

News

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Bureau of Labor Statistics

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HIGHLIGHTS OF SAN ANTONIO, TX NATIONAL COMPENSATION SURVEY NOVEMBER 2003

Workers in the San Antonio metropolitan area averaged \$15.70 per hour during November 2003, according to a new survey released by the Bureau of Labor Statistics of the U.S. Department of Labor. Acting Regional Commissioner Hal Corley reported that white-collar workers averaged \$19.12 per hour and accounted for 56 percent of the workers in the area. Blue-collar employees averaged \$13.54 per hour and represented 21 percent of the workforce, while the remainder worked in service occupations and earned \$9.17 per hour. (See table 1.)

The National Compensation Survey (NCS) presents straight-time earnings for occupations in establishments with 50 or more workers in private industry and State and local governments. The survey excludes agricultural establishments, private households, the self-employed, and the Federal government. This NCS covered 209 firms representing 274,600 workers in the San Antonio metropolitan area, which is comprised of Bexar, Comal, Guadalupe, and Wilson Counties in Texas. Seventy-four percent of those represented worked in private industry.

In the San Antonio metropolitan area, average hourly wages were published for 39 detailed occupations. (See table 1.) Among white-collar workers, computer systems analysts and scientists averaged \$28.35 per hour; registered nurses, \$23.89; and secretaries, \$12.65. Blue-collar occupations included bus drivers at \$9.17 per hour. In the service occupations, public service police and detectives averaged \$20.47 per hour and nursing aides, orderlies and attendants, \$9.68.

The NCS also provides broad coverage of selected occupational characteristics. (See tables 2 and 3.) For example, full-time employees in the San Antonio area averaged \$16.39 per hour and part-timers earned \$8.39. Union workers in blue-collar jobs averaged \$18.58 per hour, while their nonunion counterparts made \$12.27. Private industry workers at establishments employing 100-499 workers averaged \$15.12 per hour and those in establishments with 500 or more employees earned \$17.75.

National Compensation Survey, San Antonio, TX, November 2003 (continued)

The NCS is part of a statistical program that integrates three previously separate surveys of wages and benefits into one comprehensive compensation program increasing the amount of data available. Data provided by the NCS may be used by businesses for establishing pay plans, making decisions concerning plant relocation, and in collective bargaining negotiations. Individuals may use such data to help choose potential careers. Average rates of pay are also available for levels of work within an occupation based on knowledge, skill, independent judgment, supervision received and other factors required on the job.

Survey Availability

Complete survey results are contained in the San Antonio, TX National Compensation Survey November 2003 (Bulletin 3120-41). While supplies last, single copies of the bulletin are available from the Dallas Information Office by calling 214-767-6970. In addition, data contained in the bulletin are available on the Internet in both text and PDF formats at <http://www.bls.gov/ncs/ocs/compub.htm>. This release can also be obtained from the Bureau's fax-on-demand service in Dallas by dialing 214-767-9613 and requesting document 9540.

For personal assistance or further information on the National Compensation Survey, as well as other Bureau programs, contact the Dallas Information Office at 214-767-6970 from 8:00 a.m. to 11:00 a.m. and 1:00 p.m. to 4:00 p.m. CT.

Table 1. Mean hourly earnings¹, all workers²: Selected occupations, private industry and State and local government, National Compensation Survey, San Antonio, TX, November 2003

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	\$15.70	3.7	\$14.59	5.0	\$19.13	2.0
All excluding sales	15.90	4.2	14.74	5.7	19.13	2.0
White collar	19.12	3.9	17.97	5.4	22.21	3.7
White collar excluding sales	20.10	4.2	19.11	6.1	22.21	3.7
Professional specialty and technical	24.94	5.4	24.83	11.2	25.04	2.9
Professional specialty	26.92	6.3	28.28	13.8	25.96	2.6
Engineers, architects, and surveyors	—	—	—	—	—	—
Mathematical and computer scientists	27.80	8.4	27.91	9.4	—	—
Computer systems analysts and scientists	28.35	9.0	—	—	—	—
Natural scientists	—	—	—	—	—	—
Health related	31.78	17.2	32.62	18.0	—	—
Registered nurses	23.89	2.9	23.97	2.9	—	—
Teachers, college and university	39.13	7.4	—	—	—	—
Teachers, except college and university	26.22	3.7	11.70	15.2	27.48	2.0
Elementary school teachers	27.43	4.0	—	—	28.08	2.8
Secondary school teachers	28.44	1.0	—	—	28.44	1.0
Teachers, n.e.c.	24.67	6.8	—	—	—	—
Vocational and educational counselors	28.52	18.8	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	14.11	5.4	—	—	14.83	2.6
Social workers	14.11	5.4	—	—	14.83	2.6
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	17.20	25.7	—	—	—	—
Technical	15.38	3.5	15.65	4.0	14.54	7.2
Clinical laboratory technologists and technicians	12.73	5.6	13.17	7.9	—	—
Licensed practical nurses	15.23	1.7	15.24	1.8	—	—
Electrical and electronic technicians	20.51	7.1	—	—	—	—
Executive, administrative, and managerial	28.56	6.9	28.08	8.0	30.81	10.7
Executives, administrators, and managers	33.72	8.5	32.46	10.2	41.35	6.5
Financial managers	35.34	10.3	—	—	—	—
Administrators, education and related fields	41.67	9.7	—	—	—	—
Managers and administrators, n.e.c.	39.46	9.9	39.51	10.4	—	—
Management related	22.88	5.9	22.85	6.2	23.00	17.4
Other financial officers	31.36	10.2	31.36	10.2	—	—
Management related, n.e.c.	25.17	12.4	—	—	—	—
Sales	13.30	5.6	13.30	5.6	—	—
Administrative support, including clerical	12.73	4.4	13.05	5.1	11.16	1.4
Secretaries	12.65	2.8	12.55	3.0	12.94	6.3
Records clerks, n.e.c.	14.08	4.6	14.30	5.2	—	—
Bookkeepers, accounting and auditing clerks	13.22	7.7	13.30	8.1	—	—
Investigators and adjusters, except insurance	14.63	21.0	14.87	22.8	—	—
General office clerks	9.81	10.3	9.72	14.7	—	—
Bank tellers	10.94	10.0	10.94	10.0	—	—
Teachers' aides	9.60	7.0	—	—	10.61	1.6
Administrative support, n.e.c.	11.45	5.0	11.43	5.5	—	—
Blue collar	13.54	7.6	13.43	9.1	14.06	2.5
Precision production, craft, and repair	15.81	15.9	15.61	18.2	17.23	6.1
Machine operators, assemblers, and inspectors	10.89	6.5	10.45	8.9	—	—
Transportation and material moving	13.41	10.2	13.65	13.0	12.67	4.0
Truck drivers	15.38	16.0	—	—	—	—
Bus drivers	9.17	12.9	—	—	12.43	8.9
Handlers, equipment cleaners, helpers, and laborers	9.32	3.2	9.01	3.7	11.01	4.4
Groundskeepers and gardeners, except farm	10.30	13.5	—	—	—	—
Freight, stock, and material handlers, n.e.c.	9.52	9.5	9.21	8.7	—	—

See footnotes at end of table.

Table 1. Mean hourly earnings¹, all workers²: Selected occupations, private industry and State and local government, National Compensation Survey, San Antonio, TX, November 2003 — 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 —Continued						
Handlers, equipment cleaners, helpers, and laborers —Continued						
Laborers, except construction, n.e.c.	\$9.19	7.4	\$9.17	9.2	—	—
Service	9.17	4.1	7.50	3.9	\$14.06	3.5
Protective service	18.12	7.2	—	—	19.32	6.7
Firefighting	17.61	14.7	—	—	17.61	14.7
Police and detectives, public service	20.47	7.5	—	—	20.47	7.5
Food service	6.25	3.8	5.82	1.9	11.57	15.9
Waiters, waitresses, and bartenders	2.96	15.8	2.96	15.8	—	—
Waiters and waitresses	2.33	6.9	2.33	6.9	—	—
Other food service	8.54	4.9	8.09	2.6	11.57	15.9
Cooks	8.72	8.1	8.71	8.4	—	—
Food counter, fountain, and related	7.02	8.9	7.02	8.9	—	—
Kitchen workers, food preparation	8.55	.6	—	—	—	—
Food preparation, n.e.c.	7.51	2.1	7.44	2.1	—	—
Health service	9.65	5.1	9.65	5.4	—	—
Health aides, except nursing	9.59	10.4	9.59	10.4	—	—
Nursing aides, orderlies and attendants	9.68	5.6	9.69	6.0	—	—
Cleaning and building service	8.51	6.0	7.91	7.3	9.73	1.6
Maids and housemen	8.09	2.4	8.06	2.4	—	—
Janitors and cleaners	8.36	9.5	—	—	9.71	2.1
Personal service	8.51	1.4	8.00	.5	9.75	3.8

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 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.

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.

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

Table 2. **Selected worker characteristics: Mean hourly earnings¹ by occupational group², National Compensation Survey, San Antonio, TX, November 2003**

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	\$16.39	\$8.39	\$18.86	\$15.42	\$15.43	\$21.38
All excluding sales	16.49	8.52	18.79	15.65	15.76	19.33
White collar	19.82	10.22	19.23	19.11	18.87	28.31
White-collar excluding sales	20.48	12.18	19.11	20.16	20.02	25.28
Professional specialty and technical	25.60	13.07	–	24.94	24.94	–
Professional specialty	27.61	12.84	–	26.92	26.92	–
Technical	15.52	13.72	–	15.38	15.38	–
Executive, administrative, and managerial	28.70	–	–	28.56	28.30	–
Sales	14.93	7.91	–	12.83	11.37	31.05
Administrative support, including clerical	12.83	10.90	19.11	11.66	12.68	–
Blue collar	13.87	8.48	18.58	12.27	12.77	19.62
Precision production, craft, and repair	15.83	–	19.43	14.23	14.35	–
Machine operators, assemblers, and inspectors	10.93	–	–	10.74	11.61	–
Transportation and material moving	13.68	–	17.79	12.56	13.43	–
Handlers, equipment cleaners, helpers, and laborers	9.74	7.61	–	9.18	9.35	–
Service	9.71	6.04	–	9.17	9.17	–
	Relative error ⁶ (percent)					
All occupations	4.0	5.9	3.8	4.0	3.7	15.3
All excluding sales	4.3	7.4	3.9	4.5	4.1	18.1
White collar	3.8	7.3	4.1	4.1	4.5	11.6
White-collar excluding sales	4.3	10.8	4.4	4.4	4.2	20.5
Professional specialty and technical	5.2	23.6	–	5.4	5.4	–
Professional specialty	6.0	32.6	–	6.3	6.3	–
Technical	3.9	5.1	–	3.5	3.5	–
Executive, administrative, and managerial	7.0	–	–	6.9	7.3	–
Sales	6.9	1.7	–	5.2	9.3	9.4
Administrative support, including clerical	4.6	10.6	4.4	2.4	4.5	–
Blue collar	7.9	12.2	5.8	9.2	4.7	17.9
Precision production, craft, and repair	15.9	–	7.0	20.1	16.1	–
Machine operators, assemblers, and inspectors	6.2	–	–	7.2	8.8	–
Transportation and material moving	9.8	–	8.1	12.9	10.4	–
Handlers, equipment cleaners, helpers, and laborers	2.4	13.2	–	2.8	3.4	–
Service	4.7	7.7	–	4.1	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 (in full publication).

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 in full publication.

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

Table 3. **Establishment employment size: Mean hourly earnings¹ by occupational group², private industry, National Compensation Survey, San Antonio, TX, November 2003**

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers ³	100 workers or more		
			Total	100 - 499 workers	500 workers or more
Mean					
All occupations	\$14.59	\$10.53	\$16.11	\$15.12	\$17.75
All excluding sales	14.74	10.40	16.54	15.27	18.53
White collar	17.97	13.04	18.86	18.62	19.11
White-collar excluding sales	19.11	12.96	20.33	20.37	20.30
Professional specialty and technical	24.83	14.32	26.57	33.79	23.34
Professional specialty	28.28	13.60	31.33	38.38	27.47
Technical	15.65	—	15.39	—	15.48
Executive, administrative, and managerial	28.08	24.83	28.42	26.77	30.64
Sales	13.30	13.54	13.27	14.25	—
Administrative support, including clerical	13.05	10.53	13.69	12.64	14.67
Blue collar	13.43	14.40	13.08	12.96	13.81
Precision production, craft, and repair	15.61	—	14.22	14.09	16.23
Machine operators, assemblers, and inspectors	10.45	10.09	—	—	—
Transportation and material moving	13.65	—	14.00	13.01	—
Handlers, equipment cleaners, helpers, and laborers	9.01	7.98	9.37	9.07	10.12
Service	7.50	6.76	8.51	8.41	8.82
Relative error ⁴ (percent)					
All occupations	5.0	11.5	5.9	8.0	5.9
All excluding sales	5.7	11.5	6.7	9.5	6.1
White collar	5.4	16.0	5.9	10.6	5.1
White-collar excluding sales	6.1	16.7	6.4	12.4	4.9
Professional specialty and technical	11.2	38.5	10.8	19.3	5.1
Professional specialty	13.8	41.9	12.9	26.3	4.0
Technical	4.0	—	3.4	—	4.7
Executive, administrative, and managerial	8.0	19.1	8.6	14.8	4.1
Sales	5.6	23.1	7.1	10.8	—
Administrative support, including clerical	5.1	10.9	5.9	4.7	9.9
Blue collar	9.1	20.2	7.7	9.0	9.6
Precision production, craft, and repair	18.2	—	19.9	21.1	12.2
Machine operators, assemblers, and inspectors	8.9	14.4	—	—	—
Transportation and material moving	13.0	—	14.9	20.3	—
Handlers, equipment cleaners, helpers, and laborers	3.7	5.7	4.8	5.4	9.4
Service	3.9	7.2	4.5	2.8	10.0

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

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 in the full publication.

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