

# Occupational Compensation Survey: Pay Only Des Moines, IA June 1995

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U.S. Department of Labor  
Bureau of Labor Statistics  
Summary  
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This summary presents results of a June 1995 survey of occupational pay in the Des Moines Metropolitan Statistical Area, which consists of Dallas, Polk, and Warren Counties, IA. This is 1 of over 120 areas which the Bureau of Labor Statistics surveys at the request of the Employment Standards Administration, U.S. Department of Labor, for use in administering the Service Contract Act of 1965. In addition, 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.

This study covered establishments employing 50 workers or more in manufacturing; transportation, communications, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and selected services. A sample of 99 establishments employing 53,276 workers was selected to represent 434 establishments employing 118,523 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, 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 Kansas City Regional Office at (816) 426-2481. 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. Weekly hours and pay of professional, administrative, technical, and clerical occupations, Des Moines, IA, June 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  | 200 and under 225  | 225 - 250 | 250 - 275 | 275 - 300 | 300 - 325 | 325 - 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 and over |   |   |   |
| <b>ADMINISTRATIVE OCCUPATIONS</b>         |                   |  |                                      |        |               |  |           |           |           |           |           |           |           |           |           |                  |           |                  |           |                  |                  |                  |             |             |             |               |   |   |   |
| <b>Computer Programmers</b>               |                   |  |                                      |        |               |  |           |           |           |           |           |           |           |           |           |                  |           |                  |           |                  |                  |                  |             |             |             |               |   |   |   |
| Level I .....                             | 81                | 39.6   | \$531                                | \$507  | \$490 - \$579 | -  | -         | -         | -         | -         | -         | -         | 2         | 36        | 17        | 41               | 2         | 1                | -         | -                | -                | -                | -           | -           | -           | -             | - | - | - |
| Level II .....                            | 338               | 39.8   | 593                                  | 588    | 553 - 625     | -  | -         | -         | -         | -         | -         | -         | -         | 2         | 20        | 46               | 19        | 11               | 2         | ( <sup>3</sup> ) | ( <sup>3</sup> ) | ( <sup>3</sup> ) | -           | -           | -           | -             | - | - | - |
| Level III .....                           | 623               | 39.9   | 692                                  | 672    | 626 - 758     | -  | -         | -         | -         | -         | -         | -         | -         | -         | 2         | 3                | 38        | 18               | 12        | 15               | 13               | ( <sup>3</sup> ) | -           | -           | -           | -             | - | - |   |
| <b>Computer Systems Analysts</b>          |                   |  |                                      |        |               |  |           |           |           |           |           |           |           |           |           |                  |           |                  |           |                  |                  |                  |             |             |             |               |   |   |   |
| Level I .....                             | 163               | 39.7   | 725                                  | 715    | 642 - 780     | -  | -         | -         | -         | -         | -         | -         | -         | -         | -         | 4                | 30        | 10               | 28        | 15               | 6                | 4                | 1           | 1           | 1           | 1             | 1 |   |   |
| Level II .....                            | 320               | 40.0   | 876                                  | 865    | 818 - 915     | -  | -         | -         | -         | -         | -         | -         | -         | -         | -         | -                | -         | ( <sup>3</sup> ) | 4         | 17               | 44               | 26               | 7           | 1           | 1           | 1             |   |   |   |
| Level III .....                           | 127               | 40.0   | 1,022                                | 1,010  | 947 - 1,077   | -  | -         | -         | -         | -         | -         | -         | -         | -         | -         | -                | -         | -                | -         | 12               | 27               | 40               | 17          | 5           | -           | -             |   |   |   |
| <b>TECHNICAL OCCUPATIONS</b>              |                   |  |                                      |        |               |  |           |           |           |           |           |           |           |           |           |                  |           |                  |           |                  |                  |                  |             |             |             |               |   |   |   |
| <b>Computer Operators</b>                 |                   |  |                                      |        |               |  |           |           |           |           |           |           |           |           |           |                  |           |                  |           |                  |                  |                  |             |             |             |               |   |   |   |
| Level II .....                            | 199               | 40.0   | 421                                  | 423    | 375 - 467     | -  | -         | -         | -         | 1         | 10        | 25        | 36        | 21        | 7         | 1                | -         | -                | -         | -                | -                | -                | -           | -           | -           | -             | - |   |   |
| Level III .....                           | 98                | 39.6   | 497                                  | 485    | 457 - 538     | -  | -         | -         | -         | -         | -         | 1         | 17        | 41        | 23        | 7                | 7         | 3                | -         | -                | -                | -                | -           | -           | -           | -             |   |   |   |
| Level IV .....                            | 30                | 39.8   | 603                                  | 587    | 567 - 619     | -  | -         | -         | -         | -         | -         | -         | -         | 7         | 13        | 37               | 23        | 7                | 10        | 3                | -                | -                | -           | -           | -           | -             |   |   |   |
| <b>Drafters</b>                           |                   |  |                                      |        |               |  |           |           |           |           |           |           |           |           |           |                  |           |                  |           |                  |                  |                  |             |             |             |               |   |   |   |
| Level II .....                            | 45                | 40.0   | 439                                  | 430    | 366 - 512     | -  | -         | -         | -         | 7         | 13        | 7         | 29        | 18        | 22        | 2                | -         | 2                | -         | -                | -                | -                | -           | -           | -           | -             |   |   |   |
| <b>CLERICAL OCCUPATIONS</b>               |                   |  |                                      |        |               |  |           |           |           |           |           |           |           |           |           |                  |           |                  |           |                  |                  |                  |             |             |             |               |   |   |   |
| <b>Clerks, Accounting</b>                 |                   |  |                                      |        |               |  |           |           |           |           |           |           |           |           |           |                  |           |                  |           |                  |                  |                  |             |             |             |               |   |   |   |
| Level II .....                            | 493               | 40.0   | 349                                  | 338    | 318 - 380     | -  | -         | 2         | 7         | 21        | 32        | 23        | 12        | 2         | 1         | -                | -         | -                | -         | -                | -                | -                | -           | -           | -           | -             |   |   |   |
| Level III .....                           | 364               | 39.7   | 404                                  | 392    | 360 - 452     | -  | -         | -         | 3         | 2         | 13        | 38        | 16        | 23        | 2         | 1                | 1         | 1                | -         | -                | -                | -                | -           | -           | -           |               |   |   |   |
| Level IV .....                            | 99                | 40.0   | 489                                  | 470    | 427 - 565     | -  | -         | -         | -         | -         | 7         | 7         | 24        | 17        | 12        | 21               | 9         | 1                | -         | 1                | -                | -                | -           | -           | -           |               |   |   |   |
| <b>Clerks, General</b>                    |                   |  |                                      |        |               |  |           |           |           |           |           |           |           |           |           |                  |           |                  |           |                  |                  |                  |             |             |             |               |   |   |   |
| Level III .....                           | 128               | 40.0   | 335                                  | 314    | 306 - 336     | -  | -         | -         | 9         | 52        | 20        | 13        | 3         | -         | -         | -                | 1         | 2                | -         | -                | -                | -                | -           | -           | -           |               |   |   |   |
| <b>Key Entry Operators</b>                |                   |  |                                      |        |               |  |           |           |           |           |           |           |           |           |           |                  |           |                  |           |                  |                  |                  |             |             |             |               |   |   |   |
| Level I .....                             | 205               | 39.9   | 276                                  | 274    | 244 - 300     | 2  | 29        | 20        | 24        | 17        | 2         | 6         | -         | -         | -         | -                | -         | -                | -         | -                | -                | -                | -           | -           | -           |               |   |   |   |
| Level II .....                            | 78                | 39.5   | 384                                  | 378    | 321 - 420     | -  | -         | -         | 4         | 24        | 19        | 10        | 23        | 3         | 17        | -                | -         | -                | -         | -                | -                | -                | -           | -           | -           |               |   |   |   |
| <b>Secretaries</b>                        |                   |  |                                      |        |               |  |           |           |           |           |           |           |           |           |           |                  |           |                  |           |                  |                  |                  |             |             |             |               |   |   |   |
| Level I .....                             | 37                | 40.0   | 374                                  | 350    | 331 - 438     | -  | -         | 5         | -         | 5         | 38        | 16        | 35        | -         | -         | -                | -         | -                | -         | -                | -                | -                | -           | -           | -           |               |   |   |   |
| Level II .....                            | 227               | 39.6   | 405                                  | 394    | 367 - 439     | -  | -         | -         | -         | 1         | 6         | 49        | 26        | 11        | 7         | ( <sup>3</sup> ) | -         | -                | -         | -                | -                | -                | -           | -           | -           |               |   |   |   |
| Level III .....                           | 315               | 39.8   | 507                                  | 507    | 438 - 555     | -  | -         | -         | -         | -         | -         | 4         | 26        | 19        | 24        | 14               | 8         | 4                | 1         | -                | -                | -                | -           | -           | -           |               |   |   |   |
| Level IV .....                            | 64                | 39.9   | 625                                  | 626    | 567 - 675     | -  | -         | -         | -         | -         | -         | -         | -         | 3         | 14        | 23               | 16        | 31               | 6         | 6                | -                | -                | -           | -           | -           |               |   |   |   |
| <b>Switchboard-Operator-Receptionists</b> |                   |  |                                      |        |               |  |           |           |           |           |           |           |           |           |           |                  |           |                  |           |                  |                  |                  |             |             |             |               |   |   |   |
| Level I .....                             | 53                | 39.3   | 343                                  | 329    | 320 - 358     | -  | -         | -         | 6         | 25        | 42        | 23        | 6         | -         | -         | -                | -         | -                | -         | -                | -                | -                | -           | -           | -           |               |   |   |   |
| Level II .....                            | 30                | 39.8   | 396                                  | 380    | 340 - 452     | -  | -         | -         | -         | 13        | 13        | 33        | 10        | 27        | 3         | -                | -         | -                | -         | -                | -                | -                | -           | -           | -           |               |   |   |   |

<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.

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.

**Table 2. Hourly pay of maintenance, toolroom, material movement, and custodial occupations, Des Moines, IA, June 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     | 4.50 and under 4.75  | 4.75 - 5.00 | 5.00 - 5.25 | 5.25 - 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 - 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 |   |
| <b>MAINTENANCE AND TOOLROOM OCCUPATIONS</b>        |                   |                                      |         |                  |  |             |             |             |                  |             |             |             |                  |                  |             |              |                  |                  |                  |                  |                  |               |                  |                  |               |               |               |   |
| General Maintenance Workers .....                  | 102               | \$10.19                              | \$10.00 | \$8.66 - \$11.00 | -  | -           | -           | -           | -                | -           | 1           | -           | -                | 21               | 9           | 13           | 17               | 26               | 2                | 9                | -                | 2             | 1                | -                | -             | -             | -             | - |
| Maintenance Electricians .....                     | 165               | 16.41                                | 16.12   | 14.55 - 17.70    | -  | -           | -           | -           | -                | -           | -           | -           | -                | -                | -           | -            | 1                | 1                | 5                | 7                | 16               | 13            | 14               | 29               | -             | -             | 14            |   |
| Maintenance Machinists .....                       | 35                | 15.45                                | 14.50   | 13.89 - 16.83    | -  | -           | -           | -           | -                | -           | -           | -           | -                | -                | -           | -            | -                | -                | -                | 43               | 11               | -             | 23               | 17               | 6             | -             | -             |   |
| Maintenance Mechanics, Machinery .....             | 216               | 15.07                                | 14.50   | 13.29 - 16.12    | -  | -           | -           | -           | -                | -           | -           | -           | -                | -                | -           | -            | -                | 18               | 6                | 6                | 23               | -             | 37               | -                | 3             | -             | 7             |   |
| Maintenance Mechanics, Motor Vehicle ...           | 71                | 14.10                                | 14.40   | 10.25 - 17.88    | -  | -           | -           | -           | -                | -           | -           | -           | -                | -                | -           | 17           | 17               | 1                | 8                | 3                | 10               | -             | 17               | 17               | 6             | -             | 4             |   |
| <b>MATERIAL MOVEMENT AND CUSTODIAL OCCUPATIONS</b> |                   |                                      |         |                  |  |             |             |             |                  |             |             |             |                  |                  |             |              |                  |                  |                  |                  |                  |               |                  |                  |               |               |               |   |
| Forklift Operators .....                           | 829               | 9.62                                 | 9.35    | 7.35 - 11.00     | -  | -           | -           | -           | -                | -           | 6           | 19          | 8                | 6                | 6           | 21           | 7                | 11               | 2                | 7                | -                | 5             | 3                | -                | -             | -             | -             |   |
| Guards<br>Level I .....                            | 576               | 5.90                                 | 6.00    | 4.85 - 6.25      | 22   | 6           | 5           | 2           | 3                | 44          | 9           | 3           | 2                | ( <sup>2</sup> ) | 1           | 1            | 1                | ( <sup>2</sup> ) | ( <sup>2</sup> ) | ( <sup>2</sup> ) | ( <sup>2</sup> ) | -             | -                | -                | -             | -             | -             |   |
| Janitors .....                                     | 809               | 6.39                                 | 5.75    | 5.50 - 6.50      | -  | -           | 3           | 13          | 42               | 14          | 8           | 3           | 3                | 4                | 1           | 6            | ( <sup>2</sup> ) | ( <sup>2</sup> ) | -                | ( <sup>2</sup> ) | -                | 1             | ( <sup>2</sup> ) | -                | -             | -             | -             |   |
| Order Fillers .....                                | 600               | 9.96                                 | 10.96   | 8.57 - 10.96     | -  | -           | -           | -           | -                | 2           | 8           | 2           | 8                | 2                | 19          | 2            | 35               | 12               | -                | 8                | 2                | -             | -                | -                | -             | -             | -             |   |
| Shipping/Receiving Clerks .....                    | 453               | 9.28                                 | 9.72    | 8.57 - 9.72      | -  | -           | -           | -           | -                | -           | 5           | 16          | ( <sup>2</sup> ) | ( <sup>2</sup> ) | 18          | 45           | 8                | 2                | -                | 4                | -                | 2             | -                | ( <sup>2</sup> ) | -             | -             | -             |   |
| Truckdrivers<br>Tractor Trailer .....              | 1,006             | 13.27                                | 13.90   | 10.00 - 15.05    | -  | -           | -           | -           | -                | -           | -           | -           | 2                | 2                | 5           | 15           | 6                | 2                | 3                | 17               | 17               | 20            | -                | -                | -             | 11            | -             |   |
| Warehouse Specialists .....                        | 2,276             | 9.31                                 | 8.35    | 7.00 - 11.25     | -  | -           | -           | -           | ( <sup>2</sup> ) | 1           | 44          | 5           | 3                | 6                | 10          | 6            | 6                | 9                | -                | ( <sup>2</sup> ) | 11               | 1             | -                | -                | -             | -             | -             |   |

<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.

**Table 3. Establishments and workers within scope of survey and number studied, Des Moines, IA<sup>1</sup>, June 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 .....                  | 434                                 | 99      | 118,523                             | 100     | 53,276  |
| Manufacturing .....                  | 73                                  | 18      | 19,306                              | 16      | 9,485   |
| Service producing <sup>5</sup> ..... | 361                                 | 81      | 99,217                              | 84      | 43,791  |

<sup>1</sup> The Des Moines Metropolitan Statistical Area, as defined by the Office of Management and Budget through October 1984, consists of Dallas, Polk, and Warren Counties. 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. All government operations were excluded from the scope of the survey.

<sup>3</sup> Includes all establishments with total employment at or above the minimum limitation. All outlets (within a metropolitan area or nonmetropolitan county) of service producing companies are considered as one establishment when located within the same industry division.

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

<sup>5</sup> Includes transportation, communications, and other public utilities (excluding taxicabs and services incidental to water transportation); wholesale trade; retail trade; finance, insurance, and real estate; hotels and other lodging places; personal services; business services; automotive repair services and garages; motion pictures; membership organizations (excluding religious organizations); and miscellaneous services.

# 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 May 1995 through June 1995 and reflects an average payroll reference of June 1995. Data obtained for a payroll period prior to the end of May 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 table 1 refer to the standard workweek (rounded to the nearest tenth of an hour) for which employees receive regular straight-time pay. 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.