

Occupational Compensation Survey: Pay and Benefits

Columbus, Ohio,
Metropolitan Area,
January 1996



U.S. Department of Labor
Bureau of Labor Statistics

Bulletin 3085-2

Preface

This bulletin provides results of a January 1996 survey of occupational pay and employee benefits in the Columbus, OH 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 Chicago, under the direction of Ronald H. Pritzlaff, 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 Chicago Regional Office at (312) 353-1880. 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

Columbus, Ohio, Metropolitan Area, January 1996



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

Bureau of Labor Statistics
Katharine G. Abraham,
Commissioner

June 1996

Bulletin 3085-2

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Introduction

This survey of occupational pay and employee benefits in the Columbus, OH Metropolitan Statistical Area (Delaware, Fairfield, Franklin, Licking, Madison, and Pickaway 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, Columbus, OH, January 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 - 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 and over
PROFESSIONAL OCCUPATIONS																										
Accountants	1,371	39.8	\$748	\$728	\$574 - \$864	1	(³)	2	8	10	8	15	22	12	9	5	3	2	1	(³)	1	(³)	(³)	-	-	(³)
Private industry	1,182	39.8	762	736	577 - 882	1	-	2	8	10	8	14	23	11	10	6	4	2	1	1	1	(³)	(³)	-	-	(³)
Goods-producing industries	367	40.0	846	815	708 - 1,000	-	-	(³)	3	7	4	10	21	14	14	15	7	2	1	1	-	-	-	-	-	-
Manufacturing	334	40.0	860	858	728 - 1,000	-	-	(³)	3	4	4	11	19	15	15	16	8	2	1	1	-	-	-	-	-	-
Service-producing industries	815	39.7	723	702	550 - 813	1	-	2	11	11	9	15	25	10	8	2	2	1	1	(³)	2	(³)	(³)	-	-	(³)
State and local government	189	40.0	665	615	540 - 792	-	1	7	7	13	13	21	13	16	6	-	1	2	1	-	-	-	-	-	-	-
Level 1	254	39.9	510	498	466 - 540	3	1	8	39	30	10	6	3	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry	206	39.9	509	498	466 - 537	4	-	6	44	31	8	4	3	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries	178	39.9	498	498	466 - 530	4	-	6	48	28	10	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 2	316	40.0	610	596	541 - 663	-	-	3	4	20	25	31	13	3	1	-	-	-	-	-	-	-	-	-	-	-
Private industry	256	40.0	608	596	548 - 663	-	-	2	3	20	28	31	14	2	-	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries	51	40.0	614	-	-	-	-	-	12	22	29	18	16	4	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries	205	40.0	607	596	552 - 654	-	-	3	(³)	20	27	34	13	2	-	-	-	-	-	-	-	-	-	-	-	-
State and local government	60	40.0	617	601	519 - 671	-	-	7	8	18	15	30	12	3	7	-	-	-	-	-	-	-	-	-	-	-
Level 3	517	39.7	774	753	712 - 827	-	-	-	(³)	2	17	47	22	8	3	1	-	-	-	-	-	-	-	-	-	-
Private industry	448	39.6	779	753	722 - 827	-	-	-	-	1	17	50	20	8	3	(³)	-	-	-	-	-	-	-	-	-	-
Goods-producing industries	157	40.0	799	769	722 - 865	-	-	-	-	1	17	40	23	14	5	1	-	-	-	-	-	-	-	-	-	-
Manufacturing	141	40.0	805	769	729 - 870	-	-	-	-	-	18	37	23	16	6	1	-	-	-	-	-	-	-	-	-	-
Service-producing industries	291	39.4	768	750	721 - 810	-	-	-	-	1	16	56	19	5	2	(³)	-	-	-	-	-	-	-	-	-	-
State and local government	69	40.0	741	739	663 - 827	-	-	-	3	9	22	25	35	6	-	1	-	-	-	-	-	-	-	-	-	-
Level 4	203	40.0	977	973	904 - 1,010	-	-	-	-	-	-	5	19	38	24	11	2	-	1	-	-	-	-	-	-	-
Private industry	195	40.0	978	973	908 - 1,010	-	-	-	-	-	-	5	18	38	25	11	2	-	1	-	-	-	-	-	-	-
Goods-producing industries	113	40.0	1,017	1,008	942 - 1,075	-	-	-	-	-	-	-	-	13	25	41	17	3	-	2	-	-	-	-	-	-
Manufacturing	113	40.0	1,017	1,008	942 - 1,075	-	-	-	-	-	-	-	-	13	25	41	17	3	-	2	-	-	-	-	-	-
Service-producing industries	82	40.0	925	962	856 - 981	-	-	-	-	-	-	12	24	56	4	2	1	-	-	-	-	-	-	-	-	-
State and local government	8	40.0	949	-	-	-	-	-	-	-	-	-	50	38	-	13	-	-	-	-	-	-	-	-	-	-
Level 5	70	39.8	1,259	-	-	-	-	-	-	-	-	-	-	6	1	4	26	26	13	6	19	-	-	-	-	-
Private industry	66	39.8	1,259	-	-	-	-	-	-	-	-	-	6	2	5	27	23	12	6	20	-	-	-	-	-	-
Attorneys	934	40.0	1,043	986	747 - 1,244	-	-	-	2	1	16	11	10	12	12	8	10	4	3	4	3	1	2	1	1	1
Private industry	195	39.9	1,466	1,464	1,192 - 1,716	-	-	-	-	-	2	2	2	6	6	9	14	7	7	12	9	7	6	7	6	6
Service-producing industries	195	39.9	1,466	1,464	1,192 - 1,716	-	-	-	-	-	2	2	2	6	6	9	14	7	7	12	9	7	6	7	6	6
State and local government	739	40.0	931	910	713 - 1,089	-	-	-	2	1	20	14	12	14	14	8	9	3	1	1	1	-	(³)	-	-	-
Level 1	248	40.0	731	699	668 - 801	-	-	-	(³)	1	50	23	16	9	-	-	-	-	-	-	-	-	-	-	-	-
State and local government	240	40.0	729	699	668 - 801	-	-	-	(³)	1	50	23	17	8	-	-	-	-	-	-	-	-	-	-	-	-
Level 2	205	40.0	954	972	866 - 1,056	-	-	-	-	-	2	11	19	27	34	5	1	-	(³)	-	-	-	-	-	-	-
State and local government	184	40.0	939	959	854 - 1,046	-	-	-	-	-	3	13	19	29	35	2	-	-	-	-	-	-	-	-	-	-
Level 3	215	40.0	1,158	1,168	1,029 - 1,272	-	-	-	-	-	-	-	-	5	14	16	23	25	11	2	3	1	-	-	-	-
Private industry	57	39.8	1,243	-	-	-	-	-	-	-	-	-	-	2	14	9	12	35	9	7	9	4	-	-	-	-
Service-producing industries	57	39.8	1,243	-	-	-	-	-	-	-	-	-	-	2	14	9	12	35	9	7	9	4	-	-	-	-
State and local government	158	40.0	1,128	1,150	1,013 - 1,225	-	-	-	-	-	-	-	-	6	15	19	27	21	11	-	1	-	-	-	-	-

See footnotes at end of table.

Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Columbus, OH, January 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 - 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 and over
Level 4	135	40.0	\$1,437	\$1,441	\$1,250 -- \$1,592	-	-	-	-	-	-	-	-	1	1	4	8	23	10	13	17	10	7	3	4	-
Private industry	75	40.0	1,570	-	- - -	-	-	-	-	-	-	-	-	-	-	-	3	7	12	11	25	19	12	5	7	-
Service-producing industries	75	40.0	1,570	-	- - -	-	-	-	-	-	-	-	-	-	-	-	3	7	12	11	25	19	12	5	7	-
Engineers	3,141	40.0	1,092	1,061	879 -- 1,260	-	-	-	(³)	(³)	1	5	12	10	13	14	13	11	8	7	2	1	(³)	1	1	1
Private industry	2,694	40.0	1,107	1,071	894 -- 1,277	-	-	-	-	(³)	5	11	9	14	15	13	10	8	8	2	2	1	1	1	1	2
Goods-producing industries	1,566	40.0	1,071	1,056	885 -- 1,241	-	-	-	-	(³)	6	11	9	14	17	13	11	8	6	1	2	(³)	(³)	(³)	(³)	1
Manufacturing	1,565	40.0	1,071	1,056	885 -- 1,241	-	-	-	-	(³)	6	11	9	14	17	13	11	8	6	1	2	(³)	(³)	(³)	(³)	1
Service-producing industries	1,128	40.0	1,158	1,113	909 -- 1,369	-	-	-	-	(³)	3	12	9	13	12	13	9	7	10	3	2	1	2	1	3	
State and local government	447	40.0	998	1,006	787 -- 1,210	-	-	-	(³)	(³)	3	9	14	12	11	13	12	8	4	-	-	-	-	-	-	
Level 1	140	40.0	680	668	600 -- 750	-	-	-	-	-	9	50	29	11	-	-	-	-	-	-	-	-	-	-	-	-
Private industry	108	40.0	681	652	600 -- 758	-	-	-	-	-	5	56	25	14	-	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries	64	40.0	640	-	- - -	-	-	-	-	-	2	80	16	3	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	64	40.0	640	-	- - -	-	-	-	-	-	2	80	16	3	-	-	-	-	-	-	-	-	-	-	-	-
Level 2	399	40.0	801	769	724 -- 877	-	-	-	-	-	-	19	43	17	17	5	1	1	-	-	-	-	-	-	-	-
Private industry	308	40.0	802	769	724 -- 882	-	-	-	-	-	-	19	44	13	16	6	1	1	-	-	-	-	-	-	-	-
Goods-producing industries	196	40.0	760	755	724 -- 769	-	-	-	-	-	-	23	61	9	5	2	-	1	-	-	-	-	-	-	-	-
Manufacturing	195	40.0	761	755	724 -- 769	-	-	-	-	-	-	23	61	9	5	2	-	1	-	-	-	-	-	-	-	-
Service-producing industries	112	40.0	876	902	790 -- 971	-	-	-	-	-	-	13	15	21	36	13	2	-	-	-	-	-	-	-	-	-
State and local government	91	40.0	795	788	701 -- 876	-	-	-	-	-	-	15	37	29	19	-	-	-	-	-	-	-	-	-	-	-
Level 3	905	40.0	983	981	864 -- 1,115	-	-	-	(³)	(³)	1	2	12	20	20	20	15	10	(³)	(³)	-	-	-	-	-	-
Private industry	692	40.0	969	959	854 -- 1,071	-	-	-	-	-	-	(³)	13	24	24	19	12	6	(³)	1	-	-	-	-	-	-
Goods-producing industries	340	40.0	940	927	846 -- 1,013	-	-	-	-	-	-	-	13	32	28	21	3	2	1	1	-	-	-	-	-	-
Manufacturing	340	40.0	940	927	846 -- 1,013	-	-	-	-	-	-	-	13	32	28	21	3	2	1	1	-	-	-	-	-	-
Service-producing industries	352	40.0	998	994	863 -- 1,142	-	-	-	-	-	-	(³)	14	16	21	18	22	11	-	-	-	-	-	-	-	-
State and local government	213	40.0	1,026	1,099	893 -- 1,188	-	-	-	(³)	(³)	2	8	7	8	8	21	23	-	-	-	-	-	-	-	-	-
Level 4	891	40.0	1,180	1,171	1,035 -- 1,315	-	-	-	-	-	-	-	(³)	4	12	19	20	17	15	12	2	-	-	-	-	-
Private industry	816	40.0	1,179	1,163	1,038 -- 1,302	-	-	-	-	-	-	-	-	3	12	21	22	17	12	12	2	-	-	-	-	-
Goods-producing industries	492	40.0	1,115	1,120	1,017 -- 1,210	-	-	-	-	-	-	-	-	3	15	27	27	19	7	1	(³)	-	-	-	-	-
Manufacturing	492	40.0	1,115	1,120	1,017 -- 1,210	-	-	-	-	-	-	-	-	3	15	27	27	19	7	1	(³)	-	-	-	-	-
Service-producing industries	324	40.0	1,276	1,317	1,131 -- 1,425	-	-	-	-	-	-	-	-	2	7	11	13	15	20	27	5	-	-	-	-	-
State and local government	75	40.0	1,192	1,310	951 -- 1,333	-	-	-	-	-	-	-	1	13	16	3	1	12	44	9	-	-	-	-	-	-
Level 5:																										
State and local government	36	40.0	1,218	1,180	1,028 -- 1,469	-	-	-	-	-	-	-	-	-	17	28	8	3	8	36	-	-	-	-	-	-
Scientists	1,754	40.0	980	958	808 -- 1,137	-	-	-	(³)	1	1	10	11	17	15	14	13	7	5	2	1	1	(³)	(³)	(³)	(³)
Private industry	1,532	40.0	1,001	972	817 -- 1,154	-	-	-	(³)	1	(³)	9	9	17	14	14	15	8	5	3	1	1	(³)	(³)	(³)	(³)
Level 1	161	40.0	661	654	583 -- 720	-	-	-	1	14	14	39	28	5	-	-	-	-	-	-	-	-	-	-	-	-
Private industry	95	40.0	657	656	554 -- 719	-	-	-	1	23	5	38	24	8	-	-	-	-	-	-	-	-	-	-	-	-
Level 2	353	40.0	798	772	683 -- 888	-	-	-	-	-	-	31	25	22	15	6	1	1	-	-	-	-	-	-	-	-
Private industry	224	40.0	754	747	654 -- 808	-	-	-	-	-	-	44	28	19	3	4	1	1	-	-	-	-	-	-	-	-
Level 3	471	40.0	900	885	817 -- 970	-	-	-	-	-	-	1	12	42	26	15	2	1	-	-	-	-	-	-	-	-
Private industry	444	40.0	891	865	817 -- 955	-	-	-	-	-	-	2	13	43	27	11	2	1	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Columbus, OH, January 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 - 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 and over	
Level 4	483	40.0	\$1,095	\$1,091	\$1,010 - \$1,186	-	-	-	-	-	-	-	-	5	18	29	28	12	7	1	(³)	-	-	-	-	-	
Private industry	483	40.0	1,095	1,091	1,010 - 1,186	-	-	-	-	-	-	-	-	5	18	29	28	12	7	1	(³)	-	-	-	-	-	
Service-producing industries	257	40.0	1,057	1,044	942 - 1,154	-	-	-	-	-	-	-	-	9	33	21	22	11	2	1	(³)	-	-	-	-	-	
Level 5	216	40.0	1,264	1,240	1,154 - 1,346	-	-	-	-	-	-	-	-	-	-	3	37	23	20	13	5	-	-	-	-	-	
Private industry	216	40.0	1,264	1,240	1,154 - 1,346	-	-	-	-	-	-	-	-	-	-	3	37	23	20	13	5	-	-	-	-	-	
Scientists, Physical/Biological	1,017	40.0	1,018	1,010	833 - 1,163	-	-	-	(³)	(³)	2	8	12	12	15	18	12	8	5	4	2	2	(³)	(³)	(³)	(³)	
Private industry	795	40.0	1,069	1,058	896 - 1,206	-	-	-	(³)	(³)	(³)	6	9	10	13	19	16	10	7	5	2	2	1	(³)	(³)	(³)	
Level 1	132	40.0	681	669	617 - 753	-	-	-	1	1	16	44	33	6	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry	233	40.0	852	838	767 - 910	-	-	-	-	-	-	10	30	27	22	9	1	1	-	-	-	-	-	-	-	-	
Private industry	104	40.0	821	783	758 - 868	-	-	-	-	-	-	13	43	26	7	8	2	2	-	-	-	-	-	-	-	-	
Level 3	220	40.0	966	955	897 - 1,034	-	-	-	-	-	-	-	4	22	41	26	4	3	-	-	-	-	-	-	-	-	
Private industry	288	40.0	1,152	1,138	1,074 - 1,207	-	-	-	-	-	-	-	-	-	2	34	37	17	10	1	(³)	-	-	-	-		
Private industry	288	40.0	1,152	1,138	1,074 - 1,207	-	-	-	-	-	-	-	-	-	2	34	37	17	10	1	(³)	-	-	-	-	-	
ADMINISTRATIVE OCCUPATIONS																											
Budget Analysts	360	40.0	814	752	688 - 910	-	-	-	1	2	3	25	23	13	12	21	(³)	-	-	-	-	-	-	-	-	-	
State and local government	352	40.0	816	753	688 - 910	-	-	-	1	2	3	25	22	13	12	21	(³)	-	-	-	-	-	-	-	-	-	
Level 1	126	40.0	664	688	634 - 712	-	-	-	3	4	8	48	37	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government	126	40.0	664	688	634 - 712	-	-	-	3	4	8	48	37	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 2:																											
State and local government	117	40.0	798	824	716 - 894	-	-	-	-	-	1	21	24	30	24	-	-	-	-	-	-	-	-	-	-	-	
Level 3	112	40.0	997	1,066	918 - 1,092	-	-	-	-	1	-	4	7	11	12	66	-	-	-	-	-	-	-	-	-	-	
State and local government	106	40.0	1,011	1,072	952 - 1,096	-	-	-	-	1	-	2	5	11	11	70	-	-	-	-	-	-	-	-	-	-	
Buyer/Contracting Specialists	573	40.0	670	640	577 - 747	1	-	1	3	9	21	31	18	4	8	1	1	-	(³)	-	-	-	-	-	-	-	
Private industry	478	40.0	685	640	577 - 777	1	-	2	3	9	15	33	20	5	10	1	2	-	(³)	-	-	-	-	-	-	-	
Goods-producing industries	346	40.0	705	653	626 - 777	-	-	-	2	5	13	36	26	4	10	1	2	-	-	-	-	-	-	-	-	-	
Manufacturing	345	40.0	705	653	626 - 777	-	-	-	2	5	13	36	26	4	10	1	2	-	-	-	-	-	-	-	-	-	
State and local government	95	40.0	592	578	564 - 603	-	-	-	6	11	52	25	4	2	-	-	-	-	-	-	-	-	-	-	-	-	
Level 1	130	39.9	551	568	530 - 596	5	-	1	6	33	33	22	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry	82	39.8	535	537	505 - 568	9	-	1	7	44	20	20	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government	48	40.0	578	587	570 - 600	-	-	-	4	15	56	25	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 2	299	40.0	643	640	577 - 693	-	-	2	2	2	22	48	22	1	-	(³)	-	-	-	-	-	-	-	-	-	-	
Private industry	272	40.0	647	640	587 - 698	-	-	3	2	2	18	50	24	1	-	(³)	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries	212	40.0	655	640	602 - 700	-	-	-	3	-	18	51	27	(³)	-	(³)	-	-	-	-	-	-	-	-	-	-	
Manufacturing	212	40.0	655	640	602 - 700	-	-	-	3	-	18	51	27	(³)	-	(³)	-	-	-	-	-	-	-	-	-	-	
Service-producing industries	60	40.0	620	-	-	-	-	12	-	8	18	47	12	3	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government	27	40.0	605	577	577 - 641	-	-	-	-	-	63	30	7	-	-	-	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Columbus, OH, January 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 - 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 and over	
Level 3	738	39.9	\$1,060	\$1,056	\$981 - \$1,131	-	-	-	-	-	-	-	(³)	6	25	35	23	9	1	1	-	-	-	-	-	-	-
Private industry	692	39.9	1,058	1,052	982 - 1,129	-	-	-	-	-	-	-	(³)	6	26	36	22	8	1	1	-	-	-	-	-	-	-
Goods-producing industries	241	40.0	1,116	1,123	1,036 - 1,192	-	-	-	-	-	-	-	-	1	18	23	38	16	2	2	-	-	-	-	-	-	-
Manufacturing	241	40.0	1,116	1,123	1,036 - 1,192	-	-	-	-	-	-	-	-	1	18	23	38	16	2	2	-	-	-	-	-	-	-
Service-producing industries	451	39.9	1,027	1,028	963 - 1,084	-	-	-	-	-	-	-	(³)	8	30	43	14	4	1	-	-	-	-	-	-	-	-
Level 4	158	40.0	1,210	1,221	1,098 - 1,323	-	-	-	-	-	-	-	-	-	8	18	19	23	25	6	1	-	-	-	-	-	
Private industry	145	40.0	1,207	1,215	1,096 - 1,323	-	-	-	-	-	-	-	-	-	8	18	19	23	23	7	1	-	-	-	-	-	
Computer Systems Analyst Supervisors/Managers	758	40.0	1,281	1,272	1,170 - 1,375	-	-	-	-	-	-	-	(³)	4	9	18	27	20	12	6	1	1	1	1	1	-	
Private industry	562	40.0	1,277	1,248	1,154 - 1,394	-	-	-	-	-	-	-	-	1	4	11	22	26	13	11	9	1	1	1	1	-	
Service-producing industries	504	39.9	1,257	1,233	1,139 - 1,355	-	-	-	-	-	-	-	-	1	5	12	23	28	11	10	6	1	2	1	1	-	
Level 2	349	40.0	1,258	1,238	1,144 - 1,402	-	-	-	-	-	-	-	-	1	6	11	22	22	12	17	7	1	(³)	-	-	-	
Private industry	304	40.0	1,237	1,221	1,123 - 1,341	-	-	-	-	-	-	-	-	1	7	13	25	23	12	10	8	2	(³)	-	-	-	
Service-producing industries	258	40.0	1,205	1,192	1,108 - 1,269	-	-	-	-	-	-	-	-	1	8	15	28	26	9	9	4	1	(³)	-	-	-	
Level 3	127	40.0	1,455	1,435	1,340 - 1,543	-	-	-	-	-	-	-	-	-	-	2	2	14	24	23	19	2	6	4	4	-	
Private industry	127	40.0	1,455	1,435	1,340 - 1,543	-	-	-	-	-	-	-	-	-	-	2	2	14	24	23	19	2	6	4	4	-	
Personnel Specialists	923	39.9	838	788	617 - 1,000	-	(³)	(³)	1	8	13	11	17	13	10	10	4	6	3	1	2	(³)	(³)	-	-	-	
Private industry	685	39.8	835	769	608 - 1,000	-	(³)	(³)	1	10	13	10	18	12	8	11	5	6	2	1	2	(³)	(³)	-	-	-	
Service-producing industries	448	39.8	783	750	576 - 890	-	(³)	(³)	1	15	11	7	23	16	6	11	2	2	2	(³)	(³)	(³)	(³)	-	-	-	
State and local government	238	40.0	847	842	680 - 976	-	-	-	2	2	13	14	14	16	17	9	3	6	5	-	-	-	-	-	-		
Level 2	305	40.0	656	613	555 - 750	-	-	(³)	3	21	24	15	20	9	8	-	-	-	-	-	-	-	-	-	-	-	
Private industry	213	40.0	613	577	538 - 723	-	-	(³)	2	29	26	16	25	2	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries	189	40.0	612	568	538 - 731	-	-	-	1	2	32	27	9	27	2	-	-	-	-	-	-	-	-	-	-	-	
State and local government	92	40.0	753	825	578 - 900	-	-	-	4	4	18	13	8	26	26	-	-	-	-	-	-	-	-	-	-	-	
Level 3	284	39.9	780	769	679 - 865	-	-	-	-	(³)	13	16	27	24	12	7	(³)	-	-	-	-	-	-	-	-	-	
Private industry	212	39.9	756	769	649 - 855	-	-	-	-	(³)	16	16	31	25	10	1	(³)	-	-	-	-	-	-	-	-	-	
Service-producing industries	131	40.0	808	808	735 - 865	-	-	-	-	1	-	11	38	36	13	1	1	-	-	-	-	-	-	-	-	-	
State and local government	72	39.9	852	844	731 - 996	-	-	-	-	-	6	17	17	21	18	22	-	-	-	-	-	-	-	-	-		
Level 4	210	39.6	1,063	1,027	962 - 1,154	-	-	-	-	-	(³)	2	13	18	34	15	9	3	-	6	-	-	-	-	-		
Private industry	185	39.6	1,052	1,013	962 - 1,106	-	-	-	-	-	1	2	15	18	36	14	4	3	-	6	-	-	-	-	-		
Service-producing industries	96	39.3	996	1,016	890 - 1,057	-	-	-	-	-	1	4	22	9	49	9	3	2	-	-	-	-	-	-	-		
State and local government	25	40.0	1,141	1,197	1,067 - 1,210	-	-	-	-	-	-	-	-	-	12	20	20	44	4	-	-	-	-	-	-		
Level 5	71	39.9	1,277	-	-	-	-	-	-	-	-	-	-	-	3	8	55	24	6	3	1	-	-	-	-		
Private industry	55	39.9	1,273	-	-	-	-	-	-	-	-	-	-	-	4	7	64	13	7	4	2	-	-	-	-		
Personnel Supervisors/Managers	73	40.0	1,343	-	-	-	-	-	-	-	1	-	-	18	8	12	16	11	11	3	5	1	4	1	7		
Private industry	68	40.0	1,357	-	-	-	-	-	-	-	1	-	-	18	6	13	16	12	12	1	6	1	4	1	7		
Service-producing industries	62	40.0	1,361	-	-	-	-	-	-	-	2	-	-	19	5	11	16	13	13	2	3	2	5	2	8		

See footnotes at end of table.

Table A-2. All establishments: Weekly hours and pay of technical and protective service occupations, Columbus, OH, January 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	
TECHNICAL OCCUPATIONS																											
Computer Operators	614	39.8	\$509	\$500	\$433 - \$569	(³)	-	(³)	5	4	5	9	5	8	14	11	7	10	7	8	5	1	1	(³)	(³)	1	1
Private industry	441	39.7	498	489	420 - 561	(³)	-	(³)	7	5	6	11	6	7	10	11	7	10	3	7	4	(³)	1	(³)	1	1	
Goods-producing industries	110	39.9	545	538	493 - 598	-	-	-	4	2	6	1	4	10	10	15	18	9	13	9	-	-	-	-	-	-	
Manufacturing	110	39.9	545	538	493 - 598	-	-	-	4	2	6	1	4	10	10	15	18	9	13	9	-	-	-	-	-	-	
Service-producing industries	331	39.6	483	467	409 - 527	(³)	-	(³)	10	5	8	13	8	9	11	12	5	7	1	5	2	1	2	1	1	2	
State and local government	173	40.0	535	522	483 - 580	-	-	-	1	3	2	2	10	23	10	6	10	15	9	8	1	-	-	-	-	-	
Level 1	90	39.4	404	374	341 - 478	1	-	1	36	12	7	4	3	7	20	9	-	-	-	-	-	-	-	-	-	-	
Private industry	55	39.1	353	-	- - -	2	-	2	58	20	11	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries	55	39.1	353	-	- - -	2	-	2	58	20	11	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 2	216	39.9	478	470	419 - 535	-	-	-	5	11	19	9	6	12	8	7	7	11	2	(³)	1	-	-	-	-	-	
Private industry	139	39.9	437	424	400 - 479	-	-	-	8	15	29	13	9	14	9	4	-	-	-	-	-	-	-	-	-	-	
Service-producing industries	125	39.9	439	428	410 - 479	-	-	-	6	15	29	14	10	14	8	4	-	-	-	-	-	-	-	-	-	-	
State and local government	77	39.9	551	571	526 - 580	-	-	-	-	4	1	1	3	8	8	13	21	31	6	1	3	-	-	-	-	-	
Level 3	237	39.7	534	514	481 - 579	-	-	-	(³)	1	3	3	12	17	16	11	10	5	10	11	(³)	-	-	-	-	-	
Private industry	176	39.6	531	514	485 - 562	-	-	-	-	-	4	3	11	15	19	14	13	6	7	7	1	-	-	-	-	-	
Goods-producing industries	82	39.9	559	555	512 - 598	-	-	-	-	-	4	1	2	11	11	20	20	12	7	12	-	-	-	-	-	-	
Manufacturing	82	39.9	559	555	512 - 598	-	-	-	-	-	4	1	2	11	11	20	20	12	7	12	-	-	-	-	-	-	
Service-producing industries	94	39.4	507	503	467 - 527	-	-	-	-	-	4	5	18	18	27	10	7	1	6	2	1	-	-	-	-	-	
State and local government	61	40.0	543	514	479 - 638	-	-	-	2	3	2	3	15	25	5	2	2	3	18	21	-	-	-	-	-	-	
Level 4	56	40.0	600	-	- - -	-	-	-	-	-	-	-	-	4	-	4	4	34	5	34	11	2	4	-	-	-	
Private industry	56	40.0	600	-	- - -	-	-	-	-	-	-	-	-	4	-	4	4	34	5	34	11	2	4	-	-	-	
Drafters:																											
Private industry:																											
Goods-producing industries	86	40.0	643	649	508 - 800	-	-	-	1	2	7	12	-	2	-	7	-	-	-	19	7	-	3	40	-	-	
Manufacturing	72	40.0	687	-	- - -	-	-	-	1	3	6	-	-	-	8	-	-	-	22	8	-	4	47	-	-	-	
Service-producing industries	293	39.9	466	450	358 - 542	3	7	5	5	9	10	4	5	9	8	5	4	5	1	7	3	6	2	-	1	-	
State and local government	46	40.0	460	450	403 - 512	-	-	-	-	-	20	24	4	11	7	13	9	11	2	-	-	-	-	-	-	-	
Level 1:																											
State and local government	16	40.0	408	387	380 - 437	-	-	-	-	56	13	13	6	13	-	-	-	-	-	-	-	-	-	-	-	-	
Level 2:																											
State and local government	24	40.0	482	494	420 - 525	-	-	-	-	-	29	-	17	4	25	17	8	-	-	-	-	-	-	-	-	-	
Engineering Technicians	719	40.0	622	594	531 - 715	-	-	-	1	2	1	7	5	2	5	7	6	21	9	6	7	8	7	4	2	2	
Private industry	716	40.0	622	594	531 - 715	-	-	-	1	2	1	7	5	2	5	7	6	21	9	6	7	8	6	4	2	2	
Goods-producing industries	259	40.0	614	577	460 - 746	-	-	-	-	-	-	15	10	-	-	1	6	36	1	2	5	10	10	5	1	1	
Manufacturing	259	40.0	614	577	460 - 746	-	-	-	-	-	-	15	10	-	-	1	6	36	1	2	5	10	10	5	1	1	
Service-producing industries	457	40.0	627	600	531 - 715	-	-	-	2	3	1	3	2	2	7	11	5	12	14	9	8	7	5	4	3	3	
Service-producing industries	457	40.0	627	600	531 - 715	-	-	-	2	3	1	3	2	2	7	11	5	12	14	9	8	7	5	4	3	3	
Level 3:																											
Private industry:																											
Goods-producing industries	124	40.0	569	577	577 - 594	-	-	-	-	-	-	-	-	10	-	-	2	11	73	1	2	1	-	-	-	-	
Manufacturing	124	40.0	569	577	577 - 594	-	-	-	-	-	-	-	-	10	-	-	2	11	73	1	2	1	-	-	-	-	

See footnotes at end of table.

Table A-3. All establishments: Weekly hours and pay of clerical occupations, Columbus, OH, January 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	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 - 525	525 - 550	550 - 575	575 - 600	600 - 625	625 - 650	650 - 700	700 - 750	750 and over	
Clerks, Accounting	2,632	39.9	\$445	\$430	\$363 - \$529	-	-	1	1	9	6	11	9	11	8	7	7	3	13	4	5	3	1	1	1	1	-
Private industry	1,801	39.8	408	396	360 - 445	-	-	1	2	13	8	16	12	14	11	6	5	2	6	1	1	1	1	1	1	-	-
Goods-producing industries	619	39.9	425	408	374 - 459	-	-	-	(³)	13	(³)	15	21	11	10	5	8	1	5	1	3	1	2	2	-	-	-
Manufacturing	570	39.9	425	397	374 - 479	-	-	-	-	14	1	14	23	12	7	4	9	1	6	1	4	1	2	3	-	-	-
Service-producing industries	1,182	39.8	399	394	340 - 444	-	-	2	3	13	12	16	7	15	11	6	4	2	6	1	(³)	1	1	(³)	-	-	
State and local government	831	40.0	524	534	488 - 571	-	-	-	-	(³)	2	2	1	4	2	9	11	6	29	10	14	8	(³)	(³)	2	-	
Level 2	985	39.9	379	363	340 - 406	-	-	1	3	17	11	24	16	11	3	3	8	1	2	-	-	(³)	-	-	-	-	-
Private industry	878	39.8	372	362	330 - 395	-	-	1	3	19	10	26	18	11	2	2	4	(³)	3	-	-	(³)	-	-	-	-	-
Goods-producing industries	357	40.0	380	380	360 - 390	-	-	-	-	20	1	24	36	6	1	3	7	-	-	-	-	1	-	-	-	-	-
Manufacturing	333	40.0	378	380	360 - 390	-	-	-	-	22	1	23	38	7	(³)	(³)	8	-	-	-	1	-	-	-	-	-	-
Service-producing industries	521	39.8	367	360	325 - 400	-	-	1	6	18	17	28	5	15	3	1	2	(³)	5	-	-	-	-	-	-	-	-
State and local government	107	40.0	438	466	382 - 490	-	-	-	-	2	19	4	2	10	7	12	36	7	-	-	-	-	-	-	-	-	-
Level 3	1,148	39.9	464	459	408 - 531	-	-	-	(³)	4	4	5	4	13	14	11	8	4	22	6	(³)	2	(³)	1	-	-	
Private industry	664	39.8	427	430	396 - 457	-	-	-	(³)	7	7	6	7	20	23	12	7	2	5	1	1	-	-	2	-	-	
Goods-producing industries	191	39.8	458	440	408 - 479	-	-	-	-	3	-	2	1	25	30	12	12	2	3	2	2	-	-	-	7	-	
Manufacturing	167	39.8	461	442	408 - 479	-	-	-	-	4	-	2	1	29	22	13	13	2	3	2	2	-	-	-	8	-	
Service-producing industries	473	39.8	414	413	367 - 449	-	-	(³)	9	10	8	9	18	21	12	5	2	5	(³)	-	-	-	-	-	-	-	-
State and local government	484	39.9	516	531	489 - 545	-	-	-	-	-	3	1	4	1	11	10	7	46	12	(³)	4	(³)	(³)	(³)	-	-	
Level 4	455	40.0	546	574	509 - 594	-	-	-	-	(³)	3	5	4	5	3	3	5	13	9	29	13	4	2	3	-	-	
Private industry	215	40.0	511	525	434 - 574	-	-	-	-	1	5	8	7	9	3	6	7	23	7	8	5	9	3	-	-	-	
Goods-producing industries	69	40.0	565	-	-	-	-	-	-	-	-	-	-	3	-	3	3	41	6	23	-	19	3	-	-	-	
Manufacturing	69	40.0	565	-	-	-	-	-	-	-	-	-	-	3	-	3	3	41	6	23	-	19	3	-	-	-	
Service-producing industries	146	40.0	486	481	414 - 544	-	-	-	-	1	8	12	10	12	5	7	9	14	8	1	7	4	3	-	-	-	
State and local government	240	40.0	577	588	573 - 601	-	-	-	-	-	1	2	1	1	3	1	4	5	10	47	20	-	-	6	-	-	
Clerks, General	2,783	39.9	425	435	365 - 480	(³)	1	1	4	8	8	5	6	8	20	11	14	10	(³)	1	1	1	1	(³)	(³)	-	
Private industry	997	40.0	417	435	344 - 435	(³)	1	1	4	10	10	6	7	6	34	4	4	1	1	2	3	1	3	1	1	-	
Service-producing industries	942	40.0	412	435	343 - 435	(³)	1	1	4	10	11	7	7	6	36	3	4	1	1	1	3	1	2	1	(³)	-	
State and local government	1,786	39.9	430	445	389 - 488	-	1	1	4	6	7	4	5	10	12	15	19	15	(³)	-	-	(³)	-	-	-	-	
Level 2	495	40.0	350	343	304 - 398	(³)	8	5	9	17	14	6	16	7	11	6	-	-	-	-	-	-	-	-	-	-	
Private industry	197	39.9	329	320	300 - 354	1	7	7	11	32	16	8	11	1	1	7	-	-	-	-	-	-	-	-	-	-	
Service-producing industries	176	39.9	319	320	292 - 343	1	7	8	12	32	17	9	13	1	1	-	-	-	-	-	-	-	-	-	-	-	
State and local government	298	40.0	364	389	305 - 417	-	8	4	9	7	12	5	18	12	17	6	-	-	-	-	-	-	-	-	-	-	
Level 3	1,089	39.9	429	435	412 - 456	-	-	-	5	4	5	4	3	12	38	15	8	1	(³)	1	1	1	2	(³)	-	-	
Private industry	570	40.0	432	435	406 - 435	-	-	-	2	5	7	4	3	6	56	2	4	1	1	2	3	1	4	(³)	-		
Service-producing industries	558	40.0	431	435	413 - 435	-	-	-	3	5	7	4	3	5	58	2	3	1	1	2	2	1	4	(³)	-		
State and local government	519	39.7	425	441	412 - 462	-	-	-	8	4	3	4	2	19	18	29	13	1	-	-	-	1	-	-	-		
Level 4	1,190	40.0	454	478	400 - 503	-	-	(³)	(³)	6	8	5	4	6	8	10	25	23	1	1	1	1	(³)	1	1		
Private industry	221	40.0	457	427	367 - 523	-	-	-	1	3	12	11	13	10	6	8	7	5	3	3	6	4	2	5	3		
Service-producing industries	199	40.0	442	413	363 - 494	-	-	-	1	4	14	12	14	11	7	9	7	5	3	1	6	1	1	5	2		
State and local government	969	40.0	453	478	422 - 503	-	-	(³)	(³)	7	8	3	3	5	8	10	29	27	(³)	-	-	-	-	-	-		
Clerks, Order	150	40.0	382	396	325 - 460	-	-	24	-	-	8	-	18	23	-	18	9	-	-	-	-	-	-	-	-		
Private industry	150	40.0	382	396	325 - 460	-	-	24	-	-	8	-	18	23	-	18	9	-	-	-	-	-	-	-	-		

See footnotes at end of table.

Table A-3. All establishments: Weekly hours and pay of clerical occupations, Columbus, OH, January 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 - 525	525 - 550	550 - 575	575 - 600	600 - 625	625 - 650	650 - 700	700 - 750	750 and over	
Key Entry Operators	1,581	39.9	\$395	\$400	\$340 - \$447	-	1	2	7	9	10	12	9	14	13	11	10	2	(³)	(³)	-	-	-	-	-	-	-
Private industry	965	39.8	365	361	320 - 409	-	1	3	10	12	14	15	14	15	11	2	1	(³)	1	-	-	-	-	-	-	-	-
Service-producing industries	962	39.8	365	361	320 - 409	-	1	3	10	12	14	15	14	15	11	2	1	(³)	1	-	-	-	-	-	-	-	-
State and local government	616	40.0	441	459	417 - 478	-	-	(³)	1	3	4	7	1	12	15	26	24	5	(³)	1	-	-	-	-	-	-	-
Level 1	736	40.0	364	360	320 - 409	-	1	4	12	10	14	18	7	21	5	6	1	-	(³)	1	-	-	-	-	-	-	-
Private industry	519	40.0	347	350	300 - 398	-	1	6	16	11	16	17	9	24	(³)	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries	518	40.0	347	350	300 - 398	-	1	6	16	11	16	17	9	24	(³)	-	-	-	-	-	-	-	-	-	-	-	-
State and local government	217	40.0	404	412	351 - 458	-	-	(³)	2	6	10	21	2	13	16	22	5	-	(³)	2	-	-	-	-	-	-	-
Level 2	825	39.8	425	447	375 - 474	-	-	-	1	8	6	7	11	8	19	16	18	4	1	(³)	-	-	-	-	-	-	-
Private industry	426	39.6	390	376	340 - 447	-	-	-	2	13	12	13	22	6	23	4	3	1	1	-	-	-	-	-	-	-	-
Service-producing industries	424	39.6	390	375	340 - 447	-	-	-	2	13	12	13	22	6	24	4	3	1	1	-	-	-	-	-	-	-	-
State and local government	399	40.0	462	474	438 - 486	-	-	-	-	2	1	(³)	(³)	11	15	29	34	8	-	1	-	-	-	-	-	-	-
Personnel Assistants	552	39.9	522	522	423 - 599	-	-	2	-	2	5	3	7	6	4	7	6	8	7	8	10	4	1	10	9	(³)	
Private industry	308	39.8	466	470	392 - 532	-	-	4	-	4	8	4	11	10	3	10	6	9	8	6	9	3	-	5	(³)	1	
Goods-producing industries	92	39.9	529	532	475 - 575	-	-	-	-	7	-	-	-	-	2	-	16	3	14	17	15	21	1	-	-	1	2
Manufacturing	92	39.9	529	532	475 - 575	-	-	-	-	7	-	-	-	-	2	-	16	3	14	17	15	21	1	-	-	1	2
Service-producing industries	216	39.7	440	420	364 - 514	-	-	6	-	2	12	6	16	13	5	8	6	7	4	1	4	4	-	6	-	-	
State and local government	244	40.0	591	589	517 - 693	-	-	-	-	-	2	2	2	2	4	3	7	6	7	11	11	5	2	18	20	-	
Level 3	196	39.8	482	496	400 - 563	-	-	-	-	7	7	11	8	5	4	10	14	7	7	15	5	-	1	-	-	-	
Private industry	113	39.7	462	464	385 - 529	-	-	-	-	12	6	14	12	4	4	8	12	7	3	11	7	-	1	-	-	-	
Service-producing industries	98	39.6	451	437	377 - 514	-	-	-	-	14	7	16	11	4	3	8	14	5	3	4	8	-	1	-	-	-	
State and local government	83	40.0	508	514	466 - 573	-	-	-	-	-	7	6	4	6	4	13	17	6	13	20	2	-	1	-	-	-	
Level 4	226	39.9	612	625	536 - 696	-	-	-	-	-	-	-	-	6	1	5	3	6	6	7	11	5	3	24	22	1	
Private industry	81	39.7	540	519	470 - 598	-	-	-	-	-	-	-	-	16	2	14	6	16	4	1	20	1	-	16	1	2	
Service-producing industries	51	39.6	519	-	-	-	-	-	-	-	-	-	-	25	4	22	8	-	6	-	10	-	-	25	-	-	
State and local government	145	40.0	652	685	596 - 706	-	-	-	-	-	-	-	-	1	1	-	1	-	8	10	6	8	4	29	34	-	
Secretaries	4,941	39.8	519	520	452 - 575	-	-	(³)	(³)	1	3	3	5	5	6	9	9	11	14	9	6	4	3	7	4	1	
Private industry	2,654	39.8	518	515	452 - 580	-	-	(³)	(³)	1	2	3	4	6	7	9	10	15	8	7	8	5	4	7	2	2	
Service-producing industries	2,246	39.7	513	510	449 - 574	-	-	(³)	(³)	2	2	3	5	6	7	9	10	14	9	8	8	4	4	7	2	1	
State and local government	2,287	39.9	519	528	453 - 565	-	-	-	-	1	4	4	6	4	5	9	8	6	20	11	4	3	2	7	6	(³)	
Level 1	367	39.4	391	390	340 - 434	-	-	1	2	12	19	8	16	14	16	6	2	1	2	1	1	-	-	-	-	-	
Private industry	284	39.5	395	399	340 - 435	-	-	1	2	10	19	10	9	19	17	7	1	1	2	1	1	-	-	-	-	-	
Service-producing industries	264	39.5	399	403	340 - 437	-	-	1	3	11	13	10	9	20	18	7	2	2	3	1	1	-	-	-	-	-	
State and local government	83	38.9	381	390	335 - 398	-	-	-	-	17	16	5	42	-	12	5	2	1	-	-	-	-	-	-	-	-	
Level 2	2,174	39.9	485	496	435 - 538	-	-	-	(³)	(³)	4	6	6	5	7	13	11	11	19	11	3	1	1	1	(³)	-	
Private industry	955	39.8	487	486	432 - 535	-	-	-	(³)	(³)	1	5	8	6	12	11	12	16	8	9	7	2	1	3	-	-	
Service-producing industries	777	39.8	486	486	425 - 540	-	-	-	(³)	(³)	1	5	9	6	12	11	11	12	8	10	8	2	1	3	-	-	
State and local government	1,219	40.0	485	503	446 - 538	-	-	-	-	6	6	5	4	4	14	10	6	29	14	1	-	(³)	(³)	(³)	-	-	
Level 3	1,793	39.8	551	544	489 - 606	-	-	-	-	(³)	(³)	1	2	4	3	8	10	14	12	9	9	6	4	10	7	(³)	
Private industry	1,036	39.7	533	522	487 - 579	-	-	-	-	(³)	(³)	-	1	3	2	11	13	21	11	9	10	8	4	6	1	(³)	
Service-producing industries	881	39.7	525	519	481 - 563	-	-	-	-	(³)	(³)	-	2	3	3	12	15	23	12	9	9	4	3	5	1	-	
State and local government	757	39.9	576	571	500 - 680	-	-	-	-	-	(³)	2	3	6	4	4	5	4	12	10	8	5	4	16	17	-	

See footnotes at end of table.

Table A-3. All establishments: Weekly hours and pay of clerical occupations, Columbus, OH, January 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 - 525	525 - 550	550 - 575	575 - 600	600 - 625	625 - 650	650 - 700	700 - 750	750 and over
Level 4	578	39.9	\$613	\$617	\$557 - \$669	-	-	-	-	-	-	-	1	1	3	2	4	6	7	6	11	13	12	21	8	6
Private industry	351	39.9	642	637	596 - 688	-	-	-	-	-	-	-	-	-	(³)	1	3	3	5	6	11	13	16	23	11	⁴ 10
Service-producing industries	300	40.0	639	635	593 - 679	-	-	-	-	-	-	-	-	-	(³)	(³)	3	2	5	6	11	11	18	24	10	9
State and local government	227	39.9	569	577	508 - 629	-	-	-	-	-	-	-	1	2	7	5	5	10	12	7	11	14	7	17	4	-
Switchboard-Operator-Receptionists	896	39.7	342	331	300 - 371	-	1	11	12	21	18	13	4	8	4	2	4	1	1	-	-	-	-	-	-	-
Private industry	840	39.7	338	330	290 - 357	-	1	11	13	21	18	14	4	7	4	1	4	1	(³)	-	-	-	-	-	-	-
Goods-producing industries	252	40.0	347	348	308 - 357	-	1	8	4	33	5	34	-	7	-	-	5	2	2	-	-	-	-	-	-	-
Manufacturing	186	40.0	352	320	308 - 357	-	1	11	-	39	-	28	-	10	-	-	7	3	2	-	-	-	-	-	-	-
Service-producing industries	588	39.6	334	330	281 - 372	-	1	13	17	16	24	5	5	7	5	2	4	-	-	-	-	-	-	-	-	-
State and local government	56	40.0	401	415	325 - 472	-	-	-	4	18	11	4	9	14	14	11	2	11	4	-	-	-	-	-	-	-
Word Processors	1,104	39.7	479	494	433 - 534	-	-	(³)	1	4	1	4	5	7	9	9	15	10	22	11	1	1	-	-	-	-
Private industry	376	39.1	432	419	369 - 487	-	-	(³)	2	12	2	10	12	14	11	3	13	5	7	5	2	2	-	-	-	-
Service-producing industries	376	39.1	432	419	369 - 487	-	-	(³)	2	12	2	10	12	14	11	3	13	5	7	5	2	2	-	-	-	-
State and local government	728	40.0	503	514	471 - 541	-	-	-	(³)	1	1	2	3	8	13	17	13	30	15	(³)	-	-	-	-	-	-
Level 1	370	39.9	435	439	394 - 492	-	-	(³)	-	11	2	5	10	12	19	6	19	16	-	-	-	-	-	-	-	-
State and local government	217	40.0	474	490	444 - 501	-	-	-	-	(³)	(³)	3	6	20	10	32	28	-	-	-	-	-	-	-	-	-
Level 2	630	39.7	506	530	471 - 547	-	-	-	(³)	(³)	1	3	1	3	4	13	13	6	36	19	1	-	-	-	-	-
Private industry	134	38.6	461	470	415 - 505	-	-	-	1	-	3	12	5	13	8	8	22	7	7	7	6	-	-	-	-	-
Service-producing industries	134	38.6	461	470	415 - 505	-	-	-	1	-	3	12	5	13	8	8	22	7	7	7	6	-	-	-	-	-
State and local government	496	40.0	518	532	495 - 550	-	-	-	(³)	(³)	1	(³)	1	(³)	1	2	14	6	43	22	(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.

⁴ Workers were distributed as follows: 6 percent at \$750 and under \$800; 3 percent at \$800 and under \$850; and 1 percent at \$850 and under \$900.

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, Columbus, OH, January 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	Under 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 - 11.50	11.50 - 12.00	12.00 - 12.50	12.50 - 13.00	13.00 - 13.50	13.50 - 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 and over	
General Maintenance Workers	2,054	\$11.57	\$11.06	\$9.93 - \$13.41	2	3	3	3	14	9	7	15	5	3	7	9	3	12	2	1	1	(²)	-	-	-	-	-	-
Private industry	1,648	11.47	11.06	9.88 - 13.41	3	4	2	3	17	10	7	17	3	2	3	11	(²)	13	3	1	1	(²)	-	-	-	-	-	-
Goods-producing industries	699	12.35	13.41	9.88 - 14.28	-	-	2	-	26	4	1	10	4	(²)	-	20	(²)	25	5	3	-	-	-	-	-	-	-	
Manufacturing	699	12.35	13.41	9.88 - 14.28	-	-	2	-	26	4	1	10	4	(²)	-	20	(²)	25	5	3	-	-	-	-	-	-	-	
State and local government	406	12.01	12.42	11.25 - 13.20	-	(²)	8	2	1	4	9	6	13	8	23	2	16	7	(²)	-	-	-	-	-	-	-	-	
Level 1	1,257	10.28	10.00	9.86 - 11.06	4	5	5	4	23	14	11	20	4	1	6	(²)	(²)	1	-	(²)	-	-	-	-	-	-	-	
Private industry	1,039	10.09	10.00	9.56 - 11.00	5	6	3	5	27	15	10	23	2	(²)	1	(²)	(²)	1	-	(²)	-	-	-	-	-	-	-	
Goods-producing industries	308	10.31	9.88	9.88 - 11.00	-	-	4	-	59	9	1	17	7	1	-	-	-	-	-	1	-	-	-	-	-	-	-	
Manufacturing	308	10.31	9.88	9.88 - 11.00	-	-	4	-	59	9	1	17	7	1	-	-	-	-	-	1	-	-	-	-	-	-	-	
State and local government	218	11.18	11.54	10.07 - 12.51	-	1	15	3	2	7	15	6	13	2	33	(²)	1	(²)	-	-	-	-	-	-	-	-	-	
Level 2	797	13.62	13.47	12.86 - 14.28	-	-	-	(²)	-	1	1	5	6	7	7	22	8	29	6	3	3	1	-	-	-	-	-	
Private industry	609	13.82	13.95	13.13 - 14.28	-	-	-	(²)	-	1	(²)	5	4	5	6	28	(²)	34	8	3	3	1	-	-	-	-	-	
Goods-producing industries	391	13.96	14.28	13.41 - 14.28	-	-	-	-	-	-	-	5	1	-	-	35	1	45	8	5	-	-	-	-	-	-	-	
Manufacturing	391	13.96	14.28	13.41 - 14.28	-	-	-	-	-	-	-	5	1	-	-	35	1	45	8	5	-	-	-	-	-	-	-	
Service-producing industries	218	13.56	13.00	12.23 - 14.25	-	-	-	1	-	2	1	4	10	14	17	16	(²)	13	8	(²)	10	4	-	-	-	-	-	
State and local government	188	12.97	13.34	12.07 - 13.76	-	-	-	-	-	-	3	7	13	15	10	4	34	14	1	-	-	-	-	-	-	-	-	
Maintenance Electricians	454	16.83	17.67	13.76 - 18.69	-	-	-	-	-	-	-	3	5	6	2	3	8	14	4	5	7	21	2	7	10	6	-	
Private industry	388	17.12	18.18	13.70 - 20.02	-	-	-	-	-	-	-	3	5	5	1	3	8	13	2	1	7	24	2	8	11	7	-	
Goods-producing industries	351	17.17	18.18	13.64 - 20.02	-	-	-	-	-	-	-	4	6	6	1	3	9	11	1	-	6	24	2	9	12	7	-	
Manufacturing	346	17.24	18.18	13.70 - 20.02	-	-	-	-	-	-	-	4	6	6	-	3	9	11	1	-	6	25	2	9	12	8	-	
State and local government	66	15.10	15.15	13.91 - 16.34	-	-	-	-	-	-	-	-	3	11	3	2	8	23	15	26	9	2	-	-	-	-	-	
Maintenance Electronics Technicians	392	16.22	15.90	13.36 - 19.33	-	-	(²)	(²)	(²)	-	(²)	4	5	4	7	5	7	12	4	6	2	6	19	9	5	1	-	
Private industry	269	17.18	19.33	13.42 - 19.33	-	-	-	-	-	-	-	6	5	4	7	3	4	3	-	6	2	9	28	13	7	2	-	
Goods-producing industries	158	15.66	14.56	12.56 - 18.80	-	-	-	-	-	-	-	9	9	5	11	5	6	5	-	10	3	15	3	18	1	1	-	
Manufacturing	158	15.66	14.56	12.56 - 18.80	-	-	-	-	-	-	-	9	9	5	11	5	6	5	-	10	3	15	3	18	1	1	-	
Level 2	163	15.42	14.57	13.60 - 16.57	-	-	-	-	-	-	-	1	7	4	4	6	15	25	8	9	6	1	-	5	11	-	-	
Private industry	60	17.21	-	-	-	-	-	-	-	-	-	2	7	3	3	2	15	3	-	13	8	-	-	13	30	-	-	
Level 3	134	19.59	19.33	19.33 - 20.74	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	18	57	21	1	4	-	
Private industry	134	19.59	19.33	19.33 - 20.74	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	18	57	21	1	4	-	
Maintenance Machinists	137	15.92	14.96	13.80 - 17.42	-	-	-	-	-	-	-	-	-	-	-	7	31	33	1	1	6	7	-	-	-	15	1	
Private industry	134	15.92	14.22	13.70 - 17.55	-	-	-	-	-	-	-	-	-	-	-	7	31	34	-	-	6	7	-	-	-	15	1	
Goods-producing industries	134	15.92	14.22	13.70 - 17.55	-	-	-	-	-	-	-	-	-	-	-	7	31	34	-	-	6	7	-	-	-	15	1	
Manufacturing	134	15.92	14.22	13.70 - 17.55	-	-	-	-	-	-	-	-	-	-	-	7	31	34	-	-	6	7	-	-	-	15	1	
Maintenance Mechanics, Machinery	719	16.45	15.70	13.70 - 18.69	-	-	-	-	-	-	-	(²)	3	1	1	21	10	20	1	18	8	3	10	5	-	-	-	
Private industry	667	16.69	15.84	14.96 - 18.69	-	-	-	-	-	-	-	-	-	3	1	1	15	11	21	1	19	9	4	11	5	-	-	
Goods-producing industries	505	17.09	17.68	14.38 - 19.16	-	-	-	-	-	-	-	-	-	4	-	1	20	10	2	1	25	11	5	15	7	-	-	
Manufacturing	505	17.09	17.68	14.38 - 19.16	-	-	-	-	-	-	-	-	-	4	-	1	20	10	2	1	25	11	5	15	7	-	-	
Maintenance Mechanics, Motor Vehicle	771	14.30	13.55	12.00 - 15.46	-	-	-	-	(²)	3	1	17	19	2	4	11	8	12	4	3	3	10	2	1	-	-	-	
Private industry:																												
Service-producing industries	286	16.22	15.46	13.50 - 19.89	-	-	-	-	-	-	3	2	2	2	5	8	2	2	29	5	-	7	26	5	-	-	-	
State and local government	236	14.24	13.89	13.55 - 14.86	-	-	-	-	-	1	6	-	3	8	2	3	33	23	4	8	10	(²)	-	-	-	-	-	

See footnotes at end of table.

Table A-4. All establishments: Hourly pay of maintenance and toolroom occupations, Columbus, OH, January 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	Under 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 - 11.50	11.50 - 12.00	12.00 - 12.50	12.50 - 13.00	13.00 - 13.50	13.50 - 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 and over
Skilled Multi-Craft Maintenance Workers	845	\$19.04	\$18.56	\$18.56 - \$20.44	-	-	-	-	-	-	-	-	-	-	-	-	-	2	6	1	10	40	2	33	1	5	-
Private industry	812	19.15	18.56	18.56 - 20.44	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	1	8	42	2	34	1	5	-
Goods-producing industries	780	19.14	18.56	18.56 - 20.44	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	1	8	43	1	34	(²)	5	-
Manufacturing	780	19.14	18.56	18.56 - 20.44	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	1	8	43	1	34	(²)	5	-
Tool and Die Makers	258	18.44	17.98	15.19 - 21.92	-	-	-	-	-	-	-	-	-	-	-	10	-	5	26	-	10	2	2	-	39	7	-
Private industry	258	18.44	17.98	15.19 - 21.92	-	-	-	-	-	-	-	-	-	-	-	10	-	5	26	-	10	2	2	-	39	7	-
Goods-producing industries	258	18.44	17.98	15.19 - 21.92	-	-	-	-	-	-	-	-	-	-	-	10	-	5	26	-	10	2	2	-	39	7	-
Manufacturing	258	18.44	17.98	15.19 - 21.92	-	-	-	-	-	-	-	-	-	-	-	10	-	5	26	-	10	2	2	-	39	7	-

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, Columbus, OH, January 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	1	1	-	1	-	5	6	(¹)	10	-
In establishments providing paid holidays	99	99	100	99	100	95	94	99	90	100
Number of holidays:										
5 half days	-	-	-	-	-	(¹)	(¹)	-	1	-
8 half days	-	-	-	-	-	1	1	-	3	-
2 holidays	(¹)	(¹)	-	1	-	-	-	-	-	-
3 holidays	(¹)	(¹)	-	(¹)	-	(¹)	1	-	1	-
4 holidays	(¹)	(¹)	-	(¹)	-	(¹)	(¹)	-	(¹)	-
5 holidays	(¹)	(¹)	-	(¹)	-	(¹)	(¹)	-	(¹)	-
6 holidays	22	28	16	32	2	30	38	17	55	1
Plus 2 half days	(¹)	(¹)	-	(¹)	-	-	-	-	-	-
Plus 3 half days	(¹)	(¹)	-	1	-	-	-	-	-	-
7 holidays	8	8	4	10	6	3	4	6	1	2
Plus 1 half day	(¹)	(¹)	2	-	-	-	-	-	-	-
Plus 2 half days	(¹)	1	-	1	-	-	-	-	-	-
8 holidays	9	12	3	14	1	6	7	7	7	2
Plus 1 half day	1	1	(¹)	2	-	(¹)	(¹)	(¹)	(¹)	-
9 holidays	11	12	16	11	6	9	10	12	7	7
Plus 2 half days	(¹)	(¹)	-	(¹)	-	(¹)	(¹)	-	(¹)	-
10 holidays	33	20	19	21	73	24	14	19	10	60
11 holidays	8	9	33	2	6	9	6	13	(¹)	21
12 holidays	3	3	1	4	3	6	7	12	3	4
Plus 2 half days	(¹)	(¹)	-	(¹)	-	(¹)	(¹)	-	(¹)	-
13 holidays	1	1	-	2	-	(¹)	(¹)	-	(¹)	-
14 holidays	1	1	4	-	-	3	3	8	-	-
15 holidays	(¹)	(¹)	2	-	-	2	2	5	-	-
16 holidays										
Plus 2 half days	1	-	-	-	4	1	-	-	-	4
Total paid holiday time ²										
2 days or more	99	99	100	99	100	95	94	99	90	100
3 days or more	99	99	100	99	100	95	94	99	89	100
4 days or more	99	99	100	98	100	95	93	99	88	100
5 days or more	99	99	100	98	100	93	92	99	85	100
6 days or more	99	99	100	98	100	93	91	99	85	100
7 days or more	77	70	84	67	98	63	53	82	30	99
8 days or more	68	61	78	56	92	60	50	76	28	97
9 days or more	57	47	75	40	91	54	42	69	21	96
10 days or more	47	35	59	29	85	45	33	57	13	88
11 days or more	14	15	40	8	12	21	19	38	3	29
12 days or more	6	6	7	6	7	12	13	25	3	8
13 days or more	3	3	6	2	4	6	6	13	(¹)	4
14 days or more	2	1	6	-	4	5	6	13	-	4
15 days or more	1	(¹)	2	-	4	3	2	5	-	4
16 days or more	1	-	-	-	4	1	-	-	-	4
17 days or more	1	-	-	-	4	1	-	-	-	4

See footnotes at end of table.

Table B-1. Annual paid holidays for full-time workers, Columbus, OH, January 1996 — Continued

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	
Average number of paid holidays where provided (in days)	8.8	8.4	9.6	8.1	10.1	8.8	8.3	9.8	7.0	10.4

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, Columbus, OH, January 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
Other	(1)	(1)	-	(1)	-	(1)	(1)	-	(1)	-
By vacation pay provisions for: ²										
Six months of service:										
Under 1 week	1	1	-	2	-	(1)	(1)	-	1	-
1 week	26	32	51	27	6	21	20	24	17	24
Over 1 and under 2 weeks	5	6	-	7	3	2	2	-	4	2
2 weeks	1	1	-	2	(1)	1	1	-	2	(1)
Over 2 and under 3 weeks	(1)	(1)	-	1	-	(1)	(1)	-	(1)	-
3 weeks	-	-	-	-	-	(1)	(1)	-	(1)	-
4 weeks	(1)	-	-	-	1	-	-	-	-	-
6 weeks	(1)	(1)	-	(1)	-	-	-	-	-	-
1 year of service:										
1 week	20	25	12	28	3	37	46	50	42	5
Over 1 and under 2 weeks	(1)	(1)	-	(1)	-	1	2	4	(1)	-
2 weeks	59	69	88	63	28	58	49	46	52	91
Over 2 and under 3 weeks	16	2	-	3	60	2	2	-	3	4
3 weeks	2	2	-	2	1	(1)	(1)	-	1	(1)
Over 3 and under 4 weeks	1	2	-	2	-	(1)	(1)	-	(1)	-
4 weeks	2	(1)	-	(1)	7	(1)	-	-	-	(1)
Over 4 and under 5 weeks	(1)	(1)	-	(1)	-	(1)	(1)	-	(1)	-
6 weeks	(1)	(1)	-	(1)	-	-	-	-	-	-
2 years of service:										
1 week	3	4	7	4	-	16	20	23	17	2
Over 1 and under 2 weeks	-	-	-	-	-	1	1	2	-	-
2 weeks	72	85	85	85	28	79	75	75	75	91
Over 2 and under 3 weeks	16	2	-	3	62	2	1	-	1	6
3 weeks	3	5	9	3	-	1	1	(1)	2	-
Over 3 and under 4 weeks	1	2	-	2	-	(1)	(1)	-	(1)	-
4 weeks	2	(1)	-	(1)	8	(1)	-	-	-	(1)
Over 4 and under 5 weeks	1	2	-	2	-	1	1	-	2	-
5 weeks	(1)	-	-	-	2	(1)	-	-	-	1
6 weeks	(1)	(1)	-	(1)	-	(1)	(1)	-	(1)	-
3 years of service:										
1 week	1	2	4	1	-	8	10	16	5	-
2 weeks	70	84	85	84	24	80	82	77	87	73
Over 2 and under 3 weeks	16	3	1	3	62	3	2	4	1	6
3 weeks	6	8	11	7	-	2	3	3	3	-
Over 3 and under 4 weeks	3	2	-	3	4	4	(1)	-	(1)	20
4 weeks	2	(1)	-	(1)	8	(1)	-	-	-	(1)
Over 4 and under 5 weeks	(1)	(1)	-	(1)	-	(1)	(1)	-	(1)	-
5 weeks	(1)	-	-	-	2	(1)	-	-	-	1

See footnotes at end of table.

Table B-2. Annual paid vacation provisions for full-time workers, Columbus, OH, January 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										
3 years of service:										
6 weeks	1	1	-	2	-	1	1	-	2	-
8 weeks	(1)	(1)	-	(1)	-	(1)	(1)	-	(1)	-
4 years of service:										
1 week	1	1	4	(1)	-	8	10	16	5	-
2 weeks	65	78	83	77	24	77	78	76	79	73
Over 2 and under 3 weeks	3	3	1	3	5	3	2	4	1	6
3 weeks	24	14	13	14	57	6	7	4	10	-
Over 3 and under 4 weeks	3	2	-	3	4	4	(1)	-	(1)	20
4 weeks	3	1	-	1	8	(1)	(1)	-	1	(1)
Over 4 and under 5 weeks	(1)	(1)	-	(1)	-	(1)	(1)	-	(1)	-
5 weeks	(1)	-	-	-	2	(1)	-	-	-	1
6 weeks	1	1	-	2	-	1	1	-	2	-
8 weeks	(1)	(1)	-	(1)	-	(1)	(1)	-	(1)	-
5 years of service:										
1 week	1	1	3	(1)	-	2	2	3	1	-
2 weeks	26	29	45	25	18	42	49	61	38	15
Over 2 and under 3 weeks	2	3	11	(1)	2	6	5	12	(1)	6
3 weeks	62	61	39	67	62	42	39	20	55	54
Over 3 and under 4 weeks	3	2	-	2	8	5	(1)	-	(1)	23
4 weeks	4	3	2	3	8	1	2	3	1	(1)
Over 4 and under 5 weeks	(1)	(1)	-	(1)	-	-	-	-	-	-
5 weeks	(1)	-	-	-	2	(1)	-	-	-	1
6 weeks	1	2	-	2	-	1	1	-	2	-
8 weeks	(1)	(1)	-	(1)	-	(1)	(1)	-	(1)	-
8 years of service:										
1 week	1	1	3	(1)	-	2	2	3	1	-
2 weeks	9	11	10	11	4	20	24	23	25	5
Over 2 and under 3 weeks	5	6	3	7	2	3	2	5	(1)	5
3 weeks	73	72	80	70	75	65	66	66	66	62
Over 3 and under 4 weeks	2	2	-	2	5	1	(1)	-	(1)	5
4 weeks	6	5	2	6	8	1	2	1	3	(1)
Over 4 and under 5 weeks	1	(1)	-	(1)	4	4	(1)	-	(1)	20
5 weeks	1	(1)	2	-	2	1	1	3	-	1
6 weeks	1	2	-	2	-	1	1	-	2	-
8 weeks	(1)	(1)	-	(1)	-	(1)	(1)	-	(1)	-
10 years of service:										
1 week	(1)	(1)	(1)	(1)	-	1	1	(1)	1	-
2 weeks	3	4	3	4	-	9	11	6	14	-
Over 2 and under 3 weeks	(1)	(1)	1	-	-	1	1	2	-	-
3 weeks	75	76	85	73	75	61	73	80	67	15
Over 3 and under 4 weeks	3	2	3	2	5	4	2	5	(1)	8
4 weeks	14	14	7	16	13	18	8	4	12	54
Over 4 and under 5 weeks	1	(1)	-	(1)	5	4	(1)	-	(1)	21
5 weeks	1	1	-	2	2	1	(1)	-	1	1

See footnotes at end of table.

Table B-2. Annual paid vacation provisions for full-time workers, Columbus, OH, January 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										
10 years of service:										
Over 5 and under 6 weeks	(¹)	(¹)	-	(¹)	-	-	-	-	-	-
6 weeks	1	2	2	2	-	2	3	3	2	-
Over 7 and under 8 weeks	(¹)	(¹)	-	(¹)	-	(¹)	(¹)	-	(¹)	-
8 weeks	(¹)	(¹)	-	(¹)	-	(¹)	(¹)	-	(¹)	-
12 years of service:										
1 week	(¹)	(¹)	(¹)	(¹)	-	1	1	(¹)	1	-
2 weeks	3	4	3	4	-	9	11	6	14	-
3 weeks	52	63	85	57	16	56	67	82	55	15
Over 3 and under 4 weeks	6	8	3	9	1	3	2	5	(¹)	5
4 weeks	21	21	7	25	18	24	15	4	24	58
Over 4 and under 5 weeks	15	-	-	-	62	4	-	-	-	21
5 weeks	1	1	-	2	2	1	(¹)	-	1	1
Over 5 and under 6 weeks	(¹)	(¹)	-	(¹)	-	(¹)	(¹)	-	(¹)	-
6 weeks	1	2	2	2	-	1	1	-	2	-
7 weeks	-	-	-	-	-	1	1	3	-	-
Over 7 and under 8 weeks	(¹)	(¹)	-	(¹)	-	(¹)	(¹)	-	(¹)	-
8 weeks	(¹)	(¹)	-	(¹)	-	(¹)	(¹)	-	(¹)	-
15 years of service:										
1 week	(¹)	(¹)	(¹)	(¹)	-	1	1	(¹)	1	-
2 weeks	2	3	3	3	-	7	9	6	11	-
3 weeks	14	17	12	18	6	31	37	38	36	9
Over 3 and under 4 weeks	2	2	-	2	1	1	1	2	(¹)	4
4 weeks	60	72	83	69	23	38	46	50	42	9
Over 4 and under 5 weeks	16	1	-	1	64	12	-	-	-	56
5 weeks	3	3	-	4	2	2	2	-	4	1
Over 5 and under 6 weeks	1	(¹)	-	(¹)	4	4	(¹)	-	(¹)	20
6 weeks	1	2	2	2	-	1	1	-	2	-
Over 6 and under 7 weeks	(¹)	(¹)	-	(¹)	-	-	-	-	-	-
Over 7 and under 8 weeks	(¹)	(¹)	-	(¹)	-	(¹)	(¹)	-	(¹)	-
8 weeks	(¹)	(¹)	-	(¹)	-	1	1	3	(¹)	-
20 years of service:										
1 week	(¹)	(¹)	(¹)	(¹)	-	1	1	(¹)	1	-
2 weeks	2	3	3	3	-	7	9	6	11	-
3 weeks	8	11	9	11	-	16	21	16	24	-
Over 3 and under 4 weeks	1	2	1	2	-	1	1	2	(¹)	-
4 weeks	56	66	68	65	25	44	51	54	48	16
Over 4 and under 5 weeks	16	1	1	1	64	2	1	1	-	7
5 weeks	13	14	17	14	7	21	12	16	9	55
Over 5 and under 6 weeks	1	(¹)	-	(¹)	4	5	(¹)	-	(¹)	22
6 weeks	1	2	2	2	-	2	2	-	4	-
Over 7 and under 8 weeks	(¹)	(¹)	-	(¹)	-	-	-	-	-	-
8 weeks	(¹)	1	-	1	-	1	1	3	(¹)	-
25 years of service:										
1 week	(¹)	(¹)	(¹)	(¹)	-	1	1	(¹)	1	-

See footnotes at end of table.

Table B-2. Annual paid vacation provisions for full-time workers, Columbus, OH, January 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										
25 years of service:										
2 weeks	2	3	3	3	-	7	9	6	11	-
3 weeks	8	11	9	11	-	15	19	12	24	-
Over 3 and under 4 weeks	1	2	-	2	-	(¹)	(¹)	-	(¹)	-
4 weeks	40	47	24	53	14	35	42	41	44	10
Over 4 and under 5 weeks	1	1	-	1	2	(¹)	-	-	-	1
5 weeks	42	32	61	24	76	22	24	36	14	15
Over 5 and under 6 weeks	1	(¹)	-	(¹)	3	1	(¹)	-	(¹)	5
6 weeks	3	3	2	4	4	16	2	1	2	69
7 weeks	-	-	-	-	-	1	1	-	1	-
8 weeks	(¹)	1	-	1	-	1	1	3	(¹)	-
Over 8 and under 9 weeks	(¹)	(¹)	-	(¹)	-	-	-	-	-	-
30 years of service:										
1 week	(¹)	(¹)	(¹)	(¹)	-	1	1	(¹)	1	-
2 weeks	2	3	3	3	-	7	9	6	11	-
3 weeks	8	11	9	11	-	15	19	12	24	-
Over 3 and under 4 weeks	1	2	-	2	-	(¹)	(¹)	-	(¹)	-
4 weeks	38	45	24	51	14	29	34	31	37	10
Over 4 and under 5 weeks	1	1	-	1	1	(¹)	-	-	-	1
5 weeks	40	29	41	26	77	23	26	32	21	13
Over 5 and under 6 weeks	1	(¹)	-	(¹)	3	1	(¹)	-	(¹)	5
6 weeks	7	8	23	4	4	22	8	16	2	71
7 weeks	-	-	-	-	-	1	1	-	1	-
8 weeks	(¹)	1	-	1	-	1	1	3	(¹)	-
Over 8 and under 9 weeks	(¹)	(¹)	-	(¹)	-	-	-	-	-	-
Maximum vacation available:										
1 week	(¹)	(¹)	(¹)	(¹)	-	1	1	(¹)	1	-
2 weeks	2	3	3	3	-	7	9	6	11	-
3 weeks	8	11	9	11	-	15	19	12	24	-
Over 3 and under 4 weeks	1	2	-	2	-	(¹)	(¹)	-	(¹)	-
4 weeks	38	45	24	51	14	29	34	31	37	10
Over 4 and under 5 weeks	1	1	-	1	1	(¹)	-	-	-	1
5 weeks	40	29	41	26	77	22	25	32	19	13
Over 5 and under 6 weeks	1	(¹)	-	(¹)	3	1	(¹)	-	(¹)	5
6 weeks	7	8	23	4	4	22	9	16	4	71
7 weeks	-	-	-	-	-	1	1	-	1	-
8 weeks	(¹)	1	-	1	-	1	1	3	(¹)	-
Over 8 and under 9 weeks	(¹)	(¹)	-	(¹)	-	-	-	-	-	-

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, Columbus, OH, January 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	96	95	100	91	100
Life insurance	97	96	86	99	99	92	90	92	89	99
Wholly employer financed	84	79	81	79	98	79	73	81	68	99
Accidental death and dismemberment insurance	80	76	64	80	91	54	62	72	54	23
Wholly employer financed	69	63	61	64	86	45	52	63	43	20
Sickness and accident insurance or sick leave or both	91	88	94	86	100	79	74	90	62	100
Sickness and accident insurance	47	58	68	55	11	60	55	74	41	78
Wholly employer financed	37	45	63	41	9	54	47	67	32	77
Sick leave (full pay, no waiting period)	81	75	69	77	98	48	35	28	40	99
Sick leave (partial pay or waiting period)	4	5	16	2	2	15	19	30	10	1
Long-term disability insurance	68	68	67	68	70	43	51	56	48	10
Wholly employer financed	49	45	51	44	61	28	34	43	27	2
Hospitalization, surgical, and medical insurance	90	88	89	88	98	82	78	82	75	96
Wholly employer financed	14	12	23	9	22	22	19	29	11	35
Health maintenance organizations	70	68	71	67	77	65	60	73	49	84
Wholly employer financed	11	9	7	9	16	17	14	23	7	29
Dental care	81	80	83	80	82	75	70	77	65	89
Wholly employer financed	28	14	18	13	76	24	22	41	7	34
Vision care	40	30	34	28	75	50	42	51	34	82
Wholly employer financed	22	7	12	5	74	19	15	31	3	31
Hearing care	13	17	14	18	-	15	18	20	17	-
Wholly employer financed	1	1	2	1	-	4	5	11	(²)	-
Alcohol and drug abuse treatment	93	92	97	91	96	86	84	93	76	96
Wholly employer financed	21	20	38	15	25	27	24	42	10	39
Retirement benefits ³	95	93	97	92	100	90	88	96	82	100
Wholly employer financed	49	61	61	61	9	50	56	71	44	28
Defined benefit	69	60	61	59	99	62	51	70	37	99
Wholly employer financed	44	54	55	54	9	43	48	63	36	28
Defined contribution	64	84	90	82	(²)	56	71	65	75	(²)
Wholly employer financed	8	11	6	12	-	6	8	8	8	-

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 Less than 0.5 percent.

³ 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 Columbus, 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); 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 Columbus, OH Metropolitan Statistical Area (December 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 Columbus, OH Metropolitan Statistical Area. Collection for the survey was from October 1995 through March 1996 and reflects an average payroll reference month of January 1996. Data obtained for a payroll period prior to the end of December 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 14.5 percent of the sample establishments (representing 93,341 employees covered by the survey). An additional 1.8 percent of the sample establishments (representing 9,958 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 which affected none of the occupational work levels published in this bulletin. 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	5.4
1 and under 3 percent	62.0
3 and under 5 percent	25.5
5 percent and over	7.1

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.

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, Columbus, OH¹, January 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	1,728	185	483,552	100	194,445	152,429	182,998
Private industry	1,609	162	378,073	78	149,764	121,841	108,510
Goods producing	429	40	84,951	18	30,754	50,798	23,633
Manufacturing	335	32	77,007	16	28,376	46,207	22,534
Construction ⁵	92	6	7,654	2	2,266	4,413	809
Service producing	1,180	122	293,122	61	119,010	71,043	84,877
Transportation, communication, electric, gas, and sanitary services ⁶	101	11	29,893	6	10,287	14,310	8,334
Wholesale trade ⁷	78	3	7,404	2	2,242	5,034	354
Retail trade ⁷	339	18	100,638	21	22,160	28,281	15,154
Finance, insurance, and real estate ⁷	98	12	42,221	9	37,095	1,468	27,889
Services ⁷	564	78	112,966	23	47,226	21,950	33,146
State and local government	119	23	105,479	22	44,681	30,588	74,488
Health services ⁸	102	16	36,577	8	20,827	10,898	11,953
Private industry	100	14	35,114	7	19,931	10,371	10,490
Hospitals	16	7	23,005	5	13,778	7,798	8,243
Private industry	14	5	21,542	4	12,882	7,271	6,780

¹ The Columbus Metropolitan Statistical Area, as defined by the Office of Management and Budget through June 1994, consists of Delaware, Fairfield, Franklin, Licking, Madison, and Pickaway 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.

⁸ Health services includes establishments primarily engaged in furnishing medical, surgical, and other health services to persons.

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