

Occupational Compensation Survey: Pay Only

New London–Norwich, CT–RI,
Metropolitan Area,
January 1996



U.S. Department of Labor
Bureau of Labor Statistics

Bulletin 3085-3

Preface

This bulletin provides results of a January 1996 survey of occupational pay in the New London–Norwich, CT–RI 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 Boston, under the direction of John E. Barry, 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 and benefit 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 Boston Regional Office at (617) 565-2327. 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

New London–Norwich, CT–RI, Metropolitan Area, January 1996



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

Bureau of Labor Statistics
Katharine G. Abraham,
Commissioner

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Introduction

This survey of occupational pay in the New London–Norwich, CT–RI Metropolitan Statistical Area (the town of Old Saybrook in Middlesex County; the cities of New London and Norwich, the towns of Bozrah, East Lyme, Franklin, Griswold, Groton, Ledyard, Lisbon, Montville, North Stonington, Old Lyme, Preston, Salem, Sprague, Stonington, and Waterford in New London County, CT; the towns of Canterbury and Plainfield in Windham County, CT; and the towns of Hopkinton and Westerly in Washington County, RI) 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, New London-Norwich, CT-RI, January 1996

Occupation and level	Number of workers	Average weekly hours ¹ (standard)	Weekly pay (in dollars) ²			Percent of workers receiving straight-time weekly pay (in dollars) of—																				
			Mean	Median	Middle range	450 and under 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 1900	1900 and over
PROFESSIONAL OCCUPATIONS																										
Accountants	170	39.2	\$852	\$774	\$583 - \$1,017	9	8	10	3	6	4	13	6	1	2	9	9	2	9	6	2	-	-	1	-	1
Private industry	145	39.8	872	772	583 - 1,056	10	8	10	2	6	3	12	3	1	2	8	10	3	10	8	2	-	-	1	-	1
State and local government	25	35.8	737	-	- - -	-	12	8	8	12	4	20	24	-	-	12	-	-	-	-	-	-	-	-	-	-
Level 2	61	38.9	584	580	540 - 632	18	23	28	8	15	7	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-
Private industry	51	39.6	580	558	540 - 605	22	22	29	6	12	8	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-
Level 3	49	38.9	862	782	769 - 1,017	-	-	-	-	4	4	43	16	-	-	4	22	2	2	2	-	-	-	-	-	-
Private industry	37	40.0	885	-	- - -	-	-	-	-	5	3	43	5	-	-	5	30	3	3	3	-	-	-	-	-	-
Level 4	42	39.5	1,072	1,038	962 - 1,240	-	-	-	-	-	-	2	7	2	5	31	10	7	33	2	-	-	-	-	-	-
Private industry	39	39.7	1,081	-	- - -	-	-	-	-	-	-	3	8	3	5	26	10	8	36	3	-	-	-	-	-	-
Engineers:																										
Level 4	702	40.0	1,107	1,108	1,042 - 1,154	-	-	-	-	-	-	-	(³)	(³)	4	7	36	36	16	1	-	(³)	-	-	-	-
Private industry	699	40.0	1,106	1,108	1,040 - 1,154	-	-	-	-	-	-	-	(³)	(³)	4	7	36	36	16	1	-	(³)	-	-	-	-
Level 5	485	40.0	1,327	1,325	1,254 - 1,377	-	-	-	-	-	-	-	-	(³)	-	-	(³)	7	35	38	13	4	2	(³)	-	-
Private industry	482	40.0	1,327	1,325	1,255 - 1,377	-	-	-	-	-	-	-	-	(³)	-	-	(³)	7	35	39	13	4	2	(³)	-	-
Level 6	150	40.0	1,599	1,554	1,463 - 1,750	-	-	-	-	-	-	-	-	-	-	-	-	-	10	24	24	11	17	6	7	
Private industry	150	40.0	1,599	1,554	1,463 - 1,750	-	-	-	-	-	-	-	-	-	-	-	-	-	10	24	24	11	17	6	7	
ADMINISTRATIVE OCCUPATIONS																										
Buyer/Contracting Specialists:																										
Level 1	36	40.0	514	-	- - -	39	44	8	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry	36	40.0	514	-	- - -	39	44	8	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 3	50	39.9	807	816	715 - 875	-	-	-	6	16	10	10	26	16	12	-	-	2	2	-	-	-	-	-	-	-
Personnel Specialists	178	39.4	935	865	748 - 1,069	2	-	3	3	5	12	12	10	4	3	7	15	10	2	5	2	-	1	2	1	-
Private industry	159	39.9	945	865	742 - 1,100	3	-	3	4	5	12	11	11	3	2	6	15	11	2	6	3	-	1	3	1	-
Level 3	59	39.2	772	761	731 - 808	-	-	2	7	12	17	34	22	-	2	-	2	2	2	-	-	-	-	-	-	-
Private industry	50	39.8	770	761	721 - 819	-	-	2	8	12	16	30	26	-	-	2	2	2	2	-	-	-	-	-	-	-
Level 4	91	39.6	1,081	1,037	962 - 1,118	-	-	-	-	-	-	2	5	8	5	13	29	19	2	10	4	-	1	1	-	-
Private industry	82	40.0	1,094	1,063	971 - 1,118	-	-	-	-	-	-	2	6	6	4	12	28	21	2	11	5	-	1	1	-	-

¹ 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.

² 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.

³ 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-2. All establishments: Weekly hours and pay of technical and protective service occupations, New London-Norwich, CT-RI, January 1996

Occupation and level	Number of workers	Average weekly hours ¹ (standard)	Weekly pay (in dollars) ²				Percent of workers receiving straight-time weekly pay (in dollars) of—																				
			Mean	Median	Middle range		Under 450	450 - 475	475 - 500	500 - 525	525 - 550	550 - 575	575 - 600	600 - 625	625 - 650	650 - 675	675 - 700	700 - 725	725 - 750	750 - 775	775 - 800	800 - 825	825 - 850	850 - 875	875 - 900		
TECHNICAL OCCUPATIONS																											
Computer Operators	44	39.9	\$496	\$474	\$468	—	\$524	16	39	16	5	2	7	2	2	—	2	5	2	2	—	—	—	—	—	—	—
Private industry	43	40.0	497	474	468	—	532	³ 16	37	16	5	2	7	2	2	—	2	5	2	2	—	—	—	—	—	—	—
Level 3	25	40.0	533	—	—	—	—	—	48	12	8	—	8	—	4	—	4	8	4	4	—	—	—	—	—	—	—
Private industry	25	40.0	533	—	—	—	—	—	48	12	8	—	8	—	4	—	4	8	4	4	—	—	—	—	—	—	—
Engineering Technicians, Civil:																											
State and local government	32	35.6	617	—	—	—	—	—	16	—	3	3	9	—	9	9	31	3	3	13	—	—	—	—	—	—	—
PROTECTIVE SERVICE OCCUPATIONS																											
Corrections Officers	759	36.3	562	536	536	—	592	—	—	—	—	52	22	13	6	4	3	—	—	—	—	—	—	—	—	—	—
State and local government	759	36.3	562	536	536	—	592	—	—	—	—	52	22	13	6	4	3	—	—	—	—	—	—	—	—	—	—
Firefighters:																											
State and local government	208	42.4	696	715	689	—	719	—	—	—	—	—	—	—	14	2	2	16	65	—	—	—	—	—	—	—	—
Police Officers:																											
State and local government	483	40.0	725	728	699	—	782	—	—	—	—	4	5	—	4	2	5	5	23	10	10	25	1	—	1	4	
Level 1:																											
State and local government	483	40.0	725	728	699	—	782	—	—	—	—	4	5	—	4	2	5	5	23	10	10	25	1	—	1	4	

¹ 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.

² 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.

³ Workers were distributed as follows: 12 percent at \$350 and under \$375 and 5 percent at \$375 and under \$400.

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, New London-Norwich, CT-RI, January 1996

Occupation and level	Number of workers	Average weekly hours ¹ (standard)	Weekly pay (in dollars) ²			Percent of workers receiving straight-time weekly pay (in dollars) of—																				
			Mean	Median	Middle range	Under 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 525	525 - 550	550 - 575	575 - 600	600 - 625	625 - 650	650 - 675	675 - 700	700 - 750	750 - 800	800 - 850	850 - 900
Clerks, Accounting	280	39.3	\$425	\$434	\$337 - \$496	-	19	13	7	6	5	2	13	25	5	2	2	1	1	(³)	1	1	(³)	-	-	-
Private industry	239	39.9	417	391	331 - 496	-	22	15	8	7	1	1	9	27	4	(³)	3	1	1	(³)	1	1	(³)	-	-	-
State and local government	41	35.9	470	470	434 - 490	-	-	-	-	-	24	7	34	12	10	10	2	-	-	-	-	-	-	-	-	-
Level 2	104	39.4	368	340	321 - 360	-	29	34	18	2	1	-	10	-	-	1	-	1	1	1	2	1	-	-	-	-
Level 3	153	39.2	450	490	410 - 496	-	15	-	-	9	8	3	10	45	3	3	3	1	1	-	-	-	-	-	-	-
Private industry	122	40.0	446	496	391 - 496	-	19	-	-	11	2	2	9	52	-	-	3	1	1	-	-	-	-	-	-	-
State and local government	31	36.2	467	-	- - -	-	-	-	-	-	32	10	16	16	13	13	-	-	-	-	-	-	-	-	-	-
Clerks, General	653	39.1	481	476	436 - 538	1	(³)	-	4	8	11	5	9	20	7	32	-	(³)	1	-	-	(³)	1	1	-	-
State and local government	236	37.6	455	476	422 - 476	-	-	-	(³)	18	12	6	13	42	6	-	-	(³)	2	-	-	-	-	-	-	-
Level 3	385	38.6	477	484	422 - 526	1	-	-	1	10	17	6	15	11	12	24	-	(³)	-	-	-	1	2	1	-	-
State and local government	116	35.8	440	434	395 - 459	-	-	-	-	26	21	9	26	6	13	-	-	-	-	-	-	-	-	-	-	-
Level 4	106	39.9	479	476	476 - 476	-	-	-	-	-	6	3	-	86	-	-	-	1	5	-	-	-	-	-	-	-
State and local government	101	39.9	482	476	476 - 476	-	-	-	-	-	4	-	-	90	-	-	-	1	5	-	-	-	-	-	-	-
Personnel Assistants	79	39.2	505	479	404 - 606	-	8	-	3	10	10	-	15	11	4	-	13	-	13	6	-	-	-	8	-	-
Private industry	69	39.5	509	479	400 - 621	-	9	-	3	12	12	-	7	10	4	-	13	-	14	7	-	-	-	9	-	-
Level 2	27	39.2	424	-	- - -	-	-	-	7	30	19	-	33	-	11	-	-	-	-	-	-	-	-	-	-	-
Secretaries	840	39.3	520	525	439 - 605	-	3	4	7	3	5	6	8	4	10	12	7	5	8	8	1	4	3	1	(³)	(³)
Private industry	714	39.6	511	505	421 - 597	-	3	4	9	4	5	7	9	3	9	12	5	5	5	9	1	5	3	1	1	(³)
State and local government	126	37.2	573	562	522 - 614	-	-	-	-	-	-	-	4	8	14	12	19	7	22	5	3	-	2	3	-	-
Level 1	230	39.1	414	412	352 - 460	-	10	14	13	8	12	12	11	5	5	7	-	-	3	-	-	-	-	-	-	-
Private industry	213	39.1	405	400	347 - 450	-	11	15	14	9	13	13	9	5	4	7	-	-	-	-	-	-	-	-	-	-
Level 3	330	39.0	565	560	526 - 610	-	-	-	(³)	-	1	(³)	3	6	12	22	16	9	9	18	2	(³)	1	-	-	-
Private industry	251	39.8	566	560	525 - 615	-	-	-	(³)	-	1	(³)	4	4	13	24	13	9	9	21	1	(³)	1	-	-	-
State and local government	79	36.4	563	558	527 - 596	-	-	-	-	-	-	-	-	13	9	19	25	11	10	8	5	-	-	-	-	-
Level 4	101	39.9	658	682	608 - 692	-	-	-	-	-	-	-	-	-	5	2	5	11	14	9	3	29	12	8	2	1
Private industry	95	40.0	655	680	608 - 692	-	-	-	-	-	-	-	-	-	4	2	4	12	15	9	3	31	13	4	2	1
Level 5	25	39.4	739	-	- - -	-	-	-	-	-	-	-	-	-	-	-	-	4	-	12	16	36	16	8	8	8
Switchboard-Operator-Receptionists	61	39.3	357	342	330 - 423	411	11	28	21	-	15	10	3	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry	52	39.8	355	339	330 - 370	8	13	33	25	-	17	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ 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.

² 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.

³ Less than 0.5 percent.

⁴ Workers were distributed as follows: 5 percent at \$225 and under \$250 and 7 percent at \$275 and under \$300.

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, New London-Norwich, CT-RI, January 1996

Occupation and level	Number of workers	Hourly pay (in dollars) ¹			Percent of workers receiving straight-time hourly pay (in dollars) of—																								
		Mean	Median	Middle range	7.50 and under 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 - 12.50	12.50 - 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 - 24.00	24.00 and over		
General Maintenance Workers	232	\$10.93	\$10.00	\$9.50 - \$11.84	10	2	7	-	30	14	3	4	9	-	1	1	3	4	12	-	-	-	-	-	-	-	-	-	-
Private industry	215	10.49	9.50	9.50 - 11.46	11	2	8	-	32	15	4	4	10	-	1	1	3	4	6	-	-	-	-	-	-	-	-	-	
Level 1	174	9.55	9.50	8.82 - 10.00	13	2	10	-	40	18	5	5	5	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry	174	9.55	9.50	8.82 - 10.00	13	2	10	-	40	18	5	5	5	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	
Maintenance Electricians	375	19.61	22.55	15.74 - 23.05	-	-	-	-	-	-	-	-	-	7	-	4	5	10	5	9	2	3	2	2	21	24	6		
Private industry	360	19.73	22.55	15.74 - 23.05	-	-	-	-	-	-	-	-	-	8	-	4	4	11	4	7	1	3	2	2	22	25	6		
Maintenance Electronics Technicians:																													
Level 2	26	14.90	-	- - -	-	-	-	-	-	-	-	-	8	-	-	27	12	35	-	19	-	-	-	-	-	-	-		
Private industry	25	14.86	-	- - -	-	-	-	-	-	-	-	-	8	-	-	28	12	32	-	20	-	-	-	-	-	-	-		
Maintenance Mechanics, Motor Vehicle ...	148	18.27	20.88	15.07 - 20.88	-	-	-	-	-	-	-	-	-	-	-	-	24	16	5	-	1	-	54	-	-	-	-		
State and local government	61	15.21	14.82	14.25 - 15.97	-	-	-	-	-	-	-	-	-	-	-	-	56	30	13	-	2	-	-	-	-	-	-		
Maintenance Pipefitters	27	16.30	-	- - -	-	-	-	-	-	-	-	-	-	-	-	11	-	48	4	15	19	4	-	-	-	-	-		

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

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, New London-Norwich, CT-RI, January 1996

Occupation and level	Number of workers	Hourly pay (in dollars) ¹			Percent of workers receiving straight-time hourly pay (in dollars) of—																						
		Mean	Median	Middle range	6.00 and under 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 - 10.50	10.50 - 11.00	11.00 - 11.50	11.50 - 12.00	12.00 - 12.50	12.50 - 13.00	13.00 - 13.50	13.50 - 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
Janitors	1,047	\$9.15	\$7.98	\$7.00 - \$10.67	(²)	2	39	9	7	1	1	1	2	18	1	2	1	2	7	2	4	1	-	-	-	-	-
Private industry	900	8.61	7.57	7.00 - 10.67	(²)	3	46	9	8	1	1	2	21	-	1	-	-	8	-	(²)	(²)	-	-	-	-	-	
State and local government	147	12.43	12.79	11.16 - 14.13	-	-	-	3	3	-	-	4	6	4	10	8	5	13	-	12	24	5	-	-	-	-	
Material Movement and Storage Workers	384	12.45	11.17	10.38 - 15.02	-	2	-	2	3	4	2	4	9	15	10	11	-	1	8	1	2	10	2	3	2	5	2
Private industry	384	12.45	11.17	10.38 - 15.02	-	2	-	2	3	4	2	4	9	15	10	11	-	1	8	1	2	10	2	3	2	5	2
Level 2	257	13.61	13.04	10.81 - 15.05	-	-	-	-	-	2	1	5	14	6	2	16	-	(²)	12	1	4	16	3	5	3	8	3
Private industry	257	13.61	13.04	10.81 - 15.05	-	-	-	-	-	2	1	5	14	6	2	16	-	(²)	12	1	4	16	3	5	3	8	3
Shipping/Receiving Clerks	62	11.99	10.43	9.56 - 13.71	-	-	-	-	-	8	5	23	18	15	6	-	-	-	-	3	-	-	8	2	11	2	-
Private industry	62	11.99	10.43	9.56 - 13.71	-	-	-	-	-	8	5	23	18	15	6	-	-	-	-	3	-	-	8	2	11	2	-
Truckdrivers	42	14.37	14.37	13.09 - 15.01	-	-	-	-	-	-	-	-	-	-	-	-	-	-	38	5	14	31	-	12	-	-	

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

² 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.

Appendix A.

Scope and Method of Survey

Scope

This survey of the New London-Norwich, CT-RI Metropolitan Statistical Area covered establishments employing 50 workers or more in *goods producing industries* (mining, construction, and manufacturing); *service producing industries* (transportation, communications, electric, gas, and sanitary services; wholesale trade; retail trade; finance, insurance, and real estate; and services industries; and State and local governments.¹ 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 New London-Norwich, CT-RI Metropolitan Statistical Area (March 1994). 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 New London-Norwich, CT-RI Metropolitan Statistical Area. Collection for the survey was from January 1996 through April 1996 and reflects an average payroll reference month of January 1996. Data obtained for a payroll period prior to the end of February 1996 were updated to include general wage changes, if granted, scheduled to be effective through that date.

Occupational pay

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

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

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

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

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

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

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

Survey nonresponse

Data were not available from 17.7 percent of the sample establishments (representing 8,851 employees covered by the survey). An additional 3.9 percent of the sample establishments (representing 1,602 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. The proportion of employees for whom pay data were not available was less than 5 percent.

Reliability of estimates

The statistics in this bulletin are derived from a 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.

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.

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

Appendix table 1. Establishments and workers within scope of survey and number studied, New London-Norwich, CT-RI¹, January 1996

Industry division ²	Number of establishments		Workers in establishments		
	Within scope of survey ³	Studied	Within scope of survey ⁴		Studied
			Number	Percent	
All divisions	280	40	83,275	100	44,120
Private industry	246	31	69,328	83	36,752
Goods producing	37	9	24,973	30	18,302
Manufacturing	37	9	24,973	30	18,302
Service producing	209	22	44,355	53	18,450
Retail trade ⁵	17	4	5,793	7	2,223
Services ⁵	165	14	31,141	37	14,375
State and local government	34	9	13,947	17	7,368

¹ The New London-Norwich Metropolitan Statistical Area, as defined by the Office of Management and Budget through June 1994, consists of the town of Old Saybrook in Middlesex County; the cities of New London and Norwich, and the towns of Bozrah, East Lyme, Franklin, Griswold, Groton, Ledyard, Lisbon, Montville, North Stonington, Old Lyme, Preston, Salem, Sprague, Stonington and Waterford in New London County, CT; the towns of Canterbury and Plainfield in Windham County, CT; and the towns of Hopkinton and Westerly in Washington County, RI. 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.

² The *Standard Industrial Classification Manual* was used in classifying establishments by

industry.

³ 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.

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

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

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