

Occupational Compensation Survey: Pay and Benefits

**Sacramento–Yolo, CA,
Consolidated Metropolitan Area,
March 1996**



U.S. Department of Labor
Bureau of Labor Statistics

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Preface

This bulletin provides results of a March 1996 survey of occupational pay and employee benefits in the Sacramento–Yolo, CA Consolidated 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: Office of Compensation Levels and Trends, 2 Massachusetts Avenue, NE, Room 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

Sacramento–Yolo, CA, Consolidated Metropolitan Area, March 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 Sacramento–Yolo, CA Consolidated Metropolitan Statistical Area (El Dorado, Placer, Sacramento, and Yolo 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, Sacramento-Yolo, CA, March 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	400 and under 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 - 2200	2200 - 2300	2300 - 2400	2400 and over		
PROFESSIONAL OCCUPATIONS																												
Accountants	2,082	40.0	\$882	\$854	\$756 - \$963	1	3	13	17	24	19	10	7	3	1	1	1	1	—	—	—	—	—	—	—	—	—	—
Private industry	564	39.9	886	828	735 - 962	3	7	12	20	24	13	5	4	5	(³)	2	3	2	—	—	—	—	—	—	—	—	—	—
Goods-producing industries	70	40.0	933	—	— - —	—	1	16	16	27	13	11	—	3	3	—	10	—	—	—	—	—	—	—	—	—	—	—
Manufacturing	69	40.0	938	—	— - —	—	—	16	16	28	13	12	—	3	3	—	10	—	—	—	—	—	—	—	—	—	—	—
Service-producing industries	494	39.9	880	827	735 - 962	3	7	12	21	23	13	4	5	6	—	2	2	2	—	—	—	—	—	—	—	—	—	—
State and local government	1,518	40.0	880	873	762 - 998	—	2	13	15	24	21	13	8	3	1	—	—	—	—	—	—	—	—	—	—	—	—	—
Level 1	72	39.8	586	—	— - —	8	36	56	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
State and local government	65	40.0	600	612	583 - 612	—	40	60	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Level 2	185	39.9	674	664	625 - 740	5	8	51	31	5	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Private industry	95	39.7	667	687	608 - 769	9	15	35	33	8	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Service-producing industries	79	39.7	661	—	— - —	11	16	29	35	8	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
State and local government	90	40.0	682	663	643 - 722	—	—	69	30	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Level 3	958	40.0	804	800	726 - 851	—	3	14	30	37	11	6	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Private industry	313	40.0	803	808	741 - 865	—	8	11	27	38	15	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Service-producing industries	284	40.0	798	807	735 - 863	—	8	12	26	36	16	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
State and local government	645	40.0	805	800	726 - 831	—	—	15	32	36	9	8	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Level 4	713	40.0	978	955	916 - 1,049	—	—	—	(³)	19	40	22	18	(³)	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Private industry	72	40.0	1,034	—	— - —	—	—	—	—	8	35	31	25	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Service-producing industries	58	40.0	1,036	—	— - —	—	—	—	—	9	33	28	31	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
State and local government	641	40.0	971	955	916 - 1,011	—	—	—	(³)	20	41	21	17	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Level 5	117	40.0	1,263	1,210	1,210 - 1,257	—	—	—	—	—	1	—	19	60	5	9	6	—	—	—	—	—	—	—	—	—	—	—
Private industry	55	40.0	1,328	—	— - —	—	—	—	—	—	—	—	11	53	4	20	13	—	—	—	—	—	—	—	—	—	—	—
State and local government	62	40.0	1,205	1,210	1,179 - 1,210	—	—	—	—	—	2	—	26	66	6	—	—	—	—	—	—	—	—	—	—	—	—	—
Attorneys	1,022	40.0	1,426	1,395	1,272 - 1,608	—	1	—	1	3	1	9	4	6	25	6	6	24	10	2	1	—	—	—	—	—	—	—
Private industry	130	39.8	1,383	1,441	1,058 - 1,577	—	—	—	—	9	—	16	—	1	23	25	1	13	1	2	8	—	—	—	—	—	—	—
State and local government	892	40.0	1,432	1,395	1,272 - 1,608	—	1	—	2	2	2	8	5	7	26	3	7	26	12	2	(³)	—	—	—	—	—	—	—
Level 2:																												
State and local government	25	40.0	905	893	850 - 934	—	—	—	16	44	20	4	16	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Level 3	196	40.0	1,227	1,130	1,075 - 1,424	—	—	—	—	2	5	41	8	4	16	17	—	8	1	—	—	—	—	—	—	—	—	—
State and local government	101	40.0	1,077	1,076	1,025 - 1,094	—	—	—	—	3	9	65	15	7	1	—	—	—	—	—	—	—	—	—	—	—	—	—
Level 4	370	39.9	1,397	1,395	1,308 - 1,395	—	—	—	—	—	—	—	7	15	60	1	7	1	5	1	3	—	—	—	—	—	—	—
State and local government	356	40.0	1,377	1,393	1,308 - 1,395	—	—	—	—	—	—	—	7	16	63	1	7	1	5	—	—	—	—	—	—	—	—	—
Level 5:																												
State and local government	322	40.0	1,610	1,608	1,608 - 1,608	—	—	—	—	—	—	—	—	—	2	7	12	69	11	—	(³)	—	—	—	—	—	—	—

See footnotes at end of table.

Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Sacramento-Yolo, CA, March 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		400 and under 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 - 2200	2200 - 2300	2300 - 2400	2400 and over	
Engineers	6,029	40.0	\$1,125	\$1,085	\$967 -	\$1,249	-	(³)	1	6	8	16	24	9	16	8	7	2	1	1	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)
Private industry	2,590	40.0	1,112	1,058	896 -	1,278	-	-	1	10	14	16	13	11	12	7	7	3	3	2	1	1	(³)	(³)	(³)	(³)	(³)	(³)
Goods-producing industries	2,021	40.0	1,117	1,072	920 -	1,275	-	-	1	8	13	18	14	12	13	7	6	3	3	1	1	(³)	(³)	-	-	(³)	(³)	
Manufacturing	1,975	40.0	1,114	1,062	918 -	1,280	-	-	1	8	13	19	15	12	11	7	6	3	3	1	1	(³)	(³)	-	-	(³)	(³)	
Service-producing industries	569	40.0	1,096	1,000	808 -	1,312	-	-	4	18	19	8	7	8	10	6	8	2	3	2	1	1	-	1	1	1	1	
State and local government	3,439	40.0	1,134	1,085	1,011 -	1,249	-	(³)	(³)	2	4	17	33	7	18	8	7	2	(³)	1	(³)	-	-	-	-	-	-	
Level 1	175	40.0	744	757	698 -	783	-	-	27	58	15	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry	158	40.0	750	762	731 -	790	-	-	20	63	17	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 2	578	40.0	837	835	796 -	886	-	1	(³)	30	47	22	(³)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry	424	40.0	848	851	797 -	903	-	-	(³)	25	48	27	(³)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government	154	40.0	808	804	796 -	835	-	3	1	46	44	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 3	943	40.0	985	988	920 -	1,028	-	-	-	1	14	50	25	5	5	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry	352	40.0	981	1,000	904 -	1,052	-	-	-	2	21	26	43	8	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries	92	40.0	954	932	896 -	1,025	-	-	-	7	24	36	27	7	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government	591	40.0	987	988	921 -	1,001	-	-	-	-	9	64	15	3	9	-	-	-	-	-	-	-	-	-	-	-	-	
Level 4	2,183	40.0	1,101	1,085	1,033 -	1,136	-	-	-	(³)	2	15	52	14	9	2	6	-	-	-	-	-	-	-	-	-	-	
Private industry	618	40.0	1,116	1,123	1,000 -	1,213	-	-	-	(³)	3	22	18	27	24	4	2	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries	505	40.0	1,099	1,111	982 -	1,212	-	-	-	(³)	4	24	19	26	25	3	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries	113	40.0	1,190	1,174	1,110 -	1,279	-	-	-	-	11	13	30	21	12	13	-	-	-	-	-	-	-	-	-	-	-	
State and local government	1,565	40.0	1,096	1,085	1,038 -	1,085	-	-	-	-	1	12	66	9	3	2	7	-	-	-	-	-	-	-	-	-	-	
Level 5	1,355	40.0	1,300	1,249	1,249 -	1,374	-	-	-	-	-	1	3	11	49	14	15	4	2	(³)	-	-	-	-	-	-	-	
Private industry	538	40.0	1,326	1,321	1,238 -	1,424	-	-	-	-	-	2	7	9	26	24	20	6	4	1	-	-	-	-	-	-	-	
Goods-producing industries	425	40.0	1,307	1,312	1,213 -	1,405	-	-	-	-	-	3	9	10	25	26	17	5	3	1	-	-	-	-	-	-	-	
Manufacturing	425	40.0	1,307	1,312	1,213 -	1,405	-	-	-	-	-	3	9	10	25	26	17	5	3	1	-	-	-	-	-	-	-	
Service-producing industries	113	40.0	1,394	1,392	1,250 -	1,486	-	-	-	-	-	-	-	7	28	17	28	8	9	3	-	-	-	-	-	-	-	
State and local government	817	40.0	1,282	1,249	1,249 -	1,249	-	-	-	-	-	-	1	12	64	7	12	3	(³)	-	-	-	-	-	-	-	-	
Level 6	418	40.0	1,499	1,376	1,372 -	1,622	-	-	-	-	-	-	-	-	1	51	11	10	11	10	4	1	-	1	1	-	-	
Private industry	181	40.0	1,632	1,616	1,504 -	1,716	-	-	-	-	-	-	-	-	2	5	17	22	25	15	7	3	-	2	2	-	-	
Level 7	92	40.0	1,670	1,512	1,512 -	1,771	-	-	-	-	-	-	-	-	-	-	16	42	3	14	8	8	1	-	-	4	3	
Scientists	1,894	40.0	1,006	1,005	895 -	1,127	2	2	4	7	10	22	24	15	6	6	1	1	1	(³)	(³)	(³)	-	-	-	-	-	
Private industry	437	40.0	923	905	712 -	1,114	10	4	11	10	15	16	8	10	4	5	2	2	2	(³)	(³)	1	-	-	-	-	-	
Goods-producing industries	224	40.0	1,040	991	864 -	1,152	-	1	3	4	19	22	15	15	7	4	4	(³)	2	1	(³)	1	-	-	-	-	-	
Manufacturing	224	40.0	1,040	991	864 -	1,152	-	1	3	4	19	22	15	15	7	4	4	(³)	2	1	(³)	1	-	-	-	-	-	
Level 1	59	40.0	664	-	- -	-	10	29	24	17	20	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 2	204	40.0	679	721	599 -	759	19	6	18	47	8	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 3	553	40.0	925	957	879 -	979	-	1	4	4	22	58	12	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry	101	40.0	846	865	712 -	948	-	3	21	18	18	27	9	5	-	-	-	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Sacramento-Yolo, CA, March 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	400 and under 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 - 2200	2200 - 2300	2300 - 2400	2400 and over		
Level 4	684	40.0	\$1,049	\$1,049	\$1,025 – \$1,127	–	–	(³)	1	6	11	54	25	(³)	1	–	–	–	–	–	–	–	–	–	–	–	–	
Private industry	94	40.0	1,015	1,013	923 – 1,127	–	–	3	10	11	20	22	23	1	10	–	–	–	–	–	–	–	–	–	–	–	–	
Level 5	311	40.0	1,250	1,249	1,181 – 1,316	–	–	–	–	(³)	1	7	31	35	23	1	2	1	–	–	–	–	–	–	–	–	–	
Scientists, Physical/Biological	1,762	40.0	1,006	1,008	895 – 1,127	3	2	4	7	9	22	24	14	6	6	1	1	1	(³)	(³)	(³)	–	–	–	–	–	–	
Private industry	305	40.0	890	811	654 – 1,114	15	6	14	12	11	11	4	8	4	5	2	2	3	1	(³)	1	–	–	–	–	–	–	
Level 1	52	40.0	647	–	– – –	12	33	25	13	17	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
Level 2	180	40.0	656	707	543 – 753	22	7	19	51	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
Level 3	532	40.0	921	957	876 – 979	–	1	4	4	22	59	10	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
Private industry	80	40.0	798	799	689 – 904	–	4	26	22	21	26	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
Level 4	649	40.0	1,049	1,049	1,028 – 1,127	–	–	(³)	1	5	11	55	25	–	1	–	–	–	–	–	–	–	–	–	–	–	–	
ADMINISTRATIVE OCCUPATIONS																												
Budget Analysts:																												
State and local government	303	40.0	927	955	873 – 955	(³)	1	5	6	15	57	7	8	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Level 2:																												
State and local government	17	40.0	668	658	658 – 658	–	12	71	18	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Level 3	240	40.0	922	955	881 – 955	–	–	1	7	18	71	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
State and local government	240	40.0	922	955	881 – 955	–	–	1	7	18	71	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
Level 4	44	40.0	1,076	1,102	1,053 – 1,102	–	–	–	–	2	7	30	55	7	–	–	–	–	–	–	–	–	–	–	–	–	–	
State and local government	44	40.0	1,076	1,102	1,053 – 1,102	–	–	–	–	2	7	30	55	7	–	–	–	–	–	–	–	–	–	–	–	–	–	
Buyer/Contracting Specialists:																												
Private industry	231	40.0	738	673	625 – 853	2	16	41	12	7	13	4	3	(³)	(³)	(³)	–	–	–	–	–	–	–	–	–	–	–	–
Goods-producing industries	182	40.0	774	688	658 – 900	–	5	47	12	8	17	5	3	1	1	1	–	–	–	–	–	–	–	–	–	–	–	–
Manufacturing	172	40.0	767	688	655 – 887	–	5	50	13	9	12	6	3	1	1	1	–	–	–	–	–	–	–	–	–	–	–	
State and local government	136	40.0	981	1,021	833 – 1,099	–	1	8	13	8	4	49	1	16	–	–	–	–	–	–	–	–	–	–	–	–	–	
Level 2	140	40.0	670	670	628 – 688	–	12	66	18	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
Private industry	123	40.0	668	670	625 – 688	–	14	69	13	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
Goods-producing industries	95	40.0	671	670	644 – 688	–	4	80	13	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
Manufacturing	95	40.0	671	670	644 – 688	–	4	80	13	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
State and local government	17	40.0	691	706	658 – 714	–	–	47	53	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
Level 3	140	40.0	949	988	858 – 1,021	–	–	–	14	15	24	46	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
Private industry	58	40.0	889	–	– – –	–	–	–	19	21	52	9	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
Goods-producing industries	57	40.0	891	–	– – –	–	–	–	18	21	53	9	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
State and local government	82	40.0	991	1,021	996 – 1,021	–	–	–	11	11	5	73	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	

See footnotes at end of table.

Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Sacramento-Yolo, CA, March 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	400 and under 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 - 2200	2200 - 2300	2300 - 2400	2400 and over	
Computer Programmers	435	40.0	\$831	\$762	\$672 - \$972	-	14	21	22	14	4	3	10	7	5	-	-	-	-	-	-	-	-	-	-	-	-
Private industry	145	40.0	671	672	577 - 752	-	32	35	25	4	2	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries	116	40.0	654	619	565 - 692	-	38	42	14	3	2	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government	290	40.0	912	831	726 - 1,126	-	4	14	20	19	6	5	15	10	7	-	-	-	-	-	-	-	-	-	-	-	
Level 2	148	40.0	642	619	577 - 673	-	39	43	14	1	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry	114	40.0	639	619	565 - 692	-	40	39	18	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries	89	40.0	610	608	565 - 672	-	49	48	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 3	215	40.0	846	800	726 - 905	-	-	14	33	27	6	6	15	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government	189	40.0	859	831	726 - 972	-	-	13	29	29	6	6	17	-	-	-	-	-	-	-	-	-	-	-	-	-	
Computer Systems Analysts	4,507	40.0	971	1,003	875 - 1,024	-	-	3	7	16	17	45	6	3	2	(³)	(³)	(³)	(³)	-	-	-	-	-	-	-	
Private industry	908	40.0	972	959	822 - 1,096	-	-	3	17	18	21	17	12	6	3	2	(³)	(³)	(³)	-	-	-	-	-	-	-	
Service-producing industries	705	40.0	945	931	804 - 1,056	-	-	4	21	18	21	18	10	5	2	1	-	-	(³)	-	-	-	-	-	-	-	
State and local government	3,599	40.0	971	1,003	916 - 1,003	-	-	3	5	16	16	52	5	2	1	-	-	-	-	-	-	-	-	-	-	-	
Level 1	664	40.0	813	773	726 - 831	-	-	18	39	26	6	2	10	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry	158	40.0	763	738	713 - 809	-	-	16	51	29	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries	122	40.0	741	727	713 - 776	-	-	20	62	15	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government	506	40.0	828	790	726 - 843	-	-	18	35	25	6	3	13	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level 2	2,783	40.0	960	1,003	916 - 1,003	-	-	(³)	3	20	24	50	1	2	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry	379	40.0	891	894	816 - 958	-	-	(³)	20	31	39	8	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries	67	40.0	961	-	- - -	-	-	-	4	10	57	24	4	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing	67	40.0	961	-	- - -	-	-	-	4	10	57	24	4	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries	312	40.0	876	864	812 - 942	-	-	(³)	23	35	35	5	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government	2,404	40.0	971	1,003	916 - 1,003	-	-	(³)	(³)	18	21	56	1	3	-	-	-	-	-	-	-	-	-	-	-	-	
Level 3	841	40.0	1,071	1,049	1,049 - 1,071	-	-	-	-	1	8	72	11	3	6	-	-	-	-	-	-	-	-	-	-	-	
Private industry	241	40.0	1,086	1,077	1,021 - 1,140	-	-	-	-	(³)	13	42	36	8	1	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries	175	40.0	1,065	1,056	1,019 - 1,132	-	-	-	-	1	15	49	33	1	1	-	-	-	-	-	-	-	-	-	-	-	
State and local government	600	40.0	1,064	1,049	1,049 - 1,049	-	-	-	-	1	6	84	(³)	1	7	-	-	-	-	-	-	-	-	-	-	-	
Level 4	215	40.0	1,200	1,153	1,153 - 1,257	-	-	-	-	-	3	13	46	18	13	7	(³)	(³)	-	-	-	-	-	-	-	-	
Private industry	126	40.0	1,240	1,242	1,140 - 1,332	-	-	-	-	-	5	19	11	29	21	13	1	1	-	-	-	-	-	-	-	-	
Computer Systems Analyst Supervisors/Managers	283	40.0	1,205	1,157	1,102 - 1,213	-	-	-	-	(³)	3	12	40	25	3	12	4	(³)	(³)	-	(³)	-	-	-	-	-	
Private industry	52	40.0	1,150	-	- - -	-	-	-	-	-	17	37	21	13	2	4	-	2	2	-	2	-	-	-	-	-	
State and local government	231	40.0	1,218	1,192	1,102 - 1,213	-	-	-	-	(³)	-	6	44	27	3	14	5	-	-	-	-	-	-	-	-	-	
Level 1	162	40.0	1,173	1,102	1,102 - 1,213	-	-	-	-	1	6	15	52	3	2	20	-	-	-	-	-	-	-	-	-	-	
State and local government	134	40.0	1,199	1,102	1,102 - 1,373	-	-	-	-	1	-	9	60	3	3	25	-	-	-	-	-	-	-	-	-	-	
Level 2	116	40.0	1,235	1,210	1,179 - 1,210	-	-	-	-	-	-	7	23	56	1	2	10	1	-	-	-	-	-	-	-	-	
State and local government	94	40.0	1,239	1,210	1,210 - 1,210	-	-	-	-	-	-	2	22	63	-	-	13	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Sacramento-Yolo, CA, March 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		400 and under 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 - 2200	2200 - 2300	2300 - 2400	2400 and over	
Personnel Specialists	1,155	40.0	\$903	\$955	\$800	—	\$955	1	2	9	12	18	37	12	6	2	1	(³)	(³)	—	—	—	—	—	—	—	—	—
Private industry	392	39.9	865	840	703	—	1,002	4	7	13	16	19	11	20	5	3	2	(³)	(³)	—	—	—	—	—	—	—	—	—
Goods-producing industries	123	40.0	997	1,048	896	—	1,096	—	2	12	5	7	15	37	10	7	4	1	1	—	—	—	—	—	—	—	—	—
Manufacturing	118	40.0	997	1,048	861	—	1,096	—	2	13	5	7	15	35	10	8	4	1	1	—	—	—	—	—	—	—	—	—
Service-producing industries	269	39.9	805	802	656	—	904	6	9	13	22	25	9	12	3	1	1	—	—	—	—	—	—	—	—	—	—	—
State and local government	763	40.0	923	955	849	—	955	—	(³)	7	10	17	50	7	7	1	(³)	(³)	—	—	—	—	—	—	—	—	—	—
Level 2	154	40.0	652	660	600	—	703	6	14	46	32	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Private industry	81	40.0	618	627	575	—	701	12	27	35	25	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Service-producing industries	66	40.0	613	—	—	—	—	15	32	23	29	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
State and local government	73	40.0	691	691	658	—	726	—	—	59	40	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Level 3	720	40.0	903	955	831	—	955	—	(³)	3	13	22	53	7	(³)	—	—	—	—	—	—	—	—	—	—	—	—	—
Private industry	141	39.8	819	802	770	—	868	—	2	13	30	30	14	8	1	—	—	—	—	—	—	—	—	—	—	—	—	—
Service-producing industries	119	39.8	808	799	752	—	856	—	3	15	33	30	12	6	2	—	—	—	—	—	—	—	—	—	—	—	—	—
State and local government	579	40.0	924	955	873	—	955	—	—	1	8	21	63	7	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Level 4	225	40.0	1,031	1,048	945	—	1,102	—	—	—	1	18	15	32	30	3	1	—	—	—	—	—	—	—	—	—	—	—
Private industry	133	40.0	1,018	1,002	920	—	1,080	—	—	—	1	23	15	44	12	5	2	—	—	—	—	—	—	—	—	—	—	—
Goods-producing industries	73	40.0	1,068	—	—	—	—	—	—	—	1	1	16	58	16	4	3	—	—	—	—	—	—	—	—	—	—	—
Manufacturing	68	40.0	1,073	—	—	—	—	—	—	—	1	1	18	54	18	4	3	—	—	—	—	—	—	—	—	—	—	—
Service-producing industries	60	40.0	958	—	—	—	—	—	—	—	—	48	13	27	7	5	—	—	—	—	—	—	—	—	—	—	—	—
State and local government	92	40.0	1,049	1,102	955	—	1,138	—	—	—	1	11	15	16	57	—	—	—	—	—	—	—	—	—	—	—	—	—
Personnel Supervisors/Managers	82	40.0	1,340	1,339	1,175	—	1,407	—	—	—	—	—	1	15	13	18	13	21	5	6	1	5	—	—	—	—	1	—
State and local government	47	40.0	1,333	1,339	1,179	—	1,407	—	—	—	—	—	2	2	23	15	19	28	2	—	—	9	—	—	—	—	—	—
Level 2	56	40.0	1,280	—	—	—	—	—	—	—	—	—	—	16	18	20	11	29	5	2	—	—	—	—	—	—	—	—
State and local government	31	40.0	1,282	1,339	1,155	—	1,407	—	—	—	—	—	—	3	32	13	13	39	—	—	—	—	—	—	—	—	—	—
Level 3:																												
State and local government	14	40.0	1,478	—	—	—	—	—	—	—	—	—	—	—	21	36	7	7	—	—	29	—	—	—	—	—	—	—
Director of Personnel	55	40.0	1,397	—	—	—	—	—	—	—	—	—	2	20	15	2	7	9	15	22	—	9	—	—	—	—	—	—
State and local government	9	40.0	1,579	—	—	—	—	—	—	—	—	—	—	—	33	11	—	—	—	—	—	56	—	—	—	—	—	—
Level 3:																												
State and local government	6	40.0	1,774	—	—	—	—	—	—	—	—	—	—	—	—	17	—	—	—	—	—	83	—	—	—	—	—	—

See footnotes at end of table.

Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Sacramento-Yolo, CA, March 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		400 and under 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 - 2200	2200 - 2300	2300 - 2400	2400 and over
Tax Collectors:																											
Level 1	9	40.0	\$568	—	—	—	—	—	89	11	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
State and local government	9	40.0	568	—	—	—	—	—	89	11	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Level 2	87	40.0	611	\$614	\$587	—	\$631	—	43	57	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
State and local government	87	40.0	611	614	587	—	631	—	43	57	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Level 3	454	40.0	767	762	726	—	831	—	—	20	38	42	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
State and local government	454	40.0	767	762	726	—	831	—	—	20	38	42	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—

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.

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, Sacramento-Yolo, CA, March 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 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1050	1050 - 1100	1100 - 1150	1150 - 1200	1200 - 1250	
TECHNICAL OCCUPATIONS																											
Computer Operators	667	40.0	\$597	\$601	\$522 - \$629	1	3	3	3	4	4	19	13	28	4	7	6	2	1	3	-	-	-	-	-	-	-
Private industry	310	40.0	539	522	469 - 583	1	7	6	6	7	4	33	15	8	2	5	5	1	-	1	-	-	-	-	-	-	
Service-producing industries	291	40.0	538	522	468 - 583	1	7	6	6	7	4	34	13	8	2	5	5	1	-	1	-	-	-	-	-	-	
State and local government	357	40.0	648	629	601 - 693	-	-	-	(³)	1	3	7	12	46	6	8	7	3	2	4	-	-	-	-	-	-	-
Level 2	155	40.0	499	504	459 - 525	-	4	8	8	13	10	44	6	5	1	-	-	-	-	-	-	-	-	-	-	-	
Private industry	125	40.0	490	504	447 - 522	-	5	10	10	14	6	44	7	2	1	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries	122	40.0	491	504	455 - 522	-	4	10	11	14	6	45	7	2	1	-	-	-	-	-	-	-	-	-	-	-	
State and local government	30	40.0	535	533	492 - 549	-	-	-	-	10	27	43	3	13	3	-	-	-	-	-	-	-	-	-	-	-	
Level 3	336	40.0	604	623	565 - 629	-	-	-	-	1	2	17	20	50	2	7	2	-	-	-	-	-	-	-	-	-	
Private industry	102	40.0	577	553	525 - 600	-	-	-	-	2	4	42	26	12	2	6	6	-	-	-	-	-	-	-	-	-	
Service-producing industries	96	40.0	576	550	520 - 598	-	-	-	-	1	4	45	25	11	2	5	6	-	-	-	-	-	-	-	-	-	
State and local government	234	40.0	615	629	600 - 629	-	-	-	-	(³)	1	6	18	66	2	7	-	-	-	-	-	-	-	-	-	-	
Level 4	106	40.0	711	714	660 - 756	-	-	-	-	-	-	1	8	13	19	21	26	6	4	2	-	-	-	-	-	-	
State and local government	59	40.0	732	728	693 - 756	-	-	-	-	-	-	-	-	7	29	19	32	7	7	-	-	-	-	-	-	-	
Drafters	395	40.0	724	742	610 - 828	-	-	2	(³)	(³)	6	10	4	9	5	15	8	21	12	6	-	-	-	-	-	-	
Private industry	145	40.0	601	583	530 - 703	-	-	5	-	1	15	26	6	17	1	25	2	1	-	2	-	-	-	-	-	-	
Goods-producing industries	114	40.0	601	538	481 - 731	-	-	6	-	-	19	25	6	8	1	28	3	1	-	3	-	-	-	-	-	-	
State and local government	250	40.0	795	818	742 - 897	-	-	(³)	(³)	-	(³)	2	3	4	8	10	12	33	20	8	-	-	-	-	-	-	
Level 2	86	40.0	558	530	481 - 649	-	-	8	-	1	27	20	9	12	22	-	1	-	-	-	-	-	-	-	-	-	
Level 3	208	40.0	729	751	635 - 818	-	-	-	-	-	-	12	4	11	1	19	14	39	-	-	-	-	-	-	-	-	
Private industry	73	40.0	611	-	-	-	-	-	-	-	-	33	12	32	1	19	3	-	-	-	-	-	-	-	-	-	
Goods-producing industries	50	40.0	604	-	-	-	-	-	-	-	-	44	14	16	2	20	4	-	-	-	-	-	-	-	-	-	
State and local government	135	40.0	793	818	751 - 828	-	-	-	-	-	-	-	-	-	1	19	20	61	-	-	-	-	-	-	-	-	
Level 4	99	40.0	862	897	750 - 897	-	-	-	-	-	-	-	-	2	-	22	2	1	49	23	-	-	-	-	-	-	
Engineering Technicians	643	40.0	782	751	610 - 952	-	-	-	2	2	3	6	11	8	12	6	7	5	9	3	8	1	5	1	12	(³)	
Private industry	420	40.0	660	650	577 - 750	-	-	-	2	4	4	10	16	12	18	9	10	7	4	1	1	(³)	(³)	-	(³)	(³)	
Goods-producing industries	363	40.0	665	661	550 - 758	-	-	-	3	4	5	11	13	11	14	10	12	9	4	1	1	(³)	(³)	-	1	(³)	
Manufacturing	363	40.0	665	661	550 - 758	-	-	-	3	4	5	11	13	11	14	10	12	9	4	1	1	(³)	(³)	-	1	(³)	
Level 3	170	40.0	634	597	556 - 660	-	-	-	-	-	5	14	35	8	19	3	-	2	14	-	-	-	-	-	-	-	
Private industry	137	40.0	586	577	550 - 629	-	-	-	-	-	6	18	43	9	24	-	-	-	-	-	-	-	-	-	-	-	
Level 4	233	40.0	776	758	692 - 858	-	-	-	-	-	-	-	1	11	18	15	18	12	9	-	17	-	-	-	-	-	
Private industry	174	40.0	725	729	673 - 782	-	-	-	-	-	-	-	1	14	24	20	24	16	1	-	-	-	-	-	-	-	
Goods-producing industries	170	40.0	728	729	673 - 784	-	-	-	-	-	-	-	-	14	24	20	25	16	1	-	-	-	-	-	-	-	
Manufacturing	170	40.0	728	729	673 - 784	-	-	-	-	-	-	-	-	14	24	20	25	16	1	-	-	-	-	-	-	-	

See footnotes at end of table.

Table A-2. All establishments: Weekly hours and pay of technical and protective service occupations, Sacramento-Yolo, CA, March 1996 — Continued

Occupation and level	Number of workers	Average weekly hours* (standard)	Weekly pay (in dollars) ²			Percent of workers receiving straight-time weekly pay (in dollars) of—																					
			Mean	Median	Middle range	350 and under 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1050	1050 - 1100	1100 - 1150	1150 - 1200	1200 - 1250	
Engineering Technicians, Civil	595	40.0	\$780	\$779	\$647 - \$858	1	-	(³)	(³)	2	1	5	6	11	6	15	5	5	21	2	2	18	-	-	-	-	
State and local government	464	40.0	815	855	709 - 946	-	-	(³)	(³)	1	1	4	4	11	2	15	3	6	26	3	2	23	-	-	-	-	
Level 2	62	40.0	567	-	- - -	-	-	-	-	6	5	27	31	24	6	-	-	-	-	-	-	-	-	-	-	-	
State and local government	38	40.0	566	586	523 - 620	-	-	-	-	11	8	29	3	39	11	-	-	-	-	-	-	-	-	-	-	-	
Level 3	131	40.0	649	659	587 - 719	-	-	-	-	-	-	11	15	21	20	31	3	-	-	-	-	-	-	-	-	-	
State and local government	89	40.0	650	644	584 - 719	-	-	-	-	-	-	10	21	24	2	38	4	-	-	-	-	-	-	-	-	-	
Level 4	211	40.0	799	826	744 - 858	-	-	-	-	-	-	-	-	9	2	19	10	11	46	2	-	-	-	-	-	-	
State and local government	164	40.0	812	855	749 - 858	-	-	-	-	-	-	-	-	7	1	18	3	13	55	2	-	-	-	-	-	-	
Level 5: State and local government	170	40.0	966	1,033	857 - 1,033	-	-	-	-	-	-	-	-	2	-	4	2	3	16	6	5	62	-	-	-	-	
PROTECTIVE SERVICE OCCUPATIONS																											
Corrections Officers	1,272	40.0	829	885	885 - 885	-	-	-	(³)	(³)	(³)	10	3	2	-	1	(³)	1	82	-	-	-	-	-	-	-	
State and local government	1,272	40.0	829	885	885 - 885	-	-	-	(³)	(³)	(³)	10	3	2	-	1	(³)	1	82	-	-	-	-	-	-	-	
Firefighters	176	52.9	691	645	645 - 777	-	-	-	-	-	-	-	8	49	4	-	39	-	-	-	-	-	-	-	-	-	
State and local government	176	52.9	691	645	645 - 777	-	-	-	-	-	-	-	8	49	4	-	39	-	-	-	-	-	-	-	-	-	
Police Officers	2,163	40.2	826	884	759 - 885	-	-	-	-	-	(³)	1	(³)	5	10	6	12	15	32	10	9	-	-	-	-	-	
State and local government	2,163	40.2	826	884	759 - 885	-	-	-	-	-	(³)	1	(³)	5	10	6	12	15	32	10	9	-	-	-	-	-	
Level 1	2,153	40.2	825	884	759 - 885	-	-	-	-	-	(³)	1	(³)	5	10	6	12	15	32	10	9	-	-	-	-	-	
State and local government	2,153	40.2	825	884	759 - 885	-	-	-	-	-	(³)	1	(³)	5	10	6	12	15	32	10	9	-	-	-	-	-	
Level 2	10	40.0	925	-	- - -	-	-	-	-	-	-	-	-	-	-	-	-	-	-	100	-	-	-	-	-	-	
State and local government	10	40.0	925	-	- - -	-	-	-	-	-	-	-	-	-	-	-	-	-	-	100	-	-	-	-	-	-	

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.

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, Sacramento-Yolo, CA, March 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 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	
Clerks, Accounting	4,642	40.0	\$498	\$513	\$444	—	\$572	—	—	(³)	—	3	3	3	1	5	10	16	27	31	1	(³)	—	—	—	—	—	—
Private industry	1,359	39.9	430	432	366	—	483	—	—	1	—	11	9	10	4	12	15	19	12	6	1	(³)	—	—	—	—	—	—
Goods-producing industries:																												
Manufacturing	201	39.8	487	504	427	—	545	—	—	—	—	—	3	4	4	12	14	10	29	18	4	(³)	—	—	—	—	—	—
Service-producing industries	1,103	39.9	421	429	358	—	471	—	—	1	—	13	8	10	5	12	16	22	9	4	1	—	—	—	—	—	—	—
State and local government	3,283	40.0	527	526	496	—	572	—	—	—	—	—	(³)	(³)	(³)	3	8	14	33	41	1	(³)	—	—	—	—	—	—
Level 2	1,961	40.0	455	465	421	—	513	—	—	—	—	7	4	6	2	10	15	18	39	(³)	—	—	—	—	—	—	—	—
Private industry	646	40.0	391	386	340	—	434	—	—	—	—	20	11	17	5	19	10	10	7	1	—	—	—	—	—	—	—	—
Goods-producing industries	120	40.0	410	400	355	—	462	—	—	—	—	—	24	25	—	18	4	7	22	—	—	—	—	—	—	—	—	—
Manufacturing	76	40.0	440	—	—	—	—	—	—	—	—	—	9	11	—	29	7	11	34	—	—	—	—	—	—	—	—	—
Service-producing industries	526	40.0	386	384	328	—	434	—	—	—	—	25	9	15	6	19	11	11	4	1	—	—	—	—	—	—	—	—
State and local government	1,315	40.0	487	513	465	—	513	—	—	—	—	—	—	—	(³)	5	18	22	54	(³)	—	—	—	—	—	—	—	—
Level 3	2,487	40.0	530	567	494	—	572	—	—	—	—	(³)	2	1	1	2	6	14	18	54	2	(³)	—	—	—	—	—	—
Private industry	600	39.9	457	450	427	—	497	—	—	—	—	2	7	5	4	6	23	30	14	8	1	(³)	—	—	—	—	—	—
Goods-producing industries	98	39.6	505	505	427	—	577	—	—	—	—	—	—	—	9	2	22	9	22	30	4	1	—	—	—	—	—	—
Manufacturing	92	39.6	502	504	427	—	584	—	—	—	—	—	—	—	10	2	24	10	17	32	4	1	—	—	—	—	—	—
Service-producing industries	502	39.9	448	450	420	—	486	—	—	—	—	2	8	6	3	7	23	34	12	4	1	—	—	—	—	—	—	—
State and local government	1,887	40.0	553	572	546	—	572	—	—	—	—	—	(³)	(³)	—	1	1	9	19	68	2	—	—	—	—	—	—	—
Level 4	173	39.8	550	577	533	—	590	—	—	—	—	—	—	—	1	1	6	13	24	47	7	1	—	—	—	—	—	—
Private industry	93	39.6	551	546	533	—	595	—	—	—	—	—	—	—	—	—	1	16	39	31	13	—	—	—	—	—	—	—
Service-producing industries	56	39.4	552	—	—	—	—	—	—	—	—	—	—	—	—	—	—	23	25	38	14	—	—	—	—	—	—	—
State and local government	80	40.0	550	590	482	—	590	—	—	—	—	—	—	—	2	1	13	9	6	66	—	2	—	—	—	—	—	—
Clerks, General	9,669	40.0	479	493	426	—	539	(³)	—	(³)	1	2	2	2	4	8	14	35	10	19	1	(³)	(³)	—	—	—	—	—
Private industry	1,444	39.8	398	393	338	—	442	1	—	1	4	14	10	12	10	17	10	12	6	2	1	(³)	(³)	—	—	—	—	—
Goods-producing industries	185	40.0	432	420	388	—	480	—	—	—	—	—	—	15	3	12	23	10	21	13	2	—	—	—	—	—	—	—
Manufacturing	161	40.0	447	439	407	—	490	—	—	—	—	—	2	3	14	26	12	24	15	2	2	—	—	—	—	—	—	—
Service-producing industries	1,259	39.7	393	387	329	—	439	1	—	2	4	17	9	13	10	16	10	11	5	2	1	(³)	(³)	—	—	—	—	—
State and local government	8,225	40.0	493	493	448	—	546	—	—	—	(³)	(³)	1	1	4	7	15	39	10	23	1	—	—	—	—	—	—	—
Level 2	575	39.8	369	370	320	—	401	—	—	—	4	8	19	9	13	14	16	8	7	1	1	—	—	—	—	—	—	—
Private industry	301	39.5	336	320	311	—	354	—	—	7	14	37	16	14	2	5	1	2	2	2	—	—	—	—	—	—	—	—
Service-producing industries	266	39.5	335	320	309	—	354	—	—	8	16	42	8	14	(³)	6	1	2	2	2	—	—	—	—	—	—	—	—
State and local government	274	40.0	406	401	382	—	434	—	—	—	1	—	2	12	28	28	16	12	—	—	—	—	—	—	—	—	—	—
Level 3	4,914	40.0	452	465	426	—	493	—	—	—	—	2	2	2	6	12	24	49	3	(³)	—	—	—	—	—	—	—	—
Private industry	725	39.8	396	400	354	—	424	—	—	—	—	13	9	13	14	28	13	5	3	2	—	—	—	—	—	—	—	—
Goods-producing industries	72	40.0	407	—	—	—	—	—	—	—	—	—	1	3	24	54	17	1	—	—	—	—	—	—	—	—	—	—
Manufacturing	72	40.0	407	—	—	—	—	—	—	—	—	—	—	1	3	24	54	17	1	—	—	—	—	—	—	—	—	—
Service-producing industries	653	39.8	395	394	351	—	424	—	—	—	—	15	10	14	13	25	12	5	3	2	—	—	—	—	—	—	—	—
State and local government	4,189	40.0	461	476	426	—	493	—	—	—	—	(³)	(³)	1	5	9	25	57	3	(³)	—	—	—	—	—	—	—	—
Level 4	4,096	40.0	530	546	494	—	572	—	—	—	—	—	1	1	1	3	4	23	19	45	3	(³)	(³)	—	—	—	—	—
Private industry	392	39.9	460	463	407	—	497	—	—	—	—	—	6	10	8	7	12	34	16	1	5	1	1	—	—	—	—	—
Service-producing industries	314	39.9	451	450	388	—	488	—	—	—	—	—	8	12	10	8	12	31	13	—	5	1	1	—	—	—	—	—
State and local government	3,704	40.0	537	564	494	—	572	—	—	—	—	—	(³)	(³)	(³)	3	3	21	20	50	2	—	—	—	—	—	—	—

See footnotes at end of table.

Table A-3. All establishments: Weekly hours and pay of clerical occupations, Sacramento-Yolo, CA, March 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 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000
Clerks, Order:																											
Private industry:																											
Goods-producing industries	99	40.0	\$458	\$519	\$384 -	\$519	-	-	-	-	-	14	7	14	-	4	8	53	-	-	-	-	-	-	-	-	-
Manufacturing	99	40.0	458	519	384 -	519	-	-	-	-	-	14	7	14	-	4	8	53	-	-	-	-	-	-	-	-	-
Key Entry Operators	2,674	40.0	488	530	458 -	530	-	-	-	(³)	1	1	1	5	2	13	19	56	1	-	-	-	-	-	-	-	-
Private industry	240	40.0	393	389	329 -	441	-	-	-	5	12	14	13	10	11	11	18	5	-	-	-	-	-	-	-	-	-
State and local government	2,434	40.0	498	530	458 -	530	-	-	-	-	-	-	-	4	1	14	19	61	1	-	-	-	-	-	-	-	-
Level 1	2,514	40.0	490	530	458 -	530	-	-	-	(³)	1	1	1	5	1	13	18	60	-	-	-	-	-	-	-	-	-
Private industry	141	40.0	366	354	322 -	389	-	-	-	7	18	21	20	17	4	-	6	6	-	-	-	-	-	-	-	-	-
Service-producing industries	133	40.0	368	357	326 -	389	-	-	-	8	14	22	21	17	5	-	7	7	-	-	-	-	-	-	-	-	-
Level 2	160	40.0	459	468	426 -	499	-	-	-	2	2	3	2	1	13	16	46	6	10	-	-	-	-	-	-	-	-
Private industry	99	40.0	432	431	404 -	468	-	-	-	3	3	5	3	-	20	26	35	4	-	-	-	-	-	-	-	-	-
Service-producing industries	77	40.0	431	-	- -	-	-	-	-	4	4	6	4	-	26	8	45	3	-	-	-	-	-	-	-	-	-
State and local government	61	40.0	504	499	479 -	555	-	-	-	-	-	-	-	2	2	-	62	8	26	-	-	-	-	-	-	-	-
Personnel Assistants	1,100	40.0	595	614	544 -	645	-	-	-	-	(³)	(³)	1	(³)	1	2	8	14	16	42	14	(³)	-	-	(³)	-	
Private industry	182	39.7	511	519	452 -	566	-	-	-	-	1	1	7	-	5	4	24	34	15	8	3	-	-	-	-	-	-
Service-producing industries	156	39.6	511	528	452 -	577	-	-	-	-	1	1	8	-	4	3	22	34	14	9	4	-	-	-	-	-	-
State and local government	918	40.0	611	637	569 -	645	-	-	-	-	-	-	-	(³)	(³)	2	5	10	16	49	17	(³)	-	-	(³)	-	
Level 2	228	40.0	548	569	520 -	572	-	-	-	-	-	(³)	3	(³)	3	3	6	21	42	21	-	-	-	-	-	-	-
State and local government	204	40.0	564	572	544 -	598	-	-	-	-	-	-	-	(³)	-	1	4	24	47	24	-	-	-	-	-	-	-
Level 3	549	40.0	617	645	601 -	645	-	-	-	-	-	-	-	-	1	1	4	5	10	74	5	(³)	-	-	-	-	-
Private industry	54	39.8	500	-	- -	-	-	-	-	-	-	-	-	-	6	4	33	48	4	6	-	-	-	-	-	-	-
State and local government	495	40.0	629	645	628 -	645	-	-	-	-	-	-	-	-	(³)	(³)	1	(³)	11	81	6	(³)	-	-	-	-	-
Level 4	251	39.8	621	678	540 -	697	-	-	-	-	-	-	-	-	-	-	12	21	10	5	52	-	-	-	-	(³)	-
Private industry	98	39.6	552	540	528 -	598	-	-	-	-	-	-	-	-	-	-	20	36	26	12	6	-	-	-	-	-	-
Service-producing industries	92	39.5	552	540	508 -	598	-	-	-	-	-	-	-	-	-	-	21	38	22	13	7	-	-	-	-	-	-
State and local government	153	40.0	665	697	678 -	697	-	-	-	-	-	-	-	-	-	-	7	11	1	-	81	-	-	-	-	1	-
Secretaries	2,679	39.9	582	582	542 -	636	-	-	-	-	1	(³)	2	2	2	2	9	11	35	15	17	3	1	(³)	1	(³)	(³)
Private industry	1,199	39.8	551	555	481 -	606	-	-	-	-	1	-	4	3	2	3	17	18	24	17	5	1	2	(³)	1	(³)	1
Goods-producing industries	134	39.7	589	574	491 -	650	-	-	-	-	-	-	1	-	1	1	24	12	20	16	10	6	6	1	1	1	-
Manufacturing	106	39.6	611	591	548 -	689	-	-	-	-	-	-	1	-	1	1	9	15	25	15	13	8	8	1	1	2	-
Service-producing industries	1,065	39.8	546	554	479 -	600	-	-	-	-	1	-	4	3	2	4	16	18	25	17	4	1	2	(³)	2	(³)	1
State and local government	1,480	40.0	607	596	582 -	654	-	-	-	-	(³)	(³)	(³)	1	(³)	2	6	45	13	27	4	(³)	1	-	-	-	-
Level 1	76	39.6	434	-	- -	-	-	-	-	-	20	-	4	3	16	11	22	24	1	-	-	-	-	-	-	-	-
Private industry	76	39.6	434	-	- -	-	-	-	-	-	20	-	4	3	16	11	22	24	1	-	-	-	-	-	-	-	-
Service-producing industries	76	39.6	434	-	- -	-	-	-	-	-	20	-	4	3	16	11	22	24	1	-	-	-	-	-	-	-	-
Level 2	1,087	39.8	547	582	509 -	582	-	-	-	-	-	(³)	1	2	3	3	14	12	62	2	1	-	-	-	-	-	-
Private industry	402	39.6	507	504	465 -	562	-	-	-	-	-	-	3	3	3	7	31	22	25	6	(³)	-	-	-	-	-	-
Service-producing industries	363	39.6	510	511	464 -	562	-	-	-	-	-	-	3	4	3	7	26	23	27	6	1	-	-	-	-	-	-
State and local government	685	40.0	570	582	582 -	582	-	-	-	-	-	(³)	(³)	1	2	(³)	4	7	84	1	1	-	-	-	-	-	-

See footnotes at end of table.

Table A-3. All establishments: Weekly hours and pay of clerical occupations, Sacramento-Yolo, CA, March 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 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000
Level 3	594	40.0	\$578	\$578	\$543 - \$626	-	-	-	-	-	-	-	(³)	(³)	1	9	18	30	34	6	1	1	-	(³)	-	-
Private industry	405	40.0	571	573	528 - 617	-	-	-	-	-	-	-	(³)	-	1	12	20	29	32	3	1	1	-	(³)	-	-
Goods-producing industries	53	39.8	603	-	- - -	-	-	-	-	-	-	-	-	-	-	4	15	34	28	9	4	4	-	2	-	-
Service-producing industries	352	40.0	566	571	519 - 617	-	-	-	-	-	-	-	1	-	1	14	21	28	33	2	1	(³)	-	-	-	-
State and local government	189	40.0	592	602	563 - 626	-	-	-	-	-	-	-	-	1	2	1	13	32	38	14	-	-	-	-	-	-
Level 4	776	40.0	642	654	614 - 654	-	-	-	-	-	-	-	-	-	-	2	5	11	21	51	5	4	2	(³)	-	-
Private industry	210	39.9	621	613	571 - 682	-	-	-	-	-	-	-	-	-	-	6	12	28	21	18	2	11	1	(³)	-	-
Service-producing industries	172	40.0	613	599	568 - 667	-	-	-	-	-	-	-	-	-	-	8	12	30	22	17	1	10	1	1	-	-
State and local government	566	40.0	650	654	641 - 654	-	-	-	-	-	-	-	-	-	-	-	2	4	21	64	5	1	2	-	-	-
Level 5	86	39.9	760	712	698 - 868	-	-	-	-	-	-	-	-	-	-	-	-	1	12	14	41	-	-	17	3	12
State and local government	40	40.0	702	712	687 - 712	-	-	-	-	-	-	-	-	-	-	-	-	2	2	22	72	-	-	-	-	-
Switchboard-Operator-Receptionists	585	39.8	368	365	320 - 416	1	1	1	7	22	14	11	14	11	8	4	5	2	-	-	-	-	-	-	-	-
Private industry	559	39.8	365	359	319 - 403	1	1	1	8	23	14	12	14	9	7	4	4	2	-	-	-	-	-	-	-	-
Goods-producing industries	87	39.7	349	320	319 - 320	-	-	-	-	76	8	-	-	-	-	6	6	5	-	-	-	-	-	-	-	-
Manufacturing	54	39.6	355	-	- - -	-	-	-	-	70	13	-	-	-	-	-	9	7	-	-	-	-	-	-	-	-
Service-producing industries	472	39.8	367	365	313 - 405	1	1	2	9	13	15	14	17	11	8	4	4	1	-	-	-	-	-	-	-	-
State and local government	26	40.0	452	449	422 - 449	-	-	-	-	-	-	-	-	42	42	-	12	4	-	-	-	-	-	-	-	-
Word Processors	1,661	39.9	510	530	481 - 530	-	-	-	-	-	(³)	(³)	(³)	1	10	21	61	3	1	2	-	-	-	-	-	-
Private industry	148	39.3	511	497	470 - 554	-	-	-	-	-	2	1	3	5	10	31	22	8	5	12	-	-	-	-	-	-
Service-producing industries	148	39.3	511	497	470 - 554	-	-	-	-	-	2	1	3	5	10	31	22	8	5	12	-	-	-	-	-	-
State and local government	1,513	40.0	510	530	481 - 530	-	-	-	-	-	-	-	-	1	11	20	65	2	(³)	1	-	-	-	-	-	-
Level 2	1,492	40.0	511	530	485 - 530	-	-	-	-	-	(³)	(³)	-	(³)	8	21	68	2	(³)	(³)	-	-	-	-	-	-
Private industry	84	40.0	479	478	461 - 516	-	-	-	-	-	4	1	-	7	10	38	39	-	1	-	-	-	-	-	-	-
Service-producing industries	84	40.0	479	478	461 - 516	-	-	-	-	-	4	1	-	7	10	38	39	-	1	-	-	-	-	-	-	-
State and local government	1,408	40.0	512	530	494 - 530	-	-	-	-	-	-	-	-	-	8	19	70	3	(³)	(³)	-	-	-	-	-	-
Level 3	63	38.8	615	-	- - -	-	-	-	-	-	-	-	-	-	-	16	-	19	11	54	-	-	-	-	-	-

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.

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, Sacramento-Yolo, CA, March 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	6.50 and under 7.00	7.00	8.00	9.00	10.00	11.00	12.00	13.00	14.00	15.00	16.00	17.00	18.00	19.00	20.00	21.00	22.00	23.00	24.00	25.00	26.00	27.00	28.00					
						8.00	9.00	10.00	11.00	12.00	13.00	14.00	15.00	16.00	17.00	18.00	19.00	20.00	21.00	22.00	23.00	24.00	25.00	26.00	27.00	28.00	29.00					
General Maintenance Workers	850	\$11.10	\$10.45	\$8.75 – \$13.04	1	8	19	17	13	10	7	10	(²)	7	2	2	4	–	–	–	–	–	–	–	–	–	–	–				
Private industry	677	10.23	9.50	8.50 – 11.50	1	10	22	21	14	12	6	9	(²)	2	1	1	–	–	–	–	–	–	–	–	–	–	–					
Service-producing industries	646	10.07	9.50	8.50 – 11.20	1	10	23	22	15	12	6	7	(²)	2	1	1	–	–	–	–	–	–	–	–	–	–	–					
State and local government	173	14.51	15.25	12.37 – 16.13	–	–	8	4	8	2	9	13	2	28	2	3	21	–	–	–	–	–	–	–	–	–	–					
Level 1	683	10.04	9.50	8.50 – 11.00	1	10	24	22	16	11	6	4	(²)	6	–	–	–	–	–	–	–	–	–	–	–	–	–					
Private industry	577	9.52	9.45	8.30 – 10.62	1	11	26	24	17	13	5	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–					
Service-producing industries	569	9.48	9.45	8.25 – 10.50	1	12	26	25	17	13	4	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–					
State and local government	106	12.89	13.55	10.63 – 15.72	–	–	12	7	13	2	12	14	3	37	–	–	–	–	–	–	–	–	–	–	–	–	–					
Level 2	167	15.43	15.25	13.50 – 17.87	–	–	–	–	–	2	10	35	1	14	8	8	22	–	–	–	–	–	–	–	–	–	–					
Private industry	100	14.34	13.94	13.16 – 15.82	–	–	–	–	–	3	13	51	1	14	10	8	–	–	–	–	–	–	–	–	–	–	–					
Service-producing industries	77	14.43	–	– – –	–	–	–	–	–	4	17	40	1	16	12	10	–	–	–	–	–	–	–	–	–	–	–					
State and local government	67	17.06	18.92	15.38 – 18.92	–	–	–	–	–	1	4	12	–	15	4	7	55	–	–	–	–	–	–	–	–	–	–					
Maintenance Electricians	344	21.21	22.50	18.90 – 23.71	–	–	–	–	–	–	1	2	2	–	2	8	12	4	17	1	5	26	20	–	–	1	–					
Private industry	67	17.34	–	– – –	–	–	–	–	–	–	6	10	10	–	10	34	10	4	4	4	–	–	–	–	–	4	–					
State and local government	277	22.15	23.71	20.54 – 23.71	–	–	–	–	–	–	(²)	–	–	–	–	1	13	4	20	–	6	32	25	–	–	–	–					
Maintenance Electronics Technicians	947	17.94	17.68	13.95 – 21.11	–	–	–	–	2	6	4	12	6	7	7	6	5	7	10	7	8	2	1	–	6	–	2					
Private industry	767	16.95	16.58	13.59 – 20.67	–	–	–	–	3	8	5	15	7	8	8	5	4	7	12	7	6	3	1	–	1	–	–					
Service-producing industries	420	17.86	19.11	14.05 – 21.11	–	–	–	–	3	7	9	5	7	9	4	1	4	7	17	12	10	4	–	–	2	–	–					
State and local government	180	22.14	22.02	18.28 – 26.45	–	–	–	–	–	–	1	1	3	3	4	8	8	6	5	9	16	1	–	–	28	–	9					
Level 1	130	11.75	11.41	11.25 – 12.44	–	–	–	–	17	45	32	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–					
Level 2	477	17.18	16.06	14.07 – 18.28	–	–	–	–	–	–	(²)	22	13	15	12	10	4	2	10	1	(²)	(²)	–	–	10	–	–					
Private industry	376	15.96	15.70	13.78 – 17.02	–	–	–	–	–	–	–	28	15	17	14	9	3	1	13	2	1	–	–	–	–	–	–					
Service-producing industries	164	17.20	16.25	14.50 – 20.67	–	–	–	–	–	–	–	9	19	22	9	3	5	1	28	4	1	–	–	–	–	–	–					
State and local government	101	21.69	19.25	17.65 – 26.45	–	–	–	–	–	–	1	–	5	6	7	13	11	9	–	–	–	1	–	–	48	–	–					
Level 3	340	21.37	21.18	19.57 – 22.47	–	–	–	–	–	–	–	–	–	(²)	3	3	6	16	15	19	21	6	2	–	3	–	5					
Private industry	262	20.94	20.82	19.57 – 22.47	–	–	–	–	–	–	–	–	–	(²)	3	3	7	21	16	18	17	8	3	–	3	–	–					
State and local government	78	22.83	22.05	21.12 – 22.50	–	–	–	–	–	–	–	–	–	–	–	1	5	1	12	22	36	–	–	–	3	–	21					
Maintenance Mechanics, Machinery	205	18.67	17.26	15.23 – 23.34	–	–	–	–	–	2	6	4	4	15	(²)	28	1	(²)	(²)	–	–	39	–	–	–	–	–					
Private industry	205	18.67	17.26	15.23 – 23.34	–	–	–	–	–	2	6	4	4	15	(²)	28	1	(²)	(²)	–	–	39	–	–	–	–	–					
Maintenance Mechanics, Motor Vehicle	546	17.18	17.42	14.50 – 20.29	–	–	–	–	–	2	10	11	5	12	8	12	4	6	18	8	5	–	–	–	–	–	–					
Private industry	368	16.38	15.83	13.50 – 19.26	–	–	–	–	–	3	14	16	5	13	7	16	1	6	–	12	8	–	–	–	–	–	–					
Goods-producing industries	87	20.65	21.10	21.10 – 22.00	–	–	–	–	–	–	–	–	1	5	–	11	–	–	–	51	32	–	–	–	–	–	–					
Manufacturing	87	20.65	21.10	21.10 – 22.00	–	–	–	–	–	–	–	–	1	5	–	11	–	–	–	51	32	–	–	–	–	–	–					
Service-producing industries	281	15.06	15.00	13.00 – 17.42	–	–	–	–	–	4	19	21	6	15	9	18	1	8	–	–	–	–	–	–	–	–	–					
State and local government	178	18.83	20.29	16.46 – 20.60	–	–	–	–	–	–	–	–	7	9	10	3	12	5	54	–	–	–	–	–	–	–	–					

See footnotes at end of table.

Table A-4. All establishments: Hourly pay of maintenance and toolroom occupations, Sacramento-Yolo, CA, March 1996 — Continued

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	6.50 and under 7.00	7.00 - 8.00	8.00 - 9.00	9.00 - 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	20.00 - 21.00	21.00 - 22.00	22.00 - 23.00	23.00 - 24.00	24.00 - 25.00	25.00 - 26.00	26.00 - 27.00	27.00 - 28.00	28.00 - 29.00					
Skilled Multi-Craft Maintenance Workers	628	\$19.96	\$19.87	\$17.50 – \$22.60	—	—	—	—	—	—	—	—	4	3	5	33	3	3	4	4	16	22	3	—	—	—	—	—				
Private industry	413	18.98	17.98	17.50 – 21.37	—	—	—	—	—	—	—	—	(²)	(²)	7	51	5	4	7	3	24	—	—	—	—	—	—					
Goods-producing industries	370	18.83	17.50	17.50 – 22.09	—	—	—	—	—	—	—	—	(²)	(²)	7	56	4	4	2	1	25	—	—	—	—	—	—					
Manufacturing	370	18.83	17.50	17.50 – 22.09	—	—	—	—	—	—	—	—	(²)	(²)	7	56	4	4	2	1	25	—	—	—	—	—	—					
State and local government	215	21.84	23.71	21.94 – 23.71	—	—	—	—	—	—	—	—	12	7	1	—	—	—	—	7	—	63	9	—	—	—	—					

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, Sacramento-Yolo, CA, March 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		4.50 and under 4.75	4.75	5.00	5.25	5.50	5.75	6.00	6.50	7.00	7.50	8.00	8.50	9.00	9.50	10.00	11.00	12.00	13.00	14.00	15.00	16.00	17.00	18.00
							- 5.00	- 5.25	- 5.50	- 5.75	- 6.00	- 6.50	- 7.00	- 7.50	- 8.00	- 8.50	- 9.00	- 9.50	- 10.00	- 11.00	- 12.00	- 13.00	- 14.00	- 15.00	- 16.00	- 17.00	- 18.00	- 19.00
Guards:																												
Private industry	2,463	\$6.55	\$6.65	\$5.50 – \$7.00	4	1	5	16	3	1	14	29	11	8	3	3	1	(²)	1	(²)	1	(²)	–	–	–	–	–	
Service-producing industries	2,426	6.48	6.65	5.40 – 7.00	4	1	5	16	3	1	14	29	12	8	3	3	1	(²)	(²)	(²)	–	(²)	–	–	–	–	–	
State and local government	285	13.37	12.50	12.19 – 15.12	–	–	–	–	–	–	–	–	–	–	–	–	–	7	5	13	31	3	5	24	13	1	–	
Level 1	2,594	6.81	6.65	5.50 – 7.25	4	1	4	15	2	1	13	27	11	8	3	3	1	1	1	1	3	(²)	–	–	–	–	–	
Private industry	2,452	6.53	6.65	5.40 – 7.00	4	1	5	16	3	1	14	29	12	8	3	3	1	(²)	1	(²)	1	(²)	–	–	–	–	–	
Service-producing industries	2,415	6.45	6.55	5.40 – 7.00	4	1	5	16	3	1	14	30	12	8	3	3	1	(²)	(²)	(²)	–	–	–	–	–	–	–	
State and local government	142	11.71	12.19	11.05 – 12.50	–	–	–	–	–	–	–	–	–	–	–	–	–	13	9	24	54	–	–	–	–	–	–	
Level 2	154	14.76	15.12	14.19 – 16.04	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3	5	7	6	9	44	25	1	–	
State and local government	143	15.03	15.12	14.91 – 16.04	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	8	6	10	47	27	1	–	
Janitors	4,984	8.85	8.56	6.25 – 11.00	(²)	(²)	(²)	1	6	3	17	7	7	4	4	2	2	9	12	15	4	3	2	1	–	–	–	
Private industry	3,151	7.52	6.62	6.00 – 8.25	(²)	(²)	(²)	1	10	5	27	11	11	6	6	2	2	4	6	4	1	2	(²)	1	–	–	–	
Goods-producing industries	117	12.05	11.39	9.93 – 15.30	–	–	–	–	–	–	–	–	–	2	1	7	2	1	27	3	21	–	–	–	38	–	–	
Manufacturing	117	12.05	11.39	9.93 – 15.30	–	–	–	–	–	–	–	–	–	2	1	7	2	1	27	3	21	–	–	–	38	–	–	
Service-producing industries	3,034	7.34	6.50	6.00 – 8.00	(²)	(²)	(²)	1	10	5	28	11	11	6	5	2	2	3	6	4	1	2	(²)	–	–	–	–	
State and local government	1,833	11.14	11.24	9.81 – 11.80	–	–	–	–	–	–	–	–	–	–	3	1	3	19	21	32	10	5	5	–	–	–	–	
Material Movement and Storage Workers	6,861	12.30	12.06	9.78 – 15.38	–	–	(²)	–	1	1	2	1	2	2	2	8	3	4	7	12	11	6	10	11	11	2	2	
Private industry	6,416	12.12	12.06	9.50 – 15.77	–	–	(²)	–	1	1	2	1	3	2	3	9	3	4	8	13	11	6	9	12	11	2	–	
Goods-producing industries	1,509	11.60	11.38	9.12 – 13.92	–	–	–	–	–	–	3	3	4	3	3	7	4	1	12	19	10	7	8	16	(²)	(²)	–	
Manufacturing	1,398	11.95	11.62	10.50 – 14.01	–	–	–	–	–	–	2	–	3	3	2	6	4	1	13	21	11	8	9	17	(²)	(²)	–	
Service-producing industries	4,907	12.28	12.06	9.54 – 15.77	–	–	(²)	–	1	1	2	1	2	2	2	9	3	6	6	11	11	5	9	10	15	3	–	
State and local government	445	14.79	14.07	13.46 – 15.38	–	–	–	–	–	–	–	–	–	–	–	–	–	1	4	3	10	12	38	9	(²)	–	23	
Level 1	308	8.19	7.53	6.50 – 9.95	–	–	–	–	–	–	14	19	16	9	3	5	–	14	13	4	3	–	–	–	–	–	–	
Private industry	301	8.14	7.47	6.50 – 9.95	–	–	–	–	–	–	15	19	16	9	3	5	–	13	13	3	3	–	–	–	–	–	–	
Level 2	6,551	12.49	12.06	10.20 – 15.77	–	–	(²)	–	1	1	1	(²)	2	2	2	8	3	4	7	13	12	7	11	12	11	2	2	
Private industry	6,113	12.32	12.06	9.86 – 15.77	–	–	(²)	–	1	1	2	(²)	2	2	2	9	4	4	7	13	12	6	9	12	12	2	–	
Goods-producing industries	1,342	12.14	11.76	10.50 – 14.01	–	–	–	–	–	–	–	–	2	3	3	7	4	1	14	21	12	8	9	18	(²)	(²)	–	
Manufacturing	1,336	12.15	11.76	10.50 – 14.01	–	–	–	–	–	–	–	–	2	3	3	6	4	1	14	21	12	8	9	18	(²)	(²)	–	
Service-producing industries	4,771	12.37	12.06	9.61 – 15.77	–	–	(²)	–	1	1	2	(²)	2	1	2	9	3	5	6	11	12	6	9	10	15	3	–	
State and local government	438	14.86	14.07	13.58 – 15.38	–	–	–	–	–	–	–	–	–	–	–	–	–	(²)	4	2	11	12	38	9	(²)	–	24	
Forklift Operators	841	12.14	11.32	9.01 – 16.46	–	–	–	–	–	–	–	–	–	4	4	11	15	2	4	10	15	6	2	–	12	13	–	
Private industry	841	12.14	11.32	9.01 – 16.46	–	–	–	–	–	–	–	–	–	4	4	11	15	2	4	10	15	6	2	–	12	13	–	
Goods-producing industries	417	10.46	10.97	8.80 – 12.19	–	–	–	–	–	–	–	–	–	2	8	8	19	10	2	6	20	10	12	3	–	1	(²)	
Manufacturing	411	10.49	10.97	8.82 – 12.19	–	–	–	–	–	–	–	–	–	2	8	8	18	10	2	6	20	10	12	3	–	1	(²)	
Shipping/Receiving Clerks	309	9.58	8.93	8.25 – 10.88	–	–	–	–	–	–	–	1	12	5	9	26	13	5	6	11	4	2	5	3	–	–	–	
Private industry	309	9.58	8.93	8.25 – 10.88	–	–	–	–	–	–	–	1	12	5	9	26	13	5	6	11	4	2	5	3	–	–	–	
Goods-producing industries	61	11.11	–	–	–	–	–	–	–	–	–	–	23	–	–	15	11	2	–	–	3	10	23	13	–	–	–	
Manufacturing	61	11.11	–	–	–	–	–	–	–	–	–	–	23	–	–	15	11	2	–	–	3	10	23	13	–	–	–	
Service-producing industries	248	9.20	8.86	8.25 – 9.86	–	–	–	–	–	–	–	2	9	6	11	29	13	6	7	13	4	–	–	–	–	–	–	

See footnotes at end of table.

Table A-5. All establishments: Hourly pay of material movement and custodial occupations, Sacramento-Yolo, CA, March 1996 — Continued

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	4.50 and under 4.75	4.75	5.00	5.25	5.50	5.75	6.00	6.50	7.00	7.50	8.00	8.50	9.00	9.50	10.00	11.00	12.00	13.00	14.00	15.00	16.00	17.00	18.00
						-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
						5.00	5.25	5.50	5.75	6.00	6.50	7.00	7.50	8.00	8.50	9.00	9.50	10.00	11.00	12.00	13.00	14.00	15.00	16.00	17.00	18.00	19.00
Truckdrivers	3,775	\$15.49	\$16.06	\$13.95 – \$17.69	–	–	–	–	–	–	–	–	(²)	(²)	(²)	3	2	1	3	4	3	10	2	15	20	37	–
Private industry	3,544	15.56	16.16	13.99 – 17.69	–	–	–	–	–	–	–	–	(²)	(²)	(²)	3	2	(²)	3	4	3	10	1	15	19	40	–
Service-producing industries	2,057	14.49	15.30	13.25 – 16.87	–	–	–	–	–	–	–	–	(²)	(²)	(²)	6	3	1	4	5	3	17	2	20	24	15	–
State and local government	231	14.49	15.01	13.32 – 16.05	–	–	–	–	–	–	–	–	–	–	–	–	–	3	3	6	6	14	14	22	32	–	–
Medium Truck	431	13.07	13.85	11.47 – 14.11	–	–	–	–	–	–	–	–	–	–	–	11	5	–	1	11	5	41	3	21	3	–	–
Private industry	378	13.03	13.85	11.25 – 14.03	–	–	–	–	–	–	–	–	–	–	–	13	6	–	(²)	10	4	42	3	19	3	–	–
Service-producing industries	358	13.09	13.85	11.25 – 14.32	–	–	–	–	–	–	–	–	–	–	–	13	6	–	(²)	8	2	44	3	20	3	–	–
Tractor Trailer	1,759	15.44	16.05	14.82 – 16.97	–	–	–	–	–	–	–	–	–	–	–	–	1	(²)	4	4	3	11	2	19	32	23	–
Private industry	1,743	15.44	16.05	14.82 – 16.97	–	–	–	–	–	–	–	–	–	–	–	–	1	(²)	5	4	3	11	2	19	33	23	–
Service-producing industries	1,335	15.25	16.16	13.45 – 16.97	–	–	–	–	–	–	–	–	–	–	–	–	1	(²)	5	4	3	14	3	17	29	23	–

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, Sacramento-Yolo, CA, March 1996

Number of holidays	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	100	100	100	100
In establishments not providing paid holidays	2	4	-	4	-	15	23	25	22	-
In establishments providing paid holidays	98	96	100	96	100	85	77	75	78	100
Number of holidays:										
8 half days	-	-	-	-	-	1	1	-	2	-
9 half days	-	-	-	-	-	1	1	-	2	-
1 holiday	-	-	-	-	-	1	1	-	2	-
Plus 6 half days	(¹)	(¹)	-	1	-	(¹)	(¹)	-	1	-
2 holidays	(¹)	(¹)	-	(¹)	-	-	-	-	-	-
3 holidays	2	3	-	4	-	4	6	-	8	-
4 holidays	(¹)	1	-	1	-	-	-	-	-	-
5 holidays	(¹)	(¹)	1	(¹)	-	(¹)	1	-	1	-
6 holidays	3	5	-	6	-	4	6	-	9	-
7 holidays	3	6	16	4	-	6	9	16	6	-
8 holidays	10	19	16	19	-	12	18	3	24	-
Plus 1 half day	(¹)	(¹)	-	(¹)	-	-	-	-	-	-
9 holidays	4	8	28	4	-	5	8	10	7	-
Plus 1 half day	(¹)	1	-	1	-	(¹)	(¹)	-	(¹)	-
10 holidays	14	24	2	27	3	6	8	7	9	1
Plus 1 half day	(¹)	1	4	-	-	1	1	5	-	-
Plus 2 half days	1	1	-	1	-	-	-	-	-	-
11 holidays	10	19	22	18	(¹)	4	6	10	4	(¹)
Plus 1 half day	(¹)	1	7	-	-	3	4	14	-	-
Plus 2 half days	1	2	-	3	-	(¹)	(¹)	-	(¹)	-
12 holidays	4	3	-	3	5	7	(¹)	-	(¹)	19
Plus 1 half day	4	-	-	-	10	4	-	-	-	12
13 holidays	35	1	4	1	75	24	3	10	1	63
14 holidays	2	1	-	1	3	1	1	-	2	2
Plus 1 half day	1	-	-	-	1	(¹)	-	-	-	1
15 holidays	1	(¹)	-	(¹)	2	1	(¹)	-	(¹)	2
16 holidays	(¹)	-	-	-	(¹)	(¹)	-	-	-	(¹)
17 holidays	(¹)	-	-	-	1	(¹)	-	-	-	(¹)
Plus 1 half day	(¹)	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table B-1. Annual paid holidays for full-time workers, Sacramento-Yolo, CA, March 1996 — Continued

Number of holidays	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	
Total paid holiday time ²										
2 days or more	98	96	100	96	100	84	76	75	76	100
3 days or more	98	96	100	95	100	84	76	75	76	100
4 days or more	96	93	100	92	100	80	70	75	68	100
5 days or more	95	92	100	90	100	78	67	75	63	100
6 days or more	95	91	99	90	100	78	66	75	63	100
7 days or more	92	86	99	84	100	74	60	75	54	100
8 days or more	89	81	83	80	100	68	51	59	48	100
9 days or more	79	62	67	61	100	56	33	55	24	100
10 days or more	75	53	39	55	100	51	25	45	16	100
11 days or more	60	29	33	28	97	44	15	34	8	99
12 days or more	49	8	4	9	97	38	5	10	3	99
13 days or more	39	3	4	3	82	27	5	10	3	68
14 days or more	4	1	-	2	7	3	1	-	2	5
15 days or more	1	(¹)	-	(¹)	3	1	(¹)	-	(¹)	3
16 days or more	(¹)	-	-	-	1	(¹)	-	-	-	1
17 days or more	(¹)	-	-	-	1	(¹)	-	-	-	(¹)
Average number of paid holidays where provided (in days)	11.0	9.2	9.3	9.2	12.9	10.1	8.2	10.0	7.5	12.8

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, Sacramento-Yolo, CA, March 1996

Item	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	100	100	100	100
In establishments not providing paid vacations	-	-	-	-	-	6	9	7	10	-
In establishments providing paid vacations	100	100	100	100	100	94	91	93	90	100
Length-of-time payment	99	99	100	99	100	91	86	74	90	100
Flat sum	-	-	-	-	-	4	5	19	-	-
Other	(¹)	(¹)	-	(¹)	-	-	-	-	-	-
By vacation pay provisions for: ²										
Six months of service:										
Under 1 week	3	5	-	6	-	1	1	-	2	-
1 week	65	39	39	39	95	47	21	21	21	97
Over 1 and under 2 weeks	9	14	16	14	3	12	17	34	11	2
2 weeks	(¹)	1	-	1	-	(¹)	1	-	1	-
Over 2 and under 3 weeks	2	4	-	4	1	2	2	-	3	-
3 weeks	2	3	22	-	-	-	-	-	-	-
1 year of service:										
Under 1 week	1	2	-	2	-	(¹)	1	-	1	-
1 week	8	14	16	14	(¹)	25	37	31	40	1
Over 1 and under 2 weeks	-	-	-	-	-	4	5	19	-	-
2 weeks	42	61	46	63	20	33	33	28	35	34
Over 2 and under 3 weeks	41	11	8	11	77	29	10	14	8	64
3 weeks	4	6	30	3	2	2	2	1	2	1
Over 3 and under 4 weeks	1	3	-	3	-	(¹)	1	-	1	-
4 weeks	(¹)	1	-	1	-	(¹)	(¹)	-	(¹)	-
Over 4 and under 5 weeks	1	(¹)	-	(¹)	1	(¹)	(¹)	-	1	-
5 weeks	1	2	-	3	-	1	2	-	3	-
Over 5 and under 6 weeks	(¹)	(¹)	-	(¹)	-	(¹)	(¹)	-	(¹)	-
2 years of service:										
Under 1 week	1	2	-	2	-	(¹)	1	-	1	-
1 week	1	2	6	1	(¹)	5	7	10	6	1
Over 1 and under 2 weeks	-	-	-	-	-	4	7	19	2	-
2 weeks	48	72	52	75	19	51	59	45	65	34
Over 2 and under 3 weeks	42	11	12	11	78	30	11	19	8	64
3 weeks	5	7	30	4	2	3	3	1	4	1
Over 3 and under 4 weeks	1	3	-	3	-	(¹)	1	-	1	-
4 weeks	(¹)	1	-	1	-	(¹)	(¹)	-	(¹)	-
Over 4 and under 5 weeks	1	(¹)	-	(¹)	1	(¹)	(¹)	-	1	-
5 weeks	1	2	-	3	-	1	2	-	3	-
Over 5 and under 6 weeks	(¹)	(¹)	-	(¹)	-	(¹)	(¹)	-	(¹)	-

See footnotes at end of table.

Table B-2. Annual paid vacation provisions for full-time workers, Sacramento-Yolo, CA, March 1996 — Continued

Item	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	
By vacation pay provisions for: ²										
3 years of service:										
Under 1 week	1	2	-	2	-	(¹)	1	-	1	-
1 week	1	1	(¹)	1	(¹)	3	4	7	2	(¹)
Over 1 and under 2 weeks	-	-	-	-	-	4	7	19	2	-
2 weeks	37	64	56	65	5	45	56	41	62	24
Over 2 and under 3 weeks	6	9	5	10	3	5	7	5	8	2
3 weeks	51	17	39	14	90	34	13	22	9	74
Over 3 and under 4 weeks	2	3	-	4	-	1	2	-	3	-
4 weeks	(¹)	1	-	1	-	(¹)	(¹)	-	(¹)	-
Over 4 and under 5 weeks	1	(¹)	-	(¹)	1	(¹)	(¹)	-	1	-
5 weeks	1	2	-	3	-	1	2	-	3	-
Over 5 and under 6 weeks	(¹)	(¹)	-	(¹)	-	(¹)	(¹)	-	(¹)	-
4 years of service:										
1 week	(¹)	(¹)	-	(¹)	(¹)	2	3	7	2	(¹)
Over 1 and under 2 weeks	1	2	-	2	-	5	7	19	3	-
2 weeks	35	60	54	61	4	42	53	35	61	20
Over 2 and under 3 weeks	5	8	5	8	2	3	3	5	2	4
3 weeks	53	21	34	18	91	34	12	14	11	75
Over 3 and under 4 weeks	4	6	7	6	2	7	10	14	9	2
4 weeks	(¹)	1	-	1	-	(¹)	(¹)	-	(¹)	-
Over 4 and under 5 weeks	1	(¹)	-	(¹)	1	(¹)	(¹)	-	1	-
5 weeks	1	2	-	2	-	1	1	-	2	-
Over 5 and under 6 weeks	(¹)	(¹)	-	(¹)	-	(¹)	(¹)	-	(¹)	-
6 weeks	(¹)	1	-	1	-	(¹)	1	-	1	-
5 years of service:										
1 week	(¹)	(¹)	-	(¹)	-	1	2	7	(¹)	-
Over 1 and under 2 weeks	1	2	-	2	-	4	6	19	1	-
2 weeks	7	13	27	10	(¹)	14	21	25	19	(¹)
Over 2 and under 3 weeks	2	2	5	2	1	3	3	5	2	4
3 weeks	78	64	53	66	95	61	43	23	52	93
Over 3 and under 4 weeks	6	9	7	9	3	8	10	14	9	3
4 weeks	2	4	8	3	-	2	3	1	4	-
Over 4 and under 5 weeks	2	2	-	2	1	(¹)	(¹)	-	(¹)	-
5 weeks	1	1	-	2	-	(¹)	(¹)	-	1	-
Over 5 and under 6 weeks	(¹)	(¹)	-	(¹)	-	(¹)	(¹)	-	1	-
6 weeks	1	2	-	3	-	1	2	-	3	-
Over 6 and under 7 weeks	(¹)	(¹)	-	(¹)	-	(¹)	(¹)	-	(¹)	-

See footnotes at end of table.

Table B-2. Annual paid vacation provisions for full-time workers, Sacramento-Yolo, CA, March 1996 — Continued

Item	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	
By vacation pay provisions for: ²										
8 years of service:										
1 week	(¹)	(¹)	-	(¹)	-	1	2	7	(¹)	-
Over 1 and under 2 weeks	1	2	-	2	-	4	6	19	1	-
2 weeks	4	8	12	7	-	8	12	12	12	-
Over 2 and under 3 weeks	1	2	12	(¹)	(¹)	(¹)	(¹)	(¹)	-	(¹)
3 weeks	74	64	57	65	86	64	52	36	59	88
Over 3 and under 4 weeks	10	8	4	9	12	8	7	5	8	11
4 weeks	6	9	15	9	1	6	8	15	6	1
Over 4 and under 5 weeks	2	3	-	3	1	(¹)	1	-	1	-
5 weeks	1	1	-	2	-	(¹)	(¹)	-	1	-
Over 5 and under 6 weeks	(¹)	(¹)	-	(¹)	-	(¹)	(¹)	-	1	-
6 weeks	1	2	-	2	-	1	1	-	2	-
Over 6 and under 7 weeks	(¹)	(¹)	-	(¹)	-	(¹)	(¹)	-	(¹)	-
7 weeks	(¹)	1	-	1	-	(¹)	1	-	1	-
10 years of service:										
1 week	(¹)	(¹)	-	(¹)	-	1	2	7	(¹)	-
Over 1 and under 2 weeks	-	-	-	-	-	4	5	19	-	-
2 weeks	2	3	3	3	-	3	5	-	7	-
Over 2 and under 3 weeks	1	2	1	2	-	(¹)	1	-	1	-
3 weeks	28	43	34	44	10	34	39	34	41	25
Over 3 and under 4 weeks	37	4	4	4	75	24	3	5	2	63
4 weeks	23	31	51	28	12	18	22	15	25	11
Over 4 and under 5 weeks	5	7	7	7	2	6	9	14	7	1
5 weeks	3	5	-	6	-	2	3	-	5	-
Over 5 and under 6 weeks	1	2	-	2	-	(¹)	(¹)	-	(¹)	-
6 weeks	(¹)	(¹)	-	(¹)	-	(¹)	(¹)	-	(¹)	-
Over 6 and under 7 weeks	(¹)	(¹)	-	(¹)	-	(¹)	(¹)	-	1	-
7 weeks	1	2	-	3	-	1	2	-	3	-
Over 7 and under 8 weeks	(¹)	(¹)	-	(¹)	-	(¹)	(¹)	-	(¹)	-
12 years of service:										
1 week	(¹)	(¹)	-	(¹)	-	1	2	7	(¹)	-
Over 1 and under 2 weeks	-	-	-	-	-	4	5	19	-	-
2 weeks	2	3	3	3	-	3	5	-	7	-
Over 2 and under 3 weeks	1	2	1	2	-	(¹)	1	-	1	-
3 weeks	27	42	32	44	8	31	38	34	39	20
Over 3 and under 4 weeks	37	3	-	3	77	24	1	-	2	68
4 weeks	19	33	57	30	2	17	24	20	26	2
Over 4 and under 5 weeks	9	7	7	7	12	9	9	14	7	10
5 weeks	3	5	-	6	-	2	3	-	5	-
Over 5 and under 6 weeks	1	2	-	2	-	(¹)	(¹)	-	(¹)	-
6 weeks	(¹)	(¹)	-	(¹)	-	(¹)	(¹)	-	(¹)	-
Over 6 and under 7 weeks	(¹)	(¹)	-	(¹)	-	(¹)	(¹)	-	1	-
7 weeks	1	2	-	2	-	1	1	-	2	-
Over 7 and under 8 weeks	(¹)	(¹)	-	(¹)	-	(¹)	(¹)	-	(¹)	-
8 weeks	(¹)	1	-	1	-	(¹)	1	-	1	-

See footnotes at end of table.

Table B-2. Annual paid vacation provisions for full-time workers, Sacramento-Yolo, CA, March 1996 — Continued

Item	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	
By vacation pay provisions for: ²										
15 years of service:										
1 week	(¹)	(¹)	-	(¹)	-	1	2	7	(¹)	-
Over 1 and under 2 weeks	-	-	-	-	-	4	5	19	-	-
2 weeks	2	3	3	3	-	3	5	-	7	-
Over 2 and under 3 weeks	1	2	1	2	-	(¹)	1	-	1	-
3 weeks	8	14	24	13	-	10	15	15	15	-
Over 3 and under 4 weeks	1	1	-	2	1	2	1	-	2	4
4 weeks	71	59	63	58	85	58	43	32	48	85
Over 4 and under 5 weeks	6	7	7	7	4	6	8	14	6	2
5 weeks	8	8	2	8	9	8	7	7	7	8
Over 5 and under 6 weeks	2	3	-	3	1	1	1	-	1	1
6 weeks	(¹)	1	-	1	-	(¹)	(¹)	-	(¹)	-
Over 6 and under 7 weeks	(¹)	(¹)	-	(¹)	-	(¹)	(¹)	-	1	-
7 weeks	1	2	-	2	-	1	1	-	2	-
Over 7 and under 8 weeks	(¹)	(¹)	-	(¹)	-	(¹)	(¹)	-	(¹)	-
8 weeks	(¹)	1	-	1	-	(¹)	1	-	1	-
20 years of service:										
1 week	(¹)	(¹)	-	(¹)	-	1	2	7	(¹)	-
Over 1 and under 2 weeks	-	-	-	-	-	4	5	19	-	-
2 weeks	2	3	3	3	-	3	5	-	7	-
Over 2 and under 3 weeks	1	2	1	2	-	(¹)	1	-	1	-
3 weeks	4	8	20	6	-	7	11	10	12	-
Over 3 and under 4 weeks	1	1	-	2	-	1	1	-	2	-
4 weeks	38	63	66	62	8	34	42	33	46	20
Over 4 and under 5 weeks	42	8	7	9	81	30	9	14	6	70
5 weeks	8	8	2	9	9	11	12	11	12	8
Over 5 and under 6 weeks	3	3	-	4	2	1	1	-	1	2
6 weeks	(¹)	1	-	1	-	(¹)	(¹)	-	(¹)	-
Over 6 and under 7 weeks	(¹)	(¹)	-	(¹)	-	(¹)	(¹)	-	1	-
7 weeks	1	2	-	2	-	1	1	-	2	-
Over 7 and under 8 weeks	(¹)	(¹)	-	(¹)	-	(¹)	(¹)	-	(¹)	-
8 weeks	(¹)	1	-	1	-	(¹)	1	-	1	-

See footnotes at end of table.

Table B-2. Annual paid vacation provisions for full-time workers, Sacramento-Yolo, CA, March 1996 — Continued

Item	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	
By vacation pay provisions for: ²										
25 years of service:										
1 week	(¹)	(¹)	-	(¹)	-	1	2	7	(¹)	-
Over 1 and under 2 weeks	-	-	-	-	-	4	5	19	-	-
2 weeks	2	3	3	3	-	3	5	-	7	-
Over 2 and under 3 weeks	1	2	1	2	-	(¹)	1	-	1	-
3 weeks	4	8	20	6	-	7	11	10	12	-
Over 3 and under 4 weeks	1	1	-	2	-	1	1	-	2	-
4 weeks	25	45	58	43	(¹)	23	34	17	41	1
Over 4 and under 5 weeks	42	8	7	9	81	30	9	14	6	70
5 weeks	22	26	10	28	16	21	17	23	15	28
Over 5 and under 6 weeks	3	3	-	4	2	1	1	-	1	2
6 weeks	(¹)	1	-	1	-	2	3	4	2	-
Over 6 and under 7 weeks	(¹)	(¹)	-	(¹)	-	(¹)	(¹)	-	1	-
7 weeks	1	2	-	2	-	1	1	-	2	-
Over 7 and under 8 weeks	(¹)	(¹)	-	(¹)	-	(¹)	(¹)	-	(¹)	-
8 weeks	(¹)	1	-	1	-	(¹)	1	-	1	-
30 years of service:										
1 week	(¹)	(¹)	-	(¹)	-	1	2	7	(¹)	-
Over 1 and under 2 weeks	-	-	-	-	-	4	5	19	-	-
2 weeks	2	3	3	3	-	3	5	-	7	-
Over 2 and under 3 weeks	1	2	1	2	-	(¹)	1	-	1	-
3 weeks	4	8	20	6	-	7	11	10	12	-
Over 3 and under 4 weeks	1	1	-	2	-	1	1	-	2	-
4 weeks	24	44	58	42	(¹)	23	34	17	41	1
Over 4 and under 5 weeks	42	8	7	9	81	30	9	14	6	70
5 weeks	20	27	10	29	12	15	17	23	15	10
Over 5 and under 6 weeks	3	3	-	4	2	1	1	-	1	2
6 weeks	2	1	-	1	4	8	3	4	2	18
Over 6 and under 7 weeks	(¹)	(¹)	-	(¹)	-	(¹)	(¹)	-	1	-
7 weeks	1	2	-	2	-	1	1	-	2	-
Over 7 and under 8 weeks	(¹)	(¹)	-	(¹)	-	(¹)	(¹)	-	(¹)	-
8 weeks	(¹)	1	-	1	-	(¹)	1	-	1	-

See footnotes at end of table.

Table B-2. Annual paid vacation provisions for full-time workers, Sacramento-Yolo, CA, March 1996 — Continued

Item	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	
By vacation pay provisions for: ²										
Maximum vacation available:										
1 week	(¹)	(¹)	-	(¹)	-	1	2	7	(¹)	-
Over 1 and under 2 weeks	-	-	-	-	-	4	5	19	-	-
2 weeks	2	3	3	3	-	3	5	-	7	-
Over 2 and under 3 weeks	1	2	1	2	-	(¹)	1	-	1	-
3 weeks	4	8	20	6	-	7	11	10	12	-
Over 3 and under 4 weeks	1	1	-	2	-	1	1	-	2	-
4 weeks	24	44	58	42	(¹)	23	34	17	41	1
Over 4 and under 5 weeks	42	8	7	9	81	30	9	14	6	70
5 weeks	20	27	10	29	12	15	17	23	15	10
Over 5 and under 6 weeks	3	3	-	4	2	1	1	-	1	2
6 weeks	2	1	-	1	4	8	3	4	2	18
Over 6 and under 7 weeks	(¹)	(¹)	-	(¹)	-	(¹)	(¹)	-	1	-
7 weeks	1	2	-	2	-	1	1	-	2	-
Over 7 and under 8 weeks	(¹)	(¹)	-	(¹)	-	(¹)	(¹)	-	(¹)	-
8 weeks	(¹)	1	-	1	-	(¹)	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, Sacramento-Yolo, CA, March 1996

Type of plan	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	100	100	100	100
In establishments offering at least one of the benefits shown below ¹	100	100	100	100	100	98	97	100	96	100
Life insurance	93	90	92	90	97	87	81	88	78	98
Wholly employer financed	92	87	92	87	97	84	76	88	72	98
Accidental death and dismemberment insurance	47	73	60	75	16	41	54	55	54	15
Wholly employer financed	39	58	60	58	16	38	50	55	48	15
Sickness and accident insurance or sick leave or both	97	95	94	95	100	81	71	64	74	100
Sickness and accident insurance	64	42	31	44	90	48	35	25	39	73
Wholly employer financed	61	37	27	39	90	47	33	20	39	73
Sick leave (full pay, no waiting period)	90	81	90	79	100	68	51	59	48	100
Sick leave (partial pay or waiting period)	3	6	-	7	-	6	10	4	12	-
Long-term disability insurance	39	61	60	61	13	18	24	30	22	7
Wholly employer financed	36	57	58	56	13	17	23	30	20	7
Hospitalization, surgical, and medical insurance	79	75	78	75	84	73	66	58	70	87
Wholly employer financed	50	25	49	21	78	39	24	38	19	67
Health maintenance organizations	95	90	84	91	99	88	82	81	82	99
Wholly employer financed	64	38	24	40	95	53	38	49	34	81
Dental care	97	94	98	94	100	94	91	98	88	100
Wholly employer financed	69	45	70	41	99	66	48	72	39	99
Vision care	81	67	61	68	98	72	57	58	57	99
Wholly employer financed	61	31	52	28	97	55	32	52	23	98
Hearing care	53	21	30	19	92	40	14	24	10	90
Wholly employer financed	48	11	26	9	92	37	9	14	7	90
Alcohol and drug abuse treatment	99	98	99	98	100	97	95	100	93	100
Wholly employer financed	72	49	65	47	99	69	52	87	38	99
Retirement benefits ²	95	90	95	90	100	83	74	94	66	100
Wholly employer financed	41	68	80	66	9	41	50	65	43	24
Defined benefit	77	57	70	55	100	63	43	51	40	100
Wholly employer financed	34	56	70	54	8	36	43	51	40	24
Defined contribution	41	75	71	76	(³)	34	52	56	51	(³)
Wholly employer financed	9	16	32	13	(³)	4	6	15	3	(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 Sacramento–Yolo, CA Consolidated 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 Sacramento–Yolo, CA Consolidated 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 Sacramento–Yolo, CA Consolidated Metropolitan Statistical Area. Collection for the survey was from February 1996 through May 1996 and reflects an average payroll reference month of March 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 13.9 percent of the sample establishments (representing 43,560 employees covered by the survey). An additional 3.8 percent

of the sample establishments (representing 9,886 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 data in this bulletin are estimates from a scientifically selected 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.

A measure of the variation among these differing estimates is called the standard error or sampling error. It indicates the precision with which an estimate from a particular sample approximates the average result of all possible samples. The relative standard error (RSE) is the standard error divided by the estimate. For example, if the estimated average weekly salary of Secretaries Level IV is \$500 and the standard error is \$8, the RSE is 1.6 percent, or $\$8/\$500 \times 100 = 1.6\%$.

Estimates of relative standard errors for this survey vary among the occupational work levels depending on such factors as the frequency with which the job occurs, the dispersion of salaries for the job, and the survey design. The distribution of published work levels for one relative standard error was as follows:

<i>Relative standard error</i>	<i>Percent of published occupational work levels</i>
Less than 1 percent	0.0
1 and under 3 percent	45.9
3 and under 5 percent	41.8
5 percent and over	12.2

The standard error can be used to calculate a "confidence interval" around a sample estimate. For example, a 95 percent confidence interval is centered at the sample estimate and includes all values within 2 times the estimate's standard error.

If all possible samples were selected to estimate the population value, the interval from each sample would include the true population value approximately 95 percent of the time.

Using the RSE example above, there is 95 percent confidence that the true population value for Secretaries Level IV is between \$484 and \$516 (i.e., \$500 plus or minus 2 x \$8).

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.

To measure and better control nonsampling errors that occur during data collection, a quality control procedure was applied to the survey design. The procedure, job match validation (JMV), is designed to identify the frequency, reasons for, and sources of incorrect decisions made by Bureau field economists in matching company jobs to survey occupations. Once identified, the problems are discussed promptly with the field economists while the data are still being collected. Subsequently, the JMV results are tallied, reported to BLS staff, and become the basis for remedial action for future surveys.

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, Sacramento-Yolo, CA¹, March 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	1,245	168	409,027	100	165,965	107,004	206,400
Private industry	1,141	150	252,924	62	90,237	72,663	82,220
Goods producing	204	24	37,820	9	12,199	20,864	14,546
Manufacturing	122	18	28,860	7	10,170	14,764	13,779
Construction ⁵	81	5	8,920	2	2,022	6,072	727
Service producing	937	126	215,104	53	78,038	51,799	67,674
Transportation, communication, electric, gas, and sanitary services ⁶	77	12	21,840	5	14,781	5,656	4,684
Wholesale trade ⁷	103	6	13,503	3	4,876	4,122	1,662
Retail trade ⁷	248	23	68,555	17	9,259	20,824	14,827
Finance, insurance, and real estate ⁷	104	12	26,519	6	17,588	2,221	7,442
Services ⁷	405	73	84,687	21	31,534	18,976	39,059
State and local government	104	18	156,103	38	75,728	34,341	124,180
Health services ⁸	87	21	35,423	9	13,898	9,171	22,570
Private industry	87	21	35,423	9	13,898	9,171	22,570
Hospitals	16	12	19,705	5	5,257	4,906	18,117
Private industry	16	12	19,705	5	5,257	4,906	18,117

¹ The Sacramento-Yolo Consolidated Metropolitan Statistical Area, as defined by the Office of Management and Budget through June 1994, consists of El Dorado, Placer, Sacramento, and Yolo 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, Sacramento-Yolo, CA, March 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	100	100	100	100
Majority of workers covered	45	6	8	6	91	50	26	35	23	99
None or Minority of workers covered	55	94	92	94	9	50	74	65	77	1

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