

# Occupational Compensation Survey: Pay Only Stockton, CA May 1995



U.S. Department of Labor  
Bureau of Labor Statistics  
Summary  
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This summary presents results of a May 1995 survey of occupational pay in the Stockton Metropolitan Statistical Area, which consists of San Joaquin County. 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 86 establishments employing 17,478 workers was selected to represent 283 establishments employing 43,637 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 San Francisco Regional Office at (415) 744-6600. 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, Stockton, CA, May 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 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1100			
<b>ADMINISTRATIVE OCCUPATIONS</b>																												
<b>Computer Systems Analysts</b>																												
Level II .....	21	40.0	\$824	-	- - -	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	14
<b>CLERICAL OCCUPATIONS</b>																												
<b>Clerks, Accounting</b>																												
Level II .....	158	40.0	364	\$360	\$323 - \$400	-	-	2	3	21	12	36	20	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	65	40.0	446	445	374 - 487	-	-	-	-	-	9	28	15	29	2	15	2	-	-	-	-	-	-	-	-	-	-	-
<b>Clerks, General</b>																												
Level II .....	83	40.0	312	312	290 - 329	-	-	5	25	40	20	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	25	40.0	401	360	360 - 384	-	-	-	-	-	-	76	-	12	-	12	-	-	-	-	-	-	-	-	-	-	-	
<b>Clerks, Order</b>																												
Level II .....	109	40.0	537	523	494 - 585	-	-	-	-	-	-	3	2	28	32	14	12	9	-	-	-	-	-	-	-	-	-	
<b>Secretaries</b>																												
Level II .....	39	40.0	464	462	400 - 540	-	-	-	-	13	-	5	26	15	26	10	-	5	-	-	-	-	-	-	-	-	-	
Level III .....	105	40.0	556	549	482 - 616	-	-	-	-	-	-	-	16	11	23	18	17	9	-	4	2	-	-	-	-	-	-	
Level IV .....	15	40.0	625	-	- - -	-	-	-	-	-	-	-	-	13	-	33	20	-	27	-	7	-	-	-	-	-	-	
<b>Switchboard-Operator-Receptionists .....</b>	81	40.0	320	300	254 - 370	1	20	7	16	14	6	19	16	-	-	1	-	-	-	-	-	-	-	-	-	-	-	

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

<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excluded are performance bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses. Pay increases, but not

bonuses, under cost-of-living clauses, and incentive payments, however, are included. See Scope and Method of Survey for definitions and methods used to compute means, medians, and middle ranges.

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, Stockton, CA, May 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 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 - 9.50	9.50 - 10.00	10.00 - 11.00	11.00 - 12.00	12.00 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 - 21.00	21.00 - 22.00	
<b>MAINTENANCE AND TOOLROOM OCCUPATIONS</b>																												
General Maintenance Workers .....	40	\$11.28	\$10.20	\$9.20 - \$11.91	-	-	-	-	-	5	-	-	-	25	17	7	22	2	-	10	-	-	10	-	-	-	-	-
Maintenance Electricians .....	165	16.95	16.51	15.94 - 17.01	-	-	-	-	-	-	-	-	-	-	-	-	-	7	-	21	36	24	-	-	-	-	12	
Maintenance Electronics Technicians Level II .....	103	17.34	17.15	16.62 - 19.52	-	-	-	-	-	-	-	-	-	-	-	6	-	4	2	6	17	26	10	27	-	2		
Maintenance Machinists .....	67	16.00	15.59	15.59 - 15.94	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	78	7	13	-	-	-	-	1	
Maintenance Mechanics, Machinery .....	810	16.54	16.55	15.90 - 17.56	-	-	-	-	-	-	-	-	-	-	-	-	-	12	2	13	26	37	7	( <sup>2</sup> )	-	2		
Maintenance Mechanics, Motor Vehicle ...	160	15.48	15.90	13.88 - 17.01	-	-	-	-	-	-	-	-	-	-	-	-	7	7	12	21	6	21	16	7	-	-	4	
<b>MATERIAL MOVEMENT AND CUSTODIAL OCCUPATIONS</b>																												
Forklift Operators .....	759	13.61	13.68	12.05 - 13.93	-	-	-	-	1	1	-	( <sup>2</sup> )	1	1	( <sup>2</sup> )	16	2	5	48	5	2	-	7	10	-	-	-	
Guards Level I .....	720	5.82	5.50	5.25 - 6.00	5	40	19	22	2	5	2	1	4	1	-	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-	-	
Janitors .....	239	7.73	7.00	6.50 - 9.47	-	5	8	7	29	8	5	5	1	16	2	8	2	4	-	( <sup>2</sup> )	-	-	-	-	-	-	-	
Material Handling Laborers .....	303	9.51	10.09	8.39 - 10.09	-	-	-	-	16	1	5	4	6	-	-	56	11	-	-	-	( <sup>2</sup> )	1	-	-	-	-	-	
Shipping/Receiving Clerks .....	229	13.87	15.60	13.42 - 15.60	-	-	-	-	-	3	4	3	1	3	-	3	1	2	13	8	58	-	-	-	-	-	-	
Truckdrivers Tractor Trailer .....	602	12.83	11.33	11.33 - 13.90	-	-	-	-	-	-	-	-	-	-	-	1	52	5	18	9	2	12	-	-	1	-	-	
Warehouse Specialists .....	357	12.80	12.25	12.25 - 13.93	-	-	-	-	-	3	-	3	2	1	-	-	3	47	17	6	16	1	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, Stockton, CA<sup>1</sup>, May 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 .....	283	86	43,637	100	17,478
Manufacturing .....	82	27	14,879	34	6,819
Service producing <sup>5</sup> .....	201	59	28,758	66	10,659

<sup>1</sup> The Stockton Metropolitan Statistical Area, as defined by the Office of Management and Budget through October 1984, consists of San Joaquin County. The "workers within scope of survey" estimates provide a reasonably accurate description of the size and composition of the labor force included in the survey. Estimates are not intended, however, for comparison with other statistical series to measure employment trends or levels since (1) planning of wage surveys requires establishment data compiled considerably in advance of the payroll period studied, and (2) establishments employing fewer than 50 workers are excluded from the scope of the survey.

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

# Appendix A.

## Scope and Method of Survey

### Scope

This survey of the Parkersburg—Marietta, WV-OH 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, including health services); and State and local governments.<sup>1</sup> 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 Parkersburg—Marietta, WV-OH Metropolitan Statistical Area (January 1992). 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 Parkersburg—Marietta, WV-OH Metropolitan Statistical Area. Collection for the survey was from June 1995 through September 1995 and reflects an average payroll reference month of August 1995. Data obtained for a payroll period prior to the end of July 1995 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 17.2 percent of the sample establishments (representing 6,842 employees covered by the survey). An additional 1.0 percent

of the sample establishments (representing 93 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. The two jobs were personnel specialists II (10.0 percent) and personnel specialists III (6.7 percent).

### Reliability of estimates

The statistics in this bulletin are derived from a 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.

*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.

<sup>1</sup> 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.