

# Occupational Compensation Survey: Pay Only Springfield, MA December 1995



U.S. Department of Labor  
Bureau of Labor Statistics  
Summary  
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This summary provides results of a December 1995 survey of occupational pay in the Springfield Metropolitan Statistical Area, which consists of parts of Franklin, Hampden, and Hampshire Counties. The survey is part of the U.S. Bureau of Labor Statistics Occupational Compensation Survey (OCS) program. The Bureau conducts more extensive studies of occupational wages and related benefits in other areas throughout the United States. For information on these reports and other Bureau publications, contact any BLS regional office identified on the back page.

The OCS program develops information that is used for a variety of purposes including wage and salary administration, collective bargaining, and assistance in determining business or plant location. Survey results also are used by the U.S. Department of Labor in making wage determinations under the Service Contract Act, and by the President's Pay Agent (the Secretary of Labor and Directors of the U.S. Office of Personnel Management and the U.S. Office of Management and Budget) in determining local pay adjustments under the Federal Employee Pay Comparability Act of 1990.

This study covered establishments employing 50 workers or more in *goods producing industries* (mining, construction, and manufacturing); *service producing industries* (transportation, communications, electric, gas, and sanitary services; wholesale trade; retail trade; finance, insurance, and real estate; and services, including health services) and State and local governments. Private households, agriculture, the Federal government, and the self-employed were excluded from the survey. A sample of 99 establishments employing 60,153 workers was selected to represent 643 establishments employing 150,542 workers

in the area. Data collected from the sample of establishments were appropriately weighted to represent all establishments within the survey.

Table 1 presents the weekly hours and pay of selected professional, administrative, technical, protective service, and clerical workers. Table 2 presents the hourly pay of maintenance, toolroom, material movement, and custodial workers. Classification of workers by occupation is based on a uniform set of job descriptions designed to take account of variation among establishments in duties within the same job. Data are not shown if employment in the occupation is insufficient to merit presentation or if there is a possibility that data for an individual establishment may be disclosed. See table 3 and the Scope and Method of Survey for further information on the composition of the occupational groups studied and the scope of the survey. The job descriptions used in the survey are available upon request.

For additional information regarding this survey or similar surveys conducted in this regional area, please contact the BLS Boston Regional Office at (617) 565-2327. You may also write to the Bureau of Labor Statistics at: Division of Occupational Pay and Employee Benefits, 2 Massachusetts Avenue, NE, Washington, D.C. 20212-0001 or call the Occupational Compensation Survey Program information line at (202) 606-6220.

Information in this publication will be made available to sensory impaired individuals upon request. Voice phone: (202) 606-STAT, TDD phone: (202) 606-5897; TDD message referral phone: 1-800-326-2577.

**Table 1. All establishments: Weekly hours and pay of professional, administrative, technical, protective service, and clerical occupations, Springfield, MA, December 1995**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																					
			Mean	Median	Middle range	Under 300	300 - 350	350 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 and over	
<b>PROFESSIONAL OCCUPATIONS</b>																											
<b>Accountants</b> .....	398	39.2	\$761	\$695	\$647 - \$872	-	-	-	1	1	7	10	12	21	9	6	13	8	8	5	( <sup>3</sup> )	-	-	1	-	-	-
Level 2 .....	156	38.7	614	646	587 - 664	-	-	-	2	1	14	25	24	31	3	-	-	-	-	-	-	-	-	-	-	-	
Level 3 .....	150	39.5	767	758	674 - 828	-	-	-	-	-	-	-	3	24	20	15	31	7	-	-	-	-	-	-	-	-	
Level 4 .....	79	39.7	1,041	1,058	969 - 1,115	-	-	-	-	-	-	-	-	-	1	-	5	27	42	23	-	-	-	3	-	-	
<b>Engineers</b> .....	927	39.8	979	932	788 - 1,120	-	-	-	-	( <sup>3</sup> )	2	5	7	7	6	19	13	13	7	6	6	4	1	3	1		
Level 3 .....	213	39.8	902	890	824 - 960	-	-	-	-	-	-	-	-	1	-	18	37	30	7	8	-	-	-	-	-		
Level 4 .....	217	39.9	1,095	1,090	1,010 - 1,163	-	-	-	-	-	-	-	-	-	-	1	13	47	15	17	7	-	-	-	-		
<b>ADMINISTRATIVE OCCUPATIONS</b>																											
<b>Buyer/Contracting Specialists:</b>																											
Level 2 .....	82	38.8	653	635	606 - 679	-	-	-	-	-	12	4	41	18	5	16	4	-	-	-	-	-	-	-	-	-	
<b>Personnel Specialists:</b>																											
Level 2 .....	97	39.0	599	616	514 - 630	-	-	-	12	21	10	37	1	13	5	-	-	-	-	-	-	-	-	-	-		
Level 3 .....	60	38.8	767	775	712 - 830	-	-	-	-	-	12	2	5	15	22	37	8	-	-	-	-	-	-	-	-		
<b>TECHNICAL OCCUPATIONS</b>																											
<b>Computer Operators</b> .....	92	39.0	513	515	468 - 596	-	-	10	13	25	15	13	24	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>CLERICAL OCCUPATIONS</b>																											
<b>Clerks, Accounting</b> .....	727	38.9	414	422	380 - 446	2	13	20	42	14	6	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 2 .....	321	38.8	380	380	337 - 421	6	26	28	29	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Level 3 .....	373	39.0	433	440	414 - 449	-	4	14	57	16	8	1	-	-	-	-	-	-	-	-	-	-	-	-	-		
<b>Clerks, General</b> .....	1,371	36.9	401	403	358 - 469	3	19	28	23	26	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Level 3 .....	449	36.6	386	376	369 - 399	-	13	63	13	10	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
<b>Personnel Assistants</b> .....	110	38.8	470	460	422 - 543	-	10	11	25	15	15	22	1	2	-	-	-	-	-	-	-	-	-	-	-		
Level 3 .....	38	38.8	478	-	-	-	-	3	34	24	32	8	-	-	-	-	-	-	-	-	-	-	-	-	-		
<b>Secretaries</b> .....	1,155	38.3	476	470	414 - 529	1	6	12	20	23	21	7	4	3	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-		
Level 1 .....	181	37.9	376	376	343 - 404	8	22	41	20	4	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Level 2 .....	447	37.8	446	444	414 - 489	( <sup>3</sup> )	7	11	35	30	16	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-		
Level 3 .....	423	38.7	513	512	462 - 546	-	-	2	9	28	39	16	3	( <sup>3</sup> )	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-		
Level 4 .....	90	39.1	620	626	602 - 660	-	-	-	-	4	6	14	40	27	9	-	-	-	-	-	-	-	-	-	-		
<b>Switchboard-Operator-Receptionists</b> .....	197	39.0	355	364	324 - 388	<sup>4</sup> 15	30	34	21	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		

<sup>1</sup> Standard hours reflect the workweek for which employees receive their regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates), and the earnings correspond to these weekly hours.

<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excluded are performance bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses. Pay increases, but not bonuses, under cost-of-living clauses, and incentive payments, however, are included. See Scope and Method of Survey for definitions and methods used to compute means, medians, and middle ranges.

<sup>3</sup> Less than 0.5 percent.

<sup>4</sup> Workers were distributed as follows: 6 percent at \$200 and under \$250 and 9 percent at \$250 and under \$300.

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

**Table 2. All establishments: Hourly pay of maintenance, toolroom, material movement, and custodial occupations, Springfield, MA, December 1995**

Occupation and level	Number of workers	Hourly pay (in dollars) <sup>1</sup>			Percent of workers receiving straight-time hourly pay (in dollars) of—																						
		Mean	Median	Middle range	Under 5.50	5.50 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 11.00	11.00 - 12.00	12.00 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 - 21.00	21.00 - 22.00	
<b>MAINTENANCE AND TOOLROOM OCCUPATIONS</b>																											
<b>General Maintenance Workers</b> .....	621	\$12.41	\$12.52	\$10.60 - \$14.76	-	-	-	1	-	3	3	2	4	2	13	16	10	13	17	16	( <sup>2</sup> )	-	-	-	-	-	-
Level 1 .....	366	11.31	11.23	10.00 - 13.20	-	-	-	2	-	4	5	4	6	3	20	23	5	6	21	1	-	-	-	-	-	-	-
Level 2 .....	255	13.99	14.05	12.98 - 15.81	-	-	-	-	-	-	-	-	-	-	3	7	17	24	11	38	1	-	-	-	-	-	-
<b>Maintenance Electricians</b> .....	180	16.09	15.51	13.89 - 17.89	-	-	-	-	-	-	-	-	-	-	-	2	29	12	17	9	6	8	8	2	7		
<b>MATERIAL MOVEMENT AND CUSTODIAL OCCUPATIONS</b>																											
<b>Janitors</b> .....	2,109	9.57	10.23	8.37 - 10.75	3	1	5	2	4	3	8	9	4	9	37	7	7	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-	-
<b>Material Movement and Storage Workers</b> .....	2,707	10.15	9.38	8.60 - 11.01	-	-	3	3	2	5	6	18	15	8	9	16	7	4	1	( <sup>2</sup> )	( <sup>2</sup> )	-	-	4	-	-	
Level 2 .....	1,849	10.01	9.32	8.92 - 11.00	-	-	-	2	-	1	8	25	19	8	11	9	9	6	1	( <sup>2</sup> )	1	-	-	-	-	-	
Shipping/Receiving Clerks .....	258	11.37	11.15	9.25 - 13.81	-	-	-	3	-	7	1	7	14	10	2	17	7	24	3	3	4	-	-	-	-	-	

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

<sup>2</sup> Less than 0.5 percent.

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

**Table 5. Establishments and workers within scope of survey and number studied, Springfield, MA<sup>1</sup>, December, 1995**

Industry division <sup>2</sup>	Number of establishments		Workers in establishments		
	Within scope of survey <sup>3</sup>	Studied	Within scope of survey <sup>4</sup>		Studied
			Number	Percent	
All divisions .....	643	99	150,542	100	60,153
Private industry .....	578	83	111,487	74	38,442
Goods producing <sup>5</sup> .....	154	22	32,142	21	9,461
Manufacturing <sup>5</sup> .....	154	22	32,142	21	9,461
Service producing <sup>5</sup> .....	424	61	79,345	53	28,981
Transportation, communication, electric, gas, and sanitary services <sup>5</sup> .....	55	6	7,349	5	2,314
Retail trade <sup>5</sup> .....	60	14	19,707	13	8,947
Finance, insurance, and real estate <sup>5</sup> .....	73	5	6,004	4	618
Services <sup>5</sup> .....	229	35	45,571	30	17,000
State and local government .....	65	16	39,055	26	21,711

<sup>1</sup> The Springfield, MA Metropolitan Statistical Area, as defined by the Office of Management and Budget through June 1994, consists of the town of Sunderland in Franklin County; the cities of Agawan, Chicopee, Holyoke, Springfield, and Westfield, and the towns of East Longmeadow, Hampden, Longmeadow, Ludlow, Monson, Montgomery, Palmer, Russell, Southwick, West Springfield and Wilbraham in Hampden County; the city of Northampton, and the towns of Amherst, Belchertown, Easthampton, Granby, Hadley, Hatfield, Huntington, Southampton, South Hadley, Ware, and Williamsburg in Hampshire County. The "workers within scope of survey" estimates provide a reasonably accurate description of the size and composition of the labor force included in the survey. Estimates are not intended, however, for comparison with other statistical series to measure employment trends or levels since (1) planning of wage surveys requires establishment data compiled considerably in advance of the payroll period studied, and (2) establishments employing fewer than 50 workers are excluded from the scope of the survey.

<sup>2</sup> The *Standard Industrial Classification Manual* was used in classifying establishments by industry.

<sup>3</sup> Includes all establishments with at least 50 total employees. In goods producing, an establishment is defined as a single physical location where industrial operations are performed. In service producing industries, an establishment is defined as all locations of a company in the area within the same industry division. In government, an establishment is generally defined as all locations of a government entity.

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

<sup>5</sup> Separate data for this division are not shown in tables 1 and 2, but the division is represented in the "all industries" and "private industry" estimates.

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

# Scope and Method of Survey

## Sampling procedures

The survey was conducted on a sample basis, using a listing of establishments (sampling frame) which fell within the designated scope of the survey. The sampling frame was developed using data from unemployment insurance reports and checked for accuracy and completeness. Establishments known to be missing were added; out-of-business and out-of-scope establishments were removed; some units were combined or split to meet the establishment/collection unit definitions; and, for some, address, employment, type of industry, or other information was corrected.

A sample of establishments was selected after a detailed stratification by industry and number of employees of all establishments within the scope of the survey. From this stratified universe, a probability sample was selected, with each establishment having a predetermined chance of selection. To obtain optimum accuracy at minimum cost, a greater proportion of large than small establishments was selected. When data were combined, each establishment was weighted according to its probability of selection so that unbiased estimates were generated. If data were not available for an establishment originally selected, the weights of other similar establishments were increased to account for the missing unit.

Data for the survey were obtained primarily by personal visits of Bureau field economists. Collection of the survey was from October 1995 through January 1996 and reflects an average payroll reference of December 1995. Data obtained for a payroll period prior to the end of November 1995 were updated to include general wage changes, if granted, scheduled to be effective through that date.

## Occupations and pay

Occupational employment and pay data are shown for full-time workers, i.e., those hired to work a regular weekly schedule. Pay data exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Also excluded are performance bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses. Pay increases, but not bonuses, under cost-of-living allowance clauses, and incentive payments, however, are included. Weekly hours in tables 1 and 3 refer to the standard workweek (rounded to the nearest tenth of an hour) for which employees receive regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates). Average weekly pay are rounded to the nearest dollar. Tables 1 and 2 provide distributions of workers by pay.

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

Occupational employment estimates represent the total in all establishments within the scope of the study and not the number actually studied, and are intended as a general guide to the size and composition of the labor force rather than as precise measures of employment. Each group of establishments of a certain size, however, is given its proper weight in the combined data.