Austin-San Marcos, TX
National Compensation Survey
June 1999

Preface

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

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

For additional information regarding this survey, please contact any BLS regional office at the address and telephone number listed on the back cover of this bulletin. You may also write to the Bureau of Labor Statistics at Division of Compensation Data Analysis and Planning, 2 Massachusetts Avenue, NE, Room 4175, Washington, DC 20212-0001, or call (202) 691-6199, or send e-mail to **ocltinfo@bls.gov**.

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

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

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Contents

Introduction

The tables in this bulletin summarize the NCS results for the Austin-San Marcos, TX, metropolitan area. 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 several appendixes with detailed information on occupational classifications and the generic leveling methodology.

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

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

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

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

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

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

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

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

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

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

Table 1-1. **Summary: Mean hourly earnings[1] and weekly hours by selected characteristics, private industry and State and local government, National Compensation Survey, Austin-San Marcos, TX, June 1999**

Worker and establishment characteristics	Total			Private industry			State and local government		
	Hourly earnings		Mean weekly hours[3]	Hourly earnings		Mean weekly hours[3]	Hourly earnings		Mean weekly hours[3]
	Mean	Relative error[2] (percent)		Mean	Relative error[2] (percent)		Mean	Relative error[2] (percent)	
Total	$16.10	3.0	36.4	$15.59	3.7	35.8	$17.28	5.0	37.9
Worker characteristics:[4]									
White-collar occupations[5]	18.56	3.4	36.7	18.68	4.2	36.1	18.35	5.6	37.8
Professional specialty and technical	22.56	4.2	37.1	23.25	5.8	37.4	21.36	5.2	36.5
Executive, administrative, and managerial	24.22	6.7	39.9	26.43	5.3	39.7	22.38	11.8	40.0
Sales	14.37	9.4	31.5	14.37	9.4	31.5	–	–	–
Administrative support	11.69	3.6	37.0	12.07	4.6	36.6	11.06	4.8	37.7
Blue-collar occupations[5]	11.75	3.2	38.2	11.63	3.5	38.2	12.74	5.3	37.8
Precision production, craft, and repair	14.34	3.6	40.4	14.35	4.4	40.5	14.27	2.9	40.0
Machine operators, assemblers, and inspectors	10.34	3.7	40.0	10.33	3.8	40.0	–	–	–
Transportation and material moving	10.81	14.4	37.1	10.90	16.4	37.6	10.27	3.4	34.5
Handlers, equipment cleaners, helpers, and laborers	8.93	7.9	33.0	8.90	8.7	33.0	–	–	–
Service occupations[5]	9.08	6.1	32.3	7.25	4.2	30.0	13.02	8.9	38.6
Full time	16.93	3.0	40.0	16.69	3.7	40.0	17.45	5.2	40.1
Part time	9.83	8.2	21.6	8.72	7.8	21.6	15.00	17.7	21.5
Union	–	–	–	–	–	–	–	–	–
Nonunion	16.10	3.0	36.4	15.59	3.7	35.8	17.28	5.0	37.9
Time	16.07	3.1	36.5	15.50	3.8	35.9	17.29	5.0	37.9
Incentive	16.76	14.6	34.3	16.77	14.7	34.3	–	–	–
Establishment characteristics:									
Goods producing	(6)	(6)	(6)	19.31	4.9	40.3	(6)	(6)	(6)
Service producing	(6)	(6)	(6)	–	–	–	(6)	(6)	(6)
50-99 workers[7]	13.90	14.9	35.2	13.89	15.2	35.2	14.22	18.4	40.3
100-499 workers	13.45	4.2	34.4	13.30	4.4	34.3	16.81	7.8	37.6
500 workers or more	18.64	3.5	38.3	20.35	4.7	38.9	17.33	5.3	37.9

Table 2-1. **Mean hourly earnings[1], all workers:[2] Selected occupations, private industry and State and local government, National Compensation Survey, Austin-San Marcos, TX, June 1999**

Occupation[3]	Total		Private industry		State and local government	
	Mean	Relative error[4] (percent)	Mean	Relative error[4] (percent)	Mean	Relative error[4] (percent)
All	$16.10	3.0	$15.59	3.7	$17.28	5.0
All excluding sales	16.27	3.1	15.76	4.0	17.29	5.0
White collar	18.56	3.4	18.68	4.2	18.35	5.6
White collar excluding sales	19.16	3.5	19.71	4.5	18.36	5.6
Professional specialty and technical	22.56	4.2	23.25	5.8	21.36	5.2
Professional specialty	24.09	4.5	25.70	6.4	21.90	5.3
Engineers, architects, and surveyors	31.11	4.9	31.22	5.0	–	–
Electrical and electronic engineers	31.40	8.6	–	–	–	–
Industrial engineers	28.60	3.9	28.60	3.9	–	–
Engineers, n.e.c.	35.32	4.7	35.32	4.7	–	–
Mathematical and computer scientists	26.80	11.2	31.70	4.4	–	–
Computer systems analysts and scientists	27.17	11.7	32.62	3.9	–	–
Natural scientists	–	–	–	–	–	–
Health related	20.55	4.7	20.65	4.9	–	–
Registered nurses	19.81	3.5	19.86	3.6	–	–
Teachers, college and university	25.60	8.8	–	–	–	–
Teachers, except college and university	22.28	3.0	13.10	12.6	23.41	1.4
Elementary school teachers	23.61	1.4	–	–	23.62	1.4
Secondary school teachers	22.94	2.3	–	–	22.98	2.3
Librarians, archivists, and curators	–	–	–	–	–	–
Social scientists and urban planners	21.62	7.8	–	–	22.51	9.5
Social, recreation, and religious workers	14.38	12.9	–	–	13.05	14.0
Social workers	14.39	12.9	–	–	13.05	14.1
Lawyers and judges	–	–	–	–	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	18.93	19.6	19.16	25.0	–	–
Professional, n.e.c.	22.74	12.5	–	–	–	–
Technical	16.22	4.7	16.60	5.0	13.47	6.6
Licensed practical nurses	12.93	3.9	–	–	–	–
Electrical and electronic technicians	17.64	7.2	17.78	7.4	–	–
Engineering technicians, n.e.c.	19.69	7.2	20.32	7.1	–	–
Executive, administrative, and managerial	24.22	6.7	26.43	5.3	22.38	11.8
Executives, administrators, and managers	28.49	7.8	28.23	7.1	28.77	14.0
Administrators and officials, public administration	36.24	8.3	–	–	–	–
Financial managers	29.51	8.1	29.35	10.9	–	–
Managers, marketing, advertising, and public relations	39.05	10.0	39.05	10.0	–	–
Administrators, education and related fields	33.33	12.5	–	–	37.35	7.8
Managers and administrators, n.e.c.	30.01	7.6	30.03	7.6	–	–
Management related	19.36	5.7	23.65	7.3	16.72	4.6
Accountants and auditors	18.07	6.3	21.63	11.9	–	–
Other financial officers	18.24	18.0	–	–	–	–
Personnel, training, and labor relations specialists	27.04	15.3	–	–	–	–
Purchasing agents and buyers, n.e.c.	20.71	10.7	–	–	–	–
Management related, n.e.c.	20.96	14.7	–	–	–	–
Sales	14.37	9.4	14.37	9.4	–	–
Sales representatives, mining, manufacturing, and wholesale	31.29	19.7	31.29	19.7	–	–
Sales workers, other commodities	13.38	17.7	13.38	17.7	–	–
Cashiers	8.26	4.2	8.27	4.3	–	–
Administrative support, including clerical	11.69	3.6	12.07	4.6	11.06	4.8
Secretaries	12.23	6.8	13.43	6.7	10.47	9.3
Receptionists	9.92	5.5	10.04	5.7	–	–
Information clerks, n.e.c.	10.11	2.3	–	–	–	–
Records clerks, n.e.c.	12.22	7.1	12.28	7.7	–	–
Bookkeepers, accounting and auditing clerks	11.99	5.3	12.04	5.4	–	–
Traffic, shipping and receiving clerks	11.75	7.5	11.75	7.5	–	–
Stock and inventory clerks	12.72	16.6	12.72	16.6	–	–
General office clerks	9.58	5.0	9.78	7.1	9.48	6.6
Data entry keyers	9.65	6.7	9.63	6.8	–	–

See footnotes at end of table.

Table 2-1. **Mean hourly earnings[1], all workers:[2] Selected occupations, private industry and State and local government, National Compensation Survey, Austin-San Marcos, TX, June 1999** — Continued

Occupation[3]	Total		Private industry		State and local government	
	Mean	Relative error[4] (percent)	Mean	Relative error[4] (percent)	Mean	Relative error[4] (percent)
White collar –Continued						
Administrative support, including clerical –Continued						
Teachers' aides	$10.07	3.9	–	–	$10.07	3.9
Administrative support, n.e.c.	10.23	11.3	$10.70	15.2	–	–
Blue collar	11.75	3.2	11.63	3.5	12.74	5.3
Precision production, craft, and repair	14.34	3.6	14.35	4.4	14.27	2.9
Automobile mechanics	15.48	5.4	–	–	–	–
Plumbers, pipefitters and steamfitters	16.30	12.1	–	–	–	–
Supervisors, production	18.13	12.3	18.13	12.3	–	–
Electrical and electronic equipment assemblers ..	11.82	2.1	11.82	2.1	–	–
Machine operators, assemblers, and inspectors	10.34	3.7	10.33	3.8	–	–
Miscellaneous machine operators, n.e.c.	11.20	6.4	11.20	6.4	–	–
Assemblers	9.19	5.0	9.19	5.0	–	–
Production inspectors, checkers and examiners ..	10.97	14.7	10.97	14.7	–	–
Transportation and material moving	10.81	14.4	10.90	16.4	10.27	3.4
Truck drivers	11.88	21.5	11.88	21.5	–	–
Bus drivers	10.42	2.4	–	–	10.42	2.4
Handlers, equipment cleaners, helpers, and laborers	8.93	7.9	8.90	8.7	–	–
Stock handlers and baggers	7.35	7.5	7.35	7.5	–	–
Freight, stock, and material handlers, n.e.c.	9.18	3.8	9.18	3.8	–	–
Laborers, except construction, n.e.c.	8.51	12.5	–	–	–	–
Service	9.08	6.1	7.25	4.2	13.02	8.9
Protective service	13.28	14.1	8.39	10.2	18.30	7.5
Police and detectives, public service	20.78	6.4	–	–	20.78	6.4
Guards and police, except public service	9.69	18.2	9.58	19.6	–	–
Food service	6.49	8.6	5.89	8.5	9.41	7.8
Waiters and waitresses	4.03	22.5	4.03	22.5	–	–
Cooks	9.14	8.3	–	–	–	–
Food preparation, n.e.c.	6.64	4.4	–	–	–	–
Health service	9.40	5.0	8.65	3.9	–	–
Health aides, except nursing	10.28	13.6	9.41	17.6	–	–
Nursing aides, orderlies and attendants	9.09	4.5	8.40	2.4	–	–
Cleaning and building service	7.16	4.2	6.66	4.8	7.97	3.8
Janitors and cleaners	7.15	4.4	6.62	5.1	7.97	3.8
Personal service	–	–	–	–	–	–

[1] Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.
[2] All workers include full-time and part-time workers.
[3] A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.
[4] The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around

a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EX-CEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORD-INGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITA-TION IN MIND.

Table 2-2. **Mean hourly earnings[1], full-time workers:[2] Selected occupations, private industry and State and local government, National Compensation Survey, Austin-San Marcos, TX, June 1999**

Occupation[3]	Total		Private industry		State and local government	
	Mean	Relative error[4] (percent)	Mean	Relative error[4] (percent)	Mean	Relative error[4] (percent)
All	$16.93	3.0	$16.69	3.7	$17.45	5.2
All excluding sales	16.95	3.1	16.69	4.0	17.46	5.2
White collar	19.38	3.4	19.94	4.1	18.43	5.8
White collar excluding sales	19.69	3.5	20.56	4.3	18.44	5.8
Professional specialty and technical	23.35	4.0	24.57	5.1	21.26	5.5
Professional specialty	25.05	4.2	27.50	5.0	21.83	5.6
Engineers, architects, and surveyors	31.11	4.9	31.22	5.0	–	–
Electrical and electronic engineers	31.40	8.6	–	–	–	–
Industrial engineers	28.60	3.9	28.60	3.9	–	–
Engineers, n.e.c.	35.32	4.7	35.32	4.7	–	–
Mathematical and computer scientists	26.80	11.2	31.70	4.4	–	–
Computer systems analysts and scientists	27.17	11.7	32.62	3.9	–	–
Natural scientists	–	–	–	–	–	–
Health related	21.49	3.8	21.71	4.0	–	–
Registered nurses	20.39	3.6	20.48	3.7	–	–
Teachers, college and university	25.69	9.4	–	–	–	–
Teachers, except college and university	22.94	2.1	15.08	7.9	23.57	1.4
Elementary school teachers	23.61	1.4	–	–	23.62	1.4
Secondary school teachers	22.98	2.3	–	–	22.98	2.3
Librarians, archivists, and curators	–	–	–	–	–	–
Social scientists and urban planners	20.03	3.5	–	–	–	–
Social, recreation, and religious workers	14.41	13.1	–	–	13.05	14.5
Social workers	14.41	13.1	–	–	13.05	14.5
Lawyers and judges	–	–	–	–	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	24.02	10.5	25.28	12.6	–	–
Professional, n.e.c.	25.06	13.2	–	–	–	–
Technical	16.47	5.0	16.90	5.3	13.48	6.8
Licensed practical nurses	12.63	2.1	–	–	–	–
Electrical and electronic technicians	17.67	7.3	17.78	7.4	–	–
Engineering technicians, n.e.c.	19.69	7.2	20.32	7.1	–	–
Executive, administrative, and managerial	24.30	6.7	26.65	5.3	22.38	11.8
Executives, administrators, and managers	28.49	7.8	28.23	7.1	28.77	14.0
Administrators and officials, public administration	36.24	8.3	–	–	–	–
Financial managers	29.51	8.1	29.35	10.9	–	–
Managers, marketing, advertising, and public relations	39.05	10.0	39.05	10.0	–	–
Administrators, education and related fields	33.33	12.5	–	–	37.35	7.8
Managers and administrators, n.e.c.	30.01	7.6	30.03	7.6	–	–
Management related	19.47	5.8	24.11	7.2	16.72	4.6
Accountants and auditors	18.07	6.3	21.63	11.9	–	–
Other financial officers	18.24	18.0	–	–	–	–
Personnel, training, and labor relations specialists	27.04	15.3	–	–	–	–
Purchasing agents and buyers, n.e.c.	20.71	10.7	–	–	–	–
Management related, n.e.c.	22.51	13.3	–	–	–	–
Sales	16.67	9.9	16.69	9.9	–	–
Sales representatives, mining, manufacturing, and wholesale	31.29	19.7	31.29	19.7	–	–
Cashiers	9.27	3.0	9.32	3.0	–	–
Administrative support, including clerical	11.92	3.7	12.39	4.7	11.13	5.2
Secretaries	12.31	6.9	13.55	6.8	10.48	9.6
Receptionists	9.97	5.6	10.06	5.8	–	–
Records clerks, n.e.c.	12.81	6.3	12.95	6.8	–	–
Bookkeepers, accounting and auditing clerks	11.99	5.3	12.04	5.4	–	–
Stock and inventory clerks	13.08	16.5	13.08	16.5	–	–
General office clerks	9.66	5.5	10.15	8.9	9.48	6.7
Data entry keyers	9.99	6.5	9.97	6.7	–	–
Teachers' aides	10.07	3.9	–	–	10.07	3.9
Administrative support, n.e.c.	10.60	13.7	10.69	15.4	–	–

See footnotes at end of table.

Table 2-2. **Mean hourly earnings[1], full-time workers:[2] Selected occupations, private industry and State and local government, National Compensation Survey, Austin-San Marcos, TX, June 1999** — Continued

Occupation[3]	Total		Private industry		State and local government	
	Mean	Relative error[4] (percent)	Mean	Relative error[4] (percent)	Mean	Relative error[4] (percent)
Blue collar	$12.06	3.1	$11.92	3.4	$13.20	4.2
Precision production, craft, and repair	14.38	3.6	14.41	4.4	14.27	2.9
Automobile mechanics	15.48	5.4	–	–	–	–
Plumbers, pipefitters and steamfitters	16.30	12.1	–	–	–	–
Supervisors, production	18.13	12.3	18.13	12.3	–	–
Electrical and electronic equipment assemblers ..	11.82	2.1	11.82	2.1	–	–
Machine operators, assemblers, and inspectors	10.34	3.7	10.33	3.8	–	–
Miscellaneous machine operators, n.e.c.	11.20	6.4	11.20	6.4	–	–
Assemblers	9.21	5.0	9.21	5.0	–	–
Production inspectors, checkers and examiners ..	10.97	14.7	10.97	14.7	–	–
Transportation and material moving	11.21	15.4	11.34	17.3	10.30	4.4
Truck drivers	13.24	21.9	13.24	21.9	–	–
Handlers, equipment cleaners, helpers, and laborers	9.48	8.5	9.41	9.3	–	–
Stock handlers and baggers	8.18	8.6	8.18	8.6	–	–
Freight, stock, and material handlers, n.e.c.	9.15	4.6	9.15	4.6	–	–
Service	9.74	7.3	7.35	4.5	13.36	9.5
Protective service	13.25	14.7	7.66	3.0	18.60	7.5
Police and detectives, public service	20.79	6.5	–	–	20.79	6.5
Food service	6.48	14.5	6.00	15.7	–	–
Health service	9.42	5.7	8.38	1.9	–	–
Nursing aides, orderlies and attendants	9.45	5.4	8.64	1.4	–	–
Cleaning and building service	7.55	3.7	7.14	4.5	7.98	3.8
Janitors and cleaners	7.56	3.8	7.12	4.8	7.98	3.8
Personal service	10.48	5.0	–	–	–	–

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

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

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

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

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

Table 2-3. **Mean hourly earnings[1], part-time workers:[2] Selected occupations, private industry and State and local government, National Compensation Survey, Austin-San Marcos, TX, June 1999**

Occupation[3]	Total		Private industry		State and local government	
	Mean	Relative error[4] (percent)	Mean	Relative error[4] (percent)	Mean	Relative error[4] (percent)
All	$9.83	8.2	$8.72	7.8	$15.00	17.7
All excluding sales	10.23	9.4	8.88	9.3	15.00	17.7
White collar	11.39	10.0	9.80	8.8	17.14	19.1
White collar excluding sales	12.97	12.4	10.97	12.5	17.14	19.1
Professional specialty and technical	15.46	17.5	12.25	18.9	22.42	11.5
Professional specialty	15.84	20.4	11.97	24.3	22.68	11.3
Health related	–	–	–	–	–	–
Teachers, college and university	–	–	–	–	–	–
Teachers, except college and university	–	–	–	–	–	–
Social scientists and urban planners	–	–	–	–	–	–
Social, recreation, and religious workers	–	–	–	–	–	–
Lawyers and judges	–	–	–	–	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	–	–	–	–	–	–
Technical	13.29	11.8	–	–	–	–
Executive, administrative, and managerial	–	–	–	–	–	–
Management related	–	–	–	–	–	–
Sales	8.22	7.1	8.22	7.1	–	–
Sales workers, other commodities	7.81	5.1	7.81	5.1	–	–
Cashiers	7.12	5.6	7.12	5.6	–	–
Administrative support, including clerical	9.42	5.7	8.94	6.5	10.29	6.4
General office clerks	8.79	2.7	–	–	–	–
Blue collar	7.80	11.2	7.72	13.1	–	–
Precision production, craft, and repair	–	–	–	–	–	–
Machine operators, assemblers, and inspectors	–	–	–	–	–	–
Transportation and material moving	9.37	20.8	–	–	–	–
Handlers, equipment cleaners, helpers, and laborers	6.81	7.2	6.81	8.4	–	–
Service	7.34	8.2	7.08	9.0	9.54	9.4
Protective service	13.65	22.1	–	–	–	–
Food service	6.50	11.9	5.73	10.9	–	–
Health service	–	–	–	–	–	–
Cleaning and building service	–	–	–	–	–	–
Personal service	–	–	–	–	–	–

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

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

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

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

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

Table 3-1. **Mean weekly earnings[1], full-time workers:[2] Selected occupations, private industry and State and local government, National Compensation Survey, Austin-San Marcos, TX, June 1999**

Occupation[3]	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours[5]	Weekly earnings		Mean weekly hours[5]	Weekly earnings		Mean weekly hours[5]
	Mean	Relative error[4] (percent)		Mean	Relative error[4] (percent)		Mean	Relative error[4] (percent)	
All	$678	3.0	40.0	$667	3.7	40.0	$700	5.2	40.1
All excluding sales	679	3.2	40.0	667	4.0	40.0	700	5.2	40.1
White collar	774	3.4	40.0	797	4.2	40.0	736	5.8	39.9
White collar excluding sales	787	3.5	40.0	822	4.4	40.0	737	5.9	39.9
Professional specialty and technical	936	4.1	40.1	988	5.4	40.2	849	5.5	39.9
Professional specialty	1,006	4.3	40.2	1,110	5.2	40.3	871	5.6	39.9
Engineers, architects, and surveyors	1,290	4.9	41.5	1,295	4.9	41.5	–	–	–
Electrical and electronic engineers	1,300	8.5	41.4	–	–	–	–	–	–
Industrial engineers	1,274	7.1	44.5	1,274	7.1	44.5	–	–	–
Engineers, n.e.c.	1,413	4.7	40.0	1,413	4.7	40.0	–	–	–
Mathematical and computer scientists	1,072	11.2	40.0	1,268	4.4	40.0	–	–	–
Computer systems analysts and scientists	1,087	11.7	40.0	1,305	3.9	40.0	–	–	–
Natural scientists	–	–	–	–	–	–	–	–	–
Health related	842	4.9	39.2	850	5.1	39.1	–	–	–
Registered nurses	793	4.9	38.9	795	5.0	38.8	–	–	–
Teachers, college and university	1,028	9.4	40.0	–	–	–	–	–	–
Teachers, except college and university	913	2.2	39.8	601	7.7	39.9	938	1.5	39.8
Elementary school teachers	938	1.5	39.7	–	–	–	939	1.5	39.7
Secondary school teachers	916	2.5	39.9	–	–	–	916	2.5	39.9
Librarians, archivists, and curators	–	–	–	–	–	–	–	–	–
Social scientists and urban planners	801	3.5	40.0	–	–	–	–	–	–
Social, recreation, and religious workers	576	13.1	40.0	–	–	–	522	14.5	40.0
Social workers	576	13.1	40.0	–	–	–	522	14.5	40.0
Lawyers and judges	–	–	–	–	–	–	–	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	961	10.5	40.0	1,011	12.6	40.0	–	–	–
Professional, n.e.c.	1,002	13.2	40.0	–	–	–	–	–	–
Technical	657	5.5	39.9	674	5.9	39.9	544	7.2	40.3
Licensed practical nurses	485	2.9	38.4	–	–	–	–	–	–
Electrical and electronic technicians	715	7.7	40.4	719	7.8	40.4	–	–	–
Engineering technicians, n.e.c.	788	7.2	40.0	813	7.1	40.0	–	–	–
Executive, administrative, and managerial	973	6.7	40.0	1,067	5.3	40.0	896	11.8	40.0
Executives, administrators, and managers	1,140	7.7	40.0	1,128	7.0	39.9	1,152	14.0	40.1
Administrators and officials, public administration	1,450	8.3	40.0	–	–	–	–	–	–
Financial managers	1,180	8.1	40.0	1,174	10.9	40.0	–	–	–
Managers, marketing, advertising, and public relations	1,562	10.0	40.0	1,562	10.0	40.0	–	–	–
Administrators, education and related fields	1,338	12.4	40.2	–	–	–	1,501	7.8	40.2
Managers and administrators, n.e.c.	1,197	7.5	39.9	1,197	7.5	39.9	–	–	–
Management related	780	5.9	40.1	969	7.5	40.2	669	4.6	40.0
Accountants and auditors	723	6.3	40.0	865	11.9	40.0	–	–	–
Other financial officers	730	18.0	40.0	–	–	–	–	–	–
Personnel, training, and labor relations specialists	1,082	15.3	40.0	–	–	–	–	–	–

See footnotes at end of table.

Table 3-1. **Mean weekly earnings[1], full-time workers:[2] Selected occupations, private industry and State and local government, National Compensation Survey, Austin-San Marcos, TX, June 1999** — Continued

Occupation[3]	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours[5]	Weekly earnings		Mean weekly hours[5]	Weekly earnings		Mean weekly hours[5]
	Mean	Relative error[4] (percent)		Mean	Relative error[4] (percent)		Mean	Relative error[4] (percent)	
White collar –Continued									
Executive, administrative, and managerial –Continued									
Management related –Continued									
Purchasing agents and buyers, n.e.c.	$828	10.7	40.0	–	–	–	–	–	–
Management related, n.e.c.	941	16.8	41.8	–	–	–	–	–	–
Sales	664	10.5	39.8	$665	10.6	39.8	–	–	–
Sales representatives, mining, manufacturing, and wholesale	1,265	19.0	40.4	1,265	19.0	40.4	–	–	–
Cashiers	338	5.0	36.4	338	5.1	36.3	–	–	–
Administrative support, including clerical	474	3.6	39.7	492	4.5	39.7	$444	5.2	39.9
Secretaries	492	6.9	39.9	540	6.7	39.9	419	9.6	40.0
Receptionists	399	5.6	40.0	402	5.8	40.0	–	–	–
Records clerks, n.e.c.	504	6.0	39.3	510	6.5	39.4	–	–	–
Bookkeepers, accounting and auditing clerks	477	5.1	39.7	478	5.1	39.7	–	–	–
Stock and inventory clerks	523	16.5	40.0	523	16.5	40.0	–	–	–
General office clerks	386	5.5	40.0	405	8.8	39.9	379	6.7	40.0
Data entry keyers	396	5.9	39.6	395	6.0	39.6	–	–	–
Teachers' aides	393	4.9	39.1	–	–	–	393	4.9	39.1
Administrative support, n.e.c.	408	14.7	38.5	411	16.4	38.5	–	–	–
Blue collar	486	3.2	40.3	481	3.6	40.4	526	4.3	39.9
Precision production, craft, and repair	585	3.9	40.7	588	4.7	40.8	571	2.9	40.0
Automobile mechanics	674	7.1	43.5	–	–	–	–	–	–
Plumbers, pipefitters and steamfitters	652	12.1	40.0	–	–	–	–	–	–
Supervisors, production	738	12.7	40.7	738	12.7	40.7	–	–	–
Electrical and electronic equipment assemblers	473	2.0	40.0	473	2.0	40.0	–	–	–
Machine operators, assemblers, and inspectors	414	3.7	40.0	413	3.8	40.0	–	–	–
Miscellaneous machine operators, n.e.c.	448	6.4	40.0	448	6.4	40.0	–	–	–
Assemblers	369	5.0	40.0	369	5.0	40.0	–	–	–
Production inspectors, checkers and examiners ...	439	14.7	40.0	439	14.7	40.0	–	–	–
Transportation and material moving	455	15.5	40.6	463	17.4	40.8	401	6.0	38.9
Truck drivers	530	21.9	40.0	530	21.9	40.0	–	–	–
Handlers, equipment cleaners, helpers, and laborers	376	8.9	39.7	373	9.7	39.7	–	–	–
Stock handlers and baggers ...	318	9.9	38.8	318	9.9	38.8	–	–	–
Freight, stock, and material handlers, n.e.c.	361	5.1	39.4	361	5.1	39.4	–	–	–
Service	389	8.3	39.9	286	5.8	39.0	555	10.7	41.5
Protective service	566	15.9	42.7	315	1.9	41.2	825	7.8	44.3
Police and detectives, public service	833	6.4	40.1	–	–	–	833	6.4	40.1
Food service	237	18.3	36.6	219	20.1	36.4	–	–	–
Health service	365	6.1	38.7	322	1.0	38.5	–	–	–

See footnotes at end of table.

Table 3-1. **Mean weekly earnings**[1]**, full-time workers:**[2] **Selected occupations, private industry and State and local government, National Compensation Survey, Austin-San Marcos, TX, June 1999** — Continued

Occupation[3]	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours[5]	Weekly earnings		Mean weekly hours[5]	Weekly earnings		Mean weekly hours[5]
	Mean	Relative error[4] (percent)		Mean	Relative error[4] (percent)		Mean	Relative error[4] (percent)	
Service –Continued									
Health service –Continued									
Nursing aides, orderlies and attendants	$367	6.5	38.8	$333	2.5	38.6	–	–	–
Cleaning and building service	300	3.8	39.8	284	4.6	39.7	$318	3.9	39.9
Janitors and cleaners	301	3.9	39.8	283	5.0	39.7	318	3.9	39.9
Personal service	419	5.0	40.0	–	–	–	–	–	–

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

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

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

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

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

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

Table 3-2. **Mean annual earnings[1], full-time workers:[2] Selected occupations, private industry and State and local government, National Compensation Survey, Austin-San Marcos, TX, June 1999**

Occupation[3]	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours[5]	Annual earnings		Mean annual hours[5]	Annual earnings		Mean annual hours[5]
	Mean	Relative error[4] (percent)		Mean	Relative error[4] (percent)		Mean	Relative error[4] (percent)	
All	$34,055	3.0	2,011	$34,635	3.7	2,075	$32,929	5.2	1,887
All excluding sales	34,020	3.2	2,007	34,642	4.0	2,076	32,935	5.2	1,887
White collar	38,465	3.4	1,985	41,322	4.2	2,072	34,137	5.8	1,852
White collar excluding sales	38,890	3.5	1,975	42,614	4.4	2,073	34,147	5.9	1,852
Professional specialty and technical	44,840	4.1	1,921	51,070	5.4	2,078	36,187	5.5	1,702
Professional specialty	47,362	4.3	1,890	57,494	5.2	2,090	36,647	5.6	1,679
Engineers, architects, and surveyors	67,094	4.9	2,157	67,350	4.9	2,157	–	–	–
Electrical and electronic engineers	67,608	8.5	2,153	–	–	–	–	–	–
Industrial engineers	66,227	7.1	2,316	66,227	7.1	2,316	–	–	–
Engineers, n.e.c.	73,458	4.7	2,080	73,458	4.7	2,080	–	–	–
Mathematical and computer scientists	55,750	11.2	2,080	65,927	4.4	2,080	–	–	–
Computer systems analysts and scientists	56,515	11.7	2,080	67,841	3.9	2,080	–	–	–
Natural scientists	–	–	–	–	–	–	–	–	–
Health related	43,769	4.9	2,037	44,185	5.1	2,035	–	–	–
Registered nurses	41,211	4.9	2,021	41,353	5.0	2,019	–	–	–
Teachers, college and university	40,912	9.4	1,592	–	–	–	–	–	–
Teachers, except college and university	34,824	2.2	1,518	30,547	7.7	2,026	35,078	1.5	1,488
Elementary school teachers	34,952	1.5	1,480	–	–	–	34,989	1.5	1,481
Secondary school teachers	34,242	2.5	1,490	–	–	–	34,242	2.5	1,490
Librarians, archivists, and curators	–	–	–	–	–	–	–	–	–
Social scientists and urban planners	39,428	3.5	1,968	–	–	–	–	–	–
Social, recreation, and religious workers	29,780	13.1	2,067	–	–	–	26,839	14.5	2,057
Social workers	29,780	13.1	2,067	–	–	–	26,839	14.5	2,057
Lawyers and judges	–	–	–	–	–	–	–	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	48,845	10.5	2,033	51,312	12.6	2,029	–	–	–
Professional, n.e.c.	52,126	13.2	2,080	–	–	–	–	–	–
Technical	33,812	5.5	2,053	34,592	5.9	2,047	28,285	7.2	2,098
Licensed practical nurses	25,203	2.9	1,995	–	–	–	–	–	–
Electrical and electronic technicians	37,163	7.7	2,103	37,390	7.8	2,103	–	–	–
Engineering technicians, n.e.c.	33,714	7.2	1,712	34,067	7.1	1,677	–	–	–
Executive, administrative, and managerial	48,419	6.7	1,993	55,396	5.3	2,079	43,137	11.8	1,927
Executives, administrators, and managers	54,705	7.7	1,920	58,509	7.0	2,073	51,207	14.0	1,780
Administrators and officials, public administration	75,385	8.3	2,080	–	–	–	–	–	–
Financial managers	61,381	8.1	2,080	61,047	10.9	2,080	–	–	–
Managers, marketing, advertising, and public relations	81,227	10.0	2,080	81,227	10.0	2,080	–	–	–
Administrators, education and related fields	63,139	12.4	1,894	–	–	–	69,935	7.8	1,872
Managers and administrators, n.e.c.	62,253	7.5	2,075	62,260	7.5	2,073	–	–	–
Management related	40,556	5.9	2,083	50,362	7.5	2,089	34,783	4.6	2,080
Accountants and auditors	37,589	6.3	2,080	44,991	11.9	2,080	–	–	–
Other financial officers	37,945	18.0	2,080	–	–	–	–	–	–
Personnel, training, and labor relations specialists	56,243	15.3	2,080	–	–	–	–	–	–

See footnotes at end of table.

Table 3-2. **Mean annual earnings[1], full-time workers:[2] Selected occupations, private industry and State and local government, National Compensation Survey, Austin-San Marcos, TX, June 1999** — Continued

Occupation[3]	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours[5]	Annual earnings		Mean annual hours[5]	Annual earnings		Mean annual hours[5]
	Mean	Relative error[4] (percent)		Mean	Relative error[4] (percent)		Mean	Relative error[4] (percent)	
White collar –Continued									
Executive, administrative, and managerial –Continued									
Management related –Continued									
Purchasing agents and buyers, n.e.c.	$43,079	10.7	2,080	–	–	–	–	–	–
Management related, n.e.c.	48,921	16.8	2,173	–	–	–	–	–	–
Sales	34,528	10.5	2,072	$34,572	10.6	2,072	–	–	–
Sales representatives, mining, manufacturing, and wholesale	65,794	19.0	2,103	65,794	19.0	2,103	–	–	–
Cashiers	17,574	5.0	1,895	17,600	5.1	1,889	–	–	–
Administrative support, including clerical	24,322	3.6	2,041	25,560	4.5	2,062	$22,343	5.2	2,007
Secretaries	25,439	6.9	2,066	28,104	6.7	2,074	21,536	9.6	2,056
Receptionists	20,731	5.6	2,080	20,924	5.8	2,080	–	–	–
Records clerks, n.e.c.	25,610	6.0	1,999	26,500	6.5	2,047	–	–	–
Bookkeepers, accounting and auditing clerks	24,780	5.1	2,066	24,872	5.1	2,066	–	–	–
Stock and inventory clerks	27,203	16.5	2,080	27,203	16.5	2,080	–	–	–
General office clerks	20,079	5.5	2,078	21,044	8.8	2,072	19,716	6.7	2,080
Data entry keyers	20,575	5.9	2,060	20,547	6.0	2,060	–	–	–
Teachers' aides	15,462	4.9	1,536	–	–	–	15,462	4.9	1,536
Administrative support, n.e.c.	20,936	14.7	1,975	21,374	16.4	2,000	–	–	–
Blue collar	25,207	3.2	2,089	25,021	3.6	2,099	26,637	4.3	2,018
Precision production, craft, and repair	30,419	3.9	2,115	30,587	4.7	2,123	29,683	2.9	2,080
Automobile mechanics	35,029	7.1	2,263	–	–	–	–	–	–
Plumbers, pipefitters and steamfitters	33,902	12.1	2,080	–	–	–	–	–	–
Supervisors, production	38,396	12.7	2,117	38,396	12.7	2,117	–	–	–
Electrical and electronic equipment assemblers	24,580	2.0	2,080	24,580	2.0	2,080	–	–	–
Machine operators, assemblers, and inspectors	21,510	3.7	2,080	21,491	3.8	2,080	–	–	–
Miscellaneous machine operators, n.e.c.	23,288	6.4	2,080	23,288	6.4	2,080	–	–	–
Assemblers	19,163	5.0	2,080	19,163	5.0	2,080	–	–	–
Production inspectors, checkers and examiners ...	22,811	14.7	2,080	22,811	14.7	2,080	–	–	–
Transportation and material moving	23,052	15.5	2,056	24,088	17.4	2,124	17,253	6.0	1,676
Truck drivers	27,543	21.9	2,080	27,543	21.9	2,080	–	–	–
Handlers, equipment cleaners, helpers, and laborers	19,570	8.9	2,063	19,407	9.7	2,062	–	–	–
Stock handlers and baggers ...	16,515	9.9	2,020	16,515	9.9	2,020	–	–	–
Freight, stock, and material handlers, n.e.c.	18,774	5.1	2,051	18,774	5.1	2,051	–	–	–
Service	19,900	8.3	2,043	14,888	5.8	2,026	27,668	10.7	2,070
Protective service	29,444	15.9	2,222	16,403	1.9	2,141	42,882	7.8	2,305
Police and detectives, public service	43,301	6.4	2,083	–	–	–	43,301	6.4	2,083
Food service	11,920	18.3	1,839	11,374	20.1	1,895	–	–	–
Health service	18,985	6.1	2,015	16,761	1.0	2,000	–	–	–

See footnotes at end of table.

Table 3-2. **Mean annual earnings[1], full-time workers:[2] Selected occupations, private industry and State and local government, National Compensation Survey, Austin-San Marcos, TX, June 1999** — Continued

Occupation[3]	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours[5]	Annual earnings		Mean annual hours[5]	Annual earnings		Mean annual hours[5]
	Mean	Relative error[4] (percent)		Mean	Relative error[4] (percent)		Mean	Relative error[4] (percent)	
Service –Continued Health service –Continued Nursing aides, orderlies and attendants	$19,064	6.5	2,017	$17,321	2.5	2,005	–	–	–
Cleaning and building service	15,417	3.8	2,042	14,753	4.6	2,065	$16,109	3.9	2,018
Janitors and cleaners	15,420	3.9	2,040	14,696	5.0	2,064	16,109	3.9	2,018
Personal service	19,288	5.0	1,841	–	–	–	–	–	–

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

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

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

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

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

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

Table 4-1.**Selected occupations[1] and levels,[2] all workers:[3] Mean hourly earnings,[4] private industry and State and local government, National Compensation Survey, Austin-San Marcos, TX, June 1999**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error[5] (percent)	Mean	Relative error[5] (percent)	Mean	Relative error[5] (percent)
All	$16.10	3.0	$15.59	3.7	$17.28	5.0
All excluding sales	16.27	3.1	15.76	4.0	17.29	5.0
White collar	18.56	3.4	18.68	4.2	18.35	5.6
1	7.40	2.7	7.40	2.7	–	–
2	8.80	4.4	9.00	5.2	8.12	3.6
3	10.78	5.8	11.33	6.0	8.70	3.8
4	11.22	2.5	11.26	3.3	11.10	2.5
5	13.22	4.6	15.08	4.0	11.10	2.0
6	15.09	3.9	14.66	4.7	15.70	6.5
7	18.84	5.2	19.77	7.6	17.51	5.0
8	21.30	3.5	21.34	4.3	21.26	5.4
9	23.23	3.6	24.49	5.1	21.80	4.2
10	24.80	7.0	24.49	8.2	26.43	4.6
11	30.87	3.2	31.99	3.6	28.02	6.3
12	35.99	2.6	36.64	3.1	33.91	4.2
13	44.18	3.6	44.55	4.4	–	–
Not able to be leveled	21.81	22.1	18.32	24.1	26.07	28.2
White collar excluding sales	19.16	3.5	19.71	4.5	18.36	5.6
2	8.78	4.5	8.99	5.4	8.12	3.6
3	9.76	4.9	10.20	4.9	8.71	3.9
4	11.44	2.0	11.62	2.6	11.10	2.5
5	12.69	4.0	14.32	3.4	11.10	2.0
6	15.22	3.8	14.63	3.8	15.70	6.5
7	18.10	3.7	18.53	5.1	17.51	5.0
8	21.33	3.7	21.40	4.7	21.27	5.5
9	22.69	3.1	23.51	4.1	21.79	4.2
10	24.80	7.0	24.49	8.2	26.43	4.6
11	30.23	3.1	31.14	3.3	28.02	6.3
12	35.86	2.6	36.49	3.0	33.91	4.2
13	44.18	3.6	44.55	4.4	–	–
Not able to be leveled	21.81	22.1	18.32	24.1	26.07	28.2
Professional specialty and technical	22.56	4.2	23.25	5.8	21.36	5.2
Professional specialty	24.09	4.5	25.70	6.4	21.90	5.3
5	11.18	4.6	–	–	–	–
6	15.91	5.0	13.86	7.0	17.36	7.9
7	21.18	4.6	21.37	8.2	20.94	1.8
8	22.82	3.0	21.26	5.8	23.90	2.5
9	22.81	3.3	22.73	4.7	22.89	4.5
10	24.84	9.3	24.56	10.7	–	–
11	29.93	4.1	31.50	3.8	26.34	8.9
12	36.17	2.9	36.39	3.5	–	–
13	44.30	5.7	44.30	5.7	–	–
Not able to be leveled	15.73	20.7	15.08	26.2	–	–
Engineers, architects, and surveyors	31.11	4.9	31.22	5.0	–	–
9	24.66	3.5	24.66	3.5	–	–
11	32.11	3.8	32.11	3.8	–	–
12	36.89	5.8	36.89	5.8	–	–
Electrical and electronic engineers	31.40	8.6	–	–	–	–
Industrial engineers	28.60	3.9	28.60	3.9	–	–
Engineers, n.e.c.	35.32	4.7	35.32	4.7	–	–
Mathematical and computer scientists	26.80	11.2	31.70	4.4	–	–
Computer systems analysts and scientists	27.17	11.7	32.62	3.9	–	–
Natural scientists	–	–	–	–	–	–
Health related	20.55	4.7	20.65	4.9	–	–
9	21.09	4.7	21.09	4.7	–	–
Registered nurses	19.81	3.5	19.86	3.6	–	–
8	19.83	7.9	19.81	8.0	–	–
Teachers, college and university	25.60	8.8	–	–	–	–
Teachers, except college and university	22.28	3.0	13.10	12.6	23.41	1.4
6	17.97	14.0	–	–	21.80	4.0
7	20.24	5.4	–	–	21.41	1.0
8	24.69	1.2	–	–	24.69	1.2
Elementary school teachers	23.61	1.4	–	–	23.62	1.4
7	21.50	1.3	–	–	21.47	1.4

See footnotes at end of table.

Table 4-1.**Selected occupations**[1] **and levels,**[2] **all workers:**[3] **Mean hourly earnings,**[4] **private industry and State and local government, National Compensation Survey, Austin-San Marcos, TX, June 1999** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error[5] (percent)	Mean	Relative error[5] (percent)	Mean	Relative error[5] (percent)
White collar –Continued						
Professional specialty and technical –Continued						
Professional specialty –Continued						
Teachers, except college and university –Continued						
Elementary school teachers –Continued						
8	$24.60	0.8	–	–	$24.60	0.8
Secondary school teachers	22.94	2.3	–	–	22.98	2.3
7	21.14	1.7	–	–	–	–
8	24.00	2.3	–	–	24.00	2.3
Librarians, archivists, and curators	–	–	–	–	–	–
Social scientists and urban planners	21.62	7.8	–	–	22.51	9.5
Social, recreation, and religious workers	14.38	12.9	–	–	13.05	14.0
6	13.15	3.6	–	–	–	–
Social workers	14.39	12.9	–	–	13.05	14.1
6	13.15	3.6	–	–	–	–
Lawyers and judges	–	–	–	–	–	–
Writers, authors, entertainers, athletes, and						
professionals, n.e.c.	18.93	19.6	$19.16	25.0	–	–
8	23.25	7.2	–	–	–	–
Not able to be leveled	12.49	28.8	–	–	–	–
Professional, n.e.c.	22.74	12.5	–	–	–	–
Technical	16.22	4.7	16.60	5.0	13.47	6.6
4	12.49	1.7	12.63	2.0	–	–
5	13.38	6.1	13.43	6.3	–	–
6	15.31	4.3	–	–	–	–
7	17.93	9.5	17.99	9.7	–	–
8	20.13	6.7	20.82	7.4	–	–
9	23.20	4.7	23.20	4.7	–	–
Licensed practical nurses	12.93	3.9	–	–	–	–
Electrical and electronic technicians	17.64	7.2	17.78	7.4	–	–
Engineering technicians, n.e.c.	19.69	7.2	20.32	7.1	–	–
Executive, administrative, and managerial	24.22	6.7	26.43	5.3	22.38	11.8
5	12.40	14.7	–	–	–	–
7	17.25	2.4	16.42	8.2	17.61	1.7
8	17.82	5.3	20.25	11.1	–	–
9	22.49	5.9	24.64	8.5	20.61	4.6
10	25.75	6.9	25.55	9.0	–	–
11	30.72	4.8	30.57	5.6	31.15	9.1
12	34.95	5.5	36.83	6.6	–	–
13	44.01	2.6	–	–	–	–
Not able to be leveled	30.67	22.6	35.81	22.0	–	–
Executives, administrators, and managers	28.49	7.8	28.23	7.1	28.77	14.0
7	14.61	11.1	–	–	–	–
9	23.78	8.4	26.07	14.6	21.90	1.5
10	25.75	6.9	25.55	9.0	–	–
11	30.78	6.4	30.58	8.4	31.15	9.1
12	35.59	6.7	38.95	7.0	–	–
13	44.01	2.6	–	–	–	–
Not able to be leveled	30.03	25.9	–	–	–	–
Administrators and officials, public administration	36.24	8.3	–	–	–	–
Financial managers	29.51	8.1	29.35	10.9	–	–
Managers, marketing, advertising, and public						
relations	39.05	10.0	39.05	10.0	–	–
Administrators, education and related fields	33.33	12.5	–	–	37.35	7.8
Managers and administrators, n.e.c.	30.01	7.6	30.03	7.6	–	–
Management related	19.36	5.7	23.65	7.3	16.72	4.6
7	17.62	2.0	–	–	17.47	1.3
8	16.71	1.4	–	–	–	–
9	21.07	6.0	23.17	5.2	–	–
11	30.54	3.6	30.54	3.6	–	–
Accountants and auditors	18.07	6.3	21.63	11.9	–	–
Other financial officers	18.24	18.0	–	–	–	–

See footnotes at end of table.

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Table 4-1.**Selected occupations**[1] **and levels,**[2] **all workers:**[3] **Mean hourly earnings,**[4] **private industry and State and local government, National Compensation Survey, Austin-San Marcos, TX, June 1999** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error[5] (percent)	Mean	Relative error[5] (percent)	Mean	Relative error[5] (percent)
White collar –Continued						
Executive, administrative, and managerial –Continued						
Management related –Continued						
Personnel, training, and labor relations specialists	$27.04	15.3	–	–	–	–
Purchasing agents and buyers, n.e.c.	20.71	10.7	–	–	–	–
Management related, n.e.c.	20.96	14.7	–	–	–	–
Sales	14.37	9.4	$14.37	9.4	–	–
1	7.49	2.6	7.49	2.6	–	–
3	13.16	13.5	–	–	–	–
4	10.16	10.9	10.16	10.9	–	–
5	19.63	10.2	19.63	10.2	–	–
Sales representatives, mining, manufacturing, and wholesale	31.29	19.7	31.29	19.7	–	–
Sales workers, other commodities	13.38	17.7	13.38	17.7	–	–
Cashiers	8.26	4.2	8.27	4.3	–	–
1	7.46	4.5	7.46	4.5	–	–
3	9.63	2.9	–	–	–	–
Administrative support, including clerical	11.69	3.6	12.07	4.6	$11.06	4.8
2	8.69	4.8	8.87	5.8	–	–
3	9.78	5.0	10.22	5.0	8.74	3.9
4	11.14	2.3	11.29	3.2	10.87	2.7
5	12.98	5.0	14.56	3.8	11.47	1.5
6	14.00	4.9	15.04	5.3	13.31	3.6
7	15.65	4.1	17.01	4.9	14.29	4.3
Secretaries	12.23	6.8	13.43	6.7	10.47	9.3
4	11.04	4.9	10.62	7.1	–	–
5	13.82	10.0	–	–	–	–
Receptionists	9.92	5.5	10.04	5.7	–	–
Information clerks, n.e.c.	10.11	2.3	–	–	–	–
Records clerks, n.e.c.	12.22	7.1	12.28	7.7	–	–
4	12.22	3.9	12.42	4.2	–	–
Bookkeepers, accounting and auditing clerks	11.99	5.3	12.04	5.4	–	–
4	10.94	4.3	–	–	–	–
Traffic, shipping and receiving clerks	11.75	7.5	11.75	7.5	–	–
Stock and inventory clerks	12.72	16.6	12.72	16.6	–	–
General office clerks	9.58	5.0	9.78	7.1	9.48	6.6
2	8.90	11.9	8.90	11.9	–	–
3	8.77	4.4	–	–	8.67	4.7
4	9.56	4.7	–	–	–	–
Data entry keyers	9.65	6.7	9.63	6.8	–	–
Teachers' aides	10.07	3.9	–	–	10.07	3.9
Administrative support, n.e.c.	10.23	11.3	10.70	15.2	–	–
4	9.89	1.0	–	–	–	–
Blue collar	11.75	3.2	11.63	3.5	12.74	5.3
1	7.10	4.8	7.11	5.0	–	–
2	9.23	3.9	9.14	4.2	10.09	6.0
3	9.80	3.1	9.71	3.3	10.82	2.9
4	12.46	7.0	12.58	7.3	10.67	4.7
5	14.99	7.0	14.79	7.9	–	–
6	14.24	2.4	14.32	4.0	–	–
7	18.77	4.7	19.20	4.6	–	–
Precision production, craft, and repair	14.34	3.6	14.35	4.4	14.27	2.9
2	9.46	4.6	–	–	–	–
3	9.44	5.1	–	–	–	–
4	13.07	10.1	13.21	10.5	–	–
5	13.87	4.0	13.32	2.9	–	–
6	14.39	2.3	14.69	4.2	–	–
7	18.13	3.7	18.50	3.4	–	–
Automobile mechanics	15.48	5.4	–	–	–	–

See footnotes at end of table.

Table 4-1.**Selected occupations**[1] **and levels,**[2] **all workers:**[3] **Mean hourly earnings,**[4] **private industry and State and local government, National Compensation Survey, Austin-San Marcos, TX, June 1999** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error[5] (percent)	Mean	Relative error[5] (percent)	Mean	Relative error[5] (percent)
Blue collar –Continued						
Precision production, craft, and repair –Continued						
Plumbers, pipefitters and steamfitters	$16.30	12.1	–	–	–	–
Supervisors, production	18.13	12.3	$18.13	12.3	–	–
Electrical and electronic equipment assemblers ..	11.82	2.1	11.82	2.1	–	–
Machine operators, assemblers, and inspectors	10.34	3.7	10.33	3.8	–	–
2	9.14	6.8	9.08	7.1	–	–
3	9.74	4.3	9.74	4.3	–	–
4	11.48	5.3	11.48	5.3	–	–
5	13.44	4.8	13.44	4.8	–	–
Miscellaneous machine operators, n.e.c.	11.20	6.4	11.20	6.4	–	–
Assemblers	9.19	5.0	9.19	5.0	–	–
2	8.23	3.5	8.23	3.5	–	–
Production inspectors, checkers and examiners ..	10.97	14.7	10.97	14.7	–	–
Transportation and material moving	10.81	14.4	10.90	16.4	$10.27	3.4
3	10.43	2.5	10.39	3.3	–	–
4	11.73	4.3	–	–	–	–
Truck drivers	11.88	21.5	11.88	21.5	–	–
Bus drivers	10.42	2.4	–	–	10.42	2.4
Handlers, equipment cleaners, helpers, and laborers	8.93	7.9	8.90	8.7	–	–
1	7.41	7.9	7.44	8.3	–	–
2	9.54	3.5	9.39	3.5	–	–
3	9.38	10.8	9.38	10.8	–	–
Stock handlers and baggers	7.35	7.5	7.35	7.5	–	–
Freight, stock, and material handlers, n.e.c.	9.18	3.8	9.18	3.8	–	–
2	9.61	2.0	9.61	2.0	–	–
Laborers, except construction, n.e.c.	8.51	12.5	–	–	–	–
Service	9.08	6.1	7.25	4.2	13.02	8.9
1	6.67	4.8	6.28	5.6	8.13	5.8
2	7.67	6.9	6.92	7.8	10.05	7.4
3	8.02	5.5	7.91	6.2	–	–
4	10.86	11.8	10.26	22.1	11.53	2.8
Protective service	13.28	14.1	8.39	10.2	18.30	7.5
Police and detectives, public service	20.78	6.4	–	–	20.78	6.4
Guards and police, except public service	9.69	18.2	9.58	19.6	–	–
Food service	6.49	8.6	5.89	8.5	9.41	7.8
1	6.02	11.5	5.59	12.3	8.53	11.7
Waiters and waitresses	4.03	22.5	4.03	22.5	–	–
Cooks	9.14	8.3	–	–	–	–
Food preparation, n.e.c.	6.64	4.4	–	–	–	–
1	6.64	4.4	–	–	–	–

See footnotes at end of table.

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Table 4-1.**Selected occupations**[1] **and levels,**[2] **all workers:**[3] **Mean hourly earnings,**[4] **private industry and State and local government, National Compensation Survey, Austin-San Marcos, TX, June 1999** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error[5] (percent)	Mean	Relative error[5] (percent)	Mean	Relative error[5] (percent)
Service –Continued						
Health service	$9.40	5.0	$8.65	3.9	–	–
2	9.01	9.8	7.87	3.7	–	–
3	8.44	3.3	8.44	3.3	–	–
Health aides, except nursing	10.28	13.6	9.41	17.6	–	–
Nursing aides, orderlies and attendants	9.09	4.5	8.40	2.4	–	–
2	9.89	10.0	8.36	2.9	–	–
3	8.44	3.4	8.44	3.4	–	–
Cleaning and building service	7.16	4.2	6.66	4.8	$7.97	3.8
1	6.89	3.8	6.54	3.8	7.58	3.4
2	7.16	11.0	–	–	–	–
Janitors and cleaners	7.15	4.4	6.62	5.1	7.97	3.8
1	6.88	3.8	6.51	3.8	7.58	3.4
2	7.13	11.6	–	–	–	–
Personal service	–	–	–	–	–	–

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

[2] Each occupation for which data are collected in an establishment is evaluated based on 10 factors, including knowledge, complexity, work environment, etc. Points are assigned based on the occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendixes C and D for more information.

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

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

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

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

Table 4-2. **Selected occupations**[1] **and levels,**[2] **full-time workers:**[3] **Mean hourly earnings,**[4] **private industry and State and local government, National Compensation Survey, Austin-San Marcos, TX, June 1999**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error[5] (percent)	Mean	Relative error[5] (percent)	Mean	Relative error[5] (percent)
All	$16.93	3.0	$16.69	3.7	$17.45	5.2
All excluding sales	16.95	3.1	16.69	4.0	17.46	5.2
White collar	19.38	3.4	19.94	4.1	18.43	5.8
1	8.32	4.2	8.32	4.2	–	–
2	8.95	5.4	9.21	6.1	–	–
3	10.94	6.5	11.62	6.7	8.71	4.0
4	11.46	2.7	11.59	3.4	11.09	3.3
5	13.28	4.7	15.33	4.0	11.09	2.0
6	15.28	4.0	14.93	4.8	15.74	6.6
7	18.87	5.3	19.88	7.6	17.45	5.0
8	21.47	3.7	21.93	4.0	21.13	5.4
9	23.07	3.7	24.50	5.1	21.14	3.3
10	24.80	7.0	24.49	8.2	26.43	4.6
11	30.87	3.2	31.99	3.6	28.02	6.3
12	35.99	2.6	36.64	3.1	33.91	4.2
13	44.18	3.6	44.55	4.4	–	–
Not able to be leveled	26.50	17.6	25.51	13.4	–	–
White collar excluding sales	19.69	3.5	20.56	4.3	18.44	5.8
2	8.91	5.5	9.17	6.2	–	–
3	9.77	4.7	10.24	4.7	8.72	4.0
4	11.60	2.0	11.82	2.4	11.09	3.3
5	12.74	4.2	14.53	3.2	11.09	2.0
6	15.47	3.8	15.11	2.4	15.74	6.6
7	18.11	3.7	18.60	5.1	17.45	5.0
8	21.51	3.9	22.08	4.5	21.13	5.5
9	22.48	3.1	23.52	4.2	21.13	3.3
10	24.80	7.0	24.49	8.2	26.43	4.6
11	30.23	3.1	31.14	3.3	28.02	6.3
12	35.86	2.6	36.49	3.0	33.91	4.2
13	44.18	3.6	44.55	4.4	–	–
Not able to be leveled	26.50	17.6	25.51	13.4	–	–
Professional specialty and technical	23.35	4.0	24.57	5.1	21.26	5.5
Professional specialty	25.05	4.2	27.50	5.0	21.83	5.6
6	16.48	4.9	–	–	17.45	8.1
7	21.16	4.7	21.41	8.2	20.84	1.8
8	23.35	2.1	22.56	4.3	23.75	2.5
9	22.34	3.0	22.72	4.7	21.83	3.3
10	24.84	9.3	24.56	10.7	–	–
11	29.93	4.1	31.50	3.8	26.34	8.9
12	36.17	2.9	36.39	3.5	–	–
13	44.30	5.7	44.30	5.7	–	–
Not able to be leveled	21.12	8.2	21.60	10.8	–	–
Engineers, architects, and surveyors	31.11	4.9	31.22	5.0	–	–
9	24.66	3.5	24.66	3.5	–	–
11	32.11	3.8	32.11	3.8	–	–
12	36.89	5.8	36.89	5.8	–	–
Electrical and electronic engineers	31.40	8.6	–	–	–	–
Industrial engineers	28.60	3.9	28.60	3.9	–	–
Engineers, n.e.c.	35.32	4.7	35.32	4.7	–	–
Mathematical and computer scientists	26.80	11.2	31.70	4.4	–	–
Computer systems analysts and scientists	27.17	11.7	32.62	3.9	–	–
Natural scientists	–	–	–	–	–	–
Health related	21.49	3.8	21.71	4.0	–	–
8	21.59	6.0	21.58	6.0	–	–
9	21.05	4.8	21.05	4.8	–	–
Registered nurses	20.39	3.6	20.48	3.7	–	–
8	21.54	7.5	21.53	7.6	–	–
Teachers, college and university	25.69	9.4	–	–	–	–
Teachers, except college and university	22.94	2.1	15.08	7.9	23.57	1.4
6	21.13	5.4	–	–	22.27	3.1
7	20.30	5.4	–	–	21.41	1.0
8	24.69	1.2	–	–	24.69	1.2
Elementary school teachers	23.61	1.4	–	–	23.62	1.4
7	21.50	1.3	–	–	21.47	1.4

See footnotes at end of table.

Table 4-2. **Selected occupations[1] and levels,[2] full-time workers:[3] Mean hourly earnings,[4] private industry and State and local government, National Compensation Survey, Austin-San Marcos, TX, June 1999** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error[5] (percent)	Mean	Relative error[5] (percent)	Mean	Relative error[5] (percent)
White collar –Continued						
Professional specialty and technical –Continued						
Professional specialty –Continued						
Teachers, except college and university –Continued						
Elementary school teachers –Continued						
8	$24.60	0.8	–	–	$24.60	0.8
Secondary school teachers	22.98	2.3	–	–	22.98	2.3
8	24.00	2.3	–	–	24.00	2.3
Librarians, archivists, and curators	–	–	–	–	–	–
Social scientists and urban planners	20.03	3.5	–	–	–	–
Social, recreation, and religious workers	14.41	13.1	–	–	13.05	14.5
6	13.15	3.6	–	–	–	–
Social workers	14.41	13.1	–	–	13.05	14.5
6	13.15	3.6	–	–	–	–
Lawyers and judges	–	–	–	–	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	24.02	10.5	$25.28	12.6	–	–
8	23.25	7.2	–	–	–	–
Professional, n.e.c.	25.06	13.2	–	–	–	–
Technical	16.47	5.0	16.90	5.3	13.48	6.8
4	12.47	1.8	–	–	–	–
5	14.27	4.9	14.39	4.9	–	–
6	15.31	4.3	–	–	–	–
7	18.03	10.1	18.10	10.3	–	–
8	20.13	6.7	20.82	7.4	–	–
9	23.20	4.7	23.20	4.7	–	–
Licensed practical nurses	12.63	2.1	–	–	–	–
Electrical and electronic technicians	17.67	7.3	17.78	7.4	–	–
Engineering technicians, n.e.c.	19.69	7.2	20.32	7.1	–	–
Executive, administrative, and managerial	24.30	6.7	26.65	5.3	22.38	11.8
5	12.40	14.7	–	–	–	–
7	17.25	2.4	16.42	8.2	17.61	1.7
8	17.82	5.3	20.25	11.1	–	–
9	22.49	5.9	24.64	8.5	20.61	4.6
10	25.75	6.9	25.55	9.0	–	–
11	30.72	4.8	30.57	5.6	31.15	9.1
12	34.95	5.5	36.83	6.6	–	–
13	44.01	2.6	–	–	–	–
Not able to be leveled	31.78	22.1	–	–	–	–
Executives, administrators, and managers	28.49	7.8	28.23	7.1	28.77	14.0
7	14.61	11.1	–	–	–	–
9	23.78	8.4	26.07	14.6	21.90	1.5
10	25.75	6.9	25.55	9.0	–	–
11	30.78	6.4	30.58	8.4	31.15	9.1
12	35.59	6.7	38.95	7.0	–	–
13	44.01	2.6	–	–	–	–
Not able to be leveled	30.03	25.9	–	–	–	–
Administrators and officials, public administration	36.24	8.3	–	–	–	–
Financial managers	29.51	8.1	29.35	10.9	–	–
Managers, marketing, advertising, and public relations	39.05	10.0	39.05	10.0	–	–
Administrators, education and related fields	33.33	12.5	–	–	37.35	7.8
Managers and administrators, n.e.c.	30.01	7.6	30.03	7.6	–	–
Management related	19.47	5.8	24.11	7.2	16.72	4.6
7	17.62	2.0	–	–	17.47	1.3
8	16.71	1.4	–	–	–	–
9	21.07	6.0	23.17	5.2	–	–
11	30.54	3.6	30.54	3.6	–	–
Accountants and auditors	18.07	6.3	21.63	11.9	–	–
Other financial officers	18.24	18.0	–	–	–	–
Personnel, training, and labor relations specialists	27.04	15.3	–	–	–	–
Purchasing agents and buyers, n.e.c.	20.71	10.7	–	–	–	–

See footnotes at end of table.

Table 4-2. **Selected occupations[1] and levels,[2] full-time workers:[3] Mean hourly earnings,[4] private industry and State and local government, National Compensation Survey, Austin-San Marcos, TX, June 1999** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error[5] (percent)	Mean	Relative error[5] (percent)	Mean	Relative error[5] (percent)
White collar –Continued						
Executive, administrative, and managerial –Continued						
Management related –Continued						
Management related, n.e.c.	$22.51	13.3	–	–	–	–
Sales	16.67	9.9	$16.69	9.9	–	–
1	8.32	4.4	8.32	4.4	–	–
3	14.36	15.1	14.45	15.3	–	–
4	10.75	13.0	10.75	13.0	–	–
Sales representatives, mining, manufacturing, and wholesale	31.29	19.7	31.29	19.7	–	–
Cashiers	9.27	3.0	9.32	3.0	–	–
Administrative support, including clerical	11.92	3.7	12.39	4.7	$11.13	5.2
2	8.78	5.8	9.03	6.9	–	–
3	9.79	4.8	10.26	4.7	8.74	4.1
4	11.30	2.5	11.53	3.1	10.80	3.7
5	12.98	5.0	14.56	3.8	11.47	1.5
6	14.00	4.9	15.04	5.3	13.31	3.6
7	15.65	4.1	17.01	4.9	14.29	4.3
Secretaries	12.31	6.9	13.55	6.8	10.48	9.6
4	11.29	5.5	10.89	8.3	–	–
5	13.82	10.0	–	–	–	–
Receptionists	9.97	5.6	10.06	5.8	–	–
Records clerks, n.e.c.	12.81	6.3	12.95	6.8	–	–
4	12.50	3.6	–	–	–	–
Bookkeepers, accounting and auditing clerks	11.99	5.3	12.04	5.4	–	–
4	10.94	4.3	–	–	–	–
Stock and inventory clerks	13.08	16.5	13.08	16.5	–	–
General office clerks	9.66	5.5	10.15	8.9	9.48	6.7
3	8.76	4.5	–	–	–	–
4	9.94	5.5	–	–	–	–
Data entry keyers	9.99	6.5	9.97	6.7	–	–
Teachers' aides	10.07	3.9	–	–	10.07	3.9
Administrative support, n.e.c.	10.60	13.7	10.69	15.4	–	–
Blue collar	12.06	3.1	11.92	3.4	13.20	4.2
1	7.53	5.3	7.53	5.3	–	–
2	9.23	4.0	9.14	4.3	10.16	6.1
3	9.73	2.9	9.65	3.0	10.85	3.5
4	12.48	7.1	12.58	7.3	10.75	5.0
5	14.92	6.9	14.71	7.7	–	–
6	14.24	2.4	14.32	4.0	–	–
7	18.77	4.7	19.20	4.6	–	–
Precision production, craft, and repair	14.38	3.6	14.41	4.4	14.27	2.9
2	9.46	4.6	–	–	–	–
3	9.44	5.1	–	–	–	–
4	13.07	10.1	13.21	10.5	–	–
5	13.87	4.0	13.32	2.9	–	–
6	14.39	2.3	14.69	4.2	–	–
7	18.13	3.7	18.50	3.4	–	–
Automobile mechanics	15.48	5.4	–	–	–	–
Plumbers, pipefitters and steamfitters	16.30	12.1	–	–	–	–
Supervisors, production	18.13	12.3	18.13	12.3	–	–
Electrical and electronic equipment assemblers ..	11.82	2.1	11.82	2.1	–	–
Machine operators, assemblers, and inspectors	10.34	3.7	10.33	3.8	–	–
2	9.15	6.8	9.09	7.1	–	–
3	9.74	4.3	9.74	4.3	–	–
4	11.48	5.3	11.48	5.3	–	–
5	13.44	4.8	13.44	4.8	–	–
Miscellaneous machine operators, n.e.c.	11.20	6.4	11.20	6.4	–	–
Assemblers	9.21	5.0	9.21	5.0	–	–

See footnotes at end of table.

Table 4-2. **Selected occupations[1] and levels,[2] full-time workers:[3] Mean hourly earnings,[4] private industry and State and local government, National Compensation Survey, Austin-San Marcos, TX, June 1999** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error[5] (percent)	Mean	Relative error[5] (percent)	Mean	Relative error[5] (percent)
Blue collar –Continued						
Machine operators, assemblers, and inspectors –Continued						
Production inspectors, checkers and examiners ..	$10.97	14.7	$10.97	14.7	–	–
Transportation and material moving	11.21	15.4	11.34	17.3	$10.30	4.4
3	10.18	2.6	10.04	3.2	–	–
4	11.86	4.2	–	–	–	–
Truck drivers	13.24	21.9	13.24	21.9	–	–
Handlers, equipment cleaners, helpers, and laborers	9.48	8.5	9.41	9.3	–	–
1	7.90	10.8	7.90	10.8	–	–
2	9.54	3.7	9.38	3.7	–	–
Stock handlers and baggers	8.18	8.6	8.18	8.6	–	–
Freight, stock, and material handlers, n.e.c.	9.15	4.6	9.15	4.6	–	–
Service	9.74	7.3	7.35	4.5	13.36	9.5
1	6.86	6.6	6.38	8.2	8.29	7.3
2	9.05	5.8	8.17	5.3	10.05	7.4
3	8.19	5.2	8.10	6.0	–	–
4	9.77	9.1	–	–	–	–
Protective service	13.25	14.7	7.66	3.0	18.60	7.5
Police and detectives, public service	20.79	6.5	–	–	20.79	6.5
Food service	6.48	14.5	6.00	15.7	–	–
1	5.86	16.6	5.43	16.5	–	–
Health service	9.42	5.7	8.38	1.9	–	–
2	9.32	11.0	7.83	3.2	–	–
Nursing aides, orderlies and attendants	9.45	5.4	8.64	1.4	–	–
Cleaning and building service	7.55	3.7	7.14	4.5	7.98	3.8
1	7.12	3.1	6.82	2.9	–	–
2	8.52	5.8	–	–	–	–
Janitors and cleaners	7.56	3.8	7.12	4.8	7.98	3.8
1	7.11	3.2	6.80	2.9	–	–
2	8.64	6.2	–	–	–	–
Personal service	10.48	5.0	–	–	–	–

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

[2] Each occupation for which data are collected in an establishment is evaluated based on 10 factors, including knowledge, complexity, work environment, etc. Points are assigned based on the occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendixes C and D for more information.

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

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

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

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

Table 4-3. **Selected occupations[1] and levels,[2] part-time workers:[3] Mean hourly earnings,[4] private industry and State and local government, National Compensation Survey, Austin-San Marcos, TX, June 1999**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error[5] (percent)	Mean	Relative error[5] (percent)	Mean	Relative error[5] (percent)
All	$9.83	8.2	$8.72	7.8	$15.00	17.7
All excluding sales	10.23	9.4	8.88	9.3	15.00	17.7
White collar	11.39	10.0	9.80	8.8	17.14	19.1
1	6.95	2.9	6.95	2.9	–	–
2	8.31	2.7	8.20	3.7	–	–
3	9.85	4.6	9.91	4.7	–	–
4	9.90	6.2	8.99	6.0	–	–
9	25.14	4.4	–	–	25.19	4.4
Not able to be leveled	9.19	22.5	–	–	–	–
White collar excluding sales	12.97	12.4	10.97	12.5	17.14	19.1
2	8.36	2.8	8.26	3.9	–	–
3	9.67	9.2	9.81	10.0	–	–
4	10.49	5.3	9.61	7.7	–	–
9	25.14	4.4	–	–	25.19	4.4
Not able to be leveled	9.19	22.5	–	–	–	–
Professional specialty and technical	15.46	17.5	12.25	18.9	22.42	11.5
Professional specialty	15.84	20.4	11.97	24.3	22.68	11.3
9	25.14	4.4	–	–	25.19	4.4
Health related	–	–	–	–	–	–
Teachers, college and university	–	–	–	–	–	–
Teachers, except college and university	–	–	–	–	–	–
Social scientists and urban planners	–	–	–	–	–	–
Social, recreation, and religious workers	–	–	–	–	–	–
Lawyers and judges	–	–	–	–	–	–
Writers, authors, entertainers, athletes, and professionals, n.e.c.	–	–	–	–	–	–
Technical	13.29	11.8	–	–	–	–
Executive, administrative, and managerial	–	–	–	–	–	–
Management related	–	–	–	–	–	–
Sales	8.22	7.1	8.22	7.1	–	–
1	7.05	2.7	7.05	2.7	–	–
4	8.25	8.6	8.25	8.6	–	–
Sales workers, other commodities	7.81	5.1	7.81	5.1	–	–
Cashiers	7.12	5.6	7.12	5.6	–	–
1	6.82	4.2	6.82	4.2	–	–
Administrative support, including clerical	9.42	5.7	8.94	6.5	10.29	6.4
2	8.38	2.9	8.26	3.9	–	–
3	9.71	9.9	9.87	10.8	–	–
4	10.35	5.9	–	–	–	–
General office clerks	8.79	2.7	–	–	–	–
Blue collar	7.80	11.2	7.72	13.1	–	–
1	6.23	5.5	6.15	6.1	–	–
2	9.22	7.7	9.24	9.2	–	–
Precision production, craft, and repair	–	–	–	–	–	–
Machine operators, assemblers, and inspectors	–	–	–	–	–	–
Transportation and material moving	9.37	20.8	–	–	–	–
Handlers, equipment cleaners, helpers, and laborers	6.81	7.2	6.81	8.4	–	–
1	6.48	6.0	–	–	–	–
Service	7.34	8.2	7.08	9.0	9.54	9.4
1	6.28	4.7	6.11	5.1	7.45	4.2
2	6.21	10.5	6.21	10.5	–	–
Protective service	13.65	22.1	–	–	–	–
Food service	6.50	11.9	5.73	10.9	–	–
1	6.31	12.0	–	–	–	–
Health service	–	–	–	–	–	–

See footnotes at end of table.

Table 4-3. **Selected occupations[1] and levels,[2] part-time workers:[3] Mean hourly earnings,[4] private industry and State and local government, National Compensation Survey, Austin-San Marcos, TX, June 1999** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error[5] (percent)	Mean	Relative error[5] (percent)	Mean	Relative error[5] (percent)
Service –Continued						
Cleaning and building service	–	–	–	–	–	–
Personal service	–	–	–	–	–	–

[1] A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.
[2] Each occupation for which data are collected in an establishment is evaluated based on 10 factors, including knowledge, complexity, work environment, etc. Points are assigned based on the occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendixes C and D for more information.
[3] Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.
[4] Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.
[5] The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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

Table 5-1. **Selected worker characteristics: Mean hourly earnings[1] by occupational group,[2] National Compensation Survey, Austin-San Marcos, TX, June 1999**

Occupational group	Private industry and State and local government					
	Full-time workers[3]	Part-time workers[3]	Union[4]	Nonunion[4]	Time[5]	Incentive[5]
	Mean					
All occupations	$16.93	$9.83	–	$16.10	$16.07	$16.76
All excluding sales	16.95	10.23	–	16.27	16.33	13.60
White collar	19.38	11.39	–	18.57	18.66	16.79
White-collar excluding sales	19.69	12.97	–	19.17	19.30	–
Professional specialty and technical	23.35	15.46	–	22.56	22.95	–
Professional specialty	25.05	15.84	–	24.09	24.62	–
Technical	16.47	13.29	–	16.22	16.22	–
Executive, administrative, and managerial	24.30	–	–	24.22	24.22	–
Sales	16.67	8.22	–	14.37	11.91	18.96
Administrative support, including clerical	11.92	9.42	–	11.69	11.69	–
Blue collar	12.06	7.80	–	11.53	11.39	16.68
Precision production, craft, and repair	14.38	–	–	14.19	14.05	–
Machine operators, assemblers, and inspectors	10.34	–	–	10.41	10.34	–
Transportation and material moving	11.21	9.37	–	9.13	10.75	–
Handlers, equipment cleaners, helpers, and laborers	9.48	6.81	–	8.92	8.21	–
Service	9.74	7.34	–	9.08	9.08	–
	Relative error[6] (percent)					
All occupations	3.0	8.2	–	3.0	3.1	14.6
All excluding sales	3.1	9.4	–	3.2	3.1	18.6
White collar	3.4	10.0	–	3.4	3.4	19.4
White-collar excluding sales	3.5	12.4	–	3.5	3.4	–
Professional specialty and technical	4.0	17.5	–	4.2	3.9	–
Professional specialty	4.2	20.4	–	4.5	4.1	–
Technical	5.0	11.8	–	4.7	4.7	–
Executive, administrative, and managerial	6.7	–	–	6.7	6.7	–
Sales	9.9	7.1	–	9.4	7.7	20.2
Administrative support, including clerical	3.7	5.7	–	3.6	3.6	–
Blue collar	3.1	11.2	–	2.9	3.5	7.1
Precision production, craft, and repair	3.6	–	–	3.5	4.0	–
Machine operators, assemblers, and inspectors	3.7	–	–	3.7	3.7	–
Transportation and material moving	15.4	20.8	–	7.5	15.5	–
Handlers, equipment cleaners, helpers, and laborers	8.5	7.2	–	8.3	4.9	–
Service	7.3	8.2	–	6.1	6.1	–

[1] Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.
[2] A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.
[3] Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.
[4] Union workers are those whose wages are determined through collective bargaining.

[5] Time workers' wages are based solely on an hourly rate or salary; incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.
[6] The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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Table 5-2. **Major industry division: Mean hourly earnings[1] by occupational group,[2] private industry, National Compensation Survey, Austin-San Marcos, TX, June 1999**

Occupational group	Full-time and part-time workers									
	All private industries	Goods-producing industries[3]				Service-producing industries[4]				
		Total	Mining	Con-struc-tion	Manu-factur-ing	Total	Transport-ation and public util-ities	Wholesale and retail trade	Finance, insurance, and real estate	Serv-ices
	Mean									
All occupations	$15.59	$19.31	–	$16.96	$19.63	–	–	–	–	–
All excluding sales	15.76	18.96	–	14.15	19.57	–	–	–	–	–
White collar	18.68	26.20	–	23.79	26.39	–	–	–	–	–
White-collar excluding sales	19.71	25.85	–	15.18	26.45	–	–	–	–	–
Professional specialty and technical	23.25	28.73	–	–	28.86	–	–	–	–	–
Professional specialty	25.70	32.00	–	–	32.00	–	–	–	–	–
Technical	16.60	19.05	–	–	19.20	–	–	–	–	–
Executive, administrative, and managerial	26.43	28.97	–	–	29.53	–	–	–	–	–
Sales	14.37	33.22	–	–	24.00	–	–	–	–	–
Administrative support, including clerical	12.07	12.99	–	12.05	13.20	–	–	–	–	–
Blue collar	11.63	11.72	–	13.82	11.26	–	–	–	–	–
Precision production, craft, and repair	14.35	13.93	–	14.57	13.57	–	–	–	–	–
Machine operators, assemblers, and inspectors	10.33	10.62	–	–	10.62	–	–	–	–	–
Transportation and material moving	10.90	10.73	–	–	10.54	–	–	–	–	–
Handlers, equipment cleaners, helpers, and laborers	8.90	8.81	–	–	8.42	–	–	–	–	–
Service	7.25	–	–	–	–	–	–	–	–	–
	Relative error[5] (percent)									
All occupations	3.7	4.9	–	15.2	5.1	–	–	–	–	–
All excluding sales	4.0	4.9	–	7.7	5.2	–	–	–	–	–
White collar	4.2	3.7	–	13.8	3.9	–	–	–	–	–
White-collar excluding sales	4.5	3.9	–	10.2	3.8	–	–	–	–	–
Professional specialty and technical	5.8	4.0	–	–	4.0	–	–	–	–	–
Professional specialty	6.4	4.0	–	–	4.0	–	–	–	–	–
Technical	5.0	6.1	–	–	6.2	–	–	–	–	–
Executive, administrative, and managerial	5.3	5.8	–	–	5.5	–	–	–	–	–
Sales	9.4	24.7	–	–	25.5	–	–	–	–	–
Administrative support, including clerical	4.6	4.2	–	9.3	4.9	–	–	–	–	–
Blue collar	3.5	3.5	–	8.2	3.7	–	–	–	–	–
Precision production, craft, and repair	4.4	6.0	–	9.0	7.9	–	–	–	–	–
Machine operators, assemblers, and inspectors	3.8	3.7	–	–	3.7	–	–	–	–	–
Transportation and material moving	16.4	3.0	–	–	2.3	–	–	–	–	–
Handlers, equipment cleaners, helpers, and laborers	8.7	9.3	–	–	11.6	–	–	–	–	–
Service	4.2	–	–	–	–	–	–	–	–	–

[1] Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.
[2] A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.
[3] Goods-producing industries include mining, construction, and manufacturing.
[4] Service-producing industries include transportation and public utilities; wholesale and retail trade; finance, insurance, and real estate; and services.
[5] The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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Table 5-3. **Establishment employment size: Mean hourly earnings[1] by occupational group,[2] private industry, National Compensation Survey, Austin-San Marcos, TX, June 1999**

Occupational group	All private industry workers	50 - 99 workers[3]	100 workers or more		
			Total	100 - 499 workers	500 workers or more
Mean					
All occupations	$15.59	$13.89	$15.94	$13.30	$20.35
All excluding sales	15.76	13.86	16.17	13.16	20.33
White collar	18.68	20.26	18.48	15.55	22.37
White-collar excluding sales	19.71	21.99	19.44	16.30	22.40
Professional specialty and technical	23.25	30.81	22.67	18.20	26.25
Professional specialty	25.70	30.81	25.15	18.91	30.64
Technical	16.60	–	16.60	16.10	16.91
Executive, administrative, and managerial	26.43	25.99	26.53	23.23	29.97
Sales	14.37	14.20	14.40	13.89	21.43
Administrative support, including clerical	12.07	11.62	12.13	11.47	12.86
Blue collar	11.63	10.96	11.88	11.02	13.69
Precision production, craft, and repair	14.35	14.42	14.31	13.42	16.73
Machine operators, assemblers, and inspectors	10.33	8.71	10.73	10.09	11.46
Transportation and material moving	10.90	7.73	12.21	9.51	–
Handlers, equipment cleaners, helpers, and laborers	8.90	7.31	9.45	9.19	10.33
Service	7.25	6.90	7.40	7.19	9.16
Relative error[4] (percent)					
All occupations	3.7	15.2	3.5	4.4	4.7
All excluding sales	4.0	16.4	3.7	4.7	4.8
White collar	4.2	17.6	4.0	5.2	5.3
White-collar excluding sales	4.5	18.5	4.1	5.4	5.4
Professional specialty and technical	5.8	18.6	5.1	7.1	5.2
Professional specialty	6.4	18.6	6.0	9.0	4.2
Technical	5.0	–	5.0	7.4	6.4
Executive, administrative, and managerial	5.3	18.0	5.0	8.6	4.0
Sales	9.4	18.1	10.6	11.5	15.9
Administrative support, including clerical	4.6	14.8	4.8	3.3	8.3
Blue collar	3.5	7.3	3.9	4.0	6.3
Precision production, craft, and repair	4.4	4.7	6.2	7.3	9.1
Machine operators, assemblers, and inspectors	3.8	6.3	3.8	4.3	4.9
Transportation and material moving	16.4	12.8	19.1	11.7	–
Handlers, equipment cleaners, helpers, and laborers	8.7	7.5	9.2	12.5	3.6
Service	4.2	6.8	5.4	6.0	2.8

[1] Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.
[2] A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.
[3] Establishments classified with 50-99 workers may contain establishments with fewer than 50 due to staff reductions between survey sampling and collection.

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

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Appendix A: Technical Note

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

Planning for the survey

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

Survey scope

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

The Austin-San Marcos, TX, Metropolitan Statistical Area includes Bastrop, Caldwell, Hays, Travis, and Williamson Counties.

Sampling frame

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

Sample design

The sample for this survey area was selected using a two-stage stratified design with probability proportional to 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 which were not selected for collection. See appendix table 1 for a count of establishments in the survey by employment size. The second stage of sample selection, detailed below, was a probability sample of occupations within a sampled establishment.

Data collection

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

Occupational selection and classification

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

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

For each occupation, wage data were collected for those workers who met all the criteria identified in the last three steps. Special procedures were developed for jobs

for which a correct classification or level could not be determined.

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

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

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

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

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

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

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

Appendix B contains a complete list of all individual occupations, classified by the MOG to which they belong. In step three, certain other job characteristics of the chosen worker were identified. First, the worker was identified as holding either a full-time or part-time job, based on the establishment's definition of those terms. Then the worker was classified as having a time versus incentive job, de-

pending on whether any part of pay was directly based on the actual production of the worker, rather than solely on hours worked. Finally, the worker was identified as being in a union job or a nonunion job. See the "Definition of Terms" section on the following page for more detail.

Generic leveling through point factor analysis

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

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

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

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

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

Wage data collected in prior surveys using the new generic leveling method were evaluated by BLS researchers using regression techniques. For each of the major occupational groups, wages were compared to the 10 generic

level factors (and levels within those factors). The analysis showed that several of the generic level factors, most notably knowledge and supervision received, had strong explanatory power for wages. That is, as the levels within a given factor increased, the wages also increased. Detailed research continues in the area and will be published by BLS in the future.

Collection period
Survey data were collected over a 13-month period for 60 metropolitan areas in the NCS program. For 20 small metropolitan areas, data were collected over a 4-month period. For each establishment in the survey, the data reflect the establishment's most recent information at the time of collection. The payroll reference month shown in the tables reflects the average date of this information for all sample units.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Processing and analyzing the data

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

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

establishments were classified into these cells according to industry and employment size. Responding and nonresponding occupations within responding establishments were classified into cells that were additionally defined by major occupation group and job level.

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

Survey response

	Establish- ments
Total in sample	224
Responding	148
Out of business or not in survey scope	14
Unable or refused to provide data	62

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

Estimation

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

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

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

Data reliability

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

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

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

The standard error can be used to calculate a "confidence interval" around a sample estimate. As an example, suppose a table shows that mean hourly earnings for all workers was $12.79 with a relative standard error of 3.6 percent for this estimate. At the 90-percent level, the confidence interval for this estimate is $13.55 to $12.03 (1.645 times 3.6 percent = 5.922 percent times $12.27, plus or minus $0.76). If all possible samples were selected to estimate the population value, the interval from each sample would include the true population value approximately 90 percent of the time.

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

Appendix table 1. **Number of workers[1] represented by the survey, by occupational group,[2]
National Compensation Survey, Austin-San Marcos, TX, June 1999**

Occupational group	Full-time and part-time workers		
	Total	Private industry	State and local government
All occupations	317,000	219,000	97,900
All excluding sales	286,500	188,700	97,800
White collar	217,500	137,900	79,600
White-collar excluding sales	187,000	107,600	79,400
Professional specialty and technical	89,500	53,200	36,300
Professional specialty	73,200	38,800	34,400
Technical	16,200	14,400	1,800
Executive, administrative, and managerial	35,100	15,400	19,700
Sales	30,500	30,400	–
Administrative support, including clerical	62,400	39,000	23,500
Blue collar	58,600	51,600	7,000
Precision production, craft, and repair	22,400	18,300	–
Machine operators, assemblers, and inspectors	14,400	14,200	–
Transportation and material moving	8,400	7,000	1,500
Handlers, equipment cleaners, helpers, and laborers	13,300	12,100	–
Service	40,900	29,500	11,400

[1] The number of workers represented by the survey are rounded to the nearest 100. Estimates of the number of workers provide a description of size and composition of the labor force included in the survey. Estimates are not intended, however, for comparison to other statistical series to measure employment trends or levels. Both full-time and part-time workers were included in the survey.
[2] A classification system including about 480 individual occupations is used to cover all workers in the civilian economy.

See appendix B for more information.

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Appendix table 2. **Number of establishments represented by survey and the number studied by industry division and establishment employment size, Austin-San Marcos, TX, June 1999**

Industry	Number of establish-ments repre-sented[1]	Number of establishments studied				
		Total studied	50 - 99 workers[2]	100 workers or more		
				Total	100 - 499 workers	500 workers or more
All industries	1,400	129	24	105	65	40
Private industry	1,400	104	22	82	59	23
Goods-producing industries	300	36	8	28	16	12
Construction	100	8	4	4	4	−
Manufacturing	200	28	4	24	12	12
Service-producing industries	1,100	68	14	54	43	11
Tranportation and public utilities	(³)	3	−	3	2	1
Wholesale and retail trade	500	24	7	17	16	1
Finance, insurance and real estate	(³)	5	−	5	3	2
Services	500	36	7	29	22	7
State and local government	(³)	25	2	23	6	17

[1] Number of establishments represented by the survey rounded to the nearest 100.
[2] Establishments classified with 50-99 workers may contain establishments with fewer than 50 due to staff reductions between survey sampling and collection.
[3] Number of establishments represented by the survey is fewer than 50.

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