

Occupational Compensation Survey: Pay and Benefits

**Seattle–Tacoma–Bremerton, WA,
Consolidated Metropolitan Area,
November 1995**



U.S. Department of Labor
Bureau of Labor Statistics

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Preface

This bulletin provides results of a November 1995 survey of occupational pay and employee benefits in the Seattle—Tacoma—Bremerton Consolidated Metropolitan Statistical Area. This survey was conducted as part of the U.S. Bureau of Labor Statistics Occupational Compensation Survey Program. Data from this program are for use in implementing the Federal Employees Pay Comparability Act of 1990. The survey was conducted by the Bureau's regional office in San Francisco, under the direction of Caryl L. O'Keefe, Assistant Regional Commissioner for Operations.

The survey could not have been conducted without the cooperation of the many private firms and government jurisdictions that provided pay 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 San Francisco Regional Office at (415) 975-4350. 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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Seattle–Tacoma–Bremerton, WA, Consolidated Metropolitan Area, November 1995



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

Bureau of Labor Statistics
Katharine G. Abraham,
Commissioner

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Introduction

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

A major objective of the Occupational Compensation Survey Program is to describe the level and distribution of occupational pay in a variety of the Nation's local labor markets, using a consistent survey approach. Another Program objective is to provide information on the incidence of employee benefits among and within local labor markets.

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, Seattle-Tacoma-Bremerton, WA, November 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	350 and under 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 1900	1900 and over	
PROFESSIONAL OCCUPATIONS																											
Accountants	3,664	39.8	\$743	\$700	\$608 - \$840	(³)	1	4	9	9	15	12	9	9	13	8	5	3	1	1	(³)	(³)	(³)	(³)	(³)	(³)	—
Private industry	2,700	39.8	765	718	615 - 885	1	1	4	8	7	13	12	7	9	14	9	7	4	1	1	(³)	(³)	(³)	(³)	(³)	(³)	—
Goods-producing industries	885	40.0	834	803	649 - 1,000	—	(³)	1	9	8	7	7	7	10	17	10	12	7	3	1	(³)	(³)	—	(³)	(³)	—	
Manufacturing	852	40.0	837	820	644 - 1,000	—	(³)	1	9	9	7	7	7	7	17	10	12	8	3	1	(³)	(³)	—	(³)	(³)	—	
Service-producing industries	1,815	39.7	732	683	606 - 825	1	2	5	8	7	16	15	7	8	13	9	4	2	(³)	1	(³)	1	(³)	—	(³)	—	
State and local government	964	39.8	681	654	593 - 753	—	1	4	10	13	22	10	15	9	8	5	2	1	1	(³)	—	—	—	—	—	—	
Level 1	209	40.0	488	471	437 - 527	8	18	36	19	18	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
Private industry	152	40.0	479	471	420 - 511	11	21	32	22	13	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
Service-producing industries	142	40.0	475	471	420 - 510	11	22	34	22	9	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
Level 2	1,472	39.8	615	615	552 - 654	—	1	4	18	18	33	13	7	2	5	(³)	—	—	—	—	—	—	—	—	—	—	
Private industry	963	39.8	618	615	551 - 662	—	1	5	18	17	29	15	6	2	7	(³)	—	—	—	—	—	—	—	—	—	—	
Goods-producing industries	340	40.0	643	612	550 - 721	—	—	2	23	20	15	9	7	5	18	—	—	—	—	—	—	—	—	—	—	—	
Manufacturing	331	40.0	642	606	550 - 714	—	—	2	23	21	16	10	7	3	18	—	—	—	—	—	—	—	—	—	—	—	
Service-producing industries	623	39.6	604	615	554 - 648	—	1	7	16	15	36	18	6	1	(³)	(³)	—	—	—	—	—	—	—	—	—	—	
State and local government	509	39.8	610	623	552 - 623	—	—	2	17	20	40	9	8	2	2	—	—	—	—	—	—	—	—	—	—	—	
Level 3	1,297	39.9	810	789	707 - 886	—	—	—	—	(³)	4	15	15	20	24	13	6	3	—	—	—	—	—	—	—	—	
Private industry	953	39.9	826	800	727 - 904	—	—	—	—	—	4	15	9	19	27	14	7	4	—	—	—	—	—	—	—	—	
Goods-producing industries	308	40.0	921	913	769 - 1,096	—	—	—	—	—	2	4	6	17	19	20	19	13	—	—	—	—	—	—	—	—	
Manufacturing	284	40.0	932	935	803 - 1,096	—	—	—	—	—	2	4	7	11	21	21	20	14	—	—	—	—	—	—	—	—	
Service-producing industries	645	39.8	781	789	692 - 845	—	—	—	—	—	5	21	11	20	31	11	2	—	—	—	—	—	—	—	—	—	
State and local government	344	39.8	766	748	705 - 816	—	—	—	—	1	3	15	32	22	15	10	2	—	—	—	—	—	—	—	—	—	
Level 4	466	39.8	976	932	863 - 1,096	—	—	—	—	—	—	3	5	6	16	29	19	11	6	4	(³)	(³)	—	(³)	(³)	—	
Private industry	418	39.8	979	925	865 - 1,096	—	—	—	—	—	—	4	6	6	15	28	19	11	6	5	(³)	(³)	—	(³)	(³)	—	
Service-producing industries	231	39.7	979	904	904 - 1,069	—	—	—	—	—	—	—	3	3	15	41	23	8	3	5	—	—	—	—	—	—	
State and local government	48	39.6	955	937	854 - 1,023	—	—	—	—	—	—	—	8	4	27	35	17	10	4	—	—	—	—	—	—	—	
Level 5	100	39.8	1,268	1,201	1,110 - 1,385	—	—	—	—	—	—	—	—	—	—	—	25	25	15	15	3	6	9	2	—	—	
Private industry	94	39.9	1,267	1,172	1,096 - 1,385	—	—	—	—	—	—	—	—	—	—	—	27	27	11	15	3	6	10	2	—	—	
Service-producing industries	54	39.8	1,328	—	—	—	—	—	—	—	—	—	—	—	—	—	6	44	2	20	2	9	17	—	—	—	
State and local government	6	39.2	1,284	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	83	17	—	—	—	—	—	—	
Attorneys	1,145	38.6	1,139	1,113	894 - 1,335	—	—	—	1	(³)	3	4	5	4	8	12	11	14	10	10	5	4	2	3	1	3	
Private industry	197	39.7	1,533	1,442	1,269 - 1,740	—	—	—	—	—	—	—	—	—	—	1	5	11	11	20	10	4	6	11	3	19	
Service-producing industries	171	39.6	1,488	1,365	1,250 - 1,729	—	—	—	—	—	—	—	—	—	—	—	5	13	11	23	12	5	6	6	2	17	
State and local government	948	38.4	1,057	1,044	848 - 1,216	—	—	—	1	(³)	3	5	6	5	10	15	12	14	10	7	4	4	1	1	1	(³)	
Level 1	155	37.3	698	687	645 - 748	—	—	—	6	1	19	28	23	10	12	1	—	—	—	—	—	—	—	—	—	—	
State and local government	155	37.3	698	687	645 - 748	—	—	—	6	1	19	28	23	10	12	1	—	—	—	—	—	—	—	—	—	—	
Level 2	372	38.4	957	947	837 - 1,059	—	—	—	—	—	—	1	6	8	21	31	15	13	2	2	(³)	—	—	—	—	—	
State and local government	351	38.3	945	931	831 - 1,031	—	—	—	—	—	—	1	7	8	23	32	14	11	2	3	—	—	—	—	—	—	
Level 3	417	39.0	1,230	1,206	1,119 - 1,333	—	—	—	—	—	—	—	—	—	—	—	6	16	25	24	7	2	1	(³)	(³)	1	
Private industry	99	39.9	1,395	1,348	1,296 - 1,481	—	—	—	—	—	—	—	—	—	—	—	—	9	16	40	16	7	5	1	1	4	
Service-producing industries	97	39.9	1,398	1,350	1,308 - 1,481	—	—	—	—	—	—	—	—	—	—	—	—	9	14	41	16	7	5	1	1	4	
State and local government	318	38.8	1,178	1,177	1,085 - 1,262	—	—	—	—	—	—	—	—	—	—	—	8	20	30	26	10	4	1	—	—	—	

See footnotes at end of table.

Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Seattle-Tacoma-Bremerton, WA, November 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	350 and under 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 1900	1900 and over
Level 4	146	39.2	\$1,570	\$1,539	\$1,402 - \$1,662	-	-	-	-	-	-	-	-	-	-	-	-	-	5	19	15	26	12	12	4	8
State and local government	114	39.0	1,488	1,494	1,385 - 1,569	-	-	-	-	-	-	-	-	-	-	-	-	-	6	25	19	32	10	5	3	-
Level 5:																										
State and local government	9	38.3	1,789	-	- - -	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	22	33	33	11
Engineers:																										
State and local government	2,188	39.9	951	931	797 - 1,062	-	-	-	(³)	(³)	(³)	1	4	21	19	22	15	10	5	1	1	(³)	-	(³)	(³)	-
Level 1:																										
Private industry:																										
Service-producing industries	147	40.0	619	577	577 - 674	-	-	-	-	52	21	26	-	1	-	-	-	-	-	-	-	-	-	-	-	-
Level 2:																										
Private industry:																										
Service-producing industries	302	40.0	800	802	742 - 814	-	-	-	-	(³)	(³)	8	17	18	47	-	8	-	1	-	-	-	-	-	-	-
State and local government	558	40.0	797	797	797 - 797	-	-	-	-	-	(³)	1	6	79	11	3	-	-	-	-	-	-	-	-	-	-
Level 3:																										
Private industry:																										
Service-producing industries	782	39.9	906	894	819 - 978	-	-	-	-	-	-	(³)	4	18	31	26	15	6	(³)	-	-	-	-	-	-	-
State and local government	673	40.0	925	889	880 - 978	-	-	-	-	-	-	(³)	(³)	2	51	36	7	4	-	-	-	-	-	-	-	-
Level 4:																										
Private industry:																										
Service-producing industries	602	40.0	1,118	1,093	1,029 - 1,184	-	-	-	-	-	-	-	-	-	-	15	39	23	12	9	2	-	-	-	-	-
State and local government	762	39.8	1,058	1,063	972 - 1,127	-	-	-	-	-	-	-	-	(³)	1	30	37	23	8	1	-	-	-	-	-	-
Level 5:																										
Private industry:																										
Service-producing industries	496	40.0	1,300	1,309	1,145 - 1,448	-	-	-	-	-	-	-	-	-	-	-	21	11	18	17	27	5	2	-	-	-
State and local government	109	39.7	1,291	1,274	1,204 - 1,361	-	-	-	-	-	-	-	-	-	-	-	2	19	43	14	17	4	-	1	-	-
Level 6:																										
Private industry:																										
Service-producing industries	287	40.0	1,546	1,489	1,362 - 1,692	-	-	-	-	-	-	-	-	-	-	-	-	-	-	42	8	-	30	8	11	1
Scientists	5,816	40.0	992	962	765 - 1,173	(³)	(³)	3	2	3	6	4	5	7	11	14	14	9	9	4	3	3	2	1	1	1
Private industry	5,161	40.0	1,012	1,000	769 - 1,213	(³)	(³)	3	2	3	6	3	4	5	10	12	14	9	10	5	3	4	2	1	1	1
Goods-producing industries	1,044	40.0	1,004	1,039	742 - 1,203	-	-	3	4	6	6	2	4	3	8	7	18	12	13	2	4	3	1	1	(³)	1
Manufacturing	1,044	40.0	1,004	1,039	742 - 1,203	-	-	3	4	6	6	2	4	3	8	7	18	12	13	2	4	3	1	1	(³)	1
Service-producing industries	4,117	40.0	1,015	984	771 - 1,214	(³)	(³)	3	2	2	6	4	4	6	10	14	13	9	9	6	3	4	3	1	1	1
State and local government	655	39.9	828	838	723 - 925	-	-	2	2	3	4	9	9	19	17	25	8	3	(³)	-	-	-	-	-	-	-
Level 1	416	40.0	570	577	491 - 640	-	3	31	5	19	35	3	3	2	-	-	-	-	-	-	-	-	-	-	-	-
Private industry	361	40.0	567	577	490 - 640	-	4	33	4	19	35	2	2	1	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries	257	40.0	565	577	488 - 642	-	5	35	4	17	30	3	3	2	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Seattle-Tacoma-Bremerton, WA, November 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	350 and under 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 1900	1900 and over		
Director of Personnel	149	39.9	\$1,373	\$1,407	\$1,222 - \$1,438	-	-	-	-	-	-	-	-	-	-	13	7	3	8	14	38	5	3	2	1	5		
State and local government	55	39.9	1,355	1,400	1,166 - 1,480	-	-	-	-	-	-	-	-	-	-	-	20	5	11	11	33	13	4	2	2	-		
Level 2:																												
State and local government	27	40.0	1,366	1,400	1,294 - 1,471	-	-	-	-	-	-	-	-	-	-	-	-	11	22	15	48	4	-	-	-	-		
Level 3:																												
State and local government	14	39.5	1,519	-	- - -	-	-	-	-	-	-	-	-	-	-	-	-	-	-	14	29	36	14	-	7	-		
Tax Collectors:																												
Level 1	7	40.0	539	-	- - -	-	-	14	43	43	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
State and local government	7	40.0	539	-	- - -	-	-	14	43	43	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Level 2	61	39.8	609	608	565 - 655	-	-	-	21	26	11	38	3	-	-	-	-	-	-	-	-	-	-	-	-	-		
State and local government	61	39.8	609	608	565 - 655	-	-	-	21	26	11	38	3	-	-	-	-	-	-	-	-	-	-	-	-	-		
Level 3	48	39.9	734	759	723 - 759	-	-	-	-	-	2	15	27	56	-	-	-	-	-	-	-	-	-	-	-	-		
State and local government	48	39.9	734	759	723 - 759	-	-	-	-	-	2	15	27	56	-	-	-	-	-	-	-	-	-	-	-	-		

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

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

³ Less than 0.5 percent.

⁴ Workers were distributed as follows: 12 percent at \$1,900 and under \$2,000; 2 percent at \$2,000 and under \$2,100; 1 percent at \$2,100 and under \$2,200; 1 percent at \$2,400 and under \$2,500; 1 percent at \$2,500 and under \$2,600; 1 percent at \$2,600 and under \$2,700; and 1 percent at \$2,800 and under \$2,900.

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

Table A-2. All establishments: Weekly hours and pay of technical and protective service occupations, Seattle-Tacoma-Bremerton, WA, November 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	325 and under 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1050	1050 - 1100	1100 - 1150	1150 - 1200	1200 - 1250	
TECHNICAL OCCUPATIONS																											
Computer Operators	965	39.7	\$506	\$503	\$442 - \$564	(³)	7	10	4	6	20	20	18	10	3	3	(³)	-	-	-	-	-	-	-	-	-	-
Private industry	777	39.7	492	480	433 - 555	(³)	8	11	4	6	23	19	16	8	3	1	(³)	-	-	-	-	-	-	-	-	-	-
Goods-producing industries	61	40.0	520	-	- - -	-	10	-	7	2	8	38	25	8	3	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing	61	40.0	520	-	- - -	-	10	-	7	2	8	38	25	8	3	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries	716	39.7	489	480	428 - 552	(³)	8	12	3	6	24	17	16	8	3	1	(³)	-	-	-	-	-	-	-	-	-	
State and local government	188	39.6	565	552	503 - 620	-	-	2	3	4	9	24	23	20	5	10	-	-	-	-	-	-	-	-	-	-	
Level 2	427	39.8	452	453	389 - 506	-	11	21	7	7	28	16	8	1	(³)	-	-	-	-	-	-	-	-	-	-	-	
Private industry	376	39.7	444	452	389 - 480	-	13	24	7	7	29	14	7	-	(³)	-	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries	347	39.7	441	445	389 - 470	-	12	26	6	7	30	13	6	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government	51	39.9	512	520	469 - 560	-	-	4	4	12	24	29	16	10	2	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries	338	39.7	546	550	495 - 580	-	-	-	-	5	19	25	26	16	5	2	1	-	-	-	-	-	-	-	-	-	
Level 3	488	39.6	556	552	500 - 608	-	-	(³)	1	4	16	25	26	18	5	5	1	-	-	-	-	-	-	-	-	-	
Private industry	370	39.7	547	550	500 - 580	-	-	-	-	5	19	25	26	16	5	2	1	-	-	-	-	-	-	-	-	-	
Goods-producing industries	338	39.7	546	550	495 - 580	-	-	-	-	5	21	23	26	17	5	2	1	-	-	-	-	-	-	-	-	-	
State and local government	118	39.4	583	552	527 - 635	-	-	1	3	1	3	25	25	21	4	15	-	-	-	-	-	-	-	-	-	-	
Drafters	1,918	40.0	601	578	508 - 694	3	(³)	(³)	2	2	13	15	23	11	7	9	9	5	2	(³)	-	-	-	-	-	-	
Private industry	1,900	40.0	601	577	506 - 694	3	(³)	(³)	2	2	13	15	23	11	7	9	9	5	2	(³)	-	-	-	-	-	-	
Service-producing industries	444	40.0	628	635	547 - 738	-	(³)	-	2	2	1	20	19	11	9	17	18	-	-	-	-	-	-	-	-	-	
Level 2	599	40.0	499	505	462 - 550	8	-	-	-	5	34	27	17	8	(³)	(³)	-	-	-	-	-	-	-	-	-	-	
Private industry	593	40.0	499	504	462 - 550	8	-	-	-	5	35	27	17	8	(³)	(³)	-	-	-	-	-	-	-	-	-	-	
Level 3	681	40.0	595	573	554 - 620	-	-	-	-	-	2	19	47	15	6	8	2	1	-	-	-	-	-	-	-	-	
Private industry	679	40.0	595	573	554 - 620	-	-	-	-	-	2	19	47	15	6	8	2	1	-	-	-	-	-	-	-	-	
Service-producing industries	156	40.0	605	573	573 - 635	-	-	-	-	-	-	4	55	31	-	10	-	-	-	-	-	-	-	-	-	-	
Engineering Technicians	2,268	40.0	767	771	641 - 882	-	-	-	1	(³)	3	3	8	12	9	10	12	10	12	10	6	5	(³)	-	(³)	-	
State and local government	133	39.7	777	778	702 - 859	-	-	-	-	-	-	5	8	8	4	17	25	4	11	6	3	5	2	-	2	-	
Level 3	535	40.0	642	636	588 - 698	-	-	-	-	-	2	7	23	34	9	13	7	5	-	-	-	-	-	-	-	-	
Private industry	511	40.0	640	636	585 - 687	-	-	-	-	-	2	8	24	35	9	11	7	5	-	-	-	-	-	-	-	-	
Goods-producing industries	413	40.0	643	620	578 - 707	-	-	-	-	-	2	9	24	25	11	13	9	6	-	-	-	-	-	-	-	-	
Manufacturing	406	40.0	644	622	580 - 712	-	-	-	-	-	2	9	23	26	11	13	9	6	-	-	-	-	-	-	-	-	
State and local government	24	40.0	684	702	660 - 705	-	-	-	-	-	-	-	-	17	17	67	-	-	-	-	-	-	-	-	-	-	
Level 4	925	40.0	765	769	694 - 828	-	-	-	-	-	1	4	7	15	15	22	15	15	7	-	-	-	-	-	-	-	
Private industry	875	40.0	763	767	692 - 836	-	-	-	-	-	1	4	8	16	15	19	16	15	7	-	-	-	-	-	-	-	
Goods-producing industries	824	40.0	764	768	691 - 843	-	-	-	-	-	1	4	8	16	13	19	16	16	8	-	-	-	-	-	-	-	
Manufacturing	803	40.0	766	770	689 - 844	-	-	-	-	-	1	4	8	16	13	18	16	16	8	-	-	-	-	-	-	-	
State and local government	50	39.9	788	787	778 - 796	-	-	-	-	-	-	-	-	-	2	12	66	10	10	-	-	-	-	-	-	-	
Level 5:																											
State and local government	21	39.6	904	929	859 - 929	-	-	-	-	-	-	-	-	-	-	-	-	48	38	14	-	-	-	-	-	-	

See footnotes at end of table.

Table A-2. All establishments: Weekly hours and pay of technical and protective service occupations, Seattle-Tacoma-Bremerton, WA, November 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	325 and under 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1050	1050 - 1100	1100 - 1150	1150 - 1200	1200 - 1250	
Engineering Technicians, Civil	934	40.0	\$778	\$776	\$658 - \$866	-	-	-	1	1	(³)	3	4	11	13	10	13	13	11	8	2	4	1	2	(³)	1	
State and local government	647	40.0	786	795	704 - 860	-	-	-	(³)	-	(³)	2	3	10	9	13	18	14	13	11	2	3	(³)	(³)	(³)	-	
Level 1:																											
State and local government	6	40.0	563	-	- - -	-	-	-	33	-	-	17	-	-	50	-	-	-	-	-	-	-	-	-	-	-	
Level 2	101	40.0	617	634	560 - 701	-	-	-	8	8	1	3	15	27	12	14	13	-	-	-	-	-	-	-	-	-	
State and local government	77	40.0	665	651	614 - 723	-	-	-	-	-	1	4	9	35	16	18	17	-	-	-	-	-	-	-	-	-	
Level 3	312	40.0	729	740	638 - 795	-	-	-	-	-	-	8	4	15	12	13	25	16	3	5	-	-	-	-	-	-	
State and local government	256	39.9	758	764	705 - 826	-	-	-	-	-	-	3	2	9	11	16	30	20	4	6	-	-	-	-	-	-	
Level 4	263	40.0	802	828	716 - 860	-	-	-	-	-	-	-	3	6	13	13	9	18	25	10	1	3	1	-	-	-	
State and local government	215	40.0	804	828	716 - 860	-	-	-	-	-	-	-	3	7	7	12	11	18	29	11	1	-	1	-	-	-	
Level 5	137	40.0	908	894	826 - 929	-	-	-	-	-	-	-	-	1	-	5	8	20	18	26	9	1	6	-	-	6	
State and local government	63	40.0	885	929	866 - 929	-	-	-	-	-	-	-	-	2	-	11	2	5	21	57	3	-	-	-	-	-	
Level 6	56	39.9	1,066	-	- - -	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	11	50	-	34	2	4	
State and local government	30	39.8	1,037	1,041	1,038 - 1,041	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	20	67	-	10	3	-	
PROTECTIVE SERVICE OCCUPATIONS																											
Corrections Officers	1,748	40.0	603	565	514 - 672	-	-	-	-	5	14	12	37	4	5	9	2	12	-	-	-	-	-	-	-	-	-
State and local government	1,748	40.0	603	565	514 - 672	-	-	-	-	5	14	12	37	4	5	9	2	12	-	-	-	-	-	-	-	-	-
Firefighters	1,974	48.5	858	855	798 - 906	-	-	-	-	-	-	1	(³)	5	2	7	10	23	20	11	6	7	5	1	1	-	
State and local government	1,893	48.8	866	859	814 - 906	-	-	-	-	-	-	-	(³)	5	2	7	8	24	21	12	6	7	5	1	1	-	
Police Officers	3,353	40.0	855	877	814 - 895	-	-	-	-	-	-	-	1	3	3	6	7	19	41	9	7	2	1	1	-	-	
State and local government	3,353	40.0	855	877	814 - 895	-	-	-	-	-	-	-	1	3	3	6	7	19	41	9	7	2	1	1	-	-	
Level 1	3,067	40.0	851	877	802 - 886	-	-	-	-	-	-	-	1	3	4	6	7	20	39	8	7	2	1	1	-	-	
State and local government	3,067	40.0	851	877	802 - 886	-	-	-	-	-	-	-	1	3	4	6	7	20	39	8	7	2	1	1	-	-	
Level 2	286	40.0	896	900	873 - 906	-	-	-	-	-	-	-	-	-	-	-	-	6	62	28	5	-	-	-	-	-	
State and local government	286	40.0	896	900	873 - 906	-	-	-	-	-	-	-	-	-	-	-	-	6	62	28	5	-	-	-	-	-	

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

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

compute means, medians, and middle ranges.

³ Less than 0.5 percent.

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

Table A-3. All establishments: Weekly hours and pay of clerical occupations, Seattle-Tacoma-Bremerton, WA, November 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 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950
Clerks, Accounting	6,709	39.8	\$430	\$426	\$365 - \$480	-	1	2	1	8	7	9	7	15	10	14	8	11	5	2	(³)	(³)	(³)	(³)	-	-
Private industry	5,661	39.8	415	420	356 - 470	-	1	2	1	9	9	11	8	17	10	13	7	9	2	1	(³)	(³)	-	-	-	-
Goods-producing industries	857	40.0	471	473	439 - 508	-	-	-	-	1	2	7	(³)	8	23	12	17	17	6	5	(³)	-	-	-	-	-
Manufacturing	580	40.0	475	474	426 - 509	-	-	-	-	2	2	10	1	10	10	17	21	11	9	8	1	-	-	-	-	-
Service-producing industries	4,804	39.8	405	414	350 - 456	-	1	2	1	11	10	11	9	19	8	13	6	8	2	(³)	(³)	(³)	-	-	-	-
State and local government	1,048	39.9	512	506	469 - 562	-	-	-	-	(³)	-	2	5	3	8	22	9	24	16	9	3	(³)	(³)	(³)	-	-
Level 2	3,073	39.9	382	375	346 - 420	-	1	1	1	14	15	16	13	22	7	6	3	2	(³)	(³)	-	-	-	-	-	-
Private industry	3,016	39.9	381	375	346 - 420	-	1	1	1	14	15	16	13	22	7	6	3	2	(³)	(³)	-	-	-	-	-	-
Goods-producing industries:																										
Manufacturing	149	40.0	421	409	352 - 489	-	-	-	-	1	6	36	1	11	6	9	25	-	3	3	-	-	-	-	-	-
Service-producing industries	2,860	39.9	379	375	346 - 420	-	1	1	1	15	15	15	14	23	7	6	1	2	-	-	-	-	-	-	-	-
State and local government	57	40.0	453	452	412 - 502	-	-	-	-	4	-	11	11	2	16	14	12	30	2	-	-	-	-	-	-	-
Level 3	2,847	39.7	466	469	439 - 497	-	-	-	-	1	(³)	4	4	12	15	26	13	18	4	3	-	-	-	-	-	-
Private industry	2,158	39.6	458	462	426 - 490	-	-	-	-	2	(³)	5	3	15	17	24	14	17	3	(³)	-	-	-	-	-	-
Goods-producing industries	595	40.0	472	473	439 - 505	-	-	-	-	-	-	1	1	8	31	15	17	22	4	1	-	-	-	-	-	-
Manufacturing	325	40.0	476	473	443 - 494	-	-	-	-	-	-	1	1	13	14	26	23	13	7	2	-	-	-	-	-	
Service-producing industries	1,563	39.5	452	462	422 - 483	-	-	-	-	3	(³)	6	4	17	12	27	13	16	3	-	-	-	-	-	-	-
State and local government	689	39.9	493	469	458 - 550	-	-	-	-	-	-	2	6	5	10	31	11	19	8	9	-	-	-	-	-	-
Level 4	570	39.9	560	558	520 - 586	-	-	-	-	-	-	-	-	-	1	6	8	33	32	12	5	2	(³)	(³)	-	-
Private industry	268	39.8	552	536	502 - 592	-	-	-	-	-	-	-	-	-	(³)	8	12	32	25	16	1	4	-	-	-	-
Goods-producing industries	95	40.0	576	577	536 - 638	-	-	-	-	-	-	-	-	-	1	-	8	22	31	35	3	-	-	-	-	-
Manufacturing	95	40.0	576	577	536 - 638	-	-	-	-	-	-	-	-	-	1	-	8	22	31	35	3	-	-	-	-	-
Service-producing industries	173	39.7	538	524	499 - 586	-	-	-	-	-	-	-	-	-	-	13	14	38	23	5	1	6	-	-	-	-
State and local government	302	39.9	568	582	525 - 582	-	-	-	-	-	-	-	-	-	1	4	3	34	39	9	9	(³)	(³)	1	-	-
Clerks, General	6,111	39.6	433	437	377 - 490	1	1	2	2	4	5	10	11	10	15	11	5	19	4	(³)	(³)	-	-	-	-	-
Private industry	2,933	39.6	394	394	350 - 440	1	1	3	5	8	6	14	14	14	14	8	3	8	1	(³)	-	-	-	-	-	-
Goods-producing industries	285	40.0	451	444	410 - 495	-	-	-	-	4	4	2	5	22	19	13	11	15	6	1	-	-	-	-	-	-
Manufacturing	285	40.0	451	444	410 - 495	-	-	-	-	4	4	2	5	22	19	13	11	15	6	1	-	-	-	-	-	-
Service-producing industries	2,648	39.6	388	386	340 - 431	1	1	3	6	9	6	16	15	13	13	7	2	7	(³)	(³)	-	-	-	-	-	
State and local government	3,178	39.5	469	469	420 - 523	-	-	(³)	-	1	5	6	9	6	16	15	6	29	7	1	(³)	-	-	-	-	-
Level 1	200	40.0	346	356	318 - 399	(³)	-	(³)	18	18	12	16	34	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government	154	40.0	365	368	333 - 399	-	-	1	-	19	15	21	44	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 2	878	39.8	333	325	280 - 374	4	4	10	13	19	13	13	11	3	5	3	2	1	-	-	-	-	-	-	-	-
State and local government	198	39.7	393	377	356 - 433	-	-	-	-	24	14	29	6	10	10	5	4	-	-	-	-	-	-	-	-	-
Level 3	2,781	39.6	428	426	381 - 457	-	-	-	-	2	5	13	16	14	23	9	2	12	4	(³)	-	-	-	-	-	-
Private industry	1,713	39.5	415	405	377 - 442	-	-	-	-	4	4	17	20	17	16	8	2	11	1	(³)	-	-	-	-	-	-
Goods-producing industries	115	40.0	437	438	404 - 467	-	-	-	-	3	3	11	30	23	9	9	10	2	-	-	-	-	-	-	-	-
Manufacturing	115	40.0	437	438	404 - 467	-	-	-	-	3	3	11	30	23	9	9	10	2	-	-	-	-	-	-	-	-
Service-producing industries	1,598	39.5	414	400	371 - 440	-	-	-	-	4	4	18	21	16	16	8	2	11	1	(³)	-	-	-	-	-	-
State and local government	1,068	39.7	449	442	417 - 485	-	-	-	-	7	6	9	8	34	9	3	14	9	-	-	-	-	-	-	-	-
Level 4	2,067	39.4	494	492	457 - 550	-	-	-	-	-	-	2	3	6	11	21	10	39	7	1	(³)	-	-	-	-	-
Private industry	309	40.0	464	454	437 - 486	-	-	-	-	-	(³)	1	16	31	20	14	12	5	1	-	-	-	-	-	-	-
Service-producing industries	158	40.0	451	446	440 - 472	-	-	-	-	-	-	1	2	13	42	23	14	5	-	-	-	-	-	-	-	-
State and local government	1,758	39.4	499	508	469 - 550	-	-	-	-	-	-	3	4	4	7	21	9	44	7	1	(³)	-	-	-	-	-

See footnotes at end of table.

Table A-3. All establishments: Weekly hours and pay of clerical occupations, Seattle-Tacoma-Bremerton, WA, November 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 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	
Clerks, Order:																											
Private industry:																											
Service-producing industries	1,235	40.0	\$420	\$390	\$390 - \$460	-	-	-	-	-	6	1	54	11	1	11	1	15	-	-	-	-	-	-	-	-	-
Level 2	1,239	40.0	420	390	390 - 460	-	-	-	-	-	6	1	54	11	(³)	12	1	15	-	-	-	-	-	-	-	-	-
Private industry	1,239	40.0	420	390	390 - 460	-	-	-	-	-	6	1	54	11	(³)	12	1	15	-	-	-	-	-	-	-	-	-
Service-producing industries	1,233	40.0	420	390	390 - 460	-	-	-	-	-	6	1	54	11	(³)	11	1	15	-	-	-	-	-	-	-	-	-
Key Entry Operators																											
Private industry	557	39.9	428	434	384 - 483	-	-	-	(³)	7	2	18	7	16	26	5	9	7	1	1	-	-	-	-	-	-	-
Goods-producing industries	53	40.0	418	-	- - -	-	-	-	-	55	-	8	2	-	2	-	6	6	-	23	-	-	-	-	-	-	-
Manufacturing	53	40.0	418	-	- - -	-	-	-	-	55	-	8	2	-	2	-	6	6	-	23	-	-	-	-	-	-	-
Service-producing industries	504	39.9	429	440	404 - 462	-	-	-	(³)	6	2	11	6	22	21	8	14	10	-	-	-	-	-	-	-	-	-
State and local government	296	39.9	414	408	372 - 448	-	-	-	(³)	3	9	32	11	8	40	1	2	3	2	-	-	-	-	-	-	-	-
Level 1	275	40.0	396	404	352 - 444	-	-	-	(³)	15	5	20	9	18	14	15	1	3	-	-	-	-	-	-	-	-	-
Private industry	243	40.0	396	416	352 - 444	-	-	-	(³)	16	4	16	9	20	15	16	-	2	-	-	-	-	-	-	-	-	-
Service-producing industries	211	40.0	408	416	374 - 444	-	-	-	(³)	5	5	17	11	23	17	18	-	3	-	-	-	-	-	-	-	-	-
State and local government	32	40.0	391	372	356 - 425	-	-	-	-	3	9	50	9	3	6	3	13	3	-	-	-	-	-	-	-	-	-
Level 2	578	39.8	437	440	390 - 485	-	-	-	-	3	-	17	6	15	33	(³)	13	10	1	2	-	-	-	-	-	-	-
Private industry	314	39.9	453	445	404 - 485	-	-	-	-	6	-	6	2	20	23	-	24	15	-	4	-	-	-	-	-	-	-
Service-producing industries	293	39.9	445	440	404 - 485	-	-	-	-	6	-	6	2	22	25	-	24	15	-	-	-	-	-	-	-	-	-
State and local government	264	39.8	417	418	372 - 448	-	-	-	-	-	-	30	12	9	44	1	(³)	3	-	-	-	-	-	-	-	-	-
Personnel Assistants																											
Private industry	582	39.8	504	492	460 - 564	-	-	-	(³)	3	1	3	12	3	8	19	23	7	14	4	-	-	1	-	-	-	-
Goods-producing industries	146	40.0	530	508	500 - 602	-	-	-	-	-	-	-	-	12	2	3	7	31	13	32	-	-	-	-	-	-	-
Manufacturing	146	40.0	530	508	500 - 602	-	-	-	-	-	-	-	-	12	2	3	7	31	13	32	-	-	-	-	-	-	-
Service-producing industries	436	39.8	495	480	443 - 535	-	-	-	(³)	5	2	4	11	4	10	24	21	6	9	5	-	-	1	-	-	-	-
State and local government	364	39.9	565	552	539 - 598	-	-	-	-	-	-	-	2	1	5	4	17	47	13	6	1	4	-	-	-	-	-
Level 2	178	39.9	433	422	400 - 508	-	-	-	-	1	11	3	9	26	8	11	5	25	1	-	-	-	-	-	-	-	-
Private industry	167	39.9	432	414	381 - 508	-	-	-	-	1	12	3	10	27	6	11	5	25	1	-	-	-	-	-	-	-	-
Service-producing industries	113	39.9	411	400	381 - 455	-	-	-	-	2	18	4	14	26	9	14	8	4	1	-	-	-	-	-	-	-	-
State and local government	11	39.3	455	-	- - -	-	-	-	-	-	-	-	-	18	45	9	-	27	-	-	-	-	-	-	-	-	-
Level 3	457	39.8	525	510	480 - 584	-	-	-	-	-	-	-	-	7	2	9	25	26	12	16	4	-	-	-	-	-	-
Private industry	354	39.8	516	508	480 - 561	-	-	-	-	-	-	-	-	6	3	8	29	27	9	17	-	-	-	-	-	-	-
Goods-producing industries	81	40.0	558	576	503 - 609	-	-	-	-	-	-	-	-	2	4	4	12	11	21	46	-	-	-	-	-	-	-
Manufacturing	81	40.0	558	576	503 - 609	-	-	-	-	-	-	-	-	2	4	4	12	11	21	46	-	-	-	-	-	-	-
Service-producing industries	273	39.7	504	480	480 - 534	-	-	-	-	-	-	-	-	8	2	10	34	31	6	9	-	-	-	-	-	-	-
State and local government	103	39.9	553	538	491 - 625	-	-	-	-	-	-	-	-	7	-	13	8	23	19	12	18	-	-	-	-	-	-
Level 4	308	40.0	589	552	552 - 637	-	-	-	-	-	-	-	-	-	-	1	2	11	52	19	8	2	6	-	-	-	
Private industry	58	40.0	646	-	- - -	-	-	-	-	-	-	-	-	-	-	-	-	-	16	40	38	-	7	-	-	-	
State and local government	250	40.0	575	552	552 - 579	-	-	-	-	-	-	-	-	-	-	1	2	14	61	14	1	2	5	-	-	-	

See footnotes at end of table.

Table A-3. All establishments: Weekly hours and pay of clerical occupations, Seattle-Tacoma-Bremerton, WA, November 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 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950
Secretaries	5,908	39.9	\$547	\$536	\$480 - \$599	-	-	-	-	(³)	(³)	1	2	4	4	9	11	27	16	9	8	5	2	1	(³)	(³)
Private industry	4,247	39.9	545	528	476 - 608	-	-	-	-	(³)	(³)	2	2	5	5	10	13	21	15	11	8	5	2	1	(³)	(³)
Goods-producing industries	1,851	40.0	547	534	472 - 611	-	-	-	-	-	-	2	1	6	7	9	12	20	14	10	9	5	2	2	(³)	(³)
Manufacturing	1,842	40.0	546	533	472 - 612	-	-	-	-	-	-	2	1	7	7	9	12	20	14	11	9	5	2	2	(³)	(³)
Service-producing industries	2,396	39.8	543	526	477 - 603	-	-	-	-	(³)	1	1	3	4	3	11	14	22	15	11	7	5	2	1	(³)	(³)
State and local government	1,661	39.8	552	537	503 - 558	-	-	-	-	-	-	(³)	1	3	6	7	42	21	5	7	5	2	(³)	(³)	(³)	
Level 1	249	39.8	405	404	369 - 439	-	-	-	-	(³)	7	20	19	21	12	18	2	-	(³)	-	-	-	-	-	-	-
Private industry	225	39.7	403	392	369 - 444	-	-	-	-	(³)	8	23	21	19	7	20	2	-	(³)	-	-	-	-	-	-	-
Service-producing industries	140	39.6	401	404	382 - 440	-	-	-	-	1	12	9	26	26	4	22	-	-	-	-	-	-	-	-	-	-
Level 2	1,298	39.9	489	484	462 - 514	-	-	-	-	(³)	1	2	4	6	20	21	36	8	1	(³)	(³)	-	(³)	-	-	-
Private industry	799	40.0	485	477	450 - 519	-	-	-	-	(³)	2	3	5	6	25	27	19	11	1	(³)	(³)	-	(³)	-	-	-
Service-producing industries	745	40.0	487	477	452 - 519	-	-	-	-	(³)	2	3	3	5	26	28	20	11	1	(³)	(³)	-	(³)	-	-	-
State and local government	499	39.9	496	503	480 - 513	-	-	-	-	-	-	1	2	5	13	13	63	2	1	(³)	-	-	-	-	-	-
Level 3	2,750	39.9	544	539	490 - 591	-	-	-	-	-	-	1	5	5	6	12	24	25	12	8	2	(³)	(³)	-	-	-
Private industry	2,191	39.9	538	527	480 - 592	-	-	-	-	-	-	1	6	6	8	14	26	17	13	7	2	(³)	(³)	-	-	-
Goods-producing industries	1,218	40.0	523	510	466 - 573	-	-	-	-	-	-	-	8	9	12	16	25	12	10	7	1	-	-	-	-	-
Manufacturing	1,217	40.0	522	510	466 - 573	-	-	-	-	-	-	-	8	9	12	16	25	12	10	7	1	-	-	-	-	-
Service-producing industries	973	39.8	557	550	505 - 610	-	-	-	-	-	-	2	3	3	3	11	27	23	17	7	4	(³)	(³)	-	-	-
State and local government	559	40.0	569	552	552 - 586	-	-	-	-	-	-	-	-	1	1	3	20	56	7	10	3	-	-	-	-	-
Level 4	1,426	39.8	612	600	537 - 687	-	-	-	-	-	-	-	(³)	(³)	3	3	31	12	13	16	15	4	2	(³)	(³)	
Private industry	867	39.9	631	624	560 - 697	-	-	-	-	-	-	-	(³)	-	2	3	19	16	18	19	17	4	4	(³)	-	
Goods-producing industries	437	40.0	628	619	561 - 699	-	-	-	-	-	-	-	-	-	2	5	14	23	16	16	16	2	6	-	-	-
Manufacturing	430	40.0	629	620	560 - 699	-	-	-	-	-	-	-	-	-	2	5	14	21	16	17	16	2	7	-	-	-
Service-producing industries	430	39.8	633	635	549 - 691	-	-	-	-	-	-	-	(³)	-	1	(³)	23	9	20	21	17	5	1	(³)	-	
State and local government	559	39.6	583	537	537 - 660	-	-	-	-	-	-	-	(³)	1	6	5	50	5	5	11	11	4	-	1	(³)	
Level 5	131	39.8	738	756	708 - 776	-	-	-	-	-	-	-	-	-	-	-	2	3	7	11	24	40	9	1	2	
Private industry	111	40.0	732	747	697 - 769	-	-	-	-	-	-	-	-	-	-	-	3	4	7	13	24	40	6	1	3	
Service-producing industries	54	40.0	742	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	11	7	26	43	11	-	2
State and local government	20	38.8	769	775	741 - 817	-	-	-	-	-	-	-	-	-	-	-	-	-	5	-	25	45	25	-	-	
Switchboard-Operator-Receptionists	2,291	39.9	384	392	327 - 423	-	1	2	3	18	6	12	14	22	11	6	1	4	(³)	(³)	-	-	-	-	-	-
Private industry	2,186	39.9	382	387	324 - 420	-	1	2	3	19	6	13	13	22	9	7	1	4	(³)	(³)	-	-	-	-	-	-
Goods-producing industries	443	40.0	402	404	377 - 423	-	-	(³)	-	9	4	10	11	50	(³)	8	1	5	(³)	(³)	-	-	-	-	-	-
Manufacturing	332	40.0	395	404	369 - 423	-	-	-	-	13	3	12	14	45	(³)	10	2	-	-	1	-	-	-	-	-	-
Service-producing industries	1,743	39.8	377	380	323 - 416	-	2	2	4	21	7	13	14	15	12	6	1	3	(³)	-	-	-	-	-	-	-
State and local government	105	40.0	422	431	394 - 443	-	-	1	2	-	1	5	24	10	48	-	1	10	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table A-4. All establishments: Hourly pay of maintenance and toolroom occupations, Seattle-Tacoma-Bremerton, WA, November 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	7.50 and under 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 10.50	10.50 - 11.00	11.00 - 11.50	11.50 - 12.00	12.00 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 - 21.00	21.00 - 22.00	22.00 - 23.00	23.00 - 24.00	24.00 - 25.00	25.00 and over	
General Maintenance Workers	2,060	\$12.78	\$13.17	\$10.00 - \$14.49	2	7	1	8	5	3	1	2	9	10	20	8	5	8	4	(²)	2	2	-	-	-	-	-	-
Private industry	1,628	12.33	12.50	9.73 - 13.50	3	9	2	11	6	4	1	2	10	9	22	4	3	5	4	-	3	2	-	-	-	-	-	
Goods-producing industries	396	13.23	12.50	11.54 - 14.86	-	-	-	1	1	7	2	3	21	18	10	13	8	9	8	-	-	-	-	-	-	-	-	
Manufacturing	396	13.23	12.50	11.54 - 14.86	-	-	-	1	1	7	2	3	21	18	10	13	8	9	8	-	-	-	-	-	-	-	-	
Service-producing industries	1,232	12.05	11.76	9.05 - 13.50	4	12	2	14	8	3	1	1	6	6	26	1	1	4	3	-	4	3	-	-	-	-	-	
State and local government	432	14.47	14.47	13.32 - 15.86	-	-	-	-	(²)	-	-	1	7	13	14	24	15	20	4	1	-	-	-	-	-	-	-	
Level 1	1,287	11.16	11.54	9.15 - 13.50	4	12	2	14	8	5	1	2	15	9	24	5	(²)	-	-	-	(²)	-	-	-	-	-	-	
Private industry	1,103	10.84	10.29	9.00 - 13.50	4	14	2	16	9	6	1	2	14	5	25	(²)	(²)	-	-	-	(²)	-	-	-	-	-	-	
Goods-producing industries	136	11.35	11.54	10.19 - 11.75	-	-	-	3	1	21	1	1	62	6	1	2	1	-	-	-	-	-	-	-	-	-	-	
Manufacturing	136	11.35	11.54	10.19 - 11.75	-	-	-	3	1	21	1	1	62	6	1	2	1	-	-	-	-	-	-	-	-	-	-	
State and local government	184	13.04	13.17	12.11 - 14.31	-	-	-	-	1	-	-	3	17	28	17	34	-	-	-	-	-	-	-	-	-	-	-	
Level 2	773	15.49	15.21	13.85 - 16.53	-	-	-	-	-	-	1	1	-	12	13	14	14	22	12	1	5	5	-	-	-	-	-	
Private industry	525	15.46	15.00	13.49 - 17.19	-	-	-	-	-	-	-	2	2	-	16	14	12	8	16	14	-	8	8	-	-	-	-	
Goods-producing industries	260	14.21	14.28	12.50 - 16.03	-	-	-	-	-	-	-	2	4	-	24	14	19	11	13	12	-	-	-	-	-	-	-	
Manufacturing	260	14.21	14.28	12.50 - 16.03	-	-	-	-	-	-	-	2	4	-	24	14	19	11	13	12	-	-	-	-	-	-	-	
Service-producing industries	265	16.70	16.53	14.76 - 19.00	-	-	-	-	-	-	1	-	-	9	14	5	5	19	16	-	15	15	-	-	-	-	-	
State and local government	248	15.54	15.27	14.85 - 16.49	-	-	-	-	-	-	-	-	-	1	12	17	27	35	6	2	-	-	-	-	-	-	-	
Maintenance Electricians	897	21.01	20.77	19.26 - 23.33	-	-	-	-	-	-	-	-	-	1	(²)	1	5	1	3	11	8	21	2	5	32	10	(²)	
Private industry	505	21.28	21.17	20.10 - 23.33	-	-	-	-	-	-	-	-	-	2	-	-	(²)	(²)	4	5	5	34	3	4	43	1	(²)	
Goods-producing industries	460	21.68	22.55	20.10 - 23.33	-	-	-	-	-	-	-	-	-	-	-	-	(²)	(²)	-	5	2	37	4	3	47	1	(²)	
Manufacturing	460	21.68	22.55	20.10 - 23.33	-	-	-	-	-	-	-	-	-	-	-	-	(²)	(²)	-	5	2	37	4	3	47	1	(²)	
State and local government	392	20.67	19.97	18.64 - 23.69	-	-	-	-	-	-	-	-	-	-	1	1	10	3	3	20	13	4	-	7	17	23	-	
Maintenance Electronics Technicians	1,214	20.27	19.44	18.75 - 23.44	-	-	-	-	-	-	-	1	-	2	2	3	4	7	8	26	7	2	7	24	7	(²)		
Private industry	929	19.95	19.14	18.85 - 23.44	-	-	-	-	-	-	-	1	-	2	2	3	4	8	7	32	7	2	2	31	-	-		
Service-producing industries	496	18.63	19.05	18.38 - 19.14	-	-	-	-	-	-	-	-	1	-	3	-	1	3	13	14	52	13	1	1	-	-		
State and local government	285	21.30	22.61	18.52 - 24.70	-	-	-	-	-	-	-	(²)	-	1	2	5	5	6	10	6	8	3	22	3	29	(²)		
Level 2	704	18.81	19.05	17.62 - 19.94	-	-	-	-	-	-	-	-	-	3	1	6	7	10	12	37	12	2	9	1	-	-		
Private industry	557	18.53	19.05	17.69 - 19.14	-	-	-	-	-	-	-	-	-	4	-	5	6	10	12	47	11	2	3	-	-	-		
Service-producing industries	464	18.72	19.05	18.75 - 19.14	-	-	-	-	-	-	-	-	-	3	-	1	3	10	14	54	13	-	1	-	-	-		
State and local government	147	19.88	20.38	17.62 - 22.90	-	-	-	-	-	-	-	-	-	-	3	9	10	11	14	1	14	1	33	5	-	-		
Level 3	478	22.85	23.44	23.44 - 23.44	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	2	10	1	3	4	59	(²)		
State and local government	132	23.23	24.70	21.50 - 24.70	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	11	2	5	11	-	63		
Maintenance Machinists	119	20.31	20.11	19.39 - 21.83	-	-	-	-	-	-	-	-	-	-	-	-	-	5	13	3	8	35	20	5	11	-		
Private industry	72	20.26	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	21	-	-	46	3	8	18	-		
Goods-producing industries	72	20.26	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	21	-	-	46	3	8	18	-		
Manufacturing	67	20.28	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	22	-	-	42	3	9	19	-		
State and local government	47	20.38	20.60	19.39 - 21.39	-	-	-	-	-	-	-	-	-	-	-	-	-	6	-	9	19	19	47	-	-	-		
Maintenance Mechanics, Machinery	883	19.39	20.10	17.27 - 21.49	-	-	-	-	-	-	-	-	-	(²)	14	-	-	9	4	10	1	29	13	3	16	-		
Private industry	763	19.13	20.10	16.90 - 20.71	-	-	-	-	-	-	-	-	-	(²)	17	-	-	10	5	10	-	33	3	3	19	-		
Goods-producing industries	737	19.20	20.10	16.90 - 21.64	-	-	-	-	-	-	-	-	-	(²)	17	-	-	11	1	11	-	34	3	3	20	-		
Manufacturing	735	19.19	20.10	16.90 - 21.64	-	-	-	-	-	-	-	-	-	(²)	17	-	-	11	1	11	-	34	3	3	20	-		
State and local government	120	21.07	21.24	21.24 - 21.49	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	11	4	77	2	-	-		

See footnotes at end of table.

Table A-4. All establishments: Hourly pay of maintenance and toolroom occupations, Seattle-Tacoma-Bremerton, WA, November 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	7.50 and under 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 10.50	10.50 - 11.00	11.00 - 11.50	11.50 - 12.00	12.00 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 - 21.00	21.00 - 22.00	22.00 - 23.00	23.00 - 24.00	24.00 - 25.00	25.00 and over
Maintenance Mechanics, Motor Vehicle ...	1,647	\$18.69	\$18.25	\$17.41 - \$20.27	-	-	-	-	-	-	-	-	-	-	1	2	4	8	22	26	9	18	4	(²)	6	-	-
Private industry	691	18.57	18.07	17.41 - 19.72	-	-	-	-	-	-	-	-	-	-	1	1	2	6	40	23	4	9	6	(²)	8	-	-
Goods-producing industries	159	20.14	20.10	18.65 - 23.33	-	-	-	-	-	-	-	-	-	-	5	2	-	1	9	33	-	13	-	2	35	-	-
Manufacturing	159	20.14	20.10	18.65 - 23.33	-	-	-	-	-	-	-	-	-	-	5	2	-	1	9	33	-	13	-	2	35	-	-
Service-producing industries	532	18.10	17.41	17.41 - 18.62	-	-	-	-	-	-	-	-	-	-	(²)	1	2	8	49	20	5	8	8	-	-	-	-
State and local government	956	18.77	18.43	17.57 - 20.38	-	-	-	-	-	-	-	-	-	-	1	4	5	9	9	29	12	24	3	-	5	-	-
Skilled Multi-Craft Maintenance Workers	441	18.25	18.15	16.76 - 19.20	-	-	-	-	-	-	-	-	-	-	1	2	12	16	8	30	17	7	2	1	4	-	-
Private industry	229	18.37	18.81	18.15 - 19.20	-	-	-	-	-	-	-	-	-	-	-	1	1	11	10	49	26	1	-	1	-	-	-
Goods-producing industries	185	18.74	18.81	18.15 - 19.20	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-	61	32	2	-	1	-	-	-
Manufacturing	183	18.71	18.81	18.15 - 19.20	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-	62	32	2	-	-	-	-	-
State and local government	212	18.12	17.01	15.96 - 20.87	-	-	-	-	-	-	-	-	-	-	3	2	25	20	7	9	8	13	3	1	8	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excluded are performance bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses. Pay increases, but not bonuses, under cost-of-living clauses, and incentive payments, however, are included. See Appendix A for definitions and methods used to compute means, medians, and middle ranges.

² Less than 0.5 percent.

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

Table A-5. All establishments: Hourly pay of material movement and custodial occupations, Seattle-Tacoma-Bremerton, WA, November 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	4.50 and under 5.00	5.00 - 5.50	5.50 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 10.50	10.50 - 11.00	11.00 - 12.00	12.00 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 and over
Guards	4,144	\$7.32	\$6.25	\$5.60 - \$7.25	2	16	9	26	14	8	4	3	1	(²)	1	1	3	2	2	1	1	1	(²)	-	(²)	4	-
Private industry	3,982	7.14	6.00	5.50 - 7.00	2	17	10	27	15	9	4	3	1	(²)	1	1	3	1	1	1	1	(²)	1	(²)	4	-	
Service-producing industries	3,749	6.54	6.00	5.50 - 7.00	2	18	10	29	16	9	4	4	1	(²)	1	1	2	1	1	1	1	-	1	-	-	-	
State and local government	162	11.78	11.88	10.45 - 12.76	-	-	-	-	-	-	-	-	-	5	15	7	7	20	23	11	12	-	-	-	-	-	
Level 1	3,727	6.45	6.00	5.50 - 6.75	2	18	11	29	16	9	4	4	1	1	1	1	2	1	1	(²)	(²)	-	-	-	-	-	
Private industry	3,624	6.32	6.00	5.50 - 6.60	2	18	11	30	16	10	4	4	1	(²)	1	(²)	2	(²)	2	(²)	-	-	-	-	-	-	
Service-producing industries	3,570	6.25	6.00	5.50 - 6.50	2	19	11	30	16	10	5	4	1	(²)	1	(²)	1	(²)	-	(²)	-	-	-	-	-	-	
State and local government	103	11.06	11.19	9.97 - 12.28	-	-	-	-	-	-	-	-	-	8	23	9	8	23	27	-	2	-	-	-	-	-	
Level 2	417	15.09	14.47	11.99 - 19.15	-	-	-	-	-	-	-	-	-	(²)	6	12	6	11	11	6	7	3	-	(²)	37	-	
Private industry	358	15.43	15.31	11.75 - 19.15	-	-	-	-	-	-	-	-	-	-	1	7	13	5	10	8	1	8	3	-	1	43	
Service-producing industries	179	12.24	12.18	10.98 - 13.17	-	-	-	-	-	-	-	-	-	-	1	13	26	8	20	16	-	16	-	-	-	-	
Janitors	10,177	9.17	8.84	6.75 - 11.16	-	(²)	3	10	15	9	6	5	3	9	3	3	8	15	6	1	(²)	(²)	-	4	(²)	-	
Private industry	7,147	8.26	7.23	6.50 - 9.20	-	1	4	14	22	13	8	7	3	11	3	2	7	1	(²)	(²)	(²)	-	6	(²)	-		
Service-producing industries	6,397	7.64	7.00	6.50 - 8.94	-	1	4	14	25	13	8	8	2	11	3	2	7	1	(²)	-	-	-	-	-	-		
State and local government	3,030	11.30	11.42	10.72 - 11.96	-	-	-	-	-	-	(²)	1	4	4	3	6	11	47	20	3	1	(²)	-	-	-		
Material Movement and Storage Workers	11,462	12.60	12.50	10.24 - 14.42	-	-	-	1	-	3	3	3	2	4	6	5	6	10	15	9	10	7	2	7	5	2	
Private industry	10,848	12.43	12.48	10.00 - 14.17	-	-	-	1	-	3	3	4	3	5	6	6	6	9	16	9	10	8	2	7	2	-	
Goods-producing industries	3,370	13.25	13.00	9.82 - 17.09	-	-	-	2	-	5	3	5	3	3	5	4	2	6	10	8	5	9	3	13	7	-	
Manufacturing	3,356	13.27	13.00	9.82 - 17.09	-	-	-	2	-	5	3	4	3	3	5	4	2	6	10	8	5	9	3	13	7	-	
Service-producing industries	7,478	12.06	12.10	10.25 - 13.98	-	-	-	-	2	3	3	2	5	6	6	8	11	18	10	12	7	1	4	(²)	-		
State and local government	614	15.57	16.49	11.99 - 18.04	-	-	-	-	-	-	-	-	-	7	1	1	16	1	5	9	1	9	1	48	-		
Level 2	8,089	12.91	12.48	10.48 - 14.67	-	-	-	(²)	-	1	2	1	2	6	7	7	7	11	15	8	10	4	2	9	7	3	
Private industry	7,511	12.71	12.12	10.39 - 14.17	-	-	-	(²)	-	1	2	1	2	6	7	7	7	11	16	8	10	4	1	10	3	-	
Goods-producing industries	2,703	13.85	13.63	10.50 - 17.89	-	-	-	1	-	(²)	3	1	3	4	6	5	3	7	12	9	5	6	3	15	9	8	
Manufacturing	2,703	13.85	13.63	10.50 - 17.89	-	-	-	1	-	(²)	3	1	3	4	6	5	3	7	12	9	5	6	3	15	9	8	
Service-producing industries	4,808	12.07	11.94	10.30 - 13.97	-	-	-	-	1	1	1	2	7	7	9	10	13	18	8	13	3	(²)	7	(²)	-		
State and local government	578	15.52	18.04	11.99 - 18.04	-	-	-	-	-	-	-	-	-	8	1	1	17	1	5	10	(²)	5	-	51	-		
Forklift Operators	1,227	13.74	13.97	11.04 - 16.16	-	-	-	-	(²)	5	(²)	5	-	6	4	2	8	16	16	7	4	5	3	1	18	-	
Private industry	1,227	13.74	13.97	11.04 - 16.16	-	-	-	-	(²)	5	(²)	5	-	6	4	2	8	16	16	7	4	5	3	1	18	-	
Goods-producing industries	1,021	13.74	12.48	10.48 - 17.09	-	-	-	-	(²)	6	(²)	6	-	8	5	1	9	19	-	8	5	6	4	1	21	-	
Manufacturing	1,021	13.74	12.48	10.48 - 17.09	-	-	-	-	(²)	6	(²)	6	-	8	5	1	9	19	-	8	5	6	4	1	21	-	
Shipping/Receiving Clerks:																											
Private industry:																											
Goods-producing industries	118	13.89	15.05	9.38 - 17.89	-	-	-	-	-	3	14	3	4	3	7	3	3	1	1	-	8	6	3	31	7	4	
Manufacturing	118	13.89	15.05	9.38 - 17.89	-	-	-	-	-	3	14	3	4	3	7	3	3	1	1	-	8	6	3	31	7	4	
State and local government	64	16.05	18.94	11.99 - 18.94	-	-	-	-	-	-	-	-	-	-	9	5	2	17	-	3	-	3	-	61	-		
Level 3:																											
Private industry:																											
Goods-producing industries	261	14.58	15.46	14.24 - 15.46	-	-	-	-	-	-	-	-	-	-	-	2	-	10	6	8	15	55	4	-	(²)	-	
Manufacturing	261	14.58	15.46	14.24 - 15.46	-	-	-	-	-	-	-	-	-	-	-	2	-	10	6	8	15	55	4	-	(²)	-	
State and local government	36	16.39	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	8	69	19	-	-	

See footnotes at end of table.

Table B-1. Annual paid holidays for full-time workers, Seattle-Tacoma-Bremerton, WA, November 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	2	2	(¹)	3	-	12	13	1	23	-
In establishments providing paid holidays	98	98	99	97	100	88	87	99	77	100
Number of holidays:										
10 or more half days	-	-	-	-	-	1	1	-	1	-
2 holidays										
Plus 7 half days	-	-	-	-	-	(¹)	(¹)	-	(¹)	-
3 holidays	(¹)	(¹)	-	1	-	(¹)	(¹)	-	1	-
4 holidays	2	2	-	3	-	(¹)	(¹)	-	1	-
5 holidays	(¹)	(¹)	-	(¹)	-	(¹)	(¹)	-	(¹)	-
6 holidays	7	8	3	10	-	8	9	6	12	-
7 holidays	15	19	4	23	1	14	17	21	13	(¹)
Plus 1 half day	(¹)	(¹)	-	1	-	-	-	-	-	-
8 holidays	10	12	9	13	3	19	22	17	26	1
Plus 1 half day	(¹)	(¹)	(¹)	(¹)	-	1	1	2	-	-
9 holidays	6	7	6	7	1	5	5	7	4	1
10 holidays	18	18	3	23	21	11	9	2	14	24
Plus 1 half day	(¹)	(¹)	-	1	-	-	-	-	-	-
11 holidays	21	13	10	14	59	9	5	7	4	37
Plus 2 half days	(¹)	-	-	-	2	(¹)	-	-	-	3
12 holidays	15	17	63	2	8	18	16	36	2	26
Plus 2 half days	(¹)	(¹)	-	(¹)	-	(¹)	(¹)	-	(¹)	-
13 holidays	1	(¹)	-	(¹)	5	1	-	-	-	8
Plus 1 half day	(¹)	(¹)	-	(¹)	-	(¹)	(¹)	-	(¹)	-
Plus 2 half days	(¹)	(¹)	-	(¹)	-	(¹)	(¹)	-	(¹)	-
14 holidays	(¹)	(¹)	(¹)	-	-	(¹)	(¹)	1	-	-
15 holidays	(¹)	1	-	1	-	(¹)	(¹)	-	(¹)	-
Total paid holiday time ²										
2 days or more	98	98	99	97	100	88	87	99	77	100
3 days or more	98	98	99	97	100	88	87	99	77	100
4 days or more	98	98	99	97	100	88	86	99	77	100
5 days or more	96	96	99	94	100	88	86	99	76	100
6 days or more	96	95	99	94	100	87	85	99	74	100
7 days or more	89	87	97	84	100	79	76	93	63	100
8 days or more	74	68	92	60	99	64	59	72	50	99
9 days or more	63	56	82	47	96	44	36	53	24	99
10 days or more	57	49	76	40	95	40	31	46	20	98
11 days or more	39	31	73	17	74	29	22	44	6	73
12 days or more	18	18	63	3	15	20	17	37	3	37
13 days or more	2	1	(¹)	1	5	2	1	1	1	8
14 days or more	(¹)	1	(¹)	1	-	1	1	1	1	-
15 days or more	(¹)	1	-	1	-	(¹)	(¹)	-	(¹)	-
Average number of paid holidays where provided (in days)	9.4	9.1	10.8	8.5	10.8	9.1	8.8	9.5	8.1	11.1

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, Seattle-Tacoma-Bremerton, WA, November 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	2	2	1	2	-	12	14	4	21	-
In establishments providing paid vacations	98	98	99	98	100	88	86	96	79	100
Length-of-time payment	98	98	99	98	100	87	85	94	79	100
Flat sum	-	-	-	-	-	(¹)	(¹)	(¹)	-	-
Other	-	-	-	-	-	1	1	2	-	-
By vacation pay provisions for: ²										
Six months of service:										
Under 1 week	6	7	1	9	1	6	6	6	5	4
1 week	46	50	79	40	26	30	28	37	22	39
Over 1 and under 2 weeks	18	7	-	10	65	6	3	2	4	30
2 weeks	3	3	2	3	2	1	1	2	1	-
Over 2 and under 3 weeks	(¹)	-	-	-	2	1	-	-	-	7
3 weeks	1	1	-	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)	3
1 year of service:										
Under 1 week	-	-	-	-	-	1	1	-	2	-
1 week	18	22	9	27	(¹)	33	38	42	35	-
Over 1 and under 2 weeks	(¹)	-	-	-	1	1	(¹)	(¹)	(¹)	4
2 weeks	58	65	91	57	26	40	39	48	33	44
Over 2 and under 3 weeks	17	6	-	8	67	9	3	2	5	47
3 weeks	3	3	-	5	2	2	2	-	3	2
Over 3 and under 4 weeks	(¹)	(¹)	-	(¹)	1	-	-	-	-	-
4 weeks	(¹)	-	-	-	2	-	-	-	-	-
Over 4 and under 5 weeks	(¹)	(¹)	-	(¹)	(¹)	(¹)	(¹)	-	(¹)	-
5 weeks	(¹)	(¹)	-	(¹)	1	(¹)	(¹)	-	(¹)	3
Over 5 and under 6 weeks	(¹)	-	-	-	(¹)	-	-	-	-	-
2 years of service:										
1 week	2	2	4	1	-	9	10	16	6	-
Over 1 and under 2 weeks	(¹)	(¹)	(¹)	-	(¹)	2	2	5	-	2
2 weeks	73	84	94	81	23	63	66	68	65	42
Over 2 and under 3 weeks	18	7	1	9	66	10	3	2	5	50
3 weeks	4	4	(¹)	5	6	2	2	(¹)	3	3
Over 3 and under 4 weeks	1	1	-	1	1	(¹)	(¹)	-	(¹)	(¹)
4 weeks	(¹)	-	-	-	2	-	-	-	-	-
Over 4 and under 5 weeks	(¹)	(¹)	-	(¹)	(¹)	(¹)	(¹)	-	(¹)	-
5 weeks	(¹)	(¹)	-	(¹)	1	(¹)	(¹)	-	(¹)	3
Over 5 and under 6 weeks	(¹)	-	-	-	(¹)	-	-	-	-	-

See footnotes at end of table.

Table B-2. Annual paid vacation provisions for full-time workers, Seattle-Tacoma-Bremerton, WA, November 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:										
1 week	(¹)	1	1	1	-	7	8	14	3	-
Over 1 and under 2 weeks	(¹)	(¹)	(¹)	-	(¹)	2	2	5	-	2
2 weeks	70	82	96	78	14	65	70	73	67	34
Over 2 and under 3 weeks	16	6	1	7	64	9	3	2	4	48
3 weeks	7	6	1	8	12	3	2	1	3	12
Over 3 and under 4 weeks	2	1	-	2	5	1	1	-	1	(¹)
4 weeks	1	1	(¹)	1	2	(¹)	(¹)	(¹)	-	-
Over 4 and under 5 weeks	1	1	-	2	2	(¹)	(¹)	-	1	1
5 weeks	(¹)	(¹)	-	(¹)	1	(¹)	(¹)	-	(¹)	3
Over 5 and under 6 weeks	(¹)	-	-	-	(¹)	-	-	-	-	-
4 years of service:										
1 week	(¹)	(¹)	(¹)	1	-	3	3	4	3	-
Over 1 and under 2 weeks	(¹)	(¹)	(¹)	-	(¹)	2	2	5	-	2
2 weeks	67	79	90	75	12	66	72	82	64	32
Over 2 and under 3 weeks	14	4	1	5	60	7	3	2	3	38
3 weeks	10	8	6	9	18	7	5	1	7	22
Over 3 and under 4 weeks	4	4	-	5	6	(¹)	(¹)	-	(¹)	2
4 weeks	1	1	1	1	2	1	1	1	1	-
Over 4 and under 5 weeks	1	1	-	2	2	(¹)	(¹)	-	1	1
5 weeks	(¹)	(¹)	-	(¹)	1	(¹)	(¹)	-	(¹)	3
Over 5 and under 6 weeks	(¹)	(¹)	-	(¹)	(¹)	(¹)	(¹)	-	(¹)	-
5 years of service:										
1 week	(¹)	(¹)	-	1	-	1	1	-	1	-
Over 1 and under 2 weeks	(¹)	(¹)	(¹)	-	-	2	2	5	-	-
2 weeks	13	16	12	17	(¹)	35	41	40	41	(¹)
Over 2 and under 3 weeks	15	18	58	5	3	14	15	30	3	5
3 weeks	58	52	28	61	82	32	24	19	28	81
Over 3 and under 4 weeks	7	6	-	8	8	2	(¹)	-	1	10
4 weeks	3	3	2	4	3	1	1	1	1	(¹)
Over 4 and under 5 weeks	1	1	-	2	2	1	1	-	2	1
5 weeks	(¹)	-	-	-	1	(¹)	-	-	-	3
Over 5 and under 6 weeks	(¹)	(¹)	-	1	(¹)	(¹)	(¹)	-	(¹)	-
6 weeks	(¹)	(¹)	-	(¹)	-	(¹)	(¹)	-	(¹)	-

See footnotes at end of table.

Table B-2. Annual paid vacation provisions for full-time workers, Seattle-Tacoma-Bremerton, WA, November 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										
8 years of service:										
1 week	(1)	(1)	-	1	-	1	1	-	1	-
Over 1 and under 2 weeks	-	-	-	-	(1)	(1)	(1)	(1)	-	(1)
2 weeks	2	3	5	2	(1)	18	21	28	16	(1)
Over 2 and under 3 weeks	13	15	58	1	2	16	18	36	5	2
3 weeks	57	65	35	75	20	43	43	31	52	47
Over 3 and under 4 weeks	17	5	1	7	70	7	1	(1)	1	46
4 weeks	7	7	2	9	4	2	2	1	2	2
Over 4 and under 5 weeks	1	1	-	1	2	1	1	-	1	1
5 weeks	1	1	-	1	1	1	(1)	-	1	3
Over 5 and under 6 weeks	(1)	(1)	-	(1)	(1)	(1)	(1)	-	(1)	-
6 weeks	(1)	(1)	-	(1)	-	(1)	(1)	-	(1)	-
Over 6 and under 7 weeks	(1)	(1)	-	(1)	-	(1)	(1)	-	(1)	-
10 years of service:										
1 week	(1)	(1)	-	1	-	1	1	-	1	-
Over 1 and under 2 weeks	-	-	-	-	(1)	(1)	(1)	(1)	-	(1)
2 weeks	1	2	(1)	2	(1)	11	12	14	11	(1)
Over 2 and under 3 weeks	(1)	(1)	(1)	-	-	4	5	7	3	1
3 weeks	51	60	85	52	6	45	49	64	38	17
Over 3 and under 4 weeks	17	5	1	7	73	8	1	(1)	2	56
4 weeks	24	26	12	31	13	16	16	11	20	18
Over 4 and under 5 weeks	2	1	-	2	7	1	1	-	1	5
5 weeks	1	1	-	1	2	1	1	-	1	3
Over 5 and under 6 weeks	1	1	-	2	(1)	(1)	1	-	1	-
Over 6 and under 7 weeks	(1)	(1)	-	(1)	-	(1)	(1)	-	(1)	-
7 weeks	(1)	(1)	-	(1)	-	(1)	(1)	-	(1)	-
12 years of service:										
1 week	(1)	(1)	-	1	-	1	1	-	1	-
Over 1 and under 2 weeks	-	-	-	-	(1)	(1)	(1)	(1)	-	(1)
2 weeks	1	1	(1)	1	(1)	9	11	14	8	(1)
Over 2 and under 3 weeks	-	-	-	-	-	1	1	2	-	(1)
3 weeks	28	34	21	38	1	42	48	59	39	4
Over 3 and under 4 weeks	30	22	59	9	70	11	5	9	2	55
4 weeks	32	35	13	42	17	19	18	10	24	28
Over 4 and under 5 weeks	5	4	6	3	10	2	1	2	1	9
5 weeks	1	1	-	1	1	1	1	-	2	3
Over 5 and under 6 weeks	1	1	-	2	1	(1)	1	-	1	-
Over 6 and under 7 weeks	(1)	(1)	-	(1)	-	(1)	(1)	-	(1)	-
7 weeks	(1)	(1)	-	(1)	-	(1)	(1)	-	(1)	-

See footnotes at end of table.

Table B-2. Annual paid vacation provisions for full-time workers, Seattle-Tacoma-Bremerton, WA, November 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										
15 years of service:										
1 week	(¹)	(¹)	-	1	-	1	1	-	1	-
Over 1 and under 2 weeks	-	-	-	-	-	(¹)	(¹)	(¹)	-	-
2 weeks	1	1	(¹)	1	(¹)	9	11	14	8	(¹)
Over 2 and under 3 weeks	-	-	-	-	-	1	1	2	-	(¹)
3 weeks	14	17	13	19	1	19	21	25	19	4
Over 3 and under 4 weeks	17	19	59	5	10	16	16	37	(¹)	14
4 weeks	45	51	22	61	18	33	31	14	44	44
Over 4 and under 5 weeks	15	5	-	6	65	5	1	-	2	29
5 weeks	3	3	6	2	5	3	2	3	2	9
Over 5 and under 6 weeks	1	2	-	2	(¹)	1	1	-	2	-
Over 6 and under 7 weeks	(¹)	(¹)	-	(¹)	-	(¹)	(¹)	-	(¹)	-
7 weeks	(¹)	(¹)	-	(¹)	-	(¹)	(¹)	-	(¹)	-
20 years of service:										
1 week	(¹)	(¹)	-	1	-	1	1	-	1	-
Over 1 and under 2 weeks	-	-	-	-	-	(¹)	(¹)	(¹)	-	-
2 weeks	1	1	(¹)	1	(¹)	9	11	14	8	(¹)
Over 2 and under 3 weeks	-	-	-	-	-	1	1	2	-	(¹)
3 weeks	13	15	11	17	-	13	15	14	15	1
Over 3 and under 4 weeks	4	3	-	4	9	12	12	29	(¹)	9
4 weeks	48	55	75	48	13	32	35	26	41	17
Over 4 and under 5 weeks	16	5	(¹)	6	66	10	4	5	2	52
5 weeks	14	15	7	17	10	8	6	3	8	20
Over 5 and under 6 weeks	1	1	-	2	1	1	1	-	1	1
6 weeks	1	2	6	(¹)	-	1	2	3	1	-
Over 6 and under 7 weeks	(¹)	(¹)	-	(¹)	-	(¹)	(¹)	-	(¹)	-
8 weeks	(¹)	(¹)	-	(¹)	-	(¹)	(¹)	-	(¹)	-
25 years of service:										
1 week	(¹)	(¹)	-	1	-	1	1	-	1	-
Over 1 and under 2 weeks	-	-	-	-	-	(¹)	(¹)	(¹)	-	-
2 weeks	1	1	(¹)	1	(¹)	9	11	14	8	(¹)
Over 2 and under 3 weeks	-	-	-	-	-	1	1	2	-	(¹)
3 weeks	13	15	11	17	-	13	15	14	15	1
Over 3 and under 4 weeks	3	3	-	4	-	(¹)	(¹)	-	(¹)	-
4 weeks	42	48	75	39	12	29	32	26	36	9
Over 4 and under 5 weeks	16	5	-	6	71	18	14	29	2	46
5 weeks	16	17	7	21	9	9	6	2	10	29
Over 5 and under 6 weeks	2	1	(¹)	2	5	4	3	5	1	9
6 weeks	3	3	6	2	2	4	3	4	3	6
Over 6 and under 7 weeks	(¹)	(¹)	-	(¹)	(¹)	(¹)	(¹)	-	(¹)	(¹)
7 weeks	(¹)	(¹)	-	(¹)	-	1	1	(¹)	1	-
8 weeks	2	3	-	4	-	(¹)	(¹)	-	(¹)	-

See footnotes at end of table.

Table B-2. Annual paid vacation provisions for full-time workers, Seattle-Tacoma-Bremerton, WA, November 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										
30 years of service:										
1 week	(¹)	(¹)	-	1	-	1	1	-	1	-
Over 1 and under 2 weeks	-	-	-	-	-	(¹)	(¹)	(¹)	-	-
2 weeks	1	1	(¹)	1	(¹)	9	11	14	8	(¹)
Over 2 and under 3 weeks	-	-	-	-	-	1	1	2	-	(¹)
3 weeks	13	15	11	17	-	13	15	14	15	1
Over 3 and under 4 weeks	3	3	-	4	-	(¹)	(¹)	-	(¹)	-
4 weeks	42	48	75	39	11	29	32	26	36	9
Over 4 and under 5 weeks	15	5	-	6	63	15	14	29	2	28
5 weeks	15	17	4	21	7	8	6	1	10	22
Over 5 and under 6 weeks	3	1	-	2	13	4	1	-	1	25
6 weeks	4	3	8	2	6	4	2	5	-	15
Over 6 and under 7 weeks	(¹)	(¹)	(¹)	(¹)	-	2	2	5	(¹)	-
7 weeks	(¹)	(¹)	-	(¹)	-	2	2	(¹)	3	-
Over 7 and under 8 weeks	(¹)	-	-	-	(¹)	(¹)	-	-	-	(¹)
8 weeks	3	3	-	4	-	1	1	-	1	-
Maximum vacation available:										
1 week	(¹)	(¹)	-	1	-	1	1	-	1	-
Over 1 and under 2 weeks	-	-	-	-	-	(¹)	(¹)	(¹)	-	-
2 weeks	1	1	(¹)	1	(¹)	9	11	14	8	(¹)
Over 2 and under 3 weeks	-	-	-	-	-	1	1	2	-	(¹)
3 weeks	13	15	11	17	-	13	15	14	15	1
Over 3 and under 4 weeks	3	3	-	4	-	(¹)	(¹)	-	(¹)	-
4 weeks	42	48	75	39	11	29	32	26	36	9
Over 4 and under 5 weeks	15	5	-	6	63	15	14	29	2	28
5 weeks	14	16	4	20	7	8	6	1	10	21
Over 5 and under 6 weeks	3	1	-	2	13	3	1	-	1	19
6 weeks	4	4	8	3	6	4	2	5	(¹)	15
Over 6 and under 7 weeks	(¹)	(¹)	(¹)	(¹)	-	2	2	5	(¹)	-
7 weeks	(¹)	(¹)	-	(¹)	-	2	2	(¹)	3	-
Over 7 and under 8 weeks	(¹)	-	-	-	(¹)	(¹)	-	-	-	(¹)
8 weeks	3	3	-	4	-	2	1	-	1	7

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, Seattle-Tacoma-Bremerton, WA, November 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	99	99	100	95	94	99	90	100
Life insurance	92	91	98	88	99	82	79	83	76	98
Wholly employer financed	83	82	94	78	87	74	73	78	70	78
Accidental death and dismemberment insurance	87	85	90	84	93	78	76	82	71	92
Wholly employer financed	79	78	87	74	84	72	70	78	65	83
Sickness and accident insurance or sick leave or both	94	93	98	91	100	76	73	70	74	100
Sickness and accident insurance	43	40	21	47	57	41	42	33	48	37
Wholly employer financed	37	33	20	38	55	35	36	29	41	31
Sick leave (full pay, no waiting period)	90	88	91	87	100	51	44	48	41	99
Sick leave (partial pay or waiting period)	1	1	(²)	2	-	7	8	(²)	14	(²)
Long-term disability insurance	70	66	35	76	90	48	45	33	54	66
Wholly employer financed	58	52	31	58	89	39	35	24	43	64
Hospitalization, surgical, and medical insurance	92	91	98	89	95	85	84	91	78	94
Wholly employer financed	62	56	80	48	92	52	46	56	38	92
Health maintenance organizations	76	72	84	67	98	60	55	67	46	96
Wholly employer financed	56	47	69	40	95	40	33	44	25	90
Dental care	97	96	99	96	100	84	82	85	80	99
Wholly employer financed	68	62	82	55	96	58	53	62	46	93
Vision care	80	77	90	73	92	69	67	71	64	83
Wholly employer financed	58	51	75	43	89	50	46	50	42	77
Hearing care	56	51	78	42	76	44	43	60	30	54
Wholly employer financed	41	33	68	22	74	29	26	44	12	51
Alcohol and drug abuse treatment	98	97	99	96	100	90	88	94	83	100
Wholly employer financed	68	62	83	55	97	58	52	59	47	94
Retirement benefits ³	91	89	94	88	100	76	73	73	72	100
Wholly employer financed	48	57	79	50	5	40	46	57	37	4
Defined benefit	52	42	79	29	97	52	45	51	41	98
Wholly employer financed	34	40	79	27	4	33	37	51	27	3
Defined contribution	76	80	87	77	60	48	51	58	45	34
Wholly employer financed	14	17	-	23	1	8	9	7	10	1

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

² Less than 0.5 percent.

³ Establishments providing more than one type of retirement plan may cause the sum of the separate plans to

be greater than the total for all retirement plans.

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

Appendix A.

Scope and Method of Survey

Scope

This survey of the Seattle—Tacoma—Bremerton Consolidated Metropolitan Statistical Area covered establishments employing 50 workers or more in *goods producing industries* (mining, construction, and manufacturing); *service producing industries* (transportation, communications, electric, gas, and sanitary services; wholesale trade; retail trade; finance, insurance, and real estate; and services industries); and State and local governments.¹ Private households, agriculture, the Federal Government, and the self-employed were excluded from the survey. Table 1 in this appendix shows the estimated number of establishments and workers within scope of the survey and the number actually included in the survey sample.

Sampling frame

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

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

Survey design

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

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

Data collection and payroll reference

Data for the survey were obtained primarily by personal visits of the Bureau's field economists to a sample of establishments within the Seattle—Tacoma—Bremerton Consolidated Metropolitan Statistical Area. Collection for the survey was from September 1995 through February 1996 and reflects an average payroll reference month of November 1995. Data obtained for a payroll period prior to the end of November 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. Likewise, for occupations with more

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

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

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

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

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

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

Survey nonresponse

Data were not available from 15.9 percent of the sample establishments (representing 138,491 employees covered by the survey). An additional 2.7 percent of the sample establishments (representing 14,697 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. The proportion of employees for whom pay data were not available was less than 5 percent.

Reliability of estimates

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

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

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

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

<i>Relative standard error</i>	<i>Percent of published occupational work levels</i>
Less than 1 percent	7.6
1 and under 3 percent	64.6
3 and under 5 percent	21.1
5 percent and over	6.7

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, Seattle-Tacoma-Bremerton, WA¹, November 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	3,256	263	912,737	100	423,519	252,149	339,663
Private industry	3,105	208	713,805	78	348,842	219,225	193,734
Goods producing	839	60	197,970	22	90,235	93,992	98,455
Manufacturing	603	47	179,404	20	84,450	81,721	96,608
Construction ⁵	233	11	18,350	2	5,760	12,081	1,706
Service producing	2,266	148	515,835	57	258,607	125,233	95,279
Transportation, communication, electric, gas, and sanitary services ⁶	253	20	73,148	8	33,679	32,471	20,135
Wholesale trade ⁷	182	5	18,340	2	8,975	8,843	1,332
Retail trade ⁷	553	14	163,734	18	70,678	46,314	10,837
Finance, insurance, and real estate ⁷	272	17	43,941	5	40,139	444	10,671
Services ⁷	1,006	92	216,672	24	105,136	37,161	52,304
State and local government	151	55	198,932	22	74,677	32,924	145,929

¹ The Seattle-Tacoma-Bremerton Consolidated Metropolitan Statistical Area, as defined by the Office of Management and Budget through June 1994, consists of Island, King, Kitsap, Pierce, Snohomish, and Thurston Counties. The "workers within scope of survey" estimates provide a reasonably accurate description of the size and composition of the labor force included in the survey. Estimates are not intended, however, for comparison with other statistical series to measure employment trends or levels since (1) planning of wage surveys requires establishment data compiled considerably in advance of the payroll period studied, and (2) establishments employing fewer than 50 workers are excluded from the scope of the survey.

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

³ Includes all establishments with at least 50 total employees. In 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.