

# Occupational Compensation Survey: Pay and Benefits

Nashville, Tennessee,  
Metropolitan Area,  
May 1996



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U.S. Department of Labor  
Bureau of Labor Statistics

Bulletin 3085-15

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## Preface

This bulletin provides results of a May 1996 survey of occupational pay and employee benefits in the Nashville, TN 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 Chicago, under the direction of Ronald H. Pritzlaff, 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 Chicago Regional Office at (312) 353-1880. You may also write to the Bureau of Labor Statistics at: Office of Compensation Levels and Trends, 2 Massachusetts Avenue, NE, Suite 4175, 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

# Nashville, Tennessee, Metropolitan Area, May 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 and employee benefits in the Nashville, TN Metropolitan Statistical Area (Cheatham, Davidson, Dickson, Robertson, Rutherford, Sumner, Williamson, and Wilson 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.

## **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, Nashville, TN, May 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	300 and under 350	350 - 400	400 - 450	450 - 500	500 - 600	600 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 1900	1900 - 2000	2000 - 2100	2100 and over	
<b>Scientists</b> .....	549	39.4	\$795	\$702	\$606 - \$900	-	1	5	4	15	24	12	15	7	4	8	1	1	-	-	3	1	1	-	-	-	
Private industry .....	395	40.0	859	817	673 - 995	-	-	4	1	13	21	9	18	10	5	11	1	2	-	-	4	1	1	-	-	-	
State and local government .....	154	38.0	632	630	537 - 703	-	3	9	10	19	34	18	6	-	-	-	1	-	-	-	-	-	-	-	-	-	
Level 1 .....	38	39.7	503	-	- - -	-	11	34	11	16	29	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 2 .....	169	39.0	614	613	538 - 684	-	-	8	9	28	37	18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	98	40.0	637	680	592 - 684	-	-	-	1	34	51	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 3 .....	147	39.4	769	800	697 - 824	-	-	-	1	9	26	12	41	7	4	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	95	40.0	825	820	800 - 840	-	-	-	-	-	11	14	59	11	6	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	52	38.4	665	678	589 - 699	-	-	-	2	25	54	10	10	-	-	-	-	-	-	-	10	-	-	-	-	-	
<b>Scientists, Computer/Engineering</b> .....	358	39.9	807	760	654 - 933	-	-	4	1	14	23	10	21	11	6	5	1	2	-	-	1	1	1	-	-	-	
Private industry .....	354	39.9	806	760	654 - 944	-	-	4	1	14	23	10	20	11	6	5	1	2	-	-	1	1	1	-	-	-	
Level 2 .....	98	40.0	637	680	592 - 684	-	-	-	1	34	51	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	98	40.0	637	680	592 - 684	-	-	-	1	34	51	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 3 .....	99	40.0	827	820	800 - 846	-	-	-	-	-	10	13	61	10	6	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	95	40.0	825	820	800 - 840	-	-	-	-	-	11	14	59	11	6	-	-	-	-	-	-	-	-	-	-	-	
<b>ADMINISTRATIVE OCCUPATIONS</b>																											
<b>Budget Analysts</b> .....	38	38.8	609	-	- - -	3	-	21	13	29	11	5	5	3	8	3	-	-	-	-	-	-	-	-	-	-	-
<b>Buyer/Contracting Specialists</b> .....	502	39.7	682	679	498 - 842	( <sup>3</sup> )	4	8	13	15	22	10	9	13	5	2	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	417	40.0	717	680	541 - 893	-	-	6	12	13	24	11	11	15	6	2	-	-	-	-	-	-	-	-	-	-	
Level 1 .....	85	39.3	455	450	432 - 488	1	11	40	28	20	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	53	40.0	468	483	432 - 506	-	-	42	32	26	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 2 .....	226	39.6	607	585	494 - 702	( <sup>3</sup> )	4	4	18	25	23	20	6	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	175	40.0	630	623	526 - 750	-	-	2	19	24	25	23	7	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 3 .....	185	40.0	863	896	680 - 975	-	-	-	-	-	31	3	17	34	11	4	-	-	-	-	-	-	-	-	-	-	
Private industry .....	183	40.0	860	896	680 - 961	-	-	-	-	-	31	3	17	34	11	3	-	-	-	-	-	-	-	-	-	-	
<b>Computer Programmers</b> .....	255	38.9	615	586	523 - 674	-	2	14	5	33	25	7	15	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	139	39.7	627	581	548 - 865	-	1	20	2	30	22	-	25	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 2 .....	120	39.2	539	556	440 - 596	-	2	26	7	41	23	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	92	39.6	549	563	440 - 604	-	-	26	2	46	26	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

**Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Nashville, TN, May 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	300 and under 350	350 - 400	400 - 450	450 - 500	500 - 600	600 - 700	700 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 1900	1900 - 2000	2000 - 2100	2100 and over			
<b>Computer Systems Analysts</b>	859	39.6	\$785	\$769	\$639 - \$897	-	-	2	3	10	18	18	23	11	10	2	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Private industry	736	39.8	814	811	699 - 923	-	-	-	2	8	17	20	25	12	12	3	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	
Level 1	385	39.6	659	677	560 - 746	-	-	5	6	18	30	28	10	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry	333	39.9	681	699	620 - 753	-	-	-	4	17	33	31	12	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 2	319	39.5	838	865	759 - 924	-	-	-	2	6	11	13	39	9	19	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry	249	39.8	885	867	827 - 985	-	-	-	-	( <sup>3</sup> )	6	14	43	12	24	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	
Level 3	155	39.7	987	962	896 - 1,067	-	-	-	-	-	-	5	22	34	19	13	6	1	-	-	-	-	-	-	-	-	-	-	
Private industry	154	39.7	987	962	896 - 1,067	-	-	-	-	-	-	5	22	34	19	13	6	1	-	-	-	-	-	-	-	-	-	-	
<b>Computer Systems Analyst Supervisors/Managers</b>	31	39.7	1,231	-	- - -	-	-	-	-	-	3	3	-	6	3	19	45	6	3	-	-	3	6	-	-	-	-		
State and local government	7	39.3	1,018	-	- - -	-	-	-	-	-	14	14	-	-	14	29	29	-	-	-	-	-	-	-	-	-	-		
Level 1:																													
State and local government	7	39.3	1,018	-	- - -	-	-	-	-	-	14	14	-	-	14	29	29	-	-	-	-	-	-	-	-	-	-	-	
<b>Personnel Specialists</b>	958	39.8	807	758	612 - 933	-	( <sup>3</sup> )	4	3	17	18	13	17	7	4	6	3	( <sup>3</sup> )	4	-	2	-	-	-	-	-	-	-	
Private industry	840	40.0	825	773	625 - 962	-	-	4	2	17	17	13	17	7	4	7	4	-	5	-	2	-	-	-	-	-	-	-	
State and local government	118	38.8	678	645	561 - 779	-	3	3	10	20	27	14	15	4	3	-	-	2	-	-	-	-	-	-	-	-	-	-	
Level 2	335	39.8	584	572	500 - 654	-	( <sup>3</sup> )	5	10	42	24	19	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry	296	40.0	589	579	500 - 668	-	-	4	7	44	23	21	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 3	317	39.7	769	797	660 - 850	-	-	-	( <sup>3</sup> )	6	30	15	36	11	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry	268	40.0	788	807	667 - 880	-	-	-	-	3	28	13	41	13	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 4	269	39.9	1,137	1,100	942 - 1,295	-	-	-	-	-	-	4	18	12	21	9	-	16	-	8	-	-	-	-	-	-	-	-	
Private industry	244	40.0	1,166	1,148	963 - 1,450	-	-	-	-	-	-	3	14	11	12	23	10	-	18	-	9	-	-	-	-	-	-	-	
State and local government	25	39.6	857	-	- - -	-	-	-	-	-	-	12	60	20	8	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Personnel Supervisors/Managers</b>	39	38.6	1,086	-	- - -	-	-	-	-	-	8	3	28	8	5	18	3	8	15	-	3	-	3	-	-	-	-	-	
<b>Director of Personnel</b>	55	40.0	1,006	752	752 - 1,164	-	-	-	-	-	-	55	-	-	20	5	-	2	7	5	-	2	-	-	-	4	-		
Private industry	54	40.0	998	752	752 - 1,058	-	-	-	-	-	-	56	-	-	20	6	-	2	6	6	-	2	-	-	-	4	-		
<b>Tax Collectors:</b>																													
Level 1	63	40.0	447	449	412 - 474	-	14	37	49	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government	63	40.0	447	449	412 - 474	-	14	37	49	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 2	6	37.5	501	-	- - -	-	17	17	-	67	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government	6	37.5	501	-	- - -	-	17	17	-	67	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

<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-2. All establishments: Weekly hours and pay of technical and protective service occupations, Nashville, TN, May 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	200 and under 225	225 - 250	250 - 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 and over		
<b>TECHNICAL OCCUPATIONS</b>																												
<b>Computer Operators</b> .....	420	39.4	\$448	\$442	\$383 - \$494	-	-	1	1	7	5	10	6	10	15	22	5	12	4	-	2	-	-	-	-	-	-	-
Private industry .....	374	39.6	456	442	390 - 499	-	-	-	( <sup>3</sup> )	6	5	10	7	10	16	23	6	13	4	-	2	-	-	-	-	-	-	
Level 2 .....	314	39.4	427	436	358 - 475	-	-	2	1	8	7	13	8	11	17	17	6	11	-	-	-	-	-	-	-	-	-	
Private industry .....	276	39.6	436	440	366 - 475	-	-	-	-	7	7	12	8	12	18	17	6	13	-	-	-	-	-	-	-	-	-	
State and local government .....	38	38.2	362	353	300 - 416	-	-	13	8	18	8	18	3	11	5	13	3	-	-	-	-	-	-	-	-	-	-	
Level 3 .....	89	39.5	513	478	452 - 594	-	-	-	-	1	-	3	2	8	10	35	3	13	15	-	9	-	-	-	-	-	-	
Private industry .....	81	39.6	518	478	454 - 606	-	-	-	-	-	-	2	2	7	10	37	2	12	16	-	10	-	-	-	-	-	-	
<b>Drafters</b> .....	211	39.0	476	460	358 - 566	-	-	3	9	2	10	4	4	8	5	17	7	13	5	3	4	5	1	-	-	-	-	
Private industry .....	147	39.6	534	548	460 - 602	-	-	-	-	-	8	1	4	5	5	22	10	18	7	4	5	7	2	-	-	-	-	
Level 2 .....	90	38.7	474	460	420 - 555	-	-	-	-	2	8	9	3	9	1	30	10	23	4	-	-	-	-	-	-	-	-	
Private industry .....	64	39.1	506	548	460 - 566	-	-	-	-	-	6	2	3	-	-	38	13	33	6	-	-	-	-	-	-	-	-	
Level 3 .....	60	40.0	604	602	482 - 700	-	-	-	-	-	-	-	-	-	13	13	10	10	12	10	13	13	5	-	-	-	-	
Private industry .....	60	40.0	604	602	482 - 700	-	-	-	-	-	-	-	-	-	13	13	10	10	12	10	13	13	5	-	-	-	-	
<b>Engineering Technicians</b> .....	508	39.0	556	548	384 - 747	14	1	4	1	1	3	2	2	2	4	7	12	6	10	5	9	3	2	6	3	4		
Private industry .....	244	39.5	638	603	540 - 727	-	-	-	-	-	-	-	-	-	5	11	24	9	16	11	6	4	4	5	5	2		
Level 2 .....	154	38.4	457	488	384 - 540	-	-	11	1	1	5	6	3	3	12	17	30	6	5	-	-	-	-	-	-	-		
Level 3 .....	131	39.6	639	635	584 - 737	-	-	-	-	-	2	1	2	2	-	2	11	9	29	12	31	-	-	-	-	-		
Private industry .....	73	39.6	625	625	584 - 674	-	-	-	-	-	-	-	-	-	-	-	21	16	33	22	8	-	-	-	-	-		
Level 4 .....	77	39.7	721	747	631 - 867	-	-	-	-	-	-	-	1	1	-	5	-	16	8	13	8	17	4	23	4	-		
<b>Engineering Technicians, Civil</b> .....	148	40.0	573	587	486 - 661	-	-	-	-	-	9	1	3	7	7	6	22	18	18	10	-	-	-	-	-	-		
State and local government .....	140	40.0	563	579	481 - 643	-	-	-	-	-	9	1	3	7	8	6	23	19	19	5	-	-	-	-	-	-		
Level 2 .....	45	40.0	452	442	375 - 553	-	-	-	-	-	-	29	2	7	22	13	-	27	-	-	-	-	-	-	-	-		
State and local government .....	45	40.0	452	442	375 - 553	-	-	-	-	-	-	29	2	7	22	13	-	27	-	-	-	-	-	-	-	-		
Level 3 .....	37	40.0	580	572	541 - 587	-	-	-	-	-	-	-	-	-	14	16	51	3	-	16	-	-	-	-	-	-		
State and local government .....	37	40.0	580	572	541 - 587	-	-	-	-	-	-	-	-	-	14	16	51	3	-	16	-	-	-	-	-	-		
Level 4:																												
State and local government .....	56	40.0	648	643	613 - 699	-	-	-	-	-	-	-	-	-	-	5	2	45	46	2	-	-	-	-	-	-		
<b>PROTECTIVE SERVICE OCCUPATIONS</b>																												
<b>Corrections Officers:</b>																												
State and local government .....	776	38.5	341	328	282 - 374	-	-	1	41	6	12	16	9	5	4	6	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-		
<b>Firefighters</b> .....	638	53.0	537	549	447 - 617	-	-	-	-	( <sup>3</sup> )	-	3	16	7	19	13	4	13	25	-	-	-	-	-	-	-		
State and local government .....	638	53.0	537	549	447 - 617	-	-	-	-	( <sup>3</sup> )	-	3	16	7	19	13	4	13	25	-	-	-	-	-	-	-		

See footnotes at end of table.



**Table A-2. All establishments: Weekly hours and pay of technical and protective service occupations, Nashville, TN, May 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	200 and under 225	225 - 250	250 - 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 and over
<b>Police Officers</b> .....	1,411	40.2	\$556	\$532	\$491 - 651	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	2	2	5	19	26	4	11	30	-	-	-	-	-	-
State and local government .....	1,411	40.2	556	532	491 - 651	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	2	2	5	19	26	4	11	30	-	-	-	-	-	-
Level 1 .....	1,399	40.2	556	542	492 - 651	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	2	2	5	19	25	4	11	30	-	-	-	-	-	-
State and local government .....	1,399	40.2	556	542	492 - 651	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	2	2	5	19	25	4	11	30	-	-	-	-	-	-
Level 2 .....	12	42.5	503	-	- - -	-	-	-	-	-	-	-	-	-	-	50	50	-	-	-	-	-	-	-	-	-
State and local government .....	12	42.5	503	-	- - -	-	-	-	-	-	-	-	-	-	-	50	50	-	-	-	-	-	-	-	-	-

<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, Nashville, TN, May 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	175 and under 200	200 - 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 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 and over
<b>Clerks, Accounting</b> .....	2,522	39.3	\$388	\$374	\$327 - \$446	-	-	2	3	7	11	15	13	9	10	6	7	6	4	3	2	1	( <sup>3</sup> )	-	-	-
Private industry .....	1,707	40.0	398	385	337 - 452	-	-	( <sup>3</sup> )	( <sup>3</sup> )	6	13	16	12	9	11	6	7	6	5	3	3	2	( <sup>3</sup> )	-	-	-
Level 2 .....	1,316	39.4	351	340	320 - 385	-	-	4	4	6	18	23	15	7	12	4	5	( <sup>3</sup> )	1	-	1	-	-	-	-	
Private industry .....	969	40.0	359	340	320 - 386	-	-	( <sup>3</sup> )	( <sup>3</sup> )	6	22	26	15	8	13	3	5	( <sup>3</sup> )	1	-	1	-	-	-	-	
Level 3 .....	980	39.2	418	420	360 - 481	-	-	-	2	10	2	7	12	11	7	10	8	15	7	5	2	1	( <sup>3</sup> )	-	-	
Private industry .....	607	40.0	439	446	390 - 490	-	-	-	-	6	1	5	9	11	7	13	10	17	10	6	3	1	( <sup>3</sup> )	-	-	
Level 4 .....	206	39.2	491	473	419 - 564	-	-	-	-	( <sup>3</sup> )	1	2	13	13	7	15	5	8	10	10	12	3	-	-	-	
Private industry .....	124	39.9	507	520	421 - 592	-	-	-	-	-	-	1	15	10	3	14	-	10	15	15	18	-	-	-	-	
State and local government .....	82	38.1	466	454	402 - 493	-	-	-	-	-	1	4	5	11	16	12	16	12	5	4	2	4	9	-	-	
<b>Clerks, General</b> .....	1,661	39.0	320	303	272 - 356	( <sup>3</sup> )	5	6	15	17	15	13	9	4	6	4	3	-	1	-	-	-	-	-	-	
Level 1 .....	112	39.3	263	262	262 - 267	4	6	6	67	7	4	5	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 2 .....	658	38.7	289	294	250 - 323	-	11	13	13	24	17	14	3	4	1	-	-	-	-	-	-	-	-	-	-	
Level 3 .....	751	39.0	341	334	296 - 386	-	( <sup>3</sup> )	2	13	15	16	10	16	6	9	8	4	-	( <sup>3</sup> )	-	-	-	-	-	-	
Private industry .....	345	40.0	327	302	296 - 354	-	1	-	12	26	29	4	9	2	10	( <sup>3</sup> )	8	-	-	-	-	-	-	-	-	
<b>Clerks, Order</b> .....	535	40.0	346	330	320 - 380	-	-	1	-	12	17	38	6	14	5	3	3	-	1	-	-	-	-	-	-	
Private industry .....	535	40.0	346	330	320 - 380	-	-	1	-	12	17	38	6	14	5	3	3	-	1	-	-	-	-	-	-	
Level 1 .....	447	40.0	332	330	320 - 337	-	-	1	-	14	21	45	7	9	-	2	2	-	-	-	-	-	-	-	-	
Private industry .....	447	40.0	332	330	320 - 337	-	-	1	-	14	21	45	7	9	-	2	2	-	-	-	-	-	-	-	-	
<b>Key Entry Operators</b> .....	1,122	39.6	336	320	280 - 381	-	2	1	12	16	24	6	13	5	12	6	1	1	( <sup>3</sup> )	-	-	-	-	1	-	
Private industry .....	1,011	39.8	338	320	280 - 381	-	-	-	14	17	26	5	13	4	13	7	1	1	-	-	-	-	-	1	-	
Level 1 .....	766	39.6	314	300	280 - 327	-	2	2	18	24	29	4	9	1	9	1	-	-	-	-	-	-	-	2	-	
Private industry .....	680	39.9	316	300	280 - 320	-	-	-	20	25	32	2	8	( <sup>3</sup> )	9	1	-	-	-	-	-	-	-	2	-	
Level 2 .....	356	39.7	383	387	350 - 420	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	13	9	21	15	19	17	3	2	( <sup>3</sup> )	-	-	-	-	-	-	
Private industry .....	331	39.8	383	381	350 - 420	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	15	9	22	12	19	18	3	2	-	-	-	-	-	-	-	
State and local government .....	25	38.8	389	387	367 - 400	-	-	-	-	-	-	16	16	44	16	4	-	-	4	-	-	-	-	-	-	
<b>Personnel Assistants</b> .....	553	39.8	413	415	372 - 444	-	-	-	1	2	3	3	16	14	20	20	8	5	1	3	2	1	-	-	-	
Private industry .....	483	40.0	415	417	377 - 444	-	-	-	( <sup>3</sup> )	1	3	3	17	14	21	22	8	5	1	2	2	1	-	-	-	
Level 3 .....	199	39.7	451	445	415 - 465	-	-	-	-	-	1	3	7	5	18	24	21	10	2	4	5	3	-	-	-	
Private industry .....	172	39.9	456	445	417 - 478	-	-	-	-	-	-	2	6	3	16	25	22	10	2	5	5	3	-	-	-	
State and local government .....	27	38.5	419	-	-	-	-	-	-	-	4	4	7	15	26	19	15	7	4	-	-	-	-	-	-	
Level 4 .....	25	40.0	458	-	-	-	-	-	-	-	-	-	-	8	32	16	8	16	4	16	-	-	-	-	-	

See footnotes at end of table.

**Table A-3. All establishments: Weekly hours and pay of clerical occupations, Nashville, TN, May 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	175 and under 200	200 - 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 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 and over
<b>Secretaries</b> .....	1,510	39.4	\$456	\$435	\$371 - \$519	-	-	( <sup>3</sup> )	1	5	5	7	8	8	12	7	9	7	7	4	5	7	4	1	2	1
Private industry .....	916	39.9	466	440	371 - 527	-	-	-	( <sup>3</sup> )	3	5	9	9	9	12	5	10	4	8	4	5	6	7	1	2	1
State and local government .....	594	38.6	439	431	363 - 499	-	-	( <sup>3</sup> )	3	8	6	5	7	6	12	10	8	11	5	4	4	9	( <sup>3</sup> )	1	( <sup>3</sup> )	( <sup>3</sup> )
<b>Level 1</b> .....	432	39.0	371	358	311 - 423	-	-	( <sup>3</sup> )	5	13	13	13	11	8	12	10	4	6	3	1	-	-	-	-	-	-
Private industry .....	140	40.0	349	330	308 - 378	-	-	-	1	16	21	24	12	5	10	3	4	4	-	-	-	-	-	-	-	-
State and local government .....	292	38.5	381	387	316 - 438	-	-	( <sup>3</sup> )	6	12	10	9	11	9	13	13	5	8	4	1	-	-	-	-	-	-
<b>Level 2</b> .....	293	40.0	446	450	396 - 500	-	-	-	-	-	7	8	6	6	22	1	14	8	13	2	5	7	-	-	-	-
Private industry .....	206	40.0	418	404	363 - 462	-	-	-	-	10	11	9	9	23	1	14	5	14	-	4	-	-	-	-	-	-
State and local government .....	87	39.8	512	505	452 - 576	-	-	-	-	-	-	-	1	-	17	-	16	15	9	8	9	24	-	-	-	-
<b>Level 3</b> .....	692	39.4	495	473	404 - 576	-	-	-	-	2	1	4	8	9	10	8	10	7	8	4	7	10	8	1	3	1
Private industry .....	502	39.9	502	472	401 - 598	-	-	-	-	-	4	10	11	10	7	11	4	8	4	4	7	8	11	1	4	1
<b>Level 4</b> .....	89	39.0	577	548	523 - 647	-	-	-	-	-	-	-	1	2	1	6	4	6	7	24	10	15	9	12	2	1
Private industry .....	64	39.5	578	549	524 - 646	-	-	-	-	-	-	-	-	2	-	6	3	5	9	25	9	17	13	11	-	-
<b>Switchboard-Operator-Receptionists</b> .....	745	39.9	354	354	310 - 385	-	1	7	9	3	9	15	28	8	4	8	5	( <sup>3</sup> )	2	-	( <sup>3</sup> )	-	-	( <sup>3</sup> )	-	-
Private industry .....	711	39.9	355	354	310 - 385	-	1	6	9	2	9	16	28	8	5	8	6	( <sup>3</sup> )	2	-	( <sup>3</sup> )	-	-	( <sup>3</sup> )	-	-
State and local government .....	34	39.6	326	-	-	-	-	24	3	18	6	3	26	9	3	9	-	-	-	-	-	-	-	-	-	-
<b>Word Processors</b> .....	323	39.6	389	355	338 - 444	-	-	( <sup>3</sup> )	3	1	6	36	15	8	3	5	4	4	4	9	2	-	-	-	-	-
Private industry .....	260	40.0	398	363	338 - 458	-	-	-	-	( <sup>3</sup> )	5	43	9	7	3	7	3	5	5	11	2	-	-	-	-	-
<b>Level 2</b> .....	111	40.0	473	487	423 - 529	-	-	-	-	-	2	2	2	15	7	11	8	11	11	26	5	-	-	-	-	-
Private industry .....	105	40.0	476	487	425 - 529	-	-	-	-	-	2	2	2	12	8	11	7	11	11	28	6	-	-	-	-	-

<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, Nashville, TN, May 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	6.50 and under 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 10.50	10.50 - 11.00	11.00 - 11.50	11.50 - 12.00	12.00 - 12.50	12.50 - 13.00	13.00 - 13.50	13.50 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 - 21.00	21.00 and over	
<b>General Maintenance Workers</b> .....	1,043	\$10.53	\$10.45	\$9.46 - \$11.95	4	3	7	7	2	4	3	28	4	4	12	10	4	4	2	2	( <sup>2</sup> )	1	-	( <sup>2</sup> )	-	-	-	-
Private industry .....	831	10.49	10.45	9.71 - 11.95	3	3	8	7	2	2	1	33	3	5	13	11	2	3	2	2	-	1	-	( <sup>2</sup> )	-	-	-	-
State and local government .....	212	10.66	10.51	9.14 - 12.23	5	3	3	7	4	8	11	8	8	3	10	6	9	7	3	2	1	1	-	-	-	-	-	
Level 1 .....	673	9.50	10.00	8.17 - 10.27	5	4	10	10	3	5	5	42	5	4	( <sup>2</sup> )	3	1	1	-	( <sup>2</sup> )	-	-	-	( <sup>2</sup> )	-	-	-	
Private industry .....	552	9.53	10.00	8.17 - 10.45	5	4	11	10	2	4	2	49	4	4	-	3	1	( <sup>2</sup> )	-	-	-	-	-	1	-	-	-	
State and local government .....	121	9.36	9.46	8.30 - 10.27	8	6	6	12	7	12	17	11	10	5	2	1	2	-	1	-	1	-	-	-	-	-	-	
Level 2 .....	370	12.39	12.00	11.95 - 12.98	-	-	-	-	-	1	1	2	3	5	34	22	9	10	5	6	1	2	-	-	-	-	-	
Private industry .....	279	12.39	12.00	11.95 - 12.80	-	-	-	-	-	-	-	( <sup>2</sup> )	3	6	38	25	5	9	5	7	-	2	-	-	-	-	-	
State and local government .....	91	12.39	12.61	11.50 - 13.18	-	-	-	-	-	3	2	5	5	-	21	11	21	13	7	4	3	3	-	-	-	-	-	
<b>Maintenance Electricians</b> .....	333	15.48	15.23	13.48 - 18.11	-	-	-	-	-	( <sup>2</sup> )	1	( <sup>2</sup> )	( <sup>2</sup> )	1	( <sup>2</sup> )	-	20	3	20	5	17	2	1	6	24	-	-	
Private industry .....	287	15.71	15.98	13.50 - 19.25	-	-	-	-	-	-	1	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	21	1	23	-	18	-	1	7	28	-	-	
State and local government .....	46	14.05	14.66	12.82 - 15.23	-	-	-	-	-	2	-	2	-	7	2	-	13	13	2	33	13	13	-	-	-	-	-	
<b>Maintenance Electronics Technicians:</b>																												
State and local government .....	12	13.85	-	- - -	-	-	-	-	-	-	-	-	8	-	-	-	17	8	-	58	8	-	-	-	-	-	-	
Level 2:																												
State and local government .....	12	13.85	-	- - -	-	-	-	-	-	-	-	-	8	-	-	-	17	8	-	58	8	-	-	-	-	-	-	
<b>Maintenance Mechanics, Machinery</b> .....	706	13.95	13.43	12.50 - 15.04	-	-	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	5	13	13	21	12	3	24	-	-	-	8	-	-	
State and local government .....	67	14.00	14.05	13.69 - 15.04	-	-	-	-	-	4	-	1	3	-	3	-	-	-	15	33	40	-	-	-	-	-	-	
<b>Maintenance Mechanics, Motor Vehicle</b> ...	585	14.34	13.25	12.17 - 17.01	-	-	-	-	-	-	-	1	-	-	6	33	9	9	6	8	2	1	6	8	9	-	3	
Private industry .....	510	14.17	12.60	12.17 - 14.75	-	-	-	-	-	-	-	-	-	-	7	38	9	9	6	7	2	-	-	9	10	-	3	
State and local government .....	75	15.46	16.63	13.48 - 17.84	-	-	-	-	-	-	-	5	-	-	3	1	9	7	7	15	-	5	48	-	-	-	-	
<b>Skilled Multi-Craft Maintenance Workers</b> .....	3,013	15.53	16.37	13.11 - 16.37	-	-	-	-	-	-	-	-	-	-	-	19	-	8	-	13	1	47	( <sup>2</sup> )	1	-	10	1	
Private industry .....	2,990	15.51	16.37	13.11 - 16.37	-	-	-	-	-	-	-	-	-	-	-	19	-	8	-	13	1	48	-	-	-	10	1	
<b>Tool and Die Makers</b> .....	477	16.04	14.74	14.42 - 16.35	-	-	-	-	-	-	-	-	-	-	-	-	-	1	17	36	-	26	-	-	-	20	-	
Private industry .....	477	16.04	14.74	14.42 - 16.35	-	-	-	-	-	-	-	-	-	-	-	-	-	1	17	36	-	26	-	-	-	20	-	

<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.

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, Nashville, TN, May 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	4.25 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
<b>Guards</b> .....	1,294	\$7.99	\$6.50	\$5.50 - \$9.57	( <sup>2</sup> )	4	4	16	8	16	8	6	4	3	2	2	3	5	6	1	( <sup>2</sup> )	( <sup>2</sup> )	2	-	8	-	-
Private industry .....	1,239	7.98	6.50	5.40 - 9.58	( <sup>2</sup> )	4	4	17	9	16	8	5	4	3	2	2	3	5	6	1	( <sup>2</sup> )	( <sup>2</sup> )	2	-	8	-	-
Level 1 .....	1,018	6.60	6.00	5.25 - 7.00	( <sup>2</sup> )	5	5	20	10	20	10	7	5	2	1	2	2	4	6	-	-	-	-	-	-	-	-
Private industry .....	963	6.50	6.00	5.00 - 7.00	( <sup>2</sup> )	5	5	21	11	20	10	6	5	2	( <sup>2</sup> )	( <sup>2</sup> )	2	4	6	-	-	-	-	-	-	-	-
Level 2 .....	276	13.12	12.86	9.49 - 17.10	-	-	-	-	-	-	-	2	1	8	9	6	7	9	5	4	1	1	9	-	38	-	-
Private industry .....	276	13.12	12.86	9.49 - 17.10	-	-	-	-	-	-	-	2	1	8	9	6	7	9	5	4	1	1	9	-	38	-	-
<b>Janitors</b> .....	4,752	6.66	6.00	5.00 - 7.30	5	8	1	20	11	17	6	9	5	4	3	1	1	3	( <sup>2</sup> )	( <sup>2</sup> )	2	-	-	-	-	2	-
Private industry .....	4,255	6.56	6.00	5.00 - 7.00	5	9	1	22	12	18	5	8	5	3	2	1	1	3	( <sup>2</sup> )	( <sup>2</sup> )	3	-	-	-	-	3	-
State and local government .....	497	7.54	7.31	6.69 - 8.38	-	-	-	7	3	11	10	19	12	13	11	9	1	3	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-	-
<b>Material Movement and Storage Workers</b> .....	9,786	10.84	10.28	8.43 - 11.62	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	4	1	5	7	8	10	4	5	16	16	3	6	2	( <sup>2</sup> )	( <sup>2</sup> )	3	9	-
Private industry .....	9,742	10.85	10.28	8.43 - 11.62	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	4	1	5	7	8	10	4	5	16	16	3	6	2	( <sup>2</sup> )	( <sup>2</sup> )	3	9	-
State and local government .....	44	10.32	10.56	9.59 - 11.62	-	-	-	-	-	-	2	2	5	9	2	2	7	25	45	-	-	-	-	-	-	-	-
Level 2 .....	7,482	11.17	10.35	8.95 - 11.74	-	-	-	-	4	1	1	2	6	11	5	5	19	20	4	7	2	( <sup>2</sup> )	( <sup>2</sup> )	4	7	-	
Private industry .....	7,445	11.17	10.35	8.85 - 11.75	-	-	-	-	4	1	1	2	6	11	5	6	19	20	4	7	2	( <sup>2</sup> )	( <sup>2</sup> )	4	7	-	
State and local government .....	37	10.54	-	-	-	-	-	-	-	3	3	3	8	-	3	-	27	54	-	-	-	-	-	-	-	-	
Forklift Operators .....	1,972	10.12	9.65	8.76 - 10.35	-	-	-	-	-	-	1	-	-	11	20	8	12	32	7	3	1	-	-	-	-	5	-
Private industry .....	1,972	10.12	9.65	8.76 - 10.35	-	-	-	-	-	-	1	-	-	11	20	8	12	32	7	3	1	-	-	-	-	5	-
Shipping/Receiving Clerks .....	1,546	10.73	10.40	8.85 - 12.45	-	-	-	-	-	-	-	( <sup>2</sup> )	5	14	8	4	8	16	12	12	18	2	1	-	-	-	-
Private industry .....	1,532	10.73	10.35	8.85 - 12.45	-	-	-	-	-	-	-	( <sup>2</sup> )	5	14	8	4	8	16	11	12	18	2	1	-	-	-	-
<b>Truckdrivers</b> .....	2,072	14.50	15.00	10.18 - 19.42	-	-	-	-	( <sup>2</sup> )	2	( <sup>2</sup> )	1	1	4	2	1	5	15	9	4	2	( <sup>2</sup> )	9	2	4	11	27
Private industry .....	2,039	14.59	15.00	10.18 - 19.42	-	-	-	-	-	2	( <sup>2</sup> )	1	1	4	2	1	5	15	9	4	2	( <sup>2</sup> )	9	2	4	11	27
State and local government .....	33	8.60	-	-	-	-	-	-	18	9	3	-	6	3	3	9	3	45	-	-	-	-	-	-	-	-	-
Light Truck .....	157	7.56	8.00	6.00 - 8.13	-	-	-	-	4	24	4	12	1	35	1	14	-	4	-	-	-	-	-	-	-	-	-
Medium Truck .....	1,092	12.88	11.30	10.00 - 16.31	-	-	-	-	-	-	-	-	1	2	3	-	10	27	16	7	3	-	4	3	7	( <sup>2</sup> )	16
Private industry .....	1,076	12.92	11.30	10.00 - 16.31	-	-	-	-	-	-	-	-	1	2	3	-	10	26	16	7	3	-	4	3	7	( <sup>2</sup> )	16
Tractor Trailer .....	823	17.97	18.08	17.00 - 19.97	-	-	-	-	-	-	-	-	-	-	-	( <sup>2</sup> )	-	2	2	1	1	( <sup>2</sup> )	17	1	1	28	46
Private industry .....	823	17.97	18.08	17.00 - 19.97	-	-	-	-	-	-	-	-	-	-	-	( <sup>2</sup> )	-	2	2	1	1	( <sup>2</sup> )	17	1	1	28	46

<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.

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, Nashville, TN, May 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 .....	5	6	1	9	10	1
In establishments providing paid holidays .....	95	94	99	91	90	99
Number of holidays:						
2 holidays .....	( <sup>1</sup> )	( <sup>1</sup> )	-	-	-	-
3 holidays .....	1	1	-	( <sup>1</sup> )	( <sup>1</sup> )	-
4 holidays .....	( <sup>1</sup> )	( <sup>1</sup> )	-	1	1	-
5 holidays .....	2	3	-	3	4	-
6 holidays .....	11	14	1	14	17	( <sup>1</sup> )
Plus 1 half day .....	1	1	-	1	2	-
7 holidays .....	6	8	( <sup>1</sup> )	9	11	( <sup>1</sup> )
Plus 1 half day .....	2	3	-	-	-	-
Plus 2 half days .....	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	( <sup>1</sup> )	-
8 holidays .....	17	22	1	9	10	7
9 holidays .....	10	13	2	13	15	3
Plus 1 half day .....	( <sup>1</sup> )	1	-	( <sup>1</sup> )	( <sup>1</sup> )	-
10 holidays .....	14	15	9	17	12	38
11 holidays .....	24	7	77	19	13	46
12 holidays .....	2	2	5	1	( <sup>1</sup> )	3
Plus 1 half day .....	( <sup>1</sup> )	( <sup>1</sup> )	-	-	-	-
13 holidays .....	1	1	-	2	2	-
14 holidays .....	2	1	4	3	3	1
15 holidays .....	1	1	-	-	-	-
16 holidays .....	( <sup>1</sup> )	-	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )
Total paid holiday time <sup>2</sup>						
2 days or more .....	95	94	99	91	90	99
3 days or more .....	95	93	99	91	90	99
4 days or more .....	94	92	99	91	90	99
5 days or more .....	94	92	99	90	88	99
6 days or more .....	91	89	99	87	84	99
7 days or more .....	80	75	98	72	66	99
8 days or more .....	72	64	98	63	55	99
9 days or more .....	55	41	97	54	45	92
10 days or more .....	44	28	95	41	30	89
11 days or more .....	30	13	86	24	19	50
12 days or more .....	6	5	9	5	5	4
13 days or more .....	4	4	5	4	5	1
14 days or more .....	3	3	5	3	3	1
15 days or more .....	1	1	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )
16 days or more .....	( <sup>1</sup> )	-	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )
Average number of paid holidays where provided (in days) .....	9.1	8.4	11.0	8.8	8.5	10.4

<sup>1</sup> Less than 0.5 percent.

<sup>2</sup> 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, Nashville, TN, May 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 .....	( <sup>1</sup> )	( <sup>1</sup> )	-	3	4	-
In establishments providing paid vacations .....	99	99	100	97	96	100
Length-of-time payment .....	99	99	100	97	96	100
Percentage payment .....	( <sup>1</sup> )	( <sup>1</sup> )	-	-	-	-
By vacation pay provisions for: <sup>2</sup>						
Six months of service:						
Under 1 week .....	1	1	-	1	1	-
1 week .....	42	54	4	24	26	14
Over 1 and under 2 weeks .....	1	1	4	2	( <sup>1</sup> )	9
2 weeks .....	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	( <sup>1</sup> )	-
4 weeks .....	( <sup>1</sup> )	( <sup>1</sup> )	-	-	-	-
1 year of service:						
Under 1 week .....	-	-	-	( <sup>1</sup> )	( <sup>1</sup> )	-
1 week .....	16	19	6	47	57	3
Over 1 and under 2 weeks .....	( <sup>1</sup> )	( <sup>1</sup> )	1	1	1	1
2 weeks .....	53	66	10	36	36	36
Over 2 and under 3 weeks .....	20	1	82	11	( <sup>1</sup> )	60
3 weeks .....	5	7	1	( <sup>1</sup> )	-	( <sup>1</sup> )
4 weeks .....	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	( <sup>1</sup> )	-
Over 4 and under 5 weeks .....	5	7	-	( <sup>1</sup> )	( <sup>1</sup> )	-
Over 5 and under 6 weeks .....	( <sup>1</sup> )	( <sup>1</sup> )	-	-	-	-
6 weeks .....	( <sup>1</sup> )	-	1	( <sup>1</sup> )	-	1
2 years of service:						
Under 1 week .....	-	-	-	( <sup>1</sup> )	( <sup>1</sup> )	-
1 week .....	6	8	( <sup>1</sup> )	30	36	( <sup>1</sup> )
Over 1 and under 2 weeks .....	2	2	1	1	1	1
2 weeks .....	59	72	15	53	56	39
Over 2 and under 3 weeks .....	22	3	82	13	3	60
3 weeks .....	5	7	1	( <sup>1</sup> )	-	( <sup>1</sup> )
4 weeks .....	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	( <sup>1</sup> )	-
Over 4 and under 5 weeks .....	5	7	-	( <sup>1</sup> )	( <sup>1</sup> )	-
Over 5 and under 6 weeks .....	( <sup>1</sup> )	( <sup>1</sup> )	-	-	-	-
6 weeks .....	( <sup>1</sup> )	-	1	( <sup>1</sup> )	-	1
3 years of service:						
Under 1 week .....	-	-	-	( <sup>1</sup> )	( <sup>1</sup> )	-
1 week .....	4	5	-	14	17	-
Over 1 and under 2 weeks .....	2	2	1	5	6	1
2 weeks .....	60	74	15	60	64	39
Over 2 and under 3 weeks .....	23	4	82	17	8	60
3 weeks .....	6	7	1	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )
4 weeks .....	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	( <sup>1</sup> )	-
Over 4 and under 5 weeks .....	5	7	-	( <sup>1</sup> )	( <sup>1</sup> )	-
Over 5 and under 6 weeks .....	( <sup>1</sup> )	( <sup>1</sup> )	-	-	-	-
6 weeks .....	( <sup>1</sup> )	-	1	( <sup>1</sup> )	-	1

See footnotes at end of table.

**Table B-2. Annual paid vacation provisions for full-time workers, Nashville, TN, May 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: <sup>2</sup>						
4 years of service:						
Under 1 week .....	-	-	-	( <sup>1</sup> )	( <sup>1</sup> )	-
1 week .....	4	5	-	12	14	-
Over 1 and under 2 weeks .....	2	2	1	5	6	1
2 weeks .....	60	74	15	61	65	39
Over 2 and under 3 weeks .....	23	5	82	18	9	60
3 weeks .....	6	7	1	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )
4 weeks .....	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	( <sup>1</sup> )	-
Over 4 and under 5 weeks .....	5	7	-	( <sup>1</sup> )	( <sup>1</sup> )	-
Over 5 and under 6 weeks .....	( <sup>1</sup> )	( <sup>1</sup> )	-	-	-	-
6 weeks .....	( <sup>1</sup> )	-	1	( <sup>1</sup> )	-	1
5 years of service:						
Under 1 week .....	-	-	-	( <sup>1</sup> )	( <sup>1</sup> )	-
1 week .....	( <sup>1</sup> )	( <sup>1</sup> )	-	2	2	-
Over 1 and under 2 weeks .....	( <sup>1</sup> )	( <sup>1</sup> )	-	-	-	-
2 weeks .....	24	29	9	39	41	29
Over 2 and under 3 weeks .....	11	14	4	20	22	13
3 weeks .....	34	42	8	25	27	14
Over 3 and under 4 weeks .....	19	1	78	10	3	43
4 weeks .....	5	7	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )
Over 4 and under 5 weeks .....	2	2	-	( <sup>1</sup> )	( <sup>1</sup> )	-
5 weeks .....	( <sup>1</sup> )	( <sup>1</sup> )	-	-	-	-
Over 5 and under 6 weeks .....	3	5	-	( <sup>1</sup> )	( <sup>1</sup> )	-
6 weeks .....	( <sup>1</sup> )	( <sup>1</sup> )	1	( <sup>1</sup> )	-	1
8 years of service:						
Under 1 week .....	-	-	-	( <sup>1</sup> )	( <sup>1</sup> )	-
1 week .....	( <sup>1</sup> )	( <sup>1</sup> )	-	2	2	-
Over 1 and under 2 weeks .....	( <sup>1</sup> )	( <sup>1</sup> )	-	-	-	-
2 weeks .....	15	20	2	23	27	2
Over 2 and under 3 weeks .....	7	9	2	6	7	3
3 weeks .....	46	55	16	53	54	44
Over 3 and under 4 weeks .....	20	2	79	12	4	50
4 weeks .....	5	7	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )
Over 4 and under 5 weeks .....	1	1	-	-	-	-
5 weeks .....	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	( <sup>1</sup> )	-
Over 5 and under 6 weeks .....	4	6	-	( <sup>1</sup> )	( <sup>1</sup> )	-
6 weeks .....	( <sup>1</sup> )	-	1	( <sup>1</sup> )	-	1
Over 6 and under 7 weeks .....	( <sup>1</sup> )	( <sup>1</sup> )	-	-	-	-

See footnotes at end of table.



**Table B-2. Annual paid vacation provisions for full-time workers, Nashville, TN, May 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: <sup>2</sup>						
10 years of service:						
Under 1 week .....	-	-	-	( <sup>1</sup> )	( <sup>1</sup> )	-
1 week .....	( <sup>1</sup> )	( <sup>1</sup> )	-	2	2	-
2 weeks .....	8	11	1	12	15	( <sup>1</sup> )
Over 2 and under 3 weeks .....	( <sup>1</sup> )	-	2	( <sup>1</sup> )	-	3
3 weeks .....	40	49	13	46	49	29
Over 3 and under 4 weeks .....	6	6	5	12	11	15
4 weeks .....	20	26	1	16	18	9
Over 4 and under 5 weeks .....	20	2	78	8	( <sup>1</sup> )	43
5 weeks .....	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	( <sup>1</sup> )	-
Over 5 and under 6 weeks .....	4	6	-	( <sup>1</sup> )	( <sup>1</sup> )	-
6 weeks .....	( <sup>1</sup> )	-	1	( <sup>1</sup> )	-	1
7 weeks .....	( <sup>1</sup> )	( <sup>1</sup> )	-	-	-	-
12 years of service:						
Under 1 week .....	-	-	-	( <sup>1</sup> )	( <sup>1</sup> )	-
1 week .....	( <sup>1</sup> )	( <sup>1</sup> )	-	2	2	-
2 weeks .....	7	10	1	12	14	( <sup>1</sup> )
Over 2 and under 3 weeks .....	( <sup>1</sup> )	-	2	( <sup>1</sup> )	-	3
3 weeks .....	37	47	6	41	49	3
Over 3 and under 4 weeks .....	9	8	11	16	11	35
4 weeks .....	21	27	1	17	19	9
Over 4 and under 5 weeks .....	20	2	79	9	( <sup>1</sup> )	50
5 weeks .....	( <sup>1</sup> )	( <sup>1</sup> )	-	( <sup>1</sup> )	( <sup>1</sup> )	-
6 weeks .....	4	6	-	( <sup>1</sup> )	( <sup>1</sup> )	-
Over 6 and under 7 weeks .....	( <sup>1</sup> )	-	1	( <sup>1</sup> )	-	1
Over 7 and under 8 weeks .....	( <sup>1</sup> )	( <sup>1</sup> )	-	-	-	-
15 years of service:						
Under 1 week .....	-	-	-	( <sup>1</sup> )	( <sup>1</sup> )	-
1 week .....	( <sup>1</sup> )	( <sup>1</sup> )	-	2	2	-
2 weeks .....	5	6	1	5	7	( <sup>1</sup> )
Over 2 and under 3 weeks .....	( <sup>1</sup> )	-	1	( <sup>1</sup> )	-	2
3 weeks .....	22	26	7	35	41	3
Over 3 and under 4 weeks .....	2	3	( <sup>1</sup> )	8	10	1
4 weeks .....	45	56	10	35	34	40
Over 4 and under 5 weeks .....	21	2	80	10	1	53
5 weeks .....	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )
6 weeks .....	( <sup>1</sup> )	( <sup>1</sup> )	-	-	-	-
Over 6 and under 7 weeks .....	4	6	-	( <sup>1</sup> )	( <sup>1</sup> )	-
7 weeks .....	( <sup>1</sup> )	-	1	( <sup>1</sup> )	-	1
8 weeks .....	( <sup>1</sup> )	( <sup>1</sup> )	-	-	-	-

See footnotes at end of table.

**Table B-2. Annual paid vacation provisions for full-time workers, Nashville, TN, May 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: <sup>2</sup>						
20 years of service:						
Under 1 week .....	-	-	-	( <sup>1</sup> )	( <sup>1</sup> )	-
1 week .....	( <sup>1</sup> )	( <sup>1</sup> )	-	2	2	-
2 weeks .....	5	6	1	5	7	( <sup>1</sup> )
Over 2 and under 3 weeks .....	( <sup>1</sup> )	-	( <sup>1</sup> )	( <sup>1</sup> )	-	1
3 weeks .....	14	16	6	17	20	2
Over 3 and under 4 weeks .....	( <sup>1</sup> )	-	1	( <sup>1</sup> )	-	1
4 weeks .....	51	66	2	54	64	10
Over 4 and under 5 weeks .....	3	2	7	3	( <sup>1</sup> )	17
5 weeks .....	4	4	7	7	2	27
Over 5 and under 6 weeks .....	( <sup>1</sup> )	1	-	1	1	-
6 weeks .....	( <sup>1</sup> )	( <sup>1</sup> )	-	-	-	-
Over 6 and under 7 weeks .....	4	6	-	( <sup>1</sup> )	( <sup>1</sup> )	-
7 weeks .....	( <sup>1</sup> )	-	1	( <sup>1</sup> )	-	1
Over 7 and under 8 weeks .....	18	-	75	7	-	42
8 weeks .....	( <sup>1</sup> )	( <sup>1</sup> )	-	-	-	-
25 years of service:						
Under 1 week .....	-	-	-	( <sup>1</sup> )	( <sup>1</sup> )	-
1 week .....	( <sup>1</sup> )	( <sup>1</sup> )	-	2	2	-
2 weeks .....	5	6	1	5	7	( <sup>1</sup> )
Over 2 and under 3 weeks .....	( <sup>1</sup> )	-	( <sup>1</sup> )	( <sup>1</sup> )	-	1
3 weeks .....	14	16	6	15	18	2
Over 3 and under 4 weeks .....	( <sup>1</sup> )	-	1	( <sup>1</sup> )	-	1
4 weeks .....	42	55	2	44	51	10
Over 4 and under 5 weeks .....	2	2	5	2	( <sup>1</sup> )	12
5 weeks .....	12	13	7	18	16	27
Over 5 and under 6 weeks .....	1	1	2	1	( <sup>1</sup> )	5
6 weeks .....	1	2	-	( <sup>1</sup> )	1	-
Over 6 and under 7 weeks .....	4	6	-	1	2	-
7 weeks .....	( <sup>1</sup> )	-	1	( <sup>1</sup> )	-	1
Over 7 and under 8 weeks .....	18	-	75	7	-	42
8 weeks .....	( <sup>1</sup> )	( <sup>1</sup> )	-	-	-	-
30 years of service:						
Under 1 week .....	-	-	-	( <sup>1</sup> )	( <sup>1</sup> )	-
1 week .....	( <sup>1</sup> )	( <sup>1</sup> )	-	2	2	-
2 weeks .....	5	6	1	5	7	( <sup>1</sup> )
Over 2 and under 3 weeks .....	( <sup>1</sup> )	-	( <sup>1</sup> )	( <sup>1</sup> )	-	1
3 weeks .....	14	16	6	15	18	2
4 weeks .....	42	54	3	44	51	11
Over 4 and under 5 weeks .....	2	2	5	2	( <sup>1</sup> )	12
5 weeks .....	12	14	7	18	16	27
Over 5 and under 6 weeks .....	1	1	2	1	( <sup>1</sup> )	5
6 weeks .....	1	2	-	( <sup>1</sup> )	1	-
Over 6 and under 7 weeks .....	4	6	-	1	2	-
7 weeks .....	( <sup>1</sup> )	-	1	( <sup>1</sup> )	-	1
Over 7 and under 8 weeks .....	18	-	75	7	-	42
8 weeks .....	( <sup>1</sup> )	( <sup>1</sup> )	-	-	-	-

See footnotes at end of table.

**Table B-2. Annual paid vacation provisions for full-time workers, Nashville, TN, May 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: <sup>2</sup>						
Maximum vacation available:						
Under 1 week .....	-	-	-	( <sup>1</sup> )	( <sup>1</sup> )	-
1 week .....	( <sup>1</sup> )	( <sup>1</sup> )	-	2	2	-
2 weeks .....	5	6	1	5	7	( <sup>1</sup> )
Over 2 and under 3 weeks .....	( <sup>1</sup> )	-	( <sup>1</sup> )	( <sup>1</sup> )	-	1
3 weeks .....	14	16	6	15	18	2
4 weeks .....	42	54	2	44	51	10
Over 4 and under 5 weeks .....	3	2	6	2	( <sup>1</sup> )	13
5 weeks .....	12	14	7	18	16	27
Over 5 and under 6 weeks .....	1	1	2	1	( <sup>1</sup> )	5
6 weeks .....	1	2	-	( <sup>1</sup> )	1	-
Over 6 and under 7 weeks .....	4	6	-	1	2	-
7 weeks .....	( <sup>1</sup> )	-	1	( <sup>1</sup> )	-	1
Over 7 and under 8 weeks .....	18	-	75	7	-	42
8 weeks .....	( <sup>1</sup> )	( <sup>1</sup> )	-	-	-	-

<sup>1</sup> Less than 0.5 percent.

<sup>2</sup> 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, Nashville, TN, May 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 <sup>1</sup> .....	99	99	100	99	98	100
Life insurance .....	97	96	99	94	92	99
Wholly employer financed .....	67	81	22	78	84	53
Accidental death and dismemberment insurance .....	87	86	91	84	82	92
Wholly employer financed .....	60	74	17	71	76	51
Sickness and accident insurance or sick leave or both .....	91	89	99	79	75	99
Sickness and accident insurance .....	38	49	2	47	55	11
Wholly employer financed .....	36	46	2	44	52	11
Sick leave (full pay, no waiting period) .....	73	65	99	47	36	99
Sick leave (partial pay or waiting period) .....	3	4	-	7	8	-
Long-term disability insurance .....	48	60	11	47	48	42
Wholly employer financed .....	40	49	11	39	38	42
Hospitalization, surgical, and medical insurance .....	94	93	99	84	80	99
Wholly employer financed .....	19	23	5	20	22	8
Health maintenance organizations .....	58	48	89	51	44	85
Wholly employer financed .....	10	12	2	15	18	6
Dental care .....	51	60	21	49	49	48
Wholly employer financed .....	17	20	6	24	25	20
Vision care .....	23	29	2	34	41	4
Wholly employer financed .....	7	8	2	13	15	4
Hearing care .....	5	6	1	14	17	1
Wholly employer financed .....	2	2	1	8	10	1
Alcohol and drug abuse treatment .....	88	84	99	86	83	99
Wholly employer financed .....	19	24	5	24	28	8
Retirement benefits <sup>2</sup> .....	88	85	99	83	79	99
Wholly employer financed .....	68	59	97	59	53	88
Defined benefit .....	75	68	98	67	60	97
Wholly employer financed .....	67	58	96	55	48	87
Defined contribution .....	65	61	79	48	47	52
Wholly employer financed .....	2	3	2	5	5	3

<sup>1</sup> 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.

<sup>2</sup> 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.

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 Nashville, TN 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 Nashville, TN Metropolitan Statistical Area (February 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 Nashville, TN Metropolitan Statistical Area. Collection for the survey was from April 1996 through June 1996 and reflects an average payroll reference month of May 1996. Data obtained for a payroll period prior to the end of May 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 20.5 percent of the sample establishments (representing 47,838 employees covered by the survey). An additional 5.3 percent of the sample establishments (representing 8,016 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 plans<sup>2</sup> 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.

<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.

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



**Appendix table 1. Establishments and workers within scope of survey and number studied, Nashville, TN<sup>1</sup>, May 1996**

Industry division <sup>2</sup>	Number of establishments		Workers in establishments				Studied <sup>4</sup>
	Within scope of survey <sup>3</sup>	Studied	Within scope of survey				
			Total <sup>4</sup>		Full-time white-collar workers	Full-time blue-collar workers	
			Number	Percent			
All divisions .....	1,301	153	369,611	100	135,907	165,541	137,939
Private industry .....	1,249	133	293,871	80	103,856	136,320	74,650
Goods producing .....	363	31	110,194	30	24,680	81,992	18,655
Manufacturing .....	286	22	103,067	28	23,101	78,218	17,643
Construction <sup>5</sup> .....	76	8	7,007	2	1,574	3,659	892
Service producing .....	886	102	183,677	50	79,176	54,328	55,995
Transportation, communication, electric, gas, and sanitary services <sup>6</sup> .....	93	15	21,119	6	6,490	12,939	8,238
Wholesale trade <sup>7</sup> .....	156	7	15,741	4	5,896	9,437	1,014
Retail trade <sup>7</sup> .....	200	14	51,790	14	17,994	12,848	9,131
Finance, insurance, and real estate <sup>7</sup> .....	85	12	18,913	5	11,909	4,261	4,601
Services <sup>7</sup> .....	352	54	76,114	21	36,887	14,843	33,011
State and local government .....	52	20	75,740	20	32,051	29,221	63,289

<sup>1</sup> The Nashville Metropolitan Statistical Area, as defined by the Office of Management and Budget through June 1994, consists of Cheatham, Davidson, Dickson, Robertson, Rutherford, Sumner, Williamson, and Wilson 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.

<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 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.

<sup>4</sup> Includes part-time, seasonal, temporary, and other workers excluded from separate white- and blue-collar categories.

<sup>5</sup> 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.

<sup>6</sup> 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.

<sup>7</sup> 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.

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

**Appendix table 2. Percent of workers covered by labor-management agreements, Nashville, TN, May 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 .....	2	3	-	-	-	18	20	-	-	9
None or Minority of workers covered .....	98	97	-	-	100	82	80	-	-	91

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