

San Antonio, TX National Compensation Survey November 2006



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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 establishments and government agencies 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, call (202) 691-6199, or send an e-mail to ocltinfo@bls.gov.

The data contained in this bulletin are also available at <http://www.bls.gov/ncs/ocs/compub.htm>, the BLS Internet site. Data are presented in a Portable Document Format (PDF) file containing the core bulletin, and in an ASCII file containing the published table formats.

Results of earlier surveys of this area are 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 San Antonio, TX, metropolitan area. Data were collected between September 2006 and January 2007; the average reference month is November 2006. Tabulations provide 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 an appendix with detailed information on occupational classifications.

Most of the earnings estimates in this bulletin are presented as mean hourly earnings. Mean weekly and annual earnings, and the corresponding hours, also are provided for full-time employees in specific occupations. Some occupations, such as teachers and fire fighters, typically have shorter or longer work schedules than do the majority of full-time workers. The weekly and annual estimates are useful for comparing the earnings of occupations having different work schedules.

NCS products

The Bureau's National Compensation Survey provides comprehensive measures of occupational earnings, compensation cost trends, benefit incidence, and detailed plan provisions. The Employment Cost Index, a quarterly measure of the change in employer costs for wages and benefits, is derived from the NCS. Employer Costs for Employee Compensation measures employers' average hourly costs for wages and benefits. NCS also measures the incidence and provisions of benefit plans. This bulletin is limited to data on occupational wages and salaries.

Changes to the publications

The locality wage publications have undergone a number of significant changes. Beginning with the 3135 bulletin series, the releases employ:

1. The 2000 Standard Occupational Classification (SOC) system and the 2002 North American Industry Classification System (NAICS)
2. An expanded scope of establishments, lowering the minimum establishment size for private industry from 50 workers to 1 worker
3. Imputation for temporary non-response situations
4. Benchmarking of estimated employment
5. Redesigned tables, to reflect the new classification system and to emphasize work levels

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 800 detailed occupations, listed in Appendix B, are used to describe all occupations in the civilian nonfarm economy (excluding the Federal Government and private households). 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 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 high-level and intermediate occupational aggregation, full-time or part-time status, union or nonunion status, and time or incentive pay. Establishment characteristics include goods producing, service providing, and size of establishment.

Table 2 presents mean hourly earnings data by work level for occupational major groups and for detailed occupations. Separate data are also shown for full-time and part-time workers. Table 3 provides work level data for private industry workers. Table 4 provides similar data for State and local government workers. Table 5 simplifies the work levels by combining them into broader groups within major and detailed occupations, and for full-time and part-time workers.

Tables 6 through 10 present hourly wage percentiles that describe the distribution of hourly earnings for individual workers within each published occupation. Data are provided for the 10th, 25th, 50th, 75th, and 90th percentiles for detailed occupations within all industries, private industry, State and local government, full-time workers, and part-time workers.

Table 11 presents mean and median hourly, weekly, and annual earnings, and the associated hours, for major occupational groups and detailed occupations for full-time workers. Table 12 provides the same type of information for private industry workers. Table 13 provides similar data for State and local government workers.

Table 14 presents mean hourly earnings data for establishment employment sizes by high-level occupational aggregations in the private sector. Tables 15 and 16 provide mean and median hourly, weekly, and annual earnings data for full-time employees in private establishments with fewer than 100 workers, and in private establishments with 100 workers or more.

Table 17 presents mean hourly earnings data for union and nonunion workers in all, private, and State and local government establishments by high-level occupational aggregation. Table 18 provides hourly earnings data for time

and incentive workers in all and private establishments by high-level occupational aggregation. Table 19 presents mean hourly earnings data for major industry divisions within the private sector.

Appendix table 1 presents the number of workers represented by the survey, by high-level occupational aggregation and for all industries, private industry, and State and local government. Appendix table 2 provides the number of establishments in the sampling frame and the number of responding and nonresponding establishments.

Table 1. Summary: Mean hourly earnings¹ and weekly hours for selected worker and establishment characteristics, San Antonio, TX, November 2006

Worker and establishment characteristics	Civilian workers			Private industry workers			State and local government workers		
	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)	
All workers	\$15.45	4.3	36.7	\$14.59	5.1	36.3	\$20.62	1.4	38.7
Worker characteristics^{4,5}									
Management, professional, and related	25.02	4.1	38.3	24.54	5.8	38.2	26.26	1.4	38.4
Management, business, and financial	29.94	5.6	41.2	29.71	6.2	41.4	32.04	9.6	40.0
Professional and related	22.98	3.7	37.2	21.54	5.0	36.6	25.60	1.8	38.2
Service	8.92	4.3	34.7	7.95	5.4	34.0	15.27	2.7	40.0
Sales and office	14.01	8.0	36.6	14.10	8.4	36.5	12.47	3.6	37.6
Sales and related	13.77	18.2	32.8	13.77	18.2	32.8	—	—	—
Office and administrative support	14.11	4.8	38.4	14.24	5.2	38.5	12.47	3.6	37.6
Natural resources, construction, and maintenance	15.20	18.8	39.9	14.99	22.0	39.9	16.56	6.3	40.0
Construction and extraction	15.09	25.7	40.0	14.81	28.4	40.0	18.08	10.2	40.0
Installation, maintenance, and repair	15.55	4.8	39.6	15.69	4.9	39.4	15.18	11.8	40.0
Production, transportation, and material moving	11.73	4.4	35.5	11.54	4.9	35.4	14.12	3.0	36.7
Production	13.47	7.2	40.2	13.47	7.7	40.2	—	—	—
Transportation and material moving	10.76	3.5	33.3	10.44	4.0	33.1	14.34	3.9	35.6
Full time	16.20	4.6	40.0	15.36	5.6	40.0	20.89	1.5	39.9
Part time	8.46	7.0	20.7	8.28	7.4	20.7	12.18	10.7	20.1
Union	21.34	18.3	40.1	21.18	23.8	39.9	21.94	3.9	40.9
Nonunion	15.06	4.5	36.5	14.20	5.4	36.2	20.48	1.6	38.5
Time	15.16	4.4	36.5	14.22	5.3	36.2	20.62	1.4	38.7
Incentive	22.14	22.5	39.9	22.14	22.5	39.9	—	—	—
Establishment characteristics									
Goods producing	(⁶)	(⁶)	(⁶)	14.99	21.0	40.4	(⁶)	(⁶)	(⁶)
Service providing	(⁶)	(⁶)	(⁶)	14.52	4.1	35.7	(⁶)	(⁶)	(⁶)
1-99 workers	12.49	5.0	35.1	12.48	5.0	35.1	—	—	—
100-499 workers	16.85	10.5	37.4	16.88	10.6	37.3	15.45	.6	42.0
500 workers or more	18.95	3.0	38.8	17.22	5.2	38.9	20.82	1.4	38.6

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

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 Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

⁶ Classification of establishments into goods-producing and service-providing industries applies to private industry only. Industries are determined by the 2002 North American Industry Classification System (NAICS).

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, San Antonio, TX, November 2006**

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$15.45	4.3	\$16.20	4.6	\$8.46	7.0
Management occupations	35.05	7.6	35.05	7.6	—	—
Level 11	42.13	5.7	42.13	5.7	—	—
Not able to be leveled	38.13	6.9	38.13	6.9	—	—
Financial managers	39.70	12.0	39.70	12.0	—	—
Education administrators	41.96	8.4	41.96	8.4	—	—
Not able to be leveled	38.95	12.7	38.95	12.7	—	—
Business and financial operations occupations	26.26	4.8	26.36	4.7	—	—
Level 7	21.13	7.4	21.13	7.4	—	—
Level 8	22.13	7.7	22.13	7.7	—	—
Level 9	29.49	5.2	29.49	5.2	—	—
Level 11	34.35	9.8	34.35	9.8	—	—
Claims adjusters, appraisers, examiners, and investigators	25.40	27.2	25.40	27.2	—	—
Human resources, training, and labor relations specialists	29.10	11.0	29.10	11.0	—	—
Accountants and auditors	23.06	10.4	23.06	10.4	—	—
Computer and mathematical science occupations	29.74	9.7	29.74	9.7	—	—
Architecture and engineering occupations	15.15	3.8	15.16	3.8	—	—
Life, physical, and social science occupations	23.78	19.3	23.78	19.3	—	—
Community and social services occupations	19.33	13.6	19.29	14.2	—	—
Level 6	15.65	3.3	15.65	3.3	—	—
Counselors	24.30	20.7	24.40	21.9	—	—
Educational, vocational, and school counselors	24.40	21.9	24.40	21.9	—	—
Social workers	16.19	3.8	16.19	3.8	—	—
Miscellaneous community and social service specialists	15.39	2.0	—	—	—	—
Education, training, and library occupations	27.22	2.6	27.76	2.1	17.09	22.3
Level 2	10.87	4.7	10.94	4.6	—	—
Level 7	29.16	1.5	29.40	1.8	—	—
Level 8	30.20	4.6	30.32	4.3	—	—
Level 9	30.26	.7	30.26	.7	—	—
Postsecondary teachers	36.76	5.9	37.15	5.8	—	—
Miscellaneous postsecondary teachers	35.01	8.8	35.41	8.7	—	—
Primary, secondary, and special education school teachers	30.96	1.5	31.21	.6	—	—
Level 7	31.17	1.9	31.17	1.9	—	—
Level 8	31.63	2.2	31.63	2.2	—	—
Elementary and middle school teachers	31.03	.6	31.03	.6	—	—
Level 7	29.79	1.1	29.79	1.1	—	—
Level 8	31.39	3.1	31.39	3.1	—	—
Elementary school teachers, except special education	31.21	.2	31.21	.2	—	—
Middle school teachers, except special and vocational education	29.86	5.2	29.86	5.2	—	—
Level 7	29.16	4.3	29.16	4.3	—	—
Secondary school teachers	30.85	3.3	31.58	.8	—	—
Level 7	32.45	2.4	32.45	2.4	—	—
Secondary school teachers, except special and vocational education	30.85	3.3	31.58	.8	—	—
Level 7	32.45	2.4	32.45	2.4	—	—
Other teachers and instructors	22.80	7.2	24.97	8.6	16.33	30.2
Teacher assistants	11.48	2.7	11.53	2.8	—	—
Level 2	10.87	4.7	10.94	4.6	—	—
Arts, design, entertainment, sports, and media occupations	20.12	15.2	22.34	10.5	—	—
Healthcare practitioner and technical occupations	25.47	11.5	26.99	12.6	—	—
Level 4	12.56	14.5	12.56	14.5	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, San Antonio, TX, November 2006** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Healthcare practitioner and technical occupations						
–Continued						
Level 5	\$16.73	8.7	\$17.80	4.9	–	–
Level 6	19.30	4.6	18.80	1.4	–	–
Level 7	22.76	5.1	22.48	5.0	–	–
Level 9	29.44	14.1	28.36	12.5	–	–
Registered nurses	25.81	2.1	25.85	2.2	–	–
Level 9	26.89	3.4	26.89	3.4	–	–
Licensed practical and licensed vocational nurses	17.74	3.6	17.62	3.5	–	–
Healthcare support occupations	11.16	5.7	11.50	4.8	–	–
Level 3	10.87	7.6	11.66	6.4	–	–
Nursing, psychiatric, and home health aides	9.68	2.8	9.68	2.8	–	–
Nursing aides, orderlies, and attendants	9.68	2.8	9.68	2.8	–	–
Miscellaneous healthcare support occupations	11.49	6.1	12.00	3.9	–	–
Level 3	–	–	12.13	5.4	–	–
Protective service occupations	16.12	13.3	16.31	13.7	–	–
Fire fighters	20.36	8.6	20.36	8.6	–	–
Police officers	20.70	2.9	20.70	2.9	–	–
Police and sheriff's patrol officers	20.70	2.9	20.70	2.9	–	–
Food preparation and serving related occupations	6.58	5.9	6.87	4.4	\$4.94	10.2
Level 1	5.95	6.7	6.34	14.1	4.02	17.2
Level 2	5.20	11.2	5.18	13.0	5.27	5.4
Level 3	8.55	3.9	8.68	3.5	–	–
Cooks	9.20	7.3	9.22	7.5	–	–
Level 3	8.80	2.7	8.80	2.8	–	–
Cooks, restaurant	8.86	3.2	–	–	–	–
Food service, tipped	4.28	10.0	4.52	8.3	2.73	11.5
Level 1	5.30	11.5	5.68	20.8	3.29	22.6
Level 2	3.59	25.1	3.77	25.7	–	–
Waiters and waitresses	3.00	21.9	–	–	2.66	15.9
Level 2	2.40	13.1	–	–	–	–
Dining room and cafeteria attendants and bartender helpers	7.31	.8	7.63	3.3	–	–
Level 1	7.11	1.4	–	–	–	–
Fast food and counter workers	8.53	5.9	9.21	5.5	–	–
Level 2	8.21	7.8	–	–	–	–
Combined food preparation and serving workers, including fast food	8.99	7.7	9.84	2.0	–	–
Level 2	8.63	9.9	–	–	–	–
Building and grounds cleaning and maintenance occupations	8.17	10.0	9.12	5.0	–	–
Level 1	7.23	13.9	8.99	2.9	–	–
Level 2	8.11	3.4	–	–	–	–
Level 3	10.53	6.5	10.53	6.5	–	–
Building cleaning workers	7.85	12.6	9.17	2.7	–	–
Level 1	7.23	13.9	8.99	2.9	–	–
Level 2	8.66	4.1	8.58	5.0	–	–
Level 3	10.18	5.9	10.18	5.9	–	–
Janitors and cleaners, except maids and housekeeping cleaners	9.59	2.9	9.72	3.2	–	–
Level 1	9.67	2.9	9.92	2.1	–	–
Level 2	8.87	3.9	8.83	4.8	–	–
Level 3	10.29	6.2	10.29	6.2	–	–
Maids and housekeeping cleaners	8.12	4.1	8.21	3.3	–	–
Level 1	8.21	4.4	8.30	3.5	–	–
Personal care and service occupations	8.48	4.9	8.68	6.4	7.60	6.6
Level 2	8.19	2.5	–	–	–	–
Sales and related occupations	13.77	18.2	15.41	20.7	8.12	6.1
Level 1	8.74	10.0	–	–	7.82	6.1

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, San Antonio, TX, November 2006** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Sales and related occupations —Continued						
Level 2	\$8.24	2.9	\$8.44	6.8	\$7.83	6.9
Level 3	8.61	9.9	9.10	9.4	7.67	7.1
Level 4	15.26	31.8	16.50	33.1	—	—
Level 5	16.05	6.1	16.05	6.1	—	—
Level 7	20.37	11.2	20.37	11.2	—	—
First-line supervisors/managers, sales workers	16.70	10.7	16.70	10.7	—	—
Retail sales workers	9.91	4.2	10.97	4.3	8.12	6.1
Level 1	8.74	10.0	—	—	7.82	6.1
Level 2	8.24	2.9	8.44	6.8	7.83	6.9
Level 3	8.54	10.4	—	—	7.67	7.1
Level 4	10.93	5.8	—	—	—	—
Cashiers, all workers	8.82	3.8	9.14	6.5	8.39	.6
Level 2	7.98	5.5	—	—	—	—
Cashiers	8.82	3.8	9.14	6.5	8.39	.6
Level 2	7.98	5.5	—	—	—	—
Retail salespersons	10.28	4.5	11.58	4.4	7.70	7.9
Level 2	8.46	2.3	—	—	—	—
Level 3	7.84	8.2	—	—	7.49	6.6
Level 4	10.92	6.5	—	—	—	—
Office and administrative support occupations						
Level 2	14.11	4.8	14.27	4.7	10.44	8.8
Level 3	9.31	6.8	9.30	7.6	9.43	4.4
Level 4	12.10	4.8	12.20	3.9	10.48	18.5
Level 5	14.73	8.4	14.87	8.4	—	—
Level 6	17.12	8.6	17.15	8.6	—	—
Level 7	19.04	7.0	19.07	7.0	—	—
Not able to be leveled	12.30	13.0	12.29	13.1	—	—
Financial clerks	13.71	4.0	13.88	4.2	—	—
Level 3	11.89	7.6	11.92	7.6	—	—
Level 4	13.49	2.2	13.49	2.2	—	—
Level 5	18.92	9.8	—	—	—	—
Bill and account collectors	15.83	15.8	15.83	15.8	—	—
Bookkeeping, accounting, and auditing clerks	14.07	7.0	14.07	7.0	—	—
Level 4	14.11	4.4	14.11	4.4	—	—
Tellers	11.48	.7	11.87	2.5	—	—
Customer service representatives	17.75	16.9	17.86	17.1	—	—
Receptionists and information clerks	9.83	7.2	9.83	7.2	—	—
Secretaries and administrative assistants	17.36	9.8	17.36	9.8	—	—
Level 3	11.23	11.6	11.23	11.6	—	—
Secretaries, except legal, medical, and executive	17.56	13.5	17.56	13.5	—	—
Insurance claims and policy processing clerks	15.00	1.6	—	—	—	—
Office clerks, general	12.03	2.7	12.18	2.9	—	—
Level 3	11.76	4.6	11.77	4.9	—	—
Level 4	10.74	8.7	—	—	—	—
Construction and extraction occupations						
Level 4	15.09	25.7	15.09	25.7	—	—
Level 4	12.27	1.3	12.27	1.3	—	—
Installation, maintenance, and repair occupations						
Level 5	15.55	4.8	15.59	4.9	—	—
Level 7	14.50	10.8	14.50	10.8	—	—
Level 7	22.02	14.9	22.02	14.9	—	—
Automotive technicians and repairers	15.28	9.0	15.28	9.0	—	—
Miscellaneous installation, maintenance, and repair workers	14.70	11.7	14.70	11.7	—	—
Production occupations						
Level 1	13.47	7.2	13.48	7.2	—	—
Level 2	8.15	8.7	—	—	—	—
Level 4	10.62	5.8	10.62	5.8	—	—
Level 4	11.68	6.9	11.68	6.9	—	—
Level 6	17.58	10.4	17.58	10.4	—	—
Transportation and material moving occupations						
Level 2	10.76	3.5	11.79	4.0	—	—
Level 3	9.94	9.3	9.94	9.6	—	—
Level 3	11.31	3.2	11.29	3.4	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, San Antonio, TX, November 2006** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Transportation and material moving occupations —Continued						
Level 4	\$13.34	5.5	\$13.12	5.7	—	—
Bus drivers	16.23	11.5	16.35	11.8	—	—
Bus drivers, school	11.68	6.1	—	—	—	—
Driver/sales workers and truck drivers	11.79	3.7	11.79	3.7	—	—
Level 3	11.79	3.9	11.79	3.9	—	—
Truck drivers, heavy and tractor-trailer	12.21	4.8	12.21	4.8	—	—
Industrial truck and tractor operators	11.43	8.2	11.25	7.5	—	—
Level 2	10.73	10.6	—	—	—	—
Laborers and material movers, hand	7.41	7.7	9.47	9.8	—	—
Level 2	8.82	10.5	8.82	10.5	—	—
Packers and packagers, hand	8.83	18.6	—	—	—	—

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

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 Each occupation for which data are collected in an establishment is evaluated based on four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. 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 appendix A for more information.

⁴ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

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. Overall occupational groups may include data for categories not shown separately.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, San Antonio, TX, November 2006

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$14.59	5.1	\$15.36	5.6	\$8.28	7.4
Management occupations	34.62	8.9	34.62	8.9	—	—
Not able to be leveled	37.78	8.1	37.78	8.1	—	—
Financial managers	40.53	14.1	40.53	14.1	—	—
Business and financial operations occupations	26.41	4.9	26.41	4.9	—	—
Level 7	21.25	7.5	21.25	7.5	—	—
Level 8	22.88	7.9	22.88	7.9	—	—
Level 9	29.49	5.2	29.49	5.2	—	—
Level 11	33.82	12.2	33.82	12.2	—	—
Claims adjusters, appraisers, examiners, and investigators	25.57	27.4	25.57	27.4	—	—
Accountants and auditors	23.00	10.7	23.00	10.7	—	—
Computer and mathematical science occupations	30.25	11.1	30.25	11.1	—	—
Architecture and engineering occupations	15.02	4.0	15.02	4.0	—	—
Community and social services occupations	16.57	4.0	16.19	4.9	—	—
Education, training, and library occupations	25.20	14.1	24.72	14.4	—	—
Postsecondary teachers	32.88	6.1	32.88	6.1	—	—
Arts, design, entertainment, sports, and media occupations	20.02	18.8	22.57	12.6	—	—
Healthcare practitioner and technical occupations	26.13	13.7	28.05	16.1	—	—
Level 5	16.90	9.0	18.19	3.9	—	—
Level 6	19.43	5.3	—	—	—	—
Level 7	24.52	2.8	—	—	—	—
Level 9	29.69	16.9	28.47	15.1	—	—
Registered nurses	25.65	2.5	25.69	2.5	—	—
Level 9	26.78	3.8	26.78	3.8	—	—
Licensed practical and licensed vocational nurses	18.10	2.3	18.03	2.0	—	—
Healthcare support occupations	11.20	6.1	11.58	5.0	—	—
Level 3	10.88	7.7	11.70	6.4	—	—
Nursing, psychiatric, and home health aides	9.47	3.0	9.47	3.0	—	—
Nursing aides, orderlies, and attendants	9.47	3.0	9.47	3.0	—	—
Miscellaneous healthcare support occupations	11.50	6.3	12.03	3.9	—	—
Protective service occupations	7.66	8.5	7.66	8.5	—	—
Food preparation and serving related occupations	6.36	6.9	6.62	5.4	4.94	10.2
Level 1	5.92	6.7	6.31	14.2	4.02	17.2
Level 2	5.11	11.8	5.07	13.9	5.27	5.4
Level 3	8.49	3.5	8.63	3.2	—	—
Cooks	9.20	7.4	9.22	7.6	—	—
Level 3	8.80	2.8	—	—	—	—
Cooks, restaurant	8.86	3.2	—	—	—	—
Food service, tipped	4.28	10.0	4.52	8.3	2.73	11.5
Level 1	5.30	11.5	5.68	20.8	3.29	22.6
Level 2	3.59	25.1	3.77	25.7	—	—
Waiters and waitresses	3.00	21.9	—	—	2.66	15.9
Level 2	2.40	13.1	—	—	—	—
Dining room and cafeteria attendants and bartender helpers	7.31	.8	7.63	3.3	—	—
Level 1	7.11	1.4	—	—	—	—
Fast food and counter workers	8.43	6.1	9.16	6.1	—	—
Level 2	8.13	8.0	—	—	—	—
Building and grounds cleaning and maintenance occupations	7.57	11.6	8.57	4.9	—	—
Level 1	6.60	14.2	8.45	3.3	—	—
Building cleaning workers	7.20	14.8	8.70	3.5	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, San Antonio, TX, November 2006 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Building cleaning workers –Continued						
Level 1	\$6.60	14.2	\$8.45	3.3	–	–
Level 2	8.47	4.4	–	–	–	–
Janitors and cleaners, except maids and housekeeping cleaners	9.14	5.0	9.29	5.8	–	–
Maids and housekeeping cleaners	8.08	4.4	8.17	3.6	–	–
Level 1	8.16	4.7	8.26	3.8	–	–
Personal care and service occupations	8.45	5.1	8.64	6.7	\$7.60	6.6
Sales and related occupations	13.77	18.2	15.41	20.7	8.12	6.1
Level 1	8.74	10.0	–	–	7.82	6.1
Level 2	8.24	2.9	8.44	6.8	7.83	6.9
Level 3	8.61	9.9	9.10	9.4	7.67	7.1
Level 4	15.26	31.8	16.50	33.1	–	–
Level 5	16.05	6.1	16.05	6.1	–	–
Level 7	20.37	11.2	20.37	11.2	–	–
First-line supervisors/managers, sales workers	16.70	10.7	16.70	10.7	–	–
Retail sales workers	9.91	4.2	10.97	4.3	8.12	6.1
Level 1	8.74	10.0	–	–	7.82	6.1
Level 2	8.24	2.9	8.44	6.8	7.83	6.9
Level 3	8.54	10.4	–	–	7.67	7.1
Level 4	10.93	5.8	–	–	–	–
Cashiers, all workers	8.82	3.8	9.14	6.5	8.39	.6
Level 2	7.98	5.5	–	–	–	–
Cashiers	8.82	3.8	9.14	6.5	8.39	.6
Level 2	7.98	5.5	–	–	–	–
Retail salespersons	10.28	4.5	11.58	4.4	7.70	7.9
Level 2	8.46	2.3	–	–	–	–
Level 3	7.84	8.2	–	–	7.49	6.6
Level 4	10.92	6.5	–	–	–	–
Office and administrative support occupations	14.24	5.2	14.40	5.1	10.69	9.2
Level 2	8.83	7.3	8.75	8.0	–	–
Level 3	12.27	5.2	12.38	4.2	10.57	19.5
Level 4	14.75	9.3	14.90	9.3	–	–
Level 5	17.37	9.1	17.40	9.1	–	–
Level 6	19.05	7.0	19.08	7.1	–	–
Not able to be leveled	12.30	13.0	12.29	13.1	–	–
Financial clerks	13.72	4.1	13.89	4.3	–	–
Level 3	11.91	7.7	11.95	7.7	–	–
Level 4	13.46	2.3	13.46	2.3	–	–
Level 5	18.92	9.8	–	–	–	–
Bill and account collectors	15.83	15.8	15.83	15.8	–	–
Bookkeeping, accounting, and auditing clerks	14.11	7.2	14.11	7.2	–	–
Level 4	14.09	4.6	14.09	4.6	–	–
Tellers	11.48	.7	11.87	2.5	–	–
Customer service representatives	17.91	16.8	18.03	17.0	–	–
Receptionists and information clerks	9.55	8.7	9.55	8.7	–	–
Secretaries and administrative assistants	17.86	10.5	17.86	10.5	–	–
Secretaries, except legal, medical, and executive	18.44	15.3	18.44	15.3	–	–
Insurance claims and policy processing clerks	15.00	1.6	–	–	–	–
Office clerks, general	12.21	2.4	12.30	2.9	–	–
Level 3	11.86	4.6	11.85	4.9	–	–
Construction and extraction occupations	14.81	28.4	14.81	28.4	–	–
Installation, maintenance, and repair occupations	15.69	4.9	15.75	5.0	–	–
Automotive technicians and repairers	15.51	9.9	15.51	9.9	–	–
Production occupations	13.47	7.7	13.48	7.7	–	–
Level 1	8.15	8.7	–	–	–	–
Level 2	10.62	5.8	10.62	5.8	–	–
Level 4	11.72	7.5	11.72	7.5	–	–
Transportation and material moving occupations	10.44	4.0	11.50	4.5	–	–

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, San Antonio, TX, November 2006 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Transportation and material moving occupations —Continued						
Level 2	\$9.82	9.8	\$9.81	10.2	—	—
Level 3	11.15	4.3	11.15	4.3	—	—
Driver/sales workers and truck drivers	11.16	4.0	11.16	4.0	—	—
Industrial truck and tractor operators	11.43	8.2	11.25	7.5	—	—
Level 2	10.73	10.6	—	—	—	—
Laborers and material movers, hand	7.38	7.8	9.42	10.1	—	—
Level 2	8.82	10.5	8.82	10.5	—	—
Packers and packagers, hand	8.83	18.6	—	—	—	—

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

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 Each occupation for which data are collected in an establishment is evaluated based on four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. 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 appendix A for more information.

⁴ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

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. Overall occupational groups may include data for categories not shown separately.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 4. **State and local government workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, San Antonio, TX, November 2006**

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$20.62	1.4	\$20.89	1.5	\$12.18	10.7
Management occupations	37.75	11.9	37.75	11.9	—	—
Education administrators	42.19	8.5	42.19	8.5	—	—
Business and financial operations occupations	24.42	22.4	25.65	21.3	—	—
Life, physical, and social science occupations	21.80	23.1	21.80	23.1	—	—
Community and social services occupations	21.18	18.5	21.28	18.6	—	—
Education, training, and library occupations	27.54	2.0	28.23	1.1	13.63	16.1
Level 2	11.41	1.5	11.41	1.5	—	—
Level 7	29.50	1.2	29.75	1.5	—	—
Level 8	31.34	2.5	31.34	2.5	—	—
Primary, secondary, and special education school teachers	30.96	1.5	31.21	.6	—	—
Level 7	31.17	1.9	31.17	1.9	—	—
Level 8	31.63	2.2	31.63	2.2	—	—
Elementary and middle school teachers	31.03	.6	31.03	.6	—	—
Level 7	29.79	1.1	29.79	1.1	—	—
Level 8	31.39	3.1	31.39	3.1	—	—
Elementary school teachers, except special education	31.21	.2	31.21	.2	—	—
Middle school teachers, except special and vocational education	29.86	5.2	29.86	5.2	—	—
Level 7	29.16	4.3	29.16	4.3	—	—
Secondary school teachers	30.85	3.3	31.58	.8	—	—
Level 7	32.45	2.4	32.45	2.4	—	—
Secondary school teachers, except special and vocational education	30.85	3.3	31.58	.8	—	—
Level 7	32.45	2.4	32.45	2.4	—	—
Other teachers and instructors	24.05	1.0	—	—	—	—
Teacher assistants	11.83	1.0	11.84	1.0	—	—
Level 2	11.41	1.5	11.41	1.5	—	—
Healthcare practitioner and technical occupations	20.55	10.9	20.55	10.9	—	—
Protective service occupations	21.08	5.3	21.62	3.8	—	—
Fire fighters	20.36	8.6	20.36	8.6	—	—
Police officers	20.70	2.9	20.70	2.9	—	—
Police and sheriff's patrol officers	20.70	2.9	20.70	2.9	—	—
Food preparation and serving related occupations	12.49	15.3	12.49	15.3	—	—
Building and grounds cleaning and maintenance occupations	10.60	3.1	10.60	3.1	—	—
Level 1	9.92	2.5	9.92	2.5	—	—
Level 3	10.87	6.2	10.87	6.2	—	—
Building cleaning workers	9.95	1.6	9.95	1.6	—	—
Level 1	9.92	2.5	9.92	2.5	—	—
Janitors and cleaners, except maids and housekeeping cleaners	10.13	1.7	10.13	1.7	—	—
Office and administrative support occupations	12.47	3.6	12.68	2.7	—	—
Level 2	12.95	10.4	—	—	—	—
Level 3	10.56	2.3	10.61	2.3	—	—
Level 4	14.58	5.1	14.58	5.1	—	—
Level 5	13.51	4.0	13.51	4.0	—	—
Secretaries and administrative assistants	13.97	6.4	13.97	6.4	—	—
Secretaries, except legal, medical, and executive	13.97	6.4	13.97	6.4	—	—
Office clerks, general	10.12	6.0	—	—	—	—
Construction and extraction occupations	18.08	10.2	18.08	10.2	—	—
Installation, maintenance, and repair occupations	15.18	11.8	15.18	11.8	—	—

See footnotes at end of table.

Table 4. **State and local government workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, San Antonio, TX, November 2006** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Transportation and material moving occupations	\$14.34	3.9	\$14.48	4.4	—	—
Level 3	12.17	5.7	—	—	—	—
Bus drivers	14.20	5.3	—	—	—	—

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. See appendix A for more information.

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 Each occupation for which data are collected in an establishment is evaluated based on four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. 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 appendix A for more information.

⁴ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

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. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, San Antonio, TX, November 2006

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$15.45	4.3	\$16.20	4.6	\$8.46	7.0
Management occupations	35.05	7.6	35.05	7.6	—	—
Group II	19.62	6.0	—	—	—	—
Group III	38.62	6.8	—	—	—	—
Financial managers	39.70	12.0	39.70	12.0	—	—
Group III	41.08	11.8	41.08	11.8	—	—
Education administrators	41.96	8.4	41.96	8.4	—	—
Business and financial operations occupations	26.26	4.8	26.36	4.7	—	—
Group II	20.95	6.0	—	—	—	—
Group III	30.96	4.7	—	—	—	—
Claims adjusters, appraisers, examiners, and investigators	25.40	27.2	25.40	27.2	—	—
Human resources, training, and labor relations specialists	29.10	11.0	29.10	11.0	—	—
Accountants and auditors	23.06	10.4	23.06	10.4	—	—
Group II	20.23	3.5	20.23	3.5	—	—
Computer and mathematical science occupations	29.74	9.7	29.74	9.7	—	—
Group III	35.85	4.4	—	—	—	—
Architecture and engineering occupations	15.15	3.8	15.16	3.8	—	—
Life, physical, and social science occupations	23.78	19.3	23.78	19.3	—	—
Community and social services occupations	19.33	13.6	19.29	14.2	—	—
Group II	15.35	3.0	—	—	—	—
Group III	26.94	17.3	—	—	—	—
Counselors	24.30	20.7	24.40	21.9	—	—
Educational, vocational, and school counselors	24.40	21.9	24.40	21.9	—	—
Social workers	16.19	3.8	16.19	3.8	—	—
Miscellaneous community and social service specialists	15.39	2.0	—	—	—	—
Education, training, and library occupations	27.22	2.6	27.76	2.1	17.09	22.3
Group I	11.35	3.3	—	—	—	—
Group II	27.68	3.3	—	—	—	—
Group III	32.30	1.9	—	—	—	—
Postsecondary teachers	36.76	5.9	37.15	5.8	—	—
Group III	40.77	2.3	—	—	—	—
Miscellaneous postsecondary teachers	35.01	8.8	35.41	8.7	—	—
Primary, secondary, and special education school teachers	30.96	1.5	31.21	.6	—	—
Group II	31.04	3.8	—	—	—	—
Elementary and middle school teachers	31.03	.6	31.03	.6	—	—
Group II	31.00	3.2	—	—	—	—
Elementary school teachers, except special education	31.21	.2	31.21	.2	—	—
Group II	31.50	2.0	31.50	2.0	—	—
Middle school teachers, except special and vocational education	29.86	5.2	29.86	5.2	—	—
Group II	29.86	5.2	29.86	5.2	—	—
Secondary school teachers	30.85	3.3	31.58	.8	—	—
Group II	31.10	4.7	—	—	—	—
Secondary school teachers, except special and vocational education	30.85	3.3	31.58	.8	—	—
Group II	31.10	4.7	32.07	1.9	—	—
Other teachers and instructors	22.80	7.2	24.97	8.6	16.33	30.2
Group II	21.84	9.4	—	—	—	—
Teacher assistants	11.48	2.7	11.53	2.8	—	—
Group I	11.48	2.7	11.53	2.8	—	—
Arts, design, entertainment, sports, and media occupations	20.12	15.2	22.34	10.5	—	—
Healthcare practitioner and technical occupations	25.47	11.5	26.99	12.6	—	—

See footnotes at end of table.

Table 5. **Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, San Antonio, TX, November 2006** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Healthcare practitioner and technical occupations						
—Continued						
Group I	\$10.68	11.3	—	—	—	—
Group II	18.67	5.7	—	—	—	—
Group III	40.45	28.3	—	—	—	—
Registered nurses	25.81	2.1	\$25.85	2.2	—	—
Group II	23.78	1.3	23.73	1.4	—	—
Group III	27.88	3.3	27.88	3.3	—	—
Licensed practical and licensed vocational nurses	17.74	3.6	17.62	3.5	—	—
Group II	—	—	18.11	1.8	—	—
Healthcare support occupations	11.16	5.7	11.50	4.8	—	—
Group I	11.13	6.2	—	—	—	—
Nursing, psychiatric, and home health aides	9.68	2.8	9.68	2.8	—	—
Group I	9.62	2.7	—	—	—	—
Nursing aides, orderlies, and attendants	9.68	2.8	9.68	2.8	—	—
Group I	9.62	2.7	9.62	2.7	—	—
Miscellaneous healthcare support occupations	11.49	6.1	12.00	3.9	—	—
Group I	11.48	6.5	—	—	—	—
Protective service occupations	16.12	13.3	16.31	13.7	—	—
Group I	8.42	8.8	—	—	—	—
Group II	20.12	7.0	—	—	—	—
Fire fighters	20.36	8.6	20.36	8.6	—	—
Police officers	20.70	2.9	20.70	2.9	—	—
Group II	16.89	2.4	—	—	—	—
Police and sheriff's patrol officers	20.70	2.9	20.70	2.9	—	—
Group II	16.89	2.4	16.89	2.4	—	—
Food preparation and serving related occupations	6.58	5.9	6.87	4.4	\$4.94	10.2
Group I	6.30	5.2	—	—	—	—
Cooks	9.20	7.3	9.22	7.5	—	—
Group I	9.20	7.3	—	—	—	—
Cooks, restaurant	8.86	3.2	—	—	—	—
Group I	8.86	3.2	—	—	—	—
Food service, tipped	4.28	10.0	4.52	8.3	2.73	11.5
Group I	4.28	10.0	—	—	—	—
Waiters and waitresses	3.00	21.9	—	—	2.66	15.9
Group I	3.00	21.9	—	—	2.66	15.9
Dining room and cafeteria attendants and bartender helpers	7.31	.8	7.63	3.3	—	—
Group I	7.31	.8	7.63	3.3	—	—
Fast food and counter workers	8.53	5.9	9.21	5.5	—	—
Group I	8.53	5.9	—	—	—	—
Combined food preparation and serving workers, including fast food	8.99	7.7	9.84	2.0	—	—
Group I	8.99	7.7	9.84	2.0	—	—
Building and grounds cleaning and maintenance occupations	8.17	10.0	9.12	5.0	—	—
Group I	8.10	10.1	—	—	—	—
Building cleaning workers	7.85	12.6	9.17	2.7	—	—
Group I	7.81	12.8	—	—	—	—
Janitors and cleaners, except maids and housekeeping cleaners	9.59	2.9	9.72	3.2	—	—
Group I	9.61	3.2	9.74	3.4	—	—
Maids and housekeeping cleaners	8.12	4.1	8.21	3.3	—	—
Group I	8.12	4.1	8.21	3.3	—	—
Personal care and service occupations	8.48	4.9	8.68	6.4	7.60	6.6
Group I	7.86	4.8	—	—	—	—
Sales and related occupations	13.77	18.2	15.41	20.7	8.12	6.1
Group I	10.11	11.4	—	—	—	—
Group II	26.12	28.7	—	—	—	—

See footnotes at end of table.

Table 5. **Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, San Antonio, TX, November 2006** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
First-line supervisors/managers, sales workers	\$16.70	10.7	\$16.70	10.7	—	—
Retail sales workers	9.91	4.2	10.97	4.3	\$8.12	6.1
Group I	8.94	8.2	—	—	—	—
Cashiers, all workers	8.82	3.8	9.14	6.5	8.39	.6
Group I	8.82	3.8	—	—	—	—
Cashiers	8.82	3.8	9.14	6.5	8.39	.6
Group I	8.82	3.8	9.14	6.5	8.39	.6
Retail salespersons	10.28	4.5	11.58	4.4	7.70	7.9
Group I	8.76	9.7	9.49	9.1	7.70	7.9
Office and administrative support occupations	14.11	4.8	14.27	4.7	10.44	8.8
Group I	12.26	6.2	—	—	—	—
Group II	18.18	6.2	—	—	—	—
Financial clerks	13.71	4.0	13.88	4.2	—	—
Group I	12.50	2.9	—	—	—	—
Group II	19.55	4.6	—	—	—	—
Bill and account collectors	15.83	15.8	15.83	15.8	—	—
Bookkeeping, accounting, and auditing clerks	14.07	7.0	14.07	7.0	—	—
Group I	13.19	5.3	13.19	5.3	—	—
Tellers	11.48	.7	11.87	2.5	—	—
Group I	11.31	.3	11.78	2.9	—	—
Customer service representatives	17.75	16.9	17.86	17.1	—	—
Group I	12.17	3.1	—	—	—	—
Receptionists and information clerks	9.83	7.2	9.83	7.2	—	—
Group I	9.33	6.9	9.33	6.9	—	—
Secretaries and administrative assistants	17.36	9.8	17.36	9.8	—	—
Group I	16.74	19.5	—	—	—	—
Group II	20.21	9.1	—	—	—	—
Secretaries, except legal, medical, and executive	17.56	13.5	17.56	13.5	—	—
Group I	19.13	21.1	19.13	21.1	—	—
Insurance claims and policy processing clerks	15.00	1.6	—	—	—	—
Office clerks, general	12.03	2.7	12.18	2.9	—	—
Group I	11.44	4.3	11.60	4.6	—	—
Construction and extraction occupations	15.09	25.7	15.09	25.7	—	—
Group I	10.86	3.8	—	—	—	—
Installation, maintenance, and repair occupations	15.55	4.8	15.59	4.9	—	—
Group I	11.08	6.5	—	—	—	—
Group II	16.96	9.2	—	—	—	—
Automotive technicians and repairers	15.28	9.0	15.28	9.0	—	—
Group II	16.12	17.3	—	—	—	—
Miscellaneous installation, maintenance, and repair workers	14.70	11.7	14.70	11.7	—	—
Production occupations	13.47	7.2	13.48	7.2	—	—
Group I	10.95	3.3	—	—	—	—
Group II	18.16	5.5	—	—	—	—

See footnotes at end of table.

Table 5. **Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, San Antonio, TX, November 2006** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Transportation and material moving occupations	\$10.76	3.5	\$11.79	4.0	—	—
Group I	9.83	4.9	—	—	—	—
Bus drivers	16.23	11.5	16.35	11.8	—	—
Group I	13.41	6.2	—	—	—	—
Bus drivers, school	11.68	6.1	—	—	—	—
Group I	11.68	6.1	—	—	—	—
Driver/sales workers and truck drivers	11.79	3.7	11.79	3.7	—	—
Group I	11.58	3.2	—	—	—	—
Truck drivers, heavy and tractor-trailer	12.21	4.8	12.21	4.8	—	—
Industrial truck and tractor operators	11.43	8.2	11.25	7.5	—	—
Group I	11.43	8.2	11.25	7.5	—	—
Laborers and material movers, hand	7.41	7.7	9.47	9.8	—	—
Group I	7.41	7.7	—	—	—	—
Packers and packagers, hand	8.83	18.6	—	—	—	—
Group I	8.83	18.6	—	—	—	—

¹ Combined work levels simplify the presentation of work levels by combining levels 1 through 15 into four broad groups. Group I combines levels 1-4, group II combines levels 5-8, group III combines levels 9-12, and group IV combines levels 13-15.

² 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. See appendix A 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 Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

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. Overall occupational groups may include data for categories not shown separately.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 6. Civilian workers: Hourly wage percentiles¹, San Antonio, TX, November 2006

Occupation ²	10	25	Median 50	75	90
All workers	\$6.50	\$9.00	\$12.50	\$18.75	\$28.29
Management occupations	19.23	23.40	36.24	43.17	50.94
Financial managers	31.25	32.65	34.63	42.44	63.19
Education administrators	28.71	33.95	42.01	47.85	59.93
Business and financial operations occupations	17.82	20.25	24.35	30.77	36.06
Claims adjusters, appraisers, examiners, and investigators	15.68	17.47	24.04	30.42	32.98
Human resources, training, and labor relations specialists	19.26	23.73	28.22	35.39	35.39
Accountants and auditors	18.60	18.60	20.47	25.00	30.77
Computer and mathematical science occupations	21.64	21.80	27.11	36.04	42.16
Architecture and engineering occupations	10.39	10.39	12.90	14.82	28.97
Life, physical, and social science occupations	13.04	14.34	25.61	32.56	35.24
Community and social services occupations	13.13	14.49	17.07	20.60	35.71
Counselors	13.87	15.39	19.59	36.51	39.18
Educational, vocational, and school counselors	13.87	13.87	19.31	36.51	39.18
Social workers	8.75	14.25	16.14	19.25	21.21
Miscellaneous community and social service specialists	12.91	14.48	14.92	16.45	18.09
Education, training, and library occupations	11.13	21.88	28.51	32.86	38.72
Postsecondary teachers	17.77	22.12	37.36	43.54	51.83
Miscellaneous postsecondary teachers	16.98	18.80	28.85	43.31	64.06
Primary, secondary, and special education school teachers	25.74	28.07	30.32	33.57	38.03
Elementary and middle school teachers	26.00	28.18	30.32	33.45	37.32
Elementary school teachers, except special education	26.26	28.45	30.62	33.53	37.32
Middle school teachers, except special and vocational education	25.87	27.07	28.39	32.73	36.90
Secondary school teachers	24.98	27.61	30.38	34.46	39.13
Secondary school teachers, except special and vocational education	24.98	27.61	30.38	34.46	39.13
Other teachers and instructors	8.92	12.77	25.47	30.56	34.60
Teacher assistants	9.35	10.25	11.45	12.71	13.94
Arts, design, entertainment, sports, and media occupations	5.15	15.41	17.45	26.05	31.66
Healthcare practitioner and technical occupations	12.38	15.27	19.94	26.32	42.21
Registered nurses	20.51	21.49	25.43	28.56	32.03
Licensed practical and licensed vocational nurses	13.50	16.30	18.00	19.48	20.00
Healthcare support occupations	8.50	9.80	10.82	13.00	14.50
Nursing, psychiatric, and home health aides	8.45	9.05	9.63	10.30	11.00
Nursing aides, orderlies, and attendants	8.45	9.05	9.63	10.30	11.00
Miscellaneous healthcare support occupations	8.50	10.00	11.00	13.75	15.00
Protective service occupations	7.00	7.00	15.59	23.74	25.88
Fire fighters	15.45	15.83	21.89	23.54	24.50
Police officers	14.59	17.67	22.24	24.21	24.69
Police and sheriff's patrol officers	14.59	17.67	22.24	24.21	24.69
Food preparation and serving related occupations	2.13	3.50	6.75	8.71	10.00
Cooks	8.00	8.71	8.71	9.82	11.50
Cooks, restaurant	8.00	8.71	8.71	8.71	9.53
Food service, tipped	2.13	2.13	4.30	6.00	8.00
Waiters and waitresses	2.13	2.13	2.13	4.30	4.30
Dining room and cafeteria attendants and bartender helpers	5.50	6.75	8.00	8.35	8.90
Fast food and counter workers	6.25	7.14	8.50	9.90	10.50
Combined food preparation and serving workers, including fast food	6.20	8.01	9.50	10.00	10.50

See footnotes at end of table.

Table 6. Civilian workers: Hourly wage percentiles¹, San Antonio, TX, November 2006 — Continued

Occupation ²	10	25	Median 50	75	90
Building and grounds cleaning and maintenance occupations					
Building cleaning workers	\$5.15	\$6.50	\$8.00	\$9.11	\$11.47
Janitors and cleaners, except maids and housekeeping cleaners	5.15	5.15	8.13	9.32	10.41
Maids and housekeeping cleaners	7.81	8.48	9.17	10.25	12.00
	6.50	7.15	8.24	8.82	9.77
Personal care and service occupations	5.24	6.00	8.00	9.35	11.99
Sales and related occupations	6.40	7.40	9.35	14.13	19.23
First-line supervisors/managers, sales workers	8.15	14.80	16.30	20.99	24.72
Retail sales workers	6.25	6.90	8.55	10.75	16.28
Cashiers, all workers	6.25	7.75	8.75	9.62	11.38
Cashiers	6.25	7.75	8.75	9.62	11.38
Retail salespersons	6.25	6.69	8.20	10.96	17.53
Office and administrative support occupations	8.75	10.69	13.00	16.14	22.01
Financial clerks	9.75	11.13	12.89	15.00	21.25
Bill and account collectors	10.00	11.72	14.00	21.25	21.25
Bookkeeping, accounting, and auditing clerks	10.77	11.88	14.30	15.00	17.07
Tellers	9.00	9.75	11.24	13.03	14.43
Customer service representatives	11.00	12.39	17.20	23.59	23.59
Receptionists and information clerks	7.00	9.00	10.00	10.92	12.98
Secretaries and administrative assistants	9.80	13.43	15.41	22.86	25.64
Secretaries, except legal, medical, and executive	9.54	14.42	15.41	25.64	25.64
Insurance claims and policy processing clerks	12.88	13.54	14.47	16.77	16.91
Office clerks, general	9.80	10.36	12.50	13.27	13.27
Construction and extraction occupations	9.00	9.95	12.00	19.00	26.00
Installation, maintenance, and repair occupations	10.00	11.83	13.63	17.75	21.88
Automotive technicians and repairers	11.00	11.70	13.23	15.00	21.88
Miscellaneous installation, maintenance, and repair workers	9.95	9.95	14.90	16.85	18.88
Production occupations	8.50	9.75	12.70	15.00	16.84
Transportation and material moving occupations	5.78	7.00	10.50	12.80	16.50
Bus drivers	11.15	12.22	18.66	19.85	19.85
Bus drivers, school	9.00	11.15	11.51	12.68	14.66
Driver/sales workers and truck drivers	9.50	10.15	11.53	12.80	15.09
Truck drivers, heavy and tractor-trailer	9.50	10.15	12.80	12.80	15.92
Industrial truck and tractor operators	8.85	9.50	11.50	13.06	14.77
Laborers and material movers, hand	5.78	5.78	5.78	8.00	12.65
Packers and packagers, hand	5.65	5.65	8.00	12.65	12.65

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages 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, and holidays;

nonproduction bonuses; and tips.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 7. Private industry workers: Hourly wage percentiles¹, San Antonio, TX, November 2006

Occupation ²	10	25	Median 50	75	90
All workers	\$6.25	\$8.55	\$12.00	\$17.00	\$25.64
Management occupations	19.23	23.40	34.63	43.41	50.94
Financial managers	31.25	32.65	34.63	37.32	66.36
Business and financial operations occupations	18.60	20.47	24.52	30.50	35.83
Claims adjusters, appraisers, examiners, and investigators	15.77	17.65	25.98	30.42	32.98
Accountants and auditors	18.60	18.60	20.47	25.00	30.77
Computer and mathematical science occupations	21.64	22.84	28.00	36.06	40.96
Architecture and engineering occupations	10.39	10.39	12.90	14.82	28.97
Community and social services occupations	8.75	13.87	16.14	19.25	22.82
Education, training, and library occupations	8.00	14.82	22.28	38.46	43.54
Postsecondary teachers	16.14	21.24	37.66	43.54	43.54
Arts, design, entertainment, sports, and media occupations	5.15	15.41	17.31	31.66	31.66
Healthcare practitioner and technical occupations	13.00	15.35	19.55	26.44	48.59
Registered nurses	20.34	21.42	25.40	28.29	32.03
Licensed practical and licensed vocational nurses	15.27	17.25	18.00	19.50	20.00
Healthcare support occupations	8.50	9.95	11.00	13.00	15.00
Nursing, psychiatric, and home health aides	8.40	9.00	9.55	10.10	10.61
Nursing aides, orderlies, and attendants	8.40	9.00	9.55	10.10	10.61
Miscellaneous healthcare support occupations	8.50	10.00	11.00	13.75	15.00
Protective service occupations	6.75	7.00	7.00	7.50	11.00
Food preparation and serving related occupations	2.13	3.50	6.50	8.71	9.90
Cooks	8.00	8.71	8.71	9.79	11.50
Cooks, restaurant	8.00	8.71	8.71	8.71	9.53
Food service, tipped	2.13	2.13	4.30	6.00	8.00
Waiters and waitresses	2.13	2.13	2.13	4.30	4.30
Dining room and cafeteria attendants and bartender helpers	5.50	6.75	8.00	8.35	8.90
Fast food and counter workers	6.25	7.10	8.25	9.90	10.50
Building and grounds cleaning and maintenance occupations	5.15	5.15	7.81	8.67	9.83
Building cleaning workers	5.15	5.15	7.21	8.82	9.63
Janitors and cleaners, except maids and housekeeping cleaners	7.81	8.05	9.01	9.57	12.00
Maids and housekeeping cleaners	6.50	7.10	8.11	8.82	9.80
Personal care and service occupations	5.24	6.00	8.00	9.00	11.99
Sales and related occupations	6.40	7.40	9.35	14.13	19.23
First-line supervisors/managers, sales workers	8.15	14.80	16.30	20.99	24.72
Retail sales workers	6.25	6.90	8.55	10.75	16.28
Cashiers, all workers	6.25	7.75	8.75	9.62	11.38
Cashiers	6.25	7.75	8.75	9.62	11.38
Retail salespersons	6.25	6.69	8.20	10.96	17.53
Office and administrative support occupations	8.59	10.77	13.10	16.77	22.01
Financial clerks	9.75	11.13	12.89	15.00	21.25
Bill and account collectors	10.00	11.72	14.00	21.25	21.25
Bookkeeping, accounting, and auditing clerks	10.77	11.88	14.30	15.55	18.10
Tellers	9.00	9.75	11.24	13.03	14.43
Customer service representatives	11.06	12.50	22.01	23.59	23.59
Receptionists and information clerks	7.00	8.00	10.00	10.00	12.98
Secretaries and administrative assistants	9.80	13.75	16.35	25.64	25.64
Secretaries, except legal, medical, and executive	9.21	14.42	16.40	25.64	25.64
Insurance claims and policy processing clerks	12.88	13.54	14.47	16.77	16.91
Office clerks, general	9.80	10.36	12.50	13.27	13.27

See footnotes at end of table.

Table 7. Private industry workers: Hourly wage percentiles¹, San Antonio, TX, November 2006 — Continued

Occupation ²	10	25	Median 50	75	90
Construction and extraction occupations	\$9.00	\$9.50	\$12.00	\$17.00	\$23.89
Installation, maintenance, and repair occupations	10.00	12.00	13.50	18.75	21.88
Automotive technicians and repairers	11.00	11.50	13.00	15.00	21.88
Production occupations	8.50	9.55	12.85	15.00	16.84
Transportation and material moving occupations	5.78	6.50	10.00	12.65	15.27
Driver/sales workers and truck drivers	9.50	9.75	11.50	11.53	12.80
Industrial truck and tractor operators	8.85	9.50	11.50	13.06	14.77
Laborers and material movers, hand	5.78	5.78	5.78	8.00	12.65
Packers and packagers, hand	5.65	5.65	8.00	12.65	12.65

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages 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, and holidays;

nonproduction bonuses; and tips.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 8. State and local government workers: Hourly wage percentiles¹, San Antonio, TX, November 2006

Occupation ²	10	25	Median 50	75	90
All workers	\$9.83	\$11.95	\$17.27	\$28.28	\$33.95
Management occupations	20.15	25.68	41.33	42.72	52.93
Education administrators	28.71	33.95	42.01	47.87	59.93
Business and financial operations occupations	13.86	14.68	19.26	33.47	40.19
Life, physical, and social science occupations	13.04	14.34	16.03	30.19	32.94
Community and social services occupations	13.25	14.92	17.19	22.50	38.23
Education, training, and library occupations	11.18	24.40	28.81	32.64	37.51
Primary, secondary, and special education school teachers	25.74	28.07	30.32	33.57	38.03
Elementary and middle school teachers	26.00	28.18	30.32	33.45	37.32
Elementary school teachers, except special education	26.26	28.45	30.62	33.53	37.32
Middle school teachers, except special and vocational education	25.87	27.07	28.39	32.73	36.90
Secondary school teachers	24.98	27.61	30.38	34.46	39.13
Secondary school teachers, except special and vocational education	24.98	27.61	30.38	34.46	39.13
Other teachers and instructors	8.92	18.92	26.14	30.56	33.78
Teacher assistants	9.95	10.39	11.75	12.81	14.01
Healthcare practitioner and technical occupations	11.56	12.38	20.71	25.49	30.06
Protective service occupations	13.28	15.83	22.37	24.50	28.44
Fire fighters	15.45	15.83	21.89	23.54	24.50
Police officers	14.59	17.67	22.24	24.21	24.69
Police and sheriff's patrol officers	14.59	17.67	22.24	24.21	24.69
Food preparation and serving related occupations	8.13	8.77	10.08	14.24	26.09
Building and grounds cleaning and maintenance occupations	8.47	8.90	9.83	11.49	14.71
Building cleaning workers	8.37	8.85	9.54	10.41	12.38
Janitors and cleaners, except maids and housekeeping cleaners	8.47	8.90	9.83	10.65	12.51
Office and administrative support occupations	9.28	10.10	11.74	14.63	16.07
Secretaries and administrative assistants	9.54	11.02	14.27	16.06	17.88
Secretaries, except legal, medical, and executive	9.54	11.02	14.27	16.06	17.88
Office clerks, general	6.51	9.74	10.10	10.95	12.23
Construction and extraction occupations	11.05	12.49	16.60	27.01	28.45
Installation, maintenance, and repair occupations	9.95	11.70	14.19	17.27	20.95
Transportation and material moving occupations	11.26	12.20	14.20	15.92	17.66
Bus drivers	11.31	11.66	13.22	15.06	20.11

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages 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, and holidays;

nonproduction bonuses; and tips.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², San Antonio, TX, November 2006

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
All workers	\$7.20	\$9.50	\$12.88	\$19.87	\$28.97
Management occupations	19.23	23.40	36.24	43.17	50.94
Financial managers	31.25	32.65	34.63	42.44	63.19
Education administrators	28.71	33.95	42.01	47.85	59.93
Business and financial operations occupations	17.90	20.47	24.52	30.96	36.06
Claims adjusters, appraisers, examiners, and investigators	15.68	17.47	24.04	30.42	32.98
Human resources, training, and labor relations specialists	19.26	23.73	28.22	35.39	35.39
Accountants and auditors	18.60	18.60	20.47	25.00	30.77
Computer and mathematical science occupations	21.64	21.80	27.11	36.04	42.16
Architecture and engineering occupations	10.39	10.39	12.90	14.82	28.97
Life, physical, and social science occupations	13.04	14.34	25.61	32.56	35.24
Community and social services occupations	13.13	14.49	16.74	19.94	36.15
Counselors	13.87	13.87	19.31	36.51	39.18
Educational, vocational, and school counselors	13.87	13.87	19.31	36.51	39.18
Social workers	8.75	14.25	16.14	19.25	21.21
Education, training, and library occupations	11.99	23.94	28.80	32.91	38.58
Postsecondary teachers	17.77	23.90	37.55	43.54	51.27
Miscellaneous postsecondary teachers	16.98	21.13	29.31	43.31	64.31
Primary, secondary, and special education school teachers	26.00	28.12	30.38	33.72	38.22
Elementary and middle school teachers	26.00	28.18	30.32	33.45	37.32
Elementary school teachers, except special education	26.26	28.45	30.62	33.53	37.32
Middle school teachers, except special and vocational education	25.87	27.07	28.39	32.73	36.90
Secondary school teachers	25.78	27.85	30.66	34.77	39.13
Secondary school teachers, except special and vocational education	25.78	27.85	30.66	34.77	39.13
Other teachers and instructors	12.96	24.40	26.31	30.56	33.88
Teacher assistants	9.41	10.26	11.59	12.78	13.94
Arts, design, entertainment, sports, and media occupations	15.41	15.41	20.19	31.66	31.66
Healthcare practitioner and technical occupations	11.25	17.25	20.50	27.72	45.31
Registered nurses	20.54	21.44	25.43	28.61	32.06
Licensed practical and licensed vocational nurses	13.50	16.15	18.00	19.00	20.00
Healthcare support occupations	9.01	10.00	11.00	13.50	15.00
Nursing, psychiatric, and home health aides	8.45	9.05	9.63	10.30	11.00
Nursing aides, orderlies, and attendants	8.45	9.05	9.63	10.30	11.00
Miscellaneous healthcare support occupations	9.95	10.08	11.50	13.75	15.00
Protective service occupations	7.00	7.00	15.82	23.74	25.88
Fire fighters	15.45	15.83	21.89	23.54	24.50
Police officers	14.59	17.67	22.24	24.21	24.69
Police and sheriff's patrol officers	14.59	17.67	22.24	24.21	24.69
Food preparation and serving related occupations	2.13	4.30	7.25	8.75	10.25
Cooks	8.24	8.71	8.71	9.82	11.50
Food service, tipped	2.13	2.13	4.30	6.00	8.00
Dining room and cafeteria attendants and bartender helpers	5.50	7.00	8.00	8.35	8.90
Fast food and counter workers	7.14	8.25	9.35	10.00	10.50
Combined food preparation and serving workers, including fast food	8.50	9.00	9.90	10.50	10.79

See footnotes at end of table.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², San Antonio, TX, November 2006 —
Continued

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
Building and grounds cleaning and maintenance occupations	\$7.50	\$8.00	\$8.48	\$9.82	\$12.00
Building cleaning workers	7.25	8.13	8.82	9.90	11.63
Janitors and cleaners, except maids and housekeeping cleaners	7.81	8.48	9.42	10.29	12.00
Maids and housekeeping cleaners	6.50	7.25	8.41	8.82	9.80
Personal care and service occupations	5.25	6.00	8.00	10.00	13.00
Sales and related occupations	6.40	8.00	10.42	16.30	20.99
First-line supervisors/managers, sales workers	8.15	14.80	16.30	20.99	24.72
Retail sales workers	6.25	7.40	9.30	12.11	18.92
Cashiers, all workers	6.00	7.59	9.30	10.42	11.82
Cashiers	6.00	7.59	9.30	10.42	11.82
Retail salespersons	6.50	7.27	9.30	12.49	19.13
Office and administrative support occupations	9.00	10.91	13.22	16.65	22.01
Financial clerks	10.00	11.35	12.95	15.00	21.25
Bill and account collectors	10.00	11.72	14.00	21.25	21.25
Bookkeeping, accounting, and auditing clerks	10.77	11.88	14.30	15.00	17.07
Tellers	9.00	9.98	12.50	13.50	14.43
Customer service representatives	11.00	12.40	22.01	23.59	23.59
Receptionists and information clerks	7.00	9.00	10.00	10.92	12.98
Secretaries and administrative assistants	9.80	13.43	15.41	22.86	25.64
Secretaries, except legal, medical, and executive	9.54	14.42	15.41	25.64	25.64
Office clerks, general	9.95	10.36	12.50	13.27	13.27
Construction and extraction occupations	9.00	9.95	12.00	19.00	26.00
Installation, maintenance, and repair occupations	10.00	11.75	13.70	17.75	21.88
Automotive technicians and repairers	11.00	11.70	13.23	15.00	21.88
Miscellaneous installation, maintenance, and repair workers	9.95	9.95	14.90	16.85	18.88
Production occupations	8.50	9.75	12.73	15.00	16.84
Transportation and material moving occupations	7.00	9.30	11.50	13.55	16.50
Bus drivers	11.15	12.21	19.85	19.85	19.85
Driver/sales workers and truck drivers	9.50	10.15	11.53	12.80	15.09
Truck drivers, heavy and tractor-trailer	9.50	10.15	12.80	12.80	15.92
Industrial truck and tractor operators	8.75	9.50	11.25	12.59	14.77
Laborers and material movers, hand	6.25	6.50	10.24	12.65	12.95

¹ 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.

² Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly

wages 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, and holidays; nonproduction bonuses; and tips.

³ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 10. Part-time¹ civilian workers: Hourly wage percentiles², San Antonio, TX, November 2006

Occupation ³	Part-time workers				
	10	25	Median 50	75	90
All workers	\$5.15	\$5.78	\$7.75	\$9.95	\$13.00
Education, training, and library occupations	7.77	8.92	11.04	18.92	42.00
Other teachers and instructors	7.77	8.92	11.18	18.92	42.00
Food preparation and serving related occupations	2.13	2.13	5.00	7.00	8.00
Food service, tipped	2.13	2.13	2.13	2.19	3.54
Waiters and waitresses	2.13	2.13	2.13	2.15	2.86
Personal care and service occupations	5.24	6.00	8.24	8.24	8.52
Sales and related occupations	6.37	6.75	7.75	9.05	10.80
Retail sales workers	6.37	6.75	7.75	9.05	10.80
Cashiers, all workers	7.55	7.75	8.15	8.74	9.37
Cashiers	7.55	7.75	8.15	8.74	9.37
Retail salespersons	6.23	6.37	6.85	9.00	9.85
Office and administrative support occupations	7.75	8.05	9.75	12.00	14.45

¹ 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.

² Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or more than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly

wages 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, and holidays; nonproduction bonuses; and tips.

³ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, San Antonio, TX, November 2006

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$16.20	\$12.88	\$648	\$515	40.0	\$32,677	\$26,682	2,017
Management occupations	35.05	36.24	1,486	1,510	42.4	76,244	77,626	2,176
Financial managers	39.70	34.63	1,626	1,493	41.0	84,570	77,626	2,130
Education administrators	41.96	42.01	1,673	1,680	39.9	76,136	69,428	1,815
Business and financial operations occupations	26.36	24.52	1,065	1,000	40.4	55,050	52,000	2,088
Claims adjusters, appraisers, examiners, and investigators	25.40	24.04	1,016	962	40.0	52,833	49,999	2,080
Human resources, training, and labor relations specialists	29.10	28.22	1,162	1,129	39.9	60,434	58,700	2,077
Accountants and auditors	23.06	20.47	922	819	40.0	47,878	42,580	2,076
Computer and mathematical science occupations	29.74	27.11	1,185	1,041	39.9	61,359	54,015	2,063
Architecture and engineering occupations	15.16	12.90	615	516	40.6	31,974	26,834	2,109
Life, physical, and social science occupations	23.78	25.61	949	1,024	39.9	44,002	43,826	1,851
Community and social services occupations	19.29	16.74	776	702	40.2	38,430	36,500	1,992
Counselors	24.40	19.31	976	772	40.0	44,756	40,258	1,835
Educational, vocational, and school counselors	24.40	19.31	976	772	40.0	44,756	40,258	1,835
Social workers	16.19	16.14	656	720	40.5	34,133	37,440	2,108
Education, training, and library occupations	27.76	28.80	1,100	1,140	39.6	42,216	43,457	1,521
Postsecondary teachers	37.15	37.55	1,484	1,499	40.0	60,608	59,040	1,632
Miscellaneous postsecondary teachers	35.41	29.31	1,414	1,164	39.9	59,040	48,204	1,667
Primary, secondary, and special education school teachers	31.21	30.38	1,239	1,203	39.7	46,290	45,001	1,483
Elementary and middle school teachers	31.03	30.32	1,232	1,206	39.7	46,049	45,001	1,484
Elementary school teachers, except special education	31.21	30.62	1,242	1,215	39.8	46,403	45,353	1,487
Middle school teachers, except special and vocational education	29.86	28.39	1,169	1,112	39.1	43,711	41,599	1,464
Secondary school teachers	31.58	30.66	1,253	1,209	39.7	46,835	45,205	1,483
Secondary school teachers, except special and vocational education	31.58	30.66	1,253	1,209	39.7	46,835	45,205	1,483
Other teachers and instructors	24.97	26.31	994	1,045	39.8	38,750	39,360	1,552
Teacher assistants	11.53	11.59	447	446	38.8	16,764	16,665	1,454
Arts, design, entertainment, sports, and media occupations	22.34	20.19	893	808	40.0	46,459	41,999	2,080
Healthcare practitioner and technical occupations	26.99	20.50	1,072	810	39.7	55,658	42,203	2,062
Registered nurses	25.85	25.43	1,019	1,009	39.4	52,841	52,499	2,044
Licensed practical and licensed vocational nurses	17.62	18.00	703	720	39.9	36,576	37,440	2,076
Healthcare support occupations	11.50	11.00	460	440	40.0	23,908	22,880	2,079
Nursing, psychiatric, and home health aides	9.68	9.63	387	385	40.0	20,144	20,030	2,080
Nursing aides, orderlies, and attendants	9.68	9.63	387	385	40.0	20,144	20,030	2,080

See footnotes at end of table.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, San Antonio, TX, November 2006 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Miscellaneous healthcare support occupations	\$12.00	\$11.50	\$480	\$460	40.0	\$24,947	\$23,920	2,079
Protective service occupations	16.31	15.82	694	711	42.5	33,777	30,757	2,071
Fire fighters	20.36	21.89	1,079	1,160	53.0	56,105	60,326	2,756
Police officers	20.70	22.24	829	890	40.0	43,089	46,259	2,082
Police and sheriff's patrol officers ...	20.70	22.24	829	890	40.0	43,089	46,259	2,082
Food preparation and serving related occupations	6.87	7.25	267	270	38.9	13,452	13,248	1,959
Cooks	9.22	8.71	354	348	38.4	17,616	18,111	1,910
Food service, tipped	4.52	4.30	178	172	39.4	9,116	8,950	2,017
Dining room and cafeteria attendants and bartender helpers	7.63	8.00	297	320	38.9	15,454	16,640	2,025
Fast food and counter workers	9.21	9.35	345	360	37.5	17,031	17,056	1,848
Combined food preparation and serving workers, including fast food	9.84	9.90	376	376	38.2	18,120	19,562	1,842
Building and grounds cleaning and maintenance occupations	9.12	8.48	363	339	39.8	17,983	16,702	1,972
Building cleaning workers	9.17	8.82	367	353	40.0	17,798	18,346	1,942
Janitors and cleaners, except maids and housekeeping cleaners	9.72	9.42	389	377	40.0	19,672	19,261	2,024
Maids and housekeeping cleaners	8.21	8.41	328	336	40.0	14,770	16,640	1,800
Personal care and service occupations	8.68	8.00	331	320	38.2	16,860	16,640	1,942
Sales and related occupations	15.41	10.42	626	416	40.6	31,852	21,299	2,067
First-line supervisors/managers, sales workers	16.70	16.30	653	652	39.1	33,956	33,896	2,033
Retail sales workers	10.97	9.30	448	370	40.9	22,327	19,240	2,035
Cashiers, all workers	9.14	9.30	365	372	40.0	16,535	19,240	1,810
Cashiers	9.14	9.30	365	372	40.0	16,535	19,240	1,810
Retail salespersons	11.58	9.30	478	361	41.3	24,835	18,774	2,145
Office and administrative support occupations	14.27	13.22	566	520	39.7	29,338	27,001	2,057
Financial clerks	13.88	12.95	555	518	40.0	28,861	26,934	2,080
Bill and account collectors	15.83	14.00	633	560	40.0	32,936	29,120	2,080
Bookkeeping, accounting, and auditing clerks	14.07	14.30	563	572	40.0	29,268	29,744	2,080
Tellers	11.87	12.50	475	500	40.0	24,684	26,000	2,080
Customer service representatives	17.86	22.01	711	881	39.8	36,967	45,787	2,069
Receptionists and information clerks ..	9.83	10.00	393	400	40.0	20,437	20,800	2,080
Secretaries and administrative assistants	17.36	15.41	664	642	38.2	34,147	32,053	1,967
Secretaries, except legal, medical, and executive	17.56	15.41	656	642	37.3	33,571	32,053	1,911
Office clerks, general	12.18	12.50	487	500	40.0	25,340	26,000	2,080
Construction and extraction occupations	15.09	12.00	603	480	40.0	31,378	24,960	2,080
Installation, maintenance, and repair occupations	15.59	13.70	631	545	40.5	32,828	28,344	2,106
Automotive technicians and repairers	15.28	13.23	616	520	40.3	32,034	27,040	2,096
Miscellaneous installation, maintenance, and repair workers	14.70	14.90	611	596	41.6	31,759	31,000	2,161

See footnotes at end of table.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, San Antonio, TX, November 2006 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Production occupations	\$13.48	\$12.73	\$542	\$500	40.2	\$28,171	\$26,000	2,090
Transportation and material moving occupations	11.79	11.50	475	460	40.3	24,425	22,880	2,071
Bus drivers	16.35	19.85	609	671	37.3	28,531	31,096	1,745
Driver/sales workers and truck drivers	11.79	11.53	480	461	40.7	24,969	23,987	2,118
Truck drivers, heavy and tractor-trailer	12.21	12.80	503	476	41.2	26,180	24,752	2,144
Industrial truck and tractor operators ..	11.25	11.25	454	460	40.3	23,598	23,920	2,097
Laborers and material movers, hand ..	9.47	10.24	379	410	40.0	19,691	21,305	2,080

¹ 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.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ 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. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries

paid to employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. 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. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, San Antonio, TX, November 2006

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$15.36	\$12.50	\$615	\$500	40.0	\$31,682	\$26,000	2,062
Management occupations	34.62	34.63	1,482	1,493	42.8	76,990	77,626	2,224
Financial managers	40.53	34.63	1,668	1,493	41.1	86,722	77,626	2,140
Business and financial operations occupations	26.41	24.52	1,068	1,000	40.4	55,539	52,000	2,103
Claims adjusters, appraisers, examiners, and investigators	25.57	25.98	1,023	1,039	40.0	53,193	54,043	2,080
Accountants and auditors	23.00	20.47	920	819	40.0	47,845	42,580	2,080
Computer and mathematical science occupations	30.25	28.00	1,209	1,118	40.0	62,873	58,124	2,078
Architecture and engineering occupations	15.02	12.90	609	516	40.6	31,681	26,834	2,109
Community and social services occupations	16.19	16.14	656	702	40.5	34,101	36,500	2,106
Education, training, and library occupations	24.72	22.28	985	891	39.9	43,913	45,429	1,777
Postsecondary teachers	32.88	37.66	1,313	1,506	39.9	54,683	60,000	1,663
Arts, design, entertainment, sports, and media occupations	22.57	20.19	903	808	40.0	46,942	41,999	2,080
Healthcare practitioner and technical occupations	28.05	20.50	1,113	800	39.7	57,859	41,600	2,063
Registered nurses	25.69	25.43	1,011	1,002	39.3	52,561	52,125	2,046
Licensed practical and licensed vocational nurses	18.03	18.00	720	720	39.9	37,431	37,440	2,076
Healthcare support occupations	11.58	11.00	463	440	40.0	24,073	22,880	2,079
Nursing, psychiatric, and home health aides	9.47	9.55	379	382	40.0	19,707	19,864	2,080
Nursing aides, orderlies, and attendants	9.47	9.55	379	382	40.0	19,707	19,864	2,080
Miscellaneous healthcare support occupations	12.03	11.50	481	460	40.0	25,023	23,920	2,079
Protective service occupations	7.66	7.00	306	280	40.0	13,642	14,560	1,781
Food preparation and serving related occupations	6.62	7.00	259	264	39.1	13,194	13,312	1,993
Cooks	9.22	8.71	354	348	38.4	17,676	18,111	1,916
Food service, tipped	4.52	4.30	178	172	39.4	9,116	8,950	2,017
Dining room and cafeteria attendants and bartender helpers	7.63	8.00	297	320	38.9	15,454	16,640	2,025
Fast food and counter workers	9.16	9.50	350	360	38.2	18,207	18,720	1,988
Building and grounds cleaning and maintenance occupations	8.57	8.00	341	320	39.8	16,813	16,320	1,961
Building cleaning workers	8.70	8.67	348	347	40.0	16,629	17,630	1,912
Janitors and cleaners, except maids and housekeeping cleaners	9.29	8.87	372	355	40.0	19,322	18,450	2,080
Maids and housekeeping cleaners	8.17	8.24	327	330	40.0	14,585	16,266	1,786
Personal care and service occupations	8.64	8.00	334	320	38.6	17,368	16,640	2,010
Sales and related occupations	15.41	10.42	626	416	40.6	31,852	21,299	2,067

See footnotes at end of table.

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, San Antonio, TX, November 2006 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
First-line supervisors/managers, sales workers	\$16.70	\$16.30	\$653	\$652	39.1	\$33,956	\$33,896	2,033
Retail sales workers	10.97	9.30	448	370	40.9	22,327	19,240	2,035
Cashiers, all workers	9.14	9.30	365	372	40.0	16,535	19,240	1,810
Cashiers	9.14	9.30	365	372	40.0	16,535	19,240	1,810
Retail salespersons	11.58	9.30	478	361	41.3	24,835	18,774	2,145
Office and administrative support occupations	14.40	13.27	571	525	39.6	29,672	27,296	2,061
Financial clerks	13.89	12.90	556	516	40.0	28,892	26,832	2,080
Bill and account collectors	15.83	14.00	633	560	40.0	32,936	29,120	2,080
Bookkeeping, accounting, and auditing clerks	14.11	14.30	564	572	40.0	29,342	29,744	2,080
Tellers	11.87	12.50	475	500	40.0	24,684	26,000	2,080
Customer service representatives	18.03	22.01	717	881	39.8	37,307	45,787	2,069
Receptionists and information clerks ..	9.55	10.00	382	400	40.0	19,860	20,800	2,080
Secretaries and administrative assistants	17.86	16.35	679	693	38.0	35,239	36,046	1,973
Secretaries, except legal, medical, and executive	18.44	16.40	678	742	36.8	35,185	38,605	1,908
Office clerks, general	12.30	12.50	492	500	40.0	25,588	26,000	2,080
Construction and extraction occupations	14.81	12.00	592	480	40.0	30,801	24,960	2,080
Installation, maintenance, and repair occupations	15.75	13.50	641	540	40.7	33,329	28,080	2,116
Automotive technicians and repairers	15.51	13.00	626	520	40.4	32,545	27,040	2,098
Production occupations	13.48	12.85	542	500	40.2	28,174	26,000	2,091
Transportation and material moving occupations	11.50	11.00	468	440	40.6	24,316	22,880	2,114
Driver/sales workers and truck drivers	11.16	11.50	456	440	40.9	23,733	22,880	2,126
Industrial truck and tractor operators ..	11.25	11.25	454	460	40.3	23,598	23,920	2,097
Laborers and material movers, hand ..	9.42	9.90	377	396	40.0	19,591	20,592	2,080

¹ 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.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ 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. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries

paid to employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. 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. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 13. Full-time¹ State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, San Antonio, TX, November 2006

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$20.89	\$18.09	\$834	\$726	39.9	\$37,510	\$37,701	1,795
Management occupations	37.75	41.33	1,510	1,653	40.0	72,135	67,885	1,911
Education administrators	42.19	42.01	1,688	1,680	40.0	77,351	69,428	1,833
Business and financial operations occupations	25.65	22.17	1,026	887	40.0	48,722	53,630	1,899
Life, physical, and social science occupations	21.80	16.03	870	641	39.9	39,619	33,425	1,817
Community and social services occupations	21.28	17.21	851	688	40.0	40,957	36,440	1,925
Education, training, and library occupations	28.23	29.15	1,117	1,156	39.6	41,996	43,390	1,487
Primary, secondary, and special education school teachers	31.21	30.38	1,239	1,203	39.7	46,290	45,001	1,483
Elementary and middle school teachers	31.03	30.32	1,232	1,206	39.7	46,049	45,001	1,484
Elementary school teachers, except special education	31.21	30.62	1,242	1,215	39.8	46,403	45,353	1,487
Middle school teachers, except special and vocational education	29.86	28.39	1,169	1,112	39.1	43,711	41,599	1,464
Secondary school teachers	31.58	30.66	1,253	1,209	39.7	46,835	45,205	1,483
Secondary school teachers, except special and vocational education	31.58	30.66	1,253	1,209	39.7	46,835	45,205	1,483
Teacher assistants	11.84	11.75	458	458	38.7	16,858	16,887	1,424
Healthcare practitioner and technical occupations	20.55	20.71	820	828	39.9	42,299	43,139	2,058
Protective service occupations	21.62	22.77	957	968	44.3	49,765	50,353	2,302
Fire fighters	20.36	21.89	1,079	1,160	53.0	56,105	60,326	2,756
Police officers	20.70	22.24	829	890	40.0	43,089	46,259	2,082
Police and sheriff's patrol officers	20.70	22.24	829	890	40.0	43,089	46,259	2,082
Food preparation and serving related occupations	12.49	10.08	450	334	36.0	17,606	12,646	1,409
Building and grounds cleaning and maintenance occupations	10.60	9.83	424	393	40.0	21,232	19,843	2,003
Building cleaning workers	9.95	9.54	398	382	40.0	19,843	19,394	1,994
Janitors and cleaners, except maids and housekeeping cleaners	10.13	9.83	405	393	40.0	19,991	19,793	1,974
Office and administrative support occupations	12.68	11.88	506	475	39.9	25,464	23,990	2,008
Secretaries and administrative assistants	13.97	14.27	557	566	39.9	26,901	28,260	1,925
Secretaries, except legal, medical, and executive	13.97	14.27	557	566	39.9	26,901	28,260	1,925
Construction and extraction occupations	18.08	16.60	723	664	40.0	37,610	34,522	2,080
Installation, maintenance, and repair occupations	15.18	14.19	607	568	40.0	31,566	29,521	2,080

See footnotes at end of table.

Table 13. Full-time¹ State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, San Antonio, TX, November 2006 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Transportation and material moving occupations	\$14.48	\$14.29	\$540	\$568	37.3	\$25,264	\$28,246	1,745

¹ 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.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ 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. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries

paid to employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. 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. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 14. **Size of establishment: Mean hourly earnings¹ of private industry establishments for major occupational groups, San Antonio, TX, November 2006**

Occupational group ²	Total	1-99 workers	100-499 workers	500 workers or more
All workers	\$14.59	\$12.48	\$16.88	\$17.22
Management, professional, and related	24.54	20.06	29.78	27.21
Management, business, and financial	29.71	26.51	31.46	29.74
Professional and related	21.54	18.25	26.79	26.02
Service	7.95	7.67	9.05	8.30
Sales and office	14.10	13.06	14.67	14.94
Sales and related	13.77	13.30	15.37	—
Office and administrative support	14.24	13.00	14.00	16.54
Natural resources, construction, and maintenance	14.99	15.20	14.73	—
Construction and extraction	14.81	15.34	—	—
Installation, maintenance, and repair	15.69	14.81	17.89	—
Production, transportation, and material moving	11.54	10.89	12.20	12.25
Production	13.47	14.02	13.36	10.96
Transportation and material moving	10.44	8.27	11.81	12.83
	Relative error ³ (percent)			
All workers	5.1	5.0	10.6	5.2
Management, professional, and related	5.8	10.5	7.0	7.6
Management, business, and financial	6.2	8.2	9.1	7.7
Professional and related	5.0	12.3	15.8	8.2
Service	5.4	7.8	2.4	8.2
Sales and office	8.4	4.6	14.4	10.7
Sales and related	18.2	16.3	29.9	—
Office and administrative support	5.2	4.5	6.1	11.0
Natural resources, construction, and maintenance	22.0	25.1	28.0	—
Construction and extraction	28.4	36.4	—	—
Installation, maintenance, and repair	4.9	12.0	16.6	—
Production, transportation, and material moving	4.9	5.9	5.5	13.1
Production	7.7	6.7	7.0	13.3
Transportation and material moving	4.0	10.3	6.9	15.6

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

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ 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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 15. Establishments with fewer than 100 workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, San Antonio, TX, November 2006

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$13.27	\$12.00	\$530	\$475	39.9	\$27,461	\$23,920	2,069
Management occupations	27.01	23.40	1,154	936	42.7	59,815	48,676	2,215
Business and financial operations occupations ...	25.69	23.81	1,097	1,217	42.7	57,025	63,267	2,220
Architecture and engineering occupations	14.49	12.90	588	516	40.6	30,582	26,834	2,111
Healthcare support occupations	11.99	11.50	479	460	40.0	24,933	23,920	2,080
Miscellaneous healthcare support occupations	12.06	11.85	482	474	40.0	25,076	24,648	2,080
Food preparation and serving related occupations	6.16	6.00	240	240	38.9	12,315	12,480	1,999
Cooks	8.93	8.71	339	348	37.9	16,685	18,111	1,868
Food service, tipped	3.99	4.30	157	172	39.3	8,159	8,950	2,044
Fast food and counter workers	8.95	9.00	341	360	38.1	17,716	18,720	1,980
Building and grounds cleaning and maintenance occupations								
Building cleaning workers	8.76	8.48	351	339	40.0	18,230	17,630	2,080
Sales and related occupations	15.44	16.30	630	652	40.8	32,757	33,896	2,121
Retail sales workers	12.50	8.20	509	328	40.7	26,467	17,056	2,118
Office and administrative support occupations	13.11	12.55	515	503	39.3	26,758	26,146	2,041
Financial clerks	13.08	12.82	523	513	40.0	27,204	26,674	2,080
Bookkeeping, accounting, and auditing clerks ...	14.27	15.00	571	600	40.0	29,689	31,200	2,080
Receptionists and information clerks	9.55	10.00	382	400	40.0	19,860	20,800	2,080
Secretaries and administrative assistants	17.15	14.42	627	577	36.6	32,523	29,994	1,897
Office clerks, general	12.27	12.50	491	500	40.0	25,521	26,000	2,080
Construction and extraction occupations	15.34	12.00	614	480	40.0	31,911	24,960	2,080
Installation, maintenance, and repair occupations	14.81	13.00	592	520	40.0	30,803	27,040	2,080
Production occupations	14.02	12.50	565	500	40.3	29,394	26,000	2,097
Transportation and material moving occupations	9.71	9.50	397	380	40.9	20,668	19,760	2,128

¹ 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.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ 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. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries paid to

employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. 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. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 16. Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, San Antonio, TX, November 2006

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$17.58	\$14.00	\$705	\$556	40.1	\$36,125	\$28,593	2,055
Management occupations	40.74	41.59	1,748	1,817	42.9	90,888	94,494	2,231
Financial managers	38.54	32.76	1,539	1,311	39.9	80,004	68,147	2,076
Business and financial operations occupations ...	26.57	24.76	1,062	990	40.0	55,229	51,501	2,079
Accountants and auditors	23.54	20.53	942	821	40.0	48,969	42,700	2,080
Computer and mathematical science occupations	31.14	31.26	1,245	1,251	40.0	64,715	65,029	2,078
Community and social services occupations	17.45	17.55	709	706	40.6	36,843	36,720	2,111
Education, training, and library occupations	26.14	22.28	1,046	891	40.0	47,508	46,349	1,817
Healthcare practitioner and technical occupations	26.31	21.51	1,039	860	39.5	54,044	44,720	2,054
Registered nurses	26.14	26.03	1,027	1,017	39.3	53,386	52,900	2,042
Licensed practical and licensed vocational nurses	16.75	17.45	667	682	39.8	34,661	35,443	2,070
Healthcare support occupations	9.98	9.74	399	390	39.9	20,735	20,259	2,077
Food preparation and serving related occupations	8.66	8.75	344	350	39.7	17,049	17,826	1,969
Building and grounds cleaning and maintenance occupations	8.95	8.76	351	348	39.2	16,312	17,410	1,822
Building cleaning workers	8.65	8.70	346	348	40.0	15,672	17,410	1,812
Janitors and cleaners, except maids and housekeeping cleaners	9.33	9.57	373	383	40.0	19,415	19,906	2,080
Personal care and service occupations	9.24	8.72	349	349	37.8	18,152	18,133	1,964
Sales and related occupations	15.40	9.65	624	381	40.5	31,585	19,552	2,051
Retail sales workers	10.55	9.53	432	372	40.9	21,247	19,240	2,013
Cashiers, all workers	9.57	9.53	383	381	40.0	16,959	19,240	1,772
Cashiers	9.57	9.53	383	381	40.0	16,959	19,240	1,772
Retail salespersons	11.01	9.30	455	366	41.3	23,679	19,032	2,150
Office and administrative support occupations	15.54	14.34	621	573	40.0	32,300	29,821	2,079
Financial clerks	14.30	13.32	572	533	40.0	29,742	27,699	2,080
Bookkeeping, accounting, and auditing clerks ...	14.01	14.03	560	561	40.0	29,137	29,182	2,080
Customer service representatives	18.10	22.01	720	881	39.8	37,445	45,787	2,069
Secretaries and administrative assistants	18.78	18.00	751	720	40.0	39,059	37,440	2,080
Office clerks, general	12.50	10.36	500	414	40.0	25,994	21,540	2,080
Construction and extraction occupations	14.25	11.27	570	451	40.0	29,642	23,442	2,080
Installation, maintenance, and repair occupations	18.17	17.75	774	710	42.6	40,254	36,914	2,216
Production occupations	12.52	12.90	501	516	40.0	26,042	26,832	2,080

See footnotes at end of table.

Table 16. **Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, San Antonio, TX, November 2006** — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Transportation and material moving occupations	\$12.41	\$11.65	\$503	\$464	40.5	\$26,137	\$24,128	2,106
Industrial truck and tractor operators	12.24	12.01	489	480	40.0	25,450	24,981	2,080
Laborers and material movers, hand	9.69	10.24	388	410	40.0	20,157	21,305	2,080

¹ 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.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ 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. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries paid to

employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. 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. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 17. Union¹ and nonunion workers: Mean hourly earnings² for major occupational groups, San Antonio, TX, November 2006

Occupational group ³	Union			Nonunion		
	Civilian workers	Private industry workers	State and local government workers	Civilian workers	Private industry workers	State and local government workers
All workers	\$21.34	\$21.18	\$21.94	\$15.06	\$14.20	\$20.48
Management, professional, and related	–	–	–	25.02	24.54	26.26
Management, business, and financial	–	–	–	29.94	29.71	32.04
Professional and related	–	–	–	22.98	21.54	25.60
Service	18.42	–	–	8.44	7.91	12.67
Sales and office	24.98	25.28	–	12.58	12.61	12.12
Sales and related	–	–	–	11.33	11.33	–
Office and administrative support	19.45	19.56	–	13.17	13.27	12.12
Natural resources, construction, and maintenance	21.55	–	–	14.94	14.94	14.96
Construction and extraction	–	–	–	14.86	14.81	15.79
Installation, maintenance, and repair	–	–	–	15.19	15.45	14.47
Production, transportation, and material moving	14.09	13.80	–	11.44	11.30	13.65
Production	–	–	–	13.70	13.74	–
Transportation and material moving	15.12	15.15	–	10.08	9.81	14.03
	Relative error ⁴ (percent)					
All workers	18.3	23.8	3.9	4.5	5.4	1.6
Management, professional, and related	–	–	–	4.1	5.8	1.4
Management, business, and financial	–	–	–	5.6	6.2	9.6
Professional and related	–	–	–	3.7	5.0	1.8
Service	22.0	–	–	4.6	5.6	5.4
Sales and office	22.5	22.7	–	2.4	2.6	4.1
Sales and related	–	–	–	2.7	2.7	–
Office and administrative support	10.4	10.8	–	3.3	3.6	4.1
Natural resources, construction, and maintenance	9.5	–	–	19.6	22.2	8.9
Construction and extraction	–	–	–	26.7	28.4	9.2
Installation, maintenance, and repair	–	–	–	4.7	4.9	11.3
Production, transportation, and material moving	18.5	22.3	–	4.0	4.4	3.6
Production	–	–	–	5.7	6.0	–
Transportation and material moving	15.1	19.3	–	3.6	4.0	5.6

¹ Union workers are those whose wages are determined through collective bargaining.

² 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. See appendix A for more information.

³ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. 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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 18. Time and incentive workers¹: Mean hourly earnings² for major occupational groups, San Antonio, TX, November 2006

Occupational group ³	Time		Incentive	
	Civilian workers	Private industry workers	Civilian workers	Private industry workers
All workers	\$15.16	\$14.22	\$22.14	\$22.14
Management, professional, and related	24.94	24.42	29.49	29.49
Management, business, and financial	29.96	29.72	29.49	29.49
Professional and related	22.98	21.54	—	—
Service	8.91	7.91	—	—
Sales and office	12.97	13.00	25.08	25.08
Sales and related	10.28	10.28	29.60	29.60
Office and administrative support	13.93	14.06	17.75	17.75
Natural resources, construction, and maintenance	14.91	14.65	—	—
Construction and extraction	—	14.81	—	—
Installation, maintenance, and repair	14.33	13.96	—	—
Production, transportation, and material moving	11.77	11.58	—	—
Production	13.74	13.75	—	—
Transportation and material moving	10.76	10.44	—	—
	Relative error ⁴ (percent)			
All workers	4.4	5.3	22.5	22.5
Management, professional, and related	4.2	5.9	8.0	8.0
Management, business, and financial	5.9	6.6	8.0	8.0
Professional and related	3.7	5.0	—	—
Service	4.6	5.8	—	—
Sales and office	4.5	4.8	31.4	31.4
Sales and related	3.3	3.3	39.5	39.5
Office and administrative support	5.4	5.8	19.6	19.6
Natural resources, construction, and maintenance	19.2	22.5	—	—
Construction and extraction	—	28.4	—	—
Installation, maintenance, and repair	4.9	5.1	—	—
Production, transportation, and material moving	4.8	5.3	—	—
Production	9.6	10.2	—	—
Transportation and material moving	3.5	4.0	—	—

¹ 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.

² 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. See appendix A for more information.

³ Workers are classified by occupation using the 2000

Standard Occupational Classification (SOC) system. 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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 19. Industry sector¹: Mean hourly earnings² for private industry workers by major occupational group, San Antonio, TX, November 2006

Occupational group ³	Goods producing		Service providing						
	Construction	Manufacturing	Trade, transportation, and utilities	Information	Financial activities	Professional and business services	Education and health services	Leisure and hospitality	Other services
All workers	\$13.98	–	\$12.80	–	\$20.05	–	\$16.97	\$7.09	\$10.44
Management, professional, and related	–	–	28.25	–	29.38	–	26.55	–	–
Management, business, and financial	–	–	27.44	–	29.28	–	26.51	–	–
Professional and related	–	–	–	–	–	–	26.55	–	–
Service	–	–	10.19	–	–	–	10.26	6.41	–
Sales and office	–	–	11.08	–	16.48	–	12.14	11.41	15.08
Sales and related	–	–	11.09	–	20.84	–	–	9.67	–
Office and administrative support	–	–	11.04	–	16.18	–	12.14	–	–
Natural resources, construction, and maintenance	13.84	–	17.35	–	–	–	–	–	–
Installation, maintenance, and repair	–	–	17.38	–	–	–	–	–	–
Production, transportation, and material moving	–	–	12.14	–	–	–	–	–	8.91
Production	–	–	14.51	–	–	–	–	–	–
Transportation and material moving	–	–	11.63	–	–	–	–	–	–
	Relative error ⁴ (percent)								
All workers	24.6	–	4.7	–	10.3	–	5.2	9.5	22.4
Management, professional, and related	–	–	6.4	–	11.0	–	9.4	–	–
Management, business, and financial	–	–	5.2	–	10.2	–	35.2	–	–
Professional and related	–	–	–	–	–	–	9.3	–	–
Service	–	–	12.3	–	–	–	9.2	8.6	–
Sales and office	–	–	6.1	–	5.9	–	2.2	23.6	17.6
Sales and related	–	–	1.3	–	20.2	–	–	30.9	–
Office and administrative support	–	–	18.0	–	5.4	–	2.2	–	–
Natural resources, construction, and maintenance	32.3	–	7.5	–	–	–	–	–	–
Installation, maintenance, and repair	–	–	7.6	–	–	–	–	–	–
Production, transportation, and material moving	–	–	4.9	–	–	–	–	–	12.8
Production	–	–	6.6	–	–	–	–	–	–
Transportation and material moving	–	–	6.0	–	–	–	–	–	–

¹ Industry sectors are determined by the 2002 North American Industry Classification System (NAICS).

² 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. See appendix A for more information.

³ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. 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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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 of the steps required to produce the data.

Planning for the survey

The overall design of the National Compensation Survey (NCS) includes questions of scope, frame, and sample selection.

Survey scope

This survey covered establishments employing one worker or more in private goods-producing industries (mining, construction, and manufacturing); private service-providing industries (trade, transportation, and utilities, information, financial activities, professional and business services, education and health services, leisure and hospitality, and other services); State governments; and local governments employing 50 or more workers. Agriculture, forestry, fishing and hunting, 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 agency within the sampled area.

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

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. Approximately one-fifth of the sample is reselected each year.

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 that were not selected for collection. 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 Bureau of Labor Statistics' (BLS) Regional Offices and visiting each establishment surveyed. Other contact methods, such as mail and telephone, were used to clarify and update data.

Occupational selection and classification

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

1. Probability-proportional-to-size selection of establishment jobs
2. Classification of jobs into occupations based on the 2000 Standard Occupational Classification (SOC) system
3. Characterization of jobs as full-time or part-time, union or nonunion, and time or incentive
4. Determination of the level of work of each job

For each occupation, wage data were collected for those workers whose jobs could be characterized by the criteria identified in the last three steps. If a specific work level could not be determined, wages were still collected.

In step one, the jobs to be sampled were selected at each establishment by the BLS field economist. 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 for which data were collected in each establishment was based on the establishment's employment size. The number of jobs selected followed this schedule:

<i>Number of employees</i>	<i>Number of selected jobs</i>
1-49	Up to 4
50-249	6
250 or more	8

The second step of the process entailed classifying the selected jobs into occupations based on their duties. NCS uses the 2000 Standard Occupational Classification (SOC) system. A selected job may fall into any one of about 800 occupational classifications, from accountant to zoologist. When workers could be classified in more than one occupation, they were classified in the occupation that required the higher skill level. When there was no perceptible difference in skill level, the workers were classified in the occupation that described their primary activity.

Each occupational classification is an element of a broader classification known as a major group. Occupations can fall into any of 22 major groups. Appendix B contains a complete list of all individual occupations, classified by the major group 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.

Occupational leveling

In the last step before wage data were collected, the work level of each selected job was determined using a "point factor leveling" process. Point factor leveling matches certain aspects of a job to specific levels of work with assigned point values. Points for each factor are then totaled to determine the overall work level for the job.

The NCS program is in the process of converting from a nine-factor to a four-factor occupational leveling system. The conversion is being phased in via annual NCS sample replenishment groups and will require several years for full implementation. The four occupational leveling factors are:

- Knowledge
- Job controls and complexity
- Contacts (nature and purpose)
- Physical environment

Each factor consists of several levels, and each level has an associated description and assigned points. A knowledge guide for 24 families of closely related occupations contains short definitions of the point levels of knowledge expected for the occupations and presents relevant examples. The other three factors use identical descriptions for all occupational categories and contain a definition of each point level within each factor.

The description within each factor best matching the job is chosen. The point levels within each factor are designed to describe the thresholds of distinct levels of work. When a job does not meet the full description of a point level, the next lowest point level is used. Points for the four factors are totaled to determine the overall work level. NCS publishes data for up to 15 work levels.

Most supervisory occupations are evaluated based on their duties and responsibilities. A modified approach is used for professional and administrative supervisors when they direct professional work and are paid primarily to supervise. Such supervisory occupations are leveled based on the work level of the highest position reporting to them.

For a complete description of point factor leveling, refer to the publication "National Compensation Survey: Guide for Evaluating Your Firm's Jobs and Pay," available at the BLS National Compensation Survey Internet site at <http://www.bls.gov/ncs/ocs/sp/ncbr0004.pdf>.

Combined work levels

This bulletin includes a table which simplifies the presentation of work levels by combining them into four broad groups. The groups were determined by combinations of knowledge, job controls and complexity, contacts, physical environment, and supervisory duties, and are meant to be comparable across different occupations. The broad groups and the combined work levels are:

<i>Group designation</i>	<i>Levels combined</i>
Group I	Levels 1-4
Group II	Levels 5-8
Group III	Levels 9-12
Group IV	Levels 13-15

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 collec-

tion. 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 (such as Christmas and profit-sharing bonuses)
- Uniform and tool allowances
- Free or subsidized room and board
- Payments made by third parties (for example, tips)
- On-call pay

To calculate earnings for various periods (hourly, weekly, and annual), data on work schedules also were 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 who are 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 whom the employer considers to be full time.

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

Time-based worker. Any employee whose earnings are solely tied to an hourly rate or salary.

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.

Nonunion worker. An employee in an occupation not meeting the conditions for union coverage.

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

Level. A ranking within an occupation based on the requirements of the position.

Processing and analyzing the data

Data were processed and analyzed at the BLS 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 data for 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 during the initial interview, 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 data for the nonrespondents equals the mean value of data for 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.

If average hourly earnings data were not provided by a sample member during the update interview, then missing average hourly earnings were imputed by multiplying prior average hourly earnings by the rate of change in the average hourly earnings of respondents. The regression model that takes into account available establishment characteris-

tics is used to derive the rate of change in the average hourly earnings.

Establishments that were determined to be out of business or outside the scope of the survey had their weights changed to zero.

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 the number of workers; the sample weight, adjusted for nonresponding establishments and other factors; and the occupation's scheduled hours of work. The sample weight reflects the inverse of each unit's probability of selection at each sample selection stage and four weight adjustment factors. The first factor adjusts for establishment nonresponse and the second factor adjusts for occupational nonresponse. The third factor adjusts for any special situations that may have occurred during data collection.

The fourth factor, postratification, also called benchmarking, is introduced to adjust estimated employment totals to the current counts of employment by industry. In some situations, two or more industries may be combined in making an adjustment. Also, some industries that had no responding sample were not adjusted. The latest available employment counts were used to derive average hourly earnings in this publication.

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 the publication of 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 to indicate only the relative importance of the occupational groups studied.

Percentiles

The percentiles presented in tables 6 through 10 are computed using earnings reported for individual workers in sampled establishment jobs and their scheduled hours of work. Establishments in the survey may report only individual-worker earnings for each sampled job. For the calculation of percentile estimates, the individual-worker hourly earnings are appropriately weighted and then arrayed from lowest to highest.

The published 10th, 25th, 50th, 75th, and 90th percentiles designate position in the earnings distribution within each published occupation. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

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 data 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 were \$17.75, with a relative standard error of 1.0 percent for this estimate. At the 90-percent level, the confidence interval for this estimate is from \$16.46 to \$18.04 (\$17.75 minus and plus \$0.29, where \$0.29 is the product of 1.645 times 1.0 percent times \$17.75). 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. 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, computer edits of the data, and detailed data review.

Appendix table 1. **Number of workers¹ represented by the survey, San Antonio, TX, November 2006**

Occupational group ²	Civilian workers	Private industry workers	State and local government workers
All workers	713,700	605,700	108,100
Management, professional, and related	184,600	124,100	60,500
Management, business, and financial	47,200	41,800	5,400
Professional and related	137,400	82,300	55,100
Service	186,900	164,500	22,400
Sales and office	202,900	191,600	11,200
Sales and related	67,200	67,200	–
Office and administrative support	135,700	124,500	11,200
Natural resources, construction, and maintenance	58,800	51,000	7,800
Construction and extraction	43,900	40,200	3,700
Installation, maintenance, and repair	14,900	10,800	4,100
Production, transportation, and material moving	80,600	74,400	6,200
Production	25,200	23,800	–
Transportation and material moving	55,400	50,600	4,700

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.

² Workers are classified by occupation using the

2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Appendix table 2. **Survey establishment response, San Antonio, TX, November 2006**

Establishments	Total	Private industry	State and local government
Total in sampling frame ¹	39,976	39,930	46
Total in sample	282	257	25
Responding	172	150	22
Refused or unable to provide data	68	65	3
Out of business or not in survey scope	42	42	0

¹ The list of establishments from which the survey sample was selected (sampling frame) was developed from State unemployment insurance reports and is based on the 2002 North American Industry Classification System (NAICS). For private industries, an establishment is usually a single physical location. For State and local governments, an establishment is defined as all locations of a

government entity.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.