

San Antonio, TX National Compensation Survey October 1998



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Preface

Data shown in this bulletin were collected as part of the Bureau of Labor Statistics' (BLS) National Compensation Survey (NCS). The survey could not have been conducted without the cooperation of the many private firms and government jurisdictions that provided pay data included in this bulletin. The Bureau thanks these respondents for their cooperation.

Field economists of the Bureau of Labor Statistics collected and reviewed the survey data. The Office of Compensation and Working Conditions, in cooperation with the Office of Field Operations and the Office of Technology and Survey Processing in the BLS National Office, designed the survey, processed the data, and prepared the survey for publication.

For additional information regarding this survey, please contact any BLS regional office at the address and telephone number listed on the inside back cover of this bulletin. You may also write to the Bureau of Labor Statistics at: Division of Compensation Data Analysis and Planning,

2 Massachusetts Avenue, NE, Room 4175, Washington, DC 20212-0001, or call (202) 606-6199, or send e-mail to ocltinfo@bls.gov.

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

Results of earlier surveys of this area are also available from BLS regional offices, the Division of Compensation Data Analysis, or at the BLS Internet site.

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Introduction

The tables in this bulletin summarize the NCS survey results for the San Antonio, TX, metropolitan area. Tabulations provide information on earnings of workers in a variety of occupations and at a wide range of work levels. Also contained in this bulletin are information on the program, a technical note describing survey procedures, and several appendixes with detailed information on occupational classifications and the generic leveling methodology.

NCS products

The National Compensation Survey of the Bureau of Labor Statistics provides data on the occupational wages and employee benefits for localities, broad geographic regions, and the Nation as a whole. The Employment Cost Index, a quarterly measure of the change in employer costs for wages and benefits, will be derived from the NCS. Another product, Employer Costs for Employee Compensation, measures employers' average hourly costs for total compensation, that is, wages and benefits. Still another NCS product measures the incidence of benefit plans and their provisions. This bulletin is limited to data on occupational wages and salaries.

About the tables

The tables that follow present data on straight-time occupational earnings. Straight-time earnings include wages and salaries, incentive pay, cost-of-living adjustments, and hazard pay. These earnings exclude premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. A total of 480 detailed occupations are used to describe all occupations in the civilian nonfarm economy (excluding the Federal Government and private households).

Table A-1 presents straight-time earnings for detailed occupations. Data are not shown for any occupations if they would raise concerns about the confidentiality of the survey respondent or if the data are insufficient to support reliable estimates. The earnings shown include the mean for each occupation, as well as earnings for selected percentiles in each occupation.

Table A-2 compares the type of data and details shown in table A-1 for the private industry and State and local government sector.

Table A-3 compares the type of data and details shown in table A-1 for full-time and part-time workers. The definitions of full-time and part-time workers are those used in the surveyed establishments.

Table A-4 presents the weekly and annual straight-time earnings for full-time employees in specific occupations across all industries. For the weekly and annual earnings, the mean and median earnings and the mean hours are shown. The mean hours reflect hours employees are scheduled to work, excluding overtime hours.

Table B-1 presents mean straight-time hourly earnings for groups of occupations and for levels of job requirements related to occupations in the group. Separate data are also shown for private industry and government workers, and for full-time and part-time workers in all industries. (See appendix C, Generic Leveling Criteria, for more information on job ranking in this survey. Average work levels for published occupation groups and their component occupations are presented in appendix table 3.)

Table B-2 also presents mean straight-time hourly earnings, but for detailed occupations at several levels of job requirements for each detailed occupation.

Table C-1 presents mean straight-time hourly earnings for occupation groups and selected occupation characteristics. The occupation characteristics include full-time and part-time status, union and nonunion status, and time or incentive pay status. Union workers' wages are determined through collective bargaining. Time workers' wages are based solely on hourly rate or salary. Incentive workers' wages are at least partially based on productivity payments such as piece rates, commissions and production bonuses.

Table C-2 presents mean straight-time hourly earnings for occupation groups and industry division of employers; these are limited to the private sector.

Table C-3 presents mean straight-time hourly earnings for occupation groups and the employment size of employers; these are also limited to the private sector.

Table C-4 presents the employment scope of this survey. The occupation employment estimates shown relate to all employers in the area surveyed, not just the surveyed employers.

Table A-1. Hourly earnings¹ for selected occupations, all workers², all industries, San Antonio, TX, October 1998

Occupation ³	All industries					
	Mean	Percentiles				
		10	25	Median 50	75	90
All occupations	\$13.19	\$5.93	\$7.25	\$10.08	\$15.89	\$25.08
All occupations excluding sales	13.36	6.00	7.44	10.28	16.82	25.50
White-collar occupations	16.21	7.00	8.73	12.74	20.70	29.65
White-collar occupations excluding sales	16.99	7.63	9.34	13.92	21.81	30.24
Professional specialty and technical occupations	20.79	10.50	13.68	20.16	26.44	31.86
Professional specialty occupations	23.26	13.51	17.91	22.74	28.09	33.01
Engineers, architects, and surveyors	27.56	20.18	22.07	26.47	32.33	36.87
Mathematical and computer scientists	30.67	20.19	26.44	29.19	34.33	44.71
Computer systems analysts and scientists	31.79	20.46	26.20	30.95	36.56	44.71
Natural scientists	-	-	-	-	-	-
Health related occupations	20.15	14.22	16.30	19.45	22.90	26.75
Registered nurses	19.05	14.22	16.07	18.51	21.30	24.36
Teachers, college and university	32.51	14.36	24.79	32.25	41.83	50.96
Teachers, except college and university	23.33	16.94	19.74	23.66	27.28	31.21
Elementary school teachers	24.03	18.43	19.68	23.19	26.84	31.31
Secondary school teachers	25.70	19.50	21.01	25.35	29.59	33.42
Teachers, N.E.C.	23.17	16.97	19.75	23.37	26.56	29.27
Librarians, archivists, and curators	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-
Social, recreation, and religious workers	12.79	9.25	11.58	12.66	13.92	15.28
Social workers	12.77	9.25	11.58	12.66	13.92	15.28
Lawyers and judges	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, N.E.C.	17.52	6.00	12.26	18.67	21.02	32.22
Technical occupations	13.76	9.06	10.48	12.01	15.90	21.10
Clinical laboratory technologists and technicians	11.09	7.61	9.24	10.81	12.80	14.96
Licensed practical nurses	11.17	8.78	9.80	11.14	12.20	13.33
Health technologists and technicians, N.E.C.	11.56	8.40	9.44	9.95	11.24	20.06
Computer programmers	21.17	12.94	19.95	21.63	24.65	25.37
Executive, administrative, and managerial occupations ...	25.78	13.31	16.76	21.89	31.73	43.99
Executives, administrators, and managers	31.50	14.56	21.63	29.33	39.23	48.08
Financial managers	31.05	22.98	26.51	30.98	34.62	43.99
Managers, marketing, advertising and public relations	37.62	26.69	33.95	38.31	42.30	47.12
Administrators, education and related fields	32.05	13.91	25.15	36.63	37.09	37.09
Managers, medicine and health	29.84	14.56	20.76	24.54	35.34	39.49
Managers and administrators, N.E.C.	33.85	16.90	22.49	32.39	45.87	54.09
Management related occupations	18.73	12.43	14.48	18.26	21.68	26.44
Accountants and auditors	18.10	13.04	15.00	18.31	20.48	21.68
Personnel, training, and labor relations specialists	18.69	11.91	14.24	16.63	23.13	28.36
Management related occupations, N.E.C.	21.04	12.00	17.50	20.99	26.35	29.45
Sales occupations	11.16	5.50	6.10	7.74	10.70	17.81
Supervisors, sales occupations	17.73	6.00	9.54	10.38	20.19	47.04
Sales workers, motor vehicles and boats	25.43	9.19	11.41	12.73	22.18	100.88
Sales workers, other commodities	8.68	5.50	6.03	7.00	8.60	10.79
Cashiers	7.23	5.15	5.51	7.13	8.54	9.86
Administrative support occupations, including clerical ...	10.19	6.93	7.90	9.25	11.78	14.84
Computer operators	12.58	9.71	11.49	12.43	13.66	15.02
Secretaries	11.52	8.00	9.84	11.86	13.10	14.93
Transportation ticket and reservation agents	13.14	8.00	9.18	12.99	17.00	18.22
Receptionists	8.41	6.75	7.30	8.16	9.50	10.68
Order clerks	9.04	6.75	7.00	8.00	9.25	15.41
Library clerks	8.82	7.97	8.24	8.45	8.75	10.97
Records clerks, N.E.C.	10.02	7.25	7.80	9.20	13.03	14.91
Bookkeepers, accounting and auditing clerks	9.66	7.75	8.25	9.44	10.63	13.35
Telephone operators	10.96	6.00	6.75	14.27	14.84	14.84
Dispatchers	7.91	7.25	7.44	7.54	7.92	8.81
Stock and inventory clerks	9.33	6.70	8.05	9.00	10.05	12.05
Investigators and adjusters except insurance	12.12	8.27	8.27	9.39	16.95	16.95
General office clerks	9.01	6.41	6.74	8.06	10.84	14.91
Bank tellers	9.65	7.25	8.25	9.13	11.68	12.15
Data entry keyers	8.84	6.93	7.48	8.82	10.00	10.35
Teachers' aides	9.27	7.70	7.95	8.69	9.68	12.86

See footnotes at end of table.

Table A-1. Hourly earnings¹ for selected occupations, all workers², all industries, San Antonio, TX, October 1998 — Continued

Occupation ³	All industries					
	Mean	Percentiles				
		10	25	Median 50	75	90
White-collar occupations (-Continued)						
Administrative support occupations, including clerical (-Continued)						
Administrative support occupations, N.E.C.	\$9.74	\$6.87	\$7.51	\$10.70	\$10.84	\$12.04
Blue-collar occupations						
Precision production, craft, and repair occupations	9.96	6.00	7.00	9.17	12.00	15.02
Automobile mechanics	13.26	8.67	10.41	12.69	15.02	18.43
Mechanics and repairers, N.E.C.	12.73	9.00	9.00	11.09	14.84	18.00
Electricians	11.15	7.78	8.40	11.05	13.21	15.00
Machine operators, assemblers, and inspectors	14.23	8.50	12.43	14.32	17.80	18.43
Miscellaneous machine operators, N.E.C.	8.56	5.81	6.64	8.25	10.18	10.52
Assemblers	9.78	5.25	7.76	9.59	13.00	15.75
Production inspectors, checkers and examiners ..	7.02	5.46	5.88	7.35	7.69	8.24
Transportation and material moving occupations	9.33	6.25	6.75	9.87	10.18	11.35
Truck drivers	9.39	6.25	6.75	9.14	11.67	12.87
Bus drivers	9.13	6.64	7.50	9.14	10.08	11.67
Handlers, equipment cleaners, helpers, and laborers	8.08	5.75	6.25	6.50	9.09	12.95
Construction laborers	7.71	5.25	6.51	7.25	8.50	10.61
Stock handlers and baggers	7.65	7.00	7.00	7.25	8.00	9.29
Freight, stock, and material handlers, N.E.C.	6.74	5.65	5.75	6.88	7.45	7.88
Laborers except construction, N.E.C.	10.25	6.00	8.11	10.20	11.78	15.30
Service occupations	7.19	5.50	6.00	6.81	7.75	10.61
Protective service occupations	7.81	2.49	5.32	6.89	8.54	13.13
Firefighting occupations	16.26	7.61	10.87	17.61	20.80	22.91
Police and detectives, public service	17.03	10.71	11.24	18.94	20.55	22.02
Food service occupations	17.72	12.06	14.52	19.02	20.83	21.76
Waiters and waitresses	5.50	2.13	2.38	5.40	7.00	8.75
Cooks	2.82	2.13	2.13	2.25	2.50	5.15
Kitchen workers, food preparation	7.52	6.00	6.50	7.40	8.50	9.50
Waiters'/Waitresses' assistants	7.04	5.75	6.33	7.25	7.70	7.86
Food preparation occupations, N.E.C.	5.56	5.15	5.15	5.30	5.93	6.46
Health service occupations	5.93	5.15	5.15	5.64	6.36	7.00
Health aides, except nursing	7.48	6.00	6.66	7.28	8.09	9.32
Nursing aides, orderlies and attendants	8.56	6.56	7.70	8.29	9.32	10.51
Cleaning and building service occupations	7.11	5.93	6.50	6.91	7.59	8.28
Supervisors, cleaning and building service workers	7.06	5.15	5.46	6.73	7.85	9.24
Maids and housemen	8.47	5.25	7.00	7.35	11.30	11.97
Janitors and cleaners	5.94	5.15	5.35	5.62	6.33	7.05
Personal service occupations	7.07	5.15	5.46	6.80	7.97	9.06
Early childhood teachers' assistants	7.51	5.15	5.50	7.25	8.39	9.72
Service occupations, N.E.C.	8.60	7.32	7.98	8.67	9.21	9.97
	7.13	3.00	5.15	7.25	7.69	8.56

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. The 10th, 25th, 50th, 75th and 90th percentiles designate position in the earnings distribution. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers earn the same as or less than the rate shown. At the 75th percentile, one-fourth earn the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

² All workers include full-time and part-time workers. Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one

establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

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

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

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Table A-2. Hourly earnings¹ for selected occupations, all workers², private industry and State and local government, San Antonio, TX, October 1998

Occupation ³	Private industry						State and local government					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
All occupations	\$12.50	\$5.56	\$7.00	\$9.42	\$14.84	\$22.86	\$15.64	\$7.01	\$8.78	\$12.87	\$21.02	\$27.30
All occupations excluding sales	12.65	5.65	7.18	9.62	14.91	23.80	15.64	7.01	8.78	12.87	21.02	27.30
White-collar occupations	15.68	6.91	8.45	11.93	19.25	28.99	17.90	7.71	10.51	16.94	24.49	30.00
White-collar occupations excluding sales	16.65	7.55	9.15	13.33	20.63	30.24	17.90	7.71	10.51	16.94	24.49	30.00
Professional specialty and technical occupations	20.60	10.19	13.01	18.90	26.52	32.33	21.01	11.35	15.33	20.89	26.38	30.93
Professional specialty occupations	24.74	14.22	18.02	23.80	30.24	36.87	22.08	12.66	17.86	21.58	26.80	31.35
Engineers, architects, and surveyors	28.63	20.83	23.04	28.25	33.07	36.87	-	-	-	-	-	-
Mathematical and computer scientists	31.29	22.84	27.29	29.61	34.50	44.71	-	-	-	-	-	-
Computer systems analysts and scientists	32.75	23.08	27.50	30.97	39.87	44.71	-	-	-	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-	-	-	-
Health related occupations	20.44	14.01	16.59	20.25	23.80	26.76	-	-	-	-	-	-
Registered nurses	19.20	14.22	16.11	18.75	21.87	24.71	-	-	-	-	-	-
Teachers, college and university	-	-	-	-	-	-	-	-	-	-	-	-
Teachers, except college and university	-	-	-	-	-	-	23.45	17.26	19.75	23.73	27.49	31.22
Elementary school teachers	-	-	-	-	-	-	24.03	18.43	19.68	23.19	26.84	31.31
Secondary school teachers	-	-	-	-	-	-	25.70	19.50	21.01	25.35	29.59	33.42
Teachers, N.E.C.	-	-	-	-	-	-	23.47	17.47	20.07	23.50	26.67	29.35
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-	-	13.28	11.35	11.89	13.07	14.36	15.59
Social workers	-	-	-	-	-	-	13.28	11.35	11.89	13.07	14.36	15.59
Lawyers and judges	-	-	-	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, N.E.C.	17.44	6.00	6.00	18.34	20.16	32.22	-	-	-	-	-	-
Technical occupations	14.27	9.44	10.56	12.40	16.87	21.63	11.36	8.78	9.24	11.49	11.84	14.27
Clinical laboratory technologists and technicians	11.24	7.61	9.91	10.81	12.87	14.96	-	-	-	-	-	-
Licensed practical nurses	11.48	9.37	10.13	11.43	12.33	14.00	-	-	-	-	-	-
Health technologists and technicians, N.E.C.	11.56	8.40	9.44	9.95	11.24	20.06	-	-	-	-	-	-
Executive, administrative, and managerial occupations	26.11	13.34	16.90	21.89	31.73	44.29	23.78	12.79	15.28	21.62	31.52	37.09
Executives, administrators, and managers	32.02	16.82	21.63	29.33	41.11	48.87	27.94	12.79	20.90	28.96	37.09	37.09
Financial managers	31.40	21.97	26.51	31.00	34.62	43.99	-	-	-	-	-	-
Managers, marketing, advertising and public relations	37.62	26.69	33.95	38.31	42.30	47.12	-	-	-	-	-	-
Administrators, education and related fields	-	-	-	-	-	-	32.05	13.91	25.15	36.63	37.09	37.09
Managers, medicine and health	29.84	14.56	20.76	24.54	35.34	39.49	-	-	-	-	-	-
Managers and administrators, N.E.C.	33.88	16.90	22.49	31.38	46.19	54.09	-	-	-	-	-	-
Management related occupations	18.55	13.04	14.48	18.26	21.68	26.35	19.71	11.86	14.75	18.34	25.90	30.22
Accountants and auditors	18.04	13.04	15.00	18.31	20.48	21.68	-	-	-	-	-	-
Personnel, training, and labor relations specialists	19.34	11.50	13.70	19.90	25.30	28.36	-	-	-	-	-	-
Management related occupations, N.E.C.	20.69	14.42	17.55	20.62	23.23	26.35	-	-	-	-	-	-
Sales occupations	11.16	5.50	6.10	7.74	10.70	17.81	-	-	-	-	-	-
Supervisors, sales occupations	17.73	6.00	9.54	10.38	20.19	47.04	-	-	-	-	-	-
Sales workers, motor vehicles and boats	25.43	9.19	11.41	12.73	22.18	100.88	-	-	-	-	-	-
Sales workers, other commodities	8.68	5.50	6.03	7.00	8.60	10.79	-	-	-	-	-	-
Cashiers	7.23	5.15	5.51	7.13	8.54	9.86	-	-	-	-	-	-
Administrative support occupations, including clerical	10.31	7.00	8.00	9.34	12.04	14.91	9.65	6.87	7.69	8.81	10.85	13.30
Computer operators	12.40	9.71	11.49	12.43	13.48	15.02	-	-	-	-	-	-
Secretaries	11.79	8.00	10.31	12.38	13.10	13.86	11.17	7.80	8.98	11.38	11.99	15.04
Transportation ticket and reservation agents	13.14	8.00	9.18	12.99	17.00	18.22	-	-	-	-	-	-
Receptionists	8.34	6.34	7.40	8.22	9.50	10.68	-	-	-	-	-	-
Order clerks	8.68	6.75	7.00	8.00	9.00	10.94	-	-	-	-	-	-
Records clerks, N.E.C.	10.06	7.25	7.75	9.20	13.84	14.91	-	-	-	-	-	-

See footnotes at end of table.

Table A-2. Hourly earnings¹ for selected occupations, all workers², private industry and State and local government, San Antonio, TX, October 1998 — Continued

Occupation ³	Private industry						State and local government						
	Mean	Percentiles					Mean	Percentiles					
		10	25	Median 50	75	90		10	25	Median 50	75	90	
White-collar occupations (-Continued)													
Administrative support occupations, including clerical (-Continued)													
Bookkeepers, accounting and auditing clerks	\$9.47	\$7.75	\$8.25	\$9.26	\$10.02	\$12.05	-	-	-	-	-	-	-
Telephone operators	10.95	6.00	6.75	14.84	14.84	14.84	-	-	-	-	-	-	-
Stock and inventory clerks	9.33	6.92	8.12	9.00	10.05	11.88	-	-	-	-	-	-	-
Investigators and adjusters except insurance	11.93	8.27	8.27	9.34	16.95	16.95	-	-	-	-	-	-	-
General office clerks	9.43	6.41	6.77	8.23	11.53	14.91	\$8.13	\$5.50	\$6.74	\$7.85	\$10.51	\$10.84	
Bank tellers	9.65	7.25	8.25	9.13	11.68	12.15	-	-	-	-	-	-	-
Data entry keyers	9.13	7.30	8.41	8.92	10.24	10.82	-	-	-	-	-	-	-
Teachers' aides	-	-	-	-	-	-	9.27	7.70	7.95	8.69	9.68	12.86	
Administrative support occupations, N.E.C.	9.93	7.14	7.55	10.73	10.84	12.04	8.58	6.38	6.87	8.34	10.18	12.34	
Blue-collar occupations	9.62	5.88	7.00	8.65	11.44	15.00	12.33	7.85	9.39	11.81	13.30	18.80	
Precision production, craft, and repair occupations	12.89	8.40	9.63	12.69	15.00	18.00	15.08	11.09	12.27	13.30	17.60	21.87	
Automobile mechanics	13.13	9.00	9.00	14.46	16.39	18.00	-	-	-	-	-	-	-
Mechanics and repairers, N.E.C.	11.03	7.78	8.25	10.70	13.20	15.00	-	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	8.43	5.81	6.52	8.00	10.15	10.41	-	-	-	-	-	-	-
Assemblers	7.02	5.46	5.88	7.35	7.69	8.24	-	-	-	-	-	-	-
Production inspectors, checkers and examiners	9.33	6.25	6.75	9.87	10.18	11.35	-	-	-	-	-	-	-
Transportation and material moving occupations	8.71	6.00	6.50	8.00	10.57	11.91	10.92	8.34	9.12	10.73	12.87	12.95	
Truck drivers	8.88	6.64	7.50	9.14	10.08	10.08	-	-	-	-	-	-	-
Bus drivers	-	-	-	-	-	-	10.95	8.29	8.62	10.00	12.95	15.66	
Handlers, equipment cleaners, helpers, and laborers	7.67	5.25	6.50	7.25	8.50	10.59	8.31	6.81	7.01	8.33	9.71	11.39	
Construction laborers	7.63	7.00	7.00	7.25	7.75	9.29	-	-	-	-	-	-	-
Stock handlers and baggers	6.74	5.65	5.75	6.88	7.45	7.88	-	-	-	-	-	-	-
Freight, stock, and material handlers, N.E.C.	10.25	6.00	8.11	10.20	11.78	15.30	-	-	-	-	-	-	-
Laborers except construction, N.E.C.	7.18	5.50	5.50	6.50	8.29	10.61	-	-	-	-	-	-	-
Service occupations	6.38	2.25	5.15	6.10	7.60	9.24	11.46	6.46	7.26	8.75	15.47	21.12	
Protective service occupations	-	-	-	-	-	-	17.12	9.86	11.67	18.98	21.21	23.46	
Firefighting occupations	-	-	-	-	-	-	17.03	10.71	11.24	18.94	20.55	22.02	
Police and detectives, public service ..	-	-	-	-	-	-	17.72	12.06	14.52	19.02	20.83	21.76	
Food service occupations	5.26	2.13	2.25	5.15	6.65	8.56	8.13	6.23	6.46	7.01	8.20	15.47	
Waiters and waitresses	2.82	2.13	2.13	2.25	2.50	5.15	-	-	-	-	-	-	-
Cooks	7.54	6.00	6.50	7.40	8.56	9.50	-	-	-	-	-	-	-
Waiters'/Waitresses' assistants	5.56	5.15	5.15	5.30	5.93	6.46	-	-	-	-	-	-	-
Food preparation occupations, N.E.C.	5.61	5.15	5.15	5.50	6.00	6.36	-	-	-	-	-	-	-

See footnotes at end of table.

Table A-2. Hourly earnings¹ for selected occupations, all workers², private industry and State and local government, San Antonio, TX, October 1998 — Continued

Occupation ³	Private industry						State and local government					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
Service occupations (-Continued)												
Health service occupations	\$7.28	\$5.93	\$6.48	\$7.00	\$8.00	\$9.10	—	—	—	—	—	—
Health aides, except nursing	8.12	6.20	7.00	8.09	9.25	9.32	—	—	—	—	—	—
Nursing aides, orderlies and attendants	7.07	5.88	6.30	6.77	7.60	8.49	—	—	—	—	—	—
Cleaning and building service occupations	6.84	5.15	5.25	6.00	7.35	10.34	\$7.56	\$6.12	\$6.68	\$7.26	\$8.51	\$9.12
Supervisors, cleaning and building service workers	8.19	5.25	7.00	7.00	9.24	11.30	—	—	—	—	—	—
Maids and housemen	5.93	5.25	5.40	5.62	6.17	7.06	—	—	—	—	—	—
Janitors and cleaners	6.80	5.15	5.15	5.90	7.55	10.05	7.52	6.14	6.68	7.28	8.51	8.97
Personal service occupations	7.16	3.50	5.15	7.25	7.92	9.53	8.48	6.72	7.67	8.56	9.17	9.94
Early childhood teachers' assistants ..	—	—	—	—	—	—	8.83	7.59	8.12	8.70	9.27	9.98
Service occupations, N.E.C.	7.14	3.00	5.15	7.25	7.69	8.40	—	—	—	—	—	—

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. The 10th, 25th, 50th, 75th and 90th percentiles designate position in the earnings distribution. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers earn the same as or less than the rate shown. At the 75th percentile, one-fourth earn the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

² All workers include full-time and part-time workers. Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

³ A classification system including about 480 individual occupations is used to cover

all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

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

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Table A-3. Hourly earnings¹ for selected occupations, full-time and part-time workers², all industries, San Antonio, TX, October 1998

Occupation ³	All industries											
	Full-time						Part-time					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
All occupations	\$13.83	\$6.50	\$7.75	\$10.70	\$17.00	\$26.05	\$6.95	\$5.15	\$5.25	\$6.08	\$7.38	\$9.43
All occupations excluding sales	13.88	6.50	7.80	10.76	17.29	26.33	7.02	3.69	5.15	6.00	7.45	10.18
White-collar occupations	16.89	7.51	9.20	13.53	21.58	30.24	8.12	5.40	6.00	7.00	8.00	11.43
White-collar occupations excluding sales	17.33	7.85	9.51	14.46	22.12	30.56	9.59	5.69	6.43	7.45	10.04	17.00
Professional specialty and technical occupations	21.20	10.90	14.27	20.32	26.75	31.98	12.61	6.25	6.88	9.55	17.00	22.00
Professional specialty occupations	23.82	14.22	18.48	22.89	28.34	33.23	12.81	6.25	6.88	9.40	18.00	25.00
Engineers, architects, and surveyors	27.56	20.18	22.07	26.47	32.33	36.87	-	-	-	-	-	-
Mathematical and computer scientists	30.67	20.19	26.44	29.19	34.33	44.71	-	-	-	-	-	-
Computer systems analysts and scientists	31.79	20.46	26.20	30.95	36.56	44.71	-	-	-	-	-	-
Natural scientists	-	-	-	-	-	-	-	-	-	-	-	-
Health related occupations	20.18	14.20	16.30	19.45	23.70	26.75	-	-	-	-	-	-
Registered nurses	19.05	14.22	16.03	18.50	21.58	24.71	-	-	-	-	-	-
Teachers, college and university	33.70	14.36	25.23	32.97	43.00	50.96	-	-	-	-	-	-
Teachers, except college and university	24.55	18.68	20.32	24.33	27.85	31.35	11.65	6.25	6.88	7.50	15.00	25.50
Elementary school teachers	24.03	18.43	19.68	23.19	26.84	31.31	-	-	-	-	-	-
Secondary school teachers	25.70	19.50	21.01	25.35	29.59	33.42	-	-	-	-	-	-
Teachers, N.E.C.	23.51	17.78	20.07	23.50	26.67	29.35	-	-	-	-	-	-
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	12.79	9.25	11.58	12.66	13.92	15.28	-	-	-	-	-	-
Social workers	12.77	9.25	11.58	12.66	13.92	15.28	-	-	-	-	-	-
Lawyers and judges	-	-	-	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, N.E.C.	18.27	6.00	16.83	18.67	21.02	32.22	-	-	-	-	-	-
Technical occupations	13.84	9.18	10.52	12.08	15.85	21.43	11.91	8.25	9.55	10.18	17.00	18.00
Clinical laboratory technologists and technicians	10.86	7.61	9.24	10.80	12.38	14.96	-	-	-	-	-	-
Licensed practical nurses	11.06	8.78	9.73	11.15	12.18	13.00	-	-	-	-	-	-
Health technologists and technicians, N.E.C.	11.84	8.40	9.44	9.93	11.52	20.06	-	-	-	-	-	-
Computer programmers	21.17	12.94	19.95	21.63	24.65	25.37	-	-	-	-	-	-
Executive, administrative, and managerial occupations	25.86	13.34	16.90	21.89	31.83	43.99	-	-	-	-	-	-
Executives, administrators, and managers	31.50	14.56	21.63	29.33	39.23	48.08	-	-	-	-	-	-
Financial managers	31.05	22.98	26.51	30.98	34.62	43.99	-	-	-	-	-	-
Managers, marketing, advertising and public relations	37.62	26.69	33.95	38.31	42.30	47.12	-	-	-	-	-	-
Administrators, education and related fields	32.05	13.91	25.15	36.63	37.09	37.09	-	-	-	-	-	-
Managers, medicine and health	29.84	14.56	20.76	24.54	35.34	39.49	-	-	-	-	-	-
Managers and administrators, N.E.C.	33.85	16.90	22.49	32.39	45.87	54.09	-	-	-	-	-	-
Management related occupations	18.82	13.04	14.53	18.26	21.68	26.44	-	-	-	-	-	-
Accountants and auditors	18.10	13.04	15.00	18.31	20.48	21.68	-	-	-	-	-	-
Personnel, training, and labor relations specialists	18.69	11.91	14.24	16.63	23.13	28.36	-	-	-	-	-	-
Management related occupations, N.E.C.	21.51	13.46	17.55	21.55	26.35	29.60	-	-	-	-	-	-
Sales occupations	13.04	5.75	6.80	9.16	13.47	20.19	6.74	5.24	5.77	6.89	7.25	8.00
Supervisors, sales occupations	18.36	6.00	9.54	10.38	20.19	47.04	-	-	-	-	-	-
Sales workers, motor vehicles and boats	25.43	9.19	11.41	12.73	22.18	100.88	-	-	-	-	-	-
Sales workers, other commodities	9.23	5.51	6.50	7.28	8.80	10.98	-	-	-	-	-	-
Cashiers	7.46	5.25	5.75	7.44	9.23	10.14	6.80	5.15	5.32	7.09	7.69	8.04
Administrative support occupations, including clerical	10.36	7.01	8.10	9.39	11.99	14.91	7.31	5.50	6.00	6.68	8.00	10.04
Computer operators	12.58	9.71	11.49	12.43	13.66	15.02	-	-	-	-	-	-
Secretaries	11.52	8.00	9.84	11.86	13.10	14.93	-	-	-	-	-	-
Receptionists	8.56	6.93	7.62	8.47	9.50	10.68	-	-	-	-	-	-
Order clerks	9.13	6.75	7.00	8.00	9.40	16.45	-	-	-	-	-	-

See footnotes at end of table.

Table A-3. Hourly earnings¹ for selected occupations, full-time and part-time workers², all industries, San Antonio, TX, October 1998 — Continued

Occupation ³	All industries											
	Full-time					Part-time						
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
White-collar occupations (-Continued)												
Administrative support occupations, including clerical (-Continued)												
Records clerks, N.E.C.	\$10.02	\$7.25	\$7.80	\$9.20	\$13.03	\$14.91	-	-	-	-	-	-
Bookkeepers, accounting and auditing clerks	9.91	7.75	8.69	9.61	10.65	13.35	-	-	-	-	-	-
Telephone operators	11.40	6.27	7.00	14.84	14.84	14.84	-	-	-	-	-	-
Stock and inventory clerks	9.33	6.70	8.05	9.00	10.05	12.05	-	-	-	-	-	-
Investigators and adjusters except insurance	12.12	8.27	8.27	9.39	16.95	16.95	-	-	-	-	-	-
General office clerks	9.44	6.50	7.25	8.38	10.95	14.91	-	-	-	-	-	-
Data entry keyers	8.84	6.93	7.48	8.82	10.00	10.35	-	-	-	-	-	-
Teachers' aides	9.27	7.70	7.95	8.69	9.68	12.86	-	-	-	-	-	-
Administrative support occupations, N.E.C.	9.99	7.21	7.80	10.70	10.84	12.34	-	-	-	-	-	-
Blue-collar occupations	10.09	6.00	7.01	9.29	12.27	15.04	\$6.87	\$5.50	\$5.65	\$6.00	\$7.20	\$9.43
Precision production, craft, and repair occupations	13.26	8.67	10.41	12.69	15.02	18.43	-	-	-	-	-	-
Automobile mechanics	12.73	9.00	9.00	11.09	14.84	18.00	-	-	-	-	-	-
Mechanics and repairers, N.E.C.	11.02	7.78	8.25	10.69	13.56	15.00	-	-	-	-	-	-
Electricians	14.23	8.50	12.43	14.32	17.80	18.43	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	8.66	5.98	6.79	8.50	10.18	10.52	-	-	-	-	-	-
Miscellaneous machine operators, N.E.C.	9.78	5.25	7.76	9.59	13.00	15.75	-	-	-	-	-	-
Production inspectors, checkers and examiners	9.33	6.25	6.75	9.87	10.18	11.35	-	-	-	-	-	-
Transportation and material moving occupations	9.54	6.25	7.20	9.39	11.88	12.87	7.54	6.25	6.25	6.62	8.27	10.02
Truck drivers	9.41	7.43	8.06	10.00	10.08	11.67	-	-	-	-	-	-
Bus drivers	8.12	5.50	6.00	6.50	9.08	14.20	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	7.78	5.25	6.99	7.25	8.57	10.62	6.61	5.65	5.65	6.00	6.84	8.25
Construction laborers	7.65	7.00	7.00	7.25	8.00	9.29	-	-	-	-	-	-
Stock handlers and baggers	7.30	6.74	6.95	7.10	7.88	8.23	-	-	-	-	-	-
Freight, stock, and material handlers, N.E.C.	10.72	7.00	8.85	10.20	11.87	17.00	7.72	5.50	5.65	8.00	8.50	12.00
Laborers except construction, N.E.C.	7.19	5.50	6.00	6.70	8.02	10.61	-	-	-	-	-	-
Service occupations	8.44	3.66	6.00	7.25	9.14	15.47	5.60	2.15	5.15	5.25	6.19	7.73
Protective service occupations	17.14	10.32	11.67	18.50	21.12	23.06	-	-	-	-	-	-
Firefighting occupations	17.03	10.71	11.24	18.94	20.55	22.02	-	-	-	-	-	-
Police and detectives, public service ..	17.72	12.06	14.52	19.02	20.83	21.76	-	-	-	-	-	-
Food service occupations	5.80	2.20	2.49	5.64	7.25	9.50	4.84	2.13	2.15	5.15	6.25	7.73
Waiters and waitresses	2.67	2.13	2.13	2.25	2.49	5.15	3.05	2.13	2.13	2.15	3.20	5.15
Cooks	7.81	6.00	6.75	8.00	8.75	9.64	-	-	-	-	-	-
Kitchen workers, food preparation	7.04	5.75	6.33	7.25	7.70	7.86	-	-	-	-	-	-
Food preparation occupations, N.E.C.	5.99	5.15	5.15	5.64	6.46	7.60	-	-	-	-	-	-

See footnotes at end of table.

Table A-3. Hourly earnings¹ for selected occupations, full-time and part-time workers², all industries, San Antonio, TX, October 1998 — Continued

Occupation ³	All industries											
	Full-time						Part-time					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
Service occupations (-Continued)												
Health service occupations	\$7.80	\$6.66	\$6.77	\$7.43	\$8.29	\$9.68	\$6.27	\$5.25	\$5.88	\$6.00	\$6.44	\$7.70
Health aides, except nursing	8.86	7.43	8.07	8.78	9.36	10.65	-	-	-	-	-	-
Nursing aides, orderlies and attendants	7.40	6.60	6.77	7.26	7.75	8.54	6.12	5.25	5.67	6.00	6.30	6.70
Cleaning and building service occupations	7.43	5.35	6.00	7.00	8.04	10.40	5.37	5.15	5.15	5.15	5.25	5.50
Supervisors, cleaning and building service workers	8.66	5.25	7.00	7.35	11.30	11.97	-	-	-	-	-	-
Maids and housemen	5.94	5.15	5.35	5.62	6.33	7.05	-	-	-	-	-	-
Janitors and cleaners	7.60	5.50	6.38	7.20	8.51	10.00	5.36	5.15	5.15	5.15	5.25	5.50
Personal service occupations	7.76	5.50	7.05	7.69	8.70	9.94	6.54	3.50	5.15	5.15	5.25	6.55
Early childhood teachers' assistants ..	8.85	7.63	8.14	8.70	9.27	9.98	-	-	-	-	-	-
Service occupations, N.E.C.	7.18	2.25	6.37	7.25	8.07	8.56	-	-	-	-	-	-

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. The 10th, 25th, 50th, 75th and 90th percentiles designate position in the earnings distribution. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers earn the same as or less than the rate shown. At the 75th percentile, one-fourth earn the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

² Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the

minimum full-time schedule.

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

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

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Table A-4. Weekly and annual earnings¹ and hours for selected occupations, full-time workers only², all industries, San Antonio, TX, October 1998

Occupation ³	All industries					
	Mean weekly hours ⁴	Weekly earnings		Mean annual hours	Annual earnings	
		Mean	Median		Mean	Median
All occupations	39.6	\$547	\$421	1,979	\$27,363	\$21,876
All occupations excluding sales	39.6	550	428	1,979	27,456	22,168
White-collar occupations	39.8	673	544	1,968	33,247	28,101
White-collar occupations excluding sales	40.0	694	578	1,966	34,079	29,082
Professional specialty and technical occupations	39.9	845	812	1,852	39,271	36,638
Professional specialty occupations	39.8	949	916	1,784	42,504	39,258
Engineers, architects, and surveyors	40.2	1,108	1,072	2,090	57,612	55,723
Mathematical and computer scientists	39.8	1,220	1,154	2,069	63,453	60,008
Computer systems analysts and scientists	39.9	1,270	1,238	2,077	66,019	64,375
Natural scientists	-	-	-	-	-	-
Health related occupations	40.0	807	778	2,074	41,848	40,456
Registered nurses	40.0	761	740	2,072	39,471	38,501
Teachers, college and university	40.0	1,348	1,319	1,759	59,286	57,179
Teachers, except college and university	39.7	974	967	1,488	36,534	36,144
Elementary school teachers	39.5	950	919	1,473	35,404	34,243
Secondary school teachers	39.4	1,012	1,002	1,470	37,789	37,490
Teachers, N.E.C.	40.0	940	940	1,497	35,185	35,141
Librarians, archivists, and curators	-	-	-	-	-	-
Social scientists and urban planners	-	-	-	-	-	-
Social, recreation, and religious workers	39.6	507	506	2,060	26,342	26,333
Social workers	40.0	511	506	2,080	26,564	26,333
Lawyers and judges	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, N.E.C.	40.0	731	747	2,080	37,997	38,834
Technical occupations	40.0	554	483	2,074	28,715	25,184
Clinical laboratory technologists and technicians	40.0	434	432	2,080	22,582	22,464
Licensed practical nurses	40.0	442	446	2,080	23,006	23,192
Health technologists and technicians, N.E.C.	40.0	474	397	2,080	24,632	20,654
Computer programmers	40.0	847	865	2,080	44,042	44,990
Executive, administrative, and managerial occupations ...	40.5	1,047	877	2,082	53,842	45,531
Executives, administrators, and managers	40.8	1,286	1,211	2,082	65,581	62,421
Financial managers	40.5	1,256	1,240	2,104	65,323	64,480
Managers, marketing, advertising and public relations	41.4	1,557	1,437	2,153	80,975	74,705
Administrators, education and related fields	40.0	1,282	1,465	1,832	58,708	61,714
Managers, medicine and health	40.7	1,214	982	2,116	63,144	51,042
Managers and administrators, N.E.C.	41.0	1,389	1,296	2,134	72,253	67,371
Management related occupations	40.1	754	731	2,082	39,180	37,989
Accountants and auditors	40.2	728	732	2,085	37,743	38,085
Personnel, training, and labor relations specialists	39.7	742	665	2,063	38,570	34,590
Management related occupations, N.E.C.	39.7	854	851	2,066	44,431	44,239
Sales occupations	38.2	498	311	1,986	25,901	16,146
Supervisors, sales occupations	41.2	756	415	2,142	39,329	21,590
Sales workers, motor vehicles and boats	47.2	1,199	674	2,452	62,364	35,027
Sales workers, other commodities	36.2	334	255	1,882	17,382	13,260
Cashiers	34.7	259	248	1,804	13,447	12,870
Administrative support occupations, including clerical	39.9	413	374	2,020	20,915	19,240
Computer operators	39.9	502	497	2,075	26,104	25,854
Secretaries	40.0	460	474	2,015	23,210	22,339
Receptionists	39.9	341	338	2,073	17,737	17,593
Order clerks	39.9	364	320	2,074	18,931	16,640
Records clerks, N.E.C.	39.9	400	368	2,044	20,488	18,794
Bookkeepers, accounting and auditing clerks	40.0	396	384	2,080	20,605	19,989
Telephone operators	40.0	456	594	2,080	23,712	30,867
Stock and inventory clerks	40.0	373	360	2,080	19,416	18,720
Investigators and adjusters except insurance	40.0	485	376	2,080	25,213	19,539
General office clerks	40.0	378	335	2,080	19,636	17,430
Data entry keyers	40.0	353	353	2,078	18,373	18,346
Teachers' aides	39.4	365	345	1,465	13,575	12,840
Administrative support occupations, N.E.C.	39.7	396	428	1,832	18,302	21,944
Blue-collar occupations	39.9	402	372	2,056	20,743	19,032
Precision production, craft, and repair occupations	39.9	529	508	2,073	27,483	26,395
Automobile mechanics	40.0	509	444	2,080	26,487	23,067

See footnotes at end of table.

Table A-4. Weekly and annual earnings¹ and hours for selected occupations, full-time workers only², all industries, San Antonio, TX, October 1998 — Continued

Occupation ³	All industries					
	Mean weekly hours ⁴	Weekly earnings		Mean annual hours	Annual earnings	
		Mean	Median		Mean	Median
Blue-collar occupations (-Continued)						
Precision production, craft, and repair occupations (-Continued)						
Mechanics and repairers, N.E.C.	40.0	\$441	\$428	2,080	\$22,927	\$22,235
Electricians	40.0	569	573	2,073	29,511	29,786
Machine operators, assemblers, and inspectors	39.9	346	340	2,076	17,975	17,661
Miscellaneous machine operators, N.E.C.	40.0	391	384	2,080	20,340	19,947
Production inspectors, checkers and examiners ..	40.0	373	395	2,080	19,402	20,530
Transportation and material moving occupations	40.6	388	376	2,057	19,623	18,982
Truck drivers	40.0	376	400	2,080	19,569	20,800
Bus drivers	38.1	309	260	1,815	14,731	12,598
Handlers, equipment cleaners, helpers, and laborers	39.6	308	290	2,029	15,792	15,080
Construction laborers	40.0	306	290	2,080	15,910	15,080
Stock handlers and baggers	40.0	292	284	2,080	15,192	14,768
Freight, stock, and material handlers, N.E.C.	38.3	411	408	1,991	21,347	21,217
Laborers except construction, N.E.C.	39.9	287	268	2,072	14,899	13,929
Service occupations	38.0	320	278	1,894	15,984	13,686
Protective service occupations	44.0	755	768	2,290	39,249	39,961
Firefighting occupations	53.0	903	1,004	2,756	46,948	52,206
Police and detectives, public service	40.0	709	761	2,080	36,851	39,564
Food service occupations	34.4	199	194	1,722	9,977	9,373
Waiters and waitresses	32.0	85	71	1,663	4,446	3,713
Cooks	36.8	288	299	1,858	14,517	14,768
Kitchen workers, food preparation	36.3	256	254	1,656	11,658	12,392
Food preparation occupations, N.E.C.	34.5	207	210	1,596	9,560	8,034
Health service occupations	38.7	301	296	2,010	15,672	15,398
Health aides, except nursing	37.6	333	324	1,954	17,306	16,827
Nursing aides, orderlies and attendants	39.1	289	288	2,032	15,037	14,985
Cleaning and building service occupations	38.8	288	271	1,982	14,723	13,931
Supervisors, cleaning and building service workers	40.8	354	294	2,123	18,383	15,288
Maids and housemen	38.3	227	214	1,990	11,825	11,128
Janitors and cleaners	38.6	293	274	1,957	14,870	13,931
Personal service occupations	38.7	300	290	1,711	13,282	13,293
Early childhood teachers' assistants	38.7	343	338	1,412	12,498	12,494
Service occupations, N.E.C.	37.8	271	290	1,715	12,307	14,560

¹ Earnings are the straight-time 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. The median designates position--one-half of the workers receive the same as or more, and one-half receive the same as or less than the rate shown.

² Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

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

⁴ Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

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

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data--at the quote level--with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Table B-1. Mean hourly earnings¹ by occupational group and levels², all industries, private industry, State and local government, full-time and part-time workers, San Antonio, TX, October 1998

Occupational group ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
All occupations	\$13.19	\$12.50	\$15.64	\$13.83	\$6.95
All occupations excluding sales	13.36	12.65	15.64	13.88	7.02
White-collar occupations	16.21	15.68	17.90	16.89	8.12
Level 1	6.86	6.92	—	7.20	6.39
Level 2	7.84	7.76	8.26	7.98	6.75
Level 3	8.90	8.99	8.48	9.05	—
Level 4	10.02	9.95	10.27	10.57	—
Level 5	12.14	12.36	11.41	12.35	9.31
Level 6	15.33	15.78	13.19	15.37	—
Level 7	19.43	16.93	22.30	19.49	15.63
Level 8	20.70	19.27	22.42	20.69	—
Level 9	23.09	23.46	19.12	23.10	—
Level 10	26.55	26.89	25.79	26.55	—
Level 11	34.17	36.02	30.15	34.17	—
Level 12	41.44	42.04	—	41.49	—
Level 13	39.33	—	—	39.33	—
Not able to be leveled	30.97	33.15	—	34.44	—
White-collar occupations excluding sales	16.99	16.65	17.90	17.33	9.59
Level 1	6.89	7.18	—	—	6.04
Level 2	7.83	7.75	8.26	7.94	6.68
Level 3	9.22	9.41	8.48	9.24	8.95
Level 4	10.72	10.89	10.27	10.89	7.93
Level 5	12.24	12.53	11.41	12.40	—
Level 6	13.36	13.41	13.19	13.37	—
Level 7	19.65	16.60	22.30	19.72	15.63
Level 8	20.87	19.43	22.42	20.87	—
Level 9	23.09	23.46	19.12	23.10	—
Level 10	26.55	26.89	25.79	26.55	—
Level 11	33.68	35.37	30.15	33.68	—
Level 12	41.44	42.04	—	41.49	—
Level 13	39.33	—	—	39.33	—
Not able to be leveled	30.97	33.15	—	34.44	—
Professional specialty and technical occupations	20.79	20.60	21.01	21.20	12.61
Professional specialty occupations	23.26	24.74	22.08	23.82	12.81
Level 5	11.53	—	—	—	—
Level 6	14.30	16.72	13.23	14.44	—
Level 7	21.37	16.00	23.17	21.51	—
Level 8	22.97	21.21	23.88	23.01	—
Level 9	21.07	21.70	19.12	21.08	—
Level 10	27.44	28.75	25.78	27.44	—
Level 11	32.83	33.26	31.10	32.83	—
Level 12	37.59	37.91	—	37.64	—
Engineers, architects, and surveyors	27.56	28.63	—	27.56	—
Mathematical and computer scientists	30.67	31.29	—	30.67	—
Natural scientists	—	—	—	—	—
Health related occupations	20.15	20.44	—	20.18	—
Level 7	16.28	16.28	—	16.22	—
Level 8	19.62	20.68	—	19.59	—
Level 9	19.67	19.92	—	19.66	—
Teachers, college and university	32.51	—	—	33.70	—
Teachers, except college and university	23.33	—	23.45	24.55	11.65
Level 7	23.71	—	23.71	23.71	—
Level 8	24.95	—	25.17	25.10	—
Level 10	27.47	—	27.47	27.47	—
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—
Social, religious, and recreation workers	12.79	—	13.28	12.79	—
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, N.E.C.	17.52	17.44	—	18.27	—
Technical occupations	13.76	14.27	11.36	13.84	11.91
Level 4	10.43	10.69	—	10.48	—
Level 5	12.36	12.94	—	12.36	—

See footnotes at end of table.

Table B-1. Mean hourly earnings¹ by occupational group and levels², all industries, private industry, State and local government, full-time and part-time workers, San Antonio, TX, October 1998 — Continued

Occupational group ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
White-collar occupations (-Continued)					
Technical occupations (-Continued)					
Level 6	\$12.92	\$12.93	—	\$12.92	—
Level 8	15.67	—	—	15.59	—
Executive, administrative, and managerial occupations ...	25.78	26.11	\$23.78	25.86	—
Level 6	12.54	—	—	12.54	—
Level 7	17.15	17.08	—	17.15	—
Level 8	18.10	18.53	15.02	18.10	—
Level 9	24.59	24.59	—	24.59	—
Level 10	24.96	24.80	—	24.96	—
Level 11	34.21	37.17	29.85	34.21	—
Level 12	44.43	45.06	—	44.43	—
Executives, administrators, and managers	31.50	32.02	27.94	31.50	—
Level 8	19.29	19.66	—	19.29	—
Level 9	27.44	27.44	—	27.44	—
Level 10	29.25	28.80	—	29.25	—
Level 11	35.82	37.41	—	35.82	—
Level 12	44.43	45.06	—	44.43	—
Management related occupations	18.73	18.55	19.71	18.82	—
Level 6	12.81	—	—	12.81	—
Level 7	16.97	16.82	—	16.97	—
Level 8	17.13	17.61	—	17.12	—
Level 9	20.62	20.62	—	20.62	—
Level 10	22.31	22.68	—	22.31	—
Sales occupations	11.16	11.16	—	13.04	\$6.74
Level 1	6.86	6.86	—	7.03	6.55
Level 2	7.96	7.96	—	—	—
Level 3	7.36	7.36	—	7.87	—
Level 4	—	—	—	8.03	—
Level 5	—	—	—	11.80	—
Level 6	29.83	29.83	—	29.83	—
Administrative support occupations, including clerical	10.19	10.31	9.65	10.36	7.31
Level 1	6.89	7.18	—	—	6.04
Level 2	7.84	7.77	8.26	7.96	6.68
Level 3	9.20	9.39	8.50	9.21	9.07
Level 4	10.97	10.95	11.02	10.98	—
Level 5	12.31	12.36	12.12	12.37	—
Level 6	13.49	13.45	—	13.49	—
Level 7	15.15	15.54	—	15.15	—
Blue-collar occupations	9.96	9.62	12.33	10.09	6.87
Level 1	6.63	6.57	—	6.71	5.74
Level 2	8.25	8.14	—	8.24	—
Level 3	9.69	9.71	9.52	9.78	7.68
Level 4	9.57	9.24	11.13	9.64	—
Level 5	11.84	11.59	—	11.84	—
Level 6	14.66	15.36	—	14.66	—
Level 7	14.84	14.67	15.26	14.84	—
Level 8	16.12	17.40	—	16.12	—
Precision production, craft, and repair occupations	13.26	12.89	15.08	13.26	—
Level 3	9.74	9.74	—	9.74	—
Level 4	10.11	10.00	—	10.03	—
Level 5	12.48	12.21	—	12.48	—
Level 6	15.22	15.36	—	15.22	—
Level 7	15.17	14.93	15.80	15.17	—
Level 8	16.40	18.14	—	16.40	—
Machine operators, assemblers, and inspectors	8.56	8.43	—	8.66	—
Level 1	6.20	6.20	—	6.29	—
Level 2	7.61	7.61	—	7.61	—
Transportation and material moving occupations	9.39	8.71	10.92	9.54	7.54
Level 2	8.90	—	—	9.33	—
Level 3	9.07	—	9.05	9.04	—
Level 4	8.63	—	—	8.78	—
Handlers, equipment cleaners, helpers, and laborers	7.71	7.67	8.31	7.78	6.61

See footnotes at end of table.

Table B-1. Mean hourly earnings¹ by occupational group and levels², all industries, private industry, State and local government, full-time and part-time workers, San Antonio, TX, October 1998 — Continued

Occupational group ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
Blue-collar occupations (-Continued)					
Handlers, equipment cleaners, helpers, and laborers (-Continued)					
Level 1	\$6.72	\$6.64	—	\$6.79	\$5.80
Level 2	8.75	8.75	—	8.71	—
Level 3	9.47	9.34	—	9.69	—
Service occupations					
Level 1	7.81	6.38	\$11.46	8.44	5.60
Level 2	5.43	5.15	7.22	5.70	5.02
Level 3	6.43	5.37	8.05	6.67	4.83
Level 4	7.30	7.32	7.23	7.38	6.96
Level 5	8.78	8.62	9.57	8.32	—
Level 6	11.44	—	11.68	11.86	—
Level 7	11.80	—	—	11.80	—
Level 7	15.53	—	—	15.53	—
Protective service occupations	16.26	—	17.12	17.14	—
Level 4	10.11	—	—	10.11	—
Food service occupations	5.50	5.26	8.13	5.80	4.84
Level 1	4.75	4.73	—	4.78	4.71
Level 2	4.49	3.66	—	4.45	—
Level 3	6.82	6.82	—	6.99	—
Health service occupations	7.48	7.28	—	7.80	6.27
Level 2	7.12	7.05	—	7.47	—
Level 3	7.16	7.14	—	7.51	—
Level 4	7.99	8.00	—	7.96	—
Cleaning and building service occupations	7.06	6.84	7.56	7.43	5.37
Level 1	6.34	5.92	7.41	6.71	5.36
Level 2	7.38	7.40	—	7.38	—
Level 3	7.15	6.57	—	7.22	—
Personal service occupations	7.51	7.16	8.48	7.76	6.54
Level 1	4.85	4.85	—	—	—
Level 2	7.65	—	8.52	8.52	—

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 Each occupation for which wage data are collected in an establishment is evaluated based on 10 factors, including knowledge, complexity, work environment, etc. Points are assigned based on the occupation's ranking within each factor. The points are summed to determine the overall level of the occupation. See technical note for more information.

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

⁴ All workers include full-time and part-time workers. Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a

full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

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

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Table B-2. Mean hourly earnings¹ for selected occupations and levels², all industries, private industry, State and local government, full-time and part-time workers, San Antonio, TX, October 1998

Occupation ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
White-collar occupations:					
Professional specialty and technical occupations:					
Professional specialty occupations:					
Computer systems analysts and scientists	\$31.79	\$32.75	—	\$31.79	—
Registered nurses	19.05	19.20	—	19.05	—
Level 7	16.97	16.97	—	16.95	—
Level 8	19.20	20.26	—	19.14	—
Level 9	19.00	19.13	—	18.98	—
Elementary school teachers	24.03	—	\$24.03	24.03	—
Level 7	23.80	—	23.80	23.80	—
Level 8	24.10	—	24.10	24.10	—
Secondary school teachers	25.70	—	25.70	25.70	—
Level 7	24.56	—	24.56	24.56	—
Teachers, N.E.C.	23.17	—	23.47	23.51	—
Social workers	12.77	—	13.28	12.77	—
Technical occupations:					
Clinical laboratory technologists and technicians	11.09	11.24	—	10.86	—
Licensed practical nurses	11.17	11.48	—	11.06	—
Level 4	10.26	10.87	—	10.29	—
Level 5	11.80	—	—	11.80	—
Health technologists and technicians, N.E.C.	11.56	11.56	—	11.84	—
Computer programmers	21.17	—	—	21.17	—
Executive, administrative, and managerial occupations:					
Financial managers	31.05	31.40	—	31.05	—
Level 11	34.38	35.58	—	34.38	—
Managers, marketing, advertising and public relations	37.62	37.62	—	37.62	—
Administrators, education and related fields	32.05	—	32.05	32.05	—
Managers, medicine and health	29.84	29.84	—	29.84	—
Managers and administrators, N.E.C.	33.85	33.88	—	33.85	—
Level 9	28.90	28.90	—	28.90	—
Level 12	43.21	43.21	—	43.21	—
Accountants and auditors	18.10	18.04	—	18.10	—
Personnel, training, and labor relations specialists	18.69	19.34	—	18.69	—
Management related occupations, N.E.C.	21.04	20.69	—	21.51	—
Level 8	16.99	—	—	—	—
Sales occupations:					
Supervisors, sales occupations	17.73	17.73	—	18.36	—
Sales workers, motor vehicles and boats	25.43	25.43	—	25.43	—
Sales workers, other commodities	8.68	8.68	—	9.23	—
Level 4	7.03	7.03	—	7.53	—
Cashiers	7.23	7.23	—	7.46	\$6.80
Level 1	6.82	6.82	—	6.89	—
Administrative support occupations, including clerical:					
Computer operators	12.58	12.40	—	12.58	—
Secretaries	11.52	11.79	11.17	11.52	—
Level 3	8.02	—	—	8.02	—
Level 4	12.02	—	—	12.02	—
Transportation ticket and reservation agents	13.14	13.14	—	—	—
Receptionists	8.41	8.34	—	8.56	—
Order clerks	9.04	8.68	—	9.13	—
Library clerks	8.82	—	—	—	—
Records clerks, N.E.C.	10.02	10.06	—	10.02	—
Bookkeepers, accounting and auditing clerks	9.66	9.47	—	9.91	—
Level 4	9.90	9.48	—	9.90	—
Telephone operators	10.96	10.95	—	11.40	—
Level 2	6.84	6.62	—	6.96	—
Dispatchers	7.91	—	—	—	—
Stock and inventory clerks	9.33	9.33	—	9.33	—
Level 3	9.45	—	—	9.45	—
Investigators and adjusters except insurance	12.12	11.93	—	12.12	—
General office clerks	9.01	9.43	8.13	9.44	—
Level 2	7.13	7.33	—	7.18	—
Level 3	8.32	—	—	8.48	—

See footnotes at end of table.

**Table B-2. Mean hourly earnings¹ for selected occupations and levels², all industries, private industry, State and local government, full-time and part-time workers, San Antonio, TX, October 1998
— Continued**

Occupation ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
White-collar occupations: (-Continued)					
Administrative support occupations, including clerical: (-Continued)					
Bank tellers	\$9.65	\$9.65	—	—	—
Data entry keyers	8.84	9.13	—	\$8.84	—
Teachers' aides	9.27	—	\$9.27	9.27	—
Administrative support occupations, N.E.C.	9.74	9.93	8.58	9.99	—
Level 4	11.74	—	—	11.74	—
Blue-collar occupations:					
Precision production, craft, and repair occupations:					
Automobile mechanics	12.73	13.13	—	12.73	—
Level 7	13.96	15.21	—	13.96	—
Mechanics and repairers, N.E.C.	11.15	11.03	—	11.02	—
Electricians	14.23	—	—	14.23	—
Machine operators, assemblers, and inspectors:					
Miscellaneous machine operators, N.E.C.	9.78	—	—	9.78	—
Assemblers	7.02	7.02	—	—	—
Production inspectors, checkers and examiners ..	9.33	9.33	—	9.33	—
Transportation and material moving occupations:					
Truck drivers	9.13	8.88	—	9.41	—
Bus drivers	8.08	—	10.95	8.12	—
Handlers, equipment cleaners, helpers, and laborers:					
Construction laborers	7.65	7.63	—	7.65	—
Stock handlers and baggers	6.74	6.74	—	7.30	—
Freight, stock, and material handlers, N.E.C.	10.25	10.25	—	10.72	\$7.72
Level 2	11.83	11.83	—	—	—
Laborers except construction, N.E.C.	7.19	7.18	—	7.19	—
Level 1	6.18	5.91	—	6.18	—
Service occupations:					
Protective service occupations:					
Firefighting occupations	17.03	—	17.03	17.03	—
Police and detectives, public service	17.72	—	17.72	17.72	—
Food service occupations:					
Waiters and waitresses	2.82	2.82	—	2.67	3.05
Level 1	2.47	2.47	—	—	2.36
Cooks	7.52	7.54	—	7.81	—
Level 3	8.03	8.15	—	8.03	—
Kitchen workers, food preparation	7.04	—	—	7.04	—
Level 2	7.45	—	—	7.45	—
Waiters'/Waitresses' assistants	5.56	5.56	—	—	—
Level 1	5.56	5.56	—	—	—
Food preparation occupations, N.E.C.	5.93	5.61	—	5.99	—

See footnotes at end of table.

Table B-2. Mean hourly earnings¹ for selected occupations and levels², all industries, private industry, State and local government, full-time and part-time workers, San Antonio, TX, October 1998 — Continued

Occupation ³ and level	All workers ⁴			All industries	
	All industries	Private industry	State and local government	Full-time workers	Part-time workers
Service occupations: (-Continued)					
Food service occupations: (-Continued)					
Food preparation occupations, N.E.C. (-Continued)					
Level 1	\$5.61	\$5.61	—	—	—
Health service occupations:					
Health aides, except nursing	8.56	8.12	—	\$8.86	—
Level 4	8.27	—	—	8.27	—
Nursing aides, orderlies and attendants	7.11	7.07	—	7.40	\$6.12
Level 2	6.71	—	—	—	—
Level 3	7.15	7.15	—	7.52	—
Cleaning and building service occupations:					
Supervisors, cleaning and building service workers	8.47	8.19	—	8.66	—
Maids and housemen	5.94	5.93	—	5.94	—
Level 1	5.80	5.77	—	5.80	—
Janitors and cleaners	7.07	6.80	\$7.52	7.60	5.36
Level 1	6.49	5.98	7.55	7.11	5.36
Level 2	7.33	7.34	—	7.33	—
Level 3	7.54	—	—	7.54	—
Personal service occupations:					
Early childhood teachers' assistants	8.60	—	8.83	8.85	—
Level 2	8.61	—	8.85	8.85	—
Service occupations, N.E.C.	7.13	7.14	—	7.18	—

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 Each occupation for which wage data are collected in an establishment is evaluated based on 10 factors, including knowledge, complexity, work environment, etc. Points are assigned based on the occupation's ranking within each factor. The points are summed to determine the overall level of the occupation. See technical note for more information.

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

⁴ All workers include full-time and part-time workers. Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a

full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

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

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Table C-1. Mean hourly earnings¹ by occupational group and selected characteristics, all industries, San Antonio, TX, October 1998

Occupational group ²	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
All occupations	\$13.83	\$6.95	\$14.12	\$13.14	\$12.96	\$18.56
All occupations excluding sales	13.88	7.02	14.08	13.32	13.28	17.29
White-collar occupations	16.89	8.12	—	16.26	15.92	21.70
White-collar excluding sales	17.33	9.59	—	17.10	16.84	28.22
Professional specialty and technical occupations	21.20	12.61	—	20.79	20.86	—
Professional specialty occupations	23.82	12.81	—	23.26	23.26	—
Technical occupations	13.84	11.91	—	13.76	13.69	—
Executive, administrative, and managerial occupations ...	25.86	—	—	25.78	25.18	—
Sales occupations	13.04	6.74	—	11.13	7.87	19.61
Administrative support including clerical occupations	10.36	7.31	—	9.62	10.14	—
Blue-collar occupations	10.09	6.87	13.31	9.59	9.93	11.00
Precision production, craft, and repair occupations	13.26	—	16.38	12.64	13.10	—
Machine operators, assemblers, and inspectors	8.66	—	—	8.60	8.68	—
Transportation and material moving occupations	9.54	7.54	12.54	9.03	9.28	—
Handlers, equipment cleaners, helpers, and laborers	7.78	6.61	8.38	7.66	7.72	—
Service occupations	8.44	5.60	—	7.81	7.80	—

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

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

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

⁵ Time workers' wages are based solely on an hourly rate or salary;

incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

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

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Table C-2. Mean hourly earnings¹ by occupational group and industry division, private industry, all workers², San Antonio, TX, October 1998

Occupational group ³	All private industries	Goods-producing industries ⁴				Service-producing industries ⁵				
		Total	Mining	Construction	Manufacturing	Total	Transportation and public utilities	Wholesale and retail trade	Finance, insurance, and real estate	Services
All occupations	\$12.50	-	-	-	-	\$12.91	\$16.42	-	-	\$12.81
All occupations excluding sales	12.65	-	-	-	-	13.19	16.44	-	-	12.89
White-collar occupations	15.68	-	-	-	-	15.68	18.07	-	-	16.42
White-collar excluding sales	16.65	-	-	-	-	16.77	18.13	-	-	16.78
Professional specialty and technical occupations	20.60	-	-	-	-	20.28	-	-	-	19.93
Professional specialty occupations	24.74	-	-	-	-	24.22	-	-	-	23.48
Technical occupations	14.27	-	-	-	-	14.16	-	-	-	13.98
Executive, administrative, and managerial occupations	26.11	-	-	-	-	26.57	33.64	-	-	23.56
Sales occupations	11.16	-	-	-	-	10.90	-	-	-	10.72
Administrative support, including clerical occupations	10.31	-	-	-	-	10.43	12.68	-	-	9.36
Blue-collar occupations	9.62	-	-	-	-	9.61	-	-	-	8.37
Precision production, craft, and repair occupations	12.89	-	-	-	-	13.37	-	-	-	11.24
Machine operators, assemblers, and inspectors	8.43	-	-	-	-	7.80	-	-	-	7.25
Transportation and material moving occupations	8.71	-	-	-	-	8.09	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	7.67	-	-	-	-	8.48	-	-	-	7.09
Service occupations	6.38	-	-	-	-	6.32	-	-	-	6.65

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

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

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

⁵ Service-producing industries include transportation and public utilities; wholesale

and retail trade; finance, insurance, and real estate; and services.

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

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Table C-3. Mean hourly earnings¹ by occupational group and establishment employment size, private industry, all workers², San Antonio, TX, October 1998

Occupational group ³	All private industry workers	50 - 99 workers	100 workers or more		
			Total	100 - 499 workers	500 workers or more
All occupations	\$12.50	\$10.04	\$13.00	\$12.17	\$14.37
All occupations excluding sales	12.65	10.13	13.17	12.21	14.55
White-collar occupations	15.68	14.64	15.83	15.81	15.85
White-collar excluding sales	16.65	16.16	16.72	17.50	16.14
Professional specialty and technical occupations	20.60	16.08	21.01	22.85	19.98
Professional specialty occupations	24.74	—	25.34	26.66	24.49
Technical occupations	14.27	—	14.00	14.80	13.65
Executive, administrative, and managerial occupations ...	26.11	31.33	25.27	27.17	23.54
Sales occupations	11.16	9.11	11.54	11.95	—
Administrative support, including clerical occupations	10.31	9.45	10.44	10.41	10.47
Blue-collar occupations	9.62	8.12	9.85	9.65	10.68
Precision production, craft, and repair occupations	12.89	11.92	13.04	12.82	14.12
Machine operators, assemblers, and inspectors	8.43	—	8.60	7.97	—
Transportation and material moving occupations	8.71	—	8.88	8.79	—
Handlers, equipment cleaners, helpers, and laborers	7.67	6.40	7.97	7.82	9.02
Service occupations	6.38	5.65	6.81	6.75	6.99

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

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

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

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Table C-4. Number of workers¹ represented by occupational group, San Antonio, TX, October 1998

Occupational group ²	All workers		
	All industries	Private industry	State and local government
All occupations	353,017	271,424	81,593
All occupations excluding sales	318,987	237,394	81,593
White-collar occupations	204,114	150,433	53,681
White-collar excluding sales	170,084	116,403	53,681
Professional specialty and technical occupations	66,938	32,472	34,467
Professional specialty occupations	51,604	19,835	31,769
Technical occupations	15,334	12,636	2,698
Executive, administrative, and managerial occupations ...	29,156	24,518	4,638
Sales occupations	34,030	34,030	—
Administrative support including clerical occupations	73,989	59,413	14,576
Blue-collar occupations	81,182	70,491	10,691
Precision production, craft, and repair occupations	26,488	22,093	4,394
Machine operators, assemblers, and inspectors	14,681	13,837	—
Transportation and material moving occupations	10,880	7,056	3,824
Handlers, equipment cleaners, helpers, and laborers	29,134	27,505	1,629
Service occupations	67,721	50,500	17,221

¹ Both full-time and part-time workers were included in the survey. Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another establishment, where a 40-hour week is the minimum full-time schedule.

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

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

groups and occupational levels may include data for categories not shown separately. N.E.C. means not elsewhere classified. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Appendix A: Technical Note

This section provides basic information on the procedures and concepts used to produce the data contained in this bulletin. It is divided into three parts: Planning for the survey; data collection; and processing and analyzing the data. Although this section answers some questions commonly asked by data users, it is not a comprehensive description of all the steps required to produce the data.

Planning for the survey

The overall design of the survey includes questions of scope, frame, and sample selection.

Survey scope

This survey covered establishments employing 50 workers or more in goods-producing industries (mining, construction and manufacturing); service-producing industries (transportation, communications, electric, gas, and sanitary services; wholesale trade; retail trade; finance, insurance, and real estate; and services industries); and State and local governments. Agriculture, private households, and the Federal Government were excluded from the scope of the survey. For purposes of this survey an establishment was an economic unit which produces goods or services, a central administrative office, or an auxiliary unit providing support services to a company. For private industries in this survey, the establishment was usually at a single physical location. For State and local governments, an establishment was defined as all locations of a government entity.

The San Antonio, TX, Metropolitan Statistical Area includes Bexar, Comal, Guadalupe and Wilson Counties, TX.

Sampling frame

The list of establishments from which the survey sample was selected (sampling frame) was developed from State unemployment insurance reports. Due to the volatility of industries within the private sector, sampling frames were developed using the most recent month of reference available at the time the sample was selected. The sampling frame was reviewed prior to the survey and, when necessary, missing establishments were added, out-of-business and out-of-scope establishments were removed, and addresses, employment levels, industry classification, and other information were updated.

Sample design

The sample for this survey area was selected using a two stage stratified design with probability proportional to em-

ployment sampling at each stage. The first stage of sample selection was a probability sample of establishments. The sample of establishments was drawn by first stratifying the sampling frame by industry and ownership. The number of sample establishments allocated to each stratum is approximately proportional to the stratum employment. Each sampled establishment is selected within a stratum with a probability proportional to its employment. Use of this technique means that the larger an establishment's employment, the greater its chance of selection. Weights were applied to each establishment when the data were tabulated so that it represents similar units (by industry and employment size) in the economy which were not selected for collection. See appendix table 1 for a count of establishments in the survey by employment size. The second stage of sample selection, detailed below, was a probability sample of occupations within a sampled establishment.

Data collection

The collection of data from survey respondents required detailed procedures. Collection was the responsibility of the field economists, working out of the Regional Office, who visited each establishment surveyed. Other contact methods, such as mail and telephone, were used to follow-up and update data.

Occupational selection and classification

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

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

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

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

establishment.

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

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

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

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

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

- Professional specialty and technical
- Executive, administrative, and managerial
- Sales
- Administrative support including clerical
- Precision production, craft, and repair
- Machine operators, assemblers, and inspectors
- Transportation and material moving
- Handlers, equipment cleaners, helpers, and laborers
- Service occupations

Appendix B contains a complete list of all individual occupations, classified by the MOG to which they belong. In step three, certain other job characteristics of the chosen worker were identified. First, the worker was identified as holding either a full-time or part-time job, based on the establishment's definition of those terms. Then the worker was classified as having a time versus incentive job, depending on whether any part of pay was directly based on the actual production of the worker, rather than solely on hours worked. Finally, the worker was identified as being in a union job or a nonunion job. See the "Definition of Terms" section on the following page for more detail.

Generic leveling through point factor analysis

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

For this survey, the level of each occupation in an establishment was determined by an analysis of each of 10 leveling factors. Nine of these factors are drawn from the U.S. Government Office of Personnel Management's Factor Evaluation System, which is the underlying structure for evaluation of General Schedule Federal employees. The tenth factor, supervisory duties, attempts to account for the effect of supervisory duties. It is considered experimental. The 10 factors are:

- Knowledge
- Supervision received
- Guidelines
- Complexity
- Scope and effect
- Personal contacts
- Purpose of contacts
- Physical demands
- Work environment
- Supervisory duties

Each factor contains a number of levels and each level has an associated written description and point value. The number and range of points differ among the factors. For each factor, an occupation was assigned a level based on which written description best matched the job. Within each occupation, the points for 9 factors (supervisory duties was excluded) were recorded and totaled. The total determines the overall level of the occupation. Appendix table 3 presents average work levels for published occupational groups and selected occupations. A description of the levels for each factor is shown in appendix C.

Tabulations of levels of work for occupations in the survey follow the Federal Government's white-collar General Schedule. Point ranges for each of the 15 levels are shown in appendix D. It also includes an example of a leveled job and a guide to help data users evaluate jobs in their firm.

Wage data collected in prior surveys using the new generic leveling method were evaluated by BLS researchers using regression techniques. For each of the major occupational groups, wages were compared to the 10 generic level factors (and levels within those factors). The analysis showed that several of the generic level factors, most notably knowledge and supervision received, had strong explanatory power for wages. That is, as the levels within a

given factor increased, the wages also increased. Detailed research continues in the area. The results of this research will be published by BLS in the future.

Collection period

The survey data were collected over several months. For each establishment in the survey, the data reflect the establishment's most recent information at the time of collection. The payroll reference month shown in the tables reflects the average date of this information for all sample units.

Earnings

Earnings were defined as regular payments from the employer to the employee as compensation for straight-time hourly work, or for any salaried work performed. The following components were included as part of earnings:

- Incentive pay, including commissions, production bonuses, and piece rates
- Cost-of-living allowances
- Hazard pay
- Payments of income deferred due to participation in a salary reduction plan
- Deadhead pay, defined as pay given to transportation workers returning in a vehicle without freight or passengers

The following forms of payments were *not* considered part of straight-time earnings:

- Shift differentials, defined as extra payment for working a schedule that varies from the norm, such as night or weekend work
- Premium pay for overtime, holidays, and weekends
- Bonuses not directly tied to production (e.g., Christmas bonuses, profit-sharing bonuses)
- Uniform and tool allowances
- Free room and board
- Payments made by third parties (e.g., tips, bonuses given by manufacturers to department store salespeople, referral incentives in real estate)
- On-call pay

In order to calculate earnings for various time periods (hourly, weekly, and annual), data on work schedules were also collected. For hourly workers, scheduled hours worked per day and per week, exclusive of overtime, were recorded. Annual weeks worked were determined. Because salaried workers, exempt from overtime provisions, often work beyond the assigned work schedule, their typical number of hours actually worked was collected.

Definition of terms

Full-time worker. Any employee that the employer considers to be full time.

Incentive worker. Any employee whose earnings are tied,

at least in part, to commissions, piece rates, production bonuses, or other incentives based on production or sales.

Level. A ranking of an occupation based on the requirements of the position. (See the description in the technical note and the example for more details on the leveling process.)

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

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

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

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

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

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

Processing and analyzing the data

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

Weighting and nonresponse

Sample weights were calculated for each establishment and occupation in the survey. These weights reflected the relative size of the occupation within the establishment and of the establishment within the sample universe. Weights were used to aggregate the individual establishments or occupations into the various data series. Some of the establishments surveyed could not supply or refused to supply information. If data were not provided by a sample member, the weights of responding sample members in the same or similar "cells" were adjusted to account for the missing data. This technique assumes that the mean value of the nonrespondents equals the mean value of the respondents at some detailed "cell" level. Responding and nonresponding establishments were classified into these cells according to industry and employment size. Responding and nonresponding occupations within responding establishments were classified into cells that were additionally defined by major occupation group and job level.

Establishments that were determined to be out of business or outside the scope of the survey had their weights changed to zero. If only partial data were given by a sample establishment or occupation, or data were missing, the response was treated as a refusal.

Survey response

	Establishments
Total in sample	222
Responding	156
Out of business or not in survey scope	5
Unable or refused to provide data	61

Some surveys may have a high nonresponse rate for the all industries or private industry iterations. Such instances are noted in the bulletin table footnotes.

Estimation

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

Not all series that were calculated met the criteria for publication. Before any series was published, it was reviewed to make sure that the number of observations underlying it was sufficient. This review prevented publishing a series that could have revealed information about a specific establishment.

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

Data reliability

The data in this bulletin are estimates from a scientifically

selected probability sample. There are two types of errors possible in an estimate based on a sample survey, sampling and nonsampling.

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

A measure of the variation among these differing estimates is called the standard error or sampling error. It indicates the precision with which an estimate from a particular sample approximates the average result of all possible samples. The relative standard error (RSE) is the standard error divided by the estimate. Appendix table 2 contains RSE data for selected series in this bulletin. RSE data for all series in this bulletin are available on the Internet web site and by request to the BLS National Office.

The standard error can be used to calculate a “confidence interval” around a sample estimate. As an example, suppose table A-1 shows that mean hourly earnings for all workers was \$12.79 per hour, and appendix table 2 shows a relative standard error of 3.6 percent for this estimate. At the 90-percent level, the confidence interval for this estimate is \$13.55 to \$12.03 (\$12.79 plus and minus 1.645 times 3.6 percent times \$12.79). If all possible samples were selected to estimate the population value, the interval from each sample would include the true population value approximately 90 percent of the time.

Nonsampling errors also affect survey results. They can stem from many sources, such as inability to obtain information for some establishments, difficulties with survey definitions, inability of the respondents to provide correct information, or mistakes in recording or coding the data obtained. A Technical Reinterview Program done in all survey areas will be used in the development of a formal quality assessment process to help compute nonsampling error. Although they were not specifically measured, the nonsampling errors were expected to be minimal due to the extensive training of the field economists who gathered the survey data by personal visit, computer edits of the data, and detailed data review.

Appendix table 1. Number of establishments studied by industry division and establishment employment size, and number of establishments represented, San Antonio, TX, October 1998

Industry	Number of establishments represented	Number of establishments studied				
		Total studied	50 - 99 workers	100 workers or more		
				Total	100 - 499 workers	500 workers or more
All industries	1,761	156	32	124	69	55
Private industry	1,712	134	31	103	65	38
Goods-producing industries	311	18	3	15	9	6
Construction	136	5	1	4	4	-
Manufacturing	175	13	2	11	5	6
Service-producing industries	1,400	116	28	88	56	32
Transportation and public utilities	65	11	1	10	5	5
Wholesale and retail trade	655	37	13	24	21	3
Finance, insurance and real estate	157	8	3	5	1	4
Services	523	60	11	49	29	20
State and local government	49	22	1	21	4	17

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

Appendix table 2. Relative standard errors of mean hourly earnings¹ for selected occupations, all industries, private industry, and State and local government, all workers², San Antonio, TX, October 1998

(in percent)

Occupation ³	All industries	Private industry	State and local government
All occupations	2.7	3.5	3.5
All occupations excluding sales	2.8	3.6	3.5
White-collar occupations	2.9	3.7	3.9
White-collar occupations excluding sales	2.8	3.7	3.9
Professional specialty and technical occupations	2.8	4.4	3.4
Professional specialty occupations	2.6	4.2	3.0
Engineers, architects, and surveyors	7.0	7.6	—
Mathematical and computer scientists	9.0	9.2	—
Computer systems analysts and scientists	10.7	11.1	—
Natural scientists	—	—	—
Health related occupations	4.3	4.5	—
Registered nurses	3.3	3.5	—
Teachers, college and university	4.5	—	—
Teachers, except college and university	2.7	—	2.7
Elementary school teachers	3.8	—	3.8
Secondary school teachers	2.0	—	2.0
Teachers, N.E.C.	1.5	—	1.3
Librarians, archivists, and curators	—	—	—
Social scientists and urban planners	—	—	—
Social, recreation, and religious workers	5.0	—	4.3
Social workers	5.2	—	4.3
Lawyers and judges	—	—	—
Writers, authors, entertainers, athletes, and professionals, N.E.C.	16.2	22.9	—
Technical occupations	5.1	5.6	5.0
Clinical laboratory technologists and technicians	5.9	7.1	—
Licensed practical nurses	2.4	1.7	—
Health technologists and technicians, N.E.C.	10.9	10.9	—
Computer programmers	6.5	—	—
Executive, administrative, and managerial occupations ...	5.4	6.1	9.2
Executives, administrators, and managers	5.7	6.2	12.8
Financial managers	8.4	8.9	—
Managers, marketing, advertising and public relations	7.1	7.1	—
Administrators, education and related fields	10.1	—	10.1
Managers, medicine and health	12.8	12.8	—
Managers and administrators, N.E.C.	9.3	9.4	—
Management related occupations	4.9	4.8	14.4
Accountants and auditors	5.8	6.3	—
Personnel, training, and labor relations specialists	12.9	13.6	—
Management related occupations, N.E.C.	8.0	6.5	—
Sales occupations	11.8	11.8	—
Supervisors, sales occupations	32.5	32.5	—
Sales workers, motor vehicles and boats	35.8	35.8	—
Sales workers, other commodities	12.7	12.7	—
Cashiers	5.1	5.1	—
Administrative support occupations, including clerical	3.1	3.6	3.4
Computer operators	4.2	4.6	—
Secretaries	3.5	4.4	5.6
Transportation ticket and reservation agents	5.9	5.9	—
Receptionists	4.0	6.0	—
Order clerks	10.3	9.0	—
Library clerks	7.3	—	—
Records clerks, N.E.C.	8.1	9.0	—
Bookkeepers, accounting and auditing clerks	5.6	5.6	—
Telephone operators	18.1	18.6	—
Dispatchers	3.1	—	—
Stock and inventory clerks	4.5	4.6	—
Investigators and adjusters except insurance	11.6	12.4	—
General office clerks	7.2	8.8	9.2
Bank tellers	2.8	2.8	—
Data entry keyers	4.3	2.4	—

See footnotes at end of table.

Appendix table 2. Relative standard errors of mean hourly earnings¹ for selected occupations, all industries, private industry, and State and local government, all workers², San Antonio, TX, October 1998 — Continued

(in percent)

Occupation ³	All industries	Private industry	State and local government
White-collar occupations (-Continued)			
Administrative support occupations, including clerical (-Continued)			
Teachers' aides	3.8	—	3.8
Administrative support occupations, N.E.C.	4.3	4.4	9.1
Blue-collar occupations			
Precision production, craft, and repair occupations	3.6	4.0	4.7
Automobile mechanics	4.2	5.0	6.0
Mechanics and repairers, N.E.C.	9.5	11.4	—
Electricians	7.9	8.6	—
Machine operators, assemblers, and inspectors	11.0	—	—
Miscellaneous machine operators, N.E.C.	4.9	5.2	—
Assemblers	13.0	—	—
Production inspectors, checkers and examiners ..	6.3	6.3	—
Transportation and material moving occupations	8.6	8.6	—
Truck drivers	5.7	7.1	5.3
Bus drivers	4.6	4.7	—
Handlers, equipment cleaners, helpers, and laborers	12.1	—	7.1
Construction laborers	4.0	4.2	6.5
Stock handlers and baggers	1.7	1.7	—
Freight, stock, and material handlers, N.E.C.	4.2	4.2	—
Laborers except construction, N.E.C.	8.6	8.6	—
.....	8.1	9.9	—
Service occupations			
Protective service occupations	5.3	3.7	8.3
Firefighting occupations	7.9	—	7.6
Police and detectives, public service	10.1	—	10.1
Food service occupations	6.9	—	6.9
Waiters and waitresses	6.3	6.6	11.1
Cooks	8.9	8.9	—
Kitchen workers, food preparation	4.5	4.7	—
Waiters/Waitresses' assistants	3.5	—	—
Food preparation occupations, N.E.C.	3.2	3.2	—
Health service occupations	4.5	3.2	—
Health aides, except nursing	2.8	2.7	—
Nursing aides, orderlies and attendants	5.0	3.3	—
Cleaning and building service occupations	2.7	3.3	—
Supervisors, cleaning and building service workers	3.7	4.9	3.3
Maids and housemen	10.2	10.7	—
Janitors and cleaners	2.6	2.9	—
Personal service occupations	4.8	7.0	2.6
Early childhood teachers' assistants	6.5	8.8	3.5
Service occupations, N.E.C.	2.9	—	1.2
.....	13.1	14.7	—

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

² All workers include full-time and part-time workers. Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

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

NOTE: Dashes indicate that no data were reported or

that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means not elsewhere classified. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Appendix table 3. Average work levels for selected occupations, all workers, full-time and part-time workers, San Antonio, TX, October 1998

Occupation ¹	All workers	Full-time workers	Part-time workers
All occupations	5	5	3
All occupations excluding sales	5	5	3
White-collar occupations	6	6	3
White-collar occupations excluding sales	6	6	4
Professional specialty and technical occupations	8	8	6
Professional specialty occupations	8	8	6
Engineers, architects, and surveyors	10	10	—
Mathematical and computer scientists	10	10	—
Computer systems analysts and scientists	11	11	—
Natural scientists	—	—	—
Health related occupations	8	8	—
Registered nurses	8	8	—
Teachers, college and university	10	10	—
Teachers, except college and university	7	8	6
Elementary school teachers	8	8	—
Secondary school teachers	8	8	—
Teachers, N.E.C.	7	7	—
Librarians, archivists, and curators	—	—	—
Social scientists and urban planners	—	—	—
Social, recreation, and religious workers	6	6	—
Social workers	6	6	—
Lawyers and judges	—	—	—
Writers, authors, entertainers, athletes, and professionals, N.E.C.	7	8	—
Technical occupations	6	6	5
Clinical laboratory technologists and technicians	5	5	—
Licensed practical nurses	5	5	—
Health technologists and technicians, N.E.C.	4	4	—
Computer programmers	8	8	—
Executive, administrative, and managerial occupations	9	9	—
Executives, administrators, and managers	10	10	—
Financial managers	10	10	—
Managers, marketing, advertising and public relations ..	12	12	—
Administrators, education and related fields	11	11	—
Managers, medicine and health	10	10	—
Managers and administrators, N.E.C.	10	10	—
Management related occupations	8	8	—
Accountants and auditors	8	8	—
Personnel, training, and labor relations specialists	8	8	—
Management related occupations, N.E.C.	9	9	—
Sales occupations	3	4	3
Supervisors, sales occupations	6	6	—
Sales workers, motor vehicles and boats	6	6	—
Sales workers, other commodities	4	4	—
Cashiers	2	2	2
Administrative support occupations, including clerical	4	4	2
Computer operators	5	5	—
Secretaries	5	5	—
Transportation ticket and reservation agents	3	—	—
Receptionists	2	2	—
Order clerks	3	3	—
Library clerks	3	—	—
Records clerks, N.E.C.	4	4	—
Bookkeepers, accounting and auditing clerks	4	4	—
Telephone operators	3	3	—
Dispatchers	3	—	—
Stock and inventory clerks	3	3	—
Investigators and adjusters except insurance	4	4	—
General office clerks	3	3	—
Bank tellers	3	—	—
Data entry keyers	3	3	—
Teachers' aides	3	3	—
Administrative support occupations, N.E.C.	4	4	—
Blue-collar occupations	4	4	2
Precision production, craft, and repair occupations	6	6	—
Automobile mechanics	6	6	—
Mechanics and repairers, N.E.C.	4	4	—

See footnotes at end of table.

Appendix table 3. Average work levels for selected occupations, all workers, full-time and part-time workers, San Antonio, TX, October 1998 — Continued

Occupation ¹	All workers	Full-time workers	Part-time workers
Blue-collar occupations (-Continued)			
Precision production, craft, and repair occupations (-Continued)			
Electricians	6	6	—
Machine operators, assemblers, and inspectors	3	3	—
Miscellaneous machine operators, N.E.C.	3	3	—
Assemblers	2	—	—
Production inspectors, checkers and examiners	3	3	—
Transportation and material moving occupations	4	4	3
Truck drivers	3	3	—
Bus drivers	4	4	—
Handlers, equipment cleaners, helpers, and laborers	2	2	2
Construction laborers	2	2	—
Stock handlers and baggers	2	2	—
Freight, stock, and material handlers, N.E.C.	2	3	2
Laborers except construction, N.E.C.	2	2	—
Service occupations	3	3	2
Protective service occupations	6	7	—
Firefighting occupations	7	7	—
Police and detectives, public service	8	8	—
Food service occupations	2	2	2
Waiters and waitresses	2	2	2
Cooks	3	3	—
Kitchen workers, food preparation	2	2	—
Waiters/Waitresses' assistants	1	—	—
Food preparation occupations, N.E.C.	2	2	—
Health service occupations	3	3	3
Health aides, except nursing	4	4	—
Nursing aides, orderlies and attendants	3	3	3
Cleaning and building service occupations	2	2	1
Supervisors, cleaning and building service workers	4	5	—
Maids and housemen	1	1	—
Janitors and cleaners	2	2	1
Personal service occupations	3	3	2
Early childhood teachers' assistants	2	2	—
Service occupations, N.E.C.	2	3	—

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

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may

include data for categories not shown separately. N.E.C. means "not elsewhere classified."

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.