

Brownsville-Harlingen-San Benito, TX National Compensation Survey August 1999



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Alexis M. Herman, Secretary

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Katharine G. Abraham, Commissioner

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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 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) 691-6199, 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 and Planning, or at the BLS Internet site.

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Introduction

The tables in this bulletin summarize the NCS results for the Brownsville-Harlingen-San Benito, TX, metropolitan area. Tabulations information on earnings of workers in a variety of occupations and at different 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 Bureau's National Compensation Survey 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.

Ongoing changes

The NCS is implementing changes to its sample design and timing of data collection and publication. Because of these ongoing changes, it is not possible to produce median wages and other wage percentiles for this area publication. Estimates describing the distribution of wages by occupation will be available on the BLS Internet site, or by calling (202) 691-6199, in the late spring of 2000.

About the tables

The tables that follow present data on straight-time occupational earnings, which 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. About 480 detailed occupations are used to describe all occupations in the civilian nonfarm economy (excluding the Federal Government and private households), as explained in Appendix A. The table footnotes include information on survey concepts and definitions.

Table 1-1 presents an overview of all tables in this bulletin. Mean hourly earnings, weekly hours, and relative standard errors are given for all industries, private industry, and State and local government for selected worker and

establishment characteristics. The worker characteristics include major occupational group, full-time or part-time status, union or nonunion status, and time or incentive pay. Establishment characteristics include goods and service producing (within private industry) and size of establishment.

Table 2-1 presents estimates of mean hourly earnings, and the relative standard errors associated with them, for detailed occupations within all industries, private industry, and State and local government. Data are not shown for any occupations if they would raise concerns about the confidentiality of the survey respondents or if the data are insufficient to support reliable estimates. Table 2-2 presents the same type of information only for full-time workers. Table 2-3 provides similar data for workers designated as part-time.

Table 3-1 presents mean weekly earnings data, with relative standard errors, and weekly hours for full-time employees in specific occupations across all industries, private industry, and State and local government. The mean hours reflect hours employees are scheduled to work, excluding overtime hours. Table 3-2 provides annual earnings, relative standard error, and annual hours for full-time employees in specific occupations.

Table 4-1 presents mean hourly earnings data by work level for occupational groups and for detailed occupations. Separate data are also shown for private industry and government workers. Table 4-2 provides work level data for full-time workers. Table 4-3 provides similar data for workers designated as part-time.

Table 5-1 presents mean hourly earnings data for selected worker characteristics by major occupational groups. The worker characteristics include full-time or part-time designation, union or nonunion status, and time or incentive pay. Table 5-2 presents mean hourly earnings data for major industry divisions by occupational groups; these estimates are limited to the private sector. Table 5-3 presents mean hourly earnings data for establishment employment sizes by major occupational groups; these estimates are also limited to the private sector.

Appendix table 1 provides the employment scope of this survey. The occupation employment estimates relate to all employers in the area, rather than just those surveyed. Appendix table 2 presents the number of establishments studied by industry group and employment size.

Table 1-1. Summary: Mean hourly earnings¹ and weekly hours by selected characteristics, private industry and State and local government, National Compensation Survey, Brownsville-Harlingen-San Benito, TX, August 1999

Worker and establishment characteristics	Total			Private industry			State and local government		
	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³
	Mean	Relative error ² (percent)		Mean	Relative error ² (percent)		Mean	Relative error ² (percent)	
Total	\$11.15	3.4	35.9	\$9.40	4.0	34.4	\$14.34	5.2	39.1
Worker characteristics:⁴									
White-collar occupations ⁵	15.27	4.2	37.6	13.42	5.7	36.6	17.16	5.5	38.7
Professional specialty and technical	19.72	3.4	38.2	16.92	5.3	38.2	21.18	4.0	38.2
Executive, administrative, and managerial	23.47	7.9	40.6	24.26	12.5	41.2	22.73	9.7	40.0
Sales	9.48	10.1	34.1	9.48	10.1	34.1	-	-	-
Administrative support	9.58	8.8	37.7	10.48	14.3	36.5	8.69	5.8	39.0
Blue-collar occupations ⁵	8.49	2.8	38.4	8.23	2.8	38.4	10.09	7.7	38.0
Precision production, craft, and repair	12.37	6.7	39.8	12.14	8.7	39.8	12.92	10.8	40.0
Machine operators, assemblers, and inspectors	7.45	2.2	38.8	7.45	2.2	38.8	-	-	-
Transportation and material moving	9.33	7.5	41.8	10.19	8.1	46.7	7.65	7.8	34.6
Handlers, equipment cleaners, helpers, and laborers	6.34	3.2	34.9	6.16	3.4	34.3	7.68	5.4	40.0
Service occupations ⁵	6.70	3.5	31.3	5.56	2.5	27.9	8.90	6.0	40.9
Full time	12.10	3.5	39.9	10.45	4.5	40.0	14.47	5.2	39.8
Part time	5.72	4.2	22.9	5.69	4.4	23.0	6.43	7.6	19.9
Union	16.01	18.3	37.9	13.76	27.2	40.5	-	-	-
Nonunion	10.97	3.4	35.9	9.19	3.7	34.2	14.11	5.4	39.4
Time	11.39	3.6	35.4	9.48	4.8	33.4	14.34	5.2	39.1
Incentive	8.95	3.8	41.6	8.95	3.8	41.6	-	-	-
Establishment characteristics:									
Goods producing	(⁶)	(⁶)	(⁶)	8.91	5.1	39.5	(⁶)	(⁶)	(⁶)
Service producing	(⁶)	(⁶)	(⁶)	9.63	5.3	32.5	(⁶)	(⁶)	(⁶)
50-99 workers ⁷	9.21	11.0	35.3	9.04	12.0	35.1	11.56	6.7	40.2
100-499 workers	10.32	4.4	35.1	9.04	5.4	34.5	15.98	5.9	38.2
500 workers or more	12.54	5.1	36.8	10.27	7.1	33.7	14.08	6.5	39.3

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and 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 The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

³ Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁴ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Union workers are those whose wages are determined through collective bargaining. Wages of time workers are based solely on

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.

⁵ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

⁶ Classification of establishments into goods-producing and service-producing industries applies to private industry only.

⁷ Establishments classified with 50-99 workers may contain establishments with fewer than 50 due to staff reductions between survey sampling and collection.

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

Table 2-1. Mean hourly earnings¹, all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Brownsville-Harlingen-San Benito, TX, August 1999

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$11.15	3.4	\$9.40	4.0	\$14.34	5.2
All excluding sales	11.27	3.5	9.39	4.3	14.34	5.2
White collar	15.27	4.2	13.42	5.7	17.16	5.5
White collar excluding sales	16.25	4.1	15.00	5.7	17.16	5.5
Professional specialty and technical	19.72	3.4	16.92	5.3	21.18	4.0
Professional specialty	21.39	3.3	20.70	5.7	21.57	3.9
Engineers, architects, and surveyors	—	—	—	—	—	—
Mathematical and computer scientists	—	—	—	—	—	—
Health related	21.51	6.0	21.62	6.1	—	—
Registered nurses	21.02	4.8	21.14	5.0	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	23.88	2.4	—	—	24.03	2.4
Elementary school teachers	25.36	1.7	—	—	25.36	1.7
Secondary school teachers	24.45	1.4	—	—	24.48	1.4
Librarians, archivists, and curators	—	—	—	—	—	—
Social, recreation, and religious workers	12.73	5.2	—	—	12.63	5.3
Social workers	12.73	5.2	—	—	12.63	5.3
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	13.01	5.6	13.29	5.7	10.96	16.0
Licensed practical nurses	13.71	4.2	13.45	4.1	—	—
Health technologists and technicians, n.e.c.	12.42	11.6	—	—	—	—
Executive, administrative, and managerial	23.47	7.9	24.26	12.5	22.73	9.7
Executives, administrators, and managers	24.76	7.9	24.52	12.5	25.06	9.1
Administrators and officials, public administration	24.41	31.2	—	—	24.41	31.2
Managers and administrators, n.e.c.	23.02	9.6	—	—	—	—
Management related	15.76	10.8	—	—	—	—
Sales	9.48	10.1	9.48	10.1	—	—
Sales workers, other commodities	7.41	8.6	7.41	8.6	—	—
Cashiers	6.86	7.3	6.86	7.3	—	—
Administrative support, including clerical	9.58	8.8	10.48	14.3	8.69	5.8
Secretaries	9.73	6.5	—	—	9.99	7.7
Records clerks, n.e.c.	7.18	4.0	—	—	—	—
Bookkeepers, accounting and auditing clerks	7.79	1.8	7.75	4.9	—	—
General office clerks	8.94	5.5	9.52	10.8	8.65	6.9
Teachers' aides	7.20	7.2	—	—	7.20	7.2
Blue collar	8.49	2.8	8.23	2.8	10.09	7.7
Precision production, craft, and repair	12.37	6.7	12.14	8.7	12.92	10.8
Water and sewer treatment plant operators	9.33	7.4	—	—	9.33	7.4
Machine operators, assemblers, and inspectors	7.45	2.2	7.45	2.2	—	—
Textile sewing machine operators	7.95	2.6	7.95	2.6	—	—
Miscellaneous machine operators, n.e.c.	7.14	4.9	7.14	4.9	—	—
Transportation and material moving	9.33	7.5	10.19	8.1	7.65	7.8
Truck drivers	9.90	9.3	9.99	9.5	—	—
Handlers, equipment cleaners, helpers, and laborers	6.34	3.2	6.16	3.4	7.68	5.4
Helpers, construction trades	6.29	.9	—	—	—	—
Stock handlers and baggers	5.98	6.7	5.98	6.7	—	—
Freight, stock, and material handlers, n.e.c.	8.30	9.6	8.30	9.6	—	—
Laborers, except construction, n.e.c.	6.71	7.3	—	—	7.45	5.7
Service	6.70	3.5	5.56	2.5	8.90	6.0
Protective service	10.05	12.2	—	—	11.46	6.4
Police and detectives, public service	13.15	6.6	—	—	13.15	6.6
Food service	5.64	5.7	4.99	5.6	7.16	7.1
Waiters and waitresses	2.70	9.3	2.70	9.3	—	—
Cooks	5.96	3.0	—	—	—	—

See footnotes at end of table.

Table 2-1. Mean hourly earnings¹, all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Brownsville-Harlingen-San Benito, TX, August 1999 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Service —Continued						
Food service—Continued						
Food counter, fountain, and related	\$5.96	7.3	\$5.96	7.3	—	—
Kitchen workers, food preparation	5.97	3.5	—	—	—	—
Health service	8.24	6.4	6.87	4.1	—	—
Health aides, except nursing	9.93	9.1	—	—	—	—
Nursing aides, orderlies and attendants	7.07	7.0	6.11	2.3	—	—
Cleaning and building service	6.62	7.0	5.83	2.0	\$7.16	10.8
Maids and housemen	5.79	3.6	5.79	3.6	—	—
Janitors and cleaners	6.88	8.8	5.89	3.0	7.14	10.9
Personal service	5.34	1.2	5.30	1.2	—	—
Welfare service aides	5.23	.6	5.21	.0	—	—

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

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

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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

Table 2-2. Mean hourly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Brownsville-Harlingen-San Benito, TX, August 1999

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$12.10	3.5	\$10.45	4.5	\$14.47	5.2
All excluding sales	12.18	3.7	10.43	4.7	14.47	5.2
White collar	15.94	4.1	14.32	5.9	17.40	5.5
White collar excluding sales	16.56	4.1	15.37	6.1	17.40	5.5
Professional specialty and technical	19.99	3.3	16.87	5.5	21.64	3.7
Professional specialty	21.78	3.1	20.74	5.9	22.06	3.6
Engineers, architects, and surveyors	—	—	—	—	—	—
Mathematical and computer scientists	—	—	—	—	—	—
Health related	21.61	6.3	21.72	6.5	—	—
Registered nurses	21.14	5.1	21.28	5.4	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	24.60	1.6	—	—	24.77	1.5
Elementary school teachers	25.36	1.7	—	—	25.36	1.7
Secondary school teachers	24.45	1.4	—	—	24.48	1.4
Librarians, archivists, and curators	—	—	—	—	—	—
Social, recreation, and religious workers	12.73	5.2	—	—	12.63	5.3
Social workers	12.73	5.2	—	—	12.63	5.3
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	13.01	5.7	13.30	5.8	10.96	16.0
Licensed practical nurses	13.74	4.2	13.47	4.1	—	—
Health technologists and technicians, n.e.c.	12.42	11.6	—	—	—	—
Executive, administrative, and managerial	23.47	7.9	24.26	12.5	22.73	9.7
Executives, administrators, and managers	24.76	7.9	24.52	12.5	25.06	9.1
Administrators and officials, public administration	24.41	31.2	—	—	24.41	31.2
Managers and administrators, n.e.c.	23.02	9.6	—	—	—	—
Management related	15.76	10.8	—	—	—	—
Sales	10.73	12.7	10.73	12.7	—	—
Sales workers, other commodities	7.64	11.3	7.64	11.3	—	—
Administrative support, including clerical	9.76	9.0	10.88	14.8	8.74	5.8
Secretaries	10.00	6.5	—	—	9.99	7.7
Records clerks, n.e.c.	7.18	4.0	—	—	—	—
Bookkeepers, accounting and auditing clerks	7.82	1.8	—	—	—	—
General office clerks	9.09	5.4	9.54	11.1	8.86	6.4
Teachers' aides	7.20	7.2	—	—	7.20	7.2
Blue collar	8.66	2.9	8.41	2.9	10.14	7.9
Precision production, craft, and repair	12.37	6.7	12.14	8.7	12.92	10.8
Water and sewer treatment plant operators	9.33	7.4	—	—	9.33	7.4
Machine operators, assemblers, and inspectors	7.53	2.3	7.53	2.3	—	—
Textile sewing machine operators	7.95	2.6	7.95	2.6	—	—
Miscellaneous machine operators, n.e.c.	7.14	4.9	7.14	4.9	—	—
Transportation and material moving	9.34	7.8	10.17	8.1	—	—
Truck drivers	9.87	9.4	9.96	9.6	—	—
Handlers, equipment cleaners, helpers, and laborers	6.46	3.5	6.25	3.8	7.68	5.4
Helpers, construction trades	6.29	.9	—	—	—	—
Stock handlers and baggers	6.31	8.9	6.31	8.9	—	—
Laborers, except construction, n.e.c.	6.71	7.3	—	—	7.45	5.7
Service	7.65	4.4	6.18	4.0	8.90	6.0
Protective service	10.38	10.3	—	—	11.47	6.4
Police and detectives, public service	13.15	6.6	—	—	13.15	6.6
Food service	6.39	6.7	5.56	9.9	7.16	7.1
Waiters and waitresses	3.24	16.6	3.24	16.6	—	—
Cooks	6.39	1.7	6.31	2.4	—	—
Food counter, fountain, and related	6.93	8.7	6.93	8.7	—	—
Health service	8.35	6.5	6.92	4.2	—	—

See footnotes at end of table.

Table 2-2. Mean hourly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Brownsville-Harlingen-San Benito, TX, August 1999 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Service —Continued						
Health service—Continued						
Health aides, except nursing	\$9.93	9.1	—	—	—	—
Nursing aides, orderlies and attendants	7.17	7.6	\$6.10	2.4	—	—
Cleaning and building service	6.70	7.5	5.85	2.5	\$7.16	10.8
Maids and housemen	5.81	4.6	5.81	4.6	—	—
Janitors and cleaners	6.92	9.2	5.92	3.5	7.14	10.9
Personal service	6.10	6.3	—	—	—	—

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

² 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. See appendix B for more information.

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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

Table 2-3. Mean hourly earnings¹, part-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Brownsville-Harlingen-San Benito, TX, August 1999

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$5.72	4.2	\$5.69	4.4	\$6.43	7.6
All excluding sales	5.54	3.7	5.50	3.9	6.43	7.6
White collar	7.28	7.0	7.49	7.4	-	-
White collar excluding sales	8.03	13.1	9.05	17.5	-	-
Professional specialty and technical	10.04	27.0	-	-	-	-
Professional specialty	9.95	28.2	-	-	-	-
Health related	-	-	-	-	-	-
Teachers, except college and university	-	-	-	-	-	-
Technical	-	-	-	-	-	-
Sales	6.79	8.2	6.79	8.2	-	-
Cashiers	5.96	4.4	5.96	4.4	-	-
Administrative support, including clerical	6.82	7.5	7.00	6.3	-	-
Blue collar	6.06	5.4	5.89	5.2	-	-
Machine operators, assemblers, and inspectors	-	-	-	-	-	-
Transportation and material moving	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	5.86	5.9	5.86	5.9	-	-
Stock handlers and baggers	5.42	1.5	5.42	1.5	-	-
Service	5.07	2.4	5.07	2.4	-	-
Protective service	-	-	-	-	-	-
Food service	4.62	5.6	4.62	5.6	-	-
Health service	-	-	-	-	-	-
Cleaning and building service	-	-	-	-	-	-
Personal service	5.21	.0	5.21	.0	-	-
Welfare service aides	5.21	.0	5.21	.0	-	-

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 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. See appendix B for more information.

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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

Table 3-1. Mean weekly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Brownsville-Harlingen-San Benito, TX, August 1999

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
All	\$483	3.4	39.9	\$418	4.3	40.0	\$576	5.1	39.8
All excluding sales	486	3.6	39.9	418	4.6	40.1	576	5.1	39.8
White collar	631	4.1	39.6	571	6.1	39.9	684	5.4	39.3
White collar excluding sales	656	4.1	39.6	615	6.1	40.0	684	5.4	39.3
Professional specialty and technical	786	3.1	39.3	671	5.4	39.8	845	3.4	39.0
Professional specialty	849	3.0	39.0	821	5.8	39.6	857	3.4	38.8
Engineers, architects, and surveyors	-	-	-	-	-	-	-	-	-
Mathematical and computer scientists	-	-	-	-	-	-	-	-	-
Health related	856	6.2	39.6	861	6.4	39.6	-	-	-
Registered nurses	835	4.8	39.5	840	5.0	39.5	-	-	-
Teachers, college and university	-	-	-	-	-	-	-	-	-
Teachers, except college and university	946	1.5	38.5	-	-	-	953	1.4	38.5
Elementary school teachers	970	1.5	38.2	-	-	-	970	1.5	38.2
Secondary school teachers	945	1.1	38.6	-	-	-	948	1.1	38.7
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	509	5.2	40.0	-	-	-	505	5.3	40.0
Social workers	509	5.2	40.0	-	-	-	505	5.3	40.0
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-	-	-	-	-
Technical	527	5.3	40.5	532	5.8	40.0	491	11.2	44.8
Licensed practical nurses	549	4.2	40.0	539	4.1	40.0	-	-	-
Health technologists and technicians, n.e.c.	526	7.2	42.3	-	-	-	-	-	-
Executive, administrative, and managerial	952	7.7	40.6	1,000	11.9	41.2	909	9.7	40.0
Executives, administrators, and managers	1,007	7.7	40.7	1,012	11.9	41.3	1,002	9.1	40.0
Administrators and officials, public administration	976	31.2	40.0	-	-	-	976	31.2	40.0
Managers and administrators, n.e.c.	999	5.8	43.4	-	-	-	-	-	-
Management related	630	10.8	40.0	-	-	-	-	-	-
Sales	423	14.1	39.4	423	14.1	39.4	-	-	-
Sales workers, other commodities	273	8.2	35.7	273	8.2	35.7	-	-	-
Administrative support, including clerical	387	9.1	39.7	433	14.8	39.8	345	6.0	39.5
Secretaries	400	6.5	40.0	-	-	-	400	7.7	40.0
Records clerks, n.e.c.	287	4.0	40.0	-	-	-	-	-	-
Bookkeepers, accounting and auditing clerks	309	1.7	39.5	-	-	-	-	-	-
General office clerks	361	5.2	39.7	374	10.2	39.2	354	6.4	40.0
Teachers' aides	278	7.0	38.6	-	-	-	278	7.0	38.6
Blue collar	350	3.0	40.4	341	3.1	40.5	406	7.9	40.0
Precision production, craft, and repair	493	6.7	39.8	483	8.7	39.8	517	10.8	40.0
Water and sewer treatment plant operators	373	7.4	40.0	-	-	-	373	7.4	40.0

See footnotes at end of table.

Table 3-1. Mean weekly earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Brownsville-Harlingen-San Benito, TX, August 1999 — Continued

Occupation ³	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵	Weekly earnings		Mean weekly hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Blue collar —Continued									
Machine operators, assemblers, and inspectors	\$301	2.2	40.0	\$301	2.2	40.0	—	—	—
Textile sewing machine operators	318	2.6	40.0	318	2.6	40.0	—	—	—
Miscellaneous machine operators, n.e.c.	286	4.9	40.0	286	4.9	40.0	—	—	—
Transportation and material moving	421	13.1	45.1	488	13.0	48.0	—	—	—
Truck drivers	478	15.7	48.5	487	15.8	48.9	—	—	—
Handlers, equipment cleaners, helpers, and laborers	253	3.3	39.2	244	3.6	39.1	\$307	5.4	40.0
Helpers, construction trades ...	252	.9	40.0	—	—	—	—	—	—
Stock handlers and baggers ...	252	8.9	40.0	252	8.9	40.0	—	—	—
Laborers, except construction, n.e.c.	268	7.3	40.0	—	—	—	298	5.7	40.0
Service	306	4.8	40.0	240	4.5	38.9	364	6.5	40.9
Protective service	453	11.5	43.7	—	—	—	512	5.5	44.6
Police and detectives, public service	540	5.6	41.0	—	—	—	540	5.6	41.0
Food service	243	7.3	38.1	207	10.3	37.2	279	7.3	39.0
Waiters and waitresses	121	18.9	37.4	121	18.9	37.4	—	—	—
Cooks	243	3.1	38.0	248	3.8	39.2	—	—	—
Food counter, fountain, and related	239	5.2	34.6	239	5.2	34.6	—	—	—
Health service	332	6.5	39.7	274	4.2	39.6	—	—	—
Health aides, except nursing ..	393	9.3	39.5	—	—	—	—	—	—
Nursing aides, orderlies and attendants	285	7.6	39.8	243	2.1	39.8	—	—	—
Cleaning and building service	267	7.6	39.8	231	2.9	39.4	286	10.8	40.0
Maids and housemen	227	6.2	39.0	227	6.2	39.0	—	—	—
Janitors and cleaners	277	9.2	40.0	237	3.6	40.0	286	10.9	40.0
Personal service	244	6.3	40.0	—	—	—	—	—	—

¹ Earnings are the straight-time weekly 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 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. See appendix B for more information.

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

⁵ 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, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 3-2. Mean annual earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Brownsville-Harlingen-San Benito, TX, August 1999

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
All	\$23,294	3.4	1,925	\$21,732	4.3	2,079	\$25,177	5.1	1,740
All excluding sales	23,361	3.6	1,919	21,704	4.6	2,082	25,177	5.1	1,740
White collar	29,091	4.1	1,825	29,672	6.1	2,072	28,674	5.4	1,648
White collar excluding sales	29,834	4.1	1,802	31,923	6.1	2,078	28,674	5.4	1,648
Professional specialty and technical	33,973	3.1	1,699	34,786	5.4	2,062	33,650	3.4	1,555
Professional specialty	35,274	3.0	1,619	42,365	5.8	2,043	33,872	3.4	1,536
Engineers, architects, and surveyors	-	-	-	-	-	-	-	-	-
Mathematical and computer scientists	-	-	-	-	-	-	-	-	-
Health related	44,533	6.2	2,061	44,752	6.4	2,060	-	-	-
Registered nurses	43,396	4.8	2,053	43,654	5.0	2,052	-	-	-
Teachers, college and university	-	-	-	-	-	-	-	-	-
Teachers, except college and university	35,041	1.5	1,425	-	-	-	35,194	1.4	1,421
Elementary school teachers ...	35,638	1.5	1,405	-	-	-	35,638	1.5	1,405
Secondary school teachers	34,590	1.1	1,415	-	-	-	34,659	1.1	1,416
Librarians, archivists, and curators	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	26,475	5.2	2,080	-	-	-	26,272	5.3	2,080
Social workers	26,475	5.2	2,080	-	-	-	26,272	5.3	2,080
Writers, authors, entertainers, athletes, and professionals, n.e.c.	-	-	-	-	-	-	-	-	-
Technical	27,384	5.3	2,104	27,656	5.8	2,080	25,207	11.2	2,300
Licensed practical nurses	28,572	4.2	2,080	28,012	4.1	2,080	-	-	-
Health technologists and technicians, n.e.c.	27,359	7.2	2,202	-	-	-	-	-	-
Executive, administrative, and managerial	47,833	7.7	2,038	52,015	11.9	2,144	44,323	9.7	1,950
Executives, administrators, and managers	50,438	7.7	2,037	52,601	11.9	2,145	48,083	9.1	1,919
Administrators and officials, public administration	50,774	31.2	2,080	-	-	-	50,774	31.2	2,080
Managers and administrators, n.e.c.	51,965	5.8	2,258	-	-	-	-	-	-
Management related	32,268	10.8	2,048	-	-	-	-	-	-
Sales	22,009	14.1	2,051	22,009	14.1	2,051	-	-	-
Sales workers, other commodities	14,175	8.2	1,856	14,175	8.2	1,856	-	-	-
Administrative support, including clerical	18,279	9.1	1,874	22,533	14.8	2,070	15,071	6.0	1,725
Secretaries	18,525	6.5	1,852	-	-	-	18,087	7.7	1,811
Records clerks, n.e.c.	14,500	4.0	2,021	-	-	-	-	-	-
Bookkeepers, accounting and auditing clerks	14,833	1.7	1,897	-	-	-	-	-	-
General office clerks	18,789	5.2	2,066	19,466	10.2	2,041	18,424	6.4	2,080
Teachers' aides	10,272	7.0	1,428	-	-	-	10,272	7.0	1,428
Blue collar	18,048	3.0	2,084	17,714	3.1	2,106	19,898	7.9	1,962
Precision production, craft, and repair	25,624	6.7	2,071	25,093	8.7	2,067	26,863	10.8	2,080
Water and sewer treatment plant operators	19,407	7.4	2,080	-	-	-	19,407	7.4	2,080

See footnotes at end of table.

Table 3-2. Mean annual earnings¹, full-time workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Brownsville-Harlingen-San Benito, TX, August 1999 — Continued

Occupation ³	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵	Annual earnings		Mean annual hours ⁵
	Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)		Mean	Relative error ⁴ (percent)	
Blue collar —Continued									
Machine operators, assemblers, and inspectors	\$15,641	2.2	2,078	\$15,641	2.2	2,078	—	—	—
Textile sewing machine operators	16,538	2.6	2,080	16,538	2.6	2,080	—	—	—
Miscellaneous machine operators, n.e.c.	14,855	4.9	2,080	14,855	4.9	2,080	—	—	—
Transportation and material moving	20,468	13.1	2,192	25,369	13.0	2,494	—	—	—
Truck drivers	24,743	15.7	2,508	25,312	15.8	2,541	—	—	—
Handlers, equipment cleaners, helpers, and laborers	13,178	3.3	2,041	12,703	3.6	2,034	\$15,965	5.4	2,080
Helpers, construction trades ...	13,090	.9	2,080	—	—	—	—	—	—
Stock handlers and baggers ...	13,121	8.9	2,080	13,121	8.9	2,080	—	—	—
Laborers, except construction, n.e.c.	13,958	7.3	2,080	—	—	—	15,491	5.7	2,080
Service	15,021	4.8	1,963	12,502	4.5	2,022	17,058	6.5	1,916
Protective service	23,566	11.5	2,271	—	—	—	26,615	5.5	2,320
Police and detectives, public service	28,060	5.6	2,134	—	—	—	28,060	5.6	2,134
Food service	10,581	7.3	1,656	10,753	10.3	1,934	10,461	7.3	1,461
Waiters and waitresses	6,300	18.9	1,945	6,300	18.9	1,945	—	—	—
Cooks	11,049	3.1	1,729	12,876	3.8	2,040	—	—	—
Food counter, fountain, and related	12,448	5.2	1,797	12,448	5.2	1,797	—	—	—
Health service	17,239	6.5	2,064	14,247	4.2	2,060	—	—	—
Health aides, except nursing ..	20,419	9.3	2,056	—	—	—	—	—	—
Nursing aides, orderlies and attendants	14,831	7.6	2,070	12,615	2.1	2,068	—	—	—
Cleaning and building service	13,844	7.6	2,066	11,994	2.9	2,049	14,864	10.8	2,076
Maids and housemen	11,784	6.2	2,028	11,784	6.2	2,028	—	—	—
Janitors and cleaners	14,371	9.2	2,076	12,311	3.6	2,080	14,827	10.9	2,076
Personal service	12,678	6.3	2,080	—	—	—	—	—	—

¹ Earnings are the straight-time annual 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 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. See appendix B for more information.

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

⁵ Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

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

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Brownsville-Harlingen-San Benito, TX, August 1999

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$11.15	3.4	\$9.40	4.0	\$14.34	5.2
All excluding sales	11.27	3.5	9.39	4.3	14.34	5.2
White collar	15.27	4.2	13.42	5.7	17.16	5.5
1	6.79	7.5	6.76	9.1	—	—
2	7.11	4.8	6.57	4.9	7.32	6.4
3	8.40	5.2	7.68	5.5	9.82	10.7
4	9.56	4.5	9.62	6.1	9.42	5.0
5	11.81	5.5	12.93	4.3	—	—
6	17.25	9.6	12.99	8.4	19.42	11.6
7	19.84	4.8	18.48	6.1	21.40	8.5
8	19.94	9.4	—	—	19.99	11.0
9	23.54	1.9	21.51	5.3	24.06	1.8
11	28.69	7.9	—	—	—	—
12	30.52	12.6	—	—	—	—
White collar excluding sales	16.25	4.1	15.00	5.7	17.16	5.5
1	6.28	5.7	—	—	—	—
2	7.15	5.1	6.56	5.9	7.32	6.4
3	8.65	6.4	7.60	2.9	9.82	10.7
4	9.99	5.0	10.40	7.3	9.42	5.0
5	11.63	6.1	12.91	4.7	—	—
6	18.26	9.5	14.61	6.2	19.42	11.6
7	19.84	4.8	18.48	6.1	21.40	8.5
8	20.19	9.5	—	—	19.99	11.0
9	23.48	2.0	21.02	5.9	24.06	1.8
12	30.52	12.6	—	—	—	—
Professional specialty and technical	19.72	3.4	16.92	5.3	21.18	4.0
Professional specialty	21.39	3.3	20.70	5.7	21.57	3.9
5	9.56	14.1	—	—	—	—
7	20.40	7.1	17.16	3.7	21.95	9.8
8	22.41	9.2	—	—	22.49	10.9
9	23.88	1.8	—	—	24.08	1.9
Engineers, architects, and surveyors	—	—	—	—	—	—
Mathematical and computer scientists	—	—	—	—	—	—
Health related	21.51	6.0	21.62	6.1	—	—
Registered nurses	21.02	4.8	21.14	5.0	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	23.88	2.4	—	—	24.03	2.4
7	27.36	.7	—	—	27.36	.7
8	25.54	1.3	—	—	25.54	1.3
9	24.50	1.3	—	—	24.50	1.3
Elementary school teachers	25.36	1.7	—	—	25.36	1.7
8	25.63	1.8	—	—	25.63	1.8
Secondary school teachers	24.45	1.4	—	—	24.48	1.4
Librarians, archivists, and curators	—	—	—	—	—	—
Social, recreation, and religious workers	12.73	5.2	—	—	12.63	5.3
Social workers	12.73	5.2	—	—	12.63	5.3
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	13.01	5.6	13.29	5.7	10.96	16.0
4	10.05	12.5	—	—	—	—
5	13.99	4.0	13.99	4.0	—	—
6	14.95	5.8	—	—	—	—
Licensed practical nurses	13.71	4.2	13.45	4.1	—	—
5	14.14	4.7	14.14	4.7	—	—
Health technologists and technicians, n.e.c.	12.42	11.6	—	—	—	—
Executive, administrative, and managerial	23.47	7.9	24.26	12.5	22.73	9.7
9	20.18	12.2	—	—	—	—
Executives, administrators, and managers	24.76	7.9	24.52	12.5	25.06	9.1
9	20.18	12.2	—	—	—	—
Administrators and officials, public administration	24.41	31.2	—	—	24.41	31.2
Managers and administrators, n.e.c.	23.02	9.6	—	—	—	—
Management related	15.76	10.8	—	—	—	—

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Brownsville-Harlingen-San Benito, TX, August 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Sales	\$9.48	10.1	\$9.48	10.1	—	—
1	7.07	10.4	7.07	10.4	—	—
3	7.77	9.4	7.77	9.4	—	—
4	8.23	4.3	8.23	4.3	—	—
5	13.07	10.8	13.07	10.8	—	—
Sales workers, other commodities	7.41	8.6	7.41	8.6	—	—
Cashiers	6.86	7.3	6.86	7.3	—	—
Administrative support, including clerical	9.58	8.8	10.48	14.3	\$8.69	5.8
1	6.28	5.7	—	—	—	—
2	7.08	5.1	6.17	2.3	7.32	6.4
3	8.66	6.4	7.60	2.9	9.83	10.7
4	9.96	5.1	10.35	7.3	9.53	5.9
Secretaries	9.73	6.5	—	—	9.99	7.7
2	8.63	8.9	—	—	—	—
Records clerks, n.e.c.	7.18	4.0	—	—	—	—
Bookkeepers, accounting and auditing clerks	7.79	1.8	7.75	4.9	—	—
General office clerks	8.94	5.5	9.52	10.8	8.65	6.9
3	8.61	7.1	—	—	—	—
4	9.31	7.9	—	—	—	—
Teachers' aides	7.20	7.2	—	—	7.20	7.2
Blue collar	8.49	2.8	8.23	2.8	10.09	7.7
1	5.92	2.8	5.82	2.8	7.37	2.5
2	7.70	3.3	7.65	3.6	8.07	6.2
3	7.60	5.6	7.66	6.0	7.04	7.3
4	9.72	9.5	10.12	10.9	—	—
5	9.41	5.1	9.34	5.1	—	—
7	13.55	9.3	14.49	9.5	—	—
Precision production, craft, and repair	12.37	6.7	12.14	8.7	12.92	10.8
3	—	—	—	—	8.70	2.4
5	9.33	5.7	9.33	5.7	—	—
7	13.55	9.3	14.49	9.5	—	—
Water and sewer treatment plant operators	9.33	7.4	—	—	9.33	7.4
Machine operators, assemblers, and inspectors	7.45	2.2	7.45	2.2	—	—
1	6.23	4.0	6.23	4.0	—	—
2	8.12	4.2	8.12	4.2	—	—
3	7.03	1.9	7.03	1.9	—	—
Textile sewing machine operators	7.95	2.6	7.95	2.6	—	—
Miscellaneous machine operators, n.e.c.	7.14	4.9	7.14	4.9	—	—
3	7.55	3.9	7.55	3.9	—	—
Transportation and material moving	9.33	7.5	10.19	8.1	7.65	7.8
2	7.08	9.4	—	—	—	—
Truck drivers	9.90	9.3	9.99	9.5	—	—
Handlers, equipment cleaners, helpers, and laborers	6.34	3.2	6.16	3.4	7.68	5.4
1	5.70	3.3	5.48	2.2	7.36	2.7
2	6.89	5.5	6.83	6.4	—	—
3	6.84	5.3	6.78	5.7	—	—
Helpers, construction trades	6.29	.9	—	—	—	—
Stock handlers and baggers	5.98	6.7	5.98	6.7	—	—
1	5.42	1.8	5.42	1.8	—	—
Freight, stock, and material handlers, n.e.c.	8.30	9.6	8.30	9.6	—	—
2	8.44	11.1	8.44	11.1	—	—
Laborers, except construction, n.e.c.	6.71	7.3	—	—	7.45	5.7
1	6.38	9.5	—	—	—	—
Service	6.70	3.5	5.56	2.5	8.90	6.0

See footnotes at end of table.

Table 4-1. Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Brownsville-Harlingen-San Benito, TX, August 1999 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
1	\$5.53	2.5	\$5.26	2.8	\$6.22	5.1
2	6.27	6.7	5.70	5.5	—	—
3	7.16	8.4	5.69	4.8	9.17	8.9
4	8.41	11.4	—	—	11.39	13.8
6	11.04	6.5	—	—	—	—
Protective service	10.05	12.2	—	—	11.46	6.4
6	10.98	6.7	—	—	—	—
Police and detectives, public service	13.15	6.6	—	—	13.15	6.6
Food service	5.64	5.7	4.99	5.6	7.16	7.1
1	5.35	5.6	5.09	7.6	—	—
2	4.67	19.6	3.67	19.2	—	—
3	5.70	6.5	—	—	—	—
Waiters and waitresses	2.70	9.3	2.70	9.3	—	—
1	3.11	11.0	3.11	11.0	—	—
Cooks	5.96	3.0	—	—	—	—
Food counter, fountain, and related	5.96	7.3	5.96	7.3	—	—
1	5.83	7.2	5.83	7.2	—	—
Kitchen workers, food preparation	5.97	3.5	—	—	—	—
Health service	8.24	6.4	6.87	4.1	—	—
2	7.50	7.8	6.96	6.4	—	—
3	9.37	18.5	—	—	—	—
Health aides, except nursing	9.93	9.1	—	—	—	—
Nursing aides, orderlies and attendants	7.07	7.0	6.11	2.3	—	—
2	6.99	10.3	6.05	3.0	—	—
Cleaning and building service	6.62	7.0	5.83	2.0	7.16	10.8
1	5.95	3.4	5.79	3.3	6.05	6.0
Maids and housemen	5.79	3.6	5.79	3.6	—	—
1	5.87	4.0	5.87	4.0	—	—
Janitors and cleaners	6.88	8.8	5.89	3.0	7.14	10.9
1	5.98	4.8	5.58	2.5	6.05	6.0
Personal service	5.34	1.2	5.30	1.2	—	—
Welfare service aides	5.23	.6	5.21	.0	—	—

¹ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

² Each occupation for which 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 rank within each factor. The points are summed to determine the overall level of the occupation. See appendixes C and D for more information.

³ All workers include full-time and part-time workers.

⁴ 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.

⁵ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Brownsville-Harlingen-San Benito, TX, August 1999**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$12.10	3.5	\$10.45	4.5	\$14.47	5.2
All excluding sales	12.18	3.7	10.43	4.7	14.47	5.2
White collar	15.94	4.1	14.32	5.9	17.40	5.5
1	7.05	8.3	6.96	10.3	—	—
2	7.21	5.2	6.78	6.3	7.32	6.4
3	8.78	6.1	7.96	6.0	9.82	10.7
4	9.66	4.4	9.77	6.0	9.42	5.0
5	12.39	4.7	12.98	4.3	—	—
6	17.29	9.6	12.99	8.4	—	—
7	19.86	4.9	18.46	6.4	21.40	8.5
8	19.91	9.5	—	—	19.99	11.0
9	23.55	2.0	21.50	5.4	24.06	1.8
11	28.69	7.9	—	—	—	—
12	30.52	12.6	—	—	—	—
White collar excluding sales	16.56	4.1	15.37	6.1	17.40	5.5
1	6.47	6.1	—	—	—	—
2	7.19	5.2	6.68	6.5	7.32	6.4
3	8.81	6.8	7.68	3.4	9.82	10.7
4	10.01	5.0	10.43	7.4	9.42	5.0
5	12.25	5.2	12.92	4.8	—	—
6	18.31	9.5	14.61	6.2	—	—
7	19.86	4.9	18.46	6.4	21.40	8.5
8	20.16	9.5	—	—	19.99	11.0
9	23.48	2.0	21.00	6.0	24.06	1.8
12	30.52	12.6	—	—	—	—
Professional specialty and technical	19.99	3.3	16.87	5.5	21.64	3.7
Professional specialty	21.78	3.1	20.74	5.9	22.06	3.6
7	20.46	7.4	16.94	4.3	21.95	9.8
8	22.40	9.3	—	—	22.49	10.9
9	23.88	1.8	—	—	24.08	1.9
Engineers, architects, and surveyors	—	—	—	—	—	—
Mathematical and computer scientists	—	—	—	—	—	—
Health related	21.61	6.3	21.72	6.5	—	—
Registered nurses	21.14	5.1	21.28	5.4	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	24.60	1.6	—	—	24.77	1.5
7	27.36	.7	—	—	27.36	.7
8	25.54	1.3	—	—	25.54	1.3
9	24.50	1.3	—	—	24.50	1.3
Elementary school teachers	25.36	1.7	—	—	25.36	1.7
8	25.63	1.8	—	—	25.63	1.8
Secondary school teachers	24.45	1.4	—	—	24.48	1.4
Librarians, archivists, and curators	—	—	—	—	—	—
Social, recreation, and religious workers	12.73	5.2	—	—	12.63	5.3
Social workers	12.73	5.2	—	—	12.63	5.3
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	13.01	5.7	13.30	5.8	10.96	16.0
4	10.05	12.5	—	—	—	—
5	14.02	4.0	14.02	4.0	—	—
6	14.95	5.8	—	—	—	—
Licensed practical nurses	13.74	4.2	13.47	4.1	—	—
Health technologists and technicians, n.e.c.	12.42	11.6	—	—	—	—
Executive, administrative, and managerial	23.47	7.9	24.26	12.5	22.73	9.7
9	20.18	12.2	—	—	—	—
Executives, administrators, and managers	24.76	7.9	24.52	12.5	25.06	9.1
9	20.18	12.2	—	—	—	—
Administrators and officials, public administration	24.41	31.2	—	—	24.41	31.2
Managers and administrators, n.e.c.	23.02	9.6	—	—	—	—
Management related	15.76	10.8	—	—	—	—
Sales	10.73	12.7	10.73	12.7	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Brownsville-Harlingen-San Benito, TX, August 1999**
 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Sales —Continued						
3	\$8.59	10.5	\$8.59	10.5	—	—
Sales workers, other commodities	7.64	11.3	7.64	11.3	—	—
Administrative support, including clerical	9.76	9.0	10.88	14.8	\$8.74	5.8
1	6.47	6.1	—	—	—	—
2	7.12	5.3	6.24	2.2	7.32	6.4
3	8.83	6.9	7.68	3.5	9.83	10.7
4	9.99	5.1	10.40	7.3	9.53	5.9
Secretaries	10.00	6.5	—	—	9.99	7.7
Records clerks, n.e.c.	7.18	4.0	—	—	—	—
Bookkeepers, accounting and auditing clerks	7.82	1.8	—	—	—	—
General office clerks	9.09	5.4	9.54	11.1	8.86	6.4
3	8.61	7.2	—	—	—	—
4	9.31	7.9	—	—	—	—
Teachers' aides	7.20	7.2	—	—	7.20	7.2
Blue collar	8.66	2.9	8.41	2.9	10.14	7.9
1	6.03	3.1	5.92	3.2	7.37	2.5
2	7.70	3.3	7.66	3.6	8.07	6.2
3	7.72	5.6	7.79	5.9	7.04	7.3
4	9.77	10.0	10.07	11.1	—	—
5	9.41	5.1	9.34	5.1	—	—
7	13.55	9.3	14.49	9.5	—	—
Precision production, craft, and repair	12.37	6.7	12.14	8.7	12.92	10.8
3	—	—	—	—	8.70	2.4
5	9.33	5.7	9.33	5.7	—	—
7	13.55	9.3	14.49	9.5	—	—
Water and sewer treatment plant operators	9.33	7.4	—	—	9.33	7.4
Machine operators, assemblers, and inspectors	7.53	2.3	7.53	2.3	—	—
1	6.41	3.9	6.41	3.9	—	—
2	8.12	4.2	8.12	4.2	—	—
3	7.03	1.9	7.03	1.9	—	—
Textile sewing machine operators	7.95	2.6	7.95	2.6	—	—
Miscellaneous machine operators, n.e.c.	7.14	4.9	7.14	4.9	—	—
3	7.55	3.9	7.55	3.9	—	—
Transportation and material moving	9.34	7.8	10.17	8.1	—	—
2	7.08	9.4	—	—	—	—
Truck drivers	9.87	9.4	9.96	9.6	—	—
Handlers, equipment cleaners, helpers, and laborers	6.46	3.5	6.25	3.8	7.68	5.4
1	5.77	3.9	5.50	2.6	7.36	2.7
2	6.75	4.8	6.64	5.6	—	—
3	7.30	3.8	7.25	4.2	—	—
Helpers, construction trades	6.29	.9	—	—	—	—
Stock handlers and baggers	6.31	8.9	6.31	8.9	—	—
1	5.42	2.4	5.42	2.4	—	—
Laborers, except construction, n.e.c.	6.71	7.3	—	—	7.45	5.7
1	6.38	9.5	—	—	—	—
Service	7.65	4.4	6.18	4.0	8.90	6.0
1	5.96	4.9	5.59	9.6	6.22	5.1
2	7.25	7.2	6.52	5.2	—	—
3	7.79	9.3	5.72	9.6	9.18	8.9
4	8.60	12.3	—	—	11.39	13.8
6	10.93	6.6	—	—	—	—
Protective service	10.38	10.3	—	—	11.47	6.4
Police and detectives, public service	13.15	6.6	—	—	13.15	6.6
Food service	6.39	6.7	5.56	9.9	7.16	7.1

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Brownsville-Harlingen-San Benito, TX, August 1999**
 — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service—Continued						
Food service—Continued						
1	\$5.69	8.6	\$5.39	16.3	—	—
2	6.99	5.4	—	—	—	—
3	5.82	15.8	—	—	—	—
Waiters and waitresses	3.24	16.6	3.24	16.6	—	—
Cooks	6.39	1.7	6.31	2.4	—	—
Food counter, fountain, and related	6.93	8.7	6.93	8.7	—	—
Health service	8.35	6.5	6.92	4.2	—	—
2	7.62	8.4	7.04	6.8	—	—
Health aides, except nursing	9.93	9.1	—	—	—	—
Nursing aides, orderlies and attendants	7.17	7.6	6.10	2.4	—	—
2	7.11	11.7	6.05	3.4	—	—
Cleaning and building service	6.70	7.5	5.85	2.5	\$7.16	10.8
1	5.98	3.9	5.86	4.2	6.05	6.0
Maids and housemen	5.81	4.6	5.81	4.6	—	—
Janitors and cleaners	6.92	9.2	5.92	3.5	7.14	10.9
1	6.01	5.1	—	—	6.05	6.0
Personal service	6.10	6.3	—	—	—	—

¹ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

² Each occupation for which 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 rank within each factor. The points are summed to determine the overall level of the occupation. See appendixes C and D for more information.

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 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.

⁵ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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

Table 4-3. Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Brownsville-Harlingen-San Benito, TX, August 1999

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$5.72	4.2	\$5.69	4.4	\$6.43	7.6
All excluding sales	5.54	3.7	5.50	3.9	6.43	7.6
White collar	7.28	7.0	7.49	7.4	-	-
1	6.13	7.4	6.28	8.1	-	-
3	7.16	7.4	7.16	7.4	-	-
White collar excluding sales	8.03	13.1	9.05	17.5	-	-
Professional specialty and technical	10.04	27.0	-	-	-	-
Professional specialty	9.95	28.2	-	-	-	-
Health related	-	-	-	-	-	-
Teachers, except college and university	-	-	-	-	-	-
Technical	-	-	-	-	-	-
Sales	6.79	8.2	6.79	8.2	-	-
1	6.35	8.4	6.35	8.4	-	-
3	7.08	11.1	7.08	11.1	-	-
Cashiers	5.96	4.4	5.96	4.4	-	-
1	6.27	8.0	6.27	8.0	-	-
Administrative support, including clerical	6.82	7.5	7.00	6.3	-	-
Blue collar	6.06	5.4	5.89	5.2	-	-
1	5.37	1.4	5.37	1.4	-	-
2	7.52	16.7	7.52	16.7	-	-
Machine operators, assemblers, and inspectors	-	-	-	-	-	-
Transportation and material moving	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	5.86	5.9	5.86	5.9	-	-
1	5.41	2.0	5.41	2.0	-	-
2	7.52	16.7	7.52	16.7	-	-
Stock handlers and baggers	5.42	1.5	5.42	1.5	-	-
1	5.42	2.0	5.42	2.0	-	-
Service	5.07	2.4	5.07	2.4	-	-
1	5.13	1.2	5.13	1.2	-	-
Protective service	-	-	-	-	-	-
Food service	4.62	5.6	4.62	5.6	-	-
1	4.86	5.3	4.86	5.3	-	-
Health service	-	-	-	-	-	-
Cleaning and building service	-	-	-	-	-	-
Personal service	5.21	.0	5.21	.0	-	-
Welfare service aides	5.21	.0	5.21	.0	-	-

¹ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

² Each occupation for which 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 rank within each factor. The points are summed to determine the overall level of the occupation. See appendixes C and D for more information.

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 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.

⁵ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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

Table 5-1. **Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, Brownsville-Harlingen-San Benito, TX, August 1999**

Occupational group	Private industry and State and local government					
	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
	Mean					
All occupations	\$12.10	\$5.72	\$16.01	\$10.97	\$11.39	\$8.95
All excluding sales	12.18	5.54	16.01	11.08	11.51	8.94
White collar	15.94	7.28	23.18	14.97	15.41	10.41
White-collar excluding sales	16.56	8.03	23.18	15.94	16.24	—
Professional specialty and technical	19.99	10.04	—	19.44	19.72	—
Professional specialty	21.78	9.95	—	21.11	21.39	—
Technical	13.01	—	—	13.01	13.01	—
Executive, administrative, and managerial	23.47	—	—	23.47	23.67	—
Sales	10.73	6.79	—	9.48	9.56	9.03
Administrative support, including clerical	9.76	6.82	—	8.77	9.58	—
Blue collar	8.66	6.06	9.88	8.38	8.38	8.73
Precision production, craft, and repair	12.37	—	—	11.91	12.37	—
Machine operators, assemblers, and inspectors	7.53	—	6.87	7.52	6.84	7.96
Transportation and material moving	9.34	—	—	9.24	7.28	11.41
Handlers, equipment cleaners, helpers, and laborers	6.46	5.86	—	6.34	6.28	—
Service	7.65	5.07	—	6.70	6.70	—
	Relative error ⁶ (percent)					
All occupations	3.5	4.2	18.3	3.4	3.6	3.8
All excluding sales	3.7	3.7	18.3	3.5	3.7	4.2
White collar	4.1	7.0	8.0	4.3	4.2	14.4
White-collar excluding sales	4.1	13.1	8.0	4.3	4.1	—
Professional specialty and technical	3.3	27.0	—	3.6	3.4	—
Professional specialty	3.1	28.2	—	3.5	3.3	—
Technical	5.7	—	—	5.6	5.6	—
Executive, administrative, and managerial	7.9	—	—	7.9	8.0	—
Sales	12.7	8.2	—	10.1	11.8	7.0
Administrative support, including clerical	9.0	7.5	—	4.4	8.8	—
Blue collar	2.9	5.4	22.3	3.1	4.6	3.8
Precision production, craft, and repair	6.7	—	—	7.0	6.7	—
Machine operators, assemblers, and inspectors	2.3	—	5.9	2.4	3.3	2.5
Transportation and material moving	7.8	—	—	8.2	6.9	7.8
Handlers, equipment cleaners, helpers, and laborers	3.5	5.9	—	3.2	3.2	—
Service	4.4	2.4	—	3.5	3.5	—

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

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

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

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

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

⁶ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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

Table 5-2. Major industry division: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Brownsville-Harlingen-San Benito, TX, August 1999

Occupational group	Full-time and part-time workers									
	All private industries	Goods-producing industries ³				Service-producing industries ⁴				
		Total	Mining	Construction	Manufacturing	Total	Transportation and public utilities	Wholesale and retail trade	Finance, insurance, and real estate	Services
	Mean									
All occupations	\$9.40	\$8.91	–	–	\$8.84	\$9.63	\$16.65	\$7.15	–	\$9.83
All excluding sales	9.39	8.50	–	–	8.39	9.86	16.65	6.48	–	9.86
White collar	13.42	13.55	–	–	13.55	13.40	–	8.93	–	15.13
White-collar excluding sales	15.00	11.54	–	–	11.54	15.74	–	13.90	–	15.31
Professional specialty and technical	16.92	–	–	–	–	17.04	–	–	–	16.65
Professional specialty	20.70	–	–	–	–	21.22	–	–	–	20.59
Technical	13.29	–	–	–	–	13.35	–	–	–	13.35
Executive, administrative, and managerial	24.26	–	–	–	–	23.94	–	–	–	23.17
Sales	9.48	–	–	–	–	8.18	–	8.14	–	–
Administrative support, including clerical	10.48	7.92	–	–	7.92	11.43	–	8.90	–	9.36
Blue collar	8.23	7.99	–	–	7.80	8.77	14.07	6.18	–	7.37
Precision production, craft, and repair	12.14	10.40	–	–	10.07	17.03	–	–	–	–
Machine operators, assemblers, and inspectors	7.45	7.57	–	–	7.57	–	–	–	–	–
Transportation and material moving	10.19	–	–	–	–	9.98	–	–	–	–
Handlers, equipment cleaners, helpers, and laborers	6.16	6.30	–	–	6.31	6.07	–	5.96	–	–
Service	5.56	–	–	–	–	5.56	–	5.09	–	5.71
	Relative error ⁵ (percent)									
All occupations	4.0	5.1	–	–	5.4	5.3	20.6	7.0	–	6.2
All excluding sales	4.3	3.8	–	–	4.0	5.9	20.6	9.2	–	6.2
White collar	5.7	17.0	–	–	17.0	6.0	–	6.1	–	7.3
White-collar excluding sales	5.7	14.3	–	–	14.3	6.0	–	17.4	–	7.2
Professional specialty and technical	5.3	–	–	–	–	5.6	–	–	–	5.6
Professional specialty	5.7	–	–	–	–	6.0	–	–	–	6.0
Technical	5.7	–	–	–	–	5.8	–	–	–	5.8
Executive, administrative, and managerial	12.5	–	–	–	–	15.4	–	–	–	20.0
Sales	10.1	–	–	–	–	5.7	–	6.1	–	–
Administrative support, including clerical	14.3	5.6	–	–	5.6	16.7	–	9.2	–	12.5
Blue collar	2.8	2.6	–	–	2.4	7.4	20.5	6.4	–	11.5
Precision production, craft, and repair	8.7	7.2	–	–	9.0	13.1	–	–	–	–
Machine operators, assemblers, and inspectors	2.2	2.1	–	–	2.1	–	–	–	–	–
Transportation and material moving	8.1	–	–	–	–	9.0	–	–	–	–
Handlers, equipment cleaners, helpers, and laborers	3.4	4.8	–	–	5.8	4.3	–	5.6	–	–
Service	2.5	–	–	–	–	2.5	–	6.5	–	2.4

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

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

³ Goods-producing industries include mining, construction, and manufacturing.

⁴ Service-producing industries include transportation and public utilities; wholesale and retail trade; finance, insurance, and real estate; and services.

⁵ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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

Table 5-3. Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Brownsville-Harlingen-San Benito, TX, August 1999

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers ³	100 workers or more		
			Total	100 - 499 workers	500 workers or more
Mean					
All occupations	\$9.40	\$9.04	\$9.53	\$9.04	\$10.27
All excluding sales	9.39	9.21	9.46	8.81	10.27
White collar	13.42	12.63	13.70	12.31	15.60
White-collar excluding sales	15.00	15.73	14.80	13.78	15.60
Professional specialty and technical	16.92	—	16.85	17.36	16.63
Professional specialty	20.70	—	20.60	22.66	19.79
Technical	13.29	—	13.09	12.49	13.36
Executive, administrative, and managerial	24.26	—	24.74	20.66	—
Sales	9.48	8.06	10.30	10.30	—
Administrative support, including clerical	10.48	13.55	9.07	8.65	9.56
Blue collar	8.23	8.79	8.05	7.90	8.37
Precision production, craft, and repair	12.14	—	11.73	11.22	—
Machine operators, assemblers, and inspectors	7.45	—	7.51	7.28	7.79
Transportation and material moving	10.19	9.64	—	—	—
Handlers, equipment cleaners, helpers, and laborers	6.16	5.79	6.36	6.14	—
Service	5.56	5.31	5.68	5.79	5.57
Relative error ⁴ (percent)					
All occupations	4.0	12.0	4.3	5.4	7.1
All excluding sales	4.3	13.3	4.5	5.8	7.1
White collar	5.7	14.3	6.3	7.2	10.2
White-collar excluding sales	5.7	12.1	6.5	6.3	10.2
Professional specialty and technical	5.3	—	5.9	9.5	7.3
Professional specialty	5.7	—	6.2	13.4	6.4
Technical	5.7	—	6.4	5.4	8.8
Executive, administrative, and managerial	12.5	—	15.7	20.6	—
Sales	10.1	10.3	13.3	13.3	—
Administrative support, including clerical	14.3	24.8	8.2	5.3	15.5
Blue collar	2.8	11.1	3.6	5.0	4.1
Precision production, craft, and repair	8.7	—	13.4	18.9	—
Machine operators, assemblers, and inspectors	2.2	—	2.3	3.4	2.6
Transportation and material moving	8.1	19.6	—	—	—
Handlers, equipment cleaners, helpers, and laborers	3.4	4.1	3.9	3.5	—
Service	2.5	6.3	2.5	4.5	2.3

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

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

³ Establishments classified with 50-99 workers may contain

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

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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

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 is an economic unit that 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 is usually at a single physical location. For State and local governments, an establishment is defined as all locations of a government entity.

The Brownsville-Harlingen-San Benito, TX, Metropolitan Statistical Area includes Cameron County.

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. Field economists collected the data, working out of the Regional Office and visiting 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 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 nine 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 job with its associated leveling factors, and a guide to help data users evaluate jobs in their firms

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 and will be published by BLS in the future.

Collection period

Survey data were collected over a 13-month period for 60 metropolitan areas in the NCS program. For 20 small metropolitan areas, data were collected over a 4-month period. 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 and 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

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

	Establish- ments
Total in sample	177
Responding	131
Out of business or not in survey scope	13
Unable or refused to pro- vide data	33

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 each sampled occupation. 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 calculated series 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.

Estimates of the number of workers 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. RSE data are provided alongside the earnings in the bulletin tables.

The standard error can be used to calculate a “confidence interval” around a sample estimate. As an example, suppose a table shows that mean hourly earnings for all workers was \$12.79 with 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 (1.645 times 3.6 percent = 5.922 percent times \$12.27, plus or minus \$0.76). 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 workers¹ represented by the survey, by occupational group,² National Compensation Survey, Brownsville-Harlingen-San Benito, TX, August 1999**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	48,300	30,600	17,700
All excluding sales	45,100	27,400	17,700
White collar	22,300	10,400	11,900
White-collar excluding sales	19,100	7,200	11,900
Professional specialty and technical	9,900	2,800	7,000
Professional specialty	8,300	1,400	6,900
Technical	1,600	1,400	200
Executive, administrative, and managerial	2,000	900	1,100
Sales	3,200	3,200	–
Administrative support, including clerical	7,200	3,400	3,800
Blue collar	12,200	10,300	1,800
Precision production, craft, and repair	2,500	1,700	700
Machine operators, assemblers, and inspectors	4,900	4,900	–
Transportation and material moving	1,700	900	800
Handlers, equipment cleaners, helpers, and laborers	3,200	2,800	300
Service	13,800	9,900	3,900

¹ The number of workers represented by the survey are rounded to the nearest 100. Estimates of the number of workers provide a description of size and composition of the labor force included in the survey. Estimates are not intended, however, for comparison to other statistical series to measure employment trends or levels. Both full-time and part-time workers were included in the survey.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

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

Appendix table 2. **Number of establishments represented by survey and the number studied by industry division and establishment employment size, Brownsville-Harlingen-San Benito, TX, August 1999**

Industry	Number of establishments represented ¹	Number of establishments studied				
		Total studied	50 - 99 workers ²	100 workers or more		
				Total	100 - 499 workers	500 workers or more
All industries	300	95	34	61	45	16
Private industry	200	73	28	45	36	9
Goods-producing industries	(³)	20	4	16	12	4
Construction	(³)	1	1	-	-	-
Manufacturing	(³)	19	3	16	12	4
Service-producing industries	200	53	24	29	24	5
Transportation and public utilities	(³)	4	2	2	2	-
Wholesale and retail trade	100	21	12	9	9	-
Finance, insurance and real estate	(³)	2	1	1	1	-
Services	100	26	9	17	12	5
State and local government	(³)	22	6	16	9	7

¹ Number of establishments represented by the survey rounded to the nearest 100.

² Establishments classified with 50-99 workers may contain establishments with fewer than 50 due to staff reductions between survey sampling and collection.

³ Number of establishments represented by the survey is fewer than 50.

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