

San Antonio, TX National Compensation Survey November 2007



U.S. Department of Labor
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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 NCSinfo@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 Statistical Area (MSA). Data were collected between September 2007 and January 2008; the average reference month is November 2007. 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 are undergoing a number of significant changes. Please see the bulletins published between September 2006 and July 2007 for information on earlier changes.

The areas covered by the publications are currently being updated to the December 2003 definitions of Combined Statistical Areas, Metropolitan Statistical Areas, and Micropolitan Statistical Areas, as determined by the U.S. Office of Management and Budget (OMB). This bulletin includes a new State and local government sample that reflects the new area definition.

In appendix table 2, the total numbers of establishments in the sampling frame are now benchmarked to the latest available establishment counts, adjusted for establishments that are out of scope for NCS.

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 2007

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	\$16.52	5.3	36.9	\$15.57	6.4	36.7	\$22.32	3.6	38.2
Worker characteristics^{4,5}									
Management, professional, and related	26.48	3.9	38.3	25.82	5.4	38.1	27.98	3.8	39.0
Management, business, and financial	31.49	5.6	41.2	31.41	6.4	41.4	31.98	11.3	40.0
Professional and related	24.52	3.1	37.3	22.83	3.9	36.5	27.39	3.6	38.8
Service	9.07	5.9	34.9	8.07	5.7	34.5	14.42	8.9	37.6
Sales and office	15.36	9.0	36.4	15.41	9.3	36.4	14.31	7.7	37.4
Sales and related	17.61	18.6	33.1	17.61	18.6	33.1	—	—	—
Office and administrative support	14.28	5.0	38.3	14.28	5.3	38.3	14.31	7.7	37.4
Natural resources, construction, and maintenance	15.60	20.5	39.9	15.60	21.2	39.9	—	—	—
Construction and extraction	15.63	27.3	40.0	15.64	27.8	40.0	—	—	—
Installation, maintenance, and repair	15.49	2.7	39.6	15.48	3.0	39.6	—	—	—
Production, transportation, and material moving	13.10	3.6	38.0	12.90	3.6	38.3	16.27	7.7	33.8
Production	14.21	7.3	39.6	14.04	7.5	39.6	—	—	—
Transportation and material moving	12.42	3.9	37.1	12.13	3.8	37.5	15.41	6.4	33.0
Full time	17.22	5.6	40.0	16.25	6.8	40.0	22.72	3.5	39.9
Part time	9.34	7.8	20.7	9.29	8.2	21.0	10.30	8.5	16.7
Union	21.09	20.3	41.2	21.55	24.0	39.9	—	—	—
Nonunion	16.24	5.7	36.7	15.21	6.8	36.6	22.60	3.7	37.6
Time	15.97	4.6	36.8	14.86	5.4	36.5	22.32	3.6	38.2
Incentive	27.80	19.5	40.3	27.80	19.5	40.3	—	—	—
Establishment characteristics									
Goods producing	(⁶)	(⁶)	(⁶)	17.67	26.0	40.2	(⁶)	(⁶)	(⁶)
Service providing	(⁶)	(⁶)	(⁶)	15.19	4.5	36.2	(⁶)	(⁶)	(⁶)
1-99 workers	14.47	7.9	36.1	14.21	8.2	36.1	19.39	20.3	36.4
100-499 workers	16.28	7.9	36.4	16.02	8.6	36.5	20.09	7.1	35.0
500 workers or more	20.55	4.3	39.1	18.75	7.0	39.0	23.42	2.0	39.3

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, 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 2007**

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	\$16.52	5.3	\$17.22	5.6	\$9.34	7.8
Management occupations	36.28	7.7	36.28	7.7	—	—
Level 9	25.22	5.6	25.22	5.6	—	—
Level 11	42.64	6.3	42.64	6.3	—	—
Not able to be leveled	37.36	10.3	37.36	10.3	—	—
Financial managers	40.95	11.7	40.95	11.7	—	—
Business and financial operations occupations	27.77	4.7	27.77	4.7	—	—
Level 7	21.83	8.4	21.83	8.4	—	—
Level 8	22.76	7.4	22.76	7.4	—	—
Level 9	30.30	4.7	30.30	4.7	—	—
Level 11	34.82	10.8	34.82	10.8	—	—
Buyers and purchasing agents	24.57	6.6	24.57	6.6	—	—
Claims adjusters, appraisers, examiners, and investigators	25.98	29.2	25.98	29.2	—	—
Accountants and auditors	26.00	10.7	26.00	10.7	—	—
Computer and mathematical science occupations	31.77	9.9	31.77	9.9	—	—
Architecture and engineering occupations	17.30	6.5	17.30	6.5	—	—
Life, physical, and social science occupations	28.75	11.1	28.75	11.1	—	—
Community and social services occupations	18.64	13.3	18.56	13.7	—	—
Level 7	14.69	5.5	14.69	5.5	—	—
Counselors	24.30	22.5	—	—	—	—
Social workers	15.64	4.8	15.64	4.8	—	—
Level 7	14.69	5.5	14.69	5.5	—	—
Education, training, and library occupations	29.13	3.1	29.27	3.3	22.99	35.9
Level 4	12.32	1.6	12.32	1.6	—	—
Level 7	32.20	12.5	—	—	—	—
Level 8	31.46	10.8	31.78	10.1	—	—
Level 9	31.28	3.3	31.36	3.4	—	—
Level 11	44.13	6.4	44.13	6.4	—	—
Postsecondary teachers	41.55	3.7	44.38	5.2	—	—
Miscellaneous postsecondary teachers	39.24	7.2	—	—	—	—
Primary, secondary, and special education school teachers	32.96	.1	32.97	.2	—	—
Level 8	35.33	2.0	35.33	2.0	—	—
Level 9	32.49	.3	32.51	.3	—	—
Elementary and middle school teachers	33.10	.3	33.10	.3	—	—
Level 9	32.81	.6	32.81	.6	—	—
Elementary school teachers, except special education	33.34	.7	33.34	.7	—	—
Level 9	33.04	.1	33.04	.1	—	—
Secondary school teachers	32.64	1.4	32.64	1.4	—	—
Level 9	31.33	.7	31.33	.7	—	—
Secondary school teachers, except special and vocational education	32.64	1.4	32.64	1.4	—	—
Level 9	31.33	.7	31.33	.7	—	—
Other teachers and instructors	26.62	26.4	—	—	—	—
Teacher assistants	11.90	2.4	11.94	2.5	—	—
Level 4	12.32	1.6	12.32	1.6	—	—
Arts, design, entertainment, sports, and media occupations	20.12	15.9	22.07	12.4	—	—
Healthcare practitioner and technical occupations	27.21	12.6	28.99	14.7	19.25	16.9
Level 5	18.25	5.9	19.19	4.5	—	—
Level 6	20.26	5.2	20.22	6.4	—	—
Level 7	25.22	2.5	—	—	—	—
Level 9	30.23	12.7	28.93	10.8	—	—
Registered nurses	26.58	2.0	26.64	2.0	—	—
Level 9	27.43	2.5	27.43	2.5	—	—
Licensed practical and licensed vocational nurses	18.78	3.0	18.91	3.0	—	—

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 2007** — 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 support occupations	\$11.19	7.7	\$11.80	6.3	—	—
Level 3	10.01	6.4	10.90	7.0	—	—
Nursing, psychiatric, and home health aides	9.41	2.7	9.72	1.4	—	—
Level 3	8.99	5.7	—	—	—	—
Nursing aides, orderlies, and attendants	9.86	.9	9.86	.9	—	—
Miscellaneous healthcare support occupations	11.71	8.1	12.46	4.7	—	—
Protective service occupations	15.29	12.2	15.40	12.3	—	—
Level 7	17.76	2.8	17.76	2.8	—	—
Food preparation and serving related occupations	6.72	4.6	6.88	5.0	\$5.58	4.7
Level 1	5.96	6.0	6.19	10.5	4.44	21.7
Level 2	5.52	4.5	5.44	6.3	5.92	7.4
Level 3	9.00	4.2	9.15	3.7	—	—
Cooks	9.37	5.6	9.39	5.7	—	—
Level 2	8.74	6.4	—	—	—	—
Level 3	9.18	2.4	—	—	—	—
Cooks, institution and cafeteria	10.32	5.6	10.32	5.6	—	—
Food service, tipped	4.44	7.5	4.61	7.9	2.94	14.9
Level 1	5.08	3.5	—	—	—	—
Level 2	4.07	7.4	4.22	8.6	—	—
Waiters and waitresses	3.07	22.7	3.13	26.0	2.68	17.3
Level 2	2.40	13.1	—	—	—	—
Dining room and cafeteria attendants and bartender helpers	7.65	.7	7.99	2.8	—	—
Fast food and counter workers	8.78	5.4	9.36	4.5	—	—
Level 2	8.25	8.1	9.03	5.8	—	—
Combined food preparation and serving workers, including fast food	9.25	5.7	10.02	1.9	—	—
Level 2	8.56	9.1	—	—	—	—
Building and grounds cleaning and maintenance occupations	8.33	8.8	9.12	5.6	—	—
Level 1	7.39	11.7	8.95	3.3	—	—
Level 2	8.22	3.9	—	—	—	—
Building cleaning workers	8.16	11.5	9.42	3.6	—	—
Level 1	7.39	11.7	8.95	3.3	—	—
Level 2	8.84	4.0	8.86	5.0	—	—
Janitors and cleaners, except maids and housekeeping cleaners	8.11	15.5	10.07	2.9	—	—
Level 2	9.08	3.8	9.17	4.8	—	—
Maids and housekeeping cleaners	8.30	4.7	8.40	3.7	—	—
Level 1	8.40	5.0	8.51	3.9	—	—
Personal care and service occupations	8.31	5.6	8.46	8.0	7.65	7.1
Sales and related occupations	17.61	18.6	20.20	20.0	8.35	5.6
Level 1	9.01	11.4	—	—	8.00	4.8
Level 2	8.44	3.2	8.62	7.7	8.08	7.8
Level 3	8.84	6.7	—	—	7.82	6.4
Level 4	16.93	26.8	18.50	27.2	—	—
Level 5	20.35	12.1	20.35	12.1	—	—
Level 7	26.15	13.3	26.15	13.3	—	—
Retail sales workers	10.43	4.3	11.73	4.7	8.35	5.6
Level 1	9.01	11.4	—	—	8.00	4.8
Level 2	8.44	3.2	8.62	7.7	8.08	7.8
Level 3	8.77	7.0	—	—	7.82	6.4
Level 4	12.97	7.1	—	—	—	—
Cashiers, all workers	9.10	4.8	9.50	8.1	8.55	1.2
Level 2	8.24	5.7	—	—	—	—
Cashiers	9.10	4.8	9.50	8.1	8.55	1.2
Level 2	8.24	5.7	—	—	—	—
Retail salespersons	11.05	4.9	12.69	4.6	7.91	6.5
Level 2	8.61	3.3	—	—	—	—
Level 3	8.68	8.6	—	—	7.68	6.7
Level 4	13.10	8.3	—	—	—	—

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 2007** — 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)
Office and administrative support occupations	\$14.28	5.0	\$14.41	5.0	\$11.34	9.1
Level 2	9.50	7.7	9.49	8.6	—	—
Level 3	11.97	4.2	12.04	3.3	10.82	18.8
Level 4	15.11	7.4	15.24	7.4	—	—
Level 5	17.15	8.5	17.18	8.6	—	—
Level 6	18.77	8.2	18.78	8.3	—	—
Not able to be leveled	12.80	10.2	12.72	10.2	—	—
Financial clerks	13.53	5.1	13.66	5.4	—	—
Level 3	11.44	4.6	11.46	4.6	—	—
Level 4	12.96	8.3	12.96	8.3	—	—
Bill and account collectors	16.57	14.8	16.57	14.8	—	—
Bookkeeping, accounting, and auditing clerks	13.21	9.7	13.21	9.7	—	—
Level 4	12.70	16.3	12.70	16.3	—	—
Tellers	11.82	1.2	12.17	2.5	—	—
Customer service representatives	18.25	14.8	18.33	15.0	—	—
Receptionists and information clerks	11.02	10.1	11.02	10.1	—	—
Secretaries and administrative assistants	17.86	12.6	17.86	12.6	—	—
Executive secretaries and administrative assistants	21.96	11.3	21.96	11.3	—	—
Secretaries, except legal, medical, and executive	18.75	18.8	18.75	18.8	—	—
Insurance claims and policy processing clerks	15.08	4.1	—	—	—	—
Office clerks, general	12.22	2.2	12.31	2.4	—	—
Level 3	11.77	4.5	11.75	4.8	—	—
Construction and extraction occupations	15.63	27.3	15.63	27.3	—	—
Level 4	12.41	.1	12.41	.1	—	—
Installation, maintenance, and repair occupations	15.49	2.7	15.53	2.7	—	—
Level 5	14.66	11.2	14.66	11.2	—	—
Miscellaneous installation, maintenance, and repair workers	17.73	10.6	17.73	10.6	—	—
Production occupations	14.21	7.3	14.22	7.3	—	—
Level 1	8.48	11.4	—	—	—	—
Level 2	11.44	4.4	11.44	4.4	—	—
Level 6	20.21	7.2	20.21	7.2	—	—
Transportation and material moving occupations	12.42	3.9	12.76	4.2	8.66	15.1
Level 1	7.29	5.6	—	—	—	—
Level 2	10.49	9.8	10.56	9.5	—	—
Level 3	12.94	5.2	12.94	5.2	—	—
Level 4	14.28	8.1	14.43	8.9	—	—
Bus drivers	16.75	8.4	16.87	8.7	—	—
Driver/sales workers and truck drivers	12.29	6.8	12.29	6.8	—	—
Industrial truck and tractor operators	11.74	8.3	11.77	7.7	—	—
Level 2	11.16	11.9	11.33	10.5	—	—
Laborers and material movers, hand	9.53	7.2	10.29	8.1	—	—
Level 1	7.32	5.0	—	—	—	—
Laborers and freight, stock, and material movers, hand	9.79	5.4	9.79	5.4	—	—
Packers and packagers, hand	9.34	17.6	—	—	—	—

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, San Antonio, TX, November 2007

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	\$15.57	6.4	\$16.25	6.8	\$9.29	8.2
Management occupations	37.13	8.8	37.13	8.8	—	—
Not able to be leveled	37.91	10.9	37.91	10.9	—	—
Financial managers	45.23	15.0	45.23	15.0	—	—
Business and financial operations occupations	27.71	5.0	27.71	5.0	—	—
Level 7	21.83	8.4	21.83	8.4	—	—
Level 8	23.71	9.2	23.71	9.2	—	—
Level 9	30.30	4.7	30.30	4.7	—	—
Level 11	34.43	13.3	34.43	13.3	—	—
Claims adjusters, appraisers, examiners, and investigators	25.98	29.2	25.98	29.2	—	—
Accountants and auditors	24.37	10.4	24.37	10.4	—	—
Computer and mathematical science occupations	31.62	10.5	31.62	10.5	—	—
Architecture and engineering occupations	17.15	7.2	17.15	7.2	—	—
Community and social services occupations	17.16	4.1	16.77	5.0	—	—
Education, training, and library occupations	27.62	21.7	26.73	22.8	—	—
Postsecondary teachers	37.90	4.0	37.90	4.0	—	—
Arts, design, entertainment, sports, and media occupations	20.69	17.7	23.10	12.9	—	—
Healthcare practitioner and technical occupations	27.35	13.9	29.25	16.7	—	—
Level 5	18.25	5.9	19.19	4.5	—	—
Level 6	19.65	5.2	—	—	—	—
Level 7	25.22	2.5	—	—	—	—
Level 9	31.11	19.0	29.45	16.7	—	—
Registered nurses	26.48	2.4	26.54	2.3	—	—
Level 9	27.44	3.5	27.44	3.5	—	—
Licensed practical and licensed vocational nurses	18.83	2.9	18.91	3.0	—	—
Healthcare support occupations	11.39	7.6	11.91	6.1	—	—
Level 3	—	—	11.11	6.7	—	—
Nursing, psychiatric, and home health aides	9.75	.8	9.75	.8	—	—
Nursing aides, orderlies, and attendants	9.75	.8	9.75	.8	—	—
Miscellaneous healthcare support occupations	11.71	8.1	12.46	4.7	—	—
Protective service occupations	7.79	9.3	7.79	9.3	—	—
Food preparation and serving related occupations	6.61	5.4	6.77	5.9	5.53	4.8
Level 1	5.94	6.0	6.19	10.5	4.12	25.5
Level 2	5.41	4.8	5.30	6.7	5.92	7.4
Level 3	8.85	3.3	9.00	2.9	—	—
Cooks	9.43	6.1	9.45	6.4	—	—
Level 3	9.18	2.4	—	—	—	—
Food service, tipped	4.44	7.5	4.61	7.9	2.94	14.9
Level 1	5.08	3.5	—	—	—	—
Level 2	4.07	7.4	4.22	8.6	—	—
Waiters and waitresses	3.07	22.7	3.13	26.0	2.68	17.3
Level 2	2.40	13.1	—	—	—	—
Dining room and cafeteria attendants and bartender helpers	7.65	.7	7.99	2.8	—	—
Fast food and counter workers	8.58	5.7	9.21	4.9	—	—
Level 2	8.23	8.2	—	—	—	—
Combined food preparation and serving workers, including fast food	9.05	6.5	10.00	1.8	—	—
Building and grounds cleaning and maintenance occupations	7.92	9.6	8.75	5.9	—	—
Level 1	7.16	11.6	8.77	3.5	—	—
Building cleaning workers	7.65	12.5	9.03	3.8	—	—
Level 1	7.16	11.6	8.77	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 2007 — 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 and grounds cleaning and maintenance occupations —Continued						
Building cleaning workers —Continued						
Level 2	\$8.66	4.2	\$8.63	5.5	—	—
Janitors and cleaners, except maids and housekeeping cleaners	—	—	9.85	5.4	—	—
Level 2	8.93	4.0	—	—	—	—
Maids and housekeeping cleaners	8.30	4.7	8.40	3.7	—	—
Level 1	8.40	5.0	8.51	3.9	—	—
Personal care and service occupations	8.31	5.7	8.46	8.0	\$7.63	7.7
Sales and related occupations	17.61	18.6	20.20	20.0	8.35	5.6
Level 1	9.01	11.4	—	—	8.00	4.8
Level 2	8.44	3.2	8.62	7.7	8.08	7.8
Level 3	8.84	6.7	—	—	7.82	6.4
Level 4	16.93	26.8	18.50	27.2	—	—
Level 5	20.35	12.1	20.35	12.1	—	—
Level 7	26.15	13.3	26.15	13.3	—	—
Retail sales workers	10.43	4.3	11.73	4.7	8.35	5.6
Level 1	9.01	11.4	—	—	8.00	4.8
Level 2	8.44	3.2	8.62	7.7	8.08	7.8
Level 3	8.77	7.0	—	—	7.82	6.4
Level 4	12.97	7.1	—	—	—	—
Cashiers, all workers	9.10	4.8	9.50	8.1	8.55	1.2
Level 2	8.24	5.7	—	—	—	—
Cashiers	9.10	4.8	9.50	8.1	8.55	1.2
Level 2	8.24	5.7	—	—	—	—
Retail salespersons	11.05	4.9	12.69	4.6	7.91	6.5
Level 2	8.61	3.3	—	—	—	—
Level 3	8.68	8.6	—	—	7.68	6.7
Level 4	13.10	8.3	—	—	—	—
Office and administrative support occupations	14.28	5.3	14.42	5.2	11.13	9.3
Level 2	9.31	7.8	9.27	8.7	—	—
Level 3	12.03	4.4	12.12	3.3	10.82	18.8
Level 4	15.07	8.5	15.22	8.5	—	—
Level 5	17.15	8.5	17.18	8.6	—	—
Level 6	18.77	8.2	18.78	8.3	—	—
Not able to be leveled	12.73	11.2	12.65	11.2	—	—
Financial clerks	13.53	5.1	13.66	5.4	—	—
Level 3	11.44	4.6	11.46	4.6	—	—
Level 4	12.96	8.3	12.96	8.3	—	—
Bill and account collectors	16.57	14.8	16.57	14.8	—	—
Bookkeeping, accounting, and auditing clerks	13.21	9.7	13.21	9.7	—	—
Level 4	12.70	16.3	12.70	16.3	—	—
Tellers	11.82	1.2	12.17	2.5	—	—
Customer service representatives	18.25	14.8	18.33	15.0	—	—
Receptionists and information clerks	10.01	8.5	10.01	8.5	—	—
Secretaries and administrative assistants	18.63	13.4	18.63	13.4	—	—
Secretaries, except legal, medical, and executive	19.49	20.7	19.49	20.7	—	—
Insurance claims and policy processing clerks	15.08	4.1	—	—	—	—
Office clerks, general	12.21	2.2	12.30	2.4	—	—
Level 3	11.76	4.6	—	—	—	—
Construction and extraction occupations	15.64	27.8	15.64	27.8	—	—
Level 4	12.41	.1	12.41	.1	—	—
Installation, maintenance, and repair occupations	15.48	3.0	15.52	3.0	—	—
Level 5	14.51	12.0	14.51	12.0	—	—
Production occupations	14.04	7.5	14.05	7.5	—	—
Level 1	8.48	11.4	—	—	—	—
Level 2	11.44	4.4	11.44	4.4	—	—
Level 6	19.95	8.7	19.95	8.7	—	—

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 2007 — 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	\$12.13	3.8	\$12.48	4.3	\$8.57	16.0
Level 1	7.29	5.6	—	—	—	—
Level 2	10.28	10.6	10.35	10.3	—	—
Level 3	12.90	5.9	12.90	5.9	—	—
Driver/sales workers and truck drivers	12.29	6.8	12.29	6.8	—	—
Industrial truck and tractor operators	11.74	8.3	11.77	7.7	—	—
Level 2	11.16	11.9	11.33	10.5	—	—
Laborers and material movers, hand	9.53	7.2	10.29	8.1	—	—
Level 1	7.32	5.0	—	—	—	—
Laborers and freight, stock, and material movers, hand	9.79	5.4	9.79	5.4	—	—
Packers and packagers, hand	9.34	17.6	—	—	—	—

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 4. State and local government workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, San Antonio, TX, November 2007

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	\$22.32	3.6	\$22.72	3.5	\$10.30	8.5
Management occupations	33.42	11.7	33.42	11.7	–	–
Architecture and engineering occupations	19.27	8.9	19.27	8.9	–	–
Life, physical, and social science occupations	27.92	13.0	27.92	13.0	–	–
Community and social services occupations	19.74	23.3	19.84	23.4	–	–
Social workers	15.32	6.7	15.32	6.7	–	–
Education, training, and library occupations	29.28	2.9	29.49	3.1	13.64	16.2
Level 4	12.32	1.6	12.32	1.6	–	–
Level 7	32.20	12.5	–	–	–	–
Level 8	35.33	2.0	35.33	2.0	–	–
Level 9	31.28	3.3	31.36	3.4	–	–
Primary, secondary, and special education school teachers	32.96	.1	32.97	.2	–	–
Level 8	35.33	2.0	35.33	2.0	–	–
Level 9	32.49	.3	32.51	.3	–	–
Elementary and middle school teachers	33.10	.3	33.10	.3	–	–
Level 9	32.81	.6	32.81	.6	–	–
Elementary school teachers, except special education	33.34	.7	33.34	.7	–	–
Level 9	33.04	.1	33.04	.1	–	–
Secondary school teachers	32.64	1.4	32.64	1.4	–	–
Level 9	31.33	.7	31.33	.7	–	–
Secondary school teachers, except special and vocational education	32.64	1.4	32.64	1.4	–	–
Level 9	31.33	.7	31.33	.7	–	–
Teacher assistants	12.15	2.1	12.15	2.1	–	–
Level 4	12.32	1.6	12.32	1.6	–	–
Healthcare practitioner and technical occupations	25.57	3.9	26.31	2.5	–	–
Protective service occupations	18.30	3.5	18.51	2.9	–	–
Level 7	17.76	2.8	17.76	2.8	–	–
Food preparation and serving related occupations	8.97	5.0	9.02	6.3	–	–
Building and grounds cleaning and maintenance occupations	10.36	1.5	10.36	1.5	–	–
Building cleaning workers	10.27	1.6	10.27	1.6	–	–
Janitors and cleaners, except maids and housekeeping cleaners	10.27	1.6	10.27	1.6	–	–
Office and administrative support occupations	14.31	7.7	14.27	8.2	–	–
Level 4	15.38	5.3	15.41	5.8	–	–
Transportation and material moving occupations	15.41	6.4	–	–	–	–

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, San Antonio, TX, November 2007

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	\$16.52	5.3	\$17.22	5.6	\$9.34	7.8
Management occupations	36.28	7.7	36.28	7.7	—	—
Group III	38.14	8.1	—	—	—	—
Financial managers	40.95	11.7	40.95	11.7	—	—
Group III	41.93	11.5	41.93	11.5	—	—
Business and financial operations occupations	27.77	4.7	27.77	4.7	—	—
Group II	22.05	7.2	—	—	—	—
Group III	31.77	5.0	—	—	—	—
Buyers and purchasing agents	24.57	6.6	24.57	6.6	—	—
Claims adjusters, appraisers, examiners, and investigators	25.98	29.2	25.98	29.2	—	—
Accountants and auditors	26.00	10.7	26.00	10.7	—	—
Computer and mathematical science occupations	31.77	9.9	31.77	9.9	—	—
Group III	37.55	4.4	—	—	—	—
Architecture and engineering occupations	17.30	6.5	17.30	6.5	—	—
Group II	18.00	7.4	—	—	—	—
Engineering technicians, except drafters	21.41	7.8	—	—	—	—
Life, physical, and social science occupations	28.75	11.1	28.75	11.1	—	—
Community and social services occupations	18.64	13.3	18.56	13.7	—	—
Group II	15.26	4.5	—	—	—	—
Counselors	24.30	22.5	—	—	—	—
Social workers	15.64	4.8	15.64	4.8	—	—
Group II	15.20	5.6	—	—	—	—
Education, training, and library occupations	29.13	3.1	29.27	3.3	22.99	35.9
Group I	11.88	2.4	—	—	—	—
Group II	29.63	7.6	—	—	—	—
Group III	33.33	3.4	—	—	—	—
Postsecondary teachers	41.55	3.7	44.38	5.2	—	—
Group III	44.46	4.1	—	—	—	—
Miscellaneous postsecondary teachers	39.24	7.2	—	—	—	—
Primary, secondary, and special education school teachers	32.96	.1	32.97	.2	—	—
Group II	34.87	.1	—	—	—	—
Group III	32.49	.3	—	—	—	—
Elementary and middle school teachers	33.10	.3	33.10	.3	—	—
Group II	35.44	5.8	—	—	—	—
Group III	32.81	.6	—	—	—	—
Elementary school teachers, except special education	33.34	.7	33.34	.7	—	—
Group III	33.04	.1	33.04	.1	—	—
Secondary school teachers	32.64	1.4	32.64	1.4	—	—
Group II	35.07	4.0	—	—	—	—
Group III	31.33	.7	—	—	—	—
Secondary school teachers, except special and vocational education	32.64	1.4	32.64	1.4	—	—
Group II	35.07	4.0	35.07	4.0	—	—
Group III	31.33	.7	31.33	.7	—	—
Other teachers and instructors	26.62	26.4	—	—	—	—
Teacher assistants	11.90	2.4	11.94	2.5	—	—
Group I	11.90	2.4	11.94	2.5	—	—
Arts, design, entertainment, sports, and media occupations	20.12	15.9	22.07	12.4	—	—
Healthcare practitioner and technical occupations	27.21	12.6	28.99	14.7	19.25	16.9
Group I	10.66	13.1	—	—	—	—
Group II	19.76	4.3	—	—	—	—
Group III	41.20	27.8	—	—	—	—
Registered nurses	26.58	2.0	26.64	2.0	—	—

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 2007 — 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						
Registered nurses —Continued						
Group II	\$24.69	1.4	\$24.68	1.2	—	—
Group III	28.03	1.6	28.03	1.6	—	—
Licensed practical and licensed vocational nurses	18.78	3.0	18.91	3.0	—	—
Group II	18.86	2.9	19.02	2.9	—	—
Healthcare support occupations	11.19	7.7	11.80	6.3	—	—
Group I	11.13	8.7	—	—	—	—
Nursing, psychiatric, and home health aides	9.41	2.7	9.72	1.4	—	—
Group I	9.41	2.7	—	—	—	—
Nursing aides, orderlies, and attendants	9.86	.9	9.86	.9	—	—
Group I	9.86	.9	9.86	.9	—	—
Miscellaneous healthcare support occupations	11.71	8.1	12.46	4.7	—	—
Group I	11.67	9.1	—	—	—	—
Protective service occupations	15.29	12.2	15.40	12.3	—	—
Group I	9.07	15.9	—	—	—	—
Group II	17.81	1.5	—	—	—	—
Food preparation and serving related occupations	6.72	4.6	6.88	5.0	\$5.58	4.7
Group I	6.57	3.2	—	—	—	—
Cooks	9.37	5.6	9.39	5.7	—	—
Group I	9.37	5.6	—	—	—	—
Cooks, institution and cafeteria	10.32	5.6	10.32	5.6	—	—
Group I	10.32	5.6	10.32	5.6	—	—
Food service, tipped	4.44	7.5	4.61	7.9	2.94	14.9
Group I	4.44	7.5	—	—	—	—
Waiters and waitresses	3.07	22.7	3.13	26.0	2.68	17.3
Group I	3.07	22.7	3.13	26.0	2.68	17.3
Dining room and cafeteria attendants and bartender helpers	7.65	.7	7.99	2.8	—	—
Group I	7.65	.7	7.99	2.8	—	—
Fast food and counter workers	8.78	5.4	9.36	4.5	—	—
Group I	8.78	5.4	—	—	—	—
Combined food preparation and serving workers, including fast food	9.25	5.7	10.02	1.9	—	—
Group I	9.25	5.7	10.02	1.9	—	—
Building and grounds cleaning and maintenance occupations	8.33	8.8	9.12	5.6	—	—
Group I	8.25	8.8	—	—	—	—
Building cleaning workers	8.16	11.5	9.42	3.6	—	—
Group I	8.12	11.8	—	—	—	—
Janitors and cleaners, except maids and housekeeping cleaners	8.11	15.5	10.07	2.9	—	—
Group I	8.05	16.0	10.10	3.1	—	—
Maids and housekeeping cleaners	8.30	4.7	8.40	3.7	—	—
Group I	8.30	4.7	8.40	3.7	—	—
Personal care and service occupations	8.31	5.6	8.46	8.0	7.65	7.1
Group I	7.49	5.1	—	—	—	—
Sales and related occupations	17.61	18.6	20.20	20.0	8.35	5.6
Group I	10.70	11.2	—	—	—	—
Group II	29.14	22.9	—	—	—	—
Retail sales workers	10.43	4.3	11.73	4.7	8.35	5.6
Group I	9.51	9.8	—	—	—	—
Cashiers, all workers	9.10	4.8	9.50	8.1	8.55	1.2
Group I	9.10	4.8	—	—	—	—
Cashiers	9.10	4.8	9.50	8.1	8.55	1.2
Group I	9.10	4.8	9.50	8.1	8.55	1.2
Retail salespersons	11.05	4.9	12.69	4.6	7.91	6.5
Group I	9.67	12.6	10.88	13.1	7.91	6.5

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 2007 — 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)
Office and administrative support occupations	\$14.28	5.0	\$14.41	5.0	\$11.34	9.1
Group I	12.42	5.9	—	—	—	—
Group II	18.31	6.4	—	—	—	—
Financial clerks	13.53	5.1	13.66	5.4	—	—
Group I	12.09	5.0	—	—	—	—
Group II	20.32	4.1	—	—	—	—
Bill and account collectors	16.57	14.8	16.57	14.8	—	—
Bookkeeping, accounting, and auditing clerks	13.21	9.7	13.21	9.7	—	—
Group I	12.01	9.3	12.01	9.3	—	—
Tellers	11.82	1.2	12.17	2.5	—	—
Group I	11.66	.9	12.07	2.8	—	—
Customer service representatives	18.25	14.8	18.33	15.0	—	—
Group I	12.56	4.2	—	—	—	—
Receptionists and information clerks	11.02	10.1	11.02	10.1	—	—
Group I	10.56	11.8	10.56	11.8	—	—
Secretaries and administrative assistants	17.86	12.6	17.86	12.6	—	—
Group I	17.55	23.7	—	—	—	—
Group II	21.31	9.5	—	—	—	—
Executive secretaries and administrative assistants	21.96	11.3	21.96	11.3	—	—
Secretaries, except legal, medical, and executive	18.75	18.8	18.75	18.8	—	—
Insurance claims and policy processing clerks	15.08	4.1	—	—	—	—
Office clerks, general	12.22	2.2	12.31	2.4	—	—
Group I	11.66	3.9	11.74	4.0	—	—
Construction and extraction occupations	15.63	27.3	15.63	27.3	—	—
Group I	11.46	1.7	—	—	—	—
Installation, maintenance, and repair occupations	15.49	2.7	15.53	2.7	—	—
Group I	12.74	6.8	—	—	—	—
Group II	16.38	3.9	—	—	—	—
Miscellaneous installation, maintenance, and repair workers	17.73	10.6	17.73	10.6	—	—
Production occupations	14.21	7.3	14.22	7.3	—	—
Group I	11.52	3.4	—	—	—	—
Group II	19.56	4.7	—	—	—	—
Transportation and material moving occupations	12.42	3.9	12.76	4.2	8.66	15.1
Group I	11.44	5.3	—	—	—	—
Bus drivers	16.75	8.4	16.87	8.7	—	—
Group I	15.17	10.4	—	—	—	—
Driver/sales workers and truck drivers	12.29	6.8	12.29	6.8	—	—
Industrial truck and tractor operators	11.74	8.3	11.77	7.7	—	—
Group I	11.74	8.3	11.77	7.7	—	—
Laborers and material movers, hand	9.53	7.2	10.29	8.1	—	—
Group I	9.53	7.2	—	—	—	—
Laborers and freight, stock, and material movers, hand	9.79	5.4	9.79	5.4	—	—
Group I	9.79	5.4	9.79	5.4	—	—
Packers and packagers, hand	9.34	17.6	—	—	—	—
Group I	9.34	17.6	—	—	—	—

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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.

Table 6. Civilian workers: Hourly wage percentiles¹, San Antonio, TX, November 2007

Occupation ²	10	25	Median 50	75	90
All workers	\$7.25	\$9.11	\$12.97	\$19.82	\$31.07
Management occupations	21.35	26.10	36.24	44.95	52.81
Financial managers	26.69	30.04	40.12	50.39	65.20
Business and financial operations occupations	17.87	21.42	25.96	31.47	37.79
Buyers and purchasing agents	20.47	20.47	23.81	25.07	32.51
Claims adjusters, appraisers, examiners, and investigators	15.44	16.83	26.81	31.38	31.47
Accountants and auditors	17.82	20.43	23.61	29.28	40.74
Computer and mathematical science occupations	22.47	25.37	30.79	36.78	44.67
Architecture and engineering occupations	10.45	13.00	14.94	17.10	34.19
Life, physical, and social science occupations	13.84	24.93	31.72	35.97	36.05
Community and social services occupations	13.12	13.71	16.26	19.82	33.16
Counselors	13.71	14.93	18.25	35.90	39.60
Social workers	13.12	13.12	15.27	17.90	19.85
Education, training, and library occupations	11.75	20.94	30.65	36.14	40.28
Postsecondary teachers	20.51	34.28	39.82	43.19	64.44
Miscellaneous postsecondary teachers	12.50	24.00	36.06	44.78	61.51
Primary, secondary, and special education school teachers	28.58	29.57	31.55	35.73	40.01
Elementary and middle school teachers	28.61	29.72	32.02	35.75	39.41
Elementary school teachers, except special education	28.58	29.96	32.16	36.42	39.41
Secondary school teachers	28.18	29.08	31.13	35.47	40.09
Secondary school teachers, except special and vocational education	28.18	29.08	31.13	35.47	40.09
Other teachers and instructors	9.27	14.20	36.84	36.84	42.00
Teacher assistants	9.76	10.57	11.89	13.00	14.32
Arts, design, entertainment, sports, and media occupations	7.00	16.09	17.31	24.91	32.77
Healthcare practitioner and technical occupations	14.41	16.00	21.00	27.66	49.06
Registered nurses	21.15	22.87	26.63	29.73	32.00
Licensed practical and licensed vocational nurses	15.00	17.10	18.75	20.25	22.75
Healthcare support occupations	8.50	9.57	10.80	12.73	15.00
Nursing, psychiatric, and home health aides	7.61	8.97	9.48	10.25	10.82
Nursing aides, orderlies, and attendants	9.00	9.20	9.77	10.51	10.98
Miscellaneous healthcare support occupations	8.50	10.00	12.00	12.75	15.00
Protective service occupations	7.00	8.50	15.75	19.68	22.60
Food preparation and serving related occupations	2.13	4.50	7.00	9.11	10.25
Cooks	8.00	9.11	9.11	10.12	11.35
Cooks, institution and cafeteria	8.00	10.12	10.27	11.67	11.67
Food service, tipped	2.13	2.13	4.50	6.00	8.00
Waiters and waitresses	2.13	2.13	2.15	4.50	4.50
Dining room and cafeteria attendants and bartender helpers	5.85	7.00	8.00	8.65	9.20
Fast food and counter workers	6.50	7.38	8.75	10.20	10.98
Combined food preparation and serving workers, including fast food	6.45	8.50	9.61	10.50	11.14
Building and grounds cleaning and maintenance occupations	5.85	6.60	8.00	9.50	11.29
Building cleaning workers	5.85	5.85	8.25	9.70	10.80
Janitors and cleaners, except maids and housekeeping cleaners	5.85	5.85	8.11	10.07	11.38
Maids and housekeeping cleaners	6.50	7.40	8.37	9.08	10.03
Personal care and service occupations	5.32	6.00	8.11	9.01	13.53
Sales and related occupations	7.00	8.35	9.83	16.88	27.77
Retail sales workers	6.67	7.75	8.95	10.95	12.57

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles¹, San Antonio, TX, November 2007** — Continued

Occupation ²	10	25	Median 50	75	90
Sales and related occupations –Continued					
Cashiers, all workers	\$6.50	\$8.00	\$8.91	\$10.00	\$11.65
Cashiers	6.50	8.00	8.91	10.00	11.65
Retail salespersons	6.70	7.35	8.95	11.03	18.03
Office and administrative support occupations					
Financial clerks	8.50	10.73	13.04	16.83	22.40
Bill and account collectors	9.87	10.91	12.33	15.68	21.75
Bookkeeping, accounting, and auditing clerks	10.50	12.50	14.95	21.75	21.75
Tellers	8.00	10.36	11.78	16.22	19.23
Customer service representatives	10.00	10.09	11.54	13.25	14.64
Receptionists and information clerks	11.54	13.46	16.83	24.15	24.15
Secretaries and administrative assistants	7.75	9.00	10.00	13.50	14.79
Executive secretaries and administrative assistants	9.81	13.71	14.58	22.11	31.07
Secretaries, except legal, medical, and executive	17.08	18.42	20.43	26.92	26.92
Insurance claims and policy processing clerks	9.57	13.71	15.52	24.30	31.07
Office clerks, general	11.08	13.50	15.77	16.97	17.62
	10.22	10.73	12.50	13.27	13.27
Construction and extraction occupations					
	9.44	10.25	12.50	17.51	24.61
Installation, maintenance, and repair occupations					
Miscellaneous installation, maintenance, and repair workers	10.00	12.52	13.75	18.34	21.69
	12.26	14.90	14.97	18.70	29.62
Production occupations					
	8.81	10.48	14.00	15.54	18.63
Transportation and material moving occupations					
Bus drivers	7.30	9.50	11.89	15.15	19.85
Driver/sales workers and truck drivers	11.96	13.98	17.69	19.85	19.85
Industrial truck and tractor operators	9.50	10.17	11.89	15.52	15.52
Laborers and material movers, hand	9.00	10.00	11.00	13.05	15.74
Laborers and freight, stock, and material movers, hand	6.35	7.27	7.90	13.25	13.49
Packers and packagers, hand	7.27	7.27	7.30	11.51	13.25
	6.35	6.35	8.33	13.49	13.49

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 7. Private industry workers: Hourly wage percentiles¹, San Antonio, TX, November 2007

Occupation ²	10	25	Median 50	75	90
All workers	\$7.00	\$9.00	\$12.45	\$17.37	\$26.94
Management occupations	21.27	22.91	40.38	44.95	52.81
Financial managers	33.50	34.30	40.38	65.20	68.84
Business and financial operations occupations	17.82	21.42	26.64	31.38	36.93
Claims adjusters, appraisers, examiners, and investigators	15.44	16.83	26.81	31.38	31.47
Accountants and auditors	17.82	20.43	22.02	28.37	33.89
Computer and mathematical science occupations	22.47	24.11	30.02	37.01	44.67
Architecture and engineering occupations	10.45	13.00	14.94	17.10	34.19
Community and social services occupations	10.10	14.93	16.63	19.82	23.67
Education, training, and library occupations	8.00	14.04	34.83	40.28	42.86
Postsecondary teachers	25.84	36.14	40.02	41.67	44.78
Arts, design, entertainment, sports, and media occupations	7.00	16.09	17.31	32.77	32.77
Healthcare practitioner and technical occupations	13.28	16.00	20.50	27.66	53.04
Registered nurses	21.12	22.08	26.73	29.76	32.00
Licensed practical and licensed vocational nurses	15.00	17.50	18.97	20.25	22.75
Healthcare support occupations	8.50	9.97	11.00	12.75	15.00
Nursing, psychiatric, and home health aides	8.94	9.20	9.69	10.25	10.92
Nursing aides, orderlies, and attendants	8.94	9.20	9.69	10.25	10.92
Miscellaneous healthcare support occupations	8.50	10.00	12.00	12.75	15.00
Protective service occupations	7.00	7.00	7.00	8.00	11.00
Food preparation and serving related occupations	2.13	3.50	7.00	9.11	10.20
Cooks	8.25	9.11	9.11	10.12	11.50
Food service, tipped	2.13	2.13	4.50	6.00	8.00
Waiters and waitresses	2.13	2.13	2.15	4.50	4.50
Dining room and cafeteria attendants and bartender helpers	5.85	7.00	8.00	8.65	9.20
Fast food and counter workers	6.45	7.25	8.50	10.00	10.50
Combined food preparation and serving workers, including fast food	6.30	7.30	9.00	10.50	10.50
Building and grounds cleaning and maintenance occupations	5.85	5.85	8.00	8.75	10.20
Building cleaning workers	5.85	5.85	7.50	9.08	10.15
Maids and housekeeping cleaners	6.50	7.40	8.37	9.08	10.03
Personal care and service occupations	5.32	6.00	8.11	9.01	13.53
Sales and related occupations	7.00	8.35	9.83	16.88	27.77
Retail sales workers	6.67	7.75	8.95	10.95	12.57
Cashiers, all workers	6.50	8.00	8.91	10.00	11.65
Cashiers	6.50	8.00	8.91	10.00	11.65
Retail salespersons	6.70	7.35	8.95	11.03	18.03
Office and administrative support occupations	8.50	10.73	13.00	16.83	22.40
Financial clerks	9.87	10.91	12.33	15.68	21.75
Bill and account collectors	10.50	12.50	14.95	21.75	21.75
Bookkeeping, accounting, and auditing clerks	8.00	10.36	11.78	16.22	19.23
Tellers	10.00	10.09	11.54	13.25	14.64
Customer service representatives	11.54	13.46	16.83	24.15	24.15
Receptionists and information clerks	7.75	9.00	10.00	10.50	13.50
Secretaries and administrative assistants	9.81	13.71	15.98	26.92	31.07
Secretaries, except legal, medical, and executive	9.57	13.71	15.98	31.07	31.07
Insurance claims and policy processing clerks	11.08	13.50	15.77	16.97	17.62
Office clerks, general	10.22	10.73	12.50	13.27	13.27
Construction and extraction occupations	9.44	10.25	12.45	17.51	24.61
Installation, maintenance, and repair occupations	10.00	12.50	13.50	18.70	21.88

See footnotes at end of table.

Table 7. Private industry workers: Hourly wage percentiles¹, San Antonio, TX, November 2007 — Continued

Occupation ²	10	25	Median 50	75	90
Production occupations	\$8.81	\$10.48	\$13.95	\$15.54	\$17.69
Transportation and material moving occupations	7.27	9.25	11.25	14.47	19.85
Driver/sales workers and truck drivers	9.50	10.17	11.89	15.52	15.52
Industrial truck and tractor operators	9.00	10.00	11.00	13.05	15.74
Laborers and material movers, hand	6.35	7.27	7.90	13.25	13.49
Laborers and freight, stock, and material movers, hand	7.27	7.27	7.30	11.51	13.25
Packers and packagers, hand	6.35	6.35	8.33	13.49	13.49

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 8. State and local government workers: Hourly wage percentiles¹, San Antonio, TX, November 2007

Occupation ²	10	25	Median 50	75	90
All workers	\$10.11	\$13.32	\$19.46	\$30.63	\$36.84
Management occupations	23.99	27.38	31.04	35.91	50.39
Architecture and engineering occupations	14.00	15.44	17.08	21.62	28.40
Life, physical, and social science occupations	12.35	24.93	30.55	33.91	36.05
Community and social services occupations	13.12	13.62	15.51	19.29	37.98
Social workers	13.12	13.12	14.85	16.68	18.62
Education, training, and library occupations	12.12	24.24	30.65	35.40	40.01
Primary, secondary, and special education school teachers	28.58	29.57	31.55	35.73	40.01
Elementary and middle school teachers	28.61	29.72	32.02	35.75	39.41
Elementary school teachers, except special education	28.58	29.96	32.16	36.42	39.41
Secondary school teachers	28.18	29.08	31.13	35.47	40.09
Secondary school teachers, except special and vocational education	28.18	29.08	31.13	35.47	40.09
Teacher assistants	10.00	10.70	12.12	13.25	14.32
Healthcare practitioner and technical occupations	19.17	24.48	25.64	27.63	31.11
Protective service occupations	13.39	14.62	18.18	20.46	24.46
Food preparation and serving related occupations	7.00	7.47	8.94	10.51	11.14
Building and grounds cleaning and maintenance occupations	8.55	9.19	10.16	11.46	12.17
Building cleaning workers	8.55	9.10	10.12	11.23	12.36
Janitors and cleaners, except maids and housekeeping cleaners	8.55	9.10	10.12	11.23	12.36
Office and administrative support occupations	8.83	11.53	13.78	15.82	20.27
Transportation and material moving occupations	12.33	13.40	15.70	17.69	17.69

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², San Antonio, TX, November 2007

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
All workers	\$7.70	\$9.80	\$13.27	\$20.87	\$31.65
Management occupations	21.35	26.10	36.24	44.95	52.81
Financial managers	26.69	30.04	40.12	50.39	65.20
Business and financial operations occupations	17.87	21.42	25.96	31.47	37.79
Buyers and purchasing agents	20.47	20.47	23.81	25.07	32.51
Claims adjusters, appraisers, examiners, and investigators	15.44	16.83	26.81	31.38	31.47
Accountants and auditors	17.82	20.43	23.61	29.28	40.74
Computer and mathematical science occupations	22.47	25.37	30.79	36.78	44.67
Architecture and engineering occupations	10.45	13.00	14.94	17.10	34.19
Life, physical, and social science occupations	13.84	24.93	31.72	35.97	36.05
Community and social services occupations	13.12	13.71	16.26	19.82	33.29
Social workers	13.12	13.12	15.27	17.90	19.85
Education, training, and library occupations	11.89	23.12	30.65	36.14	40.19
Postsecondary teachers	34.28	36.07	40.28	44.78	64.44
Primary, secondary, and special education school teachers	28.58	29.67	31.55	35.73	40.01
Elementary and middle school teachers	28.61	29.72	32.02	35.75	39.41
Elementary school teachers, except special education	28.58	29.96	32.16	36.42	39.41
Secondary school teachers	28.18	29.08	31.13	35.47	40.09
Secondary school teachers, except special and vocational education	28.18	29.08	31.13	35.47	40.09
Teacher assistants	9.76	10.59	11.89	13.07	14.32
Arts, design, entertainment, sports, and media occupations	13.50	16.09	18.54	24.91	32.77
Healthcare practitioner and technical occupations	11.79	18.04	22.00	29.01	62.50
Registered nurses	21.15	22.78	26.70	29.78	32.00
Licensed practical and licensed vocational nurses	15.00	17.50	19.00	21.00	23.00
Healthcare support occupations	9.15	10.00	12.00	12.75	15.00
Nursing, psychiatric, and home health aides	8.75	9.15	9.68	10.45	10.92
Nursing aides, orderlies, and attendants	9.00	9.20	9.77	10.51	10.98
Miscellaneous healthcare support occupations	10.00	11.00	12.60	13.27	15.00
Protective service occupations	7.00	11.00	15.94	19.68	22.95
Food preparation and serving related occupations	2.13	4.50	7.50	9.11	10.40
Cooks	8.00	9.11	9.11	10.12	11.35
Cooks, institution and cafeteria	8.00	10.12	10.27	11.67	11.67
Food service, tipped	2.13	2.13	4.50	6.00	8.00
Waiters and waitresses	2.13	2.13	2.15	4.50	4.50
Dining room and cafeteria attendants and bartender helpers	6.00	7.50	8.65	8.65	9.20
Fast food and counter workers	7.00	8.50	9.45	10.50	11.14
Combined food preparation and serving workers, including fast food	8.71	9.00	10.20	10.50	11.14
Building and grounds cleaning and maintenance occupations	7.50	8.00	8.55	10.15	11.84
Building cleaning workers	7.50	8.34	9.12	10.20	11.71
Janitors and cleaners, except maids and housekeeping cleaners	8.11	9.00	10.12	10.93	12.36
Maids and housekeeping cleaners	6.60	7.50	8.37	9.08	10.06
Personal care and service occupations	5.33	6.00	8.11	10.00	13.53
Sales and related occupations	7.80	9.00	11.22	19.04	31.78
Retail sales workers	7.00	8.31	9.83	12.02	19.23

See footnotes at end of table.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², San Antonio, TX, November 2007 — Continued

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
Sales and related occupations –Continued					
Cashiers, all workers	\$6.15	\$7.88	\$9.83	\$11.22	\$12.50
Cashiers	6.15	7.88	9.83	11.22	12.50
Retail salespersons	7.75	8.50	9.20	12.55	22.97
Office and administrative support occupations					
Financial clerks	8.50	11.00	13.27	16.83	22.46
Bill and account collectors	9.99	11.00	12.50	15.80	21.75
Bookkeeping, accounting, and auditing clerks	10.50	12.50	14.95	21.75	21.75
Tellers	8.00	10.36	11.78	16.22	19.23
Customer service representatives	10.00	10.34	12.46	13.60	14.83
Receptionists and information clerks	11.54	13.46	16.83	24.15	24.15
Secretaries and administrative assistants	7.75	9.00	10.00	13.50	14.79
Executive secretaries and administrative assistants	9.81	13.71	14.58	22.11	31.07
Secretaries, except legal, medical, and executive	17.08	18.42	20.43	26.92	26.92
Office clerks, general	9.57	13.71	15.52	24.30	31.07
Office clerks, general	10.22	10.73	12.50	13.27	13.27
Construction and extraction occupations					
Miscellaneous installation, maintenance, and repair workers	9.44	10.25	12.50	17.51	24.61
Installation, maintenance, and repair occupations					
Miscellaneous installation, maintenance, and repair workers	10.00	12.65	14.00	18.40	21.69
Production occupations					
Production occupations	8.81	10.50	14.00	15.54	18.91
Transportation and material moving occupations					
Bus drivers	7.50	9.75	11.89	15.52	19.85
Driver/sales workers and truck drivers	12.25	13.98	17.69	19.85	19.85
Industrial truck and tractor operators	9.50	10.17	11.89	15.52	15.52
Laborers and material movers, hand	9.00	10.00	11.00	13.05	15.50
Laborers and freight, stock, and material movers, hand	7.27	7.30	10.50	13.25	13.49
Laborers and freight, stock, and material movers, hand	7.27	7.27	7.30	11.51	13.25

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 10. Part-time¹ civilian workers: Hourly wage percentiles², San Antonio, TX, November 2007

Occupation ³	Part-time workers				
	10	25	Median 50	75	90
All workers	\$5.85	\$6.35	\$8.26	\$10.00	\$16.00
Education, training, and library occupations	7.66	10.72	16.08	42.00	50.00
Healthcare practitioner and technical occupations	16.00	16.00	16.00	18.25	24.15
Food preparation and serving related occupations	2.13	2.15	6.30	7.91	8.50
Food service, tipped	2.13	2.13	2.13	2.64	4.25
Waiters and waitresses	2.13	2.13	2.13	2.15	2.64
Personal care and service occupations	5.26	6.00	8.26	8.73	8.73
Sales and related occupations	6.67	7.25	8.00	9.00	11.00
Retail sales workers	6.67	7.25	8.00	9.00	11.00
Cashiers, all workers	7.85	8.00	8.25	8.75	9.65
Cashiers	7.85	8.00	8.25	8.75	9.65
Retail salespersons	6.65	6.75	7.26	8.65	10.06
Office and administrative support occupations	8.08	8.93	10.15	12.00	16.47
Transportation and material moving occupations	6.35	6.35	7.50	12.01	12.01

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, San Antonio, TX, November 2007

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	\$17.22	\$13.27	\$688	\$523	40.0	\$34,632	\$27,040	2,011
Management occupations	36.28	36.24	1,533	1,435	42.2	78,701	71,467	2,169
Financial managers	40.95	40.12	1,636	1,605	40.0	85,095	83,450	2,078
Business and financial operations occupations	27.77	25.96	1,124	1,080	40.5	58,428	56,160	2,104
Buyers and purchasing agents	24.57	23.81	1,068	1,003	43.5	55,520	52,154	2,260
Claims adjusters, appraisers, examiners, and investigators	25.98	26.81	1,039	1,072	40.0	54,043	55,759	2,080
Accountants and auditors	26.00	23.61	1,040	944	40.0	54,073	49,100	2,080
Computer and mathematical science occupations	31.77	30.79	1,270	1,227	40.0	65,580	63,078	2,064
Architecture and engineering occupations	17.30	14.94	698	598	40.3	36,279	31,075	2,097
Life, physical, and social science occupations	28.75	31.72	1,150	1,269	40.0	52,415	51,859	1,823
Community and social services occupations	18.56	16.26	746	650	40.2	37,465	33,977	2,018
Social workers	15.64	15.27	630	608	40.3	32,776	31,641	2,096
Education, training, and library occupations	29.27	30.65	1,169	1,221	39.9	44,769	45,866	1,529
Postsecondary teachers	44.38	40.28	1,773	1,611	39.9	72,478	62,831	1,633
Primary, secondary, and special education school teachers	32.97	31.55	1,303	1,251	39.5	48,920	47,203	1,484
Elementary and middle school teachers	33.10	32.02	1,316	1,266	39.8	49,366	47,654	1,491
Elementary school teachers, except special education	33.34	32.16	1,327	1,286	39.8	49,806	48,147	1,494
Secondary school teachers	32.64	31.13	1,276	1,221	39.1	48,019	46,407	1,471
Secondary school teachers, except special and vocational education	32.64	31.13	1,276	1,221	39.1	48,019	46,407	1,471
Teacher assistants	11.94	11.89	462	455	38.7	17,536	16,640	1,469
Arts, design, entertainment, sports, and media occupations	22.07	18.54	883	742	40.0	45,899	38,567	2,080
Healthcare practitioner and technical occupations	28.99	22.00	1,151	880	39.7	59,863	45,760	2,065
Registered nurses	26.64	26.70	1,050	1,049	39.4	54,616	54,558	2,050
Licensed practical and licensed vocational nurses	18.91	19.00	755	760	39.9	39,257	39,520	2,076
Healthcare support occupations	11.80	12.00	472	480	40.0	24,536	24,960	2,079
Nursing, psychiatric, and home health aides	9.72	9.68	389	387	40.0	20,224	20,134	2,080
Nursing aides, orderlies, and attendants	9.86	9.77	394	391	40.0	20,503	20,322	2,080
Miscellaneous healthcare support occupations	12.46	12.60	498	504	40.0	25,915	26,208	2,079
Protective service occupations	15.40	15.94	655	596	42.5	32,506	30,056	2,111
Food preparation and serving related occupations	6.88	7.50	267	279	38.8	13,396	13,446	1,946
Cooks	9.39	9.11	360	364	38.4	17,657	18,949	1,881
Cooks, institution and cafeteria	10.32	10.27	381	374	36.9	16,097	13,446	1,560
Food service, tipped	4.61	4.50	181	180	39.4	9,302	9,364	2,020
Waiters and waitresses	3.13	2.15	123	86	39.3	6,403	4,472	2,046

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 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Food preparation and serving related occupations –Continued								
Dining room and cafeteria attendants and bartender helpers	\$7.99	\$8.65	\$311	\$320	38.9	\$16,166	\$16,640	2,024
Fast food and counter workers	9.36	9.45	344	360	36.8	16,544	16,040	1,767
Combined food preparation and serving workers, including fast food	10.02	10.20	372	384	37.1	17,361	18,720	1,732
Building and grounds cleaning and maintenance occupations								
Building cleaning workers	9.12	8.55	363	335	39.8	18,117	17,347	1,986
Janitors and cleaners, except maids and housekeeping cleaners	9.42	9.12	377	365	40.0	18,440	18,886	1,957
Maids and housekeeping cleaners	10.07	10.12	403	405	40.0	20,873	20,946	2,073
Maids and housekeeping cleaners	8.40	8.37	336	335	40.0	15,098	17,414	1,798
Personal care and service occupations								
Personal care and service occupations	8.46	8.11	327	324	38.7	17,014	16,873	2,012
Sales and related occupations								
Retail sales workers	20.20	11.22	822	441	40.7	41,978	22,776	2,078
Retail sales workers	11.73	9.83	478	382	40.7	23,868	19,240	2,035
Cashiers, all workers	9.50	9.83	380	393	40.0	17,395	20,322	1,832
Cashiers	9.50	9.83	380	393	40.0	17,395	20,322	1,832
Retail salespersons	12.69	9.20	521	364	41.1	27,088	18,930	2,135
Office and administrative support occupations								
Office and administrative support occupations	14.41	13.27	569	531	39.5	29,451	27,600	2,043
Financial clerks	13.66	12.50	547	500	40.0	28,420	26,000	2,080
Bill and account collectors	16.57	14.95	663	598	40.0	34,472	31,090	2,080
Bookkeeping, accounting, and auditing clerks	13.21	11.78	528	471	40.0	27,480	24,500	2,080
Tellers	12.17	12.46	487	498	40.0	25,319	25,917	2,080
Customer service representatives	18.33	16.83	730	673	39.8	37,940	35,006	2,069
Receptionists and information clerks ..	11.02	10.00	439	400	39.8	22,453	20,800	2,037
Secretaries and administrative assistants	17.86	14.58	663	639	37.1	34,314	32,282	1,921
Executive secretaries and administrative assistants	21.96	20.43	878	817	40.0	45,668	42,501	2,080
Secretaries, except legal, medical, and executive	18.75	15.52	662	639	35.3	34,221	33,238	1,825
Office clerks, general	12.31	12.50	492	500	40.0	25,603	26,000	2,080
Construction and extraction occupations								
Construction and extraction occupations	15.63	12.50	625	500	40.0	32,508	26,000	2,080
Installation, maintenance, and repair occupations								
Installation, maintenance, and repair occupations	15.53	14.00	631	560	40.7	32,821	29,120	2,114
Miscellaneous installation, maintenance, and repair workers	17.73	14.97	743	599	41.9	38,625	31,133	2,179
Production occupations								
Production occupations	14.22	14.00	564	542	39.6	29,314	28,184	2,061
Transportation and material moving occupations								
Transportation and material moving occupations	12.76	11.89	509	464	39.9	25,962	23,920	2,035

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 2007 — 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 —Continued								
Bus drivers	\$16.87	\$17.69	\$597	\$708	35.4	\$27,371	\$36,795	1,623
Driver/sales workers and truck drivers	12.29	11.89	504	476	41.1	26,234	24,733	2,135
Industrial truck and tractor operators ..	11.77	11.00	475	440	40.3	24,681	22,880	2,097
Laborers and material movers, hand ..	10.29	10.50	412	420	40.0	21,405	21,840	2,080
Laborers and freight, stock, and material movers, hand	9.79	7.30	392	292	40.0	20,362	15,188	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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

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 2007

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	\$16.25	\$12.75	\$649	\$506	40.0	\$33,473	\$26,208	2,060
Management occupations	37.13	40.38	1,594	1,635	42.9	82,786	85,010	2,230
Financial managers	45.23	40.38	1,805	1,605	39.9	93,881	83,450	2,076
Business and financial operations occupations	27.71	26.64	1,122	1,094	40.5	58,356	56,888	2,106
Claims adjusters, appraisers, examiners, and investigators	25.98	26.81	1,039	1,072	40.0	54,043	55,759	2,080
Accountants and auditors	24.37	22.02	975	881	40.0	50,698	45,800	2,080
Computer and mathematical science occupations	31.62	30.02	1,264	1,185	40.0	65,720	61,612	2,078
Architecture and engineering occupations	17.15	14.94	696	592	40.6	36,176	30,784	2,109
Community and social services occupations	16.77	16.63	679	720	40.5	35,306	37,455	2,105
Education, training, and library occupations	26.73	28.97	1,063	1,033	39.8	45,094	54,339	1,687
Postsecondary teachers	37.90	40.02	1,512	1,601	39.9	62,131	62,831	1,639
Arts, design, entertainment, sports, and media occupations	23.10	20.19	924	808	40.0	48,053	41,999	2,080
Healthcare practitioner and technical occupations	29.25	22.00	1,161	880	39.7	60,356	45,760	2,063
Registered nurses	26.54	26.84	1,044	1,050	39.3	54,309	54,600	2,046
Licensed practical and licensed vocational nurses	18.91	19.00	755	760	39.9	39,257	39,520	2,076
Healthcare support occupations	11.91	12.00	476	480	40.0	24,774	24,960	2,079
Nursing, psychiatric, and home health aides	9.75	9.69	390	388	40.0	20,271	20,155	2,080
Nursing aides, orderlies, and attendants	9.75	9.69	390	388	40.0	20,271	20,155	2,080
Miscellaneous healthcare support occupations	12.46	12.60	498	504	40.0	25,915	26,208	2,079
Protective service occupations	7.79	7.00	312	280	40.0	14,039	14,560	1,803
Food preparation and serving related occupations	6.77	7.00	264	270	39.1	13,494	13,520	1,994
Cooks	9.45	9.11	363	364	38.4	18,093	18,949	1,914
Food service, tipped	4.61	4.50	181	180	39.4	9,302	9,364	2,020
Waiters and waitresses	3.13	2.15	123	86	39.3	6,403	4,472	2,046
Dining room and cafeteria attendants and bartender helpers	7.99	8.65	311	320	38.9	16,166	16,640	2,024
Fast food and counter workers	9.21	9.00	352	360	38.2	18,309	18,720	1,988
Combined food preparation and serving workers, including fast food	10.00	10.20	396	399	39.6	20,589	20,748	2,059
Building and grounds cleaning and maintenance occupations	8.75	8.00	348	320	39.8	17,183	16,320	1,965
Building cleaning workers	9.03	9.08	361	363	40.0	17,238	18,637	1,909
Janitors and cleaners, except maids and housekeeping cleaners	9.85	10.06	394	402	40.0	20,495	20,925	2,080
Maids and housekeeping cleaners	8.40	8.37	336	335	40.0	15,098	17,414	1,798
Personal care and service occupations	8.46	8.11	327	324	38.7	17,014	16,873	2,012

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 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Sales and related occupations	\$20.20	\$11.22	\$822	\$441	40.7	\$41,978	\$22,776	2,078
Retail sales workers	11.73	9.83	478	382	40.7	23,868	19,240	2,035
Cashiers, all workers	9.50	9.83	380	393	40.0	17,395	20,322	1,832
Cashiers	9.50	9.83	380	393	40.0	17,395	20,322	1,832
Retail salespersons	12.69	9.20	521	364	41.1	27,088	18,930	2,135
Office and administrative support occupations	14.42	13.27	569	531	39.5	29,587	27,600	2,052
Financial clerks	13.66	12.50	547	500	40.0	28,420	26,000	2,080
Bill and account collectors	16.57	14.95	663	598	40.0	34,472	31,090	2,080
Bookkeeping, accounting, and auditing clerks	13.21	11.78	528	471	40.0	27,480	24,500	2,080
Tellers	12.17	12.46	487	498	40.0	25,319	25,917	2,080
Customer service representatives	18.33	16.83	730	673	39.8	37,940	35,006	2,069
Receptionists and information clerks ..	10.01	10.00	400	400	40.0	20,815	20,800	2,080
Secretaries and administrative assistants	18.63	15.98	683	676	36.7	35,465	35,131	1,904
Secretaries, except legal, medical, and executive	19.49	15.98	676	740	34.7	35,063	35,714	1,799
Office clerks, general	12.30	12.50	492	500	40.0	25,582	26,000	2,080
Construction and extraction occupations	15.64	12.45	625	498	40.0	32,524	25,896	2,080
Installation, maintenance, and repair occupations	15.52	13.50	632	540	40.7	32,848	28,080	2,117
Production occupations	14.05	14.00	557	538	39.6	28,959	27,997	2,061
Transportation and material moving occupations	12.48	11.50	507	460	40.7	26,388	23,920	2,115
Driver/sales workers and truck drivers	12.29	11.89	504	476	41.1	26,234	24,733	2,135
Industrial truck and tractor operators ..	11.77	11.00	475	440	40.3	24,681	22,880	2,097
Laborers and material movers, hand ..	10.29	10.50	412	420	40.0	21,405	21,840	2,080
Laborers and freight, stock, and material movers, hand	9.79	7.30	392	292	40.0	20,362	15,188	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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

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 2007

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	\$22.72	\$19.68	\$907	\$869	39.9	\$40,262	\$42,264	1,772
Management occupations	33.42	31.04	1,337	1,242	40.0	66,334	61,275	1,985
Architecture and engineering occupations	19.27	17.08	722	674	37.5	37,563	35,025	1,950
Life, physical, and social science occupations	27.92	30.55	1,117	1,222	40.0	50,195	51,859	1,798
Community and social services occupations	19.84	15.62	794	625	40.0	38,894	33,166	1,960
Social workers	15.32	14.85	613	594	40.0	31,861	30,888	2,080
Education, training, and library occupations	29.49	30.65	1,178	1,221	40.0	44,745	45,865	1,517
Primary, secondary, and special education school teachers	32.97	31.55	1,303	1,251	39.5	48,920	47,203	1,484
Elementary and middle school teachers	33.10	32.02	1,316	1,266	39.8	49,366	47,654	1,491
Elementary school teachers, except special education	33.34	32.16	1,327	1,286	39.8	49,806	48,147	1,494
Secondary school teachers	32.64	31.13	1,276	1,221	39.1	48,019	46,407	1,471
Secondary school teachers, except special and vocational education	32.64	31.13	1,276	1,221	39.1	48,019	46,407	1,471
Teacher assistants	12.15	12.12	470	455	38.7	17,569	16,701	1,447
Healthcare practitioner and technical occupations	26.31	25.92	1,052	1,037	40.0	54,724	53,918	2,080
Protective service occupations	18.51	18.30	808	727	43.7	42,038	37,814	2,270
Food preparation and serving related occupations	9.02	8.97	310	286	34.3	12,159	11,967	1,347
Building and grounds cleaning and maintenance occupations	10.36	10.16	415	406	40.0	21,337	21,133	2,059
Building cleaning workers	10.27	10.12	411	405	40.0	21,215	21,039	2,067
Janitors and cleaners, except maids and housekeeping cleaners	10.27	10.12	411	405	40.0	21,215	21,039	2,067
Office and administrative support occupations	14.27	13.50	568	540	39.8	27,344	25,927	1,916

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 14. **Size of establishment: Mean hourly earnings¹ of private industry establishments for major occupational groups, San Antonio, TX, November 2007**

Occupational group ²	Total	1-99 workers	100-499 workers	500 workers or more
All workers	\$15.57	\$14.21	\$16.02	\$18.75
Management, professional, and related	25.82	21.37	31.07	29.46
Management, business, and financial	31.41	27.46	33.09	32.40
Professional and related	22.83	20.04	28.21	27.04
Service	8.07	7.76	9.32	8.34
Sales and office	15.41	17.49	12.82	15.48
Sales and related	17.61	32.12	11.84	—
Office and administrative support	14.28	12.80	13.83	17.13
Natural resources, construction, and maintenance	15.60	15.48	15.64	16.66
Construction and extraction	15.64	16.12	—	—
Installation, maintenance, and repair	15.48	13.76	18.92	18.76
Production, transportation, and material moving	12.90	12.57	13.06	13.35
Production	14.04	14.30	14.40	12.39
Transportation and material moving	12.13	10.23	12.68	13.83
	Relative error ³ (percent)			
All workers	6.4	8.2	8.6	7.0
Management, professional, and related	5.4	9.1	8.7	7.0
Management, business, and financial	6.4	10.1	12.1	5.9
Professional and related	3.9	10.6	16.6	8.6
Service	5.7	8.3	2.0	7.5
Sales and office	9.3	17.0	3.8	9.8
Sales and related	18.6	34.9	2.0	—
Office and administrative support	5.3	4.7	7.0	10.3
Natural resources, construction, and maintenance	21.2	26.5	23.8	11.2
Construction and extraction	27.8	38.6	—	—
Installation, maintenance, and repair	3.0	7.7	20.7	5.9
Production, transportation, and material moving	3.6	6.2	4.2	14.4
Production	7.5	6.0	11.6	11.0
Transportation and material moving	3.8	9.4	7.1	16.9

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

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 2007

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	\$14.87	\$12.00	\$592	\$480	39.8	\$30,654	\$24,960	2,062
Management occupations	27.91	21.35	1,186	854	42.5	61,433	44,404	2,201
Business and financial operations occupations ...	26.97	23.81	1,153	1,255	42.8	59,968	65,275	2,224
Architecture and engineering occupations	16.63	14.75	675	590	40.6	35,110	30,680	2,111
Healthcare support occupations	12.38	12.60	495	504	40.0	25,755	26,208	2,080
Miscellaneous healthcare support occupations	12.47	12.60	499	504	40.0	25,942	26,208	2,080
Food preparation and serving related occupations	6.34	6.25	247	240	38.9	12,665	12,480	1,999
Cooks	9.29	9.11	352	364	37.9	17,352	18,949	1,868
Food service, tipped	4.05	4.50	159	180	39.3	8,267	9,364	2,044
Waiters and waitresses	3.13	2.15	123	86	39.3	6,403	4,472	2,046
Fast food and counter workers	9.02	9.00	343	360	38.1	17,852	18,720	1,980
Building and grounds cleaning and maintenance occupations								
Building cleaning workers	9.01	9.08	360	363	40.0	18,739	18,886	2,080
Sales and related occupations	37.08	19.74	1,519	856	41.0	78,970	44,533	2,130
Retail sales workers	11.49	8.50	460	340	40.0	23,896	17,680	2,080
Office and administrative support occupations	12.85	12.50	500	500	38.9	25,999	26,000	2,023
Financial clerks	10.84	11.00	433	440	40.0	22,539	22,880	2,080
Receptionists and information clerks	10.01	10.00	400	400	40.0	20,815	20,800	2,080
Secretaries and administrative assistants	18.08	13.71	621	579	34.4	32,227	30,125	1,782
Secretaries, except legal, medical, and executive	20.40	13.71	663	808	32.5	34,367	42,000	1,684
Office clerks, general	12.40	12.50	496	500	40.0	25,792	26,000	2,080
Construction and extraction occupations	16.12	12.00	645	480	40.0	33,528	24,960	2,080
Installation, maintenance, and repair occupations	13.76	13.00	550	520	40.0	28,624	27,040	2,080
Production occupations	14.30	14.00	564	530	39.4	29,325	27,578	2,050
Transportation and material moving occupations	10.42	10.17	427	407	41.0	22,223	21,154	2,133

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

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 2007

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	\$17.75	\$14.00	\$713	\$560	40.2	\$36,544	\$28,827	2,058
Management occupations	41.96	43.03	1,811	1,721	43.2	94,196	89,500	2,245
Financial managers	42.25	40.12	1,686	1,605	39.9	87,677	83,450	2,075
Business and financial operations occupations ...	27.89	26.95	1,115	1,076	40.0	57,979	55,929	2,079
Accountants and auditors	25.28	23.70	1,011	948	40.0	52,593	49,300	2,080
Computer and mathematical science occupations	32.35	32.40	1,293	1,295	40.0	67,222	67,336	2,078
Architecture and engineering occupations	25.33	26.25	1,013	1,050	40.0	52,685	54,600	2,080
Community and social services occupations	17.99	18.01	729	730	40.6	37,930	37,960	2,109
Education, training, and library occupations	29.75	38.11	1,190	1,524	40.0	51,267	60,221	1,723
Healthcare practitioner and technical occupations	27.15	22.95	1,073	894	39.5	55,788	46,488	2,055
Registered nurses	27.04	27.08	1,062	1,074	39.3	55,233	55,827	2,042
Licensed practical and licensed vocational nurses	16.98	17.50	676	700	39.8	35,155	36,400	2,070
Healthcare support occupations	10.33	9.90	413	396	39.9	21,469	20,592	2,077
Food preparation and serving related occupations	8.77	8.80	348	347	39.7	17,305	17,992	1,973
Building and grounds cleaning and maintenance occupations	9.31	9.15	366	365	39.3	17,107	18,096	1,837
Building cleaning workers	9.04	9.08	362	363	40.0	16,525	18,096	1,828
Janitors and cleaners, except maids and housekeeping cleaners	9.85	10.15	394	406	40.0	20,496	21,112	2,080
Personal care and service occupations	9.29	8.93	352	340	37.9	18,295	17,659	1,970
Sales and related occupations	12.56	9.83	510	387	40.6	25,807	19,552	2,055
Retail sales workers	11.79	10.00	482	393	40.9	23,862	20,446	2,025
Cashiers, all workers	9.97	10.00	399	400	40.0	17,918	20,446	1,796
Cashiers	9.97	10.00	399	400	40.0	17,918	20,446	1,796
Retail salespersons	12.62	9.89	522	368	41.3	27,129	19,136	2,150
Office and administrative support occupations	15.84	14.71	633	588	40.0	32,934	30,601	2,079
Financial clerks	14.87	13.80	595	552	40.0	30,920	28,700	2,080
Bookkeeping, accounting, and auditing clerks ...	14.78	14.20	591	568	40.0	30,741	29,536	2,080
Customer service representatives	18.63	22.54	741	902	39.8	38,509	46,879	2,067
Secretaries and administrative assistants	19.31	18.42	772	737	40.0	40,155	38,314	2,080
Office clerks, general	11.64	10.73	466	429	40.0	24,207	22,316	2,080
Construction and extraction occupations	15.13	12.90	605	516	40.0	31,466	26,832	2,080
Installation, maintenance, and repair occupations	19.12	18.08	808	723	42.3	42,024	37,602	2,198
Production occupations	13.60	13.60	544	544	40.0	28,285	28,288	2,080
Transportation and material moving occupations	13.45	12.65	545	500	40.5	28,323	26,000	2,106

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 2007 — 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 —Continued								
Industrial truck and tractor operators	\$12.89	\$13.00	\$516	\$520	40.0	\$26,811	\$27,040	2,080
Laborers and material movers, hand	10.45	10.56	418	422	40.0	21,737	21,969	2,080
Laborers and freight, stock, and material movers, hand	9.79	7.30	392	292	40.0	20,362	15,188	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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 17. Union¹ and nonunion workers: Mean hourly earnings² for major occupational groups, San Antonio, TX, November 2007

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	\$21.09	\$21.55	–	\$16.24	\$15.21	\$22.60
Management, professional, and related	–	–	–	26.48	25.82	27.98
Management, business, and financial	–	–	–	31.49	31.41	31.98
Professional and related	–	–	–	24.52	22.83	27.39
Service	–	–	–	8.74	8.05	13.14
Sales and office	25.70	25.70	–	14.11	14.10	14.31
Sales and related	–	–	–	15.50	15.50	–
Office and administrative support	19.78	19.78	–	13.35	13.28	14.31
Natural resources, construction, and maintenance	–	–	–	15.55	15.55	–
Construction and extraction	–	–	–	15.63	15.64	–
Installation, maintenance, and repair	–	–	–	15.27	15.23	–
Production, transportation, and material moving	15.51	14.64	–	12.69	12.68	–
Production	–	–	–	14.32	14.32	–
Transportation and material moving	16.19	16.01	–	11.54	11.47	–
	Relative error ⁴ (percent)					
All workers	20.3	24.0	–	5.7	6.8	3.7
Management, professional, and related	–	–	–	3.9	5.4	3.8
Management, business, and financial	–	–	–	5.6	6.4	11.3
Professional and related	–	–	–	3.1	3.9	3.6
Service	–	–	–	4.7	5.8	4.0
Sales and office	23.3	23.3	–	7.5	7.8	7.7
Sales and related	–	–	–	16.8	16.8	–
Office and administrative support	11.1	11.1	–	3.5	3.7	7.7
Natural resources, construction, and maintenance	–	–	–	20.6	21.4	–
Construction and extraction	–	–	–	27.3	27.8	–
Installation, maintenance, and repair	–	–	–	2.7	3.0	–
Production, transportation, and material moving	16.0	20.9	–	3.2	3.3	–
Production	–	–	–	6.0	6.0	–
Transportation and material moving	12.6	17.8	–	5.0	5.2	–

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 18. Time and incentive workers¹: Mean hourly earnings² for major occupational groups, San Antonio, TX, November 2007

Occupational group ³	Time		Incentive	
	Civilian workers	Private industry workers	Civilian workers	Private industry workers
All workers	\$15.97	\$14.86	\$27.80	\$27.80
Management, professional, and related	26.46	25.77	—	—
Management, business, and financial	31.65	31.59	—	—
Professional and related	24.52	22.83	—	—
Service	9.06	8.02	—	—
Sales and office	13.18	13.13	33.12	33.12
Sales and related	10.60	10.60	42.03	42.03
Office and administrative support	14.20	14.19	15.72	15.72
Natural resources, construction, and maintenance	15.40	15.39	—	—
Construction and extraction	—	15.64	—	—
Installation, maintenance, and repair	14.57	14.47	—	—
Production, transportation, and material moving	13.17	12.96	—	—
Production	14.49	14.31	—	—
Transportation and material moving	12.42	12.13	—	—
	Relative error ⁴ (percent)			
All workers	4.6	5.4	19.5	19.5
Management, professional, and related	3.9	5.5	—	—
Management, business, and financial	5.9	6.7	—	—
Professional and related	3.1	3.9	—	—
Service	6.2	6.0	—	—
Sales and office	4.4	4.6	22.6	22.6
Sales and related	3.3	3.3	25.3	25.3
Office and administrative support	5.4	5.7	5.8	5.8
Natural resources, construction, and maintenance	20.9	21.6	—	—
Construction and extraction	—	27.8	—	—
Installation, maintenance, and repair	6.2	6.7	—	—
Production, transportation, and material moving	4.0	4.1	—	—
Production	9.7	9.9	—	—
Transportation and material moving	3.9	3.8	—	—

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 19. Industry sector¹: Mean hourly earnings² for private industry workers by major occupational group, San Antonio, TX, November 2007

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	\$17.79	—	\$13.03	—	\$20.58	—	\$17.51	—	—
Management, professional, and related	—	—	29.03	—	30.03	—	27.83	—	—
Management, business, and financial	—	—	27.45	—	29.81	—	28.94	—	—
Professional and related	—	—	—	—	—	—	27.73	—	—
Service	—	—	9.11	—	—	—	10.62	—	—
Sales and office	—	—	11.68	—	17.11	—	12.44	—	—
Sales and related	—	—	11.94	—	26.28	—	—	—	—
Office and administrative support	—	—	11.14	—	15.95	—	12.44	—	—
Natural resources, construction, and maintenance	13.93	—	16.61	—	—	—	—	—	—
Installation, maintenance, and repair ..	—	—	16.64	—	—	—	—	—	—
Production, transportation, and material moving	—	—	12.69	—	—	—	—	—	—
Production	—	—	14.35	—	—	—	—	—	—
Transportation and material moving ...	—	—	12.31	—	—	—	—	—	—
	Relative error ⁴ (percent)								
All workers	47.1	—	4.4	—	10.3	—	5.2	—	—
Management, professional, and related	—	—	13.4	—	11.9	—	9.8	—	—
Management, business, and financial	—	—	12.1	—	11.4	—	29.6	—	—
Professional and related	—	—	—	—	—	—	10.2	—	—
Service	—	—	2.2	—	—	—	10.6	—	—
Sales and office	—	—	6.0	—	6.5	—	2.9	—	—
Sales and related	—	—	2.6	—	18.4	—	—	—	—
Office and administrative support	—	—	17.3	—	6.3	—	2.9	—	—
Natural resources, construction, and maintenance	31.3	—	17.4	—	—	—	—	—	—
Installation, maintenance, and repair ..	—	—	17.6	—	—	—	—	—	—
Production, transportation, and material moving	—	—	4.0	—	—	—	—	—	—
Production	—	—	4.7	—	—	—	—	—	—
Transportation and material moving ...	—	—	4.9	—	—	—	—	—	—

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Appendix A: Technical Note

This section provides basic information on the procedures and concepts used to produce the data contained in this bulletin. It is divided into three parts: Planning for the survey; data collection; and processing and analyzing the data. Although this section answers some questions commonly asked by data users, it is not a comprehensive description of all 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. 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 statistical area covered by this survey is defined by the U.S. Office of Management and Budget (OMB) as of December 2003. The San Antonio, TX, Metropolitan Statistical Area (MSA) includes Atascosa, Bandera, Bexar, Comal, Guadalupe, Kendall, Medina, and Wilson Counties, TX.

Sampling frame

The list of establishments from which the survey sample was selected (sampling frame) was developed from State unemployment insurance reports. Due to the volatility of industries within the private sector, sampling frames were developed using the most recent month of reference available at the time the sample was selected. 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 employment 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 versus part-time, union versus nonunion, and time versus 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 met-

ropolitan areas, data were collected over a 4-month period. For each establishment in the survey, the data reflect the establishment's most recent information at the time of collection. The payroll reference month shown in the tables reflects the average date of this information for all sample units.

Earnings

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

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

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

- Shift differentials, defined as extra payment for working a schedule that varies from the norm, such as night or weekend work
- Premium pay for overtime, holidays, and weekends
- Bonuses not directly tied to production (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 characteristics 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, post-stratification, also called benchmarking, is introduced to adjust estimated employment totals to the current counts of employment by industry. 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 me-

dian, 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 \$17.46 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 2007**

Occupational group ²	Civilian workers	Private industry workers	State and local government workers
All workers	750,100	632,200	117,900
Management, professional, and related	201,600	130,800	70,800
Management, business, and financial	48,900	41,600	7,300
Professional and related	152,700	89,100	63,500
Service	201,900	170,900	31,000
Sales and office	219,900	211,300	8,700
Sales and related	79,500	79,500	–
Office and administrative support	140,500	131,800	8,700
Natural resources, construction, and maintenance	56,300	54,600	–
Construction and extraction	43,000	42,400	–
Installation, maintenance, and repair	13,300	12,200	–
Production, transportation, and material moving	70,300	64,700	5,700
Production	25,500	25,000	–
Transportation and material moving	44,800	39,700	5,100

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Appendix table 2. **Survey establishment response, San Antonio, TX, November 2007**

Establishments	Total	Private industry	State and local government
Total in sampling frame ¹	28,267	27,712	556
Total in sample	286	256	30
Responding	170	144	26
Refused or unable to provide data	69	65	4
Out of business or not in survey scope	47	47	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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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