

Occupational Compensation Survey: Pay and Benefits

**Jackson, Mississippi,
Metropolitan Area,
April 1996**



U.S. Department of Labor
Bureau of Labor Statistics

Bulletin 3085-12

Preface

This bulletin provides results of an April 1996 survey of occupational pay and employee benefits in the Jackson, MS 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 San Francisco, under the direction of Caryl L. O'Keefe, 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 and benefit 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 San Francisco Regional Office at (415) 975-4350. 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 and Benefits

Jackson, Mississippi, Metropolitan Area, April 1996



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

Bureau of Labor Statistics
Katharine G. Abraham,
Commissioner

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Contents

	Page		Page
Introduction	2	Tables—Continued	
Tables:			
All establishments:		Establishment practices and employee benefits:	
A-1. Weekly hours and pay of professional and administrative occupations	3	B-1. Annual paid holidays for full-time workers	11
A-2. Weekly hours and pay of technical and protective service occupations	5	B-2. Annual paid vacation provisions for full-time workers	12
A-3. Weekly hours and pay of clerical occupations	7	B-3. Insurance, health, and retirement plans offered to full-time workers	16
A-4. Hourly pay of maintenance and toolroom occupations	9	Appendixes:	
A-5. Hourly pay of material movement and custodial occupations	10	A. Scope and method of survey	A-1
		B. Occupational descriptions	B-1

Introduction

This survey of occupational pay and employee benefits in the Jackson, MS Metropolitan Statistical Area (Hinds, Madison, and Rankin Counties) 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 (e.g., for goods- and service-producing industries) 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.

Establishment practices and benefit tables

The B-series tables provide information on paid holidays; paid vacations; and insurance, health, and retirement plan provisions for full-time, white- and blue-collar employees.

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, Jackson, MS, April 1996

Occupation and level	Number of workers	Average weekly hours ¹ (standard)	Weekly pay (in dollars) ²				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	
PROFESSIONAL OCCUPATIONS																												
Accountants	211	40.0	\$755	\$692	\$558	—	\$808	(³)	1	5	18	8	5	16	4	9	12	4	2	2	2	2	1	4	(³)	3	(³)	—
Private industry	199	40.0	763	692	573	—	808	—	1	5	18	8	5	17	4	10	12	4	2	3	2	2	2	4	1	3	1	—
State and local government	12	40.0	614	—	—	—	—	8	8	17	8	—	17	—	17	8	17	—	—	—	—	—	—	—	—	—	—	—
Level 2	94	40.0	609	577	532	—	674	1	3	7	30	17	7	15	—	7	12	—	—	—	—	—	—	—	—	—	—	—
Private industry	88	40.0	618	577	535	—	674	—	2	6	31	18	7	16	—	8	13	—	—	—	—	—	—	—	—	—	—	—
State and local government	6	40.0	479	—	—	—	—	17	17	33	17	—	17	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Level 3	76	39.9	762	769	675	—	804	—	—	4	3	—	5	25	9	16	18	9	3	4	—	4	—	—	—	—	—	—
Private industry	71	39.9	764	769	673	—	804	—	—	4	3	—	4	27	7	15	18	10	3	4	—	4	—	—	—	—	—	—
Attorneys	211	40.0	976	931	794	—	1,114	—	—	—	1	2	4	2	11	6	4	14	9	7	13	11	6	1	2	(³)	—	5
Private industry	27	40.0	1,404	—	—	—	—	—	—	—	—	—	—	—	4	—	—	—	—	—	4	22	22	4	—	4	—	41
State and local government	184	40.0	914	886	770	—	1,022	—	—	—	2	2	4	2	13	7	5	16	11	8	15	9	3	1	3	—	—	—
Level 2: State and local government	55	40.0	777	770	722	—	810	—	—	—	—	—	—	5	40	22	16	9	4	4	—	—	—	—	—	—	—	—
Level 3	112	40.0	1,015	1,006	909	—	1,121	—	—	—	—	—	—	—	—	—	—	22	16	11	24	20	6	1	—	—	—	—
Engineers	774	40.0	967	950	806	—	1,109	—	—	—	(³)	(³)	2	6	6	10	10	8	8	7	18	13	6	3	2	(³)	(³)	1
Private industry	640	40.0	961	935	781	—	1,097	—	—	—	(³)	(³)	2	8	7	11	10	6	8	5	18	11	6	3	3	(³)	(³)	1
Level 2	145	40.0	806	806	769	—	854	—	—	—	—	—	—	1	10	37	26	21	4	2	—	—	—	—	—	—	—	—
Private industry	121	40.0	794	788	769	—	822	—	—	—	—	—	—	1	12	41	26	18	1	1	—	—	—	—	—	—	—	—
Level 3	149	40.0	912	923	846	—	951	—	—	—	—	—	—	—	3	9	15	11	37	8	17	1	—	—	—	—	—	—
Private industry	118	40.0	907	919	846	—	936	—	—	—	—	—	—	—	3	9	17	8	41	8	14	1	—	—	—	—	—	—
Level 4	304	40.0	1,090	1,070	1,007	—	1,154	—	—	—	—	—	—	—	—	—	2	4	1	13	38	25	11	5	2	—	(³)	—
Private industry	242	40.0	1,105	1,073	1,010	—	1,154	—	—	—	—	—	—	—	—	—	1	3	2	9	40	23	13	6	2	—	(³)	—
Level 5	59	40.0	1,297	1,250	1,192	—	1,410	—	—	—	—	—	—	—	—	—	—	—	—	—	2	37	22	14	22	2	2	—
ADMINISTRATIVE OCCUPATIONS																												
Budget Analysts:																												
Level 3	7	40.0	721	—	—	—	—	—	—	—	—	14	29	14	43	—	—	—	—	—	—	—	—	—	—	—	—	—
State and local government	7	40.0	721	—	—	—	—	—	—	—	—	14	29	14	43	—	—	—	—	—	—	—	—	—	—	—	—	—
Level 4	6	40.0	898	—	—	—	—	—	—	—	—	—	—	—	—	33	—	17	17	17	17	17	—	—	—	—	—	—
State and local government	6	40.0	898	—	—	—	—	—	—	—	—	—	—	—	—	33	—	17	17	17	17	—	—	—	—	—	—	—
Buyer/Contracting Specialists	75	40.0	561	521	452	—	600	9	15	21	9	12	16	1	1	—	—	13	—	1	—	—	—	—	—	—	—	—
Private industry	30	39.9	694	—	—	—	—	—	—	—	3	23	33	—	3	—	—	33	—	3	—	—	—	—	—	—	—	—
Level 2	41	39.9	539	577	466	—	600	10	10	10	15	22	29	2	2	—	—	—	—	—	—	—	—	—	—	—	—	—

See footnotes at end of table.

Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Jackson, MS, April 1996 — Continued

Occupation and level	Number of workers	Average weekly hours ¹ (standard)	Weekly pay (in dollars) ²					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	
Computer Programmers	168	39.4	\$590	\$577	\$510	—	\$673	—	13	10	13	20	17	5	18	5	—	—	—	—	—	—	—	—	—	—	—	—
Private industry	135	39.3	613	615	556	—	722	—	11	2	10	20	21	6	23	7	—	—	—	—	—	—	—	—	—	—	—	—
Level 2	79	39.5	542	567	502	—	580	—	9	14	24	35	18	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Private industry	53	39.3	562	572	519	—	615	—	6	—	26	42	26	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Level 3	67	39.2	694	722	635	—	731	—	—	—	—	7	21	12	46	13	—	—	—	—	—	—	—	—	—	—	—	—
Private industry	67	39.2	694	722	635	—	731	—	—	—	—	7	21	12	46	13	—	—	—	—	—	—	—	—	—	—	—	—
Computer Systems Analysts	530	39.9	827	808	686	—	943	—	—	—	2	4	5	16	10	8	13	8	9	7	12	3	1	(³)	—	—	—	—
State and local government	174	40.0	710	717	637	—	770	—	—	—	5	11	11	17	23	12	13	3	1	2	1	—	—	—	—	—	—	—
Level 1	159	39.8	670	673	608	—	720	—	—	—	6	14	12	39	8	11	9	—	—	—	—	—	—	—	—	—	—	—
Private industry	110	39.8	703	678	670	—	750	—	—	—	—	3	6	51	10	16	14	—	—	—	—	—	—	—	—	—	—	—
Level 2	161	39.9	831	840	729	—	923	—	—	—	—	—	4	13	11	5	18	14	29	4	2	—	—	—	—	—	—	—
Private industry	107	39.9	890	918	829	—	935	—	—	—	—	—	—	1	—	4	25	18	43	6	4	—	—	—	—	—	—	—
State and local government	54	40.0	714	697	670	—	729	—	—	—	—	—	13	37	31	7	4	6	—	2	—	—	—	—	—	—	—	—
Level 3	158	40.0	890	865	786	—	1,019	—	—	—	—	—	—	3	13	11	15	15	2	12	28	2	—	—	—	—	—	—
Computer Systems Analyst Supervisors/Managers	91	40.0	1,234	1,178	940	—	1,442	—	—	—	—	—	—	—	—	2	12	9	3	3	5	22	—	—	23	—	7	⁴ 13
Level 1	52	39.9	989	970	848	—	1,124	—	—	—	—	—	—	—	—	4	21	15	6	6	10	38	—	—	—	—	—	—
Personnel Specialists	292	40.0	754	704	541	—	876	—	4	9	12	7	9	8	8	10	6	5	1	2	10	4	1	2	—	—	—	2
Private industry	173	40.0	850	788	646	—	1,043	—	3	7	8	2	5	3	8	13	9	5	2	2	16	8	1	3	—	—	—	3
State and local government	119	40.0	615	597	514	—	690	—	7	13	18	13	15	13	7	6	1	4	1	3	—	—	—	—	—	—	—	—
Level 2	108	40.0	564	543	500	—	607	—	4	15	33	17	14	8	7	2	—	—	—	—	—	—	—	—	—	—	—	—
Private industry	56	40.0	566	508	489	—	673	—	7	21	25	7	13	11	13	4	—	—	—	—	—	—	—	—	—	—	—	—
Level 3	85	40.0	750	769	670	—	808	—	—	9	—	—	12	11	9	26	19	4	2	—	8	—	—	—	—	—	—	—
Private industry	56	40.0	813	788	750	—	808	—	—	—	—	—	4	—	13	38	29	2	4	—	13	—	—	—	—	—	—	—
State and local government	29	40.0	627	631	497	—	674	—	—	28	—	—	28	31	3	3	—	7	—	—	—	—	—	—	—	—	—	—
Level 4	80	40.0	984	1,043	850	—	1,154	—	—	—	—	—	2	5	7	7	1	14	2	7	26	16	2	7	—	—	—	—
Private industry	54	40.0	1,083	1,088	1,043	—	1,154	—	—	—	—	—	—	—	—	—	—	15	2	6	39	24	4	11	—	—	—	—
State and local government	26	40.0	780	753	715	—	855	—	—	—	—	—	8	15	23	23	4	12	4	12	—	—	—	—	—	—	—	—
Tax Collectors:																												
Level 2	6	40.0	572	—	—	—	—	—	—	—	67	—	17	17	—	—	—	—	—	—	—	—	—	—	—	—	—	—
State and local government	6	40.0	572	—	—	—	—	—	—	—	67	—	17	17	—	—	—	—	—	—	—	—	—	—	—	—	—	—

¹ 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.

² 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.

³ Less than 0.5 percent.

⁴ All workers were at \$1,700 and under \$1,800.

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, Jackson, MS, April 1996

Occupation and level	Number of workers	Average weekly hours ¹ (standard)	Weekly pay (in dollars) ²				Percent of workers receiving straight-time weekly pay (in dollars) of—																					
			Mean	Median	Middle range		250 and under 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 - 750	750 and over	
TECHNICAL OCCUPATIONS																												
Computer Operators	204	39.6	\$453	\$413	\$362	—	\$555	—	(³)	6	14	9	14	11	4	1	5	4	4	15	2	4	—	(³)	1	2	2	—
Private industry	154	39.5	481	481	381	—	555	—	—	—	16	8	10	8	3	2	7	5	5	19	3	5	—	1	1	3	3	—
State and local government	50	40.0	365	378	314	—	400	—	2	26	8	12	28	18	6	—	—	—	—	—	—	—	—	—	—	—	—	—
Level 2	128	39.5	433	404	358	—	524	—	—	9	14	7	13	17	5	1	5	5	1	18	3	2	—	—	—	—	—	—
Private industry	85	39.2	465	481	396	—	555	—	—	—	18	4	8	15	4	1	7	8	1	27	5	2	—	—	—	—	—	—
State and local government	43	40.0	368	387	314	—	401	—	—	28	7	14	23	21	7	—	—	—	—	—	—	—	—	—	—	—	—	—
Level 3	37	39.9	504	—	—	—	—	—	—	—	—	5	16	—	5	5	14	3	19	14	—	16	—	3	—	—	—	—
Private industry	33	39.9	520	—	—	—	—	—	—	—	—	6	6	—	6	6	15	3	21	15	—	18	—	3	—	—	—	—
Drafters	90	39.1	505	526	433	—	555	—	—	—	1	4	1	13	8	—	12	8	27	17	1	1	3	2	1	—	—	—
Private industry	89	39.1	506	526	433	—	555	—	—	—	1	4	1	12	8	—	12	8	27	17	1	1	3	2	1	—	—	—
Level 2	47	39.4	468	439	416	—	555	—	—	—	—	9	2	26	15	—	23	—	—	26	—	—	—	—	—	—	—	—
Engineering Technicians	99	40.0	598	594	560	—	626	—	—	—	—	—	—	1	—	7	1	9	6	16	12	13	14	1	10	—	9	—
Engineering Technicians, Civil	267	40.0	506	489	434	—	586	2	3	2	2	3	3	6	14	7	11	10	6	4	4	4	3	3	2	2	1	6
State and local government	213	40.0	505	492	443	—	557	3	3	1	1	1	1	8	13	8	13	12	7	5	4	4	3	3	2	3	1	3
Level 1: State and local government	22	40.0	308	292	270	—	335	27	27	14	14	9	9	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Level 2: State and local government	15	40.0	431	419	407	—	438	—	—	—	—	—	7	53	20	7	7	7	—	—	—	—	—	—	—	—	—	—
Level 3	125	40.0	489	484	450	—	514	—	—	—	—	—	2	6	20	14	22	16	7	6	2	1	2	2	—	—	—	—
State and local government	116	40.0	489	484	450	—	514	—	—	—	—	—	—	7	22	15	23	16	7	5	2	1	2	2	—	—	—	—
Level 4: State and local government	32	40.0	579	564	533	—	607	—	—	—	—	—	—	—	—	—	—	22	19	16	16	13	—	6	3	3	3	—
Level 5: State and local government	28	40.0	685	684	639	—	736	—	—	—	—	—	—	—	—	—	—	—	—	—	4	14	18	11	11	18	4	²¹
PROTECTIVE SERVICE OCCUPATIONS																												
Corrections Officers	517	40.0	371	335	328	—	381	—	—	(³)	56	9	11	2	4	13	—	4	1	(³)	—	—	—	—	—	—	—	—
State and local government	517	40.0	371	335	328	—	381	—	—	(³)	56	9	11	2	4	13	—	4	1	(³)	—	—	—	—	—	—	—	—
Firefighters	132	53.0	440	435	414	—	468	—	—	—	—	2	20	23	17	20	10	2	8	—	—	—	—	—	—	—	—	—
State and local government	132	53.0	440	435	414	—	468	—	—	—	—	2	20	23	17	20	10	2	8	—	—	—	—	—	—	—	—	—

See footnotes at end of table.

Table A-2. All establishments: Weekly hours and pay of technical and protective service occupations, Jackson, MS, April 1996 — Continued

Occupation and level	Number of workers	Average weekly hours ¹ (standard)	Weekly pay (in dollars) ²				Percent of workers receiving straight-time weekly pay (in dollars) of—																				
			Mean	Median	Middle range		250 and under 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 - 750	750 and over
Police Officers	424	40.0	\$471	\$466	\$426	— \$522	—	—	—	—	3	13	8	12	21	12	12	10	7	2	(³)	—	—	—	—	—	—
State and local government	424	40.0	471	466	426	— 522	—	—	—	—	3	13	8	12	21	12	12	10	7	2	(³)	—	—	—	—	—	—
Level 1	424	40.0	471	466	426	— 522	—	—	—	—	3	13	8	12	21	12	12	10	7	2	(³)	—	—	—	—	—	—
State and local government	424	40.0	471	466	426	— 522	—	—	—	—	3	13	8	12	21	12	12	10	7	2	(³)	—	—	—	—	—	—

¹ 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.

² 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.

³ Less than 0.5 percent.

⁴ All workers were at \$750 and under \$800.

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, Jackson, MS, April 1996

Occupation and level	Number of workers	Average weekly hours ¹ (standard)	Weekly pay (in dollars) ²				Percent of workers receiving straight-time weekly pay (in dollars) of—																											
			Mean	Median	Middle range		200 and under 225	225 - 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 - 650	650 - 700	700 - 750	750 - 800	800 and over							
Clerks, Accounting	628	40.0	\$384	\$361	\$320	—	\$425	—	(³)	2	6	21	13	13	8	11	6	4	7	2	4	(³)	1	2	—	—	—	—	—					
Private industry	502	40.0	391	372	320	—	441	—	—	1	5	22	12	10	7	12	7	6	8	3	5	—	(³)	2	—	—	—	—	—					
State and local government	126	40.0	356	350	315	—	379	—	1	5	9	16	17	25	12	7	2	—	2	1	—	2	—	—	—	—	—	—	—					
Level 2	318	40.0	338	327	319	—	360	—	(³)	2	7	37	18	21	11	3	—	1	—	—	—	—	—	—	—	—	—	—	—					
Private industry	236	40.0	334	320	319	—	360	—	—	3	7	44	17	17	10	1	—	1	—	—	—	—	—	—	—	—	—	—	—					
State and local government	82	40.0	349	350	327	—	368	—	1	—	5	16	21	34	16	7	—	—	—	—	—	—	—	—	—	—	—	—	—					
Level 3	245	40.0	443	428	400	—	481	—	—	—	3	2	7	3	5	23	13	9	14	5	9	1	1	4	—	—	—	—	—					
Private industry	230	40.0	440	427	400	—	481	—	—	—	3	3	7	3	5	23	13	10	14	5	9	—	5	—	—	—	—	—	—					
State and local government	15	40.0	485	482	418	—	560	—	—	—	—	—	—	—	7	20	20	—	13	7	—	20	13	—	—	—	—	—	—					
Level 4	34	39.9	461	—	—	—	—	—	—	—	—	—	12	3	3	12	9	9	29	6	9	—	6	3	—	—	—	—	—					
Private industry	34	39.9	461	—	—	—	—	—	—	—	—	—	12	3	3	12	9	9	29	6	9	—	6	3	—	—	—	—	—					
Clerks, General	444	40.0	303	299	270	—	320	2	14	10	25	25	10	3	4	(³)	4	—	2	—	—	—	—	—	—	—	—	—	—					
Private industry	294	40.0	319	303	281	—	346	2	6	8	27	23	13	5	5	1	6	—	3	—	—	—	—	—	—	—	—	—	—					
State and local government	150	40.0	272	279	241	—	300	3	30	15	20	28	4	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—					
Level 2	324	40.0	305	300	280	—	330	1	13	6	29	25	13	5	5	1	3	—	—	—	—	—	—	—	—	—	—	—	—					
Private industry	255	40.0	314	300	282	—	346	1	5	8	30	25	14	6	6	1	4	—	—	—	—	—	—	—	—	—	—	—	—					
State and local government	69	40.0	274	279	229	—	306	—	42	—	23	26	9	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—					
Key Entry Operators	213	39.8	342	346	319	—	365	—	1	10	6	13	22	28	9	5	—	5	(³)	—	—	—	—	—	—	—	—	—	—					
Private industry	95	39.5	364	354	327	—	375	—	—	—	2	14	26	24	12	9	—	12	1	—	—	—	—	—	—	—	—	—	—					
State and local government	118	40.0	324	330	290	—	356	—	3	18	9	13	18	31	8	2	—	—	—	—	—	—	—	—	—	—	—	—	—					
Level 1	113	39.6	337	344	303	—	365	—	3	15	5	12	17	29	10	—	—	10	—	—	—	—	—	—	—	—	—	—	—					
Private industry	56	39.1	373	365	354	—	375	—	—	—	—	2	20	39	20	—	—	20	—	—	—	—	—	—	—	—	—	—	—					
State and local government	57	40.0	302	303	266	—	333	—	5	30	11	21	14	19	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—					
Level 2	100	40.0	347	346	320	—	363	—	—	4	7	15	27	26	9	11	—	—	1	—	—	—	—	—	—	—	—	—	—					
Personnel Assistants	109	39.7	435	405	384	—	462	—	1	1	—	5	7	4	29	19	5	11	3	2	—	2	1	1	10	—	—	—	—					
Private industry	73	39.6	464	415	385	—	481	—	—	—	—	1	4	4	25	23	1	15	4	1	—	3	1	1	15	—	—	—	—					
State and local government	36	40.0	377	386	345	—	413	—	3	3	—	11	14	3	39	11	11	3	—	3	—	—	—	—	—	—	—	—	—					
Level 2	51	40.0	389	385	382	—	415	—	—	—	—	4	6	8	49	31	2	—	—	—	—	—	—	—	—	—	—	—	—					
Private industry	37	40.0	396	—	—	—	—	—	—	—	—	—	3	8	49	38	3	—	—	—	—	—	—	—	—	—	—	—	—					
State and local government	14	40.0	369	—	—	—	—	—	—	—	—	14	14	7	50	14	—	—	—	—	—	—	—	—	—	—	—	—	—					
Level 3	33	39.1	440	—	—	—	—	—	—	—	—	—	—	—	21	15	12	36	9	6	—	—	—	—	—	—	—	—	—					

See footnotes at end of table.

Table A-3. All establishments: Weekly hours and pay of clerical occupations, Jackson, MS, April 1996 — Continued

Occupation and level	Number of workers	Average weekly hours ¹ (standard)	Weekly pay (in dollars) ²				Percent of workers receiving straight-time weekly pay (in dollars) of—																				
			Mean	Median	Middle range		200 and under 225	225 - 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 - 650	650 - 700	700 - 750	750 - 800	800 and over
Secretaries	1,137	39.9	\$424	\$395	\$346	— \$475	—	—	2	8	8	9	16	10	9	7	7	5	3	4	2	2	3	2	2	(³)	1
Private industry	554	39.8	477	462	372	— 538	—	—	1	3	4	6	12	7	9	6	9	6	6	8	2	3	5	4	4	1	3
State and local government	583	40.0	375	364	324	— 413	—	—	2	13	11	11	19	13	9	9	5	4	1	1	2	(³)	—	(³)	(³)	—	—
Level 1	222	39.9	337	328	293	— 371	—	—	9	24	15	11	18	5	11	2	5	—	—	—	—	—	—	—	—	—	—
Private industry	96	39.9	364	368	308	— 404	—	—	6	10	18	3	19	5	25	1	13	—	—	—	—	—	—	—	—	—	—
State and local government	126	40.0	317	304	289	— 345	—	—	11	35	13	17	17	4	1	2	—	—	—	—	—	—	—	—	—	—	—
Level 2	458	39.9	374	364	337	— 400	—	—	—	7	10	14	26	16	11	8	(³)	3	(³)	3	(³)	—	—	—	—	—	—
Private industry	196	39.9	396	384	357	— 421	—	—	—	2	4	17	23	16	13	10	1	7	1	6	1	—	—	—	—	—	—
State and local government	262	40.0	357	359	324	— 381	—	—	—	11	16	13	29	16	9	7	—	—	(³)	—	—	—	—	—	—	—	—
Level 3	333	39.9	487	473	413	— 530	—	—	—	—	2	3	5	10	9	9	16	9	9	10	2	2	8	3	4	—	(³)
Private industry	192	39.9	542	522	475	— 602	—	—	—	—	—	—	1	1	—	5	19	11	16	17	3	3	13	6	6	—	1
State and local government	141	40.0	412	408	381	— 447	—	—	—	—	4	6	11	22	21	14	12	7	1	1	1	—	—	—	—	—	—
Level 4	113	39.8	587	571	477	— 684	—	—	—	—	—	—	—	—	2	12	9	13	3	2	10	12	4	12	10	1	⁴ 11
Private industry	61	39.6	670	679	575	— 713	—	—	—	—	—	—	—	—	—	7	—	—	—	—	5	20	8	21	18	2	20
Switchboard-Operator-Receptionists	238	39.9	340	340	313	— 365	—	5	2	10	24	20	26	1	8	—	5	—	—	—	—	—	—	—	—	—	—
Private industry	214	39.9	344	346	316	— 365	—	2	1	8	25	21	27	1	9	—	5	—	—	—	—	—	—	—	—	—	—
State and local government	24	40.0	299	294	252	— 341	—	25	8	21	17	8	17	4	—	—	—	—	—	—	—	—	—	—	—	—	—
Word Processors	111	39.3	375	361	332	— 433	—	—	9	8	5	19	18	5	8	8	14	2	3	2	—	—	—	—	—	—	—
Level 2	68	39.3	413	421	362	— 460	—	—	—	4	3	10	16	6	13	13	24	3	4	3	—	—	—	—	—	—	—

¹ 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.

² 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.

³ Less than 0.5 percent.

⁴ All workers were at \$800 and under \$850.

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, Jackson, MS, April 1996

Occupation and level	Number of workers	Hourly pay (in dollars) ¹			Percent of workers receiving straight-time hourly pay (in dollars) of—																						
		Mean	Median	Middle range	Under 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 10.50	10.50 - 11.00	11.00 - 11.50	11.50 - 12.00	12.00 - 12.50	12.50 - 13.00	13.00 - 13.50	13.50 - 14.00	14.00 - 14.50	14.50 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 - 21.00	21.00 - 22.00
General Maintenance Workers	518	\$10.74	\$10.33	\$9.20 – \$12.15	1	3	14	4	6	12	12	8	9	3	12	3	3	—	2	2	6	—	(²)	—	—	—	—
Private industry	357	11.23	11.15	9.65 – 12.30	1	1	15	1	4	9	12	5	10	2	17	5	4	—	3	3	8	—	(²)	—	—	—	—
State and local government	161	9.66	9.67	8.67 – 10.59	2	7	12	11	10	17	11	13	9	4	2	1	—	—	—	—	—	—	—	—	—	—	—
Level 1	218	9.13	8.95	8.39 – 9.96	3	7	33	7	10	15	11	2	9	(²)	(²)	—	—	—	—	—	—	—	—	—	—	—	—
Private industry	152	9.38	9.45	8.49 – 10.15	2	3	35	2	9	17	14	3	13	1	1	1	—	—	—	—	—	—	—	—	—	—	—
State and local government	66	8.57	8.42	8.09 – 9.07	6	17	30	18	14	9	5	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Level 2	300	11.92	11.97	10.43 – 12.60	—	—	—	2	2	9	12	11	10	4	21	6	5	—	4	4	10	—	(²)	—	—	—	—
Private industry	205	12.61	12.15	11.15 – 14.45	—	—	—	—	—	3	10	7	7	3	29	8	7	—	6	6	15	—	(²)	—	—	—	—
State and local government	95	10.41	10.33	9.67 – 11.02	—	—	—	6	7	23	16	21	15	7	3	1	—	—	—	—	—	—	—	—	—	—	—
Maintenance Electricians	41	18.88	21.90	14.78 – 21.90	—	—	—	—	—	—	—	—	—	5	—	2	2	—	7	10	7	5	2	—	—	—	59
Maintenance Electronics Technicians	109	16.20	18.67	12.83 – 18.67	—	—	—	1	—	4	4	4	5	2	2	6	5	3	2	2	—	1	2	55	6	—	—
State and local government	15	11.02	10.80	9.82 – 12.52	—	—	—	7	—	27	13	7	7	7	—	33	—	—	—	—	—	—	—	—	—	—	—
Level 2	96	16.76	18.67	13.75 – 18.67	—	—	—	—	—	4	2	3	2	1	2	6	3	3	—	2	—	—	2	63	6	—	—
State and local government	13	11.16	—	— – —	—	—	—	—	—	31	15	8	—	8	—	38	—	—	—	—	—	—	—	—	—	—	—
Maintenance Mechanics, Motor Vehicle	146	14.66	15.00	11.24 – 17.92	—	—	1	3	3	1	12	1	7	1	2	9	5	1	3	1	7	1	34	—	8	—	1
Private industry	110	15.97	17.92	13.46 – 17.92	—	—	—	—	—	—	10	—	2	—	—	10	6	2	2	1	9	1	45	—	11	—	2
State and local government	36	10.65	10.60	9.19 – 11.58	—	—	3	14	11	6	17	3	22	6	8	6	—	—	6	—	—	—	—	—	—	—	—
Skilled Multi-Craft Maintenance Workers	72	13.63	11.90	11.00 – 14.25	—	—	—	—	—	—	—	—	44	8	—	1	4	3	19	—	—	—	1	1	—	15	1
Private industry	72	13.63	11.90	11.00 – 14.25	—	—	—	—	—	—	—	—	44	8	—	1	4	3	19	—	—	—	1	1	—	15	1

¹ 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.

² 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-5. All establishments: Hourly pay of material movement and custodial occupations, Jackson, MS, April 1996

Occupation and level	Number of workers	Hourly pay (in dollars) ¹			Percent of workers receiving straight-time hourly pay (in dollars) of—																							
		Mean	Median	Middle range	4.25 and under 4.50	4.50 - 4.75	4.75 - 5.00	5.00 - 5.50	5.50 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 11.00	11.00 - 12.00	12.00 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	
Guards	788	\$5.82	\$5.00	\$4.50 – \$7.25	23	23	2	8	2	10	3	10	3	7	4	4	—	1	1	—	—	—	—	—	—	—	—	—
Private industry	713	5.57	4.70	4.45 – 6.50	26	25	2	9	2	11	2	10	3	5	2	4	—	—	(²)	—	—	—	—	—	—	—	—	
State and local government	75	8.19	8.25	7.17 – 8.76	—	—	—	1	3	1	16	7	11	25	20	4	—	8	4	—	—	—	—	—	—	—	—	
Level 1	676	5.47	4.65	4.45 – 6.00	27	26	2	10	3	12	3	2	2	6	3	3	—	(²)	(²)	—	—	—	—	—	—	—	—	
Private industry	614	5.24	4.50	4.40 – 6.00	30	29	2	10	2	13	2	2	1	4	1	3	—	—	(²)	—	—	—	—	—	—	—	—	
State and local government	62	7.78	8.17	6.89 – 8.46	—	—	—	2	3	2	19	8	13	29	21	2	—	2	—	—	—	—	—	—	—	—	—	
Janitors	1,377	5.34	5.00	4.50 – 5.88	23	14	7	22	10	8	7	4	2	2	1	(²)	—	(²)	—	(²)	—	—	—	(²)	—	—	—	
Private industry	1,074	5.15	4.89	4.35 – 5.50	27	16	8	22	9	6	6	3	1	1	1	(²)	—	(²)	—	(²)	—	—	—	(²)	—	—	—	
State and local government	303	6.00	5.73	5.29 – 6.75	8	6	5	22	12	17	9	9	9	4	—	—	—	—	—	—	—	—	—	—	—	—	—	
Material Movement and Storage Workers	1,439	7.97	7.00	6.60 – 7.55	—	—	—	3	8	8	15	39	6	5	5	2	(²)	1	(²)	—	—	(²)	—	—	3	2	4	
Private industry	1,362	7.97	7.00	6.54 – 7.50	—	—	—	3	8	8	16	40	6	4	4	2	—	1	(²)	—	—	(²)	—	—	3	2	4	
State and local government	77	8.00	8.38	7.17 – 8.76	—	—	—	—	9	3	6	14	10	14	26	9	5	3	—	—	—	—	—	—	—	—	—	
Level 1	254	9.68	6.90	6.54 – 8.07	—	—	—	—	3	6	46	8	11	4	—	—	—	—	—	—	—	—	—	—	—	—	23	
Private industry	239	9.89	6.90	6.75 – 8.07	—	—	—	—	—	6	47	8	11	4	—	—	—	—	—	—	—	—	—	—	—	—	24	
Level 2	1,149	7.57	7.00	6.60 – 7.28	—	—	—	3	10	8	9	47	5	5	5	2	(²)	1	(²)	—	—	(²)	—	—	3	2	—	
Private industry	1,123	7.56	7.00	6.50 – 7.21	—	—	—	3	10	8	9	47	4	4	5	2	—	1	(²)	—	—	(²)	—	—	3	2	—	
State and local government	26	7.83	7.76	7.17 – 8.35	—	—	—	—	—	4	4	31	19	27	8	4	4	—	—	—	—	—	—	—	—	—	—	
Forklift Operators	323	8.08	7.05	6.75 – 8.25	—	—	—	—	1	4	23	39	8	8	11	—	—	—	—	—	—	—	—	—	—	7	—	
Private industry	323	8.08	7.05	6.75 – 8.25	—	—	—	—	1	4	23	39	8	8	11	—	—	—	—	—	—	—	—	—	—	7	—	
Shipping/Receiving Clerks	89	8.06	7.75	6.85 – 9.03	—	—	—	—	2	8	24	—	20	12	1	15	—	15	3	—	—	—	—	—	—	—	—	
Private industry	89	8.06	7.75	6.85 – 9.03	—	—	—	—	2	8	24	—	20	12	1	15	—	15	3	—	—	—	—	—	—	—	—	
Truckdrivers	893	10.72	7.25	6.00 – 17.73	—	—	—	5	19	11	6	12	1	3	—	1	3	4	(²)	(²)	—	(²)	—	—	9	—	23	
Private industry	814	10.88	7.00	5.75 – 19.42	—	—	—	6	21	12	7	12	(²)	1	—	1	3	1	—	(²)	—	(²)	—	—	10	—	25	

¹ 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.

² 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 B-1. Annual paid holidays for full-time workers, Jackson, MS, April 1996

Number of holidays	White-collar workers			Blue-collar workers		
	All industries	Private industries	State and local government	All industries	Private industries	State and local government
All full-time workers (in percent)	100	100	100	100	100	100
In establishments not providing paid holidays	2	3	-	1	1	-
In establishments providing paid holidays	98	97	100	99	99	100
Number of holidays:						
6 half days	-	-	-	1	1	-
2 holidays	(¹)	1	-	3	4	-
4 holidays	(¹)	(¹)	-	1	1	-
5 holidays	6	8	3	6	7	2
6 holidays	8	11	2	14	17	1
Plus 1 half day	(¹)	(¹)	-	-	-	-
7 holidays	7	10	2	22	26	3
8 holidays	25	39	-	12	15	-
9 holidays	3	5	-	10	11	-
10 holidays	36	12	78	18	10	55
11 holidays	9	8	11	6	1	29
12 holidays	2	(¹)	4	(¹)	(¹)	2
13 holidays	(¹)	-	1	1	-	8
14 holidays	(¹)	1	-	(¹)	(¹)	-
15 holidays	(¹)	1	-	4	5	-
17 holidays	(¹)	-	(¹)	(¹)	-	1
Plus 1 half day	1	1	-	(¹)	(¹)	-
Total paid holiday time ²						
2 days or more	98	97	100	99	99	100
3 days or more	98	97	100	96	95	100
4 days or more	98	97	100	95	94	100
5 days or more	98	96	100	94	93	100
6 days or more	92	89	97	88	86	98
7 days or more	84	77	95	74	69	97
8 days or more	77	67	93	52	43	95
9 days or more	52	28	93	39	28	95
10 days or more	48	23	93	30	17	95
11 days or more	12	10	16	12	6	40
12 days or more	3	2	5	6	5	10
13 days or more	2	2	1	5	5	8
14 days or more	1	2	(¹)	4	5	1
15 days or more	1	1	(¹)	4	5	1
16 days or more	1	1	(¹)	(¹)	(¹)	1
17 days or more	1	1	(¹)	(¹)	(¹)	1
Average number of paid holidays where provided (in days)	8.8	8.1	9.9	8.1	7.6	10.4

¹ Less than 0.5 percent.

² Full and half days are combined. For example, the proportion of workers receiving 10 or more days includes those receiving *at least* 10 full days, or 9 full days plus 2 half days, or 8 full days and 4 half days, and so on.

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

Table B-2. Annual paid vacation provisions for full-time workers, Jackson, MS, April 1996

Item	White-collar workers			Blue-collar workers		
	All industries	Private industries	State and local government	All industries	Private industries	State and local government
All full-time workers (in percent)	100	100	100	100	100	100
In establishments not providing paid vacations	-	-	-	4	5	-
In establishments providing paid vacations	100	100	100	96	95	100
Length-of-time payment	99	99	100	93	92	100
Percentage payment	(¹)	(¹)	-	3	3	-
By vacation pay provisions for: ²						
Six months of service:						
Under 1 week	4	5	4	5	6	2
1 week	36	52	9	26	29	14
Over 1 and under 2 weeks	31	2	82	14	(¹)	80
2 weeks	(¹)	(¹)	-	-	-	-
Over 2 and under 3 weeks	1	1	-	(¹)	(¹)	-
4 weeks	(¹)	1	-	-	-	-
1 year of service:						
Under 1 week	-	-	-	2	2	-
1 week	11	15	3	48	58	2
Over 1 and under 2 weeks	(¹)	1	-	-	-	-
2 weeks	50	72	12	31	34	17
Over 2 and under 3 weeks	5	6	2	1	1	1
3 weeks	2	3	-	-	-	-
Over 3 and under 4 weeks	30	-	82	14	-	80
4 weeks	(¹)	1	-	-	-	-
Over 4 and under 5 weeks	(¹)	(¹)	-	-	-	-
6 weeks	2	3	-	-	-	-
2 years of service:						
1 week	7	10	1	36	43	1
Over 1 and under 2 weeks	(¹)	1	-	-	-	-
2 weeks	52	75	12	45	50	17
Over 2 and under 3 weeks	6	7	4	1	1	2
3 weeks	3	5	-	1	1	-
Over 3 and under 4 weeks	30	-	82	14	-	80
4 weeks	(¹)	1	-	-	-	-
Over 4 and under 5 weeks	(¹)	(¹)	-	-	-	-
6 weeks	2	3	-	-	-	-
3 years of service:						
1 week	5	8	-	19	22	-
Over 1 and under 2 weeks	(¹)	1	-	-	-	-
2 weeks	53	76	14	59	67	18
Over 2 and under 3 weeks	5	7	2	5	5	1
3 weeks	4	5	2	(¹)	-	1
Over 3 and under 4 weeks	-	-	-	1	1	-
4 weeks	(¹)	1	-	-	-	-
Over 4 and under 5 weeks	30	(¹)	82	14	-	80
6 weeks	2	3	-	-	-	-

See footnotes at end of table.

Table B-2. Annual paid vacation provisions for full-time workers, Jackson, MS, April 1996 — Continued

Item	White-collar workers			Blue-collar workers		
	All industries	Private industries	State and local government	All industries	Private industries	State and local government
By vacation pay provisions for: ²						
4 years of service:						
1 week	2	4	-	11	13	-
Over 1 and under 2 weeks	(¹)	1	-	-	-	-
2 weeks	56	80	14	66	76	18
Over 2 and under 3 weeks	5	7	2	5	5	1
3 weeks	3	3	2	(¹)	-	1
Over 3 and under 4 weeks	1	2	-	1	1	-
4 weeks	(¹)	1	-	-	-	-
Over 4 and under 5 weeks	30	(¹)	82	14	-	80
7 weeks	2	3	-	-	-	-
5 years of service:						
1 week	2	3	-	9	11	-
2 weeks	26	35	11	47	54	16
Over 2 and under 3 weeks	2	2	2	1	1	1
3 weeks	32	47	5	24	28	3
Over 3 and under 4 weeks	5	7	-	1	1	-
4 weeks	1	2	-	(¹)	(¹)	-
Over 4 and under 5 weeks	30	(¹)	82	14	-	80
5 weeks	(¹)	1	-	-	-	-
7 weeks	2	3	-	-	-	-
8 years of service:						
1 week	2	3	-	9	11	-
2 weeks	17	22	8	36	41	13
Over 2 and under 3 weeks	6	7	3	2	1	3
3 weeks	37	55	7	34	40	4
Over 3 and under 4 weeks	4	6	-	1	1	-
4 weeks	1	2	-	(¹)	(¹)	-
Over 4 and under 5 weeks	31	2	82	14	-	80
5 weeks	(¹)	1	-	-	-	-
7 weeks	2	3	-	-	-	-
10 years of service:						
1 week	2	3	-	8	9	-
2 weeks	8	10	5	17	20	5
Over 2 and under 3 weeks	1	1	-	(¹)	(¹)	-
3 weeks	38	53	10	43	49	12
Over 3 and under 4 weeks	3	4	1	5	6	2
4 weeks	16	23	2	9	10	1
Over 4 and under 5 weeks	31	2	82	14	1	80
5 weeks	(¹)	1	-	-	-	-
6 weeks	(¹)	(¹)	-	-	-	-
7 weeks	2	3	-	-	-	-

See footnotes at end of table.

Table B-2. Annual paid vacation provisions for full-time workers, Jackson, MS, April 1996 — Continued

Item	White-collar workers			Blue-collar workers		
	All industries	Private industries	State and local government	All industries	Private industries	State and local government
By vacation pay provisions for: ²						
12 years of service:						
1 week	2	3	-	8	9	-
2 weeks	8	10	5	14	16	5
Over 2 and under 3 weeks	(¹)	1	-	3	4	-
3 weeks	35	50	10	43	49	12
Over 3 and under 4 weeks	6	9	1	5	6	2
4 weeks	16	23	2	9	10	1
Over 4 and under 5 weeks	31	2	82	14	1	80
5 weeks	(¹)	1	-	-	-	-
6 weeks	(¹)	(¹)	-	-	-	-
7 weeks	2	3	-	-	-	-
15 years of service:						
1 week	2	3	-	8	9	-
2 weeks	8	10	4	14	16	4
Over 2 and under 3 weeks	(¹)	1	(¹)	(¹)	(¹)	1
3 weeks	23	31	9	38	44	10
Over 3 and under 4 weeks	3	5	-	(¹)	(¹)	-
4 weeks	18	26	2	17	19	4
Over 4 and under 5 weeks	3	3	2	(¹)	(¹)	1
5 weeks	12	19	-	4	5	-
Over 5 and under 6 weeks	30	-	82	14	-	80
6 weeks	(¹)	1	-	1	1	-
7 weeks	2	3	-	-	-	-
20 years of service:						
1 week	2	3	-	8	9	-
2 weeks	8	10	4	14	16	4
Over 2 and under 3 weeks	(¹)	1	-	(¹)	(¹)	-
3 weeks	14	17	8	20	22	10
Over 3 and under 4 weeks	2	3	-	-	-	-
4 weeks	27	41	3	30	36	5
Over 4 and under 5 weeks	2	3	-	-	-	-
5 weeks	13	19	2	9	11	1
Over 5 and under 6 weeks	31	1	82	14	(¹)	80
6 weeks	(¹)	1	-	-	-	-
7 weeks	2	3	-	1	1	-

See footnotes at end of table.

Table B-2. Annual paid vacation provisions for full-time workers, Jackson, MS, April 1996 — Continued

Item	White-collar workers			Blue-collar workers		
	All industries	Private industries	State and local government	All industries	Private industries	State and local government
By vacation pay provisions for: ²						
25 years of service:						
1 week	1	2	-	7	8	-
2 weeks	8	11	4	15	18	4
Over 2 and under 3 weeks	(¹)	1	-	(¹)	(¹)	-
3 weeks	14	17	8	20	22	10
Over 3 and under 4 weeks	2	3	-	-	-	-
4 weeks	18	27	3	25	29	5
Over 4 and under 5 weeks	1	2	-	-	-	-
5 weeks	23	34	2	15	18	1
Over 5 and under 6 weeks	31	2	82	14	(¹)	80
6 weeks	(¹)	1	-	-	-	-
7 weeks	2	3	-	1	1	-
30 years of service:						
1 week	1	2	-	7	8	-
2 weeks	8	11	4	15	18	4
Over 2 and under 3 weeks	(¹)	1	-	(¹)	(¹)	-
3 weeks	14	17	8	20	22	10
Over 3 and under 4 weeks	2	3	-	-	-	-
4 weeks	18	27	3	25	29	5
Over 4 and under 5 weeks	1	2	-	-	-	-
5 weeks	23	34	2	12	15	1
Over 5 and under 6 weeks	31	1	82	14	(¹)	80
6 weeks	1	1	-	3	3	-
7 weeks	2	3	-	1	1	-
Maximum vacation available:						
1 week	1	2	-	7	8	-
2 weeks	8	11	4	15	18	4
Over 2 and under 3 weeks	(¹)	1	-	(¹)	(¹)	-
3 weeks	14	17	8	20	22	10
Over 3 and under 4 weeks	2	3	-	-	-	-
4 weeks	18	27	3	25	29	5
Over 4 and under 5 weeks	1	2	-	-	-	-
5 weeks	23	34	2	12	15	1
Over 5 and under 6 weeks	31	1	82	14	(¹)	80
6 weeks	1	1	-	3	3	-
7 weeks	2	3	-	1	1	-

¹ Less than 0.5 percent.

² Payments other than "length of time" are converted to an equivalent time basis; for example, 2 percent of annual earnings was considered as 1 week's pay. Periods of service are chosen arbitrarily and do not necessarily reflect individual provisions for progression; for example, changes in proportions at 20 years include changes between 15 and 20 years. Estimates are cumulative.

Thus, the proportion eligible for at least 3 weeks' pay for 20 years include those eligible for at least 3 weeks' pay after fewer years of service.

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

Table B-3. Insurance, health, and retirement plans offered to full-time workers, Jackson, MS, April 1996

Type of plan	White-collar workers			Blue-collar workers		
	All industries	Private industries	State and local government	All industries	Private industries	State and local government
All full-time workers (in percent)	100	100	100	100	100	100
In establishments offering at least one of the benefits shown below ¹	99	99	100	98	97	100
Life insurance	72	99	25	89	97	47
Wholly employer financed	49	66	21	73	80	39
Accidental death and dismemberment insurance	48	67	15	60	69	15
Wholly employer financed	45	63	11	53	63	8
Sickness and accident insurance or sick leave or both	95	92	100	63	56	100
Sickness and accident insurance	27	42	1	24	28	2
Wholly employer financed	25	39	1	23	27	2
Sick leave (full pay, no waiting period)	53	73	18	31	33	21
Sick leave (partial pay or waiting period)	34	7	82	16	3	79
Long-term disability insurance	30	47	-	33	40	-
Wholly employer financed	26	41	-	31	37	-
Hospitalization, surgical, and medical insurance	98	98	99	97	96	98
Wholly employer financed	61	41	98	55	46	97
Health maintenance organizations	14	19	5	10	11	4
Wholly employer financed	5	5	5	7	7	4
Dental care	41	61	5	40	47	7
Wholly employer financed	13	18	5	21	24	7
Vision care	23	35	-	31	37	-
Wholly employer financed	5	8	-	19	22	-
Hearing care	5	7	2	13	14	4
Wholly employer financed	2	3	2	9	10	4
Alcohol and drug abuse treatment	96	94	99	89	87	99
Wholly employer financed	61	39	98	51	41	97
Retirement benefits ²	97	95	100	89	87	100
Wholly employer financed	33	49	4	43	51	1
Defined benefit	34	47	12	38	43	18
Wholly employer financed	28	43	2	32	38	1
Defined contribution	81	77	88	55	50	82
Wholly employer financed	7	9	2	11	13	(³)

¹ Estimates listed after type of benefit are for all plans for which the employer pays at least part of the cost. Excluded are plans required by the Federal Government such as Social Security and Railroad Retirement.

² Establishments providing more than one type of retirement plan may cause the sum of the separate plans to be greater than the total for all retirement plans.

³ Less than 0.5 percent.

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

Appendix A.

Scope and Method of Survey

Scope

This survey of the Jackson, MS 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, including health services); and State and local governments.¹ 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 Jackson, MS Metropolitan Statistical Area (January 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 Jackson, MS Metropolitan Statistical Area. Collection for the survey was from March 1996 through May 1996 and reflects an average payroll reference month of April 1996. Data obtained for a payroll period prior to the end of April 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 14.2 percent of the sample establishments (representing 17,132 employees covered by the survey). An additional 4.2 percent of the sample establishments (representing 3,091 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.

Establishment practices and employee benefits

The incidence of selected establishment practices and employee benefits was studied for full-time white- and blue-collar workers. White-collar workers include professional, technical, and related occupations; executive, administrative, and managerial occupations; sales occupations; and administrative support jobs, including clerical. Blue-collar workers include precision production, craft, and repair occupations; machine operators, assemblers, and inspectors; transportation and material moving occupations; handlers, equipment cleaners, helpers, and laborers; and service jobs, except private households. Part-time, seasonal, and temporary employees are excluded from both the white- and blue-collar categories.

Employee benefit provisions which apply to a majority of the white- or blue-collar workers in an establishment are considered to apply to all white- or blue-collar workers in the establishment; a practice or provision is considered

nonexistent when it applies to less than a majority. Benefits are considered applicable to employees currently eligible for the benefits. Retirement plans apply to employees currently eligible for participation and also to those who will eventually become eligible.

Paid holidays (table B-1). Holidays are included if workers who are not required to work are paid for the time off and those required to work receive premium pay or compensatory time off. They are included only if they are granted annually on a formal basis (provided for in written form or established by custom). Holidays are included even though in a particular year they fall on a nonworkday and employees are not granted another day off.

Data are tabulated to show the percent of workers who (1) are granted specific numbers of whole and half holidays and (2) are granted specified amounts of total holiday time (whole and half holidays are aggregated) during the year.

Paid vacations (table B-2). Establishments reported their method of calculating vacation pay (time basis, percent of annual pay, flat-sum payment, etc.) and the amount of vacation pay provided. Vacation bonuses, vacation-savings plans, and "extended" or "sabbatical" benefits beyond basic vacation plans were excluded.

Paid vacation provisions are expressed on a time basis. Vacation pay calculated on other than a time basis is converted to its equivalent time period. Two percent of annual pay, for example, is tabulated as 1 week's vacation pay. Paid vacation provisions by length-of-service relate to all white-collar or blue-collar workers in the establishment. Counts of these workers by actual length-of-service were not obtained in the survey.

Insurance, health, and retirement plans (table B-3). Insurance, health, and retirement plans include plans for which the employer pays either all or part of the cost. The benefits may be underwritten by an insurance company, paid directly by an employer or union, 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. Federally required plans such as Social Security and Railroad Retirement are excluded. Benefit plans legally required by State governments, however, are included.

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 includes only those plans which provide that predetermined cash payments be made directly to employees who lose time from work because of illness or injury, e.g., \$200 week for up to 26 weeks of disability.

Sick leave plans are limited to formal plans² which provide for continuing an employee's pay during absence from work because of illness. Data collected distinguish between (1) plans which provide full pay with no waiting period, and (2) plans which either provide partial pay or require a waiting period.

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

Hospitalization, surgical, and medical insurance provide at least partial payment for: (1) Hospital room charges; (2) inpatient surgery; and (3) doctors' fees for hospital, office, or home visits. Such benefits may be provided through either independent health care providers or Preferred Provider Organizations (PPOs). Under PPOs, participants are free to choose any provider, but receive care at lower costs if treatment is provided by designated hospitals, physicians, or dentists. 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, HMOs cover routine preventive care as well as care required because of an illness and do not have deductibles or coinsurance (although there may be fixed copayments for selected services). HMOs may provide services through their own facilities; through contracts with hospitals, physicians, and other providers, such as individual practice associations (IPAs); 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. Plans which provide benefits only for oral surgery or other dental care required as the result of an accident are not reported.

Vision care plans provide at least partial payment for routine eye examinations, eyeglasses, or both.

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.

Retirement plans provide lifetime payments, a lump sum, or a limited number of payments. Included are defined benefit plans in which the employer, promising to pay the employee a specified amount at retirement, contributes at a rate sufficient to fund these future payments. Defined contribution plans are those in which the employer agrees to contribute a certain amount but does not guarantee how much

the plan will pay at retirement.

Labor-management coverage

This survey collected the percent of workers covered by labor-management agreements in this area. An establishment is considered to have an agreement covering all white- or blue-collar workers if a majority of such workers is covered by a labor-management agreement determining wages and salaries. Therefore, all other white- or blue-collar workers are employed in establishments that either do not have labor-management agreements in effect, or have agreements that apply to fewer than half of their white- or blue collar workers. Because establishments with fewer than 50 workers are excluded from the survey, estimates are not necessarily

representative of the extent to which all workers in the area may be covered by the provisions of labor-management agreements.

¹ 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.

² An establishment is considered as having a formal plan if it specifies at least the minimum number of days of sick leave available to each employee. Such a plan need not be written, but informal sick leave allowances determined on an individual basis are excluded.

Appendix table 1. Establishments and workers within scope of survey and number studied, Jackson, MS¹, April 1996

Industry division ²	Number of establishments		Workers in establishments				
	Within scope of survey ³	Studied	Within scope of survey				Studied ⁴
			Total ⁴		Full-time white-collar workers	Full-time blue-collar workers	
			Number	Percent			
All divisions	465	98	119,263	100	56,769	36,089	61,145
Private industry	434	81	82,626	69	36,513	30,098	30,107
Goods producing	91	16	18,531	16	2,964	15,333	5,922
Manufacturing	72	11	16,386	14	2,609	13,727	5,012
Construction ⁵	17	4	2,035	2	311	1,540	855
Service producing	343	65	64,095	54	33,549	14,765	24,185
Transportation, communication, electric, gas, and sanitary services ⁶	45	11	14,916	13	8,628	5,360	5,948
Retail trade ⁷	117	12	17,369	15	4,686	4,988	2,644
Finance, insurance, and real estate ⁷	32	8	11,777	10	9,876	1,185	6,973
Services ⁷	131	32	18,323	15	9,531	2,440	8,430
State and local government	31	17	36,637	31	20,256	5,991	31,038
Health services ⁸	32	10	7,895	7	5,587	802	5,109
Private industry	29	7	6,956	6	4,947	693	4,170
State and local government	3	3	939	1	640	109	939
Hospitals	7	5	5,591	5	3,961	707	4,586
Private industry	5	3	4,712	4	3,351	613	3,707

¹ The Jackson Metropolitan Statistical Area, as defined by the Office of Management and Budget through June 1994, consists of Hinds, Madison, and Rankin Counties. 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.

² The *Standard Industrial Classification Manual* was used in classifying establishments by industry.

³ Includes all establishments with at least 50 total employees. In manufacturing, 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.

⁴ Includes part-time, seasonal, temporary, and other workers excluded from separate white- and blue-collar

categories.

⁵ Separate data for this division are not shown in the A- and B-series tables. This division is represented in the "all industries" and "goods producing" estimates.

⁶ Abbreviated to "Transportation and utilities" in the A-series tables. Separate data for this division are not presented in the B-series tables, but the division is represented in the "all industries" and "service producing" estimates.

⁷ Separate data for this division are not shown in the A- and B-series tables. This division is represented in the "all industries" and "service producing" estimates.

⁸ 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.

Appendix table 2. Percent of workers covered by labor-management agreements, Jackson, MS, April 1996

Labor-management status	White-collar workers					Blue-collar workers				
	All industries	Private industry			State and local government	All industries	Private industry			State and local government
		Total	Goods-producing industries	Service-producing industries			Total	Goods-producing industries	Service-producing industries	
All full-time workers (in percent)	100	100	-	-	100	100	100	-	-	100
Majority of workers covered	3	5	-	-	-	22	27	-	-	-
None or Minority of workers covered	97	95	-	-	100	78	73	-	-	100

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