

## WHAT ARE THE GLASSDOOR LOCAL PAY REPORTS?

The Glassdoor Local Pay Reports show estimated median annual base pay for full-time U.S. workers in metro areas throughout the United States. For dozens of specific job titles, the Local Pay Reports estimate year over year wage growth trends.

Leveraging the same technology and data science behind Glassdoor's [Know Your Worth](#) product, the Local Pay Reports apply a proprietary machine learning algorithm to estimate median base pay by job title, industry and employer size.

## HOW DOES THE MODEL BEHIND THE ESTIMATES IN THE LOCAL PAY REPORTS WORK?

Since Glassdoor launched in 2008, we have collected millions of salaries and other compensation data from workers throughout the U.S. Our proprietary salary database provides a unique data set that, through sophisticated algorithms, enables us to reasonably predict the estimated median base pay by job title, industry and employer size through what we call Salary Estimates.

To calculate the median base pay found in the Local Pay Reports, Glassdoor's model factors in the many variables that impact pay: location, industry, job title, company size and more. The model then uses that information to estimate how each factor impacts pay, predicting what workers earn in that metro for that job. The model is dynamic, using all of the millions of U.S. salaries collected on Glassdoor to estimate pay by metro area for specific job titles, industries or employer sizes, including the latest salaries from the past month.

## WHAT MAKES UP THE ESTIMATES?

The estimates are for annual base pay only. We do not include tips, commissions, bonuses or other types of compensation. The median base pay estimates are not adjusted seasonally or for inflation.

## WHAT ARE THESE METRO AREAS BASED ON?

The metro areas are based on Core-Based Statistical Areas (CBSAs) from the U.S. Census Bureau. They include the county of the major city in each area, as well as nearby areas that are economically related, as defined by patterns in commuting to work. More information is available [here](#).

## I DON'T SEE WAGE GROWTH FIGURES BY INDUSTRY OR EMPLOYER SIZE. WHY NOT?

At this time, the Local Pay Reports allow us to estimate year over year pay growth for job titles and overall metro areas. The machine learning model behind the Local Pay Reports does not allow us to estimate pay growth by industry and company size. As Glassdoor collects more salary and other relevant data, the machine learning algorithm gets smarter, and we expect that coverage and accuracy will improve over time.

## I DON'T SEE MY METRO IN YOUR REPORT. CAN I GET PAY DATA FOR OTHER AREAS?

At this time, the Local Pay Reports are limited to the metro areas in the published report. We are not able to provide data for other metros, though Glassdoor plans to expand to other metros in the future.

## WHAT IS THE SAMPLE SIZE?

The Glassdoor Local Pay Reports uses the millions of salaries collected on Glassdoor and applies a proprietary machine-learning model to estimate median base pay by job title, industry and employer size. The model takes into account all of the millions of salaries collected on Glassdoor and becomes smarter as more data is collected. As Glassdoor collects more salary and other relevant data, we expect that coverage and accuracy will improve over time.

## DO YOU USE ANY BLS DATA IN THIS REPORT?

The pay estimates in the Local Pay Reports are based entirely on Glassdoor salary data, and use no external BLS data. To provide context about local markets, the report does show local unemployment rates and labor force statistics from the latest BLS figures.

## DO EMPLOYERS VERIFY THESE SALARIES?

All Glassdoor salary data is contributed anonymously by current and former employees. Employers do not verify reported salaries on Glassdoor.

## HOW DO THE GLASSDOOR LOCAL PAY REPORTS COMPARE TO WAGES AND SALARIES FROM BLS?

Wages and salaries from the BLS [include](#) tips, commissions, cash bonuses, and other pay workers report that they receive. The Local Pay Reports are based only on estimates of median base pay. The estimates draw on millions of salaries reported to Glassdoor via our [salary survey](#).

## HOW DO YOU COMPARE TO BLS MEDIAN PAY FOR THE U.S.?

The estimate of U.S. median base pay from the Local Pay Reports was within 7 percent of the official U.S. wages and salaries estimate for full-time workers from BLS. A comparison to BLS median pay is available [here](#).

## HOW DOES WAGE GROWTH IN LOCAL PAY REPORTS COMPARE TO OFFICIAL FIGURES?

The estimates of overall U.S. wage growth from the Local Pay Reports are closely correlated with official wage growth figures over time. A comparison to BLS and Federal Reserve Bank of Atlanta wage growth measures is available [here](#).

## CAN I DOWNLOAD ALL OF THE DATA?

We do not offer downloadable data at this time. Users can freely download data from individual Local Pay Reports that are available online. If used for research or analysis, we ask users to cite Glassdoor Economic Research as their data source.

## HOW SHOULD I CITE THE LOCAL PAY REPORTS IN MY RESEARCH PAPER?

We suggest the following citation: Glassdoor Economic Research, "Local Pay Reports," accessed on [date]. Available at [Glassdoor.com/research](https://www.glassdoor.com/research).

## I AM AN ACADEMIC RESEARCHER AND WANT ACCESS TO YOUR DATA. HOW DO I DO THAT?

Academic researchers interested in access to data from Glassdoor's Local Pay Reports should send an email to [economics@glassdoor.com](mailto:economics@glassdoor.com).

## I THINK THERE IS AN ERROR IN THE LOCAL PAY REPORTS. WHO SHOULD I TELL?

Please send feedback to [economics@glassdoor.com](mailto:economics@glassdoor.com).