

Occupational Pay Comparisons, United States, 1995



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Pay for professional occupations in Boston, MA, and Columbus, OH, equaled the U.S. average (100 percent). These findings are based on relative-pay data from the Bureau of Labor Statistics' 1995 Occupational Compensation Survey (OCS). Pay relatives, which express pay levels for occupations by area as a percent of national pay levels, facilitate pay comparisons for occupational groups. The variation in pay between areas was the smallest for professional occupations, with the lowest pay 5 points below the national average in several cities and the highest, 11 percent above in Oakland, CA.

The difference in pay relatives was slightly larger for administrative occupations, with the lowest, 92 percent, in Huntsville, AL, and the highest, 113 percent, in San Francisco, CA. Differences in area pay relatives were similar for technical occupations. Clerical occupations showed greater variations in pay between areas, with the lowest pay, 81 percent, in Corpus Christi, TX, and the highest, 120 percent, in San Francisco, CA.

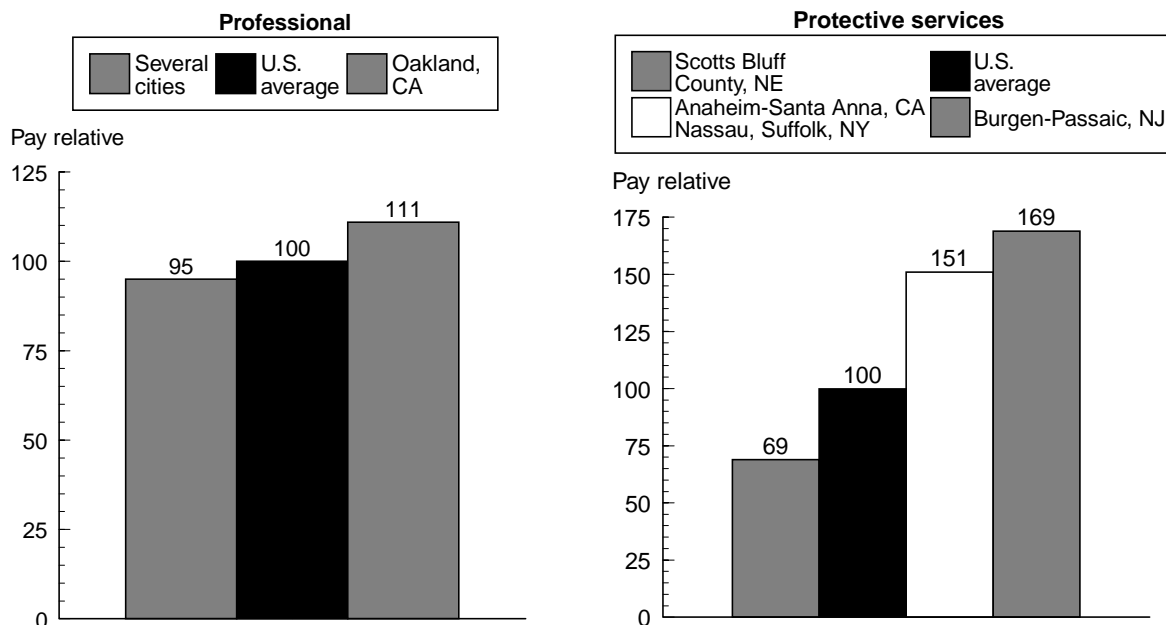
For material movement occupations, pay was highest, 30 percent above the national average, in Nassau-Suffolk,

NY. The lowest pay in this occupational group was 16 percent below the national average—in New Orleans, LA and Charlotte-Gastonia-Rock Hill, NC.

Pay varied the most for employees in protective service occupations. The range was 100 points, with the lowest pay, 31 percent below the national average, in Scotts Bluff County, NE, and the highest in Bergen-Passaic, NJ, 69 percent above. Other areas with high pay in protective service occupations were Nassau-Suffolk, NY and Anaheim-Santa-Ana, CA—both at 51 percent above the national average. Pay for janitors also showed considerable variation, ranging from a low of 67 percent in New Orleans, LA and Houston, TX to a high of 159 percent in New York, NY.

On a national level, establishment characteristics, such as size, industry, region and location, influenced pay differentials (see table 2). Pay in metropolitan areas exceeded that in nonmetropolitan areas for all occupations where comparisons were possible in 1995; differences ranged from a low of 6 percent for professional occupations to a high of 36 percent for protective service occupations. When differences by region are considered, they were again slight for profes-

Pay relatives for professional and protective services workers, selected areas, 1995



sional occupations and considerably larger for protective service occupations, material movement occupations, and janitors. When broken out by establishment size, the data show higher pay relatives for blue-collar and protective service occupations in the largest establishments, those with 2,500 workers or more. The differences for white-collar occupations were slight.

Pay relatives are the result of dividing pay for an occupational group in a particular area or for a particular industry by the corresponding national pay level, and multiplying by 100. Pay relatives are calculated for all areas surveyed in 1995 and some areas surveyed in either November 1994, December 1994, January 1996, or February 1996. Areas included from 1994 and 1996 were not surveyed in

1995. See the technical note on page 2 of this summary for additional information about pay relative computation.

Table 1 shows area pay relatives, comparing each OCS area to the national estimates; table 2 shows establishment characteristics pay relatives, contrasting national data for establishments with certain characteristics, such as employment level and region, against national data for all establishments.

Additional pay relative data is available in *Occupational Compensation Survey: National Summary, 1995* (BLS Bulletin 2487, June 1997). This publication presents pay relatives for over 100 localities; it also presents detailed pay data for individual occupational levels for both the Nation and separate localities.

Technical Note

OCS locality surveys cover establishments in the continental United States employing 50 workers or more in all industries, as classified by *The Standard Industrial Classification (SIC) Manual*, excluding agriculture, the Federal government, private households, and the self-employed. Published survey bulletins, available upon request, provide some industry detail along with occupational pay distributions and a description of survey methods.

The OCS localities listed in table 1 refer to metropolitan statistical areas (MSA) and primary metropolitan statistical areas (PMSA) as defined by the Office of Management and Budget, and nonmetropolitan counties.

Pay relative definition

A percentage measure relating average pay levels for an occupational group to national pay for the same levels

$$\frac{\text{S (U.S. workers } j * \text{ Comparison mean } j)}{\text{S (U.S. workers } j * \text{ U.S. mean } j * \text{ ECI factor)}} * 100$$

where j = published occupations in comparison (area or characteristic)

The following procedure, which reduces the effect of differing occupational composition as a factor in pay levels, is the method of pay relative construction:

Numerator computation (comparison base). Multiplying average pay (“comparison mean”) for each publishable occupational level in a comparison area or characteristic, such as industry, with the corresponding national employment (“U.S. workers”), results in aggregate pay levels. The sum of these products for each occupation (“j”) included in the occupational group equals the comparison base (numerator) for that occupational group.

Denominator computation (national base). National average pay (“U.S. mean”) for comparable occupational levels multiplied by the corresponding national employment (“U.S.

workers”) results in aggregate pay levels. Summing the products of these jobs produces a national base (denominator) for each occupational group. The national estimates (available in *Occupational Pay in the United States, 1995*, BLS Summary 97-6) represent the aggregation of data from a statistically representative area sample, and reflect an average payroll reference month of November 1995.

Reference month adjustment. Because data collection for OCS localities occurred throughout 1995, average payroll reference months differ among localities. The use of appropriate Employment Cost Index components (“ECI factor”) may be necessary to adjust the national base to match the reference month of the locality being compared in an area comparison.

Pay relative computation. Dividing the comparison base by the corresponding national base and multiplying the result by 100 yields the area pay relative. The national pay relative corresponds to 100. If, for example, an area pay relative is 90, this indicates that the area’s average pay for an occupational group is 90 percent of the nationwide pay level, or 10 percent below the national average.

These tables show pay relatives only if the national employment which corresponds to the comparison’s published occupations equals at least 70 percent of the national total employment of the entire occupational group.

Weekly pay data used in computing pay relatives for white-collar and protective service occupations refer to the standard work week (rounded to the nearest tenth of an hour) for which employees receive regular straight time salaries (exclusive of overtime pay at regular and/or premium rates). Hourly pay differentials may be more significant than reflected in the weekly averages. For example, New York, NY, and Houston, TX, both had pay relatives of 109 for administrative occupations in all industries (table 1). However, in 1995, the average workweek for this group was up to 2.8

hours shorter in New York than in Houston. When based on hourly pay, the Houston all-industries pay relative for administrative occupations remains at 109, while the New York pay relative rises to 116. Consult individual area bulletins and summaries for standard work week data.

Field economists from the Bureau's eight regional offices collected the survey data which provide the basis for these pay comparisons. Without the cooperation of the many private firms and government jurisdictions that provided pay data, this report would not have been possible. The Bureau thanks all survey respondents for their cooperation. For further information on this program, please call (202) 606-6220. You may also obtain information on the program's Internet web site. The address is <http://stats.bls.gov/oschome.htm>.

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NOTE: Job definitions for attorneys and engineers were revised for a number of surveys in 1995. The job definitions were expanded so that attorneys now include prosecuting attorneys and public defenders, and engineers include industrial engineers and quality control engineers. Thus, data for the professional occupational group may be affected by these changes.

Pay relative occupational groups			
Pay relatives for specific occupational groups comprise average pay data for the following occupations, when available:			
Group	Occupation	Group	Occupation
Professional	Accountants	Clerical	Clerks, accounting
	Accountants, public		Clerks, general
	Attorneys		Clerks, order
	Engineers		Key entry operators
Administrative	Budget analysts		Secretaries
	Buyers/contracting specialists		Switchboard operator-receptionists
	Computer programmers		Word processors
	Computer systems analysts	Maintenance	General maintenance workers
	Computer systems analyst supervisors/managers		Maintenance electricians
	Personnel specialists		Maintenance electronics technicians
	Personnel specialists supervisors/managers		Maintenance machinists
			Maintenance mechanics, machinery
			Maintenance mechanics, motor vehicle
			Maintenance pipefitters
Technical	Computer operators	Material movement	Forklift operators
	Drafters		Material handling laborers
	Engineering technicians		Order fillers
Protective service	Corrections officers	Janitors	Shipping/receiving clerks
	Firefighters		Truckdrivers
	Police officers		Warehouse specialists
			Janitors

Table 1. Pay relatives for occupational groups, selected areas, 1995

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

State and area ¹	Occupational group							Janitors
	Professional	Administrative	Technical	Protective service	Clerical	Maintenance	Material movement	
Alabama								
Huntsville	95	92	96	75	93	91	85	76
Arizona								
Apache	—	—	—	—	—	—	—	98
Phoenix	98	96	97	—	87	96	101	80
Arkansas								
Little Rock–North Little Rock	—	—	—	—	90	85	—	70
California								
Anaheim–Santa Ana	106	106	105	151	111	109	100	87
Los Angeles–Long Beach	103	106	108	137	113	—	—	98
Oakland	111	112	112	139	117	116	121	128
Riverside–San Bernardino	99	101	—	131	104	103	101	111
Sacramento	95	102	108	—	108	107	108	120
San Diego	96	100	98	123	101	103	98	97
San Francisco	109	113	110	145	120	—	—	146
Santa Barbara–Santa Maria– Lompac ²	104	—	107	123	106	102	—	106
Colorado								
Denver	103	98	101	108	97	101	108	92
Connecticut								
Danbury	—	—	—	—	105	—	—	109
New London–Norwich	—	—	—	—	—	—	—	116
Delaware								
Wilmington	—	—	111	—	106	110	114	100
District of Columbia								
Washington	101	102	103	106	109	107	110	93
Florida								
Miami–Hialeah	101	101	—	113	94	92	87	78
Tampa–St. Petersburg– Clearwater	99	101	96	92	89	86	87	78
West Palm Beach	—	—	—	105	95	83	—	89
Georgia								
Atlanta	95	98	101	77	101	95	—	80
Decatur	—	—	—	—	—	—	—	76
Idaho								
Bannock County	—	—	—	—	—	—	—	85

See footnotes at end of table.

Table 1. Pay relatives for occupational groups, selected areas, 1995 — Continued

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

State and area ¹	Occupational group							Janitors
	Professional	Administrative	Technical	Protective service	Clerical	Maintenance	Material movement	
Illinois								
Chicago	103	105	103	124	107	113	118	106
Vermilion County	—	—	—	92	94	—	—	85
Indiana								
Elkhart-Goshen	—	—	—	—	93	88	90	104
Gary-Hammond	—	—	—	—	101	105	103	109
Indianapolis	97	95	99	87	95	103	109	93
Iowa								
Carroll	—	—	—	—	—	—	—	91
Davenport-Rock Island-Moline ..	—	—	—	—	101	99	103	105
Kentucky								
Louisville	—	—	—	—	94	93	93	86
Louisiana								
New Orleans	103	97	102	—	89	90	84	67
Maryland								
Baltimore	98	97	99	97	98	97	105	91
Cumberland	—	—	—	86	92	—	—	109
Massachusetts								
Boston	100	102	103	110	107	106	114	109
Springfield	—	—	—	—	—	—	—	122
Michigan								
Detroit	103	103	107	—	107	111	126	122
Upper Peninsula ²	—	—	—	—	102	89	96	124
Minnesota								
Minneapolis-St. Paul	99	100	100	112	104	105	112	108
Missouri								
Kansas City	95	100	99	85	96	101	108	96
St. Louis	93	98	98	94	96	100	118	89
Nebraska								
Scotts Bluff County	—	—	—	69	—	—	—	88
New Jersey								
Bergen-Passaic	103	—	—	169	109	107	111	99
New York								
Nassau-Suffolk	101	106	105	151	110	110	130	146
New York	103	109	—	123	115	120	121	159
Rochester	—	—	—	—	106	104	111	105
North Carolina								
Charlotte-Gastonia-Rock Hill	98	97	—	81	98	86	84	84

See footnotes at end of table.

Table 1. Pay relatives for occupational groups, selected areas, 1995 — Continued

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

State and area ¹	Occupational group							Janitors
	Professional	Administrative	Technical	Protective service	Clerical	Maintenance	Material movement	
North Dakota								
Ward	—	—	—	—	—	—	—	94
Ohio								
Cincinnati	96	105	98	97	98	101	—	94
Cleveland	95	97	94	97	98	105	103	94
Columbus	100	99	—	103	100	94	—	104
Dayton–Springfield	96	97	97	101	95	103	105	100
Gallia County	—	—	—	—	—	—	—	99
Mercer County	—	—	—	—	—	—	—	115
Oregon								
Portland	100	99	97	127	99	99	108	105
Pennsylvania								
Philadelphia	102	101	101	107	103	100	109	116
Pittsburgh	97	96	103	104	96	96	111	104
Reading	95	—	—	—	98	98	—	124
Tennessee								
Memphis	98	98	—	80	93	97	—	71
Texas								
Corpus Christi	99	96	—	86	81	92	—	75
Dallas–Fort Worth	99	99	94	90	100	96	91	74
Houston	108	109	110	87	103	101	—	67
Panola County	—	—	—	—	—	—	—	69
Utah								
Salt Lake City–Ogden	95	98	92	87	89	93	96	85
Vermont								
Burlington	—	—	—	—	—	83	—	104
Virginia								
Richmond–Petersburg	101	99	—	91	98	106	94	78
Washington								
Seattle–Tacoma–Bremerton	—	97	—	122	102	114	—	117
West Virginia								
Parkersburg–Marietta	—	—	—	—	88	88	—	82
Wisconsin								
Milwaukee	95	97	98	101	99	105	—	100
Wyoming								
Sweetwater County	102	—	—	—	—	120	—	125

¹ Areas are Metropolitan Statistical Areas or Primary Metropolitan Statistical Areas as defined by the U.S. Office of Management and Budget, and nonmetropolitan counties.

² 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 all

industries.

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 2. Pay relatives for occupational groups, establishment characteristics, 1995

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

Establishment characteristic	Occupational group							Janitors
	Professional	Administrative	Technical	Protective service	Clerical	Maintenance	Material movement	
Industry								
All industries	100	100	100	100	100	100	100	100
Private industry	101	100	100	—	100	100	100	92
Goods producing	102	102	99	—	103	99	96	131
Construction	—	—	—	—	—	—	—	112
Manufacturing	101	102	99	—	103	99	97	131
Durable goods	101	101	98	—	104	101	96	144
Nondurable goods	103	103	103	—	101	94	100	110
Service producing	100	100	102	—	99	103	101	87
Transportation and utilities	103	106	111	—	107	112	102	134
Wholesale trade	—	100	—	—	99	—	93	108
Retail trade	—	—	—	—	95	—	93	93
Finance, insurance, and real estate	—	99	—	—	98	—	—	121
Services	99	99	100	—	97	95	84	85
State and local government	94	97	106	101	100	101	103	121
Region¹								
Northeast	99	101	101	117	105	104	111	124
South	99	97	98	79	93	90	87	81
Midwest	99	100	99	98	98	103	106	103
West	103	103	103	124	106	106	101	101
Area classification²								
Metropolitan	100	100	101	106	101	103	102	101
Nonmetropolitan	94	—	—	78	91	85	85	92
Establishments employing								
Less than 500 workers	99	99	97	80	98	92	92	87
500-999 workers	100	99	98	96	98	98	103	103
1,000-2,499 workers	103	102	102	—	102	104	116	110
2,500 workers or more	100	101	106	112	104	115	131	125

¹ The regions are defined as follows: **Northeast**—Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; **South**—Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; **Midwest**—Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; and **West**—Arizona, California, Colorado, Idaho, Montana, Nevada, New Mexico, Oregon, Utah,

Washington, and Wyoming.

² Metropolitan areas are the 326 Metropolitan Statistical Areas in the United States (excluding Alaska and Hawaii) as defined by the U.S. Office of Management and Budget. For pay relative purposes, the remaining portion of the United States is nonmetropolitan.

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