

For release 10:00 a.m. (EDT) Thursday, July 24, 2014

USDL-14-1347

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USUAL WEEKLY EARNINGS OF WAGE AND SALARY WORKERS SECOND QUARTER 2014

Median weekly earnings of the nation's 106.6 million full-time wage and salary workers were \$780 in the second quarter of 2014 (not seasonally adjusted), the U.S. Bureau of Labor Statistics reported today. This was essentially unchanged from a year earlier, compared with a gain of 2.1 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.) Data shown in this release are not seasonally adjusted unless otherwise specified. Highlights from the second-quarter data are:

- **Median weekly earnings** were \$780 in the second quarter of 2014. **Women** who usually worked full time had median weekly earnings of \$716, or 83.5 percent of the \$857 median for **men**. (See table 2.)
- The **women's-to-men's earnings ratio** varied by race and ethnicity. White women earned 82.0 percent as much as their male counterparts, compared with black women (94.6 percent), Asian women (75.1 percent), and Hispanic women (87.4 percent). (See table 2.)
- Among the major **race and ethnicity groups**, median weekly earnings for black men working at full-time jobs were \$667 per week, or 75.5 percent of the median for white men (\$884). The difference was less among women, as black women's median earnings (\$631) were 87.0 percent of those for white women (\$725). Overall, median earnings of Hispanics who worked full time (\$583) were lower than those of blacks (\$649), whites (\$802), and Asians (\$954). (See table 2.)
- Usual weekly earnings of full-time workers varied by **age**. Among men, those age 45 to 54 and 55 to 64 had the highest median weekly earnings, \$1,009 and \$1,012, respectively. Usual weekly earnings were highest for women age 35 to 64: weekly earnings were \$769 for women age 35 to 44, \$783 for women age 45 to 54, and \$770 for women age 55 to 64. Workers age 16 to 24 had the lowest median weekly earnings, at \$464. (See table 3.)
- Among the major **occupational groups**, persons employed full time in management, professional, and related occupations had the highest median weekly earnings—\$1,343 for men and \$969 for women. Men and women employed in service jobs had much lower earnings, \$580 and \$452, respectively. (See table 4.)

- By **educational attainment**, full-time workers age 25 and over without a high school diploma had median weekly earnings of \$492, compared with \$666 for high school graduates (no college) and \$1,187 for those holding at least a bachelor's degree. Among college graduates with advanced degrees (professional or master's degree and above), the highest earning 10 percent of male workers made \$3,609 or more per week, compared with \$2,331 or more for their female counterparts. (See table 5.)
- **Seasonally adjusted median weekly earnings** were \$782 in the second quarter of 2014, little changed from the previous quarter (\$791). (See table 1.)

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 Islanders 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 \$
2005									
2nd Quarter.....	103,201	58,099	45,101	647	714	584	334	369	301
3rd Quarter.....	104,310	58,843	45,467	651	723	588	331	368	299
4th Quarter.....	104,605	58,967	45,638	658	730	588	332	368	296
2006									
1st Quarter.....	104,708	58,960	45,748	662	737	594	332	370	298
2nd Quarter.....	105,798	59,831	45,966	663	732	597	329	364	296
3rd Quarter.....	107,041	60,060	46,981	678	755	603	334	372	297
4th Quarter.....	106,847	60,140	46,707	681	748	607	337	370	300
2007									
1st Quarter.....	107,176	60,105	47,070	687	752	610	336	368	298
2nd Quarter.....	106,827	60,351	46,476	693	765	610	335	370	295
3rd Quarter.....	107,156	60,216	46,940	698	774	621	336	372	298
4th Quarter.....	108,178	60,508	47,670	700	774	615	332	368	292
2008									
1st Quarter.....	107,786	60,378	47,408	713	783	633	335	368	298
2nd Quarter.....	107,046	59,586	47,460	722	802	636	335	372	295
3rd Quarter.....	106,136	59,273	46,863	724	802	637	331	367	291
4th Quarter.....	105,617	58,511	47,106	727	806	647	340	377	302
2009									
1st Quarter.....	101,683	56,302	45,381	732	815	645	345	384	304
2nd Quarter.....	99,996	55,233	44,763	737	818	652	345	383	305
3rd Quarter.....	99,050	54,481	44,569	742	820	664	345	381	309
4th Quarter.....	98,555	54,410	44,145	747	823	666	344	379	307
2010									
1st Quarter.....	98,151	54,104	44,047	748	836	662	344	384	305
2nd Quarter.....	99,616	55,042	44,574	743	813	670	342	374	309
3rd Quarter.....	100,407	55,613	44,793	745	822	670	342	377	307
4th Quarter.....	99,939	55,469	44,470	750	826	676	341	376	308
2011									
1st Quarter.....	99,691	55,339	44,352	750	821	679	338	370	306
2nd Quarter.....	100,376	55,855	44,521	754	828	687	336	369	306
3rd Quarter.....	100,477	56,042	44,435	758	837	682	335	370	301
4th Quarter.....	101,287	56,646	44,641	761	838	686	335	369	302
2012									
1st Quarter.....	102,194	57,114	45,080	765	841	693	335	369	304
2nd Quarter.....	102,543	57,113	45,430	772	867	686	337	379	300
3rd Quarter.....	102,615	57,216	45,399	764	838	693	332	365	302
4th Quarter.....	103,644	57,709	45,935	772	868	690	334	375	298
2013									
1st Quarter.....	103,960	57,909	46,051	770	860	700	332	371	302
2nd Quarter.....	103,981	57,969	46,013	776	862	705	334	371	303
3rd Quarter.....	104,497	58,124	46,373	778	859	706	333	368	302
4th Quarter.....	104,620	57,988	46,632	782	862	712	334	368	304
2014									
1st Quarter.....	105,620	58,704	46,917	791	867	716	336	368	304
2nd Quarter.....	106,337	59,469	46,868	782	859	715	330	362	302

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			
	2nd 2013	2nd 2014	In current dollars		In constant (1982-84) dollars	
			2nd 2013	2nd 2014	2nd 2013	2nd 2014
SEX AND AGE						
Total, 16 years and over.....	104,194	106,555	\$776	\$780	\$333	\$328
Men, 16 years and over.....	58,164	59,714	860	857	369	360
16 to 24 years.....	5,304	5,663	479	481	206	202
25 years and over.....	52,859	54,052	913	914	392	384
Women, 16 years and over.....	46,030	46,840	707	716	303	301
16 to 24 years.....	4,069	4,195	422	449	181	189
25 years and over.....	41,961	42,645	743	750	319	316
RACE, HISPANIC OR LATINO ETHNICITY, AND SEX						
White.....	82,612	84,544	799	802	343	337
Men.....	47,223	48,509	885	884	380	372
Women.....	35,390	36,035	718	725	308	305
Black or African American.....	12,353	12,736	634	649	272	273
Men.....	5,876	6,056	666	667	286	280
Women.....	6,476	6,680	610	631	262	265
Asian.....	6,085	6,320	973	954	418	401
Men.....	3,356	3,512	1,117	1,139	479	479
Women.....	2,729	2,807	861	855	369	360
Hispanic or Latino ethnicity.....	16,990	17,599	572	583	245	245
Men.....	10,478	10,840	583	609	250	256
Women.....	6,512	6,759	549	532	236	224

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, 2nd quarter 2014 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.....	106,555	\$780	59,714	\$857	46,840	\$716
16 to 24 years.....	9,858	464	5,663	481	4,195	449
16 to 19 years.....	1,241	365	766	372	475	356
20 to 24 years.....	8,616	483	4,897	499	3,720	465
25 years and over.....	96,697	831	54,052	914	42,645	750
25 to 54 years.....	75,371	818	42,560	892	32,811	744
25 to 34 years.....	25,436	711	14,585	732	10,851	685
35 to 44 years.....	24,436	875	13,980	958	10,456	769
45 to 54 years.....	25,499	903	13,995	1,009	11,504	783
55 years and over.....	21,326	881	11,492	993	9,834	768
55 to 64 years.....	17,586	896	9,464	1,012	8,122	770
65 years and over.....	3,740	807	2,028	913	1,712	758
White						
16 years and over.....	84,544	802	48,509	884	36,035	725
16 to 24 years.....	7,938	478	4,648	495	3,290	455
25 years and over.....	76,606	855	43,862	942	32,745	758
25 to 54 years.....	58,842	841	34,067	919	24,775	752
55 years and over.....	17,765	907	9,795	1,017	7,970	772
Black or African American						
16 years and over.....	12,736	649	6,056	667	6,680	631
16 to 24 years.....	1,122	404	565	403	556	406
25 years and over.....	11,615	680	5,491	696	6,124	663
25 to 54 years.....	9,429	671	4,491	683	4,938	653
55 years and over.....	2,186	731	999	751	1,186	698
Asian						
16 years and over.....	6,320	954	3,512	1,139	2,807	855
16 to 24 years.....	376	474	209	492	168	468
25 years and over.....	5,943	1,000	3,304	1,176	2,639	895
25 to 54 years.....	4,893	1,026	2,775	1,204	2,118	908
55 years and over.....	1,051	919	529	1,011	522	808
Hispanic or Latino ethnicity						
16 years and over.....	17,599	583	10,840	609	6,759	532
16 to 24 years.....	2,182	420	1,359	424	823	414
25 years and over.....	15,417	609	9,481	637	5,936	565
25 to 54 years.....	13,340	607	8,230	637	5,110	562
55 years and over.....	2,077	625	1,251	637	826	593

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	
	2nd 2013	2nd 2014	2nd 2013	2nd 2014
TOTAL				
Management, professional, and related occupations.....	41,607	43,003	\$1,126	\$1,135
Management, business, and financial operations occupations.....	17,080	17,424	1,205	1,200
Professional and related occupations.....	24,527	25,578	1,060	1,078
Service occupations.....	15,203	15,051	493	500
Sales and office occupations.....	23,349	23,543	658	667
Sales and related occupations.....	9,279	9,854	704	683
Office and administrative support occupations.....	14,070	13,689	637	659
Natural resources, construction, and maintenance occupations.....	10,272	10,726	759	740
Farming, fishing, and forestry occupations.....	665	749	460	454
Construction and extraction occupations.....	5,289	5,827	744	728
Installation, maintenance, and repair occupations.....	4,318	4,149	826	815
Production, transportation, and material moving occupations.....	13,762	14,232	616	629
Production occupations.....	7,188	7,245	622	632
Transportation and material moving occupations.....	6,574	6,987	608	625
Men				
Management, professional, and related occupations.....	20,298	20,887	1,345	1,343
Management, business, and financial operations occupations.....	9,036	9,335	1,428	1,391
Professional and related occupations.....	11,262	11,552	1,268	1,299
Service occupations.....	7,793	7,820	534	580
Sales and office occupations.....	9,219	9,200	750	759
Sales and related occupations.....	5,291	5,448	897	806
Office and administrative support occupations.....	3,928	3,752	658	714
Natural resources, construction, and maintenance occupations.....	9,871	10,360	766	748
Farming, fishing, and forestry occupations.....	529	605	488	499
Construction and extraction occupations.....	5,195	5,736	747	729
Installation, maintenance, and repair occupations.....	4,147	4,020	828	820
Production, transportation, and material moving occupations.....	10,983	11,447	657	677
Production occupations.....	5,279	5,347	685	699
Transportation and material moving occupations.....	5,704	6,100	625	646
Women				
Management, professional, and related occupations.....	21,309	22,116	962	969
Management, business, and financial operations occupations.....	8,045	8,090	1,031	1,038
Professional and related occupations.....	13,264	14,026	932	935
Service occupations.....	7,411	7,231	461	452
Sales and office occupations.....	14,130	14,342	615	623
Sales and related occupations.....	3,988	4,406	557	561
Office and administrative support occupations.....	10,142	9,937	632	646
Natural resources, construction, and maintenance occupations.....	401	366	565	460
Farming, fishing, and forestry occupations.....	136	145	369	345
Construction and extraction occupations.....	95	92	668	699
Installation, maintenance, and repair occupations.....	171	130	724	637
Production, transportation, and material moving occupations.....	2,779	2,785	498	497
Production occupations.....	1,909	1,898	503	491
Transportation and material moving occupations.....	870	887	488	528

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

Table 5. Quartiles and selected deciles of usual weekly earnings of full-time wage and salary workers by selected characteristics, 2nd quarter 2014 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.....	106,555	\$377	\$515	\$780	\$1,244	\$1,895
Men.....	59,714	391	559	857	1,384	2,081
Women.....	46,840	357	484	716	1,094	1,606
White.....	84,544	382	527	802	1,267	1,907
Men.....	48,509	398	577	884	1,415	2,107
Women.....	36,035	360	489	725	1,109	1,616
Black or African American.....	12,736	337	448	649	964	1,464
Men.....	6,056	341	466	667	1,005	1,510
Women.....	6,680	335	434	631	936	1,431
Asian.....	6,320	395	589	954	1,566	2,308
Men.....	3,512	412	626	1,139	1,774	2,691
Women.....	2,807	380	518	855	1,278	1,991
Hispanic or Latino ethnicity.....	17,599	323	408	583	876	1,363
Men.....	10,840	338	421	609	904	1,474
Women.....	6,759	307	388	532	827	1,193
EDUCATIONAL ATTAINMENT						
Total, 25 years and over.....	96,697	395	556	831	1,307	1,921
Less than a high school diploma.....	7,482	305	377	492	665	897
High school graduates, no college ¹	25,369	368	482	666	964	1,357
Some college or associate degree.....	26,435	400	536	757	1,108	1,550
Bachelor's degree and higher ²	37,411	578	802	1,187	1,781	2,696
Bachelor's degree only.....	23,411	520	737	1,098	1,638	2,399
Advanced degree.....	14,000	679	944	1,377	1,994	3,087
Men, 25 years and over.....	54,052	416	598	914	1,447	2,142
Less than a high school diploma.....	5,175	331	403	533	734	990
High school graduates, no college ¹	15,481	392	523	737	1,076	1,494
Some college or associate degree.....	14,002	441	605	863	1,267	1,770
Bachelor's degree and higher ²	19,393	607	910	1,377	2,015	3,067
Bachelor's degree only.....	12,108	577	812	1,234	1,878	2,724
Advanced degree.....	7,286	764	1,105	1,577	2,305	3,609
Women, 25 years and over.....	42,645	376	508	750	1,139	1,657
Less than a high school diploma.....	2,307	283	324	407	509	639
High school graduates, no college ¹	9,888	337	419	584	801	1,095
Some college or associate degree.....	12,433	379	487	655	938	1,267
Bachelor's degree and higher ²	18,018	526	739	1,049	1,524	2,182
Bachelor's degree only.....	11,304	490	688	971	1,428	2,019
Advanced degree.....	6,714	637	835	1,164	1,653	2,331

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	
	2nd 2013	2nd 2014	2nd 2013	2nd 2014
SEX AND AGE				
Total, 16 years and over.....	25,015	24,946	\$238	\$240
Men, 16 years and over.....	8,763	8,267	234	236
16 to 24 years.....	3,653	3,526	189	193
25 years and over.....	5,109	4,741	280	276
Women, 16 years and over.....	16,252	16,679	241	242
16 to 24 years.....	4,687	4,766	177	178
25 years and over.....	11,565	11,913	276	273
RACE, HISPANIC OR LATINO ETHNICITY, AND SEX				
White.....	20,072	19,573	239	245
Men.....	6,943	6,231	233	239
Women.....	13,130	13,341	243	247
Black or African American.....	2,964	3,073	236	217
Men.....	1,070	1,159	238	220
Women.....	1,895	1,914	234	216
Asian.....	1,205	1,327	252	235
Men.....	433	486	254	231
Women.....	772	841	250	237
Hispanic or Latino ethnicity.....	3,922	3,992	231	234
Men.....	1,684	1,498	248	250
Women.....	2,237	2,493	220	226

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.