



MARYLAND DEFENSE COUNSEL, INC.

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House Judiciary Committee

HB 244 – Civil Actions – Damages – Use of Race, Ethnicity and Gender Data

Position: Favorable with Amendments

February 2, 2022

The Maryland Defense Counsel (MDC) is an organization of trial lawyers who represent a broad range of corporate, institutional, and individual defendants, including many of the state's health care providers and institutions.

HB 244 speaks to the collection and stratification of data concerning life expectancy, work life expectancy, and earnings. This data is collected and published by the United States government.

Attached is the Bureau of Labor Statistics (BLS) Usual Weekly Earnings of Wage and Salary Workers Fourth Quarter 2021. Table 2 of that report shows the effect of aggregating or disaggregating earnings data by race, ethnicity, or sex. In current dollars in the last quarter of 2021, the median of all workers over the age of 16 ("Total") earned \$1,010 weekly. Thus, when normed for all adult members of the workforce, the weekly median wage is \$1,010. When normed by gender, however, men had a median of \$1,103, and women had a median of \$930. *Id.*

The BLS further disaggregates (that is, norms) this data by "Race, Hispanic or Latino Ethnicity, and Sex." *Id.* Asians had the highest median, followed by White, Black or African American, and Hispanic or Latino ethnicity. *Id.* All groups had below average incomes except for Asian Men, Asian Women, and White Men. *Id.*

HB 244 states, "A CALCULATION OF DAMAGES FOR LOSS OF EARNINGS RESULTING FROM PERSONAL INJURY OR WRONGFUL DEATH MAY NOT BE REDUCED BASED ON RACE, ETHNICITY, OR GENDER." It is a reasonable use of available data to say that all litigants are treated fairly when loss of earnings data is not normed for race, ethnicity, or gender. As drafted, however, HB 244 does not do that.

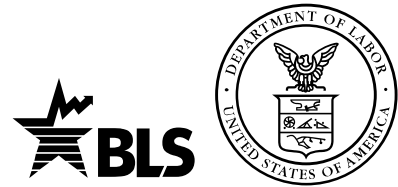
In order to apply normative data without regard to race, ethnicity, or gender, it is necessary to apply the same normative scale to everyone. It makes no sense and is not fair to all litigants to say that race, ethnicity, gender norming may not be applied to those whose norm is below average, but may be applied to norms that are above average. A normative scale cannot be valid for those who are above average but invalid for those who are below average.

Therefore, MDC supports HB 244 if amended to state: A CALCULATION OF DAMAGES FOR LOSS OF EARNINGS RESULTING FROM PERSONAL INJURY OR WRONGFUL DEATH MAY NOT BE ~~REDUCED~~ BASED ON RACE, ETHNICITY, OR GENDER. (On page 1, in line 16, strike "REDUCED".)

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NEWS RELEASE

BUREAU OF LABOR STATISTICS
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USUAL WEEKLY EARNINGS OF WAGE AND SALARY WORKERS FOURTH QUARTER 2021

Median weekly earnings of the nation's 116.3 million full-time wage and salary workers were \$1,010 in the fourth quarter of 2021 (not seasonally adjusted), the U.S. Bureau of Labor Statistics reported today. This was 2.6 percent higher than a year earlier, compared with a gain of 6.7 percent in the Consumer Price Index for All Urban Consumers (CPI-U) over the same period.

Data on usual weekly earnings are collected as part of the Current Population Survey, a nationwide sample survey of households in which respondents are asked, among other things, how much each wage and salary worker usually earns. (See the Technical Note in this news release.) Data shown in this news release are not seasonally adjusted unless otherwise specified.

Highlights from the fourth-quarter data:

- **Median weekly earnings** of full-time workers were \$1,010 in the fourth quarter of 2021. **Women** had median weekly earnings of \$930, or 84.3 percent of the \$1,103 median for **men**. (See table 2.)
- The **women's-to-men's earnings ratio** varied by race and ethnicity. White women earned 83.2 percent as much as their male counterparts, compared with 99.4 percent for Black women, 77.7 percent for Asian women, and 86.7 percent for Hispanic women. (See table 2.)
- Among the major **race and ethnicity groups**, median weekly earnings of Blacks (\$805) and Hispanics (\$799) working full-time jobs were lower than those of Whites (\$1,030) and Asians (\$1,384). By sex, median weekly earnings for Black men were \$807, or 71.5 percent of the median for White men (\$1,129). Median earnings for Hispanic men were \$845, or 74.8 percent of the median for White men. The difference was less among women, as Black women's median earnings were \$802, or 85.4 percent of those for White women (\$939), and earnings for Hispanic women were \$733, or 78.1 percent of those for White women. Earnings of Asian men (\$1,499) and women (\$1,165) were higher than those of their White counterparts. (See table 2.)
- By **age**, usual weekly earnings were highest for men ages 35 to 64: median weekly earnings were \$1,232 for men ages 35 to 44, \$1,260 for men ages 45 to 54, and \$1,311 for men ages

55 to 64. Among women, usual weekly earnings were also highest for workers ages 35 to 64: median weekly earnings were \$1,003 for women ages 35 to 44, \$1,035 for women ages 45 to 54, and \$994 for women ages 55 to 64. Men and women ages 16 to 24 had the lowest median weekly earnings, \$662 and \$623, respectively. Men's and women's earnings were closer among younger workers than older workers; for example, women ages 16 to 24 earned 94.1 percent as much as men in the same age group, while the women's-to-men's earnings ratio was 76.9 percent for those age 55 and over. (See table 3.)

- Among the major **occupational groups**, persons employed full time in management, professional, and related occupations had the highest median weekly earnings—\$1,618 for men and \$1,235 for women. Men and women employed in service occupations earned the least, \$728 and \$638, respectively. (See table 4.)
- By **educational attainment**, full-time workers age 25 and over without a high school diploma had median weekly earnings of \$651, compared with \$831 for high school graduates (no college) and \$1,467 for those holding at least a bachelor's degree. Among college graduates with advanced degrees (master's, professional, and doctoral degrees), the highest earning 10 percent of male workers made \$4,317 or more per week, compared with \$2,922 or more for their female counterparts. (See table 5.)
- **Seasonally adjusted median weekly earnings** were \$1,008 in the fourth quarter of 2021, little changed from the previous quarter. (See table 1.)

2021 Annual Averages

In addition to the data for the fourth quarter, this news release includes 2021 annual averages on median weekly earnings for major demographic, occupational, and educational attainment groups. (See tables 7, 8, and 9.) Annual average data on median usual weekly earnings for men and women by detailed occupational categories will be posted online at www.bls.gov/cps/tables.htm#weelearn when they become available.

Coronavirus (COVID-19) Pandemic Impact on Usual Weekly Earnings Data

Usual weekly earnings data for the fourth quarter of 2021 continue to reflect the impact on the labor market of the coronavirus (COVID-19) pandemic. Changes in weekly earnings in recent quarters must be interpreted with caution. More information on labor market developments in recent months is available at www.bls.gov/covid19/effects-of-covid-19-pandemic-and-response-on-the-employment-situation-news-release.htm.

Revision of Seasonally Adjusted Usual Weekly Earnings Data

Seasonally adjusted median usual weekly earnings data shown in table 1 of this news release have been revised using updated seasonal adjustment factors from the Current Population Survey, a procedure done at the end of each calendar year. The revisions directly affected the number of full-time wage and salary workers and current dollar estimates of median weekly earnings; estimates of constant (1982-84) dollar median weekly earnings were indirectly affected. Seasonally adjusted estimates back to the first quarter of 2017 were subject to revision.

The Usual Weekly Earnings news release for the first quarter of 2022, scheduled for release on April 15, 2022, will incorporate revisions to the seasonally adjusted data for the median weekly earnings in constant (1982-84) dollars. Seasonally adjusted constant (1982-84) dollar estimates back to the first quarter of 2017 will be subject to revision due to annual revisions to seasonally adjusted data for the Consumer Price Index for All Urban Consumers (CPI-U).

Technical Note

The estimates in this release were obtained from the Current Population Survey (CPS), which provides basic information on the labor force, employment, and unemployment. The survey is conducted monthly for the Bureau of Labor Statistics (BLS) by the U.S. Census Bureau using a scientifically selected national sample of about 60,000 eligible households, with coverage in all 50 states and the District of Columbia. The earnings data are collected from one-fourth of the CPS monthly sample and are limited to wage and salary workers. All self-employed workers, both incorporated and unincorporated, are excluded from CPS earnings estimates.

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Definitions

The principal definitions used in connection with the earnings data in this news release are described briefly below.

Usual weekly earnings. Data represent earnings before taxes and other deductions and include any overtime pay, commissions, or tips usually received (at the main job in the case of multiple jobholders). Prior to 1994, respondents were asked how much they usually earned per week. Since January 1994, respondents have been asked to identify the easiest way for them to report earnings (hourly, weekly, biweekly, twice monthly, monthly, annually, or other) and how much they usually earn in the reported time period.

Earnings reported on a basis other than weekly are converted to a weekly equivalent. The term "usual" is determined by each respondent's own understanding of the term. If the respondent asks for a definition of "usual," interviewers are instructed to define the term as more than half the weeks worked during the past 4 or 5 months.

Medians (and other quantiles) of weekly earnings. The median (or upper limit of the second quartile) is the midpoint in a given earnings distribution, with half of workers having earnings above the median and the other half having earnings below the median. Ten percent of a given distribution have earnings below the upper limit of the first decile (90 percent have higher earnings), 25 percent have earnings below the upper limit of the first quartile (75 percent have higher earnings), 75 percent have earnings below the upper limit of the third quartile (25 percent have higher earnings), and 90 percent have earnings below the upper limit of the ninth decile (10 percent have higher earnings).

The BLS procedure for estimating the median of an earnings distribution places each reported or calculated weekly earnings value into a \$50-wide interval that is centered around a multiple of \$50. The median is calculated through the linear interpolation of the interval in which the median lies.

Changes over time in the medians (and other quantile boundaries) for specific groups may not necessarily be consistent with the movements estimated for the overall quantile boundary. The most common reasons for this possible anomaly are as follows: (1) there could be a change in the relative weights of the subgroups. For example, the median of 16- to 24-year-olds and the median earnings of those 25 years and over may rise, but if the lower earning 16-to-24 age group accounts for a greatly increased share of the total, the overall median could actually fall. (2) there could be a large change in the shape of the distribution of reported earnings, particularly near a quantile boundary. This change could be caused by survey observations that are clustered at rounded values, such as \$400 or \$500. An estimate lying in a \$50-wide centered interval containing such a cluster or "spike" tends to change more slowly than one in other intervals.

Constant dollars. The Consumer Price Index for All Urban Consumers (CPI-U) is used to convert current dollars to constant (1982-84) dollars.

Wage and salary workers. These are workers who receive wages, salaries, commissions, tips, payment in kind, or piece rates. The group includes employees in both the private and public sectors but, for the purposes of the earnings series, it excludes all self-employed persons, both those with incorporated businesses and those with unincorporated businesses.

Full-time workers. For the purpose of producing estimates of earnings, workers who usually work 35 hours or more per week at their sole or principal job are defined as working full time.

Part-time workers. For the purpose of producing estimates of earnings, workers who usually work fewer than 35 hours per week at their sole or principal job are defined as working part time.

Race. In the survey process, race is determined by the household respondent. In accordance with the Office of Management and Budget guidelines, White, Black or African American, Asian, American Indian or Alaska Native, and Native Hawaiian or Other Pacific Islander are terms used to describe a person's race. Estimates for the latter two race groups and persons who selected more than one race are not included in this release due to insufficient sample size.

Hispanic or Latino ethnicity. This refers to people who identified themselves in the survey process as being of Hispanic, Latino, or Spanish origin. People whose ethnicity is identified as Hispanic or Latino may be of any race.

Reliability

Statistics based on the CPS are subject to both sampling and nonsampling error. When a sample, rather than the entire population, is surveyed, there is a chance that the sample estimates may differ from the true population values they represent. The component of this difference that occurs because samples differ by chance is known as *sampling error*, and its variability is measured by the standard error of the estimate. There is about a 90-percent chance, or level of confidence, that an estimate based on a sample will differ by no more than 1.6 standard errors from the true population value because of sampling error. BLS analyses are generally conducted at the 90-percent level of confidence.

The CPS data also are affected by *nonsampling error*. Nonsampling error can occur for many reasons, including the failure to sample a segment of the population, inability to obtain information for all respondents in the sample, inability or unwillingness of respondents to provide correct information, and errors made in the collection or processing of the data.

Additional information about the reliability of data from the CPS is available on the BLS website at www.bls.gov/cps/documentation.htm#reliability.

Seasonal adjustment

Over the course of a year, the size of the nation's labor force and other measures of labor market activity undergo regularly occurring fluctuations. These recurring events include seasonal changes in weather, major holidays, and the opening and closing of schools. The effect of such seasonal variations can be very large.

Because seasonal events follow a more or less regular pattern each year, their influence on the level of a series can be tempered by adjusting for regular seasonal variation. These adjustments make nonseasonal developments easier to spot. The seasonally adjusted figures provide a more useful tool with which to analyze changes in quarter-to-quarter activity.

At the end of each calendar year, the seasonally adjusted data are revised for the past 5 years when the seasonal adjustment factors are updated. More information on seasonal adjustment is available on the BLS website at www.bls.gov/cps/documentation.htm#sa.

Table 1. Median usual weekly earnings of full-time wage and salary workers by sex, quarterly averages, seasonally adjusted

Year and quarter	Number of workers (in thousands)			Median weekly earnings					
	Total	Men	Women	In current dollars			In constant (1982-84) dollars		
				Total \$	Men \$	Women \$	Total \$	Men \$	Women \$
2012									
4th quarter.....	103,748	57,772	45,977	771	868	690	333	375	298
2013									
1st quarter.....	103,928	57,884	46,044	768	860	699	331	370	301
2nd quarter.....	103,988	57,944	46,044	777	863	706	335	372	304
3rd quarter.....	104,400	58,082	46,318	779	855	705	334	367	302
4th quarter.....	104,764	58,095	46,669	782	865	712	334	369	304
2014									
1st quarter.....	105,633	58,682	46,951	790	865	716	335	367	304
2nd quarter.....	106,342	59,486	46,855	781	860	715	330	363	302
3rd quarter.....	106,726	59,543	47,183	798	878	721	336	370	304
4th quarter.....	107,436	60,123	47,313	795	878	724	336	371	306
2015									
1st quarter.....	108,448	60,346	48,102	802	886	725	341	377	308
2nd quarter.....	108,541	60,386	48,154	803	890	725	339	376	306
3rd quarter.....	109,315	61,004	48,311	809	896	727	340	377	306
4th quarter.....	110,060	61,292	48,768	821	904	729	345	380	307
2016									
1st quarter.....	110,323	61,559	48,764	823	904	744	346	380	313
2nd quarter.....	110,921	61,770	49,152	828	913	746	345	381	311
3rd quarter.....	111,789	62,239	49,550	834	918	748	347	381	311
4th quarter.....	111,357	62,182	49,175	845	924	759	349	381	313
2017									
1st quarter.....	111,838	62,363	49,475	858	941	760	352	386	312
2nd quarter.....	113,140	62,963	50,177	863	937	782	353	384	320
3rd quarter.....	113,854	63,319	50,535	864	944	769	352	385	313
4th quarter.....	114,286	63,315	50,971	854	943	770	345	382	312
2018									
1st quarter.....	114,455	63,833	50,622	875	956	778	351	384	312
2nd quarter.....	115,535	64,185	51,349	881	963	783	351	384	312
3rd quarter.....	116,267	64,448	51,819	891	980	796	354	389	316
4th quarter.....	116,019	64,118	51,901	897	991	795	355	392	314
2019									
1st quarter.....	117,108	64,790	52,319	899	994	803	355	393	317
2nd quarter.....	117,398	65,155	52,243	913	1,004	818	358	393	320
3rd quarter.....	117,553	65,001	52,552	922	1,010	825	360	394	322
4th quarter.....	118,262	65,070	53,191	934	1,020	842	362	395	327
2020									
1st quarter.....	116,823	64,175	52,648	951	1,056	853	368	409	330
2nd quarter.....	104,386	57,867	46,518	1,008	1,091	919	393	425	358
3rd quarter.....	108,963	60,150	48,813	996	1,112	901	384	429	347
4th quarter.....	111,408	61,468	49,940	982	1,069	894	376	410	342
2021									
1st quarter.....	112,907	61,974	50,933	983	1,079	897	373	410	341
2nd quarter.....	113,549	62,412	51,136	996	1,098	905	370	409	337
3rd quarter.....	114,642	63,204	51,438	1,003	1,108	915	367	406	335
4th quarter.....	116,156	64,116	52,040	1,008	1,100	928	362	395	333

NOTE: Updated population controls are introduced annually with the release of January data.

Table 2. Median usual weekly earnings of full-time wage and salary workers by selected characteristics, quarterly averages, not seasonally adjusted

Characteristic	Number of workers (in thousands)		Median weekly earnings			
	4th 2020	4th 2021	In current dollars		In constant (1982-84) dollars	
			4th 2020	4th 2021	4th 2020	4th 2021
SEX AND AGE						
Total, 16 years and over.....	111,480	116,271	\$984	\$1,010	\$378	\$364
Men, 16 years and over.....	61,396	64,082	1,072	1,103	412	397
16 to 24 years.....	5,399	5,785	625	662	240	238
25 years and over.....	55,998	58,296	1,137	1,170	437	421
Women, 16 years and over.....	50,083	52,189	894	930	344	335
16 to 24 years.....	4,234	4,696	596	623	229	224
25 years and over.....	45,850	47,493	937	972	360	350
RACE, HISPANIC OR LATINO ETHNICITY, AND SEX						
White.....	85,757	88,801	1,007	1,030	387	371
Men.....	48,273	50,033	1,108	1,129	425	406
Women.....	37,484	38,767	912	939	350	338
Black or African American.....	14,298	15,228	792	805	304	290
Men.....	6,785	7,336	810	807	311	290
Women.....	7,513	7,892	775	802	297	289
Asian.....	7,493	8,002	1,261	1,384	484	498
Men.....	4,209	4,370	1,457	1,499	560	540
Women.....	3,285	3,632	1,091	1,165	419	419
Hispanic or Latino ethnicity.....	19,910	21,066	742	799	285	288
Men.....	11,868	12,578	769	845	295	304
Women.....	8,042	8,489	706	733	271	264

NOTE: Estimates for the above race groups (White, Black or African American, and Asian) do not sum to totals because data are not presented for all races. Persons whose ethnicity is identified as Hispanic or Latino may be of any race. Updated population controls are introduced annually with the release of January data.

Table 3. Median usual weekly earnings of full-time wage and salary workers by age, race, Hispanic or Latino ethnicity, and sex, 4th quarter 2021 averages, not seasonally adjusted

Age, race, and Hispanic or Latino ethnicity	Total		Men		Women	
	Number of workers (in thousands)	Median weekly earnings	Number of workers (in thousands)	Median weekly earnings	Number of workers (in thousands)	Median weekly earnings
TOTAL						
16 years and over.....	116,271	\$1,010	64,082	\$1,103	52,189	\$930
16 to 24 years.....	10,482	646	5,785	662	4,696	623
16 to 19 years.....	1,422	566	864	578	558	520
20 to 24 years.....	9,060	667	4,921	684	4,139	641
25 years and over.....	105,789	1,069	58,296	1,170	47,493	972
25 to 54 years.....	81,001	1,058	44,644	1,148	36,356	972
25 to 34 years.....	29,181	960	16,152	1,005	13,029	901
35 to 44 years.....	27,111	1,127	15,108	1,232	12,003	1,003
45 to 54 years.....	24,708	1,152	13,384	1,260	11,324	1,035
55 years and over.....	24,788	1,118	13,652	1,262	11,136	971
55 to 64 years.....	19,427	1,145	10,561	1,311	8,866	994
65 years and over.....	5,361	1,008	3,091	1,165	2,270	865
White						
16 years and over.....	88,801	1,030	50,033	1,129	38,767	939
16 to 24 years.....	8,143	660	4,563	676	3,581	634
25 years and over.....	80,658	1,098	45,471	1,195	35,187	986
25 to 54 years.....	60,902	1,082	34,293	1,168	26,609	982
55 years and over.....	19,756	1,152	11,178	1,289	8,578	998
Black or African American						
16 years and over.....	15,228	805	7,336	807	7,892	802
16 to 24 years.....	1,479	579	783	597	696	548
25 years and over.....	13,748	839	6,553	840	7,195	837
25 to 54 years.....	10,843	835	5,253	819	5,590	867
55 years and over.....	2,906	850	1,300	958	1,606	789
Asian						
16 years and over.....	8,002	1,384	4,370	1,499	3,632	1,165
16 to 24 years.....	382	779	175	804	207	714
25 years and over.....	7,620	1,414	4,195	1,537	3,425	1,204
25 to 54 years.....	6,122	1,436	3,340	1,534	2,782	1,291
55 years and over.....	1,498	1,227	855	1,563	643	996
Hispanic or Latino ethnicity						
16 years and over.....	21,066	799	12,578	845	8,489	733
16 to 24 years.....	2,640	616	1,476	617	1,164	614
25 years and over.....	18,427	847	11,102	895	7,325	765
25 to 54 years.....	15,320	845	9,249	894	6,072	768
55 years and over.....	3,106	856	1,853	897	1,253	752

NOTE: Estimates for the above race groups (White, Black or African American, and Asian) do not sum to totals because data are not presented for all races. Persons whose ethnicity is identified as Hispanic or Latino may be of any race. Updated population controls are introduced annually with the release of January data.

Table 4. Median usual weekly earnings of full-time wage and salary workers by occupation and sex, quarterly averages, not seasonally adjusted

Occupation and sex	Number of workers (in thousands)		Median weekly earnings	
	4th 2020	4th 2021	4th 2020	4th 2021
TOTAL				
Management, professional, and related occupations.....	49,521	51,676	\$1,353	\$1,407
Management, business, and financial operations occupations.....	20,585	21,568	1,460	1,481
Professional and related occupations.....	28,935	30,108	1,269	1,356
Service occupations.....	14,003	15,716	626	679
Sales and office occupations.....	21,922	21,434	799	831
Sales and related occupations.....	9,408	9,151	860	883
Office and administrative support occupations.....	12,514	12,283	778	810
Natural resources, construction, and maintenance occupations.....	11,132	11,284	930	935
Farming, fishing, and forestry occupations.....	750	757	590	604
Construction and extraction occupations.....	6,282	6,257	927	911
Installation, maintenance, and repair occupations.....	4,099	4,270	996	1,033
Production, transportation, and material moving occupations.....	14,903	16,161	739	809
Production occupations.....	6,923	7,310	777	859
Transportation and material moving occupations.....	7,980	8,851	707	770
Men				
Management, professional, and related occupations.....	23,607	24,806	1,572	1,618
Management, business, and financial operations occupations.....	11,005	11,280	1,702	1,673
Professional and related occupations.....	12,603	13,526	1,528	1,571
Service occupations.....	6,804	7,280	715	728
Sales and office occupations.....	9,029	8,681	927	971
Sales and related occupations.....	5,307	4,988	992	1,018
Office and administrative support occupations.....	3,722	3,693	861	904
Natural resources, construction, and maintenance occupations.....	10,567	10,733	940	947
Farming, fishing, and forestry occupations.....	578	604	609	604
Construction and extraction occupations.....	6,057	6,083	931	911
Installation, maintenance, and repair occupations.....	3,932	4,046	1,002	1,043
Production, transportation, and material moving occupations.....	11,388	12,582	791	866
Production occupations.....	5,115	5,458	834	912
Transportation and material moving occupations.....	6,274	7,124	751	812
Women				
Management, professional, and related occupations.....	25,913	26,870	1,168	1,235
Management, business, and financial operations occupations.....	9,580	10,288	1,271	1,328
Professional and related occupations.....	16,333	16,582	1,129	1,189
Service occupations.....	7,199	8,435	581	638
Sales and office occupations.....	12,892	12,753	741	775
Sales and related occupations.....	4,101	4,163	712	737
Office and administrative support occupations.....	8,792	8,590	752	785
Natural resources, construction, and maintenance occupations.....	565	552	721	706
Farming, fishing, and forestry occupations.....	172	153	528	604
Construction and extraction occupations.....	226	174	855	886
Installation, maintenance, and repair occupations.....	167	225	925	758
Production, transportation, and material moving occupations.....	3,514	3,579	609	667
Production occupations.....	1,808	1,852	636	693
Transportation and material moving occupations.....	1,706	1,727	590	648

NOTE: Updated population controls are introduced annually with the release of January data. Effective with January 2020 data, occupations reflect the introduction of the 2018 Census occupational classification system, derived from the 2018 Standard Occupational Classification (SOC). No historical data have been revised. Data for 2020 are not strictly comparable with earlier years.

Table 5. Quartiles and selected deciles of usual weekly earnings of full-time wage and salary workers by selected characteristics, 4th quarter 2021 averages, not seasonally adjusted

Characteristic	Number of workers (in thousands)	Upper limit of:				
		First decile	First quartile	Second quartile (median)	Third quartile	Ninth decile
SEX, RACE, AND HISPANIC OR LATINO ETHNICITY						
Total, 16 years and over.....	116,271	\$520	\$697	\$1,010	\$1,578	\$2,444
Men.....	64,082	563	741	1,103	1,754	2,720
Women.....	52,189	494	649	930	1,428	2,117
White.....	88,801	535	712	1,030	1,604	2,488
Men.....	50,033	577	763	1,129	1,764	2,761
Women.....	38,767	500	662	939	1,438	2,163
Black or African American.....	15,228	470	605	805	1,241	1,836
Men.....	7,336	484	621	807	1,290	2,002
Women.....	7,892	449	586	802	1,201	1,739
Asian.....	8,002	592	824	1,384	2,122	3,270
Men.....	4,370	620	924	1,499	2,399	3,587
Women.....	3,632	550	751	1,165	1,877	2,672
Hispanic or Latino ethnicity.....	21,066	467	595	799	1,190	1,864
Men.....	12,578	490	615	845	1,249	1,910
Women.....	8,489	425	566	733	1,098	1,681
EDUCATIONAL ATTAINMENT						
Total, 25 years and over.....	105,789	552	734	1,069	1,655	2,515
Less than a high school diploma.....	6,355	396	510	651	884	1,176
High school graduates, no college ¹	25,318	501	636	831	1,198	1,672
Some college or associate degree.....	26,241	528	688	931	1,341	1,904
Bachelor's degree and higher ²	47,875	725	994	1,467	2,220	3,289
Bachelor's degree only.....	29,309	684	931	1,351	2,003	2,919
Advanced degree.....	18,566	819	1,143	1,663	2,486	3,829
Men, 25 years and over.....	58,296	591	786	1,170	1,853	2,875
Less than a high school diploma.....	4,344	421	553	704	947	1,235
High school graduates, no college ¹	15,730	550	699	917	1,327	1,873
Some college or associate degree.....	14,094	587	760	1,047	1,505	2,112
Bachelor's degree and higher ²	24,129	782	1,133	1,668	2,513	3,847
Bachelor's degree only.....	15,423	757	1,032	1,527	2,299	3,429
Advanced degree.....	8,706	893	1,345	1,911	2,903	4,317
Women, 25 years and over.....	47,493	510	680	972	1,481	2,211
Less than a high school diploma.....	2,012	360	452	576	709	896
High school graduates, no college ¹	9,588	459	584	726	964	1,390
Some college or associate degree.....	12,148	486	624	816	1,133	1,564
Bachelor's degree and higher ²	23,746	671	926	1,307	1,889	2,715
Bachelor's degree only.....	13,886	626	836	1,176	1,707	2,505
Advanced degree.....	9,860	773	1,040	1,481	2,098	2,922

¹ Includes persons with a high school diploma or equivalent.

² Includes persons with bachelor's, master's, professional, and doctoral degrees.

NOTE: Ten percent of all full-time wage and salary workers earn less than the upper limit of the first decile; 25 percent earn less than the upper limit of the first quartile; 50 percent earn less than the upper limit of the second quartile, or median; 75 percent earn less than the upper limit of the third quartile; and 90 percent earn less than the upper limit of the ninth decile.

Estimates for the above race groups (White, Black or African American, and Asian) do not sum to totals because data are not presented for all races. Persons whose ethnicity is identified as Hispanic or Latino may be of any race. Updated population controls are introduced annually with the release of January data.

Table 6. Median usual weekly earnings of part-time wage and salary workers by selected characteristics, quarterly averages, not seasonally adjusted

Characteristic	Number of workers (in thousands)		Median weekly earnings	
	4th 2020	4th 2021	4th 2020	4th 2021
SEX AND AGE				
Total, 16 years and over.....	22,671	22,544	\$308	\$319
Men, 16 years and over.....	8,062	7,748	309	315
16 to 24 years.....	3,345	3,324	252	265
25 years and over.....	4,717	4,424	375	390
Women, 16 years and over.....	14,610	14,796	307	321
16 to 24 years.....	4,535	4,419	235	247
25 years and over.....	10,075	10,377	356	375
RACE, HISPANIC OR LATINO ETHNICITY, AND SEX				
White.....	17,524	17,590	310	318
Men.....	6,064	5,935	311	312
Women.....	11,461	11,655	309	321
Black or African American.....	2,580	2,567	284	311
Men.....	987	911	288	298
Women.....	1,593	1,657	281	319
Asian.....	1,622	1,391	317	351
Men.....	618	522	316	381
Women.....	1,004	870	317	331
Hispanic or Latino ethnicity.....	4,197	4,180	314	313
Men.....	1,705	1,518	324	317
Women.....	2,492	2,663	307	311

NOTE: Estimates for the above race groups (White, Black or African American, and Asian) do not sum to totals because data are not presented for all races. Persons whose ethnicity is identified as Hispanic or Latino may be of any race. Updated population controls are introduced annually with the release of January data.

Table 7. Median usual weekly earnings of full-time wage and salary workers by selected characteristics, annual averages

Characteristic	Number of workers (in thousands)		Median weekly earnings			
	2020	2021	In current dollars		In constant (1982-84) dollars	
			2020	2021	2020	2021
SEX AND AGE						
Total, 16 years and over.....	110,387	114,316	\$984	\$998	\$380	\$368
Men, 16 years and over.....	60,911	62,928	1,082	1,097	418	405
16 to 24 years.....	5,191	5,737	622	650	240	240
25 years and over.....	55,720	57,191	1,144	1,160	442	428
Women, 16 years and over.....	49,476	51,388	891	912	344	336
16 to 24 years.....	4,172	4,655	589	605	227	223
25 years and over.....	45,304	46,733	929	954	359	352
RACE, HISPANIC OR LATINO ETHNICITY, AND SEX						
White.....	85,142	87,738	1,003	1,018	387	376
Men.....	48,051	49,382	1,110	1,125	429	415
Women.....	37,091	38,356	905	925	350	341
Black or African American.....	14,044	14,740	794	801	307	296
Men.....	6,709	7,099	830	825	321	304
Women.....	7,335	7,641	764	776	295	286
Asian.....	7,353	7,780	1,310	1,328	506	490
Men.....	4,084	4,259	1,447	1,453	559	536
Women.....	3,269	3,520	1,143	1,141	442	421
Hispanic or Latino ethnicity.....	19,558	20,841	758	777	293	287
Men.....	11,695	12,469	797	820	308	303
Women.....	7,863	8,372	705	718	272	265

NOTE: Estimates for the above race groups (White, Black or African American, and Asian) do not sum to totals because data are not presented for all races. Persons whose ethnicity is identified as Hispanic or Latino may be of any race. Updated population controls are introduced annually with the release of January data.

Table 8. Median usual weekly earnings of full-time wage and salary workers by occupation and sex, annual averages

Occupation and sex	Number of workers (in thousands)		Median weekly earnings	
	2020	2021	2020	2021
TOTAL				
Management, professional, and related occupations.....	50,023	51,166	\$1,356	\$1,390
Management, business, and financial operations occupations.....	20,811	21,529	1,461	1,482
Professional and related occupations.....	29,213	29,637	1,270	1,335
Service occupations.....	13,771	14,630	621	644
Sales and office occupations.....	21,165	21,748	809	826
Sales and related occupations.....	8,958	9,281	880	887
Office and administrative support occupations.....	12,207	12,467	781	806
Natural resources, construction, and maintenance occupations.....	10,690	11,182	905	919
Farming, fishing, and forestry occupations.....	787	800	589	623
Construction and extraction occupations.....	5,826	6,171	906	904
Installation, maintenance, and repair occupations.....	4,077	4,211	984	1,017
Production, transportation, and material moving occupations.....	14,738	15,590	746	774
Production occupations.....	6,820	7,107	775	809
Transportation and material moving occupations.....	7,917	8,483	719	738
Men				
Management, professional, and related occupations.....	24,090	24,561	1,578	1,609
Management, business, and financial operations occupations.....	11,082	11,231	1,667	1,672
Professional and related occupations.....	13,008	13,330	1,532	1,555
Service occupations.....	6,740	7,000	704	723
Sales and office occupations.....	8,435	8,677	956	970
Sales and related occupations.....	4,991	5,090	1,046	1,049
Office and administrative support occupations.....	3,445	3,587	868	899
Natural resources, construction, and maintenance occupations.....	10,152	10,635	917	930
Farming, fishing, and forestry occupations.....	600	651	608	637
Construction and extraction occupations.....	5,635	5,965	910	908
Installation, maintenance, and repair occupations.....	3,917	4,019	991	1,023
Production, transportation, and material moving occupations.....	11,494	12,056	796	825
Production occupations.....	5,055	5,251	841	884
Transportation and material moving occupations.....	6,439	6,804	759	786
Women				
Management, professional, and related occupations.....	25,933	26,605	1,164	1,222
Management, business, and financial operations occupations.....	9,729	10,299	1,274	1,306
Professional and related occupations.....	16,204	16,306	1,121	1,167
Service occupations.....	7,032	7,630	574	598
Sales and office occupations.....	12,729	13,071	746	766
Sales and related occupations.....	3,967	4,191	715	720
Office and administrative support occupations.....	8,762	8,880	756	779
Natural resources, construction, and maintenance occupations.....	538	547	682	696
Farming, fishing, and forestry occupations.....	187	149	528	585
Construction and extraction occupations.....	191	207	796	720
Installation, maintenance, and repair occupations.....	160	192	801	836
Production, transportation, and material moving occupations.....	3,243	3,535	614	638
Production occupations.....	1,765	1,856	630	653
Transportation and material moving occupations.....	1,478	1,679	600	624

NOTE: Updated population controls are introduced annually with the release of January data. Effective with January 2020 data, occupations reflect the introduction of the 2018 Census occupational classification system, derived from the 2018 Standard Occupational Classification (SOC). No historical data have been revised. Data for 2020 are not strictly comparable with earlier years.

Table 9. Quartiles and selected deciles of usual weekly earnings of full-time wage and salary workers by selected characteristics, 2021 annual averages

Characteristic	Number of workers (in thousands)	Upper limit of:				
		First decile	First quartile	Second quartile (median)	Third quartile	Ninth decile
TOTAL						
Total, 25 years and over.....	103,924	\$528	\$714	\$1,057	\$1,648	\$2,506
Less than a high school diploma.....	6,033	388	496	626	850	1,179
High school graduates, no college ¹	24,860	479	608	809	1,164	1,642
Some college or associate degree.....	25,824	516	673	925	1,337	1,890
Bachelor's degree and higher ²	47,207	706	973	1,452	2,194	3,246
Bachelor's degree only.....	28,930	659	907	1,334	1,982	2,913
Advanced degree.....	18,277	809	1,139	1,658	2,492	3,812
Men						
Total, 25 years and over.....	57,191	576	764	1,160	1,839	2,838
Less than a high school diploma.....	4,123	415	527	684	926	1,264
High school graduates, no college ¹	15,496	514	669	904	1,299	1,832
Some college or associate degree.....	13,775	581	749	1,047	1,506	2,093
Bachelor's degree and higher ²	23,798	752	1,119	1,661	2,507	3,826
Bachelor's degree only.....	15,069	716	1,003	1,512	2,287	3,316
Advanced degree.....	8,729	896	1,328	1,910	2,906	4,354
Women						
Total, 25 years and over.....	46,733	499	661	954	1,462	2,178
Less than a high school diploma.....	1,910	341	430	550	676	887
High school graduates, no college ¹	9,364	420	544	698	936	1,324
Some college or associate degree.....	12,049	483	609	803	1,129	1,544
Bachelor's degree and higher ²	23,409	669	904	1,272	1,882	2,711
Bachelor's degree only.....	13,861	622	832	1,165	1,725	2,488
Advanced degree.....	9,548	765	1,023	1,460	2,087	2,920
White, total						
Total, 25 years and over.....	79,699	546	732	1,085	1,672	2,518
Less than a high school diploma.....	4,897	392	504	637	870	1,188
High school graduates, no college ¹	19,086	488	621	841	1,207	1,716
Some college or associate degree.....	19,916	537	696	962	1,379	1,914
Bachelor's degree and higher ²	35,800	723	990	1,468	2,211	3,298
Bachelor's degree only.....	22,468	679	927	1,359	2,011	2,977
Advanced degree.....	13,332	829	1,149	1,662	2,497	3,839
White men						
Total, 25 years and over.....	44,861	587	786	1,184	1,861	2,878
Less than a high school diploma.....	3,449	421	544	691	938	1,268
High school graduates, no college ¹	12,173	528	692	940	1,341	1,886
Some college or associate degree.....	10,934	598	780	1,096	1,555	2,122
Bachelor's degree and higher ²	18,305	767	1,135	1,673	2,521	3,849
Bachelor's degree only.....	11,948	735	1,032	1,543	2,305	3,429
Advanced degree.....	6,357	915	1,335	1,916	2,910	4,487
White women						
Total, 25 years and over.....	34,838	507	677	968	1,475	2,184
Less than a high school diploma.....	1,448	347	435	554	680	883
High school graduates, no college ¹	6,913	431	555	710	953	1,340
Some college or associate degree.....	8,983	490	621	824	1,147	1,569
Bachelor's degree and higher ²	17,495	683	915	1,292	1,885	2,719
Bachelor's degree only.....	10,519	638	845	1,180	1,741	2,499
Advanced degree.....	6,976	782	1,038	1,465	2,081	2,921

See footnotes at end of table.

Table 9. Quartiles and selected deciles of usual weekly earnings of full-time wage and salary workers by selected characteristics, 2021 annual averages — Continued

Characteristic	Number of workers (in thousands)	Upper limit of:				
		First decile	First quartile	Second quartile (median)	Third quartile	Ninth decile
Black or African American, total						
Total, 25 years and over.....	13,351	474	610	844	1,302	1,913
Less than a high school diploma.....	581	354	448	562	733	1,003
High school graduates, no college ¹	3,842	415	554	708	982	1,428
Some college or associate degree.....	3,951	472	592	766	1,127	1,548
Bachelor's degree and higher ²	4,976	591	809	1,164	1,739	2,500
Bachelor's degree only.....	3,068	563	754	1,070	1,555	2,285
Advanced degree.....	1,908	682	942	1,360	1,969	2,896
Black or African American men						
Total, 25 years and over.....	6,383	486	635	885	1,377	2,038
Less than a high school diploma.....	357	389	478	597	766	1,053
High school graduates, no college ¹	2,186	462	590	754	1,092	1,495
Some college or associate degree.....	1,789	484	627	838	1,220	1,686
Bachelor's degree and higher ²	2,052	616	851	1,321	1,911	2,876
Bachelor's degree only.....	1,347	594	793	1,167	1,749	2,490
Advanced degree.....	705	709	1,008	1,561	2,227	3,236
Black or African American women						
Total, 25 years and over.....	6,967	455	592	812	1,233	1,780
Less than a high school diploma.....	224	311	412	532	637	894
High school graduates, no college ¹	1,657	386	508	653	861	1,297
Some college or associate degree.....	2,162	454	572	718	1,041	1,441
Bachelor's degree and higher ²	2,924	569	786	1,105	1,566	2,317
Bachelor's degree only.....	1,721	526	725	995	1,386	2,064
Advanced degree.....	1,203	645	924	1,248	1,850	2,575
Asian, total						
Total, 25 years and over.....	7,355	584	825	1,369	2,155	3,135
Less than a high school diploma.....	274	352	476	597	781	1,104
High school graduates, no college ¹	997	459	588	748	1,027	1,489
Some college or associate degree.....	914	523	675	910	1,297	1,904
Bachelor's degree and higher ²	5,170	752	1,126	1,712	2,501	3,607
Bachelor's degree only.....	2,586	684	970	1,474	2,257	3,096
Advanced degree.....	2,583	922	1,331	1,895	2,878	3,899
Asian men						
Total, 25 years and over.....	4,048	614	923	1,500	2,393	3,481
Less than a high school diploma.....	139	378	500	658	913	1,284
High school graduates, no college ¹	554	504	619	843	1,215	1,640
Some college or associate degree.....	499	577	716	989	1,407	2,024
Bachelor's degree and higher ²	2,855	821	1,237	1,885	2,844	3,871
Bachelor's degree only.....	1,368	710	1,035	1,631	2,414	3,243
Advanced degree.....	1,486	1,008	1,463	2,090	3,075	4,304
Asian women						
Total, 25 years and over.....	3,307	533	744	1,169	1,885	2,779
Less than a high school diploma.....	135	324	432	533	675	919
High school graduates, no college ¹	443	408	533	673	875	1,146
Some college or associate degree.....	415	495	610	833	1,146	1,555
Bachelor's degree and higher ²	2,315	712	991	1,496	2,172	3,110
Bachelor's degree only.....	1,218	664	920	1,351	1,931	2,881
Advanced degree.....	1,097	797	1,132	1,619	2,354	3,454

See footnotes at end of table.

Table 9. Quartiles and selected deciles of usual weekly earnings of full-time wage and salary workers by selected characteristics, 2021 annual averages — Continued

Characteristic	Number of workers (in thousands)	Upper limit of:				
		First decile	First quartile	Second quartile (median)	Third quartile	Ninth decile
Hispanic or Latino ethnicity, total						
Total, 25 years and over.....	18,234	474	603	818	1,242	1,890
Less than a high school diploma.....	3,806	387	495	616	803	1,110
High school graduates, no college ¹	5,613	469	590	760	1,042	1,500
Some college or associate degree.....	4,245	504	645	868	1,228	1,733
Bachelor's degree and higher ²	4,569	616	849	1,260	1,895	2,801
Bachelor's degree only.....	3,117	588	783	1,160	1,747	2,521
Advanced degree.....	1,452	742	1,046	1,536	2,213	3,150
Hispanic or Latino men						
Total, 25 years and over.....	10,974	491	624	878	1,309	1,946
Less than a high school diploma.....	2,712	409	519	660	891	1,191
High school graduates, no college ¹	3,694	496	623	824	1,157	1,599
Some college or associate degree.....	2,265	560	706	985	1,357	1,910
Bachelor's degree and higher ²	2,302	644	905	1,373	2,095	3,156
Bachelor's degree only.....	1,606	609	845	1,251	1,905	2,886
Advanced degree.....	697	761	1,156	1,750	2,508	3,827
Hispanic or Latino women						
Total, 25 years and over.....	7,260	436	571	752	1,150	1,755
Less than a high school diploma.....	1,094	345	428	544	652	807
High school graduates, no college ¹	1,919	419	521	655	839	1,179
Some college or associate degree.....	1,980	474	603	771	1,044	1,444
Bachelor's degree and higher ²	2,267	596	803	1,164	1,729	2,477
Bachelor's degree only.....	1,511	565	742	1,068	1,563	2,295
Advanced degree.....	756	715	973	1,401	1,951	2,703

¹ Includes persons with a high school diploma or equivalent.

² Includes persons with bachelor's, master's, professional, and doctoral degrees.

NOTE: Ten percent of all full-time wage and salary workers earn less than the upper limit of the first decile; 25 percent earn less than the upper limit of the first quartile; 50 percent earn less than the upper limit of the second quartile, or median; 75 percent earn less than the upper limit of the third quartile; and 90 percent earn less than the upper limit of the ninth decile. Estimates for the above race groups (White, Black or African American, and Asian) do not sum to totals because data are not presented for all races. Persons whose ethnicity is identified as Hispanic or Latino may be of any race. Updated population controls are introduced annually with the release of January data.