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Industry Wage Survey: Department Stores, August 1986

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U.S. Department of Labor
Ann McLaughlin, Secretary

Bureau of Labor Statistics
Janet L. Norwood, Commissioner

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Preface

This bulletin summarizes the results of a Bureau of Labor Statistics survey of wages and related benefits of department store employees in August 1986. A similar study was conducted in June 1981.

Separate reports were issued earlier for 19 of the 20 metropolitan areas included in the study. Copies of these releases are available from the Bureau of Labor Statistics or any of its regional offices. (See table A-1 for a list of the areas surveyed.) Although no separate release was issued for Houston, data for that area are presented in this bulletin.

The study was conducted in the Bureau's Office of Compensation and Working Conditions. Norma W. Carlson

in the Division of Occupational Pay and Employee Benefit Levels reviewed and analyzed the survey data and prepared this bulletin. The Bureau's field representatives obtained the data through personal visits to a probability-based sample of establishments within the scope of the survey. Fieldwork for the survey was directed by the Bureau's Assistant Regional Commissioners for Operations.

Other industry wage survey studies are listed at the end of this bulletin along with information on how to obtain them.

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Department Stores, August 1986

Earnings and benefits

Occupational pay levels in department stores spanned a broad range in the metropolitan areas surveyed in August 1986. Several factors contributed to this spread, including variable commissions earned by salespersons, the variety of skills represented by the jobs studied, and the widespread use of range-of-rate pay systems for nonsales workers. Earnings information was developed for full- and part-time workers in selected occupations, and for regular and discount department stores, wherever possible.¹

Regular stores

In regular department stores, which generally have sales personnel specializing in specific types of merchandise, 21 occupations were selected for study.² They included 12 selling and 9 nonselling jobs. Of the selling jobs, earnings were highest for salespersons working in the "big-ticket" departments of floor coverings, furniture and bedding, and major household appliances.³ By area, earnings commonly averaged between \$10 and \$15 an hour for such jobs (table 1 and text table 1). In most of the 20 areas surveyed, one-half or more of these salesworkers were paid either straight commissions or a combination of salaries plus commissions. In the 12 areas where comparisons were possible, employees

¹ The survey was designed to study regular and discount department stores separately in 22 metropolitan areas. After collection, it was determined that the data for regular department stores met BLS publication criteria in 20 of the areas; for discount department stores, in 4 of the areas. (See table A-1, appendix A, for a list of the areas for which data were published for both regular and discount stores. Definitions of the areas surveyed are given in footnote 1.)

Detailed wage and employee benefit information for regular stores is presented in this bulletin for 20 separate areas. For discount stores, information is shown separately for 4 areas, and the data for the remaining 18 areas are grouped into four geographic clusters. For the other areas, data were either insufficient for separate publication or they may have revealed individual establishment rates, which the Bureau pledges to keep confidential.

See appendix A for the scope and method of the survey and definitions of terms used in this report.

² See appendix B for occupational descriptions.

³ Earnings data exclude premium pay for overtime and for work on weekends, holidays, and late shifts, as well as prize (push) money that is not a regularly recurring part of employee compensation paid by the store, and all such payments by individual vendors, e.g., bedding and appliance manufacturers. For all workers studied, salary data relate to a mid-August payroll reference period; for workers partly or wholly paid on a commission basis, commission earnings were averaged, where feasible, over a 12-month period ending as close as possible to July 31, 1986.

selling furniture or major appliances had average earnings at least 20 percent more than those selling floor coverings.

Somewhat lower averages were reported for the other sales jobs studied, even though earnings often included commissions (text table 1). Salespersons of men's clothing, for example, commonly averaged from \$7.50 to \$9.50 an hour among the areas; and those selling women's clothing, about \$5.50 to \$6.50. General salespersons, the most populous selling occupation in many areas and among the lowest paid, commonly averaged between \$4.75 and \$5.25. Few workers in this occupation, however, received commissions.

Of the nine nonselling jobs studied in regular department stores, alteration tailors usually were the highest paid, averaging between \$7.50 and \$8.50 an hour in at least half of the areas. Stock and inventory workers, usually the most populous nonselling job in an area and among the lowest paid, commonly averaged from \$4.75 to \$5.75. Information on average weekly hours and weekly earnings for full-time incumbents in these jobs is shown in table 27.

Some occupational averages in regular department stores could be compared with those reported in a similar survey conducted in June 1981.⁴ For comparable jobs, average hourly earnings had typically increased between 20 and 40 percent between 1981 and 1986, or between approximately 4 and 7 percent on an average annual basis. This compares with an average annual change of 4.4 percent in wages, salaries, and commissions of all retail trade workers between the second quarters of 1981 and 1986, according to the Bureau's Employment Cost Index. Reflecting the impact of commissions on salespersons' earnings, increases over the 5-year period were greater for selling than for nonselling jobs.

Area earnings of individual workers in regular department stores were widely dispersed in August 1986, particularly for salespersons (tables 3 through 22). Pay often peaked at \$20 or more an hour, while the Federal minimum of \$3.35 marked the other extreme. Typically, within the same job and area, salespersons with the highest pay earned three to six times more than those with the lowest pay. Factors contributing to these wide differences include variations in the demand for product lines and in the percentages of commissions, if any, paid to individual workers.

⁴ For information on the 1981 survey, see *Industry Wage Survey: Department Stores, June 1981*, Bureau of Labor Statistics Bulletin 2147 (1982).

In comparison, pay levels in nonselling store occupations were relatively compressed, ranging from \$3.35 to about \$10 an hour. Typically, the highest paid earned two to three times more than the lowest paid in the same job and area. Pay ranges for nonsales workers reflected, to a large extent, the common practice of paying nonsales workers under range-of-rate systems or under individual determination based on each worker's qualifications.

No single area consistently paid the highest or lowest average hourly earnings for the jobs studied (text table 1). Most commonly, however, average hourly earnings were lowest in Buffalo and highest in San Francisco. Two areas, New York and Nassau-Suffolk, further illustrate the inconsistencies among the rankings. Each reported one top and one bottom average among the selling jobs compared. Comparing average weekly earnings did not materially change area pay rankings.

Hourly pay of full-time employees nearly always averaged more than that of part-time workers in the same job and area. The pay advantage of full-time salespersons usually ranged between 15 and 35 percent, while that of full-time nonsales workers usually was between 10 and 30 percent above the averages of part-timers.

All full-time nonsupervisory workers in regular department stores received paid holidays, commonly 7 to 9 days annually, depending on the area (table 30). Areas outside this range included Oakland and San Francisco, where nearly seven-eighths of the workers received 10 days. In Boston, nearly half received 11 holidays, but in Baltimore, Philadelphia, and Washington, D.C. the majority of workers received 6 paid holidays.

Paid vacations were available to all full-time employees of regular department stores. Typical provisions were 2 weeks after 2 years of service, 3 weeks after 5 years, and 4 weeks after 15 years (table 31). In nine of the areas, a majority of the workers had provisions for 5 weeks of vacation pay after 25 years of service; and in Oakland, slightly over two-thirds had provisions for 6 weeks after 30 years of service.

All full-time employees in regular stores were provided hospitalization, surgical, and medical plans (table 32). Life insurance, and sickness and accident insurance or paid sick leave, or both, applied to all workers in 19 of the 20 areas. Dental insurance also was widespread, whereas accidental death and dismemberment insurance applied to half or more of the workers in five areas, and long-term disability insurance was provided to a majority of workers in two areas. The various health plans and life and long-term disability insurance usually were jointly financed by employee and employer. The cost of accidental death and dismemberment and sickness and accident insurance was often wholly paid for by the employer.

Retirement pension plans, other than Federal Social Security, covered 95 percent or more of the full-time employees in 18 of the 20 areas (table 32). In Fort Worth-Arlington and Philadelphia, the coverage in regular department stores was approximately 85 percent. With a few exceptions—Buffalo, Philadelphia, and Houston—pension plans were nearly always financed entirely by the employer.

Virtually all full-time employees in regular department stores were provided paid leave to attend funerals of specified relatives and to meet jury-duty obligations (table 33). In 16

Text table 1. Pay ranges for selected occupations in regular department stores, 20 areas, August 1986

Occupation	Average hourly earnings					Number of areas compared
	Lowest paying—		Highest paying—		Midrange of area pay levels ¹	
	Area	Rate	Area	Rate		
Selling						
Floor coverings	Miami-Hialeah	\$6.70	San Francisco	\$14.85	\$9.78 - \$11.42	12
Furniture and bedding	Nassau-Suffolk	8.08	Boston	18.01	11.22 - 14.72	18
Housewares	Buffalo	4.12	Oakland	6.56	4.68 - 6.16	15
Major household appliances	New York	10.79	San Francisco	18.07	12.92 - 15.19	10
Men's clothing	Miami-Hialeah	6.78	Houston	11.62	7.38 - 9.59	16
Women's clothing	Buffalo	4.76	Fort Worth-Arlington	8.01	5.43 - 6.36	12
Footwear	Buffalo	6.44	San Francisco	9.94	7.03 - 7.88	18
Sporting goods	Phoenix	4.76	Nassau-Suffolk	9.18	5.91 - 6.87	10
General goods	Miami-Hialeah	4.30	Dallas	6.23	4.62 - 5.28	11
Nonselling						
Alteration tailors	Buffalo	5.89	Oakland	9.98	7.58 - 8.49	17
Cleaners	Buffalo	4.52	New York	6.75	4.86 - 5.47	15
Display assistants	Baltimore	5.63	San Francisco	9.98	6.03 - 7.74	19
Receivers	Cleveland	4.94	St. Louis	7.21	6.04 - 6.56	10
Stock and inventory workers	Buffalo	4.25	San Francisco	7.97	4.78 - 5.62	15
Office clerical						
Office cashiers	Buffalo	4.80	Oakland	7.92	5.44 - 6.45	11
Switchboard operators	Baltimore	5.00	San Francisco	7.46	5.16 - 5.99	12

¹ Among the areas analyzed, one-fourth reported occupational averages the same as or more than the higher rate shown, and one-fourth re-

ported averages the same as or less than the lower rate. Midranges are shown only for jobs with at least 10 comparable areas.

of the 20 areas, a majority of workers could receive "technological" severance pay in the event of a department store closing or reduction in staff.

Formal plans providing free meals, or at least part of their cost, to employees working overtime or beyond their regular hours were rare. Such plans were found in eight areas, but covered a majority of workers in only two—Baltimore and Washington (table 33).

A premium over regular rates for working on Sunday—typically time and one-half—was provided to half or more of the employees in 15 areas (table 33).

Regular department stores offered discount privileges to all full-time employees in all areas except Buffalo; there, the proportion was about four-fifths (table 34). The discount rate varied, ranging from 15 to 20 percent for apparel in most areas, and 10 and 20 percent for nonwearable items. Generally, discount privileges took effect immediately upon employment.

Part-time employees of regular department stores received paid holiday and vacation benefits, typically prorated to the provisions for full-time workers in the same establishment (table 42). Health, insurance, and pension plans usually applied to much smaller proportions of part-time workers than full-time workers. Of the plans available to part-timers, life insurance, paid sick leave, and retirement pension plans were the most widespread.

Discount stores

Survey data for discount stores met the Bureau's publication guidelines for individual areas in only four locations—Kansas City, New York, Philadelphia, and St. Louis (tables 23-26). The data for the other areas are combined into four geographic regions—Northeast, South, Midwest, and West—and presented in table 2 with the four publishable areas shown separately.⁵

In discount department stores, which typically sell inexpensive or moderately priced goods and place less emphasis on sales service to the public, eight occupations were selected for study—one selling and seven nonselling.

Hourly earnings of general salespersons—the only selling job studied—averaged from \$4.30 an hour for the five northeastern areas combined to \$4.56 for the western locations. Wages of general salespersons varied by the method of pay, full- or part-time status, and whether the worker performed other functions in addition to selling, such as stockroom or cashier duties (table 2).

Checkout cashiers, who accounted for half of the workers in the seven nonselling jobs studied, averaged from \$3.88 an hour in the northeastern areas to \$4.60 in the Midwest. Earnings of stock and inventory workers, the next most populous nonselling job, averaged \$4.04 in the northeastern areas, \$4.30 in the South, and \$5.01 in the Midwest.

All full-time employees of discount department stores covered by the survey received paid holidays, usually 7 days annually (table 37). In New York, two-thirds of the workers received 10 days, and three-tenths received 11 days.

All full-time employees in discount stores also were provided paid vacations after qualifying periods of service (table 38). Typical provisions were 2 weeks of pay after 1 year of service, 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years. The 5-week provisions were most common in the areas outside the Northeast.

Virtually all full-time employees in discount stores had life insurance and hospitalization, surgical, and medical plans paid for at least in part by their employers (table 39). Sickness and accident insurance, sick leave, and accidental death and dismemberment insurance also applied to a large majority of the workers.

Retirement pension plans, in addition to Federal Social Security, were provided (and wholly paid for) by discount stores employing over nine-tenths of the employees surveyed (table 39).

Other benefits studied applying to full-time employees of discount stores and the proportion of workers covered included: Funeral and jury-duty leave (all full-time employees), premium pay for Sunday work (seven-eighths), discount privileges (nearly half), technological severance pay (three-tenths), and meal provisions during overtime work (nearly one-fifth). (See tables 40 and 41.)

A majority of part-time workers in discount stores were covered by paid leave plans (holidays, vacations, and sick leave). These plans were nearly always prorated to the provisions for full-time workers (table 43). Health and insurance plans covered no more than two-fifths of the part-timers; but, when available, the provisions usually were the same as those applying to full-time employees. Retirement pension plans, other than Federal Social Security were also prorated from full-time worker benefits.

Industry characteristics

The 259 department stores within the scope of the survey employed 458,900 workers in August 1986 (table A-1).⁶ Approximately seven-tenths of these workers, or 327,000, were estimated to be in regular stores, while the remainder were employed by discount stores.

Full- and part-time salespersons together accounted for approximately one-half of the total employment in regular department stores and about two-fifths of the total in discount stores within the scope of the survey. Both types of stores relied extensively on part-time sales staff. In regular stores, part-timers made up nearly three-fifths of the total sales workers; in discount stores, seven-tenths.

The largest sales category studied in regular department stores was general sales clerk, which accounted for

⁵ These combined data are unweighted aggregations of the separate area data and should not be interpreted as representing the wage and benefit patterns for an entire geographic region or regions.

⁶ The discussion on industry characteristics is based on information collected for the 22 areas covered by the survey, except where specifically noted.

approximately one-fourth of the total sales force. Other sales categories with large numbers of workers included floor coverings, furniture and bedding, housewares, and men's and women's apparel and footwear. Of the nonselling jobs, stock and inventory workers, office cashiers, and cleaners were numerically the most important.

General salespersons, including those who combined selling with the duties of checkout cashier and stockroom worker, accounted for over four-fifths of the total sales force in discount department stores. General salespersons who had only selling responsibilities made up two-fifths of the total sales force. Of the nonselling jobs, checkout cashier and stock and inventory workers were numerically the most important in discount stores—together accounting for nearly half of the nonsales workers.

Workers in regular stores paid wholly or partially on a commission basis typically accounted for 20 to 50 percent of the sales force in the 20 areas for which data could be published (table 28). These workers were generally paid on

a salary-plus-commission basis. In addition, several of the areas studied in the South and West reported straight commissions applying to substantial proportions of the sales workers. Workers in nonselling jobs typically were paid under range-of-rate systems.

In discount stores, less than one-tenth of the sales workers received commissions (table 35). The pay of sales and nonsales workers was typically determined on an individual time-rated basis.

Forty-hour work schedules were predominant in both regular and discount stores for sales and nonsales staff (tables 29 and 36). The next most frequent schedule in regular stores was 37 1/2 hours a week; in discount stores, 35 hours.

Regular department stores and discount stores operating under collective bargaining agreements accounted for about one-seventh of their respective work forces in the survey. The major union in the industry was the United Food and Commercial Workers Union, an affiliate of the AFL-CIO.

Table 1. Occupational earnings—hourly averages: Regular stores

 (Number of workers and average straight-time hourly earnings¹ in selected occupations in regular department stores, 20 metropolitan areas,² August 1986)

Department and occupation	Northeast										South									
	Boston		Buffalo		Nassau-Suffolk		New York		Philadelphia		Atlanta		Baltimore		Dallas		Fort Worth-Arlington		Houston	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Store occupations, selling																				
Salespersons, home furnishings	413	\$8.26	247	\$5.20	333	\$7.98	1,231	\$8.54	1,119	\$7.47	656	\$7.68	616	\$7.52	314	\$9.00	240	\$7.74	-	-
Full-time workers	165	12.80	76	7.43	171	8.89	536	11.53	665	8.98	414	8.63	277	9.46	212	10.29	154	9.02	-	-
Straight salary	-	-	42	4.52	102	5.99	249	7.52	241	5.46	295	6.00	-	-	28	6.16	53	4.62	-	-
Straight commission	-	-	-	-	-	-	60	14.82	235	11.23	-	-	116	13.73	-	-	85	11.04	-	-
Salary plus commission	-	-	-	-	-	-	-	-	-	-	-	-	-	61	10.07	-	-	-	-	-
Part-time workers	248	5.24	171	4.21	162	7.01	695	6.22	454	5.27	242	6.07	339	5.93	102	6.34	86	5.43	-	-
Straight salary	237	5.01	166	4.02	132	6.26	543	5.43	375	4.80	195	5.32	271	4.60	69	5.26	68	4.33	-	-
Salary plus commission	-	-	-	-	-	-	150	9.10	-	-	-	-	-	-	-	-	-	-	-	-
Floor coverings	-	-	-	-	-	-	110	11.42	106	10.61	69	10.59	52	10.12	-	-	-	-	-	-
Full-time workers	-	-	-	-	-	-	60	14.64	86	11.68	46	11.25	34	10.30	-	-	-	-	-	-
Straight commission	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Salary plus commission	-	-	-	-	-	-	35	16.28	-	-	-	-	-	-	-	-	-	-	-	-
Part-time workers	-	-	-	-	-	-	50	7.56	20	5.99	23	9.28	-	-	-	-	-	-	-	-
Straight salary	-	-	-	-	-	-	12	6.50	-	-	-	-	-	-	-	-	-	-	-	-
Salary plus commission	-	-	-	-	-	-	36	7.99	-	-	-	-	-	-	-	-	-	-	-	-
Furniture and bedding	74	18.01	-	-	176	8.08	252	14.87	269	12.27	142	13.99	163	13.67	134	11.93	101	11.50	-	-
Full-time workers	59	20.41	32	10.18	101	9.07	183	17.15	236	12.80	113	15.14	111	14.68	125	12.07	93	11.54	-	-
Straight salary	-	-	-	-	-	-	47	11.69	-	-	-	-	-	-	-	-	-	-	-	-
Straight commission	-	-	-	-	-	-	43	15.49	181	11.39	-	-	88	14.76	-	-	81	11.24	-	-
Salary plus commission	-	-	-	-	-	-	93	20.67	-	-	-	-	-	-	-	-	-	-	-	-
Part-time workers	15	8.58	-	-	-	-	69	8.83	33	8.47	29	9.52	52	11.51	-	-	-	-	-	-
Straight salary	7	5.53	-	-	-	-	32	4.96	-	-	-	-	-	-	-	-	-	-	-	-
Salary plus commission	-	-	-	-	-	-	37	12.18	-	-	-	-	-	-	-	-	-	-	-	-
Housewares	304	5.17	172	4.12	120	6.48	578	6.16	458	5.34	318	5.47	394	4.68	119	6.30	121	4.46	-	-
Full-time workers	75	5.83	30	4.42	54	7.14	175	7.09	233	5.64	139	5.78	-	-	53	6.86	53	4.62	-	-
Straight salary	75	5.83	30	4.42	54	7.14	127	6.39	185	5.42	136	5.79	-	-	24	6.05	53	4.62	-	-
Part-time workers	229	4.96	142	4.06	-	-	403	5.76	225	5.04	179	5.23	264	4.59	66	5.85	68	4.33	-	-
Straight salary	229	4.96	142	4.06	-	-	373	5.53	207	4.81	-	-	264	4.59	50	5.27	68	4.33	-	-
Salespersons, major appliances, household	-	-	-	-	-	-	303	10.79	-	-	189	16.28	228	13.01	-	-	123	11.51	-	-
Full-time workers	-	-	-	-	-	-	133	13.66	-	-	166	17.43	180	13.76	-	-	90	12.89	-	-
Straight salary	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Straight commission	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Part-time workers	-	-	-	-	-	-	-	-	-	-	23	7.92	48	10.21	-	-	33	7.73	-	-
Kitchen and laundry appliances	-	-	-	-	-	-	-	-	-	-	-	-	112	14.31	-	-	-	-	-	-
Full-time workers	-	-	-	-	-	-	-	-	-	-	-	-	80	15.65	-	-	-	-	-	-
Part-time workers	-	-	-	-	-	-	-	-	-	-	-	-	32	10.96	-	-	-	-	-	-
Electric and electronic appliances	-	-	-	-	83	10.30	-	-	-	-	-	-	116	11.76	-	-	46	8.57	-	-
Full-time workers	-	-	-	-	22	12.33	77	11.06	-	-	-	-	100	12.24	-	-	28	10.57	-	-
Straight salary	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Part-time workers	-	-	-	-	61	9.57	-	-	-	-	-	-	16	8.70	-	-	18	5.46	-	-

See footnotes at end of table.

Table 1. Occupational earnings—hourly averages: Regular stores—Continued

(Number of workers and average straight-time hourly earnings¹ in selected occupations in regular department stores, 20 metropolitan areas,² August 1986)

Department and occupation	Northeast										South									
	Boston		Buffalo		Nassau-Suffolk		New York		Philadelphia		Atlanta		Baltimore		Dallas		Fort Worth-Arlington		Houston	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Store occupations, selling—Continued																				
Salespersons, apparel and footwear	1,273	\$6.55	256	\$5.68	956	\$6.24	3,186	\$6.85	1,952	\$6.48	1,934	\$6.14	-	-	1,597	\$9.79	363	\$7.81	262	\$9.18
Full-time workers	-	-	84	6.27	243	7.70	986	9.07	992	7.43	915	6.71	-	-	-	-	182	7.25	127	10.49
Straight salary	-	-	51	5.22	166	7.19	473	6.31	167	5.91	-	-	-	-	-	-	-	-	-	-
Straight commission	-	-	-	-	-	-	61	9.87	-	-	180	9.86	-	-	-	-	137	8.21	104	11.02
Salary plus commission	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Part-time workers	940	5.88	172	5.40	713	5.74	2,200	5.86	960	5.49	1,019	5.62	780	\$5.16	528	8.66	181	8.36	135	7.94
Straight salary	819	5.38	95	4.20	575	5.43	1,779	5.24	324	4.36	-	-	-	-	-	-	-	-	-	-
Straight commission	-	-	-	-	-	-	-	-	-	-	106	8.29	-	-	-	-	144	8.75	-	-
Salary plus commission	-	-	-	-	-	-	407	8.55	-	-	-	-	-	-	-	-	-	-	-	-
Men's clothing	352	7.15	48	7.78	158	7.95	558	8.10	381	8.50	-	-	-	-	-	-	-	-	-	-
Full-time workers	-	-	25	6.81	67	9.67	-	-	245	9.51	-	-	-	-	275	10.47	66	7.38	24	11.62
Straight salary	-	-	-	-	-	-	-	-	25	5.75	-	-	-	-	189	11.30	42	5.95	12	13.61
Straight commission	-	-	-	-	-	-	-	-	145	10.55	45	9.98	-	-	-	-	-	-	-	-
Salary plus commission	-	-	-	-	-	-	-	-	75	8.76	-	-	-	-	-	-	-	-	-	-
Part-time workers	241	5.69	-	-	91	6.68	315	6.17	136	6.67	-	-	-	-	-	-	-	-	-	-
Straight salary	218	5.13	-	-	-	-	233	5.08	38	4.39	-	-	-	-	86	8.64	-	-	-	-
Straight commission	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Salary plus commission	-	-	-	-	-	-	82	9.27	-	-	31	7.64	-	-	-	-	-	-	-	-
Women's clothing	715	5.43	154	4.76	595	5.64	2,004	6.36	1,039	5.43	1,043	5.81	-	-	-	-	-	-	-	-
Full-time workers	153	5.93	42	5.52	119	6.49	-	-	505	6.11	489	6.34	-	-	-	-	189	8.01	-	-
Straight salary	153	5.93	35	4.96	104	6.12	341	6.41	135	5.99	391	5.52	-	-	-	-	87	7.45	-	-
Straight commission	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Salary plus commission	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Part-time workers	562	5.29	112	4.48	476	5.42	1,425	5.58	534	4.78	554	5.35	-	-	-	-	-	-	-	-
Straight salary	562	5.29	93	4.14	458	5.33	1,298	5.30	264	4.36	505	5.02	-	-	376	8.87	-	-	-	-
Straight commission	-	-	-	-	-	-	-	-	-	-	49	8.73	-	-	-	-	-	-	-	-
Footwear	204	9.46	54	6.44	203	6.67	608	7.40	526	7.08	437	7.06	238	7.03	249	9.64	108	7.71	-	-
Full-time workers	-	-	-	-	57	7.88	161	9.64	242	8.07	201	7.81	96	8.15	183	10.43	-	-	64	7.99
Straight salary	-	-	-	-	-	-	33	6.05	-	-	-	-	-	-	-	-	-	-	-	-
Straight commission	-	-	-	-	-	-	-	-	-	-	37	10.40	-	-	171	10.60	-	-	-	-
Salary plus commission	-	-	-	-	-	-	94	10.41	159	9.36	-	-	-	-	-	-	-	-	-	-
Part-time workers	135	8.66	-	-	146	6.20	447	6.59	284	6.24	236	6.42	142	6.27	66	7.45	55	7.46	-	-
Straight salary	-	-	-	-	-	-	235	5.16	-	-	-	-	-	-	-	-	-	-	-	-
Straight commission	-	-	-	-	-	-	-	-	-	-	26	8.25	-	-	-	-	30	8.36	-	-
Salary plus commission	-	-	-	-	-	-	201	8.29	142	6.10	-	-	-	-	-	-	-	-	-	-
Salespersons, miscellaneous	-	-	-	-	-	-	92	7.82	98	8.19	25	5.75	-	-	-	-	-	-	-	-
Full-time workers	-	-	-	-	-	-	18	9.69	32	9.24	11	6.24	-	-	-	-	-	-	-	-
Straight salary	-	-	-	-	-	-	-	-	-	-	11	6.24	-	-	-	-	-	-	-	-
Salary plus commission	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Part-time workers	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Straight salary	-	-	-	-	-	-	-	-	66	7.68	-	-	-	-	-	-	-	-	-	-
Salary plus commission	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Straight salary	-	-	-	-	-	-	-	-	-	-	-	-	51	5.21	-	-	-	-	-	-

See footnotes at end of table.

Table 1. Occupational earnings—hourly averages: Regular stores—Continued

(Number of workers and average straight-time hourly earnings¹ in selected occupations in regular department stores, 20 metropolitan areas,² August 1986)

Department and occupation	Northeast										South									
	Boston		Buffalo		Nassau-Suffolk		New York		Philadelphia		Atlanta		Baltimore		Dallas		Fort Worth-Arlington		Houston	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Store occupations, selling—Continued																				
Salary plus commission	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sporting goods	-	-	-	-	64	\$9.18	75	\$6.85	66	\$5.91	-	-	-	-	-	-	-	-	-	-
Full-time workers	-	-	-	-	-	-	-	-	-	-	-	-	19	\$5.67	-	-	-	-	-	-
Straight salary	-	-	-	-	51	8.27	65	6.87	50	6.40	-	-	52	5.26	-	-	-	-	-	-
Part-time workers	-	-	-	-	-	-	-	-	-	-	-	-	50	5.22	-	-	-	-	-	-
Straight salary	-	-	-	-	1,357	5.06	810	6.05	5,369	4.80	2,354	\$5.28	-	-	1,286	\$6.23	749	\$4.66	-	-
Salespersons, general	20	\$6.29	-	-	-	-	145	6.43	2,871	4.88	1,053	5.44	-	-	-	-	-	-	-	-
Full-time workers	-	-	-	-	-	-	117	5.81	2,820	4.88	873	5.40	-	-	-	-	-	-	-	-
Straight salary	-	-	-	-	1,144	4.88	665	5.97	2,498	4.70	1,301	5.15	1,418	4.68	722	5.65	530	4.41	-	-
Part-time workers	-	-	-	-	1,144	4.88	603	5.54	2,456	4.69	1,186	5.06	1,390	4.60	544	5.22	509	4.23	-	-
Straight salary	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Store occupations, nonselling																				
Alterations tailors	-	-	18	\$5.89	66	8.38	143	9.02	144	8.32	32	7.42	32	7.91	144	8.26	15	9.33	68	\$8.00
Full-time workers	-	-	-	-	43	8.85	119	9.11	89	9.28	27	7.63	18	8.36	125	8.30	-	-	60	8.16
Part-time workers	-	-	-	-	23	7.50	24	8.54	55	6.77	-	-	14	7.33	19	8.00	-	-	-	-
Cleaners (porters)	-	-	70	4.52	108	5.88	425	6.75	337	5.47	113	4.78	245	5.00	82	5.65	73	5.46	313	5.13
Full-time workers	21	6.78	28	4.60	-	-	196	7.55	211	5.94	50	4.81	-	-	67	5.82	40	5.16	-	-
Part-time workers	-	-	42	4.46	-	-	229	6.06	126	4.68	63	4.76	145	4.86	-	-	-	-	-	-
Display assistants	61	7.95	17	5.80	57	6.51	157	7.87	132	6.81	106	7.74	83	5.63	106	7.21	37	5.97	58	6.79
Full-time workers	41	8.94	-	-	37	7.44	122	8.43	109	7.25	92	7.95	-	-	83	7.52	20	6.90	39	7.54
Part-time workers	-	-	-	-	-	-	35	5.91	-	-	-	-	-	-	-	-	-	-	19	6.02
Gift-wrap persons	-	-	-	-	-	-	162	6.95	-	-	-	-	-	-	-	-	-	-	-	-
Full-time workers	-	-	-	-	-	-	61	8.27	-	-	-	-	-	-	-	-	-	-	-	-
Part-time workers	-	-	-	-	-	-	101	6.16	-	-	-	-	-	-	-	-	-	-	-	-
Receivers	-	-	16	5.49	-	-	101	6.20	-	-	141	6.79	-	-	46	6.12	-	-	103	6.56
Full-time workers	22	6.03	16	5.49	-	-	75	6.80	-	-	130	6.90	-	-	43	6.19	-	-	70	6.80
Part-time workers	-	-	-	-	-	-	26	4.48	-	-	11	5.50	-	-	-	-	-	-	-	-
Stock and inventory workers	327	5.11	184	4.25	195	5.06	626	6.52	512	4.85	470	5.62	262	5.17	257	5.88	-	-	-	-
Full-time workers	-	-	88	4.26	-	-	360	7.01	342	4.91	333	6.10	109	5.26	206	5.96	-	-	-	-
Part-time workers	213	4.70	96	4.23	142	4.91	-	-	170	4.74	137	4.45	153	5.11	51	5.56	-	-	-	-
Office clerical occupations																				
Cashiers, office	-	-	37	4.80	-	-	108	6.86	203	5.44	37	6.45	-	-	206	5.91	90	5.76	131	5.68
Full-time workers	-	-	-	-	13	6.42	51	7.46	62	5.93	13	5.36	-	-	63	6.84	23	6.64	-	-
Part-time workers	-	-	15	4.99	-	-	57	6.32	141	5.22	-	-	-	-	-	-	-	-	376	5.65
Service desk workers	-	-	85	4.31	-	-	251	6.11	225	5.11	-	-	158	5.66	-	-	-	-	112	6.41
Full-time workers	-	-	-	-	34	8.90	52	7.93	92	6.08	-	-	-	-	-	-	20	5.91	-	-
Part-time workers	174	4.92	-	-	-	-	199	5.64	-	-	-	-	129	5.54	-	-	-	-	-	-
Switchboard operators	-	-	-	-	-	-	51	6.17	115	5.82	50	5.27	65	5.00	53	5.99	-	-	25	5.58
Full-time workers	-	-	-	-	15	7.15	17	7.32	-	-	-	-	12	5.55	27	5.89	-	-	12	6.19
Part-time workers	-	-	-	-	-	-	34	5.59	76	5.60	48	5.26	53	4.88	26	6.09	-	-	-	-

See footnotes at end of table.

Table 1. Occupational earnings—hourly averages: Regular stores—Continued

(Number of workers and average straight-time hourly earnings¹ in selected occupations in regular department stores, 20 metropolitan areas,² August 1986)

Department and occupation	South—Continued				Midwest										West					
	Miami-Hialeah		Washington		Chicago		Cleveland		Detroit		Kansas City		St. Louis		Oakland		Phoenix		San Francisco	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Store occupations, selling																				
Salespersons, home furnishings	183	\$6.73	991	\$8.66	974	\$8.10	236	\$11.38	757	\$8.49	271	\$8.45	320	\$7.75	536	\$9.10	442	\$7.54	323	\$11.45
Full-time workers	144	7.04	550	11.07	520	10.28	187	12.82	534	9.82	144	10.74	174	9.51	294	10.21	266	8.87	172	13.48
Straight salary	51	4.80	-	-	117	5.25	32	5.34	102	5.75	-	-	-	-	98	9.22	112	4.93	-	-
Straight commission	-	-	-	-	278	11.51	121	14.74	233	13.20	-	-	-	-	-	-	-	-	-	-
Salary plus commission	-	-	123	12.29	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Part-time workers	39	5.57	441	5.67	454	5.61	49	5.87	223	5.30	127	5.85	146	5.64	242	7.75	176	5.53	78	17.16
Straight salary	31	4.74	-	-	396	4.87	32	4.61	137	4.65	98	4.65	-	-	196	7.35	136	4.49	-	-
Salary plus commission	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Floor coverings	21	6.70	101	10.85	100	9.78	52	10.75	66	10.28	29	8.48	-	-	-	-	-	-	-	-
Full-time workers	19	6.81	-	-	89	10.29	40	11.62	50	11.09	-	-	-	-	53	11.51	-	-	61	14.85
Straight commission	-	-	-	-	47	10.10	-	-	-	-	22	9.24	-	-	41	11.61	-	-	48	14.53
Salary plus commission	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Part-time workers	-	-	15	7.58	11	5.71	-	-	-	-	-	-	-	-	-	-	-	-	19	18.11
Straight salary	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Salary plus commission	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Furniture and bedding	80	8.73	290	15.22	338	12.36	116	15.32	266	13.63	141	11.22	118	10.78	249	10.97	154	11.60	112	14.72
Full-time workers	74	8.64	249	15.74	292	12.43	111	15.60	244	14.02	105	11.97	99	11.10	-	-	122	12.05	83	15.30
Straight salary	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Straight commission	-	-	179	16.05	219	12.03	89	15.76	199	13.58	-	-	-	-	-	-	-	-	-	-
Salary plus commission	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Part-time workers	-	-	-	-	46	11.93	-	-	22	9.36	-	-	-	-	-	-	-	-	49	17.92
Straight salary	-	-	-	-	-	-	-	-	-	-	-	-	-	-	65	10.62	32	9.90	29	13.08
Salary plus commission	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Housewares	82	4.78	-	-	535	5.08	64	4.98	-	-	96	4.59	-	-	234	6.56	248	4.69	-	-
Full-time workers	51	4.80	-	-	138	5.68	32	5.34	-	-	-	-	-	-	-	-	112	4.93	-	-
Straight salary	51	4.80	-	-	117	5.25	32	5.34	-	-	-	-	-	-	-	-	112	4.93	-	-
Part-time workers	31	4.74	-	-	397	4.88	32	4.61	125	4.67	80	4.48	-	-	-	-	-	-	-	-
Straight salary	31	4.74	-	-	396	4.87	32	4.61	-	-	80	4.48	-	-	165	6.37	136	4.49	-	-
Salespersons, major appliances, household	82	13.75	353	15.10	360	12.92	-	-	-	-	150	13.10	-	-	159	15.19	-	-	159	18.07
Full-time workers	62	14.43	279	15.97	271	14.08	-	-	157	15.17	95	14.75	-	-	125	16.02	-	-	129	18.57
Straight salary	-	-	-	-	-	-	-	-	-	-	-	-	-	-	22	14.68	-	-	-	-
Straight commission	-	-	190	14.43	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Part-time workers	20	11.63	-	-	89	9.38	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Kitchen and laundry appliances	-	-	-	-	-	-	-	-	-	-	-	-	-	-	34	12.15	-	-	30	15.95
Full-time workers	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Part-time workers	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Electric and electronic appliances	31	12.76	200	14.13	167	11.77	-	-	105	12.15	56	9.75	-	-	75	13.15	-	-	84	19.38
Full-time workers	-	-	-	-	117	12.79	-	-	76	13.01	-	-	-	-	50	13.75	-	-	62	19.92
Straight salary	-	-	-	-	-	-	-	-	-	-	-	-	-	-	22	14.68	-	-	-	-
Part-time workers	9	11.05	-	-	50	9.38	-	-	-	-	27	8.68	-	-	25	11.95	-	-	22	17.83

See footnotes at end of table.

Table 1. Occupational earnings—hourly averages: Regular stores—Continued

(Number of workers and average straight-time hourly earnings¹ in selected occupations in regular department stores, 20 metropolitan areas,² August 1986)

Department and occupation	South—Continued				Midwest										West					
	Miami-Hialeah		Washington		Chicago		Cleveland		Detroit		Kansas City		St. Louis		Oakland		Phoenix		San Francisco	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Store occupations, selling—Continued																				
Salespersons, apparel and footwear	767	\$6.32	2,461	\$6.08	1,273	\$7.31	392	\$6.94	1,976	\$7.14	291	\$6.28	1,102	\$6.39	-	-	1,086	\$6.11	505	\$9.21
Full-time workers	571	6.59	-	-	512	8.34	202	7.70	-	-	72	6.84	414	7.92	-	-	429	6.78	-	-
Straight salary	-	-	-	-	125	6.07	69	5.44	343	6.06	22	5.89	-	-	84	\$7.15	-	-	-	-
Straight commission	219	7.12	-	-	307	9.10	128	8.79	-	-	-	-	307	8.83	-	-	-	-	-	-
Salary plus commission	-	-	-	-	80	8.98	-	-	-	-	-	-	-	-	-	-	54	10.70	-	-
Part-time workers	196	5.54	1,410	5.17	761	6.61	190	6.13	879	6.33	219	6.10	688	5.47	-	-	657	5.67	291	8.63
Straight salary	117	4.54	-	-	246	5.76	83	4.66	301	4.44	-	-	-	-	94	6.35	-	-	-	-
Straight commission	33	7.38	-	-	356	6.56	79	7.31	373	7.40	-	-	213	7.13	-	-	141	6.73	-	-
Salary plus commission	46	6.75	-	-	-	-	-	205	7.17	-	-	-	-	-	-	-	51	9.38	-	-
Men's clothing	91	6.78	489	7.44	272	8.84	95	7.06	464	8.15	58	8.28	161	9.59	-	-	85	9.79	-	-
Full-time workers	77	6.64	-	-	146	10.01	51	7.86	336	8.46	-	-	127	9.97	-	-	57	10.27	-	-
Straight salary	-	-	-	-	-	-	-	-	-	-	-	-	-	-	28	6.38	-	-	-	-
Straight commission	73	6.53	-	-	90	10.72	37	9.09	130	12.07	-	-	124	9.92	-	-	-	-	-	-
Salary plus commission	-	-	-	-	27	10.15	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Part-time workers	14	7.57	262	5.61	126	7.48	44	6.14	128	7.33	34	7.87	34	8.16	-	-	28	8.82	-	-
Straight salary	-	-	205	4.35	-	-	-	-	-	-	-	-	-	-	28	5.98	-	-	-	-
Straight commission	-	-	-	-	-	-	17	8.54	-	-	-	-	-	-	-	-	19	11.22	-	-
Salary plus commission	9	8.76	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women's clothing	500	5.89	-	-	446	6.35	133	5.67	1,111	6.76	-	-	-	-	61	5.98	-	-	-	-
Full-time workers	367	6.20	-	-	166	7.44	59	5.73	-	-	15	5.83	158	5.90	31	6.21	-	-	-	-
Straight salary	281	5.50	-	-	80	5.75	55	5.65	221	6.39	15	5.83	-	-	31	6.21	-	-	-	-
Straight commission	-	-	-	-	63	8.74	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Salary plus commission	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Part-time workers	133	5.03	-	-	280	5.71	-	-	493	6.16	-	-	-	-	30	5.74	-	-	-	-
Straight salary	115	4.55	-	-	146	5.55	56	4.81	239	4.44	-	-	-	-	30	5.74	-	-	-	-
Straight commission	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Footwear	176	7.31	455	7.88	555	7.32	164	7.90	401	7.03	134	6.54	295	7.42	-	-	197	7.76	208	9.94
Full-time workers	127	7.70	-	-	200	7.88	92	8.88	143	8.61	33	5.83	-	-	-	-	73	8.21	-	-
Straight salary	-	-	-	-	-	-	-	-	-	-	-	-	-	-	25	9.17	-	-	-	-
Straight commission	60	5.91	-	-	154	8.31	87	8.74	102	9.57	-	-	-	-	-	-	51	8.39	-	-
Salary plus commission	-	-	-	-	30	7.33	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Part-time workers	49	6.32	209	6.01	355	7.01	72	6.65	258	6.16	101	6.77	166	6.67	-	-	124	7.50	124	8.97
Straight salary	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Straight commission	-	-	-	-	200	6.88	44	6.50	220	6.07	-	-	-	-	-	-	84	7.63	-	-
Salary plus commission	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Salespersons, miscellaneous	46	8.27	-	-	-	-	-	-	182	8.22	-	-	-	-	-	-	-	-	-	-
Full-time workers	21	7.33	-	-	-	-	-	-	57	10.13	-	-	-	-	-	-	-	-	-	-
Straight salary	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	20	10.93
Salary plus commission	-	-	-	-	135	6.46	-	-	125	7.35	157	5.92	-	-	-	-	-	-	71	6.64
Part-time workers	-	-	-	-	-	-	-	-	-	-	81	4.23	-	-	-	-	-	-	-	-
Straight salary	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 1. Occupational earnings—hourly averages: Regular stores—Continued

(Number of workers and average straight-time hourly earnings¹ in selected occupations in regular department stores, 20 metropolitan areas,² August 1986)

Department and occupation	South—Continued				Midwest										West					
	Miami-Hialeah		Washington		Chicago		Cleveland		Detroit		Kansas City		St. Louis		Oakland		Phoenix		San Francisco	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Store occupations, selling—Continued																				
Salary plus commission	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	21	\$8.54
Sporting goods	35	\$7.34	98	\$6.50	127	\$6.33	-	-	102	\$6.85	129	\$5.10	-	-	50	\$6.87	63	\$4.76	-	-
Full-time workers	-	-	-	-	-	-	-	-	16	7.82	-	-	-	-	-	-	-	-	-	-
Straight salary	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Part-time workers	19	8.21	78	6.65	94	6.25	-	-	86	6.67	103	4.99	-	-	-	-	45	4.85	44	6.78
Straight salary	-	-	-	-	-	-	-	-	-	-	79	4.21	-	-	-	-	-	-	-	-
Salespersons, general	1,184	4.30	-	-	1,462	4.62	-	-	4,816	4.89	635	4.57	-	-	-	-	575	5.02	-	-
Full-time workers	322	4.60	-	-	-	-	-	-	1,590	5.83	-	-	-	-	-	-	-	-	-	-
Straight salary	311	4.50	-	-	-	-	-	-	1,158	6.09	-	-	-	-	-	-	-	-	-	-
Part-time workers	862	4.19	-	-	1,314	4.53	-	-	3,226	4.43	569	4.48	-	-	-	-	441	4.69	-	-
Straight salary	855	4.18	-	-	1,314	4.53	-	-	3,154	4.40	568	4.46	-	-	-	-	441	4.69	-	-
Store occupations, nonselling																				
Alterations tailors	60	7.53	80	8.43	159	8.49	57	\$8.50	53	7.90	-	-	79	\$7.58	9	9.98	37	7.02	-	-
Full-time workers	54	7.71	55	8.82	-	-	35	9.42	27	8.02	-	-	-	-	-	-	-	-	-	-
Part-time workers	-	-	25	7.57	51	7.89	-	-	-	-	-	-	31	6.50	-	-	-	-	-	-
Cleaners (porters)	105	5.42	426	4.93	314	5.21	143	5.00	298	4.86	-	-	-	-	-	-	173	4.82	-	-
Full-time workers	-	-	-	-	132	5.63	64	5.32	103	5.24	-	-	-	-	-	-	-	-	-	-
Part-time workers	18	4.40	203	4.65	182	4.90	79	4.75	195	4.66	-	-	-	-	-	-	145	4.79	-	-
Display assistants	62	6.49	144	5.84	165	6.51	54	6.67	162	6.45	-	-	100	6.32	71	9.40	64	6.03	77	9.98
Full-time workers	51	6.89	-	-	91	7.48	38	7.47	126	6.86	-	-	-	-	67	9.50	40	6.84	60	10.25
Part-time workers	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Gift-wrap persons	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Full-time workers	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Part-time workers	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Receivers	-	-	-	-	242	6.20	86	4.94	139	6.52	28	6.04	50	7.21	-	-	-	-	-	-
Full-time workers	-	-	79	4.71	165	6.73	72	5.06	107	6.55	22	6.39	41	7.36	-	-	-	-	-	-
Part-time workers	-	-	-	-	77	5.08	14	4.36	-	-	-	-	-	-	-	-	-	-	-	-
Stock and inventory workers	123	5.04	-	-	662	5.11	93	4.62	927	5.09	-	-	208	4.78	-	-	282	4.64	163	7.97
Full-time workers	73	5.28	-	-	290	5.41	-	-	614	5.55	-	-	85	5.32	-	-	98	5.14	92	9.19
Part-time workers	50	4.70	-	-	372	4.88	56	4.47	313	4.18	49	5.00	-	-	-	-	184	4.38	71	6.38
Office clerical occupations																				
Cashiers, office	109	5.70	-	-	146	5.73	-	-	-	-	-	-	109	5.10	196	7.92	-	-	-	-
Full-time workers	45	6.31	-	-	47	6.28	-	-	-	-	15	5.88	30	6.21	42	8.68	16	5.44	31	7.65
Part-time workers	64	5.27	-	-	-	-	-	-	-	-	-	-	-	-	154	7.71	-	-	-	-
Service desk workers	108	4.93	225	4.65	-	-	-	-	-	-	-	-	-	-	387	6.43	-	-	149	6.65
Full-time workers	39	5.58	-	-	188	6.26	-	-	-	-	13	5.63	-	-	63	7.88	-	-	29	7.66
Part-time workers	-	-	194	4.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	120	6.41
Switchboard operators	44	5.25	105	5.17	97	5.08	57	5.16	79	5.59	-	-	-	-	-	-	-	-	29	7.46
Full-time workers	-	-	24	5.47	19	6.21	16	5.92	38	6.23	-	-	17	6.07	-	-	-	-	10	8.55
Part-time workers	27	5.48	81	5.09	-	-	-	-	41	4.99	-	-	-	-	-	-	-	-	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excludes prize or push money that is not a regularly recurring part of employee compensation paid by the store and all such payments by individual vendors, e.g., bedding and appliance manufacturers.

Earnings for workers paid on a straight-salary basis relate to August 1986; commission earnings for workers partly or wholly paid on that basis were averaged, where feasible, over a 12-month period ending as close as possible to July 1986.

² For definitions of areas, see footnote 1, table A-1, appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Data for an overall occupation may include data for subclassifications not shown separately.

Table 2. Occupational earnings—hourly averages: Discount stores

(Number of workers and average straight-time hourly earnings¹ in discount department stores, selected metropolitan areas,² August 1986)

Department and occupation	Total, 22 areas		Five northeastern areas						Seven southern areas ³		Six midwestern areas						Four western areas ⁴	
	Number of workers	Average hourly earnings	Total ⁵		New York		Philadelphia		Number of workers	Average hourly earnings	Total ⁶		Kansas City		St. Louis		Number of workers	Average hourly earnings
			Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings			Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings		
Store occupations, selling																		
Salespersons, general merchandise	39,192	\$4.44	10,632	\$4.30	-	-	1,835	\$4.24	9,798	\$4.44	16,137	\$4.51	895	\$4.35	2,893	\$4.87	2,625	\$4.56
Full-time workers	12,108	5.29	3,176	4.85	-	-	681	4.48	3,494	5.11	4,590	5.70	-	-	-	-	848	5.41
Straight salary	11,772	5.26	3,144	4.83	-	-	675	4.45	3,344	5.08	4,476	5.69	261	4.88	-	-	808	5.34
Part-time workers	336	6.21	32	7.46	-	-	-	-	150	5.85	114	6.13	-	-	-	-	40	6.77
Salespersons, floor only	27,084	4.06	7,456	4.06	-	-	1,154	4.10	6,304	4.08	11,547	4.04	616	4.09	1,626	4.22	1,777	4.16
Full-time workers	26,614	4.03	7,348	4.04	-	-	1,133	4.07	6,162	4.05	11,372	4.01	607	4.06	1,617	4.21	1,732	4.12
Straight salary	470	5.58	-	-	-	-	-	-	142	5.06	175	6.19	-	-	-	-	45	5.48
Part-time workers	18,386	4.49	3,038	4.52	-	-	1,102	4.28	4,788	4.52	9,209	4.44	-	-	-	-	1,351	4.65
Salespersons, floor and cashier, checkout	5,595	5.34	1,129	4.87	-	-	444	4.37	1,826	5.11	2,148	5.78	-	-	-	-	492	5.33
Full-time workers	5,260	5.28	1,097	4.79	-	-	438	4.33	1,677	5.04	2,034	5.76	-	-	-	-	452	5.20
Straight salary	335	6.21	32	7.46	-	-	-	-	149	5.86	114	6.13	-	-	-	-	40	6.77
Part-time workers	12,791	4.12	1,909	4.32	-	-	658	4.21	2,962	4.17	7,061	4.04	-	-	-	-	859	4.26
Salespersons, floor and stockroom ..	12,321	4.07	1,801	4.26	-	-	637	4.16	2,820	4.12	6,886	3.98	-	-	-	-	814	4.19
Full-time workers	470	5.58	-	-	-	-	-	-	142	5.06	175	6.19	-	-	-	-	45	5.48
Straight salary	3,492	4.96	1,446	4.77	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Part-time workers	1,596	5.74	514	5.60	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Salespersons, floor and stockroom ..	1,596	5.74	514	5.60	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Full-time workers	1,896	4.30	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Straight salary	1,896	4.30	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Part-time workers	4,451	4.05	4,384	4.04	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Salespersons, floor and stockroom ..	1,176	4.54	1,133	4.54	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Full-time workers	1,175	4.54	1,133	4.54	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Straight salary	3,275	3.87	3,251	3.87	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Part-time workers	3,275	3.87	3,251	3.87	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Store occupations, nonselling																		
Cashiers, checkout	20,200	4.25	6,763	3.88	2,131	\$3.68	1,356	3.82	4,162	4.15	8,353	4.60	-	-	-	-	922	4.25
Full-time workers	2,054	4.91	-	-	-	-	-	-	414	4.34	594	6.46	-	-	-	-	83	5.20
Part-time workers	18,146	4.18	5,800	3.83	-	-	1,302	3.80	3,748	4.13	7,759	4.46	-	-	-	-	839	4.16
Cleaners	1,465	4.95	429	4.38	-	-	-	-	146	5.80	786	4.93	-	-	-	-	104	6.29
Full-time workers	669	5.62	183	4.43	-	-	-	-	118	6.22	284	5.83	-	-	36	4.99	84	6.62
Part-time workers	796	4.39	246	4.34	50	4.38	-	-	28	4.04	502	4.42	-	-	-	-	20	4.88
Receivers	1,844	4.70	1,454	4.40	-	-	64	5.79	-	-	-	-	-	-	-	-	-	-
Full-time workers	1,160	5.01	847	4.71	-	-	64	5.79	-	-	-	-	-	-	-	-	-	-
Part-time workers	684	4.16	607	3.97	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stock and inventory workers	11,311	4.41	4,813	4.04	-	-	-	-	2,515	4.30	3,590	5.01	-	-	816	4.55	-	-
Full-time workers	2,605	5.21	1,048	4.39	320	3.77	201	4.60	513	4.90	949	6.28	-	-	248	5.82	95	5.26
Part-time workers	8,706	4.17	-	-	-	-	-	-	2,002	4.14	2,641	4.55	-	-	-	-	-	-

See footnotes at end of table.

Table 2. Occupational earnings—hourly averages: Discount stores—Continued

(Number of workers and average straight-time hourly earnings¹ in discount department stores, selected metropolitan areas,² August 1986)

Department and occupation	Total, 22 areas		Five northeastern areas						Seven southern areas ³		Six midwestern areas						Four western areas ⁴	
	Number of workers	Average hourly earnings	Total ⁵		New York		Philadelphia		Number of workers	Average hourly earnings	Total ⁶		Kansas City		St. Louis		Number of workers	Average hourly earnings
			Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings			Number of workers	Average hourly earnings	Number of workers	Average hourly earnings				
Office clerical occupations																		
Cashiers, office	3,171	\$5.70	584	\$5.38	-	-	-	-	993	\$5.87	1,344	\$5.73	83	\$5.74	-	-	250	\$5.69
Full-time workers	2,084	6.24	395	5.65	-	-	-	-	745	6.25	787	6.49	-	-	-	-	157	6.40
Part-time workers	1,087	4.68	189	4.80	50	\$4.41	-	-	248	4.71	557	4.66	-	-	-	-	-	-
Service desk workers	2,070	4.93	693	4.65	-	-	75	\$4.52	520	4.93	708	5.06	-	-	-	-	149	5.55
Full-time workers	746	5.57	196	4.88	-	-	35	4.74	249	5.54	237	5.95	-	-	-	-	64	6.44
Part-time workers	1,324	4.56	497	4.57	-	-	40	4.34	271	4.38	471	4.61	-	-	-	-	85	4.88
Switchboard operators	508	4.57	193	4.50	-	-	-	-	-	-	90	4.50	-	-	-	-	-	-
Part-time workers	470	4.54	159	4.43	-	-	-	-	-	-	86	4.44	-	-	-	-	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excludes prize or push money that is not a regularly recurring part of employee compensation paid by the store and all such payments by individual vendors, e.g., bedding and appliance manufacturers. Earnings for workers paid on a straight-salary basis relate to August 1986; commission earnings for workers partly or wholly paid on that basis were averaged, where feasible, over a 12-month period ending as close as possible to July 1986.

² For definitions of areas, see footnote 1, table A-1, appendix A.

³ Includes data for the Atlanta, Baltimore, Dallas, Fort Worth-Arlington, Houston, Miami-Hialeah, and Washington, D.C., metropolitan areas.

⁴ Includes data for the Denver, Oakland, Phoenix, and San Francisco metropolitan areas.

⁵ Includes data for Boston, Buffalo, and Nassau-Suffolk in addition to the New York and Philadelphia metropolitan areas shown separately.

⁶ Includes data for Chicago, Cleveland, Detroit, and Minneapolis-St. Paul in addition to the Kansas City and St. Louis metropolitan areas shown separately.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Data for an overall occupation may include data for subclassifications not shown separately.

(Percent distribution of workers in selected occupations by straight-time hourly earnings,² August 1986)

Department and occupation	Number of workers	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																										
			3.35 and under 3.50	3.50 - 3.75	3.75 - 4.00	4.00 - 4.25	4.25 - 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 - 8.00	8.00 - 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	21.00 and over	
Store occupations, selling																													
Salespersons, home furnishings	656	\$7.68	1	1	1	11	8	11	5	10	6	7	4	7	4	3	3	3	2	1	1	1	1	(²)	(²)	2	(²)	4	
Full-time workers	414	8.63	(²)	-	1	12	5	11	4	10	4	7	3	7	6	3	4	4	5	3	1	(²)	1	1	(²)	1	(²)	-	
Straight salary	295	6.00	-	-	1	16	6	15	6	12	5	9	3	9	5	3	4	3	2	-	-	-	-	-	-	-	-	-	
Part-time workers	242	6.07	1	2	2	9	14	11	7	8	11	9	6	6	2	2	2	2	(²)	-	1	1	-	(²)	(²)	2	-	-	
Straight salary	195	5.32	-	-	3	10	17	14	8	9	12	11	7	6	-	2	1	-	-	-	-	-	-	-	-	-	-	-	
Floor coverings	69	10.59	-	-	-	-	-	-	-	9	6	-	7	10	9	1	14	7	14	4	7	1	1	3	1	-	-	3	
Full-time workers	46	11.25	-	-	-	-	-	-	-	9	2	-	4	9	7	2	15	9	20	7	7	-	2	2	2	-	-	4	
Part-time workers	23	9.28	-	-	-	-	-	-	-	10	3	3	-	13	13	-	13	4	4	-	9	4	-	4	-	-	-	-	
Furniture and bedding	142	13.99	-	-	4	-	-	-	-	4	2	3	1	3	8	8	10	7	6	2	2	3	3	1	7	1	4	18	
Full-time workers	113	15.14	-	-	-	-	-	-	-	2	-	3	1	4	8	9	8	10	9	7	3	2	3	4	1	5	1	22	
Part-time workers	29	9.52	-	-	17	-	-	-	-	10	10	3	3	-	10	3	10	10	-	-	-	3	-	-	3	14	-	-	
Housewares	318	5.47	-	1	1	10	17	12	7	9	11	10	6	10	3	2	-	-	-	-	-	-	-	-	-	-	-	-	
Full-time workers	139	5.78	-	-	2	9	14	9	4	10	11	9	6	16	8	1	-	-	-	-	-	-	-	-	-	-	-	-	
Straight salary	136	5.79	-	-	2	10	14	9	4	8	11	10	7	16	8	1	-	-	-	-	-	-	-	-	-	-	-	-	
Part-time workers	179	5.23	-	2	-	11	19	15	9	8	11	11	6	6	-	2	-	-	-	-	-	-	-	-	-	-	-	-	
Salespersons, major appliances, household																													
Full-time workers	166	17.43	-	2	-	-	-	-	-	2	-	4	3	3	6	8	8	6	2	3	2	4	4	3	5	3	4	5	30
Part-time workers	23	7.92	-	-	-	13	-	-	-	13	-	9	-	9	17	22	4	9	-	4	-	-	-	-	-	-	-	-	34
Salespersons, apparel and footwear																													
Full-time workers	915	6.71	(²)	1	1	15	9	7	3	12	5	6	7	10	6	5	4	2	2	1	1	(²)	(²)	(²)	(²)	1	(²)	1	4
Straight commission	180	9.86	1	-	1	1	1	2	1	11	6	6	4	9	13	6	10	3	7	4	2	1	2	1	3	1	2	4	
Part-time workers	1,019	5.62	6	1	2	17	15	10	5	6	5	6	6	10	4	2	1	1	(²)	(²)	(²)	(²)	-	(²)	(²)	(²)	(²)	5	
Straight commission	106	8.29	8	3	3	5	4	1	3	8	12	8	6	7	3	8	7	3	2	1	-	1	-	1	-	2	1	2	
Men's clothing:																													
Full-time workers:																													
Straight commission	45	9.98	2	-	-	-	-	2	-	7	-	7	4	9	22	2	13	2	11	4	2	2	-	-	7	-	-	2	
Part-time workers:																													
Straight commission	31	7.64	3	-	3	3	3	-	-	13	6	6	13	3	-	23	16	3	3	-	-	-	-	-	-	-	-	-	1
Women's clothing	1,043	5.81	4	1	2	16	16	8	4	8	6	6	8	9	4	2	1	1	1	1	1	(²)	(²)	(²)	(²)	(²)	(²)	(²)	
Full-time workers	489	6.34	-	1	1	13	12	8	3	12	6	7	9	10	5	5	2	1	1	1	1	-	(²)	(²)	(²)	(²)	(²)	(²)	
Straight salary	391	5.52	-	1	1	16	15	10	3	15	5	7	10	10	3	4	-	(²)	-	-	-	-	-	-	-	-	-	1	
Part-time workers	554	5.35	7	1	3	19	19	8	6	4	5	5	7	8	3	1	(²)	1	(²)	(²)	-	(²)	-	-	-	-	-	-	
Straight salary	505	5.02	7	1	3	21	21	9	6	4	5	5	7	9	3	(²)	-	(²)	-	2	-	2	-	2	-	-	-	10	
Straight commission	49	8.73	10	6	4	2	6	2	6	2	8	12	4	4	4	4	4	2	1	-	(²)	-	(²)	(²)	1	(²)	1	1	
Footwear	437	7.06	1	3	1	1	2	14	5	12	8	8	6	16	8	6	3	2	1	-	(²)	-	(²)	-	(²)	-	-	2	
Full-time workers	201	7.81	(²)	1	-	-	2	6	3	18	7	6	5	14	8	9	7	2	2	-	1	-	-	-	-	-	-	11	
Straight commission	37	10.40	3	-	-	3	-	-	-	41	3	3	3	8	8	-	-	3	3	-	-	-	3	-	-	3	1	-	
Part-time workers	236	6.42	1	4	1	1	21	6	7	9	10	7	3	(²)	1	(²)	-	(²)	-	-	-	-	-	-	-	-	-	-	
Straight commission	26	8.25	8	-	-	12	-	-	-	15	27	-	-	15	4	-	-	-	-	-	-	-	-	-	-	8	4	8	
Salespersons, miscellaneous																													
Full-time workers	25	5.75	-	8	20	-	16	-	-	-	24	-	-	20	4	-	-	-	-	-	-	-	-	-	-	-	-	-	
Straight salary	11	6.24	-	18	-	-	-	-	-	-	55	-	-	9	-	-	-	18	-	-	-	-	-	-	-	-	-	-	
Part-time workers	11	6.24	-	18	-	-	-	-	-	-	55	-	-	9	-	-	-	18	-	-	-	-	-	-	-	-	-	-	
Straight salary	11	6.24	-	18	-	-	-	-	-	-	55	-	-	9	-	-	-	18	-	-	-	-	-	-	-	-	-	-	
Salespersons, general																													
Full-time workers	2,354	5.28	1	3	3	16	16	8	7	8	11	10	6	7	2	1	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	
Straight salary	1,053	5.44	1	3	1	12	13	7	9	8	14	11	8	9	3	1	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	
Part-time workers	873	5.40	1	3	1	14	13	6	8	7	14	11	8	9	3	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	
Straight salary	1,301	5.15	1	4	4	18	19	8	6	9	9	8	5	6	1	1	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	
Straight salary	1,186	5.06	1	4	4	20	19	8	6	8	9	9	5	6	1	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	

See footnotes at end of table.

Table 3. Occupational hourly earnings: Regular stores: Atlanta, GA¹—Continued

(Percent distribution of workers in selected occupations by straight-time hourly earnings,² August 1986)

Department and occupation	Number of workers	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																										
			3.35 and under 3.50	3.50-3.75	3.75-4.00	4.00-4.25	4.25-4.50	4.50-4.75	4.75-5.00	5.00-5.50	5.50-6.00	6.00-6.50	6.50-7.00	7.00-8.00	8.00-9.00	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	21.00 and over	
Store occupations, nonselling																													
Alterations tailors	32	\$7.42	-	-	-	-	-	3	-	9	6	13	9	22	31	3	-	-	-	-	3	-	-	-	-	-	-	-	-
Full-time workers	27	7.63	-	-	-	-	-	4	-	11	7	-	11	22	37	4	-	-	-	-	4	-	-	-	-	-	-	-	-
Cleaners (porters)	113	4.78	11	3	4	13	10	11	7	23	11	2	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Full-time workers	50	4.81	12	4	-	6	8	14	4	30	20	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Part-time workers	63	4.76	10	2	6	19	11	8	10	17	3	3	5	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Display assistants	106	7.74	-	-	-	-	3	2	1	4	8	9	8	25	21	10	2	4	5	-	-	-	-	-	-	-	-	-	-
Full-time workers	92	7.95	-	-	-	-	-	2	-	4	3	11	9	26	22	11	2	4	5	-	-	-	-	-	-	-	-	-	-
Receivers	141	6.79	1	1	-	18	2	6	-	7	10	7	4	8	9	23	4	1	-	-	-	-	-	-	-	-	-	-	-
Full-time workers	130	6.90	2	-	-	20	-	5	-	8	10	5	4	8	8	25	5	1	-	-	-	-	-	-	-	-	-	-	-
Part-time workers	11	5.50	-	9	-	-	27	9	-	-	9	27	-	9	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stock and inventory workers	470	5.62	3	(³)	1	18	13	9	7	8	3	12	4	7	1	12	-	-	-	-	-	-	-	-	-	-	-	-	-
Full-time workers	333	6.10	1	-	1	14	12	5	5	10	4	15	6	9	2	17	-	-	-	-	-	-	-	-	-	-	-	-	-
Part-time workers	137	4.45	8	1	2	30	16	19	12	4	1	5	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Office clerical occupations																													
Cashiers, office	37	6.45	-	-	-	11	3	3	8	14	11	8	3	16	19	3	-	3	-	-	-	-	-	-	-	-	-	-	-
Full-time workers	13	5.36	-	-	-	31	-	-	23	23	15	-	-	-	-	-	8	-	-	-	-	-	-	-	-	-	-	-	-
Switchboard operators	50	5.27	6	-	6	4	16	12	10	10	12	10	6	6	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Part-time workers	48	5.26	6	-	6	4	17	13	8	10	13	8	6	6	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ The Atlanta metropolitan area consists of Barrow, Butts, Cherokee, Clayton, Cobb, Coweta, De Kalb, Douglas, Fayette, Forsyth, Fulton, Gwinnett, Henry, Newton, Paulding, Rockdale, Spalding, and Walton Counties.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excludes prize or push money that is not a regularly recurring part of employee compensation paid by the store and all such payments by individual vendors, e.g., bedding and appliance manufacturers. Earnings for workers paid on a straight-salary basis relate to August 1986; commission earnings for workers partly or wholly paid on that basis were averaged, where feasible, over a 12-month period ending as close as possible to July 1986.

³ Less than 0.5 percent.

⁴ Workers were distributed as follows: 2 percent at \$21 and under \$22; 2 percent at \$22 and under \$23; 2 per-

cent at \$23 and under \$24; 2 percent at \$24 and under \$25; 3 percent at \$25 and under \$26; 2 percent at \$26 and under \$27; and 4 percent at \$27 and over.

⁵ Workers were distributed as follows: 2 percent at \$21 and under \$22; 5 percent at \$22 and under \$23; 3 percent at \$23 and under \$24; 5 percent at \$24 and under \$25; 3 percent at \$25 and under \$26; 1 percent at \$26 and under \$27; and 11 percent at \$27 and over.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported. Data for an overall occupation may include data for subclassifications not shown separately.

See footnotes at end of table.

Table 4. Occupational hourly earnings: Regular stores: Baltimore, MD¹—Continued

(Percent distribution of workers in selected occupations by straight-time hourly earnings,² August 1986)

Department and occupation	Number of workers	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																								
			3.35 and under 3.50	3.50 - 3.75	3.75 - 4.00	4.00 - 4.25	4.25 - 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 - 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 and over	
Store occupations, nonselling																											
Alterations tailors	32	\$7.91	-	-	-	-	-	-	-	-	19	19	-	-	6	22	31	-	3	-	-	-	-	-	-	-	-
Full-time workers	18	8.36	-	-	-	-	-	-	-	-	-	33	-	-	-	22	39	-	6	-	-	-	-	-	-	-	-
Part-time workers	14	7.33	-	-	-	-	-	-	-	-	43	-	-	-	14	21	21	-	-	-	-	-	-	-	-	-	-
Cleaners (porters)	245	5.00	-	4	17	13	18	2	4	11	12	7	3	1	2	5	(*)	-	-	-	-	-	-	-	-	-	-
Part-time workers	145	4.86	-	8	25	15	12	2	3	12	9	1	3	1	3	6	1	-	-	-	-	-	-	-	-	-	-
Display assistants	83	5.63	-	-	7	4	-	13	7	23	17	12	6	1	2	2	4	1	-	-	-	-	-	-	-	-	-
Stock and inventory workers	262	5.17	3	3	9	13	15	9	3	16	7	8	4	1	(*)	5	2	-	-	-	-	-	-	-	-	-	-
Full-time workers	109	5.26	6	-	4	15	13	9	4	22	6	12	2	1	-	4	5	-	-	-	-	-	-	-	-	-	-
Part-time workers	153	5.11	1	5	13	12	17	9	2	12	8	5	6	1	1	7	1	-	-	-	-	-	-	-	-	-	-
Office clerical occupations																											
Service desk workers	158	5.66	4	5	18	11	10	4	3	3	2	4	4	4	11	13	1	4	-	-	-	-	-	-	-	-	-
Part-time workers	129	5.54	-	5	20	13	12	5	2	3	2	3	5	5	8	11	-	5	-	-	-	-	-	-	-	-	-
Switchboard operators	65	5.00	-	2	5	25	17	14	2	14	8	3	3	-	6	3	-	-	-	-	-	-	-	-	-	-	-
Full-time workers	12	5.55	-	-	-	50	-	-	-	-	17	-	8	-	17	8	-	-	-	-	-	-	-	-	-	-	-
Part-time workers	53	4.88	-	2	6	19	21	17	2	17	6	4	2	-	4	2	-	-	-	-	-	-	-	-	-	-	-

¹ The Baltimore metropolitan area consists of Baltimore City and Anne Arundel, Baltimore, Carroll, Harford, Howard, and Queen Annes Counties.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excludes prize or push money that is not a regularly recurring part of employee compensation paid by the store and all such payments by individual vendors, e.g., bedding and appliance manufacturers. Earnings for workers paid on a straight-salary basis relate to August 1986; commission earnings for workers partly or wholly paid on that basis were averaged, where feasible, over a 12-month period ending as close as possible to July 1986.

³ Workers were distributed as follows: 3 percent at \$19 and under \$20; 2 percent at \$20 and under \$21; 6 percent at \$21 and under \$23; 2 percent at \$23 and under \$24; and 6 percent at \$24 and over.

⁴ Less than 0.5 percent.

⁵ Workers were distributed as follows: 2 percent at \$18 and under \$20; 2 percent at \$20 and under \$22; 4 percent at \$22 and under \$23; 1 percent at \$23 and under \$24; and 4 percent at \$24 and over.

⁶ Workers were distributed as follows: 4 percent at \$18 and under \$19; 5 percent at \$19 and under \$20; 1 percent at \$21 and under \$22; 2 percent at \$22 and under \$24; and 2 percent at \$24 and over.

⁷ Workers were distributed as follows: 8 percent at \$18 and under \$19; 5 percent at \$19 and under \$20; 3 percent at \$21 and under \$22; 4 percent at \$22 and under \$24; and 4 percent at \$24 and over.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported. Data for an overall occupation may include data for subclassifications not shown separately.

Table 5. Occupational hourly earnings: Regular stores: Boston, MA¹

(Percent distribution of workers in selected occupations by straight-time hourly earnings,² August 1986)

Department and occupation	Number of workers	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																								
			3.50 and under 4.00	4.00 - 4.50	4.50 - 5.00	5.00 - 5.50	5.50 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 11.00	11.00 - 12.00	12.00 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 and over	
Store occupations, selling																											
Salespersons, home furnishings	413	\$8.26	9	21	16	10	2	2	3	5	4	2	1	1	(3)	1	1	3	1	2	1	2	2	1	1	8	
Full-time workers	165	12.80	5	5	6	12	1	2	2	4	2	2	1	2	-	2	2	5	4	4	4	4	4	2	3	20	
Part-time workers	248	5.24	12	31	23	9	2	3	3	5	5	2	(3)	1	1	(3)	1	1	-	-	-	-	(3)	-	-	-	
Straight salary	237	5.01	13	33	23	9	3	3	3	5	5	2	-	(3)	(3)	-	-	1	-	-	-	-	-	-	-	-	
Furniture and bedding	74	18.01	5	-	-	-	-	-	-	1	-	1	1	-	4	4	5	1	4	7	5	5	3	7	41		
Full-time workers	59	20.41	-	-	-	2	-	-	-	-	-	-	-	-	3	2	3	2	5	8	7	5	3	8	51		
Part-time workers	15	8.58	27	-	-	-	13	-	-	-	7	-	7	7	-	7	13	13	-	-	-	7	-	-	-		
Straight salary	7	5.53	57	-	-	-	29	-	-	-	-	-	-	-	-	-	-	14	-	-	-	-	-	-	-		
Housewares	304	5.17	11	29	21	13	2	3	4	6	5	2	1	1	(3)	1	-	-	-	-	-	-	-	-	-		
Full-time workers	75	5.83	11	12	13	25	1	4	5	9	5	4	3	4	-	3	-	-	-	-	-	-	-	-	-		
Straight salary	75	5.83	11	12	13	25	1	4	5	9	5	4	3	4	-	3	-	-	-	-	-	-	-	-	-		
Part-time workers	229	4.96	11	34	24	10	2	3	3	5	5	2	-	(3)	(3)	-	-	-	-	-	-	-	-	-	-		
Straight salary	229	4.96	11	34	24	10	2	3	3	5	5	2	-	(3)	(3)	-	-	-	-	-	-	-	-	-	-		
Salespersons, apparel and footwear																											
Part-time workers	940	5.88	3	29	18	11	4	6	8	6	4	3	2	1	1	1	1	1	1	(3)	(3)	(3)	(3)	(3)	(3)	(3)	
Straight salary	819	5.38	3	33	20	12	4	5	8	6	3	2	1	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)		
Men's clothing	352	7.15	2	28	16	12	5	4	6	4	2	1	2	1	1	2	1	1	2	1	1	1	4	2	2		
Part-time workers	241	5.69	3	36	19	12	3	4	7	5	2	1	1	1	1	2	-	1	-	(3)	(3)	(3)	(3)	(3)	(3)		
Straight salary	218	5.13	3	40	21	13	3	4	7	6	(3)	(3)	-	-	-	(3)	-	-	-	(3)	-	-	-	(3)	(3)		
Women's clothing	715	5.43	3	27	20	13	5	6	8	8	4	3	1	1	(3)	(3)	-	-	-	-	-	-	-	-	-		
Full-time workers	153	5.93	3	10	20	17	8	7	6	13	7	3	2	4	-	1	-	-	-	-	-	-	-	-	-		
Straight salary	153	5.93	3	10	20	17	8	7	6	13	7	3	2	4	-	1	-	-	-	-	-	-	-	-	-		
Part-time workers	562	5.29	3	32	20	12	4	6	9	6	4	3	1	(3)	(3)	-	-	-	-	-	-	-	-	-	-		
Straight salary	562	5.29	3	32	20	12	4	6	9	6	4	3	1	(3)	(3)	-	-	-	-	-	-	-	-	-	-		
Footwear	204	9.46	1	5	4	3	2	5	4	7	7	7	5	5	2	9	8	5	7	4	3	1	1	1	(3)		
Part-time workers	135	8.66	1	6	6	3	3	7	5	10	9	8	7	4	2	6	7	7	2	1	2	1	1	1	-		
Salespersons, general:																											
Full-time workers	20	6.29	20	30	10	-	-	5	-	5	5	-	10	5	-	-	5	-	-	-	-	5	-	-	-	-	

See footnotes at end of table.

Table 5. Occupational hourly earnings: Regular stores: Boston, MA¹—Continued

(Percent distribution of workers in selected occupations by straight-time hourly earnings,² August 1986)

Department and occupation	Number of workers	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																								
			3.50 and under 4.00	4.00 - 4.50	4.50 - 5.00	5.00 - 5.50	5.50 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 11.00	11.00 - 12.00	12.00 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 and over	
Store occupations, nonselling																											
Cleaners (porters):																											
Full-time workers	21	\$6.78	-	14	24	-	-	10	-	5	5	14	10	19	-	-	-	-	-	-	-	-	-	-	-	-	-
Display assistants	61	7.95	-	2	13	3	-	13	8	5	8	7	7	7	3	11	11	2	-	-	-	-	-	-	-	-	-
Full-time workers	41	8.94	-	-	-	-	-	12	10	2	10	10	7	10	5	15	17	2	-	-	-	-	-	-	-	-	-
Receivers:																											
Full-time workers	22	6.03	-	-	14	27	18	14	9	9	-	-	5	5	-	-	-	-	-	-	-	-	-	-	-	-	-
Stock and inventory workers	327	5.11	4	41	11	14	12	6	2	2	2	1	3	1	1	(9)	(9)	-	-	-	-	-	-	-	-	-	-
Part-time workers	213	4.70	4	57	10	11	8	3	1	2	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Office clerical occupations																											
Service desk workers:																											
Part-time workers	174	4.92	7	21	34	22	5	2	3	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ The Boston metropolitan area consists of Suffolk County, 3 communities in Bristol County, 4 in Essex County, 44 in Middlesex County, 26 in Norfolk County, 16 in Plymouth County, and 9 in Worcester County.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excludes prize or push money that is not a regularly recurring part of employee compensation paid by the store and all such payments by individual vendors, e.g., bedding and appliance manufacturers. Earnings for workers paid on a straight-salary basis relate to August 1986; commission earnings for workers partly or wholly paid on that basis were averaged, where feasible, over a 12-month period ending as close as possible to July 1986.

³ Less than 0.5 percent.

⁴ Workers were distributed as follows: 2 percent at \$20 and under \$21; 5 percent at \$21 and under \$22; 4 percent at \$22 and under \$23; 2 percent at \$23 and under \$25; 2 percent at \$25 and under \$26; and 5 percent at \$26 and over.

⁵ Workers were distributed as follows: 4 percent at \$20 and under \$21; 11 percent at \$21 and under \$22; 8 percent at \$22 and under \$23; 4 percent at \$23 and under \$25; 3 percent at \$25 and under \$26; and 11 percent at \$26 and over.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported. Data for an overall occupation may include data for subclassifications not shown separately.

Table 6. Occupational hourly earnings: Regular stores: Buffalo, NY¹(Percent distribution of workers in selected occupations by straight-time hourly earnings,² August 1986)

Department and occupation	Number of workers	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																
			3.35 and under 3.50	3.50 - 3.75	3.75 - 4.00	4.00 - 4.25	4.25 - 4.50	4.50 - 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 and over
Store occupations, selling																			
Salespersons, home furnishings	247	\$5.20	14	20	11	12	9	9	5	2	2	1	2	2	1	2	1	-	8
Full-time workers	76	7.43	8	4	9	3	7	9	9	8	3	-	5	5	4	-	3	-	³ 24
Straight salary	42	4.52	14	7	17	5	12	17	10	12	5	-	-	2	-	-	-	-	-
Part-time workers	171	4.21	16	27	12	16	9	9	4	-	1	1	-	1	-	2	-	-	1
Straight salary	166	4.02	17	28	13	17	10	9	4	-	1	1	-	-	-	1	-	-	-
Furniture and bedding:																			
Full-time workers	32	10.18	-	-	6	-	6	13	6	6	-	-	6	-	-	-	6	-	⁴ 50
Housewares	172	4.12	15	26	13	15	9	10	5	2	2	1	-	1	-	1	-	-	-
Full-time workers	30	4.42	20	10	17	7	10	10	7	10	7	-	-	3	-	-	-	-	-
Straight salary	30	4.42	20	10	17	7	10	10	7	10	7	-	-	3	-	-	-	-	-
Part-time workers	142	4.06	14	30	12	17	8	11	4	-	1	1	-	-	-	1	-	-	-
Straight salary	142	4.06	14	30	12	17	8	11	4	-	1	1	-	-	-	1	-	-	-
Salespersons, apparel and footwear	256	5.68	9	11	6	5	6	10	11	6	5	2	7	5	6	4	-	2	5
Full-time workers	84	6.27	-	5	7	4	13	14	5	5	4	4	10	8	12	4	-	-	7
Straight salary	51	5.22	-	8	12	6	22	24	4	8	6	-	6	-	-	-	-	-	6
Part-time workers	172	5.40	14	14	5	6	2	8	15	7	6	1	5	3	3	4	-	3	3
Straight salary	95	4.20	23	25	7	9	4	12	6	7	3	2	-	-	-	-	-	-	-
Men's clothing	48	7.78	-	-	8	6	4	8	-	2	2	-	15	6	6	6	-	10	⁵ 25
Full-time workers	25	6.81	-	-	16	12	8	16	-	-	-	-	12	12	-	-	-	-	24
Women's clothing	154	4.76	14	18	6	7	8	12	10	7	8	-	2	-	4	3	-	-	-
Full-time workers	42	5.52	-	10	5	-	21	19	5	10	7	-	7	-	10	7	-	-	-
Straight salary	35	4.96	-	11	6	-	26	23	6	11	9	-	9	-	-	-	-	-	-
Part-time workers	112	4.48	20	21	6	10	4	10	12	6	8	-	-	-	2	2	-	-	-
Straight salary	93	4.14	24	26	8	10	4	12	6	8	3	-	-	-	-	-	-	-	-
Footwear	54	6.44	4	-	4	-	-	4	26	7	-	9	13	19	11	4	-	-	-

See footnotes at end of table.

Table 6. Occupational hourly earnings: Regular stores: Buffalo, NY¹—Continued

(Percent distribution of workers in selected occupations by straight-time hourly earnings,² August 1986)

Department and occupation	Number of workers	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																
			3.35 and under 3.50	3.50 - 3.75	3.75 - 4.00	4.00 - 4.25	4.25 - 4.50	4.50 - 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 and over
Store occupations, nonselling																			
Alterations tailors	18	\$5.89	-	-	-	17	-	-	11	11	39	11	6	-	6	-	-	-	-
Cleaners (porters)	70	4.52	14	14	7	6	16	19	10	4	3	4	3	-	-	-	-	-	-
Full-time workers	28	4.60	21	7	-	7	14	29	-	11	-	11	-	5	-	-	-	-	-
Part-time workers	42	4.46	10	19	12	5	17	12	17	-	5	-	5	-	-	-	-	-	-
Display assistants	17	5.80	-	6	6	-	-	29	18	-	18	6	12	-	-	-	-	-	-
Receivers	16	5.49	-	-	-	-	-	25	31	13	31	-	-	-	-	-	-	-	6
Full-time workers	16	5.49	-	-	-	-	-	25	31	13	31	-	-	-	-	-	-	-	-
Stock and inventory workers	184	4.25	14	23	13	13	9	14	5	3	3	1	-	1	2	-	-	-	-
Full-time workers	88	4.26	6	23	14	9	11	24	8	6	-	-	-	-	2	-	-	-	-
Part-time workers	96	4.23	21	24	13	17	7	4	2	-	5	2	-	2	3	-	-	-	-
Office clerical occupations																			
Cashiers, office	37	4.80	-	16	3	11	14	24	8	11	5	8	-	-	-	-	-	-	-
Part-time workers	15	4.99	-	20	-	-	13	27	7	13	-	20	-	-	-	-	-	-	-
Service desk workers	85	4.31	24	29	13	2	6	8	1	2	1	-	7	6	-	-	-	-	-

¹ The Buffalo metropolitan area consists of Erie County.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excludes prize or push money that is not a regularly recurring part of employee compensation paid by the store and all such payments by individual vendors, e.g., bedding and appliance manufacturers. Earnings for workers paid on a straight-salary basis relate to August 1986; commission earnings for workers partly or wholly paid on that basis were averaged, where feasible, over a 12-month period ending as close as possible to July 1986.

³ Workers were distributed as follows: 4 percent at \$10.50 and under \$11; 3 percent at \$11 and under \$11.50; 4 percent at \$11.50 and under \$12.50; and 13 percent at \$13 and over.

percent at \$13 and over.

⁴ Workers were distributed as follows: 9 percent at \$10.50 and under \$11; 10 percent at \$11.50 and under \$12.50; and 31 percent at \$13 and over.

⁵ Workers were distributed as follows: 10 percent at \$10 and under \$10.50; 6 percent at \$10.50 and under \$11; 6 percent at \$12.50 and under \$13; and 3 percent at \$13 and over.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported. Data for an overall occupation may include data for subclassifications not shown separately.

Table 7. Occupational hourly earnings: Regular stores: Chicago, IL¹(Percent distribution of workers in selected occupations by straight-time hourly earnings,² August 1986)

Department and occupation	Number of workers	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																											
			3.35 and under 3.50	3.50 - 4.00	4.00 - 4.50	4.50 - 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 - 11.50	11.50 - 12.00	12.00 - 12.50	12.50 - 13.00	13.00 - 13.50	13.50 - 14.00	14.00 - 14.50	14.50 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 and over	
Store occupations, selling																														
Salespersons, home furnishings	974	\$8.10	4	11	13	6	5	4	4	3	2	4	3	3	2	2	3	3	2	2	4	3	1	1	2	2	1	4	2	6
Full-time workers	520	10.28	1	4	3	3	5	3	3	3	3	4	4	3	6	3	4	4	5	3	4	6	5	3	2	3	4	2	6	
Straight salary	117	5.25	4	19	15	10	18	10	6	1	5	5	2	1	3	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Straight commission	278	11.51	-	-	(³)	(³)	(³)	1	2	4	2	4	4	5	8	4	5	5	8	4	5	9	8	3	2	3	4	2	6	
Part-time workers	454	5.61	7	19	25	11	6	5	4	3	2	4	2	3	(³)	1	(³)	1	1	1	(³)	1	(³)	(³)	1	(³)	-	-	1	
Straight salary	396	4.87	8	22	28	12	7	5	4	3	1	5	2	2	-	1	(³)	-	-	-	(³)	1	(³)	(³)	1	(³)	-	-	1	
Floor coverings	100	9.78	-	1	-	2	2	6	8	4	4	4	10	4	6	2	7	6	5	5	7	4	2	2	1	1	3	1	3	
Full-time workers	89	10.29	-	-	-	-	2	3	6	4	2	4	11	4	7	2	8	7	6	6	8	4	2	2	1	1	3	1	3	
Straight commission	47	10.10	-	-	-	-	2	4	6	4	4	4	13	6	4	2	6	6	6	2	9	4	2	4	-	-	4	-	4	
Part-time workers	11	5.71	-	9	-	18	-	27	27	-	18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Furniture and bedding	338	12.36	-	-	-	-	-	-	(³)	1	3	1	3	4	5	7	5	4	5	7	5	4	10	7	4	3	5	5	3	10
Full-time workers	292	12.43	-	-	-	-	-	(³)	1	3	1	3	3	4	7	4	5	4	7	4	4	10	8	4	3	5	6	3	10	
Straight commission	219	12.03	-	-	-	-	-	(³)	-	4	1	4	2	5	9	4	5	5	8	5	5	11	9	3	2	4	5	2	7	
Part-time workers	46	11.93	-	-	-	-	-	-	2	-	4	2	7	13	4	9	-	9	7	7	2	11	2	2	4	4	-	-	11	
Housewares	535	5.08	7	20	24	11	10	6	4	3	2	5	2	2	1	1	1	(³)	(³)	-	(³)	(³)	-	-	(³)	-	-	-	-	
Full-time workers	138	5.68	4	16	13	9	16	9	7	2	6	5	2	2	2	1	1	1	1	-	1	-	-	-	-	1	-	-	-	
Straight salary	117	5.25	4	19	15	10	18	10	6	1	5	5	2	1	3	1	-	1	-	-	-	-	-	-	-	-	-	-	-	
Part-time workers	397	4.88	8	22	28	12	7	5	4	4	1	5	2	2	-	1	(³)	-	-	-	-	(³)	-	-	(³)	-	-	-	-	
Straight salary	396	4.87	8	22	28	12	7	5	4	3	1	5	2	2	-	1	(³)	-	-	-	(³)	-	-	(³)	-	-	-	-	-	
Salespersons, major appliances, household																														
household	360	12.92	(³)	1	1	1	2	2	2	2	3	2	4	4	1	4	3	3	4	5	4	5	4	3	5	4	8	6	17	
Full-time workers	271	14.08	-	-	-	-	1	2	1	1	1	1	3	3	1	3	4	3	4	6	5	4	3	7	4	10	7	23		
Part-time workers	89	9.38	1	2	2	3	4	2	6	4	6	4	9	9	2	6	2	2	7	6	1	3	6	2	-	3	1	3	1	
Electric and electronic appliances																														
appliances	167	11.77	1	1	1	1	2	4	2	2	2	4	6	6	1	5	4	2	5	7	2	7	5	4	4	3	8	4	9	
Full-time workers	117	12.79	-	-	-	-	1	4	1	1	1	3	4	5	-	6	5	2	4	6	3	8	4	5	5	3	12	4	12	
Part-time workers	50	9.38	2	2	2	4	4	2	4	4	6	6	10	8	4	4	2	2	6	8	-	4	8	-	-	2	-	4	2	
Salespersons, apparel and footwear																														
footwear	1,273	7.31	4	7	7	8	6	11	7	5	6	5	4	3	5	4	2	3	2	1	2	2	1	1	1	1	1	(³)	2	
Full-time workers	512	8.34	5	2	3	8	4	10	8	4	5	6	4	4	7	4	3	3	3	1	3	3	2	1	2	1	2	(³)	3	
Straight salary	125	6.07	22	4	6	12	7	10	8	2	3	5	2	3	6	2	-	1	2	1	1	-	-	-	-	1	-	1	1	
Straight commission	307	9.10	-	2	2	2	4	12	8	5	5	7	3	4	8	4	5	5	3	2	5	4	2	1	1	1	2	(³)	4	
Salary plus commission	80	8.98	-	1	-	23	-	1	11	1	6	3	8	5	6	4	1	3	1	1	1	1	5	3	1	5	4	3	-	
Part-time workers	761	6.61	4	10	11	8	8	11	7	7	7	5	4	3	3	3	1	2	1	1	1	1	1	1	1	1	(³)	(³)	1	
Straight salary	246	5.76	4	11	19	9	9	15	6	5	6	3	2	2	2	2	1	2	1	(³)	(³)	-	-	1	-	-	(³)	(³)	(³)	
Straight commission	356	6.56	5	13	9	8	9	11	6	4	5	5	4	3	4	4	1	2	1	1	1	1	1	(³)	1	-	(³)	(³)	4	
Men's clothing	272	8.84	(³)	4	7	6	5	6	8	4	5	5	3	3	6	6	3	6	3	1	4	4	1	2	2	2	2	1	5	
Full-time workers	146	10.01	-	4	2	1	2	3	8	1	5	8	3	4	8	4	5	8	3	-	6	5	2	2	3	3	3	1	5	
Straight commission	90	10.72	-	6	1	-	-	2	-	1	4	9	1	2	11	3	8	10	4	-	9	8	3	2	2	3	2	1	6	
Salary plus commission	27	10.15	-	4	-	-	-	-	22	4	4	-	7	4	7	7	4	4	-	-	4	4	-	4	7	7	4	-	2	
Part-time workers	126	7.48	1	4	13	10	9	8	8	6	5	2	3	1	2	9	1	3	2	2	2	2	1	2	-	-	-	-	1	
Women's clothing	446	6.35	9	12	8	9	5	16	5	5	5	3	3	3	4	2	(³)	2	1	2	1	1	1	1	-	(³)	(³)	-	1	
Full-time workers	166	7.44	14	2	1	11	6	15	9	3	3	2	2	2	7	2	1	3	3	2	1	2	2	-	-	1	1	-	3	
Straight salary	80	5.75	30	4	1	11	8	11	6	4	3	4	1	1	10	3	-	-	1	1	1	-	-	-	-	-	-	-	-	
Straight commission	63	8.74	-	-	-	-	6	25	16	3	5	-	2	2	5	3	2	6	3	2	3	2	3	2	-	2	2	-	5	
Part-time workers	280	5.71	6	18	13	9	5	16	3	6	6	4	3	3	2	1	(³)	1	-	1	-	1	-	-	-	-	-	-	-	
Straight salary	146	5.55	1	10	23	7	8	22	4	8	8	3	2	2	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	
Footwear	555	7.32	3	4	7	8	8	9	9	7	8	6	5	4	5	4	2	2	1	2	2	2	2	(³)	1	-	-	1		
Full-time workers	200	7.88	2	2	5	10	5	10	9	6	7	8	6	5	8	5	3	1	2	2	3	3	2	-	-	1	-	2		
Straight commission	154	8.31	-	1	3	4	6	12	9	7	6	8	5	6	8	5	4	1	1	2	4	3	2	-	-	-	-	1	3	
Salary plus commission	30	7.33	-	-	-	30	-	3	10	-	13	7	10	3	10	3	-	-	3	-	-	3	-	-	-	3	-	-	-	
Part-time workers	355	7.01	3	5	8	7	10	8	9	7	9	6	5	3	4	3	2	2	2	(³)	1	1	2	(³)	1	-	(³)	-	1	
Straight commission	200	6.88	1	4	13	10	15	10	9	4	5	5	5	4	4	3	1	2	2	-	1	1	3	1	2	-	1	-	1	

See footnotes at end of table.

Table 7. Occupational hourly earnings: Regular stores: Chicago, IL¹—Continued

(Percent distribution of workers in selected occupations by straight-time hourly earnings,² August 1986)

Department and occupation	Number of workers	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																											
			3.35 and under 3.50	3.50 4.00	4.00 4.50	4.50 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 11.50	11.50 12.00	12.00 12.50	12.50 13.00	13.00 13.50	13.50 14.00	14.00 14.50	14.50 15.00	15.00 16.00	16.00 17.00	17.00 and over	
Store occupations, selling—Continued																														
Salespersons, miscellaneous:																														
Part-time workers	135	\$6.46	12	19	4	6	6	3	7	4	3	5	5	7	1	4	2	-	4	1	-	1	-	-	-	-	-	-	-	1
Sporting goods	127	6.33	12	18	4	6	7	5	8	6	2	4	6	5	6	2	6	2	-	2	1	-	1	-	-	-	-	-	-	1
Part-time workers	94	6.25	16	19	3	3	6	3	6	5	2	4	5	6	7	1	4	2	-	2	1	-	1	-	-	-	-	-	-	1
Salespersons, general	1,462	4.62	14	28	23	9	8	4	3	5	2	3	1	1	(3)	(3)	-	(3)	-	-	1	-	1	-	-	-	-	-	-	-
Part-time workers	1,314	4.53	14	29	25	8	7	4	2	4	3	3	1	1	(3)	(3)	-	(3)	-	-	-	(3)	-	-	-	(3)	(3)	-	-	-
Straight salary	1,314	4.53	14	29	25	8	7	4	2	4	3	3	1	1	(3)	(3)	-	(3)	-	-	-	-	-	-	-	-	-	-	-	-
Store occupations, nonselling																														
Alterations tailors	159	8.49	-	-	-	-	3	6	8	9	6	9	6	6	12	14	7	5	3	2	-	4	-	-	-	-	-	-	-	-
Part-time workers	51	7.89	-	-	-	-	8	20	12	4	12	8	-	4	14	4	2	2	-	-	-	4	-	-	-	-	-	-	-	-
Cleaners (porters)	314	5.21	1	17	32	13	7	6	3	4	7	3	5	3	(3)	-	2	-	-	-	-	12	-	-	-	-	-	-	-	-
Full-time workers	132	5.63	-	8	25	13	8	8	4	7	15	5	-	5	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Part-time workers	182	4.90	2	23	36	13	6	4	2	1	1	1	8	1	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-
Display assistants	165	6.51	-	-	21	9	5	6	5	10	9	12	11	4	2	1	3	-	1	-	-	-	-	-	-	-	-	-	-	-
Full-time workers	91	7.48	-	-	1	-	2	9	9	15	10	20	18	4	4	1	4	-	2	-	-	-	-	-	-	-	-	-	-	-
Receivers	242	6.20	-	7	17	11	10	8	5	5	6	9	8	5	4	1	2	1	2	-	-	(3)	-	-	-	-	-	-	-	-
Full-time workers	165	6.73	-	2	10	9	12	8	3	8	8	12	10	7	5	2	2	2	-	-	-	-	-	-	-	-	-	-	-	-
Part-time workers	77	5.08	-	18	31	16	6	8	8	-	1	3	3	3	3	-	2	2	1	-	-	1	-	-	-	-	-	-	-	-
Stock and inventory workers	662	5.11	2	21	22	19	9	6	6	4	3	3	1	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Full-time workers	290	5.41	-	11	16	20	14	10	8	6	4	3	2	3	1	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-
Part-time workers	372	4.88	3	28	27	17	4	3	5	3	2	2	-	-	2	-	-	-	-	3	-	-	-	-	-	-	-	-	-	-
Office clerical occupations																														
Cashiers, office	146	5.73	3	14	11	9	9	12	9	11	6	9	3	1	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Full-time workers	47	6.28	2	6	11	4	17	9	11	4	2	15	6	4	6	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service desk workers:																														
Full-time workers	188	6.26	1	5	7	14	13	8	11	11	6	8	5	2	4	1	3	1	1	-	-	-	-	-	-	-	-	-	-	-
Switchboard operators	97	5.08	6	28	10	7	10	10	11	8	2	2	1	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Full-time workers	19	6.21	-	-	16	16	-	5	21	21	5	-	5	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ The Chicago metropolitan area consists of Cook, Du Page, and McHenry Counties.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excludes prize or push money that is not a regularly recurring part of employee compensation paid by the store and all such payments by individual vendors, e.g., bedding and appliance manufacturers. Earnings for workers paid on a straight-salary basis relate to August 1986; commission earnings for workers partly or wholly paid on that basis were averaged, where feasible, over a 12-month period ending as close as possible to July 1986.

³ Less than 0.5 percent.

⁴ Workers were distributed as follows: 4 percent at \$17 and under \$18; 3 percent at \$18 and under \$19; 3 percent

at \$19 and under \$20; 3 percent at \$20 and under \$21; 2 percent at \$21 and under \$23; and 2 percent at \$23 and over.

⁵ Workers were distributed as follows: 2 percent at \$17 and under \$18; 3 percent at \$18 and under \$19; 3 percent at \$19 and under \$20; 2 percent at \$20 and under \$21; and 2 percent at \$21 and over.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported. Data for an overall occupation may include data for subclassifications not shown separately.

Table 8. Occupational hourly earnings: Regular stores: Cleveland, OH¹

(Percent distribution of workers in selected occupations by straight-time hourly earnings,² August 1986)

(Percent distribution of workers in selected occupations by straight-time hourly earnings, ² August 1986)																													
Department and occupation	Number of workers	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																										
			3.35 and under 3.50	3.50 - 4.00	4.00 - 4.50	4.50 - 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 - 11.50	11.50 - 12.00	12.00 - 12.50	12.50 - 13.00	13.00 - 13.50	13.50 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 and over	
Store occupations, selling																													
Salespersons, home furnishings	236	\$11.38	-	5	7	3	6	3	7	3	(³)	5	2	1	3	3	2	3	4	3	3	3	1	3	3	5	6	4	17
Full-time workers	187	12.82	-	1	5	1	5	2	5	3	-	5	2	1	4	3	2	3	5	4	3	3	1	4	3	6	8	21	
Straight salary	32	5.34	-	3	31	6	19	9	13	9	-	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Straight commission	121	14.74	-	-	-	-	3	1	5	2	-	2	-	1	4	4	2	4	7	5	3	1	2	5	5	7	9	27	
Part-time workers	49	5.87	-	22	12	12	8	4	14	6	2	4	2	2	2	2	2	-	2	-	-	-	-	-	2	-	-	-	-
Straight salary	32	4.61	-	34	19	16	13	6	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Floor coverings	52	10.75	-	-	-	2	6	2	12	6	2	2	4	-	8	2	2	6	12	2	4	2	2	6	6	4	6	6	8
Full-time workers	40	11.62	-	-	-	-	8	3	8	-	-	-	5	-	8	3	8	15	3	5	3	6	3	4	1	3	9	10	31
Furniture and bedding	116	15.32	-	-	-	-	1	-	3	2	-	3	1	1	4	5	3	3	4	5	4	5	1	4	3	9	11	32	
Full-time workers	111	15.60	-	-	-	-	1	-	3	2	-	3	-	1	3	6	3	2	4	7	3	-	1	4	3	8	9	34	
Straight commission	89	15.76	-	-	-	-	1	-	3	2	-	3	-	1	3	6	3	2	4	7	3	-	1	4	3	8	9	34	
Housewares	64	4.98	-	19	25	11	16	8	13	5	-	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Full-time workers	32	5.34	-	3	31	6	19	9	13	9	-	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Straight salary	32	5.34	-	3	31	6	19	9	13	9	-	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Part-time workers	32	4.61	-	34	19	16	13	6	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Straight salary	32	4.61	-	34	19	16	13	6	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Salespersons, apparel and footwear																													
Full-time workers	392	6.94	1	12	10	3	10	7	7	6	7	6	5	5	4	4	5	2	(³)	3	(³)	1	(³)	1	1	-	1	(³)	
Straight salary	202	7.70	1	4	7	3	9	7	7	6	6	5	5	6	5	6	7	3	-	4	(³)	2	(³)	1	(³)	-	1	-	
Straight commission	69	5.44	3	13	17	9	16	7	13	9	3	3	-	1	6	-	-	-	-	-	-	-	-	-	-	-	-	-	
Part-time workers	128	8.79	-	2	-	-	5	7	5	5	8	7	8	9	5	9	12	5	-	7	1	3	1	2	-	-	-	-	
Straight salary	190	6.13	-	20	13	4	11	6	6	6	8	6	5	3	2	2	3	2	1	1	-	-	-	-	-	-	-	-	
Straight commission	83	4.66	-	39	25	8	11	5	4	-	2	-	1	2	-	2	-	-	-	-	-	-	-	-	-	-	-	-	
Men's clothing	79	7.31	-	8	5	-	15	9	8	3	10	8	9	3	5	5	4	1	1	2	-	1	1	1	1	-	1	1	
Full-time workers	95	7.06	-	13	15	6	4	8	3	1	11	7	7	1	2	2	6	4	-	2	-	1	1	2	-	-	-	-	
Straight commission	51	7.86	-	8	10	-	4	12	2	2	10	10	8	2	2	4	12	4	-	4	-	2	2	3	3	-	-	-	
Part-time workers	37	9.09	-	-	-	-	14	-	-	14	14	11	3	3	5	16	5	-	5	-	-	-	-	-	-	-	-	-	
Straight salary	44	6.14	-	18	20	14	5	5	5	-	11	5	7	-	6	-	-	12	-	-	-	-	-	-	-	6	-	6	
Straight commission	17	8.54	-	-	-	-	6	12	12	-	24	6	12	-	6	-	-	12	-	-	-	-	-	-	-	-	-	-	
Women's clothing	133	5.67	2	20	14	5	13	6	10	8	6	3	2	2	5	-	5	-	-	-	-	-	-	-	-	-	-	-	
Full-time workers	59	5.73	3	8	12	10	15	7	14	15	3	3	-	2	7	-	-	-	-	-	-	-	-	-	-	-	-	-	
Straight salary	55	5.65	4	9	13	11	16	7	15	9	4	4	-	2	7	-	-	-	-	-	-	-	-	-	-	-	-	-	
Part-time workers:																													
Straight salary	56	4.81	-	39	21	2	14	7	5	-	4	-	-	4	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-
Footwear	164	7.90	-	5	4	-	11	6	7	7	6	7	7	9	4	9	5	3	1	5	1	2	-	1	-	-	1	-	
Full-time workers	92	8.88	-	-	2	-	8	4	7	3	5	4	7	12	7	11	10	4	-	8	1	3	-	2	-	-	-	-	
Straight commission	87	8.74	-	-	2	-	8	5	7	2	6	5	7	11	7	10	10	5	-	8	1	3	-	-	-	-	-	-	
Part-time workers	72	6.65	-	11	6	-	15	8	7	13	7	11	7	4	1	6	-	1	1	1	-	-	-	-	-	-	-	-	
Straight commission	44	6.50	-	14	9	-	25	11	5	-	-	7	7	5	2	9	-	2	2	2	-	-	-	-	-	-	-	-	

See footnotes at end of table.

Table 8. Occupational hourly earnings: Regular stores: Cleveland, OH¹—Continued

(Percent distribution of workers in selected occupations by straight-time hourly earnings,² August 1986)

Department and occupation	Number of workers	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																										
			3.35 and under 3.50	3.50 4.00	4.00 4.50	4.50 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 11.50	11.50 12.00	12.00 12.50	12.50 13.00	13.00 13.50	13.50 14.00	14.00 15.00	15.00 16.00	16.00 17.00	17.00 and over	
Store occupations, nonselling																													
Alterations tailors	57	\$8.50	-	-	4	4	-	-	12	7	5	-	5	16	25	2	7	5	5	-	4	-	-	-	-	-	-	-	-
Full-time workers	35	9.42	-	-	-	-	-	-	6	-	3	-	6	14	40	-	9	9	9	-	6	-	-	-	-	-	-	-	-
Cleaners (porters)	143	5.00	3	17	18	21	13	13	2	5	2	1	6	14	40	-	9	9	9	-	6	-	-	-	-	-	-	-	-
Full-time workers	64	5.32	-	6	16	25	16	17	3	11	2	2	2	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Part-time workers	79	4.75	5	27	20	18	11	10	1	-	3	1	-	1	-	2	-	-	-	-	-	-	-	-	-	-	-	-	
Display assistants	54	6.67	13	2	-	6	6	19	4	11	4	9	9	6	6	2	2	2	-	-	-	-	-	-	-	-	-	-	
Full-time workers	38	7.47	-	-	-	5	5	21	3	13	3	11	13	8	8	3	3	3	-	-	-	-	-	-	-	-	-	-	
Receivers	86	4.94	-	14	14	24	23	16	3	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Full-time workers	72	5.06	-	10	13	22	26	19	4	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Part-time workers	14	4.36	-	36	21	36	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Stock and inventory workers	93	4.62	-	35	11	19	23	5	-	1	3	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Part-time workers	56	4.47	-	46	9	16	18	5	-	-	2	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Office clerical occupations																													
Switchboard operators	57	5.16	18	9	4	11	32	5	7	4	11	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	
Full-time workers	16	5.92	-	-	-	6	50	13	19	-	6	-	-	-	-	-	6	-	-	-	-	-	-	-	-	-	-	-	
1. Cleveland, Ohio.																													

¹ Cleveland metropolitan area consists of Cuyahoga, Geauga, Lake, and Medina Counties.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excludes prize or push money that is not a regularly recurring part of employee compensation paid by the store and all such payments by individual vendors, e.g., bedding and appliance manufacturers. Earnings for workers paid on a straight-salary basis relate to August 1986; commission earnings for workers partly or wholly paid on that basis were averaged, where feasible, over a 12-month period ending as close as possible to July 1986.

³ Less than 0.5 percent.

⁴ Workers were distributed as follows: 3 percent at \$17 and under \$18; 2 percent at \$18 and under \$19; 2 per-

cent at \$19 and under \$20; 2 percent at \$20 and under \$21; 3 percent at \$21 and under \$23; and 5 percent at \$23 and over.

⁵ Workers were distributed as follows: 7 percent at \$17 and under \$18; 3 percent at \$18 and under \$19; 3 percent at \$19 and under \$20; 3 percent at \$20 and under \$21; 3 percent at \$21 and under \$22; 2 percent at \$22 and under \$23; and 10 percent at \$23 and over.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported. Data for an overall occupation may include data for subclassifications not shown separately.

Table 9. Occupational hourly earnings: Regular stores: Dallas, TX¹

(Percent distribution of workers in selected occupations by straight-time hourly earnings,² August 1986)

Percent distribution of workers in selected occupations by straight-time hourly earnings, August 1955																											
Department and occupation	Number of workers	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																								
			Under 4.00	4.00 and under 4.50	4.50 - 5.00	5.00 - 5.50	5.50 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 8.00	8.00 - 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	21.00 - 22.00	22.00 and over		
Store occupations, selling																											
Salespersons, home furnishings	314	\$9.00	-	5	6	9	8	5	7	15	5	7	7	6	6	3	1	1	1	5	1	-	(³)	(³)	1		
Full-time workers	212	10.29	-	(³)	2	4	7	5	8	13	5	9	10	9	8	4	1	1	1	7	2	-	(³)	(³)	2		
Straight salary	28	6.16	-	-	11	18	25	14	7	21	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Salary plus commission	61	10.07	-	-	-	5	8	8	7	8	10	10	7	7	8	8	5	2	5	-	2	-	-	-	2		
Part-time workers	102	6.34	-	14	15	20	11	6	4	19	5	2	-	1	3	-	-	1	-	1	-	-	-	-	-		
Straight salary	69	5.26	-	20	20	28	14	6	4	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Furniture and bedding	134	11.93	-	1	1	1	2	1	9	3	4	9	15	12	11	4	2	1	2	11	3	-	1	1	3		
Full-time workers	125	12.07	-	1	1	1	2	1	10	3	3	10	16	13	10	5	2	1	2	11	3	-	1	1	3		
Housewares	119	6.30	-	12	8	16	13	8	7	29	4	1	1	1	-	-	-	-	-	-	-	-	-	-	-		
Full-time workers	53	6.86	-	-	6	11	17	11	9	34	8	2	2	-	-	-	-	-	-	-	-	-	-	-	-		
Straight salary	24	6.05	-	-	13	21	25	13	8	17	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Part-time workers	66	5.85	-	21	11	20	11	6	5	24	2	-	-	2	-	-	-	-	-	-	-	-	-	-	-		
Straight salary	50	5.27	-	28	14	26	12	8	4	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Salespersons, apparel and footwear																											
footwear	1,597	9.79	(³)	2	5	8	7	6	5	10	7	9	9	7	5	4	3	3	3	2	2	1	1	(³)	1	2	
Part-time workers	528	8.66	-	2	9	13	7	3	9	12	8	7	12	5	2	1	2	3	1	1	(³)	1	(³)	-	3		
Men's clothing	275	10.47	-	2	5	7	6	4	(³)	15	5	11	8	11	4	4	1	3	7	1	2	-	3	-	2		
Full-time workers	189	11.30	-	2	4	2	3	4	1	16	3	10	8	12	6	4	2	4	10	-	3	-	4	-	2		
Part-time workers	86	8.64	-	1	7	16	13	2	-	13	9	12	6	9	-	2	-	2	2	2	-	-	-	-	2		
Women's clothing:																											
Part-time workers	376	8.87	-	2	10	12	5	3	10	10	7	6	15	4	3	1	3	2	(³)	1	1	1	1	-	3		
Footwear	249	9.64	1	-	3	5	14	6	7	11	8	6	8	5	4	4	4	4	2	2	2	-	-	-	2		
Full-time workers	183	10.43	2	-	3	1	15	7	4	7	8	6	9	6	5	5	5	4	3	2	3	2	-	-	3		
Straight commission	171	10.60	2	-	3	1	15	6	3	6	8	6	9	6	5	6	5	4	3	2	4	2	-	-	3		
Part-time workers	66	7.45	-	-	3	17	12	6	14	23	6	8	5	2	-	-	2	5	-	-	-	-	-	-	-		
Salespersons, general																											
Part-time workers	722	5.65	7	37	9	9	6	5	3	10	5	2	3	1	2	1	(³)	(³)	(³)	-	(³)	(³)	-	-	-		
Straight salary	544	5.22	9	44	11	9	6	5	1	8	3	-	2	-	2	-	-	-	-	-	-	-	-	-	-		

See footnotes at end of table.

Table 9. Occupational hourly earnings: Regular stores: Dallas, TX¹—Continued

(Percent distribution of workers in selected occupations by straight-time hourly earnings,² August 1986)

Department and occupation	Number of workers	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																								
			Under 4.00	4.00 and under 4.50	4.50 - 5.00	5.00 - 5.50	5.50 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 8.00	8.00 - 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	21.00 - 22.00	22.00 and over		
Store occupations, nonselling																											
Alterations tailors	144	\$8.26	-	-	1	-	3	-	8	34	26	16	7	1	4	-	-	-	-	-	-	-	-	-	-	-	-
Full-time workers	125	8.30	-	-	2	-	-	-	6	39	26	14	8	1	5	-	-	-	-	-	-	-	-	-	-	-	-
Part-time workers	19	8.00	-	-	-	-	21	-	16	-	32	32	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Cleaners (porters)	82	5.65	11	10	9	30	5	6	10	18	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Full-time workers	67	5.82	13	12	6	19	6	7	12	22	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Display assistants	106	7.21	1	1	8	3	8	19	5	22	19	8	1	2	4	-	-	-	-	-	-	-	-	-	-	-	
Full-time workers	83	7.52	-	-	1	2	5	23	5	27	24	7	1	-	5	-	-	-	-	-	-	-	-	-	-	-	
Receivers	46	6.12	-	-	7	20	11	30	13	15	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Full-time workers	43	6.19	-	-	5	19	9	33	14	16	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Stock and inventory workers	257	5.88	-	9	8	12	19	30	12	9	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Full-time workers	206	5.96	-	5	5	11	21	33	13	9	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Part-time workers	51	5.56	-	24	20	14	8	14	8	8	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Office clerical occupations																											
Cashiers, office	206	5.91	1	12	14	13	12	15	16	15	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Full-time workers	63	6.84	-	-	3	8	3	14	35	25	8	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Switchboard operators	53	5.99	-	-	26	6	15	30	2	19	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Full-time workers	27	5.89	-	-	52	-	7	7	4	26	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Part-time workers	26	6.09	-	-	-	12	23	54	-	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
1. The Dallas metropolitan area is included in the 1960 survey.																											

¹ The Dallas metropolitan area consists of Collin, Dallas, Denton, Ellis, Kaufman, and Rockwall Counties.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excludes prize or push money that is not a regularly recurring part of employee compensation paid by the store and all such payments by individual vendors, e.g., bedding and appliance manufacturers. Earnings for workers paid on a straight-salary basis relate to August 1986; commission earnings for workers partly or wholly paid on that basis were averaged, where feasible, over a 12-month period ending as close as

possible to July 1986.

³ Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported. Data for an overall occupation may include data for subclassifications not shown separately.

(Percent distribution of workers in selected occupations by straight-time hourly earnings,² August 1986)

See footnotes at end of table.

Table 10. Occupational hourly earnings: Regular stores: Detroit, MI¹—Continued

(Percent distribution of workers in selected occupations by straight-time hourly earnings,² August 1986)

Department and occupation	Number of workers	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																											
			3.35 and under 3.50	3.50 - 4.00	4.00 - 4.50	4.50 - 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 - 11.50	11.50 - 12.00	12.00 - 12.50	12.50 - 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 and over	
Store occupations, nonselling																														
Alterations tailors	53	\$7.90	-	-	-	6	-	-	15	21	8	6	-	2	28	2	9	4	-	-	-	-	-	-	-	-	-	-	-	-
Full-time workers	27	8.02	-	-	-	-	-	30	-	11	11	-	4	33	-	4	7	-	-	-	-	-	-	-	-	-	-	-	-	
Cleaners (porters)	298	4.86	8	9	16	28	12	14	6	3	3	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Full-time workers	103	5.24	6	5	14	14	12	29	9	6	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Part-time workers	195	4.66	9	11	17	36	12	6	5	2	1	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Display assistants	162	6.45	-	2	14	7	19	6	11	10	7	1	1	6	7	3	2	-	-	-	-	-	-	-	-	-	-	-	-	
Full-time workers	126	6.86	-	-	10	1	20	8	13	13	7	1	1	7	9	3	3	-	1	2	-	1	1	-	-	-	-	-	-	
Receivers	139	6.52	-	5	12	14	9	9	7	9	4	1	6	6	4	1	4	6	1	1	1	1	1	-	-	-	-	-	-	
Full-time workers	107	6.55	-	7	11	11	12	12	5	10	5	-	2	2	6	2	5	7	1	2	1	-	-	-	-	-	-	-	-	
Stock and inventory workers	927	5.09	4	27	21	7	7	9	4	5	5	2	1	1	(³)	-	(³)	-	(³)	1	2	1	-	-	-	-	-	-	-	
Full-time workers	614	5.55	2	10	24	8	9	9	12	5	7	7	2	2	2	1	-	(³)	-	(³)	-	-	-	-	-	-	-	-	-	
Part-time workers	313	4.18	7	61	13	4	3	2	4	3	1	(³)	2	-	(³)	-	-	-	-	(³)	-	-	-	-	-	-	-	-	-	
Office clerical occupations																														
Switchboard operators	79	5.59	4	20	9	11	6	6	11	4	9	18	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Full-time workers	38	6.23	-	11	5	8	3	11	18	8	11	24	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Part-time workers	41	4.99	7	29	12	15	10	2	5	-	7	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

1. The Detroit postoffice

has 19 full-time workers and 41 part-time workers.

¹ The Detroit metropolitan area consists of Lapeer, Livingston, Macomb, Monroe, Oakland, St. Clair, and Wayne Counties.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excludes prize or push money that is not a regularly recurring part of employee compensation paid by the store and all such payments by individual vendors, e.g., bedding and appliance manufacturers. Earnings for workers paid on a straight-salary basis relate to August 1986; commission earnings for workers partly or wholly paid on that basis were averaged, where feasible, over a 12-month period ending as close as possible to July 1986.

³ Less than 0.5 percent.

⁴ Workers were distributed as follows: 4 percent at \$19 and under \$20; 4 percent at \$20 and under \$21; 4 percent at \$21 and under \$22; 4 percent at \$22 and under \$25; and 4 percent at \$25 and over.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported. Data for an overall occupation may include data for subclassifications not shown separately.

Table 11. Occupational hourly earnings: Regular stores: Fort Worth-Arlington, TX¹

(Percent distribution of workers in selected occupations by straight-time hourly earnings,² August 1986)

Department and occupation	Number of workers	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																											
			3.35 and under 3.50	3.50 4.00	4.00 4.50	4.50 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 11.50	11.50 12.00	12.00 12.50	12.50 13.00	13.00 13.50	13.50 14.00	14.00 15.00	15.00 16.00	16.00 17.00	17.00 18.00	18.00 and over	
Store occupations, selling																														
Salespersons, home furnishings	240	\$7.74	-	13	17	12	11	1	2	2	3	2	(3)	3	4	1	1	2	2	1	9	3	1	(3)	2	3	1	3	1	
Full-time workers	154	9.02	-	5	9	14	10	-	2	2	5	2	-	4	5	1	1	3	1	1	14	3	2	1	2	5	1	5	2	
Straight salary	53	4.62	-	13	19	38	26	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Straight commission	85	11.04	-	-	5	2	2	-	4	1	9	4	-	5	9	1	1	5	1	-	25	5	2	-	1	5	2	8	2	
Part-time workers	86	5.43	-	28	30	7	13	2	2	2	-	1	1	1	2	1	-	-	2	-	1	2	-	-	1	-	-	-	-	
Straight salary	68	4.33	-	35	38	6	15	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Furniture and bedding	101	11.50	-	-	4	2	2	-	2	-	6	4	-	5	9	3	2	4	3	1	22	6	3	1	2	7	3	7	3	
Full-time workers	93	11.54	-	-	4	2	2	-	2	-	6	3	-	4	9	2	2	4	2	1	23	5	3	1	2	8	2	8	3	
Straight commission	81	11.24	-	-	5	2	2	-	2	-	7	4	-	5	10	1	1	5	1	-	26	5	2	-	1	5	2	9	2	
Housewares	121	4.46	-	26	30	20	20	2	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Full-time workers	53	4.62	-	13	19	38	26	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Straight salary	53	4.62	-	13	19	38	26	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Part-time workers	63	4.33	-	35	38	6	15	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Straight salary	68	4.33	-	35	38	6	15	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Salespersons, major appliances, household																														
Full-time workers	123	11.51	-	-	9	2	7	1	1	1	1	2	3	4	3	9	5	2	4	1	2	6	3	6	6	7	6	2	10	
Part-time workers	90	12.89	-	-	-	-	9	1	-	-	1	2	1	4	3	7	2	3	6	1	2	7	4	7	7	8	8	3	13	
Electric and electronic appliances	33	7.73	-	-	33	6	-	-	3	3	-	-	9	3	3	15	12	-	-	-	3	-	3	3	3	-	-	-	-	
Full-time workers	46	8.57	-	-	24	4	17	-	2	-	2	-	4	2	7	4	2	2	4	2	-	4	2	4	-	2	2	-	7	
Part-time workers	28	10.57	-	-	-	-	29	-	-	-	4	-	4	4	11	-	-	4	7	4	-	7	4	7	-	4	4	-	11	
Part-time workers	18	5.46	-	-	61	11	-	-	6	-	-	-	6	-	-	11	6	-	-	-	-	-	-	-	-	-	-	-	-	
Salespersons, apparel and footwear																														
Full-time workers	363	7.81	-	2	13	12	6	7	6	5	6	3	6	5	1	2	5	2	1	1	2	3	4	3	2	2	1	-	1	
Straight commission	182	7.25	-	4	23	12	4	4	3	4	2	2	9	8	1	3	3	-	2	1	2	3	3	1	1	2	-	-	-	
Part-time workers	137	8.21	-	-	7	15	6	6	4	4	2	1	12	10	1	4	4	-	3	1	3	4	4	1	1	3	-	-	-	
Straight commission	181	8.36	-	-	4	12	7	10	8	6	10	4	4	2	2	1	6	3	-	1	2	2	5	4	2	1	1	-	2	
Men's clothing	144	8.75	-	-	4	15	7	8	7	1	8	3	3	1	1	1	7	4	-	1	3	3	6	6	3	1	1	-	3	
Full-time workers	66	7.38	-	5	23	-	-	12	5	14	6	3	9	2	3	3	2	3	-	-	3	3	3	-	-	-	-	-	-	
Women's clothing	42	5.95	-	7	36	-	-	19	5	14	-	-	14	-	-	-	-	-	-	-	5	-	-	-	-	-	-	-	-	
Footwear	189	8.01	-	3	13	22	4	1	5	-	7	1	7	3	-	1	7	-	2	-	2	2	5	5	3	2	1	-	1	
Full-time workers	87	7.45	-	6	21	23	-	-	-	-	2	-	11	7	-	2	7	-	5	-	2	2	5	2	2	2	-	-	-	
Part-time workers	108	7.71	-	-	9	1	12	15	6	8	5	6	3	9	3	4	2	4	-	4	2	4	3	-	-	2	-	-	-	
Straight commission	55	7.46	-	-	2	-	9	29	5	13	5	5	4	2	-	4	7	-	4	-	4	2	-	-	-	-	-	-	-	
Salespersons, general	30	8.36	-	-	-	-	7	33	-	-	-	10	7	7	-	-	7	13	-	7	-	7	3	-	-	-	-	-	-	
Part-time workers	749	4.66	10	26	34	7	5	5	3	3	2	2	1	1	-	-	(3)	-	(3)	-	(3)	-	-	-	(3)	(3)	-	-	(3)	
Straight salary	530	4.41	15	31	35	3	4	1	2	3	3	1	2	(3)	-	-	(3)	-	(3)	-	(3)	-	-	-	(3)	(3)	-	-	-	
Straight salary	509	4.23	15	31	36	3	4	1	3	2	2	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

Table 11. Occupational hourly earnings: Regular stores: Fort Worth-Arlington, TX¹—Continued(Percent distribution of workers in selected occupations by straight-time hourly earnings,² August 1986)

Department and occupation	Number of workers	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																											
			3.35 and under 3.50	3.50 4.00	4.00 4.50	4.50 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 11.50	11.50 12.00	12.00 12.50	12.50 13.00	13.00 13.50	13.50 14.00	14.00 15.00	15.00 16.00	16.00 17.00	17.00 18.00	18.00 and over	
Store occupations, nonselling																														
Alterations tailors	15	\$9.33	-	-	-	-	-	7	-	-	-	13	13	13	-	13	-	40	-	-	-	-	-	-	-	-	-	-	-	-
Cleaners (porters)	73	5.46	-	1	29	11	21	8	11	3	8	-	13	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Full-time workers	40	5.16	-	-	28	15	23	10	20	5	-	-	-	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Display assistants	37	5.97	-	-	-	43	3	11	5	11	8	-	16	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Full-time workers	20	6.90	-	-	-	5	5	15	10	20	10	-	30	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Office clerical occupations																														
Cashiers, office	90	5.76	-	2	19	11	8	12	18	20	6	1	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Full-time workers	23	6.64	-	4	4	-	4	9	9	43	9	4	4	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service desk workers:																														
Full-time workers	20	5.91	-	-	20	5	30	15	5	-	5	10	5	-	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ The Fort Worth-Arlington metropolitan area consists of Johnson, Parker, and Tarrant Counties.² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excludes prize or push money that is not a regularly recurring part of employee compensation paid by the store and all such payments by individual vendors, e.g., bedding and appliance manufacturers. Earnings for workers paid on a straight-salary basis relate to August 1986; commission earnings for workers partly or wholly paid on that basis were averaged, where feasible, over a 12-month period ending as close as possible to July 1986.³ Less than 0.5 percent.⁴ Workers were distributed as follows: 2 percent at \$18 and under \$19; 3 percent at \$19 and under \$20; 6 percent at \$20 and under \$21; and 2 percent at \$21 and over.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported. Data for an overall occupation may include data for subclassifications not shown separately.

Table 12. Occupational hourly earnings: Regular stores: Houston, TX¹

(Percent distribution of workers in selected occupations by straight-time hourly earnings,² August 1986)

Percent distribution of workers in selected occupations by straight-time hourly earnings,* August 1960																												
Department and occupation	Number of workers	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																									
			3.50 and under 4.00	4.00 - 4.50	4.50 - 5.00	5.00 - 5.50	5.50 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 11.00	11.00 - 12.00	12.00 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 - 21.00	21.00 - 22.00	22.00 and over
Store occupations, selling																												
Salespersons, apparel and footwear	262	\$9.18	3	5	3	5	6	10	13	8	4	4	3	4	4	4	4	4	4	2	2	2	1	-	(³)	(³)	1	3
Full-time workers	127	10.49	2	7	2	5	1	5	11	5	2	3	6	2	6	8	6	8	5	4	5	2	1	-	1	-	2	4
Straight commission	104	11.02	3	9	3	6	-	3	9	4	2	2	4	-	5	9	7	10	6	4	6	3	1	-	1	-	2	5
Part-time workers	135	7.94	4	2	4	6	10	14	14	11	7	4	2	4	2	1	3	1	4	1	-	1	1	-	-	1	-	8
Men's clothing	24	11.62	-	-	-	-	-	8	4	13	4	4	4	8	13	-	-	-	17	8	-	-	-	-	-	-	4	8
Full-time workers	12	13.61	-	-	-	-	-	8	8	-	-	8	-	8	-	17	-	-	8	17	-	-	-	-	-	-	8	17
Footwear: Full-time workers	64	7.99	5	14	5	9	-	8	13	6	-	3	6	3	3	5	3	5	3	2	6	-	2	-	-	-	-	-
Store occupations, nonselling																												
Alterations tailors	68	8.00	-	-	-	3	1	16	7	7	12	9	16	13	12	3	-	-	-	-	-	-	-	-	-	-	-	-
Full-time workers	60	8.16	-	-	-	3	2	12	5	8	12	10	17	15	13	3	-	-	-	-	-	-	-	-	-	-	-	-
Cleaners (porters)	313	5.13	5	27	22	11	13	10	7	4	2	(³)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Display assistants	58	6.79	-	-	24	5	12	5	7	2	9	12	17	2	5	-	-	-	-	-	-	-	-	-	-	-	-	-
Full-time workers	39	7.54	-	-	-	5	18	8	8	3	8	15	26	3	8	-	-	-	-	-	-	-	-	-	-	-	-	-
Gift-wrap persons	19	6.02	-	-	5	16	26	32	16	-	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Receivers	103	6.56	-	-	10	14	19	14	10	16	3	2	6	4	1	3	-	-	-	-	-	-	-	-	-	-	-	-
Full-time workers	70	6.80	-	-	9	11	10	19	9	20	3	1	9	4	1	4	-	-	-	-	-	-	-	-	-	-	-	-
Office clerical occupations																												
Cashiers, office	131	5.68	4	25	11	11	11	10	10	5	4	5	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service desk workers	376	5.65	4	16	25	10	8	8	13	2	6	3	3	(³)	(³)	(³)	-	-	-	-	-	-	-	-	-	-	-	-
Full-time workers	112	6.41	-	5	11	9	12	14	25	3	12	3	4	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-
Switchboard operators	25	5.58	-	20	20	12	12	12	8	4	4	4	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-
Full-time workers	12	6.19	-	-	8	17	17	25	17	-	8	-	-	-	8	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ The Houston metropolitan area consists of Fort Bend, Harris, Liberty, Montgomery, and Waller Counties.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excludes prize or push money that is not a regularly recurring part of employee compensation paid by the store and all such payments by individual vendors, e.g., bedding and appliance manufacturers. Earnings for workers paid on a straight-salary basis relate to August 1986; commission earnings for workers partly or wholly paid on that basis were averaged, where feasible, over a 12-month period ending as close as possible to July 1986.

³ Less than 0.5 percent.

⁴ Workers were distributed as follows: 8 percent at \$23 and under \$24; and 8 percent at \$24 and over.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported. Data for an overall occupation may include data for subclassifications not shown separately.

Table 13. Occupational hourly earnings: Regular stores: Kansas City, MO-KS¹

(Percent distribution of workers in selected occupations by straight-time hourly earnings,² August 1986)

Department and occupation	Number of workers	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																											
			3.35 and under 3.50	3.50 - 4.00	4.00 - 4.50	4.50 - 5.00	5.00 - 5.50	5.50 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 11.00	11.00 - 12.00	12.00 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 and over			
Store occupations, selling																														
Salespersons, home furnishings	271	\$8.45	-	17	7	2	4	11	2	3	2	4	1	4	6	5	8	8	8	3	-	4	-	-	-	3	-	-	-	
Full-time workers	144	10.74	-	3	3	1	-	6	-	5	1	4	-	3	10	8	10	15	13	3	-	6	-	-	6	-	-	1		
Part-time workers	127	5.85	-	32	11	4	9	17	4	-	2	3	2	5	-	2	5	-	2	2	-	2	-	-	-	-	3			
Straight salary	98	4.65	-	42	14	3	11	21	5	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Floor coverings	29	8.48	-	-	-	-	-	14	17	-	7	-	-	14	14	14	7	14	-	-	-	-	-	-	-	-	-			
Full-time workers	22	9.24	-	-	-	-	-	9	-	-	9	-	-	18	18	18	9	18	-	-	-	-	-	-	-	-	-			
Furniture and bedding	141	11.22	-	-	4	1	-	-	-	3	2	7	2	4	8	7	13	13	15	5	-	7	-	-	-	6	-	3		
Full-time workers	105	11.97	-	-	1	-	-	-	-	4	-	-	-	-	-	-	13	13	15	-	-	7	-	-	-	6	-	3		
Housewares	96	4.59	-	45	13	2	11	26	-	3	-	6	-	-	10	8	12	17	18	5	-	8	-	-	8	-	4			
Part-time workers	80	4.48	-	49	11	3	14	24	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Straight salary	80	4.48	-	49	11	3	14	24	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Salespersons, major appliances, household																														
Full-time workers	95	14.75	-	-	-	-	1	2	5	-	1	1	7	3	5	-	5	13	4	11	11	8	3	1	3	3	11			
Electric and electronic appliances	56	9.75	-	7	-	-	4	5	9	-	4	4	7	4	11	-	7	11	4	7	11	7	-	-	-	-	-			
Part-time workers	27	8.68	-	15	-	-	7	-	11	-	7	7	15	-	7	-	-	7	-	7	7	7	-	-	-	-	-			
Salespersons, apparel and footwear																														
Full-time workers	72	6.84	-	17	6	11	7	6	-	11	7	8	-	1	11	6	4	-	6	-	-	-	-	1	-	-	-			
Straight salary	22	5.89	-	23	9	27	14	-	-	-	7	8	-	5	18	-	5	-	-	-	-	-	-	-	-	-	-			
Part-time workers	219	6.10	2	19	8	4	6	13	7	11	7	2	5	2	-	1	-	1	(*)	-	-	-	-	-	-	-	-			
Men's clothing	58	8.28	-	5	7	2	5	7	3	-	9	21	-	7	7	7	3	-	12	2	-	-	-	3	-	-	-			
Part-time workers	34	7.87	-	9	9	-	6	12	6	-	6	24	-	12	-	-	-	9	3	-	-	-	6	-	-	-	-			
Women's clothing: Full-time workers																														
Straight salary	15	5.83	-	27	7	33	7	-	-	-	-	-	-	-	27	-	-	-	-	-	-	-	-	-	-	-	-			
Footwear	134	6.54	1	7	4	8	2	13	5	24	15	7	3	5	3	-	2	-	-	-	-	-	-	-	-	-	-			
Full-time workers	33	5.83	-	24	6	6	9	12	-	24	6	6	-	3	-	-	3	-	-	-	-	-	-	-	-	-	-			
Part-time workers	101	6.77	1	1	4	9	-	14	7	24	18	7	4	6	4	-	2	-	-	-	-	-	-	-	-	-	-			
Salespersons, miscellaneous: Part-time workers																														
Straight salary	81	4.23	-	53	20	6	10	4	7	-	-	-	-	-	-	-	-	1	-	1	-	-	1	-	-	-	-			
Sporting goods	129	5.10	-	38	14	6	10	8	9	-	5	3	2	2	2	2	-	-	2	-	-	-	-	-	-	-	-			
Part-time workers	103	4.99	-	42	16	5	8	5	8	-	6	4	2	2	2	2	-	-	-	-	-	-	-	-	-	-	-			
Straight salary	79	4.21	-	54	20	6	8	4	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Salespersons, general	635	4.57	1	47	17	5	6	8	6	1	3	2	1	(*)	(*)	(*)	(*)	-	-	-	-	-	-	-	-	-	-			
Part-time workers	569	4.48	1	50	19	4	5	6	7	2	4	1	-	-	(*)	(*)	(*)	-	-	-	-	-	-	-	-	-	-			
Straight salary	568	4.46	1	50	19	4	5	6	7	2	4	1	-	-	(*)	(*)	(*)	-	-	-	-	-	-	-	-	-	-			

See footnotes at end of table.

Table 13. Occupational hourly earnings: Regular stores: Kansas City, MO-KS¹—Continued

(Percent distribution of workers in selected occupations by straight-time hourly earnings,² August 1986)

Department and occupation	Number of workers	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																								
			3.35 and under 3.50	3.50 - 4.00	4.00 - 4.50	4.50 - 5.00	5.00 - 5.50	5.50 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 11.00	11.00 - 12.00	12.00 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 and over
Store occupations, nonselling																											
Receivers	28	\$6.04	-	-	21	18	7	14	7	-	18	-	-	-	-	7	7	-	-	-	-	-	-	-	-	-	-
Full-time workers	22	6.39	-	-	18	14	9	9	9	-	23	-	-	-	-	9	9	-	-	-	-	-	-	-	-	-	-
Stock and inventory workers:																											
Part-time workers	49	5.00	8	31	18	8	6	4	6	-	8	-	4	-	6	-	-	-	-	-	-	-	-	-	-	-	-
Office clerical occupations																											
Cashiers, office:																											
Full-time workers	15	5.88	-	27	-	-	-	47	-	-	-	-	13	13	-	-	-	-	-	-	-	-	-	-	-	-	-
Service desk workers:																											
Full-time workers	13	5.63	-	15	-	-	23	46	-	-	15	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ The Kansas City metropolitan area consists of Cass, Clay, Jackson, Lafayette, Platte, and Ray Counties, MO; and Johnson, Leavenworth, Miami, and Wyandotte Counties, KS.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excludes prize or push money that is not a regularly recurring part of employee compensation paid by the store and all such payments by individual vendors, e.g., bedding and appliance manufacturers. Earnings for workers paid on a straight-salary basis relate to August 1986; commission earnings for workers partly or wholly paid on that basis were averaged, where feasible, over a 12-month period ending as close as possible to July 1986.

³ Workers were distributed as follows: 1 percent at \$20 and under \$21; 4 percent at \$21 and under \$22; 3 percent at \$23 and under \$24; and 3 percent at \$24 and over.

⁴ Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported. Data for an overall occupation may include data for subclassifications not shown separately.

Table 14. Occupational hourly earnings: Regular stores: Miami-Hialeah, FL¹—Continued(Percent distribution of workers in selected occupations by straight-time hourly earnings,² August 1986)

Percent distribution of workers in selected occupations by straight-time hourly earnings, August 1967																													
Department and occupation	Number of workers	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																										
			3.35 and under 3.50	3.50 - 3.75	3.75 - 4.00	4.00 - 4.25	4.25 - 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 - 8.00	8.00 - 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	21.00 and over	
Store occupations, nonselling																													
Alterations tailors	60	\$7.53	-	-	-	-	-	-	2	10	13	2	12	33	8	5	13	-	-	2	-	-	-	-	-	-	-	-	-
Full-time workers	54	7.71	-	-	-	-	-	-	-	6	15	2	13	33	9	6	15	-	-	2	-	-	-	-	-	-	-	-	-
Cleaners (porters)	105	5.42	1	3	1	15	3	18	1	23	9	11	-	9	2	5	-	-	-	-	-	-	-	-	-	-	-	-	-
Part-time workers	18	4.40	6	17	6	17	6	28	-	22	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Display assistants	62	6.49	-	-	3	8	-	8	2	3	6	16	21	15	11	2	5	-	-	-	-	-	-	-	-	-	-	-	-
Full-time workers	51	6.89	-	-	-	2	-	8	-	4	6	16	25	18	14	2	6	-	-	-	-	-	-	-	-	-	-	-	-
Stock and inventory workers	123	5.04	1	2	5	14	11	8	10	22	12	7	6	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Full-time workers	73	5.28	-	4	5	-	8	10	10	26	18	8	5	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Part-time workers	50	4.70	2	-	4	34	14	6	10	16	4	4	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Office clerical occupations																													
Cashiers, office	109	5.70	-	-	-	13	6	6	6	24	7	11	6	14	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Full-time workers	45	6.31	-	-	-	-	-	2	4	29	11	9	11	22	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Part-time workers	64	5.27	-	-	-	22	9	9	6	20	5	13	3	8	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service desk workers	108	4.93	-	1	15	27	13	14	2	8	4	4	1	5	5	3	-	-	-	-	-	-	-	-	-	-	-	-	-
Full-time workers	39	5.58	-	-	23	10	8	15	-	5	5	8	3	5	10	8	-	-	-	-	-	-	-	-	-	-	-	-	-
Switchboard operators	44	5.25	2	-	-	16	16	18	2	9	11	9	5	9	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-
Part-time workers	27	5.48	-	-	-	19	19	4	4	11	19	4	7	11	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-

¹ The Miami-Hialeah metropolitan area consists of Dade County.² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excludes prize or push money that is not a regularly recurring part of employee compensation paid by the store and all such payments by individual vendors, e.g., bedding and appliance manufacturers. Earnings for workers paid on a straight-salary basis relate to August 1986; commission earnings for workers partly or wholly paid on that basis were averaged, where feasible, over a 12-month period ending as close as possible to July 1986.³ Workers were distributed as follows: 6 percent at \$21 and under \$22; 4 percent at \$22 and under \$23; 4 percent at \$23 and under \$24; 1 percent at \$24 and under \$25; 2 percent at \$25 and under \$26; 2 percent at \$26 and under \$27; and 4 percent at \$27 and over.⁴ Workers were distributed as follows: 6 percent at \$21 and under \$22; and 10 percent at \$22 and over.⁵ Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported. Data for an overall occupation may include data for subclassifications not shown separately.

Table 15. Occupational hourly earnings: Regular stores: Nassau-Suffolk, NY¹

(Percent distribution of workers in selected occupations by straight-time hourly earnings,² August 1986)

Department and occupation	Number of workers	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																									
			3.35 and under 3.50	3.50 - 3.75	3.75 - 4.00	4.00 - 4.25	4.25 - 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 - 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 and over		
Store occupations, selling																												
Salespersons, home furnishings	333	\$7.98	-	14	-	6	8	3	1	4	3	8	3	3	6	6	12	4	2	4	2	3	2	1	3	2		
Full-time workers	171	8.89	-	18	-	-	9	2	2	-	4	4	5	2	9	2	13	4	1	7	4	3	1	1	6	4		
Straight salary	102	5.99	-	29	-	-	15	3	3	-	6	6	9	3	12	3	9	-	-	-	-	-	-	-	-	-		
Part-time workers	162	7.01	-	9	-	13	7	4	-	9	2	13	1	5	2	11	11	3	3	1	-	2	3	-	-	1		
Straight salary	132	6.26	-	11	-	16	9	5	-	9	2	16	-	5	-	11	11	-	-	-	-	2	3	-	-	-		
Furniture and bedding	176	8.08	-	26	-	9	9	-	-	1	-	9	-	-	2	11	6	3	7	3	3	2	1	3	4	7		
Full-time workers	101	9.07	-	30	-	-	15	-	-	-	-	-	-	-	3	-	15	8	-	-	-	3	2	1	3	4		
Housewares	120	6.48	-	-	-	-	-	8	3	10	8	10	8	10	15	8	-	-	-	-	-	5	2	1	5	7		
Full-time workers	54	7.14	-	-	-	-	-	6	6	-	11	11	17	6	22	6	17	-	-	-	-	-	-	-	-	-		
Straight salary	54	7.14	-	-	-	-	-	6	6	-	11	11	17	6	22	6	17	-	-	-	-	-	-	-	-	-		
Salespersons, major appliances, household:																												
Electric and electronic																												
appliances	83	10.30	-	-	4	-	-	-	-	-	5	8	5	7	7	8	2	14	6	8	7	5	4	6	1	1		
Full-time workers	22	12.33	-	-	-	-	-	-	-	-	14	-	14	-	-	-	-	9	9	-	9	9	14	14	5	5		
Part-time workers	61	9.57	-	-	5	-	-	-	-	-	2	11	2	10	10	11	3	16	5	11	7	3	-	3	-	-		
Salespersons, apparel and																												
footwear	956	6.24	-	6	8	6	9	4	2	11	7	7	7	7	4	6	11	1	3	(9)	-	-	-	(9)	(9)	-		
Full-time workers	243	7.70	-	1	7	6	1	-	-	17	1	4	7	2	2	5	33	-	9	1	-	-	-	(9)	(9)	-		
Straight salary	166	7.19	-	2	11	9	2	-	-	14	-	5	7	2	1	5	40	-	-	-	-	-	-	(9)	2	-		
Part-time workers	713	5.74	-	7	8	6	12	6	3	9	9	9	8	9	5	6	4	1	(9)	-	-	-	-	-	-	-		
Straight salary	575	5.43	-	9	10	7	15	5	4	10	7	7	7	7	4	4	3	1	-	-	-	-	-	(9)	-	-		
Men's clothing	158	7.95	-	-	-	4	8	2	2	6	6	6	9	6	3	12	28	1	4	-	-	-	-	1	3	-		
Full-time workers	67	9.67	-	-	-	-	-	-	-	9	-	-	4	4	-	9	57	-	9	-	-	-	-	1	6	-		
Part-time workers	91	6.68	-	-	-	7	13	3	3	3	10	10	13	7	5	14	8	2	-	-	-	-	-	1	-	-		
Women's clothing	595	5.64	-	9	12	7	11	4	3	12	6	5	7	8	4	3	9	1	1	-	-	-	-	-	-	-		
Full-time workers	119	6.49	-	3	15	13	3	-	-	15	-	5	7	3	3	30	-	3	-	-	-	-	-	-	-	-		
Straight salary	104	6.12	-	3	17	14	3	-	-	17	-	6	8	-	-	3	29	-	3	-	-	-	-	-	-	-		
Part-time workers	476	5.42	-	11	12	5	13	5	4	11	7	5	7	9	4	3	3	1	1	-	-	-	-	-	-	-		
Straight salary	458	5.33	-	11	12	5	14	5	4	12	7	5	6	8	4	3	3	1	-	-	-	-	-	-	-	-		
Footwear	203	6.67	-	-	-	6	4	7	1	12	10	16	8	6	7	8	6	-	6	1	-	-	-	-	-	-		
Full-time workers	57	7.88	-	-	-	-	-	-	-	32	5	7	11	-	4	5	11	-	21	5	-	-	-	-	-	-		
Part-time workers	146	6.20	-	-	-	8	6	10	2	5	12	19	7	9	8	9	4	-	-	-	-	-	-	-	-	-		
Salespersons, miscellaneous:																												
Sporting goods	64	9.18	-	-	-	-	5	-	5	9	9	2	5	9	5	11	13	8	3	5	-	2	2	3	3	3		
Part-time workers	51	8.27	-	-	-	-	6	-	6	6	12	2	-	12	6	14	16	8	4	6	-	2	-	-	-	-		
Salespersons, general	1,357	5.06	(9)	5	11	27	10	3	4	8	11	5	5	5	4	2	1	-	-	-	-	-	-	-	-	-		
Part-time workers	1,144	4.88	(9)	4	13	28	11	3	4	8	12	5	4	4	3	1	-	-	-	-	-	-	-	-	-	-		
Straight salary	1,144	4.88	(9)	4	13	28	11	3	4	8	12	5	4	4	3	1	-	-	-	-	-	-	-	-	-	-		

See footnotes at end of table.

Table 15. Occupational hourly earnings: Regular stores: Nassau-Suffolk, NY¹—Continued

(Percent distribution of workers in selected occupations by straight-time hourly earnings,² August 1986)

(Percent distribution of workers in selected occupations by straight-time hourly earnings, - August 1966)

Department and occupation	Number of workers	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																								
			3.35 and under 3.50	3.50 - 3.75	3.75 - 4.00	4.00 - 4.25	4.25 - 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 - 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 and over	
Store occupations, nonselling																											
Alterations tailors	66	\$8.38	-	-	-	-	5	-	-	14	-	-	9	11	14	6	2	35	2	3	2	-	-	-	-	-	-
Full-time workers	43	8.85	-	-	-	-	7	-	-	14	-	-	-	7	7	7	2	47	2	5	2	-	-	-	-	-	-
Part-time workers	23	7.50	-	-	-	-	-	-	-	13	-	-	26	17	26	4	-	13	-	-	-	-	-	-	-	-	-
Cleaners (porters)	108	5.88	-	3	-	2	3	-	14	8	38	13	6	-	3	8	3	-	-	-	-	-	-	-	-	-	-
Display assistants	57	6.51	-	-	-	12	16	4	7	7	7	2	5	-	4	32	2	-	-	4	-	-	-	-	-	-	-
Full-time workers	37	7.44	-	-	-	3	5	3	8	8	11	-	-	-	5	49	3	-	-	5	-	-	-	-	-	-	-
Stock and inventory workers	195	5.06	-	3	5	33	8	5	8	5	4	17	8	3	-	2	2	-	-	-	-	-	-	-	-	-	-
Part-time workers	142	4.91	-	1	4	37	6	4	8	6	4	19	7	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Office clerical occupations																											
Cashiers, office:																											
Full-time workers	13	6.42	-	-	-	-	-	-	-	23	8	23	38	-	-	8	-	-	-	-	-	-	-	-	-	-	-
Service desk workers:																											
Full-time workers	34	8.90	-	-	-	-	-	-	-	-	-	3	-	-	24	9	62	3	-	-	-	-	-	-	-	-	-
Switchboard operators:																											
Full-time workers	15	7.15	-	-	-	-	-	-	-	20	20	20	-	7	-	13	-	20	-	-	-	-	-	-	-	-	-

¹ The Nassau-Suffolk metropolitan area consists of Nassau and Suffolk Counties.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excludes prize or push money that is not a regularly recurring part of employee compensation paid by the store and all such payments by individual vendors, e.g., bedding and appliance manufacturers. Earnings for workers paid on a straight-salary basis relate to August 1986; commission earnings for workers partly or wholly paid on that basis were averaged, where feasible, over a 12-month period ending as close as possible to July

1986.

³ Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported. Data for an overall occupation may include data for subclassifications not shown separately.

Table 16. Occupational hourly earnings: Regular stores: New York, NY¹

(Percent distribution of workers in selected occupations by straight-time hourly earnings,² August 1986)

Department and occupation	Number of workers	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																										
			Under 3.50	3.50 and under 4.00	4.00 - 4.50	4.50 - 5.00	5.00 - 5.50	5.50 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 11.00	11.00 - 12.00	12.00 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 - 21.00	21.00 and over	
Store occupations, selling																													
Salespersons, home furnishings	1,231	\$8.54	-	6	18	7	8	4	4	4	5	4	5	7	3	2	4	4	3	2	1	(3)	(3)	1	1	(3)	(3)	5	
Full-time workers	536	11.53	-	2	7	5	4	4	3	5	4	4	6	7	5	4	5	6	6	4	3	1	1	1	2	(3)	1	10	
Straight salary	249	7.52	-	5	14	9	5	7	5	6	5	5	7	10	4	1	1	3	4	1	1	-	1	-	2	1	-	1	
Straight commission	60	14.82	-	-	3	-	8	3	2	-	8	2	5	7	2	2	3	3	7	10	5	3	-	3	3	-	3	17	
Part-time workers	695	6.22	-	9	27	9	11	4	5	4	5	3	5	7	2	1	3	3	7	10	5	3	-	3	3	-	3	4	
Straight salary	543	5.43	-	11	34	10	10	4	6	4	4	3	5	8	1	1	-	-	(3)	-	-	-	(3)	-	(3)	-	-	(3)	
Salary plus commission	150	9.10	-	1	4	8	11	2	2	5	7	7	2	4	4	3	13	15	4	4	-	-	-	-	-	-	-	-	
Floor coverings	110	11.42	-	2	5	3	11	3	2	4	7	5	4	3	2	4	10	8	7	5	2	1	-	3	3	-	-	2	
Full-time workers	60	14.64	-	-	-	2	8	3	-	-	7	3	2	-	2	5	10	8	12	8	3	2	-	5	3	-	-	9	
Salary plus commission	35	16.28	-	-	-	-	-	-	-	-	6	6	-	-	3	9	17	6	9	11	3	-	-	6	3	-	-	17	
Part-time workers	50	7.56	-	4	10	4	14	2	4	8	8	8	6	6	2	2	10	8	2	2	-	-	-	6	3	-	-	23	
Straight salary	12	6.50	-	8	33	8	-	-	-	8	8	17	-	8	-	-	-	8	-	-	-	-	-	-	2	-	-	-	
Salary plus commission	36	7.99	-	3	3	3	17	3	6	11	6	8	3	8	-	3	14	11	-	-	-	-	-	-	-	-	-	-	
Furniture and bedding	252	14.87	-	1	10	2	2	2	2	1	2	4	3	3	2	6	10	8	7	4	1	2	2	4	2	2	5	18	
Full-time workers	183	17.15	-	-	4	1	-	3	1	-	2	1	5	4	3	1	5	8	9	8	5	2	3	3	4	3	3	4	
Straight salary	47	11.69	-	-	13	4	-	9	-	-	-	4	2	6	-	6	9	9	6	6	-	6	-	9	6	-	-	23	
Straight commission	43	15.49	-	-	5	-	-	-	2	-	7	2	7	9	2	2	5	5	7	12	5	2	-	2	2	-	5	19	
Salary plus commission	93	20.67	-	-	-	-	-	1	1	-	-	1	4	2	1	1	5	9	11	8	4	2	2	4	3	2	3	34	
Part-time workers	69	8.83	-	4	23	3	6	1	4	9	-	3	3	1	3	4	6	14	3	3	-	-	1	3	-	-	-	4	
Straight salary	32	4.96	-	9	47	6	6	3	9	16	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Salary plus commission	37	12.18	-	-	3	-	5	-	-	3	-	5	3	3	5	8	11	27	5	5	-	-	-	-	-	-	-	-	
Housewares	578	6.16	-	7	21	11	12	5	6	5	6	4	5	10	3	2	1	1	1	(3)	1	(3)	-	-	-	-	-	8	
Full-time workers	175	7.09	-	2	11	11	7	5	6	10	6	6	6	10	7	4	1	2	2	-	2	1	-	-	-	-	-	-	
Straight salary	127	6.39	-	3	15	13	8	6	8	8	7	7	6	12	2	2	-	-	2	-	-	-	-	-	-	-	-	-	
Part-time workers	403	5.76	-	10	25	11	13	5	5	3	5	4	4	9	1	(3)	1	(3)	(3)	(3)	-	-	-	-	-	-	-	-	
Straight salary	373	5.53	-	10	27	12	14	5	6	3	5	3	5	10	1	(3)	-	-	-	-	-	-	-	-	-	-	-	-	
Salespersons, major appliances, household																													
household	303	10.79	-	3	6	2	3	6	2	4	2	4	4	3	3	6	10	8	6	6	2	3	3	3	4	3	2	2	
Full-time workers	133	13.66	-	1	2	-	1	2	1	-	2	5	1	5	5	2	13	9	6	6	2	5	6	7	8	7	5	4	
Electric and electronic appliances:																													
Full-time workers	77	11.06	-	1	3	-	1	3	1	-	3	8	-	8	9	1	18	10	9	6	1	6	4	4	1	-	1	-	
Salespersons, apparel and footwear																													
footwear	3,186	6.85	(3)	12	20	9	8	6	5	4	7	3	4	5	3	2	4	2	2	1	1	(3)	(3)	(3)	(3)	(3)	(3)	2	
Full-time workers	986	9.07	1	6	10	8	4	6	5	5	8	5	4	6	3	3	6	5	3	2	2	1	1	1	1	(3)	(3)	6	
Straight salary	473	6.31	1	12	16	8	4	4	6	7	13	5	5	7	4	3	3	1	(3)	-	(3)	-	-	-	-	-	-	-	
Straight commission	61	9.87	-	-	2	10	-	7	3	3	5	7	7	8	5	2	5	8	11	3	7	2	-	2	3	-	-	2	
Part-time workers	2,200	5.86	(3)	14	25	10	10	6	5	4	6	2	3	4	2	1	3	1	1	(3)	(3)	(3)	(3)	-	(3)	(3)	-	-	
Straight salary	1,779	5.24	(3)	17	30	11	10	7	5	3	6	2	3	3	2	1	(3)	(3)	-	-	-	-	-	-	-	-	-	(3)	
Salary plus commission	407	8.55	1	2	3	3	8	6	6	8	8	6	4	7	5	4	13	6	5	2	1	(3)	(3)	(3)	(3)	-	-	(3)	
Men's clothing	558	8.10	-	12	18	9	8	4	4	4	5	2	4	4	2	2	6	3	3	1	1	(3)	(3)	-	(3)	(3)	-	1	
Part-time workers	315	6.17	-	15	25	8	10	5	3	3	6	2	4	4	2	1	5	3	2	2	-	(3)	(3)	-	(3)	(3)	-	6	
Straight salary	233	5.08	-	20	33	11	10	6	2	2	7	2	3	2	(3)	-	1	-	-	-	-	(3)	(3)	-	-	-	-	(3)	
Salary plus commission	82	9.27	-	-	-	1	7	-	6	9	4	4	9	10	5	4	18	10	6	7	-	1	-	-	-	-	-	(3)	
Women's clothing	2,004	6.36	1	13	22	10	8	6	5	4	7	3	4	5	3	2	3	1	1	(3)	(3)	(3)	(3)	-	(3)	(3)	-	-	
Full-time workers:																													
Straight salary	341	6.41	2	10	15	7	6	5	4	7	14	6	5	7	4	4	4	1	(3)	(3)	-	-	-	-	-	-	-	1	
Part-time workers	1,425	5.58	(3)	16	27	10	10	6	5	4	7	2	4	4	2	1	2	1	(3)	(3)	-	-	-	-	-	-	-	(3)	
Straight salary	1,298	5.30	(3)	17	29	11	10	6	5	3	6	2	4	3	2	1	(3)	(3)	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

Table 16. Occupational hourly earnings: Regular stores: New York, NY¹—Continued

(Percent distribution of workers in selected occupations by straight-time hourly earnings,² August 1986)

(Percent distribution of workers in selected occupations by straight-time hourly earnings,* August 1960)																															
Department and occupation	Number of workers	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																												
			Under 3.50	3.50 and under 4.00	4.00	4.50	5.00	5.50	6.00	6.50	7.00	7.50	8.00	8.50	9.00	9.50	10.00	11.00	12.00	13.00	14.00	15.00	16.00	17.00	18.00	19.00	20.00	21.00 and over			
Store occupations, selling—Continued																															
Footwear	608	\$7.40	-	6	16	9	8	7	7	5	7	5	3	5	3	2	4	4	3	2	2	(3)	(3)	1	3	1	2	(3)	(3)	1	
Full-time workers	161	9.64	-	2	5	8	2	5	4	3	8	6	4	9	2	1	6	10	7	6	4	2	1	3	2	-	-	-	-	-	
Straight salary	33	6.05	-	6	9	15	-	15	12	6	27	3	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Salary plus commission	94	10.41	-	1	4	4	3	-	2	1	2	10	4	10	3	2	10	13	6	9	4	3	2	4	1	-	-	-	-	-	
Part-time workers	447	6.59	-	7	19	10	10	8	7	6	6	4	2	4	4	2	3	2	2	(3)	1	-	(3)	-	(3)	(3)	-	-	-	-	-
Straight salary	235	5.16	-	9	34	14	12	7	8	4	5	(3)	1	4	2	(3)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Salary plus commission	201	8.29	-	5	2	4	8	9	7	8	7	8	4	3	6	3	7	5	5	(3)	1	-	(3)	1	-	-	-	-	-	-	-
Salespersons, miscellaneous	92	7.82	-	1	11	12	5	2	5	1	4	11	11	12	4	1	7	1	3	3	2	1	1	6	-	-	-	-	-	-	-
Full-time workers	18	9.69	-	-	-	17	6	-	6	-	-	6	17	6	-	-	6	17	6	11	-	-	-	-	-	-	-	-	-	-	-
Sporting goods	75	6.85	-	1	13	15	7	3	7	1	5	13	11	13	4	1	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Part-time workers	65	6.87	-	2	15	12	6	3	6	2	6	14	8	14	5	2	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Salespersons, general	810	6.05	1	9	29	11	9	2	3	4	5	4	5	8	2	1	2	1	1	1	(3)	(3)	-	(3)	(3)	-	-	-	-	-	-
Full-time workers	145	6.43	2	9	12	17	8	7	1	8	10	4	1	8	3	1	3	1	3	1	-	-	-	-	-	-	-	-	-	-	-
Straight salary	117	5.81	3	11	14	19	10	8	2	3	11	4	1	9	3	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Part-time workers	665	5.97	1	9	33	10	9	1	4	4	4	4	6	8	2	1	2	1	(3)	1	(3)	(3)	-	(3)	(3)	-	-	-	-	-	-
Straight salary	603	5.54	1	10	35	10	9	1	4	4	4	3	6	8	2	(3)	(3)	-	(3)	(3)	-	-	-	-	-	-	-	-	-	-	-
Store occupations, nonselling																															
Alterations tailors	143	9.02	-	-	1	-	1	-	4	3	4	6	13	10	22	13	10	8	3	-	-	-	-	-	-	-	-	-	-	-	-
Full-time workers	119	9.11	-	-	2	-	1	-	4	3	4	5	11	11	23	11	13	10	3	-	-	-	-	-	-	-	-	-	-	-	-
Part-time workers	24	8.54	-	-	-	-	-	-	4	4	4	13	25	8	17	25	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Cleaners (porters)	425	6.75	-	5	20	8	6	3	4	4	9	6	8	18	3	2	2	2	(3)	1	-	-	-	-	-	-	-	-	-	-	-
Full-time workers	196	7.55	-	3	4	5	10	2	5	5	13	10	9	19	6	3	4	3	1	-	-	-	-	-	-	-	-	-	-	-	-
Part-time workers	229	6.06	-	7	33	10	3	3	3	3	7	3	6	17	(3)	(3)	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-
Display assistants	157	7.87	2	-	10	3	3	4	11	8	11	6	10	3	3	5	14	1	-	-	-	1	-	-	1	-	4	1	-	-	-
Full-time workers	122	8.43	2	-	5	2	2	3	7	10	11	7	12	3	4	6	16	1	-	-	-	1	-	-	-	-	5	1	-	-	-
Part-time workers	35	5.91	-	-	29	9	3	9	26	3	11	3	-	-	-	3	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Gift-wrap persons	162	6.95	1	6	20	3	2	7	7	6	3	4	10	9	2	2	14	1	1	-	-	-	-	-	-	-	-	-	-	-	-
Full-time workers	61	8.27	-	-	10	3	-	5	5	13	-	7	3	13	5	-	30	3	3	-	-	-	-	-	-	-	-	-	-	-	-
Part-time workers	101	6.16	2	9	27	3	4	8	9	2	5	3	15	7	-	3	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Receivers	101	6.20	-	12	25	12	5	3	2	3	3	3	7	8	8	4	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Full-time workers	75	6.80	-	11	13	15	3	3	3	3	4	4	9	9	11	5	5	3	-	-	-	-	-	-	-	-	-	-	-	-	-
Part-time workers	26	4.48	-	15	58	4	12	4	-	4	-	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stock and inventory workers	626	6.52	-	11	19	8	9	3	4	3	3	3	2	28	1	2	3	1	1	(3)	-	-	-	-	-	-	-	-	-	-	-
Full-time workers	360	7.01	-	6	13	8	9	3	5	3	3	4	3	27	2	3	6	1	1	1	-	-	-	-	-	-	-	-	-	-	-
Office clerical occupations																															
Cashiers, office	108	6.86	-	-	6	14	8	8	6	6	8	12	14	8	5	1	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Full-time workers	51	7.46	-	-	8	4	2	12	4	2	12	12	18	14	8	-	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Part-time workers	57	6.32	-	-	5	23	14	5	9	9	5	12	11	4	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service desk workers	251	6.11	-	(3)	26	11	8	8	11	5	3	4	9	9	2	(3)	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Full-time workers	52	7.93	-	-	2	2	6	8	10	8	4	6	17	17	8	2	4	8	-	-	-	-	-	-	-	-	-	-	-	-	-
Part-time workers	199	5.64	-	1	33	13	9	9	11	5	3	3	7	7	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Switchboard operators	51	6.17	-	-	29	14	-	6	8	4	8	8	8	12	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Full-time workers	17	7.32	-	-	6	6	-	18	6	-	12	12	12	18	6	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Part-time workers	34	5.59	-	-	41	18	-	-	9	6	6	6	6	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ The New York metropolitan area consists of New York City (Bronx, Kings, New York, Queens, and Richmond Counties), and Putnam, Rockland, and Westchester Counties.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excludes prize or push money that is not a regularly recurring part of employee compensation paid by the store and all such payments by individual vendors, e.g., bedding and appliance manufacturers. Earnings for workers paid on a straight-salary basis relate to August 1986; commission earnings for workers partly or wholly paid on that basis were averaged, where feasible, over a 12-month period ending as close as possible to July 1986.

³ Less than 0.5 percent.

⁴ Workers were distributed as follows: 2 percent at \$22 and under \$23; 2 percent at \$24 and under \$25; and 13 percent at \$27 and over.

⁵ Workers were distributed as follows: 2 percent at \$21 and under \$22; 1 percent at \$22 and under \$23; 1 percent at \$23 and under \$24; 1 percent at \$24 and under \$25; 1 percent at \$25 and under \$27; and 13 percent at \$27 and over.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported. Data for an overall occupation may include data for subclassifications not shown separately.

Table 17. Occupational hourly earnings: Regular stores: Oakland, CA¹

(Percent distribution of workers in selected occupations by straight-time hourly earnings.² August 1986)

Department and occupation	Number of workers	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																											
			3.35 and under 3.50	3.50 - 4.00	4.00 - 4.50	4.50 - 5.00	5.00 - 5.50	5.50 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 8.00	8.00 - 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	21.00 - 22.00	22.00 - 23.00	23.00 - 24.00	24.00 and over		
Store occupations, selling																														
Salespersons, home furnishings	536	\$9.10	-	2	2	4	(⁹)	10	7	5	11	19	12	9	2	3	2	3	4	2	1	1	(⁹)	(⁹)	-	(⁹)	(⁹)	1	1	
Full-time workers	294	10.21	-	(⁹)	(⁹)	1	1	6	7	3	3	23	18	12	3	3	2	4	5	3	1	1	(⁹)	(⁹)	-	(⁹)	(⁹)	1	1	
Straight salary	98	9.22	-	1	1	2	1	19	10	3	4	26	3	6	4	1	-	4	8	2	-	2	-	1	-	(⁹)	(⁹)	1	1	
Part-time workers	242	7.75	-	3	5	9	-	14	8	7	21	14	4	5	(⁹)	2	3	2	3	-	1	(⁹)	-	-	1	-	(⁹)	(⁹)	1	
Straight salary	196	7.35	-	4	6	11	-	17	10	7	17	12	5	2	-	2	3	2	3	-	1	(⁹)	-	-	-	(⁹)	(⁹)	-	-	
Floor coverings	53	11.51	-	-	-	-	2	-	2	2	4	9	9	30	13	2	4	2	9	4	6	2	-	-	-	1	-	-	-	
Full-time workers	41	11.61	-	-	-	-	2	-	2	2	5	5	5	32	17	2	5	-	10	5	5	2	-	-	-	-	-	-	-	
Furniture and bedding	249	10.97	-	(⁹)	(⁹)	(⁹)	-	-	4	3	8	20	19	12	2	6	4	6	8	3	1	1	1	(⁹)	(⁹)	-	(⁹)	(⁹)	2	
Part-time workers	65	10.62	-	2	2	2	-	-	-	3	25	14	2	12	2	8	11	5	11	-	2	2	-	-	-	-	-	-	-	
Housewares	234	6.56	-	3	5	9	(⁹)	22	13	7	16	20	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Part-time workers	165	6.37	-	4	6	12	-	20	12	8	21	13	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Straight salary	165	6.37	-	4	6	12	-	20	12	8	21	13	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Salespersons, major appliances, household																														
Full-time workers	159	15.19	1	1	-	-	1	-	-	2	2	3	8	4	11	6	4	9	6	8	9	4	4	3	3	1	5	6	6	
Straight salary	125	16.02	1	2	-	-	1	-	-	2	2	2	4	3	9	5	4	12	6	8	10	6	5	4	3	-	6	7	7	
Part-time workers	22	14.68	5	9	-	-	5	-	-	-	-	-	5	-	5	-	14	14	14	14	3	-	-	5	-	-	5	9	9	
Straight salary	34	12.15	-	-	-	-	-	-	-	3	9	24	9	21	9	6	-	6	6	6	3	-	-	-	-	-	-	-	-	
Electric and electronic appliances																														
Full-time workers	75	13.15	1	3	-	-	1	-	-	4	4	5	12	5	11	5	5	5	9	12	-	-	-	4	-	1	3	3	3	
Straight salary	50	13.75	2	4	-	-	2	-	-	6	4	2	6	6	2	2	8	8	8	12	16	-	-	-	-	-	2	4	4	
Part-time workers	22	14.68	5	9	-	-	5	-	-	-	-	-	5	-	5	-	14	14	14	14	-	-	-	5	-	-	5	9	9	
Straight salary	25	11.95	-	-	-	-	-	-	-	4	12	24	4	28	12	-	-	-	4	4	-	-	-	-	-	4	4	-	-	
Salespersons, apparel and footwear:																														
Full-time workers:																														
Straight salary	84	7.15	-	1	4	5	8	4	26	15	14	1	7	8	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Part-time workers:																														
Straight salary	94	6.35	3	6	7	3	11	19	3	18	13	6	3	5	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Men's clothing:																														
Full-time workers:																														
Straight salary	28	6.38	-	4	-	-	14	7	32	18	21	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Part-time workers:																														
Straight salary	28	5.98	11	-	-	-	21	11	-	50	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women's clothing																														
Full-time workers	61	5.98	-	7	8	5	2	25	21	11	21	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Straight salary	31	6.21	-	-	10	6	3	3	35	23	19	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Part-time workers	31	6.21	-	-	10	6	3	3	35	23	19	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Straight salary	30	5.74	-	13	7	3	-	47	7	-	23	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Footwear:																														
Full-time workers:																														
Straight salary	25	9.17	-	-	-	8	8	-	8	4	-	-	24	28	20	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Salespersons, miscellaneous:																														
Sporting goods	50	6.87	-	4	18	6	2	10	12	2	14	8	16	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
See footnotes at end of table																														

See footnotes at end of table.

Table 17. Occupational hourly earnings: Regular stores: Oakland, CA¹—Continued

(Percent distribution of workers in selected occupations by straight-time hourly earnings,² August 1986)

Department and occupation	Number of workers	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																									
			3.35 and under 3.50	3.50 - 4.00	4.00 - 4.50	4.50 - 5.00	5.00 - 5.50	5.50 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 8.00	8.00 - 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	21.00 - 22.00	22.00 - 23.00	23.00 - 24.00	24.00 and over
Store occupations, nonselling																												
Alterations tailors	9	\$9.98	-	-	-	-	11	-	-	-	-	-	-	44	44	-	-	-	-	-	-	-	-	-	-	-	-	-
Display assistants	71	9.40	-	-	-	-	-	-	-	3	23	11	17	38	8	-	-	-	-	-	-	-	-	-	-	-	-	-
Full-time workers	67	9.50	-	-	-	-	-	-	-	-	24	10	16	40	9	-	-	-	-	-	-	-	-	-	-	-	-	-
Office clerical occupations																												
Cashiers, office	196	7.92	-	-	1	-	4	6	3	5	28	38	15	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Full-time workers	42	8.68	-	-	2	-	2	-	2	7	2	26	52	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Part-time workers	154	7.71	-	-	-	-	4	8	3	5	35	42	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service desk workers	387	6.43	-	(³)	15	7	15	5	16	7	11	12	9	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Full-time workers	63	7.88	-	2	3	3	6	8	3	6	13	16	25	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ The Oakland metropolitan area consists of Alameda and Contra Costa Counties.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excludes prize or push money that is not a regularly recurring part of employee compensation paid by the store and all such payments by individual vendors, e.g., bedding and appliance manufacturers. Earnings for workers paid on a straight-salary basis relate to August 1986; commission earnings for workers partly or wholly paid on that basis were averaged, where feasible, over a 12-month period ending as close as possible to July 1986.

³ Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported. Data for an overall occupation may include data for subclassifications not shown separately.

Table 18. Occupational hourly earnings: Regular stores: Philadelphia, PA-NJ¹(Percent distribution of workers in selected occupations by straight-time hourly earnings,² August 1988)

Department and occupation	Number of workers	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																									
			3.35 and under 3.50	3.50 - 4.00	4.00 - 4.50	4.50 - 5.00	5.00 - 5.50	5.50 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 11.00	11.00 - 12.00	12.00 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 and over		
Store occupations, selling																												
Salespersons, home furnishings	1,119	\$7.47	(³)	7	19	10	8	8	7	5	5	2	5	1	1	2	5	2	2	2	1	2	1	(³)	(³)	(³)	4	
Full-time workers	665	8.98	(³)	4	8	9	5	9	7	6	7	2	5	2	1	2	7	3	4	3	2	3	2	(³)	(³)	(³)		
Straight salary	241	5.46	1	8	17	17	9	19	13	5	5	1	2	-	-	3	-	-	-	-	-	-	-	-	-	-		
Straight commission	235	11.23	-	2	2	-	1	3	2	8	11	3	12	3	1	2	11	5	8	4	3	5	4	(³)	(³)	(³)	10	
Part-time workers	454	5.27	1	11	36	12	11	5	7	4	2	2	5	1	-	2	2	(³)	-	1	(³)	-	-	-	-	-		
Straight salary	375	4.80	1	13	43	12	12	6	7	3	-	1	2	-	-	-	-	-	1	(³)	-	-	-	-	-	-		
Floor coverings	106	10.61	-	1	-	6	8	4	1	6	8	2	22	1	3	4	7	2	3	5	3	8	1	1	-	8		
Full-time workers	86	11.68	-	-	-	-	-	5	1	7	9	2	27	-	3	-	8	2	3	5	3	8	1	1	-	8		
Part-time workers	20	5.99	-	5	-	30	40	-	-	-	-	-	-	5	-	20	-	8	2	3	6	3	10	1	1	9		
Furniture and bedding	269	12.27	-	3	1	-	1	1	3	5	9	3	3	3	(³)	3	12	6	9	7	4	5	4	1	2	14		
Full-time workers	236	12.80	-	2	2	-	1	1	2	6	8	2	3	3	(³)	3	11	7	10	6	4	6	5	1	2	16		
Straight commission	181	11.39	-	2	2	-	1	2	2	7	10	3	4	3	1	3	14	7	10	5	4	4	4	1	1	10		
Part-time workers	33	8.47	-	12	-	-	6	-	9	3	15	6	6	6	-	3	15	3	-	-	-	-	-	-	-	-		
Housewares	458	5.34	1	10	23	18	13	9	7	7	4	1	3	(³)	(³)	1	3	-	-	12	3	-	-	-	-	-		
Full-time workers	233	5.64	1	8	13	20	12	11	12	7	8	2	-	1	1	4	-	-	-	-	-	-	-	-	-	-		
Straight salary	185	5.42	1	10	15	21	11	11	12	6	6	1	-	-	-	1	4	-	-	-	-	-	-	-	-	-		
Part-time workers	225	5.04	1	11	34	16	13	8	2	6	1	1	5	-	-	1	1	-	-	-	-	-	-	-	-	-		
Straight salary	207	4.81	1	12	36	16	14	8	2	6	-	1	3	-	-	-	-	-	-	-	-	-	-	-	-	-		
Salespersons, apparel and																												
footwear	1,952	6.48	2	6	20	11	10	8	8	3	3	3	2	2	1	2	3	3	1	1	1	1	1	(³)	(³)	1		
Full-time workers	992	7.43	1	2	12	12	9	9	10	7	3	5	4	4	3	2	3	3	2	2	1	1	3	(³)	(³)	1		
Straight salary	167	5.91	-	1	15	14	9	7	21	17	4	-	8	4	-	-	-	-	-	-	-	-	-	-	-	-		
Straight commission	532	7.36	-	2	14	15	10	11	10	4	3	4	1	4	2	1	3	4	2	2	2	2	2	(³)	-	2		
Part-time workers	960	5.49	4	10	29	11	7	6	8	3	2	2	1	1	1	1	3	(³)	(³)	2	(³)	-	-	-	-			
Straight salary	324	4.36	10	26	33	13	4	8	1	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Men's clothing	381	8.50	2	3	14	4	4	3	6	12	4	4	4	7	2	3	2	6	3	2	3	2	5	1	2	2		
Full-time workers	245	9.51	1	-	9	5	4	4	4	10	2	7	6	10	2	3	2	4	5	3	1	2	8	1	2	4		
Straight salary	25	5.75	-	-	20	12	8	4	20	36	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Straight commission	145	10.55	1	-	3	3	1	-	1	7	1	10	10	10	3	3	4	7	8	6	1	4	12	1	1	2		
Straight salary	75	8.76	-	-	16	8	8	11	5	8	5	3	-	13	-	4	-	-	-	-	-	-	-	-	-	-		
Part-time workers	136	6.67	3	9	25	2	4	3	8	15	7	1	1	1	2	2	1	9	1	-	6	-	3	1	7	8		
Straight salary	38	4.39	11	32	21	8	13	11	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Women's clothing	1,039	5.43	3	7	29	16	10	8	9	7	2	1	3	1	1	-	1	1	(³)	(³)	(³)	1	-	-	-	-		
Full-time workers	505	6.11	-	2	17	17	12	10	14	8	3	2	4	2	2	-	3	1	1	(³)	(³)	1	-	-	-	(³)		
Straight salary	135	5.99	-	1	15	11	10	7	21	15	5	-	10	4	-	-	-	-	-	-	-	-	-	-	-	-		
Straight commission	298	5.94	-	3	21	23	13	8	13	3	1	2	1	2	-	-	3	1	2	1	(³)	1	-	-	-	-		
Part-time workers	534	4.78	5	12	40	15	8	6	4	7	1	1	1	-	-	-	-	1	-	-	(³)	-	-	-	-	1		
Straight salary	264	4.36	11	23	35	13	3	8	-	7	-	-	-	-	-	-	-	-	-	-	-	(³)	-	-	-	-		
Footwear	526	7.08	3	5	9	7	15	12	9	5	4	6	3	2	3	3	3	4	1	2	3	1	1	-	1	(³)		
Full-time workers	242	8.07	4	3	3	6	10	15	7	3	3	8	1	2	4	4	3	7	2	3	4	2	3	-	1	(³)		
Straight salary	159	9.36	-	1	1	4	4	15	6	4	5	8	2	3	5	3	5	10	4	5	6	3	4	-	-	1		
Part-time workers	284	6.24	1	6	13	7	19	9	10	7	4	5	4	1	2	2	2	2	-	(³)	2	-	-	-	-	-		
Straight salary	142	6.10	3	6	20	6	9	6	11	9	8	6	8	3	-	4	1	-	-	1	1	-	-	-	-	-		
Salespersons, miscellaneous	98	8.19	8	18	9	7	-	1	1	-	6	1	-	3	5	4	6	7	6	4	3	4	3	-	2	-		
Full-time workers	32	9.24	25	-	-	19	-	-	3	-	-	-	-	3	3	3	3	13	3	3	6	9	-	-	6	-		
Part-time workers	66	7.68	-	27	14	2	-	2	-	-	9	2	-	5	6	5	8	9	3	3	3	-	-	-	-	-		
Sporting goods	66	5.91	12	27	14	11	-	-	2	-	9	2	-	5	8	3	2	3	2	-	2	2	-	-	-	-		
Part-time workers	50	6.40	-	36	18	2	-	-	-	-	12	2	-	6	8	4	2	4	2	-	2	2	-	-	-	-		
Salespersons, general																												
Full-time workers	2,871	4.88	1	22	19	18	18	8	5	4	2	1	1	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)		
Straight salary	2,820	4.88	1	22	19	18	18	8	5	4	2	1	1	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)		
Part-time workers	2,498	4.70	1	20	36	10	12	9	5	3	1	(³)	1	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)		
Straight salary	2,456	4.69	1	20	36	10	13	9	5	3	1	(³)	1	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)		

See footnotes at end of table.

Table 18. Occupational hourly earnings: Regular stores: Philadelphia, PA-NJ¹—Continued

(Percent distribution of workers in selected occupations by straight-time hourly earnings,² August 1986)

(Percent distribution of workers in selected occupations by straight-time hourly earnings, August 1969)																											
Department and occupation	Number of workers	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																								
			3.35 and under 3.50	3.50 - 4.00	4.00 - 4.50	4.50 - 5.00	5.00 - 5.50	5.50 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 11.00	11.00 - 12.00	12.00 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 and over	
Store occupations, nonselling																											
Alterations tailors	144	\$8.32	-	-	6	-	-	10	8	4	9	4	2	8	21	8	13	5	1	-	-	-	-	-	-	-	-
Full-time workers	89	9.28	-	-	-	-	-	-	7	7	1	2	1	12	26	13	20	8	2	-	-	-	-	-	-	-	-
Part-time workers	55	6.77	-	-	15	-	-	25	11	-	22	7	4	2	13	-	2	-	-	-	-	-	-	-	-	-	-
Cleaners (porters)	337	5.47	2	11	23	9	16	9	6	5	2	5	7	2	1	1	-	-	-	-	-	-	-	-	-	-	-
Full-time workers	211	5.94	-	3	13	11	24	12	6	4	1	6	11	3	2	2	-	-	-	-	-	-	-	-	-	-	-
Part-time workers	126	4.68	5	23	40	6	2	2	6	6	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Display assistants	132	6.81	-	8	2	7	7	7	12	10	14	12	6	6	5	4	-	-	2	-	-	-	-	-	-	-	-
Full-time workers	109	7.25	-	-	-	5	8	6	12	11	16	15	7	7	6	5	-	-	2	-	-	-	-	-	-	-	-
Stock and inventory workers	512	4.85	5	12	34	10	13	12	7	1	2	2	1	2	(³)	-	-	-	-	-	-	-	-	-	-	-	-
Full-time workers	342	4.91	4	13	28	13	16	15	6	1	1	1	2	(³)	-	-	-	-	-	-	-	-	-	-	-	-	-
Part-time workers	170	4.74	8	9	47	4	6	7	9	1	5	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Office clerical occupations																											
Cashiers, office	203	5.44	(³)	9	22	10	12	15	11	6	9	2	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-
Full-time workers	62	5.93	-	2	10	10	15	16	19	5	21	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-
Part-time workers	141	5.22	1	12	27	10	11	14	7	7	4	3	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-
Service desk workers	225	5.11	2	25	23	4	8	12	12	6	4	3	(³)	-	(³)	-	-	-	-	1	-	-	-	-	-	-	-
Full-time workers	92	6.08	-	4	9	2	12	24	20	14	5	5	1	-	1	-	-	-	-	2	-	-	-	-	-	-	-
Switchboard operators	115	5.82	-	9	13	3	17	10	7	12	15	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Part-time workers	76	5.60	-	12	20	16	3	16	5	3	5	21	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ The Philadelphia metropolitan area consists of Bucks, Chester, Delaware, Montgomery, and Philadelphia Counties, PA; and Burlington, Camden, and Gloucester Counties, NJ.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excludes prize or push money that is not a regularly recurring part of employee compensation paid by the store and all such payments by individual vendors, e.g., bedding and appliance manufacturers. Earnings for workers paid on a straight-salary basis relate to August 1986; commission earnings for workers partly or wholly paid on that basis were averaged, where feasible, over a 12-month period ending as close as possible to July

1986.

³ Less than 0.5 percent.

⁴ Workers were distributed as follows: 2 percent at \$19 and under \$20; 4 percent at \$20 and under \$21; 2 percent at \$21 and under \$22; 2 percent at \$22 and under \$24; and 4 percent at \$24 and over.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported. Data for an overall occupation may include data for subclassifications not shown separately.

Table 19. Occupational hourly earnings: Regular stores: Phoenix, AZ¹

(Percent distribution of workers in selected occupations by straight-time hourly earnings,² August 1986)

Department and occupation	Number of workers	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																										
			3.35 and under 3.50	3.50 - 3.75	3.75 - 4.00	4.00 - 4.25	4.25 - 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 - 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 and over	
Store occupations, selling																													
Salespersons, home furnishings	442	\$7.54	(³)	14	3	8	4	5	7	5	5	2	2	2	1	7	6	6	9	7	3	(³)	2	1	(³)	-	-	-	1
Full-time workers	266	8.87	-	6	2	8	3	3	6	3	4	2	3	2	1	8	5	8	12	10	5	1	4	2	1	(³)	-	-	-
Straight salary	112	4.93	-	14	4	18	7	8	12	8	9	5	6	5	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Part-time workers	176	5.53	1	26	5	9	5	9	7	6	7	1	2	3	2	5	7	2	3	2	-	-	-	-	-	-	-	-	-
Straight salary	136	4.49	1	34	4	12	5	11	10	8	8	1	2	2	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Furniture and bedding	154	11.60	-	-	-	-	-	-	1	-	1	-	-	1	-	11	15	14	23	15	9	1	5	3	1	-	-	-	-
Full-time workers	122	12.05	-	-	-	-	-	-	1	-	-	-	-	1	-	11	15	14	23	15	9	1	5	3	1	-	-	-	2
Part-time workers	32	9.90	-	-	-	-	-	-	-	-	-	-	-	-	-	10	8	15	25	16	11	2	6	4	1	-	-	-	-
Housewares	248	4.69	(³)	25	4	15	6	10	10	8	8	3	4	4	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Full-time workers	112	4.93	-	14	4	18	7	8	12	8	9	5	6	5	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Straight salary	112	4.93	-	14	4	18	7	8	12	8	9	5	6	5	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Part-time workers	136	4.49	1	34	4	12	5	11	10	8	8	1	2	2	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Straight salary	136	4.49	1	34	4	12	5	11	10	8	8	1	2	2	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Salespersons, apparel and footwear																													
Full-time workers	1,086	6.11	1	2	5	7	11	14	9	8	8	6	5	5	3	4	2	4	4	2	1	1	1	-	(³)	-	-	-	-
Straight salary	429	6.78	(³)	1	2	7	7	9	7	10	7	10	9	4	4	5	2	4	8	2	1	1	1	(³)	-	-	-	-	-
Part-time workers	54	10.70	-	-	-	-	2	-	-	2	4	-	2	2	6	9	7	19	22	9	2	9	4	-	(³)	-	-	-	-
Straight salary	657	5.67	1	2	7	7	14	18	11	6	8	4	2	6	2	2	2	4	1	2	(³)	1	1	-	-	-	-	-	-
Straight salary	141	6.73	-	2	4	13	4	4	9	4	11	6	1	13	4	6	4	7	1	4	-	3	-	-	-	-	-	-	-
Men's clothing	51	9.38	-	-	-	-	-	-	-	-	4	8	10	12	10	8	8	12	10	4	2	4	-	-	-	-	-	-	-
Full-time workers	85	9.79	-	6	6	1	-	1	2	-	1	4	6	2	1	8	5	9	18	11	7	6	5	-	1	-	-	-	-
Part-time workers	57	10.27	-	4	-	-	-	2	4	-	-	5	7	-	-	12	4	14	18	9	7	9	4	-	2	-	-	-	-
Straight salary	28	8.82	-	11	18	4	-	-	-	-	-	-	4	7	4	-	7	-	18	14	7	-	7	-	-	-	-	-	-
Straight salary	19	11.22	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Footwear	197	7.76	-	2	2	3	2	1	3	4	10	14	6	11	5	-	11	-	26	21	11	-	11	-	-	-	-	-	-
Full-time workers	73	8.21	-	-	-	-	1	-	-	5	5	26	8	3	4	5	10	15	14	3	-	3	-	-	-	-	-	-	-
Straight commission	51	8.39	-	-	-	-	-	-	-	-	6	35	12	-	-	10	18	16	4	-	-	-	-	-	-	-	-	-	-
Part-time workers	124	7.50	-	2	2	5	2	2	5	2	12	7	5	16	5	7	6	11	2	2	-	4	-	-	-	-	-	-	-
Straight commission	84	7.63	-	-	-	7	4	2	7	-	12	6	2	19	6	6	7	12	2	2	-	5	-	-	-	-	-	-	-
Salespersons, miscellaneous:																													
Sporting goods	63	4.76	5	14	24	10	10	-	5	14	5	6	-	-	-	3	3	-	2	-	-	-	-	-	-	-	-	-	-
Part-time workers	45	4.85	7	13	20	13	13	-	7	7	-	9	-	-	-	4	4	-	2	-	-	-	-	-	-	-	-	-	-
Salespersons, general																													
Part-time workers	575	5.02	1	23	21	10	5	2	4	4	6	4	5	5	6	2	1	1	1	1	-	-	-	-	-	-	-	-	-
Straight salary	441	4.69	1	29	27	11	4	1	4	2	5	1	2	3	4	1	2	1	1	1	-	-	-	-	-	-	-	-	-
Straight salary	441	4.69	1	29	27	11	4	1	4	2	5	1	2	3	4	1	2	1	1	1	-	-	-	-	-	-	-	-	-
Store occupations, nonselling																													
Alterations tailors	37	7.02	-	-	-	-	-	8	-	11	5	30	8	8	11	5	-	5	-	8	-	-	-	-	-	-	-	-	-
Cleaners (porters)	173	4.82	-	19	14	15	8	6	3	12	6	6	2	2	3	2	-	-	-	2	-	-	-	-	-	-	-	-	-
Part-time workers	145	4.79	-	21	11	18	9	6	3	12	5	5	3	2	4	-	-	-	-	2	-	-	-	-	-	-	-	-	-
Display assistants	64	6.03	-	-	-	14	6	3	6	6	16	23	6	6	5	-	-	-	-	2	-	-	-	-	-	-	-	-	-
Full-time workers	40	6.84	-	-	-	-	-	-	3	5	20	33	10	10	8	-	-	6	-	-	2	-	-	-	-	-	-	-	-
Stock and inventory workers	282	4.64	1	9	29	15	5	8	5	9	7	5	2	2	1	-	1	-	-	-	3	-	-	-	-	-	-	-	-
Full-time workers	98	5.14	-	3	15	11	2	7	4	17	17	11	5	6	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-
Part-time workers	184	4.38	2	11	36	16	7	8	5	2	2	1	1	1	2	-	2	-	-	-	-	-	-	-	-	-	-	-	-
Office clerical occupations																													
Cashiers, office:																													
Full-time workers	16	5.44	-	-	-	6	19	13	-	25	13	6	-	19	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1 The Phoenix metropolitan area consists of Maricopa County.																													

¹ The Phoenix metropolitan area consists of Maricopa County.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excludes prize or push money that is not a regularly recurring part of employee compensation paid by the store and all such payments by individual vendors, e.g., bedding and appliance manufacturers. Earnings for workers paid on a straight-salary basis relate to August 1986; commission earnings for workers partly or wholly paid on that basis were averaged, where feasible, over a 12-month period ending as close as possible to July 1986.

³ Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported. Data for an overall occupation may include data for subclassifications not shown separately.

Table 20. Occupational hourly earnings: Regular stores: St. Louis, MO-IL¹

(Percent distribution of workers in selected occupations by straight-time hourly earnings,² August 1986)

Percent distribution of workers in selected occupations by straight-time hourly earnings,- August 1966																											
Department and occupation	Number of workers	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																								
			3.35 and under 3.50	3.50-4.00	4.00-4.50	4.50-5.00	5.00-5.50	5.50-6.00	6.00-6.50	6.50-7.00	7.00-7.50	7.50-8.00	8.00-8.50	8.50-9.00	9.00-9.50	9.50-10.00	10.00-11.00	11.00-12.00	12.00-13.00	13.00-14.00	14.00-15.00	15.00-16.00	16.00-17.00	17.00-18.00	18.00-19.00	19.00 and over	
Store occupations, selling																											
Salespersons, home furnishings	320	\$7.75	3	14	6	6	3	8	6	8	3	4	3	2	5	3	8	3	3	3	3	2	1	1	1	1	1
Full-time workers	174	9.51	-	1	2	2	5	12	7	6	2	5	6	1	5	5	12	6	5	6	4	4	1	1	2	1	1
Part-time workers	146	5.64	5	31	11	11	1	3	5	10	3	2	1	3	4	2	3	-	1	-	1	-	-	-	-	-	1
Furniture and bedding	118	10.78	-	-	-	-	2	1	1	3	4	9	8	3	10	4	19	8	7	7	3	6	1	2	2	2	1
Full-time workers	99	11.10	-	-	-	-	1	1	1	3	1	9	9	1	8	4	19	9	8	8	4	7	1	2	2	1	1
Salespersons, apparel and footwear																											
Full-time workers	1,102	6.39	2	15	14	7	11	9	7	4	6	4	4	2	2	2	4	3	1	1	1	1	1	(³)	-	1	1
Straight commission	414	7.92	-	3	6	5	12	10	11	4	6	4	9	4	3	2	6	6	2	2	1	1	2	1	-	1	1
Part-time workers	307	8.83	-	1	1	1	7	10	10	5	7	5	11	6	3	3	8	7	3	3	2	2	2	1	-	2	2
Straight commission	688	5.47	3	22	19	8	10	9	5	4	6	4	2	1	1	1	2	1	(³)	(³)	(³)	(³)	-	-	-	-	
Men's clothing	213	7.13	-	2	5	3	17	9	12	6	12	5	5	4	4	4	8	2	1	(³)	(³)	2	4	2	-	2	2
Full-time workers	161	9.59	-	-	2	1	10	11	2	7	2	10	6	4	2	12	9	2	4	3	2	4	2	-	-	3	3
Straight commission	127	9.97	-	-	2	-	13	6	1	2	10	1	12	7	4	2	8	10	3	5	4	2	5	2	-	3	3
Part-time workers	124	9.92	-	-	2	-	13	6	1	2	10	1	12	7	4	2	8	8	3	5	4	2	5	-	-	-	-
Women's clothing:	34	8.16	-	-	3	3	-	29	9	6	-	9	3	-	3	-	29	3	-	-	-	3	-	-	-	-	-
Full-time workers	158	5.90	-	6	14	12	18	13	16	2	5	1	6	1	1	-	-	3	1	-	-	1	-	-	-	-	-
Footwear	295	7.42	-	2	3	1	13	5	15	11	11	8	5	4	4	4	6	2	1	1	-	(³)	(³)	-	-	-	-
Part-time workers	166	6.67	-	3	6	2	20	2	15	12	16	6	2	4	4	4	2	1	-	-	-	-	-	-	-	-	-
Store occupations, nonselling																											
Alterations tailors	79	7.58	-	-	-	-	19	20	9	6	8	4	8	5	5	1	3	1	5	3	3	-	-	1	-	-	-
Part-time workers	31	6.50	-	-	-	-	10	48	10	3	6	-	13	6	3	-	-	-	-	-	-	-	-	-	-	-	-
Display assistants	100	6.32	-	10	4	2	12	13	17	10	12	5	6	2	3	2	1	1	-	-	-	-	-	-	-	-	-
Receivers	50	7.21	-	2	-	-	4	18	12	12	12	6	-	12	8	-	2	2	-	-	-	-	-	-	-	-	-
Full-time workers	41	7.36	-	-	-	-	2	22	10	15	10	10	5	-	15	10	-	2	-	-	-	-	-	-	-	-	-
Stock and inventory workers	208	4.78	(³)	34	15	7	11	15	11	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Full-time workers	85	5.32	-	12	7	11	20	28	16	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Office clerical occupations																											
Cashiers, office	109	5.10	-	28	16	11	11	6	6	13	7	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Full-time workers	30	6.21	-	-	10	7	13	13	-	37	10	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Switchboard operators:																											
Full-time workers	17	6.07	-	-	-	-	41	24	12	6	6	6	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ The St. Louis metropolitan area consists of St. Louis City, Franklin, Jefferson, St. Charles, and St. Louis Counties, MO; and Clinton, Jersey, Madison, Monroe, and St. Clair Counties, IL.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excludes prize or push money that is not a regularly recurring part of employee compensation paid by the store and all such payments by individual vendors, e.g., bedding and appliance manufacturers. Earnings for workers paid on a straight-salary basis relate to August 1986; commission earnings for workers partly or wholly paid

on that basis were averaged, where feasible, over a 12-month period ending as close as possible to July 1986.

³ Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported. Data for an overall occupation may include data for subclassifications not shown separately.

Table 21. Occupational hourly earnings: Regular stores: San Francisco, CA¹

(Percent distribution of workers in selected occupations by straight-time hourly earnings,² August 1986)

Department and occupation	Number of workers	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																											
			Under 5.00	5.00 and under 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	21.00 - 22.00	22.00 - 23.00	23.00 - 24.00	24.00 - 25.00	25.00 - 26.00	26.00 and over	
Store occupations, selling																														
Salespersons, home furnishings	323	\$11.45	6	1	4	8	4	4	2	6	7	10	8	4	6	3	3	3	6	3	2	3	1	1	-	-	1	3	2	
Full-time workers	172	13.48	2	-	2	2	2	3	2	3	10	9	10	4	8	5	5	1	3	6	3	5	2	1	-	-	1	6	3	
Salary plus commission	78	17.16	-	-	-	-	-	-	-	-	3	4	8	5	13	6	8	3	3	5	3	12	4	3	-	-	3	13	8	
Floor coverings	61	14.85	-	-	-	-	5	5	-	2	5	5	7	2	5	7	7	8	7	8	10	13	2	2	-	-	3	-	3	
Full-time workers	48	14.53	-	-	-	-	6	6	-	6	6	8	2	6	8	6	2	-	10	8	13	-	2	2	-	-	4	-	4	
Salary plus commission	19	18.11	-	-	-	-	-	-	-	-	-	5	5	16	5	-	5	-	5	-	32	-	5	-	-	-	11	-	4	
Furniture and bedding	112	14.72	-	-	-	-	-	1	3	3	2	5	17	10	11	4	3	4	13	5	2	3	3	1	-	-	-	9	4	
Full-time workers	83	15.30	-	-	-	-	-	-	4	4	2	7	14	7	10	5	4	1	7	7	2	4	4	1	-	-	-	12	5	
Salary plus commission	49	17.92	-	-	-	-	-	-	-	-	4	-	6	6	10	8	6	2	4	6	4	6	6	2	-	-	-	20	8	
Part-time workers	29	13.08	-	-	-	-	-	3	-	-	-	-	24	17	14	-	-	14	28	-	-	-	-	-	-	-	-	-	-	
Salespersons, major appliances, household																														
Full-time workers	159	18.07	-	-	-	-	3	4	-	2	-	3	4	7	4	6	5	5	3	8	1	11	6	1	4	1	1	6	16	
Part-time workers	129	18.57	-	-	-	-	2	5	-	-	-	2	2	6	5	3	6	6	3	9	1	14	5	1	5	2	1	5	17	
Part-time workers	30	15.95	-	-	-	-	3	-	-	10	-	7	13	10	-	20	-	-	-	-	-	13	-	-	-	-	-	13	10	
Electric and electronic appliances																														
Full-time workers	84	19.38	-	-	-	-	1	7	-	4	-	4	4	5	4	7	-	5	-	-	-	13	8	-	5	-	-	8	26	
Full-time workers	62	19.92	-	-	-	-	-	10	-	-	-	3	5	6	5	-	-	6	-	-	-	18	5	-	6	-	-	5	31	
Part-time workers	22	17.83	-	-	-	-	5	-	-	14	-	5	-	-	27	-	-	-	-	-	-	18	-	-	-	-	-	18	14	
Salespersons, apparel and footwear																														
Full-time workers	505	9.21	2	1	7	5	15	9	8	6	11	11	7	4	3	2	2	1	1	1	2	2	(⁶)	(⁶)	1	-	-	-	-	
Part-time workers	291	8.63	4	1	9	8	16	8	10	7	8	8	5	3	1	3	1	1	1	3	1	-	-	1	-	-	-	-	-	
Full-time workers	208	9.94	6	1	4	4	5	2	4	10	11	16	13	6	3	1	1	1	1	2	2	1	(⁶)	1	1	-	-	-	-	
Part-time workers	124	8.97	10	2	6	6	6	4	6	14	6	10	10	6	1	2	1	2	1	1	2	1	-	-	2	-	-	-	-	
Salespersons, miscellaneous: Full-time workers:																														
Salary plus commission	20	10.93	-	-	-	15	-	15	-	-	15	-	-	5	15	10	5	15	5	-	-	-	-	-	-	-	-	-	-	-
Part-time workers	71	6.64	17	13	15	10	6	20	1	8	-	1	3	1	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Salary plus commission	21	8.54	14	-	-	-	5	14	5	29	-	5	10	5	5	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sporting goods: Part-time workers																														
	44	6.78	14	7	18	16	7	25	2	-	-	2	2	-	2	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 21. Occupational hourly earnings: Regular stores: San Francisco, CA¹—Continued

(Percent distribution of workers in selected occupations by straight-time hourly earnings,² August 1986)

(Percent distribution of workers in selected occupations by straight-time hourly earnings,² August 1986)

Department and occupation	Number of workers	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																											
			Under 5.00	5.00 and under 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	21.00 - 22.00	22.00 - 23.00	23.00 - 24.00	24.00 - 25.00	25.00 - 26.00	26.00 and over	
Store occupations, nonselling																														
Display assistants	77	\$9.98	-	3	1	3	-	-	-	1	17	8	38	30	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Full-time workers	60	10.25	-	-	-	-	-	-	-	2	20	3	42	33	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stock and inventory workers	163	7.97	19	5	-	9	4	1	10	25	-	6	7	3	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Full-time workers	92	9.19	7	-	-	3	3	2	4	39	-	9	7	4	22	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Part-time workers	71	6.38	35	11	-	15	4	-	17	6	-	3	7	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Office clerical occupations																														
Cashiers, office:																														
Full-time workers	31	7.65	-	-	10	13	23	-	-	23	13	19	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service desk workers	149	6.65	26	18	5	5	3	6	5	1	11	19	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Full-time workers	29	7.66	10	-	-	10	-	24	3	-	45	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Part-time workers	120	6.41	29	23	7	3	4	2	5	2	3	23	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Switchboard operators	29	7.46	28	-	-	-	-	3	3	10	55	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Full-time workers	10	8.55	-	-	-	-	-	-	-	10	90	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ The San Francisco metropolitan area consists of Marin, San Francisco, and San Mateo Counties.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excludes prize or push money that is not a regularly recurring part of employee compensation paid by the store and all such payments by individual vendors, e.g., bedding and appliance manufacturers. Earnings for workers paid on a straight-salary basis relate to August 1986; commission earnings for workers partly or wholly paid on that basis were averaged, where feasible, over a 12-month period ending as close as possible to July 1986.

³ All workers were at \$26 and under \$27.

⁴ Workers were distributed as follows: 4 percent at \$26 and under \$27; 3 percent at \$27 and under \$29; 3 percent

at \$29 and under \$30; 2 percent at \$30 and under \$31; and 4 percent at \$32 and over.

⁵ Workers were distributed as follows: 7 percent at \$26 and under \$27; 5 percent at \$27 and under \$28; 4 percent at \$29 and under \$30; 4 percent at \$30 and under \$31; and 6 percent at \$32 and over.

⁶ Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported. Data for an overall occupation may include data for subclassifications not shown separately.

Table 22. Occupational hourly earnings: Regular stores: Washington, DC-MD-VA¹

(Percent distribution of workers in selected occupations by straight-time hourly earnings,² August 1986)

Department and occupation	Number of workers	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																										
			3.35 and under 3.50	3.50 - 3.75	3.75 - 4.00	4.00 - 4.25	4.25 - 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 - 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	21.00 and over
Store occupations, selling																													
Salespersons, home furnishings	991	\$8.66	1	1	4	2	13	8	7	8	7	6	3	2	2	4	3	3	2	3	2	3	3	3	2	2	2	1	4
Full-time workers	550	11.07	(³)	1	1	1	5	3	4	7	6	6	4	2	2	4	4	5	3	4	4	4	5	6	3	3	3	1	8
Salary plus commission	123	12.29	-	-	-	1	-	-	5	8	7	2	4	3	3	7	2	5	3	7	5	9	5	3	2	3	2	2	⁴ 11
Part-time workers	441	5.67	1	2	7	4	22	15	10	9	8	7	2	1	1	4	2	1	1	2	(³)	(³)	(³)	-	1	-	(³)	-	(³)
Floor coverings	101	10.85	-	-	2	1	-	2	1	1	3	3	3	1	5	13	14	15	7	3	8	3	4	5	2	-	2	1	2
Part-time workers	15	7.58	-	-	7	-	-	7	7	-	7	7	-	7	7	27	13	13	-	-	-	-	-	-	-	-	-	-	-
Furniture and bedding	290	15.22	-	-	-	-	-	(³)	-	1	1	1	1	2	2	6	5	5	5	8	6	8	8	9	7	6	5	1	⁵ 14
Full-time workers	249	15.74	-	-	-	-	-	(³)	-	(³)	1	1	1	2	2	4	3	5	4	7	6	8	9	10	6	7	6	2	16
Straight commission	179	16.05	-	-	-	-	-	-	-	1	2	1	1	1	1	2	3	5	4	7	6	6	10	13	8	8	7	1	16
Salespersons, major appliances, household																													
Full-time workers	279	15.97	-	-	-	-	-	-	-	(³)	1	-	(³)	1	1	2	6	6	6	8	8	6	8	7	7	4	6	4	17
Straight commission	190	14.43	-	-	-	-	-	-	-	1	2	-	1	2	1	3	8	8	8	12	8	7	9	5	6	1	5	2	12
Electric and electronic appliances	200	14.13	-	-	1	-	-	-	-	1	1	-	1	3	2	4	7	7	8	12	10	9	8	6	5	4	4	1	⁷ 11
Salespersons, apparel and footwear																													
Part-time workers	1,410	5.17	2	9	5	1	25	19	5	9	8	5	3	2	2	3	1	1	(³)	(³)	(³)	1	-	(³)	-	-	-	(³)	(³)
Men's clothing	489	7.44	2	12	5	1	19	13	3	7	6	3	1	1	1	5	2	1	1	1	2	3	1	1	-	1	1	3	5
Part-time workers	262	5.61	4	14	6	2	23	17	4	6	8	1	1	1	1	5	1	1	(³)	-	2	2	-	(³)	-	-	-	(³)	2
Straight salary	205	4.35	5	18	6	2	29	22	5	6	7	(³)	(³)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Footwear	455	7.88	2	6	7	1	2	2	2	5	4	5	7	7	5	12	10	8	8	4	2	2	-	(³)	-	-	(³)	-	(³)
Part-time workers	209	6.01	4	11	13	2	2	3	2	8	4	9	13	10	6	6	5	1	2	-	-	-	-	-	-	-	-	-	-
Salespersons, miscellaneous:																													
Sporting goods	98	6.50	-	2	15	9	5	5	2	7	5	4	4	3	10	10	7	6	2	1	-	1	-	-	-	-	-	-	-
Part-time workers	78	6.65	-	1	17	9	5	3	1	5	6	3	4	3	13	13	6	8	3	1	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 22. Occupational hourly earnings: Regular stores: Washington, DC-MD-VA¹—Continued

(Percent distribution of workers in selected occupations by straight-time hourly earnings,² August 1986)

Percent distribution of workers in selected occupations by straight-time hourly earnings, August 1999																														
Department and occupation	Number of workers	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																											
			3.35 and under 3.50	3.50 3.75	3.75 4.00	4.00 4.25	4.25 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 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	21.00 and over	
Store occupations, nonselling																														
Alterations tailors	80	\$8.43	-	3	-	-	1	8	-	1	-	4	3	3	10	31	24	5	4	4	-	-	1	-	-	-	-	-	-	-
Full-time workers	55	8.82	-	-	-	-	-	7	-	2	-	4	4	2	7	25	31	5	5	5	-	2	-	-	-	-	-	-	-	
Part-time workers	25	7.57	-	8	-	-	4	8	-	-	-	4	-	4	16	44	8	4	-	-	-	-	-	-	-	-	-	-	-	
Cleaners (porters)	426	4.93	1	7	3	7	22	10	10	12	18	4	1	1	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	
Part-time workers	203	4.65	3	11	2	13	26	9	7	12	10	2	1	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	
Display assistants	144	5.84	1	1	1	10	8	5	3	14	15	15	11	4	-	6	3	1	1	-	-	-	-	-	-	-	-	-	-	
Receivers:																														
Full-time workers	79	4.71	-	5	13	14	18	15	10	6	9	6	1	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Office clerical occupations																														
Service desk workers	225	4.65	2	5	3	34	16	12	5	6	3	8	3	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Part-time workers	194	4.50	3	5	4	37	18	13	4	5	2	6	2	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Switchboard operators	105	5.17	-	4	-	29	7	3	2	11	23	10	7	2	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Full-time workers	24	5.47	-	-	-	29	-	-	-	13	33	4	17	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Part-time workers	81	5.09	-	5	-	28	9	4	2	11	20	12	4	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

¹ The Washington metropolitan area consists of the District of Columbia; Calvert, Charles, Frederick, Montgomery, and Prince Georges Counties, MD; and Alexandria, Fairfax, Falls Church, Manassas, and Manassas Park cities, and Arlington, Fairfax, Loudoun, Prince William, and Stafford Counties, VA.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excludes prize or push money that is not a regularly recurring part of employee compensation paid by the store and all such payments by individual vendors, e.g., bedding and appliance manufacturers. Earnings for workers paid on a straight-salary basis relate to August 1986; commission earnings for workers partly or wholly paid on that basis were averaged, where feasible, over a 12-month period ending as close as possible to July 1986.

³ Less than 0.5 percent.

⁴ Workers were distributed as follows: 2 percent at \$21 and under \$22; 2 percent at \$22 and under \$23; 2 percent at \$23 and under \$24; 2 percent at \$24 and under \$25; 1 percent at \$25 and under \$26; and 2 percent at \$27 and

over.

⁵ Workers were distributed as follows: 5 percent at \$21 and under \$23; 3 percent at \$23 and under \$24; 2 percent at \$24 and under \$25; 3 percent at \$25 and under \$27; and 1 percent at \$27 and over.

⁶ Workers were distributed as follows: 3 percent at \$21 and under \$22; 3 percent at \$22 and under \$23; 2 percent at \$23 and under \$24; 1 percent at \$24 and under \$25; 2 percent at \$25 and under \$27; and 3 percent at \$27 and over.

⁷ Workers were distributed as follows: 3 percent at \$21 and under \$22; 4 percent at \$22 and under \$23; 2 percent at \$23 and under \$25; and 2 percent at \$25 and under \$27.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported. Data for an overall occupation may include data for subclassifications not shown separately.

Table 23. Occupational hourly earnings: Discount stores: Kansas City, MO-KS¹

(Percent distribution of workers in selected occupations by straight-time hourly earnings,² August 1986)

Department and occupation	Number of workers	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—														
			3.35 and under 3.50	3.50 - 3.75	3.75 - 4.00	4.00 - 4.25	4.25 - 4.50	4.50 - 4.75	4.75 - 5.00	5.00 - 5.25	5.25 - 5.50	5.50 - 5.75	5.75 - 6.00	6.00 - 6.25	6.25 - 6.50	6.50 - 6.75	6.75 and over
Store occupations, selling																	
Salespersons, general merchandise	895	\$4.35	1	24	28	14	4	6	3	3	2	2	2	4	2	2	3
Full-time workers:																	
Straight salary	261	4.88	(³)	8	24	16	5	8	-	4	3	2	3	10	3	6	8
Part-time workers	616	4.09	1	31	30	14	4	4	4	3	1	2	1	1	1	-	3
Straight salary	607	4.06	1	32	31	14	4	4	4	3	1	2	1	1	1	-	1
Store occupations, nonselling																	
Cashiers, office	83	5.74	-	5	1	8	5	6	13	8	5	4	-	8	5	1	⁴ 31

¹ The Kansas City metropolitan area consists of Cass, Clay, Jackson, Lafayette, Platte, and Ray Counties, MO; and Johnson, Leavenworth, Miami, and Wyandotte Counties, KS.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excludes prize or push money that is not a regularly recurring part of employee compensation paid by the store and all such payments by individual vendors, e.g., bedding and appliance manufacturers.

³ Less than 0.5 percent.

⁴ Workers were distributed as follows: 6 percent were at \$6.75 and under \$7; 12 percent were at \$7 and under \$7.25; 4 percent were at \$8 and under \$8.25; and 9 percent were at \$8.25 and over.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate no data. Data for an overall occupation may include data for sub-classifications not shown separately.

Table 24. Occupational hourly earnings: Discount stores: New York, NY¹

(Percent distribution of workers in selected occupations by straight-time hourly earnings,² August 1986)

Department and occupation	Number of workers	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—									
			3.35 and under 3.50	3.50 - 3.75	3.75 - 4.00	4.00 - 4.25	4.25 - 4.50	4.50 - 4.75	4.75 - 5.00	5.00 - 5.25	5.25 - 5.50	5.50 and over
Store occupations, nonselling												
Cashiers, checkout	2,131	\$3.68	58	20	6	1	1	2	8	3	(³)	1
Cleaners:												
Part-time workers	50	4.38	36	8	-	-	6	-	12	-	36	2
Stock and inventory workers:												
Full-time workers	320	3.77	58	17	3	2	3	6	3	2	-	6
Cashiers, office:												
Part-time workers	50	4.41	12	10	14	10	8	4	20	16	6	-

¹ The New York metropolitan area consists of New York City (Bronx, Kings, New York, Queens, and Richmond Counties), and Putnam, Rockland, and Westchester Counties.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excludes prize or push money that is not a regularly recurring part of employee

compensation paid by the store and all such payments by individual vendors, e.g., bedding and appliance manufacturers.

³ Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate no data.

Table 25. Occupational hourly earnings: Discount stores: Philadelphia, PA-NJ¹

(Percent distribution of workers in selected occupations by straight-time hourly earnings,² August 1986)

(Percent distribution of workers in selected occupations by straight-time hourly earnings, August 1967)																					
Department and occupation	Number of workers	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																		
			3.35 and under 3.50	3.50 - 3.75	3.75 - 4.00	4.00 - 4.25	4.25 - 4.50	4.50 - 4.75	4.75 - 5.00	5.00 - 5.25	5.25 - 5.50	5.50 - 5.75	5.75 - 6.00	6.00 - 6.25	6.25 - 6.50	6.50 - 6.75	6.75 - 7.00	7.00 - 7.25	7.25 - 7.50	7.50 and over	
Store occupations, selling																					
Salespersons, general merchandise	1,835	\$4.24	11	17	23	9	9	6	7	6	3	2	2	2	1	(³)	(³)	(³)	(³)	2	
Full-time workers	681	4.48	7	11	23	8	8	5	11	10	3	2	3	4	1	1	(³)	(³)	(³)	2	
Straight salary	675	4.45	7	11	23	8	8	5	11	10	3	2	3	4	1	1	(³)	(³)	(³)	-	
Part-time workers	1,154	4.10	13	21	23	10	10	7	5	4	2	2	1	-	-	(³)	(³)	(³)	(³)	2	
Straight salary	1,133	4.07	13	21	24	10	10	7	4	3	2	2	1	-	-	(³)	(³)	(³)	(³)	-	
Salespersons, floor only	1,102	4.28	5	14	28	11	11	7	10	7	2	2	1	1	(³)	1	(³)	(³)	(³)	(³)	
Full-time workers	444	4.37	6	11	29	9	8	6	14	8	2	(³)	2	2	1	1	1	-	-	(³)	
Straight salary	438	4.33	6	12	29	9	8	6	14	8	2	(³)	2	2	1	1	1	-	-	(³)	
Part-time workers	658	4.21	4	16	28	12	13	8	7	6	2	2	(³)	-	-	(³)	(³)	-	1	-	
Straight salary	637	4.16	4	17	29	13	14	8	6	5	1	2	(³)	-	-	-	(³)	-	(³)	-	
Store occupations, nonselling																					
Cashiers, checkout	1,356	3.82	9	40	31	9	6	2	2	1	1	-	-	-	(³)	-	-	-	-	-	
Part-time workers	1,302	3.80	9	41	30	9	6	2	2	1	1	-	-	-	(³)	-	-	-	-	-	
Receivers	64	5.79	16	-	-	-	-	8	-	6	-	5	8	20	5	13	6	5	-	8	
Full-time workers	64	5.79	16	-	-	-	-	8	-	6	-	5	8	20	5	13	6	5	-	8	
Stock and inventory workers:																					
Full-time workers	201	4.60	6	3	8	29	11	6	7	13	-	-	10	2	1	1	-	-	-	3	
Service desk workers	75	4.52	9	4	15	9	20	5	12	7	4	4	-	4	3	4	-	-	-	-	
Full-time workers	35	4.74	11	-	20	-	9	11	11	14	-	-	-	9	6	9	-	-	-	-	
Part-time workers	40	4.34	8	8	10	18	30	-	13	-	8	8	-	-	-	-	-	-	-	-	

¹ The Philadelphia metropolitan area consists of Bucks, Chester, Delaware, Montgomery, and Philadelphia Counties, PA; and Burlington, Camden, and Gloucester Counties, NJ.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excludes prize or push money that is not a regularly recurring part of employee compensation paid by the store and all such payments by individual vendors, e.g., bedding and appliance manufacturers.

³ Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate no data. Data for an overall occupation may include data for subclassifications not shown separately.

Table 26. Occupational hourly earnings: Discount stores: St. Louis, MO-IL¹

(Percent distribution of workers in selected occupations by straight-time hourly earnings,² August 1986)

Department and occupation	Number of workers	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—														
			3.35 and under 3.50	3.50 - 3.75	3.75 - 4.00	4.00 - 4.25	4.25 - 4.50	4.50 - 4.75	4.75 - 5.00	5.00 - 5.25	5.25 - 5.50	5.50 - 5.75	5.75 - 6.00	6.00 - 6.25	6.25 - 6.50	6.50 - 6.75	6.75 and over
Store occupations, selling																	
Salespersons, general merchandise	2,893	\$4.87	6	9	21	6	8	7	1	5	2	1	4	5	12	11	2
Part-time workers	1,626	4.22	11	13	31	8	10	6	1	7	2	1	1	3	4	1	1
Straight salary	1,617	4.21	11	14	32	8	10	6	1	7	2	1	1	3	4	1	-
Store occupations, nonselling																	
Cleaners:																	
Full-time workers	36	4.99	-	25	-	-	-	8	17	25	-	-	-	8	8	-	9
Stock and inventory workers	816	4.55	24	11	8	11	3	3	2	5	7	6	4	3	8	1	4
Full-time workers	248	5.82	-	-	2	2	4	2	2	8	8	12	12	9	25	5	9

¹ The St. Louis metropolitan area consists of St. Louis City, Franklin, Jefferson, St. Charles, and St. Louis Counties, MO; and Clinton, Jersey, Madison, Monroe, and St. Clair Counties, IL.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excludes prize or push money that is not a regularly recurring part of employee compensation paid by the store and all such payments by indi-

vidual vendors, e.g., bedding and appliance manufacturers.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate no data. Data for an overall occupation may include data for sub-classifications not shown separately.

Table 27. Occupational hours and earnings—weekly averages: Regular stores

(Number of workers and average straight-time weekly earnings¹ in selected occupations in regular department stores, 20 metropolitan areas,² August 1986)

Department and occupation	Northeast														
	Boston			Buffalo			Nassau-Suffolk			New York			Philadelphia		
	Number of workers	Average weekly hours	Average weekly earnings	Number of workers	Average weekly hours	Average weekly earnings	Number of workers	Average weekly hours	Average weekly earnings	Number of workers	Average weekly hours	Average weekly earnings	Number of workers	Average weekly hours	Average weekly earnings
Store occupations, selling															
Salespersons, home furnishings	165	38.5	\$495.00	76	35.0	\$263.00	171	38.0	\$339.00	536	38.0	\$434.50	665	38.0	\$336.50
Straight salary	-	-	-	42	35.0	157.00	102	37.5	221.50	249	38.0	284.00	241	37.5	202.50
Straight commission	-	-	-	-	-	-	-	-	-	60	38.0	553.00	235	37.5	413.50
Salary plus commission	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Floor coverings	-	-	-	-	-	-	-	-	-	60	38.0	550.50	86	38.5	448.00
Straight commission	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Salary plus commission	-	-	-	-	-	-	-	-	-	35	38.0	613.50	-	-	-
Furniture and bedding	59	39.0	788.50	32	35.0	361.50	101	38.0	347.50	183	38.5	649.00	236	37.5	478.00
Straight salary	-	-	-	-	-	-	-	-	-	47	38.5	447.50	-	-	-
Straight commission	-	-	-	-	-	-	-	-	-	43	37.5	577.50	181	37.0	417.00
Salary plus commission	-	-	-	-	-	-	-	-	-	93	38.5	784.00	-	-	-
Housewares	75	38.5	223.00	30	34.5	153.00	54	37.5	264.50	175	38.0	265.50	233	37.5	209.50
Straight salary	75	38.5	223.00	30	34.5	153.00	54	37.5	264.50	127	38.0	239.50	185	37.5	200.50
Salespersons, major appliances, household	-	-	-	-	-	-	-	-	-	133	39.0	536.00	-	-	-
Straight salary	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Straight commission	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Kitchen and laundry appliances	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Electric and electronic appliances	-	-	-	-	-	-	22	39.0	481.00	77	38.5	425.00	-	-	-
Straight salary	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Salespersons, apparel and footwear	-	-	-	84	35.0	218.00	243	37.0	284.00	986	38.0	340.00	992	37.5	276.00
Straight salary	-	-	-	51	35.0	183.00	166	37.5	267.00	473	38.0	237.00	167	37.0	217.00
Straight commission	-	-	-	-	-	-	-	-	-	61	37.0	363.50	-	-	-
Salary plus commission	-	-	-	-	-	-	-	-	-	-	-	-	532	38.0	277.50
Men's clothing	-	-	-	25	34.5	236.00	67	37.5	360.50	-	-	-	245	37.5	354.50
Straight salary	-	-	-	-	-	-	-	-	-	-	-	-	25	38.0	214.50
Straight commission	-	-	-	-	-	-	-	-	-	-	-	-	145	37.0	390.50
Salary plus commission	-	-	-	-	-	-	-	-	-	-	-	-	75	38.0	331.00
Women's clothing	153	38.5	228.00	42	34.5	190.50	119	37.0	237.50	-	-	-	505	37.5	226.00
Straight salary	153	38.5	228.00	35	35.0	174.00	104	37.0	225.50	341	38.0	240.50	135	37.0	219.00
Straight commission	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Salary plus commission	-	-	-	-	-	-	-	-	-	-	-	-	298	38.0	224.00
Footwear	-	-	-	-	-	-	57	37.0	292.00	161	38.0	362.00	242	37.5	300.50
Straight salary	-	-	-	-	-	-	-	-	-	33	38.0	229.50	-	-	-
Straight commission	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Salary plus commission	-	-	-	-	-	-	-	-	-	94	38.0	390.50	159	38.0	352.00

See footnotes at end of table.

Table 27. Occupational hours and earnings—weekly averages: Regular stores—Continued

(Number of workers and average straight-time weekly earnings¹ in selected occupations in regular department stores, 20 metropolitan areas,² August 1986)

Department and occupation	Northeast														
	Boston			Buffalo			Nassau-Suffolk			New York			Philadelphia		
	Number of workers	Average weekly hours	Average weekly earnings	Number of workers	Average weekly hours	Average weekly earnings	Number of workers	Average weekly hours	Average weekly earnings	Number of workers	Average weekly hours	Average weekly earnings	Number of workers	Average weekly hours	Average weekly earnings
Store occupations, selling—Continued															
Salespersons, miscellaneous	-	-	-	-	-	-	-	-	-	18	39.0	\$380.00	32	37.0	\$359.00
Straight salary	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Salespersons, miscellaneous:															
Salary plus commission	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sporting goods	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Straight salary	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Salespersons, general	20	39.0	\$245.00	-	-	-	-	-	-	145	38.0	241.00	2,871	37.0	179.00
Straight salary	-	-	-	-	-	-	-	-	-	117	38.0	218.00	2,820	37.0	179.00
Store occupations, nonselling															
Alterations tailors	-	-	-	-	-	-	43	38.0	\$336.00	119	38.0	343.50	89	38.5	355.00
Cleaners (porters)	21	40.0	270.00	28	36.5	\$170.00	-	-	-	196	38.0	283.50	211	37.5	219.50
Display assistants	41	39.0	348.50	-	-	-	37	38.5	285.50	122	38.5	319.50	109	38.5	279.50
Gift-wrap persons	-	-	-	-	-	-	-	-	-	61	38.0	310.50	-	-	-
Receivers	22	39.0	234.50	16	38.0	209.50	-	-	-	75	38.0	254.50	-	-	-
Stock and inventory workers	-	-	-	88	35.5	151.50	-	-	-	360	38.0	264.00	342	37.5	182.50
Office clerical occupations															
Cashiers, office	-	-	-	-	-	-	13	36.0	232.50	51	38.0	281.00	62	37.5	220.50
Service desk workers	-	-	-	-	-	-	34	38.5	338.00	52	38.0	300.00	92	38.0	228.50
Switchboard operators	-	-	-	-	-	-	15	38.0	271.00	17	38.0	277.00	-	-	-

See footnotes at end of table.

Table 27. Occupational hours and earnings—weekly averages: Regular stores—Continued

(Number of workers and average straight-time weekly earnings¹ in selected occupations in regular department stores, 20 metropolitan areas,² August 1986)

Department and occupation	South														
	Atlanta			Baltimore			Dallas			Fort Worth-Arlington			Houston		
	Number of workers	Average weekly hours	Average weekly earnings	Number of workers	Average weekly hours	Average weekly earnings	Number of workers	Average weekly hours	Average weekly earnings	Number of workers	Average weekly hours	Average weekly earnings	Number of workers	Average weekly hours	Average weekly earnings
Store occupations, selling															
Salespersons, home furnishings	414	38.5	\$332.00	277	37.5	\$360.00	212	38.5	\$395.00	154	38.0	\$341.50	-	-	-
Straight salary	295	38.0	228.00	-	-	-	28	37.5	230.50	53	38.0	175.00	-	-	-
Straight commission	-	-	-	116	38.5	529.00	-	-	-	85	37.5	412.50	-	-	-
Salary plus commission	-	-	-	-	-	-	61	38.5	391.00	-	-	-	-	-	-
Floor coverings	46	39.5	442.50	34	39.5	405.00	-	-	-	-	-	-	-	-	-
Straight commission	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Salary plus commission	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Furniture and bedding	113	39.0	590.50	111	39.0	568.00	125	39.0	468.00	93	38.0	436.00	-	-	-
Straight salary	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Straight commission	-	-	-	88	38.5	566.00	-	-	-	81	37.5	420.00	-	-	-
Salary plus commission	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Housewares	139	38.0	216.50	-	-	-	53	37.0	251.50	53	38.0	175.00	-	-	-
Straight salary	136	38.0	217.00	-	-	-	24	37.5	226.50	53	38.0	175.00	-	-	-
Salespersons, major appliances, household	166	39.5	692.50	180	39.0	537.50	-	-	-	90	39.0	499.50	-	-	-
Straight salary	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Straight commission	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Kitchen and laundry appliances	-	-	-	80	39.0	609.00	-	-	-	-	-	-	-	-	-
Electric and electronic appliances	-	-	-	100	39.5	480.50	-	-	-	28	39.0	409.00	-	-	-
Straight salary	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Salespersons, apparel and footwear	915	38.0	255.50	-	-	-	-	-	-	182	37.5	272.50	127	39.0	\$410.00
Straight salary	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Straight commission	180	38.5	382.00	-	-	-	-	-	-	137	37.0	304.50	104	39.0	430.00
Salary plus commission	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Men's clothing	-	-	-	-	-	-	189	39.0	442.50	42	38.5	227.50	12	39.0	533.00
Straight salary	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Straight commission	45	38.5	382.50	-	-	-	-	-	-	-	-	-	-	-	-
Salary plus commission	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women's clothing	489	38.0	241.00	-	-	-	-	-	-	87	37.5	277.00	-	-	-
Straight salary	391	38.0	207.00	-	-	-	-	-	-	-	-	-	-	-	-
Straight commission	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Salary plus commission	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Footwear	201	38.0	298.00	96	39.0	321.00	183	38.5	404.00	-	-	-	64	38.5	305.50
Straight salary	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Straight commission	37	37.5	400.00	-	-	-	171	38.5	411.00	-	-	-	-	-	-
Salary plus commission	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 27. Occupational hours and earnings—weekly averages: Regular stores—Continued

(Number of workers and average straight-time weekly earnings¹ in selected occupations in regular department stores, 20 metropolitan areas,² August 1986)

Department and occupation	South														
	Atlanta			Baltimore			Dallas			Fort Worth–Arlington			Houston		
	Number of workers	Average weekly hours	Average weekly earnings	Number of workers	Average weekly hours	Average weekly earnings	Number of workers	Average weekly hours	Average weekly earnings	Number of workers	Average weekly hours	Average weekly earnings	Number of workers	Average weekly hours	Average weekly earnings
Store occupations, selling—Continued															
Salespersons, miscellaneous	11	36.0	\$228.00	-	-	-	-	-	-	-	-	-	-	-	-
Straight salary	11	36.0	228.00	20	37.0	\$209.00	-	-	-	-	-	-	-	-	-
Salespersons, miscellaneous:															
Salary plus commission	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sporting goods	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Straight salary	-	-	-	19	37.0	208.50	-	-	-	-	-	-	-	-	-
Salespersons, general	1,053	38.0	204.50	-	-	-	-	-	-	-	-	-	-	-	-
Straight salary	873	38.0	202.50	-	-	-	-	-	-	-	-	-	-	-	-
Store occupations, nonselling															
Alterations tailors	27	39.5	303.00	18	36.0	303.50	125	40.0	\$330.00	-	-	-	60	39.5	\$322.50
Cleaners (porters)	50	39.5	189.00	-	-	-	67	40.0	233.00	40	39.5	\$202.50	-	-	-
Display assistants	92	39.0	310.50	-	-	-	83	40.0	299.00	20	40.0	276.00	39	39.5	299.00
Gift-wrap persons	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Receivers	130	39.0	268.00	-	-	-	43	39.5	245.00	-	-	-	-	-	-
Stock and inventory workers	333	39.0	237.50	109	35.5	186.50	206	39.5	236.00	-	-	-	70	39.0	264.00
Office clerical occupations															
Cashiers, office	13	39.5	211.50	-	-	-	63	40.0	272.00	23	40.0	264.50	-	-	-
Service desk workers	-	-	-	-	-	-	-	-	-	20	37.5	223.00	112	39.0	250.00
Switchboard operators	-	-	-	12	37.0	207.50	27	40.0	234.50	-	-	-	12	39.5	244.00

See footnotes at end of table.

Table 27. Occupational hours and earnings—weekly averages: Regular stores—Continued

(Number of workers and average straight-time weekly earnings¹ in selected occupations in regular department stores, 20 metropolitan areas,² August 1986)

Department and occupation	South—Continued						Midwest								
	Miami-Hialeah			Washington			Chicago			Cleveland			Detroit		
	Number of workers	Average weekly hours	Average weekly earnings	Number of workers	Average weekly hours	Average weekly earnings	Number of workers	Average weekly hours	Average weekly earnings	Number of workers	Average weekly hours	Average weekly earnings	Number of workers	Average weekly hours	Average weekly earnings
Store occupations, selling															
Salespersons, home furnishings	144	38.0	\$267.50	550	38.0	\$425.50	520	38.0	\$389.50	187	38.0	\$483.50	534	38.5	\$374.00
Straight salary	51	37.0	176.50	-	-	-	117	37.0	190.50	32	37.0	196.00	102	38.5	220.50
Straight commission	-	-	-	-	-	-	278	37.5	430.50	121	37.5	549.50	233	37.5	489.50
Salary plus commission	-	-	-	123	39.0	478.50	-	-	-	-	-	-	-	-	-
Floor coverings	19	38.5	264.00	-	-	-	89	39.0	397.50	40	38.5	443.00	50	37.0	408.50
Straight commission	-	-	-	-	-	-	47	38.0	378.50	-	-	-	-	-	-
Salary plus commission	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Furniture and bedding	74	38.5	331.00	249	38.5	611.00	292	38.0	472.00	111	38.0	588.50	244	38.0	531.00
Straight salary	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Straight commission	-	-	-	179	38.5	623.50	219	37.5	449.50	89	37.5	586.00	199	37.5	507.00
Salary plus commission	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Housewares	51	37.0	176.50	-	-	-	138	37.0	207.50	32	37.0	196.00	-	-	-
Straight salary	51	37.0	176.50	-	-	-	117	37.0	190.50	32	37.0	196.00	-	-	-
Salespersons, major appliances, household	62	39.0	571.50	279	39.5	630.00	271	39.0	548.50	-	-	-	157	38.5	586.00
Straight salary	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Straight commission	-	-	-	190	39.0	564.00	-	-	-	-	-	-	-	-	-
Kitchen and laundry appliances	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Electric and electronic appliances	-	-	-	-	-	-	117	39.0	494.00	-	-	-	76	37.5	486.00
Straight salary	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Salespersons, apparel and footwear	571	37.0	244.00	-	-	-	512	37.0	307.00	202	37.5	285.50	-	-	-
Straight salary	-	-	-	-	-	-	125	36.0	218.00	69	37.5	200.50	343	38.5	233.50
Straight commission	219	37.0	262.50	-	-	-	307	37.0	334.00	128	37.0	325.00	-	-	-
Salary plus commission	-	-	-	-	-	-	80	38.5	342.50	-	-	-	-	-	-
Men's clothing	77	38.0	248.50	-	-	-	146	37.0	370.50	51	37.0	288.50	336	38.5	319.50
Straight salary	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Straight commission	73	38.0	244.00	-	-	-	90	37.0	391.00	37	36.5	332.50	130	37.0	443.50
Salary plus commission	-	-	-	-	-	-	27	39.0	399.00	-	-	-	-	-	-
Women's clothing	367	36.5	227.00	-	-	-	166	36.5	269.50	59	37.0	210.00	-	-	-
Straight salary	281	36.5	201.00	-	-	-	80	36.0	204.50	55	37.0	207.50	221	38.5	245.50
Straight commission	-	-	-	-	-	-	63	36.5	320.00	-	-	-	-	-	-
Salary plus commission	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Footwear	127	37.5	291.00	-	-	-	200	37.5	292.00	92	37.5	332.50	143	38.0	329.50
Straight salary	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Straight commission	60	36.0	213.50	-	-	-	154	37.0	306.50	87	37.5	325.50	102	38.0	366.00
Salary plus commission	-	-	-	-	-	-	30	38.5	280.50	-	-	-	-	-	-

See footnotes at end of table.

Table 27. Occupational hours and earnings—weekly averages: Regular stores—Continued

(Number of workers and average straight-time weekly earnings¹ in selected occupations in regular department stores, 20 metropolitan areas,² August 1986)

Department and occupation	South—Continued						Midwest								
	Miami-Hialeah			Washington			Chicago			Cleveland			Detroit		
	Number of workers	Average weekly hours	Average weekly earnings	Number of workers	Average weekly hours	Average weekly earnings	Number of workers	Average weekly hours	Average weekly earnings	Number of workers	Average weekly hours	Average weekly earnings	Number of workers	Average weekly hours	Average weekly earnings
Store occupations, selling—Continued															
Salespersons, miscellaneous	21	37.5	\$280.50	-	-	-	-	-	-	-	-	-	57	38.0	\$387.00
Straight salary	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Salespersons, miscellaneous:															
Salary plus commission	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sporting goods	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Straight salary	-	-	-	-	-	-	-	-	-	-	-	-	16	36.0	286.00
Salespersons, general	322	35.5	163.50	-	-	-	-	-	-	-	-	-	-	-	-
Straight salary	311	35.5	159.50	-	-	-	-	-	-	-	-	-	1,590	37.0	215.50
													1,158	36.0	219.50
Store occupations, nonselling															
Alterations tailors	54	38.0	296.00	55	36.5	\$323.00	-	-	-	35	40.0	\$376.50	27	36.5	292.00
Cleaners (porters)	-	-	-	-	-	-	132	38.5	\$215.50	64	39.0	206.50	103	39.5	206.00
Display assistants	51	39.5	272.00	-	-	-	91	38.5	286.50	38	39.0	289.50	126	39.0	270.00
Gift-wrap persons	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Receivers	-	-	-	79	38.0	177.00	165	38.5	258.00	72	38.5	193.00	107	40.0	261.00
Stock and inventory workers	73	39.5	209.00	-	-	-	290	37.5	201.50	-	-	-	614	37.0	202.50
Office clerical occupations															
Cashiers, office	45	39.0	247.00	-	-	-	47	37.5	235.50	-	-	-	-	-	-
Service desk workers	39	38.0	212.50	-	-	-	188	37.5	232.00	-	-	-	-	-	-
Switchboard operators	-	-	-	24	37.0	199.00	19	38.0	236.00	16	38.0	221.50	38	38.5	241.00

See footnotes at end of table.

Table 27. Occupational hours and earnings—weekly averages: Regular stores—Continued

(Number of workers and average straight-time weekly earnings¹ in selected occupations in regular department stores, 20 metropolitan areas,² August 1986)

Department and occupation	Midwest—Continued						West								
	Kansas City			St. Louis			Oakland			Phoenix			San Francisco		
	Number of workers	Average weekly hours	Average weekly earnings	Number of workers	Average weekly hours	Average weekly earnings	Number of workers	Average weekly hours	Average weekly earnings	Number of workers	Average weekly hours	Average weekly earnings	Number of workers	Average weekly hours	Average weekly earnings
Store occupations, selling															
Salespersons, home furnishings	144	37.5	\$398.50	174	38.0	\$362.50	294	39.5	\$403.00	266	38.0	\$337.50	172	39.5	\$530.50
Straight salary	-	-	-	-	-	-	98	40.0	367.50	112	37.0	180.50	-	-	-
Straight commission	-	-	-	-	-	-	-	-	-	-	-	-	78	40.0	684.50
Salary plus commission	-	-	-	-	-	-	-	-	-	-	-	-	48	39.0	570.00
Floor coverings	22	39.0	358.50	-	-	-	41	39.5	456.00	-	-	-	-	-	-
Straight commission	-	-	-	-	-	-	-	-	-	-	-	-	19	40.0	724.50
Salary plus commission	-	-	-	-	-	-	-	-	-	-	-	-	83	39.0	600.50
Furniture and bedding	105	37.0	442.00	99	39.0	429.00	-	-	-	122	38.5	463.50	-	-	-
Straight salary	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Straight commission	-	-	-	-	-	-	-	-	-	-	-	-	49	40.0	713.50
Salary plus commission	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Housewares	-	-	-	-	-	-	-	-	-	112	37.0	180.50	-	-	-
Straight salary	-	-	-	-	-	-	-	-	-	112	37.0	180.50	-	-	-
Salespersons, major appliances, household	95	38.5	572.00	-	-	-	125	39.0	629.00	-	-	-	129	39.0	723.00
Straight salary	-	-	-	-	-	-	22	40.0	587.00	-	-	-	-	-	-
Straight commission	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Kitchen and laundry appliances	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Electric and electronic appliances	-	-	-	-	-	-	50	39.0	538.50	-	-	-	62	39.0	782.50
Straight salary	-	-	-	-	-	-	22	40.0	587.00	-	-	-	-	-	-
Salespersons, apparel and footwear	72	35.5	242.00	414	37.5	294.00	-	-	-	429	37.5	251.50	-	-	-
Straight salary	22	35.5	208.00	-	-	-	84	40.0	285.00	-	-	-	-	-	-
Straight commission	-	-	-	307	37.0	326.50	-	-	-	54	36.5	392.00	-	-	-
Salary plus commission	-	-	-	-	-	-	-	-	-	57	37.5	382.00	-	-	-
Men's clothing	-	-	-	127	37.5	371.00	-	-	-	-	-	-	-	-	-
Straight salary	-	-	-	-	-	-	28	40.0	255.50	-	-	-	-	-	-
Straight commission	-	-	-	124	37.5	368.50	-	-	-	-	-	-	-	-	-
Salary plus commission	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women's clothing	15	34.5	202.50	158	37.5	219.00	31	40.0	248.50	-	-	-	-	-	-
Straight salary	15	34.5	202.50	-	-	-	31	40.0	248.50	-	-	-	-	-	-
Straight commission	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Salary plus commission	-	-	-	-	-	-	-	-	-	73	37.5	305.50	-	-	-
Footwear	33	36.0	210.00	-	-	-	25	39.5	363.50	-	-	-	-	-	-
Straight salary	-	-	-	-	-	-	-	-	-	51	38.5	318.00	-	-	-
Straight commission	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Salary plus commission	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 27. Occupational hours and earnings—weekly averages: Regular stores—Continued

(Number of workers and average straight-time weekly earnings¹ in selected occupations in regular department stores, 20 metropolitan areas,² August 1986)

Department and occupation	Midwest—Continued						West								
	Kansas City			St. Louis			Oakland			Phoenix			San Francisco		
	Number of workers	Average weekly hours	Average weekly earnings	Number of workers	Average weekly hours	Average weekly earnings	Number of workers	Average weekly hours	Average weekly earnings	Number of workers	Average weekly hours	Average weekly earnings	Number of workers	Average weekly hours	Average weekly earnings
Store occupations, selling—Continued															
Salespersons, miscellaneous	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Straight salary	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Salespersons, miscellaneous:															
Salary plus commission	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sporting goods	-	-	-	-	-	-	-	-	-	-	-	-	20	39.0	\$429.00
Straight salary	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Salespersons, general	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Straight salary	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Store occupations, nonselling															
Alterations tailors	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Cleaners (porters)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Display assistants	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Gift-wrap persons	-	-	-	-	-	-	67	40.0	\$380.00	40	39.0	\$266.50	60	40.0	410.00
Receivers	22	38.5	\$244.50	41	38.0	\$282.00	-	-	-	-	-	-	-	-	-
Stock and inventory workers	-	-	-	85	38.5	202.50	-	-	-	98	37.5	191.00	92	39.5	365.00
Office clerical occupations															
Cashiers, office	15	39.0	230.00	30	39.0	241.50	42	40.0	346.00	16	38.5	207.50	31	39.5	303.00
Service desk workers	13	38.0	215.00	-	-	-	63	39.5	311.50	-	-	-	29	39.0	299.50
Switchboard operators	-	-	-	17	39.0	233.50	-	-	-	-	-	-	10	40.0	342.00

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excludes prize or push money that is not a regularly recurring part of employee compensation paid by the store and all such payments by individual vendors, e.g., bedding and appliance manufacturers. Earnings for workers paid on a straight-salary basis relate to August 1986; commission earnings for workers partly or wholly paid on that basis were averaged, where feasible, over a 12-month period ending as close as possible to July 1986. Earnings correspond to average weekly hours which reflect the standard workweek for which employees receive their regular straight-time salaries. Average

weekly hours are rounded to the nearest half hour and average weekly earnings to the nearest half dollar.

² For definitions of areas, see footnote 1, table A-1, appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Data for an overall occupation may include data for subclassifications not shown separately.

Table 28. Method of wage payment: Regular stores

(Percent of full-time nonsupervisory workers in regular department stores by method of wage payment,¹ 20 selected metropolitan areas,² August 1986)

Method	Northeast					South							Midwest					West		
	Boston	Buffalo	Nassau-Suffolk	New York	Phila-delphia	Atlanta	Balti-more	Dallas	Fort Worth-Arlington	Houston	Miami-Hialeah	Wash-ington	Chicago	Cleve-land	Detroit	Kansas City	St. Louis	Oakland	Phoenix	San Francisco
Selling																				
All sales workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Time-rated workers	82	89	85	73	72	81	73	14	47	41	68	66	57	77	55	59	72	44	70	33
Formal plans	65	54	85	60	72	81	67	14	32	40	68	66	48	77	55	59	72	44	22	33
Range of rates	65	54	85	60	72	81	67	14	32	40	68	66	48	77	55	56	72	44	22	33
Length of service	4	1	3	1	2	4	41	2	1	2	2	46	3	34	2	4	1	2	1	15
Merit	29	-	-	-	48	-	-	(³)	1	35	45	5	20	29	14	5	40	27	2	-
Combination	32	53	82	59	22	77	25	11	31	3	22	15	25	15	38	47	30	15	19	17
Single rate	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Individual determination	17	35	-	13	(³)	-	6	-	15	1	-	-	9	-	-	-	-	-	48	-
Incentive workers	18	11	15	27	28	19	27	86	53	59	32	34	43	23	45	41	28	56	30	67
Straight commission	1	2	4	3	10	7	13	77	47	41	26	15	19	14	20	19	19	46	16	50
Salary plus commission	17	9	11	23	18	12	14	9	6	18	6	18	24	8	25	21	9	10	13	17
Nonselling																				
All nonsales workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Time-rated workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Formal plans	83	56	100	78	100	97	94	68	88	99	96	100	96	100	100	100	100	100	55	100
Range of rates	83	56	100	78	100	97	94	68	88	99	96	100	96	100	89	100	100	100	55	98
Length of service	25	6	25	7	13	9	60	13	8	19	10	74	10	20	20	38	19	16	16	61
Merit	25	-	-	-	63	2	-	41	56	42	79	6	70	76	6	5	54	65	1	-
Combination	34	50	75	71	24	86	34	15	24	39	8	20	16	4	63	56	27	19	38	37
Single rate	-	-	-	-	-	-	-	-	-	-	-	-	-	-	11	-	-	-	-	2
Individual determination	17	44	-	22	(³)	3	6	32	12	1	4	-	4	-	-	-	-	-	45	-

¹ For definition of method of wage payment, see appendix A.

² For definitions of areas, see footnote 1, table A-1, appendix A.

³ Less than 0.5 percent.

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

Table 29. Scheduled weekly hours: Regular stores

(Percent of nonsupervisory workers in regular department stores by scheduled weekly hours,¹ 20 selected metropolitan areas,² August 1986)

Work schedule	Northeast					South							Midwest					West		
	Boston	Buffalo	Nassau-Suffolk	New York	Philadelphia	Atlanta	Baltimore	Dallas	Fort Worth-Arlington	Houston	Miami-Hialeah	Washington	Chicago	Cleveland	Detroit	Kansas City	St. Louis	Oakland	Phoenix	San Francisco
Selling																				
All sales workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
35 hours	3	58	-	3	(³)	-	53	-	-	-	23	61	-	1	18	4	-	-	16	-
Over 35 and under 37.5 hours	-	-	-	3	-	-	-	-	-	-	6	-	-	-	-	-	-	-	-	-
37.5 hours	46	-	57	83	73	70	10	6	10	87	6	17	65	72	20	26	60	9	60	18
38 hours	34	-	-	-	-	-	-	33	37	-	-	-	-	-	-	-	-	-	-	-
40 hours	17	42	43	11	27	30	37	60	53	13	65	22	35	27	61	70	40	91	24	82
Nonselling																				
All nonsales workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
35 hours	6	62	-	1	(³)	-	-	-	-	-	-	1	-	(³)	-	3	-	-	-	-
Over 35 and under 37.5 hours	-	-	-	-	-	-	-	-	-	-	16	-	-	-	-	-	-	-	-	-
37.5 hours	34	-	64	90	80	3	23	11	13	46	-	20	85	25	24	38	48	13	65	24
38 hours	25	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
38.75 hours	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
40 hours	25	38	36	9	20	97	77	89	87	54	84	79	15	74	76	59	52	87	35	76

¹ Data relate to the predominant schedule for full-time day-shift workers in each establishment.

² For definitions of areas, see footnote 1, table A-1, appendix A.

³ Less than 0.5 percent.

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

Table 30. Paid holidays: Regular stores

(Percent of full-time nonsupervisory workers in regular department stores with formal provisions for paid holidays, 20 selected metropolitan areas,¹ August 1986)

Number of paid holidays	Northeast					South							Midwest					West		
	Boston	Buffalo	Nassau-Suffolk	New York	Philadelphia	Atlanta	Baltimore	Dallas	Fort Worth-Arlington	Houston	Miami-Hialeah	Washington	Chicago	Cleveland	Detroit	Kansas City	St. Louis	Oakland	Phoenix	San Francisco
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
2 days	-	22	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
4 days	-	-	-	2	-	-	6	-	-	1	-	-	-	-	-	-	-	-	-	-
5 days	-	-	-	-	-	3	-	-	15	-	-	-	-	-	-	-	-	-	-	-
6 days	20	18	18	8	66	7	59	14	6	12	17	76	11	10	14	31	10	13	23	14
7 days	-	-	33	62	-	3	-	73	44	45	5	5	17	(²)	29	-	3	1	40	-
8 days	-	31	49	28	34	50	22	14	24	12	78	10	64	89	18	41	87	-	16	-
9 days	30	28	-	-	-	36	-	-	-	-	-	-	-	-	18	-	-	-	-	-
10 days	4	-	-	-	-	-	13	-	11	30	-	8	8	-	21	28	-	86	20	86
11 days	45	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Average paid holidays ³	9.3	6.6	7.3	7.2	6.7	8.1	6.8	7.0	7.2	7.9	7.6	6.6	7.8	7.8	8.0	8.0	7.8	9.4	7.5	9.4

¹ For definitions of areas, see footnote 1, table A-1, appendix A.

² Less than 0.5 percent.

³ For purposes of computing average holidays, 2 half days were considered as 1 full day.

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

Table 31. Paid vacations: Regular stores

(Percent of full-time nonsupervisory workers in regular department stores with formal provisions for paid vacations after selected periods of service, 20 selected metropolitan areas,¹ August 1986)

Vacation policy	Northeast					South							Midwest					West		
	Boston	Buffalo	Nassau-Suffolk	New York	Philadelphia	Atlanta	Baltimore	Dallas	Fort Worth-Arlington	Houston	Miami-Hialeah	Washington	Chicago	Cleveland	Detroit	Kansas City	St. Louis	Oakland	Phoenix	San Francisco
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Method of payment																				
Workers in establishments providing paid vacations	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Length-of-time payment	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Amount of vacation pay²																				
After 6 months of service:																				
Under 1 week	-	28	20	49	10	24	-	5	-	-	-	6	-	-	-	-	-	-	-	-
1 week	67	31	46	41	64	30	22	49	24	6	83	14	16	-	-	-	-	-	-	-
Over 1 and under 2 weeks	-	-	-	-	-	-	-	3	-	6	-	-	48	57	78	46	90	-	16	-
After 1 year of service:																				
Under 1 week	-	-	-	-	-	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1 week	12	50	15	34	26	38	51	40	59	45	9	68	2	32	18	-	55	69	15	18
Over 1 and under 2 weeks	-	-	38	46	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2 weeks	88	50	47	20	74	47	49	60	41	54	91	32	98	68	82	100	45	23	85	34
After 2 years of service:																				
1 week	-	-	-	-	(*)	14	-	-	-	1	-	-	-	-	-	-	-	9	-	18
Over 1 and under 2 weeks	-	-	-	-	10	-	-	5	-	-	-	5	-	-	-	-	-	-	-	-
2 weeks	100	100	62	22	90	69	100	95	100	99	100	95	100	100	100	100	100	91	100	82
Over 2 and under 3 weeks	-	-	18	60	-	17	-	-	-	-	-	-	-	-	-	-	-	-	-	-
3 weeks	-	-	20	17	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
After 3 years of service:																				
1 week	-	-	-	-	-	14	-	-	-	1	-	-	-	-	-	-	-	7	-	18
2 weeks	100	72	40	12	87	67	100	95	100	99	100	95	100	100	100	95	100	93	100	82
Over 2 and under 3 weeks	-	-	15	34	10	17	-	5	-	-	-	5	-	-	-	-	-	-	-	-
3 weeks	-	28	45	55	3	2	-	-	-	-	-	-	-	-	-	5	-	-	-	-
After 4 years of service:																				
1 week	-	-	-	-	-	14	-	-	-	1	-	-	-	-	-	-	-	7	-	18
2 weeks	100	72	40	10	87	67	94	95	100	99	100	95	100	100	100	95	100	93	100	82
Over 2 and under 3 weeks	-	-	-	2	-	17	6	-	-	-	-	-	-	-	-	-	-	-	-	-
3 weeks	-	-	42	59	13	2	-	5	-	-	-	5	-	-	-	5	-	-	-	-
Over 3 and under 4 weeks	-	-	18	29	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
4 weeks	-	28	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
After 5 years of service:																				
Over 1 and under 2 weeks	-	-	-	-	-	14	-	-	-	-	-	-	-	-	-	-	-	7	-	18
2 weeks	20	18	18	7	10	6	59	46	50	19	8	76	62	11	43	26	10	14	63	14
Over 2 and under 3 weeks	-	-	-	2	-	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-
3 weeks	80	53	64	63	90	80	35	54	50	81	92	24	38	89	57	74	90	79	37	68
Over 3 and under 4 weeks	-	-	18	29	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
4 weeks	-	28	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 31. Paid vacations: Regular stores—Continued

 (Percent of full-time nonsupervisory workers in regular department stores with formal provisions for paid vacations after selected periods of service, 20 selected metropolitan areas,¹ August 1986)

Vacation policy	Northeast					South							Midwest					West		
	Boston	Buffalo	Nassau-Suffolk	New York	Philadelphia	Atlanta	Baltimore	Dallas	Fort Worth-Arlington	Houston	Miami-Hialeah	Washington	Chicago	Cleveland	Detroit	Kansas City	St. Louis	Oakland	Phoenix	San Francisco
Amount of vacation pay²—Continued																				
After 8 years of service																				
Over 1 and under 2 weeks	-	-	-	-	-	14	-	-	-	-	-	-	-	-	-	-	-	7	-	18
2 weeks	-	-	-	-	-	2	-	35	44	1	-	4	2	(9)	-	-	-	-	55	-
3 weeks	100	72	82	71	100	84	100	65	56	99	100	96	98	100	100	100	100	93	45	82
Over 3 and under 4 weeks	-	-	18	29	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
4 weeks	-	28	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
After 10 years of service:																				
Over 1 and under 2 weeks	-	-	-	-	-	14	-	-	-	-	-	-	-	-	-	-	-	7	-	18
2 weeks	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-
3 weeks	37	72	82	71	100	67	100	100	100	99	100	99	100	100	87	100	100	93	100	82
Over 3 and under 4 weeks	-	-	18	29	-	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-
4 weeks	63	28	-	-	-	7	-	-	-	-	-	1	-	-	13	-	-	-	-	-
After 12 years of service:																				
Over 1 and under 2 weeks	-	-	-	-	-	14	-	-	-	-	-	-	-	-	-	-	-	7	-	18
2 weeks	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-
3 weeks	20	72	82	38	90	67	94	95	100	99	100	94	97	100	87	100	100	93	100	82
Over 3 and under 4 weeks	-	-	18	62	10	11	4	5	-	-	-	5	-	-	-	-	-	-	-	-
4 weeks	80	28	-	-	-	7	2	-	-	-	-	1	3	-	13	-	-	-	-	-
After 15 years of service:																				
Over 1 and under 2 weeks	-	-	-	-	-	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2 weeks	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	7	-	18
3 weeks	-	-	27	26	4	22	-	73	59	6	39	4	2	44	-	5	3	1	55	-
Over 3 and under 4 weeks	-	-	33	64	10	11	6	5	-	-	-	5	-	-	-	-	-	-	-	-
4 weeks	100	100	40	10	87	52	94	22	41	93	61	90	95	56	100	95	97	91	45	82
5 weeks	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	-	-	-	-

See footnotes at end of table.

Table 31. Paid vacations: Regular stores—Continued

(Percent of full-time nonsupervisory workers in regular department stores with formal provisions for paid vacations after selected periods of service, 20 selected metropolitan areas,¹ August 1986)

Vacation policy	Northeast					South							Midwest					West		
	Boston	Buffalo	Nassau-Suffolk	New York	Philadelphia	Atlanta	Baltimore	Dallas	Fort Worth-Arlington	Houston	Miami-Hialeah	Washington	Chicago	Cleveland	Detroit	Kansas City	St. Louis	Oakland	Phoenix	San Francisco
Amount of vacation pay²—Continued																				
After 20 years of service:																				
2 weeks	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	7	-	18
Over 2 and under 3 weeks	-	-	-	-	-	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-
3 weeks	-	-	20	17	(³)	3	-	-	15	-	9	-	-	-	-	5	-	1	1	-
4 weeks	100	100	80	83	100	71	49	100	85	99	91	39	97	100	57	95	100	91	99	82
Over 4 and under 5 weeks	-	-	-	-	-	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5 weeks	-	-	-	-	-	-	51	-	-	-	-	61	3	-	43	-	-	-	-	-
After 25 years of service:																				
2 weeks	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-
Over 2 and under 3 weeks	-	-	-	-	-	14	-	-	-	-	-	-	-	-	-	-	-	7	-	18
3 weeks	-	-	-	-	(³)	3	-	-	15	-	9	-	-	-	-	5	-	1	1	-
4 weeks	80	82	57	23	14	45	28	84	68	51	83	16	30	90	18	41	90	-	70	-
Over 4 and under 5 weeks	-	-	-	-	-	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5 weeks	20	18	43	77	86	26	72	16	17	48	8	84	70	10	82	54	10	91	28	82
After 30 years of service: ⁴																				
2 weeks	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-
Over 2 and under 3 weeks	-	-	-	-	-	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-
3 weeks	-	-	-	-	(³)	3	-	-	15	-	9	-	-	-	-	5	-	9	1	18
4 weeks	80	82	57	23	14	45	28	84	68	51	83	16	30	90	18	41	90	-	70	-
Over 4 and under 5 weeks	-	-	-	-	-	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5 weeks	20	18	43	77	86	26	72	16	17	48	8	84	70	10	82	54	10	23	28	34
6 weeks	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	68	-	48

¹ For definitions of areas, see footnote 1, table A-1, appendix A.

² Vacation payments, such as percent of annual earnings, were converted to an equivalent time basis. Periods of service were chosen arbitrarily and do not necessarily reflect individual establishment provisions for progression. For example, changes indicated at 8 years may include changes that occurred between 5 and 8 years.

³ Less than 0.5 percent.

⁴ Vacation provisions were virtually the same after longer periods of service.

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

Table 32. Health, insurance, and retirement plans: Regular stores

(Percent of full-time nonsupervisory workers in regular department stores with specified health, insurance, and retirement plans,¹ 20 selected metropolitan areas,² August 1986)

Type of plan	Northeast					South							Midwest					West		
	Boston	Buffalo	Nassau-Suffolk	New York	Phila-delphia	Atlanta	Balti-more	Dallas	Fort Worth-Arlington	Houston	Miami-Hialeah	Wash-ington	Chicago	Cleve-land	Detroit	Kansas City	St. Louis	Oakland	Phoenix	San Fran-cisco
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing:																				
Life insurance	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	60	100
Noncontributory plans	80	44	82	93	80	55	93	11	35	31	78	85	43	45	73	69	32	87	52	86
Accidental death and dismemberment insurance	17	63	22	44	10	39	20	8	26	42	9	19	56	44	51	29	-	87	36	86
Noncontributory plans	17	13	22	44	1	39	20	-	11	30	-	14	11	-	37	24	-	87	36	86
Sickness and accident insurance or sick leave or both ³	100	100	100	71	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Sickness and accident insurance	80	50	27	60	62	30	20	73	70	75	30	13	13	44	69	29	3	79	20	68
Noncontributory plans	47	28	27	60	62	30	20	73	54	30	5	13	13	-	55	24	3	79	20	68
Sick leave (full pay, no waiting period)	33	56	78	68	23	7	14	14	6	13	17	19	11	10	56	29	10	13	9	14
Sick leave (partial pay or waiting period)	-	44	22	2	14	64	73	14	24	57	53	72	75	45	36	41	87	9	70	18
Long-term disability insurance	20	6	25	17	10	6	65	8	6	12	8	72	11	10	32	34	10	13	8	14
Noncontributory plans	-	-	-	2	-	-	58	-	-	-	-	62	-	-	-	4	-	-	-	-
Hospitalization insurance	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Noncontributory plans	-	-	6	41	16	-	6	-	-	-	-	-	2	-	29	4	-	7	-	18
Surgical insurance	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Noncontributory plans	-	-	6	41	16	-	6	-	-	-	-	-	2	-	29	4	-	7	-	18
Medical insurance	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Noncontributory plans	-	-	6	41	16	-	6	-	-	-	-	-	2	-	29	4	-	7	-	18
Major medical insurance	100	100	100	100	100	100	100	100	100	100	100	99	98	100	100	100	100	100	100	100
Noncontributory plans	-	-	-	33	16	-	6	-	-	-	-	-	-	-	29	4	-	7	-	18
Dental insurance	12	60	46	73	27	66	93	89	79	81	58	86	38	57	44	74	35	87	51	86
Noncontributory plans	12	-	6	41	-	-	71	-	11	30	-	70	8	-	8	28	-	18	20	38
Retirement plans ⁴	100	100	100	100	84	97	100	100	85	100	100	100	98	100	100	95	100	100	99	100
Pensions	100	100	100	100	84	97	100	100	85	99	100	99	98	100	100	95	100	99	99	100
Noncontributory plans	100	78	100	100	74	97	100	95	85	54	100	94	98	100	100	95	100	99	99	100
Severance pay	20	6	18	7	10	6	21	8	17	43	8	19	20	10	22	50	10	25	68	34

¹ Includes those plans for which the employer pays at least part of the cost and excludes legally required plans such as workers' compensation and Social Security; however, plans required by State temporary disability insurance laws are included if the employer contributes more than is legally required or workers receive benefits over legal requirements. "Noncontributory plans" include only those plans financed entirely by the employer.

² For definitions of areas, see footnote 1, table A-1, appendix A.

³ Unduplicated total of workers receiving sickness and accident insurance and sick leave shown separately.

⁴ Unduplicated total of workers covered by pension plans and severance pay shown separately.

NOTE: Dashes indicate no data.

Table 33. Other selected benefits: Regular stores

(Percent of full-time nonsupervisory workers in regular department stores with formal provisions for selected benefits,¹ 20 selected metropolitan areas,² August 1986)

Benefit	Northeast					South							Midwest					West		
	Boston	Buffalo	Nassau-Suffolk	New York	Philadelphia	Atlanta	Baltimore	Dallas	Fort Worth-Arlington	Houston	Miami-Hialeah	Washington	Chicago	Cleveland	Detroit	Kansas City	St. Louis	Oakland	Phoenix	San Francisco
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing:																				
Funeral leave	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	99	100
Jury-duty leave	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	99	99	100
Technological severance pay	83	78	100	100	80	68	100	60	85	93	61	96	35	100	68	96	97	23	45	34
Meal allowances:																				
Free meals	-	-	20	17	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-
Meals at reduced cost	-	-	-	1	49	-	-	-	-	-	-	-	-	-	18	-	-	-	-	-
Money in lieu of meals	-	-	6	10	-	24	58	-	-	-	-	61	-	-	-	-	-	-	-	-
Sunday-work premiums	100	87	82	70	54	100	87	65	30	70	41	91	92	23	63	71	100	20	26	80
Percent over regular pay	80	82	64	63	44	94	73	57	24	58	24	81	80	13	49	45	90	7	18	66
Time and one-half	80	82	64	63	44	94	73	57	24	58	24	81	80	13	49	45	90	7	18	66
Other premiums ³	20	6	18	8	10	6	14	8	6	12	17	9	11	10	14	26	10	13	8	14

¹ For definition of items, see appendix A.

² For definitions of areas, see footnote 1, table A-1, appendix A.

³ Includes cents per hour addition to first shift rates as well as other premiums paid per day for Sunday work.

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

Table 34. Discount privileges: Regular stores

 (Percent of full-time nonsupervisory workers in regular department stores with formal provisions for discount privileges on merchandise, 20 selected metropolitan areas,¹ August 1986)

Discount provision	Northeast					South							Midwest					West		
	Boston	Buffalo	Nassau-Suffolk	New York	Philadelphia	Atlanta	Baltimore	Dallas	Fort Worth-Arlington	Houston	Miami-Hialeah	Washington	Chicago	Cleveland	Detroit	Kansas City	St. Louis	Oakland	Phoenix	San Francisco
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments granting discount privileges ²	100	78	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Wearable merchandise																				
Immediately upon employment:																				
Under 15 percent	-	-	-	-	-	-	6	-	-	-	-	1	-	-	-	-	-	-	-	-
15 percent	20	6	18	38	20	9	21	14	17	42	8	24	20	11	22	55	10	23	28	34
20 percent	43	41	60	58	66	38	51	37	44	7	44	66	51	77	32	-	-	-	14	-
25 percent	33	-	-	2	-	-	-	-	-	45	25	-	-	-	29	-	55	-	-	-
30 percent	-	-	-	-	-	-	-	-	-	6	-	-	-	-	-	-	-	-	-	-
After a waiting period:																				
15 percent	-	31	22	2	14	26	22	11	24	-	19	10	16	12	18	41	32	68	16	48
20 percent and over	4	-	-	-	(³)	27	-	38	15	-	4	-	14	-	-	4	3	8	41	18
Nonwearable merchandise																				
Immediately upon employment:																				
Under 10 percent	-	-	-	-	-	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-
10 percent	20	6	34	9	10	6	21	8	17	57	42	18	25	10	22	50	10	23	28	34
15 percent	-	-	38	79	56	3	-	5	-	30	25	6	-	(³)	-	5	55	-	-	-
20 percent and over	76	41	6	10	20	38	51	37	44	13	9	66	46	77	61	-	-	-	14	-
After a waiting period:																				
Under 15 percent	-	-	-	2	-	24	-	-	-	-	-	-	-	-	-	-	-	7	-	18
15 percent	-	31	22	2	14	26	22	11	24	-	19	10	16	12	18	41	32	68	16	48
20 percent and over	4	-	-	-	(³)	3	-	38	15	-	5	-	14	-	-	4	3	1	41	-

¹ For definitions of areas, see footnote 1, table A-1, appendix A.

² Provisions for discounts to employees' families were virtually the same as employee discounts in all areas except Boston, New York, Atlanta, and Baltimore, where family discounts applied to 96, 98, 73, and 94 percent of employees, respectively.

³ Less than 0.5 percent.

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

Table 35. Method of wage payment: Discount stores

(Percent of full-time nonsupervisory workers in discount department stores by method of wage payment,¹ selected metropolitan areas,² August 1986)

Method	Total, 22 areas	Five northeastern areas			Seven southern areas ³	Six midwestern areas			Four western areas ⁴
		Total ⁵	New York	Philadelphia		Total ⁶	Kansas City	St. Louis	
Selling									
All sales workers	100	100	100	100	100	100	100	100	100
Time-rated workers	91	93	97	93	89	93	94	99	88
Formal plans	25	35	41	35	8	34	46	76	1
Range of rates	25	35	41	35	8	34	46	76	-
Length of service	12	-	-	-	-	29	-	66	-
Merit	10	25	41	-	7	5	46	10	-
Combination	3	9	-	35	(⁷)	1	-	-	-
Single rate	(⁷)	-	-	-	-	-	-	-	1
Individual determination	67	58	56	58	81	58	48	22	87
Incentive workers	9	7	3	7	11	7	6	1	12
Straight commission	(⁷)	1	2	-	-	-	-	-	-
Salary plus commission	8	6	1	7	11	7	6	1	12
Nonselling									
All nonsales workers	100	100	100	100	100	100	100	100	100
Time-rated workers	100	100	100	100	100	100	100	100	100
Formal plans	45	27	22	60	56	51	45	80	31
Range of rates	45	27	22	60	56	51	45	80	31
Length of service	9	-	-	-	1	24	-	17	-
Merit	11	15	22	-	14	6	45	29	-
Combination	26	12	-	60	41	20	-	34	31
Single rate	(⁷)	-	-	-	-	-	-	-	(⁷)
Individual determination	55	73	78	40	44	49	55	20	69

¹ For definition of method of wage payment, see appendix A.

² For definitions of areas, see footnote 1, table A-1, appendix A.

³ Includes data for the Atlanta, Baltimore, Dallas, Fort Worth-Arlington, Houston, Miami-Hialeah, and Washington, D.C., metropolitan areas.

⁴ Includes data for the Denver, Oakland, Phoenix, and San Francisco metropolitan areas.

⁵ Includes data for Boston, Buffalo, and Nassau-Suffolk in addition to the New

York and Philadelphia metropolitan areas shown separately.

⁶ Includes data for Chicago, Cleveland, Detroit, and Minneapolis-St. Paul in addition to the Kansas City and St. Louis metropolitan areas shown separately.

⁷ Less than 0.5 percent.

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

Table 36. Scheduled weekly hours: Discount stores

(Percent of nonsupervisory workers in discount department stores by scheduled weekly hours,¹ selected metropolitan areas,² August 1986)

Work schedule	Total, 22 areas	Five northeastern areas			Seven southern areas ³	Six midwestern areas			Four western areas ⁴
		Total ⁵	New York	Philadelphia		Total ⁶	Kansas City	St. Louis	
All sales workers	Selling								
	100	100	100	100	100	100	100	100	100
	2	2	-	-	-	3	-	-	-
	8	25	53	30	8	-	-	-	2
	3	11	-	-	-	(⁷)	8	-	-
	1	5	-	5	-	-	-	-	-
	86	57	47	65	92	97	92	100	98
All nonsales workers	Nonselling								
	100	100	100	100	100	100	100	100	100
	1	-	-	-	-	2	-	-	-
	15	38	75	49	14	-	-	-	1
	2	6	-	-	-	-	-	-	-
	7	25	-	10	1	-	-	-	-
	76	31	25	40	85	98	100	100	99

¹ Data relate to the predominant schedule for full-time day-shift workers in each establishment.

² For definitions of areas, see footnote 1, table A-1, appendix A.

³ Includes data for the Atlanta, Baltimore, Dallas, Fort Worth-Arlington, Houston, Miami-Hialeah, and Washington, D.C., metropolitan areas.

⁴ Includes data for the Denver, Oakland, Phoenix, and San Francisco metropolitan areas.

⁵ Includes data for Boston, Buffalo, and Nassau-Suffolk in addition to the New

York and Philadelphia metropolitan areas shown separately.

⁶ Includes data for Chicago, Cleveland, Detroit, and Minneapolis-St. Paul in addition to the Kansas City and St. Louis metropolitan areas shown separately.

⁷ Less than 0.5 percent.

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

Table 37. Paid holidays: Discount stores

(Percent of full-time nonsupervisory workers in discount department stores with formal provisions for paid holidays, selected metropolitan areas,¹ August 1986)

Number of paid holidays	Total, 22 areas	Five northeastern areas			Seven southern areas ²	Six midwestern areas			Four western areas ³
		Total ⁴	New York	Philadelphia		Total ⁵	Kansas City	St. Louis	
All workers	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays	100	100	100	100	100	100	100	100	98
4 days plus 4 half days	1	3	-	14	-	-	-	-	-
5 days	(⁶)	-	-	-	(⁶)	-	-	-	-
6 days	14	-	-	-	26	14	4	13	16
7 days	56	27	4	39	62	67	61	70	82
8 days	3	9	-	48	-	3	-	-	-
9 days	9	2	-	-	11	15	35	17	-
10 days	7	25	67	-	1	-	-	-	1
11 days	9	34	29	-	-	2	-	-	-
Average paid holidays ⁷	7.7	9.2	10.2	7.3	7.1	7.3	7.7	7.3	6.9

¹ For definitions of areas, see footnote 1, table A-1, appendix A.

² Includes data for the Atlanta, Baltimore, Dallas, Fort Worth-Arlington, Houston, Miami-Hialeah, and Washington, D.C., metropolitan areas.

³ Includes data for the Denver, Oakland, Phoenix, and San Francisco metropolitan areas.

⁴ Includes data for Boston, Buffalo, and Nassau-Suffolk in addition to the New York and Philadelphia metropolitan areas shown separately.

⁵ Includes data for Chicago, Cleveland, Detroit, and Minneapolis-St. Paul in addi-

tion to the Kansas City and St. Louis metropolitan areas shown separately.

⁶ Less than 0.5 percent.

⁷ For purposes of computing average holidays, 2 half days were considered as 1 full day.

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

Table 38. Paid vacations: Discount stores

(Percent of full-time nonsupervisory workers in discount department stores with formal provisions for paid vacations after selected periods of service, selected metropolitan areas,¹ August 1986)

Vacation policy	Total, 22 areas	Five northeastern areas			Seven southern areas ²	Six midwestern areas			Four western areas ³
		Total ⁴	New York	Philadelphia		Total ⁵	Kansas City	St. Louis	
All workers	100	100	100	100	100	100	100	100	100
Method of payment									
Workers in establishments providing paid vacations	100	100	100	100	100	100	100	100	100
Length-of-time payment	100	100	100	100	100	100	100	100	100
Amount of vacation pay⁶									
After 6 months of service:									
Under 1 week	6	25	67	-	-	-	-	-	-
1 week	24	23	-	-	27	24	35	30	16
After 1 year of service:									
1 week	24	51	96	61	12	19	11	48	1
2 weeks	76	49	4	39	88	81	89	52	99
After 2 years of service:									
1 week	2	1	-	-	-	5	11	-	-
2 weeks	98	99	100	100	100	95	89	100	100
After 3 years of service:									
1 week	(?)	-	-	-	-	(?)	6	-	-
2 weeks	99	97	100	86	100	100	94	100	100
3 weeks	1	3	-	14	-	-	-	-	-
After 4 years of service:									
1 week	(?)	-	-	-	-	(?)	6	-	-
2 weeks	99	97	100	86	100	100	94	100	100
3 weeks	1	3	-	14	-	-	-	-	-
After 5 years of service:									
2 weeks	20	52	96	40	1	18	11	48	2
3 weeks	80	48	4	60	99	82	89	52	98
After 8 years of service:									
2 weeks	11	27	29	40	(?)	12	11	48	2
3 weeks	88	71	71	46	100	88	89	52	98
4 weeks	1	3	-	14	-	-	-	-	-
After 10 years of service:									
2 weeks	(?)	-	-	-	(?)	1	6	-	2
3 weeks	91	82	100	86	88	97	94	100	98
4 weeks	9	18	-	14	11	2	-	-	-
After 12 years of service:									
2 weeks	(?)	-	-	-	(?)	1	6	-	2
3 weeks	86	82	100	86	88	83	59	83	98
4 weeks	14	18	-	14	11	16	35	17	-
After 15 years of service:									
2 weeks	(?)	-	-	-	(?)	1	6	-	-
3 weeks	6	3	-	-	-	13	4	48	2
4 weeks	94	97	100	100	100	86	89	52	98

See footnotes at end of table.

Table 38. Paid vacations: Discount stores—Continued

(Percent of full-time nonsupervisory workers in discount department stores with formal provisions for paid vacations after selected periods of service, selected metropolitan areas,¹ August 1986)

Vacation policy	Total, 22 areas	Five northeastern areas			Seven southern areas ²	Six midwestern areas			Four western areas ³
		Total ⁴	New York	Philadelphia		Total ⁵	Kansas City	St. Louis	
Amount of vacation pay ⁶ —Continued									
After 20 years of service:									
2 weeks	(?)	-	-	-	(?)	1	6	-	-
3 weeks	5	3	-	-	-	11	4	48	-
4 weeks	93	97	100	100	100	83	89	52	100
5 weeks	2	-	-	-	-	5	-	-	-
After 25 years of service: ⁸									
2 weeks	(?)	-	-	-	(?)	1	6	-	-
3 weeks	5	3	-	-	-	11	4	48	-
4 weeks	29	70	96	54	12	20	35	17	2
5 weeks	66	27	4	46	88	68	54	35	98

¹ For definitions of areas, see footnote 1, table A-1, appendix A.

² Includes data for the Atlanta, Baltimore, Dallas, Fort Worth-Arlington, Houston, Miami-Hialeah, and Washington, D.C., metropolitan areas.

³ Includes data for the Denver, Oakland, Phoenix, and San Francisco metropolitan areas.

⁴ Includes data for Boston, Buffalo, and Nassau-Suffolk in addition to the New York and Philadelphia metropolitan areas shown separately.

⁵ Includes data for Chicago, Cleveland, Detroit, and Minneapolis-St. Paul in addition to the Kansas City and St. Louis metropolitan areas shown separately.

⁶ Vacation payments, such as percent of annual earnings, were converted to an

equivalent time basis. Periods of service were chosen arbitrarily and do not necessarily reflect individual establishment provisions for progression. For example, changes indicated at 8 years may include changes that occurred between 5 and 8 years.

⁷ Less than 0.5 percent.

⁸ Vacation provisions were virtually the same after longer periods of service.

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

Table 39. Health, insurance, and retirement plans: Discount stores

(Percent of full-time nonsupervisory workers in discount department stores with specified health, insurance, and retirement plans,¹ selected metropolitan areas,² August 1986)

Type of plan	Total, 22 areas	Five northeastern areas			Seven southern areas ³	Six midwestern areas			Four western areas ⁴
		Total ⁵	New York	Philadelphia		Total ⁶	Kansas City	St. Louis	
All workers	100	100	100	100	100	100	100	100	100
Workers in establishments providing:									
Life insurance	99	97	100	86	100	100	100	100	99
Noncontributory plans	90	78	71	86	88	97	100	100	98
Accidental death and dismemberment insurance	80	61	71	78	89	83	59	83	99
Noncontributory plans	80	61	71	78	88	82	59	83	98
Sickness and accident insurance or sick leave or both ⁷	99	100	100	100	100	98	100	100	100
Sickness and accident insurance	84	75	71	86	88	83	54	83	98
Noncontributory plans	81	67	71	46	88	82	54	83	98
Sick leave (full pay, no waiting period)	73	81	100	92	74	63	61	22	83
Sick leave (partial pay or waiting period)	19	2	-	-	26	24	39	30	17
Long-term disability insurance	6	25	67	-	-	-	-	-	-
Noncontributory plans	6	25	67	-	-	-	-	-	-
Hospitalization insurance	100	100	100	100	100	99	100	100	100
Noncontributory plans	15	53	96	48	1	4	6	-	1
Surgical insurance	100	100	100	100	100	99	100	100	100
Noncontributory plans	15	53	96	48	1	4	6	-	1
Medical insurance	100	100	100	100	100	99	100	100	100
Noncontributory plans	15	53	96	48	1	4	6	-	1
Major medical insurance	99	97	100	86	100	99	100	100	100
Noncontributory plans	15	53	96	48	1	4	6	-	1
Dental insurance	31	25	29	14	26	42	35	78	17
Noncontributory plans	7	19	29	-	1	4	-	-	1

See footnotes at end of table.

Table 39. Health, insurance, and retirement plans: Discount stores—Continued

(Percent of full-time nonsupervisory workers in discount department stores with specified health, insurance, and retirement plans,¹ selected metropolitan areas,² August 1986)

Type of plan	Total, 22 areas	Five northeastern areas			Seven southern areas ³	Six midwestern areas			Four western areas ⁴
		Total ⁵	New York	Philadelphia		Total ⁶	Kansas City	St. Louis	
Workers in establishments providing:									
Retirement plans ⁸	95	96	100	78	100	90	89	52	100
Pensions	94	93	100	78	100	89	89	52	100
Noncontributory plans	94	93	100	78	100	89	89	52	100
Severance pay	1	3	-	-	1	-	-	-	-

¹ Includes those plans for which the employer pays at least part of the cost and excludes legally required plans such as workers' compensation and Social Security; however, plans required by State temporary disability insurance laws are included if the employer contributes more than is legally required or workers receive benefits over legal requirements. "Noncontributory plans" include only those plans financed entirely by the employer.

² For definitions of areas, see footnote 1, table A-1, appendix A.

³ Includes data for the Atlanta, Baltimore, Dallas, Fort Worth-Arlington, Houston, Miami-Hialeah, and Washington, D.C., metropolitan areas.

⁴ Includes data for the Denver, Oakland, Phoenix, and San Francisco metropolitan areas.

⁵ Includes data for Boston, Buffalo, and Nassau-Suffolk in addition to the New York and Philadelphia metropolitan areas shown separately.

⁶ Includes data for Chicago, Cleveland, Detroit, and Minneapolis-St. Paul in addition to the Kansas City and St. Louis metropolitan areas shown separately.

⁷ Unduplicated total of workers receiving sickness and accident insurance and sick leave shown separately.

⁸ Unduplicated total of workers covered by pension plans and severance pay shown separately.

NOTE: Dashes indicate no data.

Table 40. Other selected benefits: Discount stores

(Percent of full-time nonsupervisory workers in discount department stores with formal provisions for selected benefits,¹ selected metropolitan areas,² August 1986)

Benefit	Total, 22 areas	Five northeastern areas			Seven southern areas ³	Six midwestern areas			Four western areas ⁴
		Total ⁵	New York	Philadelphia		Total ⁶	Kansas City	St. Louis	
All workers	100	100	100	100	100	100	100	100	100
Workers in establishments providing:									
Funeral leave	100	100	100	100	100	99	94	100	98
Jury-duty leave	100	99	100	100	100	99	100	100	100
Technological severance pay	29	34	29	-	32	26	39	30	16
Meal allowances:									
Meals at reduced cost	13	-	-	-	26	9	-	13	16
Money in lieu of meals	5	19	29	-	-	-	-	-	-
Sunday-work premiums	87	72	33	86	100	83	61	83	100
Percent over regular pay	87	72	33	86	100	83	61	83	100
Time and one-half	87	72	33	86	100	83	61	83	100

¹ For definition of items, see appendix A.

² For definitions of areas, see footnote 1, table A-1, appendix A.

³ Includes data for the Atlanta, Baltimore, Dallas, Fort Worth-Arlington, Houston, Miami-Hialeah, and Washington, D.C., metropolitan areas.

⁴ Includes data for the Denver, Oakland, Phoenix, and San Francisco metropolitan areas.

⁵ Includes data for Boston, Buffalo, and Nassau-Suffolk in addition to the New

York and Philadelphia metropolitan areas shown separately.

⁶ Includes data for Chicago, Cleveland, Detroit, and Minneapolis-St. Paul in addition to the Kansas City and St. Louis metropolitan areas shown separately.

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

Table 41. Discount privileges: Discount stores

(Percent of full-time nonsupervisory workers in discount department stores with formal provisions for discount privileges on merchandise, selected metropolitan areas,¹ August 1986)

Discount provision	Total, 22 areas	Five northeastern areas			Seven southern areas ²	Six midwestern areas			Four western areas ³
		Total ⁴	New York	Philadelphia		Total ⁵	Kansas City	St. Louis	
All workers	100	100	100	100	100	100	100	100	100
Workers in establishments granting discount privileges ⁶	46	75	96	61	38	39	39	78	17
Wearable merchandise									
Immediately upon employment:									
10 percent	24	30	67	14	26	20	4	60	16
15 percent	(⁷)	-	-	-	1	-	-	-	-
20 percent	4	16	-	8	-	-	-	-	-
After a waiting period:									
10 percent	18	28	29	40	11	20	35	17	-
20 percent	(⁷)	-	-	-	-	-	-	-	1
Nonwearable merchandise									
Immediately upon employment:									
5 percent	1	3	-	14	-	-	-	-	-
10 percent	23	27	67	-	26	20	4	60	16
15 percent	4	15	-	-	1	-	-	-	-
20 percent	(⁷)	1	-	8	-	-	-	-	-
After a waiting period:									
10 percent	18	28	29	40	11	19	35	17	-
20 percent	(⁷)	-	-	-	-	1	-	-	1

¹ For definitions of areas, see footnote 1, table A-1, appendix A.

² Includes data for the Atlanta, Baltimore, Dallas, Fort Worth-Arlington, Houston, Miami-Hialeah, and Washington, D.C., metropolitan areas.

³ Includes data for the Denver, Oakland, Phoenix, and San Francisco metropolitan areas.

⁴ Includes data for Boston, Buffalo, and Nassau-Suffolk in addition to the New York and Philadelphia metropolitan areas shown separately.

⁵ Includes data for Chicago, Cleveland, Detroit, and Minneapolis-St. Paul in addition to the Kansas City and St. Louis metropolitan areas shown separately.

⁶ Provisions for discounts to employees' families were virtually the same as employee discounts except in New York and Philadelphia, where family discounts applied to 29 and 48 percent of employees, respectively.

⁷ Less than 0.5 percent.

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

Table 42. Selected benefits—part-time workers: Regular stores

 (Percent of part-time workers in regular department stores with formal provisions for selected benefits as compared with full-time workers, 20 selected metropolitan areas,¹ August 1986)

Benefit	Northeast					South							Midwest					West		
	Boston	Buffalo	Nassau-Suffolk	New York	Philadelphia	Atlanta	Baltimore	Dallas	Fort Worth-Arlington	Houston	Miami-Hialeah	Washington	Chicago	Cleveland	Detroit	Kansas City	St. Louis	Oakland	Phoenix	San Francisco
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing:																				
Paid vacations	100	100	100	100	100	96	64	100	100	100	100	51	82	77	100	98	100	100	100	100
Prorated to full-time	100	100	100	97	100	96	57	97	100	61	100	51	55	77	100	98	100	100	100	100
Same as full-time	-	-	-	3	-	-	7	-	-	-	-	-	-	-	-	-	-	-	-	-
Less than full-time	-	-	-	-	-	-	-	3	-	39	-	-	28	-	-	-	-	-	-	-
Paid holidays	100	100	87	99	61	97	100	97	100	97	100	94	58	77	100	97	100	100	99	100
Prorated to full-time	100	100	87	96	61	97	93	97	100	61	100	94	58	77	100	97	100	100	99	100
Same as full-time	-	-	-	3	-	-	7	-	-	-	-	-	-	-	-	-	-	-	-	-
Less than full-time	-	-	-	-	-	-	-	-	-	36	-	-	-	-	-	-	-	-	-	-
Paid sick leave	79	100	87	85	60	64	42	46	44	66	86	36	40	77	56	73	99	48	75	62
Prorated to full-time	79	100	87	81	60	39	35	46	35	30	86	36	40	75	56	73	99	48	41	62
Same as full-time	-	-	-	4	-	25	7	-	8	-	-	-	-	2	-	-	-	-	-	-
Less than full-time	-	-	-	-	-	-	-	-	-	36	-	-	-	-	-	-	-	-	34	-
Life insurance	79	86	87	84	62	97	42	66	44	66	100	36	40	75	49	73	100	48	41	62
Same as full-time	48	86	72	63	48	64	42	61	44	65	100	32	40	42	49	73	100	48	26	62
Less than full-time	31	-	15	21	14	33	-	5	-	1	-	4	-	33	-	-	-	-	14	-
Accidental death and dismemberment insurance	-	68	16	25	11	-	7	5	-	-	12	4	-	-	-	-	-	24	14	47
Same as full-time	-	68	1	4	1	-	7	-	-	-	12	-	-	-	-	-	-	24	-	47
Less than full-time	-	-	15	21	10	-	-	5	-	-	-	4	-	-	-	-	-	-	14	-
Sickness and accident insurance	49	50	1	20	5	34	7	21	-	36	14	-	-	-	-	-	1	-	-	-
Same as full-time	18	50	1	4	-	34	7	21	-	-	14	-	-	-	-	-	1	-	-	-
Less than full-time	31	-	-	16	5	-	-	-	-	36	-	-	-	-	-	-	-	-	-	-
Long-term disability insurance	30	10	39	39	41	52	37	35	29	29	22	29	35	39	36	58	27	24	22	15
Same as full-time	30	10	38	22	41	52	37	35	29	29	22	29	35	39	36	58	27	24	22	15
Less than full-time	-	-	1	17	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hospitalization insurance	49	75	49	66	19	70	13	31	14	36	27	7	8	38	13	15	73	24	53	47
Same as full-time	31	75	49	50	6	70	13	26	14	36	27	3	5	5	13	15	16	24	53	47
Less than full-time	18	-	-	16	13	-	-	5	-	-	-	4	3	33	-	-	57	-	-	-
Surgical insurance	49	75	49	66	19	70	13	31	14	36	27	7	8	38	13	15	73	24	53	47
Same as full-time	31	75	49	50	6	70	13	26	14	36	27	3	5	5	13	15	16	24	53	47
Less than full-time	18	-	-	16	13	-	-	5	-	-	-	4	3	33	-	-	57	-	-	-
Medical insurance	49	75	49	66	19	70	13	31	14	36	27	7	8	38	13	15	73	24	53	47
Same as full-time	31	75	49	50	6	70	13	26	14	36	27	3	5	5	13	15	16	24	53	47
Less than full-time	18	-	-	16	13	-	-	5	-	-	-	4	3	33	-	-	57	-	-	-
Major medical insurance	49	75	49	66	19	70	13	31	14	36	27	7	8	38	13	15	73	24	53	47
Same as full-time	31	75	49	50	6	70	13	26	14	36	27	3	5	5	13	15	16	24	53	47
Less than full-time	18	-	-	16	13	-	-	5	-	-	-	4	3	33	-	-	57	-	-	-
Dental insurance	-	57	35	61	15	37	13	31	6	36	2	7	5	3	13	15	16	24	19	47
Same as full-time	-	57	35	45	6	37	13	26	6	36	2	3	5	3	13	15	16	24	19	47
Less than full-time	-	-	-	16	8	-	-	5	-	-	-	4	-	-	-	-	-	-	-	-
Retirement pensions	100	86	87	85	60	97	42	100	74	33	88	40	68	44	81	75	100	48	75	62
Prorated to full-time	70	-	44	62	14	33	-	8	-	4	-	4	28	-	23	-	-	-	14	-
Same as full-time	30	86	44	22	46	64	42	92	74	29	88	36	40	44	57	75	100	48	61	62

¹ For definitions of areas, see footnote 1, table A-1, appendix A.

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

Table 43. Selected benefits—part-time workers: Discount stores

(Percent of part-time workers in discount department stores with formal provisions for selected benefits as compared with full-time workers, selected metropolitan areas,¹ August 1986)

Benefit	Total, 22 areas	Five northeastern areas			Seven southern areas ²	Six midwestern areas			Four western areas ³
		Total ⁴	New York	Philadelphia		Total ⁵	Kansas City	St. Louis	
All workers	100	100	100	100	100	100	100	100	100
Workers in establishments providing:									
Paid vacations	79	100	100	100	61	80	99	71	66
Prorated to full-time	77	95	100	76	60	80	99	71	66
Less than full-time	1	5	-	24	1	-	-	-	-
Paid holidays	79	100	100	100	61	80	100	71	66
Prorated to full-time	79	99	100	100	61	80	99	71	66
Less than full-time	(⁶)	1	-	-	-	(⁶)	1	-	-
Paid sick leave	72	79	100	100	61	75	99	56	66
Prorated to full-time	71	79	100	100	60	75	99	56	66
Less than full-time	(⁶)	-	-	-	1	-	-	-	-
Life insurance	32	51	23	48	11	40	63	42	-
Same as full-time	22	33	-	-	11	26	63	42	-
Less than full-time	10	18	23	48	-	13	-	-	-
Accidental death and dismemberment insurance	7	8	23	-	1	12	-	-	-
Same as full-time	1	1	-	-	1	-	-	-	-
Less than full-time	7	7	23	-	-	12	-	-	-
Sickness and accident insurance	14	37	23	48	-	12	-	-	-
Same as full-time	5	20	-	-	-	-	-	-	-
Less than full-time	9	17	23	48	-	12	-	-	-
Long-term disability insurance	23	7	23	-	-	-	-	-	-
Same as full-time	21	-	-	-	-	-	-	-	-
Less than full-time	2	7	23	-	-	-	-	-	-
Hospitalization insurance	38	74	95	54	11	40	63	42	-
Same as full-time	22	35	72	-	10	26	63	42	-
Less than full-time	15	38	23	54	1	13	-	-	-
Surgical insurance	38	74	95	54	11	40	63	42	-
Same as full-time	22	35	72	-	10	26	63	42	-
Less than full-time	15	38	23	54	1	13	-	-	-
Medical insurance	38	74	95	54	11	40	63	42	-
Same as full-time	22	35	72	-	10	26	63	42	-
Less than full-time	15	38	23	54	1	13	-	-	-

See footnotes at end of table.

Table 43. Selected benefits—part-time workers: Discount stores—Continued

(Percent of part-time workers in discount department stores with formal provisions for selected benefits as compared with full-time workers, selected metropolitan areas,¹ August 1986)

1980)

Benefit	Total, 22 areas	Five northeastern areas			Seven southern areas ²	Six midwestern areas			Four western areas ³
		Total ⁴	New York	Philadelphia		Total ⁵	Kansas City	St. Louis	
Workers in establishments providing:									
Major medical insurance	37	73	95	48	11	40	63	42	-
Same as full-time	22	35	72	-	10	26	63	42	-
Less than full-time	15	37	23	48	1	13	-	-	-
Dental insurance	26	37	72	6	-	40	63	42	-
Same as full-time	20	35	72	-	-	26	63	42	-
Less than full-time	6	1	-	6	-	13	-	-	-
Retirement pensions	76	99	100	94	61	75	99	56	66
Prorated to full-time	59	71	77	94	61	48	36	14	66
Same as full-time	17	28	23	-	-	26	63	42	-

¹ For definitions of areas, see footnote 1, table A-1, appendix A.

² Includes data for the Atlanta, Baltimore, Dallas, Fort Worth-Arlington, Houston, Miami-Hialeah, and Washington, D.C., metropolitan areas.

³ Includes data for the Denver, Oakland, Phoenix, and San Francisco metropolitan areas.

⁴ Includes data for Boston, Buffalo, and Nassau-Suffolk in addition to the New York and Philadelphia metropolitan areas shown separately.

⁵ Includes data for Chicago, Cleveland, Detroit, and Minneapolis-St. Paul in addition to the Kansas City and St. Louis metropolitan areas shown separately.

⁶ Less than 0.5 percent.

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 of survey

The survey included retail stores primarily engaged in selling general lines of merchandise, which included clothing, home furnishings, and housewares, in separate sections or departments, which are integrated under a single management (industry 5311 as defined in the 1972 edition of the *Standard Industrial Classification Manual* prepared by the U.S. Office of Management and Budget). Retail outlets of mail-order houses meeting the survey's employment-size requirement, as specified below, also were included, but separate auxiliary units such as central offices and warehouses, were excluded. Also excluded were variety stores; stores selling general lines of merchandise but normally having fewer than 25 employees; and general stores.

Establishments were classified as either regular or discount department stores. Discount stores were defined as those stores emphasizing discount pricing policies and placing less emphasis on sales service to the public; all other stores were considered regular stores.

Establishments studied were selected from regular store establishments employing at least 100 workers and discount store establishments employing 25 workers or more at the time of reference of the data used in compiling the universe lists. Table A-1 shows the number of establishments and workers estimated to be within the scope of the survey, as well as the number actually studied by the Bureau.

The areas covered by the survey are Metropolitan Statistical Areas as defined by the U.S. Office of Management and Budget through June 1983. See table A-1, appendix A, footnote 1, for definitions of the individual areas.

Method of study

Data were obtained by personal visits of the Bureau's field representatives to a probability-based sample of establishments within the scope of the survey. To obtain appropriate accuracy at minimum cost, a greater proportion of large than of small establishments was studied. In combining the data, each establishment was given an appropriate weight. All estimates are presented, therefore, as relating to all establishments in the industry, excluding only those below the minimum size at the time of reference of the universe data.

Establishment definition

An establishment (or store) is defined for this study as all

outlets of a company operating under the same name and in the same industry within a metropolitan area.

Employment

Estimates of the number of workers within the scope of the study are intended as a general guide to the size and composition of the industry's labor force, rather than as precise measures of employment.

Occupational classification

Occupational classification was based on a uniform set of job descriptions designed to take account of interestablishment and interarea variations in duties within the same job. (See appendix B for these descriptions.) The criteria for selection of the occupations were: The number of workers in the occupation; the usefulness of the data in wage determination; and appropriate representation of the entire job scale in the industry. Working supervisors, apprentices, learners, beginners, trainees, and handicapped, temporary, and probationary workers were not reported in the data for selected occupations.

Full- and part-time employees

Data are reported separately, where possible, for regular full- and part-time employees. Regular part-time employees normally are hired to work fewer weekly hours than the establishment's full-time employees in the same general type of work. The determination was based on the employer's distinction between the two groups, which took into account not only differences in work schedules, but also differences in pay and benefits.

Wage data

Information on wages relates to straight-time hourly or weekly earnings, excluding premium pay for overtime and for work on weekends, holidays, and late shifts. Average weekly earnings relate to salaries that are paid for standard work schedules and are rounded to the nearest half dollar. Cost-of-living pay increases (but not bonuses) were included as part of the workers' regular pay, but 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 yearend bonuses, and other nonproduction bonuses. Also excluded from earnings was prize (push) money that is not a regularly recurring part of employee compensation paid by the store, as well as all such payments by individual vendors, e.g., bedding and appliance manufacturers.

Also excluded were guaranteed minimum earnings (whether or not legally required) which were later deducted from commission earnings, also known as a "draw."

For all workers studied, salary data relate to a mid-August 1986 payroll reference period; for workers partly or wholly paid on a commission basis, commissions were averaged, where feasible, over a 12-month period ending as near as possible to July 1986.

Average (mean) rates or earnings for each occupation were calculated by weighting each rate (or hourly earnings) by the number of workers receiving the rate, totaling, and dividing by the number of individuals. The hourly earnings of salaried workers were obtained by dividing straight-time salary by normal (or standard) hours to which the salary corresponds.

Type of area

The term "metropolitan areas," as used in this bulletin, refers to the Metropolitan Statistical Areas (MSA's) as defined by the U.S. Office of Management and Budget through June 1983. In general, an MSA is defined as a county or group of contiguous counties which contains at least one central city of at least 50,000 inhabitants or a central urbanized area of at least 100,000. Counties contiguous to the one containing such a city or area are included in an MSA if, according to certain criteria, they are essentially metropolitan in character and are socially and economically integrated with the central city. In New England, where the city and town are administratively more important than the county, they are the units used in defining MSA's.

Method of wage payment

Tabulations by method of wage payment relate to the number of workers paid under the various time-rated wage systems. Formal rate structures for time-rated workers provide single rates or a range of rates for individual job categories. In the absence of a formal rate structure, pay rates are determined primarily by the qualifications of the individual worker. A single-rate structure is one in which the same rate is paid to all experienced workers in the same job classification. Learners, apprentices, or probationary workers may be paid according to rate schedules which start below the single rate and permit the workers to achieve the full job rate over a period of time. An experienced worker occasionally may be paid above or below the single rate for special reasons, but such payments are exceptions. Range-of-rate plans are those in which the minimum, maximum, or both of these rates paid experienced workers for the same

job are specified. Specific rates of individual workers within the range may be determined by merit, length of service, or a combination of these.

Incentive workers in department stores were virtually always classified under either straight-commission or salary-plus-commission plans.

Employees covered by plans guaranteeing minimum earnings which are later deducted from commission earnings ("draw") were considered as receiving straight commissions. If such workers did not earn commissions equal to or greater than the guaranteed minimum, they were considered as receiving straight commissions.

Scheduled weekly hours

Data on weekly hours refer to the predominant work schedule for full-time nonsupervisory workers employed on the day shift.

Premium pay for Sunday work

Provisions relate to formal compensation policies of establishments for employees working on Sundays.

Establishment practices and employee benefits

Supplementary benefits in an establishment were considered applicable to all full-time or part-time nonsupervisory employees if they applied to half or more of such workers in the establishment. Similarly, if fewer than half of the workers were covered, the benefit was considered nonexistent in the establishment. Because of length-of-service and other eligibility requirements, the proportion of workers receiving the benefits may be smaller than estimated.

Paid holidays. Paid holiday provisions relate to full-day and half-day holidays provided annually.

Paid vacations. The summaries of vacation plans are limited to formal arrangements and exclude informal plans whereby time off with pay is granted at the discretion of the employer or supervisor. Payments not on a time basis were converted; for example, a payment of 2 percent of annual earnings was considered the equivalent of 1 week's pay. The periods of service for which data are presented represent the most common practices, but they do not necessarily reflect individual establishment provisions for progression. For example, changes in proportions indicated at 10 years of service may include changes which occurred between 8 and 10 years.

Health, insurance, and retirement plans. Data are presented for health, insurance, pension, and retirement severance plans for which the employer pays all or a part of the cost, excluding programs required by law such as workers'

compensation and Social Security.¹ Among plans included are those underwritten by a commercial insurance company and those paid directly by the employer from current operating funds or from a fund set aside for this purpose.

Death benefits are included as a form of life insurance. Sickness and accident insurance is limited to that type of insurance under which predetermined cash payments are made directly to the insured on a weekly or monthly basis during illness or accident disability.

Tabulations of paid sick leave plans are limited to formal plans² which provide full pay or a proportion of the worker's pay during absence from work because of illness; informal arrangements have been omitted. Separate tabulations are provided for (1) plans which provide full pay and no waiting period, and (2) plans providing either partial pay or a waiting period.

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

Medical insurance refers to plans providing for complete or partial payment of doctors' fees. Such plans may be underwritten by a commercial insurance company or a nonprofit organization, or they may be a form of self-insurance.

¹ Temporary disability insurance which provides benefits to covered workers disabled by injury or illness which is not work-connected is mandatory under State laws in California, New Jersey, New York, and Rhode Island. Establishment plans which meet only the legal requirements are excluded from these data, but those under which (1) employers contribute more than is legally required, or (2) benefits exceed those specified in the State law are included. In Rhode Island, benefits are paid out of a State fund to which only employees contribute. In each of the other three States, benefits are paid either from a State fund or through a private plan.

State fund financing: In California, only employees contribute to the State fund; in New Jersey, employees and employers contribute; in New York, employees contribute up to a specified maximum and employers pay the difference between the employees' share and the total contribution required.

Private plan financing: In California and New Jersey, employees cannot be required to contribute more than they would if they were covered by the State fund; in New York, employees can agree to contribute more if the State rules that the additional contribution is commensurate with the benefit provided.

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.

Major medical insurance includes plans designed to cover employees for services which go beyond those covered under hospitalization, medical, or surgical insurance. Major medical plans typically have deductibles and require copayments, and frequently have maximum benefits. Comprehensive plans, which cover all expenses with neither deductibles or copayments, are considered not to include major medical insurance.

Dental insurance, for purposes of this survey, covers routine dental work such as fillings, extractions, and X-rays. Excluded are plans which cover only oral surgery or accidental injury.

Tabulations of retirement pensions are limited to plans which provide regular payments for the remainder of the retiree's life. Data are presented separately for retirement severance pay (one payment or several over a specified period of time) made to employees on retirement. Establishments providing both severance pay and pensions were included in data for each, but establishments having optional plans providing employees a choice of either retirement severance payments or pensions were considered as having only retirement pension benefits.

*Paid funeral and jury-duty leave.*³ Data for paid funeral and jury-duty leave relate to formal plans which provide at least partial payment for time lost as a result of attending funerals of specified family members or serving as a juror.

Severance pay. Data relate to formal plans providing for payments to employees permanently separated from the company because of a technological change or store closing.

Employee discount privileges. Data relate to the incidence of formal provisions for such policies for full-time nonsupervisory employees and their immediate families.

Meal allowances. Data refer to formal plans by the store to provide a majority of its full-time nonsupervisory employees who work overtime and/or beyond a specified time of day with one or more free meals, meals at a reduced cost, or money payments in lieu of meals.

³ When paid jury-duty leave is required by law, as it is in Alabama, Nebraska, Tennessee, and parts of Massachusetts, plans are included only if the employer provides the employees with benefits exceeding the legal requirement.

Table A-1. Estimated number of establishments and workers within scope of survey and number studied, regular and discount department stores, August 1986

Area ¹	Number of establishments ²		Workers in establishments					
	Within scope of study	Actually studied	Within scope of study					Total actually studied ³
			Total ⁴	Nonsupervisory				
				Full time		Part time		
				Selling	Nonselling	Selling	Nonselling	
22 areas⁵	259	181	458,900	85,478	60,638	130,686	96,722	363,875
Regular department stores	171	125	327,042	71,285	42,123	97,732	49,913	272,267
Discount department stores	88	56	131,858	14,193	18,515	32,954	46,809	91,608
Regular department stores								
20 publishable areas	159	118	301,674	64,422	38,455	90,671	45,406	252,837
Northeast:								
Boston	8	5	12,445	1,771	1,075	4,783	2,057	11,158
Buffalo	5	4	5,866	1,114	485	2,718	498	5,272
Nassau-Suffolk	12	6	15,030	2,245	1,510	5,208	2,453	11,990
New York	9	9	30,526	3,862	6,014	7,693	6,418	30,526
Philadelphia	13	8	29,441	6,001	3,742	5,133	3,717	21,025
South:								
Atlanta	9	8	19,343	4,028	2,815	3,852	2,368	19,116
Baltimore	8	5	12,294	3,465	1,129	3,949	1,821	8,377
Dallas	7	6	11,356	3,943	1,708	2,828	1,452	9,788
Fort Worth-Arlington	7	5	7,058	1,553	1,058	2,056	1,012	4,643
Houston	8	6	13,701	3,581	1,738	4,900	1,822	10,951
Miami-Hialeah	6	6	9,083	2,122	1,044	3,711	1,253	9,083
Washington	11	8	22,889	5,036	2,976	6,742	3,613	16,267
Midwest:								
Chicago	9	7	30,061	6,231	4,683	9,270	5,518	29,701
Cleveland	5	5	10,029	2,506	1,495	2,342	1,383	10,029
Detroit	7	6	18,148	4,948	1,964	6,259	2,921	16,558
Kansas City	7	5	6,074	1,116	533	2,248	1,310	4,061
St. Louis	5	4	13,140	3,593	1,032	4,801	1,846	11,541
West:								
Oakland	9	6	15,621	2,776	1,478	4,705	1,357	7,805
Phoenix	8	5	11,266	2,896	1,189	4,319	1,552	7,661
San Francisco	6	4	8,303	1,635	787	3,154	1,035	7,285

See footnotes at end of table.

Table A-1. Estimated number of establishments and workers within scope of survey and number studied, regular and discount department stores, August 1986—Continued

Area ¹	Number of establishments ²		Workers in establishments					
	Within scope of study	Actually studied	Within scope of study					Total actually studied ³
			Total ⁴	Nonsupervisory				
				Full time		Part time		
				Selling	Nonselling	Selling	Nonselling	
Discount department stores								
4 publishable areas	25	15	30,054	3,644	3,800	6,688	9,921	23,542
Northeast:								
New York	5	3	10,739	1,178	1,895	2,922	2,958	7,873
Philadelphia	9	4	7,828	750	757	1,325	2,592	6,463
Midwest:								
Kansas City	5	4	3,225	314	288	689	1,092	2,228
St. Louis	6	4	8,262	1,402	860	1,752	3,279	6,978

¹ The areas are defined as follows: **NORTHEAST:** *Boston*—Suffolk County, 3 communities in Bristol County, 4 in Essex County, 44 in Middlesex County, 26 in Norfolk County, 16 in Plymouth County, and 9 in Worcester County; *Buffalo*—Erie County; *Nassau-Suffolk*—Nassau and Suffolk Counties; *New York*—New York City (Bronx, Kings, New York, Queens, and Richmond Counties), and Putnam, Rockland, and Westchester Counties; *Philadelphia*—Bucks, Chester, Delaware, Montgomery, and Philadelphia Counties, Pa.; and Burlington, Camden, and Gloucester Counties, N.J. **SOUTH:** *Atlanta*—Barrow, Butts, Cherokee, Clayton, Cobb, Coweta, De Kalb, Douglas, Fayette, Forsyth, Fulton, Gwinnett, Henry, Newton, Paulding, Rockdale, Spalding, and Walton Counties; *Baltimore*—Baltimore City and Anne Arundel, Baltimore, Carroll, Harford, Howard, and Queen Annes Counties; *Dallas*—Collin, Dallas, Denton, Ellis, Kaufman, and Rockwall Counties; *Fort Worth-Arlington*—Johnson, Parker, and Tarrant Counties; *Houston*—Fort Bend, Harris, Liberty, Montgomery, and Waller Counties; *Miami-Hialeah*—Dade County; *Washington, D.C.-Md.-Va.*—the District of Columbia; Calvert, Charles, Frederick, Montgomery, and Prince Georges Counties, Md.; and Alexandria, Fairfax, Falls Church, Manassas, and Manassas Park Cities and Arlington, Fairfax, Loudoun, Prince William, and Stafford Counties, Va. **MIDWEST:** *Chicago*—Cook, Du Page, and McHenry Counties; *Cleveland*—Cuyahoga, Geauga, Lake, and Medina Counties; *Detroit*—Lapeer,

Livingston, Macomb, Monroe, Oakland, St. Clair, and Wayne Counties; *Kansas City*—Cass, Clay, Jackson, Lafayette, Platte, and Ray Counties, Mo.; and Johnson, Leavenworth, Miami, and Wyandotte Counties, Kans.; *Minneapolis-St. Paul*—Anoka, Carver, Chisago, Dakota, Hennepin, Isanti, Ramsey, Scott, Washington, and Wright Counties, Minn.; and St. Croix County, Wisc.; and *St. Louis*—St. Louis City; Franklin, Jefferson, St. Charles, and St. Louis Counties, Mo.; and Clinton, Jersey, Madison, Monroe, and St. Clair Counties, Ill. **WEST:** *Denver*—Adams, Arapahoe, Denver, Douglas, and Jefferson Counties, Colo.; *Oakland*—Alameda and Contra Costa Counties; *Phoenix*—Maricopa County; and *San Francisco*—Marin, San Francisco, and San Mateo Counties.

² Establishments studied were selected from regular department stores employing at least 100 workers, and from discount department stores employing 25 workers or more.

³ Data relate to total employment in establishments actually visited.

⁴ Includes executive, professional, and other workers in addition to the nonsupervisory worker categories shown separately.

⁵ The survey was designed to study regular and discount department stores separately in 22 metropolitan areas. After collection, it was determined that the data for regular department stores met the Bureau of Labor Statistics publication criteria in 20 of the areas; for discount stores, in 4 of the areas.

Appendix B. Occupational Descriptions

The primary purpose of preparing job descriptions for the Bureau's wage surveys is to assist its field representatives in classifying into appropriate occupations workers who are employed under a variety of payroll titles and different work arrangements from establishment to establishment and from area to area. This permits the grouping of occupational wage rates representing comparable job content. Because of this emphasis on interestablishment and interarea comparability of occupational content, the Bureau's job descriptions may differ significantly from those used in individual establishments or those prepared for other purposes. In applying these job descriptions, the Bureau's field representatives were instructed to exclude apprentices, learners, beginners, trainees and handicapped, temporary, and probationary workers.

The titles and the numerical codes below the job titles in this appendix were taken from the 1980 edition of the *Standard Occupational Classification Manual* (SOC), issued by the U.S. Department of Commerce, Office of Federal Statistical Policy and Standards.

In general, the Bureau of Labor Statistics occupational descriptions are much more specific than those found in the SOC manual. To illustrate, the Bureau considered salespersons of floor coverings, furniture and bedding, and housewares as three separate occupations, but those jobs were all classified under one SOC code (4348). Thus, in comparing the results of this survey with other sources, differences in occupational definitions should be taken into consideration.

Store Occupations, Selling

(Unless otherwise indicated, sales occupations refer to regular department stores only.)

Salespersons, home furnishings

Floor coverings

(4348: Salesperson; furniture and home furnishings)

Displays and sells floor coverings, such as carpets, rugs, and linoleum, explaining various qualities of merchandise, such as composition, method of fabrication, and wearing qualities. *Duties involve a combination of any of the following:* Requisitioning and maintaining adequate stock of merchandise in categories assigned; maintaining model stock

lists and accurate price signs; moving, packing, and unpacking stock for reserve; arranging for delivery, installation, and service of merchandise; and writing salescheck and receiving payment for each sale or directing customer to cashier. May build prospect lists and customer files, and may assist in making on-site measurements and preparing layout of customer's room and preparing material and cost estimates.

Furniture and bedding

(4348: Salesperson; furniture and home furnishings)

Sells furniture, beds, and mattresses, which requires a working knowledge of method of construction, type of material used, and a broad knowledge of such merchandise as upholstered and case goods, bedding, and home furnishings accessories. *Duties involve most of the following:* Initiating customer contact on selling floor; answering customer questions and advising customers as to quality, style, fabric, etc.; arranging for delivery, installation, and service of merchandise; and writing salescheck and receiving payment for each sale or directing customer to cashier. May also build prospect lists and customer files.

Housewares

(4348: Salesperson; furniture and home furnishings)

Sells housewares, such as kitchen and other household utensils, which requires a limited knowledge of the merchandise. *Duties involve:* Providing limited services to customers, such as locating, explaining, or suggesting merchandise; writing salescheck and receiving payment for each sale or directing customer to cashier; and replenishing supply of merchandise on display and maintaining presentation standards. Includes salespersons who sell china, glassware, and lamps.

Home furnishings, combination

(4348: Salesperson; furniture and home furnishings)

Workers in positions described above within the defined departments were reported under this classification when duties were regularly split between two or more departments listed.

Major appliances, household

(4352: Salesperson; radio, television, high fidelity, and household appliances)

Sells and demonstrates major kitchen and laundry appliances, including washers, ranges, dryers, refrigerators, freezers, and garbage disposals; and/or major electric and electronic appliances such as radios, televisions, stereo sets, video cassette recorders and computer equipment for home use. *Duties involve:* Answering customer questions relating to features, quality, and prices of competitive brands; arranging for delivery, installation, and service of merchandise; and writing salescheck and receiving payment or directing customer to cashier. May also build prospect lists and customer files. *Excluded* were workers primarily selling toasters, blenders, food processors, and other minor appliances.

As a general rule, the distinction between major and small kitchen and laundry appliances ("white goods") is that the former require installation while the latter do not.

For wage study purposes, salespersons were classified by merchandise as follows:

Kitchen and laundry appliances
Electric and electronic appliances
Major appliances, combination

Workers were reported under "Major appliances, combination" when duties within the defined department were regularly split between the merchandise listed above.

Salesperson, apparel and footwear

Men's clothing

(4346: Salesperson; garments and textile products)

Sells any of a variety of men's clothing, including suits, coats, slacks, raincoats, formal wear, etc. *Duties involve:* Assisting in the selection of clothing best suited to customer's need and preference; suggesting necessary changes or alterations to clothing and recording alterations recommended by fitter or tailor; and writing salescheck and receiving payment for each sales transaction or directing customer to cashier. May wrap merchandise; assist in stocking, displaying, and inventorying merchandise; and may help to train new salespersons. Workers whose major activity is selling men's furnishings, such as shirts, ties, belts, and hats were *excluded*.

Women's clothing

(4346: Salesperson; garments and textile products)

Sells any of a variety of women's ready-to-wear clothing, including dresses, suits, coats, blouses, skirts, casual wear,

formal wear, and raincoats and other outerwear. *Duties involve:* Suggesting and assisting in selection of clothing best suited to customer's need and preference; suggesting necessary alterations to clothing and recording alterations recommended by tailor or fitter; and writing salescheck and receiving payment for each sales transaction or directing customer to cashier. May also wrap merchandise; assist in stocking, inventorying, and displaying merchandise; and may help to train new salespersons. *Excluded* were workers whose major activity is selling women's accessories and specialties, such as belts, gloves, handbags, hosiery, jewelry, lingerie, underwear, and uniforms.

Footwear

(4351: Salesperson, shoes)

Sells men's and/or women's shoes, boots, and other footwear, which requires specialized knowledge of fit, styles, and construction. *Duties involve:* Ascertaining customer's shoe size or measuring customer's foot; assisting customer in selection of specified style, color, and size from stock; and writing salescheck and receiving payment for each sale or directing customer to cashier. May build prospect lists and customer files. Includes salesperson who sells athletic shoes.

Apparel and footwear, combination

(4346: Salesperson; garments and textile products)

(4351: Salesperson; shoes)

Workers in positions with work characteristics as described above and within the range of defined departments were reported under this classification when duties are regularly split between two or more departments listed.

Salesperson, miscellaneous

Automotive accessories

(4342: Salesperson; motor vehicles, mobile homes, and supplies)

Displays and sells automobile and light truck accessories and supplies. Ascertains make, type, and quality of merchandise desired by customer. May read catalog or computer for stock number of items. Prepares sales transaction or warranty. Receives payment, obtains credit authorization, or directs customer to cashier. Places new merchandise on display and prepares inventory of stock. May requisition merchandise from stockroom.

Lawn and garden equipment

(4353: Salesperson; hardware)

Sells lawn and garden plants, supplies, and equipment.

Duties involve: Advising customer on methods of planting and cultivating plants and use of gardening tools and equipment; suggesting suitable trees, shrubbery, and flowers for planting in various soils and climates; watering and trimming growing plants on sales floor; giving horticultural advice to customer; and preparing sales transactions and receiving payment, or directing customer to cashier.

Sporting goods

(4345: Salesperson; sporting goods)

Sells a wide variety of sporting goods, athletic equipment, and associated accessories and apparel, which requires specialized knowledge of operation, use, and construction. *Duties involve:* Advising customers on type and size of equipment geared to his or her specific needs, e.g., weight of bowling ball or size of grip on tennis racket; explaining use and care of equipment; and writing salescheck and receiving payment for each sale or directing customer to cashier. May also sell luggage or other items in departments located near the sporting goods area. May build prospect lists and customer files, and also make minor repairs on sporting goods. *Excluded* were salespersons who sell only athletic shoes.

Miscellaneous, combination

(4359: Salesperson; not elsewhere classified)

Workers in positions described above within the defined departments were reported under this classification when duties were regularly split between two or more of the departments listed.

Sales, general

General

(4362: Sales clerk)

Assists customers in selling area of a store and provides service by directing customer to merchandise. Maintains presentation standards, fills in stock, straightens merchandise, and performs cashiering duties, including bagging and wrapping. Also included were workers whose primary duties involve cashiering but who, as a regular part of their job, assist customers in obtaining merchandise. Workers in this category normally do not engage in the same degree of personal contact with customers as salespersons in home furnishing or major appliances; i.e., limited knowledge of merchandise is required. They do not build prospect lists and customer files or provide detailed explanations of merchandise. The general salesperson is

distinguished from the stockworker by the fact that the latter does not assist customers.

Included utility staff and flying squad salespersons who regularly work in any assigned department of sales floor, performing duties as listed. Workers typically are experienced in selling merchandise in many departments and are assigned to particular departments depending on store need. *Excluded* were contingent or relief salespersons.

General merchandise (discount stores only)

(4359: Salesperson; not elsewhere classified)

Displays, describes, and sells any of a variety of merchandise, utilizing general knowledge of the characteristics, quality, and merit of items sold. *Duties involve:* Describing selling points of merchandise on sale floor; ascertaining make, type, and quality of merchandise desired by customer; displaying merchandise and suggesting selection to customer; and keeping shelves stocked with merchandise. May receive payment or obtain credit authorization or direct customer to cashier. May regularly perform nonselling duties such as cashiering or working in the stockroom.

Included were utility staff and flying squad salespersons who regularly work in any assigned department of sales floor, performing duties as listed. Workers typically are experienced in selling merchandise in many departments and are assigned to particular departments depending on store need. *Excluded* were contingent or relief salespersons.

For wage study purposes, workers were classified by department duties and store areas as follows:

Salesperson, floor only

Salesperson, floor and cashier, checkout

Salesperson, floor and stockroom

Salesperson, not classifiable by department

(Salespersons in the position described above were reported under this classification when the information needed to classify them according to department was not available.)

Store Occupations, Nonselling

Alterations tailor (regular stores only)

(6852: Tailor and dressmaker)

Makes difficult alterations on garments. Work includes *most of the following:* Using sewing machine, scissors, needle, and thread, follows markings of fitter; remodels shoulders and necklines; resets sleeves and collars; takes in side seams; fells; and bastes new seams or resews seams. May press garments. *Excluded* were workers performing only minor alterations, such as shortening sleeves.

Cashier, checkout (discount stores only)

(4364: Cashier)

Bags purchases and receives payment from customer. Work involves *most of the following*: Receiving payment, merchandise, and salescheck from salesperson or customer; reviewing salescheck for correct computation, recording amount of sale on cash register, and handling cash or charge transactions; inspecting merchandise prior to wrapping to check on condition and to verify price tags against salescheck; wrapping packages for carryout merchandise, and attaching address label if merchandise is to be delivered. Workers primarily engaged in gift wrapping were classified as gift-wrap persons. (See below.)

Cleaner (porter) (regular and discount stores)

(5244: Janitor and cleaner)

Cleans and keeps in orderly condition sales areas, offices, and other assigned areas. Duties involve *most of the following*: Sweeping, mopping or scrubbing, and polishing floors; removing trash and other refuse; dusting equipment, merchandise, or fixtures; polishing metal fixtures or trimmings; providing supplies and minor maintenance service; and cleaning lavatories, restaurant, and locker rooms. Workers who specialize in window cleaning were excluded.

Display assistant (regular stores only)

(449: Sales occupation, other; not elsewhere classified)

Assists in preparing, prefabricating, and setting up window and interior display properties. Work involves *most of the following*: Moving window and interior display properties, as instructed; displaying merchandise according to prearranged plan of decorator or other supervisor; placing prices and descriptive signs on backdrops, fixtures, or floors; assisting in construction of decorative properties; and making minor repairs to promotional materials, display properties, and fixtures. May also assist in dressing mannequins for use in displays. *Included* were workers who have the same "display technique" skills as a display manager, but who do not have the responsibility for either supervising workers or organizing the display in the display department.

Gift-wrap person (regular stores only)

(449: Sales occupation, other; not elsewhere classified)

Wraps merchandise with special gift-wrapping paper selected by customer from stock. Knowledge of wrapping techniques is required. May also take payment from customer and/or verify purchase of the item from the store by checking customer's receipt. May assist in layaway, credit, or customer service departments.

Receiver (regular and discount stores)

(4753: Traffic, shipping and receiving clerk)

Receives shipments of incoming merchandise to store receiving area. Work involves *most of the following*: Counting cartons against freight bill; inspecting cartons for damages; checking carton seals for security; preparing receiving documents; moving merchandise to marking area; routing incoming merchandise to proper departments; and maintaining security, neatness, and operating efficiency of receiving platform.

Stock and inventory worker (regular and discount stores)

(4754: Stock and inventory clerk)

Performs a variety of merchandise checking, marking, and stock handling tasks while assigned to one or more departments of a store. Work involves *most of the following*: Checking and signing for quantities of merchandise received into a department; inspecting merchandise for damages; distributing merchandise to unpacking area and storing stock or distributing merchandise to floor; and rearranging stock and samples. Fills shipping or transfer orders for goods from stored merchandise in accordance with specifications on sales slips or customers' orders, requisitions additional stock or reports short supplies to supervisor, and performs other related duties. Workers who assist customers were classified as general salespersons.

Office Clerical Occupations**Cashier, office** (regular and discount stores)

(4364: Cashier)

Controls central cash disbursement and collection and maintains and verifies records of various money documents used in the store. Work involves *most of the following*: Preparing, issuing, receiving, and verifying till bags; balancing daily receipts and preparing itemized reports and bank deposits; and reconciling bank statements. May assist in investigating severe register shortages or overages, and also assist in some payroll functions. *Excluded* were cashiers who have extensive customer contact, or those who work in the selling area. (See Cashier, checkout.)

Service desk worker (regular and discount stores)

(Adjuster, complaint clerk, investigator, service-desk clerk)

(4758: Expediter)

Investigates customer complaints about unsatisfactory service, damaged or incorrect merchandise, or incorrect

billing of accounts. Duties involve *one or more of the following*: Reading written complaints or discussing complaint with customer; checking out complaint by examining files or billing statements; conferring with other persons about service; or examining merchandise to determine condition. May accept payment for balances due or issue credit vouchers; order exchange of merchandise or repair; and trace and adjust errors made in credit allowances. May authorize check approvals or verify information for such approvals.

Switchboard operator (regular and discount stores)

(4732: Telephone operators)

Operates a single- or multiple-position telephone switchboard. Duties involve handling incoming, outgoing, intrastore, or office calls. May record toll calls and take messages; and give information to persons who call in. Switchboard operator-receptionists were *excluded*.

Industry Wage Survey Bulletins

The most recent reports providing occupational wage data for industries currently included in the Bureau's program of industry wage surveys are listed below. Bulletins still in print are for sale from the Superintendent of Documents, U.S. Government Printing Office, Washington, DC 20402, or from the Bureau of Labor Statistics, Publications Sales Center, P.O. Box 2145, Chicago, IL 60690. Order by title and GPO Stock Number. Bulletins marked with an asterisk (*) are available only from the Chicago address. Bulletins that are out of print are available for reference at leading public, college, or university libraries or at the Bureau's Washington or regional offices.

Manufacturing

Basic Iron and Steel, 1983. BLS Bulletin 2221. \$2.25*
Cigarette Manufacturing, 1986. BLS Bulletin 2276. \$1.25
GPO Stock No. 029-001-02928-4
Corrugated and Solid Fiber Boxes, 1981. BLS Bulletin 2138.
Out of print.
Grain Mill Products, 1982. BLS Bulletin 2207. \$3*
Hosiery Manufacturing, 1981. BLS Bulletin 2151. Out of print.
Industrial Chemicals, 1986. BLS Bulletin 2287. \$2.50
GPO Stock No. 029-001-02934-9
Iron and Steel Foundries, 1986. BLS Bulletin 2292.
\$5.50. GPO Stock No. 029-001-02963-2
Machinery Manufacturing, 1983. BLS Bulletin 2229. \$3.50*
Meat Products, 1984. BLS Bulletin 2247. \$6*
Men's and Boys' Shirts and Nightwear, 1987.
BLS Bulletin 2304. \$3.25
GPO Stock No. 029-001-02973-0
Men's and Boys' Suits and Coats, 1984.
BLS Bulletin 2230. \$2.25*
Men's and Women's Footwear, 1986. BLS Bulletin 2291. \$3.50*
Millwork, 1984. BLS Bulletin 2244. \$2*
Miscellaneous Plastics Products, 1979. BLS Bulletin 2103.
Out of print.
Motor Vehicles and Parts, 1983. BLS Bulletin 2223. \$4.75*
Petroleum Refining, 1985. BLS Bulletin 2255. \$2.25*

Pressed or Blown Glass and Glassware, 1986.

BLS Bulletin 2286. \$3.*

Pulp, Paper, and Paperboard Mills, 1982.

BLS Bulletin 2180. Out of print.

Shipbuilding and Repairing, 1986. BLS Bulletin 2295.

\$2. GPO Stock No. 029-001-02965-9

Structural Clay Products, 1986. BLS Bulletin 2288. \$3.25*

Synthetic Fibers, 1985. BLS Bulletin 2268. \$1.50

GPO Stock No. 029-001-02904-7

Textile Dyeing and Finishing, 1985. BLS Bulletin 2260. \$3.25*

Textile Mills, 1985. BLS Bulletin 2265. \$5.50

GPO Stock No. 029-001-02920-9

Women's and Misses' Dresses, 1982. BLS Bulletin 2187. Out of print.

Wood Household Furniture, 1986. BLS Bulletin 2283. \$5.50

GPO Stock No. 029-001-02931-4

Nonmanufacturing

Auto Dealer Repair Shops, 1982. BLS Bulletin 2198. \$2.25*
Banking, 1985. BLS Bulletin 2269. \$4
GPO Stock No. 029-001-02913-6
Bituminous Coal Mining, 1982. BLS Bulletin 2185. Out of print.
Certificated Air Carriers, 1984. BLS Bulletin 2241. \$2*
Computer and Data Processing Services, 1982.
BLS Bulletin 2184. \$2*
Contract Cleaning Services, 1986. BLS Bulletin 2299.
\$3. GPO Stock No. 029-001-02970-5
Department Stores, 1986. BLS Bulletin 2311.
Electric and Gas Utilities, 1982. BLS Bulletin 2218. \$4.75*
Hospitals, 1985. BLS Bulletin 2273. \$12
GPO Stock No. 029-001-02919-5
Hotels and Motels, 1983. BLS Bulletin 2227. \$3.25*
Life and Health Insurance Carriers, 1986. BLS Bulletin 2293.
\$5. GPO Stock No. 029-001-02939-0
Nursing and Personal Care Facilities, 1985.
BLS Bulletin 2275. \$5
GPO Stock No. 029-001-02921-7
Oil and Gas Extraction, 1982. BLS Bulletin 2193. \$3*

Employee Benefits in Medium and Large Firms, 1986

U.S. Department of Labor
Bureau of Labor Statistics
Bulletin 2281

The Bureau of Labor Statistics issues its 1986 bulletin on employee benefits in medium and large firms. This survey is the eighth in the series.

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Employee Benefits in Medium and Large Firms, 1986



U.S. Department of Labor
Bureau of Labor Statistics
June 1987

Bulletin 2281



Source of data

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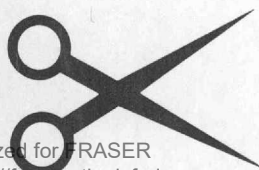
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