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Industry Wage Survey: Temporary Help Supply September 1987

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U.S. Department of Labor
Ann McLaughlin, Secretary

Bureau of Labor Statistics
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Preface

This bulletin summarizes results of a Bureau of Labor Statistics survey of occupational wages and employee benefits in the temporary help supply industry in September 1987. A national news release on this first-time survey was issued in May 1988. In addition, summary releases for the 26 metropolitan areas studied separately were issued in early spring. Copies of these reports may be obtained from the U.S. Department of Labor, Bureau of Labor Statistics, Washington, D.C. 20212 or from any of the regional offices listed on the back page.

The study was conducted in the Bureau's Office of Compensation and Working Conditions. Harry B. Williams of the Division of Occupational Pay and Employee Benefit

Levels analyzed the survey data and prepared this bulletin and David G. Larson prepared the computer tabulations. Fieldwork for the survey was directed by the Assistant Regional Commissioners for Operations.

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

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The Bureau wishes to express its appreciation for the cooperation of the many temporary help supply firms that provided the data on which this bulletin is based.

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Temporary Help Supply September 1987

Earnings

Temporary workers. Temporary help workers supplied to client firms averaged \$6.42 per hour in September 1987 (table 3). Their hourly earnings, reflecting the workers' specialty, qualifications, and location, ranged from the Federal minimum wage of \$3.35 to more than \$20; the middle 50 percent within this range earned between \$4.35 and \$7 an hour.¹

The temporary help supply industry, one of the fastest growing industries in the economy, provides workers of virtually every type to client firms on a temporary basis. These workers, often referred to as "temps," are supervised by the client firm but are on the payroll of the temporary help organization. The survey showed that, in September 1987, establishments covered by the survey employed about 630,000 temporary workers.²

The survey developed earnings data for eight major occupational groups selected to represent the diversified assignments and wage levels of temporary workers. Group averages ranged from \$4.65 an hour for operators, fabricators, and laborers to \$16.96 for professional specialty occupations, which included engineers and registered nurses. Administrative support occupations—the largest group, with 328,828 workers—averaged \$6.46 an hour (table 5). The other groups and their hourly averages were: Executive, administrative, and managerial (\$12.31); technical and related support (\$11.02); precision, production, craft, and repair (\$8.14); sales and marketing workers (\$5.39); and service workers (\$5.13).

Within these eight major groups, nearly 100 individual classifications were studied to identify more closely the jobs or assignments for which the temporaries were paid.³ Among the classifications for which data could be published, engineers received the highest average hourly rate (\$24.74),

¹ Earnings data in this bulletin exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living increases, where found, were included as part of the worker's regular pay. Excluded were performance bonuses and lump-sums, such as profit-sharing payments, Christmas, or year-end bonuses, and other nonproduction bonuses. See appendix A for the scope and method of the survey and for definitions of terms used in this report.

² Estimates of the number of workers are intended as a general guide to the size and composition of the industry's labor force, rather than as precise measures of employment. The study, relating to the week of September 14, excluded workers in establishments employing fewer than 50 workers and establishments in Alaska and Hawaii. Differences between this survey's employment estimates and other statistical series are discussed in appendix A.

followed by computer systems analysts and scientists (\$18.17) and computer programmers (\$15.96).

In the medical field, registered professional nurses averaged \$14.99 an hour, but some earned \$25 or more. Licensed practical nurses averaged \$10.03 an hour, about \$3 more than clinical laboratory technologists and technicians (\$7.11), and \$4.50 more than nursing aides, orderlies, and attendants (\$5.50).

General office clerks, the most populated of the jobs studied, averaged \$5.11 an hour. This compared with \$5.97 for typists, \$6.11 for data entry keyers, \$7.79 for executive secretaries, and \$9.46 for word processors—an occupation currently in heavy demand.

Among the blue-collar jobs, construction laborers averaged \$3.72 an hour. Pay levels for assemblers, material handlers, and nonconstruction laborers ranged between \$4 and \$5.

Earnings also were estimated for temporary workers employed in all large metropolitan areas combined; that is, all areas with at least 1 million inhabitants (based on the 1980 Census). The 384,037 temporary workers in these large areas averaged \$6.82 an hour—6 percent more than the \$6.42 average recorded surveywide. This pattern usually held for occupational pay comparisons as well, with the average differences generally ranging up to 10 percent in favor of the large areas (tables 5 and 6.)

Local wage rates for temps varied widely around the nationwide average. In the 26 areas studied separately,⁴ the overall average for temporary workers ranged from \$5.20 in Fort Lauderdale-Hollywood-Pompano Beach to \$9.91 in Boston. Elsewhere, averages were between \$5 and \$7 in 15 of the areas; between \$7 and \$8 in 8 areas; and over \$8 in 3 areas—Boston, San Francisco, and San Jose. (See area tabulations beginning with table 9.)

Data for four of the eight major occupational groups could be published for at least 22 areas. When area pay for these groups was compared, three western areas—Seattle, San Francisco, and San Jose—reported the highest levels, but Boston pay levels often ranked near the top. On the other hand, the lowest averages were widely scattered, with Cincinnati, Fort Lauderdale, Kansas City, and San Antonio

³ Appendix B contains information used in classifying workers in surveyed jobs. Because of BLS publication criteria relating to statistical validity and confidentiality, data for a number of the job classifications are not shown in the tabulations prepared from this study.

⁴ Metropolitan Statistical Areas, as defined by the U.S. Office of Management and Budget through June 1983.

Text table 1. Occupational pay relationships between temporaries and full-time workers in comparable jobs.

(Full-time workers average = 100)

Occupation	Total areas compared	Number of areas reporting temporary help pay relative of—									
		Under 65	65 and under 70	70 - 75	75 - 80	80 - 85	85 - 90	90 - 95	95 - 100	100 - 104	105 and over
Secretaries	21	4	4	3	5	3	2	-	-	-	-
Typists	19	-	1	1	3	3	5	1	3	1	1
Word processors	23	-	-	-	2	1	1	4	7	3	5
Receptionists	20	1	1	2	3	6	4	2	1	-	-
Data entry keyers	23	-	1	4	4	6	4	1	-	3	-
Janitors	12	1	2	1	1	2	2	-	-	2	1

each reporting the lowest rate for a single group. The local data showed that an area may report relatively high pay for one occupational group and low pay for another. The San Francisco area, for example, reported the highest earnings for service workers but was among the lowest paying areas for operators, fabricators, and laborers.

Earnings of temporary workers also were compared with those of their full-time permanent counterparts in other industries in the same area. Such comparisons, which were based on local data from this survey and the Bureau's area wage survey program, were possible for six job classifications in up to 23 areas.⁵

Temp wage rates equalled or exceeded those of full-time workers in 14 percent of the observations. For the most part, however, their pay levels were substantially below (see text table 1). In some instances, temps averaged less than 70 percent of the full-timers. Temporary secretaries were generally lowest paid of the six jobs when compared with permanent employees, usually earning only 60 to 80 percent as much as full-timers. Word processors, on the other hand, typically averaged at least 90 percent of the full-time (permanent worker) rate, and were higher paid, on average, in 8 of the 23 areas permitting comparisons. These differences reflect, in part, such factors as the amount of time required to become fully functional in a job and the effects of supply and demand.

Permanent staff. Straight-time earnings of the temporary help organization's permanent employees averaged \$10.15 an hour at the time of the survey.⁶ These full-time staff members, who manage and administer the day-to-day activities in the temporary help establishments, made up about 3 percent of all workers covered by the study.⁷ Over nine-tenths of the permanent staff earned between \$5 and \$20 an hour, while the middle 50 percent earned from \$7.69 to \$11.54 (table 4).

Permanent full-time staff—including office managers,

⁵ Data from the area wage surveys, which are conducted at various times throughout the year, were adjusted to reflect a September payroll period. This was done by applying the appropriate percentage change, based on the Bureau's Employment Cost Index, for each occupational group.

⁶ See footnote 1.

⁷ See footnote 2.

service coordinators, sales representatives, and clerical support workers—also experienced significant variation in pay by occupation. Office managers, the highest paid, averaged \$14.21 an hour, compared with \$11.50 for business services sales representatives, \$8.58 for accounting clerks, and \$7.11 for receptionists (table 7).

Nearly three-fifths of the permanent full-time staff were coordinators and sales representatives. Service coordinators—whose primary responsibilities are to interview, hire, and place temporary workers with client firms—averaged \$9.30 an hour.

Coordinators-sales representatives, who regularly split their duties between the hiring and placing of temporary workers and the search for prospective clients, averaged \$9.61. As a group, about one-fourth of the coordinators and sales representatives earned at least part of their pay through incentives, such as bonuses and commissions.

Pay levels for full-time permanent staff were slightly higher in large metropolitan areas than the nationwide job averages (table 8). As for individual area averages, the New York metropolitan area led the comparison with \$13.02, while the Fort Lauderdale area was last with \$8.49. (See area tabulations beginning with table 10.)

About three-fourths of the industry's permanent workers were time-rated, usually paid under a range-of-rates system (table 61). Incentive systems, typically based on straight commissions, covered the remaining one-fourth. Among the individual areas studied, incentive systems covered about one-half of the permanent workers in just six areas—Anaheim-Santa Ana, Baltimore, Dallas, Houston, Los Angeles-Long Beach, and Washington.

Employee benefits

The survey also developed information on the incidence of selected benefit provisions for the industry's temporary help and full-time permanent staff.

Temporary workers. As in other industries, workers had to meet a variety of requirements to become eligible for paid leave, health care, and other benefits. Because of their intermittent work schedules, temporaries often have more

difficulty than permanent staff in meeting eligibility requirements related to length of service.

Where available to temps, paid holiday and vacation benefits generally were based on a specified number of hours worked (e.g., 1,000 or 1,500 hours). Workers often were allowed up to 1 year to accumulate these hours. For health insurance, eligibility requirements nearly always included a qualifying time period specified either in hours, days, or weeks of work. For example, an individual may be required to work a specified number of hours to qualify for health insurance and to work a minimum number of hours per month thereafter to maintain coverage. Such requirements may vary by benefit within a single establishment. The study reported, without regard to worker eligibility for receiving the benefits, the proportions of workers employed by establishments providing specified benefit plans.

Paid holiday provisions, usually calling for 6 days annually, applied to about two-fifths of the temporary workers covered by the survey. The incidence of these provisions, however, varied widely among the 26 areas studied separately (table 63). In seven areas—Atlanta, Dallas, Indianapolis, Kansas City, Minneapolis-St. Paul, San Diego, and Washington, about three-fifths or more of the temps were in establishments providing paid holidays. In contrast, less than one-fourth of the temps were offered paid holidays in Bergen-Passaic, Cincinnati, Detroit, Fort Lauderdale-Hollywood-Pompano Beach, and San Antonio. Of the provisions recorded, 6 annual holidays were predominant in all areas, except Anaheim and San Francisco, where 7 or more days were common.

Paid vacations plans were offered to about three-fourths of the temporary workers (table 65). Nationwide and in most areas, temporary workers could qualify for 1 week of vacation pay if they worked 1,500 hours. One-fifth of the workers nationwide could earn a second week after 2,000 hours of work. In Cincinnati, Philadelphia, and Washington, at least nine-tenths of the temporary workers were in establishments offering paid vacation plans, but provisions for 2 weeks were rare.

About one-fourth of the temporary workers were in establishments providing at least part of the cost of hospitalization, surgical, medical, and major medical insurance plans; most of these workers could qualify for initial coverage by working less than 500 hours (table 67). One-fifth were in establishments providing life insurance to temporaries (table 68). Of the 26 areas, only in Indianapolis were at least half of the temps offered these various plans.

The survey also collected data on the following benefits as they related to temporary workers. Three-fifths of the temps could earn referral bonuses for recommending new hires who sign on and work for a specified period of time. Slightly more than half of the temporaries could receive job training provided by their employers; nearly one-fourth had provisions for free transportation or allowances for traveling to and from the job site. Child care and credit union membership were rarely found, applying to 2 percent and

5 percent of the temporary work force, respectively.

Permanent Staff. Paid holidays and paid vacations were available to virtually all of the permanent workers in temporary help supply establishments. Paid holiday provisions were usually 6 to 8 days annually. Major exceptions were in Newark and New York, where a majority of the permanent staff were in establishments providing 9 or 10 days annually (table 64). Typical vacation provisions for permanent workers were 2 weeks of vacation pay after 1 year of service, 3 weeks after 5 years, and 3 or 4 weeks after 15 years or more (table 66).

Nearly all of the permanent workers were offered employer-sponsored health benefit plans including hospitalization, surgical, medical, and major medical coverage (table 69). Seven-eighths were offered life insurance; the same proportion had short-term disability protection. Seven-tenths were offered accidental death and dismemberment insurance and two-thirds had dental care available. These plans were usually financed jointly by the employer and employee. On the other hand, retirement plans, covering slightly over half of the permanent workers, nearly always were financed wholly by the employer. Retirement plans were available to a majority of the workers in 15 of the 26 areas surveyed, but presented no distinct regional pattern of availability.

Industry characteristics

The 3,488 establishments covered by the survey employed about 657,000 workers during the week of September 14, 1987 (table A-1). Ninety-eight percent of the industry's workers were estimated to be in metropolitan areas; slightly over three-fifths were in areas with a population of 1 million or more. By comparison, metropolitan areas accounted for 80 percent of the Nation's total nonagricultural employment in 1987.

Among the separate areas studied, total employment in the industry ranged from nearly 35,000 workers in New York and 27,000 in Los Angeles-Long Beach to just over 2,000 workers in San Antonio. Employment in 12 of the areas fell between 10,000 and 20,000, while the remaining areas employed from 3,500 to 9,000 workers. (See appendix table A-1).

Forty-hour schedules per week applied to nearly seven-eighths of all permanent workers in the industry (table 62). Shorter schedules applied to most of the remainder. Work schedules, however, varied significantly even within some areas. For example, about half of the workers in New York were scheduled for 35 hours per week, while nearly a third had 40-hour schedules; in Baltimore, three-fourths had 40-hour schedules, while workweeks longer than 40 hours applied to the remainder.

The size of the temporary help supply establishments studied ranged from 50 workers (which was the minimum

size included for study) to more than 2,000. Nearly three-fifths of the workers, however, were in mid-size establishments—those employing 100 to 499 workers. About one-eighth were employed in establishments employing fewer than 100 workers, while nearly three-tenths were in establishments employing 500 or more.

Companies with more than one office location employed 85 percent of the workers covered by the survey: Those with international operations employed 44 percent; those with offices in two or more areas, 32 percent; and companies with all of their offices in the same area, 9 percent. Single-location firms accounted for 15 percent of the workers.

The industry provides clients with workers skilled in a broad range of occupations. Individual establishments, however, may specialize in providing workers for only one or two types of jobs. Nationwide, just over two-thirds of the workers were in establishments primarily providing office clerical workers to their clients; firms primarily supplying light industrial workers accounted for about one-sixth; and those concentrating on health care occupations, nearly one-tenth.

Similar occupational patterns held in most of the 26 areas. In Baltimore, a notable exception, just over one-half of the

workers were in establishments primarily placing either light industrial or construction trades workers; also, in the Fort Lauderdale area, about three-tenths of the workers were in establishments primarily placing construction trades workers.

Firms employing 60 percent of the employees primarily supplied workers to the goods-producing sector; the remainder primarily contracted with firms in the service-producing sector. Typically, the temporary workers were placed in a variety of industries within each sector.

Temporary help firms must constantly hire new workers, either to replace employees who may stay on their rolls only a few weeks or months, or to meet growing client demand. As a result, temporary help establishments use a variety of methods to recruit potential workers (table 2). About five-sixths (84 percent) of the temporary workers were in establishments that advertised—virtually always through print media—as a primary method of recruitment. Over three-fifths of the temps were in establishments that used referrals from employment agencies or from other sources (including their own workers) as a secondary type of recruitment. As noted earlier, firms employing three-fifths of the workers paid referral bonuses to their employees who recommended new hires.

Table 1. Employment by selected characteristics

 (Percent of workers in temporary help supply establishments, United States and 26 areas,¹ September 1987)

Characteristic	United States	Northeast					South						
		Bergen-Passaic	Boston	New York	Newark	Phila-delphia	Atlanta	Baltimore	Dallas	Houston	Fort Lauderdale ²	San Antonio	Wash-ington
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100
Size of establishment													
Under 100 workers	13	17	26	4	15	12	10	8	29	12	5	24	12
100 to 249 workers	35	83	45	38	61	30	26	17	48	36	50	18	19
250 to 499 workers	22	-	29	26	24	12	18	21	11	21	19	-	41
500 workers or more	30	-	-	32	-	46	46	55	12	32	26	59	28
Primary type of worker placed													
Office clerical	68	80	57	86	71	87	62	33	67	71	54	62	79
Technical, except health	1	-	1	-	3	-	-	3	-	-	-	-	3
Professional, except health	2	-	13	4	-	2	2	8	3	-	-	-	-
Health care	9	20	11	2	21	2	13	4	2	9	9	38	18
Sales and marketing	(³)	-	-	-	-	-	-	-	-	3	-	-	-
Light industrial	18	-	9	6	5	8	19	38	28	17	6	-	-
Skilled industrial	(³)	-	7	-	-	-	-	-	-	-	-	-	-
Construction trades	1	-	-	-	-	-	4	14	-	-	31	-	-
Other	(³)	-	2	2	-	-	-	-	-	-	-	-	-
Secondary type of worker placed													
Office clerical	15	7	13	5	11	5	16	26	14	3	-	3	16
Technical, except health	6	-	10	7	5	13	12	-	10	11	-	32	3
Professional, except health	2	-	10	14	3	-	-	4	8	-	-	-	6
Health care	2	-	3	-	-	2	3	12	-	-	7	-	-
Sales and marketing	3	-	6	-	-	-	-	4	6	1	26	-	20
Light industrial	52	64	40	14	57	63	52	33	34	33	45	26	31
Skilled industrial	2	-	-	-	-	-	-	-	-	5	-	-	-
Construction trades	2	-	-	-	-	3	-	-	8	-	6	-	-
Other	2	-	-	19	6	-	-	-	6	3	-	-	5
No secondary type	14	29	19	40	18	14	18	20	14	43	16	39	21
Primary industry affiliation													
Goods-producing sector	60	56	48	4	52	57	22	62	61	49	58	21	30
Mining or construction	2	-	-	-	-	-	8	25	-	12	31	-	-
Manufacturing	21	7	27	-	32	17	9	23	38	18	16	-	11
Goods producing, industry division not available	37	49	21	4	20	39	6	14	23	19	11	21	18
Service-producing sector	39	44	52	91	43	43	78	38	39	51	42	79	70
Transportation and public utilities	2	9	3	1	18	-	14	-	-	7	-	-	-
Wholesale or retail trade	3	-	6	-	-	3	31	4	9	6	-	-	-
Finance, insurance, or real estate	9	-	17	36	6	9	4	15	15	15	33	10	8
Services, except education	14	34	26	10	12	11	13	15	3	12	9	38	49
Public administration; public or private education	(³)	-	-	1	-	2	-	3	-	-	-	-	-
Service producing, industry division not available	10	-	1	42	7	18	15	2	12	11	-	32	14
Other	1	-	-	6	5	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 1. Employment by selected characteristics—Continued

(Percent of workers in temporary help supply establishments, United States and 26 areas,¹ September 1987)

Characteristic	United States	Northeast					South						
		Bergen-Passaic	Boston	New York	Newark	Philadelphia	Atlanta	Baltimore	Dallas	Houston	Fort Lauderdale ²	San Antonio	Washington
Secondary industry affiliation													
Goods-producing sector	18	11	12	17	21	27	35	20	22	28	33	35	-
Mining or construction	4	-	1	5	-	-	8	-	11	-	2	-	-
Manufacturing	10	11	9	12	21	15	13	20	4	16	31	3	-
Goods producing, industry division not available	4	-	1	-	-	12	14	-	7	11	-	32	-
Service-producing sector	67	72	64	32	53	62	48	76	63	58	54	35	77
Transportation and public utilities	2	-	3	1	4	-	1	-	2	-	-	-	7
Wholesale or retail trade	5	20	7	-	7	7	6	10	9	-	-	-	7
Finance, insurance, or real estate	8	-	11	7	3	4	-	15	20	8	17	-	28
Services, except education	10	3	20	20	14	12	4	21	6	19	26	2	17
Public administration; public or private education	1	-	2	-	-	-	4	17	-	-	-	8	-
Service producing, industry division not available	41	49	22	4	26	39	32	14	26	31	11	25	18
No secondary industry	15	16	24	51	26	11	17	4	16	15	13	30	23
Office locations													
Locations in two or more countries	44	56	35	14	29	39	28	34	40	19	15	21	37
Multiple areas or counties	32	17	42	16	47	31	26	31	52	49	78	79	27
Multiple locations in one area	9	18	7	29	8	8	5	-	3	15	2	-	23
Multiple locations in one nonmetropolitan county	(³)	-	-	-	-	-	-	2	-	-	-	-	-
Single location	15	9	15	41	17	22	41	33	5	17	2	-	14
Type of ownership													
Independent (single location)	17	9	15	41	17	22	42	33	5	17	2	-	14
Franchise	11	9	6	18	10	8	18	38	11	-	19	62	10
Branch of parent company	72	83	79	42	73	70	36	29	85	83	79	36	76

See footnotes at end of table.

Table 1. Employment by selected characteristics—Continued

(Percent of workers in temporary help supply establishments, United States and 26 areas,¹ September 1987)

Characteristic	Midwest						West							
	Chicago	Cincinnati	Detroit	Indianapolis	Kansas City	Minneapolis-St. Paul	Anaheim-Santa Ana	Denver	Los Angeles-Long Beach	Portland	San Diego	San Francisco	San Jose	Seattle
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Size of establishment														
Under 100 workers	7	9	1	11	21	10	24	25	14	19	13	19	11	8
100 to 249 workers	12	22	14	14	41	38	27	38	47	22	40	49	23	62
250 to 499 workers	2	13	13	18	38	15	31	31	14	34	22	16	28	22
500 workers or more	79	56	72	58	-	37	18	6	25	25	25	16	38	8
Primary type of worker placed														
Office clerical	68	67	73	67	43	66	51	70	60	51	76	83	68	49
Technical, except health	-	-	-	4	-	3	5	(³)	4	12	-	-	1	10
Professional, except health	-	9	4	-	3	-	-	3	-	-	-	-	-	2
Health care	5	12	4	7	13	2	7	7	18	-	10	15	4	7
Sales and marketing	-	-	-	-	-	-	-	3	-	-	3	-	-	-
Light industrial	27	12	19	22	42	24	38	15	18	33	11	-	26	23
Skilled industrial	-	-	-	-	-	3	-	-	-	-	-	-	-	9
Construction trades	-	-	-	-	-	-	-	1	-	-	-	-	-	-
Other	-	-	-	-	-	2	-	-	-	4	-	2	-	-
Secondary type of worker placed														
Office clerical	-	9	19	22	31	21	36	8	23	45	11	2	19	46
Technical, except health	13	9	4	-	-	-	5	12	3	-	28	11	24	2
Professional, except health	-	-	-	4	-	1	-	-	1	-	2	3	-	-
Health care	(³)	-	6	-	-	3	2	5	-	-	-	-	-	-
Sales and marketing	-	17	-	-	4	2	-	5	-	-	-	-	-	5
Light industrial	48	46	68	67	39	57	50	41	48	55	31	60	52	44
Skilled industrial	8	-	-	-	-	1	-	5	4	-	-	-	-	-
Construction trades	-	-	-	-	5	-	-	12	-	-	8	-	-	-
Other	-	-	-	-	-	-	-	-	-	-	10	-	2	-
No secondary type	31	18	4	7	21	14	7	11	21	-	10	23	3	2
Primary industry affiliation														
Goods-producing sector	63	35	94	71	54	83	61	56	43	96	69	39	80	67
Mining or construction	-	-	-	-	8	-	-	4	-	-	-	-	-	-
Manufacturing	33	15	27	4	33	66	41	11	29	37	41	4	55	24
Goods producing, industry division not available	30	20	66	67	12	17	20	41	14	59	28	35	25	43
Service-producing sector	34	65	6	29	46	17	39	44	57	4	31	58	15	33
Transportation and public utilities	-	-	-	4	-	-	-	9	3	-	12	5	-	-
Wholesale or retail trade	8	-	1	9	-	4	3	-	-	4	-	5	-	15
Finance, insurance, or real estate	3	-	-	2	-	3	10	20	23	-	-	18	-	7
Services, except education	4	21	5	7	13	5	15	10	28	-	6	30	3	11
Public administration; public or private education	-	2	-	-	3	2	-	-	-	-	-	-	-	-
Service producing, industry division not available	19	42	-	7	31	3	10	5	3	-	13	-	13	-
Other	3	-	-	-	-	-	(³)	-	-	-	-	3	4	-

See footnotes at end of table.

Table 1. Employment by selected characteristics—Continued

(Percent of workers in temporary help supply establishments, United States and 26 areas,¹ September 1987)

Characteristic	Midwest						West							
	Chicago	Cincinnati	Detroit	Indianapolis	Kansas City	Minneapolis-St. Paul	Anaheim-Santa Ana	Denver	Los Angeles-Long Beach	Portland	San Diego	San Francisco	San Jose	Seattle
Secondary industry affiliation														
Goods-producing sector	14	48	2	18	40	11	23	28	18	4	8	9	15	15
Mining or construction	-	-	-	5	5	1	4	12	-	-	8	-	-	-
Manufacturing	-	9	2	9	24	7	19	9	11	4	-	9	3	15
Goods producing, industry division not available	14	38	-	5	11	2	-	7	7	-	-	-	13	-
Service-producing sector	59	30	94	71	41	71	58	61	57	91	71	69	73	64
Transportation and public utilities	-	-	-	-	-	-	1	6	4	-	-	12	4	-
Wholesale or retail trade	1	2	5	4	-	1	28	-	8	9	13	-	-	9
Finance, insurance, or real estate	12	6	-	-	-	15	6	-	12	18	22	12	9	6
Services, except education	5	2	10	-	-	29	3	-	4	1	2	9	30	2
Public administration; public or private education	-	-	-	-	-	-	-	-	(³)	-	6	-	4	4
Service producing, industry division not available	41	20	79	67	41	26	21	55	28	62	28	35	25	43
No secondary industry	27	22	4	12	19	18	19	10	26	5	21	23	12	22
Office locations														
Locations in two or more countries	38	33	58	81	46	21	22	55	15	37	47	42	30	51
Multiple areas or counties	16	54	26	19	29	18	75	23	57	47	27	34	55	30
Multiple locations in one area	38	-	10	-	9	35	2	6	10	-	17	6	11	13
Multiple locations in one nonmetropolitan county	-	-	-	-	-	-	-	-	3	-	-	-	-	-
Single location	8	13	6	-	16	26	(³)	16	15	15	9	18	5	6
Type of ownership														
Independent (single location)	38	13	23	-	16	46	(³)	16	15	15	9	18	5	6
Franchise	8	57	-	11	44	-	2	8	-	-	15	-	-	14
Branch of parent company	55	30	77	89	41	54	97	76	79	85	76	82	95	79

¹ For definitions of areas, see footnote 1, tables 9-60.

² The complete area designation is Fort Lauderdale-Hollywood-Pompano Beach.

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.

Table 2. Selected characteristics: Temporary workers

(Percent of workers in temporary help supply establishments, United States and 26 areas,¹ September 1987)

Characteristic	United States	Northeast					South						
		Bergen-Passaic	Boston	New York	Newark	Phila-delphia	Atlanta	Baltimore	Dallas	Houston	Fort Lauderdale ²	San Antonio	Wash-ington
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100
Method of recruitment													
Primary type													
Advertisement	84	96	75	95	73	92	97	72	66	79	76	90	87
Print media	83	96	75	95	73	92	94	72	66	79	76	90	87
Radio or television	(³)	-	-	-	-	-	3	-	-	-	-	-	-
Job fairs	(³)	1	-	2	-	-	-	-	3	-	-	-	-
Referrals from public or private employment agencies	2	-	1	3	-	8	-	-	10	14	-	2	5
In-house recruiting staff	2	-	4	-	2	-	(³)	-	13	-	-	-	2
Other ⁴	11	3	19	-	25	-	3	28	8	8	24	8	5
Secondary type													
Advertisement	13	1	16	3	27	8	3	28	33	6	-	10	19
Print media	11	1	16	3	23	8	3	28	22	6	-	10	8
Radio or television	2	-	-	-	4	-	-	-	11	-	-	-	11
Job fairs	3	22	2	11	2	-	1	15	4	-	-	-	14
Referrals from public or private employment agencies	24	10	24	32	5	27	33	11	19	23	44	40	23
In-house recruiting staff	16	16	22	21	14	13	22	28	12	16	7	33	3
Other ⁴	39	51	29	12	52	52	41	18	31	41	45	17	41
No secondary means	4	-	7	20	-	-	-	-	2	14	4	-	-

See footnotes at end of table.

Table 2. Selected characteristics: Temporary workers—Continued

(Percent of workers in temporary help supply establishments, United States and 26 areas,¹ September 1987)

Characteristic	Midwest						West							
	Chicago	Cincinnati	Detroit	Indianapolis	Kansas City	Minneapolis-St. Paul	Anaheim-Santa Ana	Denver	Los Angeles-Long Beach	Portland	San Diego	San Francisco	San Jose	Seattle
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Method of recruitment														
Primary type														
Advertisement	63	92	92	95	86	91	66	84	66	95	73	64	71	93
Print media	63	92	92	95	86	91	63	84	59	95	73	64	71	93
Radio or television	-	-	-	-	-	-	3	-	6	-	-	-	-	-
Job fairs	-	-	-	-	-	-	-	-	4	-	-	-	-	-
Referrals from public or private employment agencies	-	-	-	-	-	5	(²)	-	4	5	-	-	3	-
In-house recruiting staff	-	-	-	-	-	5	17	9	3	-	2	-	1	-
Other ⁴	37	8	4	5	14	-	17	8	24	-	25	36	25	7
Secondary type														
Advertisement	11	8	4	-	14	4	25	11	28	5	25	36	28	7
Print media	11	8	4	-	14	4	25	11	24	5	25	34	25	7
Radio or television	-	-	-	-	-	-	-	-	4	-	-	2	2	-
Job fairs	-	3	1	4	-	-	1	-	2	-	15	4	-	6
Referrals from public or private employment agencies	17	14	18	45	5	57	6	22	5	35	19	11	18	7
In-house recruiting staff	16	50	15	14	48	11	10	10	14	22	-	2	22	26
Other ⁴	31	25	58	36	33	20	57	57	43	38	41	47	32	54
No secondary means	25	-	-	-	-	9	-	-	8	-	-	-	-	-

¹ For definitions of areas, see footnote 1, tables 9-60.

² The complete area designation is Fort Lauderdale-Hollywood-Pompano Beach.

³ Less than 0.5 percent.

⁴ May include establishment's own temporary workers used in recruitment.

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

Table 3. Earnings distribution: Temporary workers

(Percent distribution of workers in temporary help supply establishments by straight-time hourly earnings,¹ United States, September 1987)

Hourly earnings	United States	Hourly earnings	United States
Number of workers ²	628,592		
Average (mean) hourly earnings ³	\$6.42	\$10.00 and under \$10.50	2.2
Median ³	5.50	\$10.50 and under \$11.00 .....	.8
Middle range: ³		\$11.00 and under \$11.50	1.1
First quartile	4.35	\$11.50 and under \$12.00 .....	.4
Third quartile	7.00	\$12.00 and under \$12.50	1.0
Total (percent)	100.0	\$12.50 and under \$13.00 .....	.4
		\$13.00 and under \$13.50 .....	.8
\$3.35 and under \$3.50	4.2	\$13.50 and under \$14.00 .....	.4
		\$14.00 and under \$14.50 .....	.5
\$3.50 and under \$4.00	7.8	\$14.50 and under \$15.00 .....	.1
\$4.00 and under \$4.50	14.5	\$15.00 and under \$16.00 .....	.7
\$4.50 and under \$5.00	9.6	\$16.00 and under \$17.00 .....	.4
		\$17.00 and under \$18.00 .....	.3
\$5.00 and under \$5.50	13.3	\$18.00 and under \$19.00 .....	.3
\$5.50 and under \$6.00	8.1	\$19.00 and under \$20.00 .....	.2
\$6.00 and under \$6.50	8.8	\$20.00 and over	1.3
\$6.50 and under \$7.00	5.2		
\$7.00 and under \$7.50	5.7		
\$7.50 and under \$8.00	3.0		
\$8.00 and under \$8.50	3.6		
\$8.50 and under \$9.00	1.8		
\$9.00 and under \$9.50	2.3		
\$9.50 and under \$10.00	1.1		

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living increases, where found, were included as part of the workers' regular pay. Excluded were performance bonuses and lumpsums, such as profit-sharing payments, Christmas, or year-end bonuses, and other nonproduction bonuses.

² Estimates of the number of workers are intended as a general guide to the size and composition of the

industry's labor force, rather than as precise measure of employment. The study excluded workers in establishments employing fewer than 50 workers and establishments in Alaska and Hawaii.

³ See appendix A for definitions and methods used to compute means, medians, and middle ranges.

NOTE: Because of rounding, sums of individual items may not equal 100.

Table 4. Earnings distribution: Permanent full-time workers

(Percent distribution of workers in temporary help supply establishments by straight-time hourly earnings,¹ United States, September 1987)

Hourly earnings	United States	Hourly earnings	United States
Number of workers ²	19,515		
Average (mean) hourly earnings ³	\$10.15	\$10.00 and under \$10.50	7.1
Median ³	9.49	\$10.50 and under \$11.00	5.1
Middle range: ³		\$11.00 and under \$11.50	2.9
First quartile	7.69	\$11.50 and under \$12.00	3.6
Third quartile	11.54	\$12.00 and under \$12.50	3.5
Total (percent)	100.0	\$12.50 and under \$13.00	2.9
		\$13.00 and under \$13.50	2.2
\$3.35 and under \$3.50 .....	.2	\$13.50 and under \$14.00	1.9
		\$14.00 and under \$14.50	1.8
\$3.50 and under \$4.00 .....	.2	\$14.50 and under \$15.00 .....	.7
\$4.00 and under \$4.50 .....	.8	\$15.00 and under \$16.00	1.9
\$4.50 and under \$5.00 .....	.6	\$16.00 and under \$17.00	1.8
		\$17.00 and under \$18.00 .....	.9
\$5.00 and under \$5.50	2.2	\$18.00 and under \$19.00 .....	.9
\$5.50 and under \$6.00	1.9	\$19.00 and under \$20.00	1.2
\$6.00 and under \$6.50	5.3	\$20.00 and over	2.7
\$6.50 and under \$7.00	4.4		
\$7.00 and under \$7.50	5.8		
\$7.50 and under \$8.00	7.4		
\$8.00 and under \$8.50	5.7		
\$8.50 and under \$9.00	8.2		
\$9.00 and under \$9.50	7.3		
\$9.50 and under \$10.00	9.1		

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living increases, where found, were included as part of the workers' regular pay. Excluded were performance bonuses and lumpsums, such as profit-sharing payments, Christmas, or year-end bonuses, and other nonproduction bonuses.

² Estimates of the number of workers are intended as a general guide to the size and composition of the

industry's labor force, rather than as precise measure of employment. The study excluded workers in establishments employing fewer than 50 workers and establishments in Alaska and Hawaii.

³ See appendix A for definitions and methods used to compute means, medians, and middle ranges.

NOTE: Because of rounding, sums of individual items may not equal 100.

Table 5. Occupational average earnings: Temporary workers

(Number of workers and average straight-time hourly earnings¹ in selected occupations in temporary help supply establishments, United States, September 1987)

Occupational category	United States	
	Number of workers ²	Average hourly earnings
All temporary workers	628,592	\$6.42
Executive, administrative, and managerial occupations	2,483	12.31
Professional specialty occupations	20,653	16.96
Computer systems analysts and scientists	512	18.17
Engineers	3,071	24.74
Registered nurses	13,451	14.99
Technical and related support occupations	24,301	11.02
Health technologists and technicians	12,340	10.17
Clinical laboratory technologists and technicians	546	7.11
Licensed practical nurses	9,714	10.03
Technologists and technicians, except health	11,961	11.88
Computer programmers	463	15.96
Drafting occupations	4,571	12.78
Electrical and electronic technicians	1,889	10.30
Mechanical engineering technicians	889	11.00
Sales and marketing workers	9,744	5.39
Cashiers	592	4.54
Demonstrators, promoters, and models, sales	2,582	5.51
Telemarketing, sales	2,704	5.26
Administrative support occupations including clerical	328,828	6.46
Bookkeepers, accounting and auditing clerks	12,987	6.61
Computer equipment operators	10,938	7.83
Data entry keyers	40,468	6.11
General office clerks	71,723	5.11
Messengers	3,913	4.74
Receptionists	25,667	5.66
Nontyping	13,164	5.67
Typing	12,503	5.65

See footnotes at end of table.

Table 5. Occupational average earnings: Temporary workers—Continued

(Number of workers and average straight-time hourly earnings¹ in selected occupations in temporary help supply establishments, United States, September 1987)

Occupational category	United States	
	Number of workers ²	Average hourly earnings
Administrative support occupations including clerical—Continued		
Secretaries	45,086	\$7.66
Executive	24,399	7.79
Legal	1,247	8.06
Medical	286	7.76
Stock and inventory clerks	3,856	4.97
Typists and word processors	61,810	7.89
Word processors	33,745	9.46
Typists	25,435	5.97
Service occupations	46,347	5.13
Guards	2,571	6.36
Health aides, except nursing	2,955	4.89
Janitors and cleaners	6,526	4.36
Kitchen workers, food preparation	2,568	4.35
Nursing aides, orderlies, and attendants	22,964	5.50
Precision, production, craft, and repair occupations	7,708	8.14
Mechanics and repairers	965	9.05
Mechanics and repairers, except supervisors	440	10.59
Construction trades	1,173	8.18
Journeymen	502	9.03
Precision production occupations	5,570	7.97
Electrical and electronic equipment assemblers	1,988	6.97
Machinists	276	12.43
Precision inspectors, testers, and related workers	604	9.09

See footnotes at end of table.

Table 5. Occupational average earnings: Temporary workers—Continued

(Number of workers and average straight-time hourly earnings¹ in selected occupations in temporary help supply establishments, United States, September 1987)

Occupational category	United States	
	Number of workers ²	Average hourly earnings
Operators, fabricators, and laborers	160,631	\$4.65
Machine operators, assemblers, and inspectors	47,112	4.78
Assemblers	30,380	4.59
Transportation and material moving occupations	5,611	7.78
Material moving equipment operators	1,249	5.72
Motor vehicle operators	3,439	9.25
Handlers, equipment cleaners, helpers, and laborers	107,908	4.42
Construction laborers	8,555	3.72
Freight, stock, and material handlers	23,341	4.57
Helpers, mechanics and repairers	1,177	5.78
Laborers, except construction	45,589	4.33

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living increases, where found, were included as part of the workers' regular pay. Excluded were performance bonuses and lump-sums, such as profit-sharing payments, Christmas, or year-end bonuses, and other nonproduction bonuses.

² Estimates of the number of workers are intended as a general guide to the size and composition of the industry's labor force, rather than as precise measures of employment. The study excluded workers in establishments employing fewer than 50 workers and establishments in Alaska and Hawaii.

NOTE: Overall occupation may include data for subclassifications not shown separately.

Table 6. Occupational average earnings: Temporary workers in large metropolitan areas

(Number of workers and average straight-time hourly earnings¹ in selected occupations in temporary help supply establishments, large metropolitan areas,² September 1987)

Occupational category	Large metropolitan areas	
	Number of workers ³	Average hourly earnings
All temporary workers	384,037	\$6.82
Executive, administrative, and managerial occupations	2,239	12.14
Professional specialty occupations	13,670	18.71
Computer systems analysts and scientists	354	21.56
Engineers	2,282	26.43
Registered nurses	7,935	17.18
Technical and related support occupations	15,500	11.78
Health technologists and technicians	6,731	11.63
Clinical laboratory technologists and technicians	96	8.98
Licensed practical nurses	4,844	11.42
Technologists and technicians, except health	8,769	11.89
Computer programmers	324	17.62
Drafting occupations	2,962	13.32
Electrical and electronic technicians	1,529	10.43
Mechanical engineering technicians	428	10.48
Sales and marketing workers	5,983	5.62
Cashiers	461	4.65
Demonstrators, promoters, and models, sales	1,281	5.86
Telemarketing, sales	2,041	5.33
Administrative support occupations including clerical	207,768	6.82
Bookkeepers, accounting and auditing clerks	8,227	6.84
Computer equipment operators	7,131	8.26
Data entry keyers	23,383	6.36
General office clerks	42,629	5.33
Messengers	3,056	4.67
Receptionists	16,685	5.96
Nontyping	8,749	5.94
Typing	7,936	5.99

See footnotes at end of table.

Table 6. Occupational average earnings: Temporary workers in large metropolitan areas—Continued

(Number of workers and average straight-time hourly earnings¹ in selected occupations in temporary help supply establishments, large metropolitan areas,² September 1987)

Occupational category	Large metropolitan areas	
	Number of workers ³	Average hourly earnings
Administrative support occupations including clerical—Continued		
Secretaries	26,380	\$8.24
Executive	13,675	8.32
Legal	713	9.54
Medical	159	8.78
Stock and inventory clerks	3,180	4.82
Typists and word processors	41,702	8.67
Word processors	24,741	10.27
Typists	15,028	6.33
Service occupations	25,153	5.44
Guards	1,503	6.99
Health aides, except nursing	1,989	4.85
Janitors and cleaners	3,313	4.30
Kitchen workers, food preparation	1,068	4.58
Nursing aides, orderlies, and attendants	13,265	5.77
Precision, production, craft, and repair occupations	4,753	8.06
Mechanics and repairers	589	9.47
Mechanics and repairers, except supervisors	233	12.11
Construction trades	306	7.94
Journeyman	117	10.27
Precision production occupations	3,858	7.85
Electrical and electronic equipment assemblers	1,948	6.99
Machinists	136	11.88
Precision inspectors, testers, and related workers	578	9.27

See footnotes at end of table.

Table 6. Occupational average earnings: Temporary workers in large metropolitan areas—Continued

(Number of workers and average straight-time hourly earnings¹ in selected occupations in temporary help supply establishments, large metropolitan areas,² September 1987)

Occupational category	Large metropolitan areas	
	Number of workers ³	Average hourly earnings
Operators, fabricators, and laborers	90,403	\$4.63
Machine operators, assemblers, and inspectors	20,058	4.93
Assemblers	12,527	4.68
Transportation and material moving occupations	3,357	8.75
Material moving equipment operators	755	5.91
Motor vehicle operators	1,842	11.37
Handlers, equipment cleaners, helpers, and laborers	66,988	4.33
Construction laborers	6,668	3.73
Freight, stock, and material handlers	12,910	4.55
Helpers, mechanics and repairers	179	5.47
Laborers, except construction	26,190	4.32

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living increases, where found, were included as part of the workers' regular pay. Excluded were performance bonuses and lumpsums, such as profit-sharing payments, Christmas, or year-end bonuses, and other nonproduction bonuses.

² Defined as metropolitan areas with 1 million or more population based on the 1980 Census.

³ Estimates of the number of workers are intended as a general guide to the size and composition of the industry's labor force, rather than as precise measures of employment. The study excluded workers in establishments employing fewer than 50 workers and establishments in Alaska and Hawaii.

NOTE: Overall occupation may include data for subclassifications not shown separately.

Table 7. Occupational average earnings: Permanent full-time workers

(Number of workers and average straight-time hourly earnings¹ in selected occupations in temporary help supply establishments, United States, September 1987)

Occupational category and method of wage payment ²	United States	
	Number of workers ³	Average hourly earnings
All full-time permanent workers	19,515	\$10.15
Time	15,352	9.77
Incentive	4,163	11.57
Office managers	2,667	14.21
Time	1,995	13.78
Incentive	672	15.49
Coordinators and sales representatives	11,151	9.76
Time	8,052	9.31
Incentive	3,099	10.92
Service coordinators	7,787	9.30
Time	6,177	9.14
Incentive	1,610	9.90
Business services sales representatives	2,171	11.50
Time	1,214	10.40
Incentive	957	12.90
Coordinators-sales representatives	1,193	9.61
Time	661	8.92
Incentive	532	10.47
Accounting clerks ⁴	564	8.58
Accounting clerks II	266	8.92
Accounting clerks III	190	8.49
Receptionists ⁴	499	7.11

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living increases, where found, were included as part of the workers' regular pay. Excluded were performance bonuses and lumpsums, such as profit-sharing payments, Christmas, or year-end bonuses, and other nonproduction bonuses.

² For definition of method of wage payment, see appendix A.

³ Estimates of the number of workers are intended as a general guide to the size and composition of the industry's labor force, rather than as precise measures of employment. The study excluded workers in establishments employing fewer than 50 workers and establishments in Alaska and Hawaii.

⁴ Virtually all time workers.

NOTE: Overall occupation may include data for subclassifications not shown separately.

Table 8. Occupational average earnings: Permanent full-time workers in large metropolitan areas

(Number of workers and average straight-time hourly earnings¹ in selected occupations in temporary help supply establishments, large metropolitan areas,² September 1987)

Occupational category and method of wage payment ²	Large metropolitan areas	
	Number of workers ⁴	Average hourly earnings
All full-time permanent workers	11,788	\$10.71
Time	8,768	10.25
Incentive	3,020	12.02
Office managers	1,707	14.81
Time	1,168	14.37
Incentive	539	15.76
Coordinators and sales representatives	6,633	10.18
Time	4,434	9.62
Incentive	2,199	11.31
Service coordinators	4,460	9.64
Time	3,363	9.53
Incentive	1,097	9.99
Business services sales representatives	1,437	12.09
Time	702	10.61
Incentive	735	13.50
Coordinators-sales representatives	736	9.69
Time	369	8.55
Incentive	367	10.85
Accounting clerks ⁵	333	9.12
Accounting clerks II	196	9.34
Accounting clerks III	75	8.84
Receptionists ⁵	286	7.36

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living increases, where found, were included as part of the workers' regular pay. Excluded were performance bonuses and lumpsums, such as profit-sharing payments, Christmas, or year-end bonuses, and other nonproduction bonuses.

² Defined as metropolitan areas with a population of 1 million or more based on the 1980 Census.

³ For definition of method of wage payment, see appendix A.

⁴ Estimates of the number of workers are intended as a general guide to the size and composition of the industry's labor force, rather than as precise measures of employment. The study excluded workers in establishments employing fewer than 50 workers and establishments in Alaska and Hawaii.

⁵ Virtually all time workers.

NOTE: Overall occupation may include data for subclassifications not shown separately.

Table 9. Occupational earnings: Temporary workers—Anaheim—Santa Ana, CA¹

(Percent distribution of workers in selected occupations in temporary help supply establishments by straight-time hourly earnings,² September 1987)

Occupational category	Number of workers ³	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 - 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	
All temporary workers	10,962	\$6.64	4	15	10	17	7	9	9	8	3	6	4	3	1	1	(⁴)	(⁴)	(⁴)	(⁴)	1	(⁴)	1						
Executive, administrative, and managerial occupations	8	12.31	-	-	-	-	-	-	-	-	38	-	-	-	-	13	13	25	-	-	-	-	-	-	13	-	-	-	
Professional specialty occupations	424	21.73	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	22	2	4	11	7	10	11	5 33		
Registered nurses	388	21.44	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	24	2	4	10	8	10	11	30		
Technical and related support occupations	427	8.67	-	9	6	10	7	20	(⁴)	2	1	6	6	6	3	5	6	5	2	1	1	1	(⁴)	1	(⁴)	-	-	1	
Technologists and technicians, except health	387	8.17	-	10	7	11	8	22	(⁴)	3	1	6	6	7	3	3	2	3	1	1	2	1	1	1	(⁴)	-	-	2	
Drafting occupations	90	10.19	-	16	13	2	-	-	-	3	4	7	7	9	2	3	2	10	4	2	4	3	2	3	-	-	-	1	
Sales and marketing workers	104	6.80	-	-	8	17	15	12	12	5	20	2	-	-	-	10	-	-	-	-	-	-	-	-	-	-	-	-	
Telemarketing, sales	31	8.44	-	-	-	6	-	13	29	16	-	3	-	-	-	32	-	-	-	-	-	-	-	-	-	-	-	-	
Administrative support occupations	4,440	7.08	-	1	3	10	6	15	12	17	7	12	8	6	2	(⁴)	(⁴)	-	(⁴)	-	-	-	-	-	-	-	-	-	
including clerical	750	8.61	-	-	-	1	-	5	2	8	11	27	23	17	4	1	1	-	-	-	-	-	-	-	-	-	-	-	
Secretaries	674	8.69	-	-	-	1	-	2	2	9	11	27	24	18	4	1	1	-	-	-	-	-	-	-	-	-	-	-	
Executive	772	7.88	-	-	-	-	6	11	15	18	9	11	11	13	4	1	-	-	(⁴)	-	-	-	-	-	-	-	-	-	
Typists and word processors	283	9.65	-	-	-	-	-	-	-	3	4	11	29	37	11	4	-	-	1	-	-	-	-	-	-	-	-	-	
Word processors	421	6.91	-	-	-	-	8	17	24	28	11	12	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Typists	809	6.51	-	-	-	3	11	30	23	24	4	5	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Receptionists	528	6.37	-	-	-	3	15	31	24	20	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Nontyping	281	6.75	-	-	-	3	1	27	22	32	3	10	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Typing	194	7.67	-	-	-	-	3	6	16	29	12	20	7	4	2	-	3	-	-	-	-	-	-	-	-	-	-	-	
Bookkeepers, accounting and auditing clerks	51	5.00	-	20	4	67	-	4	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Messengers	108	5.19	-	33	-	31	15	6	7	3	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Stock and inventory clerks (no heavy lifting required)	696	5.62	-	(⁴)	18	36	8	16	9	6	2	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
General office clerks	410	7.23	-	-	-	1	2	10	11	42	13	13	7	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Data entry keyers	22	5.17	-	41	9	5	18	14	-	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service occupations: Janitors and cleaners	239	5.98	-	(⁴)	32	24	8	8	3	5	2	7	4	7	(⁴)	-	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-
Precision, production, craft, and repair occupations	110	5.53	-	1	26	28	15	12	5	5	1	5	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Precision production occupations: Electrical and electronic equipment assemblers	4,810	4.72	9	32	16	25	9	5	2	1	(⁴)	(⁴)	(⁴)	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Operators, fabricators, and laborers	2,005	4.77	(⁴)	41	21	16	11	5	3	1	(⁴)	1	(⁴)	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Machine operators, assemblers, and inspectors	1,548	4.58	(⁴)	48	25	13	9	3	1	1	-	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Assemblers																													

See footnotes at end of table.

Table 11. Occupational earnings: Temporary workers—Atlanta, GA¹

(Percent distribution of workers in selected occupations in temporary help supply establishments by straight-time hourly earnings,² September 1987)

Occupational category	Number of workers ³	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 - 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	
All temporary workers	15,387	\$6.12	2	11	13	10	18	13	10	3	3	1	3	3	4	1	1	2	1	(⁴)										
Professional specialty occupations	680	16.07	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	49	13	2	9	(⁴)	2	2	4	3	1	2	8	
Technical and related support occupations	782	10.43	-	-	-	-	(⁴)	8	(⁴)	(⁴)	1	1	1	65	18	3	(⁴)	1	(⁴)	-	(⁴)	(⁴)	-	-	-	-	-	-	1	
Technologists and technicians, except health	125	9.03	-	-	-	-	1	53	2	2	3	5	7	3	3	6	2	5	2	-	2	1	-	-	-	-	-	-	3	
Administrative support occupations																														
including clerical	6,735	6.02	-	1	8	7	20	21	18	6	4	2	5	5	2	(⁴)	(⁴)	-	(⁴)	-	-	-	-	-	-	-	-	-	-	
Secretaries	530	7.03	-	-	-	1	4	6	18	26	13	14	8	7	1	1	(⁴)	-	(⁴)	-	-	-	-	-	-	-	-	-	-	
Executive	379	7.02	-	-	-	1	2	7	21	22	16	12	11	5	2	1	1	-	(⁴)	-	-	-	-	-	-	-	-	-	-	
Typists and word processors	1,158	7.72	-	-	(⁴)	1	4	16	16	6	2	3	15	22	13	2	-	-	(⁴)	-	-	-	-	-	-	-	-	-	-	
Word processors	653	9.10	-	-	1	-	-	(⁴)	2	2	4	27	38	23	3	-	-	(⁴)	-	-	-	-	-	-	-	-	-	-	-	
Typists	473	5.97	-	-	-	1	8	38	34	15	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Receptionists	435	5.68	-	-	1	4	27	37	12	18	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Nontyping	234	5.46	-	-	3	7	45	21	13	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Typing	201	5.93	-	-	-	-	5	56	10	27	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Bookkeepers, accounting and auditing clerks	243	5.96	-	-	1	10	12	35	15	16	5	2	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Stock and inventory clerks (no heavy lifting required)	99	5.63	-	-	4	34	-	-	57	-	1	1	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
General office clerks	2,693	5.26	-	2	13	12	37	17	12	1	3	1	2	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Data entry keyers	810	5.97	-	-	1	(⁴)	8	42	38	5	3	(⁴)	1	(⁴)	(⁴)	-	(⁴)	-	(⁴)	-	-	-	-	-	-	-	-	-	-	
Service occupations	1,478	4.72	-	26	8	14	28	22	1	(⁴)	(⁴)	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	
Janitors and cleaners	273	3.83	-	70	13	5	9	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Precision, production, craft, and repair occupations	49	11.17	-	-	-	-	-	-	-	12	10	-	20	-	-	-	6	2	43	4	-	-	2	-	-	-	-	-	-	
Operators, fabricators, and laborers	4,848	4.52	6	24	25	17	17	3	3	(⁴)	1	(⁴)	1	2	-	-	-	-	-	-	(⁴)	-	-	-	-	-	-	-	-	
Machine operators, assemblers, and inspectors	440	4.75	-	9	27	19	35	3	5	(⁴)	(⁴)	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Assemblers	247	4.56	-	15	26	18	37	2	(⁴)	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Transportation and material moving occupations	466	6.16	-	15	19	3	17	3	12	2	-	-	8	19	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	
Handlers, equipment cleaners, helpers, and laborers	3,942	4.31	7	27	26	18	15	3	2	(⁴)	2	(⁴)	(⁴)	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Construction laborers	702	3.67	-	99	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Freight, stock, and material handlers	1,201	4.59	(⁴)	14	30	17	29	3	3	(⁴)	3	(⁴)	-	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Laborers, except construction	794	3.92	35	25	10	21	7	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.

³ Estimates of the number of workers are intended as a general guide to the size and composition of the industry's labor force, rather than as precise measures of employment. The study excluded workers in establishments employing

fewer than 50 workers.

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. Overall occupation may include data for subclassifications not shown separately.

Table 12. Occupational earnings: Permanent full-time workers—Atlanta, GA¹

(Percent distribution of workers in selected occupations in temporary help supply establishments by straight-time hourly earnings,² September 1987)

Occupational category and method of wage payment ³	Number of workers ⁴	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 - 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 - 15.50	15.50 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 and over
All permanent workers	540	\$10.38	(⁵)	5	-	7	4	1	9	3	6	8	6	9	6	1	5	3	9	3	3	4	1	(⁵)	2	2	(⁵)	(⁵)	2
Time	393	9.49	(⁵)	7	-	9	5	2	12	3	7	6	7	10	6	1	4	3	2	3	4	3	(⁵)	-	2	2	(⁵)	(⁵)	-
Incentive	147	12.76	-	-	-	-	-	-	1	3	2	14	4	5	5	1	9	3	28	1	2	7	2	1	-	3	-	1	8
Office managers	110	13.62	-	-	-	-	-	2	-	2	2	9	8	17	1	5	4	4	1	5	15	1	1	8	4	-	2	⁶ 11	
Time	72	12.07	-	-	-	-	-	3	-	3	1	13	6	26	1	6	4	3	1	6	10	1	-	13	3	-	1	-	
Coordinators and sales representatives	299	9.72	-	-	-	11	5	1	10	4	8	12	7	9	3	1	5	3	14	2	1	2	1	-	-	-	(⁵)	-	
Time	190	8.74	-	-	-	17	8	2	15	4	12	9	8	13	1	1	2	3	1	2	-	2	-	-	-	1	1	-	
Incentive	109	11.43	-	-	-	-	-	-	2	4	3	17	5	2	6	2	10	4	36	2	2	2	3	-	-	2	-	-	
Service coordinators	161	9.34	-	-	-	4	1	2	19	6	14	11	12	9	4	1	7	4	2	1	1	-	-	-	-	-	-	-	
Time	110	8.77	-	-	-	5	2	3	26	5	18	7	14	12	1	2	3	3	-	-	-	-	-	-	-	-	-	-	
Business services sales representatives	60	11.29	-	-	-	-	7	-	-	3	3	17	-	18	5	3	7	3	8	3	-	8	5	-	-	7	2	-	
Time	43	10.58	-	-	-	-	9	-	-	5	5	23	-	26	2	-	2	5	5	5	7	-	-	-	-	5	2	-	
Incentive	17	13.07	-	-	-	-	-	-	-	-	-	-	-	-	12	12	18	-	18	-	-	12	18	-	-	12	-	-	
Coordinators-sales representatives	78	9.29	-	-	-	35	12	-	-	-	-	12	-	-	-	-	-	-	41	1	-	-	-	-	-	-	-	-	
Accounting clerks ⁷	11	8.84	-	-	-	-	9	9	-	36	18	-	9	-	9	-	-	-	9	-	-	-	-	-	-	-	-	-	

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.

³ For definition of method of wage payment, see appendix A.

⁴ Estimates of the number of workers are intended as a general guide to the size and composition of the industry's labor force, rather than as precise measures of employment. The study excluded workers in establishments employing fewer than 50 workers.

⁵ Less than 0.5 percent.

⁶ Workers were distributed as follows: 4 percent at \$20 and under \$21; 2 percent at \$21 and under \$22; 2 percent at \$22 and under \$23; 2 percent at \$28 and under \$29; and 2 percent at \$30 and under \$31.

⁷ Virtually all time workers.

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

Table 13. Occupational earnings: Temporary workers—Baltimore, MD¹

(Percent distribution of workers in selected occupations in temporary help supply establishments by straight-time hourly earnings,² September 1987)

Occupational category	Number of workers ³	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	8.00-9.00	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	
All temporary workers	9,742	\$5.81	15	16	18	8	6	4	5	3	6	5	4	1	(⁴)	(⁴)	1	1	1	2	(⁴)	1	(⁴)	1						
Professional specialty occupations	450	17.80	-	-	-	-	-	-	-	-	-	-	-	-	-	(⁴)	1	19	(⁴)	28	1	25	2	(⁴)	1	5	(⁴)	-	5	16
Registered nurses	285	15.64	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	30	(⁴)	43	1	12	-	-	(⁴)	8	-	-	-	4
Technical and related support occupations	472	11.26	-	-	4	1	5	1	3	(⁴)	7	1	15	4	4	7	13	4	11	6	4	2	3	3	1	-	1	1	1	
Health technologists and technicians	58	12.32	-	-	-	-	-	-	-	-	-	-	-	-	16	29	16	2	38	-	-	-	-	-	-	-	-	-	-	
Technologists and technicians, except health	414	11.11	-	-	4	1	6	1	4	(⁴)	7	1	18	5	2	3	12	4	7	7	4	2 ^o	3	3	1	-	1	1	1	
Electrical and electronic technicians	69	10.59	-	-	-	-	-	-	6	-	3	-	19	7	12	-	48	-	6	-	-	-	-	-	-	-	-	-	-	
Sales and marketing workers	48	4.79	-	-	4	58	25	8	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Administrative support occupations																														
including clerical	3,244	5.63	3	3	11	18	15	11	11	4	17	3	4	1	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Secretaries	241	6.68	-	-	1	-	7	9	26	24	15	7	10	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Executive	142	6.84	-	-	-	-	3	3	31	29	16	6	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Typists and word processors	411	6.20	3	4	1	4	12	20	16	6	9	8	14	1	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Word processors	152	7.52	-	-	-	-	-	4	7	11	18	20	37	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Typists	249	5.41	5	7	2	7	19	31	21	4	3	(⁴)	1	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Receptionists	161	5.49	-	-	1	7	22	55	11	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Nontyping	62	5.31	-	-	-	16	45	21	13	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Typing	99	5.60	-	-	2	2	8	76	9	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Bookkeepers, accounting and auditing clerks	44	5.85	-	-	-	-	23	30	39	2	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
General office clerks	727	4.71	6	7	4	58	22	1	(⁴)	-	1	(⁴)	(⁴)	-	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Data entry keyers	375	5.52	2	10	1	7	24	18	25	5	3	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service occupations:																														
Nursing aides, orderlies, and attendants	237	7.22	-	-	-	1	7	3	47	-	-	-	41	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Janitors and cleaners	13	4.60	-	-	69	-	23	-	-	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Operators, fabricators, and laborers	4,634	3.92	30	32	28	4	1	(⁴)	1	1	1	(⁴)	1	(⁴)	-	-	-	(⁴)	-	-	-	-	-	-	-	(⁴)				
Transportation and material moving occupations	26	5.92	-	-	8	15	46	-	8	8	-	-	8	-	-	-	8	-	-	-	-	-	-	-	-	-	-	-	-	
Handlers, equipment cleaners, helpers, and laborers	4,394	3.88	32	33	27	3	1	(⁴)	1	1	1	(⁴)	1	1	(⁴)	(⁴)	-	-	-	-	-	(⁴)	-	-	-	-	-	-	-	
Laborers, except construction	230	4.20	10	13	65	5	2	1	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

³ Estimates of the number of workers are intended as a general guide to the size and composition of the industry's labor force, rather than as precise measures of employment. The study excluded workers in establishments employing fewer than 50 workers.

⁴ Less than 0.5 percent.

⁵ Workers were distributed as follows: 4 percent at \$24 and under \$25; 1 percent at \$25 and under \$26; 2 percent at \$26 and under \$27; and 9 percent at \$27 and over.

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

Table 14. Occupational earnings: Permanent full-time workers—Baltimore, MD¹

(Percent distribution of workers in selected occupations in temporary help supply establishments by straight-time hourly earnings,² September 1987)

Occupational category and method of wage payment ³	Number of workers ⁴	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	10.00-10.50	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
All permanent workers	216	\$9.14	2	5	2	1	1	4	8	7	7	6	8	6	9	8	3	1	3	2	5	2	4	-	(⁵)	2	1	1
Time	107	8.57	4	10	5	-	2	3	8	8	7	3	3	7	10	7	4	1	4	4	-	3	5	-	1	3	-	-
Incentive	109	9.70	-	-	-	2	-	6	8	6	8	8	13	6	7	9	3	1	3	-	9	2	3	-	-	2	2	2
Office managers	32	12.91	-	-	-	-	-	-	-	16	-	-	9	3	6	-	3	3	9	3	-	16	-	3	16	6	6	
Time	16	12.77	-	-	-	-	-	-	-	13	-	-	13	-	-	-	-	-	19	-	-	31	-	6	19	-	-	
Coordinators and sales representatives	124	9.29	-	-	-	2	-	5	7	8	6	7	11	7	15	13	2	1	5	-	7	2	2	-	-	-	-	
Time	33	9.75	-	-	-	-	-	-	9	3	-	-	15	33	24	-	3	12	-	-	-	-	-	-	-	-	-	
Incentive	91	9.12	-	-	-	2	-	7	10	8	7	10	15	4	8	9	3	-	2	-	10	2	3	-	-	-	-	
Service coordinators	87	8.69	-	-	-	2	-	7	9	10	3	10	13	9	15	14	1	-	5	-	1	-	-	-	-	-	-	
Time	29	9.77	-	-	-	-	-	-	-	10	-	-	-	17	31	28	-	-	14	-	-	-	-	-	-	-	-	
Incentive	58	8.16	-	-	-	3	-	10	14	10	5	16	19	5	7	7	2	-	-	-	2	-	-	-	-	-	-	
Business services sales representatives	24	10.72	-	-	-	-	-	-	4	8	-	8	-	21	8	8	4	8	-	8	8	13	-	-	-	-	-	
Incentive	20	10.94	-	-	-	-	-	-	5	5	-	10	-	15	10	10	-	10	-	10	10	15	-	-	-	-	-	
Accounting clerks ⁶	9	6.81	-	22	-	-	-	-	11	22	22	-	22	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

³ For definition of method of wage payment, see appendix A.

⁴ Estimates of the number of workers are intended as a general guide to the size and composition of the industry's labor force, rather than as precise measures of employment. The study excluded workers in establishments

employing fewer than 50 workers.

⁵ Less than 0.5 percent.

⁶ Virtually all time workers.

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

Table 15. Occupational earnings: Temporary workers—Bergen-Passaic, NJ¹

(Percent distribution of workers in selected occupations in temporary help supply establishments by straight-time hourly earnings,² September 1987)

Occupational category	Number of workers ³	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																											
			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	7.00-7.50	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	19.00-20.00	20.00-21.00	21.00 and over	
All temporary workers	3,337	\$7.43	(⁴)	3	9	12	14	12	11	9	7	3	4	1	5	1	2	(⁴)	2	(⁴)	2	1	(⁴)	1	(⁴)					
Professional specialty occupations	67	17.16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	12	1	52	3	7	7	10	6	
Registered nurses	64	16.94	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	13	2	55	3	8	8	11	2	
Technical and related support occupations	61	11.64	-	-	-	-	-	-	-	13	-	5	-	-	-	-	3	-	61	-	7	10	2	-	-	-	-	-	-	
Health technologists and technicians	49	12.52	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	76	-	8	12	2	-	-	-	-	-	-	-	
Licensed practical nurses	49	12.52	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	76	-	8	12	2	-	-	-	-	-	-	-	
Sales and marketing workers	14	11.79	-	-	-	-	14	-	21	14	-	-	7	-	-	-	-	-	-	-	-	-	-	-	-	43	-	-	-	
Administrative support occupations																														
including clerical	2,200	7.74	-	1	3	6	11	16	16	12	10	4	5	1	7	1	3	(⁴)	1	1	2	1	(⁴)	-	-	-	-	-	-	
Computer equipment operators ..	44	9.56	-	-	-	-	-	-	7	7	7	7	16	5	32	11	5	-	-	-	-	5	-	-	-	-	-	-	-	
Secretaries	405	9.34	-	-	-	-	(⁴)	1	9	10	15	11	13	3	18	2	3	(⁴)	3	3	8	(⁴)	-	-	-	-	-	-	-	
Executive	230	9.13	-	-	-	-	-	2	13	16	16	7	10	3	12	3	5	-	5	5	3	(⁴)	-	-	-	-	-	-	-	
Typists and word processors	297	8.23	-	-	-	1	7	6	22	8	13	6	10	4	14	3	3	-	1	-	-	-	-	-	-	-	-	-	-	
Word processors	112	9.58	-	-	-	-	-	-	4	4	4	5	21	10	33	7	9	-	3	-	-	-	-	-	-	-	-	-	-	
Typists	173	7.30	-	-	-	2	13	10	34	11	20	7	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Receptionists	103	7.08	-	-	-	-	20	24	35	11	3	-	1	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Nontyping	68	7.09	-	-	-	-	22	21	37	7	4	-	-	-	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Typing	35	7.04	-	-	-	-	17	31	31	17	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Bookkeepers, accounting and auditing clerks	83	8.03	-	-	-	-	5	8	42	19	2	5	2	1	4	-	1	-	-	-	2	7	-	-	-	-	-	-	-	
General office clerks	429	6.44	-	4	5	11	29	37	10	(⁴)	3	-	-	-	-	1	(⁴)	-	-	(⁴)	-	(⁴)	-	-	-	-	-	-	-	
Data entry keyers	399	7.57	-	-	1	3	(⁴)	10	19	34	22	5	6	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service occupations	433	5.38	2	11	46	14	23	3	(⁴)	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Operators, fabricators, and laborers	340	6.19	-	14	9	22	18	13	7	7	-	1	7	-	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-	
Machine operators, assemblers, and inspectors	100	6.35	-	14	8	16	8	17	14	21	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	
Assemblers	98	6.23	-	14	8	16	8	17	14	21	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Handlers, equipment cleaners, helpers, and laborers	230	6.08	-	14	10	26	22	12	3	2	-	-	10	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Freight, stock, and material handlers	168	5.90	-	19	13	27	22	5	4	-	-	-	10	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Laborers, except construction	45	6.35	-	-	-	27	29	31	2	9	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

¹ The Bergen-Passaic metropolitan area consists of Bergen and Passaic Counties.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

³ Estimates of the number of workers are intended as a general guide to the size and composition of the industry's labor force, rather than as precise measures of employment. The study excluded workers in establishments employing fewer than 50 workers.

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. Overall occupation may include data for subclassifications not shown separately.

Table 16. Occupational earnings: Permanent full-time workers—Bergen-Passaic, NJ¹(Percent distribution of workers in selected occupations in temporary help supply establishments by straight-time hourly earnings,² September 1987)

Occupational category and method of wage payment ³	Number of workers ⁴	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																						
			Under 6.50	6.50 and under 7.00	7.00	7.50	8.00	8.50	9.00	9.50	10.00	10.50	11.00	11.50	12.00	12.50	13.00	14.00	15.00	16.00	17.00	18.00	19.00	20.00	21.00	21.00 and over
All permanent workers	139	\$10.67	4	6	7	4	2	9	14	7	10	3	4	2	4	4	6	2	5	-	1	-	-	3	2
Time	132	10.51	4	7	8	4	2	9	14	8	11	3	5	2	5	4	7	2	2	-	1	-	-	3	2
Office managers	24	13.65	-	-	-	-	-	-	8	-	8	-	4	-	21	-	21	13	13	-	4	-	-	8	-
Time	20	13.92	-	-	-	-	-	-	-	-	-	-	5	-	25	-	25	15	5	-	5	-	-	10	-
Coordinators and sales representatives ⁵	78	9.73	-	10	9	5	3	6	21	13	10	5	5	3	1	4	3	-	-	-	-	-	-	-	3
Service coordinators	61	9.10	-	10	8	7	3	8	25	16	13	3	3	-	-	-	3	-	-	-	-	-	-	-	-
Business services sales representatives	9	12.48	-	22	22	-	-	-	-	-	-	-	-	22	-	11	-	-	-	-	-	-	-	-	22
Coordinators-sales representatives	8	11.42	-	-	-	-	-	-	13	-	-	25	25	-	13	25	-	-	-	-	-	-	-	-	-

¹ The Bergen-Passaic metropolitan area consists of Bergen and Passaic Counties.² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.³ For definition of method of wage payment, see appendix A.⁴ Estimates of the number of workers are intended as a general guide to the size and composition of the industry's labor force, rather than as precise measures of employment. The study excluded workers

in establishments employing fewer than 50 workers.

⁵ Virtually all time workers.

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

Table 17. Occupational earnings: Temporary workers—Boston, MA¹

(Percent distribution of workers in selected occupations in temporary help supply establishments by straight-time hourly earnings,² September 1987)

Occupational category	Number of workers ³	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	8.00-9.00	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		
All temporary workers	12,725	\$9.91	2	4	(⁴)	2	2	6	7	12	10	13	9	8	3	2	3	1	2	2	1	1	1	1	1	1	1	1	(⁴)	4
Professional specialty occupations	1,533	21.86	-	-	-	-	-	-	-	-	-	-	-	1	4	2	4	5	6	9	9	9	4	5	6	6	3	⁵ 29		
Registered nurses	536	16.49	-	-	-	-	-	-	-	-	-	-	-	-	8	2	8	6	7	21	20	18	2	1	5	-	1		1	
Technical and related support occupations	926	12.69	-	-	-	-	-	-	-	(⁴)	1	6	11	12	9	10	27	6	5	4	3	2	1	3	-	(⁴)	-		1	
Health technologists and technicians	297	12.54	-	-	-	-	-	-	-	-	-	6	2	5	8	13	56	8	1	1	-	-	-	-	-	-	-	-	-	
Licensed practical nurses	265	12.86	-	-	-	-	-	-	-	-	-	-	1	6	6	14	63	9	-	1	-	-	-	-	-	-	-	-	-	
Technologists and technicians, except health:																														
Drafting occupations	189	14.06	-	-	-	-	-	-	-	2	3	-	4	3	8	5	22	10	13	15	2	3	3	7	-	-	-	-	-	
Demonstrators, promoters and models, sales	24	7.04	-	-	-	-	-	-	17	58	25	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Administrative support occupations																														
including clerical	6,613	8.01	-	(⁴)	(⁴)	2	2	8	10	19	11	20	13	11	2	1	(⁴)	(⁴)	(⁴)	(⁴)	-	-	-	-	-	-	-	-	-	-
Secretaries	982	8.75	-	-	-	-	1	2	8	8	36	31	10	4	1	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Typists and word processors	1,224	9.32	-	-	-	(⁴)	1	3	6	5	16	26	35	4	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Word processors	903	9.84	-	-	-	-	-	-	(⁴)	2	2	7	32	46	5	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Typists	316	7.87	-	-	-	-	1	4	8	18	15	43	8	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Receptionists	600	7.13	-	-	-	-	3	5	21	47	14	9	-	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nontyping	301	6.97	-	-	-	-	5	9	35	32	7	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Typing	299	7.28	-	-	-	-	1	2	7	63	20	6	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Bookkeepers, accounting and auditing clerks	296	7.75	-	-	-	-	-	1	5	38	30	18	4	2	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stock and inventory clerks (no heavy lifting required)	48	5.72	-	-	-	42	8	33	13	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
General office clerks	1,047	6.81	-	-	-	5	3	21	28	23	7	9	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Data entry keyers	897	7.87	-	-	-	-	1	6	2	26	24	32	5	2	1	(⁴)	(⁴)	1	-	-	-	-	-	-	-	-	-	-	-	-
Service occupations	935	6.68	13	-	-	19	4	6	2	4	34	14	3	1	(⁴)	(⁴)	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-	-
Nursing aides, orderlies, and attendants	587	7.72	-	-	-	-	1	7	3	6	54	22	4	2	(⁴)	(⁴)	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 18. Occupational earnings: Permanent full-time workers—Boston, MA¹

(Percent distribution of workers in selected occupations in temporary help supply establishments by straight-time hourly earnings,² September 1987)

Occupational category and method of wage payment ³	Number of workers ⁴	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																											
			Under 6.00	6.00 and under 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 10.50	10.50 - 11.00	11.00 - 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 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 - 21.00	21.00 - 22.00	22.00 and over	
All permanent workers	509	\$10.93	1	2	4	2	9	7	7	6	13	8	2	7	6	4	4	2	2	1	1	4	(⁵)	4	1	1	1	1	2	2
Time	341	10.26	2	2	5	3	12	8	6	6	14	10	1	6	5	4	4	1	2	1	1	4	-	1	-	-	2	-	2	
Incentive	168	12.28	-	-	1	1	2	6	10	5	10	3	4	10	4	5	6	2	2	1	4	1	10	2	4	-	-	2		
Office managers	82	15.56	-	-	-	-	-	-	-	1	2	1	1	1	6	10	20	2	5	4	2	10	-	9	-	5	9	-	⁶ 12	
Time	57	15.59	-	-	-	-	-	-	-	-	-	-	-	-	9	14	21	-	7	4	4	14	-	4	-	-	12	-	12	
Incentive	25	15.49	-	-	-	-	-	-	-	4	8	4	4	4	-	16	8	-	4	-	-	-	-	20	-	16	-	-	12	
Coordinators and sales representatives	283	10.52	-	2	1	(⁵)	10	7	8	5	18	13	2	7	5	4	2	3	2	1	1	2	1	4	1	1	-	-	-	
Time	144	9.27	-	4	1	-	17	10	6	6	25	22	1	3	-	3	1	-	1	-	-	-	-	-	-	-	-	-	-	
Incentive	139	11.82	-	-	1	1	2	4	12	5	11	3	4	12	9	5	3	6	2	1	1	4	1	9	3	1	-	-	-	
Service coordinators	179	9.54	-	3	2	1	13	8	12	5	22	11	4	7	2	5	2	1	1	-	-	1 ^o	-	-	-	-	-	-	-	
Time	122	9.25	-	5	2	-	18	8	5	7	28	16	2	3	-	3	2	-	2	-	-	-	-	-	-	-	-	-	-	
Incentive	57	10.15	-	-	2	2	2	7	28	2	11	-	9	14	5	9	4	4	-	-	-	4	-	-	-	-	-	-	-	
Business services sales representatives	67	11.96	-	-	-	-	3	9	-	4	6	21	-	9	10	3	-	6	4	3	3	6	-	6	6	-	-	-	-	
Time	14	9.60	-	-	-	-	-	29	-	-	-	71	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive	53	12.59	-	-	-	-	4	4	-	6	8	8	-	11	13	4	-	8	6	4	4	8	-	8	8	-	-	-	-	
Accounting clerks ⁷	14	8.42	-	-	-	-	43	14	14	29	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Accounting clerks-Level III	12	8.54	-	-	-	-	33	17	17	33	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Secretaries ⁷	14	9.68	-	14	-	-	-	-	-	29	-	14	14	14	-	-	-	14	-	-	-	-	-	-	-	-	-	-	-	

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, and 16 in Plymouth County, and 9 in Worcester County.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

³ For definition of method of wage payment, see appendix A.

⁴ Estimates of the number of workers are intended as a general guide to the size and composition of the industry's labor force, rather than as precise measures of employment. The study excluded workers in establishments employing fewer than 50 workers.

⁵ Less than 0.5 percent.

⁶ Workers were distributed as follows: 6 percent at \$22 and under \$23; 2 percent at \$23 and under \$24; and 4 percent at \$26 and under \$27.

⁷ Virtually all time workers.

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

Table 19. Occupational earnings: Temporary workers—Chicago, IL¹

(Percent distribution of workers in selected occupations in temporary help supply establishments by straight-time hourly earnings,² September 1987)

Occupational category	Number of workers ³	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	4.00-4.50	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 and over		
All temporary workers	18,045	\$5.42	19	5	2	11	6	16	9	9	6	4	2	2	1	2	1	2	(⁴)										
Technical and related support occupations:																													
Technologists and technicians, except health	46	9.30	-	-	-	-	-	17	2	-	4	-	-	13	-	22	-	-	-	2	-	35	-	-	-	4	-	-	
Sales and marketing workers	303	5.60	-	-	-	(⁴)	10	40	15	23	7	3	1	1	-	-	-	-	-	1	-	-	(⁴)	-	-	-	-	-	
Demonstrators, promoters and models, sales	53	5.89	-	-	-	2	-	32	8	34	9	11	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Telemarketing, sales	153	5.10	-	-	-	-	20	55	23	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Administrative support occupations:																													
including clerical	9,508	6.30	(⁴)	2	(⁴)	8	5	18	14	15	11	8	3	4	3	4	2	3	1	(⁴)									
Secretaries	832	7.37	-	(⁴)	-	(⁴)	(⁴)	1	3	13	28	18	14	8	6	4	1	2	1	1	1	(⁴)							
Typists and word processors	1,351	7.84	-	-	-	(⁴)	(⁴)	7	6	12	8	9	3	10	6	14	9	12	1	1	(⁴)	-	(⁴)	-	-	-	-	-	
Word processors	822	8.89	-	-	-	-	(⁴)	1	1	2	7	4	16	9	23	14	19	1	2	(⁴)	-	(⁴)	-	-	-	-	-	-	
Typists	418	6.27	-	-	-	(⁴)	1	17	12	32	17	15	3	2	-	-	2	-	-	-	-	-	-	-	-	-	-	-	
Receptionists	404	5.89	-	-	-	1	3	18	29	34	13	1	-	(⁴)	(⁴)	-	(⁴)	-	-	-	-	-	-	-	-	-	-	-	
Nontyping	180	5.78	-	-	-	1	5	20	27	37	8	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	
Typing	224	5.97	-	-	-	(⁴)	2	16	30	33	17	1	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Bookkeepers, accounting and auditing clerks	172	6.04	-	-	-	-	1	22	16	40	10	4	4	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Messengers	105	5.18	-	-	-	5	7	68	18	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
General office clerks	1,360	5.38	1	-	(⁴)	6	10	49	18	11	2	4	(⁴)	-	(⁴)	(⁴)	-	(⁴)	-	-	-	-	-	-	-	-	-	(⁴)	
Data entry keyers	1,485	5.55	-	-	-	38	(⁴)	3	25	6	16	8	2	1	1	(⁴)	-	(⁴)	-	(⁴)	-	-	-	-	-	-	-	-	
Service occupations	1,017	4.58	4	16	10	32	9	6	12	2	3	1	1	1	1	(⁴)	(⁴)	-	-	(⁴)	-	-	-	-	-	-	-	-	-
Janitors and cleaners	494	4.02	9	34	21	20	3	12	2	1	-	-	-	-	-	-	-	-	-	(⁴)	-	-	-	-	-	-	-	-	
Operators, fabricators, and laborers	5,809	3.98	53	7	2	10	6	16	2	2	1	(⁴)																	
Machine operators, assemblers, and inspectors	1,226	4.12	33	15	5	13	2	28	2	1	(⁴)	-	(⁴)	-	-	-	-	-	-	-	-	-	-						
Assemblers	925	3.97	38	17	6	15	2	18	2	1	1	(⁴)	-	(⁴)	-	-	-	-	-	-	-	-							
Handlers, equipment cleaners, helpers, and laborers	4,536	3.92	59	4	2	10	7	12	2	3	1	(⁴)	(⁴)	(⁴)	-	(⁴)	(⁴)	(⁴)	-	(⁴)	-	-	-	-	-	-	-	(⁴)	

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

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

³ Estimates of the number of workers are intended as a general guide to the size and composition of the industry's labor force, rather than as precise measures of employment. The study excluded workers in establishments employing fewer than 50 workers.

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. Overall occupation may include data for subclassifications not shown separately.

Table 20. Occupational earnings: Permanent full-time workers—Chicago, IL¹(Percent distribution of workers in selected occupations in temporary help supply establishments by straight-time hourly earnings,² September 1987)

Occupational category and method of wage payment ³	Number of workers ⁴	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																								
			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	9.00-9.50	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	15.00-15.50	15.50-16.00	16.00-16.50	16.50-17.00	17.00 and over
All permanent workers	503	\$10.16	2	1	3	5	3	5	6	12	9	11	7	6	4	4	2	4	5	3	1	2	(⁵)	1	1	1	2
Time	377	9.67	3	1	4	5	4	6	7	14	11	6	9	6	4	3	2	5	3	3	2	1	-	1	1	1	1
Incentive	126	11.63	-	-	-	6	2	2	2	6	2	27	2	7	6	6	3	2	13	2	-	5	1	-	-	1	6
Office managers	85	13.96	-	-	-	-	-	-	-	-	-	2	2	7	-	11	6	16	18	13	4	7	-	4	2	1	7
Time	46	12.84	-	-	-	-	-	-	-	-	-	4	4	-	-	17	9	28	-	20	7	-	-	7	4	-	-
Incentive	39	15.27	-	-	-	-	-	-	-	-	-	-	-	15	-	3	3	3	38	5	-	15	-	-	-	3	15
Coordinators and sales representatives	229	9.33	4	1	-	3	5	7	4	14	11	20	12	8	2	3	1	(⁵)	2	(⁵)	-	-	-	-	1	-	1
Time	173	9.00	5	2	-	5	5	9	4	17	13	8	16	10	2	1	-	2	-	-	-	-	-	-	1	-	-
Incentive	56	10.32	-	-	-	-	4	2	4	2	4	57	2	4	2	9	4	2	2	2	-	-	-	-	-	-	4
Service coordinators	152	8.87	6	2	-	5	7	10	6	18	5	9	14	8	3	5	1	-	1	-	-	-	-	-	-	-	-
Time	135	8.69	7	2	-	6	7	11	5	20	4	9	16	8	2	1	-	-	1	-	-	-	-	-	-	-	-
Incentive	17	10.30	-	-	-	-	12	-	12	-	6	12	6	6	6	29	12	-	-	-	-	-	-	-	-	-	-
Business services sales representatives	51	10.63	-	-	-	-	-	2	-	8	20	25	12	14	2	-	-	2	6	2	-	-	-	-	4	-	4
Time	30	10.42	-	-	-	-	-	-	-	10	30	3	20	20	3	-	-	-	7	-	-	-	-	-	7	-	-
Incentive	21	10.93	-	-	-	-	-	5	-	5	5	57	-	5	-	-	-	5	5	5	-	-	-	-	-	-	10
Accounting clerks	13	9.41	-	8	15	8	-	-	15	-	-	15	15	-	-	8	-	-	-	-	-	15	-	-	-	-	-
Time	12	9.23	-	8	17	8	-	-	17	-	-	17	17	-	-	-	-	-	-	-	-	17	-	-	-	-	-
Accounting clerks-Level II	13	9.41	-	8	15	8	-	-	15	-	-	15	15	-	-	8	-	-	-	-	-	15	-	-	-	-	-
Time	12	9.23	-	8	17	8	-	-	17	-	-	17	17	-	-	-	-	-	-	-	-	17	-	-	-	-	-

¹ The Chicago metropolitan area consists of Cook, DuPage, and McHenry Counties.² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.³ For definition of method of wage payment, see appendix A.⁴ Estimates of the number of workers are intended as a general guide to the size and composition of the industry's labor force, rather than as precise measures of employment. The study excluded workers in establish-

ments employing fewer than 50 workers.

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. Overall occupation may include data for subclassifications not shown separately.

Table 21. Occupational earnings: Temporary workers—Cincinnati, OH-KY-IN¹

(Percent distribution of workers in selected occupations in temporary help supply establishments by straight-time hourly earnings,² September 1987)

Occupational category	Number of workers ³	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	4.00-4.50	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	15.00-15.50	15.50 and over
All temporary workers	6,454	\$5.50	7	7	7	22	11	10	10	6	4	2	3	2	(⁴)	1	(⁴)	1	1	(⁴)	1	1	(⁴)	(⁴)	-	1	(⁴)	1	(⁴)
Professional specialty occupations	266	14.65	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	3	26	2	11	-	21	-	24	⁵ 11
Registered nurses	244	13.84	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	3	28	2	11	-	23	-	25	6
Technical and related support occupations:																													
Health technologists and technicians	159	10.55	-	-	-	-	-	-	-	-	-	-	-	-	-	6	-	32	35	1	25	-	-	-	-	-	-	-	-
Licensed practical nurses	159	10.55	-	-	-	-	-	-	-	-	-	-	-	-	6	-	32	35	1	25	-	-	-	-	-	-	-	-	-
Administrative support occupations including clerical	2,833	5.47	1	1	1	11	20	21	21	9	6	3	3	2	(⁴)	(⁴)	-	-	(⁴)	-	-	-	-	-	-	-	-	(⁴)	-
Secretaries	361	6.03	-	-	-	2	6	14	14	38	19	3	1	1	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-
Typists and word processors:																													
Word processors	303	6.52	-	-	-	19	(⁴)	5	9	6	21	12	13	14	1	(⁴)	-	-	1	-	-	-	-	-	-	-	-	-	-
Receptionists	138	4.83	2	-	1	12	24	59	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nontyping	86	4.84	-	-	1	17	13	66	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Typing	52	4.81	6	-	-	2	42	46	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Data entry keyers	318	5.58	1	-	-	3	11	22	51	7	3	2	-	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-	-	(⁴)	-
Service occupations	566	3.98	34	3	3	49	7	1	2	1	-	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Kitchen workers, food preparation	22	3.69	-	64	-	36	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nursing aides, orderlies, and attendants	305	4.36	-	-	-	81	12	1	5	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Operators, fabricators, and laborers	1,978	4.04	8	22	20	40	5	1	1	2	1	1	(⁴)	(⁴)	-	(⁴)	-	-	-	-	-	-	-	-	-	-	(⁴)	-	-
Machine operators, assemblers, and inspectors	169	4.67	26	7	22	10	4	2	1	11	6	7	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Assemblers	72	3.79	36	3	44	8	6	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	1,773	3.96	6	23	21	43	5	(⁴)	(⁴)	1	(⁴)	-	(⁴)	(^{4})	(^{4})	(^{4})	-	(^{4})	-	-	-	-	-	-	-	-	-	-	-	-
Freight, stock, and material handlers	407	3.72	24	33	6	36	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ The Cincinnati metropolitan area consists of Clermont, Hamilton, and Warren Counties, OH; Boone, Campbell, and Kenton Counties, KY; and Dearborn County, IN.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

³ Estimates of the number of workers are intended as a general guide to the size and composition of the industry's labor force, rather than as precise measures of employment. The study excluded workers in establishments employing fewer than 50 workers.

⁴ Less than 0.5 percent.

⁵ Workers were distributed as follows: 2 percent at \$16.50 and under \$17; 1 percent at \$17 and under \$17.50; 2 percent at \$22 and under \$22.50; 2 percent at \$24.50 and under \$25; and 5 percent at \$25.50 and over.

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

Table 22. Occupational earnings: Permanent full-time workers—Cincinnati, OH-KY-IN¹

(Percent distribution of workers in selected occupations in temporary help supply establishments by straight-time hourly earnings,² September 1987)

Occupational category and method of wage payment ³	Number of workers ⁴	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																							
			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	7.00-7.50	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	15.00-15.50	15.50 and over
All permanent workers	173	\$9.03	3	2	7	-	4	3	9	10	7	10	7	11	2	5	4	2	2	5	1	-	1	2	-	3
Time	130	8.93	5	-	9	-	5	5	10	5	5	10	9	15	2	2	4	2	2	3	2	-	2	1	-	4
Incentive	43	9.33	-	7	-	-	-	-	5	26	12	9	-	-	5	14	5	-	5	9	-	-	-	5	-	-
Office managers	23	13.01	-	-	13	-	-	-	-	9	-	-	-	-	-	-	-	13	-	17	9	-	4	13	-	5 ²²
Time	19	12.86	-	-	16	-	-	-	-	11	-	-	-	-	-	-	-	16	-	11	11	-	5	5	-	26
Coordinators and sales representatives	111	8.75	-	3	3	-	4	-	12	10	11	14	10	17	4	6	3	-	2	2	-	-	1	-	-	-
Time	76	8.64	-	-	4	-	5	-	14	5	9	16	14	25	3	1	1	-	-	-	-	-	1	-	-	-
Incentive	35	9.00	-	9	-	-	-	-	6	20	14	11	-	-	6	17	6	-	6	6	-	-	-	-	-	-
Service coordinators	85	8.90	-	-	2	-	5	-	12	11	8	14	13	15	4	8	4	-	2	2	-	-	-	-	-	-
Time	62	8.55	-	-	3	-	6	-	13	6	11	16	18	21	2	2	2	-	-	-	-	-	-	-	-	-
Incentive	23	9.87	-	-	-	-	-	-	9	22	-	9	-	-	9	26	9	-	9	9	-	-	-	-	-	-
Business services sales representatives	24	8.22	-	13	4	-	-	-	13	8	21	8	-	25	4	-	-	-	-	-	-	-	4	-	-	-
Time	12	9.12	-	-	8	-	-	-	25	-	-	-	-	50	8	-	-	-	-	-	-	-	8	-	-	-
Incentive	12	7.33	-	25	-	-	-	-	-	17	42	17	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Accounting clerks ⁵	7	6.85	43	-	-	-	-	29	-	-	-	-	-	-	-	29	-	-	-	-	-	-	-	-	-	-
Accounting clerks-Level II	7	6.85	43	-	-	-	-	29	-	-	-	-	-	-	-	29	-	-	-	-	-	-	-	-	-	-
Receptionists ⁶	8	5.95	-	-	50	-	-	25	25	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ The Cincinnati metropolitan area consists of Clermont, Hamilton, and Warren Counties, OH; Boone, Campbell, and Kenton Counties, KY; and Dearborn County, IN.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

³ For definition of method of wage payment, see appendix A.

⁴ Estimates of the number of workers are intended as a general guide to the size and composition of the industry's labor force, rather than as precise measures of employment. The study excluded workers in establishments employing fewer than 50 workers.

⁵ Workers were distributed as follows: 13 percent at \$19 and under \$19.50 and 9 percent at \$19.50 and under \$20.

⁶ Virtually all time workers.

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

Table 24. Occupational earnings: Permanent full-time workers—Dallas, TX¹

(Percent distribution of workers in selected occupations in temporary help supply establishments by straight-time hourly earnings,² September 1987)

Occupational category and method of wage payment ³	Number of workers ⁴	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																										
			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	9.00-9.50	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	19.00-20.00	20.00-21.00	21.00-22.00	22.00-23.00	23.00-24.00
All permanent workers	398	\$11.68	2	1	(⁵)	1	3	9	6	3	6	8	12	5	4	3	6	3	1	3	5	7	4	3	3	1	-	-	2
Time	200	9.74	3	3	-	1	6	14	9	4	7	8	20	8	6	1	4	4	-	-	3	-	2	-	-	-	-	-	1
Incentive	198	13.64	-	-	1	-	1	4	4	3	5	8	5	3	3	6	9	2	2	6	6	15	6	6	6	2	-	-	3
Office managers	79	15.57	-	-	-	1	-	-	-	3	3	6	5	6	-	5	5	-	6	9	9	11	5	14	4	-	-	8	
Time	26	13.39	-	-	-	-	-	-	-	8	-	19	-	19	-	15	-	-	-	23	-	8	-	-	-	-	-	8	
Incentive	53	16.64	-	-	-	2	-	-	-	-	4	-	8	-	-	-	-	9	2	13	13	8	21	6	-	-	-	8	
Coordinators and sales representatives	250	11.44	-	-	-	2	9	6	2	6	10	14	6	5	5	8	3	1	2	4	9	3	3	-	-	-	-	(⁵)	
Time	115	9.82	-	-	-	5	16	8	-	6	11	23	14	5	2	5	3	-	-	-	2	-	2	-	-	-	-	-	
Incentive	135	12.83	-	-	-	-	4	4	3	6	10	7	-	4	7	10	3	2	4	8	16	4	5	-	-	-	-	1	
Service coordinators	168	10.68	-	-	-	2	14	7	1	4	13	18	5	7	7	8	3	1	1	6	1	4	4	-	-	-	-	-	
Time	90	9.89	-	-	-	4	20	8	-	-	10	27	9	7	2	7	4	-	-	-	1	2	-	-	-	-	-	-	
Incentive	78	11.60	-	-	-	-	6	5	3	8	15	8	-	6	12	10	1	3	1	13	3	6	-	-	-	-	-	-	
Business services sales representatives	76	13.36	-	-	-	3	-	-	-	12	7	8	11	1	1	8	4	1	7	1	26	-	9	-	-	-	-	1	
Time	23	9.68	-	-	-	9	-	-	-	30	17	9	35	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive	53	14.95	-	-	-	-	-	-	-	4	2	8	-	2	2	11	6	2	9	2	38	-	13	-	-	-	-	2	
Accounting clerks	12	10.24	-	-	-	-	-	-	-	17	25	33	8	-	8	8	-	-	-	-	-	-	-	-	-	-	-	-	
Receptionists	11	7.47	-	-	9	18	18	18	36	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Time	8	7.59	-	-	-	25	25	-	50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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.

³ For definition of method of wage payment, see appendix A.

⁴ Estimates of the number of workers are intended as a general guide to the size and composition of the industry's labor force, rather than as precise measures of employment. The study excluded workers in establishments employing

fewer than 50 workers.

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. Overall occupation may include data for subclassifications not shown separately.

Table 25. Occupational earnings: Temporary workers—Denver, CO¹

(Percent distribution of workers in selected occupations in temporary help supply establishments by straight-time hourly earnings,² September 1987)

Occupational category	Number of workers ³	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	8.00-9.00	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	
All temporary workers	11,397	\$5.90	9	3	13	14	17	13	8	3	4	3	6	2	1	1	1	1	(⁴)	1	(⁴)	(^{4})	(^{4})	(^{4})	(^{4})	(^{4})	(^{4})	(^{4})	(^{4})	(^{4})
Professional specialty occupations	465	15.10	-	-	-	-	-	-	-	2	-	-	3	8	5	9	20	5	9	11	1	3	2	4	3	2	4	1	8	
Registered nurses	235	12.20	-	-	-	-	-	-	-	2	-	-	5	5	10	15	35	3	10	15	-	-	-	-	-	-	-	-	-	
Technical and related support occupations	304	10.67	-	-	-	-	-	5	5	(⁴)	5	1	25	12	7	3	13	10	4	2	1	1	(⁴)	(⁴)	(⁴)	-	2	-	3	
Health technologists and technicians	98	7.75	-	-	-	-	-	16	12	-	8	-	45	18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Licensed practical nurses	98	7.75	-	-	-	-	-	16	12	-	8	-	45	18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Technologists and technicians, except health: Mechanical engineering technicians	11	11.11	-	-	-	-	-	-	-	-	36	-	9	9	-	-	9	-	-	27	-	-	-	9	-	-	-	-	-	
Sales and marketing workers	347	5.76	-	-	2	10	30	2	42	7	4	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Administrative support occupations																														
including clerical	7,146	5.61	(⁴)	1	12	16	23	18	9	3	5	4	6	2	(⁴)	(⁴)	(⁴)	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-
Secretaries	601	6.70	-	1	1	1	10	15	30	3	9	6	15	7	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Legal	41	7.10	-	-	-	-	2	-	44	5	20	-	-	29	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Typists and word processors	1,077	6.85	-	-	2	2	14	22	5	2	14	10	21	6	2	(⁴)	(⁴)	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-
Word processors	625	7.84	-	-	1	-	1	3	3	3	21	16	36	11	3	(⁴)	(⁴)	1	-	-	-	-	-	-	-	-	-	-	-	-
Typists	396	5.50	-	-	4	5	32	47	7	1	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Receptionists	676	5.13	-	(⁴)	9	13	60	6	7	1	(⁴)	2	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nontyping	290	5.01	-	-	18	24	39	9	5	-	-	3	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Typing	386	5.23	-	(⁴)	2	5	76	4	9	2	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Bookkeepers, accounting and auditing clerks	250	5.93	-	-	(⁴)	(⁴)	12	50	22	4	3	4	5	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
General office clerks	1,343	4.80	(⁴)	3	23	41	15	3	11	1	1	(⁴)	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Data entry keyers	1,203	5.37	-	-	8	7	32	46	3	2	1	1	(⁴)	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service occupations	525	5.34	9	3	21	17	2	9	10	17	2	-	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nursing aides, orderlies, and attendants	393	5.60	-	1	27	13	-	10	13	23	-	-	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Janitors and cleaners	90	4.21	49	12	2	22	4	-	-	-	8	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 26. Occupational earnings: Permanent full-time workers—Denver, CO¹

(Percent distribution of workers in selected occupations in temporary help supply establishments by straight-time hourly earnings,² September 1987)

Occupational category and method of wage payment ³	Number of workers ⁴	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																											
			4.50 and under 5.00	5.00-5.50	5.50-6.00	6.00-6.50	6.50-7.00	7.00-7.50	7.50-8.00	8.00-8.50	8.50-9.00	9.00-9.50	9.50-10.00	10.00-10.50	10.50-11.00	11.00-11.50	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	15.00-15.50	15.50-16.00	16.00-16.50	16.50-17.00	17.00-17.50	17.50 and over	
All permanent workers	323	\$9.41	1	2	2	5	5	8	10	7	10	7	14	4	7	2	3	4	1	1	6	(⁵)	(⁵)	-	(⁵)	-	-	(⁵)	-	2
Time	203	8.65	2	4	2	7	1	10	13	8	8	10	18	5	(⁵)	-	1	-	-	9	-	(⁵)	-	-	-	-	-	-	-	-
Incentive	120	10.71	-	-	1	1	10	5	4	5	13	2	7	1	17	4	6	10	3	2	2	1	1	-	1	-	1	-	1	6
Office managers	55	12.08	-	-	-	-	-	2	2	2	11	4	13	9	2	4	9	2	2	33	-	-	-	2	-	-	-	-	5	
Time	34	11.61	-	-	-	-	-	-	3	3	18	3	21	-	-	-	-	-	3	50	-	-	-	-	-	-	-	-	-	
Incentive	21	12.85	-	-	-	-	-	5	-	-	-	-	5	-	24	5	10	24	5	5	-	-	-	5	-	-	-	-	14	
Coordinators and sales representatives	186	9.22	-	-	3	4	7	6	15	6	10	5	22	3	7	2	3	2	1	1	1	1	1	-	-	-	-	1	2	
Time	100	8.39	-	-	4	7	1	7	24	8	4	8	33	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive	86	10.18	-	-	1	1	14	5	5	3	17	2	8	1	15	5	6	3	2	2	1	1	1	-	-	-	-	1	3	
Service coordinators	114	8.55	-	-	1	4	4	10	22	9	6	8	31	2	4	-	-	-	1	-	-	-	-	-	-	-	-	-	-	
Time	89	8.58	-	-	-	3	1	8	27	8	4	9	37	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive	25	8.45	-	-	4	4	16	16	4	12	12	4	8	-	16	-	-	-	4	-	-	-	-	-	-	-	-	-	-	
Business services sales representatives	32	12.44	-	-	-	-	-	-	-	3	6	3	16	9	28	-	-	9	3	-	3	3	3	-	-	-	-	3	9	
Incentive	29	12.74	-	-	-	-	-	-	-	-	7	3	17	3	31	-	-	10	3	-	3	3	3	-	-	-	-	3	10	
Coordinators-sales representatives	40	8.56	-	-	10	10	20	-	8	-	25	-	-	-	-	10	13	-	-	5	-	-	-	-	-	-	-	-	-	
Incentive	32	9.22	-	-	-	-	25	-	9	-	31	-	-	-	-	13	16	-	-	6	-	-	-	-	-	-	-	-	-	
Receptionists ⁶	9	6.17	-	44	-	33	-	-	-	22	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

¹ The Denver metropolitan area consists of Adams, Arapahoe, Denver, Douglas, and Jefferson Counties.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

³ For definition of method of wage payment, see appendix A.

⁴ Estimates of the number of workers are intended as a general guide to the size and composition of the industry's labor force, rather than as precise measures of employment. The study excluded workers in establishments employing fewer than 50 workers.

⁵ Less than 0.5 percent.

⁶ Virtually all time workers.

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

Table 27. Occupational earnings: Temporary workers—Detroit, MI¹

(Percent distribution of workers in selected occupations in temporary help supply establishments by straight-time hourly earnings,² September 1987)

Occupational category	Number of workers ³	Average (mean) hourly earnings ³	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 - 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		
All temporary workers	13,883	\$6.05	3	17	17	7	14	7	6	4	4	2	6	6	2	1	1	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	1
Executive, administrative, and managerial occupations																															
Accountants and auditors	21	7.75	-	-	-	-	-	5	14	5	10	19	19	29	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Professional specialty occupations	450	19.36	-	-	-	-	-	-	1	1	1	1	6	3	2	3	1	4	6	2	9	6	4	4	10	6	7	2	5	22	
Technical and related support occupations	369	10.96	-	-	-	1	3	1	1	1	4	3	8	25	15	9	7	5	6	4	1	2	2	2	1	(*)	-	-	-	1	
Health technologists and technicians	125	9.62	-	-	-	-	-	1	-	-	-	-	6	66	25	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Licensed practical nurses	124	9.65	-	-	-	-	-	-	-	-	-	-	6	66	25	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Technologists and technicians, except health	244	11.65	-	-	-	2	4	(*)	2	1	5	4	10	5	9	11	10	8	9	5	2	3	2	2	2	(*)	-	-	-	1	
Computer programmers	9	18.80	-	-	-	-	-	-	-	-	11	-	-	-	11	-	-	22	5	22	-	-	-	-	-	-	-	-	-	33	
Sales and marketing workers	269	5.99	-	-	2	4	23	4	44	7	4	7	2	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Demonstrators, promoters and models, sales	39	6.57	-	-	-	8	3	3	18	31	8	31	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Administrative support occupations																															
including clerical	7,018	6.02	2	5	16	10	15	10	9	6	6	3	8	9	1	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	
Typists and word processors	1,157	6.40	-	-	2	11	18	17	15	4	5	4	16	6	1	-	-	-	-	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	
Word processors	465	7.77	-	-	-	(*)	8	3	5	6	11	10	41	14	2	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	
Receptionists	457	5.16	(*)	2	5	25	43	14	5	4	2	-	-	-	-	-	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	
Nontyping	184	5.10	1	5	11	32	29	5	7	5	4	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	
Bookkeepers, accounting and auditing clerks	181	5.89	-	-	1	7	20	27	24	9	6	1	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Messengers	43	5.08	-	5	21	9	40	2	16	-	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
General office clerks	1,257	4.48	(*)	6	66	11	8	5	1	1	(*)	(*)	(*)	-	-	(*)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Data entry keyers	875	6.52	-	(*)	2	11	11	9	18	19	16	5	3	4	1	1	(*)	(*)	-	-	-	-	-	(*)	-	-	-	-	-	-	
Service occupations	682	4.67	-	24	24	3	37	7	1	(*)	(*)	(*)	1	2	(*)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Nursing aides, orderlies, and attendants	360	5.00	-	-	22	(*)	68	9	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Operators, fabricators, and laborers	4,329	4.44	7	43	21	5	8	6	2	1	1	1	1	2	1	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)
Transportation and material moving occupations	144	5.84	6	1	15	10	15	8	19	8	3	-	1	5	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Motor vehicle operators	69	5.55	13	1	7	-	14	10	32	12	7	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Handlers, equipment cleaners, helpers, and laborers	2,280	4.41	9	29	30	8	9	9	1	(*)	1	1	1	2	(*)	(*)	(*)	(*)	-	-	-	-	(*)	-	-	-	-	-	-	-	
Laborers, except construction	1,000	4.15	4	40	26	10	16	4	(*)	-	(*)	(*)	(*)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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.

³ Estimates of the number of workers are intended as a general guide to the size and composition of the industry's labor force, rather than as precise measures of employment. The study excluded workers in establishments employing fewer than 50 workers.

⁴ Less than 0.5 percent.

⁵ Workers were distributed as follows: 3 percent at \$24 and under \$25; 3 percent at \$25 and under \$26; 3 percent at \$26 and under \$27; 1 percent at \$28 and under \$29; 2 percent at \$29 and under \$30; and 10 percent at \$30 and over.

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

Table 28. Occupational earnings: Permanent full-time workers—Detroit, MI¹(Percent distribution of workers in selected occupations in temporary help supply establishments by straight-time hourly earnings,² September 1987)

Occupational category and method of wage payment ³	Number of workers ⁴	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																										
			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	9.00-9.50	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	15.00-15.50	15.50-16.00	16.00-16.50	16.50-17.00	17.00-17.50	17.50-18.00	18.00 and over
All permanent workers	305	\$10.30	4	2	5	1	5	5	7	6	1	5	14	14	2	3	4	5	3	3	3	(⁵)	1	(⁵)	-	2	1	-	2
Office managers	31	14.66	-	-	-	-	-	-	-	-	-	-	3	-	13	-	6	6	13	6	13	3	6	3	-	13	10	-	3
Coordinators and sales representatives	176	9.16	5	2	7	2	7	7	6	9	1	5	20	23	1	1	1	-	-	1	2	-	-	-	-	-	-	-	-
Service coordinators	136	8.77	6	3	9	2	8	9	8	4	-	6	21	21	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-
Business services sales representatives	40	10.46	-	-	-	-	3	3	-	25	3	3	20	28	-	-	3	-	-	5	10	-	-	-	-	-	-	-	

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.³ For definition of method of wage payment, see appendix A.⁴ Estimates of the number of workers are intended as a general guide to the size and composition of the industry's labor force, rather than as precise measures of employment. The study excluded workers in establishments employing

fewer than 50 workers.

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. Overall occupation may include data for subclassifications not shown separately.

Table 29. Occupational earnings: Temporary workers—Fort Lauderdale—Hollywood—Pompano Beach, FL¹

(Percent distribution of workers in selected occupations in temporary help supply establishments by straight-time hourly earnings,² September 1987)

Occupational category	Number of workers ³	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 - 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	
All temporary workers	5,326	\$5.20	23	8	9	11	22	6	4	1	5	1	4	(⁴)	(⁴)	(⁴)	2	(⁴)	(⁴)	1	(⁴)	(⁴)	(⁴)	-	1	(⁴)	-	(⁴)	(⁴)	
Professional specialty occupations	111	17.83	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	12	6	-	-	32	23	-	7	⁵ 14	
Registered nurses	101	16.83	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	13	7	-	-	36	25	-	8	5	
Technical and related support occupations	136	10.88	-	-	-	-	-	5	-	1	-	-	11	-	11	32	-	6	19	-	9	4	-	-	-	-	-	-	1	
Health technologists and technicians	61	11.07	-	-	-	-	-	-	-	3	-	-	-	-	25	28	-	5	20	-	20	-	-	-	-	-	-	-	-	
Licensed practical nurses	59	11.21	-	-	-	-	-	-	-	-	-	-	-	-	25	29	-	5	20	-	20	-	-	-	-	-	-	-	-	
Administrative support occupations																														
including clerical	2,309	5.74	-	1	3	22	32	10	6	1	11	1	10	(⁴)	(⁴)	-	2	(⁴)	-	-	-	-	-	-	-	-	-	-	-	
Computer equipment operators ..	98	6.14	-	-	-	-	49	-	24	-	2	10	8	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Typists and word processors	344	6.12	-	-	-	6	30	26	4	2	16	2	9	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	
Typists	225	5.37	-	-	-	10	44	39	5	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Receptionists:																														
Nontyping	86	5.00	-	-	-	41	48	5	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Bookkeepers, accounting and auditing clerks	20	5.78	-	-	-	-	90	-	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service occupations	311	5.28	-	-	7	10	50	23	(⁴)	5	-	-	-	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	
Nursing aides, orderlies, and attendants	288	5.34	-	-	5	8	52	25	-	5	-	-	-	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	
Operators, fabricators, and laborers	2,221	3.65	55	19	18	2	4	-	(⁴)	-	-	-	-	(⁴)	-	-	-	-	-	-	-	-	-	-	-					
Handlers, equipment cleaners, helpers, and laborers	2,196	3.63	56	20	18	2	3	-	(⁴)	-	-	-	-	(⁴)	-	-	-	-	-	-	-	-	-	-	-					
Construction laborers	1,335	3.51	58	22	20	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Freight, stock, and material handlers	653	3.74	53	17	16	5	6	-	1	(⁴)	1	-	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Laborers, except construction	141	3.85	49	13	19	-	19	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

¹ The Fort Lauderdale-Hollywood-Pompano Beach metropolitan area consists of Broward County.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

³ Estimates of the number of workers are intended as a general guide to the size and composition of the industry's labor force, rather than as precise measures of employment. The study excluded workers in establishments employing fewer than 50 workers.

⁴ Less than 0.5 percent.

⁵ Workers were distributed as follows: 5 percent at \$21 and under \$22 and 9 percent at \$28 and under \$29.

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

Table 30. Occupational earnings: Permanent full-time workers—Fort Lauderdale-Hollywood-Pompano Beach, FL¹(Percent distribution of workers in selected occupations in temporary help supply establishments by straight-time hourly earnings,² September 1987)

Occupational category and method of wage payment ³	Number of workers ⁴	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																										
			4.25 and under 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	7.00-7.50	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 and over
All permanent workers	180	\$8.49	3	-	2	2	2	11	2	-	11	1	7	7	5	7	7	3	6	8	3	2	-	3	5	2	1	1	3
Office managers	38	12.20	-	-	-	-	-	-	-	-	-	-	-	3	3	8	-	11	11	11	8	-	13	11	5	5	-	⁵ 13	
Coordinators and sales representatives	103	7.82	-	-	-	-	-	19	1	-	15	1	11	5	5	11	8	4	6	8	1	-	-	-	5	1	-	1	-
Service coordinators	19	9.31	-	-	-	-	-	-	-	-	-	-	-	5	-	5	16	16	32	26	-	-	-	-	-	-	-	-	-
Coordinators-sales representatives	76	7.33	-	-	-	-	-	26	1	-	20	1	14	5	4	13	4	-	-	-	1	-	-	-	7	1	-	1	-

¹ The Fort Lauderdale-Hollywood-Pompano Beach metropolitan area consists of Broward County.² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.³ For definition of method of wage payment, see appendix A.⁴ Estimates of the number of workers are intended as a general guide to the size and composition of the industry's labor force, rather than as precise measures of employment. The study excluded workers in establishments employing

fewer than 50 workers.

⁵ Workers were distributed as follows: 8 percent at \$19 and under \$19.50 and 5 percent at \$21.50 and under \$22.

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

Table 31. Occupational earnings: Temporary workers—Houston, TX¹

(Percent distribution of workers in selected occupations in temporary help supply establishments by straight-time hourly earnings,² September 1987)

Occupational category	Number of workers ³	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 - 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	
All temporary workers	13,980	\$7.09	8	5	9	7	15	6	9	7	5	3	4	5	6	2	2	2	(⁴)	2	(⁴)	(⁴)	(⁴)	(⁴)	2	(⁴)	(⁴)	(⁴)	1	
Executive, administrative, and managerial occupations	53	12.97	-	-	-	-	-	-	-	-	-	-	2	2	4	40	13	17	4	9	-	-	-	-	9	-	-	-	-	
Professional specialty occupations	542	19.67	-	-	-	-	-	-	-	-	-	-	-	1	-	-	(⁴)	-	3	11	1	5	2	8	47	5	2	2	⁵ 13	
Registered nurses	535	19.73	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	3	11	1	5	2	8	48	5	2	2	13	
Technical and related support occupations	594	13.38	-	-	-	-	-	(⁴)	1	1	1	(⁴)	2	1	5	5	12	29	3	28	8	2	-	-	1	-	-	-	-	
Health technologists and technicians	518	13.90	-	-	-	-	-	-	(⁴)	-	-	-	1	-	2	2	13	33	4	32	9	2 ^s	-	-	1	-	-	-	-	
Licensed practical nurses	365	14.41	-	-	-	-	-	-	-	-	-	-	-	-	3	3	15	12	5	46	12	3	-	-	1	-	-	-	-	
Technologists and technicians, except health	76	9.84	-	-	-	-	-	1	4	8	11	1	8	9	22	29	4	-	-	-	-	-	-	-	3	-	-	-	-	
Sales and marketing workers	524	4.56	-	7	55	4	24	(⁴)	3	(⁴)	3	2	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Demonstrators, promoters and models, sales	60	5.42	-	10	20	-	45	-	-	-	18	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Administrative support occupations																														
including clerical	8,564	7.03	(⁴)	1	4	7	16	7	14	10	8	3	5	8	10	3	1	(⁴)	(⁴)	(⁴)	-	(⁴)	-	-	(⁴)	-	-	-	(⁴)	
Computer equipment operators ..	379	9.80	-	-	-	-	-	-	-	5	6	8	2	40	27	3	5	2	-	1	-	1	-	-	-	1	-	-	-	
Secretaries	892	8.86	-	-	(⁴)	-	-	1	4	3	26	4	17	9	30	7	1	-	(⁴)	-	-	-	-	-	-	-	-	-	-	
Legal	15	9.80	-	-	-	-	-	-	-	-	-	-	47	-	27	20	-	-	7	-	-	-	-	-	-	-	-	-	-	
Typists and word processors	1,924	8.44	-	-	-	2	4	3	10	9	4	7	20	22	7	2	-	-	(⁴)	(⁴)	-	-	-	-	-	-	-	-	-	
Word processors	1,311	9.40	-	-	-	-	-	1	1	6	5	5	8	29	32	10	3	-	(⁴)	1	-	-	-	-	-	-	-	-	-	
Typists	610	6.39	-	-	-	5	12	9	29	17	18	2	6	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Receptionists	729	5.75	-	(⁴)	-	1	24	29	23	20	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Nontyping	426	5.52	-	-	-	1	40	22	35	1	(⁴)	-	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Typing	303	6.07	-	1	-	2	1	40	5	47	2	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Bookkeepers, accounting and auditing clerks	443	7.42	-	-	-	-	5	6	12	21	21	9	10	9	3	2	(⁴)	-	-	2	-	-	-	-	-	-	-	-	-	
Messengers	77	5.30	-	-	-	10	65	1	17	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Stock and inventory clerks (no heavy lifting required)	108	5.92	-	-	-	30	-	15	11	26	15	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
General office clerks	2,499	5.14	(⁴)	3	13	19	37	9	11	6	(⁴)	2	(⁴)	(⁴)	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Data entry keyers	771	6.63	-	-	(⁴)	-	1	7	40	27	9	4	9	(⁴)	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service occupations	273	4.33	50	-	11	9	9	5	2	9	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Operators, fabricators, and laborers	2,671	4.06	39	20	20	9	6	3	1	-	(⁴)	(⁴)	1	-	-	(⁴)	1	1	(⁴)	-	-	-	-	-	-	-	-	-	-	
Handlers, equipment cleaners, helpers, and laborers	2,653	4.05	39	20	20	10	6	3	(⁴)	-	(⁴)	(⁴)	1	-	-	(⁴)	1	1	(⁴)	-	-	-	-	-	-	-	-	-	-	

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.

³ Estimates of the number of workers are intended as a general guide to the size and composition of the industry's labor force, rather than as precise measures of employment. The study excluded workers in establishments employing fewer than 50 workers.

⁴ Less than 0.5 percent.

⁵ Workers were distributed as follows: 12 percent at \$24 and under \$25 and 1 percent at \$25 and over.

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

Table 32. Occupational earnings: Permanent full-time workers—Houston, TX¹

(Percent distribution of workers in selected occupations in temporary help supply establishments by straight-time hourly earnings,² September 1987)

Occupational category and method of wage payment ³	Number of workers ⁴	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																								
			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 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
All permanent workers	511	\$9.84	9	3	3	1	(⁵)	5	1	11	5	7	4	6	6	5	5	3	4	2	1	(⁵)	(⁵)		6	1	5
Time	255	8.61	17	6	6	2	1	5	2	5	2	8	7	9	9	6	4	(⁵)	2	1	(⁵)			3	2	4	
Incentive	256	11.07	(⁵)	-	-	-	-	5	(⁵)	16	8	7	5	4	4	4	6	9	4	6	4	1	1	(⁵)	9	1	5
Office managers	57	16.42	-	-	-	-	-	-	-	-	-	-	-	5	-	-	-	21	-	2	2	7	-	-	30	4	⁶ 30
Time	19	17.96	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	16	-	-	32	-	53
Incentive	38	15.65	-	-	-	-	-	-	-	-	-	-	8	-	-	-	-	32	-	3	3	-	-	-	29	5	18
Coordinators and sales representatives	288	10.04	-	-	3	1	-	3	-	16	7	11	3	7	6	9	9	3	4	6	3	(⁵)	1	(⁵)	4	-	2
Time	99	9.32	-	-	10	2	-	1	-	5	3	19	-	12	15	15	10	1	1	3	1	-	-	-	1	-	-
Incentive	189	10.41	-	-	-	-	-	4	-	22	10	7	5	4	2	5	8	5	5	7	5	1	1	1	6	-	3
Service coordinators	160	9.39	-	-	6	1	-	1	-	19	7	12	3	11	6	9	16	3	1	4	1	1	1	1	1	1	-
Time	64	9.08	-	-	16	3	-	-	-	2	19	-	19	13	14	14	-	-	-	-	-	-	-	-	2	-	-
Incentive	96	9.60	-	-	-	-	-	1	-	31	10	7	4	5	2	5	17	4	1	7	1	1	1	1	-	-	-
Business services sales representatives	71	12.04	-	-	-	-	-	-	-	6	3	11	1	3	10	11	-	7	6	13	11	-	1	-	8	-	8
Incentive	52	12.65	-	-	-	-	-	-	-	8	4	8	2	4	2	4	-	10	8	12	15	-	2	-	12	-	12
Coordinators-sales representatives	57	9.36	-	-	-	-	14	-	23	14	9	9	-	2	5	2	2	11	-	2	-	-	-	-	9	-	-
Incentive	41	9.48	-	-	-	-	17	-	20	15	5	12	-	-	7	-	-	12	-	-	-	-	-	-	12	-	-
Accounting clerks ⁷	19	7.69	-	-	26	-	-	11	5	11	11	-	11	21	-	-	5	-	-	-	-	-	-	-	-	-	-
Accounting clerks-Level II	9	6.05	-	-	56	-	-	22	-	22	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Receptionists	15	7.26	-	-	-	-	67	-	20	-	-	-	-	13	-	-	-	-	-	-	-	-	-	-	-	-	-
Time	10	7.60	-	-	-	-	50	-	30	-	-	-	-	20	-	-	-	-	-	-	-	-	-	-	-	-	-
Secretaries ⁷	9	8.01	-	-	-	11	-	44	-	-	-	-	-	44	-	-	-	-	-	-	-	-	-	-	-	-	-

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.
³ For definition of method of wage payment, see appendix A.
⁴ Estimates of the number of workers are intended as a general guide to the size and composition of the industry's labor force, rather than as precise measures of employment. The study excluded workers in establishments employing fewer than 50 workers.
⁵ Less than 0.5 percent.

⁶ Workers were distributed as follows: 4 percent at \$17 and under \$18; 9 percent at \$19 and under \$20; 9 percent at \$20 and under \$21; 2 percent at \$27 and under \$28; 2 percent at \$28 and under \$29; 2 percent at \$29 and under \$30; and 4 percent at \$31 and over.
⁷ Virtually all time workers.

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

Table 33. Occupational earnings: Temporary workers—Indianapolis, IN¹

(Percent distribution of workers in selected occupations in temporary help supply establishments by straight-time hourly earnings,² September 1987)

Occupational category	Number of workers ³	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	8.00-9.00	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			
All temporary workers	3,966	\$5.38	1	27	19	11	14	5	5	6	2	1	1	1	1	(⁴)	(⁴)	1	(⁴)	1	1	-	(⁴)	(⁴)	-	(⁴)	-	-	-	1		
Professional specialty occupations	90	17.72	-	-	-	-	-	-	-	-	-	-	-	-	-	8	4	4	11	6	3	21	-	11	10	-	-	-	-	⁵ 21		
Registered nurses	46	14.01	-	-	-	-	-	-	-	-	-	-	-	-	-	13	9	9	17	11	4	37	-	-	-	-	-	-	-	-		
Sales and marketing workers	77	4.77	-	1	17	57	14	5	4	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Demonstrators, promoters and models, sales	23	4.90	-	-	-	65	17	13	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Telemarketing, sales	43	4.64	-	-	23	65	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Administrative support occupations																																
including clerical	1,641	5.15	(⁴)	9	16	18	29	10	9	4	2	1	1	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-						
Secretaries	130	6.01	-	-	-	3	30	15	20	19	7	2	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Typists and word processors	325	5.60	-	-	2	19	28	22	16	6	3	1	1	1	(⁴)	-	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Word processors	154	6.09	-	-	1	5	15	26	30	12	6	1	2	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Typists	102	5.13	-	-	4	32	48	11	1	-	1	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Receptionists	133	4.94	-	-	12	38	38	8	2	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Nontyping	49	4.83	-	-	20	39	31	6	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Typing	84	5.00	-	-	7	37	42	8	4	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Bookkeepers, accounting and auditing clerks	72	5.15	-	4	3	26	49	8	3	3	-	-	1	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
General office clerks	250	4.50	-	6	46	16	29	2	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Data entry keyers	261	5.11	-	-	8	25	50	10	4	1	1	(⁴)	(⁴)	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service occupations	279	5.61	1	10	22	9	1	(⁴)	-	55	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Janitors and cleaners	36	3.86	6	42	50	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Operators, fabricators, and laborers	1,493	4.05	1	58	27	5	3	3	2	(⁴)	1	-	(⁴)	-	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-	-				
Handlers, equipment cleaners, helpers, and laborers	1,276	3.97	1	65	25	2	3	3	1	-	1	-	(⁴)	-	(⁴)	-	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ The Indianapolis metropolitan area consists of Boone, Hamilton, Hancock, Hendricks, Johnson, Marion, Morgan, and Shelby Counties.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

³ Estimates of the number of workers are intended as a general guide to the size and composition of the industry's labor force, rather than as precise measures of employment. The study excluded workers in establishments employing fewer than 50 workers.

⁴ Less than 0.5 percent.

⁵ Workers were distributed as follows: 11 percent at \$25 and under \$25.50 and 10 percent at \$28.50 and under \$29.

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

Table 34. Occupational earnings: Permanent full-time workers—Indianapolis, IN¹(Percent distribution of workers in selected occupations in temporary help supply establishments by straight-time hourly earnings,² September 1987)

Occupational category and method of wage payment ³	Number of workers ⁴	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																			
			4.50 and under 5.00	5.00-5.50	5.50-6.00	6.00-6.50	6.50-7.00	7.00-7.50	7.50-8.00	8.00-8.50	8.50-9.00	9.00-9.50	9.50-10.00	10.00-10.50	10.50-11.00	11.00-11.50	11.50-12.00	12.00-12.50	12.50-13.00	13.00-13.50	13.50 and over	
All permanent workers	56	\$8.96	2	2	7	13	7	2	13	-	9	11	13	4	-	4	2	2	2	5	5	
Time	40	8.87	3	3	10	18	-	-	15	-	5	15	18	-	-	-	3	-	-	5	8	
Office managers	8	13.79	-	-	-	-	-	-	13	-	-	-	-	-	-	-	13	-	-	38	38	
Time	7	13.88	-	-	-	-	-	-	14	-	-	-	-	-	-	-	14	-	-	29	43	
Coordinators and sales representatives	30	8.16	-	-	10	17	10	3	3	-	17	20	17	-	-	-	-	-	3	-	-	
Time	21	8.17	-	-	14	24	-	-	-	-	10	29	24	-	-	-	-	-	-	-	-	
Incentive	9	8.11	-	-	-	-	33	11	11	-	33	-	-	-	-	-	-	-	11	-	-	
Service coordinators	25	8.10	-	-	8	20	12	-	-	-	16	24	20	-	-	-	-	-	-	-	-	
Time	20	8.29	-	-	10	25	-	-	-	-	10	30	25	-	-	-	-	-	-	-	-	

¹ The Indianapolis metropolitan area consists of Boone, Hamilton, Hancock, Hendricks, Johnson, Marion, Morgan, and Shelby Counties.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

³ For definition of method of wage payment, see appendix A.

⁴ Estimates of the number of workers are intended as a general guide to the size and composition of the industry's labor force, rather than as precise measures of employment.

The study excluded workers in establishments employing fewer than 50 workers.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported. Overall occupation may include data for subclassifications not shown separately. Data in this table represent 44 percent of all permanent employees within the scope of the survey. Wage data for the remainder were not available, nor could the data be appropriately represented by statistical procedures.

Table 35. Occupational earnings: Temporary workers—Kansas City, MO-KS¹

(Percent distribution of workers in selected occupations in temporary help supply establishments by straight-time hourly earnings,² September 1987)

Occupational category	Number of workers ³	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
All temporary workers	5,354	\$5.34	6	17	21	12	16	7	6	2	2	1	1	(⁴)	(⁴)	1	1	(⁴)	1	1	(⁴)	(⁴)	1	(⁴)	1	(⁴)	2	(⁴)	1
Professional specialty occupations	247	14.52	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	7	2	5	2	11	9	11	3	35	5	⁵ 10	
Registered nurses	165	14.67	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	11	2	7	-	5	-	5	1	51	1	15	
Technical and related support occupations	110	10.27	-	-	-	-	-	-	-	-	3	-	-	3	-	33	15	11	20	15	-	-	-	-	-	-	-	-	
Health technologists and technicians	89	10.45	-	-	-	-	-	-	-	-	-	-	-	-	-	34	16	7	25	19	-	-	-	-	-	-	-	-	
Licensed practical nurses	89	10.45	-	-	-	-	-	-	-	-	-	-	-	-	-	34	16	7	25	19	-	-	-	-	-	-	-	-	
Sales and marketing workers	137	5.29	-	-	-	-	74	11	13	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Telemarketing, sales	71	5.30	-	-	-	-	75	-	23	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Administrative support occupations																													
including clerical	1,729	5.45	-	2	16	14	27	11	12	5	6	2	3	1	-	(⁴)	(⁴)	-	-	-	-	-	-	-	(⁴)	-	-	-	
Secretaries	266	5.84	-	-	-	10	23	27	18	6	12	1	2	-	-	(⁴)	(⁴)	-	-	-	-	-	-	-	-	(⁴)	-	-	
Typists and word processors	352	6.33	-	-	2	6	30	4	11	11	10	10	11	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Word processors	189	7.31	-	-	-	-	-	-	15	18	18	19	20	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Typists	162	5.19	-	-	5	12	65	8	7	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Receptionists	203	4.71	-	1	31	33	25	3	4	1	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Nontyping	48	4.60	-	4	19	60	15	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Typing	155	4.75	-	-	35	25	28	4	6	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Bookkeepers, accounting and auditing clerks	89	5.52	-	-	7	1	46	17	22	-	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
General office clerks	246	4.50	-	-	58	35	4	(⁴)	2	-	(⁴)	-	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Data entry keyers	266	5.48	-	-	(⁴)	2	61	16	16	1	2	(⁴)	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Service occupations	509	5.34	(⁴)	14	2	8	26	29	15	(⁴)	1	1	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-		
Nursing aides, orderlies, and attendants	402	5.51	-	-	-	9	32	37	19	(⁴)	(⁴)	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Operators, fabricators, and laborers	2,557	4.09	13	31	33	14	4	1	1	(⁴)	(⁴)	-	(⁴)	-	(⁴)	-	1	-	-	-	-	-	-	-	-	-	-		
Handlers, equipment cleaners, helpers, and laborers	1,149	4.13	29	22	20	18	6	1	1	-	(⁴)	-	-	-	-	-	3	-	-	-	-	-	-	-	-	-	-		
Laborers, except construction	808	3.91	41	15	11	22	8	1	(⁴)	-	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		

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.

³ Estimates of the number of workers are intended as a general guide to the size and composition of the industry's labor force, rather than as precise measures of employment. The study excluded workers in establishments employing fewer than 50 workers.

⁴ Less than 0.5 percent.

⁵ Workers were distributed as follows: 1 percent at \$17 and under \$18; 6 percent at \$18 and under \$19; and 3 percent at \$19 and under \$20.

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

Table 36. Occupational earnings: Permanent full-time workers—Kansas City, MO-KS¹(Percent distribution of workers in selected occupations in temporary help supply establishments by straight-time hourly earnings,² September 1987)

Occupational category and method of wage payment ³	Number of workers ⁴	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	6.50	7.00	7.50	8.00	8.50	9.00	9.50	10.00	10.50	11.00	11.50	12.00	12.50	13.00	13.50	14.00	14.50	15.00	15.50	16.00	16.50	17.00	17.50	17.50 and over	
All permanent workers	164	\$9.60	2	3	-	12	7	8	5	12	7	4	6	4	4	1	-	4	7	2	7	2	-	-	-	-	-	2	-	2	
Time	110	8.63	3	5	-	18	8	12	5	11	6	4	2	-	2	1	-	5	7	2	5	4	-	-	-	-	-	-	-	-	
Incentive	54	11.57	-	-	-	-	4	-	4	15	9	4	15	11	7	-	-	-	6	4	9	-	-	-	-	-	6	-	7		
Office managers	19	15.94	-	-	-	-	-	-	-	-	-	-	11	5	-	-	-	-	11	11	26	-	-	-	-	-	16	-	⁵ 21		
Incentive	17	16.27	-	-	-	-	-	-	-	-	-	-	12	6	-	-	-	-	12	-	29	-	-	-	-	-	18	-	24		
Coordinators and sales representatives	105	8.97	-	-	-	13	6	7	8	18	11	6	7	3	6	-	-	2	5	2	4	4	-	-	-	-	-	-	-	-	
Time	71	8.78	-	-	-	20	6	10	8	15	10	6	3	-	3	-	-	3	6	-	6	6	-	-	-	-	-	-	-	-	
Incentive	34	9.37	-	-	-	-	6	-	6	24	15	6	15	9	12	-	-	-	3	6	-	-	-	-	-	-	-	-	-	-	
Service coordinators	67	8.15	-	-	-	15	4	10	12	25	18	6	-	-	3	-	-	3	3	-	-	-	-	-	-	-	-	-	-	-	
Time	48	8.04	-	-	-	21	2	15	13	19	15	8	-	-	-	-	-	4	4	-	-	-	-	-	-	-	-	-	-	-	
Incentive	19	8.42	-	-	-	-	11	-	11	42	26	-	-	-	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Business services sales representatives	38	10.42	-	-	-	11	8	-	-	5	-	5	18	8	11	-	-	-	8	5	11	11	-	-	-	-	-	-	-	-	
Time	23	10.31	-	-	-	17	13	-	-	9	-	-	9	-	9	-	-	-	9	-	17	17	-	-	-	-	-	-	-	-	-
Incentive	15	10.57	-	-	-	-	-	-	-	-	-	-	13	33	20	13	-	-	7	13	-	-	-	-	-	-	-	-	-	-	-

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.

³ For definition of method of wage payment, see appendix A.

⁴ Estimates of the number of workers are intended as a general guide to the size and composition of the industry's labor force, rather than as precise measures of employment. The study excluded workers in establishments employing

fewer than 50 workers.

⁵ Workers were distributed as follows: 11 percent at \$17.50 and under \$18 and 11 percent at \$32.50 and under \$33.

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

Table 37. Occupational earnings: Temporary workers—Los Angeles—Long Beach, CA¹

(Percent distribution of workers in selected occupations in temporary help supply establishments by straight-time hourly earnings,² September 1987)

Occupational category	Number of workers ³	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	4.50	5.00	5.50	6.00	6.50	7.00	7.50	8.00	9.00	10.00	11.00	12.00	13.00	14.00	15.00	16.00	17.00	18.00	19.00	20.00	21.00	22.00	23.00	24.00 and over		
All temporary workers	25,847	\$7.81	4	4	9	5	9	5	9	6	8	5	10	4	4	3	3	1	1	1	(⁴)	(⁴)	(⁴)	1	1	1	1	1	1	1	
Professional specialty occupations	2,005	18.79	-	-	-	-	-	-	-	-	-	-	-	-	-	21	(⁴)	6	(⁴)	1	2	3	4	8	8	17	9	13	8		
Registered nurses	1,400	20.91	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(⁴)	3	-	2	2	4	5	9	11	25	13	19	7		
Technical and related support occupations	1,437	14.03	-	-	-	-	(⁴)	(⁴)	-	-	(⁴)	-	1	5	6	3	35	10	9	12	2	(⁴)	(⁴)	13	1	-	-	-	2		
Health technologists and technicians	837	12.47	-	-	-	-	-	(⁴)	-	-	-	-	2	-	9	6	55	17	11	-	-	-	-	-	-	-	-	-	1		
Licensed practical nurses	802	12.32	-	-	-	-	-	-	-	-	-	-	2	-	9	6	56	15	12	-	-	-	-	-	-	-	-	-	-		
Technologists and technicians, except health:																															
Computer programmers	40	21.00	-	-	-	-	-	-	-	-	-	-	-	25	13	-	-	-	-	-	-	3	-	-	-	-	-	-	5	60	
Administrative support occupations																															
including clerical	13,001	7.40	(⁴)	(⁴)	1	2	10	7	12	9	15	7	17	8	7	3	1	1	(⁴)	(⁴)	(⁴)	-	-	-	-	-	-	-	(⁴)	-	
Secretaries	2,417	8.84	-	-	-	-	-	-	(⁴)	4	6	6	44	19	11	5	2	1	(⁴)	1	-	-	-	-	-	-	-	-	-	-	
Executive	1,625	8.89	-	-	-	-	-	-	(⁴)	3	7	8	38	19	14	5	2	1	(⁴)	1	-	-	-	-	-	-	-	-	-	-	
Legal	92	11.10	-	-	-	-	-	-	-	-	-	5	-	24	9	32	13	4	2	11	-	-	-	-	-	-	-	-	-	-	
Typists and word processors	2,589	8.28	-	-	-	-	1	3	11	10	15	8	16	10	14	6	3	2	(⁴)	1	-	-	-	-	-	-	-	-	-	-	
Word processors	1,203	9.73	-	-	-	-	-	-	1	2	2	2	22	18	28	12	6	4	1	1	-	-	-	-	-	-	-	-	-	-	
Typists	1,333	7.05	-	-	-	-	1	5	19	17	27	13	12	3	2	(⁴)	-	-	(⁴)	-	-	-	-	-	-	-	-	-	-	-	
Receptionists	1,495	6.27	-	-	-	(⁴)	10	12	36	18	17	3	3	-	-	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Nontyping	864	6.05	-	-	-	1	17	20	35	14	9	1	3	-	-	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Typing	631	6.59	-	-	-	-	1	2	38	23	27	6	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Bookkeepers, accounting and auditing clerks	1,098	7.79	-	-	-	-	1	1	6	8	27	13	28	10	5	1	1	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-	
Messengers	55	5.55	-	2	2	-	36	20	40	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Stock and inventory clerks (no heavy lifting required)	61	5.41	-	-	-	7	74	8	3	2	-	-	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
General office clerks	2,153	5.89	(⁴)	(⁴)	5	7	33	13	15	7	9	3	4	3	1	(⁴)	(⁴)	(⁴)	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-
Data entry keyers	1,166	7.09	-	-	-	(⁴)	1	7	9	13	36	17	13	2	1	1	(⁴)	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-	-
Service occupations	1,845	6.07	1	3	12	4	11	4	27	13	3	8	13	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Kitchen workers, food preparation	10	4.68	-	-	20	50	30	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Nursing aides, orderlies, and attendants	1,333	6.41	-	-	12	2	10	3	21	19	5	11	17	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Janitors and cleaners	69	4.69	4	-	32	25	25	4	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

Table 37. Occupational earnings: Temporary workers—Los Angeles-Long Beach, CA¹—Continued

(Percent distribution of workers in selected occupations in temporary help supply establishments by straight-time hourly earnings,² September 1987)

Occupational category	Number of workers ³	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	8.00-9.00	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
Precision, production, craft, and repair occupations	60	\$13.19	-	-	-	-	5	-	15	3	-	-	13	-	-	-	-	-	27	-	-	-	20	10	7	-	-	-	-
Operators, fabricators, and laborers	6,483	4.51	16	16	27	13	11	5	4	1	1	2	1	(⁴)	1	(⁴)	(⁴)	-	(⁴)	(⁴)	-	-	-	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	1,242	5.10	2	9	31	20	18	3	3	(⁴)	1	7	2	1	3	(⁴)	(⁴)	-	(⁴)	(⁴)	-	-	-	-	-	-	-	-	-
Assemblers	389	5.15	1	15	31	13	13	2	1	1	1	21	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Transportation and material moving occupations	104	6.35	-	-	3	4	16	29	12	2	5	-	24	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Motor vehicle operators	61	6.97	-	-	-	-	13	13	16	3	3	-	41	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Material moving equipment operators	40	5.46	-	-	8	8	23	50	5	-	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Handlers, equipment cleaners, helpers, and laborers	5,137	4.33	20	18	27	12	9	5	4	1	1	1	1	(⁴)	(⁴)	-	-	-	-	(⁴)	-	-	-	-	-	-	-	-	
Freight, stock, and material handlers	1,107	4.50	(⁴)	29	35	7	11	5	6	4	1	1	1	(⁴)	(⁴)	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-	
Laborers, except construction	3,344	4.31	30	12	22	13	9	6	4	1	2	1	1	-	(⁴)	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-	

¹ The Los Angeles-Long Beach metropolitan area consists of Los Angeles County.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

³ Estimates of the number of workers are intended as a general guide to the size and composition of the industry's labor force, rather than as precise measures of employment. The study excluded workers in establishments employing fewer than 50 workers.

⁴ Less than 0.5 percent.

⁵ Workers were distributed as follows: 15 percent at \$27 and under \$28; 30 percent at \$28 and under \$29; 10 percent at \$29 and under \$30; and 5 percent at \$30 and under \$31.

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

Table 38. Occupational earnings: Permanent full-time workers—Los Angeles-Long Beach, CA¹

(Percent distribution of workers in selected occupations in temporary help supply establishments by straight-time hourly earnings,² September 1987)

Occupational category and method of wage payment ³	Number of workers ⁴	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																											
			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	9.00-9.50	9.50-10.00	10.00-11.00	11.00-12.00	12.00-13.00	13.00-14.00	14.00-15.00	15.00-16.00	16.00-17.00	17.00-18.00	18.00-19.00	19.00-20.00	20.00-21.00	21.00-22.00	22.00-23.00	23.00-24.00	24.00-25.00	25.00-26.00	26.00 and over	
All permanent workers	996	\$12.10	2	1	2	1	2	6	6	8	5	7	12	8	6	5	7	4	5	3	3	1	2	(⁵)	2					
Time	513	10.42	4	(⁵)	1	2	3	6	10	9	8	10	18	2	6	3	11	3	3	-	2	(⁵)	-	(⁵)	-					
Incentive	483	13.88	-	1	2	(⁵)	2	6	2	6	2	4	6	13	6	7	2	4	8	6	5	3	5	1	1	1	1	1	1	4
Office managers	147	17.07	-	-	-	-	-	-	-	-	-	7	-	2	5	1	14	18	18	2	7	7	5	3	2	-	-	1	7	
Time	63	15.14	-	-	-	-	-	-	-	-	-	8	-	2	13	-	24	19	21	-	13	2	-	-	-	-	-	-	-	
Incentive	84	18.52	-	-	-	-	-	-	-	-	-	6	-	2	-	2	6	18	17	4	4	11	8	5	4	-	-	2	12	
Coordinators and sales representatives	592	11.83	1	1	2	(⁵)	1	6	6	9	4	8	17	10	7	6	3	2	4	5	3	1	3	-	-	1	1	(⁵)	1	
Time	241	9.87	1	1	2	(⁵)	2	6	11	11	7	12	29	2	4	2	6	2	-	-	-	-	-	-	-	-	-	-	-	
Incentive	351	13.18	-	1	2	-	1	6	2	7	2	5	9	16	9	8	2	2	7	8	5	1	5	-	-	1	1	1	1	
Service coordinators	383	10.40	1	2	4	(⁵)	2	4	8	13	6	10	22	9	8	3	3	-	2	1	-	-	3	-	-	-	-	-	-	
Time	206	9.53	1	1	3	(⁵)	2	7	11	13	9	14	31	(⁵)	2	(⁵)	5	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive	177	11.42	-	2	5	-	2	-	5	12	3	5	13	19	16	5	-	-	5	3	-	-	6	-	-	-	-	-	-	
Business services sales representatives	169	15.05	-	-	-	-	-	2	3	1	-	5	7	15	5	12	4	5	7	13	11	-	3	-	-	2	2	1	3	
Time	35	11.85	-	-	-	-	-	-	14	-	-	3	20	11	17	14	9	11	-	-	-	-	-	-	-	-	-	-	-	
Incentive	134	15.88	-	-	-	-	-	2	-	1	-	5	4	16	1	11	3	3	8	16	13	-	4	-	-	3	3	1	4	
Coordinators-sales representatives ⁷	40	11.89	-	-	-	-	-	45	-	-	-	-	5	5	-	10	5	5	10	-	-	10	5	-	-	-	-	-	-	
Receptionists ⁸	22	7.55	9	-	-	9	23	32	18	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

¹ The Los Angeles-Long Beach metropolitan area consists of Los Angeles County.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

³ For definition of method of wage payment, see appendix A.

⁴ Estimates of the number of workers are intended as a general guide to the size and composition of the industry's labor force, rather than as precise measures of employment. The study excluded workers in establishments employing fewer than 50 workers.

⁵ Less than 0.5 percent.

⁶ Workers were distributed as follows: 5 percent at \$27 and under \$28; 2 percent at \$29 and under \$30; and 5 percent at \$31 and under \$32.

⁷ Virtually all incentive workers.

⁸ Virtually all time workers.

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

Table 39. Occupational earnings: Temporary workers—Minneapolis-St. Paul, MN-WI¹

(Percent distribution of workers in selected occupations in temporary help supply establishments by straight-time hourly earnings,² September 1987)

Occupational category	Number of workers ³	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	
All temporary workers	13,175	\$5.51	5	4	21	19	14	10	8	4	3	2	3	2	2	(⁴)	1	(⁴)												
Professional specialty occupations	159	15.93	-	-	-	-	-	-	-	1	1	-	-	1	1	3	7	-	-	3	3	1	4	23	14	3	7	8	⁵ 21	
Engineers	29	19.17	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	3	3	7	-	17	17	7	-	45	
Technical and related support occupations	270	11.74	-	-	-	2	2	1	3	1	2	-	14	6	3	1	4	-	8	7	9	2	10	2	10	2	1	1	8	
Technologists and technicians, except health	270	11.74	-	-	-	2	2	1	3	1	2	-	14	6	3	1	4	-	8	7	9	2	10	2	10	2	1	1	8	
Sales and marketing workers	178	4.88	-	13	20	10	19	28	3	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Demonstrators, promoters and models, sales	42	5.29	-	-	24	-	10	55	7	-	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Telemarketing, sales	33	4.52	-	6	42	6	39	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Administrative support occupations																														
including clerical	5,034	6.07	(⁴)	1	12	7	17	18	13	7	5	5	6	3	4	1	1	(⁴)												
Secretaries	771	7.21	-	-	-	1	1	9	25	11	12	15	13	4	4	1	2	1	-	-	(⁴)									
Typists and word processors	1,016	7.35	-	-	-	3	9	8	8	11	9	11	14	10	14	2	1	(⁴)	-	1	(⁴)									
Word processors	668	8.05	-	-	-	(⁴)	1	1	6	13	16	21	14	21	3	1	(⁴)	-	-	(⁴)										
Typists	328	5.93	-	-	-	8	23	22	21	21	-	(⁴)	2	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Receptionists	580	5.42	-	1	5	2	42	32	10	5	3	-	-	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Nontyping	248	5.30	-	-	12	4	43	33	3	2	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Typing	332	5.51	-	2	1	1	41	31	15	6	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Bookkeepers, accounting and auditing clerks	128	5.81	-	-	-	5	32	21	29	4	5	1	2	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	
Messengers	36	4.50	-	-	33	42	25	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Stock and inventory clerks (no heavy lifting required)	49	5.06	-	-	12	43	24	8	-	4	4	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
General office clerks	900	4.51	-	3	53	22	16	4	2	(⁴)	(⁴)	-	-	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Data entry keyers	664	5.83	-	-	-	2	18	45	24	7	2	-	1	(⁴)	1	-	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-	
Service occupations	789	4.61	29	(⁴)	4	30	18	9	3	1	1	1	1	(⁴)																
Janitors and cleaners	45	4.81	-	-	36	20	33	-	-	-	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Precision, production, craft, and repair occupations	178	6.05	-	-	2	20	26	1	10	25	3	6	-	2	-	-	1	-	-	3	3	-	-	-	-	-	-	-	-	
Precision production occupations	111	5.81	-	-	3	32	1	1	16	40	5	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Operators, fabricators, and laborers	2,767	4.48	13	8	29	31	9	2	5	1	1	(⁴)	(⁴)	-	1	-	(⁴)	-	-	(⁴)										
Machine operators, assemblers, and inspectors	398	4.51	-	1	62	20	9	-	4	2	(⁴)	(⁴)	(⁴)	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	
Assemblers	282	4.33	-	1	72	19	4	-	-	3	-	(⁴)	(⁴)	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	
Handlers, equipment cleaners, helpers, and laborers	2,303	4.43	15	9	24	34	9	2	3	1	1	(⁴)	(⁴)	-	(⁴)	-	(⁴)	-	-	(⁴)										

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¹ The Minneapolis-St. Paul metropolitan area consists of Anoka, Carver, Chisago, Dakota, Hennepin, Isanti, Ramsey, Scott, Washington, and Wright Counties, MN; and St. Croix County, WI.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

³ Estimates of the number of workers are intended as a general guide to the size and composition of the industry's labor force, rather than as precise measures of employment. The study excluded workers in establishments employing fewer than 50 workers.

⁴ Less than 0.5 percent.

⁵ Workers were distributed as follows: 8 percent at \$20 and under \$21; 4 percent at \$21 and under \$22; 4 percent at \$22 and under \$23; 2 percent at \$24 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. Overall occupation may include data for subclassifications not shown separately.

Table 40. Occupational earnings: Permanent full-time workers—Minneapolis-St. Paul, MN-WI¹(Percent distribution of workers in selected occupations in temporary help supply establishments by straight-time hourly earnings,² September 1987)

Occupational category and method of wage payment ³	Number of workers ⁴	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	7.00-7.50	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	17.00-18.00	18.00 and over
All permanent workers	356	\$9.17	2	1	-	3	2	7	4	6	12	7	12	11	8	3	4	3	1	1	2	3	2	1	2	1	1	1	1
Time	258	8.34	2	1	-	4	2	9	6	8	12	7	12	13	7	4	3	4	1	-	1	2	1	2	1	(⁵)	1	(⁵)	-
Incentive	98	11.35	-	-	-	-	2	2	-	2	9	6	12	6	9	-	6	1	2	2	5	6	4	4	4	4	4	5	3
Office managers	44	13.74	-	-	-	-	-	-	-	-	-	-	5	-	5	5	2	9	5	-	5	14	5	7	14	7	5	11	5
Time	25	12.01	-	-	-	-	-	-	-	-	-	-	8	-	8	8	4	16	8	-	8	16	8	4	8	4	-	-	-
Incentive	19	16.02	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	11	-	11	21	11	11	26	11	
Coordinators and sales representatives	218	8.89	-	-	-	1	1	7	5	9	14	10	13	12	9	3	4	1	(⁵)	1	2	2	2	1	-	1	1	-	(⁵)
Time	156	8.23	-	-	-	1	-	9	6	12	15	12	14	16	8	4	2	1	1	-	-	-	-	-	-	-	-	-	-
Incentive	62	10.53	-	-	-	-	3	3	-	3	11	6	11	3	11	-	10	2	-	3	8	6	6	3	-	3	3	-	2
Service coordinators	149	8.10	-	-	-	1	1	9	7	11	17	12	15	11	9	1	3	-	1	-	-	-	-	-	-	-	-	-	-
Time	132	8.05	-	-	-	2	-	11	8	13	16	11	17	13	8	2	1	-	1	-	-	-	-	-	-	-	-	-	-
Incentive	17	8.46	-	-	-	-	12	-	-	-	29	24	-	-	12	-	24	-	-	-	-	-	-	-	-	-	-	-	-
Business services sales representatives	44	10.81	-	-	-	-	-	-	-	-	5	9	11	14	16	5	5	5	-	5	2	9	5	5	-	-	5	-	2
Time	17	9.43	-	-	-	-	-	-	-	-	-	24	-	35	12	12	12	6	-	-	-	-	-	-	-	-	-	-	-
Incentive	27	11.68	-	-	-	-	-	-	-	7	-	19	-	19	-	-	4	-	7	4	15	7	7	-	-	7	-	4	
Coordinators-sales representatives	25	10.20	-	-	-	-	8	-	12	8	-	8	16	-	8	8	-	-	-	16	-	8	-	-	8	-	-	-	
Incentive	18	10.77	-	-	-	-	11	-	11	-	-	11	11	-	-	11	-	-	-	22	-	11	-	-	11	-	-	-	
Accounting clerks ⁶	6	7.60	-	-	-	33	-	-	-	-	33	-	-	-	-	33	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ The Minneapolis-St. Paul metropolitan area consists of Anoka, Carver, Chisago, Dakota, Hennepin, Isanti, Ramsey, Scott, Washington, and Wright Counties, MN; and St. Croix County, WI.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

³ For definition of method of wage payment, see appendix A.

⁴ Estimates of the number of workers are intended as a general guide to the size and composition of the industry's labor force, rather than as precise measures of employment. The study excluded workers in establishments employing

fewer than 50 workers.

⁵ Less than 0.5 percent.

⁶ Virtually all time workers.

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

Table 41. Occupational earnings: Temporary workers—Newark, NJ¹—Continued

(Percent distribution of workers in selected occupations in temporary help supply establishments by straight-time hourly earnings,² September 1987)

Occupational category	Number of workers ³	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																									
			3.50 and under 4.00	4.00-5.00	5.00-6.00	6.00-7.00	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	24.00-25.00	25.00-26.00	26.00-27.00	27.00-28.00	28.00 and over
Precision, production, craft, and repair occupations:																												
Mechanics and repairers	14	\$7.47	-	-	14	14	29	29	-	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Operators, fabricators, and laborers	714	5.63	4	36	16	12	29	2	-	-	-	(⁴)	-	(⁴)	-	-	-	-	-	-	-	-	-	(⁴)	-	-	-	-
Machine operators, assemblers, and inspectors	413	5.56	8	43	9	5	32	2	-	-	-	(⁴)	-	(⁴)	-	-	-	-	-	-	-	-	-	(⁴)	-	-	-	-
Assemblers	407	5.45	8	43	9	5	33	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Transportation and material moving occupations	19	7.21	-	-	-	32	68	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Motor vehicle operators	19	7.21	-	-	-	32	68	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	282	5.61	-	29	27	21	21	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Laborers, except construction	98	6.43	-	2	26	20	51	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ The Newark metropolitan area consists of Essex, Morris, Sussex, and Union Counties.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

³ Estimates of the number of workers are intended as a general guide to the size and composition of the industry's labor force, rather than as precise measures of employment. The study excluded workers in establishments employing fewer than 50 workers.

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. Overall occupation may include data for subclassifications not shown separately.

Table 42. Occupational earnings: Permanent full-time workers—Newark, NJ¹

(Percent distribution of workers in selected occupations in temporary help supply establishments by straight-time hourly earnings,² September 1987)

Occupational category and method of wage payment ³	Number of workers ⁴	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																					
			6.00 and under 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 10.50	10.50 - 11.00	11.00 - 12.00	12.00 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 - 21.00	21.00 - 22.00	22.00 and over
All permanent workers	241	\$10.94	2	1	6	8	3	12	12	5	12	7	4	6	6	2	5	2	1	-	-	2	2	2
Time	222	10.95	3	1	6	9	4	10	14	6	10	8	4	6	6	2	4	2	1	-	-	2	2	2
Incentive	19	10.83	-	-	-	-	-	37	-	-	37	-	-	5	-	-	21	-	-	-	-	-	-	-
Office managers	25	14.92	-	-	-	-	-	4	4	-	-	-	8	16	20	-	24	-	8	-	-	-	16	-
Coordinators and sales representatives	132	9.76	3	2	8	3	5	20	11	5	16	13	4	4	5	2	-	2	-	-	-	-	-	-
Time	118	9.80	3	2	8	3	5	16	13	5	12	14	4	4	5	2	-	3	-	-	-	-	-	-
Incentive	14	9.44	-	-	-	-	-	50	-	-	50	-	-	-	-	-	-	-	-	-	-	-	-	-
Service coordinators	94	9.95	-	-	2	4	4	22	16	5	19	10	5	5	1	2	-	3	-	-	-	-	-	-
Time	87	9.98	-	-	2	5	5	22	17	6	15	10	6	6	1	2	-	3	-	-	-	-	-	-
Business services sales representatives	32	8.97	13	6	25	-	6	16	-	3	9	6	-	-	16	-	-	-	-	-	-	-	-	-
Time	25	8.88	16	8	32	-	8	-	-	4	4	8	-	-	20	-	-	-	-	-	-	-	-	-
Incentive	7	9.28	-	-	-	-	-	71	-	-	29	-	-	-	-	-	-	-	-	-	-	-	-	-
Accounting clerks ⁵	24	9.26	-	-	-	42	-	-	33	8	-	-	-	-	17	-	-	-	-	-	-	-	-	-

¹ The Newark metropolitan area consists of Essex, Morris, Sussex, and Union Counties.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

³ For definition of method of wage payment, see appendix A.

⁴ Estimates of the number of workers are intended as a general guide to the size and composition of the industry's labor force, rather than as precise measures of employment. The study excluded workers in establishments employing fewer than 50 workers.

⁵ Virtually all time workers.

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

Table 43. Occupational earnings: Temporary workers—New York, NY¹

(Percent distribution of workers in selected occupations in temporary help supply establishments by straight-time hourly earnings,² September 1987)

Occupational category	Number of workers ³	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 - 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	
All temporary workers	32,856	\$7.95	2	5	12	4	9	4	10	4	9	3	8	4	5	1	3	5	4	4	2	1	(⁴)	(⁴)	1	(⁴)				
Professional specialty occupations	254	17.70	-	-	-	-	-	-	-	-	-	-	7	-	-	-	3	2	8	2	8	8	17	17	3	19	1	-	6	
Administrative support occupations																														
including clerical	27,606	8.17	2	5	6	4	9	4	12	5	10	4	9	4	5	1	2	6	5	5	2	1	(⁴)	(⁴)	1	(⁴)	(⁴)	(⁴)	-	
Computer equipment operators ..	841	8.96	-	-	-	-	-	1	5	3	9	10	31	9	22	3	(⁴)	2	5	5	-	-	(⁴)	(⁴)	-	-	-	-	-	
Secretaries	2,565	9.61	-	-	-	4	-	2	-	(⁴)	2	5	19	23	22	6	8	3	2	(⁴)	(⁴)	-	-	-	-	-	-	-	-	
Executive	654	10.85	-	-	-	-	-	-	-	-	3	-	19	12	23	16	14	3	(⁴)	1	1	9	-	-	-	-	-	-	-	
Typists and word processors	8,391	12.06	-	(⁴)	(⁴)	-	1	(⁴)	5	3	7	3	10	2	6	1	3	17	14	14	6	2	1	1	2	1	(⁴)	(⁴)	-	
Word processors	5,881	14.11	-	(⁴)	-	-	-	(⁴)	(⁴)	(⁴)	(⁴)	1	2	(⁴)	7	1	4	24	20	20	9	3	1	1	3	1	1	1	-	
Typists	1,564	7.45	-	-	1	-	4	1	8	5	25	13	34	7	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Receptionists	1,364	6.55	-	-	1	-	5	5	31	23	20	8	6	(⁴)	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	
Nontyping	877	6.54	-	-	2	-	3	4	30	29	19	8	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Typing	487	6.58	-	-	-	-	8	8	33	13	20	7	7	1	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	
Bookkeepers, accounting and auditing clerks	986	7.20	-	-	2	2	1	15	5	3	34	4	22	8	3	(⁴)	-	(⁴)	(⁴)	-	-	-	-	-	-	-	-	-	-	-
Stock and inventory clerks (no heavy lifting required)	273	4.85	-	38	1	15	25	-	9	-	7	3	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
General office clerks	6,789	5.42	1	2	17	11	24	9	16	6	10	2	1	1	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Data entry keyers	1,482	7.14	-	-	-	-	1	(⁴)	23	17	31	8	15	2	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service occupations	1,458	5.04	2	8	44	6	22	2	5	(⁴)	-	-	9	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Operators, fabricators, and laborers	265	4.99	-	-	36	8	26	11	11	-	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Handlers, equipment cleaners, helpers, and laborers	265	4.99	-	-	36	8	26	11	11	-	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Laborers, except construction	95	5.07	-	-	44	8	17	-	20	-	-	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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.

³ Estimates of the number of workers are intended as a general guide to the size and composition of the industry's labor force, rather than as precise measures of employment. The study excluded workers in establishments employing

fewer than 50 workers.

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. Overall occupation may include data for subclassifications not shown separately.

Table 44. Occupational earnings: Permanent full-time workers—New York, NY¹

(Percent distribution of workers in selected occupations in temporary help supply establishments by straight-time hourly earnings,² September 1987)

Occupational category and method of wage payment ³	Number of workers ⁴	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																							
			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	9.00-9.50	9.50-10.00	10.00-11.00	11.00-12.00	12.00-13.00	13.00-14.00	14.00-15.00	15.00-16.00	16.00-17.00	17.00-18.00	18.00-19.00	19.00-20.00	20.00-21.00	21.00-22.00	22.00-23.00	23.00-24.00	24.00 and over
All permanent workers	1,245	\$13.02	(⁵)	(⁵)	1	2	2	3	7	4	7	14	13	6	12	2	4	1	2	2	3	7	2	-	1	5
Time	1,080	12.61	(⁵)	(⁵)	1	2	4	6	4	8	16	14	6	12	2	3	2	1	(⁵)	2	8	(⁵)	1	-	-	5
Incentive	165	15.70	-	-	-	-	-	8	2	-	1	12	1	12	5	12	-	3	12	10	2	5	6	-	5	4
Office managers	111	20.44	-	-	-	-	-	-	-	-	3	-	1	4	-	4	-	-	-	8	52	11	-	-	-	⁶ 18
Time	102	20.43	-	-	-	-	-	-	-	-	3	-	1	4	-	4	-	-	-	9	57	3	-	-	-	20
Coordinators and sales representatives	544	12.26	-	-	1	(⁵)	(⁵)	1	7	4	10	16	11	7	16	3	6	2	1	4	3	-	2	-	2	1
Time	393	11.07	-	-	1	(⁵)	(⁵)	2	6	5	13	22	10	9	17	2	3	3	1	(⁵)	1	4	-	1	-	-
Incentive	151	15.35	-	-	-	-	-	7	2	-	1	13	1	13	6	13	-	3	13	11	2	-	7	-	6	3
Service coordinators	380	11.20	-	-	1	(⁵)	(⁵)	1	6	4	12	22	11	8	16	3	6	2	-	2	1	4	-	-	-	-
Time	347	10.94	-	-	1	(⁵)	(⁵)	1	7	4	13	24	11	9	18	1	3	2	-	1	4	-	-	-	-	-
Business services sales representatives	102	15.86	-	-	-	-	2	11	-	-	-	12	4	7	4	11	4	8	10	1	2	-	12	-	9	5
Time	25	14.39	-	-	-	-	8	-	-	-	-	-	8	20	16	4	16	12	4	4	-	8	-	-	-	-
Incentive	77	16.34	-	-	-	-	14	-	-	-	-	16	3	3	-	13	-	6	12	-	3	-	13	-	12	6
Coordinators-sales representatives	62	12.81	-	-	-	-	-	3	15	10	3	10	3	27	-	-	-	-	2	26	2	-	-	-	-	-
Accounting clerks ⁷	102	10.57	-	-	-	1	1	4	5	11	16	45	3	6	9	-	-	-	-	-	-	-	-	-	-	-
Accounting clerks-Level II	85	10.56	-	-	-	1	1	5	2	9	19	51	1	-	11	-	-	-	-	-	-	-	-	-	-	-
Accounting clerks-Level III	9	11.31	-	-	-	-	-	-	-	-	-	33	22	44	-	-	-	-	-	-	-	-	-	-	-	-
Receptionists ⁷	70	9.51	-	-	3	3	1	10	20	3	4	33	-	9	14	-	-	-	-	-	-	-	-	-	-	-
Secretaries ⁷	7	10.59	-	-	-	-	-	14	14	-	-	-	29	-	43	-	-	-	-	-	-	-	-	-	-	-

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.

³ For definition of method of wage payment, see appendix A.

⁴ Estimates of the number of workers are intended as a general guide to the size and composition of the industry's labor force, rather than as precise measures of employment. The study excluded workers in establishments employing fewer than 50 workers.

⁵ Less than 0.5 percent.

⁶ Workers were distributed as follows: 3 percent at \$25 and under \$26; 3 percent at \$27 and under \$28; 3 percent at \$28 and under \$29; 8 percent at \$30 and under \$31; and 2 percent at \$38 and under \$39.

⁷ Virtually all time workers.

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

Table 45. Occupational earnings: Temporary workers—Philadelphia, PA-NJ¹

(Percent distribution of workers in selected occupations in temporary help supply establishments by straight-time hourly earnings,² September 1987)

Occupational category	Number of workers ³	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	7.50-7.75	7.75-8.00	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 and over
All temporary workers	8,315	\$6.17	(⁴)	2	1	2	4	8	2	14	5	7	4	11	3	6	1	6	2	3	1	7	2	2	1	1	(⁴)	1	1
Sales and marketing workers	64	5.69	-	-	-	-	-	5	-	31	17	5	-	19	13	8	-	-	-	-	-	-	-	-	-	-	-	-	-
Telemarketing, sales	20	5.25	-	-	-	-	-	15	-	25	40	5	-	10	-	5	-	-	-	-	-	-	-	-	-	-	-	-	-
Administrative support occupations																													
including clerical	6,017	6.38	(⁴)	1	1	1	1	6	2	11	7	8	5	14	4	5	2	7	3	4	2	9	3	3	1	1	(⁴)	(⁴)	1
Secretaries	1,091	7.50	-	-	-	(⁴)	-	(⁴)	-	1	(⁴)	1	2	11	4	8	4	18	5	8	(⁴)	15	7	8	1	4	(⁴)	(⁴)	1
Typists and word processors	1,322	7.03	-	-	-	(⁴)	(⁴)	1	(⁴)	4	5	10	4	12	4	8	1	6	2	5	5	21	5	4	1	1	(⁴)	(⁴)	1
Word processors	575	8.26	-	-	-	-	-	-	-	(⁴)	-	-	-	1	-	2	1	5	2	3	10	48	10	2	3	-	-	-	-
Typists	663	6.17	-	-	-	-	-	2	(⁴)	4	7	16	7	22	8	12	2	8	2	7	1	1	1	1	1	-	-	-	(⁴)
Receptionists	415	5.51	-	-	-	-	1	6	2	21	20	18	6	19	1	2	-	2	1	-	-	(⁴)	-	(⁴)	-	-	-	-	-
Nontyping	273	5.43	-	-	-	-	(⁴)	10	3	25	18	15	5	18	(⁴)	1	-	3	1	-	-	(⁴)	-	-	-	-	-	-	-
Bookkeepers, accounting and auditing clerks	165	6.26	-	-	-	-	-	2	5	12	7	24	21	7	4	1	1	4	1	4	1	5	-	-	1	1	-	-	2
Messengers	28	5.18	-	-	-	-	32	4	39	-	4	-	18	-	-	-	-	-	-	-	-	4	-	-	-	-	-	-	-
General office clerks	1,360	5.09	-	3	4	3	5	22	4	26	7	9	2	10	1	(⁴)	-	1	1	(⁴)	(⁴)	(⁴)	1	1	(⁴)	1	(⁴)	1	-
Data entry keyers	752	6.17	-	-	-	-	-	1	1	4	13	10	11	22	14	6	3	5	5	(⁴)	1	1	1	1	1	(⁴)	(⁴)	(⁴)	(⁴)
Service occupations	327	5.32	-	-	1	9	29	3	2	22	1	4	1	3	-	2	-	11	-	14	-	-	-	-	-	-	-	-	-
Janitors and cleaners	78	4.62	-	-	3	37	10	6	6	19	3	5	-	9	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Operators, fabricators, and laborers	1,280	4.83	-	6	3	7	14	21	5	25	1	5	4	7	(⁴)	(⁴)	(⁴)	1	-	(⁴)	(⁴)	1	(⁴)	(⁴)	-	-	-	-	(⁴)
Machine operators, assemblers, and inspectors	434	4.69	-	15	3	8	3	10	2	53	1	2	(⁴)	(⁴)	-	-	-	-	-	-	(⁴)	(⁴)	-	-	-	-	-	-	(⁴)
Assemblers	394	4.61	-	17	4	8	1	10	-	59	(⁴)	-	(⁴)	-	-	-	-	-	-	-	(⁴)	(⁴)	-	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	817	4.89	-	1	2	6	20	27	7	11	1	7	4	10	1	(⁴)	(⁴)	1	-	(⁴)	-	1	(⁴)	1	-	-	-	-	-
Helpers, mechanics and repairers	6	5.33	-	-	-	-	-	-	-	67	-	-	-	33	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Freight, stock, and material handlers	540	4.72	-	2	1	5	24	36	7	8	-	4	6	4	(⁴)	-	-	-	-	-	-	1	-	1	-	-	-	-	-
Laborers, except construction	94	4.59	-	-	11	16	20	22	14	4	4	2	-	-	-	1	-	5	-	-	-	-	-	-	-	-	-	-	-

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.

³ Estimates of the number of workers are intended as a general guide to the size and composition of the industry's labor force, rather than as precise measures of employment. The study excluded workers in establishments employing

fewer than 50 workers.

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. Overall occupation may include data for subclassifications not shown separately.

Table 46. Occupational earnings: Permanent full-time workers—Philadelphia, PA-NJ¹

(Percent distribution of workers in selected occupations in temporary help supply establishments by straight-time hourly earnings,² September 1987)

Occupational category and method of wage payment ³	Number of workers ⁴	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																											
			6.00 and under 6.50	6.50-7.00	7.00-7.50	7.50-8.00	8.00-8.50	8.50-9.00	9.00-9.50	9.50-10.00	10.00-10.50	10.50-11.00	11.00-11.50	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	15.00-15.50	15.50-16.00	16.00-16.50	16.50-17.00	17.00-17.50	17.50-18.00	18.00-19.00	19.00-20.00		
All permanent workers	228	\$9.46	4	8	8	12	5	9	18	7	4	3	5	4	(⁵)	-	6	(⁵)	1	-	-	1	-	1	-	-	-	-	-	3
Time	197	9.34	5	9	10	12	5	10	15	8	4	4	4	4	1	-	7	1	1	-	-	1	-	1	-	-	-	-	2	
Incentive	31	10.18	-	-	-	13	3	6	42	6	3	-	13	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	
Office managers	40	12.28	-	-	-	5	-	-	13	10	3	3	8	13	-	-	33	-	3	-	-	3	-	-	-	-	-	-	10	
Time	32	13.02	-	-	-	-	-	-	3	13	3	3	3	16	-	-	41	-	3	-	-	3	-	-	-	-	-	-	13	
Coordinators and sales representatives	140	9.12	4	6	6	14	3	14	26	8	6	3	5	2	1	-	-	1	1	-	-	1	-	-	-	-	-	-	1	
Time	117	8.86	4	7	8	15	3	15	24	8	6	3	4	1	1	-	-	1	1	-	-	1	-	-	-	-	-	-	-	
Incentive	23	10.47	-	-	-	9	4	9	39	9	4	-	9	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	9	
Service coordinators	93	8.83	1	4	5	20	4	19	20	8	8	3	5	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Time	82	8.79	1	5	6	21	4	20	21	6	7	4	5	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive	11	9.13	-	-	-	18	9	18	18	18	9	-	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Business services sales representatives	38	10.26	-	-	11	-	-	3	47	11	3	3	5	8	-	-	-	3	3	-	-	-	-	-	-	-	-	-	5	
Time	26	9.60	-	-	15	-	-	4	42	15	4	4	4	4	-	-	-	4	4	-	-	-	-	-	-	-	-	-	-	
Incentive	12	11.70	-	-	-	-	-	-	58	-	-	-	8	17	-	-	-	-	-	-	-	-	-	-	-	-	-	-	17	
Coordinators-sales representatives ⁶	9	7.29	44	44	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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.

³ For definition of method of wage payment, see appendix A.

⁴ Estimates of the number of workers are intended as a general guide to the size and composition of the industry's labor force, rather than as precise measures of employment. The study excluded workers in establishments

employing fewer than 50 workers.

⁵ Less than 0.5 percent.

⁶ Virtually all time workers.

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

Table 48. Occupational earnings: Permanent full-time workers—Portland, OR¹(Percent distribution of workers in selected occupations in temporary help supply establishments by straight-time hourly earnings,² September 1987)

Occupational category and method of wage payment ³	Number of workers ⁴	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																							
			4.50 and under 5.00	5.00 5.50	5.50 6.00	6.00 6.50	6.50 7.00	7.00 7.50	7.50 8.00	8.00 8.50	8.50 9.00	9.00 9.50	9.50 10.00	10.00 10.50	10.50 11.00	11.00 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
All permanent workers	89	\$9.29	1	2	2	11	7	2	9	2	17	8	13	4	1	-	2	3	2	2	2	2	1	2	-	1
Time	77	9.32	1	3	3	13	8	3	6	3	13	9	16	1	1	-	3	4	1	3	3	3	1	3	-	1
Office managers	16	11.74	-	-	-	13	-	-	-	-	-	-	-	19	-	-	13	19	6	13	-	13	6	-	-	-
Time	13	12.06	-	-	-	15	-	-	-	-	-	-	-	-	-	15	23	8	15	-	15	8	-	-	-	-
Coordinators and sales representatives	50	9.25	-	2	2	8	4	2	10	2	24	14	20	-	2	-	-	-	2	-	2	-	-	4	-	2
Time	41	9.36	-	2	2	10	5	2	5	2	17	17	24	-	2	-	-	-	-	-	2	-	-	5	-	2
Service coordinators	39	8.77	-	-	3	3	5	3	13	3	28	15	23	-	3	-	-	-	3	-	-	-	-	-	-	-
Time	30	8.79	-	-	3	3	7	3	7	3	20	20	30	-	3	-	-	-	-	-	-	-	-	-	-	-
Business services sales representatives ⁵	9	12.02	-	11	-	11	-	-	-	-	11	11	11	-	-	-	-	-	-	-	11	-	-	22	-	11

¹ The Portland metropolitan area consists of Clackamas, Multnomah, Washington, and Yamhill Counties.² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.³ For definition of method of wage payment, see appendix A.⁴ Estimates of the number of workers are intended as a general guide to the size and composition of the industry's labor force, rather than as precise measures of employment. The study excluded workers in es-

tablishments employing fewer than 50 workers.

⁵ Virtually all time workers.

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

Table 49. Occupational earnings: Temporary workers—San Antonio, TX¹

(Percent distribution of workers in selected occupations in temporary help supply establishments by straight-time hourly earnings,² September 1987)

Occupational category	Number of workers ³	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	4.50	5.00	5.50	6.00	6.50	7.00	7.50	8.00	8.50	9.00	9.50	10.00	10.50	11.00	11.50	12.00	12.50	13.00	13.50	14.00	14.50	15.00	16.00	17.00	17.00 and over
All temporary workers	2,084	\$5.99	11	7	21	17	11	5	5	2	2	1	1	1	1	1	2	4	1	2	1	(⁴)	(⁴)	1	(⁴)	1	1	1	1
Technical and related support occupations	261	10.32	-	-	2	-	-	-	5	-	1	4	2	5	4	7	11	28	8	13	3	2	2	3	-	-	2	-	-
Health technologists and technicians	244	10.57	-	-	-	-	-	-	5	-	-	-	2	5	4	7	11	30	8	14	3	2	2	3	-	-	2	-	
Licensed practical nurses	230	10.81	-	-	-	-	-	-	-	-	-	-	3	5	4	8	12	30	9	15	3	2	3	3	-	-	3	-	
Sales and marketing workers	19	8.81	-	-	5	47	-	21	11	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	11
Administrative support occupations including clerical	1,162	5.03	(⁴)	2	32	25	16	8	6	4	4	(⁴)	1	(⁴)	-	(⁴)	(⁴)	-	-	-	-	-	-	-	-	-	-	-	(⁴)
Secretaries	91	6.05	-	2	-	-	14	23	30	19	11	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Typists and word processors	97	6.23	-	-	1	4	28	9	7	18	24	1	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Word processors	58	6.91	-	-	-	-	2	3	10	29	40	2	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Typists	35	5.23	-	-	3	11	63	20	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Receptionists	75	4.87	-	7	8	23	56	3	3	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nontyping	31	4.68	-	16	13	32	29	-	6	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Typing	44	5.00	-	-	5	16	75	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Operators, fabricators, and laborers	86	5.19	-	21	42	16	2	-	2	-	-	-	2	2	2	-	-	-	5	2	2	-	-	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	66	5.49	-	14	47	18	-	-	-	-	-	-	3	3	3	-	-	-	6	3	3	-	-	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	20	4.21	-	45	25	10	10	-	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ The San Antonio metropolitan area consists of Bexar, Comal, and Guadalupe Counties.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

³ Estimates of the number of workers are intended as a general guide to the size and composition of the industry's labor force, rather than as precise measures of employment. The study excluded workers in establishments employing fewer than 50 workers.

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. Overall occupation may include data for subclassifications not shown separately.

Table 50. Occupational earnings: Permanent full-time workers—San Antonio, TX¹

(Percent distribution of workers in selected occupations in temporary help supply establishments by straight-time hourly earnings,² September 1987)

Occupational category and method of wage payment ³	Number of workers ⁴	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																											
			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 - 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 - 19.00	19.00 - 20.00	20.00 and over	
All permanent workers	69	\$9.02	4	4	4	1	7	9	6	9	9	4	7	3	3	7	6	1	4	1	3	-	-	-	-	-	-	3	1	1
Incentive	21	10.28	-	-	-	-	-	19	-	19	14	-	5	-	-	10	14	-	10	-	-	-	-	-	-	-	-	5	-	5
Office managers	6	16.85	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	33	-	17	-	-	-	-	-	-	-	-	17
Coordinators and sales representatives	22	8.63	-	-	-	-	-	23	9	9	14	14	9	5	-	-	9	5	-	5	-	-	-	-	-	-	-	-	-	-
Time	10	9.07	-	-	-	-	-	10	20	-	-	30	10	10	-	-	-	10	-	10	-	-	-	-	-	-	-	-	-	-
Incentive	12	8.27	-	-	-	-	-	33	-	17	25	-	8	-	-	-	17	-	-	-	-	-	-	-	-	-	-	-	-	-
Service coordinators	19	8.54	-	-	-	-	-	26	11	11	16	11	5	-	-	-	11	5	-	5	-	-	-	-	-	-	-	-	-	-
Time	7	8.99	-	-	-	-	-	14	29	-	-	29	-	-	-	-	-	14	-	14	-	-	-	-	-	-	-	-	-	-
Incentive	12	8.27	-	-	-	-	-	33	-	17	25	-	8	-	-	-	17	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ The San Antonio metropolitan area consists of Bexar, Comal, and Guadalupe Counties.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

³ For definition of method of wage payment, see appendix A.

⁴ Estimates of the number of workers are intended as a general guide to the size and composition of the industry's labor force, rather than as precise measures of employment. The study excluded workers in establishments employing

fewer than 50 workers.

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

Table 51. Occupational earnings: Temporary workers—San Diego, CA¹

(Percent distribution of workers in selected occupations in temporary help supply establishments by straight-time hourly earnings,² September 1987)

Occupational category	Number of workers ³	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 - 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
All temporary workers	7,874	\$7.36	(*)	1	5	11	17	17	10	6	4	4	8	2	2	1	2	2	1	1	1	(*)	2	(*)	1	1	(*)	(*)	1
Executive, administrative, and managerial occupations	87	13.92	-	-	-	1	-	-	1	-	1	11	10	-	9	6	-	5	-	14	-	-	37	-	-	-	5	-	
Accountants and auditors	37	12.82	-	-	-	3	-	-	3	-	3	-	24	-	22	3	-	-	-	-	-	43	-	-	-	-	-		
Professional specialty occupations	336	18.04	-	-	-	-	-	-	-	-	1	-	1	2	-	11	6	6	1	13	2	12	7	18	7	6	1	6	
Registered nurses	257	16.95	-	-	-	-	-	-	-	-	2	-	-	2	-	14	8	6	2	16	2	16	7	11	9	4	2	-	
Technical and related support occupations	684	12.49	-	-	-	(*)	-	1	1	4	1	12	10	11	10	11	18	4	4	1	1	5	1	2	1	1	-	2	
Health technologists and technicians	222	12.12	-	-	-	-	-	-	-	2	-	11	22	13	8	9	29	2	-	-	-	-	-	-	-	-	-	4	
Administrative support occupations																													
including clerical	3,358	6.47	(*)	(*)	2	3	20	15	18	11	7	6	12	3	1	(*)	(*)	(*)	-	(*)	-	-	-	-	-	(*)	-	-	
Secretaries	389	7.15	-	-	-	-	9	6	13	13	15	13	25	4	2	(*)	(*)	(*)	-	-	-	-	-	-	-	-	-	-	
Executive	280	7.24	-	-	-	-	4	8	14	11	13	15	31	3	1	(*)	-	-	-	-	-	-	-	-	-	-	-	-	
Typists and word processors	543	7.34	-	-	-	1	5	6	14	11	8	12	32	7	2	(*)	1	-	-	-	-	-	-	-	-	-	-	-	
Word processors	339	8.06	-	-	-	-	-	4	4	9	18	51	10	3	(*)	1	-	-	-	-	-	-	-	-	-	-	-		
Typists	197	6.14	-	-	-	4	13	16	32	23	7	3	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-		
Receptionists:																													
Nontyping	150	5.46	-	-	5	7	37	26	15	7	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Bookkeepers, accounting and auditing clerks	343	6.31	-	-	2	1	11	8	45	14	10	1	6	-	-	-	(*)	-	-	-	-	-	-	-	-	-	-		
Stock and inventory clerks (no heavy lifting required)	92	5.65	-	-	-	5	49	14	18	-	9	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
General office clerks	529	5.67	-	-	6	6	29	37	8	4	1	2	5	2	-	-	-	-	-	-	-	-	-	-	-	-	-		
Data entry keyers	275	6.31	-	-	-	2	7	14	23	48	3	1	2	(*)	-	-	-	-	-	-	-	-	-	-	-	-	-		
Service occupations	863	5.73	-	-	2	7	11	64	2	3	1	5	6	-	-	-	-	(*)	-	-	-	-	-	-	-	-	-		
Janitors and cleaners	92	5.39	-	-	5	23	34	23	10	2	-	1	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-		

See footnotes at end of table.

Table 51. Occupational earnings: Temporary workers—San Diego, CA¹—Continued

(Percent distribution of workers in selected occupations in temporary help supply establishments by straight-time hourly earnings,² September 1987)

Occupational category	Number of workers ³	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 - 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			
Precision, production, craft, and repair occupations	103	\$6.82	-	-	5	19	33	1	7	-	1	5	3	-	16	4	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Precision production occupations	43	8.69	-	-	-	35	-	2	2	-	-	-	-	-	35	9	16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Operators, fabricators, and laborers	1,791	5.43	-	2	14	32	24	13	6	2	2	(⁴)	1	(⁴)	(⁴)	(⁴)	-	-	2	2	-	-	-	-	-	-	-	-	-	-	-	
Machine operators, assemblers, and inspectors	916	5.84	-	4	13	28	19	15	8	2	3	(⁴)	1	-	(⁴)	(⁴)	-	-	3	4	-	-	-	-	-	-	-	-	-	-	-	
Assemblers	701	4.94	-	5	16	34	19	16	5	2	3	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Transportation and material moving occupations	37	6.18	-	-	-	11	14	19	30	-	11	-	16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Motor vehicle operators	30	6.15	-	-	-	13	7	20	33	-	13	-	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Material moving equipment operators	7	6.29	-	-	-	-	43	14	14	-	-	-	29	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Handlers, equipment cleaners, helpers, and laborers	838	4.94	-	(⁴)	15	39	29	11	2	2	(⁴)	-	(⁴)	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Freight, stock, and material handlers	177	4.82	-	2	21	28	45	-	1	3	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Laborers, except construction	626	4.97	-	-	15	41	25	14	3	1	1	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

¹ The San Diego metropolitan area consists of San Diego County.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

³ Estimates of the number of workers are intended as a general guide to the size and composition of the industry's labor force, rather than as precise measures of employment. The study excluded workers in establishments employing fewer than 50 workers.

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. Overall occupation may include data for subclassifications not shown separately.

Table 52. Occupational earnings: Permanent full-time workers—San Diego, CA¹

(Percent distribution of workers in selected occupations in temporary help supply establishments by straight-time hourly earnings,² September 1987)

Occupational category and method of wage payment ³	Number of workers ⁴	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																										
			Under 6.50	6.50 and under 7.00	7.00	7.50	8.00	8.50	9.00	9.50	10.00	10.50	11.00	11.50	12.00	12.50	13.00	13.50	14.00	14.50	15.00	15.50	16.00	16.50	17.00	17.50	18.00	18.50	18.50 and over
All permanent workers	274	\$9.88	4	6	7	11	14	4	12	7	3	4	3	5	3	1	1	7	2	(⁵)	(⁵)	1	1	3	-	-	-	-	(⁵)
Time	174	9.83	5	6	3	5	16	3	16	11	3	5	2	6	3	2	1	7	3	-	1	-	-	2	-	-	-	-	
Incentive	100	9.97	3	5	13	22	11	5	-	-	1	1	4	3	2	-	3	7	-	1	-	4	4	5	-	-	-	1	
Office managers	37	13.10	-	-	-	-	-	-	11	-	-	3	11	-	8	-	8	41	3	3	3	-	-	11	-	-	-	-	
Time	20	13.35	-	-	-	-	-	-	20	-	-	5	-	-	5	-	40	5	-	5	-	-	20	-	-	-	-	-	
Incentive	17	12.80	-	-	-	-	-	-	-	-	-	-	24	-	12	-	18	41	-	6	-	-	-	-	-	-	-	-	
Coordinators and sales representatives	175	9.59	1	5	7	17	15	6	8	11	4	3	2	6	2	2	1	-	1	-	-	2	2	3	-	-	-	1	
Time	98	9.63	-	4	1	8	16	6	12	19	6	5	4	7	4	4	1	-	1	-	-	-	-	-	-	-	-	-	
Incentive	77	9.52	1	6	16	29	14	6	3	-	1	1	-	4	-	-	-	-	-	-	-	5	5	6	-	-	-	1	
Service coordinators	128	8.95	-	7	10	20	14	5	9	14	4	1	3	5	3	3	1	-	1	-	-	-	-	-	-	-	-	-	
Time	89	9.55	-	4	1	9	18	7	12	20	4	-	4	8	4	4	1	-	1	-	-	-	-	-	-	-	-	-	
Incentive	39	7.57	-	13	31	46	5	-	-	-	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Business services sales representatives	30	13.12	3	-	-	-	3	-	10	3	7	17	-	10	-	-	-	-	-	-	-	13	13	17	-	-	-	3	
Incentive	21	14.27	5	-	-	-	5	-	10	-	-	-	-	14	-	-	-	-	-	-	-	19	19	24	-	-	-	5	
Coordinators-sales representatives ⁵	17	8.15	-	-	-	24	47	29	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Receptionists ⁷	8	6.40	⁸ 63	38	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

¹ The San Diego metropolitan area consists of San Diego County.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

³ For definition of method of wage payment, see appendix A.

⁴ Estimates of the number of workers are intended as a general guide to the size and composition of the industry's labor force, rather than as precise measures of employment. The study excluded workers in establishments employing fewer than 50 workers.

⁵ Less than 0.5 percent.

⁶ Virtually all incentive workers.

⁷ Virtually all time workers.

⁸ All workers were at \$6 and under \$6.50.

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

Table 53. Occupational earnings: Temporary workers—San Francisco, CA¹

(Percent distribution of workers in selected occupations in temporary help supply establishments by straight-time hourly earnings,² September 1987)

Occupational category	Number of workers ³	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																										
			Under 4.50	4.50 and under 5.00	5.00	5.50	6.00	6.50	7.00	7.50	8.00	8.50	9.00	9.50	10.00	10.50	11.00	11.50	12.00	12.50	13.00	14.00	15.00	16.00	17.00	18.00	19.00	20.00	21.00	21.00 and over
All temporary workers	8,199	\$8.76	1	2	9	6	11	8	11	5	7	3	4	2	5	3	3	1	3	2	5	1	1	1	(⁴)	1	2	1	1
Executive, administrative, and managerial occupations	14	15.36	-	-	-	-	-	-	-	57	-	-	-	-	-	-	-	-	7	-	7	-	-	-	-	-	-	-	29
Accountants and auditors	14	15.36	-	-	-	-	-	-	-	57	-	-	-	-	-	-	-	-	7	-	7	-	-	-	-	-	-	-	29
Professional specialty occupations	399	18.80	-	-	1	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	1	2	-	5	4	23	38	12	⁵ 12
Registered nurses	343	18.69	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	1	2	-	2	5	24	45	9	9
Technical and related support occupations:																													
Health technologists and technicians:																													
Licensed practical nurses	170	12.46	-	-	-	-	-	-	-	-	-	-	4	4	8	7	1	1	2	22	42	4	-	-	-	-	-	4	-
Sales and marketing workers	67	6.99	-	-	-	-	19	28	34	3	10	-	-	3	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-
Sales workers, retail and personal services (except cashiers)	8	6.70	-	-	-	-	13	50	38	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Administrative support occupations																													
including clerical	5,871	8.04	(⁴)	1	9	6	11	9	14	6	9	4	5	3	6	4	4	2	4	1	2	1	1	-	-	-	-	(⁴)	-
Secretaries	802	9.26	-	-	-	1	1	3	4	6	22	9	12	7	14	6	4	2	4	1	1	(⁴)	2	-	-	-	-	-	-
Legal	32	10.56	-	-	-	-	-	-	-	-	9	9	22	6	-	38	-	-	6	-	-	-	9	-	-	-	-	-	-
Typists and word processors	1,343	10.14	-	-	(⁴)	3	6	3	5	4	4	2	6	6	10	12	9	5	12	3	5	3	2	-	-	-	-	-	-
Word processors	1,008	11.12	-	-	-	1	-	-	-	1	2	3	6	8	12	17	12	7	16	4	7	4	3	-	-	-	-	-	-
Typists	320	7.14	-	-	2	9	24	11	20	11	11	2	3	-	3	-	(⁴)	1	-	-	1	-	-	-	-	-	-	-	-
Receptionists	561	6.81	-	1	5	7	21	22	28	7	7	1	-	1	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Nontyping	327	6.77	-	1	5	5	26	27	22	4	7	2	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1
Typing	234	6.87	-	-	5	9	13	15	35	12	7	1	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Bookkeepers, accounting and auditing clerks	229	7.24	-	-	-	5	15	22	23	12	8	5	3	3	2	-	2	-	-	-	-	-	-	-	-	-	-	-	-
General office clerks	995	6.15	-	2	34	17	18	7	5	1	10	(⁴)	1	1	1	(⁴)	(⁴)	-	1	-	-	(⁴)	-	(⁴)	-	-	-	-	-
Data entry keyers	816	6.96	-	-	7	2	17	13	35	12	7	2	1	(⁴)	1	(⁴)	-	-	(⁴)	-	(⁴)	-	-	-	-	-	-	-	-
Service occupations	406	7.37	3	11	2	16	18	14	8	-	(⁴)	-	2	-	18	-	-	-	-	-	3	-	-	3	-	1	-	-	-
Operators, fabricators, and laborers	776	7.64	3	7	25	9	21	1	2	3	1	-	1	(⁴)	(⁴)	2	7	1	3	-	6	1	1	6	(⁴)	-	-	-	-
Assemblers	60	6.70	-	25	2	5	25	-	12	10	2	-	10	3	2	-	-	-	5	-	-	-	-	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	446	5.50	4	4	41	14	33	2	2	-	-	-	-	-	-	-	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-
Freight, stock, and material handlers	210	5.46	8	7	42	20	18	2	4	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-

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.

³ Estimates of the number of workers are intended as a general guide to the size and composition of the industry's labor force, rather than as precise measures of employment. The study excluded workers in establishments employing fewer than 50 workers.

⁴ Less than 0.5 percent.

⁵ Workers were distributed as follows: 5 percent at \$21 and under \$22; 2 percent at \$22 and under \$23; 3 percent at \$25 and under \$26; 2 percent at \$26 and under \$27; and 1 percent at \$35 and under \$36.

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

Table 54. Occupational earnings: Permanent full-time workers—San Francisco, CA¹(Percent distribution of workers in selected occupations in temporary help supply establishments by straight-time hourly earnings,² September 1987)

Occupational category and method of wage payment ³	Number of workers ⁴	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																										
			Under 5.50	5.50 and under 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 - 19.00	19.00 - 20.00	20.00 - 21.00	21.00 - 22.00	22.00 and over
All permanent workers	292	\$12.84	1	-	1	1	1	5	3	3	2	5	17	10	4	6	2	5	2	(⁵)	4	5	2	1	1	4	6	(⁵)	6
Office managers	50	16.53	-	-	-	-	-	-	-	-	-	6	-	2	-	2	-	8	6	-	16	16	-	4	4	20	6	2	8
Coordinators and sales representatives	142	12.89	-	-	-	-	-	3	1	2	-	7	23	19	8	8	2	4	1	1	-	4	2	1	-	2	6	-	7
Service coordinators	109	13.08	-	-	-	-	-	3	1	3	-	8	23	21	8	6	2	2	2	-	-	-	3	-	-	3	8	-	8
Business services sales representatives	27	12.03	-	-	-	-	-	4	-	-	-	4	26	7	7	15	-	11	-	4	-	19	-	4	-	-	-	-	-
Coordinators-sales representatives	6	13.24	-	-	-	-	-	-	-	-	-	-	17	33	-	17	17	-	-	-	-	-	-	-	-	-	-	-	17

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.³ For definition of method of wage payment, see appendix A.⁴ Estimates of the number of workers are intended as a general guide to the size and composition of the industry's labor force, rather than as precise measures of employment. The study excluded workers in establishments employing

fewer than 50 workers.

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. Overall occupation may include data for subclassifications not shown separately.

Table 55. Occupational earnings: Temporary workers—San Jose, CA¹

(Percent distribution of workers in selected occupations in temporary help supply establishments by straight-time hourly earnings,² September 1987)

Occupational category	Number of workers ²	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	8.00-9.00	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	
All temporary workers	12,636	\$8.43	(⁴)	2	4	8	8	7	8	11	7	15	8	10	3	2	1	1	1	1	(⁴)	2							
Executive, administrative, and managerial occupations	44	15.90	-	-	-	-	-	-	-	-	-	-	-	11	-	2	34	-	9	-	-	-	-	43	-	-	-	-	-
Accountants and auditors	12	12.96	-	-	-	-	-	-	-	-	-	-	-	42	-	-	25	-	25	-	-	-	-	8	-	-	-	-	-
Professional specialty occupations	426	21.74	-	-	-	-	(⁴)	1	-	(⁴)	(⁴)	1	1	4	4	4	3	5	5	6	4	2	7	2	2	2	2	5	
Engineers	228	25.26	-	-	-	-	-	-	-	-	-	-	(⁴)	6	1	1	1	1	1	1	4	3	1	2	2	3	3	71	
Technical and related support occupations	803	11.44	-	-	-	2	1	2	2	5	1	9	9	13	8	19	9	6	7	2	1	1	1	1	-	-	-	1	
Health technologists and technicians	23	8.42	-	-	-	-	-	-	-	57	-	-	17	26	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Technologists and technicians, except health	780	11.53	-	-	-	2	1	2	2	4	1	10	9	12	9	20	9	6	7	2	1	1	1	1	1	-	-	1	
Electrical and electronic technicians	292	11.20	-	-	-	-	2	6	-	4	(⁴)	4	13	13	14	13	9	9	10	1	2	-	-	-	-	-	-	-	
Industrial engineering technicians	32	12.32	-	-	-	-	-	-	-	-	-	-	38	-	-	59	-	-	-	-	-	-	3	-	-	-	-	-	
Drafting occupations	117	12.25	-	-	-	1	-	-	5	2	1	10	-	8	11	13	20	10	8	5	-	3	2	2	-	-	-	-	
Computer programmers	17	23.14	-	-	-	-	-	-	-	-	-	-	-	12	-	-	6	6	6	-	-	35	12	-	-	-	-	29	
Sales and marketing workers	189	6.51	-	10	-	8	24	12	2	33	1	2	6	3	-	1	-	-	-	-	-	-	-	-	-	-	-	-	
Administrative support occupations including clerical	5,348	8.41	-	(⁴)	(⁴)	2	3	5	8	13	10	19	12	18	5	2	1	(⁴)											
Secretaries	586	9.67	-	-	(⁴)	(⁴)	2	1	3	5	22	20	28	9	6	1	2	1	2	2	-	-	-	-	-	-	-	-	
Executive	316	10.15	-	-	-	-	(⁴)	(⁴)	2	5	18	17	24	14	11	1	4	1	3	-	-	-	-	-	-	-	-	-	
Typists and word processors	1,164	9.70	-	-	-	-	1	1	2	4	10	22	46	9	2	1	-	-	-	-	-	(⁴)	-	-	-	-	-	-	
Word processors	976	10.04	-	-	-	-	(⁴)	(⁴)	(⁴)	1	5	24	55	10	3	1	-	-	-	-	-	-	-	-	-	-	-	-	
Typists	158	7.86	-	-	-	-	6	10	16	24	30	10	3	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	
Receptionists	680	7.15	-	-	(⁴)	1	3	8	19	34	17	14	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Nontyping	393	7.09	-	-	(⁴)	2	4	9	23	27	15	13	3	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Typing	287	7.24	-	-	-	(⁴)	5	14	44	20	15	1	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Bookkeepers, accounting and auditing clerks	293	8.93	-	-	(⁴)	-	6	1	4	12	39	11	16	(⁴)	-	6	3	(⁴)	-	-	-	-	-	-	-	-	-	-	
Messengers	9	6.28	-	-	22	-	11	33	22	-	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
General office clerks	761	6.94	-	-	(⁴)	8	18	9	22	8	19	7	4	2	1	1	(⁴)	-	(⁴)	-	-	-	-	-	-	-	-	-	
Data entry keyers	550	8.26	-	-	(⁴)	1	1	1	7	17	58	7	6	1	-	-	-	-	-	-	-	6	-	-	-	-	-	-	
Service occupations	695	5.75	-	-	10	58	11	8	6	(⁴)	1	(⁴)	-	-	-	-	-	5	(⁴)	-	(⁴)	-	-	-	-	-	-	-	
Kitchen workers, food preparation	91	5.69	-	-	-	36	8	44	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Precision, production, craft, and repair occupations	1,675	7.54	-	7	11	10	10	8	4	8	5	16	6	4	1	2	1	2	3	2	(⁴)	(⁴)	-	-	-	-	-	-	
Mechanics and repairers	93	12.62	-	-	-	-	1	-	12	2	9	1	6	2	8	12	17	4	26	-	-	-	-	-	-	-	-	-	
Mechanics and repairers, except supervisors	18	10.28	-	-	-	-	6	-	33	-	-	-	22	-	-	11	22	6	-	-	-	-	-	-	-	-	-	-	
Construction trades	32	13.06	-	-	-	-	-	-	-	-	-	-	41	-	-	-	-	56	-	-	3	-	-	-	-	-	-	-	

See footnotes at end of table.

Table 55. Occupational earnings: Temporary workers—San Jose, CA¹—Continued(Percent distribution of workers in selected occupations in temporary help supply establishments by straight-time hourly earnings,² September 1987)

Occupational category	Number of workers ³	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	8.00-9.00	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		
Precision production occupations	1,550	\$7.13	-	7	11	11	11	8	4	8	5	16	7	3	1	1	(⁴)	1	2	1	(⁴)	-	-	-	-	-	-	-	-	-
Electrical and electronic equipment assemblers	825	6.56	-	13	19	3	6	5	3	14	4	21	9	2	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Precision inspectors, testers and related workers	149	9.94	-	-	-	-	2	3	2	6	3	26	11	11	11	11	-	11	2	1	-	-	-	-	-	-	-	-	-	
Operators, fabricators, and laborers	2,240	6.49	-	2	5	10	18	15	13	14	9	11	2	1	(⁴)	(⁴)	-	-	(⁴)	-	-	-	-	-	-	-	-	-	-	
Machine operators, assemblers, and inspectors	986	6.48	-	3	7	10	10	17	16	17	5	10	2	2	(⁴)	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Transportation and material moving occupations	67	6.16	-	16	31	3	1	6	3	18	1	13	1	-	-	-	-	-	4	-	-	-	-	-	-	-	-	-		
Motor vehicle operators	21	6.84	-	-	-	5	5	14	10	52	5	5	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Handlers, equipment cleaners, helpers, and laborers	1,187	6.52	-	-	2	11	26	13	10	11	12	11	2	1	(⁴)	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-		
Freight, stock, and material handlers	370	7.03	-	-	(⁴)	5	13	11	7	16	26	17	5	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Laborers, except construction	435	6.01	-	-	2	20	33	21	6	7	5	4	1	(⁴)	(⁴)	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-		

¹ The San Jose metropolitan area consists of Santa Clara County.² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.³ Estimates of the number of workers are intended as a general guide to the size and composition of the industry's labor force, rather than as precise measures of employment. The study excluded workers in establishments employing fewer than 50 workers.⁴ Less than 0.5 percent.⁵ Workers were distributed as follows: 3 percent at \$24 and under \$25; 11 percent at \$25 and under \$26; 1 percent at \$26 and under \$27; 1 percent at \$27 and under \$28; 25 percent at \$28 and under \$29; and 5 percent at \$30 and over.

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

Table 56. Occupational earnings: Permanent full-time workers—San Jose, CA¹(Percent distribution of workers in selected occupations in temporary help supply establishments by straight-time hourly earnings,² September 1987)

Occupational category and method of wage payment ³	Number of workers ⁴	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																									
			Under 7.50	7.50 and under 8.00	8.00-8.50	8.50-9.00	9.00-9.50	9.50-10.00	10.00-10.50	10.50-11.00	11.00-11.50	11.50-12.00	12.00-12.50	12.50-13.00	13.00-13.50	13.50-14.00	14.00-14.50	14.50-15.00	15.00-15.50	15.50-16.00	16.00-16.50	16.50-17.00	17.00-17.50	17.50-18.00	18.00-18.50	18.50-19.00	19.00-19.50	19.50 and over
All permanent workers	356	\$10.90	3	19	4	13	7	5	7	5	1	5	5	5	4	1	3	2	2	(⁵)	1	-	4	-	-	2	(⁵)	2
Office managers	46	15.67	-	-	-	-	-	-	-	-	-	-	15	22	2	-	24	-	7	2	2	-	-	-	-	15	-	⁶ 11
Coordinators and sales representatives	246	10.45	1	21	4	13	8	7	8	7	2	6	4	2	5	1	(⁵)	3	1	-	1	-	5	-	-	-	(⁵)	(⁵)
Service coordinators	176	9.53	2	29	6	16	5	4	10	9	2	5	3	1	5	1	1	-	1	-	-	-	-	-	-	-	-	-
Business services sales representatives	37	12.26	-	-	-	11	27	-	3	5	3	-	-	5	8	-	-	22	-	-	8	-	8	-	-	-	-	-
Coordinators-sales representatives	33	13.37	-	-	-	-	-	30	3	-	-	18	9	-	3	-	-	-	-	-	-	-	30	-	-	-	3	3
Receptionists	8	7.77	38	-	25	38	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ The San Jose metropolitan area consists of Santa Clara County.² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.³ For definition of method of wage payment, see appendix A.⁴ Estimates of the number of workers are intended as a general guide to the size and composition of the industry's labor force, rather than as precise measures of employment. The study excluded workers in establishments employing fewer than 50 workers.⁵ Less than 0.5 percent.⁶ Workers were distributed as follows: 2 percent at \$24 and under \$24.50 and 9 percent at \$25.50 and under \$26.

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

Table 57. Occupational earnings: Temporary workers—Seattle, WA¹

(Percent distribution of workers in selected occupations in temporary help supply establishments by straight-time hourly earnings,² September 1987)

Occupational category	Number of workers ³	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 - 5.00	5.00 - 6.00	6.00 - 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 - 25.00	25.00 - 26.00	26.00 - 27.00	27.00 - 28.00	28.00 and over	
All temporary workers	6,126	\$7.16	(*)	1	31	31	11	7	5	2	1	(*)	(*)	(*)	(*)	1	(*)	1	1	(*)	1	(*)	(*)	-	(*)	(*)	(*)	(*)	3	
Professional specialty occupations	255	27.84	-	-	-	-	-	-	-	-	1	1	2	-	-	6	-	-	3	1	8	-	1	-	4	4	3	4	⁵ 61	
Engineers	141	30.64	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	1	6	-	2	-	-	-	1	6	1	77	
Technical and related support occupations	568	12.66	-	-	(*)	2	-	19	17	13	3	1	4	3	1	2	(*)	13	8	3	1	1	1	-	2	1	1	-	3	
Technologists and technicians, except health	157	16.15	-	-	1	6	-	4	6	-	10	5	13	12	4	3	1	-	-	1	1	4	5	-	6	4	3	-	10	
Sales and marketing workers	247	4.91	3	19	17	49	10	2	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Demonstrators, promoters and models, sales	87	5.25	5	-	1	80	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Telemarketing, sales	34	5.24	-	-	18	76	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Administrative support occupations	2,745	5.97	(*)	1	19	40	19	10	8	1	1	1	(*)	(*)	-	(*)	(*)	-	-	-	-	-	-	-	-	-	-	-	-	
including clerical	449	7.00	-	-	1	24	30	19	21	1	2	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Secretaries	279	6.63	-	-	6	31	23	15	25	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Typists and word processors	133	7.69	-	-	-	9	8	29	52	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Word processors	267	5.53	-	-	22	57	13	3	2	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Receptionists	162	5.47	-	-	29	52	9	1	4	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Nontyping	105	5.62	-	-	10	64	19	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Typing	228	5.73	-	-	8	75	8	2	5	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Bookkeepers, accounting and auditing clerks	726	5.12	(*)	2	45	37	8	7	(*)	-	-	-	-	-	-	(*)	-	-	-	-	-	-	-	-	-	-	-	-	-	
General office clerks	325	5.84	-	-	3	52	38	4	2	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Data entry keyers	83	4.67	-	-	71	17	8	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service occupations	17	4.46	-	-	82	18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Kitchen workers, food preparation	55	4.72	-	-	65	20	13	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Janitors and cleaners																														

See footnotes at end of table.

Table 57. Occupational earnings: Temporary workers—Seattle, WA¹—Continued

(Percent distribution of workers in selected occupations in temporary help supply establishments by straight-time hourly earnings,² September 1987)

Occupational category	Number of workers ³	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 - 5.00	5.00 - 6.00	6.00 - 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 - 25.00	25.00 - 26.00	26.00 - 27.00	27.00 - 28.00	28.00 and over		
Precision, production, craft, and repair occupations	61	\$8.75	-	-	28	23	2	13	2	-	10	-	-	-	-	7	-	-	-	-	16	-	-	-	-	-	-	-	-	-	-
Precision production occupations	40	10.23	-	-	20	20	-	20	3	-	3	-	-	-	-	10	-	-	-	-	25	-	-	-	-	-	-	-	-	-	
Operators, fabricators, and laborers	1,991	4.90	(⁴)	(⁴)	63	29	4	1	(⁴)	1	1	-	(⁴)	(⁴)	(⁴)	-	(⁴)	-	-	(⁴)	-	-	-	-	(⁴)	-	-	-	(⁴)	-	-
Machine operators, assemblers, and inspectors	313	5.00	-	(⁴)	51	42	3	-	1	1	(⁴)	-	(⁴)	-	1	-	-	-	-	-	-	-	-	-	-	-	-	(⁴)	-	-	
Assemblers	183	4.92	-	1	48	44	5	-	1	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	(⁴)	-	-	
Transportation and material moving occupations:																															
Motor vehicle operators	43	9.27	-	-	-	12	5	-	-	28	51	-	-	-	-	-	5	-	-	-	-	-	-	-	-	-	-	-	-	-	
Handlers, equipment cleaners, helpers, and laborers	1,535	4.80	-	-	66	28	5	1	(⁴)	-	(⁴)	-	-	(⁴)	-	-	-	-	-	(⁴)	-	-	-	-	-	-	-	-	-	-	
Freight, stock, and material handlers	268	4.48	-	-	86	10	3	(⁴)	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

¹ The Seattle metropolitan area consists of King and Snohomish Counties.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

³ Estimates of the number of workers are intended as a general guide to the size and composition of the industry's labor force, rather than as precise measures of employment. The study excluded workers in establishments employing fewer than 50 workers.

⁴ Less than 0.5 percent.

⁵ Workers were distributed as follows: 11 percent at \$28 and under \$29; 14 percent at \$29 and under \$30; 7 per-

cent at \$30 and under \$31; 4 percent at \$31 and under \$32; 5 percent at \$32 and under \$33; 5 percent at \$34; 1 percent at \$36 and under \$37; 2 percent at \$37 and under \$38; 3 percent at \$38 and under \$39; and 9 percent at \$39 and over.

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

Table 58. Occupational earnings: Permanent full-time workers—Seattle, WA¹

(Percent distribution of workers in selected occupations in temporary help supply establishments by straight-time hourly earnings,² September 1987)

Occupational category and method of wage payment ³	Number of workers ⁴	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																							
			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 - 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 - 15.50	15.50 - 16.00	16.00 - 16.50	16.50 - 17.00
All permanent workers	158	\$9.31	3	7	2	11	3	10	5	8	6	7	15	6	2	2	1	-	3	4	3	-	-	1	2	2
Office managers	20	13.39	-	-	-	10	-	5	-	-	-	-	-	10	-	-	-	-	5	30	5	-	-	5	15	15
Coordinators and sales representatives	105	9.07	1	10	2	8	-	10	5	12	6	8	21	7	3	3	1	-	3	-	3	-	-	-	-	-
Service coordinators	67	9.02	-	1	-	10	-	12	7	18	9	4	27	4	-	4	1	-	-	-	-	-	-	-	-	-
Business services sales representatives	33	9.25	3	24	6	3	-	-	-	3	-	15	12	6	9	-	-	-	9	-	9	-	-	-	-	-
Receptionists	10	6.33	30	-	-	40	30	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ The Seattle metropolitan area consists of King and Snohomish Counties.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

³ For definition of method of wage payment, see appendix A.

⁴ Estimates of the number of workers are intended as a general guide to the size and composition of the industry's labor force, rather than as precise measures of employment. The study excluded workers in es-

tablishments employing fewer than 50 workers.

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

Table 59. Occupational earnings: Temporary workers—Washington, DC-MD-VA¹

(Percent distribution of workers in selected occupations in temporary help supply establishments by straight-time hourly earnings,² September 1987)

Occupational category	Number of workers ³	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 - 10.50	10.50 - 11.00	11.00 - 11.50	11.50 - 12.00	12.00 - 12.50	12.50 - 13.00	13.00 - 13.50	13.50 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 and over	
All temporary workers	12,385	\$7.54	(⁴)	3	2	10	18	16	9	5	3	4	3	6	3	6	2	3	1	4	(⁴)	(^{4})	(^{4})	(^{4})	(^{4})	(^{4})	(^{4})	(^{4})	(^{4})	1
Professional specialty occupations	248	16.45	-	-	-	-	-	1	-	1	1	1	4	3	4	5	2	2	1	-	8	-	-	2	2	13	6	23	⁵ 21	
Registered nurses	196	15.15	-	-	-	-	-	-	-	1	2	1	5	4	5	6	2	1	2	-	10	-	-	-	2	2	17	8	29	8
Technical and related support occupations:																														
Health technologists and technicians	79	13.30	-	-	-	-	-	-	-	5	5	1	4	1	-	-	15	4	-	-	-	-	-	-	23	42	-	-	-	-
Licensed practical nurses	79	13.30	-	-	-	-	-	-	-	5	5	1	4	1	-	-	15	4	-	-	-	-	-	-	23	42	-	-	-	-
Sales and marketing workers	194	6.32	-	-	1	8	7	45	20	17	-	1	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Administrative support occupations																														
including clerical	8,922	7.64	(⁴)	1	(⁴)	11	10	15	11	5	4	5	3	8	4	8	2	4	1	5	(⁴)	(⁴)	(⁴)	(⁴)	-	(⁴)	-	-	-	(⁴)
Computer equipment operators ..	88	9.21	-	-	-	-	-	-	-	-	14	9	14	32	11	14	5	-	-	-	-	-	-	-	-	-	2	-	-	-
Secretaries	1,146	8.76	-	-	-	-	1	5	2	10	15	17	9	8	4	9	5	6	4	4	-	1	-	-	-	-	-	-	-	-
Executive	467	9.15	-	-	-	-	-	1	4	11	9	22	11	3	-	5	11	14	9	1	-	(⁴)	-	-	-	-	-	-	-	-
Legal	25	10.83	-	-	-	-	-	-	4	-	-	-	-	-	-	48	-	-	-	48	-	-	-	-	-	-	-	-	-	-
Typists and word processors	3,131	9.48	-	-	-	(⁴)	1	2	10	3	4	4	4	17	8	18	5	9	1	13	1	(⁴)	-	-	-	-	-	-	-	-
Word processors	2,373	10.18	-	-	-	-	(⁴)	1	1	1	1	2	1	22	11	23	6	12	2	17	1	(⁴)	-	-	-	-	-	-	-	-
Typists	737	7.30	-	-	-	(⁴)	4	8	38	8	13	9	14	1	2	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Receptionists	1,444	6.22	-	-	-	2	17	54	19	4	1	2	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nontyping	733	6.17	-	-	-	4	22	51	14	4	2	2	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Typing	711	6.27	-	-	-	(⁴)	11	58	25	4	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Bookkeepers, accounting and auditing clerks	223	7.13	-	-	-	5	25	4	7	13	4	27	5	9	-	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stock and inventory clerks (no heavy lifting required)	183	5.72	-	-	-	26	64	4	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
General office clerks	1,433	5.64	-	-	(⁴)	53	21	14	7	3	(⁴)	2	-	-	-	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Data entry keyers	613	6.78	-	-	-	-	5	18	44	23	3	3	3	1	-	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Operators, fabricators, and laborers	397	5.97	-	-	32	19	7	15	12	2	1	4	-	3	1	1	-	2	-	1	-	-	-	-	-	1	-	-	1	1
Machine operators, assemblers, and inspectors	54	9.74	-	-	-	-	4	-	19	-	6	9	-	22	6	6	-	15	-	4	-	-	-	-	-	4	-	-	4	4
Handlers, equipment cleaners, helpers, and laborers	343	5.38	-	-	38	22	7	17	10	2	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Freight, stock, and material handlers	185	4.94	-	-	70	13	1	6	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Laborers, except construction	116	5.86	-	-	-	23	15	41	16	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ The Washington metropolitan area consists of the District of Columbia; Calvert, Charles, Frederick, Montgomery, and Prince George's 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.

³ Estimates of the number of workers are intended as a general guide to the size and composition of the industry's labor force, rather than as precise measures of employment. The study excluded workers in establishments employing fewer than 50 workers.

⁴ Less than 0.5 percent.

⁵ Workers were distributed as follows: 4 percent at \$19 and under \$20; 4 percent at \$20 and under \$21; 1 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. Overall occupation may include data for subclassifications not shown separately.

Table 60. Occupational earnings: Permanent full-time workers—Washington, DC-MD-VA¹

(Percent distribution of workers in selected occupations in temporary help supply establishments by straight-time hourly earnings,² September 1987)

Occupational category and method of wage payment ³	Number of workers ⁴	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																												
			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	9.00-9.50	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	17.00-18.00	18.00-19.00	19.00-20.00	20.00-21.00	21.00 and over		
All permanent workers	383	\$11.43	2	(⁵)	2	2	1	4	5	6	13	9	11	5	3	5	4	7	4	3	1	1	3	3	1	2	1	2	1	1	3
Time	167	9.76	4	1	5	5	1	10	7	6	6	7	15	8	5	3	1	9	2	4	-	-	1	2	-	-	-	-	-	-	
Incentive	216	12.71	-	-	-	-	1	-	3	6	18	10	7	2	1	7	6	6	2	2	1	5	4	2	4	2	4	1	2	5	
Office managers	71	14.56	-	-	-	-	-	8	-	3	-	1	4	4	3	8	13	14	4	8	-	-	3	-	-	8	-	6	11		
Time	34	11.46	-	-	-	-	-	18	-	6	-	3	3	9	6	9	3	21	-	18	-	-	6	-	-	-	-	-	-		
Incentive	37	17.41	-	-	-	-	-	-	-	-	-	-	5	-	-	8	22	8	8	-	-	-	-	-	-	16	-	11	22		
Coordinators and sales representatives	231	11.14	-	-	-	3	2	2	3	5	17	12	16	6	1	4	2	6	6	2	(⁵)	1	4	5	2	1	1	-	(⁵)		
Time	78	10.11	-	-	-	8	3	6	1	6	9	10	28	10	-	-	-	10	4	-	-	-	4	-	-	-	-	-	-		
Incentive	153	11.66	-	-	-	-	1	-	4	5	21	12	9	3	1	7	3	4	7	3	1	1	6	6	3	1	1	-	1		
Service coordinators	166	10.49	-	-	-	4	1	2	4	7	21	13	17	5	-	4	3	4	4	2	1	-	5	-	-	1	1	-	-		
Time	56	9.47	-	-	-	11	4	5	2	9	7	14	32	11	-	-	-	5	-	-	-	-	-	-	-	-	-	-	-		
Incentive	110	11.01	-	-	-	-	-	-	5	6	28	12	10	3	-	6	5	3	6	3	1	-	8	-	-	2	2	-	-		
Business services sales representatives	65	12.79	-	-	-	-	3	3	-	-	6	9	11	6	3	5	-	12	9	2	-	3	-	18	8	-	-	-	2		
Time	22	11.75	-	-	-	-	-	9	-	-	14	-	18	9	-	-	-	23	14	-	-	-	14	-	-	-	-	-			
Incentive	43	13.33	-	-	-	-	5	-	-	-	2	14	7	5	5	7	-	7	7	2	-	5	-	21	12	-	-	-	2		
Receptionists	15	7.61	20	-	20	7	-	-	-	33	20	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Time	7	6.02	43	-	43	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Incentive	8	9.00	-	-	-	-	-	-	-	63	38	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		

¹ The Washington metropolitan area consists of the District of Columbia; Calvert, Charles, Frederick, Montgomery, and Prince George's 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.

³ For definition of method of wage payment, see appendix A.

⁴ Estimates of the number of workers are intended as a general guide to the size and composition of the industry's labor force, rather than as precise measures of employment. The study excluded workers in establishments employing

fewer than 50 workers.

⁵ Less than 0.5 percent.

⁶ Workers were distributed as follows: 7 percent at \$25 and under \$26; 1 percent at \$30 and under \$31; and 3 percent at \$32 and under \$33.

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

Table 61. Method of wage payment: Permanent full-time workers

(Percent of workers in temporary help supply establishments by method of wage payment,¹ United States and 26 areas,² September 1987)

Method	United States	Northeast					South								
		Bergen-Passaic	Boston	Newark	New York	Phila-delphia	Atlanta	Baltimore	Dallas	Fort Lau-derdale ³	Houston	San Antonio	Wash-ington		
All permanent workers	100	100	100	100	100	100	100	100	100	100	100	100	100		
Time rated workers	74	92	69	86	90	79	69	51	52	94	51	65	44		
Formal plans	46	45	22	66	47	45	36	20	27	19	15	10	36		
Range of rates	46	45	22	66	47	40	31	20	27	19	15	10	36		
Length of service	2	-	-	-	(⁴)	-	-	5	-	4	-	-	-		
Merit	12	9	4	26	43	7	1	4	4	3	8	1	17		
Combination	32	36	18	41	4	33	29	11	23	11	8	9	18		
Single rate	(⁴)	-	-	-	-	5	5	-	-	-	-	-	-		
Individual determination	28	47	47	19	43	34	33	32	25	76	36	55	8		
Incentive workers	25	8	31	14	10	21	31	49	48	-	49	35	56		
Straight commission	16	8	31	14	10	18	24	20	14	-	9	-	14		
Individual piecework	(⁴)	-	-	-	-	3	-	-	-	-	-	-	-		
Individual bonus	4	-	-	-	-	-	7	1	34	-	37	35	6		
Group bonus	6	-	-	-	-	-	-	28	-	-	2	-	36		
		Midwest					West								
		Chicago	Cin-cinnati	Detroit	Chicago	Kansas City	Minne-apolis-St. Paul	Anaheim-Santa Ana	Denver	Los Angeles-Long Beach	Portland	San Diego	San Fran-cisco	San Jose	Seattle
All permanent workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	
Time rated workers	78	75	64	78	62	73	47	56	50	66	61	85	72	99	
Formal plans	33	20	45	33	62	33	37	53	29	41	31	55	63	66	
Range of rates	33	20	45	33	62	33	37	53	29	41	31	55	63	61	
Length of service	-	-	-	-	-	-	-	-	-	-	-	4	-	-	
Merit	3	4	3	3	1	9	18	16	20	20	12	6	1	29	
Combination	30	16	42	30	61	24	19	37	9	21	19	46	62	32	
Single rate	-	-	-	-	-	-	-	-	-	-	-	-	-	5	
Individual determination	45	55	18	45	-	40	10	3	21	24	30	30	9	33	
Incentive workers	22	25	36	22	38	27	52	44	53	34	39	15	28	1	
Straight commission	16	25	23	16	18	27	33	42	28	16	13	6	24	1	
Individual piecework	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Individual bonus	3	-	4	3	16	-	(⁴)	2	-	14	2	2	(⁴)	-	
Group bonus	3	-	9	3	4	-	19	-	25	4	25	7	3	-	

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

² For definitions of areas, see footnote 1, tables 9-60.

³ The complete area designation is Fort Lauderdale-Hollywood-Pompano Beach.

⁴ 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 62. Scheduled weekly hours: Permanent full-time workers

(Percent of workers in temporary help supply establishments by scheduled weekly hours,¹ United States and 26 areas,² September 1987)

Weekly hours	United States	Northeast					South								
		Bergen-Passaic	Boston	Newark	New York	Philadelphia	Atlanta	Baltimore	Dallas	Fort Lauderdale ³	Houston	San Antonio	Washington		
All permanent workers	100	100	100	100	100	100	100	100	100	100	100	100	100		
Under 35 hours	1	-	-	-	-	-	-	-	-	5	-	-	-		
35 hours	5	6	-	19	50	-	2	-	-	-	-	-	-		
Over 35 and under 37.5 hours	(⁴)	-	(⁴)	-	1	-	-	-	-	-	-	-	-		
37.5 hours	6	47	6	52	18	17	-	-	-	-	4	-	14		
40 hours	86	47	92	28	31	83	98	76	100	95	96	100	80		
Over 40 hours	2	-	2	-	-	-	-	24	-	-	-	-	6		
		Midwest					West								
		Chicago	Cincinnati	Detroit	Chicago	Kansas City	Minneapolis-St. Paul	Anaheim-Santa Ana	Denver	Los Angeles-Long Beach	Portland	San Diego	San Francisco	San Jose	Seattle
All permanent workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	
Under 35 hours	-	-	-	-	-	-	-	-	-	-	-	-	-	2	
35 hours	15	-	-	15	-	-	-	-	-	-	-	-	-	-	
Over 35 and under 37.5 hours	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
37.5 hours	22	7	-	22	16	-	-	-	-	-	-	8	-	-	
40 hours	62	93	99	62	82	100	100	97	100	100	100	92	100	98	
Over 40 hours	-	-	1	-	2	-	-	3	-	-	-	-	-	-	

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

² For definitions of areas, see footnote 1, tables 9-60.

³ The complete area designation is Fort Lauderdale-Hollywood-Pompano Beach.

⁴ 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 63. Paid holidays: Temporary workers

(Percent of workers in temporary help supply establishments with formal provisions for paid holidays after selected hours of service, United States and 26 areas,¹ September 1987)

Number of paid holidays and length of service	United States	Northeast					South						
		Bergen-Passaic	Boston	New York	Newark	Phila-delphia	Atlanta	Baltimore	Dallas	Houston	Fort Lauderdale ²	San Antonio	Wash-ington
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays	37	22	32	31	35	31	65	46	63	45	3	23	61
Hours of service requirement	30	12	29	30	35	27	52	41	53	27	3	20	57
Other than hours requirement ³	7	10	3	1	-	4	13	4	10	17	-	3	4
Selected provisions:													
Other than hours requirement ³	7	10	3	1	-	4	13	4	10	17	-	3	4
Under 6 days	2	10	-	-	-	4	13	-	-	11	-	3	4
6 days	3	-	1	-	-	-	-	4	8	6	-	-	-
Over 6 days	2	-	2	1	-	-	-	-	2	-	-	-	-
Hours requirement	30	12	29	30	35	27	52	41	53	27	3	20	57
After 500 hours	7	3	21	9	13	5	13	21	13	2	-	2	22
Under 6 days	2	3	10	8	13	3	4	6	-	-	-	-	-
6 days	4	-	11	-	-	-	8	14	6	-	-	-	5
Over 6 days	1	-	1	1	-	2	1	1	7	2	-	2	18
After 1,000 hours	14	3	24	23	30	11	44	25	39	10	-	7	45
Under 4 days	2	3	2	13	13	3	1	2	2	7	-	4	1
4 days	(⁴)	-	-	1	-	-	4	4	-	-	-	-	-
5 days	(⁴)	-	-	1	-	-	4	5	2	-	-	-	2
6 days	9	-	21	3	14	6	34	14	18	1	-	-	18
7 days	1	-	-	-	2	-	1	1	11	2	-	2	6
Over 7 days	1	-	1	4	-	2	-	-	6	-	-	-	18
After 1,500 hours	29	12	29	30	35	19	52	41	53	27	3	20	52
Under 5 days	2	3	-	5	13	3	5	-	2	7	-	4	1
5 days	1	4	2	9	-	-	4	11	2	-	-	-	2
6 days	23	6	24	11	19	14	34	30	33	13	3	13	24
7 days	2	-	2	-	2	-	1	1	11	2	-	2	6
Over 7 days	2	-	1	4	-	2	8	-	6	6	-	-	18
After 2,000 hours	30	12	29	30	35	27	52	41	53	27	3	20	57
Under 6 days	2	6	-	1	13	3	9	5	4	7	-	4	4
6 days	24	6	26	15	19	22	34	36	33	13	3	13	30
7 days	2	-	2	1	2	-	1	1	11	2	-	2	6
Over 7 days	2	-	1	12	-	2	8	-	6	6	-	-	18

See footnotes at end of table.

Table 63. Paid holidays: Temporary workers—Continued

(Percent of workers in temporary help supply establishments with formal provisions for paid holidays after selected hours of service, United States and 26 areas,¹ September 1987)

Number of paid holidays and length of service	Midwest						West							
	Chicago	Cincinnati	Detroit	Indianapolis	Kansas City	Minneapolis-St. Paul	Anaheim-Santa Ana	Denver	Los Angeles-Long Beach	Portland	San Diego	San Francisco	San Jose	Seattle
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays	31	13	18	62	62	58	48	32	45	33	79	35	36	50
Hours of service requirement	28	2	14	59	59	47	38	22	35	33	33	33	34	17
Other than hours requirement ³	3	11	5	2	3	11	9	10	10	-	46	2	3	33
Selected provisions:														
Other than hours requirement ³	3	11	5	2	3	11	9	10	10	-	46	2	3	33
Under 6 days	3	8	-	2	-	-	7	3	3	-	2	2	3	2
6 days	-	3	5	-	-	3	-	4	1	-	33	-	-	31
Over 6 days	-	-	-	-	3	8	3	3	6	-	12	-	-	-
Hours requirement	28	2	14	59	59	47	38	22	35	33	33	33	34	17
After 500 hours	2	2	1	9	29	18	2	1	22	17	-	10	6	3
Under 6 days	(⁴)	2	-	-	-	8	-	(⁴)	-	5	-	-	-	3
6 days	1	-	-	4	24	11	-	(⁴)	20	12	-	1	-	-
Over 6 days	-	-	1	4	5	-	2	-	1	-	-	9	6	-
After 1,000 hours	2	2	2	13	54	40	23	22	28	26	9	19	15	5
Under 4 days	(⁴)	2	-	-	-	1	4	-	1	5	-	2	-	5
4 days	-	-	-	-	-	6	-	-	-	-	-	-	-	-
5 days	-	-	-	-	-	-	-	(⁴)	-	-	-	-	-	-
6 days	1	-	1	8	49	32	7	22	26	21	9	3	1	-
7 days	-	-	1	4	5	-	2	-	-	-	-	13	14	-
Over 7 days	-	-	-	-	-	-	10	-	1	-	-	-	-	-
After 1,500 hours	22	-	14	59	59	47	29	22	31	33	33	33	34	12
Under 5 days	-	-	-	-	-	8	4	-	1	5	-	2	-	5
5 days	(⁴)	-	-	-	-	-	-	(⁴)	-	-	-	-	-	-
6 days	17	-	13	55	54	39	14	22	29	28	33	14	19	7
7 days	5	-	1	4	5	-	2	-	-	-	-	16	14	-
Over 7 days	-	-	-	-	-	-	10	-	1	-	-	-	-	-
After 2,000 hours	22	2	14	59	59	47	38	22	33	33	33	33	34	17
Under 6 days	-	-	-	-	-	8	4	(⁴)	1	5	-	2	-	5
6 days	17	2	13	55	54	39	14	22	29	28	33	14	19	7
7 days	5	-	1	4	5	-	3	-	-	-	-	16	14	-
Over 7 days	-	-	-	-	-	-	17	-	4	-	-	-	-	5

¹ For definitions of areas, see footnote 1, tables 9-60.

² The complete area designation is Fort Lauderdale-Hollywood-Pompano Beach.

³ Includes workers with no hours required for eligibility as well as workers with other types of eligibility required.

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.

Table 64. Paid holidays: Permanent full-time workers

(Percent of workers in temporary help supply establishments with formal provisions for paid holidays, United States and 26 areas,¹ September 1987)

Number of paid holidays	United States	Northeast					South						
		Bergen-Passaic	Boston	Newark	New York	Phila-delphia	Atlanta	Baltimore	Dallas	Fort Lauderdale ²	Houston	San Antonio	Wash-ington
All permanent workers	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays	99	100	100	100	100	100	100	100	98	94	100	100	100
Under 6 days	1	-	-	-	-	2	6	-	8	11	-	4	-
1 or more half days	(³)	-	-	-	-	-	2	-	-	-	-	4	-
6 days	23	13	6	17	21	8	27	29	23	32	8	45	39
1 or more half days	1	-	-	-	-	4	-	-	-	-	-	-	-
7 days	15	18	7	9	10	17	30	3	18	40	43	10	9
1 or more half days	1	-	-	-	-	-	13	-	7	-	4	-	-
8 days	39	39	37	18	18	55	26	64	36	10	35	23	36
1 or more half days	17	25	15	11	5	36	5	18	16	10	8	7	11
9 days	11	14	13	31	19	8	1	-	9	1	1	-	15
1 or more half days	2	6	4	15	1	8	-	-	-	-	-	-	-
10 days	8	17	22	21	32	9	10	3	-	-	6	-	-
1 or more half days	(³)	-	-	-	-	9	-	-	-	-	-	-	-
11 days	2	-	11	2	-	-	-	-	5	-	6	17	-
12 days or more	(³)	-	4	2	-	(³)	1	-	-	-	-	-	-
1 or more half days	(³)	-	(³)	2	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 64. Paid holidays: Permanent full-time workers—Continued

(Percent of workers in temporary help supply establishments with formal provisions for paid holidays, United States and 26 areas,¹ September 1987)

Number of paid holidays	Midwest						West							
	Chicago	Cincinnati	Detroit	Chicago	Kansas City	Minneapolis-St. Paul	Anaheim-Santa Ana	Denver	Los Angeles-Long Beach	Portland	San Diego	San Francisco	San Jose	Seattle
All permanent workers	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	99	100	100	100	100	100
Under 6 days	3	4	-	3	-	-	11	-	4	-	-	-	-	2
1 or more half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 days	22	18	45	22	46	43	5	25	26	40	28	13	4	17
1 or more half days	1	-	-	1	-	4	-	-	2	-	-	-	-	-
7 days	7	17	8	7	29	6	17	8	20	9	8	37	19	9
1 or more half days	1	3	-	1	4	-	-	-	4	-	8	2	6	-
8 days	35	61	44	35	25	32	44	52	23	40	26	23	45	55
1 or more half days	19	17	28	19	6	10	12	19	6	24	8	14	12	19
9 days	5	-	2	5	-	12	17	16	13	11	22	22	13	-
1 or more half days	-	-	-	-	-	-	-	-	-	11	-	-	-	-
10 days	26	-	1	26	-	7	7	-	13	-	16	6	19	5
1 or more half days	9	-	-	9	-	-	-	-	-	-	-	2	-	5
11 days	-	-	-	-	-	2	-	-	-	-	-	-	-	12
12 days or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1 or more half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ For definitions of areas, see footnote 1, tables 9-60.

² The complete area designation is Fort Lauderdale-Hollywood-Pompano Beach.

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 65. Paid vacations: Temporary workers(Percent of workers in temporary help supply establishments with formal provisions for paid vacations, after selected hours of service, United States and 26 areas,¹ September 1987)

Vacation policy	United States	Northeast					South						
		Bergen-Passaic	Boston	New York	Newark	Philadelphia	Atlanta	Baltimore	Dallas	Houston	Fort Lauderdale ²	San Antonio	Washington
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100
Method of payment													
Workers in establishments providing paid vacations	74	83	78	57	84	91	78	42	77	78	25	66	90
Hours of service requirement	71	83	73	50	80	87	78	42	77	78	25	66	87
Other than hours requirement ³	2	-	5	7	3	4	-	-	-	-	-	-	2
Amount of vacation pay—selected provisions:													
Other than hours requirement ³	2	-	5	7	3	4	-	-	-	-	-	-	2
Less than 1 week	(⁴)	-	-	6	-	-	-	-	-	-	-	-	-
1 week	2	-	3	1	2	4	-	-	-	-	-	-	2
Over 1 week	(⁴)	-	2	-	(⁴)	-	-	-	-	-	-	-	-
Hours of service requirement ⁵	71	83	73	50	80	87	78	42	77	78	25	66	87
After 1,000 hours	11	20	19	20	15	23	30	10	28	14	-	7	36
Less than 1 week	3	5	15	17	4	5	3	-	6	1	-	-	-
1 week	7	14	4	3	11	17	28	4	22	13	-	7	36
Over 1 week	(⁴)	-	-	-	-	-	-	6	-	-	-	-	-
After 1,500 hours	66	74	54	49	68	85	62	33	71	73	25	63	76
Less than 1 week	3	-	3	18	4	-	-	-	6	2	-	-	-
1 week	60	74	51	30	51	84	62	28	58	70	25	60	76
Over 1 and under 2 weeks	1	-	-	1	12	1	-	-	-	1	-	-	-
2 weeks or more	1	-	-	-	-	-	-	6	8	-	-	3	-
After 2,000 hours	70	83	68	49	80	87	78	42	77	78	25	66	78
Less than 1 week	1	-	-	8	4	-	-	-	1	2	-	-	-
1 week	50	74	51	32	54	81	72	33	51	54	22	46	70
Over 1 and under 2 weeks	1	-	10	1	12	6	-	-	-	1	-	-	-
2 weeks	18	9	7	8	9	-	6	9	26	21	3	21	9
Over 2 weeks	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 65. Paid vacations: Temporary workers—Continued

(Percent of workers in temporary help supply establishments with formal provisions for paid vacations, after selected hours of service, United States and 26 areas,¹ September 1987)

Vacation policy	Midwest						West							
	Chicago	Cincinnati	Detroit	Indianapolis	Kansas City	Minneapolis-St. Paul	Anaheim-Santa Ana	Denver	Los Angeles-Long Beach	Portland	San Diego	San Francisco	San Jose	Seattle
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Method of payment														
Workers in establishments providing paid vacations	73	90	74	87	63	76	65	83	54	84	61	58	52	84
Hours of service requirement	73	84	70	87	61	72	65	78	54	84	61	58	52	78
Other than hours requirement ³	-	6	4	-	3	4	-	4	-	-	-	-	-	6
Amount of vacation pay—selected provisions:														
Other than hours requirement ³	-	6	4	-	3	4	-	4	-	-	-	-	-	6
Less than 1 week	-	-	-	-	3	2	-	-	-	-	-	-	-	-
1 week	-	6	4	-	-	2	-	3	-	-	-	-	-	6
Over 1 week	-	-	-	-	-	-	-	2	-	-	-	-	-	-
Hours of service requirement ⁵	73	84	70	87	61	72	65	78	54	84	61	58	52	78
After 1,000 hours	1	2	2	8	13	20	17	12	13	-	18	5	8	2
Less than 1 week	-	-	-	-	-	6	3	1	11	-	7	-	2	-
1 week	-	-	2	8	13	13	14	8	1	-	11	5	5	2
Over 1 week	1	2	-	-	-	-	-	3	-	-	-	-	-	-
After 1,500 hours	66	78	69	80	61	56	57	66	50	73	55	58	52	46
Less than 1 week	-	-	-	-	-	6	9	1	17	-	7	2	2	-
1 week	65	76	69	80	52	37	47	40	33	63	49	48	50	46
Over 1 and under 2 weeks	-	2	-	-	-	11	-	-	-	9	-	6	-	-
2 weeks or more	1	-	-	-	9	2	1	25	-	-	-	2	-	-
After 2,000 hours	67	84	70	87	61	69	65	78	52	84	61	58	52	76
Less than 1 week	-	-	-	-	-	13	7	1	3	-	-	-	2	-
1 week	48	82	59	42	48	29	35	48	40	68	29	36	32	67
Over 1 and under 2 weeks	-	-	-	-	-	-	2	-	5	9	4	8	-	-
2 weeks	19	-	12	45	12	28	21	26	4	8	28	13	18	9
Over 2 weeks	-	2	-	-	-	-	-	3	-	-	-	-	-	-

¹ For definitions of areas, see footnote 1, tables 9-60.

² The complete area designation is Fort Lauderdale-Hollywood-Pompano Beach.

³ Includes workers with no hours required for eligibility as well as workers with other types of eligibility required.

⁴ Less than 0.5 percent.

⁵ Unduplicated total of workers in establishments having provisions with hours requirement. Establishments may have had different eligibility requirements for different types of workers.

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

Table 66. Paid vacations: Permanent full-time workers

(Percent of workers in temporary help supply establishments with formal provisions for paid vacations after selected periods of service, United States and 26 areas,¹ September 1987)

Vacation policy	United States	Northeast					South						
		Bergen-Passaic	Boston	Newark	New York	Phila-delphia	Atlanta	Baltimore	Dallas	Fort Lauderdale ²	Houston	San Antonio	Wash-ington
All permanent workers	100	100	100	100	100	100	100	100	100	100	100	100	100
Method of payment													
Workers in establishments providing paid vacations	99	100	100	100	100	98	98	100	100	95	100	94	100
Length-of-time payment	99	100	97	100	100	98	98	100	100	95	100	94	100
Percentage payment	(³)	-	3	-	-	-	-	-	-	-	-	-	-
Amount of vacation pay¹													
After 6 months of service:													
Under 1 week	3	6	3	7	2	-	-	-	-	-	-	-	6
1 week	41	58	37	35	69	54	34	41	43	-	54	80	33
Over 1 and under 2 weeks	2	-	-	-	1	-	-	-	19	-	-	-	-
2 weeks or more	1	-	-	2	4	-	-	-	-	-	-	-	-
After 1 year of service:													
1 week	18	14	16	9	2	4	40	17	10	49	30	3	14
Over 1 and under 2 weeks	(³)	-	-	-	-	-	-	-	-	-	-	-	-
2 weeks	80	86	84	91	97	94	59	83	77	47	70	91	75
Over 2 weeks	1	-	-	-	1	-	-	-	13	-	-	-	11
After 2 years of service:													
1 week	7	8	-	2	1	-	16	-	-	-	19	-	6
Over 1 and under 2 weeks	(³)	-	-	-	-	-	-	-	-	-	4	-	-
2 weeks	89	92	100	98	96	98	83	100	87	95	67	94	83
Over 2 weeks	2	-	-	-	2	-	-	-	13	-	10	-	11
After 3 years of service:													
1 week	4	-	-	-	1	-	1	-	-	-	18	-	-
Over 1 and under 2 weeks	(³)	-	-	-	-	-	-	-	-	-	4	-	-
2 weeks	89	89	98	77	86	98	84	100	81	93	66	94	80
Over 2 and under 3 weeks	2	-	-	2	8	-	-	-	13	-	4	-	11
3 weeks	4	11	2	20	4	-	13	-	6	3	9	-	9
Over 3 weeks	1	-	-	-	1	-	-	-	-	-	-	-	-
After 4 years of service:													
1 week	4	-	-	-	1	-	1	-	-	-	18	-	-
Over 1 and under 2 weeks	(³)	-	-	-	-	-	-	-	-	-	4	-	-
2 weeks	87	89	98	77	84	98	64	100	74	93	59	94	80
Over 2 and under 3 weeks	2	-	-	2	8	-	-	-	13	-	4	-	11
3 weeks	6	11	2	20	7	-	34	-	13	3	15	-	9
Over 3 weeks	1	-	-	-	1	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 66. Paid vacations: Permanent full-time workers—Continued

(Percent of workers in temporary help supply establishments with formal provisions for paid vacations after selected periods of service, United States and 26 areas,¹ September 1987)

Vacation policy	United States	Northeast					South						
		Bergen-Passaic	Boston	Newark	New York	Phila-delphia	Atlanta	Baltimore	Dallas	Fort Lauderdale ²	Houston	San Antonio	Wash-ington
Amount of vacation pay⁴—Continued													
After 5 years of service:													
Under 2 weeks	4	-	-	-	1	-	1	-	-	-	22	-	-
2 weeks	25	31	19	5	10	15	41	16	23	43	7	7	31
Over 2 and under 3 weeks	1	-	-	-	8	-	-	-	6	-	-	-	-
3 weeks	67	69	81	95	77	83	43	84	65	52	71	87	69
Over 3 weeks	2	-	-	-	5	-	13	-	7	-	-	-	-
After 8 years of service:													
Under 2 weeks	3	-	-	-	1	-	1	-	-	-	18	-	-
2 weeks	22	28	19	5	8	15	39	16	20	43	11	7	28
Over 2 and under 3 weeks	1	-	-	-	-	-	-	-	6	-	-	-	-
3 weeks	69	72	77	93	82	83	45	84	67	52	71	87	72
Over 3 weeks	4	-	4	2	9	-	13	-	7	-	-	-	-
After 10 years of service:													
Under 2 weeks	3	-	-	-	1	-	1	-	-	-	18	-	-
2 weeks	18	16	18	3	8	6	13	13	16	43	11	7	22
Over 2 and under 3 weeks	(³)	-	-	-	-	-	-	-	6	-	-	-	-
3 weeks	54	71	44	70	63	83	71	73	66	48	45	22	63
Over 3 and under 4 weeks	(³)	-	-	-	1	-	-	-	7	-	-	-	-
4 weeks	22	14	39	26	26	10	13	14	6	4	26	65	14
Over 4 weeks	1	-	-	-	-	-	-	-	-	-	-	-	-
After 12 years of service:													
Under 2 weeks	3	-	-	-	1	-	1	-	-	-	18	-	-
2 weeks	17	16	18	3	8	6	13	13	15	43	11	7	22
Over 2 and under 3 weeks	(³)	-	-	-	-	-	-	-	6	-	-	-	-
3 weeks	53	59	44	54	63	74	71	73	64	48	45	22	61
Over 3 and under 4 weeks	1	-	-	-	9	-	-	-	7	-	-	-	-
4 weeks	24	25	39	43	26	10	13	14	9	4	26	65	16
Over 4 weeks	1	-	-	-	1	-	-	-	-	-	-	-	-
After 15 years of service:													
Under 2 weeks	3	-	-	-	1	-	1	-	-	-	18	-	-
2 weeks	16	16	18	3	8	6	13	13	15	43	11	7	22
Over 2 and under 3 weeks	(³)	-	-	-	-	-	-	-	6	-	-	-	-
3 weeks	32	23	25	43	59	33	66	55	46	38	26	14	39
Over 3 and under 4 weeks	(³)	-	-	-	-	-	-	-	-	-	-	-	-
4 weeks	46	61	57	53	30	60	19	33	26	14	44	72	36
Over 4 weeks	1	-	-	-	1	-	-	-	7	-	-	-	2

See footnotes at end of table.

Table 66. Paid vacations: Permanent full-time workers—Continued

(Percent of workers in temporary help supply establishments with formal provisions for paid vacations after selected periods of service, United States and 26 areas,¹ September 1987)

Vacation policy	United States	Northeast					South						
		Bergen-Passaic	Boston	Newark	New York	Phila-delphia	Atlanta	Baltimore	Dallas	Fort Lauderdale ²	Houston	San Antonio	Wash-ington
Amount of vacation pay⁴—Continued													
After 20 years of service:													
Under 2 weeks	3	-	-	-	1	-	1	-	-	-	18	-	-
2 weeks	16	16	18	3	8	6	13	13	15	43	11	7	22
Over 2 and under 3 weeks	(³)	-	-	-	-	-	-	-	6	-	-	-	-
3 weeks	30	23	25	43	59	33	66	51	45	38	25	14	39
Over 3 and under 4 weeks	(³)	-	-	-	-	-	-	-	-	-	-	-	-
4 weeks	48	61	57	53	30	60	19	36	28	14	45	72	34
Over 4 weeks	1	-	-	-	1	-	-	-	7	-	-	-	5
After 25 years of service:													
Under 2 weeks	3	-	-	-	1	-	1	-	-	-	18	-	-
2 weeks	16	16	18	3	8	6	13	13	15	43	11	7	22
Over 2 and under 3 weeks	(³)	-	-	-	-	-	-	-	6	-	-	-	-
3 weeks	30	23	25	43	59	33	66	51	45	38	25	14	39
Over 3 and under 4 weeks	(³)	-	-	-	-	-	-	-	-	-	-	-	-
4 weeks	47	61	57	53	30	51	19	36	28	14	45	72	34
Over 4 weeks	2	-	-	-	1	9	-	-	7	-	-	-	5

See footnotes at end of table.

Table 66. Paid vacations: Permanent full-time workers—Continued

(Percent of workers in temporary help supply establishments with formal provisions for paid vacations after selected periods of service, United States and 26 areas,¹ September 1987)

Vacation policy	Midwest						West							
	Chicago	Cincinnati	Detroit	Chicago	Kansas City	Minneapolis-St. Paul	Anaheim-Santa Ana	Denver	Los Angeles-Long Beach	Portland	San Diego	San Francisco	San Jose	Seattle
All permanent workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Method of payment														
Workers in establishments providing paid vacations	99	100	100	99	100	100	100	97	99	100	100	100	100	100
Length-of-time payment	99	100	100	99	100	100	100	97	99	100	100	100	100	100
Percentage payment	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Amount of vacation pay⁴														
After 6 months of service:														
Under 1 week	-	-	-	-	13	4	-	-	-	-	-	-	3	-
1 week	25	7	54	25	36	37	34	67	29	45	26	53	71	36
Over 1 and under 2 weeks	-	3	-	-	-	-	4	-	12	-	10	2	-	-
2 weeks or more	17	7	-	17	-	-	-	-	-	-	-	-	-	-
After 1 year of service:														
1 week	12	18	3	12	24	33	16	12	12	21	-	13	3	23
Over 1 and under 2 weeks	5	-	-	5	-	4	-	-	-	-	-	4	-	-
2 weeks	82	82	97	82	76	63	80	84	87	69	100	81	97	77
Over 2 weeks	-	-	-	-	-	-	4	-	-	10	-	2	-	-
After 2 years of service:														
1 week	2	4	-	2	9	21	-	6	4	-	-	2	-	12
Over 1 and under 2 weeks	-	-	-	-	-	4	-	-	-	-	-	-	-	7
2 weeks	92	96	100	92	91	70	96	86	95	90	100	87	95	82
Over 2 weeks	5	-	-	5	-	4	4	5	-	10	-	11	5	-
After 3 years of service:														
1 week	-	-	-	-	9	12	-	5	4	-	-	2	-	-
Over 1 and under 2 weeks	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2 weeks	85	93	100	85	87	78	96	87	91	90	100	75	80	89
Over 2 and under 3 weeks	-	-	-	-	-	8	1	5	-	10	-	5	5	-
3 weeks	14	7	-	14	4	2	-	-	4	-	-	16	15	11
Over 3 weeks	-	-	-	-	-	-	3	-	-	-	-	2	-	-
After 4 years of service:														
1 week	-	-	-	-	9	11	-	5	4	-	-	2	-	-
Over 1 and under 2 weeks	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2 weeks	85	93	100	85	87	79	96	85	91	90	100	75	79	89
Over 2 and under 3 weeks	-	-	-	-	-	8	1	5	-	10	-	5	5	-
3 weeks	10	7	-	10	4	2	-	2	4	-	-	16	16	11
Over 3 weeks	3	-	-	3	-	-	3	-	-	-	-	2	-	-

See footnotes at end of table.

Table 66. Paid vacations: Permanent full-time workers—Continued

(Percent of workers in temporary help supply establishments with formal provisions for paid vacations after selected periods of service, United States and 26 areas,¹ September 1987)

Vacation policy	Midwest						West							
	Chicago	Cincinnati	Detroit	Chicago	Kansas City	Minneapolis-St. Paul	Anaheim-Santa Ana	Denver	Los Angeles-Long Beach	Portland	San Diego	San Francisco	San Jose	Seattle
Amount of vacation pay¹—Continued														
After 5 years of service:														
Under 2 weeks	-	-	-	-	9	11	-	(³)	4	-	-	2	-	-
2 weeks	43	50	49	43	63	29	23	23	25	16	54	32	13	41
Over 2 and under 3 weeks	-	-	-	-	-	-	-	-	-	-	-	-	-	-
3 weeks	53	50	51	53	28	52	73	74	70	84	46	60	80	59
Over 3 weeks	3	-	-	3	-	8	4	-	(³)	-	-	6	7	-
After 8 years of service:														
Under 2 weeks	-	-	-	-	9	11	-	(³)	4	-	-	2	-	-
2 weeks	24	9	39	24	47	17	21	23	22	6	54	27	10	41
Over 2 and under 3 weeks	-	32	-	-	-	-	-	-	-	-	-	-	-	-
3 weeks	71	59	61	71	44	63	73	74	73	94	44	64	76	50
Over 3 weeks	3	-	-	3	-	8	6	-	(³)	-	3	7	15	9
After 10 years of service:														
Under 2 weeks	-	-	-	-	9	11	-	(³)	4	-	-	2	-	-
2 weeks	13	9	14	13	47	14	15	23	17	6	47	22	10	41
Over 2 and under 3 weeks	-	-	-	-	-	-	-	-	-	-	-	-	-	-
3 weeks	58	77	69	58	28	48	54	59	59	67	39	50	50	46
Over 3 and under 4 weeks	-	-	-	-	-	-	1	-	(³)	-	-	-	-	-
4 weeks	24	14	16	24	16	19	27	15	19	27	14	19	40	14
Over 4 weeks	3	-	-	3	-	8	3	-	-	-	-	6	-	-
After 12 years of service:														
Under 2 weeks	-	-	-	-	9	11	-	(³)	4	-	-	2	-	-
2 weeks	13	9	14	13	47	14	11	20	9	6	35	22	10	41
Over 2 and under 3 weeks	-	-	-	-	-	-	-	-	-	-	-	-	-	-
3 weeks	40	77	69	40	28	45	53	57	65	67	51	50	50	46
Over 3 and under 4 weeks	17	-	-	17	-	-	1	-	(³)	-	-	-	-	-
4 weeks	25	14	16	25	16	22	32	19	20	27	14	19	40	14
Over 4 weeks	3	-	-	3	-	8	3	-	-	-	-	6	-	-
After 15 years of service:														
Under 2 weeks	-	-	-	-	9	11	-	(³)	4	-	-	2	-	-
2 weeks	13	9	14	13	47	14	11	20	9	6	35	22	10	28
Over 2 and under 3 weeks	-	-	-	-	-	-	-	-	-	-	-	-	-	-
3 weeks	28	28	15	28	13	22	41	34	56	24	43	36	32	33
Over 3 and under 4 weeks	-	-	-	-	-	-	1	-	(³)	-	-	-	-	-
4 weeks	54	63	70	54	31	45	43	42	29	69	22	28	59	39
Over 4 weeks	3	-	-	3	-	8	4	-	-	-	-	12	-	-

See footnotes at end of table.

Table 66. Paid vacations: Permanent full-time workers—Continued

(Percent of workers in temporary help supply establishments with formal provisions for paid vacations after selected periods of service, United States and 26 areas,¹ September 1987)

Vacation policy	Midwest						West							
	Chicago	Cincinnati	Detroit	Chicago	Kansas City	Minneapolis-St. Paul	Anaheim-Santa Ana	Denver	Los Angeles-Long Beach	Portland	San Diego	San Francisco	San Jose	Seattle
Amount of vacation pay⁴—Continued														
After 20 years of service:														
Under 2 weeks	-	-	-	-	9	11	-	(³)	4	-	-	2	-	-
2 weeks	13	9	14	13	47	14	11	20	9	6	35	22	10	28
Over 2 and under 3 weeks	-	-	-	-	-	-	-	-	-	-	-	-	-	-
3 weeks	19	28	14	19	7	22	40	27	56	24	36	24	27	33
Over 3 and under 4 weeks	-	-	-	-	-	-	1	-	(³)	-	-	-	-	-
4 weeks	63	63	72	63	37	45	44	49	29	69	29	40	63	39
Over 4 weeks	3	-	-	3	-	8	4	-	-	-	-	12	-	-
After 25 years of service:														
Under 2 weeks	-	-	-	-	9	11	-	(³)	4	-	-	2	-	-
2 weeks	13	9	14	13	47	14	11	20	9	6	35	22	10	28
Over 2 and under 3 weeks	-	-	-	-	-	-	-	-	-	-	-	-	-	-
3 weeks	19	28	12	19	4	22	40	27	54	24	36	24	27	33
Over 3 and under 4 weeks	-	-	-	-	-	-	1	-	(³)	-	-	-	-	-
4 weeks	46	63	73	46	40	36	44	49	32	69	29	40	63	39
Over 4 weeks	20	-	-	20	-	18	4	-	-	-	-	12	-	-

¹ For definitions of areas, see footnote 1, tables 9-60.

² The complete area designation is Fort Lauderdale-Hollywood-Pompano Beach.

³ Less than 0.5 percent.

⁴ 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 20 years may include changes that occurred between 15 and 20 years.

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

Table 67. Health benefits: Temporary workers

(Percent of workers in temporary help supply establishments with formal provisions for selected health benefits with specified service requirements, United States and 26 areas,¹ September 1987)

Type of plan	United States	Northeast					South						
		Bergen-Passaic	Boston	New York	Newark	Phila-delphia	Atlanta	Baltimore	Dallas	Houston	Fort Lauderdale ²	San Antonio	Wash-ington
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100
Hospitalization insurance	24	6	20	20	27	3	10	5	26	29	3	20	41
Wholly financed by establishment	2	-	4	2	-	-	4	1	-	-	-	-	2
Jointly financed with employee	22	6	16	18	27	3	6	4	26	29	3	20	39
Length of service requirement:													
Other than hours requirement ³	15	-	9	9	11	3	(⁴)	4	9	8	3	13	12
Hours requirements													
Under 200 hours	3	-	5	-	-	-	-	-	1	13	-	4	9
200 and under 500 hours	3	-	3	4	14	1	-	1	5	7	-	2	17
500 and under 1,000 hours	1	-	1	-	-	-	4	-	-	-	-	-	3
1,000 and under 1,500 hours	1	-	-	-	3	-	1	-	11	-	-	-	-
1,500 and under 2,000 hours	(⁴)	-	2	-	-	-	-	-	-	-	-	-	-
2,000 hours or more	1	6	-	8	-	-	5	-	-	-	-	-	-
Surgical insurance	24	6	20	14	27	3	10	5	26	29	3	20	41
Wholly financed by establishment	2	-	4	-	-	-	4	1	-	-	-	-	2
Jointly financed with employee	21	6	16	14	27	3	6	4	26	29	3	20	39
Length of service requirement:													
Other than hours requirement ³	15	6	9	5	11	3	(⁴)	4	9	8	3	13	12
Hours requirements													
Under 200 hours	3	-	5	-	-	-	-	-	1	13	-	4	9
200 and under 500 hours	3	-	3	1	14	1	-	1	5	7	-	2	17
500 and under 1,000 hours	1	-	1	-	-	-	4	-	-	-	-	-	3
1,000 and under 1,500 hours	1	-	-	-	3	-	1	-	11	-	-	-	-
1,500 and under 2,000 hours	(⁴)	-	2	-	-	-	-	-	-	-	-	-	-
2,000 hours or more	1	-	-	8	-	-	5	-	-	-	-	-	-
Medical insurance	23	6	20	13	27	3	10	5	26	29	3	20	41
Wholly financed by establishment	2	-	4	-	-	-	4	1	-	-	-	-	2
Jointly financed with employee	21	6	16	13	27	3	6	4	26	29	3	20	39
Length of service requirement:													
Other than hours requirement ³	15	6	9	5	11	3	(⁴)	4	9	8	3	13	12
Hours requirements													
Under 200 hours	3	-	5	-	-	-	-	-	1	13	-	4	9
200 and under 500 hours	3	-	3	-	14	1	-	1	5	7	-	2	17
500 and under 1,000 hours	1	-	1	-	-	-	4	-	-	-	-	-	3
1,000 and under 1,500 hours	1	-	-	-	3	-	1	-	11	-	-	-	-
1,500 and under 2,000 hours	(⁴)	-	2	-	-	-	-	-	-	-	-	-	-
2,000 hours or more	1	-	-	8	-	-	5	-	-	-	-	-	-

See footnotes at end of table.

Table 67. Health benefits: Temporary workers—Continued

(Percent of workers in temporary help supply establishments with formal provisions for selected health benefits with specified service requirements, United States and 26 areas,¹ September 1987)

Type of plan	United States	Northeast					South						
		Bergen-Passaic	Boston	New York	Newark	Phila-delphia	Atlanta	Baltimore	Dallas	Houston	Fort Lauderdale ²	San Antonio	Wash-ington
Major medical insurance	23	6	20	13	27	3	10	5	26	29	3	20	41
Wholly financed by establishment	2	-	4	-	-	-	4	1	-	-	-	-	2
Jointly financed with employee	21	6	16	13	27	3	6	4	26	29	3	20	39
Length of service requirement:													
Other than hours requirement ³	15	6	9	5	11	3	(⁴)	4	9	8	3	13	12
Hours requirements													
Under 200 hours	3	-	5	-	-	-	-	-	1	13	-	4	9
200 and under 500 hours	3	-	3	-	14	1	-	1	5	7	-	2	17
500 and under 1,000 hours	1	-	1	-	-	-	4	-	-	-	-	-	3
1,000 and under 1,500 hours	1	-	-	-	3	-	1	-	11	-	-	-	-
1,500 and under 2,000 hours	(⁴)	-	2	-	-	-	-	-	-	-	-	-	-
2,000 hours or more	1	-	-	8	-	-	5	-	-	-	-	-	-

See footnotes at end of table.

Table 67. Health benefits: Temporary workers—Continued

(Percent of workers in temporary help supply establishments with formal provisions for selected health benefits with specified service requirements, United States and 26 areas,¹ September 1987)

Type of plan	Midwest						West							
	Chicago	Cincinnati	Detroit	Indianapolis	Kansas City	Minneapolis-St. Paul	Anaheim-Santa Ana	Denver	Los Angeles-Long Beach	Portland	San Diego	San Francisco	San Jose	Seattle
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Hospitalization insurance	24	11	22	52	9	39	12	30	13	34	33	42	24	14
Wholly financed by establishment	-	-	6	-	-	-	2	4	5	-	-	10	-	-
Jointly financed with employee	24	11	16	52	9	39	10	26	8	34	33	32	24	14
Length of service requirement:														
Other than hours requirement ³	16	-	15	45	5	12	8	22	4	8	23	11	18	7
Hours requirements														
Under 200 hours	-	9	-	-	-	8	3	4	5	-	1	5	-	2
200 and under 500 hours	-	-	1	7	5	-	1	4	4	14	9	15	6	-
500 and under 1,000 hours	6	-	6	-	-	-	-	-	-	12	-	5	-	-
1,000 and under 1,500 hours	2	-	-	-	-	19	-	-	-	-	-	-	-	-
1,500 and under 2,000 hours	-	-	-	-	-	-	-	-	-	-	-	7	-	5
2,000 hours or more	-	2	-	-	-	-	-	-	-	-	-	-	-	-
Surgical insurance	24	11	22	52	9	39	12	30	13	34	33	42	24	14
Wholly financed by establishment	-	-	6	-	-	-	2	4	5	-	-	10	-	-
Jointly financed with employee	24	11	16	52	9	39	10	26	8	34	33	32	24	14
Length of service requirement:														
Other than hours requirement ³	16	-	15	45	5	12	8	22	4	8	23	11	18	7
Hours requirements														
Under 200 hours	-	9	-	-	-	8	3	4	5	-	1	5	-	2
200 and under 500 hours	-	-	1	7	5	-	1	4	4	14	9	15	6	-
500 and under 1,000 hours	6	-	6	-	-	-	-	-	-	12	-	5	-	-
1,000 and under 1,500 hours	2	-	-	-	-	19	-	-	-	-	-	-	-	-
1,500 and under 2,000 hours	-	-	-	-	-	-	-	-	-	-	-	7	-	5
2,000 hours or more	-	2	-	-	-	-	-	-	-	-	-	-	-	-
Medical insurance	24	11	22	52	9	28	12	30	13	34	33	42	24	14
Wholly financed by establishment	-	-	6	-	-	-	2	4	5	-	-	10	-	-
Jointly financed with employee	24	11	16	52	9	28	10	26	8	34	33	32	24	14
Length of service requirement:														
Other than hours requirement ³	16	-	15	45	5	12	8	22	4	8	23	11	18	7
Hours requirements														
Under 200 hours	-	9	-	-	-	8	3	4	5	-	1	5	-	2
200 and under 500 hours	-	-	1	7	5	-	1	4	4	14	9	15	6	-
500 and under 1,000 hours	6	-	6	-	-	-	-	-	-	12	-	5	-	-
1,000 and under 1,500 hours	2	-	-	-	-	8	-	-	-	-	-	-	-	-
1,500 and under 2,000 hours	-	-	-	-	-	-	-	-	-	-	-	7	-	5
2,000 hours or more	-	2	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 67. Health benefits: Temporary workers—Continued(Percent of workers in temporary help supply establishments with formal provisions for selected health benefits with specified service requirements, United States and 26 areas,¹ September 1987)

Type of plan	Midwest						West							
	Chicago	Cincinnati	Detroit	Indianapolis	Kansas City	Minneapolis-St. Paul	Anaheim-Santa Ana	Denver	Los Angeles-Long Beach	Portland	San Diego	San Francisco	San Jose	Seattle
Major medical insurance	24	11	22	52	9	33	12	30	13	34	33	42	24	14
Wholly financed by establishment	-	-	6	-	-	-	2	4	5	-	-	10	-	-
Jointly financed with employee	24	11	16	52	9	33	10	26	8	34	33	32	24	14
Length of service requirement:														
Other than hours requirement ³	16	-	15	45	5	12	8	22	4	8	23	11	18	7
Hours requirements														
Under 200 hours	-	9	-	-	-	8	3	4	5	-	1	5	-	2
200 and under 500 hours	-	-	1	7	5	-	1	4	4	14	9	15	6	-
500 and under 1,000 hours	6	-	6	-	-	-	-	-	-	12	-	5	-	-
1,000 and under 1,500 hours	2	-	-	-	-	12	-	-	-	-	-	-	-	-
1,500 and under 2,000 hours	-	-	-	-	-	-	-	-	-	-	-	7	-	5
2,000 hours or more	-	2	-	-	-	-	-	-	-	-	-	-	-	-

¹ For definitions of areas, see footnote 1, tables 9-60.² The complete area designation is Fort Lauderdale-Hollywood-Pompano Beach.³ Includes requirements other than hours of service, e.g., days or weeks of work.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.

Table 68. Other benefits: Temporary workers

(Percent of workers in temporary help supply establishments with formal provisions for selected benefits, United States and 26 areas,¹ September 1987)

Benefit ²	United States	Northeast					South								
		Bergen-Passaic	Boston	New York	Newark	Philadelphia	Atlanta	Baltimore	Dallas	Houston	Fort Lauderdale ³	San Antonio	Washington		
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	
Temporary workers in establishments with provisions for:															
Job training offered	55	83	25	29	62	58	48	55	37	56	22	21	86		
Life insurance	21	6	14	16	5	3	10	5	28	29	3	20	39		
Child care allowance	2	5	-	-	-	-	-	-	-	3	-	-	2		
Transportation allowance	24	16	3	15	9	10	7	27	24	13	3	24	14		
Referral bonus	62	60	60	80	72	59	68	70	71	70	36	93	88		
Credit union membership	5	-	17	3	-	6	4	-	11	13	-	4	22		
		Midwest					West								
		Chicago	Cincinnati	Detroit	Indianapolis	Kansas City	Minneapolis-St. Paul	Anaheim-Santa Ana	Denver	Los Angeles-Long Beach	Portland	San Diego	San Francisco	San Jose	Seattle
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	
Temporary workers in establishments with provisions for:															
Job training offered	66	32	57	65	36	52	50	67	37	49	72	79	39	39	
Life insurance	16	11	23	50	9	14	12	25	11	13	29	35	28	9	
Child care allowance	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Transportation allowance	43	-	17	48	29	15	37	39	16	8	42	25	26	24	
Referral bonus	50	73	44	88	79	58	66	64	71	71	82	63	84	66	
Credit union membership	-	2	2	2	4	-	36	5	10	-	5	14	9	8	

¹ For definitions of areas, see footnote 1, tables 9-60.

² For definitions of benefits, see appendix A.

³ The complete area designation is Fort Lauderdale-Hollywood-Pompano Beach.

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

Table 69. Health, insurance, and retirement plans: Permanent full-time workers

(Percent of workers in temporary help supply establishments with specified health, insurance, and retirement plans,¹ United States and 26 areas,² September 1987)

Type of plan	United States	Northeast					South						
		Bergen-Passaic	Boston	Newark	New York	Phila-delphia	Atlanta	Baltimore	Dallas	Fort-Lauder-dale ³	Houston	San Antonio	Wash-ington
All permanent workers	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing:													
Life insurance	88	92	69	75	84	88	88	80	93	86	86	90	73
Noncontributory plans	69	81	60	55	51	62	59	40	74	54	39	86	68
Accidental death and dismemberment insurance	70	88	51	55	74	72	85	73	81	86	68	74	52
Noncontributory plans	52	76	42	36	41	46	56	33	68	54	26	70	48
Sickness and accident insurance or sick leave or both ⁴	89	91	87	82	79	93	84	94	98	59	71	90	100
Sickness and accident insurance	45	29	33	16	31	59	64	39	48	10	24	75	32
Noncontributory plans	24	4	8	6	9	13	57	8	29	-	12	64	17
Sick leave (full pay, no waiting period)	71	66	68	72	77	62	77	72	86	50	64	83	82
Sick leave (partial pay or waiting period)	(⁵)	-	-	-	1	-	-	-	-	-	-	-	-
Long-term disability insurance	55	46	30	32	38	64	58	48	78	13	67	23	42
Noncontributory plans	44	38	27	17	15	50	55	19	53	13	29	23	36
Hospitalization insurance	96	100	99	84	100	93	98	87	97	88	86	90	92
Noncontributory plans	46	40	30	31	63	25	54	18	60	42	21	78	23
Surgical insurance	96	100	99	84	100	93	98	87	97	88	86	90	92
Noncontributory plans	46	40	30	31	63	25	54	18	60	42	21	78	23
Medical insurance	96	100	99	84	100	93	98	87	97	88	86	90	92
Noncontributory plans	46	40	30	31	63	25	54	18	60	42	21	78	23
Major medical insurance	96	100	99	84	100	93	98	87	97	88	86	90	92
Noncontributory plans	46	37	30	31	63	25	54	18	60	42	21	78	23
Dental insurance	68	61	41	38	89	71	66	69	44	47	47	90	49
Noncontributory plans	33	13	15	6	59	26	36	17	17	33	13	78	16
Vision care insurance	25	25	17	13	44	40	18	23	28	10	7	10	11
Noncontributory plans	5	-	2	-	21	5	11	9	9	-	-	3	-
Retirement plans ⁶	56	64	51	64	20	62	47	36	53	46	35	23	52
Pensions	48	55	42	64	17	51	34	36	37	46	20	23	31
Noncontributory plans	44	52	42	64	13	46	31	36	37	46	17	23	31
Severance pay	10	9	9	15	9	16	15	-	16	-	14	-	21
Noncontributory plans	8	9	6	15	9	16	13	-	16	-	14	-	17

See footnotes at end of table.

Table 69. Health, insurance, and retirement plans: Permanent full-time workers—Continued

(Percent of workers in temporary help supply establishments with specified health, insurance, and retirement plans,¹ United States and 26 areas,² September 1987)

Type of plan	Midwest						West							
	Chicago	Cincinnati	Detroit	Chicago	Kansas City	Minneapolis-St. Paul	Anaheim-Santa Ana	Denver	Los Angeles-Long Beach	Portland	San Diego	San Francisco	San Jose	Seattle
All permanent workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing:														
Life insurance	90	88	97	90	86	84	83	92	97	79	86	83	91	77
Noncontributory plans	62	79	79	62	33	70	51	82	48	68	61	68	71	67
Accidental death and dismemberment insurance	77	84	68	77	79	62	75	73	87	63	70	69	66	60
Noncontributory plans	49	75	59	49	26	48	46	67	47	52	45	59	45	55
Sickness and accident insurance or sick leave or both ⁴	82	83	100	82	86	83	100	93	91	100	93	100	99	87
Sickness and accident insurance	60	72	67	60	50	50	24	40	15	50	35	39	57	39
Noncontributory plans	28	46	39	28	13	23	12	24	9	26	28	23	39	13
Sick leave (full pay, no waiting period)	70	66	59	70	65	68	88	78	85	76	78	82	93	67
Sick leave (partial pay or waiting period)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Long-term disability insurance	65	41	65	65	64	46	40	72	26	69	24	61	72	46
Noncontributory plans	46	32	64	46	27	24	32	60	23	59	17	48	48	39
Hospitalization insurance	99	88	100	99	86	90	98	94	97	100	93	92	97	98
Noncontributory plans	52	51	48	52	25	47	29	52	29	41	37	58	52	48
Surgical insurance	98	88	100	98	86	90	98	94	97	100	93	92	97	98
Noncontributory plans	52	51	48	52	25	47	29	52	29	41	37	58	52	48
Medical insurance	98	88	100	98	86	90	98	94	97	100	93	92	97	98
Noncontributory plans	52	51	48	52	25	47	29	52	29	41	37	58	52	48
Major medical insurance	98	88	100	98	86	90	98	94	97	100	93	92	97	98
Noncontributory plans	52	51	48	52	25	47	29	52	29	41	37	58	52	48
Dental insurance	62	49	66	62	66	61	79	71	73	85	86	80	82	68
Noncontributory plans	27	19	20	27	23	36	25	46	20	35	37	48	51	31
Vision care insurance	16	20	29	16	6	23	33	18	29	34	37	31	25	39
Noncontributory plans	-	-	2	-	-	7	11	3	7	10	15	8	7	19
Retirement plans ⁵	50	66	73	50	18	65	46	45	57	69	47	61	66	43
Pensions	50	60	57	50	13	63	31	38	50	61	47	56	55	38
Noncontributory plans	41	60	57	41	13	52	25	38	30	61	45	52	51	26
Severance pay	-	7	28	-	5	3	15	6	7	18	7	9	11	6
Noncontributory plans	-	-	26	-	2	3	15	6	5	9	-	-	6	6

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 employees receive benefits over legal requirements. "Noncontributory plans" include only those plans financed entirely by the employer.

² For definitions of areas, see footnote 1, tables 9-60.

³ The complete area designation is Fort Lauderdale-Hollywood-Pompano Beach.

⁴ Unduplicated total of workers receiving sickness and accident insurance and sick leave shown separately.

⁵ Less than 0.5 percent.

⁶ Unduplicated total of workers covered by pension plans and severance pay shown separately.

NOTE: Dashes indicate that no data were reported.

Appendix A. Scope and Method of Survey

Scope of survey

The temporary help supply industry survey included establishments primarily engaged in supplying temporary help (except agricultural) on a contract basis to other businesses (industry 7362 as defined in the 1972 *Standard Industrial Classification Manual* of the U.S. Office of Management and Budget.) The help supplied is under the direct or general supervision of the business to whom the help is furnished; however, the help is always on the payroll of the supplying establishment. Among the temporary help supply establishments defined in the industry were fashion shows (those supplying models only), usher services, and workers from labor pools.

Excluded from the survey were separate auxiliary units, such as central offices of temporary help supply firms. Establishments engaged in providing allied services, such as employment agencies; continuing personnel supply services; and establishments primarily providing one specialized service, e.g., janitorial service, guard service, and nonagricultural management service also were excluded.

Establishments studied were selected from those employing 50 workers or more in a March 1986 universe list (State unemployment insurance 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 study covered workers on the payrolls of temporary help establishments during the week of September 14, 1987. The use of a single payroll week helped lower the risk of double counting temporaries who sign on with more than one temporary help organization or are listed at multiple locations of the same company.

Comparison with other statistics

According to the Bureau's monthly Current Employment Statistics series, the temporary help supply industry employed approximately 1 million workers in September 1987. This estimate—up about 250,000 since March 1986—differs substantially from that of the occupational wage survey because of the latter's design:

- The list of establishments used for selecting the wage survey's sample related to March 1986 employment, the latest available when the survey was designed. Consequently, the survey did not include establishments entering the industry or those expanding their employment above the survey's minimum cutoff after that date.

- The wage survey, unlike the monthly series, excluded

establishments employing fewer than 50 workers as of March 1986.

- The wage survey excluded establishments found to be out of the scope of the survey at the time of the data collection visit. On the other hand, there was no opportunity to include establishments reclassified as temporary help organizations after the establishment lists were prepared.

- The wage survey excluded Alaska and Hawaii.

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" in this study generally refers to a single physical location from which temporary help services are provided. In some instances, however, where individual location records were not available, data relate to all locations of a temporary help supply company in an assigned area or State.

Employment

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

Employee groups

The term "temps" or "temporary workers" as used in this bulletin includes employees who perform work at client establishments usually on a short-term basis. The "permanent staff" are those employed by temporary help supply establishments to manage and carry out their line of business. "Workers" and "employees" are used interchangeably in this bulletin.

Table A-1. Estimated number of establishments and employees within scope of study and number studied,¹ temporary help supply industry, September 1987

Area ²	Number of establishments ³		Workers in establishments			
	Within scope of study	Actually studied	Within scope of study			Actually studied ⁴
			Total ⁵	Temporary workers	Permanent workers	
United States ⁶	3,488	739	657,069	628,592	19,515	190,835
Northeast						
Bergen-Passaic	27	18	3,536	3,337	139	2,416
Boston	103	38	13,751	12,725	509	5,835
Newark	44	23	6,002	5,647	241	3,368
New York	130	35	34,500	32,856	1,245	13,666
Philadelphia	39	18	8,628	8,315	228	5,292
South						
Atlanta	73	21	16,629	15,387	540	9,201
Baltimore	34	19	10,041	9,742	216	6,915
Dallas	109	40	13,654	13,135	398	5,867
Fort Lauderdale-Hollywood-Pompano Beach	25	14	5,540	5,326	180	3,832
Houston	77	27	14,569	13,980	511	7,254
San Antonio	13	10	2,164	2,084	69	1,930
Washington	67	26	13,968	12,385	383	6,701
Midwest						
Chicago	54	19	18,664	18,045	503	11,458
Cincinnati	25	13	6,679	6,454	173	4,067
Detroit	24	13	14,334	13,883	305	11,337
Indianapolis	14	11	4,100	3,966	56	3,887
Kansas City	40	20	5,833	5,354	164	3,360
Minneapolis-St. Paul	68	30	13,726	13,175	356	8,556
West						
Anaheim-Santa Ana	72	30	11,431	10,962	372	5,121
Denver	83	33	11,930	11,397	323	6,025
Los Angeles-Long Beach	171	46	27,097	25,847	996	10,980
Portland	24	15	4,458	4,335	89	3,641
San Diego	52	22	8,094	7,874	274	4,840
San Francisco	67	27	8,633	8,199	292	4,275
San Jose	59	24	13,111	12,636	356	7,178
Seattle	41	26	6,327	6,126	158	4,483

¹ Estimates of the number of workers are intended as a general guide to the size and composition of the industry's labor force, rather than as precise measures of employment.

² For definitions of areas, see footnote 1, tables 9-60.

³ Includes only establishments with 50 workers or more at the time of reference of the universe data.

⁴ Data relate to total employment in establishments actually visited.

⁵ Includes executive, professional, and managerial staff in addition to the permanent and temporary workers shown separately.

⁶ Includes data for geographical locations studied but not shown separately. The study excluded Alaska and Hawaii.

Occupational classification

For temporary workers, occupational classification was based on a uniform set of job titles common to the temporary help supply industry. For permanent staff, 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. The criteria for selection of the occupations were the numerical importance of the occupation and appropriate representation of the range of jobs and pay levels in the industry.

Wage data

Information on wages relates to straight-time hourly earnings, excluding premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments (such as commissions) and cost-of-living increases, where

found, were included as part of the workers' regular pay. Excluded were performance bonuses and lump sums, such as profit-sharing payments, Christmas, or year-end bonuses, and other nonproduction bonuses.

Average (mean) hourly rates or earnings for each occupation or category of workers, such as all temporary or permanent workers, 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 corresponded.

The *median* designates position; that is, one-half of the employees surveyed received the same as or more than this rate and one-half received less. The *middle range* is defined by two rates of pay such that one-fourth of the employees earned less than the lower of these rates and one-fourth earned more than the higher rate.

Method of wage payment

Tabulations by method of wage payment relate to the number of permanent workers paid under various 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, however, 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 are classified under commission, piecework, or bonus pay plans. Incentive workers in this industry usually were classified under straight-commission plans. Piecework is work for which a predetermined rate is paid for each unit of output. Production bonuses are for production in excess of a quota or for completion of a task in less than standard time.

Scheduled weekly hours

Data on weekly hours refer to the predominant work schedule for full-time permanent staff.

Recruitment of temporaries

Information was developed on the primary and secondary means used by establishments to recruit temporary workers. Examples include printed advertisements or announcements on radio and television; job fairs; receiving referrals from public or private employment agencies; and in-house recruiting staff.

Employee benefits

Employee benefits were considered applicable to all temporary workers or all permanent staff in an establishments if the provisions were available, after qualifying periods of service to half or more of such workers. Similarly, if fewer than half of the workers in the group were covered, the benefit was considered nonexistent for that group in the establishment. Because of length-of-service and other eligibility requirements, the proportion of workers receiving the benefit may be smaller than estimated.

Information on the number of hours temporary workers must work to become eligible for paid holidays, paid vacations, and health insurance plans was reported. The "hours of service" requirement may vary by benefit within an establishment.

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 one 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. To illustrate, for permanent staff, changes in proportions indicated at 10 years of service may include changes which occurred between 8 and 10 years.

Health, insurance, and retirement plans. For permanent employees, 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 For temporary workers, information is limited to life and health insurance plans.

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

¹ Disability insurance which provides benefits to covered workers disabled temporarily 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 the survey 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.

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.

Major medical insurance includes plans designed to cover employees for services which go beyond those covered under hospitalization, medical, and surgical insurance. Major medical plans typically have deductibles and require copayments, and frequently have maximum benefits.

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.

Vision care insurance covers eye examinations and eyeglasses. Excluded are plans which cover only certain kinds of surgery or care required as a result of an accident.

Tabulations on retirement pensions are limited to permanent staff and to plans which provided 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

retirement severance payments and retirement pensions to employees were considered as having both retirement pensions and retirement severance plans; however, establishments having optional plans providing employees a choice of either retirement severance payments or pensions were considered as having only retirement pension benefits.

Information also was developed on the availability to temporary workers of several other benefits that are defined below.

Job training. Formal plans for job training (on-site or off-site) to upgrade skills of temporary workers.

Child care expense. Formal plans providing employees with free child care services during working hours; or a cash allowance to defray some or all of the employees' child care expenses.

Credit union membership. Credit union membership available to workers through their employers.

Referral bonus. Cash payments to employees for recommending new employees who sign on and work for a specified period of time.

Transportation allowance. Formal plans providing free transportation to and from the work site; or a cash allowance to defray some or all of these expenses.

Appendix B. Occupational Classification System

Part I. Temporary Workers

The survey design and varying responsibilities of temporary workers precluded the application of the type of detailed job descriptions usually prepared for the Bureau's occupational wage surveys. Instead, the Bureau's field representatives were instructed to classify temporary workers, based upon their primary assignment during the payroll reference period, according to the following classification structure:

Major occupational group
(e.g., executive, administrative, and managerial)

Minor occupational group
(e.g., construction trades)

Broad occupation
(e.g., registered nurse)

Detailed occupation
(e.g., legal secretary)

Workers were classified in this most detailed level possible, but were included in a broader category when information to subclassify was not available. Therefore, the broad occupation "secretaries" may include data for workers not classifiable as executive, legal or medical secretaries. Similarly, the administrative support group may include data for workers known to be performing clerical or other support functions, but who were not classifiable in any of the occupations selected for study. Temporary workers who could not be classified by major occupational group were included only in the data for all temporary workers combined.

The titles and codes below the job titles in this appendix are 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.

The groups and occupations studied were:

Executive, administrative, and managerial occupations

Managers; marketing, advertising, and public relations

(125: Managers; marketing, advertising, and public relations)

Accountants and auditors
(1412: Accountants and auditors)

Professional specialty occupations

Architects
(161: Architects)

Engineers
(162-3: Engineers)

Computer systems analysts and scientists
(171: Computer scientists)

Operations and systems researchers and analysts
(172: Operations and systems researchers and analysts)

Physicians
(261: Physicians)

Registered nurses
(29: Registered nurses)

Pharmacists
(301: Pharmacists)

Therapists
(303: Therapists)

Lawyers
(211: Lawyers)

Public relations specialists
(332: Public relations specialists and publicity writers)

Technical and related support occupations

Health technologists and technicians

Clinical laboratory technologists and technicians
(362: Clinical laboratory technologists and technicians)

Dental hygienists
(363: Dental hygienists)

Health record technologists and technicians
(364: Health record technologists and technicians)

Licensed practical nurses
(366: Licensed practical nurses)

Technologists and technicians, except health

Electrical and electronic technicians
(3711: Electrical and electronic engineering technologist and technicians)

Industrial engineering technicians
(3712: Industrial engineering technologists and technicians)

Mechanical engineering technicians
(3713: Mechanical engineering technologists and technicians)

Drafting occupations
(372: Drafting occupations)

Computer programmers
(397: Programmers)

Tool programmers, numerical control
(3974: Programmers, numerical, tool and process control)

Legal assistants
(396: Legal technicians)

Sales and marketing workers

Sales representatives, finance and business services
(41: Insurance, securities, real estate, and business service sales occupations)

Sales workers, retail and personal services (except cashiers)
(43: Sales occupations, retail)

Cashiers
(4364: Cashiers)

Demonstrators, promoters, and models, sales
(445: Demonstrators, promoters, and models)

Telemarketing, sales
(4152: Business service, except advertising, sales occupations)

Administrative support occupations, including clerical

Computer equipment operators
(4612: Computer operators)

Secretaries
(4622 Secretaries)

Executive
Legal
Medical

Typists and word processors
(4624: Typists)

Word processors
Typists

Receptionists
(4625: Receptionists)

Nontyping
Typing

Bookkeepers, accounting, and auditing clerks
(4712: Bookkeepers and accounting and auditing clerks)

Messengers
(4825: Messengers)

Stock and inventory clerks (No heavy lifting required)
(4754: Stock and inventory clerks)

General office clerks
(463: General office occupations)

Bank tellers
(4791: Bank tellers)

Data entry keyers
(4793: Data entry keyers)

Service occupations

Guards
(5144: Guard and police, except public service)

Bartenders
(5212: Bartenders)

Kitchen workers, food preparation
(5217: Kitchen workers, food preparation)

Cooks, except short order
(5214: Cooks, except short order)

Dental assistants
(5232: Dental assistants)

Health aides, except nursing
(5233: Health aides, except nursing)

Nursing aides, orderlies, and attendants
(5236: Nursing aides, orderlies, and attendants)

Janitors and cleaners
(5244: Janitors and cleaners)

Child care workers, except private household
(5264: Child care workers, except private household)

Ushers
(5226: Ushers)

Precision, production, craft, and repair occupations

Mechanics and repairers
(61: Mechanics and repairers)

Supervisors, except construction
(60: Supervisors; mechanics and repairers)

Mechanics and repairers, except supervisors
(61: Mechanics and repairers)

Industrial machinery repairers
(613: Industrial machinery repairers)

Machinery maintenance occupations
(614: Machinery maintenance occupations)

Electrical and electronic equipment repairers
(615: Electrical and electronic equipment repairers)

Construction trades
(63: Supervisors; construction and extractive occupations)
(64: Construction trades)

Supervisors
(631: Supervisors; construction)

Journeyman
(64: Construction trades)

Apprentices
(64: Construction trades)

Precision production
(68: Precision production occupations)

Tool and die makers
(6811: Tool and die makers)

Machinists
(6813: Machinists)

Patternmakers and modelmakers
(6817: Patternmakers and model makers (metal))
(6831: Patternmakers and model makers (wood))

Layout workers
(6821: Lay-out workers)

Sheetmetal workers (journeymen)
(6824: Sheet metal workers)

Electrical and electronic equipment assemblers
(6867: Precision electrical and electronic equipment assemblers)

Butchers and meatcutters
(6871: Butchers and meat cutters)

Bakers
(6872: Bakers)

Precision inspectors, testers, and related workers
(688: Precision inspectors, testers, and related workers)

Powerplant operators
(693: Powerplant operators)

Stationary engineers
(6931: Stationary engineers)

Operators, fabricators, and laborers

Machine operators, assemblers, and inspectors
(73--74: Machine setup operators)
(75--76: Machine operators and tenders)
(77: Fabricators, assemblers, and hand working occupations)
(78: Production inspectors, testers, samplers, and weighers)

Laundering and dry cleaning machine operators
(7658: Laundering and dry cleaning machine operators and tenders)

Assemblers
(772: Assemblers)

Transportation and material moving occupations

Motor vehicle operators
(821: Motor vehicle operators)

Material moving equipment operators
(831: Material moving equipment operators)

Handlers, equipment cleaners, helpers, and laborers

(86: Helpers)

(87: Handlers, equipment cleaners and laborers)

Helpers, mechanics and repairers)

(863: Helpers; mechanics and repairers)

Construction laborers

(864: Helpers; construction trades)

Freight, stock, and material handlers

(872: Freight, stock, and material movers; hand)

Vehicle washers and equipment cleaners

(875: Vehicle washers and equipment cleaners)

Laborers, except construction

(8726: Freight, stock and material movers, not elsewhere classified)

Part II. Permanent Workers

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 in use in individual establishments or those prepared for other purposes. In applying these job descriptions, the Bureau's field representatives were instructed to *exclude* trainees, probationary, and part-time workers. For occupations with more than one level, data were included in the overall classification when information to subclassify was not available.

Office manager

(137: Manager; administrative services)

Plans, organizes, directs, and controls the day-to-day operations of a temporary help supply services office. Oversees and monitors *most of the following functions*: recruitment and placement of temporary workers (and usually permanent staff); solicitation and retention of clients; and accounting, purchasing, and other typical office activities. May also counsel and place temporaries or solicit clients in role as backup to permanent staff regularly performing those functions. May have day-to-day responsibilities for more than one office location.

Excludes proprietors, corporate administrators, area and district managers, and administrative assistants.

NOTE: The relative importance of specific duties and responsibilities of office managers may depend on the way a particular firm is organized, e.g., the number of locations.

Coordinator and sales representative

(415: Business service sales occupation)

Service coordinator

(Counselor, placement specialist, and service representative)

Interviews, hires, and places temporary worker. *Performs most of the following*: Identifies job skills required by clients; analyzes job skills of applicants; and places temporaries with clients and monitors placement. May also participate in recruiting temporaries by preparing employment ads or conducting recruitment seminars (or job fairs). May survey clients to anticipate their future hiring needs.

Business services sales representative

(Account executive)

Solicits and sells various types of temporary help services to clients. Work involves *most of the following*: Compiles lists of prospective clients from telephone directories, trade publications, etc.; contacts business prospects to analyze their temporary help needs and to explain features of service; and writes orders and initiates services to clients. May also collect payments on accounts and resolve customer complaints.

Coordinator-sales representative

Workers who regularly split their duties between (1) the search for prospective clients and (2) the hiring and placement of temporary workers classified in the combination job of "coordinator-sales representative."

Accounting clerk

4712: Bookkeeper and accounting and auditing clerk)

Performs one or more accounting tasks such as posting to registers and ledgers; balancing and reconciling accounts; verify the internal consistency, completeness, and mathematical accuracy of accounting documents; assigning prescribed accounting distribution codes; examining and verifying the clerical accuracy of various types of reports, lists, calculations, posting, etc.; preparing journal vouchers; or making entries or adjustments to accounts.

Levels I and II require a basic knowledge of routine clerical methods and office practices and procedures as they relate to the clerical processing and recording of transactions and accounting information. Levels III and IV require a knowledge and understanding of the established and standardized bookkeeping and accounting procedures and techniques used in an accounting system, or a segment of an accounting system, where there are few variations in the types of transactions handled. In addition, some jobs at each level may require a basic knowledge and understanding of the terminology, codes, and processes used in an automated accounting system.

Accounting clerk I

Performs very simple and routine accounting clerical operations, for example, recognizing and comparing easily identified numbers and codes on similar and repetitive accounting documents, verifying mathematical accuracy, and identifying discrepancies and bringing them to the supervisor's attention. Supervisor gives clear and detailed instructions for specific assignments. Employee refers to supervisor all matters not covered by instructions. Work is closely controlled and reviewed in detail for accuracy, adequacy, and adherence to instructions.

Accounting clerk II

Performs one or more routine accounting clerical operations, such as: Examining, verifying, and correcting accounting transactions to ensure completeness and accuracy of data and proper identification of accounts, and checking that expenditures will not exceed obligations in specified accounts; totaling, balancings, and reconciling collection vouchers; posting data to transaction sheets where employee identifies proper accounts and items to be posted; and coding documents in accordance with a chart (listing) of accounts. Employee follows specific and detailed accounting procedures. Completed work is reviewed for accuracy and compliance with procedures.

Accounting clerk III

Uses a knowledge of double-entry bookkeeping in *performing one or more of the following:* Post actions to journals, identifying subsidiary accounts affected and debit and credit entries to be made and assigning proper codes; reviews computer printouts against manually maintained journals, detecting and correcting erroneous postings, and preparing documents to adjust accounting classifications and other data; or reviews lists of transactions rejected by an automated system, determining reasons for rejections, and preparing necessary correcting material. On routine assignments, employee selects and applies established procedures and techniques. Detailed instructions are provided for difficult or unusual assignments. Completed work and methods used are reviewed for technical accuracy.

Accounting clerk IV

Maintains journals or subsidiary ledgers of an accounting system and balances and reconciles accounts. *Typical duties include one or both of the following:* Reviews invoices and statements (verifying information, ensuring sufficient funds have been obligated, and if questionable, resolving with the submitting unit, determining accounts involved, coding transactions, and processing materials through data processing for application in the accounting system); and/or analyzes and reconciles computer printouts with operating unit reports (contacting units and researching causes of discrepancies, and taking action to ensure that accounts balance). Employee resolves problems in recurring assignments in accordance with previous training and experience. Supervisor provides suggestions for handling unusual or nonrecurring transactions. Conformance with requirements and technical soundness or completed work are reviewed by the supervisor or are controlled by mechanisms built into the accounting system.

NOTE: Excluded from level IV are positions responsible for maintaining either a general ledger or a general ledger in combination with subsidiary accounts.

Receptionist

(4732: Receptionist)

Greets visitors, determines nature of visits, and directs visitors to appropriate persons. Receptionist *duties may also include* providing information, making appointments, answering a telephone (other than switchboard or console), keeping a log of visitors, and issuing visitor passes. May also perform typing or other routine clerical duties which may occupy a major portion of time, and are usually performed at the reception desk. This classification *excludes* personnel assistants and workers operating a telephone switchboard or console, performing guard duties, or performing more difficult clerical duties.

Secretary

(4622: Secretary)

Provides principal secretarial support in an office, usually to one individual, and, in some cases, also to the subordinate staff of that individual. Maintains a close and highly responsive relationship to the day-to-day activities of the supervisor and staff. Works fairly independently, receiving a minimum of detailed supervision and guidance. Performs varied clerical and secretarial duties requiring a knowledge of office routine and an understanding of the organization, programs, and procedures related to the work of the office.

Exclusions. Not all positions titled "secretary" possess the above characteristics. *Examples of positions which are excluded from the definition are as follows:*

- a. Clerks or secretaries working under the direction of secretaries or administrative assistants as described in e;
- b. Stenographers not fully performing secretarial duties;
- c. Stenographers or secretaries assigned to two or more professional, technical, or managerial persons of equivalent rank;
- d. Assistants or secretaries performing any kind of technical work, e.g., personnel, accounting, or legal work;
- e. Administrative assistants or supervisors performing duties which are more difficult or more responsible than the secretarial work described in LR-1 through LR-4;
- f. Secretaries receiving additional pay primarily for maintaining confidentiality of payroll records or other sensitive information;
- g. Secretaries performing routine receptionist, typing, and filing duties following detailed instructions and guidelines; these duties are less responsible than those described in LR-1 below;
- h. Trainees.

Classification by level. Secretary jobs which meet the required characteristics are matched at one of five levels according to two factors: (a) Level of the secretary's

supervisor within the overall organizational structure, and (b) level of the secretary's responsibility. The table following the explanations of these factors indicates the level of the secretary for each combination of factors.

Level of secretary's supervisor (LS)

Secretaries should be matched at one of the three LS levels below best describing the organization of the secretary's supervisor.

LS-1 Organizational structure is not complex and internal procedures and administrative controls are simple and informal; supervisor directs staff through face-to-face meetings.

LS-2 Organizational structure is complex and is divided into subordinate groups that usually differ from each other as to subject matter, function, etc.; supervisor usually directs staff through intermediate supervisors; internal procedures and administrative controls are formal. An entire organization (e.g., division, subsidiary, or parent organization) may contain a variety of subordinate groups which meet the LS-2 definition. Therefore, it is not unusual for one LS-2 supervisor to report to another LS-2 supervisor.

The presence of subordinate supervisors does not by itself mean LR-2 applies, e.g., a clerical processing organization divided into several units, each performing very similar work, is placed in LS-1.

In smaller organizations or industries with relatively few organizational levels, the supervisor may have an impact on the policies and may deal with important outside contacts, as described in LS-3.

LS-3 Organizational structure is divided into two or more subordinate supervisory levels (of which at least one is a managerial level) with several subdivisions at each level. Executive's programs(s) are usually interlocked on a direct and continuing basis with other major organizational segments, requiring constant attention to extensive formal coordination, clearances, and procedural controls. Executive typically has: Financial decision making authority for assigned program(s); considerable impact on the entire organization's financial position or image; and responsibility for, or has staff specialists in, such areas as personnel and administration for assigned organization. Executive plays an important role in determining the policies and major programs of the entire organization, and spends considerable time dealing with outside parties actively interested in assigned program(s) and current or controversial issues.

Level of secretary's responsibility (LR)

This factor evaluates the nature of the work relationship between the secretary and the supervisor or staff, and the extent to which secretary is expected to exercise initiative and judgment. Secretaries should be matched at the level best describing their level of responsibility. When a position's duties span more than one LR level, the introductory paragraph at the beginning of each LR level should be used to determine which level best matches the position. (Typically, secretaries performing at the higher levels of responsibility also perform duties described at the lower levels.)

LR-1 Carries out recurring office procedures independently. Selects the guideline or reference which fits the specific case. Supervisor provides specific instructions on new arrangements and checks completed work for accuracy. Performs varied duties including or comparable to the following:

- a. Responds to routine telephone requests which have standard answers; refers calls and visitors to appropriate staff. Controls mail and assures timely staff response; may send form letters;
- b. As instructed, maintains supervisor's calendar, makes appointments, and arranges for meeting rooms;
- c. Reviews materials prepared for supervisor's approval for typographical accuracy and proper format;
- d. Maintains recurring internal reports, such as: Time and leave records, office equipment listings, correspondence controls, training plans, etc.
- e. Requisitions supplies, printing, maintenance, or other services. Types, takes and transcribes dictation, and establishes and maintains office files.

LR-2 Handles differing situations, problems, and deviations in the work of the office according the supervisor's general instructions, priorities, duties, policies, and program goals. Supervisor may assist secretary with special assignments. Duties include or are comparable to the following:

- a. Screens telephone calls, visitors, and incoming correspondence; personally responds to requests for information concerning office procedures; determines which requests should be handled by the supervisor, appropriate staff member, or other offices. May prepare and sign routine, nontechnical correspondence in own or supervisor's name;
- b. Schedules tentative appointments without prior clearance. Makes arrangements for conferences and meetings and assembles established background materials, as directed. May attend meetings and record and report on the proceedings;

- c. Reviews outgoing materials and correspondence for internal consistency and conformance with supervisor's procedures; assures that proper clearances have been obtained, when needed;
- d. Collects information from the files or staff for routine inquiries on office program(s) or periodic reports. Refers nonroutine requests to supervisor or staff;
- e. Explains to subordinate staff supervisor's requirements concerning office procedures. Coordinates personnel and administrative forms for the office and forwards for processing.

LR-3 Uses greater judgment and initiative to determine the approach or action to take in nonroutine situations. Interprets and adapts guidelines, including unwritten policies, precedents, and practices, which are not always completely applicable to changing situations. Duties include or are comparable to the following:

- a. Based on a knowledge of the supervisor's views, composes correspondence on own initiative about administrative matters and general office policies for supervisor's approval;
- b. Anticipates and prepares materials needed by the supervisor for conferences, correspondence, appointments, meeting, telephone calls, etc., and informs supervisor on matters to be considered;
- c. Reads publications, regulations, and directives and takes action or refers those that are important to supervisor and staff;
- d. Prepares special or one-time reports, summaries or replies to inquiries, selecting relevant information from a variety of sources such as reports, documents, correspondence, other offices, etc., under general direction;
- e. Advises secretaries in subordinate offices on new procedures; requests information needed from the subordinate office(s) for periodic or special conferences, reports, inquiries, etc. Shifts clerical staff to accommodate workload needs.

LR-4 Handles a wide variety of situations and conflicts

involving the clerical or administrative functions of the office which often cannot be brought to the attention of the executive. The executive sets the overall objectives of the work. Secretary may participate in developing the work deadlines. Duties include or are comparable to the following:

- a. Composes correspondence requiring some understanding of technical matters; may sign for executive when technical or policy content had been authorized;
- b. Notes commitments made by executive during meetings and arranges for staff implementation. On own initiative, arranges for staff member to represent organization at conferences and meetings, establishes appointment priorities, or reschedules or refuses appointments or invitations;
- c. Reads outgoing correspondence for executive's approval and alerts writers to any conflict with the file or departure from policies or executive's viewpoints; office sources; draws attention to important parts or conflicts;
- d. In the executive's absence, ensures that requests for action or information are relayed to the appropriate staff member; as needed, interprets request and helps implement action; makes sure that information is furnished in timely manner; decides whether executive should be notified of important or emergency matters.

Excludes secretaries performing any of the following duties:

Acts as office manager for the executive's organization, e.g., determines when new procedures are needed for changing situations and devises and implements alternatives; revises or clarifies procedures to eliminate conflict or duplication; identifies and resolves various problems that affect the orderly flow of work in transactions with parties outside the organization.

Prepares agenda for conferences; explains discussion topics to participants; drafts introduction and develops background information and prepares outlines for executive or staff member(s) to use in writing speeches.

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, 1982. 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*
Temporary Help Supply, 1987. BLS Bulletin 2313.

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