

Table: Examples of Commonly Used Prevailing Wage Surveys on FY 2014 LCAs from the LCA Disclosure Data*

Item G.11a	Item G.11b
2014	AAMC Survey of Resident/ Fellow Stipends and Benefits Report
2014	Dietrich Spring Engineering Salary Survey
2014	Hospital and Healthcare Compensation Service Physician Salary Survey
2014	HRA-NCA Compensation Survey
2014	Mercer Benchmark Database Information Technology Survey Report
2014	Radford Global Sales Survey
2014	Radford Global Technology Survey
2014	The Survey Group Benchmark Compensation Survey
2014	Towers Watson CSR General Industry Professional (Technical and Operations)
2014	Towers Watson Professional (Administrative and Sales) Compensation Survey

** Note: The Department does not endorse specific wage source surveys or otherwise guarantee that wage source entries appearing in examples or in the Disclosure Data will be approved in future LCAs.*

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DOL Requirements for Alternative Published Wage Data Surveys

1. The survey must have been published within 24 months of the date of submission.
2. The survey must be the most current edition of the survey with wage data that meets DOL criteria.
3. The data on which the wage is based must have been collected within 24 months of the publication date of the survey.
4. The wage data must reflect the area of intended employment.
 - The “area of intended employment” means the area within normal commuting distance of the place (address) of intended employment.
 - If the place of intended employment is within a Metropolitan Statistical Area (MSA) or Primary Metropolitan Statistical Area (PMSA), any place within the MSA or PMSA is deemed to be within the normal commuting distance.
 - The area surveyed can be expanded if the employer can show that there are an insufficient number of workers in the original area.
5. The job description applicable to wage data submitted by the employer must be adequate to determine that the data represents workers who are employed in similar positions to those in the employer’s job description.
 - Similar employment includes requiring jobs with similar levels of skill.
6. The prevailing wage determination should be based on an arithmetic mean (weighed average) of wages for workers that are similarly employed in the area of intended employment.
 - If a survey does not provide an arithmetic mean, a median wage can be used instead.
7. The wage data must have been collected across industries that employ workers in the occupation.
 - The American Competitiveness and Workforce Improvement Act requires the surveying agency, in the case of higher education institutions, related or affiliated nonprofit entities, and nonprofit or governmental research organizations, to take into consideration in the prevailing wage process only those wages paid at these types of institutions and organizations in the area of intended employment.
8. The survey must identify a statistically valid methodology that was used to collect the data.
9. Survey data must be collected from at least 3 employers and 30 employees.