

Richmond–Petersburg, VA National Compensation Survey September 2000



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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://stats.bls.gov/comhome.htm>, the BLS Internet site. Data are in three formats: An ASCII file containing the published table formats; an ASCII file containing positional columns of data for manipulation as a data base or spreadsheet; and a Portable Document Format (PDF) file containing the entire bulletin.

Results of earlier surveys of this area are also available from BLS regional offices, the Division of Compensation Data Analysis 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 2000 and April 2001; the average reference month is September 2000. 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 generic leveling methodology.

NCS products

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

About the tables

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

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

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

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

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

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

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

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

Table 1-1. Summary: Mean hourly earnings¹ and weekly hours by selected characteristics, private industry and State and local government, National Compensation Survey, Richmond-Petersburg, VA, September 2000

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	\$16.91	3.3	37.2	\$16.67	4.2	36.8	\$17.49	5.4	38.1
Worker characteristics:⁴									
White-collar occupations ⁵	20.07	4.3	37.4	20.81	5.5	37.1	18.92	6.4	37.8
Professional specialty and technical	24.46	4.7	38.0	26.74	4.9	37.7	22.61	7.1	38.3
Executive, administrative, and managerial	27.91	5.1	41.4	28.36	5.9	41.7	25.82	6.1	39.9
Sales	16.76	12.5	33.7	16.78	12.6	33.8	—	—	—
Administrative support	12.86	3.0	36.7	13.17	4.1	36.5	12.48	4.3	37.0
Blue-collar occupations ⁵	15.57	2.9	38.4	15.48	3.0	38.4	16.42	8.2	38.2
Precision production, craft, and repair	18.40	3.4	40.0	18.46	3.7	40.1	18.09	8.5	39.9
Machine operators, assemblers, and inspectors	15.34	4.6	39.4	15.34	4.6	39.4	—	—	—
Transportation and material moving	13.62	5.1	36.8	13.79	5.4	37.5	11.85	5.5	30.8
Handlers, equipment cleaners, helpers, and laborers	11.75	5.5	35.4	11.72	5.9	35.2	12.16	8.4	38.5
Service occupations ⁵	9.97	4.1	34.9	8.29	3.6	33.1	13.22	6.1	39.1
Full time	17.79	3.4	40.0	17.77	4.2	40.2	17.83	5.6	39.5
Part time	9.41	9.0	23.1	8.26	4.9	22.3	13.45	17.6	26.7
Union	18.40	3.2	38.7	18.40	3.2	38.7	—	—	—
Nonunion	16.71	3.8	37.0	16.31	5.2	36.4	17.49	5.4	38.1
Time	16.85	3.4	37.1	16.57	4.3	36.7	17.49	5.4	38.1
Incentive	20.49	9.8	40.1	20.49	9.8	40.1	—	—	—
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	18.82	5.1	39.4	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
50-99 workers ⁷	16.00	10.9	36.4	16.02	11.0	36.4	—	—	—
100-499 workers	15.95	6.0	36.4	15.86	6.3	36.4	18.03	3.6	37.0
500 workers or more	18.24	4.1	38.3	19.77	5.0	38.4	17.47	5.8	38.2

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, 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. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

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 2000

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$16.91	3.3	\$16.67	4.2	\$17.49	5.4
All excluding sales	16.92	3.3	16.65	4.2	17.50	5.4
White collar	20.07	4.3	20.81	5.5	18.92	6.4
White collar excluding sales	20.58	4.2	21.94	5.2	18.93	6.4
Professional specialty and technical	24.46	4.7	26.74	4.9	22.61	7.1
Professional specialty	26.08	4.5	29.70	4.1	23.74	6.7
Engineers, architects, and surveyors	28.57	8.1	31.88	3.5	—	—
Mathematical and computer scientists	29.83	10.9	32.87	4.8	—	—
Computer systems analysts and scientists	29.81	11.0	32.91	4.9	—	—
Natural scientists	21.17	6.5	—	—	—	—
Health related	22.13	4.1	22.25	5.4	21.83	4.8
Registered nurses	20.05	4.3	20.11	5.6	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	23.36	1.6	20.87	5.3	23.45	1.7
Elementary school teachers	23.98	3.2	—	—	24.17	3.4
Secondary school teachers	22.39	.8	—	—	22.34	.7
Librarians, archivists, and curators	22.69	5.9	—	—	22.69	5.9
Librarians	22.69	5.9	—	—	22.69	5.9
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	16.96	7.0	—	—	16.28	7.5
Social workers	16.28	7.5	—	—	16.28	7.5
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	22.18	12.4	22.18	12.4	—	—
Technical	18.24	8.4	19.99	8.7	14.81	3.6
Licensed practical nurses	14.76	3.0	14.93	3.3	—	—
Health technologists and technicians, n.e.c.	12.69	8.3	12.34	8.7	—	—
Executive, administrative, and managerial	27.91	5.1	28.36	5.9	25.82	6.1
Executives, administrators, and managers	31.76	7.3	32.05	8.5	30.21	7.4
Administrators and officials, public administration	31.35	9.3	—	—	32.71	8.7
Financial managers	31.77	12.0	31.77	12.0	—	—
Managers and administrators, n.e.c.	32.34	15.9	33.17	16.1	—	—
Management related	23.19	7.8	23.58	9.5	21.62	6.7
Accountants and auditors	21.49	5.6	21.89	5.6	21.09	9.5
Other financial officers	21.96	13.2	—	—	—	—
Personnel, training, and labor relations specialists	27.92	22.4	28.24	22.6	—	—
Management related, n.e.c.	21.62	7.2	21.70	7.3	—	—
Sales	16.76	12.5	16.78	12.6	—	—
Supervisors, sales	21.01	11.0	21.01	11.0	—	—
Cashiers	7.40	5.1	7.33	5.1	—	—
Administrative support, including clerical	12.86	3.0	13.17	4.1	12.48	4.3
Secretaries	14.12	3.7	15.22	6.5	13.81	4.5
Receptionists	10.08	4.8	10.08	4.8	—	—
Order clerks	14.74	14.3	14.74	14.3	—	—
Records clerks, n.e.c.	10.22	3.9	—	—	—	—
Bookkeepers, accounting and auditing clerks	12.75	4.4	11.92	5.4	—	—
Traffic, shipping and receiving clerks	10.56	9.6	10.56	9.6	—	—
Stock and inventory clerks	9.99	3.2	—	—	—	—
Insurance adjusters, examiners, and investigators	19.11	16.1	19.11	16.1	—	—
Investigators and adjusters, except insurance	13.42	6.8	12.97	7.9	—	—
General office clerks	11.10	6.6	11.88	12.2	10.33	1.8
Teachers' aides	10.80	8.0	—	—	10.81	8.3
Administrative support, n.e.c.	13.61	5.7	16.17	4.3	12.22	7.0
Blue collar	15.57	2.9	15.48	3.0	16.42	8.2
Precision production, craft, and repair	18.40	3.4	18.46	3.7	18.09	8.5
Automobile mechanics	20.75	6.3	20.78	6.4	—	—
Bus, truck, and stationary engine mechanics	16.24	3.6	16.30	3.6	—	—

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 2000 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Blue collar –Continued						
Precision production, craft, and repair –Continued						
Industrial machinery repairers	\$22.72	7.9	\$22.72	7.9	–	–
Mechanics and repairers, n.e.c.	16.40	13.2	16.28	15.9	–	–
Supervisors, production	28.42	8.9	28.42	8.9	–	–
Machine operators, assemblers, and inspectors	15.34	4.6	15.34	4.6	–	–
Printing press operators	16.34	4.5	16.34	4.5	–	–
Packaging and filling machine operators	14.99	22.1	14.99	22.1	–	–
Slicing and cutting machine operators	14.24	2.4	14.24	2.4	–	–
Miscellaneous machine operators, n.e.c.	19.19	5.4	19.19	5.4	–	–
Production inspectors, checkers and examiners ..	17.75	12.9	17.75	12.9	–	–
Transportation and material moving	13.62	5.1	13.79	5.4	\$11.85	5.5
Truck drivers	12.98	6.8	13.02	7.5	–	–
Bus drivers	14.42	11.5	–	–	–	–
Industrial truck and tractor equipment operators ..	15.60	8.1	15.60	8.1	–	–
Handlers, equipment cleaners, helpers, and laborers	11.75	5.5	11.72	5.9	12.16	8.4
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	16.30	10.6	–	–	–	–
Production helpers	12.98	5.5	12.98	5.5	–	–
Stock handlers and baggers	10.73	14.3	10.73	14.3	–	–
Freight, stock, and material handlers, n.e.c.	11.52	14.1	11.52	14.1	–	–
Vehicle washers and equipment cleaners	11.00	21.2	11.00	21.2	–	–
Hand packers and packagers	9.95	10.0	9.95	10.0	–	–
Laborers, except construction, n.e.c.	11.33	6.5	11.15	7.0	–	–
Service	9.97	4.1	8.29	3.6	13.22	6.1
Protective service	13.47	8.3	9.02	9.6	16.41	7.6
Police and detectives, public service	17.08	3.6	–	–	17.08	3.6
Guards and police, except public service	8.91	9.8	8.93	9.8	–	–
Food service	7.80	6.5	7.59	6.7	–	–
Waiters, waitresses, and bartenders	5.52	15.2	5.52	15.2	–	–
Waiters and waitresses	5.49	18.2	5.49	18.2	–	–
Other food service	9.17	7.6	8.98	8.0	–	–
Cooks	10.09	14.4	10.11	15.1	–	–
Kitchen workers, food preparation	8.55	6.6	8.55	6.6	–	–
Food preparation, n.e.c.	7.58	9.1	7.46	11.0	–	–
Health service	8.39	5.3	8.38	5.5	–	–
Health aides, except nursing	10.26	6.7	10.26	6.7	–	–
Nursing aides, orderlies and attendants	8.03	5.1	7.99	5.3	–	–
Cleaning and building service	8.99	4.3	9.06	5.5	8.82	6.5
Maids and housemen	7.31	3.6	7.31	3.6	–	–
Janitors and cleaners	8.77	3.9	8.72	4.5	8.82	6.5
Personal service	10.14	11.0	7.17	13.9	–	–

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

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

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

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around

a sample estimate. For more information about RSEs, see appendix A.

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

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 2000

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$17.79	3.4	\$17.77	4.2	\$17.83	5.6
All excluding sales	17.69	3.4	17.62	4.2	17.83	5.6
White collar	21.03	4.2	22.14	5.2	19.36	6.7
White collar excluding sales	21.27	4.2	22.84	4.9	19.36	6.7
Professional specialty and technical	24.80	4.8	27.19	4.9	22.84	7.5
Professional specialty	26.48	4.6	30.07	4.0	24.10	7.1
Engineers, architects, and surveyors	28.57	8.1	31.88	3.5	—	—
Mathematical and computer scientists	31.44	11.0	32.87	4.8	—	—
Computer systems analysts and scientists	31.44	11.1	32.91	4.9	—	—
Natural scientists	21.17	6.5	—	—	—	—
Health related	21.69	3.4	21.53	4.4	22.01	4.8
Registered nurses	19.82	2.1	19.75	2.6	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	23.43	1.7	21.28	5.4	23.50	1.7
Elementary school teachers	24.04	3.2	—	—	24.17	3.4
Secondary school teachers	22.39	.8	—	—	22.34	.7
Librarians, archivists, and curators	22.69	5.9	—	—	22.69	5.9
Librarians	22.69	5.9	—	—	22.69	5.9
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	17.60	4.1	—	—	16.92	3.5
Social workers	16.92	3.5	—	—	16.92	3.5
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	22.18	12.4	22.18	12.4	—	—
Technical	18.48	8.8	20.50	8.7	14.81	3.6
Licensed practical nurses	14.68	3.3	14.87	3.7	—	—
Executive, administrative, and managerial	27.91	5.1	28.36	5.9	25.82	6.1
Executives, administrators, and managers	31.76	7.3	32.05	8.5	30.21	7.4
Administrators and officials, public administration	31.35	9.3	—	—	32.71	8.7
Financial managers	31.77	12.0	31.77	12.0	—	—
Managers and administrators, n.e.c.	32.34	15.9	33.17	16.1	—	—
Management related	23.19	7.8	23.58	9.5	21.62	6.7
Accountants and auditors	21.49	5.6	21.89	5.6	21.09	9.5
Other financial officers	21.96	13.2	—	—	—	—
Personnel, training, and labor relations specialists	27.92	22.4	28.24	22.6	—	—
Management related, n.e.c.	21.62	7.2	21.70	7.3	—	—
Sales	19.24	12.8	19.24	12.8	—	—
Supervisors, sales	21.30	11.0	21.30	11.0	—	—
Sales workers, other commodities	8.85	4.7	8.85	4.7	—	—
Administrative support, including clerical	13.44	2.9	14.01	3.9	12.78	4.5
Secretaries	14.68	2.3	15.52	6.5	14.39	2.4
Receptionists	10.27	5.9	10.27	5.9	—	—
Records clerks, n.e.c.	10.28	4.5	—	—	—	—
Bookkeepers, accounting and auditing clerks	12.95	4.1	12.21	5.0	—	—
Traffic, shipping and receiving clerks	10.96	10.3	10.96	10.3	—	—
Insurance adjusters, examiners, and investigators	19.11	16.1	19.11	16.1	—	—
Investigators and adjusters, except insurance	13.42	6.8	12.97	7.9	—	—
General office clerks	11.92	7.4	14.51	4.7	10.36	1.9
Teachers' aides	10.81	8.3	—	—	10.81	8.3
Administrative support, n.e.c.	14.26	5.7	16.19	4.2	—	—
Blue collar	15.91	2.9	15.84	3.1	16.53	8.2
Precision production, craft, and repair	18.40	3.4	18.46	3.7	18.09	8.5
Automobile mechanics	20.75	6.3	20.78	6.4	—	—
Bus, truck, and stationary engine mechanics	16.24	3.6	16.30	3.6	—	—
Industrial machinery repairers	22.72	7.9	22.72	7.9	—	—
Mechanics and repairers, n.e.c.	16.40	13.2	16.28	15.9	—	—
Supervisors, production	28.42	8.9	28.42	8.9	—	—

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 2000 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Blue collar —Continued						
Machine operators, assemblers, and inspectors	\$15.34	4.6	\$15.34	4.6	—	—
Printing press operators	16.34	4.5	16.34	4.5	—	—
Packaging and filling machine operators	14.99	22.1	14.99	22.1	—	—
Slicing and cutting machine operators	14.24	2.4	14.24	2.4	—	—
Miscellaneous machine operators, n.e.c.	19.19	5.4	19.19	5.4	—	—
Production inspectors, checkers and examiners ..	17.75	12.9	17.75	12.9	—	—
Transportation and material moving	13.79	5.2	13.98	5.5	—	—
Truck drivers	13.14	7.1	13.19	7.8	—	—
Industrial truck and tractor equipment operators ..	15.60	8.1	15.60	8.1	—	—
Handlers, equipment cleaners, helpers, and laborers	12.67	5.9	12.70	6.3	\$12.35	8.7
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	16.30	10.6	—	—	—	—
Production helpers	12.98	5.5	12.98	5.5	—	—
Stock handlers and baggers	15.05	13.8	15.05	13.8	—	—
Freight, stock, and material handlers, n.e.c.	11.42	14.4	11.42	14.4	—	—
Hand packers and packagers	10.69	9.5	10.69	9.5	—	—
Laborers, except construction, n.e.c.	11.76	6.5	11.56	7.0	—	—
Service	10.76	4.4	8.87	4.2	13.53	6.4
Protective service	13.85	7.9	9.19	10.7	16.44	7.7
Police and detectives, public service	17.08	3.6	—	—	17.08	3.6
Food service	9.07	9.0	8.83	9.5	—	—
Other food service	10.79	7.2	10.75	7.4	—	—
Kitchen workers, food preparation	9.31	9.0	9.31	9.0	—	—
Food preparation, n.e.c.	8.80	7.6	—	—	—	—
Health service	8.71	7.5	8.71	7.5	—	—
Health aides, except nursing	10.30	6.9	10.30	6.9	—	—
Nursing aides, orderlies and attendants	8.22	8.1	8.22	8.1	—	—
Cleaning and building service	9.10	4.5	9.17	5.5	8.90	7.8
Maids and housemen	7.31	3.6	7.31	3.6	—	—
Janitors and cleaners	8.92	4.2	8.94	4.3	8.90	7.8
Personal service	10.42	11.1	—	—	—	—

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, 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. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

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 2000

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	\$9.41	9.0	\$8.26	4.9	\$13.45	17.6
All excluding sales	9.75	9.8	8.47	5.9	13.47	17.7
White collar	11.58	11.5	10.01	7.9	14.50	17.9
White collar excluding sales	13.17	12.4	11.94	12.1	14.54	18.0
Professional specialty and technical	19.91	6.2	20.21	12.7	19.69	5.7
Professional specialty	21.02	5.8	23.86	13.5	19.69	5.7
Mathematical and computer scientists	—	—	—	—	—	—
Health related	23.70	13.1	24.07	13.7	—	—
Registered nurses	20.62	13.0	20.79	14.0	—	—
Teachers, except college and university	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Technical	13.67	10.0	13.67	10.0	—	—
Sales	7.35	3.0	7.29	2.9	—	—
Cashiers	6.86	3.3	6.73	2.7	—	—
Administrative support, including clerical	9.32	8.9	8.52	3.0	10.44	12.2
Blue collar	7.38	4.5	7.05	3.5	—	—
Transportation and material moving	10.35	10.1	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	6.76	2.9	6.72	2.9	—	—
Stock handlers and baggers	6.48	1.9	6.48	1.9	—	—
Service	7.03	4.6	6.90	5.0	8.31	4.1
Protective service	—	—	—	—	—	—
Food service	6.32	8.3	6.29	8.4	—	—
Waiters, waitresses, and bartenders	5.10	24.1	5.10	24.1	—	—
Waiters and waitresses	5.13	25.6	5.13	25.6	—	—
Other food service	7.14	5.5	7.10	5.4	—	—
Kitchen workers, food preparation	7.67	5.0	7.67	5.0	—	—
Health service	7.74	4.5	7.63	4.6	—	—
Nursing aides, orderlies and attendants	7.71	4.5	7.59	4.6	—	—
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. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

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 2000

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	\$711	3.6	40.0	\$714	4.6	40.2	\$705	5.7	39.5
All excluding sales	705	3.5	39.9	705	4.5	40.0	705	5.7	39.5
White collar	843	4.7	40.1	902	5.9	40.7	759	6.8	39.2
White collar excluding sales	848	4.6	39.9	924	5.6	40.4	759	6.8	39.2
Professional specialty and technical	991	5.1	39.9	1,104	5.7	40.6	901	7.6	39.4
Professional specialty	1,058	5.0	40.0	1,230	5.5	40.9	949	7.1	39.4
Engineers, architects, and surveyors	1,137	7.9	39.8	1,266	3.5	39.7	-	-	-
Mathematical and computer scientists	1,265	11.0	40.3	1,331	4.5	40.5	-	-	-
Computer systems analysts and scientists	1,266	11.1	40.3	1,333	4.6	40.5	-	-	-
Natural scientists	846	6.4	39.9	-	-	-	-	-	-
Health related	863	3.1	39.8	858	4.1	39.8	873	4.3	39.7
Registered nurses	793	2.1	40.0	790	2.6	40.0	-	-	-
Teachers, college and university	-	-	-	-	-	-	-	-	-
Teachers, except college and university	903	1.3	38.5	834	6.2	39.2	905	1.4	38.5
Elementary school teachers	936	2.6	38.9	-	-	-	941	2.7	38.9
Secondary school teachers	888	.7	39.6	-	-	-	885	.7	39.6
Librarians, archivists, and curators	875	4.9	38.5	-	-	-	875	4.9	38.5
Librarians	875	4.9	38.5	-	-	-	875	4.9	38.5
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	700	4.2	39.8	-	-	-	672	3.7	39.7
Social workers	672	3.7	39.7	-	-	-	672	3.7	39.7
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	883	12.4	39.8	883	12.4	39.8	-	-	-
Technical	737	8.7	39.9	818	8.7	39.9	590	3.5	39.9
Licensed practical nurses	587	3.3	40.0	595	3.7	40.0	-	-	-
Executive, administrative, and managerial	1,154	5.8	41.4	1,182	6.6	41.7	1,031	6.2	39.9
Executives, administrators, and managers	1,356	9.3	42.7	1,385	10.7	43.2	1,211	7.4	40.1
Administrators and officials, public administration	1,246	9.2	39.7	-	-	-	1,299	8.6	39.7
Financial managers	1,475	19.8	46.4	1,475	19.8	46.4	-	-	-
Managers and administrators, n.e.c.	1,348	17.3	41.7	1,386	17.6	41.8	-	-	-
Management related	924	7.5	39.8	940	9.2	39.8	860	6.8	39.8
Accountants and auditors	848	5.2	39.5	855	4.3	39.1	842	9.5	39.9
Other financial officers	863	14.7	39.3	-	-	-	-	-	-
Personnel, training, and labor relations specialists	1,090	21.0	39.0	1,103	21.1	39.1	-	-	-
Management related, n.e.c.	860	7.1	39.8	864	7.2	39.8	-	-	-
Sales	807	14.4	41.9	807	14.4	41.9	-	-	-
Supervisors, sales	889	11.9	41.7	889	11.9	41.7	-	-	-
Sales workers, other commodities	342	4.7	38.7	342	4.7	38.7	-	-	-
Administrative support, including clerical	525	3.1	39.1	552	4.0	39.4	495	5.1	38.7
Secretaries	582	2.4	39.7	614	6.4	39.6	571	2.9	39.7
Receptionists	411	5.9	40.0	411	5.9	40.0	-	-	-
Records clerks, n.e.c.	401	4.8	39.0	-	-	-	-	-	-

See footnotes at end of table.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Richmond-Petersburg, VA, September 2000 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Administrative support, including clerical —Continued									
Bookkeepers, accounting and auditing clerks	\$513	4.2	39.6	\$480	4.9	39.3	—	—	—
Traffic, shipping and receiving clerks	439	10.3	40.0	439	10.3	40.0	—	—	—
Insurance adjusters, examiners, and investigators	750	17.7	39.2	750	17.7	39.2	—	—	—
Investigators and adjusters, except insurance	528	6.8	39.4	508	7.5	39.2	—	—	—
General office clerks	461	7.8	38.7	579	4.7	39.9	\$394	6.0	38.0
Teachers' aides	360	10.8	33.3	—	—	—	360	10.8	33.3
Administrative support, n.e.c.	552	3.6	38.7	598	3.4	36.9	—	—	—
Blue collar	633	2.9	39.8	632	3.0	39.9	651	8.9	39.4
Precision production, craft, and repair	737	3.5	40.0	740	3.8	40.1	722	8.5	39.9
Automobile mechanics	884	9.1	42.6	886	9.3	42.6	—	—	—
Bus, truck, and stationary engine mechanics	650	3.6	40.0	652	3.6	40.0	—	—	—
Industrial machinery repairers	885	7.1	38.9	885	7.1	38.9	—	—	—
Mechanics and repairers, n.e.c.	655	13.2	39.9	651	15.9	40.0	—	—	—
Supervisors, production	1,140	9.0	40.1	1,140	9.0	40.1	—	—	—
Machine operators, assemblers, and inspectors	605	4.3	39.4	605	4.3	39.4	—	—	—
Printing press operators	640	4.5	39.2	640	4.5	39.2	—	—	—
Packaging and filling machine operators	588	20.8	39.2	588	20.8	39.2	—	—	—
Slicing and cutting machine operators	570	2.4	40.0	570	2.4	40.0	—	—	—
Miscellaneous machine operators, n.e.c.	745	4.8	38.8	745	4.8	38.8	—	—	—
Production inspectors, checkers and examiners ...	703	13.2	39.6	703	13.2	39.6	—	—	—
Transportation and material moving	553	5.6	40.1	566	5.7	40.5	—	—	—
Truck drivers	539	8.0	41.0	542	8.8	41.1	—	—	—
Industrial truck and tractor equipment operators	623	7.1	39.9	623	7.1	39.9	—	—	—
Handlers, equipment cleaners, helpers, and laborers	503	5.9	39.7	503	6.3	39.6	492	8.7	39.9
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	652	10.6	40.0	—	—	—	—	—	—
Production helpers	510	6.0	39.3	510	6.0	39.3	—	—	—
Stock handlers and baggers ...	588	12.8	39.1	588	12.8	39.1	—	—	—
Freight, stock, and material handlers, n.e.c.	457	14.4	40.0	457	14.4	40.0	—	—	—
Hand packers and packagers	428	9.5	40.0	428	9.5	40.0	—	—	—
Laborers, except construction, n.e.c.	470	6.5	40.0	462	7.0	40.0	—	—	—
Service	430	4.7	40.0	349	4.3	39.4	552	7.1	40.8
Protective service	567	9.0	40.9	357	11.3	38.8	694	9.3	42.2

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 2000 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Service —Continued									
Protective service—Continued									
Police and detectives, public service	\$668	5.0	39.1	—	—	—	\$668	5.0	39.1
Food service	358	9.1	39.4	\$355	9.6	40.2	—	—	—
Other food service	423	8.0	39.2	434	7.6	40.4	—	—	—
Kitchen workers, food preparation	372	9.0	40.0	372	9.0	40.0	—	—	—
Food preparation, n.e.c.	322	10.8	36.5	—	—	—	—	—	—
Health service	338	7.6	38.8	338	7.6	38.8	—	—	—
Health aides, except nursing ..	408	7.9	39.6	408	7.9	39.6	—	—	—
Nursing aides, orderlies and attendants	317	7.8	38.6	317	7.8	38.6	—	—	—
Cleaning and building service	362	4.4	39.8	364	5.3	39.7	356	7.8	40.0
Maids and housemen	287	4.9	39.2	287	4.9	39.2	—	—	—
Janitors and cleaners	357	4.2	40.0	358	4.3	40.0	356	7.8	40.0
Personal service	417	11.1	40.0	—	—	—	—	—	—

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

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

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

⁴ The relative standard error (RSE) is the standard error expressed as a

percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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

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

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 2000

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	\$36,257	3.6	2,038	\$36,983	4.6	2,081	\$34,720	5.7	1,947
All excluding sales	35,904	3.5	2,029	36,516	4.5	2,072	34,720	5.7	1,947
White collar	42,617	4.7	2,027	46,827	5.9	2,115	36,891	6.8	1,906
White collar excluding sales	42,698	4.6	2,008	47,968	5.6	2,100	36,891	6.8	1,906
Professional specialty and technical	48,988	5.1	1,976	57,202	5.7	2,104	42,973	7.6	1,881
Professional specialty	51,661	5.0	1,951	63,660	5.5	2,117	44,701	7.1	1,855
Engineers, architects, and surveyors	59,142	7.9	2,070	65,847	3.5	2,066	-	-	-
Mathematical and computer scientists	65,801	11.0	2,093	69,216	4.5	2,106	-	-	-
Computer systems analysts and scientists	65,811	11.1	2,093	69,333	4.6	2,106	-	-	-
Natural scientists	43,966	6.4	2,077	-	-	-	-	-	-
Health related	43,497	3.1	2,005	44,610	4.1	2,072	41,501	4.3	1,886
Registered nurses	41,231	2.1	2,080	41,084	2.6	2,080	-	-	-
Teachers, college and university	-	-	-	-	-	-	-	-	-
Teachers, except college and university	37,656	1.3	1,607	34,955	6.2	1,643	37,745	1.4	1,606
Elementary school teachers	38,784	2.6	1,613	-	-	-	38,901	2.7	1,610
Secondary school teachers	36,941	.7	1,650	-	-	-	36,800	.7	1,648
Librarians, archivists, and curators	40,488	4.9	1,784	-	-	-	40,488	4.9	1,784
Librarians	40,488	4.9	1,784	-	-	-	40,488	4.9	1,784
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	36,397	4.2	2,068	-	-	-	34,935	3.7	2,065
Social workers	34,935	3.7	2,065	-	-	-	34,935	3.7	2,065
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	45,936	12.4	2,071	45,936	12.4	2,071	-	-	-
Technical	38,322	8.7	2,074	42,526	8.7	2,074	30,695	3.5	2,073
Licensed practical nurses	30,543	3.3	2,080	30,938	3.7	2,080	-	-	-
Executive, administrative, and managerial	60,000	5.8	2,150	61,429	6.6	2,166	53,625	6.2	2,077
Executives, administrators, and managers	70,470	9.3	2,219	71,976	10.7	2,245	62,972	7.4	2,085
Administrators and officials, public administration	64,777	9.2	2,066	-	-	-	67,530	8.6	2,065
Financial managers	76,691	19.8	2,414	76,691	19.8	2,414	-	-	-
Managers and administrators, n.e.c.	70,121	17.3	2,168	72,097	17.6	2,174	-	-	-
Management related	48,033	7.5	2,071	48,862	9.2	2,072	44,742	6.8	2,070
Accountants and auditors	44,109	5.2	2,053	44,452	4.3	2,031	43,765	9.5	2,075
Other financial officers	44,865	14.7	2,043	-	-	-	-	-	-
Personnel, training, and labor relations specialists	56,665	21.0	2,030	57,378	21.1	2,032	-	-	-
Management related, n.e.c.	44,707	7.1	2,068	44,925	7.2	2,070	-	-	-
Sales	41,959	14.4	2,181	41,959	14.4	2,181	-	-	-
Supervisors, sales	46,219	11.9	2,170	46,219	11.9	2,170	-	-	-
Sales workers, other commodities	17,795	4.7	2,011	17,795	4.7	2,011	-	-	-
Administrative support, including clerical	26,676	3.1	1,984	28,698	4.0	2,049	24,467	5.1	1,914
Secretaries	30,152	2.4	2,054	31,948	6.4	2,059	29,531	2.9	2,052
Receptionists	21,363	5.9	2,080	21,363	5.9	2,080	-	-	-
Records clerks, n.e.c.	20,852	4.8	2,029	-	-	-	-	-	-

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 2000 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
White collar —Continued									
Administrative support, including clerical —Continued									
Bookkeepers, accounting and auditing clerks	\$26,690	4.2	2,060	\$24,970	4.9	2,045	—	—	—
Traffic, shipping and receiving clerks	22,803	10.3	2,080	22,803	10.3	2,080	—	—	—
Insurance adjusters, examiners, and investigators	38,979	17.7	2,040	38,979	17.7	2,040	—	—	—
Investigators and adjusters, except insurance	27,462	6.8	2,047	26,433	7.5	2,038	—	—	—
General office clerks	23,095	7.8	1,938	30,125	4.7	2,076	\$19,313	6.0	1,863
Teachers' aides	14,195	10.8	1,313	—	—	—	14,195	10.8	1,313
Administrative support, n.e.c.	28,696	3.6	2,012	31,073	3.4	1,919	—	—	—
Blue collar	32,662	2.9	2,053	32,641	3.0	2,060	32,854	8.9	1,987
Precision production, craft, and repair	38,122	3.5	2,072	38,242	3.8	2,072	37,535	8.5	2,075
Automobile mechanics	45,949	9.1	2,214	46,056	9.3	2,216	—	—	—
Bus, truck, and stationary engine mechanics	33,786	3.6	2,080	33,903	3.6	2,080	—	—	—
Industrial machinery repairers	46,003	7.1	2,025	46,003	7.1	2,025	—	—	—
Mechanics and repairers, n.e.c.	34,056	13.2	2,076	33,859	15.9	2,080	—	—	—
Supervisors, production	59,285	9.0	2,086	59,285	9.0	2,086	—	—	—
Machine operators, assemblers, and inspectors	31,441	4.3	2,050	31,441	4.3	2,050	—	—	—
Printing press operators	33,278	4.5	2,037	33,278	4.5	2,037	—	—	—
Packaging and filling machine operators	30,566	20.8	2,039	30,566	20.8	2,039	—	—	—
Slicing and cutting machine operators	29,629	2.4	2,080	29,629	2.4	2,080	—	—	—
Miscellaneous machine operators, n.e.c.	38,746	4.8	2,019	38,746	4.8	2,019	—	—	—
Production inspectors, checkers and examiners ...	36,563	13.2	2,060	36,563	13.2	2,060	—	—	—
Transportation and material moving	28,151	5.6	2,042	29,453	5.7	2,107	—	—	—
Truck drivers	28,003	8.0	2,131	28,183	8.8	2,136	—	—	—
Industrial truck and tractor equipment operators	32,403	7.1	2,077	32,403	7.1	2,077	—	—	—
Handlers, equipment cleaners, helpers, and laborers	25,642	5.9	2,023	25,645	6.3	2,019	25,603	8.7	2,073
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	33,910	10.6	2,080	—	—	—	—	—	—
Production helpers	26,512	6.0	2,042	26,512	6.0	2,042	—	—	—
Stock handlers and baggers ...	30,573	12.8	2,032	30,573	12.8	2,032	—	—	—
Freight, stock, and material handlers, n.e.c.	23,754	14.4	2,080	23,754	14.4	2,080	—	—	—
Hand packers and packagers	22,234	9.5	2,080	22,234	9.5	2,080	—	—	—
Laborers, except construction, n.e.c.	23,299	6.5	1,981	22,799	7.0	1,972	—	—	—
Service	22,049	4.7	2,049	18,042	4.3	2,034	28,017	7.1	2,071
Protective service	28,793	9.0	2,078	17,911	11.3	1,949	35,486	9.3	2,158

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 2000 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Service —Continued									
Protective service—Continued									
Police and detectives, public service	\$34,654	5.0	2,028	—	—	—	\$34,654	5.0	2,028
Food service	17,878	9.1	1,971	\$18,454	9.6	2,089	—	—	—
Other food service	20,702	8.0	1,919	22,560	7.6	2,099	—	—	—
Kitchen workers, food preparation	19,367	9.0	2,080	19,367	9.0	2,080	—	—	—
Food preparation, n.e.c.	14,839	10.8	1,686	—	—	—	—	—	—
Health service	17,582	7.6	2,018	17,582	7.6	2,018	—	—	—
Health aides, except nursing ..	21,210	7.9	2,059	21,210	7.9	2,059	—	—	—
Nursing aides, orderlies and attendants	16,491	7.8	2,005	16,491	7.8	2,005	—	—	—
Cleaning and building service	18,825	4.4	2,069	18,935	5.3	2,065	18,515	7.8	2,080
Maids and housemen	14,904	4.9	2,038	14,904	4.9	2,038	—	—	—
Janitors and cleaners	18,557	4.2	2,080	18,591	4.3	2,080	18,515	7.8	2,080
Personal service	21,671	11.1	2,080	—	—	—	—	—	—

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

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

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

⁴ The relative standard error (RSE) is the standard error expressed as a

percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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

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

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 2000

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$16.91	3.3	\$16.67	4.2	\$17.49	5.4
All excluding sales	16.92	3.3	16.65	4.2	17.50	5.4
White collar	20.07	4.3	20.81	5.5	18.92	6.4
1	6.74	2.6	6.75	2.7	—	—
2	8.51	7.5	8.24	8.9	9.25	11.8
3	10.09	2.6	10.00	3.9	10.25	1.9
4	11.86	4.2	11.83	5.0	12.01	5.4
5	14.90	2.9	15.87	3.9	13.56	2.8
6	15.01	3.6	16.70	5.0	13.95	3.9
7	17.94	3.5	18.38	4.6	16.93	2.4
8	21.32	4.6	21.88	7.8	20.61	1.1
9	23.53	2.3	24.58	4.3	22.86	2.0
10	29.86	4.1	30.39	4.2	—	—
11	33.77	3.6	34.44	3.6	27.25	3.3
12	39.22	3.1	39.23	5.9	—	—
13	46.74	11.5	—	—	—	—
Not able to be leveled	34.37	15.7	40.39	9.1	—	—
White collar excluding sales	20.58	4.2	21.94	5.2	18.93	6.4
2	9.77	7.9	10.31	9.6	9.11	12.8
3	10.37	2.9	10.46	4.8	10.25	1.9
4	12.36	4.4	12.46	5.6	12.01	5.4
5	14.25	2.7	14.98	4.6	13.56	2.8
6	15.12	3.7	17.27	4.0	13.95	3.9
7	18.12	3.4	18.66	4.4	16.93	2.4
8	20.77	3.0	20.96	6.6	20.61	1.1
9	23.52	2.3	24.69	4.5	22.86	2.0
10	29.36	5.0	29.95	5.3	—	—
11	33.20	3.7	33.87	3.7	27.25	3.3
12	38.80	3.1	38.38	6.1	—	—
13	46.74	11.5	—	—	—	—
Not able to be leveled	33.81	20.6	—	—	—	—
Professional specialty and technical	24.46	4.7	26.74	4.9	22.61	7.1
Professional specialty	26.08	4.5	29.70	4.1	23.74	6.7
7	19.09	5.0	19.93	5.8	17.05	4.5
8	21.18	3.3	22.84	9.8	20.62	1.1
9	23.77	2.8	26.54	6.0	22.88	2.1
10	29.19	8.2	30.30	9.0	—	—
11	35.27	4.6	36.11	4.2	—	—
12	38.53	2.9	36.30	6.0	—	—
Engineers, architects, and surveyors	28.57	8.1	31.88	3.5	—	—
11	33.64	3.5	33.64	3.5	—	—
Mathematical and computer scientists	29.83	10.9	32.87	4.8	—	—
Computer systems analysts and scientists	29.81	11.0	32.91	4.9	—	—
Natural scientists	21.17	6.5	—	—	—	—
Health related	22.13	4.1	22.25	5.4	21.83	4.8
8	20.04	1.9	19.66	1.5	—	—
9	21.89	5.9	22.10	7.4	—	—
Registered nurses	20.05	4.3	20.11	5.6	—	—
8	19.95	2.1	19.66	1.5	—	—
9	19.98	10.7	20.65	16.3	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	23.36	1.6	20.87	5.3	23.45	1.7
9	23.49	1.7	—	—	23.54	1.8
Elementary school teachers	23.98	3.2	—	—	24.17	3.4
9	24.08	3.2	—	—	24.17	3.4
Secondary school teachers	22.39	.8	—	—	22.34	.7
9	22.38	.8	—	—	—	—
Librarians, archivists, and curators	22.69	5.9	—	—	22.69	5.9
Librarians	22.69	5.9	—	—	22.69	5.9
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	16.96	7.0	—	—	16.28	7.5
Social workers	16.28	7.5	—	—	16.28	7.5
Lawyers and judges	—	—	—	—	—	—

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 2000 — 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						
Writers, authors, entertainers, athletes, and professionals, n.e.c.						
	\$22.18	12.4	\$22.18	12.4	–	–
Technical	18.24	8.4	19.99	8.7	\$14.81	3.6
4	13.70	6.1	13.70	6.1	–	–
5	14.07	1.0	–	–	–	–
6	19.09	9.5	19.95	10.3	–	–
7	18.93	7.0	19.54	8.5	17.08	2.9
Licensed practical nurses	14.76	3.0	14.93	3.3	–	–
Health technologists and technicians, n.e.c.	12.69	8.3	12.34	8.7	–	–
Executive, administrative, and managerial						
6	27.91	5.1	28.36	5.9	25.82	6.1
7	16.60	5.7	16.63	5.9	–	–
8	17.50	4.5	–	–	17.74	3.8
9	17.62	3.5	17.56	3.6	–	–
10	22.99	3.6	22.98	4.3	23.03	6.2
11	29.60	4.6	29.52	4.7	–	–
12	30.15	6.2	30.57	7.3	–	–
Executives, administrators, and managers	39.29	6.9	39.94	8.2	–	–
8	31.76	7.3	32.05	8.5	30.21	7.4
9	17.83	5.2	17.83	5.2	–	–
10	23.20	6.3	23.30	6.9	–	–
11	31.97	1.6	–	–	–	–
12	30.15	6.4	30.57	7.3	–	–
Administrators and officials, public administration	35.48	7.2	35.09	9.4	–	–
Financial managers	31.35	9.3	–	–	32.71	8.7
Managers and administrators, n.e.c.	31.77	12.0	31.77	12.0	–	–
8	32.34	15.9	33.17	16.1	–	–
9	18.02	5.9	18.02	5.9	–	–
Management related	23.25	8.2	24.37	8.6	–	–
6	23.19	7.8	23.58	9.5	21.62	6.7
7	17.41	3.9	17.48	4.0	–	–
9	18.24	2.0	–	–	17.74	3.8
Accountants and auditors	22.87	4.3	22.79	5.3	–	–
Other financial officers	21.49	5.6	21.89	5.6	21.09	9.5
Personnel, training, and labor relations specialists	21.96	13.2	–	–	–	–
Management related, n.e.c.	27.92	22.4	28.24	22.6	–	–
	21.62	7.2	21.70	7.3	–	–
Sales						
2	16.76	12.5	16.78	12.6	–	–
3	6.89	3.3	–	–	–	–
4	8.67	5.5	8.67	5.5	–	–
5	10.30	9.5	10.30	9.5	–	–
8	17.86	5.8	17.86	5.8	–	–
9	23.43	16.6	23.43	16.6	–	–
Supervisors, sales	23.83	9.6	23.83	9.6	–	–
8	21.01	11.0	21.01	11.0	–	–
Cashiers	19.62	14.6	19.62	14.6	–	–
	7.40	5.1	7.33	5.1	–	–
Administrative support, including clerical						
2	12.86	3.0	13.17	4.1	12.48	4.3
3	9.77	7.9	10.31	9.6	9.11	12.8
4	10.38	2.9	10.48	5.0	10.25	1.9
5	12.21	4.8	12.28	6.2	12.01	5.4
6	14.34	4.4	14.93	5.8	13.16	5.2
7	14.47	3.5	16.37	3.6	–	–
Secretaries	16.75	4.5	17.32	6.4	–	–
4	14.12	3.7	15.22	6.5	13.81	4.5
5	12.73	5.8	12.52	7.5	12.87	8.3
6	14.50	8.9	–	–	–	–
	14.43	4.7	–	–	–	–

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 2000 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Administrative support, including clerical –Continued						
Receptionists	\$10.08	4.8	\$10.08	4.8	–	–
Order clerks	14.74	14.3	14.74	14.3	–	–
Records clerks, n.e.c.	10.22	3.9	–	–	–	–
Bookkeepers, accounting and auditing clerks	12.75	4.4	11.92	5.4	–	–
Traffic, shipping and receiving clerks	10.56	9.6	10.56	9.6	–	–
Stock and inventory clerks	9.99	3.2	–	–	–	–
Insurance adjusters, examiners, and investigators	19.11	16.1	19.11	16.1	–	–
Investigators and adjusters, except insurance	13.42	6.8	12.97	7.9	–	–
General office clerks	11.10	6.6	11.88	12.2	\$10.33	1.8
3	10.36	2.5	–	–	–	–
4	12.11	14.6	12.16	17.2	–	–
Teachers' aides	10.80	8.0	–	–	10.81	8.3
Administrative support, n.e.c.	13.61	5.7	16.17	4.3	12.22	7.0
Blue collar	15.57	2.9	15.48	3.0	16.42	8.2
1	8.70	5.0	8.68	5.2	–	–
2	9.62	7.3	9.63	7.4	–	–
3	12.63	4.6	12.62	4.7	–	–
4	15.13	6.4	15.44	6.8	–	–
5	15.75	4.9	15.80	5.0	–	–
6	16.75	4.3	17.06	4.6	–	–
7	18.98	3.2	19.56	3.5	16.72	1.2
8	20.77	8.2	20.92	8.6	–	–
9	28.11	8.5	30.05	11.9	–	–
Precision production, craft, and repair	18.40	3.4	18.46	3.7	18.09	8.5
5	14.55	5.6	14.62	5.8	–	–
6	17.44	7.4	17.87	7.9	–	–
7	19.21	3.5	19.94	3.6	16.73	1.2
8	20.86	9.3	21.04	9.9	–	–
9	26.20	5.3	26.80	9.7	–	–
Automobile mechanics	20.75	6.3	20.78	6.4	–	–
Bus, truck, and stationary engine mechanics	16.24	3.6	16.30	3.6	–	–
7	16.31	3.6	16.31	3.6	–	–
Industrial machinery repairers	22.72	7.9	22.72	7.9	–	–
7	24.40	5.8	24.40	5.8	–	–
Mechanics and repairers, n.e.c.	16.40	13.2	16.28	15.9	–	–
7	19.16	8.0	–	–	–	–
Supervisors, production	28.42	8.9	28.42	8.9	–	–
Machine operators, assemblers, and inspectors	15.34	4.6	15.34	4.6	–	–
1	7.94	1.5	7.94	1.5	–	–
2	10.57	10.2	10.57	10.2	–	–
3	14.36	8.0	14.36	8.0	–	–
4	16.76	10.3	16.76	10.3	–	–
5	17.45	7.5	17.45	7.5	–	–
6	17.34	5.5	17.34	5.5	–	–
7	15.79	6.8	15.79	6.8	–	–
Printing press operators	16.34	4.5	16.34	4.5	–	–
Packaging and filling machine operators	14.99	22.1	14.99	22.1	–	–
Slicing and cutting machine operators	14.24	2.4	14.24	2.4	–	–
Miscellaneous machine operators, n.e.c.	19.19	5.4	19.19	5.4	–	–
5	20.57	9.0	20.57	9.0	–	–
Production inspectors, checkers and examiners ..	17.75	12.9	17.75	12.9	–	–
Transportation and material moving	13.62	5.1	13.79	5.4	11.85	5.5
3	12.07	3.7	11.94	3.7	–	–
4	14.29	10.8	15.39	12.1	–	–
5	14.31	8.5	14.36	8.8	–	–
Truck drivers	12.98	6.8	13.02	7.5	–	–
5	13.28	10.8	13.29	11.1	–	–

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 2000 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Transportation and material moving —Continued						
Bus drivers	\$14.42	11.5	—	—	—	—
Industrial truck and tractor equipment operators ..	15.60	8.1	\$15.60	8.1	—	—
4	17.90	10.6	17.90	10.6	—	—
Handlers, equipment cleaners, helpers, and laborers	11.75	5.5	11.72	5.9	\$12.16	8.4
1	9.29	7.3	9.30	7.8	—	—
2	9.34	8.8	9.35	8.9	—	—
3	11.80	6.6	11.82	6.7	—	—
4	11.74	4.6	11.79	4.7	—	—
5	15.95	15.4	15.95	15.4	—	—
6	14.41	5.3	—	—	—	—
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	16.30	10.6	—	—	—	—
Production helpers	12.98	5.5	12.98	5.5	—	—
Stock handlers and baggers	10.73	14.3	10.73	14.3	—	—
3	10.34	9.6	10.34	9.6	—	—
Freight, stock, and material handlers, n.e.c.	11.52	14.1	11.52	14.1	—	—
Vehicle washers and equipment cleaners	11.00	21.2	11.00	21.2	—	—
Hand packers and packagers	9.95	10.0	9.95	10.0	—	—
Laborers, except construction, n.e.c.	11.33	6.5	11.15	7.0	—	—
1	10.97	9.0	10.97	9.0	—	—
2	9.37	5.5	—	—	—	—
Service	9.97	4.1	8.29	3.6	13.22	6.1
1	6.82	6.3	6.51	7.5	8.15	4.5
2	7.39	4.2	7.30	4.5	—	—
3	9.24	3.2	8.95	4.5	9.85	5.3
4	8.76	9.1	8.82	9.4	—	—
5	13.37	5.3	—	—	13.89	5.6
6	13.68	4.5	—	—	13.86	4.0
7	15.02	7.6	15.17	3.9	14.97	9.9
Protective service	13.47	8.3	9.02	9.6	16.41	7.6
5	14.75	2.7	—	—	14.75	2.7
6	14.07	5.1	—	—	13.58	2.4
7	18.61	1.8	—	—	18.63	1.9
Police and detectives, public service	17.08	3.6	—	—	17.08	3.6
Guards and police, except public service	8.91	9.8	8.93	9.8	—	—
Food service	7.80	6.5	7.59	6.7	—	—
1	6.20	9.3	6.05	10.0	—	—
2	5.67	11.3	5.45	11.1	—	—
3	9.19	4.2	9.19	4.2	—	—
Waiters, waitresses, and bartenders	5.52	15.2	5.52	15.2	—	—
1	5.82	16.3	5.82	16.3	—	—
Waiters and waitresses	5.49	18.2	5.49	18.2	—	—
1	5.88	19.4	5.88	19.4	—	—
Other food service	9.17	7.6	8.98	8.0	—	—
1	6.71	4.7	6.43	4.0	—	—
2	7.59	4.5	7.42	4.4	—	—
3	9.04	5.1	9.04	5.1	—	—
Cooks	10.09	14.4	10.11	15.1	—	—
Kitchen workers, food preparation	8.55	6.6	8.55	6.6	—	—
Food preparation, n.e.c.	7.58	9.1	7.46	11.0	—	—
1	6.66	5.4	—	—	—	—
Health service	8.39	5.3	8.38	5.5	—	—
4	8.02	10.7	8.02	10.7	—	—
Health aides, except nursing	10.26	6.7	10.26	6.7	—	—
Nursing aides, orderlies and attendants	8.03	5.1	7.99	5.3	—	—
4	7.57	8.6	7.57	8.6	—	—
Cleaning and building service	8.99	4.3	9.06	5.5	8.82	6.5
1	7.85	3.9	7.55	5.7	8.14	5.5
2	7.83	2.7	—	—	—	—

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 2000 — 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						
Cleaning and building service—Continued						
Maids and housemen	\$7.31	3.6	\$7.31	3.6	—	—
Janitors and cleaners	8.77	3.9	8.72	4.5	\$8.82	6.5
1	8.03	3.8	7.90	5.3	8.14	5.5
Personal service	10.14	11.0	7.17	13.9	—	—

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

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

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

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

of all workers and dividing by the number of workers, weighted by hours.

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

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

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 2000

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$17.79	3.4	\$17.77	4.2	\$17.83	5.6
All excluding sales	17.69	3.4	17.62	4.2	17.83	5.6
White collar	21.03	4.2	22.14	5.2	19.36	6.7
2	9.36	12.6	9.07	16.9	9.96	12.4
3	10.63	2.7	10.95	4.1	10.26	1.9
4	12.50	4.0	12.61	4.9	12.09	5.6
5	14.99	3.0	15.94	4.0	13.68	2.4
6	15.39	3.6	16.73	5.0	14.38	3.3
7	18.00	3.5	18.46	4.7	16.94	2.4
8	21.46	5.5	21.97	8.0	20.54	1.6
9	23.59	2.3	24.77	4.4	22.87	2.0
10	29.86	4.1	30.39	4.2	—	—
11	33.54	3.6	34.19	3.6	27.25	3.3
12	39.22	3.1	39.23	5.9	—	—
13	46.74	11.5	—	—	—	—
Not able to be leveled	39.97	8.9	40.39	9.1	—	—
White collar excluding sales	21.27	4.2	22.84	4.9	19.36	6.7
2	11.01	8.9	—	—	9.96	12.4
3	10.68	3.0	11.11	4.7	10.26	1.9
4	12.83	4.0	13.09	5.0	12.09	5.6
5	14.30	2.7	14.96	4.8	13.68	2.4
6	15.54	3.7	17.30	4.1	14.38	3.3
7	18.19	3.4	18.76	4.5	16.94	2.4
8	20.82	3.8	21.06	6.9	20.54	1.6
9	23.58	2.3	24.93	4.6	22.87	2.0
10	29.36	5.0	29.95	5.3	—	—
11	32.95	3.7	33.59	3.7	27.25	3.3
12	38.80	3.1	38.38	6.1	—	—
13	46.74	11.5	—	—	—	—
Professional specialty and technical	24.80	4.8	27.19	4.9	22.84	7.5
Professional specialty	26.48	4.6	30.07	4.0	24.10	7.1
7	19.22	5.2	19.93	5.8	—	—
8	21.41	4.7	23.34	10.5	20.55	1.6
9	23.86	2.8	27.32	6.1	22.90	2.1
10	29.19	8.2	30.30	9.0	—	—
11	34.82	4.7	35.63	4.2	—	—
12	38.53	2.9	36.30	6.0	—	—
Engineers, architects, and surveyors	28.57	8.1	31.88	3.5	—	—
11	33.64	3.5	33.64	3.5	—	—
Mathematical and computer scientists	31.44	11.0	32.87	4.8	—	—
Computer systems analysts and scientists	31.44	11.1	32.91	4.9	—	—
Natural scientists	21.17	6.5	—	—	—	—
Health related	21.69	3.4	21.53	4.4	22.01	4.8
8	20.17	2.3	19.75	1.9	—	—
9	21.87	4.8	—	—	—	—
Registered nurses	19.82	2.1	19.75	2.6	—	—
8	20.07	2.5	19.75	1.9	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	23.43	1.7	21.28	5.4	23.50	1.7
9	23.51	1.7	—	—	23.54	1.8
Elementary school teachers	24.04	3.2	—	—	24.17	3.4
9	24.14	3.3	—	—	24.17	3.4
Secondary school teachers	22.39	.8	—	—	22.34	.7
9	22.38	.8	—	—	—	—
Librarians, archivists, and curators	22.69	5.9	—	—	22.69	5.9
Librarians	22.69	5.9	—	—	22.69	5.9
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	17.60	4.1	—	—	16.92	3.5
Social workers	16.92	3.5	—	—	16.92	3.5
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	22.18	12.4	22.18	12.4	—	—
Technical	18.48	8.8	20.50	8.7	14.81	3.6

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Richmond-Petersburg, VA, September 2000 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Professional specialty and technical –Continued						
Technical –Continued						
4	\$14.14	5.6	\$14.14	5.6	–	–
6	19.35	10.0	–	–	–	–
7	19.16	7.2	19.91	8.9	\$17.08	2.9
Licensed practical nurses	14.68	3.3	14.87	3.7	–	–
Executive, administrative, and managerial						
6	27.91	5.1	28.36	5.9	25.82	6.1
7	16.60	5.7	16.63	5.9	–	–
8	17.50	4.5	–	–	17.74	3.8
9	17.62	3.5	17.56	3.6	–	–
10	22.99	3.6	22.98	4.3	23.03	6.2
11	29.60	4.6	29.52	4.7	–	–
12	30.15	6.2	30.57	7.3	–	–
Executives, administrators, and managers	39.29	6.9	39.94	8.2	–	–
8	31.76	7.3	32.05	8.5	30.21	7.4
9	17.83	5.2	17.83	5.2	–	–
10	23.20	6.3	23.30	6.9	–	–
11	31.97	1.6	–	–	–	–
12	30.15	6.4	30.57	7.3	–	–
Administrators and officials, public administration	35.48	7.2	35.09	9.4	–	–
Financial managers	31.35	9.3	–	–	32.71	8.7
Managers and administrators, n.e.c.	31.77	12.0	31.77	12.0	–	–
8	32.34	15.9	33.17	16.1	–	–
9	18.02	5.9	18.02	5.9	–	–
Management related	23.25	8.2	24.37	8.6	–	–
6	23.19	7.8	23.58	9.5	21.62	6.7
7	17.41	3.9	17.48	4.0	–	–
9	18.24	2.0	–	–	17.74	3.8
Accountants and auditors	22.87	4.3	22.79	5.3	–	–
Other financial officers	21.49	5.6	21.89	5.6	21.09	9.5
Personnel, training, and labor relations specialists	21.96	13.2	–	–	–	–
Management related, n.e.c.	27.92	22.4	28.24	22.6	–	–
Sales	21.62	7.2	21.70	7.3	–	–
4	19.24	12.8	19.24	12.8	–	–
5	11.24	11.3	11.24	11.3	–	–
8	18.08	5.4	18.08	5.4	–	–
9	23.43	16.6	23.43	16.6	–	–
Supervisors, sales	23.83	9.6	23.83	9.6	–	–
8	21.30	11.0	21.30	11.0	–	–
Sales workers, other commodities	19.62	14.6	19.62	14.6	–	–
4	8.85	4.7	8.85	4.7	–	–
Administrative support, including clerical	8.58	4.3	8.58	4.3	–	–
2	13.44	2.9	14.01	3.9	12.78	4.5
3	11.01	8.9	–	–	9.96	12.4
4	10.69	3.0	11.15	4.7	10.26	1.9
5	12.68	4.3	12.92	5.6	12.09	5.6
6	14.37	4.4	14.99	5.8	13.16	5.2
7	14.88	3.1	16.37	3.6	–	–
Secretaries	16.75	4.5	17.32	6.4	–	–
4	14.68	2.3	15.52	6.5	14.39	2.4
5	12.94	5.8	–	–	12.87	8.3
6	14.50	8.9	–	–	–	–
Receptionists	15.23	1.9	–	–	–	–
Records clerks, n.e.c.	10.27	5.9	10.27	5.9	–	–
Bookkeepers, accounting and auditing clerks	10.28	4.5	–	–	–	–
Traffic, shipping and receiving clerks	12.95	4.1	12.21	5.0	–	–
	10.96	10.3	10.96	10.3	–	–

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 2000 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Administrative support, including clerical —Continued						
Insurance adjusters, examiners, and investigators	\$19.11	16.1	\$19.11	16.1	—	—
Investigators and adjusters, except insurance	13.42	6.8	12.97	7.9	—	—
General office clerks	11.92	7.4	14.51	4.7	\$10.36	1.9
3	10.37	2.5	—	—	—	—
4	14.83	5.4	15.84	4.5	—	—
Teachers' aides	10.81	8.3	—	—	10.81	8.3
Administrative support, n.e.c.	14.26	5.7	16.19	4.2	—	—
Blue collar	15.91	2.9	15.84	3.1	16.53	8.2
1	9.01	5.4	9.00	5.6	—	—
2	10.46	8.0	10.46	8.0	—	—
3	12.85	4.8	12.87	4.8	—	—
4	15.22	6.4	15.55	6.8	—	—
5	15.75	4.9	15.80	5.0	—	—
6	16.75	4.3	17.06	4.6	—	—
7	18.98	3.2	19.56	3.5	16.72	1.2
8	20.77	8.2	20.92	8.6	—	—
9	28.11	8.5	30.05	11.9	—	—
Precision production, craft, and repair	18.40	3.4	18.46	3.7	18.09	8.5
5	14.55	5.6	14.62	5.8	—	—
6	17.44	7.4	17.87	7.9	—	—
7	19.21	3.5	19.94	3.6	16.73	1.2
8	20.86	9.3	21.04	9.9	—	—
9	26.20	5.3	26.80	9.7	—	—
Automobile mechanics	20.75	6.3	20.78	6.4	—	—
Bus, truck, and stationary engine mechanics	16.24	3.6	16.30	3.6	—	—
7	16.31	3.6	16.31	3.6	—	—
Industrial machinery repairers	22.72	7.9	22.72	7.9	—	—
7	24.40	5.8	24.40	5.8	—	—
Mechanics and repairers, n.e.c.	16.40	13.2	16.28	15.9	—	—
7	19.16	8.0	—	—	—	—
Supervisors, production	28.42	8.9	28.42	8.9	—	—
Machine operators, assemblers, and inspectors	15.34	4.6	15.34	4.6	—	—
1	7.94	1.5	7.94	1.5	—	—
2	10.57	10.2	10.57	10.2	—	—
3	14.36	8.0	14.36	8.0	—	—
4	16.76	10.3	16.76	10.3	—	—
5	17.45	7.5	17.45	7.5	—	—
6	17.34	5.5	17.34	5.5	—	—
7	15.79	6.8	15.79	6.8	—	—
Printing press operators	16.34	4.5	16.34	4.5	—	—
Packaging and filling machine operators	14.99	22.1	14.99	22.1	—	—
Slicing and cutting machine operators	14.24	2.4	14.24	2.4	—	—
Miscellaneous machine operators, n.e.c.	19.19	5.4	19.19	5.4	—	—
5	20.57	9.0	20.57	9.0	—	—
Production inspectors, checkers and examiners ..	17.75	12.9	17.75	12.9	—	—
Transportation and material moving	13.79	5.2	13.98	5.5	—	—
3	11.90	3.6	11.90	3.6	—	—
4	14.62	10.5	15.97	10.8	—	—
5	14.31	8.5	14.36	8.8	—	—
Truck drivers	13.14	7.1	13.19	7.8	—	—
5	13.28	10.8	13.29	11.1	—	—
Industrial truck and tractor equipment operators ..	15.60	8.1	15.60	8.1	—	—
4	17.90	10.6	17.90	10.6	—	—
Handlers, equipment cleaners, helpers, and laborers	12.67	5.9	12.70	6.3	12.35	8.7
1	10.11	7.5	10.18	8.0	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Richmond-Petersburg, VA, September 2000 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Handlers, equipment cleaners, helpers, and laborers						
—Continued						
2	\$10.51	11.0	\$10.51	11.0	—	—
3	12.44	6.8	12.48	6.9	—	—
4	11.74	4.6	11.79	4.7	—	—
5	15.95	15.4	15.95	15.4	—	—
6	14.41	5.3	—	—	—	—
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	16.30	10.6	—	—	—	—
Production helpers	12.98	5.5	12.98	5.5	—	—
Stock handlers and baggers	15.05	13.8	15.05	13.8	—	—
3	11.98	9.2	11.98	9.2	—	—
Freight, stock, and material handlers, n.e.c.	11.42	14.4	11.42	14.4	—	—
Hand packers and packagers	10.69	9.5	10.69	9.5	—	—
Laborers, except construction, n.e.c.	11.76	6.5	11.56	7.0	—	—
Service	10.76	4.4	8.87	4.2	\$13.53	6.4
1	6.99	7.9	6.59	10.2	8.16	4.5
2	7.89	1.9	7.86	1.9	—	—
3	9.66	2.7	9.48	3.4	—	—
4	8.89	10.7	8.89	10.7	—	—
5	13.37	5.3	—	—	13.89	5.6
6	13.74	4.4	—	—	13.86	4.0
7	14.99	7.6	—	—	14.97	9.9
Protective service	13.85	7.9	9.19	10.7	16.44	7.7
5	14.75	2.7	—	—	14.75	2.7
6	14.07	5.1	—	—	13.58	2.4
7	18.63	1.9	—	—	18.63	1.9
Police and detectives, public service	17.08	3.6	—	—	17.08	3.6
Food service	9.07	9.0	8.83	9.5	—	—
1	6.12	14.5	—	—	—	—
2	7.60	4.9	—	—	—	—
Other food service	10.79	7.2	10.75	7.4	—	—
2	7.60	4.9	—	—	—	—
Kitchen workers, food preparation	9.31	9.0	9.31	9.0	—	—
Food preparation, n.e.c.	8.80	7.6	—	—	—	—
Health service	8.71	7.5	8.71	7.5	—	—
4	7.98	11.9	7.98	11.9	—	—
Health aides, except nursing	10.30	6.9	10.30	6.9	—	—
Nursing aides, orderlies and attendants	8.22	8.1	8.22	8.1	—	—
Cleaning and building service	9.10	4.5	9.17	5.5	8.90	7.8
1	7.97	4.2	7.76	6.6	8.14	5.5
Maids and housemen	7.31	3.6	7.31	3.6	—	—
Janitors and cleaners	8.92	4.2	8.94	4.3	8.90	7.8
1	8.19	4.0	—	—	8.14	5.5
Personal service	10.42	11.1	—	—	—	—

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. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

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 2000**

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	\$9.41	9.0	\$8.26	4.9	\$13.45	17.6
All excluding sales	9.75	9.8	8.47	5.9	13.47	17.7
White collar	11.58	11.5	10.01	7.9	14.50	17.9
1	6.65	2.7	—	—	—	—
2	7.50	5.9	7.44	6.5	—	—
3	8.12	4.4	8.10	4.6	—	—
4	8.31	2.5	8.23	2.5	—	—
9	21.46	13.6	21.74	15.1	—	—
White collar excluding sales	13.17	12.4	11.94	12.1	14.54	18.0
2	8.14	7.4	8.62	6.2	—	—
4	8.79	5.0	8.69	4.9	—	—
9	21.46	13.6	21.74	15.1	—	—
Professional specialty and technical	19.91	6.2	20.21	12.7	19.69	5.7
Professional specialty	21.02	5.8	23.86	13.5	19.69	5.7
9	21.46	13.6	21.74	15.1	—	—
Mathematical and computer scientists	—	—	—	—	—	—
Health related	23.70	13.1	24.07	13.7	—	—
9	21.94	15.4	21.94	15.4	—	—
Registered nurses	20.62	13.0	20.79	14.0	—	—
Teachers, except college and university	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Technical	13.67	10.0	13.67	10.0	—	—
Sales	7.35	3.0	7.29	2.9	—	—
Cashiers	6.86	3.3	6.73	2.7	—	—
Administrative support, including clerical	9.32	8.9	8.52	3.0	10.44	12.2
2	8.14	7.4	8.62	6.2	—	—
4	8.80	5.3	—	—	—	—
Blue collar	7.38	4.5	7.05	3.5	—	—
1	6.49	3.6	6.45	3.6	—	—
3	9.75	10.8	8.54	9.6	—	—
Transportation and material moving	10.35	10.1	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	6.76	2.9	6.72	2.9	—	—
1	6.49	3.6	6.45	3.6	—	—
Stock handlers and baggers	6.48	1.9	6.48	1.9	—	—
Service	7.03	4.6	6.90	5.0	8.31	4.1
1	6.42	8.3	6.38	8.4	—	—
2	6.69	9.8	6.45	11.0	—	—
3	7.92	6.5	7.77	6.9	—	—
Protective service	—	—	—	—	—	—
Food service	6.32	8.3	6.29	8.4	—	—
1	6.28	9.8	6.21	9.8	—	—
2	4.38	21.1	4.38	21.1	—	—
3	8.58	5.2	8.58	5.2	—	—
Waiters, waitresses, and bartenders	5.10	24.1	5.10	24.1	—	—
Waiters and waitresses	5.13	25.6	5.13	25.6	—	—
Other food service	7.14	5.5	7.10	5.4	—	—
1	6.47	4.8	6.36	4.1	—	—
3	8.11	4.8	8.11	4.8	—	—
Kitchen workers, food preparation	7.67	5.0	7.67	5.0	—	—
Health service	7.74	4.5	7.63	4.6	—	—
Nursing aides, orderlies and attendants	7.71	4.5	7.59	4.6	—	—
Cleaning and building 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 2000 — 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.

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Table 5-1. **Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, Richmond-Petersburg, VA, September 2000**

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	\$17.79	\$9.41	\$18.40	\$16.71	\$16.85	\$20.49
All excluding sales	17.69	9.75	18.40	16.70	16.89	22.33
White collar	21.03	11.58	18.64	20.12	20.06	20.40
White-collar excluding sales	21.27	13.17	18.64	20.66	20.56	—
Professional specialty and technical	24.80	19.91	25.20	24.45	24.44	—
Professional specialty	26.48	21.02	—	26.06	26.06	—
Technical	18.48	13.67	—	18.06	18.24	—
Executive, administrative, and managerial	27.91	—	—	27.95	27.91	—
Sales	19.24	7.35	—	16.76	16.13	19.73
Administrative support, including clerical	13.44	9.32	17.26	12.44	12.86	—
Blue collar	15.91	7.38	18.38	14.06	15.47	—
Precision production, craft, and repair	18.40	—	21.14	17.18	18.27	—
Machine operators, assemblers, and inspectors	15.34	—	17.90	12.64	15.34	—
Transportation and material moving	13.79	10.35	16.11	12.31	13.46	—
Handlers, equipment cleaners, helpers, and laborers	12.67	6.76	14.99	10.74	11.75	—
Service	10.76	7.03	—	9.96	9.97	—
	Relative error ⁶ (percent)					
All occupations	3.4	9.0	3.2	3.8	3.4	9.8
All excluding sales	3.4	9.8	3.2	3.8	3.3	10.1
White collar	4.2	11.5	3.6	4.4	4.3	12.2
White-collar excluding sales	4.2	12.4	3.6	4.3	4.2	—
Professional specialty and technical	4.8	6.2	7.8	4.7	4.7	—
Professional specialty	4.6	5.8	—	4.5	4.5	—
Technical	8.8	10.0	—	8.7	8.4	—
Executive, administrative, and managerial	5.1	—	—	5.1	5.1	—
Sales	12.8	3.0	—	12.5	15.1	13.2
Administrative support, including clerical	2.9	8.9	2.9	3.2	3.0	—
Blue collar	2.9	4.5	3.7	3.8	2.9	—
Precision production, craft, and repair	3.4	—	3.8	4.3	3.5	—
Machine operators, assemblers, and inspectors	4.6	—	5.1	6.2	4.6	—
Transportation and material moving	5.2	10.1	6.3	5.3	5.1	—
Handlers, equipment cleaners, helpers, and laborers	5.9	2.9	7.7	6.9	5.5	—
Service	4.4	4.6	—	4.1	4.1	—

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, 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. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 5-2. Major industry division: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Richmond-Petersburg, VA, September 2000

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	\$16.67	\$18.82	–	\$15.70	\$19.39	–	–	–	–	–
All excluding sales	16.65	18.73	–	15.70	19.29	–	–	–	–	–
White collar	20.81	25.73	–	17.41	26.36	–	–	–	–	–
White-collar excluding sales	21.94	25.85	–	17.41	26.55	–	–	–	–	–
Professional specialty and technical	26.74	29.15	–	–	29.45	–	–	–	–	–
Professional specialty	29.70	31.89	–	–	32.39	–	–	–	–	–
Technical	19.99	21.42	–	–	21.42	–	–	–	–	–
Executive, administrative, and managerial	28.36	32.70	–	–	34.51	–	–	–	–	–
Sales	16.78	–	–	–	–	–	–	–	–	–
Administrative support, including clerical	13.17	14.57	–	–	14.78	–	–	–	–	–
Blue collar	15.48	16.54	–	15.48	16.78	–	–	–	–	–
Precision production, craft, and repair	18.46	18.75	–	16.11	20.73	–	–	–	–	–
Machine operators, assemblers, and inspectors	15.34	16.05	–	–	16.05	–	–	–	–	–
Transportation and material moving	13.79	15.83	–	–	15.72	–	–	–	–	–
Handlers, equipment cleaners, helpers, and laborers	11.72	12.58	–	–	13.07	–	–	–	–	–
Service	8.29	–	–	–	–	–	–	–	–	–
	Relative error ⁵ (percent)									
All occupations	4.2	5.1	–	8.0	5.7	–	–	–	–	–
All excluding sales	4.2	5.0	–	8.0	5.7	–	–	–	–	–
White collar	5.5	8.5	–	10.6	8.8	–	–	–	–	–
White-collar excluding sales	5.2	8.6	–	10.6	8.9	–	–	–	–	–
Professional specialty and technical	4.9	7.6	–	–	7.6	–	–	–	–	–
Professional specialty	4.1	7.5	–	–	7.5	–	–	–	–	–
Technical	8.7	4.3	–	–	4.3	–	–	–	–	–
Executive, administrative, and managerial	5.9	11.9	–	–	12.2	–	–	–	–	–
Sales	12.6	–	–	–	–	–	–	–	–	–
Administrative support, including clerical	4.1	6.2	–	–	6.7	–	–	–	–	–
Blue collar	3.0	3.7	–	9.4	4.2	–	–	–	–	–
Precision production, craft, and repair	3.7	5.3	–	9.0	7.2	–	–	–	–	–
Machine operators, assemblers, and inspectors	4.6	4.6	–	–	4.6	–	–	–	–	–
Transportation and material moving	5.4	7.0	–	–	7.6	–	–	–	–	–
Handlers, equipment cleaners, helpers, and laborers	5.9	6.8	–	–	7.0	–	–	–	–	–
Service	3.6	–	–	–	–	–	–	–	–	–

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.

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Table 5-3. Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Richmond-Petersburg, VA, September 2000

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	\$16.67	\$16.02	\$16.84	\$15.86	\$19.77
All excluding sales	16.65	15.70	16.89	15.80	19.80
White collar	20.81	21.30	20.67	20.20	22.23
White-collar excluding sales	21.94	22.71	21.75	21.51	22.37
Professional specialty and technical	26.74	30.54	26.38	24.68	34.08
Professional specialty	29.70	32.45	29.36	27.71	35.48
Technical	19.99	—	20.11	19.04	—
Executive, administrative, and managerial	28.36	26.88	29.31	29.53	28.77
Sales	16.78	17.93	16.29	16.29	—
Administrative support, including clerical	13.17	13.71	13.05	12.48	13.96
Blue collar	15.48	12.55	16.17	14.87	18.41
Precision production, craft, and repair	18.46	15.66	19.22	18.37	21.00
Machine operators, assemblers, and inspectors	15.34	12.12	15.82	12.81	18.17
Transportation and material moving	13.79	11.31	14.11	13.16	17.50
Handlers, equipment cleaners, helpers, and laborers	11.72	9.03	12.73	12.26	14.03
Service	8.29	8.31	8.29	8.08	12.14
Relative error ⁴ (percent)					
All occupations	4.2	11.0	4.7	6.3	5.0
All excluding sales	4.2	12.9	4.4	6.0	5.0
White collar	5.5	11.4	6.3	8.0	8.2
White-collar excluding sales	5.2	12.8	5.5	7.0	8.3
Professional specialty and technical	4.9	18.2	4.9	6.6	4.6
Professional specialty	4.1	16.2	3.8	4.9	5.0
Technical	8.7	—	8.9	9.8	—
Executive, administrative, and managerial	5.9	5.0	8.8	10.8	15.0
Sales	12.6	15.3	18.4	18.9	—
Administrative support, including clerical	4.1	5.5	5.1	7.6	5.7
Blue collar	3.0	5.2	3.4	4.5	4.9
Precision production, craft, and repair	3.7	5.8	4.3	4.4	8.5
Machine operators, assemblers, and inspectors	4.6	9.0	5.0	5.3	5.8
Transportation and material moving	5.4	9.6	6.0	6.6	6.7
Handlers, equipment cleaners, helpers, and laborers	5.9	6.6	6.9	8.5	11.0
Service	3.6	9.1	3.7	3.3	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 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.

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Table 6-1. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, all industries, National Compensation Survey, Richmond-Petersburg, VA, September 2000

Occupation ³	10	25	Median 50	75	90
All	\$7.82	\$10.12	\$14.91	\$21.00	\$27.89
All excluding sales	7.91	10.25	14.91	20.97	27.85
White collar	9.39	12.85	18.32	24.02	35.14
White collar excluding sales	10.11	13.51	18.85	24.02	35.47
Professional specialty and technical	14.20	20.14	22.71	28.87	36.92
Professional specialty	19.73	20.75	23.34	30.46	39.62
Engineers, architects, and surveyors	22.71	22.71	30.46	32.71	36.61
Mathematical and computer scientists	20.37	20.75	27.62	39.62	39.62
Computer systems analysts and scientists	20.37	20.75	27.62	39.62	39.62
Natural scientists	20.14	20.14	20.14	20.14	20.14
Health related	18.29	18.85	20.85	22.87	28.90
Registered nurses	17.43	18.69	19.00	20.97	22.59
Teachers, college and university	—	—	—	—	—
Teachers, except college and university	21.17	22.01	22.96	24.32	26.25
Elementary school teachers	21.17	22.82	23.67	24.50	28.87
Secondary school teachers	22.01	22.01	22.01	22.57	23.33
Librarians, archivists, and curators	15.78	21.03	22.73	24.82	26.26
Librarians	15.78	21.03	22.73	24.82	26.26
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	12.85	16.13	17.08	19.58	20.39
Social workers	9.80	15.74	17.08	18.22	19.58
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	11.43	13.44	23.64	24.34	31.21
Technical	13.51	14.07	16.00	21.84	31.99
Licensed practical nurses	13.44	13.67	14.02	16.00	16.59
Health technologists and technicians, n.e.c.	9.51	11.40	11.86	14.20	16.62
Executive, administrative, and managerial	16.88	18.59	23.78	32.84	42.13
Executives, administrators, and managers	16.98	21.26	29.39	37.44	42.50
Administrators and officials, public administration	19.83	25.70	30.92	40.57	40.57
Financial managers	13.09	23.09	35.73	41.76	41.76
Managers and administrators, n.e.c.	16.98	19.04	22.88	31.93	66.78
Management related	16.85	18.32	20.74	25.65	35.58
Accountants and auditors	16.85	17.41	20.22	23.81	30.09
Other financial officers	12.85	12.85	25.65	25.65	25.65
Personnel, training, and labor relations specialists	16.88	16.88	19.71	46.14	46.14
Management related, n.e.c.	17.94	18.32	20.74	23.71	29.25
Sales	6.86	7.80	12.32	21.57	32.41
Supervisors, sales	9.03	14.07	19.50	26.06	29.11
Cashiers	6.03	6.82	6.86	7.43	10.16
Administrative support, including clerical	8.50	10.07	12.80	14.91	18.01
Secretaries	11.86	12.07	14.91	14.91	18.01
Receptionists	8.00	8.67	10.00	10.24	12.75
Order clerks	8.96	8.96	18.20	18.46	18.46
Records clerks, n.e.c.	8.02	9.90	9.92	10.88	10.88
Bookkeepers, accounting and auditing clerks	9.06	10.90	13.08	14.79	15.07
Traffic, shipping and receiving clerks	8.00	8.50	9.50	10.48	14.41
Stock and inventory clerks	8.50	9.46	10.12	10.12	11.83
Insurance adjusters, examiners, and investigators	13.76	14.16	17.03	25.34	25.34
Investigators and adjusters, except insurance	9.67	11.66	13.65	15.00	17.04
General office clerks	8.26	9.58	10.25	12.80	16.33
Teachers' aides	8.59	9.39	9.39	13.12	13.12
Administrative support, n.e.c.	11.00	13.04	13.04	16.03	17.61
Blue collar	8.30	11.25	14.85	18.56	23.40
Precision production, craft, and repair	11.30	15.20	17.17	21.62	25.56
Automobile mechanics	16.00	17.06	21.51	23.61	23.61
Bus, truck, and stationary engine mechanics	14.68	15.29	17.17	17.17	17.17
Industrial machinery repairers	11.07	17.14	25.05	27.85	27.85
Mechanics and repairers, n.e.c.	10.96	10.96	17.38	22.48	23.40
Supervisors, production	20.43	21.83	25.47	31.29	47.80

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 2000 — Continued

Occupation ³	10	25	Median 50	75	90
Blue collar —Continued					
Machine operators, assemblers, and inspectors	\$8.25	\$11.54	\$14.19	\$19.51	\$21.61
Printing press operators	13.89	14.77	16.49	18.48	19.73
Packaging and filling machine operators	8.25	8.25	12.30	25.97	25.97
Slicing and cutting machine operators	13.11	13.15	13.89	14.70	16.00
Miscellaneous machine operators, n.e.c.	12.07	14.33	21.18	21.61	25.66
Production inspectors, checkers and examiners ..	10.77	11.51	19.11	26.44	28.35
Transportation and material moving	8.82	10.81	12.96	16.12	19.51
Truck drivers	10.81	10.81	11.56	14.57	17.75
Bus drivers	9.97	10.60	17.32	17.32	17.32
Industrial truck and tractor equipment operators ..	12.48	12.98	13.98	19.51	22.16
Handlers, equipment cleaners, helpers, and laborers	6.30	8.30	10.51	13.50	17.15
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	12.35	13.50	15.37	17.09	24.51
Production helpers	11.16	11.81	12.78	13.44	17.29
Stock handlers and baggers	6.01	6.19	9.25	12.22	23.40
Freight, stock, and material handlers, n.e.c.	6.50	7.38	12.14	13.65	13.76
Vehicle washers and equipment cleaners	6.15	8.38	9.07	17.84	18.75
Hand packers and packagers	6.18	7.51	9.74	12.65	13.11
Laborers, except construction, n.e.c.	8.58	9.64	10.25	13.74	14.69
Service	6.25	7.33	9.06	12.80	14.91
Protective service	7.82	7.91	13.24	16.37	19.63
Police and detectives, public service	15.22	16.37	16.37	19.11	19.17
Guards and police, except public service	7.44	7.82	7.91	7.91	17.15
Food service	3.20	5.92	7.50	9.50	13.03
Waiters, waitresses, and bartenders	2.13	2.16	5.65	8.46	9.50
Waiters and waitresses	2.13	2.13	5.85	8.80	9.50
Other food service	6.00	6.82	8.00	10.31	14.91
Cooks	5.92	7.15	9.95	13.03	14.90
Kitchen workers, food preparation	6.80	7.29	8.00	9.00	12.25
Food preparation, n.e.c.	6.00	6.00	6.87	9.36	10.31
Health service	6.48	6.64	8.47	9.49	10.52
Health aides, except nursing	6.50	8.55	10.52	12.43	13.14
Nursing aides, orderlies and attendants	6.48	6.62	8.00	9.06	10.20
Cleaning and building service	6.82	7.33	8.78	9.34	11.31
Maids and housemen	6.00	7.00	7.33	7.38	8.33
Janitors and cleaners	6.82	8.00	8.83	9.33	10.97
Personal service	6.60	9.31	9.31	12.80	12.80

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

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

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

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

Table 6-2. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, private industry, National Compensation Survey, Richmond-Petersburg, VA, September 2000

Occupation ³	Private industry				
	10	25	Median 50	75	90
All	\$7.33	\$9.33	\$14.20	\$20.74	\$30.46
All excluding sales	7.44	9.49	14.33	20.59	29.56
White collar	8.26	11.90	18.32	26.93	36.60
White collar excluding sales	9.50	13.65	18.79	29.25	36.61
Professional specialty and technical	14.20	19.00	25.26	33.67	40.15
Professional specialty	19.00	21.68	30.46	36.60	40.38
Engineers, architects, and surveyors	24.91	30.46	32.60	33.67	36.61
Mathematical and computer scientists	22.74	26.10	35.14	36.60	45.29
Computer systems analysts and scientists	22.74	26.10	35.14	36.60	45.29
Natural scientists	—	—	—	—	—
Health related	17.43	19.00	20.85	22.87	30.97
Registered nurses	17.22	18.50	19.00	20.97	21.68
Teachers, college and university	—	—	—	—	—
Teachers, except college and university	16.12	17.86	19.65	23.56	25.12
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	11.43	13.44	23.64	24.34	31.21
Technical	11.86	14.20	17.00	25.25	31.99
Licensed practical nurses	13.44	14.02	14.26	16.00	16.59
Health technologists and technicians, n.e.c.	9.51	11.40	11.86	14.20	16.62
Executive, administrative, and managerial	16.88	18.59	23.71	35.73	44.80
Executives, administrators, and managers	16.54	21.15	29.39	41.76	44.80
Financial managers	13.09	23.09	35.73	41.76	41.76
Managers and administrators, n.e.c.	16.98	21.00	23.78	31.93	67.31
Management related	16.88	18.32	20.74	26.54	35.58
Accountants and auditors	16.54	19.45	20.89	23.81	26.55
Personnel, training, and labor relations specialists	16.88	18.49	19.71	46.14	46.14
Management related, n.e.c.	17.94	18.32	20.74	23.71	29.25
Sales	6.86	7.80	12.57	21.57	32.41
Supervisors, sales	9.03	14.07	19.50	26.06	29.11
Cashiers	6.03	6.82	6.86	7.39	10.16
Administrative support, including clerical	8.26	9.50	12.71	16.32	18.46
Secretaries	10.60	13.02	14.66	18.88	19.01
Receptionists	8.00	8.67	10.00	10.24	12.75
Order clerks	8.96	8.96	18.20	18.46	18.46
Bookkeepers, accounting and auditing clerks	8.72	10.88	12.59	13.25	14.79
Traffic, shipping and receiving clerks	8.00	8.50	9.50	10.48	14.41
Insurance adjusters, examiners, and investigators	13.76	14.16	17.03	25.34	25.34
Investigators and adjusters, except insurance	9.67	9.67	13.65	15.56	17.04
General office clerks	8.26	8.26	12.08	16.32	17.15
Administrative support, n.e.c.	11.80	16.03	16.30	17.61	18.32
Blue collar	8.25	11.00	14.42	19.02	23.40
Precision production, craft, and repair	10.96	14.85	17.56	21.90	26.89
Automobile mechanics	16.00	17.06	21.51	23.61	23.61
Bus, truck, and stationary engine mechanics	15.20	15.29	17.17	17.17	17.17
Industrial machinery repairers	11.07	17.14	25.05	27.85	27.85
Mechanics and repairers, n.e.c.	10.96	10.96	13.46	22.48	23.40
Supervisors, production	20.43	21.83	25.47	31.29	47.80
Machine operators, assemblers, and inspectors	8.25	11.54	14.19	19.51	21.61
Printing press operators	13.89	14.77	16.49	18.48	19.73
Packaging and filling machine operators	8.25	8.25	12.30	25.97	25.97
Slicing and cutting machine operators	13.11	13.15	13.89	14.70	16.00
Miscellaneous machine operators, n.e.c.	12.07	14.33	21.18	21.61	25.66
Production inspectors, checkers and examiners ..	10.77	11.51	19.11	26.44	28.35
Transportation and material moving	8.82	10.81	13.10	17.32	19.73

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 2000** — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
Blue collar –Continued					
Transportation and material moving –Continued					
Truck drivers	\$10.81	\$10.81	\$11.56	\$14.89	\$17.75
Industrial truck and tractor equipment operators ..	12.48	12.98	13.98	19.51	22.16
Handlers, equipment cleaners, helpers, and laborers					
Production helpers	6.24	8.30	10.25	13.44	17.15
Stock handlers and baggers	11.16	11.81	12.78	13.44	17.29
Freight, stock, and material handlers, n.e.c.	6.01	6.19	9.25	12.22	23.40
Vehicle washers and equipment cleaners	6.50	7.38	12.14	13.65	13.76
Hand packers and packagers	6.15	8.38	9.07	17.84	18.75
Laborers, except construction, n.e.c.	6.18	7.51	9.74	12.65	13.11
Service					
Protective service	8.88	9.64	10.25	12.15	14.69
Guards and police, except public service	5.92	6.64	7.91	9.33	11.31
Food service	7.44	7.82	7.91	7.91	13.82
Waiters, waitresses, and bartenders	7.44	7.82	7.91	7.91	17.15
Waiters and waitresses	2.16	5.85	7.38	9.50	12.25
Other food service	2.13	2.16	5.65	8.46	9.50
Cooks	2.13	2.13	5.85	8.80	9.50
Kitchen workers, food preparation	6.00	6.80	8.00	10.31	14.90
Food preparation, n.e.c.	5.92	7.15	9.95	13.03	14.90
Health service	6.80	7.29	8.00	9.00	12.25
Health aides, except nursing	6.00	6.00	6.82	9.55	10.31
Nursing aides, orderlies and attendants	6.48	6.62	8.47	9.49	10.52
Cleaning and building service	6.50	8.55	10.52	12.43	13.14
Maids and housemen	6.48	6.62	8.00	9.06	10.20
Janitors and cleaners	6.90	7.33	8.33	9.33	13.22
Personal service	6.00	7.00	7.33	7.38	8.33
	6.47	8.00	8.61	9.33	9.50
	4.00	4.00	7.33	9.83	9.83

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

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

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

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

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 2000

Occupation ³	State and local government				
	10	25	Median 50	75	90
All	\$9.50	\$12.80	\$15.31	\$22.01	\$24.81
All excluding sales	9.50	12.80	15.31	22.01	24.81
White collar	10.25	13.36	18.85	22.71	25.65
White collar excluding sales	10.25	13.36	19.26	22.71	25.65
Professional specialty and technical	14.07	20.14	22.01	24.02	28.87
Professional specialty	20.14	20.37	22.71	24.02	29.23
Engineers, architects, and surveyors	—	—	—	—	—
Mathematical and computer scientists	—	—	—	—	—
Natural scientists	—	—	—	—	—
Health related	18.85	18.85	20.97	24.38	28.30
Teachers, except college and university	21.17	22.01	22.96	24.32	26.25
Elementary school teachers	21.17	22.84	23.67	24.50	28.87
Secondary school teachers	22.01	22.01	22.01	22.57	23.33
Librarians, archivists, and curators	15.78	21.03	22.73	24.82	26.26
Librarians	15.78	21.03	22.73	24.82	26.26
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	9.80	15.74	17.08	18.22	19.58
Social workers	9.80	15.74	17.08	18.22	19.58
Technical	14.07	14.07	14.07	15.04	17.60
Executive, administrative, and managerial	16.85	18.28	25.65	30.62	37.44
Executives, administrators, and managers	18.28	25.70	29.27	36.76	40.57
Administrators and officials, public administration	25.14	25.70	30.92	40.57	40.57
Management related	16.85	16.85	21.46	25.65	30.09
Accountants and auditors	16.85	16.85	17.41	21.89	30.09
Sales	—	—	—	—	—
Administrative support, including clerical	9.46	10.25	13.04	14.91	14.91
Secretaries	11.97	12.07	14.91	14.91	14.91
General office clerks	9.58	10.25	10.25	10.25	11.36
Teachers' aides	8.59	9.39	9.39	13.12	13.12
Administrative support, n.e.c.	8.24	13.04	13.04	13.04	13.04
Blue collar	10.60	13.74	16.90	16.90	25.56
Precision production, craft, and repair	15.00	16.90	16.90	17.53	25.56
Transportation and material moving	10.60	10.60	12.49	12.49	14.43
Handlers, equipment cleaners, helpers, and laborers	9.23	9.23	12.35	13.74	15.58
Service	8.82	9.31	12.80	14.48	19.17
Protective service	13.24	13.24	14.48	19.11	19.66
Police and detectives, public service	15.22	16.37	16.37	19.11	19.17
Food service	—	—	—	—	—
Other food service	—	—	—	—	—
Health service	—	—	—	—	—
Cleaning and building service	6.82	7.70	8.83	9.34	10.97
Janitors and cleaners	6.82	7.70	8.83	9.34	10.97
Personal service	—	—	—	—	—

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

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

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

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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 2000

Occupation ³	10	25	Median 50	75	90
All	\$8.67	\$11.36	\$15.81	\$21.89	\$29.25
All excluding sales	8.78	11.56	15.72	21.68	28.56
White collar	10.21	14.02	19.04	24.81	36.37
White collar excluding sales	10.58	14.07	19.83	24.76	36.49
Professional specialty and technical	14.26	20.14	22.71	30.46	39.62
Professional specialty	20.14	21.02	23.67	31.19	39.62
Engineers, architects, and surveyors	22.71	22.71	30.46	32.71	36.61
Mathematical and computer scientists	20.37	20.37	35.14	39.62	40.00
Computer systems analysts and scientists	20.37	20.37	35.14	39.62	39.62
Natural scientists	20.14	20.14	20.14	20.14	20.14
Health related	18.85	19.00	20.90	22.87	28.30
Registered nurses	18.69	18.85	19.00	20.97	21.68
Teachers, college and university	—	—	—	—	—
Teachers, except college and university	21.17	22.01	22.96	24.32	26.25
Elementary school teachers	21.17	22.82	23.67	24.50	28.87
Secondary school teachers	22.01	22.01	22.01	22.57	23.33
Librarians, archivists, and curators	15.78	21.03	22.73	24.82	26.26
Librarians	15.78	21.03	22.73	24.82	26.26
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	13.66	16.13	17.08	19.58	20.39
Social workers	13.66	16.13	17.08	18.22	19.58
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	11.43	13.44	23.64	24.34	31.21
Technical	13.51	14.07	16.00	22.36	31.99
Licensed practical nurses	13.44	13.51	14.02	16.00	16.59
Executive, administrative, and managerial	16.88	18.59	23.78	32.84	42.13
Executives, administrators, and managers	16.98	21.26	29.39	37.44	42.50
Administrators and officials, public administration	19.83	25.70	30.92	40.57	40.57
Financial managers	13.09	23.09	35.73	41.76	41.76
Managers and administrators, n.e.c.	16.98	19.04	22.88	31.93	66.78
Management related	16.85	18.32	20.74	25.65	35.58
Accountants and auditors	16.85	17.41	20.22	23.81	30.09
Other financial officers	12.85	12.85	25.65	25.65	25.65
Personnel, training, and labor relations specialists	16.88	16.88	19.71	46.14	46.14
Management related, n.e.c.	17.94	18.32	20.74	23.71	29.25
Sales	8.05	9.43	16.15	25.46	32.45
Supervisors, sales	9.03	14.22	19.50	26.06	29.11
Sales workers, other commodities	7.05	8.05	8.05	9.77	11.14
Administrative support, including clerical	9.50	10.25	13.07	14.91	18.14
Secretaries	11.86	13.48	14.91	14.91	18.14
Receptionists	8.00	8.67	10.00	12.02	12.75
Records clerks, n.e.c.	8.02	9.90	10.45	10.88	10.88
Bookkeepers, accounting and auditing clerks	9.50	10.90	13.08	14.79	15.07
Traffic, shipping and receiving clerks	8.50	9.49	9.50	10.48	14.41
Insurance adjusters, examiners, and investigators	13.76	14.16	17.03	25.34	25.34
Investigators and adjusters, except insurance	9.67	11.66	13.65	15.00	17.04
General office clerks	9.58	10.25	10.25	13.00	16.33
Teachers' aides	8.59	9.39	9.39	13.12	13.12
Administrative support, n.e.c.	12.46	13.04	13.04	16.30	17.61
Blue collar	8.90	11.81	15.11	19.02	23.40
Precision production, craft, and repair	11.30	15.20	17.17	21.62	25.56
Automobile mechanics	16.00	17.06	21.51	23.61	23.61
Bus, truck, and stationary engine mechanics	14.68	15.29	17.17	17.17	17.17
Industrial machinery repairers	11.07	17.14	25.05	27.85	27.85
Mechanics and repairers, n.e.c.	10.96	10.96	17.38	22.48	23.40
Supervisors, production	20.43	21.83	25.47	31.29	47.80
Machine operators, assemblers, and inspectors	8.25	11.54	14.19	19.51	21.61
Printing press operators	13.89	14.77	16.49	18.48	19.73
Packaging and filling machine operators	8.25	8.25	12.30	25.97	25.97

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 2000 — Continued

Occupation ³	10	25	Median 50	75	90
Blue collar —Continued					
Machine operators, assemblers, and inspectors					
—Continued					
Slicing and cutting machine operators	\$13.11	\$13.15	\$13.89	\$14.70	\$16.00
Miscellaneous machine operators, n.e.c.	12.07	14.33	21.18	21.61	25.66
Production inspectors, checkers and examiners ..	10.77	11.51	19.11	26.44	28.35
Transportation and material moving	9.97	10.81	12.98	17.32	19.73
Truck drivers	10.81	10.81	11.56	14.57	17.75
Industrial truck and tractor equipment operators ..	12.48	12.98	13.98	19.51	22.16
Handlers, equipment cleaners, helpers, and laborers	8.30	9.23	12.00	13.74	17.29
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	12.35	13.50	15.37	17.09	24.51
Production helpers	11.16	11.81	12.78	13.44	17.29
Stock handlers and baggers	9.75	10.83	13.98	23.40	23.40
Freight, stock, and material handlers, n.e.c.	6.50	6.50	12.14	13.65	13.76
Hand packers and packagers	7.51	7.51	12.26	12.98	13.11
Laborers, except construction, n.e.c.	9.64	9.79	11.26	13.74	14.69
Service	6.48	7.91	9.33	13.22	16.37
Protective service	7.91	7.91	13.24	16.37	19.63
Police and detectives, public service	15.22	16.37	16.37	19.11	19.17
Food service	5.19	5.85	8.46	10.75	14.91
Waiters, waitresses, and bartenders	—	—	—	—	—
Other food service	6.87	7.79	10.31	13.03	14.91
Kitchen workers, food preparation	6.80	7.38	8.00	11.51	12.25
Food preparation, n.e.c.	6.87	7.58	9.36	10.31	10.31
Health service	6.48	6.50	9.06	10.20	10.52
Health aides, except nursing	6.50	8.55	10.52	12.43	13.14
Nursing aides, orderlies and attendants	6.48	6.48	8.00	9.26	10.20
Cleaning and building service	6.82	7.38	8.78	9.50	11.31
Maids and housemen	6.00	7.00	7.33	7.38	8.33
Janitors and cleaners	6.82	8.05	8.83	9.34	10.97
Personal service	9.31	9.31	9.83	12.80	12.80

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

² Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a

full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

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

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

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 2000

Occupation ³	10	25	Median 50	75	90
All	\$6.00	\$6.64	\$7.97	\$9.51	\$18.13
All excluding sales	6.00	6.64	8.26	10.00	19.26
White collar	6.66	7.45	8.96	12.07	20.75
White collar excluding sales	7.35	8.26	12.07	18.50	20.75
Professional specialty and technical	13.67	17.00	20.75	20.75	20.75
Professional specialty	14.07	18.64	20.75	20.75	26.52
Mathematical and computer scientists	—	—	—	—	—
Health related	14.07	18.13	18.64	26.52	30.97
Registered nurses	14.07	18.13	18.50	20.04	30.97
Teachers, except college and university	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—
Technical	6.18	11.40	14.79	16.71	17.00
Sales	6.03	6.75	7.04	7.80	8.56
Cashiers	5.61	6.38	6.82	7.14	7.43
Administrative support, including clerical	6.66	8.26	8.87	12.07	12.07
Blue collar	6.01	6.15	6.24	7.76	9.48
Transportation and material moving	7.76	8.50	9.48	14.43	14.97
Handlers, equipment cleaners, helpers, and laborers	5.92	6.15	6.19	7.28	8.00
Stock handlers and baggers	5.92	6.12	6.19	6.73	7.61
Service	2.16	6.25	7.00	8.47	9.23
Protective service	—	—	—	—	—
Food service	2.13	5.92	6.82	7.98	9.50
Waiters, waitresses, and bartenders	2.13	2.13	2.16	7.50	10.00
Waiters and waitresses	2.13	2.13	2.13	7.50	10.00
Other food service	6.00	6.00	6.82	7.98	9.00
Kitchen workers, food preparation	6.50	6.90	7.36	8.13	9.00
Health service	6.62	6.64	7.00	8.93	9.23
Nursing aides, orderlies and attendants	6.62	6.64	7.00	8.77	9.02
Cleaning and building service	—	—	—	—	—
Personal service	—	—	—	—	—

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

² Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a

full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

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

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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.

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 collected in each establishment was based on an establishment's employment size as shown in the following schedule:

<i>Number of employees</i>	<i>Number of selected jobs</i>
50–99	8
100–249	10
250–999	12
1000–2,499	16
2,500+	20

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

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

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

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

In step three, certain other job characteristics of the chosen worker were identified. First, the worker was identified as holding either a full-time or part-time job, based on the establishment's definition of those terms. Then, the worker was classified as having a time versus incentive job, depending on whether any part of pay was directly based on the actual production of the worker, rather than solely on hours worked. Finally, the worker was identified as being in a union job or a nonunion job. See the "Definition of Terms" section on the following page for more detail.

Generic leveling through point factor analysis

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

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 new generic leveling method were evaluated by BLS researchers using regression techniques. For each of the major occupational groups, wages were compared to the 10 generic level factors (and levels within those factors). The analysis showed that several of the generic level factors, most notably knowledge and supervision received, had strong explanatory power for wages. That is, as the levels within a given factor increased, the wages also increased. For additional information on generic leveling see Brooks Pierce, "Using the National Compensation Survey to Predict Wage Rates," *Compensation and Working Conditions*, Winter 1999, pp. 8–16.

Collection period

Survey data were collected over a 13-month period for 60

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

Earnings

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

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

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

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

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

Definition of terms

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

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

Level. A ranking of an occupation based on the require-

ments of the position. (See the description in the technical note on generic 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.

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

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

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

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

Processing and analyzing the data

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

Weighting and nonresponse

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

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

response was treated as a refusal.

Survey response

	<i>Establish- ments</i>
Total in sampling frame	1490
Total in sample	332
Responding	181
Out of business or not in survey scope	34
Unable or refused to pro- vide data	117

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

Estimation

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

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

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

Percentiles

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

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

tion's employment is in sampled establishment jobs that had average hourly wages at the 10th percentile or less for that occupation.

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

Data reliability

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

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

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

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

Nonsampling errors also affect survey results. They can stem from many sources, such as inability to obtain information for some establishments, difficulties with survey definitions, inability of the respondents to provide correct information, or mistakes in recording or coding the data obtained. A Technical Reinterview Program done in all survey areas will be used in the development of a formal quality assessment process to help compute nonsampling error. Although they were not specifically measured, the nonsampling errors were expected to be minimal due to the extensive training of the field economists who gathered the survey data by personal visit, computer edits of the data, and detailed data review.

Appendix table 1. **Number of workers¹ represented by the survey, by occupational group,² National Compensation Survey, Richmond-Petersburg, VA, September 2000**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	240,200	168,000	72,200
All excluding sales	221,700	149,800	72,000
White collar	126,900	75,800	51,200
White-collar excluding sales	108,500	57,500	51,000
Professional specialty and technical	50,100	21,700	28,400
Professional specialty	40,200	15,000	25,200
Technical	9,900	6,800	–
Executive, administrative, and managerial	15,700	12,900	2,900
Sales	18,400	18,200	–
Administrative support, including clerical	42,600	23,000	19,700
Blue collar	66,200	59,700	6,400
Precision production, craft, and repair	25,300	21,000	–
Machine operators, assemblers, and inspectors	15,900	15,900	–
Transportation and material moving	9,800	8,500	–
Handlers, equipment cleaners, helpers, and laborers	15,200	14,300	900
Service	47,000	32,500	14,600

¹ The number of workers represented by the survey are rounded to the nearest 100. Estimates of the number of workers 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.

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