

Occupational Compensation Survey: Pay and Benefits

Huntsville, Alabama,
Metropolitan Area,
March 1996



U.S. Department of Labor
Bureau of Labor Statistics

Bulletin 3085-6

Preface

This bulletin provides results of a March 1996 survey of occupational pay and employee benefits in the Huntsville, AL 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 Atlanta, under the direction of Diane Farrior, 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 and benefit 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 Atlanta Regional Office at (404) 347-4416. 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.

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Occupational Compensation Survey: Pay and Benefits

Huntsville, Alabama, Metropolitan Area, March 1996



U.S. Department of Labor
Robert B. Reich, Secretary

Bureau of Labor Statistics
Katharine G. Abraham,
Commissioner

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Introduction

This survey of occupational pay and employee benefits in the Huntsville, AL Metropolitan Statistical Area (Limestone and Madison 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.

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.

Establishment practices and benefit tables

The B-series tables provide information on paid holidays; paid vacations; and insurance, health, and retirement plan provisions for full-time, white- and blue-collar employees.

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, Huntsville, AL, March 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	300 and under 350	350 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 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 and over
PROFESSIONAL OCCUPATIONS																										
Accountants	212	40.2	\$700	\$635	\$504 -- \$778	-	6	5	8	15	7	11	11	14	6	2	5	3	2	2	1	-	(³)	1	-	-
Private industry	193	40.2	706	635	500 -- 786	-	6	5	9	14	5	11	12	12	6	3	5	3	2	2	-	1	1	-	-	
Goods-producing industries	127	40.3	746	645	500 -- 962	-	7	8	7	10	6	13	7	9	8	3	6	5	3	3	2	-	1	2	-	
Manufacturing	124	40.3	752	651	500 -- 981	-	7	8	7	9	5	14	7	9	8	3	6	5	3	3	2	-	1	2	-	
Service-producing industries	66	40.0	628	635	508 -- 712	-	5	-	14	21	5	8	23	18	3	2	3	-	-	-	-	-	-	-	-	
State and local government	19	40.0	640	614	519 -- 703	-	-	5	-	21	21	11	-	32	5	-	5	-	-	-	-	-	-	-	-	
Level 2	68	40.1	562	529	500 -- 611	-	-	1	13	40	18	12	9	4	3	-	-	-	-	-	-	-	-	-	-	
Private industry	61	40.1	561	510	500 -- 615	-	-	2	15	41	13	11	10	5	3	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries	34	40.2	601	590	500 -- 681	-	-	3	3	32	15	15	18	9	6	-	-	-	-	-	-	-	-	-	-	
Manufacturing	31	40.2	607	600	500 -- 693	-	-	3	3	29	13	16	19	10	6	-	-	-	-	-	-	-	-	-	-	
Service-producing industries	27	40.0	512	508	462 -- 538	-	-	-	30	52	11	7	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government	7	40.0	563	-	- -- -	-	-	-	-	29	57	14	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 3	70	40.3	727	679	635 -- 778	-	-	-	1	1	3	23	24	27	9	7	3	1	-	-	-	-	-	-	-	
Private industry	63	40.3	731	679	635 -- 778	-	-	-	2	2	3	24	27	21	10	8	3	2	-	-	-	-	-	-	-	
Goods-producing industries	37	40.5	744	681	615 -- 834	-	-	-	3	3	5	32	8	16	14	11	5	3	-	-	-	-	-	-	-	
Manufacturing	37	40.5	744	681	615 -- 834	-	-	-	3	3	5	32	8	16	14	11	5	3	-	-	-	-	-	-	-	
Service-producing industries	26	40.0	713	679	667 -- 778	-	-	-	-	-	-	12	54	27	4	4	-	-	-	-	-	-	-	-	-	
Level 4	33	40.3	1,005	1,048	844 -- 1,125	-	-	-	-	-	-	3	21	15	-	27	15	12	3	3	-	-	-	-	-	
Private industry	31	40.3	1,008	1,048	786 -- 1,125	-	-	-	-	-	-	3	23	13	-	26	16	13	3	3	-	-	-	-	-	
Goods-producing industries	22	40.4	1,080	-	- -- -	-	-	-	-	-	-	-	-	9	14	-	27	23	18	5	5	-	-	-	-	
Manufacturing	22	40.4	1,080	-	- -- -	-	-	-	-	-	-	-	-	9	14	-	27	23	18	5	5	-	-	-	-	
Engineers	4,749	40.3	1,072	1,037	831 -- 1,285	-	-	-	(³)	1	2	3	4	12	12	12	12	10	9	8	6	3	3	2	1	1
Private industry	4,696	40.3	1,074	1,039	832 -- 1,285	-	-	-	(³)	1	2	3	4	12	12	12	12	10	9	8	6	3	3	2	1	1
Goods-producing industries	1,999	40.7	1,055	1,027	800 -- 1,269	-	-	-	(³)	1	3	2	4	14	11	11	12	11	8	7	6	3	3	2	1	1
Manufacturing	1,989	40.7	1,055	1,027	800 -- 1,269	-	-	-	(³)	1	3	2	4	15	11	11	12	11	8	7	6	3	3	2	1	1
Service-producing industries	2,697	40.0	1,088	1,049	852 -- 1,290	-	-	-	(³)	1	1	3	3	9	13	13	12	10	10	8	6	3	3	2	1	1
State and local government	53	40.0	967	885	701 -- 1,194	-	-	-	-	15	6	4	11	15	11	8	6	8	2	6	6	-	-	4	-	
Level 1	313	40.2	635	627	577 -- 692	-	-	-	3	12	24	22	15	20	4	-	-	-	-	-	-	-	-	-	-	
Private industry	308	40.2	636	627	579 -- 692	-	-	-	3	12	24	22	15	20	4	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries	126	40.5	621	595	581 -- 662	-	-	-	1	8	44	16	18	12	1	-	-	-	-	-	-	-	-	-	-	
Manufacturing	126	40.5	621	595	581 -- 662	-	-	-	1	8	44	16	18	12	1	-	-	-	-	-	-	-	-	-	-	
Level 2:																										
Private industry:																										
Goods-producing industries	285	40.4	784	765	701 -- 863	-	-	-	1	3	9	11	36	23	12	4	1	-	-	-	-	-	-	-	-	
Manufacturing	285	40.4	784	765	701 -- 863	-	-	-	1	3	9	11	36	23	12	4	1	-	-	-	-	-	-	-	-	
Level 3	987	40.3	923	920	821 -- 1,017	-	-	-	-	-	(³)	3	16	26	25	19	6	3	(³)	-	-	-	-	-	-	
Private industry	971	40.3	925	920	821 -- 1,019	-	-	-	-	-	(³)	3	16	26	25	20	6	3	(³)	-	-	-	-	-	-	
Goods-producing industries	474	40.7	887	884	786 -- 985	-	-	-	-	-	(³)	6	22	26	23	16	4	1	-	-	-	-	-	-	-	
Manufacturing	470	40.7	886	882	786 -- 985	-	-	-	-	-	(³)	6	23	26	23	16	4	1	-	-	-	-	-	-	-	
State and local government	16	40.0	823	836	733 -- 877	-	-	-	-	-	-	-	-	38	44	19	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Huntsville, AL, March 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	300 and under 350	350 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 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 and over	
Level 4:																											
Private industry:																											
Goods-producing industries	637	40.6	\$1,165	\$1,154	\$1,050 - \$1,281	-	-	-	-	-	-	-	-	2	3	9	22	25	17	13	6	2	(³)	-	-	-	
Manufacturing	631	40.6	1,166	1,155	1,051 - 1,282	-	-	-	-	-	-	-	-	2	3	9	21	25	18	13	6	2	(³)	-	-	-	
State and local government	10	40.0	1,024	-	- - -	-	-	-	-	-	-	-	-	-	10	30	30	20	10	-	-	-	-	-	-	-	
Level 5:																											
Private industry:																											
Goods-producing industries	268	40.9	1,327	1,317	1,210 - 1,452	-	-	-	-	-	-	-	-	1	4	6	13	18	20	19	10	6	1	(³)	-	-	
Manufacturing	268	40.9	1,327	1,317	1,210 - 1,452	-	-	-	-	-	-	-	-	1	4	6	13	18	20	19	10	6	1	(³)	-	-	
State and local government	14	40.0	1,431	-	- - -	-	-	-	-	-	-	-	-	-	-	7	7	21	7	21	21	-	-	14	-	-	
Level 7																											
Private industry	175	40.7	1,718	1,694	1,642 - 1,807	-	-	-	-	-	-	-	-	-	-	-	-	1	3	8	4	34	24	17	9	-	
Goods-producing industries	175	40.7	1,718	1,694	1,642 - 1,807	-	-	-	-	-	-	-	-	-	-	-	-	1	3	8	4	34	24	17	9	-	
Service-producing industries	120	40.0	1,705	1,699	1,657 - 1,780	-	-	-	-	-	-	-	-	-	-	-	-	-	4	7	2	37	28	17	4	-	
Scientists, Physical/Biological	29	40.0	952	1,011	654 - 1,175	-	-	-	-	3	-	7	28	3	-	7	10	21	10	3	3	3	-	-	-	-	-
ADMINISTRATIVE OCCUPATIONS																											
Buyer/Contracting Specialists																											
Private industry	273	40.1	666	646	500 - 798	-	6	9	10	5	11	9	8	17	12	6	4	(³)	1	-	-	-	-	-	-	-	-
Goods-producing industries	266	40.1	669	650	500 - 798	-	6	8	11	5	11	9	8	17	12	6	5	(³)	2	-	-	-	-	-	-	-	-
Manufacturing	173	40.2	638	613	488 - 769	-	5	13	8	7	13	10	7	17	13	5	1	1	1	-	-	-	-	-	-	-	-
Service-producing industries	171	40.2	638	613	488 - 769	-	5	13	8	7	13	10	7	17	13	5	1	1	1	-	-	-	-	-	-	-	-
State and local government	93	40.0	728	713	577 - 878	-	6	-	15	1	8	8	10	18	11	10	11	-	3	-	-	-	-	-	-	-	-
Private industry	7	40.0	540	-	- - -	-	14	29	-	14	14	-	14	14	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 1	26	40.1	447	413	396 - 478	-	27	31	23	8	4	4	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry	24	40.1	450	-	- - -	-	25	29	25	8	4	4	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 2	138	40.1	578	575	481 - 657	-	7	12	16	9	19	13	8	10	4	3	-	-	-	-	-	-	-	-	-	-	-
Private industry	134	40.1	579	575	481 - 657	-	7	11	16	8	19	13	7	10	4	3	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries	104	40.1	580	575	453 - 669	-	9	14	10	11	18	11	10	10	5	4	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	102	40.1	579	575	452 - 670	-	9	15	10	11	18	10	10	10	5	4	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries	30	40.0	577	586	495 - 618	-	-	-	40	-	20	23	-	13	3	-	-	-	-	-	-	-	-	-	-	-	-
Level 3	71	40.2	768	742	696 - 846	-	-	-	-	-	4	8	13	39	27	6	1	1	-	-	-	-	-	-	-	-	-
Private industry	70	40.2	768	740	696 - 846	-	-	-	-	-	4	9	13	39	27	6	1	1	-	-	-	-	-	-	-	-	-
Goods-producing industries	34	40.4	749	733	644 - 838	-	-	-	-	-	9	18	-	41	29	-	-	3	-	-	-	-	-	-	-	-	-
Manufacturing	34	40.4	749	733	644 - 838	-	-	-	-	-	9	18	-	41	29	-	-	3	-	-	-	-	-	-	-	-	-
Level 4	38	40.1	944	951	808 - 1,029	-	-	-	-	-	3	-	3	13	18	24	29	-	11	-	-	-	-	-	-	-	-
Private industry	38	40.1	944	951	808 - 1,029	-	-	-	-	-	3	-	3	13	18	24	29	-	11	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Huntsville, AL, March 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	300 and under 350	350 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 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 and over
Computer Systems Analyst Supervisors/Managers	28	40.1	\$1,552	\$1,598	\$1,385 - \$1,627	-	-	-	-	-	-	-	-	-	-	-	-	-	11	18	4	21	36	-	7	4
Private industry	26	40.1	1,574	1,603	1,406 - 1,627	-	-	-	-	-	-	-	-	-	-	-	-	-	4	19	4	23	38	-	8	4
Personnel Specialists	158	40.1	766	743	590 - 925	-	1	1	6	8	13	8	7	19	9	11	7	4	2	-	2	1	-	-	-	-
Private industry	130	40.1	786	745	598 - 960	-	-	2	6	5	14	9	8	15	10	12	8	5	2	-	2	1	-	-	-	-
Goods-producing industries	68	40.2	800	771	635 - 949	-	-	1	-	6	13	9	7	16	13	21	6	4	1	-	-	1	-	-	-	-
Manufacturing	67	40.2	803	772	635 - 956	-	-	1	-	6	12	9	7	16	13	21	6	4	1	-	-	1	-	-	-	-
State and local government	28	40.0	675	722	542 - 791	-	7	-	7	18	11	4	-	39	7	4	4	-	-	-	-	-	-	-	-	-
Level 2	46	40.1	571	590	519 - 601	-	4	2	11	15	39	15	7	7	-	-	-	-	-	-	-	-	-	-	-	-
Private industry	37	40.1	587	590	552 - 601	-	-	3	8	14	43	16	8	8	-	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries	17	40.2	608	-	-	-	-	6	-	12	47	-	18	18	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	16	40.2	608	-	-	-	-	6	-	13	44	-	19	19	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries	20	40.0	570	-	-	-	-	-	15	15	40	30	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government	9	40.0	505	-	-	-	-	22	-	22	22	22	11	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 3	65	40.0	779	770	688 - 852	-	-	-	-	5	3	9	12	35	14	18	3	-	-	-	-	-	-	-	-	-
Private industry	51	40.0	788	767	688 - 917	-	-	-	2	2	12	16	29	14	22	4	-	-	-	-	-	-	-	-	-	-
Goods-producing industries	34	40.0	815	818	688 - 956	-	-	-	-	3	-	18	6	21	18	29	6	-	-	-	-	-	-	-	-	-
Manufacturing	34	40.0	815	818	688 - 956	-	-	-	-	3	-	18	6	21	18	29	6	-	-	-	-	-	-	-	-	-
Service-producing industries	17	40.0	736	-	-	-	-	-	-	6	-	35	47	6	6	-	-	-	-	-	-	-	-	-	-	-
State and local government	14	40.0	747	-	-	-	-	-	14	7	-	-	57	14	7	-	-	-	-	-	-	-	-	-	-	-
Level 4	27	40.2	977	963	865 - 1,115	-	-	-	-	-	-	-	-	15	22	19	19	15	11	-	-	-	-	-	-	-
Private industry	23	40.3	1,002	-	-	-	-	-	-	-	-	-	-	4	26	22	17	17	13	-	-	-	-	-	-	-
Personnel Supervisors/Managers	21	40.1	1,322	-	-	-	-	-	-	-	-	-	-	-	-	-	5	14	14	43	10	10	5	-	-	-
Private industry	21	40.1	1,322	-	-	-	-	-	-	-	-	-	-	-	-	-	5	14	14	43	10	10	5	-	-	-
Goods-producing industries	21	40.1	1,322	-	-	-	-	-	-	-	-	-	-	-	-	-	5	14	14	43	10	10	5	-	-	-
Manufacturing	21	40.1	1,322	-	-	-	-	-	-	-	-	-	-	-	-	-	5	14	14	43	10	10	5	-	-	-
Director of Personnel:																										
State and local government	6	40.0	1,088	-	-	-	-	-	-	-	-	-	-	-	-	50	17	-	17	17	-	-	-	-	-	-

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, Huntsville, AL, March 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	225 and under 250	250 - 275	275 - 300	300 - 325	325 - 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 and over
TECHNICAL OCCUPATIONS																										
Computer Operators	128	40.0	\$447	\$427	\$383 - \$505	-	2	3	3	5	8	10	18	12	15	16	4	2	1	-	-	-	-	2	-	-
Private industry	105	40.0	447	425	383 - 495	-	2	2	4	6	9	10	18	11	15	13	5	2	1	-	-	-	-	3	-	-
Goods-producing industries	50	40.0	469	428	400 - 495	-	-	-	-	8	8	6	22	16	18	8	6	2	-	-	-	-	6	-	-	-
Manufacturing	50	40.0	469	428	400 - 495	-	-	-	-	8	8	6	22	16	18	8	6	2	-	-	-	-	6	-	-	-
State and local government	23	40.0	444	442	398 - 513	-	-	9	-	-	4	13	17	13	13	30	-	-	-	-	-	-	-	-	-	-
Level 1	15	40.0	334	-	- - -	-	13	27	7	13	7	13	20	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 2	88	40.0	430	423	383 - 475	-	-	-	3	5	10	13	22	16	17	14	-	1	-	-	-	-	-	-	-	-
Private industry	72	40.0	428	423	380 - 478	-	-	-	4	6	11	11	21	15	18	13	-	1	-	-	-	-	-	-	-	-
Goods-producing industries	37	40.0	432	425	400 - 477	-	-	-	-	5	11	5	27	19	24	8	-	-	-	-	-	-	-	-	-	-
Manufacturing	37	40.0	432	425	400 - 477	-	-	-	-	5	11	5	27	19	24	8	-	-	-	-	-	-	-	-	-	-
Service-producing industries	35	40.0	423	423	364 - 480	-	-	-	9	6	11	17	14	11	11	17	-	3	-	-	-	-	-	-	-	-
State and local government	16	40.0	440	429	403 - 464	-	-	-	-	-	6	19	25	19	13	19	-	-	-	-	-	-	-	-	-	-
Level 3	25	40.0	573	536	509 - 556	-	-	-	-	-	-	-	4	4	16	36	20	4	4	-	-	-	-	12	-	-
Drafters	117	39.9	617	568	493 - 759	-	-	2	-	1	1	-	-	6	16	13	22	3	4	4	7	10	7	3	1	-
Private industry	115	39.9	618	568	491 - 763	-	-	2	-	1	1	-	-	6	17	13	21	3	4	4	7	10	7	3	1	-
Goods-producing industries	50	40.0	581	529	460 - 725	-	-	4	-	2	2	-	-	14	18	14	16	2	2	2	-	10	8	4	2	-
Manufacturing	48	40.0	585	539	460 - 791	-	-	4	-	2	2	-	-	15	19	10	17	2	2	2	-	10	8	4	2	-
Level 2	24	39.7	484	-	- - -	-	-	-	-	4	-	-	-	29	42	8	13	-	-	-	-	4	-	-	-	-
Private industry	24	39.7	484	-	- - -	-	-	-	-	4	-	-	-	29	42	8	13	-	-	-	-	4	-	-	-	-
Level 3	48	40.0	569	550	516 - 589	-	-	-	-	-	-	-	-	-	19	21	40	6	8	2	-	2	2	-	-	-
Private industry	46	40.0	569	550	516 - 589	-	-	-	-	-	-	-	-	-	20	22	37	7	9	2	-	2	2	-	-	-
Goods-producing industries	16	40.0	598	-	- - -	-	-	-	-	-	-	-	-	-	25	44	6	6	6	-	6	6	-	-	-	-
Service-producing industries	30	40.0	553	552	491 - 589	-	-	-	-	-	-	-	-	-	30	20	33	7	10	-	-	-	-	-	-	-
Engineering Technicians	634	40.0	624	557	423 - 885	(³)	3	2	4	4	4	3	4	6	10	9	7	5	4	4	3	2	3	11	6	7
Private industry	632	40.0	625	558	423 - 888	(³)	3	2	4	4	4	3	4	6	10	9	7	5	4	4	3	2	3	11	6	7
Service-producing industries	56	40.0	589	590	420 - 736	-	2	2	5	5	2	2	11	5	9	5	5	-	11	16	7	2	4	4	2	2
Level 3	113	40.0	630	607	553 - 674	-	-	-	-	-	-	-	1	2	7	14	21	22	13	6	4	1	1	8	-	-
Private industry	111	40.0	632	608	553 - 675	-	-	-	-	-	-	-	1	2	6	14	21	23	14	6	4	1	1	8	-	-
Level 4	117	40.0	838	906	745 - 947	-	-	-	-	-	-	-	-	-	3	6	4	-	4	10	4	7	9	45	3	4
Private industry	117	40.0	838	906	745 - 947	-	-	-	-	-	-	-	-	-	3	6	4	-	4	10	4	7	9	45	3	4
Goods-producing industries	91	40.0	866	928	828 - 947	-	-	-	-	-	-	-	-	-	3	8	2	-	3	1	8	9	56	4	5	
Manufacturing	91	40.0	866	928	828 - 947	-	-	-	-	-	-	-	-	-	3	8	2	-	3	1	8	9	56	4	5	
Engineering Technicians, Civil:																										
State and local government	45	40.0	469	450	402 - 548	-	4	4	-	4	4	7	16	7	20	22	2	-	4	-	2	2	-	-	-	-
Level 1:																										
State and local government	6	40.0	315	-	- - -	-	33	33	-	-	-	17	17	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table A-2. All establishments: Weekly hours and pay of technical and protective service occupations, Huntsville, AL, March 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	225 and under 250	250 - 275	275 - 300	300 - 325	325 - 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 and over			
Level 2	14	40.0	\$395	—	— — —	—	—	—	—	14	14	14	43	14	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
State and local government	14	40.0	395	—	— — —	—	—	—	—	14	14	14	43	14	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
Level 3	18	40.0	509	\$530	\$472 — \$548	—	—	—	—	—	—	—	—	6	39	56	—	—	—	—	—	—	—	—	—	—	—	—	
State and local government	18	40.0	509	530	472 — 548	—	—	—	—	—	—	—	—	6	39	56	—	—	—	—	—	—	—	—	—	—	—	—	
PROTECTIVE SERVICE OCCUPATIONS																													
Corrections Officers	106	40.0	385	347	347 — 399	—	—	—	—	51	15	12	3	1	4	13	—	1	—	—	—	—	—	—	—	—	—	—	—
State and local government	106	40.0	385	347	347 — 399	—	—	—	—	51	15	12	3	1	4	13	—	1	—	—	—	—	—	—	—	—	—	—	—
Firefighters	247	53.0	462	437	397 — 510	—	—	—	—	—	—	27	11	29	9	6	18	1	—	—	—	—	—	—	—	—	—	—	—
State and local government	247	53.0	462	437	397 — 510	—	—	—	—	—	—	27	11	29	9	6	18	1	—	—	—	—	—	—	—	—	—	—	—
Police Officers	570	40.0	530	535	422 — 620	—	—	—	2	1	(³)	6	17	5	11	14	12	16	17	(³)	—	—	—	—	—	—	—	—	—
State and local government	570	40.0	530	535	422 — 620	—	—	—	2	1	(³)	6	17	5	11	14	12	16	17	(³)	—	—	—	—	—	—	—	—	—
Level 1	512	40.0	513	510	421 — 620	—	—	—	2	1	(³)	6	19	5	12	15	13	18	8	(³)	—	—	—	—	—	—	—	—	—
State and local government	512	40.0	513	510	421 — 620	—	—	—	2	1	(³)	6	19	5	12	15	13	18	8	(³)	—	—	—	—	—	—	—	—	—
Level 2	58	40.0	681	683	683 — 683	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
State and local government	58	40.0	681	683	683 — 683	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—

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, Huntsville, AL, March 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	200 and under 225	225 - 250	250 - 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950
Word Processors	46	40.0	\$369	\$384	\$306 - \$432	-	7	11	7	9	7	-	24	9	9	13	7	-	-	-	-	-	-	-	-	-
Private industry	32	40.0	410	402	384 - 459	-	-	-	-	9	3	-	34	13	13	19	9	-	-	-	-	-	-	-	-	-
Level 2	31	40.0	394	384	379 - 438	-	-	-	-	13	10	-	35	13	10	16	3	-	-	-	-	-	-	-	-	-
Private industry	28	40.0	401	390	384 - 439	-	-	-	-	11	4	-	39	14	11	18	4	-	-	-	-	-	-	-	-	-

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, Huntsville, AL, March 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	6.00 and under 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 - 10.50	10.50 - 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	23.00 - 24.00	
Tool and Die Makers	209	\$20.69	\$21.99	\$21.99 - \$22.10	-	-	-	-	-	-	-	-	-	-	-	-	-	15	-	3	-	-	-	-	-	52	29	-
Private industry	209	20.69	21.99	21.99 - 22.10	-	-	-	-	-	-	-	-	-	-	-	-	-	15	-	3	-	-	-	-	-	52	29	-
Goods-producing industries	209	20.69	21.99	21.99 - 22.10	-	-	-	-	-	-	-	-	-	-	-	-	-	15	-	3	-	-	-	-	-	52	29	-
Manufacturing	209	20.69	21.99	21.99 - 22.10	-	-	-	-	-	-	-	-	-	-	-	-	-	15	-	3	-	-	-	-	-	52	29	-

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, Huntsville, AL, March 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	4.25 and under 4.50	4.50 - 4.75	4.75 - 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		
Guards:																													
Private industry:																													
Goods-producing industries	48	\$7.29	\$7.15	\$6.56 - \$7.95	-	-	-	2	2	19	21	25	8	6	10	4	-	2	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	48	7.29	7.15	6.56 - 7.95	-	-	-	2	2	19	21	25	8	6	10	4	-	2	-	-	-	-	-	-	-	-	-	-	-
State and local government	18	8.72	8.49	7.96 - 9.02	-	-	-	-	-	-	6	-	17	22	11	11	-	6	11	6	-	-	-	-	-	-	-	-	-
Level 1:																													
Private industry:																													
Goods-producing industries	48	7.29	7.15	6.56 - 7.95	-	-	-	2	2	19	21	25	8	6	10	4	-	2	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	48	7.29	7.15	6.56 - 7.95	-	-	-	2	2	19	21	25	8	6	10	4	-	2	-	-	-	-	-	-	-	-	-	-	-
State and local government	13	8.33	-	-	-	-	-	-	-	15	-	8	-	23	31	8	-	-	-	8	8	-	-	-	-	-	-	-	-
Janitors	1,795	5.74	5.00	4.50 - 6.25	23	13	10	18	7	5	6	3	4	2	3	2	1	(²)	-	-	-	(²)	-	(²)	-	(²)	-	1	-
Private industry	1,291	5.29	4.70	4.40 - 5.10	32	19	13	17	5	4	4	2	1	(²)	(²)	1	(²)	(²)	-	-	-	(²)	-	(²)	-	(²)	-	2	-
Goods-producing industries	80	10.95	7.61	6.36 - 18.34	-	-	-	13	9	4	6	17	4	-	3	1	2	5	-	-	-	1	-	-	5	-	30	-	
Manufacturing	75	10.62	7.40	6.11 - 18.34	-	-	-	13	9	4	7	19	4	-	3	1	3	5	-	-	-	-	-	-	-	-	32	-	
Service-producing industries	1,211	4.91	4.60	4.40 - 5.00	34	20	13	17	4	4	4	1	1	(²)	(²)	1	-	-	-	-	-	-	-	-	-	-	(²)	-	
State and local government	504	6.90	6.78	5.50 - 8.22	-	-	2	22	13	8	9	7	11	7	11	6	3	(²)	-	-	-	-	-	-	-	-	-	-	-
Material Movement and Storage Workers																													
Private industry	536	9.49	9.38	7.11 - 10.37	-	-	-	9	3	5	4	4	9	3	4	18	3	18	1	6	2	1	-	8	1	2	-	-	
Goods-producing industries	449	9.57	9.38	7.38 - 10.37	-	-	-	11	1	6	2	5	7	4	4	20	3	19	1	4	-	-	-	9	1	2	-	-	
Manufacturing	411	8.93	9.38	7.00 - 10.30	-	-	-	12	1	7	2	6	8	4	5	22	3	21	1	5	-	-	-	1	1	2	-	-	
Service-producing industries	84	9.06	7.75	6.65 - 12.47	-	-	-	-	15	-	15	-	21	1	-	7	2	8	-	14	11	4	-	-	-	-	-	-	-
Level 1	171	7.65	7.50	5.25 - 10.17	-	-	-	29	2	16	1	1	7	2	4	5	4	30	-	-	-	-	-	-	-	-	-	-	-
Private industry	171	7.65	7.50	5.25 - 10.17	-	-	-	29	2	16	1	1	7	2	4	5	4	30	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries	171	7.65	7.50	5.25 - 10.17	-	-	-	29	2	16	1	1	7	2	4	5	4	30	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	171	7.65	7.50	5.25 - 10.17	-	-	-	29	2	16	1	1	7	2	4	5	4	30	-	-	-	-	-	-	-	-	-	-	-
Level 2	331	10.58	9.41	8.17 - 12.46	-	-	-	-	4	-	7	3	9	4	3	26	3	13	1	9	3	1	-	12	1	3	-	-	
Private industry	328	10.58	9.41	8.08 - 12.46	-	-	-	-	4	-	7	3	9	4	3	26	3	12	1	9	3	1	-	13	1	3	-	-	
Goods-producing industries	244	11.10	9.41	9.38 - 12.46	-	-	-	-	-	-	4	4	5	5	4	32	3	14	1	7	-	-	-	17	1	4	-	-	
Manufacturing	206	10.11	9.38	9.12 - 10.59	-	-	-	-	-	-	4	4	6	5	5	38	3	16	1	9	-	-	-	1	1	4	-	-	
Service-producing industries	84	9.06	7.75	6.65 - 12.47	-	-	-	-	15	-	15	-	21	1	-	7	2	8	-	14	11	4	-	-	-	-	-	-	-
Forklift Operators	98	10.76	9.41	8.99 - 16.46	-	-	-	-	6	-	-	-	18	-	10	24	-	15	-	-	-	-	-	26	-	-	-	-	
Private industry	98	10.76	9.41	8.99 - 16.46	-	-	-	-	6	-	-	-	18	-	10	24	-	15	-	-	-	-	-	26	-	-	-	-	-
Shipping/Receiving Clerks	97	10.72	10.12	7.93 - 13.16	-	-	-	-	7	-	18	-	5	8	-	8	2	15	-	8	9	3	-	3	3	9	-	-	
Private industry	96	10.72	10.12	6.97 - 13.16	-	-	-	-	7	-	18	-	5	8	-	8	2	15	-	8	9	3	-	3	3	9	-	-	
Goods-producing industries	57	11.84	10.78	8.00 - 16.79	-	-	-	-	-	-	7	-	9	12	-	14	-	18	-	14	-	-	-	5	5	16	-	-	
Manufacturing	57	11.84	10.78	8.00 - 16.79	-	-	-	-	-	-	7	-	9	12	-	14	-	18	-	14	-	-	-	5	5	16	-	-	
Service-producing industries	39	9.10	6.65	6.50 - 13.16	-	-	-	-	18	-	33	-	-	3	-	-	5	10	-	-	23	8	-	-	-	-	-	-	-

See footnotes at end of table.

Table A-5. All establishments: Hourly pay of material movement and custodial occupations, Huntsville, AL, March 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	4.25 and under 4.50	4.50 - 4.75	4.75 - 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	
Truckdrivers	594	\$11.52	\$11.61	\$7.00 - \$14.36	-	-	-	-	-	4	15	10	4	1	1	3	4	3	12	9	-	22	-	-	-	-	-	13
Private industry	457	11.94	12.08	7.00 - 14.36	-	-	-	-	-	5	15	11	4	1	(²)	3	4	1	7	5	-	28	-	-	-	-	-	16
Service-producing industries	321	13.71	14.36	11.79 - 14.71	-	-	-	-	-	7	5	3	1	1	(²)	1	-	1	9	7	-	40	-	-	-	-	-	23
State and local government	137	10.13	11.55	7.63 - 11.61	-	-	-	-	-	-	18	4	4	-	4	5	4	9	29	22	-	-	-	-	-	-	-	
Heavy Truck	168	9.97	10.25	7.94 - 11.61	-	-	-	-	-	-	18	4	4	-	4	9	13	8	24	18	-	-	-	-	-	-	-	
State and local government	137	10.13	11.55	7.63 - 11.61	-	-	-	-	-	-	18	4	4	-	4	5	4	9	29	22	-	-	-	-	-	-	-	

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 B-1. Annual paid holidays for full-time workers, Huntsville, AL, March 1996

Number of holidays	White-collar workers					Blue-collar workers				
	All industries	Private industry			State and local government	All industries	Private industry			State and local government
		Total	Goods-producing industries	Service-producing industries			Total	Goods-producing industries	Service-producing industries	
All full-time workers (in percent)	100	100	100	100	100	100	100	100	100	100
In establishments not providing paid holidays	13	10	-	15	26	5	2	-	6	22
In establishments providing paid holidays	87	90	100	85	74	95	98	100	94	78
Number of holidays:										
2 holidays	(¹)	(¹)	-	(¹)	-	2	2	-	7	-
3 holidays	(¹)	(¹)	(¹)	-	-	1	1	1	-	-
4 holidays	2	2	-	4	-	-	-	-	-	-
5 holidays	4	5	5	5	-	6	8	3	16	-
6 holidays	10	11	4	16	6	10	11	3	27	1
7 holidays	5	6	1	8	-	3	4	4	3	-
Plus 2 half days	5	6	15	-	-	4	5	8	-	-
8 holidays	5	6	9	3	1	10	12	15	8	1
9 holidays	16	20	39	9	-	7	8	10	4	-
Plus 1 half day	2	2	-	3	-	-	-	-	-	-
10 holidays	21	16	7	21	44	20	14	12	17	52
11 holidays	2	3	3	2	-	8	9	12	4	-
12 holidays	7	8	-	12	5	5	3	-	9	14
13 holidays	5	4	9	(¹)	14	7	8	12	(¹)	3
15 holidays	1	1	2	-	-	9	10	16	-	-
16 holidays	2	2	5	-	-	1	2	2	-	-
17 holidays	1	-	-	-	3	1	-	-	-	7
Total paid holiday time ²										
2 days or more	87	90	100	85	74	95	98	100	94	78
3 days or more	87	90	100	84	74	93	96	100	87	78
4 days or more	87	90	99	84	74	92	95	99	87	78
5 days or more	85	88	99	80	74	92	95	99	87	78
6 days or more	81	83	95	75	74	86	87	95	72	78
7 days or more	71	71	91	59	68	76	76	92	45	77
8 days or more	66	65	89	51	68	73	72	88	42	77
9 days or more	56	54	65	48	67	58	55	65	34	76
10 days or more	38	32	26	35	67	51	47	55	30	76
11 days or more	17	16	19	15	23	31	33	43	13	24
12 days or more	15	14	16	12	23	23	23	31	9	24
13 days or more	8	6	16	(¹)	17	18	20	31	(¹)	9
14 days or more	3	3	7	-	3	11	12	18	-	7
15 days or more	3	3	7	-	3	11	12	18	-	7
16 days or more	2	2	5	-	3	2	2	2	-	7
17 days or more	1	-	-	-	3	1	-	-	-	7
Average number of paid holidays where provided (in days)	9.1	8.8	9.4	8.5	10.7	9.6	9.4	10.4	7.4	11.0

¹ Less than 0.5 percent.

² Full and half days are combined. For example, the proportion of workers receiving 10 or more days includes those receiving at least 10 full days, or 9 full days plus 2 half days, or 8 full days and 4 half days, and so on.

NOTE: Because of rounding, sums of individual items may not equal totals. Dashes indicate that no data were reported.

Table B-2. Annual paid vacation provisions for full-time workers, Huntsville, AL, March 1996

Item	White-collar workers					Blue-collar workers				
	All industries	Private industry			State and local government	All industries	Private industry			State and local government
		Total	Goods-producing industries	Service-producing industries			Total	Goods-producing industries	Service-producing industries	
All full-time workers (in percent)	100	100	100	100	100	100	100	100	100	100
In establishments not providing paid vacations	(¹)	(¹)	-	(¹)	-	1	1	1	2	-
In establishments providing paid vacations	99	99	100	99	100	99	99	99	98	100
Length-of-time payment	99	99	100	99	100	99	99	99	98	100
By vacation pay provisions for: ²										
Six months of service:										
Under 1 week	1	1	3	(¹)	-	3	3	4	2	-
1 week	44	44	60	35	42	40	37	39	33	54
Over 1 and under 2 weeks	9	5	-	8	28	3	(¹)	-	(¹)	20
2 weeks	(¹)	(¹)	-	(¹)	-	(¹)	1	-	1	-
Over 2 and under 3 weeks	5	-	-	-	26	3	-	-	-	22
Over 3 and under 4 weeks	(¹)	(¹)	-	1	-	-	-	-	-	-
1 year of service:										
1 week	15	18	8	24	-	25	30	24	41	-
Over 1 and under 2 weeks	(¹)	(¹)	1	-	-	-	-	-	-	-
2 weeks	65	72	91	61	34	60	64	72	49	40
Over 2 and under 3 weeks	11	5	-	8	38	10	4	2	8	37
3 weeks	4	4	1	7	-	(¹)	(¹)	-	(¹)	-
Over 3 and under 4 weeks	(¹)	(¹)	-	1	1	(¹)	-	-	-	1
4 weeks	(¹)	(¹)	-	(¹)	-	-	-	-	-	-
5 weeks	5	-	-	-	26	3	-	-	-	22
2 years of service:										
1 week	11	14	8	18	-	14	17	16	18	-
Over 1 and under 2 weeks	(¹)	(¹)	-	(¹)	-	1	1	-	2	-
2 weeks	66	73	91	63	33	71	77	80	70	40
Over 2 and under 3 weeks	13	7	1	11	40	10	4	2	8	37
3 weeks	4	4	1	7	-	(¹)	(¹)	-	(¹)	-
Over 3 and under 4 weeks	(¹)	(¹)	-	1	1	(¹)	-	-	-	1
4 weeks	(¹)	(¹)	-	(¹)	-	-	-	-	-	-
5 weeks	5	-	-	-	26	3	-	-	-	22
3 years of service:										
1 week	9	12	1	18	-	7	8	6	12	-
Over 1 and under 2 weeks	(¹)	(¹)	-	(¹)	-	1	1	-	2	-
2 weeks	54	59	65	56	33	56	59	53	70	40
Over 2 and under 3 weeks	17	12	8	14	40	28	26	33	13	37
3 weeks	12	15	26	9	-	4	5	6	2	-
Over 3 and under 4 weeks	2	2	-	3	1	(¹)	-	-	-	1
4 weeks	(¹)	(¹)	-	(¹)	-	-	-	-	-	-
6 weeks	5	-	-	-	26	3	-	-	-	22

See footnotes at end of table.

Table B-2. Annual paid vacation provisions for full-time workers, Huntsville, AL, March 1996 — Continued

Item	White-collar workers					Blue-collar workers				
	All industries	Private industry			State and local government	All industries	Private industry			State and local government
		Total	Goods-producing industries	Service-producing industries			Total	Goods-producing industries	Service-producing industries	
By vacation pay provisions for: ²										
4 years of service:										
1 week	8	10	1	16	-	6	7	6	9	-
Over 1 and under 2 weeks	(¹)	(¹)	-	(¹)	-	1	1	-	2	-
2 weeks	53	58	60	57	33	57	60	53	72	40
Over 2 and under 3 weeks	18	14	13	14	38	28	26	33	13	37
3 weeks	13	16	26	10	2	4	5	6	2	(¹)
Over 3 and under 4 weeks	2	2	-	3	1	(¹)	-	-	-	1
4 weeks	(¹)	(¹)	-	(¹)	-	-	-	-	-	-
6 weeks	5	-	-	-	26	3	-	-	-	22
5 years of service:										
1 week	8	10	1	15	-	4	5	6	2	-
2 weeks	23	24	29	20	23	37	39	29	58	25
Over 2 and under 3 weeks	14	12	1	19	24	9	4	6	1	34
3 weeks	36	41	64	27	11	43	49	56	35	16
Over 3 and under 4 weeks	9	8	5	9	15	3	2	2	3	4
4 weeks	3	4	-	7	-	(¹)	(¹)	-	(¹)	-
Over 4 and under 5 weeks	1	2	-	2	-	-	-	-	-	-
Over 6 and under 7 weeks	5	-	-	-	26	3	-	-	-	22
8 years of service:										
1 week	8	10	1	15	-	2	3	3	2	-
2 weeks	18	17	9	22	20	23	24	19	36	18
Over 2 and under 3 weeks	11	11	16	8	13	8	6	8	4	17
3 weeks	43	47	70	34	24	57	61	64	54	40
Over 3 and under 4 weeks	10	8	5	10	17	4	4	5	3	4
4 weeks	4	5	-	8	-	(¹)	(¹)	-	(¹)	-
Over 4 and under 5 weeks	2	2	-	3	-	-	-	-	-	-
Over 6 and under 7 weeks	5	-	-	-	26	3	-	-	-	22
10 years of service:										
1 week	8	10	1	15	-	2	3	3	2	-
2 weeks	7	4	3	4	20	14	14	11	19	18
3 weeks	45	48	44	51	28	41	42	36	52	41
Over 3 and under 4 weeks	12	13	26	6	5	23	24	33	8	14
4 weeks	20	20	27	16	19	14	16	15	17	3
Over 4 and under 5 weeks	3	3	-	5	1	(¹)	(¹)	-	(¹)	2
5 weeks	2	2	-	3	-	(¹)	(¹)	-	(¹)	-
7 weeks	5	-	-	-	26	3	-	-	-	22

See footnotes at end of table.

Table B-2. Annual paid vacation provisions for full-time workers, Huntsville, AL, March 1996 — Continued

Item	White-collar workers					Blue-collar workers				
	All industries	Private industry			State and local government	All industries	Private industry			State and local government
		Total	Goods-producing industries	Service-producing industries			Total	Goods-producing industries	Service-producing industries	
By vacation pay provisions for: ²										
12 years of service:										
1 week	8	10	1	15	-	2	3	3	2	-
2 weeks	6	3	1	4	20	12	11	7	19	18
3 weeks	43	49	46	51	16	41	44	40	52	23
Over 3 and under 4 weeks	9	10	21	4	3	22	23	31	8	14
4 weeks	24	23	32	17	31	18	18	18	17	21
Over 4 and under 5 weeks	3	3	-	5	3	(¹)	(¹)	-	(¹)	2
5 weeks	2	3	-	4	-	(¹)	(¹)	-	(¹)	-
7 weeks	5	-	-	-	26	3	-	-	-	22
15 years of service:										
1 week	8	10	1	15	-	2	3	3	2	-
2 weeks	6	3	1	4	20	11	10	7	16	18
3 weeks	26	31	32	30	3	29	33	30	39	7
Over 3 and under 4 weeks	4	4	1	5	3	5	3	2	4	14
4 weeks	41	45	64	33	24	45	47	55	32	34
Over 4 and under 5 weeks	6	3	-	5	17	1	1	-	4	3
5 weeks	5	4	1	6	6	1	1	2	1	1
Over 5 and under 6 weeks	(¹)	(¹)	-	1	-	-	-	-	-	-
6 weeks	(¹)	(¹)	-	(¹)	(¹)	(¹)	-	-	-	1
7 weeks	5	-	-	-	26	3	-	-	-	22
20 years of service:										
1 week	8	10	1	15	-	2	3	3	2	-
2 weeks	6	3	1	4	20	11	10	7	16	18
3 weeks	15	17	22	14	3	17	19	17	23	7
Over 3 and under 4 weeks	2	2	-	3	3	4	1	-	4	14
4 weeks	49	54	66	47	24	36	36	32	44	34
Over 4 and under 5 weeks	3	3	1	5	3	(¹)	(¹)	-	(¹)	1
5 weeks	8	10	10	10	-	23	28	40	5	-
Over 5 and under 6 weeks	2	-	-	-	14	1	1	-	4	2
6 weeks	1	-	-	-	6	(¹)	-	-	-	2
Over 6 and under 7 weeks	(¹)	(¹)	-	1	-	-	-	-	-	-
7 weeks	5	(¹)	-	(¹)	26	3	-	-	-	22
25 years of service:										
1 week	8	10	1	15	-	2	3	3	2	-
2 weeks	6	3	1	4	20	11	10	7	16	18
3 weeks	15	17	22	14	3	17	19	17	23	7
Over 3 and under 4 weeks	2	2	-	3	3	4	1	-	4	14
4 weeks	45	49	58	44	24	33	33	28	42	34
Over 4 and under 5 weeks	3	3	-	5	3	(¹)	(¹)	-	(¹)	1
5 weeks	12	15	18	14	-	26	31	43	6	-
Over 5 and under 6 weeks	3	(¹)	1	-	14	1	1	-	4	2
6 weeks	1	-	-	-	6	(¹)	-	-	-	2
Over 6 and under 7 weeks	(¹)	(¹)	-	1	-	-	-	-	-	-
7 weeks	5	(¹)	-	(¹)	26	3	-	-	-	22

See footnotes at end of table.

Table B-2. Annual paid vacation provisions for full-time workers, Huntsville, AL, March 1996 — Continued

Item	White-collar workers					Blue-collar workers				
	All industries	Private industry			State and local government	All industries	Private industry			State and local government
		Total	Goods-producing industries	Service-producing industries			Total	Goods-producing industries	Service-producing industries	
By vacation pay provisions for: ²										
30 years of service:										
1 week	8	10	1	15	-	2	3	3	2	-
2 weeks	6	3	1	4	20	11	10	7	16	18
3 weeks	15	17	22	14	3	17	19	17	23	7
Over 3 and under 4 weeks	2	2	-	3	3	4	1	-	4	14
4 weeks	44	48	56	43	24	31	31	24	42	34
Over 4 and under 5 weeks	3	3	-	5	3	(¹)	(¹)	-	(¹)	1
5 weeks	13	16	19	14	-	28	33	47	6	-
Over 5 and under 6 weeks	3	(¹)	1	-	14	1	1	-	4	2
6 weeks	2	1	-	1	6	1	(¹)	-	1	2
Over 6 and under 7 weeks	(¹)	(¹)	-	1	-	-	-	-	-	-
7 weeks	5	(¹)	-	(¹)	26	3	-	-	-	22
Maximum vacation available:										
1 week	8	10	1	15	-	2	3	3	2	-
2 weeks	6	3	1	4	20	11	10	7	16	18
3 weeks	15	17	22	14	3	17	19	17	23	7
Over 3 and under 4 weeks	2	2	-	3	3	4	1	-	4	14
4 weeks	44	48	56	43	24	31	31	24	42	34
Over 4 and under 5 weeks	3	3	-	5	3	(¹)	(¹)	-	(¹)	1
5 weeks	13	16	19	14	-	28	33	47	6	-
Over 5 and under 6 weeks	3	(¹)	1	-	14	1	1	-	4	2
6 weeks	2	1	-	1	6	1	(¹)	-	1	2
Over 6 and under 7 weeks	(¹)	(¹)	-	1	-	-	-	-	-	-
7 weeks	5	(¹)	-	(¹)	26	3	-	-	-	22

¹ Less than 0.5 percent.

² Payments other than "length of time" are converted to an equivalent time basis; for example, 2 percent of annual earnings was considered as 1 week's pay. Periods of service are chosen arbitrarily and do not necessarily reflect individual provisions for progression; for example, changes in proportions at 20 years include changes between 15 and 20 years. Estimates are cumulative. Thus, the proportion eligible for at least 3 weeks' pay for 20

years include those eligible for at least 3 weeks' pay after fewer years of service.

NOTE: Because of rounding, sums of individual items may not equal totals. Dashes indicate that no data were reported.

Table B-3. Insurance, health, and retirement plans offered to full-time workers, Huntsville, AL, March 1996

Type of plan	White-collar workers					Blue-collar workers				
	All industries	Private industry			State and local government	All industries	Private industry			State and local government
		Total	Goods-producing industries	Service-producing industries			Total	Goods-producing industries	Service-producing industries	
All full-time workers (in percent)	100	100	100	100	100	100	100	100	100	100
In establishments offering at least one of the benefits shown below ¹	99	99	100	99	100	99	99	99	98	100
Life insurance	99	98	98	99	100	90	88	93	78	100
Wholly employer financed	78	74	72	75	97	75	71	72	70	97
Accidental death and dismemberment insurance	91	92	93	92	86	86	83	91	69	98
Wholly employer financed	70	67	67	67	84	71	67	70	61	95
Sickness and accident insurance or sick leave or both	79	84	87	82	60	82	83	87	77	76
Sickness and accident insurance	41	46	50	43	17	54	62	73	42	15
Wholly employer financed	37	41	48	37	17	49	56	65	38	15
Sick leave (full pay, no waiting period)	69	71	79	66	60	45	39	31	56	76
Sick leave (partial pay or waiting period)	3	3	2	4	-	2	2	-	5	-
Long-term disability insurance	54	58	83	42	37	49	52	63	30	35
Wholly employer financed	42	43	62	32	37	41	42	52	24	35
Hospitalization, surgical, and medical insurance	99	99	99	98	100	94	93	99	83	100
Wholly employer financed	38	37	56	25	45	38	38	47	22	39
Health maintenance organizations	21	21	32	15	20	33	36	43	21	19
Wholly employer financed	7	4	7	3	17	19	20	28	4	16
Dental care	71	78	98	66	40	75	82	90	67	40
Wholly employer financed	37	38	67	20	36	41	41	52	21	37
Vision care	19	23	18	26	-	24	28	36	12	-
Wholly employer financed	11	14	10	16	-	19	23	31	8	-
Hearing care	11	14	12	15	-	12	15	22	1	-
Wholly employer financed	8	9	5	12	-	10	12	18	1	-
Alcohol and drug abuse treatment	92	90	75	99	100	90	88	91	83	100
Wholly employer financed	33	30	35	27	49	39	36	44	23	53
Retirement benefits ²	83	79	95	69	100	87	84	94	65	100
Wholly employer financed	46	46	59	39	45	59	60	67	46	57
Defined benefit	53	48	60	40	78	68	66	73	53	79
Wholly employer financed	45	44	59	36	45	59	60	67	46	57
Defined contribution	62	64	85	52	50	44	43	42	47	44
Wholly employer financed	5	6	5	6	-	1	1	-	3	-

¹ Estimates listed after type of benefit are for all plans for which the employer pays at least part of the cost. Excluded are plans required by the Federal Government such as Social Security and Railroad Retirement.

² Establishments providing more than one type of retirement plan may cause the sum of the separate plans to be greater than the total for all retirement plans.

NOTE: Because of rounding, sums of individual items may not equal totals. Dashes indicate that no data were reported.

Appendix A.

Scope and Method of Survey

Scope

This survey of the Huntsville, AL 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.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 Huntsville, AL Metropolitan Statistical Area (March 1994). 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 Huntsville, AL Metropolitan Statistical Area. Collection for the survey was from February 1996 through May 1996 and reflects an average payroll reference month of March 1996. Data obtained for a payroll period prior to the end of March 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. Likewise, for occupations with more

than one level, data are included in the overall classification when a subclassification is not shown or information to subclassify is not available.

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 4.2 percent of the sample establishments (representing 3,664 employees covered by the survey). An additional 5.0 percent of the sample establishments (representing 3,591 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	6.1
1 and under 3 percent	54.5
3 and under 5 percent	36.4
5 percent and over	3.0

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.

Establishment practices and employee benefits

The incidence of selected establishment practices and employee benefits was studied for full-time white- and blue-collar workers. White-collar workers include professional, technical, and related occupations; executive, administrative, and managerial occupations; sales occupations; and administrative support jobs, including clerical. Blue-collar workers include precision production, craft, and repair occupations; machine operators, assemblers, and inspectors; transportation and material moving occupations; handlers, equipment cleaners, helpers, and laborers; and service jobs, except private households. Part-time, seasonal, and temporary employees are excluded from both the white- and blue-collar categories.

Employee benefit provisions which apply to a majority of the white- or blue-collar workers in an establishment are considered to apply to all white- or blue-collar workers in the establishment; a practice or provision is considered nonexistent when it applies to less than a majority. Benefits are considered applicable to employees currently eligible for the benefits. Retirement plans apply to employees currently eligible for participation and also to those who will eventually become eligible.

Paid holidays (table B-1). Holidays are included if workers who are not required to work are paid for the time off and those required to work receive premium pay or compensatory time off. They are included only if they are granted annually on a formal basis (provided for in written form or established by custom). Holidays are included even though in a particular year they fall on a nonworkday and employees are not granted another day off.

Data are tabulated to show the percent of workers who (1) are granted specific numbers of whole and half holidays and (2) are granted specified amounts of total holiday time (whole and half holidays are aggregated) during the year.

Paid vacations (table B-2). Establishments reported their method of calculating vacation pay (time basis, percent of annual pay, flat-sum payment, etc.) and the amount of vacation pay provided. Vacation bonuses, vacation-savings plans, and "extended" or "sabbatical" benefits beyond basic vacation plans were excluded.

Paid vacation provisions are expressed on a time basis. Vacation pay calculated on other than a time basis is converted to its equivalent time period. Two percent of annual pay, for example, is tabulated as 1 week's vacation pay. Paid vacation provisions by length-of-service relate to all white-collar or blue-collar workers in the establishment. Counts of these workers by actual length-of-service were not obtained in the survey.

Insurance, health, and retirement plans (table B-3). Insurance, health, and retirement plans include plans for which the employer pays either all or part of the cost. The benefits may be underwritten by an insurance company, paid directly by an employer or union, or provided by a health maintenance organization (HMO). Workers provided the option of an insurance plan or an HMO are reported under both types of plans. Federally required plans such as Social Security and Railroad Retirement are excluded. Benefit plans legally required by State governments, however, are included.

Life insurance includes formal plans providing indemnity (usually through an insurance policy) in case of death of the covered worker.

Accidental death and dismemberment insurance is limited to plans which provide benefit payments in case of death or loss of limb or sight as a direct result of an accident.

Sickness and accident insurance includes only those plans which provide that predetermined cash payments be made directly to employees who lose time from work because of illness or injury, e.g., \$200 week for up to 26 weeks of disability.

Sick leave plans are limited to formal plans² which provide for continuing an employee's pay during absence from work because of illness. Data collected distinguish between (1) plans which provide full pay with no waiting period, and (2) plans which either provide partial pay or require a waiting period.

Long-term disability insurance plans provide payments to totally disabled employees upon the expiration of their paid sick leave and/or sickness and accident insurance, or after a predetermined period of disability (typically 6 months). Payments are made until the end of the disability, a maximum age, or eligibility for retirement benefits. Full or partial payments are almost always reduced by Social Security, workers' disability compensation, and private pension benefits payable to the disabled employee.

Hospitalization, surgical, and medical insurance provide at least partial payment for: (1) Hospital room charges; (2) inpatient surgery; and (3) doctors' fees for hospital, office, or home visits. Such benefits may be provided through either independent health care providers or Preferred Provider Organizations (PPOs). Under PPOs, participants are free to choose any provider, but receive care at lower costs if treatment is provided by designated hospitals, physicians, or dentists. These plans typically cover other expenses such as outpatient surgery and prescription drugs.

An HMO provides comprehensive medical care in return for pre-established fees. Unlike insurance, HMOs cover routine preventive care as well as care required because of an illness and do not have deductibles or coinsurance (although there may be fixed copayments for selected services). HMOs may provide services through their own facilities; through contracts with hospitals, physicians, and other providers, such as individual practice associations (IPAs); or through a combination of methods.

Dental care plans provide at least partial payment for routine dental care, such as checkups and cleanings, fillings, and X-rays. Plans which provide benefits only for oral surgery or other dental care required as the result of an accident are not reported.

Vision care plans provide at least partial payment for routine eye examinations, eyeglasses, or both.

Hearing care plans provide at least partial payment for hearing examinations, hearing aids, or both.

Alcohol and drug abuse treatment plans provide at least partial payment for institutional treatment (in a hospital or specialized facility) for addiction to alcohol or drugs.

Retirement plans provide lifetime payments, a lump sum, or a limited number of payments. Included are defined benefit plans in which the employer, promising to pay the employee a specified amount at retirement, contributes at a rate sufficient to fund these future payments. Defined contribution plans are those in which the employer agrees to contribute a certain amount but does not guarantee how much the plan will pay at retirement.

Labor-management coverage

This survey collected the percent of workers covered by labor-management agreements in this area. An establishment is considered to have an agreement covering all white- or blue-collar workers if a majority of such workers is covered by a labor-management agreement determining wages and salaries. Therefore, all other white- or blue-collar workers are employed in establishments that either do not have labor-management agreements in effect, or have agreements that apply to fewer than half of their white- or blue collar workers. Because establishments with fewer than 50 workers are excluded from the survey, estimates are not necessarily representative of the extent to which all workers in the area may be covered by the provisions of labor-management agreements.

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.

² An establishment is considered as having a formal plan if it specifies at least the minimum number of days of sick leave available to each employee. Such a plan need not be written, but informal sick leave allowances determined on an individual basis are excluded.

Appendix table 1. Establishments and workers within scope of survey and number studied, Huntsville, AL¹, March 1996

Industry division ²	Number of establishments		Workers in establishments				Studied ⁴
	Within scope of survey ³	Studied	Within scope of survey				
			Total ⁴		Full-time white-collar workers	Full-time blue-collar workers	
			Number	Percent			
All divisions	350	108	88,846	100	38,647	34,363	56,341
Private industry	330	95	71,149	80	31,769	28,909	40,804
Goods producing	93	27	31,241	35	11,981	18,971	23,985
Manufacturing	84	23	29,037	33	11,723	17,033	22,131
Construction ⁵	9	4	2,204	2	258	1,938	1,854
Service producing	237	68	39,908	45	19,788	9,938	16,819
Transportation, communication, electric, gas, and sanitary services ⁶	13	5	1,600	2	435	972	858
Retail trade ⁷	96	12	16,021	18	7,480	2,565	2,754
Finance, insurance, and real estate ⁷	8	5	1,511	2	1,454	2	1,098
Services ⁷	114	45	19,786	22	9,879	5,949	11,944
State and local government	20	13	17,697	20	6,878	5,454	15,537

¹ The Huntsville Metropolitan Statistical Area, as defined by the Office of Management and Budget through June 1994, consists of Limestone and Madison 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 manufacturing, 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 part-time, seasonal, temporary, and other workers excluded from separate white- and blue-collar categories.

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

⁶ Abbreviated to "Transportation and utilities" in the A-series tables. Separate data for this division are not presented in the B-series tables, but the division is represented in the "all industries" and "service producing" estimates.

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

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