

Calculating Wage Percentiles in the National Compensation Survey

by Hilary Simpson and James Smith

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For its estimates of hourly wage percentiles produced for the National Compensation Survey, BLS recently returned to a method based upon individual wage rates within sampled establishment occupations, following a period in which average occupational wage rates were used. The current percentile estimates allow for a more precise measure of wage dispersion and increase the utility of such estimates for data users.

Wage percentiles describe the distribution of earnings within published occupations. These estimates, along with establishment and worker characteristics, help to explain the wage variation within occupations. This article explains the methods used in recent years to calculate percentiles in the BLS *National Compensation Survey (NCS)* locality wage publications and how these methods relate to different data users. The NCS publishes hourly wage data for specific occupations in more than 80 metropolitan areas across the United States.

NCS locality publications present hourly wage rate estimates for the 10th, 25th, 50th, 75th, and 90th earnings percentiles. The percentiles designate position in the earnings distribution within each published occupation, weighted by the scheduled hours of work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

The usefulness of percentiles is illustrated in the following example. In the 2000 Honolulu, Hawaii, NCS publication,¹ the occupation titled "librarians" had a mean wage of \$27.76 per hour. Using only this information, one would not expect to find librarians in the Honolulu market with wages as low as \$15.00 per hour or as high as \$55.00 per hour. However, when percentile estimates are examined, this range does not appear to be out of line. Librarians in the Honolulu market at the 10th percentile earned \$20.45 per hour, while those at the 90th percentile earned \$45.05 per hour. The size of the wage dispersion in this occupation shows the value of percentile estimates.

Implementation Of The NCS

Data from the NCS locality wage program were first published in 1987. The purpose of the program is to measure occupational wages and work levels² in numerous metropolitan and nonmetropolitan areas. The NCS program uses a probability sample of occupations to represent all occupations in the non-Federal, nonfarm economy.³ In each sampled establishment, as many as eight occupations are selected for study, based on the establishment's employment size. The greater the number of people working in an establishment's occupation, the greater chance that occupation will be selected. Wages and related information are then collected for all employees in those occupations. During final processing, employees in each selected occupation in the survey are appropriately weighted to represent all employees and employees within the survey area.

When an establishment is first surveyed, a specially trained field economist interviews an official from the company or government agency to gain cooperation, sample establishment occupations, and collect wages and related information. Data from each establishment are updated annually for a period of approximately 5 years, usually via telephone or mail collection.⁴

During NCS's first round of surveys in 1987, individual wages were collected for each incumbent in the sampled occupations. Published hourly wage percentiles were based on those wage rates.

The First NCS Update

During the first update of these data in 1995, average wage rates for sampled establishment occupations were allowed to be collected. The change from collecting individual wage rates for all workers within a sampled occupation to collecting an

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