

# Geographic Salary Adjustment: April 1998

Local Equivalent Multipliers for Salary Offers based on New York Times Want Ads



A Competitive Position® Salary Survey

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Region	95% Low	Expected	95% High
Arizona	0.84	0.86	0.89
Atlanta	0.91	0.94	0.98
Boston	0.91	0.94	0.97
Chicago	0.89	0.93	0.97
Colorado	0.85	0.90	0.95
Dallas	0.79	0.84	0.89
Florida	0.82	0.86	0.90
Houston	1.09	1.13	1.17
Los Angeles	0.93	0.97	1.01
MidAtlantic	0.85	0.90	0.94

Region	95% Low	Expected	95% High
MidWest	0.82	0.85	0.87
North Carolina	0.82	0.85	0.88
Oregon	0.84	0.87	0.90
Philadelphia	0.96	0.99	1.02
San Diego	0.96	1.04	1.11
San Jose / San Francisco	1.14	1.16	1.17
Tennessee	0.69	0.74	0.79
Toronto	0.92	0.95	0.97
Washington	0.86	0.91	0.96
Want Ads listed in Washington Post	0.84	0.84	0.85

# Geographic Salary Adjustment Reference

## The Map

The number “.xx” in each box indicates the percentage of a salary offer listed in a Competitive Position® Salary Survey job title that can be expected in each geographic area, “.xx” is equivalent to “xx%”.

To adjust for your local region, multiply the salary offered in a Competitive Position® Salary Survey job title by the number “.xx”.

## The Table

The “Expected” geographic salary adjustment is the most likely adjustment based on the sample of want ads.

There is a 95% certainty that the geographic salary adjustment, within the entire computer and programmer job market, lies between the “95% Low” and the “95% High” numbers.

The 95% confidence interval of the geographic salary adjustment should be used with the 95% confidence interval of the salary offer statistics from the Competitive Position® Salary Survey job titles. Multiply the “95% Low” geographic adjustment to the 95% High extreme salary offer from the “Expected Salary Offer” graph. Multiply the “95% High” geographic adjustment to the 95% Low extreme salary offer from the “Expected Salary Offer” graph. This will create the minimum 95% confidence interval for your region, qualifications and years of experience.

## Methodology

The geographic salary adjustment multipliers are calculated as the ratio of the mean salary offered in want ads from each geographic region relative to the mean salary offered in want ads listed in the New York Times.

Want Ads posted to the internet newsgroup “comp.jobs.offered” from March 25 through April 14, 1998 were surveyed. Please browse the newsgroup “comp.jobs.offered” to familiarize yourself with the data source. To be included in the geographic salary survey, a want ad had to list a salary offer, a geographic region and a qualification that was included in the salary survey of want ads posted in the New York Times. When a salary range, or more than one salary offer, was listed then the lowest salary offer was taken. It is estimated that only 20% of want ads reviewed qualified for the salary survey.

The Washington, D.C. metropolitan geographic adjustment multiplier is based on 1,370 want ads listed in the Washington Post from March 16 through December 28, 1997. To be included in the geographic salary survey, a want ad had to list a salary offer and a qualification that was included in the salary survey of want ads posted in the New York Times.

The mean salary offer and its 95% confidence interval ( $\pm 1.96$  times the standard deviation of the mean) were derived for each geographic area. The geographic adjustment multipliers were calculated as the ratio of the mean, 95% lower bound and 95% upper bound of each geographic region relative to the corresponding statistic calculated from the 3,550 want ads listed in the New York Times from January 5 through December 28, 1997.

The sample size for each geographic region:

Region	# of Want Ads	Region	# of Want Ads
Arizona	121	Mid-West	74
Atlanta	117	North Carolina	128
Boston	147	Oregon	70
Chicago	142	Philadelphia	114
Colorado	94	San Diego	65
Dallas / Ft. Worth	101	San Jose / San Francisco	424
Florida	93	Tennessee	48
Houston	129	Toronto	87
Los Angeles	141	Washington	63
Mid-Atlantic	124	Want Ads listed in the Washington Post	1,370

Boston includes Worcester and Southern New Hampshire. Los Angeles includes Orange County. Mid-Atlantic includes Buffalo, Rochester, Pittsburgh, Ohio, Detroit, Indiana and Kentucky. Mid-West includes Wisconsin, Minnesota, Iowa, South Dakota, Nebraska, Kansas and Missouri. San Jose / San Francisco includes Sacramento. Philadelphia does not include Southern New Jersey.

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