



Norfolk–Virginia Beach– Newport News, VA–NC National Compensation Survey June 2004

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Preface

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

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

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

2 Massachusetts Avenue, NE., Room 4175, Washington, DC 20212-0001, 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. An ASCII file containing positional columns of data for manipulation as a data base or spreadsheet also is available.

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.

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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 2003 and January 2005; the average reference month is June 2004. Tabulations provide information on earnings of workers in a variety of occupations and at different work levels. Also contained in this bulletin are information on the program, a technical note describing survey procedures, and several appendixes with detailed information on occupational classifications and the occupational leveling methodology.

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 firefighters, 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. Another product, Employer Costs for Employee Compensation, measures employers' average hourly costs for total compensation, that is, wages and benefits. Still another NCS product measures the incidence and provisions of benefit plans. This bulletin is limited to data on occupational wages and salaries.

About the tables

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

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

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

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

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

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

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

Table 1-1. Summary: Mean hourly earnings¹ and weekly hours by selected characteristics, private industry and State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, June 2004

Worker and establishment characteristics	Total			Private industry			State and local government		
	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³
	Mean	Relative error ² (percent)		Mean	Relative error ² (percent)		Mean	Relative error ² (percent)	
Total	\$16.83	4.2	35.7	\$15.75	6.0	35.0	\$20.09	1.9	38.3
Worker characteristics:⁴									
White-collar occupations ⁵	20.23	5.3	37.0	18.93	8.0	36.6	23.30	3.2	38.1
Professional specialty and technical	25.17	3.2	37.5	22.85	5.7	37.5	27.62	2.1	37.5
Executive, administrative, and managerial	31.28	9.1	40.2	32.72	10.1	40.4	26.63	11.0	39.7
Sales	11.68	6.7	32.1	11.69	7.0	31.8	-	-	-
Administrative support	13.72	6.8	37.7	13.90	8.6	37.4	13.14	3.2	38.8
Blue-collar occupations ⁵	14.84	4.3	37.0	14.85	4.8	37.1	14.70	3.0	36.7
Precision production, craft, and repair	19.15	3.1	40.0	19.57	3.7	40.0	17.01	5.4	40.0
Machine operators, assemblers, and inspectors	14.33	11.6	39.7	14.39	11.7	39.7	-	-	-
Transportation and material moving	13.73	3.2	37.8	13.96	3.9	39.5	12.94	3.9	32.9
Handlers, equipment cleaners, helpers, and laborers	8.99	6.8	30.6	8.74	7.1	30.2	11.59	11.4	34.7
Service occupations ⁵	9.96	4.6	30.4	7.25	2.9	27.0	15.03	2.8	39.7
Full time	18.11	3.9	39.7	17.19	5.7	39.9	20.54	2.0	39.2
Part time	8.36	5.6	21.5	8.24	6.0	21.3	9.78	2.5	24.7
Union	17.60	5.5	39.5	17.63	5.5	39.5	-	-	-
Nonunion	16.72	4.9	35.3	15.38	7.3	34.2	20.11	1.9	38.3
Time	16.89	4.6	35.7	15.77	6.5	34.8	20.09	1.9	38.3
Incentive	15.32	14.1	38.4	15.32	14.1	38.4	-	-	-
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	17.52	11.2	39.7	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	-	-	-	(⁶)	(⁶)	(⁶)
50-99 workers ⁷	11.79	5.7	31.3	11.75	5.8	31.2	14.27	7.9	39.0
100-499 workers	15.70	9.7	36.2	15.63	10.5	36.1	16.63	8.9	37.5
500 workers or more	19.84	3.6	37.9	19.24	6.8	37.5	20.52	2.1	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, and holidays; nonproduction bonuses; and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

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

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

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

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

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

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

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

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

Table 2-1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, June 2004

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$16.83	4.2	\$15.75	6.0	\$20.09	1.9
All excluding sales	17.26	4.3	16.19	6.3	20.22	1.7
White collar	20.23	5.3	18.93	8.0	23.30	3.2
White collar excluding sales	21.73	4.8	20.77	7.8	23.58	2.6
Professional specialty and technical	25.17	3.2	22.85	5.7	27.62	2.1
Professional specialty	27.16	2.6	25.72	5.8	28.09	1.9
Engineers, architects, and surveyors	—	—	—	—	—	—
Mathematical and computer scientists	—	—	—	—	—	—
Natural scientists	—	—	—	—	—	—
Health related	23.47	4.0	22.79	3.6	28.25	16.2
Physicians	31.99	36.5	—	—	—	—
Registered nurses	20.35	7.4	20.09	8.1	22.28	3.1
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	29.87	2.5	24.66	12.9	30.20	2.2
Elementary school teachers	30.30	.9	—	—	30.24	.9
Secondary school teachers	30.68	.5	—	—	30.56	.4
Librarians, archivists, and curators	27.58	16.8	—	—	26.98	18.7
Librarians	27.58	16.8	—	—	26.98	18.7
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	19.20	8.3	—	—	19.20	8.3
Social workers	19.20	8.3	—	—	19.20	8.3
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	22.52	3.4	—	—	—	—
Technical	18.74	7.6	18.78	8.5	18.31	5.1
Licensed practical nurses	14.24	5.0	—	—	—	—
Executive, administrative, and managerial	31.28	9.1	32.72	10.1	26.63	11.0
Executives, administrators, and managers	35.51	9.4	36.02	11.0	33.26	4.9
Administrators and officials, public administration Managers and administrators, n.e.c.	34.77	5.6	—	—	34.77	5.6
Managers and administrators, n.e.c.	38.96	10.0	39.00	10.1	—	—
Management related	22.12	4.9	23.80	5.7	18.91	1.1
Accountants and auditors	21.02	7.8	22.48	8.6	—	—
Construction inspectors	19.15	3.5	—	—	19.15	3.5
Sales	11.68	6.7	11.69	7.0	—	—
Sales workers, other commodities	9.50	4.8	9.50	4.8	—	—
Cashiers	8.05	9.7	7.99	10.8	—	—
Administrative support, including clerical	13.72	6.8	13.90	8.6	13.14	3.2
Secretaries	14.19	6.7	13.55	12.6	14.86	6.0
Receptionists	10.43	9.4	10.53	9.8	—	—
Order clerks	17.61	21.9	17.61	21.9	—	—
Library clerks	9.34	5.9	—	—	9.34	5.9
Bookkeepers, accounting and auditing clerks	12.59	4.8	12.23	5.9	—	—
General office clerks	13.05	7.5	13.49	9.1	11.84	6.1
Teachers' aides	11.58	.7	—	—	11.58	.7
Administrative support, n.e.c.	12.13	5.1	—	—	12.32	4.6
Blue collar	14.84	4.3	14.85	4.8	14.70	3.0
Precision production, craft, and repair	19.15	3.1	19.57	3.7	17.01	5.4
Mechanics and repairers, n.e.c.	16.37	4.0	—	—	—	—
Electricians	20.59	7.6	—	—	—	—
Plumbers, pipefitters and steamfitters	18.73	13.1	18.77	13.1	—	—
Construction trades, n.e.c.	12.56	10.1	—	—	—	—
Machine operators, assemblers, and inspectors	14.33	11.6	14.39	11.7	—	—
Packaging and filling machine operators	19.77	.8	19.77	.8	—	—
Miscellaneous machine operators, n.e.c.	11.70	25.6	11.70	25.6	—	—
Assemblers	20.45	5.1	20.45	5.1	—	—
Transportation and material moving	13.73	3.2	13.96	3.9	12.94	3.9
Truck drivers	14.67	8.5	14.50	10.1	—	—

See footnotes at end of table.

Table 2-1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, June 2004 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Blue collar —Continued						
Transportation and material moving —Continued						
Bus drivers	\$11.91	3.3	—	—	\$12.28	1.7
Industrial truck and tractor equipment operators ..	14.67	12.1	\$14.67	12.1	—	—
Miscellaneous material moving equipment operators, n.e.c.	13.04	7.5	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	8.99	6.8	8.74	7.1	11.59	11.4
Stock handlers and baggers	7.66	10.4	7.66	10.4	—	—
Freight, stock, and material handlers, n.e.c.	10.63	1.6	10.63	1.6	—	—
Service	9.96	4.6	7.25	2.9	15.03	2.8
Protective service	13.67	16.2	—	—	17.42	1.1
Firefighting	14.27	.1	—	—	14.27	.1
Police and detectives, public service	19.36	6.1	—	—	19.36	6.1
Sheriffs, bailiffs, and other law enforcement officers	16.39	1.5	—	—	16.39	1.5
Correctional institution officers	13.78	1.6	—	—	13.78	1.6
Food service	6.35	4.5	5.99	4.7	11.37	1.4
Waiters, waitresses, and bartenders	4.39	12.6	4.39	12.6	—	—
Waiters and waitresses	3.80	22.0	3.80	22.0	—	—
Waiters'/Waitresses' assistants	6.24	3.6	6.24	3.6	—	—
Other food service	8.30	4.3	7.83	3.9	11.37	1.4
Cooks	8.46	3.9	8.42	3.9	—	—
Kitchen workers, food preparation	7.94	1.8	7.94	1.8	—	—
Food preparation, n.e.c.	7.85	5.0	7.29	8.7	—	—
Health service	9.48	2.8	9.40	2.8	9.75	6.7
Nursing aides, orderlies and attendants	9.32	2.8	9.18	2.7	9.78	7.3
Cleaning and building service	9.93	8.3	9.63	15.7	10.28	2.8
Janitors and cleaners	9.77	8.1	9.26	16.3	10.28	2.8
Personal service	8.89	9.6	7.54	7.7	12.06	6.1

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

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

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

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

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

Table 2-2. Mean hourly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, June 2004

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$18.11	3.9	\$17.19	5.7	\$20.54	2.0
All excluding sales	18.43	3.9	17.53	5.9	20.67	1.7
White collar	21.16	5.1	20.10	7.9	23.37	3.2
White collar excluding sales	22.18	4.8	21.37	7.9	23.65	2.6
Professional specialty and technical	25.44	3.2	23.19	6.0	27.65	2.1
Professional specialty	27.37	2.6	26.13	6.1	28.10	1.9
Engineers, architects, and surveyors	—	—	—	—	—	—
Mathematical and computer scientists	—	—	—	—	—	—
Natural scientists	—	—	—	—	—	—
Health related	23.49	4.5	22.72	4.1	28.25	16.2
Registered nurses	19.93	8.2	19.55	9.1	22.28	3.1
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	29.97	2.4	25.26	14.9	30.20	2.2
Elementary school teachers	30.30	.9	—	—	30.24	.9
Secondary school teachers	30.68	.5	—	—	30.56	.4
Librarians, archivists, and curators	27.58	16.8	—	—	26.98	18.7
Librarians	27.58	16.8	—	—	26.98	18.7
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	19.20	8.3	—	—	19.20	8.3
Social workers	19.20	8.3	—	—	19.20	8.3
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	22.59	3.4	—	—	—	—
Technical	19.06	7.6	19.12	8.5	18.48	5.5
Clinical laboratory technologists and technicians	13.73	6.6	13.73	6.6	—	—
Licensed practical nurses	13.78	3.4	—	—	—	—
Executive, administrative, and managerial	31.34	9.1	32.79	10.1	26.64	11.0
Executives, administrators, and managers	35.51	9.4	36.02	11.0	33.27	4.9
Administrators and officials, public administration	34.77	5.6	—	—	34.77	5.6
Managers and administrators, n.e.c.	38.96	10.0	39.00	10.1	—	—
Management related	22.14	4.9	23.88	5.6	18.91	1.1
Accountants and auditors	21.03	8.2	—	—	—	—
Construction inspectors	19.15	3.5	—	—	19.15	3.5
Sales	13.17	6.3	13.29	6.7	—	—
Administrative support, including clerical	14.06	6.9	14.35	8.8	13.20	3.6
Secretaries	14.45	6.7	13.99	13.5	14.86	6.0
Bookkeepers, accounting and auditing clerks	12.59	4.8	12.23	5.9	—	—
General office clerks	13.15	7.6	13.66	9.2	11.84	6.1
Teachers' aides	11.58	.7	—	—	11.58	.7
Administrative support, n.e.c.	12.16	5.2	—	—	12.32	4.6
Blue collar	15.56	4.2	15.59	4.7	15.34	2.1
Precision production, craft, and repair	19.15	3.1	19.57	3.7	17.01	5.4
Mechanics and repairers, n.e.c.	16.37	4.0	—	—	—	—
Electricians	20.59	7.6	—	—	—	—
Plumbers, pipefitters and steamfitters	18.73	13.1	18.77	13.1	—	—
Construction trades, n.e.c.	12.56	10.1	—	—	—	—
Machine operators, assemblers, and inspectors	14.28	11.4	14.35	11.5	—	—
Miscellaneous machine operators, n.e.c.	11.70	25.6	11.70	25.6	—	—
Assemblers	20.45	5.1	20.45	5.1	—	—
Transportation and material moving	14.03	3.4	14.13	4.2	13.60	2.8
Truck drivers	14.86	8.4	14.72	10.0	—	—
Industrial truck and tractor equipment operators ..	14.67	12.1	14.67	12.1	—	—
Miscellaneous material moving equipment operators, n.e.c.	13.04	7.5	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	10.06	5.1	9.77	5.4	12.77	6.7
Freight, stock, and material handlers, n.e.c.	10.54	2.7	10.54	2.7	—	—

See footnotes at end of table.

Table 2-2. Mean hourly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, June 2004 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Blue collar —Continued						
Handlers, equipment cleaners, helpers, and laborers						
—Continued						
Laborers, except construction, n.e.c.	\$9.63	5.3	\$9.62	5.8	—	—
Service	11.55	6.5	7.67	8.2	\$15.59	3.8
Protective service	14.80	13.4	—	—	17.46	1.2
Firefighting	14.27	.1	—	—	14.27	.1
Police and detectives, public service	19.36	6.1	—	—	19.36	6.1
Sheriffs, bailiffs, and other law enforcement officers	16.39	1.5	—	—	16.39	1.5
Correctional institution officers	13.78	1.6	—	—	13.78	1.6
Food service	6.28	15.0	5.60	16.7	—	—
Waiters, waitresses, and bartenders	3.48	28.9	3.48	28.9	—	—
Other food service	10.78	5.8	9.92	4.6	—	—
Cooks	9.29	1.8	—	—	—	—
Health service	10.10	2.3	9.89	2.6	—	—
Nursing aides, orderlies and attendants	9.97	1.9	9.64	1.0	—	—
Cleaning and building service	10.73	9.6	11.48	24.3	10.29	2.8
Janitors and cleaners	10.54	8.6	11.12	27.4	10.29	2.8
Personal service	9.13	9.0	7.87	7.9	12.80	5.2

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

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

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

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

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

Table 2-3. Mean hourly earnings,¹ part-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, June 2004

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$8.36	5.6	\$8.24	6.0	\$9.78	2.5
All excluding sales	8.36	5.2	8.22	5.6	9.78	2.5
White collar	10.48	4.0	10.45	4.1	12.19	21.5
White collar excluding sales	12.89	5.6	12.92	5.8	12.19	21.5
Professional specialty and technical	18.44	6.6	18.48	6.9	—	—
Professional specialty	21.09	7.8	21.07	8.1	—	—
Health related	23.31	.6	23.31	.6	—	—
Registered nurses	23.01	1.8	23.01	1.8	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	—	—	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	—	—	—	—	—	—
Executive, administrative, and managerial	—	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Management related	—	—	—	—	—	—
Sales	8.32	10.1	8.32	10.1	—	—
Administrative support, including clerical	9.75	4.4	9.80	4.6	—	—
Blue collar	7.72	10.4	7.26	10.2	10.17	7.4
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	10.61	5.5	—	—	11.17	2.1
Bus drivers	10.89	5.2	—	—	11.20	2.1
Handlers, equipment cleaners, helpers, and laborers	6.97	7.4	6.88	7.4	—	—
Stock handlers and baggers	6.61	3.1	6.61	3.1	—	—
Service	7.00	7.2	6.83	8.1	8.95	5.2
Protective service	—	—	—	—	—	—
Food service	6.40	10.2	6.26	10.6	—	—
Waiters, waitresses, and bartenders	5.32	23.2	5.32	23.2	—	—
Other food service	7.17	3.8	7.00	3.2	—	—
Kitchen workers, food preparation	7.24	3.6	7.24	3.6	—	—
Food preparation, n.e.c.	7.10	6.6	6.61	6.3	—	—
Health service	8.62	4.2	8.70	4.9	—	—
Nursing aides, orderlies and attendants	8.58	4.4	8.70	4.9	—	—
Cleaning and building service	—	—	—	—	—	—
Personal service	8.05	17.2	—	—	—	—

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

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

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

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Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, June 2004

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
All	\$719	3.8	39.7	\$686	5.6	39.9	\$805	1.9	39.2
All excluding sales	732	3.9	39.7	700	5.9	39.9	810	1.6	39.2
White collar	835	5.0	39.5	805	7.8	40.0	895	3.1	38.3
White collar excluding sales	874	4.9	39.4	857	8.0	40.1	905	2.5	38.3
Professional specialty and technical	990	3.1	38.9	936	6.2	40.3	1,039	1.8	37.6
Professional specialty	1,056	2.5	38.6	1,063	6.2	40.7	1,053	1.6	37.5
Engineers, architects, and surveyors	-	-	-	-	-	-	-	-	-
Mathematical and computer scientists	-	-	-	-	-	-	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	967	3.9	41.1	944	3.1	41.6	1,096	16.7	38.8
Registered nurses	790	7.9	39.6	778	8.9	39.8	860	5.4	38.6
Teachers, college and university	-	-	-	-	-	-	-	-	-
Teachers, except college and university	1,103	1.8	36.8	986	11.2	39.0	1,108	1.8	36.7
Elementary school teachers ...	1,109	.4	36.6	-	-	-	1,108	.4	36.6
Secondary school teachers ...	1,117	1.2	36.4	-	-	-	1,114	1.2	36.4
Librarians, archivists, and curators	1,057	16.5	38.3	-	-	-	1,040	18.3	38.5
Librarians	1,057	16.5	38.3	-	-	-	1,040	18.3	38.5
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	768	8.3	40.0	-	-	-	768	8.3	40.0
Social workers	768	8.3	40.0	-	-	-	768	8.3	40.0
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	904	3.4	40.0	-	-	-	-	-	-
Technical	761	8.4	39.9	763	9.3	39.9	739	5.5	40.0
Clinical laboratory technologists and technicians	531	7.9	38.7	531	7.9	38.7	-	-	-
Licensed practical nurses	551	3.4	40.0	-	-	-	-	-	-
Executive, administrative, and managerial	1,269	9.2	40.5	1,333	10.2	40.7	1,064	11.0	39.9
Executives, administrators, and managers	1,447	9.4	40.7	1,475	11.0	40.9	1,327	4.6	39.9
Administrators and officials, public administration	1,391	5.6	40.0	-	-	-	1,391	5.6	40.0
Managers and administrators, n.e.c.	1,586	9.6	40.7	1,587	9.7	40.7	-	-	-
Management related	884	4.8	39.9	953	5.5	39.9	757	1.1	40.0
Accountants and auditors	841	8.2	40.0	-	-	-	-	-	-
Construction inspectors	766	3.5	40.0	-	-	-	766	3.5	40.0
Sales	524	7.7	39.8	529	8.0	39.8	-	-	-
Administrative support, including clerical	555	6.5	39.5	569	8.1	39.6	516	3.5	39.1
Secretaries	569	6.7	39.4	550	13.9	39.3	587	5.3	39.5
Bookkeepers, accounting and auditing clerks	503	4.9	39.9	488	6.0	39.9	-	-	-
General office clerks	523	7.2	39.8	543	8.7	39.8	471	6.2	39.8
Teachers' aides	418	.2	36.1	-	-	-	418	.2	36.1
Administrative support, n.e.c.	486	5.2	40.0	-	-	-	493	4.6	40.0
Blue collar	622	4.2	40.0	624	4.7	40.0	611	2.2	39.8

See footnotes at end of table.

Table 3-1. Mean weekly earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, June 2004 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Blue collar —Continued									
Precision production, craft, and repair	\$766	3.0	40.0	\$783	3.7	40.0	\$680	5.4	40.0
Mechanics and repairers, n.e.c.	655	4.0	40.0	—	—	—	—	—	—
Electricians	823	7.6	40.0	—	—	—	—	—	—
Plumbers, pipefitters and steamfitters	749	13.1	40.0	751	13.1	40.0	—	—	—
Construction trades, n.e.c.	502	10.1	40.0	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	571	11.4	40.0	574	11.5	40.0	—	—	—
Miscellaneous machine operators, n.e.c.	468	25.6	40.0	468	25.6	40.0	—	—	—
Assemblers	818	5.1	40.0	818	5.1	40.0	—	—	—
Transportation and material moving	565	4.3	40.3	573	5.3	40.5	534	3.4	39.3
Truck drivers	615	11.0	41.4	613	13.0	41.6	—	—	—
Industrial truck and tractor equipment operators	587	12.1	40.0	587	12.1	40.0	—	—	—
Miscellaneous material moving equipment operators, n.e.c.	522	7.5	40.0	—	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	400	5.5	39.7	388	5.9	39.7	511	6.7	40.0
Freight, stock, and material handlers, n.e.c.	415	2.5	39.3	415	2.5	39.3	—	—	—
Laborers, except construction, n.e.c.	385	5.3	40.0	385	5.8	40.0	—	—	—
Service	463	6.4	40.1	296	6.7	38.7	649	4.5	41.7
Protective service	625	14.9	42.3	—	—	—	754	.9	43.2
Firefighting	750	.4	52.5	—	—	—	750	.4	52.5
Police and detectives, public service	794	5.6	41.0	—	—	—	794	5.6	41.0
Sheriffs, bailiffs, and other law enforcement officers	656	1.5	40.0	—	—	—	656	1.5	40.0
Correctional institution officers	552	1.6	40.0	—	—	—	552	1.6	40.0
Food service	235	11.8	37.4	210	13.6	37.6	—	—	—
Waiters, waitresses, and bartenders	131	26.6	37.5	131	26.6	37.5	—	—	—
Other food service	403	8.8	37.3	374	10.6	37.7	—	—	—
Cooks	329	11.1	35.5	—	—	—	—	—	—
Health service	384	3.3	38.1	372	3.7	37.6	—	—	—
Nursing aides, orderlies and attendants	376	3.3	37.7	357	2.9	37.0	—	—	—
Cleaning and building service	420	10.0	39.1	461	25.4	40.2	397	1.0	38.6
Janitors and cleaners	410	8.6	38.9	441	27.6	39.6	397	1.0	38.6
Personal service	361	8.7	39.5	315	7.9	40.0	490	6.6	38.3

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

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

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

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

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

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, June 2004

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
All	\$36,079	3.8	1,992	\$35,562	5.6	2,068	\$37,284	1.9	1,815
All excluding sales	36,639	3.9	1,988	36,260	5.9	2,068	37,462	1.6	1,812
White collar	41,055	5.0	1,941	41,748	7.8	2,077	39,861	3.1	1,706
White collar excluding sales	42,706	4.9	1,926	44,417	8.0	2,079	40,172	2.5	1,699
Professional specialty and technical	45,741	3.1	1,798	48,311	6.2	2,083	43,814	1.8	1,584
Professional specialty	47,295	2.5	1,728	54,591	6.2	2,089	44,012	1.6	1,566
Engineers, architects, and surveyors	-	-	-	-	-	-	-	-	-
Mathematical and computer scientists	-	-	-	-	-	-	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-
Health related	49,632	3.9	2,113	49,102	3.1	2,161	52,464	16.7	1,857
Registered nurses	40,511	7.9	2,033	40,473	8.9	2,070	40,718	5.4	1,827
Teachers, college and university	-	-	-	-	-	-	-	-	-
Teachers, except college and university	43,652	1.8	1,457	47,255	11.2	1,871	43,517	1.8	1,441
Elementary school teachers ...	42,729	.4	1,410	-	-	-	42,697	.4	1,412
Secondary school teachers ...	43,077	1.2	1,404	-	-	-	42,965	1.2	1,406
Librarians, archivists, and curators	49,151	16.5	1,782	-	-	-	49,379	18.3	1,830
Librarians	49,151	16.5	1,782	-	-	-	49,379	18.3	1,830
Social scientists and urban planners	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	39,929	8.3	2,080	-	-	-	39,929	8.3	2,080
Social workers	39,929	8.3	2,080	-	-	-	39,929	8.3	2,080
Lawyers and judges	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	45,600	3.4	2,018	-	-	-	-	-	-
Technical	39,564	8.4	2,076	39,691	9.3	2,076	38,440	5.5	2,080
Clinical laboratory technologists and technicians	27,616	7.9	2,011	27,616	7.9	2,011	-	-	-
Licensed practical nurses	28,662	3.4	2,080	-	-	-	-	-	-
Executive, administrative, and managerial	65,873	9.2	2,102	69,263	10.2	2,112	55,165	11.0	2,071
Executives, administrators, and managers	75,148	9.4	2,116	76,675	11.0	2,129	68,644	4.6	2,064
Administrators and officials, public administration	72,321	5.6	2,080	-	-	-	72,321	5.6	2,080
Managers and administrators, n.e.c.	82,447	9.6	2,116	82,549	9.7	2,117	-	-	-
Management related	45,866	4.8	2,072	49,367	5.5	2,067	39,339	1.1	2,080
Accountants and auditors	43,741	8.2	2,080	-	-	-	-	-	-
Construction inspectors	39,835	3.5	2,080	-	-	-	39,835	3.5	2,080
Sales	27,205	7.7	2,066	27,452	8.0	2,065	-	-	-
Administrative support, including clerical	28,148	6.5	2,002	29,548	8.1	2,060	24,359	3.5	1,846
Secretaries	28,553	6.7	1,976	28,576	13.9	2,042	28,535	5.3	1,921
Bookkeepers, accounting and auditing clerks	26,139	4.9	2,077	25,394	6.0	2,076	-	-	-
General office clerks	26,971	7.2	2,051	28,241	8.7	2,068	23,784	6.2	2,008
Teachers' aides	15,580	.2	1,346	-	-	-	15,580	.2	1,346
Administrative support, n.e.c.	25,288	5.2	2,080	-	-	-	25,634	4.6	2,080
Blue collar	32,146	4.2	2,066	32,298	4.7	2,072	31,006	2.2	2,021

See footnotes at end of table.

Table 3-2. Mean annual earnings,¹ full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, June 2004 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Blue collar —Continued									
Precision production, craft, and repair	\$39,841	3.0	2,080	\$40,711	3.7	2,080	\$35,386	5.4	2,080
Mechanics and repairers, n.e.c.	34,042	4.0	2,080	—	—	—	—	—	—
Electricians	42,821	7.6	2,080	—	—	—	—	—	—
Plumbers, pipefitters and steamfitters	38,967	13.1	2,080	39,038	13.1	2,080	—	—	—
Construction trades, n.e.c.	26,126	10.1	2,080	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	29,705	11.4	2,080	29,842	11.5	2,080	—	—	—
Miscellaneous machine operators, n.e.c.	24,336	25.6	2,080	24,336	25.6	2,080	—	—	—
Assemblers	42,542	5.1	2,080	42,542	5.1	2,080	—	—	—
Transportation and material moving	28,159	4.3	2,007	28,867	5.3	2,044	25,270	3.4	1,858
Truck drivers	31,992	11.0	2,153	31,883	13.0	2,166	—	—	—
Industrial truck and tractor equipment operators	30,505	12.1	2,080	30,505	12.1	2,080	—	—	—
Miscellaneous material moving equipment operators, n.e.c.	27,119	7.5	2,080	—	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	20,778	5.5	2,065	20,153	5.9	2,064	26,552	6.7	2,080
Freight, stock, and material handlers, n.e.c.	21,561	2.5	2,045	21,561	2.5	2,045	—	—	—
Laborers, except construction, n.e.c.	20,034	5.3	2,080	20,005	5.8	2,080	—	—	—
Service	23,490	6.4	2,034	15,346	6.7	2,001	32,252	4.5	2,069
Protective service	32,518	14.9	2,197	—	—	—	39,208	.9	2,246
Firefighting	38,988	.4	2,732	—	—	—	38,988	.4	2,732
Police and detectives, public service	41,303	5.6	2,133	—	—	—	41,303	5.6	2,133
Sheriffs, bailiffs, and other law enforcement officers	34,089	1.5	2,080	—	—	—	34,089	1.5	2,080
Correctional institution officers	28,681	1.6	2,081	—	—	—	28,681	1.6	2,081
Food service	11,832	11.8	1,884	10,915	13.6	1,948	—	—	—
Waiters, waitresses, and bartenders	6,788	26.6	1,950	6,788	26.6	1,950	—	—	—
Other food service	19,255	8.8	1,786	19,279	10.6	1,942	—	—	—
Cooks	16,724	11.1	1,801	—	—	—	—	—	—
Health service	19,987	3.3	1,980	19,326	3.7	1,955	—	—	—
Nursing aides, orderlies and attendants	19,570	3.3	1,963	18,540	2.9	1,923	—	—	—
Cleaning and building service	20,088	10.0	1,873	23,977	25.4	2,089	18,183	1.0	1,767
Janitors and cleaners	19,438	8.6	1,845	22,925	27.6	2,061	18,183	1.0	1,767
Personal service	17,643	8.7	1,933	15,779	7.9	2,006	22,354	6.6	1,747

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

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

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

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

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, June 2004

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$16.83	4.2	\$15.75	6.0	\$20.09	1.9
All excluding sales	17.26	4.3	16.19	6.3	20.22	1.7
White collar	20.23	5.3	18.93	8.0	23.30	3.2
1	8.31	5.5	8.26	5.6	—	—
2	8.91	3.9	8.70	4.3	10.52	1.5
3	11.20	3.7	11.14	4.4	11.44	3.1
4	14.13	11.4	14.23	12.9	13.41	4.1
5	14.42	4.6	15.01	6.8	13.24	2.5
6	16.82	5.2	15.86	7.8	18.21	2.5
7	20.27	4.0	19.87	5.4	20.98	5.2
8	23.39	4.1	20.66	5.2	25.95	7.0
9	27.53	2.1	25.84	3.1	29.07	1.5
10	32.98	7.0	—	—	35.32	7.7
11	34.51	4.3	35.85	6.3	32.99	4.7
12	45.41	6.0	47.22	5.2	—	—
Not able to be leveled	19.37	4.1	18.99	4.2	—	—
White collar excluding sales	21.73	4.8	20.77	7.8	23.58	2.6
1	8.39	6.5	8.33	6.7	—	—
2	9.72	1.5	9.57	1.6	10.52	1.5
3	11.93	2.6	12.01	3.2	11.70	4.4
4	15.37	13.4	15.86	15.4	13.41	4.1
5	13.96	2.7	14.18	3.9	13.45	2.5
6	17.69	4.4	16.97	10.5	18.21	2.5
7	20.13	3.8	19.63	5.1	20.98	5.2
8	23.39	4.1	20.66	5.2	25.95	7.0
9	27.61	2.2	25.96	3.3	29.07	1.5
10	32.98	7.0	—	—	35.32	7.7
11	34.51	4.3	35.85	6.3	32.99	4.7
12	45.41	6.0	47.22	5.2	—	—
Not able to be leveled	19.37	4.1	18.99	4.2	—	—
Professional specialty and technical	25.17	3.2	22.85	5.7	27.62	2.1
Professional specialty	27.16	2.6	25.72	5.8	28.09	1.9
5	—	—	—	—	14.12	4.0
6	19.91	5.5	—	—	18.44	8.7
7	22.04	4.8	19.39	12.5	22.82	4.5
8	24.41	4.6	20.06	5.2	28.23	5.9
9	28.01	2.7	23.99	5.8	29.11	1.5
10	33.62	7.5	—	—	35.32	7.7
11	32.50	4.7	—	—	—	—
Not able to be leveled	26.18	7.6	—	—	—	—
Engineers, architects, and surveyors	—	—	—	—	—	—
Mathematical and computer scientists	—	—	—	—	—	—
Natural scientists	—	—	—	—	—	—
Health related	23.47	4.0	22.79	3.6	28.25	16.2
7	18.88	12.0	19.12	13.5	—	—
8	19.68	5.1	19.39	6.0	—	—
9	23.97	1.5	23.70	2.0	—	—
Physicians	31.99	36.5	—	—	—	—
Registered nurses	20.35	7.4	20.09	8.1	22.28	3.1
8	21.84	.9	21.98	.9	—	—
9	23.29	2.0	22.77	1.0	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	29.87	2.5	24.66	12.9	30.20	2.2
9	29.78	.6	—	—	29.67	.4
Elementary school teachers	30.30	.9	—	—	30.24	.9
9	29.45	.6	—	—	29.35	.5
Secondary school teachers	30.68	.5	—	—	30.56	.4
9	29.95	.7	—	—	29.76	.5
Librarians, archivists, and curators	27.58	16.8	—	—	26.98	18.7
Librarians	27.58	16.8	—	—	26.98	18.7
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	19.20	8.3	—	—	19.20	8.3
6	16.11	4.1	—	—	16.11	4.1

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, June 2004 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar –Continued						
Professional specialty and technical –Continued						
Professional specialty –Continued						
Social, recreation, and religious workers –Continued						
Social workers	\$19.20	8.3	–	–	\$19.20	8.3
6	16.11	4.1	–	–	16.11	4.1
Lawyers and judges	–	–	–	–	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	22.52	3.4	–	–	–	–
Technical	18.74	7.6	\$18.78	8.5	18.31	5.1
5	14.66	1.6	–	–	–	–
6	17.04	6.6	–	–	–	–
7	19.02	9.5	–	–	–	–
9	26.15	7.2	–	–	–	–
Licensed practical nurses	14.24	5.0	–	–	–	–
Executive, administrative, and managerial	31.28	9.1	32.72	10.1	26.63	11.0
7	16.95	4.2	–	–	–	–
8	21.47	8.6	–	–	20.23	10.5
9	27.27	1.5	27.28	1.6	–	–
11	35.02	5.4	35.86	7.1	33.79	8.2
Executives, administrators, and managers	35.51	9.4	36.02	11.0	33.26	4.9
9	30.16	3.8	30.19	3.9	–	–
11	35.30	6.3	36.75	8.5	33.79	8.2
Administrators and officials, public administration	34.77	5.6	–	–	34.77	5.6
Managers and administrators, n.e.c.	38.96	10.0	39.00	10.1	–	–
Management related	22.12	4.9	23.80	5.7	18.91	1.1
8	20.13	7.1	–	–	–	–
Accountants and auditors	21.02	7.8	22.48	8.6	–	–
Construction inspectors	19.15	3.5	–	–	19.15	3.5
Sales	11.68	6.7	11.69	7.0	–	–
2	6.73	4.3	6.73	4.3	–	–
3	9.70	3.7	9.75	4.1	–	–
4	11.92	6.8	11.92	6.8	–	–
Sales workers, other commodities	9.50	4.8	9.50	4.8	–	–
Cashiers	8.05	9.7	7.99	10.8	–	–
Administrative support, including clerical	13.72	6.8	13.90	8.6	13.14	3.2
1	8.39	6.5	8.33	6.7	–	–
2	9.63	1.7	–	–	10.52	1.5
3	11.97	2.5	12.07	3.1	11.70	4.4
4	15.46	14.2	16.02	16.4	13.41	4.1
5	13.43	3.8	13.56	6.5	13.25	2.9
6	15.49	8.1	–	–	16.71	7.6
7	19.79	5.9	20.67	6.2	–	–
Not able to be leveled	13.01	7.5	13.01	7.5	–	–
Secretaries	14.19	6.7	13.55	12.6	14.86	6.0
4	14.59	9.6	–	–	–	–
5	13.69	3.6	–	–	–	–
Receptionists	10.43	9.4	10.53	9.8	–	–
Order clerks	17.61	21.9	17.61	21.9	–	–
Library clerks	9.34	5.9	–	–	9.34	5.9
Bookkeepers, accounting and auditing clerks	12.59	4.8	12.23	5.9	–	–
4	13.48	6.2	–	–	–	–
General office clerks	13.05	7.5	13.49	9.1	11.84	6.1
3	11.51	5.6	11.70	5.7	–	–
4	14.83	13.9	–	–	12.18	5.1
Teachers' aides	11.58	.7	–	–	11.58	.7
Administrative support, n.e.c.	12.13	5.1	–	–	12.32	4.6
Blue collar	14.84	4.3	14.85	4.8	14.70	3.0

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, June 2004 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
1	\$7.64	7.8	\$7.56	7.9	—	—
2	9.03	5.3	9.02	5.5	—	—
3	14.67	8.0	15.30	9.8	\$10.82	3.6
4	13.71	10.3	14.02	12.4	12.38	1.3
5	15.54	3.5	15.96	3.4	13.96	5.4
6	17.91	3.6	18.67	3.0	14.78	2.4
7	19.22	2.9	19.28	3.3	18.81	.1
8	21.25	2.6	20.88	.0	—	—
Precision production, craft, and repair	19.15	3.1	19.57	3.7	17.01	5.4
3	12.16	9.9	—	—	—	—
4	13.73	5.9	—	—	—	—
5	15.90	4.0	16.44	2.2	—	—
6	16.57	3.0	16.75	4.1	—	—
7	18.91	3.0	18.92	3.6	18.85	.2
8	21.21	2.7	20.84	.0	—	—
Mechanics and repairers, n.e.c.	16.37	4.0	—	—	—	—
Electricians	20.59	7.6	—	—	—	—
Plumbers, pipefitters and steamfitters	18.73	13.1	18.77	13.1	—	—
7	19.04	15.0	—	—	—	—
Construction trades, n.e.c.	12.56	10.1	—	—	—	—
Machine operators, assemblers, and inspectors	14.33	11.6	14.39	11.7	—	—
2	8.27	4.0	8.27	4.0	—	—
3	19.87	10.1	19.87	10.1	—	—
4	16.90	15.3	16.90	15.3	—	—
5	16.40	5.6	16.40	5.6	—	—
6	18.57	9.4	18.57	9.4	—	—
7	23.66	13.7	23.66	13.7	—	—
Packaging and filling machine operators	19.77	.8	19.77	.8	—	—
Miscellaneous machine operators, n.e.c.	11.70	25.6	11.70	25.6	—	—
Assemblers	20.45	5.1	20.45	5.1	—	—
Transportation and material moving	13.73	3.2	13.96	3.9	12.94	3.9
2	10.12	1.3	10.02	1.3	—	—
3	11.90	6.3	12.57	11.1	—	—
4	12.92	1.9	—	—	—	—
5	13.69	2.9	13.70	3.6	13.67	5.4
6	19.12	6.0	—	—	—	—
Truck drivers	14.67	8.5	14.50	10.1	—	—
5	14.18	4.6	—	—	—	—
Bus drivers	11.91	3.3	—	—	12.28	1.7
Industrial truck and tractor equipment operators ..	14.67	12.1	14.67	12.1	—	—
Miscellaneous material moving equipment operators, n.e.c.	13.04	7.5	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	8.99	6.8	8.74	7.1	11.59	11.4
1	7.14	7.4	7.14	7.4	—	—
2	9.48	5.8	9.59	6.3	—	—
3	9.89	5.0	9.76	5.2	—	—
4	10.63	6.7	10.38	7.5	—	—
Stock handlers and baggers	7.66	10.4	7.66	10.4	—	—
Freight, stock, and material handlers, n.e.c.	10.63	1.6	10.63	1.6	—	—
Laborers, except construction, n.e.c.						
2	9.62	7.2	9.62	7.2	—	—
Service	9.96	4.6	7.25	2.9	15.03	2.8
1	7.04	3.0	6.69	4.2	9.21	3.6
2	6.03	8.5	5.78	9.0	10.38	7.7
3	8.57	6.6	8.11	4.8	10.61	4.9
4	11.78	5.5	—	—	12.34	6.0
5	13.77	1.1	13.16	2.9	13.92	1.8

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, June 2004 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
6	\$14.70	1.5	—	—	\$14.70	1.5
7	16.67	6.3	—	—	16.67	6.3
8	21.43	2.6	—	—	21.43	2.6
Protective service	13.67	16.2	—	—	17.42	1.1
5	13.99	2.1	—	—	13.99	2.1
6	14.51	.6	—	—	14.51	.6
7	16.67	6.3	—	—	16.67	6.3
8	21.43	2.6	—	—	21.43	2.6
Firefighting	14.27	.1	—	—	14.27	.1
5	13.56	1.4	—	—	13.56	1.4
Police and detectives, public service	19.36	6.1	—	—	19.36	6.1
Sheriffs, bailiffs, and other law enforcement officers	16.39	1.5	—	—	16.39	1.5
Correctional institution officers	13.78	1.6	—	—	13.78	1.6
Food service	6.35	4.5	\$5.99	4.7	11.37	1.4
1	6.20	6.4	5.94	6.4	—	—
2	4.63	11.3	4.36	12.7	—	—
3	8.57	7.4	8.57	7.4	—	—
Waiters, waitresses, and bartenders	4.39	12.6	4.39	12.6	—	—
1	5.21	18.0	5.21	18.0	—	—
Waiters and waitresses	3.80	22.0	3.80	22.0	—	—
Waiters'/Waitresses' assistants	6.24	3.6	6.24	3.6	—	—
Other food service	8.30	4.3	7.83	3.9	11.37	1.4
1	7.07	7.2	6.71	7.6	—	—
2	7.83	9.9	—	—	—	—
3	8.91	4.7	8.91	4.7	—	—
Cooks	8.46	3.9	8.42	3.9	—	—
Kitchen workers, food preparation	7.94	1.8	7.94	1.8	—	—
Food preparation, n.e.c.	7.85	5.0	7.29	8.7	—	—
1	7.10	6.6	6.61	6.3	—	—
Health service	9.48	2.8	9.40	2.8	9.75	6.7
2	8.74	4.7	8.74	4.7	—	—
3	9.51	3.1	—	—	—	—
Nursing aides, orderlies and attendants	9.32	2.8	9.18	2.7	9.78	7.3
2	8.74	4.7	8.74	4.7	—	—
3	9.46	3.3	—	—	—	—
Cleaning and building service	9.93	8.3	9.63	15.7	10.28	2.8
1	8.46	4.4	8.11	4.1	—	—
3	11.27	4.3	—	—	11.27	4.3
Janitors and cleaners	9.77	8.1	9.26	16.3	10.28	2.8
1	8.55	4.6	8.21	4.5	—	—
3	11.27	4.3	—	—	11.27	4.3
Personal service	8.89	9.6	7.54	7.7	12.06	6.1
4	13.48	8.8	—	—	13.48	8.8

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

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

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

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

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

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

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

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, June 2004**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$18.11	3.9	\$17.19	5.7	\$20.54	2.0
All excluding sales	18.43	3.9	17.53	5.9	20.67	1.7
White collar	21.16	5.1	20.10	7.9	23.37	3.2
1	8.55	5.3	8.49	5.5	—	—
2	9.65	2.3	9.43	2.6	10.52	1.5
3	11.54	3.1	11.52	3.9	11.59	2.6
4	14.66	11.1	14.87	12.5	13.41	4.1
5	14.51	4.6	15.17	6.8	13.24	2.5
6	16.69	5.0	15.43	6.2	18.28	2.4
7	20.23	4.1	19.79	5.5	20.98	5.2
8	23.41	4.2	20.55	5.6	25.95	7.0
9	27.61	2.2	25.93	3.3	29.09	1.4
10	32.98	7.0	—	—	35.32	7.7
11	34.51	4.3	35.85	6.3	32.99	4.7
12	45.41	6.0	47.22	5.2	—	—
Not able to be leveled	20.53	5.3	20.16	5.3	—	—
White collar excluding sales	22.18	4.8	21.37	7.9	23.65	2.6
2	9.78	2.0	9.57	2.3	10.52	1.5
3	11.91	2.3	11.92	2.9	11.89	3.3
4	15.52	13.5	16.07	15.5	13.41	4.1
5	14.06	2.6	14.34	3.9	13.45	2.5
6	17.63	4.2	16.39	10.6	18.28	2.4
7	20.08	3.9	19.54	5.3	20.98	5.2
8	23.41	4.2	20.55	5.6	25.95	7.0
9	27.69	2.3	26.05	3.5	29.09	1.4
10	32.98	7.0	—	—	35.32	7.7
11	34.51	4.3	35.85	6.3	32.99	4.7
12	45.41	6.0	47.22	5.2	—	—
Not able to be leveled	20.53	5.3	20.16	5.3	—	—
Professional specialty and technical	25.44	3.2	23.19	6.0	27.65	2.1
Professional specialty	27.37	2.6	26.13	6.1	28.10	1.9
5	—	—	—	—	14.12	4.0
6	19.30	5.6	—	—	18.44	8.7
7	21.98	5.0	—	—	22.82	4.5
8	24.48	4.7	19.82	5.6	28.23	5.9
9	28.14	2.8	24.09	6.8	29.14	1.4
10	33.62	7.5	—	—	35.32	7.7
11	32.50	4.7	—	—	—	—
Engineers, architects, and surveyors	—	—	—	—	—	—
Mathematical and computer scientists	—	—	—	—	—	—
Natural scientists	—	—	—	—	—	—
Health related	23.49	4.5	22.72	4.1	28.25	16.2
7	18.06	14.9	—	—	—	—
8	19.37	5.2	18.97	6.1	—	—
9	24.42	2.1	—	—	—	—
Registered nurses	19.93	8.2	19.55	9.1	22.28	3.1
8	21.72	.9	21.84	.9	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	29.97	2.4	25.26	14.9	30.20	2.2
9	29.78	.6	—	—	29.67	.4
Elementary school teachers	30.30	.9	—	—	30.24	.9
9	29.45	.6	—	—	29.35	.5
Secondary school teachers	30.68	.5	—	—	30.56	.4
9	29.95	.7	—	—	29.76	.5
Librarians, archivists, and curators	27.58	16.8	—	—	26.98	18.7
Librarians	27.58	16.8	—	—	26.98	18.7
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	19.20	8.3	—	—	19.20	8.3
6	16.11	4.1	—	—	16.11	4.1
Social workers	19.20	8.3	—	—	19.20	8.3
6	16.11	4.1	—	—	16.11	4.1
Lawyers and judges	—	—	—	—	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, June 2004** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Professional specialty and technical —Continued						
Professional specialty —Continued						
Writers, authors, entertainers, athletes, and professionals, n.e.c.	\$22.59	3.4	—	—	—	—
Technical	19.06	7.6	\$19.12	8.5	\$18.48	5.5
5	14.66	1.6	—	—	—	—
7	19.02	9.5	—	—	—	—
9	26.15	7.2	—	—	—	—
Clinical laboratory technologists and technicians	13.73	6.6	13.73	6.6	—	—
Licensed practical nurses	13.78	3.4	—	—	—	—
Executive, administrative, and managerial						
7	31.34	9.1	32.79	10.1	26.64	11.0
8	16.95	4.2	—	—	—	—
9	21.47	8.6	—	—	20.23	10.5
11	27.27	1.5	27.28	1.6	—	—
11	35.02	5.4	35.86	7.1	33.79	8.2
Executives, administrators, and managers	35.51	9.4	36.02	11.0	33.27	4.9
9	30.16	3.8	30.19	3.9	—	—
11	35.30	6.3	36.75	8.5	33.79	8.2
Administrators and officials, public administration	34.77	5.6	—	—	34.77	5.6
Managers and administrators, n.e.c.	38.96	10.0	39.00	10.1	—	—
Management related	22.14	4.9	23.88	5.6	18.91	1.1
8	20.13	7.1	—	—	—	—
Accountants and auditors	21.03	8.2	—	—	—	—
Construction inspectors	19.15	3.5	—	—	19.15	3.5
Sales						
4	13.17	6.3	13.29	6.7	—	—
4	12.73	4.5	12.73	4.5	—	—
Administrative support, including clerical						
2	14.06	6.9	14.35	8.8	13.20	3.6
3	9.69	2.5	9.40	2.8	10.52	1.5
4	11.96	2.2	11.98	2.8	11.89	3.3
5	15.63	14.3	16.27	16.5	13.41	4.1
6	13.43	3.8	13.56	6.5	13.25	2.9
7	15.49	8.1	—	—	16.71	7.6
7	19.79	5.9	20.67	6.2	—	—
Not able to be leveled	13.97	4.8	13.97	4.8	—	—
Secretaries	14.45	6.7	13.99	13.5	14.86	6.0
4	15.02	9.0	—	—	—	—
5	13.69	3.6	—	—	—	—
Bookkeepers, accounting and auditing clerks	12.59	4.8	12.23	5.9	—	—
4	13.48	6.2	—	—	—	—
General office clerks	13.15	7.6	13.66	9.2	11.84	6.1
3	11.58	6.1	—	—	—	—
4	14.83	13.9	—	—	12.18	5.1
Teachers' aides	11.58	.7	—	—	11.58	.7
Administrative support, n.e.c.	12.16	5.2	—	—	12.32	4.6
Blue collar						
1	15.56	4.2	15.59	4.7	15.34	2.1
2	8.75	9.0	8.67	9.5	—	—
3	9.12	6.1	9.10	6.1	—	—
4	15.44	9.1	15.95	10.5	10.61	4.9
5	13.62	9.9	13.90	11.9	12.45	1.3
6	15.62	3.4	15.96	3.4	14.21	5.7
7	17.91	3.6	18.67	3.0	14.78	2.4
8	19.22	2.9	19.28	3.3	18.81	.1
8	21.25	2.6	20.88	.0	—	—
Precision production, craft, and repair						
3	19.15	3.1	19.57	3.7	17.01	5.4
4	12.16	9.9	—	—	—	—
5	13.73	5.9	—	—	—	—
5	15.90	4.0	16.44	2.2	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, June 2004** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Precision production, craft, and repair —Continued						
6	\$16.57	3.0	\$16.75	4.1	—	—
7	18.91	3.0	18.92	3.6	\$18.85	0.2
8	21.21	2.7	20.84	.0	—	—
Mechanics and repairers, n.e.c.	16.37	4.0	—	—	—	—
Electricians	20.59	7.6	—	—	—	—
Plumbers, pipefitters and steamfitters	18.73	13.1	18.77	13.1	—	—
7	19.04	15.0	—	—	—	—
Construction trades, n.e.c.	12.56	10.1	—	—	—	—
Machine operators, assemblers, and inspectors						
2	14.28	11.4	14.35	11.5	—	—
2	8.27	4.0	8.27	4.0	—	—
3	19.87	10.1	19.87	10.1	—	—
4	16.68	15.1	16.68	15.1	—	—
5	16.40	5.6	16.40	5.6	—	—
6	18.57	9.4	18.57	9.4	—	—
7	23.66	13.7	23.66	13.7	—	—
Miscellaneous machine operators, n.e.c.	11.70	25.6	11.70	25.6	—	—
Assemblers	20.45	5.1	20.45	5.1	—	—
Transportation and material moving						
2	14.03	3.4	14.13	4.2	13.60	2.8
2	10.11	1.3	10.02	1.3	—	—
4	13.02	2.0	—	—	—	—
5	13.85	2.9	13.70	3.6	14.11	5.6
6	19.12	6.0	—	—	—	—
Truck drivers	14.86	8.4	14.72	10.0	—	—
5	14.18	4.6	—	—	—	—
Industrial truck and tractor equipment operators ..	14.67	12.1	14.67	12.1	—	—
Miscellaneous material moving equipment operators, n.e.c.	13.04	7.5	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers						
1	10.06	5.1	9.77	5.4	12.77	6.7
1	8.19	11.6	8.19	11.6	—	—
2	10.18	3.5	10.17	3.5	—	—
3	10.13	3.2	10.00	3.1	—	—
4	10.63	6.7	10.38	7.5	—	—
Freight, stock, and material handlers, n.e.c.	10.54	2.7	10.54	2.7	—	—
Laborers, except construction, n.e.c.	9.63	5.3	9.62	5.8	—	—
2	9.62	7.2	9.62	7.2	—	—
Service						
1	11.55	6.5	7.67	8.2	15.59	3.8
1	7.94	10.3	7.44	12.2	—	—
2	5.04	32.6	4.36	35.3	10.73	6.1
3	9.01	8.4	—	—	11.03	3.5
4	11.99	5.4	—	—	12.75	5.2
5	13.77	1.1	13.16	2.9	13.92	1.8
6	14.70	1.5	—	—	14.70	1.5
7	16.67	6.3	—	—	16.67	6.3
8	21.43	2.6	—	—	21.43	2.6
Protective service	14.80	13.4	—	—	17.46	1.2
5	13.99	2.1	—	—	13.99	2.1
6	14.51	.6	—	—	14.51	.6
7	16.67	6.3	—	—	16.67	6.3
8	21.43	2.6	—	—	21.43	2.6
Firefighting	14.27	.1	—	—	14.27	.1
5	13.56	1.4	—	—	13.56	1.4
Police and detectives, public service	19.36	6.1	—	—	19.36	6.1
Sheriffs, bailiffs, and other law enforcement officers	16.39	1.5	—	—	16.39	1.5
Correctional institution officers	13.78	1.6	—	—	13.78	1.6
Food service	6.28	15.0	5.60	16.7	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, June 2004 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
Food service—Continued						
Writers, waitresses, and bartenders	\$3.48	28.9	\$3.48	28.9	—	—
Other food service	10.78	5.8	9.92	4.6	—	—
Cooks	9.29	1.8	—	—	—	—
Health service	10.10	2.3	9.89	2.6	—	—
3	9.97	1.5	—	—	—	—
Nursing aides, orderlies and attendants	9.97	1.9	9.64	1.0	—	—
Cleaning and building service	10.73	9.6	11.48	24.3	\$10.29	2.8
1	8.94	6.8	8.50	10.6	—	—
3	11.30	4.2	—	—	11.30	4.2
Janitors and cleaners	10.54	8.6	11.12	27.4	10.29	2.8
1	9.07	6.2	8.69	10.7	—	—
3	11.30	4.2	—	—	11.30	4.2
Personal service	9.13	9.0	7.87	7.9	12.80	5.2

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

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

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

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

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

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

Table 4-3. **Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, June 2004**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$8.36	5.6	\$8.24	6.0	\$9.78	2.5
All excluding sales	8.36	5.2	8.22	5.6	9.78	2.5
White collar	10.48	4.0	10.45	4.1	12.19	21.5
2	8.00	6.5	8.00	6.5	—	—
3	9.50	5.6	9.56	6.1	—	—
4	9.54	9.6	9.54	9.6	—	—
9	22.88	2.6	—	—	—	—
White collar excluding sales	12.89	5.6	12.92	5.8	12.19	21.5
3	12.35	17.7	—	—	—	—
9	22.88	2.6	—	—	—	—
Professional specialty and technical	18.44	6.6	18.48	6.9	—	—
Professional specialty	21.09	7.8	21.07	8.1	—	—
9	22.88	2.6	—	—	—	—
Health related	23.31	.6	23.31	.6	—	—
Registered nurses	23.01	1.8	23.01	1.8	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	—	—	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	—	—	—	—	—	—
Executive, administrative, and managerial	—	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Management related	—	—	—	—	—	—
Sales	8.32	10.1	8.32	10.1	—	—
2	6.61	2.4	6.61	2.4	—	—
Administrative support, including clerical	9.75	4.4	9.80	4.6	—	—
3	12.35	17.7	—	—	—	—
Blue collar	7.72	10.4	7.26	10.2	10.17	7.4
1	6.24	4.1	6.23	4.0	—	—
2	8.31	7.0	—	—	—	—
3	9.99	10.0	9.17	14.9	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	10.61	5.5	—	—	11.17	2.1
3	10.78	6.4	—	—	—	—
Bus drivers	10.89	5.2	—	—	11.20	2.1
Handlers, equipment cleaners, helpers, and laborers	6.97	7.4	6.88	7.4	—	—
1	6.24	4.1	6.23	4.0	—	—
2	8.23	6.7	—	—	—	—
Stock handlers and baggers	6.61	3.1	6.61	3.1	—	—
Service	7.00	7.2	6.83	8.1	8.95	5.2
1	6.55	3.2	6.35	2.5	—	—
2	6.86	24.5	6.84	24.9	—	—
3	7.79	5.2	7.58	4.9	—	—
Protective service	—	—	—	—	—	—
Food service	6.40	10.2	6.26	10.6	—	—
1	6.17	5.7	5.85	3.4	—	—
2	6.42	39.8	6.42	39.8	—	—
3	7.25	5.7	7.25	5.7	—	—
Waiters, waitresses, and bartenders	5.32	23.2	5.32	23.2	—	—
Other food service	7.17	3.8	7.00	3.2	—	—
1	7.06	7.4	6.68	7.9	—	—
3	7.67	1.9	7.67	1.9	—	—
Kitchen workers, food preparation	7.24	3.6	7.24	3.6	—	—
Food preparation, n.e.c.	7.10	6.6	6.61	6.3	—	—

See footnotes at end of table.

Table 4-3. **Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, June 2004** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service —Continued						
Food service—Continued						
Other food service—Continued						
Food preparation, n.e.c.—Continued						
1	\$7.10	6.6	\$6.61	6.3	—	—
Health service	8.62	4.2	8.70	4.9	—	—
Nursing aides, orderlies and attendants	8.58	4.4	8.70	4.9	—	—
Cleaning and building service	—	—	—	—	—	—
Personal service	8.05	17.2	—	—	—	—

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

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

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

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

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

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

Table 5-1. **Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, June 2004**

Occupational group	Private industry and State and local government					
	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
	Mean					
All occupations	\$18.11	\$8.36	\$17.60	\$16.72	\$16.89	\$15.32
All excluding sales	18.43	8.36	17.60	17.20	17.26	17.03
White collar	21.16	10.48	–	20.09	20.60	14.95
White-collar excluding sales	22.18	12.89	–	21.64	21.87	16.72
Professional specialty and technical	25.44	18.44	–	25.13	25.17	–
Professional specialty	27.37	21.09	–	27.16	27.16	–
Technical	19.06	–	–	18.35	18.74	–
Executive, administrative, and managerial	31.34	–	–	31.28	31.44	–
Sales	13.17	8.32	–	11.68	10.80	13.93
Administrative support, including clerical	14.06	9.75	–	12.65	13.78	12.76
Blue collar	15.56	7.72	16.45	14.07	14.77	–
Precision production, craft, and repair	19.15	–	–	20.46	19.12	–
Machine operators, assemblers, and inspectors	14.28	–	18.81	12.09	14.04	–
Transportation and material moving	14.03	10.61	12.92	14.11	13.87	–
Handlers, equipment cleaners, helpers, and laborers	10.06	6.97	10.62	8.73	8.99	–
Service	11.55	7.00	–	9.89	9.96	–
	Relative error ⁶ (percent)					
All occupations	3.9	5.6	5.5	4.9	4.6	14.1
All excluding sales	3.9	5.2	5.5	5.0	4.4	14.5
White collar	5.1	4.0	–	5.5	5.7	10.9
White-collar excluding sales	4.8	5.6	–	5.0	4.9	7.4
Professional specialty and technical	3.2	6.6	–	3.2	3.2	–
Professional specialty	2.6	7.8	–	2.6	2.6	–
Technical	7.6	–	–	7.5	7.6	–
Executive, administrative, and managerial	9.1	–	–	9.1	9.4	–
Sales	6.3	10.1	–	6.7	9.9	16.0
Administrative support, including clerical	6.9	4.4	–	2.6	7.1	4.2
Blue collar	4.2	10.4	2.6	5.8	4.3	–
Precision production, craft, and repair	3.1	–	–	5.9	3.1	–
Machine operators, assemblers, and inspectors	11.4	–	6.9	13.8	11.6	–
Transportation and material moving	3.4	5.5	6.3	5.2	3.5	–
Handlers, equipment cleaners, helpers, and laborers	5.1	7.4	4.1	7.7	6.8	–
Service	6.5	7.2	–	4.6	4.7	–

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

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

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

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

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

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

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

Table 5-2. Major industry division: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, June 2004

Occupational group	Full-time and part-time workers									
	All private industries	Goods-producing industries ³				Service-producing industries ⁴				
		Total	Mining	Construction	Manufacturing	Total	Transportation and public utilities	Wholesale and retail trade	Finance, insurance, and real estate	Services
	Mean									
All occupations	\$15.75	\$17.52	-	-	\$18.28	-	-	-	-	-
All excluding sales	16.19	17.78	-	-	18.28	-	-	-	-	-
White collar	18.93	24.23	-	-	26.87	-	-	-	-	-
White-collar excluding sales	20.77	26.89	-	-	26.87	-	-	-	-	-
Professional specialty and technical	22.85	23.19	-	-	23.19	-	-	-	-	-
Professional specialty	25.72	-	-	-	-	-	-	-	-	-
Technical	18.78	-	-	-	-	-	-	-	-	-
Executive, administrative, and managerial	32.72	-	-	-	-	-	-	-	-	-
Sales	11.69	-	-	-	-	-	-	-	-	-
Administrative support, including clerical	13.90	15.82	-	-	15.08	-	-	-	-	-
Blue collar	14.85	15.72	-	-	16.10	-	-	-	-	-
Precision production, craft, and repair	19.57	19.47	-	-	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	14.39	14.00	-	-	14.00	-	-	-	-	-
Transportation and material moving	13.96	14.02	-	-	13.94	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	8.74	10.26	-	-	10.23	-	-	-	-	-
Service	7.25	-	-	-	-	-	-	-	-	-
	Relative error ⁵ (percent)									
All occupations	6.0	11.2	-	-	12.7	-	-	-	-	-
All excluding sales	6.3	11.4	-	-	12.7	-	-	-	-	-
White collar	8.0	28.8	-	-	27.1	-	-	-	-	-
White-collar excluding sales	7.8	26.4	-	-	27.1	-	-	-	-	-
Professional specialty and technical	5.7	6.9	-	-	6.9	-	-	-	-	-
Professional specialty	5.8	-	-	-	-	-	-	-	-	-
Technical	8.5	-	-	-	-	-	-	-	-	-
Executive, administrative, and managerial	10.1	-	-	-	-	-	-	-	-	-
Sales	7.0	-	-	-	-	-	-	-	-	-
Administrative support, including clerical	8.6	10.7	-	-	8.9	-	-	-	-	-
Blue collar	4.8	5.7	-	-	6.4	-	-	-	-	-
Precision production, craft, and repair	3.7	4.0	-	-	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	11.7	13.3	-	-	13.6	-	-	-	-	-
Transportation and material moving	3.9	3.4	-	-	4.2	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	7.1	1.0	-	-	1.7	-	-	-	-	-
Service	2.9	-	-	-	-	-	-	-	-	-

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

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

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

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

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

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

Table 5-3. Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, June 2004

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers ³	100 workers or more		
			Total	100 - 499 workers	500 workers or more
	Mean				
All occupations	\$15.75	\$11.75	\$17.36	\$15.63	\$19.24
All excluding sales	16.19	11.88	17.90	16.37	19.27
White collar	18.93	15.54	19.67	18.48	21.07
White-collar excluding sales	20.77	18.26	21.19	21.27	21.12
Professional specialty and technical	22.85	17.09	23.49	25.03	22.48
Professional specialty	25.72	—	26.99	41.26	23.64
Technical	18.78	—	18.96	19.03	18.83
Executive, administrative, and managerial	32.72	34.75	32.44	28.31	36.13
Sales	11.69	10.68	—	—	—
Administrative support, including clerical	13.90	13.91	13.90	15.49	12.41
Blue collar	14.85	12.59	15.97	13.28	18.03
Precision production, craft, and repair	19.57	19.36	19.62	20.18	—
Machine operators, assemblers, and inspectors	14.39	11.53	15.54	12.29	20.83
Transportation and material moving	13.96	14.34	13.61	15.34	12.77
Handlers, equipment cleaners, helpers, and laborers	8.74	8.54	8.94	8.29	10.31
Service	7.25	6.19	8.54	—	10.18
	Relative error ⁴ (percent)				
All occupations	6.0	5.8	7.1	10.5	6.8
All excluding sales	6.3	5.9	7.0	11.5	6.8
White collar	8.0	13.3	8.9	10.8	13.1
White-collar excluding sales	7.8	15.3	8.2	8.4	13.1
Professional specialty and technical	5.7	8.2	5.5	13.3	3.3
Professional specialty	5.8	—	6.6	10.4	2.9
Technical	8.5	—	9.4	13.6	11.9
Executive, administrative, and managerial	10.1	6.4	11.8	11.0	14.2
Sales	7.0	12.9	—	—	—
Administrative support, including clerical	8.6	8.3	10.3	17.0	3.1
Blue collar	4.8	5.8	4.8	16.8	5.3
Precision production, craft, and repair	3.7	8.0	3.9	7.9	—
Machine operators, assemblers, and inspectors	11.7	19.7	9.6	16.0	6.5
Transportation and material moving	3.9	6.7	4.3	15.5	8.9
Handlers, equipment cleaners, helpers, and laborers	7.1	10.0	9.0	11.6	3.2
Service	2.9	6.2	6.4	—	9.4

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

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

³ Establishments classified with 50-99 workers may contain

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

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

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

Table 6-1. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, all industries, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, June 2004

Occupation ³	10	25	Median 50	75	90
All	\$7.29	\$9.94	\$14.31	\$22.24	\$29.19
All excluding sales	7.43	10.08	14.83	23.08	29.74
White collar	9.25	11.55	17.12	25.90	35.55
White collar excluding sales	10.25	12.85	19.75	27.24	37.53
Professional specialty and technical	14.11	18.20	24.20	29.58	37.62
Professional specialty	15.80	21.40	25.57	31.38	39.91
Engineers, architects, and surveyors	—	—	—	—	—
Mathematical and computer scientists	—	—	—	—	—
Natural scientists	—	—	—	—	—
Health related	13.02	15.80	21.46	25.19	38.00
Physicians	12.31	12.34	13.02	60.00	74.53
Registered nurses	14.85	16.78	20.66	23.76	25.75
Teachers, college and university	—	—	—	—	—
Teachers, except college and university	22.86	25.48	29.06	33.88	39.91
Elementary school teachers	24.31	25.90	29.38	33.43	38.75
Secondary school teachers	24.54	25.90	29.38	34.09	39.95
Librarians, archivists, and curators	13.63	19.31	31.44	33.33	37.06
Librarians	13.63	19.31	31.44	33.33	37.06
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	14.18	15.31	18.19	22.93	25.63
Social workers	14.18	15.31	18.19	22.93	25.63
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	17.81	20.64	22.50	23.94	26.53
Technical	10.83	14.11	16.63	24.03	28.65
Licensed practical nurses	12.09	12.52	14.11	15.62	16.25
Executive, administrative, and managerial	17.27	21.76	29.00	39.45	47.06
Executives, administrators, and managers	21.03	28.36	35.43	44.54	49.36
Administrators and officials, public administration	28.36	30.72	33.65	39.98	44.81
Managers and administrators, n.e.c.	27.66	29.81	39.45	46.63	50.43
Management related	15.58	17.34	20.31	26.30	29.53
Accountants and auditors	17.34	17.34	19.38	26.30	26.30
Construction inspectors	14.38	15.60	19.22	22.47	23.82
Sales	6.65	8.75	10.50	13.69	18.75
Sales workers, other commodities	6.41	8.00	9.50	10.50	12.16
Cashiers	6.00	6.50	8.50	9.25	9.50
Administrative support, including clerical	8.75	10.45	12.27	15.54	22.29
Secretaries	10.28	11.55	13.22	15.70	21.00
Receptionists	8.00	8.72	9.27	11.50	15.80
Order clerks	8.40	10.08	24.36	24.36	24.36
Library clerks	7.01	8.48	8.97	10.59	11.24
Bookkeepers, accounting and auditing clerks	8.75	10.25	13.62	14.00	16.39
General office clerks	9.62	10.75	12.50	14.04	19.48
Teachers' aides	9.93	10.62	11.22	12.08	14.31
Administrative support, n.e.c.	10.00	10.50	11.50	13.11	14.83
Blue collar	7.50	10.00	13.77	18.46	24.00
Precision production, craft, and repair	12.07	15.50	17.85	23.75	27.54
Mechanics and repairers, n.e.c.	12.25	13.61	16.51	17.53	19.38
Electricians	16.70	18.31	18.31	24.03	25.76
Plumbers, pipefitters and steamfitters	11.17	15.91	17.85	23.75	23.75
Construction trades, n.e.c.	8.75	9.25	11.96	16.97	16.97
Machine operators, assemblers, and inspectors	7.29	8.31	12.14	19.37	24.00
Packaging and filling machine operators	10.39	19.37	24.00	24.00	24.00
Miscellaneous machine operators, n.e.c.	7.25	7.25	9.20	15.41	20.47
Assemblers	12.75	18.25	20.00	25.76	26.00
Transportation and material moving	9.91	10.60	13.50	15.63	19.75
Truck drivers	9.00	11.58	14.68	19.36	19.75
Bus drivers	9.06	10.18	11.63	13.90	15.04
Industrial truck and tractor equipment operators ..	10.32	10.39	12.17	21.39	21.39

See footnotes at end of table.

Table 6-1. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, all industries, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, June 2004 — Continued

Occupation ³	10	25	Median 50	75	90
Blue collar –Continued					
Transportation and material moving –Continued					
Miscellaneous material moving equipment operators, n.e.c.	\$9.86	\$10.25	\$12.12	\$15.50	\$16.50
Handlers, equipment cleaners, helpers, and laborers					
Stock handlers and baggers	5.57	6.82	9.00	10.32	12.20
Freight, stock, and material handlers, n.e.c.	5.60	6.00	7.00	9.00	11.30
	7.25	8.50	10.16	12.15	16.20
Service					
Protective service	2.35	6.80	8.50	12.26	17.09
Firefighting	6.77	7.47	13.14	17.17	23.07
Police and detectives, public service	11.79	12.37	13.65	15.70	18.08
Sheriffs, bailiffs, and other law enforcement officers	15.14	15.63	18.24	21.90	25.77
Correctional institution officers	13.48	13.98	15.85	18.18	20.36
Food service	11.48	13.14	13.43	14.36	16.05
Waiters, waitresses, and bartenders	2.13	2.13	6.50	8.60	10.74
Waiters and waitresses	2.13	2.13	2.13	6.00	10.00
Waiters/Waitresses' assistants	2.13	2.13	2.13	2.35	10.32
Other food service	5.15	6.00	6.00	6.50	7.70
Cooks	6.00	6.75	7.50	9.50	11.01
Kitchen workers, food preparation	6.75	7.25	8.50	9.43	9.90
Food preparation, n.e.c.	6.00	6.75	7.25	8.60	10.00
Health service	6.00	6.25	7.25	9.25	10.75
Nursing aides, orderlies and attendants	7.50	8.46	9.41	10.23	11.58
Cleaning and building service	7.37	8.40	9.33	10.11	10.99
Janitors and cleaners	7.00	7.94	8.52	10.82	13.07
Personal service	7.34	7.96	8.37	10.23	13.07
	6.00	6.25	7.85	11.06	13.26

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

nonproduction bonuses; and tips.

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

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

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

Table 6-2. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, private industry, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, June 2004

Occupation ³	Private industry				
	10	25	Median 50	75	90
All	\$7.00	\$9.04	\$12.84	\$20.31	\$26.96
All excluding sales	7.00	9.20	13.63	21.15	27.66
White collar	8.75	10.75	15.17	24.36	33.05
White collar excluding sales	9.75	12.12	17.59	25.36	37.87
Professional specialty and technical	12.52	15.55	21.62	25.71	33.05
Professional specialty	14.00	19.13	23.03	27.24	40.16
Engineers, architects, and surveyors	—	—	—	—	—
Mathematical and computer scientists	—	—	—	—	—
Natural scientists	—	—	—	—	—
Health related	12.97	15.00	21.12	24.72	30.00
Registered nurses	14.00	15.80	20.58	23.66	25.66
Teachers, college and university	—	—	—	—	—
Teachers, except college and university	21.40	21.40	22.58	25.83	32.54
Librarians, archivists, and curators	—	—	—	—	—
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	10.83	14.11	16.60	24.17	28.65
Executive, administrative, and managerial	17.59	24.04	29.35	42.00	49.12
Executives, administrators, and managers	19.41	27.84	37.50	44.82	50.86
Managers and administrators, n.e.c.	27.66	29.70	39.45	46.63	50.43
Management related	15.58	18.69	22.50	27.12	37.87
Accountants and auditors	18.57	19.11	19.91	26.30	29.13
Sales	6.50	8.55	10.50	13.69	19.50
Sales workers, other commodities	6.41	8.00	9.50	10.50	12.16
Cashiers	6.00	6.50	8.20	9.25	10.00
Administrative support, including clerical	8.67	10.18	12.27	15.72	24.36
Secretaries	9.75	10.77	12.38	15.65	20.67
Receptionists	8.00	8.72	9.50	13.22	15.80
Order clerks	8.40	10.08	24.36	24.36	24.36
Bookkeepers, accounting and auditing clerks	8.75	9.88	12.70	14.00	15.00
General office clerks	10.00	11.23	12.81	14.21	19.48
Blue collar	7.28	9.86	14.00	18.56	24.00
Precision production, craft, and repair	12.07	16.00	17.85	23.75	27.54
Plumbers, pipefitters and steamfitters	11.17	15.91	17.85	23.75	23.75
Machine operators, assemblers, and inspectors	7.29	8.25	12.25	19.37	24.00
Packaging and filling machine operators	10.39	19.37	24.00	24.00	24.00
Miscellaneous machine operators, n.e.c.	7.25	7.25	9.20	15.41	20.47
Assemblers	12.75	18.25	20.00	25.76	26.00
Transportation and material moving	9.91	10.39	14.00	16.50	19.75
Truck drivers	8.86	11.00	14.68	19.75	19.75
Industrial truck and tractor equipment operators ..	10.32	10.39	12.17	21.39	21.39
Handlers, equipment cleaners, helpers, and laborers	5.50	6.50	9.00	10.32	11.38
Stock handlers and baggers	5.60	6.00	7.00	9.00	11.30
Freight, stock, and material handlers, n.e.c.	7.25	8.50	10.16	12.15	16.20
Service	2.13	6.00	7.25	9.00	10.32
Protective service	—	—	—	—	—
Food service	2.13	2.13	6.25	8.00	10.32
Waiters, waitresses, and bartenders	2.13	2.13	2.13	6.00	10.00
Waiters and waitresses	2.13	2.13	2.13	2.35	10.32
Waiters/Waitresses' assistants	5.15	6.00	6.00	6.50	7.70
Other food service	6.00	6.50	7.25	9.00	10.75
Cooks	6.75	7.25	8.50	9.25	9.90
Kitchen workers, food preparation	6.00	6.75	7.25	8.60	10.00
Food preparation, n.e.c.	6.00	6.00	7.00	7.25	10.75

See footnotes at end of table.

Table 6-2. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, private industry, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, June 2004 — Continued

Occupation ³	Private industry				
	10	25	Median 50	75	90
Service —Continued					
Health service	\$7.53	\$8.63	\$9.41	\$10.00	\$11.17
Nursing aides, orderlies and attendants	7.44	8.47	9.27	9.80	10.56
Cleaning and building service	6.97	7.60	8.00	8.76	17.06
Janitors and cleaners	7.00	7.75	8.00	8.25	10.16
Personal service	6.00	6.25	7.20	7.85	9.46

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

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

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

Table 6-3. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, June 2004

Occupation ³	State and local government				
	10	25	Median 50	75	90
All	\$10.28	\$12.84	\$17.34	\$26.08	\$33.29
All excluding sales	10.35	12.95	17.52	26.29	33.29
White collar	10.99	14.97	23.40	30.07	36.94
White collar excluding sales	11.30	15.37	23.71	30.28	37.02
Professional specialty and technical	16.76	22.86	26.68	32.32	38.98
Professional specialty	17.68	23.40	27.20	32.62	39.16
Engineers, architects, and surveyors	—	—	—	—	—
Mathematical and computer scientists	—	—	—	—	—
Health related	17.16	19.32	22.93	27.40	55.88
Registered nurses	17.94	19.40	22.01	25.06	26.79
Teachers, except college and university	23.46	25.57	29.35	34.09	39.91
Elementary school teachers	24.29	25.90	29.34	33.29	38.75
Secondary school teachers	24.54	25.90	29.34	33.89	39.91
Librarians, archivists, and curators	13.63	19.13	30.05	33.33	34.89
Librarians	13.63	19.13	30.05	33.33	34.89
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	14.18	15.31	18.19	22.93	25.63
Social workers	14.18	15.31	18.19	22.93	25.63
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—
Technical	13.29	14.70	17.31	22.62	23.71
Executive, administrative, and managerial	16.99	17.34	25.22	32.79	39.98
Executives, administrators, and managers	25.28	29.58	32.02	36.94	44.81
Administrators and officials, public administration	28.36	30.72	33.65	39.98	44.81
Management related	15.03	17.34	17.34	22.10	23.97
Construction inspectors	14.38	15.60	19.22	22.47	23.82
Sales	—	—	—	—	—
Administrative support, including clerical	9.62	10.75	12.29	15.35	17.61
Secretaries	11.41	12.49	14.04	15.70	21.00
Library clerks	7.01	8.48	8.97	10.59	11.24
General office clerks	8.80	10.28	11.30	13.74	15.63
Teachers' aides	9.93	10.62	11.22	12.08	14.31
Administrative support, n.e.c.	10.50	10.50	11.58	13.12	15.65
Blue collar	9.71	11.15	13.59	17.64	21.12
Precision production, craft, and repair	10.93	13.35	16.71	20.92	24.13
Machine operators, assemblers, and inspectors	—	—	—	—	—
Transportation and material moving	10.15	10.96	12.67	14.68	16.44
Bus drivers	9.67	10.57	12.11	13.90	15.04
Handlers, equipment cleaners, helpers, and laborers	7.80	9.20	11.55	12.84	15.98
Service	8.77	11.07	13.74	17.61	23.40
Protective service	12.09	13.65	15.77	19.61	25.77
Firefighting	11.79	12.37	13.65	15.70	18.08
Police and detectives, public service	15.14	15.63	18.24	21.90	25.77
Sheriffs, bailiffs, and other law enforcement officers	13.48	13.98	15.85	18.18	20.36
Correctional institution officers	11.48	13.14	13.43	14.36	16.05
Food service	7.96	8.46	10.48	13.50	17.11
Other food service	7.96	8.46	10.48	13.50	17.11
Health service	7.36	7.76	9.27	11.19	12.85
Nursing aides, orderlies and attendants	7.36	7.61	9.62	11.24	12.85

See footnotes at end of table.

Table 6-3. Hourly wage percentiles for establishment jobs,¹ all workers:² Selected occupations, State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, June 2004 — Continued

Occupation ³	State and local government				
	10	25	Median 50	75	90
Service --Continued					
Cleaning and building service	\$8.09	\$8.56	\$9.58	\$11.74	\$13.07
Janitors and cleaners	8.09	8.56	9.58	11.74	13.07
Personal service	8.58	10.46	11.29	14.88	16.05

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

nonproduction bonuses; and tips.

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

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

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

Table 6-4. Hourly wage percentiles for establishment jobs,¹ full-time workers:² Selected occupations, all industries, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, June 2004

Occupation ³	10	25	Median 50	75	90
All	\$8.72	\$10.85	\$15.63	\$23.75	\$30.47
All excluding sales	8.75	11.06	16.04	24.00	30.77
White collar	10.18	12.42	18.57	26.65	36.94
White collar excluding sales	10.59	13.32	20.52	27.96	37.87
Professional specialty and technical	14.36	18.60	24.51	29.83	37.79
Professional specialty	15.80	21.40	25.70	31.54	39.91
Engineers, architects, and surveyors	—	—	—	—	—
Mathematical and computer scientists	—	—	—	—	—
Natural scientists	—	—	—	—	—
Health related	13.02	15.00	20.61	25.19	40.00
Registered nurses	14.00	15.80	20.51	23.50	25.73
Teachers, college and university	—	—	—	—	—
Teachers, except college and university	23.35	25.51	29.08	33.89	39.91
Elementary school teachers	24.31	25.90	29.38	33.43	38.75
Secondary school teachers	24.54	25.90	29.38	34.09	39.95
Librarians, archivists, and curators	13.63	19.31	31.44	33.33	37.06
Librarians	13.63	19.31	31.44	33.33	37.06
Social scientists and urban planners	—	—	—	—	—
Social, recreation, and religious workers	14.18	15.31	18.19	22.93	25.63
Social workers	14.18	15.31	18.19	22.93	25.63
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	17.86	20.65	22.51	23.94	26.53
Technical	11.25	14.47	17.31	24.17	28.65
Clinical laboratory technologists and technicians	9.23	10.09	14.38	16.00	18.00
Licensed practical nurses	11.46	12.52	13.90	15.05	16.25
Executive, administrative, and managerial	17.27	22.04	29.00	39.45	47.06
Executives, administrators, and managers	21.03	28.36	35.43	44.54	49.36
Administrators and officials, public administration	28.36	30.72	33.65	39.98	44.81
Managers and administrators, n.e.c.	27.66	29.81	39.45	46.63	50.43
Management related	15.58	17.34	20.31	26.30	29.53
Accountants and auditors	17.34	17.34	19.29	26.30	26.30
Construction inspectors	14.38	15.60	19.22	22.47	23.82
Sales	8.50	9.50	11.50	14.47	21.01
Administrative support, including clerical	9.05	10.69	12.56	15.74	23.02
Secretaries	10.53	11.80	13.40	15.89	21.00
Bookkeepers, accounting and auditing clerks	8.75	10.25	13.62	14.00	16.39
General office clerks	9.86	10.91	12.56	14.21	19.48
Teachers' aides	9.93	10.62	11.22	12.08	14.31
Administrative support, n.e.c.	10.00	10.50	11.50	13.12	14.83
Blue collar	8.25	10.32	14.68	19.15	24.00
Precision production, craft, and repair	12.07	15.50	17.85	23.75	27.54
Mechanics and repairers, n.e.c.	12.25	13.61	16.51	17.53	19.38
Electricians	16.70	18.31	18.31	24.03	25.76
Plumbers, pipefitters and steamfitters	11.17	15.91	17.85	23.75	23.75
Construction trades, n.e.c.	8.75	9.25	11.96	16.97	16.97
Machine operators, assemblers, and inspectors	7.29	8.25	12.07	19.37	24.00
Miscellaneous machine operators, n.e.c.	7.25	7.25	9.20	15.41	20.47
Assemblers	12.75	18.25	20.00	25.76	26.00
Transportation and material moving	10.08	10.90	14.00	16.27	19.75
Truck drivers	10.25	12.25	14.68	19.36	19.75
Industrial truck and tractor equipment operators ..	10.32	10.39	12.17	21.39	21.39
Miscellaneous material moving equipment operators, n.e.c.	9.86	10.25	12.12	15.50	16.50
Handlers, equipment cleaners, helpers, and laborers	7.50	9.00	10.00	11.30	13.01
Freight, stock, and material handlers, n.e.c.	7.25	8.50	10.16	10.50	15.01
Laborers, except construction, n.e.c.	6.82	8.50	9.50	10.71	11.38

See footnotes at end of table.

Table 6-4. **Hourly wage percentiles for establishment jobs,¹ full-time workers:² Selected occupations, all industries, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, June 2004 — Continued**

Occupation ³	10	25	Median 50	75	90
Service	\$2.13	\$7.75	\$10.39	\$14.66	\$18.91
Protective service	7.00	9.50	14.03	18.24	24.15
Firefighting	11.79	12.37	13.65	15.70	18.08
Police and detectives, public service	15.14	15.63	18.24	21.90	25.77
Sheriffs, bailiffs, and other law enforcement officers	13.48	13.98	15.85	18.18	20.36
Correctional institution officers	11.48	13.14	13.43	14.36	16.05
Food service	2.13	2.13	6.02	10.32	12.15
Waiters, waitresses, and bartenders	2.13	2.13	2.13	2.13	8.91
Other food service	8.37	9.20	10.44	12.15	13.76
Cooks	8.00	8.46	9.20	9.90	10.45
Health service	8.41	9.20	9.80	10.72	12.29
Nursing aides, orderlies and attendants	8.40	9.19	9.80	10.54	11.49
Cleaning and building service	7.18	8.15	9.44	12.17	13.74
Janitors and cleaners	7.43	8.15	9.36	11.66	13.07
Personal service	6.25	7.20	7.85	10.46	14.75

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

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

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

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

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

Table 6-5. Hourly wage percentiles for establishment jobs,¹ part-time workers:² Selected occupations, all industries, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, June 2004

Occupation ³	10	25	Median 50	75	90
All	\$5.60	\$6.25	\$7.57	\$9.25	\$11.52
All excluding sales	5.50	6.00	7.45	9.04	12.24
White collar	6.30	7.80	9.00	10.55	19.08
White collar excluding sales	8.00	8.48	10.00	16.02	22.58
Professional specialty and technical	9.23	14.00	20.61	22.58	25.32
Professional specialty	8.50	21.00	22.58	23.91	25.75
Health related	19.69	21.61	23.00	25.27	26.38
Registered nurses	19.69	21.61	23.00	25.22	26.24
Teachers, college and university	-	-	-	-	-
Teachers, except college and university	-	-	-	-	-
Lawyers and judges	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-
Technical	-	-	-	-	-
Executive, administrative, and managerial	-	-	-	-	-
Executives, administrators, and managers	-	-	-	-	-
Management related	-	-	-	-	-
Sales	6.00	6.50	8.50	9.50	10.50
Administrative support, including clerical	7.70	8.00	9.00	10.55	12.75
Blue collar	5.50	6.00	7.00	8.66	10.70
Machine operators, assemblers, and inspectors	-	-	-	-	-
Transportation and material moving	8.00	9.06	10.57	11.63	13.44
Bus drivers	8.16	9.67	10.67	11.71	13.76
Handlers, equipment cleaners, helpers, and laborers	5.40	5.75	6.50	7.80	9.10
Stock handlers and baggers	5.50	5.75	6.50	7.00	8.00
Service	5.15	6.00	7.00	8.05	9.33
Protective service	-	-	-	-	-
Food service	2.35	6.00	6.50	7.50	9.00
Waiters, waitresses, and bartenders	2.13	2.35	5.15	6.00	10.00
Other food service	6.00	6.25	7.00	7.50	9.00
Kitchen workers, food preparation	6.00	6.50	7.00	8.00	8.50
Food preparation, n.e.c.	6.00	6.00	7.00	7.25	9.04
Health service	7.00	7.54	8.76	9.59	9.81
Nursing aides, orderlies and attendants	7.00	7.53	8.75	9.59	9.67
Cleaning and building service	-	-	-	-	-
Personal service	6.00	6.00	6.00	11.06	11.29

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

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

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

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

Appendix A: Technical Note

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

Planning for the survey

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

Survey scope

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

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

Sampling frame

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

other information were updated. Approximately one-fifth of the sample is reselected each year.

Sample design

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

Data collection

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

Occupational selection and classification

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

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

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

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

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

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

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

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

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

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

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

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

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

Occupational leveling

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

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

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

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

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

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

Collection period

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

Earnings

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

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

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

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

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

Definition of terms

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

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

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

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

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

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

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

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

Processing and analyzing the data

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

Weighting and nonresponse

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

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

Survey response

	<i>Establishments</i>
Total in sampling frame	1,863
Total in sample	268
Responding	167
Out of business or not in survey scope	24
Unable or refused to provide data	77

In this survey, the nonresponse rates for all industries and private industry exceeded regular survey standards.

Estimation

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

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

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

Percentiles

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

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

Data reliability

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

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

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

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

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

Appendix table 1. **Number of workers¹ represented by the survey, by occupational group,² National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, June 2004**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	277,100	207,400	69,700
All excluding sales	254,200	185,400	68,900
White collar	139,900	95,300	44,500
White-collar excluding sales	116,900	73,300	43,700
Professional specialty and technical	52,800	24,500	28,300
Professional specialty	41,800	14,500	27,300
Technical	11,000	10,000	1,100
Executive, administrative, and managerial	18,700	14,200	4,500
Sales	22,900	22,100	–
Administrative support, including clerical	45,500	34,600	10,900
Blue collar	83,200	72,700	10,500
Precision production, craft, and repair	28,300	23,700	4,600
Machine operators, assemblers, and inspectors	19,400	19,100	–
Transportation and material moving	13,300	9,400	3,900
Handlers, equipment cleaners, helpers, and laborers	22,300	20,500	–
Service	54,100	39,400	14,700

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

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

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