Zooming in on Compensation Data

A guide to BLS data for Human Resources Professionals

U.S. Bureau of Labor Statistics
www.bls.gov





BLS

BUREAU OF LABOR STATISTICS
U.S. DEPARTMENT OF LABOR

Data for BLS surveys come from people just like you - survey participants are found in all industries, all establishment sizes and all parts of the United States.

For more information, see the *Information for Survey Participants* tab in this booklet.

Need assistance with BLS data?
Call our Information Offices:

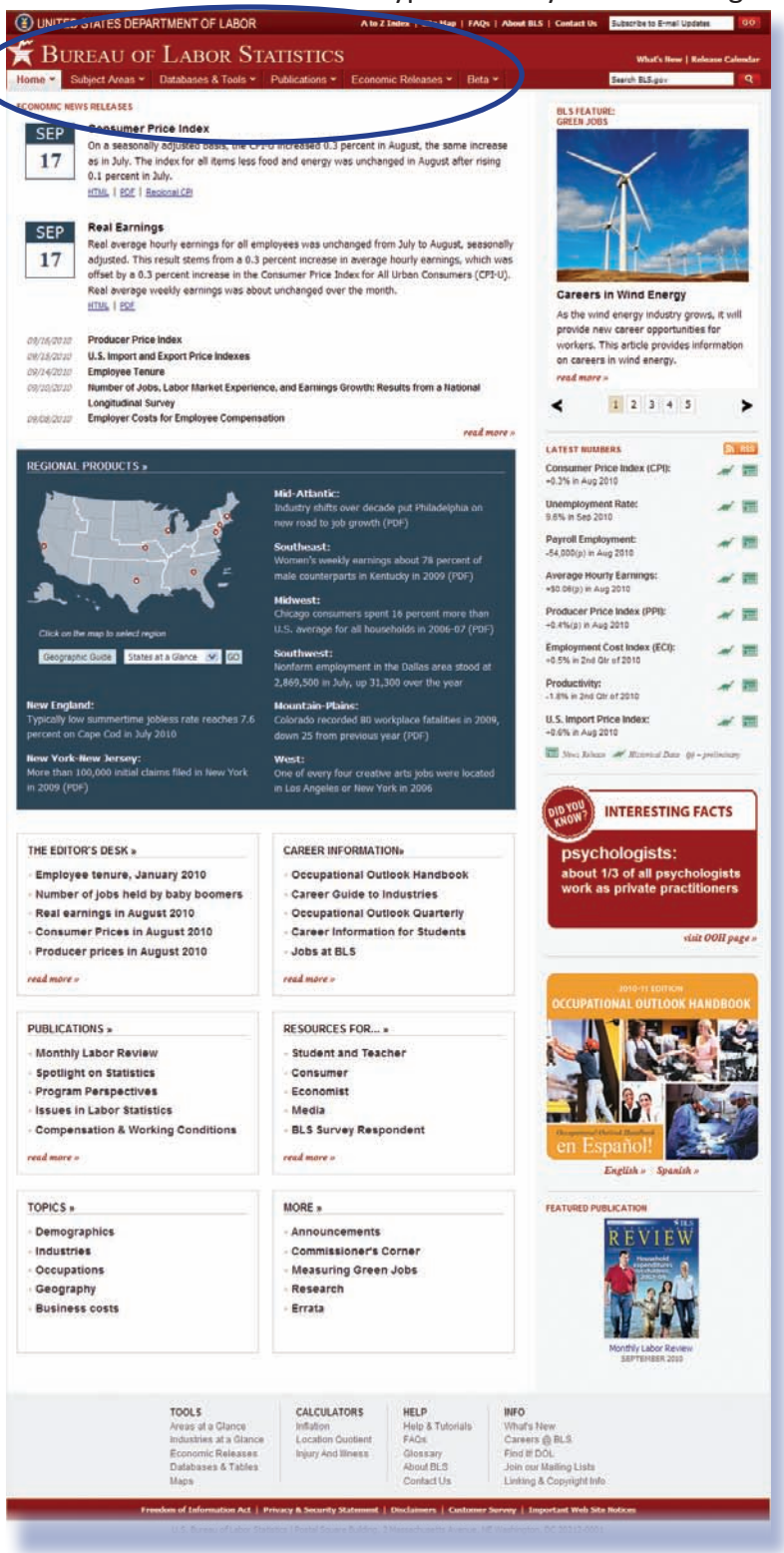
Atlanta	404.893.4222
Boston	617.565.2327
Chicago	312.353.1880
Dallas	972.850.4800
Kansas City	816.285.7000
New York	646.264.3600
Philadelphia	215.597.3282
San Francisco	415.625.2270
Washington, DC	202.691.5200
TDD	800.877.8339

Published November 2010

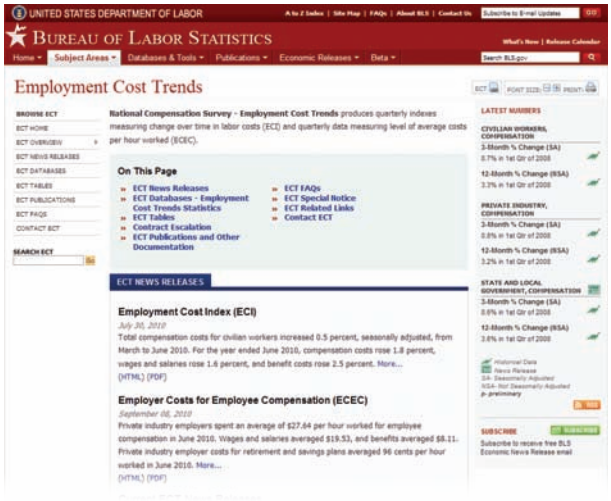
info on Finding the Data You Need on the Web

BLS data and program information are located on the web @ bls.gov

From the ***Subject Areas*** tab in the bar near the top of the screen simply click on the type of information that you need and you will be forwarded to the appropriate home page. To go straight to the data click on the ***Databases and Tools*** tab. Locate the type of data you are looking for and click on the ***One Screen Data Search*** icon.



Each program has a home page. Program overviews and answers to frequently asked questions are provided to assist you in using the data.



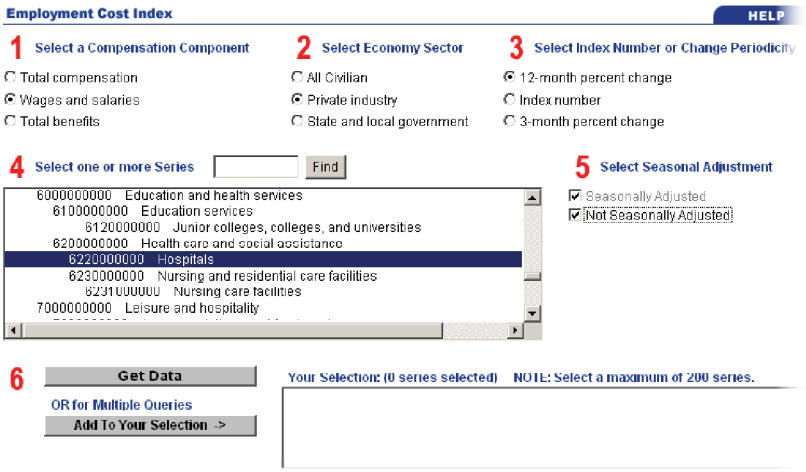
Clicking on ***Databases*** in the *On This Page* section will scroll you down the page to an area that includes links to query systems that allow you to extract just the data that you need. Web addresses that will take you directly to a program's home page are found throughout this booklet.

Click on the ***One Screen Data Search*** in your area of interest to enter an interactive query system.



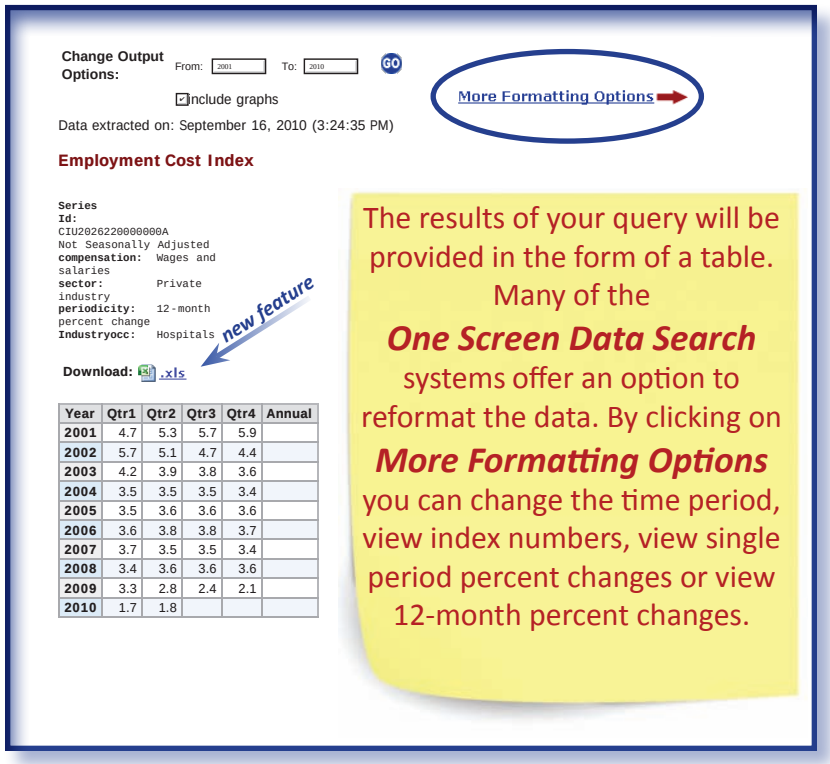
For users who want it all, text files may also be accessed from the *Databases* section.

info on Finding the Data You Need on the Web



Each program's query system looks similar to the image above with clearly defined steps for you to take to access BLS data. For Employment Cost Index data make selections using the buttons for sections 1-3, then scroll through the list of available series in section 4 to choose occupations, worker characteristics, and geographic areas for which you would like to view data.

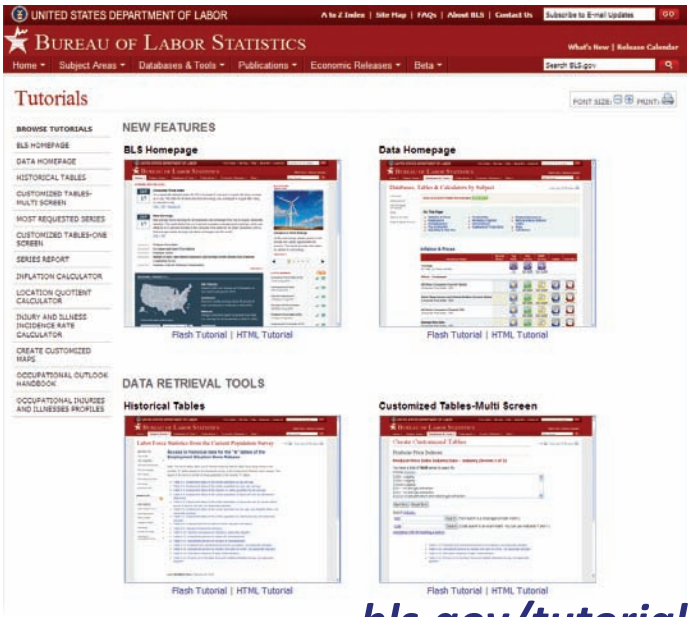
Click on ***Add To Your Selection*** to make each selection, then click on ***Get Data*** when you are ready to submit your request and retrieve the data.



Year	Qtr1	Qtr2	Qtr3	Qtr4	Annual
2001	4.7	5.3	5.7	5.9	
2002	5.7	5.1	4.7	4.4	
2003	4.2	3.9	3.8	3.6	
2004	3.5	3.5	3.5	3.4	
2005	3.5	3.6	3.6	3.6	
2006	3.6	3.8	3.8	3.7	
2007	3.7	3.5	3.5	3.4	
2008	3.4	3.6	3.6	3.6	
2009	3.3	2.8	2.4	2.1	
2010	1.7	1.8			

The results of your query will be provided in the form of a table. Many of the ***One Screen Data Search*** systems offer an option to reformat the data. By clicking on ***More Formatting Options*** you can change the time period, view index numbers, view single period percent changes or view 12-month percent changes.

Tutorials and various resource pages are available to guide you to data you can use.



bls.gov/tutorial

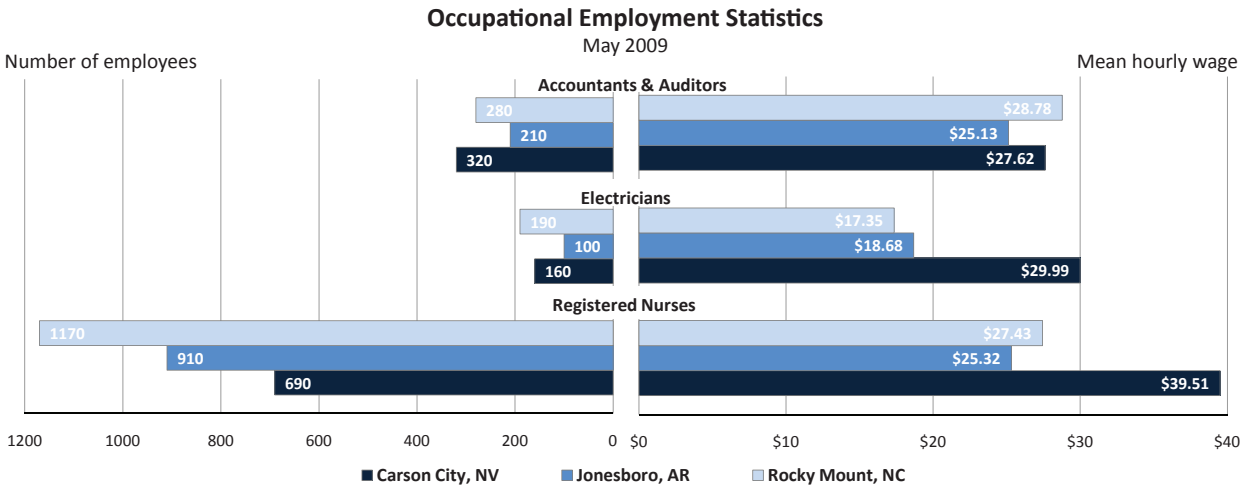


bls.gov/audience

info for the Wage and Salary Administrator

The **Occupational Employment Statistics (OES)** survey offers employment counts, average hourly wages, and average annual wages for up to 801 occupations for the U.S., States, 377 metropolitan areas, 34 metropolitan divisions, and 174 non-metropolitan areas. OES data are also available for the U.S. by industry.

Find it on the web at bls.gov/oes



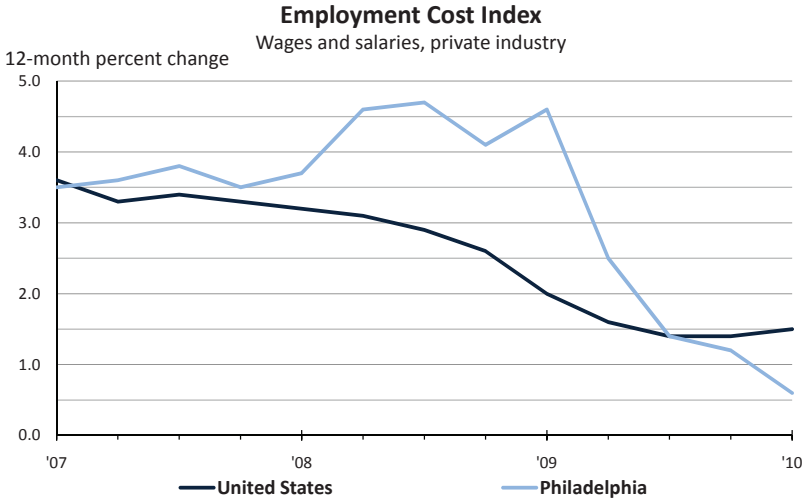
OES data provide just the information you need to develop competitive wage and salary pay scales...

wage rates at the 10th, 25th, 50th (median), 75th, and 90th percentiles.

May 2009 Occupational Employment Statistics - Boulder, CO

Occupation	Hourly mean wage	Hourly 10th percentile wage	Hourly 25th percentile wage	Hourly median wage	Hourly 75th percentile wage	Hourly 90th percentile wage
Purchasing Managers	$54.56	$40.33	$46.02	$54.80	$62.26	$70.22
Database Administrators	$35.41	$24.79	$28.94	$34.42	$40.60	$49.08
Bill and Account Collectors	$16.20	$11.12	$13.39	$15.64	$18.93	$21.75

These data for metropolitan areas, as well as industry-specific occupational wage percentiles for the U.S., can be downloaded from the BLS website at ***bls.gov/oes/oes_dl.htm***.



The **Employment Cost Index (ECI)** provides a look at how fast wages are changing over time. These data are available by industry divisions, occupational groups, bargaining status, census regions, and metropolitan areas.

For example, from the second quarter of 2007 to the second quarter of 2009, wages and salaries in Philadelphia increased at a faster pace than the national average.

Find it on the web at bls.gov/ect

info for the Benefits Administrator

Employer Costs for Employee Compensation (ECEC)

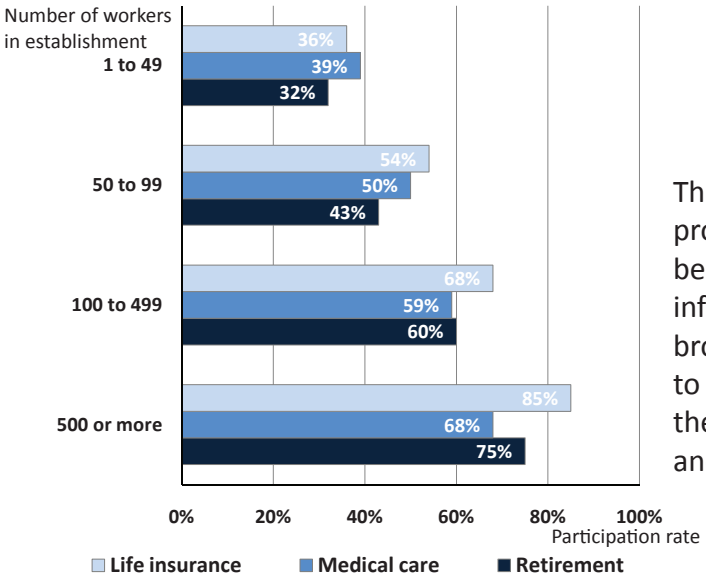
Employer Costs for Employee Compensation (ECEC) provides information on average hourly costs for total compensation and its components, including most benefits. You can use the ECEC to determine a benefit's cost as a share of total compensation, or to compare the costs per hour worked of different benefits. Compare what you are paying for retirement benefits to the average cost of retirement benefits reported by the ECEC. Are you paying too much? Not enough? Use ECEC data as a benchmark for your compensation decisions.

Find it on the web at bls.gov/ncs/ect

Employer Costs for Employee Compensation
Private industry, June 2010

Compensation component	Cost per hour worked	Percent of total
Total Compensation	$27.64	100%
Wages and salaries	19.53	70.6
Benefits	8.11	29.4
Paid leave	1.86	6.7
Supplemental pay	0.78	2.8
Nonproduction bonus	0.45	1.6
Insurance	2.22	8.0
Health	2.08	7.5
Retirement and savings	0.96	3.5
Defined benefits	0.42	1.5
Defined contributions	0.54	2.0
Legally required benefits	2.29	8.3
Social Security	1.31	4.8
Worker's compensation	0.44	1.6

NCS Employee Benefits in Private Industry
Participation by Establishment Size, March 2010



Employee Benefits (EBS)

The National Compensation Survey of **Employee Benefits (EBS)** provides detailed information on the prevalence of employee benefits. Employee Benefits data for the United States offer detailed information about access to and participation in various benefits, broken out by worker and industry characteristics. Use this information to analyze trends in compensation: for instance, in March 2010, half of the workers in private industry establishments employing between 50 and 99 workers participated in a medical care benefits plan.

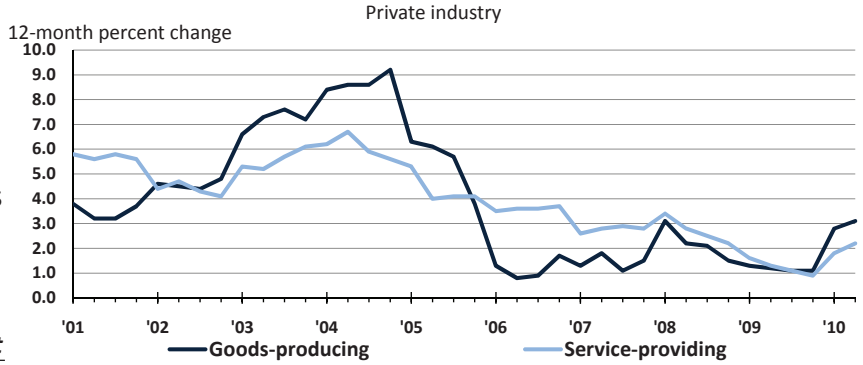
Find it on the web at bls.gov/ncs/ebs

Employment Cost Index (ECI)

The **Employment Cost Index (ECI)** measures changes in the cost of wages, salaries, and employee benefits. ECI data are available by industry divisions, occupational groups, bargaining status, census regions and divisions, and metropolitan areas. Use these data to analyze recent or historical changes in the cost of compensation.

Find it on the web at bls.gov/ect

Employment Cost Index, Benefits
Private industry



For example, compare rates of change in the costs of benefits for goods-producing and service-providing industries over time. Increases in benefits costs for goods-producing industries exceeded those for service-providing industries during much of the first half of the current decade. From December 2005 through June 2009, the rate of increase in the costs of benefits for service-providing industries outpaced those for goods-producing industries.

info for the Wage and Contract Administrator

Data considered in determining annual wage and salary increases often come from the **Employment Cost Index** and the **Consumer Price Index**.

Guides to using these data for escalation are located on the web at ***bls.gov/audience/business.htm***.

Although there is no official cost-of-living index, the **Consumer Price Index (CPI)** measures an important part of the cost of living – changes in the prices of the goods and services that consumers purchase—and provides valuable information for determining pay increases. During the inflationary period of the late 1970's and early 80's prices rose dramatically, increasing an average of nearly 10 percent each calendar year from 1977 to 1982. More recently, prices increased 1.1 percent over the 12-month period that ended in June 2010.

Find it on the web at bls.gov/cpi

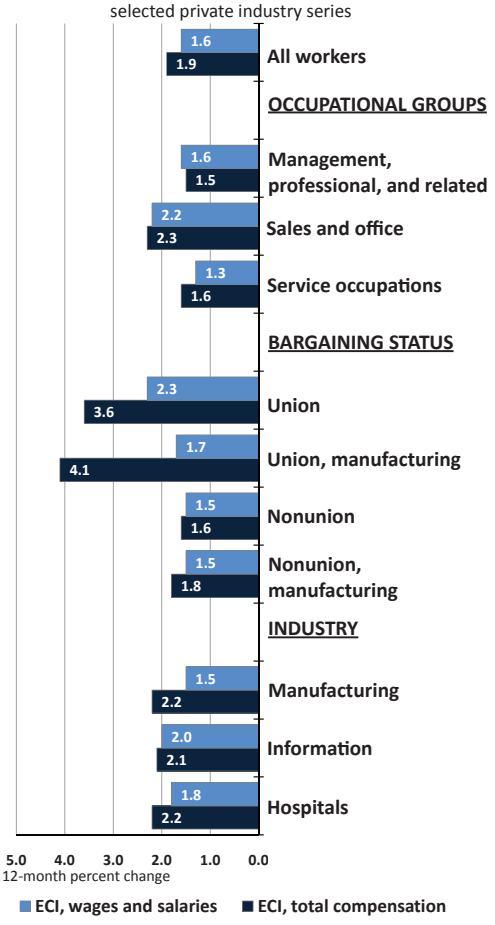
Consumer Price Index for All Urban Consumers (CPI-U)
U.S. City Average, not seasonally adjusted

Expenditure category	Percent change to June 2010 from	
	May 2010	June 2009
All Items	-0.1%	1.1%
Food and beverages	-0.1	0.7
Housing	0.4	-0.6
Apparel	-2.2	-0.4
Transportation	-1.1	4.9
Medical care	0.1	3.5
Recreation	0.1	-0.7
Education and communication	0.0	2.2
Other goods and services	0.3	2.8

Many HR professionals turn to the **Employment Cost Index (ECI)** as a wage escalation tool. The ECI measures changes in the costs of all compensation, including benefits and wages and salaries.

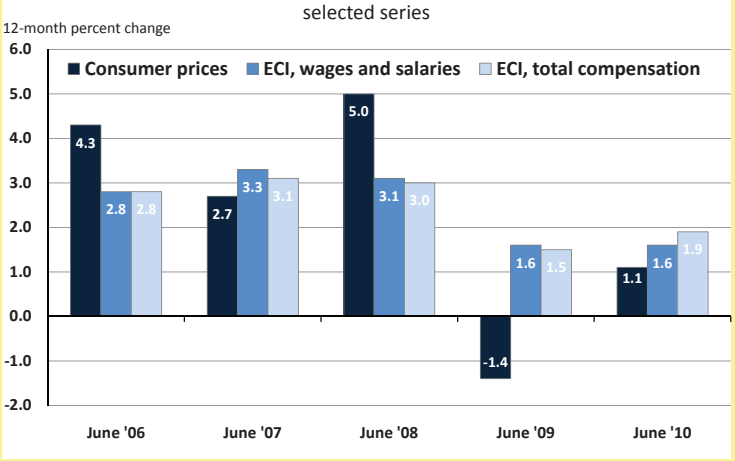
Find it on the web at bls.gov/ect

Employment Cost Index, June 2010
selected private industry series



On an annual basis, price increases sometimes outpace wage increases.

Consumer Price Index and Employment Cost Index
selected series



However, over the longer term (June 2005 to June 2010), retail prices rose a total of 12.1% compared to a wage and salary gain of 13.7%. Therefore, during the latest five-year period, wages have increased at a faster pace than prices.

While Consumer Price Index data measure changes in the prices that consumers pay, **Producer Price Index (PPI)** data measure changes in the prices that domestic producers receive for their goods and services. PPI data are commonly used in escalating purchase and sales contracts that specify dollar amounts to be paid at a future date. These contracts often include an escalation clause that accounts for increases to input prices. For example, a long-term contract for bread may be escalated for changes in wheat prices by applying the percentage change in the PPI for wheat to the contracted price for bread.

Find it on the web at bls.gov/ppi

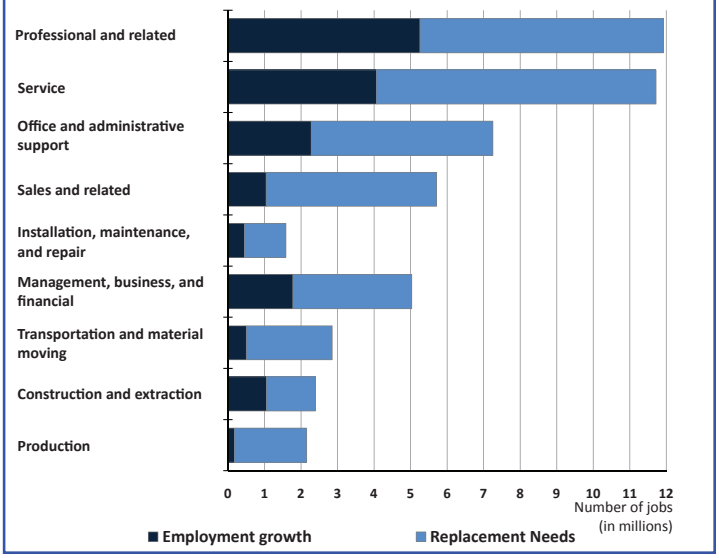
Bureau of Labor Statistics
Escalation Resources
see the BLS.GOV tab for help finding this information on the web

info on The 21st Century Workforce

Employment Projections (EP) program data show that the long-term shift from goods-producing to service-providing employment is expected to continue. Service-providing industries will generate almost all of the employment growth and are expected to account for approximately 14.6 million new jobs between 2008 and 2018. Employment in the goods-producing industries is expected to decrease from 14.2 to 12.9 percent of total employment.

Replacement needs are job openings created not from employment growth, but from the need to replace workers who transfer to other occupations or leave the labor force. In the next several years, the retirement of baby boomers is projected to result in an increase in job openings due to replacement needs. Replacement needs are projected to account for 67 percent of the approximately 51 million job openings between 2008 and 2018.

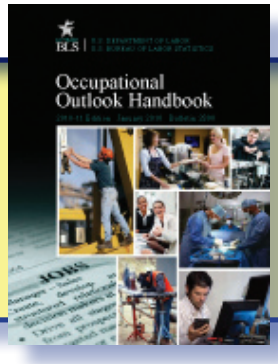
Job openings from employment growth and replacement needs, selected occupations, 2008-2018



Find it on the web at bls.gov/emp

The Occupational Outlook Handbook provides extensive information about employment projections for detailed occupations such as registered nurses and small engine mechanics. In addition, the Handbook describes what workers do on the job, working conditions, the training and education needed, earnings, and expected job prospects in a wide range of occupations.

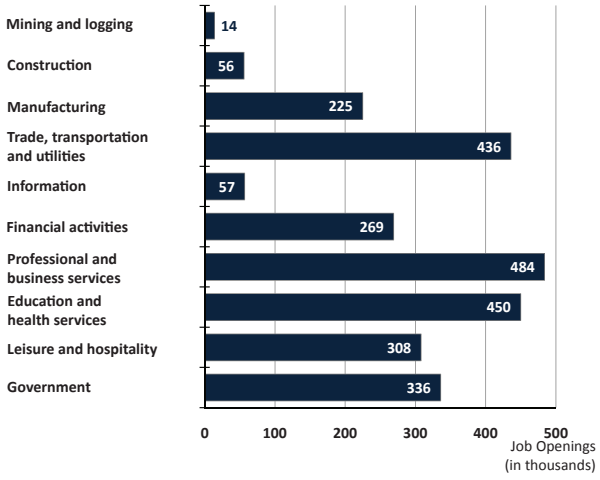
Find it on the web at bls.gov/oco



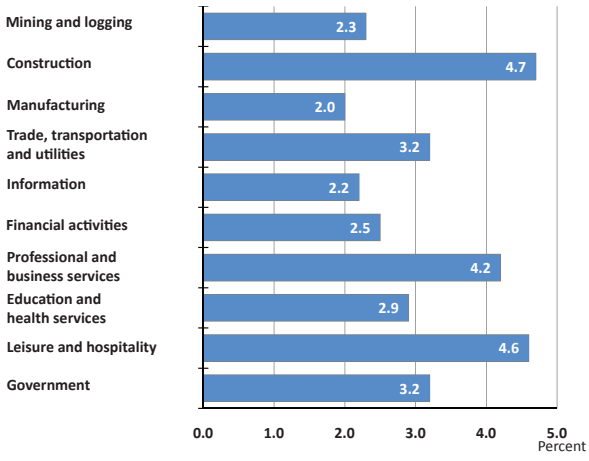
The **Job Openings and Labor Turnover Survey (JOLTS)** publishes estimates of the number and rate of job openings, hires, and separations for the nation, by industry, and geographic region. For example, the health care and social assistance industry had 402,000 job openings in June 2010. This industry had a turnover rate of 2.7 percent, a quits rate of 1.5 percent, and a layoffs and discharges rate of 1.0 percent.

Find it on the web at bls.gov/jlt

Job openings by major industry, June 2010



Labor turnover rates by major industry, June 2010
(separations as a percent of employment)



Bureau of Labor Statistics

Job Openings and Projections

see the BLS.GOV tab for help finding this information on the web

info on Other BLS Data

Did you know that data from BLS surveys come from people just like you?
See the next tab for more information.

Wages, Salaries, and Employment

Wage and employment data for detailed industries: The Current Employment Statistics (CES) program publishes average hourly earnings, average weekly earnings, and employment for workers by industry for the U.S., individual States, and metropolitan areas.

Find national data on the web at bls.gov/ces
Find state and area data on the web at bls.gov/sae

Wage and employment data by county: The Quarterly Census of Employment and Wages (QCEW) provides industry employment and wage data by ownership and establishment size at the county, metropolitan area, State, and national levels.

Find data on the web at bls.gov/cew

Wage and employment data by gender, age, and race: The Current Population Survey (CPS) produces employment statistics and the median weekly earnings of full-time wage and salary employees by occupation for selected demographic characteristics.

Find data on the web at bls.gov/cps



Unemployment

Local unemployment data: The Local Area Unemployment Statistics (LAUS) program publishes monthly and annual employment, unemployment, and labor force data for census regions and divisions, States, counties, metropolitan areas, and many cities.

Find data on the web at bls.gov/lau

National unemployment data: The Current Population Survey (CPS) provides a comprehensive body of data on unemployment and the labor force, including the national unemployment rate.

Find data on the web at bls.gov/cps

Safety and Health

Occupational injuries and illnesses: The Injuries, Illnesses, and Fatalities (IIF) program provides data on the total number and rate of injuries and illnesses, as well as details about the worker, the nature of the condition, and the source of the condition.

Find data on the web at bls.gov/iif

Fatal occupational injuries: The Injuries, Illnesses, and Fatalities (IIF) program also provides information on fatal injuries and approximately 30 elements for understanding the circumstances of the incident – including information on the worker, the fatal event, and any machinery or equipment involved.

Find data on the web at bls.gov/iif

Productivity

Labor productivity: Data on output per hour and unit labor costs are available for the U.S. business sector, the nonfarm business sector, and the manufacturing sector. Productivity data are also available for specific industries, including complete coverage in manufacturing, retail trade, wholesale trade, and some data for other sectors.

Find data on the web at bls.gov/lpc

info for the Survey Participant

Data for BLS surveys come from people just like you...
survey participants are found in all industries, all establishment sizes, and all across the United States.



How does our participation improve the number of specific estimates published?

Collecting information from every survey sample member allows us to publish information for more occupations, more industries, and in greater detail by type of worker, locality, and establishment.

Why is it important to have more detailed data?

There are many different uses for and users of our data. Publishing more data makes it more likely you will find data that will meet your needs.

How does our participation improve the quality of the estimates published?

All sample-based surveys are subject to sampling error. The more establishments that participate, the lower the error and the more precise the estimates.

Is my business too small to matter?

No. Small businesses are essential to our statistics. Private U.S. companies employing fewer than 50 employees make up 95% of all businesses and hire 43% of all workers. Your establishment is weighted to represent many small businesses and their employees.

If we don't participate, won't you just replace us?

No. Your establishment was scientifically selected to represent establishments within your industry, geographic area, and size class. If we reselect new establishments to replace those that do not participate, we no longer have a statistically valid sample.

We have establishments all over the country. Can we coordinate all of your surveys through one office?

Yes. We can set up an arrangement in which your central office can work with just one BLS office on all surveys collected by the bureau.

After we provide data, can we compare our establishment's information with published estimates?

Yes. Our field economists can help you compare the data you provided to the overall estimates.

If we participate in one survey, does that mean we will be exempt from other BLS surveys? Or that we will be automatically included each time?

Neither. Random samples for each survey are drawn independently. Your participation in one survey does not impact your chances for selection in others. Establishment size is something that does impact your chances of being selected. Since employment levels are used as weights in the random selection process, larger establishments have a greater chance of being selected than smaller establishments.

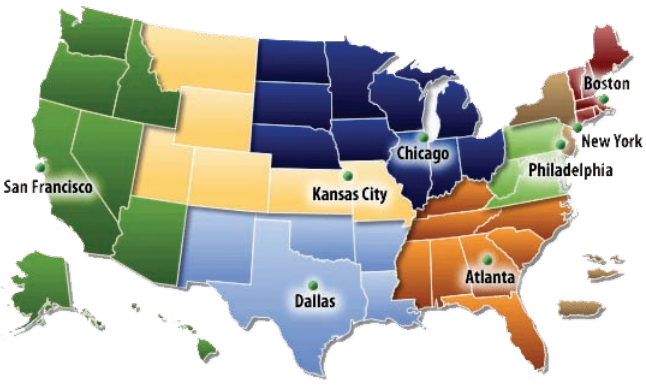
If we provide data to you, can you release it to the public? Could our competitors obtain it?

No. Federal law establishes stringent protections for information collected by Federal agencies for statistical purposes under a pledge of confidentiality, and prohibits such data from being disclosed for any other purpose. You can be assured that the data you provide cannot and will not be released without your consent to anyone not authorized by law to have access to it.

info on Obtaining BLS Data

The **Bureau of Labor Statistics** is the principal fact-finding agency for the Federal government in the broad field of labor economics and statistics. Information from the Bureau of Labor Statistics can be obtained in several ways - the BLS web site (***www.bls.gov***), electronic news service (***bls.gov/bls/list.htm***), email, and telephone.

You may contact any of the BLS regional information offices or Washington, D.C.-based program offices for assistance in determining the most appropriate information for your needs.



Regional Economic Analysis & Information Offices		
City	**Email**	**Phone**
Atlanta	BLSinfoAtlanta@bls.gov	404.893.4222
Boston	BLSinfoBoston@bls.gov	617.565.2327
Chicago	BLSinfoChicago@bls.gov	312.353.1880
Dallas	BLSinfoDallas@bls.gov	972.850.4800
Kansas City	BLSinfoKansasCity@bls.gov	816.285.7000
New York	BLSinfoNY@bls.gov	646.264.3600
Philadelphia	BLSinfoPhiladelphia@bls.gov	215.597.3282
San Francisco	BLSinfoSF@bls.gov	415.625.2270
Washington D.C.	BLSdata_staff@bls.gov	202.691.5200 TDD: 800.877.8339

Program Information Offices			
Subject	**Web site**	**Email**	**Phone**
Benefits	***www.bls.gov/ebs***	NCSinfo@bls.gov	202.691.6199
Consumer Prices	***www.bls.gov/cpi***	CPI_info@bls.gov	202.691.7000
Employer Costs for Employee Compensation	***www.bls.gov/ect***	NCSinfo@bls.gov	202.691.6199
Employment and Occupational Projections	***www.bls.gov/emp***	EP-info@bls.gov	202.691.5700
Employment Cost Index	***www.bls.gov/ect***	NCSinfo@bls.gov	202.691.6199
Employment for States and Metropolitan Areas	***www.bls.gov/sae***	SMinfo@bls.gov	202.691.6559
Employment for the Nation	***www.bls.gov/ces***	CESinfo@bls.gov	202.691.6555
Producer Prices	***www.bls.gov/ppi***	PPI-info@bls.gov	202.691.7705
Productivity and Costs	***www.bls.gov/lpc***	DPRweb@bls.gov	202.691.5606
Unemployment for States and Areas	***www.bls.gov/lau***	LAUSinfo@bls.gov	202.691.6392
Unemployment for the Nation	***www.bls.gov/cps***	CPSinfo@bls.gov	202.691.6378
Wages - Occupational Employment Statistics	***www.bls.gov/oes***	OESinfo@bls.gov	202.691.6569