

Richmond–Petersburg, VA National Compensation Survey September 2003



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Preface

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

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

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

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

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

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

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Introduction

The tables in this bulletin summarize the NCS results for the Richmond–Petersburg, VA, metropolitan area. Data were collected between March 2003 and April 2004; the average reference month is September 2003. 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, Richmond-Petersburg, VA, September 2003

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	\$18.15	3.3	37.0	\$17.85	3.6	36.5	\$18.94	7.4	38.4
Worker characteristics:⁴									
White-collar occupations ⁵	21.27	4.0	37.5	21.69	4.7	37.1	20.43	7.7	38.2
Professional specialty and technical	26.33	3.5	37.8	28.72	4.7	37.3	24.19	5.9	38.2
Executive, administrative, and managerial	30.20	4.2	39.7	30.78	4.7	39.7	26.42	5.6	39.6
Sales	16.62	18.7	33.6	16.62	18.7	33.6	-	-	-
Administrative support	13.55	2.8	37.6	13.86	4.0	37.4	12.90	2.8	38.1
Blue-collar occupations ⁵	15.29	3.2	38.0	15.09	3.2	38.0	17.36	11.7	38.0
Precision production, craft, and repair	18.90	4.4	39.9	18.82	4.9	39.9	19.27	10.7	39.9
Machine operators, assemblers, and inspectors	15.22	5.9	39.6	15.22	5.9	39.6	-	-	-
Transportation and material moving	15.07	4.0	37.0	15.29	4.2	37.8	12.98	2.6	30.7
Handlers, equipment cleaners, helpers, and laborers	10.99	6.3	35.3	10.87	6.7	35.1	13.16	13.2	38.4
Service occupations ⁵	10.31	6.4	34.0	8.55	4.9	32.0	13.74	9.9	39.0
Full time	19.01	3.5	39.8	19.04	3.4	39.9	18.94	8.5	39.5
Part time	10.41	10.8	22.7	8.92	4.2	22.3	18.87	20.8	25.2
Union	18.90	4.6	38.5	18.90	4.6	38.5	-	-	-
Nonunion	18.09	3.5	36.9	17.73	3.8	36.3	18.94	7.4	38.4
Time	18.03	3.3	37.0	17.68	3.5	36.5	18.94	7.4	38.4
Incentive	30.93	10.0	40.0	30.93	10.0	40.0	-	-	-
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	20.48	5.8	39.5	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	16.95	4.2	35.6	(⁶)	(⁶)	(⁶)
50-99 workers ⁷	17.12	6.1	34.8	17.03	6.4	34.7	19.79	5.5	36.9
100-499 workers	16.31	6.3	36.7	16.24	6.5	36.7	18.51	8.6	36.6
500 workers or more	19.84	5.8	38.2	20.90	8.8	37.8	18.94	7.8	38.5

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, and holidays; nonproduction bonuses; and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

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

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

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

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

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

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

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

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

Table 2-1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Richmond-Petersburg, VA, September 2003

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$18.15	3.3	\$17.85	3.6	\$18.94	7.4
All excluding sales	18.26	3.4	17.97	3.7	18.94	7.4
White collar	21.27	4.0	21.69	4.7	20.43	7.7
White collar excluding sales	21.84	3.9	22.70	4.4	20.43	7.7
Professional specialty and technical	26.33	3.5	28.72	4.7	24.19	5.9
Professional specialty	27.78	2.8	30.99	4.3	25.20	3.8
Engineers, architects, and surveyors	29.61	13.6	35.75	10.3	—	—
Electrical and electronic engineers	39.51	10.4	39.51	10.4	—	—
Mathematical and computer scientists	32.98	3.8	35.51	5.3	—	—
Computer systems analysts and scientists	32.91	3.9	35.42	5.4	—	—
Natural scientists	22.78	4.8	—	—	—	—
Health related	25.08	5.1	24.32	4.8	26.24	9.7
Registered nurses	23.56	4.0	23.75	6.4	—	—
Teachers, college and university	32.79	16.6	32.79	16.6	—	—
Teachers, except college and university	25.48	1.2	21.87	3.9	25.70	.9
Elementary school teachers	26.25	4.0	—	—	26.28	4.2
Secondary school teachers	24.31	.4	—	—	24.17	.3
Librarians, archivists, and curators	25.38	4.2	—	—	25.69	5.6
Librarians	25.38	4.2	—	—	25.69	5.6
Social scientists and urban planners	24.46	3.5	23.70	10.5	—	—
Social, recreation, and religious workers	16.97	6.2	—	—	17.45	11.5
Social workers	16.97	6.2	—	—	17.45	11.5
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	19.47	6.4	20.78	7.4	17.46	7.2
Licensed practical nurses	16.88	1.4	16.89	1.7	—	—
Health technologists and technicians, n.e.c.	15.31	18.3	14.61	20.5	—	—
Executive, administrative, and managerial	30.20	4.2	30.78	4.7	26.42	5.6
Executives, administrators, and managers	32.97	4.8	33.16	5.2	31.43	12.8
Administrators and officials, public administration	34.36	18.9	—	—	34.37	20.1
Financial managers	37.71	9.6	37.71	9.6	—	—
Managers, marketing, advertising, and public relations	30.82	13.5	30.82	13.5	—	—
Administrators, education and related fields	38.86	19.1	—	—	—	—
Managers and administrators, n.e.c.	29.88	7.6	30.22	7.6	—	—
Management related	26.80	8.0	27.67	9.1	22.38	4.6
Accountants and auditors	24.65	5.4	26.53	5.7	21.48	7.0
Other financial officers	26.21	9.6	—	—	—	—
Personnel, training, and labor relations specialists	35.80	21.5	36.15	21.6	—	—
Management related, n.e.c.	24.60	14.2	25.08	14.6	—	—
Sales	16.62	18.7	16.62	18.7	—	—
Supervisors, sales	26.29	18.4	26.29	18.4	—	—
Sales, other business services	17.21	21.5	17.21	21.5	—	—
Sales workers, other commodities	11.41	6.6	11.41	6.6	—	—
Cashiers	7.92	1.6	7.92	1.6	—	—
Administrative support, including clerical	13.55	2.8	13.86	4.0	12.90	2.8
Computer operators	18.33	4.2	—	—	—	—
Secretaries	14.59	2.7	14.62	4.6	14.56	2.8
Receptionists	12.34	7.8	12.34	7.8	—	—
Information clerks, n.e.c.	12.61	3.1	12.61	3.1	—	—
Order clerks	17.31	12.4	17.31	12.4	—	—
Library clerks	10.52	11.5	—	—	—	—
Records clerks, n.e.c.	10.52	11.9	—	—	—	—
Bookkeepers, accounting and auditing clerks	13.96	4.1	13.22	4.0	—	—
Dispatchers	15.94	17.7	—	—	—	—
Traffic, shipping and receiving clerks	11.58	15.1	11.58	15.1	—	—
Insurance adjusters, examiners, and investigators	16.17	12.2	16.17	12.2	—	—
Investigators and adjusters, except insurance	13.47	3.4	13.21	2.9	—	—

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, Richmond-Petersburg, VA, September 2003 — 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)
White collar –Continued						
Administrative support, including clerical –Continued						
Bill and account collectors	\$14.43	4.4	\$14.43	4.4	–	–
General office clerks	12.02	7.0	13.17	13.1	\$11.06	3.0
Teachers' aides	11.91	8.8	–	–	11.93	9.0
Administrative support, n.e.c.	13.18	3.0	13.59	4.2	12.35	5.3
Blue collar	15.29	3.2	15.09	3.2	17.36	11.7
Precision production, craft, and repair						
Supervisors, mechanics and repairers	18.90	4.4	18.82	4.9	19.27	10.7
Industrial machinery repairers	26.67	3.5	26.16	8.0	–	–
Mechanics and repairers, n.e.c.	23.66	14.2	23.77	14.4	–	–
Supervisors, construction trades, n.e.c.	19.31	5.6	–	–	–	–
Supervisors, production	16.70	11.8	–	–	–	–
Supervisors, production	23.71	5.8	23.71	5.8	–	–
Machine operators, assemblers, and inspectors						
Slicing and cutting machine operators	15.22	5.9	15.22	5.9	–	–
Miscellaneous machine operators, n.e.c.	14.14	10.9	14.14	10.9	–	–
Assemblers	19.99	8.2	19.99	8.2	–	–
Assemblers	12.07	.9	12.07	.9	–	–
Transportation and material moving						
Truck drivers	15.07	4.0	15.29	4.2	12.98	2.6
Bus drivers	15.25	7.2	15.57	8.2	–	–
Industrial truck and tractor equipment operators ..	13.78	4.2	–	–	–	–
Industrial truck and tractor equipment operators ..	14.78	2.1	14.78	2.1	–	–
Handlers, equipment cleaners, helpers, and laborers						
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	10.99	6.3	10.87	6.7	13.16	13.2
Production helpers	19.11	10.7	–	–	–	–
Stock handlers and baggers	14.82	16.5	14.82	16.5	–	–
Freight, stock, and material handlers, n.e.c.	8.80	3.9	8.80	3.9	–	–
Vehicle washers and equipment cleaners	12.53	3.7	12.53	3.7	–	–
Hand packers and packagers	10.95	15.5	10.95	15.5	–	–
Hand packers and packagers	9.89	5.4	9.89	5.4	–	–
Service						
Protective service	10.31	6.4	8.55	4.9	13.74	9.9
Police and detectives, public service	13.85	18.4	–	–	17.86	10.7
Police and detectives, public service	18.70	.6	–	–	18.70	.6
Food service	7.68	11.5	7.34	12.0	–	–
Waiters, waitresses, and bartenders	5.64	17.5	5.64	17.5	–	–
Waiters and waitresses	5.65	21.7	5.65	21.7	–	–
Other food service	9.26	7.3	8.83	7.0	–	–
Cooks	10.48	10.9	10.51	11.5	–	–
Kitchen workers, food preparation	9.15	9.6	9.15	9.6	–	–
Food preparation, n.e.c.	7.93	7.5	7.57	9.0	–	–
Health service	9.22	6.0	9.09	6.9	–	–
Nursing aides, orderlies and attendants	9.19	6.4	9.05	7.4	–	–
Cleaning and building service	9.38	2.3	9.29	2.3	9.51	5.0
Janitors and cleaners	9.55	3.4	9.61	4.4	9.51	5.0
Personal service	10.15	16.6	–	–	–	–

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

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

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

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

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

Table 2-2. Mean hourly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Richmond-Petersburg, VA, September 2003

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	\$19.01	3.5	\$19.04	3.4	\$18.94	8.5
All excluding sales	18.98	3.6	18.99	3.6	18.94	8.5
White collar	22.01	4.0	22.88	4.3	20.35	8.9
White collar excluding sales	22.24	4.1	23.40	4.3	20.35	8.9
Professional specialty and technical	26.38	3.5	28.93	4.7	24.03	6.6
Professional specialty	27.90	2.9	31.28	4.2	25.10	4.1
Engineers, architects, and surveyors	29.61	13.6	35.75	10.3	—	—
Electrical and electronic engineers	39.51	10.4	39.51	10.4	—	—
Mathematical and computer scientists	33.93	5.2	35.51	5.3	—	—
Computer systems analysts and scientists	33.85	5.2	35.42	5.4	—	—
Natural scientists	22.78	4.8	—	—	—	—
Health related	23.75	3.9	23.48	6.7	24.12	2.5
Registered nurses	23.45	4.6	23.54	7.9	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	25.56	1.2	22.04	5.6	25.76	.9
Elementary school teachers	26.31	4.1	—	—	26.28	4.2
Secondary school teachers	24.31	.4	—	—	24.17	.3
Librarians, archivists, and curators	25.38	4.2	—	—	25.69	5.6
Librarians	25.38	4.2	—	—	25.69	5.6
Social scientists and urban planners	24.52	3.3	—	—	—	—
Social, recreation, and religious workers	17.07	4.0	—	—	18.50	2.7
Social workers	17.07	4.0	—	—	18.50	2.7
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	19.57	6.3	20.98	7.1	17.46	7.2
Licensed practical nurses	16.91	1.4	16.93	1.7	—	—
Health technologists and technicians, n.e.c.	15.64	18.5	—	—	—	—
Executive, administrative, and managerial	30.21	4.2	30.78	4.7	26.45	5.6
Executives, administrators, and managers	32.98	4.8	33.16	5.2	31.53	12.6
Administrators and officials, public administration	34.36	18.9	—	—	34.37	20.1
Financial managers	37.71	9.6	37.71	9.6	—	—
Managers, marketing, advertising, and public relations	30.82	13.5	30.82	13.5	—	—
Administrators, education and related fields	38.86	19.1	—	—	—	—
Managers and administrators, n.e.c.	29.88	7.6	30.22	7.6	—	—
Management related	26.80	8.0	27.67	9.1	22.38	4.6
Accountants and auditors	24.65	5.4	26.53	5.7	21.48	7.0
Other financial officers	26.21	9.6	—	—	—	—
Personnel, training, and labor relations specialists	35.80	21.5	36.15	21.6	—	—
Management related, n.e.c.	24.60	14.2	25.08	14.6	—	—
Sales	19.62	19.7	19.62	19.7	—	—
Supervisors, sales	26.29	18.4	26.29	18.4	—	—
Sales, other business services	17.21	21.5	17.21	21.5	—	—
Sales workers, other commodities	12.16	5.5	12.16	5.5	—	—
Administrative support, including clerical	13.95	2.6	14.39	3.7	13.10	2.8
Computer operators	18.33	4.2	—	—	—	—
Secretaries	14.66	2.8	14.66	4.9	14.67	2.9
Receptionists	12.41	7.9	12.41	7.9	—	—
Records clerks, n.e.c.	10.53	13.6	—	—	—	—
Bookkeepers, accounting and auditing clerks	14.33	3.5	13.80	3.8	—	—
Dispatchers	16.00	17.8	—	—	—	—
Insurance adjusters, examiners, and investigators	16.17	12.2	16.17	12.2	—	—
Investigators and adjusters, except insurance	13.50	3.7	13.22	3.1	—	—
Bill and account collectors	14.54	4.8	14.54	4.8	—	—
General office clerks	12.54	6.8	14.97	7.8	11.06	3.0
Teachers' aides	11.93	9.0	—	—	11.93	9.0
Administrative support, n.e.c.	14.04	2.4	14.59	3.1	13.03	1.2

See footnotes at end of table.

Table 2-2. Mean hourly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Richmond-Petersburg, VA, September 2003 — 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	\$15.71	3.4	\$15.53	3.4	\$17.49	11.9
Precision production, craft, and repair	19.06	4.4	19.01	4.9	19.27	10.7
Supervisors, mechanics and repairers	26.67	3.5	26.16	8.0	—	—
Industrial machinery repairers	23.66	14.2	23.77	14.4	—	—
Mechanics and repairers, n.e.c.	19.31	5.6	—	—	—	—
Supervisors, construction trades, n.e.c.	16.70	11.8	—	—	—	—
Supervisors, production	23.71	5.8	23.71	5.8	—	—
Machine operators, assemblers, and inspectors	15.25	6.0	15.25	6.0	—	—
Slicing and cutting machine operators	14.14	10.9	14.14	10.9	—	—
Miscellaneous machine operators, n.e.c.	19.99	8.2	19.99	8.2	—	—
Transportation and material moving	15.22	4.2	15.44	4.4	—	—
Truck drivers	15.17	7.6	15.49	8.7	—	—
Industrial truck and tractor equipment operators ..	14.78	2.1	14.78	2.1	—	—
Handlers, equipment cleaners, helpers, and laborers	11.62	7.9	11.51	8.4	13.31	13.9
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	19.11	10.7	—	—	—	—
Production helpers	14.82	16.5	14.82	16.5	—	—
Stock handlers and baggers	10.43	4.5	10.43	4.5	—	—
Freight, stock, and material handlers, n.e.c.	12.51	3.1	12.51	3.1	—	—
Hand packers and packagers	10.49	11.4	10.49	11.4	—	—
Service	11.24	7.2	9.26	6.3	14.02	9.6
Protective service	14.06	17.9	—	—	17.91	10.4
Police and detectives, public service	18.70	.6	—	—	18.70	.6
Food service	8.94	18.3	8.40	20.7	—	—
Waiters, waitresses, and bartenders	6.37	32.3	6.37	32.3	—	—
Other food service	10.86	8.1	10.34	6.8	—	—
Kitchen workers, food preparation	10.10	8.9	10.10	8.9	—	—
Food preparation, n.e.c.	9.68	6.7	—	—	—	—
Health service	9.96	3.4	9.97	4.3	—	—
Nursing aides, orderlies and attendants	10.02	3.1	10.05	4.0	—	—
Cleaning and building service	9.39	2.7	9.34	2.9	9.48	5.6
Janitors and cleaners	9.59	3.8	9.73	4.5	9.48	5.6
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 2-3. Mean hourly earnings,¹ part-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Richmond-Petersburg, VA, September 2003

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	\$10.41	10.8	\$8.92	4.2	\$18.87	20.8
All excluding sales	10.97	11.7	9.25	4.8	18.87	20.8
White collar	13.21	14.4	10.75	6.8	21.81	16.5
White collar excluding sales	15.94	14.0	13.06	7.8	21.81	16.5
Professional specialty and technical	25.56	9.0	24.22	5.9	26.33	15.6
Professional specialty	26.13	9.2	25.74	4.5	26.33	15.6
Mathematical and computer scientists	-	-	-	-	-	-
Health related	33.06	15.2	27.96	2.8	-	-
Registered nurses	24.51	2.3	24.84	2.3	-	-
Teachers, college and university	-	-	-	-	-	-
Teachers, except college and university	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-	-
Technical	-	-	-	-	-	-
Executive, administrative, and managerial	-	-	-	-	-	-
Executives, administrators, and managers	-	-	-	-	-	-
Sales	7.57	2.3	7.57	2.3	-	-
Cashiers	7.31	2.2	7.31	2.2	-	-
Administrative support, including clerical	9.70	4.5	9.97	4.8	7.93	10.9
Administrative support, n.e.c.	8.97	7.2	-	-	-	-
Blue collar	8.32	3.8	8.05	2.8	-	-
Precision production, craft, and repair	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	-	-	-	-	-	-
Transportation and material moving	12.22	13.8	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	7.73	3.2	7.69	3.3	-	-
Stock handlers and baggers	6.95	.6	6.95	.6	-	-
Service	7.27	5.5	7.08	5.7	9.28	6.7
Protective service	-	-	-	-	-	-
Food service	6.47	8.6	6.44	8.6	-	-
Waiters, waitresses, and bartenders	4.97	17.0	4.97	17.0	-	-
Waiters and waitresses	4.89	23.0	4.89	23.0	-	-
Other food service	7.68	5.7	7.63	5.7	-	-
Kitchen workers, food preparation	7.90	4.8	7.90	4.8	-	-
Food preparation, n.e.c.	7.01	4.3	7.01	4.3	-	-
Health service	7.97	10.5	7.83	10.6	-	-
Nursing aides, orderlies and attendants	7.86	10.4	7.72	10.3	-	-
Cleaning and building service	-	-	-	-	-	-
Personal service	-	-	-	-	-	-

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

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

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

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

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

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Richmond-Petersburg, VA, September 2003

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	\$757	3.4	39.8	\$761	3.3	39.9	\$749	8.5	39.5
All excluding sales	754	3.6	39.7	756	3.7	39.8	749	8.5	39.5
White collar	874	3.9	39.7	915	4.2	40.0	799	9.0	39.3
White collar excluding sales	880	4.1	39.6	930	4.3	39.7	799	9.0	39.3
Professional specialty and technical	1,045	3.5	39.6	1,149	4.5	39.7	949	6.8	39.5
Professional specialty	1,103	2.9	39.5	1,241	4.1	39.7	990	4.4	39.4
Engineers, architects, and surveyors	1,182	13.5	39.9	1,425	10.2	39.9	-	-	-
Electrical and electronic engineers	1,581	10.4	40.0	1,581	10.4	40.0	-	-	-
Mathematical and computer scientists	1,350	4.8	39.8	1,410	4.8	39.7	-	-	-
Computer systems analysts and scientists	1,347	4.8	39.8	1,407	4.8	39.7	-	-	-
Natural scientists	910	4.8	40.0	-	-	-	-	-	-
Health related	939	3.6	39.5	923	6.2	39.3	961	2.4	39.9
Registered nurses	927	4.4	39.5	922	7.8	39.2	-	-	-
Teachers, college and university	-	-	-	-	-	-	-	-	-
Teachers, except college and university	986	.7	38.6	878	5.4	39.8	992	.2	38.5
Elementary school teachers	1,024	3.8	38.9	-	-	-	1,021	3.9	38.9
Secondary school teachers	965	.8	39.7	-	-	-	959	.7	39.7
Librarians, archivists, and curators	980	4.3	38.6	-	-	-	990	5.7	38.5
Librarians	980	4.3	38.6	-	-	-	990	5.7	38.5
Social scientists and urban planners	980	3.3	40.0	-	-	-	-	-	-
Social, recreation, and religious workers	681	3.9	39.9	-	-	-	735	2.6	39.7
Social workers	681	3.9	39.9	-	-	-	735	2.6	39.7
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-	-	-	-	-
Technical	780	6.3	39.8	835	7.2	39.8	697	7.1	39.9
Licensed practical nurses	667	.4	39.4	666	.5	39.3	-	-	-
Health technologists and technicians, n.e.c.	626	18.5	40.0	-	-	-	-	-	-
Executive, administrative, and managerial	1,200	4.3	39.7	1,222	4.8	39.7	1,056	5.7	39.9
Executives, administrators, and managers	1,319	4.9	40.0	1,325	5.3	40.0	1,263	12.4	40.1
Administrators and officials, public administration	1,368	18.5	39.8	-	-	-	1,368	19.7	39.8
Financial managers	1,509	9.4	40.0	1,509	9.4	40.0	-	-	-
Managers, marketing, advertising, and public relations	1,208	14.4	39.2	1,208	14.4	39.2	-	-	-
Administrators, education and related fields	1,566	18.9	40.3	-	-	-	-	-	-
Managers and administrators, n.e.c.	1,200	7.6	40.2	1,214	7.6	40.2	-	-	-
Management related	1,057	7.7	39.4	1,089	8.7	39.4	891	4.6	39.8
Accountants and auditors	984	5.5	39.9	1,059	5.7	39.9	858	7.0	39.9
Other financial officers	1,039	10.3	39.6	-	-	-	-	-	-
Personnel, training, and labor relations specialists	1,390	20.2	38.8	1,404	20.2	38.9	-	-	-
Management related, n.e.c.	960	15.4	39.0	981	15.8	39.1	-	-	-
Sales	816	22.3	41.6	816	22.3	41.6	-	-	-

See footnotes at end of table.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Richmond-Petersburg, VA, September 2003 — 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									
Sales —Continued									
Supervisors, sales	\$1,145	13.6	43.6	\$1,145	13.6	43.6	—	—	—
Sales, other business services	688	21.5	40.0	688	21.5	40.0	—	—	—
Sales workers, other commodities	481	5.5	39.6	481	5.5	39.6	—	—	—
Administrative support, including clerical									
Computer operators	550	2.7	39.4	572	3.9	39.7	\$508	2.5	38.8
Secretaries	733	4.2	40.0	—	—	—	—	—	—
Receptionists	583	2.7	39.8	585	4.7	39.9	581	2.9	39.6
Records clerks, n.e.c.	497	7.9	40.0	497	7.9	40.0	—	—	—
Bookkeepers, accounting and auditing clerks	420	13.4	39.9	—	—	—	—	—	—
Dispatchers	572	3.6	39.9	550	4.0	39.8	—	—	—
Insurance adjusters, examiners, and investigators	679	23.8	42.4	—	—	—	—	—	—
Investigators and adjusters, except insurance	630	15.3	38.9	630	15.3	38.9	—	—	—
Bill and account collectors	535	3.6	39.6	523	2.9	39.6	—	—	—
General office clerks	577	4.2	39.7	577	4.2	39.7	—	—	—
Teachers' aides	490	7.1	39.1	598	7.8	40.0	426	2.6	38.5
Administrative support, n.e.c.	396	12.6	33.2	—	—	—	396	12.6	33.2
	556	2.3	39.6	575	3.1	39.4	520	1.1	39.9
Blue collar	627	3.5	39.9	621	3.4	40.0	687	13.6	39.3
Precision production, craft, and repair									
Supervisors, mechanics and repairers	762	4.4	40.0	760	4.8	40.0	769	10.7	39.9
Industrial machinery repairers	1,084	4.5	40.6	1,090	10.3	41.7	—	—	—
Mechanics and repairers, n.e.c.	922	12.2	39.0	926	12.4	39.0	—	—	—
Supervisors, construction trades, n.e.c.	769	5.7	39.8	—	—	—	—	—	—
Supervisors, production	666	11.7	39.9	—	—	—	—	—	—
	947	5.6	39.9	947	5.6	39.9	—	—	—
Machine operators, assemblers, and inspectors									
Slicing and cutting machine operators	604	5.9	39.6	604	5.9	39.6	—	—	—
Miscellaneous machine operators, n.e.c.	566	10.9	40.0	566	10.9	40.0	—	—	—
	781	7.5	39.0	781	7.5	39.0	—	—	—
Transportation and material moving									
Truck drivers	613	5.1	40.3	630	4.9	40.8	—	—	—
Industrial truck and tractor equipment operators	618	10.5	40.7	633	12.3	40.9	—	—	—
	595	2.5	40.2	595	2.5	40.2	—	—	—
Handlers, equipment cleaners, helpers, and laborers									
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	464	8.0	39.9	460	8.5	39.9	531	13.6	39.9
Production helpers	801	14.2	41.9	—	—	—	—	—	—
Stock handlers and baggers ...	575	16.5	38.8	575	16.5	38.8	—	—	—
Freight, stock, and material handlers, n.e.c.	417	4.5	40.0	417	4.5	40.0	—	—	—
	495	3.2	39.6	495	3.2	39.6	—	—	—

See footnotes at end of table.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Richmond-Petersburg, VA, September 2003 — 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)	
Blue collar –Continued									
Handlers, equipment cleaners, helpers, and laborers –Continued									
Hand packers and packagers	\$420	11.4	40.0	\$420	11.4	40.0	–	–	–
Service	451	7.5	40.1	368	6.2	39.8	\$570	10.4	40.7
Protective service	578	19.4	41.1	–	–	–	757	11.9	42.2
Police and detectives, public service	727	3.8	38.9	–	–	–	727	3.8	38.9
Food service	350	18.0	39.1	336	20.6	39.9	–	–	–
Waiters, waitresses, and bartenders	255	32.3	40.0	255	32.3	40.0	–	–	–
Other food service	418	7.7	38.5	412	6.7	39.9	–	–	–
Kitchen workers, food preparation	398	10.0	39.4	398	10.0	39.4	–	–	–
Food preparation, n.e.c.	339	8.2	35.0	–	–	–	–	–	–
Health service	392	3.3	39.4	391	4.1	39.2	–	–	–
Nursing aides, orderlies and attendants	395	2.9	39.4	394	3.6	39.2	–	–	–
Cleaning and building service	375	2.6	39.9	372	2.6	39.9	379	5.6	40.0
Janitors and cleaners	384	3.8	40.0	389	4.5	40.0	379	5.6	40.0
Personal service	–	–	–	–	–	–	–	–	–

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

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

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

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

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

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

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

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Richmond-Petersburg, VA, September 2003

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	\$38,691	3.4	2,035	\$39,456	3.3	2,072	\$36,938	8.5	1,950
All excluding sales	38,484	3.6	2,028	39,213	3.7	2,064	36,938	8.5	1,950
White collar	44,433	3.9	2,019	47,484	4.2	2,075	39,103	9.0	1,922
White collar excluding sales	44,615	4.1	2,006	48,248	4.3	2,062	39,103	9.0	1,922
Professional specialty and technical	52,052	3.5	1,973	59,417	4.5	2,054	45,758	6.8	1,904
Professional specialty	54,470	2.9	1,952	64,085	4.1	2,049	47,168	4.4	1,879
Engineers, architects, and surveyors	61,468	13.5	2,076	74,082	10.2	2,072	-	-	-
Electrical and electronic engineers	82,190	10.4	2,080	82,190	10.4	2,080	-	-	-
Mathematical and computer scientists	70,225	4.8	2,070	73,338	4.8	2,065	-	-	-
Computer systems analysts and scientists	70,067	4.8	2,070	73,146	4.8	2,065	-	-	-
Natural scientists	47,327	4.8	2,078	-	-	-	-	-	-
Health related	48,098	3.6	2,025	48,009	6.2	2,045	48,214	2.4	1,999
Registered nurses	48,217	4.4	2,056	47,957	7.8	2,038	-	-	-
Teachers, college and university	-	-	-	-	-	-	-	-	-
Teachers, except college and university	41,050	.7	1,606	35,981	5.4	1,633	41,343	.2	1,605
Elementary school teachers	42,379	3.8	1,611	-	-	-	42,178	3.9	1,605
Secondary school teachers	40,208	.8	1,654	-	-	-	39,889	.7	1,651
Librarians, archivists, and curators	46,724	4.3	1,841	-	-	-	45,825	5.7	1,784
Librarians	46,724	4.3	1,841	-	-	-	45,825	5.7	1,784
Social scientists and urban planners	50,954	3.3	2,078	-	-	-	-	-	-
Social, recreation, and religious workers	35,397	3.9	2,074	-	-	-	38,198	2.6	2,065
Social workers	35,397	3.9	2,074	-	-	-	38,198	2.6	2,065
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-	-	-	-	-
Technical	40,549	6.3	2,072	43,427	7.2	2,070	36,239	7.1	2,075
Licensed practical nurses	34,674	.4	2,051	34,615	.5	2,045	-	-	-
Health technologists and technicians, n.e.c.	32,538	18.5	2,080	-	-	-	-	-	-
Executive, administrative, and managerial	62,420	4.3	2,066	63,557	4.8	2,065	54,908	5.7	2,076
Executives, administrators, and managers	68,570	4.9	2,079	68,912	5.3	2,078	65,695	12.4	2,083
Administrators and officials, public administration	71,114	18.5	2,070	-	-	-	71,115	19.7	2,069
Financial managers	78,483	9.4	2,081	78,483	9.4	2,081	-	-	-
Managers, marketing, advertising, and public relations	62,837	14.4	2,039	62,837	14.4	2,039	-	-	-
Administrators, education and related fields	81,442	18.9	2,096	-	-	-	-	-	-
Managers and administrators, n.e.c.	62,398	7.6	2,088	63,112	7.6	2,089	-	-	-
Management related	54,969	7.7	2,051	56,638	8.7	2,047	46,334	4.6	2,070
Accountants and auditors	51,175	5.5	2,076	55,074	5.7	2,076	44,591	7.0	2,076
Other financial officers	54,034	10.3	2,061	-	-	-	-	-	-
Personnel, training, and labor relations specialists	72,281	20.2	2,019	73,031	20.2	2,020	-	-	-
Management related, n.e.c.	49,930	15.4	2,030	51,003	15.8	2,034	-	-	-
Sales	42,454	22.3	2,164	42,454	22.3	2,164	-	-	-

See footnotes at end of table.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Richmond-Petersburg, VA, September 2003 — 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									
Sales —Continued									
Supervisors, sales	\$59,551	13.6	2,265	\$59,551	13.6	2,265	—	—	—
Sales, other business services	35,799	21.5	2,080	35,799	21.5	2,080	—	—	—
Sales workers, other commodities	25,031	5.5	2,058	25,031	5.5	2,058	—	—	—
Administrative support, including clerical									
Computer operators	28,117	2.7	2,016	29,742	3.9	2,066	\$25,216	2.5	1,925
Secretaries	38,130	4.2	2,080	—	—	—	—	—	—
Receptionists	30,199	2.7	2,060	30,399	4.7	2,074	30,007	2.9	2,046
Records clerks, n.e.c.	25,673	7.9	2,068	25,673	7.9	2,068	—	—	—
Bookkeepers, accounting and auditing clerks	21,832	13.4	2,072	—	—	—	—	—	—
Dispatchers	29,742	3.6	2,076	28,585	4.0	2,071	—	—	—
Insurance adjusters, examiners, and investigators	35,298	23.8	2,206	—	—	—	—	—	—
Investigators and adjusters, except insurance	32,735	15.3	2,024	32,735	15.3	2,024	—	—	—
Bill and account collectors	27,811	3.6	2,060	27,211	2.9	2,058	—	—	—
General office clerks	30,004	4.2	2,064	30,004	4.2	2,064	—	—	—
Teachers' aides	24,769	7.1	1,975	31,111	7.8	2,078	21,215	2.6	1,918
Administrative support, n.e.c.	15,568	12.6	1,305	—	—	—	15,568	12.6	1,305
	28,902	2.3	2,059	29,925	3.1	2,051	27,030	1.1	2,074
Blue collar	32,380	3.5	2,061	32,156	3.4	2,070	34,506	13.6	1,973
Precision production, craft, and repair									
Supervisors, mechanics and repairers	39,601	4.4	2,077	39,510	4.8	2,078	40,002	10.7	2,075
Industrial machinery repairers	56,367	4.5	2,113	56,665	10.3	2,166	—	—	—
Mechanics and repairers, n.e.c.	47,949	12.2	2,026	48,160	12.4	2,026	—	—	—
Supervisors, construction trades, n.e.c.	39,972	5.7	2,070	—	—	—	—	—	—
Supervisors, production	34,631	11.7	2,073	—	—	—	—	—	—
	49,227	5.6	2,077	49,227	5.6	2,077	—	—	—
Machine operators, assemblers, and inspectors									
Slicing and cutting machine operators	31,396	5.9	2,058	31,396	5.9	2,058	—	—	—
Miscellaneous machine operators, n.e.c.	29,411	10.9	2,080	29,411	10.9	2,080	—	—	—
	40,592	7.5	2,030	40,592	7.5	2,030	—	—	—
Transportation and material moving									
Truck drivers	31,164	5.1	2,048	32,734	4.9	2,120	—	—	—
Industrial truck and tractor equipment operators	32,113	10.5	2,117	32,908	12.3	2,125	—	—	—
	30,920	2.5	2,092	30,920	2.5	2,092	—	—	—
Handlers, equipment cleaners, helpers, and laborers									
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	23,796	8.0	2,048	23,560	8.5	2,046	27,586	13.6	2,073
Production helpers	41,655	14.2	2,180	—	—	—	—	—	—
Stock handlers and baggers ...	29,903	16.5	2,017	29,903	16.5	2,017	—	—	—
Freight, stock, and material handlers, n.e.c.	21,692	4.5	2,080	21,692	4.5	2,080	—	—	—
	25,735	3.2	2,057	25,735	3.2	2,057	—	—	—

See footnotes at end of table.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Richmond-Petersburg, VA, September 2003 — 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)	
Blue collar —Continued									
Handlers, equipment cleaners, helpers, and laborers —Continued									
Hand packers and packagers	\$21,814	11.4	2,080	\$21,814	11.4	2,080	—	—	—
Service	23,150	7.5	2,059	19,072	6.2	2,059	\$28,869	10.4	2,060
Protective service	29,566	19.4	2,103	—	—	—	38,534	11.9	2,152
Police and detectives, public service	37,715	3.8	2,017	—	—	—	37,715	3.8	2,017
Food service	17,369	18.0	1,942	17,409	20.6	2,072	—	—	—
Waiters, waitresses, and bartenders	13,240	32.3	2,080	13,240	32.3	2,080	—	—	—
Other food service	20,096	7.7	1,851	21,343	6.7	2,065	—	—	—
Kitchen workers, food preparation	20,697	10.0	2,049	20,697	10.0	2,049	—	—	—
Food preparation, n.e.c.	14,700	8.2	1,518	—	—	—	—	—	—
Health service	20,388	3.3	2,046	20,318	4.1	2,038	—	—	—
Nursing aides, orderlies and attendants	20,520	2.9	2,047	20,478	3.6	2,038	—	—	—
Cleaning and building service	19,496	2.6	2,075	19,364	2.6	2,073	19,712	5.6	2,080
Janitors and cleaners	19,955	3.8	2,080	20,241	4.5	2,080	19,712	5.6	2,080
Personal service	—	—	—	—	—	—	—	—	—

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

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

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

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

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

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

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

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Richmond-Petersburg, VA, September 2003

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$18.15	3.3	\$17.85	3.6	\$18.94	7.4
All excluding sales	18.26	3.4	17.97	3.7	18.94	7.4
White collar	21.27	4.0	21.69	4.7	20.43	7.7
1	8.04	8.7	8.04	8.7	—	—
2	9.56	4.6	9.54	5.0	9.68	6.9
3	10.88	2.3	11.01	3.1	10.55	2.1
4	13.77	2.2	14.18	2.4	12.52	2.1
5	15.44	2.9	16.14	3.9	14.81	4.0
6	15.98	3.1	17.00	2.7	14.79	3.9
7	20.03	4.0	20.85	4.7	18.06	3.2
8	22.78	3.9	22.68	5.0	22.89	6.2
9	25.12	1.8	27.83	3.5	23.94	1.6
10	31.81	6.2	32.18	6.5	—	—
11	36.00	6.7	37.08	8.3	31.64	6.7
12	42.26	5.0	44.52	6.7	—	—
13	50.26	4.1	—	—	—	—
Not able to be leveled	23.61	11.1	23.82	11.1	—	—
White collar excluding sales	21.84	3.9	22.70	4.4	20.43	7.7
1	8.81	9.3	8.81	9.3	—	—
2	10.84	5.0	11.15	6.5	9.68	6.9
3	11.15	3.0	11.49	4.1	10.55	2.1
4	13.79	2.1	14.32	2.6	12.52	2.1
5	15.35	3.0	15.99	4.3	14.81	4.0
6	15.95	3.2	17.01	2.8	14.79	3.9
7	20.03	4.0	20.85	4.7	18.06	3.2
8	22.85	4.5	22.80	6.8	22.89	6.2
9	24.77	1.4	26.87	2.1	23.94	1.6
10	31.04	6.8	31.43	7.5	—	—
11	33.37	2.5	33.86	3.2	31.64	6.7
12	42.26	5.0	44.52	6.7	—	—
13	50.26	4.1	—	—	—	—
Not able to be leveled	24.60	9.8	24.85	9.8	—	—
Professional specialty and technical	26.33	3.5	28.72	4.7	24.19	5.9
Professional specialty	27.78	2.8	30.99	4.3	25.20	3.8
6	17.91	1.6	18.07	2.5	—	—
7	19.87	8.3	20.11	9.3	—	—
8	22.85	4.3	22.76	2.8	22.89	6.2
9	24.88	.9	26.88	2.1	24.32	1.1
10	31.82	9.6	32.89	10.7	—	—
11	35.80	1.8	38.20	1.2	—	—
12	39.20	2.5	38.14	11.7	—	—
Not able to be leveled	36.16	5.4	36.16	5.4	—	—
Engineers, architects, and surveyors	29.61	13.6	35.75	10.3	—	—
Electrical and electronic engineers	39.51	10.4	39.51	10.4	—	—
Mathematical and computer scientists	32.98	3.8	35.51	5.3	—	—
9	28.50	3.4	28.50	3.4	—	—
10	32.29	14.1	32.29	14.1	—	—
11	37.96	1.4	38.44	.6	—	—
Not able to be leveled	34.09	2.9	34.09	2.9	—	—
Computer systems analysts and scientists	32.91	3.9	35.42	5.4	—	—
10	32.29	14.1	32.29	14.1	—	—
11	37.96	1.4	38.44	.6	—	—
Not able to be leveled	34.09	2.9	34.09	2.9	—	—
Natural scientists	22.78	4.8	—	—	—	—
Health related	25.08	5.1	24.32	4.8	26.24	9.7
9	24.49	2.6	26.10	4.0	—	—
Registered nurses	23.56	4.0	23.75	6.4	—	—
9	23.01	2.8	24.21	5.0	—	—
Teachers, college and university	32.79	16.6	32.79	16.6	—	—
Teachers, except college and university	25.48	1.2	21.87	3.9	25.70	.9
9	25.80	1.2	—	—	25.78	1.2
Elementary school teachers	26.25	4.0	—	—	26.28	4.2
9	26.25	4.0	—	—	26.28	4.2
Secondary school teachers	24.31	.4	—	—	24.17	.3

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Richmond-Petersburg, VA, September 2003 — 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						
Teachers, except college and university —Continued						
Secondary school teachers —Continued						
9	\$24.10	0.3	—	—	\$23.92	0.1
Librarians, archivists, and curators	25.38	4.2	—	—	25.69	5.6
Librarians	25.38	4.2	—	—	25.69	5.6
Social scientists and urban planners	24.46	3.5	\$23.70	10.5	—	—
Social, recreation, and religious workers	16.97	6.2	—	—	17.45	11.5
Social workers	16.97	6.2	—	—	17.45	11.5
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	19.47	6.4	20.78	7.4	17.46	7.2
4	15.16	6.5	15.16	6.5	—	—
5	16.64	6.4	—	—	—	—
6	19.16	7.1	—	—	—	—
7	21.78	6.0	22.73	5.7	18.61	7.1
Licensed practical nurses	16.88	1.4	16.89	1.7	—	—
Health technologists and technicians, n.e.c.	15.31	18.3	14.61	20.5	—	—
Executive, administrative, and managerial	30.20	4.2	30.78	4.7	26.42	5.6
6	15.67	5.2	15.69	5.5	—	—
7	19.73	5.5	—	—	18.45	4.0
8	22.78	17.8	22.78	17.8	—	—
9	25.58	4.4	26.93	4.4	—	—
10	29.96	4.5	29.72	4.3	—	—
11	32.88	4.5	33.40	5.0	—	—
12	45.02	6.7	45.72	7.4	—	—
Not able to be leveled	30.14	8.1	30.16	8.2	—	—
Executives, administrators, and managers	32.97	4.8	33.16	5.2	31.43	12.8
8	23.15	23.9	23.15	23.9	—	—
9	25.38	7.3	26.59	6.5	—	—
11	32.62	5.3	33.00	6.0	—	—
12	39.86	4.2	39.92	4.6	—	—
Not able to be leveled	34.38	11.9	34.47	12.0	—	—
Administrators and officials, public administration	34.36	18.9	—	—	34.37	20.1
Financial managers	37.71	9.6	37.71	9.6	—	—
Not able to be leveled	43.59	16.0	43.59	16.0	—	—
Managers, marketing, advertising, and public relations	30.82	13.5	30.82	13.5	—	—
Administrators, education and related fields	38.86	19.1	—	—	—	—
Managers and administrators, n.e.c.	29.88	7.6	30.22	7.6	—	—
11	34.46	4.6	34.46	4.6	—	—
Not able to be leveled	29.80	11.6	29.80	11.6	—	—
Management related	26.80	8.0	27.67	9.1	22.38	4.6
6	15.67	6.2	15.69	6.6	—	—
7	19.72	6.0	—	—	18.49	4.2
8	21.69	4.3	21.69	4.3	—	—
9	25.79	4.2	27.50	6.2	—	—
Not able to be leveled	24.80	6.6	24.80	6.6	—	—
Accountants and auditors	24.65	5.4	26.53	5.7	21.48	7.0
Other financial officers	26.21	9.6	—	—	—	—
Personnel, training, and labor relations specialists	35.80	21.5	36.15	21.6	—	—
Management related, n.e.c.	24.60	14.2	25.08	14.6	—	—
Sales	16.62	18.7	16.62	18.7	—	—
2	8.22	2.7	8.22	2.7	—	—
3	9.88	4.2	9.88	4.2	—	—
4	13.69	7.2	13.69	7.2	—	—
5	17.91	15.0	17.91	15.0	—	—
8	22.29	5.7	22.29	5.7	—	—

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Richmond-Petersburg, VA, September 2003 — 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						
Sales –Continued						
Not able to be leveled	\$12.59	30.0	\$12.59	30.0	–	–
Supervisors, sales	26.29	18.4	26.29	18.4	–	–
Sales, other business services	17.21	21.5	17.21	21.5	–	–
Sales workers, other commodities	11.41	6.6	11.41	6.6	–	–
4	12.37	8.5	12.37	8.5	–	–
Cashiers	7.92	1.6	7.92	1.6	–	–
2	7.80	5.8	7.80	5.8	–	–
3	8.32	6.9	8.32	6.9	–	–
Administrative support, including clerical	13.55	2.8	13.86	4.0	\$12.90	2.8
1	8.81	9.3	8.81	9.3	–	–
2	11.01	4.9	11.41	6.7	9.68	6.9
3	11.17	3.0	11.52	4.1	10.55	2.1
4	13.69	2.2	14.24	2.8	12.52	2.1
5	14.71	4.3	15.28	6.4	14.02	4.3
6	15.28	3.6	16.36	3.3	–	–
7	17.93	4.8	18.65	6.8	–	–
Not able to be leveled	12.63	5.7	12.83	6.0	–	–
Computer operators	18.33	4.2	–	–	–	–
Secretaries	14.59	2.7	14.62	4.6	14.56	2.8
4	14.09	5.6	14.11	6.6	14.04	9.8
5	13.45	5.2	–	–	–	–
Not able to be leveled	14.40	9.6	14.40	9.6	–	–
Receptionists	12.34	7.8	12.34	7.8	–	–
Information clerks, n.e.c.	12.61	3.1	12.61	3.1	–	–
Order clerks	17.31	12.4	17.31	12.4	–	–
Library clerks	10.52	11.5	–	–	–	–
Records clerks, n.e.c.	10.52	11.9	–	–	–	–
Bookkeepers, accounting and auditing clerks	13.96	4.1	13.22	4.0	–	–
Dispatchers	15.94	17.7	–	–	–	–
Traffic, shipping and receiving clerks	11.58	15.1	11.58	15.1	–	–
Insurance adjusters, examiners, and investigators	16.17	12.2	16.17	12.2	–	–
Investigators and adjusters, except insurance	13.47	3.4	13.21	2.9	–	–
Bill and account collectors	14.43	4.4	14.43	4.4	–	–
General office clerks	12.02	7.0	13.17	13.1	11.06	3.0
3	10.45	2.9	–	–	–	–
4	12.61	10.8	13.64	20.7	–	–
Not able to be leveled	12.75	8.8	12.75	8.8	–	–
Teachers' aides	11.91	8.8	–	–	11.93	9.0
Administrative support, n.e.c.	13.18	3.0	13.59	4.2	12.35	5.3
4	12.81	3.7	12.92	3.6	–	–
Not able to be leveled	12.66	7.9	13.26	7.9	–	–
Blue collar	15.29	3.2	15.09	3.2	17.36	11.7
1	8.16	6.7	8.10	6.8	–	–
2	10.79	4.3	10.79	4.3	–	–
3	12.19	2.6	12.15	2.6	–	–
4	14.85	6.1	15.03	6.5	–	–
5	16.69	2.7	16.78	2.7	–	–
6	18.90	5.7	19.32	6.5	–	–
7	20.42	3.8	21.30	4.2	17.45	1.0
8	23.54	9.8	–	–	–	–
9	27.26	4.8	27.45	8.5	–	–
Not able to be leveled	12.77	9.0	12.70	9.3	–	–
Precision production, craft, and repair	18.90	4.4	18.82	4.9	19.27	10.7
5	18.95	2.9	–	–	–	–
6	17.78	7.9	18.09	8.9	–	–
7	20.49	4.4	21.60	4.7	17.42	1.3
9	27.55	5.7	28.09	10.9	–	–
Supervisors, mechanics and repairers	26.67	3.5	26.16	8.0	–	–

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, Richmond-Petersburg, VA, September 2003 — 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						
Precision production, craft, and repair —Continued						
Industrial machinery repairers	\$23.66	14.2	\$23.77	14.4	—	—
7	26.59	11.6	26.59	11.6	—	—
Mechanics and repairers, n.e.c.	19.31	5.6	—	—	—	—
Supervisors, construction trades, n.e.c.	16.70	11.8	—	—	—	—
Supervisors, production	23.71	5.8	23.71	5.8	—	—
Machine operators, assemblers, and inspectors						
3	15.22	5.9	15.22	5.9	—	—
4	12.30	2.9	12.30	2.9	—	—
5	15.62	9.1	15.62	9.1	—	—
6	15.78	4.3	15.78	4.3	—	—
7	22.30	7.3	22.30	7.3	—	—
.....	17.25	17.3	17.25	17.3	—	—
Slicing and cutting machine operators	14.14	10.9	14.14	10.9	—	—
Miscellaneous machine operators, n.e.c.	19.99	8.2	19.99	8.2	—	—
Assemblers	12.07	.9	12.07	.9	—	—
Transportation and material moving						
3	15.07	4.0	15.29	4.2	\$12.98	2.6
4	15.76	4.3	—	—	—	—
5	14.12	4.3	14.49	4.8	—	—
.....	16.74	4.0	17.01	3.8	—	—
Not able to be leveled	13.63	10.4	13.63	10.4	—	—
Truck drivers	15.25	7.2	15.57	8.2	—	—
Bus drivers	13.78	4.2	—	—	—	—
Industrial truck and tractor equipment operators ..	14.78	2.1	14.78	2.1	—	—
4	14.65	6.2	14.65	6.2	—	—
Handlers, equipment cleaners, helpers, and laborers						
1	10.99	6.3	10.87	6.7	13.16	13.2
2	7.97	7.2	7.90	7.2	—	—
3	10.95	6.4	10.95	6.4	—	—
4	10.82	6.4	10.82	6.4	—	—
6	14.54	9.3	14.63	9.7	—	—
.....	15.64	6.9	—	—	—	—
Not able to be leveled	11.78	4.5	11.25	2.7	—	—
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	19.11	10.7	—	—	—	—
Production helpers	14.82	16.5	14.82	16.5	—	—
Stock handlers and baggers	8.80	3.9	8.80	3.9	—	—
1	7.66	8.0	7.66	8.0	—	—
Freight, stock, and material handlers, n.e.c.	12.53	3.7	12.53	3.7	—	—
Vehicle washers and equipment cleaners	10.95	15.5	10.95	15.5	—	—
Hand packers and packagers	9.89	5.4	9.89	5.4	—	—
Service						
1	10.31	6.4	8.55	4.9	13.74	9.9
2	7.62	6.4	7.04	9.3	9.55	2.5
3	8.10	4.0	7.93	4.8	—	—
4	9.26	4.1	8.95	4.5	10.34	6.3
5	10.97	3.6	11.11	3.9	—	—
6	14.30	3.8	—	—	14.71	3.0
7	14.50	6.8	—	—	14.55	8.0
.....	16.47	10.3	—	—	16.04	9.8
Protective service	13.85	18.4	—	—	17.86	10.7
6	14.06	4.4	—	—	13.93	3.7
7	19.85	4.4	—	—	18.97	1.9
Police and detectives, public service	18.70	.6	—	—	18.70	.6
Food service						
1	7.68	11.5	7.34	12.0	—	—
2	6.61	12.1	6.36	14.0	—	—
3	6.53	11.6	6.10	14.2	—	—
.....	9.33	4.3	9.33	4.3	—	—
Waiters, waitresses, and bartenders	5.64	17.5	5.64	17.5	—	—
1	5.64	31.7	5.64	31.7	—	—
Waiters and waitresses	5.65	21.7	5.65	21.7	—	—

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Richmond-Petersburg, VA, September 2003 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service —Continued						
Food service—Continued						
Waiters, waitresses, and bartenders—Continued						
Waiters and waitresses—Continued						
1	\$5.51	33.4	\$5.51	33.4	—	—
Other food service	9.26	7.3	8.83	7.0	—	—
1	7.52	3.3	7.19	2.6	—	—
3	9.14	4.1	9.14	4.1	—	—
Cooks	10.48	10.9	10.51	11.5	—	—
Kitchen workers, food preparation	9.15	9.6	9.15	9.6	—	—
Food preparation, n.e.c.	7.93	7.5	7.57	9.0	—	—
1	7.39	5.2	6.99	4.3	—	—
Health service	9.22	6.0	9.09	6.9	—	—
3	9.04	8.2	8.79	9.9	—	—
Nursing aides, orderlies and attendants	9.19	6.4	9.05	7.4	—	—
3	8.99	8.7	8.71	10.6	—	—
Cleaning and building service	9.38	2.3	9.29	2.3	\$9.51	5.0
1	9.16	2.8	8.69	4.3	9.60	2.9
2	8.23	3.7	—	—	—	—
Janitors and cleaners	9.55	3.4	9.61	4.4	9.51	5.0
1	9.41	2.1	9.13	2.7	9.60	2.9
Personal service	10.15	16.6	—	—	—	—

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

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

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

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

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

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

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

Table 4-2. Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Richmond-Petersburg, VA, September 2003

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	\$19.01	3.5	\$19.04	3.4	\$18.94	8.5
All excluding sales	18.98	3.6	18.99	3.6	18.94	8.5
White collar	22.01	4.0	22.88	4.3	20.35	8.9
2	10.46	6.1	10.46	6.8	10.50	11.4
3	11.19	2.6	11.53	3.1	10.56	2.2
4	14.11	2.2	14.67	2.1	12.57	2.4
5	15.51	2.9	16.16	3.9	14.91	4.0
6	15.99	3.1	17.00	2.7	14.81	3.9
7	20.03	4.1	20.85	4.8	18.08	3.1
8	22.35	3.6	22.66	5.2	21.86	3.6
9	25.09	1.8	27.81	3.5	23.95	1.6
10	31.64	6.3	32.01	6.7	—	—
11	35.44	7.0	37.08	8.3	27.97	2.9
12	42.26	5.0	44.52	6.7	—	—
13	50.26	4.1	—	—	—	—
Not able to be leveled	24.83	9.0	24.82	9.0	—	—
White collar excluding sales	22.24	4.1	23.40	4.3	20.35	8.9
2	11.23	6.4	11.40	7.8	10.50	11.4
3	11.28	3.3	11.81	4.3	10.56	2.2
4	14.17	2.3	14.93	2.4	12.57	2.4
5	15.42	3.0	16.01	4.3	14.91	4.0
6	15.96	3.2	17.01	2.8	14.81	3.9
7	20.03	4.1	20.85	4.8	18.08	3.1
8	22.36	4.4	22.79	7.3	21.86	3.6
9	24.73	1.4	26.79	2.1	23.95	1.6
10	30.80	7.0	31.17	7.8	—	—
11	32.67	2.6	33.86	3.2	27.97	2.9
12	42.26	5.0	44.52	6.7	—	—
13	50.26	4.1	—	—	—	—
Not able to be leveled	25.43	8.9	25.42	8.9	—	—
Professional specialty and technical	26.38	3.5	28.93	4.7	24.03	6.6
Professional specialty	27.90	2.9	31.28	4.2	25.10	4.1
6	18.03	2.0	—	—	—	—
7	19.84	8.9	20.01	9.8	—	—
8	22.18	2.5	22.71	2.2	21.86	3.6
9	24.83	.9	26.76	1.9	24.33	1.1
10	31.45	10.2	32.49	11.5	—	—
11	33.97	4.9	38.20	1.2	—	—
12	39.20	2.5	38.14	11.7	—	—
Not able to be leveled	36.16	5.4	36.16	5.4	—	—
Engineers, architects, and surveyors	29.61	13.6	35.75	10.3	—	—
Electrical and electronic engineers	39.51	10.4	39.51	10.4	—	—
Mathematical and computer scientists	33.93	5.2	35.51	5.3	—	—
9	28.50	3.4	28.50	3.4	—	—
10	32.29	14.1	32.29	14.1	—	—
11	37.96	1.4	38.44	.6	—	—
Not able to be leveled	34.09	2.9	34.09	2.9	—	—
Computer systems analysts and scientists	33.85	5.2	35.42	5.4	—	—
10	32.29	14.1	32.29	14.1	—	—
11	37.96	1.4	38.44	.6	—	—
Not able to be leveled	34.09	2.9	34.09	2.9	—	—
Natural scientists	22.78	4.8	—	—	—	—
Health related	23.75	3.9	23.48	6.7	24.12	2.5
8	24.08	.3	—	—	—	—
9	24.00	2.0	25.35	2.3	—	—
Registered nurses	23.45	4.6	23.54	7.9	—	—
8	24.08	.3	—	—	—	—
9	22.89	2.7	24.11	4.9	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	25.56	1.2	22.04	5.6	25.76	.9
9	25.82	1.1	—	—	25.78	1.2
Elementary school teachers	26.31	4.1	—	—	26.28	4.2
9	26.31	4.1	—	—	26.28	4.2

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Richmond-Petersburg, VA, September 2003 — 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						
Teachers, except college and university –Continued						
Secondary school teachers	\$24.31	0.4	–	–	\$24.17	0.3
9	24.10	.3	–	–	23.92	.1
Librarians, archivists, and curators	25.38	4.2	–	–	25.69	5.6
Librarians	25.38	4.2	–	–	25.69	5.6
Social scientists and urban planners	24.52	3.3	–	–	–	–
Social, recreation, and religious workers	17.07	4.0	–	–	18.50	2.7
Social workers	17.07	4.0	–	–	18.50	2.7
Lawyers and judges	–	–	–	–	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	–	–	–	–	–	–
Technical	19.57	6.3	\$20.98	7.1	17.46	7.2
4	15.32	6.0	15.32	6.0	–	–
5	16.64	6.4	–	–	–	–
7	21.83	5.9	22.80	5.6	18.61	7.1
Licensed practical nurses	16.91	1.4	16.93	1.7	–	–
Health technologists and technicians, n.e.c.	15.64	18.5	–	–	–	–
Executive, administrative, and managerial						
6	15.67	5.2	15.69	5.5	–	–
7	19.73	5.5	–	–	18.45	4.0
8	22.78	17.8	22.78	17.8	–	–
9	25.58	4.4	26.93	4.4	–	–
10	29.96	4.5	29.72	4.3	–	–
11	32.88	4.5	33.40	5.0	–	–
12	45.02	6.7	45.72	7.4	–	–
Not able to be leveled	30.16	8.1	30.16	8.2	–	–
Executives, administrators, and managers	32.98	4.8	33.16	5.2	31.53	12.6
8	23.15	23.9	23.15	23.9	–	–
9	25.38	7.3	26.59	6.5	–	–
11	32.62	5.3	33.00	6.0	–	–
12	39.86	4.2	39.92	4.6	–	–
Not able to be leveled	34.42	11.9	34.47	12.0	–	–
Administrators and officials, public administration	34.36	18.9	–	–	34.37	20.1
Financial managers	37.71	9.6	37.71	9.6	–	–
Not able to be leveled	43.59	16.0	43.59	16.0	–	–
Managers, marketing, advertising, and public relations	30.82	13.5	30.82	13.5	–	–
Administrators, education and related fields	38.86	19.1	–	–	–	–
Managers and administrators, n.e.c.	29.88	7.6	30.22	7.6	–	–
11	34.46	4.6	34.46	4.6	–	–
Not able to be leveled	29.80	11.6	29.80	11.6	–	–
Management related	26.80	8.0	27.67	9.1	22.38	4.6
6	15.67	6.2	15.69	6.6	–	–
7	19.72	6.0	–	–	18.49	4.2
8	21.69	4.3	21.69	4.3	–	–
9	25.79	4.2	27.50	6.2	–	–
Not able to be leveled	24.80	6.6	24.80	6.6	–	–
Accountants and auditors	24.65	5.4	26.53	5.7	21.48	7.0
Other financial officers	26.21	9.6	–	–	–	–
Personnel, training, and labor relations specialists	35.80	21.5	36.15	21.6	–	–
Management related, n.e.c.	24.60	14.2	25.08	14.6	–	–
Sales						
4	13.86	6.3	13.86	6.3	–	–
5	17.91	15.0	17.91	15.0	–	–
8	22.29	5.7	22.29	5.7	–	–
Not able to be leveled	15.30	26.8	15.30	26.8	–	–
Supervisors, sales	26.29	18.4	26.29	18.4	–	–

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Richmond-Petersburg, VA, September 2003 — 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						
Sales —Continued						
Sales, other business services	\$17.21	21.5	\$17.21	21.5	—	—
Sales workers, other commodities	12.16	5.5	12.16	5.5	—	—
Administrative support, including clerical	13.95	2.6	14.39	3.7	\$13.10	2.8
2	11.49	6.3	11.75	8.2	10.50	11.4
3	11.29	3.3	11.84	4.4	10.56	2.2
4	14.09	2.5	14.89	2.7	12.57	2.4
5	14.73	4.3	15.31	6.4	14.02	4.3
6	15.28	3.6	16.36	3.3	—	—
7	17.93	4.8	18.65	6.8	—	—
Not able to be leveled	13.18	4.8	13.18	4.8	—	—
Computer operators	18.33	4.2	—	—	—	—
Secretaries	14.66	2.8	14.66	4.9	14.67	2.9
4	14.13	5.5	14.18	6.2	14.04	9.8
5	13.45	5.2	—	—	—	—
Not able to be leveled	14.41	9.6	14.41	9.6	—	—
Receptionists	12.41	7.9	12.41	7.9	—	—
Records clerks, n.e.c.	10.53	13.6	—	—	—	—
Bookkeepers, accounting and auditing clerks	14.33	3.5	13.80	3.8	—	—
Dispatchers	16.00	17.8	—	—	—	—
Insurance adjusters, examiners, and investigators	16.17	12.2	16.17	12.2	—	—
Investigators and adjusters, except insurance	13.50	3.7	13.22	3.1	—	—
Bill and account collectors	14.54	4.8	14.54	4.8	—	—
4	13.78	2.6	13.78	2.6	—	—
General office clerks	12.54	6.8	14.97	7.8	11.06	3.0
3	10.46	2.9	—	—	—	—
4	13.87	9.5	18.28	3.1	—	—
Teachers' aides	11.93	9.0	—	—	11.93	9.0
Administrative support, n.e.c.	14.04	2.4	14.59	3.1	13.03	1.2
Blue collar	15.71	3.4	15.53	3.4	17.49	11.9
1	8.41	9.0	8.35	9.1	—	—
2	11.39	4.5	11.39	4.5	—	—
3	12.34	2.6	12.34	2.6	—	—
4	14.98	6.2	15.17	6.7	—	—
5	16.68	2.7	16.78	2.8	—	—
6	18.90	5.7	19.32	6.5	—	—
7	20.42	3.8	21.30	4.2	17.45	1.0
8	23.54	9.8	—	—	—	—
9	27.26	4.8	27.45	8.5	—	—
Not able to be leveled	13.12	9.4	13.06	9.7	—	—
Precision production, craft, and repair	19.06	4.4	19.01	4.9	19.27	10.7
5	18.95	2.9	—	—	—	—
6	17.78	7.9	18.09	8.9	—	—
7	20.49	4.4	21.60	4.7	17.42	1.3
9	27.55	5.7	28.09	10.9	—	—
Supervisors, mechanics and repairers	26.67	3.5	26.16	8.0	—	—
Industrial machinery repairers	23.66	14.2	23.77	14.4	—	—
7	26.59	11.6	26.59	11.6	—	—
Mechanics and repairers, n.e.c.	19.31	5.6	—	—	—	—
Supervisors, construction trades, n.e.c.	16.70	11.8	—	—	—	—
Supervisors, production	23.71	5.8	23.71	5.8	—	—
Machine operators, assemblers, and inspectors	15.25	6.0	15.25	6.0	—	—
3	12.30	2.9	12.30	2.9	—	—
4	15.62	9.1	15.62	9.1	—	—
5	15.78	4.3	15.78	4.3	—	—
6	22.30	7.3	22.30	7.3	—	—
7	17.25	17.3	17.25	17.3	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Richmond-Petersburg, VA, September 2003 — 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						
Machine operators, assemblers, and inspectors —Continued						
Slicing and cutting machine operators	\$14.14	10.9	\$14.14	10.9	—	—
Miscellaneous machine operators, n.e.c.	19.99	8.2	19.99	8.2	—	—
Transportation and material moving	15.22	4.2	15.44	4.4	—	—
4	14.39	5.0	14.85	5.4	—	—
5	16.71	4.3	17.00	4.0	—	—
Not able to be leveled	13.63	10.4	13.63	10.4	—	—
Truck drivers	15.17	7.6	15.49	8.7	—	—
Industrial truck and tractor equipment operators ..	14.78	2.1	14.78	2.1	—	—
4	14.65	6.2	14.65	6.2	—	—
Handlers, equipment cleaners, helpers, and laborers	11.62	7.9	11.51	8.4	\$13.31	13.9
1	8.22	10.1	8.15	10.2	—	—
2	11.93	7.4	11.93	7.4	—	—
3	11.42	7.7	11.42	7.7	—	—
4	14.69	9.5	14.79	10.0	—	—
6	15.64	6.9	—	—	—	—
Not able to be leveled	11.95	4.8	11.42	1.7	—	—
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	19.11	10.7	—	—	—	—
Production helpers	14.82	16.5	14.82	16.5	—	—
Stock handlers and baggers	10.43	4.5	10.43	4.5	—	—
Freight, stock, and material handlers, n.e.c.	12.51	3.1	12.51	3.1	—	—
Hand packers and packagers	10.49	11.4	10.49	11.4	—	—
Service	11.24	7.2	9.26	6.3	14.02	9.6
1	9.02	1.8	8.67	1.3	9.60	3.0
2	8.20	6.6	8.26	8.3	—	—
3	9.75	4.0	9.49	3.7	10.37	6.7
4	11.15	3.6	11.13	3.9	—	—
5	14.30	3.8	—	—	14.71	3.0
6	14.50	6.8	—	—	14.55	8.0
7	16.47	10.3	—	—	16.04	9.8
Protective service	14.06	17.9	—	—	17.91	10.4
6	14.06	4.4	—	—	13.93	3.7
7	19.85	4.4	—	—	18.97	1.9
Police and detectives, public service	18.70	.6	—	—	18.70	.6
Food service	8.94	18.3	8.40	20.7	—	—
1	9.18	5.6	—	—	—	—
Waiters, waitresses, and bartenders	6.37	32.3	6.37	32.3	—	—
Other food service	10.86	8.1	10.34	6.8	—	—
Kitchen workers, food preparation	10.10	8.9	10.10	8.9	—	—
Food preparation, n.e.c.	9.68	6.7	—	—	—	—
Health service	9.96	3.4	9.97	4.3	—	—
3	10.13	2.6	10.22	3.7	—	—
Nursing aides, orderlies and attendants	10.02	3.1	10.05	4.0	—	—
3	10.15	2.6	10.26	3.8	—	—
Cleaning and building service	9.39	2.7	9.34	2.9	9.48	5.6
1	9.25	2.7	8.81	4.0	9.60	2.9
Janitors and cleaners	9.59	3.8	9.73	4.5	9.48	5.6
1	9.52	2.4	9.39	3.7	9.60	2.9

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Richmond-Petersburg, VA, September 2003 — Continued**

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

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

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

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

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

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

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

Table 4-3. Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Richmond-Petersburg, VA, September 2003

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	\$10.41	10.8	\$8.92	4.2	\$18.87	20.8
All excluding sales	10.97	11.7	9.25	4.8	18.87	20.8
White collar	13.21	14.4	10.75	6.8	21.81	16.5
1	7.15	1.8	7.15	1.8	—	—
2	8.07	2.6	8.11	2.7	—	—
3	9.49	5.1	9.49	5.2	—	—
4	10.32	8.4	10.32	9.1	—	—
9	27.11	8.3	—	—	—	—
White collar excluding sales	15.94	14.0	13.06	7.8	21.81	16.5
2	9.12	4.8	9.85	2.6	—	—
3	10.42	5.7	10.44	5.8	—	—
4	10.45	9.0	10.46	9.7	—	—
9	27.11	8.3	—	—	—	—
Professional specialty and technical	25.56	9.0	24.22	5.9	26.33	15.6
Professional specialty	26.13	9.2	25.74	4.5	26.33	15.6
9	27.11	8.3	—	—	—	—
Mathematical and computer scientists	—	—	—	—	—	—
Health related	33.06	15.2	27.96	2.8	—	—
Registered nurses	24.51	2.3	24.84	2.3	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Technical	—	—	—	—	—	—
Executive, administrative, and managerial	—	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Sales	7.57	2.3	7.57	2.3	—	—
2	7.71	3.3	7.71	3.3	—	—
3	7.83	3.4	7.83	3.4	—	—
Cashiers	7.31	2.2	7.31	2.2	—	—
2	7.11	3.8	7.11	3.8	—	—
3	7.83	3.4	7.83	3.4	—	—
Administrative support, including clerical	9.70	4.5	9.97	4.8	7.93	10.9
2	9.12	4.8	9.85	2.6	—	—
3	10.43	5.9	10.45	6.1	—	—
4	10.41	9.1	10.41	9.8	—	—
Administrative support, n.e.c.	8.97	7.2	—	—	—	—
Blue collar	8.32	3.8	8.05	2.8	—	—
1	6.89	2.0	6.86	2.0	—	—
2	8.31	7.0	8.24	7.1	—	—
3	10.39	12.2	—	—	—	—
Precision production, craft, and repair	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	12.22	13.8	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	7.73	3.2	7.69	3.3	—	—
1	6.89	2.0	6.86	2.0	—	—
2	8.29	7.5	8.22	7.5	—	—
Stock handlers and baggers	6.95	.6	6.95	.6	—	—
1	6.71	1.9	6.71	1.9	—	—
Service	7.27	5.5	7.08	5.7	9.28	6.7
1	5.66	9.2	5.58	9.4	—	—
2	7.91	12.5	7.25	13.9	—	—
3	8.04	7.9	7.95	8.0	—	—
Protective service	—	—	—	—	—	—

See footnotes at end of table.

Table 4-3. **Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Richmond-Petersburg, VA, September 2003 — 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	\$6.47	8.6	\$6.44	8.6	—	—
1	5.46	11.6	5.38	11.9	—	—
3	9.00	6.0	9.00	6.0	—	—
Waiters, waitresses, and bartenders	4.97	17.0	4.97	17.0	—	—
1	3.62	31.7	3.62	31.7	—	—
Waiters and waitresses	4.89	23.0	4.89	23.0	—	—
Other food service	7.68	5.7	7.63	5.7	—	—
1	7.15	3.9	7.05	3.7	—	—
3	8.62	4.2	8.62	4.2	—	—
Kitchen workers, food preparation	7.90	4.8	7.90	4.8	—	—
Food preparation, n.e.c.	7.01	4.3	7.01	4.3	—	—
1	6.92	4.3	6.92	4.3	—	—
Health service	7.97	10.5	7.83	10.6	—	—
Nursing aides, orderlies and attendants	7.86	10.4	7.72	10.3	—	—
Cleaning and building service	—	—	—	—	—	—
Personal service	—	—	—	—	—	—

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

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

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

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

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

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

Table 5-1. **Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, Richmond-Petersburg, VA, September 2003**

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	\$19.01	\$10.41	\$18.90	\$18.09	\$18.03	\$30.93
All excluding sales	18.98	10.97	18.90	18.20	18.19	31.80
White collar	22.01	13.21	20.72	21.28	21.11	32.96
White-collar excluding sales	22.24	15.94	20.72	21.87	21.74	–
Professional specialty and technical	26.38	25.56	–	26.40	26.23	–
Professional specialty	27.90	26.13	–	27.78	27.67	–
Technical	19.57	–	–	19.23	19.47	–
Executive, administrative, and managerial	30.21	–	–	30.20	30.11	–
Sales	19.62	7.57	–	16.62	15.62	–
Administrative support, including clerical	13.95	9.70	20.33	13.17	13.55	–
Blue collar	15.71	8.32	18.62	14.23	15.29	–
Precision production, craft, and repair	19.06	–	21.72	18.11	18.90	–
Machine operators, assemblers, and inspectors	15.25	–	18.90	12.89	15.23	–
Transportation and material moving	15.22	12.22	15.85	14.84	15.07	–
Handlers, equipment cleaners, helpers, and laborers	11.62	7.73	14.28	10.46	10.98	–
Service	11.24	7.27	–	10.30	10.31	–
	Relative error ⁶ (percent)					
All occupations	3.5	10.8	4.6	3.5	3.3	10.0
All excluding sales	3.6	11.7	4.6	3.6	3.4	10.7
White collar	4.0	14.4	1.5	4.1	4.0	8.8
White-collar excluding sales	4.1	14.0	1.5	4.0	3.9	–
Professional specialty and technical	3.5	9.0	–	3.5	3.5	–
Professional specialty	2.9	9.2	–	2.8	2.8	–
Technical	6.3	–	–	7.0	6.4	–
Executive, administrative, and managerial	4.2	–	–	4.2	4.5	–
Sales	19.7	2.3	–	18.7	20.9	–
Administrative support, including clerical	2.6	4.5	2.9	2.8	2.8	–
Blue collar	3.4	3.8	5.6	3.9	3.2	–
Precision production, craft, and repair	4.4	–	4.0	5.6	4.4	–
Machine operators, assemblers, and inspectors	6.0	–	12.2	3.3	6.0	–
Transportation and material moving	4.2	13.8	6.3	4.6	4.0	–
Handlers, equipment cleaners, helpers, and laborers	7.9	3.2	10.6	6.9	6.3	–
Service	7.2	5.5	–	6.5	6.4	–

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

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

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

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

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

Table 5-2. Major industry division: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Richmond-Petersburg, VA, September 2003

Occupational group	Full-time and part-time workers									
	All private industries	Goods-producing industries ³				Service-producing industries ⁴				
		Total	Mining	Construction	Manufacturing	Total	Transportation and public utilities	Wholesale and retail trade	Finance, insurance, and real estate	Services
	Mean									
All occupations	\$17.85	\$20.48	–	–	\$21.09	\$16.95	\$19.80	\$13.10	–	–
All excluding sales	17.97	20.59	–	–	21.23	16.96	19.80	13.28	–	–
White collar	21.69	30.75	–	–	31.41	20.30	21.32	14.46	–	–
White-collar excluding sales	22.70	31.51	–	–	32.32	21.09	21.44	16.48	–	–
Professional specialty and technical	28.72	35.50	–	–	35.62	26.96	25.35	–	–	–
Professional specialty	30.99	41.52	–	–	41.83	28.73	30.16	–	–	–
Technical	20.78	23.34	–	–	23.34	19.65	–	–	–	–
Executive, administrative, and managerial	30.78	34.32	–	–	36.14	29.53	34.14	25.18	–	–
Sales	16.62	–	–	–	–	16.81	–	12.72	–	–
Administrative support, including clerical	13.86	14.12	–	–	13.81	13.84	17.14	11.74	–	–
Blue collar	15.09	16.31	–	–	16.66	13.34	17.54	13.25	–	–
Precision production, craft, and repair	18.82	18.56	–	–	21.19	19.50	21.46	–	–	–
Machine operators, assemblers, and inspectors	15.22	15.86	–	–	15.86	9.32	–	–	–	–
Transportation and material moving	15.29	16.18	–	–	14.93	15.04	15.87	15.58	–	–
Handlers, equipment cleaners, helpers, and laborers	10.87	12.34	–	–	12.54	10.13	15.81	9.92	–	–
Service	8.55	–	–	–	–	8.52	–	6.85	–	–
	Relative error ⁵ (percent)									
All occupations	3.6	5.8	–	–	6.8	4.2	4.7	10.6	–	–
All excluding sales	3.7	5.5	–	–	6.5	4.7	4.9	12.3	–	–
White collar	4.7	7.1	–	–	7.8	4.8	8.0	13.1	–	–
White-collar excluding sales	4.4	5.9	–	–	6.6	4.8	8.3	16.2	–	–
Professional specialty and technical	4.7	10.8	–	–	10.9	4.8	17.1	–	–	–
Professional specialty	4.3	7.3	–	–	7.2	4.6	14.2	–	–	–
Technical	7.4	2.8	–	–	2.8	11.1	–	–	–	–
Executive, administrative, and managerial	4.7	9.1	–	–	10.2	5.8	9.6	11.3	–	–
Sales	18.7	–	–	–	–	19.1	–	7.2	–	–
Administrative support, including clerical	4.0	2.4	–	–	1.5	4.2	5.9	8.3	–	–
Blue collar	3.2	3.0	–	–	2.6	6.7	2.5	6.2	–	–
Precision production, craft, and repair	4.9	6.3	–	–	3.4	5.2	6.5	–	–	–
Machine operators, assemblers, and inspectors	5.9	6.0	–	–	6.0	5.4	–	–	–	–
Transportation and material moving	4.2	7.1	–	–	4.9	4.9	2.6	2.6	–	–
Handlers, equipment cleaners, helpers, and laborers	6.7	1.9	–	–	2.1	9.9	7.2	3.2	–	–
Service	4.9	–	–	–	–	5.0	–	10.6	–	–

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

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

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

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

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

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

Table 5-3. Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Richmond-Petersburg, VA, September 2003

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers ³	100 workers or more		
			Total	100 - 499 workers	500 workers or more
	Mean				
All occupations	\$17.85	\$17.03	\$18.10	\$16.24	\$20.90
All excluding sales	17.97	16.90	18.29	16.13	21.33
White collar	21.69	23.06	21.34	19.18	24.46
White-collar excluding sales	22.70	24.40	22.29	19.71	25.54
Professional specialty and technical	28.72	28.76	28.70	25.21	31.16
Professional specialty	30.99	29.42	31.88	28.99	33.42
Technical	20.78	—	19.67	18.98	20.70
Executive, administrative, and managerial	30.78	24.59	32.45	29.13	36.09
Sales	16.62	18.09	16.09	17.12	12.40
Administrative support, including clerical	13.86	11.94	14.04	14.26	13.62
Blue collar	15.09	13.07	15.76	13.98	18.83
Precision production, craft, and repair	18.82	15.70	20.14	19.07	21.68
Machine operators, assemblers, and inspectors	15.22	12.19	15.83	12.82	19.19
Transportation and material moving	15.29	15.45	15.23	14.75	16.05
Handlers, equipment cleaners, helpers, and laborers	10.87	9.26	11.46	10.60	14.73
Service	8.55	7.82	8.87	8.32	—
	Relative error ⁴ (percent)				
All occupations	3.6	6.4	4.1	6.5	8.8
All excluding sales	3.7	6.9	4.4	7.0	9.1
White collar	4.7	7.7	6.0	8.1	8.7
White-collar excluding sales	4.4	9.1	6.2	8.5	8.6
Professional specialty and technical	4.7	7.6	5.8	8.5	7.4
Professional specialty	4.3	8.0	5.3	8.1	7.8
Technical	7.4	—	7.6	13.0	3.4
Executive, administrative, and managerial	4.7	11.5	4.8	6.1	6.8
Sales	18.7	16.9	25.7	31.3	11.4
Administrative support, including clerical	4.0	3.9	4.3	6.2	3.9
Blue collar	3.2	6.6	4.1	6.5	3.8
Precision production, craft, and repair	4.9	8.0	3.9	4.9	6.1
Machine operators, assemblers, and inspectors	5.9	8.4	6.7	3.7	10.8
Transportation and material moving	4.2	1.1	5.7	9.6	.8
Handlers, equipment cleaners, helpers, and laborers	6.7	4.4	9.8	11.8	10.6
Service	4.9	7.5	5.5	8.5	—

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

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

³ Establishments classified with 50-99 workers may contain

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

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

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

Table 6-1. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, all industries, National Compensation Survey, Richmond-Petersburg, VA, September 2003

Occupation ³	10	25	Median 50	75	90
All	\$8.20	\$10.78	\$15.33	\$22.74	\$32.16
All excluding sales	8.32	11.00	15.60	22.84	31.60
White collar	9.72	12.86	18.32	26.44	37.61
White collar excluding sales	10.75	13.59	19.18	26.92	37.71
Professional specialty and technical	16.41	19.36	24.07	30.95	39.44
Professional specialty	18.00	20.77	25.89	33.00	39.44
Engineers, architects, and surveyors	19.95	21.88	26.20	33.03	47.11
Electrical and electronic engineers	30.00	30.20	41.87	47.11	47.11
Mathematical and computer scientists	18.07	25.00	33.65	39.44	46.64
Computer systems analysts and scientists	18.07	24.93	33.65	39.44	46.59
Natural scientists	19.18	19.30	23.44	24.43	26.20
Health related	17.65	20.49	24.09	28.00	31.69
Registered nurses	17.95	20.17	23.84	26.73	28.85
Teachers, college and university	21.00	26.85	30.07	39.29	47.55
Teachers, except college and university	20.30	21.50	23.94	28.84	33.20
Elementary school teachers	20.71	21.55	24.27	29.72	34.79
Secondary school teachers	20.30	21.11	22.81	26.95	30.49
Librarians, archivists, and curators	20.29	23.61	24.56	28.61	32.74
Librarians	20.29	23.61	24.56	28.61	32.74
Social scientists and urban planners	19.18	19.18	26.20	28.82	28.82
Social, recreation, and religious workers	12.50	14.42	17.22	19.36	21.25
Social workers	12.50	14.42	17.22	19.36	21.25
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-
Technical	12.02	15.35	18.42	22.60	26.15
Licensed practical nurses	13.77	15.61	17.14	18.60	19.30
Health technologists and technicians, n.e.c.	9.00	9.25	13.08	19.55	23.78
Executive, administrative, and managerial	16.31	20.31	28.21	37.60	44.92
Executives, administrators, and managers	18.55	23.44	32.56	39.59	44.92
Administrators and officials, public administration	21.99	24.97	34.18	44.04	47.66
Financial managers	23.44	29.05	37.32	39.59	43.75
Managers, marketing, advertising, and public relations	20.78	20.78	23.08	45.73	47.69
Administrators, education and related fields	23.57	30.12	40.04	40.04	40.04
Managers and administrators, n.e.c.	16.35	20.77	28.85	37.71	42.79
Management related	15.00	17.31	23.99	32.19	43.42
Accountants and auditors	16.35	18.27	23.75	28.85	36.75
Other financial officers	13.67	17.72	27.64	33.65	36.06
Personnel, training, and labor relations specialists	13.46	17.31	30.23	53.39	57.54
Management related, n.e.c.	17.30	17.30	18.89	34.04	37.57
Sales	7.25	8.25	12.00	17.35	34.97
Supervisors, sales	12.67	18.00	22.73	40.14	40.14
Sales, other business services	9.71	12.02	14.83	22.02	28.48
Sales workers, other commodities	7.65	8.50	11.32	13.25	14.08
Cashiers	6.50	7.15	8.00	8.54	8.81
Administrative support, including clerical	9.00	10.86	12.98	15.46	18.55
Computer operators	13.63	18.55	18.55	19.92	20.93
Secretaries	11.71	12.23	14.86	16.15	17.37
Receptionists	10.00	10.61	12.02	14.50	14.75
Information clerks, n.e.c.	10.58	11.54	12.48	13.50	14.79
Order clerks	9.15	11.15	21.81	22.84	22.84
Library clerks	6.58	6.59	12.10	13.73	13.73
Records clerks, n.e.c.	8.30	8.70	8.80	11.80	14.90
Bookkeepers, accounting and auditing clerks	10.87	12.00	13.74	15.60	17.79
Dispatchers	12.38	12.38	12.38	20.89	24.08
Traffic, shipping and receiving clerks	8.75	8.75	11.00	11.00	22.91
Insurance adjusters, examiners, and investigators	12.12	13.00	15.80	17.24	22.93
Investigators and adjusters, except insurance	11.00	12.05	13.20	14.46	16.52
Bill and account collectors	12.79	13.15	13.99	14.90	16.13
General office clerks	8.51	9.41	10.86	14.04	17.74
Teachers' aides	8.39	9.40	10.52	13.62	20.89
Administrative support, n.e.c.	9.18	10.78	13.41	15.31	16.83

See footnotes at end of table.

Table 6-1. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, all industries, National Compensation Survey, Richmond-Petersburg, VA, September 2003 — Continued

Occupation ³	10	25	Median 50	75	90
Blue collar	\$8.00	\$10.67	\$14.48	\$19.08	\$24.40
Precision production, craft, and repair	11.94	14.75	18.50	21.78	27.14
Supervisors, mechanics and repairers	19.58	24.44	25.43	28.38	31.25
Industrial machinery repairers	15.48	19.60	25.83	29.86	29.86
Mechanics and repairers, n.e.c.	16.48	16.82	18.55	21.77	22.81
Supervisors, construction trades, n.e.c.	12.12	13.94	14.75	21.20	23.08
Supervisors, production	16.25	19.49	22.95	25.52	32.18
Machine operators, assemblers, and inspectors	9.82	11.00	13.50	18.05	24.40
Slicing and cutting machine operators	10.61	12.36	13.77	15.33	17.47
Miscellaneous machine operators, n.e.c.	11.05	14.16	21.17	24.40	27.40
Assemblers	10.00	10.50	11.25	13.58	14.88
Transportation and material moving	9.96	11.74	15.26	16.80	20.22
Truck drivers	12.00	13.15	15.82	17.48	18.85
Bus drivers	9.96	10.12	11.10	18.03	19.85
Industrial truck and tractor equipment operators ..	11.40	12.95	14.95	16.20	17.36
Handlers, equipment cleaners, helpers, and laborers	6.50	7.25	9.95	13.29	16.30
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	11.75	13.34	18.44	26.01	26.01
Production helpers	10.12	11.23	15.60	15.60	22.86
Stock handlers and baggers	6.15	6.75	8.25	10.12	12.45
Freight, stock, and material handlers, n.e.c.	7.05	11.09	12.46	15.25	16.30
Vehicle washers and equipment cleaners	7.00	8.00	9.49	11.25	18.00
Hand packers and packagers	7.25	8.00	9.00	10.12	13.95
Service	6.50	7.88	9.28	11.65	15.70
Protective service	8.05	9.00	11.57	16.63	21.07
Police and detectives, public service	16.12	16.64	18.96	20.15	21.71
Food service	2.13	6.08	7.95	9.34	11.66
Waiters, waitresses, and bartenders	2.13	2.13	6.08	8.32	10.00
Waiters and waitresses	2.13	2.13	3.20	9.00	10.00
Other food service	6.50	7.25	8.47	10.00	13.34
Cooks	8.00	8.50	9.50	11.75	14.42
Kitchen workers, food preparation	7.00	7.58	8.55	10.00	13.34
Food preparation, n.e.c.	5.75	6.50	7.50	8.56	10.80
Health service	6.50	7.35	9.36	10.56	11.50
Nursing aides, orderlies and attendants	6.50	7.35	9.25	10.60	11.50
Cleaning and building service	7.13	7.90	8.86	10.52	12.07
Janitors and cleaners	7.44	8.00	9.40	10.75	12.50
Personal service	5.00	8.23	10.34	12.56	14.04

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid 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, and holidays;

nonproduction bonuses; and tips.

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

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

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

Table 6-2. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, private industry, National Compensation Survey, Richmond-Petersburg, VA, September 2003

Occupation ³	Private industry				
	10	25	Median 50	75	90
All	\$7.95	\$10.00	\$14.42	\$22.07	\$33.53
All excluding sales	8.00	10.40	14.74	22.50	33.17
White collar	9.00	12.41	17.50	28.47	38.92
White collar excluding sales	10.75	13.44	18.89	28.85	39.18
Professional specialty and technical	15.61	20.26	26.63	35.00	45.95
Professional specialty	17.85	22.12	29.37	37.50	47.11
Engineers, architects, and surveyors	25.63	27.32	30.20	47.11	51.56
Electrical and electronic engineers	30.00	30.20	41.87	47.11	47.11
Mathematical and computer scientists	22.12	28.85	34.62	40.87	50.00
Computer systems analysts and scientists	22.12	28.85	34.61	40.87	50.00
Natural scientists	-	-	-	-	-
Health related	15.87	19.80	24.83	28.07	31.60
Registered nurses	15.87	20.00	24.07	27.19	29.94
Teachers, college and university	21.00	26.85	30.07	39.29	47.55
Teachers, except college and university	14.85	15.63	20.72	27.50	32.10
Librarians, archivists, and curators	-	-	-	-	-
Social scientists and urban planners	19.05	20.26	20.26	28.26	33.46
Social, recreation, and religious workers	-	-	-	-	-
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-
Technical	11.67	16.00	20.84	26.15	28.65
Licensed practical nurses	13.97	15.88	17.12	18.37	19.60
Health technologists and technicians, n.e.c.	9.00	9.18	12.25	16.85	24.24
Executive, administrative, and managerial	16.33	20.78	28.42	37.71	45.73
Executives, administrators, and managers	19.09	23.44	32.90	39.23	45.09
Financial managers	23.44	29.05	37.32	39.59	43.75
Managers, marketing, advertising, and public relations	20.78	20.78	23.08	45.73	47.69
Managers and administrators, n.e.c.	16.35	21.28	28.85	37.71	42.79
Management related	15.00	17.49	24.54	33.65	53.39
Accountants and auditors	18.27	20.34	26.44	32.89	36.75
Personnel, training, and labor relations specialists	13.46	17.33	30.23	54.56	57.54
Management related, n.e.c.	17.30	17.30	22.05	34.04	37.57
Sales	7.25	8.25	12.00	17.35	34.97
Supervisors, sales	12.67	18.00	22.73	40.14	40.14
Sales, other business services	9.71	12.02	14.83	22.02	28.48
Sales workers, other commodities	7.65	8.50	11.32	13.25	14.08
Cashiers	6.50	7.15	8.00	8.54	8.81
Administrative support, including clerical	9.00	11.00	13.15	15.60	19.48
Secretaries	12.00	12.23	14.26	16.00	17.54
Receptionists	10.00	10.61	12.02	14.50	14.75
Information clerks, n.e.c.	10.58	11.54	12.48	13.50	14.79
Order clerks	9.15	11.15	21.81	22.84	22.84
Bookkeepers, accounting and auditing clerks	10.87	11.06	12.73	14.56	16.72
Traffic, shipping and receiving clerks	8.75	8.75	11.00	11.00	22.91
Insurance adjusters, examiners, and investigators	12.12	13.00	15.80	17.24	22.93
Investigators and adjusters, except insurance	11.00	11.97	13.03	14.15	15.15
Bill and account collectors	12.79	13.15	13.99	14.90	16.13
General office clerks	8.00	9.00	13.02	17.45	19.48
Administrative support, n.e.c.	9.10	11.06	14.15	15.80	17.32
Blue collar	7.98	10.50	14.08	19.08	23.11
Precision production, craft, and repair	11.50	14.00	18.55	21.78	27.14
Supervisors, mechanics and repairers	19.58	19.58	24.44	31.25	35.97
Industrial machinery repairers	15.50	19.60	25.83	29.86	29.86
Supervisors, production	16.25	19.49	22.95	25.52	32.18
Machine operators, assemblers, and inspectors	9.82	11.00	13.50	18.05	24.40
Slicing and cutting machine operators	10.61	12.36	13.77	15.33	17.47

See footnotes at end of table.

Table 6-2. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, private industry, National Compensation Survey, Richmond-Petersburg, VA, September 2003 — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
Blue collar –Continued					
Machine operators, assemblers, and inspectors					
–Continued					
Miscellaneous machine operators, n.e.c.	\$11.05	\$14.16	\$21.17	\$24.40	\$27.40
Assemblers	10.00	10.50	11.25	13.58	14.88
Transportation and material moving	9.96	12.00	15.82	17.36	20.88
Truck drivers	12.00	14.00	15.82	18.00	19.25
Industrial truck and tractor equipment operators ..	11.40	12.95	14.95	16.20	17.36
Handlers, equipment cleaners, helpers, and laborers	6.50	7.25	9.76	13.25	16.17
Production helpers	10.12	11.23	15.60	15.60	22.86
Stock handlers and baggers	6.15	6.75	8.25	10.12	12.45
Freight, stock, and material handlers, n.e.c.	7.05	11.09	12.46	15.25	16.30
Vehicle washers and equipment cleaners	7.00	8.00	9.49	11.25	18.00
Hand packers and packagers	7.25	8.00	9.00	10.12	13.95
Service	5.75	7.00	8.50	10.00	11.63
Protective service	–	–	–	–	–
Food service	2.13	5.92	7.83	9.00	11.40
Waiters, waitresses, and bartenders	2.13	2.13	6.08	8.32	10.00
Waiters and waitresses	2.13	2.13	3.20	9.00	10.00
Other food service	6.50	7.00	8.25	10.00	12.75
Cooks	8.00	8.50	9.50	12.00	14.42
Kitchen workers, food preparation	7.00	7.58	8.55	10.00	13.34
Food preparation, n.e.c.	5.75	6.50	7.25	8.00	9.99
Health service	6.50	7.00	9.15	10.56	11.52
Nursing aides, orderlies and attendants	6.50	7.00	9.03	10.56	11.52
Cleaning and building service	7.16	8.00	8.50	10.25	11.78
Janitors and cleaners	7.91	8.25	9.27	10.75	12.50
Personal service	–	–	–	–	–

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid 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, and holidays;

nonproduction bonuses; and tips.

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

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

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

Table 6-3. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, State and local government, National Compensation Survey, Richmond-Petersburg, VA, September 2003

Occupation ³	State and local government				
	10	25	Median 50	75	90
All	\$9.76	\$12.56	\$17.23	\$23.44	\$29.31
All excluding sales	9.76	12.56	17.23	23.44	29.31
White collar	10.75	14.36	19.18	24.77	31.71
White collar excluding sales	10.75	14.36	19.18	24.77	31.71
Professional specialty and technical	16.41	19.18	22.88	27.21	34.79
Professional specialty	18.35	20.44	23.44	28.78	38.38
Engineers, architects, and surveyors	—	—	—	—	—
Mathematical and computer scientists	—	—	—	—	—
Natural scientists	—	—	—	—	—
Health related	19.05	20.67	24.00	27.40	33.28
Teachers, except college and university	20.52	21.75	24.17	28.84	33.39
Elementary school teachers	20.77	21.55	24.17	29.72	35.09
Secondary school teachers	20.30	21.11	22.81	26.67	30.01
Librarians, archivists, and curators	19.82	22.28	25.67	29.20	32.79
Librarians	19.82	22.28	25.67	29.20	32.79
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	10.00	15.99	17.63	19.82	23.50
Social workers	10.00	15.99	17.63	19.82	23.50
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	13.43	15.02	16.87	19.56	22.92
Executive, administrative, and managerial	16.11	17.68	24.97	31.00	40.04
Executives, administrators, and managers	18.47	23.84	30.45	40.04	44.04
Administrators and officials, public administration	21.99	23.84	30.45	44.04	47.66
Management related	15.87	16.83	20.51	27.16	30.10
Accountants and auditors	15.87	16.82	17.95	23.74	30.72
Administrative support, including clerical	9.08	10.51	12.38	15.35	16.78
Secretaries	10.82	12.35	15.08	16.78	16.92
General office clerks	8.80	9.41	10.51	12.29	13.94
Teachers' aides	8.39	9.39	10.52	13.68	20.89
Administrative support, n.e.c.	9.18	10.75	12.02	14.68	16.22
Blue collar	11.14	13.68	16.68	19.03	25.43
Precision production, craft, and repair	13.94	15.80	17.50	22.81	27.65
Transportation and material moving	10.00	10.92	12.48	14.83	16.64
Handlers, equipment cleaners, helpers, and laborers	9.26	10.68	12.97	15.28	17.74
Service	8.23	9.58	12.02	16.12	20.23
Protective service	11.49	13.14	16.30	19.74	27.75
Police and detectives, public service	16.12	16.64	18.96	20.15	21.71
Food service	—	—	—	—	—
Other food service	—	—	—	—	—
Health service	—	—	—	—	—
Cleaning and building service	6.98	7.66	9.48	10.72	12.38
Janitors and cleaners	6.98	7.66	9.48	10.72	12.38
Personal service	—	—	—	—	—

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid 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, and holidays;

nonproduction bonuses; and tips.

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

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

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

Table 6-4. Hourly wage percentiles for establishment jobs,¹ full-time workers:² Selected occupations, all industries, National Compensation Survey, Richmond-Petersburg, VA, September 2003

Occupation ³	10	25	Median 50	75	90
All	\$9.00	\$11.75	\$16.11	\$23.28	\$33.22
All excluding sales	9.05	11.81	16.35	23.32	32.90
White collar	10.89	13.66	19.18	27.40	38.46
White collar excluding sales	11.13	14.15	19.48	27.41	38.34
Professional specialty and technical	16.41	19.63	24.04	30.80	39.44
Professional specialty	18.26	20.77	25.96	33.04	39.44
Engineers, architects, and surveyors	19.95	21.88	26.20	33.03	47.11
Electrical and electronic engineers	30.00	30.20	41.87	47.11	47.11
Mathematical and computer scientists	18.88	25.96	34.61	39.44	47.69
Computer systems analysts and scientists	18.84	25.96	34.61	39.44	47.44
Natural scientists	19.18	19.30	23.44	24.43	26.20
Health related	17.33	20.06	23.97	26.85	30.28
Registered nurses	17.55	20.00	23.72	26.56	28.85
Teachers, college and university	—	—	—	—	—
Teachers, except college and university	20.30	21.53	24.02	28.84	33.25
Elementary school teachers	20.77	21.59	24.27	29.72	34.79
Secondary school teachers	20.30	21.11	22.81	26.95	30.49
Librarians, archivists, and curators	20.29	23.61	24.56	28.61	32.74
Librarians	20.29	23.61	24.56	28.61	32.74
Social scientists and urban planners	19.18	19.18	26.20	28.82	28.82
Social, recreation, and religious workers	13.23	14.43	17.22	19.71	21.22
Social workers	13.23	14.43	17.22	19.71	21.22
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	12.42	15.45	18.53	22.60	26.15
Licensed practical nurses	13.80	15.65	17.17	18.60	19.33
Health technologists and technicians, n.e.c.	9.00	9.18	13.50	20.28	24.24
Executive, administrative, and managerial	16.31	20.31	28.21	37.60	44.92
Executives, administrators, and managers	18.55	23.44	32.56	39.59	44.92
Administrators and officials, public administration Financial managers	21.99	24.97	34.18	44.04	47.66
Managers, marketing, advertising, and public relations	23.44	29.05	37.32	39.59	43.75
Administrators, education and related fields	20.78	20.78	23.08	45.73	47.69
Managers and administrators, n.e.c.	23.57	30.12	40.04	40.04	40.04
Management related	16.35	20.77	28.85	37.71	42.79
Accountants and auditors	15.00	17.31	23.99	32.19	43.42
Other financial officers	16.35	18.27	23.75	28.85	36.75
Personnel, training, and labor relations specialists	13.67	17.72	27.64	33.65	36.06
Management related, n.e.c.	13.46	17.31	30.23	53.39	57.54
Management related, n.e.c.	17.30	17.30	18.89	34.04	37.57
Sales	8.51	10.71	14.08	22.73	40.14
Supervisors, sales	12.67	18.00	22.73	40.14	40.14
Sales, other business services	9.71	12.02	14.83	22.02	28.48
Sales workers, other commodities	8.15	9.50	13.00	14.08	14.08
Administrative support, including clerical	9.62	11.22	13.43	15.90	18.98
Computer operators	13.63	18.55	18.55	19.92	20.93
Secretaries	11.78	12.25	14.91	16.15	17.37
Receptionists	10.00	11.57	12.02	14.50	14.75
Records clerks, n.e.c.	8.30	8.70	8.80	12.46	15.26
Bookkeepers, accounting and auditing clerks	11.06	12.50	14.04	16.05	17.87
Dispatchers	12.38	12.38	12.38	20.89	24.08
Insurance adjusters, examiners, and investigators	12.12	13.00	15.80	17.24	22.93
Investigators and adjusters, except insurance	11.00	11.92	13.44	14.50	16.68
Bill and account collectors	12.50	13.13	14.08	15.08	17.18
General office clerks	9.00	9.71	11.72	14.61	18.55
Teachers' aides	8.39	9.39	10.52	13.68	20.89
Administrative support, n.e.c.	10.75	12.02	14.28	15.93	17.20
Blue collar	9.00	11.23	14.79	19.48	24.51
Precision production, craft, and repair	12.00	14.75	18.50	21.78	27.17
Supervisors, mechanics and repairers	19.58	24.44	25.43	28.38	31.25

See footnotes at end of table.

Table 6-4. Hourly wage percentiles for establishment jobs,¹ full-time workers:² Selected occupations, all industries, National Compensation Survey, Richmond-Petersburg, VA, September 2003 — Continued

Occupation ³	10	25	Median 50	75	90
Blue collar –Continued					
Precision production, craft, and repair –Continued					
Industrial machinery repairers	\$15.48	\$19.60	\$25.83	\$29.86	\$29.86
Mechanics and repairers, n.e.c.	16.48	16.82	18.55	21.77	22.81
Supervisors, construction trades, n.e.c.	12.12	13.94	14.75	21.20	23.08
Supervisors, production	16.25	19.49	22.95	25.52	32.18
Machine operators, assemblers, and inspectors					
Slicing and cutting machine operators	9.82	11.06	13.50	18.50	24.40
Miscellaneous machine operators, n.e.c.	10.61	12.36	13.77	15.33	17.47
.....	11.05	14.16	21.17	24.40	27.40
Transportation and material moving					
Truck drivers	10.12	12.01	15.32	16.80	20.88
.....	12.00	12.95	15.65	17.06	18.85
Industrial truck and tractor equipment operators ..	11.40	12.95	14.95	16.20	17.36
Handlers, equipment cleaners, helpers, and laborers					
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	6.50	7.85	10.50	13.83	17.31
.....	11.75	13.34	18.44	26.01	26.01
Production helpers	10.12	11.23	15.60	15.60	22.86
Stock handlers and baggers	7.60	9.50	9.67	12.45	13.07
Freight, stock, and material handlers, n.e.c.	7.05	11.09	12.53	15.25	16.30
Hand packers and packagers	7.25	7.55	9.00	13.83	14.90
Service					
Protective service	7.21	8.25	10.00	12.58	16.97
.....	8.15	9.25	11.83	16.64	21.48
Police and detectives, public service	16.12	16.64	18.96	20.15	21.71
Food service	3.20	6.08	8.83	11.00	14.00
Waiters, waitresses, and bartenders	3.20	3.20	6.08	9.00	11.40
Other food service	7.34	8.47	10.00	12.67	14.42
Kitchen workers, food preparation	7.14	8.01	9.34	12.01	14.00
Food preparation, n.e.c.	7.21	7.50	9.27	10.96	12.85
Health service	7.75	8.65	10.06	10.95	11.93
Nursing aides, orderlies and attendants	7.94	8.75	10.14	10.95	11.93
Cleaning and building service	7.16	8.00	8.86	10.52	11.78
Janitors and cleaners	7.47	8.20	9.45	10.75	12.21
Personal service	–	–	–	–	–

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid 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, and holidays; nonproduction bonuses; and tips.

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

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

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

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

Table 6-5. Hourly wage percentiles for establishment jobs,¹ part-time workers:² Selected occupations, all industries, National Compensation Survey, Richmond-Petersburg, VA, September 2003

Occupation ³	10	25	Median 50	75	90
All	\$6.25	\$7.00	\$8.08	\$10.00	\$17.77
All excluding sales	6.15	7.00	8.50	10.87	20.87
White collar	6.90	7.58	9.15	13.29	28.00
White collar excluding sales	8.00	9.00	11.15	20.30	31.50
Professional specialty and technical	12.84	17.15	24.07	31.50	35.00
Professional specialty	15.00	17.77	25.00	32.00	35.00
Mathematical and computer scientists	—	—	—	—	—
Health related	20.75	24.00	28.28	35.00	59.74
Registered nurses	19.18	21.00	24.07	28.00	30.00
Teachers, college and university	—	—	—	—	—
Teachers, except college and university	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—
Technical	—	—	—	—	—
Executive, administrative, and managerial	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—
Sales	6.50	7.00	7.40	8.11	8.80
Cashiers	6.50	6.75	7.25	7.90	8.30
Administrative support, including clerical	7.25	8.00	9.43	10.91	12.73
Administrative support, n.e.c.	5.59	8.00	9.18	10.00	11.00
Blue collar	6.15	6.70	8.00	9.00	10.00
Precision production, craft, and repair	—	—	—	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—
Transportation and material moving	7.91	8.16	10.12	16.10	18.34
Handlers, equipment cleaners, helpers, and laborers	6.15	6.50	7.50	9.00	9.00
Stock handlers and baggers	6.15	6.25	6.70	7.50	8.25
Service	2.13	6.50	7.50	8.75	10.00
Protective service	—	—	—	—	—
Food service	2.13	4.25	7.45	8.25	9.25
Waiters, waitresses, and bartenders	2.13	2.13	2.13	8.00	9.45
Waiters and waitresses	2.13	2.13	2.13	8.00	10.00
Other food service	5.92	6.50	7.64	8.50	9.11
Kitchen workers, food preparation	6.50	7.00	8.25	8.75	9.05
Food preparation, n.e.c.	5.75	6.50	6.80	7.71	8.00
Health service	6.50	6.50	7.00	9.72	10.49
Nursing aides, orderlies and attendants	6.50	6.50	6.90	9.42	10.54
Cleaning and building service	—	—	—	—	—
Personal service	—	—	—	—	—

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid 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, and 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.

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Appendix A: Technical Note

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

Planning for the survey

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

Survey scope

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

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

Sampling frame

The list of establishments from which the survey sample was selected (sampling frame) was developed from State unemployment insurance reports. Due to the volatility of industries within the private sector, sampling frames were developed using the most recent month of reference available at the time the sample was selected. The sampling frame was reviewed prior to the survey and, when necessary, missing establishments were added, out-of-business and out-of-scope establishments were removed, and addresses, employment levels, industry classification, and other information were updated. 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 met-

ropolitan 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, tips, 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 sam-

ple establishment or occupation, or data were missing, the response was treated as a refusal.

Survey response

	<i>Establish- ments</i>
Total in sampling frame	1,573
Total in sample	365
Responding	226
Out of business or not in survey scope	47
Unable or refused to provide data	92

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

Estimation

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

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

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

Percentiles

The percentiles presented in tables 6-1 through 6-5 are computed using earnings reported for individual workers in sampled establishment jobs and their scheduled hours of work. 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. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid 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, Richmond-Petersburg, VA, September 2003**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	260,600	188,600	72,100
All excluding sales	241,700	169,600	72,100
White collar	156,400	103,100	53,300
White-collar excluding sales	137,500	84,200	53,300
Professional specialty and technical	59,900	27,700	32,200
Professional specialty	50,300	21,800	28,400
Technical	9,700	5,900	–
Executive, administrative, and managerial	22,000	19,000	2,900
Sales	18,900	18,900	–
Administrative support, including clerical	55,600	37,400	18,200
Blue collar	60,500	54,900	5,600
Precision production, craft, and repair	19,300	15,800	3,500
Machine operators, assemblers, and inspectors	14,200	14,200	–
Transportation and material moving	9,000	7,800	–
Handlers, equipment cleaners, helpers, and laborers	18,000	17,200	800
Service	43,700	30,600	13,100

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.