



Norfolk–Virginia Beach– Newport News, VA–NC National Compensation Survey July 2002

U.S. Department of Labor
Elaine L. Chao, Secretary

Bureau of Labor Statistics
Kathleen P. Utgoff, Commissioner

March 2003

Bulletin 3115–45

Preface

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

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

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

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

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

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

Material in this bulletin is in the public domain and, with appropriate credit, may be reproduced without permission. This information will be made available to sensory impaired individuals upon request. Voice phone: (202) 691-5200; Federal Relay Service: 1-800-877-8339.

Contents

	<i>Page</i>
Introduction.....	1
Tables:	
1–1. Summary: Mean hourly earnings and weekly hours by selected worker and establishment characteristics, private industry, and State and local government	2
2–1. Mean hourly earnings: Selected occupations, all workers, private industry, and State and local government.....	3
2–2. Mean hourly earnings: Selected occupations, full-time workers, private industry, and State and local government.....	5
2–3. Mean hourly earnings: Selected occupations, part-time workers, private industry, and State and local government.....	7
3–1. Mean weekly earnings and hours: Selected occupations, full-time workers, private industry, and State and local government.....	8
3–2. Mean annual earnings and hours: Selected occupations, full-time workers, private industry, and State and local government.....	11
4–1. Selected occupations and levels, all workers: Mean hourly earnings, private industry, and State and local government.....	14
4–2. Selected occupations and levels, full-time workers: Mean hourly earnings, private industry, and State and local government.....	19
4–3. Selected occupations and levels, part-time workers: Mean hourly earnings, private industry, and State and local government.....	23
5–1. Selected worker characteristics: Mean hourly earnings by occupational group.....	25
5–2. Major industry division: Mean hourly earnings by occupational group, private industry.....	26
5–3. Establishment employment size: Mean hourly earnings by occupational group, private industry.....	27
6–1. Hourly wage percentiles for establishment jobs, all workers: Selected occupations, all industries	28
6–2. Hourly wage percentiles for establishment jobs, all workers: Selected occupations, private industry.....	30
6–3. Hourly wage percentiles for establishment jobs, all workers: Selected occupations, State and local government	32
6–4. Hourly wage percentiles for establishment jobs, full-time workers: Selected occupations, all industries	34
6–5. Hourly wage percentiles for establishment jobs, part-time workers: Selected occupations, all industries	36
Appendixes:	
A. Technical Note.....	A – 1
Appendix table 1. Number of workers represented by the survey, by occupational group.....	A – 5
B. Occupational Classifications.....	B – 1
C. Occupational Leveling Criteria	C – 1
D. Evaluating Your Firm’s Jobs	D – 1

Introduction

The tables in this bulletin summarize the NCS results for the Norfolk–Virginia Beach–Newport News, VA–NC, metropolitan area. Data were collected between December 2001 and January 2003; the average reference month is July 2002. Tabulations provide information on earnings of workers in a variety of occupations and at different work levels. Also contained in this bulletin are information on the program, a technical note describing survey procedures, and several appendixes with detailed information on occupational classifications and the occupational leveling methodology.

NCS products

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

About the tables

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

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

Establishment characteristics include goods and service producing and size of establishment.

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

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

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

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

Tables 6–1 through 6–5 present hourly wage percentiles that describe the distribution of hourly earnings for individual workers within each published occupation. Data are provided for the 10th, 25th, 50th, 75th, and 90th percentiles for detailed occupations within all industries, private industry, State and local government, full-time workers, and part-time workers. These iterations correspond to those presented in tables 2–1, 2–2, and 2–3.

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

Table 1-1. Summary: Mean hourly earnings¹ and weekly hours by selected characteristics, private industry and State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2002

Worker and establishment characteristics	Total			Private industry			State and local government		
	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³
	Mean	Relative error ² (percent)		Mean	Relative error ² (percent)		Mean	Relative error ² (percent)	
Total	\$15.44	2.8	36.1	\$14.30	4.0	35.4	\$18.89	1.4	38.2
Worker characteristics:⁴									
White-collar occupations ⁵	17.83	4.1	36.5	16.07	5.6	36.0	22.41	1.6	37.8
Professional specialty and technical	24.20	2.6	36.2	21.86	3.9	35.5	26.81	2.7	37.0
Executive, administrative, and managerial	25.84	7.2	40.6	26.13	9.7	41.1	25.10	4.9	39.7
Sales	11.50	7.1	31.8	11.46	7.5	31.5	—	—	—
Administrative support	12.11	4.5	38.0	12.12	5.6	37.9	12.10	3.0	38.5
Blue-collar occupations ⁵	13.97	3.2	37.7	14.05	3.7	37.8	13.46	2.1	37.5
Precision production, craft, and repair	17.32	2.3	40.0	17.58	2.4	40.0	15.88	4.6	40.0
Machine operators, assemblers, and inspectors	14.82	7.2	39.6	15.02	7.4	39.6	—	—	—
Transportation and material moving	12.06	5.3	38.0	12.13	7.0	39.3	11.82	5.3	34.0
Handlers, equipment cleaners, helpers, and laborers	9.25	4.2	33.2	8.96	4.5	32.7	11.56	5.0	38.1
Service occupations ⁵	10.50	2.8	32.1	8.21	1.4	28.7	14.34	2.6	40.1
Full time	16.34	2.6	39.6	15.26	3.8	39.8	19.24	1.0	39.1
Part time	8.39	4.2	21.4	8.33	4.6	21.2	9.09	2.5	24.2
Union	16.51	4.1	39.6	16.52	4.1	39.6	—	—	—
Nonunion	15.29	3.1	35.7	13.89	4.6	34.8	18.90	1.4	38.3
Time	15.46	3.0	36.1	14.29	4.2	35.4	18.89	1.4	38.2
Incentive	14.48	16.2	37.2	14.48	16.2	37.2	—	—	—
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	15.79	7.2	39.5	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
50-99 workers ⁷	11.11	5.9	32.8	11.02	6.0	32.7	17.30	8.1	37.1
100-499 workers	14.02	5.8	35.3	13.89	6.1	35.2	16.10	12.0	37.3
500 workers or more	17.97	2.8	38.1	16.88	5.1	37.8	19.18	1.9	38.4

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

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

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

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

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

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

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

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

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

Table 2-1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2002

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$15.44	2.8	\$14.30	4.0	\$18.89	1.4
All excluding sales	15.81	2.8	14.65	4.2	18.96	1.5
White collar	17.83	4.1	16.07	5.6	22.41	1.6
White collar excluding sales	19.09	3.7	17.39	5.8	22.60	1.6
Professional specialty and technical	24.20	2.6	21.86	3.9	26.81	2.7
Professional specialty	26.29	2.7	24.92	4.8	27.26	2.7
Engineers, architects, and surveyors	32.42	4.9	—	—	—	—
Mathematical and computer scientists	—	—	—	—	—	—
Natural scientists	—	—	—	—	—	—
Health related	23.13	5.3	22.55	5.3	27.19	19.2
Physicians	35.81	37.5	—	—	—	—
Registered nurses	20.78	1.4	20.85	1.5	20.23	3.9
Teachers, college and university	31.06	8.8	—	—	—	—
Teachers, except college and university	28.80	2.5	—	—	28.81	2.4
Elementary school teachers	28.32	.7	—	—	28.22	.7
Secondary school teachers	28.89	.9	—	—	28.65	.5
Vocational and educational counselors	32.39	4.2	—	—	—	—
Librarians, archivists, and curators	25.52	14.1	—	—	24.22	16.8
Librarians	25.52	14.1	—	—	24.22	16.8
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	19.67	8.1	—	—	18.39	8.3
Social workers	19.67	8.1	—	—	18.39	8.3
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	21.79	3.8	21.96	4.5	—	—
Technical	17.18	5.3	17.18	5.8	17.10	4.1
Clinical laboratory technologists and technicians	13.30	4.9	13.30	4.9	—	—
Licensed practical nurses	13.78	4.3	13.82	4.9	—	—
Health technologists and technicians, n.e.c.	17.21	8.4	—	—	—	—
Electrical and electronic technicians	20.57	11.8	20.57	11.8	—	—
Executive, administrative, and managerial	25.84	7.2	26.13	9.7	25.10	4.9
Executives, administrators, and managers	28.77	8.8	28.31	11.8	30.28	4.4
Administrators and officials, public administration	31.70	5.0	—	—	31.70	5.0
Managers and administrators, n.e.c.	33.53	11.6	33.53	12.0	—	—
Management related	20.10	4.0	20.86	3.8	18.85	7.3
Accountants and auditors	19.87	3.4	—	—	—	—
Personnel, training, and labor relations specialists	28.11	9.2	27.98	11.9	—	—
Sales	11.50	7.1	11.46	7.5	—	—
Cashiers	7.67	7.4	7.46	8.9	—	—
Administrative support, including clerical	12.11	4.5	12.12	5.6	12.10	3.0
Secretaries	13.00	5.0	12.58	7.4	13.71	7.0
Receptionists	9.59	4.5	9.62	4.8	—	—
Information clerks, n.e.c.	10.40	2.9	—	—	—	—
Order clerks	13.74	9.8	13.74	9.8	—	—
Library clerks	9.24	3.7	—	—	8.93	1.8
Records clerks, n.e.c.	12.09	12.7	—	—	—	—
Bookkeepers, accounting and auditing clerks	10.80	2.0	10.78	2.4	—	—
Investigators and adjusters, except insurance	12.17	4.7	12.17	4.7	—	—
Eligibility clerks, social welfare	15.87	5.3	—	—	15.87	5.3
General office clerks	11.65	5.3	11.73	6.6	11.38	4.5
Teachers' aides	10.15	.3	—	—	10.15	.3
Administrative support, n.e.c.	11.99	3.1	—	—	11.89	9.1
Blue collar	13.97	3.2	14.05	3.7	13.46	2.1
Precision production, craft, and repair	17.32	2.3	17.58	2.4	15.88	4.6
Automobile mechanics	18.03	4.0	—	—	—	—
Industrial machinery repairers	20.06	8.8	20.06	8.8	—	—
Mechanics and repairers, n.e.c.	15.18	7.3	—	—	—	—
Electricians	18.96	9.9	—	—	—	—

See footnotes at end of table.

Table 2-1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2002 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Blue collar –Continued						
Precision production, craft, and repair –Continued						
Plumbers, pipefitters and steamfitters	\$16.72	7.9	\$16.74	8.0	–	–
Construction trades, n.e.c.	11.57	6.6	–	–	–	–
Machine operators, assemblers, and inspectors	14.82	7.2	15.02	7.4	–	–
Packaging and filling machine operators	19.11	1.5	19.11	1.5	–	–
Miscellaneous machine operators, n.e.c.	11.90	13.0	11.98	14.1	–	–
Welders and cutters	14.24	10.0	14.24	10.0	–	–
Assemblers	17.68	11.4	17.68	11.4	–	–
Production inspectors, checkers and examiners ..	13.19	39.8	13.19	39.8	–	–
Transportation and material moving	12.06	5.3	12.13	7.0	\$11.82	5.3
Truck drivers	11.64	10.2	11.41	12.0	–	–
Bus drivers	10.39	7.1	–	–	11.18	.6
Industrial truck and tractor equipment operators ..	14.25	10.8	14.25	10.8	–	–
Miscellaneous material moving equipment operators, n.e.c.	12.74	7.7	12.92	8.8	–	–
Handlers, equipment cleaners, helpers, and laborers	9.25	4.2	8.96	4.5	11.56	5.0
Stock handlers and baggers	7.89	4.2	7.89	4.2	–	–
Machine feeders and offbearers	8.59	25.0	8.59	25.0	–	–
Freight, stock, and material handlers, n.e.c.	9.84	4.7	9.84	4.7	–	–
Vehicle washers and equipment cleaners	9.37	2.8	–	–	–	–
Hand packers and packagers	10.36	4.3	10.36	4.3	–	–
Laborers, except construction, n.e.c.	8.76	4.4	8.76	5.5	–	–
Service	10.50	2.8	8.21	1.4	14.34	2.6
Protective service	15.04	6.0	–	–	16.75	.6
Supervisors, police and detectives	22.73	15.6	–	–	22.73	15.6
Firefighting	13.39	2.3	–	–	13.39	2.3
Police and detectives, public service	17.47	2.2	–	–	17.47	2.2
Sheriffs, bailiffs, and other law enforcement officers	15.62	2.0	–	–	15.62	2.0
Correctional institution officers	13.55	2.5	–	–	13.55	2.5
Food service	7.68	2.1	7.56	1.7	9.75	1.1
Waiters, waitresses, and bartenders	5.69	10.0	5.69	10.0	–	–
Waiters and waitresses	6.08	33.7	6.08	33.7	–	–
Waiters/Waitresses' assistants	5.33	19.7	5.33	19.7	–	–
Other food service	9.04	3.5	8.97	3.8	9.75	1.1
Cooks	8.43	4.2	8.40	4.3	–	–
Kitchen workers, food preparation	8.37	10.4	8.37	10.4	–	–
Food preparation, n.e.c.	8.25	4.5	–	–	–	–
Health service	9.13	1.8	8.97	1.5	9.68	4.7
Health aides, except nursing	9.93	4.2	–	–	–	–
Nursing aides, orderlies and attendants	9.01	1.5	8.89	1.3	9.51	5.6
Cleaning and building service	9.35	5.1	8.96	7.0	10.11	6.4
Janitors and cleaners	8.96	4.2	8.88	7.0	9.10	1.3
Personal service	9.02	7.3	8.03	3.3	11.07	8.1
Service, n.e.c.	7.80	3.5	–	–	–	–

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

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

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

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

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

Table 2-2. Mean hourly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2002

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$16.34	2.6	\$15.26	3.8	\$19.24	1.0
All excluding sales	16.57	2.6	15.47	4.0	19.32	1.1
White collar	18.63	3.6	16.95	5.2	22.48	1.6
White collar excluding sales	19.44	3.5	17.76	5.6	22.68	1.6
Professional specialty and technical	24.46	2.7	22.13	4.2	26.85	2.8
Professional specialty	26.58	2.7	25.49	5.3	27.27	2.7
Engineers, architects, and surveyors	32.42	4.9	—	—	—	—
Mathematical and computer scientists	—	—	—	—	—	—
Natural scientists	—	—	—	—	—	—
Health related	23.34	6.4	22.67	6.4	27.19	19.2
Registered nurses	20.58	1.8	20.64	2.0	20.23	3.9
Teachers, college and university	32.27	11.1	—	—	—	—
Teachers, except college and university	28.80	2.5	28.64	16.5	28.81	2.4
Elementary school teachers	28.32	.7	—	—	28.22	.7
Secondary school teachers	28.89	.9	—	—	28.65	.5
Vocational and educational counselors	32.39	4.2	—	—	—	—
Librarians, archivists, and curators	25.52	14.1	—	—	24.22	16.8
Librarians	25.52	14.1	—	—	24.22	16.8
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	19.71	8.1	—	—	18.39	8.3
Social workers	19.71	8.1	—	—	18.39	8.3
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	22.35	4.1	—	—	—	—
Technical	17.35	5.1	17.35	5.6	17.37	4.4
Clinical laboratory technologists and technicians	13.65	4.2	13.65	4.2	—	—
Licensed practical nurses	13.41	2.0	—	—	—	—
Electrical and electronic technicians	20.57	11.8	20.57	11.8	—	—
Executive, administrative, and managerial	25.84	7.2	26.13	9.7	25.11	4.9
Executives, administrators, and managers	28.78	8.8	28.31	11.8	30.29	4.4
Administrators and officials, public administration	31.70	5.0	—	—	31.70	5.0
Managers and administrators, n.e.c.	33.53	11.6	33.53	12.0	—	—
Management related	20.10	4.0	20.86	3.8	18.85	7.3
Accountants and auditors	19.87	3.4	—	—	—	—
Personnel, training, and labor relations specialists	28.11	9.2	27.98	11.9	—	—
Sales	13.06	7.8	13.08	8.1	—	—
Cashiers	8.35	2.3	—	—	—	—
Administrative support, including clerical	12.38	4.1	12.44	5.1	12.16	3.2
Secretaries	13.42	4.6	13.23	6.5	13.71	7.0
Receptionists	10.42	6.2	10.55	6.4	—	—
Information clerks, n.e.c.	10.40	2.9	—	—	—	—
Records clerks, n.e.c.	12.09	12.7	—	—	—	—
Bookkeepers, accounting and auditing clerks	10.80	2.0	10.78	2.4	—	—
Investigators and adjusters, except insurance	12.27	4.6	12.27	4.6	—	—
Eligibility clerks, social welfare	15.87	5.3	—	—	15.87	5.3
General office clerks	11.79	4.9	11.91	6.0	11.38	4.5
Teachers' aides	10.15	.3	—	—	10.15	.3
Administrative support, n.e.c.	12.00	3.1	—	—	11.89	9.1
Blue collar	14.40	3.1	14.49	3.5	13.82	2.1
Precision production, craft, and repair	17.32	2.3	17.58	2.4	15.88	4.6
Automobile mechanics	18.03	4.0	—	—	—	—
Industrial machinery repairers	20.06	8.8	20.06	8.8	—	—
Mechanics and repairers, n.e.c.	15.18	7.3	—	—	—	—
Electricians	18.96	9.9	—	—	—	—
Plumbers, pipefitters and steamfitters	16.72	7.9	16.74	8.0	—	—
Construction trades, n.e.c.	11.57	6.6	—	—	—	—
Machine operators, assemblers, and inspectors	14.77	7.0	14.96	7.1	—	—

See footnotes at end of table.

Table 2-2. Mean hourly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2002 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Blue collar —Continued						
Machine operators, assemblers, and inspectors						
—Continued						
Packaging and filling machine operators	\$18.93	1.2	\$18.93	1.2	—	—
Miscellaneous machine operators, n.e.c.	11.90	13.0	11.98	14.1	—	—
Welders and cutters	14.24	10.0	14.24	10.0	—	—
Assemblers	17.68	11.4	17.68	11.4	—	—
Production inspectors, checkers and examiners ..	13.19	39.8	13.19	39.8	—	—
Transportation and material moving	12.25	6.0	12.24	7.4	\$12.28	5.9
Truck drivers	11.86	11.4	11.55	12.9	—	—
Industrial truck and tractor equipment operators ..	14.25	10.8	14.25	10.8	—	—
Miscellaneous material moving equipment operators, n.e.c.	12.74	7.7	12.92	8.8	—	—
Handlers, equipment cleaners, helpers, and laborers	9.80	3.9	9.48	4.4	11.89	5.0
Stock handlers and baggers	9.67	5.7	9.67	5.7	—	—
Machine feeders and offbearers	8.59	25.0	8.59	25.0	—	—
Freight, stock, and material handlers, n.e.c.	9.85	4.8	9.85	4.8	—	—
Laborers, except construction, n.e.c.	8.93	4.7	8.99	6.3	—	—
Service	11.89	3.2	9.19	2.6	14.75	3.7
Protective service	15.40	6.1	—	—	16.78	.7
Supervisors, police and detectives	22.73	15.6	—	—	22.73	15.6
Firefighting	13.39	2.3	—	—	13.39	2.3
Police and detectives, public service	17.47	2.2	—	—	17.47	2.2
Sheriffs, bailiffs, and other law enforcement officers	15.62	2.0	—	—	15.62	2.0
Correctional institution officers	13.55	2.5	—	—	13.55	2.5
Guards and police, except public service	11.40	7.0	—	—	—	—
Food service	9.65	5.0	9.49	4.5	—	—
Other food service	10.50	5.1	10.35	5.3	—	—
Health service	9.49	2.5	9.18	2.4	—	—
Nursing aides, orderlies and attendants	9.36	2.3	9.07	2.2	—	—
Cleaning and building service	9.72	7.3	9.43	12.0	10.12	6.3
Janitors and cleaners	9.34	5.7	9.57	11.6	9.11	1.3
Personal service	9.32	6.7	8.31	2.3	11.23	6.3

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

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

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

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

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

Table 2-3. Mean hourly earnings,¹ part-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2002

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$8.39	4.2	\$8.33	4.6	\$9.09	2.5
All excluding sales	8.54	4.2	8.47	4.7	9.09	2.5
White collar	9.87	5.8	9.87	6.0	9.89	11.8
White collar excluding sales	12.30	11.6	12.41	12.3	9.89	11.8
Professional specialty and technical	18.60	5.5	18.76	5.6	-	-
Professional specialty	20.09	5.4	20.10	5.5	-	-
Health related	22.02	2.0	22.02	2.0	-	-
Registered nurses	21.54	1.6	21.54	1.6	-	-
Teachers, college and university	-	-	-	-	-	-
Teachers, except college and university	-	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-	-
Lawyers and judges	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-	-
Technical	-	-	-	-	-	-
Executive, administrative, and managerial	-	-	-	-	-	-
Executives, administrators, and managers	-	-	-	-	-	-
Sales	7.90	8.1	7.90	8.1	-	-
Cashiers	7.44	9.7	7.44	9.7	-	-
Administrative support, including clerical	8.57	5.6	8.58	6.0	-	-
Blue collar	8.20	8.0	7.80	8.7	9.96	4.3
Machine operators, assemblers, and inspectors	-	-	-	-	-	-
Transportation and material moving	9.91	5.1	-	-	10.37	4.1
Bus drivers	10.95	2.2	-	-	10.75	2.3
Handlers, equipment cleaners, helpers, and laborers	7.37	6.6	7.34	6.8	-	-
Stock handlers and baggers	6.47	4.1	6.47	4.1	-	-
Laborers, except construction, n.e.c.	8.24	8.2	-	-	-	-
Service	6.86	3.4	6.78	3.7	7.85	2.5
Protective service	-	-	-	-	-	-
Food service	6.22	2.5	6.11	2.0	-	-
Waiters, waitresses, and bartenders	5.40	5.4	5.40	5.4	-	-
Waiters/Waitresses' assistants	5.16	22.1	5.16	22.1	-	-
Other food service	7.20	1.9	7.09	1.4	-	-
Kitchen workers, food preparation	6.84	1.7	6.84	1.7	-	-
Food preparation, n.e.c.	7.08	6.3	-	-	-	-
Health service	8.39	2.9	8.54	2.9	-	-
Nursing aides, orderlies and attendants	8.38	3.1	8.55	2.9	-	-
Cleaning and building service	-	-	-	-	-	-
Personal service	-	-	-	-	-	-

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

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

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

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

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

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2002

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
All	\$647	2.6	39.6	\$607	3.9	39.8	\$752	0.8	39.1
All excluding sales	656	2.6	39.6	616	4.0	39.8	754	.9	39.0
White collar	731	3.6	39.2	675	5.3	39.8	853	1.4	37.9
White collar excluding sales	762	3.5	39.2	709	5.7	39.9	859	1.5	37.9
Professional specialty and technical	939	2.4	38.4	879	4.2	39.7	996	2.3	37.1
Professional specialty	1,011	2.4	38.0	1,016	5.2	39.9	1,008	2.2	37.0
Engineers, architects, and surveyors	1,297	4.9	40.0	-	-	-	-	-	-
Mathematical and computer scientists	-	-	-	-	-	-	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	941	6.1	40.3	920	6.1	40.6	1,056	19.6	38.8
Registered nurses	811	2.0	39.4	816	2.0	39.5	784	6.3	38.7
Teachers, college and university	1,291	11.1	40.0	-	-	-	-	-	-
Teachers, except college and university	1,038	1.9	36.0	1,078	12.2	37.6	1,035	1.9	35.9
Elementary school teachers	1,017	.3	35.9	-	-	-	1,013	.1	35.9
Secondary school teachers	1,032	1.2	35.7	-	-	-	1,025	1.1	35.8
Vocational and educational counselors	1,183	3.7	36.5	-	-	-	-	-	-
Librarians, archivists, and curators	976	13.9	38.2	-	-	-	937	16.6	38.7
Librarians	976	13.9	38.2	-	-	-	937	16.6	38.7
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	777	7.4	39.4	-	-	-	735	8.3	40.0
Social workers	777	7.4	39.4	-	-	-	735	8.3	40.0
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	895	4.1	40.0	-	-	-	-	-	-
Technical	686	5.4	39.5	685	5.9	39.5	695	4.4	40.0
Clinical laboratory technologists and technicians	533	4.7	39.0	533	4.7	39.0	-	-	-
Licensed practical nurses	520	3.0	38.7	-	-	-	-	-	-
Electrical and electronic technicians	823	11.8	40.0	823	11.8	40.0	-	-	-
Executive, administrative, and managerial	1,052	7.3	40.7	1,073	9.7	41.1	1,001	4.7	39.9
Executives, administrators, and managers	1,182	8.8	41.1	1,175	11.7	41.5	1,204	3.8	39.8
Administrators and officials, public administration	1,268	5.0	40.0	-	-	-	1,268	5.0	40.0
Managers and administrators, n.e.c.	1,370	11.1	40.9	1,371	11.5	40.9	-	-	-
Management related	804	4.0	40.0	835	3.9	40.0	754	7.3	40.0
Accountants and auditors	797	3.3	40.1	-	-	-	-	-	-
Personnel, training, and labor relations specialists	1,119	9.6	39.8	1,112	12.4	39.8	-	-	-
Sales	516	8.8	39.5	517	9.2	39.5	-	-	-
Cashiers	327	4.3	39.1	-	-	-	-	-	-
Administrative support, including clerical	489	4.0	39.5	494	4.8	39.7	473	3.3	38.9
Secretaries	529	4.6	39.4	520	6.9	39.3	542	6.3	39.5
Receptionists	417	6.2	40.0	422	6.4	40.0	-	-	-
Information clerks, n.e.c.	416	2.9	40.0	-	-	-	-	-	-

See footnotes at end of table.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2002 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Administrative support, including clerical —Continued									
Records clerks, n.e.c.	\$471	11.8	38.9	—	—	—	—	—	—
Bookkeepers, accounting and auditing clerks	430	2.0	39.8	\$429	2.4	39.8	—	—	—
Investigators and adjusters, except insurance	491	4.6	40.0	491	4.6	40.0	—	—	—
Eligibility clerks, social welfare	635	5.3	40.0	—	—	—	\$635	5.3	40.0
General office clerks	468	4.8	39.7	473	5.9	39.7	453	4.6	39.8
Teachers' aides	361	.8	35.6	—	—	—	361	.8	35.6
Administrative support, n.e.c.	480	3.1	40.0	—	—	—	476	9.1	40.0
Blue collar	575	3.2	40.0	579	3.6	40.0	551	2.1	39.9
Precision production, craft, and repair	693	2.3	40.0	703	2.4	40.0	635	4.6	40.0
Automobile mechanics	721	4.0	40.0	—	—	—	—	—	—
Industrial machinery repairers	802	8.8	40.0	802	8.8	40.0	—	—	—
Mechanics and repairers, n.e.c.	607	7.3	40.0	—	—	—	—	—	—
Electricians	758	9.9	40.0	—	—	—	—	—	—
Plumbers, pipefitters and steamfitters	669	7.9	40.0	669	8.0	40.0	—	—	—
Construction trades, n.e.c.	463	6.6	40.0	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	591	7.0	40.0	599	7.1	40.0	—	—	—
Packaging and filling machine operators	757	1.2	40.0	757	1.2	40.0	—	—	—
Miscellaneous machine operators, n.e.c.	476	13.0	40.0	479	14.1	40.0	—	—	—
Welders and cutters	570	10.0	40.0	570	10.0	40.0	—	—	—
Assemblers	707	11.4	40.0	707	11.4	40.0	—	—	—
Production inspectors, checkers and examiners ...	528	39.8	40.0	528	39.8	40.0	—	—	—
Transportation and material moving	492	6.4	40.2	494	8.0	40.3	485	6.1	39.5
Truck drivers	481	12.8	40.6	470	14.8	40.7	—	—	—
Industrial truck and tractor equipment operators	570	10.8	40.0	570	10.8	40.0	—	—	—
Miscellaneous material moving equipment operators, n.e.c.	510	7.7	40.0	517	8.8	40.0	—	—	—
Handlers, equipment cleaners, helpers, and laborers	388	4.1	39.6	375	4.5	39.5	475	5.0	40.0
Stock handlers and baggers ...	387	5.7	40.0	387	5.7	40.0	—	—	—
Machine feeders and offbearers	335	26.7	39.0	335	26.7	39.0	—	—	—
Freight, stock, and material handlers, n.e.c.	388	4.6	39.4	388	4.6	39.4	—	—	—
Laborers, except construction, n.e.c.	357	4.7	40.0	360	6.3	40.0	—	—	—
Service	477	3.7	40.1	356	2.0	38.7	615	4.6	41.7
Protective service	659	6.8	42.8	—	—	—	728	.8	43.4
Supervisors, police and detectives	931	16.6	41.0	—	—	—	931	16.6	41.0
Firefighting	704	1.9	52.5	—	—	—	704	1.9	52.5

See footnotes at end of table.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2002 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Service —Continued									
Protective service—Continued									
Police and detectives, public service	\$718	1.8	41.1	—	—	—	\$718	1.8	41.1
Sheriffs, bailiffs, and other law enforcement officers	625	2.0	40.0	—	—	—	625	2.0	40.0
Correctional institution officers	542	2.5	40.0	—	—	—	542	2.5	40.0
Guards and police, except public service	456	7.0	40.0	—	—	—	—	—	—
Food service	367	7.9	38.0	\$363	7.9	38.2	—	—	—
Other food service	415	8.9	39.5	413	9.6	39.9	—	—	—
Health service	362	3.2	38.1	345	2.9	37.6	—	—	—
Nursing aides, orderlies and attendants	354	3.0	37.9	339	2.8	37.4	—	—	—
Cleaning and building service	380	7.1	39.1	370	11.5	39.2	394	7.3	38.9
Janitors and cleaners	362	5.8	38.8	372	11.5	38.9	352	1.3	38.6
Personal service	364	6.8	39.1	332	2.3	40.0	420	9.7	37.4

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

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

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

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

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

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

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

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2002

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
All	\$32,082	2.6	1,964	\$30,936	3.9	2,027	\$34,854	0.8	1,811
All excluding sales	32,446	2.6	1,958	31,327	4.0	2,024	34,942	.9	1,809
White collar	35,862	3.6	1,925	34,920	5.3	2,061	37,613	1.4	1,673
White collar excluding sales	37,082	3.5	1,908	36,627	5.7	2,062	37,791	1.5	1,667
Professional specialty and technical	42,987	2.4	1,758	44,847	4.2	2,026	41,527	2.3	1,547
Professional specialty	44,777	2.4	1,684	51,168	5.2	2,007	41,706	2.2	1,529
Engineers, architects, and surveyors	67,439	4.9	2,080	-	-	-	-	-	-
Mathematical and computer scientists	-	-	-	-	-	-	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	48,301	6.1	2,070	47,837	6.1	2,110	50,660	19.6	1,863
Registered nurses	41,617	2.0	2,022	42,412	2.0	2,054	37,431	6.3	1,850
Teachers, college and university	54,038	11.1	1,675	-	-	-	-	-	-
Teachers, except college and university	40,714	1.9	1,414	46,309	12.2	1,617	40,363	1.9	1,401
Elementary school teachers	39,104	.3	1,381	-	-	-	39,030	.1	1,383
Secondary school teachers	39,607	1.2	1,371	-	-	-	39,491	1.1	1,379
Vocational and educational counselors	46,261	3.7	1,428	-	-	-	-	-	-
Librarians, archivists, and curators	44,964	13.9	1,762	-	-	-	44,811	16.6	1,850
Librarians	44,964	13.9	1,762	-	-	-	44,811	16.6	1,850
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	40,379	7.4	2,049	-	-	-	38,242	8.3	2,080
Social workers	40,379	7.4	2,049	-	-	-	38,242	8.3	2,080
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	45,675	4.1	2,044	-	-	-	-	-	-
Technical	35,677	5.4	2,056	35,631	5.9	2,054	36,127	4.4	2,080
Clinical laboratory technologists and technicians	27,704	4.7	2,030	27,704	4.7	2,030	-	-	-
Licensed practical nurses	27,015	3.0	2,015	-	-	-	-	-	-
Electrical and electronic technicians	42,788	11.8	2,080	42,788	11.8	2,080	-	-	-
Executive, administrative, and managerial	54,528	7.3	2,110	55,734	9.7	2,133	51,588	4.7	2,055
Executives, administrators, and managers	61,230	8.8	2,128	61,103	11.7	2,158	61,620	3.8	2,034
Administrators and officials, public administration	65,942	5.0	2,080	-	-	-	65,942	5.0	2,080
Managers and administrators, n.e.c.	71,231	11.1	2,124	71,278	11.5	2,126	-	-	-
Management related	41,742	4.0	2,077	43,289	3.9	2,075	39,199	7.3	2,080
Accountants and auditors	41,466	3.3	2,087	-	-	-	-	-	-
Personnel, training, and labor relations specialists	57,644	9.6	2,051	57,173	12.4	2,043	-	-	-
Sales	26,828	8.8	2,054	26,859	9.2	2,053	-	-	-
Cashiers	16,858	4.3	2,020	-	-	-	-	-	-
Administrative support, including clerical	24,876	4.0	2,010	25,672	4.8	2,064	22,265	3.3	1,831
Secretaries	26,726	4.6	1,991	27,055	6.9	2,046	26,281	6.3	1,917
Receptionists	21,679	6.2	2,080	21,947	6.4	2,080	-	-	-
Information clerks, n.e.c.	21,640	2.9	2,080	-	-	-	-	-	-

See footnotes at end of table.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2002 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Administrative support, including clerical —Continued									
Records clerks, n.e.c.	\$24,472	11.8	2,024	—	—	—	—	—	—
Bookkeepers, accounting and auditing clerks	22,381	2.0	2,072	\$22,304	2.4	2,069	—	—	—
Investigators and adjusters, except insurance	25,306	4.6	2,063	25,306	4.6	2,063	—	—	—
Eligibility clerks, social welfare	33,013	5.3	2,080	—	—	—	\$33,013	5.3	2,080
General office clerks	24,201	4.8	2,053	24,604	5.9	2,065	22,902	4.6	2,012
Teachers' aides	13,498	.8	1,329	—	—	—	13,498	.8	1,329
Administrative support, n.e.c.	24,956	3.1	2,080	—	—	—	24,731	9.1	2,080
Blue collar	29,847	3.2	2,073	30,109	3.6	2,078	28,200	2.1	2,041
Precision production, craft, and repair	36,021	2.3	2,080	36,566	2.4	2,080	33,034	4.6	2,080
Automobile mechanics	37,501	4.0	2,080	—	—	—	—	—	—
Industrial machinery repairers	41,718	8.8	2,080	41,718	8.8	2,080	—	—	—
Mechanics and repairers, n.e.c.	31,585	7.3	2,080	—	—	—	—	—	—
Electricians	39,440	9.9	2,080	—	—	—	—	—	—
Plumbers, pipefitters and steamfitters	34,783	7.9	2,080	34,812	8.0	2,080	—	—	—
Construction trades, n.e.c.	24,069	6.6	2,080	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	30,727	7.0	2,080	31,126	7.1	2,080	—	—	—
Packaging and filling machine operators	39,369	1.2	2,080	39,369	1.2	2,080	—	—	—
Miscellaneous machine operators, n.e.c.	24,756	13.0	2,080	24,926	14.1	2,080	—	—	—
Welders and cutters	29,628	10.0	2,080	29,628	10.0	2,080	—	—	—
Assemblers	36,783	11.4	2,080	36,783	11.4	2,080	—	—	—
Production inspectors, checkers and examiners ...	27,437	39.8	2,080	27,437	39.8	2,080	—	—	—
Transportation and material moving	25,304	6.4	2,065	25,677	8.0	2,097	23,831	6.1	1,940
Truck drivers	25,002	12.8	2,109	24,420	14.8	2,114	—	—	—
Industrial truck and tractor equipment operators	29,642	10.8	2,080	29,642	10.8	2,080	—	—	—
Miscellaneous material moving equipment operators, n.e.c.	26,499	7.7	2,080	26,882	8.8	2,080	—	—	—
Handlers, equipment cleaners, helpers, and laborers	20,172	4.1	2,058	19,472	4.5	2,055	24,722	5.0	2,080
Stock handlers and baggers ...	20,118	5.7	2,080	20,118	5.7	2,080	—	—	—
Machine feeders and offbearers	17,409	26.7	2,027	17,409	26.7	2,027	—	—	—
Freight, stock, and material handlers, n.e.c.	20,109	4.6	2,042	20,109	4.6	2,042	—	—	—
Laborers, except construction, n.e.c.	18,566	4.7	2,080	18,706	6.3	2,080	—	—	—
Service	22,123	3.7	1,861	15,500	2.0	1,686	30,854	4.6	2,092
Protective service	26,820	6.8	1,741	—	—	—	37,860	.8	2,257
Supervisors, police and detectives	48,398	16.6	2,130	—	—	—	48,398	16.6	2,130
Firefighting	36,583	1.9	2,732	—	—	—	36,583	1.9	2,732

See footnotes at end of table.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2002 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Service —Continued									
Protective service—Continued									
Police and detectives, public service	\$37,334	1.8	2,137	—	—	—	\$37,334	1.8	2,137
Sheriffs, bailiffs, and other law enforcement officers	32,484	2.0	2,080	—	—	—	32,484	2.0	2,080
Correctional institution officers	28,183	2.5	2,080	—	—	—	28,183	2.5	2,080
Guards and police, except public service	23,722	7.0	2,080	—	—	—	—	—	—
Food service	18,632	7.9	1,930	\$18,838	7.9	1,984	—	—	—
Other food service	20,908	8.9	1,991	21,447	9.6	2,071	—	—	—
Health service	18,809	3.2	1,982	17,945	2.9	1,955	—	—	—
Nursing aides, orderlies and attendants	18,429	3.0	1,969	17,647	2.8	1,945	—	—	—
Cleaning and building service	19,028	7.1	1,958	19,244	11.5	2,040	18,758	7.3	1,854
Janitors and cleaners	17,807	5.8	1,907	19,362	11.5	2,024	16,415	1.3	1,802
Personal service	17,812	6.8	1,912	17,017	2.3	2,049	19,058	9.7	1,698

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

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

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

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

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

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

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

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2002

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$15.44	2.8	\$14.30	4.0	\$18.89	1.4
All excluding sales	15.81	2.8	14.65	4.2	18.96	1.5
White collar	17.83	4.1	16.07	5.6	22.41	1.6
1	7.94	3.7	7.89	3.6	—	—
2	8.32	4.0	8.09	4.6	9.74	.6
3	10.28	2.2	10.26	2.7	10.36	2.2
4	12.65	5.9	12.65	6.5	12.59	2.8
5	14.10	6.1	14.47	8.0	12.81	3.7
6	16.56	2.6	16.43	4.3	16.72	2.5
7	18.92	4.3	18.32	5.4	20.55	6.0
8	22.40	4.2	19.52	5.4	24.53	5.6
9	25.93	2.5	23.90	4.2	27.65	2.0
10	33.30	8.9	31.49	9.3	36.67	10.9
11	31.00	3.2	30.91	4.9	31.10	3.8
12	40.21	10.7	44.20	8.3	—	—
13	39.90	9.4	—	—	—	—
Not able to be leveled	15.87	9.0	15.51	9.3	—	—
White collar excluding sales	19.09	3.7	17.39	5.8	22.60	1.6
1	8.09	4.6	8.04	4.5	—	—
2	9.16	2.3	9.00	2.7	9.74	.6
3	10.62	2.3	10.66	3.0	10.52	3.3
4	13.50	5.3	13.64	5.6	12.55	2.9
5	13.11	2.3	13.17	2.9	12.90	4.3
6	16.61	3.4	16.45	7.4	16.72	2.5
7	18.79	4.0	18.05	5.3	20.55	6.0
8	22.41	4.2	19.52	5.5	24.53	5.6
9	25.93	2.5	23.90	4.2	27.65	2.0
10	33.30	8.9	31.49	9.3	36.67	10.9
11	30.96	3.2	30.91	4.9	31.02	3.9
12	40.21	10.7	44.20	8.3	—	—
13	39.90	9.4	—	—	—	—
Not able to be leveled	15.44	9.7	15.03	10.1	—	—
Professional specialty and technical	24.20	2.6	21.86	3.9	26.81	2.7
Professional specialty	26.29	2.7	24.92	4.8	27.26	2.7
5	13.92	3.3	—	—	13.44	1.9
6	18.30	4.9	—	—	17.70	6.9
7	21.05	5.3	18.68	6.7	22.42	6.2
8	23.27	5.4	19.10	5.7	25.56	6.7
9	26.57	3.1	23.88	6.6	28.08	1.6
10	33.53	9.6	—	—	36.67	10.9
11	29.83	2.6	—	—	29.87	4.1
13	39.90	9.4	—	—	—	—
Not able to be leveled	22.68	6.1	22.31	6.7	—	—
Engineers, architects, and surveyors	32.42	4.9	—	—	—	—
Mathematical and computer scientists	—	—	—	—	—	—
Natural scientists	—	—	—	—	—	—
Health related	23.13	5.3	22.55	5.3	27.19	19.2
7	18.44	7.5	18.70	7.7	—	—
8	19.14	4.8	19.10	5.8	—	—
9	22.20	.5	22.13	.0	—	—
Physicians	35.81	37.5	—	—	—	—
Registered nurses	20.78	1.4	20.85	1.5	20.23	3.9
7	18.81	9.2	18.81	9.2	—	—
8	20.51	1.3	20.87	1.1	—	—
9	21.90	.7	21.79	.3	—	—
Teachers, college and university	31.06	8.8	—	—	—	—
Teachers, except college and university	28.80	2.5	—	—	28.81	2.4
9	28.82	1.6	—	—	28.45	1.2
Elementary school teachers	28.32	.7	—	—	28.22	.7
9	28.00	.8	—	—	27.84	.6
Secondary school teachers	28.89	.9	—	—	28.65	.5
9	28.69	1.2	—	—	28.33	.2
Vocational and educational counselors	32.39	4.2	—	—	—	—

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2002 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Professional specialty and technical –Continued						
Professional specialty –Continued						
Librarians, archivists, and curators	\$25.52	14.1	–	–	\$24.22	16.8
Librarians	25.52	14.1	–	–	24.22	16.8
Social scientists and urban planners	–	–	–	–	–	–
Social, recreation, and religious workers	19.67	8.1	–	–	18.39	8.3
5	13.17	7.4	–	–	13.17	7.4
7	15.38	4.2	–	–	–	–
Social workers	19.67	8.1	–	–	18.39	8.3
5	13.17	7.4	–	–	13.17	7.4
7	15.38	4.2	–	–	–	–
Lawyers and judges	–	–	–	–	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	21.79	3.8	\$21.96	4.5	–	–
Technical	17.18	5.3	17.18	5.8	17.10	4.1
4	13.71	5.5	13.71	5.5	–	–
5	14.29	4.0	14.29	4.0	–	–
6	16.50	4.2	–	–	–	–
7	17.25	7.3	17.60	8.9	–	–
9	24.73	6.1	24.73	6.1	–	–
Clinical laboratory technologists and technicians	13.30	4.9	13.30	4.9	–	–
Licensed practical nurses	13.78	4.3	13.82	4.9	–	–
Health technologists and technicians, n.e.c.	17.21	8.4	–	–	–	–
Electrical and electronic technicians	20.57	11.8	20.57	11.8	–	–
Executive, administrative, and managerial	25.84	7.2	26.13	9.7	25.10	4.9
6	19.93	1.4	–	–	–	–
7	17.03	13.2	16.98	13.6	–	–
8	20.62	8.3	–	–	20.54	12.8
9	22.81	4.8	23.51	3.0	–	–
11	31.81	4.6	32.22	7.6	31.49	5.7
12	39.94	9.6	41.94	7.8	–	–
Not able to be leveled	18.19	17.3	18.19	17.4	–	–
Executives, administrators, and managers	28.77	8.8	28.31	11.8	30.28	4.4
9	26.39	9.7	26.87	9.9	–	–
11	31.92	5.2	32.66	9.6	31.49	5.7
12	39.84	9.8	41.90	8.0	–	–
Administrators and officials, public administration	31.70	5.0	–	–	31.70	5.0
Managers and administrators, n.e.c.	33.53	11.6	33.53	12.0	–	–
Management related	20.10	4.0	20.86	3.8	18.85	7.3
8	18.65	1.7	–	–	–	–
9	21.03	6.8	21.35	5.3	–	–
Accountants and auditors	19.87	3.4	–	–	–	–
Personnel, training, and labor relations specialists	28.11	9.2	27.98	11.9	–	–
Sales	11.50	7.1	11.46	7.5	–	–
2	6.66	3.5	6.66	3.5	–	–
3	9.61	5.1	9.66	5.2	–	–
4	10.80	6.9	10.77	7.1	–	–
Cashiers	7.67	7.4	7.46	8.9	–	–
Administrative support, including clerical	12.11	4.5	12.12	5.6	12.10	3.0
1	8.09	4.6	8.04	4.5	–	–
2	9.14	2.6	8.95	3.1	9.74	.6
3	10.64	2.3	10.68	3.1	10.52	3.3
4	13.47	6.1	13.63	6.6	12.55	2.9
5	12.45	2.3	12.41	2.6	12.61	5.9
6	14.74	6.9	13.63	5.3	15.42	8.4
7	18.98	6.4	19.71	7.9	–	–
Not able to be leveled	10.95	11.3	10.95	11.3	–	–
Secretaries	13.00	5.0	12.58	7.4	13.71	7.0

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2002 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Administrative support, including clerical –Continued						
Secretaries –Continued						
4	\$14.22	6.9	\$13.52	9.2	–	–
5	12.94	2.1	–	–	–	–
Receptionists	9.59	4.5	9.62	4.8	–	–
Information clerks, n.e.c.	10.40	2.9	–	–	–	–
Order clerks	13.74	9.8	13.74	9.8	–	–
Library clerks	9.24	3.7	–	–	\$8.93	1.8
Records clerks, n.e.c.	12.09	12.7	–	–	–	–
Bookkeepers, accounting and auditing clerks	10.80	2.0	10.78	2.4	–	–
4	11.46	1.8	–	–	–	–
Investigators and adjusters, except insurance	12.17	4.7	12.17	4.7	–	–
Eligibility clerks, social welfare	15.87	5.3	–	–	15.87	5.3
General office clerks	11.65	5.3	11.73	6.6	11.38	4.5
3	10.44	3.8	10.57	5.1	–	–
4	13.74	10.7	15.17	15.4	12.30	3.4
Teachers' aides	10.15	.3	–	–	10.15	.3
Administrative support, n.e.c.	11.99	3.1	–	–	11.89	9.1
Blue collar	13.97	3.2	14.05	3.7	13.46	2.1
1	7.59	6.2	7.53	6.4	–	–
2	9.60	7.3	9.63	7.7	9.19	5.5
3	13.02	4.6	13.44	4.9	10.10	3.7
4	12.26	7.7	12.43	9.3	11.47	2.2
5	14.14	3.9	14.76	3.2	13.04	9.5
6	17.10	2.8	17.90	3.0	14.33	2.4
7	18.04	1.8	18.16	1.9	17.36	3.6
8	20.81	1.3	20.56	.0	–	–
9	23.41	3.2	–	–	–	–
Precision production, craft, and repair	17.32	2.3	17.58	2.4	15.88	4.6
3	11.35	4.1	11.58	4.8	–	–
4	11.71	2.9	11.91	2.9	–	–
5	14.31	5.7	14.98	4.1	12.94	11.7
6	16.94	6.8	–	–	–	–
7	17.71	1.7	17.77	1.8	17.40	3.6
8	20.60	1.8	20.31	.7	–	–
9	23.41	3.2	–	–	–	–
Automobile mechanics	18.03	4.0	–	–	–	–
Industrial machinery repairers	20.06	8.8	20.06	8.8	–	–
7	19.42	10.0	19.42	10.0	–	–
Mechanics and repairers, n.e.c.	15.18	7.3	–	–	–	–
Electricians	18.96	9.9	–	–	–	–
Plumbers, pipefitters and steamfitters	16.72	7.9	16.74	8.0	–	–
7	16.90	8.8	–	–	–	–
Construction trades, n.e.c.	11.57	6.6	–	–	–	–
Machine operators, assemblers, and inspectors	14.82	7.2	15.02	7.4	–	–
1	8.80	1.1	8.72	.4	–	–
2	8.78	12.5	8.78	12.5	–	–
4	16.12	16.8	16.56	17.1	–	–
5	16.51	4.8	16.51	4.8	–	–
6	17.35	8.4	17.35	8.4	–	–
7	23.81	15.0	23.81	15.0	–	–
Packaging and filling machine operators	19.11	1.5	19.11	1.5	–	–
Miscellaneous machine operators, n.e.c.	11.90	13.0	11.98	14.1	–	–
4	10.44	7.3	–	–	–	–
Welders and cutters	14.24	10.0	14.24	10.0	–	–
Assemblers	17.68	11.4	17.68	11.4	–	–
Production inspectors, checkers and examiners ..	13.19	39.8	13.19	39.8	–	–
Transportation and material moving	12.06	5.3	12.13	7.0	11.82	5.3

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2002 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Transportation and material moving —Continued						
2	\$9.06	4.1	\$8.90	3.8	—	—
3	10.62	5.9	10.82	7.9	\$9.98	5.8
4	11.19	7.2	—	—	11.79	3.5
5	12.49	5.0	12.43	2.9	12.54	9.0
Truck drivers	11.64	10.2	11.41	12.0	—	—
5	13.08	6.5	—	—	—	—
Bus drivers	10.39	7.1	—	—	11.18	.6
3	9.40	11.2	—	—	—	—
Industrial truck and tractor equipment operators ..	14.25	10.8	14.25	10.8	—	—
Miscellaneous material moving equipment operators, n.e.c.	12.74	7.7	12.92	8.8	—	—
Handlers, equipment cleaners, helpers, and laborers	9.25	4.2	8.96	4.5	11.56	5.0
1	7.27	7.3	7.26	7.4	—	—
2	10.19	5.6	10.39	5.7	—	—
3	10.07	3.7	10.03	4.2	—	—
4	9.61	4.3	9.21	6.4	—	—
Stock handlers and baggers	7.89	4.2	7.89	4.2	—	—
1	6.35	8.1	6.35	8.1	—	—
Machine feeders and offbearers	8.59	25.0	8.59	25.0	—	—
Freight, stock, and material handlers, n.e.c.	9.84	4.7	9.84	4.7	—	—
Vehicle washers and equipment cleaners	9.37	2.8	—	—	—	—
Hand packers and packagers	10.36	4.3	10.36	4.3	—	—
Laborers, except construction, n.e.c.	8.76	4.4	8.76	5.5	—	—
2	8.74	7.9	8.70	11.3	—	—
Service	10.50	2.8	8.21	1.4	14.34	2.6
1	7.05	2.4	6.84	2.5	8.46	4.9
2	8.46	7.5	8.36	8.6	9.34	3.9
3	8.93	3.1	8.64	4.0	9.66	3.8
4	10.49	5.6	9.28	4.3	11.44	5.3
5	13.20	.7	12.54	1.4	13.38	1.3
6	13.70	4.3	—	—	14.52	3.6
7	15.17	5.6	—	—	15.17	5.6
8	19.32	4.4	—	—	19.32	4.4
Protective service	15.04	6.0	—	—	16.75	.6
4	11.99	5.8	—	—	—	—
5	13.47	1.5	—	—	13.46	1.6
6	14.55	4.0	—	—	14.55	4.0
7	15.17	5.6	—	—	15.17	5.6
8	19.65	6.0	—	—	19.65	6.0
Supervisors, police and detectives	22.73	15.6	—	—	22.73	15.6
Firefighting	13.39	2.3	—	—	13.39	2.3
5	12.84	2.1	—	—	12.84	2.1
Police and detectives, public service	17.47	2.2	—	—	17.47	2.2
Sheriffs, bailiffs, and other law enforcement officers	15.62	2.0	—	—	15.62	2.0
Correctional institution officers	13.55	2.5	—	—	13.55	2.5
Food service	7.68	2.1	7.56	1.7	9.75	1.1
1	6.15	8.6	5.99	10.3	—	—
2	7.59	26.1	—	—	—	—
3	8.25	6.9	8.25	6.9	—	—
Waiters, waitresses, and bartenders	5.69	10.0	5.69	10.0	—	—
1	5.57	16.0	5.57	16.0	—	—
Waiters and waitresses	6.08	33.7	6.08	33.7	—	—
Waiters'/Waitresses' assistants	5.33	19.7	5.33	19.7	—	—
1	5.16	22.1	5.16	22.1	—	—
Other food service	9.04	3.5	8.97	3.8	9.75	1.1
1	7.09	2.8	6.86	.6	—	—
3	8.69	3.0	8.69	3.0	—	—

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2002 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
Food service—Continued						
Other food service—Continued						
Cooks	\$8.43	4.2	\$8.40	4.3	—	—
Kitchen workers, food preparation	8.37	10.4	8.37	10.4	—	—
3	8.24	8.8	8.24	8.8	—	—
Food preparation, n.e.c.	8.25	4.5	—	—	—	—
1	7.08	6.3	—	—	—	—
Health service	9.13	1.8	8.97	1.5	\$9.68	4.7
2	8.58	1.2	8.58	1.2	—	—
3	9.09	3.4	9.23	2.6	—	—
4	10.05	2.9	—	—	—	—
Health aides, except nursing	9.93	4.2	—	—	—	—
Nursing aides, orderlies and attendants	9.01	1.5	8.89	1.3	9.51	5.6
2	8.59	1.2	8.59	1.2	—	—
3	9.03	4.0	9.12	4.3	—	—
Cleaning and building service	9.35	5.1	8.96	7.0	10.11	6.4
1	8.08	3.2	7.92	3.6	—	—
2	10.69	11.9	—	—	—	—
3	10.02	3.2	—	—	10.00	3.9
Janitors and cleaners	8.96	4.2	8.88	7.0	9.10	1.3
1	8.26	3.4	8.09	4.4	—	—
2	10.69	11.9	—	—	—	—
3	9.53	4.0	—	—	9.40	4.3
Personal service	9.02	7.3	8.03	3.3	11.07	8.1
2	7.80	10.9	—	—	—	—
Service, n.e.c.	7.80	3.5	—	—	—	—

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

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

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

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

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

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

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

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2002**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$16.34	2.6	\$15.26	3.8	\$19.24	1.0
All excluding sales	16.57	2.6	15.47	4.0	19.32	1.1
White collar	18.63	3.6	16.95	5.2	22.48	1.6
1	8.17	3.2	8.10	3.4	—	—
2	9.19	3.1	9.01	3.9	9.74	.6
3	10.39	2.1	10.37	2.7	10.45	1.9
4	13.03	5.1	13.07	5.6	12.61	3.0
5	14.08	6.2	14.45	8.1	12.81	3.7
6	16.61	2.7	16.44	4.6	16.81	2.4
7	18.88	4.5	18.23	5.7	20.55	6.0
8	22.43	4.3	19.31	5.8	24.53	5.6
9	25.99	2.6	23.92	4.5	27.66	2.0
10	33.30	8.9	31.49	9.3	36.67	10.9
11	31.00	3.2	30.91	4.9	31.10	3.8
12	40.21	10.7	44.20	8.3	—	—
13	39.90	9.4	—	—	—	—
Not able to be leveled	17.60	4.6	17.24	5.0	—	—
White collar excluding sales	19.44	3.5	17.76	5.6	22.68	1.6
2	9.23	3.1	9.06	3.9	9.74	.6
3	10.63	2.3	10.63	3.0	10.63	2.7
4	13.52	5.3	13.67	5.6	12.58	3.1
5	13.07	2.2	13.12	2.8	12.90	4.3
6	16.68	3.5	16.47	8.4	16.81	2.4
7	18.73	4.2	17.92	5.7	20.55	6.0
8	22.45	4.4	19.31	5.9	24.53	5.6
9	25.99	2.6	23.92	4.5	27.66	2.0
10	33.30	8.9	31.49	9.3	36.67	10.9
11	30.96	3.2	30.91	4.9	31.02	3.9
12	40.21	10.7	44.20	8.3	—	—
13	39.90	9.4	—	—	—	—
Not able to be leveled	17.14	6.2	16.72	6.7	—	—
Professional specialty and technical	24.46	2.7	22.13	4.2	26.85	2.8
Professional specialty	26.58	2.7	25.49	5.3	27.27	2.7
5	13.44	1.9	—	—	13.44	1.9
6	18.30	4.9	—	—	17.70	6.9
7	21.21	6.0	17.90	10.8	22.42	6.2
8	23.37	5.6	18.64	6.1	25.56	6.7
9	26.67	3.2	23.92	7.1	28.10	1.6
10	33.53	9.6	—	—	36.67	10.9
11	29.83	2.6	—	—	29.87	4.1
13	39.90	9.4	—	—	—	—
Not able to be leveled	23.52	4.8	—	—	—	—
Engineers, architects, and surveyors	32.42	4.9	—	—	—	—
Mathematical and computer scientists	—	—	—	—	—	—
Natural scientists	—	—	—	—	—	—
Health related	23.34	6.4	22.67	6.4	27.19	19.2
7	17.34	12.8	—	—	—	—
8	18.78	5.0	18.63	6.2	—	—
9	21.89	.9	—	—	—	—
Registered nurses	20.58	1.8	20.64	2.0	20.23	3.9
8	20.32	1.4	20.70	1.3	—	—
Teachers, college and university	32.27	11.1	—	—	—	—
Teachers, except college and university	28.80	2.5	28.64	16.5	28.81	2.4
9	28.83	1.7	—	—	28.45	1.2
Elementary school teachers	28.32	.7	—	—	28.22	.7
9	28.00	.8	—	—	27.84	.6
Secondary school teachers	28.89	.9	—	—	28.65	.5
9	28.69	1.2	—	—	28.33	.2
Vocational and educational counselors	32.39	4.2	—	—	—	—
Librarians, archivists, and curators	25.52	14.1	—	—	24.22	16.8
Librarians	25.52	14.1	—	—	24.22	16.8
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	19.71	8.1	—	—	18.39	8.3

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2002** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Professional specialty and technical —Continued						
Professional specialty —Continued						
Social, recreation, and religious workers —Continued						
5	\$13.17	7.4	—	—	\$13.17	7.4
Social workers	19.71	8.1	—	—	18.39	8.3
5	13.17	7.4	—	—	13.17	7.4
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	22.35	4.1	—	—	—	—
Technical	17.35	5.1	\$17.35	5.6	17.37	4.4
4	13.71	5.5	13.71	5.5	—	—
5	14.29	4.0	14.29	4.0	—	—
7	17.25	7.3	17.60	8.9	—	—
9	24.73	6.1	24.73	6.1	—	—
Clinical laboratory technologists and technicians	13.65	4.2	13.65	4.2	—	—
Licensed practical nurses	13.41	2.0	—	—	—	—
Electrical and electronic technicians	20.57	11.8	20.57	11.8	—	—
Executive, administrative, and managerial	25.84	7.2	26.13	9.7	25.11	4.9
6	19.93	1.4	—	—	—	—
7	17.03	13.2	16.98	13.6	—	—
8	20.62	8.3	—	—	20.54	12.8
9	22.81	4.8	23.51	3.0	—	—
11	31.81	4.6	32.22	7.6	31.49	5.7
12	39.94	9.6	41.94	7.8	—	—
Not able to be leveled	18.19	17.4	18.19	17.4	—	—
Executives, administrators, and managers	28.78	8.8	28.31	11.8	30.29	4.4
9	26.39	9.7	26.87	9.9	—	—
11	31.92	5.2	32.66	9.6	31.49	5.7
12	39.84	9.8	41.90	8.0	—	—
Administrators and officials, public administration	31.70	5.0	—	—	31.70	5.0
Managers and administrators, n.e.c.	33.53	11.6	33.53	12.0	—	—
Management related	20.10	4.0	20.86	3.8	18.85	7.3
8	18.65	1.7	—	—	—	—
9	21.03	6.8	21.35	5.3	—	—
Accountants and auditors	19.87	3.4	—	—	—	—
Personnel, training, and labor relations specialists	28.11	9.2	27.98	11.9	—	—
Sales	13.06	7.8	13.08	8.1	—	—
3	9.74	4.7	—	—	—	—
4	11.61	4.5	11.58	4.7	—	—
Cashiers	8.35	2.3	—	—	—	—
Administrative support, including clerical	12.38	4.1	12.44	5.1	12.16	3.2
2	9.21	3.4	9.01	4.4	9.74	.6
3	10.65	2.3	10.66	3.1	10.63	2.7
4	13.50	6.1	13.66	6.6	12.58	3.1
5	12.45	2.3	12.41	2.6	12.61	5.9
6	14.74	6.9	13.63	5.3	15.42	8.4
7	18.98	6.4	19.71	7.9	—	—
Not able to be leveled	12.43	6.9	12.43	6.9	—	—
Secretaries	13.42	4.6	13.23	6.5	13.71	7.0
4	14.45	6.3	13.77	9.3	—	—
5	12.94	2.1	—	—	—	—
Receptionists	10.42	6.2	10.55	6.4	—	—
Information clerks, n.e.c.	10.40	2.9	—	—	—	—
Records clerks, n.e.c.	12.09	12.7	—	—	—	—
Bookkeepers, accounting and auditing clerks	10.80	2.0	10.78	2.4	—	—
4	11.46	1.8	—	—	—	—
Investigators and adjusters, except insurance	12.27	4.6	12.27	4.6	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2002** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Administrative support, including clerical —Continued						
Eligibility clerks, social welfare	\$15.87	5.3	—	—	\$15.87	5.3
General office clerks	11.79	4.9	\$11.91	6.0	11.38	4.5
3	10.45	3.9	10.58	5.3	—	—
4	13.74	10.7	15.17	15.4	12.30	3.4
Teachers' aides	10.15	.3	—	—	10.15	.3
Administrative support, n.e.c.	12.00	3.1	—	—	11.89	9.1
Blue collar						
1	14.40	3.1	14.49	3.5	13.82	2.1
2	7.93	7.3	7.86	7.7	—	—
3	9.71	7.8	9.72	8.2	—	—
4	13.51	4.8	13.83	5.0	10.07	4.9
5	12.19	7.3	12.34	8.8	11.46	2.3
6	14.22	3.9	14.76	3.2	13.21	9.8
7	17.10	2.8	17.90	3.0	14.33	2.4
8	18.04	1.8	18.16	1.9	17.36	3.6
9	20.81	1.3	20.56	.0	—	—
9	23.41	3.2	—	—	—	—
Precision production, craft, and repair						
3	17.32	2.3	17.58	2.4	15.88	4.6
4	11.35	4.1	11.58	4.8	—	—
5	11.71	2.9	11.91	2.9	—	—
6	14.31	5.7	14.98	4.1	12.94	11.7
7	16.94	6.8	—	—	—	—
8	17.71	1.7	17.77	1.8	17.40	3.6
9	20.60	1.8	20.31	.7	—	—
9	23.41	3.2	—	—	—	—
Automobile mechanics	18.03	4.0	—	—	—	—
Industrial machinery repairers	20.06	8.8	20.06	8.8	—	—
7	19.42	10.0	19.42	10.0	—	—
Mechanics and repairers, n.e.c.	15.18	7.3	—	—	—	—
Electricians	18.96	9.9	—	—	—	—
Plumbers, pipefitters and steamfitters	16.72	7.9	16.74	8.0	—	—
7	16.90	8.8	—	—	—	—
Construction trades, n.e.c.	11.57	6.6	—	—	—	—
Machine operators, assemblers, and inspectors						
1	14.77	7.0	14.96	7.1	—	—
2	8.80	1.1	8.72	.4	—	—
3	8.78	12.5	8.78	12.5	—	—
4	15.93	16.6	16.36	17.0	—	—
5	16.51	4.8	16.51	4.8	—	—
6	17.35	8.4	17.35	8.4	—	—
7	23.81	15.0	23.81	15.0	—	—
Packaging and filling machine operators	18.93	1.2	18.93	1.2	—	—
Miscellaneous machine operators, n.e.c.	11.90	13.0	11.98	14.1	—	—
4	10.44	7.3	—	—	—	—
Welders and cutters	14.24	10.0	14.24	10.0	—	—
Assemblers	17.68	11.4	17.68	11.4	—	—
Production inspectors, checkers and examiners ..	13.19	39.8	13.19	39.8	—	—
Transportation and material moving						
2	12.25	6.0	12.24	7.4	12.28	5.9
3	9.06	4.2	8.90	3.8	—	—
4	10.95	8.8	11.05	9.4	—	—
5	11.18	7.4	—	—	—	—
5	12.62	5.2	12.43	2.9	12.81	9.7
Truck drivers	11.86	11.4	11.55	12.9	—	—
5	13.08	6.5	—	—	—	—
Industrial truck and tractor equipment operators ..	14.25	10.8	14.25	10.8	—	—
Miscellaneous material moving equipment operators, n.e.c.	12.74	7.7	12.92	8.8	—	—
Handlers, equipment cleaners, helpers, and laborers						
	9.80	3.9	9.48	4.4	11.89	5.0

See footnotes at end of table.

Table 4-2. Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2002 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Handlers, equipment cleaners, helpers, and laborers						
—Continued						
1	\$7.57	10.0	\$7.56	10.2	—	—
2	10.62	4.8	10.80	4.4	—	—
3	10.40	4.1	10.41	4.6	—	—
4	9.61	4.3	9.20	6.4	—	—
Stock handlers and baggers	9.67	5.7	9.67	5.7	—	—
Machine feeders and offbearers	8.59	25.0	8.59	25.0	—	—
Freight, stock, and material handlers, n.e.c.	9.85	4.8	9.85	4.8	—	—
Laborers, except construction, n.e.c.	8.93	4.7	8.99	6.3	—	—
2	8.74	7.9	8.70	11.3	—	—
Service	11.89	3.2	9.19	2.6	\$14.75	3.7
1	7.84	8.9	7.62	10.4	—	—
2	9.88	5.2	9.97	6.5	9.47	2.7
3	9.59	1.4	9.35	1.9	10.05	2.2
4	10.57	5.7	9.28	4.3	11.66	5.0
5	13.20	.7	12.54	1.4	13.38	1.3
6	13.70	4.3	—	—	14.52	3.6
7	15.17	5.6	—	—	15.17	5.6
8	19.32	4.4	—	—	19.32	4.4
Protective service	15.40	6.1	—	—	16.78	.7
4	11.99	5.8	—	—	—	—
5	13.47	1.5	—	—	13.46	1.6
6	14.55	4.0	—	—	14.55	4.0
7	15.17	5.6	—	—	15.17	5.6
8	19.65	6.0	—	—	19.65	6.0
Supervisors, police and detectives	22.73	15.6	—	—	22.73	15.6
Firefighting	13.39	2.3	—	—	13.39	2.3
5	12.84	2.1	—	—	12.84	2.1
Police and detectives, public service	17.47	2.2	—	—	17.47	2.2
Sheriffs, bailiffs, and other law enforcement officers	15.62	2.0	—	—	15.62	2.0
Correctional institution officers	13.55	2.5	—	—	13.55	2.5
Guards and police, except public service	11.40	7.0	—	—	—	—
Food service	9.65	5.0	9.49	4.5	—	—
3	9.47	4.2	9.47	4.2	—	—
Other food service	10.50	5.1	10.35	5.3	—	—
Health service	9.49	2.5	9.18	2.4	—	—
3	9.60	.9	—	—	—	—
Nursing aides, orderlies and attendants	9.36	2.3	9.07	2.2	—	—
3	9.59	1.2	—	—	—	—
Cleaning and building service	9.72	7.3	9.43	12.0	10.12	6.3
1	8.23	7.1	7.98	9.3	—	—
2	10.77	12.5	—	—	—	—
3	10.04	3.3	—	—	10.03	3.9
Janitors and cleaners	9.34	5.7	9.57	11.6	9.11	1.3
1	8.56	7.4	8.38	13.4	—	—
2	10.77	12.5	—	—	—	—
3	9.56	4.1	—	—	—	—
Personal service	9.32	6.7	8.31	2.3	11.23	6.3

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

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

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

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

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

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

Table 4-3. **Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2002**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$8.39	4.2	\$8.33	4.6	\$9.09	2.5
All excluding sales	8.54	4.2	8.47	4.7	9.09	2.5
White collar	9.87	5.8	9.87	6.0	9.89	11.8
2	7.12	5.3	7.12	5.3	—	—
3	9.52	4.7	9.61	5.0	—	—
4	8.64	13.2	—	—	—	—
8	21.52	1.3	21.52	1.3	—	—
9	23.31	1.4	23.47	1.3	—	—
Not able to be leveled	8.31	9.5	8.30	9.4	—	—
White collar excluding sales	12.30	11.6	12.41	12.3	9.89	11.8
2	8.76	4.1	8.76	4.1	—	—
3	10.38	9.1	—	—	—	—
8	21.52	1.3	21.52	1.3	—	—
9	23.31	1.4	23.47	1.3	—	—
Not able to be leveled	8.31	9.5	8.30	9.4	—	—
Professional specialty and technical	18.60	5.5	18.76	5.6	—	—
Professional specialty	20.09	5.4	20.10	5.5	—	—
8	21.52	1.3	21.52	1.3	—	—
9	23.31	1.4	23.47	1.3	—	—
Health related	22.02	2.0	22.02	2.0	—	—
8	21.52	1.3	21.52	1.3	—	—
9	23.27	1.0	23.27	1.0	—	—
Registered nurses	21.54	1.6	21.54	1.6	—	—
8	21.52	1.3	21.52	1.3	—	—
9	22.71	.8	22.71	.8	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	—	—	—	—	—	—
Executive, administrative, and managerial	—	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Sales	7.90	8.1	7.90	8.1	—	—
2	6.56	1.7	6.56	1.7	—	—
Cashiers	7.44	9.7	7.44	9.7	—	—
Administrative support, including clerical	8.57	5.6	8.58	6.0	—	—
2	8.68	5.0	8.68	5.0	—	—
3	10.38	9.1	—	—	—	—
Blue collar	8.20	8.0	7.80	8.7	9.96	4.3
1	6.74	8.9	6.73	8.9	—	—
2	8.53	7.1	—	—	—	—
3	9.21	6.2	8.48	8.7	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	9.91	5.1	—	—	10.37	4.1
3	9.88	5.8	—	—	—	—
Bus drivers	10.95	2.2	—	—	10.75	2.3
Handlers, equipment cleaners, helpers, and laborers	7.37	6.6	7.34	6.8	—	—
1	6.74	8.9	6.73	8.9	—	—
Stock handlers and baggers	6.47	4.1	6.47	4.1	—	—
Laborers, except construction, n.e.c.	8.24	8.2	—	—	—	—
Service	6.86	3.4	6.78	3.7	7.85	2.5
1	6.49	1.9	6.37	.8	—	—
2	7.12	9.9	7.11	10.1	—	—

See footnotes at end of table.

Table 4-3. **Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2002 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
3	\$7.31	4.6	\$7.26	5.3	—	—
Protective service	—	—	—	—	—	—
Food service	6.22	2.5	6.11	2.0	—	—
1	5.94	12.1	5.71	14.2	—	—
2	6.10	31.9	6.10	31.9	—	—
3	7.09	4.9	7.09	4.9	—	—
Waiters, waitresses, and bartenders	5.40	5.4	5.40	5.4	—	—
1	5.16	22.1	5.16	22.1	—	—
Waiters'/waitresses' assistants	5.16	22.1	5.16	22.1	—	—
1	5.16	22.1	5.16	22.1	—	—
Other food service	7.20	1.9	7.09	1.4	—	—
1	7.04	3.5	6.75	1.5	—	—
3	7.58	1.4	7.58	1.4	—	—
Kitchen workers, food preparation	6.84	1.7	6.84	1.7	—	—
Food preparation, n.e.c.	7.08	6.3	—	—	—	—
1	7.08	6.3	—	—	—	—
Health service	8.39	2.9	8.54	2.9	—	—
2	8.58	3.3	8.58	3.3	—	—
Nursing aides, orderlies and attendants	8.38	3.1	8.55	2.9	—	—
Cleaning and building service	—	—	—	—	—	—
Personal service	—	—	—	—	—	—

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

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

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

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

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

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

Table 5-1. **Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2002**

Occupational group	Private industry and State and local government					
	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
	Mean					
All occupations	\$16.34	\$8.39	\$16.51	\$15.29	\$15.46	\$14.48
All excluding sales	16.57	8.54	16.51	15.71	15.79	19.49
White collar	18.63	9.87	–	17.72	18.03	13.70
White-collar excluding sales	19.44	12.30	–	18.99	19.10	–
Professional specialty and technical	24.46	18.60	–	24.23	24.20	–
Professional specialty	26.58	20.09	–	26.29	26.29	–
Technical	17.35	–	–	16.87	17.18	–
Executive, administrative, and managerial	25.84	–	–	25.84	25.90	–
Sales	13.06	7.90	–	11.50	10.86	13.41
Administrative support, including clerical	12.38	8.57	–	11.47	12.09	–
Blue collar	14.40	8.20	15.74	13.15	13.90	–
Precision production, craft, and repair	17.32	–	16.14	18.11	17.31	–
Machine operators, assemblers, and inspectors	14.77	–	18.85	11.95	14.51	–
Transportation and material moving	12.25	9.91	13.12	11.66	12.06	–
Handlers, equipment cleaners, helpers, and laborers	9.80	7.37	10.16	9.12	9.23	–
Service	11.89	6.86	–	10.46	10.50	–
	Relative error ⁶ (percent)					
All occupations	2.6	4.2	4.1	3.1	3.0	16.2
All excluding sales	2.6	4.2	4.1	3.1	2.8	24.8
White collar	3.6	5.8	–	4.3	4.4	11.8
White-collar excluding sales	3.5	11.6	–	4.0	3.7	–
Professional specialty and technical	2.7	5.5	–	2.7	2.6	–
Professional specialty	2.7	5.4	–	2.7	2.7	–
Technical	5.1	–	–	5.4	5.3	–
Executive, administrative, and managerial	7.2	–	–	7.3	7.3	–
Sales	7.8	8.1	–	7.1	8.6	12.7
Administrative support, including clerical	4.1	5.6	–	2.5	4.6	–
Blue collar	3.1	8.0	3.0	4.6	3.3	–
Precision production, craft, and repair	2.3	–	3.6	2.4	2.3	–
Machine operators, assemblers, and inspectors	7.0	–	3.6	9.6	7.1	–
Transportation and material moving	6.0	5.1	6.5	7.6	5.3	–
Handlers, equipment cleaners, helpers, and laborers	3.9	6.6	3.0	4.8	4.3	–
Service	3.2	3.4	–	2.8	2.8	–

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

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

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

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

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

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

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

Table 5-2. Major industry division: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2002

Occupational group	Full-time and part-time workers									
	All private industries	Goods-producing industries ³				Service-producing industries ⁴				
		Total	Mining	Construction	Manufacturing	Total	Transportation and public utilities	Wholesale and retail trade	Finance, insurance, and real estate	Services
	Mean									
All occupations	\$14.30	\$15.79	-	-	\$16.45	-	-	-	-	-
All excluding sales	14.65	15.93	-	-	16.51	-	-	-	-	-
White collar	16.07	18.85	-	-	20.19	-	-	-	-	-
White-collar excluding sales	17.39	20.23	-	-	20.58	-	-	-	-	-
Professional specialty and technical	21.86	20.82	-	-	20.82	-	-	-	-	-
Professional specialty	24.92	-	-	-	-	-	-	-	-	-
Technical	17.18	17.70	-	-	17.70	-	-	-	-	-
Executive, administrative, and managerial	26.13	-	-	-	-	-	-	-	-	-
Sales	11.46	-	-	-	-	-	-	-	-	-
Administrative support, including clerical	12.12	13.56	-	-	13.48	-	-	-	-	-
Blue collar	14.05	14.98	-	-	15.49	-	-	-	-	-
Precision production, craft, and repair	17.58	17.69	-	-	17.82	-	-	-	-	-
Machine operators, assemblers, and inspectors	15.02	14.98	-	-	14.93	-	-	-	-	-
Transportation and material moving	12.13	12.32	-	-	13.51	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	8.96	9.85	-	-	10.34	-	-	-	-	-
Service	8.21	-	-	-	-	-	-	-	-	-
	Relative error ⁵ (percent)									
All occupations	4.0	7.2	-	-	8.3	-	-	-	-	-
All excluding sales	4.2	7.6	-	-	8.3	-	-	-	-	-
White collar	5.6	20.5	-	-	22.9	-	-	-	-	-
White-collar excluding sales	5.8	22.0	-	-	22.7	-	-	-	-	-
Professional specialty and technical	3.9	3.1	-	-	3.1	-	-	-	-	-
Professional specialty	4.8	-	-	-	-	-	-	-	-	-
Technical	5.8	10.7	-	-	10.7	-	-	-	-	-
Executive, administrative, and managerial	9.7	-	-	-	-	-	-	-	-	-
Sales	7.5	-	-	-	-	-	-	-	-	-
Administrative support, including clerical	5.6	4.9	-	-	5.4	-	-	-	-	-
Blue collar	3.7	3.8	-	-	3.7	-	-	-	-	-
Precision production, craft, and repair	2.4	2.5	-	-	2.6	-	-	-	-	-
Machine operators, assemblers, and inspectors	7.4	7.5	-	-	7.6	-	-	-	-	-
Transportation and material moving	7.0	6.6	-	-	4.0	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	4.5	3.2	-	-	.3	-	-	-	-	-
Service	1.4	-	-	-	-	-	-	-	-	-

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

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

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

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

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

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

Table 5-3. Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2002

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers ³	100 workers or more		
			Total	100 - 499 workers	500 workers or more
Mean					
All occupations	\$14.30	\$11.02	\$15.14	\$13.89	\$16.88
All excluding sales	14.65	10.91	15.49	14.28	16.95
White collar	16.07	12.69	16.76	15.79	18.32
White-collar excluding sales	17.39	13.84	17.83	17.29	18.50
Professional specialty and technical	21.86	—	21.86	22.88	21.10
Professional specialty	24.92	—	24.93	29.74	22.77
Technical	17.18	—	17.23	17.53	16.80
Executive, administrative, and managerial	26.13	16.49	28.46	26.78	30.64
Sales	11.46	11.48	11.45	11.58	—
Administrative support, including clerical	12.12	11.80	12.17	12.37	11.82
Blue collar	14.05	11.82	14.54	12.71	16.35
Precision production, craft, and repair	17.58	16.71	17.69	17.69	—
Machine operators, assemblers, and inspectors	15.02	11.87	15.34	11.94	18.97
Transportation and material moving	12.13	11.82	12.25	11.84	12.69
Handlers, equipment cleaners, helpers, and laborers	8.96	8.89	8.99	8.61	9.94
Service	8.21	7.25	8.84	8.57	9.63
Relative error ⁴ (percent)					
All occupations	4.0	6.0	4.6	6.1	5.1
All excluding sales	4.2	6.7	4.7	6.7	5.2
White collar	5.6	8.0	6.5	6.8	9.2
White-collar excluding sales	5.8	9.4	6.2	6.9	9.2
Professional specialty and technical	3.9	—	3.9	8.4	2.0
Professional specialty	4.8	—	4.9	10.8	2.6
Technical	5.8	—	6.0	10.2	8.0
Executive, administrative, and managerial	9.7	16.8	9.9	8.7	16.5
Sales	7.5	9.9	10.1	9.7	—
Administrative support, including clerical	5.6	6.9	6.1	8.9	4.0
Blue collar	3.7	8.9	4.3	8.8	2.6
Precision production, craft, and repair	2.4	9.7	2.4	8.6	—
Machine operators, assemblers, and inspectors	7.4	7.1	8.1	12.8	4.4
Transportation and material moving	7.0	17.9	6.1	12.8	6.2
Handlers, equipment cleaners, helpers, and laborers	4.5	3.9	6.5	8.9	1.2
Service	1.4	7.2	2.1	2.3	5.3

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

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

³ Establishments classified with 50-99 workers may contain

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

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

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

Table 6-1. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, all industries, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2002

Occupation ³	10	25	Median 50	75	90
All	\$7.50	\$9.50	\$12.63	\$19.95	\$25.80
All excluding sales	7.72	9.79	13.14	20.40	26.44
White collar	8.56	10.50	14.97	23.35	30.81
White collar excluding sales	9.34	11.06	16.56	24.29	31.75
Professional specialty and technical	13.67	17.93	23.67	28.30	35.51
Professional specialty	17.04	21.49	24.71	29.97	36.51
Engineers, architects, and surveyors	27.13	28.89	32.90	36.01	36.01
Mathematical and computer scientists	—	—	—	—	—
Natural scientists	—	—	—	—	—
Health related	15.70	18.34	21.15	24.19	27.78
Physicians	11.45	11.96	12.46	62.50	76.80
Registered nurses	16.54	18.38	20.86	23.52	25.00
Teachers, college and university	21.80	24.23	30.48	35.51	42.61
Teachers, except college and university	22.41	24.36	27.39	32.13	37.69
Elementary school teachers	22.62	24.36	27.05	31.35	36.08
Secondary school teachers	22.62	24.36	27.34	32.80	37.29
Vocational and educational counselors	24.36	26.69	31.61	37.69	38.85
Librarians, archivists, and curators	13.60	18.76	27.33	30.47	33.33
Librarians	13.60	18.76	27.33	30.47	33.33
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	13.67	14.92	18.35	24.36	24.36
Social workers	13.67	14.92	18.35	24.36	24.36
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	17.98	20.11	21.66	24.25	27.56
Technical	10.83	12.75	15.55	19.87	24.68
Clinical laboratory technologists and technicians	8.88	9.47	12.54	15.59	18.80
Licensed practical nurses	11.68	12.64	13.77	14.62	15.70
Health technologists and technicians, n.e.c.	12.88	14.57	16.81	17.93	23.32
Electrical and electronic technicians	15.08	15.33	16.28	23.94	30.19
Executive, administrative, and managerial	14.28	18.88	23.00	32.09	40.30
Executives, administrators, and managers	16.25	20.76	26.36	37.13	43.37
Administrators and officials, public administration	23.97	23.97	30.02	39.01	39.01
Managers and administrators, n.e.c.	19.95	25.05	35.17	42.11	45.62
Management related	13.96	15.63	19.23	22.93	26.59
Accountants and auditors	17.50	18.80	19.23	21.72	21.72
Personnel, training, and labor relations specialists	17.29	23.17	28.60	32.55	40.24
Sales	6.25	7.50	9.62	13.57	19.20
Cashiers	5.78	6.40	7.87	8.68	9.20
Administrative support, including clerical	8.38	9.51	10.96	13.36	18.21
Secretaries	9.24	10.46	12.23	15.13	18.89
Receptionists	7.50	8.50	9.43	9.80	13.22
Information clerks, n.e.c.	9.09	9.40	10.00	11.20	12.40
Order clerks	9.15	10.72	11.06	14.51	23.20
Library clerks	8.04	8.50	8.66	9.15	11.96
Records clerks, n.e.c.	7.50	8.00	12.66	14.87	16.05
Bookkeepers, accounting and auditing clerks	8.71	9.50	11.06	11.54	13.50
Investigators and adjusters, except insurance	9.45	10.67	11.10	13.91	15.34
Eligibility clerks, social welfare	10.05	14.87	16.28	16.97	18.84
General office clerks	8.57	9.50	11.12	13.08	15.29
Teachers' aides	8.82	9.16	9.56	10.51	12.49
Administrative support, n.e.c.	10.27	10.74	11.71	12.79	14.12
Blue collar	7.50	9.70	12.30	17.16	22.70
Precision production, craft, and repair	10.74	12.99	16.80	20.30	24.16
Automobile mechanics	11.85	16.17	18.04	20.25	22.85
Industrial machinery repairers	15.50	17.00	19.14	23.89	23.94
Mechanics and repairers, n.e.c.	11.00	11.85	16.29	17.16	17.16
Electricians	12.91	15.30	17.76	23.03	24.77
Plumbers, pipefitters and steamfitters	11.21	15.34	16.80	20.00	20.00
Construction trades, n.e.c.	8.49	9.50	11.34	12.61	16.00

See footnotes at end of table.

Table 6-1. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, all industries, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2002 — Continued

Occupation ³	10	25	Median 50	75	90
Blue collar –Continued					
Machine operators, assemblers, and inspectors	\$7.39	\$9.23	\$12.77	\$20.60	\$24.18
Packaging and filling machine operators	9.86	18.35	22.90	22.90	22.90
Miscellaneous machine operators, n.e.c.	7.17	8.59	10.50	14.69	19.58
Welders and cutters	10.34	11.96	15.30	16.80	17.16
Assemblers	7.70	11.75	18.46	24.18	24.52
Production inspectors, checkers and examiners ..	7.08	7.08	9.23	18.35	22.90
Transportation and material moving	8.50	9.50	11.00	14.03	16.69
Truck drivers	8.50	9.50	10.25	14.01	17.98
Bus drivers	7.50	8.22	10.28	12.21	13.28
Industrial truck and tractor equipment operators ..	9.79	9.86	12.36	20.26	20.26
Miscellaneous material moving equipment operators, n.e.c.	9.33	10.96	11.63	15.34	15.87
Handlers, equipment cleaners, helpers, and laborers	5.75	7.21	9.20	10.75	12.50
Stock handlers and baggers	5.15	6.00	7.75	9.00	11.10
Machine feeders and offbearers	3.00	4.56	9.79	10.35	15.39
Freight, stock, and material handlers, n.e.c.	6.50	6.75	10.00	11.54	12.57
Vehicle washers and equipment cleaners	8.00	9.20	9.48	10.00	10.00
Hand packers and packagers	8.00	9.00	10.48	11.53	11.53
Laborers, except construction, n.e.c.	6.50	7.50	8.50	9.75	10.55
Service	6.00	7.49	9.22	12.50	16.44
Protective service	8.00	11.59	14.26	17.30	23.26
Supervisors, police and detectives	14.72	15.04	23.06	28.78	31.24
Firefighting	10.97	11.59	12.61	14.87	16.97
Police and detectives, public service	13.70	14.86	16.85	19.92	24.48
Sheriffs, bailiffs, and other law enforcement officers	12.60	13.23	15.32	16.81	19.37
Correctional institution officers	11.67	12.74	13.14	14.04	16.26
Food service	2.35	6.00	7.00	10.25	12.27
Waiters, waitresses, and bartenders	2.13	2.35	5.62	6.50	11.00
Waiters and waitresses	2.13	2.13	2.75	10.75	12.00
Waiters/Waitresses' assistants	2.35	5.15	6.00	6.30	6.50
Other food service	6.10	7.00	8.75	11.50	12.27
Cooks	7.00	8.00	8.25	9.08	9.75
Kitchen workers, food preparation	6.00	6.50	7.50	10.10	12.25
Food preparation, n.e.c.	5.75	6.44	7.67	10.25	10.25
Health service	7.45	8.20	8.91	10.07	10.88
Health aides, except nursing	8.41	8.93	9.29	11.11	11.97
Nursing aides, orderlies and attendants	7.35	8.12	8.80	9.93	10.46
Cleaning and building service	7.04	7.50	8.50	10.00	11.90
Janitors and cleaners	7.00	7.42	8.40	9.27	11.02
Personal service	6.50	7.75	8.32	9.86	12.02
Service, n.e.c.	6.50	7.00	7.86	8.33	8.94

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings. 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 receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays,

nonproduction bonuses, and tips.

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

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

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

Table 6-2. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, private industry, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2002

Occupation ³	Private industry				
	10	25	Median 50	75	90
All	\$7.00	\$9.09	\$11.64	\$17.98	\$23.94
All excluding sales	7.32	9.33	12.00	18.55	24.18
White collar	8.00	10.00	12.72	20.76	25.66
White collar excluding sales	9.00	10.72	14.23	22.21	27.70
Professional specialty and technical	12.00	15.55	21.15	24.71	30.95
Professional specialty	16.87	19.86	23.06	25.71	35.95
Engineers, architects, and surveyors	-	-	-	-	-
Mathematical and computer scientists	-	-	-	-	-
Natural scientists	-	-	-	-	-
Health related	15.50	18.40	21.15	24.10	25.69
Registered nurses	16.65	18.64	20.86	23.56	25.00
Teachers, college and university	-	-	-	-	-
Teachers, except college and university	-	-	-	-	-
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	18.52	20.19	21.69	24.75	27.56
Technical	10.83	12.54	15.35	21.18	25.41
Clinical laboratory technologists and technicians	8.88	9.47	12.54	15.59	18.80
Licensed practical nurses	11.68	12.75	13.77	14.62	15.89
Electrical and electronic technicians	15.08	15.33	16.28	23.94	30.19
Executive, administrative, and managerial	14.28	18.94	22.67	31.86	43.27
Executives, administrators, and managers	16.25	19.95	24.04	38.46	45.20
Managers and administrators, n.e.c.	19.95	24.09	33.58	42.11	45.84
Management related	13.73	15.87	20.70	23.92	28.87
Personnel, training, and labor relations specialists	16.86	21.75	26.59	35.24	40.24
Sales	6.24	7.50	9.55	13.57	19.22
Cashiers	5.75	6.25	7.50	8.50	9.00
Administrative support, including clerical	8.16	9.50	10.95	13.08	18.55
Secretaries	8.16	9.85	12.02	14.60	19.35
Receptionists	7.25	8.10	9.57	9.80	13.22
Order clerks	9.15	10.72	11.06	14.51	23.20
Bookkeepers, accounting and auditing clerks	9.50	9.50	11.06	11.08	13.11
Investigators and adjusters, except insurance	9.45	10.67	11.10	13.91	15.34
General office clerks	8.57	9.50	11.25	13.08	15.29
Blue collar	7.50	9.63	12.26	17.16	22.90
Precision production, craft, and repair	10.63	13.75	16.80	20.69	24.50
Industrial machinery repairers	15.50	17.00	19.14	23.89	23.94
Plumbers, pipefitters and steamfitters	11.21	15.34	16.80	20.00	20.00
Machine operators, assemblers, and inspectors	7.33	9.31	14.10	20.82	24.18
Packaging and filling machine operators	9.86	18.35	22.90	22.90	22.90
Miscellaneous machine operators, n.e.c.	7.17	8.31	10.50	14.86	20.60
Welders and cutters	10.34	11.96	15.30	16.80	17.16
Assemblers	7.70	11.75	18.46	24.18	24.52
Production inspectors, checkers and examiners ..	7.08	7.08	9.23	18.35	22.90
Transportation and material moving	7.88	9.50	11.00	14.21	16.69
Truck drivers	8.32	9.50	10.00	14.01	18.75
Industrial truck and tractor equipment operators ..	9.79	9.86	12.36	20.26	20.26
Miscellaneous material moving equipment operators, n.e.c.	9.33	11.00	13.62	15.74	15.87
Handlers, equipment cleaners, helpers, and laborers	5.50	7.00	9.00	10.48	11.80
Stock handlers and baggers	5.15	6.00	7.75	9.00	11.10
Machine feeders and offbearers	3.00	4.56	9.79	10.35	15.39
Freight, stock, and material handlers, n.e.c.	6.50	6.75	10.00	11.54	12.57

See footnotes at end of table.

Table 6-2. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, private industry, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2002 — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
Blue collar –Continued					
Handlers, equipment cleaners, helpers, and laborers –Continued					
Hand packers and packagers	\$8.00	\$9.00	\$10.48	\$11.53	\$11.53
Laborers, except construction, n.e.c.	6.20	7.50	8.89	10.00	10.71
Service	5.50	6.62	8.08	9.63	11.75
Protective service	–	–	–	–	–
Food service	2.35	6.00	7.00	10.25	12.27
Waiters, waitresses, and bartenders	2.13	2.35	5.62	6.50	11.00
Waiters and waitresses	2.13	2.13	2.75	10.75	12.00
Waiters/Waitresses' assistants	2.35	5.15	6.00	6.30	6.50
Other food service	6.15	7.00	8.61	10.81	12.27
Cooks	7.00	8.00	8.25	9.08	9.75
Kitchen workers, food preparation	6.00	6.50	7.50	10.10	12.25
Health service	7.45	8.12	8.81	9.83	10.25
Nursing aides, orderlies and attendants	7.41	8.12	8.69	9.78	10.18
Cleaning and building service	7.00	7.50	8.40	9.25	10.65
Janitors and cleaners	7.00	7.25	8.40	9.00	10.65
Personal service	6.35	7.00	7.86	8.33	9.46

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings. 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 receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays,

nonproduction bonuses, and tips.

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

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

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

Table 6-3. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2002

Occupation ³	State and local government				
	10	25	Median 50	75	90
All	\$9.27	\$11.65	\$16.38	\$24.75	\$31.61
All excluding sales	9.27	11.73	16.44	24.82	31.61
White collar	10.06	14.21	22.62	28.65	35.38
White collar excluding sales	10.16	14.55	22.81	28.80	35.40
Professional specialty and technical	16.58	22.61	25.93	31.00	36.74
Professional specialty	17.30	22.69	26.26	31.34	36.74
Engineers, architects, and surveyors	—	—	—	—	—
Mathematical and computer scientists	—	—	—	—	—
Health related	16.41	17.55	20.97	25.90	54.65
Registered nurses	16.53	17.38	19.50	23.10	25.06
Teachers, college and university	—	—	—	—	—
Teachers, except college and university	22.62	24.36	27.59	32.20	37.69
Elementary school teachers	22.62	24.36	27.00	31.03	36.08
Secondary school teachers	22.62	24.19	27.00	32.13	37.02
Librarians, archivists, and curators	13.23	18.76	24.98	30.47	30.47
Librarians	13.23	18.76	24.98	30.47	30.47
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	13.33	14.67	17.20	22.42	25.93
Social workers	13.33	14.67	17.20	22.42	25.93
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	12.42	14.98	17.60	18.86	21.13
Executive, administrative, and managerial	15.11	17.94	23.97	32.55	37.13
Executives, administrators, and managers	22.26	23.97	30.02	35.84	39.01
Administrators and officials, public administration	23.97	23.97	30.02	39.01	39.01
Management related	13.96	15.41	17.94	21.44	23.47
Sales	—	—	—	—	—
Administrative support, including clerical	8.82	9.62	10.99	14.16	16.57
Secretaries	10.06	10.97	13.57	15.35	18.89
Library clerks	8.04	8.50	8.66	9.06	10.14
Eligibility clerks, social welfare	10.05	14.87	16.28	16.97	18.84
General office clerks	8.71	9.94	10.56	13.23	14.98
Teachers' aides	8.82	9.16	9.56	10.51	12.49
Administrative support, n.e.c.	10.16	10.16	11.02	13.14	15.90
Blue collar	8.83	10.28	12.37	16.17	19.84
Precision production, craft, and repair	11.10	11.94	15.40	19.09	22.76
Machine operators, assemblers, and inspectors	—	—	—	—	—
Transportation and material moving	8.78	9.82	11.40	13.19	15.52
Bus drivers	8.79	9.71	10.99	12.43	13.37
Handlers, equipment cleaners, helpers, and laborers	8.11	8.83	11.46	13.04	16.90
Service	8.23	10.64	13.46	16.69	22.11
Protective service	11.74	13.22	15.00	19.58	24.49
Supervisors, police and detectives	14.72	15.04	23.06	28.78	31.24
Firefighting	10.97	11.59	12.61	14.87	16.97
Police and detectives, public service	13.70	14.86	16.85	19.92	24.48
Sheriffs, bailiffs, and other law enforcement officers	12.60	13.23	15.32	16.81	19.37
Correctional institution officers	11.67	12.74	13.14	14.04	16.26
Food service	5.50	6.90	9.42	13.04	14.60
Other food service	5.50	6.90	9.42	13.04	14.60
Health service	7.50	8.23	9.20	11.11	12.59
Nursing aides, orderlies and attendants	7.21	7.61	9.00	10.99	12.56
Cleaning and building service	7.42	7.91	9.27	11.27	16.19
Janitors and cleaners	7.41	7.76	8.80	9.81	11.42

See footnotes at end of table.

Table 6-3. **Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2002**
 — Continued

Occupation ³	State and local government				
	10	25	Median 50	75	90
Service --Continued					
Personal service	\$8.45	\$9.63	\$10.64	\$13.24	\$15.50

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings. 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 receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays,

nonproduction bonuses, and tips.

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

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

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

Table 6-4. Hourly wage percentiles for establishment jobs,¹ full-time workers:² Selected occupations, all industries, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2002

Occupation ³	10	25	Median 50	75	90
All	\$8.50	\$10.25	\$13.93	\$20.91	\$26.97
All excluding sales	8.56	10.39	14.21	21.40	27.37
White collar	9.27	10.90	15.69	23.94	31.61
White collar excluding sales	9.56	11.39	17.10	24.36	32.38
Professional specialty and technical	13.99	18.00	23.94	28.62	35.95
Professional specialty	17.21	21.80	24.90	30.18	36.74
Engineers, architects, and surveyors	27.13	28.89	32.90	36.01	36.01
Mathematical and computer scientists	—	—	—	—	—
Natural scientists	—	—	—	—	—
Health related	14.04	17.69	21.15	24.22	29.93
Registered nurses	16.38	17.85	20.56	23.56	25.00
Teachers, college and university	22.01	24.76	30.48	35.51	42.61
Teachers, except college and university	22.41	24.36	27.40	32.13	37.69
Elementary school teachers	22.62	24.36	27.05	31.35	36.08
Secondary school teachers	22.62	24.36	27.34	32.80	37.29
Vocational and educational counselors	24.36	26.69	31.61	37.69	38.85
Librarians, archivists, and curators	13.60	18.76	27.33	30.47	33.33
Librarians	13.60	18.76	27.33	30.47	33.33
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	13.67	14.92	18.59	24.36	24.36
Social workers	13.67	14.92	18.59	24.36	24.36
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	18.75	20.50	21.78	24.50	27.56
Technical	10.93	13.00	15.57	20.24	25.00
Clinical laboratory technologists and technicians	8.88	10.35	12.54	16.19	18.80
Licensed practical nurses	11.68	12.30	13.50	14.21	15.00
Electrical and electronic technicians	15.08	15.33	16.28	23.94	30.19
Executive, administrative, and managerial	14.28	18.88	23.00	32.09	40.30
Executives, administrators, and managers	16.25	20.76	26.36	37.13	43.37
Administrators and officials, public administration	23.97	23.97	30.02	39.01	39.01
Managers and administrators, n.e.c.	19.95	25.05	35.17	42.11	45.62
Management related	13.96	15.63	19.23	22.93	26.59
Accountants and auditors	17.50	18.80	19.23	21.72	21.72
Personnel, training, and labor relations specialists	17.29	23.17	28.60	32.55	40.24
Sales	7.00	9.10	10.95	15.26	21.00
Cashiers	6.50	7.00	8.00	8.30	11.09
Administrative support, including clerical	8.75	9.80	11.08	13.51	18.55
Secretaries	9.64	10.75	12.89	15.20	18.89
Receptionists	8.75	9.43	9.80	10.59	13.22
Information clerks, n.e.c.	9.09	9.40	10.00	11.20	12.40
Records clerks, n.e.c.	7.50	8.00	12.66	14.87	16.05
Bookkeepers, accounting and auditing clerks	8.71	9.50	11.06	11.54	13.50
Investigators and adjusters, except insurance	9.50	10.89	11.10	13.92	15.35
Eligibility clerks, social welfare	10.05	14.87	16.28	16.97	18.84
General office clerks	8.88	9.65	11.25	13.20	15.29
Teachers' aides	8.82	9.16	9.56	10.51	12.49
Administrative support, n.e.c.	10.27	10.74	11.71	12.80	14.12
Blue collar	8.13	9.99	13.00	17.53	22.90
Precision production, craft, and repair	10.74	12.99	16.80	20.30	24.16
Automobile mechanics	11.85	16.17	18.04	20.25	22.85
Industrial machinery repairers	15.50	17.00	19.14	23.89	23.94
Mechanics and repairers, n.e.c.	11.00	11.85	16.29	17.16	17.16
Electricians	12.91	15.30	17.76	23.03	24.77
Plumbers, pipefitters and steamfitters	11.21	15.34	16.80	20.00	20.00
Construction trades, n.e.c.	8.49	9.50	11.34	12.61	16.00
Machine operators, assemblers, and inspectors	7.37	9.17	12.69	19.60	24.18
Packaging and filling machine operators	9.86	18.35	22.90	22.90	22.90
Miscellaneous machine operators, n.e.c.	7.17	8.59	10.50	14.69	19.58
Welders and cutters	10.34	11.96	15.30	16.80	17.16

See footnotes at end of table.

Table 6-4. Hourly wage percentiles for establishment jobs,¹ full-time workers:² Selected occupations, all industries, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2002 — Continued

Occupation ³	10	25	Median 50	75	90
Blue collar –Continued					
Machine operators, assemblers, and inspectors					
–Continued					
Assemblers	\$7.70	\$11.75	\$18.46	\$24.18	\$24.52
Production inspectors, checkers and examiners ..	7.08	7.08	9.23	18.35	22.90
Transportation and material moving					
Truck drivers	8.50	9.63	11.38	14.21	16.69
Industrial truck and tractor equipment operators ..	9.00	9.50	10.28	14.01	17.98
Miscellaneous material moving equipment operators, n.e.c.	9.79	9.86	12.36	20.26	20.26
Handlers, equipment cleaners, helpers, and laborers					
Stock handlers and baggers	6.50	8.00	9.79	11.50	13.35
Machine feeders and offbearers	7.40	8.25	9.00	11.00	11.69
Freight, stock, and material handlers, n.e.c.	3.00	4.56	9.79	10.35	15.39
Laborers, except construction, n.e.c.	6.50	6.75	10.30	11.54	12.30
.....	7.50	8.00	8.83	10.20	10.87
Service					
Protective service	7.25	8.50	10.64	13.87	17.87
Supervisors, police and detectives	8.85	12.08	14.67	17.58	23.45
Firefighting	14.72	15.04	23.06	28.78	31.24
Police and detectives, public service	10.97	11.59	12.61	14.87	16.97
Sheriffs, bailiffs, and other law enforcement officers	13.70	14.86	16.85	19.92	24.48
Correctional institution officers	12.60	13.23	15.32	16.81	19.37
Guards and police, except public service	11.67	12.74	13.14	14.04	16.26
Food service	8.00	8.85	11.15	12.96	15.35
Waiters, waitresses, and bartenders	5.62	8.00	10.25	12.27	12.50
Other food service	–	–	–	–	–
Health service	7.25	9.00	10.25	12.27	12.50
Nursing aides, orderlies and attendants	7.85	8.53	9.40	10.15	11.24
Cleaning and building service	7.85	8.43	9.35	10.13	10.88
Janitors and cleaners	7.25	7.50	9.00	10.62	15.39
Personal service	7.24	7.42	9.00	9.90	11.42
.....	7.00	7.85	8.45	10.51	13.24

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings. 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 receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips.

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

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

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

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

Table 6-5. Hourly wage percentiles for establishment jobs,¹ part-time workers:² Selected occupations, all industries, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2002

Occupation ³	10	25	Median 50	75	90
All	\$5.50	\$6.30	\$7.70	\$9.00	\$11.35
All excluding sales	5.15	6.30	7.72	9.00	12.43
White collar	6.00	6.83	8.50	10.17	19.10
White collar excluding sales	7.00	7.72	9.15	17.13	21.85
Professional specialty and technical	9.12	14.56	20.09	22.23	24.95
Professional specialty	12.48	18.42	20.86	23.29	25.38
Health related	19.00	20.10	21.57	23.56	25.45
Registered nurses	19.00	20.09	20.99	23.27	24.76
Teachers, college and university	-	-	-	-	-
Teachers, except college and university	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-
Technical	-	-	-	-	-
Executive, administrative, and managerial	-	-	-	-	-
Executives, administrators, and managers	-	-	-	-	-
Sales	6.00	6.25	7.50	9.00	10.25
Cashiers	5.50	6.00	7.25	8.70	9.20
Administrative support, including clerical	7.00	7.17	8.00	9.45	11.11
Blue collar	5.20	6.50	8.00	9.24	10.70
Machine operators, assemblers, and inspectors	-	-	-	-	-
Transportation and material moving	7.75	8.53	9.25	10.99	13.00
Bus drivers	8.79	9.35	10.31	12.43	13.28
Handlers, equipment cleaners, helpers, and laborers	5.15	5.77	7.00	8.50	10.00
Stock handlers and baggers	5.15	5.40	6.50	7.25	8.00
Laborers, except construction, n.e.c.	6.50	7.00	8.50	9.75	9.75
Service	2.35	6.00	7.00	8.25	9.25
Protective service	-	-	-	-	-
Food service	2.13	5.50	6.30	7.50	9.50
Waiters, waitresses, and bartenders	2.13	2.35	5.50	6.30	10.00
Waiters/Waitresses' assistants	2.35	5.15	6.00	6.30	6.30
Other food service	6.00	6.25	6.75	8.00	8.75
Kitchen workers, food preparation	6.00	6.00	6.50	7.50	8.25
Food preparation, n.e.c.	5.62	6.00	6.50	7.02	10.22
Health service	7.00	7.50	8.44	9.00	9.75
Nursing aides, orderlies and attendants	7.00	7.50	8.44	9.00	9.75
Cleaning and building service	-	-	-	-	-
Personal service	-	-	-	-	-

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings. 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 receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips.

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

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

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

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

Appendix A: Technical Note

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

Planning for the survey

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

Survey scope

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

The 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. Approximately one-fifth of the sample is reselected each year.

Sample design

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

Data collection

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

Occupational selection and classification

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

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

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

In step one, the jobs to be sampled were selected at each establishment by the BLS field economist during a personal visit. A complete list of employees was used for sampling, with each selected worker representing a job within the establishment.

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

The number of jobs for which data were collected in each establishment was based on the establishment's employment size. Prior to 2002, the number of jobs selected ranged from 8 to 20. Beginning in 2002, the number of jobs selected followed this schedule:

<i>Number of employees</i>	<i>Number of selected jobs</i>
50–249	6
250 and over	8

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

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

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

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

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

on hours worked. Finally, the worker was identified as being in a union job or a nonunion job. See the "Definition of terms" section on the following page for more detail.

Occupational leveling

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

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

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

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

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

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

Collection period

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

Earnings

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

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

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

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

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

Definition of terms

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

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

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

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

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

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

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

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

Processing and analyzing the data

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

Weighting and nonresponse

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

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

Survey response

	<i>Establish- ments</i>
Total in sampling frame	1,813
Total in sample	281
Responding	185
Out of business or not in survey scope	26
Unable or refused to provide data	70

In this survey, the nonresponse rates for all industries, private industry, and State and local government were within regular survey standards.

Estimation

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

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

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

Percentiles

The percentiles presented in tables 6-1 through 6-5 are computed using earnings reported for individual workers in sampled establishment jobs. Establishments in the survey may report only individual-worker earnings for each sampled job. For the calculation of percentile estimates, the individual-worker hourly earnings are appropriately weighted and then arrayed from lowest to highest.

The published 10th, 25th, 50th, 75th, and 90th percentiles designate position in the earnings distribution within each published occupation. For example, 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 receive the same as or less than the rate shown. At the 75th percentile, one-fourth receive the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

Data reliability

The data in this bulletin are estimates from a scientifically selected probability sample. There are two types of errors possible in an estimate based on a sample survey, sampling and nonsampling.

Sampling errors occur because observations come only from a sample and not from an entire population. The sample used for this survey is one of a number of possible samples of the same size that could have been selected using the sample design. Estimates derived from the different samples would differ from each other.

A measure of the variation among these differing estimates is called the standard error or sampling error. It indicates the precision with which an estimate from a particular sample approximates the average result of all possible samples. The relative standard error (RSE) is the standard error divided by the estimate. RSE data are provided alongside the earnings data in the bulletin tables.

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

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

Appendix table 1. **Number of workers¹ represented by the survey, by occupational group,² National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2002**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	278,800	208,600	70,100
All excluding sales	252,700	183,300	69,400
White collar	144,100	100,900	43,200
White-collar excluding sales	118,100	75,500	42,500
Professional specialty and technical	54,100	26,400	27,800
Professional specialty	43,700	16,800	26,800
Technical	10,500	9,500	1,000
Executive, administrative, and managerial	14,300	10,100	4,200
Sales	26,000	25,400	–
Administrative support, including clerical	49,700	39,100	10,600
Blue collar	82,700	70,600	12,000
Precision production, craft, and repair	30,400	25,700	4,700
Machine operators, assemblers, and inspectors	14,100	13,600	–
Transportation and material moving	16,300	11,600	4,600
Handlers, equipment cleaners, helpers, and laborers	21,900	19,700	2,200
Service	52,000	37,100	14,900

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

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

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