

# Occupational Compensation Survey: Pay Only

**West Palm Beach—Boca Raton,  
Florida, Metropolitan Area,  
February 1996**



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U.S. Department of Labor  
Bureau of Labor Statistics

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## Preface

This bulletin provides results of a February 1996 survey of occupational pay in the West Palm Beach—Boca Raton Metropolitan Statistical Area. This survey was conducted as part of the U.S. Bureau of Labor Statistics Occupational Compensation Survey Program. Data from this program are for use in implementing the Federal Employees Pay Comparability Act of 1990. The survey was conducted by the Bureau's regional office in Atlanta, under the direction of Dianne R. Farrior, Assistant Regional Commissioner for Operations.

The survey could not have been conducted without the cooperation of the many private firms and government jurisdictions that provided pay data included in this bulletin. The Bureau thanks these respondents for their cooperation.

For additional information regarding this survey or similar surveys conducted in this regional area, please contact the BLS Atlanta Regional Office at (404) 347-4416. You may also write to the Bureau of Labor Statistics at: Division of Occupational Pay and Employee Benefits, 2 Massachusetts Avenue, NE, Washington, D.C. 20212-0001 or call the Occupational Compensation Survey Program information line at (202) 606-6220.

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# Occupational Compensation Survey: Pay Only

# West Palm Beach—Boca Raton, Florida, Metropolitan Area, February 1996



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

Bureau of Labor Statistics  
Katharine G. Abraham,  
Commissioner

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# Introduction

This survey of occupational pay in the West Palm Beach—Boca Raton Metropolitan Statistical Area (Palm Beach County) was conducted as part of the U.S. Bureau of Labor Statistics Occupational Compensation Survey Program. The survey is one of a number conducted annually in metropolitan areas throughout the United States. (See listing of reports for other surveys at the end of this bulletin.)

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

The Program develops information that is used for a variety of purposes, including wage and salary administration, collective bargaining, and assistance in determining business or plant location. Survey results also are used by the U.S. Department of Labor in making wage determinations under the Service Contract Act, and by the President's Pay Agent (the Secretary of Labor and Directors of the U.S. Office of Personnel Management and the U.S. Office of Management and Budget) in determining local pay adjustments under the Federal Employee Pay Comparability Act of 1990. This latter requirement resulted in: (1) Expanding the survey's industrial coverage to include all private nonfarm establishments (except

households) employing 50 workers or more and to State and local governments and (2) adding more professional, administrative, technical, and protective service occupations to the surveys.

## Pay

The A-series tables provide estimates of straight-time weekly or hourly pay by occupation. Tables A-1 through A-5 provide data for selected white- and blue-collar occupations common to a variety of industries.

Occupational pay information is presented for all industries covered by the survey and, where possible, for private industry and for State and local governments. Within private industry, more detailed information is presented to the extent that the survey establishment sample can support such detail.

## Appendixes

Appendix A describes the concepts, methods, and coverage used in the Occupational Compensation Survey Program. It also includes information on the area's industrial composition and the reliability of occupational pay estimates.

Appendix B includes the descriptions used by Bureau field economists to classify workers in the survey occupations.

**Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, West Palm Beach-Boca Raton, FL, February 1996**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																				
			Mean	Median	Middle range	350 and under 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 and over
<b>PROFESSIONAL OCCUPATIONS</b>																										
<b>Accountants</b> .....	614	40.0	\$840	\$827	\$640 - \$1,000	2	2	2	5	10	7	2	14	5	8	9	8	( <sup>3</sup> )	7	11	4	4	1	-	-	( <sup>3</sup> )
Private industry .....	518	40.0	885	858	700 - 1,058	-	-	1	3	8	7	2	14	5	8	10	8	1	9	13	4	4	1	-	-	1
State and local government .....	96	40.0	596	566	482 - 718	11	11	6	15	20	4	5	11	5	4	1	3	-	-	-	2	-	-	-	-	-
Level 1:																										
State and local government .....	25	40.0	441	-	- - -	32	24	16	20	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 2 .....	202	40.0	669	640	596 - 731	1	1	( <sup>3</sup> )	9	20	18	4	26	1	11	4	2	-	-	-	-	-	-	-	-	-
Private industry .....	175	40.0	689	700	614 - 731	-	-	-	9	14	21	5	29	1	13	5	3	-	-	-	-	-	-	-	-	-
State and local government .....	27	40.0	544	-	- - -	11	11	4	11	56	-	-	7	-	-	-	-	-	-	-	-	-	-	-	-	-
Level 3 .....	199	40.0	829	827	747 - 921	-	1	-	1	8	2	3	16	14	13	10	19	-	9	6	-	-	-	-	-	-
Private industry .....	167	40.0	853	847	750 - 941	-	-	-	-	8	-	-	14	15	13	12	21	-	10	7	-	-	-	-	-	-
State and local government .....	32	40.0	703	-	- - -	-	6	-	6	3	13	16	28	9	9	-	9	-	-	-	-	-	-	-	-	-
Level 4 .....	117	40.0	1,018	1,058	890 - 1,126	-	-	1	3	1	-	-	-	2	-	21	3	3	24	33	4	4	-	-	-	-
Private industry .....	107	40.0	1,045	1,061	903 - 1,126	-	-	-	-	-	-	-	-	-	-	23	4	3	26	36	3	5	-	-	-	-
<b>Attorneys</b> .....	168	40.0	1,554	1,346	865 - 2,535	-	-	7	3	7	1	1	3	3	1	2	2	4	6	2	6	8	4	1	1	<sup>4</sup> 39
State and local government .....	85	40.0	916	931	596 - 1,218	-	-	13	6	13	2	1	6	6	1	-	5	7	7	5	12	11	1	1	2	1
<b>Engineers</b> .....	1,058	40.0	1,165	1,154	948 - 1,316	-	-	-	-	2	4	2	2	2	3	5	7	3	14	15	17	8	5	5	2	6
Private industry .....	991	40.0	1,178	1,167	989 - 1,323	-	-	-	-	2	4	2	1	2	2	5	6	2	14	16	17	8	5	5	3	7
State and local government .....	67	40.0	974	948	813 - 1,129	-	-	-	-	3	1	1	6	6	16	6	13	10	6	13	6	9	-	1	-	-
Level 2 .....	76	40.0	745	-	- - -	-	-	-	-	-	29	17	1	18	21	8	-	4	1	-	-	-	-	-	-	-
Level 3 .....	293	40.0	956	948	880 - 1,088	-	-	-	-	5	5	-	( <sup>3</sup> )	1	3	17	22	6	20	15	5	1	-	-	-	-
Level 4:																										
State and local government .....	23	40.0	1,053	988	885 - 1,271	-	-	-	-	-	-	-	-	-	22	4	4	26	4	9	9	22	-	-	-	-
<b>ADMINISTRATIVE OCCUPATIONS</b>																										
<b>Budget Analysts:</b>																										
Level 2:																										
State and local government .....	12	40.0	705	-	- - -	-	-	-	-	17	17	17	17	25	8	-	-	-	-	-	-	-	-	-	-	-
<b>Buyer/Contracting Specialists</b> .....	82	40.0	629	577	534 - 637	5	6	5	21	28	20	2	2	-	-	-	-	-	-	4	7	-	-	-	-	-
Private industry .....	66	40.0	651	-	- - -	5	6	3	17	32	21	-	3	-	-	-	-	-	-	5	9	-	-	-	-	-
<b>Computer Programmers</b> .....	559	40.0	790	714	606 - 972	-	-	1	6	17	9	9	11	5	4	7	4	6	13	8	1	( <sup>3</sup> )	-	-	-	-
Private industry .....	504	40.0	803	737	615 - 993	-	-	-	7	15	9	8	11	4	4	6	4	7	14	9	1	( <sup>3</sup> )	-	-	-	-
State and local government .....	55	40.0	673	652	584 - 783	-	-	5	-	33	11	18	5	9	5	13	-	-	-	-	-	-	-	-	-	-
Level 2 .....	99	40.0	666	643	590 - 717	-	-	-	-	35	27	5	12	8	8	2	2	-	-	-	-	-	-	-	-	-
State and local government .....	19	40.0	660	643	594 - 698	-	-	-	-	47	5	26	-	11	11	-	-	-	-	-	-	-	-	-	-	-
Level 3 .....	139	40.0	682	673	652 - 707	-	-	-	2	6	17	29	33	9	2	3	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

**Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, West Palm Beach-Boca Raton, FL, February 1996 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																				
			Mean	Median	Middle range	350 and under 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 and over
<b>Computer Systems Analysts:</b>																										
State and local government .....	34	40.0	\$748	-	- - -	-	-	-	-	3	18	21	26	3	15	-	9	6	-	-	-	-	-	-	-	-
Level 1:																										
State and local government .....	16	40.0	679	\$690	\$630 - \$692	-	-	-	-	6	31	44	13	-	-	-	6	-	-	-	-	-	-	-	-	-
Level 2 .....	465	40.0	946	962	885 - 1,000	-	-	-	-	-	( <sup>3</sup> )	-	3	3	12	11	5	31	36	-	-	-	-	-	-	-
<b>Personnel Specialists</b> .....	346	40.0	783	731	577 - 904	1	1	8	6	17	9	4	7	12	8	2	5	2	4	6	1	3	4	( <sup>3</sup> )	-	1
Private industry .....	284	40.0	799	731	577 - 946	-	1	7	6	17	10	4	8	13	7	1	4	2	4	6	1	4	5	-	-	1
State and local government .....	62	39.8	712	677	571 - 881	8	3	10	3	16	6	6	3	6	10	5	10	3	3	3	2	-	-	2	-	-
Level 2 .....	116	40.0	586	577	538 - 635	-	2	17	16	28	23	9	3	-	1	1	-	1	-	-	-	-	-	-	-	-
Private industry .....	98	40.0	581	577	538 - 635	-	-	18	18	23	28	9	3	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	18	40.0	614	571	571 - 678	-	11	11	-	50	-	6	6	-	6	6	-	6	-	-	-	-	-	-	-	-
Level 3 .....	149	39.9	765	769	675 - 830	-	-	3	1	17	3	1	13	27	12	2	7	4	8	1	-	-	-	-	-	-
Private industry .....	121	40.0	771	769	717 - 820	-	-	-	-	21	-	1	17	31	12	2	3	4	9	2	-	-	-	-	-	-
State and local government .....	28	39.5	737	-	- - -	-	-	14	7	4	14	4	-	11	14	4	21	4	4	-	-	-	-	-	-	-
Level 4:																										
State and local government .....	10	40.0	906	-	- - -	-	-	-	-	-	-	20	10	10	10	10	-	-	10	20	10	-	-	-	-	-

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

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

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

<sup>4</sup> Workers were distributed as follows: 3 percent at \$1,700 and under \$1,800; 5 percent at \$1,800 and under \$1,900; 2 percent at \$1,900 and under \$2,000; 2 percent at \$2,000 and under \$2,100; 5 percent at \$2,500 and under \$2,600; 7 percent at \$2,600 and under \$2,700; 7 percent at \$2,700 and under \$2,800; 2 percent at \$2,800 and under \$2,900; and 5 percent at \$3,100 and under \$3,200.

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

**Table A-2. All establishments: Weekly hours and pay of technical and protective service occupations, West Palm Beach-Boca Raton, FL, February 1996**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																						
			Mean	Median	Middle range	300 and under 325	325 - 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 525	525 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1050	1050 - 1100		
<b>TECHNICAL OCCUPATIONS</b>																												
<b>Computer Operators</b> .....	154	40.0	\$505	\$504	\$411 -- \$601	4	8	7	2	6	8	3	8	9	11	3	24	4	--	3	--	--	--	--	--	--	--	--
Private industry .....	121	40.0	499	504	397 -- 600	5	10	9	2	7	5	2	7	7	12	2	24	3	--	3	--	--	--	--	--	--	--	
State and local government .....	33	40.0	525	--	-- -- --	--	--	--	3	3	18	6	12	15	6	6	24	6	--	--	--	--	--	--	--	--	--	
Level 2 .....	71	40.0	467	--	-- -- --	4	--	13	4	6	17	7	13	18	7	1	10	--	--	--	--	--	--	--	--	--	--	
Level 3 .....	59	40.0	607	--	-- -- --	--	--	--	--	--	--	--	7	2	20	5	49	10	--	7	--	--	--	--	--	--	--	
<b>Engineering Technicians</b> .....	119	40.0	712	711	616 -- 803	--	--	--	--	--	--	--	3	3	1	15	23	6	15	10	6	8	12	--	--	--	--	
<b>Engineering Technicians, Civil:</b>																												
State and local government .....	32	40.0	488	--	-- -- --	--	--	3	31	3	13	9	13	--	3	6	6	6	--	6	--	--	--	--	--	--	--	
Level 4 .....	7	40.0	482	--	-- -- --	--	--	--	--	--	43	14	14	--	14	14	--	--	--	--	--	--	--	--	--	--	--	
State and local government .....	7	40.0	482	--	-- -- --	--	--	--	--	--	43	14	14	--	14	14	--	--	--	--	--	--	--	--	--	--	--	
<b>PROTECTIVE SERVICE OCCUPATIONS</b>																												
<b>Corrections Officers</b> .....	1,356	40.0	623	594	521 -- 736	--	--	--	--	--	3	1	9	15	4	24	9	--	20	12	4	--	--	--	--	--	--	--
State and local government .....	1,356	40.0	623	594	521 -- 736	--	--	--	--	--	3	1	9	15	4	24	9	--	20	12	4	--	--	--	--	--	--	--
<b>Firefighters</b> .....	674	50.6	751	794	631 -- 839	--	--	--	--	--	--	--	12	1	2	6	4	10	6	18	17	6	5	10	1	( <sup>3</sup> )	( <sup>3</sup> )	
State and local government .....	674	50.6	751	794	631 -- 839	--	--	--	--	--	--	--	12	1	2	6	4	10	6	18	17	6	5	10	1	( <sup>3</sup> )	( <sup>3</sup> )	
<b>Police Officers</b> .....	1,775	40.0	730	741	594 -- 829	--	--	( <sup>3</sup> )	--	--	--	--	( <sup>3</sup> )	6	8	11	10	7	10	16	11	6	9	4	2	1		
State and local government .....	1,775	40.0	730	741	594 -- 829	--	--	( <sup>3</sup> )	--	--	--	--	( <sup>3</sup> )	6	8	11	10	7	10	16	11	6	9	4	2	1		
Level 1 .....	1,293	40.0	669	671	569 -- 774	--	--	1	--	--	--	--	( <sup>3</sup> )	8	11	16	13	9	12	18	7	5	--	--	--	--	--	
State and local government .....	1,293	40.0	669	671	569 -- 774	--	--	1	--	--	--	--	( <sup>3</sup> )	8	11	16	13	9	12	18	7	5	--	--	--	--	--	
Level 2 .....	482	40.0	892	923	809 -- 923	--	--	--	--	--	--	--	--	--	--	--	--	--	4	8	24	6	32	15	8	2		
State and local government .....	482	40.0	892	923	809 -- 923	--	--	--	--	--	--	--	--	--	--	--	--	--	4	8	24	6	32	15	8	2		

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

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

compute means, medians, and middle ranges.

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

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

**Table A-3. All establishments: Weekly hours and pay of clerical occupations, West Palm Beach-Boca Raton, FL, February 1996**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																				
			Mean	Median	Middle range	225 and under 250	250 - 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 525	525 - 550	550 - 575	575 - 600	600 - 625	625 - 650	650 - 675	675 - 700	700 - 725	725 and over
<b>Clerks, Accounting</b> .....	1,226	40.0	\$396	\$391	\$360 - \$430	-	3	4	8	6	17	15	20	6	8	5	2	2	3	1	-	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-
Private industry .....	1,039	39.9	399	392	360 - 432	-	3	4	7	5	18	15	22	5	8	5	2	3	3	1	-	( <sup>3</sup> )	-	-	-	-
State and local government .....	187	40.0	383	374	326 - 430	-	6	7	11	16	12	11	10	10	8	5	1	1	1	-	-	-	3	-	-	-
Level 2 .....	716	40.0	376	380	348 - 400	-	4	6	9	7	21	19	20	6	4	3	( <sup>3</sup> )	-	-	2	-	-	-	-	-	-
Private industry .....	696	40.0	375	380	348 - 400	-	4	6	9	7	21	20	21	5	4	2	( <sup>3</sup> )	-	-	2	-	-	-	-	-	-
Level 3 .....	383	40.0	415	412	366 - 455	-	-	2	7	6	13	9	23	7	19	8	( <sup>3</sup> )	1	2	-	-	1	2	-	-	-
Private industry .....	272	40.0	425	416	394 - 460	-	-	-	4	-	13	8	32	7	21	10	-	1	2	-	-	2	-	-	-	-
State and local government .....	111	40.0	388	368	329 - 443	-	-	7	14	22	14	14	1	7	12	3	1	1	1	-	-	-	5	-	-	-
Level 4 .....	68	39.1	541	-	- - -	-	-	-	-	-	-	-	-	-	-	4	24	35	37	-	-	-	-	-	-	-
Private industry .....	68	39.1	541	-	- - -	-	-	-	-	-	-	-	-	-	-	4	24	35	37	-	-	-	-	-	-	-
<b>Clerks, General</b> .....	1,407	39.9	384	360	315 - 429	( <sup>3</sup> )	3	7	22	11	12	9	8	7	3	5	2	3	1	3	1	1	-	-	-	( <sup>3</sup> )
Private industry .....	296	40.0	360	356	320 - 400	( <sup>3</sup> )	1	9	-	22	10	18	15	5	2	3	-	1	-	-	-	-	-	-	-	-
State and local government .....	1,111	39.8	391	360	312 - 449	( <sup>3</sup> )	1	8	22	12	11	8	6	8	4	6	3	4	1	4	1	1	-	-	-	( <sup>3</sup> )
Level 2 .....	363	39.9	368	360	300 - 411	1	9	10	16	9	15	12	7	8	2	5	4	3	1	-	-	-	-	-	-	-
Private industry .....	80	40.0	301	300	272 - 320	-	31	-	57	6	4	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	283	39.8	387	376	345 - 429	1	3	13	4	9	18	15	8	10	2	6	6	4	1	-	-	-	-	-	-	-
Level 3 .....	700	39.8	394	376	323 - 442	-	1	8	17	12	11	11	10	8	3	7	2	3	1	6	1	-	-	-	-	-
Private industry .....	179	40.0	375	376	356 - 400	-	-	-	11	13	25	22	21	4	-	3	-	-	-	-	-	-	-	-	-	-
State and local government .....	521	39.8	400	377	312 - 472	-	1	11	20	11	7	7	6	9	4	8	2	4	2	8	1	-	-	-	-	-
Level 4:																										
State and local government .....	234	40.0	380	324	305 - 420	-	-	-	53	12	5	3	3	3	1	3	2	5	2	2	3	4	-	-	-	1
<b>Key Entry Operators</b> .....	375	39.7	336	309	288 - 375	-	1	39	14	7	6	16	10	5	3	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-
Private industry .....	303	40.0	322	300	280 - 375	-	1	46	15	7	6	19	6	1	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	72	38.5	394	407	354 - 441	-	-	7	11	7	10	1	28	19	15	1	-	-	-	-	-	-	-	-	-	-
Level 2 .....	135	39.2	392	388	375 - 407	-	-	2	2	2	6	42	27	11	7	-	-	-	-	-	-	-	-	-	-	-
<b>Personnel Assistants</b> .....	262	39.9	434	440	390 - 470	-	-	-	3	2	7	24	7	22	13	8	3	5	1	3	1	-	-	-	-	-
Private industry .....	211	39.9	440	442	396 - 470	-	-	-	1	3	1	26	7	26	15	8	3	6	1	3	-	-	-	-	-	-
State and local government .....	51	40.0	408	377	363 - 450	-	-	-	12	-	31	18	6	8	6	8	4	-	-	4	4	-	-	-	-	-
Level 2 .....	96	40.0	395	396	376 - 409	-	-	-	9	6	5	53	8	4	-	11	2	-	-	-	-	-	-	-	-	-
Private industry .....	75	40.0	400	-	- - -	-	-	-	4	8	4	57	9	3	-	15	-	-	-	-	-	-	-	-	-	-
Level 3 .....	137	39.8	445	442	427 - 470	-	-	-	-	-	7	9	7	39	20	7	1	7	-	-	1	-	-	-	-	-
Private industry .....	113	39.7	448	442	427 - 470	-	-	-	-	-	-	10	7	46	22	5	2	8	-	-	-	-	-	-	-	-

See footnotes at end of table.



**Table A-3. All establishments: Weekly hours and pay of clerical occupations, West Palm Beach-Boca Raton, FL, February 1996 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																				
			Mean	Median	Middle range	225 and under 250	250 - 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 525	525 - 550	550 - 575	575 - 600	600 - 625	625 - 650	650 - 675	675 - 700	700 - 725	725 and over
<b>Secretaries</b> .....	1,704	39.9	\$468	\$462	\$391 - 532	-	1	4	3	6	7	6	9	10	8	9	10	7	5	6	4	3	1	1	1	1
Private industry .....	1,077	39.9	479	478	404 - 542	-	1	3	1	5	6	5	8	11	8	10	10	8	5	6	4	3	1	1	1	1
State and local government .....	627	39.9	449	441	369 - 515	-	1	7	5	8	9	6	10	7	8	8	9	5	4	5	2	2	1	2	( <sup>3</sup> )	1
Level 1 .....	396	39.7	356	352	308 - 393	-	6	16	7	20	19	11	11	4	3	3	2	-	-	-	-	-	-	-	-	-
Private industry .....	220	39.6	367	356	346 - 404	-	6	10	-	20	22	15	14	3	3	5	3	-	-	-	-	-	-	-	-	-
State and local government .....	176	39.9	342	333	297 - 372	-	5	23	15	20	15	7	7	5	3	1	-	-	-	-	-	-	-	-	-	-
Level 2 .....	549	40.0	440	436	400 - 476	-	-	2	3	3	8	7	17	21	14	10	5	5	1	3	1	1	1	-	-	-
Private industry .....	310	40.0	435	440	401 - 470	-	-	3	3	-	6	5	15	30	15	11	7	4	-	-	-	-	-	-	-	-
State and local government .....	239	39.9	448	426	391 - 483	-	-	-	3	6	12	9	20	10	11	8	1	5	2	6	2	3	2	-	-	-
Level 3 .....	452	40.0	518	515	481 - 560	-	-	-	-	2	1	3	3	5	8	15	20	12	13	4	7	3	1	3	-	-
Private industry .....	273	40.0	509	518	476 - 560	-	-	-	-	4	( <sup>3</sup> )	4	4	5	7	17	14	15	15	3	9	2	-	-	-	-
State and local government .....	179	40.0	531	515	494 - 571	-	-	-	-	-	2	2	1	4	9	13	28	6	11	7	4	4	2	7	-	-
<b>Switchboard-Operator-Receptionists</b> .....	320	39.9	339	326	292 - 356	-	19	8	18	24	10	-	13	-	5	-	2	-	1	-	-	-	-	-	-	-
Private industry .....	298	39.9	332	326	292 - 356	-	20	8	19	24	11	-	13	-	4	-	-	-	-	-	-	-	-	-	-	-
<b>Word Processors:</b>																										
State and local government .....	91	40.0	341	329	308 - 357	-	-	18	30	23	10	9	5	-	3	1	1	-	-	-	-	-	-	-	-	-
Level 2 .....	43	40.0	366	349	333 - 385	-	-	-	16	35	19	14	5	-	7	2	2	-	-	-	-	-	-	-	-	-
State and local government .....	43	40.0	366	349	333 - 385	-	-	-	16	35	19	14	5	-	7	2	2	-	-	-	-	-	-	-	-	-

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

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

compute means, medians, and middle ranges.

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

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

**Table A-4. All establishments: Hourly pay of maintenance and toolroom occupations, West Palm Beach-Boca Raton, FL, February 1996**

Occupation and level	Number of workers	Hourly pay (in dollars) <sup>1</sup>			Percent of workers receiving straight-time hourly pay (in dollars) of—																							
		Mean	Median	Middle range	6.00 and under 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 10.50	10.50 - 11.00	11.00 - 11.50	11.50 - 12.00	12.00 - 12.50	12.50 - 13.00	13.00 - 13.50	13.50 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 and over	
<b>General Maintenance Workers</b> .....	979	\$9.87	\$9.51	\$8.50 - \$11.09	4	1	3	7	8	11	15	6	12	6	6	5	5	3	3	( <sup>2</sup> )	2	1	1	-	-	-	-	-
Private industry .....	830	9.73	9.50	8.41 - 10.92	5	2	4	8	9	9	15	7	13	5	6	6	5	3	2	-	1	1	1	-	-	-	-	-
State and local government .....	149	10.66	10.16	8.77 - 12.59	-	-	1	-	8	21	15	1	8	10	3	3	7	11	1	5	1	1	-	-	-	-	-	
Level 1 .....	667	8.85	8.98	8.00 - 9.57	6	2	5	10	12	15	21	8	9	8	3	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	581	8.79	8.98	7.81 - 9.57	7	2	5	12	12	12	21	10	9	7	3	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	86	9.28	8.98	8.73 - 10.06	-	-	1	-	14	35	24	-	8	14	3	-	-	-	-	-	-	-	-	-	-	-	-	
Level 2 .....	312	12.05	11.81	11.00 - 12.94	-	-	-	-	-	1	( <sup>2</sup> )	2	18	3	11	16	16	10	10	( <sup>2</sup> )	6	2	4	-	-	-	-	
Private industry .....	249	11.93	11.75	11.00 - 12.70	-	-	-	-	-	-	-	2	21	2	13	18	18	8	6	-	4	2	5	-	-	-	-	
State and local government .....	63	12.54	12.94	11.59 - 13.37	-	-	-	-	-	3	2	2	8	5	3	8	8	17	27	2	13	2	2	-	-	-	-	
<b>Maintenance Electricians</b> .....	85	15.24	14.55	13.00 - 16.91	-	-	-	-	-	-	4	1	1	1	-	-	12	1	18	4	12	15	8	5	4	4	<sup>3</sup> 12	
State and local government .....	44	16.53	16.83	13.98 - 19.51	-	-	-	-	-	-	7	2	2	2	-	-	5	2	-	7	5	7	16	9	7	7	23	
<b>Maintenance Electronics Technicians</b> .....	163	17.02	17.63	15.16 - 19.30	-	-	-	-	-	-	-	-	2	-	-	2	-	5	-	9	4	17	7	6	9	36	3	
Private industry .....	121	16.99	18.67	15.16 - 19.30	-	-	-	-	-	-	-	-	2	-	-	2	-	7	-	9	4	19	-	2	7	45	2	
Level 2 .....	146	16.99	17.60	15.16 - 19.30	-	-	-	-	-	-	-	-	2	-	-	2	-	3	-	10	3	18	8	7	10	36	1	
Private industry .....	104	16.94	18.67	15.16 - 19.30	-	-	-	-	-	-	-	-	3	-	-	3	-	5	-	11	2	20	-	3	8	46	-	
<b>Maintenance Mechanics, Machinery</b> .....	177	13.48	12.15	12.15 - 15.87	-	-	-	-	-	-	-	-	5	2	-	2	55	5	2	-	-	23	5	-	-	-	3	
Private industry .....	177	13.48	12.15	12.15 - 15.87	-	-	-	-	-	-	-	-	5	2	-	2	55	5	2	-	-	23	5	-	-	-	3	
<b>Maintenance Mechanics, Motor Vehicle</b> .....	269	12.09	11.75	10.65 - 13.08	-	-	-	-	-	-	10	-	10	10	10	16	13	1	9	4	4	10	1	( <sup>2</sup> )	1	-	-	
Private industry .....	234	11.89	11.75	10.65 - 13.00	-	-	-	-	-	-	11	-	11	12	11	16	14	1	9	4	3	9	-	-	1	-	-	
State and local government .....	35	13.43	-	-	-	-	-	-	-	-	6	-	3	-	3	20	9	3	9	6	17	17	6	3	-	-	-	

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

<sup>2</sup> Less than 0.5 percent.

<sup>3</sup> All workers were at \$21.00 and under \$22.00.

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

**Table A-5. All establishments: Hourly pay of material movement and custodial occupations, West Palm Beach-Boca Raton, FL, February 1996**

Occupation and level	Number of workers	Hourly pay (in dollars) <sup>1</sup>			Percent of workers receiving straight-time hourly pay (in dollars) of—																						
		Mean	Median	Middle range	4.50 and under 4.75	4.75 - 5.00	5.00 - 5.25	5.25 - 5.50	5.50 - 5.75	5.75 - 6.00	6.00 - 6.25	6.25 - 6.50	6.50 - 6.75	6.75 - 7.00	7.00 - 7.25	7.25 - 7.50	7.50 - 7.75	7.75 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 11.00	11.00 - 12.00	12.00 - 13.00	13.00 - 14.00	14.00 and over
<b>Guards</b> .....	1,341	\$7.13	\$7.02	\$5.35 - \$8.00	-	-	20	10	4	3	1	( <sup>2</sup> )	5	4	5	1	2	1	29	2	3	1	8	1	1	-	-
Private industry .....	1,297	7.08	7.02	5.35 - 8.00	-	-	20	10	4	3	1	-	5	4	5	1	2	1	28	2	3	1	8	1	1	-	-
State and local government .....	44	8.48	8.44	8.08 - 9.02	-	-	-	-	-	2	2	5	2	-	-	2	-	2	36	23	11	9	-	5	-	-	-
Level 1 .....	1,303	7.02	7.02	5.35 - 8.00	-	-	20	10	4	3	1	( <sup>2</sup> )	5	4	5	1	2	1	29	3	3	2	8	-	-	-	-
Private industry .....	1,263	6.98	7.00	5.30 - 8.00	-	-	21	10	4	3	1	-	5	4	5	1	2	1	28	2	3	1	8	-	-	-	-
<b>Janitors</b> .....	3,155	6.99	6.61	5.50 - 7.82	( <sup>2</sup> )	( <sup>2</sup> )	16	6	5	3	8	6	7	6	8	3	5	3	6	3	2	2	10	1	-	( <sup>2</sup> )	-
Private industry .....	2,443	6.86	6.48	5.25 - 7.80	-	( <sup>2</sup> )	20	7	6	4	10	3	6	3	5	4	6	2	8	2	1	2	12	-	-	-	-
State and local government .....	712	7.44	7.11	6.57 - 8.06	( <sup>2</sup> )	-	1	( <sup>2</sup> )	2	( <sup>2</sup> )	2	18	8	15	22	1	3	3	3	8	5	3	3	3	-	( <sup>2</sup> )	-
<b>Material Movement and Storage Workers</b> .....	825	9.49	9.50	7.50 - 11.30	-	-	-	-	-	3	( <sup>2</sup> )	-	( <sup>2</sup> )	-	7	2	20	4	3	5	4	11	8	20	6	3	3
Private industry .....	800	9.40	9.28	7.50 - 11.30	-	-	-	-	-	3	( <sup>2</sup> )	-	( <sup>2</sup> )	-	7	2	21	4	3	5	4	11	7	20	6	2	2
State and local government .....	25	12.31	12.07	10.64 - 13.83	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-	-	-	8	16	20	8	28	<sup>3</sup> 16
Level 2 .....	648	9.84	9.75	7.50 - 11.30	-	-	-	-	-	-	-	-	-	-	3	1	23	3	1	5	4	14	9	22	8	3	3
Private industry .....	623	9.75	9.73	7.50 - 11.30	-	-	-	-	-	-	-	-	-	-	3	1	24	3	1	5	4	14	9	22	8	2	3
State and local government .....	25	12.31	12.07	10.64 - 13.83	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-	-	-	8	16	20	8	28	<sup>3</sup> 16
Shipping/Receiving Clerks .....	291	10.88	11.30	9.75 - 11.30	-	-	-	-	-	-	-	-	-	-	3	3	1	2	2	3	2	14	10	42	7	5	6
Private industry .....	291	10.88	11.30	9.75 - 11.30	-	-	-	-	-	-	-	-	-	-	3	3	1	2	2	3	2	14	10	42	7	5	6
<b>Truckdrivers</b> .....	1,188	10.65	11.15	9.35 - 12.20	-	-	-	-	-	-	-	-	11	-	2	-	-	-	3	3	9	10	12	12	29	6	4

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

<sup>2</sup> Less than 0.5 percent.

<sup>3</sup> Workers were distributed as follows: 4 percent at \$14.00 and under \$15.00 and 12 percent at \$15.00 and under \$16.00.

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

# Appendix A.

## Scope and Method of Survey

### Scope

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

### Sampling frame

The list of establishments from which the survey sample was selected (the sampling frame) was developed from the State unemployment insurance reports for the West Palm Beach—Boca Raton, FL Metropolitan Statistical Area (March 1994). Establishments with 50 workers or more during the sampling frame's reference period were included in the survey sample even if they employed fewer than 50 workers at the time of the survey.

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

### Survey design

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

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

### Data collection and payroll reference

Data for the survey were obtained primarily by personal visits of the Bureau's field economists to a sample of establishments within the West Palm Beach—Boca Raton, FL Metropolitan Statistical Area. Collection for the survey was from February 1996 through May 1996 and reflects an average payroll reference month of February 1996. Data obtained for a payroll period prior to the end of February 1996 were updated to include general wage changes, if granted, scheduled to be effective through that date.

### Occupational pay

Occupational pay data are shown for full-time workers, i.e., those hired to work a regular weekly schedule. Pay data exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Also excluded are bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses. Pay increases—but not bonuses—under cost-of-living allowance clauses and incentive payments, however, are included in the pay data.

Unless otherwise indicated, the pay data following the job titles are for all industries combined. Pay data for some of the occupations for all industries combined (or for some industry divisions within the scope of the survey) are not presented in the A-series tables because either (1) data did not provide statistically reliable results, or (2) there was the possibility of disclosure of individual establishment data. Pay data not shown separately for industry divisions are

included in data for all industries combined.

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

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

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

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

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

### **Survey nonresponse**

Data were not available from 19.0 percent of the sample establishments (representing 46,577 employees covered by the survey). An additional 4.2 percent

of the sample establishments (representing 8,885 employees) were either out of business or outside the scope of the survey.

If data were not provided by a sample member, the weights (based on the probability of selection in the sample) of responding sample establishments were adjusted to account for the missing data. The weights for establishments which were out of business or outside the scope of the survey were changed to zero.

Some sampled establishments had a policy of not disclosing salary data for certain employees. No adjustments were made to pay estimates for the survey as a result of these missing data. The proportion of employees for whom pay data were not available was less than 5 percent

### **Reliability of estimates**

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

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

*Nonsampling errors* can stem from many sources, such as inability to obtain information from some establishments; difficulties with survey definitions; inability of respondents to provide correct information; mistakes in recording or coding the data obtained; and other errors of collection, response, coverage, and estimation of missing data. Although not specifically measured, the survey's nonsampling errors are expected to be minimal due to the high response rate, the extensive and continuous training of field economists who gather survey data by personal visit, careful screening of data at several levels of review, annual evaluation of the suitability of job definitions, and thorough field testing of new or revised job definitions.

<sup>1</sup> For this survey, an establishment is an economic unit which produces goods or services, a central administrative office, or an auxiliary unit providing support services to a company. In manufacturing industries, the establishment is usually at a single physical location. In service-producing industries, all locations of an individual company in a Metropolitan Statistical Area are usually considered an establishment. In government, an establishment is defined as all locations of a government entity.

**Appendix table 1. Establishments and workers within scope of survey and number studied, West Palm Beach-Boca Raton, FL<sup>1</sup>, February 1996**

Industry division <sup>2</sup>	Number of establishments		Workers in establishments		
	Within scope of survey <sup>3</sup>	Studied	Within scope of survey <sup>4</sup>		Studied
			Number	Percent	
All divisions .....	937	91	208,287	100	70,747
Private industry .....	902	78	167,151	80	38,176
Goods producing .....	133	14	28,521	14	5,650
Manufacturing .....	87	11	25,686	12	5,469
Construction <sup>5</sup> .....	46	3	2,835	1	181
Service producing .....	769	64	138,630	67	32,526
Transportation, communication, electric, gas, and sanitary services <sup>6</sup> .....	54	5	12,258	6	3,029
Wholesale trade <sup>7</sup> .....	38	3	6,425	3	2,735
Retail trade <sup>7</sup> .....	303	22	43,113	21	9,375
Finance, insurance, and real estate <sup>7</sup> .....	63	5	14,976	7	1,919
Services <sup>7</sup> .....	311	29	61,858	30	15,468
State and local government .....	35	13	41,136	20	32,571
Health services <sup>8</sup> .....	113	14	32,004	15	10,235
Private industry .....	112	13	31,821	15	10,052
Hospitals .....	13	7	15,768	8	8,468
Private industry .....	12	6	15,585	7	8,285

<sup>1</sup> The West Palm Beach-Boca Raton Metropolitan Statistical Area, as defined by the Office of Management and Budget through October 1984, consists of Palm Beach County. The "workers within scope of survey" estimates provide a reasonably accurate description of the size and composition of the labor force included in the survey. Estimates are not intended, however, for comparison with other statistical series to measure employment trends or levels since (1) planning of wage surveys requires establishment data compiled considerably in advance of the payroll period studied, and (2) establishments employing fewer than 50 workers are excluded from the scope of the survey.

<sup>2</sup> The *Standard Industrial Classification Manual* was used in classifying establishments by industry.

<sup>3</sup> Includes all establishments with at least 50 total employees. In goods producing, an establishment is defined as a single physical location where industrial operations are performed. In service producing industries, an establishment is defined as all locations of a company in the area within the same industry division. In government, an establishment is

generally defined as all locations of a government entity.

<sup>4</sup> Includes all workers in all establishments with total employment (within an area) at or above the minimum limitations.

<sup>5</sup> Separate data for this division are not shown in the A-series tables, but the division is represented in the "all industries" and "goods producing" estimates.

<sup>6</sup> Abbreviated to "Transportation and utilities" in the A-series tables. This division is represented in the "all industries" and "service producing" estimates.

<sup>7</sup> Separate data for this division are not shown in the A-series tables, but the division is represented in the "all industries" and "service producing" estimates.

<sup>8</sup> Health services includes establishments primarily engaged in furnishing medical, surgical, and other health services to persons.

Note: Overall industries may include data for industry divisions not shown separately.