

Richmond-Petersburg, VA National Compensation Survey August 1997



U.S. Department of Labor
Alexis M. Herman, Secretary

Bureau of Labor Statistics
Katharine G. Abraham, Commissioner

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Preface

This bulletin provides results of an August 1997 survey of occupational pay in the Richmond-Petersburg, VA, Metropolitan Statistical Area (MSA). Data shown in this bulletin were collected as part of the Bureau of Labor Statistics' (BLS) new program known as the 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.

Survey data were collected and reviewed by Bureau of Labor Statistics field economists under the direction of John W. Filemyr, Assistant Regional Commissioner for Operations of the Philadelphia Regional Office. 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 analyzed the survey results.

For additional information regarding this survey, please contact the BLS Philadelphia Regional Office at (215) 596-1154. You may also write to the Bureau of Labor Statistics at: Division of Compensation Data Analysis and Planning, 2 Massachusetts Avenue, NE, Room 4175, Washington, DC 20212-0001, or call (202) 606-6220, or send e-mail to ocltinfo@bls.gov.

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

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Contents

	<i>Page</i>
Introduction	1
Wages in the Richmond-Petersburg, VA, MSA	2
Tables:	
A-1. Hourly earnings for selected occupations, all workers, all industries	4
A-2. Hourly earnings for selected occupations, all workers, private industry and State and local government.....	7
A-3. Hourly earnings for selected occupations, full-time and part-time workers, all industries	10
A-4. Weekly and annual earnings and hours for selected occupations, full-time workers only, all industries	13
B-1. Mean hourly earnings by occupational group and levels, all industries, private industry, State and local government, full-time and part-time workers	15
B-2. Mean hourly earnings for selected occupations and levels, all industries, private industry, State and local government, full-time and part-time workers	19
C-1. Mean hourly earnings by occupational group and selected characteristics, all industries	22
C-2. Mean hourly earnings by occupational group and industry division, private industry, all workers	23
C-3. Mean hourly earnings by occupational group and establishment employment size, private industry, all workers	24
C-4. Number of workers represented by occupational group	25
Appendix A:	
Technical Note	26
Appendix table 1. Number of establishments studied.....	30
Appendix table 2. Relative standard errors.....	31
Appendix table 3. Average work levels.....	34

Introduction

This survey of occupational pay was conducted in the Richmond-Petersburg, VA, Metropolitan Statistical Area (MSA). The MSA includes the cities of Colonial Heights, Hopewell, Petersburg, and Richmond; and the counties of Charles City, Chesterfield, Dinwiddie, Goochland, Hanover, Henrico, New Kent, Powhatan, and Prince George, VA.

This bulletin consists primarily of tables whose data are analyzed in the initial textual section. Tabulations provide information on earnings of workers in a variety of occupations and at a wide range of work levels. Also contained in this bulletin is information on the program, a technical note describing survey procedures, and several appendixes with detailed information on occupational classifications and the generic leveling methodology.

NCS design and products

The Bureau of Labor Statistic's (BLS) new National Compensation Survey (NCS) is designed to provide data on the levels and rates of change of occupational wages and employee benefits for localities, broad geographic regions, and the nation as a whole. One output of the NCS will be the Employment Cost Index, a quarterly measure of the change in employer costs for wages and benefits. This bulletin is limited to data on wages and salaries. These data are similar to those released under the Occupational Compensation Survey (OCS), which has been discontinued.

Due to the limited amount of time available to initiate this first phase of the new program, a number of companies were unable to provide complete data before the publication deadline. As a result, some surveys have a high nonresponse rate for the all industries or the private industry it-

erations. Such instances are noted in the bulletin table footnotes.

NCS more extensive than OCS

The wage data in this bulletin differ from those in previous Occupational Compensation Surveys by providing broader coverage of occupations and establishments within the survey area.

Occupations surveyed for this bulletin were selected using probability techniques from a list of all those present in each establishment. Previous OCS bulletins were limited to a preselected list of occupations, which represented a small subset of all occupations in the economy. Information in the new bulletin is published for a variety of occupation-based data. This new approach includes data on broad occupational classifications such as white-collar workers, major occupational groups such as sales workers, and individual occupations such as cashiers.

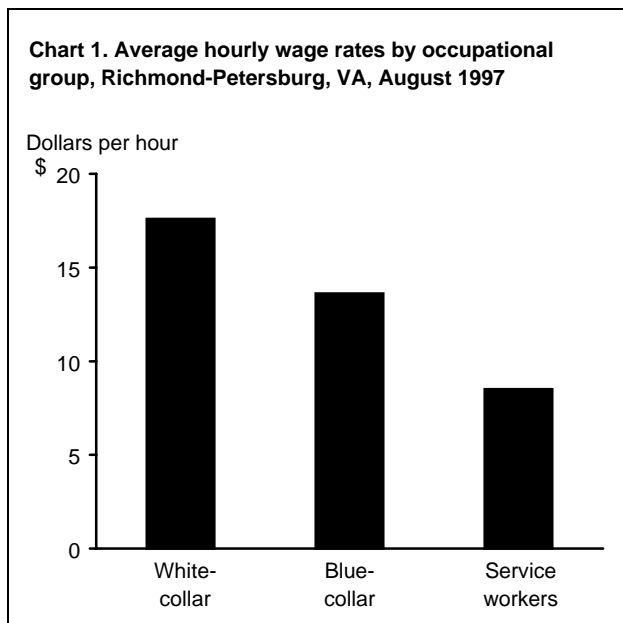
In tables containing work levels within occupational series, the work levels are derived from generic standards that *apply to all* occupational groups. The job levels in the OCS bulletins were based on narrowly-defined descriptions that were not comparable across specific occupations.

Occupational data in this bulletin are also tabulated for other classifications such as industry group, full-time versus part-time workers, union versus nonunion status, time versus incentive status, and establishment employment size. Not all of these series were generated by the OCS program.

The establishments surveyed for this bulletin were limited to those with 50 or more employees. Eventually, NCS will be expanded to cover those now-excluded establishments. Then, virtually all workers in the civilian economy will be surveyed, excluding only agriculture, private households, and employees of the Federal Government.

Wages in the Richmond-Petersburg, VA, Metropolitan Statistical Area

Straight-time wages in the Richmond-Petersburg, VA, Metropolitan Statistical Area averaged \$15.27 per hour during August 1997. White-collar workers had an average wage of \$17.60 per hour. Blue-collar workers averaged \$13.62 per hour, while service workers had average earnings of \$8.51 per hour. (All comparisons in this analysis cover hourly rates for both full- and part-time workers, unless otherwise noted.)



Within each of these occupational groups, average hourly wages for individual occupations varied. For example, white-collar occupations included accountants and auditors at \$20.03 per hour, registered nurses at \$18.84, and secretaries at \$12.62. Among occupations in the blue-collar category, truck drivers averaged \$10.93 per hour while stock handlers and baggers averaged \$9.20. Finally, service occupations included janitors and cleaners at \$7.02 per hour and waiters and waitresses at \$4.37 per hour (excluding tips). Table A-1 presents earnings data for 82 detailed occupations; data for other detailed occupations surveyed could not be reported separately due to concerns about the confidentiality of survey respondents and the reliability of the data.

Survey results show that private industry workers in Richmond-Petersburg, VA, earned \$14.74 per hour, while surveyed State and local government workers averaged \$16.62. Table A-2 reports the average hourly rate for white-collar occupations as \$17.25 in private industry and \$18.25 in State and local government. Blue-collar occupations showed an average hourly rate of \$13.73 in private industry and \$12.35 in State and local government. Service occupations within private industry averaged \$6.76 per hour while those found in State and local government averaged \$11.63.

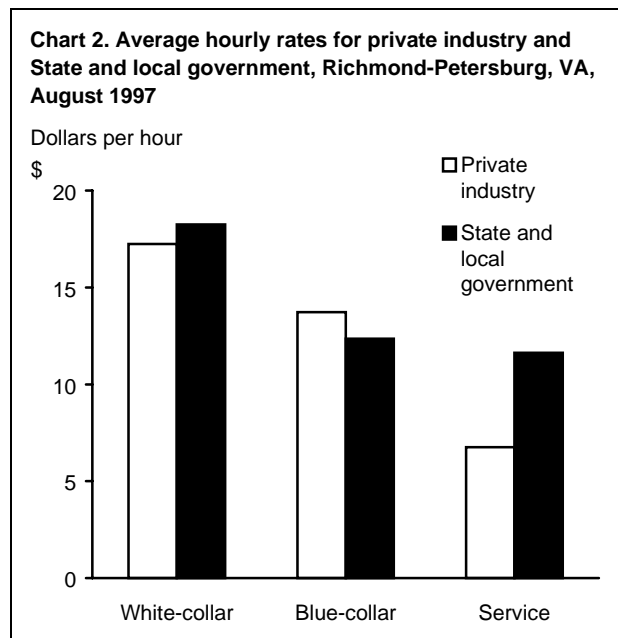
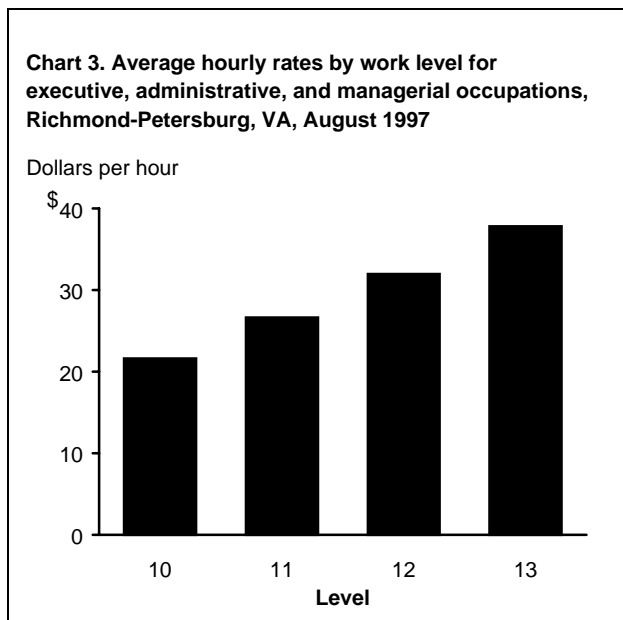


Table A-3 presents data for workers considered by the survey respondents to be either full-time or part-time. Average wages for full-time workers, all occupations, were \$16.19 per hour, compared with an average of \$8.11 per hour for part-time workers.

Data for specific work levels within major occupational groups are reported in table B-1. Occasionally, wage estimates for lower levels of work within major occupational groups are greater than estimates for higher levels. This can occur due to the mix of specific occupations (and industries) represented by the broad group as well as by the variability of the estimate. Some levels within a group may

not be published because no workers were identified at that level or because there were not enough data to guarantee confidentiality and reliability.

Work levels for all major groups span several levels, with professional specialty occupations and executive, administrative, and managerial occupations typically starting and ending at higher work levels than the other groups. Published data for executive, administrative, and managerial occupations ranged from level 5 to level 13. As illustrated in Chart 3, the average hourly rate was \$21.62 for level 10, \$26.62 for level 11, \$31.98 for level 12, and \$37.81 for level 13.

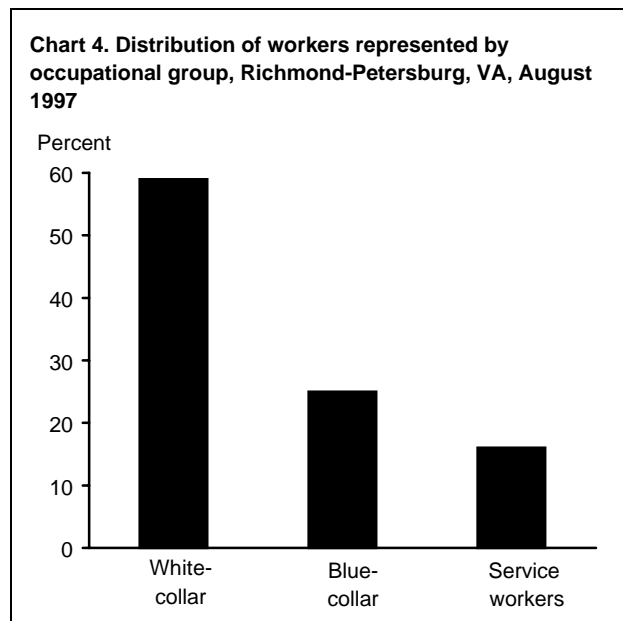


Surveyed union workers had an average hourly rate of \$16.55, as reported in table C-1. Wages for nonunion workers averaged \$15.14. Time workers, whose wages were based solely on an hourly rate or a salary, averaged \$15.28 per hour, while incentive workers, those whose wages were at least partially based on productivity payments, averaged \$14.87.

Table C-2 shows wage data for specific industry divi-

sions within private industry. In the private sector, hourly wages averaged \$17.30 in all goods-producing industries, \$12.87 in construction, and \$18.28 in transportation and public utilities. Data for other industry divisions did not meet publication criteria.

In Richmond-Petersburg, VA, a total of 300,181 workers were represented by the survey, with 177,119 classified in white-collar occupations, or 59 percent. Table C-4 reports that blue-collar occupations included 74,142 workers, or 25 percent, and service occupations employed 48,919 workers, or 16 percent.



Data are also presented in appendix table 1 on the number of establishments studied by industry group and employment size. The relative standard errors of published mean hourly earnings for all industries, private industry, and State and local government are available in appendix table 2. The average work levels for published occupational groups and selected occupations are presented in appendix table 3.

Table A-1. Hourly earnings¹ for selected occupations, all workers², all industries, Richmond-Petersburg, VA, August 1997

Occupation ³	All industries					
	Mean	Percentiles				
		10	25	Median 50	75	90
All occupations	\$15.27	\$6.50	\$9.00	\$13.17	\$19.23	\$26.40
All occupations excluding sales	15.45	6.75	9.37	13.45	19.31	26.51
White-collar occupations	17.60	7.85	10.58	15.14	21.95	31.07
White-collar occupations excluding sales	18.23	8.61	11.28	16.05	22.60	31.73
Professional specialty and technical occupations	21.60	12.45	16.00	20.08	25.96	33.13
Professional specialty occupations	23.38	15.03	17.96	21.95	28.03	34.40
Engineers, architects, and surveyors	26.54	18.27	20.99	26.44	31.29	35.00
Mechanical engineers	29.27	26.44	27.69	29.37	31.73	32.09
Engineers, N.E.C.	26.53	17.31	21.39	25.63	31.25	38.51
Mathematical and computer scientists	24.63	16.07	18.20	22.82	29.32	35.97
Computer systems analysts and scientists	24.78	15.71	17.19	22.60	30.42	37.79
Operations and systems researchers and analysts	23.24	17.18	20.28	22.82	23.56	31.19
Natural scientists	21.03	16.43	18.78	21.46	23.27	26.70
Health related occupations	20.74	14.30	16.52	19.72	22.43	30.08
Registered nurses	18.84	13.93	15.76	18.78	20.83	23.19
Physical therapists	25.46	18.06	19.13	24.04	30.64	30.64
Teachers, college and university	32.85	24.31	24.42	33.74	36.93	42.63
Teachers, except college and university	21.76	15.80	17.97	21.47	26.02	29.25
Elementary school teachers	22.79	16.86	19.49	22.14	26.51	28.71
Secondary school teachers	23.02	16.59	18.81	23.42	26.51	29.45
Librarians, archivists, and curators	19.58	15.75	17.51	19.50	22.21	24.48
Librarians	19.58	15.75	17.51	19.50	22.21	24.48
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	14.53	9.81	11.67	14.53	16.93	19.50
Social workers	14.41	9.81	11.67	14.38	16.94	19.50
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, N.E.C.	16.72	11.96	13.37	15.98	19.11	24.52
Technical occupations	15.09	9.75	11.67	13.75	17.36	22.05
Clinical laboratory technologists and technicians	17.04	9.25	12.25	16.90	20.88	25.85
Radiological technicians	16.14	14.75	14.75	15.46	17.29	18.00
Licensed practical nurses	12.01	10.04	10.87	11.95	13.30	14.09
Health technologists and technicians, N.E.C.	11.91	6.57	8.48	12.14	14.90	16.25
Computer programmers	19.78	15.63	16.98	18.13	22.05	25.00
Executive, administrative, and managerial occupations	24.51	13.55	16.37	21.91	30.32	38.03
Executives, administrators, and managers	28.66	16.48	21.42	25.64	33.46	39.61
Administrators and officials, public administration	25.00	18.14	18.14	23.81	32.06	34.49
Financial managers	25.77	14.90	19.39	24.06	27.73	39.90
Managers., marketing, advertising and public relations	23.20	16.77	21.91	21.91	26.60	35.21
Administrators, education and related fields	26.17	19.63	21.46	24.12	32.33	32.33
Managers, medicine and health	23.04	16.04	16.04	23.08	28.72	28.72
Managers and administrators, N.E.C.	31.91	16.35	21.53	29.62	36.56	50.48
Management related occupations	19.06	12.25	14.42	16.88	21.06	29.31
Accountants and auditors	20.03	14.66	15.94	18.46	22.71	29.31
Other financial officers	16.83	12.36	13.40	15.38	19.52	22.81
Personnel, training, and labor relations specialists	28.70	14.09	17.31	37.36	39.90	45.48
Management related occupations, N.E.C.	17.21	12.25	12.93	16.59	19.18	27.96
Sales occupations	13.00	5.65	6.75	9.35	15.75	23.45
Supervisors, sales occupations	18.20	8.25	12.12	17.90	20.19	28.13
Insurance sales occupations	25.46	15.38	19.23	21.61	28.85	39.42
Sales occupations, other business services	11.41	8.17	8.17	10.73	12.50	18.51
Sales representatives, mining, manufacturing, and wholesale	27.22	11.13	11.66	23.93	31.78	56.25
Cashiers	6.32	5.20	5.25	6.00	7.00	9.00
Sales support occupations, N.E.C.	13.76	8.50	8.50	12.08	14.50	23.45
Administrative support occupations, including clerical	11.27	7.27	8.63	10.86	13.36	15.61
Supervisors, general office	14.76	11.89	12.82	15.42	16.15	16.44
Computer operators	10.91	7.50	7.50	10.00	14.59	14.59
Secretaries	12.62	8.05	10.67	13.15	14.70	14.96
Receptionists	9.55	7.93	8.55	9.48	10.63	11.06
Information clerks, N.E.C.	9.89	5.25	5.65	11.29	12.79	12.98

See footnotes at end of table.

Table A-1. Hourly earnings¹ for selected occupations, all workers², all industries, Richmond-Petersburg, VA, August 1997 — Continued

Occupation ³	All industries					
	Mean	Percentiles				
		10	25	Median 50	75	90
White-collar occupations (-Continued)						
Administrative support occupations, including clerical (-Continued)						
Order clerks	\$12.57	\$8.25	\$10.15	\$12.65	\$16.23	\$17.08
Library clerks	7.39	4.75	4.83	6.38	10.29	11.80
Records clerks, N.E.C.	11.41	8.86	10.23	11.28	12.58	13.15
Bookkeepers, accounting and auditing clerks	10.81	8.20	9.43	10.52	12.02	13.98
Dispatchers	12.94	9.57	10.47	11.62	14.77	19.03
Traffic, shipping and receiving clerks	8.19	6.00	6.25	7.50	8.50	11.58
Stock and inventory clerks	8.97	7.62	8.16	9.00	9.50	10.98
Insurance adjusters, examiners, & investigators ..	17.25	10.26	12.00	15.57	22.46	25.38
Investigators and adjusters except insurance	11.28	8.00	8.63	11.76	13.12	13.60
Bill and account collectors	11.61	6.30	9.63	12.02	12.95	15.20
General office clerks	10.10	7.00	8.06	9.63	11.50	14.59
Data entry keyers	9.12	7.00	7.93	9.69	10.12	10.77
Teachers' aides	9.69	6.47	7.95	9.37	12.06	12.23
Administrative support occupations, N.E.C.	11.46	7.16	8.99	11.54	13.59	16.15
Blue-collar occupations						
Precision production, craft, and repair occupations	13.62	7.25	9.50	12.81	16.60	21.25
Supervisors, mechanics and repairers	16.43	9.75	12.31	16.00	20.02	24.76
Bus, truck, and stationary engine mechanics	21.56	14.00	14.38	21.79	28.70	29.66
Industrial machinery repairers	14.42	11.00	13.63	14.63	16.10	17.00
Mechanics and repairers, N.E.C.	19.91	12.26	15.39	21.25	26.14	26.14
Electricians	13.80	8.50	10.50	14.70	16.70	21.08
Supervisors, production occupations	16.92	12.63	15.00	18.25	18.25	19.43
Machine operators, assemblers, and inspectors	24.02	15.00	19.23	22.81	29.66	31.48
Printing press operators	14.01	7.69	10.80	13.25	17.22	20.20
Slicing and cutting machine operators	15.01	8.89	13.24	15.61	17.13	18.63
Miscellaneous machine operators, N.E.C.	12.09	6.00	11.89	13.01	13.01	15.19
Production inspectors, checkers and examiners ..	16.94	9.75	12.82	17.77	20.20	24.36
Transportation and material moving occupations	12.85	9.40	10.39	11.10	17.19	17.36
Supervisors, motor vehicle operators	11.71	7.65	9.12	11.24	13.52	16.00
Truck drivers	13.65	11.24	11.24	12.00	14.58	18.61
Bus drivers	10.93	8.25	9.00	10.00	12.08	15.50
Industrial truck and tractor equipment operators ..	12.53	7.38	9.33	12.79	15.99	15.99
Handlers, equipment cleaners, helpers, and laborers	13.58	9.49	11.31	12.66	15.19	20.73
Supervisors, handlers, equipment cleaners, and laborers, N.E.C.	10.20	5.75	7.00	8.98	12.45	15.79
Production helpers	13.25	9.71	9.71	10.60	12.56	17.10
Stock handlers and baggers	10.37	6.25	7.50	10.30	12.72	16.05
Freight, stock, and material handlers, N.E.C.	9.20	5.35	5.65	7.36	11.71	13.50
Vehicle washers and equipment cleaners	11.21	6.50	8.58	11.10	13.70	16.20
Hand packers and packagers	9.01	5.77	6.00	6.00	10.21	17.19
Laborers except construction, N.E.C.	9.87	5.45	6.84	10.98	11.65	12.80
Service occupations						
Protective service occupations	9.38	6.40	7.14	8.35	10.30	13.93
Police and detectives, public service	8.51	5.15	5.75	7.37	10.14	14.04
Sheriffs, bailiffs, and other law enforcement officers	13.29	7.10	9.63	12.36	16.16	19.64
Food service occupations	15.63	12.36	13.89	15.73	16.94	19.50
Waiters and waitresses	12.97	11.00	11.00	12.02	15.70	16.41
Cooks	6.39	2.13	5.15	6.25	8.00	10.00
Kitchen workers, food preparation	4.37	2.13	2.13	2.77	7.50	8.17
Food preparation occupations, N.E.C.	9.56	6.30	7.50	9.00	12.00	14.42
	7.34	5.50	6.00	7.00	8.00	10.00
	6.48	5.15	5.15	5.57	7.00	9.25

See footnotes at end of table.

Table A-1. Hourly earnings¹ for selected occupations, all workers², all industries, Richmond-Petersburg, VA, August 1997 — Continued

Occupation ³	All industries					
	Mean	Percentiles				
		10	25	Median 50	75	90
Service occupations (-Continued)						
Health service occupations	\$7.13	\$5.30	\$5.65	\$6.70	\$8.01	\$9.51
Health aides, except nursing	8.97	6.36	7.50	8.82	9.51	12.75
Nursing aides, orderlies and attendants	6.82	5.25	5.50	6.50	7.60	8.81
Cleaning and building service occupations	7.20	5.15	5.36	6.69	8.10	10.50
Supervisors, cleaning & building service workers	10.16	7.00	7.60	8.90	12.01	15.00
Maids and housemen	6.01	5.25	5.30	5.75	6.69	7.45
Janitors and cleaners	7.02	5.15	5.25	6.56	8.06	9.63
Personal service occupations	8.58	5.50	6.59	7.77	10.36	12.03

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, hazard pay, and on-call 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. The 10th, 25th, 50th, 75th and 90th percentiles designate position in the earnings distribution. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers earn the same as or less than the rate shown. At the 75th percentile, one-fourth earn the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

² All workers include full-time and part-time workers. 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. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

Table A-2. Hourly earnings¹ for selected occupations, all workers², private industry and State and local government, Richmond-Petersburg, VA, August 1997

Occupation ³	Private industry						State and local government					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
All occupations	\$14.74	\$6.00	\$8.21	\$12.56	\$18.23	\$25.67	\$16.62	\$8.38	\$10.76	\$14.70	\$20.83	\$28.04
All occupations excluding sales	14.94	6.25	8.50	12.83	18.25	26.14	16.62	8.38	10.76	14.70	20.88	28.04
White-collar occupations	17.25	7.25	9.71	14.59	21.84	31.55	18.25	9.56	12.23	16.43	22.23	30.64
White-collar occupations excluding sales	18.21	8.08	10.72	15.70	22.89	32.59	18.27	9.57	12.23	16.43	22.23	30.64
Professional specialty and technical occupations	21.22	11.32	14.94	19.50	26.07	33.37	21.92	13.45	16.43	20.53	25.90	32.87
Professional specialty occupations	23.48	13.60	17.50	22.50	28.65	34.88	23.30	15.79	18.36	21.95	27.79	33.77
Engineers, architects, and surveyors	28.48	19.23	25.24	28.37	32.09	36.59	-	-	-	-	-	-
Mechanical engineers	29.27	26.44	27.69	29.37	31.73	32.09	-	-	-	-	-	-
Engineers, N.E.C.	26.53	17.31	21.39	25.63	31.25	38.51	-	-	-	-	-	-
Mathematical and computer scientists	27.34	17.19	19.95	25.00	34.22	41.11	-	-	-	-	-	-
Computer systems analysts and scientists	28.01	17.19	19.95	25.00	35.97	41.83	-	-	-	-	-	-
Natural scientists	22.62	12.41	19.23	24.62	25.76	28.65	-	-	-	-	-	-
Health related occupations	19.68	13.89	15.83	19.00	21.29	25.36	22.65	15.27	17.75	21.26	27.78	31.38
Registered nurses	18.35	13.58	15.40	18.47	20.50	22.25	-	-	-	-	-	-
Teachers, college and university	-	-	-	-	-	-	-	-	-	-	-	-
Teachers, except college and university	11.29	9.40	9.40	9.40	13.33	16.99	22.85	17.06	18.89	22.23	26.51	29.33
Elementary school teachers	-	-	-	-	-	-	23.06	17.06	19.64	22.50	26.64	29.33
Secondary school teachers	-	-	-	-	-	-	23.16	16.59	18.93	23.43	26.71	29.73
Librarians, archivists, and curators	-	-	-	-	-	-	19.93	14.83	17.82	19.56	22.44	24.48
Librarians	-	-	-	-	-	-	19.93	14.83	17.82	19.56	22.44	24.48
Social scientists and urban planners	-	-	-	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-	-	14.62	10.29	12.02	14.72	16.94	18.61
Social workers	-	-	-	-	-	-	14.62	10.29	12.02	14.72	16.94	18.61
Lawyers and judges	-	-	-	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, N.E.C.	18.04	10.77	13.37	18.16	24.15	24.52	-	-	-	-	-	-
Technical occupations	15.62	9.53	11.91	14.75	18.00	22.82	14.26	10.29	11.25	13.15	15.03	20.88
Clinical laboratory technologists and technicians	12.46	8.70	9.25	12.20	15.86	16.75	-	-	-	-	-	-
Radiological technicians	16.02	14.03	14.75	15.46	17.25	18.01	-	-	-	-	-	-
Licensed practical nurses	11.95	10.00	10.87	11.83	13.18	14.09	-	-	-	-	-	-
Health technologists and technicians, N.E.C.	11.06	6.57	7.26	11.15	14.90	16.25	-	-	-	-	-	-
Computer programmers	20.30	16.98	16.98	18.22	22.05	25.79	-	-	-	-	-	-
Executive, administrative, and managerial occupations	25.51	14.36	16.59	21.91	32.12	38.46	20.82	10.39	14.70	20.68	26.64	32.33
Executives, administrators, and managers	29.74	15.87	21.53	26.60	35.66	44.47	24.85	18.14	20.53	22.95	28.99	32.33
Administrators and officials, public administration	-	-	-	-	-	-	25.60	18.14	18.14	23.81	32.06	34.49
Financial managers	25.77	14.90	19.39	24.06	27.73	39.90	-	-	-	-	-	-
Managers, marketing, advertising and public relations	23.20	16.77	21.91	21.91	26.60	35.21	-	-	-	-	-	-
Administrators, education and related fields	-	-	-	-	-	-	25.57	19.63	21.46	22.95	32.33	32.33
Managers, medicine and health	22.56	16.04	16.04	23.08	28.72	28.72	-	-	-	-	-	-
Managers and administrators, N.E.C.	32.27	16.35	21.63	31.22	36.73	50.48	-	-	-	-	-	-
Management related occupations	20.08	13.01	15.38	17.95	21.92	29.49	14.96	10.06	10.52	14.06	16.35	22.26
Accountants and auditors	20.37	14.66	16.11	18.99	23.13	29.31	17.82	13.94	15.14	16.16	17.31	27.64
Other financial officers	15.04	12.36	12.73	15.38	15.87	19.52	-	-	-	-	-	-
Personnel, training, and labor relations specialists	28.70	14.09	17.31	37.36	39.90	45.48	-	-	-	-	-	-
Management related occupations, N.E.C.	17.35	12.25	13.22	16.88	19.18	27.96	-	-	-	-	-	-
Sales occupations	13.01	5.65	6.75	9.34	16.21	23.45	-	-	-	-	-	-
Supervisors, sales occupations	18.20	8.25	12.12	17.90	20.19	28.13	-	-	-	-	-	-
Insurance sales occupations	25.46	15.38	19.23	21.61	28.85	39.42	-	-	-	-	-	-
Sales occupations, other business services	11.41	8.17	8.17	10.73	12.50	18.51	-	-	-	-	-	-
Sales representatives, mining, manufacturing, and wholesale	27.22	11.13	11.66	23.93	31.78	56.25	-	-	-	-	-	-
Cashiers	6.23	5.20	5.25	6.00	6.80	8.00	-	-	-	-	-	-

See footnotes at end of table.

Table A-2. Hourly earnings¹ for selected occupations, all workers², private industry and State and local government, Richmond-Petersburg, VA, August 1997 — Continued

Occupation ³	Private industry						State and local government					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
White-collar occupations (-Continued)												
Sales occupations (-Continued)												
Sales support occupations, N.E.C.	\$13.76	\$8.50	\$8.50	\$12.08	\$14.50	\$23.45	—	—	—	—	—	—
Administrative support occupations, including clerical	11.20	7.00	8.25	10.50	13.24	16.49	\$11.39	\$7.70	\$9.28	\$11.28	\$13.45	\$14.70
Supervisors, general office	14.68	11.49	12.35	16.12	16.15	16.44	—	—	—	—	—	—
Secretaries	12.15	8.00	10.02	11.64	14.42	17.57	12.92	9.46	11.71	13.78	14.70	14.70
Receptionists	9.55	7.93	8.55	9.48	10.63	11.06	—	—	—	—	—	—
Information clerks, N.E.C.	9.89	5.25	5.65	11.29	12.79	12.98	—	—	—	—	—	—
Order clerks	12.57	8.25	10.15	12.65	16.23	17.08	—	—	—	—	—	—
Records clerks, N.E.C.	11.19	9.02	9.94	10.95	12.33	13.32	—	—	—	—	—	—
Bookkeepers, accounting and auditing clerks	10.28	7.50	9.00	9.94	11.54	13.36	11.62	8.76	9.63	11.37	13.37	15.18
Traffic, shipping and receiving clerks	8.19	6.00	6.25	7.50	8.50	11.58	—	—	—	—	—	—
Stock and inventory clerks	8.75	7.51	8.33	9.00	9.50	9.68	—	—	—	—	—	—
Insurance adjusters, examiners, & investigators	17.25	10.26	12.00	15.57	22.46	25.38	—	—	—	—	—	—
Investigators and adjusters except insurance	11.02	8.00	8.63	10.92	13.12	13.59	—	—	—	—	—	—
Bill and account collectors	11.35	6.20	7.50	12.02	12.95	16.18	—	—	—	—	—	—
General office clerks	10.48	6.50	7.75	9.71	14.00	15.06	9.78	7.37	8.38	9.63	10.76	11.96
Data entry keyers	9.12	7.00	7.93	9.69	10.12	10.77	—	—	—	—	—	—
Teachers' aides	—	—	—	—	—	—	9.78	6.90	7.98	9.37	12.06	12.23
Administrative support occupations, N.E.C.	11.78	6.00	9.85	12.07	13.72	15.77	11.06	7.27	8.09	10.24	13.08	17.82
Blue-collar occupations	13.73	7.10	9.25	12.98	16.76	21.28	12.35	7.69	9.71	12.31	14.61	16.43
Precision production, craft, and repair occupations	16.76	9.25	12.26	16.30	20.76	26.14	14.02	11.00	12.31	14.06	16.29	17.95
Supervisors, mechanics and repairers	21.96	14.00	14.38	22.79	28.94	29.66	—	—	—	—	—	—
Bus, truck, and stationary engine mechanics	14.81	13.00	13.63	14.90	16.10	17.20	—	—	—	—	—	—
Industrial machinery repairers	20.00	11.96	15.39	21.25	26.14	26.14	—	—	—	—	—	—
Mechanics and repairers, N.E.C.	13.79	8.00	10.50	15.00	16.70	21.08	—	—	—	—	—	—
Supervisors, production occupations ..	24.02	15.00	19.23	22.81	29.66	31.48	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	14.01	7.69	10.80	13.25	17.22	20.20	—	—	—	—	—	—
Printing press operators	15.01	8.89	13.24	15.61	17.13	18.63	—	—	—	—	—	—
Slicing and cutting machine operators	12.09	6.00	11.89	13.01	13.01	15.19	—	—	—	—	—	—
Miscellaneous machine operators, N.E.C.	16.94	9.75	12.82	17.77	20.20	24.36	—	—	—	—	—	—
Production inspectors, checkers and examiners	12.85	9.40	10.39	11.10	17.19	17.36	—	—	—	—	—	—
Transportation and material moving occupations	11.87	7.90	9.25	11.24	13.71	16.36	10.57	7.13	8.46	10.43	12.31	13.60
Supervisors, motor vehicle operators	13.65	11.24	11.24	12.00	14.58	18.61	—	—	—	—	—	—
Truck drivers	10.87	8.25	8.96	10.00	12.08	15.50	—	—	—	—	—	—
Industrial truck and tractor equipment operators	13.58	9.49	11.31	12.66	15.19	20.73	—	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	10.21	5.65	6.84	8.75	12.56	16.05	10.09	7.16	9.48	9.71	10.26	13.71
Supervisors, handlers, equipment cleaners, and laborers, N.E.C.	15.63	10.05	10.07	12.56	12.56	22.84	—	—	—	—	—	—
Production helpers	10.37	6.25	7.50	10.30	12.72	16.05	—	—	—	—	—	—
Stock handlers and baggers	9.20	5.35	5.65	7.36	11.71	13.50	—	—	—	—	—	—
Freight, stock, and material handlers, N.E.C.	11.21	6.50	8.58	11.10	13.70	16.20	—	—	—	—	—	—
Vehicle washers and equipment cleaners	9.01	5.77	6.00	6.00	10.21	17.19	—	—	—	—	—	—
Hand packers and packagers	9.87	5.45	6.84	10.98	11.65	12.80	—	—	—	—	—	—
Laborers except construction, N.E.C.	9.38	6.40	7.14	8.35	10.30	13.93	—	—	—	—	—	—
Service occupations	6.76	4.85	5.35	6.28	7.86	9.95	11.63	7.05	8.06	10.52	13.75	17.61
Protective service occupations	8.54	6.00	6.50	7.98	9.25	13.50	15.00	10.50	11.00	13.89	16.94	21.42
Police and detectives, public service ..	—	—	—	—	—	—	15.63	12.36	13.89	15.73	16.94	19.50

See footnotes at end of table.

Table A-2. Hourly earnings¹ for selected occupations, all workers², private industry and State and local government, Richmond-Petersburg, VA, August 1997 — Continued

Occupation ³	Private industry						State and local government					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
Service occupations (-Continued)												
Protective service occupations (-Continued)												
Sheriffs, bailiffs, and other law enforcement officers	—	—	—	—	—	—	\$12.97	\$11.00	\$11.00	\$12.02	\$15.70	\$16.41
Food service occupations	\$6.27	\$2.13	\$5.05	\$6.00	\$8.00	\$10.00	—	—	—	—	—	—
Waiters and waitresses	4.37	2.13	2.13	2.77	7.50	8.17	—	—	—	—	—	—
Cooks	9.62	6.30	7.50	9.00	12.00	14.42	—	—	—	—	—	—
Kitchen workers, food preparation	7.18	5.50	6.00	6.75	8.00	10.00	—	—	—	—	—	—
Food preparation occupations, N.E.C.	6.22	5.15	5.15	5.50	7.00	9.25	—	—	—	—	—	—
Health service occupations	6.89	5.25	5.50	6.43	7.58	9.27	—	—	—	—	—	—
Health aides, except nursing	8.97	6.36	7.50	8.82	9.51	12.75	—	—	—	—	—	—
Nursing aides, orderlies and attendants	6.45	5.15	5.50	6.05	7.00	8.00	—	—	—	—	—	—
Cleaning and building service occupations	6.75	5.15	5.25	5.90	7.45	9.63	8.11	5.74	6.80	8.05	8.65	10.60
Supervisors, cleaning & building service workers	10.16	7.00	7.60	8.90	12.01	15.00	—	—	—	—	—	—
Maids and housemen	6.01	5.25	5.30	5.75	6.69	7.45	—	—	—	—	—	—
Janitors and cleaners	6.10	5.15	5.20	5.50	6.50	7.90	8.11	5.74	6.80	8.05	8.65	10.60
Personal service occupations	6.62	4.75	5.59	6.25	7.25	9.11	9.90	7.37	7.53	9.84	11.50	12.58

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, hazard pay, and on-call 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. The 10th, 25th, 50th, 75th and 90th percentiles designate position in the earnings distribution. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers earn the same as or less than the rate shown. At the 75th percentile, one-fourth earn the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

² All workers include full-time and part-time workers. 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. Individual occupations are classified into one of nine major occupational groups.

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

Table A-3. Hourly earnings¹ for selected occupations, full-time and part-time workers², all industries, Richmond-Petersburg, VA, August 1997

Occupation ³	All industries											
	Full-time						Part-time					
	Mean	Percentiles					Mean	Percentiles				
10		25	Median 50	75	90	10		25	Median 50	75	90	
All occupations	\$16.19	\$7.51	\$10.03	\$14.04	\$20.02	\$27.26	\$8.11	\$5.15	\$5.50	\$6.50	\$8.50	\$14.70
All occupations excluding sales	16.29	7.70	10.24	14.09	20.20	27.40	8.37	5.15	5.50	6.84	9.00	14.99
White-collar occupations	18.41	8.73	11.44	16.15	22.82	31.92	10.07	5.50	6.25	7.55	12.21	16.43
White-collar occupations excluding sales	18.84	9.40	12.00	16.59	23.27	32.09	11.36	6.20	7.00	9.00	14.70	18.37
Professional specialty and technical occupations	21.82	12.50	16.07	20.49	26.40	33.13	18.00	8.38	14.50	16.43	20.14	30.00
Professional specialty occupations	23.60	15.07	18.20	21.95	28.04	34.40	19.71	12.64	16.07	17.53	21.59	30.00
Engineers, architects, and surveyors	26.54	18.27	20.99	26.44	31.29	35.00	-	-	-	-	-	-
Mechanical engineers	29.27	26.44	27.69	29.37	31.73	32.09	-	-	-	-	-	-
Engineers, N.E.C.	26.53	17.31	21.39	25.63	31.25	38.51	-	-	-	-	-	-
Mathematical and computer scientists	25.61	16.42	19.20	23.77	30.45	37.79	-	-	-	-	-	-
Computer systems analysts and scientists	25.98	15.71	18.78	25.00	30.65	38.59	-	-	-	-	-	-
Operations and systems researchers and analysts	23.24	17.18	20.28	22.82	23.56	31.19	-	-	-	-	-	-
Natural scientists	21.03	16.43	18.78	21.46	23.27	26.70	-	-	-	-	-	-
Health related occupations	20.31	14.30	16.59	19.70	22.25	28.25	23.89	14.00	16.23	20.00	30.00	36.83
Registered nurses	18.69	13.93	15.76	18.74	20.85	22.74	19.89	14.00	16.22	19.00	20.59	30.00
Teachers, college and university	33.31	24.42	25.00	34.40	36.93	42.63	-	-	-	-	-	-
Teachers, except college and university	21.87	15.91	18.10	21.56	26.02	29.25	-	-	-	-	-	-
Elementary school teachers	22.84	16.98	19.55	22.30	26.51	29.02	-	-	-	-	-	-
Secondary school teachers	23.05	16.59	18.81	23.43	26.57	29.62	-	-	-	-	-	-
Librarians, archivists, and curators	19.77	16.16	17.51	19.50	22.21	24.48	-	-	-	-	-	-
Librarians	19.77	16.16	17.51	19.50	22.21	24.48	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	14.28	9.81	11.67	14.38	16.83	18.26	-	-	-	-	-	-
Social workers	14.13	9.81	11.67	14.38	16.09	18.53	-	-	-	-	-	-
Lawyers and judges	-	-	-	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, N.E.C.	16.92	11.96	13.37	15.98	19.11	24.52	-	-	-	-	-	-
Technical occupations	15.32	10.33	11.95	14.04	17.47	22.09	10.59	7.00	8.38	8.76	14.00	15.25
Clinical laboratory technologists and technicians	17.04	9.25	12.25	16.90	20.88	25.85	-	-	-	-	-	-
Radiological technicians	16.21	14.75	14.75	15.98	17.29	18.01	-	-	-	-	-	-
Licensed practical nurses	11.95	10.00	10.89	11.87	13.22	14.09	-	-	-	-	-	-
Health technologists and technicians, N.E.C.	11.87	6.57	8.48	12.14	14.89	16.25	-	-	-	-	-	-
Computer programmers	19.78	15.63	16.98	18.13	22.05	25.00	-	-	-	-	-	-
Executive, administrative, and managerial occupations	24.55	13.75	16.41	21.91	30.49	38.13	-	-	-	-	-	-
Executives, administrators, and managers	28.76	16.77	21.46	25.65	33.78	39.61	-	-	-	-	-	-
Administrators and officials, public administration	25.00	18.14	18.14	23.81	32.06	34.49	-	-	-	-	-	-
Financial managers	25.77	14.90	19.39	24.06	27.73	39.90	-	-	-	-	-	-
Managers, marketing, advertising and public relations	23.20	16.77	21.91	21.91	26.60	35.21	-	-	-	-	-	-
Administrators, education and related fields	26.17	19.63	21.46	24.12	32.33	32.33	-	-	-	-	-	-
Managers, medicine and health	23.04	16.04	16.04	23.08	28.72	28.72	-	-	-	-	-	-
Managers and administrators, N.E.C.	32.17	16.48	21.63	29.62	36.56	50.48	-	-	-	-	-	-
Management related occupations	19.06	12.25	14.42	16.88	21.06	29.31	-	-	-	-	-	-
Accountants and auditors	20.03	14.66	15.94	18.46	22.71	29.31	-	-	-	-	-	-
Other financial officers	16.83	12.36	13.40	15.38	19.52	22.81	-	-	-	-	-	-
Personnel, training, and labor relations specialists	28.70	14.09	17.31	37.36	39.90	45.48	-	-	-	-	-	-
Management related occupations, N.E.C.	17.21	12.25	12.93	16.59	19.18	27.96	-	-	-	-	-	-
Sales occupations	14.74	6.50	8.00	11.76	19.23	25.24	6.38	5.15	5.40	6.03	7.00	8.00
Supervisors, sales occupations	18.28	8.28	12.12	17.90	20.19	28.13	-	-	-	-	-	-
Insurance sales occupations	25.46	15.38	19.23	21.61	28.85	39.42	-	-	-	-	-	-

See footnotes at end of table.

Table A-3. Hourly earnings¹ for selected occupations, full-time and part-time workers², all industries, Richmond-Petersburg, VA, August 1997 — Continued

Occupation ³	All industries											
	Full-time					Part-time						
	Mean	Percentiles					Mean	Percentiles				
10		25	Median 50	75	90	10		25	Median 50	75	90	
White-collar occupations (-Continued)												
Sales occupations (-Continued)												
Sales occupations, other business services	\$11.41	\$8.17	\$8.17	\$10.73	\$12.50	\$18.51	-	-	-	-	-	-
Sales representatives, mining, manufacturing, and wholesale	27.22	11.13	11.66	23.93	31.78	56.25	-	-	-	-	-	-
Sales workers, other commodities	-	-	-	-	-	-	\$7.04	\$5.75	\$6.06	\$6.50	\$7.30	\$8.88
Cashiers	6.81	5.25	5.60	6.50	7.31	9.00	5.95	5.15	5.20	5.67	6.25	7.30
Administrative support occupations, including clerical	11.71	7.93	9.28	11.21	13.55	16.15	8.75	6.00	6.76	7.55	10.15	14.70
Supervisors, general office	14.76	11.89	12.82	15.42	16.15	16.44	-	-	-	-	-	-
Computer operators	10.91	7.50	7.50	10.00	14.59	14.59	-	-	-	-	-	-
Secretaries	12.73	9.20	11.00	12.86	14.37	15.94	12.04	6.80	7.31	14.70	14.70	14.70
Receptionists	9.54	7.93	8.55	9.48	10.63	11.06	-	-	-	-	-	-
Order clerks	14.33	10.75	12.65	13.62	16.98	17.08	-	-	-	-	-	-
Records clerks, N.E.C.	11.48	9.02	10.35	11.36	12.70	13.15	-	-	-	-	-	-
Bookkeepers, accounting and auditing clerks	10.97	8.41	9.50	10.70	12.20	14.06	-	-	-	-	-	-
Dispatchers	12.98	10.01	10.47	11.62	15.40	19.03	-	-	-	-	-	-
Traffic, shipping and receiving clerks	8.41	6.00	6.50	7.50	8.50	11.58	-	-	-	-	-	-
Stock and inventory clerks	9.00	7.62	8.33	9.00	9.50	10.98	-	-	-	-	-	-
Insurance adjusters, examiners, & investigators	17.25	10.26	12.00	15.57	22.46	25.38	-	-	-	-	-	-
Investigators and adjusters except insurance	11.28	8.00	8.63	11.76	13.12	13.60	-	-	-	-	-	-
Bill and account collectors	11.61	6.30	9.63	12.02	12.95	15.20	-	-	-	-	-	-
General office clerks	10.56	7.70	8.61	9.84	11.96	14.83	7.93	6.00	6.50	7.16	9.00	11.44
Data entry keyers	9.65	7.93	8.87	9.93	10.26	10.77	7.34	6.20	6.50	7.00	8.00	9.00
Teachers' aides	9.59	6.79	7.86	9.28	12.06	12.06	-	-	-	-	-	-
Administrative support occupations, N.E.C.	12.53	9.14	10.46	12.23	14.01	16.93	6.78	5.15	6.00	7.00	7.50	7.55
Blue-collar occupations	13.97	7.54	10.00	13.01	16.76	21.28	6.92	5.25	5.50	6.25	7.50	9.02
Precision production, craft, and repair occupations	16.43	9.75	12.31	16.00	20.02	24.76	-	-	-	-	-	-
Supervisors, mechanics and repairers Bus, truck, and stationary engine mechanics	21.56	14.00	14.38	21.79	28.70	29.66	-	-	-	-	-	-
Industrial machinery repairers	14.42	11.00	13.63	14.63	16.10	17.00	-	-	-	-	-	-
Mechanics and repairers, N.E.C.	19.91	12.26	15.39	21.25	26.14	26.14	-	-	-	-	-	-
Electricians	13.80	8.50	10.50	14.70	16.70	21.08	-	-	-	-	-	-
Supervisors, production occupations ..	16.92	12.63	15.00	18.25	18.25	19.43	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	24.02	15.00	19.23	22.81	29.66	31.48	-	-	-	-	-	-
Printing press operators	14.01	7.75	10.80	13.25	17.22	20.20	-	-	-	-	-	-
Slicing and cutting machine operators	15.01	8.89	13.24	15.61	17.13	18.63	-	-	-	-	-	-
Miscellaneous machine operators, N.E.C.	12.09	6.00	11.89	13.01	13.01	15.19	-	-	-	-	-	-
Production inspectors, checkers and examiners	16.94	9.75	12.82	17.77	20.20	24.36	-	-	-	-	-	-
Transportation and material moving occupations	12.85	9.40	10.39	11.10	17.19	17.36	-	-	-	-	-	-
Supervisors, motor vehicle operators	11.87	7.75	9.45	11.25	13.60	16.42	9.25	6.75	7.50	8.00	10.43	13.72
Truck drivers	13.65	11.24	11.24	12.00	14.58	18.61	-	-	-	-	-	-
Industrial truck and tractor equipment operators	11.01	8.53	9.10	10.00	12.10	15.50	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	13.58	9.49	11.31	12.66	15.19	20.73	-	-	-	-	-	-
Supervisors, handlers, equipment cleaners, and laborers, N.E.C.	10.94	6.40	7.88	10.00	12.72	16.21	6.41	5.20	5.35	5.83	6.84	7.75
Production helpers	13.25	9.71	9.71	10.60	12.56	17.10	-	-	-	-	-	-
Stock handlers and baggers	10.37	6.25	7.50	10.30	12.72	16.05	-	-	-	-	-	-
	12.55	7.36	8.82	11.71	13.32	21.90	5.94	5.15	5.35	5.65	6.25	7.50

See footnotes at end of table.

Table A-3. Hourly earnings¹ for selected occupations, full-time and part-time workers², all industries, Richmond-Petersburg, VA, August 1997 — Continued

Occupation ³	All industries											
	Full-time						Part-time					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
Blue-collar occupations (-Continued)												
Handlers, equipment cleaners, helpers, and laborers (-Continued)												
Freight, stock, and material handlers, N.E.C.	\$11.43	\$7.88	\$8.65	\$11.85	\$13.70	\$14.75	\$9.51	\$5.30	\$5.50	\$6.00	\$16.20	\$17.88
Vehicle washers and equipment cleaners	9.25	5.77	6.00	7.00	16.36	17.19	-	-	-	-	-	-
Hand packers and packagers	11.61	10.64	10.98	11.58	11.79	12.80	-	-	-	-	-	-
Laborers except construction, N.E.C.	9.78	6.50	7.50	8.75	10.92	13.93	-	-	-	-	-	-
Service occupations	9.67	5.70	6.73	8.33	11.50	15.33	5.83	2.13	5.15	5.50	6.68	8.00
Protective service occupations	13.49	7.50	10.04	12.48	16.31	20.27	7.26	5.70	6.45	7.10	7.15	7.75
Police and detectives, public service ..	15.63	12.36	13.89	15.73	16.94	19.50	-	-	-	-	-	-
Sheriffs, bailiffs, and other law enforcement officers	12.97	11.00	11.00	12.02	15.70	16.41	-	-	-	-	-	-
Food service occupations	7.43	3.14	5.55	7.05	9.24	12.02	5.47	2.13	2.13	5.50	7.00	8.50
Waiters and waitresses	-	-	-	-	-	-	3.78	2.13	2.13	2.13	7.50	8.00
Kitchen workers, food preparation	7.93	6.00	6.03	7.65	9.84	10.00	6.55	5.50	5.50	6.25	7.15	8.00
Food preparation occupations, N.E.C.	7.62	5.15	5.88	7.19	9.25	9.41	5.82	5.15	5.15	5.25	6.25	7.00
Health service occupations	7.70	6.00	6.50	7.37	8.65	9.84	6.18	5.15	5.30	5.50	6.25	8.01
Health aides, except nursing	8.54	6.20	7.16	8.73	9.45	10.71	-	-	-	-	-	-
Nursing aides, orderlies and attendants	7.48	6.00	6.47	7.32	8.06	9.63	5.88	5.15	5.25	5.50	6.00	7.77
Cleaning and building service occupations	7.78	5.30	6.00	7.36	8.38	11.19	5.66	5.05	5.15	5.25	5.86	7.00
Supervisors, cleaning & building service workers	11.10	7.50	8.15	12.00	12.01	15.00	-	-	-	-	-	-
Maids and housemen	6.03	5.25	5.30	5.75	6.69	7.45	-	-	-	-	-	-
Janitors and cleaners	7.75	5.51	6.41	7.49	8.45	10.24	5.46	5.05	5.15	5.25	5.50	6.25
Personal service occupations	9.34	7.00	7.37	9.63	11.00	12.58	6.47	5.25	5.51	6.00	6.63	7.69

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, hazard pay, and on-call 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. The 10th, 25th, 50th, 75th and 90th percentiles designate position in the earnings distribution. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers earn the same as or less than the rate shown. At the 75th percentile, one-fourth earn the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

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. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

Table A-4. Weekly and annual earnings¹ and hours for selected occupations, full-time workers only², all industries, Richmond-Petersburg, VA, August 1997

Occupation ³	All industries					
	Mean weekly hours ⁴	Weekly earnings		Mean annual hours	Annual earnings	
		Mean	Median		Mean	Median
All occupations	40.2	\$651	\$562	2,043	\$33,065	\$28,787
All occupations excluding sales	40.2	654	562	2,038	33,200	29,016
White-collar occupations	40.2	740	639	2,038	37,519	32,195
White-collar occupations excluding sales	40.1	756	651	2,031	38,255	32,994
Professional specialty and technical occupations	40.4	881	803	1,993	43,482	40,518
Professional specialty occupations	40.5	956	878	1,971	46,517	42,497
Engineers, architects, and surveyors	39.9	1,060	1,058	2,077	55,119	54,995
Mechanical engineers	40.4	1,182	1,179	2,101	61,488	61,308
Engineers, N.E.C.	40.0	1,061	1,025	2,080	55,183	53,310
Mathematical and computer scientists	40.6	1,039	956	2,109	54,014	49,691
Computer systems analysts and scientists	40.9	1,062	1,028	2,125	55,203	53,477
Operations and systems researchers and analysts	39.0	907	913	2,030	47,185	47,466
Natural scientists	40.0	842	858	2,082	43,786	44,637
Health related occupations	39.7	806	782	2,025	41,124	40,373
Registered nurses	39.8	744	744	2,071	38,713	38,670
Teachers, college and university	47.9	1,594	1,687	2,057	68,509	66,204
Teachers, except college and university	37.9	829	820	1,607	35,148	34,423
Elementary school teachers	38.3	874	844	1,583	36,162	34,574
Secondary school teachers	38.6	889	889	1,616	37,244	36,196
Librarians, archivists, and curators	38.2	755	744	1,792	35,421	34,145
Librarians	38.2	755	744	1,792	35,421	34,145
Social scientists and urban planners	-	-	-	-	-	-
Social, recreation, and religious workers	39.7	567	575	2,065	29,500	29,910
Social workers	39.7	561	562	2,065	29,172	29,203
Lawyers and judges	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, N.E.C.	39.9	675	639	2,073	35,080	33,238
Technical occupations	40.0	612	559	2,078	31,847	29,078
Clinical laboratory technologists and technicians	40.0	681	676	2,080	35,437	35,152
Radiological technicians	40.0	648	639	2,080	33,719	33,238
Licensed practical nurses	40.0	478	475	2,080	24,848	24,690
Health technologists and technicians, N.E.C.	40.0	475	486	2,080	24,690	25,251
Computer programmers	40.2	795	769	2,091	41,362	39,998
Executive, administrative, and managerial occupations ...	40.8	1,003	871	2,109	51,780	45,302
Executives, administrators, and managers	41.8	1,202	1,096	2,150	61,839	56,966
Administrators and officials, public administration	39.7	993	952	2,066	51,656	49,525
Financial managers	44.4	1,144	984	2,307	59,465	51,147
Managers., marketing, advertising and public relations	44.7	1,037	1,096	2,325	53,938	56,966
Administrators, education and related fields	39.6	1,037	935	1,992	52,146	45,758
Managers, medicine and health	39.8	917	923	2,070	47,676	48,006
Managers and administrators, N.E.C.	41.5	1,336	1,222	2,159	69,455	63,551
Management related occupations	39.6	755	675	2,057	39,194	35,110
Accountants and auditors	40.0	801	740	2,080	41,675	38,501
Other financial officers	39.3	662	615	2,045	34,420	31,990
Personnel, training, and labor relations specialists	40.0	1,148	1,494	2,080	59,683	77,709
Management related occupations, N.E.C.	39.2	674	646	2,022	34,799	33,404
Sales occupations	40.7	600	469	2,106	31,040	24,378
Supervisors, sales occupations	42.2	771	716	2,194	40,109	37,232
Insurance sales occupations	40.5	1,032	810	2,107	53,652	42,140
Sales occupations, other business services	40.0	456	429	2,080	23,735	22,318
Sales representatives, mining, manufacturing, and wholesale	41.2	1,121	1,081	2,141	58,300	56,219
Cashiers	36.5	249	240	1,813	12,340	12,480
Administrative support occupations, including clerical	39.4	462	442	2,027	23,745	22,880
Supervisors, general office	39.6	584	606	2,058	30,363	31,493
Computer operators	40.0	436	400	2,080	22,695	20,800
Secretaries	39.6	504	514	2,044	26,016	26,749
Receptionists	39.9	381	379	2,073	19,787	19,718
Order clerks	39.5	566	523	2,055	29,434	27,206
Records clerks, N.E.C.	39.4	452	448	2,048	23,513	23,296
Bookkeepers, accounting and auditing clerks	39.3	432	421	2,045	22,444	21,882
Dispatchers	41.6	540	451	2,163	28,079	23,462

See footnotes at end of table.

Table A-4. Weekly and annual earnings¹ and hours for selected occupations, full-time workers only², all industries, Richmond-Petersburg, VA, August 1997 — Continued

Occupation ³	All industries					
	Mean weekly hours ⁴	Weekly earnings		Mean annual hours	Annual earnings	
		Mean	Median		Mean	Median
White-collar occupations (-Continued)						
Administrative support occupations, including clerical (-Continued)						
Traffic, shipping and receiving clerks	39.8	\$335	\$300	2,071	\$17,409	\$15,600
Stock and inventory clerks	40.0	360	360	2,080	18,718	18,720
Insurance adjusters, examiners, & investigators ..	38.8	669	581	2,017	34,800	30,225
Investigators and adjusters except insurance	39.2	442	460	2,040	23,005	23,927
Bill and account collectors	39.7	461	481	2,063	23,947	25,002
General office clerks	39.7	419	394	2,062	21,771	20,467
Data entry keyers	38.7	374	385	2,012	19,423	20,007
Teachers' aides	34.8	333	328	1,426	13,667	13,443
Administrative support occupations, N.E.C.	39.3	492	490	2,008	25,151	25,276
Blue-collar occupations						
Precision production, craft, and repair occupations	40.3	563	530	2,056	28,717	27,394
Supervisors, mechanics and repairers	40.2	660	645	2,074	34,082	33,280
Bus, truck, and stationary engine mechanics	39.8	859	872	2,071	44,647	45,323
Industrial machinery repairers	41.0	591	576	2,130	30,706	29,952
Mechanics and repairers, N.E.C.	40.1	798	850	2,084	41,491	44,200
Electricians	40.0	552	588	2,078	28,690	30,576
Supervisors, production occupations	40.0	677	730	2,080	35,190	37,960
Machine operators, assemblers, and inspectors	40.4	971	912	2,101	50,484	47,445
Printing press operators	39.9	560	530	2,077	29,106	27,560
Slicing and cutting machine operators	39.1	586	624	2,032	30,486	32,469
Miscellaneous machine operators, N.E.C.	40.0	484	520	2,080	25,148	27,061
Production inspectors, checkers and examiners ..	40.0	677	711	2,080	35,226	36,962
Transportation and material moving occupations	39.8	444	444	2,069	26,592	23,088
Supervisors, motor vehicle operators	41.4	491	477	1,961	23,284	23,400
Truck drivers	44.8	611	562	2,327	31,775	29,224
Industrial truck and tractor equipment operators ..	43.3	477	412	2,051	22,588	20,800
Handlers, equipment cleaners, helpers, and laborers	40.4	549	506	2,102	28,548	26,333
Supervisors, handlers, equipment cleaners, and laborers, N.E.C.	40.2	440	400	2,065	22,596	20,550
Production helpers	40.9	542	480	2,127	28,171	24,960
Stock handlers and baggers	39.6	411	412	2,061	21,363	21,403
Freight, stock, and material handlers, N.E.C.	40.0	502	468	2,080	26,112	24,357
Vehicle washers and equipment cleaners	39.8	455	474	2,069	23,659	24,648
Hand packers and packagers	41.3	382	280	2,149	19,874	14,560
Laborers except construction, N.E.C.	40.2	467	463	2,090	24,258	24,086
	40.0	391	350	2,025	19,804	18,200
Service occupations						
Protective service occupations	39.9	386	330	2,033	19,658	16,952
Police and detectives, public service	41.0	553	525	2,040	27,515	26,146
Sheriffs, bailiffs, and other law enforcement officers	39.2	613	584	2,036	31,815	30,368
Food service occupations	40.0	519	481	2,080	26,975	25,002
Kitchen workers, food preparation	39.4	293	286	1,969	14,640	14,269
Food preparation occupations, N.E.C.	40.0	317	306	2,080	16,496	15,912
Health service occupations	35.0	267	260	1,512	11,519	9,959
Health aides, except nursing	39.4	304	295	2,050	15,783	15,330
Nursing aides, orderlies and attendants	40.0	342	349	2,080	17,765	18,158
Cleaning and building service occupations	39.3	294	282	2,043	15,289	14,685
Supervisors, cleaning & building service workers	39.7	309	294	2,052	15,956	15,246
Maids and housemen	39.9	443	480	2,073	23,015	24,960
Janitors and cleaners	38.6	233	230	2,006	12,108	11,960
Personal service occupations	40.0	310	300	2,062	15,972	15,392
	39.4	368	385	2,048	19,118	20,030

¹ Earnings are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, hazard pay, and on-call 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. The median designates position—one-half of the workers receive the same as or more, and one-half receive the same as or less than the rate shown.

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. Individual occupations are classified into one of nine major occupational groups.

⁴ 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. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

Table B-1. Mean hourly earnings¹ by occupational group and levels², all industries, private industry, State and local government, full-time and part-time workers, Richmond-Petersburg, VA, August 1997

Occupational group ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
All occupations	\$15.27	\$14.74	\$16.62	\$16.19	\$8.11
All occupations excluding sales	15.45	14.94	16.62	16.29	8.37
White-collar occupations	17.60	17.25	18.25	18.41	10.07
Level 1	6.06	6.06	—	—	6.03
Level 2	7.59	7.49	7.86	8.31	6.50
Level 3	8.58	8.43	9.21	8.83	7.88
Level 4	10.34	10.22	10.83	10.76	7.58
Level 5	13.06	13.92	11.96	13.14	11.21
Level 6	13.64	13.57	13.75	13.64	13.65
Level 7	15.18	16.24	13.46	15.13	17.21
Level 8	17.84	17.54	18.49	17.87	17.55
Level 9	21.54	21.76	21.30	21.49	23.31
Level 10	22.85	22.97	22.61	22.85	—
Level 11	26.45	28.70	23.05	26.36	—
Level 12	32.57	34.60	30.35	32.57	—
Level 13	36.52	39.43	—	36.52	—
Not able to be leveled	26.53	28.59	—	28.46	7.76
White-collar occupations excluding sales	18.23	18.21	18.27	18.84	11.36
Level 2	8.17	8.40	7.74	8.79	7.00
Level 3	8.85	8.74	9.21	9.03	8.24
Level 4	10.89	10.91	10.83	11.23	8.15
Level 5	12.45	12.98	11.96	12.49	11.62
Level 6	13.87	13.96	13.75	13.91	13.65
Level 7	14.95	15.94	13.46	14.89	17.21
Level 8	18.04	17.75	18.49	18.11	17.55
Level 9	21.54	21.79	21.30	21.50	23.31
Level 10	22.84	22.96	22.61	22.84	—
Level 11	26.44	28.73	23.05	26.36	—
Level 12	31.42	32.61	30.35	31.42	—
Level 13	36.52	39.43	—	36.52	—
Not able to be leveled	26.58	28.66	—	28.46	7.77
Professional specialty and technical occupations	21.60	21.22	21.92	21.82	18.00
Professional specialty occupations	23.38	23.48	23.30	23.60	19.71
Level 5	13.54	—	—	13.88	—
Level 6	14.47	—	—	13.93	—
Level 7	17.29	17.76	14.64	17.20	18.21
Level 8	19.16	20.59	18.55	19.57	—
Level 9	21.58	21.47	21.62	21.51	23.31
Level 10	22.68	23.17	21.81	22.68	—
Level 11	26.11	29.69	22.95	25.94	—
Level 12	30.90	33.93	—	30.90	—
Level 13	35.99	—	—	35.99	—
Not able to be leveled	25.83	26.53	—	26.14	—
Engineers, architects, and surveyors	26.54	28.48	—	26.54	—
Level 9	21.62	23.21	—	21.62	—
Level 11	31.84	31.84	—	31.84	—
Mathematical and computer scientists	24.63	27.34	—	25.61	—
Level 9	18.31	18.31	—	18.31	—
Level 11	26.62	26.91	—	26.62	—
Natural scientists	21.03	22.62	—	21.03	—
Health related occupations	20.74	19.68	22.65	20.31	23.89
Level 7	17.87	17.89	—	17.69	19.31
Level 8	18.58	18.80	—	18.70	—
Level 9	21.12	21.98	—	20.55	24.40
Teachers, college and university	32.85	—	—	33.31	—
Teachers, except college and university	21.76	11.29	22.85	21.87	—
Level 8	20.85	—	—	20.85	—
Level 9	22.85	—	23.03	22.86	—
Librarians, archivists, and curators	19.58	—	19.93	19.77	—
Social scientists and urban planners	—	—	—	—	—
Social, religious, and recreation workers	14.53	—	14.62	14.28	—
Lawyers and judges	—	—	—	—	—

See footnotes at end of table.

Table B-1. Mean hourly earnings¹ by occupational group and levels², all industries, private industry, State and local government, full-time and part-time workers, Richmond-Petersburg, VA, August 1997
— Continued

Occupational group ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
White-collar occupations (-Continued)					
Writers, authors, entertainers, athletes, and professionals, N.E.C.	\$16.72	\$18.04	—	\$16.92	—
Technical occupations	15.09	15.62	\$14.26	15.32	\$10.59
Level 4	10.19	10.68	—	10.76	—
Level 5	12.24	12.50	—	12.14	—
Level 6	17.08	17.61	—	17.22	—
Level 7	14.44	15.26	13.73	14.48	—
Level 9	18.97	19.63	—	18.97	—
Executive, administrative, and managerial occupations ...	24.51	25.51	20.82	24.55	—
Level 5	14.21	14.34	—	14.21	—
Level 6	13.41	13.40	—	13.54	—
Level 7	14.38	15.07	13.45	14.38	—
Level 8	15.90	15.90	—	15.90	—
Level 9	22.06	22.36	19.83	22.06	—
Level 10	21.62	—	—	21.62	—
Level 11	26.62	27.99	23.25	26.62	—
Level 12	31.98	32.13	—	31.98	—
Level 13	37.81	42.71	—	37.81	—
Not able to be leveled	31.02	32.06	—	31.15	—
Executives, administrators, and managers	28.66	29.74	24.85	28.76	—
Level 8	15.29	15.29	—	15.29	—
Level 9	25.12	25.88	—	25.12	—
Level 11	27.02	29.11	23.16	27.02	—
Level 12	30.22	29.50	—	30.22	—
Level 13	37.81	42.71	—	37.81	—
Not able to be leveled	31.83	—	—	—	—
Management related occupations	19.06	20.08	14.96	19.06	—
Level 5	13.72	13.84	—	13.72	—
Level 6	14.39	14.42	—	14.39	—
Level 7	14.27	15.39	12.87	14.27	—
Level 8	16.68	16.68	—	16.68	—
Level 9	19.49	19.32	—	19.49	—
Level 11	25.05	25.00	—	25.05	—
Sales occupations	13.00	13.01	—	14.74	6.38
Level 1	5.94	5.94	—	—	5.89
Level 2	6.20	5.99	—	6.77	—
Level 3	7.13	7.13	—	7.30	6.91
Level 4	8.67	8.67	—	9.18	—
Level 5	16.23	16.23	—	16.55	—
Level 7	19.92	19.92	—	19.92	—
Level 8	17.03	17.03	—	17.03	—
Level 9	21.41	21.41	—	21.41	—
Administrative support occupations, including clerical	11.27	11.20	11.39	11.71	8.75
Level 2	8.17	8.40	7.74	8.79	7.00
Level 3	8.85	8.74	9.21	9.02	8.27
Level 4	10.94	10.92	10.98	11.26	8.10
Level 5	12.15	12.67	11.69	12.19	—
Level 6	13.40	13.16	—	13.40	—
Level 7	13.86	14.76	—	13.86	—
Level 8	19.97	20.34	—	19.97	—
Blue-collar occupations	13.62	13.73	12.35	13.97	6.92
Level 1	7.49	7.48	—	7.75	—
Level 2	9.11	9.12	—	10.19	6.26
Level 3	10.77	10.76	—	11.01	8.30
Level 4	12.39	12.50	—	12.45	—
Level 5	13.67	13.73	—	13.70	—
Level 6	14.74	15.17	11.93	14.74	—
Level 7	16.67	17.07	14.69	16.67	—
Level 8	18.18	18.32	—	18.18	—
Level 9	25.76	25.76	—	25.76	—
Precision production, craft, and repair occupations	16.43	16.76	14.02	16.43	—
Level 4	10.47	10.47	—	10.47	—

See footnotes at end of table.

**Table B-1. Mean hourly earnings¹ by occupational group and levels², all industries, private industry, State and local government, full-time and part-time workers, Richmond-Petersburg, VA, August 1997
— Continued**

Occupational group ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
Blue-collar occupations (-Continued)					
Precision production, craft, and repair occupations (-Continued)					
Level 5	\$12.36	\$12.52	—	\$12.36	—
Level 6	14.63	15.36	—	14.63	—
Level 7	17.15	17.74	\$14.66	17.15	—
Level 8	18.69	18.87	—	18.69	—
Level 9	25.31	25.31	—	25.31	—
Machine operators, assemblers, and inspectors	14.01	14.01	—	14.01	—
Level 1	6.89	6.89	—	6.89	—
Level 2	9.70	9.70	—	9.75	—
Level 3	13.65	13.65	—	13.65	—
Level 4	14.61	14.61	—	14.61	—
Level 5	15.79	15.79	—	15.79	—
Level 6	15.44	15.44	—	15.44	—
Level 7	14.28	14.28	—	14.28	—
Transportation and material moving occupations	11.71	11.87	10.57	11.87	\$9.25
Level 3	9.72	9.52	—	—	—
Level 4	12.56	13.09	—	12.75	—
Level 5	11.74	11.76	—	11.79	—
Level 7	14.42	14.42	—	14.42	—
Handlers, equipment cleaners, helpers, and laborers	10.20	10.21	10.09	10.94	6.41
Level 1	7.85	7.86	—	8.49	—
Level 2	9.14	9.14	—	10.75	6.00
Level 3	9.35	9.35	—	9.67	7.65
Level 4	10.11	10.13	—	10.15	—
Level 5	15.11	15.11	—	15.11	—
Level 6	13.45	—	—	13.45	—
Service occupations	8.51	6.76	11.63	9.67	5.83
Level 1	5.80	5.60	6.94	6.25	5.38
Level 2	6.12	5.81	—	6.97	4.89
Level 3	7.77	7.33	8.55	8.24	6.96
Level 4	8.00	7.86	—	7.95	8.19
Level 5	12.98	—	13.63	13.17	—
Level 6	12.17	—	12.26	12.19	—
Level 7	13.67	13.30	13.80	13.66	—
Protective service occupations	13.29	8.54	15.00	13.49	7.26
Level 5	14.39	—	14.52	14.39	—
Level 6	12.46	—	12.26	12.46	—
Level 7	16.11	—	16.12	16.12	—
Food service occupations	6.39	6.27	—	7.43	5.47
Level 1	5.58	5.45	—	5.85	5.40
Level 2	4.64	4.39	—	5.84	3.73
Level 3	8.00	7.97	—	—	7.81

See footnotes at end of table.

**Table B-1. Mean hourly earnings¹ by occupational group and levels², all industries, private industry, State and local government, full-time and part-time workers, Richmond-Petersburg, VA, August 1997
— Continued**

Occupational group ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
Service occupations (-Continued)					
Health service occupations	\$7.13	\$6.89	—	\$7.70	\$6.18
Level 2	5.80	5.80	—	—	—
Level 3	7.67	7.19	—	8.15	—
Level 4	7.48	7.48	—	7.25	—
Cleaning and building service occupations	7.20	6.75	\$8.11	7.78	5.66
Level 1	6.17	5.91	—	6.81	—
Level 2	6.87	6.11	—	7.02	—
Level 3	6.77	6.77	—	—	—
Personal service occupations	8.58	6.62	9.90	9.34	6.47
Level 3	8.04	6.89	—	—	6.42

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, hazard pay, and on-call 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 Each occupation for which wage 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 ranking within each factor. The points are summed to determine the overall level of the occupation. See technical note for more information.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

⁴ All workers include full-time and part-time workers. 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.

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

Table B-2. Mean hourly earnings¹ for selected occupations and levels², all industries, private industry, State and local government, full-time and part-time workers, Richmond-Petersburg, VA, August 1997

Occupation ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
White-collar occupations:					
Professional specialty and technical occupations:					
Professional specialty occupations:					
Mechanical engineers	\$29.27	\$29.27	—	\$29.27	—
Engineers, N.E.C.	26.53	26.53	—	26.53	—
Computer systems analysts and scientists	24.78	28.01	—	25.98	—
Level 11	26.62	26.91	—	26.62	—
Operations and systems researchers and analysts	23.24	—	—	23.24	—
Registered nurses	18.84	18.35	—	18.69	\$19.89
Level 7	17.87	17.89	—	17.69	19.31
Level 8	18.90	18.86	—	18.91	—
Level 9	19.03	19.94	—	18.66	—
Physical therapists	25.46	—	—	—	—
Level 9	25.46	—	—	—	—
Elementary school teachers	22.79	—	\$23.06	22.84	—
Level 9	23.12	—	23.20	23.12	—
Secondary school teachers	23.02	—	23.16	23.05	—
Level 9	23.05	—	—	23.10	—
Librarians	19.58	—	19.93	19.77	—
Social workers	14.41	—	14.62	14.13	—
Technical occupations:					
Clinical laboratory technologists and technicians	17.04	12.46	—	17.04	—
Radiological technicians	16.14	16.02	—	16.21	—
Licensed practical nurses	12.01	11.95	—	11.95	—
Health technologists and technicians, N.E.C.	11.91	11.06	—	11.87	—
Computer programmers	19.78	20.30	—	19.78	—
Executive, administrative, and managerial occupations:					
Administrators and officials, public administration	25.00	—	25.60	25.00	—
Financial managers	25.77	25.77	—	25.77	—
Level 11	27.32	27.32	—	27.32	—
Managers., marketing, advertising and public relations	23.20	23.20	—	23.20	—
Administrators, education and related fields	26.17	—	25.57	26.17	—
Managers, medicine and health	23.04	22.56	—	23.04	—
Managers and administrators, N.E.C.	31.91	32.27	—	32.17	—
Level 8	15.55	15.55	—	15.55	—
Level 9	26.28	26.97	—	26.28	—
Level 11	29.52	29.52	—	29.52	—
Level 13	43.96	43.96	—	43.96	—
Accountants and auditors	20.03	20.37	17.82	20.03	—
Level 7	15.97	16.21	—	15.97	—
Level 9	20.42	20.81	—	20.42	—
Level 11	24.51	24.42	—	24.51	—
Other financial officers	16.83	15.04	—	16.83	—
Personnel, training, and labor relations specialists	28.70	28.70	—	28.70	—
Management related occupations, N.E.C.	17.21	17.35	—	17.21	—
Level 9	18.71	18.71	—	18.71	—
Sales occupations:					
Supervisors, sales occupations	18.20	18.20	—	18.28	—
Level 8	15.88	15.88	—	15.88	—
Insurance sales occupations	25.46	25.46	—	25.46	—
Sales occupations, other business services	11.41	11.41	—	11.41	—
Sales representatives, mining, manufacturing, and wholesale	27.22	27.22	—	27.22	—
Sales workers, other commodities	—	—	—	—	7.04
Cashiers	6.32	6.23	—	6.81	5.95
Level 3	6.91	6.91	—	—	—
Sales support occupations, N.E.C.	13.76	13.76	—	—	—
Administrative support occupations, including clerical:					
Supervisors, general office	14.76	14.68	—	14.76	—
Computer operators	10.91	—	—	10.91	—
Secretaries	12.62	12.15	12.92	12.73	12.04
Level 3	8.41	—	—	—	—

See footnotes at end of table.

Table B-2. Mean hourly earnings¹ for selected occupations and levels², all industries, private industry, State and local government, full-time and part-time workers, Richmond-Petersburg, VA, August 1997 — Continued

Occupation ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
White-collar occupations: (-Continued)					
Administrative support occupations, including clerical: (-Continued)					
Secretaries (-Continued)					
Level 4	\$11.27	\$10.70	—	\$11.53	—
Level 5	12.47	—	—	12.47	—
Level 6	14.00	—	—	13.78	—
Receptionists	9.55	9.55	—	9.54	—
Level 3	9.52	9.52	—	9.29	—
Information clerks, N.E.C.	9.89	9.89	—	—	—
Order clerks	12.57	12.57	—	14.33	—
Library clerks	7.39	—	—	—	—
Records clerks, N.E.C.	11.41	11.19	—	11.48	—
Level 4	9.79	—	—	9.83	—
Bookkeepers, accounting and auditing clerks	10.81	10.28	\$11.62	10.97	—
Level 4	9.63	9.63	—	9.87	—
Dispatchers	12.94	—	—	12.98	—
Traffic, shipping and receiving clerks	8.19	8.19	—	8.41	—
Level 3	6.88	6.88	—	—	—
Stock and inventory clerks	8.97	8.75	—	9.00	—
Level 3	8.52	—	—	—	—
Insurance adjusters, examiners, & investigators ..	17.25	17.25	—	17.25	—
Investigators and adjusters except insurance	11.28	11.02	—	11.28	—
Bill and account collectors	11.61	11.35	—	11.61	—
General office clerks	10.10	10.48	9.78	10.56	\$7.93
Level 2	8.82	9.64	—	—	—
Level 3	9.06	9.03	—	9.20	—
Level 4	10.86	11.33	—	11.83	—
Data entry keyers	9.12	9.12	—	9.65	7.34
Level 2	8.12	8.12	—	—	—
Teachers' aides	9.69	—	9.78	9.59	—
Administrative support occupations, N.E.C.	11.46	11.78	11.06	12.53	6.78
Level 6	13.58	13.58	—	13.58	—
Blue-collar occupations:					
Precision production, craft, and repair occupations:					
Supervisors, mechanics and repairers	21.56	21.96	—	21.56	—
Bus, truck, and stationary engine mechanics	14.42	14.81	—	14.42	—
Industrial machinery repairers	19.91	20.00	—	19.91	—
Level 7	22.27	22.27	—	22.27	—
Mechanics and repairers, N.E.C.	13.80	13.79	—	13.80	—
Level 7	15.82	—	—	15.82	—
Electricians	16.92	—	—	16.92	—
Level 7	16.92	—	—	16.92	—
Supervisors, production occupations	24.02	24.02	—	24.02	—
Level 7	16.91	16.91	—	16.91	—
Level 9	25.90	25.90	—	25.90	—
Machine operators, assemblers, and inspectors:					
Printing press operators	15.01	15.01	—	15.01	—
Slicing and cutting machine operators	12.09	12.09	—	12.09	—
Miscellaneous machine operators, N.E.C.	16.94	16.94	—	16.94	—
Level 4	17.75	17.75	—	17.75	—
Level 5	18.80	18.80	—	18.80	—
Production inspectors, checkers and examiners ..	12.85	12.85	—	12.85	—
Transportation and material moving occupations:					
Supervisors, motor vehicle operators	13.65	13.65	—	13.65	—
Truck drivers	10.93	10.87	—	11.01	—
Level 5	11.15	11.14	—	11.20	—
Bus drivers	12.53	—	—	—	—
Industrial truck and tractor equipment operators ..	13.58	13.58	—	13.58	—
Level 3	12.11	12.11	—	12.11	—
Level 4	14.26	14.26	—	14.26	—
Handlers, equipment cleaners, helpers, and laborers:					
Supervisors, handlers, equipment cleaners, and laborers, N.E.C.	13.25	15.63	—	13.25	—

See footnotes at end of table.

Table B-2. Mean hourly earnings¹ for selected occupations and levels², all industries, private industry, State and local government, full-time and part-time workers, Richmond-Petersburg, VA, August 1997 — Continued

Occupation ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
Blue-collar occupations: (-Continued)					
Handlers, equipment cleaners, helpers, and laborers: (-Continued)					
Production helpers	\$10.37	\$10.37	—	\$10.37	—
Level 2	11.61	11.61	—	11.61	—
Stock handlers and baggers	9.20	9.20	—	12.55	\$5.94
Level 3	8.44	8.44	—	9.52	6.80
Freight, stock, and material handlers, N.E.C.	11.21	11.21	—	11.43	9.51
Level 1	6.33	6.33	—	—	—
Vehicle washers and equipment cleaners	9.01	9.01	—	9.25	—
Hand packers and packagers	9.87	9.87	—	11.61	—
Level 3	10.79	10.79	—	—	—
Laborers except construction, N.E.C.	9.38	9.38	—	9.78	—
Level 1	8.74	8.74	—	8.84	—
Level 2	11.22	11.22	—	—	—
Level 3	8.78	8.78	—	8.98	—
Service occupations:					
Protective service occupations:					
Police and detectives, public service	15.63	—	\$15.63	15.63	—
Sheriffs, bailiffs, and other law enforcement officers	12.97	—	12.97	12.97	—
Level 6	12.97	—	12.97	12.97	—
Food service occupations:					
Waiters and waitresses	4.37	4.37	—	—	3.78
Level 1	5.48	5.48	—	—	—
Cooks	9.56	9.62	—	—	—
Kitchen workers, food preparation	7.34	7.18	—	7.93	6.55
Level 3	7.53	—	—	—	—
Food preparation occupations, N.E.C.	6.48	6.22	—	7.62	5.82
Level 1	5.72	—	—	—	—
Health service occupations:					
Health aides, except nursing	8.97	8.97	—	8.54	—
Level 4	9.58	9.58	—	—	—
Nursing aides, orderlies and attendants	6.82	6.45	—	7.48	5.88
Level 2	5.79	5.79	—	—	—
Level 3	7.71	7.22	—	8.24	—
Level 4	6.46	6.46	—	—	—
Cleaning and building service occupations:					
Supervisors, cleaning & building service workers	10.16	10.16	—	11.10	—
Maids and housemen	6.01	6.01	—	6.03	—
Janitors and cleaners	7.02	6.10	8.11	7.75	5.46
Level 1	6.22	5.93	—	7.01	—
Level 2	7.28	—	—	—	—

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, hazard pay, and on-call 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 Each occupation for which wage 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 ranking within each factor. The points are summed to determine the overall level of the occupation. See technical note for more information.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

⁴ All workers include full-time and part-time workers. 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.

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

Table C-1. Mean hourly earnings¹ by occupational group and selected characteristics, all industries, Richmond-Petersburg, VA, August 1997

Occupational group ²	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
All occupations	\$16.19	\$8.11	\$16.55	\$15.14	\$15.28	\$14.87
All occupations excluding sales	16.29	8.37	16.55	15.33	15.49	11.49
White-collar occupations	18.41	10.07	16.05	17.64	17.58	18.72
White-collar excluding sales	18.84	11.36	16.05	18.29	18.22	-
Professional specialty and technical occupations	21.82	18.00	-	21.61	21.58	-
Professional specialty occupations	23.60	19.71	-	23.38	23.36	-
Technical occupations	15.32	10.59	-	14.90	15.09	-
Executive, administrative, and managerial occupations ...	24.55	-	-	24.53	24.52	-
Sales occupations	14.74	6.38	-	13.00	12.25	18.02
Administrative support including clerical occupations	11.71	8.75	15.24	11.05	11.27	-
Blue-collar occupations	13.97	6.92	16.68	12.26	13.72	10.08
Precision production, craft, and repair occupations	16.43	-	19.35	15.29	16.54	-
Machine operators, assemblers, and inspectors	14.01	-	16.05	11.76	14.01	-
Transportation and material moving occupations	11.87	9.25	14.50	10.83	11.89	10.34
Handlers, equipment cleaners, helpers, and laborers	10.94	6.41	14.02	9.36	10.24	-
Service occupations	9.67	5.83	-	8.51	8.52	-

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, hazard pay, and on-call 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. Individual occupations are classified into one of nine major occupational groups.

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.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

Table C-2. Mean hourly earnings¹ by occupational group and industry division, private industry, all workers², Richmond-Petersburg, VA, August 1997

Occupational group ³	All private industries	Goods-producing industries ⁴				Service-producing industries ⁵				
		Total	Mining	Construction	Manufacturing	Total	Transportation and public utilities	Wholesale and retail trade	Finance, insurance, and real estate	Services
All occupations	\$14.74	\$17.30	—	\$12.87	—	—	\$18.28	—	—	—
All occupations excluding sales	14.94	17.31	—	13.05	—	—	18.40	—	—	—
White-collar occupations	17.25	23.48	—	13.08	—	—	20.32	—	—	—
White-collar excluding sales	18.21	23.95	—	15.09	—	—	20.71	—	—	—
Professional specialty and technical occupations	21.22	26.52	—	—	—	—	—	—	—	—
Professional specialty occupations	23.48	28.35	—	—	—	—	—	—	—	—
Technical occupations	15.62	17.31	—	—	—	—	21.01	—	—	—
Executive, administrative, and managerial occupations	25.51	30.02	—	—	—	—	26.47	—	—	—
Sales occupations	13.01	17.06	—	—	—	—	—	—	—	—
Administrative support, including clerical occupations	11.20	12.53	—	—	—	—	14.63	—	—	—
Blue-collar occupations	13.73	15.00	—	12.98	—	—	15.45	—	—	—
Precision production, craft, and repair occupations	16.76	17.41	—	14.13	—	—	17.90	—	—	—
Machine operators, assemblers, and inspectors	14.01	14.48	—	—	—	—	—	—	—	—
Transportation and material moving occupations	11.87	12.23	—	10.84	—	—	12.63	—	—	—
Handlers, equipment cleaners, helpers, and laborers	10.21	11.80	—	7.88	—	—	16.06	—	—	—
Service occupations	6.76	—	—	—	—	—	—	—	—	—

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, hazard pay, and on-call 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. 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. Individual occupations are classified into one of nine

major occupational groups.

⁴ Goods-producing industries include mining, construction, and manufacturing.

⁵ Service-producing industries include transportation and public utilities; wholesale and retail trade; finance, insurance, and real estate; and services.

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

Table C-3. Mean hourly earnings¹ by occupational group and establishment employment size, private industry, all workers², Richmond-Petersburg, VA, August 1997

Occupational group ³	All private industry workers	50 - 99 workers	100 workers or more		
			Total	100 - 499 workers	500 workers or more
All occupations	\$14.74	\$13.38	\$15.11	\$13.59	\$17.24
All occupations excluding sales	14.94	12.90	15.43	13.77	17.62
White-collar occupations	17.25	16.41	17.47	16.44	18.68
White-collar excluding sales	18.21	16.66	18.54	17.63	19.47
Professional specialty and technical occupations	21.22	15.96	21.81	20.14	23.24
Professional specialty occupations	23.48	16.57	24.34	22.63	25.60
Technical occupations	15.62	—	15.77	15.58	16.02
Executive, administrative, and managerial occupations ...	25.51	24.00	26.01	24.11	28.23
Sales occupations	13.01	15.84	11.55	12.02	—
Administrative support, including clerical occupations	11.20	10.40	11.38	11.77	10.96
Blue-collar occupations	13.73	11.53	14.29	12.71	16.53
Precision production, craft, and repair occupations	16.76	13.60	18.03	15.97	20.93
Machine operators, assemblers, and inspectors	14.01	11.32	14.29	11.97	16.22
Transportation and material moving occupations	11.87	10.36	12.04	11.13	15.75
Handlers, equipment cleaners, helpers, and laborers	10.21	8.50	10.78	10.60	11.06
Service occupations	6.76	6.49	6.85	6.46	8.12

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, hazard pay, and on-call 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. 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. Individual occupations are classified into one of nine major occupational groups.

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

Table C-4. Number of workers¹ represented by occupational group, Richmond-Petersburg, VA, August 1997

Occupational group ²	All workers		
	All industries	Private industry	State and local government
All occupations	300,181	214,421	85,760
All occupations excluding sales	277,206	191,756	85,450
White-collar occupations	177,119	112,701	64,419
White-collar excluding sales	154,144	90,035	64,109
Professional specialty and technical occupations	64,411	27,868	36,543
Professional specialty occupations	51,419	19,922	31,496
Technical occupations	12,993	7,945	5,047
Executive, administrative, and managerial occupations ...	29,232	22,679	6,553
Sales occupations	22,975	22,665	—
Administrative support including clerical occupations	60,501	39,489	21,012
Blue-collar occupations	74,142	67,487	6,655
Precision production, craft, and repair occupations	25,710	22,641	3,069
Machine operators, assemblers, and inspectors	16,720	16,720	—
Transportation and material moving occupations	11,972	9,720	2,252
Handlers, equipment cleaners, helpers, and laborers	19,740	18,406	1,335
Service occupations	48,919	34,234	14,685

¹ Both full-time and part-time workers were included in the survey. 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 establishment, where a 40-hour week is the minimum full-time schedule.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of

nine major occupational groups.

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

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. While 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, which was based on the type of data to be produced, had to be developed before data collection could begin.

Survey scope

This survey of the Richmond-Petersburg, VA, Metropolitan Statistical Area covered establishments employing 50 workers or more in goods-producing industries (mining, construction and manufacturing); service-producing industries (transportation, communications, electric, gas, and sanitary services; wholesale trade; retail trade; finance, insurance, and real estate; and services industries); 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 was an economic unit which 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 was usually at a single physical location. For State and local governments, an establishment was defined as all locations of a government entity.

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

Sampling frame

The list of establishments from which the survey sample was selected (sampling frame) was developed from the State unemployment insurance reports for the Richmond-Petersburg, VA, Metropolitan Statistical Area. The reference month for the public sector is June 1994. 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 reference month for the private sector is December 1995. The sampling frame was reviewed prior to the survey and, when necessary, missing establishments were added, out-

of-business and out-of-scope establishments were removed, and addresses, employment levels, industry classification, and other information were updated.

Sample design

The sample for this survey area was selected using a two stage stratified design with probability proportional to employment sampling at each stage. The first stage of sample selection was a probability sample of establishments. The sample of establishments was drawn by first stratifying the sampling frame by industry and ownership. The number of sample establishments allocated to each stratum is approximately proportional to the stratum employment. Each sampled establishment is selected within a stratum with a probability proportional to its employment. Use of this technique means that the larger an establishment's employment, the greater its chance of selection. Weights were applied to each establishment when the data were tabulated so that it represents similar units (by industry and employment size) in the economy which were not selected for collection. See appendix table 1 for a count of establishments in the survey by employment size. 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. Collection was the responsibility of the field economists, working out of the Regional Office, who visited each establishment surveyed.

Occupational selection and classification

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

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

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

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

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

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

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

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

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

- 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

A complete list of all individual occupations, classified by the MOG to which they belong, is contained in appendix B.

In step three, certain other job characteristics of the chosen worker were identified. First, the worker was identified as holding either a full-time or part-time job, based on the establishment's definition of those terms. Then the worker was classified as having a time versus incentive job,

depending on whether any part of pay was directly based on the actual production of the worker, rather than solely on hours worked. Finally, the worker was identified as being in a union job or a nonunion job. See the "Definition of Terms" section on the following page for more detail.

Generic leveling through point factor analysis

In the last step before wage data were collected, the work level of each selected job was determined using a "generic leveling" process. Generic leveling ranks and compares all occupations randomly selected in an establishment using the same criteria. This is a major departure from the method used in the past in the Bureau's Occupational Compensation Surveys which studied specifically defined occupations with leveling definitions unique to each occupation.

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 which written description best matched the job. Within each occupation, the points for 9 factors (supervisory duties was excluded) were recorded and totaled. The total determines the overall level of the occupation. Appendix table 3 presents average work levels for published occupational groups and selected occupations. 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 leveled job and a guide to help data users evaluate jobs in their firm.

Wage data collected in prior surveys using the new generic leveling method were evaluated by BLS researchers

using regression techniques. For each of the major occupational groups, wages were compared to the 10 generic level factors (and levels within those factors). The analysis showed that several of the generic level factors, most notably knowledge and supervision received, had strong explanatory power for wages. That is, as the levels within a given factor increased, the wages also increased. Detailed research continues in the area. The results of this research will be published by BLS in the future.

Collection period

The survey was collected from May 1997 through February 1998. The average payroll reference month was August 1997. For each establishment in the survey, the data reflect the establishment's practices on the day of collection.

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
- On-call pay

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 (e.g., Christmas bonuses, profit-sharing bonuses)
- Uniform and tool allowances
- Free room and board
- Payments made by third parties (e.g., tips, bonuses given by manufacturers to department store salespeople, referral incentives in real estate)

In order to calculate earnings for various time periods (hourly, weekly, and annual), data on work schedules were also 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 and the example for more details on the leveling process.)

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

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

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

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

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

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

Processing and analyzing the data

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

Weighting and nonresponse

Sample weights were calculated for each establishment/occupation in the survey. These weights reflected the relative size of the occupation within the establishment and of the establishment within the sample universe. Weights were used to aggregate the individual establishment/occupations into the various data series. Of the establishments surveyed, 28.5 percent (representing 84,778 employees) refused to supply information. If data were not provided by a sample member, the weights of responding sample members in the same or similar "cells" were adjusted to account for the missing data. This technique assumes that the mean value of the nonrespondents equals the

mean value of the respondents at some detailed “cell” level. Responding and nonresponding establishments were classified into these cells according to industry and employment size. Responding and nonresponding occupations within responding establishments were classified into cells which were additionally defined by major occupation group and job level.

Establishments which were determined to be out of business or outside the scope of the survey (4.5 percent of the total sample) 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.

Estimation

The wage series in the tables are computed by combining the wages for individual establishment/occupations. Before being combined, individual wage rates are weighted by: number of workers; the sample weight adjusted for nonresponding establishments and other factors; and the occupation work schedule, varying depending on whether hourly, weekly, or annual rates are being calculated.

Not all series that were calculated 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 publishing a series that could have revealed information about a specific establishment.

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

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. Appendix table 2 contains RSE data for selected series in this bulletin. RSE data for all series in this bulletin are available on the Internet web site and by request to the BLS National Office.

The standard error can be used to calculate a “confidence interval” around a sample estimate. As an example, suppose table A-1 shows that mean hourly earnings for all workers was \$12.79 per hour, and appendix table 2 shows a relative standard error of 3.6 percent for this estimate. At the 90-percent level, the confidence interval for this estimate is \$13.55 to \$12.03 (\$12.79 plus and minus 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. A Technical Reinterview Program done in all survey areas will be used in the development of a formal quality assessment process to help compute nonsampling error. Although they were not specifically measured, the nonsampling errors were expected to be minimal due to the extensive training of the field economists who gathered the survey data by personal visit, computer edits of the data, and detailed data review.

Appendix table 1. Number of establishments studied by industry division and establishment employment size, and number of establishments represented, Richmond-Petersburg, VA, August 1997

Industry	Number of establishments represented	Number of establishments studied				
		Total studied	50 - 99 workers	100 workers or more		
				Total	100 - 499 workers	500 workers or more
All industries	1,619	220	68	152	104	48
Private industry	1,561	194	66	128	93	35
Goods-producing industries	319	56	20	36	25	11
Mining	5	3	3	-	-	-
Construction	110	12	7	5	5	-
Manufacturing	204	41	10	31	20	11
Service-producing industries	1,241	138	46	92	68	24
Transportation and public utilities	89	18	3	15	11	4
Wholesale and retail trade	452	46	22	24	19	5
Finance, insurance and real estate	343	16	5	11	8	3
Services	357	58	16	42	30	12
State and local government	58	26	2	24	11	13

NOTE: Dashes indicate that no data were reported. Overall industry and industry groups may include data for categories not shown separately.

Appendix table 2. Relative standard errors of mean hourly earnings¹ for selected occupations, all industries, private industry, and State and local government, all workers², Richmond-Petersburg, VA, August 1997

(in percent)

Occupation ³	All industries	Private industry	State and local government
All occupations	2.1%	2.4%	4.3%
All occupations excluding sales	2.2	2.4	4.3
White-collar occupations	2.6	3.0	4.8
White-collar occupations excluding sales	2.6	2.9	4.8
Professional specialty and technical occupations	3.4	3.3	5.5
Professional specialty occupations	3.3	3.5	5.2
Engineers, architects, and surveyors	6.6	4.6	—
Mechanical engineers	1.0	1.0	—
Engineers, N.E.C.	10.0	10.0	—
Mathematical and computer scientists	8.0	7.6	—
Computer systems analysts and scientists	9.4	8.9	—
Operations and systems researchers and analysts	7.2	—	—
Natural scientists	6.2	8.7	—
Health related occupations	3.2	3.2	5.8
Registered nurses	2.9	2.8	—
Physical therapists	8.5	—	—
Teachers, college and university	7.3	—	—
Teachers, except college and university	4.0	11.4	1.7
Elementary school teachers	1.9	—	1.8
Secondary school teachers	3.7	—	3.7
Librarians, archivists, and curators	2.6	—	2.4
Librarians	2.6	—	2.4
Social scientists and urban planners	—	—	—
Social, recreation, and religious workers	6.1	—	7.2
Social workers	6.4	—	7.2
Lawyers and judges	—	—	—
Writers, authors, entertainers, athletes, and professionals, N.E.C.	8.5	7.9	—
Technical occupations	4.4	4.5	8.1
Clinical laboratory technologists and technicians	13.2	10.3	—
Radiological technicians	2.4	2.5	—
Licensed practical nurses	1.6	1.7	—
Health technologists and technicians, N.E.C.	9.4	11.0	—
Computer programmers	6.9	6.8	—
Executive, administrative, and managerial occupations ...	3.7	3.3	10.7
Executives, administrators, and managers	4.1	4.3	7.3
Administrators and officials, public administration	11.0	—	12.0
Financial managers	6.6	6.6	—
Managers., marketing, advertising and public relations	8.3	8.3	—
Administrators, education and related fields	10.6	—	10.3
Managers, medicine and health	9.3	10.8	—
Managers and administrators, N.E.C.	6.5	6.5	—
Management related occupations	6.4	5.7	12.3
Accountants and auditors	4.6	5.2	8.1
Other financial officers	6.3	6.8	—
Personnel, training, and labor relations specialists	18.2	18.2	—
Management related occupations, N.E.C.	7.1	7.2	—
Sales occupations	9.2	9.2	—
Supervisors, sales occupations	11.5	11.5	—
Insurance sales occupations	5.6	5.6	—
Sales occupations, other business services	11.2	11.2	—
Sales representatives, mining, manufacturing, and wholesale	30.5	30.5	—
Cashiers	4.0	4.0	—
Sales support occupations, N.E.C.	22.5	22.5	—
Administrative support occupations, including clerical	2.3	3.0	3.2
Supervisors, general office	3.1	3.9	—
Computer operators	12.9	—	—
Secretaries	3.1	4.9	3.5
Receptionists	2.6	2.6	—

See footnotes at end of table.

Appendix table 2. Relative standard errors of mean hourly earnings¹ for selected occupations, all industries, private industry, and State and local government, all workers², Richmond-Petersburg, VA, August 1997 — Continued

(in percent)

Occupation ³	All industries	Private industry	State and local government
White-collar occupations (-Continued)			
Administrative support occupations, including clerical (-Continued)			
Information clerks, N.E.C.	14.0%	14.0%	—
Order clerks	9.8	9.8	—
Library clerks	18.0	—	—
Records clerks, N.E.C.	4.0	3.9	—
Bookkeepers, accounting and auditing clerks	4.1	3.8	6.6%
Dispatchers	9.1	—	—
Traffic, shipping and receiving clerks	9.2	9.2	—
Stock and inventory clerks	3.1	2.2	—
Insurance adjusters, examiners, & investigators ..	19.3	19.3	—
Investigators and adjusters except insurance	4.5	5.2	—
Bill and account collectors	9.1	14.3	—
General office clerks	4.6	8.0	3.8
Data entry keyers	4.3	4.3	—
Teachers' aides	3.4	—	3.4
Administrative support occupations, N.E.C.	5.4	7.5	7.7
Blue-collar occupations			
Precision production, craft, and repair occupations	2.4	2.5	5.6
Supervisors, mechanics and repairers	3.2	3.5	3.5
Bus, truck, and stationary engine mechanics	12.0	12.6	—
Industrial machinery repairers	5.0	4.0	—
Mechanics and repairers, N.E.C.	8.1	8.2	—
Electricians	4.2	4.9	—
Supervisors, production occupations	6.3	—	—
Machine operators, assemblers, and inspectors	6.3	6.3	—
Printing press operators	3.1	3.1	—
Slicing and cutting machine operators	6.8	6.8	—
Miscellaneous machine operators, N.E.C.	11.1	11.1	—
Production inspectors, checkers and examiners ..	5.2	5.2	—
Transportation and material moving occupations	9.5	9.5	—
Supervisors, motor vehicle operators	3.9	4.4	4.6
Truck drivers	9.6	9.6	—
Bus drivers	4.8	5.2	—
Industrial truck and tractor equipment operators ..	10.9	—	—
Handlers, equipment cleaners, helpers, and laborers	7.7	7.7	—
Supervisors, handlers, equipment cleaners, and laborers, N.E.C.	4.3	4.7	5.7
Production helpers	10.3	15.4	—
Stock handlers and baggers	11.3	11.3	—
Freight, stock, and material handlers, N.E.C.	11.4	11.4	—
Vehicle washers and equipment cleaners	7.9	7.9	—
Hand packers and packagers	19.5	19.5	—
Laborers except construction, N.E.C.	5.5	5.5	—
.....	7.0	7.0	—
Service occupations			
Protective service occupations	3.5	2.9	4.6
Police and detectives, public service	6.2	5.2	6.4
Sheriffs, bailiffs, and other law enforcement officers	3.7	—	3.8
Food service occupations	0.2	—	0.2
Waiters and waitresses	5.8	6.1	—
Cooks	20.5	20.5	—
Kitchen workers, food preparation	9.8	10.1	—
Food preparation occupations, N.E.C.	4.8	5.3	—
Health service occupations	8.4	9.5	—
Health aides, except nursing	4.0	4.2	—
Nursing aides, orderlies and attendants	4.2	4.2	—
Cleaning and building service occupations	4.1	4.0	—
Supervisors, cleaning & building service workers	4.2	4.7	4.2
Maids and housemen	8.3	8.3	—
Janitors and cleaners	1.3	1.3	—
.....	4.9	4.5	4.2

See footnotes at end of table.

Appendix table 2. Relative standard errors of mean hourly earnings¹ for selected occupations, all industries, private industry, and State and local government, all workers², Richmond-Petersburg, VA, August 1997 — Continued

(in percent)

Occupation ³	All industries	Private industry	State and local government
Service occupations (-Continued)			
Personal service occupations	10.1%	3.3%	10.8%

¹ The relative standard error is the standard error expressed as a percent of the estimate. Hourly earnings for these occupations are presented in Tables A-1 and A-2. Reliable relative standard errors could not be determined for all occupations.

² All workers include full-time and part-time workers. 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. Individual occupations are classified into one of nine major occupational groups.

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

Appendix table 3. Average work levels for selected occupations, all workers, full-time and part-time workers, Richmond-Petersburg, VA, August 1997

Occupation ¹	All workers	Full-time workers	Part-time workers
All occupations	6	6	4
All occupations excluding sales	6	6	4
White-collar occupations	7	7	5
White-collar occupations excluding sales	7	8	5
Professional specialty and technical occupations	9	9	8
Professional specialty occupations	10	10	8
Engineers, architects, and surveyors	10	10	—
Mechanical engineers	11	11	—
Engineers, N.E.C.	9	9	—
Mathematical and computer scientists	10	10	—
Computer systems analysts and scientists	10	10	—
Operations and systems researchers and analysts	10	10	—
Natural scientists	10	10	—
Health related occupations	9	9	9
Registered nurses	8	8	8
Physical therapists	9	—	—
Teachers, college and university	12	12	—
Teachers, except college and university	9	9	—
Elementary school teachers	9	9	—
Secondary school teachers	9	9	—
Librarians, archivists, and curators	8	8	—
Librarians	8	8	—
Social scientists and urban planners	—	—	—
Social, recreation, and religious workers	8	7	—
Social workers	7	7	—
Lawyers and judges	—	—	—
Writers, authors, entertainers, athletes, and professionals, N.E.C.	6	6	—
Technical occupations	7	7	5
Clinical laboratory technologists and technicians	8	8	—
Radiological technicians	6	7	—
Licensed practical nurses	6	6	—
Health technologists and technicians, N.E.C.	6	6	—
Computer programmers	9	9	—
Executive, administrative, and managerial occupations	10	10	—
Executives, administrators, and managers	11	11	—
Administrators and officials, public administration	11	11	—
Financial managers	11	11	—
Managers., marketing, advertising and public relations	11	11	—
Administrators, education and related fields	11	11	—
Managers, medicine and health	11	11	—
Managers and administrators, N.E.C.	11	11	—
Management related occupations	8	8	—
Accountants and auditors	9	9	—
Other financial officers	8	8	—
Personnel, training, and labor relations specialists	10	10	—
Management related occupations, N.E.C.	7	7	—
Sales occupations	5	6	3
Supervisors, sales occupations	7	7	—
Insurance sales occupations	8	8	—
Sales occupations, other business services	6	6	—
Sales representatives, mining, manufacturing, and wholesale	10	10	—
Sales workers, other commodities	—	—	4
Cashiers	2	3	2
Sales support occupations, N.E.C.	6	—	—
Administrative support occupations, including clerical	4	5	4
Supervisors, general office	7	7	—
Computer operators	4	4	—
Secretaries	5	5	5
Receptionists	3	4	—
Information clerks, N.E.C.	3	—	—
Order clerks	4	5	—
Library clerks	2	—	—
Records clerks, N.E.C.	6	6	—
Bookkeepers, accounting and auditing clerks	5	5	—
Dispatchers	5	5	—

See footnotes at end of table.

Appendix table 3. Average work levels for selected occupations, all workers, full-time and part-time workers, Richmond-Petersburg, VA, August 1997 — Continued

Occupation ¹	All workers	Full-time workers	Part-time workers
White-collar occupations (-Continued)			
Administrative support occupations, including clerical (-Continued)			
Traffic, shipping and receiving clerks	4	4	—
Stock and inventory clerks	3	3	—
Insurance adjusters, examiners, & investigators	7	7	—
Investigators and adjusters except insurance	4	4	—
Bill and account collectors	5	5	—
General office clerks	4	4	4
Data entry keyers	3	3	3
Teachers' aides	4	3	—
Administrative support occupations, N.E.C.	5	5	2
Blue-collar occupations			
Precision production, craft, and repair occupations	5	5	2
Supervisors, mechanics and repairers	6	6	—
Bus, truck, and stationary engine mechanics	8	8	—
Industrial machinery repairers	7	7	—
Mechanics and repairers, N.E.C.	6	6	—
Electricians	7	7	—
Supervisors, production occupations	8	8	—
Machine operators, assemblers, and inspectors	4	4	—
Printing press operators	6	6	—
Slicing and cutting machine operators	5	5	—
Miscellaneous machine operators, N.E.C.	4	4	—
Production inspectors, checkers and examiners	4	4	—
Transportation and material moving occupations	4	4	3
Supervisors, motor vehicle operators	7	7	—
Truck drivers	4	4	—
Bus drivers	4	—	—
Industrial truck and tractor equipment operators	4	4	—
Handlers, equipment cleaners, helpers, and laborers	3	3	2
Supervisors, handlers, equipment cleaners, and laborers, N.E.C.	7	7	—
Production helpers	3	3	—
Stock handlers and baggers	3	4	2
Freight, stock, and material handlers, N.E.C.	3	4	2
Vehicle washers and equipment cleaners	2	2	—
Hand packers and packagers	2	3	—
Laborers except construction, N.E.C.	2	2	—
Service occupations			
Protective service occupations	3	4	2
Police and detectives, public service	5	5	3
Sheriffs, bailiffs, and other law enforcement officers	6	6	—
Food service occupations	6	6	—
Waiters and waitresses	2	3	2
Cooks	2	—	2
Kitchen workers, food preparation	4	—	—
Food preparation occupations, N.E.C.	3	3	2
Health service occupations	2	2	2
Health aides, except nursing	3	4	3
Nursing aides, orderlies and attendants	4	5	—
Cleaning and building service occupations	3	3	3
Supervisors, cleaning & building service workers	2	3	2
Maids and housemen	5	6	—
Janitors and cleaners	2	2	—
Personal service occupations	2	2	2
	4	5	3

¹ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups. The occupations titled authors, musicians, actors, painters, photographers, dancers, artists, athletes, and legislators cannot be assigned a work level.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."