

Occupational Compensation Survey: Pay Only

**Richmond–Petersburg, VA,
Metropolitan Area,
August 1996**



U.S. Department of Labor
Bureau of Labor Statistics

Bulletin 3085-36

Preface

This bulletin provides results of an August 1996 survey of occupational pay in the Richmond–Petersburg, VA Metropolitan Statistical Area. This survey was conducted as part of the U.S. Bureau of Labor Statistics Occupational Compensation Survey Program. Data from this program are for use in implementing the Federal Employees Pay Comparability Act of 1990. The survey was conducted by the Bureau's regional office in Philadelphia, under the direction of John W. Filemyr, Assistant Regional Commissioner for Operations.

The survey could not have been conducted without the cooperation of the many private firms and government jurisdictions that provided pay data included in this bulletin. The Bureau thanks these respondents for their cooperation.

For additional information regarding this survey or similar surveys conducted in this regional area, please contact the BLS Philadelphia Regional Office at (215) 596-1154. You may also write to the Bureau of Labor Statistics at: Office of Compensation Levels and Trends, 2 Massachusetts Avenue, NE, Room 4175, Washington, D.C. 20212-0001 or call the Occupational Compensation Survey Program information line at (202) 606-6220.

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Occupational Compensation Survey: Pay Only

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August 1996



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

Bureau of Labor Statistics
Katharine G. Abraham,
Commissioner

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Introduction

This survey of occupational pay in the Richmond–Petersburg, VA Metropolitan Statistical Area (the cities of Colonial Heights, Hopewell, Petersburg, and Richmond, and the counties of Charles City, Chesterfield, Dinwiddie, Goochland, Hanover, Henrico, New Kent, Powhatan, and Prince George) was conducted as part of the U.S. Bureau of Labor Statistics Occupational Compensation Survey Program. The survey is one of a number conducted annually in metropolitan areas throughout the United States. (See listing of reports for other surveys at the end of this bulletin.)

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

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

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

Pay

The A-series tables provide estimates of straight-time weekly or hourly pay by occupation. Tables A-1 through A-5 provide data for selected white- and blue-collar occupations common to a variety of industries. Tables A-6 through A-10 include similar information, but are limited to establishments employing 500 workers or more.

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

Appendixes

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

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

Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Richmond-Petersburg, VA, August 1996

Occupation and level	Number of workers	Average weekly hours ¹ (standard)	Weekly pay (in dollars) ²				Percent of workers receiving straight-time weekly pay (in dollars) of—																					
			Mean	Median	Middle range		350 and under 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 and over	
PROFESSIONAL OCCUPATIONS																												
Accountants																												
Level I	262	39.5	\$539	\$539	\$482	—	\$590	—	16	16	24	19	19	3	3	—	—	—	—	—	—	—	—	—	—	—	—	—
Private industry	101	39.0	529	513	423	—	603	—	32	12	19	12	11	8	7	—	—	—	—	—	—	—	—	—	—	—	—	
Level II	679	39.5	611	593	538	—	683	—	—	10	20	22	14	12	13	7	1	(³)	1	—	—	—	—	—	—	—	—	
Private industry	538	39.4	606	580	534	—	683	—	—	12	22	21	12	12	12	6	1	(³)	1	—	—	—	—	—	—	—	—	
Goods-producing industries	149	39.7	639	684	488	—	727	—	—	27	8	5	4	12	24	11	3	1	4	—	—	—	—	—	—	—	—	
Manufacturing	149	39.7	639	684	488	—	727	—	—	27	8	5	4	12	24	11	3	1	4	—	—	—	—	—	—	—	—	
Service-producing industries	389	39.3	593	577	538	—	646	—	—	6	28	27	15	13	7	4	(³)	—	—	—	—	—	—	—	—	—	—	
Level III	631	39.7	809	788	696	—	916	—	—	—	2	4	6	14	10	16	15	7	6	6	12	(³)	2	—	—	—	—	
Private industry	506	39.6	828	827	708	—	946	—	—	—	2	4	3	14	10	14	12	9	8	8	15	(³)	2	—	—	—	—	
Service-producing industries	294	39.6	812	810	708	—	895	—	—	—	—	6	2	17	6	18	16	11	10	6	5	—	3	—	—	—	—	
State and local government	125	39.9	731	736	658	—	805	—	—	—	2	2	20	15	13	22	24	2	1	—	—	—	—	—	—	—	—	
Level IV	250	39.7	1,036	992	920	—	1,157	—	—	—	—	—	—	1	1	3	9	9	16	14	13	13	12	6	2	—	—	
Private industry	169	39.6	1,086	1,058	940	—	1,233	—	—	—	—	—	—	—	—	9	5	15	16	8	15	18	8	4	—	1	—	
Goods-producing industries	100	39.6	1,088	1,062	927	—	1,204	—	—	—	—	—	—	—	—	—	12	8	12	14	6	20	11	9	6	—	2	—
Manufacturing	100	39.6	1,088	1,062	927	—	1,204	—	—	—	—	—	—	—	—	—	12	8	12	14	6	20	11	9	6	—	2	—
Service-producing industries	69	39.6	1,084	—	—	—	—	—	—	—	—	—	—	—	—	—	6	—	20	19	12	9	28	7	—	—	—	—
Attorneys																												
Level III	74	39.4	1,048	—	—	—	—	—	—	—	—	—	—	—	—	—	18	22	8	11	11	8	4	4	8	5	—	1
State and local government	56	39.9	967	899	860	—	1,008	—	—	—	—	—	—	—	—	—	23	29	11	11	11	7	2	2	—	5	—	—
Engineers																												
Level I	62	40.0	703	—	—	—	—	—	—	—	11	23	5	6	6	16	23	6	3	—	—	—	—	—	—	—	—	—
Private industry	57	40.0	707	—	—	—	—	—	—	—	12	25	—	4	7	18	25	7	4	—	—	—	—	—	—	—	—	—
Level II	514	39.9	784	770	644	—	888	—	—	—	2	9	15	5	12	13	8	8	9	6	1	(³)	—	—	—	—	—	
Private industry	291	39.8	854	878	760	—	974	—	—	—	—	4	9	1	10	9	10	14	13	15	11	2	(³)	—	—	—	—	
Goods-producing industries	221	39.7	864	888	762	—	984	—	—	—	—	5	11	—	8	8	6	12	14	16	15	3	(³)	—	—	—	—	
Manufacturing	221	39.7	864	888	762	—	984	—	—	—	—	5	11	—	8	8	6	12	14	16	15	3	(³)	—	—	—	—	
Level III	888	39.7	976	981	863	—	1,092	—	—	—	—	—	1	3	7	5	8	9	13	11	20	15	6	3	(³)	—	—	
Private industry	610	39.5	1,043	1,035	958	—	1,135	—	—	—	—	—	—	—	2	1	5	6	11	13	28	21	8	4	(³)	—	—	
Goods-producing industries	472	39.4	1,040	1,023	935	—	1,135	—	—	—	—	—	—	—	2	1	5	7	12	13	25	18	10	6	(³)	—	—	
Manufacturing	454	39.4	1,042	1,024	935	—	1,135	—	—	—	—	—	—	—	2	1	6	6	13	12	26	18	10	6	(³)	—	—	
Level IV	686	39.9	1,177	1,182	1,099	—	1,283	—	—	—	—	—	—	—	(³)	1	2	1	1	5	16	27	26	16	4	1	—	
Private industry	547	39.9	1,230	1,235	1,153	—	1,303	—	—	—	—	—	—	—	—	—	—	—	2	2	7	32	33	20	5	1	—	
Level V	482	39.8	1,384	1,387	1,305	—	1,447	—	—	—	—	—	—	—	—	—	—	—	—	1	9	13	34	28	7	3	4	
Private industry	467	39.8	1,390	1,388	1,317	—	1,449	—	—	—	—	—	—	—	—	—	—	—	—	1	8	13	35	28	7	3	4	
Level VI	90	39.7	1,612	1,570	1,505	—	1,777	—	—	—	—	—	—	—	—	—	—	—	—	1	4	13	3	2	32	7	⁴ 37	

See footnotes at end of table.

Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Richmond-Petersburg, VA, August 1996 — Continued

Occupation and level	Number of workers	Average weekly hours ¹ (standard)	Weekly pay (in dollars) ²			Percent of workers receiving straight-time weekly pay (in dollars) of—																						
			Mean	Median	Middle range	350 and under 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 and over		
ADMINISTRATIVE OCCUPATIONS																												
Buyers/Contracting Specialists																												
Level II	139	39.4	\$700	\$688	\$635	—	\$742	—	—	—	6	7	28	17	18	8	1	6	9	—	—	—	—	—	—	—	—	—
Private industry	77	39.0	746	—	—	—	—	—	—	—	—	—	27	18	21	8	—	10	16	—	—	—	—	—	—	—	—	—
Goods-producing industries	54	39.7	742	—	—	—	—	—	—	—	—	—	24	24	22	11	—	—	19	—	—	—	—	—	—	—	—	—
Manufacturing	54	39.7	742	—	—	—	—	—	—	—	—	—	24	24	22	11	—	—	19	—	—	—	—	—	—	—	—	—
Level III	90	40.0	925	989	787	—	1,046	—	—	—	—	—	4	6	11	7	11	1	6	11	36	6	1	1	—	—	—	—
Private industry	64	40.0	994	—	—	—	—	—	—	—	—	—	—	—	9	3	5	—	8	16	48	8	2	2	—	—	—	—
Computer Programmers																												
Level II	365	39.6	609	606	577	—	642	—	—	16	7	16	36	14	5	5	1	(³)	(³)	—	—	—	—	—	—	—	—	—
Private industry	309	39.6	613	608	577	—	642	—	—	16	4	17	39	15	3	6	1	(³)	(³)	—	—	—	—	—	—	—	—	—
Service-producing industries	282	39.6	600	606	577	—	642	—	—	17	4	18	41	14	2	2	1	—	—	—	—	—	—	—	—	—	—	—
Level III	644	39.7	740	733	673	—	790	—	—	—	—	4	10	22	20	20	13	4	3	2	1	—	—	—	—	—	—	—
Private industry	482	39.5	753	742	690	—	797	—	—	—	—	—	4	26	22	24	14	4	4	1	1	—	—	—	—	—	—	—
Goods-producing industries	74	39.9	797	—	—	—	—	—	—	—	—	—	—	11	19	28	15	9	18	—	—	—	—	—	—	—	—	—
Manufacturing	68	39.9	793	—	—	—	—	—	—	—	—	—	—	12	21	31	12	6	19	—	—	—	—	—	—	—	—	—
Service-producing industries	408	39.5	745	738	684	—	788	—	—	—	—	—	5	29	23	23	13	3	2	1	1	—	—	—	—	—	—	—
Computer Systems Analysts																												
Level I	163	39.4	844	859	804	—	917	—	—	—	—	1	4	7	2	2	9	18	26	15	10	6	—	—	—	—	—	—
Private industry	162	39.4	845	860	808	—	917	—	—	—	1	4	6	2	2	9	18	27	15	10	6	—	—	—	—	—	—	—
Service-producing industries	80	39.8	782	818	671	—	862	—	—	—	1	7	13	5	4	13	19	30	6	—	2	—	—	—	—	—	—	—
Level II	983	39.6	911	908	824	—	991	—	—	—	—	—	—	3	6	10	10	15	22	10	16	7	(³)	(³)	—	—	—	—
Private industry	804	39.6	923	918	850	—	1,000	—	—	—	—	—	—	3	4	10	8	14	23	11	18	8	(³)	(³)	—	—	—	—
Goods-producing industries	144	39.8	964	904	881	—	1,098	—	—	—	—	—	—	—	—	—	8	20	32	5	17	17	1	—	—	—	—	—
Manufacturing	144	39.8	964	904	881	—	1,098	—	—	—	—	—	—	—	—	—	8	20	32	5	17	17	1	—	—	—	—	—
Service-producing industries	660	39.5	915	922	830	—	995	—	—	—	—	—	—	4	5	12	8	13	22	13	18	6	(³)	1	—	—	—	—
Level III	680	39.5	1,075	1,066	972	—	1,162	—	—	—	—	—	—	—	2	2	5	5	7	11	32	14	12	6	5	—	(³)	—
Private industry	516	39.3	1,096	1,072	978	—	1,224	—	—	—	—	—	—	—	2	2	4	4	8	11	27	14	15	7	6	—	(³)	—
Service-producing industries	387	39.1	1,056	1,042	944	—	1,150	—	—	—	—	—	—	—	3	2	5	5	10	12	29	14	11	4	4	—	—	—
Level IV	124	39.9	1,288	1,381	1,012	—	1,462	—	—	—	—	—	—	—	—	—	4	8	5	7	6	4	5	18	23	14	6	2
Private industry	124	39.9	1,288	1,381	1,012	—	1,462	—	—	—	—	—	—	—	—	—	4	8	5	7	6	4	5	18	23	14	6	2
Computer Systems Analyst Supervisors/Managers																												
Level I	95	39.9	1,157	1,149	1,081	—	1,201	—	—	—	—	—	—	—	—	—	—	4	6	2	21	25	33	2	—	3	2	1
Level II	64	38.8	1,379	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	3	8	16	33	19	13	9	—

See footnotes at end of table.

Table A-1. All establishments: Weekly hours and pay of professional and administrative occupations, Richmond-Petersburg, VA, August 1996 — Continued

Occupation and level	Number of workers	Average weekly hours ¹ (standard)	Weekly pay (in dollars) ²			Percent of workers receiving straight-time weekly pay (in dollars) of—																				
			Mean	Median	Middle range	350 and under 400	400 - 450	450 - 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1100	1100 - 1200	1200 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	1700 and over
Personnel Specialists																										
Level II	267	39.7	\$630	\$625	\$563 - \$713	(³)	3	5	14	17	22	10	15	10	5	-	-	-	-	-	-	-	-	-	-	-
Private industry	118	39.4	589	592	500 - 644	1	7	9	23	15	20	7	11	3	4	-	-	-	-	-	-	-	-	-	-	-
Service-producing industries	83	39.2	557	536	500 - 620	1	10	13	33	17	6	10	8	1	1	-	-	-	-	-	-	-	-	-	-	-
Level III	345	39.5	781	769	683 - 852	-	-	-	(³)	2	13	12	19	13	16	8	3	9	4	1	1	-	-	-	-	-
Private industry	222	39.2	788	769	673 - 865	-	-	-	(³)	3	13	12	18	13	13	7	4	9	6	1	1	-	-	-	-	-
Goods-producing industries	64	39.8	873	-	-	-	-	-	-	-	3	6	-	23	17	13	9	8	16	5	-	-	-	-	-	-
Manufacturing	61	39.8	874	-	-	-	-	-	-	-	3	7	-	25	18	8	10	8	16	5	-	-	-	-	-	-
Service-producing industries	158	38.9	754	721	656 - 815	-	-	-	1	4	17	14	26	9	11	4	1	9	3	-	1	-	-	-	-	-
Level IV	149	39.4	1,067	1,005	948 - 1,217	-	-	-	-	-	-	-	3	1	9	1	12	13	30	4	7	10	10	-	-	-
Private industry	107	39.1	1,108	1,010	964 - 1,330	-	-	-	-	-	-	-	3	-	8	-	7	13	26	5	9	14	14	-	-	-
Service-producing industries	59	38.9	1,123	-	-	-	-	-	-	-	-	-	5	-	-	-	7	14	32	5	10	3	24	-	-	-

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

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

³ Less than 0.5 percent.

⁴ Workers were distributed as follows: 12 percent at \$1,700 and under \$1,800; 3 percent at \$1,800 and under \$1,900; 10 percent at \$1,900 and under \$2,000; 8 percent at \$2,000 and under \$2,100; 1 percent at \$2,100 and under \$2,200; and 2 percent at \$2,200 and under \$2,300.

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

Table A-2. All establishments: Weekly hours and pay of technical and protective service occupations, Richmond-Petersburg, VA, August 1996

Occupation and level	Number of workers	Average weekly hours ¹ (standard)	Weekly pay (in dollars) ²					Percent of workers receiving straight-time weekly pay (in dollars) of—																				
			Mean	Median	Middle range		325 and under 350	350	375	400	425	450	475	500	525	550	575	600	625	650	675	700	725	750	800	850	900 and over	
								375	400	425	450	475	500	525	550	575	600	625	650	675	700	725	750	800	850	900		
TECHNICAL OCCUPATIONS																												
Computer Operators																												
Level III	174	39.9	\$599	\$576	\$499	—	\$662	—	—	—	9	4	5	7	7	10	7	17	5	3	3	3	1	3	—	2	14	—
Private industry	81	39.9	694	667	586	—	856	—	—	—	—	—	2	7	7	5	2	7	7	6	5	5	2	7	—	5	30	—
Drafters																												
Level III	70	40.0	622	—	—	—	—	—	—	—	9	—	—	1	3	4	—	24	31	—	1	4	3	10	—	—	9	—
Engineering Technicians, Civil																												
Level II:																												
State and local government	47	40.0	411	398	369	—	427	9	19	26	13	19	2	2	2	4	4	—	—	—	—	—	—	—	—	—	—	—
Level III	201	40.0	488	471	431	—	539	—	(³)	2	22	20	7	5	9	13	3	13	3	(³)	(³)	1	—	(³)	—	—	—	—
State and local government	186	40.0	485	451	422	—	539	—	1	2	24	22	8	4	6	12	3	13	3	1	1	1	—	1	—	—	—	—
Level IV:																												
State and local government	295	40.0	606	615	515	—	678	—	—	—	—	—	—	17	10	9	5	7	8	13	6	7	11	2	1	4	—	—
PROTECTIVE SERVICE OCCUPATIONS																												
Corrections Officers:																												
State and local government	1,175	40.0	444	412	403	—	482	—	16	1	36	5	13	9	3	12	2	1	1	—	(³)	(³)	(³)	—	(³)	—	—	—
Firefighters:																												
State and local government	851	52.9	738	730	645	—	805	—	—	—	—	—	—	—	—	2	1	10	5	8	5	8	2	14	16	15	5	8
Police Officers																												
Level I	1,956	40.0	643	593	556	—	712	(³)	(³)	1	2	3	2	3	2	8	19	15	4	6	5	3	3	3	4	8	2	7
State and local government	1,941	40.0	644	593	556	—	715	—	—	1	2	3	2	3	2	8	19	15	4	6	5	3	4	3	4	8	2	7
Level II	9	40.0	844	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	78	22	—
State and local government	9	40.0	844	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	78	22	—

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

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

compute means, medians, and middle ranges.

³ Less than 0.5 percent.

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

Table A-3. All establishments: Weekly hours and pay of clerical occupations, Richmond-Petersburg, VA, August 1996

Occupation and level	Number of workers	Average weekly hours ¹ (standard)	Weekly pay (in dollars) ²				Percent of workers receiving straight-time weekly pay (in dollars) of—																											
			Mean	Median	Middle range		Under 250	250 - 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 525	525 - 550	550 - 575	575 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900							
Clerks, Accounting																																		
Level II	1,434	39.9	\$382	\$366	\$337	—	\$421	—	—	6	13	16	20	14	9	8	6	3	1	2	(³)	—	2	—	—	—	—							
Private industry	1,180	39.9	380	365	337	—	408	—	—	7	12	16	22	14	9	6	4	3	2	2	(³)	—	2	—	—	—	—							
Goods-producing industries	330	39.7	403	383	356	—	445	—	—	1	10	9	27	8	8	17	5	5	6	3	1	—	1	—	—	—	—							
Service-producing industries	850	39.9	372	358	328	—	392	—	—	9	14	19	20	16	9	2	4	2	—	2	—	—	3	—	—	—	—							
Transportation and utilities	25	40.0	388	—	—	—	—	—	—	—	—	16	40	4	32	—	8	—	—	—	—	—	—	—	—	—	—							
Level III	737	39.6	444	431	390	—	482	—	—	—	—	7	10	18	13	7	14	17	6	2	2	1	3	1	—	—	—							
Private industry	326	39.1	451	430	391	—	484	—	—	—	—	9	6	22	11	5	17	10	6	3	2	2	5	2	—	—	2							
Goods-producing industries	76	39.2	562	—	—	—	—	—	—	—	—	—	—	4	—	—	14	12	16	7	5	7	20	8	—	—	8							
Manufacturing	67	39.1	577	—	—	—	—	—	—	—	—	—	—	—	—	—	12	13	13	7	6	7	22	9	—	—	9							
Service-producing industries	250	39.0	417	410	388	—	464	—	—	—	—	12	8	28	14	6	17	9	3	2	1	—	—	—	—	—	—							
Level IV:																																		
Private industry	151	39.6	562	565	430	—	665	—	—	—	—	—	—	7	13	7	7	3	1	3	9	8	15	17	7	1	1	—						
Clerks, General																																		
Level II	1,263	40.0	341	330	300	—	386	2	3	19	25	13	9	8	15	7	(³)	—	(³)	—	—	—	—	—	—	—	—							
Private industry	512	40.0	326	310	296	—	338	3	6	21	33	15	4	4	—	13	1	—	—	—	—	—	—	—	—	—	—							
Service-producing industries	500	40.0	323	308	294	—	338	3	6	22	34	15	4	4	—	12	—	—	—	—	—	—	—	—	—	—	—							
Level III:																																		
Private industry	428	39.5	422	422	370	—	474	—	2	4	5	4	11	11	15	12	12	7	14	2	1	1	—	—	—	—	—							
Service-producing industries	397	39.5	417	420	368	—	472	—	2	4	5	4	12	11	16	12	11	5	15	2	(³)	—	—	—	—	—	—							
Level IV	293	39.9	523	563	478	—	563	—	—	—	—	—	1	9	8	3	3	6	6	2	49	12	2	—	—	—	—							
Key Entry Operators																																		
Level I:																																		
State and local government	24	40.0	383	414	304	—	425	—	—	—	29	4	8	4	25	17	8	—	4	—	—	—	—	—	—	—	—							
Level II	73	39.5	478	—	—	—	—	—	—	—	—	15	5	1	8	3	15	5	16	1	21	3	5	—	—	—	—							
Private industry	64	39.5	485	—	—	—	—	—	—	—	—	17	—	—	9	—	17	6	19	—	22	3	6	—	—	—	—							
Service-producing industries	53	39.3	514	—	—	—	—	—	—	—	—	—	—	—	11	—	21	8	23	—	26	4	8	—	—	—	—							
Secretaries																																		
Level I	208	39.2	388	385	347	—	413	—	—	4	8	14	5	31	22	3	10	—	2	2	—	—	—	—	—	—	—							
Private industry	149	39.4	381	385	346	—	404	—	—	2	9	15	7	33	25	4	5	—	—	—	—	—	—	—	—	—	—							
Service-producing industries	148	39.4	381	385	346	—	404	—	—	2	9	16	7	33	24	4	5	—	—	—	—	—	—	—	—	—	—							
State and local government	59	38.6	407	395	376	—	466	—	—	8	3	10	2	27	14	—	22	—	7	7	—	—	—	—	—	—	—							
Level II	1,192	39.3	476	482	426	—	512	—	—	—	—	2	3	6	13	8	16	18	15	3	12	2	2	(³)	(³)	—	—							
Private industry	702	39.0	481	481	424	—	534	—	—	—	—	1	2	5	18	8	16	10	14	3	20	2	3	—	—	—	—							
Service-producing industries	674	39.1	479	475	424	—	528	—	—	—	—	1	1	5	18	8	17	10	14	3	20	1	1	—	—	—	—							
Level III	973	39.5	570	551	494	—	623	—	—	—	—	(³)	1	2	3	5	8	8	11	10	14	8	10	8	4	4	1	3						
Private industry:																																		
Service-producing industries	421	39.1	532	522	477	—	579	—	—	—	—	(³)	(³)	2	4	8	10	10	16	8	10	11	15	4	2	—	—							
Transportation and utilities	27	40.0	608	—	—	—	—	—	—	—	—	—	—	—	—	—	4	4	11	11	4	—	44	7	15	—	—							
State and local government	358	39.9	536	539	493	—	570	—	—	—	—	—	1	3	2	3	11	8	12	18	25	3	8	4	2	—	1	—						

See footnotes at end of table.

Table A-3. All establishments: Weekly hours and pay of clerical occupations, Richmond-Petersburg, VA, August 1996 — Continued

Occupation and level	Number of workers	Average weekly hours ¹ (standard)	Weekly pay (in dollars) ²			Percent of workers receiving straight-time weekly pay (in dollars) of—																					
			Mean	Median	Middle range	Under 250	250 - 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 525	525 - 550	550 - 575	575 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	
Level IV	150	38.9	\$641	\$640	\$603 – \$712	–	–	–	–	–	–	1	1	1	2	2	4	3	4	6	31	13	25	5	1	–	
Private industry	140	38.9	646	641	617 – 712	–	–	–	–	–	–	1	1	–	2	2	3	3	4	6	31	14	27	5	1	–	
Service-producing industries	111	38.7	630	636	584 – 680	–	–	–	–	–	–	2	2	–	3	3	3	4	5	6	38	14	19	2	2	–	
State and local government	10	39.5	571	–	– – –	–	–	–	–	–	–	–	–	10	–	–	20	10	10	10	30	10	–	–	–	–	
Switchboard Operator-Receptionists:																											
Private industry:																											
Goods-producing industries	160	39.7	358	320	320 – 387	6	–	–	48	13	3	6	7	13	–	–	2	–	–	–	–	–	–	2	–	–	
Service-producing industries:																											
Transportation and utilities	39	40.0	398	–	– – –	–	–	–	15	8	–	33	–	36	8	–	–	–	–	–	–	–	–	–	–	–	
State and local government	42	39.2	349	339	280 – 373	–	–	29	14	14	21	7	–	5	–	10	–	–	–	–	–	–	–	–	–	–	
Word Processors																											
Level II	203	39.2	445	435	372 – 536	–	–	–	–	16	10	11	11	11	4	7	4	9	7	8	2	–	–	–	–	–	
Private industry	193	39.2	442	424	372 – 536	–	–	–	–	17	10	11	11	12	4	5	2	9	7	8	2	–	–	–	–	–	
Service-producing industries	193	39.2	442	424	372 – 536	–	–	–	–	17	10	11	11	12	4	5	2	9	7	8	2	–	–	–	–	–	

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

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

compute means, medians, and middle ranges.

³ Less than 0.5 percent.

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

Table A-4. All establishments: Hourly pay of maintenance and toolroom occupations, Richmond-Petersburg, VA, August 1996

Occupation and level	Number of workers	Hourly pay (in dollars) ¹			Percent of workers receiving straight-time hourly pay (in dollars) of—																								
		Mean	Median	Middle range	6.50 and under 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 10.50	10.50 - 11.00	11.00 - 12.00	12.00 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 - 21.00	21.00 - 22.00	22.00 - 23.00	23.00 - 24.00	24.00 - 25.00		
General Maintenance Workers	822	\$9.62	\$9.50	\$7.69 – \$11.15	12	5	10	8	6	5	9	6	12	8	9	5	3	(²)	–	–	–	–	–	–	–	–	–	–	
Private industry	660	9.26	9.00	7.50 – 10.80	15	6	10	8	7	6	10	5	12	8	9	3	–	–	–	–	–	–	–	–	–	–	–	–	
Service-producing industries	633	9.17	9.00	7.50 – 10.80	15	6	9	9	8	6	10	5	12	8	10	1	–	–	–	–	–	–	–	–	–	–	–	–	
State and local government	162	11.11	10.69	9.00 – 13.68	–	2	10	8	3	2	5	10	15	5	8	14	14	2	–	–	–	–	–	–	–	–	–	–	
Maintenance Electricians	859	20.05	20.62	18.68 – 21.64	–	–	–	–	–	–	–	–	–	1	3	4	4	5	6	1	8	1	41	6	–	(²)	20		
Private industry	817	20.34	20.62	18.93 – 21.64	–	–	–	–	–	–	–	–	–	–	2	3	3	5	6	1	8	(²)	43	6	–	(²)	21		
Goods-producing industries	737	20.39	20.62	18.93 – 20.62	–	–	–	–	–	–	–	–	–	–	3	3	3	4	7	–	9	–	48	–	–	–	23		
Manufacturing	737	20.39	20.62	18.93 – 20.62	–	–	–	–	–	–	–	–	–	–	3	3	3	4	7	–	9	–	48	–	–	–	23		
State and local government	42	14.47	14.03	12.29 – 16.09	–	–	–	–	–	–	–	–	–	19	19	10	19	5	7	10	–	12	–	–	–	–	–		
Maintenance Machinists	684	17.39	15.53	15.53 – 16.55	–	–	–	–	–	–	–	–	–	(²)	1	2	1	65	5	1	–	(²)	6	(²)	(²)	–	17		
Private industry	680	17.42	15.53	15.53 – 17.10	–	–	–	–	–	–	–	–	–	–	1	2	1	65	5	1	–	(²)	6	(²)	(²)	–	17		
Goods-producing industries	677	17.41	15.53	15.53 – 16.55	–	–	–	–	–	–	–	–	–	–	1	2	1	66	5	1	–	(²)	6	–	(²)	–	17		
Manufacturing	677	17.41	15.53	15.53 – 16.55	–	–	–	–	–	–	–	–	–	–	1	2	1	66	5	1	–	(²)	6	–	(²)	–	17		
Maintenance Mechanics, Machinery	1,916	19.54	20.62	15.53 – 21.88	–	–	–	–	–	–	–	(²)	(²)	(²)	4	12	6	6	4	–	8	(²)	25	10	3	–	21		
Private industry	1,916	19.54	20.62	15.53 – 21.88	–	–	–	–	–	–	–	(²)	(²)	(²)	4	12	6	6	4	–	8	(²)	25	10	3	–	21		
Goods-producing industries	1,855	19.56	20.62	15.53 – 21.88	–	–	–	–	–	–	–	(²)	(²)	(²)	3	13	6	6	4	–	8	(²)	26	8	3	–	22		
Manufacturing	1,837	19.64	20.62	15.53 – 21.88	–	–	–	–	–	–	–	–	–	–	3	13	6	6	4	–	8	(²)	27	8	3	–	22		
Maintenance Mechanics, Motor Vehicle ...	434	13.73	13.51	12.50 – 14.74	–	–	–	–	–	1	1	2	3	12	14	35	11	12	2	3	1	3	–	–	–	–	–		
Private industry	309	13.86	13.51	12.83 – 14.48	–	–	–	–	–	–	1	1	–	12	12	44	13	9	2	3	(²)	5	–	–	–	–	–		
Service-producing industries	104	14.67	14.38	12.40 – 16.00	–	–	–	–	–	–	–	4	–	8	20	7	24	12	6	7	–	13	–	–	–	–	–		
Transportation and utilities	86	14.74	14.50	12.50 – 15.60	–	–	–	–	–	–	–	5	–	9	12	8	29	14	7	–	–	16	–	–	–	–	–		
State and local government	125	13.41	13.19	11.45 – 15.01	–	–	–	–	–	2	2	3	9	13	19	14	8	21	3	4	2	1	–	–	–	–	–		

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

² Less than 0.5 percent.

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

Table A-5. All establishments: Hourly pay of material movement and custodial occupations, Richmond-Petersburg, VA, August 1996

Occupation and level	Number of workers	Hourly pay (in dollars) ¹			Percent of workers receiving straight-time hourly pay (in dollars) of—																						
		Mean	Median	Middle range	4.75 and under 5.00	5.00 - 5.50	5.50 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 10.50	10.50 - 11.00	11.00 - 12.00	12.00 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 and over
Forklift Operators	1,095	\$13.17	\$11.73	\$11.53 – \$13.21	–	–	–	(²)	(²)	(²)	1	3	1	1	3	2	2	43	7	15	–	–	(²)	–	15	8	–
Private industry	1,095	13.17	11.73	11.53 – 13.21	–	–	–	(²)	(²)	(²)	1	3	1	1	3	2	2	43	7	15	–	–	(²)	–	15	8	–
Goods-producing industries	336	13.37	11.53	11.53 – 16.29	–	–	–	1	1	1	2	1	1	1	1	(²)	1	64	2	1	–	–	1	–	–	25	–
Manufacturing	336	13.37	11.53	11.53 – 16.29	–	–	–	1	1	1	2	1	1	1	1	(²)	1	64	2	1	–	–	1	–	–	25	–
Service-producing industries	759	13.08	12.86	11.55 – 13.21	–	–	–	–	–	–	–	4	1	1	5	3	3	33	9	21	–	–	–	–	21	–	–
Guards																											
Level II	99	10.72	8.63	8.44 – 13.43	–	–	–	–	–	10	1	34	6	5	1	3	1	2	9	5	7	6	9	–	–	–	–
Janitors	3,445	6.44	6.18	4.90 – 7.50	25	8	13	13	9	7	9	3	3	4	2	2	1	(²)	–	–	–	–	–	–	–	–	–
Private industry	2,230	5.90	5.50	4.75 – 6.33	39	10	11	16	5	4	4	1	3	4	1	1	1	–	–	–	–	–	–	–	–	–	–
State and local government	1,215	7.44	7.24	6.45 – 8.12	–	4	16	8	16	11	20	5	4	5	3	5	3	1	–	–	–	–	–	–	–	–	–
Material Handling Laborers	346	10.59	7.72	5.12 – 19.74	14	14	9	1	5	5	3	1	1	3	1	2	1	7	–	1	5	–	–	–	–	26	–
Private industry	293	10.93	6.55	5.01 – 19.74	16	16	11	2	6	3	–	–	–	–	–	–	–	9	–	2	5	–	–	–	–	30	–
Service-producing industries	174	6.47	5.12	4.75 – 6.30	28	27	18	3	10	3	–	–	–	–	–	–	–	–	3	9	–	–	–	–	–	–	–
Shipping/Receiving Clerks	514	10.60	10.43	9.00 – 11.48	–	–	–	–	3	3	5	3	7	8	–	37	4	16	–	3	9	–	2	–	–	–	–
Private industry	513	10.60	10.43	9.00 – 11.48	–	–	–	–	3	3	5	3	7	8	–	37	4	16	–	3	9	–	2	–	–	–	–
Goods-producing industries	322	10.71	10.43	10.43 – 10.90	–	–	–	–	–	1	7	1	–	6	–	58	7	6	–	5	4	–	4	–	–	–	–
Service-producing industries	191	10.42	10.05	8.77 – 11.83	–	–	–	–	9	5	–	6	18	12	–	1	–	31	–	–	18	–	–	–	–	–	–
Truckdrivers																											
Light Truck	255	6.98	6.75	5.77 – 7.55	–	13	13	20	8	21	10	4	2	(²)	–	2	4	1	–	2	–	–	–	–	–	–	–
Private industry	222	6.82	6.25	5.77 – 7.00	–	15	14	23	9	21	9	–	–	(²)	–	3	4	1	–	2	–	–	–	–	–	–	–
Service-producing industries	207	6.71	6.25	5.77 – 7.00	–	16	15	24	10	22	3	–	–	(²)	–	3	4	–	2	–	–	–	–	–	–	–	–
Medium Truck	326	9.63	9.00	8.25 – 12.35	–	–	–	–	–	7	10	16	3	24	12	–	–	1	25	3	–	–	–	–	–	–	–
Private industry	326	9.63	9.00	8.25 – 12.35	–	–	–	–	–	7	10	16	3	24	12	–	–	1	25	3	–	–	–	–	–	–	–
Heavy Truck	626	10.83	10.00	8.00 – 12.81	–	–	–	–	–	(²)	10	31	6	2	1	7	2	8	9	4	3	9	4	1	–	1	2
Private industry	544	10.99	10.09	8.00 – 13.29	–	–	–	–	–	11	34	(²)	1	1	7	1	7	9	4	3	11	4	1	–	1	2	
State and local government	82	9.78	8.95	8.71 – 11.16	–	–	–	–	–	1	–	11	40	4	2	7	7	15	10	2	–	–	–	–	–	–	–
Tractor Trailer	831	15.37	13.85	13.82 – 18.06	–	–	–	–	–	(²)	(²)	(²)	(²)	5	(²)	1	2	2	7	32	–	–	–	1	48	–	–
Private industry	831	15.37	13.85	13.82 – 18.06	–	–	–	–	–	(²)	(²)	(²)	(²)	5	(²)	1	2	2	7	32	–	–	–	1	48	–	–
Warehouse Specialists	864	11.57	11.17	11.17 – 12.58	–	–	–	–	2	5	3	1	1	1	1	1	9	44	20	1	3	1	–	7	–	–	–
Private industry	809	11.66	11.17	11.17 – 12.73	–	–	–	–	2	5	3	(²)	–	–	1	1	10	44	22	(²)	3	1	–	8	–	–	–
Service-producing industries	699	11.78	11.17	11.17 – 12.73	–	–	–	–	2	6	4	(²)	–	–	1	1	–	47	25	1	4	1	–	9	–	–	–
State and local government	55	10.19	10.54	8.82 – 11.27	–	–	–	–	–	–	4	13	13	9	7	2	7	40	4	2	–	–	–	–	–	–	–

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

² Less than 0.5 percent.

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

Table A-6. Establishments employing 500 workers or more: Weekly hours and pay of professional and administrative occupations, Richmond-Petersburg, VA, August 1996

Occupation and level	Number of workers	Average weekly hours ¹ (standard)	Weekly pay (in dollars) ²				Percent of workers receiving straight-time weekly pay (in dollars) of—																					
			Mean	Median	Middle range		450 and under 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1050	1050 - 1100	1100 - 1150	1150 - 1200	1200 - 1250	1250 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700	
PROFESSIONAL OCCUPATIONS																												
Accountants																												
Level II	437	39.4	\$613	\$595	\$538	—	\$673	6	26	20	17	11	9	8	1	(³)	1	—	—	—	—	—	—	—	—	—	—	—
Private industry	303	39.1	606	566	538	—	663	7	32	19	14	11	6	8	2	1	2	—	—	—	—	—	—	—	—	—	—	—
Goods-producing industries	51	39.5	726	—	—	—	—	8	8	—	12	8	8	31	10	4	12	—	—	—	—	—	—	—	—	—	—	—
Manufacturing	51	39.5	726	—	—	—	—	8	8	—	12	8	8	31	10	4	12	—	—	—	—	—	—	—	—	—	—	—
Service-producing industries	252	39.0	582	556	533	—	629	7	37	23	14	11	5	3	(³)	—	—	—	—	—	—	—	—	—	—	—	—	—
Level III	349	39.5	780	770	661	—	853	—	1	6	10	17	9	19	13	6	5	7	5	3	(³)	(³)	(³)	—	—	—	—	—
Private industry	226	39.3	808	781	673	—	939	—	—	8	4	17	8	18	7	8	7	10	8	4	(³)	(³)	(³)	—	—	—	—	—
Goods-producing industries	71	39.4	874	—	—	—	—	—	—	—	6	6	15	10	3	14	11	13	11	7	1	1	1	—	—	—	—	—
Manufacturing	71	39.4	874	—	—	—	—	—	—	—	6	6	15	10	3	14	11	13	11	7	1	1	1	—	—	—	—	—
Service-producing industries	155	39.3	777	779	654	—	883	—	—	12	4	23	5	21	8	5	5	9	6	3	—	—	—	—	—	—	—	—
State and local government	123	39.9	730	736	651	—	805	—	2	2	20	15	12	22	24	2	1	—	—	—	—	—	—	—	—	—	—	—
Level IV	155	39.6	1,055	1,015	920	—	1,194	—	—	—	—	1	2	5	7	9	11	8	8	9	9	5	9	2	8	4	—	1
Private industry	75	39.2	1,188	—	—	—	—	—	—	—	—	—	—	—	5	—	5	5	4	9	9	11	19	4	17	8	—	3
Engineers																												
Level II	374	40.0	795	786	644	—	909	—	2	10	13	6	10	11	12	7	7	10	5	4	1	1	(³)	—	—	—	—	—
Private industry	151	40.0	945	958	883	—	1,007	—	—	—	—	—	5	5	4	16	17	25	11	11	1	3	1	—	—	—	—	—
Level III	562	39.9	976	986	827	—	1,115	—	—	—	1	5	9	6	7	8	10	6	12	9	9	6	4	3	5	(³)	—	—
Private industry	284	39.9	1,120	1,108	1,027	—	1,196	—	—	—	—	—	1	—	1	—	1	5	22	18	17	12	8	5	10	(³)	—	—
Goods-producing industries	193	39.8	1,136	1,123	1,027	—	1,231	—	—	—	—	—	1	—	1	—	1	4	24	11	11	13	11	8	14	1	—	—
Manufacturing	193	39.8	1,136	1,123	1,027	—	1,231	—	—	—	—	—	1	—	1	—	1	4	24	11	11	13	11	8	14	1	—	—
Level IV	595	40.0	1,179	1,185	1,107	—	1,285	—	—	—	—	—	1	2	2	1	1	4	9	5	14	13	12	16	15	4	1	—
ADMINISTRATIVE OCCUPATIONS																												
Buyers/Contracting Specialists																												
Level II	91	39.3	680	648	607	—	736	—	10	11	30	13	15	7	2	4	8	—	—	—	—	—	—	—	—	—	—	—
Level III	88	40.0	930	992	790	—	1,046	—	—	—	5	6	9	7	11	1	6	11	24	13	1	5	—	1	1	—	—	—
Private industry	62	40.0	1,004	—	—	—	—	—	—	—	—	—	6	3	5	—	8	16	32	18	2	6	—	2	2	—	—	—
Computer Programmers																												
Level II	225	39.4	631	608	596	—	673	4	6	19	41	13	8	8	2	(³)	(³)	—	—	—	—	—	—	—	—	—	—	—
Private industry	169	39.2	646	614	606	—	675	—	—	20	47	14	5	10	2	1	1	—	—	—	—	—	—	—	—	—	—	—
Level III	450	39.5	745	738	674	—	805	—	—	6	10	16	22	20	14	5	3	2	2	—	—	—	—	—	—	—	—	—
Private industry	292	39.3	770	756	721	—	808	—	—	—	19	26	26	15	6	4	2	2	—	—	—	—	—	—	—	—	—	—
Service-producing industries	278	39.2	766	751	718	—	806	—	—	—	—	20	27	26	16	5	3	2	2	—	—	—	—	—	—	—	—	—

See footnotes at end of table.

Table A-6. Establishments employing 500 workers or more: Weekly hours and pay of professional and administrative occupations, Richmond-Petersburg, VA, August 1996 — Continued

Occupation and level	Number of workers	Average weekly hours ¹ (standard)	Weekly pay (in dollars) ²			Percent of workers receiving straight-time weekly pay (in dollars) of—																				
			Mean	Median	Middle range	450 and under 500	500 - 550	550 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 - 950	950 - 1000	1000 - 1050	1050 - 1100	1100 - 1150	1150 - 1200	1200 - 1250	1250 - 1300	1300 - 1400	1400 - 1500	1500 - 1600	1600 - 1700
Computer Systems Analysts																										
Level II	600	39.4	\$935	\$929	\$860 – \$1,005	–	–	–	–	1	4	8	10	12	23	13	13	7	5	2	–	(³)	1	–	–	–
Private industry	433	39.2	964	952	906 – 1,029	–	–	–	–	(³)	–	6	6	9	26	15	17	9	7	2	–	1	1	–	–	–
Service-producing industries	383	39.1	952	942	897 – 1,012	–	–	–	–	1	–	7	7	10	28	15	17	8	4	1	–	1	1	–	–	–
Level III	431	39.2	1,101	1,085	989 – 1,227	–	–	–	–	–	–	1	5	5	6	11	13	19	9	3	7	7	9	5	–	(³)
Private industry	271	38.7	1,156	1,147	1,032 – 1,284	–	–	–	–	–	–	–	2	3	6	10	14	11	7	5	11	11	14	8	–	(³)
Service-producing industries	186	38.1	1,092	1,064	995 – 1,211	–	–	–	–	–	–	–	3	4	8	14	20	15	6	4	9	5	9	3	–	–
Personnel Specialists																										
Level III	232	39.5	796	784	676 – 873	–	(³)	3	12	13	10	13	18	9	4	8	3	4	(³)	1	1	–	–	–	–	–
Private industry	122	39.0	825	815	661 – 952	–	1	5	11	11	7	12	12	8	7	11	4	7	1	2	2	–	–	–	–	–
Service-producing industries	82	38.6	775	769	654 – 869	–	1	7	13	17	10	10	16	6	2	10	–	5	–	–	2	–	–	–	–	–
Level IV	103	39.3	1,051	1,008	943 – 1,213	–	–	–	–	–	4	2	5	2	17	14	15	14	2	1	6	4	15	1	–	–
Private industry	62	38.9	1,111	–	– – –	–	–	–	–	–	5	–	2	–	13	13	16	6	2	2	10	6	24	2	–	–

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

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

compute means, medians, and middle ranges.

³ Less than 0.5 percent.

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

Table A-7. Establishments employing 500 workers or more: Weekly hours and pay of technical and protective service occupations, Richmond-Petersburg, VA, August 1996

Occupation and level	Number of workers	Average weekly hours ¹ (standard)	Weekly pay (in dollars) ²			Percent of workers receiving straight-time weekly pay (in dollars) of—																						
			Mean	Median	Middle range	300 and under 325	325 - 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 525	525 - 550	550 - 575	575 - 600	600 - 625	625 - 650	650 - 675	675 - 700	700 - 750	750 - 800	800 - 850	850 - 900	900 and over		
TECHNICAL OCCUPATIONS																												
Computer Operators																												
Level II	341	39.6	\$452	\$441	\$377 – \$533	5	7	10	10	10	10	9	11	2	2	19	3	1	1	–	–	–	–	–	–	–	–	–
Private industry	235	39.4	461	442	370 – 563	7	9	10	6	7	11	6	5	2	3	28	4	2	1	–	–	–	–	–	–	–	–	
Service-producing industries	231	39.4	461	442	370 – 563	7	9	10	6	7	11	6	5	1	2	29	4	2	1	–	–	–	–	–	–	–	–	
Level III	162	39.9	602	576	500 – 681	–	–	–	–	10	4	4	7	6	10	8	18	4	1	3	3	5	–	2	15	–		
Engineering Technicians, Civil																												
Level II:																												
State and local government	47	40.0	411	398	369 – 427	–	9	19	26	13	19	2	2	2	4	4	–	–	–	–	–	–	–	–	–	–	–	
Level III:																												
State and local government	186	40.0	485	451	422 – 539	–	–	1	2	24	22	8	4	6	12	3	13	3	1	1	1	1	–	–	–	–	–	
Level IV:																												
State and local government	295	40.0	606	615	515 – 678	–	–	–	–	–	–	–	17	10	9	5	7	8	13	6	7	13	1	4	–	–	–	
PROTECTIVE SERVICE OCCUPATIONS																												
Corrections Officers:																												
State and local government	1,175	40.0	444	412	403 – 482	–	–	16	1	36	5	13	9	3	12	2	1	1	–	(³)	(³)	(³)	(³)	–	–	–	–	
Firefighters:																												
State and local government	851	52.9	738	730	645 – 805	–	–	–	–	–	–	–	–	–	2	1	10	5	8	5	8	16	16	15	5	8	8	
Police Officers																												
Level I	1,777	40.0	659	599	570 – 730	–	–	–	–	(³)	1	2	3	2	8	21	15	4	6	5	3	8	4	9	2	8	8	
State and local government	1,771	40.0	659	599	570 – 730	–	–	–	–	(³)	1	2	3	2	8	21	15	4	6	5	3	8	4	9	2	8	8	
Level II	9	40.0	844	–	– – – –	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	78	22	–	–	
State and local government	9	40.0	844	–	– – – –	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	78	22	–	–	

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

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

compute means, medians, and middle ranges.

³ Less than 0.5 percent.

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

Table A-8. Establishments employing 500 workers or more: Weekly hours and pay of clerical occupations, Richmond-Petersburg, VA, August 1996

Occupation and level	Number of workers	Average weekly hours ¹ (standard)	Weekly pay (in dollars) ²					Percent of workers receiving straight-time weekly pay (in dollars) of—																					
			Mean	Median	Middle range		Under 250	250 - 275	275 - 300	300 - 325	325 - 350	350 - 375	375 - 400	400 - 425	425 - 450	450 - 475	475 - 500	500 - 525	525 - 550	550 - 575	575 - 600	600 - 650	650 - 700	700 - 750	750 - 800	800 - 850	850 - 900		
Clerks, Accounting																													
Level II	745	39.9	\$375	\$364	\$332	—	\$400	—	—	1	16	20	22	16	6	7	8	2	1	1	(³)	—	(³)	—	—	—	—	—	
Private industry	512	39.9	368	357	331	—	385	—	—	1	15	23	26	17	5	3	4	2	1	1	1	—	1	—	—	—	—	—	
Goods-producing industries	69	39.7	458	—	—	—	—	—	—	6	—	6	6	7	1	10	25	16	9	6	4	—	4	—	—	—	—	—	
Manufacturing	69	39.7	458	—	—	—	—	—	—	6	—	6	6	7	1	10	25	16	9	6	4	—	4	—	—	—	—	—	
Service-producing industries	443	39.9	354	354	329	—	376	—	—	1	18	26	29	18	5	2	1	—	—	—	—	—	—	—	—	—	—	—	
Level III	558	39.6	453	447	395	—	493	—	—	—	—	4	13	11	14	9	11	19	7	2	3	1	4	1	—	—	1	—	
Private industry	150	38.7	490	476	413	—	539	—	—	—	—	1	13	3	13	10	10	11	11	6	4	3	7	4	—	—	4	—	
Service-producing industries	92	38.4	432	426	384	—	484	—	—	—	—	2	21	4	22	16	8	12	9	4	2	—	—	—	—	—	—	—	
Clerks, General																													
Level III:																													
Private industry	163	38.7	414	414	334	—	496	—	5	10	6	10	5	12	4	4	12	12	13	4	2	2	—	—	—	—	—	—	
Service-producing industries	151	38.7	407	393	327	—	493	—	5	11	7	11	5	13	4	3	11	13	13	5	1	—	—	—	—	—	—	—	
Key Entry Operators																													
Level I	265	39.0	367	364	325	—	393	(³)	5	7	13	15	19	19	7	4	6	2	3	—	—	1	—	—	—	—	—	—	
Private industry	248	38.9	364	360	324	—	384	(³)	5	7	14	15	20	20	5	2	6	2	2	—	—	1	—	—	—	—	—	—	
Service-producing industries	241	38.9	365	360	324	—	385	—	5	7	13	15	20	20	5	2	6	2	2	—	—	1	—	—	—	—	—	—	
Secretaries																													
Level II	731	39.4	468	471	423	—	503	—	—	—	—	2	4	5	14	11	14	22	16	3	4	2	1	1	(³)	—	—	—	
Private industry	261	38.4	461	446	416	—	506	—	—	—	—	2	2	4	29	16	10	6	15	4	9	3	1	—	—	—	—	—	
Service-producing industries	248	38.5	461	446	417	—	505	—	—	—	—	2	2	3	30	17	10	6	16	4	9	2	—	—	—	—	—	—	
Level III	813	39.5	577	551	500	—	642	—	—	—	—	—	1	2	3	4	7	8	11	11	15	6	8	10	5	5	1	4	
Private industry	457	39.2	609	580	510	—	695	—	—	—	—	—	(³)	2	3	5	3	9	10	6	7	7	9	15	7	9	1	7	
Service-producing industries	284	38.8	532	522	483	—	575	—	—	—	—	—	1	2	5	7	5	14	16	10	11	10	11	6	1	—	—	—	
State and local government	356	39.9	536	539	493	—	569	—	—	—	—	—	1	3	2	3	11	8	12	18	25	3	7	4	2	—	1	—	
Level IV	104	38.5	634	640	568	—	719	—	—	—	—	—	—	2	2	1	3	3	6	5	6	9	18	12	26	7	2	—	
Private industry	94	38.4	640	651	575	—	721	—	—	—	—	—	—	2	2	—	3	3	4	4	5	9	17	12	29	7	2	—	
Service-producing industries	76	38.2	624	—	—	—	—	—	—	—	—	—	—	3	3	—	4	4	4	5	7	9	20	9	28	3	3	—	
State and local government	10	39.5	571	—	—	—	—	—	—	—	—	—	—	—	—	10	—	—	20	10	10	10	30	10	—	—	—	—	
Switchboard Operator-Receptionists	60	39.5	362	—	—	—	—	⁴ 12	10	8	22	13	8	7	3	3	—	—	7	—	—	—	—	—	—	—	7	—	—

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

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

³ Less than 0.5 percent.

⁴ Workers were distributed as follows: 3 percent at \$200 and under \$225 and 8 percent at \$225 and under \$250.

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

Table A-9. Establishments employing 500 workers or more: Hourly pay of maintenance and toolroom occupations, Richmond-Petersburg, VA, August 1996

Occupation and level	Number of workers	Hourly pay (in dollars) ¹			Percent of workers receiving straight-time hourly pay (in dollars) of—																							
		Mean	Median	Middle range	7.50 and under 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 10.50	10.50 - 11.00	11.00 - 11.50	11.50 - 12.00	12.00 - 12.50	12.50 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00	20.00 - 21.00	21.00 - 22.00	22.00 - 23.00	23.00 - 24.00	24.00 - 25.00	
General Maintenance Workers	83	\$10.94	\$11.65	\$9.34 – \$12.38	12	2	6	5	4	10	5	6	13	18	11	8	–	–	–	–	–	–	–	–	–	–	–	–
State and local government	51	10.29	10.26	8.51 – 12.38	20	4	10	8	6	4	8	–	14	14	12	2	–	–	–	–	–	–	–	–	–	–	–	–
Maintenance Electricians	792	20.43	20.62	18.93 – 21.64	–	–	–	–	–	–	–	1	1	(²)	3	4	2	1	5	1	9	1	45	6	–	(²)	22	
Private industry	750	20.77	20.62	20.62 – 21.64	–	–	–	–	–	–	–	–	–	–	3	3	1	1	5	–	9	(²)	47	7	–	(²)	23	
Goods-producing industries	679	20.81	20.62	20.62 – 25.04	–	–	–	–	–	–	–	–	–	–	3	4	1	–	6	–	10	–	52	–	–	–	25	
Manufacturing	679	20.81	20.62	20.62 – 25.04	–	–	–	–	–	–	–	–	–	–	3	4	1	–	6	–	10	–	52	–	–	–	25	
State and local government	42	14.47	14.03	12.29 – 16.09	–	–	–	–	–	–	–	10	10	7	12	10	19	5	7	10	–	12	–	–	–	–	–	
Maintenance Mechanics, Machinery	1,441	21.21	20.62	20.62 – 25.04	–	–	–	–	–	–	–	–	–	–	4	2	1	–	4	–	10	(²)	34	13	4	–	28	
Private industry	1,441	21.21	20.62	20.62 – 25.04	–	–	–	–	–	–	–	–	–	–	4	2	1	–	4	–	10	(²)	34	13	4	–	28	
Goods-producing industries	1,395	21.22	20.62	20.62 – 25.04	–	–	–	–	–	–	–	–	–	–	4	2	1	–	4	–	10	(²)	35	11	4	–	29	
Manufacturing	1,395	21.22	20.62	20.62 – 25.04	–	–	–	–	–	–	–	–	–	–	4	2	1	–	4	–	10	(²)	35	11	4	–	29	
Maintenance Mechanics, Motor Vehicle ...	184	13.92	13.60	11.75 – 15.47	–	–	–	2	2	4	6	9	4	7	8	13	8	21	2	4	2	8	–	–	–	–	–	
Private industry	64	14.97	–	– – –	–	–	–	–	3	6	–	6	8	3	–	11	14	20	–	5	2	22	–	–	–	–	–	
Service-producing industries:																												
Transportation and utilities	56	15.01	14.50	12.49 – 18.67	–	–	–	–	–	7	–	7	7	4	–	13	16	21	–	–	–	25	–	–	–	–	–	
State and local government	120	13.36	13.07	11.45 – 15.01	–	–	–	2	2	3	9	11	2	8	12	14	4	22	3	4	2	1	–	–	–	–	–	

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

² Less than 0.5 percent.

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

Table A-10. Establishments employing 500 workers or more: Hourly pay of material movement and custodial occupations, Richmond-Petersburg, VA, August 1996

Occupation and level	Number of workers	Hourly pay (in dollars) ¹			Percent of workers receiving straight-time hourly pay (in dollars) of—																						
		Mean	Median	Middle range	5.00 and under 5.50	5.50 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 10.50	10.50 - 11.00	11.00 - 11.50	11.50 - 12.00	12.00 - 12.50	12.50 - 13.00	13.00 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00	19.00 - 20.00
Forklift Operators	477	\$13.23	\$13.01	\$11.53 – \$13.21	–	–	(²)	1	(²)	(²)	6	2	2	2	1	3	3	13	2	13	34	–	–	(²)	–	–	17
Private industry	477	13.23	13.01	11.53 – 13.21	–	–	(²)	1	(²)	(²)	6	2	2	2	1	3	3	13	2	13	34	–	–	(²)	–	–	17
Goods-producing industries	166	15.34	18.01	11.53 – 19.74	–	–	1	2	1	1	2	1	1	1	1	2	2	28	4	–	1	–	–	1	–	–	50
Manufacturing	166	15.34	18.01	11.53 – 19.74	–	–	1	2	1	1	2	1	1	1	1	2	2	28	4	–	1	–	–	1	–	–	50
Guards	99	10.72	8.63	8.44 – 13.43	–	–	–	–	10	1	34	6	5	1	3	1	–	2	6	3	5	7	6	9	–	–	–
Level II	99	10.72	8.63	8.44 – 13.43	–	–	–	–	10	1	34	6	5	1	3	1	–	2	6	3	5	7	6	9	–	–	–
Janitors	1,439	7.20	6.91	6.07 – 7.89	5	17	13	17	10	16	5	3	4	3	5	1	(²)	–	–	–	–	–	–	–	–	–	–
Private industry	372	6.83	6.44	5.91 – 7.33	9	17	25	19	8	5	5	3	2	3	5	1	–	–	–	–	–	–	–	–	–	–	–
Service-producing industries	337	6.65	6.34	5.63 – 6.99	10	19	27	20	7	3	3	3	1	3	4	–	–	–	–	–	–	–	–	–	–	–	–
State and local government	1,067	7.33	7.06	6.32 – 7.89	4	17	9	16	11	20	5	4	4	3	5	1	1	–	–	–	–	–	–	–	–	–	–
Material Handling Laborers	180	14.66	14.95	9.02 – 19.74	–	–	–	7	7	6	3	2	6	3	4	2	–	–	–	–	3	9	–	–	–	–	49
Shipping/Receiving Clerks	79	12.16	–	– – –	–	–	–	1	3	–	4	3	4	–	1	1	51	1	–	–	15	1	–	15	–	–	–
Private industry	78	12.21	–	– – –	–	–	–	1	3	–	4	1	4	–	1	1	51	1	–	–	15	1	–	15	–	–	–
Truckdrivers	157	12.04	11.45	8.95 – 15.55	–	–	–	–	1	–	6	21	3	3	5	5	8	1	6	3	3	–	36	–	–	–	–
Heavy Truck	157	12.04	11.45	8.95 – 15.55	–	–	–	–	1	–	6	21	3	3	5	5	8	1	6	3	3	–	36	–	–	–	–
State and local government	82	9.78	8.95	8.71 – 11.16	–	–	–	–	1	–	11	40	4	2	7	7	12	2	10	–	2	–	–	–	–	–	–
Tractor Trailer	115	11.72	11.99	10.48 – 12.63	–	–	–	–	–	2	3	2	10	2	7	12	7	10	9	30	–	–	–	–	7	–	–
Private industry	115	11.72	11.99	10.48 – 12.63	–	–	–	–	–	2	3	2	10	2	7	12	7	10	9	30	–	–	–	–	7	–	–
Warehouse Specialists	325	12.78	12.73	12.58 – 12.93	–	–	–	5	2	2	2	2	2	1	(²)	1	4	3	1	54	2	–	2	–	20	–	–
State and local government	50	10.33	10.83	8.95 – 11.51	–	–	–	–	–	2	12	12	10	4	2	8	24	20	4	–	2	–	–	–	–	–	–

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

² Less than 0.5 percent.

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

Appendix A.

Scope and Method of Survey

Scope

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

Sampling frame

The list of establishments from which the survey sample was selected (the sampling frame) was developed from the State unemployment insurance reports for the Richmond–Petersburg, VA Metropolitan Statistical Area (July 1994). Establishments with 50 workers or more during the sampling frame's reference period were included in the survey sample even if they employed fewer than 50 workers at the time of the survey.

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

Survey design

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

professional, administrative, technical, protective service, and clerical occupations. In other words, the larger the number of employees expected to be found in designated occupations, the larger the establishment sample in that stratum. An upward adjustment to the establishment sample size also was made in strata expected to have relatively high sampling error for certain occupations, based on previous survey experiences. (See section on "Reliability of estimates" below for discussion of sampling error.)

Data collection and payroll reference

Data for the survey were obtained primarily by personal visits of the Bureau's field economists to a sample of establishments within the Richmond–Petersburg, VA Metropolitan Statistical Area. Collection for the survey was from June 1996 through October 1996 and reflects an average payroll reference month of August 1996. Data obtained for a payroll period prior to the end of August 1996 were updated to include general wage changes, if granted, scheduled to be effective through that date.

Occupational pay

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

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

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

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

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

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

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

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

Survey nonresponse

Data were not available from 17.2 percent of the sample establishments (representing 46,217 employees covered by the survey). An additional 3.3 percent of the sample establishments (representing 9,237 employees) were either out of business or outside the scope of the survey.

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

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

Some sampled establishments had a policy of not disclosing salary data for certain employees. No adjustments were made to pay estimates for the survey as a result of these missing data. The proportion of employees for whom pay data were not available was less than 5 percent.

Reliability of estimates

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

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

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

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

<i>Relative standard error</i>	<i>Percent of published occupational work levels</i>
Less than 1 percent	2.7
1 and under 3 percent	56.8
3 and under 5 percent	35.1
5 percent and over	5.4

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

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

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

To measure and better control nonsampling errors that occur during data collection, a quality control procedure was applied to the survey design. The procedure, job match validation (JMV), is designed to identify the frequency, reasons for, and sources of incorrect decisions made by Bureau field economists in matching company jobs to survey occupations. Once identified, the problems are discussed promptly with the field economists while the data are still being collected. Subsequently, the JMV results are tallied, reported to BLS staff, and become the basis for remedial action for future surveys.

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

**Appendix table 1. Establishments and workers within scope of survey and number studied,
Richmond-Petersburg, VA¹, August 1996**

Industry division ²	Number of establishments		Workers in establishments		
	Within scope of survey ³	Studied	Within scope of survey ⁴		Studied
			Number	Percent	
ALL ESTABLISHMENTS					
All divisions	1,095	161	323,534	100	147,449
Private industry	1,048	143	245,836	76	81,894
Goods producing	258	30	61,055	19	23,515
Manufacturing	175	24	52,562	16	22,943
Construction ⁵	79	4	7,762	2	293
Service producing	785	112	184,371	57	58,297
Transportation, communication, electric, gas, and sanitary services ⁶	63	13	17,781	5	9,710
Wholesale trade ⁷	23	3	4,601	1	1,651
Retail trade ⁷	264	24	57,340	18	17,427
Finance, insurance, and real estate ⁷	96	10	35,719	11	9,805
Services ⁷	339	62	68,930	21	19,704
State and local government	47	18	77,698	24	65,555
ESTABLISHMENTS EMPLOYING 500 WORKERS OR MORE					
All divisions	118	50	201,441	100	128,567
Private industry	103	40	130,373	65	64,672
Goods producing	20	10	32,366	16	20,463
Manufacturing	20	10	32,366	16	20,463
Service producing	83	30	98,007	49	44,209
Transportation, communication, electric, gas, and sanitary services ⁶	7	5	11,305	6	8,564
Retail trade ⁷	25	10	32,822	16	15,159
Finance, insurance, and real estate ⁷	23	4	24,980	12	8,740
Services ⁷	26	10	25,900	13	10,246
State and local government	15	10	71,068	35	63,895

¹ The Richmond-Petersburg Metropolitan Statistical Area, as defined by the Office of Management and Budget through June 1994, consists of the cities of Colonial Heights, Hopewell, Petersburg, and Richmond, and the counties of Charles City, Chesterfield, Dinwiddie, Goochland, Hanover, Henrico, New Kent, Powhatan, and Prince George. The "workers within scope of survey" estimates provide a reasonably accurate description of the size and composition of the labor force included in the survey. Estimates are not intended, however, for comparison with other statistical series to measure employment trends or levels since (1) planning of wage surveys requires establishment data compiled considerably in advance of the payroll period studied, and (2) establishments employing fewer than 50 workers are excluded from the scope of the survey.

² The *Standard Industrial Classification Manual* was used in classifying establishments by industry.

³ Includes all establishments with at least 50 total employees. In goods producing, an establishment is defined as a single physical location where industrial operations are performed. In service producing industries, an

establishment is defined as all locations of a company in the area within the same industry division. In government, an establishment is generally defined as all locations of a government entity.

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

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

⁶ Abbreviated to "Transportation and utilities" in the A-series tables. This division is represented in the "all industries" and "service producing" estimates.

⁷ Separate data for this division are not shown in the A-series tables, but the division is represented in the "all industries" and "service producing" estimates.

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