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# Industry Wage Survey: Auto Dealer Repair Shops, July 1988

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# Industry Wage Survey: Auto Dealer Repair Shops, July 1988

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U.S. Department of Labor  
Elizabeth Dole, Secretary

Bureau of Labor Statistics  
Janet L. Norwood, Commissioner

July 1989

Bulletin 2337

# Preface

This bulletin summarizes the results of a Bureau of Labor Statistics survey of wages and employee benefits in auto dealer repair shop facilities in July 1988. A similar study was conducted in November 1982.

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. David G. Larson of 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 bulletins are listed at the end of this bulletin along with information on how to obtain them.

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# Auto Dealer Repair Shops, July 1988

## Earnings and benefits

Occupational pay levels of nonsupervisory service workers in automobile dealer repair shops varied widely in July 1988. Among 18 metropolitan areas surveyed,<sup>1</sup> averages ranged from about \$200 a week for janitors in Indianapolis and Los Angeles-Long Beach to over \$800 a week for body repairers and painters in Washington, D.C.<sup>2</sup> Pay differences for occupations within and among individual repair shops, the prevalence of incentive pay plans, and the wide diversity of employee skills all contributed to this wide range of earnings. Together, the eight jobs selected to represent the service and repair activities performed in auto dealerships accounted for nearly two-thirds of the 91,475 nonsupervisory service workers covered by the study (table 1).

Auto mechanics, accounting for one-third of the service workers, were classified in one of three work levels based on their skills and the complexity of the repairs they were qualified to perform. Level III auto mechanics, who repair, rebuild, or overhaul major assemblies of cars and light trucks, were the numerically most important occupation in each of the 18 areas studied. In eight areas, they also had the highest average weekly earnings among the jobs reported—ranging from \$571 in Minneapolis-St. Paul to \$787 in Washington, D.C. (text table 1). Typically, their weekly averages fell between \$600 and \$750 a week; this was about twice as much as level I mechanics, who perform minor repairs and tuneups, and 25 to 50 percent more than level II mechanics.

<sup>1</sup> Metropolitan areas are Metropolitan Statistical Areas as defined by the U.S. Office of Management and Budget through October 1984. Seven of the twenty-four areas surveyed in 1982 have been dropped from the current study (Birmingham, Detroit, Memphis, Milwaukee, Phoenix, Pittsburgh, and St. Louis), and one area (Seattle) has been added. Dallas and San Francisco are not comparable between the two surveys due to changes in the area definitions. For an account of the November 1982 survey, see *Industry Wage Survey: Auto Dealer Repair Shops, November 1982*, BLS Bulletin 2198 (1984).

<sup>2</sup> See appendix A for the scope and method of the survey and for definitions of terms used in this report. The survey excluded establishments employing fewer than 20 workers. Also, see appendix B for occupational descriptions.

The current survey used a weekly earnings concept as opposed to the average hourly earnings data collected in the 1982 survey. The weekly earnings data contained in this bulletin generally reflect a normal or typical workweek and include straight-time, overtime, production bonuses, and other payments received during the payroll period studied. Cost-of-living increases were included as part of the workers' regular pay. Excluded were lump-sum payments such as profit-sharing payments, attendance bonuses, Christmas or yearend bonuses, and other nonproduction bonuses.

Level II mechanics represented between 3 percent (Chicago) and 40 percent (New York) of the total number of mechanics. Differences in the organization of individual shops and the corresponding method of allocating work assignments contributed to these variations in employment levels. (See appendix B for definitions of mechanics.) Average earnings fell between \$400 and \$600 a week in most of the areas surveyed.

Weekly earnings for service writers, who examine automobiles to determine the need for and cost of repairs, averaged \$500 to \$700 in most areas. Service writers usually averaged \$50 to \$150 a week less than auto mechanics III, but substantially above the typical pay levels of \$350 to \$500 a week for parts clerks and the \$350 to \$400 for new-car get-ready workers.

Painters had the highest weekly average in 7 of the 18 areas, topping out at \$885 in the Washington, D.C. area. Weekly averages, however, most often fell between \$500 to \$700 a week, about the same range usually recorded for auto body repairers. Area pay relationships between these two body shop occupations showed mixed patterns. Painters averaged more than body repairers in 11 areas, while body repairers held the advantage in 6. (In Dallas, both occupations averaged \$642 a week.) The differentials between the two jobs amounted to 3 percent or less in eight areas. The largest difference in favor of body repairers was 35 percent in Nassau-Suffolk Counties, N.Y.; in favor of painters, it was 25 percent in Minneapolis-St. Paul and Portland. The relatively low employment in body shop jobs reflects a continuing tendency for dealerships to contract out auto body work.

Janitors were the lowest paid workers in 15 of the 16 areas in which data for the job were published.<sup>3</sup> Guards I recorded the lowest weekly average in two areas. Weekly earnings for these two occupations typically averaged between \$200 and \$300 a week.

Among the 18 areas surveyed, Washington, Los Angeles, and San Francisco most often reported the highest weekly averages and Kansas City, Portland, and Indianapolis, the lowest for the occupations surveyed. Interarea differences in occupational pay were often pronounced. For example, parts clerks in Atlanta averaged nearly 60 percent more than these workers in Kansas City. Similar comparisons between

<sup>3</sup> Data did not meet publication criteria for guards I in 11 areas and for janitors in 2 areas.

**Text table 1. Pay ranges for selected occupations, auto dealer repair shops, 18 metropolitan areas, July 1988**

Occupation	Typical weekly earnings				
	Lowest paying—		Highest paying—		Midrange of area pay levels <sup>1</sup>
	Area	Rate	Area	Rate	
Body repairers .....	New York	\$548.50	Washington	\$882.50	\$604.50 - \$652.00
Painters .....	Nassau-Suffolk	478.50	Washington	885.00	610.00 - 697.50
Auto mechanics .....	Indianapolis and Portland	522.00	Los Angeles-Long Beach	704.50	536.50 - 650.00
Auto mechanics I .....	Portland	279.00	San Francisco	481.00	325.50 - 355.00
Auto mechanics II .....	Kansas City	349.00	Chicago	609.50	411.00 - 525.00
Auto mechanics III .....	Minneapolis-St. Paul	571.00	Washington	787.00	623.00 - 705.50
New-car get-ready workers .....	Philadelphia	307.00	San Francisco	521.00	344.50 - 420.00
Parts clerks .....	Kansas City	361.50	Atlanta	566.50	413.00 - 525.00
Service writers .....	Indianapolis	469.00	Los Angeles-Long Beach	834.50	529.50 - 673.00
Guards .....	Denver	198.50	New York	346.50	- - -
Janitors, porters, or cleaners .....	Indianapolis	200.50	Nassau-Suffolk	328.50	227.50 - 291.00

<sup>1</sup> 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 18 areas ex-

cept for janitors, porters, or cleaners (16 areas reporting) and guards (8 areas). Midranges are not provided for guards because data were published for fewer than one-half of the areas studied.

the two areas showed a pay advantage for Atlanta of 34 percent for body repairers, 25 percent for service writers, and 13 percent for auto mechanics III. Earnings of new-car get-ready workers, however, were 3 percent greater in Kansas City than in Atlanta.

Weekly pay levels among occupations within the same area also showed wide variation. Level III auto mechanics averaged 30 to 50 percent more than new-car get-ready workers in Houston, Chicago, Kansas City, and San Francisco compared with more than twice their average in Philadelphia, Miami-Hialeah, Washington, Denver, and Los Angeles-Long Beach.

Incentive pay systems applied to about one-half to two-thirds of the service workers covered by the survey in 14 areas (table 22). The most common type of incentive plan in all areas but San Francisco and Minneapolis-St. Paul was flat-rate hours. Under this plan, pay is computed by multiplying the number of flat-rate hours predetermined for each auto repair task by an established hourly rate. In 15 areas, one-third to one-half of the service workers were covered by flat-rate hours plans. In San Francisco, where 26 percent of the service workers were covered by incentive plans, 9 percent were under individual bonus and 9 percent under group bonus and/or commission plans. In Minneapolis-St. Paul, individual bonus plans were the most common incentive payments, applying to 21 percent of the service workers.

Time rates were derived mostly from informal plans that based rates on the qualifications of the individual worker (12 areas). Formal time-rate plans, providing single rates or a range of rates for specified jobs, applied to at least 25 percent of the service workers in Kansas City, Minneapolis-St. Paul, Nassau-Suffolk, New York, and San Francisco.

In areas and occupations where comparisons were possible, workers paid on an incentive basis nearly always averaged more in weekly pay than time-rated workers (tables 4-21). The pay differences, however, varied widely. For example, in Indianapolis, new-car get-ready workers under incentive pay systems averaged 89 percent more than those who were time-rated, while the corresponding difference for service writers was 30 percent. Kansas City reported incentive/time-rated differences of 43 percent for new-car get-ready workers and 60 percent for service writers.

The proportion of workers paid under incentive systems varied by occupation (table 23). Body repairers working under these plans represented between 60 and 100 percent of their total employment in 15 of the 18 areas, while new-car get-ready workers under incentive pay systems accounted for less than 25 percent of their employment in 6 areas and more than 50 percent in 6 other areas.

The method of incentive pay also varied by occupation: flat-rate hours were common for body repairers, painters, mechanics, and new-car get-ready workers; and group bonuses and/or commissions were most prevalent for parts clerks and service writers.

Largely the result of these incentive systems, individual earnings were widely dispersed within the same job and area. For example, in Houston, where all level III auto mechanics were paid on an incentive basis, nearly 90 percent of these workers earned between \$250 and \$1,000 a week—a \$750 spread. In San Francisco, where the level III mechanics largely were time-rated, most earned within a \$200 range—83 percent of the workers were between \$600 and \$800 a week. Even within individual establishments, the weekly earnings of the highest paid level III mechanic frequently exceeded



those of the lowest paid by at least \$400 a week. As a result, there was frequent overlapping of individual workers' earnings among jobs with quite different average weekly pay levels (tables 4-21).

Virtually all service workers in auto dealer repair shops were provided paid holidays (table 25). At least three-fifths of the service workers in Boston, Nassau-Suffolk, New York, Chicago, Minneapolis-St. Paul, and San Francisco were in shops which had provisions for nine or more holidays annually. The most prevalent holiday provision in eight of the areas was 6 days. In three areas of the South—Atlanta, Dallas, and Houston—5 paid holidays were typical.

Over nine-tenths of the incentive workers covered by the survey received the same number of holidays as their time-rated counterparts. For incentive workers, holidays were paid on a flat-sum basis in most of the areas studied. However, in Philadelphia, Atlanta, and Washington, holiday pay for nearly one-half of the incentive workers was based on average earnings, and, in Dallas, the proportion was nearly two-thirds.

Virtually all service workers were in shops providing vacations after qualifying periods of service (table 26). Typical provisions were 1 week of vacation pay after 1 year of service and 2 weeks after 2 years. Provisions for 3 weeks or more of vacation pay after 10 to 15 years of service applied to a majority of workers in most areas. Only in Minneapolis-St. Paul were a majority of the workers provided 4 weeks of vacation pay; the length of service required was 20 years or more.

Nearly all workers were in establishments offering hospitalization, surgical, and medical insurance (table 27). Membership in health maintenance organizations (HMO's) was available to at least half of the service workers in Boston, Kansas City, Los Angeles-Long Beach, Portland, and San Francisco. The proportion of workers opting for HMO coverage, however, ranged from less than 10 percent in seven areas to 45 percent in Los Angeles-Long Beach (table 28). Participation in some form of basic health care coverage (hospitalization, surgical, and medical insurance, or an HMO) involved from 80 to 98 percent of the service workers studied.

Dental plans were offered to a majority of workers in half of the areas. Alcohol and drug abuse treatment plans were available to a majority of the workers in 16 areas. Vision and hearing care plans were generally rare in the Northeast, South, and Midwest areas. The vast majority of workers offered dental, vision, hearing care, and alcohol and drug abuse treatment plans also participated in the plans.

Life and accidental death and dismemberment insurance plans were available to a majority of workers in all areas studied. Short-term protection against sickness and accident—either sick leave, sickness and accident insurance, or both—covered a majority of workers in 13 of the 18 areas.

Retirement plans (excluding Social Security) covered a majority of the service workers in 10 survey areas. Overall coverage ranged from about 20 percent in Dallas, Houston,

and Miami to between 80 and 90 percent in Chicago, Minneapolis-St. Paul, and San Francisco. Most areas reported pensions providing life-time annuities as the most prevalent type of plan offered. Lump-sum retirement plans had their highest incidence in Denver (available to one-third of the workers) and in Atlanta (covering slightly over two-fifths).

Eight areas reported funeral-leave pay for a majority of the workers and 14 areas reported jury-duty pay as a common practice (table 29). Provisions for paid military leave, severance pay due to technological change or facility closing, and automatic cost-of-living adjustments were not widespread.

Virtually all workers in 14 areas were in shops with provisions for furnishing and cleaning uniforms, or for paying at least part of the cost of these items (table 29). In the Northeast and in three of the five areas in the West, employers typically provided uniforms and cleaning. In most of the remaining areas, employers typically paid a portion of the cost of uniforms and/or cleaning.

### Industry characteristics

The 3,046 auto dealers within the scope of the survey employed 187,135 workers in July 1988. In the 18 areas combined, executive, administrative, managerial, and professional personnel made up 15 percent of the work force; administrative support occupations, including clerical, comprised 13 percent; automobile salesworkers, 22 percent; and nonsupervisory service workers accounted for nearly 50 percent.

The largest service worker employment was reported in Los Angeles-Long Beach (12,212), followed by Washington (9,912), Philadelphia (8,638), Chicago (8,462), Houston (5,844), and Atlanta (5,699). These six areas accounted for about three-fifths of the nonsupervisory service workers covered by the survey. The other 12 areas showed employment ranging from 2,094 service workers in Portland to 4,791 workers in Dallas.

Service worker employment increased substantially in 13 of the 15 areas for which comparisons were possible between November 1982 (the reference period for the last Bureau survey of this industry) and July 1988. These increases ranged from about 20 percent in Portland, Chicago, Los Angeles-Long Beach, and New York to 81 percent in Nassau-Suffolk and 88 percent in Atlanta. Only two areas recorded decreases in service worker employment—Houston (4 percent) and Denver (10 percent).

Establishments employing 20 to 49 workers accounted for one-fourth of the service workers; those with 50 to 99 workers, for slightly more than two-fifths; those with 100 to 249 workers, for nearly three-tenths; and larger establishments accounted for less than one-tenth. Table 2 shows that the proportions varied widely by area. The four northeastern areas as a group had the largest proportion of service workers in the smallest dealership classification when compared

to the other regions; the southern areas, in contrast, reported the largest proportions for the two larger classifications.

Forty-hour work schedules were common in all of the areas studied, but longer work schedules also were recorded in 10 areas. Five of these reported at about a fourth or more of the workers on such schedules—Atlanta, Boston, Dallas, Denver, and Indianapolis.

Dealerships with labor-management agreements covering a majority of their nonsupervisory service workers were

found in eight areas. The proportion of workers covered ranged from slightly less than one-tenth in Seattle and one-sixth in Philadelphia to nearly three-fourths in Minneapolis-St. Paul. The major unions in the industry were the International Association of Machinists and Aerospace Workers and the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (both AFL-CIO affiliates). In Chicago, Kansas City, and San Francisco, dealerships often had agreements with both of these unions.

**Table 1 . Occupational staffing pattern**

(Percent distribution of workers in auto dealer repair shops by occupational group and size of establishment, 18 metropolitan areas combined, July 1988)

Occupational group	All establishments	Establishments with—			
		Under 50 workers	50-99 workers	100-249 workers	250-499 workers
All workers .....	100.0	100.0	100.0	100.0	100.0
Executive, administrative, managerial, and professional occupations .....	14.8	18.2	14.7	12.5	11.0
Administrative support occupations, including clerical .....	13.4	12.5	13.2	14.2	15.9
Salespersons (new and/or used cars) .....	21.9	21.6	22.1	22.1	19.6
Salespersons, other .....	1.1	1.0	1.0	1.2	1.3
All nonsupervisory service workers .....	48.8	46.8	49.0	49.9	52.3
Body repairers .....	3.1	2.0	3.5	3.7	1.9
Painters .....	.9	.5	1.0	1.2	.8
Auto mechanics .....	16.3	18.7	16.7	14.2	10.8
Auto mechanics I .....	1.5	1.4	1.6	1.4	.6
Auto mechanics II .....	3.3	3.8	3.4	2.7	1.4
Auto mechanics III .....	11.6	13.5	11.7	10.0	8.7
Car preparation workers and polishers (except new-car get- ready workers) .....	3.0	2.8	3.1	3.0	3.2
New-car get-ready workers .....	1.7	1.9	1.5	1.9	1.1
Parts clerks .....	5.1	5.0	5.2	5.2	5.3
Pick-up and delivery workers (cars, customers, and/or parts) .....	2.6	2.5	2.6	2.6	2.1
Service writers .....	3.9	4.3	4.0	3.4	3.2
Guards .....	.1	.1	.1	.2	.4
Guards I .....	.1	.1	.1	.2	.2
Janitors .....	.5	.6	.5	.3	.4
Laborers (including car jockeys, lot attendants, and utility workers) .....	5.0	4.3	4.8	5.8	6.1
All other workers (not covered by any of the above categories) .....	6.6	4.3	5.9	8.5	16.8

NOTE: Because of rounding, sums of individual items may not equal 100. Overall occupation may in-

clude data for subclassifications not shown separately.

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**Table 2 . Employment by selected characteristics**(Percent of nonsupervisory service workers employed by auto dealer repair shops by selected characteristics, 18 metropolitan areas,<sup>1</sup> July 1988)

Area	Percent of workers in establishments with—				
	Under 50 workers	50-99 workers	100-249 workers	250-499 workers	Labor-management contract coverage <sup>2</sup>
<b>Northeast</b>					
Boston .....	41	43	16	-	-
Nassau-Suffolk .....	56	37	8	-	58
New York .....	48	42	10	-	57
Philadelphia .....	32	46	16	6	15
<b>South</b>					
Atlanta .....	15	48	36	-	-
Dallas .....	7	36	46	11	-
Houston .....	12	34	52	2	-
Miami-Hialeah .....	7	30	47	16	-
Washington .....	13	30	48	8	-
<b>Midwest</b>					
Chicago .....	31	45	22	2	59
Indianapolis .....	29	47	24	-	-
Kansas City .....	32	41	26	-	37
Minneapolis-St. Paul .....	19	54	23	4	72
<b>West</b>					
Denver .....	11	46	43	-	-
Los Angeles-Long Beach .....	23	42	30	4	-
Portland .....	27	66	7	-	-
San Francisco .....	36	48	9	7	54
Seattle .....	26	61	12	-	8

<sup>1</sup> For definitions of areas, see footnote 1, table A-1, appendix A.<sup>2</sup> Percent of nonsupervisory service workers in establishments where labor-management agreements covered a majority of such

workers.

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

**Table 3. Occupational average earnings: All areas**

(Number of workers and average weekly earnings<sup>1</sup> in selected occupations in auto dealer repair shops 18 metropolitan areas,<sup>2</sup> July 1988)

Occupation and method of pay	Northeast								South									
	Boston		Nassau-Suffolk		New York		Phila-delphia		Atlanta		Dallas		Houston		Miami-Hialeah		Wash-ington	
	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings
Body repairers .....	399	\$667.00	79	\$644.50	161	\$548.50	405	\$622.00	551	\$811.00	278	\$642.00	433	\$606.50	236	\$633.50	613	\$882.50
Time workers .....	34	498.00	32	667.00	63	436.00	126	475.00	-	-	-	-	-	-	-	-	-	-
Incentive workers .....	365	683.00	47	629.00	98	620.50	279	688.00	519	811.00	250	672.00	427	607.50	-	-	605	890.00
Painters .....	12	668.00	20	478.50	21	499.50	118	611.50	195	879.50	125	642.00	166	625.50	79	694.50	216	885.00
Time workers .....	-	-	-	-	-	-	45	471.00	-	-	-	-	-	-	-	-	-	-
Incentive workers .....	-	-	-	-	15	512.50	73	698.50	179	897.50	-	-	160	636.00	-	-	196	929.50
Auto mechanics .....	1,858	658.50	1,698	633.00	1,956	595.00	2,895	554.50	1,737	616.00	1,256	627.50	1,438	634.50	871	650.00	3,254	668.50
Time workers .....	395	498.50	359	465.50	581	501.00	549	387.00	-	-	17	401.00	14	268.00	-	-	328	559.50
Incentive workers .....	1,463	701.50	1,339	678.00	1,375	634.50	2,346	594.00	1,707	616.50	1,239	630.50	1,424	638.00	857	652.50	2,926	680.50
Auto mechanics I .....	112	321.00	147	357.50	181	413.00	373	336.00	176	355.00	91	330.00	82	322.50	11	384.50	407	354.50
Time workers .....	71	319.00	76	348.50	87	362.00	190	290.50	-	-	-	-	14	268.00	-	-	-	-
Incentive workers .....	41	324.00	71	367.50	94	460.00	183	383.50	170	355.00	86	329.50	68	333.50	-	-	322	354.00
Auto mechanics II .....	324	433.00	648	516.00	788	526.50	809	453.00	287	580.50	175	449.00	88	411.00	64	410.50	803	525.00
Time workers .....	75	408.00	219	453.00	270	468.00	233	382.50	-	-	7	325.00	-	-	-	-	170	545.50
Incentive workers .....	249	440.50	429	548.50	518	557.00	576	482.00	-	-	168	454.00	-	-	54	397.50	633	519.50
Auto mechanics III .....	1,422	736.00	903	761.50	987	683.00	1,713	650.50	1,274	660.00	990	686.50	1,268	670.50	796	672.50	2,044	787.00
Time workers .....	249	576.50	64	646.50	224	595.50	126	540.50	-	-	-	-	-	-	-	-	73	828.50
Incentive workers .....	1,173	770.00	839	770.50	763	708.50	1,587	659.00	1,250	660.50	985	687.00	-	-	792	673.50	1,971	785.50
New-car get-ready workers .....	108	423.50	174	385.00	380	384.00	376	307.00	188	420.00	179	348.00	216	508.00	126	310.00	427	370.00
Time workers .....	65	358.00	139	360.00	291	350.50	296	283.50	109	375.00	87	270.00	76	294.50	29	223.00	233	267.00
Incentive workers .....	43	522.50	35	484.00	89	493.50	80	394.50	79	481.50	92	421.00	140	624.00	97	336.00	194	493.50
Parts clerks .....	579	497.00	462	479.00	496	448.50	756	405.00	531	566.50	473	550.50	542	554.00	324	544.50	1,155	456.50
Time workers .....	148	421.50	239	396.00	332	402.00	244	337.50	50	383.50	26	324.00	45	330.00	22	331.00	218	281.50
Incentive workers .....	431	523.00	223	568.00	164	542.50	512	437.00	481	585.50	447	563.50	497	574.50	302	560.00	937	497.00
Service writers .....	482	574.50	348	664.00	431	579.00	624	502.50	407	696.00	362	683.50	372	618.00	234	699.50	766	673.00
Time workers .....	120	518.50	22	562.50	58	484.00	106	398.50	-	-	-	-	-	-	-	-	92	446.00
Incentive workers .....	362	593.00	326	670.50	373	593.50	518	524.00	389	707.00	358	687.00	348	636.00	231	705.00	674	704.00
Guards .....	-	-	-	-	25	346.50	18	282.00	-	-	11	274.50	16	265.00	-	-	-	-
Guards I .....	-	-	-	-	25	346.50	18	282.00	-	-	11	274.50	16	265.00	-	-	-	-
Janitors, porters, or cleaners .....	45	291.00	54	328.50	156	270.50	71	257.50	74	239.50	45	220.00	23	227.50	17	213.50	127	283.00

See footnotes at end of table.

**Table 3. Occupational average earnings: All areas—Continued**

(Number of workers and average weekly earnings<sup>1</sup> in selected occupations in auto dealer repair shops 18 metropolitan areas,<sup>2</sup> July 1988)

Occupation and method of pay	Midwest								West									
	Chicago		Indianapolis		Kansas City		Minneapolis-St. Paul		Denver		Los Angeles-Long Beach		Portland		San Francisco		Seattle	
	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings
Body repairers .....	675	\$726.50	243	\$582.00	288	\$606.50	305	\$619.50	98	\$604.50	609	\$652.00	106	\$556.50	133	\$765.00	173	\$593.00
Time workers .....	46	552.50	-	-	-	-	-	-	-	-	-	-	-	-	121	756.00	72	516.50
Incentive workers .....	629	739.50	-	-	287	607.00	292	627.50	-	-	588	-	-	556.50	-	-	101	648.00
Painters .....	56	610.00	90	686.00	76	733.00	101	777.50	45	596.00	209	665.00	37	697.50	67	772.00	61	592.00
Time workers .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	61	745.50	37	474.00
Incentive workers .....	49	651.50	-	-	-	-	-	-	43	612.50	203	660.50	-	-	-	-	24	774.00
Auto mechanics .....	2,449	696.50	696	522.00	1,075	533.00	1,354	546.50	984	529.00	4,106	704.50	814	522.00	942	697.50	1,135	536.50
Time workers .....	177	557.00	18	264.00	46	267.00	-	-	43	294.50	156	400.50	84	301.00	673	686.50	472	463.50
Incentive workers .....	2,272	707.50	678	528.50	1,029	545.00	1,321	552.00	941	540.00	3,950	717.00	730	547.50	269	725.50	663	588.50
Auto mechanics I .....	39	349.00	79	335.50	119	336.00	58	349.00	188	293.00	314	387.50	125	279.00	80	481.00	163	325.50
Time workers .....	-	-	14	217.00	31	262.50	17	289.50	23	241.50	115	346.50	57	260.50	68	464.50	112	323.50
Incentive workers .....	-	-	65	361.00	88	361.50	41	373.50	165	300.00	199	411.50	68	294.50	12	576.50	51	330.00
Auto mechanics II .....	84	609.50	243	458.50	111	349.00	125	404.00	382	470.00	719	569.00	165	386.50	105	545.50	184	437.00
Time workers .....	-	-	-	-	-	-	-	-	18	336.50	18	500.00	-	-	77	552.00	128	437.00
Incentive workers .....	50	583.00	239	458.50	98	361.50	115	411.00	364	477.00	701	570.50	144	387.50	28	527.00	56	436.50
Auto mechanics III .....	2,326	705.50	374	602.50	845	585.00	1,171	571.00	414	691.00	3,073	769.00	524	623.00	757	741.50	788	603.00
Time workers .....	104	605.00	-	-	-	-	-	-	-	-	23	592.00	-	-	528	735.00	232	545.50
Incentive workers .....	2,222	710.50	-	-	843	585.00	1,165	572.00	412	691.50	3,050	770.50	518	625.00	229	757.50	556	627.00
New-car get-ready workers .....	119	504.00	68	364.50	88	434.50	144	367.50	100	322.50	315	344.50	46	399.50	52	521.00	129	328.50
Time workers .....	113	413.00	35	255.00	40	352.00	93	317.00	44	240.50	234	298.50	15	283.00	44	449.50	113	322.50
Incentive workers .....	-	-	33	481.00	48	503.50	51	460.50	56	386.50	81	477.00	31	455.50	8	915.00	16	369.00
Parts clerks .....	637	413.00	223	365.00	345	361.50	428	438.50	333	419.00	1,377	525.00	283	378.50	284	559.00	397	453.00
Time workers .....	297	339.50	46	267.50	149	314.00	280	408.50	49	334.50	307	303.50	91	294.00	184	562.50	232	415.00
Incentive workers .....	340	477.00	177	390.50	196	398.00	148	495.00	284	434.00	1,070	588.50	192	418.50	100	553.00	165	506.00
Service writers .....	649	529.50	171	469.00	249	558.00	313	504.50	215	606.00	1,010	834.50	187	549.50	194	686.00	241	529.00
Time workers .....	103	472.50	28	375.50	15	357.00	72	439.50	-	-	23	509.00	17	392.50	48	547.00	104	478.50
Incentive workers .....	546	540.50	143	487.00	234	571.00	241	524.00	204	611.50	987	842.00	170	565.00	146	731.50	137	567.00
Guards .....	20	242.50	-	-	13	239.00	-	-	12	198.50	40	262.00	-	-	-	-	-	-
Guards I .....	20	242.50	-	-	13	239.00	-	-	12	198.50	-	-	-	-	-	-	-	-
Janitors, porters, or cleaners .....	54	293.50	26	200.50	-	-	22	318.50	8	270.50	110	205.50	-	-	7	296.50	16	250.00

<sup>1</sup> Average weekly earnings generally reflect a normal or typical workweek and include straight-time, overtime, production bonuses, and other payments received during the payroll period studied. Cost-of-living pay increases were included as part of the workers' regular pay. Excluded were lump-sum payments such as profit sharing payments, attendance bonuses, Christmas or yearend bonuses, and other nonproduction bonuses.

<sup>2</sup> For definitions of individual areas, see footnote 1, table A-1, appendix A.

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

**Table 4. Occupational earnings: Boston, MA<sup>1</sup>**

(Percent distribution of workers in selected occupations in auto dealer repair shops by typical weekly earnings, July 1988)

Occupation and method of pay	Number of workers	Typical weekly earnings <sup>2</sup>	Percent of workers receiving weekly earnings (in dollars) of—																				
			200 and under 250	250-300	300-350	350-400	400-450	450-500	500-550	550-600	600-650	650-700	700-750	750-800	800-850	850-900	900-950	950-1,000	1,000-1,050	1,050-1,100	1,100-1,150	1,150-1,200	1,200 and over
Body repairers .....	399	\$667.00	-	-	-	1	8	5	12	9	15	10	14	7	3	8	4	2	2	1	( <sup>3</sup> )	1	-
Time workers .....	34	498.00	-	-	-	9	18	18	47	9	9	-	-	-	-	-	-	-	-	-	-	-	-
Incentive workers .....	365	683.00	-	-	-	1	8	4	9	8	15	11	15	7	3	8	5	2	2	1	( <sup>3</sup> )	1	-
Painters .....	12	668.00	-	-	-	-	-	-	-	-	50	-	42	8	-	-	-	-	-	-	-	-	-
Auto mechanics .....	1,858	658.50	( <sup>3</sup> )	2	4	5	8	9	9	9	7	6	6	7	5	4	3	2	2	3	1	1	3
Time workers .....	395	498.50	-	5	11	8	16	16	15	5	3	8	7	4	-	( <sup>3</sup> )	( <sup>3</sup> )	1	-	( <sup>3</sup> )	-	-	
Incentive workers .....	1,463	701.50	( <sup>3</sup> )	1	2	5	6	7	8	10	8	5	6	8	7	5	4	3	3	3	2	2	3
Auto mechanics I .....	112	321.00	3	27	39	28	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Time workers .....	71	319.00	-	25	52	18	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive workers .....	41	324.00	7	29	17	44	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Auto mechanics II .....	324	433.00	-	3	10	18	31	21	10	7	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	
Time workers .....	75	408.00	-	4	8	24	43	19	-	3	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive workers .....	249	440.50	-	3	10	16	27	21	12	8	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	
Auto mechanics III .....	1,422	736.00	-	-	-	1	4	7	10	10	9	8	8	10	7	5	4	3	3	4	2	2	3
Time workers .....	249	576.50	-	-	-	-	11	20	24	7	5	13	10	6	-	( <sup>3</sup> )	( <sup>3</sup> )	1	-	( <sup>3</sup> )	-	-	
Incentive workers .....	1,173	770.00	-	-	-	1	2	5	7	11	10	7	8	11	8	6	5	3	4	4	2	2	4
New-car get-ready workers .....	108	423.50	14	12	9	8	20	12	8	2	5	2	1	-	4	-	3	-	-	-	-	-	
Time workers .....	65	358.00	23	20	11	6	23	3	8	-	3	2	2	-	-	-	-	-	-	-	-	-	
Incentive workers .....	43	522.50	-	-	7	12	16	26	9	5	7	2	-	-	9	-	7	-	-	-	-	-	
Parts clerks .....	579	497.00	-	3	6	13	18	13	16	7	9	9	2	1	1	( <sup>3</sup> )	1	( <sup>3</sup> )	-	-	-	-	
Time workers .....	148	421.50	-	13	13	22	16	8	18	1	3	8	-	-	-	-	-	-	-	-	-	-	
Incentive workers .....	431	523.00	-	( <sup>3</sup> )	3	10	19	15	15	10	11	9	3	2	1	( <sup>3</sup> )	1	( <sup>3</sup> )	-	-	-	-	
Service writers .....	482	574.50	-	-	2	4	11	16	20	13	11	7	4	1	3	1	1	2	2	1	-	1	
Time workers .....	120	518.50	-	-	4	12	16	21	9	14	14	1	3	-	2	-	-	-	5	-	-	-	
Incentive workers .....	362	593.00	-	-	2	2	9	14	24	13	10	9	4	2	3	1	1	3	2	1	-	1	
Janitors, porters, or cleaners .....	45	291.00	36	16	36	4	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

<sup>1</sup> 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.

<sup>2</sup> Average weekly earnings generally reflect a normal or typical workweek and include straight-time, overtime, production bonuses, and other payments received during the payroll period studied. Cost-of-living pay increases were included as part of the workers' regular pay. Excluded were lump-sum payments such as profit sharing payments, attendance bonuses, Christmas or yearend

bonuses, and other nonproduction bonuses.

<sup>3</sup> Less than 0.5 percent.

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

**Table 5. Occupational earnings: Nassau-Suffolk, NY<sup>1</sup>**

(Percent distribution of workers in selected occupations in auto dealer repair shops by typical weekly earnings, July 1988)

Occupation and method of pay	Number of workers	Typical weekly earnings <sup>2</sup>	Percent of workers receiving weekly earnings (in dollars) of—																				
			Under 200	200 and under 250	250-300	300-350	350-400	400-450	450-500	500-550	550-600	600-650	650-700	700-750	750-800	800-850	850-900	900-950	950-1,000	1,000-1,050	1,050-1,100	1,100-1,150	1,150-1,200
Body repairers .....	79	\$644.50	-	-	-	-	5	9	3	8	18	13	18	8	4	6	3	-	-	-	-	-	-
Time workers .....	32	667.00	-	-	-	-	-	-	-	16	9	25	13	19	6	6	6	-	-	-	-	-	-
Incentive workers .....	47	629.00	-	-	-	-	9	15	4	2	6	13	13	17	9	6	6	-	-	-	-	-	-
Painters .....	20	478.50	-	-	-	20	-	40	-	10	20	-	-	10	-	-	-	-	-	-	-	-	-
Auto mechanics .....	1,698	633.00	-	1	1	4	6	7	10	10	9	11	7	9	6	3	4	2	2	1	1	2	( <sup>3</sup> )
Time workers .....	359	465.50	-	6	3	10	17	10	19	13	5	8	1	4	1	1	-	-	-	-	-	-	-
Incentive workers .....	1,339	678.00	-	-	1	3	3	6	8	10	9	12	9	10	7	4	5	3	3	1	2	2	( <sup>3</sup> )
Auto mechanics I .....	147	357.50	-	5	9	44	21	11	6	1	-	-	3	-	-	-	-	-	-	-	-	-	-
Time workers .....	76	348.50	-	11	8	36	24	13	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive workers .....	71	367.50	-	-	10	52	18	8	3	3	-	-	6	-	-	-	-	-	-	-	-	-	-
Auto mechanics II .....	648	516.00	-	2	1	2	11	13	19	20	14	8	3	2	1	1	1	1	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
Time workers .....	219	453.00	-	5	3	5	20	11	22	18	5	7	1	2	-	-	-	-	-	-	-	-	-
Incentive workers .....	429	548.50	-	-	-	-	6	14	18	21	18	8	4	2	2	2	1	1	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
Auto mechanics III .....	903	761.50	-	-	-	-	-	2	4	5	6	15	11	15	10	5	7	4	5	2	2	3	1
Time workers .....	64	646.50	-	-	-	-	-	-	19	9	11	19	5	19	6	6	6	-	-	-	-	-	-
Incentive workers .....	839	770.50	-	-	-	-	-	2	3	4	6	15	12	15	10	5	7	4	5	2	3	3	1
New-car get-ready workers .....	174	385.00	2	7	13	26	19	11	6	5	6	-	1	-	1	-	-	-	-	1	-	-	-
Time workers .....	139	360.00	3	9	13	27	22	9	8	6	4	-	-	-	-	-	-	-	-	-	-	-	-
Incentive workers .....	35	484.00	-	-	11	23	9	23	-	-	17	-	6	-	6	-	-	-	-	6	-	-	-
Parts clerks .....	462	479.00	-	6	7	10	9	15	13	9	10	8	3	6	1	-	2	( <sup>3</sup> )	-	-	-	-	( <sup>3</sup> )
Time workers .....	239	396.00	-	12	12	15	13	15	13	6	8	4	3	-	-	-	-	-	-	-	-	-	-
Incentive workers .....	223	568.00	-	-	1	5	4	14	12	12	11	13	4	13	2	-	5	1	-	-	-	-	1
Service writers .....	348	664.00	-	-	-	1	2	11	8	8	11	10	7	16	10	4	2	3	4	-	2	( <sup>3</sup> )	1
Time workers .....	22	562.50	-	-	-	18	-	-	-	32	18	-	14	18	-	-	-	-	-	-	-	-	-
Incentive workers .....	326	670.50	-	-	-	-	2	11	9	7	10	11	6	15	11	4	2	3	4	-	2	( <sup>3</sup> )	1
Janitors, porters, or cleaners .....	54	328.50	4	17	15	28	17	15	2	4	-	-	-	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> The Nassau-Suffolk metropolitan area consists of Nassau and Suffolk Counties.

<sup>2</sup> Average weekly earnings generally reflect a normal or typical workweek and include straight-time, overtime, production bonuses, and other payments received during the payroll period studied. Cost-of-living pay increases were included as part of the workers' regular pay. Excluded were lump-sum payments such as profit sharing payments, attendance bonuses, Christmas or yearend bonuses, and other nonproduction bonuses.

<sup>3</sup> Less than 0.5 percent.

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



**Table 6. Occupational earnings: New York, NY<sup>1</sup>**

(Percent distribution of workers in selected occupations in auto dealer repair shops by typical weekly earnings, July 1988)

Occupation and method of pay	Number of workers	Typical weekly earnings <sup>2</sup>	Percent of workers receiving weekly earnings (in dollars) of—																					
			Under 200	200 and under 250	250-300	300-350	350-400	400-450	450-500	500-550	550-600	600-650	650-700	700-750	750-800	800-850	850-900	900-950	950-1,000	1,000-1,050	1,050-1,100	1,100-1,150	1,150-1,200	1,200 and over
Body repairers .....	161	\$548.50	-	-	2	7	7	6	26	14	3	14	6	7	1	2	2	2	-	-	2	-	-	-
Time workers .....	63	436.00	-	-	5	19	10	14	33	14	5	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive workers .....	98	620.50	-	-	-	-	5	-	21	14	2	22	9	11	1	3	3	4	-	-	3	-	-	-
Painters .....	21	499.50	-	-	-	-	14	29	14	24	-	-	14	-	5	-	-	-	-	-	-	-	-	-
Incentive workers .....	15	512.50	-	-	-	-	20	20	20	13	-	-	20	-	7	-	-	-	-	-	-	-	-	-
Auto mechanics .....	1,956	595.00	-	1	1	4	5	9	10	13	10	19	5	6	4	3	2	1	2	1	2	( <sup>3</sup> )	( <sup>3</sup> )	1
Time workers .....	581	501.00	-	2	3	8	10	15	8	21	6	22	1	2	2	-	-	-	-	-	-	-	-	-
Incentive workers .....	1,375	634.50	-	1	1	2	3	7	11	9	12	18	7	8	5	4	3	1	3	1	2	( <sup>3</sup> )	( <sup>3</sup> )	2
Auto mechanics I .....	181	413.00	-	7	3	21	9	21	25	7	3	-	-	3	-	-	-	-	-	-	-	-	-	-
Time workers .....	87	362.00	-	9	7	40	14	14	16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive workers .....	94	460.00	-	5	-	3	5	28	34	14	5	-	-	5	-	-	-	-	-	-	-	-	-	-
Auto mechanics II .....	788	526.50	-	1	3	4	10	14	15	21	14	6	2	2	3	1	1	( <sup>3</sup> )	2	-	1	( <sup>3</sup> )	-	1
Time workers .....	270	468.00	-	1	4	4	13	20	11	36	9	1	-	-	1	-	-	-	-	-	-	-	-	-
Incentive workers .....	518	557.00	-	1	2	4	8	11	17	14	16	8	3	3	4	2	1	1	3	-	2	( <sup>3</sup> )	-	1
Auto mechanics III .....	987	683.00	-	-	-	-	1	3	3	7	9	34	9	10	5	5	4	1	3	2	2	1	( <sup>3</sup> )	1
Time workers .....	224	595.50	-	-	-	-	4	9	2	13	5	55	2	5	4	-	-	-	-	-	-	-	-	-
Incentive workers .....	763	708.50	-	-	-	-	( <sup>3</sup> )	2	4	6	10	28	11	11	6	6	5	1	3	2	3	1	( <sup>3</sup> )	2
New-car get-ready workers .....	380	384.00	2	9	12	21	24	7	7	10	3	1	2	1	-	-	1	-	1	-	-	-	-	-
Time workers .....	291	350.50	2	11	14	26	24	5	3	9	2	1	1	-	-	-	-	-	-	-	-	-	-	-
Incentive workers .....	89	493.50	-	-	6	2	22	16	19	11	7	2	3	4	-	-	4	-	2	-	-	-	-	-
Parts clerks .....	496	448.50	-	3	7	18	13	15	10	10	13	1	5	3	1	1	( <sup>3</sup> )	-	-	-	-	-	-	-
Time workers .....	332	402.00	-	4	11	22	14	14	10	9	15	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive workers .....	164	542.50	-	1	1	9	9	15	9	12	10	4	16	9	3	3	1	-	-	-	-	-	-	-
Service writers .....	431	579.00	-	-	3	5	8	11	13	16	4	11	5	6	2	2	3	3	2	3	3	-	( <sup>3</sup> )	-
Time workers .....	58	484.00	-	-	-	16	14	5	14	29	10	-	5	-	7	-	-	-	-	-	-	-	-	-
Incentive workers .....	373	593.50	-	-	4	3	7	12	12	14	3	12	5	7	1	2	3	4	2	4	3	-	( <sup>3</sup> )	-
Guards .....	25	346.50	-	12	20	28	20	12	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Guards I .....	25	346.50	-	12	20	28	20	12	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Janitors, porters, or cleaners .....	156	270.50	4	24	45	21	3	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

<sup>2</sup> Average weekly earnings generally reflect a normal or typical workweek and include straight-time, overtime, production bonuses, and other payments received during the payroll period studied. Cost-of-living pay increases were included as part of the workers' regular pay. Excluded were lump-sum payments such as profit sharing payments, attendance bonuses, Christmas or yearend bonuses, and other

nonproduction bonuses.

<sup>3</sup> Less than 0.5 percent.

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

**Table 7. Occupational earnings: Philadelphia, PA-NJ<sup>1</sup>**

(Percent distribution of workers in selected occupations in auto dealer repair shops by typical weekly earnings, July 1988)

Occupation and method of pay	Number of workers	Typical weekly earnings <sup>2</sup>	Percent of workers receiving weekly earnings (in dollars) of—																							
			Under 150	150 and under 200	200-250	250-300	300-350	350-400	400-450	450-500	500-550	550-600	600-650	650-700	700-750	750-800	800-850	850-900	900-950	950-1,000	1,000-1,050	1,050-1,100	1,100-1,150	1,150-1,200	1,200 and over	
Body repairers .....	405	\$622.00	-	-	1	1	2	5	13	15	12	8	7	5	7	2	4	4	2	2	2	( <sup>3</sup> )	1	2	3	
Time workers .....	126	475.00	-	-	5	1	4	8	25	24	6	10	11	1	2	1	2	-	-	-	-	-	-	-	-	
Incentive workers .....	279	688.00	-	-	-	1	1	4	8	11	14	7	5	6	10	3	4	6	3	3	4	1	2	3	4	
Painters .....	118	611.50	-	-	-	-	3	2	25	5	18	14	8	1	6	3	3	2	3	-	5	-	-	-	5	
Time workers .....	45	471.00	-	-	-	-	7	2	40	9	24	16	2	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive workers .....	73	698.50	-	-	-	-	1	15	3	14	12	11	1	10	5	4	3	4	-	8	-	-	-	-	8	
Auto mechanics .....	2,895	554.50	-	( <sup>3</sup> )	2	5	8	11	9	10	10	9	8	5	6	4	3	2	2	2	1	1	1	( <sup>3</sup> )	1	
Time workers .....	549	387.00	-	1	7	14	20	19	16	7	6	3	2	2	-	1	-	-	-	1	-	-	-	-	-	
Incentive workers .....	2,346	594.00	-	( <sup>3</sup> )	1	3	5	9	7	11	11	11	9	6	8	5	4	2	2	2	1	1	1	( <sup>3</sup> )	1	
Auto mechanics I .....	373	336.00	-	2	12	28	24	17	4	5	5	-	1	-	-	1	-	1	-	-	-	-	-	-	-	
Time workers .....	190	290.50	-	2	19	36	28	11	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive workers .....	183	383.50	-	2	4	20	20	24	5	10	11	-	2	-	-	1	-	1	-	-	-	-	-	-	-	
Auto mechanics II .....	809	453.00	-	( <sup>3</sup> )	2	4	14	21	15	14	9	8	4	3	2	1	1	-	( <sup>3</sup> )	1	-	-	-	-	( <sup>3</sup> )	
Time workers .....	233	382.50	-	-	2	3	24	34	27	4	( <sup>3</sup> )	3	2	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive workers .....	576	482.00	-	1	2	4	10	16	10	18	13	10	5	5	3	1	1	-	( <sup>3</sup> )	1	-	-	-	-	1	
Auto mechanics III .....	1,713	650.50	-	-	( <sup>3</sup> )	1	2	4	7	9	12	12	11	8	10	6	5	3	3	2	2	1	1	1	2	
Time workers .....	126	540.50	-	-	-	-	-	5	17	21	27	9	4	8	-	5	-	-	-	5	-	-	-	-	-	
Incentive workers .....	1,587	659.00	-	-	( <sup>3</sup> )	1	2	4	6	8	11	12	12	8	10	7	5	3	3	2	2	1	1	1	2	
New-car get-ready workers .....	376	307.00	2	3	36	19	14	8	6	4	2	1	2	-	-	-	( <sup>3</sup> )	1	-	-	-	-	-	( <sup>3</sup> )	-	
Time workers .....	296	283.50	2	3	39	22	13	9	6	3	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive workers .....	80	394.50	-	-	26	10	19	4	8	9	9	4	6	-	-	-	1	4	-	-	-	-	-	1	-	
Parts clerks .....	756	405.00	-	( <sup>3</sup> )	9	11	15	18	15	10	8	8	2	1	1	1	1	1	-	-	-	-	-	-	-	
Time workers .....	244	337.50	-	1	21	23	14	13	12	6	3	7	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive workers .....	512	437.00	-	-	3	6	15	21	16	12	11	8	3	1	1	1	1	-	-	-	-	-	-	-	-	
Service writers .....	624	502.50	-	-	1	1	11	12	15	15	10	11	6	6	4	1	1	( <sup>3</sup> )	1	( <sup>3</sup> )	1	( <sup>3</sup> )	-	-	( <sup>3</sup> )	
Time workers .....	106	398.50	-	-	6	3	35	12	14	11	3	8	5	2	-	1	-	-	-	-	-	-	-	-	( <sup>3</sup> )	
Incentive workers .....	518	524.00	-	-	-	1	7	12	15	16	12	12	6	7	5	1	2	( <sup>3</sup> )	1	( <sup>3</sup> )	1	( <sup>3</sup> )	-	-	( <sup>3</sup> )	
Guards .....	18	282.00	-	11	22	33	33	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Guards I .....	18	282.00	-	11	22	33	33	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Janitors, porters, or cleaners .....	71	257.50	-	8	37	37	15	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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

<sup>2</sup> Average weekly earnings generally reflect a normal or typical workweek and include straight-time, over-time, production bonuses, and other payments received during the payroll period studied. Cost-of-living pay increases were included as part of the workers' regular pay. Excluded were lump-sum payments such as profit sharing payments, attendance bonuses, Christmas or yearend bonuses, and other nonproduction bonuses.

nuses.

<sup>3</sup> Less than 0.5 percent.

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

**Table 8. Occupational earnings: Atlanta, GA<sup>1</sup>**

(Percent distribution of workers in selected occupations in auto dealer repair shops by typical weekly earnings, July 1988)

Occupation and method of pay	Number of workers	Typical weekly earnings <sup>2</sup>	Percent of workers receiving weekly earnings (in dollars) of—																									
			150 and under 200	200-250	250-300	300-350	350-400	400-450	450-500	500-550	550-600	600-650	650-700	700-750	750-800	800-850	850-900	900-950	950-1,000	1,000-1,050	1,050-1,100	1,100-1,150	1,150-1,200	1,200-1,250	1,250-1,300	1,300-1,350	1,350-1,400	1,400 and over
Body repairers .....	551	\$811.00	-	1	2	2	3	6	6	3	4	6	9	6	8	2	3	4	6	7	2	4	6	3	1	1	3	3
Incentive workers .....	519	811.00	-	1	2	2	3	6	7	3	3	6	9	6	7	3	3	3	6	5	3	4	6	3	1	1	3	3
Painters .....	195	879.50	-	-	2	3	3	3	13	4	-	6	12	8	2	-	6	5	1	5	5	4	-	2	-	3	2	10
Incentive workers .....	179	897.50	-	-	2	3	3	3	12	4	-	7	11	7	-	-	7	6	1	6	6	4	-	2	-	3	2	<sup>3</sup> 11
Auto mechanics .....	1,737	616.00	1	3	3	6	4	8	11	9	8	5	9	6	6	4	3	3	3	1	2	1	1	1	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )
Incentive workers .....	1,707	616.50	1	3	3	6	4	8	11	9	8	5	9	6	6	4	3	3	2	1	2	1	1	1	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )
Auto mechanics I .....	176	355.00	5	17	17	17	17	13	5	-	-	-	7	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive workers .....	170	355.00	5	18	18	18	14	13	5	-	-	-	8	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Auto mechanics II <sup>5</sup> .....	287	580.50	-	3	5	3	5	13	13	11	12	2	7	8	5	3	3	-	-	2	1	1	3	1	-	-	-	-
Auto mechanics III .....	1,274	660.00	-	1	1	5	3	6	12	9	8	7	10	6	7	5	3	4	4	2	3	( <sup>4</sup> )	1	1	1	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )
Incentive workers .....	1,250	660.50	-	1	1	5	3	6	12	9	9	7	10	6	7	5	4	4	3	2	3	( <sup>4</sup> )	1	1	1	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )
New-car get-ready workers .....	188	420.00	5	10	12	23	9	1	10	6	10	5	8	-	-	1	-	2	-	-	-	-	-	-	-	-	-	-
Time workers .....	109	375.00	6	13	8	28	11	-	11	6	13	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive workers .....	79	481.50	3	5	18	15	6	1	8	6	5	8	19	-	-	3	-	4	-	-	-	-	-	-	-	-	-	-
Parts clerks .....	531	566.50	-	2	4	4	8	8	19	10	7	8	6	8	2	5	4	2	-	1	1	-	1	1	-	-	-	-
Time workers .....	50	383.50	-	14	8	38	12	-	12	-	-	12	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive workers .....	481	585.50	-	1	3	1	7	9	20	11	8	8	6	8	2	6	4	2	-	1	1	-	1	1	-	-	-	-
Service writers .....	407	696.00	-	1	1	1	6	3	7	13	6	12	6	9	6	4	5	7	1	2	1	1	1	-	2	2	-	( <sup>4</sup> )
Incentive workers .....	389	707.00	-	-	1	1	6	4	6	14	6	12	4	9	6	4	5	7	2	2	2	2	2	-	2	3	-	1
Janitors, porters, or cleaners .....	74	239.50	5	61	27	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

<sup>2</sup> Average weekly earnings generally reflect a normal or typical workweek and include straight-time, overtime, production bonuses, and other payments received during the payroll period studied. Cost-of-living pay increases were included as part of the workers' regular pay. Excluded were lump-sum payments such as profit sharing payments, attendance bonuses, Christmas or yearend bonuses, and other nonproduction bonuses.

<sup>3</sup> Workers were distributed as follows: 2 percent at \$1,650 and under \$1,700; 3 percent at \$1,750 and under

\$1,800; 1 percent at \$1,950 and under \$1,950; and 4 percent at \$2,000 and over.

<sup>4</sup> Less than 0.5 percent.

<sup>5</sup> All incentive workers.

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

**Table 9. Occupational earnings: Dallas, TX<sup>1</sup>**

(Percent distribution of workers in selected occupations in auto dealer repair shops by typical weekly earnings, July 1988)

Occupation and method of pay	Number of workers	Typical weekly earnings <sup>2</sup>	Percent of workers receiving weekly earnings (in dollars) of—																						
			150 and under 200	200-250	250-300	300-350	350-400	400-450	450-500	500-550	550-600	600-650	650-700	700-750	750-800	800-850	850-900	900-950	950-1,000	1,000-1,050	1,050-1,100	1,100-1,150	1,150-1,200	1,200 and over	
Body repairers .....	278	\$642.00	-	-	1	11	11	9	6	3	5	9	8	6	4	10	3	2	3	3	1	2	1	3	
Incentive workers .....	250	672.00	-	-	1	10	5	8	7	3	6	10	8	7	4	11	3	2	3	4	1	2	2	4	
Painters <sup>3</sup> .....	125	642.00	-	2	5	2	11	4	10	5	4	11	8	7	10	6	1	7	2	3	-	-	1	2	
Auto mechanics .....	1,256	627.50	( <sup>4</sup> )	1	2	4	6	9	11	11	10	7	8	5	5	4	4	3	3	2	1	2	( <sup>4</sup> )	2	
Time workers .....	17	401.00	-	18	12	6	18	6	12	18	-	12	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive workers .....	1,239	630.50	( <sup>4</sup> )	1	2	4	6	9	11	11	10	7	8	6	5	4	4	3	3	2	1	3	( <sup>4</sup> )	2	
Auto mechanics I .....	91	330.00	3	10	19	26	23	14	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive workers .....	86	329.50	3	10	17	27	23	15	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Auto mechanics II .....	175	449.00	1	3	2	11	14	24	15	18	6	1	3	1	-	1	-	-	-	-	-	-	-	-	
Time workers .....	7	325.00	-	43	-	-	29	14	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive workers .....	168	454.00	1	1	2	12	13	24	15	18	6	1	4	1	-	1	-	-	-	-	-	-	-	-	
Auto mechanics III .....	990	686.50	-	-	-	( <sup>4</sup> )	3	5	11	11	11	11	9	9	7	6	4	5	4	3	2	1	3	( <sup>4</sup> )	2
Incentive workers .....	985	687.00	-	-	-	( <sup>4</sup> )	3	5	11	10	11	9	9	7	6	4	5	4	3	2	1	3	( <sup>4</sup> )	2	
New-car get-ready workers .....	179	348.00	9	30	9	12	13	7	7	3	2	-	3	3	-	2	1	-	-	-	-	-	-	-	
Time workers .....	87	270.00	15	49	8	8	13	2	-	-	2	-	2	-	-	-	-	-	-	-	-	-	-	-	
Incentive workers .....	92	421.00	3	11	11	16	13	11	13	5	1	-	3	7	-	3	2	-	-	-	-	-	-	-	
Parts clerks .....	473	550.50	-	2	4	10	10	9	13	11	9	11	4	3	2	1	2	3	1	1	3	1	1	1	
Time workers .....	26	324.00	-	23	15	35	8	8	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive workers .....	447	563.50	-	( <sup>4</sup> )	3	9	11	9	13	12	10	12	4	3	2	1	2	3	1	1	3	1	1	1	
Service writers .....	362	683.50	-	-	1	5	6	4	6	8	12	9	6	10	8	7	4	4	4	2	1	2	-	3	
Incentive workers .....	358	687.00	-	-	1	4	6	4	5	8	12	9	6	10	8	7	4	4	4	2	1	2	-	3	
Guards .....	11	274.50	-	18	64	-	18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Guards I .....	11	274.50	-	18	64	-	18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Janitors, porters, or cleaners .....	45	220.00	38	40	13	7	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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

<sup>2</sup> Average weekly earnings generally reflect a normal or typical workweek and include straight-time, overtime, production bonuses, and other payments received during the payroll period studied. Cost-of-living pay increases were included as part of the workers' regular pay. Excluded were lump-sum payments such as profit sharing payments, attendance bonuses, Christmas or yearend bonuses, and other nonproduction bonuses.

<sup>3</sup> All incentive workers.

<sup>4</sup> Less than 0.5 percent.

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

**Table 10. Occupational earnings: Houston, TX<sup>1</sup>**

(Percent distribution of workers in selected occupations in auto dealer repair shops by typical weekly earnings, July 1988)

Occupation and method of pay	Number of workers	Typical weekly earnings <sup>2</sup>	Percent of workers receiving weekly earnings (in dollars) of—																					
			150 and under 200	200-250	250-300	300-350	350-400	400-450	450-500	500-550	550-600	600-650	650-700	700-750	750-800	800-850	850-900	900-950	950-1,000	1,000-1,050	1,050-1,100	1,100-1,150	1,150-1,200	1,200 and over
Body repairers .....	433	\$606.50	-	( <sup>3</sup> )	3	9	8	10	10	9	12	4	6	6	3	5	2	3	2	1	( <sup>3</sup> )	3	1	3
Incentive workers .....	427	607.50	-	( <sup>3</sup> )	3	10	8	11	10	9	11	4	6	6	3	5	2	3	2	1	( <sup>3</sup> )	3	1	3
Painters .....	166	625.50	-	-	4	9	17	6	10	12	3	5	5	4	1	2	5	2	2	4	-	2	1	8
Incentive workers .....	160	636.00	-	-	4	6	18	6	10	13	3	5	5	4	1	2	5	2	2	4	-	2	1	9
Auto mechanics .....	1,438	634.50	( <sup>3</sup> )	1	3	6	7	9	9	11	8	6	6	7	5	4	4	3	4	2	3	1	1	3
Time workers .....	14	268.00	-	43	14	36	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive workers .....	1,424	638.00	( <sup>3</sup> )	1	3	6	7	9	9	11	8	6	6	7	5	4	4	3	4	2	3	1	1	3
Auto mechanics I .....	82	322.50	9	9	24	24	13	13	4	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-
Time workers .....	14	268.00	-	43	14	36	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive workers .....	68	333.50	10	1	26	22	15	16	4	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-
Auto mechanics II <sup>4</sup> .....	88	411.00	-	11	11	7	17	20	9	10	9	-	2	-	-	2	-	-	-	-	-	-	-	-
Auto mechanics III <sup>4</sup> .....	1,268	670.50	-	-	1	5	6	8	9	11	8	6	7	8	5	4	4	3	4	2	3	1	1	3
New-car get-ready workers .....	216	508.00	10	9	6	6	7	6	8	4	11	6	5	5	4	2	5	3	-	1	3	-	-	-
Time workers .....	76	294.50	29	22	12	8	11	3	3	5	8	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive workers .....	140	624.00	-	1	3	6	5	7	11	4	13	10	7	8	6	3	7	4	-	1	4	-	-	-
Parts clerks .....	542	554.00	-	1	2	10	8	13	11	10	7	9	13	6	4	2	2	( <sup>3</sup> )	-	1	( <sup>3</sup> )	( <sup>3</sup> )	1	1
Time workers .....	45	330.00	-	9	20	31	24	7	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive workers .....	497	574.50	-	( <sup>3</sup> )	-	8	6	14	11	11	7	10	14	6	4	3	2	( <sup>3</sup> )	-	1	( <sup>3</sup> )	( <sup>3</sup> )	1	1
Service writers .....	372	618.00	-	( <sup>3</sup> )	2	12	6	8	8	10	8	9	11	3	3	3	1	3	1	2	2	1	1	5
Incentive workers .....	348	636.00	-	( <sup>3</sup> )	2	9	6	6	9	11	8	10	12	3	3	3	1	4	1	3	2	1	1	5
Guards .....	16	265.00	31	31	6	19	-	-	-	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Guards I .....	16	265.00	31	31	6	19	-	-	-	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Janitors, porters, or cleaners .....	23	227.50	-	74	26	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

<sup>2</sup> Average weekly earnings generally reflect a normal or typical workweek and include straight-time, overtime, production bonuses, and other payments received during the payroll period studied. Cost-of-living pay increases were included as part of the workers' regular pay. Excluded were lump-sum payments such as profit sharing payments, attendance bonuses, Christmas or yearend bonuses, and other nonproduction bonuses.

<sup>3</sup> Less than 0.5 percent.

<sup>4</sup> All incentive workers.

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

**Table 11. Occupational earnings: Miami-Hialeah, FL<sup>1</sup>**

(Percent distribution of workers in selected occupations in auto dealer repair shops by typical weekly earnings, July 1988)

Occupation and method of pay	Number of workers	Typical weekly earnings <sup>2</sup>	Percent of workers receiving weekly earnings (in dollars) of—																					
			150 and under 200	200-250	250-300	300-350	350-400	400-450	450-500	500-550	550-600	600-650	650-700	700-750	750-800	800-850	850-900	900-950	950-1,000	1,000-1,050	1,050-1,100	1,100-1,150	1,150-1,200	1,200 and over
Body repairers <sup>3</sup> .....	236	\$633.50	-	1	( <sup>4</sup> )	6	2	11	11	6	11	10	8	8	9	7	3	1	2	-	( <sup>4</sup> )	1	1	2
Painters <sup>3</sup> .....	79	694.50	-	1	-	8	8	-	11	4	8	11	6	6	9	3	4	1	3	4	10	-	-	4
Auto mechanics .....	871	650.00	-	-	2	3	5	8	8	9	11	11	7	7	7	6	4	3	1	3	1	1	( <sup>4</sup> )	3
Incentive workers .....	857	652.50	-	-	2	3	5	9	9	8	11	11	7	7	8	6	4	4	1	3	1	1	( <sup>4</sup> )	3
Auto mechanics I <sup>3</sup> .....	11	384.50	-	-	-	18	45	18	18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Auto mechanics II .....	64	410.50	-	-	14	13	30	19	9	6	3	3	2	-	-	2	-	-	-	-	-	-	-	-
Incentive workers .....	54	397.50	-	-	17	15	28	22	11	-	4	-	2	-	2	-	-	-	-	-	-	-	-	-
Auto mechanics III .....	796	672.50	-	-	1	2	3	7	8	9	12	12	8	7	8	6	5	4	1	3	1	1	( <sup>4</sup> )	3
Incentive workers .....	792	673.50	-	-	1	2	3	7	8	9	12	12	8	7	8	6	5	4	1	3	1	1	( <sup>4</sup> )	3
New-car get-ready workers .....	126	310.00	4	33	23	14	11	4	6	3	-	1	-	2	-	-	-	-	-	-	-	-	-	-
Time workers .....	29	223.00	10	79	-	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive workers .....	97	336.00	2	19	30	15	14	5	7	4	-	1	-	2	-	-	-	-	-	-	-	-	-	-
Parts clerks .....	324	544.50	2	1	4	1	9	13	16	12	10	11	7	2	3	-	1	1	2	2	1	-	1	1
Time workers .....	22	331.00	36	-	14	-	14	9	9	-	9	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive workers .....	302	560.00	-	1	3	1	9	14	17	13	10	11	8	3	3	-	1	1	2	2	1	-	1	1
Service writers .....	234	699.50	-	( <sup>4</sup> )	-	1	4	4	9	9	15	7	8	14	3	3	3	1	5	2	3	2	3	3
Incentive workers .....	231	705.00	-	( <sup>4</sup> )	-	-	4	4	10	9	15	7	8	14	3	3	3	1	5	2	3	2	3	3
Janitors, porters, or cleaners .....	17	213.50	18	71	-	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> The Miami-Hialeah metropolitan area consists of Dade County.<sup>2</sup> Average weekly earnings generally reflect a normal or typical workweek and include straight-time, overtime, production bonuses, and other payments received during the payroll period studied. Cost-of-living pay increases were included as part of the workers' regular pay. Excluded were lump-sum payments such as profit sharing payments, attendance bonuses, Christmas or yearend bonuses, and other nonproduction bonuses.<sup>3</sup> All incentive workers.<sup>4</sup> Less than 0.5 percent.

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

**Table 12. Occupational earnings: Washington, DC-MD-VA<sup>1</sup>**

(Percent distribution of workers in selected occupations in auto dealer repair shops by typical weekly earnings, July 1988)

Occupation and method of pay	Number of workers	Typical weekly earnings <sup>2</sup>	Percent of workers receiving weekly earnings (in dollars) of—																									
			Under 150	150 and under 200	200-250	250-300	300-350	350-400	400-450	450-500	500-550	550-600	600-650	650-700	700-750	750-800	800-850	850-900	900-950	950-1000	1,000-1,050	1,050-1,100	1,100-1,150	1,150-1,200	1,200-1,300	1,300-1,400	1,400 and over	
Body repairers .....	613	\$882.50	-	-	1	2	4	1	5	4	4	6	5	6	3	6	6	5	4	3	7	4	3	3	7	2	4	10
Incentive workers .....	605	890.00	-	-	( <sup>3</sup> )	2	3	( <sup>3</sup> )	5	4	4	6	5	6	3	6	6	5	4	3	7	4	3	3	7	2	4	10
Painters .....	216	885.00	-	-	2	1	2	3	5	( <sup>3</sup> )	3	4	8	3	1	8	6	6	7	14	2	4	1	3	3	4	9	
Incentive workers .....	196	929.50	-	-	2	1	2	2	5	1	3	3	6	3	1	9	6	7	8	16	3	5	1	3	3	5	10	
Auto mechanics .....	3,254	668.50	( <sup>3</sup> )	1	2	4	5	6	7	8	7	8	6	6	7	6	4	4	3	2	2	2	1	2	3	1	3	
Time workers .....	328	559.50	-	-	2	3	7	8	20	7	12	9	4	3	8	5	2	2	3	-	2	-	-	-	3	2	-	
Incentive workers .....	2,926	680.50	( <sup>3</sup> )	1	2	4	4	5	6	8	7	8	6	7	7	6	5	5	3	2	2	2	1	2	3	1	3	
Auto mechanics I .....	407	354.50	-	3	13	22	20	14	11	8	2	2	3	( <sup>3</sup> )	-	-	1	-	-	-	-	-	-	-	( <sup>3</sup> )	-	-	
Incentive workers .....	322	354.00	-	4	14	25	20	11	6	9	2	3	4	1	-	-	1	-	-	-	-	-	-	-	-	-	-	
Auto mechanics II .....	803	525.00	1	1	2	4	3	10	11	13	14	12	8	7	7	6	1	1	-	( <sup>3</sup> )	-	-	( <sup>3</sup> )	-	-	-	-	
Time workers .....	170	545.50	-	-	-	-	4	4	24	11	23	3	3	6	15	9	-	-	-	-	-	-	-	-	-	-	-	
Incentive workers .....	633	519.50	1	1	2	5	3	12	8	14	12	14	9	7	5	5	1	1	-	( <sup>3</sup> )	-	-	( <sup>3</sup> )	-	-	-	-	
Auto mechanics III .....	2,044	787.00	-	( <sup>3</sup> )	( <sup>3</sup> )	1	2	2	5	6	6	8	6	7	8	7	7	6	5	3	3	3	2	3	4	1	5	
Time workers .....	73	828.50	-	-	-	-	-	-	3	-	-	33	10	-	-	-	7	7	14	-	7	-	-	-	14	7	-	
Incentive workers .....	1,971	785.50	-	( <sup>3</sup> )	( <sup>3</sup> )	1	2	2	5	6	6	7	5	8	8	7	7	6	5	3	3	3	2	3	4	1	5	
New-car get-ready workers .....	427	370.00	2	17	22	13	6	8	9	4	4	4	2	3	3	-	( <sup>3</sup> )	1	-	1	1	-	-	-	-	( <sup>3</sup> )	-	
Time workers .....	233	267.00	2	26	33	13	3	10	8	( <sup>3</sup> )	2	3	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	
Incentive workers .....	194	493.50	2	6	8	13	8	5	10	9	6	5	5	6	6	-	1	2	-	3	3	3	-	-	-	-	1	
Parts clerks .....	1,155	456.50	-	3	9	6	7	16	12	14	7	8	5	6	3	2	1	1	( <sup>3</sup> )	1	( <sup>3</sup> )	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	
Time workers .....	218	281.50	-	14	29	19	11	22	( <sup>3</sup> )	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive workers .....	937	497.00	-	1	4	3	6	14	14	16	8	10	6	7	4	2	1	1	( <sup>3</sup> )	1	( <sup>3</sup> )	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	
Service writers .....	766	673.00	-	( <sup>3</sup> )	1	1	4	6	4	7	11	9	10	8	9	6	5	5	1	4	1	2	1	1	2	2	1	
Time workers .....	92	446.00	-	-	-	-	14	16	13	24	24	-	5	2	-	1	-	-	-	-	-	-	-	-	-	-	-	
Incentive workers .....	674	704.00	-	( <sup>3</sup> )	1	1	3	5	3	5	9	10	10	8	10	7	6	5	1	5	1	2	1	1	2	2	1	
Janitors, porters, or cleaners .....	127	283.00	-	2	31	31	28	-	6	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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

<sup>2</sup> Average weekly earnings generally reflect a normal or typical workweek and include straight-time, overtime, production bonuses, and other payments received during the payroll period studied. Cost-of-living pay increases were included as part of the workers' regular pay. Excluded were lump-sum payments such as profit sharing payments, attendance bonuses, Christmas or yearend bonuses, and other nonproduction bonuses.

<sup>3</sup> Less than 0.5 percent.

<sup>4</sup> Workers were distributed as follows: 2 percent at \$1,400 and under \$1,450; 1 percent at \$1,450 and under

\$1,550; 3 percent at \$1,550 and under \$1,650; 1 percent at \$1,650 and under \$1,750; 2 percent at \$1,850 and under \$1,950; and 1 percent at \$1,950 and over.

<sup>5</sup> Workers were distributed as follows: 2 percent at \$1,400 and under \$1,450; 2 percent at \$1,500 and under \$1,550; 2 percent at \$1,550 and under \$1,650; 4 percent at \$1,750 and under \$1,850; and 1 percent at \$1,950 and under \$2,000.

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

**Table 13. Occupational earnings: Chicago, IL<sup>1</sup>**

(Percent distribution of workers in selected occupations in auto dealer repair shops by typical weekly earnings, July 1988)

Occupation and method of pay	Number of workers	Typical weekly earnings <sup>2</sup>	Percent of workers receiving weekly earnings (in dollars) of—																				
			200 and under 250	250-300	300-350	350-400	400-450	450-500	500-550	550-600	600-650	650-700	700-750	750-800	800-850	850-900	900-950	950-1,000	1,000-1,050	1,050-1,100	1,100-1,150	1,150-1,200	1,200 and over
Body repairers .....	675	\$726.50	-	-	1	1	1	4	15	15	8	9	6	5	7	5	5	5	4	4	1	1	2
Time workers .....	46	552.50	-	-	9	4	4	4	4	61	4	9	-	-	-	-	-	-	-	-	-	-	-
Incentive workers .....	629	739.50	-	-	-	1	1	4	16	12	8	10	7	5	7	6	5	5	4	5	2	1	2
Painters .....	56	610.00	7	-	7	-	9	7	13	5	21	11	-	-	-	-	11	-	5	-	-	4	-
Incentive workers .....	49	651.50	-	-	8	-	4	8	14	6	24	12	-	-	-	-	12	-	6	-	-	4	-
Auto mechanics .....	2,449	696.50	-	( <sup>3</sup> )	( <sup>3</sup> )	1	1	2	20	13	12	8	13	6	5	3	3	3	2	1	( <sup>3</sup> )	2	3
Time workers .....	177	557.00	-	6	6	10	1	3	25	28	7	1	5	3	-	-	1	1	2	-	-	-	1
Incentive workers .....	2,272	707.50	-	-	-	( <sup>3</sup> )	1	1	19	12	12	9	14	6	6	3	3	4	2	1	( <sup>3</sup> )	2	3
Auto mechanics I <sup>4</sup> .....	39	349.00	-	26	26	38	-	-	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Auto mechanics II .....	84	609.50	-	-	-	10	2	25	5	14	10	2	15	2	10	-	-	-	2	-	-	-	2
Incentive workers .....	50	583.00	-	-	-	16	-	30	-	16	-	4	18	-	16	-	-	-	-	-	-	-	-
Auto mechanics III .....	2,326	705.50	-	-	-	( <sup>3</sup> )	1	1	20	14	12	9	13	6	5	3	3	4	2	1	( <sup>3</sup> )	2	3
Time workers .....	104	605.00	-	-	-	3	-	-	35	43	4	2	4	4	-	-	2	2	2	-	-	-	-
Incentive workers .....	2,222	710.50	-	-	-	( <sup>3</sup> )	1	1	20	12	13	9	14	6	5	3	3	4	2	1	( <sup>3</sup> )	2	3
New-car get-ready workers .....	119	504.00	-	3	23	27	14	8	15	2	3	2	2	-	-	-	-	-	-	-	-	-	2
Time workers .....	113	413.00	-	3	22	28	15	9	16	2	4	2	-	-	-	-	-	-	-	-	-	-	-
Parts clerks .....	637	413.00	8	7	10	25	15	10	12	7	4	1	-	-	-	-	-	-	-	1	-	-	-
Time workers .....	297	339.50	17	13	15	33	8	3	7	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive workers .....	340	477.00	-	1	6	19	21	16	16	12	8	1	-	-	-	-	-	-	-	1	-	-	-
Service writers .....	649	529.50	( <sup>3</sup> )	-	5	9	14	21	13	14	8	3	2	3	3	1	( <sup>3</sup> )	1	1	( <sup>3</sup> )	-	-	1
Time workers .....	103	472.50	-	-	12	23	17	14	10	16	2	-	-	2	4	-	-	-	-	-	-	-	2
Incentive workers .....	546	540.50	1	-	3	7	14	23	14	14	9	4	2	3	2	1	( <sup>3</sup> )	1	1	( <sup>3</sup> )	-	-	1
Guards .....	20	242.50	60	20	20	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Guards I .....	20	242.50	60	20	20	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Janitors, porters, or cleaners .....	54	293.50	26	24	24	26	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> The Chicago metropolitan area consists of Cook, Du Page, and McHenry Counties.

<sup>2</sup> Average weekly earnings generally reflect a normal or typical workweek and include straight-time, overtime, production bonuses, and other payments received during the payroll period studied. Cost-of-living pay increases were included as part of the workers' regular pay. Excluded were lump-sum payments such as profit sharing payments, attendance bonuses, Christmas or yearend bonuses, and other nonproduction bonuses.

<sup>3</sup> Less than 0.5 percent.

<sup>4</sup> All time workers.

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



**Table 14. Occupational earnings: Indianapolis, IN<sup>1</sup>**

(Percent distribution of workers in selected occupations in auto dealer repair shops by typical weekly earnings, July 1988)

Occupation and method of pay	Number of workers	Typical weekly earnings <sup>2</sup>	Percent of workers receiving weekly earnings (in dollars) of—																						
			Under 150	150 and under 200	200-250	250-300	300-350	350-400	400-450	450-500	500-550	550-600	600-650	650-700	700-750	750-800	800-850	850-900	900-950	950-1,000	1,000-1,050	1,050-1,100	1,100-1,150	1,150-1,200	1,200 and over
Body repairers <sup>3</sup> .....	243	\$582.00	-	1	4	3	6	9	7	9	13	7	12	7	6	4	2	2	2	1	1	-	-	( <sup>4</sup> )	2
Painters <sup>3</sup> .....	90	686.00	-	-	2	-	7	-	2	6	18	6	7	9	6	4	20	1	1	3	2	-	2	-	4
Auto mechanics .....	696	522.00	1	1	5	5	8	12	9	10	6	9	8	7	6	2	3	2	1	1	1	1	( <sup>4</sup> )	-	1
Time workers .....	18	264.00	-	11	67	-	-	-	22	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive workers .....	678	528.50	1	1	3	6	8	12	9	11	6	9	8	7	6	2	4	2	1	1	1	1	( <sup>4</sup> )	-	1
Auto mechanics I .....	79	335.50	5	8	28	14	16	9	6	3	4	1	1	-	-	-	-	-	1	3	-	1	-	-	-
Time workers .....	14	217.00	-	14	86	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive workers .....	65	361.00	6	6	15	17	20	11	8	3	5	2	2	-	-	-	-	2	3	-	2	-	2	-	-
Auto mechanics II .....	243	458.50	-	1	2	8	12	21	14	12	2	4	6	7	6	2	1	-	-	-	-	1	-	-	-
Incentive workers .....	239	458.50	-	1	3	8	13	21	13	12	2	4	6	8	6	2	1	-	-	-	-	1	-	-	-
Auto mechanics III <sup>3</sup> .....	374	602.50	-	( <sup>4</sup> )	2	2	4	7	6	11	9	14	10	8	8	3	6	3	2	1	2	( <sup>4</sup> )	1	-	1
New-car get-ready workers .....	68	364.50	-	6	13	32	10	12	1	7	9	-	1	1	1	1	1	-	-	-	-	-	-	-	1
Time workers .....	35	255.00	-	11	20	57	9	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive workers .....	33	481.00	-	-	6	6	12	21	3	15	18	-	3	3	3	3	3	-	-	-	-	-	-	-	3
Parts clerks .....	223	365.00	( <sup>4</sup> )	3	12	19	21	13	6	11	8	3	( <sup>4</sup> )	1	( <sup>4</sup> )	1	1	( <sup>4</sup> )	-	-	-	-	-	-	-
Time workers .....	46	267.50	2	15	13	35	28	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive workers .....	177	390.50	-	-	12	15	19	15	7	14	10	3	1	1	1	2	1	1	-	-	-	-	-	-	-
Service writers .....	171	469.00	-	-	2	9	11	14	11	15	16	8	5	3	2	2	-	-	2	1	-	-	-	-	-
Time workers .....	28	375.50	-	-	-	39	7	21	-	4	29	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive workers .....	143	487.00	-	-	2	3	12	13	13	17	14	9	6	3	2	2	-	-	2	1	-	-	-	-	-
Janitors, porters, or cleaners .....	26	200.50	<sup>5</sup> 12	46	23	19	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

<sup>2</sup> Average weekly earnings generally reflect a normal or typical workweek and include straight-time, over-time, production bonuses, and other payments received during the payroll period studied. Cost-of-living pay increases were included as part of the workers' regular pay. Excluded were lump-sum payments such as profit sharing payments, attendance bonuses, Christmas or yearend bonuses, and other nonproduction bonuses.

<sup>3</sup> All incentive workers.

<sup>4</sup> Less than 0.5 percent.

<sup>5</sup> All workers were at \$100 and under \$150.

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

**Table 15. Occupational earnings: Kansas City, MO-KS<sup>1</sup>**

(Percent distribution of workers in selected occupations in auto dealer repair shops by typical weekly earnings, July 1988)

Occupation and method of pay	Number of workers	Typical weekly earnings <sup>2</sup>	Percent of workers receiving weekly earnings (in dollars) of—																						
			Under 200	200 and under 250	250 - 300	300 - 350	350 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1,000	1,000 - 1,050	1,050 - 1,100	1,100 - 1,150	1,150 - 1,200	1,200 and over	
Body repairers .....	288	\$606.50	-	-	-	6	6	10	10	14	8	12	6	9	5	4	2	2	2	2	-	1	( <sup>3</sup> )	1	
Incentive workers .....	287	607.00	-	-	-	6	6	9	10	14	8	12	6	9	5	4	2	2	2	2	-	1	( <sup>3</sup> )	1	
Painters <sup>4</sup> .....	76	733.00	-	-	-	-	-	3	8	11	8	16	7	13	4	4	11	7	3	-	-	1	-	7	
Auto mechanics .....	1,075	533.00	( <sup>3</sup> )	3	5	7	9	13	14	9	9	5	7	5	4	2	2	1	1	1	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	
Time workers .....	46	267.00	-	52	22	17	-	7	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive workers .....	1,029	545.00	( <sup>3</sup> )	1	4	7	10	14	14	10	9	6	7	5	4	2	2	1	1	1	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	
Auto mechanics I .....	119	336.00	2	20	27	18	8	8	5	4	4	2	2	-	-	-	-	-	-	-	-	-	-	-	
Time workers .....	31	262.50	-	52	26	16	-	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive workers .....	88	361.50	2	9	27	19	10	10	6	6	6	2	2	-	-	-	-	-	-	-	-	-	-	-	
Auto mechanics II .....	111	349.00	-	11	15	33	25	7	-	5	2	-	-	2	-	-	-	-	-	-	-	-	-	-	
Incentive workers .....	98	361.50	-	4	15	35	29	8	-	5	2	-	-	2	-	-	-	-	-	-	-	-	-	-	
Auto mechanics III .....	845	585.00	-	-	-	2	7	15	17	11	10	7	8	6	5	2	3	1	1	2	1	( <sup>3</sup> )	1	( <sup>3</sup> )	
Incentive workers .....	843	585.00	-	-	-	2	7	15	17	11	10	7	8	6	5	2	3	1	1	2	1	( <sup>3</sup> )	1	( <sup>3</sup> )	
New-car get-ready workers .....	88	434.50	-	2	9	13	20	22	13	7	7	2	2	-	-	-	-	3	-	-	-	-	-	-	
Time workers .....	40	352.00	-	5	18	23	35	10	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive workers .....	48	503.50	-	-	2	4	8	31	15	13	13	4	4	-	-	-	-	6	-	-	-	-	-	-	
Parts clerks .....	345	361.50	3	8	14	26	20	11	9	5	4	1	-	-	-	-	-	-	-	-	-	-	-	-	
Time workers .....	149	314.00	7	17	12	27	24	4	8	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive workers .....	196	398.00	-	1	15	25	16	16	10	8	7	3	-	-	-	-	-	-	-	-	-	-	-	-	
Service writers .....	249	558.00	-	3	5	1	5	13	16	11	13	12	7	2	2	3	2	2	1	( <sup>3</sup> )	-	( <sup>3</sup> )	-	2	
Time workers .....	15	357.00	-	40	-	-	-	-	60	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive workers .....	234	571.00	-	1	5	1	5	14	13	12	14	13	8	2	2	3	3	2	1	( <sup>3</sup> )	-	( <sup>3</sup> )	-	2	
Guards .....	13	239.00	<sup>5</sup> 38	46	-	-	-	-	-	15	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Guards I .....	13	239.00	38	46	-	-	-	-	-	15	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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

<sup>2</sup> Average weekly earnings generally reflect a normal or typical workweek and include straight-time, overtime, production bonuses, and other payments received during the payroll period studied. Cost-of-living pay increases were included as part of the workers' regular pay. Excluded were lump-sum payments such as profit sharing payments, attendance bonuses, Christmas or yearend bonuses, and other nonproduction bonuses.

<sup>3</sup> Less than 0.5 percent.

<sup>4</sup> All incentive workers.

<sup>5</sup> Workers were distributed as follows: 31 percent at \$100 and under \$150 and 8 percent at \$150 and under \$200.

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

**Table 16. Occupational earnings: Minneapolis-St. Paul, MN-WI<sup>1</sup>**

(Percent distribution of workers in selected occupations in auto dealer repair shops by typical weekly earnings, July 1988)

Occupation and method of pay	Number of workers	Typical weekly earnings <sup>2</sup>	Percent of workers receiving weekly earnings (in dollars) of—																					
			Under 200	200 and under 250	250-300	300-350	350-400	400-450	450-500	500-550	550-600	600-650	650-700	700-750	750-800	800-850	850-900	900-950	950-1,000	1,000-1,050	1,050-1,100	1,100-1,150	1,150-1,200	1,200 and over
Body repairers .....	305	\$619.50	1	-	1	3	7	9	8	12	11	7	9	9	6	5	3	2	2	5	( <sup>3</sup> )	( <sup>3</sup> )	-	-
Incentive workers .....	292	627.50	1	-	-	3	7	7	9	13	10	7	9	9	6	5	3	2	2	5	( <sup>3</sup> )	( <sup>3</sup> )	-	-
Painters <sup>4</sup> .....	101	777.50	2	2	-	-	2	1	1	5	6	4	17	10	12	11	5	5	4	5	-	3	-	6
Auto mechanics .....	1,354	546.50	1	( <sup>3</sup> )	3	5	7	10	23	12	9	8	6	4	3	3	2	1	1	1	( <sup>3</sup> )	1	-	1
Incentive workers .....	1,321	552.00	1	( <sup>3</sup> )	3	4	7	10	23	12	9	8	6	4	3	3	2	1	1	1	( <sup>3</sup> )	1	-	1
Auto mechanics I .....	58	349.00	-	7	21	33	22	2	9	5	-	2	-	-	-	-	-	-	-	-	-	-	-	-
Time workers .....	17	289.50	-	24	24	53	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive workers .....	41	373.50	-	-	20	24	32	2	12	7	-	2	-	-	-	-	-	-	-	-	-	-	-	-
Auto mechanics II .....	125	404.00	-	1	14	10	27	14	21	6	6	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive workers .....	115	411.00	-	1	11	8	28	16	23	7	7	-	-	-	-	-	-	-	-	-	-	-	-	-
Auto mechanics III .....	1,171	571.00	1	-	1	3	4	10	24	13	10	9	7	5	3	4	3	1	1	1	( <sup>3</sup> )	1	-	1
Incentive workers .....	1,165	572.00	1	-	1	3	4	10	24	13	10	9	7	5	3	4	3	1	1	1	( <sup>3</sup> )	1	-	1
New-car get-ready workers .....	144	367.50	6	10	19	16	17	10	8	4	4	3	-	1	1	-	-	-	-	-	-	-	-	-
Time workers .....	93	317.00	9	14	19	24	22	9	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive workers .....	51	460.50	-	4	18	2	8	14	16	12	12	10	-	2	4	-	-	-	-	-	-	-	-	-
Parts clerks .....	428	438.50	-	3	5	12	18	26	15	9	5	4	3	-	-	( <sup>3</sup> )	-	-	-	( <sup>3</sup> )	-	-	-	-
Time workers .....	280	408.50	-	4	6	11	26	35	10	4	3	-	2	-	-	-	-	-	-	-	-	-	-	-
Incentive workers .....	148	495.00	-	1	1	14	5	8	25	20	8	11	6	-	-	1	-	-	-	-	1	-	-	-
Service writers .....	313	504.50	( <sup>3</sup> )	-	2	4	8	13	24	16	16	8	3	2	2	-	1	-	-	( <sup>3</sup> )	-	-	-	-
Time workers .....	72	439.50	-	-	7	14	10	22	25	7	10	6	-	-	-	-	-	-	-	-	-	-	-	-
Incentive workers .....	241	524.00	( <sup>3</sup> )	-	1	2	7	10	24	19	17	9	3	2	2	-	1	-	-	( <sup>3</sup> )	-	-	-	-
Janitors, porters, or cleaners .....	22	318.50	-	9	41	14	27	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> The Minneapolis-St. Paul metropolitan area consists of Anoka, Carver, Chisago, Dakota, Hennepin, Isanti, Ramsey, Scott, Washington, and Wright Counties, MN; and St. Croix County, WI.<sup>2</sup> Average weekly earnings generally reflect a normal or typical workweek and include straight-time, overtime, production bonuses, and other payments received during the payroll period studied. Cost-of-living pay increases were included as part of the workers' regular pay. Excluded were lump-sum payments such as profit sharing payments, attendance bonuses, Christmas or yearend bonuses, and other nonproduction bonuses.<sup>3</sup> Less than 0.5 percent.<sup>4</sup> All incentive workers.

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

**Table 17. Occupational earnings: Denver, CO<sup>1</sup>**

(Percent distribution of workers in selected occupations in auto dealer repair shops by typical weekly earnings, July 1988)

Occupation and method of pay	Number of workers	Typical weekly earnings <sup>2</sup>	Percent of workers receiving weekly earnings (in dollars) of—																						
			Under 150	150 and under 200	200-250	250-300	300-350	350-400	400-450	450-500	500-550	550-600	600-650	650-700	700-750	750-800	800-850	850-900	900-950	950-1,000	1,000-1,050	1,050-1,100	1,100-1,150	1,150-1,200	1,200 and over
Body repairers <sup>3</sup> .....	98	\$604.50	-	-	-	6	1	5	11	4	12	4	13	10	13	6	7	2	-	2	2	-	-	-	-
Painters .....	45	596.00	-	-	13	-	4	-	2	13	7	18	13	2	4	2	11	2	-	-	-	-	-	2	4
Incentive workers .....	43	612.50	-	-	9	-	5	-	2	14	7	19	14	2	5	2	12	2	-	-	-	-	-	2	5
Auto mechanics .....	984	529.00	-	2	6	7	10	6	11	10	8	7	8	6	5	4	3	1	2	2	( <sup>4</sup> )	1	( <sup>4</sup> )	1	1
Time workers .....	43	294.50	-	9	26	14	40	2	-	-	9	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive workers .....	941	540.00	-	1	5	6	9	6	11	10	8	8	9	6	5	5	3	1	2	2	( <sup>4</sup> )	1	( <sup>4</sup> )	1	1
Auto mechanics I .....	188	293.00	-	9	27	23	21	9	5	3	1	-	2	-	-	-	-	-	-	-	-	-	-	-	
Time workers .....	23	241.50	-	17	39	26	17	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive workers .....	165	300.00	-	7	25	22	22	10	6	4	1	-	2	-	-	-	-	-	-	-	-	-	-	-	
Auto mechanics II .....	382	470.00	-	1	1	6	15	11	19	14	8	8	4	3	3	4	1	-	1	-	-	-	-	-	
Time workers .....	18	336.50	-	-	11	-	72	6	-	-	11	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive workers .....	364	477.00	-	1	1	6	13	11	20	15	8	8	4	4	3	4	1	-	1	-	-	-	-	-	
Auto mechanics III .....	414	691.00	-	-	-	-	-	1	6	9	10	10	15	10	9	7	6	3	4	5	( <sup>4</sup> )	1	( <sup>4</sup> )	2	3
Incentive workers .....	412	691.50	-	-	-	-	-	1	6	9	9	10	16	10	9	7	6	3	4	5	( <sup>4</sup> )	1	( <sup>4</sup> )	2	3
New-car get-ready workers .....	100	322.50	-	17	31	11	8	11	6	2	4	2	3	3	-	-	-	-	2	-	-	-	-	-	
Time workers .....	44	240.50	-	27	55	9	-	-	5	-	-	-	5	-	-	-	-	-	-	-	-	-	-	-	
Incentive workers .....	56	386.50	-	9	13	13	14	20	7	4	7	4	5	2	-	-	-	-	4	-	-	-	-	-	
Parts clerks .....	333	419.00	1	2	5	11	12	15	20	9	9	4	5	2	2	-	2	1	-	-	-	-	-	-	
Time workers .....	49	334.50	8	10	8	-	20	20	24	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive workers .....	284	434.00	-	-	5	13	11	14	19	10	10	5	6	2	2	-	2	1	-	-	-	-	-	-	
Service writers .....	215	606.00	-	-	-	1	1	4	6	13	15	12	14	9	6	4	7	1	2	-	1	-	1	1	
Incentive workers .....	204	611.50	-	-	-	1	1	4	5	13	16	11	14	10	6	4	8	1	2	-	1	-	1	1	
Guards .....	12	198.50	-	50	33	17	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Guards I .....	12	198.50	-	50	33	17	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Janitors, porters, or cleaners .....	8	270.50	-	-	50	25	-	25	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

<sup>1</sup> The Denver metropolitan area consists of Adams, Arapahoe, Denver, Douglas, and Jefferson Counties.

<sup>2</sup> Average weekly earnings generally reflect a normal or typical workweek and include straight-time, over-time, production bonuses, and other payments received during the payroll period studied. Cost-of-living pay increases were included as part of the workers' regular pay. Excluded were lump-sum payments such as profit sharing payments, attendance bonuses, Christmas or yearend bonuses, and other nonproduction bonuses.

<sup>3</sup> All incentive workers.

<sup>4</sup> Less than 0.5 percent.

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

**Table 18. Occupational earnings: Los Angeles-Long Beach, CA<sup>1</sup>**

(Percent distribution of workers in selected occupations in auto dealer repair shops by typical weekly earnings, July 1988)

Occupation and method of pay	Number of workers	Typical weekly earnings <sup>2</sup>	Percent of workers receiving weekly earnings (in dollars) of—																									
			150 and under 200	200-250	250-300	300-350	350-400	400-450	450-500	500-550	550-600	600-650	650-700	700-750	750-800	800-850	850-900	900-950	950-1,000	1,000-1,050	1,050-1,100	1,100-1,150	1,150-1,200	1,200-1,250	1,250-1,300	1,300-1,350	1,350-1,400	1,400 and over
Body repairers .....	609	\$652.00	-	1	3	4	5	8	11	6	7	11	6	4	8	5	5	5	4	1	-	( <sup>3</sup> )	1	-	( <sup>3</sup> )	1	-	2
Incentive workers .....	588	661.00	-	1	3	3	5	8	12	7	7	11	6	4	9	5	5	5	4	1	-	1	1	-	1	1	-	2
Painters .....	209	665.00	-	-	3	1	9	12	20	7	10	7	2	4	-	3	4	1	1	1	3	1	-	2	4	1	1	3
Incentive workers .....	203	660.50	-	-	3	1	9	12	20	7	10	7	2	4	-	-	4	1	1	1	3	1	-	2	4	1	1	3
Auto mechanics .....	4,106	704.50	-	( <sup>3</sup> )	3	2	5	5	6	8	9	9	8	8	7	7	6	4	3	2	2	1	1	2	1	( <sup>3</sup> )	( <sup>3</sup> )	2
Time workers .....	156	400.50	-	2	21	15	8	26	9	9	6	-	-	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive workers .....	3,950	717.00	-	( <sup>3</sup> )	2	2	5	4	6	8	9	10	8	8	7	7	6	4	3	2	2	1	1	2	1	( <sup>3</sup> )	( <sup>3</sup> )	2
Auto mechanics I .....	314	387.50	-	3	23	17	20	19	4	4	3	2	3	2	-	-	2	-	-	-	-	-	-	-	-	-	-	-
Time workers .....	115	346.50	-	3	28	21	11	33	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive workers .....	199	411.50	-	3	21	14	25	12	3	7	4	3	5	3	-	-	3	-	-	-	-	-	-	-	-	-	-	-
Auto mechanics II .....	719	569.00	-	-	4	3	5	9	18	14	13	8	7	4	5	4	2	2	( <sup>3</sup> )	1	-	-	-	-	-	-	-	1
Time workers .....	18	500.00	-	-	-	-	17	33	17	33	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive workers .....	701	570.50	-	-	4	3	5	9	17	14	13	9	7	4	5	5	2	2	( <sup>3</sup> )	1	-	-	-	-	-	-	-	1
Auto mechanics III .....	3,073	769.00	-	-	-	1	3	3	4	7	8	10	9	10	8	8	7	4	4	2	3	2	1	2	1	( <sup>3</sup> )	( <sup>3</sup> )	3
Time workers .....	23	592.00	-	-	-	-	-	13	48	13	-	-	-	13	13	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive workers .....	3,050	770.50	-	-	-	1	3	3	4	7	8	10	9	10	7	8	7	4	4	2	3	2	1	2	1	( <sup>3</sup> )	( <sup>3</sup> )	3
New-car get-ready workers .....	315	344.50	14	10	16	19	9	13	8	3	1	1	2	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Time workers .....	234	298.50	19	14	19	24	5	12	5	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive workers .....	81	477.00	-	-	7	5	22	16	16	6	4	5	7	7	4	-	-	-	-	-	-	-	-	-	-	-	-	-
Parts clerks .....	1,377	525.00	3	5	5	12	10	5	7	12	10	10	5	5	4	1	2	1	1	2	( <sup>3</sup> )	1	-	( <sup>3</sup> )	-	( <sup>3</sup> )	-	1
Time workers .....	307	303.50	12	20	15	25	17	1	2	6	2	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive workers .....	1,070	588.50	-	1	2	8	8	6	9	14	12	13	6	6	5	1	3	2	1	2	( <sup>3</sup> )	1	-	( <sup>3</sup> )	-	( <sup>3</sup> )	-	1
Service writers .....	1,010	834.50	-	-	-	( <sup>3</sup> )	1	2	3	8	7	5	9	8	11	8	7	5	2	6	4	2	1	3	1	1	5	
Time workers .....	23	509.00	-	-	-	-	4	17	-	48	26	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive workers .....	987	842.00	-	-	-	( <sup>3</sup> )	1	1	3	7	6	5	9	8	11	8	7	5	2	6	4	2	1	1	3	1	2	5
Guards .....	40	262.00	30	5	23	35	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Janitors, porters, or cleaners .....	110	205.50	45	44	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> The Los Angeles-Long Beach metropolitan area consists of Los Angeles County.

<sup>2</sup> Average weekly earnings generally reflect a normal or typical workweek and include straight-time, overtime, production bonuses, and other payments received during the payroll period studied. Cost-of-living pay increases were included as part of the workers' regular pay. Excluded were lump-sum payments such as profit sharing payments, attendance bonuses, Christmas or yearend bonuses, and other nonproduction bonuses.

<sup>3</sup> Less than 0.5 percent.

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

**Table 19. Occupational earnings: Portland, OR<sup>1</sup>**

(Percent distribution of workers in selected occupations in auto dealer repair shops by typical weekly earnings, July 1988)

Occupation and method of pay	Number of workers	Typical weekly earnings <sup>2</sup>	Percent of workers receiving weekly earnings (in dollars) of—																					
			150 and under 200	200 - 250	250 - 300	300 - 350	350 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1,000	1,000 - 1,050	1,050 - 1,100	1,100 - 1,150	1,150 - 1,200	1,200 and over
Body repairers <sup>3</sup> .....	106	\$556.50	-	2	7	13	10	8	8	5	7	8	5	5	5	8	4	2	-	2	3	-	-	-
Painters <sup>3</sup> .....	37	697.50	-	-	-	-	8	11	-	5	11	5	16	11	5	-	5	8	-	8	-	5	-	
Auto mechanics .....	814	522.00	1	5	7	9	7	12	9	9	9	6	7	5	4	2	2	2	1	-	1	( <sup>4</sup> )	( <sup>4</sup> )	1
Time workers .....	84	301.00	8	32	13	14	10	19	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive workers .....	730	547.50	1	2	6	8	7	11	10	10	10	6	8	5	5	3	2	2	1	-	1	( <sup>4</sup> )	( <sup>4</sup> )	1
Auto mechanics I .....	125	279.00	9	33	30	14	7	4	1	-	2	-	-	1	-	-	-	-	-	-	-	-	-	-
Time workers .....	57	260.50	12	47	14	11	9	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive workers .....	68	294.50	6	21	43	18	6	1	1	-	3	-	-	1	-	-	-	-	-	-	-	-	-	-
Auto mechanics II .....	165	386.50	-	2	10	24	22	23	10	2	4	1	1	1	-	-	-	-	-	-	-	-	-	-
Incentive workers .....	144	387.50	-	2	10	26	24	18	11	3	4	1	1	1	-	-	-	-	-	-	-	-	-	-
Auto mechanics III .....	524	623.00	-	-	-	2	3	10	11	14	13	8	11	7	6	4	3	3	1	-	1	( <sup>4</sup> )	1	1
Incentive workers .....	518	625.00	-	-	-	2	3	10	11	14	13	8	11	7	6	4	3	3	1	-	1	( <sup>4</sup> )	1	1
New-car get-ready workers .....	46	399.50	7	17	11	9	9	11	9	11	-	4	13	-	-	-	-	-	-	-	-	-	-	-
Time workers .....	15	283.00	20	47	-	13	-	-	-	20	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive workers .....	31	455.50	-	3	16	6	13	16	13	6	-	6	19	-	-	-	-	-	-	-	-	-	-	-
Parts clerks .....	283	378.50	5	14	7	17	14	12	17	5	5	1	1	( <sup>4</sup> )	-	1	-	-	-	-	-	-	-	-
Time workers .....	91	294.00	12	26	9	25	21	3	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive workers .....	192	418.50	1	9	6	14	10	16	24	8	6	2	2	1	-	1	-	-	-	-	-	-	-	-
Service writers .....	187	549.50	-	2	7	12	6	3	8	19	11	7	3	7	5	2	1	-	3	3	-	1	-	-
Time workers .....	17	392.50	-	6	18	47	12	-	-	-	-	-	-	-	18	-	-	-	-	-	-	-	-	-
Incentive workers .....	170	565.00	-	1	6	9	5	3	9	21	12	8	3	8	4	2	1	-	4	3	-	1	-	-

<sup>1</sup> The Portland metropolitan area consists of Clackamas, Multnomah, Washington, and Yamhill Counties.

<sup>2</sup> Average weekly earnings generally reflect a normal or typical workweek and include straight-time, overtime, production bonuses, and other payments received during the payroll period studied. Cost-of-living pay increases were included as part of the workers' regular pay. Excluded were lump-sum payments such as profit sharing payments, attendance bonuses, Christmas or yearend bonuses, and other nonproduction bonuses.

<sup>3</sup> All incentive workers.

<sup>4</sup> Less than 0.5 percent.

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

**Table 20. Occupational earnings: San Francisco, CA<sup>1</sup>**

(Percent distribution of workers in selected occupations in auto dealer repair shops by typical weekly earnings, July 1988)

Occupation and method of pay	Number of workers	Typical weekly earnings <sup>2</sup>	Percent of workers receiving weekly earnings (in dollars) of—																				
			200 and under 250	250-300	300-350	350-400	400-450	450-500	500-550	550-600	600-650	650-700	700-750	750-800	800-850	850-900	900-950	950-1,000	1,000-1,050	1,050-1,100	1,100-1,150	1,150-1,200	1,200 and over
Body repairers .....	133	\$765.00	-	-	-	-	2	1	1	-	-	2	46	34	5	5	2	1	-	-	-	-	2
Time workers .....	121	756.00	-	-	-	-	-	-	-	-	-	2	50	37	5	4	2	-	-	-	-	-	-
Painters .....	67	772.00	-	-	-	-	-	-	-	-	-	4	54	25	9	1	1	-	-	1	-	-	3
Time workers .....	61	745.50	-	-	-	-	-	-	-	-	-	5	57	28	10	-	-	-	-	-	-	-	-
Auto mechanics .....	942	697.50	( <sup>3</sup> )	1	1	2	2	6	4	2	3	10	29	29	5	2	1	1	1	-	-	-	-
Time workers .....	673	686.50	( <sup>3</sup> )	1	1	2	2	7	4	2	3	11	35	31	1	1	-	-	-	-	-	-	-
Incentive workers .....	269	725.50	1	2	1	1	4	3	6	3	4	9	14	23	16	3	3	2	2	-	3	-	-
Auto mechanics I .....	80	481.00	-	1	1	16	14	34	23	3	6	-	-	-	-	-	-	-	3	-	-	-	-
Time workers .....	68	464.50	-	-	1	18	15	38	22	-	6	-	-	-	-	-	-	-	-	-	-	-	-
Incentive workers .....	12	576.50	-	8	-	8	8	8	25	17	8	-	-	-	-	-	-	-	17	-	-	-	-
Auto mechanics II .....	105	545.50	1	5	-	2	6	21	15	13	11	22	2	2	-	-	-	-	-	-	-	-	-
Time workers .....	77	552.00	-	5	-	1	1	26	10	13	13	30	-	-	-	-	-	-	-	-	-	-	-
Incentive workers .....	28	527.00	4	4	-	4	18	7	29	14	7	-	7	7	-	-	-	-	-	-	-	-	-
Auto mechanics III .....	757	741.50	( <sup>3</sup> )	1	1	1	1	1	1	1	2	10	36	36	6	2	1	1	1	-	1	-	-
Time workers .....	528	735.00	( <sup>3</sup> )	( <sup>3</sup> )	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1	1	9	45	40	1	2	-	-	-	-	-	-	-
Incentive workers .....	229	757.50	( <sup>3</sup> )	1	1	1	2	2	2	1	4	11	15	26	18	4	3	2	2	-	4	-	-
New-car get-ready workers .....	52	521.00	23	8	-	-	6	-	35	-	2	2	12	4	-	-	-	-	-	-	8	-	2
Time workers .....	44	449.50	27	9	-	-	7	-	34	-	2	2	14	5	-	-	-	-	-	-	-	-	-
Incentive workers .....	8	915.00	-	-	-	-	-	-	38	-	-	-	-	-	-	-	-	-	-	-	50	-	13
Parts clerks .....	284	559.00	2	1	4	6	7	8	5	15	30	18	1	( <sup>3</sup> )	1	( <sup>3</sup> )	-	-	-	-	-	-	-
Time workers .....	184	562.50	3	1	3	8	7	4	4	7	43	20	-	-	-	-	-	-	-	-	-	-	-
Incentive workers .....	100	553.00	-	-	6	4	7	17	7	31	4	14	4	1	4	1	-	-	-	-	-	-	-
Service writers .....	194	686.00	-	2	2	1	5	2	5	5	23	9	12	13	12	3	1	2	3	1	1	-	1
Time workers .....	48	547.00	-	8	8	-	21	-	8	8	21	2	-	23	-	-	-	-	-	-	-	-	-
Incentive workers .....	146	731.50	-	-	-	1	-	2	3	4	23	11	16	10	16	3	1	2	3	1	1	-	1
Janitors, porters, or cleaners .....	7	296.50	14	29	43	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> The San Francisco metropolitan area consists of Marin, San Francisco, and San Mateo Counties.

<sup>2</sup> Average weekly earnings generally reflect a normal or typical workweek and include straight-time, overtime, production bonuses, and other payments received during the payroll period studied. Cost-of-living pay increases were included as part of the workers' regular pay. Excluded were lump-sum payments such as profit sharing payments, attendance bonuses, Christmas or yearend

bonuses, and other nonproduction bonuses.

<sup>3</sup> Less than 0.5 percent.

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

**Table 21. Occupational earnings: Seattle, WA<sup>1</sup>**

(Percent distribution of workers in selected occupations in auto dealer repair shops by typical weekly earnings, July 1988)

Occupation and method of pay	Number of workers	Typical weekly earnings <sup>2</sup>	Percent of workers receiving weekly earnings (in dollars) of—																				
			150 and under 200	200 - 250	250 - 300	300 - 350	350 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1,000	1,000 - 1,050	1,050 - 1,100	1,100 - 1,150	1,150 - 1,200
Body repairers .....	173	\$593.00	-	1	1	2	5	7	7	21	11	14	10	11	2	3	1	1	-	1	1	-	2
Time workers .....	72	516.50	-	1	-	6	6	6	6	36	22	15	1	1	-	-	-	-	-	-	-	-	-
Incentive workers .....	101	648.00	-	-	2	-	4	8	8	11	3	14	16	18	3	5	1	1	-	2	2	-	3
Painters .....	61	592.00	-	-	-	16	-	2	13	23	10	13	3	7	-	-	-	-	3	3	3	-	3
Time workers .....	37	474.00	-	-	-	27	-	3	11	35	16	5	-	3	-	-	-	-	-	-	-	-	-
Incentive workers .....	24	774.00	-	-	-	-	-	-	17	4	-	25	8	13	-	-	-	-	8	8	-	-	8
Auto mechanics .....	1,135	536.50	1	1	5	5	5	10	11	20	15	8	6	3	4	1	1	1	1	1	-	-	( <sup>3</sup> )
Time workers .....	472	463.50	1	1	8	8	7	15	10	32	14	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	( <sup>3</sup> )
Incentive workers .....	663	588.50	( <sup>3</sup> )	1	2	3	4	7	12	12	15	12	10	5	7	2	3	2	2	1	-	-	( <sup>3</sup> )
Auto mechanics I .....	163	325.50	4	6	32	25	15	15	3	-	-	-	1	-	-	-	-	-	-	-	-	-	-
Time workers .....	112	323.50	4	5	34	22	15	20	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive workers .....	51	330.00	4	8	27	29	14	6	10	-	-	-	2	-	-	-	-	-	-	-	-	-	-
Auto mechanics II .....	184	437.00	-	-	-	12	17	30	18	20	2	-	-	1	-	-	-	-	-	-	-	-	-
Time workers .....	128	437.00	-	-	-	11	13	35	18	22	1	-	-	-	-	-	-	-	-	-	-	-	-
Incentive workers .....	56	436.50	-	-	-	14	27	20	18	14	5	-	-	2	-	-	-	-	-	-	-	-	-
Auto mechanics III .....	788	603.00	-	-	-	( <sup>3</sup> )	5	11	25	21	12	8	5	6	2	2	1	2	1	2	-	-	( <sup>3</sup> )
Time workers .....	232	545.50	-	-	-	-	2	9	53	29	5	( <sup>3</sup> )	( <sup>3</sup> )	1	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	2	-	-	( <sup>3</sup> )
Incentive workers .....	556	627.00	-	-	-	-	1	6	12	13	17	15	11	6	8	2	3	2	2	1	-	-	( <sup>3</sup> )
New-car get-ready workers .....	129	328.50	3	26	15	15	12	16	9	2	4	-	-	-	-	-	-	-	-	-	-	-	-
Time workers .....	113	322.50	4	27	16	12	14	14	7	2	4	-	-	-	-	-	-	-	-	-	-	-	-
Incentive workers .....	16	369.00	-	13	6	31	-	25	19	-	6	-	-	-	-	-	-	-	-	-	-	-	-
Parts clerks .....	397	453.00	1	6	12	6	8	19	13	20	5	4	2	1	3	1	1	1	-	( <sup>3</sup> )	-	-	-
Time workers .....	232	415.00	1	6	15	7	9	25	12	19	3	1	2	-	1	( <sup>3</sup> )	-	-	-	-	-	-	-
Incentive workers .....	165	506.00	-	5	8	4	7	12	13	22	7	7	2	3	5	1	2	1	-	1	-	-	-
Service writers .....	241	529.00	-	2	3	6	5	10	10	12	18	19	11	2	2	-	( <sup>3</sup> )	-	-	-	-	-	-
Time workers .....	104	478.50	-	4	8	11	9	8	12	11	18	15	4	-	2	-	-	-	-	-	-	-	-
Incentive workers .....	137	567.00	-	-	-	3	3	12	9	13	18	21	16	3	1	-	1	-	-	-	-	-	-
Janitors, porters, or cleaners .....	16	250.00	25	25	31	6	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> The Seattle metropolitan area consists of King and Snohomish Counties.

<sup>2</sup> Average weekly earnings generally reflect a normal or typical workweek and include straight-time, overtime, production bonuses, and other payments received during the payroll period studied. Cost-of-living pay increases were included as part of the workers' regular pay. Excluded were lump-sum payments such as profit sharing payments, attendance bonuses, Christmas or yearend bonuses, and other nonproduction bonuses.

<sup>3</sup> Less than 0.5 percent.

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



**Table 22. Method of wage payment**

(Percent of nonsupervisory service workers in auto dealer repair shops by method of wage payment,<sup>1</sup> 18 metropolitan areas,<sup>2</sup> July 1988)

Method	Northeast				South				
	Boston	Nassau-Suffolk	New York	Philadelphia	Atlanta	Dallas	Houston	Miami-Hialeah	Washington
All workers .....	100	100	100	100	100	100	100	100	100
Time-rated workers .....	43	46	55	53	39	44	45	44	40
Formal plans .....	-	28	53	8	15	( <sup>3</sup> )	4	2	17
Single rate .....	-	7	11	3	12	-	-	-	1
Range of rates .....	-	21	42	5	3	( <sup>3</sup> )	4	2	16
Merit review .....	-	1	4	1	-	-	4	-	2
Length of service .....	-	6	7	1	-	( <sup>3</sup> )	-	-	-
Combination .....	-	14	30	3	3	-	-	2	14
Individual determination .....	43	18	2	44	23	44	41	42	23
Incentive workers .....	57	54	45	47	61	56	55	56	60
Individual bonus .....	2	3	2	3	2	4	-	-	2
Flat rate hours .....	37	35	31	31	37	35	40	39	39
Flat rate percentage .....	2	1	2	1	8	2	( <sup>3</sup> )	-	2
Group bonus or commission .....	17	15	11	12	14	15	15	16	16
	Midwest				West				
	Chicago	Indianapolis	Kansas City	Minneapolis-St. Paul	Denver	Los Angeles-Long Beach	Portland	San Francisco	Seattle
All workers .....	100	100	100	100	100	100	100	100	100
Time-rated workers .....	50	35	34	38	35	39	36	74	63
Formal plans .....	23	-	34	28	-	1	3	57	18
Single rate .....	12	-	34	25	-	1	-	34	-
Range of rates .....	11	-	-	3	-	-	3	23	18
Merit review .....	-	-	-	( <sup>3</sup> )	-	-	-	-	-
Length of service .....	10	-	-	3	-	-	-	1	-
Combination .....	1	-	-	-	-	-	3	22	18
Individual determination .....	27	35	-	10	35	38	33	16	45
Incentive workers .....	51	65	66	62	65	61	64	26	37
Individual bonus .....	( <sup>3</sup> )	1	2	21	8	8	-	9	5
Flat rate hours .....	32	46	49	16	39	39	45	8	23
Flat rate percentage .....	4	4	-	9	4	1	2	( <sup>3</sup> )	1
Group bonus or commission .....	15	14	15	11	13	13	18	9	9

<sup>1</sup> For definition of method of wage payment, see appendix A.

<sup>2</sup> For definitions of areas, see footnote 1, table A-1, appendix A.

<sup>3</sup> 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 23. Types of incentive payments: Selected occupations**

(Percent of workers in auto dealer repair shops paid on an incentive basis,<sup>1</sup> 18 metropolitan areas,<sup>2</sup> July 1988)

Type of incentive pay	Northeast				South				
	Boston	Nassau-Suffolk	New York	Phila-delphia	Atlanta	Dallas	Houston	Miami-Hialeah	Wash-ington
<b>Body repairers</b>									
All incentive workers .....	91	59	61	69	94	90	99	100	99
Flat-rate percent .....	9	8	22	20	24	9	4	-	9
Over 25 and under 45 percent .....	6	-	-	1	4	-	1	-	-
45 percent .....	2	8	-	2	9	3	-	-	2
Over 45 and under 50 percent .....	-	-	-	13	-	-	-	-	2
50 percent .....	2	-	22	4	11	6	3	-	4
Other incentive plans									
Flat-rate hours .....	78	38	39	43	70	81	94	100	90
Individual bonus .....	5	6	-	1	-	-	-	-	-
Group bonus .....	-	-	-	( <sup>3</sup> )	-	-	-	-	-
Commission .....	-	8	-	2	-	-	( <sup>3</sup> )	-	-
Other incentive .....	-	-	-	1	-	-	-	-	-
<b>Painters</b>									
All incentive workers .....	25	70	71	62	92	100	96	100	91
Flat-rate percent .....	8	-	14	5	29	14	4	-	12
Over 25 and under 45 percent .....	-	-	-	2	2	-	2	-	-
45 percent .....	8	-	-	3	14	-	-	-	5
Over 45 and under 50 percent .....	-	-	-	-	-	-	-	-	2
50 percent .....	-	-	14	-	13	12	2	-	5
Over 50 and under 75 percent .....	-	-	-	-	-	2	-	-	-
Other incentive plans									
Flat-rate hours .....	17	70	57	48	61	86	92	100	76
Individual bonus .....	-	-	-	7	-	-	-	-	3
Group bonus .....	-	-	-	-	2	-	-	-	-
Other incentive .....	-	-	-	2	-	-	-	-	-
<b>Auto mechanics</b>									
All incentive workers .....	79	79	70	81	98	99	99	98	90
Flat-rate percent .....	2	3	2	-	7	-	-	( <sup>3</sup> )	2
Over 25 and under 45 percent .....	-	1	-	-	-	-	-	-	-
45 percent .....	-	-	-	-	2	-	-	-	-
Over 45 and under 50 percent .....	2	-	-	-	-	-	-	-	-
50 percent .....	-	2	2	-	4	-	-	-	2
Over 76 and under 95 percent .....	-	-	-	-	-	-	-	( <sup>3</sup> )	-

See footnotes at end of table.

**Table 23. Types of incentive payments: Selected occupations—Continued**

(Percent of workers in auto dealer repair shops paid on an incentive basis,<sup>1</sup> 18 metropolitan areas,<sup>2</sup> July 1988)

Type of incentive pay	Northeast				South				
	Boston	Nassau-Suffolk	New York	Philadelphia	Atlanta	Dallas	Houston	Miami-Hialeah	Washington
<b>Auto mechanics—Continued</b>									
Other incentive plans									
Flat-rate hours .....	74	69	64	78	90	99	99	97	83
Individual bonus .....	3	7	3	1	1	-	-	-	5
Group bonus .....	-	-	-	( <sup>3</sup> )	-	-	-	-	-
Commission .....	-	-	-	1	1	-	( <sup>3</sup> )	1	-
Other incentive .....	-	-	-	1	-	( <sup>3</sup> )	-	-	-
<b>Auto mechanics I</b>									
All incentive workers .....	37	48	52	49	97	95	83	100	79
Flat-rate percent .....	-	-	-	-	-	-	-	-	3
Over 25 and under 45 percent .....	-	-	-	-	-	-	-	-	-
50 percent .....	-	-	-	-	-	-	-	-	3
Other incentive plans									
Flat-rate hours .....	37	40	52	48	92	95	83	100	76
Individual bonus .....	-	8	-	-	5	-	-	-	( <sup>3</sup> )
Group bonus .....	-	-	-	-	-	-	-	-	-
Commission .....	-	-	-	1	-	-	-	-	-
<b>Auto mechanics II</b>									
All incentive workers .....	77	66	66	71	100	96	100	84	79
Flat-rate percent .....	4	3	( <sup>3</sup> )	-	-	-	-	-	2
Over 25 and under 45 percent .....	-	1	-	-	-	-	-	-	-
Over 45 and under 50 percent .....	4	-	-	-	-	-	-	-	-
50 percent .....	-	1	( <sup>3</sup> )	-	-	-	-	-	2
Other incentive plans									
Flat-rate hours .....	69	58	60	70	96	95	98	84	73
Individual bonus .....	4	5	5	( <sup>3</sup> )	2	-	-	-	3
Group bonus .....	-	-	-	1	-	-	-	-	-
Commission .....	-	-	-	( <sup>3</sup> )	2	-	2	-	-
Other incentive .....	-	-	-	-	-	1	-	-	-

See footnotes at end of table.

**Table 23. Types of incentive payments: Selected occupations—Continued**

(Percent of workers in auto dealer repair shops paid on an incentive basis,<sup>1</sup> 18 metropolitan areas,<sup>2</sup> July 1988)

Type of incentive pay	Northeast				South				
	Boston	Nassau-Suffolk	New York	Phila-delphia	Atlanta	Dallas	Houston	Miami-Hialeah	Wash-ington
<b>Auto mechanics III</b>									
All incentive workers .....	82	93	77	93	98	99	100	99	96
Flat-rate percent .....	2	4	5	-	9	-	-	( <sup>o</sup> )	2
Over 25 and under 45 percent .....	-	1	-	-	-	-	-	-	-
45 percent .....	-	-	-	-	3	-	-	-	-
Over 45 and under 50 percent .....	2	-	-	-	-	-	-	-	-
50 percent .....	-	2	5	-	6	-	-	-	2
Over 76 and under 95 percent .....	-	-	-	-	-	-	-	( <sup>o</sup> )	-
Other incentive plans									
Flat-rate hours .....	77	81	70	88	88	99	100	98	88
Individual bonus .....	3	8	3	2	1	-	-	-	7
Group bonus .....	-	-	-	-	-	-	-	-	-
Commission .....	-	-	-	1	( <sup>o</sup> )	-	( <sup>o</sup> )	1	-
Other incentive .....	-	-	-	2	-	-	-	-	-
<b>New-car get-ready workers</b>									
All incentive workers .....	40	20	23	21	42	51	65	77	45
Flat-rate percent .....	-	-	-	-	-	-	-	-	-
Over 25 and under 45 percent .....	-	-	-	-	-	-	-	-	-
Other incentive plans									
Flat-rate hours .....	26	20	23	18	36	51	65	74	43
Individual bonus .....	11	-	-	1	5	-	-	-	3
Commission .....	3	-	1	2	1	-	-	3	-
Other incentive .....	-	-	-	1	-	-	-	-	-
<b>Parts clerks</b>									
All incentive workers .....	74	48	33	68	91	95	92	93	81
Flat-rate percent .....	-	-	1	-	-	-	-	-	-
45 percent .....	-	-	-	-	-	-	-	-	-
Over 50 and under 75 percent .....	-	-	1	-	-	-	-	-	-
Other incentive plans									
Flat-rate hours .....	-	1	2	-	2	-	-	8	-
Individual bonus .....	-	-	-	8	-	19	-	-	2
Group bonus .....	-	12	8	14	11	28	26	-	4
Commission .....	73	36	23	46	79	48	66	85	75
Other incentive .....	1	-	-	-	-	-	-	-	-

See footnotes at end of table.

**Table 23. Types of incentive payments: Selected occupations—Continued**(Percent of workers in auto dealer repair shops paid on an incentive basis,<sup>1</sup> 18 metropolitan areas,<sup>2</sup> July 1988)

Type of incentive pay	Northeast				South				
	Boston	Nassau-Suffolk	New York	Philadelphia	Atlanta	Dallas	Houston	Miami-Hialeah	Washington
<b>Service writers</b>									
All incentive workers .....	75	94	87	83	96	99	94	99	88
Flat-rate percent .....	-	-	2	-	-	-	-	-	-
Under 25 percent .....	-	-	-	-	-	-	-	-	-
Over 50 and under 75 percent .....	-	-	2	-	-	-	-	-	-
Other incentive plans									
Flat-rate hours .....	( <sup>3</sup> )	-	1	-	2	-	-	3	2
Individual bonus .....	1	-	3	8	4	1	-	-	1
Group bonus .....	2	14	6	9	2	1	-	-	3
Commission .....	71	80	73	65	87	97	94	96	82
Other incentive .....	-	-	-	1	-	-	-	-	-

See footnotes at end of table.

**Table 23. Types of incentive payments: Selected occupations—Continued**

(Percent of workers in auto dealer repair shops paid on an incentive basis,<sup>1</sup> 18 metropolitan areas,<sup>2</sup> July 1988)

Type of incentive pay	North Central				West				
	Chicago	Indian-apolis	Kansas City	Minneapolis-St. Paul	Denver	Los Angeles-Long Beach	Portland	San Francisco	Seattle
<b>Body repairers</b>									
All incentive workers .....	93	100	100	96	100	97	100	9	58
Flat-rate percent .....	38	20	-	61	35	8	-	-	-
Over 25 and under 45 percent .....	11	6	-	-	7	-	-	-	-
45 percent .....	4	12	-	38	21	2	-	-	-
Over 45 and under 50 percent .....	-	-	-	-	-	-	-	-	-
50 percent .....	22	2	-	22	6	6	-	-	-
Other incentive plans									
Flat-rate hours .....	55	76	100	31	65	86	100	6	49
Individual bonus .....	( <sup>3</sup> )	-	-	3	-	-	-	3	9
Group bonus .....	-	-	-	-	-	3	-	-	-
Commission .....	-	4	-	-	-	-	-	-	-
Other incentive .....	-	-	-	2	-	-	-	-	-
<b>Painters</b>									
All incentive workers .....	88	100	100	100	96	97	100	9	39
Flat-rate percent .....	16	12	-	57	42	5	-	-	-
Over 25 and under 45 percent .....	16	6	-	-	13	-	-	-	-
45 percent .....	-	7	-	40	16	3	-	-	-
Over 45 and under 50 percent .....	-	-	-	-	-	-	-	-	-
50 percent .....	-	-	-	18	13	2	-	-	-
Over 50 and under 75 percent .....	-	-	-	-	-	-	-	-	-
Other incentive plans									
Flat-rate hours .....	71	88	100	37	53	92	100	4	39
Individual bonus .....	-	-	-	3	-	-	-	4	-
Group bonus .....	-	-	-	-	-	-	-	-	-
Other incentive .....	-	-	-	3	-	-	-	-	-
<b>Auto mechanics</b>									
All incentive workers .....	93	97	96	98	96	96	90	29	58
Flat-rate percent .....	-	3	( <sup>3</sup> )	4	5	2	-	-	2
Over 25 and under 45 percent .....	-	3	-	-	3	2	-	-	-
45 percent .....	-	-	-	( <sup>3</sup> )	-	-	-	-	-
Over 45 and under 50 percent .....	-	-	( <sup>3</sup> )	4	-	-	-	-	-
50 percent .....	-	-	-	-	2	-	-	-	2
Over 76 and under 95 percent .....	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

**Table 23. Types of incentive payments: Selected occupations—Continued**

(Percent of workers in auto dealer repair shops paid on an incentive basis,<sup>1</sup> 18 metropolitan areas,<sup>2</sup> July 1988)

Type of incentive pay	North Central				West				
	Chicago	Indianapolis	Kansas City	Minneapolis-St. Paul	Denver	Los Angeles-Long Beach	Portland	San Francisco	Seattle
<b>Auto mechanics—Continued</b>									
Other incentive plans									
Flat-rate hours .....	93	93	93	38	91	92	90	14	53
Individual bonus .....	-	( <sup>1</sup> )	2	48	-	-	-	15	3
Group bonus .....	-	-	-	-	-	2	-	-	-
Commission .....	-	1	( <sup>1</sup> )	-	-	-	-	-	-
Other incentive .....	-	-	-	7	-	-	-	-	-
<b>Auto mechanics I</b>									
All incentive workers .....	-	82	74	71	88	63	54	15	31
Flat-rate percent .....	-	5	-	-	2	3	-	-	-
Over 25 and under 45 percent .....	-	5	-	-	2	3	-	-	-
50 percent .....	-	-	-	-	-	-	-	-	-
Other incentive plans									
Flat-rate hours .....	-	77	71	21	86	51	54	7	31
Individual bonus .....	-	-	-	50	-	-	-	7	-
Group bonus .....	-	-	-	-	-	10	-	-	-
Commission .....	-	-	3	-	-	-	-	-	-
<b>Auto mechanics II</b>									
All incentive workers .....	60	98	88	92	95	97	87	27	30
Flat-rate percent .....	-	2	-	16	7	2	-	-	-
Over 25 and under 45 percent .....	-	2	-	-	3	2	-	-	-
Over 45 and under 50 percent .....	-	-	-	16	-	-	-	-	-
50 percent .....	-	-	-	-	3	-	-	-	-
Other incentive plans									
Flat-rate hours .....	60	93	77	32	89	92	87	27	30
Individual bonus .....	-	1	11	26	-	-	-	-	-
Group bonus .....	-	-	-	-	-	4	-	-	-
Commission .....	-	2	-	-	-	-	-	-	-
Other incentive .....	-	-	-	18	-	-	-	-	-

See footnotes at end of table.

**Table 23. Types of incentive payments: Selected occupations—Continued**

(Percent of workers in auto dealer repair shops paid on an incentive basis,<sup>1</sup> 18 metropolitan areas,<sup>2</sup> July 1988)

Type of incentive pay	North Central				West				
	Chicago	Indianapolis	Kansas City	Minneapolis-St. Paul	Denver	Los Angeles-Long Beach	Portland	San Francisco	Seattle
<b>Auto mechanics III</b>									
All incentive workers .....	96	100	100	99	100	99	99	30	71
Flat-rate percent .....	-	2	( <sup>3</sup> )	3	5	2	-	-	3
Over 25 and under 45 percent .....	-	2	-	-	3	2	-	-	-
45 percent .....	-	-	-	( <sup>3</sup> )	-	-	-	-	-
Over 45 and under 50 percent .....	-	-	( <sup>3</sup> )	3	-	-	-	-	-
50 percent .....	-	-	-	-	2	-	-	-	3
Over 76 and under 95 percent .....	-	-	-	-	-	-	-	-	-
Other incentive plans									
Flat-rate hours .....	96	97	98	39	95	97	99	13	63
Individual bonus .....	-	-	1	51	-	-	-	17	5
Group bonus .....	-	-	-	-	-	1	-	-	-
Commission .....	-	1	-	-	-	-	-	-	-
Other incentive .....	-	-	-	7	-	-	-	-	-
<b>New-car get-ready workers</b>									
All incentive workers .....	5	49	55	35	56	26	67	15	12
Flat-rate percent .....	-	-	-	-	4	-	-	-	-
Over 25 and under 45 percent .....	-	-	-	-	4	-	-	-	-
Other incentive plans									
Flat-rate hours .....	5	43	52	15	45	22	67	4	9
Individual bonus .....	-	-	-	13	3	4	-	12	3
Commission .....	-	6	2	3	-	-	-	-	-
Other incentive .....	-	-	-	4	4	-	-	-	-
<b>Parts clerks</b>									
All incentive workers .....	53	79	57	35	85	78	68	35	42
Flat-rate percent .....	-	-	-	1	-	-	-	-	-
45 percent .....	-	-	-	1	-	-	-	-	-
Over 50 and under 75 percent .....	-	-	-	-	-	-	-	-	-
Other incentive plans									
Flat-rate hours .....	-	-	-	( <sup>3</sup> )	-	-	-	-	( <sup>3</sup> )
Individual bonus .....	-	-	2	1	17	12	-	8	7
Group bonus .....	5	33	-	14	60	43	6	6	30
Commission .....	49	42	54	13	8	23	62	22	4
Other incentive .....	-	4	-	5	-	-	-	-	-

See footnotes at end of table.



**Table 23. Types of incentive payments: Selected occupations—Continued**(Percent of workers in auto dealer repair shops paid on an incentive basis,<sup>1</sup> 18 metropolitan areas,<sup>2</sup> July 1988)

Type of incentive pay	North Central				West				
	Chicago	Indianapolis	Kansas City	Minneapolis-St. Paul	Denver	Los Angeles-Long Beach	Portland	San Francisco	Seattle
<b>Service writers</b>									
All incentive workers .....	84	84	94	77	95	98	91	75	57
Flat-rate percent .....	-	6	-	-	-	-	-	-	-
Under 25 percent .....	-	6	-	-	-	-	-	-	-
Over 50 and under 75 percent .....	-	-	-	-	-	-	-	-	-
Other incentive plans									
Flat-rate hours .....	-	-	2	-	3	( <sup>3</sup> )	3	-	-
Individual bonus .....	-	3	3	-	63	55	-	14	22
Group bonus .....	3	6	-	10	13	10	5	11	18
Commission .....	81	69	89	66	12	33	82	49	16
Other incentive .....	-	-	-	1	4	-	-	-	-

<sup>1</sup> For definitions of types of incentive plans, see appendix A.<sup>2</sup> For definitions of areas, see footnote 1, table A-1, appendix A.<sup>3</sup> Less than 0.5 percent.

NOTE: Dashes indicate that no data were reported.

**Table 24. Scheduled weekly hours**(Percent of nonsupervisory service workers in auto dealer repair shops by scheduled weekly hours,<sup>1</sup> 18 metropolitan areas,<sup>2</sup> July 1988)

Weekly hours	Northeast				South				
	Boston	Nassau-Suffolk	New York	Philadelphia	Atlanta	Dallas	Houston	Miami-Hialeah	Washington
All workers .....	100	100	100	100	100	100	100	100	100
Under 40 hours .....	-	-	1	-	-	-	-	-	-
40 hours .....	70	100	99	94	74	56	87	100	91
Over 40 and under 45 hours .....	17	-	-	4	1	7	4	-	4
45 hours .....	13	-	-	1	22	34	7	-	4
Over 45 hours .....	-	-	-	1	3	4	2	-	1
Weekly hours	Midwest				West				
	Chicago	Indianapolis	Kansas City	Minneapolis-St. Paul	Denver	Los Angeles-Long Beach	Portland	San Francisco	Seattle
All workers .....	100	100	100	100	100	100	100	100	100
Under 40 hours .....	-	-	1	-	-	-	-	-	-
40 hours .....	100	74	94	100	76	94	100	100	100
Over 40 and under 45 hours .....	-	11	2	-	12	4	-	-	-
45 hours .....	-	8	3	-	12	-	-	-	-
Over 45 hours .....	-	7	-	-	-	2	-	-	-

<sup>1</sup> Data relate to the predominant schedule for full-time workers in each establishment.<sup>2</sup> For definitions of areas, see footnote 1, table A-1, appendix A.

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

**Table 25. Paid holidays**(Percent of nonsupervisory service workers in auto dealer repair shops with formal provisions for paid holidays, 18 metropolitan areas,<sup>1</sup> July 1988)

Number of paid holidays	Northeast				South				
	Boston	Nassau-Suffolk	New York	Philadelphia	Atlanta	Dallas	Houston	Miami-Hialeah	Washington
All workers .....	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays .....	100	100	100	100	100	100	96	98	100
Under 5 days .....	-	-	-	-	-	-	-	-	-
5 days .....	-	-	-	-	88	93	94	42	2
5 plus 1 half day .....	-	-	-	-	-	-	-	-	-
6 days .....	5	10	14	55	9	5	3	49	94
6 plus 1 or more half days .....	-	-	3	10	-	-	-	7	2
7 days .....	3	6	12	16	-	-	-	-	2
7 plus 1 or more half days .....	-	-	1	3	-	2	-	-	-
8 days .....	27	4	7	8	3	-	-	-	-
8 plus 1 or more half days .....	2	4	-	1	-	-	-	-	-
9 days .....	37	18	3	3	-	-	-	-	-
9 plus 1 or more half days .....	-	1	-	-	-	-	-	-	-
10 days .....	22	16	10	5	-	-	-	-	-
10 plus 1 half day .....	-	-	-	-	-	-	-	-	-
11 days .....	4	32	34	-	-	-	-	-	-
12 days .....	-	8	13	-	-	-	-	-	-
13 days .....	-	-	2	-	-	-	-	-	-
Average paid holidays <sup>2</sup> .....	8.8	9.6	9.5	6.8	5.2	5.1	5.0	5.6	6.0

See footnotes at end of table.

**Table 25. Paid holidays—Continued**(Percent of nonsupervisory service workers in auto dealer repair shops with formal provisions for paid holidays, 18 metropolitan areas,<sup>1</sup> July 1988)

Number of paid holidays	Midwest				West				
	Chicago	Indianapolis	Kansas City	Minneapolis-St. Paul	Denver	Los Angeles-Long Beach	Portland	San Francisco	Seattle
All workers .....	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays .....	98	100	100	100	98	99	100	100	100
Under 5 days .....	-	-	-	-	-	2	3	7	4
5 days .....	-	-	-	-	3	7	7	-	-
5 plus 1 half day .....	-	-	-	-	-	-	-	-	1
6 days .....	16	87	93	11	95	72	88	9	13
6 plus 1 or more half days .....	3	6	3	-	-	11	2	-	2
7 days .....	2	6	2	2	-	6	-	9	26
7 plus 1 or more half days .....	-	-	-	-	-	1	-	-	-
8 days .....	7	-	2	3	-	1	-	4	45
8 plus 1 or more half days .....	2	-	-	2	-	-	-	-	2
9 days .....	67	-	-	82	-	-	-	3	6
9 plus 1 or more half days .....	-	-	-	-	-	-	-	5	-
10 days .....	1	-	-	-	-	-	-	48	-
10 plus 1 half day .....	-	-	-	-	-	-	-	2	-
11 days .....	-	-	-	-	-	-	-	14	-
12 days .....	-	-	-	-	-	-	-	-	-
13 days .....	-	-	-	-	-	-	-	-	-
Average paid holidays <sup>2</sup> .....	8.3	6.1	6.1	8.6	6.0	6.1	5.8	9.0	7.3

<sup>1</sup> For definitions of areas, see footnote 1, table A-1, appendix A.<sup>2</sup> For purposes of computing average holidays, 2 half days were considered as 1 full day.

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

**Table 26. Paid vacations**

(Percent of nonsupervisory service workers in auto dealer repair shops with formal provisions for paid vacations after selected periods of service, 18 metropolitan areas,<sup>1</sup> July 1988)

Vacation policy	Northeast				South				
	Boston	Nassau-Suffolk	New York	Philadelphia	Atlanta	Dallas	Houston	Miami-Hialeah	Washington
All workers .....	100	100	100	100	100	100	100	100	100
<b>Method of payment</b>									
Workers in establishments providing paid vacations .....	100	100	100	100	100	100	100	100	100
Length-of-time payment .....	75	100	100	91	98	100	86	85	100
Percentage payment .....	21	-	-	9	-	-	2	-	-
Flat sum .....	4	-	-	-	2	-	12	15	-
Other .....	-	-	-	-	-	-	-	-	-
<b>Amount of vacation pay<sup>2</sup></b>									
After 6 months of service:									
Under 1 week .....	3	2	3	11	2	-	-	-	-
1 week .....	18	5	11	8	3	-	-	5	-
Over 1 and under 2 weeks .....	1	-	2	-	-	-	-	-	-
3 weeks .....	-	-	-	-	-	-	-	-	-
After 1 year of service:									
Under 1 week .....	4	-	-	-	-	-	9	15	-
1 week .....	59	96	89	95	92	99	91	78	90
Over 1 and under 2 weeks .....	2	-	-	( <sup>3</sup> )	-	-	-	-	2
2 weeks .....	32	2	9	4	8	1	-	7	8
Over 2 and under 3 weeks .....	-	-	2	-	-	-	-	-	-
After 2 years of service:									
Under 1 week .....	-	-	-	-	-	-	9	10	-
1 week .....	2	5	3	49	36	39	19	7	20
Over 1 and under 2 weeks .....	5	-	-	2	4	5	-	2	-
2 weeks .....	93	95	95	49	60	56	72	81	78
Over 2 and under 3 weeks .....	-	-	2	-	-	-	-	-	2
3 weeks .....	-	-	-	-	-	-	-	-	-
After 3 years of service:									
Under 1 week .....	-	-	-	-	-	-	9	6	-
1 week .....	2	1	2	6	20	16	7	6	5
Over 1 and under 2 weeks .....	4	-	-	4	2	2	-	6	-
2 weeks .....	93	95	96	90	78	82	83	82	91
Over 2 and under 3 weeks .....	-	-	2	-	-	-	-	-	2
3 weeks .....	1	3	-	-	-	-	-	-	1

See footnotes at end of table.

**Table 26. Paid vacations—Continued**

(Percent of nonsupervisory service workers in auto dealer repair shops with formal provisions for paid vacations after selected periods of service, 18 metropolitan areas,<sup>1</sup> July 1988)

Vacation policy	Northeast				South				
	Boston	Nassau-Suffolk	New York	Philadelphia	Atlanta	Dallas	Houston	Miami-Hialeah	Washington
<b>Amount of vacation pay<sup>2</sup>—Continued</b>									
After 5 years of service:									
Under 1 week .....	-	-	-	-	-	-	9	4	-
1 week .....	-	1	-	1	5	4	5	7	1
Over 1 and under 2 weeks .....	4	-	-	2	-	2	-	6	-
2 weeks .....	76	72	76	88	93	89	76	73	68
Over 2 and under 3 weeks .....	1	-	2	2	-	-	-	-	2
3 weeks .....	18	23	22	7	2	5	10	9	29
4 weeks .....	-	3	-	-	-	-	-	-	-
5 weeks .....	1	-	-	-	-	-	-	-	-
After 8 years of service:									
Under 1 week .....	-	-	-	-	-	-	9	4	-
1 week .....	-	1	-	1	3	4	5	7	1
Over 1 and under 2 weeks .....	4	-	-	1	2	-	-	6	-
2 weeks .....	67	28	23	58	90	88	74	71	59
Over 2 and under 3 weeks .....	1	-	3	4	-	2	-	-	4
3 weeks .....	27	67	74	37	5	7	10	12	36
Over 3 and under 4 weeks .....	-	-	-	-	-	-	2	-	-
4 weeks .....	-	3	-	-	-	-	-	-	-
5 weeks .....	1	-	-	-	-	-	-	-	-
After 10 years of service:									
Under 1 week .....	-	-	-	-	-	-	9	4	-
1 week .....	-	1	-	1	1	4	5	7	1
Over 1 and under 2 weeks .....	4	-	-	( <sup>3</sup> )	-	-	-	6	-
2 weeks .....	48	18	22	20	76	78	63	32	32
Over 2 and under 3 weeks .....	-	-	2	4	-	2	-	-	2
3 weeks .....	41	71	73	72	22	17	21	46	62
Over 3 and under 4 weeks .....	-	-	-	-	-	-	-	-	-
4 weeks .....	6	10	4	4	-	-	2	5	3
5 weeks .....	1	-	-	-	-	-	-	-	-
After 12 years of service:									
Under 1 week .....	-	-	-	-	-	-	9	4	-
1 week .....	-	1	-	1	1	4	5	7	1
Over 1 and under 2 weeks .....	4	-	-	( <sup>3</sup> )	-	-	-	6	-
2 weeks .....	48	18	19	18	76	78	63	32	30
Over 2 and under 3 weeks .....	-	-	-	2	-	-	-	-	2
3 weeks .....	41	71	77	73	22	19	21	46	64
Over 3 and under 4 weeks .....	-	-	-	2	-	-	-	-	-
4 weeks .....	6	10	4	5	-	-	2	5	3
5 weeks .....	1	-	-	-	-	-	-	-	-

See footnotes at end of table.

**Table 26. Paid vacations—Continued**

(Percent of nonsupervisory service workers in auto dealer repair shops with formal provisions for paid vacations after selected periods of service, 18 metropolitan areas,<sup>1</sup> July 1988)

Vacation policy	Northeast				South				
	Boston	Nassau-Suffolk	New York	Philadelphia	Atlanta	Dallas	Houston	Miami-Hialeah	Washington
<b>Amount of vacation pay<sup>2</sup>—Continued</b>									
After 15 years of service:									
Under 1 week .....	-	-	-	-	-	-	9	4	-
1 week .....	-	1	-	1	-	4	5	7	1
Over 1 and under 2 weeks .....	4	-	-	( <sup>3</sup> )	1	-	-	6	-
2 weeks .....	47	17	19	15	71	78	57	32	24
Over 2 and under 3 weeks .....	-	-	-	2	-	-	-	-	2
3 weeks .....	40	67	73	68	28	19	26	46	66
Over 3 and under 4 weeks .....	-	-	2	2	-	-	-	-	-
4 weeks .....	8	14	6	12	-	-	2	5	7
5 weeks .....	1	-	-	-	-	-	-	-	-
After 20 years of service:									
Under 1 week .....	-	-	-	-	-	-	9	4	-
1 week .....	-	1	-	1	-	4	5	7	1
Over 1 and under 2 weeks .....	4	-	-	( <sup>3</sup> )	-	-	-	6	-
2 weeks .....	47	17	19	15	72	78	57	32	24
Over 2 and under 3 weeks .....	-	-	-	2	-	-	-	-	2
3 weeks .....	37	64	73	58	28	19	24	39	63
Over 3 and under 4 weeks .....	-	-	-	-	-	-	-	-	-
4 weeks .....	11	17	8	21	-	-	5	12	10
Over 4 and under 5 weeks .....	-	-	-	2	-	-	-	-	-
5 weeks .....	1	-	-	1	-	-	-	-	-
After 25 years of service: <sup>4</sup>									
Under 1 week .....	-	-	-	-	-	-	9	4	-
1 week .....	-	1	-	1	-	4	5	7	1
Over 1 and under 2 weeks .....	4	-	-	( <sup>3</sup> )	-	-	-	6	-
2 weeks .....	47	17	19	15	72	78	57	32	24
Over 2 and under 3 weeks .....	-	-	-	2	-	-	-	-	2
3 weeks .....	36	64	72	58	28	19	24	39	63
Over 3 and under 4 weeks .....	-	-	-	-	-	-	-	-	-
4 weeks .....	12	17	6	20	-	-	5	12	10
Over 4 and under 5 weeks .....	-	-	-	1	-	-	-	-	-
5 weeks .....	1	-	3	2	-	-	-	-	-
Over 5 and under 6 weeks .....	-	-	-	( <sup>3</sup> )	-	-	-	-	-

See footnotes at end of table.

**Table 26. Paid vacations—Continued**

(Percent of nonsupervisory service workers in auto dealer repair shops with formal provisions for paid vacations after selected periods of service, 18 metropolitan areas,<sup>1</sup> July 1988)

Vacation policy	Midwest				West				
	Chicago	Indian- apolis	Kansas City	Minneapolis- St. Paul	Denver	Los Angeles- Long Beach	Portland	San Francisco	Seattle
All workers .....	100	100	100	100	100	100	100	100	100
<b>Method of payment</b>									
Workers in establishments providing									
paid vacations .....	100	100	99	100	100	100	100	100	100
Length-of-time payment .....	40	78	99	100	100	25	47	100	100
Percentage payment .....	1	14	-	-	-	57	53	-	-
Flat sum .....	59	7	-	-	-	19	-	-	-
Other .....	-	1	-	-	-	-	-	-	-
<b>Amount of vacation pay<sup>2</sup></b>									
After 6 months of service:									
Under 1 week .....	56	-	-	47	-	5	-	8	-
1 week .....	-	3	-	-	-	( <sup>3</sup> )	-	-	-
Over 1 and under 2 weeks .....	-	-	-	-	-	-	-	-	-
3 weeks .....	-	-	-	3	-	-	-	-	-
After 1 year of service:									
Under 1 week .....	40	9	-	-	-	17	-	-	-
1 week .....	60	88	99	96	97	81	100	100	100
Over 1 and under 2 weeks .....	-	-	-	2	-	-	-	-	-
2 weeks .....	-	3	-	3	3	2	-	-	-
Over 2 and under 3 weeks .....	-	-	-	-	-	-	-	-	-
After 2 years of service:									
Under 1 week .....	-	-	-	-	-	9	-	-	-
1 week .....	3	34	71	6	9	13	19	6	41
Over 1 and under 2 weeks .....	44	4	-	-	-	-	-	-	-
2 weeks .....	53	62	28	93	91	79	79	94	57
Over 2 and under 3 weeks .....	-	-	-	2	-	-	2	-	-
3 weeks .....	-	-	-	-	-	-	-	-	2
After 3 years of service:									
Under 1 week .....	-	-	-	-	-	9	-	-	-
1 week .....	-	9	9	-	-	11	5	-	-
Over 1 and under 2 weeks .....	44	4	-	-	-	-	-	-	-
2 weeks .....	56	87	90	98	100	80	89	97	96
Over 2 and under 3 weeks .....	-	-	-	2	-	-	2	-	-
3 weeks .....	-	-	-	-	-	-	4	3	4

See footnotes at end of table.



**Table 26. Paid vacations—Continued**

(Percent of nonsupervisory service workers in auto dealer repair shops with formal provisions for paid vacations after selected periods of service, 18 metropolitan areas,<sup>1</sup> July 1988)

Vacation policy	Midwest				West				
	Chicago	Indianapolis	Kansas City	Minneapolis-St. Paul	Denver	Los Angeles-Long Beach	Portland	San Francisco	Seattle
<b>Amount of vacation pay<sup>2</sup>—Continued</b>									
After 5 years of service:									
Under 1 week .....	-	-	-	-	-	9	-	-	-
1 week .....	-	8	6	-	-	10	5	-	-
Over 1 and under 2 weeks .....	42	4	-	-	-	1	-	-	-
2 weeks .....	50	81	84	97	88	55	86	57	89
Over 2 and under 3 weeks .....	2	-	-	2	-	-	2	-	-
3 weeks .....	6	8	9	1	12	25	7	43	11
4 weeks .....	-	-	-	-	-	-	-	-	-
5 weeks .....	-	-	-	-	-	-	-	-	-
After 8 years of service:									
Under 1 week .....	-	-	-	-	-	9	-	-	-
1 week .....	-	8	5	-	-	10	5	-	-
Over 1 and under 2 weeks .....	5	4	-	-	-	1	-	-	-
2 weeks .....	22	74	81	94	72	54	82	6	81
Over 2 and under 3 weeks .....	37	-	-	2	-	-	2	-	-
3 weeks .....	36	14	13	5	28	26	11	94	19
Over 3 and under 4 weeks .....	-	-	-	-	-	-	-	-	-
4 weeks .....	-	-	-	-	-	-	-	-	-
5 weeks .....	-	-	-	-	-	-	-	-	-
After 10 years of service:									
Under 1 week .....	-	-	-	-	-	9	-	-	-
1 week .....	-	6	5	-	-	9	5	-	-
Over 1 and under 2 weeks .....	5	5	-	-	-	2	-	-	-
2 weeks .....	19	59	76	11	48	46	47	6	21
Over 2 and under 3 weeks .....	37	-	-	-	-	-	2	-	-
3 weeks .....	35	24	18	88	49	33	45	94	79
Over 3 and under 4 weeks .....	-	-	-	2	-	-	-	-	-
4 weeks .....	4	5	-	-	3	2	1	-	-
5 weeks .....	-	-	-	-	-	-	-	-	-
After 12 years of service:									
Under 1 week .....	-	-	-	-	-	9	-	-	-
1 week .....	-	6	5	-	-	9	5	-	-
Over 1 and under 2 weeks .....	5	5	-	-	-	2	-	-	-
2 weeks .....	19	59	76	7	48	46	44	6	17
Over 2 and under 3 weeks .....	37	-	-	-	-	-	2	-	-
3 weeks .....	35	24	18	91	49	33	48	94	83
Over 3 and under 4 weeks .....	-	-	-	2	-	-	-	-	-
4 weeks .....	4	5	-	-	3	2	1	-	-
5 weeks .....	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

**Table 26. Paid vacations—Continued**

(Percent of nonsupervisory service workers in auto dealer repair shops with formal provisions for paid vacations after selected periods of service, 18 metropolitan areas,<sup>1</sup> July 1988)

Vacation policy	Midwest				West				
	Chicago	Indianapolis	Kansas City	Minneapolis-St. Paul	Denver	Los Angeles-Long Beach	Portland	San Francisco	Seattle
<b>Amount of vacation pay<sup>2</sup>—Continued</b>									
<b>After 15 years of service:</b>									
Under 1 week .....	-	-	-	-	-	9	-	-	-
1 week .....	-	6	5	-	-	9	5	-	-
Over 1 and under 2 weeks .....	2	5	-	-	-	2	-	-	-
2 weeks .....	12	54	18	7	46	46	43	6	17
Over 2 and under 3 weeks .....	11	-	-	-	-	-	2	-	-
3 weeks .....	18	30	75	90	48	33	44	51	80
Over 3 and under 4 weeks .....	30	-	-	2	3	-	-	-	-
4 weeks .....	27	5	-	1	3	2	7	43	3
5 weeks .....	-	-	-	-	-	-	-	-	-
<b>After 20 years of service:</b>									
Under 1 week .....	-	-	-	-	-	9	-	-	-
1 week .....	-	6	5	-	-	9	5	-	-
Over 1 and under 2 weeks .....	2	5	-	-	-	2	-	-	-
2 weeks .....	12	54	18	7	46	46	43	6	17
Over 2 and under 3 weeks .....	11	-	-	-	-	-	2	-	-
3 weeks .....	18	30	75	10	48	33	44	51	80
Over 3 and under 4 weeks .....	30	-	-	-	3	-	-	-	-
4 weeks .....	27	5	-	81	3	2	7	43	3
Over 4 and under 5 weeks .....	-	-	-	2	-	-	-	-	-
5 weeks .....	-	-	-	-	-	-	-	-	-
<b>After 25 years of service:<sup>4</sup></b>									
Under 1 week .....	-	-	-	-	-	9	-	-	-
1 week .....	-	6	5	-	-	9	5	-	-
Over 1 and under 2 weeks .....	2	5	-	-	-	2	-	-	-
2 weeks .....	12	51	18	7	46	46	43	6	17
Over 2 and under 3 weeks .....	11	-	-	-	-	-	2	-	-
3 weeks .....	18	32	75	8	48	33	44	51	80
Over 3 and under 4 weeks .....	30	-	-	-	-	-	-	-	-
4 weeks .....	27	5	-	83	6	2	7	43	3
Over 4 and under 5 weeks .....	-	-	-	2	-	-	-	-	-
5 weeks .....	-	-	-	-	-	-	-	-	-
Over 5 and under 6 weeks .....	-	-	-	-	-	-	-	-	-

<sup>1</sup> For definitions of areas, see footnote 1, table A-1, appendix A.

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

<sup>3</sup> Less than 0.5 percent.

<sup>4</sup> 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 27. Health, insurance, and retirement plans**

(Percent of nonsupervisory service workers in auto dealer repair shops with specified health, insurance, and retirement plans,<sup>1</sup> 18 metropolitan areas,<sup>2</sup> July 1988)

Type of plan	Northeast				South				
	Boston	Nassau-Suffolk	New York	Phila-delphia	Atlanta	Dallas	Houston	Miami-Hialeah	Wash-ington
All workers .....	100	100	100	100	100	100	100	100	100
Workers in establishments offering:									
Life insurance .....	63	92	91	98	100	95	85	95	97
Noncontributory plans .....	17	87	89	89	85	56	37	48	31
Accidental death and dismemberment insurance .....	55	83	67	84	88	74	70	90	84
Noncontributory plans .....	14	78	65	75	70	45	29	46	23
Sickness and accident insurance or sick leave or both <sup>3</sup> .....	95	100	99	97	47	35	41	30	94
Sickness and accident insurance .....	42	39	30	65	18	13	11	4	64
Noncontributory plans .....	12	39	30	57	11	3	-	-	10
Sick leave (full pay, no waiting period) .....	85	100	99	91	39	23	26	26	81
Sick leave (partial pay or waiting period) .....	-	-	-	-	-	4	6	-	7
Long-term disability insurance .....	14	-	8	9	8	9	8	-	17
Noncontributory plans .....	4	-	5	8	2	3	3	-	2
Hospitalization, surgical, and medical insurance .....	100	99	93	100	100	96	85	97	100
Noncontributory plans .....	14	94	87	87	71	47	27	51	17
Health maintenance organizations .....	50	-	5	39	6	18	27	20	37
Noncontributory plans .....	5	-	5	32	4	3	8	6	2
Dental care .....	50	79	68	44	25	29	37	35	59
Noncontributory plans .....	5	69	62	35	18	13	6	11	3
Vision care .....	8	20	13	10	4	4	7	-	9
Noncontributory plans .....	1	20	12	8	2	1	3	-	-
Hearing care .....	6	9	13	4	4	3	2	-	5
Noncontributory plans .....	-	9	12	2	2	-	-	-	1
Alcohol and drug abuse treatment ...	100	99	83	48	73	89	82	66	75
Noncontributory plans .....	16	94	82	44	57	44	28	35	11
Retirement plans <sup>4</sup> .....	57	67	66	74	48	22	21	23	48
Pensions .....	55	65	65	64	4	9	13	5	43
Noncontributory plans .....	29	59	56	39	4	6	10	-	13
Lump sum .....	7	2	1	14	44	13	9	18	10
Noncontributory plans .....	7	2	1	14	44	13	9	18	10

See footnotes at end of table.

**Table 27. Health, insurance, and retirement plans—Continued**

(Percent of nonsupervisory service workers in auto dealer repair shops with specified health, insurance, and retirement plans,<sup>1</sup> 18 metropolitan areas,<sup>2</sup> July 1988)

Type of plan	Midwest				West				
	Chicago	Indianapolis	Kansas City	Minneapolis-St. Paul	Denver	Los Angeles-Long Beach	Portland	San Francisco	Seattle
All workers .....	100	100	100	100	100	100	100	100	100
Workers in establishments offering:									
Life insurance .....	99	95	98	96	90	93	65	99	89
Noncontributory plans .....	83	55	96	92	42	81	56	99	80
Accidental death and dismemberment insurance .....	99	87	94	94	58	69	61	86	89
Noncontributory plans .....	83	53	92	90	29	59	47	86	80
Sickness and accident insurance or sick leave or both <sup>3</sup> .....	80	72	69	92	75	51	30	74	66
Sickness and accident insurance .....	79	50	63	90	48	4	20	56	62
Noncontributory plans .....	72	23	62	87	29	1	12	56	54
Sick leave (full pay, no waiting period) .....	8	45	7	6	38	48	20	9	16
Sick leave (partial pay or waiting period) .....	-	-	-	-	6	3	1	14	7
Long-term disability insurance .....	4	7	-	2	17	2	-	12	10
Noncontributory plans .....	4	5	-	2	5	-	-	12	8
Hospitalization, surgical, and medical insurance .....	100	97	96	95	96	78	99	100	97
Noncontributory plans .....	82	44	95	62	45	51	70	100	85
Health maintenance organizations .....	5	4	59	33	8	65	64	72	32
Noncontributory plans .....	2	-	59	7	8	46	41	72	11
Dental care .....	25	32	20	90	14	52	75	100	87
Noncontributory plans .....	13	15	20	58	3	29	46	100	74
Vision care .....	9	8	2	37	-	37	42	96	45
Noncontributory plans .....	8	2	2	9	-	20	17	96	38
Hearing care .....	1	5	-	2	2	27	29	49	25
Noncontributory plans .....	-	-	-	2	-	18	14	49	25
Alcohol and drug abuse treatment .....	35	69	97	69	76	81	82	100	69
Noncontributory plans .....	22	36	96	64	39	57	60	100	62
Retirement plans <sup>4</sup> .....	81	38	48	89	55	37	60	83	54
Pensions .....	75	38	42	89	21	23	54	80	50
Noncontributory plans .....	66	13	38	85	7	10	14	66	28
Lump sum .....	5	-	5	2	34	16	6	3	4
Noncontributory plans .....	5	-	5	2	34	16	6	3	4

<sup>1</sup> 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.

<sup>2</sup> For definitions of areas, see footnote 1, table A-1, appendix A.

<sup>3</sup> Unduplicated total of workers receiving sickness and accident insurance and sick leave shown separately.

<sup>4</sup> Unduplicated total of workers covered by pension plans and lump sums shown separately.

NOTE: Dashes indicate that no data were reported.

**Table 28. Health plan participation**(Percent of nonsupervisory service employees in auto dealer repair shops participating in specified health plans,<sup>1</sup> 18 metropolitan areas,<sup>2</sup> July 1988)

Type of plan	Northeast				South				
	Boston	Nassau-Suffolk	New York	Philadelphia	Atlanta	Dallas	Houston	Miami-Hialeah	Washington
All workers .....	100	100	100	100	100	100	100	100	100
Hospitalization, surgical, and medical insurance .....	70	97	92	83	92	80	64	80	74
Noncontributory plans .....	12	93	87	74	69	47	26	50	15
Health maintenance organizations .....	16	-	5	14	2	6	16	11	6
Noncontributory plans .....	4	-	5	11	2	( <sup>3</sup> )	6	2	( <sup>3</sup> )
Dental care .....	42	77	66	41	23	26	29	31	48
Noncontributory plans .....	5	68	62	34	18	13	6	11	3
Vision care .....	7	20	12	5	3	4	5	-	6
Noncontributory plans .....	1	20	12	4	2	1	2	-	-
Hearing care .....	5	9	12	3	3	2	2	-	5
Noncontributory plans .....	-	9	12	2	2	-	-	-	1
Alcohol and drug abuse treatment .....	85	97	83	46	69	76	68	60	59
Noncontributory plans .....	14	93	81	43	58	44	27	35	10

See footnotes at end of table.

**Table 28. Health plan participation—Continued**(Percent of nonsupervisory service employees in auto dealer repair shops participating in specified health plans,<sup>1</sup> 18 metropolitan areas,<sup>2</sup> July 1988)

Type of plan	Midwest				West				
	Chicago	Indianapolis	Kansas City	Minneapolis-St. Paul	Denver	Los Angeles-Long Beach	Portland	San Francisco	Seattle
All workers .....	100	100	100	100	100	100	100	100	100
Hospitalization, surgical, and medical insurance .....	89	82	67	76	79	41	71	64	85
Noncontributory plans .....	75	43	67	59	42	30	55	64	75
Health maintenance organizations .....	1	2	31	22	5	45	21	31	10
Noncontributory plans .....	( <sup>3</sup> )	-	31	6	5	35	12	31	8
Dental care .....	33	29	19	89	11	38	67	95	81
Noncontributory plans .....	22	15	19	57	3	25	43	95	70
Vision care .....	17	7	1	37	-	31	35	78	42
Noncontributory plans .....	16	2	1	9	-	19	17	78	37
Hearing care .....	1	4	-	2	1	24	26	32	21
Noncontributory plans .....	( <sup>3</sup> )	-	-	2	-	18	14	32	21
Alcohol and drug abuse treatment .....	43	61	96	67	66	71	71	95	64
Noncontributory plans .....	32	35	96	63	39	55	50	95	60

<sup>1</sup> 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. Percentages of employees participating in some of these plans may exceed the percentages to whom the plans were offered. (See table 27.) Data in that table relate to employees in establishments where a *majority* of workers

are offered a plan. Data in this table include all participants, even those from establishments offering plans to a minority of their workers.

<sup>2</sup> For definitions of areas, see footnote 1, table A-1, appendix A.

<sup>3</sup> Less than 0.5 percent.

NOTE: Dashes indicate that no data were reported.

**Table 29. Other selected benefits**(Percent of nonsupervisory service workers in auto dealer repair shops with formal provisions for selected benefits,<sup>1</sup> 18 metropolitan areas,<sup>2</sup> July 1988)

Benefit	Northeast				South				
	Boston	Nassau-Suffolk	New York	Philadelphia	Atlanta	Dallas	Houston	Miami-Hialeah	Washington
All workers .....	100	100	100	100	100	100	100	100	100
Workers in establishments with provisions for:									
Funeral leave .....	90	85	85	77	39	32	43	37	50
Jury-duty leave .....	76	77	77	73	77	66	65	100	50
Paid military leave .....	32	10	14	21	12	8	12	14	17
Technological severance pay .....	-	17	27	9	3	-	5	4	16
Cost-of-living adjustments <sup>3</sup> .....	-	-	4	1	5	-	-	-	1
<b>Uniform allowances</b>									
Employer provides:									
Uniforms .....	1	-	-	1	5	5	3	-	4
Cleaning .....	-	-	-	-	-	-	1	-	-
Uniforms and cleaning .....	55	99	100	99	19	18	8	-	16
Monetary allowance for full cost of uniforms and/or cleaning .....	-	-	-	-	-	-	2	-	-
Monetary allowance for portion of cost of uniforms and/or cleaning .....	44	-	-	-	72	71	64	100	76

See footnotes at end of table.

**Table 29. Other selected benefits—Continued**(Percent of nonsupervisory service workers in auto dealer repair shops with formal provisions for selected benefits,<sup>1</sup> 18 metropolitan areas,<sup>2</sup> July 1988)

Benefit	Midwest				West				
	Chicago	Indianapolis	Kansas City	Minneapolis-St. Paul	Denver	Los Angeles-Long Beach	Portland	San Francisco	Seattle
All workers .....	100	100	100	100	100	100	100	100	100
Workers in establishments with provisions for:									
Funeral leave .....	91	46	88	95	32	32	26	19	18
Jury-duty leave .....	88	54	89	91	48	7	19	63	19
Paid military leave .....	25	22	25	2	-	7	8	-	7
Technological severance pay .....	-	10	4	33	-	5	12	7	6
Cost-of-living adjustments <sup>3</sup> .....	-	-	-	-	-	-	2	-	-
<b>Uniform allowances</b>									
Employer provides:									
Uniforms .....	-	3	5	-	3	4	-	-	-
Cleaning .....	-	-	-	-	-	-	-	-	-
Uniforms and cleaning .....	22	28	18	13	15	76	48	64	97
Monetary allowance for full cost of uniforms and/or cleaning .....	-	-	-	-	8	3	3	-	-
Monetary allowance for portion of cost of uniforms and/or cleaning .....	76	67	75	87	72	18	46	26	2

<sup>1</sup> For definition of items, see appendix A.<sup>2</sup> For definitions of areas, see footnote 1, table A-1, appendix A.<sup>3</sup> Adjustments based on BLS Consumer Price Index.

NOTE: Dashes indicate that no data were reported.



# Appendix A. Scope and Method of Survey

## Scope of survey

The survey included the repair departments of establishments engaged primarily in selling new, or new and used automobiles (SIC 5511 as defined in the 1972 edition of the *Standard Industrial Classification Manual* prepared by the U.S. Office of Management and Budget). Establishments primarily selling trucks and used cars and general automobile repair shops were not included.

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 was defined for this study as all outlets of a company operating within the metropolitan area. In this industry, a "company" was defined as an independently operated dealership, made up of (at a minimum) a sales department and associated service facilities. Independent operation implies the existence of separate payrolls, unemployment insurance reporting, and, usually, the separate determination of compensation practices. In most cases, an establishment is a single physical location. Exceptions may occur when, for example:

- Sales and service facilities are located at different sites, e.g., a downtown showroom with service performed in an industrial district;

- A warehouse or storage lot which may include limited service facilities (new-car get-ready work) is located at a remote site; or,

- Two or more dealerships are jointly owned and are operated as a single unit.

## Employment

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

## Nonsupervisory service workers

The term "nonsupervisory service workers" includes working supervisors and all nonsupervisory workers in all departments except the office and auto sales. Included are workers in departments such as repair, service, and parts.

## 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. The criteria for selection of the occupations were: The number of workers in the occupation; the usefulness of the data in wage determination; and appropriate representation of the entire job scale in the industry. Supervisors, apprentices, learners, beginners, trainees, and handicapped, part-time, temporary, and probationary workers were not reported in the data for selected occupations but were included in the data for all nonsupervisory service workers. The definitions for the selected occupations and the job categories for which only employment data were collected (table 1) are contained in appendix B.

## Wage data

Information on wages relates to weekly earnings which generally reflect a normal or typical workweek and include straight-time, overtime, and other payments received during the payroll period studied. Incentive payments, such as

**Table A-1. Estimated number of establishments and employees within scope of study and number studied, auto dealer repair shops, July 1988**

Area <sup>1</sup>	Number of establishments <sup>2</sup>		Workers in establishments		
	Within scope of study	Actually studied	Within scope of study		Actually studied <sup>3</sup>
			Total <sup>4</sup>	Nonsupervisory service workers	
Total, 18 areas .....	3,046	1,017	187,135	91,475	77,064
<b>Northeast</b>					
Boston .....	211	62	10,061	4,731	4,053
Nassau-Suffolk .....	202	65	7,778	3,735	2,795
New York .....	244	67	10,197	4,710	3,550
Philadelphia .....	306	132	16,705	8,638	7,594
<b>South</b>					
Atlanta .....	166	44	11,880	5,699	3,684
Dallas .....	119	49	9,584	4,791	5,284
Houston .....	146	61	11,934	5,844	6,043
Miami-Hialeah .....	68	30	6,923	3,641	3,641
Washington .....	222	56	19,393	9,912	6,692
<b>Midwest</b>					
Chicago .....	306	71	17,206	8,462	5,313
Indianapolis .....	79	39	4,578	2,151	2,850
Kansas City .....	108	50	6,304	2,924	3,505
Minneapolis-St. Paul .....	134	55	8,274	3,904	4,259
<b>West</b>					
Denver .....	72	35	5,730	2,823	3,036
Los Angeles-Long Beach .....	383	76	25,166	12,212	6,657
Portland .....	84	40	4,479	2,094	2,369
San Francisco .....	86	39	4,588	2,179	2,610
Seattle .....	110	46	6,355	3,025	3,129

<sup>1</sup> The areas are defined as follows: NORTHEAST: *Boston*—Suffolk County, 3 communities in Bristol County, 4 in Essex County, 44 in Middlesex County, 26 in Norfolk County, 16 in Plymouth County, and 9 in Worcester County, MA; *Nassau-Suffolk*—Nassau and Suffolk Counties, NY; *New York*—New York City (Bronx, Kings, New York, Queens, and Richmond Counties) and Putnam, Rockland, and Westchester Counties, NY; *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, Guinnett, Henry, Newton, Paulding, Rockdale, Spalding and Walton Counties, GA; *Dallas*—Collin, Dallas, Denton, Ellis, Kaufman, and Rockwell Counties, TX; *Houston*—Fort Bend, Harris, Liberty, Montgomery, and Waller Counties, TX; *Miami-Hialeah*—Dade County, FL; *Washington*—District of Columbia; Calvert, Charles, Frederick, and Prince Georges Counties, MD; and Alexandria, Fairfax, Falls Church, Manassas, and Manassas Park cities, and Arlington, Fairfax, Loudoun, Prince William, and Stafford Coun-

ties, VA; MIDWEST: *Chicago*—Cook, Du Page, and McHenry Counties, IL; *Indianapolis*—Boone, Hamilton, Hancock, Hendricks, Johnson, Marion, Morgan, and Shelby Counties, IN; *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, CO; *Los Angeles-Long Beach*—Los Angeles County, CA; *Portland*—Clackamas, Multnomah, Washington, and Yamhill Counties, OR; *San Francisco*—Marin, San Francisco, and San Mateo Counties, CA; and *Seattle*—King and Snohomish Counties, WA.

<sup>2</sup> Includes only those auto dealerships with total employment of at least 20 workers at the time of reference of the universe data.

<sup>3</sup> Data relate to total employment in establishments actually visited.

<sup>4</sup> Includes executive, professional, office, and other workers in addition to the nonsupervisory service worker category shown separately.

those resulting from piecework or production bonus systems, and cost-of-living pay increases were included as part of the workers' regular pay. Excluded were lump-sum payments such as, profit-sharing payments, attendance bonuses, Christmas or yearend bonuses, and other nonproduction bonuses.

*Average (mean) weekly rates or earnings* for each occupation were calculated by weighting each rate (or weekly earnings) by the number of workers receiving the rate, totaling, and dividing by the number of individuals.

### Area definitions

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.

### Method of wage payment

Tabulations by method of wage payment relate to the number of workers paid under the various time-rated and incentive wage systems. Formal rate structures for time-rated

workers provide single rates or a range of rates for individual job categories. In the absence of a formal rate structure, pay rates are determined primarily by the qualifications of the individual worker. A single rate structure is one in which the same rate is paid to all experienced workers in the same job classification. Learners, apprentices, or probationary workers may be paid according to rate schedules which start below the single rate and permit the workers to achieve the full job rate over a period of time. An experienced worker occasionally may be paid above or below the single rate for special reasons, but such payments are exceptions. Range-of-rate plans are those in which the minimum, maximum, or both of these rates paid experienced workers for the same job are specified. Specific rates of individual workers within the range may be determined by merit, length of service, or a combination of these.

Incentive workers are classified under flat-rate hours, flat-rate percentage, individual bonus, and group bonus or commission plans. Flat-rate hours plans compute pay by multiplying the number of hours established for the job by an hourly rate, regardless of the amount of time actually required to complete the work. Flat-rate percentage plans pay a stipulated percentage of the labor cost actually charged to the customer. Bonus plans are for production in excess of a quota or for completion of a task in less than standard time, either by an individual or a group. Under commission plans, earnings are based on a percentage of sales or on a combination of a stated salary plus a percentage of sales.

### **Scheduled weekly hours**

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

### **Employee benefits**

Employee benefits in an establishment were considered applicable to all service 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 8 years of service may include changes which occurred between 5 and 8 years.

*Insurance, health, and retirement plans.* Data are presented for insurance, health, pension, and lump-sum 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.<sup>1</sup>

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

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

Tabulations of paid sick leave plans are limited to formal plans<sup>2</sup> 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 eligi-

<sup>1</sup> 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; and 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.

<sup>2</sup> 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.

bility 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 typically cover other expenses such as outpatient surgery and prescription drugs.

An HMO provides comprehensive medical care in return for pre-established fees. Unlike insurance, 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 for 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 option-

al 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 service workers participating in selected health care plans. A plan is included even though it is offered only to a minority of workers, or a majority of the employees in an establishment do not choose to participate in it.

*Paid funeral and jury-duty leave.*<sup>3</sup> Data relate to formal plans providing 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.

*Technological 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.

*Cost-of-living adjustments.* Formal plans that adjust wages in keeping with changes in the BLS Consumer Price Index or some other measure.

*Uniform allowances.* Data relate to formal provisions for uniforms worn in lieu of or over the employee's personal clothing.

<sup>3</sup> When paid jury-duty leave is required by law, as it is in Alabama, Nebraska, Tennessee, and 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 may differ significantly from those used in individual establishments or those prepared for other purposes. In applying these job descriptions, the Bureau's field representatives were instructed to exclude apprentices, learners, beginners, trainees, and handicapped, part-time, temporary, and probationary workers.

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

In general, the Bureau of Labor Statistics' occupational descriptions are much more specific than those found in the SOC manual. For example, two of the eight occupations studied separately had the same SOC code (6111). Thus, in comparing the results of this survey with other sources, differences in occupational definitions should be taken into consideration.

## Body repairer

(6115: Automobile body and related repairer)

Repairs damaged bodies and body parts of automotive vehicles. Duties involve *most of the following*: Removing parts and equipment (e.g., upholstery and trim) to gain access to vehicle body and fenders; placing dolly blocks against surface of dented area and beating opposite surface with hammer to remove dents; filling depressions with solder, plastics, or other material; and removing excessively damaged parts, such as fenders, panels, grills, and attaching replacements. In addition, may file, grind, and sand repaired surface; paint repaired surface; and perform such related tasks as replacing broken glass. *Excludes* workers who specialize in body shop estimating, frame repairing and straightening, and bumper straightening.

## Painter

(6115: Automobile body and related repairer)

Repaints automobiles, buses, and trucks, or damaged places on such vehicles: Removes old paint; masks (covers) portions of automobile not to be painted; and sands rough spots. Mixes paint to produce desired color or may use prepared paints. Applies paint, enamel, or other finishes to metal surfaces with brush or spray gun. May run intermediate coats and polish final coat.

## Auto mechanic

(6111: Automobile mechanics)

Works on various models of automobiles and light trucks by performing *one or a combination of the following*: Adjusting, installing, overhauling, rebuilding, repairing, replacing, troubleshooting, or tuning up.

Work requires training usually acquired through an apprenticeship program or equivalent training and experience.

Positions are classified into levels on the basis of the following definitions.

### Auto mechanic I

Performs minor repair and tuneup of motor vehicles. Work typically involves such tasks as: Cleaning spark plug electrodes and setting gap; replacing defective chassis parts, such as shock absorbers, brakelining, and pads; installing automotive accessories such as oil and air filters, windshield wiper blades, fan belts, and batteries; lubricates moving parts, such as universal joints and steering knuckles; and inspecting fluid level and adding or changing fluid if necessary to such units as power steering reservoir, transmission, differential, and rear axle housing. May perform other related duties such as changing or repairing tires.

### Auto mechanic II

Performs work on more complex motor vehicles components. Work may consist of *a combination or all of the following*: Replacing and/or adjusting fuel, electrical, and cooling system components, such as carburetor/fuel injection, water pump, distributor, voltage regulator, and alter-

nator. On occasion, may also perform routine work as described for level I.

### Auto mechanic III

Repairs, rebuilds, or overhauls major automotive assemblies of automobiles and light trucks, such as engines, drivetrains and axles, transmissions and transaxles, clutches, fuel injection, and light diesel. Repairs major electrical systems and electronic components. Includes fully qualified journeyman mechanics even though most of their time may be spent on minor repairs and tuneups.

### New-car get-ready worker

(6111: Automobile mechanic)

Inspects and services new automobiles and makes minor repairs and adjustments to place vehicle in saleable condition. Work involves *most of the following*: Inspecting vehicles delivered to dealer for damage and missing components and recording discrepancies; examining vehicles for loose or misaligned trim, doors, hardware, and other items and correcting defects; starting engine and activating power equipment, such as electric windows, seats, and radio to detect faulty unit or system; observing functions of horn, lights, directional signals, cigarette lighter, and other electrical components; touching up minor imperfections in paint; and installing optional equipment specified by customer such as mirrors, carpets and mats, moldings and standard items such as wiper blades and wheel covers. May also apply undercoating material to vehicles and tune engine. *Does not include* workers whose primary duties consist of washing and waxing vehicles.

### Parts clerk

(4367: Salespersons, parts)

Sells automobile parts to customers and fills requisitions of service department for parts. Duties involve *most of the following*: Ascertaining make, year, and type of part needed, sometimes inspecting damaged part to determine replacement required, or advising customer of part needed according to description of trouble; discussing with customer the use and features of various parts based on knowledge of engines or equipment; uses computer or reading catalog for stock number and price of part; advising customer on substitution or modification of parts when replacements are not available; examining returned part to determine if it is defective, exchanging the part or refunding money; filling customer or department orders from stock, finding parts in stockroom according to prearranged plan; receiving and filling telephone orders for parts; keeping records; and making out sales slips.

*Exclude parts managers*, who, in addition to selling parts, have supervisory responsibility over other parts department employees.

### Service writer

(4244: Sale representatives, motor vehicles and supplies)  
(Write-up person)

Examines automobiles driven into service area by customers and determines need for and cost of repairs. Ascertain nature of needed repairs by testing, by questioning customer concerning performance of automobile, or by visual inspection. Estimates cost of repairs and prepares itemized work order, listing cost of parts and labor.

### Guard

(5144: Guard and police, except public service)

Protects property from theft or damage, or persons from hazards or interference. Duties involve serving at a fixed post, making rounds on foot or by motor vehicle, or escorting persons or property. May be deputized to make arrests. May also help visitors and customers by answering questions and giving directions.

For wage study purposes, guards are classified as follows:

#### Guard I

Carries out instructions primarily oriented toward insuring that emergencies and security violations are readily discovered and reported to appropriate authority. Intervenes directly only in situations which require minimal action to safeguard property or persons. Duties require minimal training. Commonly, the guard is not required to demonstrate physical fitness. May be armed, but generally is not required to demonstrate proficiency in the use of firearms or special weapons.

#### Guard II

Enforces regulations designed to prevent breaches of security. Exercises judgment and uses discretion in dealing with emergencies and security violations encountered. Determines whether first response should be to intervene directly (asking for assistance when deemed necessary and time allows), to keep situation under surveillance, or to report situation so that it can be handled by appropriate authority. Duties require specialized training in methods and techniques of protecting security areas. Commonly, the guard is required to demonstrate continuing physical fitness and proficiency with firearms or other special weapons.

### Janitor, porter, or cleaner

(5244: Janitor and cleaner)

Cleans and keeps in an orderly condition factory working areas and washrooms, or premises of an office or other establishment. Duties involves *a combination of the following*: Sweeping, mopping and/or scrubbing and polishing floors;

removing chips, trash, and other refuse; dusting equipment, furniture, or fixtures; polishing metal fixtures or trimmings; providing supplies and minor maintenance services; and cleaning lavatories, showers, and restrooms. Workers who specialize in window washing are excluded.

Following is a list of jobs and accompanying definitions for which only employment data were collected. Unlike the specific jobs listed above, part-time workers were included in the employment totals collected.

#### **Executive, administrative, managerial and professional occupations**

*Includes* top and middle management occupations and occupations directly supportive to management which are concerned with achieving the overall objectives of the dealership. *Includes* accountants and other administrative and professional groups.

#### **Administrative support occupations, including clerical**

Prepares, transcribes, transfers, systemizes, and preserves written communications and records; gathers and distributes information; operates telephone switchboard and performs other administrative support and clerical duties.

#### **Salespersons (new and/or used cars)**

Sells new or used motor vehicles, such as automobiles and light trucks.

#### **Salespersons, other**

Other salespersons including those selling over-the-counter automotive (replacement) parts and accessories and cashiers.

#### **Car preparation workers and polishers (except new car get-ready workers)**

Prepares new and used cars for showroom and parking lot display. *Includes* washing and waxing vehicles by hand.

#### **Pick-up and delivery workers (cars, customers, and/or parts)**

Drives new automobiles between preparation and customer delivery, transports customers to and from auto dealer, and picks up and/or delivers auto parts.

#### **Laborers (including car jockeys, lot attendants, and utility workers)**

Workers helping those involved in repairing and maintaining the operating condition of automobiles and light trucks.

#### **All other workers (not covered by any of the above categories)**

*Includes* activities that *do not* require specific occupational training.

# Industry Wage Survey Bulletins

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

## *Manufacturing*

Basic Iron and Steel, 1983. BLS Bulletin 2221. \$2.25\*  
Cigarette Manufacturing, 1986. BLS Bulletin 2276. \$1.25\*  
Corrugated and Solid Fiber Boxes, 1987. BLS Bulletin 2315.  
\$3.50. GPO Stock No. 029-001-02986-1  
Grain Mill Products, 1987. BLS Bulletin 2325.  
\$4.50. GPO Stock No. 029-001-02996-9.  
Hosiery Manufacturing, 1987. BLS Bulletin 2321.  
\$3. GPO Stock No. 029-001-02987-0.  
Industrial Chemicals, 1986. BLS Bulletin 2287. \$2.50\*  
GPO Stock No. 029-001-02934-9  
Iron and Steel Foundries, 1986. BLS Bulletin 2292.  
\$5.50. GPO Stock No. 029-001-02963-2.  
Machinery Manufacturing, 1983. BLS Bulletin 2229. \$3.50\*  
Meat Products, 1984. BLS Bulletin 2247. \$6\*  
Men's and Boys' Shirts and Nightwear, 1987.  
BLS Bulletin 2304. \$3.25\*  
Men's and Boys' Suits and Coats, 1984.  
BLS Bulletin 2230. \$2.25\*  
Men's and Women's Footwear, 1986. BLS Bulletin 2291. \$3.50\*  
Millwork, 1984. BLS Bulletin 2244. \$2\*  
Motor Vehicles and Parts, 1983. BLS Bulletin 2223. \$4.75\*

Petroleum Refining, 1985. BLS Bulletin 2255. \$2.25\*  
Pressed or Blown Glass and Glassware, 1986.  
BLS Bulletin 2286. \$3.\*  
Pulp, Paper, and Paperboard Mills, 1987. BLS Bulletin 2324.  
\$5.50. GPO Stock No. 029-001-02993-4  
Shipbuilding and Repairing, 1986. BLS Bulletin 2295.  
\$2. GPO Stock No. 029-001-02965-9  
Structural Clay Products, 1986. BLS Bulletin 2288. \$3.25\*  
Synthetic Fibers, 1985. BLS Bulletin 2268. \$1.50\*  
Textile Dyeing and Finishing, 1985. BLS Bulletin 2260. \$3.25\*  
Textile Mills, 1985. BLS Bulletin 2265. \$5.50\*  
Wood Household Furniture, 1986. BLS Bulletin 2283. \$5.50\*

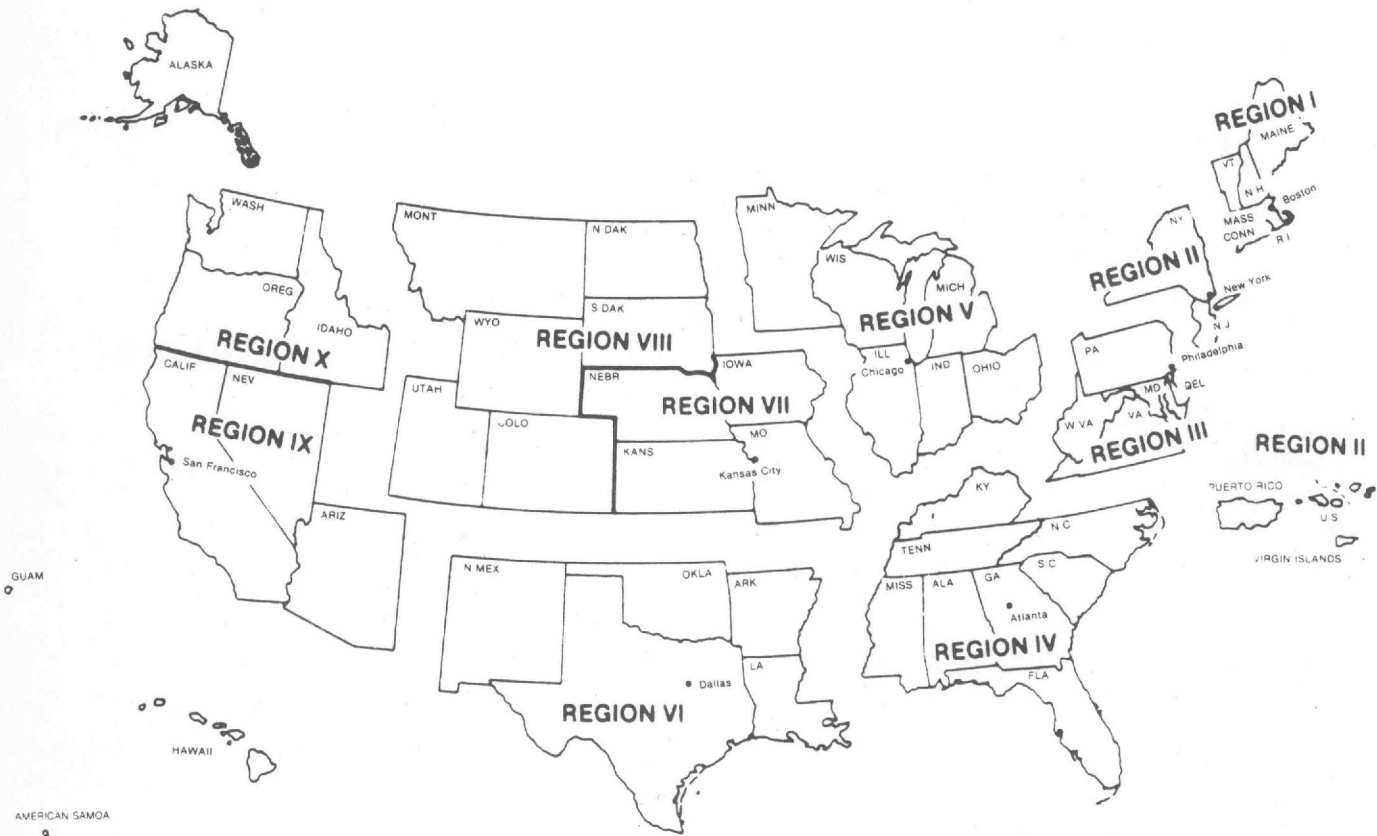
## *Nonmanufacturing*

Auto Dealer Repair Shops, 1988. BLS Bulletin 2337.  
Banking, 1985. BLS Bulletin 2269. \$4\*  
Bituminous Coal Mining, 1982. BLS Bulletin 2185. Out of  
print.  
Certificated Air Carriers, 1984. BLS Bulletin 2241. \$2\*  
Computer and Data Processing Services, 1987.  
BLS Bulletin 2318. \$3.50. GPO Stock No. 029-001-02988-8  
Contract Cleaning Services, 1986. BLS Bulletin 2299.  
\$3. GPO Stock No. 029-001-02970-5  
Department Stores, 1986. BLS Bulletin 2311. \$4.75\*  
Electric and Gas Utilities, 1982. BLS Bulletin 2218.  
\$4.75\*  
Hospitals, 1985. BLS Bulletin 2273. \$12\*  
Hotels and Motels, 1983. BLS Bulletin 2227. \$3.25\*  
Life and Health Insurance Carriers, 1986. BLS Bulletin 2293.  
\$5.\*  
Nursing and Personal Care Facilities, 1985.  
BLS Bulletin 2275. \$5  
GPO Stock No. 029-001-02921-7  
Oil and Gas Extraction, 1988. BLS Bulletin 2334.  
Temporary Help Supply, 1987. BLS Bulletin 2313. \$5  
GPO Stock No. 029-001-02982-9



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