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HIGHLIGHTS OF RICHMOND-PETERSBURG, VA NATIONAL COMPENSATION SURVEY SEPTEMBER 2003

Workers in the Richmond-Petersburg metropolitan area averaged \$18.15 per hour during September 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 \$21.27 per hour and accounted for 60 percent of the workers in the area. Blue-collar employees averaged \$15.29 per hour and represented 23 percent of the workforce, while the remainder worked in service occupations and earned \$10.31 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 226 firms representing 260,600 workers in the Richmond-Petersburg metropolitan area, which 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. Seventy-two percent of those represented worked in private industry.

In the Richmond-Petersburg metropolitan area, average hourly wages were published for 62 detailed occupations. (See table 1.) Among white-collar workers, computer systems analysts and scientists averaged \$32.91 per hour; registered nurses, \$23.56; and secretaries, \$14.59. Blue-collar occupations included industrial machinery repairers earning \$23.66 per hour, truck drivers at \$15.25, and stock handlers and baggers at \$8.80. In the service occupations, public service police and detectives averaged \$18.70 per hour; janitors and cleaners, \$9.55; and nursing aides, orderlies and attendants, \$9.19.

The NCS also provides broad coverage of selected occupational characteristics. (See tables 2 and 3.) For example, full-time employees in the Richmond metropolitan area averaged \$19.01 per hour and part-timers earned \$10.41. Union workers in blue-collar jobs averaged \$18.62 per hour, while their nonunion counterparts made \$14.23. Private industry workers at establishments employing 50-99 workers averaged \$17.03 per hour and those in establishments with 500 or more employees earned \$20.90.

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 Richmond-Petersburg, VA National Compensation Survey September 2003 (Bulletin 3120-73). 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 9815, 9816, 9817, 9818, and 9819.

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, Richmond-Petersburg, VA, September 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	\$18.15	3.3	\$17.85	3.6	\$18.94	7.4
All excluding sales	18.26	3.4	17.97	3.7	18.94	7.4
White collar	21.27	4.0	21.69	4.7	20.43	7.7
White collar excluding sales	21.84	3.9	22.70	4.4	20.43	7.7
Professional specialty and technical	26.33	3.5	28.72	4.7	24.19	5.9
Professional specialty	27.78	2.8	30.99	4.3	25.20	3.8
Engineers, architects, and surveyors	29.61	13.6	35.75	10.3	—	—
Electrical and electronic engineers	39.51	10.4	39.51	10.4	—	—
Mathematical and computer scientists	32.98	3.8	35.51	5.3	—	—
Computer systems analysts and scientists	32.91	3.9	35.42	5.4	—	—
Natural scientists	22.78	4.8	—	—	—	—
Health related	25.08	5.1	24.32	4.8	26.24	9.7
Registered nurses	23.56	4.0	23.75	6.4	—	—
Teachers, college and university	32.79	16.6	32.79	16.6	—	—
Teachers, except college and university	25.48	1.2	21.87	3.9	25.70	.9
Elementary school teachers	26.25	4.0	—	—	26.28	4.2
Secondary school teachers	24.31	.4	—	—	24.17	.3
Librarians, archivists, and curators	25.38	4.2	—	—	25.69	5.6
Librarians	25.38	4.2	—	—	25.69	5.6
Social scientists and urban planners	24.46	3.5	23.70	10.5	—	—
Social, recreation, and religious workers	16.97	6.2	—	—	17.45	11.5
Social workers	16.97	6.2	—	—	17.45	11.5
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	19.47	6.4	20.78	7.4	17.46	7.2
Licensed practical nurses	16.88	1.4	16.89	1.7	—	—
Health technologists and technicians, n.e.c.	15.31	18.3	14.61	20.5	—	—
Executive, administrative, and managerial	30.20	4.2	30.78	4.7	26.42	5.6
Executives, administrators, and managers	32.97	4.8	33.16	5.2	31.43	12.8
Administrators and officials, public administration	34.36	18.9	—	—	34.37	20.1
Financial managers	37.71	9.6	37.71	9.6	—	—
Managers, marketing, advertising, and public relations	30.82	13.5	30.82	13.5	—	—
Administrators, education and related fields	38.86	19.1	—	—	—	—
Managers and administrators, n.e.c.	29.88	7.6	30.22	7.6	—	—
Management related	26.80	8.0	27.67	9.1	22.38	4.6
Accountants and auditors	24.65	5.4	26.53	5.7	21.48	7.0
Other financial officers	26.21	9.6	—	—	—	—
Personnel, training, and labor relations specialists	35.80	21.5	36.15	21.6	—	—
Management related, n.e.c.	24.60	14.2	25.08	14.6	—	—
Sales	16.62	18.7	16.62	18.7	—	—
Supervisors, sales	26.29	18.4	26.29	18.4	—	—
Sales, other business services	17.21	21.5	17.21	21.5	—	—
Sales workers, other commodities	11.41	6.6	11.41	6.6	—	—
Cashiers	7.92	1.6	7.92	1.6	—	—
Administrative support, including clerical	13.55	2.8	13.86	4.0	12.90	2.8
Computer operators	18.33	4.2	—	—	—	—
Secretaries	14.59	2.7	14.62	4.6	14.56	2.8
Receptionists	12.34	7.8	12.34	7.8	—	—
Information clerks, n.e.c.	12.61	3.1	12.61	3.1	—	—
Order clerks	17.31	12.4	17.31	12.4	—	—
Library clerks	10.52	11.5	—	—	—	—
Records clerks, n.e.c.	10.52	11.9	—	—	—	—
Bookkeepers, accounting and auditing clerks	13.96	4.1	13.22	4.0	—	—
Dispatchers	15.94	17.7	—	—	—	—
Traffic, shipping and receiving clerks	11.58	15.1	11.58	15.1	—	—
Insurance adjusters, examiners, and investigators	16.17	12.2	16.17	12.2	—	—
Investigators and adjusters, except insurance	13.47	3.4	13.21	2.9	—	—

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, Richmond-Petersburg, VA, September 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)
White collar –Continued						
Administrative support, including clerical –Continued						
Bill and account collectors	\$14.43	4.4	\$14.43	4.4	–	–
General office clerks	12.02	7.0	13.17	13.1	\$11.06	3.0
Teachers' aides	11.91	8.8	–	–	11.93	9.0
Administrative support, n.e.c.	13.18	3.0	13.59	4.2	12.35	5.3
Blue collar	15.29	3.2	15.09	3.2	17.36	11.7
Precision production, craft, and repair						
Supervisors, mechanics and repairers	18.90	4.4	18.82	4.9	19.27	10.7
Industrial machinery repairers	26.67	3.5	26.16	8.0	–	–
Mechanics and repairers, n.e.c.	23.66	14.2	23.77	14.4	–	–
Supervisors, construction trades, n.e.c.	19.31	5.6	–	–	–	–
Supervisors, production	16.70	11.8	–	–	–	–
	23.71	5.8	23.71	5.8	–	–
Machine operators, assemblers, and inspectors						
Slicing and cutting machine operators	15.22	5.9	15.22	5.9	–	–
Miscellaneous machine operators, n.e.c.	14.14	10.9	14.14	10.9	–	–
Assemblers	19.99	8.2	19.99	8.2	–	–
	12.07	.9	12.07	.9	–	–
Transportation and material moving						
Truck drivers	15.07	4.0	15.29	4.2	12.98	2.6
Bus drivers	15.25	7.2	15.57	8.2	–	–
Industrial truck and tractor equipment operators ..	13.78	4.2	–	–	–	–
	14.78	2.1	14.78	2.1	–	–
Handlers, equipment cleaners, helpers, and laborers						
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	10.99	6.3	10.87	6.7	13.16	13.2
Production helpers	19.11	10.7	–	–	–	–
Stock handlers and baggers	14.82	16.5	14.82	16.5	–	–
Freight, stock, and material handlers, n.e.c.	8.80	3.9	8.80	3.9	–	–
Vehicle washers and equipment cleaners	12.53	3.7	12.53	3.7	–	–
Hand packers and packagers	10.95	15.5	10.95	15.5	–	–
	9.89	5.4	9.89	5.4	–	–
Service						
Protective service	10.31	6.4	8.55	4.9	13.74	9.9
Police and detectives, public service	13.85	18.4	–	–	17.86	10.7
Food service	18.70	.6	–	–	18.70	.6
Waiters, waitresses, and bartenders	7.68	11.5	7.34	12.0	–	–
Waiters and waitresses	5.64	17.5	5.64	17.5	–	–
Other food service	5.65	21.7	5.65	21.7	–	–
Cooks	9.26	7.3	8.83	7.0	–	–
Kitchen workers, food preparation	10.48	10.9	10.51	11.5	–	–
Food preparation, n.e.c.	9.15	9.6	9.15	9.6	–	–
Health service	7.93	7.5	7.57	9.0	–	–
Nursing aides, orderlies and attendants	9.22	6.0	9.09	6.9	–	–
Cleaning and building service	9.19	6.4	9.05	7.4	–	–
Janitors and cleaners	9.38	2.3	9.29	2.3	9.51	5.0
Personal service	9.55	3.4	9.61	4.4	9.51	5.0
	10.15	16.6	–	–	–	–

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

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, Richmond-Petersburg, VA, September 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	\$19.01	\$10.41	\$18.90	\$18.09	\$18.03	\$30.93
All excluding sales	18.98	10.97	18.90	18.20	18.19	31.80
White collar	22.01	13.21	20.72	21.28	21.11	32.96
White-collar excluding sales	22.24	15.94	20.72	21.87	21.74	–
Professional specialty and technical	26.38	25.56	–	26.40	26.23	–
Professional specialty	27.90	26.13	–	27.78	27.67	–
Technical	19.57	–	–	19.23	19.47	–
Executive, administrative, and managerial	30.21	–	–	30.20	30.11	–
Sales	19.62	7.57	–	16.62	15.62	–
Administrative support, including clerical	13.95	9.70	20.33	13.17	13.55	–
Blue collar	15.71	8.32	18.62	14.23	15.29	–
Precision production, craft, and repair	19.06	–	21.72	18.11	18.90	–
Machine operators, assemblers, and inspectors	15.25	–	18.90	12.89	15.23	–
Transportation and material moving	15.22	12.22	15.85	14.84	15.07	–
Handlers, equipment cleaners, helpers, and laborers	11.62	7.73	14.28	10.46	10.98	–
Service	11.24	7.27	–	10.30	10.31	–
	Relative error ⁶ (percent)					
All occupations	3.5	10.8	4.6	3.5	3.3	10.0
All excluding sales	3.6	11.7	4.6	3.6	3.4	10.7
White collar	4.0	14.4	1.5	4.1	4.0	8.8
White-collar excluding sales	4.1	14.0	1.5	4.0	3.9	–
Professional specialty and technical	3.5	9.0	–	3.5	3.5	–
Professional specialty	2.9	9.2	–	2.8	2.8	–
Technical	6.3	–	–	7.0	6.4	–
Executive, administrative, and managerial	4.2	–	–	4.2	4.5	–
Sales	19.7	2.3	–	18.7	20.9	–
Administrative support, including clerical	2.6	4.5	2.9	2.8	2.8	–
Blue collar	3.4	3.8	5.6	3.9	3.2	–
Precision production, craft, and repair	4.4	–	4.0	5.6	4.4	–
Machine operators, assemblers, and inspectors	6.0	–	12.2	3.3	6.0	–
Transportation and material moving	4.2	13.8	6.3	4.6	4.0	–
Handlers, equipment cleaners, helpers, and laborers	7.9	3.2	10.6	6.9	6.3	–
Service	7.2	5.5	–	6.5	6.4	–

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

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

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, Richmond-Petersburg, VA, September 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	\$17.85	\$17.03	\$18.10	\$16.24	\$20.90
All excluding sales	17.97	16.90	18.29	16.13	21.33
White collar	21.69	23.06	21.34	19.18	24.46
White-collar excluding sales	22.70	24.40	22.29	19.71	25.54
Professional specialty and technical	28.72	28.76	28.70	25.21	31.16
Professional specialty	30.99	29.42	31.88	28.99	33.42
Technical	20.78	—	19.67	18.98	20.70
Executive, administrative, and managerial	30.78	24.59	32.45	29.13	36.09
Sales	16.62	18.09	16.09	17.12	12.40
Administrative support, including clerical	13.86	11.94	14.04	14.26	13.62
Blue collar	15.09	13.07	15.76	13.98	18.83
Precision production, craft, and repair	18.82	15.70	20.14	19.07	21.68
Machine operators, assemblers, and inspectors	15.22	12.19	15.83	12.82	19.19
Transportation and material moving	15.29	15.45	15.23	14.75	16.05
Handlers, equipment cleaners, helpers, and laborers	10.87	9.26	11.46	10.60	14.73
Service	8.55	7.82	8.87	8.32	—
	Relative error ⁴ (percent)				
All occupations	3.6	6.4	4.1	6.5	8.8
All excluding sales	3.7	6.9	4.4	7.0	9.1
White collar	4.7	7.7	6.0	8.1	8.7
White-collar excluding sales	4.4	9.1	6.2	8.5	8.6
Professional specialty and technical	4.7	7.6	5.8	8.5	7.4
Professional specialty	4.3	8.0	5.3	8.1	7.8
Technical	7.4	—	7.6	13.0	3.4
Executive, administrative, and managerial	4.7	11.5	4.8	6.1	6.8
Sales	18.7	16.9	25.7	31.3	11.4
Administrative support, including clerical	4.0	3.9	4.3	6.2	3.9
Blue collar	3.2	6.6	4.1	6.5	3.8
Precision production, craft, and repair	4.9	8.0	3.9	4.9	6.1
Machine operators, assemblers, and inspectors	5.9	8.4	6.7	3.7	10.8
Transportation and material moving	4.2	1.1	5.7	9.6	.8
Handlers, equipment cleaners, helpers, and laborers	6.7	4.4	9.8	11.8	10.6
Service	4.9	7.5	5.5	8.5	—

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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