

Industry Wage Survey: Hotels and Motels, June-July 1988



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U.S. Department of Labor
Elizabeth Dole, Secretary

Bureau of Labor Statistics
Janet L. Norwood, Commissioner
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Preface

This bulletin summarizes the results of a Bureau of Labor Statistics survey of wages and related benefits of hotel and motel employees in June–July 1988. A similar study was conducted in July–September 1983.

Separate reports for each of the 18 metropolitan areas studied were issued earlier. Copies of these releases are available from the Bureau of Labor Statistics or any of its regional offices. (See table A-1 for a list of the areas surveyed.)

The study was conducted in the Bureau's Office of Compensation and Working Conditions. Norma W. Carlson in the Division of Occupational Pay and Employee Benefit

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

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

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Hotels and Motels, June–July 1988

Earnings and benefits

Average employer-paid wages of waiters and waitresses in hotels and motels ranged from \$2.46 to \$5.86 an hour among 18 metropolitan areas surveyed in June–July 1988 (table 1).¹ Wages, however, usually accounted for less than one-half of the total earnings of these workers. Customer tips, which also varied widely by area, made up the remainder. Customer tips also contributed significantly to the earnings of three other occupations in the industry—waiters' and waitresses' assistants (busboys and busgirls), bellpersons, and public bartenders.²

In each area, waiter or waitress was the most populous of the tipped occupations. Though employer-paid wages of waiters and waitresses generally were lower than those paid the other three tipped occupations, customer tips contributed more to the total earnings of waiters and waitresses than to the earnings in the other jobs (see table 38).³

Separate earnings data were developed for waiters and waitresses by predominant place or type of service: Cocktail lounges, full-course restaurants, or other (including counter, tray, and room service and other than full-course restaurants). Employer-paid wages typically were highest for waiters and waitresses classified as "other." However, these servers usually averaged less in tip earnings when compared with those in cocktail lounges and full-course restaurants. Among the six areas for which all three classifications could be compared, total earnings (employer-paid wages plus tips) were highest for waiters and waitresses in full-course restaurants in Kansas City, Miami-Hialeah, and Philadelphia; highest for those in cocktail lounges in Dallas and New Orleans; and highest for "other" servers in Houston.

¹ See appendix A for scope and method of survey and for definitions of terms used in this report. Except where specifically noted, wage data in this bulletin exclude tips and the value of free meals, rooms, and uniforms, if any were provided, and premium pay for overtime and for work on weekends, holidays, and late shifts. Service charges added to customers' bills and distributed by employers to employees were considered as wages, rather than tips, and were included.

The term "metropolitan areas," as used in this bulletin, refers to Metropolitan Statistical Areas or Primary Metropolitan Statistical Areas as defined by the U.S. Office of Management and Budget through October 1984.

² For purposes of this survey, "tipped employees" include waiters and waitresses and their assistants, bellpersons, and public bartenders. The Fair Labor Standards Act (FLSA) defines "tipped employees" as those who customarily and regularly receive more than \$30 a month in tips. Under the provisions of FLSA, an employer may credit tips actually received by employees up to 40 percent of the applicable minimum wage. Employers may also credit the cost, or fair value, of providing meals and lodging in meeting minimum wage requirements.

For occupational descriptions, see appendix B.

³ See the section in appendix A, "Customer tips," for the method used to estimate average tips for selected jobs.

Employer-paid wages of waiters' and waitresses' assistants averaged between \$3.63 and \$6.17 an hour. Although these average wages were higher than those received by waiters and waitresses, customer tips were lower, accounting for one-fourth or less of total hourly earnings in most areas. As a result, total earnings of waiters and waitresses exceeded those of their assistants in each of the seven areas for which comparisons could be made.

Public bartenders averaged between \$3.98 and \$11.39 an hour in employer-paid wages. In the 12 areas where information on both wages and tips was available, total earnings averaged between \$6.72 and \$15.55 an hour. Tips usually accounted for about one-third of these totals.

Customer tips also contributed substantially to the earnings of bellpersons, whose employer-paid wages averaged from \$2.95 to \$7.27 an hour. In the seven areas providing data, tips contributed between one-third and one-half of bellpersons' cash earnings.

Nine occupations not customarily tipped also were studied (text table 1). The highest paid workers were stationary engineers, with area averages ranging from \$8.43 to nearly \$20 an hour. At the other end of the pay scale in most areas were lodging quarters cleaners; their averages ranged from \$3.94 to \$9.91 an hour.

The 13 surveyed occupations, accounting for one-half to seven-tenths of total nonsupervisory, nonoffice employment in each area except Atlantic City,⁴ revealed differences in occupational pay patterns among the areas studied. Workers in San Francisco or New York received the highest average employer-paid wages for each of the occupations, more than twice the average in the lowest paying area. Although no single area consistently reported the lowest average wage, Houston had five jobs with the lowest average; Kansas City, three jobs; and Miami-Hialeah, three jobs.

Wage spreads for individual jobs also varied among the areas. In Detroit, for example, employer-paid wages for short-order cooks ranged from \$5 to \$6.75 an hour. The range in San Francisco was considerably wider—from \$6 to \$13.50. Similar differences in occupational wage spreads were found even within the individual areas (tables 2–37).

Among areas and occupations where comparisons could be made, employer-paid wages generally were higher in June–July 1988 than in July–September 1983. (The few

⁴ In Atlantic City, the proportion was about one-third, reflecting the large number of workers involved in gaming operations not represented by the survey jobs.

Text table 1. Ranges of employer-paid wages for selected occupations, hotels and motels, 18 metropolitan areas, June-July 1988

Occupation	Average hourly wages				
	Lowest paying		Highest paying		Midrange of area pay levels ¹
	Area	Rate	Area	Rate	
Tipped occupations					
Bellpersons	Kansas City	\$2.95	New York	\$7.27	\$3.26 - \$4.49
Public bartenders	Miami-Hialeah	3.98	San Francisco	11.39	4.92 - 6.59
Waiters and waitresses	Houston	2.46	San Francisco	5.86	2.73 - 4.36
Cocktail lounges	Houston	2.10	San Francisco	5.78	2.45 - 4.31
Full-course restaurants	Houston	2.24	San Francisco	5.72	2.54 - 4.31
Other	Kansas City	3.21	San Francisco	6.19	3.51 - 4.98
Waiters' and waitresses' assistants	Miami-Hialeah	3.63	San Francisco	6.17	3.78 - 5.27
Full-course restaurants	Chicago	3.57	San Francisco	6.17	3.75 - 5.09
Other	Miami-Hialeah	3.47	Boston	7.29	3.95 - 6.15
Nontipped occupations					
House porters	Houston	4.12	New York	9.80	4.53 - 6.32
Lodging quarters cleaners	Houston	3.94	New York	9.91	4.33 - 6.10
Room clerks	Kansas City	4.97	New York	9.70	5.42 - 6.63
Service bartenders	Dallas	4.87	San Francisco	12.23	5.19 - 7.85
Kitchen helpers	Houston	4.01	New York	9.60	4.53 - 6.74
Restaurant cooks	Kansas City	5.64	San Francisco	11.95	6.34 - 8.43
Short-order cooks	Denver	5.22	San Francisco	9.81	5.89 - 7.45
General maintenance workers	Houston	6.28	New York	10.42	6.87 - 8.55
Stationary engineers	Miami-Hialeah	8.43	San Francisco	19.99	9.49 - 14.98

¹ Among the areas compared, one-fourth reported occupational averages the same as or more than the higher rate shown, and one-fourth reported averages the same as or less than the lower rate. Occupational data were reported by all areas except for other waiters' and waitresses' assistants and service bar-

tenders, each with 16 areas reporting; and short-order cooks and stationary engineers, each with 15 areas reporting. Checkout cashiers are not shown because only 6 areas reported publishable data.

declines were concentrated in tipped occupations.) Increases in average wage levels varied widely by area and occupation. Within individual occupations, median increases in area wage levels, however, typically ranged between 12 and 20 percent (text table 2).⁵ The wage and salary component of the Bureau's Employment Cost Index for service workers rose 21 percent over approximately the same 5-year period.

Paid holidays, commonly 6 to 9 days annually, were provided to at least nine-tenths of the full-time nonsupervisory, nonoffice workers in all areas except Detroit, where four-fifths received paid holidays (table 41). Provisions were somewhat better in New York, where three-fourths of the workers received 10 or 11 days, and in Washington, where slightly over one-third received 10 days.⁶ In Denver and Oakland, on the other hand, two-fifths of the workers received fewer than six full days annually.

Virtually all full-time workers were in hotels and motels providing paid vacations after qualifying periods of service (table 42). Typical vacation provisions were 1 week of pay after 1 year of service, 2 weeks after 2 years, and 3 weeks

after 8 or 10 years. A majority of the workers in 12 areas could receive at least 4 weeks of vacation pay after 20 years of service.

Workers usually were offered a variety of insurance and health plans in most areas studied (table 43). The typical benefits included life insurance; hospitalization, surgical, and medical insurance; sickness and accident insurance and/or sick leave; dental insurance; and drug abuse treatment plans. With a few exceptions—New York, Oakland, and San Francisco—vision and hearing care plans generally were not available to a majority of the workers. Long-term disability insurance, the least common of the benefits studied, applied to one-fourth or less in all areas.

As part of these benefit offerings, membership in health maintenance organizations (HMO's) was available to at least one-half of the workers in eight areas. In 3 of the 8—Los Angeles, Oakland, and San Francisco—the proportions were four-fifths or more. Table 44 presents the proportions of workers participating in HMO's, as well as the other health care plans.

The extent of employee participation in funding the various health plans and life, accidental death and dismemberment, and sickness and accident insurance varied by area. In Atlantic City, New York, Oakland, and San Francisco, the employer typically paid the full cost of the plans. Jointly funded plans were more common in the remaining areas. The

⁵ For an account of the earlier study, see *Industry Wage Survey: Hotels and Motels, July-September 1983*, BLS Bulletin 2227 (1985). Comparisons of 1983 and 1988 survey findings are affected by new definitions of metropolitan areas introduced by the U.S. Office of Management and Budget. In some instances, the changes precluded comparisons over time (see text table 2, note 2).

⁶ Hereafter, the terms "workers" or "work force" refer to full-time nonsupervisory, nonoffice workers.

Text table 2. Median increases in area wage levels for selected occupations in hotels and motels, 14 metropolitan areas, July-September 1983 to June-July 1988

Occupation	Median percent increase ¹	Number of areas compared ²
Tipped occupations		
Bellpersons	14	12
Public bartenders	12	13
Waiters and waitresses:		
Cocktail lounges	14	13
Full-course restaurants.....	13	13
Waiters' and waitresses' assistants:		
Full-course restaurants	16	13
Other.....	27	11
Nontipped occupations		
House porters	19	14
Lodging quarters cleaners	15	14
Room clerks	17	14
Service bartenders	20	11
General maintenance workers	19	12
Stationary engineers	16	13

¹ Among the areas compared, one-half reported changes in employer-paid wages at the same or higher than the percent shown and one-half reported changes at the same or lower than the percent shown.

² Changes in employer-paid wages were compared for 14 of the 18 areas. Two areas in the 1983 study (Dallas-Fort Worth and San Francisco-Oakland) were redefined as four separate areas by the Office of Management and Budget. Of these, Dallas, Oakland, and San Francisco were studied in 1988. Also, in 1988, San Diego was added to the survey areas.

cost of long-term disability insurance, a benefit with a relatively low incidence, often was paid wholly by the employer.

Retirement plans (pensions other than Social Security) covered at least nine-tenths of the workers in Atlantic City, New York, and San Francisco; between three-fifths and one-half of those in eight other areas; and one-third to two-fifths in the remaining seven areas (table 43). Pension plans providing lifetime annuities were available to a majority of the workers in nine areas; in two areas, Detroit and Oakland, all of the plans were paid for entirely by the employers. Lump-sum retirement plans, reported in 15 areas, covered two-fifths of the workers in Dallas; about one-fifth in Denver, Houston, Kansas City, and Philadelphia; and less than one-tenth in 8 of the remaining 10 areas. None of these lump-sum plans required employee contributions.

Information on meal provisions was obtained separately for seven occupations: Public bartenders, waiters and waitresses in cocktail lounges and in full-course restaurants, waiters' and waitresses' assistants in full-course restaurants, kitchen helpers, restaurant cooks, and room clerks. For each of these jobs, employers generally provided at least one free meal daily to a majority of the workers (table 45). In San Francisco, three-fifths or more of the workers in each job except room clerk received at least two meals a day.

About four-fifths of the full-time workers in the survey were

covered by formal provisions for jury-duty and funeral-leave pay (table 46). Severance pay in the event of job loss was reported in 14 of the 18 areas. In New York, nearly two-fifths of the employees were covered by severance pay plans; in Dallas, Houston, and Philadelphia, the proportion slightly exceeded one-fifth; and it dropped to under one-tenth in most of the remaining areas that reported severance pay plans.

When employees were required to wear uniforms, employers most often furnished and cleaned the uniforms (table 46). In Atlanta and Houston, however, approximately half of the workers were in establishments that only furnished uniforms.

Industry characteristics

This 18-area study covered hotels, motor hotels, motels, and tourist courts primarily engaged in providing lodging, or lodging and meals, to the general public. This survey included establishments which were in operation for 9 months or more a year and employed at least 20 workers. In Atlantic City, hotel-motel establishments deriving most of their revenue from gambling operations were also included.

The 2,000 hotels and motels within the scope of the survey had a total work force of 316,112 workers (table A-1). Full-time nonsupervisory, nonoffice employees accounted for seven-tenths of these workers. In June-July 1988, nearly one-half of the total work force was concentrated in 5 of the 18 areas—Atlantic City, with approximately 48,000 workers, New York (34,000), Washington (25,000), Chicago (24,000), and Los Angeles-Long Beach (25,000). Total employment in the remaining areas ranged from about 19,000 in Atlanta to 4,000 in Oakland.

Since a similar study in 1983, hotel and motel employment increased in 12 of the 14 areas for which comparisons could be made. The largest gains were in Atlantic City and Boston; in both these areas, total employment in 1988 was more than 50 percent higher than that reported 5 years earlier. Small decreases were recorded in Chicago and Houston.

Full- and part-time food service employees (including bar, kitchen, restaurant, and room service workers) accounted for one-third of the nonsupervisory, nonoffice work force in the survey. Other full- and part-time workers accounted for the remaining two-thirds.

Part-time employees made up 14 percent of all nonsupervisory, nonoffice employees. As shown in table 47, the proportion of part-time workers varied from less than 10 percent in Atlantic City, Dallas, Miami-Hialeah, and San Francisco to between 25 and 30 percent in Boston, Philadelphia, Detroit, and Oakland.

Weekly work schedules of 40 hours were in effect for almost one-half or more of the full-time workers in 14 of the 18 areas (table 39). In Atlantic City and New York, a 35-hour week prevailed; a 37.5-hour week was the most common schedule in Oakland and San Francisco. In Los Angeles-Long Beach, most of the workers were covered by 37.5- or 40-hour schedules.

Information on scheduled weekly hours was collected

separately for four occupations: Bellpersons, kitchen helpers, room cleaners, and waiters and waitresses (table 40). In all but four areas, the proportion of waiters and waitresses working fewer than 35 hours a week was greater than that for each of the other three jobs. In Atlanta, Kansas City, and San Diego, about one-half of the waiters and waitresses were scheduled to work less than 35 hours weekly; at the other extreme—in Atlantic City, Miami-Hialeah, Oakland, and San Francisco—the proportion dropped to less than one-tenth.

The hotels and motels included in the study varied widely in size. While the larger establishments (those with at least 500 workers) accounted for 36 percent of total nonsupervisory, nonoffice employees covered by the survey, they constituted only 5 percent of the total facilities. Smaller hotels and motels (those with fewer than 100 workers) accounted for 60 percent of the facilities but only 16 percent of the work force.

In all but one area (Atlanta), nine-tenths or more of the

workers surveyed were in hotels and motels with eating facilities. These facilities were usually operated by the hotels and motels, but in each area, a small proportion of the workers were in establishments that contracted out the restaurant or other eating facility.

Slightly fewer than half of all the nonsupervisory, nonoffice employees were in hotels and motels with collective bargaining agreements covering a majority of such workers (table 47). The proportions varied from at least four-fifths in Atlantic City and New York to less than one-tenth in Atlanta, Dallas, and Kansas City. No hotel or motel studied in the Houston area operated under a labor-management agreement. The Service Employees' International Union and the Hotel and Restaurant Employees Union, both AFL-CIO affiliates, were the major unions in all areas except New York, where the New York Hotel and Motel Trades Council (AFL-CIO) was predominant.

Table 1. Employer-paid average hourly wages: Selected occupations

 (Number of workers and average straight-time hourly wages¹ in selected occupations in hotels and motels, 18 metropolitan areas,² June-July 1988³)

Occupation and sex	Northeast								South											
	Atlantic City		Boston		New York		Philadelphia		Atlanta		Dallas		Houston		Miami-Hialeah		New Orleans		Washington	
	Number of workers	Average hourly wages	Number of workers	Average hourly wages	Number of workers	Average hourly wages	Number of workers	Average hourly wages	Number of workers	Average hourly wages	Number of workers	Average hourly wages	Number of workers	Average hourly wages	Number of workers	Average hourly wages	Number of workers	Average hourly wages	Number of workers	Average hourly wages
Food services																				
Bartenders	619	\$8.30	434	\$6.51	534	\$9.85	308	\$5.34	342	\$5.20	287	\$4.91	280	\$5.09	481	\$4.05	299	\$4.82	434	\$6.76
Men	499	8.71	309	6.69	467	9.77	174	5.40	-	-	197	4.91	166	5.10	341	4.02	151	5.00	304	7.06
Women	-	-	125	6.07	67	10.38	130	5.21	-	-	83	4.92	105	5.05	-	-	142	4.62	115	5.69
Public bars	218	6.59	389	6.39	360	9.32	268	5.22	302	5.21	247	4.92	241	4.79	448	3.98	260	4.72	348	6.49
Men	-	-	268	6.55	316	9.23	149	5.25	-	-	166	4.92	148	4.82	317	3.93	123	4.85	224	6.78
Women	-	-	121	6.06	-	-	115	5.12	-	-	74	4.93	84	4.70	-	-	131	4.58	112	5.68
Service bars	401	9.22	45	7.53	174	10.94	40	6.16	40	5.15	40	4.87	39	6.91	33	5.11	39	5.53	86	7.84
Men	387	9.24	41	7.63	151	10.91	25	6.32	19	5.45	31	4.88	18	7.48	-	-	28	5.68	80	7.85
Women	-	-	-	-	23	11.15	15	5.90	19	4.77	9	4.82	21	6.42	-	-	-	-	-	-
Kitchen helpers	1,228	6.81	915	6.77	1,287	9.60	548	5.55	560	4.86	523	4.44	466	4.01	568	4.53	456	4.28	1,111	6.41
Men	-	-	814	6.81	1,211	9.58	529	5.56	-	-	343	4.34	370	3.93	-	-	381	4.29	944	6.46
Women	-	-	-	-	76	9.80	19	5.26	-	-	-	-	-	-	-	-	-	-	146	5.92
Restaurant cooks	838	10.25	622	8.43	694	10.95	429	7.21	505	6.86	497	6.47	485	6.31	340	7.04	330	5.76	626	7.82
Men	-	-	530	8.46	662	11.00	357	7.26	-	-	362	6.55	314	6.30	281	7.13	160	6.36	434	7.74
Women	-	-	-	-	32	9.97	65	6.97	-	-	-	-	-	-	-	-	143	5.04	-	-
Short order cooks	181	7.45	42	8.21	-	-	63	6.24	195	5.94	60	5.89	-	-	157	6.63	25	5.47	264	7.06
Men	-	-	39	8.25	-	-	51	6.30	103	5.87	-	-	-	-	-	-	14	5.55	180	7.14
Women	-	-	-	-	-	-	12	6.03	82	6.06	-	-	-	-	-	-	11	5.37	-	-
Waiters and waitresses	3,520	3.80	1,959	3.51	2,277	5.58	1,329	3.04	1,512	2.79	1,473	2.54	1,234	2.46	1,073	2.73	989	2.79	2,173	3.54
Men	-	-	725	4.02	1,518	5.65	513	3.39	-	-	717	2.62	570	2.77	-	-	481	2.96	946	3.86
Women	-	-	1,234	3.20	759	5.44	796	2.80	-	-	720	2.42	619	2.20	-	-	483	2.62	1,062	3.10
Cocktail lounges	1,447	4.08	252	3.71	204	5.47	184	3.02	203	2.40	204	2.22	282	2.10	179	2.39	127	2.67	337	3.31
Men	-	-	25	3.79	20	5.77	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women	1,310	4.15	227	3.70	184	5.44	178	2.99	-	-	194	2.20	256	2.10	163	2.34	119	2.64	270	3.13
Full-course restaurants	1,832	3.57	1,404	3.08	1,446	5.54	952	2.91	936	2.56	946	2.33	667	2.24	688	2.54	646	2.58	1,456	3.22
Men	-	-	480	3.40	947	5.62	382	3.22	-	-	462	2.18	315	2.26	-	-	304	2.64	640	3.39
Women	-	-	924	2.92	499	5.38	554	2.66	-	-	454	2.42	327	2.23	-	-	327	2.51	733	2.94
Other ⁴	241	3.93	303	5.30	627	5.72	193	3.75	373	3.58	323	3.35	285	3.34	206	3.65	216	3.49	380	4.98
Men	-	-	220	5.41	551	5.70	129	3.89	-	-	251	3.44	238	3.49	136	3.71	173	3.52	271	4.98
Women	-	-	83	5.00	76	5.84	64	3.46	-	-	72	3.04	-	-	-	-	37	3.50	-	-
Waiters' and waitresses' assistants	1,015	4.42	611	6.15	775	6.10	394	4.46	332	4.43	482	3.78	275	3.76	459	3.63	235	3.98	844	5.27
Men	-	-	543	6.15	740	6.12	319	4.65	-	-	401	3.77	224	3.71	-	-	195	3.99	642	5.12
Women	-	-	68	6.13	35	5.49	67	3.32	-	-	74	3.74	43	4.01	-	-	-	-	-	-
Full-course restaurants	872	4.24	550	6.02	597	5.91	382	4.41	284	4.43	428	3.71	227	3.75	325	3.69	200	4.00	680	5.09
Men	-	-	486	6.02	562	5.93	307	4.59	-	-	365	3.72	176	3.68	309	3.67	180	4.00	531	4.97
Women	-	-	64	6.05	35	5.49	67	3.32	-	-	58	3.52	43	4.01	-	-	-	-	-	-
Other ⁵	-	-	61	7.29	178	6.73	12	6.21	48	4.46	54	4.30	48	3.83	134	3.47	35	3.89	164	6.03
Men	-	-	57	7.27	178	6.73	12	6.21	-	-	36	4.19	48	3.83	-	-	-	-	111	5.87

See footnotes at end of table.

Table 1. Employer-paid average hourly wages: Selected occupations—Continued

(Number of workers and average straight-time hourly wages¹ in selected occupations in hotels and motels, 18 metropolitan areas,² June-July 1988³)

Occupation and sex	Northeast								South											
	Atlantic City		Boston		New York		Philadelphia		Atlanta		Dallas		Houston		Miami-Hialeah		New Orleans		Washington	
	Number of workers	Average hourly wages	Number of workers	Average hourly wages	Number of workers	Average hourly wages	Number of workers	Average hourly wages	Number of workers	Average hourly wages	Number of workers	Average hourly wages	Number of workers	Average hourly wages	Number of workers	Average hourly wages	Number of workers	Average hourly wages	Number of workers	Average hourly wages
Other services																				
Bellpersons	256	\$4.27	313	\$4.13	1,021	\$7.27	276	\$3.80	263	\$3.07	365	\$3.45	425	\$3.26	374	\$3.34	342	\$2.96	603	\$3.95
Men	235	4.27	310	4.13	1,016	7.28	263	3.76	-	-	364	3.45	404	3.30	344	3.37	329	2.96	578	3.94
Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Checkout cashiers	-	-	-	-	83	10.32	-	-	37	5.89	15	5.90	-	-	76	6.07	22	5.79	32	8.59
Women	-	-	-	-	43	10.24	-	-	-	-	12	5.94	-	-	-	-	17	5.90	-	-
House porters	1,417	6.82	355	7.03	1,872	9.80	395	5.77	463	4.65	346	4.41	355	4.12	488	4.46	336	4.47	634	6.26
Men	1,223	6.90	331	7.02	1,842	9.81	349	5.70	-	-	295	4.42	287	4.12	482	4.46	255	4.45	484	6.23
Women	-	-	24	7.22	30	8.64	-	-	-	-	51	4.35	59	4.14	-	-	69	4.52	-	-
Lodging quarters cleaners	1,417	6.53	2,200	6.78	5,569	9.91	1,748	5.83	3,482	4.39	2,293	4.19	2,145	3.94	2,316	4.22	2,031	4.33	4,425	5.93
Men	-	-	128	6.91	61	10.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women	1,347	6.55	2,072	6.77	5,508	9.91	1,652	5.79	2,974	4.32	2,179	4.19	2,060	3.94	2,260	4.24	1,962	4.32	4,041	5.95
Room clerks	371	6.63	734	7.08	1,338	9.70	628	5.86	1,159	5.42	789	6.01	743	5.19	614	5.75	552	5.61	1,299	6.39
Men	-	-	203	7.26	763	9.57	189	6.00	372	5.62	-	-	310	5.30	-	-	189	5.73	-	-
Women	-	-	523	7.00	525	9.78	426	5.77	732	5.22	466	6.04	421	5.10	314	5.63	352	5.51	-	-
Maintenance																				
General maintenance workers	65	8.95	234	9.62	1,120	10.42	308	7.60	456	7.30	312	6.87	336	6.28	383	7.00	200	6.50	545	8.55
Men	65	8.95	230	9.59	1,117	10.42	293	7.61	375	7.15	288	6.96	314	6.27	383	7.00	200	6.50	486	8.70
Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stationary engineers	65	14.98	21	11.83	101	11.69	30	10.33	56	9.49	28	10.27	71	9.47	15	8.43	51	8.69	102	12.31
Men	61	14.96	21	11.83	101	11.69	28	10.21	-	-	28	10.27	66	9.48	15	8.43	49	9.01	96	12.20

See footnotes at end of table.

Table 1. Employer-paid average hourly wages: Selected occupations—Continued

(Number of workers and average straight-time hourly wages¹ in selected occupations in hotels and motels, 18 metropolitan areas,² June-July 1988³)

Occupation and sex	Midwest						West									
	Chicago		Detroit		Kansas City		Denver		Los Angeles-Long Beach		Oakland		San Diego		San Francisco	
	Number of workers	Average hourly wages	Number of workers	Average hourly wages	Number of workers	Average hourly wages	Number of workers	Average hourly wages	Number of workers	Average hourly wages	Number of workers	Average hourly wages	Number of workers	Average hourly wages	Number of workers	Average hourly wages
Food services																
Bartenders	433	\$6.09	239	\$5.33	171	\$5.16	268	\$4.62	573	\$6.26	101	\$9.61	257	\$6.68	302	\$11.51
Men	279	6.14	98	5.98	73	5.40	128	4.79	-	-	64	9.73	-	-	230	12.23
Women	133	5.97	140	4.86	98	4.97	140	4.46	-	-	32	9.18	-	-	72	9.19
Public bars	401	6.05	221	5.24	156	5.15	258	4.58	452	6.00	97	9.51	238	6.59	262	11.39
Men	260	6.10	87	5.93	67	5.41	119	4.72	-	-	61	9.63	-	-	196	12.19
Women	122	5.93	133	4.77	89	4.95	139	4.45	-	-	31	9.09	-	-	66	9.03
Service bars	32	6.64	-	-	15	5.19	10	5.70	121	7.22	-	-	19	7.85	40	12.23
Men	19	6.75	-	-	6	5.30	-	-	96	7.23	-	-	-	-	34	12.46
Women	-	-	-	-	9	5.12	-	-	-	-	-	-	-	-	6	10.93
Kitchen helpers	911	4.79	441	4.72	303	4.49	444	4.53	819	5.05	154	6.74	374	4.85	744	7.80
Men	776	4.76	355	4.70	266	4.45	346	4.41	-	-	139	6.85	-	-	690	7.72
Women	-	-	82	4.81	37	4.83	-	-	-	-	-	-	-	-	54	8.74
Restaurant cooks	718	6.78	321	6.33	260	5.64	354	6.34	684	7.53	95	10.03	374	7.18	547	11.95
Men	-	-	232	6.38	179	5.70	291	6.27	546	7.60	73	9.96	-	-	442	11.86
Women	-	-	87	6.22	81	5.49	63	6.66	-	-	-	-	-	-	105	12.33
Short order cooks	41	6.43	26	6.12	-	-	108	5.22	177	7.15	78	7.90	47	5.73	278	9.81
Men	38	6.46	10	6.05	-	-	84	5.16	161	7.19	41	7.83	-	-	169	9.76
Women	-	-	16	6.17	-	-	24	5.40	-	-	37	7.98	-	-	109	9.88
Waiters and waitresses	2,099	3.46	1,008	3.01	603	2.64	997	2.49	2,405	4.36	290	4.67	1,130	4.55	1,603	5.86
Men	-	-	217	3.27	206	2.84	356	2.67	-	-	125	4.71	-	-	903	6.03
Women	1,037	3.16	785	2.94	397	2.54	611	2.40	-	-	156	4.67	-	-	700	5.63
Cocktail lounges	260	3.07	134	3.23	116	2.63	190	2.45	326	4.31	63	4.59	176	4.39	243	5.78
Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	12	6.54
Women	237	3.05	132	3.22	100	2.55	189	2.46	265	4.33	56	4.63	-	-	231	5.74
Full-course restaurants	1,140	3.28	779	2.92	405	2.53	695	2.31	1,498	4.31	168	4.70	753	4.42	925	5.72
Men	-	-	162	3.18	134	2.68	282	2.30	-	-	69	4.76	-	-	518	5.84
Women	-	-	613	2.84	271	2.46	391	2.33	-	-	90	4.69	-	-	407	5.56
Other ⁴	699	3.89	95	3.51	82	3.21	112	3.65	581	4.51	59	4.68	201	5.17	435	6.19
Men	432	4.17	55	3.53	56	3.15	73	4.11	442	4.55	49	4.69	-	-	373	6.27
Women	228	3.41	40	3.48	26	3.36	-	-	-	-	-	-	-	-	62	5.71
Waiters' and waitresses' assistants	774	3.66	275	4.03	212	3.90	337	3.65	934	4.39	97	5.76	461	4.56	545	6.17
Men	689	3.68	234	4.09	189	3.88	255	3.68	796	4.40	73	5.49	-	-	532	6.20
Women	-	-	41	3.65	23	4.04	82	3.55	-	-	-	-	-	-	13	5.09
Full-course restaurants	586	3.57	260	4.02	193	3.84	327	3.64	748	4.35	97	5.76	379	4.58	457	6.17
Men	507	3.58	229	4.07	174	3.85	251	3.67	619	4.37	73	5.49	-	-	444	6.21
Women	-	-	31	3.65	19	3.78	76	3.52	-	-	-	-	-	-	13	5.09
Other ⁵	188	3.95	15	4.11	19	4.42	10	4.03	186	4.53	-	-	82	4.44	88	6.15
Men	182	3.96	-	-	15	4.21	-	-	177	4.54	-	-	-	-	88	6.15

See footnotes at end of table.

Table 1. Employer-paid average hourly wages: Selected occupations—Continued

(Number of workers and average straight-time hourly wages¹ in selected occupations in hotels and motels, 18 metropolitan areas,² June-July 1988³)

Occupation and sex	Midwest						West									
	Chicago		Detroit		Kansas City		Denver		Los Angeles-Long Beach		Oakland		San Diego		San Francisco	
	Number of workers	Average hourly wages	Number of workers	Average hourly wages	Number of workers	Average hourly wages	Number of workers	Average hourly wages	Number of workers	Average hourly wages	Number of workers	Average hourly wages	Number of workers	Average hourly wages	Number of workers	Average hourly wages
Other services																
Bellpersons	425	\$3.20	112	\$3.81	80	\$2.95	174	\$3.24	531	\$4.49	57	\$6.11	253	\$4.52	523	\$5.28
Men	378	3.18	107	3.82	72	2.98	170	3.24	449	4.54	49	6.08	-	-	508	5.28
Women	-	-	-	-	8	2.71	-	-	-	-	-	-	-	-	15	5.10
Checkout cashiers	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
House porters	674	5.24	303	5.21	271	4.53	341	4.67	719	5.27	105	6.32	337	4.96	752	8.21
Men	606	5.24	254	5.16	199	4.49	285	4.68	-	-	81	6.33	-	-	658	8.36
Women	-	-	48	5.49	72	4.62	56	4.63	-	-	-	-	-	-	94	7.16
Lodging quarters cleaners	3,711	5.11	1,536	4.91	1,285	4.27	1,555	4.41	3,623	4.87	650	6.10	2,072	4.82	2,545	8.02
Men	-	-	-	-	50	4.21	40	4.38	-	-	-	-	-	-	61	8.22
Women	3,428	5.10	1,496	4.91	1,235	4.27	1,515	4.41	3,221	4.89	616	6.06	-	-	2,484	8.01
Room clerks	918	5.91	535	5.35	468	4.97	455	5.17	1,140	6.42	209	6.74	516	5.74	826	8.89
Men	304	5.88	138	5.42	153	5.02	179	5.08	-	-	59	7.17	-	-	405	9.21
Women	581	5.89	392	5.32	315	4.94	276	5.22	-	-	142	6.55	-	-	421	8.59
Maintenance																
General maintenance workers	254	7.29	104	7.68	172	6.84	219	7.22	330	7.25	102	7.41	299	6.53	220	9.16
Men	244	7.27	99	7.68	168	6.84	212	7.25	-	-	97	7.40	250	6.32	217	9.14
Women	-	-	-	-	-	-	7	6.54	-	-	-	-	-	-	-	-
Stationary engineers	127	17.05	-	-	12	10.48	29	10.18	103	17.31	-	-	-	-	28	19.99
Men	108	17.03	-	-	12	10.48	29	10.18	96	17.33	-	-	-	-	28	19.99

¹ Excludes tips and the value of meals, rooms, and uniforms, if provided, and premium pay for overtime and for work on weekends, holidays, and late shifts. Service charges added to customers' bills and distributed by the employer to the employees are included.

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

³ The payroll month of reference was June 1988 for all areas except Boston, Los Angeles-Long Beach, Oakland, San Diego, and San Francisco. For these five areas, July 1988 was the payroll reference month so that data reflect changes in State minimum wage laws which were ef-

fective July 1, 1988.

⁴ Includes counter, tray, and room service and other than full-course restaurants.

⁵ Includes cocktail lounges, counters, and other than full-course restaurants.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall data may include information for subclassifications not shown separately.

Table 2. Employer-paid wages: Tipped occupations, Atlantic City, NJ¹

(Percent distribution of workers in selected occupations by straight-time hourly wages,² June 1988)

Occupation	Number of workers	Average (mean) hourly wages	Percent of workers receiving straight-time hourly wages (in dollars) of—																														
			2.00 and under 2.25	2.25	2.50	2.75	3.00	3.25	3.50	3.75	4.00	4.25	4.50	4.75	5.00	5.25	5.50	5.75	6.00	6.25	6.50	6.75	7.00	7.25	7.50	7.75	8.00	8.25	8.50	8.50 and over			
Food services																																	
Public bartenders	218	\$6.59	-	-	-	-	-	-	-	-	4	13	13	-	1	-	-	-	(³)	2	-	2	8	1	52	-	-	-	-	-	4		
Waiters and waitresses	3,520	3.80	7	-	1	3	2	24	8	5	(³)	48	-	-	-	(³)	(³)	1	-	(³)	-	-	(³)	-	-	-	1	-	-	-	-	-	
Cocktail lounges	1,447	4.08	-	-	2	2	8	9	5	-	-	73	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Women	1,310	4.15	-	-	2	(³)	2	8	2	5	-	80	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Full-course restaurants	1,832	3.57	12	-	(³)	4	2	39	6	5	1	30	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	(³)	5	-	-	-	
Other ⁴	241	3.93	16	-	1	-	2	4	24	7	-	36	-	-	-	2	-	2	-	(³)	-	-	(³)	-	-	(³)	-	-	-	-	-	-	
Waiters' and waitresses' assistants	1,015	4.42	1	-	-	-	-	10	15	16	2	17	-	21	(³)	6	2	7	-	1	(³)	-	-	-	-	-	-	2	-	-	-	-	
Full-course restaurants	872	4.24	1	-	-	-	-	11	17	19	3	20	-	23	-	(³)	1	3	-	(³)	-	-	-	-	-	-	2	-	-	-	-	-	
Other services																																	
Bellpersons	256	4.27	-	-	-	1	3	4	15	1	8	49	2	5	5	2	4	(³)	-	-	-	(³)	-	-	1	-	-	-	-	-	-	-	
Men	235	4.27	-	-	-	1	2	4	12	1	9	53	2	5	5	2	4	(³)	-	-	-	(³)	-	-	-	-	-	-	-	-	-	-	-

¹ The Atlantic City metropolitan area consists of Atlantic and Cape May Counties.
² Excludes tips and the value of meals, rooms, or uniforms, if provided, and premium pay for overtime and for work on weekends, holidays, and late shifts. Service charges added to customers' bills and distributed by the employer to the employees are included.
³ Less than 0.5 percent.
⁴ Includes counter, tray, and room service, and other than full-course restaurants.
 NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate no data. Overall data, may include information for subclassifications not shown separately.

Table 3. Employer-paid wages: Nontipped occupations, Atlantic City, NJ¹

(Percent distribution of workers in selected occupations by straight-time hourly wages,² June 1988)

Occupation	Number of workers	Average (mean) hourly wages	Percent of workers receiving straight-time hourly wages (in dollars) of—																											
			Under 5.00	5.00 and under 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 - 8.25	8.25 - 8.50	8.50 - 8.75	8.75 - 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	
Food services																														
Service bartenders ³	401	\$9.22	-	(*)	-	-	-	-	-	1	-	1	-	-	-	-	-	(*)	-	97	-	-	-	-	-	-	-	-	-	-
Kitchen helpers	1,228	6.81	2	2	3	10	21	1	5	9	1	1	-	(*)	45	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Restaurant cooks	838	10.25	-	(*)	-	-	-	-	-	-	-	(*)	(*)	1	3	(*)	-	4	1	1	1	69	3	1	13	(*)	1	-	(*)	
Short order cooks	181	7.45	1	1	-	1	1	7	6	7	9	6	6	18	14	4	1	3	-	14	-	1	-	-	-	-	-	-	-	
Other services																														
House porters	1,417	6.82	1	1	2	9	21	7	7	3	(*)	5	2	1	31	7	1	1	1	-	(*)	-	-	-	-	-	-	-	-	
Men	1,223	6.90	2	1	2	5	20	8	8	1	(*)	5	2	1	33	8	1	1	1	-	(*)	-	-	-	-	-	-	-	-	
Lodging quarters cleaners ⁵	1,417	6.53	4	7	3	18	15	4	4	2	1	1	(*)	(*)	40	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Room clerks	371	6.63	1	4	3	3	1	12	14	22	11	13	7	4	2	2	1	2	(*)	1	-	-	-	-	-	-	-	-	-	
Maintenance																														
General maintenance workers	65	8.95	-	2	2	3	-	5	3	20	2	2	5	6	3	6	3	-	-	3	-	6	5	-	-	6	2	-	⁶ 18	
Stationary engineers ³	65	14.98	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	5	2	-	-	⁷ 92	
Men	61	14.96	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	5	2	-	-	92	

¹ The Atlantic City metropolitan area consists of Atlantic and Cape May Counties.

² Excludes tips and the value of meals, rooms, or uniforms, if provided, and premium pay for overtime and for work on weekends, holidays, and late shifts. Service charges added to customers' bills and distributed by the employer to the employees are included.

³ Virtually all men.

⁴ Less than 0.5 percent.

⁵ Virtually all women.

⁶ All workers were at \$13.50 and under \$14.

⁷ Workers were distributed as follows: 35 percent at \$14.50 and under \$15; 52 percent at \$15 and under \$15.50; and 5 percent at \$16.50 and over.

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

Table 4. Employer-paid wages: Tipped occupations, Boston, MA¹

(Percent distribution of workers in selected occupations by straight-time hourly wages,² July 1988)

Occupation	Number of workers	Average (mean) hourly wages	Percent of workers receiving straight-time hourly wages (in dollars) of—																						
			2.25 and under 2.50	2.50 - 2.75	2.75 - 3.00	3.00 - 3.25	3.25 - 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 - 6.50	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 and over
Food services																									
Public bartenders	389	\$6.39	-	-	-	-	-	-	-	4	1	5	2	19	6	7	-	-	10	10	28	6	2	(?)	-
Men	268	6.55	-	-	-	-	-	-	-	2	1	8	3	12	3	10	-	-	10	10	30	7	2	(?)	-
Women	121	6.06	-	-	-	-	-	-	-	8	-	-	-	33	13	1	-	-	10	7	24	3	-	-	-
Waiters and waitresses	1,959	3.51	30	4	3	1	3	31	11	9	(?)	1	-	3	(?)	(?)	-	(?)	1	2	1	(?)	(?)	(?)	1
Men	725	4.02	14	3	1	-	2	41	17	8	1	1	-	3	1	(?)	-	(?)	(?)	3	2	(?)	1	1	(?)
Women	1,234	3.20	39	5	4	1	4	25	8	9	-	1	-	3	(?)	-	-	-	1	1	(?)	-	-	-	(?)
Cocktail lounges	252	3.71	11	-	4	-	2	54	12	5	-	-	-	13	-	-	-	-	-	-	-	-	-	-	-
Men	25	3.79	-	-	-	-	-	88	16	16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women	227	3.70	12	-	4	-	2	53	12	4	-	-	14	-	-	-	-	-	-	-	-	-	-	-	-
Full-course restaurants	1,404	3.08	39	6	3	1	4	27	10	10	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Men	480	3.40	20	5	1	-	2	44	17	10	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Women	924	2.92	49	6	4	1	5	18	6	10	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Other ⁴	303	5.30	-	-	-	-	-	31	18	7	1	-	-	11	2	(?)	-	1	3	10	4	1	2	2	7
Men	220	5.41	-	-	-	-	-	33	18	5	2	-	-	10	2	(?)	-	1	1	10	5	1	3	2	7
Women	83	5.00	-	-	-	-	-	25	20	13	-	-	-	13	1	-	-	-	10	11	1	-	-	-	5
Waiters' and waitresses' assistants	611	6.15	6	-	-	-	-	5	2	7	1	6	4	1	-	4	-	8	52	4	(?)	-	-	-	-
Men	543	6.15	5	-	-	-	-	6	2	8	1	5	4	1	-	4	-	6	53	4	(?)	-	-	-	-
Women	68	6.13	13	-	-	-	-	-	-	-	-	-	13	-	3	-	-	25	43	3	-	-	-	-	-
Full-course restaurants	550	6.02	7	-	-	-	-	6	2	8	1	7	4	1	-	4	-	8	49	3	-	-	-	-	-
Men	486	6.02	6	-	-	-	-	7	2	9	1	6	5	1	-	5	-	6	49	4	-	-	-	-	-
Women	64	6.05	14	-	-	-	-	-	-	-	-	-	14	-	3	-	-	27	42	-	-	-	-	-	-
Other ⁵	61	7.29	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	85	8	2	-	-	-	-
Men	57	7.27	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	88	5	2	-	-	-	-
Other services																									
Bellpersons ⁶	313	4.13	-	-	-	1	-	36	20	18	5	-	8	3	-	4	3	-	1	-	-	-	-	-	-

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

² Excludes tips and the value of meals, rooms, or uniforms, if provided, and premium pay for over-time and for work on weekends, holidays, and late shifts. Service charges added to customers' bills and distributed by the employer to the employees are included.

³ Less than 0.5 percent.

⁴ Includes counter, tray, and room service, and other than full-course restaurants.

⁵ Includes cocktail lounges, counters, and other than full-course restaurants.

⁶ Virtually all men.

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

Table 5. Employer-paid wages: Nontipped occupations, Boston, MA¹

(Percent distribution of workers in selected occupations by straight-time hourly wages,² July 1988)

Occupation	Number of workers	Average (mean) hourly wages	Percent of workers receiving straight-time hourly wages (in dollars) of—																									
			5.00 and under 5.25	5.25-5.50	5.50-5.75	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	8.00-8.25	8.25-8.50	8.50-8.75	8.75-9.00	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 and over				
Food services																												
Service bartenders	45	\$7.53	-	-	4	-	-	-	27	-	-	-	4	9	38	18	-	-	-	-	-	-	-	-	-	-	-	-
Men	41	7.63	-	-	5	-	-	-	20	-	-	-	5	10	41	20	-	-	-	-	-	-	-	-	-	-	-	-
Kitchen helpers	915	6.77	6	1	11	3	12	1	6	3	5	34	15	1	1	1	(³)	-	-	-	-	-	-	-	-	-	-	-
Men	814	6.81	6	(³)	9	4	12	1	6	4	5	35	16	1	(³)	(³)	-	-	-	-	-	-	-	-	-	-	-	-
Restaurant cooks	622	8.43	-	-	-	-	-	-	3	-	4	6	4	5	19	21	9	3	9	11	6	(³)	(³)	1	(³)	-	-	-
Men	530	8.46	-	-	-	-	-	-	2	-	3	5	4	6	19	21	8	2	9	13	6	(³)	(³)	1	(³)	-	-	-
Short order cooks	42	8.21	-	-	-	-	-	-	-	-	-	-	36	7	14	10	10	7	7	10	-	-	-	-	-	-	-	-
Men	39	8.25	-	-	-	-	-	-	-	-	-	-	33	8	13	10	10	8	8	10	-	-	-	-	-	-	-	-
Other services																												
House porters	355	7.03	5	2	1	-	9	1	-	9	5	47	18	1	1	1	-	-	(³)	-	-	-	-	-	-	-	-	-
Men	331	7.02	5	2	2	-	9	1	-	7	6	49	17	1	1	1	-	-	(³)	-	-	-	-	-	-	-	-	-
Women	24	7.22	-	-	-	-	-	-	-	38	-	29	33	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Lodging quarters cleaners	2,200	6.78	4	5	10	5	7	1	7	3	2	39	18	(³)	(³)	-	-	-	-	-	-	-	-	-	-	-	-	-
Men	128	6.91	8	16	2	-	-	-	-	4	3	28	40	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women	2,072	6.77	3	5	11	5	7	1	7	3	2	39	16	(³)	(³)	-	-	-	-	-	-	-	-	-	-	-	-	-
Room clerks	734	7.08	-	-	2	11	9	3	16	1	8	4	22	6	13	4	2	(³)	-	(³)	-	-	-	-	-	-	-	-
Men	203	7.26	-	-	-	3	11	4	12	-	11	3	23	4	19	6	2	-	-	-	-	-	-	-	-	-	-	-
Women	523	7.00	-	-	3	14	8	2	17	2	7	4	22	6	10	3	2	(³)	-	(³)	-	-	-	-	-	-	-	-
Maintenance																												
General maintenance workers ⁴	234	9.62	-	-	-	-	-	-	-	-	6	-	7	(³)	4	-	18	1	6	11	18	11	5	4	8	-	-	-
Stationary engineers ⁴	21	11.83	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	19	67	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, 16 in Plymouth County, and 9 in Worcester County.

² Excludes tips and the value of meals, rooms, or uniforms, if provided, and premium pay for overtime and for work on weekends, holidays, and late shifts. Service charges added to customers' bills and distributed by the employer to the employees are included.

³ Less than 0.5 percent.

⁴ Virtually all men.

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

Table 6. Employer-paid wages: Tipped occupations, New York, NY¹(Percent distribution of workers in selected occupations by straight-time hourly wages,² June 1988)

Occupation	Number of workers	Average (mean) hourly wages	Percent of workers receiving straight-time hourly wages (in dollars) of—																											
			Under 3.50	3.50 and under 3.75	3.75	4.00	4.25	4.50	4.75	5.00	5.25	5.50	5.75	6.00	6.25	6.50	6.75	7.00	7.25	7.50	7.75	8.00	8.25	8.50	9.00	9.50	10.00	10.50	11.00 and over	
					4.00	4.25	4.50	4.75	5.00	5.25	5.50	5.75	6.00	6.25	6.50	6.75	7.00	7.25	7.50	7.75	8.00	8.25	8.50	9.00	9.50	10.00	10.50	11.00		
Food services																														
Public bartenders	360	\$9.32	-	-	-	-	-	-	-	-	-	-	6	15	-	-	-	-	-	1	-	-	-	-	-	-	32	16	26	4
Men	316	9.23	-	-	-	-	-	-	-	-	-	-	5	17	-	-	-	-	2	-	-	-	-	-	-	-	34	9	28	5
Waiters and waitresses	2,277	5.58	2	5	-	(³)	(³)	-	-	1	61	17	-	1	-	(³)	6	(³)	-	(³)	-	4	1	(³)	(³)	(³)	(³)	(³)	(³)	(³)
Men	1,518	5.65	3	3	-	(³)	(³)	-	-	-	69	11	-	1	-	(³)	6	(³)	-	(³)	-	5	1	(³)	(³)	(³)	(³)	(³)	(³)	(³)
Women	759	5.44	1	10	-	1	1	-	-	4	45	29	-	1	-	-	6	-	-	-	-	-	1	1	-	-	-	-	-	-
Cocktail lounges	204	5.47	-	6	-	1	2	-	-	-	54	26	-	2	-	-	8	-	-	-	-	-	-	-	-	-	-	-	-	-
Men	20	5.77	-	-	-	-	-	-	-	-	80	-	-	-	-	-	20	-	-	-	-	-	-	-	-	-	-	-	-	-
Women	184	5.44	-	7	-	1	2	-	-	-	51	29	-	3	-	-	7	-	-	-	-	-	-	-	-	-	-	-	-	-
Full-course restaurants	1,446	5.54	3	6	-	-	(³)	-	-	2	60	16	-	-	-	6	-	-	-	-	-	6	1	(³)	-	-	-	-	-	-
Men	947	5.62	4	3	-	-	-	-	-	-	68	10	-	-	-	6	-	-	-	-	-	8	2	-	-	-	-	-	-	-
Women	499	5.38	2	10	-	-	(³)	-	-	6	45	27	-	-	-	7	-	-	-	-	-	2	1	1	-	-	-	-	-	-
Other ⁴	627	5.72	-	4	-	1	1	-	-	-	66	18	-	3	-	(³)	5	(³)	-	(³)	-	(³)	(³)	-	(³)	(³)	(³)	(³)	(³)	(³)
Men	551	5.70	-	3	-	(³)	1	-	-	-	70	15	-	3	-	(³)	6	(³)	-	(³)	-	(³)	(³)	-	(³)	(³)	(³)	(³)	(³)	(³)
Women	76	5.84	-	13	-	3	-	-	-	-	36	45	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Waiters' and waitresses' assistants ⁵	775	6.10	-	-	-	-	3	2	1	-	11	4	3	64	1	-	5	-	-	(³)	-	-	-	-	-	-	-	5	-	-
Full-course restaurants	597	5.91	-	-	-	-	4	3	1	-	14	6	3	60	1	-	6	-	-	(³)	-	-	-	-	-	-	-	2	-	-
Other ⁶	178	6.73	-	-	-	-	-	-	1	-	-	-	-	80	-	-	2	-	-	1	-	-	-	-	-	-	-	16	-	-
Other services																														
Bellpersons ⁵	1,021	7.27	-	2	2	1	(³)	-	-	7	-	6	1	9	(³)	-	-	7	-	3	44	(³)	-	12	-	5	-	-	-	

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 tips and the value of meals, rooms, or uniforms, if provided, and premium pay for overtime and for work on weekends, holidays, and late shifts. Service charges added to customers' bills and distributed by the employer to the employees are included.

³ Less than 0.5 percent.

⁴ Includes counter, tray, and room service, and other than full-course restaurants.

⁵ Virtually all men.

⁶ Includes cocktail lounges, counters, and other than full-course restaurants.

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

Table 7. Employer-paid wages: Nontipped occupations, New York, NJ¹

(Percent distribution of workers in selected occupations by straight-time hourly wages,² June 1988)

Occupation	Number of workers	Average (mean) hourly wages	Percent of workers receiving straight-time hourly wages (in dollars) of—																										
			Under 5.75	5.75 and under 6.00	6.00	6.25	6.50	6.75	7.00	7.25	7.50	7.75	8.00	8.25	8.50	8.75	9.00	9.25	9.50	9.75	10.00	10.25	10.50	10.75	11.00	11.25	11.50	11.75	12.00 and over
Food services																													
Service bartenders	174	\$10.94	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	26	-	-	-	17	-	57	-	-	-
Men	151	10.91	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	27	-	-	20	-	53	-	-	-	
Women	23	11.15	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	17	-	-	-	-	83	-	-	-	
Kitchen helpers	1,287	9.60	-	3	12	(³)	(³)	-	1	(³)	3	(³)	2	-	-	4	-	-	-	-	39	2	2	-	30	-	-	-	
Men	1,211	9.58	-	3	13	(³)	(³)	-	1	(³)	3	(³)	1	-	-	4	-	-	-	-	40	2	2	-	29	-	-	-	
Women	76	9.80	-	3	-	-	-	-	-	-	11	-	18	-	-	-	-	-	-	-	29	-	-	-	39	-	-	-	
Restaurant cooks ⁴	694	10.95	-	-	-	-	-	-	1	-	-	4	4	4	-	1	-	-	-	-	1	2	1	1	51	7	3	15	5
Other services																													
Checkout cashiers	83	10.32	-	-	-	-	-	-	-	11	-	-	-	-	-	-	-	-	-	-	-	10	80	-	-	-	-	-	
Women	43	10.24	-	-	-	-	-	-	-	14	-	-	-	-	-	-	-	-	-	-	-	-	86	-	-	-	-	-	
House porters ⁴	1,872	9.80	(³)	-	4	1	-	-	-	(³)	(³)	-	4	-	-	-	17	-	-	6	-	16	40	-	7	-	-	-	
Lodging quarters cleaners ⁵	5,569	9.91	4	1	2	(³)	(³)	-	-	(³)	(³)	1	(³)	-	-	-	11	-	-	1	4	2	73	-	-	-	-	-	
Room clerks	1,338	9.70	-	-	9	-	-	2	3	(³)	6	1	1	5	1	-	11	-	-	2	2	34	7	10	1	(³)	1	3	
Men	763	9.57	-	-	15	-	-	1	2	(³)	3	-	(³)	3	4	1	-	12	-	3	1	34	8	9	1	1	(³)	3	
Women	525	9.78	-	-	1	-	-	4	3	1	11	2	3	6	-	-	11	-	-	-	3	28	5	14	2	(³)	2	4	
Maintenance																													
General maintenance workers ⁴	1,120	10.42	-	(³)	-	-	(³)	-	2	-	-	1	1	3	-	4	10	2	8	10	8	-	-	(³)	-	42	3	-	5
Stationary engineers ⁴	101	11.69	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	9	81	10	-	

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 tips and the value of meals, rooms, or uniforms, if provided, and premium pay for overtime and for work on weekends, holidays, and late shifts. Service charges added to customers' bills and distributed by the employer to the employees are included.

³ Less than 0.5 percent.

⁴ Virtually all men.

⁵ Virtually all women.

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

Table 8. Employer-paid wages: Tipped occupations, Philadelphia, PA-NJ¹

(Percent distribution of workers in selected occupations by straight-time hourly wages,² June 1988)

Occupation	Number of workers	Average (mean) hourly wages	Percent of workers receiving straight-time hourly wages (in dollars) of—																											
			Under 2.00	2.00 and under 2.25	2.25	2.50	2.75	3.00	3.25	3.50	3.75	4.00	4.25	4.50	4.75	5.00	5.25	5.50	5.75	6.00	6.25	6.50	6.75	7.00	7.25	7.50	7.75	8.00	8.25	8.50
Food services																														
Public bartenders	268	\$5.22	-	-	-	-	-	-	9	10	4	12	3	7	4	9	3	3	-	4	-	2	2	21	1	1	-	-	-	3
Men	149	5.25	-	-	-	-	-	-	12	13	-	9	3	7	1	8	6	3	-	5	-	4	3	17	3	2	-	-	-	3
Women	115	5.12	-	-	-	-	-	-	6	6	10	17	3	7	-	-	-	-	-	-	-	-	1	3	1	3	2	-	-	3
Waiters and waitresses	1,329	3.04	³ 10	22	2	8	6	3	11	24	6	3	(*)	-	-	-	-	-	-	-	-	-	1	23	-	-	-	-	-	3
Men	513	3.39	1	16	2	6	5	3	12	29	15	4	(*)	-	-	(*)	2	1	(*)	1	(*)	(*)	1	23	-	-	-	-	-	-
Women	796	2.80	16	26	2	9	6	4	10	20	1	2	-	-	-	2	2	-	1	1	(*)	(*)	1	23	-	-	-	-	-	-
Cocktail lounges ⁵	184	3.02	-	23	1	12	8	8	17	26	1	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Full-course restaurants	952	2.91	14	24	3	8	5	3	8	22	5	2	-	-	-	-	3	1	(*)	(*)	-	-	-	-	-	-	-	-	-	-
Men	382	3.22	2	19	3	8	7	3	11	27	12	3	-	-	-	-	3	1	(*)	(*)	-	-	-	-	-	-	-	-	-	-
Women	554	2.66	23	28	2	9	5	3	6	17	-	1	-	-	-	-	2	2	-	-	-	-	-	-	-	-	-	-	-	-
Other ⁶	193	3.75	-	7	-	-	8	2	16	31	20	7	1	-	-	1	-	-	-	1	3	1	1	1	1	1	1	1	1	1
Men	129	3.89	-	5	-	-	2	2	14	33	25	6	2	-	-	2	-	-	-	-	1	4	1	2	-	-	-	-	-	-
Women	64	3.46	-	13	-	-	19	-	19	27	9	9	-	-	-	-	-	-	-	-	2	-	-	3	-	-	-	-	-	-
Waiters' and waitresses' assistants	394	4.46	-	-	-	-	16	-	15	18	2	5	1	3	-	1	5	11	1	3	4	13	1	2	2	-	-	-	-	-
Men	319	4.65	-	-	-	-	12	-	14	18	-	6	1	3	-	1	5	13	2	4	4	14	2	2	-	-	-	-	-	-
Women	67	3.32	-	-	-	-	40	-	21	18	9	4	3	1	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Full-course restaurants	382	4.41	-	-	-	-	17	-	16	18	2	5	1	3	-	1	5	10	1	3	4	13	1	1	1	1	1	1	1	1
Men	307	4.59	-	-	-	-	12	-	15	19	-	6	1	3	-	1	5	12	2	3	5	14	1	2	-	-	-	-	-	-
Women	67	3.32	-	-	-	-	40	-	21	18	9	4	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other ⁷	12	6.21	-	-	-	-	-	-	-	-	-	-	-	-	-	-	33	-	-	17	-	33	8	8	-	-	-	-	-	-
Other services																														
Bellpersons ⁸	276	3.80	-	-	1	1	-	5	7	47	11	9	4	12	1	1	-	-	(*)	-	-	-	-	-	-	-	-	-	-	-

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

² Excludes tips and the value of meals, rooms, or uniforms, if provided, and premium pay for overtime and for work on weekends, holidays, and late shifts. Service charges added to customers' bills and distributed by the employer to the employees are included.

³ Workers were distributed as follows: 8 percent at \$1.50 and under \$1.75; and 2 percent at \$1.75 and under \$2.

⁴ Less than 0.5 percent.

⁵ Virtually all women.

⁶ Includes counter, tray, and room service, and other than full-course restaurants.

⁷ Includes cocktail lounges, counters, and other than full-course restaurants.

⁸ Virtually all men.

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

Table 9. Employer-paid wages: Nontipped occupations, Philadelphia, PA-NJ¹

(Percent distribution of workers in selected occupations by straight-time hourly wages,² June 1988)

Occupation	Number of workers	Average (mean) hourly wages	Percent of workers receiving straight-time hourly wages (in dollars) of—																											
			Under 4.50	4.50 and under 4.75	4.75	5.00	5.25	5.50	5.75	6.00	6.25	6.50	6.75	7.00	7.25	7.50	7.75	8.00	8.25	8.50	8.75	9.00	9.25	9.50	9.75	10.00	10.25	10.50	10.75	10.75 and over
Food services																														
Service bartenders	40	\$6.16	-	-	-	-	5	38	5	23	-	-	13	8	8	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Men	25	6.32	-	-	-	-	8	24	8	20	-	-	16	12	8	4	-	-	-	-	-	-	-	-	-	-	-	-	-	
Women	15	5.90	-	-	-	-	-	60	-	27	-	-	7	-	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Kitchen helpers ³	548	5.55	⁴ 10	12	5	20	3	10	4	5	4	5	15	4	3	-	(⁵)	-	-	-	-	-	-	-	-	-	-	-	-	
Restaurant cooks	429	7.21	-	-	-	2	1	3	2	9	4	9	5	28	10	5	4	7	1	4	(⁶)	2	-	2	1	2	(⁶)	1	1	
Men	357	7.26	-	-	-	1	2	3	1	8	4	8	6	25	12	5	4	7	2	4	1	2	-	1	1	2	1	2	1	
Women	65	6.97	-	-	-	6	-	3	3	12	-	18	-	29	-	6	5	6	-	6	-	-	-	3	-	2	-	-	-	
Short order cooks	63	6.24	-	10	-	6	10	-	6	3	13	21	-	32	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Men	51	6.30	-	12	-	4	8	-	8	-	8	25	-	35	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Women	12	6.03	-	-	-	17	17	-	-	17	33	-	-	17	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Other services																														
House porters	395	5.77	6	4	6	13	15	8	9	3	8	2	19	5	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Men	349	5.70	7	5	6	14	15	9	9	3	8	2	15	6	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Lodging quarters cleaners	1,748	5.83	⁶ 12	10	7	5	8	7	5	3	5	3	23	1	2	-	8	-	-	(⁶)	-	-	-	-	-	-	-	-	-	
Women	1,652	5.79	12	10	8	5	8	7	5	3	5	3	22	1	2	-	7	-	-	-	-	-	-	-	-	-	-	-	-	
Room clerks	628	5.86	3	10	5	6	11	5	16	11	4	6	5	8	2	4	1	1	1	-	-	-	-	-	-	-	-	-	-	
Men	189	6.00	1	6	4	5	11	8	14	16	5	4	6	10	-	4	3	1	1	-	-	-	-	-	-	-	-	-	-	
Women	426	5.77	4	13	5	7	11	4	18	9	1	8	5	7	3	4	1	(⁶)	1	-	-	-	-	-	-	-	-	-	-	
Maintenance																														
General maintenance workers ³	308	7.60	-	-	-	5	1	5	2	7	-	6	6	18	7	2	4	6	3	7	2	4	2	1	2	7	1	-	3	
Stationary engineers	30	10.33	-	-	-	-	-	-	-	-	-	-	-	7	-	-	-	-	-	10	-	10	-	-	13	17	-	-	7	43
Men	28	10.21	-	-	-	-	-	-	-	-	-	-	-	7	-	-	-	-	-	11	-	11	-	-	14	18	-	-	18	39

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

² Excludes tips and the value of meals, rooms, or uniforms, if provided, and premium pay for overtime and for work on weekends, holidays, and late shifts. Service charges added to customers' bills and distributed by the employer to the employees are included.

³ Virtually all men.

⁴ Workers were distributed as follows: 2 percent were at \$3.50 and under \$3.75; 2 percent at \$3.75 and under \$4; 5 percent at \$4 and under \$4.25; and 1 percent at \$4.25 and under \$4.50.

⁵ Less than 0.5 percent.

⁶ Workers were distributed as follows: 7 percent at \$4 and under \$4.25; 5 percent at \$4.25 and under \$4.50.

⁷ Workers were distributed as follows: 13 percent at \$11.25 and under \$11.50; 3 percent at \$11.50 and under \$11.75; and 27 percent at \$12 and under \$12.25.

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

Table 10. Employer-paid wages: Tipped occupations, Atlanta, GA¹

(Percent distribution of workers in selected occupations by straight-time hourly wages,² June 1988)

Occupation	Number of workers	Average (mean) hourly wages	Percent of workers receiving straight-time hourly wages (in dollars) of—																												
			2.00 and under 2.25	2.25	2.50	2.75	3.00	3.25	3.50	3.75	4.00	4.25	4.50	4.75	5.00	5.25	5.50	5.75	6.00	6.25	6.50	6.75	7.00	7.25	7.50	7.75	8.00	8.25	8.50	8.50 and over	
Food services																															
Public bartenders	302	\$5.21	-	-	-	-	-	1	9	-	4	3	6	4	22	8	15	10	2	6	4	4	1	-	-	-	-	0	-	-	
Waiters and waitresses	1,512	2.79	27	15	20	21	3	6	1	(³)	2	1	1	-	1	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)		
Cocktail lounges	203	2.40	42	13	20	21	1	2	-	-	-	(³)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Full-course restaurants	936	2.56	23	20	24	20	5	7	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)		
Other ⁴	373	3.58	29	3	8	24	-	8	1	1	7	2	1	-	2	1	1	(³)	1	1	2	1	1	1	1	1	1	1	1		
Waiters' and waitresses' assistants	332	4.43	-	-	-	-	-	-	2	-	31	13	24	23	5	2	(³)	-	(³)	-	-	-	-	-	-	-	-	-	-		
Full-course restaurants	284	4.43	-	-	-	-	-	-	2	-	31	12	26	21	5	2	(³)	-	(³)	-	-	-	-	-	-	-	-	-	-		
Other ⁵	48	4.46	-	-	-	-	-	-	-	-	33	17	17	29	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Other services																															
Bellpersons	263	3.07	16	11	14	20	5	7	6	3	(³)	2	7	2	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-		

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

² Excludes tips and the value of meals, rooms, or uniforms, if provided, and premium pay for overtime and for work on weekends, holidays, and late shifts. Service charges added to customers' bills and distributed by the employer to the employees are included.

³ Less than 0.5 percent.

⁴ Includes counter, tray, and room service, and other than full-course restaurants.

⁵ Includes cocktail lounges, counters, and other than full-course restaurants.

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

Table 11. Employer-paid wages: Nontipped occupations, Atlanta, GA¹(Percent distribution of workers in selected occupations by straight-time hourly wages,² June 1988)

Occupation	Number of workers	Average (mean) hourly wages	Percent of workers receiving straight-time hourly wages (in dollars) of—																										
			Under 3.00	3.00 and under 3.25	3.25-3.50	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	7.00-7.50	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 and over
Food services																													
Service bartenders	40	\$5.15	³ 10	-	-	-	-	-	-	-	28	8	28	18	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Men	19	5.45	-	-	-	-	-	-	-	-	16	16	53	11	5	-	-	-	-	-	-	-	-	-	-	-	-	-	
Women	19	4.77	21	-	-	-	-	-	-	-	42	5	16	16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Kitchen helpers	560	4.86	-	-	-	-	-	3	18	20	27	13	5	6	1	6	1	(⁴)	1	-	-	-	-	-	-	-	-	-	
Restaurant cooks	505	6.86	-	-	-	-	-	(⁴)	(⁴)	(⁴)	2	1	2	10	6	11	10	7	8	17	5	7	9	1	-	-	-	2	
Short order cooks	195	5.94	-	-	-	-	-	-	-	4	2	16	11	5	6	5	24	16	1	5	1	4	-	-	-	-	-	-	
Men	103	5.87	-	-	-	-	-	-	-	8	4	29	-	4	8	-	23	8	1	8	-	8	-	-	-	-	-	-	
Women	82	6.06	-	-	-	-	-	-	-	-	2	18	6	2	12	27	29	-	-	2	-	-	-	-	-	-	-	-	
Other services																													
Checkout cashiers	37	5.89	-	-	-	-	-	-	-	19	-	-	-	-	16	49	8	5	3	-	-	-	-	-	-	-	-	-	
House porters	463	4.65	-	-	-	3	3	6	16	26	23	14	4	3	(⁴)	1	1	-	-	-	-	-	-	-	-	-	-	-	
Lodging quarters cleaners	3,482	4.39	-	-	2	14	4	22	6	20	17	8	3	2	1	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)	-	-	-	-	-	-	-	-	
Women	2,974	4.32	-	-	3	16	4	26	6	18	14	8	3	2	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)	-	-	-	-	-	-	-	-	-	
Room clerks	1,159	5.42	-	-	1	-	-	9	2	6	7	10	11	15	17	9	3	3	3	3	1	1	(⁴)	-	-	-	-	-	
Men	372	5.62	-	-	-	-	-	8	2	6	-	14	9	15	9	12	6	5	4	7	2	-	-	-	-	-	-	-	
Women	732	5.22	-	-	2	-	-	10	2	6	10	9	14	16	19	6	1	1	2	1	(⁴)	-	-	-	-	-	-	-	
Maintenance																													
General maintenance workers	456	7.30	-	-	-	-	-	-	-	3	7	5	1	5	7	4	4	2	14	11	17	4	6	7	1	-	-	2	
Men	375	7.15	-	-	-	-	-	-	-	3	5	7	(⁴)	6	7	5	2	3	16	13	14	5	4	8	1	-	-		
Stationary engineers	56	9.49	-	-	-	-	-	-	-	-	-	-	-	-	7	-	-	-	5	5	-	23	21	11	4	14	4		

¹ The Atlanta metropolitan area consists of Barrow, Butts, Cherokee, Clayton, Cobb, Coweta, DeKalb, Douglas, Fayette, Forsyth, Fulton, Gwinnett, Henry, Newton, Paulding, Rockdale, Spalding, and Walton Counties.² Excludes tips and the value of meals, rooms, or uniforms, if provided, and premium pay for overtime and for work on weekends, holidays, and late shifts. Service charges added to customers' bills and distributed by the employer to the employees are included.³ All workers were at \$2 and under \$2.25.⁴ Less than 0.5 percent.

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

Table 12. Employer-paid wages: Tipped occupations, Dallas, TX¹

(Percent distribution of workers in selected occupations by straight-time hourly wages,² June 1988)

Occupation	Number of workers	Average (mean) hourly wages	Percent of workers receiving straight-time hourly wages (in dollars) of—																													
			2.00 and under 2.25	2.25 - 2.50	2.50 - 2.75	2.75 - 3.00	3.00 - 3.25	3.25 - 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 - 8.25	8.25 - 8.50	8.50 and over			
Food services																																
Public bartenders	247	\$4.92	-	-	-	-	-	1	-	5	13	12	6	6	23	9	15	4	4	1	-	-	1	-	-	-	-	-	-	-		
Men	166	4.92	-	-	-	-	-	-	-	5	13	16	5	8	14	5	22	5	2	1	-	-	-	-	-	-	-	-	-	-		
Women	74	4.93	-	-	-	-	-	-	-	5	12	9	8	-	45	12	3	4	8	1	-	-	2	-	-	-	-	-	-	-		
Waiters and waitresses	1,473	2.54	56	15	7	4	2	5	4	2	(³)	1	1	(³)	1	(³)	1	(³)	1	1	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)		
Men	717	2.62	53	17	5	5	3	7	3	1	(³)	(³)	(³)	1	(³)	1	(³)	1	1	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)		
Women	720	2.42	61	12	6	3	1	3	5	4	1	1	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Cocktail lounges ⁴	204	2.22	66	21	7	2	2	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Full-course restaurants	946	2.33	65	15	7	4	1	2	4	(³)	(³)	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Men	462	2.18	71	18	6	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Women	454	2.42	63	10	7	4	(³)	3	8	(³)	1	1	(³)	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Other ⁵	323	3.35	23	12	5	5	5	20	6	9	(³)	1	1	1	1	2	1	1	3	(³)	(³)	1	-	1	-	1	(³)	(³)	(³)	(³)	1	
Men	251	3.44	20	15	4	6	5	21	7	2	(³)	1	1	2	(³)	3	2	2	4	(³)	(³)	-	1	-	2	(³)	(³)	(³)	(³)	(³)	2	
Women	72	3.04	33	-	10	-	4	14	1	33	-	1	-	-	3	-	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-
Waiters' and waitresses' assistants	482	3.78	1	-	(³)	-	(³)	27	26	12	11	7	13	1	(³)	1	(³)	(³)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Men	401	3.77	1	-	-	-	(³)	24	28	14	13	7	10	1	(³)	-	1	(³)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women	74	3.74	-	-	3	-	-	46	15	5	3	4	23	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Full-course restaurants	428	3.71	1	-	(³)	-	(³)	30	27	14	12	7	7	1	(³)	(³)	(³)	(³)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Men	365	3.72	2	-	-	-	(³)	26	28	15	14	7	7	1	(³)	(³)	(³)	(³)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women	58	3.52	-	-	3	-	-	59	19	7	3	5	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other ⁵	54	4.30	-	-	-	-	-	-	20	2	6	9	57	2	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Men	36	4.19	-	-	-	-	-	-	31	3	8	11	42	-	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other services																																
Bellpersons ⁷	365	3.45	24	3	4	5	1	5	9	13	16	2	3	3	4	3	2	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ The Dallas metropolitan area consists of Collin, Dallas, Denton, Ellis, Kaufman, and Rockwall Counties.
² Excludes tips and the value of meals, rooms, or uniforms, if provided, and premium pay for overtime and for work on weekends, holidays, and late shifts. Service charges added to customers' bills and distributed by the employer to the employees are included.
³ Less than 0.5 percent.
⁴ Virtually all women.

⁵ Includes counter, tray, and room service, and other than full-course restaurants.
⁶ Includes cocktail lounges, counters, and other than full-course restaurants.
⁷ Virtually all men.
 NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate no data. Overall data may include information for subclassifications not shown separately.

Table 13. Employer-paid wages: Nontipped occupations, Dallas, TX¹

(Percent distribution of workers in selected occupations by straight-time hourly wages,² June 1988)

Occupation	Number of workers	Average (mean) hourly wages	Percent of workers receiving straight-time hourly wages (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 - 8.25	8.25 - 8.50	8.50 - 8.75	8.75 - 9.00	9.00 - 9.25	9.25 - 9.50	9.50 - 9.75	9.75 and over		
Food services																															
Service bartenders	40	\$4.87	-	-	-	8	25	5	-	35	13	10	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Men	31	4.88	-	-	-	10	19	6	-	35	16	6	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Women	9	4.82	-	-	-	-	44	-	-	33	-	22	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Kitchen helpers	523	4.44	-	12	5	23	10	28	5	8	2	2	(³)	2	-	2	-	(³)	-	-	-	-	-	-	-	-	-	-	-	-	
Men	343	4.34	-	13	5	25	12	27	7	6	3	-	1	-	1	-	(³)	-	-	-	-	-	-	-	-	-	-	-	-		
Restaurant cooks	497	6.47	-	(³)	(³)	-	-	1	3	4	3	9	5	11	12	8	5	19	3	7	1	2	3	1	(³)	(³)	-	-	-		
Men	362	6.55	-	-	(³)	-	-	-	4	4	1	8	4	11	14	10	4	23	2	7	1	2	3	2	(³)	-	-	-	(³)		
Short order cooks	60	5.89	-	-	-	-	-	-	-	-	60	5	2	3	13	5	3	-	2	-	-	2	-	3	-	2	-	-	-		
Other services																															
Checkout cashiers	15	5.90	-	-	-	-	-	-	-	-	-	-	53	33	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Women	12	5.94	-	-	-	-	-	-	-	-	-	-	42	42	17	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
House porters	346	4.41	-	9	14	20	15	17	4	11	3	3	1	-	-	-	-	-	-	1	-	-	-	-	1	-	-	-	-	-	
Men	295	4.42	-	9	14	21	15	17	4	10	4	4	1	-	-	-	-	-	1	-	-	-	-	1	-	-	-	-	-	-	
Women	51	4.35	-	12	14	18	12	22	4	20	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Lodging quarters cleaners ⁴	2,293	4.19	3	9	14	26	19	17	5	6	1	(³)	-	-	-	-	-	-	(³)	-	-	-	-	-	-	-	-	-	-	-	
Room clerks	789	6.01	-	-	-	3	-	1	(³)	7	5	18	10	16	13	8	3	6	4	3	2	1	-	(³)	-	-	-	-	-	-	
Women	466	6.04	-	-	-	-	-	(³)	(³)	6	7	17	12	20	12	9	4	6	5	1	-	1	-	-	-	-	-	-	-	-	
Maintenance																															
General maintenance workers	312	6.87	-	-	-	1	-	1	-	5	9	4	-	9	15	4	3	11	3	16	6	3	2	6	1	2	1	1	1	1	
Men	288	6.96	-	-	-	1	-	1	-	1	9	4	-	9	12	4	3	12	3	17	7	3	2	7	1	2	1	1	1	1	
Stationary engineers ⁵	28	10.27	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-	-	-	11	-	-	-	25	6	61	

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

² Excludes tips and the value of meals, rooms, or uniforms, if provided, and premium pay for overtime and for work on weekends, holidays, and late shifts. Service charges added to customers' bills and distributed by the employer to the employees are included.

³ Less than 0.5 percent.

⁴ Virtually all women.

⁵ Virtually all men.

⁶ Workers were distributed as follows: 14 percent at \$10 and under \$10.25; 4 percent at \$10.25 and under \$10.50; 4 percent at \$10.50 and under \$10.75; 14 percent at \$10.75 and under \$11; and 25 percent at \$11.25 and over.

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

Table 14. Employer-paid wages: Tipped occupations, Houston, TX¹

(Percent distribution of workers in selected occupations by straight-time hourly wages,² June 1988)

Occupation	Number of workers	Average (mean) hourly wages	Percent of workers receiving straight-time hourly wages (in dollars) of—																															
			Under 2.00	2.00 and under 2.25	2.25 - 2.50	2.50 - 2.75	2.75 - 3.00	3.00 - 3.25	3.25 - 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 - 8.25	8.25 and over					
Food services																																		
Public bartenders	241	\$4.79	-	11	-	-	-	-	-	-	2	5	5	14	5	20	8	12	2	10	4	1	-	-	-	-	-	-	-	-	-	-	-	-
Men	148	4.82	-	12	-	-	-	-	-	-	1	3	4	14	3	23	8	11	1	11	5	1	-	-	-	-	-	-	-	-	-	-	-	
Women	84	4.70	-	11	-	-	-	-	-	-	5	8	6	15	6	10	8	13	4	10	2	1	-	-	-	-	-	-	-	-	-	-	-	
Waiters and waitresses	1,234	2.46	2	59	14	6	1	1	7	5	1	1	1	-	(³)	1	-	-	-	(³)	-	-	-	-	-	-	-	-	-	-	-	-	-	
Men	570	2.77	(³)	47	12	7	(³)	2	11	11	3	1	1	-	(³)	3	-	-	-	(³)	-	-	-	-	-	-	-	-	-	-	-	-	-	
Women	619	2.20	4	69	15	5	2	1	3	(³)	(³)	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Cocktail lounges	282	2.10	4	80	11	1	1	1	1	1	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Women	256	2.10	5	80	10	1	1	2	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Full-course restaurants	667	2.24	2	69	15	8	1	-	1	1	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Men	315	2.26	1	70	13	7	1	-	2	2	1	1	2	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	
Women	327	2.23	3	68	15	9	2	-	(³)	(³)	(³)	1	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Other ⁴	285	3.34	-	14	15	7	1	3	25	19	5	-	(³)	-	(³)	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Men	238	3.49	-	13	9	8	-	4	24	23	5	-	(³)	-	(³)	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Waiters' and waitresses' assistants	275	3.76	-	-	1	-	-	3	16	24	30	9	9	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Men	224	3.71	-	-	2	-	-	4	15	27	33	8	6	1	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Women	43	4.01	-	-	-	-	-	-	19	12	19	5	26	14	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Full-course restaurants	227	3.75	-	-	2	-	-	4	18	24	26	9	11	4	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Men	176	3.68	-	-	2	-	-	5	17	28	28	9	8	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Women	43	4.01	-	-	-	-	-	-	19	12	19	5	26	14	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Other ^{5,6}	48	3.83	-	-	-	-	-	-	6	25	50	6	-	4	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Other services																																		
Bellpersons ⁷	425	3.26	-	13	9	7	10	4	5	5	16	24	5	(³)	(³)	(³)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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

² Excludes tips and the value of meals, rooms, or uniforms, if provided, and premium pay for overtime and for work on weekends, holidays, and late shifts. Service charges added to customers' bills and distributed by the employer to the employees are included.

³ Less than 0.5 percent.

⁴ Includes counter, tray, and room service, and other than full-course restaurants.

⁵ Includes cocktail lounges, counters, and other than full-course restaurants.

⁶ Virtually all women.

⁷ Virtually all men.

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

Table 15. Employer-paid wages: Nontipped occupations, Houston, TX¹

(Percent distribution of workers in selected occupations by straight-time hourly wages,² June 1988)

Occupation	Number of workers	Average (mean) hourly wages	Percent of workers receiving straight-time hourly wages (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	8.00-8.25	8.25-8.50	8.50-8.75	8.75-9.00	9.00-9.25	9.25-9.50	9.50-9.75	9.75 and over
Food services																													
Service bartenders	39	\$6.91	-	-	-	8	5	-	-	-	15	10	-	10	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-
Men	18	7.48	-	-	-	6	-	-	-	-	-	6	-	22	6	6	-	-	-	-	-	-	-	-	-	-	-	-	
Women	21	6.42	-	-	-	10	10	-	-	-	29	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Kitchen helpers	466	4.01	22	20	5	18	16	8	3	2	4	2	(³)	(³)	(³)	-	-	-	-	-	-	-	-	-	-	-	-	-	
Men	370	3.93	26	23	5	17	13	5	3	2	5	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Restaurant cooks	485	6.31	-	-	-	2	1	2	1	10	6	12	5	17	5	6	5	7	4	5	3	3	1	(³)	(³)	2	(³)	1	
Men	314	6.30	-	-	-	-	-	3	1	9	5	17	6	19	5	4	4	7	4	6	3	3	1	(³)	(³)	1	2	(³)	
Other services																													
House porters	355	4.12	7	15	19	21	13	10	5	6	1	2	-	(³)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Men	287	4.12	8	17	14	22	14	10	5	5	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Women	59	4.14	-	5	46	19	7	8	7	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Lodging quarters cleaners ⁴	2,145	3.94	20	21	16	15	10	9	1	6	1	(³)	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Room clerks	743	5.19	-	-	1	9	11	6	8	21	8	10	3	9	5	4	1	1	1	1	-	1	-	-	-	-	-	-	
Men	310	5.30	-	-	-	9	11	7	4	24	6	6	2	14	10	3	1	1	-	3	-	1	-	-	-	-	-	-	
Women	421	5.10	-	-	2	10	12	5	12	18	8	13	3	4	2	5	1	2	1	-	-	(³)	-	-	-	-	-	-	
Maintenance																													
General maintenance workers	336	6.28	-	-	2	3	7	1	3	6	3	12	2	15	5	5	3	7	1	8	4	3	3	4	1	(³)	1	(³)	
Men	314	6.27	-	-	2	1	8	1	3	7	3	12	2	15	5	5	3	7	1	9	4	3	2	4	1	(³)	1	(³)	
Stationary engineers	71	9.47	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	15	15	-	8	11	4	4	-	
Men	66	9.48	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	15	17	-	8	12	3	5	-	

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

² Excludes tips and the value of meals, rooms, or uniforms, if provided, and premium pay for overtime and for work on weekends, holidays, and late shifts. Service charges added to customers' bills and distributed by the employer to the employees are included.

³ Less than 0.5 percent.

⁴ Virtually all women.

⁵ Workers were distributed as follows: 4 percent at \$9.75 and under \$10; 7 percent at \$10.25 and under \$10.50; 7 percent at \$10.50 and under \$10.75; 1 percent at \$10.75 and under \$11; 7 percent at \$11 and under \$11.25; and 15 percent at \$11.25 and over.

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

Table 16. Employer-paid wages: Tipped occupations, Miami-Hialeah, FL¹(Percent distribution of workers in selected occupations by straight-time hourly wages,² June 1988)

Occupation	Number of workers	Average (mean) hourly wages	Percent of workers receiving straight-time hourly wages (in dollars) of—																											
			2.00 and under 2.25	2.25 - 2.50	2.50 - 2.75	2.75 - 3.00	3.00 - 3.25	3.25 - 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 - 8.25	8.25 and over		
Food services																														
Public bartenders	448	\$3.98	5	-	-	-	16	5	9	4	25	12	6	1	7	(?)	8	(?)	1	-	-	-	-	-	-	-	-	-	-	-
Men	317	3.93	7	-	-	-	23	1	-	5	24	15	8	2	9	(?)	4	(?)	1	-	-	-	-	-	-	-	-	-	-	
Waiters and waitresses	1,073	2.73	37	17	6	17	2	5	2	4	4	-	1	1	(?)	-	(?)	-	(?)	(?)	(?)	(?)	(?)	(?)	(?)	(?)	(?)	(?)	(?)	
Cocktail lounges	179	2.39	63	8	-	20	-	2	2	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Women	163	2.34	69	9	-	12	-	2	2	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Full-course restaurants	688	2.54	33	24	10	21	4	1	1	2	3	-	(?)	(?)	(?)	-	2	-	2	1	1	1	1	1	1	1	1	1		
Other ⁴	206	3.65	29	(?)	1	4	(?)	20	5	12	6	-	5	3	1	-	2	-	2	1	1	1	1	1	1	1	1	1		
Men	136	3.71	32	-	1	6	-	29	1	6	-	-	1	3	1	-	4	-	3	1	2	1	1	1	1	1	1	1		
Waiters' and waitresses' assistants	459	3.63	7	-	-	19	1	8	15	15	18	7	6	2	2	(?)	-	-	-	-	-	-	-	-	-	-	-	-		
Full-course restaurants ⁵	325	3.69	9	-	-	6	2	8	18	20	22	6	7	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-		
Other ⁶	134	3.47	-	-	-	52	-	7	7	3	8	10	4	7	-	1	-	-	-	-	-	-	-	-	-	-	-	-		
Other services																														
Bellpersons	374	3.34	9	6	2	18	8	10	9	10	19	3	5	1	(?)	-	-	-	-	-	-	-	-	-	-	-	-	-		
Men	344	3.37	10	7	3	11	8	10	10	10	20	3	6	1	(?)	-	-	-	-	-	-	-	-	-	-	-	-	-		

¹ The Miami-Hialeah metropolitan area consists of Dade County.² Excludes tips and the value of meals, rooms, or uniforms, if provided, and premium pay for overtime and for work on weekends, holidays, and late shifts. Service charges added to customers' bills and distributed by the employer to the employees are included.³ Less than 0.5 percent.⁴ Includes counter, tray, and room service, and other than full-course restaurants.⁵ Virtually all men.⁶ Includes cocktail lounges, counters, and other than full-course restaurants.

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

Table 17. Employer-paid wages: Nontipped occupations, Miami-Hialeah, FL¹

(Percent distribution of workers in selected occupations by straight-time hourly wages,² June 1988)

Occupation	Number of workers	Average (mean) hourly wages	Percent of workers receiving straight-time hourly wages (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	8.00-8.25	8.25-8.50	8.50-8.75	8.75-9.00	9.00-9.25	9.25-9.50	9.50-9.75	9.75 and over
Food services																													
Service bartenders	33	\$5.11	-	-	-	-	6	18	27	27	6	3	6	-	-	-	6	-	-	-	-	-	-	-	-	-	-	-	-
Kitchen helpers	568	4.53	7	3	1	20	13	13	29	6	2	3	1	1	1	(³)	-	(³)	-	-	-	-	-	-	-	-	-	-	-
Restaurant cooks	340	7.04	-	-	-	-	-	-	-	3	1	4	2	3	17	11	16	10	1	9	4	8	1	4	1	1	1	(³)	3
Men	281	7.13	-	-	-	-	-	-	-	2	1	5	2	4	8	10	18	12	1	11	5	9	2	5	(³)	2	-	(³)	3
Short order cooks	157	6.63	-	-	-	5	9	-	-	6	1	2	1	5	7	10	8	3	5	15	5	8	-	4	1	3	-	1	-
Other services																													
Checkout cashiers	76	6.07	-	-	-	-	-	-	-	5	9	13	8	36	1	9	1	7	11	-	-	-	-	-	-	-	-	-	-
House porters ⁴	488	4.46	6	7	(³)	10	15	34	16	8	1	2	(³)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Lodging quarters cleaners ⁵	2,316	4.22	4	13	13	20	17	14	12	5	(³)	(³)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Room clerks	614	5.75	-	-	1	2	-	2	7	10	7	20	6	23	5	9	2	5	1	(³)	-	(³)	-	-	-	-	-	-	-
Women	314	5.63	-	-	2	2	-	3	6	12	9	26	2	20	8	4	3	1	3	-	-	-	-	-	-	-	-	-	-
Maintenance																													
General maintenance workers ⁴	383	7.00	-	-	-	-	-	3	-	4	4	3	2	19	7	4	6	7	4	9	2	12	2	3	1	1	1	1	6
Stationary engineers	15	8.43	-	-	-	-	-	-	-	-	-	-	-	-	-	-	53	-	-	-	-	-	-	-	7	-	-	-	⁶ 40

¹ The Miami-Hialeah metropolitan area consists of Dade County.

² Excludes tips and the value of meals, rooms, or uniforms, if provided, and premium pay for overtime and for work on weekends, holidays, and late shifts. Service charges added to customers' bills and distributed by the employer to the employees are included.

³ Less than 0.5 percent.

⁴ Virtually all men.

⁵ Virtually all women.

⁶ Workers were distributed as follows: 13 percent at \$10 and under \$10.25; 14 percent at \$10.50 and under \$10.75; and 13 percent at \$11 and under \$11.25.

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

Table 18. Employer-paid wages: Tipped occupations, New Orleans, LA¹

(Percent distribution of workers in selected occupations by straight-time hourly wages,² June 1988)

Occupation	Number of workers	Average (mean) hourly wages	Percent of workers receiving straight-time hourly wages (in dollars) of—																																
			2.00 and under 2.25	2.25 - 2.50	2.50 - 2.75	2.75 - 3.00	3.00 - 3.25	3.25 - 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 - 8.25	8.25 - 8.50	8.50 and over						
Food services																																			
Public bartenders	260	\$4.72	-	-	-	-	1	-	-	-	23	5	21	9	31	2	2	5	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Men	123	4.85	-	-	-	-	-	-	-	-	11	5	28	5	40	2	3	9	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Women	131	4.58	-	-	-	-	2	-	-	-	35	6	15	13	20	2	1	7	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Waiters and waitresses	989	2.79	20	13	25	18	8	4	3	3	1	1	6	2	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)		
Men	481	2.96	15	7	31	15	8	7	3	7	1	-	2	-	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)		
Women	483	2.62	26	18	21	19	8	1	1	-	-	1	1	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)		
Cocktail lounges	127	2.67	8	38	22	6	15	2	3	-	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Women	119	2.64	8	40	20	7	16	3	-	-	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Full-course restaurants	646	2.58	25	10	27	24	9	2	-	-	1	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Men	304	2.64	18	9	34	19	10	5	-	-	2	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Women	327	2.51	32	12	22	26	7	1	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Other ⁴	216	3.49	12	4	22	9	3	10	10	15	-	-	3	(³)	1	(³)	(³)	-	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
Men	173	3.52	9	4	23	8	3	13	9	18	-	-	3	-	1	-	-	1	1	2	1	2	1	1	1	1	1	1	1	1	1	1	1	1	
Women	37	3.50	30	5	22	-	-	-	16	-	-	-	5	3	3	3	3	1	-	3	2	3	3	3	3	3	3	3	3	3	3	3	3	3	
Waiters' and waitresses' assistants	235	3.98	7	-	-	-	-	22	6	3	11	19	25	1	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Men	195	3.99	8	-	-	-	-	22	7	2	7	21	27	2	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Full-course restaurants	200	4.00	8	-	-	-	-	20	8	4	7	20	27	2	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Men	180	4.00	9	-	-	-	-	19	7	2	3	22	29	2	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other ⁵	35	3.89	-	-	-	-	-	37	-	-	37	11	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other services																																			
Bellpersons ⁶	342	2.96	4	12	23	18	16	13	3	1	10	(³)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ The New Orleans metropolitan area consists of Jefferson, Orleans, St. Bernard, St. Charles, St. John the Baptist, and St. Tammany Parishes.

² Excludes tips and the value of meals, rooms, or uniforms, if provided, and premium pay for overtime and for work on weekends, holidays, and late shifts. Service charges added to customers' bills and distributed by the employer to the employees are included.

³ Less than 0.5 percent.

⁴ Includes counter, tray, and room service, and other than full-course restaurants.

⁵ Includes cocktail lounges, counters, and other than full-course restaurants.

⁶ Virtually all men.

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

Table 19. Employer-paid wages: Nontipped occupations, New Orleans, LA¹

(Percent distribution of workers in selected occupations by straight-time hourly wages,² June 1988)

Occupation	Number of workers	Average (mean) hourly wages	Percent of workers receiving straight-time hourly wages (in dollars) of—																																		
			3.35 and under 3.50	3.50	3.75	4.00	4.25	4.50	4.75	5.00	5.25	5.50	5.75	6.00	6.25	6.50	6.75	7.00	7.25	7.50	7.75	8.00	8.25	8.50	8.75	9.00	9.25	9.50	9.75 and over								
Food services																																					
Service bartenders	39	\$5.53	-	-	-	-	-	21	10	23	10	5	-	-	-	23	3	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Men	28	5.68	-	-	-	-	-	14	7	25	14	-	-	-	-	29	4	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Kitchen helpers	456	4.28	23	9	1	4	13	23	8	14	3	1	-	(?)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Men	381	4.29	21	11	2	4	15	18	9	16	2	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Restaurant cooks	330	5.76	-	-	-	16	1	13	-	6	3	2	9	17	5	8	2	3	2	5	1	2	2	1	(?)	-	1	(?)	-	1	(?)	-	-	-	-		
Men	160	6.36	-	-	-	7	-	6	-	4	4	2	11	14	9	12	1	3	4	10	3	4	3	3	-	1	-	3	3	-	-	-	-	-	-		
Women	143	5.04	-	-	-	29	1	24	-	10	3	3	8	6	2	4	3	3	1	1	-	-	1	-	-	-	1	-	-	-	-	-	-	-	-		
Short order cooks	25	5.47	-	-	-	-	12	12	8	8	4	24	-	16	-	8	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Men	14	5.55	-	-	-	-	14	14	-	7	-	36	-	-	-	14	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Women	11	5.37	-	-	-	-	9	9	18	9	9	9	-	36	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Other services																																					
Checkout cashiers	22	5.79	-	-	-	-	-	-	-	27	-	23	5	-	41	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women	17	5.90	-	-	-	-	-	-	-	24	-	12	6	-	53	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
House porters	336	4.47	2	12	8	14	9	16	18	14	3	3	-	1	(?)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Men	255	4.45	3	9	8	18	9	14	17	14	4	2	-	-	(?)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women	69	4.52	-	25	9	-	9	7	23	16	1	7	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Lodging quarters cleaners ⁴	2,031	4.33	8	15	11	11	8	11	21	11	1	2	(?)	(?)	(?)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Room clerks	552	5.61	-	-	-	7	-	6	3	19	4	14	7	23	8	2	1	2	1	1	(?)	2	(?)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Men	189	5.73	-	-	-	-	-	3	-	28	-	16	7	33	3	3	-	4	-	1	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Women	352	5.51	-	-	-	11	-	8	4	15	6	13	8	19	8	1	2	1	1	2	1	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Maintenance																																					
General maintenance workers ⁵	200	6.50	-	-	-	3	3	-	-	9	4	12	-	9	3	19	2	6	6	6	1	15	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stationary engineers ⁵	51	8.89	-	-	-	-	-	-	-	-	-	-	-	8	-	-	-	-	25	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ The New Orleans metropolitan area consists of Jefferson, Orleans, St. Bernard, St. Charles, St. John the Baptist, and St. Tammany Parishes.

² Excludes tips and the value of meals, rooms, or uniforms, if provided, and premium pay for overtime and for work on weekends, holidays, and late shifts. Service charges added to customers' bills and distributed by the employer to the employees are included.

³ Less than 0.5 percent.

⁴ Virtually all women.

⁵ Virtually all men.

⁶ Workers were distributed as follows: 2 percent at \$9.75 and under \$10; 21 percent at \$10 and under \$10.25; 18 percent at \$10.25 and under \$10.50; 2 percent at \$10.75 and under \$11; and 4 percent at \$11.25 and over.

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

Table 21. Employer-paid wages: Nontipped occupations, Washington, DC¹

(Percent distribution of workers in selected occupations by straight-time hourly wages,² June 1988)

Occupation	Number of workers	Average (mean) hourly wages	Percent of workers receiving straight-time hourly wages (in dollars) of—																											
			3.75 and under 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 - 8.25	8.25 - 8.50	8.50 - 8.75	8.75 - 9.00	9.00 - 9.25	9.25 - 9.50	9.50 - 9.75	9.75 - 10.00	10.00 - 10.25	10.25 and over	
Food services																														
Service bartenders	86	\$7.84	-	-	-	9	-	1	1	-	3	1	9	5	3	1	2	1	6	-	-	-	9	34	13	-	-	-	-	
Men	80	7.85	-	-	-	10	-	1	1	-	4	1	6	5	4	1	3	1	6	-	-	-	10	33	14	-	-	-	-	
Kitchen helpers	1,111	6.41	-	5	5	5	1	4	6	14	3	3	4	3	(³)	(³)	6	29	12	(³)	-	-	-	-	-	-	-	-		
Men	944	6.46	-	4	4	5	2	4	4	15	3	3	4	3	(³)	(³)	7	28	12	(³)	-	-	-	-	-	-	-	-		
Women	148	5.92	-	18	7	2	-	5	18	3	5	3	3	-	-	-	36	-	-	-	-	-	-	-	-	-	-	-		
Restaurant cooks	628	7.82	-	-	-	-	-	2	1	6	-	4	3	4	2	4	7	6	14	4	19	6	3	4	5	3	1	3	(³)	
Men	434	7.74	-	-	-	-	-	3	1	6	-	3	3	1	3	5	8	7	18	2	18	8	1	4	2	3	1	3	-	
Short order cooks	264	7.06	-	-	-	-	-	5	9	11	-	5	11	-	1	-	1	30	9	3	6	-	-	-	8	-	-	-	2	
Men	180	7.14	-	-	-	-	-	7	12	2	-	7	8	-	2	-	2	27	13	4	9	-	-	-	6	-	-	-	2	
Other services																														
Checkout cashiers	32	8.59	-	-	-	-	-	-	-	-	-	-	19	-	-	-	-	-	-	44	-	13	-	-	13	-	-	-	4	13
House porters	634	6.26	-	3	3	1	9	8	6	14	5	2	2	5	1	-	4	33	3	-	-	-	-	-	-	-	-	-	-	-
Men	484	6.23	-	1	3	1	12	7	5	16	5	2	1	6	1	-	6	29	4	-	-	-	-	-	-	-	-	-	-	-
Lodging quarters cleaners	4,425	5.93	2	10	4	11	3	5	5	9	4	5	3	2	3	1	3	26	3	(³)	(³)	-	-	-	-	-	-	-	-	-
Women	4,041	5.95	3	11	4	10	1	5	5	9	4	5	3	3	3	1	3	25	3	(³)	(³)	-	-	-	-	-	-	-	-	-
Room clerks	1,299	6.39	-	-	-	5	5	6	7	8	6	13	6	11	3	7	1	3	2	2	3	1	-	(³)	2	-	-	-	3	
Maintenance																														
General maintenance workers	545	8.55	-	-	-	4	1	3	1	3	5	5	1	1	-	10	5	1	3	8	3	5	3	2	8	2	(³)	3	⁵ 24	
Men	486	8.70	-	-	-	4	-	1	1	2	5	5	1	1	-	11	5	1	2	9	3	5	4	2	9	2	(³)	3	24	
Stationary engineers	102	12.31	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-	17	-	-	⁶ 59
Men	96	12.20	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-	18	-	-	22	56

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

² Excludes tips and the value of meals, rooms, or uniforms, if provided, and premium pay for overtime and for work on weekends, holidays, and late shifts. Service charges added to customers' bills and distributed by the employer to the employees are included.

³ Less than 0.5 percent.

⁴ All workers were at \$10.75 and under \$11.

⁵ Workers were distributed as follows: 1 percent at \$10.25 and under \$11; 8 percent at \$11 and under \$11.25; 5 percent at \$11.25 and under \$11.50; and 10 percent at \$11.50 and over.

⁶ Workers were distributed as follows: 7 percent at \$11 and under \$11.25; 4 percent at \$11.25 and under \$11.50; and 7 percent at \$14 and under \$14.25; 21 percent at \$14.50 and under \$14.75; 13 percent at \$15.25 and under \$15.50; and 7 percent at \$15.50 and over.

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

Table 25. Employer-paid wages: Nontipped occupations, Detroit, MI¹

(Percent distribution of workers in selected occupations by straight-time hourly wages,² June 1988)

Occupation	Number of workers	Average (mean) hourly wages	Percent of workers receiving straight-time hourly wages (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	8.00-8.25	8.25-8.50	8.50-9.00	9.00-9.50	9.50-10.00	10.00-10.50	10.50-11.00	11.00-11.50				
Food services																																	
Kitchen helpers	441	\$4.72	4	9	14	6	4	13	6	21	3	2	11	(³)	7	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Men	355	4.70	2	10	14	7	5	12	6	23	3	1	8	1	8	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Women	82	4.81	10	5	15	-	-	17	5	15	-	5	26	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Restaurant cooks	321	6.33	-	-	-	-	4	1	-	9	2	5	13	4	12	16	9	15	2	6	1	-	-	-	-	-	-	-	-	-	-		
Men	232	6.38	-	-	-	-	5	2	-	4	3	6	13	5	12	13	9	15	3	8	2	-	-	-	(³)	1	1	-	-	-	-		
Women	87	6.22	-	-	-	-	-	-	-	22	-	2	15	1	10	24	7	16	1	-	-	-	-	-	-	-	-	-	-	-	-		
Short order cooks	26	6.12	-	-	-	-	-	-	-	4	-	8	15	31	-	42	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Men	10	6.05	-	-	-	-	-	-	-	-	-	-	40	40	-	20	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Women	16	6.17	-	-	-	-	-	-	-	6	-	13	-	25	-	56	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Other services																																	
House porters	303	5.21	-	-	4	3	3	8	13	15	16	15	11	9	3	(³)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Men	254	5.16	-	-	5	4	3	10	13	14	17	14	8	10	2	(³)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Women	48	5.49	-	-	-	-	2	-	8	23	6	21	25	6	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Lodging quarters cleaners ⁴	1,536	4.91	-	5	7	7	7	16	6	14	14	7	11	(³)	3	(³)	1	(³)	1	(³)	(³)	-	-	-	-	-	-	-	-	-	-	-	
Room clerks	535	5.35	-	(³)	-	9	4	9	5	10	12	18	12	8	5	5	2	-	(³)	(³)	-	-	-	-	-	-	-	-	-	-	-	-	
Men	138	5.42	-	1	-	1	3	15	1	12	11	21	9	12	3	7	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Women	392	5.32	-	-	-	11	4	7	6	9	12	17	14	7	6	4	2	-	1	1	-	-	-	-	-	-	-	-	-	-	-		
Maintenance																																	
General maintenance workers ⁵	104	7.68	-	-	-	-	-	-	-	-	4	14	5	2	8	9	14	-	1	4	-	-	2	5	6	3	21	-	3	-	-		

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

² Excludes tips and the value of meals, rooms, or uniforms, if provided, and premium pay for overtime and for work on weekends, holidays, and late shifts. Service charges added to customers' bills and distributed by the employer to the employees are included.

³ Less than 0.5 percent.

⁴ Virtually all women.

⁵ Virtually all men.

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

Table 26. Employer-paid wages: Tipped occupations, Kansas City, MO-KS¹

(Percent distribution of workers in selected occupations by straight-time hourly wages,² June 1988)

Occupation	Number of workers	Average (mean) hourly wages	Percent of workers receiving straight-time hourly wages (in dollars) of—																														
			2.00 and under 2.25	2.25 - 2.50	2.50 - 2.75	2.75 - 3.00	3.00 - 3.25	3.25 - 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 - 8.25	8.25 - 8.50	8.50 and over				
Food services																																	
Public bartenders	156	\$5.15	-	-	-	-	-	-	-	-	-	-	4	14	8	10	21	13	13	6	5	3	3	-	-	-	-	-	-	-	-	-	
Men	67	5.41	-	-	-	-	-	-	-	-	-	-	4	4	6	9	19	10	16	4	10	4	-	-	-	-	-	-	-	-	-	-	
Women	89	4.95	-	-	-	-	-	-	-	-	-	-	-	21	9	10	21	15	10	7	1	2	-	-	-	-	-	-	-	-	-		
Waiters and waitresses	603	2.64	25	22	18	13	8	8	1	1	1	1	-	(?)	(?)	-	-	(?)	-	-	-	-	-	-	-	-	-	-	-	-	-		
Men	206	2.84	15	13	22	18	10	12	3	2	3	-	-	(?)	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(?)		
Women	397	2.54	30	27	16	10	7	6	(?)	1	(?)	2	-	(?)	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	(?)		
Cocktail lounges	116	2.63	23	25	16	15	6	5	6	2	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-		
Women	100	2.55	27	28	17	14	4	5	1	2	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-		
Full-course restaurants	405	2.53	30	24	18	11	8	8	-	-	-	1	-	-	-	(?)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Men	134	2.88	21	15	22	19	10	12	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Women	271	2.46	34	28	15	7	8	6	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Other ⁴	82	3.21	4	9	26	21	6	10	6	10	6	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	
Men	56	3.15	5	9	25	18	7	13	-	7	13	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Women	26	3.36	-	8	27	27	4	4	-	4	4	15	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2
Waiters' and waitresses' assistants	212	3.90	-	-	-	-	4	8	25	17	28	10	3	1	2	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Men	189	3.88	-	-	-	-	4	8	24	17	30	11	3	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women	23	4.04	-	-	-	-	4	9	35	9	17	4	4	9	-	-	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Full-course restaurants	193	3.84	-	-	-	-	5	9	25	17	31	11	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Men	174	3.85	-	-	-	-	5	9	23	18	32	11	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women	19	3.78	-	-	-	-	5	11	42	11	21	5	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other ⁵	19	4.42	-	-	-	-	-	-	32	11	5	-	11	11	21	-	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Men	15	4.21	-	-	-	-	-	-	40	13	7	-	13	-	27	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other services																																	
Bellpersons	80	2.95	21	9	10	11	10	18	11	-	8	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Men	72	2.98	21	8	11	8	10	18	13	-	8	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women	8	2.71	25	13	-	38	13	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 tips and the value of meals, rooms, or uniforms, if provided, and premium pay for overtime and for work on weekends, holidays, and late shifts. Service charges added to customers' bills and distributed by the employer to the employees are included.

³ Less than 0.5 percent.

⁴ Includes counter, tray, and room service, and other than full-course restaurants.

⁵ Includes cocktail lounges, counters, and other than full-course restaurants.

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

Table 27. Employer-paid wages: Nontipped occupations, Kansas City, MO-KS¹

(Percent distribution of workers in selected occupations by straight-time hourly wages,² June 1988)

Occupation	Number of workers	Average (mean) hourly wages	Percent of workers receiving straight-time hourly wages (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	8.00-8.25	8.25-8.50	8.50-8.75	8.75-9.00	9.00-9.25	9.25-9.50	9.50-9.75	9.75 and over
Food services																													
Service bartenders	15	\$5.19	-	-	-	-	-	-	20	27	33	7	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Men	6	5.30	-	-	-	-	-	-	33	17	-	17	33	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Women	9	5.12	-	-	-	-	-	-	11	33	56	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Kitchen helpers	303	4.49	6	1	(³)	14	24	31	8	6	3	4	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Men	266	4.45	7	1	(³)	16	26	30	8	6	3	3	(³)	(³)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Women	37	4.83	-	-	-	3	14	43	14	8	5	5	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Restaurant cooks	260	5.64	-	-	-	6	5	3	6	17	2	16	10	7	9	7	3	4	4	(³)	(³)	-	-	-	-	-	-	-	
Men	179	5.70	-	-	-	3	4	3	6	17	2	20	9	8	7	6	4	5	4	1	-	1	-	-	-	-	-	-	
Women	81	5.49	-	-	-	12	6	4	6	16	4	7	11	4	12	10	2	2	2	-	-	-	-	-	-	-	-	-	
Other services																													
House porters	271	4.53	-	4	13	19	17	16	10	7	2	7	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Men	199	4.49	-	6	13	19	17	16	11	7	3	6	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Women	72	4.62	-	1	14	19	17	15	7	8	-	8	8	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Lodging quarters cleaners ⁴	1,285	4.27	-	15	14	18	24	14	6	4	2	2	1	(³)	(³)	-	-	-	-	-	-	-	-	-	-	-	-	-	
Room clerks	468	4.97	2	-	-	6	17	12	16	12	6	15	6	3	(³)	1	2	2	-	-	-	-	-	-	-	-	-	-	
Men	153	5.02	6	-	-	-	16	11	16	11	7	20	3	2	-	3	5	1	-	-	-	-	-	-	-	-	-	-	
Women	315	4.94	-	-	-	9	18	12	16	12	5	13	8	4	(³)	-	-	3	-	-	-	-	-	-	-	-	-	-	
Maintenance																													
General maintenance workers ⁵	172	6.84	-	-	-	-	-	-	-	17	4	19	2	5	3	6	3	12	1	2	3	1	3	8	1	1	1	9	
Stationary engineers ⁵	12	10.48	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	17	8	8	-	-	67		

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 tips and the value of meals, rooms, or uniforms, if provided, and premium pay for overtime and for work on weekends, holidays, and late shifts. Service charges added to customers' bills and distributed by the employer to the employees are included.

³ Less than 0.5 percent.

⁴ Virtually all women.

⁵ Virtually all men.

⁶ Workers were distributed as follows: 8 percent at \$9.75 and under \$10; 25 percent at \$11 and under \$11.25; and 34 percent at \$11.25 and over.

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

Table 28. Employer-paid wages: Tipped occupations, Denver, CO¹

(Percent distribution of workers in selected occupations by straight-time hourly wages,² June 1988)

Occupation	Number of workers	Average (mean) hourly wages	Percent of workers receiving straight-time hourly wages (in dollars) of—																												
			2.00 and under 2.25	2.25	2.50	2.75	3.00	3.25	3.50	3.75	4.00	4.25	4.50	4.75	5.00	5.25	5.50	5.75	6.00	6.25	6.50	6.75	7.00	7.25	7.50	7.75	8.00	8.25	8.50	8.50 and over	
Food services																															
Public bartenders	258	\$4.58	-	-	-	-	-	-	-	-	-	36	11	21	4	7	5	11	5	-	-	-	-	-	-	-	-	-	-	-	-
Men	119	4.72	-	-	-	-	-	-	-	-	29	8	23	3	6	5	16	10	-	-	-	-	-	-	-	-	-	-	-	-	
Women	139	4.45	-	-	-	-	-	-	-	-	42	13	20	6	7	5	7	-	-	-	-	-	-	-	-	-	-	-	-	-	
Waiters and waitresses	997	2.49	55	15	5	9	1	11	1	2	1	-	(³)	-	-	-	-	-	(³)	-	-	(³)	-	-	-	-	-	-	(³)	(³)	1
Men	356	2.67	51	18	3	9	-	10	1	4	1	-	1	-	-	-	-	-	(³)	-	-	(³)	-	-	-	-	-	-	(³)	(³)	2
Women	611	2.40	56	12	6	10	1	11	1	-	1	-	(³)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Cocktail lounges ⁴	190	2.45	58	10	1	13	-	11	3	-	3	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Full-course restaurants	695	2.31	59	18	6	9	1	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Men	282	2.30	59	22	2	9	-	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women	391	2.33	58	14	9	9	2	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other ⁵	112	3.65	26	3	4	7	-	29	4	14	4	-	2	-	-	-	-	-	1	-	-	1	-	-	-	-	-	-	1	1	5
Men	73	4.11	18	3	3	11	-	19	5	22	3	-	3	-	-	-	-	-	1	-	-	1	-	-	-	-	-	1	1	8	
Waiters' and waitresses' assistants	337	3.65	-	-	-	-	-	28	43	15	3	1	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Men	255	3.68	-	-	-	-	-	26	42	17	2	1	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women	82	3.55	-	-	-	-	-	34	46	10	7	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Full-course restaurants	327	3.64	-	-	-	-	-	29	44	16	1	-	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Men	251	3.67	-	-	-	-	-	26	43	18	2	-	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women	76	3.52	-	-	-	-	-	37	50	11	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other ⁶	10	4.03	-	-	-	-	-	10	-	-	60	30	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other services																															
Bellpersons ⁷	174	3.24	17	-	1	19	-	33	10	7	1	5	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ The Denver metropolitan area consists of Adams, Arapahoe, Denver, Douglas, and Jefferson Counties.
² Excludes tips and the value of meals, rooms, or uniforms, if provided, and premium pay for overtime and for work on weekends, holidays, and late shifts. Service charges added to customers' bills and distributed by the employer to the employees are included.
³ Less than 0.5 percent.
⁴ Virtually all women.
⁵ Includes counter, tray, and room service, and other than full-course restaurants.
⁶ Includes cocktail lounges, counters, and other than full-course restaurants.
⁷ Virtually all men.
 NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate no data. Overall data may include information for subclassifications not shown separately.

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Table 29. Employer-paid wages: Nontipped occupations, Denver, CO¹

(Percent distribution of workers in selected occupations by straight-time hourly wages,² June 1988)

Occupation	Number of workers	Average (mean) hourly wages	Percent of workers receiving straight-time hourly wages (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 - 8.25	8.25 - 8.50	8.50 - 8.75	8.75 - 9.00	9.00 - 9.25	9.25 - 9.50	9.50 - 9.75	9.75 and over								
Food services																																					
Service bartenders	10	\$5.70	-	-	-	-	-	-	10	-	10	10	70	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Kitchen helpers	444	4.53	4	15	4	13	4	20	18	5	6	5	1	1	1	(³)	-	-	(³)	-	-	(³)	-	-	(³)	-	-	(³)	-	-	-	-	-	-			
Men	346	4.41	5	18	5	16	5	21	11	7	4	5	2	1	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Restaurant cooks	354	6.34	-	-	-	-	-	-	-	2	5	9	7	21	18	14	6	7	8	1	1	1	1	1	1	-	-	-	-	-	-	-	-	-			
Men	291	6.27	-	-	-	-	-	-	-	2	6	11	8	23	13	15	5	5	7	1	1	1	1	1	-	-	-	-	-	-	-	-	-	-			
Women	63	6.66	-	-	-	-	-	-	-	-	-	-	3	8	40	10	8	14	14	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Short order cooks	108	5.22	-	-	-	2	-	19	6	16	22	10	13	8	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Men	84	5.16	-	-	-	2	-	25	6	13	24	6	14	6	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Women	24	5.40	-	-	-	-	-	-	8	25	17	25	8	17	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Other services																																					
House porters	341	4.67	-	-	6	20	2	28	18	11	5	3	4	3	(³)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Men	285	4.68	-	-	7	20	2	24	19	11	6	4	4	3	(³)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Women	56	4.63	-	-	-	18	-	50	13	11	4	2	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Lodging quarters cleaners ⁴	1,555	4.41	5	9	10	7	13	28	14	8	2	2	(³)	1	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)		
Room clerks	455	5.17	-	-	1	4	4	9	10	22	21	19	3	2	3	2	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Men	179	5.08	-	-	2	7	4	11	8	21	21	19	2	4	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Women	276	5.22	-	-	-	1	4	8	11	22	22	19	3	1	3	3	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Maintenance																																					
General maintenance workers ⁵	219	7.22	-	-	-	-	-	-	-	3	-	3	2	14	5	8	6	12	5	9	9	9	9	9	2	5	2	-	(³)	(³)	5	62	5	62			
Stationary engineers ⁵	29	10.18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	14	3	3	-	14	-	-	3	3	62	62			

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

² Excludes tips and the value of meals, rooms, or uniforms, if provided, and premium pay for overtime and for work on weekends, holidays, and late shifts. Service charges added to customers' bills and distributed by the employer to the employees are included.

³ Less than 0.5 percent.

⁴ Virtually all women.

⁵ Virtually all men.

⁶ Workers were distributed as follows: 3 percent at \$10 and under \$10.25; 24 percent at \$10.50 and under \$10.75; 21 percent at \$11 and under \$11.25; and 14 percent at \$11.25 and over.

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

Table 33. Employer-paid wages: Nontipped occupations, Oakland, CA¹

(Percent distribution of workers in selected occupations by straight-time hourly wages,² July 1988)

Occupation	Number of workers	Average (mean) hourly wages	Percent of workers receiving straight-time hourly wages (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 7.25	7.25 7.50	7.50 7.75	7.75 8.00	8.00 8.25	8.25 8.50	8.50 8.75	8.75 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		
Food services																													
Kitchen helpers	154	\$6.74	-	1	1	5	20	5	5	3	1	8	-	11	-	2	38	-	-	-	-	-	-	-	-	-	-	-	-
Men	139	6.85	-	1	-	6	19	4	5	1	1	7	-	12	-	2	42	-	-	-	-	-	-	-	-	-	-	-	
Restaurant cooks	95	10.03	-	-	-	-	-	-	-	-	-	-	-	1	-	3	2	7	15	4	1	5	8	5	-	45	2		
Men	73	9.96	-	-	-	-	-	-	-	-	-	-	-	1	-	4	1	7	19	4	-	4	7	7	-	42	3		
Short order cooks	78	7.90	-	-	-	-	-	3	9	13	-	-	29	3	-	1	3	4	-	4	-	-	29	3	-	-			
Men	41	7.83	-	-	-	-	-	2	2	7	-	-	46	2	-	2	5	-	-	5	-	-	27	-	-	-			
Women	37	7.98	-	-	-	-	-	3	16	19	-	-	11	3	-	-	-	8	-	3	-	-	32	5	-	-			
Other services																													
House porters	105	6.32	2	-	1	2	4	11	30	5	2	6	7	18	8	5	-	-	-	-	-	-	-	-	-	-	-		
Men	81	6.33	1	-	1	2	5	15	25	6	-	7	-	22	9	6	-	-	-	-	-	-	-	-	-	-	-		
Lodging quarters cleaners	650	6.10	13	(³)	1	2	14	18	1	2	11	2	5	24	9	-	-	-	-	-	-	-	-	-	-	-	-		
Women	616	6.06	14	(³)	1	2	14	19	1	1	12	2	-	25	9	-	-	-	-	-	-	-	-	-	-	-			
Room clerks	209	6.74	11	-	-	-	-	-	(³)	3	20	10	18	3	3	22	4	-	2	-	-	-	-	2	-	-			
Men	59	7.17	-	-	-	-	-	-	-	2	25	8	14	8	8	22	3	-	2	-	-	-	7	-	-	-			
Women	142	6.55	17	-	-	-	-	-	1	2	18	11	20	1	-	23	4	-	3	-	-	-	-	-	-	-			
Maintenance																													
General maintenance workers ⁴	102	7.41	18	-	-	1	-	-	-	8	-	-	2	4	20	4	5	11	1	6	-	-	4	17	1	-	-		

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

² Excludes tips and the value of meals, rooms, or uniforms, if provided, and premium pay for overtime and for work on weekends, holidays, and late shifts. Service charges added to customers' bills and distributed by the employer to the employees are included.

³ Less than 0.5 percent.

⁴ Virtually all men.

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

Table 34. Employer-paid wages: Tipped occupations, San Diego, CA¹

(Percent distribution of workers in selected occupations by straight-time hourly wages,² July 1988)

Occupation	Number of workers	Average (mean) hourly wages	Percent of workers receiving straight-time hourly wages (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 - 7.25	7.25 - 7.50	7.50 - 7.75	7.75 - 8.00	8.00 - 8.25	8.25 - 8.50	8.50 - 8.75	8.75 - 9.00	9.00 - 9.25	9.25 - 9.50	9.50 - 9.75	9.75 - 10.00	10.00 - 10.25	10.25 - 10.50	10.50 - 10.75	10.75 and over	
Food services																														
Public bartenders	238	\$6.59	(³)	2	-	2	-	13	1	18	8	8	5	14	13	4	8	3	-	-	-	-	(³)	(³)	-	-	-	-	-	-
Waiters and waitresses	1,130	4.55	70	17	7	2	1	(³)	(³)	1	(³)	1	(³)	-	1	-	(³)	-	-	(³)	(³)	-	(³)	(³)	-	-	-	-	(³)	
Cocktail lounges	176	4.39	72	18	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Full-course restaurants	753	4.42	75	16	5	2	1	-	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Other ⁴	201	5.17	48	19	9	3	1	(³)	1	1	(³)	4	1	-	4	-	1	-	-	1	2	-	-	1	-	-	-	-	2	
Waiters' and waitresses' assistants	461	4.56	50	27	14	5	3	-	-	(³)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Full-course restaurants	379	4.58	47	26	16	6	4	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Other ⁵	82	4.44	62	30	5	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Other services																														
Bellpersons	253	4.52	54	23	13	6	-	2	(³)	1	-	-	-	(³)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

¹ The San Diego metropolitan area consists of San Diego County.
² Excludes tips and the value of meals, rooms, or uniforms, if provided, and premium pay for overtime and for work on weekends, holidays, and late shifts. Service charges added to customers' bills and distributed by the employer to the employees are included.
³ Less than 0.5 percent.

⁴ Includes counter, tray, and room service, and other than full-course restaurants.
⁵ Includes cocktail lounges, counters, and other than full-course restaurants.
 NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate no data. Overall data may include information for subclassifications not shown separately.

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Table 35. Employer-paid wages: Nontipped occupations, San Diego, CA¹

(Percent distribution of workers in selected occupations by straight-time hourly wages,² July 1988)

Occupation	Number of workers	Average (mean) hourly wages	Percent of workers receiving straight-time hourly wages (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 - 7.25	7.25 - 7.50	7.50 - 7.75	7.75 - 8.00	8.00 - 8.25	8.25 - 8.50	8.50 - 8.75	8.75 - 9.00	9.00 - 9.25	9.25 - 9.50	9.50 - 9.75	9.75 - 10.00	10.00 - 10.25	10.25 - 10.50	10.50 - 10.75	10.75 and over	
Food services																														
Service bartenders	19	\$7.85	-	-	-	-	-	-	-	-	-	-	11	11	-	37	42	-	-	-	-	-	-	-	-	-	-	-	-	-
Kitchen helpers	374	4.85	22	13	22	25	14	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Restaurant cooks	374	7.18	1	(³)	1	3	1	1	2	8	2	11	12	17	14	5	1	10	(³)	3	1	1	(³)	1	1	1	1	3	1	
Short order cooks	47	5.73	13	2	-	-	38	-	9	-	-	21	-	17	-	-	-	(³)	-	-	-	-	-	-	-	-	-	-	-	
Other services																														
House porters	337	4.96	14	17	19	14	20	14	1	(³)	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Lodging quarters cleaners	2,072	4.82	27	23	16	17	8	4	1	1	(³)	1	(³)	1	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	
Room clerks	516	5.74	5	10	3	8	5	17	9	20	5	5	2	5	(³)	4	-	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	
Maintenance																														
General maintenance workers	299	6.53	5	9	1	5	5	1	7	11	7	4	-	11	12	2	5	5	3	1	2	3	1	1	-	-	1	-	-	
Men	250	6.32	6	11	1	6	5	-	8	14	8	3	-	13	2	2	6	6	4	1	2	-	1	1	-	-	-	-	-	

¹ The San Diego metropolitan area consists of San Diego County.
² Excludes tips and the value of meals, rooms, or uniforms, if provided, and premium pay for overtime and for work on weekends, holidays, and late shifts. Service charges added to customers' bills and distributed by the employer to the employees are included.

³ Less than 0.5 percent.
 NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate no data. Overall data may include information for subclassifications not shown separately.

Table 36. Employer-paid wages: Tipped occupations, San Francisco, CA¹

(Percent distribution of workers in selected occupations by straight-time hourly wages,² July 1988)

Occupation	Number of workers	Average (mean) hourly wages	Percent of workers receiving straight-time hourly wages (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 - 7.25	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 - 12.00	12.00 - 12.50	12.50 - 13.00	13.00 - 13.50	13.50 - 14.00
Food services																													
Public bartenders	262	\$11.39	-	-	-	-	-	-	-	3	-	6	-	7	-	-	-	6	2	-	5	5	-	-	-	7	-	55	5
Men	196	12.19	-	-	-	-	-	-	-	1	-	2	-	-	-	-	-	7	3	-	4	6	-	-	-	6	-	65	7
Women	66	9.03	-	-	-	-	-	-	-	9	-	18	-	27	-	-	-	5	-	-	9	-	-	-	-	9	-	23	-
Waiters and waitresses	1,603	5.86	22	7	2	1	3	1	(³)	1	8	48	1	(³)	2	1	(³)	(³)	-	(³)	(³)	-	-	-	-	-	-	-	-
Men	903	6.03	13	8	1	2	4	2	-	2	11	50	2	(³)	4	1	(³)	(³)	-	(³)	(³)	-	-	-	-	-	-	-	-
Women	700	5.63	33	6	3	1	1	-	(³)	1	6	46	-	-	1	-	-	-	-	(³)	1	-	-	-	-	-	-	-	-
Cocktail lounges ⁴	243	5.78	30	6	-	-	-	-	-	1	9	52	-	-	-	-	-	-	-	(³)	2	-	-	-	-	-	-	-	-
Full-course restaurants	925	5.72	26	5	3	1	5	-	-	2	7	48	2	-	1	-	-	-	-	-	2	-	-	-	-	-	-	-	-
Men	518	5.84	18	8	2	-	7	-	-	2	8	48	3	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women	407	5.56	36	1	5	1	2	-	-	1	5	47	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other ⁵	435	6.19	9	11	-	3	-	3	(³)	1	11	48	-	1	6	2	(³)	(³)	-	-	2	-	-	-	1	-	-	-	-
Men	373	6.27	6	7	-	4	-	4	-	1	13	53	-	1	6	3	1	1	-	2	1	-	-	1	-	-	-	-	-
Women	62	5.71	23	35	-	-	-	-	3	-	-	19	-	-	10	-	-	-	3	-	-	-	6	-	-	-	-	-	-
Waiters' and waitresses' assistants ⁶	545	6.17	19	6	2	-	-	-	4	1	-	6	56	4	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-
Full-course restaurants	457	6.17	21	3	3	-	-	-	5	1	-	7	54	5	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-
Other ⁷	88	6.15	11	20	-	-	-	-	-	-	-	-	66	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-
Other services																													
Bellpersons	523	5.28	16	1	-	5	65	8	-	2	-	1	-	1	-	(³)	-	(³)	-	-	-	-	-	-	-	-	-	-	-

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

² Excludes tips and the value of meals, rooms, or uniforms, if provided, and premium pay for overtime and for work on weekends, holidays, and late shifts. Service charges added to customers' bills and distributed by the employer to the employees are included.

³ Less than 0.5 percent.

⁴ Virtually all women.

⁵ Includes counter, tray, and room service, and other than full-course restaurants.

⁶ Virtually all men.

⁷ Includes cocktail lounges, counters, and other than full-course restaurants.

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

Table 37. Employer-paid wages: Nontipped occupations, San Francisco, CA¹

(Percent distribution of workers in selected occupations by straight-time hourly wages,² July 1988)

Occupation	Number of workers	Average (mean) hourly wages	Percent of workers receiving straight-time hourly wages (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 - 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	
Food services																													
Service bartenders	40	\$12.23	-	-	-	-	-	-	-	-	-	-	30	5	-	-	-	-	10	10	45	-	-	-	-	-	-	-	-
Men	34	12.46	-	-	-	-	-	-	-	-	-	-	29	-	-	-	-	-	6	12	53	-	-	-	-	-	-	-	-
Women	6	10.93	-	-	-	-	-	-	-	-	-	-	33	33	-	-	-	-	33	-	-	-	-	-	-	-	-	-	-
Kitchen helpers	744	7.80	7	2	6	11	2	-	6	9	46	11	(³)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Men	690	7.72	7	2	7	12	2	-	6	8	44	11	(³)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Women	54	8.74	-	-	-	-	-	-	-	19	67	15	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Restaurant cooks	547	11.95	-	-	-	-	1	4	1	5	5	3	3	2	3	2	-	16	3	31	16	1	2	-	-	-	-	-	
Men	442	11.86	-	-	-	-	-	5	1	6	6	3	4	2	4	2	-	15	2	31	15	(³)	3	-	-	-	-	-	
Women	105	12.33	-	-	-	-	-	8	2	-	3	4	-	-	-	-	22	9	32	20	1	-	-	-	-	-	-	-	
Short order cooks	278	9.81	-	-	-	3	10	10	4	4	2	-	-	1	50	9	-	4	4	-	-	-	-	-	-	-	-	-	
Men	169	9.76	-	-	-	-	12	10	6	2	4	-	-	2	47	9	-	4	5	-	-	-	-	-	-	-	-	-	
Women	109	9.88	-	-	-	7	6	9	-	6	-	-	-	1	56	8	-	6	2	-	-	-	-	-	-	-	-	-	
Other services																													
House porters	752	8.21	3	1	2	3	5	6	-	15	58	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Men	658	8.36	2	1	(³)	1	6	6	-	17	61	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Women	94	7.16	⁴ 13	-	17	17	-	6	-	2	38	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Lodging quarters cleaners ⁵	2,545	8.02	-	3	10	10	3	1	(³)	15	56	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Room clerks	826	8.89	-	-	7	1	1	2	12	4	18	21	4	17	10	-	1	-	-	-	-	-	-	-	-	-	-	-	
Men	405	9.21	-	-	(³)	-	-	1	19	2	15	23	5	20	12	-	1	-	-	-	-	-	-	-	-	-	-	-	
Women	421	8.59	-	-	14	3	2	3	6	7	20	19	4	14	8	-	1	-	-	-	-	-	-	-	-	-	-	-	
Maintenance																													
General maintenance workers ⁶	220	9.16	1	3	-	-	3	9	15	9	14	8	8	(³)	5	18	1	-	-	-	-	2	-	1	-	2	-	-	
Stationary engineers ⁶	28	19.99	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	64	⁷ 36	

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

² Excludes tips and the value of meals, rooms, or uniforms, if provided, and premium pay for overtime and for work on weekends, holidays, and late shifts. Service charges added to customers' bills and distributed by the employer to the employees are included.

³ Less than 0.5 percent.

⁴ All workers were at \$4 and under \$4.50.

⁵ Virtually all women.

⁶ Virtually all men.

⁷ All workers were at \$20 and under \$21.

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

Table 38. Average hourly earnings: Tipped occupations

(Average hourly earnings¹ and percent received as tips² for workers in selected occupations, hotels and motels, selected metropolitan areas,³ June-July 1988⁴)

Occupation	Northeast								South					
	Atlantic City		Boston		New York		Philadelphia		Atlanta		Dallas		Houston	
	Total average hourly earnings	Percent received as tips	Total average hourly earnings	Percent received as tips	Total average hourly earnings	Percent received as tips	Total average hourly earnings	Percent received as tips	Total average hourly earnings	Percent received as tips	Total average hourly earnings	Percent received as tips	Total average hourly earnings	Percent received as tips
Public bartenders	\$10.40	38	\$10.07	40	\$15.55	39	-	-	\$6.72	22	\$7.12	30	\$7.88	39
Bellpersons	-	-	-	-	-	-	\$7.86	53	6.79	53	5.36	37	6.05	46
Waiters and waitresses	-	-	-	-	-	-	9.82	69	-	-	5.41	53	5.94	59
Cocktail lounges	-	-	-	-	9.85	43	9.51	69	-	-	5.90	63	5.97	65
Full-course restaurants	9.57	64	-	-	-	-	9.95	71	6.31	60	5.19	56	5.78	61
Other ⁵	5.78	34	-	-	-	-	9.56	61	-	-	5.71	42	6.25	47
Waiters' and waitresses' assistants	6.26	26	-	-	-	-	5.34	25	4.60	3	4.15	9	5.11	26
Full-course restaurants	-	-	-	-	-	-	5.32	26	4.51	2	4.09	10	5.18	27
Other ⁶	-	-	8.02	9	-	-	-	-	5.12	12	4.65	5	4.81	20
	South—Continued								Midwest				West	
	Miami-Hialeah		New Orleans		Washington		Chicago		Detroit		Kansas City		Denver	
	Total average hourly earnings	Percent received as tips	Total average hourly earnings	Percent received as tips	Total average hourly earnings	Percent received as tips	Total average hourly earnings	Percent received as tips	Total average hourly earnings	Percent received as tips	Total average hourly earnings	Percent received as tips	Total average hourly earnings	Percent received as tips
Public bartenders	\$8.01	52	\$7.08	34	-	-	\$9.16	36	\$7.69	32	\$7.46	32	\$7.11	37
Bellpersons	6.99	54	5.02	41	-	-	-	-	-	-	5.60	49	-	-
Waiters and waitresses	7.75	65	6.06	54	-	-	-	-	7.48	61	6.58	61	5.80	57
Cocktail lounges	7.57	69	6.10	57	-	-	-	-	6.76	53	6.18	58	5.13	54
Full-course restaurants	8.24	70	6.09	58	-	-	9.09	63	7.73	63	6.78	64	5.86	61
Other ⁵	6.40	43	5.93	40	-	-	-	-	-	-	6.14	48	-	-
Waiters' and waitresses' assistants	5.49	32	4.69	16	-	-	4.65	20	-	-	4.30	10	4.05	10
Full-course restaurants	5.46	33	4.70	15	-	-	4.64	23	-	-	4.26	10	4.04	10
Other ⁶	-	-	-	-	4.67	13	-	-	6.13	5	4.67	5	4.43	9

¹ Employer-paid wages plus estimated hourly tips. Excludes premium pay for overtime and for work on weekends, holidays, and late shifts; also excludes the value of meals, rooms, and uniforms provided in addition to cash wages.

² Estimates are based on only those workers for whom tip information was obtained. For procedures used in estimating tips, see appendix A.

³ For definitions of areas, see appendix A, table A-1, footnote 2.

⁴ The payroll month of reference was June 1988 for all areas except Boston. For this area, July 1988 was the payroll reference month so that data reflect changes in the State

minimum wage law which were effective July 1, 1988.

⁵ Includes counter, tray, and room service and other than full-course restaurants.

⁶ Includes cocktail lounges, counters, and other than full-course restaurants.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Data for Los Angeles-Long Beach, Oakland, San Diego, and San Francisco did not meet publication criteria.

Table 39. Scheduled weekly hours

(Percent of full-time nonsupervisory, nonoffice workers in hotels and motels by scheduled weekly hours,¹ 18 metropolitan areas,² June-July 1988³)

Weekly hours	Northeast				South						Midwest			West				
	Atlantic City	Boston	New York	Philadelphia	Atlanta	Dallas	Houston	Miami-Hialeah	New Orleans	Washington	Chicago	Detroit	Kansas City	Denver	Los Angeles-Long Beach	Oakland	San Diego	San Francisco
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Under 30 hours	-	-	1	-	-	2	-	-	3	2	1	-	-	-	-	-	-	-
30 hours	-	1	-	-	7	10	-	-	7	2	-	6	3	5	-	-	6	-
Over 30 and under 35 hours	-	-	-	8	6	2	-	-	13	1	5	11	8	3	6	11	8	-
35 hours	85	2	85	8	20	29	2	11	10	2	2	4	17	28	2	1	12	-
Over 35 and under 37.5 hours	-	-	-	4	8	7	6	4	-	-	-	-	-	3	4	-	-	-
37.5 hours	(⁴)	-	2	5	-	-	1	4	-	-	3	-	6	-	36	80	19	90
Over 37.5 and under 40 hours	(⁴)	2	-	-	-	-	-	-	4	-	3	7	-	-	4	-	-	-
40 hours	15	95	11	75	60	51	91	81	63	92	85	66	66	61	49	8	56	10
Over 40 hours	-	-	-	-	-	-	-	-	-	-	-	5	-	-	-	-	-	-

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

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

³ The payroll month of reference was June 1988 for all areas except Boston, Los Angeles-Long Beach, Oakland, San Diego, and San Francisco. For these five areas, July 1988 was the payroll reference month so that data reflect changes in State minimum wage laws which were effective July 1,

1988.

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 40. Scheduled weekly hours—selected occupations

(Percent of full-time workers in selected occupations in hotels and motels by scheduled weekly hours,¹ 18 metropolitan areas,² June-July 1988³)

Occupation and hours	Northeast				South						Midwest			West				
	Atlantic City	Boston	New York	Philadelphia	Atlanta	Dallas	Houston	Miami-Hialeah	New Orleans	Washington	Chicago	Detroit	Kansas City	Denver	Los Angeles-Long Beach	Oakland	San Diego	San Francisco
Belpersons																		
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Under 30 hours	-	5	2	9	3	-	-	-	4	12	-	-	5	-	-	-	2	-
30 hours	-	3	-	-	-	11	-	-	13	-	-	-	17	5	-	-	-	-
Over 30 and under 35 hours	-	-	-	2	10	1	11	-	7	3	3	9	-	8	14	-	-	-
35 hours	45	8	31	5	8	4	-	-	20	-	2	4	11	11	-	2	24	-
Over 35 and under 40 hours	16	-	2	7	-	7	3	-	-	-	12	-	-	4	57	84	16	89
40 hours	39	84	64	76	80	78	86	100	57	85	83	88	66	80	35	-	57	11
Kitchen helpers																		
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Under 30 hours	-	5	4	4	-	-	2	-	-	3	9	-	-	-	-	5	5	-
30 hours	(*)	3	-	-	9	17	2	-	14	2	-	-	2	6	-	2	-	-
Over 30 and under 35 hours	-	3	-	-	14	-	-	-	20	-	-	14	7	2	8	5	14	-
35 hours	72	-	67	7	6	10	2	-	14	-	2	3	17	16	3	-	8	-
Over 35 and under 40 hours	9	-	3	-	4	6	10	-	5	-	9	-	1	2	53	90	29	86
40 hours	17	89	26	89	66	67	85	100	47	95	77	83	72	73	37	-	41	14
Over 40 hours	1	-	-	-	-	-	-	-	-	-	3	-	-	-	-	-	-	-
Room cleaners																		
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Under 25 hours	3	-	-	-	-	4	-	-	5	6	2	-	-	-	-	-	12	-
25 hours	-	-	-	-	-	-	-	-	5	-	3	-	2	-	-	-	-	-
Over 25 and under 30 hours	-	10	2	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-
30 hours	1	5	-	7	7	8	2	1	12	15	-	2	10	22	4	-	10	-
Over 30 and under 35 hours	2	4	-	7	3	1	2	-	16	3	8	20	18	7	7	17	5	-
35 hours	50	7	76	9	28	23	8	16	9	9	5	15	13	24	7	-	10	-
Over 35 and under 40 hours	21	-	1	-	13	8	8	6	-	-	5	4	5	3	41	76	16	90
40 hours	23	75	21	74	49	56	81	75	53	67	78	59	52	46	40	7	47	10
Over 40 hours	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-
Waiters and waitresses																		
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Under 25 hours	-	7	-	-	-	-	-	-	-	-	5	-	4	-	5	-	11	-
25 hours	-	6	17	11	12	11	3	4	-	18	5	12	11	6	12	-	13	8
Over 25 and under 30 hours	-	5	-	-	5	-	5	-	7	-	-	-	2	-	-	-	-	-
30 hours	1	4	-	15	7	16	-	3	13	5	-	6	20	21	1	-	30	-
Over 30 and under 35 hours	(*)	4	-	6	26	1	12	-	12	3	-	23	16	15	8	3	4	-
35 hours	60	11	10	27	4	13	-	36	8	11	7	20	31	28	5	14	21	-
Over 35 and under 40 hours	18	-	4	3	-	29	5	13	9	-	4	21	5	4	51	83	10	87
40 hours	21	64	70	35	41	31	75	44	51	62	80	19	10	27	19	-	11	3
Over 40 hours	-	-	-	3	6	-	-	-	-	-	-	-	-	-	-	-	-	2

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

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

³ The payroll month of reference was June 1988 for all areas except Boston, Los Angeles-Long Beach, Oakland, San Diego, and San Francisco. For these five areas, July 1988 was the payroll reference month so that data reflect changes in State minimum wage laws which were effective July 1,

1988.

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 41. Paid holidays

(Percent of full-time nonsupervisory, nonoffice workers in hotels and motels with formal provisions for paid holidays, 18 metropolitan areas,¹ June-July 1988²)

Number of paid holidays	Northeast				South						Midwest			West				
	Atlantic City	Boston	New York	Philadelphia	Atlanta	Dallas	Houston	Miami-Hialeah	New Orleans	Washington	Chicago	Detroit	Kansas City	Denver	Los Angeles-Long Beach	Oakland	San Diego	San Francisco
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays	99	93	100	99	97	96	94	90	93	98	99	81	94	94	92	95	93	100
1 to 8 half days	-	-	-	5	-	-	-	-	6	4	-	-	15	29	2	12	-	-
Under 5 days	1	-	-	-	5	3	1	4	5	1	7	5	7	4	4	23	6	15
5 days	(³)	4	-	3	-	5	5	12	3	1	-	-	-	9	2	-	1	-
5 plus 4 half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	10	-	-
6 days	1	3	-	22	38	41	48	54	12	17	8	24	21	16	5	47	1	-
7 days	1	18	1	35	35	20	40	17	36	25	7	27	50	21	12	25	11	-
8 days	96	10	6	10	20	24	-	-	8	7	72	25	-	4	31	20	6	3
9 days	-	43	16	3	-	-	-	-	13	7	4	-	-	-	6	8	66	-
9 plus 2 half days	-	-	-	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 days	-	6	10	13	-	3	-	-	9	36	-	-	-	-	-	-	-	-
11 days	-	8	68	3	-	-	-	3	-	-	-	-	-	-	5	-	-	4
12 days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-

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

² The payroll month of reference was June 1988 for all areas except Boston, Los Angeles-Long Beach, Oakland, San Diego, and San Francisco. For these five areas, July 1988 was the payroll reference month so that data reflect changes in State minimum wage laws which were effective July 1, 1988.

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 42. Paid vacations

(Percent of full-time nonsupervisory, nonoffice workers in hotels and motels with formal provisions for paid vacations after selected periods of service, 18 metropolitan areas,¹ June-July 1988²)

Vacation policy	Northeast				South						Midwest			West				
	Atlantic City	Boston	New York	Philadelphia	Atlanta	Dallas	Houston	Miami-Hialeah	New Orleans	Washington	Chicago	Detroit	Kansas City	Denver	Los Angeles-Long Beach	Oakland	San Diego	San Francisco
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Method of payment																		
Workers in establishments providing paid vacations	99	100	100	98	100	99	98	99	100	100	99	95	100	99	100	100	100	100
Length-of-time payment	10	100	100	96	100	99	98	99	100	100	99	90	100	99	100	100	100	100
Percentage payment	90	-	-	2	-	-	-	-	-	-	-	5	-	-	-	-	-	-
Amount of vacation pay³																		
After 6 months of service:																		
Under 1 week	-	3	4	12	-	-	-	-	-	-	-	5	-	-	-	-	-	1
1 week	-	25	-	1	-	13	-	6	-	4	4	-	-	-	1	-	(*)	15
After 1 year of service:																		
Under 1 week	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-
1 week	99	55	85	87	43	56	59	75	63	73	91	95	71	60	86	76	80	80
2 weeks	(*)	45	15	12	57	43	39	24	37	27	8	-	29	39	12	21	20	20
After 2 years of service:																		
Under 1 week	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1 week	7	7	5	14	16	17	4	16	15	5	3	19	16	5	13	-	-	-
Over 1 and under 2 weeks	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	1	-
2 weeks	93	93	95	85	84	82	94	84	85	95	94	76	84	94	85	100	99	100
3 weeks	-	-	-	-	-	-	-	-	-	-	3	-	-	-	-	-	-	-
After 3 years of service:																		
1 week	1	-	-	4	16	6	2	4	11	3	2	17	11	3	10	-	-	-
Over 1 and under 2 weeks	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	1	-
2 weeks	98	83	93	92	74	86	89	88	84	83	93	78	83	80	74	95	82	95
Over 2 and under 3 weeks	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	-	-	-
3 weeks	(*)	17	7	2	10	8	7	7	5	13	4	-	6	16	8	5	17	5
After 5 years of service:																		
1 week	(*)	-	-	4	3	3	2	4	9	2	2	-	6	-	4	-	-	-
Over 1 and under 2 weeks	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-
2 weeks	92	41	-	49	34	32	24	44	46	60	79	72	57	48	62	41	42	76
Over 2 and under 3 weeks	-	-	84	-	-	-	-	-	-	-	-	-	-	2	6	-	1	(*)
3 weeks	7	59	16	45	63	64	72	51	44	38	18	23	37	49	27	55	57	24
4 weeks	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	-	-
After 8 years of service:																		
1 week	(*)	-	-	4	3	3	2	3	9	2	2	-	6	-	4	-	-	-
Over 1 and under 2 weeks	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2 weeks	7	9	-	18	25	27	15	43	42	47	71	70	51	24	21	14	36	2
Over 2 and under 3 weeks	-	3	5	-	4	-	-	-	-	-	-	-	-	7	35	-	1	(*)
3 weeks	92	88	95	76	65	69	81	54	49	49	27	25	42	56	35	81	63	95
Over 3 and under 4 weeks	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-
4 weeks	-	-	-	-	3	-	-	-	-	2	-	-	-	11	1	5	-	3

See footnotes at end of table.

Table 42. Paid vacations—Continued

(Percent of full-time nonsupervisory, nonoffice workers in hotels and motels with formal provisions for paid vacations after selected periods of service, 18 metropolitan areas,¹ June-July 1988²)

Vacation policy	Northeast				South						Midwest			West				
	Atlantic City	Boston	New York	Philadel- phia	Atlanta	Dallas	Houston	Miami- Hialeah	New Orleans	Wash- ington	Chicago	Detroit	Kansas City	Denver	Los Angeles- Long Beach	Oakland	San Diego	San Fran- cisco
Amount of vacation pay²—Continued																		
After 10 years of service:																		
1 week	(*)	-	-	4	3	3	2	3	9	2	2	-	6	-	4	-	-	-
Over 1 and under 2 weeks	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2 weeks	2	7	-	12	8	19	7	16	11	6	2	22	29	19	10	9	22	2
3 weeks	96	73	99	56	65	53	74	57	71	75	92	68	53	56	77	59	55	87
Over 3 and under 4 weeks	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	1	(*)
4 weeks	(*)	20	1	27	24	23	15	23	9	17	3	5	12	25	6	33	22	11
After 12 years of service:																		
1 week	(*)	-	-	4	3	3	2	3	9	2	2	-	6	-	4	-	-	-
Over 1 and under 2 weeks	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2 weeks	2	7	-	12	8	19	7	16	11	6	2	11	29	16	6	9	22	2
3 weeks	96	71	99	56	65	53	72	57	65	42	92	79	53	58	76	49	50	78
Over 3 and under 4 weeks	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	-	1	(*)
4 weeks	(*)	22	1	27	24	23	17	23	15	50	3	5	12	25	9	42	27	19
After 15 years of service:																		
1 week	(*)	-	-	4	3	3	2	3	9	2	2	-	6	-	4	-	-	-
Over 1 and under 2 weeks	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2 weeks	2	7	-	12	8	19	7	16	8	6	2	8	29	16	6	9	22	2
3 weeks	96	50	3	35	34	37	56	29	36	24	30	72	34	25	60	49	26	9
Over 3 and under 4 weeks	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
4 weeks	(*)	43	97	47	54	39	33	52	43	69	65	15	31	48	27	42	52	89
Over 4 and under 5 weeks	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-
5 weeks	-	-	-	-	-	-	-	-	3	-	-	-	-	9	-	-	-	-
After 20 years of service:																		
1 week	(*)	-	-	4	3	3	2	3	9	2	2	-	6	-	4	-	-	-
Over 1 and under 2 weeks	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2 weeks	2	7	-	12	8	19	7	16	8	6	2	8	29	16	6	9	22	2
3 weeks	96	24	1	31	32	37	56	26	24	24	18	52	27	25	26	49	20	7
Over 3 and under 4 weeks	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
4 weeks	1	70	99	52	46	31	33	54	55	69	77	34	29	34	62	42	57	91
Over 4 and under 5 weeks	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-
5 weeks	-	-	-	-	10	8	-	-	-	-	-	-	-	8	24	-	-	-
6 weeks	-	-	-	-	-	-	-	-	3	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 42. Paid vacations—Continued

(Percent of full-time nonsupervisory, nonoffice workers in hotels and motels with formal provisions for paid vacations after selected periods of service, 18 metropolitan areas,¹ June-July 1988²)

Vacation policy	Northeast				South						Midwest			West				
	Atlantic City	Boston	New York	Philadel- phia	Atlanta	Dallas	Houston	Miami- Hialeah	New Orleans	Wash- ington	Chicago	Detroit	Kansas City	Denver	Los Angeles- Long Beach	Oakland	San Diego	San Fran- cisco
Amount of vacation pay³—Continued																		
After 25 years of service:																		
1 week	(*)	-	-	4	3	3	2	3	9	2	2	-	6	-	4	-	-	-
Over 1 and under 2 weeks	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2 weeks	2	7	-	12	8	19	7	16	8	6	2	8	29	16	6	9	22	2
3 weeks	96	24	1	31	32	37	56	26	24	24	18	52	27	25	26	49	20	7
Over 3 and under 4 weeks	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
4 weeks	1	30	92	49	36	23	26	47	50	57	73	34	23	27	53	42	40	86
Over 4 and under 5 weeks	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-
5 weeks	-	40	7	2	20	16	7	7	5	11	4	-	14	31	8	-	17	5
7 weeks	-	-	-	-	-	-	-	-	3	-	-	-	-	-	-	-	-	-
After 30 years of service:⁵																		
1 week	(*)	-	-	4	3	3	2	3	9	2	2	-	6	-	4	-	-	-
Over 1 and under 2 weeks	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2 weeks	2	7	-	12	8	19	7	16	8	6	2	8	29	16	6	9	22	2
3 weeks	96	24	1	31	32	37	56	26	24	24	18	52	27	25	26	49	20	7
Over 3 and under 4 weeks	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
4 weeks	(*)	30	92	45	36	23	26	47	50	57	73	34	23	27	52	42	40	86
Over 4 and under 5 weeks	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-
5 weeks	(*)	40	7	7	20	16	7	7	5	11	4	-	14	31	9	-	17	5
8 weeks	-	-	-	-	-	-	-	-	3	-	-	-	-	-	-	-	-	-

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

² The payroll month of reference was June 1988 for all areas except Boston, Los Angeles-Long Beach, Oakland, San Diego, and San Francisco. For these five areas, July 1988 was the payroll reference month so that data reflect changes in State minimum wage laws which were effective July 1, 1988.

³ 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 establish-

ment provisions for progression. For example, changes indicated at 20 years may include changes that occurred between 15 and 20 years.

⁴ Less than 0.5 percent.

⁵ Vacation provisions were virtually the same after longer periods of service.

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

Table 43. Health, insurance, and retirement plans

(Percent of full-time nonsupervisory, nonoffice workers in hotels and motels with specified health, insurance, and retirement plans,¹ 18 metropolitan areas,² June-July 1988³)

Type of plan	Northeast				South						Midwest			West				
	Atlantic City	Boston	New York	Philadel- phia	Atlanta	Dallas	Houston	Miami- Hialeah	New Orleans	Wash- ington	Chicago	Detroit	Kansas City	Denver	Los Angeles- Long Beach	Oakland	San Diego	San Fran- cisco
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing:																		
Life insurance	98	89	92	81	97	89	72	78	81	94	95	93	75	82	79	83	84	97
Noncontributory plans	98	55	85	71	46	55	13	57	34	65	85	67	46	42	55	75	51	92
Accidental death and dismemberment insurance	98	59	78	57	77	69	57	48	74	76	92	93	60	58	31	13	64	17
Noncontributory plans	97	45	78	49	41	43	13	43	34	59	85	67	37	28	20	6	51	17
Sickness and accident insurance or sick leave or both ⁴	43	92	96	88	68	93	75	63	86	94	92	85	64	59	39	89	62	98
Sickness and accident insurance	40	73	71	50	42	20	17	18	36	68	83	66	23	45	10	-	17	5
Noncontributory plans	39	42	64	47	23	7	10	8	13	50	76	55	13	17	2	-	-	-
Sick leave (full pay, no waiting period)	15	89	96	72	43	81	63	55	33	76	19	56	47	37	32	36	54	86
Sick leave (partial pay or waiting period)	-	-	-	-	23	10	12	-	39	9	-	6	17	11	7	54	8	11
Long-term disability insurance	(⁵)	11	6	26	15	-	17	3	11	27	-	3	11	13	-	-	7	9
Noncontributory plans	(⁵)	6	6	22	8	-	6	3	11	22	-	3	11	6	-	-	7	9
Hospitalization, surgical, and medical insurance	99	98	97	92	97	92	74	62	81	97	96	90	80	74	73	83	90	94
Noncontributory plans	98	17	88	58	29	25	10	36	10	59	80	52	37	30	40	74	45	88
Health maintenance organization Noncontributory plans	50	41	9	52	37	16	20	51	34	59	4	16	30	43	85	93	60	91
Dental care	96	70	97	66	65	74	57	42	57	92	80	79	55	51	81	88	72	97
Noncontributory plans	96	14	88	36	18	25	6	21	5	55	66	49	27	13	50	76	26	92
Vision care	96	26	85	35	7	10	14	14	31	42	25	48	29	26	28	84	-	89
Noncontributory plans	96	6	82	26	-	-	2	8	-	40	14	40	26	9	18	81	-	86
Alcohol and drug abuse treatment	91	98	88	46	82	91	56	79	58	81	17	51	74	76	63	92	28	95
Noncontributory plans	91	17	79	28	23	25	6	51	3	51	2	37	35	35	32	83	-	87
Hearing care	22	13	51	16	7	5	2	6	21	26	10	-	22	16	24	84	(⁵)	85
Noncontributory plans	22	4	48	9	-	-	2	6	-	23	2	-	22	9	12	81	-	82
Retirement plans ⁶	91	83	91	49	31	71	41	44	38	71	72	66	34	33	58	69	42	92
Pensions	91	66	91	32	26	32	22	40	29	64	68	65	12	19	51	63	35	92
Noncontributory plans	86	46	85	29	10	24	15	24	21	53	64	65	2	9	36	63	18	84
Lump-sum payments	-	17	-	22	9	39	19	4	9	12	5	3	22	20	8	6	8	-
Noncontributory plans	-	17	-	22	9	39	19	4	9	12	5	3	22	20	8	6	8	-

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

³ The payroll month of reference was June 1988 for all areas except Boston, Los Angeles-Long Beach, Oakland, San Diego, and San Francisco. For these five areas, July 1988 was the payroll refer-

ence month so that data reflect changes in State minimum wage laws which were effective July 1, 1988.

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.

Table 44. Health plan participation

(Percent of full-time nonsupervisory, nonoffice workers in hotels and motels participating in specified health plans,¹ 18 metropolitan areas,² June-July 1988³)

Type of plan	Northeast				South						Midwest			West				
	Atlantic City	Boston	New York	Philadelphia	Atlanta	Dallas	Houston	Miami-Hialeah	New Orleans	Washington	Chicago	Detroit	Kansas City	Denver	Los Angeles-Long Beach	Oakland	San Diego	San Francisco
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Hospitalization, surgical, and medical insurance	81	66	93	63	62	73	42	43	39	74	89	60	52	53	26	17	55	29
Noncontributory plans	81	9	87	50	27	23	7	28	6	49	78	39	25	28	14	14	36	26
Health maintenance organization	17	17	3	22	12	3	2	37	16	14	2	11	10	21	59	78	29	68
Noncontributory plans	4	5	-	15	-	1	(*)	27	3	7	-	9	7	7	46	74	11	65
Dental care	83	47	92	56	47	59	37	27	46	76	73	60	41	36	71	85	47	94
Noncontributory plans	83	14	87	39	18	24	6	16	3	53	65	36	24	16	50	76	26	92
Vision care	83	20	85	28	5	9	12	11	28	41	23	41	23	16	26	82	-	81
Noncontributory plans	83	6	82	26	-	-	2	6	-	39	19	35	23	7	18	79	-	78
Alcohol and drug abuse treatment	78	73	84	40	58	75	36	68	39	69	15	48	54	57	54	90	13	92
Noncontributory plans	78	15	79	29	24	24	6	51	3	49	7	36	30	35	31	83	-	87
Hearing care	22	8	51	13	6	5	2	4	16	25	11	-	21	13	23	82	(*)	77
Noncontributory plans	22	4	48	9	-	-	2	4	-	23	8	-	21	9	12	79	-	75

¹ For definitions of items, see appendix A. Includes those plans for which the employer pays at least part of the cost. "Noncontributory plans" include only those financed entirely by the employer.

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

³ The payroll month of reference was June 1988 for all areas except Boston, Los Angeles-Long Beach, Oakland, San Diego, and San Francisco. For these five areas, July 1988 was the payroll reference month so that data reflect changes in State minimum wage laws which were effective July 1,

1988.

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 45. Meal provisions: Selected occupations

(Percent of full-time nonsupervisory, nonoffice workers in hotels and motels having formal meal provisions, 18 metropolitan areas,¹ June-July 1988²)

Occupation and provision	Northeast				South						Midwest			West				
	Atlantic City	Boston	New York	Philadel- phia	Atlanta	Dallas	Houston	Miami- Hialeah	New Orleans	Wash- ington	Chicago	Detroit	Kansas City	Denver	Los Angeles- Long Beach	Oakland	San Diego	San Fran- cisco ³
Public bartenders																		
1 free meal	94	91	96	88	85	79	67	82	52	92	46	97	70	69	45	100	72	23
2 or 3 free meals	-	-	3	2	5	-	-	-	8	8	41	-	9	6	40	-	9	69
Meals at reduced cost	6	9	-	6	-	18	33	3	37	-	11	3	10	20	6	-	13	7
No free or reduced cost meals	-	-	1	4	5	4	-	11	3	-	2	-	12	5	9	-	5	-
Walters and waitresses, cocktail lounges																		
1 free meal	100	100	100	87	95	86	63	96	57	92	84	81	84	86	42	100	86	37
2 or 3 free meals	-	-	-	3	5	-	-	-	9	8	6	18	6	-	41	-	6	61
Meals at reduced cost	-	-	-	4	-	14	37	-	33	-	9	1	9	14	6	-	8	-
No free or reduced cost meals	-	-	-	5	-	-	-	4	-	-	1	-	-	-	11	-	-	-
Walters and waitresses, full-course restaurants																		
1 free meal	94	81	89	84	92	91	70	100	64	91	73	86	69	89	43	100	66	30
2 or 3 free meals	3	-	11	3	5	-	-	-	17	9	14	6	16	-	44	-	-	70
Meals at reduced cost	2	19	-	8	-	9	30	-	15	-	9	8	8	11	7	-	27	-
No free or reduced cost meals	-	-	-	5	-	-	-	-	4	-	4	-	7	-	6	-	-	-
Walters' and waitresses' assistants, full-course restaurants																		
1 free meal	99	93	86	83	94	88	87	100	55	93	76	84	78	89	46	100	77	30
2 or 3 free meals	-	-	12	3	6	-	-	-	23	7	9	13	14	-	45	-	4	70
Meals at reduced cost	(*)	7	-	6	-	12	13	-	14	-	11	3	8	11	4	-	9	-
No free or reduced cost meals	-	-	-	8	-	-	-	-	8	-	4	-	-	-	2	-	-	-
Kitchen helpers																		
1 free meal	96	86	86	82	91	80	78	100	69	86	71	86	67	96	38	100	72	34
2 or 3 free meals	2	-	14	11	9	-	-	-	7	9	14	10	22	-	55	-	8	66
Meals at reduced cost	2	9	-	4	-	20	22	-	19	-	11	4	5	4	5	-	14	-
No free or reduced cost meals	-	5	-	3	-	-	-	-	4	5	4	-	6	-	3	-	3	-

See footnotes at end of table.

Table 45. Meal provisions: Selected occupations—Continued(Percent of full-time nonsupervisory, nonoffice workers in hotels and motels having formal meal provisions, 18 metropolitan areas,¹ June-July 1988²)

Occupation and provision	Northeast				South						Midwest			West				
	Atlantic City	Boston	New York	Philadel- phia	Atlanta	Dallas	Houston	Miami- Hialeah	New Orleans	Wash- ington	Chicago	Detroit	Kansas City	Denver	Los Angeles- Long Beach	Oakland	San Diego	San Fran- cisco ³
Restaurant cooks																		
1 free meal	97	100	92	89	91	87	75	100	73	93	76	80	68	96	44	100	67	28
2 or 3 free meals	1	-	8	3	9	-	-	-	8	7	13	12	17	-	47	-	9	72
Meals at reduced cost	1	-	-	6	-	13	25	-	16	-	11	7	8	4	4	-	14	-
No free or reduced cost meals	-	-	-	2	-	-	-	-	4	-	1	-	7	-	5	-	-	-
Room clerks																		
1 free meal	75	77	44	46	29	51	35	62	39	57	55	56	27	53	56	44	37	52
2 or 3 free meals	-	-	-	1	2	-	-	-	4	-	-	-	2	-	3	-	4	11
Meals at reduced cost	11	7	1	25	-	22	26	13	42	6	27	19	9	26	9	4	7	13
No free or reduced cost meals	8	6	33	9	11	5	5	17	1	17	1	9	39	12	16	-	9	5

¹ For definitions of areas, see appendix A, table A-1, footnote 2.² The payroll month of reference was June 1988 for all areas except Boston, Los Angeles-Long Beach, Oakland, San Diego, and San Francisco. For these five areas, July 1988 was the payroll reference month so that data reflect changes in State minimum wage laws which were effective July 1, 1988.³ In San Francisco, about three-fifths of the waiters and waitresses, cocktail lounges, waiters and waitresses, full-course restaurants, waiters' and waitresses' assistants, full-course restaurants, and

restaurant cooks; and about one-half of the kitchen helpers, were in hotels and motels providing three free meals daily.

⁴ Less than 0.5 percent.

NOTE: Sums of individual items may not equal 100 because some hotels and motels in an area may have had no employees in a given occupation, may have maintained no eating facilities, or no data on provisions were available. Dashes indicate that no data reported.

Table 46. Other selected benefits

(Percent of full-time nonsupervisory, nonoffice workers in hotels and motels with formal provisions for selected benefits,¹ 18 metropolitan areas,² June-July 1988³)

Benefit	Northeast				South						Midwest			West				
	Atlantic City	Boston	New York	Philadelphia	Atlanta	Dallas	Houston	Miami-Hialeah	New Orleans	Washington	Chicago	Detroit	Kansas City	Denver	Los Angeles-Long Beach	Oakland	San Diego	San Francisco
Workers in establishments with provisions for:																		
Funeral leave	99	92	100	88	73	87	88	79	66	92	32	71	63	59	53	49	42	94
Jury-duty leave	98	88	100	72	89	95	91	49	70	71	59	94	87	86	55	49	59	95
Paid military leave	73	47	57	25	38	19	7	36	19	8	20	12	44	15	18	7	10	5
Severance pay	8	-	39	23	15	22	21	2	3	7	-	-	16	15	2	-	4	3
Uniform allowances⁴	100	97	99	93	100	93	93	93	100	98	98	94	92	96	84	95	82	91
Uniforms only	3	32	8	25	54	29	56	19	28	28	15	22	32	31	9	12	8	-
Furnishes and cleans uniforms ...	97	66	87	66	46	64	37	74	63	69	82	72	60	63	68	80	74	89
Cleans uniforms only	-	-	-	-	-	-	-	-	-	1	-	-	-	2	3	3	-	-
Monetary allowance	-	-	4	3	-	-	-	-	9	-	-	-	-	-	5	-	-	2

¹ For definition of items, see appendix A.

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

³ The payroll month of reference was June 1988 for all areas except Boston, Los Angeles-Long Beach, Oakland, San Diego, and San Francisco. For these five areas, July 1988 was the payroll reference month so that data reflect changes in State minimum wage laws which were effective July 1, 1988.

⁴ In each of 14 areas, less than 10 percent of the workers were in establishments where uniforms

were not required; in Dallas, Houston, Miami-Hialeah, Chicago, Detroit, and Los Angeles-Long Beach, less than 10 percent were not provided uniform allowances. In Los Angeles-Long Beach 15 percent, and in San Diego 17 percent, of the workers were offered the option of a monetary allowance or employer provided cleaning of uniforms. "Monetary allowances" refers to provisions in lieu of furnishing or cleaning uniforms, or both.

NOTE: Dashes indicate that no data were reported.

Table 47. Employment by selected establishment characteristics

(Percent of full- and part-time nonsupervisory, nonoffice workers in hotels and motels by selected characteristics, 18 metropolitan areas,¹ June-July 1988²)

Characteristic	Northeast				South						Midwest			West				
	Atlantic City	Boston	New York	Phila-delphia	Atlanta	Dallas	Houston	Miami-Hialeah	New Orleans	Wash-ington	Chicago	Detroit	Kansas City	Denver	Los Angeles-Long Beach	Oakland	San Diego	San Fran-cisco
All employees	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Food service	45	50	35	42	42	40	37	38	38	38	47	45	43	46	42	47	37	43
Full-time	39	35	30	28	34	35	32	36	31	31	39	30	34	36	34	32	30	40
Part-time	6	15	4	14	9	5	5	2	6	8	8	15	10	10	8	15	7	4
Other nonsupervisory, nonoffice	55	50	65	58	58	60	63	62	62	62	53	55	57	54	58	53	63	57
Full-time	48	39	57	46	55	57	55	59	56	52	46	40	50	45	52	39	47	52
Part-time	3	11	8	12	3	4	8	3	7	10	7	14	6	9	5	14	16	5
Size of establishment																		
Less than 100 employees	3	12	9	24	33	20	19	21	24	18	8	27	25	24	18	33	10	15
100-499 employees	3	60	47	62	36	56	72	54	46	61	58	52	51	76	50	67	48	58
500 employees or more	94	27	43	15	31	24	9	25	31	21	34	20	24	-	32	-	42	27
Labor-management contract coverage³																		
Food service	95	24	85	36	7	4	-	21	10	35	76	51	3	8	68	70	22	73
Other nonsupervisory, nonoffice	87	29	82	41	6	2	-	5	13	26	81	43	4	10	49	60	22	75
Eating facilities																		
Establishment operates facilities	99	98	90	95	84	95	92	91	97	96	97	95	92	96	97	89	89	95
Own account	89	95	74	82	73	93	82	73	92	91	92	78	81	95	93	83	87	93
Contracted out	10	3	16	13	11	2	10	13	5	4	4	16	11	1	3	6	2	3
Does not operate facilities	1	2	10	5	16	5	8	9	3	4	3	5	8	4	3	11	11	5

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

² The payroll month of reference was June 1988 for all areas except Boston, Los Angeles-Long Beach, Oakland, San Diego, and San Francisco. For these five areas, July 1988 was the payroll reference month so that data reflect changes in State minimum wage laws which were effective July 1, 1988.

³ Data relate to the percent of food service and other nonsupervisory, nonoffice employees in each area in establishments where labor-management contracts covered a majority of such workers.

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

Appendix A. Scope and Method of Survey

Scope of survey

The survey included hotels, motels, motor hotels, and tourist courts engaged in providing lodging, or lodging and meals, to the general public and which are in operation 9 months or more a year (part of industry 7011, and in Atlantic City, part of industry 7999, as defined in the 1972 edition of the *Standard Industrial Classification Manual* prepared by the U.S. Office of Management and Budget). Seasonal hotels and motels, and separate auxiliary units, such as central offices and warehouses, were excluded.

Establishments studied were selected from those employing 20 workers or more at the time of reference of the data used in compiling the universe lists. Table A-1 shows the number of establishments and workers estimated to be within the scope of the survey, as well as the number actually studied by the Bureau.

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 is defined for this study as a single physical location where business is transacted. An establishment is not necessarily identical with a company, which may consist of one establishment or more.

Employment

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

Tipped employees

For the purposes of this survey, certain workers who customarily and regularly receive tips were designated as "tipped employees." Under the Fair Labor Standards Act (FLSA), "tipped employee" refers to any employee engaged in an occupation in which he or she customarily and regularly receives more than \$30 a month in tips. Tips received by such an employee may be counted as part of wages in an amount up to 40 percent (\$1.34) of the current \$3.35-per-hour Federal minimum wage. The employer must inform tipped employees about this tip credit allowance before using the credit, and the employee must be allowed to retain all tips (individually or through a pooling arrangement¹). Also, the employer must be able to show that the employee receives at least the minimum wage in the combination of both wages and tips. The cost or fair value of providing meals and lodging may also be considered in meeting minimum wage requirements.

Occupational classification

Occupational classification was based on a uniform set of job descriptions designed to take account of interestablishment and interarea variations in duties within the same job. (See appendix B for these descriptions.) The criteria for selection of the occupations were the numerical importance of the occupation and appropriate representation of the entire job scale in the industry. Working supervisors, apprentices, learners, beginners, trainees, and handicapped, temporary, and probationary workers were not reported in the data for selected occupations. However, part-time workers employed on a regular basis were classified if they matched one of the job descriptions.

Part-time employees

Regular part-time employees are hired to work fewer weekly hours than the establishment's full-time employees in the same general type of work. The determination was based on the employer's distinction between the two groups.

¹ Tip pools are formal arrangements usually defined by management, where tipped employees contribute a specified amount of their tips to a fund for distribution among themselves, to others (noncontributors), or both.

Table A-1. Estimated number of establishments and employees within scope of study and number studied, hotels and motels, June-July 1988¹

Area ²	Number of establishments ³		Workers in establishments				Actually studied ⁴
	Within scope of study	Actually studied	Within scope of study				
			Total ⁵	Nonsupervisory, nonoffice workers	Full-time, nonoffice workers	Part-time, nonoffice workers	
Total, 18 areas	1,999	582	316,112	256,197	220,195	36,002	177,954
Northeast							
Atlantic City	40	25	47,553	32,484	30,853	1,631	31,498
Boston	104	29	15,923	12,924	9,538	3,386	8,729
New York	165	33	33,726	26,930	23,584	3,346	17,036
Philadelphia	87	32	11,925	10,262	7,594	2,668	7,313
South							
Atlanta	190	38	18,960	15,706	13,934	1,772	9,790
Dallas	140	33	14,879	12,514	11,436	1,078	8,394
Houston	115	37	12,666	10,816	9,429	1,387	6,840
Miami-Hialeah	123	33	14,905	13,207	12,542	665	7,701
New Orleans	85	26	12,504	10,692	9,308	1,384	6,711
Washington	199	42	25,321	20,484	16,841	3,643	10,965
Midwest							
Chicago	120	34	23,512	18,560	15,720	2,840	10,832
Detroit	76	26	8,072	6,883	4,843	2,040	4,946
Kansas City	66	24	7,254	5,943	4,989	954	5,411
West							
Denver	82	31	9,839	8,551	6,962	1,589	5,396
Los Angeles-Long Beach	160	52	24,760	21,281	18,449	2,832	15,022
Oakland	43	18	4,106	3,412	2,428	984	2,759
San Diego	98	33	13,274	11,370	8,807	2,563	7,930
San Francisco	106	36	16,933	14,178	12,938	1,240	10,681

¹ The payroll month of reference was June 1988 for all areas except Boston, Los Angeles-Long Beach, Oakland, San Diego, and San Francisco. For these five areas, July 1988 was the payroll reference month so that data reflect changes in State minimum wage laws which were effective July 1, 1988.

² The areas are defined as follows: **NORTHEAST:** *Atlantic City*—Atlantic and Cape May Counties; *Boston*—Suffolk County, 3 communities in Bristol County, 4 in Essex County, 44 in Middlesex County, 26 in Norfolk County, 16 in Plymouth County, and 9 in Worcester County; *New York*—New York City (Bronx, Kings, New York, Queens, and Richmond Counties) and Putnam, Rockland, and Westchester Counties; *Philadelphia*—Bucks, Chester, Delaware, Montgomery, Philadelphia, Counties, PA; and Burlington, Camden, and Gloucester Counties, NJ; **SOUTH:** *Atlanta*—Barrow, Butts, Cherokee, Clayton, Cobb, Coweta, DeKalb, Douglas, Fayette, Fulton, Gwinnett, Henry, Newton, Paulding, Rockdale, Spalding and Walton Counties; *Dallas*—Collin, Dallas, Denton, Ellis, Kaufman, and Rockwell Counties, TX; *Houston*—Fort Bend, Harris, Liberty, Montgomery, and Waller Counties, TX;

Miami-Hialeah—Dade County; *Washington*—District of Columbia; Calvert, Charles, Frederick, 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; **MIDWEST:** *Chicago*—Cook, Du Page, and McHenry Counties; *Detroit*—Lapeer, Livingston, Macomb, Monroe, Oakland, St. Clair, and Wayne Counties; *Kansas City*—Cass, Clay, Jackson, Lafayette, Platte, and Ray Counties, MO; and Johnson, Leavenworth, Miami, and Wyandotte Counties, KS; and **WEST:** *Denver*—Adams, Arapahoe, Denver, Douglas, and Jefferson Counties; *Los Angeles-Long Beach*—Los Angeles County; *Oakland*—Alameda and Contra Costa Counties; *San Diego*—San Diego County; and *San Francisco*—Marin, San Francisco, and San Mateo Counties.

³ Includes only establishments with 20 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, office, and other workers in addition to the nonsupervisory, nonoffice category shown separately.

Wage data

Information on wages relates to employer-paid straight-time hourly wages, excluding premium pay for overtime and for work on weekends, holidays, and late shifts. Also excluded are tips and the value of free rooms, meals, and uniforms for employees receiving such perquisites, as well as performance bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses. Cost-of-living increases and service charges added to customers' bills and distributed by employers to their employees were included as part of the employee's regular pay. For selected "tipped" occupations, average hourly earnings, including employer-

paid wages and tip earnings, are presented. Also shown are the estimated percentages of all cash earnings received as tips.

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

The *median* designates position; that is, one-half of the employees surveyed received 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.

Customer tips

Estimates of customer tips refer to establishment averages for tipped workers in specified job categories. These estimates were obtained from information provided by establishment officials, usually after determining the tipping pattern for the occupational groups and facilities involved. In the process, account was taken of tipping and nontipping customers, variations in tipping patterns among the different serving locations (e.g., lunch counters, dining rooms, or bars), as well as such informal practices as the sharing of tips with other employees, including waiters' and waitresses' assistants.

One of the common procedures used to obtain estimates of average hourly tips for the various waiter and waitress categories and public bartenders was to (1) multiply the appropriate weekly receipts from the sale of food and drinks by the employer's estimate of the average percent tip per customer bill, (2) sum these products, and (3) divide by the total weekly hours worked by all employees in the specific job category. The tips for waiters' and waitresses' assistants were frequently determined in relation to those of the waiters and waitresses with whom they worked. Similar procedures were used to derive average hourly tip estimates for bellpersons by obtaining the number of guests accompanied to and from their rooms and the number of room service requests during a week.

Payments which were not considered tips included compulsory service charges which are distributed to employees, and amounts distributed by employers providing banquet facilities where the amount paid is set in negotiations between the customer and the employer.

The published estimates were based on only those workers for whom tip information was obtained.

Metropolitan areas

The term "metropolitan areas," as used in this bulletin, refers to Metropolitan Statistical Areas (MSA's) or Primary Metropolitan Statistical Areas (PMSA's), as defined by the U.S. Office of Management and Budget through October 1984. In general, an MSA or PMSA is defined as a county or group of contiguous counties which contains at least one central city of at least 50,000 inhabitants or a central urbanized area of at least 100,000. Counties contiguous to the one containing such a city or area are included in an MSA if, according to certain criteria, they are essentially metropolitan in character and are socially and economically integrated with the central city. In New England, where the city and town are administratively more important than the county, they are the units used in defining MSA's.

Scheduled weekly hours

Data on weekly hours refer to the predominant work schedule for full-time nonsupervisory, nonoffice employees.

Employee benefits

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

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

Paid vacations. The summary of vacation plans is limited to formal arrangements and excludes informal plans whereby time off with pay is granted at the discretion of the employer or supervisor. Payments not on a time basis were converted; for example, a payment of 2 percent of annual earnings was considered the equivalent of 1 week's pay. The periods of service for which data are presented represent the most common practices, but they do not necessarily reflect individual establishment provisions for progression. For example, changes in proportions indicated at 20 years of service may include changes which occurred between 15 and 20 years.

Insurance, health, and retirement plans. Data are presented for insurance, health, and retirement plans for which the employer pays all or a part of the cost. The benefits may be underwritten by a commercial insurance company, paid directly by an employer or union from current operating funds or from a fund set aside for this purpose, or provided by a health maintenance organization (HMO). Workers provided the option of an insurance plan or an HMO are reported under both types of plans. Legally required plans such as Social Security, workers' disability compensation, and temporary disability insurance are excluded.²

Life insurance includes formal plans providing indemnity (usually through an insurance policy) in case of death of the covered worker. Accidental death and dismemberment insurance is limited to plans which provide benefit payments in case of death or loss of limb or sight as a direct result of an accident.

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

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

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

Tabulations of paid sick leave plans are limited to formal plans³ which provide full pay or a proportion of the worker's pay during absence from work because of illness; informal arrangements have been omitted. Separate tabulations are provided for (1) plans which provide full pay and no waiting period, and (2) plans providing either partial pay or a waiting period.

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

Hospitalization, surgical, and medical insurance plans provide at least partial payment for: 1) hospital room charges; 2) inpatient surgery; and 3) doctors' fees for hospital, office, or home visits. These plans also typically cover other expenses such as outpatient surgery and prescription drugs.

An HMO provides comprehensive medical care in return for preestablished fees. Unlike insurance, HMO's cover routine preventive care as well as care required because of an illness and do not have deductibles or coinsurance (although there may be small fixed copayments for selected services). HMO's may provide services through their own facilities; through contracts with hospitals, physicians, and other providers, such as individual practice associations (IPA's); or through a combination of methods.

Dental care plans provide at least partial payment for routine dental care, such as checkups and cleanings, fillings, and X-rays. Excluded are plans which cover only oral surgery or care required as the result of an accident.

Vision care plans provide at least partial payment for routine eye examinations and/or eyeglasses. Plans which restrict benefits to certain kinds of surgery or care required as a result of an accident are not reported.

Hearing care plans provide at least partial payment for hearing examinations, hearing aids, or both.

Alcohol and drug abuse treatment plans provide at least partial payment or institutional treatment (in a hospital or

specialized facility) for addiction to alcohol or drugs.

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

Health plan participation. Data relate to the proportion of nonsupervisory, nonoffice workers participating in selected health care plans. A plan is included even though it is only offered to a minority of employees, or a majority of the employees in an establishment do not choose to participate in it.

*Paid funeral and jury-duty leave.*⁴ Formal plans which provide at least partial payment for time lost as a result of attending funerals of specified family members or serving as a juror.

Military leave. Formal plans which provide excused absence from work with full or partial pay while on annual training duty. Plans that provide paid leave only for temporary emergency duty are excluded.

Severance pay. Formal plans providing for payments to employees permanently separated through no fault of their own for such reasons as technological change or closing or scaling down all or part of the establishment.

Uniform allowances. Data relate to establishment provisions for uniforms, or laundering of uniforms, or both, or monetary allowances in lieu of such provisions, covering a majority of employees who are required to wear uniforms in the occupations surveyed.

Meal provisions. Information relates to the number of daily meals provided to employees in the selected occupations without charge or at reduced price to the employees.

³ 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.

⁴ When paid jury-duty leave is required by law, as it is in Alabama, Nebraska, Tennessee, parts of Florida, and Massachusetts, plans are included only if the employer provides the employees with benefits exceeding the legal requirement.

Appendix B. Occupational Descriptions

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

The titles and 4-digit 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.

In general, the Bureau of Labor Statistics occupational descriptions are much more specific than those found in the SOC manual. Therefore, in comparing the results of this survey with other sources, differences in occupational definitions should be taken into consideration.

Food Services

Bartender

(5212: Bartender)

Mixes and serves alcoholic and nonalcoholic drinks, following standard recipes. Serves wines and draught or bottled beer. May collect money for the drinks served; order or requisition ingredients and supplies; arrange bottled goods and glasses about the bar to create an attractive display; or wash glasses, bar, and equipment.

For purposes of this study, bartenders were classified according to whether they primarily worked at a service bar, preparing drinks to be served in guestrooms or dining rooms; or at a public bar, serving drinks directly to customers, as follows:

Public bar
Service bar

Kitchen helper

(5217: Kitchen worker, food preparation)

(5219: Miscellaneous food and beverage preparation occupation)

Performs any combination of the following duties to maintain kitchen work areas and restaurant equipment and utensils in a clean and orderly condition: Sweeps and mops floors; washes worktables, walls, refrigerators, and meat blocks; segregates and removes trash and garbage; washes pots, pans, and trays by hand; scrapes food from dirty dishes and washes them by hand or places them in racks or on conveyor to dishwashing machine; places silver in revolving burnishing-machine tumbler, dips it in chemical solutions, holds it against buffing wheel, and rubs it with cloth to remove tarnish and restore luster; and transfers supplies and equipment between storage and work areas by hand or handtruck.

Restaurant cook

(5214: Cook, except short order)

Performs any combination of the following duties to prepare and cook soups, meats, vegetables, desserts, and other foodstuffs for consumption in hotels, motels, and restaurants: Washes, peels, cuts, and shreds vegetables and fruits to prepare them for use; cuts, trims, and bones meat prior to cooking; bakes breads, rolls, cakes, and pies; and carves meats, portions food on serving plates, adds gravies and sauces, and garnishes servings to fill orders.

May be designated according to meal cooked or shift worked, such as dinner cook; or according to food item prepared, such as roast cook; or according to method of cooking, such as broiler cook. May substitute for and relieve or assist other cooks during emergencies or rush periods; or supervise other kitchen workers.

Second cooks were excluded when the term referred to a *sous chef* who acts as assistant to the chef, executive chef, or supervising chef.

Short order cook

(5215: Short order cook)

Prepares and cooks to order all kinds of foods which require only a short time to prepare. May carve meats and fill orders from a steamtable; prepare sandwiches; prepare salads

and beverages; and serve meals to patrons over the counter. May be designated according to type of food prepared, such as griddle or fry cook.

Waiter or waitress

(5213: Waiter and waitress)

Serves food and/or beverages to patrons: Presents menu, answers questions, and makes suggestions regarding food and service; writes order on check or memorizes it; relays order to kitchen; serves courses from kitchen or service bars; and fulfills any additional requests. When meal has been completed, totals bill and accepts payment or refers patron to cashier. May ladle soup, toss salads, portion pies and desserts, brew coffee, and perform other services as determined by establishment's size and practices. May clear and reset counters or tables at conclusion of each course.

Excluded were extra meal waiters, banquet waiters, captains, and headwaiters. Also excluded were those whose primary duties are heating or cooking prepared foods, such as sandwiches, steaks, chops, cutlets, and eggs, even though they also serve the food (see Short order cook).

For the purposes of this study, waiters and waitresses were classified according to their predominant place of service, as follows:

Cocktail lounges

Full-course restaurants

Other (including counter, tray, and room service, and other than full course)

Waiters' and waitresses' assistant

(Busperson)

(5218: Waiters'/waitresses' assistant)

Performs such tasks as clearing tables, replacing soiled table linens with clean linens, replenishing butter and bread servings for guests, filling water glasses, and bringing clean silverware to dining room. May sweep and clean the dining room, dust furniture and fixtures or perform other tasks such as washing dishes, setting tables, and cleaning and polishing silverware.

For purposes of this study, waiters' and waitresses' assistants were classified according to their predominant place of service, as follows:

Full-course restaurants

Other (including cocktail lounges, counters, and other than full course)

NOTE: A full-course restaurant is defined as a dining facility where full-course meals are available for at least the midday or evening meal and the major portion of sales from food and drink is derived from table service, as opposed to counter service. Thus, coffee shops serving only short orders are not considered full-course restaurants, even though the

majority of sales is derived from table service. Similarly, cocktail lounges, night clubs, or supper clubs serving only drinks, or short orders or both, are not considered full-course restaurants. A full-course meal typically consists of a salad or appetizer, an entree, dessert, and beverage.

Other Services

Bellperson

(5262: Baggage porter and bellhop)

Escorts guests to rooms, carrying hand luggage; switches on lights and inspects room to insure that everything is in order. Performs personal services for guests, such as running errands, delivering packages, and supplying information about hotel services. May assist departing guests with luggage. Notifies bell captain of unusual occurrences about hotel or motel. May perform other duties, such as paging guests, and keeping lobby tidy.

Excluded were head bellpersons and bell captains. Also excluded were persons who drive vans that transport guests to and from airports or other facilities and the hotel or motel.

Checkout cashier

(4643: Hotel clerk)

Receives payment from guests as they check out of the hotel or motel. Retrieves statement of charges from file or on a computer console, presents statement to guest, and receives payment. May verify credit card or check transactions or answer simple questions about charges. Workers who register, assign, and reassign rooms for guests were classified as Room clerk even though they also serve as checkout cashier.

House porter

(5244: Janitor and cleaner)

Maintains premises in clean and orderly manner. Duties include one or more of the following: Cleaning hallways, lobbies, and public lavatories; washing walls and ceilings; cleaning carpets and furniture; and moving and arranging furniture. Excluded were workers who specialize in floor waxing or window cleaning.

Lodging quarters cleaner

(Room maid; room attendant)

(5242: Maid and houseman)

Performs routine duties, such as cleaning, dusting, and servicing of guests' rooms, under close supervision of housekeeper. May also clean baths.

Room clerk

(4643: Hotel clerk)

Registers and assigns incoming guests to rooms and checks

out departing guests. Arranges transfer of registered guests to other rooms. Among smaller hotels and motels, workers are frequently assigned such additional duties as maintaining room records, including reservations; furnishing information to guests; distributing mail and telegrams; and receiving payment for rooms.

Maintenance

General maintenance worker

(6179: Mechanic and repairer, not elsewhere classified)

Performs general maintenance and repair of building structures and their mechanical, electrical, or sanitary systems. May also perform general maintenance and repair of machinery. Work requires a basic practical knowledge of several maintenance trades in order to perform most of the following: Keeping in good repair building woodwork; replacing electrical switches, fixtures, and motors; occasional painting or touching up of structure or equipment; repairing or replacing plumbing fixtures; and replacing broken window panes.

Excluded were positions that require a formal apprenticeship or equivalent training in one or more crafts. Also

excluded were workers participating in such a program.

Stationary engineer

(6931: Stationary engineer)

Operates and maintains one or more systems which provide heat, air-conditioning (cool, humidify, dehumidify, filter, and circulate air), refrigeration, steam or high-temperature water, or electricity. Duties involve: Observing and interpreting readings on gauges, meters, and charts which register various aspects of the system's operation; adjusting controls to insure safe and efficient operation of the system and to meet demands for the service provided; recording in logs various aspects of the system's operation; and keeping the engines, machinery, and equipment of the system in good working order. May direct and coordinate the activities of other workers (not stationary engineers) in performing tasks directly related to operating and maintaining the system or systems.

Excluded were head or chief engineers in hotels or motels employing more than one engineer; workers required to be skilled in the repair of electronic control equipment; and workers in establishments producing electricity, steam, or heated or cooled air primarily for sale; and boiler tenders.

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, D.C. 20402, or from the Bureau of Labor Statistics, Publications Sales Center, P.O. Box 2145, Chicago, Ill. 60690. Order by title and GPO Stock Number. Bulletins that are out of print, marked with an asterisk (*), are available for reference at leading public, college, or university libraries or at the Bureau's Washington or regional offices.

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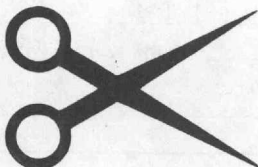
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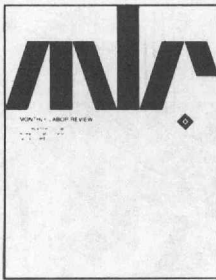
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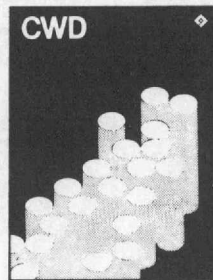


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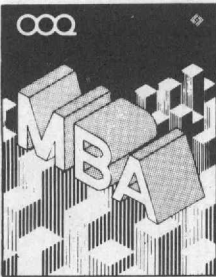
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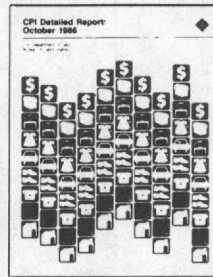
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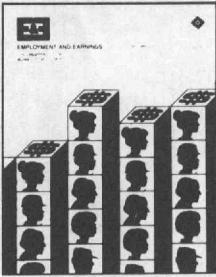
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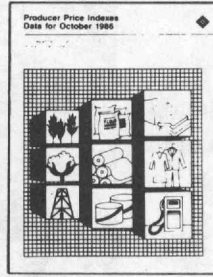
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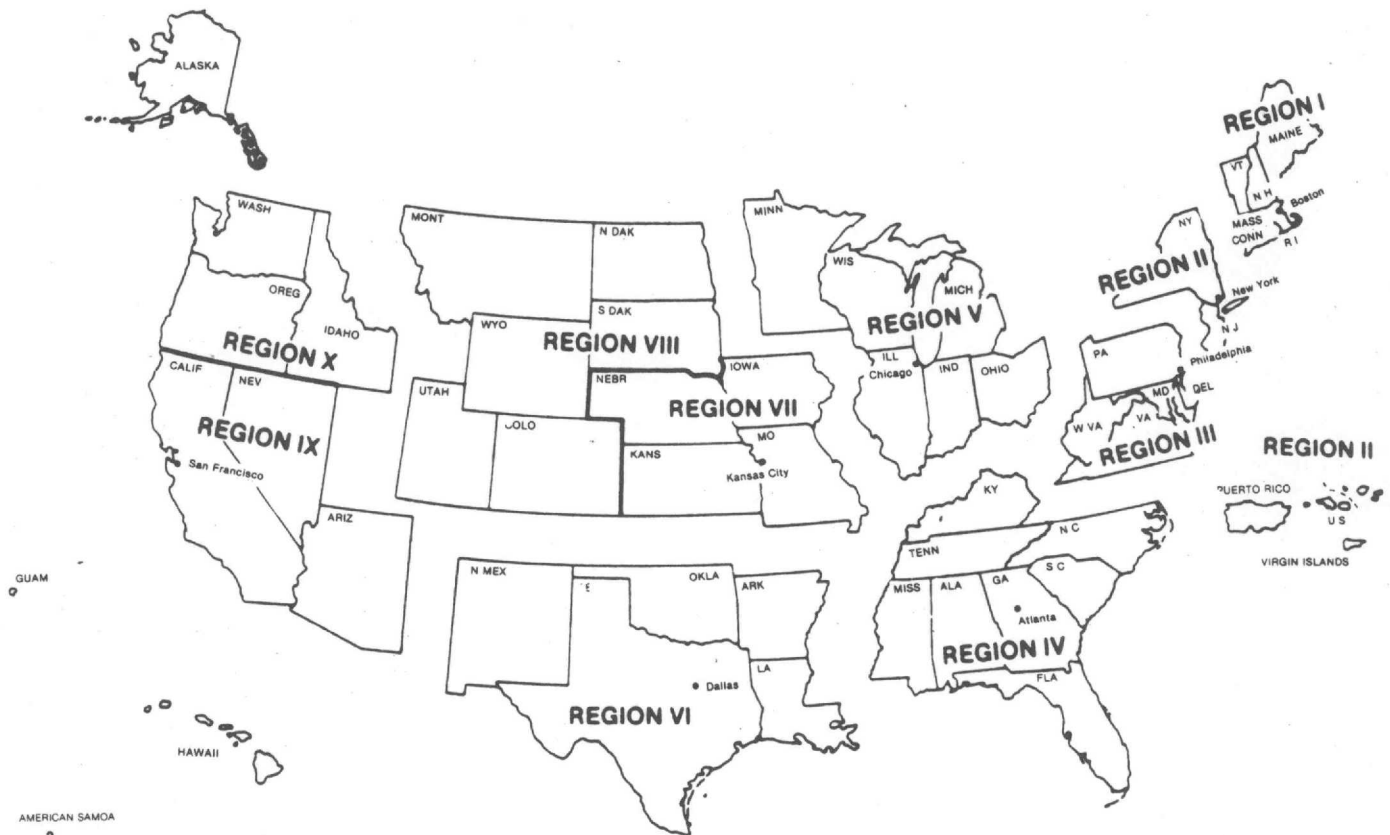
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