What do wage estimates include?
Wages for the OES survey are straight-time, gross pay, exclusive of premium pay.

**Included** in the collection of wage data are:
- base rate,
- cost-of-living allowances,
- guaranteed pay,
- hazardous-duty pay,
- incentive pay, including commissions and production bonuses,
- on-call pay, and
- tips.

**Excluded** from the wage data are:
- back pay,
- jury duty pay,
- overtime pay,
- severance pay,
- night differential,
- nonproduction bonuses, and
- tuition reimbursements.

straight-time, gross pay, and exclusive of premium pay (pay such as overtime, holiday pay, night shift, etc.). Annual wages are calculated by multiplying the hourly mean wage by 2,080 hours (40 hours/week x 52 weeks/year). For occupations that usually do not work 2,080 hours a year, including airline attendants, pilots, producers/directors, musicians, and many teaching occupations, just the annual wage is calculated from the reported survey data.

The New Mexico OES Team
The OES survey requires a great deal of cooperation from the business community due to the fact that the number and quality of responses determine and ensure the reliability of the data. The OES unit, Roger Saunders, Ed Mastrovito, John Salazar, Bob Richards, and Tracy Shaleen, works intently to collect and review the sample data, primarily via post, email and telephone follow-up. Economist Supervisor Roger Saunders also notes that help from the rest of the ER&A Bureau has added to their success.

The NM OES program has been ranked first among the fifty states for the past two years, averaging better than a 94 percent data collection rate for both assigned units and employment. For the same time period, the average national collection rate has been around 79 percent. Our outstanding collection rate has inspired the efforts of OES units around the country, as several other states are now posting very high percentages. In addition to New Mexico; Mississippi, Nebraska, Wyoming, South Dakota and North Carolina all have reported response rates over 90 percent, driving up the national average from the low 70s two years ago to almost 80 percent for the most recent reporting period. The higher the percentage of data collection, the more accurate the occupation and wage estimates will be both in NM and nationwide.

How is it used?
OES occupation and wage data is used in-house for the creation of staffing patterns, wage trend analysis by industry and occupation, and comparisons across industries and geographies. We study wages for emerging and declining industries and use the data as inputs for national and state projections. The data is also used for the Foreign Labor Certification program through the USDOL Employment & Training Administration.

Outside of our bureau, a variety of people and organizations, from job seekers to research analysts, from small businesses to policymakers, depend on the survey results. Career and vocational rehabilitation counselors use wage data as job placement aids. Wage information helps employers determine if they are paying competitive wages and helps job seekers determine what others in their field are earning. New companies consider wage information when looking to do business in New Mexico, and economic inputs for national and state projections. The data is also used for the Foreign Labor Certification program through the USDOL Employment & Training Administration.

Excerpt from the June OES National Newsletter from BLS...
The release of the May 2008 estimates gives us several reasons to cheer. First, the overall response rate for the May 2008 panel reached 80 percent for the first time! This is a great achievement that we recognize States worked very hard for. We thought that when we looked at it more closely, we would find that response rates increased primarily in States that had sample cuts, but in fact this was not the case. States that bought back their sample, meaning they had the same amount of work but less federal funding, and States that did not have sample cuts also had improved response rates.
How do I get a spreadsheet of all occupations and wages in New Mexico?

1. Start at http://laser.state.nm.us
2. Click on “Occupation.”
3. Click on “Occupational Wages.”
4. Click on “NM Occupational Wage Survey.”
5. In Step 1 of the "Search Criteria," use the pull-down list to select “New Mexico.” Click on “Select.”
6. In Step 2, select “Annual” from the pull-down list and then “2007” in the box below. Click on “Select.”
7. In Step 3, click on “Total All Occupations” and drag until all the titles are selected. Then click “Search.”
8. Now you have a list of all occupations and both their hourly and annual wages. At the bottom of the table you can choose to see the data by hourly or annual only. If you click the Excel button, you can then save the data to your computer. Note that you can view more records at one time by changing records per page from 5 to 100 and clicking “Go.”

If you are looking for just one or two occupations, in Step 3 of the "Search Criteria,” click the “Advanced Search.”

You can also find this same wage information in a different format on the Occupational Employment and Wage Estimates pages at www.dws.state.nm.us/eds/

New Mexico’s hourly average wage is $18.03, for an annual average wage of $37,490. Of our neighboring states, the highest wages are found in Colorado, followed by Texas, Arizona, and Utah. Nationally, the hourly average wage came in at $20.32, and the annual average wage was $42,270.

Our current wage publications include wage information sheets covering the statewide and WIA areas, and sheets will be available for the four MSAs soon on our website at www.dws.state.nm.us/dws-lmi.html. Wage data is also available through our Estimate Delivery System (EDS) at www.dws.state.nm.us/eds.

For more information regarding the OES program or New Mexico wages, please visit www.bls.gov/OES/ or laser.state.nm.us.