

COMP2000 Pilot Survey Rochester, NY Metropolitan Statistical Area June–July 1996

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Preface

This survey of occupational pay was conducted in June/July 1996 in the Rochester, NY Metropolitan Statistical Area (MSA). The MSA includes the counties of Genesee, Livingston, Monroe, Ontario, Orleans, and Wayne.

Rochester is the third area selected for a series of tests using a new way of identifying and classifying occupations within establishments. The revised data collection procedure introduces a new method for determining the level of duties and responsibilities of surveyed occupations. This method, called "generic leveling," will replace the job classification system now used in the Occupational Compensation Survey program (OCS). An entirely new statistical program will replace the existing OCS program, Employment Cost Index, and Employee Benefit Survey series. The working title of the program is COMP2000.

Hourly wage rates for various occupational classifications compose the bulk of the information contained in this bulletin. One table contains data on weekly wage rates. Tables showing the number of workers included in the wage data are also presented. The bulletin consists primarily of tables whose data are analyzed in the initial textual section. Also contained in this bulletin is information on the new COMP2000 program, a technical note describing survey procedures, and several appendixes with detailed information on occupational classifications and the generic leveling methodology.

Survey data were collected and reviewed by Bureau of Labor Statistics (BLS) field economists under the direction

of the New York Regional Office. The Office of Compensation and Working Conditions, in cooperation with the Office of Field Operations and the Office of Technology and Survey Processing, in the BLS National Office was responsible for the survey design and data processing and analysis.

Where to find more information

For additional information regarding this survey, please contact the BLS New York Regional Office at (212) 337-2400. You may also write to the Bureau of Labor Statistics at: Division of Compensation Data Analysis and Planning, 2 Massachusetts Avenue, NE, Washington, DC 20212-0001, or call (202) 606-6220.

The data contained in this bulletin are also available on the Internet's World Wide Web through the BLS site: <http://stats.bls.gov/comhome.htm> Data are in ASCII files containing the exact published table format. Electronic files for future surveys will contain positional columns of data in an ASCII file for easy manipulation as a data base or spreadsheet. A third format will be Portable Document Format that will contain the entire bulletin.

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A New Compensation Survey

This bulletin represents the third test results of a new Bureau of Labor Statistics program called COMP2000. COMP2000 integrates three existing programs: the Occupational Compensation Survey (OCS), the Employment Cost Index (ECI), and the Employee Benefits Survey (EBS), into one comprehensive compensation program. Data from the new survey will be jointly collected from one common sample of establishments. The survey has several major goals: To make the most efficient use of available resources—dollars, people, and technology; to minimize the burden of collection on respondents; and to provide a wide range of statistical outputs reflecting up-to-date economic and statistical concepts.

The streamlining of programs and the addition of data will be phased in over time. At first, testing will concentrate on wage level data (such as contained in this bulletin) and the collection of demographic characteristics of workers (e.g., length of service). In Fall 1996, a new area-based sample will be put into place that will allow for the collection of wage data based on the methods refined in the early tests. The larger metropolitan area collections will yield bulletins, similar to this one, which will replace the current Occupational Compensation Survey bulletins.

Further testing of benefit data, wage trend data, and other compensation characteristics will begin within the next year. Based on test results, new collection procedures for these types of statistics will be developed. The new procedures will be implemented beginning in 1998. Eventually, wage data and benefit information collected from the sample will be used to produce compensation indexes and statistics on benefit provisions and incidence. These new series will supplant the current ECI and EBS programs.

COMP2000 versus OCS

The wage data in this bulletin differ from those in previous Occupational Compensation Survey bulletins by providing broader coverage of occupations and establishments within the survey area. The same holds for all future COMP2000 products.

Occupations surveyed for this bulletin were selected using probability techniques from a list of all those present in each establishment. Previous OCS bulletins were limited to a preselected list of occupations, which represented a small subset of all occupations in the economy. Information in the new bulletin is published for a variety of occupation-based data. This new approach includes data on broad occupational classifications, such as white-collar workers, major occupational groups such as sales workers, and individual occupations such as cashiers.

In tables containing job levels within occupational series, the levels are derived from generic standards that *apply to all* occupational groups. The job levels in the OCS bulletins were based on narrowly-defined descriptions that were not comparable across specific occupations.

Occupational data in this bulletin are also tabulated for other classifications such as industry group, full-time versus part-time status, union versus nonunion status, and establishment employment size. Not all of these series were generated by the OCS program.

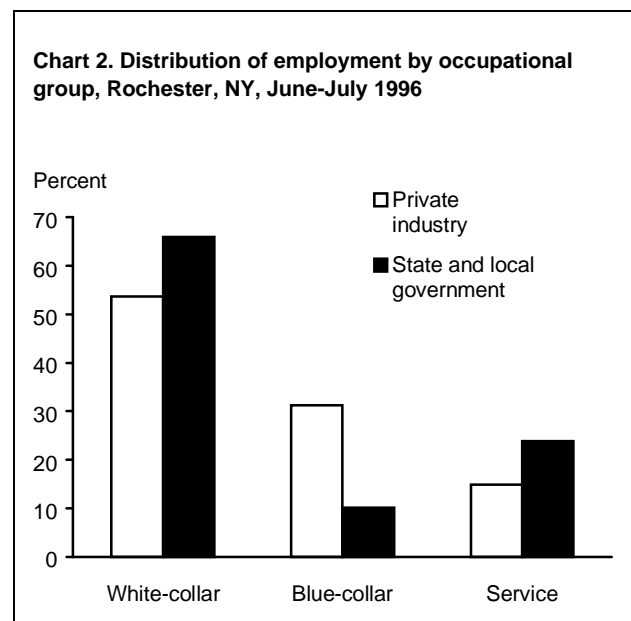
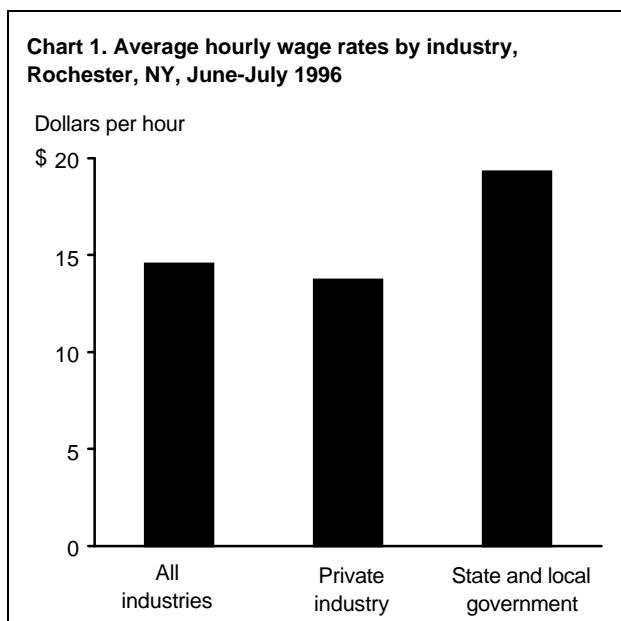
Finally, the establishments surveyed in this bulletin were selected from among all private and State and local government establishments. Previous OCS samples were limited to establishments with 50 or more employees. The wider scope of the COMP2000 program means that virtually all workers in the Rochester metropolitan statistical area are covered, excluding only private household and farm workers and employees of the Federal Government.

Wages in the Rochester, NY metropolitan area

Straight-time wages in the Rochester, NY metropolitan area averaged \$14.53 per hour during June and July, 1996 (table 1). White-collar workers had the highest average wage level, \$17.26 per hour. Blue-collar workers averaged \$12.12 per hour, while service workers had average earnings of \$8.85 per hour.

Average wages for individual occupations within these groups varied. For example, white-collar occupations included mechanical engineers at \$25.48 per hour, electrical and electronics technicians at \$15.35 per hour, and receptionists at \$7.87 per hour. Among occupations in the blue-collar category, tool and dye makers averaged \$19.21 per hour while stock handlers and baggers averaged \$6.94 per hour. Finally, service workers included waiters and waitresses at \$4.51 per hour (not including tips) and police and detectives, public service at \$20.17 per hour. Table 1 presents earnings data for 85 detailed occupations; data for other detailed occupations could not be reported separately due to concerns about the confidentiality of survey respondents.

Private industry workers, about 84 percent of the Rochester labor force studied, averaged \$13.71 per hour, while State and local government workers earned \$19.30 per hour (chart 1). (All comparisons in this analysis cover hourly rates for both full- and part-time workers, unless otherwise noted.) The difference in wages between the private and government sectors reflects several factors (chart 2). First, there was a greater proportion of higher paid, professional specialty and technical workers in State and local governments (38 percent of all employees) than in private industry (17 percent). Similarly, there was a greater proportion of government employees in service occupations (24 percent) than there were in the private sector (15 percent). Service workers in State and local governments, which included such jobs as police officers and firefighters, averaged \$13.51 per hour compared to an average of \$7.08 per hour for private sector service workers, which were more often food preparation and healthcare-related occupations.



When the same job existed in both private industry and State and local government, the average hourly wage for government workers was often higher. For example, secretaries in Rochester averaged \$11.09 per hour in the private sector and \$14.85 per hour in State and local government.

Average wages for full-time workers in Rochester were \$15.33 per hour, compared with an average of \$8.21 per hour for part-time workers (tables 2-3).

Wages for higher levels of work within major occupational groups usually were greater than for lower-level work (table 5). This general pattern can vary somewhat depending on the mix of specific occupations (and industries) represented by the broad group. A given level within a group may not have data because no workers were identified at that level or because there were not enough data to guarantee confidentiality.

Among professional specialty occupations, workers at level 5 (typically entry level workers with a college degree) averaged \$11.77 per hour. Workers at level 11, considered a fully functional professional, averaged \$24.93 per hour.

Blue-collar and service occupations were typically classified at lower work levels and exhibited less difference in wages between lower and higher levels than white-collar workers. For example, handlers, equipment cleaners, helpers, and laborers ranged from work at level 1 averaging \$6.70 per hour to level 3 at \$10.54 per hour (chart 3).

Union workers had higher hourly wage rates (\$18.20) in Rochester than nonunion workers (\$13.52), although

union/nonunion wages rates differed by occupation (table 6). Approximately 21 percent of the employees in Rochester were classified as union employees.

In the private sector, hourly wages averaged \$16.76 in goods-producing industries compared with \$11.88 in service-producing industries (table 9).

Chart 3. Average hourly wage rates for handlers, equipment cleaners, helpers, and laborers, by level of work, Rochester, NY, June-July 1996

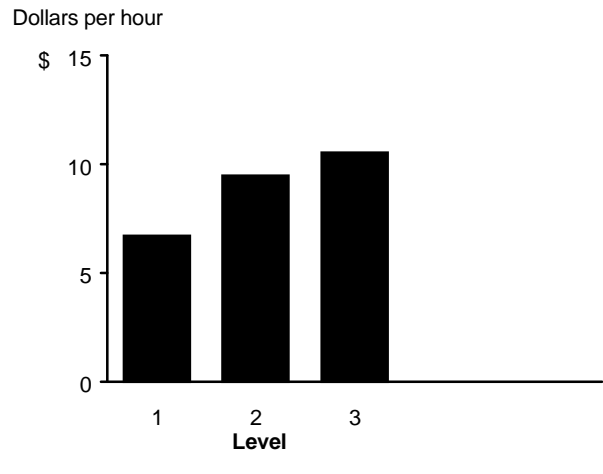


Table 1. Hourly earnings¹ for selected occupations, all workers ², Rochester, NY, June - July 1996

Occupation ³	All industries			Private industry			State and local government		
	Mean	Median	Middle range	Mean	Median	Middle range	Mean	Median	Middle range
All workers	\$14.53	\$12.09	\$8.25 - \$17.69	\$13.71	\$11.74	\$7.93 - \$16.86	\$19.30	\$16.06	\$10.88 - \$24.57
All workers excluding sales	14.82	12.29	8.50 - 18.08	13.96	11.81	8.12 - 17.06	19.30	16.06	10.88 - 24.57
White-collar occupations	17.26	13.90	9.90 - 21.19	16.16	13.20	9.65 - 19.03	22.71	20.14	12.19 - 31.35
Professional specialty and technical occupations	21.72	18.73	13.75 - 27.13	19.19	16.59	13.46 - 22.84	28.64	26.88	19.78 - 36.32
Professional specialty occupations	24.39	22.24	15.81 - 30.14	21.73	19.91	15.02 - 26.95	29.36	28.04	21.18 - 37.01
Engineering occupations	25.16	25.10	20.43 - 29.77	25.19	25.17	20.24 - 30.13	-	-	-
Mechanical engineers	25.48	-	-	25.48	-	-	-	-	-
Engineers, N.E.C.	27.99	28.56	23.78 - 31.27	28.00	28.51	23.39 - 31.27	-	-	-
Computer systems analysts and scientists	21.39	22.11	16.22 - 26.24	21.39	22.11	16.22 - 26.24	-	-	-
Physicians	37.90	-	-	37.45	-	-	-	-	-
Registered nurses	17.67	17.34	15.04 - 19.62	17.69	17.34	14.92 - 19.62	17.52	-	-
Teachers	30.13	29.19	22.71 - 37.94	22.72	25.94	13.21 - 28.13	31.99	31.35	23.97 - 39.65
Teachers, college and university	32.16	31.54	28.11 - 35.78	-	-	-	-	-	-
Teachers, post secondary N.E.C.	-	-	-	-	-	-	33.83	-	-
Teachers, except college and university	29.86	28.48	21.93 - 38.27	17.75	16.96	11.83 - 25.94	31.90	31.29	23.67 - 39.60
Elementary school teachers	29.45	29.13	21.18 - 37.03	-	-	-	31.84	31.83	24.13 - 38.49
Secondary school teachers	36.07	33.32	26.73 - 43.90	-	-	-	37.76	37.65	28.56 - 47.17
Teachers, special education	29.66	27.30	23.47 - 33.76	-	-	-	30.06	28.11	23.67 - 33.94
Teachers, N.E.C.	29.90	-	-	-	-	-	31.61	-	-
Vocational and educational counselors	22.46	-	-	-	-	-	23.71	-	-
Librarians	18.04	-	-	-	-	-	-	-	-
Social workers	16.04	15.47	13.06 - 17.40	14.64	-	-	17.87	16.63	15.81 - 20.80
Editors and reporters	17.29	-	-	17.29	-	-	-	-	-
Technical occupations	14.34	13.46	12.09 - 16.15	14.39	13.46	12.30 - 16.23	13.38	-	-
Clinical laboratory technologists and technicians	13.63	-	-	13.63	-	-	-	-	-
Licensed practical nurses	13.95	12.40	11.15 - 15.25	14.40	-	-	12.58	-	-
Health technologists and technicians, N.E.C.	14.25	-	-	-	-	-	-	-	-
Electrical and electronic technicians	15.35	-	-	15.36	-	-	-	-	-
Engineering technicians, N.E.C.	16.31	-	-	16.54	-	-	-	-	-
Executive, administrative, and managerial occupations	24.38	19.71	14.42 - 30.63	24.51	19.71	14.42 - 31.25	23.31	19.59	16.94 - 27.95
Financial managers	34.91	-	-	34.91	-	-	-	-	-
Managers, marketing, advertising and public relations	42.01	32.68	25.00 - 50.14	42.01	32.68	25.00 - 50.14	-	-	-
Administrators, education and related fields	26.44	-	-	-	-	-	30.43	-	-
Managers, medicine and health	20.95	-	-	18.91	-	-	-	-	-
Managers, service organizations, N.E.C.	22.30	-	-	23.00	-	-	-	-	-
Managers and administrators, N.E.C. ..	34.77	32.00	26.49 - 39.76	34.90	32.21	26.49 - 39.76	-	-	-
Accountants and auditors	16.45	14.42	12.82 - 17.95	16.48	14.42	12.82 - 19.23	-	-	-
Other financial officers	18.25	-	-	18.38	-	-	-	-	-
Personnel, training, and labor relations specialists	15.10	15.18	13.23 - 17.35	14.58	-	-	-	-	-
Purchasing agents and buyers, N.E.C.	16.75	-	-	16.68	-	-	-	-	-
Management related occupations, N.E.C.	20.84	17.29	12.69 - 26.00	19.98	15.41	12.69 - 25.94	27.33	-	-
Sales occupations	11.35	9.14	5.75 - 14.42	11.35	9.14	5.75 - 14.42	-	-	-
Supervisors, sales occupations	16.58	-	-	16.58	-	-	-	-	-
Sales representatives, mining, manufacturing, and wholesale	23.53	-	-	23.53	-	-	-	-	-

See footnotes at end of table.

Table 1. Hourly earnings¹ for selected occupations, all workers ², Rochester, NY, June - July 1996 — Continued

Occupation ³	All industries				Private industry			State and local government				
	Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range	
Sales workers, other commodities	\$8.49	\$7.00	\$5.75 -	\$9.20	\$8.49	\$7.00	\$5.75 -	\$9.20	-	-	-	-
Cashiers	6.23	5.25	5.00 -	6.55	6.23	5.25	5.00 -	6.55	-	-	-	-
Sales support occupations, N.E.C.	11.15	-	-	-	11.15	-	-	-	-	-	-	-
Administrative support including clerical occupations	10.48	9.95	8.00 -	12.02	10.27	9.90	8.00 -	12.02	\$11.51	\$10.31	\$8.15 -	\$12.89
Secretaries	11.34	12.02	9.39 -	12.02	11.09	11.81	9.27 -	12.02	14.85	-	-	-
Typists	9.97	10.00	8.54 -	11.30	-	-	-	-	9.67	9.56	8.54 -	11.25
Receptionists	7.87	7.75	6.75 -	8.66	7.54	-	-	-	-	-	-	-
Order clerks	12.09	-	-	-	12.09	-	-	-	-	-	-	-
Library clerks	8.62	-	-	-	-	-	-	-	-	-	-	-
Records clerks, N.E.C.	9.95	-	-	-	9.95	-	-	-	-	-	-	-
Bookkeepers, accounting and auditing clerks	10.77	11.30	8.75 -	12.15	10.18	10.25	8.67 -	11.80	12.88	-	-	-
Billing clerks	9.20	-	-	-	9.20	-	-	-	-	-	-	-
Dispatchers	10.88	-	-	-	-	-	-	-	-	-	-	-
Traffic, shipping and receiving clerks	8.05	-	-	-	8.05	-	-	-	-	-	-	-
Stock and inventory clerks ..	10.45	-	-	-	10.26	-	-	-	-	-	-	-
Insurance adjusters, examiners, & investigators	12.62	-	-	-	12.62	-	-	-	-	-	-	-
Investigators and adjusters except insurance	12.16	-	-	-	12.16	-	-	-	-	-	-	-
General office clerks	9.61	9.65	7.75 -	10.50	9.61	9.70	7.79 -	10.50	9.59	-	-	-
Data entry keyers	9.55	-	-	-	8.31	-	-	-	-	-	-	-
Teachers' aides	7.76	7.57	6.19 -	9.24	-	-	-	-	7.76	7.57	6.19 -	9.24
Administrative support occupations, N.E.C.	10.91	11.81	8.55 -	11.81	11.10	11.81	8.75 -	11.81	7.84	-	-	-
White-collar occupations excluding sales	18.27	14.42	10.67 -	22.52	17.18	13.72	10.50 -	20.43	22.71	20.14	12.19 -	31.35
Blue-collar occupations	12.12	11.14	7.93 -	15.97	12.08	11.14	7.67 -	16.11	12.97	13.27	11.02 -	14.81
Precision production, craft, and repair occupations	14.87	14.10	10.89 -	18.44	14.91	14.10	10.65 -	18.54	14.46	14.73	13.65 -	15.83
Bus, truck, and stationary engine mechanics	13.76	-	-	-	-	-	-	-	-	-	-	-
Mechanics and repairers, N.E.C.	14.80	-	-	-	14.51	-	-	-	15.26	-	-	-
Supervisors, production occupations	15.57	17.09	10.28 -	18.81	15.57	17.09	10.28 -	18.81	-	-	-	-
Tool and die makers	19.21	-	-	-	19.21	-	-	-	-	-	-	-
Machinists	18.62	-	-	-	19.05	-	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	11.53	10.40	7.25 -	14.79	11.53	10.40	7.25 -	14.79	-	-	-	-
Fabricating machine operators, N.E.C.	12.17	-	-	-	12.17	-	-	-	-	-	-	-
Molding and casting machine operators	14.01	-	-	-	14.01	-	-	-	-	-	-	-
Printing press operators	12.87	-	-	-	12.87	-	-	-	-	-	-	-
Miscellaneous machine operators, N.E.C.	12.46	12.72	8.86 -	17.88	12.46	12.72	8.86 -	17.88	-	-	-	-
Assemblers	7.69	7.00	6.00 -	8.78	7.69	7.00	6.00 -	8.78	-	-	-	-
Production inspectors, checkers and examiners	14.47	-	-	-	14.47	-	-	-	-	-	-	-
Transportation and material moving occupations	11.03	10.00	8.00 -	12.98	10.66	9.40	8.00 -	12.59	12.60	12.77	10.35 -	13.88
Truck drivers	9.24	9.00	8.00 -	10.00	8.84	9.00	8.00 -	9.50	11.86	-	-	-
Bus drivers	11.83	11.43	7.25 -	16.27	11.08	-	-	-	13.29	-	-	-
Handlers, equipment cleaners, helpers, and laborers	9.36	8.77	6.50 -	11.14	9.28	8.49	6.50 -	11.14	10.64	-	-	-
Production helpers	10.27	-	-	-	10.27	-	-	-	-	-	-	-
Stock handlers and baggers	6.94	6.25	5.40 -	7.00	6.74	6.00	5.40 -	7.00	-	-	-	-
Freight, stock, and material handlers, N.E.C.	13.08	-	-	-	13.08	-	-	-	-	-	-	-
Garage and service station related occupations	7.14	-	-	-	7.14	-	-	-	-	-	-	-
Hand packers and packagers	7.79	-	-	-	7.79	-	-	-	-	-	-	-

See footnotes at end of table.

Table 1. Hourly earnings¹ for selected occupations, all workers², Rochester, NY, June - July 1996 — Continued

Occupation ³	All industries			Private industry			State and local government		
	Mean	Median	Middle range	Mean	Median	Middle range	Mean	Median	Middle range
Laborers except construction, N.E.C.	\$8.99	\$7.00	\$6.00 - \$10.43	\$9.10	\$7.00	\$6.00 - \$10.43	\$8.50	-	- -
Service occupations	8.85	7.50	5.75 - 10.25	7.08	6.60	5.50 - 8.74	13.51	\$12.96	\$8.86 - \$17.32
Protective service occupations	16.82	17.32	13.72 - 20.58	9.38	-	- -	17.94	18.16	16.21 - 20.58
Police and detectives, public service	20.17	-	- -	-	-	- -	20.17	-	- -
Guards and police except public service	9.79	-	- -	9.50	-	- -	-	-	- -
Food service occupations	6.40	5.50	5.00 - 7.35	6.31	5.50	4.90 - 7.20	8.43	7.51	5.89 - 10.15
Bartenders	7.45	-	- -	7.45	-	- -	-	-	- -
Waiters and waitresses	4.51	-	- -	4.51	-	- -	-	-	- -
Cooks	7.51	7.00	5.50 - 9.50	7.44	-	- -	-	-	- -
Food counter, fountain, and related occupations	5.27	-	- -	5.27	-	- -	-	-	- -
Kitchen workers, food preparation	6.21	-	- -	5.97	-	- -	-	-	- -
Waiters'/Waitresses' assistants	4.64	-	- -	-	-	- -	-	-	- -
Food preparation occupations, N.E.C.	6.27	5.73	5.00 - 6.77	6.12	5.50	5.00 - 6.75	8.11	-	- -
Health service occupations	9.01	8.40	7.07 - 9.95	8.05	8.00	7.00 - 8.86	11.44	11.54	8.95 - 13.39
Nursing aides, orderlies and attendants	8.16	8.26	7.15 - 8.91	8.05	8.07	7.00 - 8.86	8.69	-	- -
Cleaning and building service occupations	8.94	8.25	6.81 - 11.00	7.96	7.06	6.00 - 10.00	10.30	9.34	7.95 - 11.79
Janitors and cleaners	8.77	7.98	6.74 - 10.62	7.60	6.95	6.00 - 8.84	10.36	9.64	7.91 - 12.14
Personal services occupations	7.42	6.18	5.50 - 8.65	6.93	6.00	5.50 - 7.98	10.29	-	- -
Early childhood teachers' assistants	5.87	-	- -	5.68	-	- -	-	-	- -
Child care workers, N.E.C.	6.33	-	- -	6.30	-	- -	-	-	- -
Service occupations, N.E.C.	8.97	-	- -	9.54	-	- -	-	-	- -

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, hazard pay, and on-call pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. 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.

² All workers include full-time and part-time workers. Employees are classified as working either a full-time or a part-time schedule based on the definition used by each

establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified." Because of rounding, sums of individual items may not equal totals.

Table 2. Hourly earnings¹ for selected occupations, full-time workers only², Rochester, NY, June - July 1996

Occupation ³	All industries			Private industry			State and local government		
	Mean	Median	Middle range	Mean	Median	Middle range	Mean	Median	Middle range
All workers	\$15.33	\$12.69	\$9.00 - \$18.54	\$14.47	\$12.30	\$8.81 - \$17.38	\$20.34	\$16.81	\$12.05 - \$26.21
All workers excluding sales	15.51	12.82	9.18 - 18.72	14.61	12.34	8.94 - 17.79	20.34	16.81	12.05 - 26.21
White-collar occupations	18.02	14.42	10.62 - 22.02	16.87	13.72	10.49 - 19.83	23.72	21.91	13.19 - 32.00
Professional specialty and technical occupations	22.09	19.31	14.04 - 27.36	19.34	16.76	13.46 - 23.00	29.80	28.43	21.75 - 37.35
Professional specialty occupations	24.86	22.72	16.42 - 30.68	21.99	20.18	15.10 - 26.95	30.26	28.95	22.39 - 37.68
Engineering occupations	25.16	25.10	20.43 - 29.77	25.19	25.17	20.24 - 30.13	-	-	-
Mechanical engineers	25.48	-	-	25.48	-	-	-	-	-
Engineers, N.E.C.	27.99	28.56	23.78 - 31.27	28.00	28.51	23.39 - 31.27	-	-	-
Computer systems analysts and scientists	21.39	22.11	16.22 - 26.24	21.39	22.11	16.22 - 26.24	-	-	-
Physicians	37.55	-	-	-	-	-	-	-	-
Registered nurses	17.77	17.45	14.87 - 19.65	17.78	17.34	14.65 - 19.71	-	-	-
Teachers	31.24	29.84	23.81 - 38.69	21.87	-	-	33.30	32.00	25.08 - 40.49
Teachers, college and university	32.16	-	-	-	-	-	35.29	-	-
Teachers, except college and university	31.14	29.84	23.29 - 38.95	18.70	-	-	33.19	32.00	24.75 - 40.33
Elementary school teachers	29.51	29.15	21.15 - 37.20	-	-	-	31.97	32.00	24.26 - 38.62
Secondary school teachers	36.24	33.42	27.14 - 44.03	-	-	-	37.76	37.65	28.56 - 47.17
Teachers, special education	29.66	27.30	23.47 - 33.76	-	-	-	30.06	28.11	23.67 - 33.94
Teachers, N.E.C.	32.54	-	-	-	-	-	32.54	-	-
Vocational and educational counselors	23.18	-	-	-	-	-	25.35	-	-
Librarians	18.04	-	-	-	-	-	-	-	-
Social workers	16.31	16.13	13.68 - 17.61	14.88	-	-	17.94	16.63	15.81 - 20.80
Editors and reporters	18.44	-	-	18.44	-	-	-	-	-
Technical occupations	14.37	13.46	12.34 - 16.15	14.40	13.46	12.40 - 16.15	13.10	-	-
Clinical laboratory technologists and technicians	14.68	-	-	14.68	-	-	-	-	-
Licensed practical nurses ...	14.40	-	-	14.79	-	-	-	-	-
Electrical and electronic technicians	15.35	-	-	15.36	-	-	-	-	-
Engineering technicians, N.E.C.	16.31	-	-	16.54	-	-	-	-	-
Executive, administrative, and managerial occupations	24.63	20.18	14.42 - 31.15	24.74	20.18	14.42 - 31.26	23.70	21.05	18.06 - 28.38
Financial managers	34.91	-	-	34.91	-	-	-	-	-
Managers, marketing, advertising and public relations	42.01	32.68	25.00 - 50.14	42.01	32.68	25.00 - 50.14	-	-	-
Administrators, education and related fields	26.44	-	-	-	-	-	30.43	-	-
Managers, medicine and health	21.10	-	-	19.03	-	-	-	-	-
Managers, service organizations, N.E.C.	22.95	-	-	23.79	-	-	-	-	-
Managers and administrators, N.E.C. ...	34.77	32.00	26.49 - 39.76	34.90	32.21	26.49 - 39.76	-	-	-
Accountants and auditors ...	16.45	14.42	12.82 - 17.95	16.48	14.42	12.82 - 19.23	-	-	-
Other financial officers	18.25	-	-	18.38	-	-	-	-	-
Personnel, training, and labor relations specialists	15.81	15.32	13.99 - 17.86	15.37	-	-	-	-	-
Purchasing agents and buyers, N.E.C.	16.75	-	-	16.68	-	-	-	-	-
Management related occupations, N.E.C.	20.81	17.29	12.69 - 26.00	19.93	15.41	12.69 - 25.94	27.54	-	-
Sales occupations	12.98	12.13	7.20 - 15.00	12.98	12.13	7.20 - 15.00	-	-	-
Supervisors, sales occupations	16.58	-	-	16.58	-	-	-	-	-
Sales representatives, mining, manufacturing, and wholesale	23.53	-	-	23.53	-	-	-	-	-
Sales workers, other commodities	9.44	-	-	9.44	-	-	-	-	-
Cashiers	6.99	-	-	6.99	-	-	-	-	-
Sales support occupations, N.E.C.	11.15	-	-	11.15	-	-	-	-	-

See footnotes at end of table.

Table 2. Hourly earnings¹ for selected occupations, full-time workers only², Rochester, NY, June - July 1996 — Continued

Occupation ³	All industries			Private industry			State and local government		
	Mean	Median	Middle range	Mean	Median	Middle range	Mean	Median	Middle range
Administrative support including clerical occupations	\$10.78	\$10.25	\$8.37 - \$12.02	\$10.54	\$10.21	\$8.27 - \$12.02	\$11.98	\$10.83	\$8.60 - \$13.11
Secretaries	11.48	12.02	9.54 - 12.02	11.19	12.02	9.44 - 12.02	15.58	-	- -
Typists	10.10	10.00	8.66 - 11.33	-	-	- -	9.77	-	- -
Receptionists	8.29	-	- -	7.94	-	- -	-	-	- -
Order clerks	12.16	-	- -	12.16	-	- -	-	-	- -
Records clerks, N.E.C.	9.14	-	- -	9.14	-	- -	-	-	- -
Bookkeepers, accounting and auditing clerks	10.75	10.98	8.75 - 12.15	10.21	10.25	8.75 - 11.80	12.88	-	- -
Billing clerks	9.20	-	- -	9.20	-	- -	-	-	- -
Dispatchers	11.11	-	- -	-	-	- -	-	-	- -
Traffic, shipping and receiving clerks	8.14	-	- -	8.14	-	- -	-	-	- -
Stock and inventory clerks ..	10.45	-	- -	10.26	-	- -	-	-	- -
Insurance adjusters, examiners, & investigators	12.62	-	- -	12.62	-	- -	-	-	- -
Investigators and adjusters except insurance	12.16	-	- -	12.16	-	- -	-	-	- -
General office clerks	10.19	9.70	8.05 - 10.65	10.12	9.70	8.06 - 10.50	10.67	-	- -
Data entry keyers	9.55	-	- -	8.31	-	- -	-	-	- -
Teachers' aides	7.69	7.47	6.11 - 9.24	-	-	- -	7.69	7.47	6.11 - 9.24
Administrative support occupations, N.E.C.	11.46	11.81	9.48 - 11.81	11.51	11.81	9.59 - 11.81	-	-	- -
White-collar occupations excluding sales	18.75	14.88	11.30 - 23.44	17.57	14.01	10.81 - 20.71	23.72	21.91	13.19 - 32.00
Blue-collar occupations	12.42	11.48	8.40 - 16.27	12.38	11.35	8.01 - 16.45	13.37	13.72	11.33 - 15.15
Precision production, craft, and repair occupations	14.95	14.28	11.00 - 18.54	15.00	14.10	10.78 - 18.61	14.46	14.73	13.65 - 15.83
Bus, truck, and stationary engine mechanics	13.76	-	- -	-	-	- -	-	-	- -
Mechanics and repairers, N.E.C.	14.80	-	- -	14.51	-	- -	15.26	-	- -
Supervisors, production occupations	15.57	17.09	10.28 - 18.81	15.57	17.09	10.28 - 18.81	-	-	- -
Tool and die makers	19.21	-	- -	19.21	-	- -	-	-	- -
Machinists	18.62	-	- -	19.05	-	- -	-	-	- -
Machine operators, assemblers, and inspectors	11.68	10.85	7.40 - 15.21	11.68	10.85	7.39 - 15.21	-	-	- -
Fabricating machine operators, N.E.C.	12.17	-	- -	12.17	-	- -	-	-	- -
Molding and casting machine operators	14.01	-	- -	14.01	-	- -	-	-	- -
Printing press operators	12.87	-	- -	12.87	-	- -	-	-	- -
Miscellaneous machine operators, N.E.C.	12.61	12.72	8.86 - 17.88	12.61	12.72	8.86 - 17.88	-	-	- -
Assemblers	7.78	7.00	6.25 - 8.78	7.78	7.00	6.25 - 8.78	-	-	- -
Production inspectors, checkers and examiners	14.47	-	- -	14.47	-	- -	-	-	- -
Transportation and material moving occupations	11.24	10.06	8.50 - 13.58	11.07	9.83	8.00 - 12.59	12.28	12.86	10.56 - 13.81
Truck drivers	9.33	9.00	8.00 - 10.00	8.86	-	- -	12.68	-	- -
Bus drivers	12.93	-	- -	-	-	- -	11.98	-	- -
Handlers, equipment cleaners, helpers, and laborers	9.98	9.63	7.00 - 11.14	9.85	9.44	7.00 - 11.14	11.98	-	- -
Production helpers	10.27	-	- -	10.27	-	- -	-	-	- -
Stock handlers and baggers	7.86	-	- -	7.56	-	- -	-	-	- -
Freight, stock, and material handlers, N.E.C.	13.34	-	- -	13.34	-	- -	-	-	- -
Hand packers and packagers	8.08	-	- -	8.08	-	- -	-	-	- -
Laborers except construction, N.E.C.	9.59	7.50	6.50 - 11.02	9.46	7.30	6.50 - 10.43	-	-	- -
Service occupations	10.06	8.79	6.65 - 11.63	7.85	7.27	6.18 - 9.45	14.50	13.87	9.90 - 18.16
Protective service occupations	17.74	17.32	15.49 - 20.58	-	-	- -	18.80	18.16	16.77 - 20.58
Police and detectives, public service	20.17	-	- -	-	-	- -	20.17	-	- -
Guards and police except public service	10.78	-	- -	-	-	- -	-	-	- -
Food service occupations	7.53	6.50	5.50 - 9.27	7.46	6.50	5.50 - 9.27	8.93	-	- -

See footnotes at end of table.

Table 2. Hourly earnings¹ for selected occupations, full-time workers only², Rochester, NY, June - July 1996 — Continued

Occupation ³	All industries			Private industry			State and local government		
	Mean	Median	Middle range	Mean	Median	Middle range	Mean	Median	Middle range
Cooks	\$7.69	-	- -	\$7.60	-	- -	-	-	- -
Kitchen workers, food preparation	6.59	-	- -	-	-	- -	-	-	- -
Food preparation occupations, N.E.C.	7.00	-	- -	6.94	-	- -	-	-	- -
Health service occupations	9.32	\$8.51	\$7.50 - \$10.61	8.16	\$8.06	\$7.00 - \$8.91	\$11.88	-	- -
Nursing aides, orderlies and attendants	8.36	8.40	7.54 - 9.07	8.24	8.35	7.50 - 8.92	-	-	- -
Cleaning and building service occupations	9.42	8.85	7.17 - 11.00	8.51	7.65	6.50 - 11.00	10.47	\$9.77	\$7.89 - \$12.18
Janitors and cleaners	9.25	8.53	7.06 - 11.00	8.07	7.35	6.42 - 10.00	10.55	9.90	7.85 - 12.20
Personal services occupations	8.11	6.77	5.75 - 9.74	7.31	-	- -	-	-	- -

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, hazard pay, and on-call pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. 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.

² Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a

35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

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Table 3. Hourly earnings¹ for selected occupations, part-time workers only², Rochester, NY, June - July 1996

Occupation ³	All industries				Private industry			State and local government				
	Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range	
All workers	\$8.21	\$6.25	\$5.10 -	\$8.86	\$7.62	\$6.00	\$5.00 -	\$8.11	\$11.45	\$8.46	\$6.87 -	\$12.78
All workers excluding sales	8.70	6.73	5.35 -	9.50	8.08	6.25	5.05 -	8.86	11.45	8.46	6.87 -	12.78
White-collar occupations	10.24	7.29	5.30 -	12.32	9.47	6.73	5.20 -	11.05	13.83	10.00	7.85 -	15.56
Professional specialty and technical occupations	17.52	15.80	10.50 -	19.78	17.32	15.90	11.51 -	18.77	17.93	15.25	8.38 -	21.24
Professional specialty occupations	18.84	16.25	8.38 -	22.65	18.71	16.28	12.84 -	25.31	19.09	15.56	8.38 -	21.58
Registered nurses	17.20	16.75	15.25 -	18.64	17.30	16.75	15.63 -	18.52	-	-	-	-
Teachers	19.22	15.56	8.38 -	33.03	-	-	-	-	-	-	-	-
Technical occupations	14.08	14.31	10.56 -	17.00	14.20	-	-	-	13.70	-	-	-
Licensed practical nurses	12.90	-	-	-	-	-	-	-	-	-	-	-
Executive, administrative, and managerial occupations	12.95	-	-	-	13.07	-	-	-	-	-	-	-
Sales occupations	5.72	5.25	5.00 -	6.00	5.72	5.25	5.00 -	6.00	-	-	-	-
Sales workers, other commodities	5.77	-	-	-	5.77	-	-	-	-	-	-	-
Cashiers	5.52	5.25	4.85 -	5.75	5.52	5.25	4.85 -	5.75	-	-	-	-
Administrative support including clerical occupations	7.89	7.00	6.00 -	9.51	7.70	7.00	5.50 -	9.19	8.53	7.89	6.40 -	10.56
Secretaries	9.31	-	-	-	9.58	-	-	-	-	-	-	-
Receptionists	6.19	-	-	-	6.19	-	-	-	-	-	-	-
Bookkeepers, accounting and auditing clerks	10.84	-	-	-	10.06	-	-	-	-	-	-	-
General office clerks	7.29	6.51	5.50 -	9.00	7.41	-	-	-	-	-	-	-
Teachers' aides	8.39	-	-	-	-	-	-	-	8.39	-	-	-
Administrative support occupations, N.E.C.	6.36	-	-	-	-	-	-	-	-	-	-	-
White-collar occupations excluding sales	12.53	9.95	6.88 -	15.45	12.06	9.95	6.73 -	15.29	13.83	10.00	7.85 -	15.56
Blue-collar occupations	7.30	6.33	5.75 -	7.63	6.77	6.33	5.75 -	7.25	10.73	-	-	-
Transportation and material moving occupations	9.86	-	-	-	-	-	-	-	13.20	-	-	-
Bus drivers	10.25	-	-	-	-	-	-	-	14.66	-	-	-
Handlers, equipment cleaners, helpers, and laborers	5.73	5.75	5.25 -	6.00	5.73	5.75	5.25 -	6.00	-	-	-	-
Stock handlers and baggers	5.63	-	-	-	5.63	-	-	-	-	-	-	-
Service occupations	5.86	5.50	4.50 -	6.90	5.60	5.35	4.30 -	6.50	7.50	7.32	6.00 -	8.80
Protective service occupations	7.48	-	-	-	-	-	-	-	-	-	-	-
Food service occupations	5.01	4.85	3.00 -	5.50	4.90	4.75	2.90 -	5.50	7.74	-	-	-
Waiters and waitresses	3.98	-	-	-	3.98	-	-	-	-	-	-	-
Cooks	6.83	-	-	-	6.83	-	-	-	-	-	-	-
Kitchen workers, food preparation	4.96	-	-	-	-	-	-	-	-	-	-	-
Waiters'/Waitresses' assistants	4.56	-	-	-	-	-	-	-	-	-	-	-
Food preparation occupations, N.E.C.	5.39	5.00	4.50 -	5.50	5.10	-	-	-	-	-	-	-
Health service occupations	7.67	7.50	6.68 -	8.60	7.63	7.41	6.56 -	8.33	-	-	-	-
Nursing aides, orderlies and attendants	7.61	7.50	6.66 -	8.50	7.56	-	-	-	-	-	-	-
Cleaning and building service occupations	6.79	6.50	5.50 -	8.00	6.29	-	-	-	-	-	-	-
Janitors and cleaners	6.79	6.50	5.50 -	8.00	6.29	-	-	-	-	-	-	-
Personal services occupations	6.15	5.65	5.15 -	6.18	6.09	5.55	5.00 -	6.00	6.33	-	-	-

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, hazard pay, and on-call pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. 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.

² Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a

35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

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Table 4. Mean weekly earnings¹ and hours for selected white-collar occupations, full-time workers only², Rochester, NY, June - July 1996

Occupation ³	All industries			Private industry			State and local government		
	Mean weekly hours ⁴	Weekly earnings		Mean weekly hours ⁴	Weekly earnings		Mean weekly hours ⁴	Weekly earnings	
		Mean	Median		Mean	Median		Mean	Median
White-collar occupations	39.3	\$708	\$568	39.9	\$673	\$538	36.4	\$863	\$824
Professional specialty and technical occupations	38.6	852	765	39.6	765	664	36.1	1075	1010
Professional specialty occupations	38.1	948	890	39.3	865	793	36.0	1089	1025
Engineering occupations	39.9	1004	1004	40.1	1009	1007	-	-	-
Mechanical engineers	40.0	1019	-	40.0	1019	-	-	-	-
Engineers, N.E.C.	40.0	1120	1111	40.2	1125	1140	-	-	-
Computer systems analysts and scientists	40.4	863	892	40.4	863	892	-	-	-
Physicians	41.6	1562	-	-	-	-	-	-	-
Registered nurses	39.6	704	694	39.6	704	694	-	-	-
Teachers	35.9	1122	1087	37.4	818	-	35.6	1185	1149
Teachers, college and university	38.0	1222	-	-	-	-	35.8	1262	-
Teachers, except college and university	35.7	1112	1059	36.5	682	-	35.6	1181	1136
Elementary school teachers	37.0	1093	1074	-	-	-	37.1	1186	1203
Secondary school teachers	34.5	1251	1169	-	-	-	34.5	1301	1366
Teachers, special education	34.6	1025	977	-	-	-	34.6	1039	977
Teachers, N.E.C.	34.2	1112	-	-	-	-	34.2	1112	-
Vocational and educational counselors	38.5	893	-	-	-	-	37.2	944	-
Librarians	35.2	635	-	-	-	-	-	-	-
Social workers	37.7	615	581	37.0	551	-	38.5	690	665
Editors and reporters	39.6	730	-	39.6	730	-	-	-	-
Technical occupations	40.0	574	538	40.0	576	538	39.2	513	-
Clinical laboratory technologists and technicians	39.7	583	-	39.7	583	-	-	-	-
Licensed practical nurses	39.9	574	-	40.0	592	-	-	-	-
Electrical and electronic technicians	40.0	614	-	40.0	614	-	-	-	-
Engineering technicians, N.E.C.	40.0	652	-	40.0	662	-	-	-	-
Executive, administrative, and managerial occupations	41.2	1014	815	41.5	1027	817	38.5	913	756
Financial managers	40.4	1412	-	40.4	1412	-	-	-	-
Managers., marketing, advertising and public relations	40.0	1681	1307	40.0	1681	1307	-	-	-
Administrators, education and related fields	40.8	1079	-	-	-	-	42.8	1301	-
Managers, medicine and health ..	40.0	844	-	40.0	761	-	-	-	-
Managers, service organizations, N.E.C.	46.9	1077	-	48.3	1150	-	-	-	-
Managers and administrators, N.E.C.	42.7	1485	1484	42.8	1494	1489	-	-	-
Accountants and auditors	45.5	749	640	46.6	768	640	-	-	-
Other financial officers	39.0	712	-	39.0	717	-	-	-	-
Personnel, training, and labor relations specialists	38.7	612	608	39.1	600	-	-	-	-
Purchasing agents and buyers, N.E.C.	39.7	666	-	39.9	665	-	-	-	-
Management related occupations, N.E.C.	39.8	828	648	40.0	798	596	37.8	1042	-
Sales occupations	39.5	513	471	39.5	513	471	-	-	-
Supervisors, sales occupations	42.3	702	-	42.3	702	-	-	-	-
Sales representatives, mining, manufacturing, and wholesale	40.0	941	-	40.0	941	-	-	-	-
Sales workers, other commodities	39.0	368	-	39.0	368	-	-	-	-
Cashiers	36.8	257	-	36.8	257	-	-	-	-
Sales support occupations, N.E.C.	36.9	411	-	36.9	411	-	-	-	-
Administrative support including clerical occupations	38.8	418	396	39.4	415	396	36.1	432	387
Secretaries	38.9	446	481	39.1	437	472	36.2	564	-
Typists	38.3	387	380	-	-	-	38.4	375	-
Receptionists	39.5	327	-	39.9	317	-	-	-	-
Order clerks	39.8	484	-	39.8	484	-	-	-	-
Records clerks, N.E.C.	37.4	342	-	37.4	342	-	-	-	-
Bookkeepers, accounting and auditing clerks	38.8	417	413	39.0	398	410	38.0	489	-

See footnotes at end of table.

Table 4. Mean weekly earnings¹ and hours for selected white-collar occupations, full-time workers only², Rochester, NY, June - July 1996 — Continued

Occupation ³	All industries			Private industry			State and local government		
	Mean weekly hours ⁴	Weekly earnings		Mean weekly hours ⁴	Weekly earnings		Mean weekly hours ⁴	Weekly earnings	
		Mean	Median		Mean	Median		Mean	Median
Billing clerks	39.0	\$359	-	39.0	\$359	-	-	-	-
Dispatchers	38.9	432	-	-	-	-	-	-	-
Traffic, shipping and receiving clerks	40.0	326	-	40.0	326	-	-	-	-
Stock and inventory clerks	39.5	412	-	40.0	410	-	-	-	-
Insurance adjusters, examiners, & investigators	38.3	483	-	38.3	483	-	-	-	-
Investigators and adjusters except insurance	41.2	501	-	41.2	501	-	-	-	-
General office clerks	38.8	395	\$388	38.9	393	\$388	38.5	\$411	-
Data entry keyers	38.8	371	-	39.8	331	-	-	-	-
Teachers' aides	31.8	244	234	-	-	-	31.8	244	\$234
Administrative support occupations, N.E.C.	40.1	460	496	40.6	468	496	-	-	-
White-collar occupations excluding sales	39.2	735	577	40.0	702	544	36.4	863	824

¹ Earnings are the straight-time weekly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, hazard pay, and on-call pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. 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.

² Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time

employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

⁴ Mean weekly hours are the hours an employee is scheduled to work in a week.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified." Because of rounding, sums of individual items may not equal totals.

Table 5. Mean hourly earnings¹ by occupational group and level², Rochester, NY, June - July 1996

Occupational group ³ and level	Full-time and part-time workers ⁴			Full-time workers			Part-time workers		
	All industries	Private industry	State and local government	All industries	Private industry	State and local government	All industries	Private industry	State and local government
White-collar occupations	\$17.26	\$16.16	\$22.71	\$18.02	\$16.87	\$23.72	\$10.24	\$9.47	\$13.83
Professional specialty and technical occupations	21.72	19.19	28.64	22.09	19.34	29.80	17.52	17.32	17.93
Professional specialty occupations	24.39	21.73	29.36	24.86	21.99	30.26	18.84	18.71	19.09
Level 5	11.77	12.19	-	14.04	-	-	-	-	-
Level 6	20.36	-	17.38	19.17	19.37	-	-	-	-
Level 7	15.60	14.54	19.02	15.69	14.71	18.47	14.85	13.44	-
Level 8	17.38	15.84	25.52	17.34	15.55	26.83	17.64	18.08	-
Level 9	28.12	18.36	34.07	28.37	18.29	34.48	23.85	19.50	26.74
Level 10	22.16	20.07	24.18	22.21	20.13	24.18	-	-	-
Level 11	24.93	22.87	29.88	24.92	22.80	30.09	-	-	-
Level 12	29.94	30.27	-	29.94	30.27	-	-	-	-
Level 13	39.47	39.36	-	39.47	39.36	-	-	-	-
Level 14	32.43	28.15	-	-	-	-	-	-	-
Engineering occupations	25.16	25.19	-	25.16	25.19	-	-	-	-
Level 9	22.08	21.08	-	22.08	21.08	-	-	-	-
Level 11	24.95	24.95	-	24.95	24.95	-	-	-	-
Level 12	28.54	28.54	-	28.54	28.54	-	-	-	-
Registered nurses	17.67	17.69	17.52	17.77	17.78	-	17.20	17.30	-
Level 7	16.15	16.15	-	-	-	-	-	-	-
Level 8	17.58	17.74	-	-	-	-	18.20	-	-
Level 9	17.47	17.27	-	-	-	-	-	-	-
Level 10	20.37	-	-	20.37	-	-	-	-	-
Level 11	19.12	19.38	-	19.12	19.38	-	-	-	-
Natural scientists	21.39	21.39	-	21.39	21.39	-	-	-	-
Level 9	19.48	19.48	-	19.48	19.48	-	-	-	-
Level 11	25.53	25.53	-	25.53	25.53	-	-	-	-
Teachers	30.13	22.72	31.99	31.24	21.87	33.30	19.22	-	-
Level 6	24.37	-	17.89	22.99	-	-	-	-	-
Level 8	24.38	-	-	24.38	-	-	-	-	-
Level 9	35.27	-	35.27	35.68	-	35.68	-	-	-
Level 10	26.47	-	26.47	26.47	-	26.47	-	-	-
Level 11	28.65	-	30.96	28.69	-	31.04	-	-	-
Teachers, except college and university	29.86	17.75	31.90	31.14	18.70	33.19	-	-	-
Level 6	17.35	-	-	17.77	-	-	-	-	-
Level 8	24.46	-	-	24.46	-	-	-	-	-
Level 9	35.28	-	35.28	35.68	-	35.68	-	-	-
Level 10	25.75	-	25.75	25.75	-	25.75	-	-	-
Level 11	28.53	-	31.04	28.53	-	31.04	-	-	-
Technical occupations	14.34	14.39	13.38	14.37	14.40	13.10	14.08	14.20	13.70
Level 4	11.00	11.37	-	11.31	11.29	-	9.73	-	-
Level 5	13.89	13.94	-	12.71	12.59	-	-	-	-
Level 6	13.85	13.98	-	13.73	13.85	-	-	-	-
Level 8	16.72	16.79	-	16.84	16.91	-	-	-	-
Level 9	18.87	18.87	-	19.00	19.00	-	-	-	-
Executive, administrative, and managerial occupations	24.38	24.51	23.31	24.63	24.74	23.70	12.95	13.07	-
Level 5	12.14	11.89	-	12.17	11.89	-	-	-	-
Level 6	14.83	14.31	-	15.36	14.86	-	-	-	-
Level 7	13.21	13.08	-	13.20	13.08	-	-	-	-
Level 8	15.43	15.43	-	15.44	15.44	-	-	-	-
Level 9	17.18	16.84	18.91	17.41	17.01	19.50	-	-	-
Level 10	20.32	19.78	-	20.32	19.78	-	-	-	-
Level 11	23.77	23.90	-	24.10	24.26	-	-	-	-
Level 12	26.29	27.04	-	26.29	27.04	-	-	-	-
Level 13	32.85	31.53	-	32.85	31.53	-	-	-	-
Level 14	43.67	45.25	-	43.67	45.25	-	-	-	-
Executives, managers and administrators	31.65	32.09	26.91	31.88	32.34	26.91	-	-	-
Level 10	18.96	-	-	18.96	-	-	-	-	-
Level 11	22.41	22.53	-	22.87	23.05	-	-	-	-
Level 12	24.00	24.90	-	24.00	24.90	-	-	-	-
Level 13	29.04	28.37	-	29.04	28.37	-	-	-	-
Level 14	43.67	45.25	-	43.67	45.25	-	-	-	-

See footnotes at end of table.

Table 5. Mean hourly earnings¹ by occupational group and level², Rochester, NY, June - July 1996 — Continued

Occupational group ³ and level	Full-time and part-time workers ⁴			Full-time workers			Part-time workers		
	All industries	Private industry	State and local government	All industries	Private industry	State and local government	All industries	Private industry	State and local government
Managers and administrators, N.E.C.	\$34.77	\$34.90	-	\$34.77	\$34.90	-	-	-	-
Level 11	27.22	27.22	-	27.22	27.22	-	-	-	-
Level 12	29.06	29.20	-	29.06	29.20	-	-	-	-
Level 13	30.46	-	-	30.46	-	-	-	-	-
Sales occupations	11.35	11.35	-	12.98	12.98	-	\$5.72	\$5.72	-
Level 1	5.35	5.35	-	-	-	-	5.24	5.24	-
Level 2	5.37	5.37	-	-	-	-	5.33	5.33	-
Level 3	7.19	7.19	-	7.44	7.44	-	6.73	6.73	-
Level 4	8.77	8.77	-	9.07	9.07	-	6.40	6.40	-
Level 5	11.13	11.13	-	11.34	11.34	-	-	-	-
Level 6	13.19	13.19	-	13.19	13.19	-	-	-	-
Level 8	14.35	14.35	-	14.34	14.34	-	-	-	-
Level 11	24.32	24.32	-	24.32	24.32	-	-	-	-
Cashiers	6.23	6.23	-	6.99	6.99	-	5.52	5.52	-
Level 1	5.40	5.40	-	-	-	-	5.27	5.27	-
Level 2	5.34	5.34	-	-	-	-	5.30	5.30	-
Administrative support including clerical occupations	10.48	10.27	\$11.51	10.78	10.54	\$11.98	7.89	7.70	\$8.53
Level 1	7.03	5.97	9.37	8.44	6.87	-	5.40	5.29	-
Level 2	7.86	7.66	8.44	8.11	7.89	8.73	6.64	6.58	-
Level 3	9.59	9.60	9.52	9.79	9.77	9.94	7.51	7.40	7.74
Level 4	9.88	9.83	10.10	9.96	9.95	9.99	9.21	8.70	10.81
Level 5	11.76	10.91	16.06	11.83	10.90	16.06	-	-	-
Level 6	13.14	12.67	16.10	13.12	12.64	16.10	-	-	-
Level 7	12.91	11.94	-	12.92	11.93	-	-	-	-
Level 8	14.36	14.36	-	14.55	14.55	-	-	-	-
Secretaries	11.34	11.09	14.85	11.48	11.19	15.58	9.31	9.58	-
Level 4	9.79	9.62	-	9.77	9.57	-	-	-	-
Level 5	11.54	11.41	-	11.54	11.41	-	-	-	-
Level 6	15.31	-	-	15.31	-	-	-	-	-
Bookkeepers, accounting and auditing clerks	10.77	10.18	12.88	10.75	10.21	12.88	10.84	10.06	-
Level 4	10.29	9.93	-	10.30	10.13	-	-	-	-
Level 5	10.98	-	-	-	-	-	-	-	-
Level 6	13.24	-	-	-	-	-	-	-	-
General office clerks	9.61	9.61	9.59	10.19	10.12	10.67	7.29	7.41	-
Level 2	7.25	7.23	-	7.62	7.54	-	-	-	-
Level 3	9.17	9.28	-	9.70	9.67	-	-	-	-
Level 4	9.67	9.32	-	9.61	9.22	-	-	-	-
White-collar occupations excluding sales	18.27	17.18	22.71	18.75	17.57	23.72	12.53	12.06	13.83
Level 1	7.03	5.97	9.37	8.44	6.87	-	5.40	5.29	-
Level 2	7.86	7.66	8.44	8.11	7.89	8.73	6.64	6.58	-
Level 3	9.50	9.49	9.52	9.79	9.77	9.94	7.13	6.91	7.74
Level 4	9.99	9.99	10.00	10.08	10.09	10.03	9.30	9.04	9.89
Level 5	12.04	11.49	14.21	12.14	11.38	15.61	11.34	12.42	-
Level 6	15.84	15.72	16.51	15.32	15.06	16.78	20.64	21.82	14.03
Level 7	13.84	13.24	20.21	13.78	13.23	20.35	14.84	13.49	-
Level 8	16.37	15.66	23.29	16.37	15.60	24.07	16.43	16.61	-
Level 9	24.64	17.70	32.51	24.85	17.75	32.98	20.75	16.70	24.66
Level 10	20.47	18.83	23.90	20.48	18.84	23.90	-	-	-
Level 11	23.66	22.22	29.05	23.73	22.26	29.22	20.45	-	-
Level 12	27.69	28.11	21.58	28.17	28.64	21.58	-	-	-
Level 13	34.56	33.72	39.04	34.56	33.72	39.04	-	-	-
Level 14	41.24	41.98	36.55	41.47	42.49	34.23	-	-	-
Level 15	48.11	48.56	-	48.11	48.56	-	-	-	-

See footnotes at end of table.

Table 5. Mean hourly earnings¹ by occupational group and level², Rochester, NY, June - July 1996 — Continued

Occupational group ³ and level	Full-time and part-time workers ⁴			Full-time workers			Part-time workers		
	All industries	Private industry	State and local government	All industries	Private industry	State and local government	All industries	Private industry	State and local government
Blue-collar occupations	\$12.12	\$12.08	\$12.97	\$12.42	\$12.38	\$13.37	\$7.30	\$6.77	\$10.73
Precision production, craft, and repair occupations	14.87	14.91	14.46	14.95	15.00	14.46	-	-	-
Level 3	8.04	7.76	-	8.18	7.85	-	-	-	-
Level 4	11.16	11.01	-	11.16	11.01	-	-	-	-
Level 5	11.42	11.44	-	11.42	11.44	-	-	-	-
Level 6	14.05	13.87	-	14.05	13.87	-	-	-	-
Level 7	15.94	16.09	14.99	16.04	16.21	14.99	-	-	-
Level 8	18.55	18.96	-	18.55	18.96	-	-	-	-
Level 9	17.15	17.62	-	17.16	17.65	-	-	-	-
Level 10	19.67	19.67	-	19.67	19.67	-	-	-	-
Machine operators, assemblers, and inspectors	11.53	11.53	-	11.68	11.68	-	-	-	-
Level 1	6.97	6.97	-	7.04	7.04	-	-	-	-
Level 2	9.24	9.25	-	9.28	9.28	-	-	-	-
Level 3	9.84	9.84	-	10.16	10.16	-	-	-	-
Level 4	13.34	13.34	-	13.34	13.34	-	-	-	-
Level 6	12.91	12.91	-	12.91	12.91	-	-	-	-
Level 7	15.07	15.07	-	15.07	15.07	-	-	-	-
Transportation and material moving occupations	11.03	10.66	12.60	11.24	11.07	12.28	9.86	-	13.20
Level 2	9.13	8.80	10.60	9.17	-	-	-	-	-
Level 3	10.08	9.63	-	10.92	10.73	-	-	-	-
Level 4	11.49	11.02	12.18	11.72	-	12.47	-	-	-
Truck drivers	9.24	8.84	11.86	9.33	8.86	12.68	-	-	-
Level 2	8.57	-	-	8.67	-	-	-	-	-
Level 3	9.89	-	-	9.93	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	9.36	9.28	10.64	9.98	9.85	11.98	5.73	5.73	-
Level 1	6.70	6.51	8.27	7.24	6.94	-	5.59	5.57	-
Level 2	9.46	9.28	-	9.94	9.76	-	-	-	-
Level 3	10.54	10.48	-	10.86	10.81	-	-	-	-
Service occupations	8.85	7.08	13.51	10.06	7.85	14.50	5.86	5.60	7.50
Level 1	6.32	5.81	8.32	7.11	6.48	-	5.24	5.04	6.80
Level 2	7.76	6.97	9.69	8.27	7.43	-	6.38	5.61	7.85
Level 3	7.41	6.87	11.31	8.49	7.80	11.81	5.64	5.57	-
Level 4	9.67	8.87	12.97	9.91	8.85	-	8.79	8.95	-
Level 5	9.80	8.49	15.16	10.54	9.14	15.16	-	-	-
Level 6	15.77	-	-	15.80	-	-	-	-	-
Level 7	16.45	-	18.68	16.45	-	18.68	-	-	-
Protective service occupations	16.82	9.38	17.94	17.74	-	18.80	7.48	-	-
Level 7	18.89	-	18.89	18.89	-	18.89	-	-	-
Food service occupations	6.40	6.31	8.43	7.53	7.46	8.93	5.01	4.90	7.74
Level 1	5.37	5.36	5.86	6.02	6.04	-	4.73	4.67	-
Level 2	6.51	6.27	-	7.64	-	-	5.44	4.80	-
Level 3	6.01	5.99	-	7.40	7.41	-	4.65	4.63	-
Level 5	8.71	-	-	-	-	-	-	-	-
Health service occupations	9.01	8.05	11.44	9.32	8.16	11.88	7.67	7.63	-
Level 2	8.69	7.63	-	8.81	7.62	-	7.86	-	-
Level 3	8.44	7.94	-	9.01	8.31	-	7.42	7.41	-
Level 4	10.32	9.24	-	10.66	-	-	-	-	-
Nursing aides, orderlies and attendants	8.16	8.05	8.69	8.36	8.24	-	7.61	7.56	-
Level 2	7.85	7.73	-	7.85	7.75	-	7.86	-	-
Level 3	8.17	7.92	-	8.62	8.29	-	7.42	7.41	-
Level 4	9.14	9.14	-	-	-	-	-	-	-
Cleaning and building service occupations	8.94	7.96	10.30	9.42	8.51	10.47	6.79	6.29	-
Level 1	8.02	7.06	-	8.54	7.78	-	6.67	6.15	-
Level 2	7.87	6.93	-	7.96	7.02	-	-	-	-
Level 3	10.37	8.84	13.10	10.75	-	13.54	-	-	-
Janitors and cleaners	8.77	7.60	10.36	9.25	8.07	10.55	6.79	6.29	-
Level 1	8.02	7.06	-	8.54	7.78	-	6.67	6.15	-
Level 2	7.73	6.93	-	7.81	7.02	-	-	-	-
Level 3	10.37	8.84	13.10	10.75	-	13.54	-	-	-

See footnotes at end of table.

Table 5. Mean hourly earnings¹ by occupational group and level², Rochester, NY, June - July 1996 — Continued

Occupational group ³ and level	Full-time and part-time workers ⁴			Full-time workers			Part-time workers		
	All industries	Private industry	State and local government	All industries	Private industry	State and local government	All industries	Private industry	State and local government
Personal services occupations	\$7.42	\$6.93	\$10.29	\$8.11	\$7.31	—	\$6.15	\$6.09	\$6.33
Level 1	5.47	5.48	—	—	—	—	5.45	5.46	—
Level 2	5.80	5.66	—	—	—	—	5.82	—	—
Level 4	7.34	—	—	—	—	—	—	—	—

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, hazard pay, and on-call pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. 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.

² Each occupation for which wage data are collected in an establishment is evaluated based on 10 factors, including knowledge, complexity, work environment, etc. Points are assigned based on the occupation's ranking within each factor. The points are summed to determine the overall level of the occupation. See technical note for more information.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

⁴ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

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

Table 6. Mean hourly earnings¹ by occupational group and selected characteristic, all industries, Rochester, NY, June - July 1996

Occupational group ²	Union ³	Nonunion ³	Full-time workers ⁴	Part-time workers ⁴	Time ⁵	Incentive ⁵
All workers	\$18.20	\$13.52	\$15.33	\$8.21	\$14.67	\$12.54
All workers excluding sales	18.24	13.77	15.51	8.70	14.94	11.66
White-collar occupations	23.28	16.23	18.02	10.24	17.63	13.29
Professional specialty and technical occupations	28.78	19.34	22.09	17.52	21.76	—
Professional specialty occupations	29.70	21.88	24.86	18.84	24.46	—
Technical occupations	15.34	14.28	14.37	14.08	14.34	—
Executive, administrative, and managerial occupations	23.10	24.46	24.63	12.95	24.86	—
Sales occupations	—	11.31	12.98	5.72	10.22	13.72
Administrative support including clerical occupations	12.47	10.15	10.78	7.89	10.53	9.89
White-collar excluding sales	23.50	17.22	18.75	12.53	18.53	12.75
Blue-collar occupations	15.59	10.44	12.42	7.30	12.18	10.84
Precision production, craft, and repair occupations	18.37	13.14	14.95	—	14.81	—
Machine operators, assemblers, and inspectors	14.47	9.60	11.68	—	11.66	—
Transportation and material moving occupations	13.49	10.01	11.24	9.86	11.03	—
Handlers, equipment cleaners, helpers, and laborers	13.98	8.30	9.98	5.73	9.42	—
Service occupations	13.83	7.14	10.06	5.86	8.89	—

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, hazard pay, and on-call pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. 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.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

³ Union workers are those whose wages are determined through

collective bargaining.

⁴ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

⁵ Time workers wages are based solely on hourly or weekly rates; incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

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Table 7. Mean hourly earnings¹ by occupational group and selected characteristic, private industry, Rochester, NY, June - July 1996

Occupational group ²	Union ³	Nonunion ³	Full-time workers ⁴	Part-time workers ⁴	Time ⁵	Incentive ⁵
All workers	\$15.50	\$13.46	\$14.47	\$7.62	\$13.80	\$12.54
All workers excluding sales	15.53	13.72	14.61	8.08	14.07	11.66
White-collar occupations	15.39	16.17	16.87	9.47	16.48	13.29
Professional specialty and technical occupations	17.53	19.24	19.34	17.32	19.24	-
Professional specialty occupations	-	21.84	21.99	18.71	21.82	-
Technical occupations	-	14.28	14.40	14.20	14.39	-
Executive, administrative, and managerial occupations	-	24.51	24.74	13.07	25.06	-
Sales occupations	-	11.31	12.98	5.72	10.22	13.72
Administrative support including clerical occupations	13.94	10.16	10.54	7.70	10.30	9.89
White-collar excluding sales	15.81	17.21	17.57	12.06	17.44	12.75
Blue-collar occupations	15.86	10.43	12.38	6.77	12.14	10.84
Precision production, craft, and repair occupations	19.18	13.14	15.00	-	14.84	-
Machine operators, assemblers, and inspectors	14.49	9.60	11.68	-	11.66	-
Transportation and material moving occupations	-	9.92	11.07	-	10.66	-
Handlers, equipment cleaners, helpers, and laborers	14.45	8.33	9.85	5.73	9.33	-
Service occupations	8.89	6.99	7.85	5.60	7.10	-

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, hazard pay, and on-call pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. 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.

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⁵ Time workers wages are based solely on hourly or weekly rates; incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

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Table 8. Hourly earnings¹ by occupational group by selected characteristics, State and local government, Rochester, NY, June - July 1996

Occupational group ²	Union ³	Nonunion ³	Full-time workers ⁴	Part-time workers ⁴	Time ⁵
All workers	\$20.61	\$14.78	\$20.34	\$11.45	\$19.30
White-collar occupations	24.38	17.34	23.72	13.83	22.71
Professional specialty and technical occupations ..	29.82	21.33	29.80	17.93	28.64
Professional specialty occupations	30.37	22.39	30.26	19.09	29.36
Technical occupations	12.83	—	13.10	13.70	13.38
Executive, administrative, and managerial occupations	23.10	23.51	23.70	—	23.31
Administrative support including clerical occupations	12.18	10.01	11.98	8.53	11.51
White-collar excluding sales	24.38	17.34	23.72	13.83	22.71
Blue-collar occupations	13.65	10.71	13.37	10.73	12.97
Precision production, craft, and repair occupations	14.78	—	14.46	—	14.46
Transportation and material moving occupations ...	12.91	—	12.28	13.20	12.60
Handlers, equipment cleaners, helpers, and laborers	12.31	7.52	11.98	—	10.64
Service occupations	14.58	9.10	14.50	7.50	13.51

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, hazard pay, and on-call pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. 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.

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Table 9. Mean hourly earnings¹ by occupational group, private industry, all workers², Rochester, NY, June - July 1996

Occupational group ³	All private industries	Goods-producing industries ⁴			Service-producing industries ⁵				
		Total	Construction	Manufacturing	Total	Transportation and public utilities	Wholesale and retail trade	Finance, insurance, and real estate	Services
All workers	\$13.71	\$16.76	\$16.08	\$16.81	\$11.88	\$17.95	\$9.83	\$11.99	\$12.96
All workers excluding sales	13.96	16.70	16.21	16.73	12.06	17.11	9.79	11.89	13.04
White-collar occupations	16.16	22.71	21.17	22.81	13.77	17.98	11.18	12.29	15.82
Professional specialty and technical occupations	19.19	22.95	-	22.95	17.45	-	-	-	18.37
Professional specialty occupations	21.73	25.44	-	25.45	19.81	-	18.31	-	19.90
Technical occupations	14.39	17.05	-	17.05	13.40	-	-	-	13.55
Executive, administrative, and managerial occupations	24.51	32.97	28.98	33.46	18.67	-	14.58	18.60	19.80
Sales occupations	11.35	21.96	-	23.23	10.81	-	9.91	12.54	10.82
Administrative support including clerical occupations	10.27	11.33	-	11.42	9.91	12.53	10.79	9.17	9.14
White-collar excluding sales	17.18	22.74	21.82	22.79	14.64	16.41	12.28	12.23	16.12
Blue-collar occupations	12.08	13.06	13.78	12.97	10.12	17.92	9.47	-	8.65
Precision production, craft, and repair occupations	14.91	15.96	17.30	15.69	13.52	21.07	11.75	-	12.04
Machine operators, assemblers, and inspectors	11.53	12.18	-	12.18	6.99	-	-	-	6.89
Transportation and material moving occupations	10.66	11.42	-	11.60	10.27	-	9.30	-	9.52
Handlers, equipment cleaners, helpers, and laborers	9.28	11.57	-	11.81	7.30	-	7.06	-	7.18
Service occupations	7.08	9.23	-	9.23	7.00	-	5.85	-	7.74

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² All workers include full-time and part-time workers. Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in

one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

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⁴ Goods-producing industries include mining, construction, and manufacturing.

⁵ Service-producing industries include transportation and public utilities; wholesale and retail trade; finance, insurance, and real estate; and services.

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

Table 10. Mean hourly earnings¹ by occupational group, private industry, full-time workers only², Rochester, NY, June - July 1996

Occupational group ³	All private industries	Goods-producing industries ⁴			Service-producing industries ⁵				
		Total	Construction	Manufacturing	Total	Transportation and public utilities	Wholesale and retail trade	Finance, insurance, and real estate	Services
All workers	\$14.47	\$16.90	\$16.31	\$16.94	\$12.75	\$18.08	\$11.08	\$12.45	\$13.47
All workers excluding sales	14.61	16.82	16.31	16.85	12.82	17.24	10.94	12.36	13.51
White-collar occupations	16.87	23.04	22.35	23.09	14.37	18.16	12.15	12.71	16.14
Professional specialty and technical occupations	19.34	23.06	-	23.07	17.43	-	-	-	18.49
Professional specialty occupations	21.99	25.63	-	25.64	19.89	-	18.31	-	20.01
Technical occupations	14.40	17.05	-	17.05	13.32	-	-	-	13.40
Executive, administrative, and managerial occupations	24.74	32.97	28.98	33.46	18.86	-	14.58	18.70	20.18
Sales occupations	12.98	24.58	-	24.58	12.34	-	11.46	12.91	12.07
Administrative support including clerical occupations	10.54	11.44	-	11.51	10.22	12.74	11.29	9.40	9.30
White-collar excluding sales	17.57	23.00	22.35	23.04	14.88	16.60	12.62	12.66	16.35
Blue-collar occupations	12.38	13.12	13.78	13.03	10.70	17.96	10.14	-	8.96
Precision production, craft, and repair occupations	15.00	16.00	17.30	15.73	13.64	21.07	11.95	-	12.00
Machine operators, assemblers, and inspectors	11.68	12.24	-	12.24	7.11	-	-	-	7.00
Transportation and material moving occupations	11.07	11.45	-	11.64	10.83	-	9.34	-	-
Handlers, equipment cleaners, helpers, and laborers	9.85	11.59	-	11.82	7.85	-	7.78	-	7.41
Service occupations	7.85	9.43	-	9.43	7.76	-	7.02	-	8.10

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, hazard pay, and on-call pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. 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.

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part-time in another firm, where a 40-hour week is the minimum full-time schedule.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

⁴ Goods-producing industries include mining, construction, and manufacturing.

⁵ Service-producing industries include transportation and public utilities; wholesale and retail trade; finance, insurance, and real estate; and services.

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Table 11. Mean hourly earnings¹ by occupational group, private industry, part-time workers only², Rochester, NY, June - July 1996

Occupational group ³	All private industries	Goods-producing industries ⁴		Service-producing industries ⁵			
		Total	Manufacturing	Total	Wholesale and retail trade	Finance, insurance, and real estate	Services
All workers	\$7.62	\$8.99	\$9.20	\$7.54	\$5.26	\$8.08	\$10.16
All workers excluding sales	8.08	9.04	9.15	8.01	5.19	8.20	10.36
White-collar occupations	9.47	9.50	10.04	9.47	5.63	7.39	13.56
Professional specialty and technical occupations	17.32	—	—	17.59	—	—	17.59
Professional specialty occupations	18.71	—	—	19.18	—	—	19.18
Technical occupations	14.20	—	—	14.20	—	—	14.20
Executive, administrative, and managerial occupations	13.07	—	—	13.07	—	—	13.26
Sales occupations	5.72	—	—	5.62	5.40	—	—
Administrative support including clerical occupations	7.70	—	—	7.41	6.56	7.43	8.04
White-collar excluding sales	12.06	9.75	10.05	12.29	6.56	7.46	14.37
Blue-collar occupations	6.77	8.61	8.61	6.43	5.90	—	6.78
Handlers, equipment cleaners, helpers, and laborers	5.73	—	—	5.72	5.66	—	—
Service occupations	5.60	—	—	5.60	4.67	—	6.67

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Table 12. Mean hourly earnings¹ by occupational group, private industry by establishment employment size, all workers², Rochester, NY, June - July 1996

Occupational group ³	All workers	1 - 99 workers	100 workers or more		
			Total	100 - 499 workers	500 workers or more
All workers	\$13.71	\$11.62	\$15.17	\$13.47	\$16.89
All workers excluding sales	13.96	11.80	15.25	13.54	16.89
White-collar occupations	16.16	14.05	17.67	15.53	20.19
Professional specialty and technical occupations	19.19	18.96	19.25	17.61	20.76
Professional specialty occupations	21.73	20.43	22.14	21.13	22.81
Technical occupations	14.39	14.35	14.39	13.72	15.45
Executive, administrative, and managerial occupations	24.51	21.61	26.76	23.84	29.48
Sales occupations	11.35	10.74	13.26	12.31	17.26
Administrative support including clerical occupations	10.27	9.93	10.53	9.83	11.57
White-collar excluding sales	17.18	15.59	18.03	15.93	20.28
Blue-collar occupations	12.08	10.07	13.07	11.24	14.59
Precision production, craft, and repair occupations	14.91	12.70	15.85	14.58	17.06
Machine operators, assemblers, and inspectors	11.53	9.93	12.02	9.30	13.77
Transportation and material moving occupations	10.66	8.42	13.94	13.26	14.76
Handlers, equipment cleaners, helpers, and laborers	9.28	8.36	10.19	8.92	11.91
Service occupations	7.08	6.41	8.17	7.62	8.66

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, hazard pay, and on-call pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. 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.

² All workers include full-time and part-time workers. Employees are classified as working either a full-time or a part-time schedule based on the definition used by each

establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

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Table 13. Mean hourly earnings¹ by occupational group, private industry by establishment employment size, full-time workers² only, Rochester, NY, June - July 1996

Occupational group ³	All workers	1 - 99 workers	100 workers or more		
			Total	100 - 499 workers	500 workers or more
All workers	\$14.47	\$12.62	\$15.66	\$14.08	\$17.18
All workers excluding sales	14.61	12.75	15.63	13.98	17.16
White-collar occupations	16.87	14.99	18.15	16.16	20.43
Professional specialty and technical occupations	19.34	19.91	19.20	17.58	20.76
Professional specialty occupations	21.99	21.67	22.09	21.01	22.85
Technical occupations	14.40	13.78	14.49	-	15.66
Executive, administrative, and managerial occupations	24.74	21.90	26.92	23.98	29.61
Sales occupations	12.98	11.98	16.69	16.24	17.96
Administrative support including clerical occupations	10.54	10.22	10.77	10.09	11.79
White-collar excluding sales	17.57	16.25	18.23	16.15	20.50
Blue-collar occupations	12.38	10.40	13.31	11.49	14.78
Precision production, craft, and repair occupations	15.00	12.82	15.92	14.68	17.06
Machine operators, assemblers, and inspectors	11.68	9.98	12.20	9.40	14.03
Transportation and material moving occupations	11.07	8.65	14.03	13.26	14.98
Handlers, equipment cleaners, helpers, and laborers	9.85	8.93	10.72	9.57	12.05
Service occupations	7.85	7.32	8.64	8.17	8.94

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, hazard pay, and on-call pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. 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.

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establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

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Table 14. Mean hourly earnings¹ by occupational group, private industry by establishment employment size, part-time workers² only, Rochester, NY, June - July 1996

Occupational group ³	All workers	1 - 99 workers	100 workers or more		
			Total	100 - 499 workers	500 workers or more
All workers	\$7.62	\$6.22	\$9.56	\$7.96	\$12.36
All workers excluding sales	8.08	6.42	10.23	8.61	12.42
White-collar occupations	9.47	7.49	11.86	8.99	16.60
Professional specialty and technical occupations	17.32	11.91	19.94	18.28	20.76
Professional specialty occupations	18.71	8.96	22.80	24.04	22.46
Technical occupations	14.20	—	12.45	13.35	—
Executive, administrative, and managerial occupations	13.07	—	—	—	—
Sales occupations	5.72	5.51	6.11	5.90	—
Administrative support including clerical occupations	7.70	7.97	7.32	—	8.45
White-collar excluding sales	12.06	9.35	14.53	11.87	16.91
Blue-collar occupations	6.77	6.31	7.22	6.96	7.68
Handlers, equipment cleaners, helpers, and laborers	5.73	5.47	—	—	—
Service occupations	5.60	4.83	7.11	6.88	7.54

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, hazard pay, and on-call pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. 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.

² Employees are classified as working either a full-time or a part-time schedule based on the definition used by each

establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

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Table 15. Number of workers¹ studied by occupation, Rochester, NY, June - July 1996

Occupation ²	Full-time and part-time workers			Full-time workers			Part-time workers		
	All industries	Private industry	State and local government	All industries	Private industry	State and local government	All industries	Private industry	State and local government
All workers	480,728	406,050	74,678	383,940	324,542	59,398	96,788	81,508	15,280
All workers excluding sales	438,250	363,572	74,678	356,564	297,166	59,398	81,686	66,406	15,280
White-collar occupations	267,382	218,133	49,249	218,646	179,080	39,566	48,736	39,053	9,683
Professional specialty and technical occupations	96,975	68,240	28,734	81,437	58,535	22,902	15,538	9,705	5,832
Professional specialty occupations	72,500	45,056	27,444	60,662	38,323	22,339	11,837	6,733	5,104
Engineering occupations	11,778	11,116	-	11,778	11,116	-	-	-	-
Mechanical engineers	1,068	1,068	-	1,068	1,068	-	-	-	-
Engineers, N.E.C.	4,974	4,667	-	4,974	4,667	-	-	-	-
Computer systems analysts and scientists	3,440	3,440	-	3,440	3,440	-	-	-	-
Physicians	2,600	2,322	-	2,110	-	-	-	-	-
Registered nurses	8,801	7,590	1,211	6,260	5,358	-	2,541	2,231	-
Teachers	25,945	4,980	20,964	20,445	3,539	16,906	5,500	-	-
Teachers, college and university	3,215	-	-	1,834	-	874	-	-	-
Teachers, post secondary N.E.C.	-	-	769	-	-	-	-	-	-
Teachers, except college and university	22,730	3,059	19,670	18,611	2,579	16,032	-	-	-
Elementary school teachers	6,827	-	5,840	6,533	-	5,547	-	-	-
Secondary school teachers	5,615	-	4,829	5,522	-	4,829	-	-	-
Teachers, special education	2,555	-	2,462	2,555	-	2,462	-	-	-
Teachers, N.E.C.	2,849	-	2,555	2,234	-	2,234	-	-	-
Vocational and educational counselors	1,078	-	630	973	-	525	-	-	-
Librarians	2,032	-	-	2,032	-	-	-	-	-
Social workers	3,949	2,351	1,597	3,342	1,810	1,532	-	-	-
Editors and reporters	1,313	1,313	-	1,098	1,098	-	-	-	-
Technical occupations	24,475	23,184	1,291	20,775	20,212	563	3,700	2,972	728
Clinical laboratory technologists and technicians	1,092	1,092	-	796	796	-	-	-	-
Licensed practical nurses	2,750	2,131	619	1,651	1,293	-	1,099	-	-
Health technologists and technicians, N.E.C.	1,408	-	-	-	-	-	-	-	-
Electrical and electronic technicians	3,534	3,502	-	3,534	3,502	-	-	-	-
Engineering technicians, N.E.C.	807	750	-	807	750	-	-	-	-
Executive, administrative, and managerial occupations	44,611	39,203	5,408	42,524	37,710	4,814	2,088	1,493	-
Financial managers	1,436	1,436	-	1,436	1,436	-	-	-	-
Managers., marketing, advertising and public relations	2,941	2,941	-	2,941	2,941	-	-	-	-
Administrators, education and related fields	1,212	-	640	1,212	-	640	-	-	-
Managers, medicine and health ...	1,379	1,211	-	1,321	1,153	-	-	-	-
Managers, service organizations, N.E.C.	2,256	2,011	-	1,976	1,731	-	-	-	-
Managers and administrators, N.E.C.	8,397	8,225	-	8,397	8,225	-	-	-	-
Accountants and auditors	3,805	3,446	-	3,805	3,446	-	-	-	-
Other financial officers	2,461	2,079	-	2,389	2,079	-	-	-	-
Personnel, training, and labor relations specialists	3,686	3,058	-	2,708	2,079	-	-	-	-
Purchasing agents and buyers, N.E.C.	1,915	1,870	-	1,915	1,870	-	-	-	-
Management related occupations, N.E.C.	12,242	10,699	1,543	12,027	10,564	1,464	-	-	-
Sales occupations	42,478	42,478	-	27,376	27,376	-	15,102	15,102	-
Supervisors, sales occupations	2,476	2,476	-	2,476	2,476	-	-	-	-
Sales representatives, mining, manufacturing, and wholesale	3,233	3,233	-	3,233	3,233	-	-	-	-
Sales workers, other commodities	7,471	7,471	-	4,497	4,497	-	2,975	2,975	-
Cashiers	14,875	14,875	-	5,193	5,193	-	9,682	9,682	-
Sales support occupations, N.E.C.	1,010	1,010	-	1,010	1,010	-	-	-	-

See footnotes at end of table.

Table 15. Number of workers¹ studied by occupation, Rochester, NY, June - July 1996 — Continued

Occupation ²	Full-time and part-time workers			Full-time workers			Part-time workers		
	All industries	Private industry	State and local government	All industries	Private industry	State and local government	All industries	Private industry	State and local government
Administrative support including clerical occupations	83,318	68,211	15,107	67,309	55,459	11,850	16,008	12,752	3,256
Secretaries	13,436	12,480	956	11,880	11,053	827	1,556	1,427	-
Typists	2,164	-	1,740	1,678	-	1,254	-	-	-
Receptionists	3,503	3,090	-	2,296	1,883	-	1,207	1,207	-
Order clerks	2,500	2,500	-	2,445	2,445	-	-	-	-
Library clerks	443	-	-	-	-	-	-	-	-
Records clerks, N.E.C.	723	723	-	505	505	-	-	-	-
Bookkeepers, accounting and auditing clerks	5,570	4,482	1,088	3,957	3,138	820	1,612	1,344	-
Billing clerks	1,964	1,964	-	1,964	1,964	-	-	-	-
Dispatchers	1,473	-	-	1,048	-	-	-	-	-
Traffic, shipping and receiving clerks	2,782	2,782	-	2,500	2,500	-	-	-	-
Stock and inventory clerks	1,267	1,027	-	1,267	1,027	-	-	-	-
Insurance adjusters, examiners, & investigators	865	865	-	865	865	-	-	-	-
Investigators and adjusters except insurance	1,622	1,622	-	1,622	1,622	-	-	-	-
General office clerks	13,030	11,300	1,729	8,751	7,650	1,101	4,278	3,650	-
Data entry keyers	2,041	1,162	-	2,041	1,162	-	-	-	-
Teachers' aides	3,574	-	3,574	3,043	-	3,043	530	-	530
Administrative support occupations, N.E.C.	7,905	6,862	1,043	5,783	5,567	-	2,122	-	-
White-collar occupations excluding sales	224,904	175,655	49,249	191,270	151,704	39,566	33,634	23,951	9,683
Blue-collar occupations	134,825	127,255	7,569	122,497	116,491	6,006	12,327	10,765	1,563
Precision production, craft, and repair occupations	41,354	38,239	3,115	40,324	37,209	3,115	-	-	-
Bus, truck, and stationary engine mechanics	1,375	-	-	1,375	-	-	-	-	-
Mechanics and repairers, N.E.C. ..	2,145	1,338	807	2,145	1,338	807	-	-	-
Supervisors, production occupations	2,620	2,620	-	2,620	2,620	-	-	-	-
Tool and die makers	1,675	1,675	-	1,675	1,675	-	-	-	-
Machinists	1,966	1,769	-	1,966	1,769	-	-	-	-
Machine operators, assemblers, and inspectors	53,561	53,434	-	51,476	51,350	-	-	-	-
Fabricating machine operators, N.E.C.	2,426	2,426	-	2,426	2,426	-	-	-	-
Molding and casting machine operators	1,190	1,190	-	1,190	1,190	-	-	-	-
Printing press operators	1,263	1,263	-	1,263	1,263	-	-	-	-
Miscellaneous machine operators, N.E.C.	14,693	14,693	-	14,107	14,107	-	-	-	-
Assemblers	7,630	7,630	-	6,930	6,930	-	-	-	-
Production inspectors, checkers and examiners	6,463	6,463	-	6,463	6,463	-	-	-	-
Transportation and material moving occupations	11,839	9,168	2,671	9,157	7,654	1,503	2,682	-	1,168
Truck drivers	4,794	4,115	679	4,460	3,934	527	-	-	-
Bus drivers	4,338	2,638	1,701	2,172	-	809	2,166	-	892
Handlers, equipment cleaners, helpers, and laborers	28,071	26,414	1,656	21,540	20,278	1,262	6,531	6,137	-
Production helpers	2,013	2,013	-	2,013	2,013	-	-	-	-
Stock handlers and baggers	6,731	6,563	-	2,999	2,831	-	3,732	3,732	-
Freight, stock, and material handlers, N.E.C.	3,517	3,517	-	3,228	3,228	-	-	-	-
Garage and service station related occupations	2,920	2,920	-	-	-	-	-	-	-
Hand packers and packagers	1,498	1,498	-	1,050	1,050	-	-	-	-
Laborers except construction, N.E.C.	4,763	3,900	864	3,745	3,276	-	-	-	-
Service occupations	78,522	60,662	17,860	42,797	28,971	13,825	35,725	31,690	4,035
Protective service occupations	8,282	1,265	7,017	6,797	-	5,984	1,485	-	-

See footnotes at end of table.

Table 15. Number of workers¹ studied by occupation, Rochester, NY, June - July 1996 — Continued

Occupation ²	Full-time and part-time workers			Full-time workers			Part-time workers		
	All industries	Private industry	State and local government	All industries	Private industry	State and local government	All industries	Private industry	State and local government
Police and detectives, public service	1,110	—	1,110	1,110	—	1,110	—	—	—
Guards and police except public service	2,262	1,125	—	1,177	—	—	—	—	—
Food service occupations	32,456	30,924	1,531	12,365	11,729	636	20,090	19,195	895
Bartenders	3,856	3,856	—	—	—	—	—	—	—
Waiters and waitresses	5,669	5,669	—	—	—	—	5,432	5,432	—
Cooks	6,617	6,400	—	4,651	4,434	—	1,966	1,966	—
Food counter, fountain, and related occupations	2,649	2,649	—	—	—	—	—	—	—
Kitchen workers, food preparation	3,296	3,086	—	1,926	—	—	1,370	—	—
Waiters/Waitresses' assistants	2,089	—	—	—	—	—	2,000	—	—
Food preparation occupations, N.E.C.	8,012	7,115	897	3,190	2,925	—	4,822	4,190	—
Health service occupations	15,104	11,545	3,559	10,611	7,524	3,087	4,493	4,020	—
Nursing aides, orderlies and attendants	10,803	9,550	1,253	6,376	5,595	—	4,427	3,954	—
Cleaning and building service occupations	11,848	7,665	4,183	7,870	4,283	3,587	3,978	3,382	—
Janitors and cleaners	11,343	7,253	4,090	7,365	3,872	3,493	3,978	3,382	—
Personal services occupations	10,832	9,262	1,570	5,153	4,622	—	5,679	4,640	1,039
Early childhood teachers' assistants	2,779	2,518	—	—	—	—	—	—	—
Child care workers, N.E.C.	2,276	1,864	—	—	—	—	—	—	—
Service occupations, N.E.C.	1,429	1,183	—	—	—	—	—	—	—

¹ Both full-time and part-time workers were included in the survey. Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another establishment, where a 40-hour week is the minimum full-time schedule.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are

classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupation and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified." Because of rounding, sums of individual items may not equal totals.

Table 16. Numbers of workers¹ by occupational group and level², Rochester, NY, June - July 1996

Occupational group ³ and level	Full-time and part-time workers			Full-time workers			Part-time workers		
	All industries	Private industry	State and local government	All industries	Private industry	State and local government	All industries	Private industry	State and local government
White-collar occupations	267,382	218,133	49,249	218,646	179,080	39,566	48,736	39,053	9,683
Professional specialty and technical occupations	96,975	68,240	28,734	81,437	58,535	22,902	15,538	9,705	5,832
Professional specialty occupations	72,500	45,056	27,444	60,662	38,323	22,339	11,837	6,733	5,104
Level 5	4,590	1,208	-	1,462	-	-	-	-	-
Level 6	5,988	-	1,320	4,137	3,309	-	-	-	-
Level 7	7,113	5,540	1,573	5,897	4,364	1,533	1,216	1,176	-
Level 8	6,516	5,530	986	5,216	4,381	835	1,299	1,149	-
Level 9	21,871	8,280	13,592	19,320	6,901	12,419	2,551	1,379	1,172
Level 10	3,548	1,754	1,794	3,466	1,672	1,794	-	-	-
Level 11	11,638	7,813	3,825	11,146	7,589	3,557	-	-	-
Level 12	5,963	5,591	-	5,963	5,591	-	-	-	-
Level 13	1,599	1,448	-	1,599	1,448	-	-	-	-
Level 14	1,175	871	-	-	-	-	-	-	-
Engineering occupations	11,778	11,116	-	11,778	11,116	-	-	-	-
Level 9	1,940	1,633	-	1,940	1,633	-	-	-	-
Level 11	2,484	2,484	-	2,484	2,484	-	-	-	-
Level 12	2,969	2,969	-	2,969	2,969	-	-	-	-
Registered nurses	8,801	7,590	1,211	6,260	5,358	-	2,541	2,231	-
Level 7	1,892	1,892	-	-	-	-	-	-	-
Level 8	1,936	1,728	-	-	-	-	1,138	-	-
Level 9	1,167	1,074	-	-	-	-	-	-	-
Level 10	827	-	-	827	-	-	-	-	-
Level 11	1,203	968	-	1,203	968	-	-	-	-
Natural scientists	3,443	3,443	-	3,443	3,443	-	-	-	-
Level 9	1,427	1,427	-	1,427	1,427	-	-	-	-
Level 11	803	803	-	803	803	-	-	-	-
Teachers	25,945	4,980	20,964	20,445	3,539	16,906	5,500	-	-
Level 6	3,730	-	1,059	2,319	-	-	-	-	-
Level 8	1,083	-	-	1,083	-	-	-	-	-
Level 9	11,694	-	11,694	10,945	-	10,945	-	-	-
Level 10	1,220	-	1,220	1,220	-	1,220	-	-	-
Level 11	4,123	-	3,193	3,912	-	2,983	-	-	-
Teachers, college and university	3,215	-	-	1,834	-	874	-	-	-
Level 6	1,704	-	-	1,358	-	-	-	-	-
Level 8	1,037	-	-	1,037	-	-	-	-	-
Level 9	11,589	-	11,589	10,945	-	10,945	-	-	-
Level 10	1,019	-	1,019	1,019	-	1,019	-	-	-
Level 11	3,670	-	2,741	3,670	-	2,741	-	-	-
Technical occupations	24,475	23,184	1,291	20,775	20,212	563	3,700	2,972	728
Level 4	2,015	1,656	-	1,349	1,291	-	666	-	-
Level 5	2,396	2,086	-	1,116	993	-	-	-	-
Level 6	3,103	2,810	-	2,688	2,396	-	-	-	-
Level 8	2,185	2,128	-	2,094	2,037	-	-	-	-
Level 9	1,020	1,020	-	929	929	-	-	-	-
Electrical and electronic technicians	3,534	3,502	-	3,534	3,502	-	-	-	-
Level 5	2,434	1,935	-	2,237	1,935	-	-	-	-
Level 6	3,030	2,570	-	2,438	2,026	-	-	-	-
Level 7	4,755	4,435	-	4,676	4,435	-	-	-	-
Level 8	2,637	2,427	-	2,578	2,368	-	-	-	-
Level 9	8,164	6,685	1,479	7,490	6,208	1,282	-	-	-
Level 10	2,140	1,731	-	2,140	1,731	-	-	-	-
Level 11	4,689	4,277	-	4,274	3,862	-	-	-	-
Level 12	3,663	3,278	-	3,590	3,278	-	-	-	-
Level 13	4,195	3,319	-	4,195	3,319	-	-	-	-
Level 14	2,993	2,704	-	2,993	2,704	-	-	-	-
Executives, managers and administrators	19,179	17,516	1,663	18,799	17,136	1,663	-	-	-
Level 10	1,464	-	-	1,464	-	-	-	-	-
Level 11	3,377	3,070	-	3,097	2,790	-	-	-	-
Level 12	2,313	2,001	-	2,313	2,001	-	-	-	-
Level 13	3,003	2,502	-	3,003	2,502	-	-	-	-
Level 14	2,993	2,704	-	2,993	2,704	-	-	-	-

See footnotes at end of table.

Table 16. Numbers of workers¹ by occupational group and level², Rochester, NY, June - July 1996 — Continued

Occupational group ³ and level	Full-time and part-time workers			Full-time workers			Part-time workers		
	All industries	Private industry	State and local government	All industries	Private industry	State and local government	All industries	Private industry	State and local government
Managers and administrators, N.E.C.	8,397	8,225	—	8,397	8,225	—	—	—	—
Level 11	1,460	1,460	—	1,460	1,460	—	—	—	—
Level 12	899	832	—	899	832	—	—	—	—
Level 13	1,023	—	—	1,023	—	—	—	—	—
Sales occupations	42,478	42,478	—	27,376	27,376	—	15,102	15,102	—
Level 1	4,911	4,911	—	—	—	—	4,165	4,165	—
Level 2	9,590	9,590	—	—	—	—	6,942	6,942	—
Level 3	5,100	5,100	—	2,634	2,634	—	2,466	2,466	—
Level 4	5,994	5,994	—	4,729	4,729	—	1,265	1,265	—
Level 5	1,933	1,933	—	1,737	1,737	—	—	—	—
Level 6	2,977	2,977	—	2,977	2,977	—	—	—	—
Level 8	3,503	3,503	—	3,435	3,435	—	—	—	—
Level 11	1,990	1,990	—	1,990	1,990	—	—	—	—
Cashiers	14,875	14,875	—	5,193	5,193	—	9,682	9,682	—
Level 1	3,370	3,370	—	—	—	—	2,623	2,623	—
Level 2	8,782	8,782	—	—	—	—	6,188	6,188	—
Administrative support including clerical occupations	83,318	68,211	15,107	67,309	55,459	11,850	16,008	12,752	3,256
Level 1	5,578	4,009	1,569	1,915	1,032	—	3,662	2,977	—
Level 2	12,527	9,392	3,135	8,888	6,413	2,475	3,639	2,979	—
Level 3	18,278	14,932	3,346	14,934	12,671	2,263	3,343	2,261	1,083
Level 4	17,865	14,009	3,856	14,605	11,484	3,122	3,260	2,525	735
Level 5	10,977	9,153	1,824	9,863	8,039	1,824	—	—	—
Level 6	5,345	4,579	767	5,156	4,389	767	—	—	—
Level 7	8,299	7,689	—	8,045	7,529	—	—	—	—
Level 8	2,707	2,707	—	2,161	2,161	—	—	—	—
Secretaries	13,436	12,480	956	11,880	11,053	827	1,556	1,427	—
Level 4	3,157	3,026	—	2,572	2,441	—	—	—	—
Level 5	2,422	2,272	—	2,422	2,272	—	—	—	—
Level 6	964	—	—	964	—	—	—	—	—
Bookkeepers, accounting and auditing clerks	5,570	4,482	1,088	3,957	3,138	820	1,612	1,344	—
Level 4	2,272	1,783	—	1,740	1,426	—	—	—	—
Level 5	1,613	—	—	—	—	—	—	—	—
Level 6	519	—	—	—	—	—	—	—	—
General office clerks	13,030	11,300	1,729	8,751	7,650	1,101	4,278	3,650	—
Level 2	3,393	2,853	—	1,705	1,363	—	—	—	—
Level 3	3,046	2,567	—	2,065	1,869	—	—	—	—
Level 4	3,367	2,898	—	2,832	2,443	—	—	—	—
White-collar occupations excluding sales	224,904	175,655	49,249	191,270	151,704	39,566	33,634	23,951	9,683
Level 1	5,578	4,009	1,569	1,915	1,032	—	3,662	2,977	—
Level 2	12,527	9,392	3,135	8,888	6,413	2,475	3,639	2,979	—
Level 3	18,893	15,547	3,346	14,934	12,671	2,263	3,958	2,876	1,083
Level 4	19,880	15,665	4,215	15,954	12,775	3,179	3,926	2,890	1,036
Level 5	20,397	14,382	6,015	14,678	11,788	2,890	5,719	2,594	—
Level 6	17,466	14,627	2,839	14,419	12,120	2,299	3,047	2,507	540
Level 7	30,974	28,199	2,774	28,564	26,242	2,322	2,410	1,958	—
Level 8	14,045	12,792	1,253	12,050	10,947	1,103	1,995	1,845	—
Level 9	31,054	15,984	15,070	27,739	14,037	13,701	3,316	1,947	1,369
Level 10	6,760	4,557	2,203	6,678	4,475	2,203	—	—	—
Level 11	17,790	13,553	4,236	16,883	12,915	3,969	906	—	—
Level 12	10,217	9,461	757	9,849	9,165	684	—	—	—
Level 13	5,795	4,767	1,027	5,795	4,767	1,027	—	—	—
Level 14	4,168	3,575	593	3,638	3,212	426	—	—	—
Level 15	1,181	1,113	—	1,181	1,113	—	—	—	—
Blue-collar occupations	134,825	127,255	7,569	122,497	116,491	6,006	12,327	10,765	1,563
Precision production, craft, and repair occupations	41,354	38,239	3,115	40,324	37,209	3,115	—	—	—
Level 3	2,420	2,222	—	1,877	1,680	—	—	—	—
Level 4	4,509	4,342	—	4,509	4,342	—	—	—	—
Level 5	6,843	6,601	—	6,843	6,601	—	—	—	—
Level 6	1,792	1,531	—	1,792	1,531	—	—	—	—
Level 7	10,111	8,783	1,328	9,779	8,451	1,328	—	—	—

See footnotes at end of table.

Table 16. Numbers of workers¹ by occupational group and level², Rochester, NY, June - July 1996 — Continued

Occupational group ³ and level	Full-time and part-time workers			Full-time workers			Part-time workers		
	All industries	Private industry	State and local government	All industries	Private industry	State and local government	All industries	Private industry	State and local government
Level 8	5,377	4,766	—	5,377	4,766	—	—	—	—
Level 9	2,155	1,848	—	1,999	1,692	—	—	—	—
Level 10	1,437	1,437	—	1,437	1,437	—	—	—	—
Machine operators, assemblers, and inspectors	53,561	53,434	—	51,476	51,350	—	—	—	—
Level 1	4,558	4,558	—	4,030	4,030	—	—	—	—
Level 2	13,873	13,811	—	13,658	13,597	—	—	—	—
Level 3	7,806	7,806	—	6,464	6,464	—	—	—	—
Level 4	12,296	12,296	—	12,296	12,296	—	—	—	—
Level 6	1,638	1,638	—	1,638	1,638	—	—	—	—
Level 7	3,238	3,238	—	3,238	3,238	—	—	—	—
Transportation and material moving occupations	11,839	9,168	2,671	9,157	7,654	1,503	2,682	—	1,168
Level 2	2,741	2,122	619	2,441	—	—	—	—	—
Level 3	3,590	3,034	—	1,963	1,731	—	—	—	—
Level 4	2,056	1,116	940	1,806	—	816	—	—	—
Truck drivers	4,794	4,115	679	4,460	3,934	527	—	—	—
Level 2	1,868	—	—	1,716	—	—	—	—	—
Level 3	1,123	—	—	1,068	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	28,071	26,414	1,656	21,540	20,278	1,262	6,531	6,137	—
Level 1	8,896	8,098	799	4,993	4,589	—	3,903	3,509	—
Level 2	8,202	7,846	—	6,503	6,147	—	—	—	—
Level 3	7,175	6,916	—	6,247	5,988	—	—	—	—
Service occupations	78,522	60,662	17,860	42,797	28,971	13,825	35,725	31,690	4,035
Level 1	23,582	19,748	3,834	9,102	6,619	—	14,480	13,129	1,351
Level 2	15,835	11,605	4,230	9,171	6,998	—	6,664	4,607	2,057
Level 3	20,270	18,321	1,949	9,134	7,576	1,557	11,136	10,745	—
Level 4	4,996	4,113	883	3,478	2,830	—	1,519	1,283	—
Level 5	5,851	4,842	1,009	4,270	3,261	1,009	—	—	—
Level 6	3,831	—	—	3,765	—	—	—	—	—
Level 7	2,087	—	1,451	2,087	—	1,451	—	—	—
Protective service occupations	8,282	1,265	7,017	6,797	—	5,984	1,485	—	—
Level 7	1,386	—	1,386	1,386	—	1,386	—	—	—
Food service occupations	32,456	30,924	1,531	12,365	11,729	636	20,090	19,195	895
Level 1	13,276	12,666	610	4,374	4,146	—	8,902	8,520	—
Level 2	4,018	3,481	—	1,398	—	—	2,621	2,169	—
Level 3	10,686	10,553	—	3,432	3,360	—	7,254	7,192	—
Level 5	1,910	—	—	—	—	—	—	—	—
Health service occupations	15,104	11,545	3,559	10,611	7,524	3,087	4,493	4,020	—
Level 2	6,116	4,151	—	4,929	3,310	—	1,187	—	—
Level 3	5,493	4,762	—	2,761	2,093	—	2,732	2,669	—
Level 4	1,871	1,537	—	1,427	—	—	—	—	—
Nursing aides, orderlies and attendants	10,803	9,550	1,253	6,376	5,595	—	4,427	3,954	—
Level 2	3,349	2,722	—	2,161	1,881	—	1,187	—	—
Level 3	5,261	4,698	—	2,529	2,029	—	2,732	2,669	—
Level 4	1,185	1,185	—	—	—	—	—	—	—
Cleaning and building service occupations	11,848	7,665	4,183	7,870	4,283	3,587	3,978	3,382	—
Level 1	7,032	4,322	—	3,676	1,420	—	3,357	2,902	—
Level 2	1,696	1,227	—	1,405	1,008	—	—	—	—
Level 3	1,962	1,272	690	1,652	—	620	—	—	—
Janitors and cleaners	11,343	7,253	4,090	7,365	3,872	3,493	3,978	3,382	—
Level 1	7,032	4,322	—	3,676	1,420	—	3,357	2,902	—
Level 2	1,602	1,227	—	1,311	1,008	—	—	—	—
Level 3	1,962	1,272	690	1,652	—	620	—	—	—

See footnotes at end of table.

Table 16. Numbers of workers¹ by occupational group and level², Rochester, NY, June - July 1996 — Continued

Occupational group ³ and level	Full-time and part-time workers			Full-time workers			Part-time workers		
	All industries	Private industry	State and local government	All industries	Private industry	State and local government	All industries	Private industry	State and local government
Personal services occupations	10,832	9,262	1,570	5,153	4,622	—	5,679	4,640	1,039
Level 1	2,685	2,234	—	—	—	—	2,158	1,707	—
Level 2	2,681	2,194	—	—	—	—	1,653	—	—
Level 4	904	—	—	—	—	—	—	—	—

¹ Both full-time and part-time workers were included in the survey. Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another establishment, where a 40-hour week is the minimum full-time schedule.

² Each occupation for which wage data are collected in an establishment is evaluated based on 10 factors, including knowledge, complexity, work environment, etc. Points are assigned based on the occupation's ranking within each factor. The points are summed to determine the overall level of the occupation. See technical

note for more information.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

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

Table 17. Number of workers¹ by occupational group and selected characteristic, all industries, Rochester, NY, June - July 1996

Occupational group ²	Union ³	Nonunion ³	Full-time workers	Part-time workers	Time ⁴	Incentive ⁴
All workers	99,788	380,940	383,940	96,788	453,309	27,420
All workers excluding sales	99,018	339,232	356,564	81,686	422,781	15,469
White-collar occupations	39,611	227,770	218,646	48,736	246,852	20,529
Professional specialty and technical occupations	24,540	72,434	81,437	15,538	96,587	-
Professional specialty occupations	23,021	49,479	60,662	11,837	72,112	-
Technical occupations	1,519	22,956	20,775	3,700	24,475	-
Executive, administrative, and managerial occupations	2,440	42,171	42,524	2,088	41,769	-
Sales occupations	-	41,708	27,376	15,102	30,528	11,950
Administrative support including clerical occupations	11,861	71,457	67,309	16,008	77,969	5,348
White-collar excluding sales	38,841	186,063	191,270	33,634	216,325	8,579
Blue-collar occupations	43,287	91,538	122,497	12,327	129,214	5,610
Precision production, craft, and repair occupations	13,628	27,726	40,324	-	39,581	-
Machine operators, assemblers, and inspectors	21,214	32,347	51,476	-	51,549	-
Transportation and material moving occupations	3,712	8,127	9,157	2,682	11,839	-
Handlers, equipment cleaners, helpers, and laborers	4,733	23,338	21,540	6,531	26,245	-
Service occupations	16,890	61,632	42,797	35,725	77,242	-

¹ Both full-time and part-time workers were included in the survey. Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another establishment, where a 40-hour week is the minimum full-time schedule.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

³ Union workers are those whose wages are determined through

collective bargaining.

⁴ Time workers wages are based solely on hourly or weekly rates; incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

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

Table 18. Number of workers¹ by occupational group, private industry, Rochester, NY, June - July 1996

Occupational group ²	All private industries	Goods-producing industries ³			Service-producing industries ⁴				
		Total	Construction	Manufacturing	Total	Transportation and public utilities	Wholesale and retail trade	Finance, insurance, and real estate	Services
All workers	406,050	137,424	10,202	126,787	268,626	11,371	110,775	22,063	124,417
All workers excluding sales	363,572	135,347	9,844	125,067	228,225	10,106	79,070	18,811	120,238
White-collar occupations	218,133	53,930	3,486	50,408	164,202	6,648	62,577	19,614	75,363
Professional specialty and technical occupations	68,240	20,086	—	20,049	48,155	—	—	—	37,532
Professional specialty occupations	45,056	14,210	—	14,174	30,846	—	1,068	—	28,205
Technical occupations	23,184	5,876	—	5,876	17,309	—	—	—	9,328
Executive, administrative, and managerial occupations	39,203	16,184	1,897	14,287	23,019	—	5,211	3,225	13,042
Sales occupations	42,478	2,077	—	1,720	40,400	—	31,705	3,251	4,179
Administrative support including clerical occupations	68,211	15,583	—	14,352	52,628	3,042	16,897	12,080	20,610
White-collar excluding sales	175,655	51,853	3,128	48,689	123,802	5,383	30,872	16,363	71,184
Blue-collar occupations	127,255	81,801	6,716	74,685	45,455	4,711	22,128	—	18,161
Precision production, craft, and repair occupations	38,239	21,444	3,053	18,100	16,796	2,991	8,877	—	4,472
Machine operators, assemblers, and inspectors	53,434	46,498	—	46,498	6,936	—	—	—	6,540
Transportation and material moving occupations	9,168	2,912	—	2,584	6,255	—	2,734	—	2,768
Handlers, equipment cleaners, helpers, and laborers	26,414	10,946	—	7,502	15,468	—	10,121	—	4,381
Service occupations	60,662	1,693	—	1,693	58,969	—	26,071	—	30,893

¹ Both full-time and part-time workers were included in the survey. Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another establishment, where a 40-hour week is the minimum full-time schedule.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

³ Goods-producing industries include mining, construction, and manufacturing.

⁴ Service-producing industries include transportation and public utilities; wholesale and retail trade; finance, insurance, and real estate; and services.

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

Table 19. Number of workers¹ by occupational group, private industry by establishment employment size, Rochester, NY, June - July 1996

Occupational group ²	All workers	1 - 99 workers	100 workers or more		
			Total	100 - 499 workers	500 workers or more
All workers	406,050	175,513	230,537	118,996	111,541
All workers excluding sales	363,572	144,130	219,442	109,690	109,751
White-collar occupations	218,133	94,022	124,111	68,207	55,904
Professional specialty and technical occupations	68,240	15,077	53,164	25,693	27,471
Professional specialty occupations	45,056	11,039	34,018	13,830	20,187
Technical occupations	23,184	4,038	19,146	11,863	7,284
Executive, administrative, and managerial occupations	39,203	16,731	22,472	10,735	11,738
Sales occupations	42,478	31,383	11,095	9,306	1,790
Administrative support including clerical occupations	68,211	30,832	37,379	22,473	14,906
White-collar excluding sales	175,655	62,639	113,016	58,901	54,115
Blue-collar occupations	127,255	42,942	84,313	38,775	45,538
Precision production, craft, and repair occupations	38,239	11,688	26,551	12,976	13,575
Machine operators, assemblers, and inspectors	53,434	12,321	41,113	15,965	25,149
Transportation and material moving occupations	9,168	5,669	3,498	1,872	1,626
Handlers, equipment cleaners, helpers, and laborers	26,414	13,264	13,150	7,962	5,188
Service occupations	60,662	38,549	22,113	12,014	10,099

¹ Both full-time and part-time workers were included in the survey. Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another establishment, where a 40-hour week is the minimum full-time schedule.

² A classification system including about 480 individual

occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

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

Appendix A: Technical Note

This section provides basic information on the procedures and concepts used to produce the data contained in this bulletin. It is divided into three parts: Planning for the survey; data collection; and processing and analyzing the data. While this section answers some questions commonly asked by data users, it is not a comprehensive description of all the steps required to produce the data.

Planning for the survey

The overall design of the survey, which was based on the type of data to be produced, had to be developed before data collection could begin.

Survey scope

This survey of the Rochester, NY Metropolitan Statistical Area covered establishments employing workers¹ 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. Agriculture, private households, and the Federal government are excluded from the scope of the survey. For purposes of this survey an establishment was an economic unit which produces goods or services, a central administrative office, or an auxiliary unit providing support services to a company. For all industries in this survey and for State and local governments, the establishment was usually at a single physical location.

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 Rochester, NY Metropolitan Statistical Area (March 1995). The sampling frame was reviewed prior to the survey and, when necessary, missing establishments were added.

¹If an establishment had at least one employee at the time data were collected, it was in-scope for the survey. In theory, any sampled establishment in the universe could have one or more employees when the data are actually collected.

Sample design

The sample design for this survey area was a two stage probability sample of detailed occupations. The first stage of sample selection was a probability-proportional-to-size sample of establishments. Use of this technique means that the larger an establishment's employment, the greater its chance of selection. Weights were applied to each establishment when the data were tabulated so that it represents similar units (by industry and employment size) in the economy which were not selected for collection. See Appendix Table 1 for a count of establishments in the survey by employment size. The second stage of sample selection, detailed below, was a probability sample of occupations within a sampled establishment.

Data collection

Numerous procedures were developed for the actual collection of data from survey respondents.

Occupational selection and classification

Identification of the occupations for which wage data were to be collected was a multi-step process:

1. Probability-proportional-to-size selection of company jobs.
2. Classification of jobs into occupations based on the Census of Population system.
3. Characterization of jobs as full-time v. part-time, union v. nonunion, and time v. incentive.
4. Determination of the level of work of each job.

For each occupation, wage data were collected only for those workers who met all the criteria identified in the last three steps.

In step one, the company jobs to be sampled were selected at each establishment by the BLS field economist during a personal visit. A complete list of employees was used for sampling, with each selected worker representing a job within the establishment.

As with the selection of establishments, the selection of a company job was based on probability proportional to its size in the establishment. The greater the number of people working in a job in the establishment, the greater its chance of selection.

The number of jobs collected in each establishment was based on an establishment's employment size as shown in the following schedule:

<i>Number of employees</i>	<i>Number of selected jobs</i>
0-49	4
50-99	8
100-249	10
250-499	12
500-999	16
1,000+	20

NOTE: If the number of employees in an establishment was less than four, then the number of company jobs selected would be equal to the number of employees.

The second step of the process entailed classifying the selected jobs into occupations based on their duties. The COMP2000 occupational classification system is based on the 1990 Census of Population. A selected company job may fall into any one of about 480 occupational classifications, from accountant to wood lathe operator. In cases where a job's duties overlapped two or more census classification codes, classification was based on the primary duty.

Each occupational classification is an element of a broader classification known as a major occupational group (MOG). Occupations can fall into any of the following MOG's:

- Professional specialty and technical
- Executive, administrative, and managerial
- Sales
- Administrative support including clerical
- Precision production, craft, and repair
- Machine operators, assemblers, and inspectors
- Transportation and material moving
- Handlers, equipment cleaners, helpers, and laborers,
- Service occupations

A complete list of all individual occupations, classified by the MOG to which they belong, is contained in Appendix B.

In step three, certain other job characteristics of the chosen worker were identified. First, the worker was identified as holding either a full-time or part-time job, based on the establishment's definition of those terms. Then the worker was classified as having a time versus incentive job, depending on whether any part of pay was directly based on the actual production of the workers, rather than solely on hours worked. Finally, the worker was identified as being in a union job if: 1) a labor organization was recognized as the bargaining agent for all work-

ers in the occupation; 2) wage and salary rates were determined through collective bargaining or negotiations; and 3) settlement terms, which must include earnings provisions and may include benefit provisions, were embodied in a signed, mutually binding collective bargaining agreement. If these conditions were not met, the worker's job was classified as nonunion.

Generic leveling through point factor analysis

In the last step before wage data were collected, the work level of each selected job was determined using a "generic leveling" process. Generic leveling ranks and compares all occupations randomly selected in an establishment using the same criteria. This is a major departure from the method used in the past in the Bureau's Occupational Compensation Surveys which studied specifically defined occupations with leveling definitions unique to each occupation.

For the Rochester survey, the level of each occupation in an establishment was determined by an analysis of each of 10 leveling factors. Nine of these factors are drawn from the U.S. Government Office of Personnel Management's Factor Evaluation System, which is the underlying structure for evaluation of General Schedule Federal employees. The tenth factor, supervisory duties, is an attempt to account for the effect of supervisory duties. It is considered experimental. The 10 factors were:

- Knowledge
- Supervisory controls
- Guidelines
- Complexity
- Scope and effect
- Personal contacts
- Purpose of contacts
- Physical demands
- Work environment
- Supervisory duties

Each factor contains a number of levels and each level has an associated written description and point value. The number and range of points differs among the factors. For each factor, an occupation was assigned a level based on which written description best matched the job. Within each occupation, the points for the 10 factors were recorded and totaled. The total determines the overall level of the occupation. A description of the levels for each factor is shown in Appendix C.

Tabulations of levels of work for occupations in the survey follow the Federal government's white-collar General Schedule. Point ranges for each of the 15 levels are shown in Appendix D. It also includes an example of a leveled job and a guide to help data users evaluate jobs in their firm.

In prior test surveys, wage data collected using the new generic leveling method were evaluated by BLS researchers using regression techniques. For each of the major occupational groups, wages were compared to the 10 generic level factors (and levels within those factors). The analysis showed that several of the generic level factors, most notably knowledge and supervisory controls, had strong explanatory power for wages. That is, as the levels within a given factor increased, the wages also increased. Detailed research continues in this area. The results of this research will be published by BLS in the future.

Reference period

The survey was collected between June 10th and July 19th, 1996. For each establishment in the survey, the data reflect the establishment's practices on the day of collection.

Earnings

Earnings were defined as regular payments from the employer to the employee as compensation for straight-time hourly work, or for any salaried work performed. The following components were included as part of earnings:

- Incentive pay, including commissions, production bonuses, and piece rates,
- Cost-of-living allowances,
- Hazard pay,
- Payments of income deferred due to participation in a salary reduction plan,
- Deadhead pay, defined as pay given to transportation workers returning in a vehicle without freight or passengers, and
- On-call pay.

The following forms of payments were *not* considered part of straight-time earnings:

- Shift differentials, defined as extra payment for working a schedule that varies from the norm, such as night or weekend work,
- Premium pay for overtime, holidays, and weekends,
- Bonuses not directly tied to production (e.g., Christmas bonuses, profit-sharing bonuses),
- Uniform and tool allowances,
- Free room and board, and
- Payments made by third parties (e.g., tips, bonuses given by manufacturers to department store salespeople, referral incentives in real estate).

To calculate earnings per hour worked, data on work schedules were also collected. For hourly workers, scheduled hours worked per week were recorded. Because salaried workers often work beyond the assigned work sched-

ule, their typical number of hours actually worked was collected.

Definition of terms

Full-time worker. Any employee that the employer considers to be full time.

Incentive worker. Any employee whose earnings are tied, at least in part, to commissions, piece rates, production bonuses, or other incentives based on production or sales.

Level. A ranking of an occupation based on the requirements of the position. (See the description in the technical note and the example for more details on the leveling process.)

Nonunion worker. An employee in an occupation not meeting the conditions for union coverage (see below).

Part-time worker. Any employee that the employer considers to be part-time.

Straight-time. Time worked at the standard rate of pay for the job.

Time-based worker. Any employee whose earnings are tied to an hourly rate or salary, and not to a specific level of production.

Union worker. Any employee is in a union occupation when all of the following conditions are met:

- A labor organization is recognized as the bargaining agent for all workers in the occupation.
- Wage and salary rates are determined through collective bargaining or negotiations.
- Settlement terms, which must include earnings provisions and may include benefit provisions, are embodied in a signed mutually binding collective bargaining agreement.

Processing and Analyzing the Data

Data were processed and analyzed at the Bureau's National office following collection.

Weighting and nonresponse

Sample weights were calculated for each establishment/occupation in the survey. These weights reflected the relative size of the occupation within the establishment and of the establishment within the sample universe. Weights were used to aggregate the individual establishment/occupations into the various data series.

Of the establishments surveyed, 20.8 percent refused to supply information. If data were not provided by a sample member, the weights of responding sample members in the same or similar “cells” were adjusted to account for the missing data. This technique assumes that the mean value of the nonrespondents equals the mean value of the respondents at some detailed “cell” level. Responding and nonresponding establishments were classified into these cells according to industry and employment size. Responding and nonresponding occupations within responding establishments were classified into cells which were additionally defined by major occupation group and job level. When a sampled occupation was considered a refusal and could not be classified into a major occupational group, nonresponse adjustments were made for that occupation in the service occupational group.

Establishments which were determined to be out of business or outside the scope of the survey (6.6 percent of the total sample) had their weights changed to zero. If only partial data were given by a sample establishment or occupation, or data were missing, the response was treated as a refusal.

Estimation

Weights, adjusted for nonresponse, were multiplied by the wage rate of each establishment/occupation, which itself was the average wage of all workers in the occupation. The resulting products were aggregated and then divided by the sum of the weighted occupational employments to obtain the data series contained in the tables in the bulletin.

Not all series that were calculated met the criteria for publication. Before any series was published, it was reviewed to make sure that the number of observations underlying it was sufficient. This review prevented publishing a series that could have revealed information about a specific establishment.

Data reliability

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 and not from an entire population. The sample used for this survey is one of a number of 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. Appendix Table 2 contains RSE data for selected series in this bulletin.

The standard error can be used to calculate a “confidence interval” around a sample estimate. For example, table 1 shows that mean hourly earnings for all workers was \$14.53 per hour. Appendix Table 2 shows a standard error of 2.4 percent for this estimate. Thus, at the 95-percent level, the confidence interval for this estimate is \$13.83 to \$15.23 (\$14.53 plus and minus 2 times 2.4 percent times \$14.53). 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.

Nonsampling errors also affect survey results. They can stem from many sources, such as inability to obtain information for some establishments, difficulties with survey definitions, inability of the respondents to provide correct information, or mistakes in recording or coding the data obtained. A Technical Reinterview Program tested in Rochester will be used in the development of a formal quality assessment process to help compute nonsampling error. Although they were not specifically measured, the nonsampling errors were expected to be minimal due to the high response rate, the extensive training of the field economists who gathered the survey data by personal visit, computer edits

Table A1. Number of establishments studied by industry group and employment size, Rochester, NY, June - July 1996

Industry	All workers	1 - 99 workers	100 workers or more		
			Total	100 - 499 workers	500 workers or more
All industries	268	126	142	77	65
Private industry	223	123	100	63	37
Goods-producing industries	68	25	43	24	19
Manufacturing	60	19	41	22	19
Mining	1	-	1	1	-
Construction	7	6	1	1	-
Service-producing industries	155	98	57	39	18
Transportation and public utilities	9	4	5	4	1
Wholesale and retail trade	58	50	8	8	-
Finance, insurance and real estate	15	8	7	6	1
Services	73	36	37	21	16
State and local government	45	3	42	14	28

NOTE: Dashes indicate that no data were reported. Overall industry and industry groups may include data for categories not shown separately.

Table A2. Relative standard errors of mean hourly earnings¹ for selected occupations, all workers², Rochester, NY, June - July 1996

Occupation ³	All industries	Private industry	State and local government
All workers	2.4%	2.8%	3.6%
All workers excluding sales	2.4	2.7	3.6
White-collar occupations	3.2	3.7	3.9
Professional specialty and technical occupations	4.4	5.2	3.6
Professional specialty occupations	3.1	4.5	3.4
Engineering occupations	4.2	4.4	-
Engineers, N.E.C.	3.9	4.1	-
Computer systems analysts and scientists	6.4	6.4	-
Registered nurses	2.3	2.7	-
Teachers	3.9	-	3.3
Teachers, except college and university	4.4	-	3.5
Elementary school teachers	7.3	-	5.4
Secondary school teachers	5.9	-	4.1
Teachers, special education	6.9	-	-
Teachers, N.E.C.	8.4	-	-
Social workers	5.4	-	-
Technical occupations	4.4	4.7	-
Licensed practical nurses	10.1	-	-
Executive, administrative, and managerial occupations	5.5	6.1	8.9
Managers, service organizations, N.E.C.	12.7	-	-
Managers and administrators, N.E.C.	7.1	7.2	-
Accountants and auditors	7.7	8.3	-
Personnel, training, and labor relations specialists	5.9	6.2	-
Purchasing agents and buyers, N.E.C.	6.4	6.5	-
Management related occupations, N.E.C.	10.3	10.9	-
Sales occupations	9.2	9.2	-
Supervisors, sales occupations ...	11.1	11.1	-
Sales workers, other commodities	14.4	14.4	-
Cashiers	8.3	8.3	-
Administrative support including clerical occupations	2.4	2.5	6.8
Secretaries	3.2	3.7	-
Typists	3.2	-	-
Receptionists	5.3	4.4	-
Bookkeepers, accounting and auditing clerks	3.8	4.1	-
Traffic, shipping and receiving clerks	6.0	6.0	-
General office clerks	4.1	4.6	-
Teachers' aides	3.4	-	3.4
Administrative support occupations, N.E.C.	5.4	5.4	-
White-collar occupations excluding sales	3.2	3.8	3.9
Blue-collar occupations	2.7	2.8	3.3
Precision production, craft, and repair occupations	3.6	3.9	-
Supervisors, production occupations	8.3	8.3	-
Machine operators, assemblers, and inspectors	4.4	4.4	-
Miscellaneous machine operators, N.E.C.	6.6	6.6	-
Assemblers	6.8	6.8	-
Transportation and material moving occupations	5.9	7.3	4.5
Truck drivers	4.7	4.5	-
Bus drivers	12.7	-	-

See footnotes at end of table.

Table A2. Relative standard errors of mean hourly earnings¹ for selected occupations, all workers², Rochester, NY, June - July 1996 — Continued

Occupation ³	All industries	Private industry	State and local government
Handlers, equipment cleaners, helpers, and laborers	5.1%	5.4%	—
Stock handlers and baggers	7.7	7.4	—
Laborers except construction, N.E.C.	12.0	14.3	—
Service occupations	3.6	3.2	5.2%
Protective service occupations	5.6	—	—
Food service occupations	5.5	5.8	8.3
Waiters and waitresses	23.1	23.1	—
Cooks	10.4	10.8	—
Food preparation occupations, N.E.C.	4.7	4.9	—
Health service occupations	3.5	2.6	—
Nursing aides, orderlies and attendants	2.2	2.5	—
Cleaning and building service occupations	4.6	7.0	5.8
Janitors and cleaners	4.5	6.3	6.1
Personal services occupations	8.3	5.6	—

¹ The relative standard error is the standard error expressed as a percent of the estimate.

² All workers include full-time and part-time workers. Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

³ A classification system including about

480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups. See the technical note for a complete listing of occupations.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupation and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified." Because of rounding, sums of individual items may not equal totals.

Appendix B. Occupational Classifications

NOTE: The four-digit code before each occupation title is used to classify it into one of three major groups. **White-collar** workers include those classified in Major groups A through D. **Blue-collar** workers include those classified in Major groups E through H. **Service** workers are classified in Major group K.

Major group A:

PROFESSIONAL AND TECHNICAL OCCUPATIONS

PROFESSIONAL OCCUPATIONS

ENGINEERS, ARCHITECTS, AND SURVEYORS

- A043 Architects
- A044-A059 Engineers
- A044 Aerospace Engineers
- A045 Metallurgical and Materials Engineers
- A046 Mining Engineers
- A047 Petroleum Engineers
- A048 Chemical Engineers
- A049 Nuclear Engineers
- A053 Civil Engineers
- A054 Agricultural Engineers
- A055 Electrical and Electronic Engineers
- A056 Industrial Engineers
- A057 Mechanical Engineers
- A058 Marine Engineers and Naval Architects
- A059 Engineers, n.e.c.¹
- A063 Surveyors and Mapping Scientists

MATHEMATICAL AND COMPUTER SCIENTISTS

- A064 Computer Systems Analysts and Scientists
- A065 Operations and Systems Researchers and Analysts
- A066 Actuaries
- A067 Statisticians
- A068 Mathematical Scientists, n.e.c.

NATURAL SCIENTISTS

- A069 Physicists and Astronomers
- A073 Chemists, Except Biochemists
- A074 Atmospheric and Space Scientists
- A075 Geologists and Geodesists
- A076 Physical Scientists, n.e.c.
- A077 Agricultural and Food Scientists
- A078 Biological and Life Scientists
- A079 Forestry and Conservation Scientists
- A083 Medical Scientists

HEALTH DIAGNOSING OCCUPATIONS

- A084 Physicians
- A085 Dentists
- A086 Veterinarians
- A087 Optometrists
- A088 Podiatrists
- A089 Health Diagnosing Practitioners, n.e.c.

HEALTH ASSESSMENT AND TREATING OCCUPATIONS

- A095 Registered Nurses
- A096 Pharmacists
- A097 Dietitians
- A098 Respiratory Therapists
- A099 Occupational Therapists
- A103 Physical Therapists
- A104 Speech Therapists
- A105 Therapists, n.e.c.
- A106 Physicians' Assistants

TEACHERS

¹ n.e.c. in an occupation title means not elsewhere classified.

A113-154 Teachers, College and University
 A113 Earth, Environmental and Marine Science
 Teachers
 A114 Biological Science Teachers
 A115 Chemistry Teachers
 A116 Physics Teachers
 A117 Natural Science Teachers, n.e.c.
 A118 Psychology Teachers
 A119 Economics Teachers
 A123 History Teachers
 A124 Political Science Teachers
 A125 Sociology Teachers
 A126 Social Science Teachers, n.e.c.
 A127 Engineering Teachers
 A128 Mathematical Science Teachers
 A129 Computer Science Teachers
 A133 Medical Science Teachers
 A134 Health Specialties Teachers
 A135 Business, Commerce and Marketing Teachers
 A136 Agriculture and Forestry Teachers
 A137 Art, Drama, and Music Teachers
 A138 Physical Education Teachers
 A139 Education Teachers
 A143 English Teachers
 A144 Foreign Language Teachers
 A145 Law Teachers
 A146 Social Work Teachers
 A147 Theology Teachers
 A148 Trade and Industrial Teachers
 A149 Home Economics Teachers
 A153 Teachers, Post Secondary, n.e.c.
 A154 Post Secondary Teachers, Subject not
 specified
 A155-163 Teachers, except College and University
 A155 Prekindergarten and Kindergarten Teachers
 A156 Elementary School Teachers
 A157 Secondary School Teachers
 A158 Teachers, Special Education
 A159 Teachers, n.e.c.
 A160 Substitute Teachers
 A163 Vocational and Educational Counselors

LIBRARIANS, ARCHIVISTS AND CURATORS

A164 Librarians
 A165 Archivists and Curators

SOCIAL SCIENTISTS AND URBAN PLANNERS

A166 Economists
 A167 Psychologists
 A168 Sociologists
 A169 Social Scientists, n.e.c.
 A173 Urban Planners

SOCIAL, RECREATION, AND RELIGIOUS WORKERS

A174 Social Workers

A175 Recreation Workers
 A176 Clergy
 A177 Religious Workers, n.e.c.

LAWYERS AND JUDGES

A178 Lawyers
 A179 Judges

WRITERS, AUTHORS, ENTERTAINERS AND ATHLETES

A183 Authors
 A184 Technical Writers
 A185 Designers
 A186 Musicians and Composers
 A187 Actors and Directors
 A188 Painters, Sculptors, Craft-Artists, and Artist
 Print-Makers
 A189 Photographers
 A193 Dancers
 A194 Artists, Performers, and Related Workers,
 n.e.c.
 A195 Editors and Reporters
 A197 Public Relations Specialists
 A198 Announcers
 A199 Athletes
 A999 Professional Occupations, n.e.c.

TECHNICAL AND RELATED OCCUPATIONS

HEALTH TECHNOLOGISTS AND TECHNICIANS

A203 Clinical Laboratory Technologists and Tech-
 nicians
 A204 Dental Hygienists
 A205 Health Record Technologists and Techni-
 cians
 A206 Radiologic Technicians
 A207 Licensed Practical Nurses
 A208 Health Technologists and Technicians, n.e.c.

ENGINEERING AND RELATED TECHNOLOGISTS AND TECHNICIANS

A213 Electrical and Electronic Technicians
 A214 Industrial Engineering Technicians
 A215 Mechanical Engineering Technicians
 A216 Engineering Technicians, n.e.c.
 A217 Drafters
 A218 Surveying and Mapping Technicians

SCIENCE TECHNICIANS

A223 Biological Technicians

A224 Chemical Technicians
A225 Science Technicians, n.e.c.

MISCELLANEOUS TECHNICIANS

A226 Airplane Pilots and Navigators
A227 Air Traffic Controllers
A228 Broadcast Equipment Operators
A229 Computer Programmers
A233 Tool Programmers, Numerical Control
A234 Legal Assistants
A235 Technical and Related Occupations, n.e.c.

Major group B:

**EXECUTIVE, ADMINISTRATIVE, AND
MANAGERIAL OCCUPATIONS**

B003 Legislators
B004 Chief Executives and General Administrators,
Public Administration
B005 Administrators and Officials, Public Admini-
stration
B007 Financial Managers
B008 Personnel and Labor Relations Managers
B009 Purchasing Managers
B013 Managers; Marketing, Advertising and Public
Relations
B014 Administrators, Education and Related Fields
B015 Managers, Medicine and Health
B016 Postmasters and Mail Superintendents
B017 Managers, Food Serving and Lodging Estab-
lishments
B018 Managers, Properties and Real Estate
B019 Funeral Directors
B021 Managers, Service Organizations, n.e.c.
B022 Managers and Administrators, n.e.c.

MANAGEMENT RELATED OCCUPATIONS

B023 Accountants and Auditors
B024 Underwriters
B025 Other Financial Officers
B026 Management Analysts
B027 Personnel, Training, and Labor Relations
Specialists
B028 Purchasing Agents and Buyers, Farm Products
B029 Buyers, Wholesale and Retail Trade, Except
Farm Products
B033 Purchasing Agents and Buyers, n.e.c.
B034 Business and Promotion Agents

B035 Construction Inspectors
B036 Inspectors and Compliance Officers, Except
Construction
B037 Management Related Occupations, n.e.c.

Major group C:

SALES OCCUPATIONS

C243 Supervisors: Sales Occupations

**FINANCE AND BUSINESS SERVICES, SALES
REPRESENTATIVES**

C253 Insurance Sales Occupations
C254 Real Estate Sales Occupations
C255 Securities and Financial Services Sales Occu-
pations
C256 Advertising and Related Sales Occupations
C257 Sales Occupations, Other Business Services

**SALES REPRESENTATIVES, COMMODITIES
EXCEPT RETAIL**

C258 Sales Engineers
C259 Sales Representatives; Mining, Manufactur-
ing, and Wholesale

**RETAIL AND PERSONAL SERVICES SALES
WORKERS**

C263 Sales Workers, Motor Vehicles and Boats
C264 Sales Workers, Apparel
C265 Sales Workers, Shoes
C266 Sales Workers, Furniture and Home Furnish-
ings
C267 Sales Workers, Radio, TV, Hi-Fi, and Appli-
ances
C268 Sales Workers, Hardware and Building Sup-
plies
C269 Sales Workers, Parts
C274 Sales Workers, Other Commodities
C275 Sales Counter Clerks
C276 Cashiers
C277 Street and Door-To-Door Sales Workers
C278 News Vendors

SALES RELATED OCCUPATIONS

C283 Demonstrators, Promoters, and Models, Sales
C284 Auctioneers
C285 Sales Support Occupations, n.e.c.

Major group D:

**ADMINISTRATIVE SUPPORT OCCUPATIONS,
INCLUDING CLERICAL**

SUPERVISORS, CLERICAL AND ADMINISTRATIVE SUPPORT

- D303 Supervisors: General Office
- D304 Supervisors: Computer Equipment Operators
- D305 Supervisors: Financial Records Processing
- D306 Chief Communications Operators
- D307 Supervisors: Distribution, Scheduling, and Adjusting Clerks

COMPUTER EQUIPMENT OPERATORS

- D308 Computer Operators
- D309 Peripheral Equipment Operators

SECRETARIES, STENOGRAPHERS, AND TYPISTS

- D313 Secretaries
- D314 Stenographers
- D315 Typists

INFORMATION CLERKS

- D316 Interviewers
- D317 Hotel Clerks
- D318 Transportation Ticket and Reservation Agents
- D319 Receptionists
- D323 Information Clerks, n.e.c.

RECORDS PROCESSING CLERKS, EXCEPT FINANCIAL

- D325 Classified-Ad Clerks
- D326 Correspondence Clerks
- D327 Order Clerks
- D328 Personnel Clerks, Except Payroll and Time-keeping
- D329 Library Clerks
- D335 File Clerks
- D336 Records Clerks, n.e.c.

FINANCIAL RECORDS PROCESSING CLERKS

- D337 Bookkeepers, Accounting and Auditing Clerks
- D338 Payroll and Timekeeping Clerks
- D339 Billing Clerks
- D343 Cost and Rate Clerks
- D344 Billing, Posting, and Calculating Machine Operators

DUPLICATING, MAIL, AND OTHER OFFICE MACHINE OPERATORS

- D345 Duplicating Machine Operators

D346 Mail Preparing and Paper Handling Machine Operators

D347 Office Machine Operators, n.e.c.

COMMUNICATIONS EQUIPMENT OPERATORS

- D348 Telephone Operators
- D353 Communications Equipment Operators, n.e.c.

MAIL AND MESSAGE DISTRIBUTING OCCUPATIONS

- D354 Postal Clerks, Except Mail Carriers
- D355 Mail Carriers, Postal Service
- D356 Mail Clerks, Except Postal Service
- D357 Messengers

MATERIAL RECORDING, SCHEDULING, AND DISTRIBUTING CLERKS

- D359 Dispatchers
- D363 Production Coordinators
- D364 Traffic, Shipping, and Receiving Clerks
- D365 Stock and Inventory Clerks
- D366 Meter Readers
- D368 Weighers, Measurers, Checkers, and Samplers
- D373 Expeditors
- D374 Material Recording, Scheduling, and Distributing Clerks, n.e.c.

ADJUSTERS AND INVESTIGATORS

- D375 Insurance Adjusters, Examiners, and Investigators
- D376 Investigators and Adjusters, Except Insurance
- D377 Eligibility Clerks, Social Welfare
- D378 Bill and Account Collectors

MISCELLANEOUS ADMINISTRATIVE SUPPORT OCCUPATIONS

- D379 General Office Clerks
- D383 Bank Tellers
- D384 Proofreaders
- D385 Data Entry Keyers
- D386 Statistical Clerks
- D387 Teachers' Aides
- D389 Administrative Support Occupations, n.e.c.

Major group E:

PRECISION PRODUCTION, CRAFT, AND REPAIR OCCUPATIONS

MECHANICS AND REPAIRERS

- E503 Supervisors: Mechanics and Repairers
- E505 Automobile Mechanics
- E506 Automobile Mechanic Apprentices
- E507 Bus, Truck, and Stationary Engine Mechanics
- E508 Aircraft Engine Mechanics
- E509 Small Engine Repairers
- E514 Automobile Body and Related Repairers
- E515 Aircraft Mechanics, Except Engine
- E516 Heavy Equipment Mechanic
- E517 Farm Equipment Mechanics
- E518 Industrial Machinery Repairers
- E519 Machinery Maintenance Occupations
- E523 Electronic Repairers, Communications and Industrial Equipment
- E525 Data Processing Equipment Repairers
- E526 Household Appliance and Power Tool Repairers
- E527 Telephone Line Installers and Repairers
- E529 Telephone Installers and Repairers
- E534 Heating, Air Conditioning, and Refrigeration Mechanics
- E535 Camera, Watch, and Musical Instrument Repairers
- E536 Locksmiths and Safe Repairers
- E538 Office Machine Repairers
- E539 Mechanical Controls and Valve Repairers
- E543 Elevator Installers and Repairers
- E544 Millwrights
- E547 Mechanics and Repairers, n.e.c.

SUPERVISORS, CONSTRUCTION TRADES

- E553 Supervisors: Brickmasons, Stonemasons, and Tilesetters
- E554 Supervisors: Carpenters and Related Workers
- E555 Supervisors: Electricians and Power Transmission Installers
- E556 Supervisors: Painters, Paperhangers, and Plasterers
- E557 Supervisors: Plumbers, Pipefitters, and Steamfitters
- E558 Supervisors: Construction Trades, n.e.c.

CONSTRUCTION TRADES OCCUPATIONS

- E563 Brickmasons and Stonemasons
- E564 Brickmason and Stonemason Apprentices
- E565 Tile Setters, Hard and Soft
- E566 Carpet Installers
- E567 Carpenters
- E569 Carpenter Apprentices
- E573 Drywall Installers
- E575 Electricians

- E576 Electrician Apprentices
- E577 Electrical Power Installers and Repairers
- E579 Painters, Construction and Maintenance
- E583 Paperhangers
- E584 Plasterers
- E585 Plumbers, Pipefitters, and Steamfitters
- E587 Plumber, Pipefitter, and Steamfitter Apprentices
- E588 Concrete and Terrazzo Finishers
- E589 Glaziers
- E593 Insulation Workers
- E594 Paving, Surfacing, and Tamping Equipment Operators
- E595 Roofers
- E596 Sheetmetal Duct Installers
- E597 Structural Metal Workers
- E598 Drillers, Earth
- E599 Construction Trades, n.e.c.

EXTRACTIVE OCCUPATIONS

- E613 Supervisors: Extractive Occupations
- E614 Drillers, Oil Well
- E615 Explosives Workers
- E616 Mining Machine Operators
- E617 Mining Occupations, n.e.c.

PRECISION PRODUCTION OCCUPATIONS

- E628 Supervisors: Production Occupations

PRECISION METAL WORKING OCCUPATIONS

- E634 Tool and Die Makers
- E635 Tool and Die Maker Apprentices
- E636 Precision Assemblers, Metal
- E637 Machinists
- E639 Machinist Apprentices
- E643 Boilermakers
- E644 Precision Grinders, Filers, and Tool Sharpeners
- E645 Patternmakers and Modelmakers, Metal
- E646 Layout Workers
- E647 Precious Stones and Metals Workers
- E649 Engravers, Metal
- E653 Sheet Metal Workers
- E654 Sheet Metal Worker Apprentices

PRECISION WOODWORKING OCCUPATIONS

- E656 Patternmakers and Modelmakers, Wood
- E657 Cabinet Makers and Bench Carpenters
- E658 Furniture and Wood Finishers

PRECISION TEXTILE, APPAREL, AND FURNISHINGS MACHINE WORKERS

- E666 Dressmakers
- E667 Tailors
- E668 Upholsterers
- E669 Shoe Repairers

PRECISION WORKERS, ASSORTED MATERIALS

- E675 Hand Molders and Shapers, Except Jewelers
- E676 Patternmakers, Layout Workers, and Cutters
- E677 Optical Goods Workers
- E678 Dental Laboratory and Medical Appliance Technicians
- E679 Bookbinders
- E683 Electrical and Electronic Equipment Assemblers
- E684 Miscellaneous Precision Workers, n.e.c.

PRECISION FOOD PRODUCTION OCCUPATIONS

- E685 Precision Food Production Occupations, n.e.c.
- E686 Butchers and Meat Cutters
- E687 Bakers
- E688 Food Batchmakers

PRECISION INSPECTORS, TESTERS, AND RELATED WORKERS

- E689 Inspectors, Testers, and Graders
- E690 Precision Inspectors, Testers, and Related Workers, n.e.c.
- E693 Adjusters and Calibrators

PLANT AND SYSTEM OPERATORS

- E694 Water and Sewage Treatment Plant Operators
- E695 Power Plant Operators
- E696 Stationary Engineers
- E699 Miscellaneous Plant and System Operators, n.e.c.

Major group F:

MACHINE OPERATORS, ASSEMBLERS, AND INSPECTORS

METALWORKING AND PLASTIC WORKING MACHINE OPERATORS

- F703 Lathe and Turning-Machine Set-Up Operators
- F704 Lathe and Turning-Machine Operators
- F705 Milling and Planing Machine Operators
- F706 Punching and Stamping Press Operators
- F707 Rolling Machine Operators
- F708 Drilling and Boring Machine Operators
- F709 Grinding, Abrading, Buffing, and Polishing Machine Operators
- F713 Forging Machine Operators

- F714 Numerical Control Machine Operators
- F717 Fabricating Machine Operators, n.e.c.
- F719 Molding and Casting Machine Operators
- F723 Metal Plating Machine Operators
- F724 Heat Treating Equipment Operators

WOODWORKING MACHINE OPERATORS

- F726 Wood Lathe, Routing, and Planing Machine Operators
- F727 Sawing Machine Operators
- F728 Shaping and Joining Machine Operators
- F729 Nailing and Tacking Machine Operators

PRINTING MACHINE OPERATORS

- F734 Printing Press Operators
- F735 Photoengravers and Lithographers
- F736 Typesetters and Compositors

TEXTILE, APPAREL, AND FURNISHINGS MACHINE OPERATORS

- F738 Winding and Twisting Machine Operators
- F739 Knitting, Looping, Taping, and Weaving Machine Operators
- F743 Textile Cutting Machine Operators
- F744 Textile Sewing Machine Operators
- F745 Shoe Machine Operators
- F747 Pressing Machine Operators
- F748 Laundering and Dry Cleaning Machine Operators

MACHINE OPERATORS, ASSORTED MATERIALS

- F753 Cementing and Gluing Machine Operators
- F754 Packaging and Filling Machine Operators
- F755 Extruding and Forming Machine Operators
- F756 Mixing and Blending Machine Operators
- F757 Separating, Filtering, and Clarifying Machine Operators
- F758 Compressing and Compacting Machine Operators
- F759 Painting and Paint Spraying Machine Operators
- F763 Roasting and Baking Machine Operators, Food
- F764 Washing, Cleaning, and Pickling Machine Operators
- F765 Folding Machine Operators
- F766 Furnace, Kiln, and Oven Operators, Except Food
- F768 Crushing and Grinding Machine Operators
- F769 Slicing and Cutting Machine Operators
- F773 Motion Picture Projectionists
- F774 Photographic Process Machine Operators

F777 Miscellaneous Machine Operators, n.e.c.

FABRICATORS, ASSEMBLERS, AND HAND WORKING OCCUPATIONS

F783 Welders and Cutters
F784 Solderers and Braziers
F785 Assemblers
F786 Hand Cutting and Trimming Occupations
F787 Hand Molding, Casting, and Forming Occupations
F789 Hand Painting, Coating, and Decorating Occupations
F793 Hand Engraving and Printing Occupations
F795 Miscellaneous Hand Working Occupations, n.e.c.

PRODUCTION INSPECTORS, TESTERS, SAMPLERS, AND WEIGHERS

F796 Production Inspectors, Checkers, and Examiners
F797 Production Testers
F798 Production Samplers and Weighers
F799 Graders and Sorters, Except Agricultural
F800 Hand Inspectors, n.e.c.

Major group G:

TRANSPORTATION AND MATERIAL MOVING OCCUPATIONS

MOTOR VEHICLE OPERATORS

G803 Supervisors: Motor Vehicle Operators
G804 Truck Drivers
G806 Driver-Sales Workers
G808 Bus Drivers
G809 Taxicab Drivers and Chauffeurs
G813 Parking Lot Attendants
G814 Motor Transportation Occupations, n.e.c.

RAILROAD TRANSPORTATION OCCUPATIONS

G823 Railroad Conductors and Yardmasters
G824 Locomotive Operating Occupations
G825 Railroad Brake, Signal, and Switch Operators
G826 Rail Vehicle Operators, n.e.c.

WATER TRANSPORTATION OCCUPATIONS

G828 Ship Captains and Mates, Except Fishing Boats
G829 Sailors and Deckhands
G833 Marine Engineers
G834 Bridge, Lock, and Lighthouse Tenders

MATERIAL MOVING EQUIPMENT OPERATORS

G843 Supervisors: Material Moving Equipment Operators
G844 Operating Engineers
G845 Longshore Equipment Operators
G848 Hoist and Winch Operators
G849 Crane and Tower Operators
G853 Excavating and Loading Machine Operators
G855 Grader, Dozer, and Scraper Operators
G856 Industrial Truck and Tractor Equipment Operators
G859 Miscellaneous Material Moving Equipment Operators, n.e.c.

Major group H:

HANDLERS, EQUIPMENT CLEANERS, HELPERS, AND LABORERS

FARM, FISHING AND FORESTRY OCCUPATIONS - NONFARM SECTOR

H483 Marine Life Cultivation Workers
H484 Nursery Workers
H485 Supervisors, Agriculture-Related Workers
H486 Groundskeepers and Gardeners, Except Farm
H487 Animal Caretakers, Except Farm
H489 Inspectors, Agricultural Products
H494 Supervisors, Forestry and Logging Workers
H495 Forestry Workers, Except Logging
H496 Timber Cutting and Logging Occupations
H497 Captains and Other Officers, Fishing Vessels
H498 Fishers, Hunters, and Trappers

HELPERS, HANDLERS, AND LABORERS

H864 Supervisors: Handlers, Equipment Cleaners, and Laborers, n.e.c.
H865 Helpers, Mechanics and Repairers
H866 Helpers, Construction Trades
H867 Helpers, Surveyor
H868 Helpers, Extractive Occupations
H869 Construction Laborers
H874 Production Helpers
H875 Garbage Collectors
H876 Stevedores
H877 Stock Handlers and Baggers
H878 Machine Feeders and Offbearers
H883 Freight, Stock, and Material Handlers, n.e.c.
H885 Garage and Service Station Related Occupations
H887 Vehicle Washers and Equipment Cleaners
H888 Hand Packers and Packagers
H889 Laborers, Except Construction, n.e.c.

Major group K:

SERVICE OCCUPATIONS, EXCEPT PRIVATE HOUSEHOLD

PROTECTIVE SERVICE OCCUPATIONS

- K413 Supervisors: Firefighting and Fire Prevention Occupations
- K414 Supervisors: Police and Detectives
- K415 Supervisors: Guards
- K416 Fire Inspection and Fire Prevention Occupations
- K417 Firefighting Occupations
- K418 Police and Detectives, Public Service
- K423 Sheriffs, Bailiffs, and Other Law Enforcement Officers
- K424 Correctional Institution Officers
- K425 Crossing Guards
- K426 Guards and Police, Except Public Service
- K427 Protective Service Occupations, n.e.c.

FOOD SERVICE OCCUPATIONS

- K433 Supervisors: Food Preparation and Service Occupations
- K434 Bartenders
- K435 Waiters and Waitresses
- K436 Cooks
- K438 Food Counter, Fountain, and Related Occupations
- K439 Kitchen Workers, Food Preparation
- K443 Waiters'/Waitresses' Assistants
- K444 Food Preparation Occupations, n.e.c.

HEALTH SERVICE OCCUPATIONS

- K445 Dental Assistants
- K446 Health Aides, Except Nursing
- K447 Nursing Aides, Orderlies, and Attendants

CLEANING AND BUILDING SERVICE OCCUPATIONS

- K448 Supervisors: Cleaning and Building Service Workers
- K449 Maids and Housemen
- K453 Janitors and Cleaners
- K454 Elevator Operators
- K455 Pest Control Occupations

PERSONAL SERVICE OCCUPATIONS

- K456 Supervisors: Personal Service Occupations
- K457 Barbers
- K458 Hairdressers and Cosmetologists
- K459 Attendants, Amusement and Recreation Facilities
- K461 Guides
- K462 Ushers
- K463 Public Transportation Attendants
- K464 Baggage Porters and Bellhops
- K465 Welfare Service Aides
- K467 Early Childhood Teacher's Assistants
- K468 Child Care Workers, n.e.c.
- K469 Service Occupations, n.e.c.

Appendix C. Generic Leveling Criteria

Below are the 10 criteria for generic leveling occupations. The description of each level within a factor is included. An example using these criteria for leveling a job follows in appendix D.

Knowledge measures the nature and extent of information or facts that the workers must understand to do acceptable work. This knowledge is attained through education, training, and experience.

1. Skill to perform simple, repetitive tasks, or operate simple tools or equipment, requiring little or no previous training or experience.

2. Basic knowledge of common procedures, goods or services, tools, or equipment, requiring some previous training or experience.

3. Knowledge of standard rules, procedures, goods or services, tools, or equipment, requiring considerable training or experience.

4. Knowledge of extensive rules, products, or services in a broad field needed to perform a wide variety of interrelated or nonstandard procedures.

or

Practical knowledge of standard procedures, products or services, and operations in a technical field, requiring extended training or experience.

or

Comprehensive knowledge of a blue collar skill, usually acquired through a formal apprenticeship or equivalent training and experience.

5. Knowledge of specialized, complicated products, services, or techniques, acquired through a pertinent baccalaureate program, or equivalent experience and training.

or

Practical knowledge of standard technical procedures and methods to carry out limited projects involving specialized, complicated techniques.

or

Advanced knowledge of blue collar skill to solve unusually complex problems.

6. Practical knowledge of a wide range of professional or administrative methods, principles, and practices, gained through job experience or relevant graduate study.

or

Practical knowledge of a wide range of technical products, services, or methods similar to a narrow area of a professional field, and skill in applying this knowledge to difficult, but well-documented projects.

7. Knowledge of a wide range of concepts, principles, and practices gained through extended graduate study or professional or administrative experience.

or

Comprehensive knowledge of a technical field and skill in applying this knowledge to the development of new methods, approaches, or procedures.

or

Knowledge of new, unique, or custom developed technical products requiring extensive graduate study or equivalent experience.

8. Mastery of a professional or administrative field to apply experimental theories or new developments.

9. Mastery of a professional field to generate and develop new hypotheses and theories.

Supervision Received covers the nature and extent of direct or indirect control of workers exercised by the supervisor, the responsibility of the position, and the review of the completed work of the position.

1. Supervisor makes detailed assignments. Employee works as instructed, and the work is closely controlled and reviewed.

2. Supervisor makes assignments, indicating generally what is to be done. The employee independently carries out recurring assignments but refers problems to supervisor. Review of work depends on complexity and novelty of assignment.

3. Supervisor provides objectives, priorities, and deadlines. Employee plans and carries out steps in accordance with

instructions, and completed work is reviewed for conformity to policy and requirements.

4. Supervisor establishes overall objectives, employee and supervisor develop deadlines. Employee is responsible for planning and carrying out assignment, completed work is reviewed only in terms of reasonability, compatibility with other work, or effectiveness in meeting requirements.

5. Supervisor broadly defines overall objective. Employee is responsible for all aspects of planning. Work results are normally accepted as technically authoritative and reviewed in terms of fulfillment of program objectives.

Guidelines describes verbal or written instructions and the judgment needed to apply them.

1. Guidelines are specific and detailed. Employee is expected to strictly adhere to them.

2. Guidelines are specific and procedures have been established. Employee uses judgment in selecting most appropriate guideline, and refers problems to the supervisor where guidelines do not exist.

3. Guidelines are available but not always applicable, employee uses judgment in interpreting and adapting guidelines. Employee analyzes results and recommends changes.

4. Guidelines are scarce, but administrative policies stated in general terms are available. Employee uses initiative in deviating from traditional methods in order to develop new methods.

5. Guidelines are broadly stated and nonspecific. The employee is recognized as a technical authority in the development and interpretation of guidelines.

Complexity covers the variety of tasks, identifying what needs to be done, and the difficulty involved in performing the work.

1. Tasks are clear-cut, readily discernible, and easily understood. The sequence of tasks is clearly defined, with each task directly related to the next. Tasks are repetitive and limited in number. There is little or no choice required in determining what to do or how to do it.

2. Tasks are easily recognized and related to one another, but vary depending upon the circumstances of the assignment. The employee is required to determine what needs to be done, acquire needed information, and identify and select from a few work methods.

3. Tasks involve different and unrelated problems. Assignments may involve a complete project of moderate scope or a defined segment of a large project. The employee is required to analyze issues and facts to discern interrelationships and to choose a course of action from many different and unrelated alternatives. Minor adaptation or modification of established procedures may be required.

4. Tasks involve a wide range of diverse, unusual, and complex problems, requiring the employee to analyze and interpret incomplete or inconclusive information. Tasks involve independently planning the work to be done, selecting appropriate methods, frequently adjusting, modifying, or refining conventional practices and methods.

5. Tasks involve many different and unrelated methods applied to a broad range of activities or intensive analysis and problem solving. Tasks require innovativeness in exploring new areas, selecting and using a variety of work techniques, modifying existing techniques, originating new techniques, and developing new information.

6. Tasks involve broad functions and processes of an administrative or professional field, where theories and practices are largely undefined. Tasks require extensive probing and analysis to determine the issues. Work is accomplished through the development of new - or modification of standard - theories and approaches, and resolution of previously intractable issues.

Scope and Effect refers to the purpose of the work, whether the job covers a narrow or broad range of topics, and the impact of the work, if properly performed. Scope and Effect is not to be confused with Complexity, which deals with the difficulty of the work.

1. Performs specific routine tasks that have little impact beyond the operations performed.

2. Follows specific rules or procedures in carrying out an assignment. The work affects the acceptability of further processes or services.

3. Treats a variety of conventional problems using established criteria. The outcome affects the adequacy, design, or operations of the complete system.

4. Establishes procedures, formulates projects, and analyzes a variety of unusual problems. The work affects a wide range of activities.

5. Resolves critical problems or develops new theories that affect the work of other experts or major aspects of programs.

6. Plans, and carries out vital programs that are essential to the overall organization or to large numbers of people on a continuing basis.

Personal Contacts covers contacts with persons not in the supervisory chain. Levels are based on what is required to make the initial contact, the difficulty of communicating with those contacted, and the setting in which the contacts take place.

1. Contacts are with employees within the immediate work unit, and/or with the general public in highly structured situations.
2. Contacts are with employees in the same establishment but outside the immediate work unit, and/or with the general public in moderately structured settings.
3. Contacts are with individuals or groups from outside the establishment in a moderately unstructured setting. Contacts are not established on a routine basis, each contact is different, and the roles of each party are established during the contact.
4. Personal contacts are with high-ranking officials from outside the establishment at national or international levels in highly unstructured settings.

Purpose of Contacts measures the range of personal contacts from factual exchanges of information to situations involving significant or controversial issues and differing viewpoints, goals, or objectives.

1. The purpose is to obtain, clarify, or give facts or information ranging from easily understood to highly technical.
2. The purpose is to plan, coordinate, or advise on work efforts, or to resolve operating problems by influencing or motivating individuals or groups who are working toward mutual goals and who have cooperative attitudes.
3. The purpose is to influence, motivate, convince, or question persons or group. Those contacted may be hesitant or skeptical, so the employee must be skillful in approaching the individual or group in order to obtain the desired response.

or

The purpose is to interrogate or control persons or groups who may be fearful, uncooperative, or dangerous. The employee must be skillful in order to bring about the necessary conduct or information.

4. The purpose is to justify, defend, negotiate, or settle matters involving significant or controversial issues. The persons contacted typically have diverse viewpoints, goals,

or objectives requiring the employee to achieve a common understanding of the problem and a satisfactory solution by convincing them, arriving at a compromise, or developing suitable alternatives.

Physical Demands covers the physical characteristics and abilities placed on the employee by the work assignment.

1. The work is sedentary. Typically, the employee may sit comfortably to do the work. However, there may be some walking, standing, or bending; carrying of light items such as papers, books, small parts; driving an automobile; etc. No special physical demands are required to perform the work.
2. The work requires some physical exertion such as long periods of standing, walking over rough, uneven, or rocky surfaces; recurring bending, crouching, stopping, stretching, reaching, or similar activities; recurring lifting of moderately heavy items such as laptop computers or record boxes. The work may require specific, but common, physical characteristics and abilities such as above average agility and dexterity.
3. The work requires considerable and strenuous physical exertion such as climbing of tall ladders, lifting heavy objects over 50 pounds, crouching or crawling in restricted areas, and defending oneself or others against physical attack.

Work Environment considers the risks and discomforts in the employee's physical surroundings, or the nature of the work assigned and the safety regulations required.

1. The work environment involves everyday risks or discomforts that require normal safety precautions typical of such places as offices, meeting and training rooms, libraries, and residences or commercial vehicles (e.g., use of safe work practices with office equipment, avoidance of trips and falls, observance of fire regulations and traffic signals, etc.). The work is adequately lighted, heated, and ventilated.
2. The work involves moderate risks or discomforts which require special safety precautions, e.g., working around moving parts, carts, or machines; with contagious diseases or irritant chemicals; etc. Employees may be required to use protective clothing or gear such as masks, gowns, coats, boots, goggles, gloves, or shields.
3. The work involves high risk with exposure to potentially dangerous situations or unusual environmental stress which require a range of safety and other precautions (e.g., working at great heights under extreme outdoor weather conditions; subject to possible physical attack or mob con-

ditions; or similar situations where conditions cannot be controlled).

Supervisory Duties describes the level of supervisory responsibility for a position.

1. No supervisory responsibility.
2. A nonsupervisory position. Incumbent sets the pace of work for the group and shows other workers in the group how to perform assigned tasks. Commonly performs the same work as the group, in addition to lead duties. May also be called group leader, team leader, or lead worker.
3. Directs staff through face to face meetings. Organizational structure is not complex and internal and adminis-

trative procedures are simple. Performing the same work as subordinates is not the principal duty. Typically, this is the first supervisory level.

4. Directs staff through intermediate supervisors. Internal procedures and administrative controls are formal. Organizational structure is complex and is divided into subordinate groups that may differ from each other as to subject matter and function.
5. Directs staff through two or more subordinate supervisory levels with several subdivisions at each level. Programs are usually inter-locked on a direct and continuing basis with other organizational segments, requiring constant attention to extensive formal coordination, clearances, and procedural controls.

Appendix D. Evaluating Your Firm's Jobs

To compare data on their firm's jobs with statistics contained in this bulletin, data users need to be able to determine their jobs' work levels. Using the example of a dental hygienist, this appendix will go through the procedure for determining the work level of a particular job.

To determine the work level of a job, it must be evaluated using the generic leveling factors. With the information available, such as a written position description and other knowledge of the job, each factor must be reviewed. Comparing that information to the descriptions of each level within a factor as shown in Appendix C, the level best matching the job should be chosen and recorded. (Note that the number of levels varies by factor.)

Generic leveling: an example

Knowledge

Hygienist must have a dental hygienist license which requires 2 years of schooling and passage of a technical exam. This is a mid-level hygienist job, which means a worker must have at least 3 years of experience. The procedures are essentially the same every day, such as cleaning teeth, checking gums, and taking x-rays.

Level 4.

Supervision received

Most of the tasks are performed without supervision. For more complicated procedures, such as tooth filling, the dental hygienist assists the dentist.

Level 2.

Guidelines

A hygienist knows which procedure to use for different dental problems. Unusual situations are handled after checking with the supervisor.

Level 2.

Complexity

Each procedure performed leads to the next, for example, examining gums, scraping plaque, then cleaning teeth.

Level 2.

Scope and effect

In terms of process, the dentist's work follows the hygienist's. In terms of effect, the hygienist could give a harmful x-ray or miss plaque on the teeth.

Level 2.

Personal contacts

Patients come to the clinic or occasionally the hygienist will travel to perform work or give a talk at a school.

Level 2.

Purpose of contacts

Most of hygienist's interaction is with patients; no planning or coordination work is involved.

Level 1.

Physical demands

The work is sedentary.

Level 1.

Work environment

Hygienist must take precautions not to be exposed to x-rays, punctures, etc.

Level 2.

Supervisory duties

A dental hygienist at this level does not supervise anyone.

Level 1.

Assigning points

Once the correct level has been identified within each factor, the points associated with each level are recorded. Summing the points for all factors gives the total points for the job. Using the factors above and the table at the end of this section showing the points associated with each

level within a factor, a sample worksheet was filled out for the dental hygienist position.

identified by a point range. The 1,020 total points for the dental hygienist job puts it in level 5.

Generic leveling worksheet

Company job title: Dental Hygienist

Factor	Level	Points
Knowledge	4	550
Supervision received	2	125
Guidelines	2	125
Complexity	2	75
Scope and effect	2	75
Personal contacts	2	25
Purpose of contacts	2	20
Physical demands	1	5
Work environment	2	20
Total	5	1020

Point ranges by work level

Range of Generic Level Points

Level	Low	High
1	190	254
2	255	454
3	455	654
4	655	854
5	855	1104
6	1105	1354
7	1355	1604
8	1605	1854
9	1855	2104
10	2105	2354
11	2355	2754
12	2755	3154
13	3155	3604
14	3605	4054
15	4055	
	and up	

Comparing wages

Once the work level has been identified for a job, wages for that job can be compared to wages for similar jobs at the same work level. BLS publishes hourly wage rates by work level within nine major occupational groups, which are combinations of similar individual occupations. The groups and work levels available vary by area. Employers can also use the data on work levels to compare different jobs in their establishment.

Determining the work level

The following chart takes the point total determined using the worksheet and converts it to an overall work level for the job. There are 15 work levels, based on those used to rank Federal civil service white-collar jobs, each

Points associated with each factor level

Factor	1	2	3	4	5	6	7	8	9
Knowledge	50	200	35	550	750	950	1250	1550	1850
Supervision required	25	125	275	450	650	X	X	X	X
Guidelines	25	125	275	450	650	X	X	X	X
Complexity	25	75	150	225	325	450	X	X	X
Scope and effect	25	75	150	225	325	450	X	X	X
Personal contacts	10	25	60	110	X	X	X	X	X
Purpose of contacts	20	50	120	220	X	X	X	X	X
Physical demands	5	20	50	X	X	X	X	X	X
Work environment	5	20	50	X	X	X	X	X	X
Supervisory duties	0	251	502	1003	1504	X	X	X	X

Note: X indicates that a level is not associated with a given factor. For example, for physical demands, point levels 1, 2, and 3 are the only choices.