

Occupational Compensation Survey: Pay and Benefits

**Charlotte-Gastonia-Rock Hill, NC-SC,
Metropolitan Area,
October 1995**



U.S. Department of Labor
Bureau of Labor Statistics

Bulletin 3080-47

Preface

This bulletin provides results of an October 1995 survey of occupational pay and employee benefits in the Charlotte-Gastonia-Rock Hill, NC-SC 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 Dianne 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

Charlotte-Gastonia-Rock Hill, NC-SC Metropolitan Area, October 1995



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

Bureau of Labor Statistics
Katharine G. Abraham, Commissioner

May 1996

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Contents

	Page		Page
Introduction	2	Tables—Continued	
Tables:		Establishment practices and employee benefits:	
All establishments:		B-1. Annual paid holidays for full-time workers	19
A-1. Weekly hours and pay of professional and administrative occupations	3	B-2. Annual paid vacation provisions for full-time workers	20
A-2. Weekly hours and pay of technical and protective service occupations	9	B-3. Insurance, health, and retirement plans offered to full-time workers	25
A-3. Weekly hours and pay of clerical occupations	11	Appendixes:	
A-4. Hourly pay of maintenance and toolroom occupations	15	A. Scope and method of survey	A-1
A-5. Hourly pay of material movement and custodial occupations	17	B. Occupational descriptions	B-1

Introduction

This survey of occupational pay and employee benefits in the Charlotte-Gastonia-Rock Hill, NC-SC Metropolitan Statistical Area (Cabarrus, Gaston, Lincoln, Mecklenburg, Rowan, and Union Counties NC; and York County SC) 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, Charlotte-Gastonia-Rock Hill, NC-SC, October, 1995

Occupation and level	Number of workers	Average weekly hours ¹ (standard)	Weekly pay (in dollars) ²			Percent of workers receiving straight-time weekly pay (in dollars) of—																						
			Mean	Median	Middle range	Under 400	400 - 500	500 - 600	600 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 2000	2000 - 2200	2200 - 2400	2400 - 2600	2600 - 2800	2800 and over		
PROFESSIONAL OCCUPATIONS																												
Accountants	1,057	40.0	\$764	\$715	\$587 - \$885	(³)	5	23	17	19	11	11	6	2	2	1	2	(³)	(³)	(³)	(³)	-	-	-	-	-	-	-
Private industry	925	40.0	777	731	596 - 905	(³)	4	22	16	20	12	11	7	2	2	1	2	(³)	(³)	(³)	(³)	-	-	-	-	-	-	-
Goods-producing industries	389	39.9	833	798	706 - 964	(³)	1	14	10	25	18	11	13	2	2	1	2	1	-	1	-	-	-	-	-	-	-	-
Manufacturing	345	39.9	838	788	706 - 981	(³)	1	13	10	29	12	12	15	2	2	1	2	1	-	1	-	-	-	-	-	-	-	-
Service-producing industries	536	40.0	737	660	585 - 858	-	7	29	21	16	7	11	2	1	2	1	3	(³)	(³)	-	(³)	-	-	-	-	-	-	-
Transportation and utilities	80	40.0	840	758	600 - 1,074	-	7	17	21	14	7	4	6	5	6	6	-	1	2	-	1	-	-	-	-	-	-	-
State and local government	132	40.0	671	648	540 - 744	2	11	27	27	15	4	8	3	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 1	63	40.0	525	-	- - -	6	25	57	10	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry	59	40.0	533	-	- - -	2	25	61	10	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 2	368	39.9	602	586	548 - 655	-	11	48	26	13	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry	304	39.9	612	586	563 - 661	-	8	47	27	15	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries	93	39.9	637	610	575 - 706	-	-	48	20	24	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	82	39.9	644	611	577 - 706	-	-	44	21	27	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries	211	40.0	601	586	548 - 641	-	12	46	29	11	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Transportation and utilities	25	40.0	614	-	- - -	-	20	24	40	8	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government	64	40.0	556	540	514 - 631	-	22	52	23	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 3	405	40.0	778	769	696 - 860	-	-	7	19	34	22	16	2	-	(³)	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry	370	40.0	784	769	712 - 860	-	-	7	16	35	24	16	2	-	(³)	-	-	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries	178	40.0	805	798	769 - 860	-	-	3	8	41	33	10	4	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	147	40.0	794	769	735 - 808	-	-	4	10	50	19	12	5	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries	192	40.0	764	743	659 - 885	-	-	11	24	29	15	21	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government	35	40.0	719	-	- - -	-	-	9	51	29	-	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 4	175	39.9	1,000	1,005	915 - 1,069	-	-	-	2	10	9	29	32	8	5	3	2	-	-	-	-	-	-	-	-	-	-	-
Private industry	154	39.9	1,025	1,040	962 - 1,069	-	-	-	1	6	7	29	36	9	5	4	3	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries	95	39.9	1,035	1,040	974 - 1,069	-	-	-	1	4	5	26	46	7	3	2	4	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	93	39.9	1,037	1,040	977 - 1,069	-	-	-	1	4	5	25	47	8	3	2	4	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries	59	39.9	1,010	-	- - -	-	-	-	-	10	10	32	20	12	8	7	-	-	-	-	-	-	-	-	-	-	-	-
Level 5:																												
State and local government	8	40.0	1,129	-	- - -	-	-	-	-	-	-	50	25	25	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Attorneys	268	40.0	1,312	1,258	906 - 1,635	-	-	2	7	12	4	6	9	7	5	9	3	3	16	3	7	2	(³)	1	2	1	2	1
Private industry	151	40.0	1,605	1,625	1,308 - 1,783	-	-	-	1	2	1	3	9	5	5	11	2	5	28	5	13	4	1	2	3	2	2	2
Service-producing industries	116	40.0	1,631	1,635	1,209 - 1,990	-	-	-	1	3	1	2	11	7	6	2	2	5	24	7	16	5	1	2	4	3	3	3
Transportation and utilities	40	40.0	1,967	1,635	1,635 - 2,484	-	-	-	-	-	-	-	-	-	-	-	-	-	60	5	2	5	2	5	13	7	7	7
Level 4:																												
Private industry	77	40.0	1,761	-	- - -	-	-	-	-	-	-	-	-	-	-	-	-	5	53	10	23	6	-	1	-	-	-	-
Service-producing industries	61	40.0	1,781	-	- - -	-	-	-	-	-	-	-	-	-	-	-	-	7	43	13	30	8	-	-	-	-	-	-

See footnotes at end of table.

Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Charlotte-Gastonia-Rock Hill, NC-SC, October, 1995 — Continued

Occupation and level	Number of workers	Average weekly hours ¹ (standard)	Weekly pay (in dollars) ²			Percent of workers receiving straight-time weekly pay (in dollars) of—																				
			Mean	Median	Middle range	Under 400	400 - 500	500 - 600	600 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 2000	2000 - 2200	2200 - 2400	2400 - 2600	2600 - 2800	2800 and over
Engineers	2,922	40.0	\$1,062	\$1,042	\$841 - \$1,274	-	(³)	2	6	11	11	13	12	12	9	9	7	3	2	1	1	(³)	(³)	-	-	-
Private industry	2,795	40.0	1,072	1,057	846 - 1,285	-	(³)	2	6	10	11	13	12	12	9	10	8	3	2	1	1	(³)	(³)	-	-	-
Goods-producing industries	1,725	40.0	998	940	779 - 1,167	-	(³)	3	8	16	14	16	11	10	6	6	5	2	2	1	(³)	-	(³)	-	-	-
Manufacturing	1,667	40.0	1,000	946	779 - 1,173	-	(³)	3	8	16	15	15	11	10	6	6	5	2	2	1	(³)	-	(³)	-	-	-
State and local government	127	40.0	834	805	711 - 932	-	-	5	17	26	21	15	9	3	-	2	1	-	-	-	-	-	-	-	-	-
Level 1	72	40.0	684	-	- - -	-	6	21	26	14	33	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry	61	40.0	694	-	- - -	-	7	20	20	15	39	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 2	372	40.0	747	734	666 - 784	-	1	5	25	45	15	8	1	1	(³)	-	-	-	-	-	-	-	-	-	-	-
Private industry	314	40.0	747	734	666 - 785	-	1	6	25	43	15	8	1	1	(³)	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries	284	40.0	753	734	666 - 819	-	1	6	23	43	16	9	1	1	(³)	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	276	40.0	754	734	666 - 821	-	1	7	23	42	16	9	1	1	(³)	-	-	-	-	-	-	-	-	-	-	-
State and local government	58	40.0	743	736	696 - 782	-	-	2	24	52	17	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 3	724	40.0	910	877	801 - 1,022	-	-	(³)	3	20	29	19	18	8	1	-	(³)	-	-	-	-	-	-	-	-	-
Private industry	686	40.0	911	875	800 - 1,029	-	-	-	3	21	29	18	19	9	1	-	(³)	-	-	-	-	-	-	-	-	-
Goods-producing industries	528	40.0	890	859	780 - 980	-	-	-	4	27	28	18	16	7	(³)	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	523	40.0	890	858	780 - 980	-	-	-	4	27	28	18	16	7	(³)	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries	158	40.0	979	960	852 - 1,080	-	-	-	1	4	32	18	26	14	4	-	1	-	-	-	-	-	-	-	-	-
State and local government	38	40.0	892	-	- - -	-	-	5	3	5	39	37	5	5	-	-	-	-	-	-	-	-	-	-	-	-
Level 4	957	40.0	1,128	1,132	1,024 - 1,223	-	-	-	1	-	2	18	21	27	17	10	4	-	-	-	-	-	-	-	-	-
Private industry	941	40.0	1,129	1,134	1,027 - 1,226	-	-	-	1	-	2	18	20	27	18	10	4	-	-	-	-	-	-	-	-	-
Goods-producing industries	428	39.9	1,095	1,105	944 - 1,212	-	-	-	3	-	3	26	18	24	14	10	3	-	-	-	-	-	-	-	-	-
Manufacturing	387	39.9	1,109	1,122	978 - 1,217	-	-	-	4	-	3	20	18	26	15	11	3	-	-	-	-	-	-	-	-	-
State and local government	16	40.0	1,027	1,052	992 - 1,075	-	-	-	-	-	13	13	63	13	-	-	-	-	-	-	-	-	-	-	-	-
Level 5	514	40.0	1,372	1,378	1,299 - 1,459	-	-	-	-	-	-	2	2	6	16	32	27	11	3	1	-	-	-	-	-	-
Private industry	510	40.0	1,372	1,378	1,299 - 1,460	-	-	-	-	-	-	2	2	6	16	32	27	12	3	1	-	-	-	-	-	-
Goods-producing industries	249	40.0	1,360	1,385	1,279 - 1,459	-	-	-	-	-	-	3	3	10	16	23	26	12	5	1	-	-	-	-	-	-
Manufacturing	247	40.0	1,361	1,385	1,278 - 1,459	-	-	-	-	-	-	3	3	10	15	23	26	12	5	1	-	-	-	-	-	-
Level 6	125	40.0	1,578	1,575	1,467 - 1,687	-	-	-	-	-	-	-	-	-	6	6	23	20	23	14	7	-	-	-	-	-
Private industry	125	40.0	1,578	1,575	1,467 - 1,687	-	-	-	-	-	-	-	-	-	6	6	23	20	23	14	7	-	-	-	-	-
Scientists:																										
Private industry:																										
Goods-producing industries	430	39.8	977	927	713 - 1,194	-	-	3	20	12	13	7	11	9	9	9	2	2	2	1	1	-	-	-	-	-
Manufacturing	430	39.8	977	927	713 - 1,194	-	-	3	20	12	13	7	11	9	9	9	2	2	2	1	1	-	-	-	-	-
State and local government	52	40.0	777	675	567 - 820	-	4	27	27	17	4	6	2	4	2	-	-	2	2	4	-	-	-	-	-	-
Level 1	57	40.0	603	-	- - -	2	14	14	60	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 2:																										
State and local government	26	40.0	638	-	- - -	-	-	38	38	19	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Charlotte-Gastonia-Rock Hill, NC-SC, October, 1995 — Continued

Occupation and level	Number of workers	Average weekly hours ¹ (standard)	Weekly pay (in dollars) ²			Percent of workers receiving straight-time weekly pay (in dollars) of—																							
			Mean	Median	Middle range	Under 400	400 - 500	500 - 600	600 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 2000	2000 - 2200	2200 - 2400	2400 - 2600	2600 - 2800	2800 and over			
Level 3	124	39.4	\$938	\$964	\$852 - \$1,060	-	-	-	14	6	15	22	27	16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry	118	39.4	942	986	861 - 1,060	-	-	-	14	5	15	20	28	17	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries	78	39.0	959	-	- - -	-	-	-	18	-	8	23	33	18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing	78	39.0	959	-	- - -	-	-	-	18	-	8	23	33	18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 4	227	39.9	1,078	1,111	952 - 1,223	-	-	-	7	15	7	18	27	21	4	1	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry	223	39.9	1,077	1,111	937 - 1,223	-	-	-	7	15	7	18	26	21	4	1	-	-	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries	115	39.9	1,038	1,097	898 - 1,243	-	-	-	12	24	-	14	21	29	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing	115	39.9	1,038	1,097	898 - 1,243	-	-	-	12	24	-	14	21	29	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 5	92	40.0	1,356	1,374	1,300 - 1,396	-	-	-	-	-	-	5	4	15	57	9	7	1	2	-	-	-	-	-	-	-	-	-	
Private industry	88	40.0	1,342	1,374	1,296 - 1,396	-	-	-	-	-	-	6	5	16	59	9	6	-	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries	52	40.0	1,363	-	- - -	-	-	-	-	-	-	4	4	8	69	10	6	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing	52	40.0	1,363	-	- - -	-	-	-	-	-	-	4	4	8	69	10	6	-	-	-	-	-	-	-	-	-	-	-	
Scientists, Physical/Biological	482	40.0	939	835	673 - 1,152	-	2	7	22	14	11	4	8	10	8	9	1	2	1	1	1	-	-	-	-	-	-	-	
Private industry	436	40.0	962	898	686 - 1,215	-	1	4	22	13	12	3	9	11	8	10	2	2	2	1	1	-	-	-	-	-	-	-	
Goods-producing industries	385	40.0	976	898	686 - 1,243	-	-	4	22	13	12	3	9	10	8	10	2	2	2	1	1	-	-	-	-	-	-	-	
Manufacturing	385	40.0	976	898	686 - 1,243	-	-	4	22	13	12	3	9	10	8	10	2	2	2	1	1	-	-	-	-	-	-	-	
State and local government	46	40.0	719	653	558 - 769	-	4	30	28	20	4	7	-	-	2	-	-	2	-	2	-	-	-	-	-	-	-	-	
Level 1	55	40.0	605	-	- - -	-	15	15	60	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 2:																													
State and local government	26	40.0	638	-	- - -	-	-	38	38	19	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 3	69	40.0	942	-	- - -	-	-	-	23	6	6	9	29	28	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry	63	40.0	949	-	- - -	-	-	-	25	3	5	5	32	30	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 4	119	40.0	1,022	1,027	835 - 1,197	-	-	-	-	13	25	2	13	22	24	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry	118	40.0	1,020	1,027	835 - 1,194	-	-	-	-	14	25	2	14	22	24	-	-	-	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries	110	40.0	1,028	1,027	835 - 1,243	-	-	-	-	13	25	-	15	22	25	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing	110	40.0	1,028	1,027	835 - 1,243	-	-	-	-	13	25	-	15	22	25	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 5	59	40.0	1,378	-	- - -	-	-	-	-	-	-	-	-	2	14	68	8	7	-	2	-	-	-	-	-	-	-	-	
Private industry	57	40.0	1,368	-	- - -	-	-	-	-	-	-	-	-	2	14	70	9	5	-	-	-	-	-	-	-	-	-	-	
ADMINISTRATIVE OCCUPATIONS																													
Budget Analysts:																													
State and local government	29	40.0	723	-	- - -	-	21	10	10	21	14	24	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Buyer/Contracting Specialists	462	40.0	722	692	592 - 847	1	7	18	27	19	8	12	7	2	(³)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry	431	40.0	732	692	600 - 856	1	5	17	27	19	9	13	7	2	(³)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries	331	40.0	749	720	628 - 881	1	2	16	27	22	9	13	8	2	(³)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	331	40.0	749	720	628 - 881	1	2	16	27	22	9	13	8	2	(³)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries	100	40.0	674	600	544 - 819	-	16	22	27	8	9	11	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government	31	40.0	581	-	- - -	6	26	29	19	16	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Charlotte-Gastonia-Rock Hill, NC-SC, October, 1995 — Continued

Occupation and level	Number of workers	Average weekly hours ¹ (standard)	Weekly pay (in dollars) ²			Percent of workers receiving straight-time weekly pay (in dollars) of—																					
			Mean	Median	Middle range	Under 400	400 - 500	500 - 600	600 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 2000	2000 - 2200	2200 - 2400	2400 - 2600	2600 - 2800	2800 and over	
Level 2	458	39.8	\$870	\$858	\$786 - 951	-	-	(³)	2	27	34	20	15	1	(³)	-	-	-	-	-	-	-	-	-	-	-	-
Private industry	427	39.7	876	860	792 - 952	-	-	-	1	26	35	21	16	1	(³)	-	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries	76	39.5	939	-	- - -	-	-	-	3	21	12	14	45	5	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	74	39.5	936	-	- - -	-	-	-	3	22	12	15	43	5	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries	351	39.8	863	852	792 - 928	-	-	-	1	26	40	23	10	-	1	-	-	-	-	-	-	-	-	-	-	-	-
Transportation and utilities	25	40.0	952	-	- - -	-	-	-	-	-	24	56	20	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government	31	40.0	785	-	- - -	-	-	3	16	42	26	6	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 3	359	39.6	987	968	897 - 1,058	-	-	-	1	4	22	35	18	12	7	1	1	-	-	-	-	-	-	-	-	-	-
Private industry	339	39.6	992	972	898 - 1,077	-	-	-	1	4	21	35	19	12	8	1	1	-	-	-	-	-	-	-	-	-	-
Service-producing industries	304	39.5	973	967	892 - 1,047	-	-	-	1	5	22	37	21	10	5	-	-	-	-	-	-	-	-	-	-	-	-
Computer Systems Analyst																											
Supervisors/Managers	75	39.8	1,342	-	- - -	-	-	-	-	-	-	8	1	5	28	25	15	1	13	3	-	-	-	-	-	-	-
Private industry	70	39.8	1,358	-	- - -	-	-	-	-	-	-	9	-	-	30	27	16	1	14	3	-	-	-	-	-	-	-
Personnel Specialists	1,158	39.9	850	821	665 - 1,004	(³)	6	10	16	15	13	15	10	4	6	2	1	1	(³)	(³)	(³)	-	-	-	-	-	-
Private industry	1,072	39.9	860	827	668 - 1,008	(³)	6	10	15	15	13	16	10	4	7	3	1	1	(³)	(³)	(³)	-	-	-	-	-	-
Goods-producing industries	425	40.0	894	865	692 - 1,006	-	1	6	21	11	13	23	11	2	7	4	(³)	1	-	1	1	-	-	-	-	-	-
Manufacturing	420	40.0	892	865	692 - 1,006	-	1	6	21	11	13	22	11	2	7	4	(³)	1	-	1	1	-	-	-	-	-	-
Service-producing industries	647	39.9	838	802	612 - 1,023	(³)	9	12	11	17	12	11	10	6	6	2	1	1	(³)	-	-	-	-	-	-	-	-
State and local government	86	40.0	717	706	620 - 858	1	16	7	24	21	19	2	3	6	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 1	71	40.0	473	-	- - -	4	77	13	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry	68	40.0	474	-	- - -	3	78	13	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries	60	40.0	468	-	- - -	3	82	8	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 2	208	39.8	622	590	556 - 692	-	6	46	32	7	7	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry	198	39.8	626	593	558 - 692	-	4	48	32	7	8	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries	50	40.0	615	-	- - -	-	-	44	56	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	50	40.0	615	-	- - -	-	-	44	56	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries	148	39.7	629	587	558 - 685	-	5	49	24	9	10	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 3	524	39.9	830	815	725 - 923	-	-	1	21	24	23	21	7	3	(³)	-	-	-	-	-	-	-	-	-	-	-	-
Private industry	482	39.9	838	827	737 - 950	-	-	(³)	19	24	22	22	8	4	(³)	-	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries	197	39.9	817	827	673 - 923	-	-	1	30	11	25	29	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	197	39.9	817	827	673 - 923	-	-	1	30	11	25	29	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries	285	39.9	852	808	760 - 962	-	-	-	12	33	20	18	11	6	1	-	-	-	-	-	-	-	-	-	-	-	-
State and local government	42	40.0	735	722	646 - 858	-	-	5	36	31	26	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 4	276	40.0	1,047	1,038	908 - 1,212	-	-	-	1	11	6	21	28	7	20	4	2	(³)	-	-	-	-	-	-	-	-	-
Private industry	264	40.0	1,053	1,038	911 - 1,215	-	-	-	1	10	4	22	28	7	21	4	2	(³)	-	-	-	-	-	-	-	-	-
Goods-producing industries	133	40.0	988	962	904 - 1,077	-	-	-	2	17	3	29	29	5	15	-	1	-	-	-	-	-	-	-	-	-	-
Manufacturing	128	40.0	985	984	904 - 1,077	-	-	-	2	18	3	27	30	5	14	-	1	-	-	-	-	-	-	-	-	-	-
Service-producing industries	131	39.9	1,118	1,087	1,019 - 1,234	-	-	-	-	3	5	15	28	9	27	8	3	1	-	-	-	-	-	-	-	-	-
Transportation and utilities	78	40.0	1,164	1,158	1,058 - 1,264	-	-	-	-	-	4	6	35	12	24	13	5	1	-	-	-	-	-	-	-	-	-
Level 5	58	40.0	1,348	-	- - -	-	-	-	-	-	-	-	-	24	21	28	7	14	5	2	-	-	-	-	-	-	-
Private industry	54	40.0	1,362	-	- - -	-	-	-	-	-	-	-	-	19	22	30	7	15	6	2	-	-	-	-	-	-	-

See footnotes at end of table.

Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Charlotte-Gastonia-Rock Hill, NC-SC, October, 1995 — Continued

Occupation and level	Number of workers	Average weekly hours ¹ (standard)	Weekly pay (in dollars) ²			Percent of workers receiving straight-time weekly pay (in dollars) of—																				
			Mean	Median	Middle range	Under 400	400 - 500	500 - 600	600 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 2000	2000 - 2200	2200 - 2400	2400 - 2600	2600 - 2800	2800 and over
Personnel Supervisors/Managers	87	39.9	\$1,448	\$1,434	\$1,265 - \$1,620	-	-	-	-	1	3	5	6	6	6	21	15	11	6	5	11	2	2	-	-	-
Private industry	80	39.9	1,496	1,445	1,334 - 1,653	-	-	-	-	-	-	4	5	5	6	22	16	13	6	5	13	2	2	-	-	-
Director of Personnel	61	40.0	1,600	-	- - -	-	-	-	-	-	7	11	5	2	5	3	2	2	-	36	3	23	-	-	2	-
Private industry	51	40.0	1,691	-	- - -	-	-	-	-	-	8	-	6	2	6	2	2	-	-	41	4	27	-	-	2	-
State and local government	10	40.0	1,135	-	- - -	-	-	-	-	-	-	70	-	-	-	10	-	10	-	10	-	-	-	-	-	-

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, Charlotte-Gastonia-Rock Hill, NC-SC, October 1995

Occupation and level	Number of workers	Average weekly hours ¹ (standard)	Weekly pay (in dollars) ²			Percent of workers receiving straight-time weekly pay (in dollars) of—																						
			Mean	Median	Middle range	Under 325	325 - 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 525	525 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1050	1050 - 1100		
TECHNICAL OCCUPATIONS																												
Computer Operators	903	39.9	\$547	\$540	\$470 -- \$608	-	3	1	6	3	5	8	9	7	12	17	10	9	3	1	3	1	-	-	-	-	-	-
Private industry	852	39.9	550	542	472 -- 615	-	3	1	6	3	5	8	10	5	12	18	10	10	4	1	4	1	-	-	-	-	-	
Goods-producing industries	76	40.0	470	-	- -- -	-	7	-	16	8	9	25	3	11	7	7	7	1	1	-	-	-	-	-	-	-		
Manufacturing	74	40.0	468	-	- -- -	-	7	-	16	8	9	26	3	8	7	7	7	1	1	-	-	-	-	-	-	-		
Service-producing industries	776	39.9	558	549	481 -- 623	-	3	1	5	2	5	6	10	5	13	19	11	11	4	2	4	1	-	-	-	-		
Transportation and utilities	74	39.5	622	586	492 -- 770	-	-	-	-	1	18	7	-	20	11	8	3	-	16	8	8	-	-	-	-	-		
State and local government	51	40.0	499	504	452 -- 525	-	-	2	2	12	6	10	8	35	14	4	6	-	2	-	-	-	-	-	-	-		
Level 2	299	39.8	467	462	415 -- 529	-	9	2	7	9	14	10	14	8	14	10	3	-	-	-	-	-	-	-	-	-		
Private industry	284	39.8	468	476	412 -- 538	-	10	1	7	8	14	9	15	8	15	10	3	-	-	-	-	-	-	-	-	-		
Service-producing industries	238	39.8	473	480	431 -- 538	-	9	2	4	8	15	9	17	7	18	10	3	-	-	-	-	-	-	-	-	-		
Transportation and utilities	32	38.8	536	-	- -- -	-	-	-	-	-	3	9	16	-	44	9	19	-	-	-	-	-	-	-	-	-		
Level 3	389	40.0	575	565	514 -- 621	-	-	-	-	1	1	11	9	9	14	24	11	10	3	3	2	2	-	-	-	-		
Private industry	354	40.0	581	568	520 -- 640	-	-	-	-	-	1	12	9	6	14	26	12	11	4	3	2	2	-	-	-	-		
Service-producing industries	325	40.0	589	581	527 -- 640	-	-	-	-	-	-	8	10	6	13	28	12	12	4	4	2	2	-	-	-	-		
Transportation and utilities	42	40.0	687	770	544 -- 812	-	-	-	-	-	24	-	-	2	12	-	5	-	29	14	14	-	-	-	-	-		
State and local government	35	40.0	513	508	500 -- 527	-	-	-	-	9	-	6	9	43	20	6	9	-	-	-	-	-	-	-	-	-		
Drafters:																												
Private industry:																												
Goods-producing industries	431	40.0	479	466	391 -- 522	-	-	13	13	9	-	22	10	9	-	9	6	9	-	-	-	-	-	-	-	-		
Manufacturing	431	40.0	479	466	391 -- 522	-	-	13	13	9	-	22	10	9	-	9	6	9	-	-	-	-	-	-	-	-		
Service-producing industries	118	39.0	546	540	510 -- 595	-	-	-	3	14	1	4	2	10	36	8	13	2	4	1	2	-	2	-	-	-		
Transportation and utilities	95	38.8	568	540	531 -- 610	-	-	-	3	4	1	3	-	13	42	5	16	2	5	1	2	-	2	-	-	-		
State and local government	36	40.0	523	514	463 -- 574	-	-	-	-	11	11	19	3	8	14	19	3	6	3	3	-	-	-	-	-	-		
Level 2	432	39.8	453	458	391 -- 496	-	-	13	13	13	1	25	10	11	10	2	1	-	-	-	-	-	-	-	-	-		
Private industry	402	39.8	451	451	391 -- 496	-	-	14	14	13	(³)	25	11	11	10	1	1	-	-	-	-	-	-	-	-	-		
Goods-producing industries	329	40.0	436	451	391 -- 467	-	-	17	17	12	-	29	13	12	-	-	-	-	-	-	-	-	-	-	-	-		
Manufacturing	329	40.0	436	451	391 -- 467	-	-	17	17	12	-	29	13	12	-	-	-	-	-	-	-	-	-	-	-	-		
Service-producing industries	73	38.6	514	-	- -- -	-	-	-	-	18	1	5	-	8	55	4	8	-	-	-	-	-	-	-	-	-		
State and local government	30	40.0	493	481	448 -- 540	-	-	-	-	13	13	23	3	10	17	20	-	-	-	-	-	-	-	-	-	-		
Level 3	132	40.0	622	614	565 -- 666	-	-	-	-	-	-	-	2	2	2	33	27	32	2	2	-	-	1	-	-	-		
Private industry	126	40.0	620	614	565 -- 666	-	-	-	-	-	-	-	2	2	2	33	27	32	2	1	-	-	1	-	-	-		
Engineering Technicians:																												
Private industry:																												
Goods-producing industries	141	39.7	686	728	605 -- 777	-	-	4	1	-	-	-	8	1	3	6	16	8	8	30	6	6	1	1	1	-		
Manufacturing	141	39.7	686	728	605 -- 777	-	-	4	1	-	-	-	8	1	3	6	16	8	8	30	6	6	1	1	1	-		
Service-producing industries:																												
Transportation and utilities	136	40.0	781	794	769 -- 804	-	-	-	-	-	-	1	1	-	-	2	2	1	5	60	17	8	1	1	1	-		
Level 4	271	39.9	813	801	769 -- 880	-	-	-	-	-	-	-	(³)	-	-	1	4	6	7	30	18	16	10	6	2	1		
Private industry	271	39.9	813	801	769 -- 880	-	-	-	-	-	-	-	(³)	-	-	1	4	6	7	30	18	16	10	6	2	1		

See footnotes at end of table.

Table A-2. All establishments: Weekly hours and pay of technical and protective service occupations, Charlotte-Gastonia-Rock Hill, NC-SC, October 1995 — Continued

Occupation and level	Number of workers	Average weekly hours ¹ (standard)	Weekly pay (in dollars) ²			Percent of workers receiving straight-time weekly pay (in dollars) of—																					
			Mean	Median	Middle range	Under 325	325 - 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 525	525 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1050	1050 - 1100	
Engineering Technicians, Civil:																											
State and local government	110	40.0	\$556	\$572	\$483 — \$640	3	2	2	1	3	5	5	14	6	3	17	21	16	1	—	1	1	—	—	—	—	
Level 3:																											
State and local government	56	40.0	601	620	561 — 653	—	—	—	—	2	—	—	14	4	2	20	32	25	2	—	—	—	—	—	—	—	
PROTECTIVE SERVICE OCCUPATIONS																											
Corrections Officers	890	40.0	404	403	389 — 408	(³)	1	7	40	37	10	2	2	(³)	—	(³)	—	(³)	—	—	—	—	—	—	—	—	
State and local government	890	40.0	404	403	389 — 408	(³)	1	7	40	37	10	2	2	(³)	—	(³)	—	(³)	—	(³)	—	—	—	—	—	—	
Firefighters	222	51.2	569	582	454 — 642	—	—	3	7	10	2	10	—	—	(³)	18	24	5	15	1	3	—	—	—	—	—	
State and local government	222	51.2	569	582	454 — 642	—	—	3	7	10	2	10	—	—	(³)	18	24	5	15	1	3	—	—	—	—	—	
Police Officers	1,850	40.0	557	519	462 — 665	—	1	2	4	6	7	11	14	7	6	7	7	8	7	10	2	—	—	—	—	—	
State and local government	1,844	40.0	558	519	462 — 665	—	(³)	2	4	6	7	11	14	7	6	7	7	8	7	10	2	—	—	—	—	—	
Level 1	1,846	40.0	557	519	462 — 665	—	1	2	4	6	7	11	14	7	6	7	7	8	7	10	2	—	—	—	—	—	
State and local government	1,840	40.0	558	519	462 — 666	—	(³)	2	4	6	7	11	14	7	6	7	7	8	7	10	2	—	—	—	—	—	

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

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excluded are performance bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses. Pay increases, but not bonuses, under cost-of-living clauses, and incentive payments, however, are included. See Appendix A for definitions and methods used to

compute means, medians, and middle ranges.

³ Less than 0.5 percent.

NOTE: Because of rounding, sums of individual intervals may not equal 100 percent. Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupation or occupational levels may include data for categories not shown separately.

Table A-3. All establishments: Weekly hours and pay of clerical occupations, Charlotte-Gastonia-Rock Hill, NC-SC, October 1995

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 - 650	650 - 700	700 - 750	750 and over
Clerks, Accounting	2,547	39.9	\$406	\$390	\$349 - \$458	-	-	1	5	8	12	15	14	11	7	10	5	6	3	1	1	1	(³)	(³)	(³)
Private industry	2,347	39.9	406	390	349 - 458	-	-	1	5	8	11	14	14	10	7	11	5	5	3	1	1	(³)	(³)	(³)	
Goods-producing industries	692	40.0	406	388	356 - 451	-	-	(³)	2	6	9	24	15	9	8	13	3	6	2	1	(³)	1	1	(³)	
Manufacturing	653	40.0	408	389	359 - 457	-	-	(³)	2	6	9	21	16	9	8	13	3	6	2	1	(³)	1	1	(³)	
Service-producing industries	1,655	39.8	406	391	344 - 461	-	-	1	7	9	12	10	14	11	7	10	6	5	3	2	2	1	(³)	(³)	
Transportation and utilities	241	39.5	484	511	426 - 548	-	-	-	12	-	1	5	2	5	7	6	7	22	11	6	4	7	2	1	
State and local government	200	40.0	405	395	349 - 456	-	-	-	1	7	16	18	9	19	1	8	5	8	1	3	(³)	(³)	-	-	
Level 1	94	40.0	305	319	280 - 322	-	-	9	35	39	17	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 2	1,445	39.9	373	364	334 - 411	-	-	1	6	12	18	17	19	12	4	8	2	(³)	(³)	(³)	(³)	-	-	-	
Private industry	1,333	39.9	373	363	334 - 410	-	-	1	7	12	17	17	19	11	4	8	2	(³)	(³)	(³)	(³)	1	-	-	
Goods-producing industries	426	39.9	378	363	350 - 407	-	-	(³)	3	6	15	29	20	12	4	10	2	-	-	-	-	-	-	-	
Manufacturing	393	39.9	380	377	343 - 412	-	-	(³)	3	7	16	23	21	13	4	11	2	-	-	-	-	-	-	-	
Service-producing industries	907	39.9	371	364	330 - 410	-	-	1	8	14	19	12	19	11	5	7	2	(³)	1	(³)	1	-	-	-	
Transportation and utilities	91	40.0	384	391	280 - 452	-	-	-	33	-	2	13	4	8	12	9	12	4	-	2	-	-	-	-	
State and local government	112	40.0	375	369	333 - 411	-	-	-	-	13	24	21	10	20	-	9	3	-	-	-	-	-	-	-	
Level 3	752	39.8	448	444	382 - 505	-	-	-	(³)	3	16	11	12	8	11	11	14	7	3	2	1	(³)	-	-	
Private industry	669	39.7	449	451	382 - 510	-	-	-	(³)	2	16	11	11	9	12	12	13	8	2	2	1	(³)	-	-	
Goods-producing industries	207	40.0	451	451	378 - 510	-	-	-	-	-	23	10	5	11	16	6	15	7	1	1	2	1	2	1	
Manufacturing	201	40.0	451	451	378 - 510	-	-	-	-	-	23	10	4	10	15	6	16	7	1	1	2	1	2	1	
Service-producing industries	462	39.6	448	445	391 - 510	-	-	-	(³)	3	13	12	14	8	10	14	12	8	2	3	1	-	-	-	
Transportation and utilities	118	39.1	517	511	511 - 548	-	-	-	-	-	-	-	4	4	6	6	42	22	7	6	3	-	-	-	
State and local government	83	40.0	444	422	381 - 502	-	-	-	-	7	14	8	20	4	7	8	19	1	8	1	-	-	-	-	
Level 4	256	40.0	503	473	445 - 551	-	-	-	-	-	-	-	2	6	21	26	5	14	1	7	4	9	2	2	
Private industry	253	40.0	502	473	445 - 525	-	-	-	-	-	-	-	2	6	21	26	5	15	(³)	7	4	9	2	2	
Service-producing industries	210	40.0	503	474	448 - 561	-	-	-	-	-	-	-	2	8	19	25	6	14	-	8	5	9	2	2	
Clerks, General	2,176	40.1	376	360	326 - 420	(³)	1	5	7	11	20	14	8	10	7	5	4	4	1	1	2	(³)	-	(³)	
Private industry	889	39.8	404	400	340 - 450	(³)	1	3	3	4	20	12	4	17	11	5	6	6	1	2	4	(³)	-	(³)	
Goods-producing industries	282	40.0	367	340	332 - 405	-	1	9	10	(³)	40	7	5	10	4	2	4	-	1	4	2	1	-	(³)	
Manufacturing	280	40.0	367	340	333 - 405	-	1	9	9	(³)	40	7	5	10	4	2	4	-	1	4	2	1	-	(³)	
Service-producing industries	607	39.8	421	419	370 - 462	(³)	(³)	1	(³)	5	10	15	4	20	14	7	9	(³)	2	4	-	-	-	-	
Transportation and utilities	294	39.5	452	440	420 - 508	-	-	-	1	6	9	3	17	23	8	5	18	1	2	7	-	-	-	-	
State and local government	1,287	40.2	357	344	315 - 391	-	(³)	7	9	16	21	16	10	6	4	5	3	2	1	(³)	-	-	-	-	
Level 1	61	40.0	299	-	- - -	-	8	33	8	10	30	11	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government	43	40.0	316	325	289 - 338	-	9	9	9	14	42	16	-	-	-	-	-	-	-	-	-	-	-	-	
Level 2	761	40.0	327	331	286 - 351	(³)	1	13	16	15	29	13	6	4	2	1	1	-	-	-	-	-	-	-	
Private industry	217	40.0	332	338	331 - 344	(³)	3	7	12	2	58	6	2	6	4	-	-	-	-	-	-	-	-	-	
Goods-producing industries	157	40.0	330	338	288 - 340	-	2	7	17	1	62	-	3	4	5	-	-	-	-	-	-	-	-	-	
Manufacturing	155	40.0	331	338	288 - 340	-	2	7	16	1	63	-	3	4	5	-	-	-	-	-	-	-	-	-	
Service-producing industries	60	40.0	338	-	- - -	-	2	5	7	-	5	47	20	-	13	2	-	-	-	-	-	-	-	-	
State and local government	544	40.0	325	321	284 - 353	-	-	15	18	20	18	15	8	2	1	1	2	-	-	-	-	-	-	-	

See footnotes at end of table.

Table A-3. All establishments: Weekly hours and pay of clerical occupations, Charlotte-Gastonia-Rock Hill, NC-SC, October 1995 — 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 - 650	650 - 700	700 - 750	750 and over
Level 3	958	40.2	\$397	\$391	\$344 - \$440	-	-	(³)	2	12	14	17	8	17	10	6	4	7	1	2	1	-	-	-	-
Private industry	582	39.8	419	416	370 - 458	-	-	-	1	5	8	16	6	23	13	8	5	10	1	3	1	-	-	-	-
Goods-producing industries	104	40.0	426	404	360 - 494	-	-	-	-	-	15	18	10	20	4	5	12	-	2	10	5	-	-	-	-
Manufacturing	104	40.0	426	404	360 - 494	-	-	-	-	-	15	18	10	20	4	5	12	-	2	10	5	-	-	-	-
Service-producing industries	478	39.7	418	419	372 - 450	-	-	-	1	6	7	16	5	23	15	9	4	12	1	1	-	-	-	-	-
Transportation and utilities	254	39.5	446	440	420 - 477	-	-	-	-	-	1	10	3	20	26	9	5	21	1	2	-	-	-	-	-
State and local government	376	40.8	363	348	319 - 393	-	-	(³)	5	23	22	17	11	9	5	2	1	2	2	-	-	-	-	-	-
Level 4	396	40.0	431	426	365 - 480	-	-	-	-	1	18	12	10	8	9	12	13	6	2	1	7	1	-	(³)	-
Private industry	72	40.0	531	-	-	-	-	-	-	-	-	-	-	-	13	-	39	-	-	6	39	3	-	1	-
State and local government	324	40.0	409	399	354 - 467	-	-	-	-	1	22	15	13	10	8	15	7	7	2	(³)	-	-	-	-	-
Clerks, Order:																									
Private industry:																									
Goods-producing industries	185	40.0	400	370	370 - 413	-	1	1	-	1	-	51	8	19	5	6	3	-	-	3	-	3	-	-	-
Manufacturing	185	40.0	400	370	370 - 413	-	1	1	-	1	-	51	8	19	5	6	3	-	-	3	-	3	-	-	-
Level 1	187	40.0	378	370	370 - 400	-	1	1	-	4	-	54	13	22	-	4	-	-	-	-	-	-	-	-	-
Private industry	187	40.0	378	370	370 - 400	-	1	1	-	4	-	54	13	22	-	4	-	-	-	-	-	-	-	-	-
Goods-producing industries	147	40.0	379	370	370 - 384	-	1	1	-	1	-	63	10	18	-	5	-	-	-	-	-	-	-	-	-
Manufacturing	147	40.0	379	370	370 - 384	-	1	1	-	1	-	63	10	18	-	5	-	-	-	-	-	-	-	-	-
Key Entry Operators	256	39.9	358	338	309 - 389	-	-	-	10	5	25	16	8	10	7	6	2	(³)	5	(³)	4	-	-	-	-
Private industry	224	39.9	360	338	307 - 398	-	-	-	12	5	21	18	8	11	8	5	1	(³)	5	-	4	-	-	-	-
Goods-producing industries	75	40.0	342	-	-	-	-	8	5	9	37	21	7	12	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	75	40.0	342	-	-	-	-	8	5	9	37	21	7	12	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries	149	39.8	368	329	302 - 435	-	-	-	13	5	28	8	2	13	6	8	2	1	8	-	7	-	-	-	-
Transportation and utilities	28	39.0	511	-	-	-	-	-	-	-	-	4	-	4	7	4	43	-	36	-	-	-	-	-	-
State and local government	32	40.0	349	-	-	-	-	-	-	9	53	6	6	6	-	13	3	-	3	-	-	-	-	-	-
Level 1	171	40.0	334	324	302 - 380	-	-	15	6	34	16	3	11	6	8	1	-	-	-	-	-	-	-	-	-
Private industry	143	40.0	334	324	300 - 380	-	-	18	5	29	19	2	12	7	8	1	-	-	-	-	-	-	-	-	-
Goods-producing industries	56	40.0	335	-	-	-	-	11	7	13	46	4	7	13	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	56	40.0	335	-	-	-	-	11	7	13	46	4	7	13	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries	87	40.0	333	320	283 - 388	-	-	23	3	39	1	1	15	3	13	1	-	-	-	-	-	-	-	-	-
State and local government	28	40.0	335	324	310 - 355	-	-	-	-	11	61	4	7	7	-	11	-	-	-	-	-	-	-	-	-
Level 2	85	39.7	407	386	338 - 508	-	-	-	5	8	16	19	8	9	2	4	1	14	1	12	-	-	-	-	-
Private industry	81	39.7	405	380	338 - 508	-	-	-	5	9	16	20	9	10	1	2	1	15	-	12	-	-	-	-	-
Service-producing industries	62	39.6	418	-	-	-	-	6	11	18	3	10	10	2	3	2	19	-	16	-	-	-	-	-	-
Transportation and utilities	26	38.9	520	-	-	-	-	-	-	-	-	-	-	-	4	8	4	46	-	38	-	-	-	-	-
Personnel Assistants	505	40.0	446	436	385 - 514	-	1	1	1	4	8	9	9	17	10	9	4	10	5	6	5	2	1	-	1
Private industry	424	40.0	450	440	387 - 518	-	1	-	(³)	3	10	9	7	18	8	9	3	11	5	7	5	2	(³)	-	2
Goods-producing industries	270	40.0	437	418	360 - 517	-	1	-	(³)	4	12	10	3	24	5	9	2	8	7	10	1	2	1	-	-
Manufacturing	267	40.0	437	418	360 - 517	-	1	-	(³)	4	12	10	3	24	4	9	2	8	7	10	1	2	1	-	-
State and local government	81	40.0	424	419	378 - 460	-	-	4	1	9	1	7	17	14	19	7	9	4	2	-	1	4	1	-	-
Level 1:																									
State and local government	11	40.0	332	-	-	-	-	27	9	18	9	9	9	9	9	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table A-3. All establishments: Weekly hours and pay of clerical occupations, Charlotte-Gastonia-Rock Hill, NC-SC, October 1995 — 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 - 650	650 - 700	700 - 750	750 and over
Level 2	195	40.0	\$399	\$400	\$352 - \$440	-	-	-	1	6	15	14	12	23	17	3	1	6	1	-	-	1	1	-	-
Private industry	158	40.0	396	400	352 - 440	-	-	-	1	4	19	16	8	22	18	1	1	7	-	-	-	-	-	-	-
Goods-producing industries	101	40.0	385	391	336 - 400	-	-	-	1	6	24	14	8	30	12	1	1	2	-	-	-	-	-	2	-
Manufacturing	101	40.0	385	391	336 - 400	-	-	-	1	6	24	14	8	30	12	1	1	2	-	-	-	-	-	2	-
Service-producing industries	57	40.0	416	-	- - -	-	-	-	2	2	11	21	9	9	30	-	2	16	-	-	-	-	-	-	-
State and local government	37	40.0	410	-	- - -	-	-	-	-	14	-	3	27	24	14	14	-	-	3	-	-	3	-	-	-
Level 3	221	39.9	481	473	418 - 530	-	-	-	-	-	-	2	9	17	6	16	7	14	10	13	3	3	-	-	-
Private industry	191	39.9	485	478	418 - 530	-	-	-	-	-	-	1	8	19	3	18	4	15	11	15	3	3	-	-	-
Goods-producing industries	131	39.9	496	502	461 - 546	-	-	-	-	-	-	-	1	-	22	2	18	4	15	15	20	1	4	-	-
Manufacturing	128	39.9	499	517	462 - 550	-	-	-	-	-	-	-	-	23	-	18	4	15	16	20	1	4	-	-	-
Service-producing industries	60	40.0	459	-	- - -	-	-	-	-	-	-	-	27	13	5	20	5	17	2	3	8	-	-	-	-
State and local government	30	40.0	458	-	- - -	-	-	-	-	-	-	13	10	3	30	3	23	7	3	-	-	7	-	-	-
Secretaries	3,042	40.0	499	493	433 - 558	-	-	-	(³)	1	4	4	5	8	8	9	13	8	11	9	6	8	3	2	1
Private industry	2,553	40.0	511	510	448 - 564	-	-	-	(³)	1	3	3	4	7	7	8	13	9	13	9	6	9	4	2	1
Goods-producing industries	1,015	39.9	543	533	485 - 617	-	-	-	-	(³)	1	4	1	6	2	5	13	12	12	10	3	18	7	5	1
Manufacturing	981	39.9	548	540	490 - 617	-	-	-	-	(³)	1	2	1	7	2	6	13	12	12	10	3	19	7	5	(³)
Service-producing industries	1,538	40.0	490	485	433 - 547	-	-	-	(³)	1	4	3	6	8	11	10	13	8	13	9	8	3	2	(³)	1
Transportation and utilities	184	40.0	499	481	442 - 556	-	-	-	-	1	11	-	1	2	21	6	18	4	9	6	7	8	3	3	1
State and local government	489	40.0	438	435	375 - 485	-	-	-	-	4	13	7	10	11	11	13	10	4	4	7	2	2	-	-	(³)
Level 1	387	40.0	387	374	347 - 426	-	-	-	2	6	20	23	10	14	12	4	7	1	-	-	-	-	-	-	-
Private industry	311	40.0	382	363	346 - 418	-	-	-	2	7	21	25	7	14	13	4	7	-	-	-	-	-	-	-	-
Goods-producing industries	79	40.0	365	-	- - -	-	-	-	-	3	14	57	3	22	-	3	-	-	-	-	-	-	-	-	-
Manufacturing	50	40.0	370	-	- - -	-	-	-	-	4	22	32	4	34	-	4	-	-	-	-	-	-	-	-	-
Service-producing industries	232	40.0	388	380	346 - 442	-	-	-	3	8	23	14	9	12	17	4	10	-	-	-	-	-	-	-	-
State and local government	76	40.0	407	395	368 - 438	-	-	-	-	1	16	16	20	14	12	7	8	7	-	-	-	-	-	-	-
Level 2	1,293	40.0	485	493	433 - 540	-	-	-	1	4	2	5	10	8	8	17	12	15	11	6	1	(³)	(³)	-	-
Private industry	1,044	40.0	505	511	473 - 547	-	-	-	-	(³)	-	3	9	7	6	19	14	18	14	7	1	(³)	(³)	-	-
Goods-producing industries	451	40.0	506	514	485 - 542	-	-	-	-	-	-	2	11	3	6	24	18	19	13	4	-	(³)	-	-	-
Manufacturing	451	40.0	506	514	485 - 542	-	-	-	-	-	-	2	11	3	6	24	18	19	13	4	-	(³)	-	-	-
Service-producing industries:																									
Transportation and utilities	62	40.0	522	528	452 - 556	-	-	-	-	-	-	-	-	23	15	8	2	21	13	3	8	-	8	-	-
State and local government	249	40.0	401	403	344 - 448	-	-	-	-	8	20	8	12	14	13	16	5	2	(³)	1	-	-	-	-	-
Level 3	1,117	39.9	526	527	463 - 599	-	-	-	-	(³)	1	4	6	8	12	11	8	11	9	6	20	3	(³)	(³)	-
Private industry	966	39.9	530	532	464 - 602	-	-	-	-	(³)	1	5	6	7	12	10	8	11	8	6	23	4	(³)	(³)	-
Goods-producing industries	395	39.8	583	602	531 - 630	-	-	-	-	-	-	-	-	2	7	6	10	8	10	3	47	8	1	(³)	-
Manufacturing	393	39.8	583	602	531 - 630	-	-	-	-	-	-	-	-	2	7	6	10	8	10	3	47	8	1	(³)	-
Service-producing industries	571	40.0	492	481	441 - 540	-	-	-	-	(³)	2	8	9	11	16	13	6	13	6	9	6	1	(³)	-	-
Transportation and utilities	46	40.0	585	588	520 - 649	-	-	-	-	-	-	-	-	-	-	13	13	7	7	24	22	13	2	-	-
State and local government	151	40.0	500	492	458 - 556	-	-	-	-	1	3	3	6	10	13	19	7	12	19	6	3	-	-	-	-
Switchboard-Operator-Receptionists	656	39.9	352	350	302 - 385	-	(³)	5	6	21	18	13	17	11	4	1	2	2	(³)	-	-	-	-	-	-
Private industry	596	39.9	354	352	301 - 385	-	(³)	5	5	21	18	13	16	12	4	1	2	3	(³)	-	-	-	-	-	-
Goods-producing industries	285	40.0	355	360	300 - 385	-	(³)	5	7	16	18	13	23	9	1	-	1	5	(³)	-	-	-	-	-	-
Manufacturing	245	40.0	351	340	300 - 385	-	(³)	6	9	19	21	15	11	10	1	-	1	6	(³)	-	-	-	-	-	-
Service-producing industries	311	39.9	353	346	302 - 392	-	-	5	3	26	17	14	10	15	6	1	2	(³)	-	-	-	-	-	-	-
State and local government	60	40.0	340	337	306 - 386	-	-	8	13	17	17	13	23	5	3	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table A-3. All establishments: Weekly hours and pay of clerical occupations, Charlotte-Gastonia-Rock Hill, NC-SC, October 1995 — 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 - 650	650 - 700	700 - 750	750 and over
Word Processors	137	38.8	\$456	\$480	\$430 - \$519	-	-	-	-	11	4	4	-	4	15	8	20	29	3	1	-	1	-	-	-
Private industry	129	38.7	459	480	430 - 519	-	-	-	-	10	5	4	-	3	15	8	19	31	3	2	-	1	-	-	-
Service-producing industries	120	38.6	468	480	430 - 519	-	-	-	-	11	-	2	-	3	16	8	21	33	3	2	-	1	-	-	-
Level 2	102	38.4	488	498	465 - 519	-	-	-	-	1	-	1	-	1	18	11	25	37	4	2	-	1	-	-	-
Private industry	95	38.3	492	498	465 - 519	-	-	-	-	-	-	-	-	-	18	11	24	40	4	2	-	1	-	-	-
Service-producing industries	95	38.3	492	498	465 - 519	-	-	-	-	-	-	-	-	-	18	11	24	40	4	2	-	1	-	-	-

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

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excluded are performance bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses. Pay increases, but not bonuses, under cost-of-living clauses, and incentive payments, however, are included. See Appendix A for definitions and

methods used to compute means, medians, and middle ranges.

³ Less than 0.5 percent.

NOTE: Because of rounding, sums of individual intervals may not equal 100 percent. Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupation or occupational levels may include data for categories not shown separately.

Table A-4. All establishments: Hourly pay of maintenance and toolroom occupations, Charlotte-Gastonia-Rock Hill, NC-SC, October 1995

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 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 11.00	11.00 - 12.00	12.00 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 - 21.00	21.00 - 22.00	22.00 - 23.00	23.00 - 24.00	24.00 and over		
General Maintenance Workers	1,105	\$10.71	\$10.57	\$8.88 - \$12.36	1	1	5	5	5	10	7	5	18	14	15	6	3	4	(²)	(²)	1	-	-	-	-	-	-	-	-
Private industry	978	10.72	10.56	8.80 - 12.40	1	1	5	6	6	11	7	3	16	13	16	6	4	5	(²)	(²)	1	-	-	-	-	-	-	-	-
Goods-producing industries	368	11.23	11.00	10.50 - 12.40	-	-	3	4	1	4	5	4	16	29	27	1	-	5	-	-	1	-	-	-	-	-	-	-	
Manufacturing	354	11.30	11.00	10.50 - 12.40	-	-	3	4	1	3	4	3	16	29	29	1	-	5	-	-	1	-	-	-	-	-	-	-	
Service-producing industries	610	10.41	10.00	8.50 - 12.36	1	1	7	7	8	15	8	2	17	4	9	9	6	5	(²)	(²)	1	-	-	-	-	-	-	-	
State and local government	127	10.61	10.66	9.76 - 11.33	-	-	1	-	2	5	12	16	33	18	9	4	1	-	-	-	-	-	-	-	-	-	-	-	
Level 1	637	9.44	9.30	8.25 - 10.56	1	1	8	9	9	16	10	5	23	9	6	2	-	1	-	-	-	-	-	-	-	-	-	-	
Private industry	549	9.30	9.00	8.00 - 10.50	1	1	9	11	10	18	9	3	21	8	6	2	-	1	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries	108	9.96	10.57	8.25 - 11.00	-	-	9	13	4	5	6	4	19	24	18	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing	94	10.02	10.57	7.90 - 11.00	-	-	11	15	4	3	-	-	21	26	20	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries	441	9.13	8.85	8.00 - 10.18	2	2	9	10	11	21	10	3	21	4	3	2	-	1	-	-	-	-	-	-	-	-	-	-	
State and local government	88	10.35	10.32	9.76 - 10.88	-	-	1	-	2	5	15	16	40	13	9	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 2	468	12.43	12.40	11.00 - 13.46	-	-	-	-	-	2	4	4	11	21	27	12	8	9	1	(²)	(²)	2	-	-	-	-	-	-	
Private industry	429	12.54	12.41	11.00 - 13.46	-	-	-	-	-	2	3	3	11	20	29	12	8	10	1	(²)	(²)	2	-	-	-	-	-	-	
Goods-producing industries	260	11.76	11.40	10.95 - 12.79	-	-	-	-	-	3	5	5	15	31	32	2	-	7	-	-	2	-	-	-	-	-	-	-	
Manufacturing	260	11.76	11.40	10.95 - 12.79	-	-	-	-	-	3	5	5	15	31	32	2	-	7	-	-	2	-	-	-	-	-	-	-	
Service-producing industries	169	13.75	13.46	12.41 - 14.90	-	-	-	-	-	1	-	5	2	24	27	21	14	2	1	3	-	-	-	-	-	-	-	-	
State and local government	39	11.20	-	-	-	-	-	-	5	5	15	18	31	10	13	3	-	-	-	-	-	-	-	-	-	-	-	-	
Maintenance Electricians	477	14.54	13.10	12.15 - 16.02	-	-	-	-	-	-	-	(²)	1	21	27	15	6	5	7	1	(²)	1	8	5	-	-	-	4	
Private industry	445	14.63	13.22	12.55 - 16.02	-	-	-	-	-	-	-	-	(²)	21	27	15	6	4	8	(²)	(²)	1	8	5	-	-	-	4	
Goods-producing industries	421	14.68	13.22	12.60 - 16.02	-	-	-	-	-	-	-	-	(²)	22	26	15	5	4	8	-	-	1	9	5	-	-	-	5	
Manufacturing	420	14.68	13.22	12.56 - 16.02	-	-	-	-	-	-	-	-	(²)	22	26	15	5	4	8	-	-	1	9	5	-	-	-	5	
State and local government	32	13.23	-	-	-	-	-	-	-	-	-	3	9	16	22	13	13	22	-	3	-	-	-	-	-	-	-	-	
Maintenance Electronics Technicians	551	16.24	15.95	13.22 - 19.29	-	-	-	-	-	-	-	-	(²)	7	7	19	6	11	7	8	3	19	7	2	2	-	-	-	
Private industry	515	16.38	16.22	13.22 - 19.57	-	-	-	-	-	-	-	-	-	6	7	20	5	11	6	9	3	21	8	2	2	-	-	-	
Goods-producing industries	198	13.89	13.22	12.93 - 14.00	-	-	-	-	-	-	-	-	-	14	14	46	4	8	8	-	1	-	-	-	5	-	-	-	
Manufacturing	194	13.82	13.22	12.93 - 13.73	-	-	-	-	-	-	-	-	-	14	14	47	4	7	8	-	-	-	-	5	-	-	-	-	
Service-producing industries	317	17.93	19.07	15.95 - 19.85	-	-	-	-	-	-	-	-	-	1	2	4	6	13	5	14	5	33	13	4	-	-	-	-	
Transportation and utilities	167	18.69	19.71	17.35 - 19.85	-	-	-	-	-	-	-	-	-	-	1	4	9	2	16	6	42	21	-	-	-	-	-	-	
State and local government	36	14.30	-	-	-	-	-	-	-	-	-	3	14	17	6	25	14	19	3	-	-	-	-	-	-	-	-	-	
Level 2	369	15.82	15.17	13.22 - 18.78	-	-	-	-	-	-	-	-	(²)	2	11	28	8	14	1	8	3	21	1	-	3	-	-	-	
Private industry	344	15.99	15.30	13.22 - 19.20	-	-	-	-	-	-	-	-	-	(²)	10	30	6	14	1	8	3	22	1	-	3	-	-	-	
Goods-producing industries	147	14.08	13.22	13.22 - 13.73	-	-	-	-	-	-	-	-	-	-	18	63	5	5	-	-	1	-	-	-	7	-	-	-	
Manufacturing	143	14.01	13.22	13.22 - 13.73	-	-	-	-	-	-	-	-	-	-	19	64	6	4	-	-	-	-	-	-	7	-	-	-	
Service-producing industries	197	17.41	17.73	15.43 - 19.71	-	-	-	-	-	-	-	-	-	1	4	6	7	20	3	15	5	39	2	-	-	-	-	-	
Transportation and utilities	119	18.60	19.29	17.58 - 19.85	-	-	-	-	-	-	-	-	-	-	-	5	13	3	9	8	59	3	-	-	-	-	-	-	
State and local government	25	13.51	-	-	-	-	-	-	-	-	-	4	20	20	8	32	16	-	-	-	-	-	-	-	-	-	-	-	
Level 3	145	18.50	19.16	16.95 - 20.06	-	-	-	-	-	-	-	-	-	-	-	-	1	6	23	11	4	21	26	8	-	-	-	-	
Private industry	135	18.65	19.16	16.95 - 20.06	-	-	-	-	-	-	-	-	-	-	-	-	6	20	11	4	22	27	9	-	-	-	-	-	
Maintenance Machinists	216	14.85	14.30	13.22 - 14.30	-	-	-	-	-	-	-	-	(²)	19	3	19	40	1	-	-	1	2	8	-	-	-	-	6	
Private industry	215	14.85	14.30	13.22 - 14.30	-	-	-	-	-	-	-	-	(²)	19	3	20	40	1	-	-	1	2	8	-	-	-	-	6	
Goods-producing industries	205	14.76	14.30	13.22 - 14.30	-	-	-	-	-	-	-	-	(²)	20	3	20	39	1	-	-	1	-	9	-	-	-	-	6	
Manufacturing	205	14.76	14.30	13.22 - 14.30	-	-	-	-	-	-	-	-	(²)	20	3	20	39	1	-	-	1	-	9	-	-	-	-	6	

See footnotes at end of table.

Table A-4. All establishments: Hourly pay of maintenance and toolroom occupations, Charlotte-Gastonia-Rock Hill, NC-SC, October 1995 — 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 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 11.00	11.00 - 12.00	12.00 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 - 21.00	21.00 - 22.00	22.00 - 23.00	23.00 - 24.00	24.00 and over
Maintenance Mechanics, Machinery	2,835	\$13.78	\$12.94	\$11.24 - \$16.02	-	-	-	-	(²)	(²)	(²)	(²)	15	25	15	6	9	4	10	7	3	-	3	-	(²)	(²)	3
Private industry	2,811	13.78	12.94	11.24 - 16.02	-	-	-	-	(²)	(²)	(²)	(²)	15	25	15	6	9	3	10	7	3	-	3	-	(²)	(²)	3
Goods-producing industries	2,784	13.79	12.94	11.24 - 16.02	-	-	-	-	(²)	1	(²)	1	15	25	14	6	9	3	10	7	3	-	3	-	(²)	(²)	3
Manufacturing	2,774	13.80	12.94	11.24 - 16.09	-	-	-	-	(²)	1	(²)	1	15	25	14	6	9	3	10	7	3	-	3	-	(²)	(²)	3
State and local government	24	14.10	14.91	13.29 - 15.10	-	-	-	-	-	-	-	-	13	8	-	4	29	42	4	-	-	-	-	-	-	-	-
Maintenance Mechanics, Motor Vehicle	1,730	14.69	14.60	12.65 - 17.81	-	-	-	(²)	-	(²)	1	1	6	12	10	8	25	7	1	23	(²)	5	1	(²)	-	-	-
Private industry	1,546	14.93	14.61	12.92 - 17.81	-	-	-	(²)	-	-	1	(²)	5	10	9	8	27	6	1	26	(²)	6	1	(²)	-	-	-
Goods-producing industries	117	13.74	14.00	12.50 - 14.25	-	-	-	-	-	-	3	-	9	9	13	15	42	-	-	-	-	-	9	-	-	-	-
Manufacturing	78	14.23	-	-	-	-	-	-	-	-	4	-	4	10	9	14	46	-	-	-	-	-	13	-	-	-	-
Service-producing industries	1,429	15.02	14.61	13.10 - 17.81	-	-	-	(²)	-	-	(²)	(²)	5	10	9	7	25	7	1	28	(²)	7	(²)	(²)	-	-	-
Transportation and utilities	815	16.18	17.81	14.61 - 17.81	-	-	-	1	-	-	1	1	6	5	1	1	20	3	-	49	(²)	12	(²)	-	-	-	-
State and local government	184	12.70	12.19	11.30 - 14.16	-	-	-	-	-	1	2	4	11	30	14	10	12	2	2	-	-	-	-	-	-	-	-
Maintenance Pipefitters	144	15.29	13.22	13.22 - 20.78	-	-	-	-	-	-	3	3	1	6	-	50	8	1	-	-	-	-	23	-	-	-	5
Private industry	144	15.29	13.22	13.22 - 20.78	-	-	-	-	-	-	3	3	1	6	-	50	8	1	-	-	-	-	23	-	-	-	5
Skilled Multi-Craft Maintenance Workers	752	15.89	15.58	14.90 - 16.34	-	-	-	-	-	-	-	1	2	1	8	4	14	34	24	2	2	-	1	-	-	-	8
Private industry	708	16.08	15.58	14.91 - 16.34	-	-	-	-	-	-	-	(²)	1	1	7	4	13	35	25	3	2	-	1	-	-	9	
Goods-producing industries	649	16.27	15.58	15.50 - 16.34	-	-	-	-	-	-	-	-	1	-	4	4	14	37	25	3	2	-	1	-	-	9	
Manufacturing	647	16.26	15.58	15.50 - 16.34	-	-	-	-	-	-	-	-	1	-	4	4	14	37	26	3	2	-	1	-	-	9	
Service-producing industries	59	13.99	-	-	-	-	-	-	-	-	-	-	3	-	8	34	3	7	20	24	-	-	-	-	-	-	
State and local government	44	12.76	12.75	11.07 - 14.71	-	-	-	-	-	-	-	-	5	18	14	23	7	20	11	2	-	-	-	-	-	-	-
Tool and Die Makers	288	14.35	12.85	12.79 - 15.59	-	-	-	-	-	-	-	-	1	1	49	-	11	23	5	-	9	-	-	-	-	-	-
Private industry	288	14.35	12.85	12.79 - 15.59	-	-	-	-	-	-	-	-	1	1	49	-	11	23	5	-	9	-	-	-	-	-	-
Goods-producing industries	288	14.35	12.85	12.79 - 15.59	-	-	-	-	-	-	-	-	1	1	49	-	11	23	5	-	9	-	-	-	-	-	-
Manufacturing	288	14.35	12.85	12.79 - 15.59	-	-	-	-	-	-	-	-	1	1	49	-	11	23	5	-	9	-	-	-	-	-	-

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, Charlotte-Gastonia-Rock Hill, NC-SC, October 1995

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 - 10.00	10.00 - 11.00	11.00 - 12.00	12.00 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 - 21.00	
Guards	2,292	\$7.34	\$6.25	\$5.50 - \$7.46	1	4	2	14	14	19	12	9	4	3	4	3	2	1	(²)	(²)	1	(²)	2	5	(²)	(²)	-	
Private industry	2,221	7.25	6.25	5.50 - 7.25	1	4	2	14	15	19	12	10	4	3	3	2	1	(²)	(²)	(²)	(²)	2	5	(²)	(²)	-		
Goods-producing industries	195	8.02	7.00	6.81 - 7.70	-	-	-	-	-	7	31	37	2	-	8	6	-	2	1	4	-	1	1	1	1	-		
Manufacturing	195	8.02	7.00	6.81 - 7.70	-	-	-	-	-	7	31	37	2	-	8	6	-	2	1	4	-	1	1	1	1	-		
Service-producing industries	2,026	7.18	6.11	5.50 - 7.10	1	4	2	15	16	20	11	7	4	3	4	2	1	(²)	(²)	(²)	(²)	2	6	-	-	-		
State and local government	71	9.88	9.54	8.41 - 10.83	-	-	-	-	-	-	-	8	10	8	6	25	20	7	7	4	-	-	-	-	-	-		
Level 1	2,012	6.39	6.05	5.50 - 7.00	1	4	2	16	16	21	13	11	4	3	4	2	1	(²)	(²)	-	(²)	-	(²)	(²)	(²)	(²)	-	
Private industry	1,971	6.34	6.02	5.50 - 6.95	2	4	2	16	17	22	14	10	4	3	4	1	1	(²)	(²)	-	(²)	-	(²)	(²)	(²)	(²)	-	
Goods-producing industries	164	7.50	7.00	6.81 - 7.27	-	-	-	-	-	9	37	44	2	-	2	1	-	-	-	2	-	1	1	1	1	-		
Manufacturing	164	7.50	7.00	6.81 - 7.27	-	-	-	-	-	9	37	44	2	-	2	1	-	-	-	2	-	1	1	1	1	-		
Service-producing industries	1,807	6.23	6.00	5.45 - 6.75	2	5	3	17	18	23	12	7	4	3	4	1	1	(²)	(²)	-	(²)	-	-	-	-	-		
State and local government	41	8.79	8.74	7.55 - 9.58	-	-	-	-	-	-	-	15	17	15	7	27	20	-	-	-	-	-	-	-	-	-		
Level 2	280	14.14	16.00	10.05 - 17.52	-	-	-	-	1	2	2	2	4	2	10	6	2	3	4	2	(²)	18	41	-	-	-		
State and local government	30	11.38	-	-	-	-	-	-	-	-	-	-	-	-	3	23	20	17	17	10	10	-	-	-	-	-		
Janitors	5,401	6.54	6.25	5.25 - 7.36	7	2	2	21	9	12	10	14	8	4	3	4	3	(²)	(²)	1	-	-	-	-	-	-		
Private industry	4,432	6.32	6.00	5.24 - 7.23	9	2	3	26	10	12	9	11	7	2	2	4	3	(²)	(²)	1	-	-	-	-	-	-		
Goods-producing industries	649	8.18	7.25	7.10 - 9.41	-	-	-	-	5	1	16	35	5	7	3	10	15	-	1	2	-	-	-	-	-	-		
Manufacturing	640	8.20	7.25	7.15 - 9.44	-	-	-	-	5	1	15	35	5	7	3	10	15	-	1	2	-	-	-	-	-	-		
Service-producing industries	3,783	6.01	5.56	5.00 - 6.75	10	3	3	30	11	14	8	7	7	1	2	3	1	(²)	(²)	(²)	-	-	-	-	-	-		
Transportation and utilities	114	10.10	10.16	9.20 - 10.71	-	-	-	-	9	3	-	-	1	-	7	16	46	1	5	13	-	-	-	-	-	-		
State and local government	969	7.52	7.36	6.80 - 8.22	-	-	-	1	2	12	17	26	12	10	11	5	3	(²)	-	-	-	-	-	-	-	-		
Material Movement and Storage Workers	9,962	10.52	9.50	7.90 - 11.80	-	-	-	1	1	3	5	6	10	9	5	13	12	10	5	1	1	1	2	13	-	(²)	(²)	
Private industry	9,900	10.53	9.50	7.90 - 11.80	-	-	-	1	1	3	5	6	10	9	5	13	13	10	6	1	1	1	2	13	-	(²)	(²)	
Goods-producing industries	3,998	9.65	9.00	7.50 - 11.24	-	-	-	2	2	3	9	8	7	13	5	16	9	9	4	2	1	2	2	5	-	1	(²)	
Manufacturing	3,971	9.65	9.00	7.50 - 11.24	-	-	-	2	2	3	9	8	6	13	5	16	9	9	4	2	1	2	2	5	-	1	(²)	
Service-producing industries:																												
Transportation and utilities	2,157	14.14	17.71	9.50 - 17.71	-	-	-	-	(²)	-	(²)	3	7	1	5	9	8	3	1	1	3	-	7	51	-	-	-	
State and local government	62	8.79	8.42	7.65 - 9.02	-	-	-	-	-	-	10	8	13	21	23	18	-	-	2	3	3	-	-	-	-	-		
Level 1	1,152	7.25	7.25	6.62 - 7.58	-	-	-	10	4	4	29	19	14	10	1	6	1	-	1	-	1	-	1	-	-	-		
Private industry	1,107	7.21	7.03	6.62 - 7.50	-	-	-	10	4	4	29	19	14	9	(²)	6	1	-	1	-	1	-	1	-	1	-		
Goods-producing industries	858	7.33	6.95	6.62 - 7.83	-	-	-	8	5	3	36	16	8	12	(²)	7	1	-	1	-	1	-	2	-	-	-		
Manufacturing	858	7.33	6.95	6.62 - 7.83	-	-	-	8	5	3	36	16	8	12	(²)	7	1	-	1	-	1	-	2	-	-	-		
Level 2	8,177	10.93	10.34	8.15 - 12.14	-	-	-	1	3	2	5	9	9	5	13	14	11	7	1	1	1	1	16	-	(²)	(²)		
Private industry	8,163	10.94	10.34	8.15 - 12.14	-	-	-	1	3	2	5	9	9	5	13	14	11	7	1	1	1	1	16	-	(²)	(²)		
Goods-producing industries	3,097	10.26	9.25	8.11 - 11.26	-	-	-	1	3	2	6	6	14	6	14	6	19	11	10	6	3	1	3	2	6	-	1	(²)
Manufacturing	3,079	10.27	9.25	8.11 - 11.26	-	-	-	1	3	2	6	6	14	6	14	6	19	11	10	6	3	1	3	2	6	-	1	(²)
State and local government	14	9.27	-	-	-	-	-	-	-	-	-	7	7	21	43	7	-	-	-	-	14	-	-	-	-	-		

See footnotes at end of table.

Table A-5. All establishments: Hourly pay of material movement and custodial occupations, Charlotte-Gastonia-Rock Hill, NC-SC, October 1995 — 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 - 10.00	10.00 - 11.00	11.00 - 12.00	12.00 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 - 21.00	
Forklift Operators	2,568	\$10.58	\$10.50	\$8.05 - \$11.50	-	-	-	-	2	2	2	6	5	13	7	8	17	14	7	2	4	-	2	7	-	1	-	
Private industry	2,568	10.58	10.50	8.05 - 11.50	-	-	-	-	2	2	2	6	5	13	7	8	17	14	7	2	4	-	2	7	-	1	-	
Goods-producing industries	1,650	10.47	9.14	7.90 - 12.02	-	-	-	-	3	4	3	10	7	15	7	8	13	5	6	2	2	-	4	11	-	2	-	
Manufacturing	1,632	10.49	9.14	7.90 - 12.02	-	-	-	-	3	4	3	10	6	15	7	8	13	5	6	2	2	-	4	11	-	2	-	
Service-producing industries	918	10.78	10.85	9.55 - 11.50	-	-	-	-	-	-	-	-	3	8	7	8	26	30	9	1	7	-	-	-	-	-	-	
Shipping/Receiving Clerks	714	9.54	9.25	8.41 - 10.50	-	-	-	-	1	3	1	2	7	13	12	23	25	5	4	(²)	-	1	-	1	-	-	1	
Private industry	712	9.54	9.25	8.42 - 10.50	-	-	-	-	1	3	1	2	7	13	12	23	25	5	4	(²)	-	1	-	1	-	-	1	
Goods-producing industries	375	9.55	9.40	8.20 - 10.25	-	-	-	-	6	1	4	6	18	9	21	25	4	1	-	-	2	-	1	-	-	-	2	
Manufacturing	375	9.55	9.40	8.20 - 10.25	-	-	-	-	6	1	4	6	18	9	21	25	4	1	-	-	2	-	1	-	-	-	2	
Service-producing industries	337	9.53	9.25	8.50 - 10.84	-	-	-	-	1	-	2	-	7	9	16	26	26	6	6	1	-	-	-	-	-	-	-	
Truckdrivers:																												
Private industry:																												
Goods-producing industries	932	10.87	10.80	9.33 - 11.30	-	-	-	-	-	-	2	(²)	2	4	6	15	22	33	4	3	9	(²)	-	-	(²)	-	-	
Manufacturing	748	11.09	11.30	10.78 - 11.30	-	-	-	-	-	-	2	(²)	2	1	1	14	25	41	2	-	11	(²)	-	-	-	-	-	
State and local government	246	10.57	10.50	8.78 - 12.66	-	-	-	-	-	-	-	3	10	7	8	15	15	9	16	17	-	-	-	-	-	-	-	
Light Truck	2,872	7.10	6.50	4.75 - 8.50	-	-	31	-	-	19	3	11	7	4	3	7	8	5	3	-	-	-	-	-	-	-	-	
Private industry	2,868	7.10	6.38	4.75 - 8.50	-	-	31	-	-	19	3	11	7	4	3	7	8	5	3	-	-	-	-	-	-	-	-	
Service-producing industries	2,824	7.08	6.25	4.75 - 8.46	-	-	31	-	-	20	3	11	6	4	2	7	8	6	3	-	-	-	-	-	-	-	-	
Transportation and utilities	2,804	7.06	6.25	4.75 - 8.46	-	-	31	-	-	20	3	11	6	3	2	7	8	6	2	-	-	-	-	-	-	-	-	
Medium Truck	255	8.41	8.32	8.00 - 8.50	-	-	-	-	-	-	4	-	1	50	32	6	3	2	2	-	-	-	-	-	-	-	-	
Private industry	226	8.32	8.18	8.00 - 8.50	-	-	-	-	-	-	5	-	1	53	32	4	2	(²)	2	-	-	-	-	-	-	-	-	
State and local government	29	9.11	8.83	8.49 - 9.45	-	-	-	-	-	-	-	-	3	24	31	21	10	10	-	-	-	-	-	-	-	-	-	
Heavy Truck:																												
Private industry:																												
Service-producing industries	1,151	12.11	9.05	8.20 - 17.71	-	-	-	-	-	-	-	5	10	17	13	7	1	2	-	5	3	-	-	35	-	-		
Transportation and utilities	1,133	12.17	9.50	8.25 - 17.71	-	-	-	-	-	-	-	5	11	16	14	7	1	2	-	5	3	-	-	36	-	-		
State and local government	207	10.81	10.80	9.09 - 12.92	-	-	-	-	-	-	-	3	12	4	5	12	15	9	19	20	-	-	-	-	-	-		
Tractor Trailer	3,028	12.91	12.90	11.30 - 14.81	-	-	-	-	-	-	-	-	1	3	2	10	5	14	16	3	27	2	17	-	(²)	-		
Private industry	3,022	12.92	12.90	11.30 - 14.81	-	-	-	-	-	-	-	-	1	3	2	10	5	14	16	3	27	2	17	-	(²)	-		
Goods-producing industries	389	11.46	11.30	9.33 - 13.50	-	-	-	-	-	-	-	-	-	-	4	31	4	34	2	4	22	(²)	-	-	(²)	-		
Manufacturing	328	11.64	11.30	9.33 - 14.64	-	-	-	-	-	-	-	-	-	-	2	28	3	40	1	-	26	(²)	-	-	(²)	-		
Service-producing industries	2,633	13.14	13.90	11.65 - 14.81	-	-	-	-	-	-	-	-	1	3	2	7	5	11	18	3	28	2	20	-	-	-		
Transportation and utilities	1,728	13.75	14.27	12.10 - 16.00	-	-	-	-	-	-	-	-	-	-	(²)	5	5	12	16	2	25	3	30	-	-	-		

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, Charlotte-Gastonia-Rock Hill, NC-SC., October, 1995

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	11	9	-	12	21	9	9	3	17	14
In establishments providing paid holidays	89	91	100	88	79	91	91	97	83	86
Number of holidays:										
2 holidays	1	1	-	1	-	2	2	-	4	-
3 holidays	-	-	-	-	-	(¹)	(¹)	1	-	-
4 holidays	(¹)	(¹)	1	(¹)	-	3	3	5	-	-
5 holidays	1	2	2	2	-	3	4	4	3	(¹)
6 holidays	6	7	9	7	2	10	11	9	15	1
Plus 1 half day	(¹)	(¹)	-	1	-	(¹)	1	-	1	-
7 holidays	18	21	12	24	4	22	24	24	24	2
Plus 1 half day	(¹)	(¹)	-	(¹)	-	(¹)	(¹)	-	(¹)	-
8 holidays	9	11	14	10	(¹)	14	15	17	12	3
9 holidays	18	19	8	23	12	7	7	9	4	8
Plus 1 half day	(¹)	(¹)	-	(¹)	-	1	1	-	2	-
Plus 2 half days	(¹)	(¹)	-	(¹)	-	1	1	-	2	-
10 holidays	20	20	37	13	20	14	11	11	12	43
11 holidays	9	4	10	2	30	8	7	9	3	19
12 holidays	4	3	5	2	11	3	3	5	(¹)	10
13 holidays	1	1	3	-	-	2	3	4	-	-
18 holidays	(¹)	(¹)	-	(¹)	-	(¹)	(¹)	-	(¹)	-
More than 20 holidays	(¹)	(¹)	-	(¹)	-	(¹)	(¹)	-	(¹)	-
Total paid holiday time ²										
2 days or more	89	91	100	88	79	91	91	97	83	86
3 days or more	88	90	100	86	79	89	89	97	79	86
4 days or more	88	90	100	86	79	89	89	96	79	86
5 days or more	88	90	99	86	79	86	86	91	79	86
6 days or more	86	88	97	85	79	83	82	87	76	86
7 days or more	79	80	88	77	77	72	71	78	60	85
8 days or more	61	58	76	52	73	49	46	54	36	83
9 days or more	52	47	62	42	73	35	32	37	24	80
10 days or more	34	28	55	18	62	28	24	28	17	72
11 days or more	14	8	18	5	41	13	12	18	4	29
12 days or more	5	4	8	2	11	6	5	9	(¹)	10
13 days or more	1	1	3	(¹)	-	2	3	4	(¹)	-
14 days or more	(¹)	(¹)	-	(¹)	-	(¹)	(¹)	-	(¹)	-
15 days or more	(¹)	(¹)	-	(¹)	-	(¹)	(¹)	-	(¹)	-
16 days or more	(¹)	(¹)	-	(¹)	-	(¹)	(¹)	-	(¹)	-
17 days or more	(¹)	(¹)	-	(¹)	-	(¹)	(¹)	-	(¹)	-
18 days or more	(¹)	(¹)	-	(¹)	-	(¹)	(¹)	-	(¹)	-
19 days or more	(¹)	(¹)	-	(¹)	-	(¹)	(¹)	-	(¹)	-
20 days or more	(¹)	(¹)	-	(¹)	-	(¹)	(¹)	-	(¹)	-
Average number of paid holidays where provided (in days)	8.8	8.5	9.1	8.2	10.3	8.1	7.9	8.2	7.5	10.2

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, Charlotte-Gastonia-Rock Hill, NC-SC., October, 1995

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	-	-	-	-	-	3	4	5	2	-
In establishments providing paid vacations	100	100	100	100	100	97	96	95	98	100
Length-of-time payment	99	99	98	100	100	85	84	73	98	100
Percentage payment	(¹)	1	2	-	-	12	13	22	-	-
By vacation pay provisions for: ²										
Six months of service:										
Under 1 week	4	5	8	3	-	9	9	14	2	-
1 week	51	54	56	54	37	21	19	20	19	46
Over 1 and under 2 weeks	11	5	(¹)	7	37	2	(¹)	-	1	26
2 weeks	3	3	3	3	-	1	1	-	2	-
Over 2 and under 3 weeks	(¹)	-	-	-	1	(¹)	-	-	-	(¹)
3 weeks	(¹)	(¹)	-	(¹)	-	(¹)	(¹)	-	(¹)	-
Over 3 and under 4 weeks	1	1	-	1	-	(¹)	1	-	1	-
Over 5 and under 6 weeks	2	2	-	3	-	(¹)	(¹)	-	1	-
1 year of service:										
1 week	19	22	22	22	3	51	54	54	56	9
Over 1 and under 2 weeks	(¹)	(¹)	-	(¹)	-	3	3	-	7	-
2 weeks	63	68	77	65	37	36	35	41	26	47
Over 2 and under 3 weeks	12	3	-	3	54	3	(¹)	-	(¹)	38
3 weeks	3	2	1	3	5	1	1	(¹)	1	2
Over 3 and under 4 weeks	(¹)	(¹)	-	(¹)	-	(¹)	(¹)	-	1	-
4 weeks	(¹)	(¹)	-	1	-	(¹)	(¹)	-	1	-
Over 4 and under 5 weeks	1	1	-	1	1	(¹)	(¹)	-	(¹)	(¹)
Over 5 and under 6 weeks	2	3	-	4	-	2	2	-	6	-
2 years of service:										
1 week	8	10	13	9	(¹)	32	34	36	32	(¹)
Over 1 and under 2 weeks	(¹)	(¹)	2	-	-	2	2	3	2	-
2 weeks	64	76	85	73	12	52	53	56	50	37
Over 2 and under 3 weeks	11	(¹)	-	(¹)	59	5	2	-	5	42
3 weeks	9	9	1	12	8	1	1	(¹)	1	4
Over 3 and under 4 weeks	(¹)	(¹)	-	(¹)	-	(¹)	(¹)	-	1	-
4 weeks	(¹)	(¹)	-	1	-	(¹)	(¹)	-	1	-
Over 4 and under 5 weeks	1	1	-	1	1	(¹)	(¹)	-	(¹)	(¹)
Over 5 and under 6 weeks	6	3	-	4	20	3	2	-	6	13
3 years of service:										
1 week	2	2	5	1	-	19	20	29	9	-
Over 1 and under 2 weeks	(¹)	(¹)	2	-	-	2	2	3	-	-
2 weeks	68	81	89	78	12	64	66	62	72	37
Over 2 and under 3 weeks	11	1	2	(¹)	58	7	4	2	8	42
3 weeks	7	7	3	8	8	1	1	(¹)	2	4
Over 3 and under 4 weeks	(¹)	(¹)	-	(¹)	1	(¹)	(¹)	-	1	(¹)
4 weeks	4	5	-	6	-	(¹)	(¹)	-	1	-
Over 4 and under 5 weeks	1	1	-	1	-	(¹)	(¹)	-	(¹)	-
5 weeks	(¹)	-	-	-	1	(¹)	-	-	-	(¹)

See footnotes at end of table.

Table B-2. Annual paid vacation provisions for full-time workers, Charlotte-Gastonia-Rock Hill, NC-SC., October, 1995 — 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:										
Over 5 and under 6 weeks	6	3	-	4	20	3	2	-	6	13
4 years of service:										
1 week	1	2	3	1	-	18	19	27	9	-
Over 1 and under 2 weeks	(1)	(1)	2	-	-	2	2	3	-	-
2 weeks	68	81	91	78	12	64	66	64	70	37
Over 2 and under 3 weeks	10	1	2	1	52	7	4	2	8	40
3 weeks	8	7	3	9	14	2	2	(1)	4	6
Over 3 and under 4 weeks	(1)	(1)	-	(1)	1	(1)	(1)	-	1	(1)
4 weeks	(1)	(1)	-	1	-	(1)	(1)	-	1	-
Over 4 and under 5 weeks	1	1	-	1	-	(1)	(1)	-	(1)	-
5 weeks	4	4	-	6	1	(1)	(1)	-	(1)	(1)
Over 5 and under 6 weeks	4	1	-	1	20	3	2	-	5	13
6 weeks	2	2	-	3	-	(1)	(1)	-	1	-
5 years of service:										
1 week	1	1	(1)	1	-	6	7	7	6	-
Over 1 and under 2 weeks	(1)	(1)	2	-	-	2	2	3	-	-
2 weeks	35	42	44	41	5	50	53	51	55	14
Over 2 and under 3 weeks	3	2	2	2	6	4	4	2	7	4
3 weeks	41	42	51	39	37	29	27	32	20	45
Over 3 and under 4 weeks	7	2	-	3	31	2	1	-	2	23
4 weeks	1	1	(1)	2	-	(1)	(1)	(1)	(1)	-
Over 4 and under 5 weeks	(1)	(1)	-	(1)	-	(1)	(1)	-	1	-
5 weeks	(1)	(1)	-	(1)	1	(1)	(1)	-	1	(1)
Over 5 and under 6 weeks	1	1	-	2	-	2	2	-	5	(1)
6 weeks	7	4	-	6	20	1	(1)	-	(1)	13
Over 6 and under 7 weeks	2	2	-	3	-	(1)	(1)	-	1	-
8 years of service:										
1 week	1	1	1	1	-	7	8	8	6	-
Over 1 and under 2 weeks	-	-	-	-	-	(1)	(1)	1	-	-
2 weeks	22	25	31	23	5	32	34	35	32	13
Over 2 and under 3 weeks	4	4	1	5	6	1	1	-	2	4
3 weeks	53	57	67	54	37	46	46	51	40	46
Over 3 and under 4 weeks	8	2	-	3	31	4	3	-	7	23
4 weeks	2	2	(1)	3	-	1	1	(1)	2	-
Over 4 and under 5 weeks	(1)	(1)	-	(1)	-	(1)	(1)	-	1	-
5 weeks	(1)	(1)	-	(1)	-	(1)	(1)	-	1	-
Over 5 and under 6 weeks	1	1	-	2	1	2	2	-	5	(1)
6 weeks	-	-	-	-	-	(1)	(1)	-	1	-
Over 6 and under 7 weeks	9	7	-	9	20	1	(1)	-	(1)	13
10 years of service:										
1 week	1	1	(1)	1	-	5	6	6	6	-
Over 1 and under 2 weeks	(1)	(1)	1	-	-	1	1	2	-	-
2 weeks	6	7	15	4	-	20	21	26	14	3
Over 2 and under 3 weeks	1	1	-	1	2	(1)	-	-	-	(1)

See footnotes at end of table.

Table B-2. Annual paid vacation provisions for full-time workers, Charlotte-Gastonia-Rock Hill, NC-SC., October, 1995 — 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:										
3 weeks	49	56	60	55	18	54	57	57	58	21
Over 3 and under 4 weeks	14	10	3	13	34	7	3	1	7	46
4 weeks	16	14	21	11	26	6	5	4	6	16
Over 4 and under 5 weeks	2	2	-	3	-	-	-	-	-	-
5 weeks	(1)	(1)	-	(1)	-	(1)	(1)	-	(1)	-
Over 5 and under 6 weeks	(1)	(1)	-	(1)	-	(1)	(1)	-	1	-
6 weeks	(1)	(1)	-	(1)	-	2	3	-	6	-
Over 6 and under 7 weeks	10	8	-	10	21	1	(1)	-	1	14
12 years of service:										
1 week	1	1	(1)	1	-	5	6	6	6	-
Over 1 and under 2 weeks	(1)	(1)	1	-	-	1	1	2	-	-
2 weeks	5	6	11	4	-	18	19	23	14	3
Over 2 and under 3 weeks	1	1	1	1	-	(1)	(1)	1	-	(1)
3 weeks	46	54	60	52	12	52	55	57	53	17
Over 3 and under 4 weeks	16	12	3	15	38	7	4	1	8	48
4 weeks	18	16	25	12	29	9	8	7	9	18
Over 4 and under 5 weeks	2	2	-	3	1	(1)	-	-	-	(1)
5 weeks	(1)	(1)	-	(1)	-	(1)	(1)	-	(1)	-
Over 5 and under 6 weeks	(1)	(1)	-	(1)	-	(1)	(1)	-	1	-
6 weeks	(1)	(1)	-	(1)	-	(1)	(1)	-	1	-
Over 6 and under 7 weeks	10	8	-	11	21	3	3	-	6	14
15 years of service:										
1 week	1	1	(1)	1	-	5	6	6	6	-
Over 1 and under 2 weeks	(1)	(1)	1	-	-	1	1	2	-	-
2 weeks	5	6	10	4	-	12	13	11	14	3
Over 2 and under 3 weeks	-	-	-	-	-	(1)	-	-	-	(1)
3 weeks	25	30	35	29	2	37	40	47	30	4
Over 3 and under 4 weeks	3	3	1	3	6	1	1	-	2	6
4 weeks	41	47	53	45	11	31	31	29	33	33
Over 4 and under 5 weeks	11	(1)	-	(1)	60	5	2	-	5	40
5 weeks	3	4	-	6	-	(1)	(1)	-	(1)	-
Over 5 and under 6 weeks	(1)	(1)	-	(1)	-	(1)	(1)	-	(1)	-
6 weeks	(1)	(1)	-	(1)	-	(1)	(1)	-	1	-
Over 6 and under 7 weeks	5	1	-	2	21	4	3	-	6	14
7 weeks	5	7	-	9	-	(1)	(1)	-	1	-
20 years of service:										
1 week	1	1	(1)	1	-	5	6	6	6	-
Over 1 and under 2 weeks	(1)	(1)	1	-	-	1	1	2	-	-
2 weeks	5	6	9	4	-	12	12	11	14	3
Over 2 and under 3 weeks	-	-	-	-	-	(1)	-	-	-	(1)
3 weeks	18	22	24	21	(1)	25	27	31	21	(1)
Over 3 and under 4 weeks	1	1	-	1	3	1	1	-	2	2
4 weeks	43	51	41	54	12	36	36	35	37	37
Over 4 and under 5 weeks	6	(1)	-	(1)	29	1	-	-	-	19
5 weeks	9	11	24	7	(1)	8	9	11	5	(1)

See footnotes at end of table.

Table B-2. Annual paid vacation provisions for full-time workers, Charlotte-Gastonia-Rock Hill, NC-SC., October, 1995 — 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										
20 years of service:										
Over 5 and under 6 weeks	7	(¹)	-	(¹)	34	4	2	-	5	26
6 weeks	(¹)	(¹)	-	(¹)	-	(¹)	(¹)	-	1	-
Over 6 and under 7 weeks	5	1	-	2	20	2	1	-	1	13
7 weeks	6	7	-	9	-	2	2	-	6	-
Over 7 and under 8 weeks	(¹)	-	-	-	1	(¹)	-	-	-	(¹)
25 years of service:										
1 week	1	1	(¹)	1	-	5	6	6	6	-
Over 1 and under 2 weeks	(¹)	(¹)	1	-	-	1	1	2	-	-
2 weeks	5	6	9	4	-	12	12	11	14	3
Over 2 and under 3 weeks	-	-	-	-	-	(¹)	-	-	-	(¹)
3 weeks	15	19	16	19	(¹)	23	25	27	21	(¹)
Over 3 and under 4 weeks	1	(¹)	-	(¹)	3	1	1	-	2	2
4 weeks	37	43	43	43	12	29	29	34	21	37
Over 4 and under 5 weeks	5	(¹)	-	(¹)	28	1	-	-	-	18
5 weeks	18	22	28	20	(¹)	13	14	10	19	(¹)
Over 5 and under 6 weeks	6	(¹)	-	(¹)	30	4	2	-	5	23
6 weeks	2	1	3	(¹)	5	4	5	6	2	2
Over 6 and under 7 weeks	5	1	-	2	20	2	1	-	1	13
7 weeks	6	7	-	9	-	2	2	-	6	-
Over 7 and under 8 weeks	(¹)	-	-	-	1	(¹)	-	-	-	(¹)
30 years of service:										
1 week	1	1	(¹)	1	-	5	6	6	6	-
Over 1 and under 2 weeks	(¹)	(¹)	1	-	-	1	1	2	-	-
2 weeks	5	6	9	4	-	12	12	11	14	3
Over 2 and under 3 weeks	-	-	-	-	-	(¹)	-	-	-	(¹)
3 weeks	15	19	16	19	(¹)	23	25	27	21	(¹)
Over 3 and under 4 weeks	1	(¹)	-	(¹)	3	1	1	-	2	2
4 weeks	37	43	43	43	12	29	29	34	21	37
Over 4 and under 5 weeks	5	(¹)	-	(¹)	28	1	-	-	-	18
5 weeks	17	20	22	20	(¹)	12	13	9	19	(¹)
Over 5 and under 6 weeks	6	(¹)	-	(¹)	30	4	2	-	5	23
6 weeks	3	2	8	(¹)	5	4	4	5	2	2
Over 6 and under 7 weeks	5	1	-	2	20	2	1	-	1	13
7 weeks	6	7	(¹)	9	-	3	3	2	6	-
Over 7 and under 8 weeks	(¹)	-	-	-	1	(¹)	-	-	-	(¹)
Maximum vacation available:										
1 week	1	1	(¹)	1	-	5	6	6	6	-
Over 1 and under 2 weeks	(¹)	(¹)	1	-	-	1	1	2	-	-
2 weeks	4	5	6	4	-	12	12	11	14	3
Over 2 and under 3 weeks	-	-	-	-	-	(¹)	-	-	-	(¹)
3 weeks	16	19	19	19	(¹)	23	25	27	21	(¹)
Over 3 and under 4 weeks	1	(¹)	-	(¹)	3	1	1	-	2	2
4 weeks	37	43	43	43	12	29	29	34	21	37
Over 4 and under 5 weeks	5	(¹)	-	(¹)	28	1	-	-	-	18
5 weeks	17	20	22	20	(¹)	12	13	9	19	(¹)

See footnotes at end of table.

Table B-2. Annual paid vacation provisions for full-time workers, Charlotte-Gastonia-Rock Hill, NC-SC., October, 1995 — 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										
Maximum vacation available:										
Over 5 and under 6 weeks	6	(¹)	-	(¹)	30	4	2	-	5	23
6 weeks	3	2	8	(¹)	5	4	4	5	2	2
Over 6 and under 7 weeks	5	1	-	2	20	2	1	-	1	13
7 weeks	6	7	(¹)	9	-	3	3	2	6	-
Over 7 and under 8 weeks	(¹)	-	-	-	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, Charlotte-Gastonia-Rock Hill, NC-SC., October, 1995

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	97	97	100	93	97
Life insurance	98	98	96	99	99	94	94	97	89	97
Wholly employer financed	73	69	92	61	89	74	73	76	68	89
Accidental death and dismemberment insurance	82	87	84	88	65	79	80	83	75	75
Wholly employer financed	54	52	76	43	63	61	60	62	58	74
Sickness and accident insurance or sick leave or both	95	94	89	95	99	77	75	80	69	96
Sickness and accident insurance	61	57	65	54	75	66	64	78	45	78
Wholly employer financed	48	47	61	42	53	54	53	62	40	64
Sick leave (full pay, no waiting period)	71	69	74	68	79	37	33	25	44	83
Sick leave (partial pay or waiting period)	2	2	2	2	-	4	4	2	7	-
Long-term disability insurance	73	74	75	74	69	48	47	44	53	52
Wholly employer financed	46	45	60	40	50	35	34	37	31	41
Hospitalization, surgical, and medical insurance	95	95	97	94	97	93	93	97	87	95
Wholly employer financed	40	34	33	34	68	32	30	35	23	54
Health maintenance organizations	37	38	29	42	30	24	25	29	19	18
Wholly employer financed	5	5	9	4	3	6	6	6	6	2
Dental care	74	78	83	76	57	73	74	76	72	65
Wholly employer financed	22	21	23	20	28	24	24	23	25	24
Vision care	20	19	15	20	23	19	18	15	22	21
Wholly employer financed	9	8	9	8	14	9	9	6	13	13
Hearing care	3	4	12	1	-	10	11	14	6	-
Wholly employer financed	2	2	9	-	-	6	6	7	5	-
Alcohol and drug abuse treatment	99	99	99	99	100	96	96	99	91	97
Wholly employer financed	41	34	32	35	71	33	31	35	27	56
Retirement benefits ²	94	92	97	90	99	89	88	94	80	97
Wholly employer financed	64	70	74	68	40	63	66	75	54	28
Defined benefit	63	58	59	58	85	56	53	59	45	86
Wholly employer financed	53	56	58	56	39	51	53	59	45	26
Defined contribution	74	79	77	80	54	73	76	85	63	44
Wholly employer financed	11	14	17	12	1	14	15	18	11	2

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 Charlotte-Gastonia-Rock Hill, NC-SC 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 Charlotte-Gastonia-Rock Hill, NC-SC Metropolitan Statistical Area (September 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 Charlotte-Gastonia-Rock Hill, NC-SC Metropolitan Statistical Area. Collection for the survey was from August 1995 through January 1996 and reflects an average payroll reference month of October 1995. Data obtained for a payroll period prior to the end of October 1995 were updated to include general wage changes, if granted, scheduled to be effective through that date.

Occupational pay

Occupational pay data are shown for full-time workers, i.e., those hired to work a regular weekly schedule. Pay data exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Also excluded are bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses. Pay increases—but not bonuses—under cost-of-living allowance clauses and incentive payments, however, are included in the pay data.

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

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

The *mean* is computed for each job by totaling the pay of all workers and dividing by the number of workers. The *median* designates position—one-half of the workers receive the same as or more and one-half receive the same as or less than the rate shown. The *middle range* is defined by two rates of pay; one-fourth of the workers earn the same as or less than the lower of these rates and one-fourth earn the same as or more than the higher rate. Medians and middle ranges are not provided when they do not meet reliability criteria.

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

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

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

Survey nonresponse

Data were not available from 17.2 percent of the sample establishments (representing 91,729 employees covered by the survey). An additional 2.3 percent of the sample establishments (representing 5,547 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 statistics in this bulletin are derived from a probability sample. There are two types of errors possible in an estimate based on a sample survey—sampling and nonsampling.

Sampling errors occur because observations come only from a sample, not the entire population. The particular sample used in this survey is one of a number of all possible samples of the same size that could have been selected using the sample design. Estimates derived from the different samples would differ from each other. 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	2.2
1 and under 3 percent	58.1
3 and under 5 percent	34.9
5 percent and over	4.8

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.

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, Charlotte-Gastonia-Rock Hill, NC-SC¹, October, 1995

Industry division ²	Number of establishments		Workers in establishments				
	Within scope of survey ³	Studied	Within scope of survey				Studied ⁴
			Total ⁴		Full-time white-collar workers	Full-time blue-collar workers	
			Number	Percent			
All divisions	1,784	269	422,644	100	156,682	181,078	168,866
Private industry	1,716	232	355,981	84	129,102	168,393	113,063
Goods producing	642	83	134,989	32	33,920	98,134	38,342
Manufacturing	539	69	123,788	29	31,317	90,818	35,613
Construction ⁵	101	12	10,934	3	2,530	7,122	2,462
Service producing	1,074	149	220,992	52	95,182	70,259	74,721
Transportation, communication, electric, gas, and sanitary services ⁶	200	30	39,073	9	15,249	22,712	18,979
Wholesale trade ⁷	143	11	14,305	3	5,279	8,731	1,722
Retail trade ⁷	244	13	60,521	14	18,841	16,834	12,496
Finance, insurance, and real estate ⁷	104	15	30,494	7	23,181	1,557	11,766
Services ⁷	383	80	76,599	18	32,632	20,425	29,758
State and local government	68	37	66,663	16	27,580	12,685	55,803

¹ The Charlotte-Gastonia-Rock Hill, NC Metropolitan Statistical Area, as defined by the Office of Management and Budget through June 1994, consists of Cabarrus, Gaston, Lincoln, Mecklenburg, Rowan, and Union Counties, NC; and York County, SC. 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.