

Occupation-Level FLSA Exemption Measures — Contemporaneous Census Codes

File: `occ_exemption_measures_current_codes.csv`

This file reports task-based FLSA white-collar exemption measures aggregated to the **occupation** level, with each O*NET vintage year expressed in **whatever Census occupation code system was current in that year**:

Vintage years	Census code system
2008–2010	2002 Census codes
2011–2019	2010 Census codes
2020–2026	2018 Census codes

Use this version when you want each year’s measures in its own native, current coding — for example, to merge directly onto contemporaneous CPS or other survey data without re-coding occupations. If instead you need a **single, time-consistent** code system (e.g., to compare across years or to align with the DOL exemption probability codes, which are defined on 2002 codes), use the companion file `occ_exemption_measures_consistent_2002codes.csv`.

What one row is

One row per **vintage year** × **Census occupation code (in that year’s vintage)** (19 years, 2008–2026; 9,933 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_vintage</code>	Census coding system this row uses (2002, 2010, or 2018).
<code>census_code</code>	Census occupation code, in the vintage named by <code>census_code_vintage</code> .
<code>census_title</code>	Census occupation title.
<code>n_onet_occs</code>	Number of O*NET occupations contributing to this code-year.

Column	Description
<code>n_tasks</code>	Number of classified O*NET tasks summed across contributing O*NET occupations.
<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).

Merging across vintages: `census_code` is **not** comparable across years with different `census_code_vintage` values — code 4700 means different occupations under the 2002, 2010, and 2018 systems. Subset to one vintage before pooling, or use the consistent-2002-code file.

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 → O*NET occupation aggregation. For each vintage year, task-level exemption (1 = Exempt, 0 = Non-exempt) is averaged to the O*NET occupation level under each of the seven weighting schemes below, using that year’s own O*NET Task Ratings (Importance, Relevance, Frequency).

Step 3 — O*NET → Census aggregation (this file). O*NET occupations are crosswalked to the Census code system current in that year (2002 / 2010 / 2018). Where several O*NET occupations map to one Census code, their shares are averaged weighted by O*NET occupation employment metadata; `n_tasks`, `n_exempt`, and `n_onet_occs` are summed. **No cross-year harmonization is applied** — each year stays in its native code system. (The consistent-2002 file adds a further CPS-employment-weighted collapse of finer codes into 2002 codes.)

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.