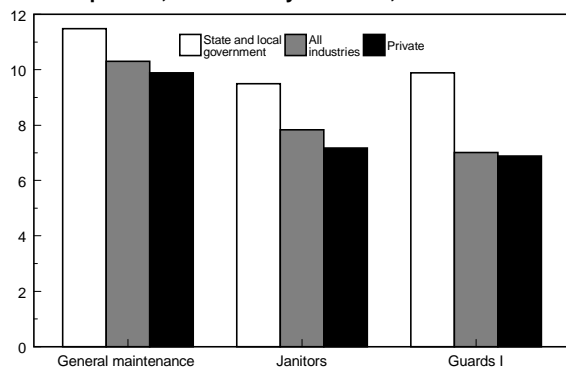


Chart 2. Average hourly pay for selected blue-collar occupations, U.S. regions, 1995

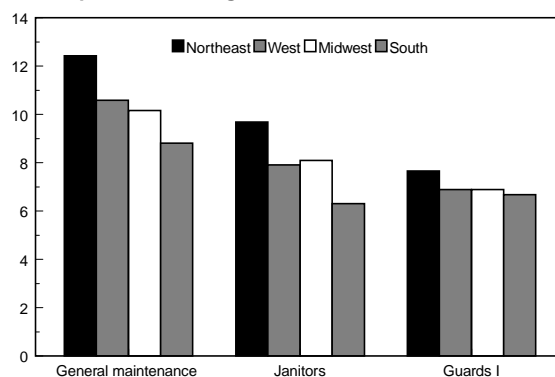


Chart 3. Average weekly pay for selected white-collar occupations, U.S. Industry

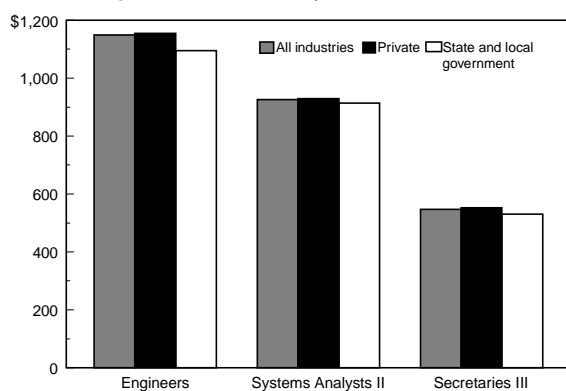
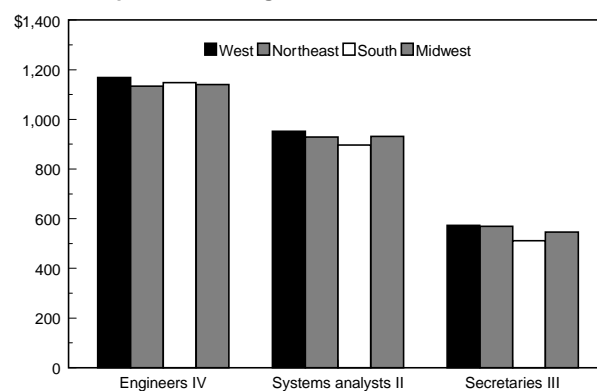


Chart 4. Average weekly pay for selected white-collar occupations, U.S. regions



Some professional and clerical occupations, such as engineers IV, systems analysts II, and secretaries III, however, maintain very uniform levels of pay regardless of region or sector of the economy (see charts 3 and 4).

The following tables 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.

Additional occupational pay data will be available in *Occupational Compensation Survey: National Summary, 1995* to be published this spring. This bulletin will present national and regional pay data with additional industry detail and occupational pay averages in 131 localities across the Nation.

Chart 5. OCSP survey coverage by industry and region, United States, 1995 (total coverage = 64,098,451 workers)

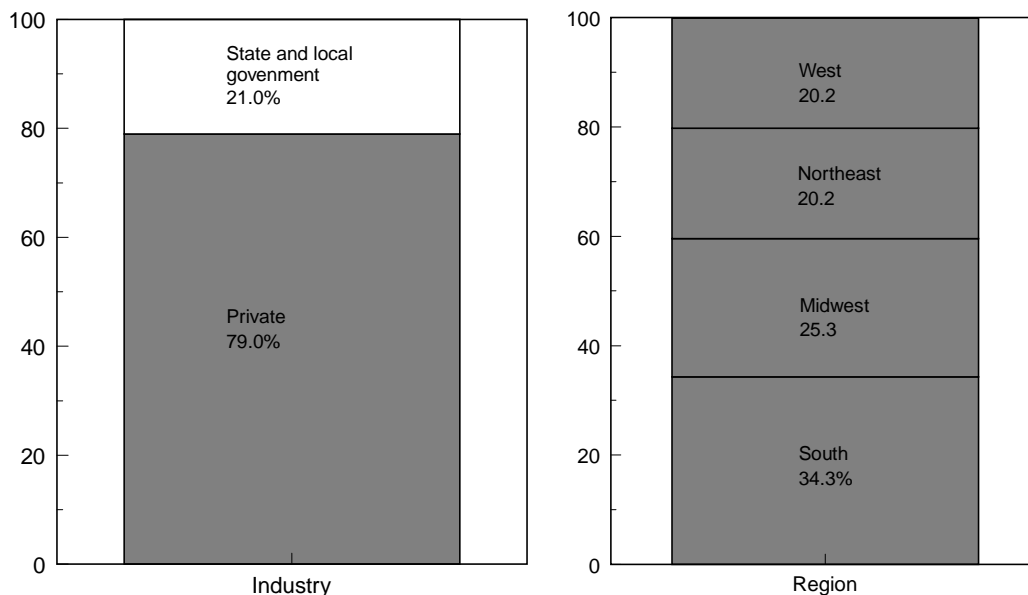
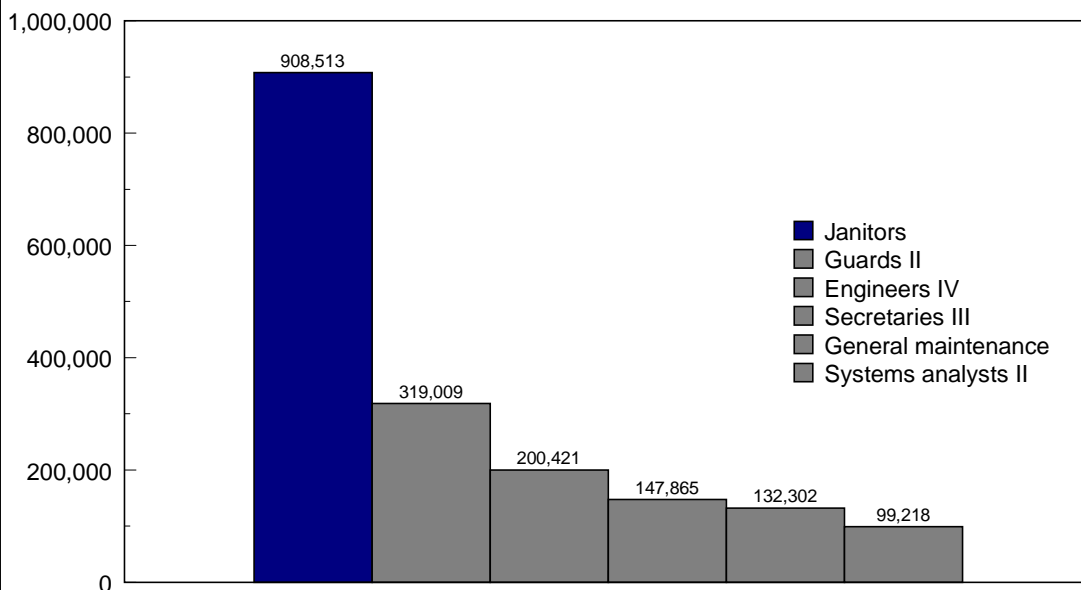


Chart 6. Employment of selected Occupations, United States, 1995



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. Chart 5 shows the distribution by private and public sector and region of the estimated 64.1 million workers in the continental United States who are within the scope of the survey.

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 90 metropolitan areas and 70 nonmetropolitan counties represents the Nation's 326 metropolitan statistical areas (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 1994-96 by the Bureau of Labor Statistics. The combined average payroll reference month for all surveys (including those updated) which contributed to the 1995 national estimates is November. Additional information about the area sample and method of estimation is available in any of the previously published *National Summaries*.

The average pay data presented in this summary bulletin reflect nationwide and regional estimates. Industries and establishments differ in pay levels and job staffing, and thus contribute differently to the estimates for each job. Therefore, average pay does not necessarily reflect the pay differential among jobs within individual establishments.

Chart 6 shows the relative importance of selected OCS occupations. In addition to providing occupational level descriptions, the *Occupational Compensation Survey: National Summary* presents employment estimates by industry for the surveyed occupations.

Field economists from the Bureau's eight regional offices, under the direction of the Assistant Regional Commissioners for Operations, collected the survey data which provides the basis for these pay comparisons. Without the cooperation of the many private firms and government jurisdictions that provided pay data, this report would not have been possible. The Bureau thanks all survey respondents for their cooperation. For further information on this program, please call (202) 606-6220.

Material in this summary is in the public domain and, with appropriate credit, may be reproduced without permission. This information is available to sensory-impaired individuals upon request. Voice phone: (202) 606-7828; TDD phone: (202) 606-5897; TDD message referral phone: (800) 326-2577.

¹ Forthcoming as Bulletin 2487, *Occupational Compensation Survey: National Summary 1995*.

Table 1. Average weekly pay,¹ white-collar occupations, United States, November 1995

Occupation and level	Industry			Region ²			
	All	Private	State and local government	Northeast	South	Midwest	West
Professional occupations							
Accountants							
I	\$511	\$508	\$523	\$524	\$486	\$502	\$566
II	617	617	614	625	593	612	650
III	797	803	766	795	778	780	837
IV	1,025	1,037	962	1,039	1,019	1,005	1,039
V	1,352	1,372	1,167	1,380	1,361	1,334	1,330
VI	1,694	1,722	—	1,646	1,729	1,752	1,607
Accountants, public							
I	583	583	—	602	569	—	—
II	626	626	—	654	620	613	—
III	728	728	—	752	719	703	—
IV	967	967	—	977	961	—	—
Attorneys							
I	695	826	674	710	639	698	766
II	945	1,080	871	957	871	938	1,061
III	1,249	1,393	1,124	1,282	1,171	1,234	1,333
IV	1,632	1,755	1,451	1,697	1,669	1,593	1,583
V	1,966	2,148	1,635	2,111	2,007	2,085	1,833
VI	2,411	2,687	—	—	—	—	2,126
Engineers							
I	664	666	650	659	638	681	694
II	790	793	775	775	779	794	813
III	943	943	946	940	925	934	981
IV	1,149	1,155	1,095	1,134	1,148	1,140	1,169
V	1,389	1,397	1,264	1,352	1,389	1,387	1,420
VI	1,634	1,650	1,349	1,600	1,668	1,574	1,657
VII	1,935	1,943	—	1,908	1,856	1,917	2,006
VIII	2,323	2,326	—	2,190	—	—	2,300
Administrative occupations							
Budget analysts							
I	583	524	—	—	514	—	—
II	659	646	672	669	616	701	677
III	846	824	861	842	788	874	888
IV	951	929	998	970	933	976	956
Buyers/contracting specialists							
I	516	520	493	532	493	519	544
II	651	653	637	674	629	641	673
III	875	881	810	874	848	896	884
IV	1,068	1,072	1,013	1,064	1,055	1,096	1,064
Computer programmers							
I	534	538	504	540	549	520	517
II	629	634	599	647	617	628	643
III	774	779	750	806	758	760	793
IV	925	925	923	917	917	910	988
V	1,070	1,068	—	—	1,062	—	—

See footnotes at end of table.

Table 1. Average weekly pay,¹ white-collar occupations, United States, November 1995 — Continued

Occupation and level	Industry			Region ²			
	All	Private	State and local government	Northeast	South	Midwest	West
Computer systems analysts							
I	\$768	\$772	\$748	\$756	\$730	\$785	\$796
II	926	929	914	929	897	931	953
III	1,092	1,100	1,017	1,086	1,063	1,103	1,128
IV	1,296	1,301	—	1,297	1,279	1,303	1,331
V	1,504	1,504	—	—	—	—	—
Computer systems analyst supervisors/managers							
I	1,177	1,190	1,128	1,203	1,143	1,179	1,187
II	1,385	1,397	1,273	1,409	—	1,377	1,397
III	1,641	1,644	—	1,590	1,652	1,699	1,672
Personnel specialists							
I	508	504	523	523	491	503	586
II	602	599	622	616	585	603	623
III	791	786	811	797	763	779	834
IV	1,027	1,033	990	1,048	1,000	1,019	1,054
V	1,341	1,357	1,170	1,348	1,284	1,356	1,378
VI	1,775	1,777	—	—	—	1,815	—
Personnel supervisors/managers							
I	1,144	1,164	1,045	1,160	1,115	1,183	1,145
II	1,436	1,466	1,225	1,456	1,413	1,454	1,441
III	1,732	1,783	1,319	1,835	1,691	1,751	1,704
IV	2,212	2,212	—	—	—	—	—
Tax collectors							
I	520	—	520	—	—	—	—
II	577	—	577	—	501	—	—
III	767	—	767	—	—	—	—
Technical occupations							
Computer operators							
I	352	347	376	357	338	365	359
II	440	437	454	463	421	433	466
III	566	565	568	587	541	557	585
IV	679	679	676	711	639	680	680
V	804	787	—	—	—	—	—
Drafters							
I	399	401	375	393	402	395	415
II	494	490	528	546	471	482	531
III	622	617	683	617	611	606	679
IV	802	799	874	809	802	802	794
Engineering technicians							
I	385	393	—	—	338	398	436
II	511	512	—	517	496	513	525
III	637	637	664	656	621	639	633
IV	767	766	831	746	764	780	772
V	888	884	—	856	899	869	926
VI	1,058	1,058	—	—	—	—	1,064

See footnotes at end of table.

Table 1. Average weekly pay,¹ white-collar occupations, United States, November 1995 — Continued

Occupation and level	Industry			Region ²			
	All	Private	State and local government	Northeast	South	Midwest	West
Engineering technicians, civil							
I	\$355	—	\$378	—	\$328	\$379	\$449
II	482	\$444	492	\$500	424	494	563
III	582	586	581	569	514	610	676
IV	719	745	712	716	624	727	819
V	854	927	826	949	693	853	942
VI	1,047	—	—	—	—	—	—
Protective service occupations							
Corrections officers							
	517	—	535	669	391	520	690
Firefighters							
	677	—	678	753	547	669	836
Police officers							
I	688	561	688	775	556	668	814
II	916	—	916	—	—	—	—
Clerical occupations							
Clerks, accounting							
I	313	312	318	309	318	310	312
II	372	366	399	395	354	357	400
III	457	451	474	475	430	443	484
IV	538	542	532	560	513	532	549
Clerks, general							
I	284	268	307	314	261	307	282
II	336	320	359	355	311	333	364
III	422	417	425	431	379	416	451
IV	485	502	475	484	413	486	521
Clerks, order							
I	334	334	—	395	328	302	330
II	465	465	—	472	430	459	495
Key entry operators							
I	349	328	—	363	310	322	410
II	409	405	423	435	381	409	422
Personnel assistants							
I	327	313	380	—	300	333	416
II	403	391	456	426	378	392	455
III	502	483	551	517	456	484	565
IV	589	565	626	551	555	587	614
Secretaries							
I	379	391	365	405	368	394	380
II	470	480	454	489	436	465	523
III	547	552	530	570	511	546	574
IV	651	661	617	673	606	633	671
V	793	799	736	805	740	809	800

See footnotes at end of table.

Table 1. Average weekly pay,¹ white-collar occupations, United States, November 1995 — Continued

Occupation and level	Industry			Region ²			
	All	Private	State and local government	Northeast	South	Midwest	West
Switchboard operator-receptionists	\$348	\$348	\$357	\$381	\$326	\$336	\$363
Word processors							
I	385	381	390	405	347	380	420
II	489	485	492	512	424	496	505
III	597	630	517	584	543	622	634

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 yearend 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, November 1995

Occupation and level	Industry			Region ²			
	All	Private	State and local government	Northeast	South	Midwest	West
General maintenance workers	\$10.31	\$9.89	\$11.49	\$12.43	\$8.82	\$10.16	\$10.59
Maintenance electricians	18.41	18.44	18.20	18.58	16.26	19.46	19.16
Maintenance electronics technicians							
I	11.82	11.80	11.95	12.04	11.19	12.49	12.68
II	17.84	17.92	16.77	18.31	17.88	17.20	18.25
III	20.30	20.34	20.03	21.56	19.29	19.44	21.00
Maintenance machinists	16.82	16.64	20.80	16.96	15.26	17.97	18.18
Maintenance mechanics, machinery	16.43	16.44	16.07	16.27	14.65	17.74	17.88
Maintenance mechanics, motor vehicle	15.69	15.86	15.37	16.26	13.92	15.99	17.50
Maintenance pipefitters	20.01	20.08	19.01	19.61	19.01	20.74	19.21
Tool and die makers	18.75	18.74	–	18.77	17.08	19.53	18.66
Forklift operators	11.28	11.28	–	12.29	10.20	11.89	10.96
Guards							
I	7.01	6.89	9.89	7.67	6.69	6.89	6.89
II	11.86	11.74	12.49	13.35	11.41	11.34	12.17
Janitors	7.83	7.18	9.50	9.69	6.31	8.10	7.91
Material handling laborers	8.84	8.85	8.62	10.05	7.57	10.71	7.58
Order fillers	9.79	9.79	–	10.82	9.33	9.46	9.54
Shipping/receiving clerks	10.24	10.24	10.61	10.62	9.51	10.73	10.55
Truckdrivers							
Light truck	8.56	8.47	9.81	11.25	7.90	8.67	8.03
Medium truck	14.64	14.76	11.92	15.60	13.06	15.53	14.56
Heavy truck	13.17	13.08	13.50	14.93	10.49	13.22	14.39
Tractor trailer	14.07	14.05	16.92	15.68	11.95	14.92	15.09
Warehouse specialists	11.51	11.48	12.67	12.47	10.02	12.62	12.07

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 yearend 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.