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# Documentation for the NCES Comparable Wage Index Data Files, 2005





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August 2007

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**I. Introduction to the NCES Comparable Wage Index Data Files**

The Comparable Wage Index (CWI) is a measure of the systematic, regional variations in the salaries of college graduates who are not educators. It can be used by researchers to adjust district-level finance data at different levels in order to make better comparisons across geographic areas.

The original CWI files were released in June, 2006, and provided indexes for the years 1997 through 2004. This documentation describes the updated files with additional indexes for 2005.

The CWI was developed by Dr. Lori L. Taylor at the Bush School of Government and Public Service, Texas A&M University and William J. Fowler, Jr. at NCES. Dr. Taylor's research was supported by a contract with the National Center for Education Statistics. The complete description of the research is provided in the NCES Research and Development "A Comparable Wage Approach to Geographic Cost Adjustment" (NCES 2006-321).

This documentation describes four geographic levels of the CWI, which are presented in four separate files. These files are the school district, labor market, state, and a combined regional and national file.

The school district file provides a CWI for each local education agency (LEA) in the NCES Common Core of Data (CCD) database. For each LEA there is a series of indexes for the years 1997–2005. The file can be merged with school district finance data, and this merged file can be used to produce finance data adjusted for geographic cost differences.

The additional files allow for similar cost adjustments for larger geographic areas.

NCES has sponsored the development of other geographic adjustment indexes in the past; the latest was for the 1993–94 school year. For more information on these, and on geographic cost adjustments generally, please see this web site— <http://nces.ed.gov/edfin/adjustments.asp>. The remainder of this documentation includes background information, a user's guide and the following appendixes.

**Appendix A**—Record layout and descriptions of data elements in the district level file

**Appendix B**—Record layout and descriptions of data elements in the labor market file

**Appendix C**—Record layout and descriptions of data elements in the state level file

**Appendix D**—Record layout and descriptions of data elements in the regional file

**Appendix E**—Glossary of terms particular to this data file.

**Appendix F**—Variable ranges.

**Appendix G**—Places of work names and constituent counties.



## II. Background

Geographic cost data for states, metropolitan areas, and school districts are frequently and widely requested by the public and school finance research community. In response, the National Center for Education Statistics (NCES) has had a long tradition of publishing work that reflects the latest research and development of education geographic cost adjustments.<sup>1</sup> This report documents the newly developed Comparable Wage Index (CWI).

The basic premise of a comparable wage index is that all types of workers—including teachers—demand higher wages in areas with a higher cost of living (e.g., San Diego) or a lack of amenities (e.g., Detroit, which has a particularly high crime rate) (Federal Bureau of Investigation 2003). Therefore, one should be able to measure most of the uncontrollable variation in educator pay by observing variations in the earnings of comparable workers who are not educators.<sup>2</sup> The CWI reflects systematic, regional variations in the salaries of college graduates who are not educators. Provided that these noneducators are similar to educators in terms of age, educational background, and tastes for local amenities, the CWI can be used to measure the uncontrollable component of variations in the wages paid to educators. Intuitively, if accountants in the Atlanta metro area are paid 5 percent more than the national average accounting wage, Atlanta engineers are paid 5 percent more than the national average engineering wage, Atlanta nurses are paid 5 percent more than the national average nursing wage, and so on, then the CWI predicts that Atlanta teachers should also be paid 5 percent more than the national average teacher wage.

The CWI was developed by combining baseline estimates from the 2000 U.S. census with annual data from the Bureau of Labor Statistics (BLS). The Occupational Employment Statistics (OES) survey is a BLS database that contains average annual earnings by occupation for states and metropolitan areas from about 400,000 nonfarm businesses, and is available from 1997 to 2005. Combining the Census with the OES makes it possible to have yearly CWI estimates for states and local labor markets for each year after 1997. OES data are available each May and permit the construction of an up-to-date, annual CWI. For a complete description of the methodology, see “A Comparable Wage Approach to Geographic Cost Adjustment” (NCES 2006-321).

The CWI offers many advantages over the previous NCES geographic cost adjustment methodologies.<sup>3</sup> In addition to its obvious timeliness, the clearest advantage of the CWI is that it measures costs that are beyond the control of school district administrators. Unlike analyses based on school district expenditures, there is no risk that a cost-of-living index confuses high-spending school districts with high-cost school districts, and no need to rely on statistical technique and researcher judgment to separate controllable from uncontrollable costs. The CWI is also appropriate regardless of the competitiveness of teacher labor markets. If a lack of competition in the teacher market distorts teacher compensation patterns, then cost indexes based on teacher compensation will be biased, but a CWI will not (Hanushek 1999; Goldhaber 1999). Another advantage of the comparable wage approach is its general applicability. Because the resulting cost index is based on systematic differences in the general wage level, it can be used to

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<sup>1</sup> For example, see Brazer and Anderson 1983; Chambers 1997; Fowler and Monk 2001; Goldhaber 1999; Taylor and Keller 2003.

<sup>2</sup> See for example, Rothstein and Smith (1997), Guthrie and Rothstein (1999), Goldhaber (1999), Alexander et al. (2000), Taylor et al. (2002), and Stoddard (2005).

<sup>3</sup> For a more detailed discussion of the advantages and disadvantages of the CWI, see Taylor and Fowler (2006).

measure labor costs not only for public elementary and secondary education, but also for private schools, job training programs, and postsecondary institutions.

There are also a number of disadvantages to using the CWI to measure variations in school district costs. First, the CWI is a labor cost index, and labor cost is only part of the total cost of education—albeit a very large part.<sup>4</sup> Therefore, while it is clearly appropriate to use the CWI to adjust for cost variations with respect to teacher salaries or current operating expenditures, it could be problematic to apply a labor cost index such as the CWI to school district expenditures that are largely unaffected by labor cost differentials, such as energy costs (Smith et al. 2003) or capital outlays.

Second, the methodology underlying the CWI presumes that workers are mobile. If moving costs or other barriers to moving slow worker migration, then labor costs may temporarily diverge from what is expected given local amenities and the cost of living. Employers in fast-growing industries and school districts in fast-growing areas may need to pay a temporary premium to attract workers. The CWI cannot capture this effect.

Finally, the CWI may not capture all of the uncontrollable variations in labor cost. By design, the CWI measures cost in a broad labor market like a metropolitan area. It does not capture variations in cost across school districts within a labor market. In particular, it does not reflect any variations in cost attributable to working conditions in specific school districts. All school districts in a given labor market are assigned the same CWI.

Despite its limitations, the CWI should be a particularly useful tool for researchers and policymakers. The CWI offers a timely method for geographic cost adjustment that is undeniably outside of school district control. Furthermore, it demonstrates that the gains from cost adjustment could be substantial. In 2004, the CWI for Washington, DC was 63 percent higher than the CWI for Montana, while the CWI for New York City was 49 percent higher than the CWI for Elmira, New York. Given such large differences in the prevailing wage for college graduates, cost adjustment is crucial to a complete understanding of important school finance issues both across states and within states.

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<sup>4</sup> Payroll costs comprise more than 80 percent of current school district expenditures (U.S. Census Bureau 2004).

### III. User's Guide

#### A. CWI Geography

For this study, 800 labor markets in the U.S. were identified. Except in Hawaii, each labor market includes one or more public school districts. Hawaii has a single, state-wide school district which includes three separate labor markets, so the state-level index was used for this district.

All labor markets are based on “place-of-work areas” defined by the Census Bureau. Census place-of-work areas are geographic regions designed to contain at least 100,000 persons. The place-of-work areas do not cross state boundaries and generally follow the boundaries of county groups, single counties, or census-defined places (Ruggles et al. 2003). Counties in sparsely-populated parts of the country are clustered together into a single census place-of-work area. Whenever possible, places of work in metropolitan areas have been aggregated to correspond to Core Based Statistical Areas (CBSAs) as defined by the Office of Management and Budget.<sup>5</sup> However, the data did not support creating an index for all of the metropolitan areas defined by OMB. Places of work that straddled more than one CBSA were treated as separate labor markets. All parts of the United States are included in either a CBSA or a place-of-work area.

The four CWI files provide index values at several geographic levels:

1. The labor market files provide the CWI for each of the 800 U.S. labor markets under analysis.
2. The school district file provides a CWI for each local education agency (LEA) in the NCES Common Core of Data (CCD) database. Each district was matched to its corresponding labor market using geographic information from the CCD. Where the data supported it, labor markets were aggregated to metropolitan areas (“Core Based Statistical Areas”). The remaining labor markets are identified as “places of work”. All districts within a labor market have the same CWI. For example, the 22 rural counties in the Texas Panhandle are clustered together into a single place-of-work area and therefore all districts in those 22 counties have been assigned the same CWI value.
3. The state level file provides an aggregate CWI for each U.S. state. A state's CWI is a weighted average of the local wages within its borders.
4. The regional and national file presents similarly aggregate CWIs for census regions and the nation as a whole.

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<sup>5</sup> In June 2003, Census and OMB began using the term, Core Based Statistical Area (CBSA) instead of Metropolitan Statistical Area (MSA). See Frey, et al. (2004).

## B. Using the Index

The CWI measures labor cost relative to the national average in 1999 (CWI = 1.0). Therefore, when comparing labor costs across locations within a given year, one must take into account changes in the price level since 1999.

### *Geographic Adjustment*

One way to use the CWI is to adjust expenditures for geographic variations in the cost of education to better compare these dollar amounts. To normalize dollar amounts for districts across the country, divide by the index and then multiply by the national average CWI for the relevant year (see table 1).

$$\text{Adjusted dollars} = (\text{actual dollars} / \text{district CWI}) * \text{national CWI}$$

Table 1. National Comparable Wage Index, by fiscal year

1997	1998	1999	2000	2001	2002	2003	2004	2005
0.9161	0.9534	1.0000	1.0562	1.0959	1.1547	1.185	1.2275	1.2648

SOURCE: U.S Department of Education, National Center for Education Statistics, 2005 Regional Comparable Wage Index Data File (v. 1a).

The example in table 2 below uses expenditure data from the CCD School District Finance Survey (Form F-33) for fiscal year 2002.

Table 2. Expenditure adjustment using the Comparable Wage Index

District	Total current expenditures per pupil, FY 2002	District CWI, FY 2002	National CWI, FY 2002	Total current expenditures per pupil (adjusted), FY 2002
New York City	11,605	1.4331	1.1547	9,351
Suwannee County, FL	6050	0.7163	1.1547	9,753

SOURCE: U.S Department of Education, National Center for Education Statistics, School District Finance Survey (form F-33) FY 2002, 2005 Regional Comparable Wage Index Data File (v. 1a), and 2005 District Comparable Wage Index Data File (v. 1a).

When these amounts are normalized the Suwannee County School District effectively spent \$402 more per pupil than did NYC schools in 2002.

To compare the school districts within a single state to one another without reference to the national average, substitute the state CWI for the national CWI in the above formula.

### *Geographic Adjustment applied to State Aid*

Another application of the CWI is to adjust state aid to school districts to compensate for geographic differences in the cost of education within the state. This is done by multiplying the base amount by the quotient of the state CWI divided by the district CWI.

$$\text{Adjusted dollars} = \text{Base amount} * (\text{state CWI} / \text{district CWI})$$

The example in table 3 below is a program intended to provide an additional \$100 per pupil to New York school districts in 2002 dollars, adjusted for geographical variations in the cost of education within the state.

Table 3. Appropriation adjustment within state using the Comparable Wage Index

District	Base per-pupil appropriation, FY 2002	District CWI, FY 2002	New York state CWI, FY 2002	Adjusted per-pupil appropriation, FY 2002
New York City	\$100	1.4331	1.2945	111
Buffalo	\$100	1.0555	1.2945	82

SOURCE: U.S Department of Education, National Center for Education Statistics, 2005 District Comparable Wage Index Data File (v. 1a) and 2005 State Comparable Wage Index Data File (v. 1a).

### *School districts within the same labor market*

Although the School District CWI file provides an index for each school district, it must be remembered that the CWI is a measure of wages in labor markets. It does not capture variations within labor markets or other costs of education. These other factors should be kept in mind when comparing districts in the same labor market, since both the advantaged school district and its disadvantaged cross-town rival will have the same CWI.

### *Inflation Adjustment*

It is tempting to use the CWI as a deflator to correct for inflation. The CWI offers a very different perspective on the changing cost of education than does the Consumer Price Index (CPI). Where the CPI rose nearly 18 percent between 1997 and 2004, the CWI rose by 34 percent. (See figure 1.) The rate of change in the CWI is much more consistent with the change in the BLS' Employment Cost Index (ECI) than with the change in the CPI.<sup>6</sup>

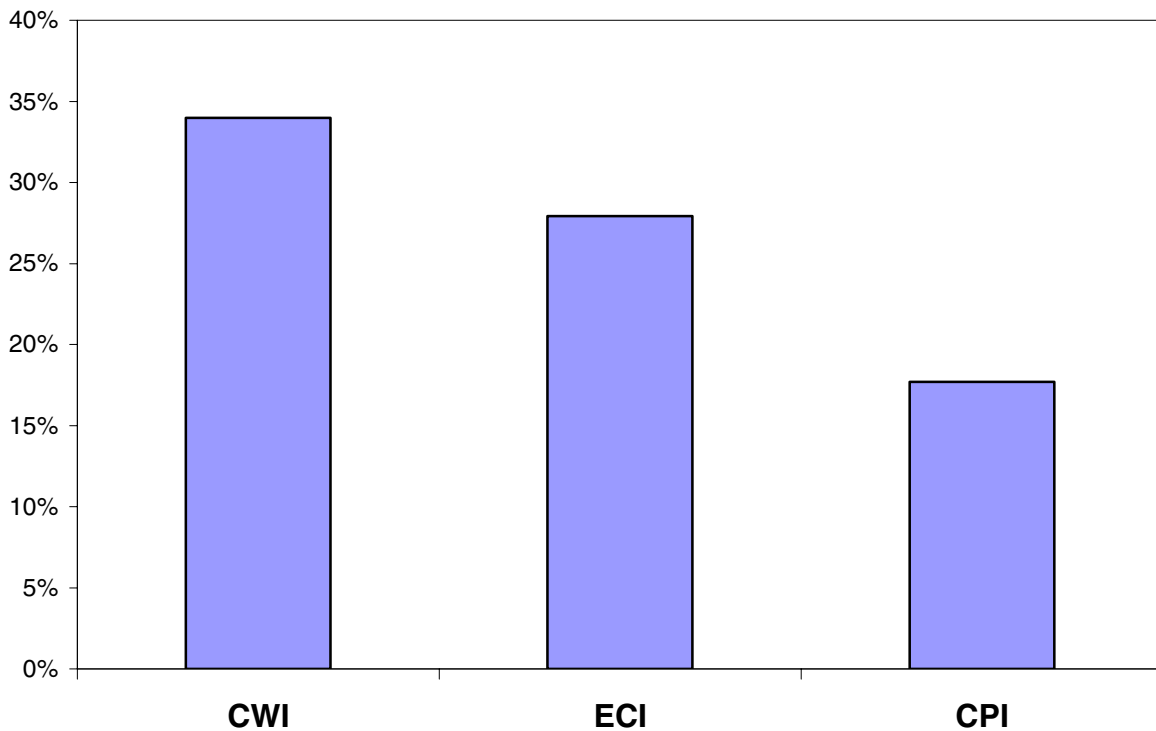
It is not surprising that the ECI and the CWI yield similar estimates of the rate of increase in wages. Changes over time in the CWI reflect changes in a weighted average of predicted wages by occupation from regression analyses of OES data. (Occupations that are held only rarely by college graduates are given little weight in the construction of the CWI, while occupations that employ college graduates intensively are given greater weight. See Taylor and Fowler 2006.) In

<sup>6</sup> The ECI used in this analysis is the employment cost index for wage and salary compensation for white collar workers in the private sector.

turn, the OES relies on occupation-specific estimates of the ECI to adjust its multi-year sample for inflation (BLS 2003). Therefore, much of the information in the ECI is imbedded in the CWI.

The NCES does not recommend the use of the CWI as a deflator because the BLS does not encourage the use of the OES for time series analysis. The BLS is concerned that the OES estimates are based on a multi-year panel and the underlying occupational and industrial classification systems have changed over time ([http://www.bls.gov/oes/oes\\_ques.htm](http://www.bls.gov/oes/oes_ques.htm)). Arguably, the research method used in the construction of the CWI addresses many of the BLS' concerns. However, the extent of the remaining measurement error is unknown, and caution is warranted.

**Figure 1. The CWI and Inflation:1997-2004**



NOTE: The ECI is the employment cost index for the wages and salaries of private, white-collar occupations (excluding sales occupations).

SOURCE: U.S. Department of Education, National Center for Education Statistics, Comparable Wage Index data file, 2006, Bureau of Labor Statistics, Employment Cost Index data file, 2006, and Bureau of Labor Statistics, Consumer Price Index data file, 2006.

### **C. Standard Errors**

The CWI is estimated by dividing the predicted wage level in each labor market by the national average predicted wage for 1999, or \$47,836. Dividing one standard error of each predicted wage by \$47,836 yields the standard error of the baseline CWI. It ranges from 0.003 in Los Angeles to 0.050 in rural Texas.

As discussed in Taylor and Fowler (2006), the log predicted wage for noncensus years is estimated by adding the change in log predicted wages in each labor market to the baseline log

predicted wage. Annual regression analysis of OES data yields log predicted wages (population marginal means) and their corresponding standard errors for all U.S. states and for the metropolitan areas covered by the OES survey. Thus, for those labor markets, the log predicted wage in 2000 equals the baseline log predicted wage plus the difference between the OES-based log predicted wages in 2000 and 1999 (the baseline year). Similarly, the standard error of the log predicted wage for 2000 is the quadratic sum of the standard errors for the baseline log predicted wage, the OES-based log predicted wage for 2000 and the OES-based log predicted wage for 1999. As with the baseline estimates, dividing one standard error of the predicted wage by \$47,836 yields the standard error of the CWI.

Except in the census year (1999), predicted wages for nonmetropolitan areas cannot be measured directly. Instead, they are imputed by assuming that wage growth in a state is a weighted average of the wage growth in its metropolitan areas and its other places of work. There is no way to accurately report the standard error for those estimates.

#### **D. School District CWI File**

For the school district CWI file, each CCD school district (local education agency) has been mapped to its corresponding labor market. This file provides the CWIs for each school district. There are 16,770 records in this file.

A district CWI record was created for any district that was included in the F33 survey for the fiscal years 1997–2004. Some districts closed during that time and some new ones were formed, so not all the districts in the CWI will have a corresponding record in each year of the F33 survey. Additionally, because the F33 and the CCD agency universes are different, not all districts in the nonfiscal CCD will have a record in the CWI.

States have different ways of administering charter schools and reporting data for them. Some states create a separate district for each charter school. Not all of these charter school districts meet the criteria for inclusion in the F33 survey. A CWI record has been created for those charter school districts that are included in the F33 survey.

#### *Data Elements*

There are 25 data elements in the School District CWI file.

- **LEAID and name.** The LEAID code uniquely identifies each local education agency in the CCD database. It consists of seven characters: the two-digit state FIPS code (see table 4) followed by a five-digit number that is unique to each agency within the state. Also included in the file is the LEA name.
- **Labor Market.** Labor markets are the units of analysis for the Comparable Wage Index study. These are geographic regions (either Core Based Statistical Areas (CBSAs) or Places of Work) that have the same value for a comparable wage index. For CBSAs, the labor market is the five digit CBSA code defined by OMB (see <http://www.census.gov/population/estimates/metro-city/0312msa.txt>). For Places of Work, the labor market is coded as 8 characters, formatted “ST\_99999” where “ST” is the two-digit FIPS state code (see table 4) and “99999” is the five-digit Census code for the place of work.

Table 4. Federal Information Processing Standards (FIPS) state codes, by state abbreviation and state name

State abbreviation	State name	FIPS State code
AL	Alabama	1
AK	Alaska	2
AZ	Arizona	4
AR	Arkansas	5
CA	California	6
CO	Colorado	8
CT	Connecticut	9
DE	Delaware	10
DC	District of Columbia	11
FL	Florida	12
GA	Georgia	13
HI	Hawaii	15
ID	Idaho	16
IL	Illinois	17
IN	Indiana	18
IA	Iowa	19
KS	Kansas	20
KY	Kentucky	21
LA	Louisiana	22
ME	Maine	23
MD	Maryland	24
MA	Massachusetts	25
MI	Michigan	26
MN	Minnesota	27
MS	Mississippi	28
MO	Missouri	29
MT	Montana	30
NE	Nebraska	31
NV	Nevada	32
NH	New Hampshire	33
NJ	New Jersey	34
NM	New Mexico	35
NY	New York	36
NC	North Carolina	37
ND	North Dakota	38
OH	Ohio	39
OK	Oklahoma	40
OR	Oregon	41
PA	Pennsylvania	42
RI	Rhode Island	44
SC	South Carolina	45
SD	South Dakota	46
TN	Tennessee	47
TX	Texas	48
UT	Utah	49
VT	Vermont	50
VA	Virginia	51
WA	Washington	53
WV	West Virginia	54
WI	Wisconsin	55
WY	Wyoming	56

SOURCE: U.S. Department of Commerce, National Institute of Standards and Technology, Computer Systems Laboratory. *Federal Information Processing Standards Publication 5-2, Codes for the Identification of the States, The District of Columbia and the Outlying Areas of the United States, and Associated Areas.* Gaithersburg, MD: 1970.



- **Labor market name.** This is the name of either the CBSA or the place of work that constitutes the labor market. The name used for CBSAs are from the Census document, <http://www.census.gov/population/estimates/metro-city/0312msa.txt>. For places of work, a name has been created based on the counties associated with the school districts within the labor market. These names are prefaced with “Place of work” and followed by a list of the constituent counties, or—where there were more counties than could be listed—a description of their location within the state. To see the counties that constitute these areas, see Appendix F—Places of work names and constituent counties.
- **County code and name.** This is the five digit Federal Information Processing Standards (FIPS) code and name of the county where the school district’s offices are located. The first two digits of the FIPS code indicate the state; the last three digits uniquely identify the county within the state. Table 4 on the previous page lists FIPS state codes by state name and state abbreviation.
- **State name.**
- **D\_STD\_CWI\_yyyy.** These 9 fields are the standard errors for the extended comparable wage index, where ‘yyyy’ indicates the year (1997–2005).
- **D\_CWI\_yyyy.** These 9 fields are the extended comparable wage index values, where ‘yyyy’ indicates the year (1997–2005).

### *Missing Data*

Standard errors for the CWI (D\_STD\_CWI\_yyyy ) for years other than 1999 are not included for 8,365 LEAs. In these cases, the growth rate used to extend the CWI to these years was imputed from the difference between the state growth rate and the metro growth rate in the state and a meaningful standard error cannot be derived. These missing values are indicated by a “-2”.

## **E. Labor Market CWI File**

Labor markets are based on “place-of-work areas” defined by the Census Bureau. Whenever possible, places of work in metropolitan areas have been aggregated to correspond to Core Based Statistical Areas (CBSAs) as defined by the Office of Management and Budget.<sup>7</sup> However, the data did not support creating an index for all of the metropolitan areas defined by OMB. Places of work that straddled more than one CBSA were treated as separate labor markets. All parts of the United States are included in either a CBSA or a place-of-work area. There are 800 records in this file.

The Labor Market CWI file includes 20 data elements.

- **Labor Market.** Labor markets are the units of analysis for the Comparable Wage Index study. These are geographic regions (either Core Based Statistical Areas or Places of Work) that have the same value for a comparable wage index. For CBSAs, the labor market is the five digit CBSA code defined by OMB (see

<sup>7</sup> In June 2003, Census and OMB began using the term, Core Based Statistical Area (CBSA) instead of Metropolitan Statistical Area (MSA). See Frey, et al. (2004).

<http://www.census.gov/population/estimates/metro-city/0312msa.txt>). For Places of Work, the labor market is coded as 8 characters, formatted “ST\_99999” where “ST” is the two-digit FIPS state code (see table 4) and “99999” is the five-digit Census code for the place of work.

- **Labor market name.** This is the name of either the CBSA or the place of work that constitutes the labor market. The name used for CBSAs are from the Census document, <http://www.census.gov/population/estimates/metro-city/0312msa.txt>. For places of work, a name has been created based on the counties associated with the school districts within the labor market. These names are prefaced with “Place of work” and followed by a list of the constituent counties, or—where there were more counties than could be listed—a description of their location within the state. To see the counties that constitute these areas, see Appendix F—Places of work names and constituent counties.
- **LM\_STD\_CWI\_yyyy.** These 9 fields are the standard errors for the extended comparable wage index, where ‘yyyy’ indicates the year (1997–2005). There are 456 labor markets for which the standard errors in years other than 1999 are missing (indicated by a value of “-2”). In these cases, the growth rate used to extend the CWI to these years was imputed from the difference between the state growth rate and the metro growth rate in the state and a meaningful standard error cannot be derived.
- **LM\_CWI\_yyyy.** These 9 fields are the extended comparable wage index values, where ‘yyyy’ indicates the year (1997–2005).

## F. State CWI File

There are 51 records in the State CWI file and 20 data elements.

- **State FIPS Code.** This is the two-digit Federal Information Processing Standard (FIPS) code for the state.
- **State Name.**
- **ST\_STD\_CWI\_yyyy.** These 9 fields are the standard errors for the extended comparable wage index, where ‘yyyy’ indicates the year (1997–2005).
- **ST\_CWI\_yyyy.** These 9 fields are the extended comparable wage index values, where ‘yyyy’ indicates the year (1997–2005).

## G. Regional CWI File

The Regional CWI file has 14 records and 19 data elements.

- **Region Name.** This file provides CWI data at the national level as well as at the four regional levels (in bold below) and nine divisional levels (in parentheses below) used in the Current Population Survey (CPS). These regions and divisions are as follows.

### **Northeast**

*(New England)*

Maine  
New Hampshire  
Vermont  
Massachusetts  
Rhode Island  
Connecticut

### **Midwest**

*(East North Central)*

Ohio  
Indiana  
Illinois  
Michigan  
Wisconsin

*(Middle Atlantic)*

New York  
New Jersey  
Pennsylvania

*(West North Central)*

Minnesota  
Iowa  
Missouri  
North Dakota  
South Dakota  
Nebraska  
Kansas

### **South**

*(South Atlantic)*

Delaware  
Maryland  
District of Columbia  
Virginia  
West Virginia  
North Carolina  
South Carolina  
Georgia  
Florida

### **West**

*(Mountain)*

Montana  
Idaho  
Wyoming  
Colorado  
New Mexico  
Arizona  
Utah  
Nevada

*(East South Central)*

Kentucky  
Tennessee  
Alabama  
Mississippi

*(Pacific)*

Washington  
Oregon  
California  
Alaska  
Hawaii

*(West South Central)*

Arkansas  
Louisiana  
Oklahoma  
Texas

- **R\_STD\_CWI\_yyyy.** These 9 fields are the standard errors for the extended comparable wage index, where ‘yyyy’ indicates the year (1997–2005).

- *R\_CWI\_yyyy*. These 9 fields are the extended comparable wage index values, where ‘yyyy’ indicates the year (1997–2005).

## **H. Related Data Files**

### *Common Core of Data (CCD)*

The CCD is a comprehensive, annual, national database of information concerning all public elementary and secondary schools and school districts (LEAs). CCD consists of five surveys: 1) Public Elementary/Secondary School Universe, 2) Local Education Agency (School District) Universe, 3) State Nonfiscal, 4) National Public Education Finance Survey (NPEFS), and 5) the Local Education Agency Finance Data File (F-33) surveys. All CCD data are provided by the state education agencies and are edited by NCES. When merging the F-33 data file with other CCD data files, data users are encouraged to use the F-33 count for student membership. The student membership count has been changed on some records to more closely reflect the count of students enrolled in the schools in the LEA.

The LEAID links all these surveys together. It is shared by both the LEA file and the F33 file. The first two digits of the LEAID are the state FIPS code, facilitating the aggregation of data from agency level to state level. The LEAID is also included in the School universe file, making it possible to aggregate school-level data to the agency or state level.

The CCD Local Education Agency (School District) Universe contains data on students and staff, as well as dropout and graduate counts.

The Local Education Agency Finance Data File (F-33) survey is part of the Census Bureau’s Annual Survey of Local Government Finances—School Systems. (The shorthand reference, “F-33” is the form number used for the data collection.) Unlike the CCD LEA universe, the F33 universe (i.e. local government school systems) does not include state or federally operated school districts, or school districts in the outlying territories. Charter school districts are also defined differently in the F33 survey than they are in CCD.

The NPEFS component of CCD collects state totals of public education finance data. NPEFS includes expenditures for the outlying territories, special state-run schools and charter schools that may not be included in the F-33. NPEFS data are used in determining state funding allocations for a number of federal education programs including those authorized by Title I of the Elementary and Secondary Education Act of 1965.

Data from the most recent NCES files can be accessed on the web at the U.S. Department of Education/NCES web site at <http://nces.ed.gov/ccd>.

## *Fiscal-nonfiscal longitudinal files*

These files contain district-level fiscal and nonfiscal data for each year from 1989–90 to 1999–2000, for the universe of regular public elementary and secondary school districts. The database is available in two forms. The primary longitudinal Fiscal-Nonfiscal (FNF) file in the database contains a separate record for each regular school district that was open some years in the 1990s. The other longitudinal file, the Unified Fiscal-Nonfiscal file (UFNF), combines data from separate elementary districts with the secondary districts they feed, so that each record contains data for a Unified K–12 “pseudo-district.” (“Elementary” districts typically covered the grades K–8, while “secondary” districts typically covered the grades 9–12.) The database is designed for research use in testing hypotheses about longitudinal trends in school districts over this period. To facilitate analysis, all missing data have been replaced by statistical imputations, and clearly erroneous responses have been edited and replaced by plausible values.

### **I. File Formats and File Names**

**Data File Formats.** The data files are available in two formats—SAS (.sas7bdat), and a tab delimited text file (.txt). The names of these datasets are:

CWI\_District\_2005\_1a.sas7bdat (*SAS*)  
CWI\_District\_2005\_1a.txt (*Tab-delimited text file*)

CWI\_Lbr\_Mrkt\_2005\_1a.sas7bdat (*SAS*)  
CWI\_Lbr\_Mrkt\_2005\_1a.txt (*Tab-delimited text file*)

CWI\_State\_2005\_1a.xls (*MS Excel*)  
CWI\_State\_2005\_1a.txt (*Tab-delimited text file*)

CWI\_Regional\_2005\_1a.xls (*MS Excel*)  
CWI\_Regional\_2005\_1a.txt (*Tab-delimited text file*)

The last 2 characters of the file name indicate the file version. “1” indicates a public release by NCES, and “a” indicates this is the first release of this file by NCES.

The tab-delimited text files are provided for those researchers who wish to use these data in applications other than SAS or MS Excel. The tab-delimited format is easily imported into most applications. When viewed in a text editor, the tab-delimited files will not appear in columnar format. The LEAID includes the leading zero where it occurs so that it is consistent with CCD data files. To ensure that this leading zero is retained when importing the text file into an application, the field must be defined as a character field. If, for example, the district text data file is opened in Excel without using the import function, Excel will define LEAID as a numeric field and drop the leading zero. The variable descriptions (name, length, data type—alpha or numeric, and variable description) are in the appendixes A–D and should be consulted when importing the text files into an application.



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## Appendix A—Record Layout and Descriptions of Data Elements: NCES District CWI Data File

File name=CWI\_District\_2005\_1a.txt  
 Number of Variables=25  
 Record Length = variable (tab-delimited)  
 Number of Observations= 16,770  
 Release: 1a, September 2007  
 This is a tab-delimited file.

<b>Position</b>	<b>Variable Name</b>	<b>Length</b>	<b>Type</b>	<b>Variable Description</b>
1	LEAID	7	Char	Unique Agency ID (NCES Assigned)
2	LEA_NAME	33	Char	LEA Name
3	LABORMARKET	14	Char	Applicable area of wage index
4	LM_NAME	71	Char	Name of CBSA or Place of Work
5	CNTY_CODE	5	Char	FIPS State-County Code
6	CNTY_NAME	32	Char	County Name
7	STATE_NAME	20	Char	State Name
8	D_STD_CWI_1997	6	Num	STD ERR CWI for 1997
9	D_STD_CWI_1998	6	Num	STD ERR CWI for 1998
10	D_STD_CWI_1999	6	Num	STD ERR CWI for 1999
11	D_STD_CWI_2000	6	Num	STD ERR CWI for 2000
12	D_STD_CWI_2001	6	Num	STD ERR CWI for 2001
13	D_STD_CWI_2002	6	Num	STD ERR CWI for 2002
14	D_STD_CWI_2003	6	Num	STD ERR CWI for 2003
15	D_STD_CWI_2004	6	Num	STD ERR CWI for 2004
16	D_STD_CWI_2005	6	Num	STD ERR CWI for 2005
17	D_CWI_1997	6	Num	Comparable Wage Index for 1997
18	D_CWI_1998	6	Num	Comparable Wage Index for 1998
19	D_CWI_1999	6	Num	Comparable Wage Index for 1999
20	D_CWI_2000	6	Num	Comparable Wage Index for 2000
21	D_CWI_2001	6	Num	Comparable Wage Index for 2001
22	D_CWI_2002	6	Num	Comparable Wage Index for 2002
23	D_CWI_2003	6	Num	Comparable Wage Index for 2003
24	D_CWI_2004	6	Num	Comparable Wage Index for 2004
25	D_CWI_2005	6	Num	Comparable Wage Index for 2005



## Appendix B—Record Layout and Descriptions of Data Elements: NCES Labor Market CWI Data File

File name=CWI\_LBR\_MRKT\_2005\_1a.txt

Number of Variables=20

Record Length = variable (tab-delimited)

Number of Observations= 800

Release: 1a, September 2007

This is a tab-delimited file.

<b>Position</b>	<b>Variable Name</b>	<b>Length</b>	<b>Type</b>	<b>Variable Description</b>
1	LABORMARKET	14	Char	Applicable area of wage index
2	LM_NAME	71	Char	Name of CBSA or Place of Work
3	LM_STD_CWI_1997	8	Num	STD ERR CWI for 1997
4	LM_STD_CWI_1998	8	Num	STD ERR CWI for 1998
5	LM_STD_CWI_1999	8	Num	STD ERR CWI for 1999
6	LM_STD_CWI_2000	8	Num	STD ERR CWI for 2000
7	LM_STD_CWI_2001	8	Num	STD ERR CWI for 2001
8	LM_STD_CWI_2002	8	Num	STD ERR CWI for 2002
9	LM_STD_CWI_2003	8	Num	STD ERR CWI for 2003
10	LM_STD_CWI_2004	8	Num	STD ERR CWI for 2004
11	LM_STD_CWI_2005	8	Num	STD ERR CWI for 2005
12	LM_CWI_1997	8	Num	Comparable Wage Index for 1997
13	LM_CWI_1998	8	Num	Comparable Wage Index for 1998
14	LM_CWI_1999	8	Num	Comparable Wage Index for 1999
15	LM_CWI_2000	8	Num	Comparable Wage Index for 2000
16	LM_CWI_2001	8	Num	Comparable Wage Index for 2001
17	LM_CWI_2002	8	Num	Comparable Wage Index for 2002
18	LM_CWI_2003	8	Num	Comparable Wage Index for 2003
19	LM_CWI_2004	8	Num	Comparable Wage Index for 2004
20	LM_CWI_2005	8	Num	Comparable Wage Index for 2005



Appendix C—Record Layout and Descriptions of Data Elements:  
NCES State CWI Data File

File name=CWI\_State\_\_2005\_1a.txt  
 Number of Variables=20  
 Record Length = variable (tab-delimited)  
 Number of Observations= 51  
 Release: 1a, September 2007  
 This is a tab-delimited file.

Position	Variable Name	Length	Type	Variable Description
1	ST_FIPS	2	Char	State FIPS Code
2	ST_NAME	20	Char	State Name
3	ST_STD_CWI_1997	8	Num	STD ERR CWI for 1997
4	ST_STD_CWI_1998	8	Num	STD ERR CWI for 1998
5	ST_STD_CWI_1999	8	Num	STD ERR CWI for 1999
6	ST_STD_CWI_2000	8	Num	STD ERR CWI for 2000
7	ST_STD_CWI_2001	8	Num	STD ERR CWI for 2001
8	ST_STD_CWI_2002	8	Num	STD ERR CWI for 2002
9	ST_STD_CWI_2003	8	Num	STD ERR CWI for 2003
10	ST_STD_CWI_2004	8	Num	STD ERR CWI for 2004
11	ST_STD_CWI_2005	8	Num	STD ERR CWI for 2005
12	ST_CWI_1997	8	Num	Comparable Wage Index for 1997
13	ST_CWI_1998	8	Num	Comparable Wage Index for 1998
14	ST_CWI_1999	8	Num	Comparable Wage Index for 1999
15	ST_CWI_2000	8	Num	Comparable Wage Index for 2000
16	ST_CWI_2001	8	Num	Comparable Wage Index for 2001
17	ST_CWI_2002	8	Num	Comparable Wage Index for 2002
18	ST_CWI_2003	8	Num	Comparable Wage Index for 2003
19	ST_CWI_2004	8	Num	Comparable Wage Index for 2004
20	ST_CWI_2005	8	Num	Comparable Wage Index for 2005



## Appendix D—Record Layout and Descriptions of Data Elements: NCES Regional CWI Data File

File name=CWI\_Regional\_2005\_1a.txt  
 Number of Variables=19  
 Record Length = variable (tab-delimited)  
 Number of Observations= 14  
 Release: 1a, September 2007  
 This is a tab-delimited file.

<b>Position</b>	<b>Variable Name</b>	<b>Length</b>	<b>Type</b>	<b>Variable Description</b>
1	REG_NAME	24	Char	Region Name
2	R_STD_CWI_1997	8	Num	STD ERR CWI for 1997
3	R_STD_CWI_1998	8	Num	STD ERR CWI for 1998
4	R_STD_CWI_1999	8	Num	STD ERR CWI for 1999
5	R_STD_CWI_2000	8	Num	STD ERR CWI for 2000
6	R_STD_CWI_2001	8	Num	STD ERR CWI for 2001
7	R_STD_CWI_2002	8	Num	STD ERR CWI for 2002
8	R_STD_CWI_2003	8	Num	STD ERR CWI for 2003
9	R_STD_CWI_2004	8	Num	STD ERR CWI for 2004
10	R_STD_CWI_2005	8	Num	STD ERR CWI for 2005
11	R_CWI_1997	8	Num	Comparable Wage Index for 1997
12	R_CWI_1998	8	Num	Comparable Wage Index for 1998
13	R_CWI_1999	8	Num	Comparable Wage Index for 1999
14	R_CWI_2000	8	Num	Comparable Wage Index for 2000
15	R_CWI_2001	8	Num	Comparable Wage Index for 2001
16	R_CWI_2002	8	Num	Comparable Wage Index for 2002
17	R_CWI_2003	8	Num	Comparable Wage Index for 2003
18	R_CWI_2004	8	Num	Comparable Wage Index for 2004
19	R_CWI_2005	8	Num	Comparable Wage Index for 2005





## Appendix E —Glossary

### NCES Comparable Wage Index Data File

**Core Based Statistical Area (CBSA).** These are the metropolitan statistical areas and metropolitan divisions defined by the Office of Management and Budget, December 2003, and disseminated by the Population Division, U.S. Census Bureau (Last Revised: January 6, 2004; Internet Release Date: February 25, 2004 <http://www.census.gov/population/estimates/metro-city/0312msa.txt> ). Comparable wage indexes are based on Core Based Statistical Areas or Places of Work.

**Common Core of Data (CCD).** A group of public elementary/secondary education surveys of NCES. CCD data are collected from each state's department of education, from their administrative records data systems.

**Charter Schools.** Charter schools are public schools that are exempted from significant state or local rules that normally govern the operation and management of public schools. A charter school is created by a developer as a public school, or is adapted by a developer from an existing public school. It operates in pursuit of a specific set of education objectives determined by the school's developer and agreed to by the public chartering agency and provides a program of elementary or secondary education, or both. It meets all applicable federal, state, and local health and safety requirements; complies with federal civil rights laws and operates in accordance with state law. Charter schools may be operated by a regular school district, or they may be self-governing entities.

**Elementary/Secondary Education.** Programs providing instruction, or assisting in providing instruction, for students in prekindergarten, kindergarten, grades 1 through 12, and ungraded programs.

**Fiscal Year.** The 12-month period to which the annual operating budget applies. At the end of the fiscal year, the agency determines its financial condition and the results of its operations.

**Labor Market.** Labor markets are the units of analysis for the Comparable Wage Index study. These are geographic regions (either Core Based Statistical Areas or Places of Work) that have the same value for a comparable wage index.

**LEA.** Local Education Agency, often called school districts, an education agency at the local level whose primary responsibility is to operate public schools or to contract for public school services.

**National Center for Education Statistics (NCES).** An organization within the Institute of Education Sciences (IES), part of the U.S. Department of Education. NCES is the primary federal entity for collecting, analyzing, and reporting data related to education.

**Place of Work.** A geographic area defined by the Census Bureau. Comparable wage indexes are based on either Core Based Statistical Areas or Places of Work.

**Public School Systems.** Includes independent school district governments and dependent school systems. Independent school district governments are organized local entities providing public elementary, secondary, special, and vocational/technical education. Dependent school systems

Appendix E —Glossary  
NCES Comparable Wage Index Data File

are classified by the Census Bureau as sub-units of some other governmental unit such as a county, municipality, township, or the state.

## Appendix F — Variable Frequencies NCES Comparable Wage Index data file

Ranges of numeric variables, District Comparable Wage Index File

Variable	Label	Minimum	Maximum	Mean
D_STD_CWI_1997	Standard error of 1997 CWI	-2.0000000	0.0508400	-0.9674291
D_STD_CWI_1998	Standard error of 1998 CWI	-2.0000000	0.0516200	-0.9671598
D_STD_CWI_1999	Standard error of 1999 CWI	0.0031900	0.0497900	0.0188147
D_STD_CWI_2000	Standard error of 2000 CWI	-2.0000000	0.0702500	-0.9646007
D_STD_CWI_2001	Standard error of 2001 CWI	-2.0000000	0.0726900	-0.9642606
D_STD_CWI_2002	Standard error of 2002 CWI	-2.0000000	0.0745500	-0.9637044
D_STD_CWI_2003	Standard error of 2003 CWI	-2.0000000	0.0778500	-0.9633825
D_STD_CWI_2004	Standard error of 2004 CWI	-2.0000000	0.0790700	-0.9629939
D_STD_CWI_2005	Standard error of 2005 CWI	-2.0000000	0.0826900	-0.9676777
D_CWI_1997	1997 Comparable Wage Index	0.6034000	1.1400000	0.8218406
D_CWI_1998	1998 Comparable Wage Index	0.6044000	1.1853000	0.8554870
D_CWI_1999	1999 Comparable Wage Index	0.7032000	1.2436000	0.9000033
D_CWI_2000	2000 Comparable Wage Index	0.7173000	1.3506000	0.9485407
D_CWI_2001	2001 Comparable Wage Index	0.7278000	1.4226000	0.9816315
D_CWI_2002	2002 Comparable Wage Index	0.7163000	1.5139000	1.0313198
D_CWI_2003	2003 Comparable Wage Index	0.7624000	1.5648000	1.0598191
D_CWI_2004	2004 Comparable Wage Index	0.7676000	1.6276000	1.0953656
D_CWI_2005	2005 Comparable Wage Index	0.8333000	1.6687000	1.1291745

SOURCE: U.S. Department of Education, National Center for Education Statistics, 2005 District Comparable Wage Index Data File (v.1a).

Ranges of numeric variables, Labor Market Comparable wage Index File

Variable	Label	Minimum	Maximum	Mean
LM_STD_CWI_1997	Std. err. CWI for 1997	-2.0000000	0.0508400	-1.1248530
LM_STD_CWI_1998	Std. err. CWI for 1998	-2.0000000	0.0516200	-1.1245647
LM_STD_CWI_1999	Std. err. CWI for 1999	0.0031900	0.0497900	0.0237951
LM_STD_CWI_2000	Std. err. CWI for 2000	-2.0000000	0.0702500	-1.1192620
LM_STD_CWI_2001	Std. err. CWI for 2001	-2.0000000	0.0726900	-1.1188180
LM_STD_CWI_2002	Std. err. CWI for 2002	-2.0000000	0.0745500	-1.1181423
LM_STD_CWI_2003	Std. err. CWI for 2003	-2.0000000	0.0778500	-1.1177494
LM_STD_CWI_2004	Std. err. CWI for 2004	-2.0000000	0.0790700	-1.1172641
LM_STD_CWI_2005	Std. err. CWI for 2005	-2.0000000	0.0826900	-1.1220745
LM_CWI_1997	Comparable wage Index for 1997	0.6034000	1.1400000	0.7988985
LM_CWI_1998	Comparable wage Index for 1998	0.6044000	1.1853000	0.8322310
LM_CWI_1999	Comparable wage Index for 1999	0.7032000	1.2436000	0.8768106
LM_CWI_2000	Comparable wage Index for 2000	0.7173000	1.3506000	0.9229992
LM_CWI_2001	Comparable wage Index for 2001	0.7278000	1.4226000	0.9548191
LM_CWI_2002	Comparable wage Index for 2002	0.7163000	1.5139000	1.0015973
LM_CWI_2003	Comparable wage Index for 2003	0.7624000	1.5648000	1.0300080
LM_CWI_2004	Comparable wage Index for 2004	0.7676000	1.6276000	1.0635634
LM_CWI_2005	Comparable wage Index for 2005	0.8333000	1.6687000	1.0962220

SOURCE: U.S. Department of Education, National Center for Education Statistics, 2005 Labor Market Comparable Wage Index Data File (v.1a).

## Appendix F — Variable Frequencies NCES Comparable Wage Index data file

Ranges of numeric variables, State Comparable wage Index File

Variable	Label	Minimum	Maximum	Mean
ST_STD_CWI_1997	Std. err. CWI for 1997	0.0044500	0.0235000	0.0106716
ST_STD_CWI_1998	Std. err. CWI for 1998	0.0045200	0.0238800	0.0109306
ST_STD_CWI_1999	Std. err. CWI for 1999	0.0018400	0.0134500	0.0066402
ST_STD_CWI_2000	Std. err. CWI for 2000	0.0060700	0.0319600	0.0144706
ST_STD_CWI_2001	Std. err. CWI for 2001	0.0062800	0.0326100	0.0149202
ST_STD_CWI_2002	Std. err. CWI for 2002	0.0066300	0.0336800	0.0156429
ST_STD_CWI_2003	Std. err. CWI for 2003	0.0068500	0.0344400	0.0161247
ST_STD_CWI_2004	Std. err. CWI for 2004	0.0068900	0.0353100	0.0165729
ST_STD_CWI_2005	Std. err. CWI for 2005	0.0070500	0.0364700	0.0170502
ST_CWI_1997	Comparable Wage Index for 1997	0.7092000	1.0884000	0.8627451
ST_CWI_1998	Comparable Wage Index for 1998	0.7332000	1.1316000	0.8970824
ST_CWI_1999	Comparable Wage Index for 1999	0.7479000	1.1545000	0.9376529
ST_CWI_2000	Comparable Wage Index for 2000	0.7809000	1.2259000	0.9896824
ST_CWI_2001	Comparable Wage Index for 2001	0.8167000	1.2864000	1.0276863
ST_CWI_2002	Comparable Wage Index for 2002	0.8578000	1.3524000	1.0811059
ST_CWI_2003	Comparable Wage Index for 2003	0.8744000	1.3911000	1.1092588
ST_CWI_2004	Comparable Wage Index for 2004	0.9107000	1.4823000	1.1500353
ST_CWI_2005	Comparable Wage Index for 2005	0.9357000	1.5539000	1.1849627

SOURCE: U.S. Department of Education, National Center for Education Statistics, 2005 State Comparable Wage Index Data File (v.1a).

Ranges of numeric variables, Regional Comparable Wage Index File

Variable	Label	Minimum	Maximum	Mean
R_STD_CWI_1997	Standard error of 1997 CWI	0.0041600	0.0066800	0.0052807
R_STD_CWI_1998	Standard error of 1998 CWI	0.0042200	0.0068400	0.0054014
R_STD_CWI_1999	Standard error of 1999 CWI	0.0025600	0.0059500	0.0040679
R_STD_CWI_2000	Standard error of 2000 CWI	0.0054100	0.0081700	0.0066843
R_STD_CWI_2001	Standard error of 2001 CWI	0.0055900	0.0083800	0.0068893
R_STD_CWI_2002	Standard error of 2002 CWI	0.0058700	0.0088300	0.0072350
R_STD_CWI_2003	Standard error of 2003 CWI	0.0060600	0.0090500	0.0074500
R_STD_CWI_2004	Standard error of 2004 CWI	0.0061100	0.0092500	0.0075943
R_STD_CWI_2005	Standard error of 2005 CWI	0.0062700	0.0095600	0.0078243
R_CWI_1997	1997 Comparable Wage Index	0.8131000	1.0013000	0.9055714
R_CWI_1998	1998 Comparable Wage Index	0.8489000	1.0381000	0.9424429
R_CWI_1999	1999 Comparable Wage Index	0.8905000	1.0879000	0.9884357
R_CWI_2000	2000 Comparable Wage Index	0.9428000	1.1453000	1.0440286
R_CWI_2001	2001 Comparable Wage Index	0.9778000	1.1804000	1.0834429
R_CWI_2002	2002 Comparable Wage Index	1.0299000	1.2465000	1.1413571
R_CWI_2003	2003 Comparable Wage Index	1.0589000	1.2775000	1.1714571
R_CWI_2004	2004 Comparable Wage Index	1.0947000	1.3185000	1.2130714
R_CWI_2005	2005 Comparable Wage Index	1.1234000	1.3620000	1.2496643

SOURCE: U.S. Department of Education, National Center for Education Statistics, 2005 Regional Comparable Wage Index Data File (v.1a).

Appendix G —Places of work names and constituent counties  
NCES Comparable Wage Index data file

----- Labor Market=01\_00700 Name = Place of work -western Alabama -----

FAYETTE  
FRANKLIN  
LAMAR  
MARION  
PICKENS  
SUMTER

----- Labor Market=01\_01100 Name = Place of work -Eastern Alabama -----

CHEROKEE  
CLAY  
CLEBURNE  
RANDOLPH  
TALLADEGA

----- Labor Market=01\_01800 Name = Place of work -Southeast Alabama -----

BARBOUR  
BULLOCK  
BUTLER  
CRENSHAW  
HENRY  
MACON  
PIKE

----- Labor Market=01\_02100 Name = Place of work -Southwest Alabama -----

CHOCTAW  
CLARKE  
CONECUH  
ESCAMBIA  
MONROE  
WASHINGTON  
WILCOX

Appendix G —Places of work names and constituent counties  
NCES Comparable Wage Index data file

----- Labor Market=02\_00300 Name = Place of work -Southeast Alaska -----

FAIRBANKS NORTH STAR  
HAINES  
JUNEAU  
KETCHIKAN GATEWAY  
SITKA  
SOUTHEAST FAIRBANKS  
VALDEZ-CORDOVA

----- Labor Market=02\_00400 Name = Place of work -western Alaska -----

ALEUTIANS EAST  
ALEUTIANS WEST  
BETHEL  
BRISTOL BAY  
DILLINGHAM  
KODIAK ISLAND  
LAKE AND PENINSULA  
NOME  
NORTH SLOPE  
NORTHWEST ARCTIC  
PR WALES-OUTER KETCHIKAN  
SKAGWAY-HOONAH-ANGOON  
WADE HAMPTON  
WRANGELL-PETERSBURG  
YAKUTAT CITY AND BOROUGH  
YUKON-KOYUKUK

----- Labor Market=05\_00300 Name = Place of work -Northwest Arkansas -----

BAXTER  
BOONE  
CARROLL  
MARION  
NEWTON  
SEARCY

Appendix G —Places of work names and constituent counties  
NCES Comparable Wage Index data file

----- Labor Market=05\_00400 Name = Place of work -North central Arkansas -----

CLEBURNE  
FULTON  
INDEPENDENCE  
IZARD  
SHARP  
STONE  
VAN BUREN

----- Labor Market=05\_00500 Name = Place of work -Northeast Arkansas -----

CLAY  
CRAIGHEAD  
GREENE  
LAWRENCE  
RANDOLPH

----- Labor Market=05\_00700 Name = Place of work -Eastern Arkansas -----

CROSS  
LEE  
PHILLIPS  
POINSETT  
ST. FRANCIS

----- Labor Market=05\_00800 Name = Place of work -Central Arkansas -----

JACKSON  
MONROE  
PRAIRIE  
WHITE  
WOODRUFF

----- Labor Market=05\_01500 Name = Place of work -Southwest Arkansas I -----

CLARK  
GARLAND  
HOT SPRING  
MONTGOMERY

----- Labor Market=05\_01700 Name = Place of work -Southeast Arkansas -----

ASHLEY  
BRADLEY  
CHICOT  
CLEVELAND  
DESHA  
DREW  
LINCOLN

----- Labor Market=05\_01800 Name = Place of work -South central Arkansas -----

CALHOUN  
COLUMBIA  
DALLAS  
OUACHITA  
UNION

Appendix G —Places of work names and constituent counties  
NCES Comparable Wage Index data file

----- Labor Market=05\_01900 Name = Place of work -Southwest Arkansas II -----

HEMPSTEAD  
LAFAYETTE  
LITTLE RIVER  
MILLER  
NEVADA  
PIKE

----- Labor Market=06\_01800 Name = Place of work -East central California -----

ALPINE  
AMADOR  
CALAVERAS  
INYO  
MARIPOSA  
MONO  
TUOLUMNE

----- Labor Market=08\_00100 Name = Place of work -Northwest Colorado -----

GARFIELD  
JACKSON  
MESA  
MOFFAT  
RIO BLANCO  
ROUTT



Appendix G —Places of work names and constituent counties  
NCES Comparable Wage Index data file

----- Labor Market=08\_00400 Name = Place of work -Eastern Colorado -----

BENT  
CHEYENNE  
CROWLEY  
ELBERT  
KIOWA  
KIT CARSON  
LINCOLN  
LOGAN  
MORGAN  
PHILLIPS  
PROWERS  
SEDGWICK  
WASHINGTON  
YUMA

----- Labor Market=08\_00500 Name = Place of work -South central Colorado -----

ALAMOSA  
BACA  
CONEJOS  
COSTILLA  
HUERFANO  
LAS ANIMAS  
OTERO  
PUEBLO  
RIO GRANDE  
SAGUACHE

----- Labor Market=08\_00600 Name = Place of work -Southwest Colorado -----

ARCHULETA  
DELTA  
DOLORES  
LA PLATA  
MONTEZUMA  
MONTROSE  
SAN JUAN  
SAN MIGUEL

Appendix G —Places of work names and constituent counties  
NCES Comparable Wage Index data file

----- Labor Market=08\_00700 Name = Place of work -west central Colorado -----

EAGLE  
GRAND  
GUNNISON  
HINSDALE  
LAKE  
MINERAL  
OURAY  
PITKIN  
SUMMIT

----- Labor Market=12\_00600 Name = Place of work -Central panhandle, Florida -----

CALHOUN  
FRANKLIN  
GULF  
LIBERTY  
MADISON  
TAYLOR

----- Labor Market=12\_00800 Name = Place of work -Northern Florida -----

DIXIE  
HAMILTON  
LAFAYETTE  
LEVY  
SUWANNEE

Appendix G —Places of work names and constituent counties  
NCES Comparable Wage Index data file

----- Labor Market=12\_03100 Name = Place of work -Southwest Florida -----

DE SOTO  
GLADES  
HARDEE  
HENDRY  
HIGHLANDS

----- Labor Market=13\_00300 Name = Place of work -Northern Georgia -----

FANNIN  
GILMER  
HABERSHAM  
LUMPKIN  
RABUN  
TOWNS  
UNION  
WHITE

----- Labor Market=13\_00400 Name = Place of work -Northeast Georgia -----

BANKS  
FRANKLIN  
HART  
JACKSON  
STEPHENS

----- Labor Market=13\_02200 Name = Place of work -North central Georgia -----

ELBERT  
GREENE  
HANCOCK  
LINCOLN  
MORGAN  
TALIAFERRO  
WARREN  
WILKES

Appendix G —Places of work names and constituent counties  
NCES Comparable Wage Index data file

----- Labor Market=13\_02500 Name = Place of Work -East central Georgia -----

EMANUEL  
GLASCOCK  
JEFFERSON  
JENKINS  
SCREVEN  
WASHINGTON

----- Labor Market=13\_02600 Name = Place of work -Central Georgia -----

BALDWIN  
JOHNSON  
LAURENS  
PUTNAM  
WILKINSON

----- Labor Market=13\_03100 Name = Place of work -west central Georgia -----

CRISP  
DOOLY  
MACON  
SCHLEY  
SUMTER  
TAYLOR  
WEBSTER

----- Labor Market=13\_03200 Name = Place of work -South central Georgia I -----

BLECKLEY  
DODGE  
MONTGOMERY  
PULASKI  
TELFAIR  
TOOMBS  
TREUTLEN  
WHEELER  
WILCOX

Appendix G —Places of work names and constituent counties  
NCES Comparable Wage Index data file

----- Labor Market=13\_03300 Name = Place of work -Eastern Georgia -----

APPLING  
BULLOCH  
CANDLER  
EVANS  
JEFF DAVIS  
TATTNALL  
WAYNE

----- Labor Market=13\_03600 Name = Place of work -Southeast Georgia I -----

BRANTLEY  
GLYNN  
LIBERTY  
LONG  
MCINTOSH

----- Labor Market=13\_03800 Name = Place of work -Southeast Georgia II -----

ATKINSON  
BACON  
CHARLTON  
CLINCH  
COFFEE  
PIERCE  
WARE

----- Labor Market=13\_03900 Name = Place of work -South central Georgia II -----

BEN HILL  
BERRIEN  
COOK  
IRWIN  
TIFT  
TURNER

Appendix G —Places of work names and constituent counties  
NCES Comparable Wage Index data file

----- Labor Market=13\_04100 Name = Place of work -western Georgia -----

CALHOUN  
CLAY  
COLQUITT  
EARLY  
MITCHELL  
QUITMAN  
RANDOLPH  
STEWART

----- Labor Market=13\_04200 Name = Place of work -Southwest Georgia -----

DECATUR  
GRADY  
MILLER  
SEMINOLE  
THOMAS

----- Labor Market=16\_00100 Name = Place of work -Idaho panhandle -----

BENEWAH  
BONNER  
BOUNDARY  
KOOTENAI  
SHOSHONE

----- Labor Market=16\_00200 Name = Place of work -North central Idaho -----

CLEARWATER  
IDAHO  
LATAH  
LEWIS  
NEZ PERCE

Appendix G —Places of work names and constituent counties  
NCES Comparable Wage Index data file

----- Labor Market=16\_00300 Name = Place of work -Eastern Idaho -----

BONNEVILLE  
BUTTE  
CLARK  
CUSTER  
FREMONT  
JEFFERSON  
LEMHI  
MADISON  
TETON

----- Labor Market=16\_00400 Name = Place of work -west central Idaho -----

ADAMS  
ELMORE  
PAYETTE  
VALLEY  
WASHINGTON

----- Labor Market=16\_00800 Name = Place of work -South central Idaho -----

BLAINE  
CAMAS  
CASSIA  
GOODING  
JEROME  
LINCOLN  
MINIDOKA  
TWIN FALLS

----- Labor Market=16\_00900 Name = Place of work -Southeast Idaho -----

BANNOCK  
BEAR LAKE  
BINGHAM  
CARIBOU  
FRANKLIN  
ONEIDA  
POWER

Appendix G —Places of work names and constituent counties  
NCES Comparable Wage Index data file

----- Labor Market=17\_00200 Name = Place of work -west central Illinois -----

FULTON  
HANCOCK  
HENDERSON  
MCDONOUGH  
WARREN

----- Labor Market=17\_00700 Name = Place of work -Eastern Illinois -----

CLARK  
CLAY  
CRAWFORD  
JASPER  
LAWRENCE  
RICHLAND  
WAYNE

----- Labor Market=17\_00800 Name = Place of work -Southern Illinois -----

ALEXANDER  
EDWARDS  
GALLATIN  
HAMILTON  
HARDIN  
JOHNSON  
MASSAC  
POPE  
PULASKI  
SALINE  
UNION  
WABASH  
WHITE

----- Labor Market=17\_01000 Name = Place of work -South central Illinois -----

JEFFERSON  
MARION  
RANDOLPH  
WASHINGTON



Appendix G —Places of work names and constituent counties  
NCES Comparable Wage Index data file

----- Labor Market=18\_01400 Name = Place of Work -west central Indiana -----

BENTON  
CARROLL  
FOUNTAIN  
MONTGOMERY  
WARREN  
WHITE

----- Labor Market=18\_03100 Name = Place of work -Southeast Indiana -----

DECATUR  
FAYETTE  
JENNINGS  
RUSH  
UNION

----- Labor Market=19\_00100 Name = Place of work -Northwest Iowa -----

BUENA VISTA  
CLAY  
DICKINSON  
EMMET  
LYON  
O'BRIEN  
OSCEOLA  
PALO ALTO  
SIOUX

----- Labor Market=19\_00200 Name = Place of work -North central Iowa I -----

CERRO GORDO  
FLOYD  
FRANKLIN  
HANCOCK  
KOSSUTH  
MITCHELL  
WINNEBAGO  
WORTH

Appendix G —Places of work names and constituent counties  
NCES Comparable Wage Index data file

----- Labor Market=19\_00300 Name = Place of work -Northeast Iowa -----

ALLAMAKEE  
BUCHANAN  
BUTLER  
CHICKASAW  
CLAYTON  
FAYETTE  
HOWARD  
WINNESHIEK

----- Labor Market=19\_00500 Name = Place of work -Eastern Iowa -----

CEDAR  
CLINTON  
DELAWARE  
DUBUQUE  
JACKSON

----- Labor Market=19\_00600 Name = Place of work -East central Iowa -----

HARDIN  
IOWA  
MARSHALL  
POWESHIEK  
TAMA

----- Labor Market=19\_00900 Name = Place of work -North central Iowa II -----

CALHOUN  
HAMILTON  
HUMBOLDT  
POCAHONTAS  
WEBSTER  
WRIGHT

Appendix G —Places of work names and constituent counties  
NCES Comparable Wage Index data file

----- Labor Market=19\_01000 Name = Place of work -west central Iowa -----

AUDUBON  
CARROLL  
CHEROKEE  
CRAWFORD  
GREENE  
IDA  
MONONA  
PLYMOUTH  
SAC

----- Labor Market=19\_01200 Name = Place of work -Southwest Iowa -----

CASS  
FREMONT  
MONTGOMERY  
PAGE  
SHELBY

----- Labor Market=19\_01300 Name = Place of work -South central Iowa -----

ADAIR  
ADAMS  
APPANOOSE  
CLARKE  
DAVIS  
DECATUR  
JEFFERSON  
KEOKUK  
LUCAS  
MAHASKA  
MONROE  
RINGGOLD  
TAYLOR  
UNION  
VAN BUREN  
WAPELLO  
WAYNE

Appendix G —Places of work names and constituent counties  
NCES Comparable Wage Index data file

----- Labor Market=19\_01800 Name = Place of work -Southeast Iowa -----

DES MOINES  
HENRY  
LEE  
LOUISA  
MUSCATINE

----- Labor Market=20\_00100 Name = Place of work -Northwest Kansas -----

CHEYENNE  
DECATUR  
ELLIS  
GOVE  
GRAHAM  
LOGAN  
NORTON  
OSBORNE  
PHILLIPS  
RAWLINS  
ROOKS  
RUSSELL  
SHERIDAN  
SHERMAN  
SMITH  
THOMAS  
TREGO  
WALLACE

----- Labor Market=20\_00200 Name = Place of work -North central Kansas (west) -----

CLOUD  
ELLSWORTH  
JEWELL  
LINCOLN  
MITCHELL  
OTTAWA  
REPUBLIC  
SALINE  
WASHINGTON

Appendix G —Places of work names and constituent counties  
NCES Comparable Wage Index data file

----- Labor Market=20\_00300 Name = Place of work -North central Kansas (east) -----

CLAY  
DICKINSON  
GEARY  
MARSHALL  
MORRIS  
POTTAWATOMIE  
RILEY

----- Labor Market=20\_00900 Name = Place of work -East central Kansas -----

CHASE  
COFFEY  
GREENWOOD  
LYON  
MARION

----- Labor Market=20\_01100 Name = Place of work -South central Kansas (west) -----

BARBER  
BARTON  
COMANCHE  
EDWARDS  
HARPER  
KINGMAN  
KIOWA  
PAWNEE  
PRATT  
RUSH  
STAFFORD

----- Labor Market=20\_01200 Name = Place of work -Southwest Kansas -----

CLARK  
FINNEY  
FORD  
GRANT  
GRAY  
GREELEY  
HAMILTON  
HASKELL  
HODGEMAN  
KEARNY  
LANE  
MEADE  
MORTON  
NESS  
SCOTT  
SEWARD  
STANTON  
STEVENS  
WICHITA

----- Labor Market=20\_01500 Name = Place of work -Southeast Kansas I -----

ALLEN  
ANDERSON  
BOURBON  
CHAUTAUQUA  
COWLEY  
ELK  
WILSON  
WOODSON

Appendix G —Places of work names and constituent counties  
NCES Comparable Wage Index data file

----- Labor Market=20\_01600 Name = Place of work -Southeast Kansas II -----

CHEROKEE  
CRAWFORD  
LABETTE  
MONTGOMERY  
NEOSHO

----- Labor Market=21\_00100 Name = Place of work -western tip of Kentucky -----

BALLARD  
CALLOWAY  
CARLISLE  
FULTON  
GRAVES  
HICKMAN  
MARSHALL  
MCCRACKEN

----- Labor Market=21\_00200 Name = Place of work -western Kentucky -----

CALDWELL  
CRITTENDEN  
HOPKINS  
LIVINGSTON  
MUHLENBERG

----- Labor Market=21\_00500 Name = Place of work -South central Kentucky (west) -----

ALLEN  
BARREN  
EDMONSON  
HART  
METCALFE  
MONROE

----- Labor Market=21\_00600 Name = Place of work -South central Kentucky (east) -----

ADAIR  
CASEY  
CLINTON  
CUMBERLAND  
GREEN  
MCCREARY  
PULASKI  
RUSSELL  
TAYLOR  
WAYNE

----- Labor Market=21\_00900 Name = Place of work -Southeast Kentucky -----

BREATHITT  
KNOTT  
LEE  
LESLIE  
LETCHER  
OWSLEY  
PERRY  
WOLFE

Appendix G —Places of work names and constituent counties  
NCES Comparable Wage Index data file

----- Labor Market=21\_01000 Name = Place of work -East central Kentucky -----

FLOYD  
JOHNSON  
MAGOFFIN  
MARTIN  
PIKE

Appendix G —Places of work names and constituent counties  
NCES Comparable Wage Index data file

----- Labor Market=21\_01100 Name = Place of work -Central Kentucky (east) -----

ESTILL  
GARRARD  
LINCOLN  
MADISON  
POWELL

----- Labor Market=21\_01300 Name = Place of work -Central Kentucky (west) -----

BRECKINRIDGE  
GRAYSON  
LARUE  
MARION  
WASHINGTON

----- Labor Market=21\_02100 Name = Place of work -Northeast Kentucky -----

BATH  
FLEMING  
LEWIS  
MASON  
MENIFEE  
MONTGOMERY  
MORGAN  
ROBERTSON  
ROWAN



Appendix G —Places of work names and constituent counties  
NCES Comparable Wage Index data file

----- Labor Market=22\_00300 Name = Place of Work -Northwest Louisiana -----

BIENVILLE  
CLAIBORNE  
LINCOLN  
NATCHITOCHES  
RED RIVER  
SABINE

----- Labor Market=22\_00500 Name = Place of Work -Northeast Louisiana -----

CALDWELL  
EAST CARROLL  
FRANKLIN  
JACKSON  
MADISON  
MOREHOUSE  
RICHLAND  
TENSAS  
WEST CARROLL

----- Labor Market=22\_00600 Name = Place of Work -East central Louisiana -----

AVOUELLES  
CATAHOULA  
CONCORDIA  
LA SALLE  
WINN

----- Labor Market=22\_00800 Name = Place of Work -Southwest Louisiana -----

ALLEN  
BEAUREGARD  
JEFFERSON DAVIS  
VERNON

Appendix G —Places of work names and constituent counties  
NCES Comparable Wage Index data file

----- Labor Market=25\_00200 Name = Place of Work -Western Massachusetts -----

BERKSHIRE  
FRANKLIN  
HAMPSHIRE  
WORCESTER

----- Labor Market=26\_00100 Name = Place of work -western upper peninsula, MI -----

DICKINSON  
GOGEBIC  
HOUGHTON  
IRON  
KEWEENAW  
ONTONAGON

----- Labor Market=26\_00300 Name = Place of work -Eastern upper peninsula, MI -----

CHIPPEWA  
DELTA  
LUCE  
MACKINAC  
SCHOOLCRAFT

---- Labor Market=26\_00400 Name = Place of Work -Northwest lower peninsula, MI I ----

ANTRIM  
CHARLEVOIX  
EMMET  
KALKASKA  
MISSAUKEE  
WEXFORD

----- Labor Market=26\_00500 Name = Place of work -Northeast lower peninsula, MI -----

ALCONA  
ALPENA  
CHEBOYGAN  
CRAWFORD

----- Labor Market=26\_00500 Name = Place of work -Northeast lower peninsula, MI -----  
(continued)

MONTMORENCY  
OSCODA  
OTSEGO  
PRESQUE ISLE

--- Labor Market=26\_00600 Name = Place of work -East central lower peninsula, MI ----

ARENAC  
GLADWIN  
IOSCO  
OGEMAW  
ROSCOMMON

Appendix G —Places of work names and constituent counties  
NCES Comparable Wage Index data file

--- Labor Market=26\_01600 Name = Place of work -Northwest lower peninsula, MI II ----

BENZIE  
GRAND TRAVERSE  
LEELANAU  
MANISTEE

----- Labor Market=27\_00200 Name = Place of work -Northwest Minnesota -----

BECKER  
BELTRAMI  
CLEARWATER  
HUBBARD  
LAKE OF THE WOODS  
MAHNOMEN

----- Labor Market=27\_00500 Name = Place of work -East central Minnesota -----

AITKIN  
CROW WING  
KANABEC  
MILLE LACS  
PINE

----- Labor Market=27\_00700 Name = Place of work -West central Minnesota -----

BIG STONE  
GRANT  
OTTER TAIL  
POPE  
STEVENS  
SWIFT  
TRAVERSE  
WILKIN

----- Labor Market=27\_01800 Name = Place of work -South central Minnesota -----

KANDIYOHI  
MCLEOD  
MEEKER  
RENVILLE  
SIBLEY

----- Labor Market=27\_01900 Name = Place of work -Southwest Minnesota I -----

BROWN  
CHIPPEWA  
LAC QUI PARLE  
LINCOLN  
LYON  
REDWOOD  
YELLOW MEDICINE

Appendix G —Places of work names and constituent counties  
NCES Comparable Wage Index data file

----- Labor Market=27\_02500 Name = Place of work -Southwest Minnesota II -----

COTTONWOOD  
FARIBAULT  
JACKSON  
MARTIN  
MURRAY  
NOBLES  
PIPESTONE  
ROCK  
WATONWAN

----- Labor Market=28\_00300 Name = Place of work -Northeast Mississippi -----

ALCORN  
ITAWAMBA  
PRENTISS  
TISHOMINGO

----- Labor Market=28\_00700 Name = Place of work -North central MS (west) -----

CARROLL  
HUMPHREYS  
LEFLORE  
SUNFLOWER  
TALLAHATCHIE

----- Labor Market=28\_00800 Name = Place of work -North central MS -----

ATTALA  
CALHOUN  
CHOCTAW  
GRENADA  
MONTGOMERY  
WEBSTER  
YALOBUSHA

Appendix G —Places of work names and constituent counties  
NCES Comparable Wage Index data file

----- Labor Market=28\_01700 Name = Place of work -Southwest Mississippi I -----

CLAIBORNE  
COVINGTON  
JEFFERSON  
JEFFERSON DAVIS  
LAWRENCE  
LINCOLN

----- Labor Market=28\_02000 Name = Place of work -Southwest Mississippi II -----

ADAMS  
AMITE  
FRANKLIN  
MARION  
PIKE  
WALTHALL  
WILKINSON

----- Labor Market=29\_00100 Name = Place of work -Northwest Missouri -----

ATCHISON  
DAVISS  
GENTRY  
GRUNDY  
HARRISON  
HOLT  
LIVINGSTON  
MERCER  
NODAWAY  
WORTH

----- Labor Market=29\_00300 Name = Place of work -Northeast Missouri -----

ADAIR  
CLARK  
KNOX  
LEWIS  
LINN  
MACON  
PUTNAM  
SCHUYLER  
SCOTLAND  
SHELBY  
SULLIVAN

----- Labor Market=29\_00400 Name = Place of work -East central Missouri I -----

MARION  
MONROE  
MONTGOMERY  
PIKE  
RALLS  
RANDOLPH

----- Labor Market=29\_00500 Name = Place of work -Central Missouri I -----

AUDRAIN  
CALLAWAY  
COLE  
COOPER  
MONITEAU

Appendix G —Places of work names and constituent counties  
NCES Comparable Wage Index data file

----- Labor Market=29\_00700 Name = Place of work -west central Missouri (north) -----

CARROLL  
CHARITON  
JOHNSON  
PETTIS  
SALINE

----- Labor Market=29\_01200 Name = Place of work -west central Missouri (south) -----

BARTON  
BENTON  
CEDAR  
HENRY  
HICKORY  
ST. CLAIR  
VERNON

----- Labor Market=29\_01300 Name = Place of work -Central Missouri II -----

CAMDEN  
LACLEDE  
MILLER  
MORGAN  
PULASKI

----- Labor Market=29\_01400 Name = Place of work -Central Missouri (east) -----

DENT  
GASCONADE  
MARIES  
OSAGE  
PHELPS

----- Labor Market=29\_02000 Name = Place of work -East central Missouri II -----

BOLLINGER  
CAPE GIRARDEAU  
IRON  
MADISON  
PERRY  
ST. FRANCOIS  
STE. GENEVIEVE

----- Labor Market=29\_02100 Name = Place of work -Southeast Missouri I -----

DUNKLIN  
MISSISSIPPI  
NEW MADRID  
PEMISCOT  
SCOTT

----- Labor Market=29\_02200 Name = Place of work -Southeast Missouri II -----

BUTLER  
CARTER  
REYNOLDS  
RIPLEY  
STODDARD  
WAYNE

Appendix G —Places of work names and constituent counties  
NCES Comparable Wage Index data file

----- Labor Market=29\_02300 Name = Place of work -South Central Missouri -----

DOUGLAS  
HOWELL  
OREGON  
OZARK  
SHANNON  
TEXAS  
WRIGHT

----- Labor Market=30\_00200 Name = Place of work -North central Montana -----

BLAINE  
CASCADE  
CHOUTEAU  
GLACIER  
HILL  
JUDITH BASIN  
LIBERTY  
PONDERA  
TETON  
TOOLE

----- Labor Market=30\_00300 Name = Place of work -Eastern Montana -----

BIG HORN  
CARTER  
CUSTER  
DANIELS  
DAWSON  
FALLON  
FERGUS  
GARFIELD  
GOLDEN VALLEY  
MCCONE  
MUSSELSHELL  
PETROLEUM  
PHILLIPS  
POWDER RIVER  
PRAIRIE  
RICHLAND  
ROOSEVELT  
ROSEBUD  
SHERIDAN  
STILLWATER  
SWEET GRASS  
TREASURE  
VALLEY  
WHEATLAND  
WIBAUX

----- Labor Market=30\_00500 Name = Place of work -Southwest Montana -----

BEAVERHEAD  
GALLATIN  
MADISON  
MEAGHER  
PARK

Appendix G —Places of work names and constituent counties  
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----- Labor Market=30\_00600 Name = Place of work -west central Montana -----

BROADWATER  
DEER LODGE  
GRANITE  
JEFFERSON  
LEWIS AND CLARK  
POWELL  
SILVER BOW

---- Labor Market=31\_00100 Name = Place of work -Northern Nebraska and panhandle ----

BANNER  
BOX BUTTE  
BOYD  
BROWN  
CHERRY  
CHEYENNE  
DAWES  
DEUEL  
GARDEN  
HOLT  
KEYA PAHA  
KIMBALL  
MORRILL  
ROCK  
SCOTT'S BLUFF  
SHERIDAN  
SIOUX

----- Labor Market=31\_00200 Name = Place of work -Northeast Nebraska -----

ANTELOPE  
BOONE  
BURT  
CEDAR  
COLFAX  
CUMING  
KNOX  
MADISON  
NANCE  
PIERCE  
PLATTE  
STANTON  
THURSTON  
WAYNE

----- Labor Market=31\_00300 Name = Place of work -Central Nebraska -----

BLAINE  
CUSTER  
GARFIELD  
GREELEY  
HALL  
HAMILTON  
HOWARD  
LOUP  
MERRICK  
SHERMAN  
VALLEY  
WHEELER



Appendix G —Places of work names and constituent counties  
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----- Labor Market=31\_00400 Name = Place of work -Southwest Nebraska -----

ARTHUR  
CHASE  
DAWSON  
DUNDY  
FRONTIER  
FURNAS  
GOSPER  
GRANT  
HAYES  
HITCHCOCK  
HOOKER  
KEITH  
LINCOLN  
LOGAN  
MCPHERSON  
PERKINS  
RED WILLOW  
THOMAS

----- Labor Market=31\_00500 Name = Place of work -South Central Nebraska -----

ADAMS  
BUFFALO  
CLAY  
FRANKLIN  
HARLAN  
KEARNEY  
NUCKOLLS  
PHELPS  
WEBSTER

----- Labor Market=31\_00600 Name = Place of work -Southeast Nebraska -----

BUTLER  
FILLMORE  
GAGE  
JEFFERSON  
JOHNSON  
NEMAHA  
OTOE  
PAWNEE  
POLK  
RICHARDSON  
SALINE  
THAYER  
YORK

----- Labor Market=32\_00300 Name = Place of work -Most of Nevada -----

CHURCHILL  
ELKO  
ESMERALDA  
EUREKA  
HUMBOLDT  
LANDER  
LINCOLN  
MINERAL  
NYE  
PERSHING  
WHITE PINE

Appendix G —Places of work names and constituent counties  
NCES Comparable Wage Index data file

----- Labor Market=35\_00200 Name = Place of work -North central New Mexico -----

GUADALUPE  
MORA  
RIO ARRIBA  
SAN MIGUEL  
TAOS

Appendix G —Places of work names and constituent counties  
NCES Comparable Wage Index data file

----- Labor Market=35\_00300 Name = Place of Work -Eastern New Mexico -----

COLFAX  
CURRY  
DE BACA  
HARDING  
LINCOLN  
QUAY  
ROOSEVELT  
UNION

----- Labor Market=35\_00800 Name = Place of Work -Southwest New Mexico -----

CATRON  
GRANT  
HIDALGO  
LUNA  
SIERRA  
SOCORRO

----- Labor Market=37\_00100 Name = Place of Work -western tip of North Carolina -----

CHEROKEE  
CLAY  
GRAHAM  
JACKSON  
MACON  
SWAIN

----- Labor Market=37\_00500 Name = Place of Work -western North Carolina -----

ASHE  
AVERY  
MITCHELL  
WATAUGA  
YANCEY

Appendix G —Places of work names and constituent counties  
NCES Comparable Wage Index data file

---- Labor Market=37\_04800 Name = Place of work -Albemarle Sound, North Carolina ----

CAMDEN  
CHOWAN  
DARE  
GATES  
HYDE  
PASQUOTANK  
PERQUIMANS  
TYRRELL  
WASHINGTON

----- Labor Market=38\_00100 Name = Place of work -western North Dakota -----

ADAMS  
BILLINGS  
BOWMAN  
DIVIDE  
DUNN  
GOLDEN VALLEY  
GRANT  
HETTINGER  
MCKENZIE  
MERCER  
MORTON  
OLIVER  
SIOUX  
SLOPE  
STARK  
WILLIAMS

----- Labor Market=38\_00200 Name = Place of work -Central North Dakota (west) -----

BOTTINEAU  
BURKE  
BURLEIGH  
EMMONS  
KIDDER  
LOGAN  
MCHENRY  
MCINTOSH  
MCLEAN  
MOUNTRAIL  
PIERCE  
RENVILLE  
ROLETTE  
SHERIDAN  
WARD

Appendix G —Places of work names and constituent counties  
NCES Comparable Wage Index data file

----- Labor Market=38\_00300 Name = Place of work -Central North Dakota (east) -----

BARNES  
BENSON  
CAVALIER  
DICKY  
EDDY  
FOSTER  
GRIGGS  
LA MOURE  
RAMSEY  
RANSOM  
RICHLAND  
SARGENT  
STUTSMAN  
TOWNER  
WELLS

----- Labor Market=38\_00500 Name = Place of work -Northeast North Dakota -----

GRAND FORKS  
NELSON  
PEMBINA  
STEELE  
TRAILL  
WALSH

----- Labor Market=40\_00100 Name = Place of work -Northwest Oklahoma -----

ALFALFA  
BEAVER  
BLAINE  
CIMARRON  
DEWEY  
ELLIS  
GRANT  
HARPER  
KINGFISHER  
MAJOR  
TEXAS  
WOODS  
WOODWARD

Appendix G —Places of work names and constituent counties  
NCES Comparable Wage Index data file

----- Labor Market=40\_00300 Name = Place of work -Southwest Oklahoma -----

BECKHAM  
CUSTER  
GREER  
HARMON  
JACKSON  
KIOWA  
ROGER MILLS  
WASHITA

----- Labor Market=40\_00500 Name = Place of work -South central Oklahoma -----

ATOKA  
BRYAN  
CARTER  
COAL  
GARVIN  
JOHNSTON  
LOVE  
MARSHALL  
MURRAY  
PONTOTOC

----- Labor Market=40\_00700 Name = Place of work -Southeast Oklahoma -----

CHOCTAW  
HASKELL  
LATIMER  
MCCURTAIN  
PITTSBURG  
PUSHMATAHA

Appendix G —Places of work names and constituent counties  
NCES Comparable Wage Index data file

----- Labor Market=40\_00900 Name = Place of Work -Northeast Oklahoma -----

CRAIG  
DELAWARE  
MAYES  
NOWATA  
OTTAWA  
WASHINGTON

----- Labor Market=41\_00200 Name = Place of Work -North central Oregon -----

CROOK  
GILLIAM  
GRANT  
HOOD RIVER  
JEFFERSON  
MORROW  
SHERMAN  
WASCO  
WHEELER

----- Labor Market=42\_01200 Name = Place of Work -Central Pennsylvania -----

CLINTON  
JUNIATA  
MIFFLIN  
SNYDER  
UNION

----- Labor Market=45\_01800 Name = Place of Work -Southern South Carolina -----

ALLENDALE  
BAMBERG  
BARNWELL  
HAMPTON  
ORANGEBURG

Appendix G —Places of work names and constituent counties  
NCES Comparable Wage Index data file

----- Labor Market=46\_00200 Name = Place of Work -Western South Dakota -----

BENNETT  
BUTTE  
CORSON  
CUSTER  
DEWEY  
FALL RIVER  
HAAKON  
HARDING  
JACKSON  
JONES  
MEADE  
MELLETTTE  
PERKINS  
POTTER  
SHANNON  
TODD  
ZIEBACH

----- Labor Market=46\_00300 Name = Place of Work -North East South Dakota -----

BEADLE  
BROWN  
CAMPBELL  
DAY  
EDMUNDS  
FAULK  
HAND  
JERAULD  
MARSHALL  
MCPHERSON  
ROBERTS  
SPINK  
WALWORTH

----- Labor Market=46\_00400 Name = Place of work -East central South Dakota -----

BROOKINGS  
CLARK  
CODINGTON  
DEUEL  
GRANT  
HAMLIN  
KINGSBURY  
LAKE  
MINER  
MOODY

----- Labor Market=46\_00500 Name = Place of work -Southeast South Dakota -----

AURORA  
BON HOMME  
BRULE  
CHARLES MIX  
DAVISON  
DOUGLAS  
GREGORY  
HANSON  
HUGHES  
HUTCHINSON  
HYDE  
LYMAN  
SANBORN  
STANLEY  
SULLY  
TRIPP



Appendix G —Places of work names and constituent counties  
NCES Comparable Wage Index data file

----- Labor Market=47\_00100 Name = Place of work -Northwest Tennessee -----

CROCKETT  
DYER  
GIBSON  
LAKE  
OBION  
WEAKLEY

---- Labor Market=47\_00200 Name = Place of work -North central Tennessee (west) ----

BENTON  
CARROLL  
HENRY  
HOUSTON  
HUMPHREYS

----- Labor Market=47\_00600 Name = Place of work -North central Tennessee -----

CLAY  
DE KALB  
FENTRESS  
JACKSON  
OVERTON  
PICKETT  
VAN BUREN  
WARREN

Appendix G —Places of work names and constituent counties  
NCES Comparable Wage Index data file

---- Labor Market=47\_00700 Name = Place of work -North central Tennessee (east) ----

CAMPBELL  
CLAIBORNE  
HANCOCK  
MORGAN  
SCOTT

----- Labor Market=47\_02800 Name = Place of work -Southwest Tennessee -----

DECATUR  
HARDEMAN  
HARDIN  
HAYWOOD  
HENDERSON  
MCNAIRY

----- Labor Market=48\_00100 Name = Place of work -Panhandle, Texas -----

BRISCOE  
CASTRO  
CHILDRESS  
COLLINGSWORTH  
DALLAM  
DEAF SMITH  
DONLEY  
GRAY  
HALL  
HANSFORD  
HARTLEY  
HEMPHILL  
HUTCHINSON  
LIPSCOMB  
MOORE  
OCHILTREE  
OLDHAM  
PARMER  
ROBERTS  
SHERMAN  
SWISHER  
WHEELER

Appendix G —Places of work names and constituent counties  
NCES Comparable Wage Index data file

----- Labor Market=48\_00400 Name = Place of work -Northwest Texas -----

BAILEY  
COCHRAN  
DICKENS  
FLOYD  
GARZA  
HALE  
HOCKLEY  
KING  
LAMB  
LYNN  
MOTLEY  
TERRY  
YOAKUM

----- Labor Market=48\_00600 Name = Place of work -North central Texas -----

BAYLOR  
COTTLE  
FOARD  
HARDEMAN  
JACK  
KNOX  
MONTAGUE  
WILBARGER  
YOUNG

----- Labor Market=48\_01000 Name = Place of work -Northeast Texas -----

FRANKLIN  
HOPKINS  
LAMAR  
MORRIS  
RED RIVER  
TITUS

----- Labor Market=48\_01200 Name = Place of work -Eastern Texas I -----

CAMP  
MARION  
RAINS  
UPSHUR  
VAN ZANDT  
WOOD

----- Labor Market=48\_01600 Name = Place of work -Eastern Texas II -----

JASPER  
NEWTON  
SABINE  
SAN AUGUSTINE  
SHELBY  
TYLER

Appendix G —Places of work names and constituent counties  
NCES Comparable Wage Index data file

----- Labor Market=48\_01900 Name = Place of work -Central Texas (east) -----

FALLS  
FREESTONE  
HILL  
LIMESTONE  
NAVARRO

----- Labor Market=48\_02700 Name = Place of work -Central Texas I -----

BOSQUE  
COMANCHE  
EASTLAND  
ERATH  
HOOD  
SOMERVELL

----- Labor Market=48\_02800 Name = Place of work -Central Texas (west) -----

FISHER  
HASKELL  
KENT  
MITCHELL  
NOLAN  
PALO PINTO  
SCURRY  
SHACKELFORD  
STEPHENS  
STONEWALL  
THROCKMORTON

Appendix G —Places of work names and constituent counties  
NCES Comparable Wage Index data file

----- Labor Market=48\_03100 Name = Place of work -west central Texas -----

BORDEN  
CONCHO  
CROCKETT  
DAWSON  
GLASSCOCK  
HOWARD  
IRION  
KIMBLE  
MARTIN  
MASON  
MCCULLOCH  
MENARD  
REAGAN  
RUNNELS  
SCHLEICHER  
STERLING  
SUTTON  
UPTON

----- Labor Market=48\_03400 Name = Place of work -west Texas -----

ANDREWS  
BREWSTER  
CRANE  
CULBERSON  
GAINES  
HUDSPETH  
JEFF DAVIS  
PECOS  
PRESIDIO  
REEVES  
TERRELL  
WARD  
WINKLER

----- Labor Market=48\_03600 Name = Place of work -Central Texas II -----

BLANCO  
BROWN  
BURNET  
COLEMAN  
HAMILTON  
LLANO  
MILLS  
SAN SABA

Appendix G —Places of work names and constituent counties  
NCES Comparable Wage Index data file

----- Labor Market=48\_05900 Name = Place of work -Southwest Texas -----

DIMIT  
EDWARDS  
KINNEY  
LA SALLE  
MAVERICK  
REAL  
UVALDE  
VAL VERDE  
ZAVALA

----- Labor Market=48\_06100 Name = Place of work -Southern Texas -----

BEE  
DUVAL  
JIM WELLS  
LIVE OAK  
MCMULLEN  
REFUGIO

----- Labor Market=48\_06500 Name = Place of work -Southern tip of Texas -----

BROOKS  
JIM HOGG  
KENEDY  
KLEBERG  
STARR  
WILLACY  
ZAPATA

----- Labor Market=49\_00400 Name = Place of work -Eastern Utah -----

CARBON  
DAGGETT  
DUCHESNE  
EMERY  
GRAND  
SAN JUAN  
UINTAH  
WASATCH

----- Labor Market=49\_00700 Name = Place of work -Southwest Utah -----

BEAVER  
GARFIELD  
IRON  
KANE  
MILLARD  
PIUTE  
SANPETE  
SEVIER  
WASHINGTON  
WAYNE

Appendix G —Places of work names and constituent counties  
NCES Comparable Wage Index data file

----- Labor Market=50\_00200 Name = Place of work -Northeast Vermont -----

CALEDONIA  
ESSEX  
LAMOILLE  
ORLEANS  
WASHINGTON

----- Labor Market=51\_00400 Name = Place of work -Northwest Virginia -----

FREDERICK  
SHENANDOAH  
WINCHESTER CITY

----- Labor Market=51\_00700 Name = Place of work -North central Virginia -----

HARRISONBURG CITY  
MADISON  
ORANGE  
PAGE  
RAPPAHANNOCK  
ROCKINGHAM

----- Labor Market=51\_01100 Name = Place of work -western Virginia I -----

AUGUSTA  
BATH  
BUENA VISTA CITY  
COVINGTON CITY  
HIGHLAND  
LEXINGTON CITY  
ROCKBRIDGE  
STAUNTON CITY  
WAYNESBORO CITY

----- Labor Market=51\_01900 Name = Place of work -Chesapeake Bay area, Virginia -----

ACCOMACK  
ESSEX  
LANCASTER  
MIDDLESEX  
NORTHAMPTON  
NORTHUMBERLAND  
RICHMOND  
WESTMORELAND

----- Labor Market=51\_02400 Name = Place of work -western Virginia II -----

FLOYD  
GILES  
MONTGOMERY  
PULASKI  
RADFORD CITY

Appendix G —Places of work names and constituent counties  
NCES Comparable Wage Index data file

----- Labor Market=51\_02500 Name = Place of work -western tip of Virginia -----

DICKENSON  
LEE  
NORTON CITY  
RUSSELL  
WISE

----- Labor Market=51\_02700 Name = Place of work -western Virginia III -----

BLAND  
BUCHANAN  
CARROLL  
GALAX CITY  
GRAYSON  
TAZEWELL  
WYTHE

---- Labor Market=51\_03200 Name = Place of work -Eastern south central Virginia ----

BRUNSWICK  
FRANKLIN CITY  
GREENSVILLE  
LUNENBURG  
MECKLENBURG  
SOUTHAMPTON

---- Labor Market=51\_03400 Name = Place of work -western south central Virginia ----

BUCKINGHAM  
CHARLOTTE  
HALIFAX  
NOTTOWAY  
PRINCE EDWARD

----- Labor Market=53\_00400 Name = Place of work -Northeast washington -----

ADAMS  
FERRY  
GRANT  
LINCOLN  
PEND OREILLE  
STEVENS

----- Labor Market=53\_00700 Name = Place of work -Southeast washington -----

ASOTIN  
COLUMBIA  
GARFIELD  
WALLA WALLA  
WHITMAN

----- Labor Market=54\_00100 Name = Place of work -Northern panhandle, WV -----

BROOKE  
HANCOCK  
MARSHALL  
OHIO  
WETZEL



Appendix G —Places of work names and constituent counties  
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- Labor Market=54\_00400 Name = Place of work -western half of eastern panhandle, WV -

GRANT  
HAMPSHIRE  
HARDY  
MINERAL  
PENDLETON

----- Labor Market=54\_00500 Name = Place of work -East central west Virginia -----

BARBOUR  
BRAXTON  
GILMER  
LEWIS  
RANDOLPH  
TUCKER  
UPSHUR

----- Labor Market=54\_00600 Name = Place of work -Northwest West Virginia -----

CALHOUN  
JACKSON  
PLEASANTS  
RITCHIE  
ROANE  
TYLER  
WIRT  
WOOD

----- Labor Market=54\_00900 Name = Place of work -South central WV -----

FAYETTE  
GREENBRIER  
NICHOLAS  
POCAHONTAS  
WEBSTER

Appendix G —Places of work names and constituent counties  
NCES Comparable Wage Index data file

----- Labor Market=55\_00100 Name = Place of work -Northwest Wisconsin -----

ASHLAND  
BAYFIELD  
BURNETT  
IRON  
PRICE  
RUSK  
SAWYER  
TAYLOR  
WASHBURN

----- Labor Market=55\_00600 Name = Place of work -Central Wisconsin -----

ADAMS  
FOREST  
JUNEAU  
LANGLADE  
LINCOLN  
ONEIDA  
PORTAGE  
VILAS  
WOOD

----- Labor Market=55\_00700 Name = Place of work -West central Wisconsin -----

BUFFALO  
CRAWFORD  
JACKSON  
MONROE  
PEPIN  
TREMPEALEAU  
VERNON

----- Labor Market=55\_01400 Name = Place of work -East central Wisconsin -----

FOND DU LAC  
GREEN LAKE  
MARQUETTE  
MENOMINEE  
SHAWANO  
WAUPACA  
WAUSHARA

----- Labor Market=56\_00100 Name = Place of work -Western Wyoming -----

LINCOLN  
PARK  
SUBLETTE  
SWEETWATER  
TETON  
UINTA

Appendix G —Places of work names and constituent counties  
NCES Comparable Wage Index data file

----- Labor Market=56\_00300 Name = Place of work -Northeast Wyoming -----

BIG HORN  
CAMPBELL  
CONVERSE  
CROOK  
GOSHEN  
HOT SPRINGS  
JOHNSON  
NIOBRARA  
PLATTE  
SHERIDAN  
WASHAKIE  
WESTON