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USUAL WEEKLY EARNINGS OF WAGE AND SALARY WORKERS FIRST QUARTER 2018

Median weekly earnings of the nation's 113.4 million full-time wage and salary workers were \$881 in the first quarter of 2018 (not seasonally adjusted), the U.S. Bureau of Labor Statistics reported today. This was 1.8 percent higher than a year earlier, compared with a gain of 2.2 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 first-quarter data:

- **Median weekly earnings** of full-time workers were \$881 in the first quarter of 2018. **Women** had median weekly earnings of \$783, or 81.1 percent of the \$965 median for **men**. (See table 2.)
- The **women's-to-men's earnings ratio** varied by race and ethnicity. White women earned 81.2 percent as much as their male counterparts, compared with Black women (92.8 percent), Asian women (78.5 percent), and Hispanic women (85.1 percent). (See table 2.)
- Among the major **race and ethnicity groups**, median weekly earnings for Black men working at full-time jobs were \$723, or 72.5 percent of the median for White men (\$997). The difference was less among women, as Black women's median earnings (\$671) were 82.8 percent of those for White women (\$810). Overall, median earnings of Hispanics (\$675) and Blacks (\$696) were lower than those of Whites (\$911) and Asians (\$1,066). (See table 2.)
- By **age**, median weekly earnings were highest for men age 35 to 64: weekly earnings were \$1,098 for men age 35 to 44, \$1,150 for men age 45 to 54, and \$1,113 for men age 55 to 64 in the first quarter of 2018. For women, those ages 35 to 44 and 45 to 54 had the highest median weekly earnings, at \$880 and \$878, respectively. Men and women age 16 to 24 had the lowest median weekly earnings, \$563 and \$545, respectively. (See table 3.)
- Among the major **occupational groups**, persons employed full time in management, professional, and related occupations had the highest median weekly earnings—\$1,454 for men and \$1,054 for

women. Men and women employed in service jobs earned the least, \$641 and \$504, respectively. (See table 4.)

- By **educational attainment**, full-time workers age 25 and over without a high school diploma had median weekly earnings of \$563, compared with \$713 for high school graduates (no college) and \$1,286 for those holding at least a bachelor's degree. Among college graduates with advanced degrees (master's or professional degree and above), the highest earning 10 percent of male workers made \$3,894 or more per week, compared with \$2,875 or more for their female counterparts. (See table 5.)
- **Seasonally adjusted median weekly earnings** were \$873 in the first quarter of 2018, up from the previous quarter (\$854). (See table 1.)

Revision of Seasonally Adjusted Usual Weekly Earnings Data

Seasonally adjusted data for median usual weekly earnings in constant (1982-84) dollars have been updated using revised seasonally adjusted data for the Consumer Price Index for All Urban Consumers (CPI-U). (Data are shown in table 1 of this news release.) Seasonally adjusted constant (1982-84) dollar estimates back to the first quarter of 2013 were subject to revision.

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 \$
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.....	102,161	57,110	45,051	764	841	693	335	368	303
2nd quarter.....	102,525	57,079	45,447	772	870	687	337	380	300
3rd quarter.....	102,587	57,207	45,380	766	836	693	333	364	302
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.....	105,623	58,679	46,943	790	865	716	335	367	304
2nd quarter.....	106,356	59,506	46,850	781	860	714	330	363	302
3rd quarter.....	106,746	59,548	47,197	798	879	722	336	370	304
4th quarter.....	107,402	60,090	47,312	795	878	724	336	371	306
2015									
1st quarter.....	108,480	60,370	48,110	801	886	724	340	377	308
2nd quarter.....	108,572	60,432	48,139	803	889	725	339	375	306
3rd quarter.....	109,295	60,985	48,311	811	897	728	341	377	306
4th quarter.....	109,982	61,206	48,776	822	904	730	345	380	307
2016									
1st quarter.....	110,434	61,650	48,784	823	904	744	346	380	313
2nd quarter.....	110,973	61,835	49,138	827	912	743	345	381	310
3rd quarter.....	111,600	62,095	49,505	834	918	751	347	382	312
4th quarter.....	111,353	62,138	49,215	846	925	759	349	382	314
2017									
1st quarter.....	112,004	62,508	49,496	857	940	759	351	385	311
2nd quarter.....	113,177	63,005	50,172	862	937	779	353	384	319
3rd quarter.....	113,668	63,176	50,492	866	944	773	353	385	315
4th quarter.....	114,219	63,221	50,997	854	944	771	345	382	312
2018									
1st quarter.....	114,676	64,012	50,664	873	955	777	350	383	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			
	1st 2017	1st 2018	In current dollars		In constant (1982-84) dollars	
			1st 2017	1st 2018	1st 2017	1st 2018
SEX AND AGE						
Total, 16 years and over.....	110,706	113,396	\$865	\$881	\$355	\$354
Men, 16 years and over.....	61,488	63,037	950	965	390	388
16 to 24 years.....	5,335	5,482	558	563	229	226
25 years and over.....	56,153	57,555	998	1,016	410	409
Women, 16 years and over.....	49,218	50,359	765	783	314	315
16 to 24 years.....	4,174	4,159	489	545	201	219
25 years and over.....	45,044	46,201	803	819	330	329
RACE, HISPANIC OR LATINO ETHNICITY, AND SEX						
White.....	86,068	87,528	894	911	367	366
Men.....	49,025	49,844	977	997	401	401
Women.....	37,043	37,684	790	810	324	326
Black or African American.....	14,085	14,715	679	696	279	280
Men.....	6,629	7,136	722	723	297	291
Women.....	7,456	7,579	645	671	265	270
Asian.....	7,077	7,330	1,019	1,066	419	429
Men.....	3,934	4,032	1,205	1,199	495	482
Women.....	3,144	3,298	892	941	366	378
Hispanic or Latino ethnicity.....	18,958	19,802	649	675	267	271
Men.....	11,362	11,895	692	723	284	290
Women.....	7,596	7,907	596	615	245	247

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, 1st quarter 2018 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.....	113,396	\$881	63,037	\$965	50,359	\$783
16 to 24 years.....	9,641	555	5,482	563	4,159	545
16 to 19 years.....	1,069	435	644	453	425	417
20 to 24 years.....	8,571	576	4,838	581	3,733	568
25 years and over.....	103,755	922	57,555	1,016	46,201	819
25 to 54 years.....	80,189	914	44,731	1,001	35,458	819
25 to 34 years.....	28,309	793	15,957	849	12,352	737
35 to 44 years.....	26,169	986	14,654	1,098	11,515	880
45 to 54 years.....	25,711	1,004	14,120	1,150	11,591	878
55 years and over.....	23,566	956	12,824	1,097	10,743	819
55 to 64 years.....	19,156	970	10,360	1,113	8,796	827
65 years and over.....	4,410	911	2,464	1,027	1,947	773
White						
16 years and over.....	87,528	911	49,844	997	37,684	810
16 to 24 years.....	7,358	575	4,319	581	3,039	562
25 years and over.....	80,170	954	45,525	1,055	34,645	845
25 to 54 years.....	60,999	944	34,889	1,030	26,111	848
55 years and over.....	19,171	991	10,636	1,146	8,534	838
Black or African American						
16 years and over.....	14,715	696	7,136	723	7,579	671
16 to 24 years.....	1,316	482	670	466	646	490
25 years and over.....	13,399	725	6,466	751	6,933	699
25 to 54 years.....	10,778	721	5,220	743	5,558	698
55 years and over.....	2,622	738	1,247	794	1,375	701
Asian						
16 years and over.....	7,330	1,066	4,032	1,199	3,298	941
16 to 24 years.....	437	688	223	722	215	680
25 years and over.....	6,892	1,109	3,809	1,235	3,083	979
25 to 54 years.....	5,580	1,126	3,084	1,256	2,496	993
55 years and over.....	1,312	1,016	725	1,154	588	885
Hispanic or Latino ethnicity						
16 years and over.....	19,802	675	11,895	723	7,907	615
16 to 24 years.....	2,172	513	1,304	515	868	512
25 years and over.....	17,630	705	10,591	765	7,039	632
25 to 54 years.....	14,915	703	8,948	760	5,967	635
55 years and over.....	2,716	716	1,643	786	1,072	617

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	
	1st 2017	1st 2018	1st 2017	1st 2018
TOTAL				
Management, professional, and related occupations.....	46,864	48,940	\$1,216	\$1,229
Management, business, and financial operations occupations.....	19,513	20,138	1,307	1,341
Professional and related occupations.....	27,351	28,801	1,152	1,155
Service occupations.....	15,494	15,645	549	567
Sales and office occupations.....	23,556	23,461	723	734
Sales and related occupations.....	9,987	9,979	763	758
Office and administrative support occupations.....	13,569	13,482	706	721
Natural resources, construction, and maintenance occupations.....	10,773	11,238	791	817
Farming, fishing, and forestry occupations.....	762	835	522	589
Construction and extraction occupations.....	5,612	6,218	787	801
Installation, maintenance, and repair occupations.....	4,399	4,184	864	924
Production, transportation, and material moving occupations.....	14,019	14,112	690	703
Production occupations.....	7,232	7,453	702	713
Transportation and material moving occupations.....	6,787	6,660	672	692
Men				
Management, professional, and related occupations.....	22,841	23,829	1,436	1,454
Management, business, and financial operations occupations.....	10,611	10,907	1,525	1,538
Professional and related occupations.....	12,230	12,922	1,384	1,400
Service occupations.....	7,613	7,872	624	641
Sales and office occupations.....	9,468	9,486	841	841
Sales and related occupations.....	5,600	5,629	935	927
Office and administrative support occupations.....	3,868	3,857	740	760
Natural resources, construction, and maintenance occupations.....	10,318	10,699	797	821
Farming, fishing, and forestry occupations.....	635	677	549	601
Construction and extraction occupations.....	5,435	6,045	786	800
Installation, maintenance, and repair occupations.....	4,248	3,978	869	924
Production, transportation, and material moving occupations.....	11,248	11,151	736	749
Production occupations.....	5,378	5,462	768	780
Transportation and material moving occupations.....	5,870	5,688	710	717
Women				
Management, professional, and related occupations.....	24,023	25,110	1,044	1,054
Management, business, and financial operations occupations.....	8,902	9,231	1,136	1,160
Professional and related occupations.....	15,121	15,879	1,002	1,000
Service occupations.....	7,881	7,773	497	504
Sales and office occupations.....	14,088	13,975	673	686
Sales and related occupations.....	4,387	4,350	598	632
Office and administrative support occupations.....	9,701	9,625	697	709
Natural resources, construction, and maintenance occupations.....	455	539	577	684
Farming, fishing, and forestry occupations.....	127	159	423	476
Construction and extraction occupations.....	177	174	827	897
Installation, maintenance, and repair occupations.....	151	207	753	912
Production, transportation, and material moving occupations.....	2,771	2,962	535	556
Production occupations.....	1,854	1,990	549	571
Transportation and material moving occupations.....	917	971	511	519

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, 1st quarter 2018 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.....	113,396	\$423	\$589	\$881	\$1,399	\$2,155
Men.....	63,037	455	622	965	1,561	2,385
Women.....	50,359	400	542	783	1,207	1,847
White.....	87,528	440	606	911	1,439	2,221
Men.....	49,844	477	647	997	1,605	2,420
Women.....	37,684	407	566	810	1,231	1,857
Black or African American.....	14,715	382	493	696	1,091	1,630
Men.....	7,136	389	508	723	1,152	1,691
Women.....	7,579	377	487	671	1,016	1,536
Asian.....	7,330	445	656	1,066	1,760	2,687
Men.....	4,032	472	720	1,199	1,909	2,895
Women.....	3,298	421	599	941	1,538	2,289
Hispanic or Latino ethnicity.....	19,802	384	494	675	1,016	1,587
Men.....	11,895	409	516	723	1,111	1,752
Women.....	7,907	348	454	615	877	1,369
EDUCATIONAL ATTAINMENT						
Total, 25 years and over.....	103,755	446	613	922	1,461	2,271
Less than a high school diploma.....	6,797	341	428	563	755	1,023
High school graduates, no college ¹	25,525	395	513	713	1,037	1,518
Some college or associate degree.....	27,434	444	592	808	1,196	1,704
Bachelor's degree and higher ²	43,999	610	877	1,286	1,930	2,917
Bachelor's degree only.....	27,602	580	798	1,169	1,793	2,676
Advanced degree.....	16,397	730	1,011	1,533	2,296	3,423
Men, 25 years and over.....	57,555	484	666	1,016	1,637	2,475
Less than a high school diploma.....	4,639	388	475	616	836	1,146
High school graduates, no college ¹	15,449	439	581	808	1,176	1,682
Some college or associate degree.....	14,800	492	659	934	1,392	1,902
Bachelor's degree and higher ²	22,667	645	963	1,502	2,291	3,361
Bachelor's degree only.....	14,506	612	896	1,353	2,021	2,989
Advanced degree.....	8,161	768	1,164	1,795	2,690	3,894
Women, 25 years and over.....	46,201	410	570	819	1,249	1,887
Less than a high school diploma.....	2,158	293	373	457	578	756
High school graduates, no college ¹	10,077	358	456	605	825	1,153
Some college or associate degree.....	12,634	408	528	714	977	1,348
Bachelor's degree and higher ²	21,332	587	798	1,128	1,648	2,383
Bachelor's degree only.....	13,096	544	737	1,022	1,451	2,093
Advanced degree.....	8,236	698	938	1,334	1,913	2,875

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	
	1st 2017	1st 2018	1st 2017	1st 2018
SEX AND AGE				
Total, 16 years and over.....	25,516	24,864	\$256	\$266
Men, 16 years and over.....	8,737	8,538	249	260
16 to 24 years.....	3,784	3,708	194	210
25 years and over.....	4,953	4,830	296	309
Women, 16 years and over.....	16,780	16,326	259	268
16 to 24 years.....	4,876	4,958	193	200
25 years and over.....	11,904	11,368	294	310
RACE, HISPANIC OR LATINO ETHNICITY, AND SEX				
White.....	20,154	19,476	258	269
Men.....	6,661	6,552	251	261
Women.....	13,493	12,925	262	273
Black or African American.....	3,114	2,979	246	248
Men.....	1,229	1,027	237	245
Women.....	1,885	1,952	252	249
Asian.....	1,313	1,386	275	280
Men.....	473	536	295	290
Women.....	841	850	264	272
Hispanic or Latino ethnicity.....	4,270	4,007	259	264
Men.....	1,459	1,520	263	260
Women.....	2,811	2,488	257	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.