

Richmond–Petersburg, VA National Compensation Survey September 2001



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Preface

Data shown in this bulletin were collected as part of the Bureau of Labor Statistics (BLS) National Compensation Survey (NCS). The survey could not have been conducted without the cooperation of the many private firms and government jurisdictions that provided pay data included in this bulletin. The Bureau thanks these respondents for their cooperation.

Field economists of the Bureau of Labor Statistics collected and reviewed the survey data. The Office of Compensation and Working Conditions, in cooperation with the Office of Field Operations and the Office of Technology and Survey Processing in the BLS National Office, designed the survey, processed the data, and prepared the survey for publication.

For additional information regarding this survey, please contact any BLS regional office at the address and telephone number listed on the back cover of this bulletin. You may also write to the Bureau of Labor Statistics at: Division of Compensation Data Analysis and Planning,

2 Massachusetts Avenue, NE, Room 4175, Washington, DC 20212-0001, or call (202) 691-6199, or send e-mail to ocltinfo@bls.gov.

The data contained in this bulletin are also available at <http://www.bls.gov/ncs/ocs/compub.htm>, the BLS Internet site. Data are in three formats: An ASCII file containing the published table formats; an ASCII file containing positional columns of data for manipulation as a data base or spreadsheet; and a Portable Document Format (PDF) file containing the entire bulletin.

Results of earlier surveys of this area are also available from BLS regional offices, the Division of Compensation Data Analysis and Planning, or at the BLS Internet site.

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Introduction

The tables in this bulletin summarize the NCS results for the Richmond–Petersburg, VA, metropolitan area. Data were collected between March 2001 and April 2002; the average reference month is September 2001. Tabulations provide information on earnings of workers in a variety of occupations and at different work levels. Also contained in this bulletin are information on the program, a technical note describing survey procedures, and several appendixes with detailed information on occupational classifications and the occupational leveling methodology.

NCS products

The Bureau's National Compensation Survey provides data on occupational wages and employee benefits for localities, broad geographic regions, and the Nation as a whole. The Employment Cost Index, a quarterly measure of the change in employer costs for wages and benefits, is derived from the NCS. Another product, Employer Costs for Employee Compensation, measures employers' average hourly costs for total compensation, that is, wages and benefits. Still another NCS product measures the incidence of benefit plans and their provisions. This bulletin is limited to data on occupational wages and salaries.

About the tables

The tables that follow present data on straight-time occupational earnings, which include wages and salaries, incentive pay, cost-of-living adjustments, and hazard pay. These earnings exclude premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. About 480 detailed occupations are used to describe all occupations in the civilian nonfarm economy (excluding the Federal Government and private households). Data are not shown for any occupations if they would raise concerns about the confidentiality of the survey respondents or if the data are insufficient to support reliable estimates.

Table 1–1 presents an overview of all tables in this bulletin. Mean hourly earnings, weekly hours, and relative standard errors are given for all industries, private industry, and State and local government for selected worker and establishment characteristics. The worker characteristics include major occupational group, full-time or part-time status, union or nonunion status, and time or incentive pay. Establishment characteristics include goods and service producing and size of establishment.

Table 2–1 presents estimates of mean hourly earnings, and the relative standard errors associated with them, for detailed occupations within all industries, private industry, and State and local government. Table 2–2 presents the same type of information for full-time workers only. Table 2–3 provides similar data for workers designated as part-time.

Table 3–1 provides mean weekly earnings data, with relative standard errors, and weekly hours for full-time employees in specific occupations across all industries, private industry, and State and local government. Table 3–2 provides annual earnings, relative standard errors, and annual hours for full-time employees in specific occupations.

Table 4–1 provides mean hourly earnings data by work level for occupational groups and for detailed occupations. Separate data are also shown for private industry and government workers. Table 4–2 provides work level data for full-time workers. Table 4–3 provides similar data for workers designated as part-time.

Table 5–1 presents mean hourly earnings data for selected worker characteristics by major occupational groups. The worker characteristics include full-time or part-time designation, union or nonunion status, and time or incentive pay. Table 5–2 presents mean hourly earnings data for major industry divisions by occupational groups; these estimates are limited to the private sector. Table 5–3 presents mean hourly earnings data for establishment employment sizes by major occupational groups within the private sector.

Tables 6–1 through 6–5 present hourly wage percentiles that describe the distribution of hourly earnings for each published occupation. Data are provided for the 10th, 25th, 50th, 75th, and 90th percentiles for detailed occupations within all industries, private industry, State and local government, full-time workers, and part-time workers. These iterations correspond to those presented in tables 2–1, 2–2, and 2–3. For each published occupation, these percentiles relate to the average hourly earnings of jobs surveyed in establishments. The percentiles do not relate to the hourly earnings of individual workers in these establishment jobs.

Appendix table 1 provides the number of workers represented by the survey by major occupational group. The employment estimates relate to all employers in the area, rather than just to those surveyed.

Table 1-1. Summary: Mean hourly earnings¹ and weekly hours by selected characteristics, private industry and State and local government, National Compensation Survey, Richmond-Petersburg, VA, September 2001

Worker and establishment characteristics	Total			Private industry			State and local government		
	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³
	Mean	Relative error ² (percent)		Mean	Relative error ² (percent)		Mean	Relative error ² (percent)	
Total	\$17.61	3.0	37.1	\$17.24	3.7	36.7	\$18.45	5.1	38.0
Worker characteristics:⁴									
White-collar occupations ⁵	20.63	3.6	37.2	21.01	4.6	37.0	20.05	5.8	37.6
Professional specialty and technical	25.58	4.1	37.6	27.83	4.2	37.9	23.88	6.5	37.4
Executive, administrative, and managerial	29.33	5.2	40.0	30.06	5.9	40.1	25.90	6.9	39.6
Sales	16.01	14.0	33.4	16.02	14.0	33.6	—	—	—
Administrative support	13.29	2.4	37.2	13.67	3.0	36.8	12.69	3.4	37.8
Blue-collar occupations ⁵	15.46	3.1	38.0	15.30	3.2	38.0	16.91	9.2	38.1
Precision production, craft, and repair	18.75	4.2	40.1	18.74	4.6	40.1	18.78	9.9	39.9
Machine operators, assemblers, and inspectors	15.11	5.8	39.5	15.11	5.8	39.5	—	—	—
Transportation and material moving	13.40	6.2	36.1	13.52	6.8	36.9	12.37	4.7	30.7
Handlers, equipment cleaners, helpers, and laborers	11.69	6.2	35.1	11.63	6.6	34.9	12.52	7.9	38.5
Service occupations ⁵	10.52	3.9	35.2	9.00	4.5	33.2	13.18	5.8	39.2
Full time	18.24	3.0	39.8	18.21	3.7	39.9	18.31	5.3	39.6
Part time	11.39	13.4	22.0	8.95	5.0	21.7	20.57	20.4	23.5
Union	18.49	4.3	38.3	18.49	4.3	38.3	—	—	—
Nonunion	17.52	3.3	36.9	17.03	4.3	36.4	18.45	5.1	38.0
Time	17.57	3.1	37.0	17.16	3.8	36.5	18.45	5.1	38.0
Incentive	19.64	10.3	42.2	19.64	10.3	42.2	—	—	—
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
50-99 workers ⁷	15.17	10.5	36.4	15.18	10.5	36.4	—	—	—
100-499 workers	16.66	5.3	36.6	16.55	5.7	36.6	18.72	4.7	36.7
500 workers or more	19.12	3.9	37.6	20.13	5.8	37.0	18.44	5.5	38.1

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays; nonproduction bonuses; and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

³ Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁴ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Union workers are those whose wages are determined through collective bargaining. Wages of time workers are based solely on

hourly rate or salary; incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

⁵ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

⁶ Classification of establishments into goods-producing and service-producing industries applies to private industry only.

⁷ Establishments classified with 50-99 workers may contain establishments with fewer than 50 due to staff reductions between survey sampling and collection.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

Table 2-1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Richmond-Petersburg, VA, September 2001

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$17.61	3.0	\$17.24	3.7	\$18.45	5.1
All excluding sales	17.73	3.0	17.36	3.6	18.45	5.1
White collar	20.63	3.6	21.01	4.6	20.05	5.8
White collar excluding sales	21.21	3.5	22.12	4.3	20.06	5.9
Professional specialty and technical	25.58	4.1	27.83	4.2	23.88	6.5
Professional specialty	26.97	4.3	30.09	4.5	24.95	6.6
Engineers, architects, and surveyors	30.65	12.4	35.34	10.7	—	—
Mathematical and computer scientists	31.17	9.7	33.34	6.9	—	—
Computer systems analysts and scientists	31.17	9.7	33.34	6.9	—	—
Natural scientists	23.52	12.0	29.69	12.1	—	—
Health related	26.01	7.9	24.56	4.4	28.89	17.5
Registered nurses	22.82	4.2	23.33	5.7	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	24.29	1.7	—	—	24.27	1.8
Elementary school teachers	24.89	3.4	—	—	24.96	3.6
Secondary school teachers	23.21	1.0	—	—	23.08	.8
Librarians, archivists, and curators	23.49	6.0	—	—	23.49	6.0
Librarians	23.49	6.0	—	—	23.49	6.0
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	16.77	6.5	—	—	16.59	9.3
Social workers	16.77	6.5	—	—	16.59	9.3
Writers, authors, entertainers, athletes, and professionals, n.e.c.	19.14	11.4	—	—	—	—
Technical	19.49	6.9	21.28	7.9	16.90	7.3
Licensed practical nurses	17.18	6.7	17.49	7.0	—	—
Executive, administrative, and managerial	29.33	5.2	30.06	5.9	25.90	6.9
Executives, administrators, and managers	31.25	6.0	31.34	6.8	30.66	9.3
Administrators and officials, public administration	31.48	12.5	—	—	33.74	10.9
Financial managers	28.71	9.3	28.71	9.3	—	—
Managers and administrators, n.e.c.	31.38	11.3	32.03	11.5	—	—
Management related	27.11	9.8	28.42	11.5	22.56	7.8
Accountants and auditors	23.98	5.9	25.32	7.0	21.99	10.4
Other financial officers	25.67	21.3	—	—	—	—
Management related, n.e.c.	21.10	8.9	21.26	9.1	—	—
Sales	16.01	14.0	16.02	14.0	—	—
Supervisors, sales	20.19	13.4	20.19	13.4	—	—
Cashiers	7.48	3.3	7.37	3.1	—	—
Administrative support, including clerical	13.29	2.4	13.67	3.0	12.69	3.4
Secretaries	14.69	3.1	14.87	6.6	14.57	3.0
Receptionists	10.58	6.2	10.58	6.2	—	—
Order clerks	14.57	10.0	14.57	10.0	—	—
Records clerks, n.e.c.	10.56	4.3	—	—	—	—
Bookkeepers, accounting and auditing clerks	13.62	3.6	12.91	4.8	14.29	3.7
Dispatchers	14.97	15.4	—	—	—	—
Traffic, shipping and receiving clerks	9.56	7.5	9.56	7.5	—	—
Insurance adjusters, examiners, and investigators	19.61	21.4	19.61	21.4	—	—
Investigators and adjusters, except insurance	13.16	4.1	12.88	4.1	—	—
General office clerks	12.20	4.4	13.71	4.9	11.03	3.0
Data entry keyers	13.55	14.1	13.55	14.1	—	—
Teachers' aides	11.33	8.9	—	—	11.39	9.0
Administrative support, n.e.c.	13.44	5.0	14.53	6.4	12.43	5.9
Blue collar	15.46	3.1	15.30	3.2	16.91	9.2
Precision production, craft, and repair	18.75	4.2	18.74	4.6	18.78	9.9
Supervisors, mechanics and repairers	24.57	9.5	—	—	—	—
Bus, truck, and stationary engine mechanics	16.71	2.7	16.77	2.8	—	—
Industrial machinery repairers	23.21	8.9	23.34	8.9	—	—
Supervisors, production	27.85	9.4	27.85	9.4	—	—

See footnotes at end of table.

Table 2-1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Richmond-Petersburg, VA, September 2001 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Blue collar —Continued						
Machine operators, assemblers, and inspectors	\$15.11	5.8	\$15.11	5.8	—	—
Printing press operators	16.44	5.5	16.44	5.5	—	—
Slicing and cutting machine operators	14.99	2.5	14.99	2.5	—	—
Miscellaneous machine operators, n.e.c.	19.85	7.2	19.85	7.2	—	—
Production inspectors, checkers and examiners ..	14.00	12.1	14.00	12.1	—	—
Transportation and material moving	13.40	6.2	13.52	6.8	\$12.37	4.7
Truck drivers	12.10	6.7	—	—	—	—
Bus drivers	14.82	12.3	—	—	—	—
Industrial truck and tractor equipment operators ..	13.79	6.1	13.79	6.1	—	—
Handlers, equipment cleaners, helpers, and laborers	11.69	6.2	11.63	6.6	12.52	7.9
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	15.58	8.3	—	—	—	—
Production helpers	11.43	9.4	11.43	9.4	—	—
Stock handlers and baggers	12.09	16.6	12.09	16.6	—	—
Freight, stock, and material handlers, n.e.c.	10.12	20.8	10.12	20.8	—	—
Vehicle washers and equipment cleaners	9.79	13.5	9.79	13.5	—	—
Hand packers and packagers	10.48	8.8	10.48	8.8	—	—
Laborers, except construction, n.e.c.	11.49	6.6	11.33	7.1	—	—
Service	10.52	3.9	9.00	4.5	13.18	5.8
Protective service	14.22	8.2	9.52	8.4	17.01	7.1
Police and detectives, public service	17.70	3.8	—	—	17.70	3.8
Guards and police, except public service	9.31	8.2	9.33	8.3	—	—
Food service	7.95	8.5	7.66	8.7	—	—
Waiters, waitresses, and bartenders	5.90	15.0	5.90	15.0	—	—
Waiters and waitresses	5.89	19.2	5.89	19.2	—	—
Other food service	9.70	7.7	9.42	8.0	—	—
Cooks	10.64	18.6	10.70	19.5	—	—
Kitchen workers, food preparation	9.66	7.9	9.66	7.9	—	—
Food preparation, n.e.c.	8.38	7.7	8.37	9.9	—	—
Health service	10.09	6.6	10.25	7.6	—	—
Health aides, except nursing	10.90	4.4	10.90	4.4	—	—
Nursing aides, orderlies and attendants	9.89	8.2	10.06	10.1	—	—
Cleaning and building service	9.25	4.1	9.41	5.6	8.95	5.1
Janitors and cleaners	9.04	3.9	9.11	5.7	8.95	5.1
Personal service	10.05	12.9	—	—	—	—

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² All workers include full-time and part-time workers.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 2-2. Mean hourly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Richmond-Petersburg, VA, September 2001

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$18.24	3.0	\$18.21	3.7	\$18.31	5.3
All excluding sales	18.24	3.0	18.21	3.7	18.31	5.3
White collar	21.14	3.6	22.04	4.5	19.79	6.1
White collar excluding sales	21.46	3.6	22.76	4.3	19.79	6.1
Professional specialty and technical	25.43	4.4	27.96	4.3	23.45	7.0
Professional specialty	26.84	4.6	30.20	4.6	24.56	7.1
Engineers, architects, and surveyors	30.65	12.4	35.34	10.7	—	—
Mathematical and computer scientists	32.11	10.6	33.34	6.9	—	—
Computer systems analysts and scientists	32.11	10.6	33.34	6.9	—	—
Natural scientists	23.52	12.0	29.69	12.1	—	—
Health related	23.40	3.6	23.64	4.8	22.86	4.1
Registered nurses	22.42	5.2	22.71	7.2	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	24.37	1.8	—	—	24.33	1.8
Elementary school teachers	24.97	3.5	—	—	24.96	3.6
Secondary school teachers	23.21	1.0	—	—	23.08	.8
Librarians, archivists, and curators	23.52	6.3	—	—	23.52	6.3
Librarians	23.52	6.3	—	—	23.52	6.3
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	17.29	3.4	—	—	17.34	5.1
Social workers	17.29	3.4	—	—	17.34	5.1
Writers, authors, entertainers, athletes, and professionals, n.e.c.	19.14	11.4	—	—	—	—
Technical	19.63	7.0	21.58	7.7	16.90	7.3
Licensed practical nurses	17.35	6.9	17.70	7.2	—	—
Executive, administrative, and managerial	29.33	5.2	30.06	5.9	25.94	6.9
Executives, administrators, and managers	31.27	6.0	31.34	6.8	30.79	9.3
Administrators and officials, public administration	31.48	12.5	—	—	33.74	10.9
Financial managers	28.71	9.3	28.71	9.3	—	—
Managers and administrators, n.e.c.	31.38	11.3	32.03	11.5	—	—
Management related	27.11	9.8	28.42	11.5	22.56	7.8
Accountants and auditors	23.98	5.9	25.32	7.0	21.99	10.4
Other financial officers	25.67	21.3	—	—	—	—
Management related, n.e.c.	21.10	8.9	21.26	9.1	—	—
Sales	18.23	14.3	18.23	14.3	—	—
Supervisors, sales	20.19	13.4	20.19	13.4	—	—
Administrative support, including clerical	13.68	2.3	14.23	2.8	12.89	3.4
Secretaries	14.86	3.0	15.19	6.7	14.68	2.8
Receptionists	11.11	6.7	11.11	6.7	—	—
Order clerks	16.22	6.4	16.22	6.4	—	—
Bookkeepers, accounting and auditing clerks	13.71	3.5	13.07	4.7	14.29	3.7
Dispatchers	15.01	15.6	—	—	—	—
Traffic, shipping and receiving clerks	9.54	8.3	9.54	8.3	—	—
Insurance adjusters, examiners, and investigators	19.61	21.4	19.61	21.4	—	—
Investigators and adjusters, except insurance	13.16	4.1	12.88	4.1	—	—
General office clerks	12.41	4.6	14.45	4.1	11.04	3.0
Teachers' aides	11.24	9.4	—	—	11.24	9.4
Administrative support, n.e.c.	14.11	4.1	15.08	5.0	13.18	1.9
Blue collar	15.88	3.1	15.74	3.3	17.03	9.3
Precision production, craft, and repair	18.75	4.2	18.74	4.6	18.78	9.9
Supervisors, mechanics and repairers	24.57	9.5	—	—	—	—
Bus, truck, and stationary engine mechanics	16.71	2.7	16.77	2.8	—	—
Industrial machinery repairers	23.21	8.9	23.34	8.9	—	—
Supervisors, production	27.85	9.4	27.85	9.4	—	—
Machine operators, assemblers, and inspectors	15.15	5.8	15.15	5.8	—	—
Printing press operators	16.44	5.5	16.44	5.5	—	—
Slicing and cutting machine operators	14.99	2.5	14.99	2.5	—	—

See footnotes at end of table.

Table 2-2. Mean hourly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Richmond-Petersburg, VA, September 2001 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Blue collar —Continued						
Machine operators, assemblers, and inspectors						
—Continued						
Miscellaneous machine operators, n.e.c.	\$19.85	7.2	\$19.85	7.2	—	—
Production inspectors, checkers and examiners ..	14.00	12.1	14.00	12.1	—	—
Transportation and material moving	13.66	6.3	13.82	6.9	—	—
Industrial truck and tractor equipment operators ..	13.79	6.1	13.79	6.1	—	—
Handlers, equipment cleaners, helpers, and laborers	12.56	6.8	12.55	7.3	\$12.66	8.2
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	15.58	8.3	—	—	—	—
Production helpers	11.43	9.4	11.43	9.4	—	—
Stock handlers and baggers	15.61	15.8	15.61	15.8	—	—
Vehicle washers and equipment cleaners	10.19	14.7	10.19	14.7	—	—
Hand packers and packagers	11.04	9.8	11.04	9.8	—	—
Laborers, except construction, n.e.c.	11.71	7.2	11.53	7.8	—	—
Service	11.22	4.1	9.61	5.1	13.45	6.0
Protective service	14.65	7.8	—	—	17.05	7.2
Police and detectives, public service	17.70	3.8	—	—	17.70	3.8
Food service	8.89	13.0	8.50	14.5	—	—
Other food service	11.04	8.0	10.90	7.8	—	—
Food preparation, n.e.c.	8.98	8.3	—	—	—	—
Health service	10.61	6.7	10.92	7.6	—	—
Health aides, except nursing	10.94	4.6	10.94	4.6	—	—
Nursing aides, orderlies and attendants	10.50	8.9	10.92	10.6	—	—
Cleaning and building service	9.35	4.2	9.53	5.4	8.97	5.9
Janitors and cleaners	9.15	3.9	9.31	4.8	8.97	5.9
Personal service	10.29	13.2	—	—	—	—

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 2-3. Mean hourly earnings,¹ part-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Richmond-Petersburg, VA, September 2001

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$11.39	13.4	\$8.95	5.0	\$20.57	20.4
All excluding sales	12.05	14.5	9.28	5.9	20.66	20.5
White collar	14.94	16.3	10.90	7.5	23.65	17.7
White collar excluding sales	17.83	16.4	13.22	10.7	23.82	17.7
Professional specialty and technical	27.55	12.0	25.09	8.9	28.54	16.3
Professional specialty	28.40	12.4	27.98	6.8	28.54	16.3
Mathematical and computer scientists	-	-	-	-	-	-
Health related	34.67	15.6	28.42	6.8	-	-
Registered nurses	24.48	7.8	-	-	-	-
Teachers, except college and university	-	-	-	-	-	-
Librarians, archivists, and curators	-	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-	-
Technical	-	-	-	-	-	-
Executive, administrative, and managerial	-	-	-	-	-	-
Executives, administrators, and managers	-	-	-	-	-	-
Sales	7.57	2.4	7.49	2.2	-	-
Cashiers	7.31	2.8	7.16	2.1	-	-
Administrative support, including clerical	9.27	4.0	9.53	3.4	8.15	12.7
Secretaries	9.66	8.0	10.29	6.9	-	-
General office clerks	9.09	13.1	-	-	-	-
Administrative support, n.e.c.	7.45	12.4	-	-	-	-
Blue collar	7.92	3.8	7.64	3.2	-	-
Machine operators, assemblers, and inspectors	-	-	-	-	-	-
Transportation and material moving	10.02	11.8	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	7.45	3.1	7.41	3.1	-	-
Stock handlers and baggers	6.84	1.9	6.84	1.9	-	-
Service	7.38	5.8	7.24	6.4	8.55	4.9
Protective service	-	-	-	-	-	-
Food service	6.75	10.3	6.71	10.4	-	-
Waiters, waitresses, and bartenders	5.80	21.8	5.80	21.8	-	-
Waiters and waitresses	5.89	22.9	5.89	22.9	-	-
Other food service	7.74	6.5	7.68	6.6	-	-
Kitchen workers, food preparation	7.89	3.3	7.89	3.3	-	-
Health service	8.36	7.4	8.26	7.7	-	-
Nursing aides, orderlies and attendants	8.29	7.4	8.17	7.8	-	-
Cleaning and building service	-	-	-	-	-	-
Personal service	-	-	-	-	-	-

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Richmond-Petersburg, VA, September 2001

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
All	\$726	3.1	39.8	\$727	3.8	39.9	\$725	5.3	39.6
All excluding sales	724	3.0	39.7	724	3.7	39.8	725	5.3	39.6
White collar	841	3.7	39.8	884	4.6	40.1	777	6.2	39.3
White collar excluding sales	849	3.6	39.6	906	4.3	39.8	777	6.2	39.3
Professional specialty and technical	1,007	4.4	39.6	1,111	4.3	39.7	926	7.0	39.5
Professional specialty	1,062	4.6	39.6	1,201	4.5	39.8	968	7.1	39.4
Engineers, architects, and surveyors	1,226	12.4	40.0	1,413	10.7	40.0	-	-	-
Mathematical and computer scientists	1,280	10.4	39.8	1,324	6.2	39.7	-	-	-
Computer systems analysts and scientists	1,280	10.4	39.8	1,324	6.2	39.7	-	-	-
Natural scientists	940	12.0	40.0	1,183	12.2	39.8	-	-	-
Health related	926	3.2	39.6	934	4.4	39.5	908	3.6	39.7
Registered nurses	897	5.2	40.0	909	7.2	40.0	-	-	-
Teachers, college and university	-	-	-	-	-	-	-	-	-
Teachers, except college and university	940	1.3	38.5	-	-	-	937	1.3	38.5
Elementary school teachers	972	2.7	38.9	-	-	-	970	2.9	38.9
Secondary school teachers	921	.9	39.7	-	-	-	916	.8	39.7
Librarians, archivists, and curators	906	5.4	38.5	-	-	-	906	5.4	38.5
Librarians	906	5.4	38.5	-	-	-	906	5.4	38.5
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	689	3.4	39.8	-	-	-	689	5.2	39.7
Social workers	689	3.4	39.8	-	-	-	689	5.2	39.7
Writers, authors, entertainers, athletes, and professionals, n.e.c.	766	11.4	40.0	-	-	-	-	-	-
Technical	781	7.0	39.8	856	7.8	39.7	674	7.3	39.9
Licensed practical nurses	694	6.9	40.0	708	7.2	40.0	-	-	-
Executive, administrative, and managerial	1,175	5.0	40.1	1,205	5.8	40.1	1,037	6.9	40.0
Executives, administrators, and managers	1,259	5.9	40.3	1,263	6.6	40.3	1,237	9.3	40.2
Administrators and officials, public administration	1,254	12.5	39.8	-	-	-	1,343	11.1	39.8
Financial managers	1,165	8.8	40.6	1,165	8.8	40.6	-	-	-
Managers and administrators, n.e.c.	1,270	11.0	40.5	1,298	11.2	40.5	-	-	-
Management related	1,079	9.5	39.8	1,131	11.1	39.8	898	7.8	39.8
Accountants and auditors	949	5.8	39.6	997	6.8	39.4	878	10.4	39.9
Other financial officers	1,039	25.2	40.5	-	-	-	-	-	-
Management related, n.e.c.	829	9.0	39.3	837	9.3	39.4	-	-	-
Sales	763	16.2	41.8	763	16.2	41.8	-	-	-
Supervisors, sales	853	13.5	42.3	853	13.5	42.3	-	-	-
Administrative support, including clerical	538	2.5	39.3	564	2.9	39.7	500	4.0	38.8
Secretaries	588	3.1	39.6	598	6.6	39.4	582	3.1	39.6
Receptionists	445	6.7	40.0	445	6.7	40.0	-	-	-
Order clerks	646	6.5	39.8	646	6.5	39.8	-	-	-
Bookkeepers, accounting and auditing clerks	543	3.8	39.6	512	4.8	39.2	572	3.7	40.0
Dispatchers	634	19.7	42.2	-	-	-	-	-	-
Traffic, shipping and receiving clerks	382	8.3	40.0	382	8.3	40.0	-	-	-

See footnotes at end of table.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Richmond-Petersburg, VA, September 2001 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Administrative support, including clerical —Continued									
Insurance adjusters, examiners, and investigators	\$752	20.9	38.3	\$752	20.9	38.3	—	—	—
Investigators and adjusters, except insurance	518	3.6	39.4	506	3.3	39.3	—	—	—
General office clerks	486	5.4	39.1	577	4.1	40.0	\$426	5.1	38.6
Teachers' aides	373	11.8	33.2	—	—	—	373	11.8	33.2
Administrative support, n.e.c.	558	3.9	39.5	591	5.3	39.2	526	1.9	39.9
Blue collar	634	3.1	39.9	629	3.3	40.0	669	9.9	39.3
Precision production, craft, and repair	751	4.2	40.1	751	4.6	40.1	749	9.9	39.9
Supervisors, mechanics and repairers	981	9.6	39.9	—	—	—	—	—	—
Bus, truck, and stationary engine mechanics	677	3.1	40.5	679	3.2	40.5	—	—	—
Industrial machinery repairers	903	7.8	38.9	908	7.8	38.9	—	—	—
Supervisors, production	1,117	9.6	40.1	1,117	9.6	40.1	—	—	—
Machine operators, assemblers, and inspectors	599	5.5	39.5	599	5.5	39.5	—	—	—
Printing press operators	649	5.9	39.5	649	5.9	39.5	—	—	—
Slicing and cutting machine operators	600	2.5	40.0	600	2.5	40.0	—	—	—
Miscellaneous machine operators, n.e.c.	771	6.4	38.8	771	6.4	38.8	—	—	—
Production inspectors, checkers and examiners ...	556	12.0	39.7	556	12.0	39.7	—	—	—
Transportation and material moving	553	8.1	40.5	568	8.5	41.1	—	—	—
Industrial truck and tractor equipment operators	551	6.1	40.0	551	6.1	40.0	—	—	—
Handlers, equipment cleaners, helpers, and laborers	499	6.6	39.7	498	7.1	39.7	505	8.2	39.9
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	657	12.1	42.2	—	—	—	—	—	—
Production helpers	452	8.8	39.5	452	8.8	39.5	—	—	—
Stock handlers and baggers ...	608	14.7	38.9	608	14.7	38.9	—	—	—
Vehicle washers and equipment cleaners	407	14.7	40.0	407	14.7	40.0	—	—	—
Hand packers and packagers	442	9.8	40.0	442	9.8	40.0	—	—	—
Laborers, except construction, n.e.c.	469	7.2	40.0	461	7.8	40.0	—	—	—
Service	447	4.4	39.9	376	5.3	39.2	549	6.5	40.8
Protective service	605	8.8	41.3	—	—	—	725	8.2	42.5
Police and detectives, public service	692	5.3	39.1	—	—	—	692	5.3	39.1
Food service	347	13.0	39.0	339	14.5	39.8	—	—	—
Other food service	424	9.1	38.4	434	8.1	39.8	—	—	—
Food preparation, n.e.c.	331	11.0	36.9	—	—	—	—	—	—
Health service	409	7.5	38.5	417	8.7	38.2	—	—	—
Health aides, except nursing ..	434	5.3	39.7	434	5.3	39.7	—	—	—

See footnotes at end of table.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Richmond-Petersburg, VA, September 2001 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Service —Continued									
Health service —Continued									
Nursing aides, orderlies and attendants	\$401	9.9	38.2	\$410	12.3	37.6	—	—	—
Cleaning and building service	373	4.1	39.8	379	5.2	39.8	\$359	6.0	40.0
Janitors and cleaners	366	3.9	40.0	372	4.8	40.0	359	6.0	40.0
Personal service	412	13.2	40.0	—	—	—	—	—	—

¹ Earnings are the straight-time weekly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

³ A classification system including about 480 individual occupations is used to

cover all workers in the civilian economy. See appendix B for more information.

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

⁵ Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Richmond-Petersburg, VA, September 2001

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
All	\$37,046	3.1	2,031	\$37,702	3.8	2,070	\$35,749	5.3	1,953
All excluding sales	36,902	3.0	2,023	37,535	3.7	2,061	35,749	5.3	1,953
White collar	42,612	3.7	2,015	45,928	4.6	2,084	37,986	6.2	1,919
White collar excluding sales	42,902	3.6	2,000	47,063	4.3	2,067	37,986	6.2	1,919
Professional specialty and technical	50,041	4.4	1,968	57,666	4.3	2,062	44,520	7.0	1,899
Professional specialty	52,196	4.6	1,945	62,268	4.5	2,062	45,969	7.1	1,872
Engineers, architects, and surveyors	63,751	12.4	2,080	73,501	10.7	2,080	-	-	-
Mathematical and computer scientists	66,537	10.4	2,072	68,859	6.2	2,066	-	-	-
Computer systems analysts and scientists	66,537	10.4	2,072	68,859	6.2	2,066	-	-	-
Natural scientists	48,857	12.0	2,078	61,502	12.2	2,071	-	-	-
Health related	47,210	3.2	2,017	48,544	4.4	2,054	44,288	3.6	1,937
Registered nurses	46,630	5.2	2,080	47,246	7.2	2,080	-	-	-
Teachers, college and university	-	-	-	-	-	-	-	-	-
Teachers, except college and university	39,206	1.3	1,608	-	-	-	39,037	1.3	1,605
Elementary school teachers	40,231	2.7	1,611	-	-	-	40,070	2.9	1,605
Secondary school teachers	38,379	.9	1,653	-	-	-	38,100	.8	1,651
Librarians, archivists, and curators	41,953	5.4	1,784	-	-	-	41,953	5.4	1,784
Librarians	41,953	5.4	1,784	-	-	-	41,953	5.4	1,784
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	35,815	3.4	2,071	-	-	-	35,823	5.2	2,066
Social workers	35,815	3.4	2,071	-	-	-	35,823	5.2	2,066
Writers, authors, entertainers, athletes, and professionals, n.e.c.	39,809	11.4	2,080	-	-	-	-	-	-
Technical	40,609	7.0	2,069	44,531	7.8	2,064	35,064	7.3	2,075
Licensed practical nurses	36,083	6.9	2,080	36,816	7.2	2,080	-	-	-
Executive, administrative, and managerial	61,104	5.0	2,083	62,649	5.8	2,084	53,904	6.9	2,078
Executives, administrators, and managers	65,492	5.9	2,095	65,677	6.6	2,095	64,311	9.3	2,089
Administrators and officials, public administration	65,193	12.5	2,071	-	-	-	69,815	11.1	2,069
Financial managers	60,576	8.8	2,110	60,576	8.8	2,110	-	-	-
Managers and administrators, n.e.c.	66,056	11.0	2,105	67,474	11.2	2,107	-	-	-
Management related	56,110	9.5	2,070	58,814	11.1	2,070	46,710	7.8	2,071
Accountants and auditors	49,360	5.8	2,058	51,822	6.8	2,046	45,647	10.4	2,076
Other financial officers	54,046	25.2	2,105	-	-	-	-	-	-
Management related, n.e.c.	43,110	9.0	2,044	43,515	9.3	2,047	-	-	-
Sales	39,653	16.2	2,175	39,653	16.2	2,175	-	-	-
Supervisors, sales	44,375	13.5	2,197	44,375	13.5	2,197	-	-	-
Administrative support, including clerical	27,436	2.5	2,005	29,343	2.9	2,063	24,839	4.0	1,927
Secretaries	30,425	3.1	2,047	31,102	6.6	2,048	30,043	3.1	2,047
Receptionists	23,117	6.7	2,080	23,117	6.7	2,080	-	-	-
Order clerks	33,586	6.5	2,070	33,586	6.5	2,070	-	-	-
Bookkeepers, accounting and auditing clerks	28,234	3.8	2,060	26,625	4.8	2,037	29,724	3.7	2,080
Dispatchers	32,951	19.7	2,195	-	-	-	-	-	-
Traffic, shipping and receiving clerks	19,845	8.3	2,080	19,845	8.3	2,080	-	-	-

See footnotes at end of table.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Richmond-Petersburg, VA, September 2001 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Administrative support, including clerical —Continued									
Insurance adjusters, examiners, and investigators	\$39,088	20.9	1,993	\$39,088	20.9	1,993	—	—	—
Investigators and adjusters, except insurance	26,940	3.6	2,047	26,330	3.3	2,044	—	—	—
General office clerks	24,600	5.4	1,982	30,012	4.1	2,078	\$21,213	5.1	1,922
Teachers' aides	14,668	11.8	1,305	—	—	—	14,668	11.8	1,305
Administrative support, n.e.c.	28,998	3.9	2,056	30,713	5.3	2,037	27,336	1.9	2,074
Blue collar	32,597	3.1	2,053	32,462	3.3	2,062	33,721	9.9	1,980
Precision production, craft, and repair	38,703	4.2	2,064	38,649	4.6	2,062	38,944	9.9	2,074
Supervisors, mechanics and repairers	51,004	9.6	2,076	—	—	—	—	—	—
Bus, truck, and stationary engine mechanics	35,184	3.1	2,106	35,331	3.2	2,107	—	—	—
Industrial machinery repairers	46,965	7.8	2,024	47,210	7.8	2,023	—	—	—
Supervisors, production	58,100	9.6	2,086	58,100	9.6	2,086	—	—	—
Machine operators, assemblers, and inspectors	31,125	5.5	2,054	31,125	5.5	2,054	—	—	—
Printing press operators	33,768	5.9	2,054	33,768	5.9	2,054	—	—	—
Slicing and cutting machine operators	31,182	2.5	2,080	31,182	2.5	2,080	—	—	—
Miscellaneous machine operators, n.e.c.	40,098	6.4	2,020	40,098	6.4	2,020	—	—	—
Production inspectors, checkers and examiners ...	28,889	12.0	2,064	28,889	12.0	2,064	—	—	—
Transportation and material moving	28,042	8.1	2,053	29,549	8.5	2,139	—	—	—
Industrial truck and tractor equipment operators	28,675	6.1	2,080	28,675	6.1	2,080	—	—	—
Handlers, equipment cleaners, helpers, and laborers	25,491	6.6	2,030	25,433	7.1	2,027	26,236	8.2	2,073
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	34,147	12.1	2,192	—	—	—	—	—	—
Production helpers	23,483	8.8	2,054	23,483	8.8	2,054	—	—	—
Stock handlers and baggers ...	31,606	14.7	2,024	31,606	14.7	2,024	—	—	—
Vehicle washers and equipment cleaners	21,186	14.7	2,080	21,186	14.7	2,080	—	—	—
Hand packers and packagers	22,969	9.8	2,080	22,969	9.8	2,080	—	—	—
Laborers, except construction, n.e.c.	24,364	7.2	2,080	23,987	7.8	2,080	—	—	—
Service	23,012	4.4	2,052	19,578	5.3	2,038	27,853	6.5	2,071
Protective service	31,058	8.8	2,120	—	—	—	36,991	8.2	2,170
Police and detectives, public service	35,891	5.3	2,028	—	—	—	35,891	5.3	2,028
Food service	17,235	13.0	1,939	17,611	14.5	2,071	—	—	—
Other food service	20,413	9.1	1,850	22,545	8.1	2,068	—	—	—
Food preparation, n.e.c.	15,378	11.0	1,713	—	—	—	—	—	—
Health service	21,254	7.5	2,004	21,701	8.7	1,987	—	—	—
Health aides, except nursing ..	22,588	5.3	2,065	22,588	5.3	2,065	—	—	—

See footnotes at end of table.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Richmond-Petersburg, VA, September 2001 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Service—Continued									
Health service—Continued									
Nursing aides, orderlies and attendants	\$20,846	9.9	1,985	\$21,345	12.3	1,955	—	—	—
Cleaning and building service	19,376	4.1	2,072	19,707	5.2	2,068	\$18,666	6.0	2,080
Janitors and cleaners	19,037	3.9	2,080	19,363	4.8	2,080	18,666	6.0	2,080
Personal service	21,403	13.2	2,080	—	—	—	—	—	—

¹ Earnings are the straight-time annual wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

³ A classification system including about 480 individual occupations is used to

cover all workers in the civilian economy. See appendix B for more information.

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

⁵ Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Richmond-Petersburg, VA, September 2001**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$17.61	3.0	\$17.24	3.7	\$18.45	5.1
All excluding sales	17.73	3.0	17.36	3.6	18.45	5.1
White collar	20.63	3.6	21.01	4.6	20.05	5.8
1	7.13	2.6	7.12	2.6	—	—
2	9.04	6.2	8.93	7.5	9.30	10.5
3	10.15	2.9	9.96	4.1	10.52	2.2
4	12.36	4.6	12.47	6.2	12.07	3.8
5	15.74	5.6	17.09	9.8	14.44	2.8
6	16.51	3.9	18.11	4.4	14.89	3.3
7	18.87	3.5	19.87	4.8	17.31	2.9
8	20.53	4.6	18.12	3.7	22.42	5.4
9	24.11	2.0	25.34	3.4	23.41	2.1
10	30.39	4.5	30.88	4.6	—	—
11	33.81	4.8	33.75	4.8	34.06	14.5
12	41.98	3.7	43.10	5.5	—	—
13	48.80	3.8	—	—	—	—
Not able to be leveled	19.38	9.9	19.71	10.1	—	—
White collar excluding sales	21.21	3.5	22.12	4.3	20.06	5.9
2	9.69	6.7	10.04	8.3	9.11	11.4
3	10.51	2.8	10.51	4.4	10.52	2.2
4	13.07	3.6	13.66	4.7	12.07	3.8
5	14.52	2.5	14.65	4.7	14.44	2.8
6	16.36	4.0	18.03	5.0	14.89	3.3
7	18.87	3.5	19.87	4.8	17.31	2.9
8	21.43	4.3	19.28	2.5	22.42	5.4
9	24.01	1.9	25.15	3.0	23.41	2.1
10	29.62	5.3	30.12	5.7	—	—
11	33.04	4.6	32.79	4.4	34.06	14.5
12	41.72	3.8	42.70	5.8	—	—
13	48.80	3.8	—	—	—	—
Not able to be leveled	19.38	9.9	19.71	10.1	—	—
Professional specialty and technical	25.58	4.1	27.83	4.2	23.88	6.5
Professional specialty	26.97	4.3	30.09	4.5	24.95	6.6
5	14.83	7.1	—	—	—	—
7	21.60	4.4	22.54	4.4	18.31	5.9
8	21.89	4.8	19.26	4.3	22.42	5.4
9	24.51	2.2	26.90	4.0	23.69	2.1
10	30.61	6.8	31.60	7.5	—	—
11	35.75	6.7	35.57	6.5	—	—
12	40.74	4.7	40.41	12.9	—	—
Engineers, architects, and surveyors	30.65	12.4	35.34	10.7	—	—
Mathematical and computer scientists	31.17	9.7	33.34	6.9	—	—
11	34.52	3.2	—	—	—	—
Computer systems analysts and scientists	31.17	9.7	33.34	6.9	—	—
11	34.52	3.2	—	—	—	—
Natural scientists	23.52	12.0	29.69	12.1	—	—
Health related	26.01	7.9	24.56	4.4	28.89	17.5
7	21.64	3.9	—	—	—	—
8	21.51	2.0	—	—	—	—
9	25.66	5.6	26.24	7.1	—	—
Registered nurses	22.82	4.2	23.33	5.7	—	—
7	21.64	3.9	—	—	—	—
9	25.29	8.4	—	—	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	24.29	1.7	—	—	24.27	1.8
9	24.36	1.9	—	—	24.34	1.9
Elementary school teachers	24.89	3.4	—	—	24.96	3.6
9	24.89	3.4	—	—	24.96	3.6
Secondary school teachers	23.21	1.0	—	—	23.08	.8
9	23.08	.8	—	—	22.93	.6
Librarians, archivists, and curators	23.49	6.0	—	—	23.49	6.0
Librarians	23.49	6.0	—	—	23.49	6.0
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	16.77	6.5	—	—	16.59	9.3

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Richmond-Petersburg, VA, September 2001 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Professional specialty and technical –Continued						
Professional specialty –Continued						
Social, recreation, and religious workers						
–Continued						
Social workers	\$16.77	6.5	–	–	\$16.59	9.3
Writers, authors, entertainers, athletes, and professionals, n.e.c.	19.14	11.4	–	–	–	–
Technical	19.49	6.9	\$21.28	7.9	16.90	7.3
4	14.97	6.5	14.97	6.5	–	–
6	22.24	5.4	–	–	–	–
7	16.55	2.2	16.59	2.8	16.47	3.6
Licensed practical nurses	17.18	6.7	17.49	7.0	–	–
Executive, administrative, and managerial	29.33	5.2	30.06	5.9	25.90	6.9
7	18.83	3.4	–	–	18.27	4.4
8	19.14	2.3	19.05	2.3	–	–
9	23.39	2.6	23.33	2.7	–	–
10	27.45	5.4	27.19	5.5	–	–
11	29.60	3.9	29.81	4.7	–	–
12	43.00	5.3	43.90	5.4	–	–
Not able to be leveled	34.27	9.1	34.47	9.4	–	–
Executives, administrators, and managers	31.25	6.0	31.34	6.8	30.66	9.3
9	22.86	2.7	23.06	2.3	–	–
11	28.94	5.0	29.06	6.0	–	–
12	38.05	7.5	38.54	8.7	–	–
Not able to be leveled	34.02	11.5	34.25	11.7	–	–
Administrators and officials, public administration	31.48	12.5	–	–	33.74	10.9
Financial managers	28.71	9.3	28.71	9.3	–	–
Managers and administrators, n.e.c.	31.38	11.3	32.03	11.5	–	–
9	22.93	3.3	–	–	–	–
Management related	27.11	9.8	28.42	11.5	22.56	7.8
7	18.73	4.1	–	–	18.27	4.4
8	19.44	3.4	19.27	3.4	–	–
9	23.99	4.4	23.74	5.7	–	–
Accountants and auditors	23.98	5.9	25.32	7.0	21.99	10.4
Other financial officers	25.67	21.3	–	–	–	–
Management related, n.e.c.	21.10	8.9	21.26	9.1	–	–
Sales	16.01	14.0	16.02	14.0	–	–
1	6.96	2.4	6.96	2.4	–	–
3	8.37	5.5	8.37	5.5	–	–
4	10.40	10.4	10.40	10.4	–	–
5	22.83	16.2	22.83	16.2	–	–
8	16.42	7.9	16.42	7.9	–	–
Supervisors, sales	20.19	13.4	20.19	13.4	–	–
8	15.59	9.5	15.59	9.5	–	–
Cashiers	7.48	3.3	7.37	3.1	–	–
3	7.82	4.2	7.82	4.2	–	–
Administrative support, including clerical	13.29	2.4	13.67	3.0	12.69	3.4
2	9.69	6.7	10.04	8.3	9.11	11.4
3	10.44	2.7	10.38	4.4	10.52	2.2
4	12.93	3.8	13.50	5.2	12.07	3.8
5	14.31	3.3	14.72	5.4	13.90	3.5
6	15.47	3.2	16.59	3.7	–	–
7	17.04	5.9	–	–	–	–
Not able to be leveled	14.22	6.2	14.54	5.5	–	–
Secretaries	14.69	3.1	14.87	6.6	14.57	3.0
4	12.61	5.6	11.59	4.6	13.63	8.2
5	14.33	3.8	–	–	–	–
Receptionists	10.58	6.2	10.58	6.2	–	–
Order clerks	14.57	10.0	14.57	10.0	–	–
Records clerks, n.e.c.	10.56	4.3	–	–	–	–

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Richmond-Petersburg, VA, September 2001 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Administrative support, including clerical –Continued						
Bookkeepers, accounting and auditing clerks	\$13.62	3.6	\$12.91	4.8	\$14.29	3.7
Dispatchers	14.97	15.4	–	–	–	–
Traffic, shipping and receiving clerks	9.56	7.5	9.56	7.5	–	–
Insurance adjusters, examiners, and investigators	19.61	21.4	19.61	21.4	–	–
Investigators and adjusters, except insurance	13.16	4.1	12.88	4.1	–	–
General office clerks	12.20	4.4	13.71	4.9	11.03	3.0
3	10.38	1.6	–	–	–	–
4	13.47	7.0	16.53	3.9	–	–
Data entry keyers	13.55	14.1	13.55	14.1	–	–
Teachers' aides	11.33	8.9	–	–	11.39	9.0
Administrative support, n.e.c.	13.44	5.0	14.53	6.4	12.43	5.9
Not able to be leveled	12.97	15.8	–	–	–	–
Blue collar	15.46	3.1	15.30	3.2	16.91	9.2
1	8.90	4.0	8.87	4.2	–	–
2	9.40	7.8	9.39	7.8	–	–
3	11.49	4.5	11.45	4.6	–	–
4	14.37	6.2	14.59	6.5	–	–
5	16.99	6.5	17.06	6.6	–	–
6	16.67	4.4	17.05	5.2	–	–
7	19.20	3.8	19.78	4.3	17.13	1.3
8	20.65	7.5	20.82	8.0	–	–
9	26.56	4.8	26.38	8.1	–	–
Precision production, craft, and repair	18.75	4.2	18.74	4.6	18.78	9.9
5	16.32	3.8	16.56	3.8	–	–
6	16.51	6.3	–	–	–	–
7	19.59	4.0	20.38	4.4	17.13	1.3
8	20.64	8.7	20.84	9.4	–	–
9	27.17	4.5	27.45	8.0	–	–
Supervisors, mechanics and repairers	24.57	9.5	–	–	–	–
Bus, truck, and stationary engine mechanics	16.71	2.7	16.77	2.8	–	–
7	16.84	3.1	16.84	3.1	–	–
Industrial machinery repairers	23.21	8.9	23.34	8.9	–	–
7	24.92	7.3	24.92	7.3	–	–
Supervisors, production	27.85	9.4	27.85	9.4	–	–
Machine operators, assemblers, and inspectors	15.11	5.8	15.11	5.8	–	–
1	8.16	2.8	8.16	2.8	–	–
2	10.33	12.6	10.33	12.6	–	–
3	11.46	6.4	11.46	6.4	–	–
4	17.27	8.7	17.27	8.7	–	–
5	18.14	9.7	18.14	9.7	–	–
6	17.79	6.1	17.79	6.1	–	–
7	15.06	6.1	15.06	6.1	–	–
Printing press operators	16.44	5.5	16.44	5.5	–	–
Slicing and cutting machine operators	14.99	2.5	14.99	2.5	–	–
Miscellaneous machine operators, n.e.c.	19.85	7.2	19.85	7.2	–	–
4	19.03	7.7	19.03	7.7	–	–
Production inspectors, checkers and examiners ..	14.00	12.1	14.00	12.1	–	–
Transportation and material moving	13.40	6.2	13.52	6.8	12.37	4.7
3	13.51	5.1	13.48	5.6	–	–
4	12.36	7.1	12.48	10.0	–	–
5	14.86	10.1	14.91	10.3	–	–
Truck drivers	12.10	6.7	–	–	–	–
Bus drivers	14.82	12.3	–	–	–	–
Industrial truck and tractor equipment operators ..	13.79	6.1	13.79	6.1	–	–
4	13.55	12.9	13.55	12.9	–	–
Handlers, equipment cleaners, helpers, and laborers	11.69	6.2	11.63	6.6	12.52	7.9

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Richmond-Petersburg, VA, September 2001 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Handlers, equipment cleaners, helpers, and laborers						
—Continued						
1	\$8.97	5.9	\$8.91	6.3	—	—
2	9.29	8.4	9.28	8.5	—	—
3	11.14	7.1	11.14	7.2	—	—
4	11.30	5.3	11.32	5.5	—	—
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	15.58	8.3	—	—	—	—
Production helpers	11.43	9.4	11.43	9.4	—	—
Stock handlers and baggers	12.09	16.6	12.09	16.6	—	—
1	7.01	3.6	7.01	3.6	—	—
3	10.27	10.0	10.27	10.0	—	—
Freight, stock, and material handlers, n.e.c.	10.12	20.8	10.12	20.8	—	—
Vehicle washers and equipment cleaners	9.79	13.5	9.79	13.5	—	—
Hand packers and packagers	10.48	8.8	10.48	8.8	—	—
Laborers, except construction, n.e.c.	11.49	6.6	11.33	7.1	—	—
Service	10.52	3.9	9.00	4.5	\$13.18	5.8
1	7.80	6.1	7.46	8.2	8.61	5.1
2	7.81	4.3	7.70	5.1	—	—
3	9.62	3.4	9.36	5.2	10.02	4.6
4	11.48	8.4	11.67	8.7	—	—
5	13.23	5.4	—	—	13.94	5.2
6	13.76	4.9	—	—	14.34	4.8
7	16.25	7.5	—	—	16.25	9.2
Protective service	14.22	8.2	9.52	8.4	17.01	7.1
5	14.31	5.1	—	—	14.31	5.1
6	14.43	4.4	—	—	13.86	1.8
7	19.03	1.9	—	—	19.03	1.9
Police and detectives, public service	17.70	3.8	—	—	17.70	3.8
Guards and police, except public service	9.31	8.2	9.33	8.3	—	—
Food service	7.95	8.5	7.66	8.7	—	—
1	7.28	14.1	7.13	16.7	—	—
2	5.78	16.5	5.38	17.3	—	—
3	9.50	4.8	9.50	4.8	—	—
Waiters, waitresses, and bartenders	5.90	15.0	5.90	15.0	—	—
Waiters and waitresses	5.89	19.2	5.89	19.2	—	—
Other food service	9.70	7.7	9.42	8.0	—	—
1	7.37	5.7	7.09	6.1	—	—
3	9.33	6.0	9.33	6.0	—	—
Cooks	10.64	18.6	10.70	19.5	—	—
Kitchen workers, food preparation	9.66	7.9	9.66	7.9	—	—
Food preparation, n.e.c.	8.38	7.7	8.37	9.9	—	—
1	7.40	4.9	—	—	—	—
Health service	10.09	6.6	10.25	7.6	—	—
3	9.40	5.5	9.47	8.5	—	—
4	11.94	12.5	11.94	12.5	—	—
Health aides, except nursing	10.90	4.4	10.90	4.4	—	—
Nursing aides, orderlies and attendants	9.89	8.2	10.06	10.1	—	—
3	9.51	5.4	—	—	—	—
4	12.23	14.3	12.23	14.3	—	—
Cleaning and building service	9.25	4.1	9.41	5.6	8.95	5.1
1	8.43	4.6	—	—	8.63	6.4
2	7.79	2.9	7.56	3.1	—	—
Janitors and cleaners	9.04	3.9	9.11	5.7	8.95	5.1
1	8.64	4.6	—	—	8.63	6.4
2	7.87	4.6	—	—	—	—

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Richmond-Petersburg, VA, September 2001 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service —Continued						
Personal service	\$10.05	12.9	—	—	—	—

¹ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

² Each occupation for which data are collected in an establishment is evaluated based on 10 factors, including knowledge, complexity, work environment, etc. Points are assigned based on the occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendixes C and D for more information.

³ All workers include full-time and part-time workers.

⁴ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and

hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

⁵ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Richmond-Petersburg, VA, September 2001**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$18.24	3.0	\$18.21	3.7	\$18.31	5.3
All excluding sales	18.24	3.0	18.21	3.7	18.31	5.3
White collar	21.14	3.6	22.04	4.5	19.79	6.1
2	10.87	8.4	11.84	11.8	9.89	10.3
3	10.54	3.5	10.56	6.0	10.51	2.2
4	12.64	4.2	12.86	5.6	12.12	3.9
5	15.83	5.7	17.16	9.8	14.53	2.7
6	16.53	4.0	18.14	4.5	14.91	3.3
7	18.65	3.7	19.66	5.2	17.10	2.7
8	19.51	3.1	18.12	3.7	21.11	2.1
9	24.00	2.1	25.06	3.7	23.42	2.1
10	30.39	4.5	30.88	4.6	—	—
11	32.88	4.4	33.75	4.8	27.52	2.5
12	41.98	3.7	43.10	5.5	—	—
13	48.80	3.8	—	—	—	—
Not able to be leveled	20.03	10.5	19.99	10.5	—	—
White collar excluding sales	21.46	3.6	22.76	4.3	19.79	6.1
2	11.12	8.5	—	—	9.89	10.3
3	10.74	3.1	10.96	5.4	10.51	2.2
4	13.18	3.7	13.83	4.8	12.12	3.9
5	14.58	2.5	14.65	4.7	14.53	2.7
6	16.38	4.1	18.06	5.0	14.91	3.3
7	18.65	3.7	19.66	5.2	17.10	2.7
8	20.37	1.9	19.28	2.5	21.11	2.1
9	23.89	1.9	24.83	3.3	23.42	2.1
10	29.62	5.3	30.12	5.7	—	—
11	32.01	4.0	32.79	4.4	27.52	2.5
12	41.72	3.8	42.70	5.8	—	—
13	48.80	3.8	—	—	—	—
Not able to be leveled	20.03	10.5	19.99	10.5	—	—
Professional specialty and technical	25.43	4.4	27.96	4.3	23.45	7.0
Professional specialty	26.84	4.6	30.20	4.6	24.56	7.1
7	21.37	5.2	22.26	4.9	—	—
8	20.67	1.9	19.26	4.3	21.09	2.1
9	24.37	2.3	26.51	4.5	23.71	2.1
10	30.61	6.8	31.60	7.5	—	—
11	34.03	6.3	35.57	6.5	—	—
12	40.74	4.7	40.41	12.9	—	—
Engineers, architects, and surveyors	30.65	12.4	35.34	10.7	—	—
Mathematical and computer scientists	32.11	10.6	33.34	6.9	—	—
11	34.52	3.2	—	—	—	—
Computer systems analysts and scientists	32.11	10.6	33.34	6.9	—	—
11	34.52	3.2	—	—	—	—
Natural scientists	23.52	12.0	29.69	12.1	—	—
Health related	23.40	3.6	23.64	4.8	22.86	4.1
8	21.51	2.0	—	—	—	—
9	24.54	6.1	24.94	7.7	—	—
Registered nurses	22.42	5.2	22.71	7.2	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	24.37	1.8	—	—	24.33	1.8
9	24.39	1.9	—	—	24.34	1.9
Elementary school teachers	24.97	3.5	—	—	24.96	3.6
9	24.97	3.5	—	—	24.96	3.6
Secondary school teachers	23.21	1.0	—	—	23.08	.8
9	23.08	.8	—	—	22.93	.6
Librarians, archivists, and curators	23.52	6.3	—	—	23.52	6.3
Librarians	23.52	6.3	—	—	23.52	6.3
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	17.29	3.4	—	—	17.34	5.1
Social workers	17.29	3.4	—	—	17.34	5.1
Writers, authors, entertainers, athletes, and professionals, n.e.c.	19.14	11.4	—	—	—	—
Technical	19.63	7.0	21.58	7.7	16.90	7.3

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Richmond-Petersburg, VA, September 2001 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Professional specialty and technical –Continued						
Technical –Continued						
4	\$15.11	5.9	\$15.11	5.9	–	–
6	22.60	5.1	–	–	–	–
7	16.68	2.3	16.80	2.9	\$16.47	3.6
Licensed practical nurses	17.35	6.9	17.70	7.2	–	–
Executive, administrative, and managerial						
7	29.33	5.2	30.06	5.9	25.94	6.9
8	18.83	3.4	–	–	18.27	4.4
9	19.14	2.3	19.05	2.3	–	–
10	23.39	2.6	23.33	2.7	–	–
11	27.45	5.4	27.19	5.5	–	–
12	29.60	3.9	29.81	4.7	–	–
Not able to be leveled	43.00	5.3	43.90	5.4	–	–
Executives, administrators, and managers	34.37	9.2	34.47	9.4	–	–
9	31.27	6.0	31.34	6.8	30.79	9.3
11	22.86	2.7	23.06	2.3	–	–
12	28.94	5.0	29.06	6.0	–	–
Not able to be leveled	38.05	7.5	38.54	8.7	–	–
Administrators and officials, public administration	34.13	11.5	34.25	11.7	–	–
Financial managers	31.48	12.5	–	–	33.74	10.9
Managers and administrators, n.e.c.	28.71	9.3	28.71	9.3	–	–
9	31.38	11.3	32.03	11.5	–	–
Management related	22.93	3.3	–	–	–	–
7	27.11	9.8	28.42	11.5	22.56	7.8
8	18.73	4.1	–	–	18.27	4.4
9	19.44	3.4	19.27	3.4	–	–
Accountants and auditors	23.99	4.4	23.74	5.7	–	–
Other financial officers	23.98	5.9	25.32	7.0	21.99	10.4
Management related, n.e.c.	25.67	21.3	–	–	–	–
8	21.10	8.9	21.26	9.1	–	–
Sales						
4	18.23	14.3	18.23	14.3	–	–
5	10.94	11.1	10.94	11.1	–	–
8	23.31	15.7	23.31	15.7	–	–
Supervisors, sales	16.42	7.9	16.42	7.9	–	–
8	20.19	13.4	20.19	13.4	–	–
8	15.59	9.5	15.59	9.5	–	–
Administrative support, including clerical						
2	13.68	2.3	14.23	2.8	12.89	3.4
3	11.12	8.5	–	–	9.89	10.3
4	10.65	3.0	10.79	5.5	10.51	2.2
5	13.03	3.9	13.67	5.3	12.12	3.9
6	14.31	3.3	14.72	5.4	13.88	3.6
7	15.47	3.2	16.59	3.7	–	–
Not able to be leveled	17.04	5.9	–	–	–	–
Secretaries	14.69	5.5	14.69	5.5	–	–
4	14.86	3.0	15.19	6.7	14.68	2.8
5	12.81	5.8	–	–	13.63	8.2
Receptionists	14.33	3.8	–	–	–	–
Order clerks	11.11	6.7	11.11	6.7	–	–
Bookkeepers, accounting and auditing clerks	16.22	6.4	16.22	6.4	–	–
Dispatchers	13.71	3.5	13.07	4.7	14.29	3.7
Traffic, shipping and receiving clerks	15.01	15.6	–	–	–	–
Insurance adjusters, examiners, and	9.54	8.3	9.54	8.3	–	–
investigators	19.61	21.4	19.61	21.4	–	–
Investigators and adjusters, except insurance	13.16	4.1	12.88	4.1	–	–
General office clerks	12.41	4.6	14.45	4.1	11.04	3.0
3	10.39	1.6	–	–	–	–
4	13.47	7.0	16.53	3.9	–	–
Teachers' aides	11.24	9.4	–	–	11.24	9.4

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Richmond-Petersburg, VA, September 2001 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Administrative support, including clerical –Continued						
Administrative support, n.e.c.	\$14.11	4.1	\$15.08	5.0	\$13.18	1.9
Blue collar						
1	15.88	3.1	15.74	3.3	17.03	9.3
2	9.25	4.4	9.23	4.6	–	–
3	10.47	9.0	10.47	9.0	–	–
4	11.66	4.8	11.66	4.9	–	–
5	14.52	6.2	14.77	6.5	–	–
6	16.99	6.5	17.06	6.6	–	–
7	16.67	4.4	17.05	5.2	–	–
8	19.20	3.8	19.78	4.3	17.13	1.3
9	20.65	7.5	20.82	8.0	–	–
	26.56	4.8	26.38	8.1	–	–
Precision production, craft, and repair						
5	18.75	4.2	18.74	4.6	18.78	9.9
6	16.32	3.8	16.56	3.8	–	–
7	16.51	6.3	–	–	–	–
8	19.59	4.0	20.38	4.4	17.13	1.3
9	20.64	8.7	20.84	9.4	–	–
Supervisors, mechanics and repairers	27.17	4.5	27.45	8.0	–	–
Bus, truck, and stationary engine mechanics	24.57	9.5	–	–	–	–
7	16.71	2.7	16.77	2.8	–	–
Industrial machinery repairers	16.84	3.1	16.84	3.1	–	–
7	23.21	8.9	23.34	8.9	–	–
Supervisors, production	24.92	7.3	24.92	7.3	–	–
	27.85	9.4	27.85	9.4	–	–
Machine operators, assemblers, and inspectors						
1	15.15	5.8	15.15	5.8	–	–
2	8.16	2.8	8.16	2.8	–	–
3	10.37	12.7	10.37	12.7	–	–
4	11.46	6.4	11.46	6.4	–	–
5	17.27	8.7	17.27	8.7	–	–
6	18.14	9.7	18.14	9.7	–	–
7	17.79	6.1	17.79	6.1	–	–
Printing press operators	15.06	6.1	15.06	6.1	–	–
Slicing and cutting machine operators	16.44	5.5	16.44	5.5	–	–
Miscellaneous machine operators, n.e.c.	14.99	2.5	14.99	2.5	–	–
4	19.85	7.2	19.85	7.2	–	–
Production inspectors, checkers and examiners ..	19.03	7.7	19.03	7.7	–	–
	14.00	12.1	14.00	12.1	–	–
Transportation and material moving						
3	13.66	6.3	13.82	6.9	–	–
4	13.41	5.6	13.41	5.6	–	–
5	12.64	7.1	12.94	10.3	–	–
Industrial truck and tractor equipment operators ..	14.86	10.1	14.91	10.3	–	–
4	13.79	6.1	13.79	6.1	–	–
	13.55	12.9	13.55	12.9	–	–
Handlers, equipment cleaners, helpers, and laborers						
1	12.56	6.8	12.55	7.3	12.66	8.2
2	9.60	6.8	9.59	7.4	–	–
3	10.64	11.9	10.64	11.9	–	–
4	11.55	7.9	11.56	8.1	–	–
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	11.37	5.4	11.39	5.6	–	–
Production helpers	15.58	8.3	–	–	–	–
Stock handlers and baggers	11.43	9.4	11.43	9.4	–	–
3	15.61	15.8	15.61	15.8	–	–
Vehicle washers and equipment cleaners	11.84	10.7	11.84	10.7	–	–
Hand packers and packagers	10.19	14.7	10.19	14.7	–	–
Laborers, except construction, n.e.c.	11.04	9.8	11.04	9.8	–	–
	11.71	7.2	11.53	7.8	–	–

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Richmond-Petersburg, VA, September 2001 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service	\$11.22	4.1	\$9.61	5.1	\$13.45	6.0
1	8.29	3.7	8.08	4.9	8.63	5.2
2	8.34	3.0	8.37	3.4	—	—
3	9.99	3.3	9.93	4.5	10.05	4.9
4	11.95	8.1	12.01	8.6	—	—
5	13.23	5.4	—	—	13.94	5.2
6	13.84	4.7	—	—	14.34	4.8
7	16.25	7.5	—	—	16.25	9.2
Protective service	14.65	7.8	—	—	17.05	7.2
5	14.31	5.1	—	—	14.31	5.1
6	14.43	4.4	—	—	13.86	1.8
7	19.03	1.9	—	—	19.03	1.9
Police and detectives, public service	17.70	3.8	—	—	17.70	3.8
Food service	8.89	13.0	8.50	14.5	—	—
1	8.49	7.8	—	—	—	—
Other food service	11.04	8.0	10.90	7.8	—	—
Food preparation, n.e.c.	8.98	8.3	—	—	—	—
Health service	10.61	6.7	10.92	7.6	—	—
3	9.83	4.2	—	—	—	—
4	12.28	12.3	12.28	12.3	—	—
Health aides, except nursing	10.94	4.6	10.94	4.6	—	—
Nursing aides, orderlies and attendants	10.50	8.9	10.92	10.6	—	—
Cleaning and building service	9.35	4.2	9.53	5.4	8.97	5.9
1	8.43	4.6	—	—	8.63	6.4
2	7.73	1.5	7.67	1.9	—	—
Janitors and cleaners	9.15	3.9	9.31	4.8	8.97	5.9
1	8.64	4.6	—	—	8.63	6.4
Personal service	10.29	13.2	—	—	—	—

¹ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

² Each occupation for which data are collected in an establishment is evaluated based on 10 factors, including knowledge, complexity, work environment, etc. Points are assigned based on the occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendixes C and D for more information.

³ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

⁴ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

⁵ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 4-3. **Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Richmond-Petersburg, VA, September 2001**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$11.39	13.4	\$8.95	5.0	\$20.57	20.4
All excluding sales	12.05	14.5	9.28	5.9	20.66	20.5
White collar	14.94	16.3	10.90	7.5	23.65	17.7
1	7.10	1.2	7.08	1.2	—	—
2	7.88	4.4	7.87	4.3	—	—
3	8.77	3.9	8.74	4.0	—	—
4	9.08	8.7	—	—	—	—
7	21.35	8.6	—	—	—	—
9	29.38	5.9	30.43	5.6	—	—
Not able to be leveled	9.66	14.9	—	—	—	—
White collar excluding sales	17.83	16.4	13.22	10.7	23.82	17.7
2	8.34	4.6	8.66	3.0	—	—
4	10.81	8.4	11.00	10.1	—	—
7	21.35	8.6	—	—	—	—
9	29.38	5.9	30.43	5.6	—	—
Not able to be leveled	9.66	14.9	—	—	—	—
Professional specialty and technical	27.55	12.0	25.09	8.9	28.54	16.3
Professional specialty	28.40	12.4	27.98	6.8	28.54	16.3
9	29.38	5.9	30.43	5.6	—	—
Mathematical and computer scientists	—	—	—	—	—	—
Health related	34.67	15.6	28.42	6.8	—	—
Registered nurses	24.48	7.8	—	—	—	—
Teachers, except college and university	—	—	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Technical	—	—	—	—	—	—
Executive, administrative, and managerial	—	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Sales	7.57	2.4	7.49	2.2	—	—
Cashiers	7.31	2.8	7.16	2.1	—	—
Administrative support, including clerical	9.27	4.0	9.53	3.4	8.15	12.7
2	8.34	4.6	8.66	3.0	—	—
4	10.78	8.9	10.99	10.8	—	—
Not able to be leveled	9.59	15.2	—	—	—	—
Secretaries	9.66	8.0	10.29	6.9	—	—
General office clerks	9.09	13.1	—	—	—	—
Administrative support, n.e.c.	7.45	12.4	—	—	—	—
Blue collar	7.92	3.8	7.64	3.2	—	—
1	7.13	5.1	7.09	5.2	—	—
2	7.17	4.1	7.10	4.1	—	—
3	9.63	10.3	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	10.02	11.8	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	7.45	3.1	7.41	3.1	—	—
1	7.13	5.1	7.09	5.2	—	—
Stock handlers and baggers	6.84	1.9	6.84	1.9	—	—
Service	7.38	5.8	7.24	6.4	8.55	4.9
1	6.47	14.8	6.38	15.2	—	—
2	6.74	14.0	6.34	16.9	—	—
3	8.38	5.3	8.27	5.6	—	—
Protective service	—	—	—	—	—	—
Food service	6.75	10.3	6.71	10.4	—	—
1	6.32	16.9	6.20	17.1	—	—
3	9.02	5.3	9.02	5.3	—	—
Waiters, waitresses, and bartenders	5.80	21.8	5.80	21.8	—	—

See footnotes at end of table.

Table 4-3. **Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Richmond-Petersburg, VA, September 2001 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
Food service—Continued						
Waiters, waitresses, and bartenders—Continued						
Waiters and waitresses	\$5.89	22.9	\$5.89	22.9	—	—
Other food service	7.74	6.5	7.68	6.6	—	—
1	7.19	8.6	7.03	8.1	—	—
3	8.48	5.6	8.48	5.6	—	—
Kitchen workers, food preparation	7.89	3.3	7.89	3.3	—	—
Health service	8.36	7.4	8.26	7.7	—	—
Nursing aides, orderlies and attendants	8.29	7.4	8.17	7.8	—	—
Cleaning and building service	—	—	—	—	—	—
Personal service	—	—	—	—	—	—

¹ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

² Each occupation for which data are collected in an establishment is evaluated based on 10 factors, including knowledge, complexity, work environment, etc. Points are assigned based on the occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendixes C and D for more information.

³ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

⁴ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

⁵ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 5-1. **Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, Richmond-Petersburg, VA, September 2001**

Occupational group	Private industry and State and local government					
	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
	Mean					
All occupations	\$18.24	\$11.39	\$18.49	\$17.52	\$17.57	\$19.64
All excluding sales	18.24	12.05	18.49	17.64	17.72	18.51
White collar	21.14	14.94	18.55	20.69	20.62	21.19
White-collar excluding sales	21.46	17.83	18.55	21.30	21.20	–
Professional specialty and technical	25.43	27.55	–	25.59	25.57	–
Professional specialty	26.84	28.40	–	26.97	26.96	–
Technical	19.63	–	–	19.34	19.49	–
Executive, administrative, and managerial	29.33	–	–	29.33	29.33	–
Sales	18.23	7.57	–	16.01	15.10	20.73
Administrative support, including clerical	13.68	9.27	17.99	12.94	13.29	–
Blue collar	15.88	7.92	18.47	14.04	15.35	18.51
Precision production, craft, and repair	18.75	–	21.55	17.75	18.59	–
Machine operators, assemblers, and inspectors	15.15	–	18.15	12.30	15.13	–
Transportation and material moving	13.66	10.02	15.04	12.37	13.07	–
Handlers, equipment cleaners, helpers, and laborers	12.56	7.45	16.67	10.20	11.66	–
Service	11.22	7.38	–	10.52	10.52	–
	Relative error ⁶ (percent)					
All occupations	3.0	13.4	4.3	3.3	3.1	10.3
All excluding sales	3.0	14.5	4.3	3.3	3.0	9.7
White collar	3.6	16.3	3.4	3.7	3.7	15.6
White-collar excluding sales	3.6	16.4	3.4	3.6	3.5	–
Professional specialty and technical	4.4	12.0	–	4.2	4.2	–
Professional specialty	4.6	12.4	–	4.3	4.3	–
Technical	7.0	–	–	7.2	6.9	–
Executive, administrative, and managerial	5.2	–	–	5.2	5.2	–
Sales	14.3	2.4	–	14.0	16.7	16.8
Administrative support, including clerical	2.3	4.0	3.3	2.5	2.4	–
Blue collar	3.1	3.8	4.9	4.0	3.2	9.7
Precision production, craft, and repair	4.2	–	5.1	5.0	4.3	–
Machine operators, assemblers, and inspectors	5.8	–	7.9	5.5	6.0	–
Transportation and material moving	6.3	11.8	7.4	8.2	6.0	–
Handlers, equipment cleaners, helpers, and laborers	6.8	3.1	10.6	4.1	6.3	–
Service	4.1	5.8	–	3.9	4.0	–

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

³ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

⁴ Union workers are those whose wages are determined through collective bargaining.

⁵ Time workers' wages are based solely on an hourly rate or salary; incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

⁶ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

Table 5-2. Major industry division: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Richmond-Petersburg, VA, September 2001

Occupational group	Full-time and part-time workers									
	All private industries	Goods-producing industries ³				Service-producing industries ⁴				
		Total	Mining	Construction	Manufacturing	Total	Transportation and public utilities	Wholesale and retail trade	Finance, insurance, and real estate	Services
	Mean									
All occupations	\$17.24	-	-	-	\$21.34	-	\$20.40	-	-	-
All excluding sales	17.36	-	-	-	21.20	-	20.12	-	-	-
White collar	21.01	-	-	-	29.65	-	23.52	-	-	-
White-collar excluding sales	22.12	-	-	-	29.61	-	23.37	-	-	-
Professional specialty and technical	27.83	-	-	-	34.97	-	-	-	-	-
Professional specialty	30.09	-	-	-	38.12	-	-	-	-	-
Technical	21.28	-	-	-	19.74	-	22.95	-	-	-
Executive, administrative, and managerial	30.06	-	-	-	36.74	-	-	-	-	-
Sales	16.02	-	-	-	-	-	-	-	-	-
Administrative support, including clerical	13.67	-	-	-	14.43	-	16.85	-	-	-
Blue collar	15.30	-	-	-	17.18	-	16.73	-	-	-
Precision production, craft, and repair	18.74	-	-	-	21.28	-	19.35	-	-	-
Machine operators, assemblers, and inspectors	15.11	-	-	-	16.05	-	-	-	-	-
Transportation and material moving	13.52	-	-	-	13.82	-	13.30	-	-	-
Handlers, equipment cleaners, helpers, and laborers	11.63	-	-	-	14.75	-	16.17	-	-	-
Service	9.00	-	-	-	-	-	-	-	-	-
	Relative error ⁵ (percent)									
All occupations	3.7	-	-	-	6.7	-	5.3	-	-	-
All excluding sales	3.6	-	-	-	6.5	-	5.1	-	-	-
White collar	4.6	-	-	-	8.5	-	6.9	-	-	-
White-collar excluding sales	4.3	-	-	-	8.6	-	6.1	-	-	-
Professional specialty and technical	4.2	-	-	-	8.5	-	-	-	-	-
Professional specialty	4.5	-	-	-	8.4	-	-	-	-	-
Technical	7.9	-	-	-	8.5	-	27.8	-	-	-
Executive, administrative, and managerial	5.9	-	-	-	11.2	-	-	-	-	-
Sales	14.0	-	-	-	-	-	-	-	-	-
Administrative support, including clerical	3.0	-	-	-	7.8	-	4.2	-	-	-
Blue collar	3.2	-	-	-	4.5	-	8.0	-	-	-
Precision production, craft, and repair	4.6	-	-	-	7.3	-	4.9	-	-	-
Machine operators, assemblers, and inspectors	5.8	-	-	-	5.8	-	-	-	-	-
Transportation and material moving	6.8	-	-	-	6.0	-	13.1	-	-	-
Handlers, equipment cleaners, helpers, and laborers	6.6	-	-	-	12.4	-	6.7	-	-	-
Service	4.5	-	-	-	-	-	-	-	-	-

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

³ Goods-producing industries include mining, construction, and manufacturing.

⁴ Service-producing industries include transportation and public utilities; wholesale and retail trade; finance, insurance, and real estate; and services.

⁵ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

Table 5-3. Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Richmond-Petersburg, VA, September 2001

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers ³	100 workers or more		
			Total	100 - 499 workers	500 workers or more
Mean					
All occupations	\$17.24	\$15.18	\$17.86	\$16.55	\$20.13
All excluding sales	17.36	15.11	18.01	16.40	20.65
White collar	21.01	19.87	21.29	20.72	22.16
White-collar excluding sales	22.12	21.65	22.22	21.43	23.29
Professional specialty and technical	27.83	—	27.74	25.68	31.27
Professional specialty	30.09	—	30.23	29.26	31.59
Technical	21.28	—	20.34	17.80	—
Executive, administrative, and managerial	30.06	25.00	31.30	29.17	34.15
Sales	16.02	15.63	16.20	17.83	—
Administrative support, including clerical	13.67	12.47	13.87	13.92	13.82
Blue collar	15.30	12.98	16.12	14.58	17.99
Precision production, craft, and repair	18.74	16.90	19.41	17.84	21.82
Machine operators, assemblers, and inspectors	15.11	11.54	15.92	13.24	17.35
Transportation and material moving	13.52	11.91	14.32	13.83	16.00
Handlers, equipment cleaners, helpers, and laborers	11.63	9.66	12.47	11.02	14.45
Service	9.00	8.95	9.03	8.87	10.78
Relative error ⁴ (percent)					
All occupations	3.7	10.5	4.1	5.7	5.8
All excluding sales	3.6	11.8	3.8	5.3	5.3
White collar	4.6	12.9	5.0	6.7	8.0
White-collar excluding sales	4.3	13.7	4.4	5.8	7.0
Professional specialty and technical	4.2	—	4.8	6.3	6.8
Professional specialty	4.5	—	5.3	7.0	7.7
Technical	7.9	—	7.4	6.0	—
Executive, administrative, and managerial	5.9	6.9	6.9	8.5	9.9
Sales	14.0	16.6	19.2	21.2	—
Administrative support, including clerical	3.0	7.1	3.3	4.6	4.6
Blue collar	3.2	5.2	3.8	4.3	6.1
Precision production, craft, and repair	4.6	6.2	6.5	6.6	8.2
Machine operators, assemblers, and inspectors	5.8	6.0	6.5	6.6	8.3
Transportation and material moving	6.8	5.5	7.8	10.5	4.7
Handlers, equipment cleaners, helpers, and laborers	6.6	5.8	8.4	6.8	15.5
Service	4.5	7.5	5.5	5.8	15.6

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

³ Establishments classified with 50-99 workers may contain

establishments with fewer than 50 due to staff reductions between survey sampling and collection.

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

Table 6-1. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, all industries, National Compensation Survey, Richmond-Petersburg, VA, September 2001

Occupation ³	10	25	Median 50	75	90
All	\$8.29	\$10.62	\$15.38	\$22.30	\$29.49
All excluding sales	8.47	10.88	15.44	22.60	28.70
White collar	9.53	12.71	19.11	25.04	34.97
White collar excluding sales	10.60	13.78	19.97	25.25	35.00
Professional specialty and technical	16.05	20.65	23.48	28.70	37.37
Professional specialty	20.58	21.80	24.80	30.19	40.91
Engineers, architects, and surveyors	23.28	23.28	28.70	33.67	42.95
Mathematical and computer scientists	20.65	23.64	28.47	40.91	40.91
Computer systems analysts and scientists	20.65	23.64	28.47	40.91	40.91
Natural scientists	21.11	21.11	21.11	21.11	36.17
Health related	20.47	20.97	22.81	30.00	35.00
Registered nurses	19.90	20.58	21.73	22.81	30.19
Teachers, college and university	—	—	—	—	—
Teachers, except college and university	22.44	22.71	23.49	25.33	27.35
Elementary school teachers	22.21	22.89	23.90	25.54	30.65
Secondary school teachers	22.71	22.71	22.71	23.27	24.91
Librarians, archivists, and curators	16.62	21.67	23.65	24.82	27.72
Librarians	16.62	21.67	23.65	24.82	27.72
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	12.59	17.02	17.21	17.85	20.32
Social workers	12.59	17.02	17.21	17.85	20.32
Writers, authors, entertainers, athletes, and professionals, n.e.c.	14.78	16.05	16.05	26.41	26.41
Technical	14.74	14.93	16.85	21.78	29.49
Licensed practical nurses	14.65	16.00	16.02	16.58	24.22
Executive, administrative, and managerial	17.43	20.73	26.68	37.04	48.63
Executives, administrators, and managers	18.87	22.50	29.12	38.25	47.49
Administrators and officials, public administration	21.15	26.54	28.87	42.41	42.41
Financial managers	12.76	21.39	25.04	37.04	41.83
Managers and administrators, n.e.c.	18.87	22.12	23.72	45.69	54.81
Management related	16.48	18.98	23.31	30.78	48.63
Accountants and auditors	17.00	17.43	22.74	27.88	34.32
Other financial officers	12.27	12.27	28.00	37.52	37.52
Management related, n.e.c.	16.14	17.67	19.23	24.93	33.51
Sales	7.20	8.41	10.61	18.94	34.97
Supervisors, sales	12.00	14.63	17.93	21.10	30.29
Cashiers	6.71	6.98	7.20	7.73	9.08
Administrative support, including clerical	9.34	10.67	12.78	15.44	18.17
Secretaries	10.92	13.33	15.44	15.44	19.18
Receptionists	7.50	9.53	10.00	13.38	13.74
Order clerks	9.45	10.55	14.72	18.65	20.04
Records clerks, n.e.c.	8.23	9.97	10.81	11.23	11.23
Bookkeepers, accounting and auditing clerks	9.97	12.43	14.18	14.90	15.32
Dispatchers	11.31	11.31	11.31	21.68	21.68
Traffic, shipping and receiving clerks	7.94	7.94	8.99	9.77	10.40
Insurance adjusters, examiners, and investigators	12.38	13.79	14.51	29.17	29.17
Investigators and adjusters, except insurance	10.71	11.34	12.25	15.69	16.15
General office clerks	9.71	10.43	11.43	14.00	16.71
Data entry keyers	9.00	9.51	13.34	13.34	20.36
Teachers' aides	8.35	9.37	9.77	13.52	14.63
Administrative support, n.e.c.	10.02	12.69	13.46	14.75	17.43
Blue collar	8.30	10.77	14.91	18.16	24.14
Precision production, craft, and repair	13.50	14.91	17.34	22.99	26.83
Supervisors, mechanics and repairers	17.85	17.85	26.83	26.83	26.83
Bus, truck, and stationary engine mechanics	13.83	16.00	17.34	17.34	18.16
Industrial machinery repairers	13.76	17.75	25.81	28.56	28.56
Supervisors, production	13.59	22.17	26.28	32.33	32.48
Machine operators, assemblers, and inspectors	8.47	11.19	14.33	19.59	22.19
Printing press operators	13.89	14.77	16.07	16.98	19.01
Slicing and cutting machine operators	13.57	14.58	14.58	14.92	16.88
Miscellaneous machine operators, n.e.c.	12.44	14.33	21.88	22.19	26.64

See footnotes at end of table.

Table 6-1. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, all industries, National Compensation Survey, Richmond-Petersburg, VA, September 2001 — Continued

Occupation ³	10	25	Median 50	75	90
Blue collar —Continued					
Machine operators, assemblers, and inspectors					
—Continued					
Production inspectors, checkers and examiners ..	\$10.77	\$11.48	\$11.75	\$14.14	\$14.14
Transportation and material moving					
Truck drivers	7.44	11.17	13.15	16.50	18.57
Truck drivers	11.17	11.17	11.17	12.94	16.50
Bus drivers	9.77	11.35	18.14	18.14	18.14
Industrial truck and tractor equipment operators ..	9.55	12.88	13.78	15.30	18.43
Handlers, equipment cleaners, helpers, and laborers					
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	6.94	8.00	10.31	13.98	17.90
Production helpers	11.88	12.26	16.17	18.93	18.93
Stock handlers and baggers	8.99	8.99	11.22	14.12	14.15
Freight, stock, and material handlers, n.e.c.	6.28	6.75	8.50	15.49	24.02
Vehicle washers and equipment cleaners	6.94	6.94	6.94	14.36	15.13
Hand packers and packagers	8.30	8.38	8.38	9.34	16.81
Laborers, except construction, n.e.c.	7.99	7.99	8.00	13.45	13.86
.....	8.10	10.02	10.77	13.50	15.24
Service					
Protective service	6.51	7.89	9.52	12.68	16.35
Police and detectives, public service	7.66	8.56	13.57	17.29	19.86
Guards and police, except public service	15.28	17.02	17.02	19.78	19.86
Food service	7.46	7.66	8.56	8.56	17.29
Waiters, waitresses, and bartenders	2.23	5.42	8.20	10.00	11.01
Waiters and waitresses	2.13	3.20	5.42	8.56	10.00
Other food service	2.13	2.13	3.20	10.00	10.00
Cooks	6.41	7.51	8.75	10.86	13.50
Kitchen workers, food preparation	6.00	7.28	10.18	10.86	18.39
Food preparation, n.e.c.	7.03	8.29	9.50	10.50	13.50
Health service	6.00	6.98	8.29	9.65	11.01
Health aides, except nursing	7.50	8.57	9.61	10.88	15.39
Nursing aides, orderlies and attendants	6.83	10.18	11.31	12.34	13.72
Cleaning and building service	7.50	8.57	9.61	10.42	15.39
Janitors and cleaners	7.05	7.73	9.13	9.91	11.49
Personal service	7.05	7.89	9.16	9.67	11.49
.....	4.58	8.75	9.52	13.60	13.60

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays,

nonproduction bonuses, and tips.

² All workers include full-time and part-time workers.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 6-2. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, private industry, National Compensation Survey, Richmond-Petersburg, VA, September 2001

Occupation ³	Private industry				
	10	25	Median 50	75	90
All	\$7.75	\$9.70	\$14.68	\$21.42	\$30.78
All excluding sales	7.99	10.20	14.90	21.73	30.19
White collar	9.14	12.00	18.30	28.12	36.17
White collar excluding sales	10.20	13.49	19.59	28.70	37.04
Professional specialty and technical	16.02	21.10	27.66	34.66	37.48
Professional specialty	20.15	22.99	28.70	35.00	37.97
Engineers, architects, and surveyors	28.70	28.70	32.82	37.97	56.06
Mathematical and computer scientists	22.60	25.45	32.67	37.37	49.24
Computer systems analysts and scientists	22.60	25.45	32.67	37.37	49.24
Natural scientists	12.75	20.15	36.17	36.17	36.17
Health related	20.47	21.10	22.30	30.00	32.25
Registered nurses	19.31	20.47	21.80	30.00	30.19
Teachers, college and university	-	-	-	-	-
Teachers, except college and university	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-
Technical	14.06	16.00	18.37	29.49	34.66
Licensed practical nurses	15.50	16.00	16.02	17.16	24.22
Executive, administrative, and managerial	17.86	21.39	26.68	37.52	48.63
Executives, administrators, and managers	18.05	22.50	28.35	40.56	47.49
Financial managers	12.76	21.39	25.04	37.04	41.83
Managers and administrators, n.e.c.	19.87	22.50	24.15	45.69	54.81
Management related	16.38	19.11	26.68	34.32	48.63
Accountants and auditors	18.63	20.73	26.68	30.78	34.32
Management related, n.e.c.	16.48	17.67	19.23	24.93	33.51
Sales	7.20	8.41	10.61	18.94	34.97
Supervisors, sales	12.00	14.63	17.93	21.10	30.29
Cashiers	6.71	6.98	7.20	7.68	9.08
Administrative support, including clerical	8.91	10.55	13.29	16.59	19.82
Secretaries	10.67	10.92	14.14	19.18	19.82
Receptionists	7.50	9.53	10.00	13.38	13.74
Order clerks	9.45	10.55	14.72	18.65	20.04
Bookkeepers, accounting and auditing clerks	9.33	11.57	13.76	14.18	14.18
Traffic, shipping and receiving clerks	7.94	7.94	8.99	9.77	10.40
Insurance adjusters, examiners, and investigators	12.38	13.79	14.51	29.17	29.17
Investigators and adjusters, except insurance	10.71	10.94	12.25	14.21	16.15
General office clerks	9.27	12.07	14.00	16.71	18.17
Data entry keyers	9.00	9.51	13.34	13.34	20.36
Administrative support, n.e.c.	10.02	12.46	14.75	17.43	18.32
Blue collar	8.00	10.56	14.67	18.57	24.14
Precision production, craft, and repair	12.30	14.91	17.54	23.53	26.28
Bus, truck, and stationary engine mechanics	13.83	16.00	17.34	17.34	18.16
Industrial machinery repairers	14.85	17.75	25.81	28.56	28.56
Supervisors, production	13.59	22.17	26.28	32.33	32.48
Machine operators, assemblers, and inspectors	8.47	11.19	14.33	19.59	22.19
Printing press operators	13.89	14.77	16.07	16.98	19.01
Slicing and cutting machine operators	13.57	14.58	14.58	14.92	16.88
Miscellaneous machine operators, n.e.c.	12.44	14.33	21.88	22.19	26.64
Production inspectors, checkers and examiners ..	10.77	11.48	11.75	14.14	14.14
Transportation and material moving	7.44	10.93	13.45	18.14	19.21
Industrial truck and tractor equipment operators ..	9.55	12.88	13.78	15.30	18.43
Handlers, equipment cleaners, helpers, and laborers	6.94	8.00	10.07	14.12	18.93
Production helpers	8.99	8.99	11.22	14.12	14.15
Stock handlers and baggers	6.28	6.75	8.50	15.49	24.02
Freight, stock, and material handlers, n.e.c.	6.94	6.94	6.94	14.36	15.13

See footnotes at end of table.

Table 6-2. **Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, private industry, National Compensation Survey, Richmond-Petersburg, VA, September 2001** — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
Blue collar –Continued					
Handlers, equipment cleaners, helpers, and laborers –Continued					
Vehicle washers and equipment cleaners	\$8.30	\$8.38	\$8.38	\$9.34	\$16.81
Hand packers and packagers	7.99	7.99	8.00	13.45	13.86
Laborers, except construction, n.e.c.	8.10	9.80	10.70	12.51	15.24
Service	5.42	7.50	8.56	10.50	12.34
Protective service	7.46	7.66	8.56	8.56	14.00
Guards and police, except public service	7.46	7.66	8.56	8.56	17.29
Food service	2.23	5.42	8.20	10.00	11.01
Waiters, waitresses, and bartenders	2.13	3.20	5.42	8.56	10.00
Waiters and waitresses	2.13	2.13	3.20	10.00	10.00
Other food service	6.00	7.28	8.75	10.86	13.50
Cooks	6.00	7.28	10.18	10.86	18.39
Kitchen workers, food preparation	7.03	8.29	9.50	10.50	13.50
Food preparation, n.e.c.	6.00	6.79	7.92	11.01	11.01
Health service	7.50	7.66	10.18	11.31	15.39
Health aides, except nursing	6.83	10.18	11.31	12.34	13.72
Nursing aides, orderlies and attendants	7.50	7.66	9.68	10.88	15.39
Cleaning and building service	6.69	7.62	8.88	11.31	11.49
Janitors and cleaners	6.69	8.00	9.33	9.33	11.49
Personal service	–	–	–	–	–

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays,

nonproduction bonuses, and tips.

² All workers include full-time and part-time workers.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 6-3. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, State and local government, National Compensation Survey, Richmond-Petersburg, VA, September 2001

Occupation ³	State and local government				
	10	25	Median 50	75	90
All	\$9.71	\$12.69	\$17.00	\$23.14	\$26.50
All excluding sales	9.71	12.69	17.00	23.14	26.50
White collar	10.71	14.53	20.65	23.52	28.00
White collar excluding sales	10.71	14.63	20.65	23.52	28.00
Professional specialty and technical	16.05	20.65	22.89	25.20	31.32
Professional specialty	20.65	21.11	23.28	25.25	40.91
Engineers, architects, and surveyors	-	-	-	-	-
Mathematical and computer scientists	-	-	-	-	-
Natural scientists	-	-	-	-	-
Health related	20.58	20.80	22.81	30.31	49.17
Teachers, except college and university	22.44	22.71	23.48	25.33	27.35
Elementary school teachers	22.21	22.89	23.90	25.18	31.32
Secondary school teachers	22.71	22.71	22.71	23.27	23.98
Librarians, archivists, and curators	16.62	21.67	23.65	24.82	27.72
Librarians	16.62	21.67	23.65	24.82	27.72
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	10.00	14.12	17.85	18.95	20.32
Social workers	10.00	14.12	17.85	18.95	20.32
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-
Technical	14.93	14.93	14.98	19.97	19.97
Executive, administrative, and managerial	17.00	18.87	22.93	29.19	38.25
Executives, administrators, and managers	18.87	27.18	29.71	38.25	42.41
Administrators and officials, public administration	26.54	28.67	29.12	42.41	42.41
Management related	17.00	17.00	22.74	27.06	29.19
Accountants and auditors	17.00	17.00	17.43	22.74	29.19
Sales	-	-	-	-	-
Administrative support, including clerical	9.71	10.71	12.69	15.27	15.44
Secretaries	11.95	13.33	15.44	15.44	15.44
Bookkeepers, accounting and auditing clerks	12.43	14.86	14.90	14.90	15.32
General office clerks	9.71	10.43	10.71	11.43	12.62
Teachers' aides	8.35	9.37	9.77	13.52	14.63
Administrative support, n.e.c.	8.38	12.69	13.46	13.46	13.46
Blue collar	11.35	13.50	17.08	17.22	26.83
Precision production, craft, and repair	15.69	17.08	17.08	19.14	26.83
Transportation and material moving	11.35	11.35	12.94	12.94	14.79
Handlers, equipment cleaners, helpers, and laborers	9.75	9.75	12.26	13.50	16.17
Service	7.94	9.52	12.68	14.67	19.78
Protective service	12.68	13.57	15.25	19.02	23.38
Police and detectives, public service	15.28	17.02	17.02	19.78	19.86
Food service	-	-	-	-	-
Other food service	-	-	-	-	-
Health service	-	-	-	-	-
Cleaning and building service	7.05	7.89	9.16	9.91	11.14
Janitors and cleaners	7.05	7.89	9.16	9.91	11.14
Personal service	-	-	-	-	-

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays,

nonproduction bonuses, and tips.

² All workers include full-time and part-time workers.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 6-4. Hourly wage percentiles for establishment jobs,¹ full-time workers:² Selected occupations, all industries, National Compensation Survey, Richmond-Petersburg, VA, September 2001

Occupation ³	10	25	Median 50	75	90
All	\$8.99	\$11.31	\$16.00	\$22.71	\$29.71
All excluding sales	8.99	11.46	16.01	22.71	29.20
White collar	10.55	13.76	19.76	25.04	35.12
White collar excluding sales	11.07	14.14	20.00	25.22	35.24
Professional specialty and technical	16.05	20.65	23.28	28.70	37.37
Professional specialty	20.58	21.73	23.90	30.19	37.97
Engineers, architects, and surveyors	23.28	23.28	28.70	33.67	42.95
Mathematical and computer scientists	20.65	22.60	32.67	40.91	40.91
Computer systems analysts and scientists	20.65	22.60	32.67	40.91	40.91
Natural scientists	21.11	21.11	21.11	21.11	36.17
Health related	20.47	20.97	22.30	25.20	30.19
Registered nurses	19.31	20.58	21.80	22.81	30.19
Teachers, college and university	—	—	—	—	—
Teachers, except college and university	22.44	22.71	23.49	25.33	27.35
Elementary school teachers	22.21	22.89	23.90	25.54	31.32
Secondary school teachers	22.71	22.71	22.71	23.27	24.91
Librarians, archivists, and curators	16.62	21.67	23.65	24.82	27.72
Librarians	16.62	21.67	23.65	24.82	27.72
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	14.12	17.21	17.21	17.85	18.95
Social workers	14.12	17.21	17.21	17.85	18.95
Writers, authors, entertainers, athletes, and professionals, n.e.c.	14.78	16.05	16.05	26.41	26.41
Technical	14.93	14.93	17.16	21.78	29.49
Licensed practical nurses	14.65	16.00	16.02	16.58	24.22
Executive, administrative, and managerial	17.43	21.15	26.68	37.04	48.63
Executives, administrators, and managers	18.87	22.50	29.12	38.25	47.49
Administrators and officials, public administration Financial managers	21.15	26.54	28.87	42.41	42.41
Managers and administrators, n.e.c.	12.76	21.39	25.04	37.04	41.83
Managers and administrators, n.e.c.	18.87	22.12	23.72	45.69	54.81
Management related	16.48	18.98	23.31	30.78	48.63
Accountants and auditors	17.00	17.43	22.74	27.88	34.32
Other financial officers	12.27	12.27	28.00	37.52	37.52
Management related, n.e.c.	16.14	17.67	19.23	24.93	33.51
Sales	8.70	9.44	14.63	21.38	34.97
Supervisors, sales	12.00	14.63	17.93	21.10	30.29
Administrative support, including clerical	9.74	11.07	13.46	15.44	18.43
Secretaries	11.93	13.76	15.44	15.44	19.41
Receptionists	8.67	9.53	11.02	13.38	13.74
Order clerks	10.55	11.72	17.54	19.90	20.04
Bookkeepers, accounting and auditing clerks	11.57	12.43	14.18	14.90	15.32
Dispatchers	11.31	11.31	11.31	21.68	21.68
Traffic, shipping and receiving clerks	7.94	7.94	8.65	9.50	10.40
Insurance adjusters, examiners, and investigators	12.38	13.79	14.51	29.17	29.17
Investigators and adjusters, except insurance	10.71	11.34	12.25	15.69	16.15
General office clerks	9.90	10.43	11.43	14.04	16.86
Teachers' aides	8.35	9.37	9.77	13.52	19.67
Administrative support, n.e.c.	12.46	12.69	13.46	14.75	17.43
Blue collar	8.71	11.17	14.92	18.85	24.43
Precision production, craft, and repair	13.50	14.91	17.34	22.99	26.83
Supervisors, mechanics and repairers	17.85	17.85	26.83	26.83	26.83
Bus, truck, and stationary engine mechanics	13.83	16.00	17.34	17.34	18.16
Industrial machinery repairers	13.76	17.75	25.81	28.56	28.56
Supervisors, production	13.59	22.17	26.28	32.33	32.48
Machine operators, assemblers, and inspectors	8.47	11.19	14.33	19.59	22.19
Printing press operators	13.89	14.77	16.07	16.98	19.01
Slicing and cutting machine operators	13.57	14.58	14.58	14.92	16.88
Miscellaneous machine operators, n.e.c.	12.44	14.33	21.88	22.19	26.64
Production inspectors, checkers and examiners ..	10.77	11.48	11.75	14.14	14.14
Transportation and material moving	8.53	11.17	13.45	17.47	19.21

See footnotes at end of table.

Table 6-4. Hourly wage percentiles for establishment jobs,¹ full-time workers:² Selected occupations, all industries, National Compensation Survey, Richmond-Petersburg, VA, September 2001 — Continued

Occupation ³	10	25	Median 50	75	90
Blue collar –Continued					
Transportation and material moving –Continued					
Industrial truck and tractor equipment operators ..	\$9.55	\$12.88	\$13.78	\$15.30	\$18.43
Handlers, equipment cleaners, helpers, and laborers					
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	7.99	8.99	10.77	14.68	20.47
Production helpers	11.88	12.26	16.17	18.93	18.93
Stock handlers and baggers	8.99	8.99	11.22	14.12	14.15
Vehicle washers and equipment cleaners	7.98	10.31	13.98	24.02	24.02
Hand packers and packagers	8.30	8.38	8.53	9.34	16.81
Laborers, except construction, n.e.c.	7.99	7.99	12.52	13.45	14.68
	8.10	10.62	10.77	13.50	15.24
Service					
Protective service	7.05	8.56	10.00	13.57	17.02
Police and detectives, public service	8.56	10.28	13.57	17.29	20.10
Food service	15.28	17.02	17.02	19.78	19.86
Waiters, waitresses, and bartenders	3.20	5.42	8.56	10.86	13.50
Other food service	–	–	–	–	–
Food preparation, n.e.c.	7.36	8.29	10.75	11.01	18.39
Health service	6.79	7.85	8.40	11.01	11.01
Health aides, except nursing	7.66	8.78	10.42	11.31	15.39
Nursing aides, orderlies and attendants	6.83	11.00	11.31	12.34	13.72
Cleaning and building service	7.66	8.71	9.77	10.88	15.39
Janitors and cleaners	7.05	7.89	9.13	11.14	11.49
Personal service	7.05	7.89	9.33	9.91	11.49
	4.58	9.52	9.52	13.60	13.60

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips.

² Employees are classified as working either a full-time or a part-time

schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 6-5. Hourly wage percentiles for establishment jobs,¹ part-time workers:² Selected occupations, all industries, National Compensation Survey, Richmond-Petersburg, VA, September 2001

Occupation ³	10	25	Median 50	75	90
All	\$6.21	\$7.20	\$8.20	\$10.18	\$25.25
All excluding sales	6.21	7.28	8.75	10.75	25.25
White collar	6.98	7.50	9.45	25.25	27.88
White collar excluding sales	7.50	9.45	11.62	25.25	30.32
Professional specialty and technical	16.46	25.25	25.25	30.00	49.17
Professional specialty	20.80	25.25	25.25	30.00	49.17
Mathematical and computer scientists	—	—	—	—	—
Health related	20.80	20.94	30.32	49.17	49.17
Registered nurses	20.80	20.80	20.94	30.00	30.32
Teachers, except college and university	—	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—
Technical	—	—	—	—	—
Executive, administrative, and managerial	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—
Sales	6.84	7.17	7.36	7.73	8.56
Cashiers	6.08	6.87	7.20	7.54	7.75
Administrative support, including clerical	6.94	7.75	9.45	9.97	12.50
Secretaries	7.75	7.90	9.50	10.75	13.20
General office clerks	6.94	6.94	9.44	11.06	11.06
Administrative support, n.e.c.	5.31	5.31	8.38	8.40	9.00
Blue collar	6.21	6.29	7.50	8.13	9.88
Machine operators, assemblers, and inspectors	—	—	—	—	—
Transportation and material moving	7.17	7.17	9.77	10.93	15.21
Handlers, equipment cleaners, helpers, and laborers	6.10	6.28	7.15	8.00	9.80
Stock handlers and baggers	6.10	6.28	6.61	7.50	8.13
Service	2.13	6.51	7.54	9.00	9.46
Protective service	—	—	—	—	—
Food service	2.13	6.00	7.74	8.65	10.18
Waiters, waitresses, and bartenders	2.13	2.13	7.50	8.20	10.38
Waiters and waitresses	2.13	2.13	8.20	8.20	10.38
Other food service	6.00	6.41	7.92	8.75	9.56
Kitchen workers, food preparation	6.41	7.65	8.29	8.46	8.75
Health service	6.50	7.50	8.45	9.46	9.46
Nursing aides, orderlies and attendants	6.50	7.50	8.45	9.41	9.46
Cleaning and building service	—	—	—	—	—
Personal service	—	—	—	—	—

¹ Percentiles are calculated from average hourly wages for sampled establishment jobs within each occupation. The percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example, at the 10th percentile hourly wage for an occupation, one-tenth of the occupation's employment are found in sampled establishment jobs whose average wages are the same or less, and nine-tenths are in jobs averaging the same or more. The calculations of the 25th, 50th, 75th, and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips.

² Employees are classified as working either a full-time or a part-time

schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Appendix A: Technical Note

This section provides basic information on the procedures and concepts used to produce the data contained in this bulletin. It is divided into three parts: Planning for the survey; data collection; and processing and analyzing the data. Although this section answers some questions commonly asked by data users, it is not a comprehensive description of all the steps required to produce the data.

Planning for the survey

The overall design of the survey includes questions of scope, frame, and sample selection.

Survey scope

This survey covered establishments employing 50 workers or more in goods-producing industries (mining, construction and manufacturing); service-producing industries (transportation, communications, electric, gas, and sanitary services; wholesale trade; retail trade; finance, insurance, and real estate; and services industries); and State and local governments. Agriculture, private households, and the Federal Government were excluded from the scope of the survey. For purposes of this survey, an establishment is an economic unit that produces goods or services, a central administrative office, or an auxiliary unit providing support services to a company. For private industries in this survey, the establishment is usually at a single physical location. For State and local governments, an establishment is defined as all locations of a government entity.

The Richmond–Petersburg, VA, Metropolitan Statistical Area includes the cities of Colonial Heights, Hopewell, Petersburg, and Richmond; and the counties of Charles City, Chesterfield, Dinwiddie, Goochland, Hanover, Henrico, New Kent, Powhatan, and Prince George.

Sampling frame

The list of establishments from which the survey sample was selected (sampling frame) was developed from State unemployment insurance reports. Due to the volatility of industries within the private sector, sampling frames were developed using the most recent month of reference available at the time the sample was selected. The sampling frame was reviewed prior to the survey and, when necessary, 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.

Sample design

The sample for this survey area was selected using a two-stage stratified design with probability proportional to employment sampling at each stage. The first stage of sample selection was a probability sample of establishments. The sample of establishments was drawn by first stratifying the sampling frame by industry and ownership. The number of sample establishments allocated to each stratum is approximately proportional to the stratum employment. Each sampled establishment is selected within a stratum with a probability proportional to its employment. Use of this technique means that the larger an establishment's employment, the greater its chance of selection. Weights were applied to each establishment when the data were tabulated so that it represents similar units (by industry and employment size) in the economy that were not selected for collection. The second stage of sample selection, detailed below, was a probability sample of occupations within a sampled establishment.

Data collection

The collection of data from survey respondents required detailed procedures. Field economists collected the data, working out of the Regional Office and visiting each establishment surveyed. Other contact methods, such as mail and telephone, were used to follow-up and update data.

Occupational selection and classification

Identification of the occupations for which wage data were to be collected was a multistep process:

1. Probability-proportional-to-size selection of establishment jobs
2. Classification of jobs into occupations based on the Census of Population system
3. Characterization of jobs as full-time v. part-time, union v. nonunion, and time v. incentive
4. Determination of the level of work of each job

For each occupation, wage data were collected for those workers who met all the criteria identified in the last three steps. Special procedures were developed for jobs for which a correct classification or level could not be determined.

In step one, the jobs to be sampled were selected at each establishment by the BLS field economist during a personal

visit. A complete list of employees was used for sampling, with each selected worker representing a job within the establishment.

As with the selection of establishments, the selection of a job was based on probability proportional to its size in the establishment. The greater the number of people working in a job in the establishment, the greater its chance of selection.

The number of jobs for which data were collected in each establishment was based on the establishment's employment size, as shown in the following schedule:

<i>Number of employees</i>	<i>Number of selected jobs</i>
50–99	8
100–249	10
250–999	12
1,000–2,499	16
2,500+	20

The second step of the process entailed classifying the selected jobs into occupations based on their duties. The National Compensation Survey occupational classification system is based on the 1990 Census of Population. A selected job may fall into any one of about 480 occupational classifications, from accountant to wood lathe operator. For cases in which a job's duties overlapped two or more census classification codes, the duties used to set the wage level were used to classify the job. Classification by primary duties was the fallback.

Each occupational classification is an element of a broader classification known as a major occupational group (MOG). Occupations can fall into any of the following MOGs:

- Professional specialty and technical
- Executive, administrative, and managerial
- Sales
- Administrative support, including clerical
- Precision production, craft, and repair
- Machine operators, assemblers, and inspectors
- Transportation and material moving
- Handlers, equipment cleaners, helpers, and laborers
- Service occupations

Appendix B contains a complete list of all individual occupations, classified by the MOG to which they belong.

In step three, certain other job characteristics of the chosen worker were identified. First, the worker was identified as holding either a full-time or part-time job, based on the establishment's definition of those terms. Then, the worker was classified as having a time versus incentive job, depending on whether any part of pay was directly based on the actual production of the worker, rather than solely on hours worked. Finally, the worker was identified as

being in a union job or a nonunion job. See the "Definition of terms" section on the following page for more detail.

Occupational leveling

In the last step before wage data were collected, the work level of each selected job was determined using an "occupational leveling" process. Occupational leveling ranks and compares all occupations randomly selected in an establishment using the same criteria.

For this survey, the level of each occupation in an establishment was determined by an analysis of each of 10 leveling factors. Nine of these factors are drawn from the U.S. Government Office of Personnel Management's Factor Evaluation System, which is the underlying structure for evaluation of General Schedule Federal employees. The tenth factor, supervisory duties, attempts to account for the effect of supervisory duties. It is considered experimental. The 10 factors are:

- Knowledge
- Supervision received
- Guidelines
- Complexity
- Scope and effect
- Personal contacts
- Purpose of contacts
- Physical demands
- Work environment
- Supervisory duties

Each factor contains a number of levels, and each level has an associated written description and point value. The number and range of points differ among the factors. For each factor, an occupation was assigned a level based on the written description that best matched the job. Within each occupation, the points for nine factors (supervisory duties was excluded) were recorded and totaled. The total determines the overall level of the occupation. A description of the levels for each factor is shown in appendix C.

Tabulations of levels of work for occupations in the survey follow the Federal Government's white-collar General Schedule. Point ranges for each of the 15 levels are shown in appendix D. It also includes an example of a job with its associated leveling factors, and a guide to help data users evaluate jobs in their firms

Wage data collected in prior surveys using the occupational leveling method were evaluated by BLS researchers using regression techniques. For each of the major occupational groups, wages were compared to the 10 occupational leveling factors (and levels within those factors). The analysis showed that several of the occupational leveling factors, most notably knowledge and supervision received, had strong explanatory power for wages. That is, as the levels within a given factor increased, the wages also increased.

Collection period

Survey data were collected over a 13-month period for 60 metropolitan areas in the NCS program. For 20 small metropolitan areas, data were collected over a 4-month period. For each establishment in the survey, the data reflect the establishment's most recent information at the time of collection. The payroll reference month shown in the tables reflects the average date of this information for all sample units.

Earnings

Earnings were defined as regular payments from the employer to the employee as compensation for straight-time hourly work, or for any salaried work performed. The following components were included as part of earnings:

- Incentive pay, including commissions, production bonuses, and piece rates
- Cost-of-living allowances
- Hazard pay
- Payments of income deferred due to participation in a salary reduction plan
- Deadhead pay, defined as pay given to transportation workers returning in a vehicle without freight or passengers

The following forms of payments were *not* considered part of straight-time earnings:

- Shift differentials, defined as extra payment for working a schedule that varies from the norm, such as night or weekend work
- Premium pay for overtime, holidays, and weekends
- Bonuses not directly tied to production (such as Christmas and profit-sharing bonuses)
- Uniform and tool allowances
- Free room and board
- Payments made by third parties (for example, bonuses given by manufacturers to department store salespeople, referral incentives in real estate)
- On-call pay

To calculate earnings for various periods (hourly, weekly, and annual), data on work schedules also were collected. For hourly workers, scheduled hours worked per day and per week, exclusive of overtime, were recorded. Annual weeks worked were determined. Because salaried workers, exempt from overtime provisions, often work beyond the assigned work schedule, their typical number of hours actually worked was collected.

Definition of terms

Full-time worker. Any employee that the employer considers to be full time.

Incentive worker. Any employee whose earnings are tied, at least in part, to commissions, piece rates, production bonuses, or other incentives based on production or sales.

Level. A ranking of an occupation based on the requirements of the position. (See the description in the technical note on occupational leveling through point factor analysis for more details on the leveling process.)

Nonunion worker. An employee in an occupation not meeting the conditions for union coverage. (See below.)

Part-time worker. Any employee that the employer considers to be part time.

Time-based worker. Any employee whose earnings are tied to an hourly rate or salary, and not to a specific level of production.

Union worker. Any employee is in a union occupation when all of the following conditions are met:

- A labor organization is recognized as the bargaining agent for all workers in the occupation
- Wage and salary rates are determined through collective bargaining or negotiations
- Settlement terms, which must include earnings provisions and may include benefit provisions, are embodied in a signed, mutually binding collective bargaining agreement

Processing and analyzing the data

Data were processed and analyzed at the Bureau's National Office following collection.

Weighting and nonresponse

Sample weights were calculated for each establishment and occupation in the survey. These weights reflected the relative size of the occupation within the establishment and of the establishment within the sample universe. Weights were used to aggregate data for the individual establishments or occupations into the various data series. Some of the establishments surveyed could not supply or refused to supply information. If data were not provided by a sample member, the weights of responding sample members in the same or similar "cells" were adjusted to account for the missing data. This technique assumes that the mean value of data for the nonrespondents equals the mean value of data for the respondents at some detailed "cell" level. Responding and nonresponding establishments were classified into these cells according to industry and employment size. Responding and nonresponding occupations within responding establishments were classified into cells that were additionally defined by major occupation group and job level.

Establishments that were determined to be out of business or outside the scope of the survey had their weights changed to zero. If only partial data were given by a sample establishment or occupation, or data were missing, the response was treated as a refusal.

Survey response

	<i>Establish- ments</i>
Total in sampling frame	1,490
Total in sample	332
Responding	185
Out of business or not in survey scope	41
Unable or refused to provide data	106

In this survey, the nonresponse rate for private industry exceeded regular survey standards.

Estimation

The wage series in the tables are computed by combining the wages for each sampled occupation. Before being combined, individual wage rates are weighted by: the number of workers; the sample weight, adjusted for nonresponding establishments and other factors; and the occupation's scheduled hours of work.

Not all calculated series met the criteria for publication. Before any series was published, it was reviewed to make sure that the number of observations underlying it was sufficient. This review prevented the publication of a series that could have revealed information about a specific establishment.

Estimates of the number of workers 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 the number of workers obtained from the sample of establishments serve to indicate only the relative importance of the occupational groups studied.

Percentiles

The percentiles presented in tables 6-1 through 6-5 are computed using average hourly wages for sampled establishment jobs within each occupation. During this phase of the ongoing NCS development, establishments in the survey may report either individual-worker earnings or average wage rates for each sampled job. If individual-worker earnings are provided, an average hourly wage rate is computed for the job and used in the calculation of percentile estimates. The average hourly wages for each sampled job are appropriately weighted and then arrayed from lowest to highest.

The published 10th, 25th, 50th, 75th, and 90th percentiles describe the distribution of an occupation's employment by the average wage rates for its jobs. For example,

at the 10th percentile, 10 percent of a published occupation's employment is in sampled establishment jobs that had average hourly wages at the 10th percentile or less for that occupation.

Note that the percentiles in earlier NCS bulletins for this area (in the 3090 and 3095 bulletin series) were calculated from individual-worker earnings rather than from average wages for sampled establishment jobs. Research has shown that using average-wage data for jobs instead of individual-worker data has the effect of moving percentile estimates toward the median (50th percentile). This effect is greatest for occupations with a high degree of wage dispersion. However, medians calculated using the two methods are nearly identical.

Data reliability

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 and not from an entire population. The sample used for this survey is one of a number of 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. RSE data are provided alongside the earnings data in the bulletin tables.

The standard error can be used to calculate a "confidence interval" around a sample estimate. As an example, suppose a table shows that mean hourly earnings for all workers were \$12.79, with a relative standard error of 3.6 percent for this estimate. At the 90-percent level, the confidence interval for the estimate is \$13.55 to \$12.03 (1.645 times 3.6 percent times \$12.79 = \$0.76, plus or minus \$12.79). If all possible samples were selected to estimate the population value, the interval from each sample would include the true population value approximately 90 percent of the time.

Nonsampling errors also affect survey results. They can stem from many sources, such as inability to obtain information for some establishments, difficulties with survey definitions, inability of the respondents to provide correct information, or mistakes in recording or coding the data obtained. Although they were not specifically measured, the nonsampling errors were expected to be minimal due to the extensive training of the field economists who gathered the survey data by personal visit, computer edits of the data, and detailed data review.

Appendix table 1. **Number of workers¹ represented by the survey, by occupational group,² National Compensation Survey, Richmond-Petersburg, VA, September 2001**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	233,900	160,000	73,900
All excluding sales	217,500	143,800	73,700
White collar	135,100	81,000	54,100
White-collar excluding sales	118,600	64,700	53,900
Professional specialty and technical	54,900	22,500	32,400
Professional specialty	45,400	16,800	28,600
Technical	9,500	5,700	–
Executive, administrative, and managerial	16,000	13,100	2,900
Sales	16,500	16,300	–
Administrative support, including clerical	47,800	29,100	18,700
Blue collar	57,500	51,500	6,000
Precision production, craft, and repair	21,200	17,400	3,800
Machine operators, assemblers, and inspectors	12,500	12,500	–
Transportation and material moving	8,300	7,000	–
Handlers, equipment cleaners, helpers, and laborers	15,400	14,500	900
Service	41,400	27,600	13,800

¹ The number of workers represented by the survey are rounded to the nearest 100. Estimates of the number of workers provide a description of size and composition of the labor force included in the survey. Estimates are not intended, however, for comparison to other statistical series to measure employment trends or levels. Both full-time and part-time workers were included in the survey.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.