



Norfolk–Virginia Beach– Newport News, VA–NC National Compensation Survey July 2006

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

U.S. Bureau of Labor Statistics
Philip L. Rones, Deputy Commissioner

April 2007

Bulletin 3135–49

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 establishments and government agencies 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, call (202) 691-6199, or send an e-mail to ocltinfo@bls.gov.

The data contained in this bulletin are also available at <http://www.bls.gov/ncs/ocs/compub.htm>, the BLS Internet site. Data are presented in a Portable Document Format (PDF) file containing the core bulletin, and in an ASCII file containing the published table formats.

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

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

Contents

	<i>Page</i>
Introduction.....	1
Tables:	
1. Summary: Mean hourly earnings and weekly hours for selected worker and establishment characteristics.....	3
2. Civilian workers: Mean hourly earnings for full-time and part-time workers by work levels.....	4
3. Private industry workers: Mean hourly earnings for full-time and part-time workers by work levels.....	9
4. State and local government workers: Mean hourly earnings for full-time and part-time workers by work levels.....	12
5. Combined work levels for civilian workers: Mean hourly earnings for full-time and part-time workers	14
6. Civilian workers: Hourly wage percentiles.....	18
7. Private industry workers: Hourly wage percentiles	21
8. State and local government workers: Hourly wage percentiles	23
9. Full-time civilian workers: Hourly wage percentiles	24
10. Part-time civilian workers: Hourly wage percentiles.....	26
11. Full-time civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours	27
12. Full-time private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours	30
13. Full-time State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours	32
14. Size of establishment: Mean hourly earnings of private industry establishments for major occupational groups.....	34
15. Establishments with fewer than 100 workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time private industry workers	35
16. Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time private industry workers	36
17. Union and nonunion workers: Mean hourly earnings for major occupational groups	38
18. Time and incentive workers: Mean hourly earnings for major occupational groups	39
19. Industry sector: Mean hourly earnings for private industry workers by major occupational group	40
Appendixes:	
A. Technical Note.....	A – 1
Appendix table 1. Number of workers represented by the survey	A – 5
Appendix table 2. Survey establishment response	A – 6
B. Standard Occupational Classification System.....	B – 1

Introduction

The tables in this bulletin summarize the NCS results for the Norfolk–Virginia Beach–Newport News, VA–NC, metropolitan area. Data were collected between December 2005 and January 2007; the average reference month is July 2006. 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 an appendix with detailed information on occupational classifications.

Most of the earnings estimates in this bulletin are presented as mean hourly earnings. Mean weekly and annual earnings, and the corresponding hours, also are provided for full-time employees in specific occupations. Some occupations, such as teachers and fire fighters, typically have shorter or longer work schedules than do the majority of full-time workers. The weekly and annual estimates are useful for comparing the earnings of occupations having different work schedules.

NCS products

The Bureau's National Compensation Survey provides comprehensive measures of occupational earnings, compensation cost trends, benefit incidence, and detailed plan provisions. The Employment Cost Index, a quarterly measure of the change in employer costs for wages and benefits, is derived from the NCS. Employer Costs for Employee Compensation measures employers' average hourly costs for wages and benefits. NCS also measures the incidence and provisions of benefit plans. This bulletin is limited to data on occupational wages and salaries.

Changes to the publications

The locality wage publications have undergone a number of significant changes. Beginning with the 3135 bulletin series, the releases employ:

1. The 2000 Standard Occupational Classification (SOC) system and the 2002 North American Industry Classification System (NAICS)
2. An expanded scope of establishments, lowering the minimum establishment size for private industry from 50 workers to 1 worker
3. Imputation for temporary non-response situations
4. Benchmarking of estimated employment
5. Redesigned tables, to reflect the new classification system and to emphasize work levels

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 800 detailed occupations, listed in Appendix B, 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 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 high-level and intermediate occupational aggregation, full-time or part-time status, union or nonunion status, and time or incentive pay. Establishment characteristics include goods producing, service providing, and size of establishment.

Table 2 presents mean hourly earnings data by work level for occupational major groups and for detailed occupations. Separate data are also shown for full-time and part-time workers. Table 3 provides work level data for private industry workers. Table 4 provides similar data for State and local government workers. Table 5 simplifies the work levels by combining them into broader groups within major and detailed occupations, and for full-time and part-time workers.

Tables 6 through 10 present hourly wage percentiles that describe the distribution of hourly earnings for individual workers within each published occupation. Data are provided for the 10th, 25th, 50th, 75th, and 90th percentiles for detailed occupations within all industries, private industry, State and local government, full-time workers, and part-time workers.

Table 11 presents mean and median hourly, weekly, and annual earnings, and the associated hours, for major occupational groups and detailed occupations for full-time workers. Table 12 provides the same type of information for private industry workers. Table 13 provides similar data for State and local government workers.

Table 14 presents mean hourly earnings data for establishment employment sizes by high-level occupational ag-

gregations in the private sector. Tables 15 and 16 provide mean and median hourly, weekly, and annual earnings data for full-time employees in private establishments with fewer than 100 workers, and in private establishments with 100 workers or more.

Table 17 presents mean hourly earnings data for union and nonunion workers in all, private, and State and local government establishments by high-level occupational aggregation. Table 18 provides hourly earnings data for time and incentive workers in all and private establishments by

high-level occupational aggregation. Table 19 presents mean hourly earnings data for major industry divisions within the private sector.

Appendix table 1 presents the number of workers represented by the survey, by high-level occupational aggregation and for all industries, private industry, and State and local government. Appendix table 2 provides the number of establishments in the sampling frame and the number of responding and nonresponding establishments.

Table 1. Summary: Mean hourly earnings¹ and weekly hours for selected worker and establishment characteristics, Norfolk-Virginia Beach-Newport News, VA-NC, July 2006

Worker and establishment characteristics	Civilian workers			Private industry workers			State and local government workers		
	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)	
All workers	\$15.91	3.3	34.1	\$14.88	4.1	33.4	\$21.43	1.2	38.3
Worker characteristics^{4,5}									
Management, professional, and related	26.00	4.8	36.9	25.05	7.2	36.6	28.25	1.8	37.7
Management, business, and financial	30.91	8.9	39.8	31.03	10.0	39.8	30.04	9.2	39.7
Professional and related	23.73	4.0	35.7	21.14	6.5	34.8	27.98	1.9	37.4
Service	10.02	3.5	28.6	8.62	5.0	26.9	16.05	3.8	39.8
Sales and office	12.50	4.4	33.0	12.42	4.8	32.6	13.42	1.0	39.3
Sales and related	12.06	9.9	31.5	12.06	10.0	31.4	—	—	—
Office and administrative support	12.83	1.2	34.3	12.73	1.4	33.6	13.53	.9	39.2
Natural resources, construction, and maintenance	15.87	5.5	38.2	15.75	6.2	37.9	16.68	3.1	40.0
Construction and extraction	15.92	8.7	38.2	15.84	9.5	38.0	16.63	5.3	40.0
Installation, maintenance, and repair	15.77	3.8	38.1	15.55	4.5	37.7	16.74	4.8	40.0
Production, transportation, and material moving	13.03	8.7	36.6	12.93	9.3	36.7	14.40	6.4	34.8
Production	16.38	13.6	39.6	16.30	14.1	39.6	18.51	16.3	40.0
Transportation and material moving	10.56	8.9	34.6	10.31	9.6	34.7	13.19	2.5	33.5
Full time	17.59	2.8	39.7	16.59	3.6	39.8	21.84	1.7	39.2
Part time	9.49	5.5	22.1	9.46	5.6	22.0	10.51	2.1	24.2
Union	16.72	6.5	36.4	16.76	6.5	36.5	—	—	—
Nonunion	15.86	3.4	33.9	14.74	4.2	33.2	21.45	1.2	38.3
Time	15.79	3.4	34.0	14.69	4.2	33.2	21.43	1.2	38.3
Incentive	19.15	11.1	37.1	19.15	11.1	37.1	—	—	—
Establishment characteristics									
Goods producing	(⁶)	(⁶)	(⁶)	18.41	7.2	38.9	(⁶)	(⁶)	(⁶)
Service providing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
1-99 workers	13.37	5.2	32.1	13.35	5.2	32.1	18.67	9.8	37.1
100-499 workers	14.26	6.7	34.3	14.06	7.1	34.1	18.23	9.5	38.1
500 workers or more	21.40	3.5	37.6	21.09	7.1	36.8	21.72	1.0	38.3

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

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 Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

⁶ Classification of establishments into goods-producing and service-providing industries applies to private industry only. Industries are determined by the 2002 North American Industry Classification System (NAICS).

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Norfolk-Virginia Beach-Newport News, VA-NC, July 2006**

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$15.91	3.3	\$17.59	2.8	\$9.49	5.5
Management occupations	35.91	9.7	36.05	10.0	—	—
Level 9	28.55	6.0	28.55	6.0	—	—
Level 11	34.91	4.7	34.91	4.7	—	—
Not able to be leveled	32.94	4.4	33.38	5.3	—	—
Financial managers	27.16	7.4	26.20	8.1	—	—
Business and financial operations occupations	23.94	4.1	24.06	4.2	—	—
Level 8	23.38	6.1	23.38	6.1	—	—
Level 9	22.86	5.2	23.06	6.8	—	—
Not able to be leveled	22.50	4.8	22.55	5.0	—	—
Buyers and purchasing agents	18.99	6.8	18.99	6.8	—	—
Human resources, training, and labor relations specialists	27.69	17.0	27.69	17.0	—	—
Accountants and auditors	24.35	2.5	24.89	3.5	—	—
Architecture and engineering occupations	25.82	10.0	25.82	10.0	—	—
Level 9	27.68	7.8	27.68	7.8	—	—
Engineers	30.40	3.8	30.40	3.8	—	—
Level 9	24.14	13.8	24.14	13.8	—	—
Engineering technicians, except drafters	22.88	15.9	22.88	15.9	—	—
Life, physical, and social science occupations	27.35	7.5	27.35	7.5	—	—
Community and social services occupations	18.77	11.1	19.20	12.3	—	—
Level 5	11.55	6.4	—	—	—	—
Level 7	16.09	4.2	16.09	4.2	—	—
Level 9	30.57	3.4	30.93	3.6	—	—
Counselors	25.38	20.3	26.38	17.8	—	—
Social workers	23.61	10.7	23.61	10.7	—	—
Level 6	17.10	3.8	17.10	3.8	—	—
Mental health and substance abuse social workers	20.43	8.4	20.43	8.4	—	—
Miscellaneous community and social service specialists	15.41	5.6	14.65	9.2	—	—
Social and human service assistants	16.80	12.9	—	—	—	—
Education, training, and library occupations	29.11	2.2	29.66	2.2	11.73	14.5
Level 2	10.51	3.2	10.51	3.2	—	—
Level 7	19.99	3.0	20.08	3.0	—	—
Level 8	32.96	1.4	33.07	1.2	—	—
Level 9	31.87	1.1	31.87	1.1	—	—
Postsecondary teachers	30.26	7.6	32.47	7.3	—	—
Primary, secondary, and special education school teachers	31.59	1.6	31.59	1.6	—	—
Level 9	31.79	1.1	31.79	1.1	—	—
Elementary and middle school teachers	32.06	1.3	32.06	1.3	—	—
Level 9	31.70	.7	31.70	.7	—	—
Elementary school teachers, except special education	32.16	1.0	32.16	1.0	—	—
Level 9	31.78	.9	31.78	.9	—	—
Middle school teachers, except special and vocational education	31.72	4.0	31.72	4.0	—	—
Secondary school teachers	31.87	1.4	31.87	1.4	—	—
Level 9	32.26	1.7	32.26	1.7	—	—
Secondary school teachers, except special and vocational education	31.87	1.4	31.87	1.4	—	—
Level 9	32.26	1.7	32.26	1.7	—	—
Other teachers and instructors	23.01	29.9	—	—	—	—
Librarians	32.67	5.0	32.67	5.0	—	—
Teacher assistants	12.18	1.3	12.18	1.3	—	—
Level 2	10.51	3.2	10.51	3.2	—	—
Arts, design, entertainment, sports, and media occupations	22.51	9.7	22.98	9.2	—	—
Healthcare practitioner and technical occupations	21.88	13.1	21.54	15.1	25.79	10.1

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Norfolk-Virginia Beach-Newport News, VA-NC, July 2006 — Continued**

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Healthcare practitioner and technical occupations						
-Continued						
Level 4	\$12.22	14.9	\$12.22	14.9	-	-
Level 5	15.96	2.8	15.96	2.8	-	-
Level 6	17.61	5.1	-	-	-	-
Level 7	22.65	3.9	21.75	5.9	-	-
Level 8	21.10	3.4	20.49	1.9	-	-
Level 9	27.46	3.8	26.65	3.6	\$33.45	12.5
Registered nurses	23.15	5.5	22.39	6.3	26.55	.9
Level 8	23.84	2.7	23.42	1.6	-	-
Level 9	25.45	1.8	25.00	2.2	27.49	2.4
Licensed practical and licensed vocational nurses	15.74	1.4	15.73	1.7	-	-
Healthcare support occupations						
Level 2	10.88	5.8	11.46	9.7	9.65	8.4
Level 3	9.22	4.2	-	-	9.11	5.5
Level 4	10.50	4.0	10.27	2.4	-	-
Level 4	10.07	2.6	-	-	-	-
Nursing, psychiatric, and home health aides	9.77	1.9	10.10	2.1	9.18	4.3
Level 3	10.24	2.0	10.23	2.5	-	-
Nursing aides, orderlies, and attendants	9.79	.4	9.91	.7	9.51	1.5
Level 3	9.98	1.0	9.96	1.1	-	-
Miscellaneous healthcare support occupations	10.51	7.2	-	-	-	-
Protective service occupations						
Level 2	13.32	5.0	14.67	3.6	8.34	4.0
Level 5	8.27	4.1	-	-	8.36	5.9
Level 6	14.60	3.3	14.60	3.3	-	-
Level 7	16.16	1.2	16.16	1.2	-	-
Level 8	20.68	.2	20.68	.2	-	-
Level 8	23.79	9.0	23.79	9.0	-	-
Fire fighters	14.76	1.5	14.76	1.5	-	-
Level 5	13.96	.6	13.96	.6	-	-
Bailiffs, correctional officers, and jailers	14.82	2.5	14.82	2.5	-	-
Correctional officers and jailers	14.82	2.5	14.82	2.5	-	-
Police officers	20.46	4.2	20.46	4.2	-	-
Level 6	17.24	4.4	17.24	4.4	-	-
Level 7	22.47	5.3	22.47	5.3	-	-
Police and sheriff's patrol officers	20.46	4.2	20.46	4.2	-	-
Level 6	17.24	4.4	17.24	4.4	-	-
Level 7	22.47	5.3	22.47	5.3	-	-
Security guards and gaming surveillance officers	8.74	2.9	-	-	8.38	4.3
Security guards	8.74	2.9	-	-	8.38	4.3
Miscellaneous protective service workers	8.52	2.5	-	-	-	-
Lifeguards, ski patrol, and other recreational protective service workers	8.52	2.5	-	-	-	-
Food preparation and serving related occupations						
Level 1	8.15	7.7	9.17	17.3	7.83	14.8
Level 2	7.68	11.0	-	-	7.37	12.1
Level 2	5.71	7.3	-	-	6.08	4.2
Cooks	7.19	2.0	-	-	7.14	1.8
Food service, tipped	8.28	17.5	-	-	9.10	27.9
Level 2	2.74	11.7	-	-	-	-
Waiters and waitresses	3.63	32.6	-	-	2.20	6.2
Level 2	2.34	7.0	-	-	-	-
Fast food and counter workers	6.70	6.5	-	-	6.64	6.5
Level 1	6.32	4.3	-	-	-	-
Level 2	7.31	12.5	-	-	-	-
Combined food preparation and serving workers, including fast food	6.70	6.5	-	-	6.64	6.5
Level 1	6.32	4.3	-	-	-	-
Level 2	7.31	12.5	-	-	-	-
Building and grounds cleaning and maintenance occupations						
Level 1	11.35	7.9	11.41	6.6	11.16	30.7
Level 1	8.82	6.0	9.67	5.8	-	-
Level 2	12.31	21.5	13.30	23.7	-	-

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Norfolk-Virginia Beach-Newport News, VA-NC, July 2006** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Building and grounds cleaning and maintenance occupations —Continued						
Level 3	\$11.52	3.4	\$11.55	3.3	—	—
Building cleaning workers	11.12	8.9	11.00	7.2	—	—
Level 1	8.82	6.0	9.67	5.8	—	—
Level 2	12.96	22.9	13.30	23.7	—	—
Level 3	11.52	3.6	11.55	3.6	—	—
Janitors and cleaners, except maids and housekeeping cleaners	11.69	13.2	11.77	12.3	—	—
Level 1	8.82	6.0	9.67	5.8	—	—
Level 2	14.00	25.9	—	—	—	—
Level 3	11.52	3.6	11.55	3.6	—	—
Personal care and service occupations	7.14	10.3	—	—	\$6.53	6.1
Level 1	6.93	1.6	—	—	6.90	1.9
Sales and related occupations	12.06	9.9	13.69	10.4	7.89	4.8
Level 1	6.72	5.2	—	—	6.38	5.4
Level 2	7.73	6.0	—	—	7.69	3.8
Level 3	10.01	3.8	10.30	4.9	—	—
Level 4	12.57	10.9	13.07	13.1	—	—
Level 5	16.77	5.4	16.77	5.4	—	—
Level 6	18.06	14.1	18.06	14.1	—	—
Not able to be leveled	25.10	44.7	—	—	—	—
First-line supervisors/managers, sales workers	16.23	5.0	16.23	5.0	—	—
First-line supervisors/managers of retail sales workers	15.85	4.6	15.85	4.6	—	—
Retail sales workers	9.43	2.7	10.32	4.5	7.81	5.3
Level 1	6.72	5.2	—	—	6.38	5.4
Level 2	7.47	7.5	—	—	7.42	1.4
Level 3	10.18	4.0	10.48	5.1	—	—
Level 4	11.56	1.6	12.01	3.2	—	—
Cashiers, all workers	8.48	4.0	—	—	7.56	3.2
Level 2	7.82	9.2	—	—	—	—
Cashiers	8.48	4.0	—	—	7.56	3.2
Level 2	7.82	9.2	—	—	—	—
Retail salespersons	10.01	6.8	11.28	3.0	7.96	10.6
Level 1	6.40	6.5	—	—	—	—
Level 4	—	—	11.65	3.1	—	—
Office and administrative support occupations	12.83	1.2	13.02	1.5	11.90	2.1
Level 2	9.76	2.9	9.99	3.1	8.89	7.7
Level 3	12.01	4.5	12.41	4.8	8.92	5.2
Level 4	12.77	2.0	12.77	2.2	12.77	4.6
Level 5	13.82	5.9	14.10	5.4	—	—
Level 6	16.81	4.8	17.34	6.6	—	—
Level 7	14.43	6.4	14.43	6.4	—	—
Not able to be leveled	13.27	4.8	13.44	4.8	—	—
First-line supervisors/managers of office and administrative support workers	15.58	3.7	15.58	3.7	—	—
Financial clerks	13.97	4.2	13.80	6.8	—	—
Level 4	13.19	4.3	12.91	6.3	—	—
Bookkeeping, accounting, and auditing clerks	14.23	5.1	14.07	10.6	—	—
Level 4	—	—	14.39	5.0	—	—
Customer service representatives	12.62	2.9	12.62	2.9	—	—
Level 4	12.71	2.1	12.71	2.1	—	—
Library assistants, clerical	10.16	11.4	—	—	—	—
Order clerks	9.65	6.5	—	—	—	—
Receptionists and information clerks	10.68	2.3	11.04	3.1	—	—
Stock clerks and order fillers	10.33	3.7	10.83	4.9	—	—
Level 2	9.91	3.9	—	—	—	—
Secretaries and administrative assistants	13.09	3.4	13.45	3.7	10.99	9.4
Level 4	12.33	3.6	12.34	4.3	—	—
Level 5	13.97	9.5	—	—	—	—
Executive secretaries and administrative assistants	13.61	3.2	13.86	2.7	—	—
Secretaries, except legal, medical, and executive	12.92	7.7	13.45	8.6	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Norfolk-Virginia Beach-Newport News, VA-NC, July 2006 — Continued**

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Office clerks, general	\$11.98	2.7	\$12.32	3.1	\$9.38	8.0
Level 3	10.79	3.3	11.12	3.4	—	—
Level 4	14.10	5.8	14.57	7.3	—	—
Construction and extraction occupations	15.92	8.7	16.04	8.6	—	—
Level 1	8.93	9.3	8.95	10.3	—	—
Level 2	9.67	2.3	9.76	2.2	—	—
Level 3	11.99	3.8	11.99	3.8	—	—
Level 4	13.22	4.8	13.22	4.8	—	—
Level 5	17.07	3.6	17.07	3.6	—	—
Level 6	19.49	9.8	19.53	10.6	—	—
Level 7	20.38	2.5	20.38	2.5	—	—
First-line supervisors/managers of construction trades and extraction workers	24.17	4.7	24.17	4.7	—	—
Construction laborers	10.86	1.0	10.86	1.0	—	—
Electricians	17.86	5.9	17.86	5.9	—	—
Pipelayers, plumbers, pipefitters, and steamfitters	17.22	10.7	17.22	10.7	—	—
Level 7	19.47	7.9	19.47	7.9	—	—
Plumbers, pipefitters, and steamfitters	19.13	6.1	19.13	6.1	—	—
Level 7	19.47	7.9	19.47	7.9	—	—
Helpers, construction trades	9.54	9.7	9.60	11.5	—	—
Construction and building inspectors	19.94	3.6	19.94	3.6	—	—
Installation, maintenance, and repair occupations	15.77	3.8	16.06	3.9	12.16	10.2
Level 2	9.63	9.0	9.80	9.3	—	—
Level 3	9.92	4.1	—	—	—	—
Level 5	15.49	4.8	15.49	4.8	—	—
Level 7	21.91	3.1	22.52	3.5	—	—
Heating, air conditioning, and refrigeration mechanics and installers	16.82	3.6	16.82	3.6	—	—
Industrial machinery installation, repair, and maintenance workers	22.22	10.8	22.63	10.0	—	—
Level 7	22.23	7.7	22.23	7.7	—	—
Miscellaneous installation, maintenance, and repair workers	12.93	14.1	13.14	15.8	—	—
Level 2	10.01	10.8	10.29	11.2	—	—
Helpers--installation, maintenance, and repair workers	10.70	10.4	11.17	9.9	—	—
Level 2	10.71	10.6	—	—	—	—
Production occupations	16.38	13.6	16.60	14.0	—	—
Level 2	9.21	9.5	9.21	9.5	—	—
Level 3	16.92	14.2	20.18	16.5	—	—
Level 4	13.80	6.1	13.80	6.1	—	—
Level 5	17.13	2.4	17.13	2.4	—	—
Level 6	18.45	3.3	18.45	3.3	—	—
Level 7	19.03	3.9	19.03	3.9	—	—
First-line supervisors/managers of production and operating workers	26.41	15.6	26.41	15.6	—	—
Miscellaneous assemblers and fabricators	16.17	32.2	16.17	32.2	—	—
Inspectors, testers, sorters, samplers, and weighers	10.51	10.2	11.16	16.4	—	—
Transportation and material moving occupations	10.56	8.9	11.45	6.5	8.08	6.3
Level 1	7.75	10.2	8.31	14.3	6.96	7.7
Level 2	9.24	6.1	9.52	4.0	8.58	9.6
Level 3	10.69	5.9	—	—	—	—
Level 4	13.58	4.7	13.69	5.0	—	—
Level 5	12.59	19.9	12.54	20.1	—	—
Bus drivers	12.79	2.1	—	—	11.90	1.3
Bus drivers, school	13.10	2.9	—	—	12.25	2.5
Driver/sales workers and truck drivers	11.66	9.1	11.75	9.7	—	—
Level 4	14.03	13.6	14.03	13.6	—	—
Level 5	11.83	21.7	11.83	21.7	—	—
Truck drivers, heavy and tractor-trailer	11.74	12.8	11.74	12.8	—	—
Truck drivers, light or delivery services	12.93	13.6	13.33	15.0	—	—
Industrial truck and tractor operators	11.67	5.7	12.14	5.3	—	—
Level 2	9.95	3.3	9.95	3.3	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Norfolk-Virginia Beach-Newport News, VA-NC, July 2006** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Laborers and material movers, hand	\$9.07	8.8	\$10.42	6.1	\$7.64	10.0
Level 1	7.94	8.2	9.40	4.2	7.09	9.0
Level 2	8.71	7.0	—	—	—	—
Level 4	12.63	11.4	—	—	—	—
Laborers and freight, stock, and material movers, hand	9.03	11.6	10.69	10.3	7.58	12.0
Level 1	7.12	9.8	—	—	6.89	9.6
Level 4	12.63	11.4	—	—	—	—
Packers and packagers, hand	8.21	4.6	—	—	—	—

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. See appendix A for more information.

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 Each occupation for which data are collected in an establishment is evaluated based on four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. 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 appendix A for more information.

⁴ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

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. Overall occupational groups may include data for categories not shown separately.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Norfolk-Virginia Beach-Newport News, VA-NC, July 2006

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$14.88	4.1	\$16.59	3.6	\$9.46	5.6
Management occupations	36.12	11.2	36.30	11.6	—	—
Level 11	35.79	3.7	35.79	3.7	—	—
Not able to be leveled	31.47	5.2	31.50	7.5	—	—
Financial managers	27.00	7.4	25.99	8.0	—	—
Business and financial operations occupations	24.36	4.4	24.52	4.5	—	—
Level 9	24.02	3.4	24.78	3.4	—	—
Not able to be leveled	22.50	4.8	22.55	5.0	—	—
Buyers and purchasing agents	19.46	8.6	19.46	8.6	—	—
Human resources, training, and labor relations specialists	27.69	17.0	27.69	17.0	—	—
Accountants and auditors	—	—	24.96	3.7	—	—
Architecture and engineering occupations	25.95	10.4	25.95	10.4	—	—
Level 9	27.68	7.8	27.68	7.8	—	—
Engineers	30.10	4.7	30.10	4.7	—	—
Level 9	24.14	13.8	24.14	13.8	—	—
Engineering technicians, except drafters	22.88	15.9	22.88	15.9	—	—
Community and social services occupations	15.44	10.6	14.84	16.4	—	—
Level 5	11.26	6.4	—	—	—	—
Education, training, and library occupations	24.22	10.3	27.22	13.4	11.73	14.5
Level 7	20.03	4.7	—	—	—	—
Level 9	33.78	19.1	33.78	19.1	—	—
Postsecondary teachers	26.63	10.2	—	—	—	—
Primary, secondary, and special education school teachers	27.71	18.0	27.71	18.0	—	—
Elementary and middle school teachers	28.03	19.6	28.03	19.6	—	—
Arts, design, entertainment, sports, and media occupations	24.71	5.2	—	—	—	—
Healthcare practitioner and technical occupations	21.46	15.2	21.00	17.7	26.19	10.4
Level 4	12.22	14.9	12.22	14.9	—	—
Level 5	16.05	2.8	16.05	2.8	—	—
Level 7	23.05	4.0	—	—	—	—
Level 8	20.83	4.4	19.96	1.7	—	—
Level 9	27.47	4.0	26.61	3.9	33.45	12.5
Registered nurses	23.04	6.7	22.03	7.8	26.55	.9
Level 8	24.17	3.3	23.64	1.9	—	—
Level 9	25.17	.8	—	—	27.49	2.4
Licensed practical and licensed vocational nurses	15.79	1.3	—	—	—	—
Healthcare support occupations	10.89	6.5	11.51	10.8	9.63	9.3
Level 2	9.22	4.2	—	—	9.11	5.5
Level 3	10.34	5.1	9.97	1.3	—	—
Nursing, psychiatric, and home health aides	9.59	2.6	9.88	.5	9.10	4.8
Level 3	9.95	.8	9.93	.8	—	—
Nursing aides, orderlies, and attendants	9.79	.2	9.88	.5	9.55	1.2
Level 3	9.95	.8	9.93	.8	—	—
Miscellaneous healthcare support occupations	10.52	7.8	—	—	—	—
Protective service occupations	8.46	1.3	8.55	1.3	8.34	4.0
Security guards and gaming surveillance officers	8.45	1.7	—	—	8.38	4.3
Security guards	8.45	1.7	—	—	8.38	4.3
Food preparation and serving related occupations	8.06	8.1	8.93	17.6	7.80	15.1
Level 1	7.60	11.8	—	—	7.28	13.0
Level 2	5.67	7.4	—	—	6.08	4.2
Cooks	7.14	1.8	—	—	7.14	1.8
Food service, tipped	8.28	17.5	—	—	9.10	27.9
Level 2	2.74	11.7	—	—	2.74	28.2
Waiters and waitresses	3.63	32.6	—	—	2.20	6.2

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Norfolk-Virginia Beach-Newport News, VA-NC, July 2006 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Waiters and waitresses –Continued						
Level 2	\$2.34	7.0	–	–	–	–
Fast food and counter workers	6.57	7.4	–	–	\$6.50	7.4
Level 2	7.31	12.5	–	–	–	–
Combined food preparation and serving workers, including fast food	6.57	7.4	–	–	6.50	7.4
Level 2	7.31	12.5	–	–	–	–
Building and grounds cleaning and maintenance occupations	11.78	12.6	\$11.90	11.2	–	–
Building cleaning workers	11.39	14.8	11.28	14.3	–	–
Janitors and cleaners, except maids and housekeeping cleaners	12.98	29.7	–	–	–	–
Personal care and service occupations	6.57	5.5	–	–	6.50	6.1
Level 1	6.92	1.4	–	–	6.88	1.8
Sales and related occupations	12.06	10.0	13.72	10.6	7.89	4.8
Level 1	6.63	5.0	–	–	6.38	5.4
Level 2	7.73	6.0	–	–	7.69	3.8
Level 3	10.01	3.8	10.30	4.9	–	–
Level 4	12.57	10.9	13.07	13.1	–	–
Level 5	16.96	5.2	16.96	5.2	–	–
Level 6	18.06	14.1	18.06	14.1	–	–
Not able to be leveled	25.10	44.7	–	–	–	–
First-line supervisors/managers, sales workers	16.23	5.0	16.23	5.0	–	–
First-line supervisors/managers of retail sales workers	15.85	4.6	15.85	4.6	–	–
Retail sales workers	9.37	2.7	10.27	4.6	7.81	5.3
Level 1	6.63	5.0	–	–	6.38	5.4
Level 2	7.47	7.5	–	–	7.42	1.4
Level 3	10.18	4.0	10.48	5.1	–	–
Level 4	11.56	1.6	12.01	3.2	–	–
Cashiers, all workers	8.48	4.0	–	–	7.56	3.2
Level 2	7.82	9.2	–	–	–	–
Cashiers	8.48	4.0	–	–	7.56	3.2
Level 2	7.82	9.2	–	–	–	–
Retail salespersons	9.94	6.8	11.24	3.0	7.96	10.6
Level 1	6.16	.0	–	–	–	–
Level 4	–	–	11.65	3.1	–	–
Office and administrative support occupations	12.73	1.4	12.91	1.8	11.96	2.1
Level 2	9.63	3.1	9.85	3.2	8.89	7.7
Level 3	12.16	5.2	12.65	5.8	8.98	5.6
Level 4	12.67	2.2	12.64	2.4	12.77	4.6
Level 5	13.57	7.7	13.91	7.1	–	–
Level 6	16.73	5.5	17.35	8.2	–	–
Not able to be leveled	13.27	4.8	13.44	4.8	–	–
Financial clerks	13.99	4.5	13.82	7.7	–	–
Level 4	13.00	4.3	12.59	6.4	–	–
Bookkeeping, accounting, and auditing clerks	–	–	14.25	13.0	–	–
Customer service representatives	12.63	2.9	12.63	2.9	–	–
Level 4	12.71	2.1	12.71	2.1	–	–
Order clerks	9.65	6.5	–	–	–	–
Receptionists and information clerks	10.69	2.4	11.06	3.3	–	–
Stock clerks and order fillers	10.09	3.6	10.59	4.7	–	–
Level 2	9.91	3.9	–	–	–	–
Secretaries and administrative assistants	12.22	3.9	12.56	4.4	10.99	9.4
Level 4	12.25	4.0	12.24	4.7	–	–
Executive secretaries and administrative assistants	–	–	13.14	2.8	–	–
Secretaries, except legal, medical, and executive	11.56	9.3	–	–	–	–
Office clerks, general	11.80	3.2	12.22	3.7	–	–
Level 3	10.79	3.8	11.17	4.0	–	–
Construction and extraction occupations	15.84	9.5	15.98	9.5	–	–
Level 2	9.67	2.3	9.76	2.2	–	–
Level 5	17.09	3.6	17.09	3.6	–	–

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Norfolk-Virginia Beach-Newport News, VA-NC, July 2006 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Construction and extraction occupations —Continued						
Level 6	\$19.01	15.3	\$19.02	17.0	—	—
Level 7	20.38	2.6	20.38	2.6	—	—
First-line supervisors/managers of construction trades and extraction workers	24.44	4.9	24.44	4.9	—	—
Construction laborers	10.61	2.2	10.61	2.2	—	—
Electricians	16.89	2.5	16.89	2.5	—	—
Pipelayers, plumbers, pipefitters, and steamfitters	17.21	11.0	17.21	11.0	—	—
Plumbers, pipefitters, and steamfitters	19.20	6.3	19.20	6.3	—	—
Helpers, construction trades	9.49	10.0	—	—	—	—
Installation, maintenance, and repair occupations	15.55	4.5	15.89	4.7	\$12.16	10.2
Level 2	9.58	11.4	—	—	—	—
Level 3	9.92	4.1	—	—	—	—
Level 5	15.65	5.5	15.65	5.5	—	—
Level 7	22.68	5.5	23.80	7.8	—	—
Industrial machinery installation, repair, and maintenance workers	23.34	11.3	—	—	—	—
Miscellaneous installation, maintenance, and repair workers	13.14	16.3	13.44	18.5	—	—
Helpers--installation, maintenance, and repair workers	11.19	13.4	—	—	—	—
Production occupations	16.30	14.1	16.53	14.5	—	—
Level 2	9.21	9.5	9.21	9.5	—	—
Level 3	16.92	14.2	20.18	16.5	—	—
Level 5	17.14	2.4	17.14	2.4	—	—
Level 6	18.52	3.3	18.52	3.3	—	—
Level 7	18.87	4.4	18.87	4.4	—	—
First-line supervisors/managers of production and operating workers	26.30	16.5	26.30	16.5	—	—
Miscellaneous assemblers and fabricators	16.17	32.2	16.17	32.2	—	—
Inspectors, testers, sorters, samplers, and weighers	10.51	10.2	11.16	16.4	—	—
Transportation and material moving occupations	10.31	9.6	11.22	7.2	7.73	5.1
Level 1	7.75	10.2	8.31	14.3	6.95	7.7
Level 2	9.15	6.0	9.49	4.1	8.35	8.8
Level 3	10.57	6.7	—	—	—	—
Level 4	13.42	6.1	13.52	6.6	—	—
Driver/sales workers and truck drivers	11.44	9.8	11.49	10.1	—	—
Truck drivers, heavy and tractor-trailer	11.03	13.8	11.03	13.8	—	—
Truck drivers, light or delivery services	13.10	14.7	—	—	—	—
Industrial truck and tractor operators	11.58	5.9	12.06	5.6	—	—
Level 2	9.95	3.3	9.95	3.3	—	—
Laborers and material movers, hand	9.07	8.9	10.42	6.1	7.64	10.0
Level 1	7.94	8.2	9.40	4.2	7.08	9.0
Level 2	8.71	7.0	—	—	—	—
Level 4	12.63	11.4	—	—	—	—
Laborers and freight, stock, and material movers, hand	9.03	11.6	10.69	10.3	7.57	12.1
Level 1	7.12	9.8	—	—	6.88	9.6
Level 4	12.63	11.4	—	—	—	—
Packers and packagers, hand	8.21	4.6	—	—	—	—

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. See appendix A for more information.

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 Each occupation for which data are collected in an establishment is evaluated based on four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. 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 appendix A for more information.

⁴ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

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. Overall occupational groups may include data for categories not shown separately.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 4. State and local government workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Norfolk-Virginia Beach-Newport News, VA-NC, July 2006

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$21.43	1.2	\$21.84	1.7	\$10.51	2.1
Management occupations	34.65	4.5	34.66	4.5	—	—
Community and social services occupations	25.03	4.3	25.10	4.4	—	—
Level 6	18.03	1.1	18.03	1.1	—	—
Level 9	31.64	4.7	31.64	4.7	—	—
Counselors	32.69	3.8	32.69	3.8	—	—
Social workers	20.86	12.2	20.86	12.2	—	—
Level 6	17.10	3.8	17.10	3.8	—	—
Mental health and substance abuse social workers	20.43	8.4	20.43	8.4	—	—
Miscellaneous community and social service specialists	19.74	8.3	19.87	8.4	—	—
Social and human service assistants	16.80	12.9	—	—	—	—
Education, training, and library occupations	30.03	1.5	30.03	1.5	—	—
Level 9	31.77	.7	31.77	.7	—	—
Primary, secondary, and special education school teachers	31.83	1.2	31.83	1.2	—	—
Level 9	31.74	.7	31.74	.7	—	—
Elementary and middle school teachers	32.29	.6	32.29	.6	—	—
Level 9	31.59	.6	31.59	.6	—	—
Elementary school teachers, except special education	32.23	1.0	32.23	1.0	—	—
Level 9	31.74	.9	31.74	.9	—	—
Middle school teachers, except special and vocational education	32.50	1.4	32.50	1.4	—	—
Secondary school teachers	31.92	.1	31.92	.1	—	—
Level 9	32.36	.4	32.36	.4	—	—
Secondary school teachers, except special and vocational education	31.92	.1	31.92	.1	—	—
Level 9	32.36	.4	32.36	.4	—	—
Teacher assistants	12.30	.9	12.30	.9	—	—
Healthcare practitioner and technical occupations	24.83	14.6	25.07	15.3	—	—
Registered nurses	23.67	2.7	23.67	2.7	—	—
Protective service occupations	18.69	.9	18.73	1.0	—	—
Level 5	14.60	3.3	14.60	3.3	—	—
Level 6	16.16	1.2	16.16	1.2	—	—
Level 7	20.68	.2	20.68	.2	—	—
Level 8	23.79	9.0	23.79	9.0	—	—
Fire fighters	14.76	1.5	14.76	1.5	—	—
Level 5	13.96	.6	13.96	.6	—	—
Bailiffs, correctional officers, and jailers	14.82	2.5	14.82	2.5	—	—
Correctional officers and jailers	14.82	2.5	14.82	2.5	—	—
Police officers	20.46	4.2	20.46	4.2	—	—
Level 6	17.24	4.4	17.24	4.4	—	—
Level 7	22.47	5.3	22.47	5.3	—	—
Police and sheriff's patrol officers	20.46	4.2	20.46	4.2	—	—
Level 6	17.24	4.4	17.24	4.4	—	—
Level 7	22.47	5.3	22.47	5.3	—	—
Food preparation and serving related occupations	11.54	5.9	—	—	—	—
Building and grounds cleaning and maintenance occupations	10.68	2.1	10.85	1.2	—	—
Level 3	11.52	3.4	11.55	3.3	—	—
Building cleaning workers	10.73	1.3	10.74	1.4	—	—
Level 3	11.52	3.6	11.55	3.6	—	—
Janitors and cleaners, except maids and housekeeping cleaners	10.73	1.3	10.74	1.4	—	—
Level 3	11.52	3.6	11.55	3.6	—	—
Office and administrative support occupations	13.53	.9	13.65	.8	—	—
Level 2	11.51	.5	11.51	.5	—	—
Level 3	11.55	7.5	11.72	6.8	—	—

See footnotes at end of table.

Table 4. State and local government workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Norfolk-Virginia Beach-Newport News, VA-NC, July 2006 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Office and administrative support occupations —Continued						
Level 4	\$13.77	3.0	\$13.77	3.0	—	—
Level 5	14.70	.7	14.70	.7	—	—
Level 6	17.33	3.8	17.33	3.8	—	—
Financial clerks	13.65	12.0	13.65	12.0	—	—
Library assistants, clerical	10.16	11.4	—	—	—	—
Secretaries and administrative assistants	14.99	3.8	14.99	3.8	—	—
Secretaries, except legal, medical, and executive	14.79	6.4	14.79	6.4	—	—
Office clerks, general	12.52	4.9	12.59	5.4	—	—
Construction and extraction occupations	16.63	5.3	16.63	5.3	—	—
Level 3	10.72	1.8	10.72	1.8	—	—
Level 6	20.42	.9	20.42	.9	—	—
Level 7	20.32	7.4	20.32	7.4	—	—
Construction and building inspectors	19.94	3.6	19.94	3.6	—	—
Installation, maintenance, and repair occupations	16.74	4.8	16.74	4.8	—	—
Level 7	20.27	5.0	20.27	5.0	—	—
Production occupations	18.51	16.3	18.51	16.3	—	—
Transportation and material moving occupations	13.19	2.5	13.88	3.0	\$11.44	3.3
Level 2	11.67	5.6	—	—	—	—
Level 4	14.08	4.4	14.22	4.6	—	—
Bus drivers	12.87	2.2	—	—	11.98	1.5
Bus drivers, school	13.21	3.1	—	—	—	—

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. See appendix A for more information.

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 Each occupation for which data are collected in an establishment is evaluated based on four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. 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 appendix A for more information.

⁴ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

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. Overall occupational groups may include data for categories not shown separately.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Norfolk-Virginia Beach-Newport News, VA-NC, July 2006

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$15.91	3.3	\$17.59	2.8	\$9.49	5.5
Management occupations	35.91	9.7	36.05	10.0	—	—
Group II	18.28	8.7	—	—	—	—
Group III	36.25	8.8	—	—	—	—
Group IV	53.50	1.6	—	—	—	—
Financial managers	27.16	7.4	26.20	8.1	—	—
Business and financial operations occupations	23.94	4.1	24.06	4.2	—	—
Group II	22.02	2.6	—	—	—	—
Group III	28.29	9.5	—	—	—	—
Buyers and purchasing agents	18.99	6.8	18.99	6.8	—	—
Human resources, training, and labor relations specialists	27.69	17.0	27.69	17.0	—	—
Accountants and auditors	24.35	2.5	24.89	3.5	—	—
Architecture and engineering occupations	25.82	10.0	25.82	10.0	—	—
Group II	22.67	11.4	—	—	—	—
Group III	30.87	6.6	—	—	—	—
Engineers	30.40	3.8	30.40	3.8	—	—
Group III	31.32	8.7	—	—	—	—
Engineering technicians, except drafters	22.88	15.9	22.88	15.9	—	—
Life, physical, and social science occupations	27.35	7.5	27.35	7.5	—	—
Community and social services occupations	18.77	11.1	19.20	12.3	—	—
Group II	15.01	6.0	—	—	—	—
Group III	31.43	3.8	—	—	—	—
Counselors	25.38	20.3	26.38	17.8	—	—
Social workers	23.61	10.7	23.61	10.7	—	—
Group II	16.74	1.2	—	—	—	—
Mental health and substance abuse social workers	20.43	8.4	20.43	8.4	—	—
Miscellaneous community and social service specialists	15.41	5.6	14.65	9.2	—	—
Social and human service assistants	16.80	12.9	—	—	—	—
Education, training, and library occupations	29.11	2.2	29.66	2.2	11.73	14.5
Group I	12.18	1.3	—	—	—	—
Group II	27.78	6.0	—	—	—	—
Group III	32.09	1.5	—	—	—	—
Postsecondary teachers	30.26	7.6	32.47	7.3	—	—
Primary, secondary, and special education school teachers	31.59	1.6	31.59	1.6	—	—
Group II	31.09	4.2	—	—	—	—
Group III	31.79	1.1	—	—	—	—
Elementary and middle school teachers	32.06	1.3	32.06	1.3	—	—
Group II	32.90	3.3	—	—	—	—
Group III	31.70	.7	—	—	—	—
Elementary school teachers, except special education	32.16	1.0	32.16	1.0	—	—
Group III	31.78	.9	31.78	.9	—	—
Middle school teachers, except special and vocational education	31.72	4.0	31.72	4.0	—	—
Secondary school teachers	31.87	1.4	31.87	1.4	—	—
Group III	32.26	1.7	—	—	—	—
Secondary school teachers, except special and vocational education	31.87	1.4	31.87	1.4	—	—
Group III	32.26	1.7	32.26	1.7	—	—
Other teachers and instructors	23.01	29.9	—	—	—	—
Librarians	32.67	5.0	32.67	5.0	—	—
Teacher assistants	12.18	1.3	12.18	1.3	—	—
Group I	12.18	1.3	12.18	1.3	—	—
Arts, design, entertainment, sports, and media occupations	22.51	9.7	22.98	9.2	—	—
Healthcare practitioner and technical occupations	21.88	13.1	21.54	15.1	25.79	10.1

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Norfolk-Virginia Beach-Newport News, VA-NC, July 2006 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Healthcare practitioner and technical occupations						
–Continued						
Group I	\$11.97	10.6	–	–	–	–
Group II	19.08	2.6	–	–	–	–
Group III	35.18	8.7	–	–	–	–
Registered nurses	23.15	5.5	\$22.39	6.3	\$26.55	0.9
Group II	22.23	7.0	21.34	7.4	–	–
Group III	25.45	1.8	25.00	2.2	27.49	2.4
Licensed practical and licensed vocational nurses	15.74	1.4	15.73	1.7	–	–
Group II	15.97	1.5	–	–	–	–
Healthcare support occupations	10.88	5.8	11.46	9.7	9.65	8.4
Group I	9.93	2.9	–	–	–	–
Nursing, psychiatric, and home health aides	9.77	1.9	10.10	2.1	9.18	4.3
Group I	9.77	1.9	–	–	–	–
Nursing aides, orderlies, and attendants	9.79	.4	9.91	.7	9.51	1.5
Group I	9.79	.4	9.91	.7	9.51	1.5
Miscellaneous healthcare support occupations	10.51	7.2	–	–	–	–
Group I	10.51	7.2	–	–	–	–
Protective service occupations	13.32	5.0	14.67	3.6	8.34	4.0
Group I	8.60	2.4	–	–	–	–
Group II	18.07	.5	–	–	–	–
Fire fighters	14.76	1.5	14.76	1.5	–	–
Group II	14.76	1.6	14.76	1.6	–	–
Bailiffs, correctional officers, and jailers	14.82	2.5	14.82	2.5	–	–
Group II	14.82	2.5	–	–	–	–
Correctional officers and jailers	14.82	2.5	14.82	2.5	–	–
Group II	14.82	2.5	14.82	2.5	–	–
Police officers	20.46	4.2	20.46	4.2	–	–
Group II	20.58	4.7	–	–	–	–
Police and sheriff's patrol officers	20.46	4.2	20.46	4.2	–	–
Group II	20.58	4.7	20.58	4.7	–	–
Security guards and gaming surveillance officers	8.74	2.9	–	–	8.38	4.3
Group I	8.42	1.6	–	–	–	–
Security guards	8.74	2.9	–	–	8.38	4.3
Group I	8.42	1.6	–	–	8.38	4.3
Miscellaneous protective service workers	8.52	2.5	–	–	–	–
Lifeguards, ski patrol, and other recreational protective service workers	8.52	2.5	–	–	–	–
Food preparation and serving related occupations	8.15	7.7	9.17	17.3	7.83	14.8
Group I	7.77	6.0	–	–	–	–
Cooks	7.19	2.0	–	–	7.14	1.8
Group I	7.19	2.0	–	–	–	–
Food service, tipped	8.28	17.5	–	–	9.10	27.9
Group I	8.28	17.5	–	–	–	–
Waiters and waitresses	3.63	32.6	–	–	2.20	6.2
Group I	3.63	32.6	–	–	2.20	6.2
Fast food and counter workers	6.70	6.5	–	–	6.64	6.5
Group I	6.70	6.5	–	–	–	–
Combined food preparation and serving workers, including fast food	6.70	6.5	–	–	6.64	6.5
Group I	6.70	6.5	–	–	6.64	6.5
Building and grounds cleaning and maintenance occupations	11.35	7.9	11.41	6.6	11.16	30.7
Group I	10.56	7.0	–	–	–	–
Building cleaning workers	11.12	8.9	11.00	7.2	–	–
Group I	10.62	7.2	–	–	–	–
Janitors and cleaners, except maids and housekeeping cleaners	11.69	13.2	11.77	12.3	–	–
Group I	10.69	10.0	11.77	12.3	–	–
Personal care and service occupations	7.14	10.3	–	–	6.53	6.1

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Norfolk-Virginia Beach-Newport News, VA-NC, July 2006 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Personal care and service occupations –Continued						
Group I	\$7.13	10.3	–	–	–	–
Sales and related occupations	12.06	9.9	\$13.69	10.4	\$7.89	4.8
Group I	9.67	5.2	–	–	–	–
Group II	17.17	5.2	–	–	–	–
First-line supervisors/managers, sales workers	16.23	5.0	16.23	5.0	–	–
Group II	15.91	4.4	–	–	–	–
First-line supervisors/managers of retail sales workers	15.85	4.6	15.85	4.6	–	–
Retail sales workers	9.43	2.7	10.32	4.5	7.81	5.3
Group I	9.13	2.2	–	–	–	–
Cashiers, all workers	8.48	4.0	–	–	7.56	3.2
Group I	8.48	4.0	–	–	–	–
Cashiers	8.48	4.0	–	–	7.56	3.2
Group I	8.48	4.0	–	–	7.56	3.2
Retail salespersons	10.01	6.8	11.28	3.0	7.96	10.6
Group I	9.57	2.1	10.79	6.1	7.97	10.9
Office and administrative support occupations	12.83	1.2	13.02	1.5	11.90	2.1
Group I	11.79	1.9	–	–	–	–
Group II	15.59	3.8	–	–	–	–
First-line supervisors/managers of office and administrative support workers	15.58	3.7	15.58	3.7	–	–
Financial clerks	13.97	4.2	13.80	6.8	–	–
Group I	12.64	3.7	–	–	–	–
Group II	16.30	8.9	–	–	–	–
Bookkeeping, accounting, and auditing clerks	14.23	5.1	14.07	10.6	–	–
Group I	13.10	3.2	12.87	5.4	–	–
Customer service representatives	12.62	2.9	12.62	2.9	–	–
Group I	12.36	2.7	12.36	2.7	–	–
Library assistants, clerical	10.16	11.4	–	–	–	–
Group I	10.16	11.4	–	–	–	–
Order clerks	9.65	6.5	–	–	–	–
Group I	9.65	6.5	–	–	–	–
Receptionists and information clerks	10.68	2.3	11.04	3.1	–	–
Group I	10.44	3.8	10.72	4.5	–	–
Stock clerks and order fillers	10.33	3.7	10.83	4.9	–	–
Group I	10.33	3.7	10.83	4.9	–	–
Secretaries and administrative assistants	13.09	3.4	13.45	3.7	10.99	9.4
Group I	12.40	3.5	–	–	–	–
Group II	15.04	7.2	–	–	–	–
Executive secretaries and administrative assistants	13.61	3.2	13.86	2.7	–	–
Secretaries, except legal, medical, and executive	12.92	7.7	13.45	8.6	–	–
Group I	12.39	7.3	12.38	7.6	–	–
Group II	14.47	16.3	–	–	–	–
Office clerks, general	11.98	2.7	12.32	3.1	9.38	8.0
Group I	11.59	4.3	11.94	4.4	–	–
Group II	14.01	4.1	14.01	4.1	–	–
Construction and extraction occupations	15.92	8.7	16.04	8.6	–	–
Group I	11.01	.9	–	–	–	–
Group II	19.06	1.1	–	–	–	–
First-line supervisors/managers of construction trades and extraction workers	24.17	4.7	24.17	4.7	–	–
Construction laborers	10.86	1.0	10.86	1.0	–	–
Group I	10.31	1.6	10.31	1.6	–	–
Electricians	17.86	5.9	17.86	5.9	–	–
Group II	18.34	5.0	18.34	5.0	–	–
Pipelayers, plumbers, pipefitters, and steamfitters	17.22	10.7	17.22	10.7	–	–
Group II	19.19	6.1	–	–	–	–
Plumbers, pipefitters, and steamfitters	19.13	6.1	19.13	6.1	–	–
Group II	19.19	6.1	19.19	6.1	–	–
Helpers, construction trades	9.54	9.7	9.60	11.5	–	–
Group I	9.54	9.7	–	–	–	–
Construction and building inspectors	19.94	3.6	19.94	3.6	–	–

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Norfolk-Virginia Beach-Newport News, VA-NC, July 2006 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Construction and building inspectors –Continued						
Group II	\$19.94	3.6	\$19.94	3.6	–	–
Installation, maintenance, and repair occupations	15.77	3.8	16.06	3.9	\$12.16	10.2
Group I	10.97	6.4	–	–	–	–
Group II	18.98	4.3	–	–	–	–
Heating, air conditioning, and refrigeration mechanics and installers	16.82	3.6	16.82	3.6	–	–
Industrial machinery installation, repair, and maintenance workers	22.22	10.8	22.63	10.0	–	–
Group II	22.30	9.7	–	–	–	–
Miscellaneous installation, maintenance, and repair workers	12.93	14.1	13.14	15.8	–	–
Group I	9.89	7.1	–	–	–	–
Group II	18.20	19.7	–	–	–	–
Helpers—installation, maintenance, and repair workers	10.70	10.4	11.17	9.9	–	–
Group I	10.70	10.4	11.17	9.9	–	–
Production occupations	16.38	13.6	16.60	14.0	–	–
Group I	11.45	7.8	–	–	–	–
Group II	18.21	3.1	–	–	–	–
First-line supervisors/managers of production and operating workers	26.41	15.6	26.41	15.6	–	–
Group II	19.96	5.9	19.96	5.9	–	–
Miscellaneous assemblers and fabricators	16.17	32.2	16.17	32.2	–	–
Inspectors, testers, sorters, samplers, and weighers	10.51	10.2	11.16	16.4	–	–
Transportation and material moving occupations	10.56	8.9	11.45	6.5	8.08	6.3
Group I	9.71	6.7	–	–	–	–
Group II	16.35	14.9	–	–	–	–
Bus drivers	12.79	2.1	–	–	11.90	1.3
Group I	12.68	1.2	–	–	–	–
Bus drivers, school	13.10	2.9	–	–	12.25	2.5
Group I	12.99	1.9	–	–	–	–
Driver/sales workers and truck drivers	11.66	9.1	11.75	9.7	–	–
Group I	11.62	9.1	–	–	–	–
Group II	11.83	21.7	–	–	–	–
Truck drivers, heavy and tractor-trailer	11.74	12.8	11.74	12.8	–	–
Truck drivers, light or delivery services	12.93	13.6	13.33	15.0	–	–
Group I	12.97	15.3	–	–	–	–
Industrial truck and tractor operators	11.67	5.7	12.14	5.3	–	–
Group I	10.96	4.9	11.30	4.9	–	–
Laborers and material movers, hand	9.07	8.8	10.42	6.1	7.64	10.0
Group I	8.81	8.3	–	–	–	–
Laborers and freight, stock, and material movers, hand	9.03	11.6	10.69	10.3	7.58	12.0
Group I	8.79	10.8	10.29	9.6	7.58	12.0
Packers and packagers, hand	8.21	4.6	–	–	–	–
Group I	8.21	4.6	–	–	–	–

¹ Combined work levels simplify the presentation of work levels by combining levels 1 through 15 into four broad groups. Group I combines levels 1-4, group II combines levels 5-8, group III combines levels 9-12, and group IV combines levels 13-15.

² 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. See appendix A 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 Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

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. Overall occupational groups may include data for categories not shown separately.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 6. **Civilian workers: Hourly wage percentiles¹, Norfolk-Virginia Beach-Newport News, VA-NC, July 2006**

Occupation ²	10	25	Median 50	75	90
All workers	\$7.13	\$9.40	\$13.26	\$19.21	\$28.94
Management occupations	18.32	23.26	35.00	48.47	53.16
Financial managers	21.62	21.62	27.57	31.05	34.38
Business and financial operations occupations	17.33	18.75	24.04	26.44	29.08
Buyers and purchasing agents	10.55	16.75	17.93	24.54	24.54
Human resources, training, and labor relations specialists	19.45	22.50	24.77	24.77	48.15
Accountants and auditors	18.75	20.96	25.00	29.08	29.08
Architecture and engineering occupations	16.55	21.00	25.40	29.69	34.28
Engineers	21.63	25.25	30.30	34.28	40.12
Engineering technicians, except drafters	14.78	16.59	24.67	29.69	29.69
Life, physical, and social science occupations	20.45	22.72	26.99	33.31	37.20
Community and social services occupations	11.99	11.99	15.48	21.63	30.09
Counselors	10.10	11.54	28.35	34.78	41.18
Social workers	15.01	16.36	21.59	29.33	29.33
Mental health and substance abuse social workers	15.48	18.62	20.28	21.96	25.22
Miscellaneous community and social service specialists	11.99	11.99	14.29	17.98	19.24
Social and human service assistants	11.21	12.43	18.23	19.24	20.54
Education, training, and library occupations	13.26	25.13	29.52	34.96	41.21
Postsecondary teachers	14.00	25.75	31.95	33.44	41.41
Primary, secondary, and special education school teachers	24.87	26.60	30.43	35.95	41.12
Elementary and middle school teachers	25.13	27.09	30.76	36.17	41.18
Elementary school teachers, except special education	25.43	27.23	31.27	36.11	41.01
Middle school teachers, except special and vocational education	24.48	26.26	30.31	36.37	41.25
Secondary school teachers	25.37	26.92	30.43	35.95	41.21
Secondary school teachers, except special and vocational education	25.37	26.92	30.43	35.95	41.21
Other teachers and instructors	10.78	10.78	16.65	22.68	47.47
Librarians	22.25	30.12	35.48	36.60	40.55
Teacher assistants	9.74	10.28	12.14	13.28	14.84
Arts, design, entertainment, sports, and media occupations	13.36	14.56	22.78	30.33	32.97
Healthcare practitioner and technical occupations	11.40	14.42	18.74	25.78	31.70
Registered nurses	16.40	19.57	24.11	26.00	28.38
Licensed practical and licensed vocational nurses	14.00	14.98	15.68	16.71	17.64
Healthcare support occupations	8.30	9.42	10.00	10.90	13.26
Nursing, psychiatric, and home health aides	8.00	9.11	9.55	10.69	11.26
Nursing aides, orderlies, and attendants	8.50	9.25	9.55	10.51	11.20
Miscellaneous healthcare support occupations	9.79	10.00	10.00	10.19	11.71
Protective service occupations	7.08	8.37	10.35	17.23	21.90
Fire fighters	12.20	12.77	14.19	16.34	18.13
Bailiffs, correctional officers, and jailers	12.54	13.00	14.52	15.46	17.92
Correctional officers and jailers	12.54	13.00	14.52	15.46	17.92
Police officers	15.76	16.84	19.09	23.01	28.26
Police and sheriff's patrol officers	15.76	16.84	19.09	23.01	28.26
Security guards and gaming surveillance officers	6.82	7.15	8.35	9.61	10.35
Security guards	6.82	7.15	8.35	9.61	10.35
Miscellaneous protective service workers	7.45	8.40	8.49	8.49	9.56
Lifeguards, ski patrol, and other recreational protective service workers	7.45	8.40	8.49	8.49	9.56
Food preparation and serving related occupations	2.16	5.80	8.00	10.71	13.57
Cooks	5.65	5.65	7.50	8.00	9.00
Food service, tipped	2.13	2.16	10.30	10.71	13.57
Waiters and waitresses	2.13	2.13	2.13	2.16	6.11

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles¹, Norfolk-Virginia Beach-Newport News, VA-NC, July 2006** — Continued

Occupation ²	10	25	Median 50	75	90
Fast food and counter workers	\$5.50	\$5.75	\$6.00	\$7.50	\$9.00
Combined food preparation and serving workers, including fast food	5.50	5.75	6.00	7.50	9.00
Building and grounds cleaning and maintenance occupations	7.96	8.43	10.00	12.40	15.22
Building cleaning workers	7.96	8.35	9.89	11.54	13.73
Janitors and cleaners, except maids and housekeeping cleaners	7.73	8.35	9.46	12.45	27.82
Personal care and service occupations	5.35	5.75	6.25	7.65	8.92
Sales and related occupations	6.50	7.60	9.60	14.54	18.35
First-line supervisors/managers, sales workers First-line supervisors/managers of retail sales workers	12.05	15.00	16.92	16.92	18.04
Retail sales workers	6.00	7.00	9.00	10.85	13.70
Cashiers, all workers	6.50	6.91	7.25	9.50	11.17
Cashiers	6.50	6.91	7.25	9.50	11.17
Retail salespersons	6.00	8.15	9.50	11.00	14.58
Office and administrative support occupations	9.00	10.63	12.50	14.55	16.70
First-line supervisors/managers of office and administrative support workers	14.38	15.00	15.00	16.54	17.48
Financial clerks	10.00	11.42	13.75	15.50	18.00
Bookkeeping, accounting, and auditing clerks	10.62	11.42	13.75	15.50	17.05
Customer service representatives	10.34	11.64	11.99	13.94	15.24
Library assistants, clerical	8.44	9.60	9.76	11.17	12.28
Order clerks	7.50	8.50	9.00	11.00	11.48
Receptionists and information clerks	9.00	9.27	10.00	12.50	12.83
Stock clerks and order fillers	8.00	9.00	10.00	11.19	12.15
Secretaries and administrative assistants	10.60	11.00	12.71	14.28	17.79
Executive secretaries and administrative assistants	11.04	11.39	13.07	14.80	17.98
Secretaries, except legal, medical, and executive	9.20	11.00	11.49	14.72	18.45
Office clerks, general	9.06	10.06	11.25	13.50	15.00
Construction and extraction occupations	9.00	11.50	16.00	18.89	23.20
First-line supervisors/managers of construction trades and extraction workers	19.50	22.00	23.20	26.68	31.25
Construction laborers	8.50	9.50	10.37	11.88	14.00
Electricians	14.50	16.88	17.62	18.41	22.19
Pipelayers, plumbers, pipefitters, and steamfitters	12.50	13.64	18.00	21.50	21.50
Plumbers, pipefitters, and steamfitters	14.78	18.00	19.21	21.50	21.50
Helpers, construction trades	6.73	6.73	10.00	10.50	12.00
Construction and building inspectors	15.33	16.51	19.92	23.95	24.73
Installation, maintenance, and repair occupations	9.16	10.78	14.78	18.88	25.36
Heating, air conditioning, and refrigeration mechanics and installers	13.25	15.13	16.42	17.91	20.35
Industrial machinery installation, repair, and maintenance workers	15.85	19.19	23.72	25.36	26.75
Miscellaneous installation, maintenance, and repair workers	8.31	9.38	12.00	15.51	17.68
Helpers--installation, maintenance, and repair workers	7.27	9.75	9.75	11.00	16.00
Production occupations	7.83	10.00	14.78	19.21	30.78
First-line supervisors/managers of production and operating workers	14.78	18.75	30.71	33.20	35.81
Miscellaneous assemblers and fabricators	7.25	8.50	10.90	26.51	27.71
Inspectors, testers, sorters, samplers, and weighers	8.14	9.00	9.35	10.50	17.00
Transportation and material moving occupations	6.00	8.00	9.75	12.00	16.75
Bus drivers	10.22	10.86	13.10	14.63	14.63
Bus drivers, school	10.86	11.00	13.96	14.63	14.63
Driver/sales workers and truck drivers	9.00	9.75	10.00	12.80	17.50
Truck drivers, heavy and tractor-trailer	9.30	9.90	10.06	12.50	16.47
Truck drivers, light or delivery services	8.00	8.83	12.80	16.00	19.45
Industrial truck and tractor operators	9.00	9.50	10.50	12.13	16.75

See footnotes at end of table.

Table 6. Civilian workers: Hourly wage percentiles¹, Norfolk-Virginia Beach-Newport News, VA-NC, July 2006 — Continued

Occupation ²	10	25	Median 50	75	90
Laborers and material movers, hand	\$6.00	\$7.50	\$8.24	\$10.14	\$12.84
Laborers and freight, stock, and material movers, hand	6.00	7.00	8.21	10.14	13.44
Packers and packagers, hand	7.50	7.50	8.00	8.95	10.50

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays;

nonproduction bonuses; and tips.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 7. Private industry workers: Hourly wage percentiles¹, Norfolk-Virginia Beach-Newport News, VA-NC, July 2006

Occupation ²	10	25	Median 50	75	90
All workers	\$6.91	\$9.00	\$11.99	\$17.98	\$26.21
Management occupations	17.63	22.16	35.00	48.80	54.49
Financial managers	21.62	21.62	25.64	31.05	34.29
Business and financial operations occupations	17.33	18.75	24.04	27.88	30.75
Buyers and purchasing agents	10.55	15.00	21.85	24.54	26.21
Human resources, training, and labor relations specialists	19.45	22.50	24.77	24.77	48.15
Architecture and engineering occupations	16.65	21.00	25.49	29.69	34.28
Engineers	21.15	24.76	29.28	34.28	36.83
Engineering technicians, except drafters	14.78	16.59	24.67	29.69	29.69
Community and social services occupations	11.99	11.99	13.74	17.98	23.90
Education, training, and library occupations	10.78	14.54	23.01	30.46	38.59
Postsecondary teachers	9.50	20.89	25.75	32.14	40.21
Primary, secondary, and special education school teachers	19.97	20.81	25.32	31.09	42.86
Elementary and middle school teachers	20.81	21.12	24.56	30.31	36.83
Arts, design, entertainment, sports, and media occupations	14.56	20.70	24.94	30.83	32.97
Healthcare practitioner and technical occupations	11.00	14.25	18.20	25.78	31.25
Registered nurses	16.10	18.91	24.65	26.00	28.15
Licensed practical and licensed vocational nurses	14.00	15.12	15.75	16.82	17.64
Healthcare support occupations	8.25	9.33	9.96	10.69	15.77
Nursing, psychiatric, and home health aides	8.00	8.94	9.55	10.23	11.20
Nursing aides, orderlies, and attendants	8.50	9.25	9.55	10.47	11.20
Miscellaneous healthcare support occupations	9.79	10.00	10.00	10.00	11.71
Protective service occupations	6.90	7.25	8.40	9.56	10.05
Security guards and gaming surveillance officers	6.79	7.10	8.20	9.61	10.20
Security guards	6.79	7.10	8.20	9.61	10.20
Food preparation and serving related occupations	2.13	5.75	7.73	10.71	13.57
Cooks	5.65	5.65	7.50	8.00	8.00
Food service, tipped	2.13	2.16	10.30	10.71	13.57
Waiters and waitresses	2.13	2.13	2.13	2.16	6.11
Fast food and counter workers	5.50	5.75	6.00	7.20	8.24
Combined food preparation and serving workers, including fast food	5.50	5.75	6.00	7.20	8.24
Building and grounds cleaning and maintenance occupations	7.73	8.00	9.50	12.40	27.82
Building cleaning workers	7.69	7.96	9.27	10.71	27.82
Janitors and cleaners, except maids and housekeeping cleaners	7.08	7.73	8.35	10.40	28.00
Personal care and service occupations	5.35	5.75	6.06	7.65	8.20
Sales and related occupations	6.50	7.50	9.50	14.54	18.75
First-line supervisors/managers, sales workers	12.05	15.00	16.92	16.92	18.04
First-line supervisors/managers of retail sales workers	12.05	15.00	16.92	16.92	17.33
Retail sales workers	6.00	6.91	9.00	10.82	13.30
Cashiers, all workers	6.50	6.91	7.25	9.50	11.17
Cashiers	6.50	6.91	7.25	9.50	11.17
Retail salespersons	6.00	8.10	9.50	10.85	14.58
Office and administrative support occupations	9.00	10.34	12.50	14.41	16.00
Financial clerks	9.75	11.34	13.75	15.50	17.31
Customer service representatives	10.34	11.64	11.99	13.94	15.24
Order clerks	7.50	8.50	9.00	11.00	11.48
Receptionists and information clerks	9.00	9.27	10.00	12.50	12.83
Stock clerks and order fillers	8.00	9.00	10.00	11.19	11.35

See footnotes at end of table.

Table 7. Private industry workers: Hourly wage percentiles¹, Norfolk-Virginia Beach-Newport News, VA-NC, July 2006 — Continued

Occupation ²	10	25	Median 50	75	90
Secretaries and administrative assistants	\$10.10	\$11.00	\$11.39	\$13.26	\$15.63
Secretaries, except legal, medical, and executive	8.41	11.00	11.00	11.00	14.76
Office clerks, general	9.00	10.00	11.25	13.38	15.00
Construction and extraction occupations	9.00	11.50	16.00	18.88	23.20
First-line supervisors/managers of construction trades and extraction workers	20.00	22.00	23.20	26.68	31.25
Construction laborers	8.50	9.50	10.37	11.88	13.00
Electricians	14.00	16.88	17.62	18.11	18.41
Pipelayers, plumbers, pipefitters, and steamfitters	12.50	13.50	18.00	21.50	21.50
Plumbers, pipefitters, and steamfitters	14.78	18.00	19.21	21.50	21.50
Helpers, construction trades	6.73	6.73	10.00	10.50	12.00
Installation, maintenance, and repair occupations	8.65	10.39	14.75	18.20	25.36
Industrial machinery installation, repair, and maintenance workers	18.05	20.78	25.36	26.75	26.75
Miscellaneous installation, maintenance, and repair workers	8.00	9.16	12.00	16.29	17.68
Helpers--installation, maintenance, and repair workers	7.27	9.25	10.00	12.00	17.00
Production occupations	7.75	10.00	14.78	19.21	30.78
First-line supervisors/managers of production and operating workers	14.78	18.75	30.78	34.15	35.81
Miscellaneous assemblers and fabricators	7.25	8.50	10.90	26.51	27.71
Inspectors, testers, sorters, samplers, and weighers	8.14	9.00	9.35	10.50	17.00
Transportation and material moving occupations	6.00	8.00	9.50	11.01	16.60
Driver/sales workers and truck drivers	8.50	9.75	10.00	12.50	17.00
Truck drivers, heavy and tractor-trailer	9.00	9.40	10.06	11.50	13.00
Truck drivers, light or delivery services	8.00	8.83	12.80	16.00	19.45
Industrial truck and tractor operators	9.00	9.50	10.00	12.00	16.75
Laborers and material movers, hand	6.00	7.50	8.21	10.14	12.84
Laborers and freight, stock, and material movers, hand	6.00	7.00	8.21	10.14	13.44
Packers and packagers, hand	7.50	7.50	8.00	8.95	10.50

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays;

nonproduction bonuses; and tips.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 8. State and local government workers: Hourly wage percentiles¹, Norfolk-Virginia Beach-Newport News, VA-NC, July 2006

Occupation ²	10	25	Median 50	75	90
All workers	\$10.52	\$13.36	\$18.54	\$28.04	\$35.95
Management occupations	24.88	27.34	34.87	40.33	48.47
Community and social services occupations	15.10	17.06	23.56	31.50	40.04
Counselors	25.83	28.35	32.41	38.87	42.52
Social workers	14.40	15.52	17.03	21.29	33.00
Mental health and substance abuse social workers	15.48	18.62	20.28	21.96	25.22
Miscellaneous community and social service specialists	15.02	16.42	19.09	24.21	25.90
Social and human service assistants	11.21	12.43	18.23	19.24	20.54
Education, training, and library occupations	14.66	26.02	30.11	35.49	41.41
Primary, secondary, and special education school teachers	25.21	26.92	30.69	35.95	41.01
Elementary and middle school teachers	25.42	27.18	31.27	36.53	41.18
Elementary school teachers, except special education	25.43	27.37	31.27	36.11	41.18
Middle school teachers, except special and vocational education	25.37	26.87	30.77	37.33	41.25
Secondary school teachers	25.43	27.10	30.51	35.95	41.18
Secondary school teachers, except special and vocational education	25.43	27.10	30.51	35.95	41.18
Teacher assistants	9.74	10.66	12.18	13.32	14.90
Healthcare practitioner and technical occupations	14.61	17.31	21.18	25.68	36.04
Registered nurses	19.38	21.18	22.10	26.25	28.56
Protective service occupations	12.77	14.82	17.60	20.77	27.30
Fire fighters	12.20	12.77	14.19	16.34	18.13
Bailiffs, correctional officers, and jailers	12.54	13.00	14.52	15.46	17.92
Correctional officers and jailers	12.54	13.00	14.52	15.46	17.92
Police officers	15.76	16.84	19.09	23.01	28.26
Police and sheriff's patrol officers	15.76	16.84	19.09	23.01	28.26
Food preparation and serving related occupations	8.24	8.72	10.18	13.33	18.06
Building and grounds cleaning and maintenance occupations	8.24	8.93	10.21	12.39	13.73
Building cleaning workers	8.42	9.08	10.24	12.45	13.54
Janitors and cleaners, except maids and housekeeping cleaners	8.42	9.08	10.24	12.45	13.54
Office and administrative support occupations	9.84	11.17	12.67	15.95	18.40
Financial clerks	11.42	11.42	11.42	15.39	19.14
Library assistants, clerical	8.44	9.60	9.76	11.17	12.28
Secretaries and administrative assistants	11.48	13.03	14.32	17.67	18.45
Secretaries, except legal, medical, and executive	11.48	12.82	14.32	17.74	18.45
Office clerks, general	9.83	11.17	11.50	14.09	17.27
Construction and extraction occupations	9.72	11.51	16.17	21.14	24.60
Construction and building inspectors	15.33	16.51	19.92	23.95	24.73
Installation, maintenance, and repair occupations	9.75	13.92	16.46	19.67	23.72
Production occupations	10.52	10.52	17.20	23.72	30.18
Transportation and material moving occupations	9.92	11.06	12.59	14.63	17.12
Bus drivers	10.22	10.86	13.29	14.63	14.63
Bus drivers, school	10.86	11.10	14.16	14.63	14.67

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or more than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays;

nonproduction bonuses; and tips.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Norfolk-Virginia Beach-Newport News, VA-NC, July 2006

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
All workers	\$8.49	\$10.50	\$14.75	\$21.63	\$30.78
Management occupations	18.32	22.89	35.15	48.58	53.42
Financial managers	21.62	21.62	22.67	28.37	39.23
Business and financial operations occupations	17.67	18.75	24.04	27.25	30.75
Buyers and purchasing agents	10.55	16.75	17.93	24.54	24.54
Human resources, training, and labor relations specialists	19.45	22.50	24.77	24.77	48.15
Accountants and auditors	19.13	21.63	25.21	29.08	29.08
Architecture and engineering occupations	16.55	21.00	25.40	29.69	34.28
Engineers	21.63	25.25	30.30	34.28	40.12
Engineering technicians, except drafters	14.78	16.59	24.67	29.69	29.69
Life, physical, and social science occupations	20.45	22.72	26.99	33.31	37.20
Community and social services occupations	11.99	11.99	15.08	25.94	32.39
Counselors	10.65	12.06	28.94	35.37	41.18
Social workers	15.01	16.36	21.59	29.33	29.33
Mental health and substance abuse social workers	15.48	18.62	20.28	21.96	25.22
Miscellaneous community and social service specialists	11.99	11.99	13.74	15.08	19.87
Education, training, and library occupations	14.54	25.48	29.83	35.37	41.25
Postsecondary teachers	25.00	27.51	31.95	34.07	41.41
Primary, secondary, and special education school teachers	24.87	26.60	30.43	35.95	41.12
Elementary and middle school teachers	25.13	27.09	30.76	36.17	41.18
Elementary school teachers, except special education	25.43	27.23	31.27	36.11	41.01
Middle school teachers, except special and vocational education	24.48	26.26	30.31	36.37	41.25
Secondary school teachers	25.37	26.92	30.43	35.95	41.21
Secondary school teachers, except special and vocational education	25.37	26.92	30.43	35.95	41.21
Librarians	22.25	30.12	35.48	36.60	40.55
Teacher assistants	9.74	10.28	12.14	13.28	14.84
Arts, design, entertainment, sports, and media occupations	13.36	14.56	23.24	30.83	32.97
Healthcare practitioner and technical occupations	11.30	14.39	18.20	25.03	31.25
Registered nurses	16.10	18.61	22.74	25.55	27.89
Licensed practical and licensed vocational nurses	14.00	14.98	15.68	16.82	17.64
Healthcare support occupations	9.32	9.55	10.00	11.06	23.00
Nursing, psychiatric, and home health aides	9.05	9.52	9.64	10.91	11.41
Nursing aides, orderlies, and attendants	8.78	9.49	9.57	10.69	11.20
Protective service occupations	7.92	8.75	13.84	18.67	24.87
Fire fighters	12.20	12.77	14.19	16.34	18.13
Bailiffs, correctional officers, and jailers	12.54	13.00	14.52	15.46	17.92
Correctional officers and jailers	12.54	13.00	14.52	15.46	17.92
Police officers	15.76	16.84	19.09	23.01	28.26
Police and sheriff's patrol officers	15.76	16.84	19.09	23.01	28.26
Food preparation and serving related occupations	2.13	5.98	8.95	13.84	13.84
Building and grounds cleaning and maintenance occupations	7.96	9.25	10.54	12.40	15.22
Building cleaning workers	7.96	8.87	10.21	11.54	13.54
Janitors and cleaners, except maids and housekeeping cleaners	8.21	8.87	10.26	12.45	14.14
Sales and related occupations	7.00	9.00	11.00	16.35	21.06
First-line supervisors/managers, sales workers	12.05	15.00	16.92	16.92	18.04

See footnotes at end of table.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Norfolk-Virginia Beach-Newport News, VA-NC, July 2006 — Continued

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
First-line supervisors/managers of retail sales workers	\$12.05	\$15.00	\$16.92	\$16.92	\$17.33
Retail sales workers	6.91	7.84	9.66	11.17	14.58
Retail salespersons	8.15	9.25	10.82	12.20	14.80
Office and administrative support occupations	9.27	11.00	12.50	14.59	17.20
First-line supervisors/managers of office and administrative support workers	14.38	15.00	15.00	16.54	17.48
Financial clerks	9.25	11.25	12.61	16.00	21.64
Bookkeeping, accounting, and auditing clerks	10.05	11.25	12.36	16.00	22.99
Customer service representatives	10.34	11.64	11.99	13.94	15.24
Receptionists and information clerks	9.25	9.60	11.00	12.50	12.83
Stock clerks and order fillers	9.00	10.00	10.50	11.19	12.26
Secretaries and administrative assistants	11.00	11.00	12.91	14.75	17.98
Executive secretaries and administrative assistants	10.94	11.32	13.09	15.66	17.98
Secretaries, except legal, medical, and executive	11.00	11.00	12.04	15.23	18.45
Office clerks, general	10.00	10.43	11.25	13.50	15.00
Construction and extraction occupations	9.50	11.88	16.00	19.10	23.20
First-line supervisors/managers of construction trades and extraction workers	19.50	22.00	23.20	26.68	31.25
Construction laborers	8.50	9.50	10.37	11.88	14.00
Electricians	14.50	16.88	17.62	18.41	22.19
Pipelayers, plumbers, pipefitters, and steamfitters	12.50	13.64	18.00	21.50	21.50
Plumbers, pipefitters, and steamfitters	14.78	18.00	19.21	21.50	21.50
Helpers, construction trades	6.73	6.73	10.00	10.50	12.00
Construction and building inspectors	15.33	16.51	19.92	23.95	24.73
Installation, maintenance, and repair occupations	9.75	10.78	15.00	19.00	25.36
Heating, air conditioning, and refrigeration mechanics and installers	13.25	15.13	16.42	17.91	20.35
Industrial machinery installation, repair, and maintenance workers	17.25	19.30	23.72	25.36	26.75
Miscellaneous installation, maintenance, and repair workers	8.65	9.75	12.00	15.00	17.68
Helpers--installation, maintenance, and repair workers	9.50	9.75	9.75	12.00	16.00
Production occupations	7.75	10.00	15.51	19.21	30.78
First-line supervisors/managers of production and operating workers	14.78	18.75	30.71	33.20	35.81
Miscellaneous assemblers and fabricators	7.25	8.50	10.90	26.51	27.71
Inspectors, testers, sorters, samplers, and weighers	7.83	8.14	9.35	12.02	17.00
Transportation and material moving occupations	7.75	8.50	10.00	13.00	18.22
Driver/sales workers and truck drivers	9.00	9.75	10.06	12.92	18.13
Truck drivers, heavy and tractor-trailer	9.30	9.90	10.06	12.50	16.47
Truck drivers, light or delivery services	8.00	8.00	12.80	16.00	19.45
Industrial truck and tractor operators	9.00	10.00	10.90	13.50	16.75
Laborers and material movers, hand	8.00	8.00	9.50	11.01	15.83
Laborers and freight, stock, and material movers, hand	8.00	8.00	9.25	13.44	16.87

¹ 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.

² Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly

wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays; nonproduction bonuses; and tips.

³ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 10. Part-time¹ civilian workers: Hourly wage percentiles², Norfolk-Virginia Beach-Newport News, VA-NC, July 2006

Occupation ³	Part-time workers				
	10	25	Median 50	75	90
All workers	\$5.65	\$6.50	\$8.46	\$10.71	\$14.27
Education, training, and library occupations	7.00	10.00	10.78	14.00	18.78
Healthcare practitioner and technical occupations	15.70	20.58	26.00	27.62	35.00
Registered nurses	23.46	25.97	26.00	27.16	29.59
Healthcare support occupations	7.78	8.46	9.32	10.35	11.61
Nursing, psychiatric, and home health aides	7.75	8.00	9.00	9.91	11.25
Nursing aides, orderlies, and attendants	8.00	8.65	9.30	10.35	11.25
Protective service occupations	6.75	7.00	8.00	9.61	10.20
Security guards and gaming surveillance officers	6.67	7.00	8.00	9.61	10.35
Security guards	6.67	7.00	8.00	9.61	10.35
Food preparation and serving related occupations	5.40	5.80	7.40	10.30	10.85
Cooks	5.65	5.65	7.50	8.00	8.00
Food service, tipped	2.13	6.50	10.71	10.71	13.57
Waiters and waitresses	2.13	2.13	2.13	2.16	2.16
Fast food and counter workers	5.50	5.75	6.00	7.00	9.00
Combined food preparation and serving workers, including fast food	5.50	5.75	6.00	7.00	9.00
Building and grounds cleaning and maintenance occupations	7.08	8.00	8.35	8.80	28.00
Personal care and service occupations	5.35	5.65	6.00	7.65	7.65
Sales and related occupations	5.85	6.34	7.60	9.00	10.59
Retail sales workers	5.85	6.00	7.25	9.00	10.35
Cashiers, all workers	6.00	6.50	7.00	8.00	9.40
Cashiers	6.00	6.50	7.00	8.00	9.40
Retail salespersons	5.75	6.00	7.69	9.50	10.56
Office and administrative support occupations	8.00	9.00	13.05	14.00	15.50
Secretaries and administrative assistants	8.00	9.20	11.39	12.73	13.46
Office clerks, general	8.00	8.00	9.00	11.00	12.00
Installation, maintenance, and repair occupations	7.27	9.16	10.01	16.29	18.88
Transportation and material moving occupations	5.50	6.00	8.00	9.50	10.50
Bus drivers	9.66	10.86	11.03	12.85	15.10
Bus drivers, school	10.26	10.86	11.62	13.15	15.84
Laborers and material movers, hand	5.85	6.00	7.50	9.00	10.14
Laborers and freight, stock, and material movers, hand	5.50	6.00	7.00	9.25	10.16

¹ 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.

² Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly

wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays; nonproduction bonuses; and tips.

³ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Norfolk-Virginia Beach-Newport News, VA-NC, July 2006

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$17.59	\$14.75	\$698	\$582	39.7	\$34,611	\$30,056	1,967
Management occupations	36.05	35.15	1,483	1,428	41.1	77,062	74,256	2,138
Financial managers	26.20	22.67	1,097	891	41.9	57,042	46,342	2,177
Business and financial operations occupations	24.06	24.04	976	962	40.6	50,735	49,999	2,109
Buyers and purchasing agents	18.99	17.93	759	717	40.0	39,490	37,296	2,080
Human resources, training, and labor relations specialists	27.69	24.77	1,099	991	39.7	57,164	51,522	2,064
Accountants and auditors	24.89	25.21	995	1,008	40.0	51,761	52,441	2,080
Architecture and engineering occupations	25.82	25.40	1,033	1,016	40.0	53,697	52,832	2,080
Engineers	30.40	30.30	1,216	1,212	40.0	63,222	63,014	2,080
Engineering technicians, except drafters	22.88	24.67	915	987	40.0	47,589	51,314	2,080
Life, physical, and social science occupations	27.35	26.99	1,094	1,080	40.0	56,888	56,139	2,080
Community and social services occupations	19.20	15.08	709	528	36.9	35,042	27,449	1,825
Counselors	26.38	28.94	997	1,082	37.8	42,436	43,268	1,609
Social workers	23.61	21.59	912	916	38.6	46,776	48,901	1,981
Mental health and substance abuse social workers	20.43	20.28	817	811	40.0	42,487	42,178	2,080
Miscellaneous community and social service specialists	14.65	13.74	528	481	36.0	27,448	25,000	1,874
Education, training, and library occupations	29.66	29.83	1,092	1,100	36.8	43,626	43,539	1,471
Postsecondary teachers	32.47	31.95	1,299	1,278	40.0	57,810	54,957	1,781
Primary, secondary, and special education school teachers	31.59	30.43	1,151	1,109	36.4	44,946	43,351	1,423
Elementary and middle school teachers	32.06	30.76	1,165	1,127	36.4	45,288	44,133	1,413
Elementary school teachers, except special education	32.16	31.27	1,177	1,149	36.6	45,374	44,133	1,411
Middle school teachers, except special and vocational education	31.72	30.31	1,127	1,061	35.5	44,996	43,018	1,418
Secondary school teachers	31.87	30.43	1,165	1,111	36.6	45,058	43,268	1,414
Secondary school teachers, except special and vocational education	31.87	30.43	1,165	1,111	36.6	45,058	43,268	1,414
Librarians	32.67	35.48	1,251	1,290	38.3	56,531	51,946	1,731
Teacher assistants	12.18	12.14	432	438	35.5	16,122	16,327	1,323
Arts, design, entertainment, sports, and media occupations	22.98	23.24	883	939	38.4	44,444	47,819	1,934
Healthcare practitioner and technical occupations	21.54	18.20	849	734	39.4	43,737	36,695	2,031
Registered nurses	22.39	22.74	875	889	39.1	44,131	44,875	1,971
Licensed practical and licensed vocational nurses	15.73	15.68	604	607	38.4	31,421	31,554	1,998
Healthcare support occupations	11.46	10.00	449	400	39.2	23,364	20,800	2,038
Nursing, psychiatric, and home health aides	10.10	9.64	390	381	38.6	20,268	19,804	2,007
Nursing aides, orderlies, and attendants	9.91	9.57	380	375	38.4	19,776	19,500	1,996
Protective service occupations	14.67	13.84	609	581	41.5	24,987	19,989	1,703

See footnotes at end of table.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Norfolk-Virginia Beach-Newport News, VA-NC, July 2006 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Fire fighters	\$14.76	\$14.19	\$775	\$737	52.5	\$40,313	\$38,316	2,731
Bailiffs, correctional officers, and jailers	14.82	14.52	594	581	40.0	30,864	30,208	2,082
Correctional officers and jailers	14.82	14.52	594	581	40.0	30,864	30,208	2,082
Police officers	20.46	19.09	832	779	40.7	43,286	40,533	2,116
Police and sheriff's patrol officers	20.46	19.09	832	779	40.7	43,286	40,533	2,116
Food preparation and serving related occupations	9.17	8.95	369	340	40.3	18,645	16,869	2,034
Building and grounds cleaning and maintenance occupations	11.41	10.54	442	402	38.7	21,929	19,988	1,922
Building cleaning workers	11.00	10.21	424	384	38.5	20,880	19,500	1,898
Janitors and cleaners, except maids and housekeeping cleaners	11.77	10.26	457	408	38.8	21,742	18,312	1,848
Sales and related occupations	13.69	11.00	553	433	40.4	26,918	22,506	1,967
First-line supervisors/managers, sales workers	16.23	16.92	696	654	42.9	36,212	34,000	2,231
First-line supervisors/managers of retail sales workers	15.85	16.92	684	654	43.1	35,558	34,000	2,244
Retail sales workers	10.32	9.66	410	380	39.7	19,191	19,282	1,859
Retail salespersons	11.28	10.82	446	423	39.5	19,426	19,845	1,722
Office and administrative support occupations	13.02	12.50	519	494	39.9	26,288	25,376	2,019
First-line supervisors/managers of office and administrative support workers	15.58	15.00	623	600	40.0	32,415	31,200	2,080
Financial clerks	13.80	12.61	552	504	40.0	28,697	26,229	2,080
Bookkeeping, accounting, and auditing clerks	14.07	12.36	563	494	40.0	29,268	25,709	2,080
Customer service representatives	12.62	11.99	504	480	39.9	22,554	24,588	1,787
Receptionists and information clerks ..	11.04	11.00	441	440	40.0	22,953	22,880	2,080
Stock clerks and order fillers	10.83	10.50	433	420	40.0	22,523	21,840	2,080
Secretaries and administrative assistants	13.45	12.91	528	491	39.2	26,607	24,785	1,978
Executive secretaries and administrative assistants	13.86	13.09	539	497	38.9	28,035	25,857	2,023
Secretaries, except legal, medical, and executive	13.45	12.04	534	489	39.7	25,873	22,880	1,923
Office clerks, general	12.32	11.25	492	450	39.9	25,404	23,400	2,062
Construction and extraction occupations	16.04	16.00	641	640	40.0	33,320	33,280	2,077
First-line supervisors/managers of construction trades and extraction workers	24.17	23.20	1,009	928	41.7	52,462	48,256	2,171
Construction laborers	10.86	10.37	434	415	40.0	22,583	21,561	2,080
Electricians	17.86	17.62	714	705	40.0	37,152	36,645	2,080
Pipelayers, plumbers, pipefitters, and steamfitters	17.22	18.00	689	720	40.0	35,825	37,440	2,080
Plumbers, pipefitters, and steamfitters	19.13	19.21	765	768	40.0	39,799	39,957	2,080
Helpers, construction trades	9.60	10.00	361	336	37.6	18,792	17,472	1,957
Construction and building inspectors ..	19.94	19.92	798	797	40.0	41,478	41,434	2,080
Installation, maintenance, and repair occupations	16.06	15.00	643	600	40.0	33,446	31,200	2,083
Heating, air conditioning, and refrigeration mechanics and installers	16.82	16.42	673	657	40.0	34,980	34,154	2,080

See footnotes at end of table.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Norfolk-Virginia Beach-Newport News, VA-NC, July 2006 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Industrial machinery installation, repair, and maintenance workers	\$22.63	\$23.72	\$905	\$949	40.0	\$47,062	\$49,338	2,080
Miscellaneous installation, maintenance, and repair workers	13.14	12.00	526	480	40.0	27,327	24,960	2,080
Helpers--installation, maintenance, and repair workers	11.17	9.75	447	390	40.0	23,225	20,286	2,080
Production occupations	16.60	15.51	668	640	40.3	34,746	33,280	2,093
First-line supervisors/managers of production and operating workers	26.41	30.71	1,088	1,231	41.2	56,563	64,027	2,142
Miscellaneous assemblers and fabricators	16.17	10.90	647	436	40.0	33,633	22,672	2,080
Inspectors, testers, sorters, samplers, and weighers	11.16	9.35	447	374	40.0	23,221	19,448	2,080
Transportation and material moving occupations	11.45	10.00	456	400	39.9	23,487	20,800	2,051
Driver/sales workers and truck drivers	11.75	10.06	470	402	40.0	24,436	20,914	2,080
Truck drivers, heavy and tractor-trailer	11.74	10.06	470	402	40.0	24,425	20,914	2,080
Truck drivers, light or delivery services	13.33	12.80	533	512	40.0	27,723	26,624	2,080
Industrial truck and tractor operators ..	12.14	10.90	485	436	40.0	25,243	22,672	2,080
Laborers and material movers, hand ..	10.42	9.50	414	379	39.7	21,315	19,074	2,046
Laborers and freight, stock, and material movers, hand	10.69	9.25	423	347	39.5	21,644	18,038	2,025

¹ 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.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ 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. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries

paid to employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. 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. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Norfolk-Virginia Beach-Newport News, VA-NC, July 2006

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$16.59	\$14.00	\$661	\$546	39.8	\$33,314	\$27,788	2,009
Management occupations	36.30	35.15	1,502	1,440	41.4	78,082	74,897	2,151
Financial managers	25.99	22.67	1,089	891	41.9	56,616	46,342	2,178
Business and financial operations occupations	24.52	24.04	996	962	40.6	51,780	49,999	2,112
Buyers and purchasing agents	19.46	21.85	779	874	40.0	40,487	45,440	2,080
Human resources, training, and labor relations specialists	27.69	24.77	1,099	991	39.7	57,164	51,522	2,064
Accountants and auditors	24.96	25.21	998	1,008	40.0	51,909	52,441	2,080
Architecture and engineering occupations	25.95	25.49	1,038	1,020	40.0	53,969	53,019	2,080
Engineers	30.10	29.28	1,204	1,171	40.0	62,603	60,902	2,080
Engineering technicians, except drafters	22.88	24.67	915	987	40.0	47,589	51,314	2,080
Community and social services occupations	14.84	11.99	530	466	35.7	27,557	24,253	1,858
Education, training, and library occupations	27.22	25.75	1,030	1,030	37.8	46,442	47,174	1,706
Primary, secondary, and special education school teachers	27.71	25.32	993	949	35.8	43,272	44,555	1,561
Elementary and middle school teachers	28.03	24.56	993	921	35.4	44,982	44,555	1,605
Healthcare practitioner and technical occupations	21.00	17.39	829	705	39.5	43,133	36,645	2,054
Registered nurses	22.03	23.06	867	909	39.4	45,105	47,278	2,047
Healthcare support occupations	11.51	10.00	450	400	39.1	23,390	20,800	2,033
Nursing, psychiatric, and home health aides	9.88	9.55	379	372	38.3	19,706	19,364	1,994
Nursing aides, orderlies, and attendants	9.88	9.55	379	372	38.3	19,706	19,364	1,994
Protective service occupations	8.55	8.49	334	340	39.1	10,650	5,435	1,246
Food preparation and serving related occupations	8.93	8.50	362	320	40.6	18,650	16,640	2,089
Building and grounds cleaning and maintenance occupations	11.90	10.71	461	402	38.8	23,974	20,885	2,015
Building cleaning workers	11.28	10.00	433	375	38.4	22,534	19,500	1,997
Sales and related occupations	13.72	11.00	554	433	40.4	26,954	22,506	1,965
First-line supervisors/managers, sales workers	16.23	16.92	696	654	42.9	36,212	34,000	2,231
First-line supervisors/managers of retail sales workers	15.85	16.92	684	654	43.1	35,558	34,000	2,244
Retail sales workers	10.27	9.66	408	380	39.7	19,025	18,762	1,853
Retail salespersons	11.24	10.82	444	423	39.5	19,154	19,760	1,704
Office and administrative support occupations	12.91	12.45	515	494	39.9	26,099	25,401	2,021
Financial clerks	13.82	12.70	553	508	40.0	28,736	26,408	2,080
Bookkeeping, accounting, and auditing clerks	14.25	12.61	570	504	40.0	29,648	26,229	2,080
Customer service representatives	12.63	11.99	504	480	39.9	22,565	24,588	1,786
Receptionists and information clerks	11.06	11.00	442	440	40.0	23,006	22,880	2,080
Stock clerks and order fillers	10.59	10.00	424	400	40.0	22,023	20,800	2,080
Secretaries and administrative assistants	12.56	11.16	490	446	39.0	25,464	23,217	2,028

See footnotes at end of table.

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Norfolk-Virginia Beach-Newport News, VA-NC, July 2006 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Executive secretaries and administrative assistants	\$13.14	\$12.71	\$505	\$484	38.5	\$26,279	\$25,175	2,000
Office clerks, general	12.22	11.25	489	450	40.0	25,419	23,400	2,080
Construction and extraction occupations	15.98	16.00	639	640	40.0	33,182	33,280	2,077
First-line supervisors/managers of construction trades and extraction workers	24.44	23.20	1,022	928	41.8	53,147	48,256	2,175
Construction laborers	10.61	10.37	424	415	40.0	22,063	21,561	2,080
Electricians	16.89	17.62	675	705	40.0	35,123	36,645	2,080
Pipelayers, plumbers, pipefitters, and steamfitters	17.21	18.00	688	720	40.0	35,793	37,440	2,080
Plumbers, pipefitters, and steamfitters	19.20	19.21	768	768	40.0	39,926	39,957	2,080
Installation, maintenance, and repair occupations	15.89	14.75	637	590	40.1	33,107	30,680	2,083
Miscellaneous installation, maintenance, and repair workers	13.44	12.00	537	480	40.0	27,945	24,960	2,080
Production occupations	16.53	15.50	665	640	40.3	34,604	33,280	2,094
First-line supervisors/managers of production and operating workers	26.30	30.78	1,084	1,231	41.2	56,389	64,027	2,144
Miscellaneous assemblers and fabricators	16.17	10.90	647	436	40.0	33,633	22,672	2,080
Inspectors, testers, sorters, samplers, and weighers	11.16	9.35	447	374	40.0	23,221	19,448	2,080
Transportation and material moving occupations	11.22	10.00	448	400	39.9	23,216	20,800	2,069
Driver/sales workers and truck drivers	11.49	10.00	459	400	40.0	23,894	20,800	2,080
Truck drivers, heavy and tractor-trailer	11.03	10.06	441	402	40.0	22,948	20,914	2,080
Industrial truck and tractor operators ..	12.06	10.90	482	436	40.0	25,090	22,672	2,080
Laborers and material movers, hand ..	10.42	9.50	414	379	39.7	21,315	19,074	2,046
Laborers and freight, stock, and material movers, hand	10.69	9.25	423	347	39.5	21,644	18,038	2,025

¹ 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.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ 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. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries

paid to employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. 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. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 13. Full-time¹ State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Norfolk-Virginia Beach-Newport News, VA-NC, July 2006

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$21.84	\$18.95	\$856	\$782	39.2	\$39,542	\$38,085	1,810
Management occupations	34.66	34.87	1,383	1,395	39.9	71,518	72,580	2,063
Community and social services occupations	25.10	23.72	972	954	38.7	44,749	42,418	1,783
Counselors	32.69	32.41	1,224	1,194	37.4	48,557	47,548	1,485
Social workers	20.86	17.03	818	689	39.2	41,653	35,984	1,996
Mental health and substance abuse social workers	20.43	20.28	817	811	40.0	42,487	42,178	2,080
Miscellaneous community and social service specialists	19.87	19.24	795	769	40.0	41,339	40,011	2,080
Education, training, and library occupations	30.03	30.11	1,102	1,109	36.7	43,263	43,268	1,441
Primary, secondary, and special education school teachers	31.83	30.69	1,160	1,127	36.5	45,039	43,268	1,415
Elementary and middle school teachers	32.29	31.27	1,175	1,146	36.4	45,303	44,133	1,403
Elementary school teachers, except special education	32.23	31.27	1,180	1,149	36.6	45,492	44,133	1,411
Middle school teachers, except special and vocational education	32.50	30.77	1,158	1,098	35.6	44,573	42,268	1,371
Secondary school teachers, except special and vocational education	31.92	30.51	1,166	1,114	36.5	45,100	43,268	1,413
Teacher assistants	12.30	12.18	437	441	35.5	16,299	16,409	1,325
Healthcare practitioner and technical occupations	25.07	21.60	977	770	39.0	47,399	38,278	1,891
Registered nurses	23.67	22.10	900	845	38.0	41,141	39,000	1,738
Protective service occupations	18.73	17.67	811	747	43.3	42,154	38,842	2,251
Fire fighters	14.76	14.19	775	737	52.5	40,313	38,316	2,731
Bailiffs, correctional officers, and jailers	14.82	14.52	594	581	40.0	30,864	30,208	2,082
Correctional officers and jailers	14.82	14.52	594	581	40.0	30,864	30,208	2,082
Police officers	20.46	19.09	832	779	40.7	43,286	40,533	2,116
Police and sheriff's patrol officers	20.46	19.09	832	779	40.7	43,286	40,533	2,116
Building and grounds cleaning and maintenance occupations	10.85	10.48	420	408	38.7	19,795	18,754	1,824
Building cleaning workers	10.74	10.25	415	408	38.6	19,482	18,297	1,814
Janitors and cleaners, except maids and housekeeping cleaners	10.74	10.25	415	408	38.6	19,482	18,297	1,814
Office and administrative support occupations	13.65	12.93	542	514	39.7	27,345	25,137	2,003
Financial clerks	13.65	11.42	546	457	40.0	28,394	23,754	2,080
Secretaries and administrative assistants	14.99	14.32	595	578	39.7	28,445	28,001	1,897
Secretaries, except legal, medical, and executive	14.79	14.32	583	573	39.4	26,428	24,048	1,787
Office clerks, general	12.59	11.63	501	456	39.8	25,364	23,225	2,015
Construction and extraction occupations	16.63	16.17	665	647	40.0	34,588	33,634	2,080
Construction and building inspectors	19.94	19.92	798	797	40.0	41,478	41,434	2,080
Installation, maintenance, and repair occupations	16.74	16.46	669	658	40.0	34,813	34,237	2,080

See footnotes at end of table.

Table 13. Full-time¹ State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Norfolk-Virginia Beach-Newport News, VA-NC, July 2006 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Production occupations	\$18.51	\$17.20	\$740	\$688	40.0	\$38,494	\$35,782	2,080
Transportation and material moving occupations	13.88	13.70	545	541	39.3	26,127	24,794	1,883

¹ 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.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ 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. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries

paid to employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. 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. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 14. **Size of establishment: Mean hourly earnings¹ of private industry establishments for major occupational groups, Norfolk-Virginia Beach-Newport News, VA-NC, July 2006**

Occupational group ²	Total	1-99 workers	100-499 workers	500 workers or more
All workers	\$14.88	\$13.35	\$14.06	\$21.09
Management, professional, and related	25.05	23.17	23.84	28.32
Management, business, and financial	31.03	32.62	25.16	35.73
Professional and related	21.14	19.03	22.48	23.17
Service	8.62	8.40	8.88	10.01
Sales and office	12.42	12.69	11.80	12.54
Sales and related	12.06	12.77	11.10	8.44
Office and administrative support	12.73	12.61	12.55	13.17
Natural resources, construction, and maintenance	15.75	14.79	17.97	—
Construction and extraction	15.84	15.30	—	—
Installation, maintenance, and repair	15.55	13.01	17.82	—
Production, transportation, and material moving	12.93	11.12	11.00	21.24
Production	16.30	12.01	13.19	—
Transportation and material moving	10.31	10.68	9.39	11.52
	Relative error ³ (percent)			
All workers	4.1	5.2	7.1	7.1
Management, professional, and related	7.2	11.2	7.2	13.2
Management, business, and financial	10.0	14.8	7.1	17.6
Professional and related	6.5	11.1	10.8	7.7
Service	5.0	7.6	3.5	12.4
Sales and office	4.8	7.7	3.0	2.8
Sales and related	10.0	13.5	6.6	1.7
Office and administrative support	1.4	3.0	3.5	4.3
Natural resources, construction, and maintenance	6.2	7.6	8.2	—
Construction and extraction	9.5	11.1	—	—
Installation, maintenance, and repair	4.5	7.7	13.1	—
Production, transportation, and material moving	9.3	6.7	12.2	18.6
Production	14.1	10.7	8.0	—
Transportation and material moving	9.6	10.4	12.8	.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. See appendix A for more information.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ 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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 15. Establishments with fewer than 100 workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, Norfolk-Virginia Beach-Newport News, VA-NC, July 2006

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$15.02	\$13.11	\$600	\$500	39.9	\$30,009	\$25,000	1,998
Management occupations	35.99	35.00	1,601	1,428	44.5	83,259	74,256	2,314
Business and financial operations occupations ...	25.72	25.21	1,101	1,008	42.8	57,228	52,441	2,225
Healthcare practitioner and technical occupations	23.69	17.50	918	656	38.8	47,737	34,112	2,015
Food preparation and serving related occupations	9.07	9.23	374	340	41.2	19,424	17,680	2,141
Sales and related occupations	14.52	11.00	595	437	41.0	28,216	22,506	1,943
First-line supervisors/managers, sales workers	16.33	16.92	717	722	43.9	37,273	37,523	2,282
Retail sales workers	9.58	9.25	386	347	40.3	17,116	15,600	1,786
Retail salespersons	11.25	10.82	459	433	40.8	16,117	18,038	1,433
Office and administrative support occupations	12.66	11.25	506	450	40.0	24,998	23,400	1,975
Financial clerks	14.44	12.61	578	504	40.0	30,040	26,229	2,080
Construction and extraction occupations	15.45	14.25	617	560	40.0	32,075	29,120	2,076
Construction laborers	10.61	10.37	424	415	40.0	22,063	21,561	2,080
Installation, maintenance, and repair occupations	12.86	14.00	514	560	40.0	26,740	29,120	2,080
Production occupations	12.02	10.39	489	415	40.7	25,451	21,601	2,118
Transportation and material moving occupations	11.18	9.90	446	396	39.9	23,152	20,592	2,072
Driver/sales workers and truck drivers	11.16	10.00	446	400	40.0	23,212	20,800	2,080

¹ 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.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ 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. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries paid to

employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. 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. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 16. Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, Norfolk-Virginia Beach-Newport News, VA-NC, July 2006

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$18.29	\$15.54	\$727	\$621	39.7	\$36,958	\$32,136	2,020
Management occupations	36.48	35.78	1,449	1,477	39.7	75,335	76,814	2,065
Business and financial operations occupations ...	24.13	24.04	964	962	40.0	50,138	49,999	2,078
Buyers and purchasing agents	19.46	21.85	779	874	40.0	40,487	45,440	2,080
Architecture and engineering occupations	25.94	25.40	1,038	1,016	40.0	53,953	52,832	2,080
Engineers	30.12	29.28	1,205	1,171	40.0	62,655	60,902	2,080
Engineering technicians, except drafters	22.88	24.67	915	987	40.0	47,589	51,314	2,080
Community and social services occupations	20.21	29.33	771	1,100	38.1	40,080	57,199	1,983
Education, training, and library occupations	29.78	27.73	1,150	1,079	38.6	50,244	50,145	1,687
Primary, secondary, and special education school teachers	29.27	28.05	1,064	1,071	36.3	41,999	41,801	1,435
Healthcare practitioner and technical occupations	18.98	17.25	761	710	40.1	39,561	36,894	2,084
Registered nurses	24.06	24.27	949	964	39.4	49,326	50,149	2,050
Healthcare support occupations	9.96	9.79	387	386	38.9	20,118	20,051	2,021
Nursing, psychiatric, and home health aides	9.94	9.79	384	383	38.6	19,976	19,906	2,010
Nursing aides, orderlies, and attendants	9.94	9.79	384	383	38.6	19,976	19,906	2,010
Food preparation and serving related occupations	7.94	7.62	292	303	36.8	14,258	11,915	1,795
Building and grounds cleaning and maintenance occupations	11.90	10.71	461	402	38.8	23,974	20,885	2,015
Building cleaning workers	11.28	10.00	433	375	38.4	22,534	19,500	1,997
Sales and related occupations	11.83	10.65	463	416	39.1	23,872	21,528	2,018
Retail sales workers	11.54	10.75	447	420	38.7	22,991	21,632	1,992
Retail salespersons	11.23	10.40	433	390	38.5	22,508	20,280	2,004
Office and administrative support occupations ...	13.14	12.50	524	500	39.8	27,130	26,000	2,065
Financial clerks	12.80	12.74	512	509	40.0	26,619	26,489	2,080
Bookkeeping, accounting, and auditing clerks ...	13.44	13.75	538	550	40.0	27,950	28,600	2,080
Customer service representatives	12.68	11.87	507	475	40.0	26,047	24,690	2,054
Secretaries and administrative assistants	12.92	12.71	498	477	38.5	25,874	24,785	2,003
Executive secretaries and administrative assistants	12.81	12.71	491	477	38.4	25,550	24,785	1,995
Office clerks, general	12.53	12.16	501	486	40.0	26,065	25,293	2,080
Construction and extraction occupations	18.08	17.62	723	705	40.0	37,597	36,645	2,080
Electricians	17.05	17.00	682	680	40.0	35,459	35,360	2,080
Pipelayers, plumbers, pipefitters, and steamfitters	16.90	18.00	676	720	40.0	35,151	37,440	2,080
Plumbers, pipefitters, and steamfitters	16.90	18.00	676	720	40.0	35,151	37,440	2,080
Installation, maintenance, and repair occupations	18.94	17.68	760	707	40.1	39,523	36,774	2,086
Miscellaneous installation, maintenance, and repair workers	15.53	14.78	621	591	40.0	32,295	30,742	2,080
Production occupations	19.12	18.00	765	720	40.0	39,769	37,440	2,080

See footnotes at end of table.

Table 16. **Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, Norfolk-Virginia Beach-Newport News, VA-NC, July 2006 — Continued**

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Transportation and material moving occupations	\$11.32	\$10.44	\$453	\$418	40.0	\$23,353	\$21,715	2,063
Industrial truck and tractor operators	12.51	10.90	500	436	40.0	26,016	22,672	2,080
Laborers and material movers, hand	10.45	9.50	418	380	40.0	21,465	19,760	2,053
Laborers and freight, stock, and material movers, hand	10.97	8.01	439	320	40.0	22,207	16,640	2,024

¹ 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.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ 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. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries paid to

employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. 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. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 17. Union¹ and nonunion workers: Mean hourly earnings² for major occupational groups, Norfolk-Virginia Beach-Newport News, VA-NC, July 2006

Occupational group ³	Union			Nonunion		
	Civilian workers	Private industry workers	State and local government workers	Civilian workers	Private industry workers	State and local government workers
All workers	\$16.72	\$16.76	—	\$15.86	\$14.74	\$21.45
Management, professional, and related	—	—	—	26.01	25.06	28.25
Management, business, and financial	—	—	—	30.91	31.03	30.04
Professional and related	—	—	—	23.73	21.14	27.98
Service	—	—	—	9.95	8.46	16.05
Sales and office	23.62	23.62	—	12.43	12.35	13.42
Sales and related	—	—	—	12.06	12.06	—
Office and administrative support	23.62	23.62	—	12.72	12.60	13.53
Natural resources, construction, and maintenance	19.11	19.11	—	15.26	15.01	16.68
Construction and extraction	—	19.50	—	—	15.11	16.63
Installation, maintenance, and repair	—	—	—	15.23	14.80	16.74
Production, transportation, and material moving	16.31	16.39	—	12.40	12.22	14.54
Production	17.31	17.31	—	16.08	15.96	18.51
Transportation and material moving	14.55	14.71	—	10.11	9.78	13.32
	Relative error ⁴ (percent)					
All workers	6.5	6.5	—	3.4	4.2	1.2
Management, professional, and related	—	—	—	4.8	7.2	1.8
Management, business, and financial	—	—	—	8.9	10.0	9.2
Professional and related	—	—	—	4.0	6.6	1.9
Service	—	—	—	3.7	5.6	3.8
Sales and office	9.8	9.8	—	4.4	4.8	1.0
Sales and related	—	—	—	9.9	10.0	—
Office and administrative support	9.8	9.8	—	1.3	1.5	.9
Natural resources, construction, and maintenance	5.6	5.6	—	5.9	6.6	3.1
Construction and extraction	—	4.5	—	—	9.9	5.3
Installation, maintenance, and repair	—	—	—	4.8	6.4	4.8
Production, transportation, and material moving	7.8	7.8	—	10.9	11.7	6.5
Production	7.7	7.7	—	20.9	22.0	16.3
Transportation and material moving	14.4	14.5	—	6.8	7.4	2.4

¹ Union workers are those whose wages are determined through collective bargaining.

² 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. See appendix A for more information.

³ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. 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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 18. Time and incentive workers¹: Mean hourly earnings² for major occupational groups, Norfolk-Virginia Beach-Newport News, VA-NC, July 2006

Occupational group ³	Time		Incentive	
	Civilian workers	Private industry workers	Civilian workers	Private industry workers
All workers	\$15.79	\$14.69	\$19.15	\$19.15
Management, professional, and related	25.97	24.97	27.46	27.46
Management, business, and financial	31.00	31.15	—	—
Professional and related	23.76	21.16	—	—
Service	9.98	8.57	—	—
Sales and office	11.93	11.78	17.46	17.46
Sales and related	10.47	10.45	19.46	19.46
Office and administrative support	12.86	12.76	—	—
Natural resources, construction, and maintenance	15.78	15.65	—	—
Construction and extraction	—	15.84	—	—
Installation, maintenance, and repair	15.52	15.25	—	—
Production, transportation, and material moving	13.02	12.93	—	—
Production	16.38	16.30	—	—
Transportation and material moving	10.50	10.24	—	—
	Relative error ⁴ (percent)			
All workers	3.4	4.2	11.1	11.1
Management, professional, and related	4.9	7.4	11.0	11.0
Management, business, and financial	9.4	10.6	—	—
Professional and related	4.0	6.6	—	—
Service	3.4	5.0	—	—
Sales and office	2.2	2.4	23.1	23.1
Sales and related	4.9	5.0	33.8	33.8
Office and administrative support	1.3	1.5	—	—
Natural resources, construction, and maintenance	5.5	6.2	—	—
Construction and extraction	—	9.5	—	—
Installation, maintenance, and repair	3.9	4.6	—	—
Production, transportation, and material moving	8.8	9.4	—	—
Production	13.6	14.1	—	—
Transportation and material moving	9.3	10.1	—	—

¹ 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.

² 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. See appendix A for more information.

³ Workers are classified by occupation using the 2000

Standard Occupational Classification (SOC) system. 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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 19. Industry sector¹: Mean hourly earnings² for private industry workers by major occupational group, Norfolk-Virginia Beach-Newport News, VA-NC, July 2006

Occupational group ³	Goods producing		Service providing						
	Construction	Manufacturing	Trade, transportation, and utilities	Information	Financial activities	Professional and business services	Education and health services	Leisure and hospitality	Other services
All workers	\$15.52	\$20.64	\$11.73	-	-	-	\$17.05	\$8.45	-
Management, professional, and related	29.47	37.75	22.34	-	-	-	22.11	22.29	-
Management, business, and financial	29.47	-	-	-	-	-	24.70	-	-
Professional and related	-	26.73	-	-	-	-	21.57	-	-
Service	-	-	8.32	-	-	-	9.92	7.74	-
Sales and office	12.62	13.89	11.52	-	-	-	12.14	9.19	-
Sales and related	-	-	10.88	-	-	-	-	-	-
Office and administrative support	12.62	13.89	12.89	-	-	-	12.12	-	-
Natural resources, construction, and maintenance	14.84	18.56	15.16	-	-	-	-	-	-
Installation, maintenance, and repair ..	-	18.55	15.07	-	-	-	-	-	-
Production, transportation, and material moving	13.41	17.09	10.47	-	-	-	-	-	-
Production	-	18.21	12.62	-	-	-	-	-	-
Transportation and material moving ...	13.30	12.11	9.56	-	-	-	-	-	-
	Relative error ⁴ (percent)								
All workers	11.5	4.1	5.5	-	-	-	5.6	10.3	-
Management, professional, and related	15.3	10.0	22.6	-	-	-	5.5	34.8	-
Management, business, and financial	15.3	-	-	-	-	-	2.0	-	-
Professional and related	-	1.4	-	-	-	-	7.6	-	-
Service	-	-	1.5	-	-	-	11.1	9.9	-
Sales and office	1.9	1.6	4.7	-	-	-	1.7	4.7	-
Sales and related	-	-	3.0	-	-	-	-	-	-
Office and administrative support	1.9	1.6	3.5	-	-	-	1.7	-	-
Natural resources, construction, and maintenance	9.3	4.4	2.4	-	-	-	-	-	-
Installation, maintenance, and repair ..	-	7.2	2.9	-	-	-	-	-	-
Production, transportation, and material moving	5.5	17.2	5.8	-	-	-	-	-	-
Production	-	20.5	8.8	-	-	-	-	-	-
Transportation and material moving ...	5.8	1.3	9.2	-	-	-	-	-	-

¹ Industry sectors are determined by the 2002 North American Industry Classification System (NAICS).

² 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. See appendix A for more information.

³ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. 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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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 of the steps required to produce the data.

Planning for the survey

The overall design of the National Compensation Survey (NCS) includes questions of scope, frame, and sample selection.

Survey scope

This survey covered establishments employing one worker or more in private goods-producing industries (mining, construction, and manufacturing); private service-providing industries (trade, transportation, and utilities, information, financial activities, professional and business services, education and health services, leisure and hospitality, and other services); State governments; and local governments employing 50 or more workers. Agriculture, forestry, fishing and hunting, 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 agency within the sampled area.

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

Sampling frame

The list of establishments from which the survey sample was selected (sampling frame) was developed from State unemployment insurance reports. Due to the volatility of industries within the private sector, sampling frames were developed using the most recent month of reference avail-

able at the time the sample was selected. Approximately one-fifth of the sample is reselected each year.

Sample design

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

Data collection

The collection of data from survey respondents required detailed procedures. Field economists collected the data, working out of the Bureau of Labor Statistics' (BLS) Regional Offices and visiting each establishment surveyed. Other contact methods, such as mail and telephone, were used to clarify 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 2000 Standard Occupational Classification (SOC) system
3. Characterization of jobs as full-time versus part-time, union versus nonunion, and time versus incentive
4. Determination of the level of work of each job

For each occupation, wage data were collected for those workers whose jobs could be characterized by the criteria identified in the last three steps. If a specific work level could not be determined, wages were still collected.

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

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

The number of jobs for which data were collected in each establishment was based on the establishment's employment size. The number of jobs selected followed this schedule:

<i>Number of employees</i>	<i>Number of selected jobs</i>
1-49	Up to 4
50-249	6
250 or more	8

The second step of the process entailed classifying the selected jobs into occupations based on their duties. NCS uses the 2000 Standard Occupational Classification (SOC) system. A selected job may fall into any one of about 800 occupational classifications, from accountant to zoologist. When workers could be classified in more than one occupation, they were classified in the occupation that required the higher skill level. When there was no perceptible difference in skill level, the workers were classified in the occupation that described their primary activity.

Each occupational classification is an element of a broader classification known as a major group. Occupations can fall into any of 22 major groups. Appendix B contains a complete list of all individual occupations, classified by the major group to which they belong.

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

Occupational leveling

In the last step before wage data were collected, the work level of each selected job was determined using a "point factor leveling" process. Point factor leveling matches certain aspects of a job to specific levels of work with as-

signed point values. Points for each factor are then totaled to determine the overall work level for the job.

The NCS program is in the process of converting from a nine-factor to a four-factor occupational leveling system. The conversion is being phased in via annual NCS sample replenishment groups and will require several years for full implementation. The four occupational leveling factors are:

- Knowledge
- Job controls and complexity
- Contacts (nature and purpose)
- Physical environment

Each factor consists of several levels, and each level has an associated description and assigned points. A knowledge guide for 24 families of closely related occupations contains short definitions of the point levels of knowledge expected for the occupations and presents relevant examples. The other three factors use identical descriptions for all occupational categories and contain a definition of each point level within each factor.

The description within each factor best matching the job is chosen. The point levels within each factor are designed to describe the thresholds of distinct levels of work. When a job does not meet the full description of a point level, the next lowest point level is used. Points for the four factors are totaled to determine the overall work level. NCS publishes data for up to 15 work levels.

Most supervisory occupations are evaluated based on their duties and responsibilities. A modified approach is used for professional and administrative supervisors when they direct professional work and are paid primarily to supervise. Such supervisory occupations are leveled based on the work level of the highest position reporting to them.

For a complete description of point factor leveling, refer to the publication "National Compensation Survey: Guide for Evaluating Your Firm's Jobs and Pay," available at the BLS National Compensation Survey Internet site at <http://www.bls.gov/ncs/ocs/sp/ncbr0004.pdf>.

Combined work levels

This bulletin includes a table which simplifies the presentation of work levels by combining them into four broad groups. The groups were determined by combinations of knowledge, job controls and complexity, contacts, physical environment, and supervisory duties, and are meant to be comparable across different occupations. The broad groups and the combined work levels are:

<i>Group designation</i>	<i>Levels combined</i>
Group I	Levels 1-4
Group II	Levels 5-8
Group III	Levels 9-12
Group IV	Levels 13-15

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 or subsidized room and board
- Payments made by third parties (for example, tips)
- 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 who are 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 whom the employer considers to be full time.

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

Time-based worker. Any employee whose earnings are solely tied to an hourly rate or salary.

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.

Nonunion worker. An employee in an occupation not meeting the conditions for union coverage.

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

Level. A ranking within an occupation based on the requirements of the position.

Processing and analyzing the data

Data were processed and analyzed at the BLS National Office following collection.

Weighting and nonresponse

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

If average hourly earnings data were not provided by a sample member during the update interview, then missing average hourly earnings were imputed by multiplying prior average hourly earnings by the rate of change in the average hourly earnings of respondents. The regression model that takes into account available establishment characteris-

tics is used to derive the rate of change in the average hourly earnings.

Establishments that were determined to be out of business or outside the scope of the survey had their weights changed to zero.

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. The sample weight reflects the inverse of each unit's probability of selection at each sample selection stage and four weight adjustment factors. The first factor adjusts for establishment nonresponse and the second factor adjusts for occupational nonresponse. The third factor adjusts for any special situations that may have occurred during data collection.

The fourth factor, postratification, also called benchmarking, is introduced to adjust estimated employment totals to the current counts of employment by industry. In some situations, two or more industries may be combined in making an adjustment. Also, some industries that had no responding sample were not adjusted. The latest available employment counts were used to derive average hourly earnings in this publication.

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 through 10 are computed using earnings reported for individual workers in sampled establishment jobs and their scheduled hours of work. Establishments in the survey may report only individual-worker earnings for each sampled job. For the calculation of percentile estimates, the individual-worker hourly earnings are appropriately weighted and then arrayed from lowest to highest.

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

Data reliability

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

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

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

The standard error can be used to calculate a "confidence interval" around a sample estimate. As an example, suppose a table shows that mean hourly earnings for all workers were \$17.75, with a relative standard error of 1.0 percent for this estimate. At the 90-percent level, the confidence interval for this estimate is from \$16.46 to \$18.04 (\$17.75 minus and plus \$0.29, where \$0.29 is the product of 1.645 times 1.0 percent times \$17.75). If all possible samples were selected to estimate the population value, the interval from each sample would include the true population value approximately 90 percent of the time.

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

Appendix table 1. **Number of workers¹ represented by the survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2006**

Occupational group ²	Civilian workers	Private industry workers	State and local government workers
All workers	701,700	594,900	106,800
Management, professional, and related	168,200	112,900	55,300
Management, business, and financial	46,000	40,300	5,700
Professional and related	122,200	72,600	49,700
Service	161,900	140,000	21,900
Sales and office	184,600	172,500	12,100
Sales and related	84,100	83,300	–
Office and administrative support	100,500	89,200	11,300
Natural resources, construction, and maintenance	70,100	61,700	8,500
Construction and extraction	45,500	41,300	4,100
Installation, maintenance, and repair	24,700	20,300	4,300
Production, transportation, and material moving	116,800	107,800	8,900
Production	45,100	43,600	1,600
Transportation and material moving	71,700	64,300	7,400

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

² Workers are classified by occupation using the

2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Appendix table 2. **Survey establishment response, Norfolk-Virginia Beach-Newport News, VA-NC, July 2006**

Establishments	Total	Private industry	State and local government
Total in sampling frame ¹	24,130	24,067	63
Total in sample	326	278	48
Responding	212	168	44
Refused or unable to provide data	82	79	3
Out of business or not in survey scope	32	31	1

¹ The list of establishments from which the survey sample was selected (sampling frame) was developed from State unemployment insurance reports and is based on the 2002 North American Industry Classification System (NAICS). For private industries, an establishment is usually a single physical location. For State and local governments, an establishment is defined as all locations of a

government entity.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.