

Occupation-Level FLSA Exemption Measures — Consistent (2002 Census) Codes

File: `occ_exemption_measures_consistent_2002codes.csv`

This file reports task-based FLSA white-collar exemption measures aggregated to the **occupation** level, with occupation coding standardized to a **single, time-consistent occupation code system: the 2002 Census occupation codes**.

Use this version when you need occupation codes that are comparable across years or that align with the **DOL exemption probability codes**, which are defined on 2002 Census occupation codes and are used in the regulatory impact analyses of overtime rule changes. For year-by-year measures in each year's own (current) code system, see the companion file `occ_exemption_measures_current_codes.csv`.

What one row is

One row per **vintage year** $\times$ **2002 Census occupation code** (19 years, 2008–2026; 8,854 rows).

Column	Description
<code>vintage_year</code>	O*NET database vintage year (2008–2026). For years with multiple O*NET updates, the last update of the year is used. For 2026, version 30.2 is used; this was the current version at the time the classification exercise was conducted.
<code>census_code_2002</code>	2002 Census occupation code.
<code>census_title_2002</code>	2002 Census occupation title.
<code>employment</code>	Average monthly employment for this occupation in this year, from the Current Population Survey (CPS), used as the weight when collapsing finer codes into 2002 codes. Missing where no CPS workers map to the code.
<code>n_onet_occs</code>	Number of O*NET occupations contributing to this code-year.
<code>n_tasks</code>	Number of classified O*NET tasks summed across contributing O*NET occupations.

Column	Description
<code>n_exempt</code>	Number of those tasks classified Exempt.
<code>share_exempt_equal</code>	Exempt share, equal task weights.
<code>share_exempt_im</code>	Exempt share, weighted by O*NET task Importance (IM, 1–5).
<code>share_exempt_rt</code>	Exempt share, weighted by O*NET Relevance of Task (RT, 0–100).
<code>share_exempt_freq_ordinal</code>	Exempt share, weighted by an ordinal frequency score (expected category 1–7 from the Frequency-of-Task distribution).
<code>share_exempt_freq_weekly</code>	Exempt share, weighted by expected times performed per week (cardinal frequency).
<code>share_exempt_freq_daily</code>	Exempt share, weighted by the share of incumbents performing the task daily or more (FT categories 5–7).
<code>share_exempt_rt_freq</code>	Exempt share, weighted by the RT × ordinal-frequency composite .

All seven `share_exempt_*` columns range from 0 (no exempt tasks) to 1 (all exempt). A share is missing when no contributing task has a rating for the relevant scale (zero denominator).

How the measures are built

Step 1 — task classification. Each O*NET task statement is classified as Exempt or Non-exempt using a large language model. These task-level determinations are the companion release file `task_classifications.csv`.

Step 2 — task → occupation aggregation (within a year’s native code system). For each vintage year, task-level exemption is averaged to the O*NET occupation level under each weighting scheme, then crosswalked and aggregated to that year’s **current** Census code vintage (2002 for 2008–2010, 2010 for 2011–2019, 2018 for 2020–2026), weighting multiple O*NET occupations within a Census code by O*NET occupation employment metadata. (These per-year, current-code measures are the companion file `occ_exemption_measures_current_codes.csv`.)

Step 3 — harmonization to 2002 codes (this file). Years already in 2002 codes (2008–2010) are used as is. Years in 2010 codes (2011–2019) are mapped to 2002 codes with a Census 2010→2002 occupation crosswalk; years in

2018 codes (2020–2026) are chained through 2018→2010 and then 2010→2002 crosswalks. When several finer-vintage codes map to one 2002 code, each exemption share is recomputed as a **CPS-employment-weighted average** across the contributing codes (occupations with no CPS employment match receive unit weight). `employment`, `n_tasks`, `n_exempt`, and `n_onet_occs` are summed.

The seven weighting schemes

Column	Weight w_t on task t	Captures
<code>share_exempt_equal</code>	1	Simple average; each listed task counts equally.
<code>share_exempt_im</code>	Importance (1–5)	How central the task is to the job.
<code>share_exempt_rt</code>	Relevance of Task (0–100)	Share of incumbents who perform the task at all (extensive margin).
<code>share_exempt_freq_ordinal</code>	Expected frequency category (1–7)	How routinely the task is performed, on an even ordinal scale.
<code>share_exempt_freq_weekly</code>	Expected times/week ($\approx 0.02, 0.12, 0.46, 2, 5, 15, 40$ by category)	Approximate share of working time the task consumes.
<code>share_exempt_freq_daily</code>	Share performing daily+ (FT categories 5–7)	Whether the task is part of the daily routine.
<code>share_exempt_rt_freq</code>	RT $\times$ ordinal frequency score	Combined prevalence $\times$ frequency (empirical time use).

Each weighted share is $\bar{E}_o = \sum_{t \in o} w_t E_t / \sum_{t \in o} w_t$, where $E_t = 1$ if task t is Exempt.

Note

- Exemption determinations assume the **salary-basis and salary-level tests are met** and focus on the **duties test**; they describe occupations/tasks, not any individual worker’s actual exemption status.