

For release 10:00 a.m. (EDT) Tuesday, July 19, 2016

USDL-16-1492

Technical information: (202) 691-6378 • cpsinfo@bls.gov • www.bls.gov/cps

Media contact: (202) 691-5902 • PressOffice@bls.gov

USUAL WEEKLY EARNINGS OF WAGE AND SALARY WORKERS SECOND QUARTER 2016

Median weekly earnings of the nation's 111.2 million full-time wage and salary workers were \$824 in the second quarter of 2016 (not seasonally adjusted), the U.S. Bureau of Labor Statistics reported today. This was 2.9 percent higher than a year earlier, compared with a gain of 1.1 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 in this news release.) Data shown in this release are not seasonally adjusted unless otherwise specified. Highlights from the second-quarter data are:

- **Median weekly earnings** of full-time workers were \$824 in the second quarter of 2016. **Women** had median weekly earnings of \$744, or 81.8 percent of the \$909 median for **men**. (See table 2.)
- The **women's-to-men's earnings ratio** varied by race and ethnicity. White women earned 80.7 percent as much as their male counterparts, compared with Black women (91.8 percent), Asian women (79.1 percent), and Hispanic women (89.1 percent). (See table 2.)
- Among the major **race and ethnicity groups**, median weekly earnings for Black men working at full-time jobs were \$704, or 74.8 percent of the median for White men (\$941). The difference was less among women, as Black women's median earnings (\$646) were 85.1 percent of those for White women (\$759). Overall, median earnings of Hispanics who worked full time (\$618) were lower than those of Blacks (\$677), Whites (\$854), and Asians (\$1,021). (See table 2.)
- By **age**, median weekly earnings were not much different for men ages 35 to 44 (\$1,024), 45 to 54 (\$1,063), 55 to 64 (\$1,054), and 65 and over (\$1,032) in the second quarter of 2016. For women, usual weekly earnings were highest for those ages 35 to 44 (\$845) and 45 to 54 (\$829). Workers age 16 to 24 had the lowest median weekly earnings, at \$492. (See table 3.)
- Among the major **occupational groups**, persons employed full time in management, professional, and related occupations had the highest median weekly earnings—\$1,405 for men

and \$1,019 for women. Men and women employed in service jobs earned the least, \$564 and \$480, respectively. (See table 4.)

- By **educational attainment**, full-time workers age 25 and over without a high school diploma had median weekly earnings of \$499, compared with \$690 for high school graduates (no college) and \$1,249 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 \$3,517 or more per week, compared with \$2,593 or more for their female counterparts. (See table 5.)
- **Seasonally adjusted median weekly earnings** were \$828 in the second quarter of 2016, essentially unchanged from the previous quarter (\$823). (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.

Material in this news release is in the public domain and may be used without permission. This information is available to sensory impaired individuals upon request. Voice telephone: (202) 691-5200; Federal Relay Service: (800) 877-8339.

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 \$
2007									
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.....	98,143	54,098	44,045	748	836	662	344	384	304
2nd Quarter.....	99,605	55,028	44,577	742	814	671	342	374	309
3rd Quarter.....	100,412	55,620	44,792	746	821	670	342	377	308
4th Quarter.....	99,958	55,486	44,472	750	826	676	341	376	308
2011									
1st Quarter.....	99,670	55,337	44,333	750	821	679	338	370	306
2nd Quarter.....	100,347	55,821	44,526	754	830	687	336	370	306
3rd Quarter.....	100,495	56,046	44,449	760	836	681	336	370	301
4th Quarter.....	101,337	56,687	44,650	760	838	686	335	369	302
2012									
1st Quarter.....	102,150	57,109	45,041	764	841	693	335	368	303
2nd Quarter.....	102,510	57,065	45,445	772	870	687	337	380	300
3rd Quarter.....	102,632	57,219	45,413	766	836	693	333	364	302
4th Quarter.....	103,727	57,770	45,957	772	868	691	333	375	298
2013									
1st Quarter.....	103,886	57,896	45,989	768	860	699	331	370	301
2nd Quarter.....	103,947	57,909	46,037	777	866	706	335	373	304
3rd Quarter.....	104,515	58,128	46,387	779	855	706	334	367	303
4th Quarter.....	104,733	58,064	46,669	782	862	712	334	368	304
2014									
1st Quarter.....	105,544	58,692	46,852	790	865	716	335	367	304
2nd Quarter.....	106,351	59,476	46,875	782	861	715	330	364	302
3rd Quarter.....	106,892	59,618	47,273	798	879	722	336	370	304
4th Quarter.....	107,336	60,025	47,310	794	876	723	335	369	305
2015									
1st Quarter.....	108,377	60,386	47,991	801	887	723	340	377	307
2nd Quarter.....	108,597	60,409	48,188	804	891	726	339	376	306
3rd Quarter.....	109,459	61,073	48,386	811	898	728	341	378	306
4th Quarter.....	109,894	61,119	48,776	820	901	728	344	378	306
2016									
1st Quarter.....	110,322	61,629	48,693	823	904	743	346	380	312
2nd Quarter.....	110,996	61,837	49,159	828	913	744	346	381	311

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 2015	2nd 2016	In current dollars		In constant (1982-84) dollars	
			2nd 2015	2nd 2016	2nd 2015	2nd 2016
SEX AND AGE						
Total, 16 years and over.....	108,769	111,166	\$801	\$824	\$337	\$343
Men, 16 years and over.....	60,638	62,045	886	909	373	378
16 to 24 years.....	5,335	5,724	497	505	209	210
25 years and over.....	55,303	56,320	942	967	396	403
Women, 16 years and over.....	48,131	49,121	726	744	305	310
16 to 24 years.....	4,313	4,415	444	470	187	196
25 years and over.....	43,818	44,706	759	777	319	324
RACE, HISPANIC OR LATINO ETHNICITY, AND SEX						
White.....	85,383	86,638	829	854	349	356
Men.....	48,785	49,241	914	941	385	392
Women.....	36,598	37,397	742	759	312	316
Black or African American.....	13,566	13,954	647	677	272	282
Men.....	6,442	6,838	696	704	293	293
Women.....	7,124	7,116	615	646	259	269
Asian.....	6,608	7,085	965	1,021	406	425
Men.....	3,612	3,963	1,085	1,147	457	478
Women.....	2,996	3,122	836	907	352	378
Hispanic or Latino ethnicity.....	18,240	18,956	601	618	253	257
Men.....	11,102	11,718	619	652	260	272
Women.....	7,138	7,238	572	581	241	242

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 2016 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.....	111,166	\$824	62,045	\$909	49,121	\$744
16 to 24 years.....	10,140	492	5,724	505	4,415	470
16 to 19 years.....	1,298	404	730	422	568	390
20 to 24 years.....	8,842	505	4,995	516	3,847	489
25 years and over.....	101,026	880	56,320	967	44,706	777
25 to 54 years.....	78,468	865	44,133	944	34,336	774
25 to 34 years.....	27,500	753	15,589	791	11,911	710
35 to 44 years.....	25,270	943	14,406	1,024	10,863	845
45 to 54 years.....	25,699	948	14,137	1,063	11,562	829
55 years and over.....	22,558	928	12,188	1,049	10,370	785
55 to 64 years.....	18,532	935	9,877	1,054	8,655	795
65 years and over.....	4,026	898	2,311	1,032	1,715	736
White						
16 years and over.....	86,638	854	49,241	941	37,397	759
16 to 24 years.....	7,961	500	4,612	510	3,349	483
25 years and over.....	78,677	907	44,629	997	34,049	797
25 to 54 years.....	60,196	893	34,539	971	25,657	799
55 years and over.....	18,481	959	10,090	1,114	8,392	791
Black or African American						
16 years and over.....	13,954	677	6,838	704	7,116	646
16 to 24 years.....	1,239	423	626	462	612	408
25 years and over.....	12,716	708	6,212	731	6,504	684
25 to 54 years.....	10,302	698	5,058	718	5,244	675
55 years and over.....	2,413	771	1,154	819	1,260	739
Asian						
16 years and over.....	7,085	1,021	3,963	1,147	3,122	907
16 to 24 years.....	392	519	212	520	180	515
25 years and over.....	6,693	1,063	3,751	1,190	2,942	945
25 to 54 years.....	5,436	1,114	3,029	1,249	2,407	982
55 years and over.....	1,257	885	722	943	535	833
Hispanic or Latino ethnicity						
16 years and over.....	18,956	618	11,718	652	7,238	581
16 to 24 years.....	2,455	476	1,510	481	945	461
25 years and over.....	16,501	658	10,208	692	6,294	605
25 to 54 years.....	14,173	650	8,821	683	5,351	602
55 years and over.....	2,329	705	1,386	767	942	624

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 2015	2nd 2016	2nd 2015	2nd 2016
TOTAL				
Management, professional, and related occupations.....	44,819	46,153	\$1,147	\$1,174
Management, business, and financial operations occupations.....	18,400	19,031	1,243	1,260
Professional and related occupations.....	26,420	27,122	1,097	1,138
Service occupations.....	15,313	15,275	506	512
Sales and office occupations.....	23,601	23,712	668	688
Sales and related occupations.....	9,724	9,872	688	730
Office and administrative support occupations.....	13,876	13,840	661	673
Natural resources, construction, and maintenance occupations.....	10,604	10,935	750	771
Farming, fishing, and forestry occupations.....	778	898	440	543
Construction and extraction occupations.....	5,664	5,935	741	784
Installation, maintenance, and repair occupations.....	4,162	4,102	835	819
Production, transportation, and material moving occupations.....	14,431	15,092	653	663
Production occupations.....	7,525	8,105	666	662
Transportation and material moving occupations.....	6,906	6,986	634	664
Men				
Management, professional, and related occupations.....	21,899	22,304	1,357	1,405
Management, business, and financial operations occupations.....	10,126	10,191	1,401	1,441
Professional and related occupations.....	11,773	12,114	1,319	1,377
Service occupations.....	7,732	7,703	587	564
Sales and office occupations.....	9,395	9,535	765	775
Sales and related occupations.....	5,373	5,446	864	882
Office and administrative support occupations.....	4,023	4,088	683	695
Natural resources, construction, and maintenance occupations.....	10,194	10,491	761	778
Farming, fishing, and forestry occupations.....	607	699	448	570
Construction and extraction occupations.....	5,531	5,818	742	786
Installation, maintenance, and repair occupations.....	4,056	3,973	838	818
Production, transportation, and material moving occupations.....	11,418	12,012	702	708
Production occupations.....	5,508	5,983	734	722
Transportation and material moving occupations.....	5,909	6,028	663	694
Women				
Management, professional, and related occupations.....	22,920	23,848	987	1,019
Management, business, and financial operations occupations.....	8,274	8,840	1,064	1,073
Professional and related occupations.....	14,647	15,009	953	994
Service occupations.....	7,582	7,572	457	480
Sales and office occupations.....	14,205	14,177	632	645
Sales and related occupations.....	4,352	4,426	556	580
Office and administrative support occupations.....	9,853	9,751	655	666
Natural resources, construction, and maintenance occupations.....	410	444	507	552
Farming, fishing, and forestry occupations.....	172	199	427	459
Construction and extraction occupations.....	133	117	700	685
Installation, maintenance, and repair occupations.....	106	128	603	848
Production, transportation, and material moving occupations.....	3,013	3,080	524	532
Production occupations.....	2,017	2,122	524	535
Transportation and material moving occupations.....	996	958	524	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 2016 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.....	111,166	\$395	\$545	\$824	\$1,313	\$1,997
Men.....	62,045	413	587	909	1,454	2,281
Women.....	49,121	379	505	744	1,144	1,738
White.....	86,638	402	565	854	1,343	2,024
Men.....	49,241	420	601	941	1,484	2,289
Women.....	37,397	385	517	759	1,157	1,752
Black or African American.....	13,954	368	473	677	1,010	1,546
Men.....	6,838	383	494	704	1,095	1,713
Women.....	7,116	352	446	646	954	1,454
Asian.....	7,085	415	614	1,021	1,723	2,507
Men.....	3,963	478	682	1,147	1,893	2,881
Women.....	3,122	387	554	907	1,451	2,089
Hispanic or Latino ethnicity.....	18,956	352	436	618	940	1,426
Men.....	11,718	371	470	652	1,000	1,519
Women.....	7,238	332	411	581	856	1,316
EDUCATIONAL ATTAINMENT						
Total, 25 years and over.....	101,026	414	586	880	1,374	2,089
Less than a high school diploma.....	7,290	312	390	499	675	958
High school graduates, no college ¹	25,656	385	499	690	993	1,414
Some college or associate degree.....	26,828	410	555	767	1,136	1,563
Bachelor's degree and higher ²	41,253	606	853	1,249	1,889	2,887
Bachelor's degree only.....	25,539	578	779	1,155	1,752	2,612
Advanced degree.....	15,714	701	975	1,425	2,105	3,105
Men, 25 years and over.....	56,320	446	623	967	1,523	2,316
Less than a high school diploma.....	4,979	338	406	529	733	1,024
High school graduates, no college ¹	15,903	411	549	762	1,122	1,570
Some college or associate degree.....	14,052	467	623	890	1,269	1,784
Bachelor's degree and higher ²	21,386	658	968	1,431	2,179	3,229
Bachelor's degree only.....	13,603	619	900	1,328	1,966	2,975
Advanced degree.....	7,784	757	1,127	1,621	2,422	3,517
Women, 25 years and over.....	44,706	393	532	777	1,179	1,794
Less than a high school diploma.....	2,311	288	350	421	562	719
High school graduates, no college ¹	9,752	353	440	596	806	1,089
Some college or associate degree.....	12,776	383	496	673	938	1,306
Bachelor's degree and higher ²	19,867	577	769	1,086	1,577	2,294
Bachelor's degree only.....	11,936	523	715	997	1,468	2,071
Advanced degree.....	7,930	663	898	1,245	1,827	2,593

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 2015	2nd 2016	2nd 2015	2nd 2016
SEX AND AGE				
Total, 16 years and over.....	24,825	24,808	\$244	\$250
Men, 16 years and over.....	8,564	8,645	231	245
16 to 24 years.....	3,933	3,739	188	192
25 years and over.....	4,630	4,906	291	292
Women, 16 years and over.....	16,261	16,163	250	253
16 to 24 years.....	4,771	4,745	192	190
25 years and over.....	11,491	11,419	281	288
RACE, HISPANIC OR LATINO ETHNICITY, AND SEX				
White.....	19,513	19,578	247	252
Men.....	6,601	6,893	232	245
Women.....	12,912	12,685	254	256
Black or African American.....	3,013	2,999	226	237
Men.....	1,153	1,045	219	237
Women.....	1,860	1,954	230	237
Asian.....	1,275	1,280	250	267
Men.....	455	415	243	252
Women.....	820	865	253	280
Hispanic or Latino ethnicity.....	4,097	3,987	232	241
Men.....	1,472	1,452	241	246
Women.....	2,625	2,535	227	238

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.