



# Wage and Salary Division

Richmond, Virginia

Federal Wage System  
Survey Summary

November 2008

FEDERAL WAGE SYSTEM  
LOCALITY SURVEY OF BLUE-COLLAR OCCUPATIONS

### INTRODUCTION

The Federal Wage System (FWS) was established by law in 1972 and calls for paying Federal blue-collar workers wages which approximate local prevailing private sector rates for comparable skill levels. With the exception of employees of the Postal Service, Tennessee Valley Authority, and other similar government corporations, most Federal civilian blue-collar workers are covered by the FWS. There are approximately two hundred fifty thousand FWS employees nationwide.

### GEOGRAPHIC COVERAGE

The United States is divided into local wage areas for FWS pay setting purposes. These wage areas are established where there are large concentrations of FWS employment along with concentrations of private industry employment. Each wage area consists of a survey area (counties in which wage data are collected) and the adjacent area of application (counties where the FWS wage schedule is applied in addition to the survey area). The survey area is usually centered on a Metropolitan Statistical Area.

### INDUSTRY COVERAGE

FWS surveys cover a standard set of industries which includes manufacturing, wholesale trade, selected transportation industries and utilities. Other industries may be added if they have significant employment similar to local FWS employment. Firms with fewer than fifty employees are not included in the survey. In small survey areas, all firms meeting the industry and size specifications are contacted. This is referred to as a universe survey. In larger areas where this is not practical a sample survey is conducted; and the results are weighted to represent all the firms within the scope of the survey.

### OCCUPATIONAL COVERAGE

A standard set of 21 blue-collar jobs representing common FWS occupations and skill levels are surveyed in each area. In some areas, additional jobs are added if there is significant FWS employment in these kinds of jobs. Sometimes jobs are also added to obtain data for use in other areas. The tables in this summary may not cover all the jobs surveyed since jobs where fewer than three firms providing data are not shown.

The following provides information on FWS employment, geographic survey area boundaries, and survey industry coverage in your locality.

Type of survey: Statistical Sample  
Number of establishments represented by survey: 175  
Federal blue-collar FWS employment in the wage area: 1,127  
Major FWS employer: Defense Logistics Agency  
For industries surveyed see industry coverage.

# FEDERAL WAGE SYSTEM

Richmond, Virginia

Virginia [Cities]

Colonial Heights

Hopewell

Petersburg

Richmond

Virginia [Counties]

Charles City

Chesterfield

Dinwiddie

Goochland

Hanover

Henrico

New Kent

Powhatan

Prince George

# FEDERAL WAGE SYSTEM

Richmond, Virginia -- SURVEY DATE: Nov 08

Table 1      Number of Observations, Means, Medians, and Other Data by Survey Job								
Job Title	Federal Grade	Observa- tions	Mean	Median	Min	Max	Quartiles	
							1st	3rd
Janitor (Light)	1	19	13.82	13.91	12.74	15.35	13.01	14.29
Janitor (Heavy)	2	68	19.19	21.58	8.86	21.58	15.61	21.58
Material Handler	2	68	12.88	8.76	8.76	21.67	8.76	21.67
Warehouse Worker	5	431	15.28	14.83	10.00	28.43	13.92	17.15
Forklift Operator	5	671	15.71	15.89	8.00	26.16	12.37	18.64
Matl Handling Eqp Opr	5	53	14.57	14.55	13.70	19.29	13.70	14.55
Truckdriver (Heavy)	7	728	23.44	20.00	11.96	28.52	20.00	28.52
Machine Tool Opr I	9	131	18.23	18.55	12.00	23.69	16.50	20.10
Carpenter	9	7	28.02	30.92	20.14	31.34	20.14	31.34
Electrician	10	218	27.56	27.08	20.08	33.62	24.67	31.65
Automotive Mechanic	10	175	25.01	29.02	16.05	30.49	20.45	29.02
Sheet Metal Mechanic	10	37	20.42	20.00	13.29	31.34	15.00	22.07
Pipefitter	10	52	30.08	31.34	12.05	31.34	30.49	31.34
Welder	10	100	19.03	17.25	10.00	31.34	13.94	22.35
Machinist	10	78	22.39	20.33	17.05	31.34	20.33	26.06
Toolmaker	13	8	27.52	30.13	15.00	30.49	26.72	30.49

# FEDERAL WAGE SYSTEM

Richmond, Virginia -- SURVEY DATE: Nov 08

Table 2      Percent Distribution of Survey Job Observations by Industry Group						
Job Title	Manufacturing		Transp'tn	Utilities	Wholesale	Other
	Durable	Nondrbl				
Janitor (Light)	94.7	-	5.3	-	-	-
Janitor (Heavy)	11.8	88.2	-	-	-	-
Material Handler	4.4	95.6	-	-	-	-
Warehouse Worker	57.5	10.4	26.7	1.2	4.2	-
Forklift Operator	44.3	36.8	-	0.3	18.6	-
Mat'l Handling Eqp Opr	22.6	30.2	47.2	-	-	-
Truckdriver (Heavy)	0.4	-	99.0	0.5	-	-
Machine Tool Opr I	100.0	-	-	-	-	-
Carpenter	28.6	71.4	-	-	-	-
Electrician	11.9	87.6	-	0.5	-	-
Automotive Mechanic	-	1.1	80.0	18.9	-	-
Sheet Metal Mechanic	78.4	21.6	-	-	-	-
Pipefitter	-	94.2	-	5.8	-	-
Welder	80.0	10.0	-	10.0	-	-
Machinist	92.3	6.4	-	1.3	-	-
Toolmaker	50.0	50.0	-	-	-	-

LEGEND: "-" NO OBSERVATIONS

"\*" LESS THAN 0.1 PERCENT

# FEDERAL WAGE SYSTEM

Richmond, Virginia -- SURVEY DATE: Nov 08

Table 3      Index Values of Relative Average Hourly Rates by Survey Job and Industry Group <i>All Industry Average for Each Job = 100.0</i>						
Job Title	Manufacturing		Transptn	Utilities	Wholesale	Other
	Durable	Nondrbl				
Janitor (Light)	99.6	-	106.1	-	-	-
Janitor (Heavy)	66.8	104.4	-	-	-	-
Material Handler	125.4	98.8	-	-	-	-
Warehouse Worker	90.5	117.4	112.2	164.9	90.4	-
Forklift Operator	95.7	96.2	-	50.9	118.5	-
Matl Handling Eqp Opr	112.7	99.9	94.0	-	-	-
Truckdriver (Heavy)	51.0	-	100.3	71.5	-	-
Machine Tool Opr I	100.0	-	-	-	-	-
Carpenter	71.9	111.2	-	-	-	-
Electrician	81.6	102.6	-	73.5	-	-
Automotive Mechanic	-	121.9	99.2	102.0	-	-
Sheet Metal Mechanic	85.6	152.4	-	-	-	-
Pipefitter	-	103.5	-	42.8	-	-
Welder	84.3	162.9	-	162.7	-	-
Machinist	97.5	140.0	-	76.2	-	-
Toolmaker	89.2	110.8	-	-	-	-

LEGEND: "-" NO OBSERVATIONS