

**Table F-1. Pay relatives for occupational groups, all industries, selected areas, 1996**

(For each occupational group, average pay level for all industries in the United States = 100)

State and area	Occupational group												
	Professional			Administrative			Technical	Protective service	Clerical		Maintenance	Material movement	Janitors
	Overall	Accountants	Engineers	Overall	Programmers	Systems Analysts			Overall	Secretaries			
<b>Alabama</b>													
Huntsville .....	-	92	-	94	100	94	99	73	92	92	103	-	73
<b>Alaska</b>													
Statewide Alaska .....	119	118	120	119	-	117	-	156	122	-	136	-	136
Anchorage .....	120	116	120	116	-	117	-	164	-	-	-	-	109
<b>Arizona</b>													
Phoenix .....	98	95	99	97	-	98	-	-	87	86	96	-	81
<b>California</b>													
Los Angeles-Long Beach .....	103	107	103	106	-	107	108	137	113	115	-	-	98
Sacramento-Yolo CMSA .....	98	101	97	102	-	100	106	126	110	107	107	100	112
San Diego .....	95	102	93	101	-	102	-	123	101	104	102	-	105
San Francisco-Oakland-San Jose CMSA .....	110	112	109	113	-	115	110	143	120	121	119	-	-
<b>Colorado</b>													
Denver-Boulder-Greeley CMSA .....	103	102	103	102	106	103	97	107	101	103	100	-	97
<b>Connecticut</b>													
Hartford .....	102	100	103	-	-	-	99	110	106	107	107	-	-
New London-Norwich .....	-	103	-	-	-	-	-	-	-	-	-	-	117
<b>District of Columbia</b>													
Washington .....	102	104	102	100	103	98	102	105	108	109	109	-	96
<b>Florida</b>													
Miami-Ft. Lauderdale CMSA <sup>1</sup> .....	105	98	106	99	101	100	-	114	96	98	89	-	87
Orlando .....	102	95	103	91	91	90	-	-	89	94	-	85	94
Tampa-St. Petersburg-Clearwater .....	96	96	96	98	-	99	-	-	88	91	84	86	78
West Palm Beach-Boca Raton .....	-	103	-	-	-	-	-	105	95	94	84	-	89
<b>Georgia</b>													
Atlanta .....	96	98	96	97	96	96	97	75	101	97	100	102	83
Decatur County .....	-	-	-	-	-	-	-	-	-	-	-	-	76
<b>Hawaii</b>													
Statewide Hawaii .....	88	89	87	87	85	84	-	94	104	110	97	-	100
Honolulu .....	87	89	86	87	85	85	-	96	103	110	-	-	96
<b>Illinois</b>													
Chicago-Gary-Kenosha CMSA <sup>1</sup> .....	103	99	104	103	107	103	103	117	105	109	108	111	115
<b>Indiana</b>													
Indianapolis .....	95	97	93	96	-	96	-	87	93	93	106	-	100
<b>Massachusetts</b>													
Boston-Worcester-Lawrence CMSA <sup>1</sup> .....	101	100	101	101	97	102	105	-	107	106	104	-	114
Springfield .....	-	99	-	-	-	-	-	-	-	95	-	-	122

See footnotes at end of table.

**Table F-1. Pay relatives for occupational groups, all industries, selected areas, 1996 — Continued**

(For each occupational group, average pay level for all industries in the United States = 100)

State and area	Occupational group												
	Professional			Administrative			Technical	Protective service	Clerical		Maintenance	Material movement	Janitors
	Overall	Accountants	Engineers	Overall	Programmers	Systems Analysts			Overall	Secretaries			
<b>Michigan</b>													
Detroit .....	104	105	104	105	104	103	108	106	107	111	113	-	117
<b>Minnesota</b>													
Minneapolis-St. Paul .....	99	100	99	100	99	102	-	-	103	98	106	-	106
<b>Mississippi</b>													
Jackson .....	94	-	95	87	-	85	-	68	89	85	-	-	67
<b>Missouri</b>													
Kansas City .....	92	97	90	99	103	101	98	85	94	95	96	98	96
St. Louis .....	-	96	-	-	-	-	96	89	95	97	105	112	85
<b>Nebraska</b>													
Omaha .....	100	95	101	98	96	99	-	97	94	94	-	-	96
<b>New York</b>													
Nassau-Suffolk .....	99	105	97	108	112	107	-	151	111	112	112	-	136
<b>North Dakota</b>													
Ward County .....	-	-	-	-	-	-	-	-	-	-	-	-	94
<b>Ohio</b>													
Cincinnati .....	98	97	98	104	-	108	98	96	97	97	103	-	96
Cincinnati-Hamilton CMSA <sup>1</sup> .....	99	98	99	106	102	111	98	95	96	95	100	101	97
Cleveland .....	95	97	94	97	97	96	-	96	99	101	104	106	91
Cleveland-Akron CMSA <sup>1</sup> .....	95	96	94	96	94	96	95	96	98	98	102	110	96
Columbus .....	101	97	103	99	103	98	-	103	101	100	94	-	104
Dayton-Springfield .....	97	97	97	98	-	97	97	101	94	96	105	-	107
<b>Oregon</b>													
Portland-Salem CMSA <sup>1</sup> .....	99	98	99	98	-	97	-	117	98	99	99	-	99
<b>Pennsylvania</b>													
Philadelphia .....	102	102	102	101	100	102	103	109	102	98	100	105	115
Philadelphia-Wilmington-Atlantic City CMSA <sup>1</sup> .....	102	101	103	101	102	102	105	108	103	101	102	102	112
Pittsburgh .....	95	98	93	95	93	95	99	105	95	97	94	113	100
Reading .....	95	93	95	-	-	-	-	-	99	94	99	-	124
Scranton-Wilkes-Barre-Hazleton .....	95	93	96	-	-	-	-	-	86	83	85	97	102
<b>Puerto Rico</b>													
San Juan-Caguas-Arecibo CMSA .....	78	73	80	75	76	73	-	-	69	74	62	60	62
<b>Tennessee</b>													
Nashville .....	90	91	90	92	-	89	94	-	90	91	86	102	84
<b>Texas</b>													
Dallas-Ft. Worth CMSA .....	100	102	100	98	102	98	95	89	96	99	90	85	-
Houston .....	107	110	106	109	110	110	109	87	105	105	101	-	68
Houston-Galveston-Brazoria CMSA <sup>1</sup> .....	107	110	106	109	109	109	108	86	103	104	102	-	68

See footnotes at end of table.

**Table F-1. Pay relatives for occupational groups, all industries, selected areas, 1996 — Continued**

(For each occupational group, average pay level for all industries in the United States = 100)

State and area	Occupational group												
	Professional			Administrative			Technical	Protective service	Clerical		Maintenance	Material movement	Janitors
	Overall	Accountants	Engineers	Overall	Programmers	Systems Analysts			Overall	Secretaries			
<b>Virginia</b>													
Richmond–Petersburg .....	99	99	99	98	–	98	–	–	–	100	103	96	81
<b>Washington</b>													
Seattle–Tacoma–Bremerton CMSA .....	–	101	–	97	–	94	–	120	103	100	114	–	114
<b>Wisconsin</b>													
Juneau County .....	–	–	–	–	–	–	–	–	–	–	–	–	107
Milwaukee .....	97	99	97	100	102	99	100	103	100	102	106	112	103
Milwaukee–Racine CMSA <sup>1</sup> .....	97	99	97	100	102	99	99	103	100	101	105	112	104
<b>Wyoming</b>													
Lincoln County .....	–	–	–	–	–	–	–	–	–	–	–	–	118

<sup>1</sup> These areas had a change in area definition in 1996 and are not comparable to similar areas presented in the 1995 National Summary.

NOTE: Dashes indicate no data or that data did not meet publication criteria. Areas do not appear on this table if they had no publishable data for these occupational groups or for this level of industry detail.

**Table F-2. Pay relatives for occupational groups, private industry, selected areas, 1996**

(For each occupational group, average pay level for private industry in the United States = 100)

State and area	Occupational group												
	Professional			Administrative			Technical	Protective service	Clerical		Maintenance	Material movement	Janitors
	Overall	Accountants	Engineers	Overall	Programmers	Systems Analysts			Overall	Secretaries			
<b>Alabama</b>													
Birmingham <sup>1</sup> .....	-	-	-	-	-	-	-	-	97	99	92	-	69
Gadsden and Anniston <sup>1</sup> .....	-	-	-	-	-	-	-	-	-	-	77	-	108
Huntsville .....	-	92	-	94	100	94	-	-	97	94	105	-	73
Mobile <sup>1</sup> .....	-	-	-	-	-	-	-	-	90	97	85	-	68
Montgomery <sup>1</sup> .....	-	-	-	-	80	-	-	-	93	95	78	-	71
<b>Alaska</b>													
Statewide Alaska .....	123	-	124	-	-	115	-	-	115	117	130	-	132
Anchorage .....	123	-	124	-	-	113	-	-	112	-	-	-	116
<b>Arizona</b>													
Phoenix .....	99	96	99	100	-	102	-	-	91	88	97	-	79
<b>California</b>													
Fresno-Visalia <sup>1</sup> .....	-	-	-	-	-	-	-	-	94	94	-	-	81
Los Angeles-Long Beach .....	102	105	101	106	-	107	106	-	109	109	106	-	95
Sacramento-Yolo CMSA .....	99	101	99	98	-	96	-	-	102	102	100	100	104
Salinas <sup>1</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	110
San Diego .....	94	103	92	-	-	102	-	-	100	102	101	-	97
San Francisco-Oakland-San Jose CMSA .....	108	110	108	113	-	115	109	-	116	116	116	-	-
<b>Colorado</b>													
Colorado Springs and Pueblo <sup>1</sup> .....	-	-	-	-	-	-	-	-	92	90	-	-	89
Denver-Boulder-Greeley CMSA .....	102	101	103	103	105	104	97	-	102	101	98	-	97
<b>Connecticut</b>													
Hartford .....	102	101	103	-	-	-	99	-	106	105	108	-	103
New London-Norwich .....	-	104	-	-	-	-	-	-	-	-	-	-	120
<b>District of Columbia</b>													
Washington .....	102	104	102	100	103	97	102	-	108	105	-	-	98
<b>Florida</b>													
Gainesville <sup>1</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	84
Miami-Ft. Lauderdale CMSA <sup>2</sup> .....	106	97	108	98	100	99	-	-	97	96	86	-	85
Northwestern Florida <sup>1</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	81
Orlando .....	102	96	103	91	91	90	-	-	93	94	-	85	102
Tampa-St. Petersburg-Clearwater .....	96	96	96	-	-	99	-	-	89	90	83	86	76
West Palm Beach-Boca Raton .....	-	106	-	-	-	-	-	-	94	92	-	-	95
<b>Georgia</b>													
Atlanta .....	97	98	97	98	98	96	98	-	104	101	101	-	85
Augusta-Aiken, Columbia and Sumter <sup>1</sup> .....	-	-	-	-	-	88	-	-	94	93	94	97	81
Columbus <sup>1</sup> .....	-	-	-	-	-	-	-	-	-	89	81	-	79
<b>Hawaii</b>													
Statewide Hawaii .....	98	99	98	96	-	94	-	-	105	103	-	-	100
Honolulu .....	-	99	-	96	-	94	-	-	105	104	-	-	97

See footnotes at end of table.

**Table F-2. Pay relatives for occupational groups, private industry, selected areas, 1996 — Continued**

(For each occupational group, average pay level for private industry in the United States = 100)

State and area	Occupational group												
	Professional			Administrative			Technical	Protective service	Clerical		Maintenance	Material movement	Janitors
	Overall	Accountants	Engineers	Overall	Programmers	Systems Analysts			Overall	Secretaries			
<b>Illinois</b>													
Central Illinois <sup>1</sup> .....	-	-	-	-	-	-	-	-	97	96	-	-	102
Chicago-Gary-Kenosha CMSA <sup>2</sup> .....	103	98	104	103	106	102	103	-	104	106	106	-	113
<b>Indiana</b>													
Indianapolis .....	96	101	95	98	-	97	-	-	95	89	108	-	99
<b>Kansas</b>													
Wichita <sup>1</sup> .....	-	-	-	-	-	-	-	-	97	96	106	-	97
<b>Kentucky</b>													
Lexington-Fayette <sup>1</sup> .....	-	-	-	-	-	-	-	-	-	92	91	108	82
Louisville <sup>1</sup> .....	-	-	-	-	94	-	-	-	96	99	98	-	89
<b>Louisiana</b>													
Shreveport-Bossier City <sup>1</sup> .....	-	-	-	-	-	-	-	-	89	-	90	-	-
<b>Massachusetts</b>													
Boston-Worcester-Lawrence CMSA <sup>2</sup> .....	100	99	100	101	97	101	105	-	106	104	101	-	113
<b>Michigan</b>													
Detroit .....	105	107	104	106	104	103	108	-	-	107	113	-	116
<b>Minnesota</b>													
Minneapolis-St. Paul .....	98	98	98	99	98	101	-	-	100	95	105	-	108
<b>Mississippi</b>													
Biloxi-Gulfport-Pascagoula <sup>1</sup> .....	-	-	-	-	91	94	-	-	-	87	83	76	95
Columbus <sup>1</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-	78
Jackson .....	-	-	-	-	-	-	-	-	94	93	-	-	71
<b>Missouri</b>													
Kansas City .....	92	97	91	100	104	100	99	-	98	95	98	98	89
St. Louis .....	-	96	-	97	-	99	97	-	96	95	107	-	84
<b>Nebraska</b>													
Omaha .....	99	94	101	97	95	98	-	-	93	92	-	-	90
<b>New York</b>													
Buffalo-Niagara Falls <sup>1</sup> .....	-	-	-	-	-	92	-	-	94	95	-	120	121
Nassau-Suffolk .....	96	101	96	106	110	105	-	-	107	101	111	-	117
<b>North Carolina</b>													
Greensboro-Winston-Salem-High Point <sup>1</sup> .....	-	-	-	-	94	101	-	-	98	96	89	92	74
<b>Ohio</b>													
Cincinnati .....	98	96	98	103	-	108	98	-	96	96	103	-	96
Cincinnati-Hamilton CMSA <sup>2</sup> .....	98	96	99	106	102	111	98	-	95	96	101	-	96
Cleveland .....	94	96	94	97	96	95	95	-	97	97	104	106	92
Cleveland-Akron CMSA <sup>2</sup> .....	94	96	94	96	93	96	95	-	97	97	102	-	97
Columbus .....	101	96	102	97	100	96	-	-	99	98	98	-	97

See footnotes at end of table.

**Table F-2. Pay relatives for occupational groups, private industry, selected areas, 1996 — Continued**

(For each occupational group, average pay level for private industry in the United States = 100)

State and area	Occupational group												
	Professional			Administrative			Technical	Protective service	Clerical		Maintenance	Material movement	Janitors
	Overall	Accountants	Engineers	Overall	Programmers	Systems Analysts			Overall	Secretaries			
<b>Ohio</b>													
Dayton–Springfield .....	96	96	97	98	–	96	97	–	93	93	106	–	109
<b>Oklahoma</b>													
Oklahoma City <sup>1</sup> .....	–	–	–	–	–	–	94	–	96	95	95	87	87
<b>Oregon</b>													
Portland–Salem CMSA <sup>2</sup> .....	99	98	100	99	–	99	–	–	97	96	98	–	100
<b>Pennsylvania</b>													
Harrisburg–Lebanon–Carlisle <sup>1</sup> .....	–	–	–	–	–	87	–	–	94	90	97	97	113
Philadelphia .....	103	102	103	101	100	102	103	–	102	98	100	105	116
Philadelphia–Wilmington–Atlantic City CMSA <sup>2</sup> .....	103	102	103	101	102	102	106	–	102	99	102	102	113
Pittsburgh .....	94	98	93	95	93	95	100	94	95	95	93	113	93
Scranton–Wilkes-Barre–Hazleton .....	96	92	97	–	–	–	–	–	85	80	84	99	100
<b>Puerto Rico</b>													
San Juan–Caguas–Arecibo CMSA .....	83	78	84	79	–	78	–	–	73	75	63	61	66
<b>Tennessee</b>													
Nashville .....	93	95	93	94	–	91	–	–	91	88	–	–	90
<b>Texas</b>													
Dallas–Ft. Worth CMSA .....	100	102	100	98	97	98	95	–	99	99	91	–	–
Houston .....	107	111	106	110	111	110	110	–	108	107	103	–	68
Houston–Galveston–Brazoria CMSA <sup>2</sup> .....	107	111	106	110	110	110	109	–	107	106	104	–	68
Northwest Texas <sup>1</sup> .....	–	–	–	–	–	–	–	–	93	97	95	73	74
San Antonio <sup>1</sup> .....	–	–	–	–	–	–	–	–	90	90	–	–	73
<b>Vermont</b>													
Statewide Vermont <sup>1</sup> .....	–	–	–	–	–	89	–	–	97	92	85	78	106
<b>Virgin Islands</b>													
Virgin Islands of the U.S. <sup>1</sup> .....	–	–	–	–	–	–	–	–	–	93	–	–	90
<b>Virginia</b>													
Norfolk–Virginia Beach–Newport News <sup>1</sup> .....	–	–	–	–	93	90	–	–	90	90	89	–	80
Richmond–Petersburg .....	103	100	103	100	–	98	–	–	–	–	105	98	81
<b>Washington</b>													
Seattle–Tacoma–Bremerton CMSA .....	–	101	–	96	–	95	–	–	103	98	114	–	112

See footnotes at end of table.

**Table F-2. Pay relatives for occupational groups, private industry, selected areas, 1996 — Continued**

(For each occupational group, average pay level for private industry in the United States = 100)

State and area	Occupational group												
	Professional			Administrative			Technical	Protective service	Clerical		Maintenance	Material movement	Janitors
	Overall	Accountants	Engineers	Overall	Programmers	Systems Analysts			Overall	Secretaries			
<b>Wisconsin</b>													
Juneau County .....	—	—	—	—	—	—	—	—	—	—	—	—	119
Milwaukee .....	97	98	97	100	101	99	—	—	99	98	106	112	104
Milwaukee–Racine CMSA <sup>2</sup> .....	97	98	97	100	102	99	—	—	98	98	105	112	104
<b>Wyoming</b>													
Statewide Wyoming <sup>1</sup> .....	—	—	—	—	—	—	—	—	—	—	104	—	80

<sup>1</sup> The limited industry scope for this survey excluded mining, construction, and selected service-producing industries. In addition, Programmers and Systems Analysts were the only professional and administrative occupations studied in private industry. See appendix A-4 for more details.

<sup>2</sup> These areas had a change in area definition in 1996 and are not comparable to similar areas presented in the 1995

National Summary.

NOTE: Dashes indicate no data or that data did not meet publication criteria. Areas do not appear on this table if they had no publishable data for these occupational groups or for this level of industry detail.

**Table F-3. Pay relatives for occupational groups, State and local government, selected areas, 1996**

(For each occupational group, average pay level for State and local government in United States = 100)

State and area	Occupational group												
	Professional			Administrative			Technical	Protective service	Clerical		Maintenance	Material movement	Janitors
	Overall	Accountants	Engineers	Overall	Programmers	Systems Analysts			Overall	Secretaries			
<b>Alabama</b>													
Huntsville .....	-	-	94	-	98	90	-	72	85	92	82	-	72
<b>Alaska</b>													
Statewide Alaska .....	114	125	111	125	126	121	-	154	-	-	146	-	152
Anchorage .....	-	-	-	-	-	123	-	162	-	-	-	-	133
<b>Arizona</b>													
Phoenix .....	93	91	92	93	97	90	95	98	79	79	93	103	93
<b>California</b>													
Los Angeles-Long Beach .....	116	115	115	112	119	110	120	136	124	133	127	124	112
Sacramento-Yolo CMSA .....	101	105	101	108	-	106	112	124	112	116	118	-	116
San Diego .....	103	104	98	105	-	105	106	121	103	110	111	-	112
San Francisco-Oakland-San Jose CMSA .....	123	127	120	117	-	113	130	142	130	138	131	-	135
<b>Colorado</b>													
Denver-Boulder-Greeley CMSA .....	107	109	104	104	117	100	104	105	102	106	104	-	97
<b>Connecticut</b>													
Hartford .....	-	-	-	-	-	-	-	109	-	109	110	-	126
New London-Norwich .....	-	-	-	-	-	-	-	103	-	-	-	-	130
<b>District of Columbia</b>													
Washington .....	102	106	102	109	108	112	-	103	104	115	104	-	109
<b>Florida</b>													
Miami-Ft. Lauderdale CMSA <sup>1</sup> .....	104	104	100	103	108	105	102	112	94	103	93	-	84
Orlando .....	-	89	-	90	91	90	-	88	83	91	83	-	80
Tampa-St. Petersburg-Clearwater .....	96	93	96	91	92	91	-	90	90	95	85	95	82
West Palm Beach-Boca Raton .....	-	89	-	-	-	-	-	103	92	97	85	-	78
<b>Georgia</b>													
Atlanta .....	91	96	86	91	90	93	-	74	89	93	91	-	85
Decatur County .....	-	-	-	-	-	-	-	-	-	-	-	-	61
<b>Hawaii</b>													
Statewide Hawaii .....	81	84	80	82	87	81	91	93	-	119	-	86	100
Honolulu .....	79	82	78	-	87	79	91	94	-	119	-	-	100
<b>Illinois</b>													
Chicago-Gary-Kenosha CMSA <sup>1</sup> .....	103	109	101	107	-	111	108	115	110	117	-	136	128
<b>Indiana</b>													
Indianapolis .....	81	82	81	84	81	87	-	86	84	89	85	85	97
<b>Massachusetts</b>													
Boston-Worcester-Lawrence CMSA <sup>1</sup> .....	-	102	-	-	-	-	-	-	-	109	-	-	116
<b>Michigan</b>													
Detroit .....	91	97	83	98	106	101	104	104	115	124	110	-	134

See footnotes at end of table.



**Table F-3. Pay relatives for occupational groups, State and local government, selected areas, 1996 — Continued**

(For each occupational group, average pay level for State and local government in United States = 100)

State and area	Occupational group												
	Professional			Administrative			Technical	Protective service	Clerical		Maintenance	Material movement	Janitors
	Overall	Accountants	Engineers	Overall	Programmers	Systems Analysts			Overall	Secretaries			
<b>Minnesota</b>													
Minneapolis–St. Paul .....	105	109	103	104	107	103	112	111	112	105	114	–	123
<b>Mississippi</b>													
Jackson .....	–	–	–	–	–	–	–	67	–	79	70	–	62
<b>Missouri</b>													
Kansas City .....	94	98	90	92	89	93	–	83	87	94	84	–	98
St. Louis .....	92	97	90	–	95	94	–	86	93	101	96	–	108
<b>Nebraska</b>													
Omaha .....	–	–	108	–	–	–	–	96	102	–	99	–	99
<b>New York</b>													
Nassau–Suffolk .....	119	129	116	–	133	–	126	142	–	–	119	–	155
<b>Ohio</b>													
Cincinnati .....	104	108	105	–	107	–	–	95	102	97	97	–	99
Cincinnati–Hamilton CMSA <sup>1</sup> .....	104	106	104	–	107	–	–	94	100	95	95	82	98
Cleveland .....	99	93	100	99	104	97	–	95	104	106	103	105	108
Cleveland–Akron CMSA <sup>1</sup> .....	99	92	100	96	101	93	97	95	101	102	101	105	108
Columbus .....	103	98	105	107	108	105	104	101	102	104	91	–	109
Dayton–Springfield .....	–	–	–	–	–	–	–	100	98	107	–	–	109
<b>Oregon</b>													
Portland–Salem CMSA <sup>1</sup> .....	100	98	97	96	–	91	–	115	103	108	107	–	106
<b>Pennsylvania</b>													
Philadelphia .....	94	98	93	102	105	101	–	106	107	109	107	110	127
Philadelphia–Wilmington–Atlantic City CMSA <sup>1</sup> .....	95	98	93	98	100	96	–	106	107	106	108	111	124
Pittsburgh .....	–	–	–	–	–	–	–	104	–	104	103	–	118
Scranton–Wilkes-Barre–Hazleton .....	–	–	–	–	–	–	–	99	–	–	87	–	104
<b>Puerto Rico</b>													
San Juan–Caguas–Arecibo CMSA .....	–	–	–	–	–	–	–	–	–	–	–	–	57
<b>Tennessee</b>													
Nashville .....	–	–	82	–	–	–	–	74	–	–	87	–	78
<b>Texas</b>													
Dallas–Ft. Worth CMSA .....	86	93	79	92	103	90	91	87	86	92	81	74	79
Houston .....	87	92	82	91	93	89	–	85	–	95	88	66	83
Houston–Galveston–Brazoria CMSA <sup>1</sup> .....	87	94	81	91	93	88	84	85	88	95	88	69	80
<b>Virginia</b>													
Richmond–Petersburg .....	–	–	–	–	–	–	–	90	–	–	87	–	77
<b>Washington</b>													
Seattle–Tacoma–Bremerton CMSA .....	99	100	98	99	–	95	–	119	104	104	118	115	116

See footnotes at end of table.

**Table F-3. Pay relatives for occupational groups, State and local government, selected areas, 1996 — Continued**

(For each occupational group, average pay level for State and local government in United States = 100)

State and area	Occupational group												
	Professional			Administrative			Technical	Protective service	Clerical		Maintenance	Material movement	Janitors
	Overall	Accountants	Engineers	Overall	Programmers	Systems Analysts			Overall	Secretaries			
<b>Wisconsin</b>													
Juneau County .....	—	—	—	—	—	—	—	—	—	—	—	—	86
Milwaukee .....	100	103	94	104	100	103	—	102	112	117	109	—	120
Milwaukee–Racine CMSA <sup>1</sup> .....	101	103	94	103	99	103	—	102	112	115	110	—	121
<b>Wyoming</b>													
Lincoln County .....	—	—	—	—	—	—	—	—	—	—	—	—	91

<sup>1</sup> These areas had a change in area definition in 1996 and are not comparable to similar areas presented in the 1995 National Summary.

NOTE: Dashes indicate no data or that data did not meet publication criteria. Areas do not appear on this table if they had no publishable data for these occupational groups or for this level of industry detail.

**Table G-1. Pay relatives for occupational groups, all industries, establishment characteristics, 1996**

(For each occupational group, average pay level for all industries in the United States = 100)

Establishment characteristic	Occupational group												
	Professional			Administrative			Technical	Protective service	Clerical		Maintenance	Material movement	Janitors
	Overall	Accountants	Engineers	Overall	Programmers	Systems Analysts			Overall	Secretaries			
<b>Industry</b>													
All industries .....	100	100	100	100	100	100	100	100	100	100	100	100	100
Private industry .....	101	101	100	100	100	101	100	-	100	102	100	100	92
Goods producing .....	102	103	101	102	101	103	99	-	103	106	99	97	131
Construction .....	-	100	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	101	102	100	102	101	102	99	-	103	106	99	98	131
Durable goods .....	101	102	100	101	100	101	99	-	104	107	101	97	143
Nondurable goods .....	103	102	102	103	102	105	102	-	101	104	94	101	110
Service producing .....	101	99	100	100	101	100	102	-	99	100	103	101	87
Transportation and utilities .....	104	103	104	105	-	106	111	-	107	106	112	105	134
Wholesale trade .....	-	101	-	102	-	103	-	-	99	101	-	93	112
Retail trade .....	-	98	-	-	-	97	-	-	95	98	-	93	92
Finance, insurance, and real estate .....	-	100	-	99	100	99	-	-	98	102	-	-	118
Services .....	99	97	99	99	101	99	100	-	97	99	95	84	85
State and local government .....	94	96	94	96	97	96	105	101	100	96	100	103	121
<b>Region</b>													
Northeast .....	100	102	99	102	103	101	102	117	105	105	104	110	124
South .....	99	98	99	97	98	97	97	80	93	94	91	88	81
Midwest .....	99	99	99	100	98	101	99	98	98	99	103	106	104
West .....	102	104	102	103	103	103	103	123	106	105	105	101	101
<b>Area classification</b>													
Metropolitan .....	100	101	100	100	100	100	101	106	101	101	103	102	101
Nonmetropolitan .....	94	93	94	-	-	-	-	77	90	91	85	85	91
<b>Establishments employing</b>													
Less than 500 workers .....	99	99	99	99	99	100	97	80	98	101	92	93	87
500-999 workers .....	100	100	99	99	97	99	98	97	98	99	98	103	103
1,000-2,499 workers .....	103	102	102	103	102	102	102	-	102	101	105	116	109
2,500 workers or more .....	100	100	100	100	101	99	106	112	103	99	115	131	124

NOTE: Dashes indicate no data or that data did not meet publication criteria.

**Table G-2. Pay relatives for occupational groups, private industry, establishment characteristics, 1996**

(For each occupational group, average pay level for private industry in the United States = 100)

Establishment characteristic	Occupational group												
	Professional			Administrative			Technical	Protective service	Clerical		Maintenance	Material movement	Janitors
	Overall	Accountants	Engineers	Overall	Programmers	Systems Analysts			Overall	Secretaries			
<b>Industry</b>													
Private industry .....	100	100	100	100	100	100	100	100	100	100	100	100	100
Goods producing .....	101	102	100	102	101	102	99	-	103	104	99	96	143
Construction .....	-	99	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	100	101	100	101	100	102	99	-	103	104	99	97	143
Durable goods .....	100	101	99	101	100	100	99	-	103	104	100	97	157
Nondurable goods .....	102	101	102	103	101	104	102	-	102	102	94	100	121
Service producing .....	100	99	100	99	100	99	103	100	99	99	103	101	95
Transportation and utilities .....	103	102	103	105	-	105	111	-	106	104	112	105	146
Wholesale trade .....	-	100	-	101	-	103	-	-	100	100	-	94	122
Retail trade .....	-	98	-	-	-	97	-	-	95	96	-	93	100
Finance, insurance, and real estate .....	-	99	-	99	100	99	-	-	99	100	-	-	129
Services .....	98	96	99	98	100	98	100	99	98	97	95	84	93
<b>Region</b>													
Northeast .....	99	101	99	101	103	100	102	-	105	103	103	109	126
South .....	99	98	100	98	100	97	98	-	96	96	92	89	82
Midwest .....	99	98	99	100	98	101	100	-	98	98	104	106	103
West .....	102	103	102	103	102	103	102	-	103	103	104	100	97
<b>Area classification</b>													
Metropolitan .....	100	101	100	100	100	100	101	100	101	100	103	102	101
Nonmetropolitan .....	95	93	96	-	-	-	-	-	90	91	85	-	92
<b>Establishments employing</b>													
50-499 workers .....	99	99	99	99	99	100	97	-	99	100	92	93	90
500-999 workers .....	99	100	99	99	97	99	98	-	99	97	99	104	100
1,000-2,499 workers .....	101	101	101	102	102	101	101	-	102	101	106	117	111
2,500 workers or more .....	102	104	101	102	103	100	107	-	105	102	118	136	143

NOTE: Dashes indicate no data or that data did not meet publication criteria.

**Table G-3. Pay relatives for occupational groups, State and local governments, establishment characteristics, 1996**

(For each occupational group, average pay level for State and local governments in United States = 100)

Establishment characteristic	Occupational group												
	Professional			Administrative			Technical	Protective service	Clerical		Maintenance	Material movement	Janitors
	Overall	Accountants	Engineers	Overall	Programmers	Systems Analysts			Overall	Secretaries			
<b>Industry</b>													
State and local government .....	100	100	100	100	100	100	100	100	100	100	100	100	100
<b>Region</b>													
Northeast .....	102	103	102	—	105	—	—	116	106	110	112	—	121
South .....	90	91	90	91	93	89	87	80	86	90	83	72	77
Midwest .....	98	99	97	100	104	99	—	97	100	103	100	108	107
West .....	106	109	105	—	108	—	112	121	111	113	110	100	108
<b>Area classification</b>													
Metropolitan .....	101	101	101	101	101	101	101	105	102	101	105	106	105
Nonmetropolitan .....	—	—	88	—	—	—	—	78	91	93	82	—	83
<b>Establishments employing</b>													
Less than 500 workers .....	98	—	99	—	96	—	—	82	96	102	91	—	96
500-999 workers .....	98	100	97	94	94	95	—	96	97	104	95	—	106
1,000-2,499 workers .....	111	107	115	107	104	109	—	—	103	103	101	—	105
2,500 workers or more .....	99	100	98	99	100	99	101	110	101	98	106	117	98

NOTE: Dashes indicate no data or that data did not meet publication criteria.