



Norfolk-Virginia Beach- Newport News, VA-NC National Compensation Survey July 1998

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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 inside 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) 606-6199, or send e-mail to ocltinfo@bls.gov.

The data contained in this bulletin are also available at <http://stats.bls.gov/comhome.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, or at the BLS Internet site.

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Introduction

The tables in this bulletin summarize the NCS survey results for the Norfolk-Virginia Beach-Newport News, VA-NC metropolitan area. Tabulations provide information on earnings of workers in a variety of occupations and at a wide range of 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 generic leveling methodology.

NCS products

The National Compensation Survey of the Bureau of Labor Statistics provides data on the 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, will be 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. Straight-time earnings 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. A total of 480 detailed occupations are used to describe all occupations in the civilian nonfarm economy (excluding the Federal Government and private households).

Table A-1 presents straight-time earnings for detailed occupations. Data are not shown for any occupations if they would raise concerns about the confidentiality of the survey respondent or if the data are insufficient to support reliable estimates. The earnings shown include the mean for each occupation, as well as earnings for selected percentiles in each occupation.

Table A-2 compares the type of data and details shown in table A-1 for the private industry and State and local

government sector.

Table A-3 compares the type of data and details shown in table A-1 for full-time and part-time workers. The definitions of full-time and part-time workers are those used in the surveyed establishments.

Table A-4 presents the weekly and annual straight-time earnings for full-time employees in specific occupations across all industries. For the weekly and annual earnings, the mean and median earnings and the mean hours are shown. The mean hours reflect hours employees are scheduled to work, excluding overtime hours.

Table B-1 presents mean straight-time hourly earnings for groups of occupations and for levels of job requirements related to occupations in the group. Separate data are also shown for private industry and government workers, and for full-time and part-time workers in all industries. (See appendix C, Generic Leveling Criteria, for more information on job ranking in this survey. Average work levels for published occupation groups and their component occupations are presented in appendix table 3.)

Table B-2 also presents mean straight-time hourly earnings, but for detailed occupations at several levels of job requirements for each detailed occupation.

Table C-1 presents mean straight-time hourly earnings for occupation groups and selected occupation characteristics. The occupation characteristics include full-time and part-time status, union and nonunion status, and time or incentive pay status. Union workers' wages are determined through collective bargaining. Time workers' wages are based solely on hourly rate or salary. Incentive workers' wages are at least partially based on productivity payments such as piece rates, commissions and production bonuses.

Table C-2 presents mean straight-time hourly earnings for occupation groups and industry division of employers; these are limited to the private sector.

Table C-3 presents mean straight-time hourly earnings for occupation groups and the employment size of employers; these are also limited to the private sector.

Table C-4 presents the employment scope of this survey. The occupation employment estimates shown relate to all employers in the area surveyed, not just the surveyed employers.

Table A-1. Hourly earnings¹ for selected occupations, all workers², all industries, Norfolk-Virginia Beach-Newport News, VA-NC, July 1998

Occupation ³	All industries					
	Mean	Percentiles				
		10	25	Median 50	75	90
All occupations	\$13.32	\$6.00	\$7.75	\$10.89	\$16.71	\$23.35
All occupations excluding sales	13.47	6.09	7.86	10.99	16.83	23.47
White-collar occupations	16.13	6.80	8.70	13.50	21.00	28.50
White-collar occupations excluding sales	16.80	7.25	9.23	14.30	21.83	29.04
Professional specialty and technical occupations	21.20	11.15	14.96	20.19	25.06	31.63
Professional specialty occupations	22.87	13.86	17.33	21.43	26.43	33.30
Engineers, architects, and surveyors	23.52	16.69	20.00	22.00	26.36	32.69
Mathematical and computer scientists	25.47	20.08	21.30	25.97	28.86	31.38
Natural scientists	—	—	—	—	—	—
Health related occupations	20.06	8.64	14.57	17.58	20.57	25.25
Physicians	28.91	7.30	7.70	8.22	55.87	74.98
Registered nurses	17.53	14.11	15.02	17.38	19.37	21.25
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	25.62	19.46	21.51	24.40	29.44	34.58
Elementary school teachers	25.55	20.42	21.63	24.09	28.68	33.27
Secondary school teachers	26.45	20.81	22.20	25.89	29.87	34.02
Teachers, N.E.C.	19.71	7.39	10.40	17.68	20.83	38.96
Vocational and educational counselors	30.25	21.86	23.86	29.50	33.81	47.39
Librarians, archivists, and curators	24.62	12.34	19.27	25.42	36.42	36.42
Librarians	24.62	12.34	19.27	25.42	36.42	36.42
Social scientists and urban planners	26.27	10.95	24.47	26.92	31.25	33.80
Social, recreation, and religious workers	16.53	11.84	13.87	15.69	19.93	22.04
Social workers	16.53	11.84	13.87	15.69	19.93	22.04
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, N.E.C.	17.08	9.11	11.67	17.27	20.85	27.50
Technical occupations	15.40	9.13	11.15	13.94	18.42	23.06
Licensed practical nurses	11.32	9.55	10.30	11.15	11.61	12.79
Technical and related occupations, N.E.C.	11.62	9.06	10.25	10.25	13.91	17.97
Executive, administrative, and managerial occupations ...	24.53	14.30	16.82	21.20	29.42	40.38
Executives, administrators, and managers	28.07	15.87	18.94	26.22	36.23	43.58
Administrators and officials, public administration	28.33	21.80	22.82	31.07	33.63	33.63
Financial managers	27.77	15.87	16.68	22.50	40.38	60.54
Managers, marketing, advertising and public relations	30.77	18.19	19.23	36.71	36.71	44.09
Managers, food servicing and lodging establishments	18.80	11.54	15.38	18.94	20.43	27.88
Managers, service organizations, N.E.C.	18.75	15.60	15.73	18.46	20.45	22.14
Managers and administrators, N.E.C.	31.31	15.11	19.68	34.45	43.58	43.58
Management related occupations	18.56	11.88	14.95	18.27	22.09	24.62
Accountants and auditors	19.68	15.79	17.07	18.75	22.39	24.62
Purchasing agents and buyers, N.E.C.	17.41	14.95	14.98	17.47	19.37	20.29
Construction inspectors	15.94	11.49	14.21	15.40	19.31	19.89
Management related occupations, N.E.C.	20.37	14.14	15.87	23.80	23.99	24.04
Sales occupations	10.84	5.45	6.25	8.33	14.06	18.65
Supervisors, sales occupations	17.21	15.82	15.82	16.83	16.83	23.10
Sales representatives, mining, manufacturing, and wholesale	24.58	15.00	20.00	22.60	31.49	31.49
Sales workers, other commodities	10.26	5.25	5.85	8.40	14.83	17.68
Cashiers	6.92	5.22	5.55	6.30	7.80	8.93
Administrative support occupations, including clerical	9.81	6.50	7.50	9.00	11.12	13.67
Supervisors, general office	18.68	9.22	16.10	21.54	22.26	22.26
Computer operators	14.47	11.09	12.02	12.97	14.37	15.57
Secretaries	11.01	7.20	9.01	10.70	12.23	14.95
Hotel clerks	6.13	5.50	5.75	6.06	6.50	6.66
Receptionists	7.33	5.93	6.00	7.00	7.53	8.77
Order clerks	9.60	6.50	7.00	8.17	9.13	18.89
Personnel clerks except payroll and timekeeping	9.62	7.50	9.00	10.00	10.47	11.16
Library clerks	8.46	6.90	6.97	7.80	9.61	12.40
Records clerks, N.E.C.	9.78	7.25	8.54	10.50	10.63	10.63
Bookkeepers, accounting and auditing clerks	9.39	7.00	7.60	9.13	10.80	12.00
Payroll and timekeeping clerks	10.47	7.25	10.10	10.24	10.24	15.45
Traffic, shipping and receiving clerks	9.03	7.14	8.50	9.50	9.61	9.87
Stock and inventory clerks	9.57	5.41	7.50	9.79	11.50	13.58

See footnotes at end of table.

Table A-1. Hourly earnings¹ for selected occupations, all workers², all industries, Norfolk-Virginia Beach-Newport News, VA-NC, July 1998 — Continued

Occupation ³	All industries					
	Mean	Percentiles				
		10	25	Median 50	75	90
White-collar occupations (-Continued)						
Administrative support occupations, including clerical (-Continued)						
Investigators and adjusters except insurance	\$10.04	\$6.80	\$8.08	\$9.88	\$11.37	\$13.55
Eligibility clerks, social welfare	13.28	10.08	11.81	14.24	14.81	15.63
General office clerks	9.39	6.08	7.84	9.00	11.12	12.35
Bank tellers	8.40	7.00	7.25	7.50	9.41	11.10
Data entry keyers	8.31	5.75	6.50	8.05	9.89	11.06
Teachers' aides	8.58	7.46	7.84	8.34	9.23	10.39
Administrative support occupations, N.E.C.	9.76	8.18	8.75	9.22	10.44	11.88
Blue-collar occupations						
Precision production, craft, and repair occupations	11.66	6.45	8.19	10.32	14.00	18.42
Supervisors, mechanics and repairers	15.09	9.65	12.00	14.09	17.21	22.50
Automobile mechanics	18.25	15.90	16.00	17.19	20.34	22.63
Industrial machinery repairers	16.19	11.90	13.34	13.34	19.05	22.15
Heating, air conditioning, and refrigeration mechanics	15.99	12.54	13.44	14.28	18.40	21.39
Mechanics and repairers, N.E.C.	12.44	10.39	10.39	12.52	14.14	15.00
Electricians	13.46	9.75	11.80	13.30	15.42	17.25
Plumbers, pipefitters and steamfitters	17.13	14.00	14.00	16.56	18.20	22.91
Construction trades, N.E.C.	13.95	12.25	13.39	13.57	14.32	15.16
Supervisors, production occupations	11.49	7.76	7.76	10.19	14.17	18.67
Machine operators, assemblers, and inspectors	21.89	16.07	17.51	21.88	23.32	31.80
Miscellaneous machine operators, N.E.C.	11.67	6.06	7.76	10.25	14.00	20.40
Welders and cutters	9.82	6.00	7.20	8.75	12.66	13.58
Assemblers	12.15	8.61	9.75	13.09	14.00	14.00
Production inspectors, checkers and examiners ..	11.75	5.40	6.00	9.90	20.22	20.52
Transportation and material moving occupations	15.42	8.47	8.73	16.04	19.50	20.40
Truck drivers	10.35	7.49	8.55	9.79	11.25	13.86
Bus drivers	10.19	7.49	8.35	9.45	11.39	15.12
Industrial truck and tractor equipment operators ..	9.56	7.64	8.12	9.36	10.93	12.07
Miscellaneous material moving equipment operators, N.E.C.	10.29	7.75	8.96	9.72	10.80	13.14
Handlers, equipment cleaners, helpers, and laborers	10.45	8.83	8.83	10.22	11.10	11.14
Groundskeepers and gardeners except farm	8.23	5.45	6.47	8.00	9.52	11.65
Construction laborers	8.68	5.87	5.87	7.66	11.00	12.72
Production helpers	7.87	6.00	6.24	7.11	8.72	10.58
Stock handlers and baggers	8.23	6.00	6.25	7.55	9.16	10.34
Machine feeders and offbearers	7.55	5.20	5.45	6.75	8.72	9.40
Freight, stock, and material handlers, N.E.C.	8.50	3.37	7.32	8.73	9.54	12.64
Vehicle washers and equipment cleaners	7.50	5.15	5.81	6.54	8.73	10.24
Hand packers and packagers	8.04	6.74	6.99	8.00	8.70	9.88
Laborers except construction, N.E.C.	8.03	5.68	6.00	7.38	8.76	11.86
Service occupations	7.64	5.15	6.50	7.57	9.00	9.52
Protective service occupations	8.30	5.15	5.75	7.15	10.81	13.58
Supervisors, police and detectives	12.60	6.05	10.69	11.61	15.04	19.35
Firefighting occupations	20.25	12.52	17.28	22.82	22.82	23.15
Police and detectives, public service	11.01	9.08	10.18	11.02	11.14	12.40
Sheriffs, bailiffs, and other law enforcement officers	14.72	11.61	12.18	14.60	15.89	18.59
Correctional institution officers	11.89	10.89	10.89	10.89	12.12	14.68
Guards and police except public service	11.04	9.79	10.22	10.94	11.10	12.63
Food service occupations	7.65	5.25	5.75	6.37	9.01	11.28
Supervisors, food preparation and service occupations	5.71	2.13	3.86	5.50	7.11	9.00
Waiters and waitresses	10.04	6.00	7.25	10.63	11.70	14.96
Cooks	3.49	2.13	2.13	2.13	5.00	7.65
Kitchen workers, food preparation	7.31	5.45	6.00	7.25	8.57	9.35
Waiters'/Waitresses' assistants	6.85	5.15	5.55	6.75	7.80	9.50
Food preparation occupations, N.E.C.	4.29	2.35	2.35	5.15	5.15	5.25
Health service occupations	6.14	5.15	5.45	5.61	6.90	7.54
Health aides, except nursing	7.35	5.75	6.00	6.95	8.19	9.57
Nursing aides, orderlies and attendants	9.25	7.09	7.93	8.76	10.12	12.23
	7.10	5.75	6.00	6.70	7.76	9.17

See footnotes at end of table.

Table A-1. Hourly earnings¹ for selected occupations, all workers², all industries, Norfolk-Virginia Beach-Newport News, VA-NC, July 1998 — Continued

Occupation ³	All industries					
	Mean	Percentiles				
		10	25	Median 50	75	90
Service occupations (-Continued)						
Cleaning and building service occupations	\$7.82	\$5.30	\$6.00	\$7.14	\$9.45	\$11.13
Supervisors, cleaning and building service workers	10.95	8.41	10.45	10.89	11.62	13.83
Maids and housemen	6.20	5.50	6.00	6.28	6.28	6.75
Janitors and cleaners	7.61	5.15	6.00	7.21	8.41	11.07
Personal service occupations	7.80	5.25	6.24	7.07	8.40	12.83
Attendants, amusement and recreation facilities ..	10.80	6.00	6.60	11.00	13.92	14.20
Welfare service aides	7.79	5.25	5.75	7.87	9.56	10.65
Early childhood teachers' assistants	7.24	5.25	5.65	6.92	7.84	10.35
Service occupations, N.E.C.	6.89	3.00	6.25	7.25	8.40	8.50

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. The 10th, 25th, 50th, 75th and 90th percentiles designate position in the earnings distribution. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers earn the same as or less than the rate shown. At the 75th percentile, one-fourth earn the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

² All workers include full-time and part-time workers. 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. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Table A-2. Hourly earnings¹ for selected occupations, all workers², private industry and State and local government, Norfolk-Virginia Beach-Newport News, VA-NC, July 1998

Occupation ³	Private industry						State and local government					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
All occupations	\$12.48	\$5.81	\$7.19	\$9.87	\$15.31	\$22.00	\$15.94	\$8.08	\$10.46	\$13.87	\$20.88	\$26.13
All occupations excluding sales	12.60	5.92	7.30	9.90	15.40	22.26	16.03	8.19	10.55	13.96	20.98	26.14
White-collar occupations	15.06	6.50	8.17	11.54	19.00	27.50	18.88	8.76	12.23	18.96	23.93	29.50
White-collar occupations excluding sales	15.78	7.00	8.51	12.00	19.93	28.86	19.10	9.08	12.74	19.27	24.10	29.53
Professional specialty and technical occupations	20.26	9.91	13.25	18.34	24.04	32.50	22.47	14.00	18.41	21.96	25.78	31.25
Professional specialty occupations	22.89	10.40	16.07	20.28	26.98	36.42	22.84	14.33	19.18	22.09	26.05	31.45
Engineers, architects, and surveyors	23.20	16.69	19.71	21.07	25.21	32.69	-	-	-	-	-	-
Mathematical and computer scientists	25.49	20.08	21.30	25.97	28.86	31.38	-	-	-	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-	-	-	-
Health related occupations	20.04	8.22	14.52	17.51	21.00	25.37	20.13	14.18	15.02	17.89	19.90	22.32
Registered nurses	17.55	14.04	15.00	17.25	19.17	21.63	17.46	14.18	15.27	17.89	19.81	19.97
Teachers, college and university	-	-	-	-	-	-	-	-	-	-	-	-
Teachers, except college and university	-	-	-	-	-	-	25.29	19.98	21.54	24.10	28.70	33.09
Elementary school teachers	-	-	-	-	-	-	24.88	20.27	21.51	23.79	27.55	31.03
Secondary school teachers	-	-	-	-	-	-	25.85	20.65	21.91	24.56	28.88	34.07
Teachers, N.E.C.	14.79	7.39	10.40	14.21	20.28	20.83	-	-	-	-	-	-
Librarians, archivists, and curators	-	-	-	-	-	-	20.58	11.30	12.68	22.12	25.42	25.43
Librarians	-	-	-	-	-	-	20.58	11.30	12.68	22.12	25.42	25.43
Social scientists and urban planners	-	-	-	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-	-	16.30	11.78	13.67	15.12	19.97	22.04
Social workers	-	-	-	-	-	-	16.30	11.78	13.67	15.12	19.97	22.04
Lawyers and judges	-	-	-	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, N.E.C.	17.23	9.00	10.60	18.71	21.62	27.50	-	-	-	-	-	-
Technical occupations	15.44	9.06	11.15	13.91	19.12	23.83	14.97	10.30	11.77	14.48	17.70	18.76
Licensed practical nurses	11.07	9.45	10.50	11.15	11.45	12.74	-	-	-	-	-	-
Executive, administrative, and managerial occupations	25.96	15.00	17.48	22.09	34.98	43.58	21.03	12.55	15.29	19.79	25.22	31.07
Executives, administrators, and managers	28.37	15.38	17.63	24.33	36.71	43.58	26.89	21.95	23.30	27.01	31.07	33.63
Administrators and officials, public administration	-	-	-	-	-	-	28.33	21.80	22.82	31.07	33.63	33.63
Financial managers	27.77	15.87	16.68	22.50	40.38	60.54	-	-	-	-	-	-
Managers, marketing, advertising and public relations	30.77	18.19	19.23	36.71	36.71	44.09	-	-	-	-	-	-
Managers, food servicing and lodging establishments	18.80	11.54	15.38	18.94	20.43	27.88	-	-	-	-	-	-
Managers, service organizations, N.E.C.	18.75	15.60	15.73	18.46	20.45	22.14	-	-	-	-	-	-
Managers and administrators, N.E.C.	31.42	15.00	19.68	36.23	43.58	43.58	-	-	-	-	-	-
Management related occupations	20.26	12.98	15.87	19.47	23.99	29.04	16.33	11.72	14.30	16.12	18.68	19.89
Accountants and auditors	20.21	15.79	17.07	18.75	22.39	29.42	-	-	-	-	-	-
Construction inspectors	-	-	-	-	-	-	15.94	11.49	14.21	15.40	19.31	19.89
Management related occupations, N.E.C.	20.20	14.14	15.87	18.27	23.99	24.04	-	-	-	-	-	-
Sales occupations	10.92	5.46	6.20	8.35	14.15	18.98	-	-	-	-	-	-
Supervisors, sales occupations	17.21	15.82	15.82	16.83	16.83	23.10	-	-	-	-	-	-
Sales representatives, mining, manufacturing, and wholesale	24.58	15.00	20.00	22.60	31.49	31.49	-	-	-	-	-	-
Sales workers, other commodities	10.57	5.44	6.00	9.49	16.26	17.68	-	-	-	-	-	-
Cashiers	6.78	5.22	5.45	6.08	7.75	8.39	-	-	-	-	-	-
Administrative support occupations, including clerical	9.64	6.50	7.21	8.77	10.84	13.25	10.55	7.66	8.45	10.01	12.48	14.27
Secretaries	10.44	6.50	8.70	10.02	11.97	14.25	12.02	9.14	10.01	11.44	13.67	16.83
Hotel clerks	6.13	5.50	5.75	6.06	6.50	6.66	-	-	-	-	-	-
Receptionists	7.34	5.95	6.00	7.00	7.53	8.77	-	-	-	-	-	-
Order clerks	9.60	6.50	7.00	8.17	9.13	18.89	-	-	-	-	-	-
Personnel clerks except payroll and timekeeping	9.62	7.50	9.00	10.00	10.47	11.16	-	-	-	-	-	-
Library clerks	-	-	-	-	-	-	7.39	(4)	(4)	(4)	(4)	(4)
Bookkeepers, accounting and auditing clerks	9.13	6.76	7.60	9.00	10.44	11.97	10.44	7.92	8.26	10.24	11.44	14.93
Payroll and timekeeping clerks	10.55	7.25	10.10	10.24	10.24	15.45	-	-	-	-	-	-

See footnotes at end of table.

Table A-2. Hourly earnings¹ for selected occupations, all workers², private industry and State and local government, Norfolk-Virginia Beach-Newport News, VA-NC, July 1998 — Continued

Occupation ³	Private industry						State and local government						
	Mean	Percentiles					Mean	Percentiles					
		10	25	Median 50	75	90		10	25	Median 50	75	90	
White-collar occupations (-Continued)													
Administrative support occupations, including clerical (-Continued)													
Traffic, shipping and receiving clerks	\$9.03	\$7.14	\$8.50	\$9.50	\$9.61	\$9.87	—	—	—	—	—	—	—
Investigators and adjusters except insurance	10.04	6.80	8.08	9.88	11.37	13.55	—	—	—	—	—	—	—
Eligibility clerks, social welfare	—	—	—	—	—	—	\$13.51	\$9.90	\$12.35	\$14.24	\$14.89	\$15.63	—
General office clerks	9.47	6.00	7.77	9.00	11.63	12.40	9.20	7.36	7.92	9.08	9.83	11.33	—
Bank tellers	8.40	7.00	7.25	7.50	9.41	11.10	—	—	—	—	—	—	—
Data entry keyers	8.31	5.75	6.50	8.05	9.89	11.06	—	—	—	—	—	—	—
Teachers' aides	—	—	—	—	—	—	8.58	7.46	7.84	8.34	9.23	10.39	—
Administrative support occupations, N.E.C.	9.80	8.12	8.75	9.87	10.95	11.88	—	—	—	—	—	—	—
Blue-collar occupations	11.69	6.25	8.00	10.24	14.00	19.58	11.46	7.49	8.70	11.14	13.34	16.21	—
Precision production, craft, and repair occupations	15.55	9.50	12.52	14.32	17.88	22.63	13.22	10.14	11.12	12.91	14.89	18.23	—
Industrial machinery repairers	15.99	12.54	13.44	14.28	18.40	21.39	—	—	—	—	—	—	—
Mechanics and repairers, N.E.C.	13.82	9.39	11.94	14.00	16.36	17.73	—	—	—	—	—	—	—
Plumbers, pipefitters and steamfitters	13.95	13.08	13.39	13.57	14.32	15.00	—	—	—	—	—	—	—
Supervisors, production occupations	22.04	15.98	17.88	21.88	23.37	31.80	—	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	11.80	6.00	7.97	10.61	14.00	20.40	—	—	—	—	—	—	—
Miscellaneous machine operators, N.E.C.	9.95	6.00	7.00	9.00	12.66	13.58	—	—	—	—	—	—	—
Welders and cutters	12.15	8.61	9.75	13.09	14.00	14.00	—	—	—	—	—	—	—
Assemblers	11.75	5.40	6.00	9.90	20.22	20.52	—	—	—	—	—	—	—
Production inspectors, checkers and examiners	15.42	8.47	8.73	16.04	19.50	20.40	—	—	—	—	—	—	—
Transportation and material moving occupations	10.37	7.61	8.65	9.58	11.32	13.86	10.30	7.49	8.47	10.22	11.14	14.17	—
Truck drivers	10.06	7.08	8.35	9.45	11.25	13.99	—	—	—	—	—	—	—
Bus drivers	—	—	—	—	—	—	9.66	7.53	8.18	9.54	10.94	12.14	—
Industrial truck and tractor equipment operators	10.29	7.75	8.96	9.72	10.80	13.14	—	—	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	8.02	5.30	6.25	7.81	9.29	10.34	10.07	6.30	7.33	9.07	12.04	14.37	—
Production helpers	8.18	6.00	6.25	7.55	9.16	10.34	—	—	—	—	—	—	—
Stock handlers and baggers	7.55	5.20	5.45	6.75	8.72	9.40	—	—	—	—	—	—	—
Machine feeders and offbearers	8.50	3.37	7.32	8.73	9.54	12.64	—	—	—	—	—	—	—
Freight, stock, and material handlers, N.E.C.	7.50	5.15	5.81	6.54	8.73	10.24	—	—	—	—	—	—	—
Vehicle washers and equipment cleaners	8.04	6.74	6.99	8.00	8.70	9.88	—	—	—	—	—	—	—
Hand packers and packagers	8.03	5.68	6.00	7.38	8.76	11.86	—	—	—	—	—	—	—
Laborers except construction, N.E.C.	7.69	5.15	6.00	8.20	9.50	9.52	7.45	6.56	6.98	7.01	8.38	8.45	—
Service occupations	6.49	2.75	5.35	6.20	7.76	9.25	12.08	7.11	9.64	11.14	14.07	16.95	—
Protective service occupations	7.11	5.25	5.60	6.05	7.85	11.12	13.95	10.70	11.02	12.51	15.89	20.81	—
Supervisors, police and detectives	—	—	—	—	—	—	20.25	12.52	17.28	22.82	22.82	23.15	—
Firefighting occupations	—	—	—	—	—	—	11.01	9.08	10.18	11.02	11.14	12.40	—
Police and detectives, public service	—	—	—	—	—	—	14.72	11.61	12.18	14.60	15.89	18.59	—
Sheriffs, bailiffs, and other law enforcement officers	—	—	—	—	—	—	11.89	10.89	10.89	10.89	12.12	14.68	—
Correctional institution officers	—	—	—	—	—	—	11.04	9.79	10.22	10.94	11.10	12.63	—
Food service occupations	5.52	2.13	3.13	5.50	7.00	8.67	9.07	5.45	6.90	7.28	12.07	14.96	—
Supervisors, food preparation and service occupations	9.01	5.75	7.00	9.62	11.05	11.70	—	—	—	—	—	—	—
Waiters and waitresses	3.49	2.13	2.13	2.13	5.00	7.65	—	—	—	—	—	—	—
Cooks	7.39	5.50	6.12	7.25	8.75	9.56	—	—	—	—	—	—	—
Kitchen workers, food preparation	6.85	5.15	5.55	6.75	7.80	9.50	—	—	—	—	—	—	—
Waiters/Waitresses' assistants	4.29	2.35	2.35	5.15	5.15	5.25	—	—	—	—	—	—	—
Food preparation occupations, N.E.C.	5.94	5.15	5.36	5.51	6.25	7.28	—	—	—	—	—	—	—
Health service occupations	6.93	5.60	6.00	6.50	7.70	8.90	9.09	5.95	7.66	8.52	10.12	11.96	—

See footnotes at end of table.

Table A-2. Hourly earnings¹ for selected occupations, all workers², private industry and State and local government, Norfolk-Virginia Beach-Newport News, VA-NC, July 1998 — Continued

Occupation ³	Private industry						State and local government					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
Service occupations (-Continued)												
Health service occupations (-Continued)												
Nursing aides, orderlies and attendants	\$6.90	\$5.75	\$6.00	\$6.50	\$7.61	\$8.80	\$8.39	\$5.95	\$7.49	\$8.19	\$9.79	\$10.94
Cleaning and building service occupations	7.29	5.15	5.75	6.28	8.24	11.13	9.44	6.53	7.50	10.22	10.81	11.62
Supervisors, cleaning and building service workers	10.16	6.25	8.41	11.10	12.63	12.63	—	—	—	—	—	—
Maids and housemen	6.20	5.50	6.00	6.28	6.28	6.75	—	—	—	—	—	—
Janitors and cleaners	7.32	5.15	5.50	6.55	8.24	11.13	8.61	6.50	6.67	8.41	10.37	10.81
Personal service occupations	7.22	5.25	5.65	6.79	8.19	10.14	9.00	6.42	6.42	7.84	11.00	13.92
Service occupations, N.E.C.	6.77	3.00	6.25	6.94	8.40	8.40	—	—	—	—	—	—

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. The 10th, 25th, 50th, 75th and 90th percentiles designate position in the earnings distribution. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers earn the same as or less than the rate shown. At the 75th percentile, one-fourth earn the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

² All workers include full-time and part-time workers. 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. Individual occupations are classified into one of nine major occupational groups.

⁴ The positional statistics for this occupation were suppressed because some were below the minimum wage. In this update survey, an average decrease in mean wages for this occupation was applied to the positional statistics, causing the 10th percentile to go below the minimum wage.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means not elsewhere classified. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Table A-3. Hourly earnings¹ for selected occupations, full-time and part-time workers², all industries, Norfolk-Virginia Beach-Newport News, VA-NC, July 1998

Occupation ³	All industries											
	Full-time						Part-time					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
All occupations	\$14.23	\$6.88	\$8.58	\$11.72	\$17.77	\$24.09	\$6.96	\$5.15	\$5.45	\$6.13	\$7.25	\$9.56
All occupations excluding sales	14.32	7.00	8.65	11.80	18.00	24.28	7.02	5.15	5.45	6.20	7.25	9.56
White-collar occupations	16.96	7.53	9.46	14.56	21.95	29.17	8.39	5.44	6.00	6.65	8.61	15.09
White-collar occupations excluding sales	17.43	7.89	9.90	15.02	22.26	29.53	9.19	6.00	6.50	7.00	9.50	18.00
Professional specialty and technical occupations	21.43	11.15	15.13	20.28	25.25	32.15	16.00	8.00	10.20	16.76	20.00	21.27
Professional specialty occupations	23.19	13.87	17.69	21.76	26.89	33.65	16.61	9.00	13.89	17.00	20.28	21.79
Engineers, architects, and surveyors	23.52	16.69	20.00	22.00	26.36	32.69	-	-	-	-	-	-
Mathematical and computer scientists	-	-	-	-	-	-	-	-	-	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-	-	-	-
Health related occupations	20.25	8.22	14.46	17.52	20.76	26.05	18.32	14.85	16.14	18.37	20.00	21.27
Physicians	28.91	7.30	7.70	8.22	55.87	74.98	-	-	-	-	-	-
Registered nurses	17.48	14.04	14.91	17.26	19.41	21.35	17.87	14.85	15.85	18.00	19.15	21.12
Teachers, college and university	-	-	-	-	-	-	-	-	-	-	-	-
Teachers, except college and university	25.67	19.42	21.51	24.50	29.50	34.59	-	-	-	-	-	-
Elementary school teachers	25.55	20.42	21.63	24.09	28.68	33.27	-	-	-	-	-	-
Secondary school teachers	26.45	20.81	22.20	25.89	29.87	34.02	-	-	-	-	-	-
Teachers, N.E.C.	19.52	7.39	10.40	14.21	20.28	38.96	-	-	-	-	-	-
Vocational and educational counselors	30.25	21.86	23.86	29.50	33.81	47.39	-	-	-	-	-	-
Librarians, archivists, and curators	24.62	12.34	19.27	25.42	36.42	36.42	-	-	-	-	-	-
Librarians	24.62	12.34	19.27	25.42	36.42	36.42	-	-	-	-	-	-
Social scientists and urban planners	26.27	10.95	24.47	26.92	31.25	33.80	-	-	-	-	-	-
Social, recreation, and religious workers	16.54	11.84	13.87	15.69	19.93	22.04	-	-	-	-	-	-
Social workers	16.54	11.84	13.87	15.69	19.93	22.04	-	-	-	-	-	-
Lawyers and judges	-	-	-	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, N.E.C.	19.08	11.67	15.48	19.24	22.93	27.50	-	-	-	-	-	-
Technical occupations	15.49	9.40	11.15	14.00	18.70	23.06	-	-	-	-	-	-
Licensed practical nurses	11.33	9.52	10.30	11.15	11.66	12.96	-	-	-	-	-	-
Technical and related occupations, N.E.C.	11.62	9.06	10.25	10.25	13.91	17.97	-	-	-	-	-	-
Executive, administrative, and managerial occupations	24.53	14.30	16.82	21.20	29.42	40.38	-	-	-	-	-	-
Executives, administrators, and managers	28.07	15.87	18.94	26.22	36.23	43.58	-	-	-	-	-	-
Administrators and officials, public administration	28.33	21.80	22.82	31.07	33.63	33.63	-	-	-	-	-	-
Financial managers	27.77	15.87	16.68	22.50	40.38	60.54	-	-	-	-	-	-
Managers, marketing, advertising and public relations	30.77	18.19	19.23	36.71	36.71	44.09	-	-	-	-	-	-
Managers, food servicing and lodging establishments	18.80	11.54	15.38	18.94	20.43	27.88	-	-	-	-	-	-
Managers, service organizations, N.E.C.	18.75	15.60	15.73	18.46	20.45	22.14	-	-	-	-	-	-
Managers and administrators, N.E.C.	31.31	15.11	19.68	34.45	43.58	43.58	-	-	-	-	-	-
Management related occupations	18.56	11.88	14.95	18.27	22.09	24.62	-	-	-	-	-	-
Accountants and auditors	19.68	15.79	17.07	18.75	22.39	24.62	-	-	-	-	-	-
Purchasing agents and buyers, N.E.C.	17.41	14.95	14.98	17.47	19.37	20.29	-	-	-	-	-	-
Construction inspectors	15.94	11.49	14.21	15.40	19.31	19.89	-	-	-	-	-	-
Management related occupations, N.E.C.	20.37	14.14	15.87	23.80	23.99	24.04	-	-	-	-	-	-
Sales occupations	12.37	6.15	7.00	9.62	16.06	20.63	6.58	5.22	5.45	5.90	6.70	9.14
Supervisors, sales occupations	17.21	15.82	15.82	16.83	16.83	23.10	-	-	-	-	-	-
Sales occupations, other business services	11.13	6.20	6.65	8.63	14.15	18.98	-	-	-	-	-	-
Sales representatives, mining, manufacturing, and wholesale	24.58	15.00	20.00	22.60	31.49	31.49	-	-	-	-	-	-
Sales workers, other commodities	12.46	5.39	6.78	11.77	17.68	17.68	6.89	5.21	5.45	6.00	7.09	9.49
Cashiers	7.72	5.75	6.37	7.09	8.08	12.24	6.09	5.22	5.30	5.60	6.25	8.33

See footnotes at end of table.

Table A-3. Hourly earnings¹ for selected occupations, full-time and part-time workers², all industries, Norfolk-Virginia Beach-Newport News, VA-NC, July 1998 — Continued

Occupation ³	All industries											
	Full-time						Part-time					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
White-collar occupations (-Continued)												
Administrative support occupations, including clerical	\$10.25	\$7.00	\$8.14	\$9.40	\$11.63	\$14.30	\$7.04	\$5.75	\$6.50	\$6.65	\$7.25	\$9.18
Supervisors, general office	18.68	9.22	16.10	21.54	22.26	22.26	-	-	-	-	-	-
Computer operators	14.47	11.09	12.02	12.97	14.37	15.57	-	-	-	-	-	-
Secretaries	11.11	7.25	9.16	10.71	12.38	14.95	-	-	-	-	-	-
Receptionists	7.79	6.19	7.00	7.20	8.00	12.23	5.99	5.25	5.72	6.00	6.00	6.63
Order clerks	-	-	-	-	-	-	7.50	6.35	6.78	7.00	8.40	9.38
Records clerks, N.E.C.	9.78	7.25	8.54	10.50	10.63	10.63	-	-	-	-	-	-
Bookkeepers, accounting and auditing clerks	9.41	7.00	7.60	9.09	10.85	12.00	-	-	-	-	-	-
Payroll and timekeeping clerks	10.47	7.25	10.10	10.24	10.24	15.45	-	-	-	-	-	-
Traffic, shipping and receiving clerks	8.98	7.14	8.49	9.50	9.66	12.00	-	-	-	-	-	-
Investigators and adjusters except insurance	10.18	6.80	8.37	9.88	11.45	13.60	-	-	-	-	-	-
Eligibility clerks, social welfare	13.28	10.08	11.81	14.24	14.81	15.63	-	-	-	-	-	-
General office clerks	9.62	6.56	8.17	9.27	11.15	12.36	-	-	-	-	-	-
Data entry keyers	8.35	5.75	7.50	8.05	9.89	11.06	-	-	-	-	-	-
Teachers' aides	8.60	7.46	7.84	8.34	9.24	10.39	-	-	-	-	-	-
Administrative support occupations, N.E.C.	9.97	8.70	9.00	9.87	10.47	11.88	-	-	-	-	-	-
Blue-collar occupations												
Precision production, craft, and repair occupations	11.87	6.85	8.47	10.53	14.00	18.76	7.14	5.15	5.50	6.15	7.66	9.97
Supervisors, mechanics and repairers	15.09	9.65	12.00	14.09	17.21	22.50	-	-	-	-	-	-
Automobile mechanics	18.25	15.90	16.00	17.19	20.34	22.63	-	-	-	-	-	-
Industrial machinery repairers	16.19	11.90	13.34	13.34	19.05	22.15	-	-	-	-	-	-
Heating, air conditioning, and refrigeration mechanics	15.99	12.54	13.44	14.28	18.40	21.39	-	-	-	-	-	-
Mechanics and repairers, N.E.C.	12.44	10.39	10.39	12.52	14.14	15.00	-	-	-	-	-	-
Electricians	13.46	9.75	11.80	13.30	15.42	17.25	-	-	-	-	-	-
Plumbers, pipefitters and steamfitters	17.13	14.00	14.00	16.56	18.20	22.91	-	-	-	-	-	-
Construction trades, N.E.C.	13.95	12.25	13.39	13.57	14.32	15.16	-	-	-	-	-	-
Supervisors, production occupations ..	11.49	7.76	7.76	10.19	14.17	18.67	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	21.89	16.07	17.51	21.88	23.32	31.80	-	-	-	-	-	-
Miscellaneous machine operators, N.E.C.	11.64	6.06	7.75	10.25	14.00	20.40	-	-	-	-	-	-
Welders and cutters	9.82	6.00	7.20	8.75	12.66	13.58	-	-	-	-	-	-
Assemblers	12.15	8.61	9.75	13.09	14.00	14.00	-	-	-	-	-	-
Production inspectors, checkers and examiners	11.75	5.40	6.00	9.90	20.22	20.52	-	-	-	-	-	-
Transportation and material moving occupations	15.42	8.47	8.73	16.04	19.50	20.40	-	-	-	-	-	-
Truck drivers	10.49	7.61	8.65	10.00	11.37	13.99	8.38	6.19	7.49	7.75	9.22	11.49
Bus drivers	10.35	7.61	8.43	9.58	11.54	15.12	-	-	-	-	-	-
Industrial truck and tractor equipment operators	-	-	-	-	-	-	9.41	7.68	8.12	8.70	9.90	12.24
Miscellaneous material moving equipment operators, N.E.C.	10.29	7.75	8.96	9.72	10.80	13.14	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	10.45	8.83	8.83	10.22	11.10	11.14	-	-	-	-	-	-
Construction laborers	8.51	5.81	6.99	8.33	9.73	12.04	6.22	5.15	5.30	5.87	6.50	7.00
Production helpers	7.87	6.00	6.24	7.11	8.72	10.58	-	-	-	-	-	-
Stock handlers and baggers	8.23	6.00	6.25	7.55	9.16	10.34	-	-	-	-	-	-
Machine feeders and offbearers	9.38	5.41	8.24	8.75	9.40	14.23	5.79	5.20	5.30	5.50	6.00	6.75
Freight, stock, and material handlers, N.E.C.	8.50	3.37	7.32	8.73	9.54	12.64	-	-	-	-	-	-
Vehicle washers and equipment cleaners	7.48	5.15	5.81	6.54	8.73	10.24	-	-	-	-	-	-
Hand packers and packagers	8.04	6.74	6.99	8.00	8.70	9.88	-	-	-	-	-	-
Laborers except construction, N.E.C.	8.07	5.68	6.00	8.75	8.76	12.63	-	-	-	-	-	-
	8.18	6.75	7.01	8.45	9.50	9.52	5.49	5.15	5.15	5.15	6.00	6.30

See footnotes at end of table.

Table A-3. Hourly earnings¹ for selected occupations, full-time and part-time workers², all industries, Norfolk-Virginia Beach-Newport News, VA-NC, July 1998 — Continued

Occupation ³	All industries											
	Full-time						Part-time					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
Service occupations	\$9.60	\$5.51	\$6.67	\$8.85	\$11.50	\$15.04	\$5.78	\$2.35	\$5.15	\$5.71	\$6.45	\$8.16
Protective service occupations	12.90	6.75	10.89	11.74	15.44	19.61	6.54	5.15	5.25	5.75	6.25	7.50
Supervisors, police and detectives	20.25	12.52	17.28	22.82	22.82	23.15	—	—	—	—	—	—
Firefighting occupations	11.01	9.08	10.18	11.02	11.14	12.40	—	—	—	—	—	—
Police and detectives, public service ..	14.72	11.61	12.18	14.60	15.89	18.59	—	—	—	—	—	—
Sheriffs, bailiffs, and other law enforcement officers	11.89	10.89	10.89	10.89	12.12	14.68	—	—	—	—	—	—
Correctional institution officers	11.04	9.79	10.22	10.94	11.10	12.63	—	—	—	—	—	—
Guards and police except public service	7.82	5.50	5.90	6.65	9.65	11.28	—	—	—	—	—	—
Food service occupations	6.39	2.13	3.13	6.72	8.00	10.63	5.09	2.13	3.86	5.29	6.10	7.25
Supervisors, food preparation and service occupations	10.56	7.00	8.00	11.05	11.70	14.96	—	—	—	—	—	—
Waiters and waitresses	2.30	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)	4.29	2.13	2.13	2.17	6.67	8.16
Cooks	7.79	6.12	6.41	7.80	9.00	9.56	6.42	5.15	5.43	6.00	7.43	8.50
Kitchen workers, food preparation	—	—	—	—	—	—	5.88	5.15	5.30	5.66	6.50	7.00
Waiters/Waitresses' assistants	—	—	—	—	—	—	4.29	2.35	2.35	5.15	5.15	5.25
Food preparation occupations, N.E.C.	6.70	5.25	5.61	6.60	7.25	8.12	5.59	5.07	5.33	5.50	5.60	6.20
Health service occupations	7.78	5.97	6.54	7.66	8.81	10.01	6.58	5.58	6.00	6.00	6.50	7.83
Nursing aides, orderlies and attendants	7.57	5.97	6.40	7.30	8.39	9.76	6.30	5.60	6.00	6.00	6.36	7.00
Cleaning and building service occupations	8.90	6.25	6.65	8.41	10.81	11.62	6.31	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)
Supervisors, cleaning and building service workers	10.95	8.41	10.45	10.89	11.62	13.83	—	—	—	—	—	—
Maids and housemen	6.31	5.65	6.15	6.28	6.36	6.88	—	—	—	—	—	—
Janitors and cleaners	8.93	6.35	7.00	8.41	10.81	11.38	6.35	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)
Personal service occupations	8.71	6.25	6.42	7.92	10.14	13.92	5.60	3.00	5.25	5.60	6.00	7.31
Service occupations, N.E.C.	7.61	6.25	6.25	7.86	8.40	8.79	—	—	—	—	—	—

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. The 10th, 25th, 50th, 75th and 90th percentiles designate position in the earnings distribution. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers earn the same as or less than the rate shown. At the 75th percentile, one-fourth earn the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

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. Individual occupations are classified into one of nine major occupational groups.

⁴ The positional statistics for this occupation were suppressed because some were below the minimum wage. In this update survey, an average decrease in mean wages for this occupation was applied to the positional statistics, causing the 10th percentile to go below the minimum wage.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Table A-4. Weekly and annual earnings¹ and hours for selected occupations, full-time workers only², all industries, Norfolk-Virginia Beach-Newport News, VA-NC, July 1998

Occupation ³	All industries					
	Mean weekly hours ⁴	Weekly earnings		Mean annual hours	Annual earnings	
		Mean	Median		Mean	Median
All occupations	39.8	\$566	\$475	1,992	\$28,339	\$24,840
All occupations excluding sales	39.8	569	478	1,988	28,476	24,960
White-collar occupations	39.6	672	588	1,943	32,951	29,764
White-collar occupations excluding sales	39.6	690	605	1,931	33,657	30,265
Professional specialty and technical occupations	39.2	841	797	1,813	38,863	35,224
Professional specialty occupations	39.0	904	833	1,747	40,507	36,546
Engineers, architects, and surveyors	40.0	940	880	2,079	48,882	45,760
Mathematical and computer scientists	-	-	-	-	-	-
Natural scientists	-	-	-	-	-	-
Health related occupations	41.5	841	694	2,129	43,111	35,734
Physicians	59.6	1,723	1,862	3,099	89,571	96,824
Registered nurses	38.9	680	667	1,990	34,789	34,424
Teachers, college and university	-	-	-	-	-	-
Teachers, except college and university	35.7	916	864	1,393	35,762	33,653
Elementary school teachers	35.5	906	850	1,361	34,782	32,641
Secondary school teachers	35.4	935	909	1,352	35,767	33,995
Teachers, N.E.C.	38.6	753	568	1,824	35,593	30,817
Vocational and educational counselors	36.0	1,090	1,080	1,406	42,530	41,517
Librarians, archivists, and curators	37.8	931	1,017	1,680	41,359	45,889
Librarians	37.8	931	1,017	1,680	41,359	45,889
Social scientists and urban planners	38.5	1,011	1,077	1,801	47,320	50,107
Social, recreation, and religious workers	40.0	661	628	2,079	34,391	32,635
Social workers	40.0	661	628	2,079	34,391	32,635
Lawyers and judges	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, N.E.C.	40.1	765	770	2,020	38,541	38,917
Technical occupations	40.0	620	560	2,081	32,242	29,099
Licensed practical nurses	40.0	453	446	2,080	23,574	23,192
Technical and related occupations, N.E.C.	39.6	460	410	2,058	23,918	21,320
Executive, administrative, and managerial occupations ...	40.6	997	896	2,109	51,740	46,571
Executives, administrators, and managers	41.0	1,151	1,058	2,127	59,694	54,531
Administrators and officials, public administration	39.9	1,132	1,243	2,077	58,842	64,626
Financial managers	41.7	1,159	900	2,171	60,284	46,800
Managers, marketing, advertising and public relations	42.8	1,317	1,652	2,226	68,473	85,901
Managers, food servicing and lodging establishments	40.3	759	758	2,098	39,443	39,395
Managers, service organizations, N.E.C.	40.7	763	738	2,117	39,680	38,397
Managers and administrators, N.E.C.	40.2	1,258	1,378	2,090	65,424	71,656
Management related occupations	40.0	742	731	2,080	38,603	38,002
Accountants and auditors	40.0	787	750	2,080	40,932	39,000
Purchasing agents and buyers, N.E.C.	40.0	696	699	2,080	36,205	36,338
Construction inspectors	40.0	638	616	2,080	33,155	32,032
Management related occupations, N.E.C.	40.0	815	952	2,080	42,371	49,504
Sales occupations	39.7	491	380	2,065	25,544	19,760
Supervisors, sales occupations	42.8	736	650	2,223	38,262	33,800
Sales occupations, other business services	36.9	411	315	1,921	21,371	16,380
Sales representatives, mining, manufacturing, and wholesale	40.0	983	904	2,080	51,132	47,008
Sales workers, other commodities	39.4	492	446	2,051	25,560	23,171
Cashiers	38.8	300	281	2,020	15,601	14,609
Administrative support occupations, including clerical	39.7	407	375	2,014	20,642	19,178
Supervisors, general office	40.0	747	862	2,080	38,854	44,803
Computer operators	39.6	572	519	2,057	29,770	26,978
Secretaries	39.4	438	428	2,003	22,246	21,549
Receptionists	39.5	308	280	2,054	16,009	14,560
Records clerks, N.E.C.	40.0	391	420	2,080	20,334	21,840
Bookkeepers, accounting and auditing clerks	39.8	375	363	2,027	19,079	18,886
Payroll and timekeeping clerks	40.0	419	410	2,080	21,782	21,299
Traffic, shipping and receiving clerks	40.0	359	380	1,684	15,120	17,992
Investigators and adjusters except insurance	40.0	407	395	2,080	21,182	20,550
Eligibility clerks, social welfare	40.0	531	570	2,080	27,626	29,626
General office clerks	39.8	383	371	2,055	19,774	19,261
Data entry keyers	40.0	334	322	2,080	17,373	16,744
Teachers' aides	35.2	303	303	1,313	11,285	11,304

See footnotes at end of table.

Table A-4. Weekly and annual earnings¹ and hours for selected occupations, full-time workers only², all industries, Norfolk-Virginia Beach-Newport News, VA-NC, July 1998 — Continued

Occupation ³	All industries					
	Mean weekly hours ⁴	Weekly earnings		Mean annual hours	Annual earnings	
		Mean	Median		Mean	Median
White-collar occupations (-Continued)						
Administrative support occupations, including clerical (-Continued)						
Administrative support occupations, N.E.C.	40.0	\$399	\$395	2,080	\$20,743	\$20,530
Blue-collar occupations						
Precision production, craft, and repair occupations	40.0	475	420	2,059	24,441	21,611
Supervisors, mechanics and repairers	40.0	604	563	2,079	31,383	29,295
Automobile mechanics	40.0	730	688	2,080	37,967	35,750
Industrial machinery repairers	40.0	648	534	2,080	33,684	27,747
Heating, air conditioning, and refrigeration mechanics	40.0	640	571	2,080	33,255	29,709
Mechanics and repairers, N.E.C.	40.0	498	501	2,072	25,777	25,248
Electricians	40.0	538	532	2,080	27,995	27,664
Plumbers, pipefitters and steamfitters	40.0	685	662	2,080	35,638	34,445
Construction trades, N.E.C.	40.0	558	543	2,080	29,010	28,223
Supervisors, production occupations	40.0	460	408	2,080	23,908	21,197
Machine operators, assemblers, and inspectors	40.1	877	875	2,085	45,623	45,510
Miscellaneous machine operators, N.E.C.	40.0	466	410	2,064	24,035	21,029
Welders and cutters	40.0	393	350	2,011	19,747	17,430
Assemblers	40.0	486	524	2,080	25,269	27,229
Production inspectors, checkers and examiners ..	40.0	470	396	2,080	24,442	20,592
Transportation and material moving occupations	40.0	617	642	2,080	32,073	33,363
Truck drivers	40.3	423	400	2,049	21,493	19,920
Industrial truck and tractor equipment operators ..	40.7	422	383	2,117	21,919	19,920
Miscellaneous material moving equipment operators, N.E.C.	40.0	412	389	2,080	21,405	20,227
Handlers, equipment cleaners, helpers, and laborers	40.0	418	409	2,080	21,742	21,258
Construction laborers	39.7	338	333	2,032	17,305	17,146
Production helpers	40.0	315	284	2,080	16,360	14,789
Stock handlers and baggers	40.0	329	302	2,080	17,120	15,704
Machine feeders and offbearers	38.8	364	349	2,017	18,906	18,137
Freight, stock, and material handlers, N.E.C.	39.7	337	349	2,063	17,544	18,158
Vehicle washers and equipment cleaners	39.3	294	250	1,865	13,955	12,195
Hand packers and packagers	40.0	322	320	2,080	16,731	16,640
Laborers except construction, N.E.C.	40.0	323	350	2,080	16,796	18,200
	40.0	327	338	2,080	17,005	17,576
Service occupations						
Protective service occupations	39.7	381	336	2,022	19,421	17,430
Supervisors, police and detectives	41.8	538	499	2,171	28,000	25,960
Firefighting occupations	41.0	829	926	2,130	43,132	48,153
Police and detectives, public service	48.0	529	540	2,496	27,487	28,056
Sheriffs, bailiffs, and other law enforcement officers	41.2	606	584	2,141	31,502	30,368
Correctional institution officers	40.0	476	436	2,080	24,736	22,651
Guards and police except public service	40.0	441	438	2,080	22,958	22,755
Food service occupations	40.0	313	266	2,080	16,273	13,832
Supervisors, food preparation and service occupations	37.9	242	245	1,885	12,046	11,437
Waiters and waitresses	38.7	409	432	1,969	20,797	22,110
Cooks	38.5	88	85	1,999	4,590	4,430
Food preparation occupations, N.E.C.	38.5	300	308	1,963	15,295	15,925
	34.4	231	210	1,584	10,615	10,296

See footnotes at end of table.

Table A-4. Weekly and annual earnings¹ and hours for selected occupations, full-time workers only², all industries, Norfolk-Virginia Beach-Newport News, VA-NC, July 1998 — Continued

Occupation ³	All industries					
	Mean weekly hours ⁴	Weekly earnings		Mean annual hours	Annual earnings	
		Mean	Median		Mean	Median
Service occupations (-Continued)						
Health service occupations	38.2	\$297	\$291	1,984	\$15,444	\$15,132
Nursing aides, orderlies and attendants	38.0	288	284	1,977	14,955	14,789
Cleaning and building service occupations	39.6	352	336	2,016	17,955	17,218
Supervisors, cleaning and building service workers	40.3	442	436	2,097	22,964	22,649
Maids and housemen	39.5	249	251	2,052	12,944	13,062
Janitors and cleaners	39.3	351	336	1,984	17,711	17,218
Personal service occupations	38.7	337	306	1,887	16,431	15,333
Service occupations, N.E.C.	40.0	304	314	2,080	15,825	16,349

¹ Earnings 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. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. The median designates position--one-half of the workers receive the same as or more, and one-half receive the same as or less than the rate shown.

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. Individual occupations are classified into one of nine major occupational groups.

⁴ 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. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data--at the quote level--with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Table B-1. Mean hourly earnings¹ by occupational group and levels², all industries, private industry, State and local government, full-time and part-time workers, Norfolk-Virginia Beach-Newport News, VA-NC, July 1998

Occupational group ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
All occupations	\$13.32	\$12.48	\$15.94	\$14.23	\$6.96
All occupations excluding sales	13.47	12.60	16.03	14.32	7.02
White-collar occupations	16.13	15.06	18.88	16.96	8.39
Level 1	6.74	6.79	—	7.68	—
Level 2	7.05	6.89	8.29	7.33	6.44
Level 3	8.92	8.92	8.89	9.05	7.32
Level 4	10.29	10.20	10.92	10.72	7.53
Level 5	12.30	12.61	11.32	12.38	—
Level 6	13.29	12.78	13.91	13.29	—
Level 7	16.59	16.21	17.43	16.56	—
Level 8	18.21	16.59	20.35	18.26	17.10
Level 9	24.06	23.64	24.56	24.19	19.69
Level 10	26.22	25.70	28.62	26.36	—
Level 11	29.55	31.58	25.74	29.57	—
Level 12	36.58	42.15	22.53	36.58	—
Level 13	26.86	—	—	26.86	—
Not able to be leveled	20.16	20.88	—	22.10	—
White-collar occupations excluding sales	16.80	15.78	19.10	17.43	9.19
Level 1	6.54	6.54	—	7.19	—
Level 2	7.34	7.16	8.29	7.35	7.31
Level 3	8.73	8.65	9.06	8.83	7.44
Level 4	10.47	10.39	10.87	10.63	8.35
Level 5	11.87	12.02	11.41	11.96	—
Level 6	13.37	12.92	13.91	13.37	—
Level 7	16.45	15.98	17.43	16.41	—
Level 8	18.21	16.56	20.35	18.26	17.10
Level 9	24.14	23.78	24.56	24.27	19.69
Level 10	25.61	24.86	28.62	25.76	—
Level 11	29.93	32.34	25.68	29.96	—
Level 12	36.58	42.15	22.53	36.58	—
Level 13	26.86	—	—	26.86	—
Not able to be leveled	20.16	20.88	—	22.10	—
Professional specialty and technical occupations	21.20	20.26	22.47	21.43	16.00
Professional specialty occupations	22.87	22.89	22.84	23.19	16.61
Level 5	11.44	—	11.62	11.44	—
Level 6	14.67	—	13.70	14.67	—
Level 7	17.36	16.02	18.82	17.31	—
Level 8	18.55	15.36	21.47	18.65	17.06
Level 9	24.48	23.76	24.96	24.66	19.69
Level 10	27.57	27.02	28.62	27.90	—
Level 11	27.88	31.06	22.68	27.89	—
Level 12	40.56	48.74	—	40.56	—
Not able to be leveled	18.34	17.95	—	21.45	—
Engineers, architects, and surveyors	23.52	23.20	—	23.52	—
Level 11	27.96	—	—	27.96	—
Mathematical and computer scientists	25.47	25.49	—	—	—
Natural scientists	—	—	—	—	—
Health related occupations	20.06	20.04	20.13	20.25	18.32
Level 7	15.91	16.16	—	15.60	—
Level 8	14.48	12.83	17.55	14.19	17.05
Level 9	—	—	—	—	19.40
Teachers, college and university	—	—	—	—	—
Teachers, except college and university	25.62	—	25.29	25.67	—
Level 8	24.51	—	—	24.59	—
Level 9	26.76	—	25.54	26.82	—
Librarians, archivists, and curators	24.62	—	20.58	24.62	—
Social scientists and urban planners	26.27	—	—	26.27	—
Social, religious, and recreation workers	16.53	—	16.30	16.54	—
Level 5	11.47	—	11.38	11.47	—
Level 6	13.50	—	13.50	13.50	—
Level 7	14.43	—	—	—	—
Level 8	16.33	—	14.68	16.33	—
Lawyers and judges	—	—	—	—	—

See footnotes at end of table.

Table B-1. Mean hourly earnings¹ by occupational group and levels², all industries, private industry, State and local government, full-time and part-time workers, Norfolk-Virginia Beach-Newport News, VA-NC, July 1998 — Continued

Occupational group ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
White-collar occupations (-Continued)					
Writers, authors, entertainers, athletes, and professionals, N.E.C.	\$17.08	\$17.23	—	\$19.08	—
Technical occupations	15.40	15.44	\$14.97	15.49	—
Level 4	10.57	10.57	—	10.70	—
Level 5	12.01	12.00	—	12.01	—
Level 6	13.00	13.17	—	13.00	—
Level 7	16.43	16.68	—	16.43	—
Level 8	15.93	15.63	—	15.91	—
Level 9	20.83	20.93	—	20.83	—
Executive, administrative, and managerial occupations ...	24.53	25.96	21.03	24.53	—
Level 5	16.09	—	—	16.09	—
Level 6	14.34	—	—	14.34	—
Level 7	17.24	17.69	—	17.24	—
Level 8	17.51	18.10	16.86	17.51	—
Level 9	23.91	24.75	17.89	23.91	—
Level 11	31.31	33.50	27.91	31.31	—
Level 12	32.54	35.51	—	32.54	—
Executives, administrators, and managers	28.07	28.37	26.89	28.07	—
Level 8	18.55	17.23	—	18.55	—
Level 9	26.54	26.74	—	26.54	—
Level 11	31.59	34.26	27.91	31.59	—
Level 12	32.68	35.51	—	32.68	—
Management related occupations	18.56	20.26	16.33	18.56	—
Level 7	17.60	—	—	17.60	—
Level 8	17.02	—	—	17.02	—
Level 9	20.15	21.05	—	20.15	—
Sales occupations	10.84	10.92	—	12.37	\$6.58
Level 1	7.37	7.70	—	8.08	—
Level 2	6.10	6.10	—	—	5.62
Level 3	9.77	10.00	—	10.04	—
Level 4	—	—	—	11.14	—
Level 5	14.27	15.22	—	14.52	—
Administrative support occupations, including clerical	9.81	9.64	10.55	10.25	7.04
Level 1	6.54	6.54	—	7.19	—
Level 2	7.34	7.16	8.29	7.35	7.31
Level 3	8.79	8.72	9.06	8.90	7.44
Level 4	10.46	10.37	10.87	10.62	—
Level 5	11.18	11.16	11.24	11.30	—
Level 6	12.40	11.47	13.23	12.40	—
Level 7	14.48	14.63	13.65	14.48	—
Not able to be leveled	10.61	—	—	10.61	—
Blue-collar occupations	11.66	11.69	11.46	11.87	7.14
Level 1	7.02	7.02	7.07	7.22	5.65
Level 2	8.31	8.40	7.11	8.39	7.41
Level 3	10.72	10.97	8.43	11.04	7.33
Level 4	10.92	11.09	10.12	10.86	—
Level 5	11.73	11.65	11.96	11.77	—
Level 6	13.82	13.97	12.75	13.82	—
Level 7	15.98	16.60	13.77	15.98	—
Level 8	17.78	17.83	—	17.78	—
Level 9	22.25	22.80	—	22.25	—
Precision production, craft, and repair occupations	15.09	15.55	13.22	15.09	—
Level 3	9.25	9.50	—	9.25	—
Level 4	10.91	11.07	—	10.91	—
Level 5	12.22	12.23	12.21	12.22	—
Level 6	14.26	—	—	14.26	—
Level 7	15.93	16.60	13.77	15.93	—
Level 8	17.74	17.79	—	17.74	—
Level 9	22.51	23.12	—	22.51	—
Machine operators, assemblers, and inspectors	11.67	11.80	—	11.64	—
Level 1	6.69	6.65	—	6.69	—
Level 2	8.08	8.08	—	8.08	—

See footnotes at end of table.

Table B-1. Mean hourly earnings¹ by occupational group and levels², all industries, private industry, State and local government, full-time and part-time workers, Norfolk-Virginia Beach-Newport News, VA-NC, July 1998 — Continued

Occupational group ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
Blue-collar occupations (-Continued)					
Machine operators, assemblers, and inspectors (-Continued)					
Level 3	\$13.71	\$13.71	—	\$13.71	—
Level 4	13.27	13.63	—	13.15	—
Level 5	11.46	11.46	—	11.46	—
Level 7	16.56	16.56	—	16.56	—
Transportation and material moving occupations	10.35	10.37	\$10.30	10.49	\$8.38
Level 2	8.48	8.49	—	8.50	—
Level 3	9.43	9.72	8.38	9.97	7.94
Level 4	9.67	—	10.12	9.66	—
Level 5	11.39	11.41	11.35	11.47	—
Level 6	12.70	—	—	12.70	—
Handlers, equipment cleaners, helpers, and laborers	8.23	8.02	10.07	8.51	6.22
Level 1	7.16	7.16	—	7.49	5.65
Level 2	8.31	8.49	—	8.47	7.34
Level 3	8.80	8.78	9.02	9.13	6.37
Level 4	8.64	8.16	—	8.64	—
Level 5	11.69	—	—	11.69	—
Level 6	11.61	—	—	11.61	—
Service occupations	8.30	6.49	12.08	9.60	5.78
Level 1	5.61	5.39	7.32	6.15	5.17
Level 2	6.65	6.47	8.87	7.32	6.23
Level 3	6.84	6.35	9.18	7.33	5.79
Level 4	9.65	9.04	10.29	9.79	7.69
Level 5	10.77	9.68	11.29	10.77	—
Level 6	12.27	—	12.19	12.10	—
Level 7	12.21	—	12.95	12.21	—
Level 8	15.44	—	15.52	15.44	—
Protective service occupations	12.60	7.11	13.95	12.90	6.54
Level 4	11.21	—	11.60	11.21	—
Level 5	11.30	—	11.30	11.30	—
Level 6	12.16	—	12.06	12.06	—
Level 7	12.95	—	12.95	12.95	—
Level 8	15.93	—	15.93	15.93	—
Food service occupations	5.71	5.52	9.07	6.39	5.09
Level 1	4.98	4.83	—	5.04	4.93
Level 2	5.75	5.72	—	—	5.46
Level 3	5.39	5.39	—	5.78	4.92

See footnotes at end of table.

Table B-1. Mean hourly earnings¹ by occupational group and levels², all industries, private industry, State and local government, full-time and part-time workers, Norfolk-Virginia Beach-Newport News, VA-NC, July 1998 — Continued

Occupational group ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
Service occupations (-Continued)					
Health service occupations	\$7.35	\$6.93	\$9.09	\$7.78	\$6.58
Level 2	6.63	6.63	—	7.02	6.27
Level 3	7.44	7.31	—	7.87	—
Level 4	9.06	—	—	9.14	—
Cleaning and building service occupations	7.82	7.29	9.44	8.90	6.31
Level 1	6.37	6.12	—	7.21	5.54
Level 2	7.68	—	—	—	—
Level 3	9.07	—	9.97	9.43	—
Level 4	9.72	—	—	9.72	—
Personal service occupations	7.80	7.22	9.00	8.71	5.60
Level 1	5.55	5.32	—	—	5.00
Level 2	7.12	—	—	—	—
Level 3	7.62	7.49	—	—	—
Level 4	9.80	—	11.62	10.17	—

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 Each occupation for which wage 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 ranking within each factor. The points are summed to determine the overall level of the occupation. See technical note for more information.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

⁴ All workers include full-time and part-time workers. 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.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means not elsewhere classified. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Table B-2. Mean hourly earnings¹ for selected occupations and levels², all industries, private industry, State and local government, full-time and part-time workers, Norfolk-Virginia Beach-Newport News, VA-NC, July 1998

Occupation ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
White-collar occupations:					
Professional specialty and technical occupations:					
Professional specialty occupations:					
Physicians	\$28.91	—	—	\$28.91	—
Registered nurses	17.53	\$17.55	\$17.46	17.48	\$17.87
Level 7	16.03	16.20	—	15.71	—
Level 8	17.21	16.87	17.55	17.23	17.05
Level 9	—	—	—	—	18.43
Elementary school teachers	25.55	—	24.88	25.55	—
Level 9	25.83	—	24.92	25.83	—
Secondary school teachers	26.45	—	25.85	26.45	—
Level 9	26.69	—	25.90	26.69	—
Teachers, N.E.C.	19.71	14.79	—	19.52	—
Vocational and educational counselors	30.25	—	—	30.25	—
Librarians	24.62	—	20.58	24.62	—
Social workers	16.53	—	16.30	16.54	—
Level 5	11.47	—	11.38	11.47	—
Level 6	13.50	—	13.50	13.50	—
Level 7	14.43	—	—	—	—
Level 8	16.33	—	14.68	16.33	—
Technical occupations:					
Licensed practical nurses	11.32	11.07	—	11.33	—
Level 4	10.43	10.43	—	—	—
Level 6	11.96	—	—	11.96	—
Technical and related occupations, N.E.C.	11.62	—	—	11.62	—
Executive, administrative, and managerial occupations:					
Administrators and officials, public administration	28.33	—	28.33	28.33	—
Financial managers	27.77	27.77	—	27.77	—
Managers, marketing, advertising and public relations	30.77	30.77	—	30.77	—
Managers, food servicing and lodging establishments	18.80	18.80	—	18.80	—
Managers, service organizations, N.E.C.	18.75	18.75	—	18.75	—
Managers and administrators, N.E.C.	31.31	31.42	—	31.31	—
Level 9	29.27	—	—	29.27	—
Accountants and auditors	19.68	20.21	—	19.68	—
Purchasing agents and buyers, N.E.C.	17.41	—	—	17.41	—
Construction inspectors	15.94	—	15.94	15.94	—
Management related occupations, N.E.C.	20.37	20.20	—	20.37	—
Sales occupations:					
Supervisors, sales occupations	17.21	17.21	—	17.21	—
Sales occupations, other business services	—	—	—	11.13	—
Sales representatives, mining, manufacturing, and wholesale	24.58	24.58	—	24.58	—
Sales workers, other commodities	10.26	10.57	—	12.46	6.89
Level 4	11.61	11.61	—	—	—
Cashiers	6.92	6.78	—	7.72	6.09
Level 2	6.06	6.06	—	—	—
Level 3	7.17	—	—	—	—
Administrative support occupations, including clerical:					
Supervisors, general office	18.68	—	—	18.68	—
Computer operators	14.47	—	—	14.47	—
Secretaries	11.01	10.44	12.02	11.11	—
Level 3	8.51	8.05	—	8.62	—
Level 4	11.76	10.76	—	11.76	—
Level 5	11.67	—	—	11.67	—
Hotel clerks	6.13	6.13	—	—	—
Receptionists	7.33	7.34	—	7.79	5.99
Level 2	6.49	6.50	—	—	—
Level 3	8.41	8.41	—	8.41	—
Order clerks	9.60	9.60	—	—	7.50
Personnel clerks except payroll and timekeeping	9.62	9.62	—	—	—
Library clerks	8.46	—	7.39	—	—
Records clerks, N.E.C.	9.78	—	—	9.78	—
Bookkeepers, accounting and auditing clerks	9.39	9.13	10.44	9.41	—

See footnotes at end of table.

Table B-2. Mean hourly earnings¹ for selected occupations and levels², all industries, private industry, State and local government, full-time and part-time workers, Norfolk-Virginia Beach-Newport News, VA-NC, July 1998 — Continued

Occupation ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
White-collar occupations: (-Continued)					
Administrative support occupations, including clerical: (-Continued)					
Bookkeepers, accounting and auditing clerks (-Continued)					
Level 3	\$8.03	\$7.62	—	\$7.92	—
Level 4	10.50	9.62	—	10.60	—
Payroll and timekeeping clerks	10.47	10.55	—	10.47	—
Traffic, shipping and receiving clerks	9.03	9.03	—	8.98	—
Stock and inventory clerks	9.57	—	—	—	—
Investigators and adjusters except insurance	10.04	10.04	—	10.18	—
Eligibility clerks, social welfare	13.28	—	\$13.51	13.28	—
General office clerks	9.39	9.47	9.20	9.62	—
Level 2	6.89	6.48	—	6.96	—
Level 3	9.13	9.40	—	9.15	—
Level 4	10.51	11.06	9.90	10.60	—
Bank tellers	8.40	8.40	—	—	—
Data entry keyers	8.31	8.31	—	8.35	—
Teachers' aides	8.58	—	8.58	8.60	—
Administrative support occupations, N.E.C.	9.76	9.80	—	9.97	—
Level 4	9.76	—	—	—	—
Blue-collar occupations:					
Precision production, craft, and repair occupations:					
Supervisors, mechanics and repairers	18.25	—	—	18.25	—
Automobile mechanics	16.19	—	—	16.19	—
Industrial machinery repairers	15.99	15.99	—	15.99	—
Level 7	17.29	17.29	—	17.29	—
Heating, air conditioning, and refrigeration mechanics					
.....	12.44	—	—	12.44	—
Mechanics and repairers, N.E.C.	13.46	13.82	—	13.46	—
Level 7	14.70	15.30	—	14.70	—
Electricians	17.13	—	—	17.13	—
Plumbers, pipefitters and steamfitters	13.95	13.95	—	13.95	—
Level 7	14.19	—	—	14.19	—
Construction trades, N.E.C.	11.49	—	—	11.49	—
Supervisors, production occupations	21.89	22.04	—	21.89	—
Level 7	18.06	18.06	—	18.06	—
Level 8	21.13	—	—	21.13	—
Level 9	27.93	—	—	27.93	—
Machine operators, assemblers, and inspectors:					
Miscellaneous machine operators, N.E.C.	9.82	9.95	—	9.82	—
Level 2	7.44	7.44	—	7.44	—
Level 4	11.00	—	—	11.00	—
Welders and cutters	12.15	12.15	—	12.15	—
Assemblers	11.75	11.75	—	11.75	—
Production inspectors, checkers and examiners ..	15.42	15.42	—	15.42	—
Transportation and material moving occupations:					
Truck drivers	10.19	10.06	—	10.35	—
Level 3	9.23	9.49	—	9.95	—
Level 5	11.62	11.14	—	11.62	—
Bus drivers	9.56	—	9.66	—	\$9.41
Industrial truck and tractor equipment operators ..	10.29	10.29	—	10.29	—
Miscellaneous material moving equipment operators, N.E.C.	10.45	—	—	10.45	—
Handlers, equipment cleaners, helpers, and laborers:					
Groundskeepers and gardeners except farm	8.68	—	—	—	—
Construction laborers	7.87	—	—	7.87	—
Production helpers	8.23	8.18	—	8.23	—
Stock handlers and baggers	7.55	7.55	—	9.38	5.79
Machine feeders and offbearers	8.50	8.50	—	8.50	—
Freight, stock, and material handlers, N.E.C.	7.50	7.50	—	7.48	—
Level 1	6.23	6.23	—	6.26	—
Vehicle washers and equipment cleaners	8.04	8.04	—	8.04	—
Hand packers and packagers	8.03	8.03	—	8.07	—

See footnotes at end of table.

Table B-2. Mean hourly earnings¹ for selected occupations and levels², all industries, private industry, State and local government, full-time and part-time workers, Norfolk-Virginia Beach-Newport News, VA-NC, July 1998 — Continued

Occupation ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
Blue-collar occupations: (-Continued)					
Handlers, equipment cleaners, helpers, and laborers: (-Continued)					
Laborers except construction, N.E.C.	\$7.64	\$7.69	\$7.45	\$8.18	\$5.49
Level 1	6.15	5.91	—	—	—
Level 2	7.79	7.97	—	7.81	—
Level 3	8.97	—	—	8.97	—
Service occupations:					
Protective service occupations:					
Supervisors, police and detectives	20.25	—	20.25	20.25	—
Firefighting occupations	11.01	—	11.01	11.01	—
Police and detectives, public service	14.72	—	14.72	14.72	—
Sheriffs, bailiffs, and other law enforcement officers					
officers	11.89	—	11.89	11.89	—
Correctional institution officers	11.04	—	11.04	11.04	—
Guards and police except public service	7.65	—	—	7.82	—
Food service occupations:					
Supervisors, food preparation and service occupations	10.04	9.01	—	10.56	—
Waiters and waitresses	3.49	3.49	—	2.30	4.29
Level 1	3.39	3.39	—	—	4.25
Cooks	7.31	7.39	—	7.79	6.42
Level 3	7.77	7.77	—	7.97	—
Kitchen workers, food preparation	6.85	6.85	—	—	5.88
Level 3	6.81	6.81	—	—	—
Waiters/Waitresses' assistants	4.29	4.29	—	—	4.29
Food preparation occupations, N.E.C.	6.14	5.94	—	6.70	5.59

See footnotes at end of table.

Table B-2. Mean hourly earnings¹ for selected occupations and levels², all industries, private industry, State and local government, full-time and part-time workers, Norfolk-Virginia Beach-Newport News, VA-NC, July 1998 — Continued

Occupation ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
Service occupations: (-Continued)					
Food service occupations: (-Continued)					
Food preparation occupations, N.E.C. (-Continued)					
Level 1	\$6.03	\$5.78	—	\$6.65	\$5.57
Health service occupations:					
Health aides, except nursing	9.25	—	—	—	—
Nursing aides, orderlies and attendants	7.10	6.90	\$8.39	7.57	6.30
Level 2	6.62	6.62	—	7.02	6.25
Level 3	7.42	7.28	—	7.86	—
Cleaning and building service occupations:					
Supervisors, cleaning and building service workers	10.95	10.16	—	10.95	—
Maids and housemen	6.20	6.20	—	6.31	—
Level 1	6.21	6.21	—	—	—
Janitors and cleaners	7.61	7.32	8.61	8.93	6.35
Level 1	6.42	6.08	—	7.82	5.49
Level 2	7.72	—	—	—	—
Level 3	8.68	—	9.27	8.93	—
Level 4	9.55	—	—	9.55	—
Personal service occupations:					
Attendants, amusement and recreation facilities ..	10.80	—	—	—	—
Welfare service aides	7.79	—	—	—	—
Early childhood teachers' assistants	7.24	—	—	—	—
Service occupations, N.E.C.	6.89	6.77	—	7.61	—

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 Each occupation for which wage 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 ranking within each factor. The points are summed to determine the overall level of the occupation. See technical note for more information.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

⁴ All workers include full-time and part-time workers. 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.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means not elsewhere classified. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Table C-1. Mean hourly earnings¹ by occupational group and selected characteristics, all industries, Norfolk-Virginia Beach-Newport News, VA-NC, July 1998

Occupational group ²	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
All occupations	\$14.23	\$6.96	\$12.89	\$13.37	\$13.28	\$15.37
All occupations excluding sales	14.32	7.02	12.89	13.54	13.44	18.71
White-collar occupations	16.96	8.39	—	16.11	16.11	16.69
White-collar excluding sales	17.43	9.19	—	16.79	16.72	—
Professional specialty and technical occupations	21.43	16.00	—	21.20	21.20	—
Professional specialty occupations	23.19	16.61	—	22.87	22.87	—
Technical occupations	15.49	—	—	15.33	15.40	—
Executive, administrative, and managerial occupations ...	24.53	—	—	24.53	24.14	—
Sales occupations	12.37	6.58	—	10.84	9.77	14.01
Administrative support including clerical occupations	10.25	7.04	—	9.62	9.81	—
Blue-collar occupations	11.87	7.14	13.70	10.98	11.68	—
Precision production, craft, and repair occupations	15.09	—	15.48	14.95	15.09	—
Machine operators, assemblers, and inspectors	11.64	—	15.66	9.77	11.67	—
Transportation and material moving occupations	10.49	8.38	11.09	10.13	10.31	—
Handlers, equipment cleaners, helpers, and laborers	8.51	6.22	9.27	8.02	8.25	—
Service occupations	9.60	5.78	6.53	8.44	8.30	—

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. Individual occupations are classified into one of nine major occupational groups.

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.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Table C-2. Mean hourly earnings¹ by occupational group and industry division, private industry, all workers², Norfolk-Virginia Beach-Newport News, VA-NC, July 1998

Occupational group ³	All private industries	Goods-producing industries ⁴				Service-producing industries ⁵				
		Total	Mining	Construction	Manufacturing	Total	Transportation and public utilities	Wholesale and retail trade	Finance, insurance, and real estate	Services
All occupations	\$12.48	-	-	-	-	\$11.62	\$15.79	\$9.00	-	\$12.49
All occupations excluding sales	12.60	-	-	-	-	11.79	15.75	8.74	-	12.54
White-collar occupations	15.06	-	-	-	-	14.02	18.22	10.49	-	15.93
White-collar excluding sales	15.78	-	-	-	-	14.78	18.47	11.31	-	16.10
Professional specialty and technical occupations	20.26	-	-	-	-	19.87	23.31	-	-	19.62
Professional specialty occupations	22.89	-	-	-	-	22.18	-	-	-	21.74
Technical occupations	15.44	-	-	-	-	15.66	19.58	-	-	15.49
Executive, administrative, and managerial occupations	25.96	-	-	-	-	23.21	-	24.83	-	22.83
Sales occupations	10.92	-	-	-	-	10.06	-	9.67	-	9.30
Administrative support, including clerical occupations	9.64	-	-	-	-	9.14	13.36	8.52	-	8.42
Blue-collar occupations	11.69	-	-	-	-	9.93	13.09	9.10	-	8.41
Precision production, craft, and repair occupations	15.55	-	-	-	-	15.28	18.13	14.58	-	12.68
Machine operators, assemblers, and inspectors	11.80	-	-	-	-	7.45	-	-	-	7.04
Transportation and material moving occupations	10.37	-	-	-	-	10.68	-	9.84	-	9.50
Handlers, equipment cleaners, helpers, and laborers	8.02	-	-	-	-	7.02	-	7.17	-	6.36
Service occupations	6.49	-	-	-	-	6.43	-	5.60	-	6.73

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. 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. Individual occupations are classified into one of nine major occupational groups.

⁴ Goods-producing industries include mining, construction, and manufacturing.

⁵ Service-producing industries include transportation and public utilities; wholesale

and retail trade; finance, insurance, and real estate; and services.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means not elsewhere classified. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Table C-3. Mean hourly earnings¹ by occupational group and establishment employment size, private industry, all workers², Norfolk-Virginia Beach-Newport News, VA-NC, July 1998

Occupational group ³	All private industry workers	50 - 99 workers	100 workers or more		
			Total	100 - 499 workers	500 workers or more
All occupations	\$12.48	\$10.13	\$13.01	\$12.54	\$13.96
All occupations excluding sales	12.60	10.09	13.11	12.65	13.98
White-collar occupations	15.06	12.75	15.48	15.98	14.57
White-collar excluding sales	15.78	14.13	16.00	16.86	14.63
Professional specialty and technical occupations	20.26	18.50	20.49	22.23	18.30
Professional specialty occupations	22.89	19.87	23.31	27.68	19.48
Technical occupations	15.44	15.50	15.43	15.89	14.26
Executive, administrative, and managerial occupations ...	25.96	22.03	26.49	28.63	20.68
Sales occupations	10.92	10.33	11.27	11.25	—
Administrative support, including clerical occupations	9.64	8.77	9.75	9.42	10.30
Blue-collar occupations	11.69	9.74	12.18	11.01	14.20
Precision production, craft, and repair occupations	15.55	13.28	15.96	15.47	16.77
Machine operators, assemblers, and inspectors	11.80	9.60	12.15	8.84	15.33
Transportation and material moving occupations	10.37	10.59	10.29	10.29	10.29
Handlers, equipment cleaners, helpers, and laborers	8.02	7.12	8.37	8.20	8.86
Service occupations	6.49	5.42	6.79	6.48	8.42

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. 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. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means not elsewhere classified. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Table C-4. Number of workers¹ represented by occupational group, Norfolk-Virginia Beach-Newport News, VA-NC, July 1998

Occupational group ²	All workers		
	All industries	Private industry	State and local government
All occupations	331,635	250,756	80,879
All occupations excluding sales	310,749	230,815	79,934
White-collar occupations	167,511	118,097	49,414
White-collar excluding sales	146,625	98,156	48,468
Professional specialty and technical occupations	67,368	36,146	31,222
Professional specialty occupations	54,694	24,591	30,103
Technical occupations	12,675	11,556	1,119
Executive, administrative, and managerial occupations ...	17,572	12,346	5,226
Sales occupations	20,886	19,941	—
Administrative support including clerical occupations	61,684	49,664	12,020
Blue-collar occupations	93,402	79,872	13,530
Precision production, craft, and repair occupations	28,833	23,176	5,658
Machine operators, assemblers, and inspectors	21,364	20,673	—
Transportation and material moving occupations	17,820	13,182	4,638
Handlers, equipment cleaners, helpers, and laborers	25,384	22,841	2,543
Service occupations	70,722	52,787	17,935

¹ Both full-time and part-time workers were included in the survey. 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 establishment, where a 40-hour week is the minimum full-time schedule.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

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

groups and occupational levels may include data for categories not shown separately. N.E.C. means not elsewhere classified. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

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 was an economic unit which 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 was usually at a single physical location. For State and local governments, an establishment was defined as all locations of a government entity.

The Norfolk-Virginia Beach-Newport News, VA-NC, Metropolitan Statistical Area includes Chesapeake, Hampton, Newport News, Norfolk, Poquoson, Portsmouth, Suffolk, Virginia Beach, and Williamsburg Cities; and Gloucester, Isle of Wight, James City, Mathews, and York Counties, VA; and Currituck County, NC.

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 which were not selected for collection. See appendix table 1 for a count of establishments in the survey by employment size. 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. Collection was the responsibility of the field economists, working out of the Regional Office, who visited 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 multi-step 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 collected in each establishment was based on an 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
1000-2,499	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. In cases where 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.

Generic leveling through point factor analysis

In the last step before wage data were collected, the work level of each selected job was determined using a "generic leveling" process. Generic leveling ranks and compares all occupations randomly selected in an establishment using the same criteria. This is a major departure from the method used in the past in the Bureau's Occupational Compensation Surveys which studied specifically defined occupations with leveling definitions unique to each occupation.

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 which written description best matched the job. Within each occupation, the points for 9 factors (supervisory duties was excluded) were recorded and totaled. The total determines the overall level of the occupation. Appendix table 3 presents average work levels for published occupational groups and selected occupations. 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 leveled job and a guide to help data users evaluate jobs in their firm.

Wage data collected in prior surveys using the new generic leveling method were evaluated by BLS researchers using regression techniques. For each of the major occupational groups, wages were compared to the 10 generic level factors (and levels within those factors). The analysis showed that several of the generic level 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. Detailed research continues in the area. The results of this research will be published by BLS in the future.

Collection period

The survey data were collected over several months. 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 (e.g., Christmas bonuses, profit-sharing bonuses)
- Uniform and tool allowances
- Free room and board
- Payments made by third parties (e.g., tips, bonuses given by manufacturers to department store salespeople, referral incentives in real estate)
- On-call pay

In order to calculate earnings for various time periods (hourly, weekly, and annual), data on work schedules were also 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 and the example 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.

Straight-time. Time worked at the standard rate of pay for the job.

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 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 the nonrespondents equals the mean value of 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

	Establish- ments
Total in sample	281
Responding	207
Out of business or not in survey scope	9
Unable or refused to pro- vide data	65

Some surveys may have a high nonresponse rate for the all industries or private industry iterations. Such instances are noted in the bulletin table footnotes.

Estimation

The wage series in the tables are computed by combining the wages for individual establishment/occupations. Before being combined, individual wage rates are weighted by: number of workers; the sample weight adjusted for nonresponding establishments and other factors; and the occupation work schedule, varying depending on whether hourly, weekly, or annual rates are being calculated.

Not all series that were calculated 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 publishing a series that could have revealed information about a specific establishment.

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

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. Appendix table 2 contains RSE data for selected series in this bulletin. RSE data for all series in this bulletin are available on the Internet web site and by request to the BLS National Office.

The standard error can be used to calculate a “confidence interval” around a sample estimate. As an example, suppose table A-1 shows that mean hourly earnings for all workers was \$12.79 per hour, and appendix table 2 shows a relative standard error of 3.6 percent for this estimate. At the 90-percent level, the confidence interval for this estimate is \$13.55 to \$12.03 (\$12.79 plus and minus 1.645 times 3.6 percent times \$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. A Technical Reinterview Program done in all survey areas will be used in the development of a formal quality assessment process to help compute nonsampling error. 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 establishments studied by industry division and establishment employment size, and number of establishments represented, Norfolk-Virginia Beach-Newport News, VA-NC, July 1998

Industry	Number of establishments represented	Number of establishments studied				
		Total studied	50 - 99 workers	100 workers or more		
				Total	100 - 499 workers	500 workers or more
All industries	1,713	203	55	148	96	52
Private industry	1,642	161	51	110	80	30
Goods-producing industries	351	44	14	30	20	10
Construction	119	5	3	2	2	-
Manufacturing	232	39	11	28	18	10
Service-producing industries	1,291	117	37	80	60	20
Transportation and public utilities	100	10	3	7	5	2
Wholesale and retail trade	610	41	19	22	20	2
Finance, insurance and real estate	22	3	-	3	2	1
Services	559	63	15	48	33	15
State and local government	71	42	4	38	16	22

NOTE: Dashes indicate that no data were reported. Overall industry and industry groups may include data for categories not shown separately.

Appendix table 2. Relative standard errors of mean hourly earnings¹ for selected occupations, all industries, private industry, and State and local government, all workers², Norfolk-Virginia Beach-Newport News, VA-NC, July 1998

(in percent)

Occupation ³	All industries	Private industry	State and local government
All occupations	2.6	3.6	2.4
All occupations excluding sales	2.6	3.7	2.4
White-collar occupations	3.6	5.2	2.8
White-collar occupations excluding sales	3.7	5.5	2.8
Professional specialty and technical occupations	2.6	4.4	2.0
Professional specialty occupations	2.8	5.5	2.0
Engineers, architects, and surveyors	5.7	6.2	—
Mathematical and computer scientists	3.2	3.2	—
Natural scientists	—	—	—
Health related occupations	8.0	9.5	10.1
Physicians	35.5	—	—
Registered nurses	2.1	2.6	2.3
Teachers, college and university	—	—	—
Teachers, except college and university	2.3	—	1.5
Elementary school teachers	1.5	—	1.0
Secondary school teachers	1.1	—	0.9
Teachers, N.E.C.	24.6	15.3	—
Vocational and educational counselors	5.6	—	—
Librarians, archivists, and curators	10.3	—	13.3
Librarians	10.3	—	13.3
Social scientists and urban planners	8.8	—	—
Social, recreation, and religious workers	5.8	—	6.9
Social workers	5.8	—	6.9
Lawyers and judges	—	—	—
Writers, authors, entertainers, athletes, and professionals, N.E.C.	10.6	12.6	—
Technical occupations	6.5	7.1	6.8
Licensed practical nurses	2.9	2.4	—
Technical and related occupations, N.E.C.	8.4	—	—
Executive, administrative, and managerial occupations ...	7.0	8.4	6.8
Executives, administrators, and managers	7.6	9.3	4.3
Administrators and officials, public administration	7.9	—	7.9
Financial managers	19.9	19.9	—
Managers, marketing, advertising and public relations	12.3	12.3	—
Managers, food servicing and lodging establishments	8.7	8.7	—
Managers, service organizations, N.E.C.	5.2	5.2	—
Managers and administrators, N.E.C.	12.7	12.9	—
Management related occupations	5.4	6.8	4.5
Accountants and auditors	5.1	7.1	—
Purchasing agents and buyers, N.E.C.	4.3	—	—
Construction inspectors	6.7	—	6.7
Management related occupations, N.E.C.	6.0	6.2	—
Sales occupations	7.4	7.8	—
Supervisors, sales occupations	7.8	7.8	—
Sales representatives, mining, manufacturing, and wholesale	13.6	13.6	—
Sales workers, other commodities	15.2	15.3	—
Cashiers	4.5	5.0	—
Administrative support occupations, including clerical	3.3	4.0	3.1
Supervisors, general office	11.2	—	—
Computer operators	8.5	—	—
Secretaries	5.3	7.1	6.1
Hotel clerks	1.9	1.9	—
Receptionists	6.2	6.2	—
Order clerks	17.4	17.4	—
Personnel clerks except payroll and timekeeping	4.7	4.7	—
Library clerks	7.6	—	4.1
Records clerks, N.E.C.	4.8	—	—
Bookkeepers, accounting and auditing clerks	4.1	4.1	9.4
Payroll and timekeeping clerks	8.9	9.1	—
Traffic, shipping and receiving clerks	5.6	5.6	—

See footnotes at end of table.

Appendix table 2. Relative standard errors of mean hourly earnings¹ for selected occupations, all industries, private industry, and State and local government, all workers², Norfolk-Virginia Beach-Newport News, VA-NC, July 1998 — Continued

(in percent)

Occupation ³	All industries	Private industry	State and local government
White-collar occupations (-Continued)			
Administrative support occupations, including clerical (-Continued)			
Stock and inventory clerks	11.5	—	—
Investigators and adjusters except insurance	9.5	9.5	—
Eligibility clerks, social welfare	6.0	—	5.8
General office clerks	4.2	5.6	3.5
Bank tellers	4.6	4.6	—
Data entry keyers	8.9	8.9	—
Teachers' aides	3.0	—	3.0
Administrative support occupations, N.E.C.	3.5	3.8	—
Blue-collar occupations			
Precision production, craft, and repair occupations	2.6	3.0	3.9
Supervisors, mechanics and repairers	2.9	3.3	5.0
Automobile mechanics	5.9	—	—
Industrial machinery repairers	10.3	—	—
Heating, air conditioning, and refrigeration mechanics	6.4	6.4	—
Mechanics and repairers, N.E.C.	7.2	—	—
Electricians	4.5	6.6	—
Plumbers, pipefitters and steamfitters	6.2	—	—
Construction trades, N.E.C.	2.3	2.4	—
Supervisors, production occupations	10.7	—	—
Machine operators, assemblers, and inspectors	6.0	6.4	—
Miscellaneous machine operators, N.E.C.	6.1	6.2	—
Welders and cutters	8.1	8.6	—
Assemblers	7.8	7.8	—
Production inspectors, checkers and examiners ..	17.4	17.4	—
Transportation and material moving occupations ..	10.8	10.8	—
Truck drivers	3.1	3.5	5.9
Bus drivers	5.1	5.3	—
Industrial truck and tractor equipment operators ..	3.2	—	3.2
Miscellaneous material moving equipment operators, N.E.C.	5.0	5.0	—
Handlers, equipment cleaners, helpers, and laborers	7.0	—	—
Groundskeepers and gardeners except farm	3.3	3.4	8.3
Construction laborers	12.1	—	—
Production helpers	8.9	—	—
Stock handlers and baggers	7.0	7.1	—
Machine feeders and offbearers	6.7	6.7	—
Freight, stock, and material handlers, N.E.C.	8.8	8.8	—
Vehicle washers and equipment cleaners	7.9	7.9	—
Hand packers and packagers	6.2	6.3	—
Laborers except construction, N.E.C.	7.2	7.2	—
Health service occupations	4.8	5.9	2.3
Service occupations			
Protective service occupations	3.7	3.3	4.0
Supervisors, police and detectives	7.7	11.8	4.7
Firefighting occupations	9.1	—	9.1
Police and detectives, public service	3.7	—	3.7
Sheriffs, bailiffs, and other law enforcement officers	5.0	—	5.0
Correctional institution officers	6.4	—	6.4
Guards and police except public service	0.5	—	0.5
Food service occupations	14.0	—	—
Supervisors, food preparation and service occupations	6.2	6.3	16.6
Waiters and waitresses	10.5	11.4	—
Cooks	20.0	20.0	—
Kitchen workers, food preparation	5.2	5.3	—
Waiters/Waitresses' assistants	6.7	6.7	—
Food preparation occupations, N.E.C.	11.7	11.7	—
Health service occupations	4.0	3.8	—
Health service occupations	3.4	3.0	6.3

See footnotes at end of table.

Appendix table 2. Relative standard errors of mean hourly earnings¹ for selected occupations, all industries, private industry, and State and local government, all workers², Norfolk-Virginia Beach-Newport News, VA-NC, July 1998 — Continued

(in percent)

Occupation ³	All industries	Private industry	State and local government
Service occupations (-Continued)			
Health service occupations (-Continued)			
Health aides, except nursing	7.1	—	—
Nursing aides, orderlies and attendants	3.0	3.0	7.5
Cleaning and building service occupations	5.0	5.5	5.7
Supervisors, cleaning and building service workers	4.5	9.2	—
Maids and housemen	1.2	1.2	—
Janitors and cleaners	5.6	6.9	5.1
Personal service occupations	7.6	8.9	12.3
Attendants, amusement and recreation facilities ..	14.2	—	—
Welfare service aides	7.3	—	—
Early childhood teachers' assistants	11.3	—	—
Service occupations, N.E.C.	7.5	8.1	—

¹ The relative standard error is the standard error expressed as a percent of the estimate. Hourly earnings for these occupations are presented in Tables A-1 and A-2. Reliable relative standard errors could not be determined for all occupations.

² All workers include full-time and part-time workers. 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. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or

that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means not elsewhere classified. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Appendix table 3. Average work levels for selected occupations, all workers, full-time and part-time workers, Norfolk-Virginia Beach-Newport News, VA-NC, July 1998

Occupation ¹	All workers	Full-time workers	Part-time workers
All occupations	5	6	3
All occupations excluding sales	5	6	3
White-collar occupations	6	7	4
White-collar occupations excluding sales	7	7	4
Professional specialty and technical occupations	8	8	8
Professional specialty occupations	9	9	9
Engineers, architects, and surveyors	9	9	—
Mathematical and computer scientists	10	—	—
Natural scientists	—	—	—
Health related occupations	8	9	8
Physicians	10	10	—
Registered nurses	8	8	8
Teachers, college and university	—	—	—
Teachers, except college and university	9	9	—
Elementary school teachers	9	9	—
Secondary school teachers	8	8	—
Teachers, N.E.C.	8	8	—
Vocational and educational counselors	9	9	—
Librarians, archivists, and curators	8	8	—
Librarians	8	8	—
Social scientists and urban planners	9	9	—
Social, recreation, and religious workers	8	8	—
Social workers	8	8	—
Lawyers and judges	—	—	—
Writers, authors, entertainers, athletes, and professionals, N.E.C.	9	9	—
Technical occupations	7	7	—
Licensed practical nurses	6	6	—
Technical and related occupations, N.E.C.	6	6	—
Executive, administrative, and managerial occupations	9	9	—
Executives, administrators, and managers	10	10	—
Administrators and officials, public administration	11	11	—
Financial managers	10	10	—
Managers, marketing, advertising and public relations ..	9	9	—
Managers, food servicing and lodging establishments ...	8	8	—
Managers, service organizations, N.E.C.	8	8	—
Managers and administrators, N.E.C.	10	10	—
Management related occupations	8	8	—
Accountants and auditors	8	8	—
Purchasing agents and buyers, N.E.C.	8	8	—
Construction inspectors	6	6	—
Management related occupations, N.E.C.	7	7	—
Sales occupations	4	5	3
Supervisors, sales occupations	8	8	—
Sales occupations, other business services	—	4	—
Sales representatives, mining, manufacturing, and wholesale	9	9	—
Sales workers, other commodities	4	4	3
Cashiers	3	3	3
Administrative support occupations, including clerical	4	4	2
Supervisors, general office	7	7	—
Computer operators	6	6	—
Secretaries	4	4	—
Hotel clerks	2	—	—
Receptionists	2	2	2
Order clerks	3	—	3
Personnel clerks except payroll and timekeeping	4	—	—
Library clerks	3	—	—
Records clerks, N.E.C.	4	4	—
Bookkeepers, accounting and auditing clerks	4	4	—
Payroll and timekeeping clerks	5	5	—
Traffic, shipping and receiving clerks	4	3	—
Stock and inventory clerks	3	—	—
Investigators and adjusters except insurance	4	4	—
Eligibility clerks, social welfare	5	5	—
General office clerks	3	3	—
Bank tellers	3	—	—

See footnotes at end of table.

Appendix table 3. Average work levels for selected occupations, all workers, full-time and part-time workers, Norfolk-Virginia Beach-Newport News, VA-NC, July 1998 — Continued

Occupation ¹	All workers	Full-time workers	Part-time workers
White-collar occupations (-Continued)			
Administrative support occupations, including clerical (-Continued)			
Data entry keyers	2	2	—
Teachers' aides	3	3	—
Administrative support occupations, N.E.C.	4	4	—
Blue-collar occupations			
Precision production, craft, and repair occupations	4	4	2
Supervisors, mechanics and repairers	6	6	—
Automobile mechanics	8	8	—
Industrial machinery repairers	7	7	—
Heating, air conditioning, and refrigeration mechanics ...	7	7	—
Mechanics and repairers, N.E.C.	7	7	—
Electricians	7	7	—
Plumbers, pipefitters and steamfitters	7	7	—
Construction trades, N.E.C.	5	5	—
Supervisors, production occupations	8	8	—
Machine operators, assemblers, and inspectors	3	3	—
Miscellaneous machine operators, N.E.C.	3	3	—
Welders and cutters	6	6	—
Assemblers	3	3	—
Production inspectors, checkers and examiners	5	5	—
Transportation and material moving occupations	4	4	3
Truck drivers	4	4	—
Bus drivers	4	—	4
Industrial truck and tractor equipment operators	4	4	—
Miscellaneous material moving equipment operators, N.E.C.	4	4	—
Handlers, equipment cleaners, helpers, and laborers	2	2	2
Groundskeepers and gardeners except farm	3	—	—
Construction laborers	2	2	—
Production helpers	2	2	—
Stock handlers and baggers	3	3	2
Machine feeders and offbearers	1	1	—
Freight, stock, and material handlers, N.E.C.	2	2	—
Vehicle washers and equipment cleaners	3	3	—
Hand packers and packagers	2	2	—
Laborers except construction, N.E.C.	2	2	1
Service occupations			
Protective service occupations	3	4	2
Supervisors, police and detectives	6	6	3
Firefighting occupations	9	9	—
Police and detectives, public service	5	5	—
Sheriffs, bailiffs, and other law enforcement officers	7	7	—
Correctional institution officers	6	6	—
Guards and police except public service	5	5	—
Food service occupations	3	3	—
Supervisors, food preparation and service occupations	2	3	2
Waiters and waitresses	5	6	—
Cooks	2	2	2
Kitchen workers, food preparation	3	3	2
Waiters'/Waitresses' assistants	2	—	2
Food preparation occupations, N.E.C.	2	—	2
	1	2	1

See footnotes at end of table.

Appendix table 3. Average work levels for selected occupations, all workers, full-time and part-time workers, Norfolk-Virginia Beach-Newport News, VA-NC, July 1998 — Continued

Occupation ¹	All workers	Full-time workers	Part-time workers
Service occupations (-Continued)			
Health service occupations	3	3	2
Health aides, except nursing	4	—	—
Nursing aides, orderlies and attendants	2	3	2
Cleaning and building service occupations	2	3	2
Supervisors, cleaning and building service workers	5	5	—
Maids and housemen	1	1	—
Janitors and cleaners	2	3	2
Personal service occupations	3	4	2
Attendants, amusement and recreation facilities	3	—	—
Welfare service aides	3	—	—
Early childhood teachers' assistants	3	—	—
Service occupations, N.E.C.	2	2	—

¹ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups. The occupations titled authors, musicians, actors, painters, photographers, dancers, artists, athletes, and legislators cannot be assigned a work level.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may

include data for categories not shown separately. N.E.C. means "not elsewhere classified."

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.