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HIGHLIGHTS OF NORFOLK-VIRGINIA BEACH-NEWPORT NEWS, VA-NC NATIONAL COMPENSATION SURVEY JULY 2003

Workers in the Norfolk metropolitan area averaged \$16.41 per hour during July 2003, according to a new survey released by the U.S. Department of Labor's Bureau of Labor Statistics (BLS). Regional Commissioner Sheila Watkins reported that white-collar workers averaged \$19.92 per hour and accounted for 50 percent of the workers in the area. Blue-collar employees averaged \$14.55 per hour and represented 29 percent of the workforce, while the remainder worked in service occupations and earned \$9.69 per hour. (See table 1.)

The National Compensation Survey (NCS) presents straight-time earnings for occupations in establishments employing 50 or more workers in private industry and State and local governments. The survey excludes agricultural establishments, private households, the self-employed, and the Federal Government. This NCS covered 179 firms representing 290,300 workers in the Norfolk-Virginia Beach-Newport News, VA-NC metropolitan area, which includes Chesapeake, Hampton, Newport News, Norfolk, Poquoson, Portsmouth, Suffolk, Virginia Beach, and Williamsburg Cities, and Gloucester, Isle of Wight, James City, Mathews, and York Counties, VA; and Currituck County, NC. Seventy-five percent of those represented worked in private industry.

In the Norfolk metropolitan area, average hourly wages were published for 47 detailed occupations. (See table 1.) Among white-collar workers, public administration administrators and officials averaged \$34.85 per hour; registered nurses, \$20.29; and secretaries, \$14.02. Blue-collar occupations included electricians earning \$21.06 per hour, truck drivers at \$13.85, and stock handlers and baggers at \$7.87. In the service occupations, correctional institution officers averaged \$13.60 per hour; janitors and cleaners, \$9.16; and nursing aids, orderlies, and attendants, \$8.97.

The NCS also provides broad coverage of selected occupational characteristics. (See tables 2 and 3.) For example, full-time employees in the Norfolk metropolitan area averaged \$17.64 per hour and part-timers earned \$8.30. Union workers in blue-collar jobs averaged \$16.10 per hour, while their nonunion counterparts made \$13.86. Private industry workers at establishments employing 50-99 workers averaged \$11.91 per hour and those in establishments with 500 or more employees earned \$18.08.

The NCS is part of a statistical program that has integrated three separate surveys of wages and benefits into one comprehensive compensation program increasing the amount of data available. Data provided by the NCS may be used by businesses for establishing pay plans, making decisions concerning plant relocation, and in collective bargaining negotiations. Individuals may use such data to help choose potential careers. Average rates of pay are also available for levels of work within an occupation based on knowledge, skill, independent judgment, supervision received and other factors required on the job.

Survey Availability

Complete survey results are contained in the Norfolk-Virginia Beach-Newport News, VA-NC National Compensation Survey July 2003 (Bulletin 3120-47). While supplies last, single copies of the bulletin are available from the Philadelphia Information Office by calling (215) 597-3282. In addition, data contained in the bulletin are available on the Internet in both text and PDF formats at <http://www.bls.gov/ncs/home.htm>. Select survey tables can also be obtained from the Bureau's fax-on-demand service in Philadelphia by dialing (215) 597-4153 and requesting documents 9775, 9776, 9777, 9778, and 9779.

For personal assistance or further information on the National Compensation Survey, as well as other Bureau programs, contact the Philadelphia Information Office at (215) 597-3282 from 8:30 a.m. to 12:00 p.m. and 1:00 to 3:30 p.m. ET.

Table 1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2003

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$16.41	3.7	\$15.53	5.1	\$19.08	1.8
All excluding sales	16.62	3.8	15.72	5.4	19.15	1.6
White collar	19.92	4.3	18.85	6.5	22.55	1.8
White collar excluding sales	21.00	4.3	20.13	6.9	22.77	1.4
Professional specialty and technical	24.47	2.7	22.43	4.9	26.81	2.1
Professional specialty	26.28	2.5	25.20	5.5	27.04	1.9
Engineers, architects, and surveyors	—	—	—	—	—	—
Mathematical and computer scientists	—	—	—	—	—	—
Natural scientists	—	—	—	—	—	—
Health related	22.47	4.3	21.76	3.5	27.41	18.3
Physicians	30.12	33.8	—	—	—	—
Registered nurses	20.29	5.3	20.22	5.9	20.78	3.4
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	28.62	2.4	23.87	12.0	28.91	2.2
Elementary school teachers	29.09	.4	—	—	29.04	.4
Secondary school teachers	29.15	.5	—	—	29.04	.3
Librarians, archivists, and curators	28.61	3.6	—	—	—	—
Librarians	28.61	3.6	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	20.19	7.5	—	—	19.12	8.2
Social workers	20.19	7.5	—	—	19.12	8.2
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	18.21	6.1	18.22	6.4	—	—
Clinical laboratory technologists and technicians	12.90	8.5	12.90	8.5	—	—
Licensed practical nurses	14.26	2.3	14.32	2.5	—	—
Electrical and electronic technicians	19.72	6.9	19.72	6.9	—	—
Executive, administrative, and managerial	30.31	9.1	31.62	10.2	25.87	9.2
Executives, administrators, and managers	34.01	9.0	34.42	10.6	32.05	5.9
Administrators and officials, public administration	34.85	10.4	—	—	34.85	10.4
Managers and administrators, n.e.c.	36.96	10.7	37.00	10.8	—	—
Management related	22.18	5.6	23.88	6.4	18.91	1.1
Accountants and auditors	21.31	4.8	21.67	7.0	—	—
Sales	13.76	7.9	13.68	8.5	—	—
Cashiers	8.08	9.6	7.66	11.2	—	—
Administrative support, including clerical	13.32	6.9	13.45	8.8	12.91	1.9
Secretaries	14.02	4.4	13.44	9.1	14.49	5.0
Receptionists	10.18	6.9	10.28	7.2	—	—
Order clerks	17.40	22.7	17.40	22.7	—	—
Library clerks	9.49	2.5	—	—	9.49	2.5
Bookkeepers, accounting and auditing clerks	12.00	4.0	11.51	4.1	—	—
General office clerks	12.39	8.0	12.52	10.5	12.02	4.7
Teachers' aides	11.33	.4	—	—	11.33	.4
Administrative support, n.e.c.	12.23	5.7	—	—	12.30	4.2
Blue collar	14.55	4.3	14.68	4.9	13.68	3.4
Precision production, craft, and repair	18.32	2.6	18.55	2.9	17.01	6.3
Industrial machinery repairers	20.71	9.1	20.71	9.1	—	—
Mechanics and repairers, n.e.c.	15.55	6.6	—	—	—	—
Electricians	21.06	6.4	—	—	—	—
Plumbers, pipefitters and steamfitters	18.69	12.6	18.74	12.8	—	—
Machine operators, assemblers, and inspectors	14.51	12.0	14.72	12.6	—	—
Miscellaneous machine operators, n.e.c.	13.03	14.5	13.52	16.8	—	—
Assemblers	20.51	7.1	20.51	7.1	—	—
Production inspectors, checkers and examiners ..	13.34	27.8	13.34	27.8	—	—
Transportation and material moving	13.28	4.6	14.05	5.9	11.37	3.3
Truck drivers	13.85	10.7	15.23	12.2	—	—

See footnotes at end of table.

Table 1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2003 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Blue collar —Continued						
Transportation and material moving —Continued						
Bus drivers	\$11.74	0.9	—	—	\$11.71	0.9
Industrial truck and tractor equipment operators ..	14.07	10.7	\$14.07	10.7	—	—
Miscellaneous material moving equipment operators, n.e.c.	12.76	7.4	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers						
Construction laborers	9.19	6.0	8.92	6.3	11.62	8.8
Stock handlers and baggers	9.56	7.5	—	—	—	—
Machine feeders and offbearers	7.87	8.2	7.87	8.2	—	—
Freight, stock, and material handlers, n.e.c.	9.46	22.6	9.46	22.6	—	—
Hand packers and packagers	12.16	9.8	12.16	9.8	—	—
Hand packers and packagers	8.53	10.5	8.53	10.5	—	—
Service						
Protective service	9.69	4.3	7.43	3.0	14.29	3.7
Firefighting	13.49	14.2	—	—	16.46	3.1
Police and detectives, public service	13.60	.4	—	—	13.60	.4
Correctional institution officers	17.28	3.0	—	—	17.28	3.0
Food service	13.60	2.3	—	—	13.60	2.3
Waiters, waitresses, and bartenders	6.38	4.3	6.17	4.2	10.45	.9
Waiters and waitresses	4.29	10.7	4.29	10.7	—	—
Other food service	3.80	18.4	3.80	18.4	—	—
Cooks	8.03	4.5	7.79	4.7	10.45	.9
Kitchen workers, food preparation	8.39	4.0	8.36	4.0	—	—
Food preparation, n.e.c.	8.24	7.0	8.24	7.0	—	—
Health service	7.17	5.7	6.80	6.6	—	—
Health aides, except nursing	9.20	2.5	9.05	1.8	9.58	6.9
Nursing aides, orderlies and attendants	10.05	3.8	—	—	—	—
Cleaning and building service	8.97	2.2	8.93	1.7	9.12	8.8
Janitors and cleaners	9.73	7.2	9.27	9.1	10.81	9.8
Personal service	9.16	6.9	8.98	10.5	9.56	1.0
Personal service	8.18	7.1	7.58	8.6	9.90	3.4

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

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

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy.

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

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

Table 2. **Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2003**

Occupational group	Private industry and State and local government					
	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
	Mean					
All occupations	\$17.64	\$8.30	\$17.35	\$16.28	\$16.29	\$19.37
All excluding sales	17.74	8.36	17.35	16.52	16.57	19.95
White collar	20.79	10.59	–	19.78	20.01	18.70
White-collar excluding sales	21.41	13.22	–	20.89	21.08	18.19
Professional specialty and technical	24.70	19.25	–	24.47	24.47	–
Professional specialty	26.54	20.73	–	26.28	26.28	–
Technical	18.41	–	–	17.75	18.21	–
Executive, administrative, and managerial	30.36	–	–	30.31	30.27	–
Sales	16.09	8.00	–	13.76	11.48	18.97
Administrative support, including clerical	13.65	9.43	–	12.26	13.35	12.75
Blue collar	15.22	7.71	16.10	13.86	14.43	–
Precision production, craft, and repair	18.32	–	16.77	19.38	18.29	–
Machine operators, assemblers, and inspectors	14.47	–	18.75	12.41	14.17	–
Transportation and material moving	13.73	10.16	12.67	13.52	13.13	–
Handlers, equipment cleaners, helpers, and laborers	10.22	6.80	10.48	9.00	9.16	–
Service	11.12	6.95	–	9.64	9.69	–
	Relative error ⁶ (percent)					
All occupations	3.4	5.5	5.7	4.1	4.1	13.3
All excluding sales	3.6	5.3	5.7	4.3	4.0	10.3
White collar	4.1	6.1	–	4.4	4.9	11.6
White-collar excluding sales	4.4	6.0	–	4.5	4.4	7.4
Professional specialty and technical	2.7	4.7	–	2.7	2.7	–
Professional specialty	2.6	5.6	–	2.5	2.5	–
Technical	6.1	–	–	6.1	6.1	–
Executive, administrative, and managerial	9.1	–	–	9.1	9.6	–
Sales	6.8	11.3	–	7.9	8.1	17.7
Administrative support, including clerical	7.0	5.3	–	2.4	7.2	4.3
Blue collar	4.6	9.2	3.1	5.0	4.4	–
Precision production, craft, and repair	2.6	–	4.9	4.6	2.6	–
Machine operators, assemblers, and inspectors	11.8	–	4.5	12.0	11.8	–
Transportation and material moving	5.3	5.0	7.8	6.7	4.5	–
Handlers, equipment cleaners, helpers, and laborers	5.3	6.9	3.5	6.9	6.1	–
Service	6.7	5.8	–	4.3	4.3	–

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

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy.

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

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

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

⁶ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate.

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

Table 3. **Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2003**

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers ³	100 workers or more		
			Total	100 - 499 workers	500 workers or more
Mean					
All occupations	\$15.53	\$11.91	\$16.96	\$16.02	\$18.08
All excluding sales	15.72	11.55	17.33	16.58	18.09
White collar	18.85	16.08	19.52	19.43	19.63
White-collar excluding sales	20.13	16.69	20.80	21.98	19.65
Professional specialty and technical	22.43	17.30	22.80	24.19	21.26
Professional specialty	25.20	–	26.05	31.06	22.98
Technical	18.22	–	18.27	19.19	15.85
Executive, administrative, and managerial	31.62	25.57	33.24	31.78	34.58
Sales	13.68	14.85	13.13	13.15	–
Administrative support, including clerical	13.45	12.72	13.65	15.48	12.02
Blue collar	14.68	12.65	15.51	13.22	17.31
Precision production, craft, and repair	18.55	19.29	18.40	17.63	–
Machine operators, assemblers, and inspectors	14.72	10.92	16.23	12.94	19.39
Transportation and material moving	14.05	15.13	13.32	15.10	12.39
Handlers, equipment cleaners, helpers, and laborers	8.92	8.64	9.12	8.72	10.15
Service	7.43	6.32	8.68	8.27	9.99
Relative error ⁴ (percent)					
All occupations	5.1	5.1	5.7	8.3	6.2
All excluding sales	5.4	5.5	5.8	9.1	6.2
White collar	6.5	8.7	7.8	9.3	13.2
White-collar excluding sales	6.9	12.9	7.6	7.6	13.3
Professional specialty and technical	4.9	11.2	4.7	7.9	2.1
Professional specialty	5.5	–	5.6	11.3	3.6
Technical	6.4	–	6.6	9.1	4.7
Executive, administrative, and managerial	10.2	16.7	10.9	9.3	16.7
Sales	8.5	16.1	7.8	7.7	–
Administrative support, including clerical	8.8	4.9	10.6	17.2	3.5
Blue collar	4.9	6.7	4.5	10.0	4.7
Precision production, craft, and repair	2.9	8.1	2.6	9.7	–
Machine operators, assemblers, and inspectors	12.6	19.0	8.1	12.0	7.0
Transportation and material moving	5.9	9.6	4.3	13.6	9.9
Handlers, equipment cleaners, helpers, and laborers	6.3	11.0	7.6	10.7	3.2
Service	3.0	4.7	5.4	5.5	8.8

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

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy.

³ Establishments classified with 50-99 workers may contain

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

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

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