

“Rest of United States” National Compensation Survey November 1997

U.S. Department of Labor
Bureau of Labor Statistics

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Preface

The following tables are based on occupational pay data compiled by the Bureau of Labor Statistics (BLS) from National Compensation Surveys (NCS) conducted in 118 localities. The President's Pay Agent (The Secretary of Labor and Directors of the US Office of Personnel Management and the US Office of Management and Budget) requested data from these surveys to assist in the determination of pay adjustments under the Federal Employee Pay Comparability Act of 1990. These surveys cover the portions of the 48 contiguous states outside the following 31 metropolitan areas:

Atlanta, GA MSA
Boston-Worcester-Lawrence, MA-NH CMSA
Chicago-Gary-Kenosha, IL-IN-WI CMSA
Cincinnati-Hamilton, OH-KY-IN MSA
Cleveland-Akron, OH MSA
Columbus, OH MSA
Dallas-Fort Worth, TX CMSA
Dayton-Springfield, OH MSA
Denver-Boulder-Greeley, CO CMSA
Detroit-Ann Arbor-Flint, MI CMSA
Hartford, CT MSA
Houston-Galveston-Brazoria, TX CMSA
Huntsville, AL MSA
Indianapolis, IN MSA
Kansas City, MO-KS MSA
Los Angeles-Riverside-Orange County, CA CMSA
Miami-Fort Lauderdale, FL CMSA
Milwaukee-Racine, WI CMSA
Minneapolis-St. Paul, MN-WI MSA
New York-Northern New Jersey-Long Island, NY-NJ-CT-PA CMSA
Orlando, FL MSA

Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD CMSA
Pittsburgh, PA MSA
Portland-Salem, OR-WA CMSA
Richmond-Petersburg, VA MSA
St. Louis, MO-IL MSA
Sacramento-Yolo, CA CMSA
San Diego, CA MSA
San Francisco-Oakland-San Jose, CA CMSA
Seattle-Tacoma-Bremerton, WA CMSA
Washington-Baltimore, DC-MD-VA-WV CMSA

The designations which follow the name of each metropolitan area correspond to Metropolitan Statistical Areas (MSA) or Consolidated Metropolitan Statistical Areas (CMSA) as defined by the US Office of Management and Budget (OMB) in 1994.

The "Rest of United States" tables are different from the NCS locality tables. They contain pay data tabulated by the following occupational categories: Professional, Administrative, Technical, Clerical, and Other (PATCO). Occupations surveyed in the NCS are mapped to an equivalent federal job using a "crosswalk" prepared by the Office of Personnel Management (OPM). This crosswalk contains a list of federal jobs by General Schedule grade and the NCS jobs that are equivalent to that federal job. Only the NCS jobs that have a federal equivalent are mapped into the PATCO categories. The tables show the mean, median, and middle ranges for the PATCO class and level. Average salaries are computed by combining salary data from the NCS surveys with federal employment weights supplied by the Office of Personnel Management.

Table 1. Average annual earnings¹ for full-time workers by PATCO class and level, using FEDERAL weights, Rest of United States, November 1997

PATCO Class & Level	Mean	Median	Middle range	
			Low	High
Professional	\$67,705	\$65,458	\$50,128	\$79,997
Level 5	29,266	28,371	24,648	32,781
Level 6	26,598	24,118	24,118	29,120
Level 7	35,032	33,509	29,994	38,958
Level 8	33,833	30,909	25,654	39,957
Level 9	39,740	39,000	34,008	45,573
Level 10	49,275	46,301	39,541	59,696
Level 11	54,163	53,498	46,842	62,650
Level 12	68,561	67,142	58,614	78,000
Level 13	76,185	75,982	65,645	88,587
Level 14	96,704	94,994	78,000	104,312
Level 15	103,844	80,766	75,150	122,200
Administrative	64,133	59,779	45,656	75,005
Level 4	—	—	—	—
Level 5	26,646	25,002	21,736	30,909
Level 6	28,766	27,986	23,816	32,406
Level 7	32,779	32,011	27,040	36,462
Level 8	32,431	30,222	27,264	36,005
Level 9	44,761	43,410	37,586	50,835
Level 10	47,158	44,408	40,893	53,310
Level 11	55,996	56,805	43,118	65,000
Level 12	65,470	63,877	56,826	72,800
Level 13	90,427	90,168	73,154	107,182
Level 14	101,352	100,006	86,008	104,156
Level 15	186,507	192,005	134,992	222,726
Technical	32,053	29,994	24,107	36,566
Level 1	14,699	14,019	11,773	18,262
Level 2	13,173	12,979	11,440	14,560
Level 3	16,614	15,600	13,416	18,470
Level 4	17,905	17,680	14,477	21,008
Level 5	23,818	23,130	19,874	27,508
Level 6	27,965	27,851	23,670	31,387
Level 7	31,993	31,616	27,040	36,171
Level 8	32,240	31,782	26,707	34,798
Level 9	45,208	43,534	39,000	49,566
Level 10	49,202	47,819	43,992	54,746
Level 11	62,880	68,598	57,491	68,598
Level 12	65,463	65,000	56,826	84,843
Level 13	—	—	—	—
Level 14	—	—	—	—
Clerical	24,343	23,213	19,676	28,600
Level 1	11,561	11,024	9,880	12,480
Level 2	15,589	15,171	13,478	19,386
Level 3	18,208	17,264	15,288	20,634
Level 4	20,272	19,885	17,472	23,192
Level 5	24,392	23,297	20,550	27,955
Level 6	27,057	26,790	22,942	31,200
Level 7	31,655	32,136	27,186	36,338
Level 8	36,325	37,544	32,344	40,810
Level 9	40,868	43,605	36,754	44,782
Level 10	—	—	—	—
Other	31,679	32,198	25,189	37,877
Level 2	13,550	13,104	11,960	15,080
Level 3	—	—	—	—
Level 4	19,814	19,157	16,515	23,941
Level 5	24,988	24,357	20,890	29,615
Level 6	29,884	29,752	25,189	33,996
Level 7	33,201	32,624	27,560	38,064
Level 8	38,153	38,522	36,754	40,290
Level 9	37,703	37,253	33,946	40,518
Level 10	44,830	43,659	38,251	50,024
Level 11	—	—	—	—

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

— Note: Dashes indicate no NCS data were reported; no equivalent GS level for NCS occupations; or data did not meet publication criteria.

Explanatory Note

This section provides basic information on the procedures and concepts used to produce the “Rest of United States” tables. It is divided into three parts: Sampling procedures, Data Collection, and NCS and “Rest of United States” Estimation.

Sampling procedures

The Bureau of Labor Statistics conducts all surveys contributing to these estimates on a sample basis, using a list of establishments (sampling frame) which fall within the designated scope of the survey. Statisticians develop the sampling frame from State unemployment insurance reports. Prior to survey collection, the sampling frame is reviewed for accuracy and completeness. Missing establishments are added, out-of-business and out-of-scope units are removed, and addresses, employment levels, industry classification, and other information are updated. The surveys cover non-agricultural private establishments and State and local government establishments with 50 or more employees in the United States (excluding Alaska and Hawaii).

Sample design

The sample for NCS areas contributing to the Rest of United States survey 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 are applied to each establishment when the data are tabulated so that it represents similar units (by industry and employment size) in the economy which were not selected for collection. See the scope table for a count of establishments in the survey by employment size. The second stage of sample selection, detailed below, is a probability sample of occupations within a sampled establishment.

Data collection

The collection of data from survey respondents requires detailed procedures. Collection is the responsibility of the field economists, working out of Regional Offices, who visit each establishment surveyed. Data collection for the surveys that comprise the “Rest of United States” estimates occurred from April 1997 to May 1998 (except for Charlotte, NC, which was collected from November 1996 to

July 1997). The payroll reference of all component surveys averaged November 1997.

Occupational selection and classification

Identification of the occupations for which wage data are to be collected is 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 are 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 are selected at each establishment by the BLS field economist during a personal visit. A complete list of employees is used for sampling, with each selected worker representing a job within the establishment.

As with the selection of establishments, the selection of a job is 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 is based on an establishment’s employment size as shown in the following schedule:

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

The second step of the process entails 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 overlap two or more census classification codes, the duties used to set the wage level are also used to classify the job. Classification by primary duties was the fallback. Selected jobs that contribute to the “Rest of United States” account for 396 occupational classifications. Further analysis of this data may result in future publications.

Earnings

Earnings are 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 are 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 are *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 bonuses, 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

In order to calculate earnings for various time periods (hourly, weekly, and annual), data on work schedules are also collected. For hourly workers, scheduled hours

worked per day and per week, exclusive of overtime, are recorded. Annual weeks worked are determined. Because salaried workers, exempt from overtime provisions, often work beyond the assigned work schedule, their typical number of hours actually worked is also collected.

NCS and “Rest of United States” Estimation

The NCS wage series are computed by combining the wages for individual establishment/occupations. 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. For this table only annual rates are calculated for the “Rest of United States.”

For the “Rest of United States” tables federal employment counts are used to adjust NCS establishment-occupation weights. A weighting factor is applied. (Weights are apportioned in NCS occupations where the occupation-level exists in more than one PATCO category.) This factor reflects the ratio of federal employment to NCS employment for each occupation-level. Using this method, we account for 1,253,710 federal workers in the PATCO categories.

The NCS publication criteria is applied to the “Rest of United States.” Not all series calculated met the criteria for publication. Before any series is published, it is reviewed to make sure that the number of observations underlying it is sufficient. This review prevents publishing a series that could reveal information about a specific establishment.

Scope table: Number of establishments studied by industry division and establishment employment size, and number of establishments represented, Rest of United States, November 1997

Industry	Number of establishments represented	Number of establishments studied				
		Total studied	50 - 99 workers	100 workers or more		
				Total	100 - 499 workers	500 workers or more
All industries	168,712	5,244	1,517	3,727	2,323	1,404
Private industry	146,897	4,179	1,361	2,818	1,938	880
Goods-producing industries	43,508	1,329	304	1,025	644	381
Mining	1,115	45	18	27	20	7
Construction	6,612	144	79	65	60	5
Manufacturing	35,780	1,140	207	933	564	369
Service-producing industries	103,389	2,850	1,057	1,793	1,294	499
Transportation and public utilities	8,825	285	110	175	119	56
Wholesale and retail trade	48,551	901	450	451	381	70
Finance, insurance and real estate	6,048	225	84	141	95	46
Services	39,965	1,439	413	1,026	699	327
State and local government	21,815	1,065	156	909	385	524

NOTE: Overall industry and industry groups may include data for categories not shown separately.