

Brownsville–Harlingen, TX National Compensation Survey August 2007



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Preface

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

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

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

Division of Compensation Data Analysis and Planning, 2 Massachusetts Avenue, NE., Room 4175, Washington, DC 20212-0001, call (202) 691-6199, or send an e-mail to ocltinfo@bls.gov.

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

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

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Introduction

The tables in this bulletin summarize the NCS results for the Brownsville–Harlingen, TX, Metropolitan Statistical Area (MSA). Data were collected between June 2007 and October 2007; the average reference month is August 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, Brownsville-Harlingen, TX, August 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	\$12.61	6.1	35.1	\$10.75	5.9	34.2	\$20.04	11.4	39.2
Worker characteristics^{4,5}									
Management, professional, and related	24.88	6.0	38.2	23.87	8.0	37.6	25.70	8.0	38.6
Management, business, and financial	28.41	9.7	42.3	27.14	12.8	43.7	30.75	12.7	40.0
Professional and related	24.18	8.8	37.4	22.83	8.7	36.0	25.09	12.2	38.5
Service	7.39	3.6	30.5	6.58	1.7	29.3	12.35	8.4	40.7
Sales and office	10.47	4.0	36.7	10.15	4.6	36.4	13.07	3.4	39.1
Sales and related	10.14	10.0	33.7	10.15	10.0	33.7	—	—	—
Office and administrative support	10.67	4.8	38.8	10.15	6.3	38.7	13.14	2.9	39.1
Natural resources, construction, and maintenance	11.31	7.0	39.9	11.31	7.9	39.9	11.37	6.6	40.0
Construction and extraction	10.39	6.4	39.7	10.19	8.1	39.6	11.63	6.6	40.0
Installation, maintenance, and repair	13.41	19.8	40.7	13.53	20.4	40.7	—	—	—
Production, transportation, and material moving	11.05	10.5	37.8	10.95	11.2	37.8	13.69	8.6	40.0
Production	11.15	5.8	38.6	10.92	6.0	38.5	—	—	—
Transportation and material moving	10.98	18.3	37.4	10.96	18.9	37.3	—	—	—
Full time	13.76	7.0	39.6	11.79	7.1	39.4	20.12	11.3	40.1
Part time	6.82	2.3	22.3	6.72	2.3	22.5	13.78	20.6	13.7
Union	22.18	9.7	40.0	20.21	13.6	40.0	—	—	—
Nonunion	12.53	6.1	35.1	10.68	5.8	34.2	19.95	11.6	39.2
Time	12.23	6.3	34.8	10.13	5.7	33.8	20.04	11.4	39.2
Incentive	19.63	15.4	40.9	19.63	15.4	40.9	—	—	—
Establishment characteristics									
Goods producing	(⁶)	(⁶)	(⁶)	11.37	4.8	39.8	(⁶)	(⁶)	(⁶)
Service providing	(⁶)	(⁶)	(⁶)	10.64	6.8	33.4	(⁶)	(⁶)	(⁶)
1-99 workers	10.28	8.4	36.6	10.06	8.8	36.4	15.65	7.3	41.6
100-499 workers	12.36	5.6	31.4	11.44	5.3	30.0	16.49	9.8	39.3
500 workers or more	17.23	9.6	35.9	12.37	7.1	33.1	21.74	14.3	38.9

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 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, Brownsville-Harlingen, TX, August 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	\$12.61	6.1	\$13.76	7.0	\$6.82	2.3
Management occupations	30.37	12.4	30.37	12.4	—	—
Level 9	21.15	2.2	21.15	2.2	—	—
Level 11	39.86	6.3	39.86	6.3	—	—
Business and financial operations occupations	24.43	12.0	24.43	12.0	—	—
Architecture and engineering occupations	16.54	28.5	16.54	28.5	—	—
Community and social services occupations	21.71	22.2	21.71	22.2	—	—
Counselors	29.09	22.1	29.09	22.1	—	—
Educational, vocational, and school counselors	29.09	22.1	29.09	22.1	—	—
Miscellaneous community and social service specialists	11.90	9.8	11.90	9.8	—	—
Social and human service assistants	10.93	9.0	10.93	9.0	—	—
Education, training, and library occupations	24.96	11.2	25.16	10.8	14.56	31.1
Level 9	31.06	.4	31.11	.3	—	—
Primary, secondary, and special education school teachers	29.61	1.8	29.61	1.8	—	—
Level 9	31.17	.2	31.17	.2	—	—
Elementary and middle school teachers	30.58	.3	30.58	.3	—	—
Level 9	30.65	.3	30.65	.3	—	—
Elementary school teachers, except special education	31.05	1.0	31.05	1.0	—	—
Level 9	31.05	1.0	31.05	1.0	—	—
Middle school teachers, except special and vocational education	30.04	2.5	30.04	2.5	—	—
Level 9	29.94	3.9	29.94	3.9	—	—
Secondary school teachers	32.08	2.1	32.08	2.1	—	—
Level 9	32.15	2.1	32.15	2.1	—	—
Secondary school teachers, except special and vocational education	32.08	2.2	32.08	2.2	—	—
Level 9	32.15	2.1	32.15	2.1	—	—
Teacher assistants	10.52	3.4	10.62	3.3	—	—
Healthcare practitioner and technical occupations	25.70	10.0	25.70	10.9	25.69	32.6
Level 4	14.88	10.3	—	—	—	—
Level 5	16.52	5.3	16.52	5.3	—	—
Level 9	38.67	12.5	38.91	13.1	—	—
Registered nurses	29.51	2.7	29.57	2.9	—	—
Level 9	30.54	4.8	30.70	4.7	—	—
Clinical laboratory technologists and technicians	14.65	12.3	—	—	—	—
Health diagnosing and treating practitioner support technicians	14.70	13.4	—	—	—	—
Licensed practical and licensed vocational nurses	17.12	4.1	17.05	4.4	—	—
Healthcare support occupations	7.03	6.8	7.78	12.5	6.18	1.8
Level 2	6.91	4.3	7.30	9.0	6.37	1.1
Level 3	6.97	4.9	—	—	—	—
Nursing, psychiatric, and home health aides	6.58	1.1	6.77	3.6	6.36	1.0
Level 2	6.66	1.5	—	—	6.37	1.1
Home health aides	6.36	1.1	—	—	6.30	.7
Level 2	6.36	.8	—	—	6.37	1.1
Nursing aides, orderlies, and attendants	7.59	3.2	—	—	—	—
Miscellaneous healthcare support occupations	7.74	13.9	9.48	7.3	—	—
Protective service occupations	11.86	13.6	12.46	11.7	—	—
Level 6	14.20	8.2	14.20	8.3	—	—
Food preparation and serving related occupations	6.39	4.3	6.44	4.2	6.19	3.6
Level 1	5.85	4.1	5.66	7.5	6.03	2.6
Level 2	6.22	2.9	—	—	—	—
Food preparation workers	6.31	4.6	—	—	—	—
Food service, tipped	3.22	4.6	3.08	4.9	—	—
Waiters and waitresses	2.80	15.0	2.85	14.1	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Brownsville-Harlingen, TX, August 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)
Fast food and counter workers	\$6.41	3.4	—	—	—	—
Level 1	6.38	4.3	\$6.73	15.5	—	—
Combined food preparation and serving workers, including fast food	6.42	3.7	—	—	—	—
Level 1	6.41	4.9	—	—	—	—
Building and grounds cleaning and maintenance occupations	8.93	6.6	9.06	6.9	\$7.84	4.3
Level 1	7.29	4.8	—	—	7.75	4.6
Level 2	7.83	3.8	7.83	3.8	—	—
Level 3	10.90	5.3	10.90	5.4	—	—
Building cleaning workers	8.85	7.7	9.01	8.1	7.84	4.3
Level 1	7.39	5.5	—	—	7.75	4.6
Level 2	7.67	3.9	7.67	3.9	—	—
Janitors and cleaners, except maids and housekeeping cleaners	9.12	6.9	9.27	6.9	7.92	6.5
Level 1	7.57	6.6	—	—	7.79	6.7
Level 2	7.80	3.9	7.80	3.9	—	—
Grounds maintenance workers	8.23	8.8	8.23	8.8	—	—
Personal care and service occupations	6.39	4.1	8.34	9.8	6.00	2.1
Level 1	6.00	2.8	—	—	6.00	2.9
Level 2	6.24	1.9	—	—	—	—
Personal and home care aides	6.00	2.2	—	—	6.00	2.2
Level 1	6.00	3.0	—	—	6.00	3.0
Sales and related occupations	10.14	10.0	11.03	11.3	7.50	.8
Level 1	8.12	14.0	9.69	19.2	7.44	6.4
Level 2	7.38	3.1	—	—	6.91	1.5
Level 3	7.97	13.9	8.11	16.3	7.21	4.0
Level 4	13.41	16.0	13.63	17.6	—	—
Level 5	10.74	19.2	10.74	19.2	—	—
First-line supervisors/managers, sales workers	11.93	16.4	11.93	16.4	—	—
First-line supervisors/managers of retail sales workers	12.91	23.0	12.91	23.0	—	—
Retail sales workers	9.54	9.0	10.66	11.2	7.52	.8
Level 1	8.12	14.0	9.69	19.2	7.44	6.4
Level 2	6.96	1.6	—	—	6.81	1.5
Level 3	7.95	14.2	8.09	16.7	7.19	4.0
Level 4	14.10	13.1	14.49	14.5	—	—
Cashiers, all workers	7.74	9.3	8.34	16.6	7.28	4.6
Level 1	8.13	14.1	—	—	7.43	6.3
Level 2	6.96	3.6	—	—	—	—
Cashiers	7.74	9.3	8.34	16.6	7.28	4.6
Level 1	8.13	14.1	—	—	7.43	6.3
Level 2	6.96	3.6	—	—	—	—
Retail salespersons	11.04	30.0	11.89	29.6	8.04	13.0
Level 3	7.06	9.2	7.06	9.6	—	—
Level 4	15.13	16.5	15.72	18.4	—	—
Office and administrative support occupations	10.67	4.8	10.88	4.7	7.15	5.9
Level 1	7.86	12.8	—	—	—	—
Level 2	8.35	5.3	8.55	3.2	—	—
Level 3	8.98	2.8	9.05	3.1	—	—
Level 4	12.49	6.0	12.51	6.1	—	—
Level 5	13.88	9.2	13.88	9.2	—	—
Financial clerks	9.45	6.3	9.50	6.9	—	—
Level 3	8.95	7.5	9.02	8.0	—	—
Bookkeeping, accounting, and auditing clerks	11.21	6.5	11.54	6.1	—	—
Customer service representatives	9.10	3.9	9.18	4.5	—	—
Shipping, receiving, and traffic clerks	12.03	12.2	12.03	12.2	—	—
Stock clerks and order fillers	7.80	20.9	8.36	20.2	—	—
Secretaries and administrative assistants	12.30	9.6	12.52	9.1	—	—
Level 3	8.71	5.4	8.90	5.1	—	—
Medical secretaries	9.05	3.3	9.24	2.7	—	—
Level 3	8.63	7.3	—	—	—	—
Secretaries, except legal, medical, and executive	12.75	5.4	12.75	5.4	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Brownsville-Harlingen, TX, August 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 clerks, general	\$9.75	5.0	\$9.66	5.2	—	—
Level 3	9.01	9.8	9.01	9.8	—	—
Construction and extraction occupations	10.39	6.4	10.41	6.4	—	—
Level 1	7.63	4.7	7.63	4.7	—	—
Level 4	9.07	16.4	—	—	—	—
Level 5	14.20	4.5	14.20	4.5	—	—
Helpers, construction trades	8.82	9.1	8.82	9.1	—	—
Installation, maintenance, and repair occupations	13.41	19.8	13.41	19.8	—	—
Level 5	14.86	15.3	14.86	15.3	—	—
Production occupations	11.15	5.8	11.34	6.2	—	—
Level 2	8.27	9.6	8.24	10.3	—	—
Level 3	9.89	3.0	9.89	3.0	—	—
Level 4	12.25	15.4	12.25	15.4	—	—
Level 5	14.56	7.8	14.56	7.8	—	—
Level 6	16.80	3.9	16.80	3.9	—	—
First-line supervisors/managers of production and operating workers	17.19	10.7	17.19	10.7	—	—
Welding, soldering, and brazing workers	13.45	7.6	13.45	7.6	—	—
Welders, cutters, solderers, and brazers	13.45	7.6	13.45	7.6	—	—
Inspectors, testers, sorters, samplers, and weighers	11.57	14.0	11.57	14.0	—	—
Miscellaneous production workers	8.99	14.0	9.26	16.0	—	—
Transportation and material moving occupations	10.98	18.3	11.32	18.2	\$6.39	6.7
Level 1	6.11	7.6	5.96	8.6	6.69	8.4
Level 2	7.92	6.6	8.15	6.9	—	—
Level 3	8.53	3.8	8.53	3.8	—	—
Industrial truck and tractor operators	8.12	4.5	8.12	4.5	—	—
Laborers and material movers, hand	6.58	4.3	6.59	4.9	6.53	7.4
Level 1	6.01	8.6	5.80	9.8	6.69	8.4
Level 2	7.10	2.0	—	—	—	—
Laborers and freight, stock, and material movers, hand	6.77	5.2	6.82	6.8	6.63	8.5
Level 1	6.21	11.8	—	—	—	—
Level 2	7.14	3.3	—	—	—	—
Packers and packagers, hand	6.19	9.9	—	—	—	—

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

³ Each occupation for which data are collected in an establishment is evaluated based on four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. Points are assigned based on the

occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendix A for more information.

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Brownsville-Harlingen, TX, August 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	\$10.75	5.9	\$11.79	7.1	\$6.72	2.3
Management occupations	27.38	17.0	27.38	17.0	—	—
Level 9	21.15	2.2	21.15	2.2	—	—
Business and financial operations occupations	26.50	12.8	26.50	12.8	—	—
Architecture and engineering occupations	16.54	28.5	16.54	28.5	—	—
Healthcare practitioner and technical occupations	26.37	11.2	26.40	12.3	25.69	32.6
Level 4	14.88	10.3	—	—	—	—
Level 5	16.94	6.7	16.94	6.7	—	—
Level 9	38.64	12.7	38.89	13.2	—	—
Registered nurses	29.84	2.6	29.91	2.9	—	—
Level 9	30.39	5.0	—	—	—	—
Clinical laboratory technologists and technicians	14.65	12.3	—	—	—	—
Health diagnosing and treating practitioner support technicians	14.70	13.4	—	—	—	—
Licensed practical and licensed vocational nurses	17.76	3.6	—	—	—	—
Healthcare support occupations	6.99	7.0	7.75	13.1	6.18	1.8
Level 2	6.91	4.3	7.30	9.0	6.37	1.1
Level 3	6.82	4.2	—	—	—	—
Nursing, psychiatric, and home health aides	6.58	1.1	6.77	3.6	6.36	1.0
Level 2	6.66	1.5	—	—	6.37	1.1
Home health aides	6.36	1.1	—	—	6.30	.7
Level 2	6.36	.8	—	—	6.37	1.1
Nursing aides, orderlies, and attendants	7.59	3.2	—	—	—	—
Miscellaneous healthcare support occupations	7.69	15.1	—	—	—	—
Food preparation and serving related occupations	6.33	5.2	6.36	5.5	6.19	3.6
Level 1	5.82	4.2	5.61	8.0	6.03	2.6
Food preparation workers	6.31	4.6	—	—	—	—
Food service, tipped	3.22	4.6	3.08	4.9	—	—
Waiters and waitresses	2.80	15.0	2.85	14.1	—	—
Fast food and counter workers	6.30	2.0	—	—	—	—
Level 1	6.35	4.3	—	—	—	—
Combined food preparation and serving workers, including fast food	6.31	2.1	—	—	—	—
Level 1	6.38	4.9	—	—	—	—
Building and grounds cleaning and maintenance occupations	8.06	7.7	8.10	9.6	7.93	4.2
Level 1	7.21	5.1	—	—	7.83	4.5
Level 2	7.17	8.1	7.17	8.1	—	—
Building cleaning workers	7.70	4.7	7.61	6.1	7.93	4.2
Level 1	7.30	6.2	—	—	7.83	4.5
Level 2	7.17	8.1	7.17	8.1	—	—
Janitors and cleaners, except maids and housekeeping cleaners	8.01	5.4	7.99	6.7	8.06	7.0
Level 1	7.46	8.0	—	—	—	—
Personal care and service occupations	6.37	4.2	8.35	10.4	6.00	2.1
Level 1	6.00	2.8	—	—	6.00	2.9
Level 2	6.17	.2	—	—	—	—
Personal and home care aides	6.00	2.2	—	—	6.00	2.2
Level 1	6.00	3.0	—	—	6.00	3.0
Sales and related occupations	10.15	10.0	11.05	11.4	7.50	.8
Level 1	8.12	14.0	9.69	19.2	7.44	6.4
Level 2	7.36	3.3	—	—	6.91	1.5
Level 3	7.97	13.9	8.11	16.3	7.21	4.0
Level 4	13.41	16.0	13.63	17.6	—	—
Level 5	10.74	19.2	10.74	19.2	—	—
First-line supervisors/managers, sales workers	11.93	16.4	11.93	16.4	—	—
First-line supervisors/managers of retail sales workers	12.91	23.0	12.91	23.0	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Brownsville-Harlingen, TX, August 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)
Retail sales workers	\$9.55	9.1	\$10.68	11.2	\$7.52	0.8
Level 1	8.12	14.0	9.69	19.2	7.44	6.4
Level 2	6.91	1.8	—	—	6.81	1.5
Level 3	7.95	14.2	8.09	16.7	7.19	4.0
Level 4	14.10	13.1	14.49	14.5	—	—
Cashiers, all workers	7.74	9.5	8.34	17.2	7.28	4.6
Level 1	8.13	14.1	—	—	7.43	6.3
Cashiers	7.74	9.5	8.34	17.2	7.28	4.6
Level 1	8.13	14.1	—	—	7.43	6.3
Retail salespersons	11.04	30.0	11.89	29.6	8.04	13.0
Level 3	7.06	9.2	7.06	9.6	—	—
Level 4	15.13	16.5	15.72	18.4	—	—
Office and administrative support occupations	10.15	6.3	10.38	6.2	6.78	3.4
Level 1	7.86	12.8	—	—	—	—
Level 2	8.16	6.2	8.37	3.8	—	—
Level 3	8.79	2.7	8.87	3.0	—	—
Level 4	12.50	7.5	12.50	7.5	—	—
Level 5	13.80	14.2	13.80	14.2	—	—
Financial clerks	9.06	5.9	9.11	6.5	—	—
Level 3	8.68	6.8	8.75	7.3	—	—
Customer service representatives	8.95	3.9	—	—	—	—
Shipping, receiving, and traffic clerks	12.03	12.2	12.03	12.2	—	—
Stock clerks and order fillers	7.80	20.9	8.36	20.2	—	—
Secretaries and administrative assistants	11.65	15.7	11.93	15.4	—	—
Level 3	8.71	5.4	8.90	5.1	—	—
Medical secretaries	9.05	3.3	9.24	2.7	—	—
Level 3	8.63	7.3	—	—	—	—
Office clerks, general	8.73	4.9	8.73	4.9	—	—
Construction and extraction occupations	10.19	8.1	10.21	8.1	—	—
Helpers, construction trades	8.32	6.4	8.32	6.4	—	—
Installation, maintenance, and repair occupations	13.53	20.4	13.53	20.4	—	—
Level 5	14.86	15.3	14.86	15.3	—	—
Production occupations	10.92	6.0	11.10	6.4	—	—
Level 2	8.27	9.6	8.24	10.3	—	—
Level 3	9.89	3.0	9.89	3.0	—	—
Level 4	12.25	15.4	12.25	15.4	—	—
Level 5	14.75	9.2	14.75	9.2	—	—
Level 6	16.14	1.0	16.14	1.0	—	—
First-line supervisors/managers of production and operating workers	17.19	10.7	17.19	10.7	—	—
Welding, soldering, and brazing workers	13.45	7.6	13.45	7.6	—	—
Welders, cutters, solderers, and brazers	13.45	7.6	13.45	7.6	—	—
Inspectors, testers, sorters, samplers, and weighers	11.57	14.0	11.57	14.0	—	—
Miscellaneous production workers	8.99	14.0	9.26	16.0	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Brownsville-Harlingen, TX, August 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	\$10.96	18.9	\$11.32	18.8	\$6.39	6.7
Level 1	6.11	7.6	5.96	8.6	6.69	8.4
Level 2	7.92	6.6	8.15	6.9	—	—
Industrial truck and tractor operators	8.12	4.5	8.12	4.5	—	—
Laborers and material movers, hand	6.58	4.3	6.59	4.9	6.53	7.4
Level 1	6.01	8.6	5.80	9.8	6.69	8.4
Level 2	7.10	2.0	—	—	—	—
Laborers and freight, stock, and material movers, hand	6.77	5.2	6.82	6.8	6.63	8.5
Level 1	6.21	11.8	—	—	—	—
Level 2	7.14	3.3	—	—	—	—
Packers and packagers, hand	6.19	9.9	—	—	—	—

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

³ Each occupation for which data are collected in an establishment is evaluated based on four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. Points are assigned based on the

occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendix A for more information.

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 4. State and local government workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Brownsville-Harlingen, TX, August 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	\$20.04	11.4	\$20.12	11.3	\$13.78	20.6
Community and social services occupations	23.02	21.5	23.02	21.5	–	–
Education, training, and library occupations	26.27	10.4	26.40	9.9	17.77	32.0
Level 9	31.06	.4	31.11	.3	–	–
Primary, secondary, and special education school teachers	31.09	.3	31.09	.3	–	–
Level 9	31.17	.2	31.17	.2	–	–
Elementary and middle school teachers	30.58	.3	30.58	.3	–	–
Level 9	30.65	.3	30.65	.3	–	–
Elementary school teachers, except special education	31.05	1.0	31.05	1.0	–	–
Level 9	31.05	1.0	31.05	1.0	–	–
Middle school teachers, except special and vocational education	30.04	2.5	30.04	2.5	–	–
Level 9	29.94	3.9	29.94	3.9	–	–
Secondary school teachers	32.11	2.1	32.11	2.1	–	–
Level 9	32.15	2.1	32.15	2.1	–	–
Secondary school teachers, except special and vocational education	32.11	2.2	32.11	2.2	–	–
Level 9	32.15	2.1	32.15	2.1	–	–
Teacher assistants	11.08	1.2	11.08	1.2	–	–
Protective service occupations	16.91	14.0	16.91	14.0	–	–
Level 6	15.13	7.5	15.13	7.5	–	–
Building and grounds cleaning and maintenance occupations	9.68	4.1	9.73	4.1	–	–
Building cleaning workers	9.76	4.2	9.82	4.1	–	–
Janitors and cleaners, except maids and housekeeping cleaners	9.76	4.2	9.82	4.1	–	–
Office and administrative support occupations	13.14	2.9	13.17	2.9	–	–
Level 4	12.48	2.9	12.56	3.4	–	–
Level 5	14.03	5.2	14.03	5.2	–	–
Secretaries and administrative assistants	13.71	2.6	13.71	2.6	–	–
Office clerks, general	12.01	4.1	–	–	–	–
Construction and extraction occupations	11.63	6.6	11.63	6.6	–	–

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

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

³ Each occupation for which data are collected in an establishment is evaluated based on four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. Points are assigned based on the

occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendix A for more information.

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Brownsville-Harlingen, TX, August 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	\$12.61	6.1	\$13.76	7.0	\$6.82	2.3
Management occupations	30.37	12.4	30.37	12.4	—	—
Group III	34.25	10.5	—	—	—	—
Business and financial operations occupations	24.43	12.0	24.43	12.0	—	—
Group II	17.60	11.1	—	—	—	—
Architecture and engineering occupations	16.54	28.5	16.54	28.5	—	—
Community and social services occupations	21.71	22.2	21.71	22.2	—	—
Group II	15.21	5.7	—	—	—	—
Counselors	29.09	22.1	29.09	22.1	—	—
Educational, vocational, and school counselors	29.09	22.1	29.09	22.1	—	—
Miscellaneous community and social service specialists	11.90	9.8	11.90	9.8	—	—
Group II	11.93	10.1	—	—	—	—
Social and human service assistants	10.93	9.0	10.93	9.0	—	—
Education, training, and library occupations	24.96	11.2	25.16	10.8	14.56	31.1
Group I	7.73	8.2	—	—	—	—
Group II	13.98	19.8	—	—	—	—
Group III	31.96	3.0	—	—	—	—
Primary, secondary, and special education school teachers	29.61	1.8	29.61	1.8	—	—
Group III	31.17	.2	—	—	—	—
Elementary and middle school teachers	30.58	.3	30.58	.3	—	—
Group III	30.65	.3	—	—	—	—
Elementary school teachers, except special education	31.05	1.0	31.05	1.0	—	—
Group III	31.05	1.0	31.05	1.0	—	—
Middle school teachers, except special and vocational education	30.04	2.5	30.04	2.5	—	—
Group III	29.94	3.9	29.94	3.9	—	—
Secondary school teachers	32.08	2.1	32.08	2.1	—	—
Group III	32.15	2.1	—	—	—	—
Secondary school teachers, except special and vocational education	32.08	2.2	32.08	2.2	—	—
Group III	32.15	2.1	32.15	2.1	—	—
Teacher assistants	10.52	3.4	10.62	3.3	—	—
Group I	7.73	8.2	7.99	9.5	—	—
Healthcare practitioner and technical occupations	25.70	10.0	25.70	10.9	25.69	32.6
Group I	14.40	5.3	—	—	—	—
Group II	17.92	15.0	—	—	—	—
Group III	38.64	10.3	—	—	—	—
Registered nurses	29.51	2.7	29.57	2.9	—	—
Group III	30.71	3.8	30.86	3.8	—	—
Clinical laboratory technologists and technicians	14.65	12.3	—	—	—	—
Health diagnosing and treating practitioner support technicians	14.70	13.4	—	—	—	—
Licensed practical and licensed vocational nurses	17.12	4.1	17.05	4.4	—	—
Group II	16.90	4.8	16.90	4.8	—	—
Healthcare support occupations	7.03	6.8	7.78	12.5	6.18	1.8
Group I	7.03	6.8	—	—	—	—
Nursing, psychiatric, and home health aides	6.58	1.1	6.77	3.6	6.36	1.0
Group I	6.58	1.1	—	—	—	—
Home health aides	6.36	1.1	—	—	6.30	.7
Group I	6.36	1.1	—	—	6.30	.7
Nursing aides, orderlies, and attendants	7.59	3.2	—	—	—	—
Group I	7.59	3.2	—	—	—	—
Miscellaneous healthcare support occupations	7.74	13.9	9.48	7.3	—	—
Group I	7.74	13.9	—	—	—	—
Protective service occupations	11.86	13.6	12.46	11.7	—	—
Group II	17.28	15.3	—	—	—	—

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Brownsville-Harlingen, TX, August 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)
Food preparation and serving related occupations	\$6.39	4.3	\$6.44	4.2	\$6.19	3.6
Group I	6.39	4.3	—	—	—	—
Food preparation workers	6.31	4.6	—	—	—	—
Group I	6.31	4.6	—	—	—	—
Food service, tipped	3.22	4.6	3.08	4.9	—	—
Group I	3.22	4.6	—	—	—	—
Waiters and waitresses	2.80	15.0	2.85	14.1	—	—
Group I	2.80	15.0	2.85	14.1	—	—
Fast food and counter workers	6.41	3.4	—	—	—	—
Group I	6.41	3.4	—	—	—	—
Combined food preparation and serving workers, including fast food	6.42	3.7	—	—	—	—
Group I	6.42	3.7	—	—	—	—
Building and grounds cleaning and maintenance occupations	8.93	6.6	9.06	6.9	7.84	4.3
Group I	8.79	7.2	—	—	—	—
Building cleaning workers	8.85	7.7	9.01	8.1	7.84	4.3
Group I	8.88	8.0	—	—	—	—
Janitors and cleaners, except maids and housekeeping cleaners	9.12	6.9	9.27	6.9	7.92	6.5
Group I	9.17	7.1	9.35	7.0	7.92	6.5
Grounds maintenance workers	8.23	8.8	8.23	8.8	—	—
Group I	8.23	8.8	—	—	—	—
Personal care and service occupations	6.39	4.1	8.34	9.8	6.00	2.1
Group I	6.26	3.8	—	—	—	—
Personal and home care aides	6.00	2.2	—	—	6.00	2.2
Group I	6.00	2.2	—	—	6.00	2.2
Sales and related occupations	10.14	10.0	11.03	11.3	7.50	.8
Group I	9.79	8.2	—	—	—	—
Group II	11.79	17.7	—	—	—	—
First-line supervisors/managers, sales workers	11.93	16.4	11.93	16.4	—	—
Group II	13.10	14.3	—	—	—	—
First-line supervisors/managers of retail sales workers	12.91	23.0	12.91	23.0	—	—
Group II	16.20	4.1	16.20	4.1	—	—
Retail sales workers	9.54	9.0	10.66	11.2	7.52	.8
Group I	9.70	8.9	—	—	—	—
Cashiers, all workers	7.74	9.3	8.34	16.6	7.28	4.6
Group I	7.62	11.2	—	—	—	—
Cashiers	7.74	9.3	8.34	16.6	7.28	4.6
Group I	7.62	11.2	8.10	19.4	7.25	5.1
Retail salespersons	11.04	30.0	11.89	29.6	8.04	13.0
Group I	11.61	31.1	12.38	30.7	8.32	15.3
Office and administrative support occupations	10.67	4.8	10.88	4.7	7.15	5.9
Group I	9.54	3.8	—	—	—	—
Group II	14.02	6.9	—	—	—	—
Financial clerks	9.45	6.3	9.50	6.9	—	—
Group I	9.53	6.7	—	—	—	—
Bookkeeping, accounting, and auditing clerks	11.21	6.5	11.54	6.1	—	—
Group I	10.81	6.2	—	—	—	—
Customer service representatives	9.10	3.9	9.18	4.5	—	—
Shipping, receiving, and traffic clerks	12.03	12.2	12.03	12.2	—	—
Stock clerks and order fillers	7.80	20.9	8.36	20.2	—	—
Group I	7.90	20.7	8.36	20.2	—	—
Secretaries and administrative assistants	12.30	9.6	12.52	9.1	—	—
Group I	9.25	2.9	—	—	—	—
Group II	15.14	6.2	—	—	—	—
Medical secretaries	9.05	3.3	9.24	2.7	—	—
Group I	9.05	3.3	9.24	2.7	—	—
Secretaries, except legal, medical, and executive	12.75	5.4	12.75	5.4	—	—
Office clerks, general	9.75	5.0	9.66	5.2	—	—
Group I	9.50	5.2	9.39	5.4	—	—

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Brownsville-Harlingen, TX, August 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)
Construction and extraction occupations	\$10.39	6.4	\$10.41	6.4	—	—
Group I	8.75	8.5	—	—	—	—
Group II	15.37	3.5	—	—	—	—
Helpers, construction trades	8.82	9.1	8.82	9.1	—	—
Group I	8.82	9.1	—	—	—	—
Installation, maintenance, and repair occupations	13.41	19.8	13.41	19.8	—	—
Group II	19.02	17.0	—	—	—	—
Production occupations	11.15	5.8	11.34	6.2	—	—
Group I	8.71	8.0	—	—	—	—
Group II	15.23	6.3	—	—	—	—
First-line supervisors/managers of production and operating workers	17.19	10.7	17.19	10.7	—	—
Welding, soldering, and brazing workers	13.45	7.6	13.45	7.6	—	—
Welders, cutters, solderers, and brazers	13.45	7.6	13.45	7.6	—	—
Inspectors, testers, sorters, samplers, and weighers	11.57	14.0	11.57	14.0	—	—
Miscellaneous production workers	8.99	14.0	9.26	16.0	—	—
Group I	8.05	12.8	—	—	—	—
Transportation and material moving occupations	10.98	18.3	11.32	18.2	\$6.39	6.7
Group I	9.31	14.0	—	—	—	—
Industrial truck and tractor operators	8.12	4.5	8.12	4.5	—	—
Group I	8.12	4.5	8.12	4.5	—	—
Laborers and material movers, hand	6.58	4.3	6.59	4.9	6.53	7.4
Group I	6.58	4.3	—	—	—	—
Laborers and freight, stock, and material movers, hand	6.77	5.2	6.82	6.8	6.63	8.5
Group I	6.77	5.2	6.82	6.8	6.63	8.5
Packers and packagers, hand	6.19	9.9	—	—	—	—
Group I	6.19	9.9	—	—	—	—

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

² Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

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

a 40-hour week is the minimum full-time schedule.

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 6. Civilian workers: Hourly wage percentiles¹, Brownsville-Harlingen, TX, August 2007

Occupation ²	10	25	Median 50	75	90
All workers	\$5.85	\$6.50	\$9.00	\$14.50	\$25.90
Management occupations	16.73	19.25	32.67	38.72	42.10
Business and financial operations occupations	13.46	18.95	25.20	32.21	32.21
Architecture and engineering occupations	7.00	8.00	11.00	27.69	32.67
Community and social services occupations	11.08	15.02	17.67	32.12	38.12
Counselors	15.12	17.67	32.58	37.17	41.29
Educational, vocational, and school counselors	15.12	17.67	32.58	37.17	41.29
Miscellaneous community and social service specialists	8.36	9.00	11.15	13.32	16.46
Social and human service assistants	8.36	9.00	11.08	11.81	13.81
Education, training, and library occupations	10.91	11.32	27.39	34.04	37.93
Primary, secondary, and special education school teachers	25.07	26.45	29.66	34.71	37.38
Elementary and middle school teachers	25.40	26.45	29.20	35.16	36.48
Elementary school teachers, except special education	25.40	26.91	30.12	35.98	37.00
Middle school teachers, except special and vocational education	25.37	26.00	28.13	34.37	36.29
Secondary school teachers	25.74	28.06	31.50	35.62	38.83
Secondary school teachers, except special and vocational education	25.74	28.06	31.50	35.62	38.83
Teacher assistants	6.47	10.91	11.10	11.32	11.32
Healthcare practitioner and technical occupations	9.65	12.50	17.63	28.27	38.19
Registered nurses	22.92	28.27	29.99	32.27	32.27
Clinical laboratory technologists and technicians	9.27	11.76	11.81	19.50	22.51
Health diagnosing and treating practitioner support technicians	12.50	12.50	12.50	13.83	20.29
Licensed practical and licensed vocational nurses	14.28	15.50	17.00	18.00	20.80
Healthcare support occupations	5.85	6.00	6.35	7.71	8.52
Nursing, psychiatric, and home health aides	5.85	6.00	6.35	6.90	7.68
Home health aides	5.85	6.00	6.35	6.50	7.35
Nursing aides, orderlies, and attendants	6.50	6.95	7.68	8.26	8.53
Miscellaneous healthcare support occupations	5.85	5.85	8.00	8.50	12.50
Protective service occupations	5.25	5.25	10.97	14.91	25.20
Food preparation and serving related occupations	5.50	6.00	6.02	7.25	8.00
Food preparation workers	5.33	5.50	6.02	7.00	8.00
Food service, tipped	2.13	2.23	2.25	4.25	5.37
Waiters and waitresses	2.13	2.13	2.23	3.36	4.25
Fast food and counter workers	5.85	6.00	6.00	6.50	7.20
Combined food preparation and serving workers, including fast food	5.85	6.00	6.00	6.50	7.35
Building and grounds cleaning and maintenance occupations	6.32	7.00	8.29	10.67	12.02
Building cleaning workers	6.32	7.06	8.20	10.81	12.00
Janitors and cleaners, except maids and housekeeping cleaners	6.32	7.37	8.70	10.96	12.05
Grounds maintenance workers	7.00	7.00	8.06	9.57	10.09
Personal care and service occupations	5.15	5.85	6.05	6.70	7.15
Personal and home care aides	5.15	5.15	6.05	6.50	6.85
Sales and related occupations	6.00	6.78	8.40	11.69	15.20
First-line supervisors/managers, sales workers First-line supervisors/managers of retail sales workers	7.97	10.11	10.11	14.75	15.75
Retail sales workers	7.97	8.76	13.47	15.20	20.94
Cashiers, all workers	6.04	6.50	7.62	9.99	12.82
Cashiers	5.85	6.25	7.25	8.58	10.93
Retail salespersons	5.85	6.25	7.25	8.58	10.93
Retail salespersons	6.42	7.25	8.13	11.08	19.52

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles¹, Brownsville-Harlingen, TX, August 2007** — Continued

Occupation ²	10	25	Median 50	75	90
Office and administrative support occupations	\$6.97	\$8.00	\$10.10	\$13.00	\$15.25
Financial clerks	6.35	7.60	8.75	11.01	12.59
Bookkeeping, accounting, and auditing clerks	9.55	10.41	11.11	12.59	14.43
Customer service representatives	7.16	8.03	9.50	9.92	10.65
Shipping, receiving, and traffic clerks	7.75	8.40	13.36	14.62	14.62
Stock clerks and order fillers	5.50	6.00	6.50	8.43	11.22
Secretaries and administrative assistants	7.50	8.76	12.31	15.31	17.50
Medical secretaries	7.47	7.65	8.50	10.32	11.18
Secretaries, except legal, medical, and executive	10.41	11.33	12.75	14.05	15.46
Office clerks, general	7.46	8.00	9.01	11.35	12.61
Construction and extraction occupations	6.00	8.00	9.50	12.04	15.00
Helpers, construction trades	6.00	7.75	8.50	9.52	11.75
Installation, maintenance, and repair occupations	6.25	8.01	10.00	17.30	27.72
Production occupations	6.52	7.00	10.50	14.52	17.00
First-line supervisors/managers of production and operating workers	10.50	15.32	17.75	19.48	20.48
Welding, soldering, and brazing workers	10.00	11.50	12.00	16.50	18.00
Welders, cutters, solderers, and brazers	10.00	11.50	12.00	16.50	18.00
Inspectors, testers, sorters, samplers, and weighers	6.25	6.91	9.00	17.91	20.56
Miscellaneous production workers	5.61	6.52	7.80	11.07	12.11
Transportation and material moving occupations	5.56	7.00	8.50	15.50	22.65
Industrial truck and tractor operators	7.00	7.00	8.50	8.75	8.75
Laborers and material movers, hand	5.15	5.38	6.15	7.47	8.90
Laborers and freight, stock, and material movers, hand	5.15	5.38	6.57	7.50	8.90
Packers and packagers, hand	5.20	5.65	5.65	6.15	7.35

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays;

nonproduction bonuses; and tips.

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 7. Private industry workers: Hourly wage percentiles¹, Brownsville-Harlingen, TX, August 2007

Occupation ²	10	25	Median 50	75	90
All workers	\$5.85	\$6.25	\$8.00	\$12.00	\$17.53
Management occupations	13.37	17.07	21.49	35.62	43.80
Business and financial operations occupations	18.01	25.18	32.21	32.21	32.21
Architecture and engineering occupations	7.00	8.00	11.00	27.69	32.67
Healthcare practitioner and technical occupations	9.62	12.50	18.00	28.27	45.00
Registered nurses	25.10	28.27	30.75	32.27	32.27
Clinical laboratory technologists and technicians	9.27	11.76	11.81	19.50	22.51
Health diagnosing and treating practitioner support technicians	12.50	12.50	12.50	13.83	20.29
Licensed practical and licensed vocational nurses	15.50	16.50	17.50	18.00	20.80
Healthcare support occupations	5.85	6.00	6.35	7.50	8.50
Nursing, psychiatric, and home health aides	5.85	6.00	6.35	6.90	7.68
Home health aides	5.85	6.00	6.35	6.50	7.35
Nursing aides, orderlies, and attendants	6.50	6.95	7.68	8.26	8.53
Miscellaneous healthcare support occupations	5.85	5.85	6.00	8.50	12.50
Food preparation and serving related occupations	5.50	5.90	6.00	7.00	8.00
Food preparation workers	5.33	5.50	6.02	7.00	8.00
Food service, tipped	2.13	2.23	2.25	4.25	5.37
Waiters and waitresses	2.13	2.13	2.23	3.36	4.25
Fast food and counter workers	5.85	6.00	6.00	6.50	6.50
Combined food preparation and serving workers, including fast food	5.85	6.00	6.00	6.50	6.50
Building and grounds cleaning and maintenance occupations	6.00	6.65	7.00	9.43	10.75
Building cleaning workers	5.98	6.32	7.32	8.30	10.67
Janitors and cleaners, except maids and housekeeping cleaners	5.98	6.32	7.50	9.50	10.75
Personal care and service occupations	5.15	5.73	6.05	6.70	7.00
Personal and home care aides	5.15	5.15	6.05	6.50	6.85
Sales and related occupations	6.00	6.78	8.40	11.69	15.20
First-line supervisors/managers, sales workers	7.97	10.11	10.11	14.75	15.75
First-line supervisors/managers of retail sales workers	7.97	8.76	13.47	15.20	20.94
Retail sales workers	6.04	6.45	7.62	10.00	12.82
Cashiers, all workers	5.85	6.25	7.25	8.59	10.97
Cashiers	5.85	6.25	7.25	8.59	10.97
Retail salespersons	6.42	7.25	8.13	11.08	19.52
Office and administrative support occupations	6.50	7.75	9.53	11.81	14.62
Financial clerks	6.23	7.50	8.75	10.41	12.00
Customer service representatives	7.14	7.91	8.94	9.59	10.32
Shipping, receiving, and traffic clerks	7.75	8.40	13.36	14.62	14.62
Stock clerks and order fillers	5.50	6.00	6.50	8.43	11.22
Secretaries and administrative assistants	7.50	8.50	10.44	16.15	17.50
Medical secretaries	7.47	7.65	8.50	10.32	11.18
Office clerks, general	6.80	7.50	8.00	9.88	11.35
Construction and extraction occupations	6.00	7.25	9.00	12.04	15.00
Helpers, construction trades	6.00	7.75	8.40	9.50	10.50
Installation, maintenance, and repair occupations	6.25	8.01	10.00	17.50	27.72
Production occupations	6.52	6.78	10.00	14.30	17.00
First-line supervisors/managers of production and operating workers	10.50	15.32	17.75	19.48	20.48
Welding, soldering, and brazing workers	10.00	11.50	12.00	16.50	18.00
Welders, cutters, solderers, and brazers	10.00	11.50	12.00	16.50	18.00
Inspectors, testers, sorters, samplers, and weighers	6.25	6.91	9.00	17.91	20.56
Miscellaneous production workers	5.61	6.52	7.80	11.07	12.11

See footnotes at end of table.

Table 7. Private industry workers: Hourly wage percentiles¹, Brownsville-Harlingen, TX, August 2007 — Continued

Occupation ²	10	25	Median 50	75	90
Transportation and material moving occupations	\$5.51	\$7.00	\$8.50	\$15.50	\$22.65
Industrial truck and tractor operators	7.00	7.00	8.50	8.75	8.75
Laborers and material movers, hand	5.15	5.38	6.15	7.47	8.90
Laborers and freight, stock, and material movers, hand	5.15	5.38	6.57	7.50	8.90
Packers and packagers, hand	5.20	5.65	5.65	6.15	7.35

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays;

nonproduction bonuses; and tips.

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 8. State and local government workers: Hourly wage percentiles¹, Brownsville-Harlingen, TX, August 2007

Occupation ²	10	25	Median 50	75	90
All workers	\$9.01	\$11.32	\$14.94	\$28.85	\$36.45
Community and social services occupations	12.29	15.12	17.67	33.50	38.88
Education, training, and library occupations	11.10	11.32	28.13	34.71	37.93
Primary, secondary, and special education school teachers	25.54	27.06	30.21	35.16	37.46
Elementary and middle school teachers	25.40	26.45	29.20	35.16	36.48
Elementary school teachers, except special education	25.40	26.91	30.12	35.98	37.00
Middle school teachers, except special and vocational education	25.37	26.00	28.13	34.37	36.29
Secondary school teachers	25.74	28.06	31.50	35.65	38.83
Secondary school teachers, except special and vocational education	25.74	28.06	31.50	35.62	38.83
Teacher assistants	10.91	10.91	11.10	11.32	11.32
Protective service occupations	10.97	11.65	14.69	21.80	27.19
Building and grounds cleaning and maintenance occupations	7.37	8.03	9.53	11.91	12.11
Building cleaning workers	7.11	7.92	9.53	11.93	12.16
Janitors and cleaners, except maids and housekeeping cleaners	7.11	7.92	9.53	11.93	12.16
Office and administrative support occupations	10.52	11.92	13.24	14.28	15.71
Secretaries and administrative assistants	11.33	12.62	13.32	14.50	15.93
Office clerks, general	8.52	10.06	12.39	12.43	15.08
Construction and extraction occupations	8.75	9.79	11.47	12.38	14.79

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays;

nonproduction bonuses; and tips.

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Brownsville-Harlingen, TX, August 2007

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
All workers	\$6.00	\$7.50	\$10.32	\$15.50	\$28.27
Management occupations	16.73	19.25	32.67	38.72	42.10
Business and financial operations occupations	13.46	18.95	25.20	32.21	32.21
Architecture and engineering occupations	7.00	8.00	11.00	27.69	32.67
Community and social services occupations	11.08	15.02	17.67	32.12	38.12
Counselors	15.12	17.67	32.58	37.17	41.29
Educational, vocational, and school counselors	15.12	17.67	32.58	37.17	41.29
Miscellaneous community and social service specialists	8.36	9.00	11.15	13.32	16.46
Social and human service assistants	8.36	9.00	11.08	11.81	13.81
Education, training, and library occupations	10.91	11.32	27.53	34.25	37.93
Primary, secondary, and special education school teachers	25.07	26.45	29.66	34.71	37.38
Elementary and middle school teachers	25.40	26.45	29.20	35.16	36.48
Elementary school teachers, except special education	25.40	26.91	30.12	35.98	37.00
Middle school teachers, except special and vocational education	25.37	26.00	28.13	34.37	36.29
Secondary school teachers	25.74	28.06	31.50	35.62	38.83
Secondary school teachers, except special and vocational education	25.74	28.06	31.50	35.62	38.83
Teacher assistants	7.30	10.91	11.10	11.32	11.32
Healthcare practitioner and technical occupations	9.65	12.50	17.50	28.27	34.66
Registered nurses	22.92	28.27	30.21	32.27	32.27
Licensed practical and licensed vocational nurses	14.28	15.50	17.00	18.00	20.80
Healthcare support occupations	6.17	6.35	7.35	8.50	11.72
Nursing, psychiatric, and home health aides	5.85	6.35	6.35	7.35	8.00
Miscellaneous healthcare support occupations	8.00	8.00	8.50	12.50	12.50
Protective service occupations	5.25	5.35	11.65	16.29	25.20
Food preparation and serving related occupations	5.33	6.00	6.06	7.25	8.00
Food service, tipped	2.13	2.23	2.23	3.60	4.55
Waiters and waitresses	2.13	2.23	2.23	3.36	4.25
Building and grounds cleaning and maintenance occupations	6.32	7.06	8.61	10.81	12.07
Building cleaning workers	6.32	7.15	8.52	10.96	12.05
Janitors and cleaners, except maids and housekeeping cleaners	6.32	7.50	8.88	11.63	12.07
Grounds maintenance workers	7.00	7.00	8.06	9.57	10.09
Personal care and service occupations	5.73	6.50	7.25	9.45	13.74
Sales and related occupations	6.04	7.50	9.30	12.50	17.07
First-line supervisors/managers, sales workers	7.97	10.11	10.11	14.75	15.75
First-line supervisors/managers of retail sales workers	7.97	8.76	13.47	15.20	20.94
Retail sales workers	6.04	6.50	8.17	11.13	17.53
Cashiers, all workers	6.25	6.25	7.75	9.69	11.93
Cashiers	6.25	6.25	7.75	9.69	11.93
Retail salespersons	6.42	7.50	8.43	11.13	23.75
Office and administrative support occupations	7.10	8.35	10.18	13.31	15.45
Financial clerks	6.72	7.89	8.77	11.11	12.59
Bookkeeping, accounting, and auditing clerks	9.55	10.41	11.11	12.59	14.43
Customer service representatives	7.14	7.89	9.54	9.92	10.65
Shipping, receiving, and traffic clerks	7.75	8.40	13.36	14.62	14.62
Stock clerks and order fillers	5.50	6.25	6.50	8.43	11.22
Secretaries and administrative assistants	8.00	9.00	12.73	15.48	17.50

See footnotes at end of table.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Brownsville-Harlingen, TX, August 2007 — Continued

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
Medical secretaries	\$7.47	\$8.49	\$8.76	\$10.75	\$11.44
Secretaries, except legal, medical, and executive	10.41	11.33	12.75	14.05	15.46
Office clerks, general	7.46	8.00	8.52	11.35	13.11
Construction and extraction occupations	6.00	8.00	9.50	12.38	15.00
Helpers, construction trades	6.00	7.75	8.50	9.52	11.75
Installation, maintenance, and repair occupations	6.25	8.01	10.00	17.30	27.72
Production occupations	6.52	7.00	10.75	14.89	17.32
First-line supervisors/managers of production and operating workers	10.50	15.32	17.75	19.48	20.48
Welding, soldering, and brazing workers	10.00	11.50	12.00	16.50	18.00
Welders, cutters, solderers, and brazers	10.00	11.50	12.00	16.50	18.00
Inspectors, testers, sorters, samplers, and weighers	6.25	6.91	9.00	17.91	20.56
Miscellaneous production workers	6.52	6.52	9.27	11.94	12.60
Transportation and material moving occupations	5.65	7.00	8.75	15.50	22.65
Industrial truck and tractor operators	7.00	7.00	8.50	8.75	8.75
Laborers and material movers, hand	5.15	5.20	6.00	7.44	8.90
Laborers and freight, stock, and material movers, hand	5.15	5.15	6.57	8.00	8.90

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

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

wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays; nonproduction bonuses; and tips.

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 10. Part-time¹ civilian workers: Hourly wage percentiles², Brownsville-Harlingen, TX, August 2007

Occupation ³	Part-time workers				
	10	25	Median 50	75	90
All workers	\$5.15	\$5.85	\$6.05	\$6.85	\$8.00
Education, training, and library occupations	5.15	5.15	9.38	28.00	31.25
Healthcare practitioner and technical occupations	11.00	12.79	25.00	45.00	45.00
Healthcare support occupations	5.85	5.85	6.00	6.31	6.75
Nursing, psychiatric, and home health aides	5.85	6.00	6.25	6.50	7.00
Home health aides	5.85	6.00	6.15	6.50	6.90
Food preparation and serving related occupations	5.50	5.85	5.85	6.35	8.00
Building and grounds cleaning and maintenance occupations	6.50	7.00	7.64	8.00	10.67
Building cleaning workers	6.50	7.00	7.64	8.00	10.67
Janitors and cleaners, except maids and housekeeping cleaners	6.00	6.82	7.11	8.00	10.67
Personal care and service occupations	5.15	5.45	6.05	6.50	6.85
Personal and home care aides	5.15	5.15	6.05	6.50	6.85
Sales and related occupations	6.00	6.45	7.25	7.87	10.00
Retail sales workers	6.00	6.40	7.25	8.00	10.03
Cashiers, all workers	5.85	6.20	7.25	7.60	9.57
Cashiers	5.85	6.20	7.25	7.60	9.57
Retail salespersons	6.45	6.50	7.10	9.50	10.93
Office and administrative support occupations	5.50	6.00	6.32	7.50	8.43
Transportation and material moving occupations	5.51	5.75	5.90	7.00	7.50
Laborers and material movers, hand	5.51	5.65	6.15	7.50	7.50
Laborers and freight, stock, and material movers, hand	5.51	5.75	7.00	7.50	7.50

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

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

wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays; nonproduction bonuses; and tips.

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Brownsville-Harlingen, TX, August 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	\$13.76	\$10.32	\$545	\$407	39.6	\$26,690	\$20,280	1,939
Management occupations	30.37	32.67	1,324	1,314	43.6	64,384	59,886	2,120
Business and financial operations occupations	24.43	25.20	977	1,008	40.0	50,807	52,416	2,080
Architecture and engineering occupations	16.54	11.00	662	440	40.0	34,404	22,880	2,080
Community and social services occupations	21.71	17.67	868	707	40.0	40,972	36,754	1,887
Counselors	29.09	32.58	1,161	1,303	39.9	50,119	52,683	1,723
Educational, vocational, and school counselors	29.09	32.58	1,161	1,303	39.9	50,119	52,683	1,723
Miscellaneous community and social service specialists	11.90	11.15	476	446	40.0	24,603	23,196	2,067
Social and human service assistants	10.93	11.08	437	443	40.0	22,578	23,046	2,065
Education, training, and library occupations	25.16	27.53	1,002	1,095	39.8	34,425	39,628	1,368
Primary, secondary, and special education school teachers	29.61	29.66	1,178	1,176	39.8	39,848	42,570	1,346
Elementary and middle school teachers	30.58	29.20	1,214	1,159	39.7	39,622	41,628	1,296
Elementary school teachers, except special education	31.05	30.12	1,228	1,186	39.6	36,107	41,628	1,163
Middle school teachers, except special and vocational education	30.04	28.13	1,197	1,113	39.8	44,843	41,631	1,493
Secondary school teachers	32.08	31.50	1,276	1,260	39.8	40,937	45,193	1,276
Secondary school teachers, except special and vocational education	32.08	31.50	1,276	1,260	39.8	40,915	45,193	1,276
Teacher assistants	10.62	11.10	423	444	39.8	14,321	16,612	1,348
Healthcare practitioner and technical occupations	25.70	17.50	1,023	700	39.8	52,658	35,381	2,049
Registered nurses	29.57	30.21	1,173	1,185	39.7	60,854	61,152	2,058
Licensed practical and licensed vocational nurses	17.05	17.00	676	675	39.6	33,680	34,320	1,975
Healthcare support occupations	7.78	7.35	265	248	34.0	13,770	12,896	1,770
Nursing, psychiatric, and home health aides	6.77	6.35	211	184	31.2	10,992	9,555	1,625
Miscellaneous healthcare support occupations	9.48	8.50	379	340	40.0	19,715	17,680	2,080
Protective service occupations	12.46	11.65	524	452	42.0	27,233	23,508	2,186
Food preparation and serving related occupations	6.44	6.06	246	241	38.1	12,530	12,480	1,945
Food service, tipped	3.08	2.23	98	78	31.7	5,082	4,056	1,649
Waiters and waitresses	2.85	2.23	89	76	31.3	4,633	3,934	1,628
Building and grounds cleaning and maintenance occupations	9.06	8.61	353	335	38.9	17,583	17,227	1,940
Building cleaning workers	9.01	8.52	348	332	38.7	17,169	17,222	1,906
Janitors and cleaners, except maids and housekeeping cleaners	9.27	8.88	368	350	39.6	17,992	17,760	1,940
Grounds maintenance workers	8.23	8.06	329	322	40.0	17,118	16,765	2,080

See footnotes at end of table.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Brownsville-Harlingen, TX, August 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
Personal care and service occupations	\$8.34	\$7.25	\$334	\$290	40.0	\$17,027	\$15,080	2,042
Sales and related occupations	11.03	9.30	437	335	39.6	22,732	17,430	2,060
First-line supervisors/managers, sales workers	11.93	10.11	493	455	41.3	25,648	23,660	2,149
First-line supervisors/managers of retail sales workers	12.91	13.47	515	500	39.9	26,805	26,000	2,077
Retail sales workers	10.66	8.17	414	314	38.9	21,541	16,326	2,021
Cashiers, all workers	8.34	7.75	330	310	39.6	17,178	16,120	2,061
Cashiers	8.34	7.75	330	310	39.6	17,178	16,120	2,061
Retail salespersons	11.89	8.43	456	314	38.3	23,696	16,326	1,994
Office and administrative support occupations	10.88	10.18	435	407	40.0	22,424	21,050	2,060
Financial clerks	9.50	8.77	380	351	40.0	19,762	18,242	2,080
Bookkeeping, accounting, and auditing clerks	11.54	11.11	462	444	40.0	24,011	23,113	2,080
Customer service representatives	9.18	9.54	367	382	40.0	19,095	19,839	2,080
Shipping, receiving, and traffic clerks	12.03	13.36	481	534	40.0	25,016	27,789	2,080
Stock clerks and order fillers	8.36	6.50	334	260	40.0	17,387	13,520	2,080
Secretaries and administrative assistants	12.52	12.73	502	509	40.1	25,460	24,825	2,033
Medical secretaries	9.24	8.76	370	350	40.0	19,227	18,221	2,080
Secretaries, except legal, medical, and executive	12.75	12.75	506	510	39.7	24,477	25,376	1,920
Office clerks, general	9.66	8.52	385	341	39.9	19,598	17,728	2,028
Construction and extraction occupations	10.41	9.50	417	380	40.0	21,462	19,760	2,061
Helpers, construction trades	8.82	8.50	353	340	40.0	18,356	17,680	2,080
Installation, maintenance, and repair occupations	13.41	10.00	546	400	40.7	28,408	20,800	2,118
Production occupations	11.34	10.75	455	430	40.1	23,665	22,360	2,087
First-line supervisors/managers of production and operating workers	17.19	17.75	725	710	42.2	37,705	36,920	2,193
Welding, soldering, and brazing workers	13.45	12.00	538	480	40.0	27,979	24,960	2,080
Welders, cutters, solderers, and brazers	13.45	12.00	538	480	40.0	27,979	24,960	2,080
Inspectors, testers, sorters, samplers, and weighers	11.57	9.00	463	360	40.0	24,063	18,720	2,080
Miscellaneous production workers	9.26	9.27	369	371	39.9	19,211	19,282	2,076

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, Brownsville-Harlingen, TX, August 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	\$11.32	\$8.75	\$450	\$340	39.8	\$23,256	\$17,680	2,054
Industrial truck and tractor operators ..	8.12	8.50	325	340	40.0	16,893	17,680	2,080
Laborers and material movers, hand ..	6.59	6.00	254	234	38.5	13,191	12,168	2,003
Laborers and freight, stock, and material movers, hand	6.82	6.57	266	263	39.1	13,854	13,670	2,032

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

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

³ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

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

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

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Brownsville-Harlingen, TX, August 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	\$11.79	\$8.76	\$465	\$340	39.4	\$24,156	\$17,680	2,050
Management occupations	27.38	21.49	1,241	1,032	45.3	64,546	53,639	2,358
Business and financial operations occupations	26.50	32.21	1,060	1,288	40.0	55,120	67,001	2,080
Architecture and engineering occupations	16.54	11.00	662	440	40.0	34,404	22,880	2,080
Healthcare practitioner and technical occupations	26.40	18.00	1,051	705	39.8	54,646	36,670	2,070
Registered nurses	29.91	30.98	1,187	1,210	39.7	61,721	62,941	2,063
Healthcare support occupations	7.75	7.35	262	247	33.8	13,604	12,834	1,756
Nursing, psychiatric, and home health aides	6.77	6.35	211	184	31.2	10,992	9,555	1,625
Food preparation and serving related occupations	6.36	6.02	244	240	38.3	12,658	12,480	1,989
Food service, tipped	3.08	2.23	98	78	31.7	5,082	4,056	1,649
Waiters and waitresses	2.85	2.23	89	76	31.3	4,633	3,934	1,628
Building and grounds cleaning and maintenance occupations	8.10	7.00	304	280	37.5	15,763	14,560	1,946
Building cleaning workers	7.61	7.00	278	280	36.6	14,427	14,560	1,896
Janitors and cleaners, except maids and housekeeping cleaners	7.99	7.50	310	300	38.8	16,064	15,600	2,011
Personal care and service occupations	8.35	7.25	334	290	40.0	17,374	15,080	2,080
Sales and related occupations	11.05	9.34	438	338	39.6	22,760	17,550	2,060
First-line supervisors/managers, sales workers	11.93	10.11	493	455	41.3	25,648	23,660	2,149
First-line supervisors/managers of retail sales workers	12.91	13.47	515	500	39.9	26,805	26,000	2,077
Retail sales workers	10.68	8.13	415	314	38.9	21,579	16,302	2,020
Cashiers, all workers	8.34	7.75	330	310	39.6	17,179	16,120	2,060
Cashiers	8.34	7.75	330	310	39.6	17,179	16,120	2,060
Retail salespersons	11.89	8.43	456	314	38.3	23,696	16,326	1,994
Office and administrative support occupations	10.38	9.59	415	384	40.0	21,586	19,956	2,080
Financial clerks	9.11	8.75	364	350	40.0	18,950	18,200	2,080
Shipping, receiving, and traffic clerks	12.03	13.36	481	534	40.0	25,016	27,789	2,080
Stock clerks and order fillers	8.36	6.50	334	260	40.0	17,387	13,520	2,080
Secretaries and administrative assistants	11.93	10.80	479	432	40.1	24,904	22,464	2,087
Medical secretaries	9.24	8.76	370	350	40.0	19,227	18,221	2,080
Office clerks, general	8.73	8.00	348	320	39.8	18,081	16,640	2,072
Construction and extraction occupations	10.21	9.00	408	360	40.0	21,234	18,720	2,080
Helpers, construction trades	8.32	8.40	333	336	40.0	17,311	17,470	2,080
Installation, maintenance, and repair occupations	13.53	10.00	551	400	40.7	28,658	20,800	2,119
Production occupations	11.10	10.50	446	420	40.2	23,183	21,840	2,088
First-line supervisors/managers of production and operating workers	17.19	17.75	725	710	42.2	37,705	36,920	2,193

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, Brownsville-Harlingen, TX, August 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
Welding, soldering, and brazing workers	\$13.45	\$12.00	\$538	\$480	40.0	\$27,979	\$24,960	2,080
Welders, cutters, solderers, and brazers	13.45	12.00	538	480	40.0	27,979	24,960	2,080
Inspectors, testers, sorters, samplers, and weighers	11.57	9.00	463	360	40.0	24,063	18,720	2,080
Miscellaneous production workers	9.26	9.27	369	371	39.9	19,211	19,282	2,076
Transportation and material moving occupations	11.32	8.75	450	340	39.8	23,397	17,680	2,068
Industrial truck and tractor operators ..	8.12	8.50	325	340	40.0	16,893	17,680	2,080
Laborers and material movers, hand ..	6.59	6.00	254	234	38.5	13,191	12,168	2,003
Laborers and freight, stock, and material movers, hand	6.82	6.57	266	263	39.1	13,854	13,670	2,032

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

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

³ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

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

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

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 13. Full-time¹ State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Brownsville-Harlingen, TX, August 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	\$20.12	\$15.01	\$807	\$606	40.1	\$33,247	\$31,250	1,653
Community and social services occupations	23.02	17.67	920	707	40.0	42,938	39,073	1,866
Education, training, and library occupations	26.40	28.29	1,051	1,113	39.8	35,239	40,480	1,335
Primary, secondary, and special education school teachers	31.09	30.21	1,237	1,205	39.8	40,744	43,399	1,310
Elementary and middle school teachers	30.58	29.20	1,214	1,159	39.7	39,622	41,628	1,296
Elementary school teachers, except special education	31.05	30.12	1,228	1,186	39.6	36,107	41,628	1,163
Middle school teachers, except special and vocational education	30.04	28.13	1,197	1,113	39.8	44,843	41,631	1,493
Secondary school teachers	32.11	31.50	1,278	1,260	39.8	40,964	45,193	1,276
Secondary school teachers, except special and vocational education	32.11	31.50	1,278	1,260	39.8	40,942	45,193	1,275
Teacher assistants	11.08	11.10	441	444	39.8	14,424	16,612	1,302
Protective service occupations	16.91	14.69	739	707	43.7	38,451	36,768	2,274
Building and grounds cleaning and maintenance occupations	9.73	9.53	389	381	40.0	18,831	18,789	1,936
Building cleaning workers	9.82	9.53	393	381	40.0	18,766	18,480	1,912
Janitors and cleaners, except maids and housekeeping cleaners	9.82	9.53	393	381	40.0	18,766	18,480	1,912
Office and administrative support occupations	13.17	13.31	527	532	40.0	26,012	26,169	1,976
Secretaries and administrative assistants	13.71	13.32	548	533	40.0	26,496	26,470	1,932
Construction and extraction occupations	11.63	11.47	465	459	40.0	22,731	23,858	1,955

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

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

³ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

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

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

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 14. **Size of establishment: Mean hourly earnings¹ of private industry establishments for major occupational groups, Brownsville-Harlingen, TX, August 2007**

Occupational group ²	Total	1-99 workers	100-499 workers	500 workers or more
All workers	\$10.75	\$10.06	\$11.44	\$12.37
Management, professional, and related	23.87	19.02	40.53	22.21
Management, business, and financial	27.14	25.25	—	—
Professional and related	22.83	15.49	41.72	19.98
Service	6.58	6.57	6.53	6.66
Sales and office	10.15	10.53	9.67	8.97
Sales and related	10.15	10.46	9.63	—
Office and administrative support	10.15	10.58	9.73	8.97
Natural resources, construction, and maintenance	11.31	10.83	—	—
Construction and extraction	10.19	8.99	—	—
Installation, maintenance, and repair	13.53	13.66	—	—
Production, transportation, and material moving	10.95	11.13	9.42	14.02
Production	10.92	9.44	10.38	—
Transportation and material moving	10.96	11.82	8.59	—
	Relative error ³ (percent)			
All workers	5.9	8.8	5.3	7.1
Management, professional, and related	8.0	13.6	11.6	10.2
Management, business, and financial	12.8	15.7	—	—
Professional and related	8.7	13.7	12.1	5.2
Service	1.7	3.1	5.5	2.3
Sales and office	4.6	6.3	1.1	4.3
Sales and related	10.0	12.8	4.1	—
Office and administrative support	6.3	8.5	3.8	4.3
Natural resources, construction, and maintenance	7.9	11.2	—	—
Construction and extraction	8.1	18.5	—	—
Installation, maintenance, and repair	20.4	23.6	—	—
Production, transportation, and material moving	11.2	18.2	9.0	5.2
Production	6.0	12.6	6.5	—
Transportation and material moving	18.9	21.7	18.5	—

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

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

³ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 15. Establishments with fewer than 100 workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, Brownsville-Harlingen, TX, August 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	\$10.51	\$8.34	\$419	\$320	39.9	\$21,796	\$16,661	2,074
Management occupations	24.34	18.00	1,046	720	43.0	54,396	37,440	2,235
Business and financial operations occupations ...	26.60	32.21	1,064	1,288	40.0	55,326	67,001	2,080
Healthcare practitioner and technical occupations	15.43	12.50	617	500	40.0	32,100	26,000	2,080
Sales and related occupations	11.09	8.76	451	320	40.7	23,455	16,640	2,115
First-line supervisors/managers, sales workers	11.50	10.11	478	455	41.6	24,865	23,660	2,161
First-line supervisors/managers of retail sales workers	12.39	8.76	495	319	39.9	25,720	16,569	2,076
Retail sales workers	10.83	7.25	440	260	40.6	22,872	13,520	2,111
Retail salespersons	14.00	7.50	-	-	-	-	-	-
Office and administrative support occupations	10.85	9.96	435	398	40.1	22,609	20,711	2,084
Financial clerks	8.86	8.75	354	350	40.0	18,426	18,200	2,080
Office clerks, general	8.52	8.00	339	320	39.8	17,646	16,640	2,072
Construction and extraction occupations	9.01	8.14	360	326	40.0	18,735	16,931	2,080
Installation, maintenance, and repair occupations	13.66	10.00	558	400	40.8	28,993	20,800	2,123
Production occupations	9.44	8.34	377	334	40.0	19,626	17,347	2,080
Transportation and material moving occupations	12.04	9.59	474	350	39.4	24,661	18,200	2,049
Laborers and material movers, hand	6.14	5.40	240	215	39.0	12,459	11,188	2,030

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

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

³ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

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

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

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 16. Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, Brownsville-Harlingen, TX, August 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	\$14.39	\$10.32	\$554	\$396	38.5	\$28,798	\$20,571	2,001
Healthcare practitioner and technical occupations	31.98	20.80	1,270	812	39.7	66,015	42,203	2,064
Registered nurses	29.34	29.63	1,159	1,172	39.5	60,247	60,950	2,053
Food preparation and serving related occupations	6.50	5.85	205	170	31.6	10,579	8,840	1,627
Building and grounds cleaning and maintenance occupations	8.88	7.83	321	300	36.1	16,618	15,600	1,871
Building cleaning workers	7.98	7.50	282	291	35.3	14,604	15,148	1,829
Janitors and cleaners, except maids and housekeeping cleaners	8.84	8.84	337	308	38.1	17,405	15,995	1,968
Sales and related occupations	10.94	10.45	408	375	37.3	21,196	19,510	1,937
Retail sales workers	10.50	9.90	388	341	37.0	20,182	17,722	1,922
Cashiers, all workers	10.65	11.10	416	440	39.1	21,635	22,859	2,032
Cashiers	10.65	11.10	416	440	39.1	21,635	22,859	2,032
Retail salespersons	9.83	9.21	354	325	36.0	18,391	16,906	1,872
Office and administrative support occupations	9.55	9.00	381	360	39.9	19,798	18,720	2,074
Secretaries and administrative assistants	9.68	9.85	384	390	39.6	19,959	20,280	2,061
Production occupations	12.71	13.12	512	525	40.3	26,637	27,290	2,095
Transportation and material moving occupations	8.96	7.44	367	294	41.0	19,099	15,309	2,132
Laborers and material movers, hand	7.27	7.33	274	293	37.7	14,265	15,246	1,962
Laborers and freight, stock, and material movers, hand	8.14	7.47	325	299	40.0	16,926	15,538	2,080

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

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

³ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

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

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

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 17. Union¹ and nonunion workers: Mean hourly earnings² for major occupational groups, Brownsville-Harlingen, TX, August 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	\$22.18	\$20.21	–	\$12.53	\$10.68	\$19.95
Management, professional, and related	–	–	–	24.88	23.87	25.70
Management, business, and financial	–	–	–	28.43	27.15	30.75
Professional and related	–	–	–	24.18	22.83	25.09
Service	–	–	–	7.18	6.57	11.27
Sales and office	–	–	–	10.45	10.12	13.07
Sales and related	–	–	–	10.14	10.15	–
Office and administrative support	–	–	–	10.64	10.10	13.14
Natural resources, construction, and maintenance	–	–	–	10.83	10.77	11.37
Construction and extraction	–	–	–	10.39	10.19	11.63
Installation, maintenance, and repair	–	–	–	12.06	12.15	–
Production, transportation, and material moving	–	–	–	11.02	10.92	13.69
Production	–	–	–	11.09	10.84	–
Transportation and material moving	–	–	–	10.98	10.96	–
	Relative error ⁴ (percent)					
All workers	9.7	13.6	–	6.1	5.8	11.6
Management, professional, and related	–	–	–	6.0	8.0	8.0
Management, business, and financial	–	–	–	9.8	12.9	12.7
Professional and related	–	–	–	8.8	8.7	12.2
Service	–	–	–	3.2	1.8	2.9
Sales and office	–	–	–	4.1	4.7	3.4
Sales and related	–	–	–	10.0	10.0	–
Office and administrative support	–	–	–	4.8	6.4	2.9
Natural resources, construction, and maintenance	–	–	–	6.8	7.8	6.6
Construction and extraction	–	–	–	6.4	8.1	6.6
Installation, maintenance, and repair	–	–	–	19.1	19.7	–
Production, transportation, and material moving	–	–	–	10.7	11.4	8.6
Production	–	–	–	5.9	6.1	–
Transportation and material moving	–	–	–	18.3	18.9	–

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

² Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

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

information.

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 18. Time and incentive workers¹: Mean hourly earnings² for major occupational groups, Brownsville-Harlingen, TX, August 2007

Occupational group ³	Time		Incentive	
	Civilian workers	Private industry workers	Civilian workers	Private industry workers
All workers	\$12.23	\$10.13	\$19.63	\$19.63
Management, professional, and related	23.69	21.07	—	—
Management, business, and financial	29.29	28.41	—	—
Professional and related	22.61	18.84	—	—
Service	7.35	6.52	—	—
Sales and office	10.05	9.61	13.09	13.09
Sales and related	8.54	8.54	15.24	15.24
Office and administrative support	10.83	10.30	—	—
Natural resources, construction, and maintenance	10.51	10.41	—	—
Construction and extraction	—	10.19	—	—
Installation, maintenance, and repair	11.05	11.12	—	—
Production, transportation, and material moving	10.92	10.81	—	—
Production	11.15	10.92	—	—
Transportation and material moving	10.76	10.74	—	—
	Relative error ⁴ (percent)			
All workers	6.3	5.7	15.4	15.4
Management, professional, and related	6.8	9.2	—	—
Management, business, and financial	8.7	11.4	—	—
Professional and related	10.3	8.3	—	—
Service	3.5	1.6	—	—
Sales and office	4.2	4.9	19.5	19.5
Sales and related	2.4	2.4	21.3	21.3
Office and administrative support	4.9	6.6	—	—
Natural resources, construction, and maintenance	6.1	7.0	—	—
Construction and extraction	—	8.1	—	—
Installation, maintenance, and repair	18.3	19.1	—	—
Production, transportation, and material moving	10.7	11.5	—	—
Production	5.8	6.0	—	—
Transportation and material moving	19.5	20.1	—	—

¹ Wages of time workers are based solely on hourly rate or salary. Incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

² Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

³ Workers are classified by occupation using the 2000

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 19. Industry sector¹: Mean hourly earnings² for private industry workers by major occupational group, Brownsville-Harlingen, TX, August 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	\$10.18	\$12.01	\$11.82	-	-	\$9.35	\$12.27	-	-
Management, professional, and related	-	22.28	24.18	-	-	-	26.67	-	-
Management, business, and financial	-	20.49	28.45	-	-	-	-	-	-
Professional and related	-	-	-	-	-	-	25.65	-	-
Service	-	-	7.63	-	-	6.37	6.56	-	-
Sales and office	-	12.74	9.95	-	-	10.79	9.62	-	-
Sales and related	-	-	9.81	-	-	-	-	-	-
Office and administrative support	-	-	10.26	-	-	10.79	9.70	-	-
Natural resources, construction, and maintenance	10.05	-	19.56	-	-	-	-	-	-
Installation, maintenance, and repair	-	-	20.99	-	-	-	-	-	-
Production, transportation, and material moving	-	11.01	12.48	-	-	6.68	-	-	-
Production	-	12.22	11.04	-	-	-	-	-	-
Transportation and material moving	-	8.59	12.61	-	-	-	-	-	-
	Relative error ⁴ (percent)								
All workers	10.3	8.1	9.7	-	-	17.3	4.2	-	-
Management, professional, and related	-	4.1	16.3	-	-	-	13.7	-	-
Management, business, and financial	-	11.9	25.3	-	-	-	-	-	-
Professional and related	-	-	-	-	-	-	13.6	-	-
Service	-	-	20.7	-	-	4.3	1.4	-	-
Sales and office	-	11.3	6.2	-	-	16.3	4.7	-	-
Sales and related	-	-	11.4	-	-	-	-	-	-
Office and administrative support	-	-	12.4	-	-	16.3	5.5	-	-
Natural resources, construction, and maintenance	9.9	-	4.6	-	-	-	-	-	-
Installation, maintenance, and repair	-	-	6.5	-	-	-	-	-	-
Production, transportation, and material moving	-	10.0	16.6	-	-	7.1	-	-	-
Production	-	2.0	17.1	-	-	-	-	-	-
Transportation and material moving	-	27.4	18.6	-	-	-	-	-	-

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

² Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

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

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Appendix A: Technical Note

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

Planning for the survey

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

Survey scope

This survey covered establishments employing one worker or more in private goods-producing industries (mining, construction, and manufacturing); private service-providing industries (trade, transportation, and utilities, information, financial activities, professional and business services, education and health services, leisure and hospitality, and other services); State governments; and local governments. 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 Brownsville–Harlingen, TX, Metropolitan Statistical Area (MSA) consists of Cameron County, 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 metropolitan areas, data were collected over a 4-month period. For each establishment in the survey, the data reflect the establishment's most recent information at the time of collection. The payroll reference month shown in the tables reflects the average date of this information for all sample units.

Earnings

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

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

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

- Shift differentials, defined as extra payment for working a schedule that varies from the norm, such as night or weekend work
- Premium pay for overtime, holidays, and weekends
- Bonuses not directly tied to production (such as Christmas and profit-sharing bonuses)
- Uniform and tool allowances
- Free or subsidized room and board
- Payments made by third parties (for example, tips)
- On-call pay

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

Definition of terms

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

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

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

Incentive worker. Any employee whose earnings are tied, at least in part, to commissions, piece rates, production bonuses, or other incentives based on production or sales.

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

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

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

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

Processing and analyzing the data

Data were processed and analyzed at the BLS National Office following collection.

Weighting and nonresponse

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

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

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

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

Estimation

The wage series in the tables are computed by combining the wages for each sampled occupation. Before being combined, individual wage rates are weighted by the number of workers; the sample weight, adjusted for nonresponding establishments and other factors; and the occupation's scheduled hours of work. The sample weight reflects the inverse of each unit's probability of selection at each sample selection stage and four weight adjustment factors. The first factor adjusts for establishment nonresponse and the second factor adjusts for occupational nonresponse. The third factor adjusts for any special situations that may have occurred during data collection. The fourth factor, 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 median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

Data reliability

The data in this bulletin are estimates from a scientifically selected probability sample. There are two types of errors possible in an estimate based on a sample survey, sampling and nonsampling.

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

A measure of the variation among these differing estimates is called the standard error or sampling error. It indicates the precision with which an estimate from a particular sample approximates the average result of all possible samples. The relative standard error (RSE) is the standard error divided by the estimate. RSE data are provided alongside the earnings data in the bulletin tables.

The standard error can be used to calculate a "confidence interval" around a sample estimate. As an example, suppose a table shows that mean hourly earnings for all workers were \$17.75, with a relative standard error of 1.0 percent for this estimate. At the 90-percent level, the confidence interval for this estimate is from \$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, Brownsville-Harlingen, TX, August 2007**

Occupational group ²	Civilian workers	Private industry workers	State and local government workers
All workers	118,600	92,800	25,800
Management, professional, and related	26,300	9,700	16,500
Management, business, and financial	3,400	2,000	1,300
Professional and related	22,900	7,700	15,200
Service	41,200	36,500	4,700
Sales and office	28,500	25,500	3,000
Sales and related	11,900	11,900	–
Office and administrative support	16,600	13,600	3,000
Natural resources, construction, and maintenance	8,600	7,700	1,000
Construction and extraction	5,500	4,600	800
Installation, maintenance, and repair	2,500	2,500	–
Production, transportation, and material moving	14,000	13,400	500
Production	5,400	5,100	–
Transportation and material moving	8,600	8,300	–

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

² Workers are classified by occupation using the

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

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Appendix table 2. **Survey establishment response, Brownsville-Harlingen, TX, August 2007**

Establishments	Total	Private industry	State and local government
Total in sampling frame ¹	5,087	4,945	142
Total in sample	243	216	27
Responding	163	138	25
Refused or unable to provide data	34	32	2
Out of business or not in survey scope	46	46	0

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

government entity.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.