Some jobs have LMI data pulling into the wage info on the job order...and in some cases the actual wage is lower than the LMI wage. Is there a way to turn off LMI data for that job?

			8	
\$19.500 Per Hour Position range in Waterloo- Ceder Falls JA Metropolitan Statistical Area S19.02 - S31.27 Per hour	Cocupation: Bus Driver WAVERLY-SHE Occupation: Bus Driv Location: Waverly, IA - 50677 Positions available: 1 Updated: 6/21/2023 Expires: 7/19/2023	ELL ROCK CSD vers, School Job #: 10524820 Work At Home option: No Source: IowaWORKS Site: IowaWORKS		
Job Requiremen	nts		Job Properties	
	HS E			Full Regular Duration

No, the LMI wage info cannot be turned off. It is a base feature of IowaWORKS.

Some jobs have LMI data pulling into the wage info on the job order, some display a wage, and some only display LMI Information. Why?

What and how wage information displays on the job order is dependent on the way the information is filled in in the Compensation and Hours section.

NOTE: The following information is accessible in IowaWORKS through the Help screen on the Compensation and Hours screen. Look for the question icon

Employment Wage Statistics are available at the top. This section shows the estimated employment wage statistics for your area and occupation. Use the sliders to adjust the Minimum and Maximum salary you wish to offer candidates, or enter in your salary figures manually into the fields below.

Enter the **Minimum Salary** and the **Maximum Salary** in the provided fields. Use decimals, not commas, for the salary range (ex. 45000.00, not 45,000.00).

Entering an exact salary - If you want to enter in an exact salary figure, instead of a range, enter the same amount in both the minimum and maximum salary fields.

If your job order has exceptions to the minimum wage requirements, such as an occupation that relies on tips as its main source of income, select **Other** as your Basis for unit of salary/pay. Then, under **Comments**, select "Salary + Tips".

If you do not want to display the salary requirements to job seekers, select No for **Display Salary on job order** at the bottom.

Provide a select for **Units** (i.e. the period of time) that your Minimum and Maximum Salary figures are based upon (such as yearly, monthly, weekly or hourly) using the dropdown menu.

Make a **Comments** selection from the dropdown menu. For **Supplemental Compensation**, click all that applies.

Select a response for **Hours Per Week**. If you select "Hours are Specific," you will be required to enter the number of hours in the field provided.

Select the appropriate **Shift**, if applicable to the job order, from the drop down menu. General definitions of shifts are:

Day - Standard work day (such as 9 a.m. - 5 p.m.).

Evening - Your work day would generally be scheduled anytime between 2 P.M. and midnight.

Night - Your work day would be scheduled between 9 P.M. to 8 A.M.

Rotating - A set combination of two different shifts (such as two weeks of day shift followed by two weeks of night shift).

Split - A working shift divided into two or more periods of time, such as morning and evening, with a break of several hours between them.

Display Salary on job order - Select whether to display salary information to candidates. Posted job orders that include salary generally have a higher visibility in the system and attract more applicants.

aicates required fields.			
mpensation an	d Hours		
mployment Wage Statisti	cs		
This section shows the esti Use the sliders to adjust t	mated employment wage statistics for individuals the Minimum and Maximum salary you wish t	is in Sioux City, IA-NE-SD Metropolitan Statistical Area employed	for Landscaping and Groundskeeping Workers in 202
		25th% \$29,150.00	75th% \$37,190.00
Lowest Advertised \$14,575.00		Median \$30,300.00	Highest Advert \$42,50
se the sliders to adjust the l	Minimum and Maximum salary you wish to offer	candidates. Job postings that meet or exceed market average w	ill attract more applicants.
minum salary.	\$ 26,184.78		
aximum Salary:	\$ 33,549.04		
nits:	Year 👻		
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omnents: 	Vear DOE (Depends on Experience) ME DOE dC a Expense Allowance Pager and/or Cell Phone Other Not Applicable Hours are Specific 25 Doy		
units: upplemental Compensatio ours Per Week: sectific Hours aift: upplay Salary on job order	Vear DOE. (Depends on Experience) UDE. (Depends on Experience) UDE. (Depends on Experience) UDE. (Depends of Cell Phone Other Other Hours are Specific UDE Day Ves No Ves No		

When 'Display Salary on Job Order' is set to No in Compensation and Hours

- The LMI wage information displays on the job order.
- The gray box indicates the salary is not disclosed.
- The LMI wage information displays in the same Units as selected on the Compensation and hours screen.



Landscaper Westmar University

Occupation: Landscaping and Groundskeeping Workers

Location: Le Mars, IA - 51031 Positions available: 1 Posted: 7/25/2023 Updated: 7/25/2023 Expires: 8/24/2023

Job #: 10530964 Source: IowaWORKS Work At Home option: No Site: IowaWORKS Agency Job ID: 4 When 'Display Salary on Job Order' is set to YES in Compensation and Hours and a Wage Range is Entered

				(
Employment Wage Statistics				
This section shows the estima	ated employment wage statistics for individuals in Si	oux City, IA-NE-SD Metropolitan Statistical Area emplo	yed for Landscaping and Groundskee	ping Workers in 2021.
Use the sliders to adjust the	e Minimum and Maximum salary you wish to offe	er candidates.		
		<u>25th%</u> \$29,150.00	<u>75th%</u> \$37,190.00	
	(00		
Lowest Advertised \$14,575.00		<u>Median</u> \$30,300.00		Highest Advertised \$42,502.86
se the sliders to adjust the Mi	nimum and Maximum salary you wish to offer candi	dates. Job postings that meet or exceed market average	e will attract more applicants.	
Ainimum Salary:	\$ 26,184.78			
laximum Salary:	\$ 33,549.04			
Inite-				
lints.	Year			
omments:	DOE (Depends on Experience) 🔻			
upplemental Compensation:	Expense Allowance			
	Pager and/or Cell Phone			
	Other			
	Not Applicable			
lours Per Week:	Hours are Specific 🔻			
pecific Hours	25			
hift:				
	Uay			
isplay Salary on job order	🖲 Yes 🔵 No			
osted job orders that include :	salary have a higher visibility in the system and attrac	ct 43% more applicants.		
and the second sec	high seekers			

- The wage range information displays on the job order.
- The teal box indicates the salary is disclosed.
- The wage information displays in the same Units as selected on the Compensation and hours screen.



When 'Display Salary on Job Order' is set to YES in Compensation and Hours and the same Wage is Entered for Minimum and Maximum Salary

Employment Wage Statistics	5		
This section shows the estin	nated employment wage statistics for individuals in Si	oux City, IA-NE-SD Metropolitan Statistical Area emplo	oyed for Landscaping and Groundskeeping Workers in 2021.
Use the sliders to adjust the	ne Minimum and Maximum salary you wish to offe	er candidates.	
		<u>25th%</u>	<u>Z5th%</u>
		\$14.01	\$17.88
Lowest Advertised		Median	Highest Advertise
\$7.01		\$14.57	\$20.4
se the sliders to adjust the M	finimum and Maximum salary you wish to offer candi	dates. Job postings that meet or exceed market average	ge will attract more applicants.
inimum Salary:	\$ 14.00		
	11.00		
and an			
aximum saiary:	\$ 14.00		
nits:	Hour		
omments:	DOE (Depende on Experience)		
	DOE (Depends on Experience)		
upplemental Compensation	n: 🔲 Use of Car		
	Expense Allowance		
	Pager and/or Cell Phone		
	Other		
	Not Applicable		
ours Per Week:	Hours are Specific 🔻		
ecific Hours	25		
ing.	Day 👻		
splay Salary on job order	Yes O No		
sted job orders that include	salary have a higher visibility in the system and attract	ct 43% more applicants.	
and the second	n joh seekers		

- The wage displays on the job order. ٠
- The teal box indicates the salary is disclosed. •
- The wage information displays in the same Units as selected on the Compensation and hours ٠ screen.



Landscaper Westmar University Occupation: Landscaping and Groundskeeping Workers Location: Le Mars, IA - 51031 Job #: -244027

Positions available: 1 Posted: 7/25/2023 Work At Home option: Not Specified Expires: 8/24/2023 Site: IowaWORKS

Compensation and Hours

			e
Employment Wage Statistics			
This section shows the estim Use the sliders to adjust th	ated employment wage statistics for individuals in S e Minimum and Maximum salary you wish to off	ioux City, IA-NE-SD Metropolitan Statistical Area empl er candidates.	oyed for Landscaping and Groundskeeping Workers in 2021.
		25th% \$14.01	75th% \$17.88
Lowest Advertised \$7.01		<u>Median</u> \$14.57	Highest Advertised \$20.43
Q Use the sliders to adjust the M Minimum Salary:	inimum and Maximum salary you wish to offer cand \$ 14.00	idates. Job postings that meet or exceed market avera	ge will attract more applicants.
Maximum Salary:	\$ 14.00 •		
*Units:	Hour		
*Comments:	DOE (Depends on Experience) 💌		
Supplemental Compensation	 Use of Car Expense Allowance Pager and/or Cell Phone Other Not Applicable 		
* Hours Per Week:	Hours are Specific 🔻		
*Specific Hours	25		
*Shift:	Day		
*Display Salary on job order	• Yes O No		
Posted job orders that include Salary requirements are visible to	salary have a higher visibility in the system and attra o job seekers	ict 43% more applicants.	

