

# Occupational Compensation Survey: Pay Only

Richmond—Petersburg, VA,  
Metropolitan Area,  
August 1995



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U.S. Department of Labor  
Bureau of Labor Statistics

Bulletin 3080-31

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## Preface

This bulletin provides results of an August 1995 survey of occupational pay in the Richmond—Petersburg, VA Metropolitan Statistical Area. This survey was conducted as part of the U.S. Bureau of Labor Statistics Occupational Compensation Survey Program. Data from this program are for use in implementing the Federal Employees Pay Comparability Act of 1990. The survey was conducted by the Bureau's regional office in Philadelphia, under the direction of John W. Filemyr, Assistant Regional Commissioner for Operations. Data were collected by Kendall Cooper, Bruce Edwards, Frank Hayden, Rose Murray, Nancy Shamonsky, Tom Shaffer, Drew Simmons, and Mirian Torain. Regional review was conducted by Joseph Mursch under the supervision of Frank Waligorski, Team Leader. Statistical support was provided by Ken Hillian. Kimberly Lacey of the Division of Occupational Pay and Employee Benefit Levels reviewed the aggregate data. Martha Walker of the Statistical Methods Group was responsible for the statistical procedures. Paulette Brown and Kimberly Lacey of the Division of Occupational Pay and Employee Benefit Levels prepared this bulletin.

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.

For additional information regarding this survey or similar surveys conducted in this regional area, please contact the BLS Philadelphia Regional Office at (215) 596-1154. You may also write to the Bureau of Labor Statistics at: Division of Occupational Pay and Employee Benefits, 2 Massachusetts Avenue, NE, Washington, D.C. 20212-0001 or call the Occupational Compensation Survey Program information line at (202) 606-6220.

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# Occupational Compensation Survey: Pay Only

# Richmond—Petersburg, VA, Metropolitan Area, August 1995



U.S. Department of Labor  
Robert B. Reich, Secretary

Bureau of Labor Statistics  
Katharine G. Abraham,  
Commissioner

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# Introduction

This survey of occupational pay in the Richmond—Petersburg, VA Metropolitan Statistical Area (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) was conducted as part of the U.S. Bureau of Labor Statistics Occupational Compensation Survey Program. The survey is one of a number of metropolitan areas surveyed annually throughout the United States. (See listing of reports for other surveys at the end of this bulletin.)

A major objective of the Occupational Compensation Survey Program is to describe the level and distribution of occupational pay in a variety of the Nation's local labor markets, using a consistent survey approach. Another Program objective is to provide information on the incidence of employee benefits among and within local labor markets. However, no benefits data were collected for this survey.

The Program develops information that is used for a variety of purposes, including wage and salary administration, collective bargaining, and assistance in determining business or plant location. Survey results also are used by the U.S. Department of Labor in making wage determinations under the Service Contract Act, and by the President's Pay Agent (the Secretary of Labor and Directors of the U.S. Office of Personnel Management and the U.S. Office of Management and Budget) in determining local pay adjustments under the Federal Employee Pay Comparability Act of 1990. This latter requirement resulted in: (1) Expanding the survey's industrial coverage to include all private nonfarm establishments (except households)

employing 50 workers or more and to State and local governments and (2) adding more professional, administrative, technical, and protective service occupations to the surveys.

## Pay

The A-series tables provide estimates of straight-time weekly or hourly pay by occupation. Tables A-1 through A-5 provide data for selected white- and blue-collar occupations common to a variety of industries. Tables A-6 and A-7 present separate occupational pay information for the health services industry.

Occupational pay information is presented for all industries covered by the survey and, where possible, for private industry (e.g., for goods- and service-producing industries) and for State and local governments. Within private industry, more detailed information is presented to the extent that the survey establishment sample can support such detail.

## Appendixes

Appendix A describes the concepts, methods, and coverage used in the Occupational Compensation Survey Program. It also includes information on the area's industrial composition and the reliability of occupational pay estimates.

Appendix B includes the descriptions used by Bureau field economists to classify workers in the survey occupations.

**Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Richmond-Petersburg, VA, August 1995**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																					
			Mean	Median	Middle range	350 and under 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 1900	1900 and over	
<b>PROFESSIONAL OCCUPATIONS</b>																											
<b>Accountants</b>																											
Level I .....	254	39.4	\$502	\$493	\$451 - \$551	4	20	28	21	17	7	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	126	38.9	493	455	423 - 565	9	33	23	9	8	13	5	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	79	38.5	499	465	443 - 556	4	32	32	8	8	10	6	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	128	39.8	511	512	474 - 551	-	9	32	33	25	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	460	39.2	626	615	538 - 693	-	2	6	22	16	18	12	9	8	5	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-
Private industry .....	326	39.0	626	604	519 - 708	-	2	7	25	15	13	11	8	8	7	3	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	106	39.9	716	750	625 - 811	-	8	8	3	2	10	8	13	19	21	8	1	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	106	39.9	716	750	625 - 811	-	8	8	3	2	10	8	13	19	21	8	1	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	220	38.5	583	576	519 - 630	-	-	6	35	22	15	13	5	3	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	107	39.9	724	738	658 - 787	-	-	-	1	7	11	15	21	26	17	2	-	-	-	-	-	-	-	-	-	-	-
Level III .....	375	39.5	786	759	673 - 886	-	-	-	1	5	11	13	12	17	18	17	4	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-
Private industry .....	268	39.3	811	796	680 - 938	-	-	-	1	3	11	12	9	14	18	23	6	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-
Goods-producing industries .....	132	39.6	819	798	678 - 955	-	-	-	2	2	8	16	9	14	13	28	6	3	-	-	-	-	-	-	-	-	-
Manufacturing .....	129	39.6	814	788	674 - 954	-	-	-	2	2	8	16	9	14	13	28	5	3	-	-	-	-	-	-	-	-	-
Service-producing industries .....	136	39.1	804	786	680 - 905	-	-	-	4	4	14	9	9	14	24	18	6	1	1	-	-	-	-	-	-	-	-
State and local government .....	107	39.9	724	738	658 - 787	-	-	-	1	7	11	15	21	26	17	2	-	-	-	-	-	-	-	-	-	-	-
Level IV .....	191	39.6	983	957	865 - 1,081	-	-	-	-	-	-	1	1	5	32	18	21	8	6	5	1	-	-	-	-	-	-
Private industry .....	102	39.3	1,029	1,000	865 - 1,163	-	-	-	-	-	-	-	-	4	27	18	19	12	9	10	2	-	-	-	-	-	-
Goods-producing industries .....	64	39.4	1,002	969	865 - 1,101	-	-	-	-	-	-	-	-	3	39	11	20	11	8	6	2	-	-	-	-	-	-
Manufacturing .....	63	39.4	1,005	990	865 - 1,101	-	-	-	-	-	-	-	-	3	38	11	21	11	8	6	2	-	-	-	-	-	-
Service-producing industries .....	38	39.1	1,075	-	-	-	-	-	-	-	-	-	-	5	8	29	16	13	11	16	3	-	-	-	-	-	-
Level V .....	28	39.1	1,436	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-	14	25	32	11	4	11	-	-	-
Private industry .....	27	39.1	1,438	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-	15	22	33	11	4	11	-	-	-
<b>Accountants, Public</b>																											
Level I .....	33	40.0	548	538	529 - 558	-	-	-	58	39	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	33	40.0	548	538	529 - 558	-	-	-	58	39	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	33	40.0	548	538	529 - 558	-	-	-	58	39	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	45	40.0	587	569	558 - 604	-	-	-	2	67	13	18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	45	40.0	587	569	558 - 604	-	-	-	2	67	13	18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	45	40.0	587	569	558 - 604	-	-	-	2	67	13	18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	59	40.0	656	648	604 - 702	-	-	-	-	17	34	22	19	8	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	59	40.0	656	648	604 - 702	-	-	-	-	17	34	22	19	8	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	59	40.0	656	648	604 - 702	-	-	-	-	17	34	22	19	8	-	-	-	-	-	-	-	-	-	-	-	-	-
Level IV .....	36	40.0	918	911	858 - 952	-	-	-	-	-	-	-	-	8	36	36	11	8	-	-	-	-	-	-	-	-	-
Private industry .....	36	40.0	918	911	858 - 952	-	-	-	-	-	-	-	-	8	36	36	11	8	-	-	-	-	-	-	-	-	-
Service-producing industries .....	36	40.0	918	911	858 - 952	-	-	-	-	-	-	-	-	8	36	36	11	8	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

**Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Richmond-Petersburg, VA, August 1995 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																							
			Mean	Median	Middle range	350 and under 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 1900	1900 and over			
<b>Attorneys</b>																													
Level II:																													
State and local government .....	10	38.8	\$949	-	- - -	-	-	-	-	10	10	-	10	-	10	10	-	40	-	10	-	-	-	-	-	-	-	-	
Level III:																													
Private industry .....	33	37.8	1,355	-	- - -	-	-	-	-	-	-	-	-	-	-	6	-	27	30	27	-	3	6	-	-	-	-	-	
Service-producing industries .....	33	37.8	1,355	-	- - -	-	-	-	-	-	-	-	-	-	-	6	-	27	30	27	-	3	6	-	-	-	-	-	
Level IV .....	26	38.7	1,492	-	- - -	-	-	-	-	-	-	-	-	-	-	-	-	15	-	27	12	15	15	12	-	-	4		
<b>Engineers</b>																													
Level I .....																													
Private industry .....	93	40.0	655	\$656	\$584 - \$750	-	1	4	15	23	5	11	15	12	14	-	-	-	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	87	40.0	655	654	577 - 758	-	1	5	16	23	5	7	16	13	15	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	71	40.0	657	638	584 - 760	-	-	1	20	25	4	8	11	14	15	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	55	40.0	678	719	544 - 787	-	-	2	25	4	5	11	15	18	20	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....																													
Private industry .....	483	39.9	773	753	658 - 853	-	-	( <sup>3</sup> )	2	7	13	14	10	12	20	10	8	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	275	39.8	839	837	723 - 954	-	-	-	( <sup>3</sup> )	2	7	14	7	9	24	17	14	4	1	-	-	-	-	-	-	-	-	-	
Manufacturing .....	190	39.8	877	888	773 - 1,004	-	-	-	-	3	7	7	2	11	23	21	20	5	1	-	-	-	-	-	-	-	-	-	
State and local government .....	184	39.8	886	895	777 - 1,005	-	-	-	-	3	4	7	2	11	24	22	21	5	1	-	-	-	-	-	-	-	-	-	
Private industry .....	85	39.9	754	731	673 - 840	-	-	-	1	-	8	31	18	7	26	9	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	208	39.9	685	688	602 - 753	-	-	( <sup>3</sup> )	5	14	22	13	13	16	16	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....																													
Private industry .....	791	39.9	982	969	841 - 1,127	-	-	-	-	( <sup>3</sup> )	2	5	3	8	22	15	16	16	9	3	1	1	( <sup>3</sup> )	-	-	-	-	-	
Goods-producing industries .....	539	39.9	1,061	1,067	952 - 1,158	-	-	-	-	-	1	1	4	11	18	22	24	13	4	2	1	( <sup>3</sup> )	-	-	-	-	-	-	
Manufacturing .....	387	39.9	1,072	1,082	943 - 1,200	-	-	-	-	-	1	1	4	12	17	17	22	17	5	2	1	( <sup>3</sup> )	-	-	-	-	-	-	
State and local government .....	379	39.9	1,075	1,087	945 - 1,201	-	-	-	-	-	1	1	4	11	16	17	22	17	5	2	1	( <sup>3</sup> )	-	-	-	-	-	-	
Level IV .....	535	39.9	1,160	1,183	1,051 - 1,255	-	-	-	-	-	( <sup>3</sup> )	1	1	4	13	14	21	33	9	2	1	1	( <sup>3</sup> )	-	-	-	-	-	
Private industry .....	426	39.9	1,210	1,220	1,138 - 1,281	-	-	-	-	-	-	-	-	2	3	11	25	41	11	3	2	1	( <sup>3</sup> )	-	-	-	-	-	
Goods-producing industries .....	311	39.9	1,215	1,222	1,126 - 1,289	-	-	-	-	-	-	-	-	-	3	3	12	25	38	12	4	3	1	( <sup>3</sup> )	-	-	-	-	
Manufacturing .....	311	39.9	1,215	1,222	1,126 - 1,289	-	-	-	-	-	-	-	-	-	3	3	12	25	38	12	4	3	1	( <sup>3</sup> )	-	-	-	-	
State and local government .....	109	39.8	966	983	962 - 1,005	-	-	-	-	-	1	3	6	10	51	25	5	-	-	-	-	-	-	-	-	-	-	-	
Level V .....																													
Private industry .....	275	39.9	1,398	1,396	1,333 - 1,442	-	-	-	-	-	-	-	-	-	-	1	4	12	35	33	7	5	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	
Goods-producing industries .....	261	39.9	1,409	1,400	1,343 - 1,444	-	-	-	-	-	-	-	-	-	-	1	2	11	36	35	7	5	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	
Manufacturing .....	156	39.9	1,434	1,400	1,351 - 1,517	-	-	-	-	-	-	-	-	-	-	1	1	11	31	30	12	9	4	1	1	1	1	1	
State and local government .....	144	39.9	1,436	1,408	1,341 - 1,529	-	-	-	-	-	-	-	-	-	-	1	1	12	33	26	12	10	4	1	1	1	1	1	
Level VI .....	14	39.6	1,189	-	-	-	-	-	-	-	-	-	-	-	-	14	50	21	14	-	-	-	-	-	-	-	-	-	
State and local government .....	72	39.9	1,534	1,553	1,299 - 1,637	-	-	-	-	-	-	-	-	-	-	1	14	10	1	6	36	14	4	1	4	13	13		
State and local government .....	20	40.0	1,211	1,175	1,156 - 1,285	-	-	-	-	-	-	-	-	-	-	5	50	35	5	5	-	-	-	-	-	-	-	-	

See footnotes at end of table.

**Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Richmond-Petersburg, VA, August 1995 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																							
			Mean	Median	Middle range	350 and under 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 1900	1900 and over			
<b>Registered Nurses</b>																													
Level I .....	198	40.0	\$593	\$581	\$556 - \$620	-	-	3	14	49	17	8	9	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	115	39.9	601	600	540 - 655	-	-	4	24	17	27	11	14	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	112	40.0	596	600	533 - 651	-	-	4	25	18	28	12	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	2,946	40.0	708	708	630 - 784	-	-	1	6	10	15	15	17	15	16	4	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	1,749	39.9	700	710	622 - 779	-	-	2	6	12	12	13	20	18	15	2	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	1,729	39.9	700	710	620 - 779	-	-	2	6	12	12	13	20	18	15	2	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	1,197	40.0	719	703	640 - 804	-	-	-	5	7	21	17	13	12	19	7	1	-	-	-	-	-	-	-	-	-	-	-	
<b>ADMINISTRATIVE OCCUPATIONS</b>																													
<b>Buyers/Contracting Specialists</b>																													
Level I .....	30	39.5	554	-	- - -	-	-	17	43	20	10	7	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	171	38.9	640	615	551 - 692	-	-	1	23	20	20	11	6	8	9	1	1	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	115	38.5	640	594	523 - 721	-	-	-	30	21	17	7	5	5	13	1	2	-	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	73	38.6	625	570	523 - 709	-	-	-	44	25	-	5	5	3	14	1	3	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	72	38.5	623	570	520 - 705	-	-	-	44	25	-	6	6	3	13	1	3	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	42	38.3	666	628	606 - 721	-	-	-	5	14	45	10	5	10	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	27	39.9	747	762	658 - 823	-	-	-	-	-	19	15	11	19	33	-	4	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	109	39.8	927	957	823 - 1,030	-	-	-	-	-	5	4	7	6	17	22	28	10	1	-	-	-	-	-	-	-	-	-	-
Private industry .....	82	39.8	986	1,001	935 - 1,058	-	-	-	-	-	-	-	6	1	12	29	37	13	1	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	43	39.7	991	1,002	935 - 1,106	-	-	-	-	-	-	-	12	-	7	28	28	23	2	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	43	39.7	991	1,002	935 - 1,106	-	-	-	-	-	-	-	12	-	7	28	28	23	2	-	-	-	-	-	-	-	-	-	-
State and local government .....	27	39.9	747	762	658 - 823	-	-	-	-	-	19	15	11	19	33	-	4	-	-	-	-	-	-	-	-	-	-	-	-
<b>Computer Programmers</b>																													
Level II .....	234	39.1	605	587	538 - 687	-	4	7	22	20	14	13	11	6	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	154	38.7	625	615	545 - 705	-	6	1	18	17	16	15	14	9	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	146	38.7	622	615	544 - 705	-	7	1	19	16	17	14	14	8	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	80	39.8	567	563	504 - 604	-	-	17	30	26	10	10	5	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	388	39.3	717	708	636 - 775	-	-	-	-	11	18	16	18	18	14	3	2	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	192	38.5	753	750	689 - 789	-	-	-	-	1	11	17	20	28	16	5	3	-	-	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	42	39.1	740	754	696 - 762	-	-	-	-	-	5	21	12	48	12	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	42	39.1	740	754	696 - 762	-	-	-	-	-	5	21	12	48	12	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	150	38.4	757	733	689 - 803	-	-	-	-	1	13	15	23	22	17	5	4	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

**Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Richmond-Petersburg, VA, August 1995 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																			
			Mean	Median	Middle range	350 and under 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 1900
<b>Computer Systems Analysts</b>																									
Level I .....	157	39.0	\$798	\$812	\$744 - \$861	-	-	-	-	-	8	7	15	17	44	9	1	-	-	-	-	-	-	-	-
Private industry .....	148	39.1	798	815	741 - 865	-	-	-	-	-	8	7	16	14	45	9	1	-	-	-	-	-	-	-	-
Goods-producing industries .....	39	39.9	816	-	- - -	-	-	-	-	-	8	-	15	3	67	8	-	-	-	-	-	-	-	-	-
Manufacturing .....	38	39.9	813	-	- - -	-	-	-	-	-	8	-	16	3	68	5	-	-	-	-	-	-	-	-	-
Service-producing industries .....	109	38.9	791	790	731 - 861	-	-	-	-	-	8	10	16	17	37	10	2	-	-	-	-	-	-	-	-
Level II .....	840	39.3	880	865	796 - 952	-	-	-	-	-	-	3	8	14	35	22	14	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-
Private industry .....	616	39.0	895	878	811 - 964	-	-	-	-	-	-	1	6	14	34	24	17	3	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-
Goods-producing industries .....	109	39.6	908	871	815 - 999	-	-	-	-	-	-	-	2	16	39	19	20	4	-	1	-	-	-	-	-
Manufacturing .....	107	39.6	909	877	813 - 1,004	-	-	-	-	-	-	-	2	16	37	20	21	4	-	1	-	-	-	-	-
Service-producing industries .....	507	38.9	892	885	808 - 953	-	-	-	-	-	-	2	7	14	33	25	17	3	1	-	-	-	-	-	-
Level III .....	664	39.3	1,062	1,050	962 - 1,124	-	-	-	-	-	-	-	( <sup>3</sup> )	2	10	24	34	11	10	7	2	( <sup>3</sup> )	-	-	-
Private industry .....	476	39.0	1,091	1,058	981 - 1,210	-	-	-	-	-	-	-	-	-	8	23	29	14	14	9	2	( <sup>3</sup> )	-	-	-
Service-producing industries .....	369	38.8	1,062	1,035	965 - 1,134	-	-	-	-	-	-	-	-	-	9	29	30	14	11	6	1	1	-	-	-
Level IV .....	44	39.6	1,402	1,399	1,287 - 1,552	-	-	-	-	-	-	-	-	-	-	-	5	5	18	23	18	20	9	2	-
Private industry .....	44	39.6	1,402	1,399	1,287 - 1,552	-	-	-	-	-	-	-	-	-	-	-	5	5	18	23	18	20	9	2	-
<b>Computer Systems Analyst Supervisors/Managers</b>																									
Level I .....	101	39.8	1,157	1,149	1,051 - 1,201	-	-	-	-	-	-	-	-	-	4	11	25	31	15	4	3	6	2	-	-
Private industry .....	45	39.5	1,174	1,113	1,013 - 1,292	-	-	-	-	-	-	-	-	-	7	11	29	7	22	9	4	7	4	-	-
Service-producing industries .....	26	39.1	1,107	-	- - -	-	-	-	-	-	-	-	-	-	12	19	15	8	35	12	-	-	-	-	-
State and local government .....	56	40.0	1,143	1,149	1,081 - 1,175	-	-	-	-	-	-	-	-	-	2	11	21	50	9	-	2	5	-	-	-
Level II .....	67	38.6	1,358	1,343	1,292 - 1,488	-	-	-	-	-	-	-	-	-	-	-	7	10	10	39	10	15	6	1	-
Private industry .....	55	38.4	1,382	1,360	1,306 - 1,521	-	-	-	-	-	-	-	-	-	-	-	5	9	9	36	13	18	7	2	-
<b>Personnel Specialists</b>																									
Level I .....	58	39.8	549	563	506 - 589	-	7	14	19	41	19	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	56	39.8	553	563	515 - 589	-	5	13	20	43	20	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	294	39.4	612	606	539 - 688	1	2	8	14	21	20	13	8	10	2	-	-	-	-	-	-	-	-	-	-
Private industry .....	125	38.8	585	577	500 - 644	2	6	15	16	21	18	10	4	4	5	-	-	-	-	-	-	-	-	-	-
Goods-producing industries .....	39	38.9	597	-	- - -	-	-	36	5	10	23	5	3	10	8	-	-	-	-	-	-	-	-	-	-
Manufacturing .....	39	38.9	597	-	- - -	-	-	36	5	10	23	5	3	10	8	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	86	38.8	579	576	509 - 643	2	8	6	21	26	16	12	5	1	3	-	-	-	-	-	-	-	-	-	-
Level III .....	292	39.5	756	740	673 - 823	-	-	-	2	6	10	20	13	15	24	6	3	1	-	-	-	-	-	-	-
Private industry .....	182	39.3	765	757	689 - 833	-	-	-	2	7	8	21	10	14	24	6	5	2	-	-	-	-	-	-	-
Goods-producing industries .....	57	39.9	788	753	696 - 845	-	-	-	-	2	9	19	18	12	23	9	7	2	-	-	-	-	-	-	-
Manufacturing .....	53	39.9	788	740	696 - 850	-	-	-	-	2	9	21	19	9	21	9	8	2	-	-	-	-	-	-	-
Service-producing industries .....	125	39.0	755	757	665 - 817	-	-	-	3	9	8	22	6	15	25	5	5	2	-	-	-	-	-	-	-

See footnotes at end of table.



**Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Richmond-Petersburg, VA, August 1995 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																					
			Mean	Median	Middle range	350 and under 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 - 1800	1800 - 1900	1900 and over	
Level IV .....	140	39.0	\$1,006	\$972	\$881 - \$1,086	-	-	-	-	-	-	1	-	4	24	24	24	9	10	6	-	-	-	-	-	-	-
Private industry .....	103	38.7	1,031	1,008	900 - 1,177	-	-	-	-	-	-	1	-	3	20	21	21	12	14	8	-	-	-	-	-	-	
Goods-producing industries .....	57	39.1	1,043	1,008	865 - 1,217	-	-	-	-	-	-	-	-	4	26	18	12	12	18	11	-	-	-	-	-	-	
Manufacturing .....	55	39.1	1,043	1,000	865 - 1,229	-	-	-	-	-	-	-	-	4	27	18	11	11	18	11	-	-	-	-	-	-	
Service-producing industries .....	46	38.1	1,016	1,004	909 - 1,058	-	-	-	-	-	-	2	-	2	13	26	33	11	9	4	-	-	-	-	-	-	
State and local government .....	37	40.0	935	920	866 - 1,028	-	-	-	-	-	-	-	-	5	35	30	30	-	-	-	-	-	-	-	-	-	
Level V .....	26	38.8	1,329	-	- - -	-	-	-	-	-	-	-	-	-	-	-	12	15	15	35	4	12	4	4	-	-	
<b>Personnel Supervisors/Managers</b>																											
Level I:																											
State and local government .....	8	40.0	988	-	- - -	-	-	-	-	-	-	-	-	-	38	13	50	-	-	-	-	-	-	-	-	-	
<b>Tax Collectors</b>																											
Level II .....	11	40.0	584	-	- - -	-	-	-	36	18	27	9	9	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	11	40.0	584	-	- - -	-	-	-	36	18	27	9	9	-	-	-	-	-	-	-	-	-	-	-	-	-	

<sup>1</sup> Standard hours reflect the workweek for which employees receive their regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates), and the earnings correspond to these weekly hours.

<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excluded are performance bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses. Pay increases, but not bonuses, under cost-of-living clauses, and incentive payments, however, are included. See Appendix A for definitions and methods used to compute means, medians, and middle ranges.

<sup>3</sup> Less than 0.5 percent.

<sup>4</sup> Workers were distributed as follows: 8 percent at \$1,900 and under \$2,000; 1 percent at \$2,000 and under \$2,100; and 3 percent at \$2,100 and under \$2,200.

NOTE: Because of rounding, sums of individual intervals may not equal 100 percent. Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupation or occupational levels may include data for categories not shown separately.

**Table A-2. All establishments: Weekly hours and pay of technical and protective service occupations, Richmond-Petersburg, VA, August 1995**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																						
			Mean	Median	Middle range	175 and under 200	200 - 250	250 - 300	300 - 350	350 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400			
<b>TECHNICAL OCCUPATIONS</b>																												
<b>Computer Operators</b>																												
Level II .....	386	39.4	\$434	\$423	\$369 - \$485	-	-	-	14	23	22	19	18	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	207	38.9	449	428	367 - 544	-	-	-	14	20	18	11	30	7	1	-	-	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	27	39.7	460	-	- - -	-	-	-	-	15	33	19	19	15	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing .....	27	39.7	460	-	- - -	-	-	-	-	15	33	19	19	15	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	180	38.8	447	427	363 - 545	-	-	-	16	21	16	9	32	6	1	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	179	39.9	416	418	369 - 461	-	-	-	14	26	26	29	3	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	195	39.7	543	544	471 - 584	-	-	-	-	6	14	12	19	26	10	8	1	-	3	1	-	-	-	-	-	-	-	
Private industry .....	80	39.4	588	596	469 - 666	-	-	-	-	4	16	9	1	20	21	19	1	-	7	1	-	-	-	-	-	-	-	
Goods-producing industries .....	27	39.5	685	-	- - -	-	-	-	-	-	-	7	-	-	33	30	4	-	22	4	-	-	-	-	-	-	-	
Manufacturing .....	27	39.5	685	-	- - -	-	-	-	-	-	-	7	-	-	33	30	4	-	22	4	-	-	-	-	-	-	-	
Service-producing industries .....	53	39.3	538	559	442 - 632	-	-	-	-	6	25	9	2	30	15	13	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	115	39.9	512	526	471 - 563	-	-	-	-	8	12	14	32	30	3	1	-	-	-	-	-	-	-	-	-	-	-	
<b>Drafters</b>																												
Level II .....	33	39.8	482	-	- - -	-	-	-	-	15	30	21	9	18	-	3	3	-	-	-	-	-	-	-	-	-	-	
Level III .....	65	39.2	590	570	555 - 646	-	-	-	-	-	2	9	14	43	9	12	8	-	2	2	-	-	-	-	-	-	-	
Private industry .....	44	39.0	596	577	559 - 635	-	-	-	-	-	-	2	11	55	11	14	2	-	2	2	-	-	-	-	-	-	-	
Goods-producing industries .....	42	39.0	594	572	559 - 602	-	-	-	-	-	-	2	12	57	7	14	2	-	2	2	-	-	-	-	-	-	-	
Manufacturing .....	41	39.0	591	567	559 - 602	-	-	-	-	-	-	2	12	59	7	15	-	-	2	2	-	-	-	-	-	-	-	
<b>Engineering Technicians</b>																												
Level IV .....	179	40.0	816	822	799 - 831	-	-	-	-	-	-	-	-	2	1	8	6	9	58	7	2	2	4	-	-	-	-	
Private industry .....	179	40.0	816	822	799 - 831	-	-	-	-	-	-	-	-	2	1	8	6	9	58	7	2	2	4	-	-	-	-	
Goods-producing industries .....	153	40.0	816	815	799 - 831	-	-	-	-	-	-	-	-	2	1	8	7	8	63	3	1	3	5	-	-	-	-	
<b>Engineering Technicians, Civil</b>																												
Level I:																												
State and local government .....	10	40.0	354	-	- - -	-	-	-	20	80	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	58	39.5	420	394	369 - 465	-	-	-	10	41	19	12	9	9	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	56	39.5	421	399	363 - 467	-	-	-	11	39	20	13	9	9	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	204	39.9	477	461	422 - 527	-	-	-	-	11	37	14	17	17	3	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	
State and local government .....	199	39.9	477	451	422 - 527	-	-	-	-	11	38	14	16	17	3	2	1	-	-	-	-	-	-	-	-	-	-	
Level IV .....	275	39.9	596	602	504 - 658	-	-	-	-	-	( <sup>3</sup> )	22	13	13	21	21	3	2	4	-	-	-	-	-	-	-	-	
State and local government .....	275	39.9	596	602	504 - 658	-	-	-	-	-	( <sup>3</sup> )	22	13	13	21	21	3	2	4	-	-	-	-	-	-	-	-	
Level V:																												
State and local government .....	12	40.0	696	-	- - -	-	-	-	-	-	-	-	-	17	25	8	33	-	-	17	-	-	-	-	-	-	-	
<b>Licensed Practical Nurses</b>																												
Level II .....	1,249	39.8	452	441	402 - 502	-	-	-	3	19	30	21	20	4	1	1	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	1,033	39.7	449	437	400 - 500	-	-	-	4	20	32	19	21	2	1	2	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	1,033	39.7	449	437	400 - 500	-	-	-	4	20	32	19	21	2	1	2	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	216	40.0	464	464	410 - 515	-	-	-	2	17	22	31	18	10	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

**Table A-2. All establishments: Weekly hours and pay of technical and protective service occupations, Richmond-Petersburg, VA, August 1995 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																						
			Mean	Median	Middle range	175 and under 200	200 - 250	250 - 300	300 - 350	350 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400			
<b>Nursing Assistants</b>																												
Level I .....	93	39.4	\$231	\$214	\$195 - \$270	30	38	16	16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	2,359	39.5	265	258	218 - 301	10	35	31	17	7	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Private industry .....	1,782	39.3	251	242	210 - 284	13	43	27	13	3	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	1,782	39.3	251	242	210 - 284	13	43	27	13	3	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	577	40.0	307	298	276 - 340	-	9	41	30	18	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	133	40.0	337	328	300 - 380	-	1	23	42	23	7	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>PROTECTIVE SERVICE OCCUPATIONS</b>																												
<b>Corrections Officers</b>																												
State and local government .....	1,609	39.9	436	403	368 - 482	-	-	-	-	48	11	21	16	3	1	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-
State and local government .....	1,609	39.9	436	403	368 - 482	-	-	-	-	48	11	21	16	3	1	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-
<b>Firefighters</b>																												
State and local government .....	700	52.9	731	702	590 - 794	-	-	-	-	3	1	4	12	8	10	11	17	12	6	1	3	2	( <sup>3</sup> )	4	6	6	6	
State and local government .....	700	52.9	731	702	590 - 794	-	-	-	-	3	1	4	12	8	10	11	17	12	6	1	3	2	( <sup>3</sup> )	4	6	6	6	
<b>Police Officers</b>																												
Level I .....	1,466	39.2	606	563	535 - 668	-	-	-	-	1	8	9	30	15	11	7	4	9	2	( <sup>3</sup> )	1	4	-	-	-	-	-	
State and local government .....	1,457	39.2	606	562	535 - 668	-	-	-	-	1	8	9	30	14	11	7	4	9	2	( <sup>3</sup> )	1	4	-	-	-	-	-	
Level II .....	18	38.8	674	672	531 - 823	-	-	-	-	-	-	-	44	6	-	-	-	11	33	6	-	-	-	-	-	-	-	
State and local government .....	18	38.8	674	672	531 - 823	-	-	-	-	-	-	-	44	6	-	-	-	11	33	6	-	-	-	-	-	-	-	

<sup>1</sup> Standard hours reflect the workweek for which employees receive their regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates), and the earnings correspond to these weekly hours.

<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excluded are performance bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses. Pay increases, but not bonuses, under cost-of-living clauses, and incentive payments, however, are included. See Appendix A for definitions and

methods used to compute means, medians, and middle ranges.

<sup>3</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual intervals may not equal 100 percent. Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupation or occupational levels may include data for categories not shown separately.

**Table A-3. All establishments: Weekly hours and pay of clerical occupations, Richmond-Petersburg, VA, August 1995**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																						
			Mean	Median	Middle range	200 and under 225	225 - 250	250 - 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 900	900 - 1000	1000 - 1100		
<b>Clerks, Accounting</b>																												
Level I .....	36	38.6	\$316	-	- - -	-	-	19	6	44	19	6	-	3	-	3	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	33	38.7	322	-	- - -	-	-	12	6	48	21	6	-	3	-	3	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	828	39.5	371	\$360	\$321 - \$418	3	2	1	8	16	15	11	11	10	7	7	1	4	3	-	( <sup>3</sup> )	-	-	-	-	-	-	-
Private industry .....	554	39.4	369	351	308 - 410	5	3	2	11	14	14	10	11	9	3	6	2	6	5	-	1	-	-	-	-	-	-	-
Goods-producing industries .....	209	39.7	415	400	334 - 504	5	-	3	2	11	10	9	8	9	3	12	2	11	13	-	1	-	-	-	-	-	-	-
Manufacturing .....	206	39.6	416	400	334 - 504	5	-	3	2	11	10	8	8	9	3	13	2	12	13	-	1	-	-	-	-	-	-	-
Service-producing industries .....	345	39.3	340	330	294 - 380	5	5	1	16	16	17	11	13	8	2	3	2	2	-	-	-	-	-	-	-	-	-	-
Transportation and utilities .....	52	39.5	358	360	294 - 405	-	-	-	31	13	2	13	10	15	-	12	4	-	-	-	-	-	-	-	-	-	-	-
Level III .....	722	39.5	443	440	397 - 482	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	6	9	10	20	11	14	15	7	4	2	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-
Private industry .....	279	39.0	472	454	413 - 520	-	-	-	1	-	1	1	6	23	15	9	13	15	9	3	1	1	( <sup>3</sup> )	-	-	-	-	-
Goods-producing industries .....	103	38.8	499	483	413 - 563	-	-	-	-	-	-	1	2	28	4	1	20	17	17	5	4	1	1	-	-	-	-	-
Manufacturing .....	92	38.6	505	483	413 - 574	-	-	-	-	-	-	-	-	29	3	1	22	14	18	5	4	1	1	-	-	-	-	-
Service-producing industries .....	176	39.1	456	442	414 - 488	-	-	-	2	-	2	1	9	19	22	14	9	15	5	2	-	1	-	-	-	-	-	-
Level IV .....	309	39.9	503	498	441 - 551	-	-	-	-	-	-	-	5	13	9	15	9	23	17	5	2	3	( <sup>3</sup> )	-	-	-	-	-
Private industry .....	32	39.5	633	-	- - -	-	-	-	-	-	-	-	-	3	-	-	19	6	25	16	28	3	-	-	-	-	-	-
State and local government .....	277	40.0	488	482	441 - 527	-	-	-	-	-	-	-	6	14	10	16	10	23	19	2	-	-	-	-	-	-	-	-
<b>Clerks, General</b>																												
Level I .....	119	39.7	287	276	247 - 330	1	26	7	29	11	22	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	115	39.7	288	276	247 - 330	-	27	7	28	11	23	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	1,028	39.7	339	338	295 - 386	-	1	4	23	16	13	12	16	12	1	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-
Private industry .....	154	38.4	323	298	269 - 368	-	7	23	20	9	12	5	8	2	5	5	2	1	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	130	38.4	319	300	268 - 368	-	6	28	13	11	15	6	9	2	5	6	-	-	-	-	-	-	-	-	-	-	-	-
Transportation and utilities .....	43	39.9	340	313	294 - 382	-	-	14	12	26	7	9	19	-	14	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	874	39.9	342	339	300 - 395	-	( <sup>3</sup> )	1	24	17	13	13	18	14	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	2,121	39.8	390	386	330 - 431	-	-	( <sup>3</sup> )	3	18	12	12	12	10	19	5	2	4	3	( <sup>3</sup> )	-	( <sup>3</sup> )	-	-	-	-	-	-
Private industry .....	444	39.2	426	434	326 - 520	-	-	2	11	12	10	9	4	2	4	6	10	15	15	( <sup>3</sup> )	-	( <sup>3</sup> )	-	-	-	-	-	-
Goods-producing industries .....	52	39.7	439	463	390 - 481	-	-	-	-	4	15	-	13	2	15	-	40	2	4	4	-	-	-	-	-	-	-	-
Manufacturing .....	50	39.7	440	481	390 - 481	-	-	-	-	4	16	-	14	-	14	-	42	2	4	4	-	-	-	-	-	-	-	-
State and local government .....	1,677	39.9	381	386	334 - 431	-	-	-	1	19	13	13	14	12	24	5	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-
Level IV .....	265	39.8	507	545	473 - 545	-	-	-	1	-	-	4	11	5	2	7	7	42	22	1	-	-	-	-	-	-	-	-
<b>Clerks, Order</b>																												
Level I .....	172	39.7	355	327	300 - 366	-	-	3	13	33	14	16	3	1	3	2	3	5	1	1	1	1	1	1	1	1	1	1
Private industry .....	172	39.7	355	327	300 - 366	-	-	3	13	33	14	16	3	1	3	2	3	5	1	1	1	1	1	1	1	1	1	1
Goods-producing industries .....	157	39.7	358	324	300 - 366	-	-	4	14	33	12	15	3	1	3	2	3	5	1	1	1	1	1	1	1	1	1	1
Manufacturing .....	157	39.7	358	324	300 - 366	-	-	4	14	33	12	15	3	1	3	2	3	5	1	1	1	1	1	1	1	1	1	1

See footnotes at end of table.

**Table A-3. All establishments: Weekly hours and pay of clerical occupations, Richmond-Petersburg, VA, August 1995 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																						
			Mean	Median	Middle range	200 and under 225	225 - 250	250 - 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 900	900 - 1000	1000 - 1100		
<b>Key Entry Operators</b>																												
Level I .....	463	38.4	\$353	\$340	\$316 - \$377	-	2	4	12	17	22	19	8	6	2	4	3	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
Private industry .....	432	38.3	354	343	316 - 377	-	2	4	12	17	21	20	8	6	2	5	3	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	
Goods-producing industries .....	51	39.5	309	305	273 - 324	-	12	16	20	35	2	2	-	10	-	2	-	2	-	-	-	-	-	-	-	-	-	
Manufacturing .....	51	39.5	309	305	273 - 324	-	12	16	20	35	2	2	-	10	-	2	-	2	-	-	-	-	-	-	-	-	-	
Service-producing industries .....	381	38.2	360	348	319 - 378	-	( <sup>3</sup> )	2	11	14	23	22	9	6	2	5	3	2	1	-	-	-	-	-	-	-	-	
State and local government .....	31	39.7	346	-	- - -	-	-	3	10	19	39	3	13	6	-	3	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	179	39.3	408	421	353 - 462	-	-	1	7	9	7	11	7	23	8	13	6	7	2	-	-	-	-	-	-	-	-	
Private industry .....	162	39.3	406	422	350 - 462	-	-	1	7	10	7	9	7	24	8	15	6	4	2	-	-	-	-	-	-	-	-	
Goods-producing industries .....	112	39.0	395	396	320 - 462	-	-	1	11	14	10	8	10	15	2	12	9	6	3	-	-	-	-	-	-	-	-	
Service-producing industries .....	17	40.0	425	411	357 - 519	-	-	-	-	-	12	29	6	12	12	-	-	29	-	-	-	-	-	-	-	-	-	
State and local government .....	17	40.0	425	411	357 - 519	-	-	-	-	-	12	29	6	12	12	-	-	29	-	-	-	-	-	-	-	-	-	
<b>Personnel Assistants (Employment)</b>																												
Level II .....	26	39.1	390	-	- - -	-	-	-	8	-	-	62	8	-	4	4	4	4	4	-	4	-	-	-	-	-	-	
State and local government .....	7	37.5	393	-	- - -	-	-	-	-	-	-	71	-	-	-	14	14	-	-	-	-	-	-	-	-	-	-	
<b>Secretaries</b>																												
Level I .....	210	38.5	382	382	353 - 415	-	1	4	4	8	5	20	22	20	5	6	1	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	
Private industry .....	116	38.4	391	394	360 - 417	-	-	3	4	1	7	20	22	28	7	3	1	3	1	1	-	-	-	-	-	-	-	
Goods-producing industries .....	107	38.4	386	392	358 - 417	-	-	4	5	1	7	21	23	26	7	2	1	3	-	-	-	-	-	-	-	-	-	
Manufacturing .....	32	38.8	522	-	- - -	-	-	-	-	-	6	6	6	13	3	6	6	9	16	13	3	13	-	-	-	-	-	
Service-producing industries .....	342	38.7	469	461	414 - 524	-	-	-	( <sup>3</sup> )	-	1	5	9	17	8	15	13	14	16	1	( <sup>3</sup> )	-	-	-	-	-	-	
State and local government .....	94	38.7	371	374	324 - 403	-	2	4	3	17	2	21	23	11	3	9	2	2	-	-	-	-	-	-	-	-	-	
Level II .....	900	39.3	465	471	421 - 493	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	2	7	6	13	9	17	24	11	8	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	
Private industry .....	378	38.7	475	462	414 - 534	-	-	-	( <sup>3</sup> )	-	1	5	9	16	8	14	12	14	17	2	1	1	-	-	-	-	-	
Goods-producing industries .....	36	39.0	526	-	- - -	-	-	-	-	-	6	6	6	11	3	6	6	11	22	11	3	11	-	-	-	-	-	
Manufacturing .....	32	38.8	522	-	- - -	-	-	-	-	-	6	6	6	13	3	6	6	9	16	13	3	13	-	-	-	-	-	
Service-producing industries .....	342	38.7	469	461	414 - 524	-	-	-	( <sup>3</sup> )	-	1	5	9	17	8	15	13	14	16	1	( <sup>3</sup> )	-	-	-	-	-	-	
State and local government .....	522	39.7	458	471	424 - 482	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	2	8	5	10	9	20	33	9	2	1	( <sup>3</sup> )	-	-	-	-	-	-	
Level III .....	735	39.0	522	523	454 - 574	-	-	-	-	-	1	1	4	7	12	9	11	25	15	8	5	2	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	
Private industry .....	655	38.9	519	520	450 - 565	-	-	-	-	-	( <sup>3</sup> )	1	4	7	12	9	12	26	14	7	4	2	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	
Goods-producing industries .....	97	39.1	581	572	473 - 661	-	-	-	-	-	-	-	3	5	1	16	3	12	16	13	9	13	4	1	1	-	-	
Manufacturing .....	96	39.1	580	572	470 - 660	-	-	-	-	-	-	-	3	5	1	17	3	13	17	14	9	13	4	1	1	-	-	
Service-producing industries .....	558	38.9	508	515	445 - 548	-	-	-	-	-	( <sup>3</sup> )	1	5	7	14	7	13	29	14	6	3	( <sup>3</sup> )	-	-	-	-	-	
State and local government .....	80	39.7	553	576	476 - 614	-	-	-	-	-	4	1	-	7	5	7	7	14	19	15	15	2	-	-	-	-	-	
Level IV .....	365	39.3	564	539	515 - 615	-	-	-	-	-	( <sup>3</sup> )	1	1	2	2	7	5	37	18	7	8	7	2	2	-	-	-	
Private industry .....	153	38.4	633	643	556 - 701	-	-	-	-	-	-	-	-	1	1	4	1	18	14	16	20	17	5	5	-	-	-	
Goods-producing industries .....	117	38.5	619	625	538 - 693	-	-	-	-	-	-	-	-	1	2	5	-	23	14	17	18	14	2	5	-	-	-	
Service-producing industries .....	117	38.5	619	625	538 - 693	-	-	-	-	-	-	-	-	1	2	5	-	23	14	17	18	14	2	5	-	-	-	
State and local government .....	212	40.0	514	527	493 - 539	-	-	-	-	-	( <sup>3</sup> )	1	1	3	3	9	8	50	21	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	
Level V .....	42	38.9	700	672	656 - 779	-	-	-	-	-	-	-	-	-	-	-	5	-	7	12	38	10	19	5	2	2		
Private industry .....	36	38.8	697	-	- - -	-	-	-	-	-	-	-	-	-	-	-	6	-	6	14	39	11	17	3	3	3		
Goods-producing industries .....	33	38.8	688	-	- - -	-	-	-	-	-	-	-	-	-	-	-	6	-	6	12	42	12	18	-	-	3		
Service-producing industries .....	33	38.8	688	-	- - -	-	-	-	-	-	-	-	-	-	-	-	6	-	6	12	42	12	18	-	-	3		
State and local government .....	6	40.0	720	-	- - -	-	-	-	-	-	-	-	-	-	-	-	-	17	-	33	-	33	-	33	17	-		

See footnotes at end of table.

**Table A-3. All establishments: Weekly hours and pay of clerical occupations, Richmond-Petersburg, VA, August 1995 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																							
			Mean	Median	Middle range	200 and under 225	225 - 250	250 - 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 900	900 - 1000	1000 - 1100			
<b>Switchboard Operator-Receptionists</b> .....	456	39.2	\$329	\$329	\$292 - \$365	3	4	12	9	17	22	11	8	11	1	1	( <sup>3</sup> )	-	( <sup>3</sup> )	-	-	( <sup>3</sup> )	-	-	-	-	-	-	-
Private industry .....	423	39.2	327	329	292 - 365	3	4	13	9	17	22	11	6	11	1	1	( <sup>3</sup> )	-	-	-	-	( <sup>3</sup> )	-	-	-	-	-	-	-
Goods-producing industries .....	124	39.4	333	329	292 - 384	6	5	-	19	15	20	8	12	12	-	-	1	-	-	-	-	1	-	-	-	-	-	-	-
Manufacturing .....	99	39.2	339	330	310 - 387	8	6	-	8	19	18	8	15	15	-	-	1	-	-	-	-	1	-	-	-	-	-	-	-
Service-producing industries .....	299	39.1	324	329	280 - 359	2	4	18	5	18	23	12	4	10	1	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-
Transportation and utilities .....	25	39.3	323	-	- - -	-	-	28	4	20	4	24	16	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	33	39.3	359	-	- - -	3	-	-	9	15	21	12	24	9	-	3	-	-	3	-	-	-	-	-	-	-	-	-	-
<b>Word Processors</b>																													
Level II .....	60	37.8	458	465	412 - 502	-	-	-	-	3	3	7	-	15	7	18	22	20	5	-	-	-	-	-	-	-	-	-	-
Private industry .....	58	37.8	457	462	412 - 504	-	-	-	-	3	3	7	-	16	7	17	21	21	5	-	-	-	-	-	-	-	-	-	-
Service-producing industries .....	52	37.8	462	478	433 - 513	-	-	-	-	4	4	8	-	6	8	19	23	23	6	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> Standard hours reflect the workweek for which employees receive their regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates), and the earnings correspond to these weekly hours.

<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excluded are performance bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses. Pay increases, but not bonuses, under cost-of-living clauses, and incentive payments, however, are included. See Appendix A for definitions and methods used to

compute means, medians, and middle ranges.

<sup>3</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual intervals may not equal 100 percent. Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupation or occupational levels may include data for categories not shown separately.

**Table A-4. All establishments: Hourly pay of maintenance and toolroom occupations, Richmond-Petersburg, VA, August 1995**

Occupation and level	Number of workers	Hourly pay (in dollars) <sup>1</sup>			Percent of workers receiving straight-time hourly pay (in dollars) of—																									
		Mean	Median	Middle range	6.50 and under 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 11.00	11.00 - 12.00	12.00 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 - 21.00	21.00 - 22.00	22.00 - 23.00	23.00 - 24.00	24.00 - 25.00	25.00 and over			
<b>General Maintenance Workers</b> .....	261	\$10.01	\$10.02	\$8.37 - \$11.35	2	9	7	8	8	7	6	23	14	8	7	( <sup>2</sup> )	-	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-	-	-
Private industry .....	201	9.77	9.64	8.13 - 11.06	2	11	9	9	8	6	4	23	15	7	4	-	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	
Goods-producing industries .....	27	9.53	-	- - -	19	19	-	4	4	15	-	11	11	-	19	-	-	-	-	-	-	-	-	-	-	-	-	-		
Manufacturing .....	25	9.43	-	- - -	20	20	-	4	4	16	-	4	12	-	20	-	-	-	-	-	-	-	-	-	-	-	-	-		
Service-producing industries .....	174	9.81	10.00	8.13 - 11.11	-	10	10	10	9	5	5	25	16	8	2	-	1	-	-	-	-	-	-	-	-	-	-	-		
State and local government .....	60	10.80	10.48	9.51 - 12.41	-	2	-	7	7	10	12	25	10	10	17	2	-	-	-	-	-	-	-	-	-	-	-	-		
<b>Maintenance Electricians</b> .....	577	19.48	20.02	16.52 - 21.01	-	-	-	-	-	-	-	1	1	2	6	2	6	10	2	6	12	22	10	( <sup>2</sup> )	( <sup>2</sup> )	21	-	-		
Private industry .....	556	19.67	20.02	17.32 - 21.01	-	-	-	-	-	-	-	( <sup>2</sup> )	2	1	6	1	6	10	1	6	12	23	11	( <sup>2</sup> )	( <sup>2</sup> )	22	-	-		
Goods-producing industries .....	460	19.89	20.02	18.19 - 24.38	-	-	-	-	-	-	-	-	-	-	1	5	1	7	9	1	7	14	27	2	( <sup>2</sup> )	-	26	-		
Manufacturing .....	458	19.92	20.02	18.33 - 24.38	-	-	-	-	-	-	-	-	-	-	1	5	1	7	9	1	7	14	27	2	( <sup>2</sup> )	-	26	-		
Service-producing industries .....	96	18.63	21.01	15.58 - 21.01	-	-	-	-	-	-	-	-	2	3	13	5	2	10	2	-	3	2	55	-	2	-	-	-		
<b>Maintenance Electronics Technicians</b>																														
Level I .....	48	10.90	11.77	8.65 - 13.11	-	2	4	15	13	6	6	2	2	25	21	4	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	610	18.49	19.69	16.54 - 19.84	-	-	-	-	-	-	( <sup>2</sup> )	2	1	1	2	2	1	19	2	3	57	8	1	1	-	-	-	-		
Private industry .....	566	18.91	19.69	17.70 - 19.84	-	-	-	-	-	-	-	-	-	1	1	1	( <sup>2</sup> )	20	2	3	61	8	1	1	-	-	-	-	-	
Goods-producing industries .....	206	17.98	16.54	16.54 - 19.20	-	-	-	-	-	-	-	-	-	-	-	2	( <sup>2</sup> )	53	2	8	12	22	-	-	-	-	-	-	-	
Manufacturing .....	206	17.98	16.54	16.54 - 19.20	-	-	-	-	-	-	-	-	-	-	2	( <sup>2</sup> )	53	2	8	12	22	-	-	-	-	-	-	-	-	
State and local government .....	44	13.05	12.23	10.79 - 14.36	-	-	-	-	-	-	5	23	18	14	11	7	7	5	7	-	-	5	-	-	-	-	-	-		
Level III .....	105	19.22	19.53	15.06 - 23.82	-	-	-	-	-	-	-	-	1	8	10	5	7	9	6	4	5	6	5	4	9	12	11	18		
Private industry .....	65	22.18	23.52	20.00 - 24.51	-	-	-	-	-	-	-	-	-	-	-	-	-	6	8	3	8	9	8	6	14	20	18			
Service-producing industries .....	54	21.96	22.91	19.53 - 24.67	-	-	-	-	-	-	-	-	-	-	-	-	7	7	4	9	11	9	2	17	13	3 <sup>20</sup>				
<b>Maintenance Mechanics, Machinery</b> .....	1,329	20.69	20.54	18.33 - 24.72	-	-	-	-	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	3	7	1	2	7	1	6	12	15	6	1	( <sup>2</sup> )	37	2			
Private industry .....	1,320	20.71	20.54	18.33 - 24.72	-	-	-	-	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	3	7	1	2	7	1	6	12	15	6	1	( <sup>2</sup> )	37	2			
Goods-producing industries .....	1,236	20.78	20.28	18.33 - 24.72	-	-	-	-	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	3	7	( <sup>2</sup> )	1	8	1	6	13	17	1	1	( <sup>2</sup> )	39	2			
Manufacturing .....	1,230	20.82	20.38	18.33 - 24.72	-	-	-	-	-	-	-	-	-	3	7	( <sup>2</sup> )	1	8	1	6	13	17	1	1	( <sup>2</sup> )	40	2			
<b>Maintenance Mechanics, Motor Vehicle</b> ...	445	13.23	13.00	11.36 - 15.11	-	-	-	4	-	4	3	9	13	13	13	14	16	3	1	1	6	-	-	-	-	-	-	-		
Private industry .....	316	13.31	13.20	11.36 - 15.50	-	-	6	-	4	3	6	12	10	15	12	20	2	( <sup>2</sup> )	-	8	-	-	-	-	-	-	-			
Goods-producing industries .....	67	13.13	13.00	12.40 - 13.40	-	-	-	-	1	3	4	12	13	54	3	-	3	1	-	4	-	-	-	-	-	-	-			
Service-producing industries .....	249	13.35	14.00	11.25 - 15.50	-	-	-	8	-	5	3	6	12	10	4	14	26	2	-	9	-	-	-	-	-	-	-			
Transportation and utilities .....	234	13.35	14.05	11.00 - 15.50	-	-	-	9	-	5	3	7	9	10	5	15	27	-	-	10	-	-	-	-	-	-	-			
State and local government .....	129	13.04	12.67	11.72 - 14.40	-	-	-	-	3	2	15	15	20	10	20	4	6	2	3	-	-	-	-	-	-	-	-			
<b>Maintenance Pipefitters</b> .....	244	20.80	20.18	20.02 - 20.99	-	-	-	-	-	-	-	-	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	-	-	22	60	1	( <sup>2</sup> )	1	15	-				
Private industry .....	244	20.80	20.18	20.02 - 20.99	-	-	-	-	-	-	-	-	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	-	-	22	60	1	( <sup>2</sup> )	1	15	-				
Goods-producing industries .....	244	20.80	20.18	20.02 - 20.99	-	-	-	-	-	-	-	-	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	-	-	22	60	1	( <sup>2</sup> )	1	15	-				
Manufacturing .....	244	20.80	20.18	20.02 - 20.99	-	-	-	-	-	-	-	-	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	-	-	22	60	1	( <sup>2</sup> )	1	15	-				

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excluded are performance bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses. Pay increases, but not bonuses, under cost-of-living clauses, and incentive payments, however, are included. See Appendix A for definitions and methods used to compute means, medians, and middle ranges.

<sup>2</sup> Less than 0.5 percent.

<sup>3</sup> Workers were distributed as follows: 17 percent at \$25.00 and under \$26.00 and 4 percent at \$26.00 and under \$27.00.

NOTE: Because of rounding, sums of individual intervals may not equal 100 percent. Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupation or occupational levels may include data for categories not shown separately.

**Table A-5. All establishments: Hourly pay of material movement and custodial occupations, Richmond-Petersburg, VA, August 1995**

Occupation and level	Number of workers	Hourly pay (in dollars) <sup>1</sup>			Percent of workers receiving straight-time hourly pay (in dollars) of—																					
		Mean	Median	Middle range	4.25 and under 4.50	4.50 - 5.00	5.00 - 5.50	5.50 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 9.00	9.00 - 10.00	10.00 - 11.00	11.00 - 12.00	12.00 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 - 21.00	21.00 and over
<b>Forklift Operators</b> .....	990	\$12.90	\$12.36	\$10.65 - \$15.13	-	-	-	-	1	( <sup>2</sup> )	1	7	3	8	9	17	13	9	1	10	1	1	2	15	( <sup>2</sup> )	-
Private industry .....	990	12.90	12.36	10.65 - 15.13	-	-	-	-	1	( <sup>2</sup> )	1	7	3	8	9	17	13	9	1	10	1	1	2	15	( <sup>2</sup> )	-
Goods-producing industries .....	825	13.17	11.67	10.65 - 15.69	-	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	1	8	3	9	10	20	1	10	2	12	1	1	2	18	( <sup>2</sup> )	-
Manufacturing .....	825	13.17	11.67	10.65 - 15.69	-	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	1	8	3	9	10	20	1	10	2	12	1	1	2	18	( <sup>2</sup> )	-
<b>Guards</b>																										
Level I:																										
Private industry:																										
Goods-producing industries .....	35	9.08	-	- - -	-	-	-	17	-	6	-	3	34	9	14	6	3	-	-	9	-	-	-	-	-	-
State and local government .....	63	7.81	7.52	6.15 - 9.34	-	-	-	6	32	8	3	16	8	11	8	6	2	-	-	-	-	-	-	-	-	-
Level II .....	109	10.77	9.33	8.25 - 14.06	-	-	-	-	-	9	-	2	37	6	6	4	9	3	12	6	8	-	-	-	-	-
Private industry .....	58	12.26	13.42	8.71 - 15.01	-	-	-	-	-	17	-	3	7	3	3	3	9	5	22	10	16	-	-	-	-	-
<b>Janitors</b> .....	3,970	6.09	5.62	4.50 - 7.08	20	11	14	9	9	8	8	7	6	4	1	( <sup>2</sup> )	1	( <sup>2</sup> )	-	-	-	-	-	-	-	-
Private industry .....	2,940	5.77	5.00	4.35 - 6.62	27	15	17	5	8	7	6	3	5	2	1	( <sup>2</sup> )	2	( <sup>2</sup> )	-	-	-	-	-	-	-	-
Goods-producing industries .....	233	9.84	9.02	8.45 - 12.66	-	-	-	2	4	2	6	8	28	8	12	1	25	3	-	-	-	-	-	-	-	-
Manufacturing .....	233	9.84	9.02	8.45 - 12.66	-	-	-	2	4	2	6	8	28	8	12	1	25	3	-	-	-	-	-	-	-	-
Service-producing industries .....	2,707	5.43	5.00	4.25 - 6.33	30	17	19	5	8	7	6	3	3	2	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-
State and local government .....	1,030	6.98	6.91	5.78 - 7.55	-	( <sup>2</sup> )	6	22	11	13	13	18	8	9	1	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-
<b>Material Handling Laborers</b> .....	339	11.17	8.25	7.00 - 18.14	-	1	3	1	8	11	10	12	9	8	3	1	3	4	-	( <sup>2</sup> )	-	1	3	24	-	-
Private industry .....	284	11.69	8.25	6.98 - 19.42	-	1	4	1	10	12	7	12	7	4	1	1	3	4	-	( <sup>2</sup> )	-	1	3	29	-	-
Service-producing industries .....	173	7.81	7.25	6.50 - 8.06	-	2	6	1	16	20	9	20	10	4	1	-	5	7	-	-	-	-	-	-	-	-
Transportation and utilities .....	26	12.43	-	- - -	-	-	-	-	-	-	-	-	-	15	4	-	35	46	-	-	-	-	-	-	-	-
<b>Order Fillers</b> .....	602	9.57	8.75	6.77 - 12.40	-	5	2	5	9	5	2	4	23	6	2	1	31	( <sup>2</sup> )	( <sup>2</sup> )	1	1	( <sup>2</sup> )	2	( <sup>2</sup> )	-	-
Private industry .....	602	9.57	8.75	6.77 - 12.40	-	5	2	5	9	5	2	4	23	6	2	1	31	( <sup>2</sup> )	( <sup>2</sup> )	1	1	( <sup>2</sup> )	2	( <sup>2</sup> )	-	-
Goods-producing industries .....	119	10.90	9.25	8.75 - 13.18	-	-	-	-	7	3	-	-	36	18	8	2	-	1	3	4	3	3	9	3	-	-
Manufacturing .....	119	10.90	9.25	8.75 - 13.18	-	-	-	-	7	3	-	-	36	18	8	2	-	1	3	4	3	3	9	3	-	-
Service-producing industries .....	483	9.25	8.49	6.56 - 12.40	-	6	2	6	10	5	2	5	20	3	( <sup>2</sup> )	1	39	-	-	-	-	-	-	-	-	-
<b>Shipping/Receiving Clerks</b> .....	290	11.23	10.95	8.75 - 12.25	-	-	-	1	1	2	1	8	13	11	21	16	5	3	4	5	1	( <sup>2</sup> )	2	( <sup>2</sup> )	-	4
Private industry .....	289	11.24	10.95	8.75 - 12.25	-	-	-	1	1	2	1	8	12	11	21	16	5	3	4	5	1	( <sup>2</sup> )	2	( <sup>2</sup> )	-	4
Goods-producing industries .....	229	11.71	10.95	9.69 - 13.22	-	-	-	-	1	-	2	8	13	11	26	7	7	4	5	7	1	( <sup>2</sup> )	2	( <sup>2</sup> )	-	5
Manufacturing .....	229	11.71	10.95	9.69 - 13.22	-	-	-	-	1	-	2	8	13	11	26	7	7	4	5	7	1	( <sup>2</sup> )	2	( <sup>2</sup> )	-	5
Service-producing industries .....	60	9.48	10.44	7.76 - 11.25	-	-	-	7	3	10	-	8	10	12	-	50	-	-	-	-	-	-	-	-	-	-
<b>Truckdrivers</b>																										
Light Truck .....	154	7.00	6.70	6.25 - 8.00	-	-	16	1	30	6	18	3	14	5	5	-	1	-	-	1	-	-	-	-	-	-
Private industry .....	128	6.86	6.35	6.25 - 7.14	-	-	20	-	34	7	18	1	9	5	5	-	1	-	-	1	-	-	-	-	-	-
Service-producing industries .....	112	6.36	6.25	6.25 - 7.00	-	-	22	-	38	8	21	1	10	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	26	7.70	7.81	7.06 - 8.25	-	-	-	4	12	4	19	15	42	-	4	-	-	-	-	-	-	-	-	-	-	-
Medium Truck .....	260	9.97	10.01	8.45 - 10.90	-	-	-	-	-	3	-	10	18	12	37	9	8	-	-	2	-	-	-	-	-	-
Private industry .....	256	9.98	10.01	8.45 - 10.90	-	-	-	-	-	4	-	10	18	13	37	9	8	-	-	2	-	-	-	-	-	-
Goods-producing industries .....	117	10.67	10.75	10.00 - 11.45	-	-	-	-	-	-	-	10	5	9	47	9	14	-	-	5	-	-	-	-	-	-

See footnotes at end of table.



**Table A-5. All establishments: Hourly pay of material movement and custodial occupations, Richmond-Petersburg, VA, August 1995 — Continued**

Occupation and level	Number of workers	Hourly pay (in dollars) <sup>1</sup>			Percent of workers receiving straight-time hourly pay (in dollars) of—																					
		Mean	Median	Middle range	4.25 and under 4.50	4.50 - 5.00	5.00 - 5.50	5.50 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 9.00	9.00 - 10.00	10.00 - 11.00	11.00 - 12.00	12.00 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 - 21.00	21.00 and over
Heavy Truck .....	864	\$9.30	\$9.00	\$8.00 - \$10.25	-	-	-	-	-	6	17	2	23	18	17	8	3	2	5	1	-	( <sup>2</sup> )	-	-	-	-
Private industry .....	787	9.23	9.00	7.35 - 10.25	-	-	-	-	-	6	19	2	22	18	16	6	2	2	5	1	-	( <sup>2</sup> )	-	-	-	-
Goods-producing industries .....	332	9.74	9.85	8.75 - 10.25	-	-	-	-	-	-	3	5	19	25	30	14	3	2	-	-	-	-	-	-	-	-
Manufacturing .....	90	10.08	10.05	9.50 - 10.05	-	-	-	-	-	-	-	8	7	18	52	-	7	9	-	-	-	-	-	-	-	-
Service-producing industries:																										
Transportation and utilities .....	98	12.34	13.45	10.31 - 14.15	-	-	-	-	-	-	-	1	10	12	11	4	7	6	41	6	-	1	-	-	-	-
State and local government .....	77	9.95	10.18	8.18 - 11.17	-	-	-	-	-	-	1	1	35	10	21	19	12	-	-	-	-	-	-	-	-	-
Tractor Trailer:																										
Private industry:																										
Goods-producing industries .....	118	11.25	10.63	10.30 - 11.75	-	-	-	-	-	-	-	-	12	10	49	5	4	-	3	14	2	-	-	-	-	-
Manufacturing .....	88	11.25	10.76	10.30 - 10.76	-	-	-	-	-	-	-	-	16	-	61	-	3	-	19	-	-	-	-	-	-	-
Service-producing industries .....	880	11.66	10.00	10.00 - 15.50	-	-	-	-	-	-	-	-	4	11	49	4	4	-	27	( <sup>2</sup> )	1	-	-	-	-	-
Transportation and utilities .....	721	12.05	10.14	10.00 - 15.50	-	-	-	-	-	-	-	-	-	4	56	3	3	-	33	-	1	-	-	-	-	-
<b>Warehouse Specialists</b> .....	720	11.25	10.30	9.38 - 13.86	-	-	-	-	1	2	2	4	11	25	10	4	12	20	( <sup>2</sup> )	3	5	-	( <sup>2</sup> )	-	( <sup>2</sup> )	1
Private industry .....	657	11.40	10.30	9.38 - 13.86	-	-	-	-	1	2	2	3	10	25	9	2	12	22	( <sup>2</sup> )	4	6	-	( <sup>2</sup> )	-	( <sup>2</sup> )	1
Goods-producing industries .....	425	11.66	10.10	9.70 - 13.86	-	-	-	-	-	-	-	-	9	36	11	2	-	33	( <sup>2</sup> )	5	1	-	( <sup>2</sup> )	-	( <sup>2</sup> )	1
Manufacturing .....	420	11.66	10.08	9.70 - 13.86	-	-	-	-	-	-	-	-	10	36	11	1	-	34	( <sup>2</sup> )	5	1	-	( <sup>2</sup> )	-	( <sup>2</sup> )	1
Service-producing industries .....	232	10.94	12.08	8.23 - 12.28	-	-	-	-	2	7	7	9	12	6	4	1	35	-	-	2	14	-	-	-	-	-

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excluded are performance bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses. Pay increases, but not bonuses, under cost-of-living clauses, and incentive payments, however, are included. See Appendix A for definitions and methods used to compute means, medians, and middle ranges.

<sup>2</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual intervals may not equal 100 percent. Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupation or occupational levels may include data for categories not shown separately.

**Table A-6. Health services: Weekly hours and pay of professional, administrative, technical, protective service, and clerical occupations, Richmond-Petersburg, VA, August 1995**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																						
			Mean	Median	Middle range	175 and under 200	200 - 225	225 - 250	250 - 275	275 - 300	300 - 325	325 - 350	350 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 1000	1000 - 1100			
<b>PROFESSIONAL OCCUPATIONS</b>																												
<b>Accountants</b>																												
Level I .....	7	39.6	\$531	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	7	39.6	531	-	-	-	-	-	-	-	-	-	-	-	14	-	43	29	14	-	-	-	-	-	-	-	-	-
Level II .....	24	40.0	594	\$585	\$539	-	\$647	-	-	-	-	-	-	-	4	25	38	8	21	4	-	-	-	-	-	-	-	-
State and local government .....	10	40.0	608	-	-	-	-	-	-	-	-	-	-	-	10	10	30	20	20	10	-	-	-	-	-	-	-	-
Level III .....	24	40.0	801	769	750	-	902	-	-	-	-	-	-	-	-	-	8	4	-	-	42	8	13	25	-	-	-	
Level IV .....	6	40.0	862	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	17	-	-	-	67	-	17	-	-	
State and local government .....	6	40.0	862	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	17	-	-	-	67	-	17	-	-	
<b>Registered Nurses</b>																												
Level I .....	195	40.0	590	581	556	-	611	-	-	-	-	-	-	-	3	14	50	17	8	8	-	-	-	-	-	-	-	-
Level II .....	2,909	40.0	708	709	631	-	785	-	-	-	-	-	-	-	1	6	9	15	15	17	15	12	5	4	( <sup>3</sup> )	-	-	
State and local government .....	1,197	40.0	719	703	640	-	804	-	-	-	-	-	-	-	-	5	7	21	17	13	12	11	8	7	1	-	-	
Hospitals:																												
State and local government .....	1,119	40.0	723	706	640	-	812	-	-	-	-	-	-	-	-	6	6	20	17	12	12	11	9	7	1	-	-	
Level III .....	140	39.9	965	971	916	-	1,036	-	-	-	-	-	-	-	-	-	-	-	-	-	6	6	10	39	39	-	-	
<b>ADMINISTRATIVE OCCUPATIONS</b>																												
<b>Buyers/Contracting Specialists</b>																												
Level II .....	8	40.0	576	-	-	-	-	-	-	-	-	-	-	-	-	-	38	38	13	13	-	-	-	-	-	-	-	-
<b>Computer Programmers</b>																												
Level II .....	21	40.0	513	482	442	-	612	-	-	-	-	-	-	48	10	10	5	14	10	5	-	-	-	-	-	-	-	-
Level III .....	15	40.0	688	710	589	-	736	-	-	-	-	-	-	-	-	-	27	7	7	40	7	13	-	-	-	-	-	
State and local government .....	15	40.0	688	710	589	-	736	-	-	-	-	-	-	-	-	-	27	7	7	40	7	13	-	-	-	-	-	
<b>Computer Systems Analysts</b>																												
Level II .....	19	40.0	804	805	720	-	880	-	-	-	-	-	-	-	-	-	-	-	11	26	11	16	26	5	5	-	-	
State and local government .....	19	40.0	804	805	720	-	880	-	-	-	-	-	-	-	-	-	-	-	11	26	11	16	26	5	5	-	-	
<b>Personnel Specialists</b>																												
Level II .....	31	39.9	577	576	500	-	658	-	-	-	-	-	-	16	-	29	19	10	6	10	10	-	-	-	-	-	-	
State and local government .....	15	39.8	656	658	576	-	720	-	-	-	-	-	-	-	-	7	27	13	13	20	20	-	-	-	-	-	-	
Level III .....	49	39.9	737	698	658	-	823	-	-	-	-	-	-	-	-	-	20	2	29	-	16	24	-	8	-	-		
State and local government .....	8	40.0	770	-	-	-	-	-	-	-	-	-	-	-	-	-	13	-	25	-	13	38	-	13	-	-		

See footnotes at end of table.

**Table A-6. Health services: Weekly hours and pay of professional, administrative, technical, protective service, and clerical occupations, Richmond-Petersburg, VA, August 1995 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																							
			Mean	Median	Middle range	175 and under 200	200 - 225	225 - 250	250 - 275	275 - 300	300 - 325	325 - 350	350 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 1000	1000 - 1100				
<b>TECHNICAL OCCUPATIONS</b>																													
<b>Computer Operators</b>																													
Level II .....	37	40.0	\$416	\$418	\$353 - \$471	-	-	-	-	-	5	11	22	24	32	3	3	-	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	34	40.0	412	403	353 - 471	-	-	-	-	-	6	12	24	26	26	3	3	-	-	-	-	-	-	-	-	-	-	-	
Hospitals:																													
State and local government .....	30	40.0	403	403	353 - 432	-	-	-	-	-	7	13	27	30	17	3	3	-	-	-	-	-	-	-	-	-	-	-	
<b>Licensed Practical Nurses</b>																													
Level II .....	1,187	39.8	455	445	404 - 505	-	-	-	-	-	-	2	18	32	22	21	4	( <sup>3</sup> )	2	-	-	-	-	-	-	-	-	-	
State and local government .....	216	40.0	464	464	410 - 515	-	-	-	-	-	-	2	17	22	31	18	10	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	
Hospitals:																													
State and local government .....	190	40.0	465	465	407 - 523	-	-	-	-	-	-	2	19	18	31	20	10	1	-	-	-	-	-	-	-	-	-	-	
<b>Nursing Assistants</b>																													
Level I .....	93	39.4	231	214	195 - 270	30	26	12	13	3	16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	2,025	39.5	274	270	234 - 310	3	18	16	16	19	10	9	8	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	577	40.0	307	298	276 - 340	-	-	9	5	36	11	19	18	1	-	-	-	-	-	-	-	-	-	-	-	-	-		
Hospitals:																													
State and local government .....	463	40.0	304	289	276 - 338	-	-	10	6	40	8	16	19	1	-	-	-	-	-	-	-	-	-	-	-	-	-		
Level III .....	133	40.0	337	328	300 - 380	-	-	1	10	14	26	17	23	7	4	-	-	-	-	-	-	-	-	-	-	-	-		
<b>CLERICAL OCCUPATIONS</b>																													
<b>Clerks, Accounting</b>																													
Level II .....	69	39.9	383	386	340 - 422	-	-	-	-	3	16	12	32	29	9	-	-	-	-	-	-	-	-	-	-	-	-	-	
State and local government .....	47	40.0	385	386	345 - 431	-	-	-	-	-	17	11	32	34	6	-	-	-	-	-	-	-	-	-	-	-	-	-	
Hospitals:																													
State and local government .....	31	40.0	387	395	345 - 431	-	-	-	-	-	13	16	26	39	6	-	-	-	-	-	-	-	-	-	-	-	-		
Level III .....	35	39.8	421	412	395 - 458	-	-	-	-	-	-	3	23	40	34	-	-	-	-	-	-	-	-	-	-	-	-		
State and local government .....	26	39.7	422	417	386 - 471	-	-	-	-	-	-	4	27	35	35	-	-	-	-	-	-	-	-	-	-	-	-		
<b>Clerks, General</b>																													
Level II .....	205	40.0	339	338	292 - 395	-	-	1	1	29	14	13	30	12	-	-	-	-	-	-	-	-	-	-	-	-	-		
State and local government .....	205	40.0	339	338	292 - 395	-	-	1	1	29	14	13	30	12	-	-	-	-	-	-	-	-	-	-	-	-	-		
Level III .....	566	40.0	361	361	316 - 395	-	-	-	1	3	31	11	31	22	2	-	-	-	-	-	-	-	-	-	-	-	-		
State and local government .....	511	40.0	367	369	316 - 403	-	-	-	-	( <sup>3</sup> )	29	12	33	24	2	-	-	-	-	-	-	-	-	-	-	-	-		
<b>Key Entry Operators</b>																													
Level I .....	44	40.0	347	317	282 - 397	-	-	2	11	18	23	5	18	9	14	-	-	-	-	-	-	-	-	-	-	-	-		

See footnotes at end of table.

**Table A-6. Health services: Weekly hours and pay of professional, administrative, technical, protective service, and clerical occupations, Richmond-Petersburg, VA, August 1995 — Continued**

Occupation and level	Number of workers	Average weekly hours <sup>1</sup> (standard)	Weekly pay (in dollars) <sup>2</sup>			Percent of workers receiving straight-time weekly pay (in dollars) of—																			
			Mean	Median	Middle range	175 and under 200	200 - 225	225 - 250	250 - 275	275 - 300	300 - 325	325 - 350	350 - 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 1000	1000 - 1100
						-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Secretaries</b>																									
Level I .....	31	39.8	\$342	\$353	\$301 - \$382	-	-	-	13	10	16	6	48	6	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	30	39.8	344	355	318 - 382	-	-	-	13	7	17	7	50	7	-	-	-	-	-	-	-	-	-	-	-
Level II .....	114	39.9	429	418	403 - 471	-	-	-	-	-	-	1	20	46	29	4	-	-	-	-	-	-	-	-	-
State and local government .....	46	39.8	449	471	422 - 482	-	-	-	-	-	-	2	11	28	54	4	-	-	-	-	-	-	-	-	-
Level III .....	56	39.9	489	506	438 - 525	-	-	-	-	-	-	-	2	27	20	45	2	5	-	-	-	-	-	-	-
<b>Switchboard Operator-Receptionists .....</b>	<b>61</b>	<b>39.6</b>	<b>280</b>	<b>275</b>	<b>250 - 309</b>	<b>-</b>	<b>5</b>	<b>18</b>	<b>31</b>	<b>7</b>	<b>30</b>	<b>7</b>	<b>3</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

<sup>1</sup> Standard hours reflect the workweek for which employees receive their regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates), and the earnings correspond to these weekly hours.

<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excluded are performance bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses. Pay increases, but not bonuses, under cost-of-living clauses, and incentive payments, however, are included. See Appendix A for definitions and

methods used to compute means, medians, and middle ranges.

<sup>3</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual intervals may not equal 100 percent. Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupation or occupational levels may include data for categories not shown separately.

**Table A-7. Health services: Hourly pay of maintenance, toolroom, material movement, and custodial occupations, Richmond-Petersburg, VA, August 1995**

Occupation and level	Number of workers	Hourly pay (in dollars) <sup>1</sup>			Percent of workers receiving straight-time hourly pay (in dollars) of—																							
		Mean	Median	Middle range	4.25 and under 4.50	4.50 - 4.75	4.75 - 5.00	5.00 - 5.25	5.25 - 5.50	5.50 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 10.50	10.50 - 11.00	11.00 - 11.50	11.50 - 12.00	12.00 - 12.50	12.50 - 13.00	13.00 - 13.50	13.50 - 14.00	14.00 and over	
<b>MAINTENANCE AND TOOLROOM OCCUPATIONS</b>																												
<b>General Maintenance Workers</b> .....	55	\$10.26	\$10.71	\$9.38 - \$11.68	-	-	-	-	-	-	-	-	11	-	2	9	9	4	9	29	2	13	11	2	-	-	-	-
State and local government .....	20	10.04	10.31	9.10 - 10.76	-	-	-	-	-	-	-	-	-	-	5	15	15	10	25	20	-	5	-	5	-	-	-	-
<b>Maintenance Electricians</b> .....	8	14.54	-	- - -	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	25	<sup>2</sup> 75	
<b>MATERIAL MOVEMENT AND CUSTODIAL OCCUPATIONS</b>																												
<b>Guards</b>																												
Level I .....	69	7.07	6.96	6.44 - 7.82	-	-	-	6	-	6	26	13	10	19	10	4	4	1	-	-	-	-	-	-	-	-	-	-
<b>Janitors</b> .....	683	6.40	6.04	5.50 - 7.28	( <sup>3</sup> )	1	1	12	9	24	11	9	10	10	3	6	3	-	-	-	-	-	-	-	-	-	-	-
State and local government .....	256	6.52	6.24	5.53 - 7.55	-	-	-	( <sup>3</sup> )	7	38	8	11	9	18	7	2	-	-	-	-	-	-	-	-	-	-	-	
Hospitals:																												
State and local government .....	236	6.43	6.09	5.53 - 7.46	-	-	-	( <sup>3</sup> )	8	40	8	11	10	18	6	-	-	-	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excluded are performance bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses. Pay increases, but not bonuses, under cost-of-living clauses, and incentive payments, however, are included. See Appendix A for definitions and methods used to compute means, medians, and middle ranges.

<sup>2</sup> Workers were distributed as follows: 63 percent at \$14.00 and under \$15.00 and 13 percent at \$15.00 and under \$16.00.

<sup>3</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual intervals may not equal 100 percent. Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupation or occupational levels may include data for categories not shown separately.

# Appendix A.

## Scope and Method of Survey

### Scope

This survey of the Richmond—Petersburg, VA Metropolitan Statistical Area covered establishments employing 50 workers or more in *goods producing industries* (mining, construction, and manufacturing); *service producing industries* (transportation, communications, electric, gas, and sanitary services; wholesale trade; retail trade; finance, insurance, and real estate; and services industries, including health services); and State and local governments.<sup>1</sup> Private households, agriculture, the Federal Government, and the self-employed were excluded from the survey. Table 1 in this appendix shows the estimated number of establishments and workers within scope of the survey and the number actually included in the survey sample.

### Sampling frame

The list of establishments from which the survey sample was selected (the sampling frame) was developed from the State unemployment insurance reports for the Richmond—Petersburg, VA Metropolitan Statistical Area (August 1991). Establishments with 50 workers or more during the sampling frame's reference period were included in the survey sample even if they employed fewer than 50 workers at the time of the survey.

The sampling frame was reviewed for completeness and accuracy prior to the survey and, when necessary, corrections were made: Missing establishments were added; out-of-business and out-of-scope establishments were removed; and addresses, employment levels, industry classification, and other information were updated.

### Survey design

The survey design includes classifying individual establishments into groups (strata) based on industry and employment size, determining the size of the sample for each group (stratum), and selecting an establishment sample from each stratum. The establishment sample size in a stratum was determined by expected number of employees to be found (based on previous occupational pay surveys) in professional,

administrative, technical, protective service, and clerical occupations. In other words, the larger the number of employees expected to be found in designated occupations, the larger the establishment sample in that stratum.

An upward adjustment to the establishment sample size also was made in strata expected to have relatively high sampling error for certain occupations, based on previous survey experiences. (See section on "Reliability of estimates" below for discussion of sampling error.)

### Data collection and payroll reference

Data for the survey were obtained primarily by personal visits of the Bureau's field economists to a sample of establishments within the Richmond—Petersburg, VA Metropolitan Statistical Area. Collection for the survey was from June 1995 through September 1995 and reflects an average payroll reference month of August 1995. Data obtained for a payroll period prior to the end of August 1995 were updated to include general wage changes, if granted, scheduled to be effective through that date.

### Occupational Pay

Occupational pay data are shown for full-time workers, i.e., those hired to work a regular weekly schedule. Pay data exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Also excluded are bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses. Pay increases—but not bonuses—under cost-of-living allowance clauses and incentive payments, however, are included in the pay data.

Unless otherwise indicated, the pay data following the job titles are for all industries combined. Pay data for some of the occupations for all industries combined (or for some industry divisions within the scope of the survey) are not presented in the A-series tables because either (1) data did not provide statistically

reliable results, or (2) there was the possibility of disclosure of individual establishment data. Pay data not shown separately for industry divisions are included in data for all industries combined.

Average pay reflect areawide estimates. Industries and establishments differ in pay levels and job staffing, and thus contribute differently to the estimates for each job. Therefore, average pay may not reflect the pay differential among jobs within individual establishments. A-series tables provide distributions of workers by pay intervals

The *mean* is computed for each job by totaling the pay of all workers and dividing by the number of workers. The *median* designates position—one-half of the workers receive the same as or more and one-half receive the same as or less than the rate shown. The *middle range* is defined by two rates of pay; one-fourth of the workers earn the same as or less than the lower of these rates and one-fourth earn the same as or more than the higher rate. Medians and middle ranges are not provided when they do not meet reliability criteria.

Occupations surveyed are common to a variety of public and private industries, and were selected from the following employment groups: (1) Professional and administrative; (2) technical and protective service; (3) clerical; (4) maintenance and toolroom; and (5) material movement and custodial. Occupational classification was based on a uniform set of job descriptions designed to take account of interestablishment variation in duties within the same job. Occupations selected for study are listed and described in appendix B, along with corresponding occupational codes and titles from the 1980 edition of the *Standard Occupational Classification Manual*. Job descriptions used to classify employees in this survey usually are more generalized than those used in individual establishments to allow for minor differences among establishments in specific duties performed.

Average weekly hours for professional, administrative, technical, protective service, and clerical occupations refer to the standard workweek (rounded to the nearest tenth of an hour) for which employees receive regular straight-time pay. Average weekly pay for these occupations are rounded to the nearest dollar.

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

### Survey nonresponse

Data were not available from 12.4 percent of the sample establishments (representing 43,506 employees covered by the survey). An additional 4.8 percent of the sample establishments (representing 8,041 employees) were either out of business or outside the scope of the survey.

If data were not provided by a sample member, the weights (based on the probability of selection in the sample) of responding sample establishments were

adjusted to account for the missing data. The weights for establishments which were out of business or outside the scope of the survey were changed to zero.

Some sampled establishments had a policy of not disclosing salary data for certain employees. No adjustments were made to pay estimates for the survey as a result of these missing data which affected one of the occupational work levels published in this bulletin. The proportion of employees for whom pay data were not available was less than 5 percent. The one job was Attorneys II (5.9 percent).

### Reliability of estimates

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

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

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

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

<i>Relative standard error</i>	<i>Percent of published occupational work levels</i>
Less than 1 percent	15.0
1 and under 3 percent	54.0
3 and under 5 percent	24.8
5 percent and over	6.2

The standard error can be used to calculate a "confidence interval" around a sample estimate. For example, a 95 percent confidence interval is centered at the sample estimate and includes all values within 2 times the estimate's standard error. If all possible samples were selected to estimate the population value, the interval from each sample would include the true population value approximately 95 percent of the time.

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

*Nonsampling errors* can stem from many sources, such as inability to obtain information from some establishments; difficulties with survey definitions; inability of respondents to provide correct information; mistakes in recording or coding the data obtained; and other errors of collection, response, coverage, and estimation of missing data. Although not specifically measured, the survey's nonsampling errors are expected to be minimal due to the high response rate, the extensive and continuous training of field economists who gather survey data by personal visit, careful screening of data at several levels of review, annual evaluation of the suitability of job definitions, and thorough field testing of new or revised job definitions.

To measure and better control nonsampling errors that occur during data collection, a quality control procedure was applied to the survey design. The procedure, job match validation (JMV), is designed to identify the frequency, reasons for, and sources of incorrect decisions made by Bureau field economists in

matching company jobs to survey occupations. Once identified, the problems are discussed promptly with the field economists while the data are still being collected. Subsequently, the JMV results are tallied, reported to BLS staff, and become the basis for remedial action for future surveys.

Approximately 4 percent of the 474 sampled job match decisions reviewed by the JMV reviewers and checked with the respondents were subsequently changed by the JMV reviewers. These results are from a similar survey conducted in 1994, see *Occupational Compensation Survey: Pay Only, Richmond—Petersburg, VA*, BLS Bulletin 3075-52.

<sup>1</sup> For this survey, an establishment is an economic unit which produces goods or services, a central administrative office, or an auxiliary unit providing support services to a company. In manufacturing industries, the establishment is usually at a single physical location. In service-producing industries, all locations of an individual company in a Metropolitan Statistical Area are usually considered an establishment. In government, an establishment is defined as all locations of a government entity.



**Appendix table 1. Establishments and workers within scope of survey and number studied, Richmond-Petersburg, VA<sup>1</sup>, August 1995**

Industry division <sup>2</sup>	Number of establishments		Workers in establishments		
	Within scope of survey <sup>3</sup>	Studied	Within scope of survey <sup>4</sup>		Studied
			Number	Percent	
All divisions .....	1,004	286	307,785	100	176,473
Private industry .....	959	255	242,960	79	114,004
Goods producing .....	271	80	61,207	20	36,880
Manufacturing .....	209	63	54,721	18	35,087
Mining <sup>5</sup> .....	8	4	733	( <sup>6</sup> )	501
Construction <sup>5</sup> .....	54	13	5,753	2	1,292
Service producing .....	688	175	181,753	59	77,124
Transportation, communication, electric, gas, and sanitary services <sup>7</sup> .....	76	27	17,347	6	11,107
Wholesale trade <sup>8</sup> .....	46	13	7,742	3	4,658
Retail trade <sup>8</sup> .....	165	15	50,239	16	13,253
Finance, insurance, and real estate <sup>8</sup> .....	92	22	33,356	11	15,712
Services <sup>8</sup> .....	309	98	73,069	24	32,394
State and local government .....	45	31	64,825	21	62,469
Health services <sup>9</sup> .....	88	34	32,406	11	18,669
Private industry .....	81	27	23,062	7	9,325
State and local government .....	7	7	9,344	3	9,344
Hospitals .....	20	12	21,757	7	14,105
Private industry .....	17	9	13,836	4	6,184
State and local government .....	3	3	7,921	3	7,921

<sup>1</sup> The Richmond-Petersburg Metropolitan Statistical Area, as defined by the Office of Management and Budget through October 1984, consists of 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. The "workers within scope of survey" estimates provide a reasonably accurate description of the size and composition of the labor force included in the survey. Estimates are not intended, however, for comparison with other statistical series to measure employment trends or levels since (1) planning of wage surveys requires establishment data compiled considerably in advance of the payroll period studied, and (2) establishments employing fewer than 50 workers are excluded from the scope of the survey.

<sup>2</sup> The *Standard Industrial Classification Manual* was used in classifying establishments by industry.

<sup>3</sup> Includes all establishments with at least 50 total employees. In goods producing, an establishment is defined as a single physical location where industrial operations are performed. In service producing industries, an establishment is defined as all locations of a company in the area within the same industry division. In government, an establishment is generally defined

as all locations of a government entity.

<sup>4</sup> Includes all workers in all establishments with total employment (within an area) at or above the minimum limitations.

<sup>5</sup> Separate data for this division are not shown in the A-series tables, but the division is represented in the "all industries" and "goods producing" estimates.

<sup>6</sup> Less than 0.5 percent.

<sup>7</sup> Abbreviated to "Transportation and utilities" in the A-series tables. This division is represented in the "all industries" and "service producing" estimates.

<sup>8</sup> Separate data for this division are not shown in the A-series tables, but the division is represented in the "all industries" and "service producing" estimates.

<sup>9</sup> Health services includes establishments primarily engaged in furnishing medical, surgical, and other health services to persons.

Note: Overall industries may include data for industry divisions not shown separately.