

Occupational Compensation Survey: Pay Only

**Seattle–Tacoma–Bremerton, WA,
Consolidated Metropolitan Area,
November 1996**



U.S. Department of Labor
Bureau of Labor Statistics

Bulletin 3085-48

Preface

This bulletin provides results of a November 1996 survey of occupational pay in the Seattle-Tacoma-Bremerton, WA Consolidated Metropolitan Statistical Area. This survey was conducted as part of the U.S. Bureau of Labor Statistics Occupational Compensation Survey Program. Data from this program are for use in implementing the Federal Employees Pay Comparability Act of 1990. The survey was conducted by the Bureau's regional office in San Francisco, under the direction of Caryl O'Keefe, Assistant Regional Commissioner for Operations.

The survey could not have been conducted without the cooperation of the many private firms and government jurisdictions that provided pay data included in this bulletin. The Bureau thanks these respondents for their cooperation.

For additional information regarding this survey or similar surveys conducted in this regional area, please contact the BLS San Francisco Regional Office at (415) 975-4350. You may also write to the Bureau of Labor Statistics at: Office of Compensation Levels and Trends, 2 Massachusetts Avenue, NE, Room 4175, Washington, D.C. 20212-0001 or call the Occupational Compensation Survey Program information line at (202) 606-6220.

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Occupational Compensation Survey: Pay Only

Seattle–Tacoma–Bremerton, WA, Consolidated Metropolitan Area, November 1996



U.S. Department of Labor
Alexis M. Herman, Secretary

Bureau of Labor Statistics
Katharine G. Abraham,
Commissioner

May 1997

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Introduction

This survey of occupational pay in the Seattle–Tacoma–Bremerton, WA Consolidated Metropolitan Statistical Area (Island, King, Kitsap, Pierce, Snohomish and Thurston Counties) was conducted as part of the U.S. Bureau of Labor Statistics Occupational Compensation Survey Program. The survey is one of a number conducted annually in metropolitan areas throughout the United States. (See listing of reports for other surveys at the end of this bulletin.)

A major objective of the Occupational Compensation Survey Program is to describe the level and distribution of occupational pay in a variety of the Nation's local labor markets, using a consistent survey approach. Another Program objective is to provide information on the incidence of employee benefits among and within local labor markets. However, no benefits data were collected for this survey.

The 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 latter requirement resulted in: (1) Expanding the survey's industrial coverage to include all private nonfarm establishments (except households)

employing 50 workers or more and to State and local governments and (2) adding more professional, administrative, technical, and protective service occupations to the surveys.

Pay

The A-series tables provide estimates of straight-time weekly or hourly pay by occupation. Tables A-1 through A-5 provide data for selected white- and blue-collar occupations common to a variety of industries.

Occupational pay information is presented for all industries covered by the survey and, where possible, for private industry (e.g., for goods- and service-producing industries) and for State and local governments. Within private industry, more detailed information is presented to the extent that the survey establishment sample can support such detail.

Appendixes

Appendix A describes the concepts, methods, and coverage used in the Occupational Compensation Survey Program. It also includes information on the area's industrial composition and the reliability of occupational pay estimates.

Appendix B includes the descriptions used by Bureau field economists to classify workers in the survey occupations.

Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Seattle-Tacoma-Bremerton, WA, November 1996

Occupation and level	Number of workers	Average weekly hours ¹ (standard)	Weekly pay (in dollars) ²			Percent of workers receiving straight-time weekly pay (in dollars) of—																					
			Mean	Median	Middle range	350 and under 400	400 - 450	450 - 500	500 - 600	600 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 1900	1900 - 2000	2000 - 2100	2100 - 2200	2200 and over	
PROFESSIONAL OCCUPATIONS																											
Accountants	3,354	39.8	\$763	\$712	\$623 -- \$854	-	(³)	3	17	27	18	15	6	4	5	3	(³)	1	(³)	(³)	(³)	(³)	(³)	-	-	-	-
Private industry	2,539	39.8	790	745	634 -- 891	-	-	4	14	25	17	16	7	5	6	4	(³)	1	(³)	(³)	(³)	(³)	(³)	-	-	-	-
Goods-producing industries	851	40.0	859	817	662 -- 1,062	-	-	1	8	23	12	21	7	7	9	8	1	2	1	-	-	(³)	-	-	-	-	
Manufacturing	821	40.0	860	836	662 -- 1,062	-	-	1	9	24	12	19	7	7	9	8	1	2	1	-	-	(³)	-	-	-	-	
Service-producing industries	1,688	39.8	756	712	615 -- 854	-	-	5	17	26	20	14	8	3	5	1	(³)	1	-	(³)	(³)	-	(³)	-	-	-	
State and local government	815	39.8	680	623	579 -- 756	-	(³)	3	26	32	21	10	3	1	1	1	(³)	(³)	-	-	-	-	-	-	-	-	
Level 1	199	39.9	521	519	481 -- 547	-	2	29	65	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry	157	39.9	518	519	481 -- 538	-	-	31	64	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries	146	39.9	515	519	481 -- 524	-	-	32	65	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 2	1,524	39.8	633	623	571 -- 677	-	-	4	28	53	12	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry	1,037	39.8	645	652	582 -- 688	-	-	4	23	55	13	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries	345	40.0	667	642	615 -- 722	-	-	2	19	51	12	16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing	338	40.0	666	642	611 -- 711	-	-	2	20	52	10	16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries	692	39.7	633	654	577 -- 687	-	-	5	25	56	13	(³)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government	487	39.9	610	623	552 -- 623	-	-	4	37	48	9	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 3	1,138	39.8	843	817	750 -- 908	-	-	-	1	6	34	33	14	5	5	3	-	-	-	-	-	-	-	-	-	-	
Private industry	886	39.8	859	824	769 -- 915	-	-	-	(³)	4	29	36	15	6	6	3	-	-	-	-	-	-	-	-	-	-	
Service-producing industries	607	39.8	827	808	750 -- 891	-	-	-	(³)	4	37	37	15	7	(³)	-	-	-	-	-	-	-	-	-	-	-	
State and local government	252	39.8	787	778	705 -- 854	-	-	-	3	10	49	25	10	3	-	-	-	-	-	-	-	-	-	-	-	-	
Level 4	330	39.8	1,055	1,064	911 -- 1,170	-	-	-	-	-	10	14	15	15	31	6	3	5	(³)	-	-	-	-	-	-	-	
Private industry	302	39.9	1,060	1,081	911 -- 1,170	-	-	-	-	-	9	13	16	14	32	6	4	5	(³)	-	-	-	-	-	-	-	
Goods-producing industries	155	40.0	1,024	1,029	849 -- 1,172	-	-	-	-	-	15	21	11	19	16	8	6	3	1	-	-	-	-	-	-	-	
Manufacturing	155	40.0	1,024	1,029	849 -- 1,172	-	-	-	-	-	15	21	11	19	16	8	6	3	1	-	-	-	-	-	-	-	
Service-producing industries	147	39.7	1,098	1,154	969 -- 1,170	-	-	-	-	-	3	5	22	9	49	3	1	7	-	-	-	-	-	-	-	-	
State and local government	28	39.6	1,004	-	-	-	-	-	-	-	18	21	7	18	21	11	-	4	-	-	-	-	-	-	-	-	
Level 5:																											
Private industry	101	40.0	1,308	1,250	1,202 -- 1,435	-	-	-	-	-	-	-	-	22	3	43	-	16	4	5	5	3	-	-	-		
State and local government	6	39.2	1,338	-	-	-	-	-	-	-	-	-	-	-	-	33	50	17	-	-	-	-	-	-	-		
Accountants, Public	493	40.0	713	654	571 -- 815	-	1	3	34	18	18	11	5	8	1	1	(³)	(³)	-	-	-	-	-	-	-	-	
Private industry	493	40.0	713	654	571 -- 815	-	1	3	34	18	18	11	5	8	1	1	(³)	(³)	-	-	-	-	-	-	-	-	
Service-producing industries	493	40.0	713	654	571 -- 815	-	1	3	34	18	18	11	5	8	1	1	(³)	(³)	-	-	-	-	-	-	-	-	
Level 1	110	40.0	533	536	510 -- 563	-	3	13	85	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry	110	40.0	533	536	510 -- 563	-	3	13	85	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries	110	40.0	533	536	510 -- 563	-	3	13	85	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 2	167	40.0	618	615	577 -- 652	-	-	-	46	40	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry	167	40.0	618	615	577 -- 652	-	-	-	46	40	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries	167	40.0	618	615	577 -- 652	-	-	-	46	40	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 3	141	40.0	785	796	715 -- 846	-	-	-	-	15	45	35	4	1	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry	141	40.0	785	796	715 -- 846	-	-	-	-	15	45	35	4	1	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries	141	40.0	785	796	715 -- 846	-	-	-	-	15	45	35	4	1	-	-	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Seattle-Tacoma-Bremerton, WA, November 1996 — Continued

Occupation and level	Number of workers	Average weekly hours ¹ (standard)	Weekly pay (in dollars) ²			Percent of workers receiving straight-time weekly pay (in dollars) of—																								
			Mean	Median	Middle range	350 and under 400	400 - 450	450 - 500	500 - 600	600 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 1900	1900 - 2000	2000 - 2100	2100 - 2200	2200 and over				
Level 4	75	40.0	\$1,049	\$1,038	\$952 - \$1,096	-	-	-	-	-	7	24	49	8	8	1	3	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry	75	40.0	1,049	1,038	952 - 1,096	-	-	-	-	-	7	24	49	8	8	1	3	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries	75	40.0	1,049	1,038	952 - 1,096	-	-	-	-	-	7	24	49	8	8	1	3	-	-	-	-	-	-	-	-	-	-	-	-	
Attorneys	1,167	38.6	1,191	1,148	917 - 1,397	-	-	-	6	7	11	8	12	13	9	8	5	8	3	1	2	1	3	1	3	1	1	1		
Private industry	201	39.9	1,655	1,611	1,385 - 2,000	-	-	-	-	-	(³)	-	7	4	4	12	7	14	9	4	8	2	17	6	3	-	-	-		
Service-producing industries	171	39.9	1,614	1,565	1,369 - 1,886	-	-	-	-	-	1	-	6	5	5	13	8	16	11	5	10	2	8	8	2	-	-	-		
State and local government	966	38.3	1,094	1,079	871 - 1,263	-	-	-	7	8	14	10	13	15	10	7	5	7	2	1	1	(³)	-	(³)	-	-	-	-		
Level 1	136	37.1	739	719	668 - 803	-	-	-	-	46	29	25	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
State and local government	136	37.1	739	719	668 - 803	-	-	-	-	46	29	25	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Level 2	385	38.2	973	964	856 - 1,088	-	-	-	-	3	11	25	23	14	19	1	1	2	-	-	-	-	-	-	-	-	-	-		
State and local government	373	38.2	969	958	856 - 1,076	-	-	-	-	3	11	26	24	13	18	1	1	2	-	-	-	-	-	-	-	-	-	-		
Level 3	402	38.9	1,254	1,235	1,114 - 1,367	-	-	-	-	-	-	-	2	21	19	25	15	7	7	3	1	(³)	(³)	-	-	-	-	-		
Private industry	72	39.9	1,446	-	-	-	-	-	-	-	-	-	-	10	-	10	28	19	13	10	7	3	1	-	-	-	-	-		
Service-producing industries	70	39.9	1,443	-	-	-	-	-	-	-	-	-	-	10	-	10	29	19	13	9	7	3	1	-	-	-	-	-		
State and local government	330	38.7	1,213	1,201	1,096 - 1,287	-	-	-	-	-	-	2	23	23	28	12	4	5	1	-	-	-	-	-	-	-	-	-		
Level 4	187	39.2	1,630	1,564	1,458 - 1,695	-	-	-	-	-	-	-	-	-	1	1	14	12	34	13	3	3	1	12	3	2	-	-		
Private industry	67	40.0	1,835	-	-	-	-	-	-	-	-	-	-	-	-	1	-	27	18	-	1	3	34	9	6	-	-			
State and local government	120	38.7	1,515	1,523	1,405 - 1,584	-	-	-	-	-	-	-	-	-	1	1	22	19	38	11	5	3	-	-	-	-	-	-		
Engineers:																														
State and local government	2,186	39.9	971	972	828 - 1,072	-	-	-	(³)	1	23	17	19	19	12	5	3	1	(³)	(³)	-	(³)	-	-	-	-	-	-	-	
Level 1:																														
Private industry:																														
Service-producing industries	245	40.0	622	600	600 - 626	-	-	-	24	56	20	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
State and local government	63	40.0	692	723	623 - 723	-	-	-	14	21	65	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Level 2:																														
Private industry:																														
Service-producing industries	349	40.0	764	763	680 - 786	-	-	-	-	49	30	11	3	5	2	-	-	-	-	-	-	-	-	-	-	-	-	-		
State and local government	550	40.0	809	797	797 - 797	-	-	-	-	1	79	10	9	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Level 3:																														
Private industry:																														
Service-producing industries	1,211	39.9	912	880	815 - 1,005	-	-	-	-	(³)	18	35	17	23	4	2	-	-	-	-	-	-	-	-	-	-	-	-		
State and local government	713	40.0	946	944	880 - 1,012	-	-	-	-	-	3	42	28	22	5	-	-	-	-	-	-	-	-	-	-	-	-	-		
Level 4:																														
Private industry:																														
Service-producing industries	887	40.0	1,099	1,114	977 - 1,180	-	-	-	-	-	-	-	39	7	32	14	2	5	1	-	-	-	-	-	-	-	-	-		
State and local government	719	39.8	1,081	1,072	972 - 1,152	-	-	-	-	-	1	1	24	35	26	10	3	-	-	-	-	-	-	-	-	-	-	-		
Level 5:																														
Private industry:																														
Service-producing industries	601	40.0	1,261	1,179	1,118 - 1,387	-	-	-	-	-	-	-	-	14	38	14	11	6	12	7	-	-	-	-	-	-	-	-		
State and local government	140	39.8	1,286	1,249	1,182 - 1,379	-	-	-	-	-	-	-	-	-	3	29	21	24	17	3	3	-	1	-	-	-	-	-		

See footnotes at end of table.

Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Seattle-Tacoma-Bremerton, WA, November 1996 — Continued

Occupation and level	Number of workers	Average weekly hours ¹ (standard)	Weekly pay (in dollars) ²			Percent of workers receiving straight-time weekly pay (in dollars) of—																				
			Mean	Median	Middle range	350 and under 400	400 - 450	450 - 500	500 - 600	600 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 1900	1900 - 2000	2000 - 2100	2100 - 2200	2200 and over
Scientists	6,405	40.0	\$1,036	\$1,003	\$789 - \$1,230	(³)	(³)	1	4	11	10	11	11	12	11	8	7	4	3	2	1	1	(³)	(³)	(³)	1
Private industry	5,779	40.0	1,058	1,038	794 - 1,264	(³)	(³)	1	4	11	8	10	10	12	9	8	4	3	3	1	1	(³)	(³)	(³)	(³)	1
Goods-producing industries	943	40.0	1,055	1,080	717 - 1,275	-	-	1	2	18	8	8	8	9	11	14	9	1	4	4	1	1	1	(³)	(³)	(³)
Manufacturing	943	40.0	1,055	1,080	717 - 1,275	-	-	1	2	18	8	8	8	9	11	14	9	1	4	4	1	1	1	(³)	(³)	(³)
Service-producing industries	4,836	40.0	1,059	1,034	803 - 1,263	(³)	1	1	5	10	8	11	10	13	12	8	7	5	3	2	2	1	(³)	(³)	(³)	1
State and local government	626	39.9	838	838	741 - 925	-	-	1	5	9	31	20	23	8	3	1	(³)	-	-	-	-	-	-	-	-	-
Level 1	554	40.0	647	657	615 - 685	-	3	7	12	56	13	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry	504	40.0	649	673	615 - 692	-	3	6	11	58	12	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries	295	40.0	626	639	521 - 680	-	6	8	16	53	14	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 2	1,444	40.0	800	806	690 - 886	-	-	(³)	10	17	22	28	15	5	4	-	-	-	-	-	-	-	-	-	-	-
Private industry	1,303	40.0	808	816	695 - 898	-	-	(³)	10	16	19	30	15	5	4	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries	1,210	40.0	807	823	713 - 893	-	-	(³)	9	15	19	33	17	6	2	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	250	40.0	1,027	984	874 - 1,214	-	-	-	-	14	15	23	6	6	36	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries	250	40.0	1,027	984	874 - 1,214	-	-	-	-	14	15	23	6	6	36	-	-	-	-	-	-	-	-	-	-	-
State and local government	141	39.9	727	723	688 - 766	-	-	-	11	20	52	11	6	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 3	1,943	40.0	1,016	1,028	902 - 1,127	-	-	-	(³)	1	12	11	19	23	21	11	1	1	-	-	-	-	-	-	-	-
Private industry	1,621	40.0	1,049	1,059	967 - 1,151	-	-	-	(³)	1	8	6	17	27	25	13	2	1	-	-	-	-	-	-	-	-
Goods-producing industries	250	40.0	1,027	984	874 - 1,214	-	-	-	-	14	15	23	6	6	36	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	250	40.0	1,027	984	874 - 1,214	-	-	-	-	14	15	23	6	6	36	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries	1,371	40.0	1,052	1,063	976 - 1,139	-	-	-	(³)	1	7	5	16	31	28	9	2	1	-	-	-	-	-	-	-	-
State and local government	322	40.0	850	838	797 - 902	-	-	-	1	2	33	34	28	1	1	-	-	-	-	-	-	-	-	-	-	-
Level 4	1,174	40.0	1,252	1,264	1,116 - 1,367	-	-	-	-	(³)	-	6	16	18	19	23	13	4	1	1	-	-	-	-	-	-
Private industry	1,070	40.0	1,273	1,280	1,154 - 1,380	-	-	-	-	-	-	2	13	18	21	25	15	4	1	1	-	-	-	-	-	-
Goods-producing industries	225	40.0	1,158	1,118	1,080 - 1,263	-	-	-	-	-	-	7	32	25	16	16	3	1	-	-	-	-	-	-	-	-
Manufacturing	225	40.0	1,158	1,118	1,080 - 1,263	-	-	-	-	-	-	7	32	25	16	16	3	1	-	-	-	-	-	-	-	-
State and local government	104	39.6	1,033	1,021	972 - 1,081	-	-	-	-	-	1	-	42	41	12	4	-	-	-	-	-	-	-	-	-	-
Scientists, Computer/Engineering	3,583	40.0	1,119	1,087	921 - 1,272	-	-	-	(³)	4	7	12	12	16	15	11	8	5	2	2	1	1	(³)	(³)	(³)	1
Private industry	3,568	40.0	1,120	1,087	922 - 1,274	-	-	-	(³)	4	7	12	12	16	15	11	8	5	2	2	1	1	(³)	(³)	(³)	1
Goods-producing industries	381	40.0	1,104	1,116	943 - 1,216	-	-	-	-	2	7	13	6	15	15	30	7	1	1	(³)	1	1	(³)	-	-	-
Manufacturing	381	40.0	1,104	1,116	943 - 1,216	-	-	-	-	2	7	13	6	15	15	30	7	1	1	(³)	1	1	(³)	-	-	-
Service-producing industries	3,187	40.0	1,122	1,081	918 - 1,282	-	-	-	(³)	4	7	12	13	16	15	9	9	6	3	2	1	1	(³)	(³)	(³)	1
Level 2	804	40.0	871	861	806 - 923	-	-	-	(³)	22	45	24	7	2	-	-	-	-	-	-	-	-	-	-	-	-
Private industry	795	40.0	870	860	806 - 923	-	-	-	(³)	23	45	23	7	2	-	-	-	-	-	-	-	-	-	-	-	-
Level 4	806	40.0	1,285	1,298	1,177 - 1,390	-	-	-	-	-	-	2	11	15	23	28	17	3	1	1	-	-	-	-	-	-
Private industry	805	40.0	1,285	1,299	1,188 - 1,390	-	-	-	-	-	-	2	11	15	23	28	17	3	1	1	-	-	-	-	-	-
Scientists, Physical/Biological	2,822	40.0	932	820	662 - 1,149	1	1	2	10	19	15	10	9	6	6	4	5	2	3	3	1	1	(³)	(³)	(³)	1
Private industry	2,211	40.0	958	817	639 - 1,231	1	1	2	11	22	10	7	6	6	7	5	7	3	3	4	2	1	1	(³)	(³)	1
Goods-producing industries	562	40.0	1,022	971	680 - 1,330	-	-	1	3	28	8	5	9	5	9	2	11	2	6	7	1	1	1	(³)	(³)	1
Manufacturing	562	40.0	1,022	971	680 - 1,330	-	-	1	3	28	8	5	9	5	9	2	11	2	6	7	1	1	1	(³)	(³)	1
State and local government	611	39.9	835	838	741 - 925	-	-	1	5	9	31	20	22	9	3	1	(³)	-	-	-	-	-	-	-	-	-
Level 1	314	40.0	594	623	515 - 678	-	5	12	21	59	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry	264	40.0	588	623	506 - 678	-	6	12	20	62	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Seattle-Tacoma-Bremerton, WA, November 1996 — Continued

Occupation and level	Number of workers	Average weekly hours ¹ (standard)	Weekly pay (in dollars) ²			Percent of workers receiving straight-time weekly pay (in dollars) of—																						
			Mean	Median	Middle range	350 and under 400	400 - 450	450 - 500	500 - 600	600 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 1900	1900 - 2000	2000 - 2100	2100 - 2200	2200 and over		
Level 2	640	40.0	\$711	\$673	\$608 – \$741	–	–	(³)	22	37	22	8	3	2	6	–	–	–	–	–	–	–	–	–	–	–	–	–
Private industry	508	40.0	710	658	600 – 731	–	–	(³)	24	41	13	7	3	3	7	–	–	–	–	–	–	–	–	–	–	–	–	–
State and local government	132	39.9	713	723	688 – 741	–	–	–	11	21	56	11	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
Level 3	765	40.0	893	859	797 – 953	–	–	–	1	2	31	25	22	7	6	4	2	–	–	–	–	–	–	–	–	–	–	
Private industry	448	40.0	924	898	774 – 1,048	–	–	–	(³)	3	29	19	18	10	9	7	4	–	–	–	–	–	–	–	–	–	–	
Goods-producing industries	137	40.0	899	919	807 – 974	–	–	–	–	–	25	22	36	11	6	–	–	–	–	–	–	–	–	–	–	–	–	
Manufacturing	137	40.0	899	919	807 – 974	–	–	–	–	–	25	22	36	11	6	–	–	–	–	–	–	–	–	–	–	–	–	
State and local government	317	40.0	849	838	797 – 902	–	–	–	1	2	34	34	28	1	1	–	–	–	–	–	–	–	–	–	–	–	–	
Level 4:																												
State and local government	103	39.6	1,032	1,021	972 – 1,081	–	–	–	–	–	1	–	43	42	11	4	–	–	–	–	–	–	–	–	–	–	–	
ADMINISTRATIVE OCCUPATIONS																												
Budget Analysts	749	39.9	803	797	696 – 916	–	1	2	9	16	24	19	15	10	3	(³)	–	–	–	–	–	–	–	–	–	–	–	–
State and local government	167	39.5	818	817	729 – 862	–	–	–	4	17	25	32	8	13	2	–	–	–	–	–	–	–	–	–	–	–	–	
Level 2	179	39.9	652	639	585 – 699	–	–	–	34	42	18	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
State and local government	30	39.7	646	638	623 – 684	–	–	–	23	67	10	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
Level 3	88	39.5	841	810	759 – 913	–	–	–	–	7	40	23	24	5	–	2	–	–	–	–	–	–	–	–	–	–	–	
State and local government	72	39.4	822	797	759 – 874	–	–	–	–	8	43	26	17	6	–	–	–	–	–	–	–	–	–	–	–	–	–	
Level 4:																												
State and local government	64	39.5	899	838	838 – 1,004	–	–	–	–	2	13	53	2	27	5	–	–	–	–	–	–	–	–	–	–	–	–	
Buyer/Contracting Specialists:																												
Private industry:																												
Service-producing industries	246	39.9	678	650	631 – 734	1	–	1	9	58	21	7	2	1	–	–	–	–	–	–	–	–	–	–	–	–	–	
State and local government	276	39.8	737	741	667 – 807	–	(³)	1	8	27	38	20	3	1	(³)	–	–	–	–	–	–	–	–	–	–	–	–	
Level 1:																												
Private industry	191	40.0	555	577	444 – 644	1	26	3	39	31	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
Goods-producing industries	174	40.0	557	577	444 – 644	–	28	2	38	32	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
Manufacturing	174	40.0	557	577	444 – 644	–	28	2	38	32	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
State and local government	37	40.0	591	604	539 – 635	–	3	5	35	54	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
Level 2	813	39.9	700	699	650 – 755	–	–	–	11	42	32	14	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
Private industry	667	40.0	697	699	650 – 734	–	–	–	12	43	31	14	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
Goods-producing industries	457	40.0	708	706	666 – 755	–	–	–	14	32	35	18	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
Manufacturing	400	40.0	714	724	666 – 755	–	–	–	13	33	33	20	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
Service-producing industries	210	39.9	671	650	638 – 722	–	–	–	7	66	22	5	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
State and local government	146	39.6	716	705	667 – 766	–	–	–	7	38	39	16	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
Level 3:																												
State and local government	89	40.0	816	797	770 – 830	–	–	–	–	–	54	36	10	–	–	–	–	–	–	–	–	–	–	–	–	–	–	

See footnotes at end of table.

Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Seattle-Tacoma-Bremerton, WA, November 1996 — Continued

Occupation and level	Number of workers	Average weekly hours ¹ (standard)	Weekly pay (in dollars) ²			Percent of workers receiving straight-time weekly pay (in dollars) of—																				
			Mean	Median	Middle range	350 and under 400	400 - 450	450 - 500	500 - 600	600 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 1900	1900 - 2000	2000 - 2100	2100 - 2200	2200 and over
Personnel Specialists	2,266	39.9	\$802	\$750	\$620 - \$962	(³)	(³)	5	15	17	21	12	13	8	5	2	1	(³)	(³)	(³)	(³)	-	-	-	(³)	-
Private industry	1,750	39.9	790	731	602 - 971	(³)	(³)	6	19	17	19	9	12	7	6	2	1	(³)	(³)	1	(³)	-	-	-	(³)	-
Service-producing industries	1,119	39.8	854	808	675 - 990	(³)	(³)	2	8	21	18	10	17	10	8	4	1	-	-	1	(³)	-	-	-	(³)	-
State and local government	516	39.8	843	823	727 - 910	-	-	-	3	16	28	21	16	9	3	2	2	-	-	-	-	-	-	-	-	-
Level 2	818	40.0	615	602	556 - 675	-	-	11	39	32	16	3	(³)	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry	680	40.0	602	597	550 - 646	-	-	13	44	28	15	(³)	(³)	-	-	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries	353	40.0	571	575	508 - 597	-	-	23	60	8	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	353	40.0	571	575	508 - 597	-	-	23	60	8	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries	327	39.9	635	635	577 - 692	-	-	2	27	49	21	1	(³)	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government	138	40.0	679	670	608 - 727	-	-	-	13	51	20	15	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 3	895	39.8	809	797	731 - 890	-	-	3	13	38	23	17	5	1	-	-	-	-	-	-	-	-	-	-	-	-
Private industry	592	39.8	787	750	718 - 846	-	-	5	18	38	21	13	5	1	-	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries	213	40.0	736	744	658 - 798	-	-	12	18	48	15	3	2	(³)	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	192	40.0	735	733	639 - 798	-	-	14	20	43	17	4	3	1	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries	379	39.7	816	790	731 - 907	-	-	1	17	32	24	18	7	1	-	-	-	-	-	-	-	-	-	-	-	-
State and local government	303	39.8	850	845	797 - 908	-	-	-	3	38	26	26	6	1	-	-	-	-	-	-	-	-	-	-	-	-
Level 4	472	39.8	1,072	1,035	990 - 1,156	-	-	-	-	1	9	27	24	22	11	5	-	1	-	-	-	-	-	-	-	-
Private industry	400	39.9	1,065	1,010	990 - 1,156	-	-	-	-	1	8	31	22	23	10	4	-	1	-	-	-	-	-	-	-	-
Goods-producing industries	63	40.0	1,044	-	-	-	-	-	1,044	-	-	33	16	17	27	-	2	-	5	-	-	-	-	-	-	-
Manufacturing	63	40.0	1,044	-	-	-	-	-	-	-	-	33	16	17	27	-	2	-	5	-	-	-	-	-	-	-
Service-producing industries	337	39.8	1,069	1,012	990 - 1,156	-	-	-	-	2	4	34	23	23	12	4	-	-	-	-	-	-	-	-	-	-
State and local government	72	39.8	1,111	1,097	1,016 - 1,234	-	-	-	-	-	13	8	36	14	15	14	-	-	-	-	-	-	-	-	-	-
Personnel Supervisors/Managers	225	39.9	1,214	1,165	1,144 - 1,245	-	-	-	-	-	4	3	10	56	4	8	8	2	2	1	1	(³)	-	(³)	(³)	
Private industry	196	39.9	1,213	1,165	1,144 - 1,201	-	-	-	-	-	4	3	9	60	4	7	5	3	2	1	2	1	-	1	1	
Service-producing industries	84	39.7	1,231	1,154	1,144 - 1,211	-	-	-	-	-	-	-	7	67	5	8	6	2	1	-	-	1	-	1	1	
State and local government	29	39.7	1,220	1,154	1,116 - 1,372	-	-	-	-	-	-	7	17	34	3	14	24	-	-	-	-	-	-	-	-	
Level 1	179	39.9	1,155	1,154	1,141 - 1,165	-	-	-	-	-	4	3	12	66	2	6	4	1	1	-	-	-	-	-	-	-
Private industry	161	39.8	1,159	1,165	1,144 - 1,165	-	-	-	-	-	5	2	10	68	2	6	4	1	1	-	-	-	-	-	-	-
Service-producing industries	71	39.7	1,180	-	-	-	-	-	-	-	-	-	7	76	1	8	7	-	-	-	-	-	-	-	-	-
State and local government	18	40.0	1,122	1,141	1,050 - 1,154	-	-	-	-	-	-	11	28	50	6	6	-	-	-	-	-	-	-	-	-	-
Level 2:																										
State and local government	9	39.2	1,380	-	-	-	-	-	-	-	-	-	-	11	-	22	67	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Seattle-Tacoma-Bremerton, WA, November 1996 — Continued

Occupation and level	Number of workers	Average weekly hours ¹ (standard)	Weekly pay (in dollars) ²			Percent of workers receiving straight-time weekly pay (in dollars) of—																				
			Mean	Median	Middle range	350 and under 400	400 - 450	450 - 500	500 - 600	600 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 1900	1900 - 2000	2000 - 2100	2100 - 2200	2200 and over
Director of Personnel	150	39.9	\$1,512	\$1,463	\$1,342 - \$1,539	-	-	-	-	-	-	-	1	10	1	6	23	28	12	3	1	1	-	9	-	5
Private industry	96	40.0	1,587	1,463	1,346 - 1,744	-	-	-	-	-	-	-	1	5	-	2	29	34	2	1	1	2	-	15	-	7
State and local government	54	39.8	1,378	1,400	1,201 - 1,539	-	-	-	-	-	-	-	-	19	2	13	13	17	30	7	-	-	-	-	-	-
Level 2	61	40.0	1,398	-	- - -	-	-	-	-	-	-	-	-	-	-	11	49	18	16	3	2	-	-	-	-	-
State and local government	26	40.0	1,415	1,400	1,294 - 1,530	-	-	-	-	-	-	-	-	-	-	27	8	31	31	4	-	-	-	-	-	-
Tax Collectors:																										
Level 1	7	40.0	521	-	- - -	-	-	43	57	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government	7	40.0	521	-	- - -	-	-	43	57	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 2	40	40.0	635	655	608 - 655	-	-	-	17	75	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government	40	40.0	635	655	608 - 655	-	-	-	17	75	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 3	56	40.0	733	750	688 - 797	-	-	-	-	30	68	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government	56	40.0	733	750	688 - 797	-	-	-	-	30	68	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ 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.

² 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 Appendix A for definitions and methods used to

compute means, medians, and middle ranges.

³ 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 A-2. All establishments: Weekly hours and pay of technical and protective service occupations, Seattle-Tacoma-Bremerton, WA, November 1996

Occupation and level	Number of workers	Average weekly hours ¹ (standard)	Weekly pay (in dollars) ²			Percent of workers receiving straight-time weekly pay (in dollars) of—																						
			Mean	Median	Middle range	Under 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1050	1050 - 1100	1100 - 1150	1150 - 1200	1200 - 1250		
TECHNICAL OCCUPATIONS																												
Computer Operators	801	39.8	\$532	\$522	\$460 - \$600	1	2	3	9	2	21	18	17	15	4	4	2	-	-	-	-	-	-	-	-	-	-	-
Private industry	618	39.8	520	520	460 - 576	2	2	4	10	2	25	18	16	15	3	3	1	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries	58	40.0	539	-	- - -	-	10	-	2	5	12	28	19	7	10	7	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing	58	40.0	539	-	- - -	-	10	-	2	5	12	28	19	7	10	7	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries	560	39.7	518	520	460 - 576	2	1	4	11	2	26	17	16	16	2	3	1	-	-	-	-	-	-	-	-	-	-	
State and local government	183	39.8	574	552	503 - 622	-	1	2	7	2	7	21	22	16	9	7	5	-	-	-	-	-	-	-	-	-	-	
Level 2	377	39.8	487	484	418 - 528	-	1	5	20	3	30	23	15	2	2	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry	266	39.7	473	480	414 - 512	-	1	6	23	3	38	19	7	1	2	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries	245	39.7	470	480	414 - 510	-	-	7	25	2	40	19	7	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government	111	39.9	519	527	480 - 552	-	1	4	11	3	10	32	33	5	3	-	-	-	-	-	-	-	-	-	-	-	-	
Level 3	368	39.8	592	581	530 - 635	-	-	-	-	-	13	16	22	30	6	9	4	-	-	-	-	-	-	-	-	-	-	
Private industry	301	39.8	575	560	520 - 626	-	-	-	-	-	15	19	25	29	3	7	1	-	-	-	-	-	-	-	-	-	-	
Service-producing industries	267	39.8	575	560	520 - 626	-	-	-	-	-	16	17	25	31	3	6	1	-	-	-	-	-	-	-	-	-	-	
State and local government	67	39.6	667	659	608 - 735	-	-	-	-	-	3	4	6	34	18	19	15	-	-	-	-	-	-	-	-	-	-	
Drafters	2,920	40.0	677	670	567 - 778	(³)	-	-	-	(³)	13	7	18	9	12	8	13	7	5	4	3	1	1	(³)	(³)	-	-	
Private industry	2,905	40.0	677	668	567 - 778	(³)	-	-	-	(³)	13	7	18	9	11	8	13	7	5	4	3	1	1	(³)	(³)	-	-	
Level 2	832	40.0	525	511	462 - 569	-	-	-	-	-	44	23	16	13	2	1	1	-	-	-	-	-	-	-	-	-	-	
Private industry	829	40.0	525	510	462 - 569	-	-	-	-	-	44	23	16	13	2	1	1	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries	732	40.0	525	500	462 - 569	-	-	-	-	-	49	15	17	15	2	2	1	-	-	-	-	-	-	-	-	-	-	
Level 3:																												
Private industry:																												
Service-producing industries	198	40.0	646	664	596 - 680	-	-	-	-	-	-	-	39	9	43	-	8	-	-	-	-	-	-	-	-	-	-	
Engineering Technicians:																												
State and local government	122	39.9	787	778	705 - 846	-	-	-	-	-	-	2	7	8	6	17	16	20	13	-	5	2	2	-	-	-	2	
Level 3:																												
State and local government	27	40.0	708	705	680 - 747	-	-	-	-	-	-	-	-	4	26	70	-	-	-	-	-	-	-	-	-	-	-	
Level 4:																												
State and local government	52	40.0	819	815	778 - 846	-	-	-	-	-	-	-	-	-	4	37	44	15	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

Table A-2. All establishments: Weekly hours and pay of technical and protective service occupations, Seattle-Tacoma-Bremerton, WA, November 1996 — Continued

Occupation and level	Number of workers	Average weekly hours ¹ (standard)	Weekly pay (in dollars) ²			Percent of workers receiving straight-time weekly pay (in dollars) of—																					
			Mean	Median	Middle range	Under 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1050	1050 - 1100	1100 - 1150	1150 - 1200	1200 - 1250	
Engineering Technicians, Civil	773	39.9	\$828	\$815	\$724 - \$905	-	-	(³)	-	-	(³)	1	2	6	11	11	11	13	18	8	8	1	4	1	3	(³)	
State and local government	621	39.8	819	810	729 - 893	-	-	(³)	-	-	(³)	1	2	5	11	10	13	14	20	8	9	1	4	(³)	(³)	(³)	
Level 2	64	40.0	697	685	652 - 781	-	-	-	-	-	2	2	6	8	39	16	28	-	-	-	-	-	-	-	-	-	
State and local government	64	40.0	697	685	652 - 781	-	-	-	-	-	2	2	6	8	39	16	28	-	-	-	-	-	-	-	-	-	
Level 3	285	39.9	775	786	696 - 837	-	-	-	-	-	2	2	8	13	14	15	21	15	4	5	-	-	-	-	-	-	
State and local government	253	39.9	788	805	738 - 868	-	-	-	-	-	2	2	3	12	12	17	24	17	4	6	-	-	-	-	-	-	
Level 4	260	39.7	814	831	724 - 885	-	-	-	-	-	-	2	7	8	14	11	10	32	15	(³)	-	2	-	-	-	-	
State and local government	216	39.7	825	863	749 - 889	-	-	-	-	-	-	2	8	6	10	9	11	34	18	(³)	-	2	-	-	-	-	
Level 5	98	40.0	930	956	865 - 956	-	-	-	-	-	-	-	-	-	-	-	17	17	11	43	2	1	8	-	-		
State and local government	54	40.0	941	956	956 - 956	-	-	-	-	-	-	-	-	-	-	-	2	17	2	78	2	-	-	-	-		
Level 6	63	39.9	1,116	-	- - -	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	46	5	40	3		
State and local government	31	39.8	1,086	1,071	1,071 - 1,071	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	13	68	10	3	6		
PROTECTIVE SERVICE OCCUPATIONS																											
Corrections Officers	1,879	40.0	624	593	565 - 703	-	-	-	-	4	7	10	41	8	4	8	7	11	-	-	-	-	-	-	-	-	-
State and local government	1,879	40.0	624	593	565 - 703	-	-	-	-	4	7	10	41	8	4	8	7	11	-	-	-	-	-	-	-	-	-
Firefighters	2,040	48.6	918	925	873 - 987	-	-	-	-	-	1	1	1	2	3	9	5	16	15	30	7	9	(³)	(³)	2	-	
State and local government	1,984	48.8	925	925	878 - 987	-	-	-	-	-	-	1	1	2	3	8	5	16	16	31	7	9	(³)	(³)	2	-	
Police Officers	3,399	40.0	860	882	832 - 899	-	-	-	-	-	-	-	2	2	5	8	14	48	13	5	1	(³)	(³)	-	-		
State and local government	3,399	40.0	860	882	832 - 899	-	-	-	-	-	-	-	2	2	5	8	14	48	13	5	1	(³)	(³)	-	-		
Level 1	3,087	40.0	854	873	825 - 899	-	-	-	-	-	-	-	2	3	6	9	15	48	12	3	1	(³)	(³)	-	-		
State and local government	3,087	40.0	854	873	825 - 899	-	-	-	-	-	-	-	2	3	6	9	15	48	12	3	1	(³)	(³)	-	-		
Level 2	312	40.0	918	900	898 - 938	-	-	-	-	-	-	-	-	-	-	-	-	53	28	18	1	-	-	-	-		
State and local government	312	40.0	918	900	898 - 938	-	-	-	-	-	-	-	-	-	-	-	-	53	28	18	1	-	-	-	-		

¹ 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.

² 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 Appendix A for definitions and methods used to

compute means, medians, and middle ranges.

³ 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 A-3. All establishments: Weekly hours and pay of clerical occupations, Seattle-Tacoma-Bremerton, WA, November 1996

Occupation and level	Number of workers	Average weekly hours ¹ (standard)	Weekly pay (in dollars) ²			Percent of workers receiving straight-time weekly pay (in dollars) of—																				
			Mean	Median	Middle range	250 and under 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 525	525 - 550	550 - 575	575 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 and over
Clerks, Accounting	6,393	39.9	\$455	\$460	\$399 - \$500	(³)	(³)	6	4	6	10	13	7	18	11	9	4	5	1	4	1	(³)	(³)	(³)	(³)	-
Private industry	5,391	39.9	442	452	383 - 485	(³)	(³)	7	4	7	10	14	7	18	12	8	4	4	1	1	1	(³)	(³)	-	-	-
Goods-producing industries	1,096	40.0	487	491	423 - 552	-	-	(³)	(³)	8	7	12	5	7	16	15	5	17	2	4	3	(³)	-	-	-	-
Manufacturing	836	40.0	487	496	423 - 542	-	-	(³)	(³)	10	8	7	5	8	13	20	6	11	2	6	4	(³)	-	-	-	-
Service-producing industries	4,295	39.9	430	439	380 - 475	1	(³)	8	5	6	11	15	8	21	11	6	4	1	1	1	(³)	(³)	(³)	-	-	
State and local government	1,002	39.9	524	517	469 - 610	-	-	(³)	(³)	2	6	3	6	20	7	12	6	8	3	19	5	1	-	(³)	(³)	-
Level 2	2,857	39.9	406	412	360 - 460	1	(³)	13	6	10	13	16	7	24	6	3	1	-	(³)	-	(³)	-	-	-	-	-
Private industry	2,805	39.9	405	411	360 - 460	1	(³)	13	6	10	13	16	7	24	6	2	1	-	(³)	-	(³)	-	-	-	-	-
Service-producing industries	2,553	39.9	404	413	360 - 460	1	(³)	14	7	8	12	16	8	26	6	1	1	-	-	-	-	-	-	-	-	-
State and local government	52	40.0	457	460	398 - 517	-	-	2	4	4	15	12	10	10	6	31	-	-	8	-	-	-	-	-	-	-
Level 3	2,865	39.9	477	479	432 - 514	-	(³)	-	2	2	8	12	8	17	18	13	8	8	2	3	1	-	-	-	-	-
Private industry	2,219	39.9	472	479	424 - 510	-	(³)	-	2	1	8	14	7	13	21	15	8	7	2	1	-	-	-	-	-	-
Goods-producing industries	666	40.0	492	495	456 - 527	-	-	-	-	1	-	14	6	10	25	18	7	18	1	(³)	-	-	-	-	-	-
Manufacturing	413	40.0	494	496	469 - 512	-	-	-	-	-	-	4	8	15	24	29	11	6	2	1	-	-	-	-	-	-
Service-producing industries	1,553	39.8	463	475	414 - 503	-	(³)	-	3	1	11	15	8	15	19	13	9	3	2	1	-	-	-	-	-	-
State and local government	646	39.9	497	469	458 - 562	-	-	-	-	4	8	4	8	29	9	5	7	11	2	10	2	-	-	-	-	-
Level 4	591	39.9	588	601	526 - 619	-	-	-	-	-	(³)	(³)	2	5	17	7	15	4	31	12	5	2	(³)	(³)	-	-
Private industry	292	40.0	585	558	540 - 630	-	-	-	-	-	-	1	-	1	8	10	9	27	4	21	12	4	4	-	-	-
Service-producing industries	135	39.9	572	540	504 - 619	-	-	-	-	-	-	1	-	3	16	21	16	7	2	13	4	8	8	-	-	-
State and local government	299	39.9	591	610	525 - 610	-	-	-	-	-	-	1	2	2	24	4	3	4	41	12	5	-	(³)	1	-	-
Clerks, General	5,380	39.7	449	438	381 - 513	3	(³)	2	7	9	13	7	13	11	5	8	5	10	2	4	(³)	(³)	-	-	-	-
Private industry	2,540	39.8	414	400	360 - 464	6	(³)	3	11	13	16	10	13	6	5	5	6	5	1	1	(³)	-	-	-	-	-
Goods-producing industries	203	40.0	437	423	398 - 482	-	-	12	1	4	14	30	8	5	6	5	2	3	4	2	2	-	-	-	-	-
Manufacturing	203	40.0	437	423	398 - 482	-	-	12	1	4	14	30	8	5	6	5	2	3	4	2	2	-	-	-	-	-
Service-producing industries	2,337	39.8	412	399	360 - 464	6	(³)	2	12	13	16	8	13	6	5	5	6	5	1	(³)	-	-	-	-	-	-
State and local government	2,840	39.7	480	469	422 - 558	(³)	-	1	4	5	10	5	13	16	5	10	5	15	2	7	(³)	(³)	-	-	-	-
Level 1	158	39.9	369	381	333 - 399	1	-	18	11	11	57	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government	154	39.9	371	384	333 - 399	1	-	18	10	12	58	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 2	901	39.9	363	366	325 - 406	17	(³)	8	15	14	19	15	6	4	1	2	-	-	(³)	-	-	-	-	-	-	-
Private industry	785	40.0	358	361	306 - 398	19	(³)	9	14	14	20	15	6	1	1	2	-	-	-	-	-	-	-	-	-	-
Goods-producing industries	120	40.0	385	398	353 - 423	-	-	20	2	6	23	48	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	120	40.0	385	398	353 - 423	-	-	20	2	6	23	48	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government	116	39.5	397	395	356 - 439	-	-	-	23	20	14	15	5	21	-	2	-	-	1	-	-	-	-	-	-	-
Level 3	2,553	39.8	445	437	383 - 500	-	-	(³)	9	10	13	7	20	9	7	8	7	6	1	3	(³)	-	-	-	-	-
Private industry	1,578	39.8	436	427	379 - 488	-	-	(³)	10	13	16	8	16	8	6	5	8	8	1	1	(³)	-	-	-	-	-
Goods-producing industries	51	40.0	493	-	-	-	-	-	2	2	4	31	10	14	12	6	8	-	2	10	-	-	-	-	-	-
Manufacturing	51	40.0	493	-	-	-	-	-	2	2	4	31	10	14	12	6	8	-	2	10	-	-	-	-	-	-
Service-producing industries	1,527	39.8	434	427	377 - 486	-	-	(³)	10	13	16	8	16	8	6	5	8	8	1	1	-	-	-	-	-	-
State and local government	975	39.7	460	437	418 - 503	-	-	-	6	6	10	7	25	10	7	14	5	2	1	7	-	-	-	-	-	-
Level 4	1,690	39.6	510	513	469 - 566	-	-	-	3	5	3	7	21	6	11	7	24	3	9	1	(³)	-	-	-	-	-
Private industry	95	40.0	519	515	483 - 534	-	-	-	1	-	1	-	5	22	36	19	3	8	4	-	-	-	-	-	-	-
State and local government	1,595	39.6	509	513	469 - 566	-	-	-	3	6	4	7	21	5	9	6	25	3	9	1	1	-	-	-	-	-

See footnotes at end of table.

Table A-3. All establishments: Weekly hours and pay of clerical occupations, Seattle-Tacoma-Bremerton, WA, November 1996 — Continued

Occupation and level	Number of workers	Average weekly hours ¹ (standard)	Weekly pay (in dollars) ²			Percent of workers receiving straight-time weekly pay (in dollars) of—																					
			Mean	Median	Middle range	250 and under 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 525	525 - 550	550 - 575	575 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 and over	
Clerks, Order	647	40.0	\$485	\$500	\$404 - \$550	-	-	-	4	-	8	23	-	14	-	21	(³)	10	10	-	10	-	-	-	-	-	-
Private industry	647	40.0	485	500	404 - 550	-	-	-	4	-	8	23	-	14	-	21	(³)	10	10	-	10	-	-	-	-	-	-
Service-producing industries	536	40.0	502	500	404 - 550	-	-	-	-	-	-	28	-	12	-	25	-	12	12	-	12	-	-	-	-	-	-
Key Entry Operators	639	39.9	427	442	372 - 460	-	-	1	10	18	10	6	26	14	1	5	3	5	(³)	-	1	-	-	-	-	-	-
Private industry	360	39.9	436	442	370 - 466	-	-	1	14	15	4	4	14	24	1	8	5	9	-	-	1	-	-	-	-	-	-
Goods-producing industries	69	40.0	388	-	-	-	-	-	42	28	1	13	-	6	-	3	1	-	-	-	6	-	-	-	-	-	-
Manufacturing	69	40.0	388	-	-	-	-	-	42	28	1	13	-	6	-	3	1	-	-	-	6	-	-	-	-	-	-
Service-producing industries	291	39.9	448	460	380 - 503	-	-	1	8	12	5	2	18	28	1	9	5	11	-	-	-	-	-	-	-	-	-
State and local government	279	39.8	416	418	372 - 448	-	-	(³)	3	23	16	8	41	2	1	1	2	1	1	1	-	-	-	-	-	-	-
Level 1	185	40.0	402	402	356 - 442	-	-	2	21	17	8	7	26	15	2	2	-	-	-	-	-	-	-	-	-	-	-
Private industry	157	40.0	405	418	357 - 442	-	-	2	18	15	8	7	31	18	-	1	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries	99	40.0	430	442	427 - 460	-	-	3	-	6	12	3	48	26	-	1	-	-	-	-	-	-	-	-	-	-	-
State and local government	28	40.0	386	356	340 - 415	-	-	4	32	29	7	7	4	-	11	7	-	-	-	-	-	-	-	-	-	-	-
Level 2	450	39.8	438	448	379 - 460	-	-	-	5	19	10	6	25	14	1	6	5	8	(³)	-	1	-	-	-	-	-	-
Private industry	199	39.8	462	460	370 - 534	-	-	-	12	15	2	2	-	29	1	14	9	16	-	-	2	-	-	-	-	-	-
Service-producing industries	188	39.8	457	460	370 - 534	-	-	-	12	15	2	2	-	30	1	13	9	17	-	-	-	-	-	-	-	-	-
State and local government	251	39.8	419	428	390 - 448	-	-	-	-	23	17	8	45	2	(³)	-	2	1	1	-	-	-	-	-	-	-	-
Personnel Assistants	1,061	39.9	525	520	460 - 566	-	-	-	(³)	1	5	5	9	8	8	15	9	19	5	10	3	1	1	1	(³)	-	-
Private industry	711	39.9	507	508	446 - 565	-	-	-	(³)	1	8	7	12	8	9	18	10	8	5	10	2	2	1	(³)	-	-	-
Goods-producing industries	164	40.0	549	529	500 - 635	-	-	-	1	-	1	1	3	12	13	6	23	2	12	21	4	1	1	1	-	-	-
Manufacturing	164	40.0	549	529	500 - 635	-	-	-	1	-	1	1	3	12	13	6	23	2	12	21	4	1	1	1	-	-	-
Service-producing industries	547	39.9	495	502	426 - 536	-	-	-	(³)	1	10	9	14	6	8	22	7	10	3	6	1	2	1	-	-	-	-
State and local government	350	40.0	561	552	514 - 579	-	-	-	-	-	-	1	3	8	5	9	6	42	3	11	7	-	2	2	-	-	-
Level 2	246	40.0	439	426	404 - 462	-	-	-	1	-	20	19	24	15	6	2	13	-	-	-	-	-	-	-	-	-	-
Private industry	238	40.0	438	426	404 - 462	-	-	-	1	-	20	20	25	13	6	2	13	-	-	-	-	-	-	-	-	-	-
Goods-producing industries	58	40.0	505	-	-	-	-	-	-	-	-	-	2	21	26	-	52	-	-	-	-	-	-	-	-	-	-
Manufacturing	58	40.0	505	-	-	-	-	-	-	-	-	-	2	21	26	-	52	-	-	-	-	-	-	-	-	-	-
Service-producing industries	180	40.0	417	404	388 - 427	-	-	-	1	-	27	26	32	10	-	3	1	-	-	-	-	-	-	-	-	-	-
Level 3	525	39.9	529	520	481 - 575	-	-	-	(³)	2	1	2	6	8	12	27	9	8	8	13	4	-	-	-	-	-	-
Private industry	410	39.9	525	520	481 - 569	-	-	-	(³)	2	2	1	6	6	12	30	10	9	9	13	1	-	-	-	-	-	-
Goods-producing industries	98	40.0	560	576	500 - 635	-	-	-	1	-	2	1	4	8	6	10	7	3	19	35	3	-	-	-	-	-	-
Manufacturing	98	40.0	560	576	500 - 635	-	-	-	1	-	2	1	4	8	6	10	7	3	19	35	3	-	-	-	-	-	-
Service-producing industries	312	39.8	514	508	481 - 540	-	-	-	-	3	2	1	6	5	14	36	11	10	5	7	-	-	-	-	-	-	-
State and local government	115	39.9	541	514	460 - 616	-	-	-	-	-	-	4	7	17	10	17	3	8	6	11	17	-	-	-	-	-	-
Level 4	287	40.0	591	552	552 - 635	-	-	-	-	-	-	-	1	1	2	3	6	55	2	14	5	5	4	3	-	-	-
Private industry	60	40.0	656	-	-	-	-	-	-	-	-	-	-	-	-	-	-	32	-	20	17	22	8	2	-	-	
Service-producing industries	52	40.0	646	-	-	-	-	-	-	-	-	-	-	-	-	-	-	37	-	21	13	21	8	-	-	-	
State and local government	227	40.0	574	552	552 - 552	-	-	-	-	-	-	-	1	1	2	4	7	61	2	12	2	-	3	4	-	-	-

See footnotes at end of table.

Table A-3. All establishments: Weekly hours and pay of clerical occupations, Seattle-Tacoma-Bremerton, WA, November 1996 — Continued

Occupation and level	Number of workers	Average weekly hours ¹ (standard)	Weekly pay (in dollars) ²			Percent of workers receiving straight-time weekly pay (in dollars) of—																				
			Mean	Median	Middle range	250 and under 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 525	525 - 550	550 - 575	575 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 and over
Secretaries	6,565	39.9	\$561	\$543	\$496 - \$618	-	-	-	(³)	(³)	1	4	4	7	10	13	13	10	7	11	8	6	2	1	1	(³)
Private industry	4,925	39.9	561	546	485 - 622	-	-	-	(³)	1	2	6	5	7	12	11	10	7	8	12	9	6	3	2	1	(³)
Goods-producing industries	2,006	40.0	564	552	480 - 626	-	-	-	(³)	1	2	5	7	6	10	9	9	8	9	11	6	2	2	1	(³)	
Manufacturing	1,997	40.0	564	552	480 - 628	-	-	-	(³)	1	2	5	7	6	10	9	9	8	9	12	11	6	2	2	1	(³)
Service-producing industries	2,919	39.9	560	546	490 - 622	-	-	-	(³)	1	1	6	4	7	13	12	11	7	7	12	7	6	3	1	1	(³)
State and local government	1,640	39.9	560	537	503 - 585	-	-	-	-	(³)	1	2	7	5	20	20	19	2	8	6	6	2	1	1	(³)	
Level 1	230	39.7	431	423	392 - 460	-	-	-	2	11	19	23	8	20	3	13	-	-	-	-	-	-	-	-	-	-
Private industry	206	39.7	429	423	392 - 456	-	-	-	2	12	21	26	6	14	4	15	-	-	-	-	-	-	-	-	-	-
Service-producing industries	114	39.5	453	452	423 - 519	-	-	-	-	12	-	33	1	21	5	27	-	-	-	-	-	-	-	-	-	-
Level 2	1,630	39.9	491	496	459 - 514	-	-	-	(³)	(³)	2	10	10	14	18	26	9	5	4	2	(³)	-	(³)	(³)	-	-
Private industry	1,155	40.0	487	482	442 - 520	-	-	-	(³)	(³)	2	13	12	14	21	14	10	5	5	2	(³)	-	(³)	(³)	-	-
Goods-producing industries	116	40.0	493	480	434 - 576	-	-	-	-	1	3	3	25	10	23	3	5	2	23	2	-	-	-	-	-	-
Manufacturing	115	40.0	494	480	434 - 581	-	-	-	-	1	3	2	25	10	23	3	5	2	23	2	-	-	-	-	-	-
Service-producing industries	1,039	39.9	486	488	442 - 519	-	-	-	(³)	(³)	2	14	11	15	21	15	10	5	3	2	(³)	-	(³)	(³)	-	-
State and local government	475	39.9	500	503	480 - 514	-	-	-	-	-	1	2	5	13	9	54	9	5	(³)	2	(³)	-	(³)	-	-	-
Level 3	2,961	39.9	563	552	508 - 616	-	-	-	(³)	-	(³)	3	3	5	10	10	11	17	8	16	11	3	1	(³)	-	-
Private industry	2,379	39.9	560	554	498 - 618	-	-	-	(³)	-	(³)	3	4	5	12	11	11	10	10	17	12	2	1	1	-	-
Goods-producing industries	1,216	40.0	540	527	479 - 609	-	-	-	-	-	(³)	7	8	9	13	12	11	8	7	12	14	(³)	-	-	-	-
Manufacturing	1,215	40.0	540	527	479 - 609	-	-	-	-	-	(³)	7	8	9	13	12	11	8	7	12	14	(³)	-	-	-	-
Service-producing industries	1,163	39.8	582	576	522 - 630	-	-	-	(³)	-	1	-	1	2	12	11	11	12	12	21	10	4	3	1	-	-
State and local government	582	40.0	573	552	552 - 602	-	-	-	-	-	-	1	1	1	2	6	13	47	4	13	8	4	-	-	-	-
Level 4	1,562	39.9	629	612	537 - 713	-	-	-	-	-	-	-	(³)	2	4	7	22	5	7	13	12	17	5	3	3	(³)
Private industry	1,018	40.0	647	635	562 - 719	-	-	-	-	-	-	-	-	(³)	2	7	13	6	9	16	13	20	5	3	4	-
Goods-producing industries	534	40.0	647	629	566 - 719	-	-	-	-	-	-	-	-	1	3	6	8	10	11	16	10	22	4	4	4	-
Manufacturing	527	40.0	648	632	565 - 719	-	-	-	-	-	-	-	-	1	3	6	8	11	10	17	10	22	4	5	4	-
Service-producing industries	484	39.9	647	646	546 - 713	-	-	-	-	-	-	-	-	-	2	8	18	1	8	15	17	19	7	2	4	-
State and local government	544	39.7	596	537	537 - 674	-	-	-	-	-	-	-	1	5	6	7	38	2	2	9	10	12	4	2	1	(³)
Level 5	158	39.8	766	770	740 - 802	-	-	-	-	-	-	-	-	-	-	-	-	5	7	5	20	32	20	8	3	
Private industry	143	39.9	761	769	732 - 801	-	-	-	-	-	-	-	-	-	-	-	-	6	8	6	21	32	20	5	3	
Service-producing industries	95	39.9	770	770	750 - 801	-	-	-	-	-	-	-	-	-	-	-	-	1	7	4	24	38	15	6	4	
Switchboard-Operator-Receptionists	2,038	39.7	400	385	360 - 442	-	3	6	10	22	14	9	15	10	5	5	1	(³)	(³)	(³)	(³)	(³)	-	-	-	-
Private industry	1,946	39.7	399	385	360 - 442	-	3	6	10	22	13	9	15	10	6	5	1	(³)	(³)	(³)	(³)	(³)	-	-	-	-
Goods-producing industries	529	40.0	408	424	365 - 462	-	-	12	7	18	9	7	20	14	7	5	(³)	-	(³)	(³)	(³)	-	-	-	-	-
Manufacturing	427	40.0	394	385	353 - 431	-	-	14	9	21	11	8	23	2	9	1	(³)	-	(³)	(³)	(³)	-	-	-	-	-
Service-producing industries	1,417	39.6	396	380	360 - 442	-	4	4	11	24	15	10	12	9	5	4	1	(³)	-	-	-	-	-	-	-	-
State and local government	92	39.8	416	404	383 - 445	-	1	-	3	15	28	11	24	10	-	7	1	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table A-3. All establishments: Weekly hours and pay of clerical occupations, Seattle-Tacoma-Bremerton, WA, November 1996 — Continued

Occupation and level	Number of workers	Average weekly hours ¹ (standard)	Weekly pay (in dollars) ²			Percent of workers receiving straight-time weekly pay (in dollars) of—																				
			Mean	Median	Middle range	250 and under 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 525	525 - 550	550 - 575	575 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 and over
Word Processors:																										
State and local government	178	39.7	\$480	\$491	\$428 - \$491	-	-	-	-	1	6	13	12	6	40	7	1	8	3	4	-	-	-	-	-	-
Level 1	92	39.9	433	421	414 - 462	-	-	2	-	2	5	51	1	34	-	-	-	4	-	-	-	-	-	-	-	-
Private industry	76	39.9	431	-	- - -	-	-	3	-	1	-	55	1	39	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries	76	39.9	431	-	- - -	-	-	3	-	1	-	55	1	39	-	-	-	-	-	-	-	-	-	-	-	-
State and local government	16	40.0	446	414	392 - 543	-	-	-	-	6	31	31	-	6	-	-	-	25	-	-	-	-	-	-	-	-
Level 2	552	39.6	476	473	452 - 491	-	-	-	-	(³)	1	19	4	27	29	8	4	3	4	2	-	-	-	-	-	-
Private industry	402	39.6	475	473	458 - 492	-	-	-	-	(³)	-	21	(³)	34	22	8	5	3	4	1	-	-	-	-	-	-
Service-producing industries	400	39.6	475	473	456 - 492	-	-	-	-	(³)	-	21	(³)	34	22	8	5	3	4	(³)	-	-	-	-	-	-
State and local government	150	39.7	479	491	437 - 491	-	-	-	-	-	3	12	15	6	45	8	1	1	3	5	-	-	-	-	-	-
Level 3	350	38.5	615	634	554 - 684	-	-	-	-	-	-	2	(³)	2	3	2	38	(³)	18	32	3	-	-	-	-	-
Private industry	338	38.5	617	646	554 - 684	-	-	-	-	-	-	2	(³)	1	3	2	37	(³)	19	33	3	-	-	-	-	-
Service-producing industries	324	38.4	619	646	554 - 684	-	-	-	-	-	-	2	(³)	1	3	1	38	-	18	34	3	-	-	-	-	-

¹ 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.

² 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 Appendix A for definitions and methods used to

compute means, medians, and middle ranges.

³ 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 A-4. All establishments: Hourly pay of maintenance and toolroom occupations, Seattle-Tacoma-Bremerton, WA, November 1996

Occupation and level	Number of workers	Hourly pay (in dollars) ¹			Percent of workers receiving straight-time hourly pay (in dollars) of—																							
		Mean	Median	Middle range	8.00 and under 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 10.50	10.50 - 11.00	11.00 - 11.50	11.50 - 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	22.00 - 23.00	23.00 - 24.00	24.00 - 25.00	25.00 - 26.00	26.00 and over	
General Maintenance Workers	2,100	\$12.98	\$13.43	\$9.89 - \$15.00	2	(²)	16	9	5	2	3	1	11	6	20	8	4	8	1	3	2	-	-	-	-	-	-	-
Private industry	1,734	12.57	12.50	9.75 - 14.00	2	1	19	11	6	2	3	(²)	10	5	20	5	3	6	1	3	2	-	-	-	-	-	-	-
Goods-producing industries	347	13.69	12.78	12.25 - 15.00	-	-	-	(²)	8	-	(²)	-	44	15	2	11	2	18	-	-	-	-	-	-	-	-	-	-
Manufacturing	347	13.69	12.78	12.25 - 15.00	-	-	-	(²)	8	-	(²)	-	44	15	2	11	2	18	-	-	-	-	-	-	-	-	-	-
State and local government	366	14.91	15.04	13.84 - 16.67	-	-	-	-	(²)	-	2	4	15	10	19	22	6	20	1	1	-	-	-	-	-	-	-	-
Level 1	1,381	11.53	10.93	9.25 - 14.00	3	1	24	14	7	2	1	2	10	8	28	(²)	1	-	(²)	1	-	-	-	-	-	-	-	-
Private industry	1,232	11.30	10.00	9.20 - 14.00	3	1	27	16	8	3	1	1	7	7	27	(²)	(²)	-	-	1	-	-	-	-	-	-	-	-
Goods-producing industries	141	12.46	12.58	12.25 - 13.46	-	-	-	-	19	-	-	-	40	35	1	1	3	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	141	12.46	12.58	12.25 - 13.46	-	-	-	-	19	-	-	-	40	35	1	1	3	-	-	-	-	-	-	-	-	-	-	-
State and local government	149	13.37	13.66	12.31 - 14.47	-	-	-	-	1	-	4	9	34	11	37	1	2	-	2	-	-	-	-	-	-	-	-	-
Level 2	713	15.75	15.87	14.14 - 17.43	-	-	-	(²)	-	(²)	7	-	14	4	5	23	9	24	2	6	6	-	-	-	-	-	-	-
Private industry	496	15.65	15.87	12.50 - 17.77	-	-	-	(²)	-	(²)	10	-	20	1	4	17	9	20	2	8	8	-	-	-	-	-	-	-
Goods-producing industries	206	14.53	14.48	12.50 - 17.23	-	-	-	(²)	-	-	(²)	-	47	1	3	17	1	30	-	-	-	-	-	-	-	-	-	-
Manufacturing	206	14.53	14.48	12.50 - 17.23	-	-	-	(²)	-	-	(²)	-	47	1	3	17	1	30	-	-	-	-	-	-	-	-	-	-
Service-producing industries	290	16.45	16.99	15.20 - 19.00	-	-	-	-	-	1	16	-	-	1	6	17	15	13	3	14	14	-	-	-	-	-	-	-
State and local government	217	15.97	15.59	15.29 - 17.15	-	-	-	-	-	-	-	-	2	10	7	36	9	33	1	1	-	-	-	-	-	-	-	-
Maintenance Electricians	756	21.59	22.66	19.50 - 23.39	-	-	-	-	-	-	-	-	-	-	(²)	5	1	6	5	15	12	3	3	30	8	11	(²)	-
Private industry	385	21.86	23.27	20.47 - 23.33	-	-	-	-	-	-	-	-	-	-	-	-	1	9	2	4	22	4	4	54	1	(²)	-	
Goods-producing industries	343	22.23	23.33	20.47 - 23.33	-	-	-	-	-	-	-	-	-	-	-	-	1	2	2	4	20	5	4	61	1	(²)	-	
Manufacturing	343	22.23	23.33	20.47 - 23.33	-	-	-	-	-	-	-	-	-	-	-	-	1	2	2	4	20	5	4	61	1	(²)	-	
State and local government	371	21.32	19.93	19.15 - 24.44	-	-	-	-	21.32	-	-	-	-	-	1	11	2	2	7	27	2	2	4	16	23	-	-	
Maintenance Electronics Technicians	1,028	20.93	20.67	19.05 - 23.76	-	-	-	-	-	-	-	(²)	(²)	2	2	4	8	6	25	6	6	1	31	1	8	(²)	-	
Private industry	730	20.54	19.41	19.05 - 23.76	-	-	-	-	-	-	-	(²)	(²)	2	1	4	9	4	33	6	4	(²)	35	-	-	-	-	
State and local government	298	21.86	23.02	18.52 - 25.37	-	-	-	-	-	-	-	(²)	-	2	4	4	6	9	4	6	9	3	21	2	28	1	-	
Level 2	566	19.19	19.05	17.93 - 20.04	-	-	-	-	-	-	-	(²)	-	2	3	8	12	8	41	7	7	-	10	1	-	-	-	
Private industry	417	18.70	19.05	18.20 - 19.14	-	-	-	-	-	-	-	(²)	-	3	1	8	12	7	55	8	5	-	-	-	-	-	-	
State and local government	149	20.58	21.27	17.62 - 23.50	-	-	-	-	-	-	-	-	-	-	7	9	12	12	1	3	14	-	37	5	-	-	-	
Level 3	453	23.23	23.76	23.76 - 23.76	-	-	-	-	-	-	-	-	-	-	(²)	-	4	2	5	5	4	2	59	-	19	(²)		
State and local government	142	23.58	25.37	21.47 - 25.37	-	-	-	-	-	-	-	-	-	-	-	-	1	6	8	10	4	6	6	-	59	1		
Maintenance Machinists	165	20.26	19.97	19.97 - 21.27	-	-	-	-	-	-	-	-	-	-	1	1	15	3	43	9	6	17	5	-	-	-	-	
Private industry	115	19.99	19.97	19.97 - 19.97	-	-	-	-	-	-	-	-	-	-	-	-	20	-	57	10	-	5	8	-	-	-	-	
Goods-producing industries	115	19.99	19.97	19.97 - 19.97	-	-	-	-	-	-	-	-	-	-	-	-	20	-	57	10	-	5	8	-	-	-	-	
Manufacturing	110	19.97	19.97	19.97 - 19.97	-	-	-	-	-	-	-	-	-	-	-	-	21	-	59	6	-	5	8	-	-	-	-	
State and local government	50	20.88	21.27	19.95 - 22.01	-	-	-	-	-	-	-	-	-	-	2	4	2	10	12	6	20	44	-	-	-	-	-	
Maintenance Mechanics, Machinery	550	20.12	20.47	17.75 - 23.33	-	-	-	-	-	-	-	-	-	9	-	8	11	6	5	20	7	5	28	-	-	-	-	
Private industry	486	19.98	20.47	17.09 - 23.33	-	-	-	-	-	-	-	-	-	10	-	9	13	6	2	21	1	5	32	-	-	-	-	
Goods-producing industries	461	20.10	20.47	17.09 - 23.33	-	-	-	-	-	-	-	-	-	11	-	10	8	6	2	23	2	5	33	-	-	-	-	
Manufacturing	459	20.09	20.47	17.09 - 23.33	-	-	-	-	-	-	-	-	-	11	-	10	8	6	2	23	1	5	34	-	-	-	-	
State and local government	64	21.19	21.86	19.93 - 21.86	-	-	-	-	-	-	-	-	-	-	-	-	-	3	25	8	52	9	3	-	-	-	-	

See footnotes at end of table.

Table A-4. All establishments: Hourly pay of maintenance and toolroom occupations, Seattle-Tacoma-Bremerton, WA, November 1996 — Continued

Occupation and level	Number of workers	Hourly pay (in dollars) ¹			Percent of workers receiving straight-time hourly pay (in dollars) of—																						
		Mean	Median	Middle range	8.00 and under 8.50	8.50 9.00	9.00 9.50	9.50 10.00	10.00 10.50	10.50 11.00	11.00 11.50	11.50 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	22.00 23.00	23.00 24.00	24.00 25.00	25.00 26.00	26.00 and over
Maintenance Mechanics, Motor Vehicle ...	1,532	\$19.22	\$18.96	\$17.71 – \$20.88	–	–	–	–	(²)	–	–	–	(²)	(²)	3	4	5	21	21	7	14	13	4	6	(²)	–	–
Private industry	622	19.05	18.65	17.71 – 20.88	–	–	–	–	(²)	–	–	–	(²)	(²)	1	3	2	39	16	11	13	–	7	8	1	–	–
Goods-producing industries	126	20.40	18.65	18.65 – 23.33	–	–	–	–	–	–	–	–	–	1	3	2	2	9	34	–	4	–	3	39	3	–	–
Manufacturing	126	20.40	18.65	18.65 – 23.33	–	–	–	–	–	–	–	–	–	1	3	2	2	9	34	–	4	–	3	39	3	–	–
Service-producing industries	496	18.71	17.75	17.71 – 19.74	–	–	–	–	(²)	–	–	–	(²)	–	–	3	2	46	12	14	15	–	8	–	–	–	–
State and local government	910	19.34	18.96	17.79 – 21.27	–	–	–	–	–	–	–	–	–	–	4	4	8	10	25	5	14	23	2	5	–	–	–
Maintenance Pipefitters	178	21.68	22.54	22.10 – 22.54	–	–	–	–	–	–	–	–	–	–	3	1	2	1	13	3	2	74	2	–	–	–	–
Private industry	171	21.88	22.54	22.44 – 22.54	–	–	–	–	–	–	–	–	–	–	–	1	2	1	13	4	2	76	2	–	–	–	–
Goods-producing industries	169	21.93	22.54	22.44 – 22.54	–	–	–	–	–	–	–	–	–	–	–	1	1	1	14	4	2	77	2	–	–	–	–
Manufacturing	169	21.93	22.54	22.44 – 22.54	–	–	–	–	–	–	–	–	–	–	–	1	1	1	14	4	2	77	2	–	–	–	–
Skilled Multi-Craft Maintenance Workers	489	18.88	19.19	16.97 – 19.81	–	–	–	–	–	–	–	–	(²)	(²)	12	12	7	8	38	9	7	1	5	–	–	–	–
Private industry	269	19.02	19.19	18.85 – 19.31	–	–	–	–	–	–	–	–	–	–	2	8	8	9	63	7	2	(²)	1	–	–	–	–
Goods-producing industries	227	19.32	19.31	19.19 – 19.31	–	–	–	–	–	–	–	–	–	–	1	2	1	9	75	8	2	(²)	1	–	–	–	–
Manufacturing	226	19.30	19.31	19.19 – 19.31	–	–	–	–	–	–	–	–	–	–	1	2	1	9	75	8	2	–	1	–	–	–	–
State and local government	220	18.70	18.29	15.96 – 21.20	–	–	–	–	–	–	–	–	–	1	1	25	17	5	8	7	10	14	1	10	–	–	–

¹ 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 Appendix A for definitions and methods used to compute means, medians, and middle ranges.

² 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 A-5. All establishments: Hourly pay of material movement and custodial occupations, Seattle-Tacoma-Bremerton, WA, November 1996

Occupation and level	Number of workers	Hourly pay (in dollars) ¹			Percent of workers receiving straight-time hourly pay (in dollars) of—																						
		Mean	Median	Middle range	4.75 and under 5.00	5.00 - 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	21.00 - 22.00	22.00 - 23.00
Guards	3,685	\$7.38	\$6.50	\$6.00 - \$7.50	2	12	8	22	16	12	5	4	1	2	5	4	2	1	1	1	(²)	(²)	(²)	2	-	-	-
Private industry	3,526	7.18	6.50	6.00 - 7.50	2	12	9	23	17	12	6	4	1	1	5	3	2	(²)	(²)	1	(²)	(²)	2	-	-	-	
Goods-producing industries	164	14.39	12.72	10.76 - 19.45	-	-	-	-	-	-	-	3	-	-	23	15	16	2	-	1	2	2	2	34	-	-	
Manufacturing	164	14.39	12.72	10.76 - 19.45	-	-	-	-	-	-	-	3	-	-	23	15	16	2	-	1	2	2	2	34	-	-	
Service-producing industries	3,362	6.83	6.50	6.00 - 7.00	2	13	9	24	18	13	6	4	2	1	4	2	1	(²)	(²)	1	(²)	(²)	-	-	-		
State and local government	159	11.90	11.99	10.45 - 13.13	-	-	-	-	-	-	-	-	-	19	13	22	15	18	12	1	-	-	-	-	-		
Level 1	3,360	6.76	6.50	6.00 - 7.00	2	13	9	24	18	13	6	5	2	2	3	3	1	(²)	(²)	(²)	-	-	-	-	-		
Private industry	3,263	6.64	6.50	6.00 - 7.00	2	13	9	25	18	13	6	5	2	1	3	2	(²)	(²)	(²)	-	-	-	-	-	-		
Goods-producing industries	61	10.43	-	-	-	-	-	-	-	-	-	8	-	-	54	38	-	-	-	-	-	-	-	-	-		
Manufacturing	61	10.43	-	-	-	-	-	-	-	-	-	8	-	-	54	38	-	-	-	-	-	-	-	-	-		
Service-producing industries	3,202	6.56	6.25	5.75 - 7.00	2	13	9	25	19	13	6	5	2	1	2	1	(²)	(²)	(²)	-	-	-	-	-			
State and local government	97	11.10	11.19	9.97 - 12.28	-	-	-	-	-	-	-	-	-	31	18	22	18	11	-	1	-	-	-	-	-		
Level 2	303	13.89	12.79	11.00 - 15.23	-	-	-	-	-	-	-	-	-	1	23	14	15	7	6	11	1	2	1	18	-		
Private industry	241	14.08	12.72	10.98 - 17.60	-	-	-	-	-	-	-	-	-	1	27	12	16	2	-	14	2	2	1	23	-		
Service-producing industries	139	12.08	11.22	10.50 - 15.23	-	-	-	-	-	-	-	-	-	1	45	20	8	1	-	24	1	1	-	-	-		
State and local government	62	13.14	13.47	11.99 - 14.14	-	-	-	-	-	-	-	-	-	-	6	23	11	29	31	-	-	-	-	-			
Janitors	9,787	9.21	8.90	7.00 - 11.19	-	(²)	4	3	16	11	7	6	4	13	10	15	8	1	(²)	(²)	(²)	2	-	(²)	(²)		
Private industry	6,815	8.27	7.53	6.60 - 9.40	-	(²)	5	5	23	16	10	9	4	15	7	2	1	(²)	(²)	(²)	(²)	4	-	(²)	(²)		
Goods-producing industries:																											
Manufacturing	654	12.35	10.11	7.85 - 17.89	-	-	-	6	-	18	5	1	8	9	6	3	-	(²)	1	2	2	37	1	(²)	-		
Service-producing industries	6,160	7.84	7.40	6.60 - 9.00	-	(²)	6	5	25	15	11	10	3	15	7	2	1	(²)	-	-	-	-	-	-			
State and local government	2,972	11.37	11.42	10.85 - 12.02	-	-	-	-	-	(²)	(²)	(²)	3	8	17	44	23	3	(²)	1	(²)	-	-	-			
Material Movement and Storage Workers	11,057	11.97	11.90	10.00 - 13.76	-	-	-	1	(²)	1	3	4	6	8	13	14	11	13	12	4	3	1	2	3	-		
Private industry	10,485	11.77	11.54	9.90 - 13.50	-	-	-	2	(²)	2	3	4	6	9	14	14	12	13	12	3	3	1	(²)	2	-		
Service-producing industries	7,933	11.62	11.54	10.00 - 13.50	-	-	-	-	-	2	3	4	7	8	15	15	13	16	14	2	1	-	(²)	1	-		
State and local government	572	15.70	16.62	11.99 - 18.58	-	-	-	-	-	-	-	-	-	6	3	19	2	3	3	10	8	3	33	10	-		
Level 1:																											
Private industry:																											
Goods-producing industries	371	7.45	7.00	6.00 - 7.95	-	-	-	44	-	8	38	-	-	6	-	-	-	1	-	(²)	-	3	-	-			
Manufacturing	364	7.41	7.00	6.00 - 7.95	-	-	-	45	-	8	39	-	-	4	-	-	-	1	-	(²)	-	3	-	-			
Level 2	7,077	12.54	12.03	10.38 - 14.72	-	-	-	-	(²)	1	1	5	5	8	10	12	16	10	15	3	5	1	3	4	-		
Private industry	6,538	12.28	12.00	10.20 - 14.52	-	-	-	-	1	1	1	5	5	8	11	12	17	10	16	3	5	1	1	3	-		
Service-producing industries	4,684	11.95	12.00	10.30 - 13.55	-	-	-	-	-	1	2	5	5	7	12	12	21	12	19	1	1	-	(²)	1	-		
State and local government	539	15.64	16.92	11.99 - 18.58	-	-	-	-	-	-	-	-	-	6	3	20	2	3	3	11	3	3	35	11	-		
Forklift Operators:																											
Private industry:																											
Goods-producing industries	824	14.41	14.83	11.36 - 16.16	-	-	-	-	-	1	-	-	6	8	1	15	4	11	6	5	21	(²)	1	20	-		
Manufacturing	824	14.41	14.83	11.36 - 16.16	-	-	-	-	-	1	-	-	6	8	1	15	4	11	6	5	21	(²)	1	20	-		
Shipping/Receiving Clerks:																											
State and local government	67	18.48	19.51	19.51 - 19.51	-	-	-	-	-	-	-	-	-	1	1	3	3	-	3	3	-	-	-	85	-		
Level 3:																											
State and local government	33	16.60	16.62	16.62 - 16.62	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	-	88	-	-	6	-		

See footnotes at end of table.

Table A-5. All establishments: Hourly pay of material movement and custodial occupations, Seattle-Tacoma-Bremerton, WA, November 1996 — Continued

Occupation and level	Number of workers	Hourly pay (in dollars) ¹			Percent of workers receiving straight-time hourly pay (in dollars) of—																						
		Mean	Median	Middle range	4.75 and under 5.00	5.00 - 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	21.00 - 22.00	22.00 - 23.00
Truckdrivers:																											
Private industry:																											
Goods-producing industries	2,117	\$15.16	\$15.40	\$13.86 - \$16.59	-	-	-	-	1	1	-	1	3	1	1	1	5	14	3	25	23	8	8	(²)	(²)	3	(²)
Manufacturing	1,792	15.16	15.55	14.20 - 16.59	-	-	-	-	2	2	-	2	3	2	1	1	1	11	1	29	27	9	10	-	-	-	-
State and local government	437	15.63	14.47	13.17 - 18.24	-	-	-	-	-	-	-	-	-	1	1	7	7	19	22	4	-	10	20	4	-	-	5
Light Truck:																											
State and local government	80	13.05	13.17	11.46 - 14.13	-	-	-	-	-	-	-	-	-	4	5	27	5	22	30	-	-	-	6	-	-	-	-
Medium Truck:																											
Private industry:																											
Goods-producing industries	155	11.50	9.49	8.90 - 15.96	-	-	-	-	-	-	-	-	39	19	-	5	8	-	-	25	5	-	-	-	-	-	-
State and local government	38	14.32	14.47	14.38 - 14.65	-	-	-	-	-	-	-	-	-	-	-	-	5	13	82	-	-	-	-	-	-	-	-
Heavy Truck																											
State and local government	163	15.60	13.30	13.17 - 18.85	-	-	-	-	-	-	-	-	-	-	-	6	13	32	3	-	-	3	41	2	-	-	-
Tractor Trailer																											
Private industry	5,418	14.35	14.89	12.00 - 16.56	-	-	-	-	-	-	-	(²)	(²)	1	1	3	30	8	19	10	20	2	4	(²)	(²)	1	(²)
Goods-producing industries	5,262	14.27	14.85	12.00 - 16.19	-	-	-	-	-	-	-	(²)	(²)	2	1	3	31	9	19	10	20	1	3	-	(²)	1	-
Manufacturing	604	17.08	17.67	16.03 - 18.06	-	-	-	-	-	-	-	-	-	-	-	2	4	5	5	7	24	12	29	-	2	10	-
Service-producing industries	471	16.93	17.67	16.59 - 18.06	-	-	-	-	-	-	-	-	-	-	-	3	1	2	2	10	31	15	37	-	-	-	-
State and local government	4,658	13.90	14.10	12.00 - 15.84	-	-	-	-	-	-	-	(²)	(²)	2	1	3	34	9	21	10	20	(²)	(²)	-	-	-	-
State and local government	156	17.31	17.45	14.47 - 18.19	-	-	-	-	-	-	-	-	-	-	-	-	1	6	22	12	-	25	10	9	-	-	15

¹ 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 Appendix A for definitions and methods used to compute means, medians, and middle ranges.

² 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.

Appendix A.

Scope and Method of Survey

Scope

This survey of the Seattle–Tacoma–Bremerton, WA Consolidated Metropolitan Statistical Area 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 industries); and State and local governments.¹ Private households, agriculture, the Federal Government, and the self-employed were excluded from the survey. Table 1 in this appendix shows the estimated number of establishments and workers within scope of the survey and the number actually included in the survey sample.

Sampling frame

The list of establishments from which the survey sample was selected (the sampling frame) was developed from the State unemployment insurance reports for the Seattle–Tacoma–Bremerton, WA Consolidated Metropolitan Statistical Area (October 1993). Establishments with 50 workers or more during the sampling frame's reference period were included in the survey sample even if they employed fewer than 50 workers at the time of the survey.

The sampling frame was reviewed for completeness and accuracy prior to the survey and, when necessary, corrections were made: Missing establishments were added; out-of-business and out-of-scope establishments were removed; and addresses, employment levels, industry classification, and other information were updated.

Survey design

The survey design includes classifying individual establishments into groups (strata) based on industry and employment size, determining the size of the sample for each group (stratum), and selecting an establishment sample from each stratum. The establishment sample size in a stratum was determined by expected number of employees to be found (based on previous occupational pay surveys) in professional, administrative, technical, protective service, and clerical occupations. In other words, the larger the number of employees expected to be found in designated

occupations, the larger the establishment sample in that stratum. An upward adjustment to the establishment sample size also was made in strata expected to have relatively high sampling error for certain occupations, based on previous survey experiences. (See section on "Reliability of estimates" below for discussion of sampling error.)

Data collection and payroll reference

Data for the survey were obtained primarily by personal visits of the Bureau's field economists to a sample of establishments within the Seattle–Tacoma–Bremerton, WA Consolidated Metropolitan Statistical Area. Collection for the survey was from August 1996 through January 1997 and reflects an average payroll reference month of November 1996. Data obtained for a payroll period prior to the end of October 1996 were updated to include general wage changes, if granted, scheduled to be effective through that date.

Occupational pay

Occupational 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 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 in the pay data.

Unless otherwise indicated, the pay data following the job titles are for all industries combined. Pay data for some of the occupations for all industries combined (or for some industry divisions within the scope of the survey) are not presented in the A-series tables because either (1) data did not provide statistically reliable results, or (2) there was the possibility of disclosure of individual establishment data. Pay data not shown separately for industry divisions are included in data for all industries combined.

Average pay reflect areawide estimates. Industries and establishments differ in pay levels and job staffing, and thus contribute differently to the estimates for each job. Therefore, average pay may not reflect the pay differential among jobs within individual establishments. A-series tables provide distributions of workers by pay intervals

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.

Occupations surveyed are common to a variety of public and private industries, and were selected from the following employment groups: (1) Professional and administrative; (2) technical and protective service; (3) clerical; (4) maintenance and toolroom; and (5) material movement and custodial. Occupational classification was based on a uniform set of job descriptions designed to take account of interestablishment variation in duties within the same job. Occupations selected for study are listed and described in appendix B, along with corresponding occupational codes and titles from the 1980 edition of the *Standard Occupational Classification Manual*. Job descriptions used to classify employees in this survey usually are more generalized than those used in individual establishments to allow for minor differences among establishments in specific duties performed.

Average weekly hours for professional, administrative, technical, protective service, and clerical occupations refer to the standard workweek (rounded to the nearest tenth of an hour) for which employees receive regular straight-time pay. Average weekly pay for these occupations are rounded to the nearest dollar.

Occupational employment estimates represent the total in all establishments within the scope of the study and not the number actually surveyed. Because occupational structures among establishments differ, estimates of occupational employment obtained from the sample of establishments studied serve only to indicate the relative importance of the jobs studied.

Survey nonresponse

Data were not available from 15.9 percent of the sample establishments (representing 126,186 employees covered by the survey). An additional 4 percent of the sample establishments (representing 18,637 employees) were either out of business or outside the scope of the survey.

If data were not provided by a sample member, the weights (based on the probability of selection in the sample) of responding sample establishments were adjusted to account for the missing data. The weights for establishments which were out of business or outside the scope of the survey were changed to zero.

Some sampled establishments had a policy of not disclosing salary data for certain employees. No adjustments were made to pay estimates for the survey as a result of these missing data. The proportion of employees for whom pay data were not available was less than 5 percent.

Reliability of estimates

The data in this bulletin are estimates from a scientifically selected probability sample. There are two types of errors possible in an estimate based on a sample survey—sampling and nonsampling.

Sampling errors occur because observations come only from a sample, not the entire population. The particular sample used in this survey is one of a number of all possible samples of the same size that could have been selected using the sample design. Estimates derived from the different samples would differ from each other.

A measure of the variation among these differing estimates is called the standard error or sampling error. It indicates the precision with which an estimate from a particular sample approximates the average result of all possible samples. The relative standard error (RSE) is the standard error divided by the estimate. For example, if the estimated average weekly salary of Secretaries Level IV is \$500 and the standard error is \$8, the RSE is 1.6 percent, or $\$8/\$500 \times 100 = 1.6\%$.

Estimates of relative standard errors for this survey vary among the occupational work levels depending on such factors as the frequency with which the job occurs, the dispersion of salaries for the job, and the survey design. The distribution of published work levels for one relative standard error was as follows:

<i>Relative standard error</i>	<i>Percent of published occupational work levels</i>
Less than 1 percent	10.7
1 and under 3 percent	62.2
3 and under 5 percent	20.9
5 percent and over	6.1

The standard error can be used to calculate a "confidence interval" around a sample estimate. For example, a 95 percent confidence interval is centered at the sample estimate and includes all values within 2 times the estimate's standard error. If all possible samples were selected to estimate the population value, the interval from each sample would include the true population value approximately 95 percent of the time.

Using the RSE example above, there is 95 percent confidence that the true population value for Secretaries Level IV is between \$484 and \$516 (i.e., \$500 plus or minus 2 x \$8).

Nonsampling errors can stem from many sources, such as inability to obtain information from some establishments; difficulties with survey definitions; inability of respondents to provide correct information; mistakes in recording or coding the data obtained; and other errors of collection, response, coverage, and estimation of missing data. Although not specifically measured, the survey's nonsampling errors are expected to be minimal due to the high response rate, the extensive and continuous training of field economists who gather survey data by personal visit, careful screening of data at several levels of review, annual evaluation of the suitability of job definitions, and thorough field testing of new or revised job definitions.

To measure and better control nonsampling errors that occur during data collection, a quality control procedure was applied to the survey design. The

procedure, job match validation (JMV), is designed to identify the frequency, reasons for, and sources of incorrect decisions made by Bureau field economists in matching company jobs to survey occupations. Once identified, the problems are discussed promptly with the field economists while the data are still being collected. Subsequently, the JMV results are tallied, reported to BLS staff, and become the basis for remedial action for future surveys.

¹ For this survey, an establishment is an economic unit which produces goods or services, a central administrative office, or an auxiliary unit providing support services to a company. In manufacturing industries, the establishment is usually at a single physical location. In service-producing industries, all locations of an individual company in a Metropolitan Statistical Area are usually considered an establishment. In government, an establishment is defined as all locations of a government entity.

Appendix table 1. Establishments and workers within scope of survey and number studied, Seattle-Tacoma-Bremerton, WA¹, November 1996

Industry division ²	Number of establishments		Workers in establishments		
	Within scope of survey ³	Studied	Within scope of survey ⁴		Studied
			Number	Percent	
All divisions	3,230	258	946,860	100	360,337
Private industry	3,078	202	747,530	79	216,209
Goods producing	805	56	207,168	22	105,713
Manufacturing	593	45	187,995	20	103,883
Construction ⁵	209	10	18,993	2	1,770
Service producing	2,273	146	540,362	57	110,496
Transportation, communication, electric, gas, and sanitary services ⁶	256	20	77,280	8	22,281
Wholesale trade ⁷	188	4	23,649	2	861
Retail trade ⁷	552	13	172,455	18	11,094
Finance, insurance, and real estate ⁷	284	17	54,175	6	16,064
Services ⁷	993	92	212,803	22	60,196
State and local government	152	56	199,330	21	144,128

¹ The Seattle-Tacoma-Bremerton Consolidated Metropolitan Statistical Area, as defined by the Office of Management and Budget through June 1994, consists of Island, King, Kitsap, Pierce, Snohomish and Thurston 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.

² The *Standard Industrial Classification Manual* was used in classifying establishments by industry.

³ 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.

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

⁵ Separate data for this division are not shown in the A-series tables, but the division is represented in the "all industries" and "goods producing" estimates.

⁶ Abbreviated to "Transportation and utilities" in the A-series tables. This division is represented in the "all industries" and "service producing" estimates.

⁷ Separate data for this division are not shown in the A-series tables, but the division is represented in the "all industries" and "service producing" estimates.

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